

Survey finding Training Need Assessment (TNA)



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TNA Exercise: Methodology

Two tier

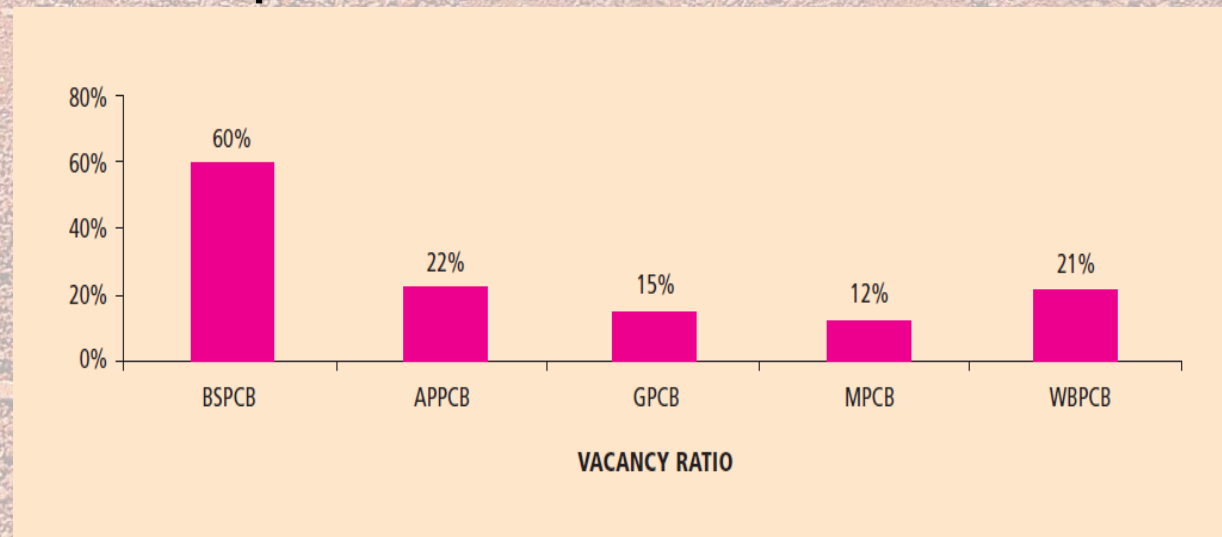
- Filling up of questionnaire
- Personal interview

Sample

Total participants interviewed	21 (including one participant who did not fill the form but informed verbally)
Average age of participants	52 years
Age of youngest participant	47 years
Age of oldest participants	59 years
Retirement age	60 years

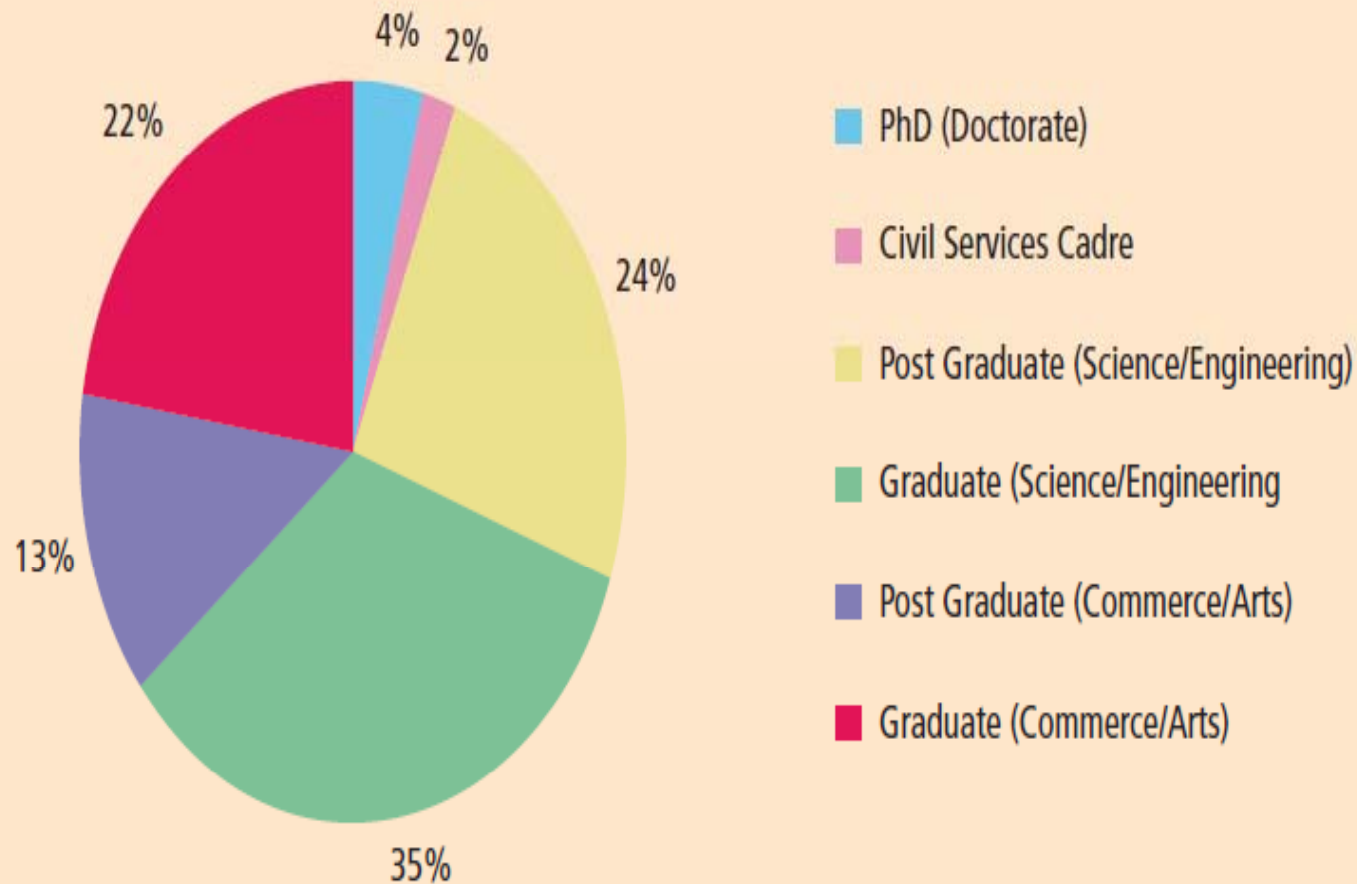
TNA Exercise: Common feedback

- 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



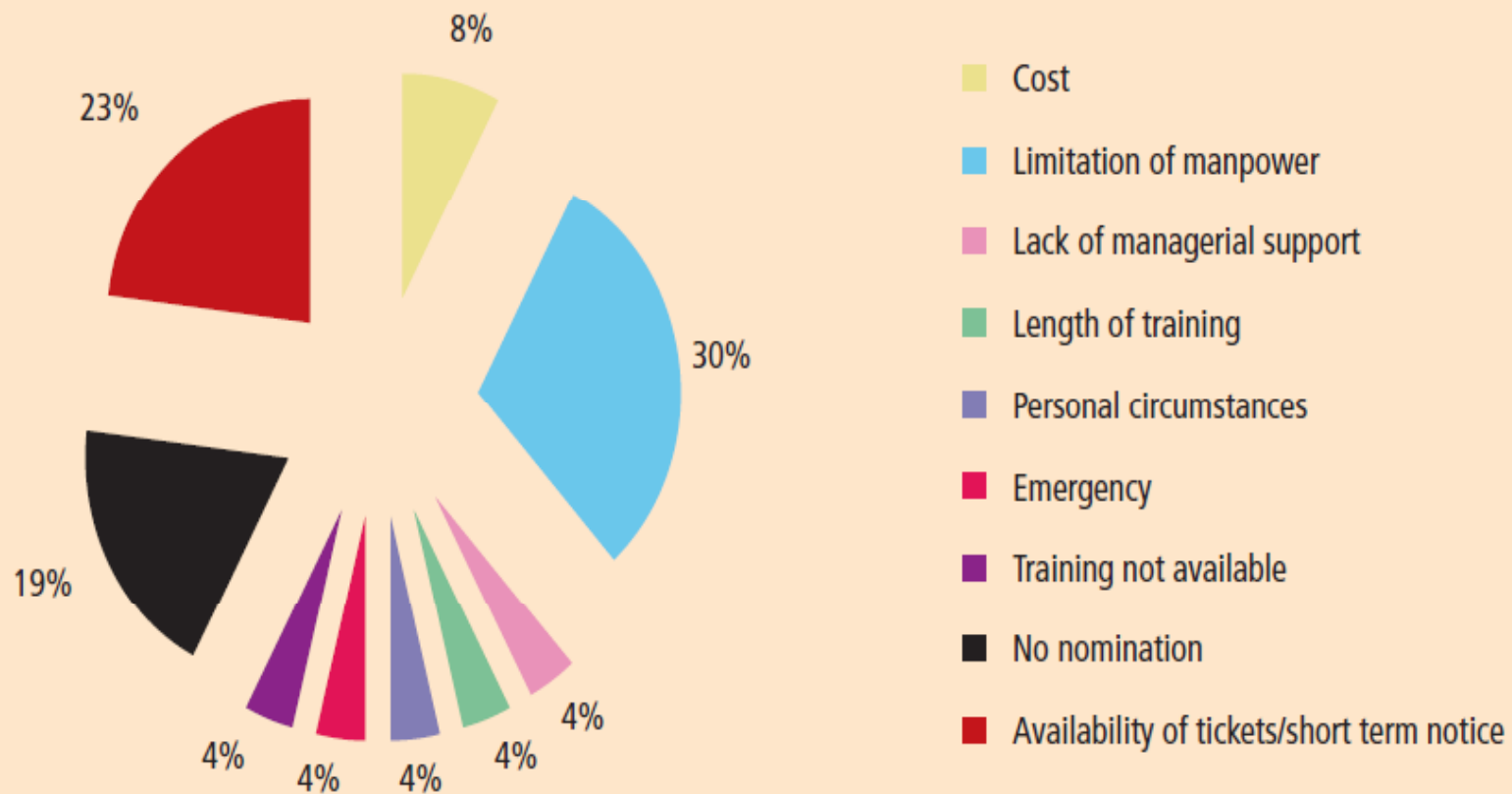
TNA Exercise: Educational background

Ratio of technical staff to total staff: 36%



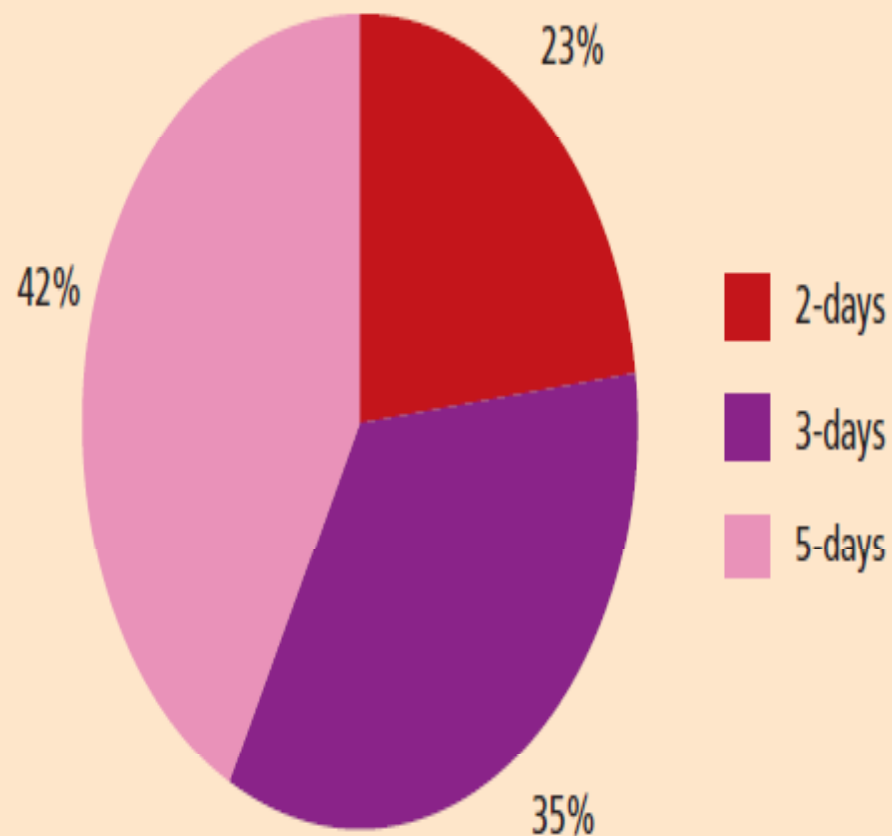
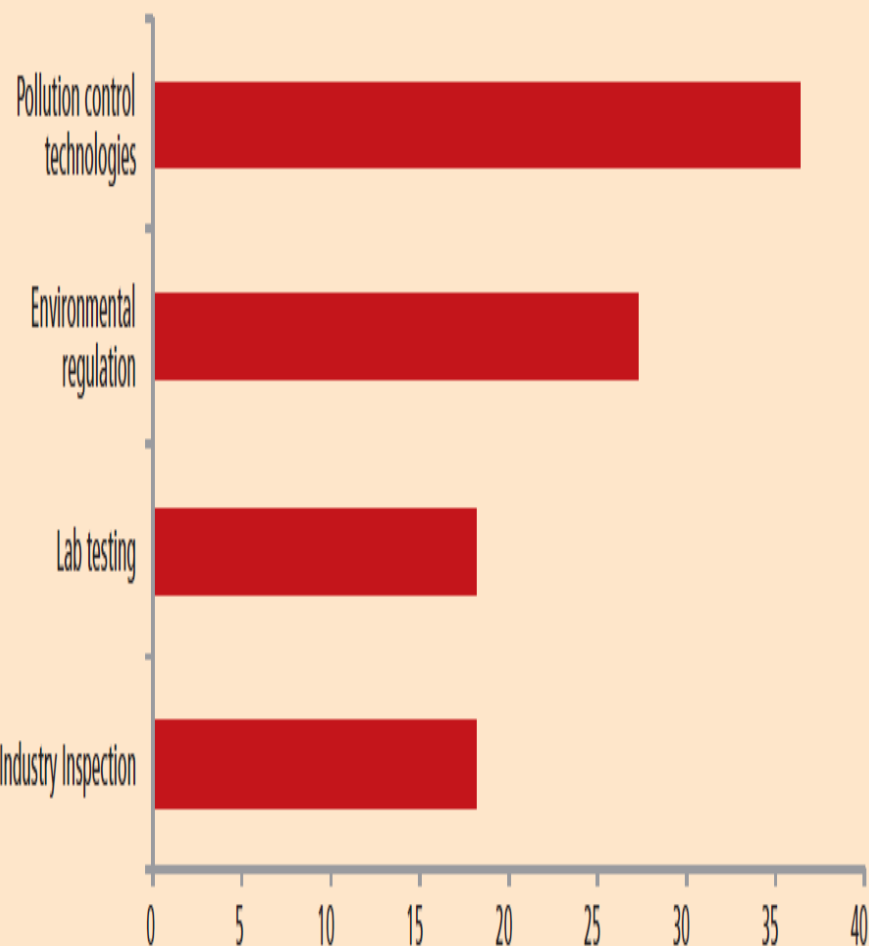
TNA Exercise: Training attended in last five years

- 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



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 reason for water borne disease such as diarrhoea, typhoid, malaria and dengue**

TNA Exercise: Course correction

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

The background of the slide is a photograph of a dirt road. The top portion of the image shows a dark, reddish-brown soil surface. Below this, a large, shallow puddle of water reflects the sky, which appears as a bright, hazy blue. The bottom portion of the image shows the dry, light-brown gravel and dirt of the road surface.

Capacity Building Programme

Training for Trainers