

Developing a guiding document on the available methodologies, tools, techniques for undertaking Training Needs Assessment (TNA) of the Elected Representatives and functionaries of the Panchayati Raj Institutions (PRIs) for Ministry of Panchayati Raj and UNDP

Context:

The Ministry of Panchayati Raj (MoPR), in 2006, had formulated a National Capacity Building Framework (NCBF) but as the status of Panchayati Raj and the capacities of various stakeholders in different states are different, the effort in Capacity Building and Training too varied across the States. Therefore it was felt that it was important to start from a proper and scientific Training Needs Assessment (TNA), which centres on the core competencies required by Elected Representatives (ERs) and PRI functionaries. It was in this context that the UNDP contracted Intercooperation to prepare a 'Guiding document on Training Needs Assessment (TNA) methodologies and tools for Panchayati Raj. The duration of the project was from Nov 2011 to June 2012.

Goals:

The objectives of this assignment were to:

- ☞ To understand the problems being faced by the ERs and functionaries to perform their tasks.
- ☞ To understand the gap between existing level of knowledge and competency
- ☞ To identify the new requirements of ERs and other functionaries as the Panchayati Raj system evolves
- ☞ To map the expectations of the people and the state and central governments on how the Panchayati Raj system should perform

Interventions:

The project adopted a participatory approach in developing TNA, training design and module development. The tasks were reviewed from the perspective of those who are directly or indirectly involved in the day to day functioning of Panchayat Raj. The following were part of the methodology:

- ☞ Data and information collection
- ☞ Analysis of data and information
- ☞ Development of a guiding document
- ☞ Design a two day workshop

Achievements:

A guiding document was prepared as a collection of knowledge available in various TNA methodology documents, experiences of using them and the learning's evolved from them which is usable for various institutions across the country in addressing the capacity building and training (CB&T) gaps of the different stakeholders of Panchayati Raj.

This document has been printed by UNDP and MoPR and is available on UNDP's website.

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