

Name of the Assignment	Training Need Assessment & Preparation of Strategic Training Plan (TNA)
Time Frame	Six Months (August 2013-Feb 2014)
Consultant	JPS Associate
Current Status	Report Completed

1. **Objective of the Activity:** This study is looking at capacity gaps and will suggest a training strategy for the ULBs. The study based on formal training needs assessment (TNA) for making the learning events relevant to the actual needs of the ULB officials, both elected and appointed, use the findings for the preparation of a Strategic Training Plan. The broad objectives is not only to bring training closer to the trainees' place of work but also to create learning opportunities for all who are responsible to contribute in overall development of ULB.
2. **Framework of the Activity and the Tasks to be performed:** The assignment will review following issues at city level:
 - Conduct rapid gap identification in the capacity of the ULBs
 - Identification of training need of different functionaries at ULBs
 - Listing of competencies required and gaps in identified functionaries.
 - Develop Strategic Training Plan and calendar for ULB
3. **Expected Outputs:** A strategic training plan to build capacities at local level so as to integrate emerging needs and technology to equip ULBs not only in better management of change but also in negotiating with emerging challenges of development.
4. **Current Status:** The assessment has been completed. TNA Final Report & Strategic Training Plan is under approval of MoUD. Hindi Translation of the Report is ongoing and will be submitted shortly. For implementing the Strategic Training Plan, a separate procurement process for a Nodal Training Agency is presently under progress.

The model ToR/ Scope of Work for conducting such assessment is being shared with MoUDs JnNURM Capacity Building division for wider dissemination to other ULBs in the country.