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This presentation is for use
with Lesson Plan
HWTS Program Design:
Capacity Development

Available at resources.cawst.org



Capacity Development

Module 8

2020 | APRIL





**Listen
and Learn**



Sofia



Mohammed

VOLUNTEER



Learning Outcomes



1. Explain the concept of capacity development
2. Assess capacity needs
3. Select appropriate capacity development activities for HWTs program stakeholders

Capacity Development

Capacity is “the ability of individuals, organizations, and societies to perform functions, solve problems, and set and achieve objectives in a sustainable manner” (UNDP, 2009a).

Capacity development is “the process through which individuals, organizations, and societies obtain, strengthen and maintain the capabilities to set and meet their own development objectives over time” (UNDP, 2009).



Levels of Capacity



Individual

Experience, skills, knowledge, attitudes, capabilities, or competencies of people

Organizational

Human resources, planning and administrative competencies, physical structures, and policies and procedures of an organization

Enabling

environment
Social and political systems in which individuals and organizations work



Goal of Capacity Development



**Individuals gaining skills and knowledge,
in functional and adequately resourced
organizations,
Being able to work effectively within the local and
national operating environment.**



Brainstorm

“It is important for us to understand that as development workers we do not 'bring' or deliver development, but intervene into development processes which already exist.” (Kaplan, 1999, p. 9)



Assess Capacity



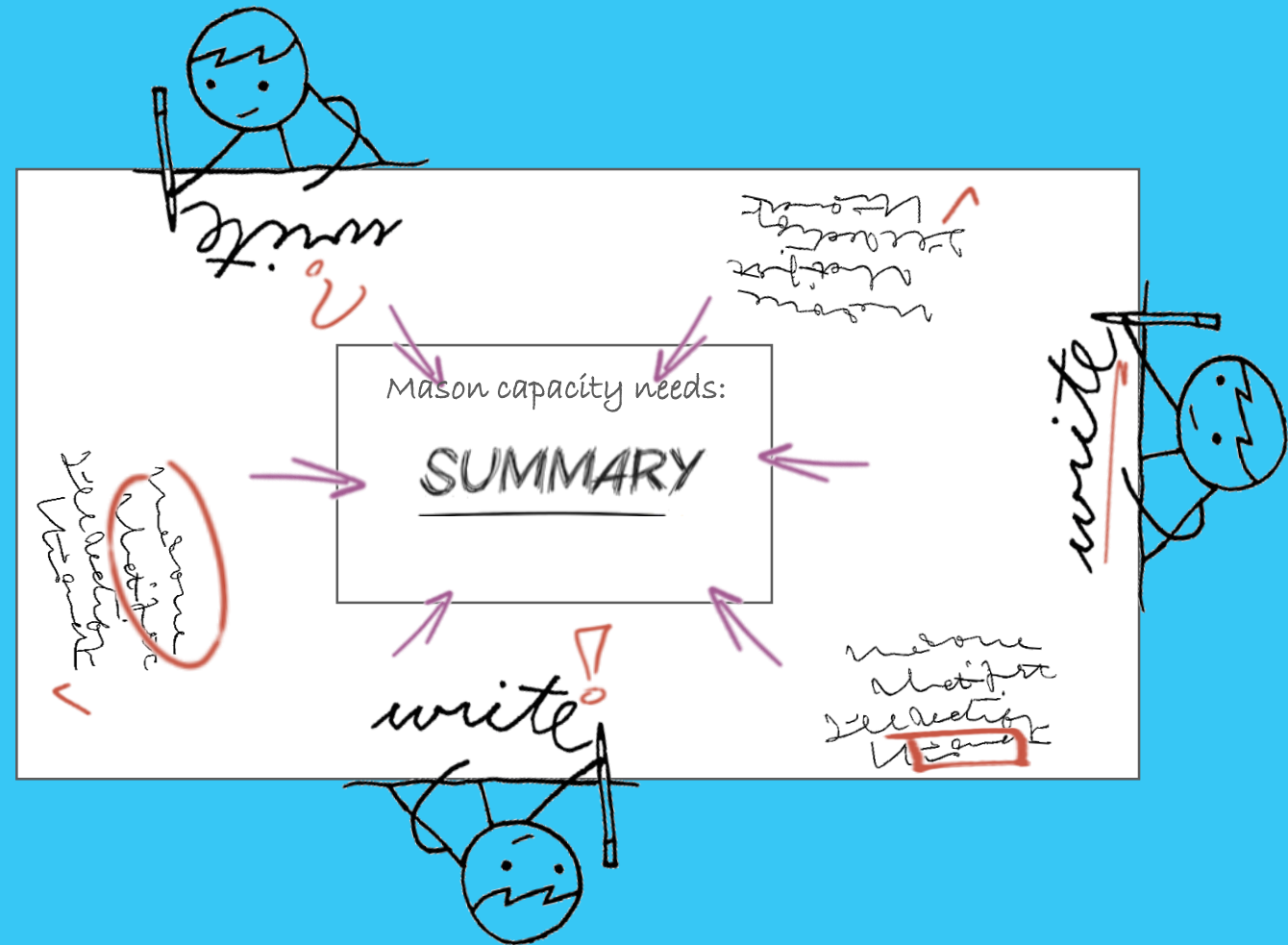
- Is the analysis of the desired capacity against the current capacity to identify any gaps.
- Formal or informal methods can be used to identify capacity strengths and gaps, such as: surveys, focus groups, interviews, polls, face-to-face conversations, and assessments or evaluations



Interview

Interview Analysis

1. On your team placemat, write down the needs you identified in the interview you did.
2. Share with your team and identify similarities and priority needs.
3. Summarize 4–5 main findings in the centre of the placemat.



What are the different ways you have learned the knowledge, skills, and attitudes to be able to complete your current job responsibilities?

What are other factors that could impact the effectiveness of capacity development activities?



Capacity Development Activities

Category & Definition	Description
<p>Formal Learning</p> <p>Follows a defined curriculum with specific objectives and results, including certification</p>	<p>Public education</p> <p>Post-secondary education degree programs</p> <p>Technical and vocational education and training</p>
<p>Non-formal Learning</p> <p>May have a defined curriculum with objectives, but does not result in certification</p>	<p>Training programs (non-accredited)</p> <p>Learning and worker exchanges</p> <p>On-the-job training</p> <p>Webinars, online courses, and instructional videos</p> <p>Coaching and mentoring relationships</p> <p>Competency based learning</p>

Who facilitates capacity development?

Review: Workflow Table





References



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