

SCORE TRAINING IN GHANA



International
Labour
Office

Sustaining Competitive and Responsible Enterprises

Enhancing business performance by...

Eliminating
delays, defects
and waste



Building
workforce
engagement



Creating a
workplace
environment
that promotes
productivity

“*The ability to learn
faster than your
competitors may be
the only sustainable
competitive
advantage.*”

Alvin Toffler,
Management Expert





SCORE TRAINING

Whether a recent start-up, an established company struggling to maintain market share, or a dynamic firm with big ambitions, SCORE works to uncover solutions to workplace challenges, unlocking the potential of enterprises to thrive in today's global market place.

SCORE is a global enterprise training programme that teaches cutting-edge practices to increase product quality, production efficiency, and reduce the time from customer order to delivery. SCORE has been developed with global experts, specifically for small and medium sized enterprises (SMEs) employing between 50-250 workers.

Key SCORE Training features:

- Practical implementation process, combining classroom training with on-site consulting, tailored to meet specific company / industry needs
- Based on Lean manufacturing methods used by world-class corporations
- Involves workers in factory improvement efforts and turns the workforce into a competitive advantage
- Supports the enterprise to grow from a traditional manufacturer to a global supplier
- Provides value for money – cost of the training is recovered within the first few months of implementation

SCORE TRAINING MODULES

**Module 1:
Workplace Cooperation
– A foundation for business success**

The starting point for all training

- ▾ Unite employees around shared targets
- ▾ Involve the entire workforce in continuous improvement

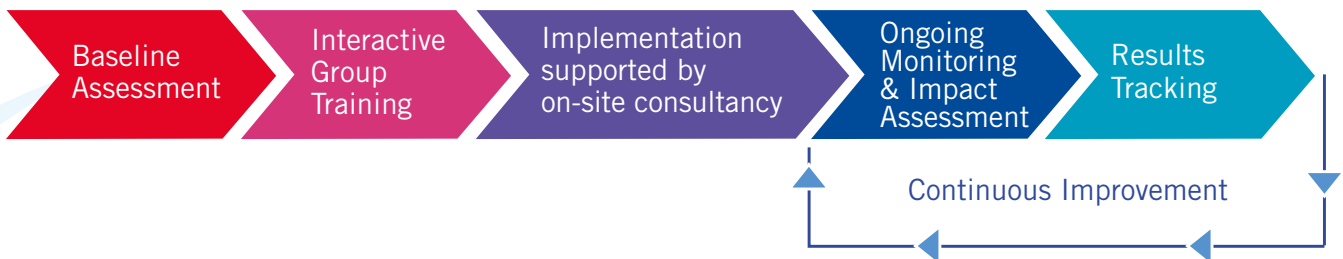
Module 2: Quality - Managing Continuous Improvement	<ul style="list-style-type: none"> ▾ Identify customer needs ▾ Develop quality assurance culture ▾ Reduce defects systematically
Module 3: Productivity Through Cleaner Production	<ul style="list-style-type: none"> ▾ Save costs and increase efficiency ▾ Systematically reduce waste & energy usage
Module 4: Workforce Management for Cooperation and Business Success	<ul style="list-style-type: none"> ▾ Develop Human Resource strategies for better recruitment & retention ▾ Motivate & develop the right people to make staff a competitive advantage
Module 5: Safety & Health at Work: A Platform for productivity	<ul style="list-style-type: none"> ▾ Eliminate or minimise workplace health & safety risks that lead to injuries, expenses & lower productivity



“ Employees from all parts and levels of the business have developed a new enthusiasm to improve the enterprise and increase productivity, and having managers and worker’s working together has increased morale, committment and performance outputs.”

Dr. Yaw Adu-Agyei Gyamfi - Managing Director
 Danadams Pharmaceuticals Ltd
 Accra, Ghana

SCORE TRAINING PROCESS



IMPACTS OF SCORE TRAINING

More than 600 enterprises across 9 countries have participated in SCORE Training and reported the following results:

- ☑ Productivity increases of up to 50%
- ☑ Cost savings of up to US\$15,000
- ☑ Average defect rate reduction of 10%
- ☑ Energy savings (KwH) of 2% per production unit
- ☑ Reduction in worker absenteeism up to 15%

Other reported benefits include:

- ☑ More efficient production planning, resulting in smoother work flow
- ☑ Lower unit labour costs & higher output
- ☑ Inventory reduction & reduced space usage
- ☑ Innovation in shop-floor practices
- ☑ Better worker multi-process & problem solving skills
- ☑ Improved teamwork and employee commitment
- ☑ Fewer workplace accidents

QUOTES FROM SCORE TRAINED ENTERPRISES IN GHANA



“The SCORE Training encouraged me to employ women on the factory floor for the first time and they are doing very well.”

Vivian Adu, CEO, Rose Aluminium Co. Ltd. Accra



“The trainers gave us a push. They monitored us to make sure the various projects we initiated were being done and encouraged us to continue. With SCORE you get to appreciate a more structured way of doing things and there is more employee buy-in. We can easily see the improvements.”

Eva Gaizer, the Quality Assurance Manager, Dannex Ghana Ltd. Accra



Mr. Perfect Kwame Edoh
Managing Director,
Perftech Company
Ltd. Tema

“The most valuable benefit of SCORE to our business is the visible attitudinal change and the motivated workforce. Because even if you have the best equipment and capital available, without workplace co-operation between managers and workers, you cannot improve productivity and achieve success.”

SCORE SERVICES

There are five SCORE Modules and each Module includes:

- ✓ **½ day baseline assessment:** Enterprise visit by a trainer to discuss and assess production, quality, HR and OSH challenges.
- ✓ **2-day classroom workshop:** Interactive training workshop for two managers and two workers per enterprise to develop action plans. Up to five enterprises participate in the workshop together to provide a dynamic training environment of knowledge sharing and experience exchange.

- ✓ **3 factory visits:** post-classroom training consultancy visits by a trainer to help the enterprises implement their action plans.

The classroom training and all enterprise visits are conducted by SCORE Certified Trainers who have several years of business experience, including specialised knowledge of Lean manufacturing, kaizen, occupational safety and health, and cleaner production methods.

Training fees will vary according to location, please use contact details below for more information.

HOW TO REGISTER FOR SCORE TRAINING

To find out more about SCORE and when the next SCORE Training course is taking place, please contact:

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“If you think training is expensive, try ignorance.”

Peter Drucker
Management Expert



International
Labour
Office



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Confederation

Federal Department of Economic Affairs,
Education and Research EAER
State Secretariat for Economic Affairs SECO



SCORE is a training programme developed by the International Labour Organization (ILO). The ILO is a United Nations agency that brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting sustainable enterprises and Decent Work for all. SCORE is supported by the Swiss State Secretariat for Economic Affairs (SECO) and the Norwegian Agency for Development (NORAD).