

CHAPTER - X

10.0 CAPACITY BUILDING

a) Stake holders and capacity building requirements

S.No	Project Stakeholder	Critical capacity gaps
1	Target community	Need & techniques for soil and water conservation, improved agricultural practices, sustainable livelihood opportunities,
2	GPs	Need & techniques for soil and water conservation, Coordination with Watershed Committees, Convergence with other schemes & programmes.
3	Watershed Committees	Need, objectives & techniques for soil and water conservation, Responsibilities & Functions of WC, Preparation of Action Plan, Maintenance of bank accounts and Records, Execution, supervision and maintenance of physical works, Maintenance of Development fund, Post-project issues, Coordination with Gram Panchayats, Convergence with other schemes & programmes,
4	SHGs	Need, objectives & techniques for soil and water conservation, Maintenance of bank accounts and Records, sustainable livelihood opportunities, Micro-credits, Establishment of Micro enterprise, Convergence with other schemes & programmes.
5	UGs	Need , objectives & techniques for soil and water conservation, Responsibilities and Functions of UGs, Supervision and maintenance of structures, Benefit sharing mechanism,
6	WDTs	Need, objectives & techniques for soil and water conservation, Responsibilities and Functions of WDT, Net Planning, Preparation of Action Plan, Execution, supervision and maintenance of physical works, Training and facilitation skills, Training need analysis, Awareness generation techniques, Group formation & their empowerment, Improved Agricultural techniques, Sustainable livelihood opportunities, Micro credits and Micro enterprises, Assessment of project outputs as per Action plan, Coordination with Gram Panchayats, Convergence with other schemes & programmes,

S.No	Project Stakeholder	Critical capacity gaps
7	PIAs	Need, objectives & techniques for soil and water conservation, Responsibilities and Functions of PIA, Preparation of Action Plan, Execution, supervision and maintenance of physical works, Maintenance of Fund, Bank Accounts and Records, Training and facilitation skills, Training need analysis, Awareness generation techniques, Improved Agricultural techniques, Sustainable livelihood opportunities, Micro credits and Micro enterprises, Assessment of project outputs as per Action plan, Coordination with Gram Panchayats, Convergence with other schemes & programmes
8	DRDA/ZP cell	Need, objectives & techniques for soil and water conservation, Responsibilities and Functions of DRDA, Preparation of Action Plan, Execution & supervision of project activities, Maintenance of Fund & Records, Training need analysis, Maintenance of MIS, Documentation
9	SLNA	Planning, Monitoring, Evaluation and Documentation of Watershed Projects, Behavior Change Communication,

b) Strategies for capacity building (Briefly describe about strategies for capacity building)

- 1) Planning and execution of CB Action Plan: There will be a well defined process of developing action plans for capacity building. Training Need Assessment for Project Stakeholders will be carried out in coordination with SLNA. The CB inputs will be consistent with project cycle and sporadic in time line. Adequate professional inputs for – needs assessment, planning, sourcing the resource persons/ organization, delivery of capacity building inputs and follow up will be ensured.
 Relevance of Content : There will be uniform content and methodology of capacity building events.
 Listing out training requirements of clientele at state, district, sub-district and watershed level. Analysis of training modules followed by various training institutions/organisations at these levels. Identifying major areas matching the training requirements of various clientele. Identification of subjects/topics to be covered under these major areas. Developing effective and need based modules in consultation with SLNA.
- 2) Pool of resource Person/Organisations : Pool of resource person and resource organization will be developed alongwith the Institutional linkages and arrangements for CB. Support from line department will also be ensured.

- 3) Partnership with Training Institutes & NGOs : SLNA will carry out CB program in partnership with training institutes and NGOs like-SIRD,WALMI, Administrative Staff Training Institute, State Agricultural Training Institutes, Engineering Staff Training Institute, State Cooperative Training Institutes
- 4) Sensitization of Policy makers, Panchayat Samities, CEOs etc : Project Director / Project Officer, State trainers and resource persons , MLAs ,Heads of line department, Chairman DRDA/ Collector , Chairman/ Vice Chairman (Zilla Panchayat) , will be sensitized for key components in Common Guidelines and to ensure supportive & enabling environment.
- 5) Monitoring for quality trainings : A mechanism for continuous Assessment and monitoring of CB program will be developed to identify gaps and propose corrective actions.

c) Indicate capacity building programme to be taken up:

Following CB programmes will be taken up –

- Sensitisation Programme
- Orientation Program
- Skill Development
- Foundation Program
- TOT
- Awareness Generation
- Specialized training program

d) Indicate institutional arrangements made for capacity building at State level, District level, Block level and Village level:

Qualified professional staff to carry out CB activities is already on board at State level. Additional supportive staff for the same will be appointed as operational guidelines are received. At District level there would be Master Trainers who will in turn organize CB activities for stakeholders at block and project level in cascading mode with the support of NGOs and training institutes. At District level CB activities will be carried out at KVK, Regional Centers of Agriculture dept. Village level trainings would be conducted in Village itself.

e) Training manuals developed for training programme and field training proposed:

Technical training manual have been already developed by SLNA. Other relevant manual would be developed as the operational guidelines are received.

SPSP 31 : List of Training Institutes[@] identified for Capacity Building at State level

1	2	3	4	5	6	7
S.	Name of the Training	Full Address with contact no.,	Name &	Type of	Area(s) of	Accreditation

No.	Institute	website & e-mail	Designation of the Head of Institute	Institute [#]	specialization ^s	details
1.	Water and Land Management Institute	Kaliasout Dam, P.O. box no. Ravi Shankar Nagar, Bhopal	Shri Umakant Umrao, Director	State Govt.	Water and Land management	
2.	State Institute of Rural Development	Adhartal, Jabalpur	Director	State Govt.	Rural Development	
3.	Indian Institute of Forest Management	Nehru Nagar, Bhopal	Director	Central Govt.	Forestry and Rural Development	
4.	GVT, Ratlam (Gramin Vikas Trust)	49-50, Red Rose house, Nehru place New Delhi		NGO	Watershed Management and livelihood support activities	
5.	AKRSP, Khandwa (Aga Khan Rural Support Programme)	9 th -10 th floor corporate house, opposite Dinesh Hall Off-Ashram Road, Ahmadabad _ 380009 (Gujrat)		NGO	Watershed Management and livelihood support activities	
6.	ACT, Jabalpur (Action for Community Transformation)	Jabalpur		NGO	Watershed Management and livelihood support activities	
7.	NCHSE, Bhopal (National Centre for Human settlements and Environment)	E-5/A, Girish kunj Indore Shahpura Colony, Bhopal	State Bank of Indore Branch, Arera	Shri M.N.Buch	NGO	Remote Sensing, Watershed Management and livelihood support activities

1	2	3	4	5	6	7
S. No.	Name of the Training Institute	Full Address with contact no., website & e-mail	Name & Designation of the Head of Institute	Type of Institute#	Area(s) of specialization \$	Accreditation details
8.	ASA, Bhopal (Action for Social Advancements)	E-5/A, Girish Kunj State Bank of Indore , Shahpura Branch, Arera Colony Bhopal.	Shri Ashish Mandal	NGO	Watershed Management and livelihood support activities	
9.	BYPASS, Bhopal (Bhopal Yuva Paryavaraqn Shikshan And Samajik Sansthan)	83, Paraspar Colony, Chunabhati, Bhopal	Shri Vivek	NGO	Watershed Management and livelihood support activities	
10.	CARD, Bhopal (Centre for Advanced Research and Development)	E-7/ 803, Arera Colony, Near 12 No. Stop, Bhopal	Shri Vivek Sharma	NGO	Watershed Management and livelihood support activities	
11.	Vibhavari , Dewas	45, Kalani Bagh, A.B Road , Dewas	Shri Sunil Chaturvedi	NGO	Watershed Management and livelihood support activities	
12.	Anupama Education Society, Satna	Barhut Nagar, Satna		NGO	Watershed Management and livelihood support activities	

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S. No.	Name of the Training Institute	Full Address with contact no., website & e-mail	Name & Designation of the Head of Institute	Type of Institute#	Area(s) of specialization\$	speciali- Accreditation details
13.	N.M.Sadguru Water and Development Foundation, Dahod	NM Sadguru Water and Development Foundation, C/O Raju Prajapti Hari Nagar Tehsil. Thandla, Distt Jhabua		NGO	Watershed Management and livelihood support activities	
14.	Foundation for Development Research and Action, 26, Balbir Road Dehradun-248001 (Regional Office: MX-39,E-7, Arera Colony ,Bhopal)	189, Rajapur Road, Dehradun Official Address: 189, Rajapur Road, Dehradun local office : Mx-39, E-7 Arera Colony, Bhopal		NGO	Watershed Management and livelihood support activities	

f) Information, Education and Communication (IEC) activities

A comprehensive plan is formulated for IEC activities with special reference to objective of the watershed projects, provision made under the scheme, proposed watershed development activities, its construction and maintenance etc. The proposed plan for awareness generation will have following components:-

- District level, block level and village level sammelan
- Publicity through publicity van, print media and local cable network
- Display of posters at village level
- Display of hoardings
- Conducting Gram Sabha at village level
- Exposure visits and training
- Wall printing
- Through printing materials (Activity calendar, pamphlet etc.)