



SUCCESS STORY

Training Centers: Long-Term Learning while doing in the workplace



Herat Deputy Mayor and USAID COIR inaugurate the Training Center in the presence of municipal staff



Since the inauguration, Chaghcharan, Farah, Herat, and Qala-e-Naw's training centers have hosted numerous trainings



Chaghcharan, Farah, and Qala-e-Naw Municipal Advisory Boards hold their sessions in the training centers

"Previously we got technical and on-the-job training very occasionally, but they were not practical or aligned with our skills and systems. Now we have different kinds of training in our weekly schedule." - Herat Revenue staff member.

Photo : RAMP UP West

Municipalities in western Afghanistan understand the need to modernize their systems and improve the capacity and performance of their staff. USAID, through its RAMP UP West (RU-W) project worked with them to assess capacity and systems and explore ways to improve them in a sustainable manner going forward.

USAID/RU-W and the western municipalities of Chaghcharan, Farah, Herat and Qala-e-Naw determined they needed a permanent facility devoted to long term capacity building. Dedicated space inside the municipal building makes capacity building easier by providing close proximity and facilitates OTJ and mentoring in their office. They can also control access and make it available whenever needed.

Each municipality furnished space for a training center and provides ongoing maintenance and utilities. RU-W renovated and equipped the space. Each center accommodates 20-30 participants. They allow a wide range of capacity building from computerized training to classroom instruction to on-the-job support.

"Through this training center, municipal staff will receive classroom-based and specialized on-the-job training", said Herat Deputy Mayor, Mr. Aminollah Amini, at the inauguration of the Herat Municipal Training Center. He noted "the courses will equip municipal officials with the knowledge and skills they need to run the new modern systems that will integrate municipal government across the country."

In Farah, the Mayor proclaimed, "Establishment of the Training Center in Farah Municipality is a very positive step towards the capacity building of municipal officials." He indicated Farah planned to utilize the center as much as possible.

A Qala-e-Naw official, after a training at the center, commented; "It scared us when officials from Kabul circulated changes to existing systems or implemented new systems by sending letters and vague instructions. But now through the training center we receive practical training to prepare us for implementing any new systems or practices."

The training center also provides space for the community and other purposes beyond training. Municipal Advisory Boards in Chaghcharan, Farah and Qala-e-Naw use them for their meetings and invite the public to participate. Qala-e-Naw makes the facility available for use by local civil society organizations, broadening the impact of the center and directly benefiting the local community.

RU-W will continue assisting the municipalities to fully utilize their training center. RU-W will also train municipal staff to organize and conduct training themselves so they can effectively use these training centers well into the future.

Telling Our Story

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