

HYDROLOGY PROJECT

TECHNICAL ASSISTANCE

Introduction WQ ToT course: training context

Consider also:

- * introduction of trainers
- * introduction of participants

Why are we here?

HIS implications

- Technical
- Organizational (HIDAP)
- Staff: HRD & training

Training helps to bridge the gap between new HIS job requirements and present job performance

- New knowledge
- New skills
- New working attitudes

Who is to be trained in what ?

- All HIS functions: field, laboratory, advanced equipment, data entry, data processing, communication and reporting
- All CWC/CGWB Regions and eight States
- Not one course, but a series per jobholder: preparatory, HP specific, follow-up

Overall SAR training volume

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

Your share: 20 - 25 staff per trainer

Variety of HP training providers

- In-house training by hydrology organizations and laboratories
- CTU / CWC in Pune
- RGI / CGWB in Raipur
- NIH in Roorkee
- Advanced laboratories in India
- Overseas training
- Sites, institutes, universities for PG training and study tours

Water quality training provisions

1 Training of laboratory and field staff

- Trial run: CWC lab in Hyderabad
- Add. effort: in-house provisions (supervisors as trainers)
- Two rounds of ToT = 2 x 15 persons (national pool)
- Delivery timing & contents: as appropriate

2 Special equipment (AAS, UVS, GC)

- Three labs to be contracted
- Central deliveries from April/May onwards

3 Overseas: SW/GW quality data analysis

- 26 October - 27 November 1998 (15 persons)

4 Workshops, PG training, Study Tours in India

- Local initiatives
- See catalogues

GoN Consultants' roles in WQ training

1. Build sustainable training capacity:
in-house & external institutes
2. Update technical validity of training
contents: new standards
 - technical documentation
 - production and review of training
modules
3. Improve quality of training
 - job / personal relevance
 - training, not education
 - evaluation & corrective actions
4. Develop training information system
5. Direct hands-on training and coaching

Professional challenges

- Keep in touch with local HP Training Coordinator and SMC
- Ensure your position as trainer
- Promote training as important organization development tool
- Produce (some) training modules
- Train field and laboratory staff in your State/Region and beyond
- Keep your knowledge up-to-date

How to become a WQ trainer in just one week ...

- Training development
- Training management
- Communication skills

Your personal improvement as trainer depends largely on your active participation in this programme

Why are we here ?

Any doubts ?