Proposal Framework For Capacity Building And Human Resources Development For Water and Irrigation Sector

Dr. Ahmed Elshaikh Hayaty
BACKGROUND

- This framework is proposed to improve the performance of irrigation projects in the country and to develop human resources capacity.
- There is an urgent need to provide basics of irrigation skills in the absence of engineering management and concepts related to irrigation work.
- The current situation is a result of the institutional changes and reforms that took place in past years.
WHY???

- This current situation has resulted in the complete absence of the optimum operation system, i.e., water ordering system.
- Furthermore, a large number of skilled staff in the mid-career, had left the ministry, this situation found a huge gap between working staff and affect significantly the knowledge and experience transfer.
- Moreover, work environment is not attractive anymore, and training programs will encourage staff and motivate them to improve their career.
PROPOSED SOLUTION

• Therefore, the need for building capacities and human resources development are currently one of the top properties.

• In order to achieve the maximum benefit from capacity building projects, the following programs are recommended:
BASIC TRAINING PROGRAMS

• For different directories, it is necessary to develop a training program on the basic topics for the all programs, targeting the new staff to strength the theoretical and practical background.

• The expert staffs from each directories can help in developing these programs.
• Operation manuals will help the staff to identify and to know the daily tasks and techniques used for routine work in a professional way.

• Furthermore, the manuals have a deep impact in capacity building since it will be available anytime anywhere.
TRAINING OF TRAINERS (TOT)

• Training programs is a high-level professional learning process to provide qualified trainers who will be providing training and capacity-building assistance for evidence-based program implementation.

• The programs will engage participants in a comprehensive learning process that builds the knowledge, and skills required to base the knowledge and experience sharing in the ministry.
THANK YOU FOR YOUR ATTENTION