



CAPACITY BUILDING

NACP IV

5th May'11

We start from a reassertion of our firm belief in the capacities/ abilities of the communities and a firm commitment to join hands with the communities to ‘enhance’ their capacities.



OVERARCHING PRINCIPLES

- Strengthening existing institutional structures (STRC, TSU, DAPCU, community forums etc.)
- Building & scaling up of community technical assistance resource pool
- Operationalize mechanism to have ongoing field level CB needs assessment and addressing
- Developing and utilizing learning sites
- Provision of periodic community led on site support
- Instituting systems / tools for quality assurance and measuring impact
- Ensuring flexibility for developing tailor made curriculum for addressing differential field level & emerging needs



NATIONAL LEVEL

○ Separate unit for Capacity Building of all Human Resources for NACP-IV

- Holistic approach for CB unit (beyond TI)
- Provides strategic direction & ensure coordination with national donors, stakeholders
- Support States for capacity building and respond to the emerging /changing /evolving needs through handholding and direct support
- Supervision and assessment and evaluation of CB activities of the states. (SACS/STRC, TSU)

○ Establishment of a Knowledge Hub at NACO



NATIONAL LEVEL.....

- Induction, Refresher, Ongoing training of NACO officials in the context of NACP IV
- Induction training by NACO for SACS officials (PD, APD, JD level officers)
- Development of national community resource pool
- Capacity of STRCs - Rework the TOR for STRCs in the context of NACP-IV
- Revise the costing – Training, Resource persons, remuneration



STATE LEVEL

- Establishment of CB unit at State level
 - Holistic approach for CB unit (going beyond TI)
 - Coordination with various units/ departments
 - **Support development of state/ district level local resource pool (community & non community)**
 - Establishment of knowledge hub at state level
- Induction on TI and community for
 - Other SACS officials, consultants and other stake holders
 - District level officials
- Curriculum Standardization ensuring common minimum package while providing flexibility
- Strengthen coordination – SACS, STRC, TSU, community resource pool
- Building capacity of STRCs through direct support from national and cross learning between STRCS



NGO/ CBO/ TI LEVEL CB NEEDS

- Adapt existing TI modules based on NACP IV strategy

Identified areas- Targeted Intervention

- NGO , CBO capacity building (orientation)
- Focus on data management, use of data for program planning, dissemination
- Transition & post transitioning preparedness
- Strengthening mechanisms for on site support
- Operationalization of Peer progression



QUALITY ASSURANCE

- Ensuring Quality Assurance is an integral component of the CB strategy
- Need to develop instruments and tools for ensuring QA which would include developing feedback mechanisms at each level
- QA committee with multi stakeholder participation at each level (NACO, SACS, STRCs, community, donors, academic etc..)



LIMITATIONS.....

- Clarity on overall strategy & structure for NACP IV
- Convergence with NRHM, other ministries & organization
- CB plan from other TI groups to be consolidated

