



Local strategies for capacity building – Sri Lanka

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Identify the *Need*

- Consult the key stakeholders, communities, service users
- Identify how the resources for CB are distributed
- Identify the *Need* e.g. issues to be addressed, availability and adequacy of personnel etc.
- Identify who should be trained e.g. nurses, social workers



Design CB Interventions

- Identify resource persons e.g. local and international
- Facilitate dialogue between local and international resource persons
- Promote a '*hybrid approach*' for intervention planning i.e. a mix of local and external knowledge and expertise



Design CB Interventions

- Balance the inputs from local and foreign resource persons
- Select and assess the relevance of tools and materials to be used
- Assess the relevance of the design



Implement CB Plans

- Strategize the selection of trainees e.g. geographical, gender, professional representation
- Adopt participatory approaches and methods e.g. group exercises, dialogue and discussion
- Provide translation facilities when needed
- Get feed back from participants



Ensure sustainability

- Evolve CB plans around recognized institutions
- Institutionalize CB training
- Train core groups of trainers e.g. training of trainers



Ensure sustainability

- Conduct refresher programs
- Mobilize technical assistance and resources from external agencies
- Provide training manuals and material adapted to local situations
- Lobby for continuous CB training