

TRAINING
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UGANDA

Today's agenda

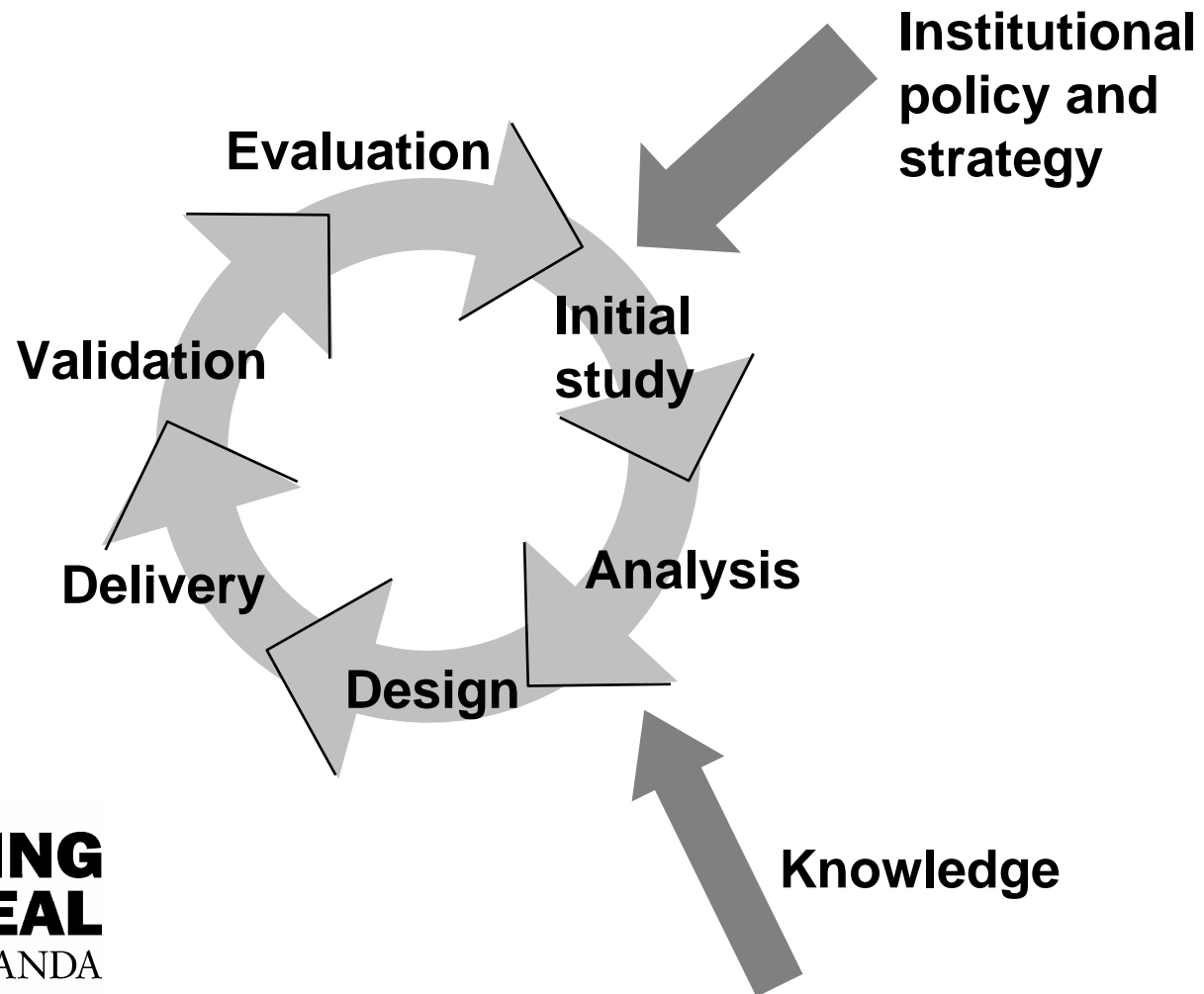
Brian Reed

Water, Engineering and
Development Centre

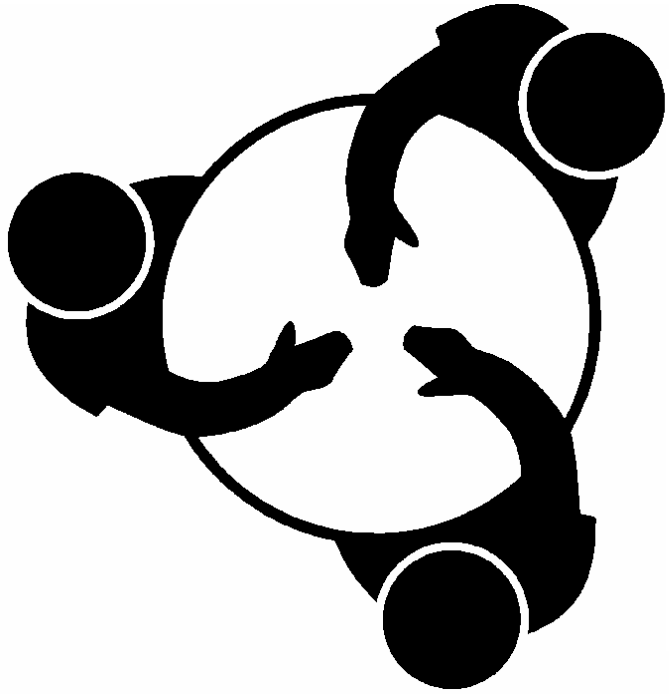


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Today's agenda



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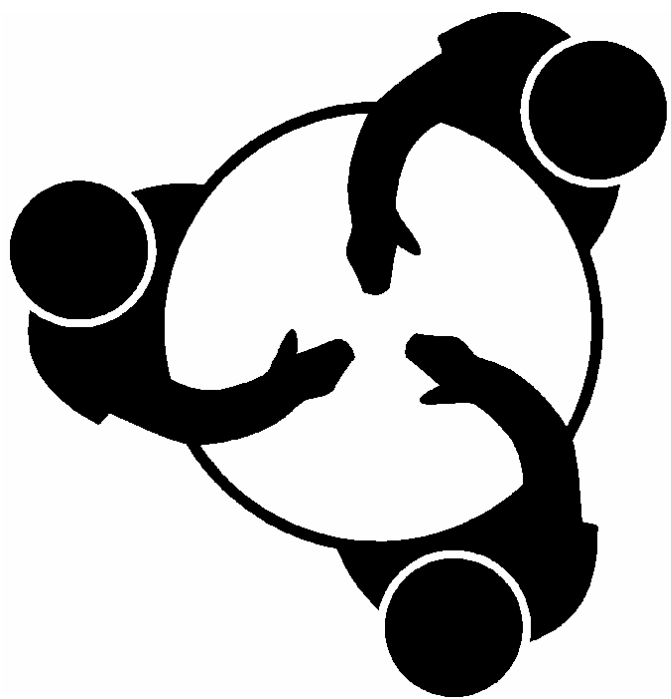


EKIMEEZA

International

WATER

Negotiations

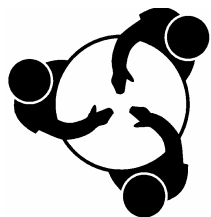


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Why?

Sue Coates

Water, Engineering and
Development Centre



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Why?

~ a case study

Nsamizi College



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Background - Institute

- Founded 1952
- Training arm – Ministry of Gender, Labour and Social Development
- Mandate to train manpower to implement SDIP



Institute Courses

- Original
- New
- Certificate courses
- Demand driven /tailor-made courses
- Middle-level
- Grass-roots level



Training Needs Assessment

- Institute programmes aligned to sector needs
- Gaps identified during teaching and fieldwork
 - TNAs embedded in institute practice
 - Routine every four years for existing courses
 - Undertaken for each new course



Implementation of TNA

- Gaps identified through:
 - Fieldwork
 - Observation
 - Practitioner feedback
 - Clients
 - Students



Implementation of TNA /2

- Stakeholder consultation:
 - Practitioners (NGOs, CBOs)
 - Public servants
 - Colleagues
 - Employers
 - Policy makers
- Inputs vary: lower for review, more expensive for new course



TNA for BA, PGDip

- Design BA – social development
- Design five short courses
- Design course for councillors
- Review and update three existing courses

Capacity Deficit

- Staff development
- Co-opt from other institutions
- Hire part-time staff
- Invite guest lectures



Change Management

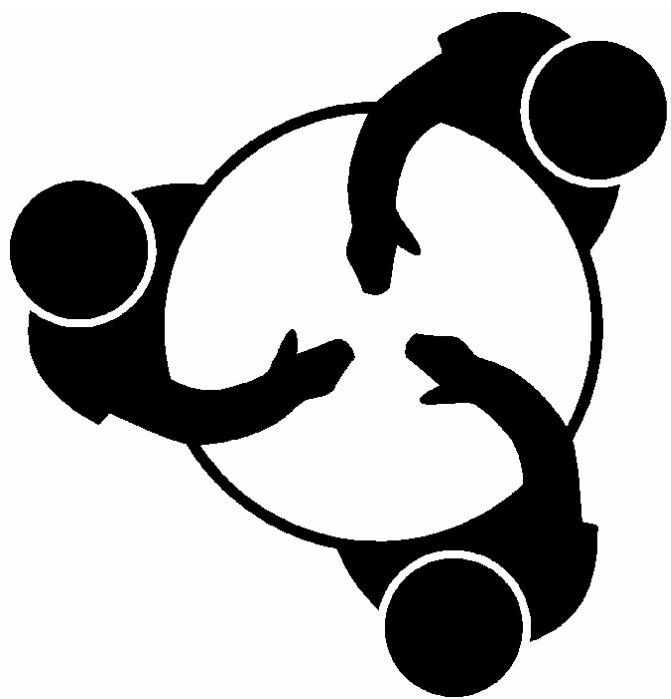
- Curriculum change process
- Requires adequate resources
- Commitment
- Teamwork
- Ready to accept change



Benefits of TNAs

- Provide relevant training
- Produce competent graduates
- Keeps existing programmes relevant
- Engage with demand
 - HIV-Aids





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What?

Frank Odhiambo

Water, Engineering and
Development Centre



Introduction

- About TfR
- What are the issues?
 - Sector, institutions, individuals
- What should we be doing?
- How can we do it?



About TfR

- Matching supply to demand
 - dialogue
 - Hallmark
- Assumes quality information



What are the issues? /1

- Sector Level
 - What resources are available?
 - National resource centre?
 - Consolidating resources
 - Information management?
 - Grey literature
 - Learning from workshops
 - Dissemination



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What are the issues? /2

- Institutional Level
 - Information resources
 - Knowledge exchange
 - Information sharing
 - Resource centres
 - Interpersonal communication



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What are the issues? /3

- Individual level
 - Where do we find information?
 - How do we know it is current?
 - Where should we be looking?
 - How can we trust it?



What should we be doing? /1

- Institutional level
 - Leverage IT capability
 - Encourage knowledge sharing
 - Develop structures
 - Provide clarity about goals and agendas
 - Allocate time for information seeking
 - Mainstream dissemination



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What should we be doing? /2

- Individual Level
 - Take responsibility
 - Network
 - Read !!



Keeping up to date /1

- Search techniques
 - integrated water resources
 - +integrated +water +resources
 - “integrated water resources”
 - +Coates
 - +Coates –Sanitation
 - moody awori “Moody Awori”



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Keeping up to date /2

- Search techniques
 - Refining your search
 - Search within results
 - Domain name +domain:ug
 - “integrated water resources management”
+title:text
 - Assessing authority



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Keeping up to date /3

- Internet Resources
 - Resource Centres
 - WELL www.lboro.ac.uk/well
 - Enquiry Service
 - Document Delivery
 - WSSCC www.wsscc.org
 - Source Weekly www.irc.nl
 - World Bank, WSP ...



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Keeping up to date /4

- Sanitation Connection www.sanicon.net
- Pubmed www.ncbi.nlm.nih.gov/entrez
- Ingenta www.ingentaconnect.com
- Directory of open access journals
www.doaj.org
- Virtual library www.vlib.org
- Reference www.britannica.com



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Keeping up to date /5

- Reference www.yourdictionary.com
- Google scholar
 - www.scholar.google.com
 - Abstracts, authors
- Use Bookmarks
 - ‘catalogue number’
 - Save searches

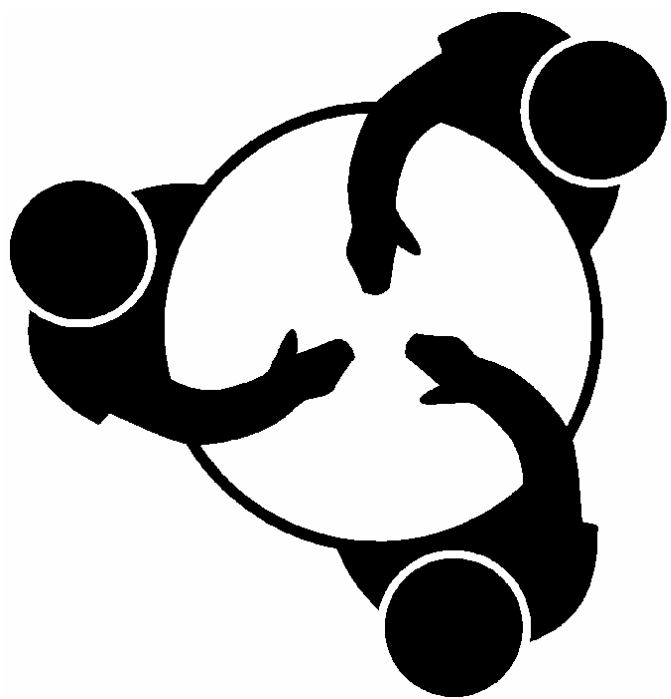


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Keeping up to date /6

- Traditional
 - Newspapers; local information
 - Informal contacts
 - Contact authors





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How?

Brian Reed

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How?

Talking

1. Do you dislike listening for a long time?
(*See, picture, imagine*)
2. Do you enjoy listening/ talking? (*Say, hear, think*)
3. Do you like to gesture? (*Feel, touch, hold*)



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How?

Contacting people

1. Do you prefer face to face meetings
2. Do you prefer telephone?
3. Do you like to talk whilst walking / other activity?



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How?

Doing something new

1. Do you like to see demonstrations/
diagrams/ flow charts?
2. Do you like verbal or written instructions?
3. Do you like try it straight away and try
different ways?



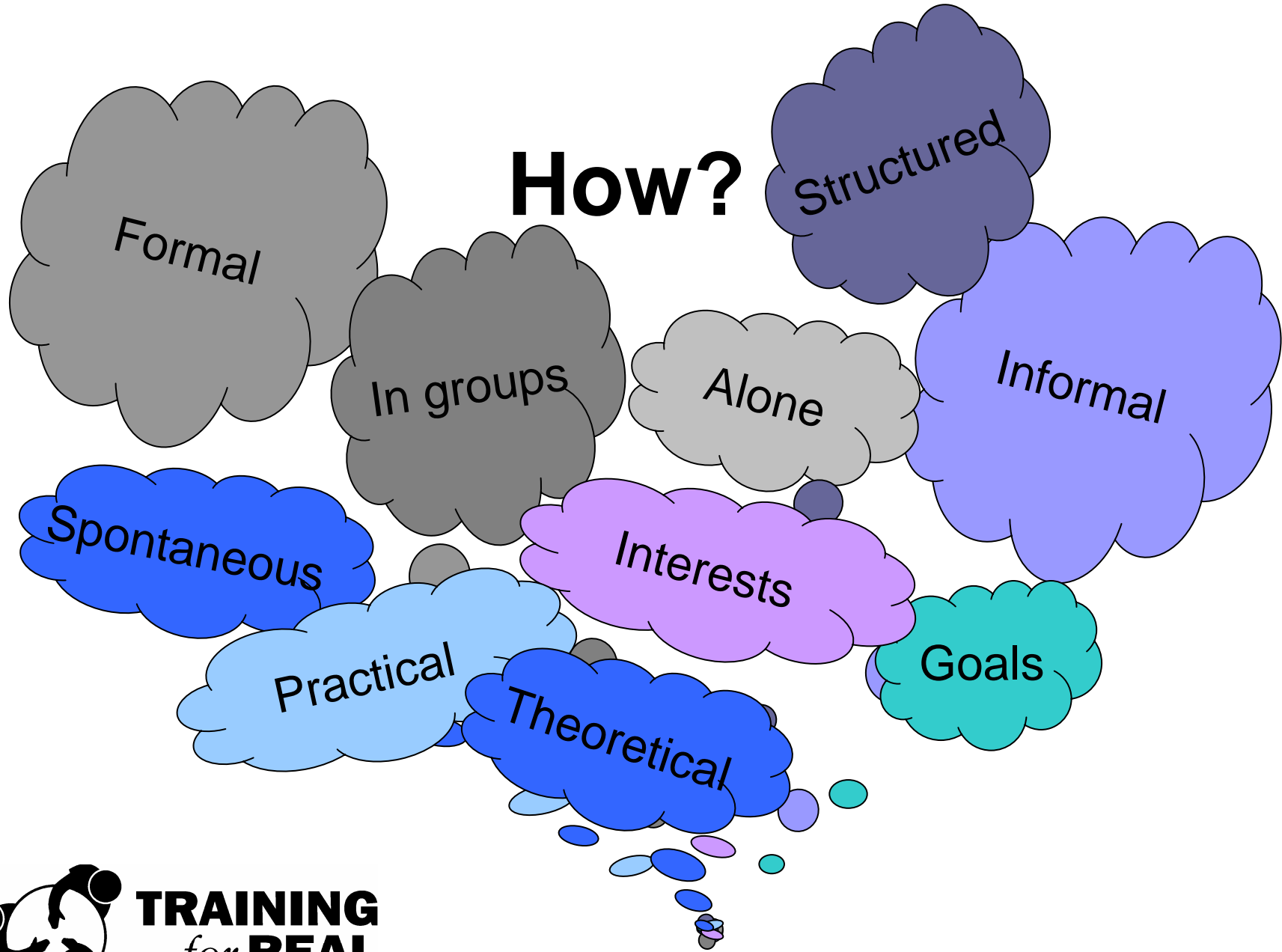
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How?



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How?

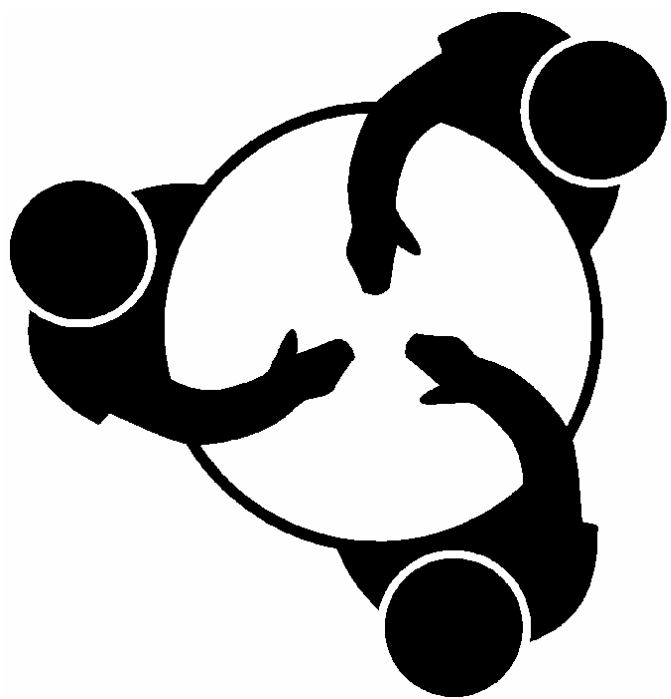


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How?



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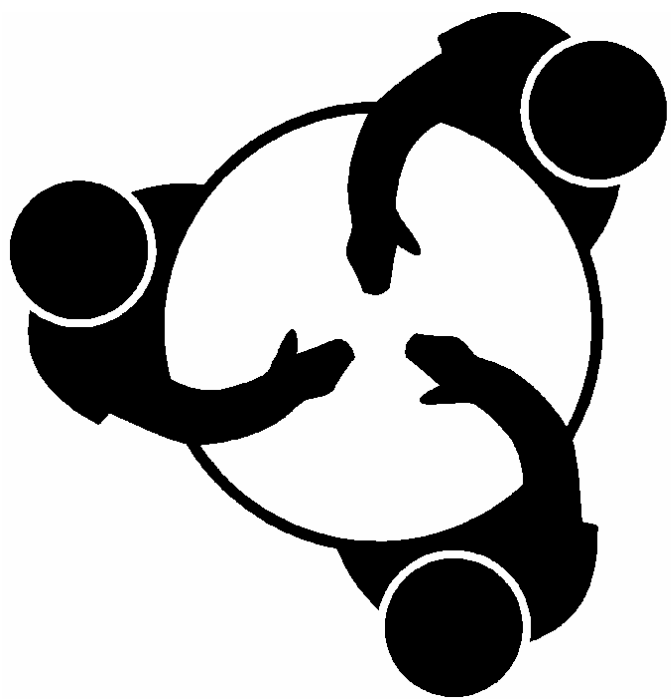
How?

~ a case study

Sam Kayaga
Water, Engineering and
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TfR on the Internet

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LATEST TRAINING FOR REAL NEWS!

SECOND FORUM

The 2nd TfR Forum is to be held on the 14th and 15th of June, 2005 in Entebbe. At the Forum, updates of activities since the first Forum will be given. Initial steps towards formulating a sector-wide HRD strategy will be taken. This will involve an analysis of the results of fieldwork already completed.

FIRST FORUM

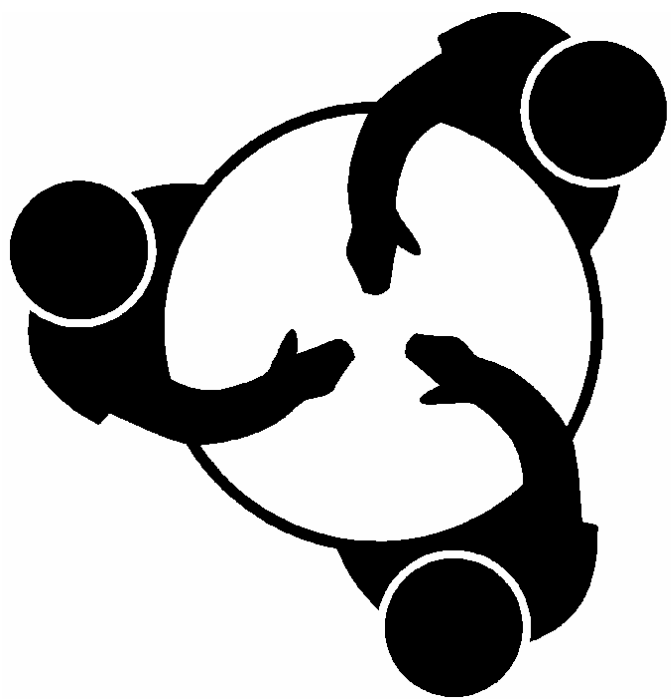
The 1st Training for Real (TfR) Forum was held at the Fairway hotel between the 9th and 10th of March, 2005. The Forum brought together both supply and demand side stakeholders. It was opened by the Permanent Secretary in the Ministry of the Environment, Lands and Water Development, Engineer Bill Kabanda. During the Forum, the aim and objectives of the TfR project were explained. The Forum was officially closed by the Hon Minister of Water Development Mrs. Maria Mutagamba, who invited stakeholders to commit to the project by signing a commitment card, which had the logos of all stakeholders printed on it. The Hon Minister led stakeholders in signing the card.

CALL FOR PAPERS

TfR is holding a special session at the 31st WEDC conference "Maximizing the Benefits

PAGE LINKS





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