

# Human Capacity Development



## Climate Change Adaptation in Rural Areas of India - **CCA RAI**

The work related to Human Capacity Development (HCD) focusing on Climate Change Adaptation (CCA) and mainstreaming CCA in development thinking, has been realised under the Indo-German development project Climate Change Adaptation In Rural Areas of India (CCA RAI) which is jointly implemented by the Ministry of Environment, Forests and Climate Change (MoEF&CC), Government of India and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. CCA RAI is financed by the German Federal Ministry for Economic Cooperation and Development. Over 5 years the project has developed a cadre of skilled trainers at the national and regional levels and has built capacities of a fleet of practioners, decision makers and support organizations to take climate smart decisions and actions.



Ministry of Environment, Forests and Climate  
Change, Government of India

### Capacity building for climate change adaptation in India

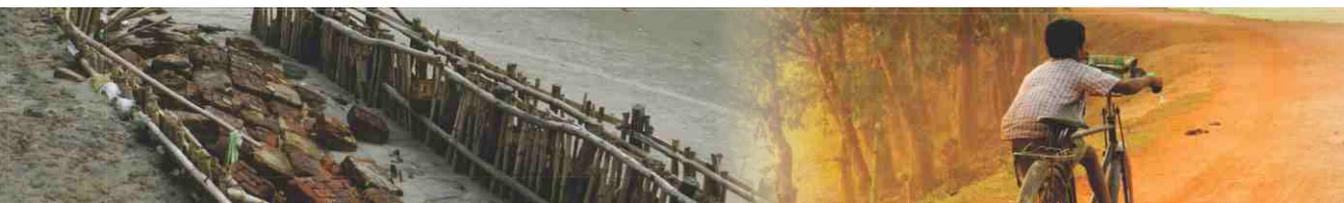
#### Context/Background

Decision-makers, development planners and practitioners in India and world over are increasingly being confronted with the question of how to deal proactively with the effects of climate change in their daily work. Integrating climate change adaptation into planning and identifying appropriate measures is a challenging task and needs systemic thinking and collaborative efforts from all allied stakeholders and sectors who share a common understanding and concern about climate related issues. Effective adaptation action relies to a great extent on the capacities of the individuals and organisations mandated to steer these processes as well as the capacities of networks and political settings to create enabling conditions. Since Adaptation is also perceived as a term interchangeable with good development, it is essential that a holistic thinking and planning to avoid mal-adaptation is integrated at different stages of programme implementation. Thus capacity building forms an integral part of Climate Change Adaptation in Rural Areas of India (CCA RAI) project. A number of different training courses have been carried out in order to build capacities and spread awareness and knowledge of adaptation.

#### Our Approach

Adaptation hypothesis: Building the capacity of local multipliers spreads awareness and knowledge on adaptation. The training of government officials at multiple levels enhances their capacities to integrate climate change adaptation into planning process and translates into climate responsible actions

GIZ head office's Climate Task Team in cooperation with the Organisation for Economic Co-operation and Development (OECD) has developed a training course on 'Integrating Climate Change Adaptation into Development Planning' in 2010. The intensive participatory training course aims at building a systemic thinking towards climate adaptation and offers a set of tools to systematically integrate adaptation into development thinking, planning and implementation. The course is supplemented with informative literature and training aids. CCA RAI project uses this training course and has developed a methodical approach for customising the training framework for meeting key learning needs and specific demands in the Indian context. The process involves assessing training needs, based on needs assessment developing customised



training content inducting local sector experts as thematic resource persons and delivering trainings. CCA RAI has conducted several trainings on Integrating Climate Change Adaptation into Development Planning since 2011 at multiple levels and for different stakeholders viz. NGOs, adaptation practitioners, government officers, and others (fig:1). The component thus helps in building the capacity of local multipliers by spreading awareness and knowledge on adaptation. The training of government officials at multiple levels enhances their capacities to integrate climate change adaptation into planning processes.

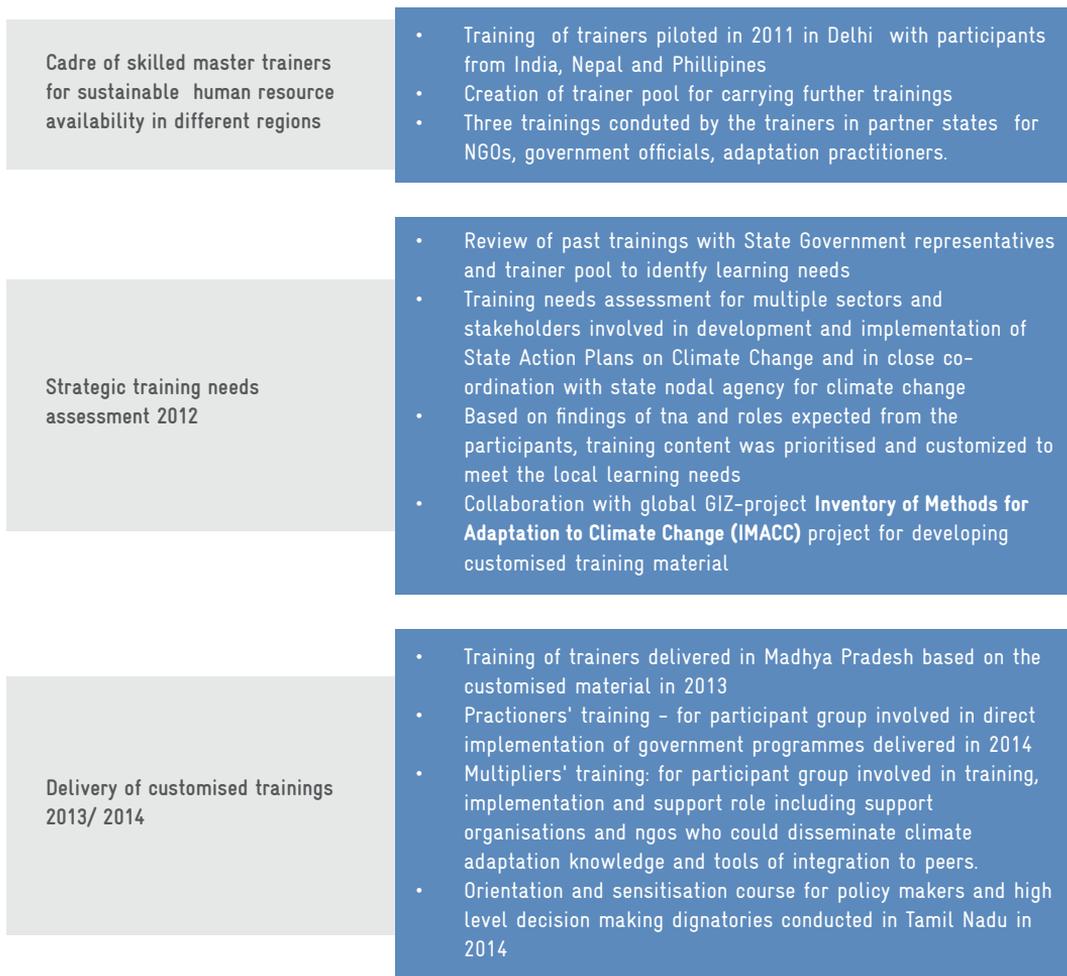


Figure 1: Approach for organising trainings on adaptation



### Results

#### The results of the activities under different levels are as following:

- A cadre of 32 Master Trainers has been built across the country with representation from Northern, Central, North Eastern, Southern, Eastern and Western Indian.
- Comprehensive climate adaptation specific Capacity Building (CB) strategy addressing cross sectoral and multi-level learning needs have been developed in close coordination with partner states, viz Tamilnadu and Madhya Pradesh. The need and priorities emerging from Vulnerability Assessments and pre-requisites for implementation of State Action Plan on Climate Change have particularly been addressed in these CB strategies'. For example, the capacity building strategy for Madhya Pradesh presents a mechanism to upscale CCA trainings across the State Knowledge Management Center for Climate Change which involves 9 zonal climate change knowledge centers across different agro climatic zones of MP.

#### Proven training formats and objectives developed

Integrating climate change adaptation into development planning & policies

- Sensitisation for high level decision makers: Sensitise high-level decision makers on the needs and benefits of climate change adaptation, so they promote CCA action
- Practitioners' Training: Enhance capacities among development actors and support institutions in successfully taking action on climate change adaptation (CCA)
- Multipliers' Training: Train multipliers who are in the position to pass on their knowledge on climate change adaptation to development practitioners
- Training of Master Trainers: Train the trainers who can pass on their knowledge on climate change adaptation in participatory trainings to development practitioners

#### Methodology of the training

The course is based on the renowned Harvard Case Method, which conveys teaching messages mainly through interactive practical work by trainees. The training package consists of modules and action learning exercises that can be selected according to the trainings needs of participants. Each module follows the same sequence including an introduction, casework, presentation and reflection. The training material has been customised to the Indian context.



- Regional and local training modules addressing key climatic concerns for India and state specific context developed. For example content developed for 'Climate Change Appreciation Course' at Madhya Pradesh state training institute. Training content developed is being used by the state partner to train officers at the state training academy.
- For wider application and use of these trainings a 'cookbook' presenting a range of training formats with guidance notes to users on each format has been developed. The document titled "Training on 'Integrating Climate Change Adaptation into Development Planning- A 'cookbook' for different training formats for the Indian context" is a user-friendly guide for designing appropriate training courses for a variety of participant groups.
- Seven practioners trainings have been organised between February 2011 and August 2014 that helped in building capacities of adaptation practioners in different states. Post training impact feedback collected after 3 to 4 months from participants reveal that the learning from these courses has helped the practioners to revisit their projects and implementation processes from a 'climate lens'. In many cases, practioners and programme managers have modified their activity plans to integrate adaptation and more significantly to avoid mal-adaptation.

#### **Some of the feedback received from the participants**

- "This is a real learning experience which can be applied in my work immediately"
- "This will help me in taking decisions that serve long term purpose"
- "This training keeps the participants active throughout"
- "The group discussions are very lively and helpful"



### Key learnings and recommendations

- ◆ The OECD & GIZ training Integrating Climate Change Adaptation into Development Planning comprises of a set of 12 modules where different modules cater to different levels of participants (from grassroots to decision makers). The participants are trained through the Harvard case method that involves group work on a fictitious case. The main learning for the project was that for a conceptual understanding using the fictitious case was very effective. However, for application to one's work context, customisation of training content to local context and use of local sectoral cases and examples has worked very well.

The need for having different training formats for different target groups such as decision makers who requested shorter training courses, state department officers and others is also vital. Thus, the project worked on customising the training content together with experienced Indian and International trainers and experts. The customised material has been very well received by the project partners at State level and by the participants of the training as it enabled them to transfer the learning from the training modules to real life cases in their work context. Hence, the project recommends

- to use the flexible OECD & GIZ training to prepare adaptation practitioners for their challenging tasks
  - to always carry out a training a needs assessment in close coordination with the nodal agency responsible for climate change or with local stakeholders
  - prefer having participants from multiple sectors for cross sectoral learning and experience sharing
  - to develop real cases as per the participant's learning needs
- ◆ For delivering trainings in states it is important to have resource persons from the region who ideally give expert inputs about climate change and its impacts in the region. Hence the project recommends
    - to have one of the trainers who can speak the regional language
    - input from regional climate expert who could explain basic climate science and outline the visible impacts of climate change on different sectors



- ◆ Training programmes are successful if they are demand driven and designed in collaboration with local government/host.
- ◆ If feasible, trainers should be involved in guiding the host in selection of participants. Clarity on the output of trainings in terms of expected roles or functions from the participants is useful.
- ◆ The success of trainings for government representatives depends upon the state government priorities and the importance of CCA in the state. For a programme to be sustainable it is important to create ownership of the trainings amongst senior state government officials. The project recommends that the execution of training should not be a standalone event but linked to existing government initiatives while creating synergies with state or central level training institutes. This ensures sustainability of the training and dissemination to wider target group.
- ◆ Regular feedback with the past training participants and other relevant stakeholders ensures up to date training material which is in line with the country's or state's priorities for climate change adaptation and also the latest scientific findings.



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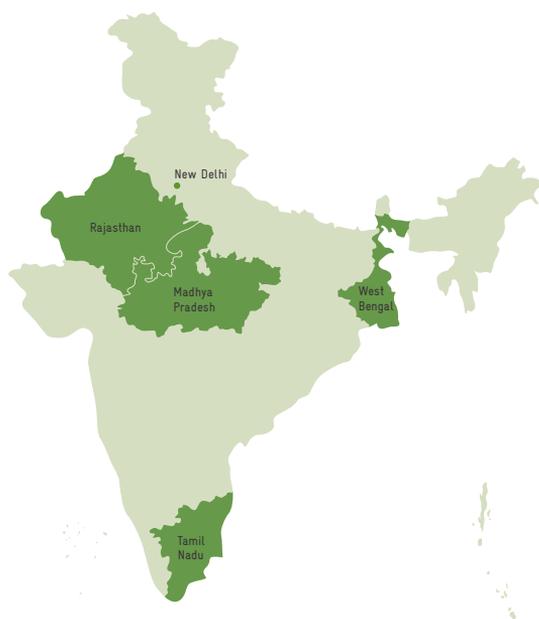
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**Government of West Bengal**

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