



## Sulu-Sulawesi Seascape Project

# Capacity Development

Capacity Needs Assessment for the Sulu-  
Sulawesi Seascape countries NCC and RS of CTI  
CFF

28 november 2017, Philippines





## Objective of the study

to analyse the existing capacity assets and gaps in order to be able to build on the capacity assets and address the gaps by formulating a capacity development response, defined as to make the institution capable to effectively and efficiently perform functions, solve problems, set and achieve objectives, and deliver services to its stakeholders.

Target group: main project stakeholders in Malaysia Philipinnes and Indonesia countries and the Regional Secretariat



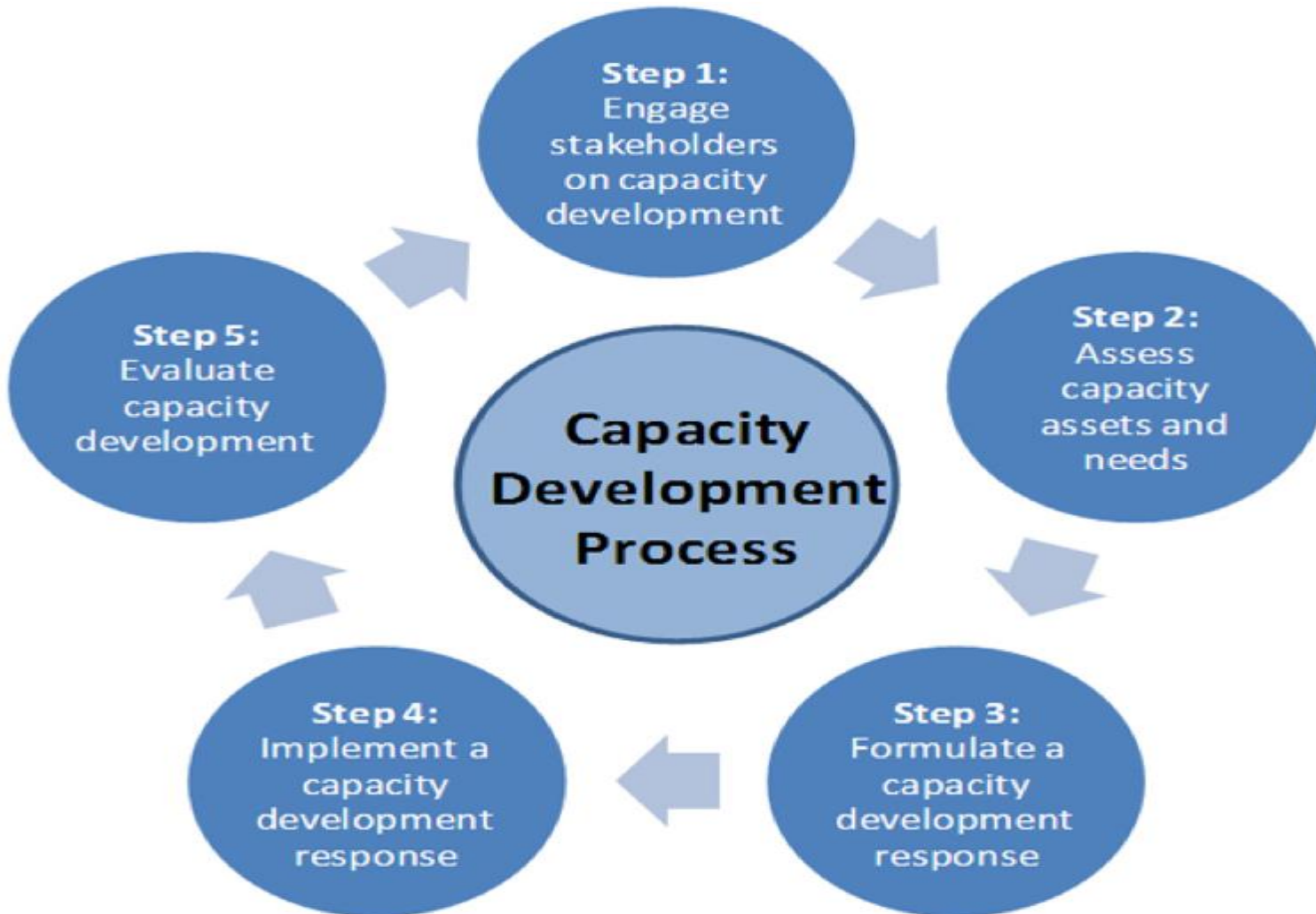
## Output 1 - OOI

Capacities of CTI and relevant government institutions of the Sulu-Sulawesi-Seascape countries are enhanced

### Activity

- Conduct a capacity needs assessment, including a baseline assessment, of CTI and the national implementing agencies

# Methodology





## Design of the assessment

A clear and explicit design of the assessment and data gathering are needed and are driven by the answers to following three questions:

- 1) 'capacity for why?'
- 2) 'capacity for whom?'
- 3) 'capacity for what?'



## Key capacity assets found :

- The existing setup in place is maintained and reinforced, leading to clear national structures for CTI-CFF work, i.e. Regional Secretariat, National Coordinating Committees, NCC Government institutions, cooperation with NGO and partners, Working Groups (for all CTI goals).
- CTI work in the countries is embedded in regular Government work and as such has become mainstreamed in several ministries/departments across the three countries and is not considered programme or project-related.
- Countries have been able to compartmentalize the support they are getting from development partners, which helped to avoid duplication and overlap among programmes. GIZ support as a capacity development solution provider is recognized by all CTI partners.



## Capacity Gaps NCC

- CTI-related work not always considered in job description and workload, not being incentivized
- Visibility and public awareness of actions/changes on the ground could be improved (branding of CTI CFF among others outside ministries/departments).
- Challenges in measuring progress of implementation and achievements of NPOA and communicating this to constituents and partners
- Insufficient CTI knowledge management is affecting continuity of CTI-related work in CT6
- Discrepancy between NCCs expectations and the actual RS mandate and the related confidence in RS management capacities



## Capacity Gaps RS

- ToR for staff do not fully reflect actual work, opportunities for learning on CTI related matters are limited and several positions are vacant
- Local Government Networks, Business networks need to be more embedded in CTI work
- Increased ability to develop high-level operational and financial plans;
- Role and responsibilities of the RS not always clear. See “Agreement on Establishment of the Regional Secretariat”.
- Management capacity and organizational knowledge in RS need to be improved
- Improved communication and marketing means and channels (newsletter, e library)
- M&E and Accountability and documentation for RPOA and NPOA is unclear





## Possible measures and actions

- Ensure NCC members get proper induction training and can participate in relevant events and have a longer term engagement with the CTI
- Improve know- how and skills on Monitoring and Evaluation
- Improve information flow and availability
- Improve knowledge on CTI procedures and approaches
- Communication, outreach advocacy training (done for IND NCC, RS)
- Specific technical training for TWG members as required



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# Thank you!



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*Sean Scott*