

TRAINING PLAN

The proposed training plan aims in strengthening the skills, competencies and abilities of people and communities in developing societies in order to overcome the causes of their exclusion and suffering. This will help to guide their internal development and activities. It is proposed to carry out the following institutional based training and capacity building programmes during the project period in order to equip various stakeholders for successful participation and implementation of the project

Programme No. 1

Title of the Programme	Orientation Programme on Participatory Watershed Development
Training Objectives	To orient the participants on different dimensions of participatory watershed management
Coverage/ topic	<ul style="list-style-type: none"> • Features and process of watershed programme • Institutional and financial arrangements • Managerial skills • Coordination and linkages with Line-department and LSGIs • Convergence of programmes • Implementation process
Training Methodology	<ul style="list-style-type: none"> • Interactive sessions • Group exercises • Task Analysis • Panel discussions
Target Groups	Members of District Level Coordination Committee
Duration	2 days
No. of expected participants	15 participants
Implementing Agency	SLNA
Expected Outcome	Ensure smooth implementation of the project with full participation and coordination of line departments and LSGIs

Programme No. 2

Title of the Programme	Orientation & Capacity building on conceptual, technical and Managerial aspects
Training Objectives	To familiarize the participants about various dimensions of participatory watershed development
Coverage/ topic	<ul style="list-style-type: none"> • Fundamentals of watershed • Participatory approach in watershed management • Roles and responsibilities • Institutional and financial arrangements

	<ul style="list-style-type: none"> • Coordination and linkages Convergence of programmes • GIS, MIS training
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions • Field visit
Target Groups	Members of WDC
Duration	4 days
No. of expected participants	3 persons
Implementing Agency	SLNA
Expected outcome	Ensure smooth implementation of the project

Programme No. 3

Title of the Programme	Orientation & capacity building on IWMP
Training Objectives	To orient the participants on different dimensions of participatory watershed management
Coverage/ topic	<ul style="list-style-type: none"> • Fundamentals of watershed • Participatory approach in watershed management • Roles and responsibilities • Institutional and financial arrangements • Coordination, linkages Convergence of programmes
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions
Target Groups	District, Block and Grama Panchayat level department officials
Duration	1 day
No. of expected participants	120 persons (40 x 3 batch)
Implementing Agency	PAU
Expected outcome	Ensure smooth implementation of the project with full participation and coordination of line departments and LSGs

Programme No. 4

Title of the Programme	Orientation & capacity building on conceptual, technical and Managerial aspects
Training Objectives	To familiarize the participants about various dimensions of participatory watershed development
Coverage/ topic	<ul style="list-style-type: none"> • Fundamentals of watershed • Participatory approach in watershed management

	<ul style="list-style-type: none"> • Roles and responsibilities • Institutional and financial arrangements • Coordination, linkages Convergence of programmes • Documentation • Community organization
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions
Target Groups	Block presidents, GP Presidents, Block and Grama Panchayat members, BLWC, PLWC
Duration	1 day
No. of expected participants	120 persons (40 x 3 batch)
Implementing Agency	PAU
Expected outcome	Ensure smooth implementation of the project with full participation and coordination

Programme No. 5

Title of the Programme	Empowering people's representatives for IWMP
Training Objectives	The need for watershed based development programs, concepts involved in watershed development, IWMP its objectives, steps involved in the implementation of the program, financial management etc.
Coverage/topic	<ul style="list-style-type: none"> • To create awareness among the peoples representatives regarding the need for watershed based development programs. • Concepts of IWMP • Projects involved in the programs • Scope of the project. • Role and responsibilities. • Financial management.
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises
Target Groups	District, Block and Grama Panchayath members
Duration	2 days
No. of participants	100
Implementing Agency	PIA
Expected outcome	Ensure smooth implementation of the projects, interfere with issues if any while implementation, financial transparency, ensure peoples participation.

Programme No. 6

Title of the Programme	Orientation &Capacity building on conceptual, technical, non-technical and Managerial aspects
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Training Objectives	To empower the technical knowledge regarding watershed development
Coverage/ topic	<ul style="list-style-type: none"> • Measurement and valuation • Fundamentals of watershed • Roles and responsibilities • GIS & MIS • Documentation • Community organization
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions • Field visit
Target Groups	WDT members , Watershed Committee members
Duration	3 days
No. of expected participants	90 persons (30 x 3 batch)
Implementing Agency	SLNA
Expected outcome	Ensure smooth implementation of the project by empowering on technical knowhow.

Programme No. 7

Title of the Programme	Orientation & capacity building on conceptual and Managerial aspects
Training Objectives	To familiarize the participants about various dimensions of participatory watershed development
Coverage/ topic	<ul style="list-style-type: none"> • Participatory approach in watershed management • Fundamentals of watershed • Roles and responsibilities • Institutional and financial arrangements • Coordination and linkages Convergence of programmes
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions
Target Groups	BDO/J.BDO, HSC, UDC
Duration	2 days
No. of expected participants	30 persons
Implementing Agency	SLNA
Expected outcome	Ensure smooth implementation of the project

Programme No. 8

Title of the Programme	Participatory approach in Planning and implementation of IWMP
Training Objectives	To orient the participants on different dimensions of

	participatory watershed management
Coverage/ topic	<ul style="list-style-type: none"> • Fundamentals of watershed • Participatory approach in watershed management • Roles and responsibilities • Institutional and financial arrangements • Coordination, linkages Convergence of programmes
Training Methodology	Lecture - cum – interactive sessions
Target Groups	NHGs
Duration	1 day
No. of expected participants	20,000 participants (50x 400 batch)
Implementing Agency	PIA
Expected outcome	Ensure full participation of users for the smooth implementation of the project

Programme No. 9

Title of the Programme	Concept of watershed management, roles and responsibilities.
Rationale	Impart awareness among the watershed committees regarding the concept of watershed management, roles and responsibilities, operational guidelines, financial management etc.
Training Objectives	<ul style="list-style-type: none"> • To create awareness among the WCs regarding the concept of watershed management. • To define the roles and responsibilities of WC. • Financial management of the project. • Management of WDF.
Training Methodology	<ul style="list-style-type: none"> • Interactive sessions • Group exercises • Task Analysis • Panel discussions
Target Groups	WCs
Duration	2 days
No. of participants	90 participants (30 x 3 batch)
Implementing Agency	PIA
Expected outcome	Empowerment of WCs for effective implementation of the project and proper maintenance of commonly created asset.

Programme No. 10

Title of the Programme	Operational Strategies and financial management of implementation of watershed projects in IWMP
Training Objectives	To orient the participants on operational strategies and financial management in participatory watershed management

Coverage/ topic	<ul style="list-style-type: none"> • Leadership • Implementation • Management • Roles and responsibilities • Fundamentals of watershed • Participatory approach in watershed management • Institutional and financial arrangements • Coordination, linkages Convergence of programmes
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions
Target Groups	Watershed Committee Members
Duration	3 days
No. of expected participants	90 participants (30 x 3 batch)
Implementing Agency	PIA
Expected outcome	Empowerment of WCs on operational Strategies and financial management for effective implementation of the project and proper maintenance of records.

Programme No. 11

Title of the Programme	Operational guidelines for Watershed Committees in IWMP
Training Objectives	To orient the participants on operational guidelines for Watershed Committees in IWMP
Coverage/ topic	<ul style="list-style-type: none"> • Leadership • Institutional and financial arrangements • Conducting meetings • Recording the proceedings • Office management • Accounting procedures • Book keeping
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions
Target Groups	Watershed Committee Members
Duration	1 day
No. of expected participants	90 participants (30 x 3 batch)
Implementing Agency	PIA
Expected outcome	Empowerment of WCs on operational guidelines in IWMPfor effective implementation of the project and proper maintenance of records.

Programme No. 12

Title of the Programme	Awareness programme on production system and Micro Enterprises (PS & M) and livelihood support system (LSS)
Training Objectives	The watershed community must be made aware of the various PS & M and LSS programmes envisaged in the project, group formation, credit support through banks, Accounting procedures etc.
Coverage/topic	<ul style="list-style-type: none"> • Various PS & M. • Generating additional income from such activities. • Self sustainability. • Women empowerment.
Training Methodology	<ul style="list-style-type: none"> • Lecture - cum - discussion • Group exercises • Case Analysis • Group discussions
Target Groups	SHGs : rearing cattle, fodder cultivation, Pisciculture, Apiculture, Horticulture, Mushroom cultivation, Food processing etc.
Duration	1 day
No. of participants	10000 participants (50 x 200 batches)
Implementing Agency	PIA
Expected outcome	Increase the standard of living through increase in percapita income, attain self sustainability etc.

Programme No. 13

Title of the Programme	Develop action plan for PS&M and LSS
Training Objectives	More than 50% of the communities are often land less agri labours. For attain self sustainability LSS is the main option.
Coverage/topic	<ul style="list-style-type: none"> • Various LSS activities envisaged in the project. • Operational guidelines • Action plan for each watershed depending upon their suitability.
Training Methodology	<ul style="list-style-type: none"> • Interactive sessions • Group exercises • Task Analysis • Panel discussions
Target Groups	Members of District, Block and Grama Panchayat members, Watershed Committees
Duration	1 day
No. of participants	10
Implementing Agency	PIA
Expected outcome	A need based location specific, economically feasible and communally acceptable action plan.

Programme No. 14

Title of the Programme	Planning and implementation of projects related to creation of common assets.
Training Objectives	To create awareness among UGs regarding the mode of creation of common assets.
Coverage/topic	<ul style="list-style-type: none"> • Responsibility of UGs • Establishing common assets. • Mode of operation in establishing common assets. • Financial procedures involved.
Training Methodology	<ul style="list-style-type: none"> • Interactive sessions • Group exercises • Task Analysis • Panel discussions
Target Groups	UGs
Duration	1 day
No. of participants	1-2 persons from each UG
Implementing Agency	PIA
Expected outcome	Empower the UGs to take up the responsibility of creating common assets as well as their future maintenance.

Programme No. 15

Title of the Programme	Training of Trainers (ToT) in IWMP
Training Objectives	To build a team of faculties for imparting training, monitoring and evaluation
Coverage/topic	<ul style="list-style-type: none"> • Fundamentals of watershed • Leadership • Managerial skills • Effective communication • Implementation • Management • Roles and responsibilities • Monitoring and evaluation.
Training Methodology	<ul style="list-style-type: none"> • Lecture – cum - discussions • Interactive sessions • Group exercises • Task Analysis • Role play • Panel discussions
Target Groups	Officials from various departments and extension faculty members, One facilitator from each NHG.
Duration	2 day
No. of participants	400 (20 x 20 batch)
Implementing Agency	PIA

Expected outcome	A well trained faculty team who are capable of disseminating the concept of watershed and other activities related to watershed management.
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Programme No. 16

Title of the Programme	Exposure visit
Training Objectives	To visit other states to understand different methodology used in watershed management
Coverage/ topic	<ul style="list-style-type: none"> • Methodology • Techniques • People participation • Implementation • Documentation
Training Methodology	<ul style="list-style-type: none"> • Field visit
Target Groups	Block presidents, GP Presidents, Block and Grama Panchayat members, Watershed Committee
Duration	3 days
No. of expected participants	150 participants (50 x 3 batch)
Implementing Agency	PIA
Expected outcome	Understanding various innovative and cost effective techniques adopted in watershed management

Skill Development Training Programmes

Title of the Programme	<ol style="list-style-type: none"> 1. Agriculture 2. Horticulture 3. Animal Husbandry 4. Pisci Culture 5. Rain water harvesting 6. Well recharging 7. Soil and Water conservation methods 8. Livelihood 9. Entrepreneurship development
Training Objectives	To provide skills and techniques of various activities
Coverage/ topic	<ul style="list-style-type: none"> • Organic Vegetable cultivation • Organic Banana cultivation • Post harvest technologies • Cow rearing • Goat rearing • Fodder cultivation • Pisci culture • Different types of rain water harvesting • Recharging of open wells • Mushroom cultivation • Beekeeping • Biogas • Cottage industries

	<ul style="list-style-type: none">• Trading of products• Value addition
Training Methodology	<ul style="list-style-type: none">• Lecture - cum - discussion• Demonstration• Video Film show
Duration	1 – 2 days
Target Groups	Selected Beneficiaries
No. of expected participants	10,000 (200 trainings x 50 persons in each batch)
Implementing Agency	PIA
Expected outcome	Acquire necessary skills. A need based location specific, economically feasible and communally acceptable action plan.