

Blue Gold Program

Training on Capacity Building for CRP on Catchment O&M Planning Process NGO Forum, Khulna, April 22-26, 2018

Introduction

The first batch of ToF course for Community Resource Persons was successfully completed on 26 April'2018 which was started on 23 April'2018 at NGO Forum, Khulna with an aim to develop capacity of the Community Resource Person (CRP) on Conducting O&M Catchment Planning and Implementation Process to the



polder level. Total 23 CRPs from 4 phasing-out polders of Khulna Zone, 06 CDFs of BGP TA Team were participated in four days training courses.

Brief of the training

All the participants reported at the training center on 22 April'2018 in the afternoon. The training course was formally inaugurated by the Deputy Zonal Coordinator at 9.00 AM on 23 April'2018. The ZC Mr. Matior Rahman, Ashraful Islam, Shahidul Islam and some other senior consultant were attended in the Inaugural session. Mr. Bart, International Water Management Expert was attended the course.

The course was started with the collecting expectations of the participants from this ToF course followed by describing the objective of the course and the anticipation of Blue Gold Program for the community resources persons. At the very begging of the formal session the participants had the opportunity to discuss and know about the functional WMOs and their role towards functional WMOs to improve water management situation of the polder area. After the lunch a session was held on operation and maintenance of the catchment, polder system and different water management structure.

In the second the participants presented their homework on the crop water system analysis of the 08 selected catchments, which help them to understand the catchment area, the production system of this catchment, water management situation (problem, solution), the opportunity and other social issues. Through this session it was also observed their capacity to analysis the crop water system of the catchment, their presentation skill and capacity to identify the problem and solution.

Rest of the time up to lunch break of third day several issues related to required skill of CRPs to carry out the catchment O&M planning process.

Field visit & Practice

After that they went to the field for practicing the third step of catchment O&M planning process i.e. WMG wise data collection where they demonstrated at the real situation to conduct the session and collect information on water management problem, present cropping pattern and crop water system.



Presentation and analysis group outcomes

In the final fourth day, whole day the participants were presented their group outcomes - the WMGs map, information of water management problems and solutions to potential crops and plan of action using provided formats. One by one each group was presented their group outcomes, their analysis, planning and what challenges they have faced during data collection.

The BGP staffs were presented their observations and experience at the end of each group presentations that actively monitored the whole process in the field. They have expressed the challenges that the team faced limitations of each CRP members and recommendation for further improvement. The course was concluded at 5.30 PM.



From the last day presentation by the CRP, we observed their confidence, their group outcomes, clarification, analysis on crops and water management, problems and identification of solutions which makes us confident that they can do – they have done it.

During the course the participants organized a cultural evening where everybody participated in singing song, presented jocks, played drama, demonstrated different acting which was enjoyable and develop energy/dynamism among the groups.

As it was 1st batch CRP capacity building training so we carefully observed the course outline, duration, content, methods, process etc. Based on that we have some observation and recommendation for the remaining batches to make them more effective:

Observation and Recommendation

1. Course Duration: The 1st batch training was designed for 4 days which is not sufficient. We have occupied all the afternoon and evening time for the discussion, interaction and practice as homework assignment which was really overloaded to the participants. On the other hand we could not give adequate time for some important sessions which needs to be followed by on the job training such as:

- a. Practice on the required skills to play the role as facilitator during O&M planning and implementation
- b. Steps and process of catchment planning process;
- c. Adequate time to each CRP members during group outcome presentation and analytical skills to analyze the water management problems & crops, identification of potential solutions etc.
- d. Due to time constraint the participants could not prepare their action plan (O&M data collection plan, catchment plan, implementation and follow up for one year by the CRP. This will be completed in the field by the 2nd week of May where CDF and TC will support them.

2. Two CRP members in one team: The experience of field test, one CRP member could not manage WMG wise data collection and even in other activities such as preparation, compilation, O&M plan formulation etc. The experience of CRP and the BGP CDFs that in practically it is impossible to plan and implement O&M planning by any one CRP member.



3. Completion of Catchment level plan by 15th June 2018: To complete the WMGs wise data collection and catchment level plan by June 15' 2018 would be very difficult by the CRP at this pick time for harvesting of different crops. In day time the WMG members and farmers could not spare any moment for other works. CRP members will select meeting dates, and evening time for WMG wise data collection process and they are committed to complete that within the planned time. As this is mostly Hindu community so Ramadan may not seriously affect the data collection process during evening time in Khulna zone. During that period they will try to arrange some catchment level planning workshop through discussion with the WMA members, Catchment O&M Committee and UP members.

4. Weak CRP Members: Few CRP members are found week to carry out this challenging activity. We have conducted an assessment using a tool and the same tool will be used for their performance assessment when they will work in the field. This will be used by our concerned CDF and Training Coordinators. Based on



that assessment result we can take the decision. But before that the CDF and TC will support and coach them to improve their performance.

Conclusion

Although some challenges were identified but the CRPs members demonstrate their confidence during the course and expressed that the training helped them lot to carry out the catchment O&M planning process. Their overall performance developed our confidence level from their presentation of group outcomes, analysis, WM problem identification and solutions for proposed crops.



We are thankful to Khulna Zone and Polder teams specially the CDF who really did very hard job for selecting potential CRP members and get their validation from WMA within very short notice period.

**Training & Communication Team
May 4, 2018, Dhaka**