

MAXIMIZING THE BENEFITS FROM WATER AND ENVIRONMENTAL SANITATION

**‘Training for Real’ Project in Uganda:
Progress and Way Forward**

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This presentation provides a short introduction to the ‘Training For Real’ Project, a capacity building project for stakeholders in the water and sanitation sector in Uganda, and highlights the progress and the way forward.

Scope of presentation

- Introduction about Training For Real (TFR) Project
- Progress
- Recommendations and way forward

TFR Project Goal

Reduction in the gap between the skills and knowledge of engineering and other water and sanitation sector staff and the demands of the sector employers.

TFR Project Purpose

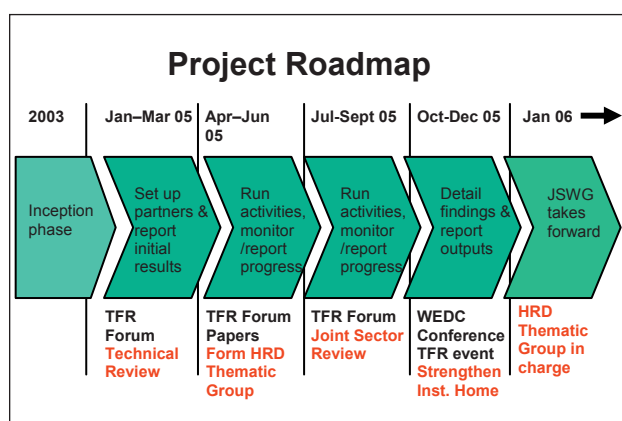
Motivated and responsive HRD and training providers better aligned to provide employer relevant professional development.

Project outputs

- Strengthened professional HRD capacity at the national level
- Strengthened knowledge and understanding to drive sector wide capacity development strategy
- Research: ‘activity to impact mapping’ and a study of current HRD and training practice
- Innovative approaches to HRD and training at work through pilot projects
- Knowledge management and information management with key supply institutions
- An institutional home for the concepts, new approaches and ‘the project’
- Reporting and making a contribution to the Sector’s planning and undertakings process
- Demand-side and supply-side partnerships for more effective action

Progress of implementation

- Research carried out on
 - Past training and CB in sample districts
 - Current CB practices in all sector depart./inst.
 - Current training practices in key training institutions



Photograph 1. The Ugandan Minister for Water, Hon Maria Mutagamba, opening the TFR Forum

- HRD Thematic group set up to coordinate training/CB activities across the sector
 - Currently undergoing a refresher training in HRD practices
 - Linked to local professional HRD associations
 - Mentoring with UK HRD professionals through Partners for Water and Sanitation (PAWS)
- Held Forum meetings bringing together professionals from ‘supply’ and ‘demand’ institutions
- Piloted alternative/innovative training approaches
 - DL courses in Report writing and consultancy skills
 - Panel discussion on diplomacy and negotiations for trans-boundary water resources
- Raised awareness of role of knowledge and information mgt. for improved institutional memory
- Sensitized stakeholders to write academic papers, being presented in today’s sessions

Capacity building is more than just workshops...

- An efficient and effective professional workforce needs...
 - The right skills, knowledge and experience
 - The right working environment
 - The right motivation to work

Capacity building needs to be...

- Productive
- Competent
- Innovative
- Responsive



Photograph 3. Key stakeholders from the WSS sector and Higher Education Institutions have signed up TFR Forum Commitment Board

Way forward

Set up an HRD committee to develop a sector-wide strategy for Capacity Building and Training Activities

The policy guidelines could include:

- Coordination mechanisms for training & CB activities within sector institutions
- minimum criteria for management of workshops and measurement of its outcomes
- Scaling up of innovative CB methods piloted under the Training For Real Project
- Mechanisms for increased involvement of Institutions of Learning
- Mechanisms for enhanced knowledge & information management skills in the sector.



Photograph 2. One of the key stakeholders signing up for the TFR Forum

Contact addresses

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