



THE AFRICAN CAPACITY  
BUILDING FOUNDATION

FONDATION POUR LE RENFORCEMENT  
DES CAPACITÉS EN AFRIQUE

# ACBF Short-term Training on Capacity Development: Results of the Market Survey

*Barassou Diawara*

***Knowledge Management Expert***

*Knowledge and Learning Department*

*The African Capacity Building Foundation*

**ACBF BROWN BAG SEMINAR**

ACBF Headquarters

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*The African Capacity Building Foundation | Fondation pour le Renforcement des Capacités en Afrique  
Securing Africa's future through capacity development | Assurer l'avenir de l'Afrique en renforçant les capacités*

**must be addressed early**



“Ears that do not listen to advice accompany the head when it is chopped off.” **African proverb**



# OUTLINE OF THE PRESENTATION



- 1** Background
- 2** Objectives (program & survey)
- 3** Methodology
- 4** Key findings
- 5** Key recommendations
- 6** Proposed way forward



# 1. Background



- African Union's Agenda 2063 & the serious gaps in critical technical skills to implement the Agenda's first 10-year plan
- Economic growth without much transformation in Africa & capacity as the missing link
- ACBF accumulated knowledge and know-how & the necessity to transmit specific technical skills by practitioners through short courses
- ACBF Strategy 2017-2021 & importance given to training to address the challenge



## 2. Objectives

TRAINING PROGRAM



- Build the capacity of human resources of government, regional bodies and non-state actors on specific topics
- Provide a continuous and sustainable capacity development mechanism in support of the implementation of the various continental strategies and policies
- Implement recommendations from ACBF publications that can be addressed through training
- Mobilize financial resources in line with ACBF's new business model



## 2. Objectives

SURVEY



- Gauge the willingness to participate in short-term training on topics of interest
- Determine the areas for training needs
- Assess the willingness to pay for a training
- Identify the preferred format of training and the potential source of funding





### 3. Methodology



- Survey conducted online from 11 May to 30 June 2018
- 4 type of key stakeholders: public sector, private sector, academia, and civil society organization
- All ACBF African networks and partners
- 54 responses



### 3. Methodology



#### Questionnaire for public sector (example)

- Is there a culture in the institution for setting specific budget for its staff training?
- How often does your institution organize/sponsor a short-term training for its staff to strengthen its capacities?
- Among the following topics, which ones are you interested in for a short-term training? Please rate the topics you are interested in (low, medium or high).
- Which source of funding would you use?
- What is your preferred period for the training during the year?



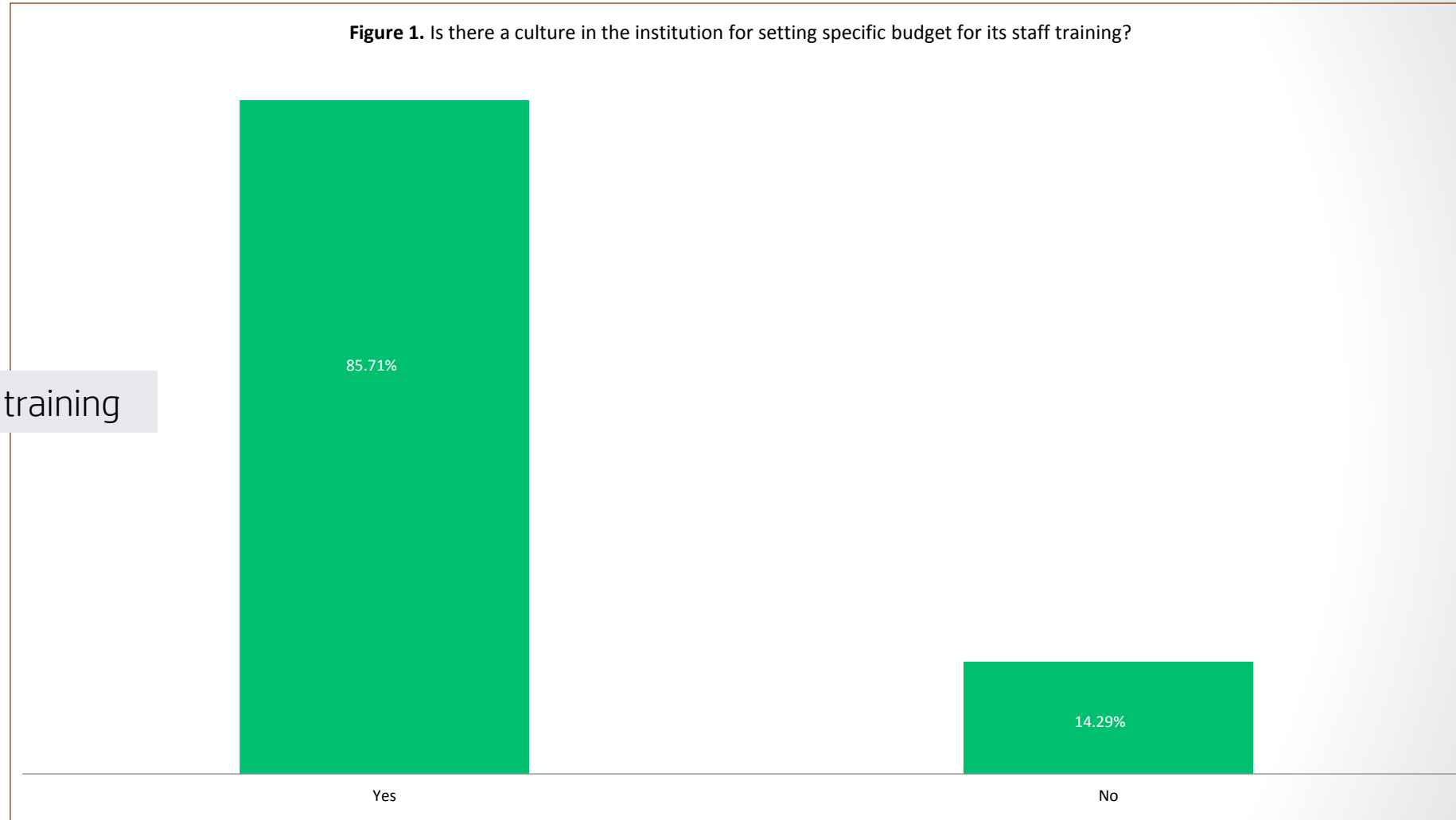


## 4. Key findings



A culture of setting budget for staff training

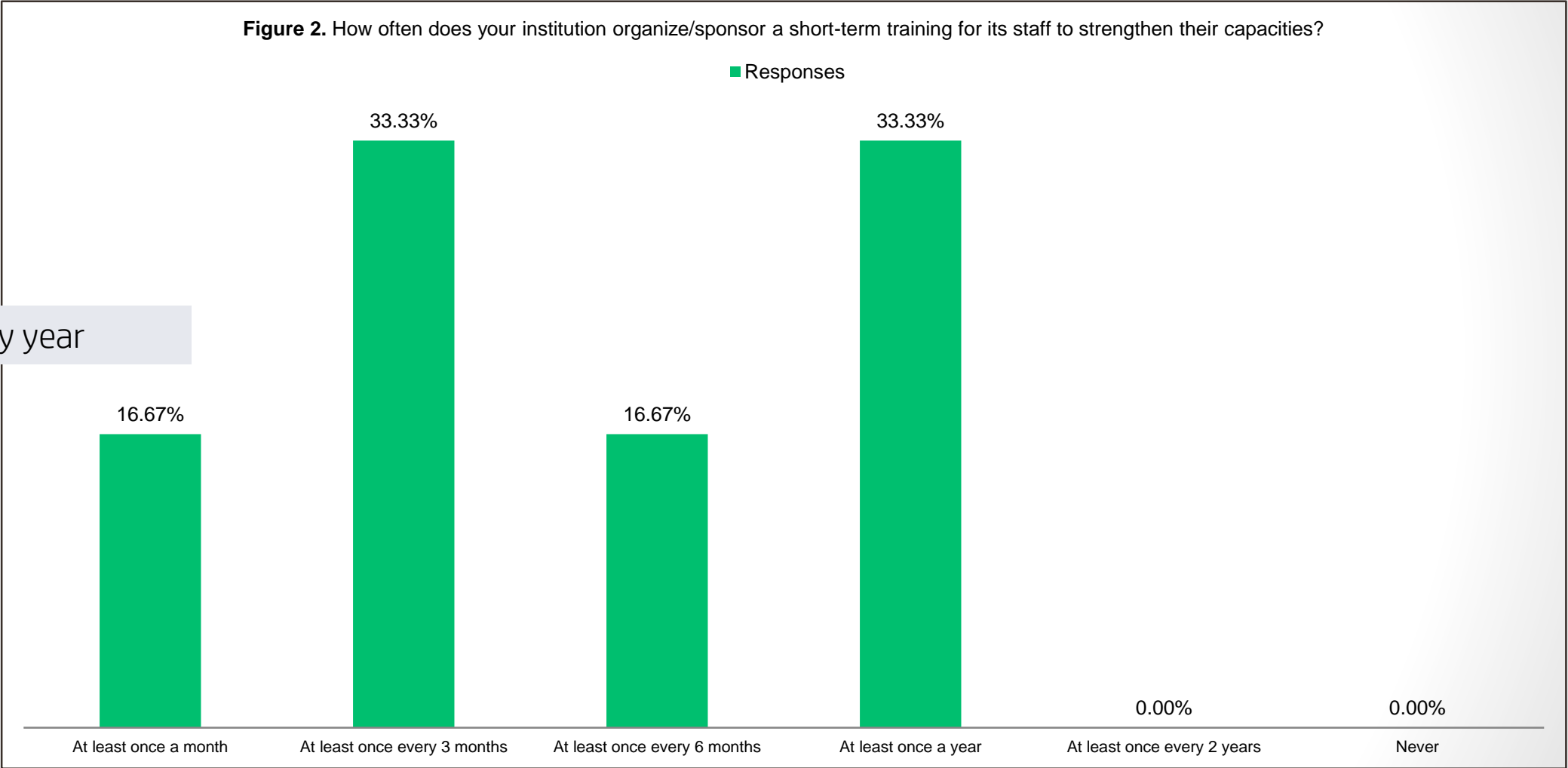
Figure 1. Is there a culture in the institution for setting specific budget for its staff training?



# 4. Key findings



Training organized very year



## 4. Key findings



Topics	Low	Medium	High
Capacity needs assessment at country, sectoral and organisational levels	28.6%	14.3%	57.1%
Developing successful research proposals to mobilize funding	12.5%	12.5%	75.0%
Effective communication of project results to donors and stakeholders	28.6%	14.3%	57.1%
Impactful policy research for achieving the SDGs in the context of Agenda 2063	12.5%	12.5%	75.0%
Using science, technology and innovation in accelerating research and education delivery	12.5%	25%	62.5%
Effective communication of research findings to decision makers	0%	14.3%	85.7%
Building effective knowledge management and learning systems	0%	37.5%	62.5%
Research project management and implementation	0%	37.5%	62.5%

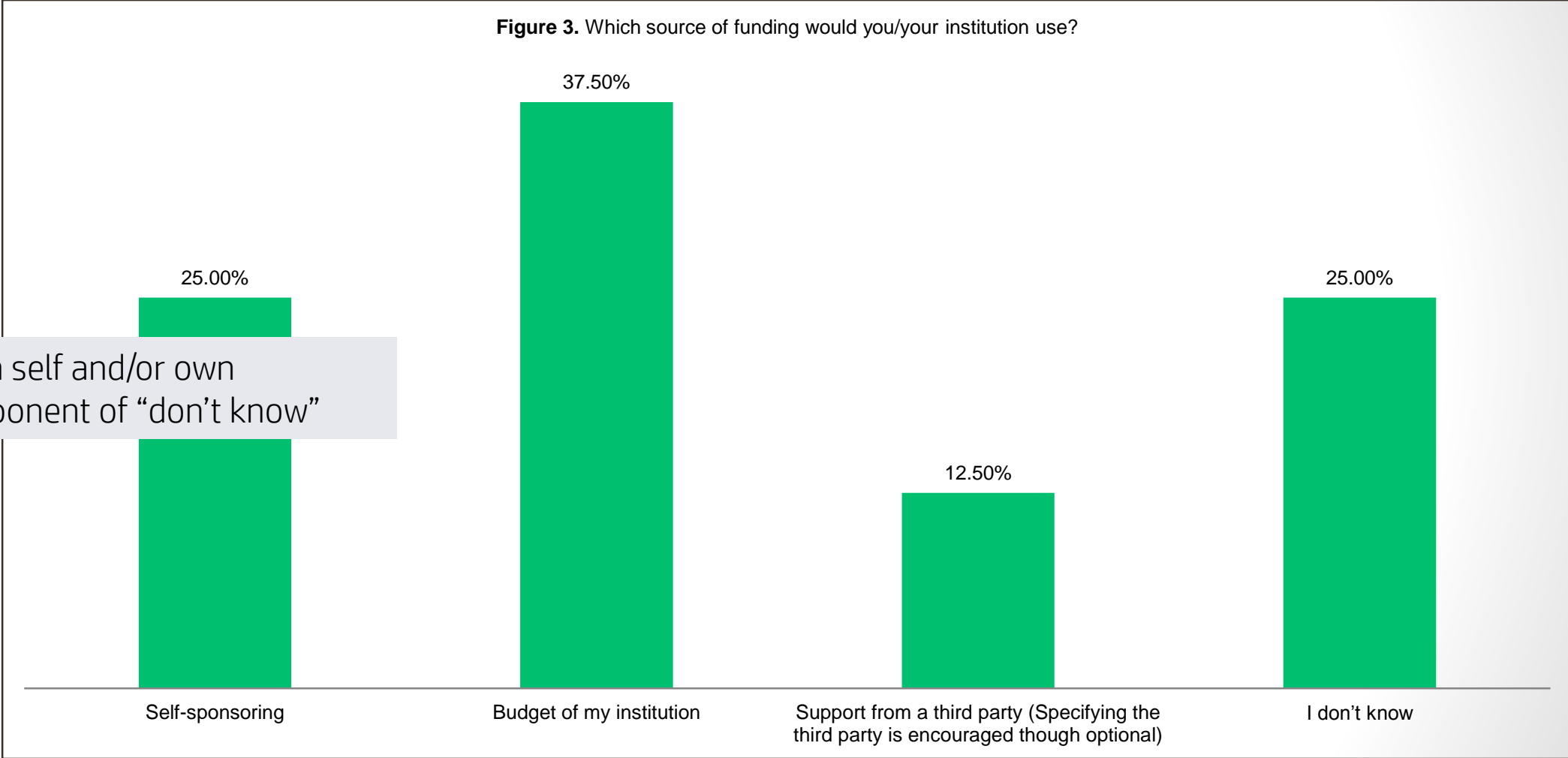
Most proposed topics are of high priority



# 4. Key findings



Sponsored mainly from self and/or own institution – good component of “don’t know”

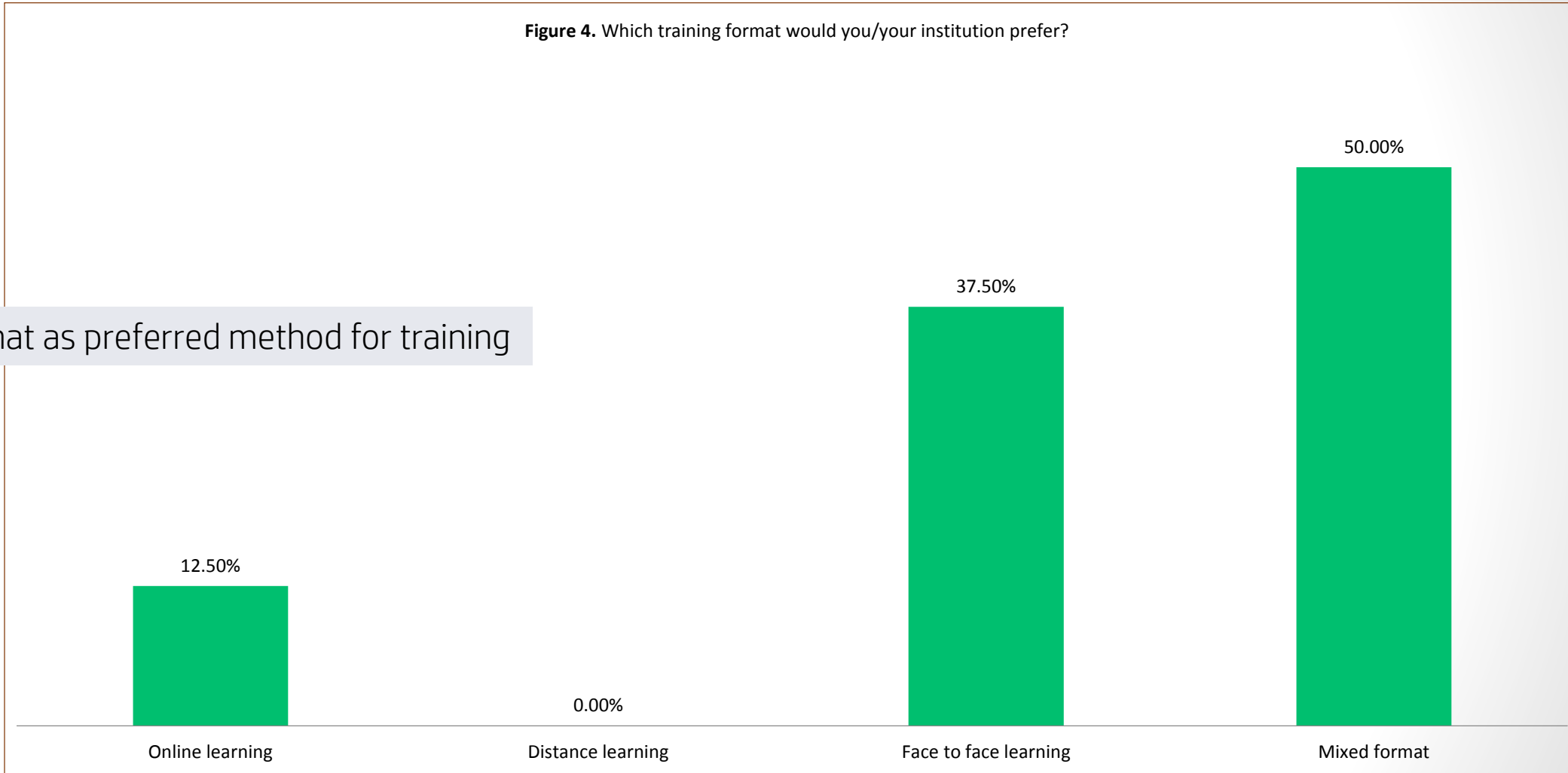


## 4. Key findings



F2F and/or mixed format as preferred method for training

Figure 4. Which training format would you/your institution prefer?

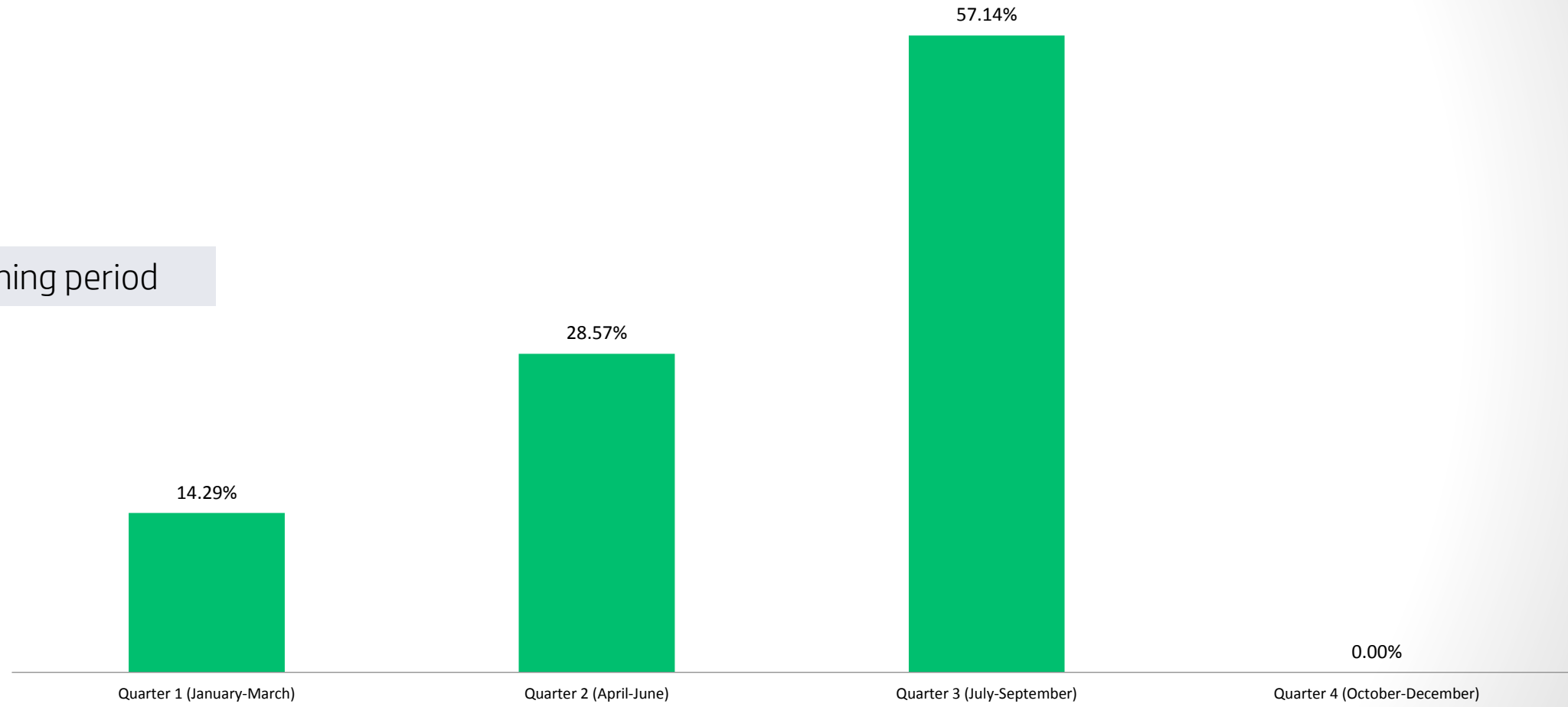


## 4. Key findings



Q4 not preferred as training period

Figure 5. What is your preferred period for the training during the year?

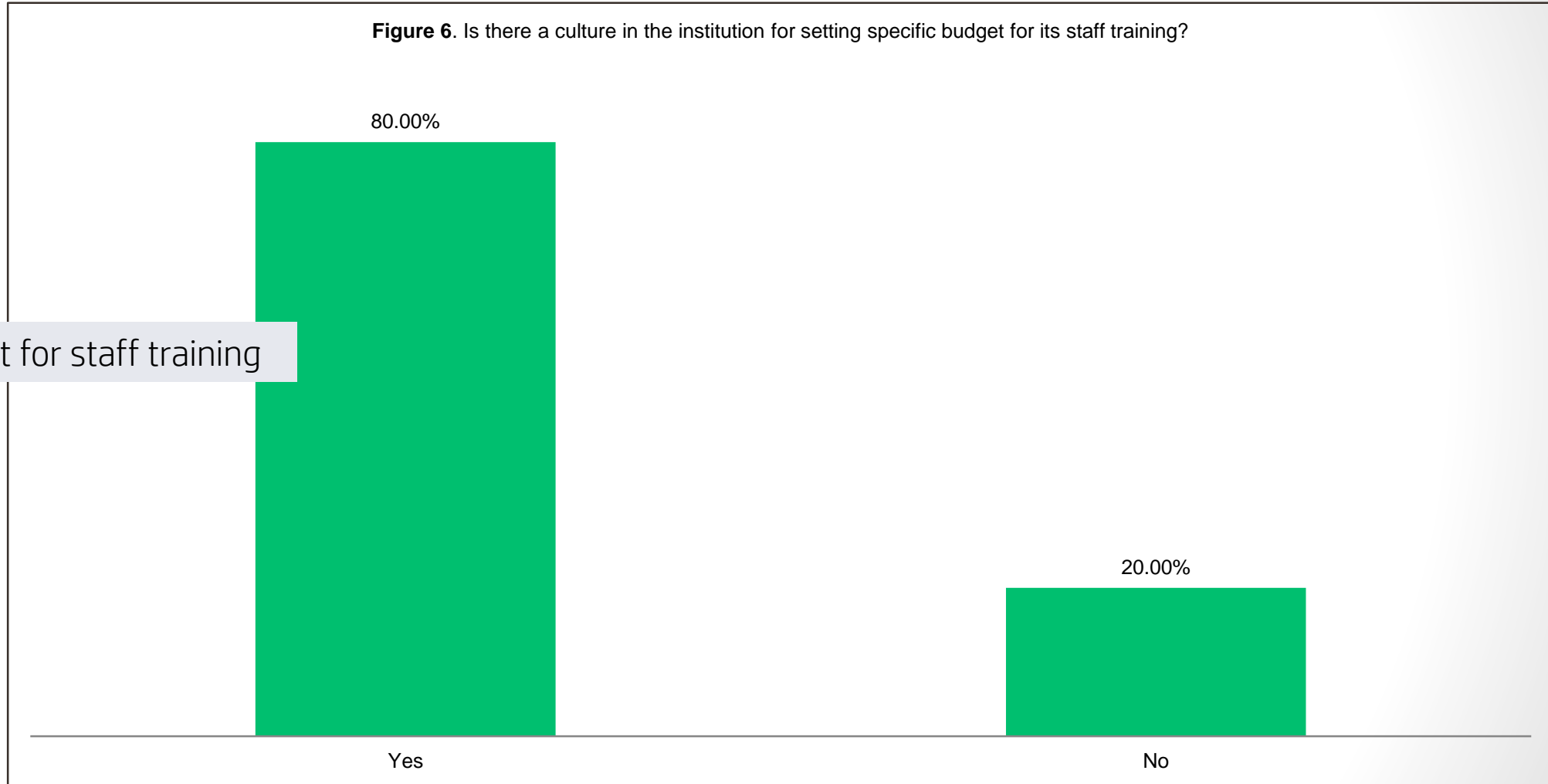


## 4. Key findings



A culture of setting budget for staff training

**Figure 6.** Is there a culture in the institution for setting specific budget for its staff training?



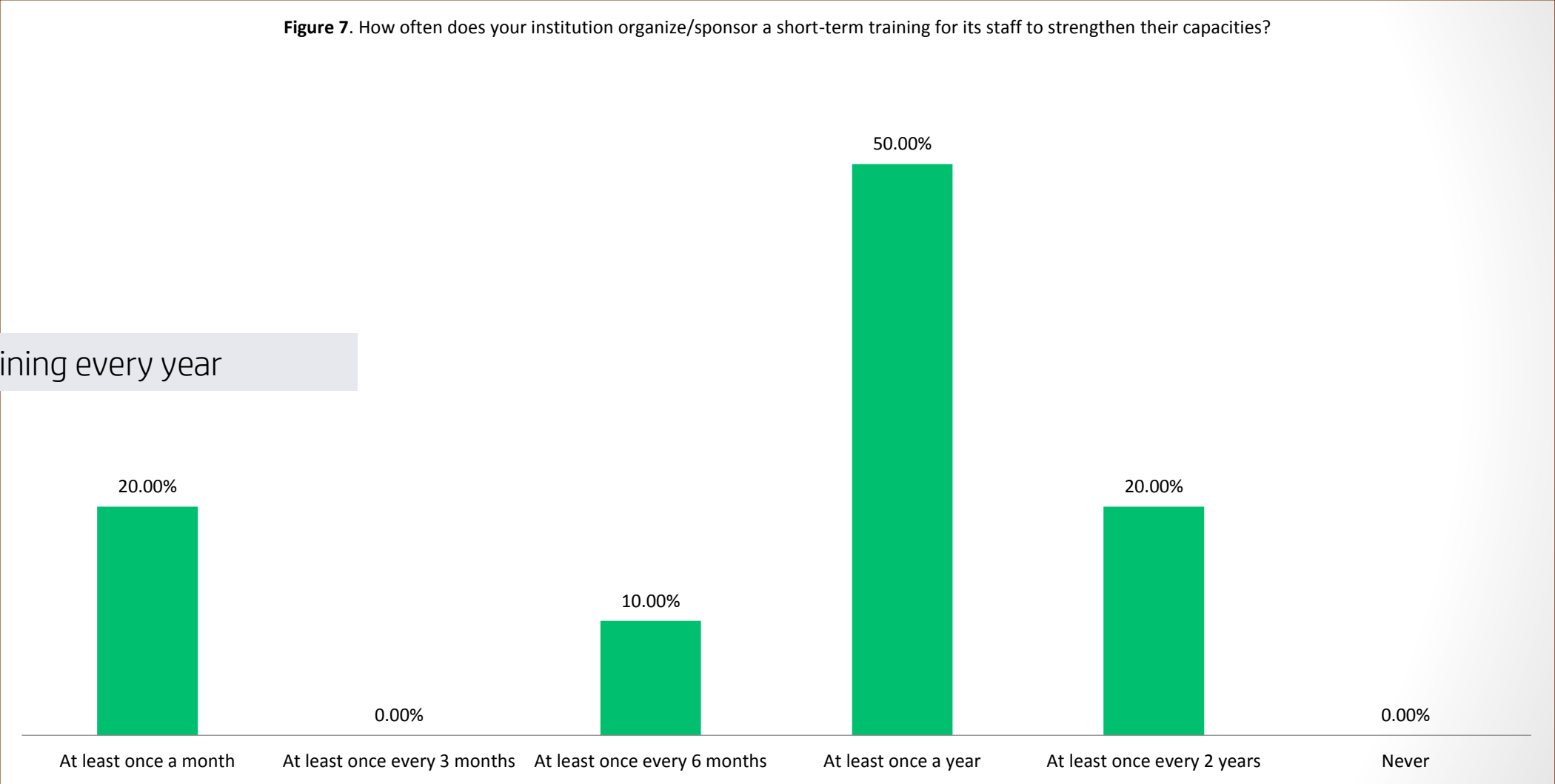


# 4. Key findings



Majority organize training every year

Figure 7. How often does your institution organize/sponsor a short-term training for its staff to strengthen their capacities?



## 4. Key findings



Topics	Low	Medium	High
Linking Agenda 2063 to regional and national development priorities	20%	10%	70%
Developing successful proposals to mobilize funding for CSOs	0%	10%	90%
Effective communication of project results to donors and stakeholders	0%	30%	70%
Understanding World Bank, African Development Bank and other donor project cycle and implementation processes	10%	10%	80%
Effective engagement strategies in public-private-civil society interfaces	10%	20%	70%
Monitoring, evaluation and oversight of government and donor development plans	0%	50%	50%
Skills in Contract negotiation	0%	30%	70%
Conducting impactful policy research, analysis and advocacy	0%	44.4%	55.6%
Building effective knowledge management and learning systems	0%	11.1%	88.9%
Innovations in project management	0%	20%	80%

Most of the suggested topics are high priority

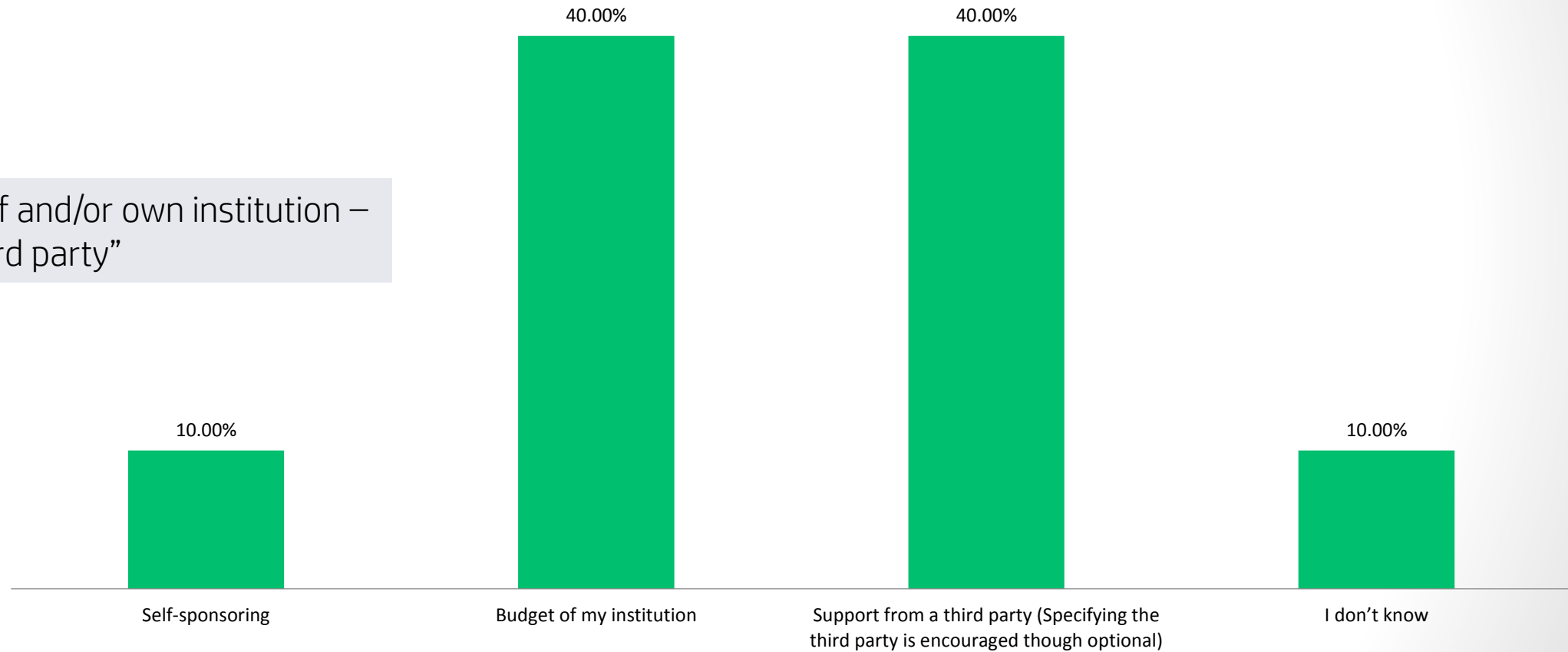


## 4. Key findings



Half sponsored from self and/or own institution – good component of “third party”

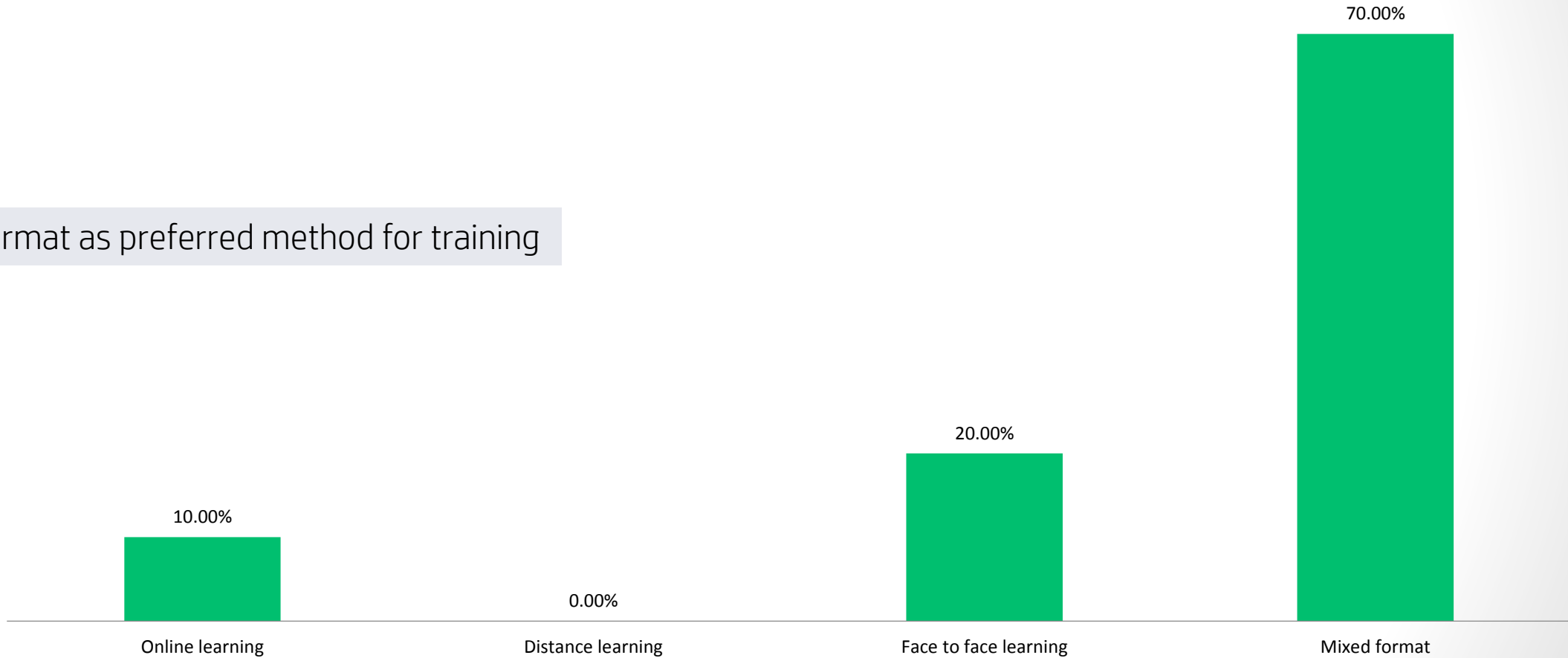
Figure 8. Which source of funding would you use?



## 4. Key findings



Figure 9. Which training format would you/your institution prefer?



F2F and/or mixed format as preferred method for training

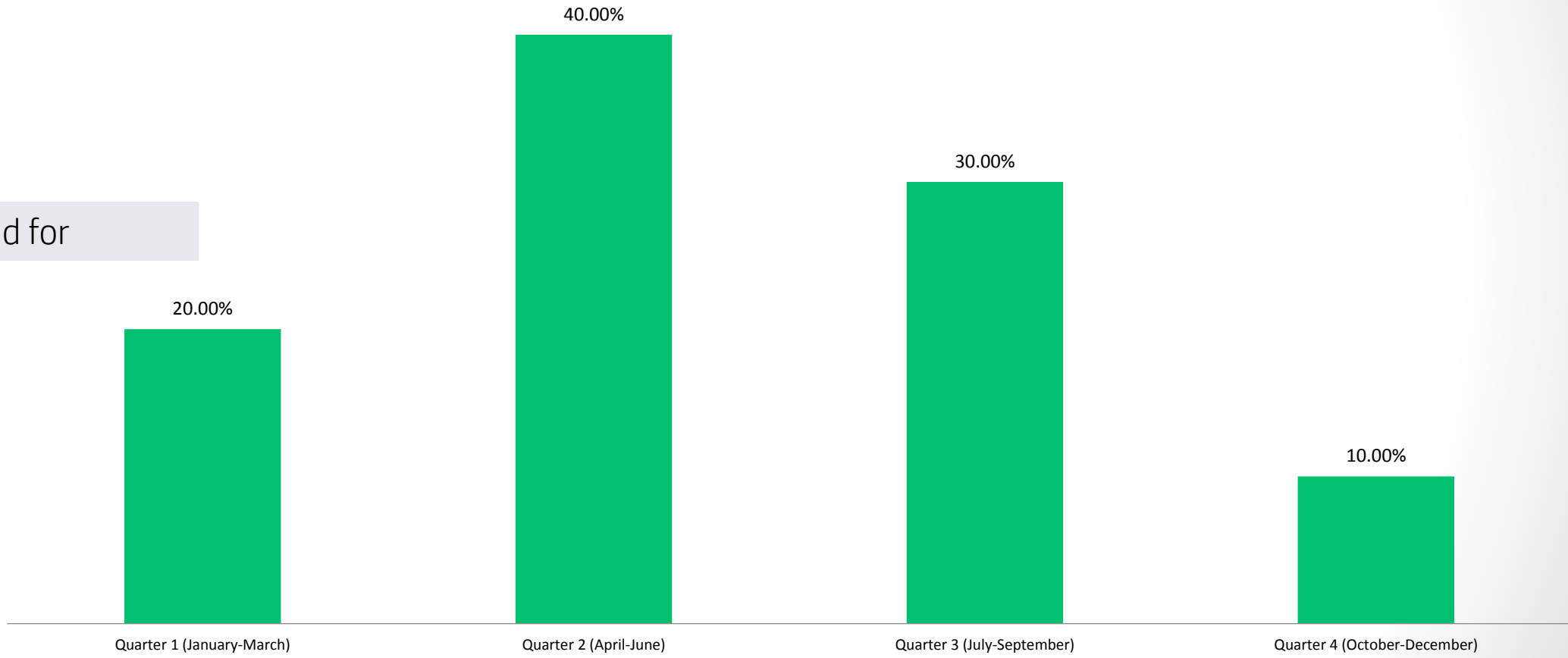


## 4. Key findings



Q4 less preferred period for training

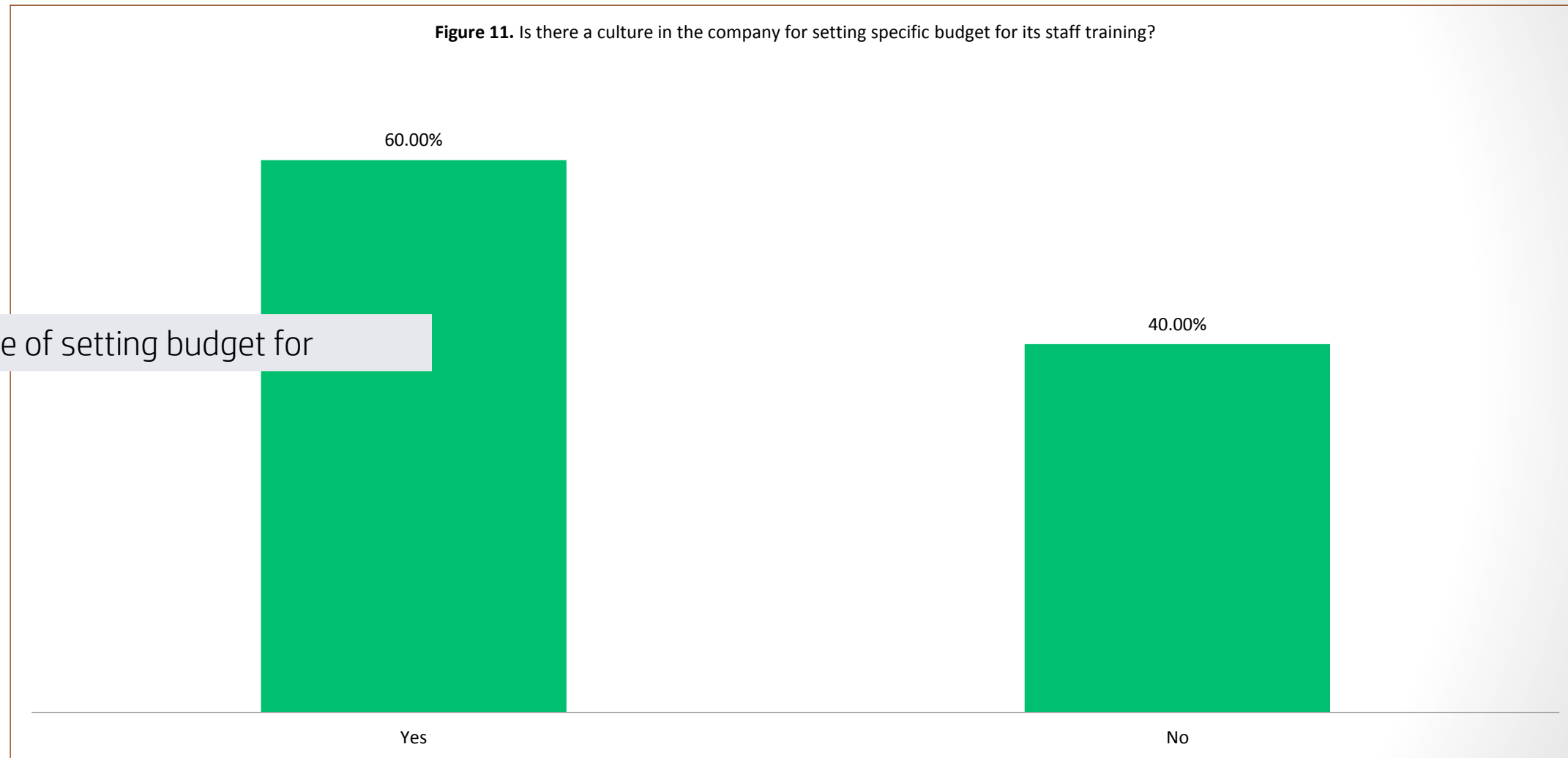
Figure 10. What is your preferred period for the training during the year?



## 4. Key findings



Somehow a culture of setting budget for training

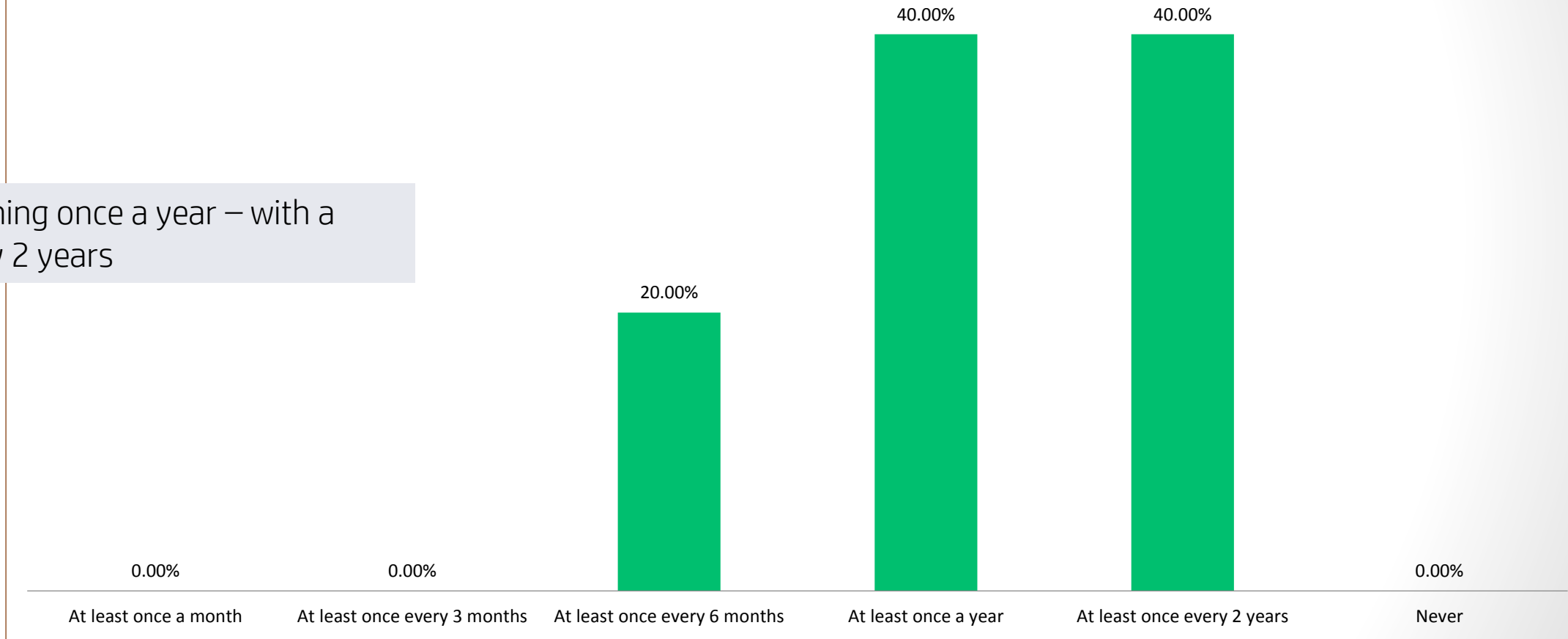


## 4. Key findings



Many organize training once a year – with a good number every 2 years

Figure 12. How often does your company organize/sponsor a short-term training for its staff to strengthen their capacities?





# 4. Key findings



Topics	Low	Medium	High
Improving Corporate Social Responsibility and communicating impacts effectively to the masses and stakeholders	33.3%	0%	66.7%
Harnessing benefits from public-private partnerships	0%	33.3%	66.7%
Identifying and pursuing business opportunities from Agenda 2063 and the Sustainable Development Goals	0%	20%	80%
Finding, bidding for and winning government tenders	0%	20%	80%

All proposed areas are priority

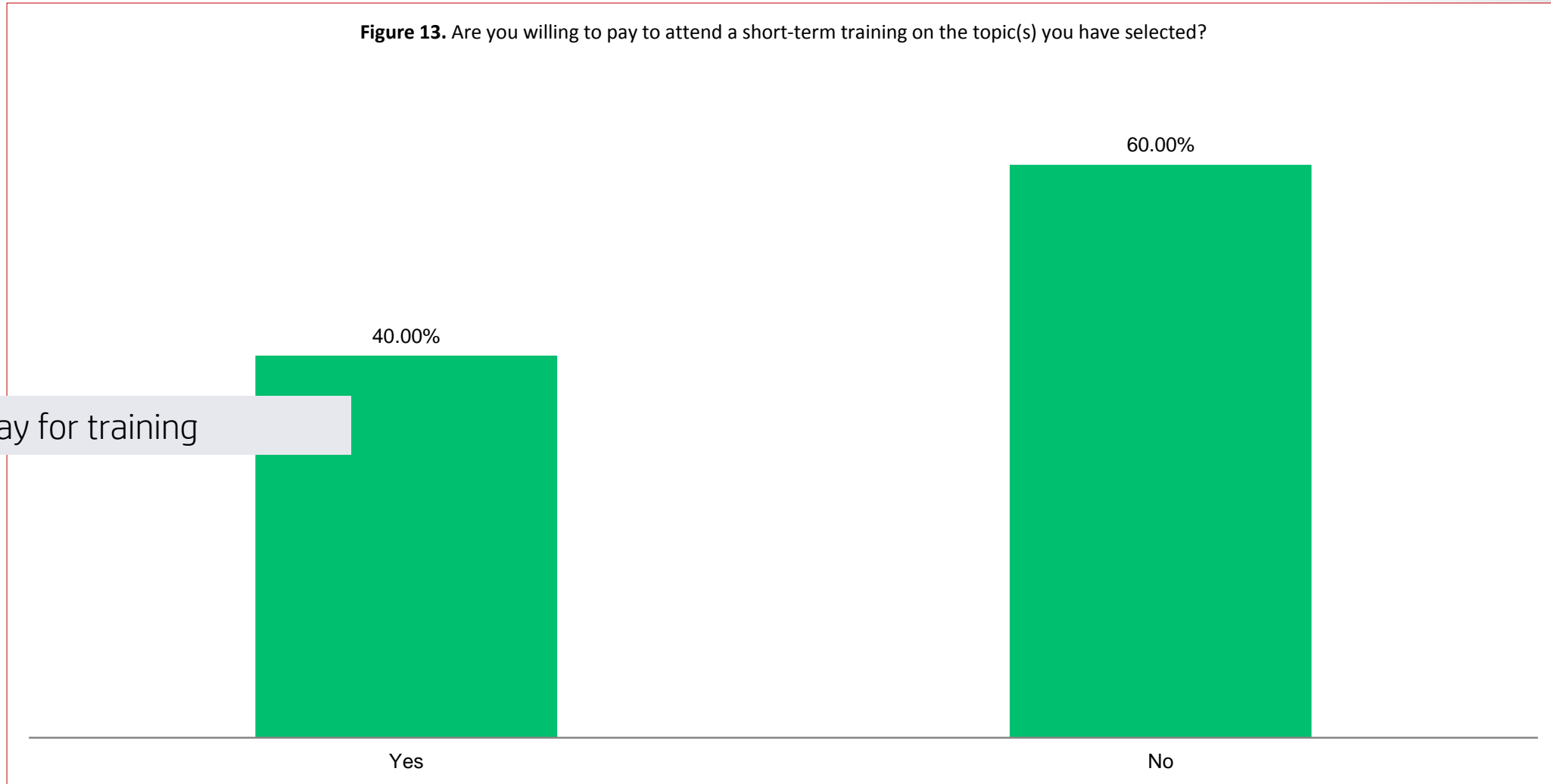


## 4. Key findings



Many are not willing to pay for training

Figure 13. Are you willing to pay to attend a short-term training on the topic(s) you have selected?

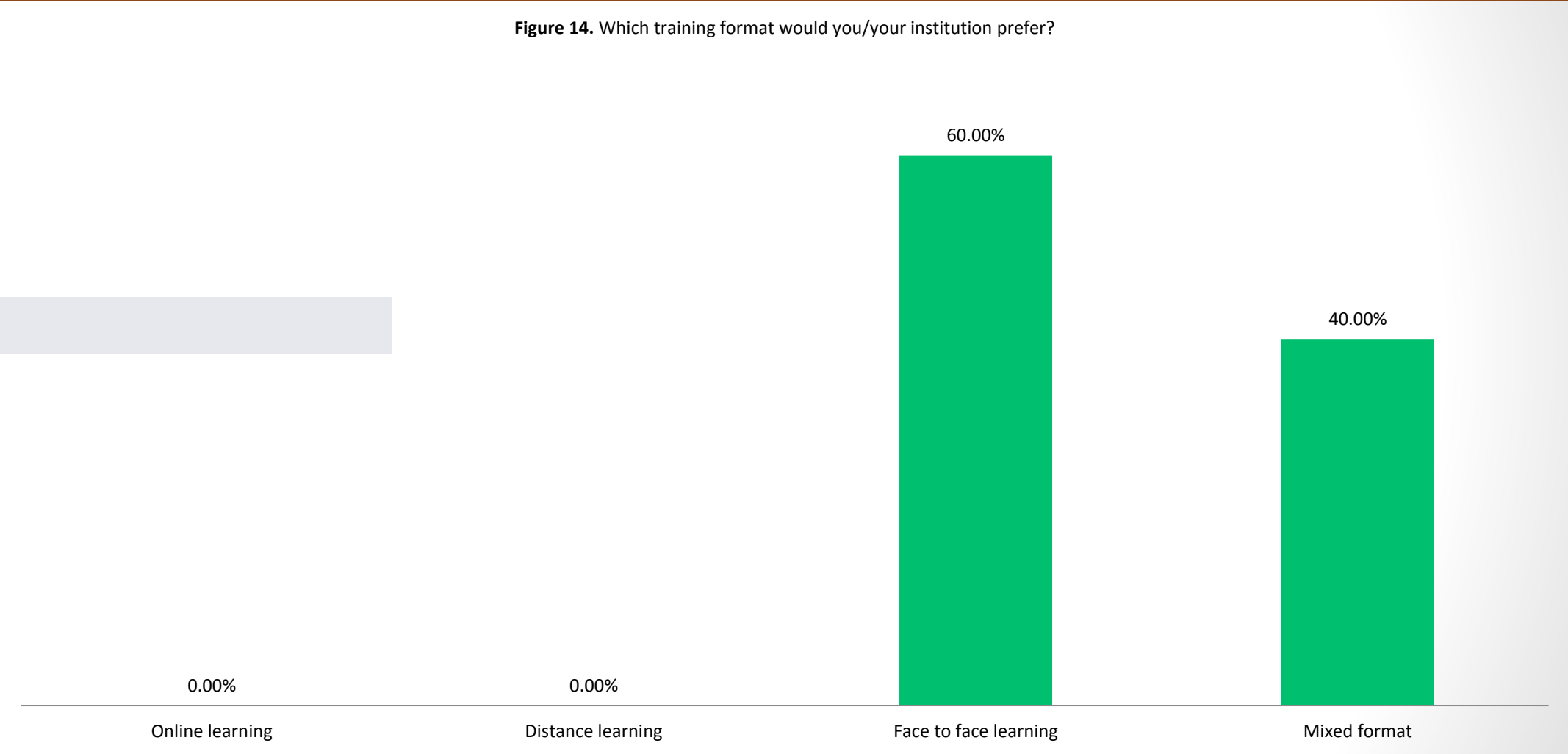


# 4. Key findings



Majority prefers F2F

Figure 14. Which training format would you/your institution prefer?

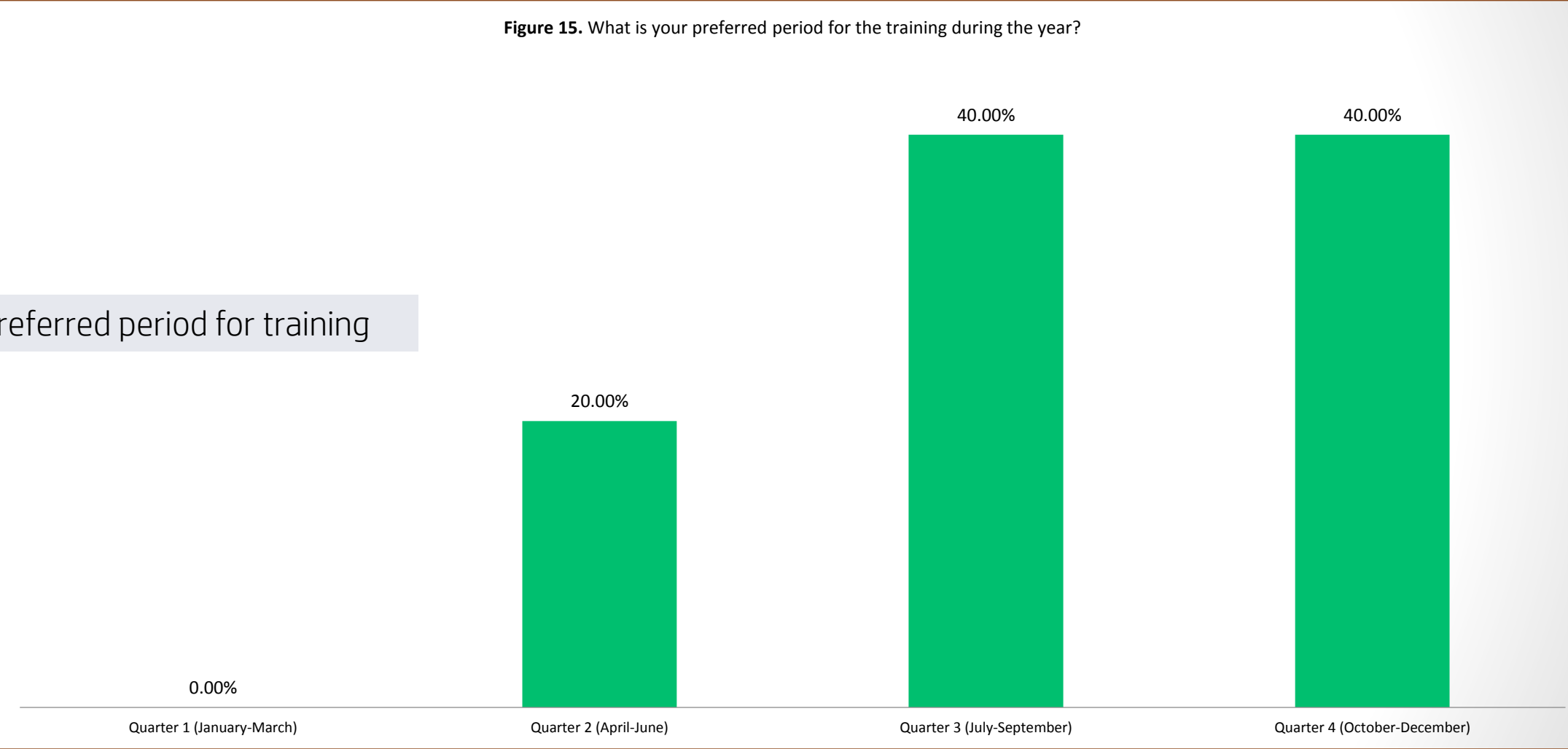


# 4. Key findings

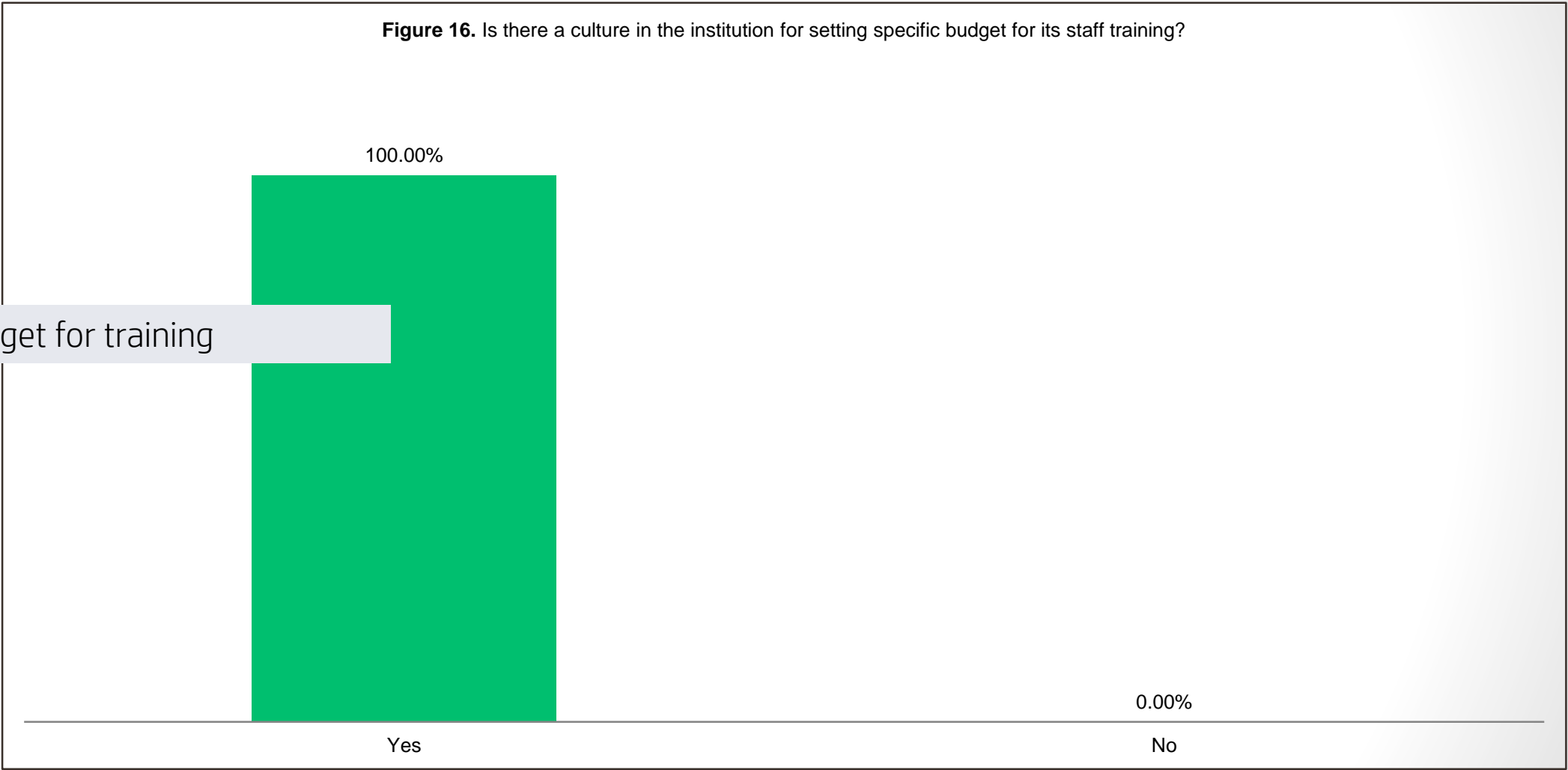


Q3 & Q4 as most preferred period for training

Figure 15. What is your preferred period for the training during the year?



# 4. Key findings



Culture of setting budget for training

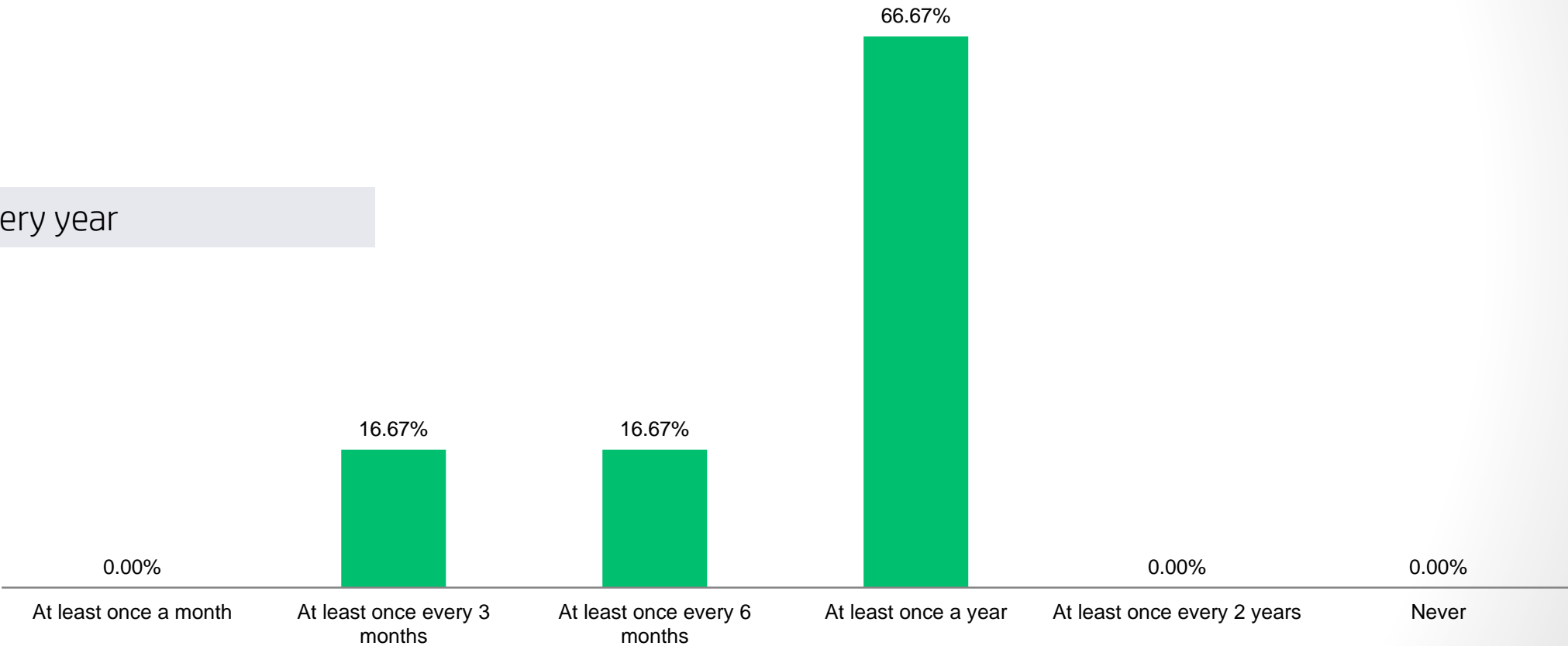


# 4. Key findings



Training is organized every year

Figure 17. How often does your institution organize/sponsor a short-term training for its staff to strengthen their capacities?



## 4. Key findings



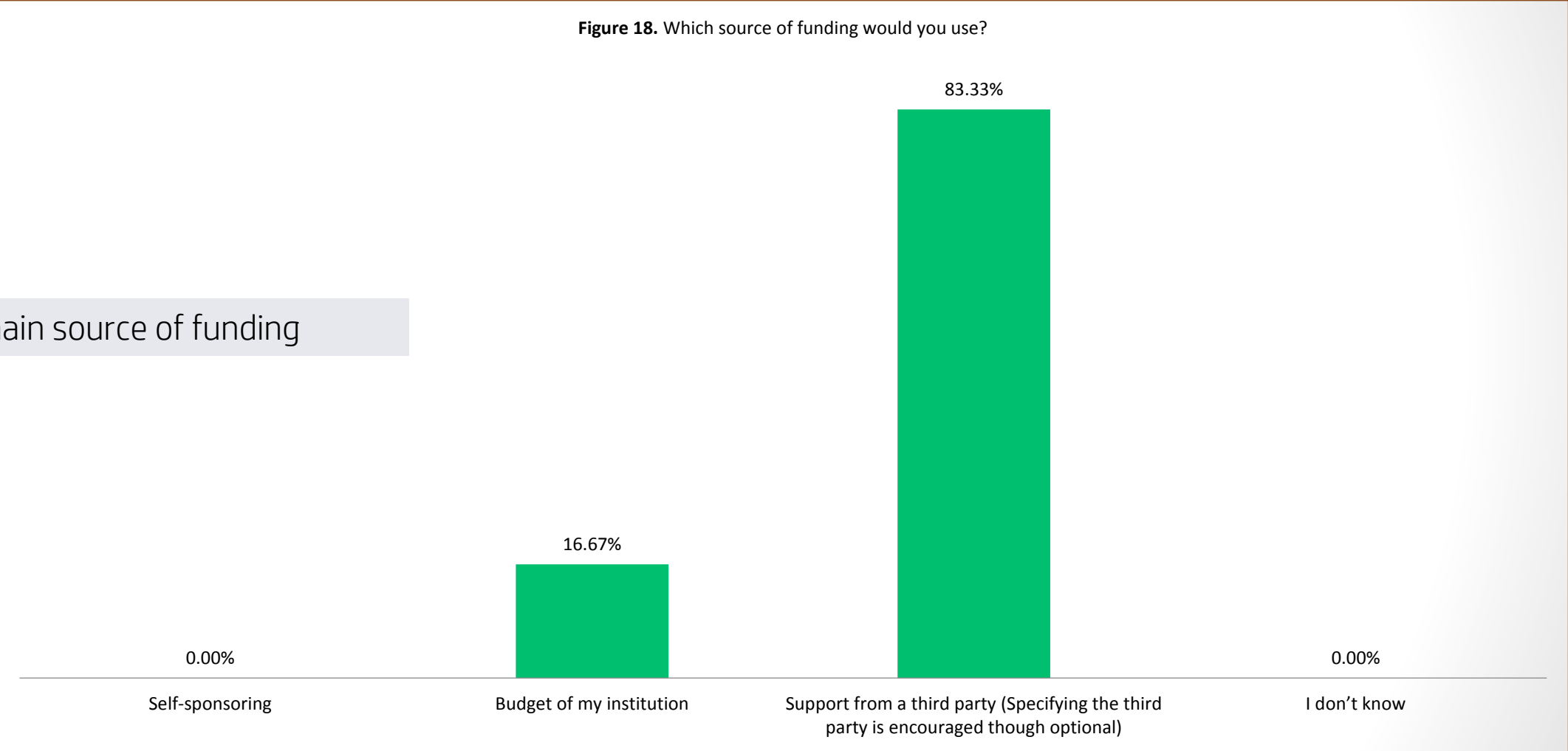
Topics	Low	Medium	High
Conducting capacity needs assessment at country, sectoral and organisational levels	16.7%	50%	33.3%
Devising costed capacity development strategies for national development plans	16.7%	50%	33.3%
Linking Agenda 2063 and 2030 to regional and national development priorities	0%	16.7%	83.3%
How to use science, technology and innovation in accelerating development	16.7%	16.7%	66.6%
Innovative methods for domestic resource mobilization	0%	16.7%	83.3%
Understanding World Bank, African Development Bank and other donor project cycle and implementation processes	0%	0%	100%
Effective communication of project results to donors and stakeholders	0%	16.7%	83.3%
Effective engagement strategies in public-private-civil society interfaces	16.7%	16.7%	66.6%
Monitoring, evaluation and oversight of government and donor development plans/projects	0%	16.7%	83.3%
Developing skills in contract negotiation	0%	16.7%	83.3%
Infrastructure development and financing: Developing bankable projects	16.7%	33.3%	50%
Beyond macroeconomic management to inclusive growth	0%	50%	50%
Impactful policy research and analysis	0%	16.7%	83.3%
Building effective knowledge management and learning systems	0%	50%	50%
Innovations in project management	0%	0%	100%

Proposed topics are priority





# 4. Key findings



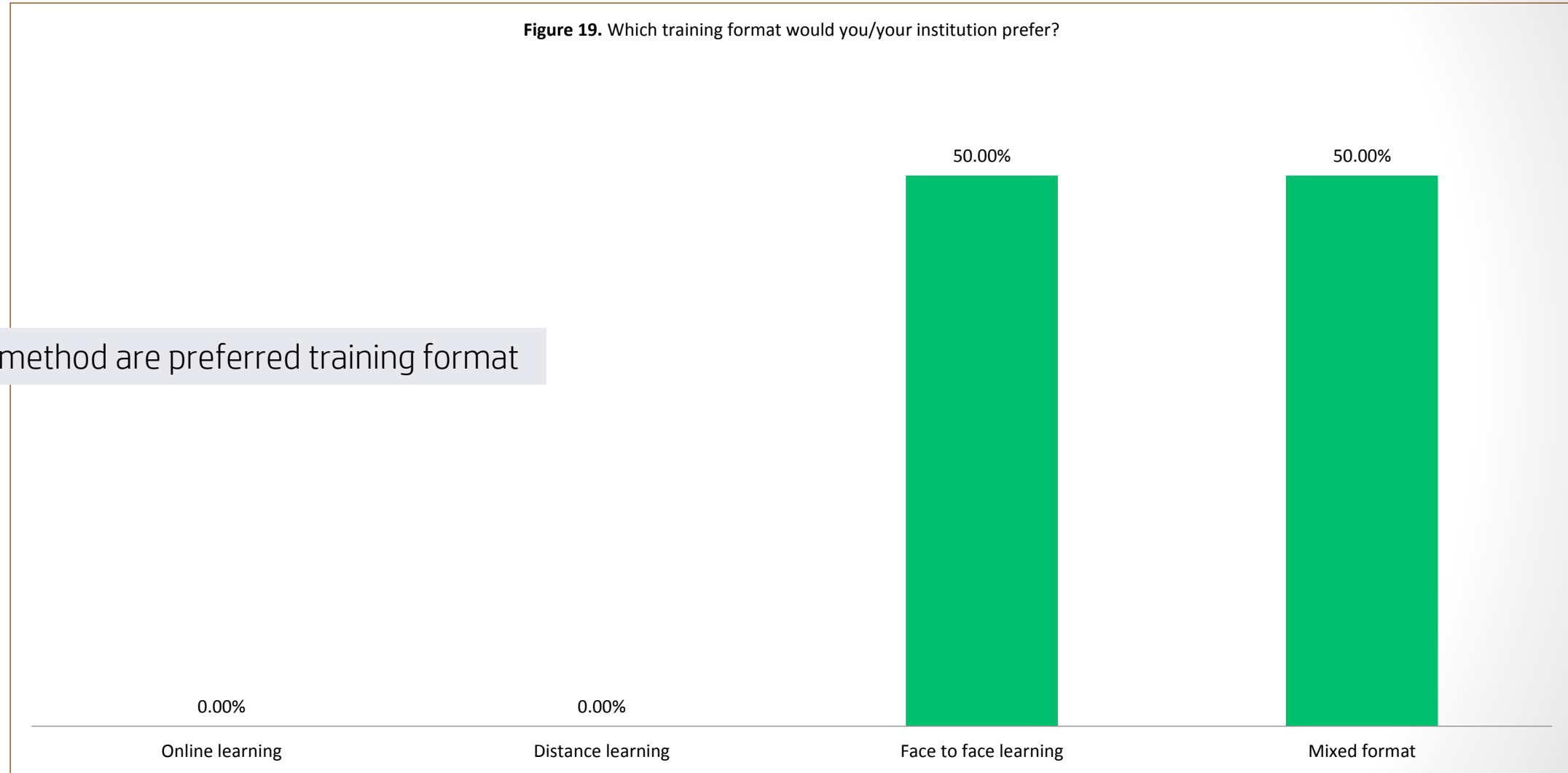
Third party as the main source of funding



## 4. Key findings



Figure 19. Which training format would you/your institution prefer?



F2F and/or mixed method are preferred training format

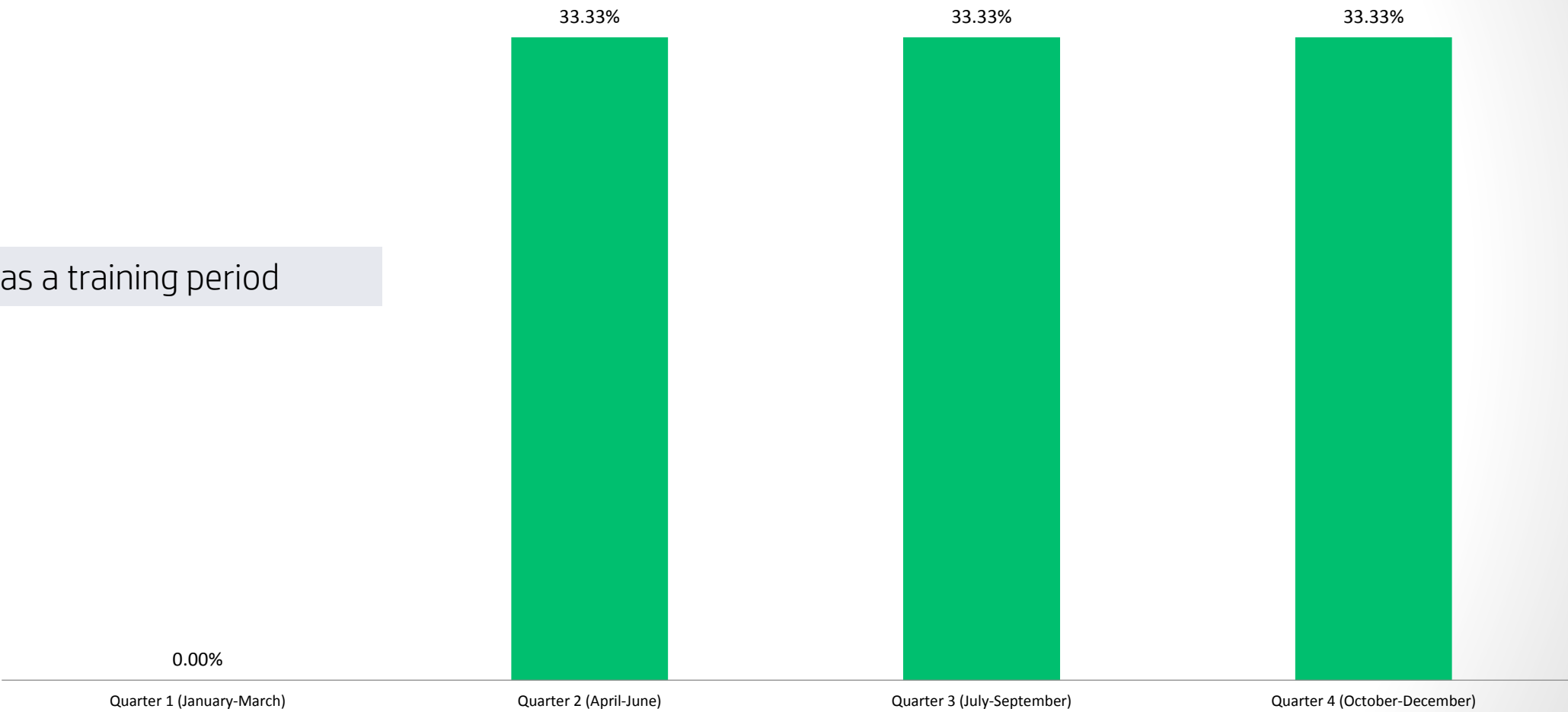


# 4. Key findings



Q1 not preferred at all as a training period

Figure 20. What is your preferred period for the training during the year?



## 5. Key recommendations

1



- Understanding World Bank, African Development Bank and other donor project cycle and implementation processes – **public sector and CSOs**
- Developing successful proposals to mobilize funding – **CSOs and academia**
- Effective communication of research findings to decision makers – **academia**
- Identifying and pursuing business opportunities from Agenda 2063 and the Sustainable Development Goals - **private sector**

2



- Build the necessary partnerships for the effective conduct of the training program & toward mobilizing resources for the initiative



## 6. Proposed way forward



- **Reaching out to countries via ACBF Governors** to propose the training to be funded by them – letters & visits
- **Reaching out to donors** (depending on topics that would interest them) for a number of pilot countries highlighting the emerging from countries themselves as per survey findings
- **Partnering with Think Tanks and ACBF Networks** in member countries to do joint trainings – which includes reaching out to private sector and CSOs with designed flyers for targeted



# Some questions



1. What are the next immediate actions to be taken to effectively start implementing the training program?
2. What *specific role should each of us play* in supporting the implementation of the training program?



...remember...



### Reflection/proverbs

“When spiders unite they can tie up a lion”  
Ethiopian Proverb





# Thank you for your Attention

Nous vous remercions pour votre  
attention

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