

HYDROLOGY PROJECT

TECHNICAL ASSISTANCE

Opening speech for ToT courses

Consider also:

- * introduction of trainers
- * introduction of participants

Why are we here?

The Hydrology Project develops HIS for SW, GW, Meteo, WQ

- *reliable data*
- *comprehensive data*
- *accessible data*
- *user friendly data bases*
- *exchange of data*
- *standardization*
- *rationalization*

Implications 1: Technical

- Network designs and improvements
- New instruments & constructions
- Computers & hydrology software
- Data banks (regional, state, national) & data exchange systems
- HIS applications: forecasting, water resources management, environmental issues

Implications 2: organizational

- New performance standards
- Staffing needs and human resource development
- Management and working practices
- Communication with water users



Annual planning & reviews (HIDAP)

Implications 3: training

help hydrology staff to develop and implement the HIS

- New knowledge
- New skills
- New working attitudes

Who is to be trained?

- Tens of hydrology organizations in SW, GW, WQ, Meteo
- Central & 8 States
- Several levels of Staff per organization
- Series of training courses per job: induction, HP focus, advanced etc.

Training levels

			GW		SW		Meteo		WQ	
			Ce	St	Ce	St	Ce	St	Ce	St
Level	HIS role	HIS job holder								
National	Develop policies	National authorities								
State / Region	Manage databases	Executive Engineer								
Circle	Accumulate data	Executive Engineer								
Division	Apply software	Executive Engineer								
Sub Div	Enter data	Junior / Asst. Engineer								
Site	Validate data	Junior /Ast Engineer								
	Collect data	Observer								

SAR training volume

7 job levels
x 4 technical domains
x 2 complementary organisations

**= 56 types of training
for more than 10,000 persons
in 5 years**

Consultants' roles in HP training (GoN support)

1. Build training capacity
2. Update technical validity of training contents
3. Improve quality of training
4. Develop training management information systems

1 Build training capacity in hydrology sector

- Central Training Institutes (CTI): curriculum developers, faculty, training managers
- State Training Coordinators (STC)
- State & Central in-house trainers
- Training cells in organisations
- Annual training action plans

2 Update validity of technical training contents

- Standardisation workshops
- Distribution of readers, guidelines, manuals
- Reviews of training contents
- Participate as technical guest trainers at CTIs

3 Improve quality of training

job relevance: match with job descriptions and HIS tasks

personal relevance: training needs analysis

trainability: focus on practical skills rather than knowledge

flexibility and standardisation: develop training modules, one per task

evaluation & corrective actions: per session, per course and on-the-job

4 Develop training management information systems (TIS)

- Inventory of hydrology training resources in India
- Inventory of international training resources
- Profiles of specialised HP training institutes and study sites
- Profiles of professional HP trainers
- Tracking all trainees (>10,000)
- Library of hydrology training modules

Professional challenges for you

- Keep in touch with your Central Training Institute
- Ensure your position in the State or Central training team
- Sell training as organisational development tool
- Apply new training practices and concepts
- Communicate updated hydrology knowledge and skills to hundreds of Staff.

How to become a trainer in only four days ?

1 day: Course and module
development

0.5 day: Training management

2.5 days: Communication skills

***Your personal improvement
depends largely on your active
participation in the programme.***