

I/139557/2023

सरकार  
जल शक्ति मंत्रालय  
जल संसाधन नदी विकास एवं गंगा संरक्षण विभाग  
केन्द्रीय जल आयोग  
प्रशिक्षण निदेशालय



Government of India  
Ministry of Jal Shakti  
Dept. of Water Resources, RD & GR  
Central Water Commission  
Training Directorate

### कार्यालय आदेश

सक्षम अधिकारी के अनुमोदनोपरांत, निम्लिखित 22 अधिकारियों का नामांकन **“Training Needs Assessment (TNA) for Water Resources Development & Management (WRD&M)”** कार्यशाला, **07 जुलाई 2023** को स्कोप कन्वेंशन सेंटर, लोधी रोड, नई दिल्ली में प्रतिभागिता हेतु निर्देशित किया जाता है।

क्र. स	नाम	पद एवं निदेशालय
1	डॉ. बी. आर. के. पिल्लई	मुख्य अभियंता (HRM)
2	श्री विजय सरन	मुख्य अभियंता (DSO)
3	श्री ए. के. खारिया	मुख्य अभियंता (EMO)
4	श्री ऋषि श्रीवास्तव	मुख्य अभियंता (BPMO)
5	श्री विवेक त्रिपाठी	मुख्य अभियंता (Design, N & W)
6	श्री एस. एस. बक्शी	निदेशक (DSM)
7	श्री सुनील कुमार-1	निदेशक (Training)
8	श्री अनंत कुमार गुप्ता	निदेशक (PCP )
9	श्री एन. एन. राय	निदेशक (Hyd-NE )
10	श्री भूपेंद्र सिंह	निदेशक (TC)
11	श्री अभय कुमार	निदेशक (RM Coord.)
12	श्री सुनील कुमार- 2	निदेशक (WP &P Coord.)
13	श्री निरंजन बार	निदेशक (D & R Coord.)
14	श्री सौरभ	उप-निदेशक (TC)
15	श्री सौरभ सरन	उप- निदेशक (DSR)
16	श्री नीरज कुमार शर्मा	उप- निदेशक (Training)
17	श्री महेश प्रसाद	उप- निदेशक (PCP)
18	श्री कैलाश के लाखे	उप-निदेशक (WSE)
19	श्री अक्षत जैन	उप- निदेशक (Hyd-NE )
20	श्री मनीष	उप- निदेशक (IP-N)
21	श्री संदीप	सहायक निदेशक (Training)
22	श्रीमती सुतापा सरकार	वरिष्ठ सांख्यिकी अधिकारी (WM)

2. नामित अधिकारियों को **07 जुलाई 2023, पूर्वाह्न 9.00 बजे**, स्कोप कन्वेंशन सेंटर, लोधी रोड, नई दिल्ली में रिपोर्ट करने का निर्देश दिया जाता है।

I/139557/2023 परोक्त अधिकारी निम्नलिखित नियमों और शर्तों द्वारा शासित होंगे:-

- (i) उन्हें कार्यक्रम के दौरान दौरे/ड्यूटी पर माना जाएगा।
- (ii) कार्यक्रम से संबंधित सभी खर्चे राष्ट्रीय जल अकादमी, पुणे द्वारा वहन किया जाएगा।
- (iii) सभी नामित अधिकारियों को कार्यक्रम के दौरान पूरा वेतन और भत्ते मिलेंगे।
- (iv) सामान्यतः अधिकारियों को कार्यशाला के दौरान छुट्टी लेने की अनुमति नहीं दी जाएगी।

Signed by Neeraj Kumar

Sharma

Date: 06-07-2023 11:25:35

Reason: Approved

नीरज कुमार शर्मा

उप- निदेशक (प्रशिक्षण )

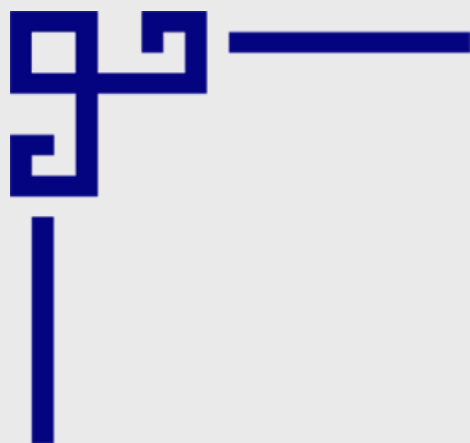
प्रतिलिपि :

1. अध्यक्ष के वरिष्ठ पीपीएस, के.ज.आ, नई दिल्ली।
2. सदस्य के पीपीएस (WP&P/D&R/RM), के.ज.आ, नई दिल्ली।
3. मुख्य अभियंता, म.स.प्र., के.ज.आ, नई दिल्ली।
4. मुख्य अभियंता, राष्ट्रीय जल अकादमी, पुणे।
5. सभी अधिकारियों के संबंधित मुख्य अभियंता, के.ज.आ से अनुरोध के साथ सुनिश्चित करें कि संबंधित अधिकारी को समय पर उपस्थित होने के लिए कार्यमुक्त कर दिया जाएगा।
6. सचिव, के.ज.आ, नई दिल्ली
7. निदेशक (समन्वय) (WP&P/D&R/RM), के.ज.आ, नई दिल्ली।
8. निदेशक (A&C), राष्ट्रीय जल अकादमी, पुणे।
9. लेखा अधिकारी, के.ज.आ, नई दिल्ली।
10. अनुभाग अधिकारी, Accounts, के.ज.आ, नई दिल्ली।
11. संबंधित अधिकारी (के.ज.आ. वेबसाइट द्वारा)।

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Conserve Water-Save Life



# Workshop on ‘Training Needs Assessment’

for Water Resources Development and Management

Concept Note

JULY 2023

Ministry of Jal Shakti

Department of Water Resources, River Development & Ganga Rejuvenation



North Eastern Regional  
Institute of Water &  
Land Management,  
Tezpur



National Water Academy  
Central Water  
Commission  
Pune



Rajiv Gandhi National  
Ground Water Training &  
Research Institute, Central  
Ground Water Board, Raipur



# Introduction

Water is essential for sustaining life, supporting economic growth, and ensuring environmental well-being. Water is central to the '2030 Agenda for Sustainable Development', which aims to achieve 17 interconnected Sustainable Development Goals (SDGs), including SDG 6 which tasks national governments to 'ensure availability and sustainable management of water for all by 2030'.

In view of the increasing water demands and challenges associated with development and management of this limited and precious natural resource, it is imperative that we continually develop and enhance the competencies viz., Attitudes, Skills and Knowledge (ASK) of all stakeholders for optimal, efficient and sustainable development and management of water resources.

For attainment of developed country status by 2047, for building an agile and future ready civil service embracing emerging technologies and contributing to national priorities, for efficient and effective accomplishment of short and long-term goals, and for striving towards citizen centricity, it is necessary to develop and enhance the technical and managerial capacities of water resources personnel of various Central and State Government Departments/ Organizations /Institutions.

## Significance of 'Training Needs Assessment'

At Department/Organization/Institution level, Training Needs Assessment (TNA) is very important for understanding their current and expected mandate(s), workforce required for carrying out various operations, and the capacity requirements for fulfilling their mandate(s). At individual level, 'TNA' refers to the training needs of individuals for enhancing their competencies to reach the required standards of performance in their current and future roles.

'TNA' is the first step in identification of training interventions (at individual level) and non-training interventions (at organisational level) required for developing the capacities and filling the competency gaps. The relationship between 'TNA' and training program design is cyclic in nature with 'TNA' process forming the first step of designing training programs with learnings from their implementation forming an important input to the 'TNA' process for further improving their design.

Conducting a proper 'TNA' helps in identifying the competency gaps of water resources professionals in Government Departments / Organizations/ Institutions and of other stakeholders. Three categories of competencies viz., Domain, Functional, and Behavioural pertaining to water resources sector need to be addressed which refer to competencies related to specialised fields (core, allied and emerging areas in WRD&M), operational requirements (for e.g. administrative matters, financial management) and desired behaviours across a range of roles (for e.g. leadership, empathy towards last mile user, negotiation skills) respectively. This 'TNA' workshop focuses on the domain competencies.

How to institutionalise systematic approach to conducting 'TNA' for any sector and what should be the periodicity of conducting 'TNA' are questions which need careful examination and deliberation among sectoral stakeholders.

## Aligning with the vision of 'Mission Karmayogi'

National Programme for Civil Services Capacity Building (NPCSCB) – 'Mission Karmayogi' was launched by the Union Cabinet in September 2020. The Mission aims to create a 'citizen-centric, future-ready civil service with the right Attitudes, Skills and Knowledge aligned to the vision of a new India'. The Capacity Building Commission (CBC) was constituted in 2021 to fulfil the vision of 'Mission Karmayogi'. Competency framework was earlier introduced by National Training Policy of 2012, and it continues to take centre stage in 'Mission Karmayogi'.

CBC is mandated to facilitate preparation of Annual Capacity Building Plans (ACBPs) of Ministries, Departments, and Organizations (MDOs) of the Government of India. The objectives of creating ACBPs are (i) Understanding and documenting the capacity building needs of MDOs at the individual, organizational, and institutional levels and (ii) Identifying both training and non-training capacity building interventions to bridge the needs.

'TNA' is one of the key pillars of the National Standards for Civil Service Training Institutions (NSCSTI) developed by the CBC. One of the key objectives of NSCSTI is to standardise capacity building by defining standard processes and procedures. For training institutions, it is important to examine the current training programs, their content, instructional methods, mode of training etc., and capture the training needs through a systematic 'TNA' process to shape the design of programs to be conducted by them.

# Overview of the 'TNA' Workshop

Department of Water Resources, River Development & Ganga Rejuvenation (DoWR, RD & GR), Ministry of Jal Shakti (MoJS), Govt. of India, as part of its vision, is aiming for optimal sustainable development, maintenance of quality and efficient use of water resources to match with the growing demands on this precious natural resource. Towards fulfilment of above intent, the Department has the support of its three premier training institutions viz., National Water Academy (NWA), Pune of the Central Water Commission (CWC), Rajiv Gandhi National Ground Water Training & Research Institute (RGNGWTRI), Raipur of the Central Ground Water Board (CGWB) and the North Eastern Regional Institute of Water and Land Management (NERIWALM), Tezpur.

These three training institutions have been involved in the training and capacity building of various stakeholders in the water resources sector.

With a view to improve the efficacy of these three institutions in meeting the training needs of varied organizations and numerous stakeholders connected with water resource sector, DoWR, RD & GR, MoJS, has decided to conduct a 'TNA' workshop for Water Resources Development & Management (WRD&M) so as to comprehensively assess the training needs across the country.

The 'TNA' workshop aims to gather information regarding the training needs of the various Central and State Government departments/organisations/institutions. To facilitate the process, a questionnaire was circulated among the invitees, and they were requested to submit it beforehand so that key areas of interaction/discussion could be prioritized before the commencement of workshop.

Active participation and sharing of insights by various stakeholders during the workshop will bring forth various aspects related to the training needs of the water resources professionals viz., domain, functional and behavioural areas of training; teaching methods and modes of training; Pedagogy, Andragogy and Heutagogy approaches etc.,

The workshop will also help the three training institutions under DoWR, RD & GR in fine-tuning their training plans for the emerging challenges in the water resources sector. While these three institutions along with state level training institutes can meet or attempt to meet the training needs of water resources sector, training institutions catering to other areas can be roped in to meet functional and behavioural training needs.

## Breakaway Group Discussions

Apart from the presentations on capacity building strengths of the three training institutions under DoWR, RD & GR and training needs of State Government Departments/Organizations/Institutions, focussed break-away group discussions on five broad areas of WRD&M are scheduled to be held during the 'TNA' workshop.

Based on priority assessed from the inputs received on the questionnaire circulated to the invitees, break-away groups are formed to discuss the training needs of the following five sub-sectors of WRD&M.

- I. Irrigation Water Management & Water Use Efficiency (IWM & WUE)
- II. Dam Safety Aspects (DS)
- III. Participatory Irrigation Management (PIM)
- IV. Ground Water Resource Assessment & Management (GWM)
- V. Advanced and Emerging Technologies & their Application in WRD&M (A&ET)

Each break-away group will deliberate upon the training and capacity building needs of respective sub-sector in a focused manner covering the purpose, target groups, roles and competency requirements, identification of competency gaps, curriculum design, modes of delivery, need for Train the Trainer (ToT) courses, institutional mechanism for addressing the needs, creation of faculty pool and knowledge repository etc., Subsequently, presentations will be made by respective break-away groups regarding the issues discussed along with group recommendations.

## Panel Discussion on the 'Way Forward'

At the end of the day long deliberations, a panel discussion on the 'Way Forward' will be conducted to further deliberate upon the issues and challenges related to training needs of WRD&M and recommendations made by the five break-away groups.





# Tentative Schedule

Timing	Agenda
09.30-10.00 AM	Registration
10.00 -11.00 AM	<u>Inaugural Session</u> Jal Kalash Welcome Address by Chief Engineer (HRM), CWC Presentation on capacity building strengths of the Training Institutions under DoWR, RD & GR Address by Member, CGWB Address by Member (RM), CWC Keynote Address by Special Secretary, DoWR, RD & GR, MoJS
11.00 -11.15 AM	Tea Break
11.15 - 01.30 PM	Presentations by Representatives of select State WRDs and WALMIs/IMTIs (12 presentations of 10 min each)
01.30 - 02.15 PM	Lunch Break
02:15 - 03:15 PM	<u>Breakaway Group Discussions</u> Break-away Groups will be formed to discuss the training needs of sub-sectors. Five Groups will be formed on the basis of priority assessed from the inputs received.
03.15 - 03.30 PM	Tea Break
03.30 - 04.30 PM	Presentations by Breakaway Groups (5 presentations of 8 min each and 20 min of Q&A)
04.30 -05.30 PM	Panel Discussion on the 'Way Forward'