

Human Capacity Development Programme – at national level

NEPAD Southern African Network of Water Centres of Excellence

Activities

- Water sector needs at national level - consultation with national level
- Organization and implementation of national dialogue - priorities
- Design and validate of national strategy for capacity building in water sector
- Organization and facilitation of the national validation workshop

Identifying needs at national level (slide 1)

- Questions/comments
 - Existing Joint sector reviews in countries. Can be good “home”.
 - Need for stock-taking at national and regional level. Existing studies and initiatives and regional and national strategies
 - Need for up-to-date study to ID most relevant issues
 - Need to for common and coherent methodology including stakeholder mapping (institutions) and do they have capacity (institutional, professional, services?)
 - Enabling environment
 - Working with SADC, existing HCD FRAMEWORK for region. At country level, issue of urgent matters. Need to be relevant and up to date> link different levels, priorities and needs in national development frameworks, linked to SADC regional. Role of SADC to support
 - In national context, different problems, need for needs assessment. Focus on human capacity development
 - Can lessons from Phase I be applicable?. Data collections, buy-in from different stakeholders > questions on methodology
 - Junior Professional and Technical level. Role of CoEs. HE institutions addressing technical issues?,> Junior professionals yes, for technical CoEs reach out to technical i.e. TVET and Technical Universities

Identifying needs at national level (slide 2)

- Potential challenges
 - Bureaucratic processes in institutions. Review existing courses – current catalogue project
- Suggestions / ideas
 - Look at nurturing developing water leaders> knowledge of science and management> mentorship
 - Synergies to compliment other efforts. WaterNet? Complementation or joining efforts
 - Lessons Learnt: Professionals> not training by University, experiential learning more effective – competency. Look at supply to fit demand. Look at access to capacity building

Prioritising needs

- Questions/comments
 - Need to address Urgent and Immediate needs through consultative process
 - Existing and common process in SADC: Multi-stakeholder. GWP-SA have experience
- Suggestions / ideas
 - Process important, for this project articulate entry point, what willing to do as part of this project? Articulate extent of intervention that this programme can provide, taking into account priorities
 - I.e. Moz. “need to leverage funds for infrastructure”. Need human capacity to raise funds. Develop Human capacity for this need.

Defining an implementation framework together with a M&E framework – strategy and methodology – how to implement strategy

- Questions/comments
 - Important implementation components
 - Budget
 - Institutional actors
 - Creating new courses probably too long – link to existing initiatives
 - Is it about output or outcome framework in order to achieve strategy and influences M&E framework
 - Q on Implementation on this project? For 14 countries: strategy and implementation framework. Initial implementation in one pilot country
- Potential challenges
 - Up-front engagement and fostering ownership important to ensure implantation beyond project