Lao PDR Country Presentation of Findings from Training Needs **Assessment (TNA)**

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COUNTRY: Lao PDR

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Methodologies

Carrying out of TNA:

- Key national level training institutions active in training was surveyed on their existing training programmes or modules for agriculture sector.
- To identify the specific needs and gaps of the trainers by conducting the training need assessment which includes the interview all levels of authority from National down to district level
- To record and study the he training modules related to climate change adaptation techniques or other.



Methodologies (cont.)

Tools were used for TNA:

- Survey on training programmes or modules for agriculture sector
- Survey on training need assessment: Form I, II, III and IV including all line of structure of decision making, training facilities and trainees.

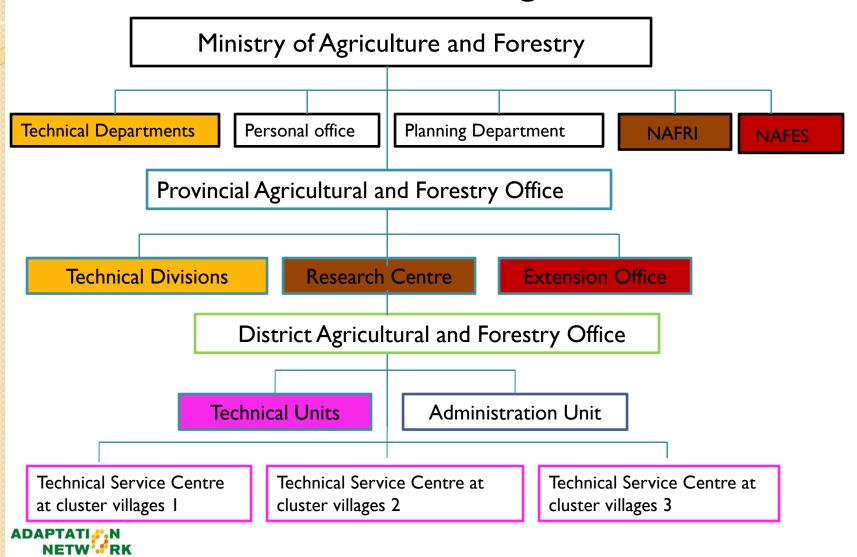
Participants in TNA process

- National University of Laos
- National Agricultural and Forestry Extension Service
- Master Trainers, Provincial and District trainers



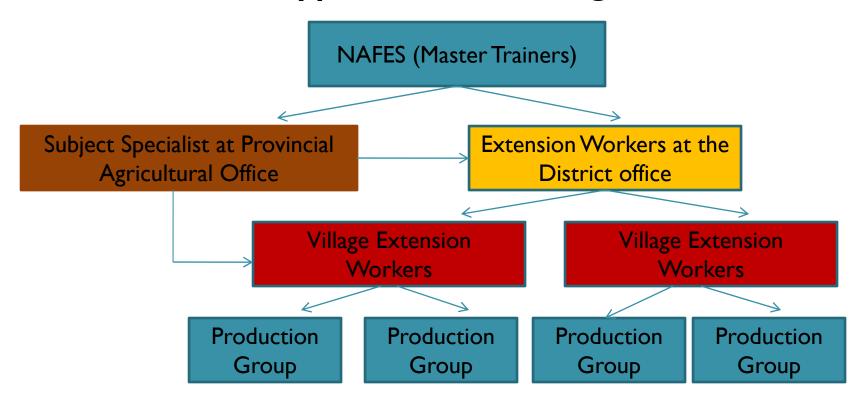
Institutional arrangements and policy set up in the country

I. Structure of MAF and training line



Institutional arrangements and policy set up in the country (cont.)

2. Lao Extension Approach and training line





Institutional arrangements and policy set up in the country (cont.)

3. Training and climate change adaptation strategy

- Lao Government has developed the National Adaptation Programme of Action to Climate Change (NAPA),
- In the new strategy for agricultural development 2011-2020, the Ministry of Agriculture and Forestry of Lao PDR set the goal on sustainable production by develop the climate change adaptation measure to specific social economical condition in each region of the country.
- In the 5 years plan 2011-2015, the Ministry plans to send 1800 staffs to be trained in the country in the different area of Agriculture and Forestry and 3500 staffs to be trained in overseas.



I. Evaluation of existing training programs

- Both private and public sector conduct the trainings to all line structure of decision making,
- Almost all trainings have no curriculum or module only training activity program and manual,
- All the training programs have no link to climate change adaptation, purely technical training subjects,
- The trainings included the knowledge and skill improvement,
- After training, there was the improving of capacity of staff,
- After each training, there was the training evaluation.



2. Evaluation of training facilities

- There are Training Centres in the centre, in every region and technical demonstration station in every cluster village,
- but, there is not enough facility in the training centre,
- the most effective training was the trainings in the central level while the training in provincial and district levels are less effective because of facility,
- There is a need in improving the facilities for training such as Training Centre, IT systems, curriculum and materials.



3. Evaluation of trainers and trainees

Totally 23 trainers have been interviewed and their levels including 13 national, 7 provincial and 5 district trainers.

- Trainings were funded by the project and donors, the government budget is limited.
- Most of trainings is on the job training. The induction training is rare.
- Capacity of trainers is moderate to good as well as the number of trainers is sufficient.
- After training, there is the improvement of works of trainees
- They lack of facilities for trainings: training centre, training materials.



Totally II trainees were interviewed and most of them are at the district levels.

- No any training mentioned about climate change adaptation technique,
- All of them work with farmers in training of agricultural technique.
- Capacity of trainees is moderate to good level
- They need to be trained in new technique adapted to new situation of agricultural production.
- The trainings are better when they are conducted in the central level



Ideal scenario

Knowledge, Skills and Practices are needed to be addressed in the modules

- Basic knowledge/skills
 - Basic knowledge on the impact of climate change on agriculture
 - Basic knowledge/skill on possibility to adapt to climate change
 - Basic knowledge/skill on research on agricultural technique adaptation to climate change.



Ideal scenario

- Special knowledge/skills
 - Basic knowledge on agro-meteorology,
 - Basic knowledge on integrated cropping systems,
 - Basic knowledge on Agro-irrigation.
- Needed institutional facilities
 - Training Centres on climate change adaptation,
 - IT system
 - Crop and livestock varieties tolerant to climate change,
 - Training materials: modules, manual, posters, brochure, leafless etc.



Contents or subjects matters needed

The priorities of subject matters are:

- Rice cultivation
- Integrated cropping systems
- 3. Integrated crops and livestock
- 4. Erosion control systems

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Challenges found from TNA when conducting the course in future

- Basic knowledge on adaptation to climate change of trainers and trainees
- Adaptation facilities
- Adapted technique availability
- Fund for testing the module and conducting the training



Conclusion

- There is the need in development of training modules on the adaptation to climate change
- There is a need to develop the human resources- adaptation specialists
- There are the need to develop the knowledge and understanding of the impact of climate change to agriculture and how to adapt it.
- There is a need on the research and
- There is a need on development on training's facilities.

