Survey finding
Training Need Assessment (TNA)

Nivit Kumar Yadav
Centre for Science and Environment, New Delhi
TNA Exercise: Methodology

Two tier
- Filling up of questionnaire
- Personal interview

Sample

<table>
<thead>
<tr>
<th>Total participants interviewed</th>
<th>21 (including one participant who did not fill the form but informed verbally)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age of participants</td>
<td>52 years</td>
</tr>
<tr>
<td>Age of youngest participant</td>
<td>47 years</td>
</tr>
<tr>
<td>Age of oldest participants</td>
<td>59 years</td>
</tr>
<tr>
<td>Retirement age</td>
<td>60 years</td>
</tr>
</tbody>
</table>
TNA Exercise: Common feedback

- Acute shortage of manpower
  - Sanctioned post: 199
  - Actual number: 78
- No recruitment for last twenty years
- No promotion since joining BSPCB
- No training to improve computer skill
- No motivation
TNA Exercise: Educational background

Ratio of technical staff to total staff: 36%
TNA Exercise: Training attended in last five years

- Training attended in last five years: Fifty eight person
- CPCB sponsored trainings
- Engineer's though interested could not attend
TNA Exercise: Are officials interested for training?

Except one, rest were interested

- Pollution control technologies: 23%
- Environmental regulation: 42%
- Lab testing: 35%
- Industry inspection: 0%
TNA Exercise: Suggestions to make capacity building programme more effective

- Practical oriented training programmes, more field visits
- Basic computer training especially on excel
- Training on consent management
- Data management, analysis and interpretation
- Cell tower radiation monitoring
- Exposure visit to
  - State of art sugar unit, distillery unit, brik kiln, rice mill
  - Transport, storage, disposal facility (TSDF)
TNA Exercise: Environmental challenges before the state of Bihar

- Waste management
- Sanitation
- Biomedical waste management
- All these are reasons for waterborne diseases such as diarrhoea, typhoid, malaria, and dengue.
## TNA Exercise: Course Correction

<table>
<thead>
<tr>
<th>Course</th>
<th>Stakeholder</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training programme on waste management (2-days in Patna)</td>
<td>Officials of Bihar State Pollution Control Board, Nagar Nigam/Nagar Parishad and Urban development departments</td>
</tr>
<tr>
<td>Training programme on sewage treatment technologies and the role of decentralised wastewater treatment system (2-days in Patna)</td>
<td>Officials of Bihar State Pollution Control Board, Bihar Rajya Jal Parishad and Urban development departments</td>
</tr>
<tr>
<td>Training programme on monitoring and compliance of industries (2-days in Patna)</td>
<td>Officials of Bihar State Pollution Control Board</td>
</tr>
<tr>
<td>Exposure visit to learn best practices in industries (3-days)</td>
<td>Officials of Bihar State Pollution Control Board</td>
</tr>
<tr>
<td>Exposure visit to learn innovative waste management practices (3-days in Pune)</td>
<td>Officials of Bihar State Pollution Control Board, Nagar Nigam/Nagar Parishad and Urban development departments</td>
</tr>
<tr>
<td>Training programme on pollution monitoring techniques and</td>
<td>Officials of Bihar State Pollution Control Board</td>
</tr>
</tbody>
</table>
Capacity Building Programme

Training for Trainers