



Food and Agriculture
Organization of the
United Nations



Capacity Development Strategy and Work-plan Validation Workshop

FAO/DoF-FishAdapt Project

Nay Pyi Taw

February 19th 2020



Process of Capacity Development Strategy

1. Identifying Areas
2. Identifying Sub areas
3. Identifying stakeholders and institutions
4. Identifying targeted people
5. Pre-assessment (finding needs, gaps and what they know, what they don't know)
6. Result analysis
7. Define training opportunity (training topics)
8. Developing training materials e.g outlines, contents, agendas
9. Deliver training
10. Post assessment



8 Areas in the FishAdapt project

1. Fisheries
2. Aquaculture
3. Community Based Climate Change and Disaster Risk Management
4. Rapid VA
5. Legal and Policy (Fisheries, Aquaculture, CCA,DRM)
6. Gender (related to Fisheries, aquaculture, CCA,DRM, VA)
7. Communication (related to the other 7 areas)
8. Monitoring and Evaluation (related to Fisheries, aquaculture, CCA,DRM, VA)



Target Beneficiaries (National, Regional level)

Stakeholders

Department of Fisheries (DoF)

Department of Agriculture (DoA)

Institute of Fishery Technology (IFT)

Environmental Conservation Department (ECD)

Department of Agriculture Land Management and Statistics (DALMS)

Department of Meteorology Hydrology (DMH)

Department of Disaster Management (DDM)

Department of Rural Development (DRD)

Forest Department (FD)

Myanmar Fishery Federation (MFF)

General Administration Department (GAD)

Fishery Training School (FTS)

Universities

Department of Social Welfare (DSW)

Implementing Partners

NAG (Network Activity Group)

KMSS (Karuna Mission Social Solidarity)

CDA (Community Development Association)

RCA (Rakhine Coastal Region Conservation Association)

WorldFish



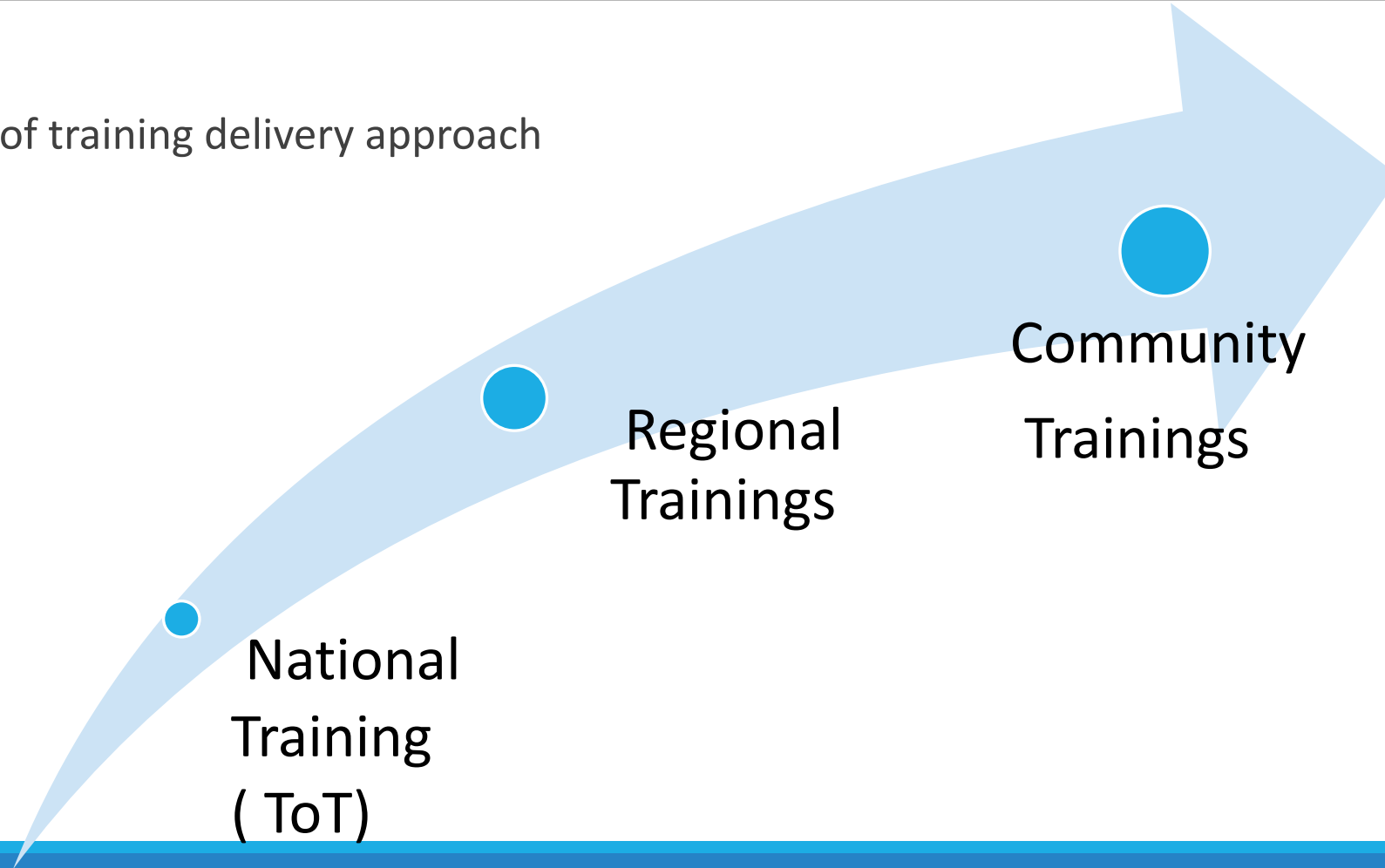
Targeted beneficiaries 120 communities from Yangon, Ayawady and Rakhine (Community level)

Batch	Total communities	Yangon			Ayawady			Rakhine		
		Aq	Fi	Both	Aq	Fi	Both	Aq	Fi	Both
1 st batch	53	7	10	7	9	9	7	7	11	7
2 nd batch	37	9	4	8	7	9	7	3	5	3
3 rd batch	30	9	1	6	4	2	3	10	4	9
Total	120	25	15		20	20		20	20	



Capacity Development Strategies

Levels of training delivery approach



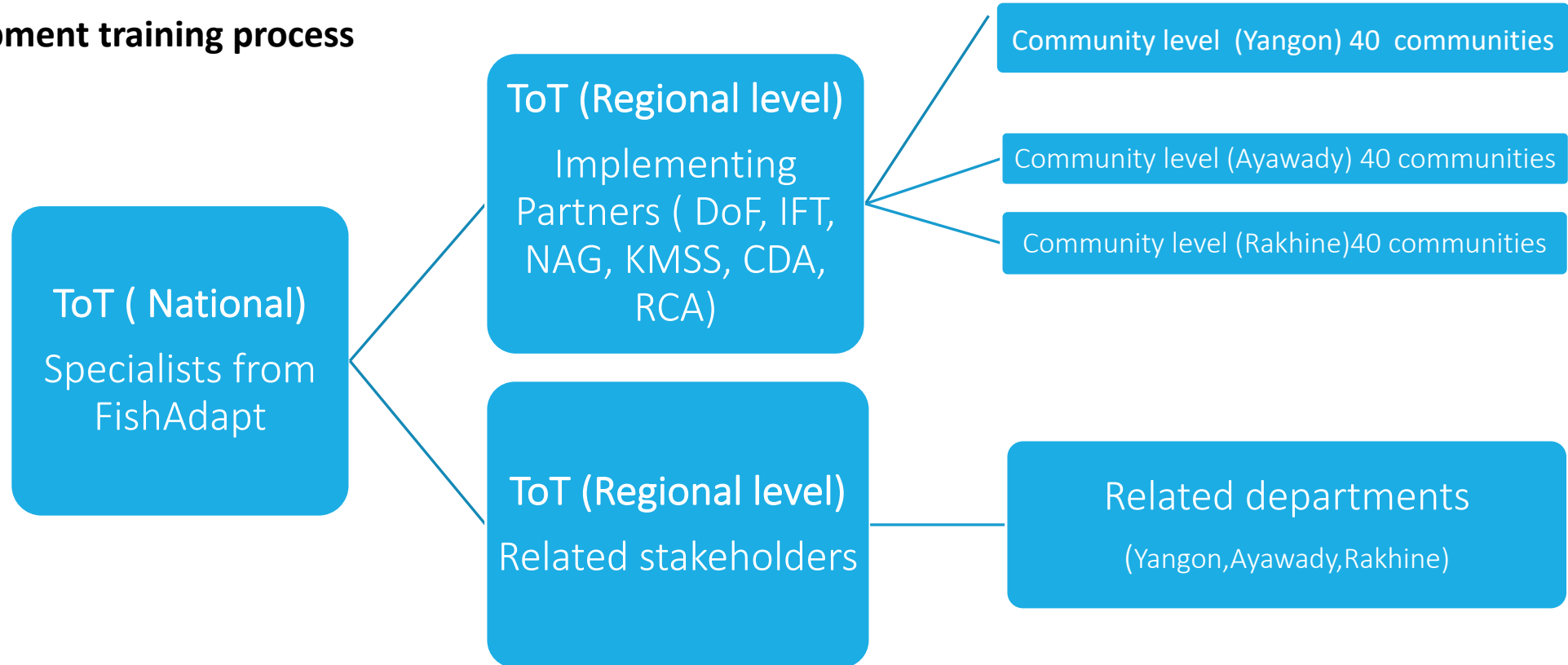
National
Training
(ToT)

Regional
Trainings

Community
Trainings

Capacity Development Strategies

Capacity development training process





Capacity Development Trainings delivered in 2019 -2020

No	Trainings	Training places	frequency	Time	Total participants
1.	EAAM ,ToT (National, regional level)	Npt, Ygn, Aya, Rakhine	4	Sept, Oct 2019	94
2.	EAAM refresher training (Regional level)	Ygn, Aya, Rakhine	2	Dec, Jan 2020	26
3.	EAFM, ToT (National, regional level)	Npt,Ygn, Aya, Rakhine	4	Oct, Sept 2019	97
4.	EAFM refresher training (Regional level)	Ygn,Aya, Rakhine	2	Dec, Jan 2020	27
5.	Early Warning and Early Action Workshops (National, regional level)	Npt, Ygn, Aya, Rakhine	4	Nov, Dec 2019	104
6.	Vulnerability assessment , ToT (Regional level)	Ygn, Aya,Rakhine	4	Feb, Mar, Apr 2019	149
7.	Vulnerability assessment, refresher (Regional level)	Ygn, Aya, Rakhine	4	Oct, Nov 2019	53
8.	CBCCA/DRM, ToT (Regional level)	Ygn, Aya, Rakhine	2	Jan , 2020	50
9.	Drone (National level)	Mandalay, Meiktila	1	May 2019	9
10.	Monitoring and Evaluation, Facilitation Skills training (Regional level)	Ygn, Aya, Rakhine	2	Dec, Jan 2020	58
11.	Gender awareness training (FishAdapt staffs)	Yangon	1	Jun 2019	17



Capacity Development Work-plan (Aquaculture sector) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
1.	EAAM refresher training (ToT) (regional, Township level)	3	IUs (DoF, NAG, RCA, ECD, DRD, Universities), Deputy staff officers, A.D staff officers	YGN, Aya, Rakhine	Jan, 2020
2.	EAAM Training (National, Regional, District, Township level)		The rest regions/states,NTP,HQ/NM, Line agencies (Regional DoF staffs 30, National DoF staffs 3, line agencies 7)	The rest regions/states Nay Pyi Taw, Ygn (2times)	July, Aug 2020
3.	Aquaculture data collection workshop (Union, Regional, Township)	1	DoF officers, directors	Nay Pyi Taw	July, 2020
4.	Rice-Fish (regional/ district level) Rich-Fish (Township/ Community level)	3	DoF, IFT, FTS, DoA, Community,NAG, University,TS officers, FD, Agri dept, DALMS DoF, Community,FD	YGN, Aya,	July 2020
5.	Mangroove friendly aquaculture (regional level)	3	DoF, FTS, Forest, DRD, Community	Aya, Rakhine	July 2020



Capacity Development Work-plan (Aquaculture sector) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
6.	<p>Aquaculture, Fish Disease and Water Quality Management (ToT) (regional, district level)</p> <p>(Township/Community)</p>	5	<p>IUs (DoF,NAG, Universities,IFT, MFF, FTS, RCA), Deputy directors, district directors, FTS,</p> <p>Fish farmers, fish sellers, nursery farmers, fish seed sellers, interested farmers, CSO</p>	<p>YGN,Aya,Rakhine</p> <p>(Twice or three time per year)</p>	July , Aug 2020
7.	<p>Post harvest and fish processing (ToT) regional</p> <p>(Township/Community level)</p>	3	<p>IUs (DoF,NAG,Universities,IFT, FTS, RCA) MMF (post harvest), Deputy directors, staffs working at freeze factory, DoF, related stakeholders</p> <p>DoF, Community, small scale aquaculture farmers, fish collectors, fisherymen, aqua farmers, interested people</p>	<p>YGN,Aya,Rakhine</p> <p>(Twice/three time per year)</p>	June. July 2020



Capacity Development Work-plan (Fishery sector) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
1.	EAFM refresher training (ToT) regional level	3	IU (DoF, NAG, RCA, ECD, DRD, Universities) CSO	Ygn, Aya, Rakhine	Jan, Feb 2020
2.	Aquaculture data collection workshop (Union, Regional, Township)	1	DoF officers, directors	Nay Pyi Taw/region/state	July, 2020
3.	Post harvest and fish processing (ToT) regional level	3	DoF, NAG, Universities, IFT, FTS, RCA, MFF, company business persons	Ygn, Aya, Rakhine	July, Aug 2020
4.	Safety at Sea (ToT) (regional, district level) (Township/Community)	7	DoF, NAG, Universities, IFT, FTS, RCA, MFF, fishery leaders, captains, Ts/district officers, workers on the sea DoF, Communities, fisher men, workers on sea, Ts/district officers, universities, FTS	Ygn, Aya, Rakhine	Aug, Sept 2020
5.	Integrated of planning work shop (EAFM, EAAM, CBCCA/DRM)	2	FishAdat team IPs, IUs	Ygn, Aya, Rakhine	March 2020
6.	EAFM Training (National, Regional, District, Township level)		The rest regions/states, NTP, HQ/NM, Line agencies (DoF, regional staffs 30, DoF, national staff 3, Line agencies 7)	The rest regions/states, Nay Pyi Taw, Ygn (twice per year)	July., Aug 2020



No	Trainings/Workshops	days	Training participants	location	Time
1.	Capacity building Workshop on Law and policy making (national)	2	DoF, ECD,FD,DALMS,DMH,IFT, DRD, DDM, DSW,MOP (to be discussed with DoF) DMA (marine administration) Regional DoF (deputy directors, directors)	Nay Pyi Taw	June, July 2020
2.	Capacity building on law and policy making training (regional level)	2	DoF, ECD,FD,DALMS,DMH, DDM,DRD, DSW, Universities,DMA, Regional government, MOP (to be discussed with DoF) GAD,	Ygn,Aya,Rakhine	June, July 2020
3.	Capacity building training on understanding the Law &policy (ToT) (regional, district, township, community level)	3	IU (DoF, KMSS, NAG, Universities, IFT, FTS, CDA,RCA, other IU stakeholders) GAD,CSO, Ts/District DoF staffs	Ygn,Aya,Rakhine	Aug, Sept 2020



Capacity Development Work-plan (Gender sector) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
1.	Women empowerment and Gender Equality in Fisheries and Aquaculture Sector (Final) National level	3	DoF,DRD,DDM,DMH,ECD,DoA,MFF, WorldFish, IWIR,DWIR,GAD,DSW,MWAF Ministry of Social Welfare and relief, resettlement department, related departs	Nay Phi Taw	July, August 2020
2.	Women empowerment and Gender Equality in Fisheries and Aquaculture Sector (ToT) (Regional, district level) (Township/Community level)	3	KMSS, NAG,DoF,Universities, IFT,DRD,DDM,ECD,DoA,MFF,WorldFish, IWIR,DWIR,GAD,DSW,MWAF, FishAdapt gender focal point , CD specialist, RCA,CDA, Fire dept, Red Cross, village administration leaders, related dep, relevant government staffs Fisherfolk minimum 50% women participations	Ygn,Aya,Rakhine	July, August 2020



Capacity Development Work-plan (CBCCA/DRM, EWEA) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
1.	CBCCA/DRM (ToT) Regional, district, township , level	3	DoF, IFT, KMSS, Universities, MFF, DDM, DMH, ECD, CDA, RCA, GAD	Ygn, Aya, Rakhine	Jan 2020
2.	EWEA (ToT) Regional, district, township level	3	DoF, DMH, DDM, IFT, MFF, University, ECD, WorldFish, fishery and aquaculture committees representative persons, GAD	Ygn, Aya, Rakhine	Jun, July 2020
3	VA/CBCCA/DRM Refresher training (Regional)	5	New DoF staffs, IFT, KMSS, Universities, CDA, RCA, NAG	Ygn, Aya, Rakhine	March 2020
4.	Climate Change Monitoring System Workshop (National)	2	DoF, DMH, DDM, ECD, DRD, Myanmar Red Cross, GAD	Nay Pyi Taw	Jun, July 2020



Capacity Development Work-plan (Communication) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
1.	Mobile application peer to peer platform (Final) National level	1	FishAdapt staffs	Yangon	June, July2020
2.	Mobile application peer to peer platform (ToT) (Regional, District, Township level)	1	DoF, IPs and IUs University, Communities (Communications Focal Points)	Ygn, Aya, Rakhine	June, July 2020
3.	Participators communication for development (Final) (regional, district, township, community level)	1	DoF, IPs and Ius (Township DoF staffs) University, Communities (Communications Focal Points)	Aya Yangon, Rakhine	March 2020 June, July



Capacity Development Work-plan (M & E) 2020-2021

No	Trainings/Workshops	days	Training participants	location	Time
1.	M&E (CBCCA/DRM/EAFM/EAAM) (Final) (Regional, District, Township level) (National level)	2 5	KMSS,NAG,University,IFT,DoF,CDA, RCA, DoF staffs in regions related to M&E works, township DoF staffs Tax and Revenue depart, livestock dept, research and development dept, IFT, FTS	Ygn,Aya,Rakhine Once in six month	July 2020
2.	Impact assessment (KAP) Regional level	3	University, DoF, IFT,	Ygn,Aya,Rakhine	Oct 2020



Training Principles

- Always know the audience
- Be gender responsive
- Full participation
- High quality always
- Focus on applicability
- Solution Focus Approach (What we focus on GROWS!, No problem happens all the time, small changes bring about change)
- Maintain training delivery quality checklist



Strategic planning for trainings in time of Myanmar COVID 19 situation

All the trainings or CD opportunities will be divided into two big groups, namely

1. Enhancing planning capacities and b) basic professional skills. Under Enhancing Planning Capacities we have the following training opportunities or courses: EAFM, EAA, CCA, DRM/DRR, EWS/EAP (Early Warning Systems / Early Action Plan).
2. Basic Professional Skills we will englobe to the rest of trainings like: S@S (Safety at Sea), Post-Harvest (both fisheries and aqua), peer -peer mobile platform application and if some basic training might be included under Basic Professional Skills

Teaching approaches

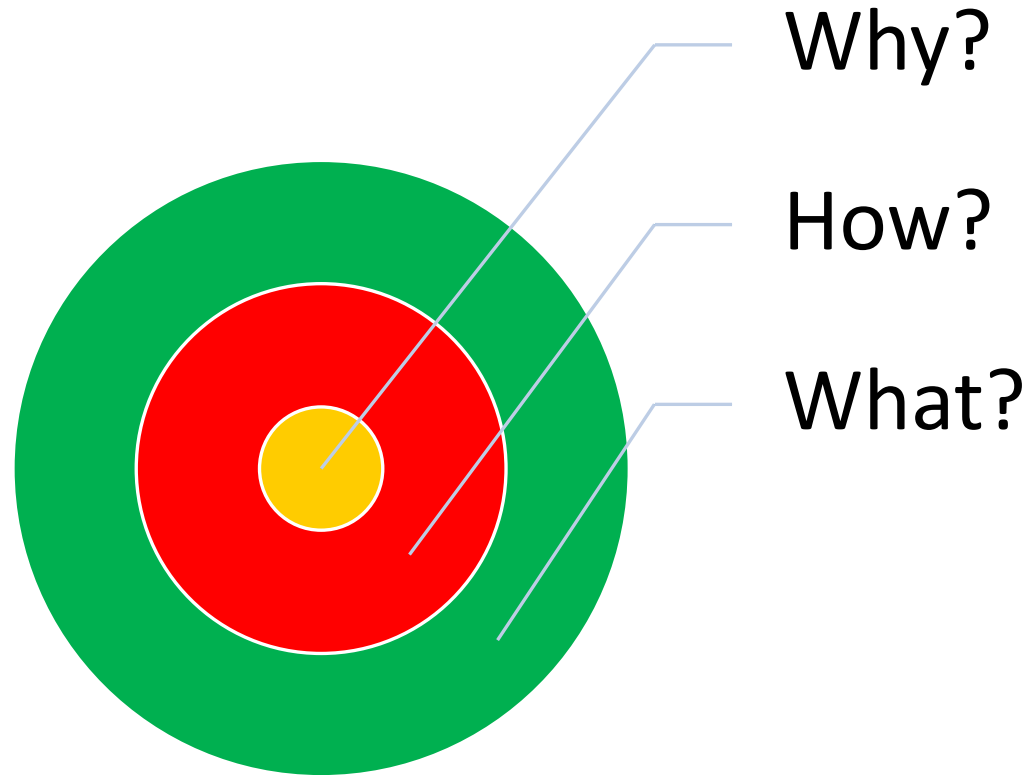
Basic professional skills e.g Safety at Sea, Post harvest (both fisheries and aqua), Peer-peer mobile platform application courses will be delivered as online training courses for community levels.

Enhancing planning capacities courses will be delivered when travelling permission will be announced by the government.



Training Principles (The Values We Hold)

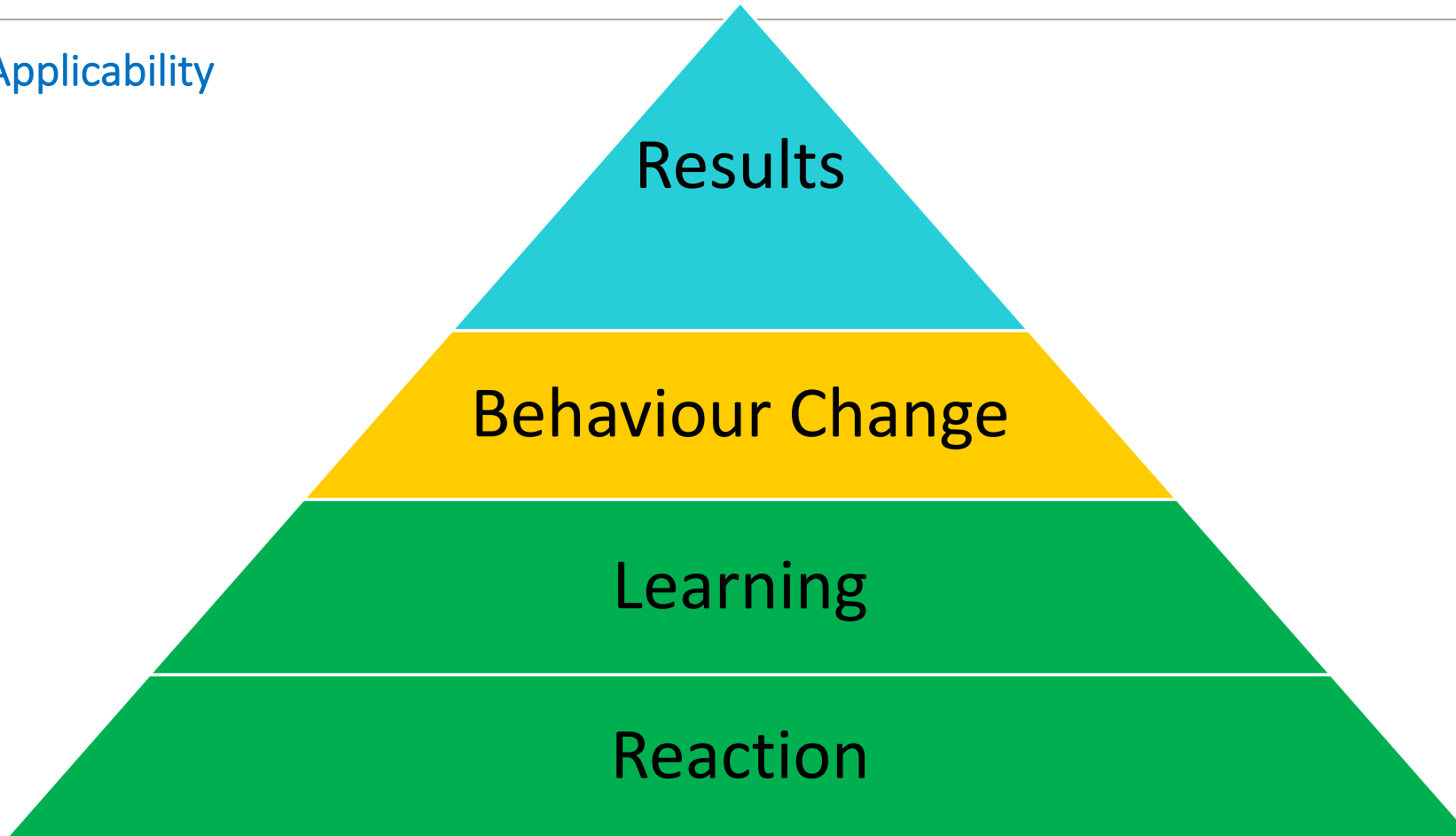
The Golden Circle





Monitoring the effectiveness and impact of the training

Focus on Applicability





After Action Review practice

Carry out an AAR for a recent task you have completed. One facilitator to ask 4 questions and note responses. A simple process used by a team to capture lessons learned from past successes and failures, reflect and with the goal of improving future performance.

1. What was supposed to happen?

2. What actually happened?

3. Why were there differences?

4. What did we learn?'



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Thank You for your cooperation !!



Group Discussion

Make a group of 5 or 6 people

Evaluate, Discuss and Validate each plans of 8 areas : Aquaculture, Fishery, Legal & Policy, Gender, CBCCA/DRM, EWEA, Communication, M&E (The following questions will be discussed and identified in the group discussion for national, regional and community level)

- A. Identify technical knowledge, methods and experiences which people already know in eight sectors. Where did they get these from ?**
- B. Identify what people don't know (or) experience in eight sectors. Find out the needs which they really need to know and apply?**
- C. What kinds of relevant contents should be included in FishAdapt CD training plans ?**
- D. How many trainings should be delivered ?**
- E. Who will be resource person to deliver the training? Contributions.**
- D. Present group validation CD plans.**