“BCC TRAINING AND CAPACITY BUILDING INITIATIVES IN THE REGION – HAVE ITS IMPACTS BEEN FELT?”

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October 2012
The Oceans are a REGIONAL and GLOBAL commons + RESPONSIBILITY

The Oceans

71% of Earth’s surface,
97% of the Earth’s water
only 30% of that is territorial (EEZ)
Today’s Presentation will include:

1. Training and Capacity Building as per definition
2. Multi sectorial approach to Training & Capacity Building
3. Work Plan for 2012 - Progress
4. Impediment - for not achieving ALL set GOALS
5. The way forward – next five years - 2013 to 2017
6. Training and Capacity Building – Policy document (Final Draft)
1. Training and Capacity Building as per definition – role of the PI’s

• TRAINING is the acquisition of knowledge, skills, insight and competencies as a result of the teaching of vocational and/or practical skills

• TRAINING has specific goals of improving the regions capability, capacity and performance

• It has been recognized that there is a need to continue training beyond initial qualifications in order to maintain, upgrade and update skills throughout working life – this is referred to Professional Development
CAPACITY BUILDING also referred to as CAPACITY DEVELOPMENT is a conceptual approach to the development of a Person, or Group or Region.

The focus of CAPACITY BUILDING is on identifying obstacles that prevent people, organizations and governments in achieving their goals -- thus to enhance their abilities that will allow them to achieve measurable and sustainable results.
Training and Capacity Building short and long term approach

Short Term vs Long Term Approach

Both approaches have their Pros and Cons

**Short Term:**
- Courses offered to be accredited
- These courses have their place – value
- Performers need to be identified and earmarked for qualifying training

**Long Term:**
- Reference here is made to formal qualifying training – this is what the Region needs – which will lead to sustainability e.g. stock assessment
Objective of the BCC:
The Benguela Current Commission (BCC) is a multi-sectoral initiative - to promote integrated management, sustainable development and protection of the environment.
It is focussing, *inter alia*, on the management of shared fish stocks, marine mining, ecosystem health, marine biodiversity, ocean and coastal transport, socio-economics, early warning of extreme oceanographic events. In all - striving to keep training and capacity building at the forefront of its agenda.
Goal of the TCB Programme:
In contributing to the goal, the purpose of the Training and Capacity Building (TCB) Program is to improve knowledge and skills of managers, scientists and technical staff from National Institutions of the Region, to allow for successful implementation of an Ecosystem Approach to Fisheries (EAF) management and prudent ocean governance.
Oceans are a socio-economic and cultural resource

“The Oceans are a REGIONAL and GLOBAL commons + RESPONSIBILITY

“UTOPIA”

a). REGIONAL SHORT COURSES
b). MONITORING AND EVALUATION
c). REGIONAL TRAINING AND ADVISORY GROUP (RTAG)
d). REVISION AND UPDATING OF THE BCC TCB STRATEGY
e). DEVELOPMENT OF A RESOURCE MOBILIZATION STRATEGY

a) REGIONAL SHORT COURSES

i). Fish taxonomy (replace by PLANKTON)

ii). GIS course (2011 took place + workshop in 2012 lead by PI)

iii). Advance stock assessment course (postponed to April 2013)

iv). EAF implementation on the ground - training of trainers course (SA + Namibia 2x qualified trainers) – Angola to follow.
b). MONITORING AND EVALUATION

• Monitoring capacity building within projects (RTO/NC)

• Post-course performance assessment through tracer survey (RTO/NC)
c). REGIONAL TRAINING AND ADVISORY GROUP (RTAG)

Overall role

The overall role of the Regional Training Advisory Group (TAG) in the BCC Training and Capacity Building Program is to develop and oversee a regional integrated Training Program, with logistical support from the Secretariat to contribute to the development of human capacity in Ecosystem Approach to Fisheries management and Ocean governance in the Benguela Current Large Marine Ecosystem region.
c). REGIONAL TRAINING AND ADVISORY GROUP (RTAG)

PROGRESS in 2012

• **February:*** Inception Workshop – POLICY DOC for the TCB

• **May:** Consultative meetings 3x by consultants on Policy Doc.

• **August:** 3rd RTAG meeting (TOR/Draft Rules/Matters arising)+ presentation of Policy Doc by Consultants

• **September:** Final Draft – presentation by consultants on Policy Doc on TCB

• **November:** RTAG meet (Work Plkn 2013+) and present tp MB Policy Doc

d). REVISION AND UPDATING OF THE BCC TCB STRATEGY (pending) + DEVELOP A POLICY FOR THE BCC on TRAINING & CAPACITY BUILDING (final stage)

e). DEVELOPMENT OF A RESOURCE MOBILIZATION STRATEGY (discussion stage - in process)
4. Impediments - not having achieved ALL set GOALS

- Government Departments over committed
- Core/Line functions a priority for PI’s and their Team – over committed
- Planning!
- BCC Secretariat – new appointed staff (RTO) resulted in implementation delays

The above: Can and will Improve
5. The way forward – next five years 2013 to 2017

A multi sectorial approach

ACTION: Stake holder meeting on 19 + 20\textsuperscript{th} November 2012 to compile an ambitious training and capacity programme for all sectors of the Region

All Line Ministries to be presented – Mines and Energy; Transport; Environment; Fisheries; Health / Pollution and……

Venue: South Africa, Port Elizabeth
6. Training and capacity Building

Policy Document

Next presentation to follow - in brief an overview of Draft POLICY Document
TRAINING AND CAPACITY BUILDING
“POLICY DOCUMENT”
for the BCC LME

By Consultants
Drs M Isaacs and M Hara

Western Cape University, SA

15th October 2012
• The TCB Policy is intended to support the Vision and Mission of the BCC LME and should be applied with flexibility and judgment consistent with the goals, obligations and strategic priorities of the BCC Secretariat (for the three countries it represents).

• “Policies” ... written statements or sets of statements that describe principles, requirements, and limitations and are characterised by indicating “what” needs to be done rather than how to do it”. Such statements have the force of establishing rights, requirements and responsibilities.
The Policy to assist in -

• providing guidance with regard to the execution of actions and persons working in the organisation with a framework as to the manner in which actions are to be executed;

• promoting efficiency within the organisation in that ideas do not continually have to be deliberated;

• ensuring consistency in the performance of activities especially in cases where operating units are geographically or strategically scattered;

• ensuring compliance with legal and other requirements of the organisation

• and it also serves as a tool for quality improvement within the organisation.
PREAMBLE

• Recognising the unique character of the BCLME and its complex ecosystem that transcends national boundaries;

• Acknowledging that most ocean governance difficulties and problems common to all three countries are trans-boundary in nature and thus require collective and co-operative action;

• Recognising the need for furtherance of objectives of responsible multi-sectoral utilisation of the BCLME in order to minimise negative impacts on the ecosystem of the activities of the multiple stakeholders with interests in the marine environs;
Desiring to manage development and protect the BCLME in an integrated and sustainable manner

Concerned with the insufficiency and limitations in institutional and human capacity at all levels to assess the status of the BCLME as a system component;

Committed to capacity strengthening for sustainable and integrated management of the BCLME.
The BCC is desirous to put in place a POLICY for Training and Capacity Building that:

“would enhance its ability to implement its actions and policies promoting sustainable and integrated governance of the BCLME”
Objective

• To promote a coordinated, holistic and regional approach to TCB in ocean governance and to align BCLME regional practices to the evolving global environmental and governance practices.
Scope of Application

• The application of this policy is aligned to that of the BCC Convention (article 3). In effect, this Policy shall apply to all matters and issues of TCB for the sustainable integrated management of marine resources within and across the EEZs of the BCLME Parties. TCB shall apply to both public and private stakeholder institutions as appropriate.
Guiding Principles

The BCC TCB Policy shall be based on the following principles:

• support for integrated trans-boundary, trans-disciplinary, interdisciplinary, multidisciplinary issues;

• capacitating managers with trans-disciplinary skills requirements for dealing with trans-boundary and LME issues,

• prioritising TCB for the previously disadvantaged individuals, women and the disabled in line with member state policies;
Guiding Principles (cont.)

The BCC TCB Policy shall be based on the following principles:

• giving priority to citizens of the Parties in the allocation of scholarships for Post graduate training (Masters and PhD) programmes;

• use of centres of excellence (as training partners), first within BCC and if not available then beyond where TCB can be undertaken;
Guiding Principles (cont.)

The BCC TCB Policy shall be based on the following principles:

• candidate selection guidelines and principles that are in line with Parties selection policies;

• facilitation of capacity for improved coordination and cooperation between and among marine sector national actors and interests;

• offer of training in both official languages of the BCC - English and Portuguese – as appropriate;
BCC Organisational structure
Monitoring and Evaluation

• It is imperative that the BCC and Parties get the value for money from all the implemented TCB interventions.

• The RTO and RTAG shall be responsible for Monitoring and Evaluation (M&E) of the training interventions in the BCC region. The RTO shall develop the M&E System for effectiveness and value for money of TCB interventions.

• The RTO shall provide detailed written reports on the TCB initiatives to the RTAG and Commission based on the M&E system.
Quality Assurance

• An effective quality assurance and control system is underpinned by wide participation, effective channels of communication, the collection of acceptable evidence, the acceptance of responsibility by lecturing staff and students, and BCC secretariat, RTO and RTAG commitment capacity building and training.

• Quality criteria shall be used for regular monitoring of how well the student, intern and trainee performs in the different dimensions of its programme.
Policy Review

• The policy shall be reviewed on an annual basis to see if the goals, vision, guidelines, responsibilities, and procedures are still relevant. The RTO shall provide the RTAG with an annual update of the policy relevance and only RTAG can recommend changes the policy.

THANK YOU
“TRAINING CAPACITY BUILDING” for a SUSTAINABLE AND WELL MANAGED Benguela LME

THANK YOU MB; RTAG; BCC Secretariat; UNDP / UNOPS and the National Co-ordinators.