



Setting up a continuing professional development for IWRM in Lao PDR

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Outline

1. Current situation on Building Capacity
2. Sharing on the initial setting up a Continue Professional Development (CPD)for IWRM in Lao PDR



1. Current situation



TA 7780

- Plan for needs-based staff capacity building.
In conjunction with establishment of governance systems for IWRM at national and regional levels, and based on a needs assessment, develop continuing professional development (CPD) plans for MONRE staff members and a trackable aggregate plan for PMU/DWR.



- Build broad capacity for monitoring and evaluation. Work with PMU staff to broaden processes and procedures for monitoring implementation of the National Water Resources Strategy, for monitoring individual CPD performance, for evaluating progress against goals, and for reporting this through the MoNRE system.



Building Staff Capacity

- Skills mix analysis
- Gap analysis
- Training needs assessment
- Training plan development – CPDs and CPD Program



General Framework for IWRM



Training
Needs
Assessment

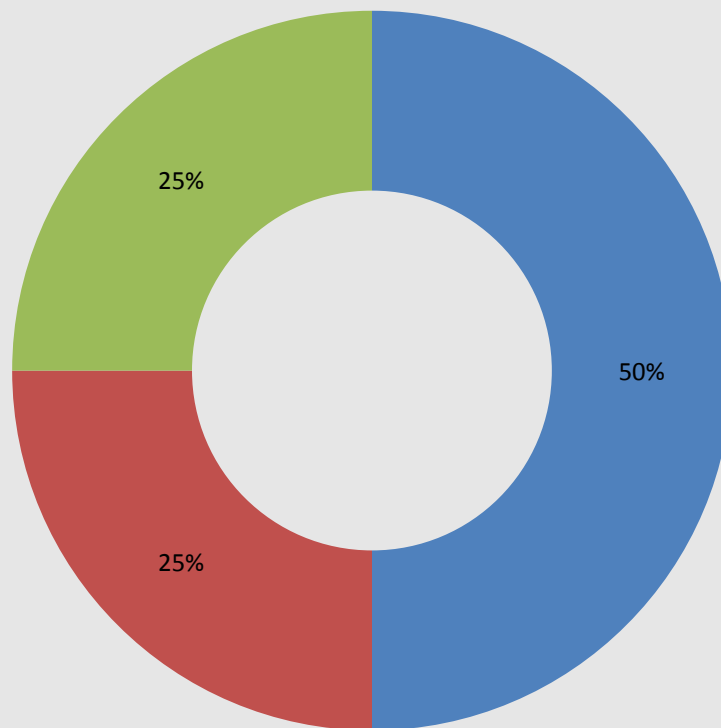
Develop
Training
Plan

Setting up a
CPD
program



Section A: Personal Background

Professions' Age



■ Junior (25-30)

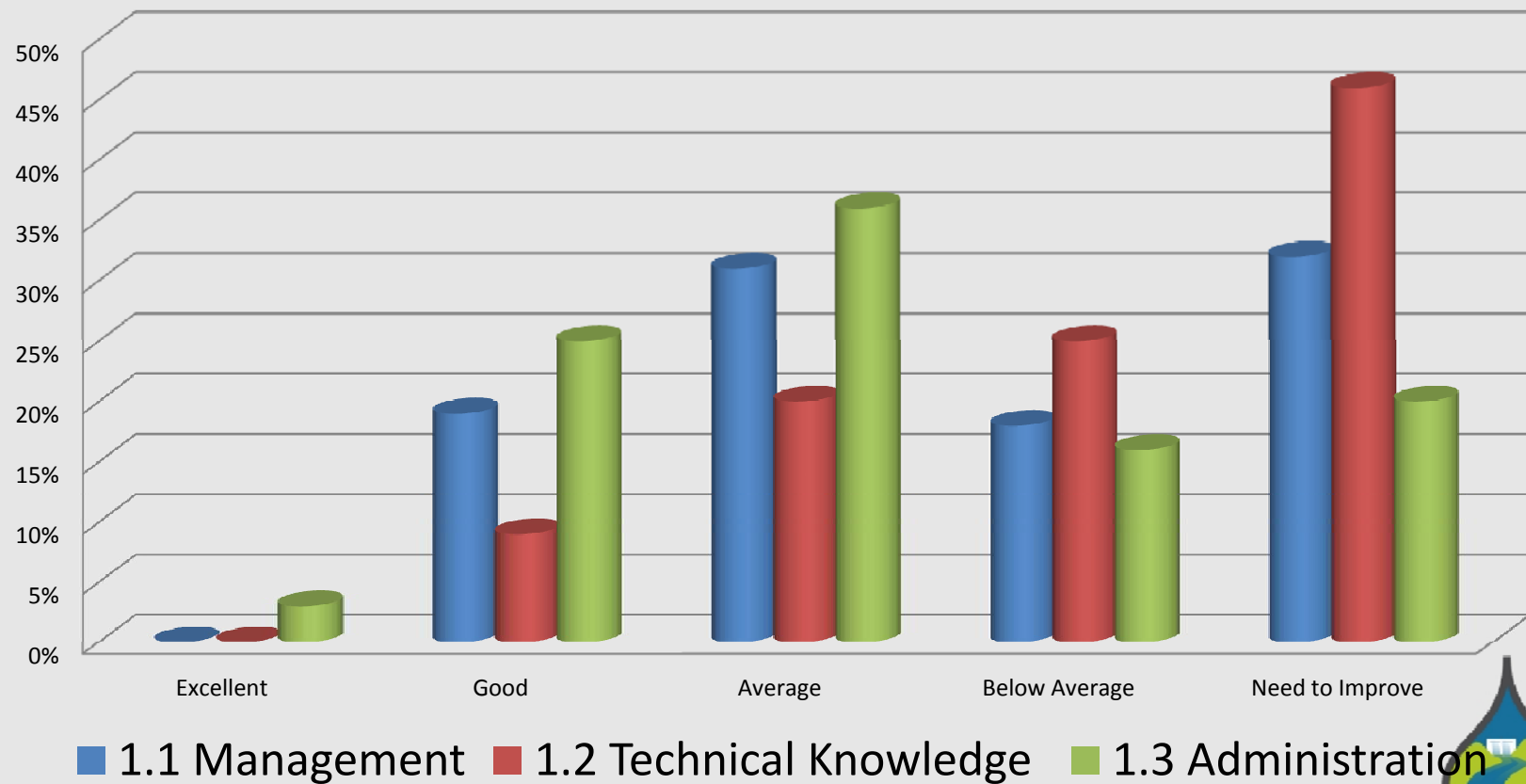
■ Middle (31-40)

■ Senior (>40)



Section B: Assessment of Competence of the Staff Relative to their Roles and Responsibilities

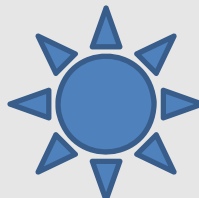
Professional Proficiencies of PMU and PIUs Staffs



Section C: Training Needs

Immediate needs:

- Main topics: (1) institution roles: institutional arrangement, organizational management, (2) enabling environment: legislation, law and regulation, policy and strategy, (3) management instrument: allocation, assessment information and economic tools
- Some topics can be found resource person in local, some topics are required international / regional human resources (local/regional area)



Long term:

- Formal degree and graduate – Bachelor or diploma knowledge and skills of professional experts on water resources management and economics especially water quality, river basin management, natural resources management, groundwater management and Information, Education and communication.
- IWRM based curriculum development through Water Resources Engineering Department, Faculty of Engineer, National University of Laos – producing bachelor graduates for National and local authority (government and private sectors)
- Postgraduate degrees Master and PhD level both in country and overseas



- In conclusion, short training courses are requested in several approaches, namely on-the-job training, short course trainings, and workshops or seminars, as well as the degree courses – certificates
- Setting up a Network for IWRM specialist at local, national and regional level – centers
- Seeking for further collaboration with regional and global center of excellent to share experience and gain benefit



Sharing on initial setting up a CPD

CPD Objectives:

CPD system under TA7780-LAO aims to track and record the development process of the Water Resources personnel's knowledge, skills and overall management capacity in water resource management (based on mandates). The record will enable the staff to:

- Maintain the technical skills and competence;
- Retain and enhance their effectiveness and efficiency in work place;
- Be an effective change and contribution to the community;
- Recognize the gaps in their skill set and improve the skills/knowledge accordingly.



Indicators/Information required:

- Current Capacity (TNA database and collect more data from other PIUs)
- Records of trainings, including but not limited to:
 - Formal Post-graduate studies (university/academic institutions)
 - Short courses, workshops, seminars and discussion groups, conferences including other technical meetings
 - Learning activities at the work place i.e. activities at the work place that expand knowledge



- Private study which extends knowledge and skills (e.g. personal reading and self-studying, e-learning)
- Services to profession in water resource management, Academic research or tertiary teaching (e.g. provision of consultancy services to industry participation in joint industry-university research collaborations, etc.)
- Others activities that contribute to the professional developments.



- Total Training hours in each Category
- Training Description (date, time, course name, instructors/resource person, etc.)
- Summary of what the staff have learned



Methodologies to collect information:

- Compilation and the analysis of the existing data collected from TNA and define gap and measures to fill in the skill gaps.
 - Their career goal may be required to be related to their “Government Position” as this is a long-term professional development.
 - **Current assumption (from the TNA):** Their goal/career focus is to develop their skills to perform under the current position with NIWRMSP and the positions with the Government.



- Set up the Data Inventory for the Water Resources Management related Staff
- Design the forms for collecting new CPD information, including setting up requirement for each Staff for CPD (in hours every 6months or one year)
- Plan the timeline in which the CPD record will be analyzed and Training Plan may be adjusted based on the new priorities.



Thank you very much for your
attention

Discussion Point

