Capacity Building of Stakeholders

All India Institute of Local Self Government, Mumbai

National Workshop on Non-Sewered Sanitation Systems for India, 28th February, 2019
AIILSG – in action since 1926

(www.aiilsg.org)

✓ Key objective is to **support the Government**

✓ Through more than **30** Centres across India

✓ More than **1.5 million** stakeholders trained on urban governance and urban service delivery

✓ Anchors **RCUES**, established by the GoI and other specialised training centres.

✓ **Empanelled** under various mission for providing capacity building and technical support to State and local govt.
<table>
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<th>Service Area</th>
<th>Description</th>
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<td>Training and Capacity building</td>
<td>Sensitizing the ULB officials and ERs/ improving their efficiency for appropriate decision making and service delivery</td>
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<tr>
<td>Research</td>
<td>Research under various central/state missions</td>
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<td>Policy level support</td>
<td>Preparation of guidelines/ bylaws/ GRs</td>
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<td>Assessment</td>
<td>Surveys and assessment to establish database for urban development missions</td>
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<td>Planning</td>
<td>Preparation of technical reports, CSPs/CDPs/DPRs, making strategies/action plans for state/ULBs</td>
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<td>Advisory and Implementation support</td>
<td>Handholding support to States, ULBs for planning and implementation</td>
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<td>Documentation/ Resource Material</td>
<td>Preparation of guidelines, handbooks, training modules/ material, IEC material etc.</td>
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Capacity Building by AIILSG

Current Key Areas of Capacity Building under—

• **RCUES** - established by the now MoHUA, for capacity building of ULBs in six States *(Rajasthan, Gujarat, Maharashtra, Goa, Assam, Tripura)* and 3 UTs

• **AMRUT and ICBP** – for more than 12 States

• **SLB** - Service Level Benchmarking

• **Sanitation and SWM** - ODF, ODF Sustainability, FSSM, Wet and dry solid waste management

• **Skill Development** under NULM - 4 States

• **ECBC** - Energy Conservation Building Code

• **SMART Cities** – with IIM and MoHUA

• Demand based training programmes

✓ Diploma and degree courses for SIs, Local Government Officials *(1 to 2 years)*

✓ Trainings to newly appointed COs *(2 to 3 months)*

✓ Trainings for newly elected representatives
Visits to plants/ discussions with implementers

- Work plan developed by the advisory committee (PS of the concerned States)
- Peer learning of participants from different States - module developed accordingly
- Witnessing the change – exposure visits and outdoor sessions
- Components of UD Missions, common in all States
CB under AMRUT and ICBP

Framework developed at the national level

- Modules modified at State level
- 3 days modules: Orientation Capsule (1) → Advanced Capsules (2)
- Based on training need assessment and linked to review and monitoring

Convergence within Missions and Departments
Rounds of theme based training programmes

- Making and Sustaining cities ODF
- Moving towards ODF+ and ODF++ Cities

Linked to sequence of actions supported by the State

Focus on

- Encouraging innovations – for achievement of targets
- Peer learning – ODF/ODF++ ULBs to guide other ULBs
- Sustainability - not just implementation

CB under Swachh Maharashtra Mission, Urban

Achievement of Targets

- The first state to adopt **ODF+ and ODF++ Concepts**
- Efforts scaled up from 2 cities in **2012** to 8 cities in **2017** and **130 cities in 2019**
- Only State with whopping **45 cities** to be felicitated for **Swach Survekshan 2019**
CB for SLB - requirement under 13th and 14th FC

Performance Assessment System (PAS) – www.pas.org.in

More than 100 training programmes

Support to the Government of Maharashtra for SLB Gazette
CB and strategic support at ULB level

- Demand based
- Focused training – target is set
- Handholding

Competition
Rajasthan: Orientation and Exposure Visits

Capacity Building in FSSM, SCBP

- Orientation module linked to other trainings and initiatives in Rajasthan under SCBP
- Revised as per State’s priorities
- Demand generated for city level training and assessment
- Cities identified for further FSSM interventions
Orientation and Exposure Visits

• Learning from best practices

Capacity Building in FSSM, SCBP

Bhubaneswar FSTP

Wai FSTP... and scheduled desludging
• Flyers, posters, handbooks, notes, guidelines, case studies developed in Regional Languages,
• Accompanied with group exercises
Manuals, good practices, research studies, guidelines, toolkits, handbooks, rules, resource material etc.
Capacity building of ULBs - What Matters...

1. Overall Framework/ Programme
2. Trainers and Trainees
3. Training Module / Tools
4. Arrangements/ Condusive Atmosphere
5. Review and Monitoring/ Way forward
What Matters ...

1. Overall Framework
   1. Target oriented CB - An overall framework / programme / plan / policy at the State level needs to be in place, of which Capacity Building is a part
   2. Allocation of resources
   3. Priority for authorities, their involvement and support – CB to result into achievement of targets
   4. Multiple departments / decision makers

2. Trainers and Trainees
   1. Trainers with experience and training skills
   2. Nomination of right participants
   3. Batch size / background / varied capacities
   4. Willingness / attendance / attention / response / transfers
   5. What are their expectations? What to expect from them?
What Matters ...

3. Training Module/ Tools

1. Content / Outline
   - Context specific
   - Limited focus areas
   - Interactive sessions
   - Knowledge application
   - Duration of sessions
   - Flow / interlinking of sessions

2. Training Tools
   - Group exercises
   - Case studies/videos,
   - e-modules?
   - Practical
   - Energizers, games
   - Competition, quiz / incentives

3. Resource Material
   - Local language
   - Essential reading and reference reading
   - Formats that may be easy to read and interesting
   - Soft copies/ hard copies?

4. Exposure Visits
   - Seeing is believing
   - Direct discussions within the implementers / experience sharing
   - Encouragement / peer learning
What Matters ...

4. Conducive Atmosphere

1. Location/ City/ Venue
2. Physical aspects: Room dimensions/ lighting/ ventilation / sound
3. Seating layout: helpful in encouraging attention and interactions?

5. Review and Monitoring/ Way forward

1. Feedback/ further training need assessment
2. What next? – Next level training / knowledge application in achieving targets / implementing plans
3. Post training tests/ knowledge assessment mechanism
4. Follow up / review meetings by authorities
Thank you
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