

Overview of ITU Activities in Human Capacity Building

Presentation to 2nd meeting of GCBI,
Missenden Abbey

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Outline

- Mandate of Human Capacity Building
- Drivers of the Human Capacity Development Strategy
- Linkages: The Process Approach
- **The ITU Academy**
- **Implementation of the CoE Strategy**
- **Development of Standardized Content**



Our Mandate: ITU-D Strategic Plan

Objective 5

WTDC Programme 4

- To **build** human and institutional capacity in order to improve skills in the development and use of telecommunication/ICT networks and applications, and to **foster** digital inclusion for people with special needs, such as persons with disabilities, through awareness raising, training activities, sharing information and know-how and the production and distribution of relevant publications.



How we deliver on the Mandate

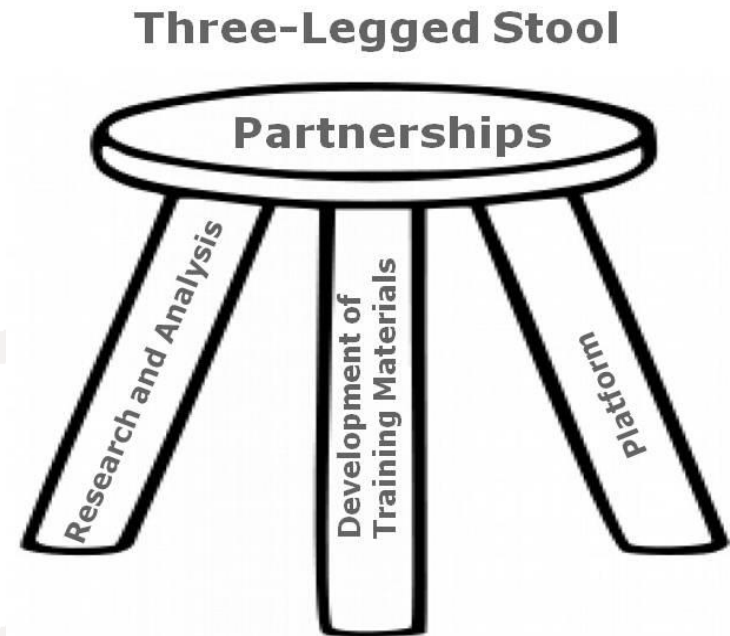
- Transfer of Knowledge
- Sharing of experiences and knowhow
- Strengthening human resources and training functions
- Dissemination of information and knowledge exchange
- Conduct Training activities



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Human Capacity Building Strategic Anchors

1. Research and Analysis
2. Development of Training
Materials
3. Platform
4. Partnerships



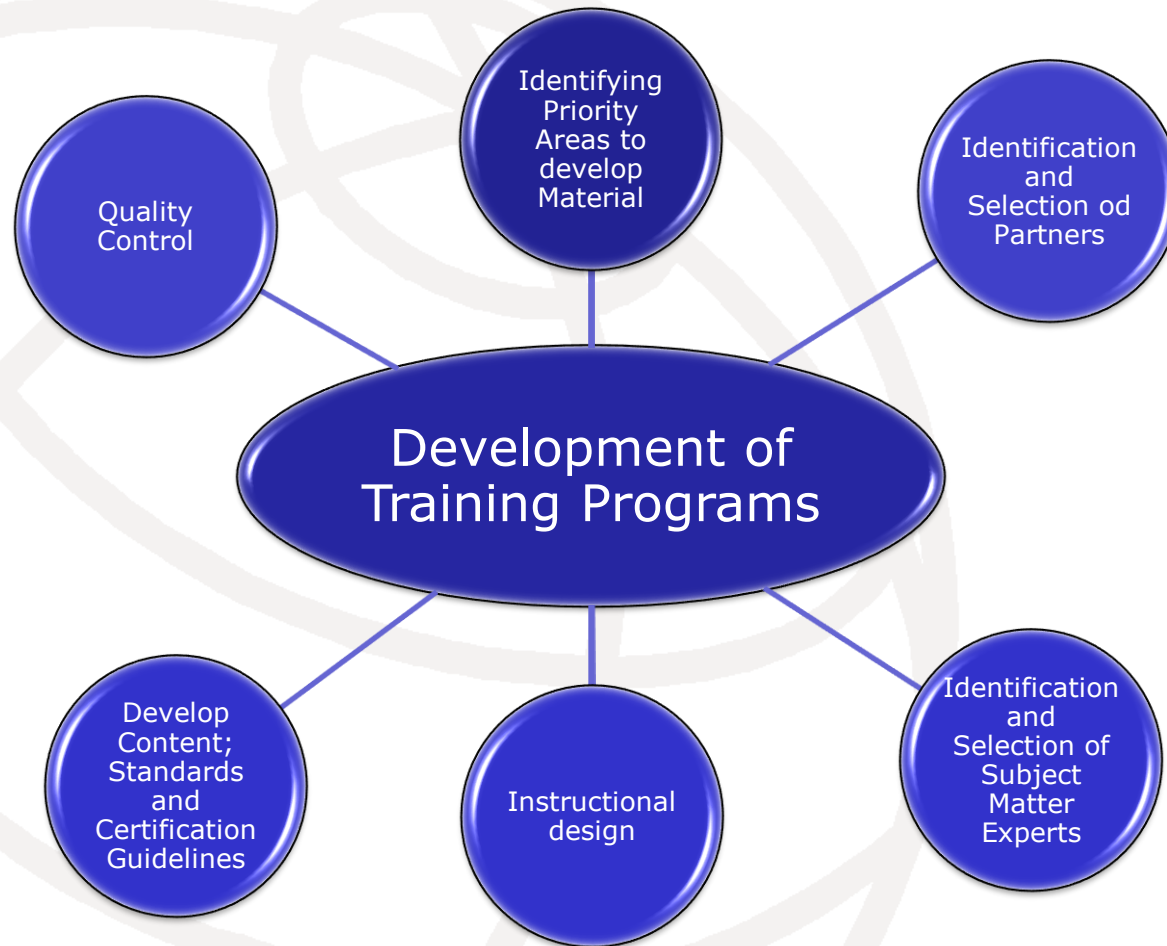
1. Research and Analysis





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2. Development of Training Materials



3. Platform



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3. Platform



Strategic Anchors

3. Platform

- Knowledge materials are delivered to the beneficiaries, in this case the ITU membership.
- Such delivery is done through **symposia, forums, workshops and working groups.**
- These are the mechanism through which we share the results of our analysis, debate issues that have been identified as key topics. This is also a place for sharing information, exchanging experiences and networking. This platform itself will be used to generate the subjects and topics for further analysis.



3. Platform



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4. Partnerships

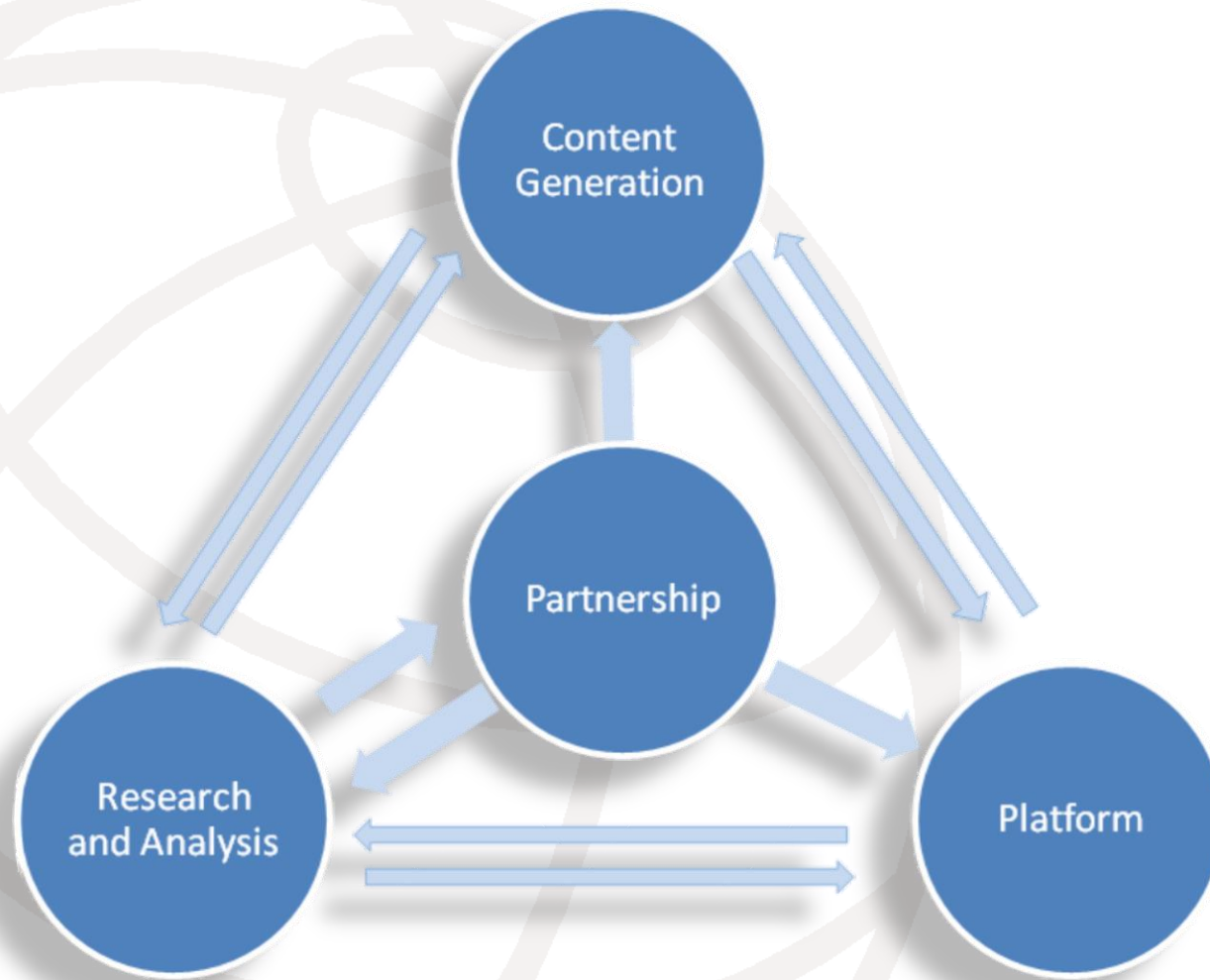


3. Platform

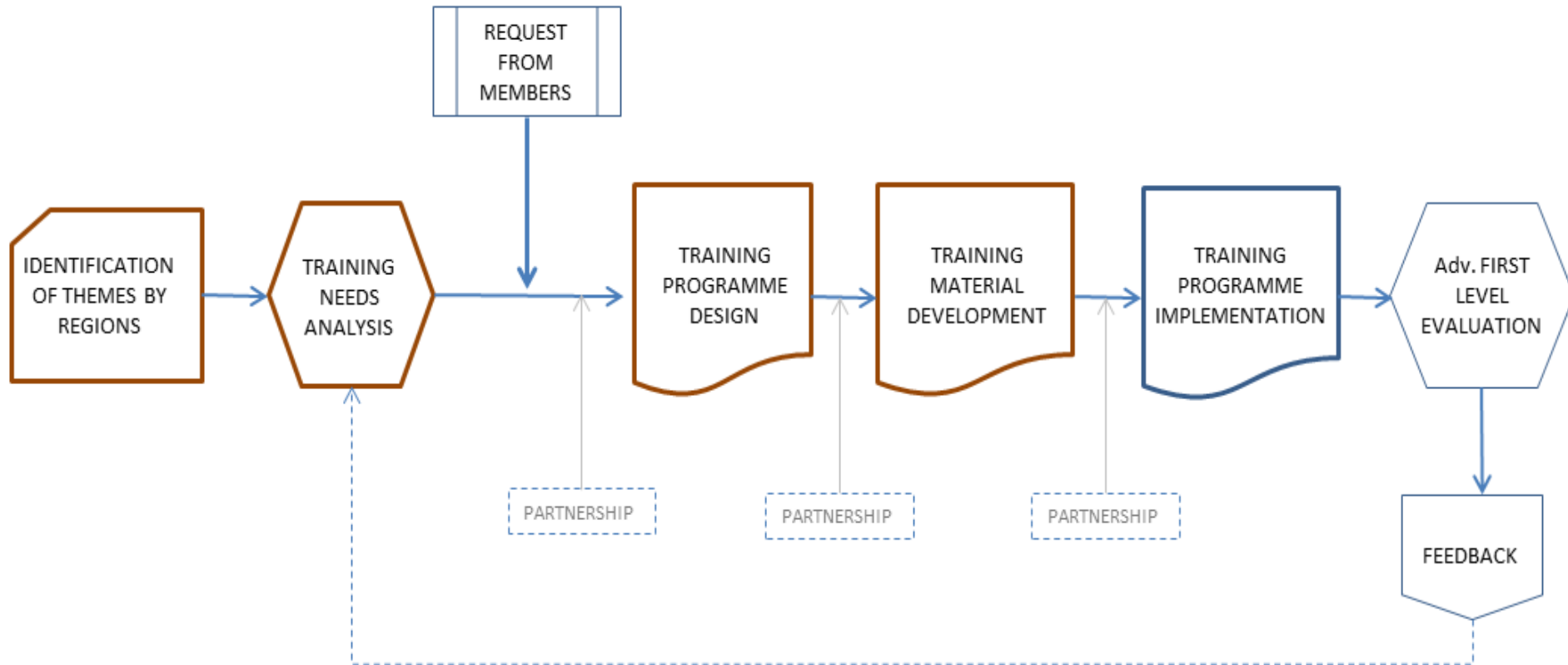


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Strategic Anchors Linkages



Process Approach



Categories of Implementation Actions:

- Substantive Actions
- Enhancing Actions
- Supportive Actions



ITU Academy: At Strategic Level

- A strategy for the harmonization, coordination and integration of the human, institutional and organisational capacity development activities of the ITU
- An umbrella network bringing together capacity building partners, each according to their contribution
- A network of institutions offering certificated high quality training services to the ITU membership
- A capacity building Brand

ITU Academy: At Operational Level

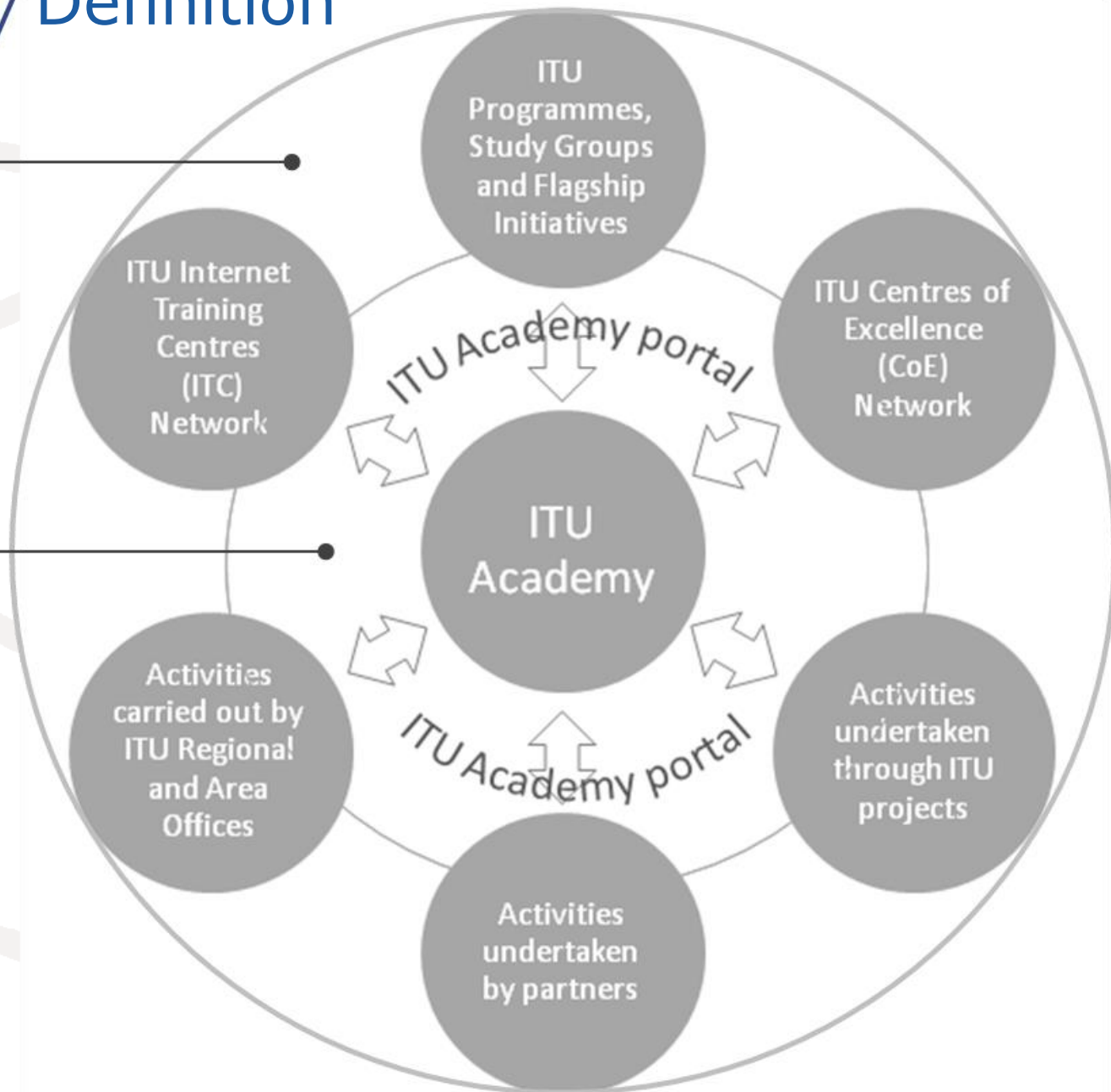
- Common platform, a Portal, allowing for delivery of training activities; information dissemination
- Allows single visibility to all ITU-related training opportunities
- Provides for a harmonized and streamlined approach to capacity building
- A repository of training resources enabling members to access material
- Powered by sophisticated Open source technologies, driven by LMS and CMS with technical upgrade feasibilities for managing, coordinating and implementing the BDT training programs



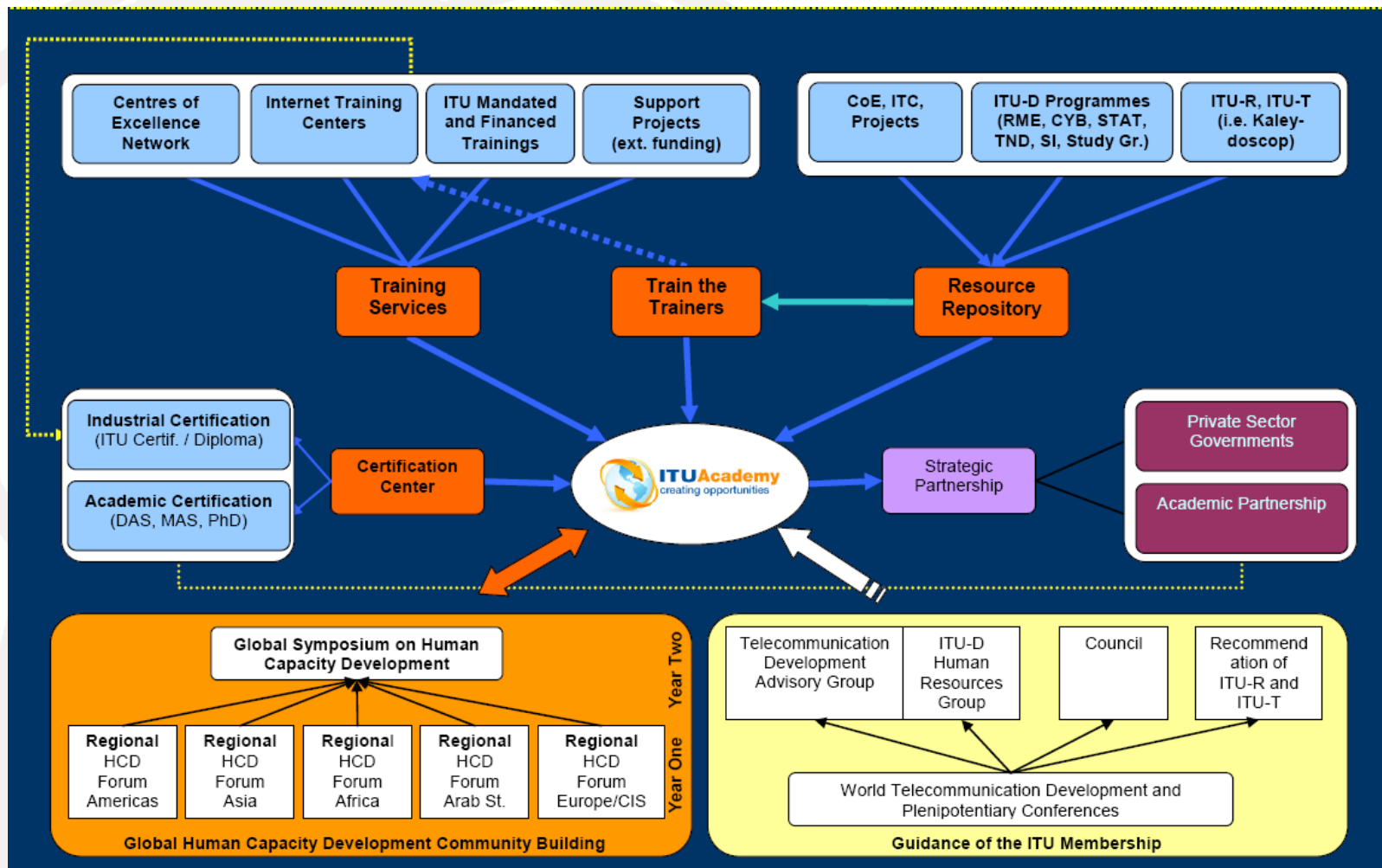
Academy Definition

Strategic Level

Operational Level



ITU Academy: An Integrated Approach to Capacity Building



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Conclusion



- Rebalancing the HCB anchors as both a strategic necessity and a resource – driven imperative
- New Strategy is dependent on internal coordination across sectors
- HCB to be a service provider to TSB and BR through the ITU academy while they enrich the BDT training products with their Content and expert inputs
- Additional human resources, additional competency sets for HQ and regional human capacity Building staff

Implementation Roadmap

OBJECTIVE					Human and Institutional Capacity Enhanced
Build Human & Institutional Capacity					
Strategic Anchors	Activities/Elements	Specific Actions		Results 2014	
		2012	2013		
RESEARCH & ANALYSIS	<ul style="list-style-type: none">• Identification of priority areas for capacity building• Identification of a flagship topic or activity	<ul style="list-style-type: none">• Develop a global Training Needs Analysis (TNA), framework to be administered on an annual basis.• Identify and work on flagship activity (WSIS/GCBI)• Develop an HCB Publication on Learning and Development• Development of a HR toolkit for use by HCB practitioners• Develop framework for certification and accreditation• Launch the ITU Academy	<ul style="list-style-type: none">• Administer a TNA to members• Case study in a relevant HCB topic• Develop an HCB publication• Identify and work on flagship activity (WSIS/GCBI)	<ul style="list-style-type: none">• A training needs analysis administered globally and more informed training plans on a regional and global level• Annual publication/s on relevant and topical subjects as selected.• Capacity building products from the flagship activities (Presentations, publications, training materials)	

Implementation Roadmap

OBJECTIVE					Human and Institutional Capacity Enhanced
Build Human & Institutional Capacity					
Strategic Anchors	Activities/Elements	Specific Actions		Results 2014	
		2012	2013		
DEVELOPMENT OF TRAINING PROGRAMS	<ul style="list-style-type: none">Development of training materials and programs.Enhancement of training materials developed.	<ul style="list-style-type: none">Develop 2-3 Modules on “Analogue to Digital Broadcasting.”Develop 2-3 Modules on “transition from IPV4 to IPV6.”Develop quality assurance standards for curricula being delivered.	<ul style="list-style-type: none">Develop 2-3 Modules on “ Analogue to Digital Broadcasting.”Develop 2-3 Modules on “transition from IPV4 to IPV6.”Develop short introductory clips promoting awareness about each training program.	<ul style="list-style-type: none">4-6 Modules on “Analogue to Digital Broadcasting” completed and/or delivered4-6 Modules on “Transition from IPV4 to IPV6” completed and/or deliveredShort introductory clips promoting awareness about each training program.Established quality assurance standards for curricula	

Implementation Roadmap

OBJECTIVE					Human and Institutional Capacity Enhanced
Build Human & Institutional Capacity					
Strategic Anchors	Activities/Elements	Specific Actions		Results 2014	
		2012	2013		
PLATFORM (Delivery Mechanism for Training Programs)	1) TRAINING (DL, F2F) Delivery Support Functions: <ul style="list-style-type: none">• Monitor Quality assurance of Training delivered• Need to equip the Regional Offices and the role of the field offices in HCB• Coordination within BDT and between ITU Sectors.	<ul style="list-style-type: none">• Delivery of training workshops through CoE• Implementation of existing regular training agreements• Identification of partners for training delivery• Identification and Monitoring work of trainers and SME's• Need to equip the Regional Offices and the role of the field offices in HCB• Coordination within BDT•	<ul style="list-style-type: none">• Delivery training workshops through CoE• Implementation of existing regular training agreements• Monitor Quality assurance of Training delivered;• Coordination between ITU Sectors.	<ul style="list-style-type: none">• 100 Training workshops delivered annually.• 3000 persons undergo training in various telecommunication related subjects annually• Implemented quality assurance standards in the delivery• Assured the coordination and streamlining of training programs within the BDT and with the ITU.	

Implementation Roadmap

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Build Human & Institutional Capacity					
Strategic Anchors	Activities/Elements	Specific Actions		Results 2014	
		2012	2013		
PLATFORM (Delivery Mechanism for Training Programs)	2) CONFERENCES and FORUMS (WSIS,TDAG, Regional and Global Forums)	<ul style="list-style-type: none">Organize the global Human Capital ICT SummitCoordinate the work of the GCBI	<ul style="list-style-type: none">Organize regional Human Capital ForumsCoordinate the work of the GCBI	<ul style="list-style-type: none">Awareness raised on flagship topics and ITU capacity building efforts.Facilitated information exchange between various HCB regional bodies, partner and institutes.	
	3) Internet Training Centre initiative	<ul style="list-style-type: none">Establish 1-2 new centresIntroduce new curriculum in 2-3 existing centres	<ul style="list-style-type: none">Establish 1-2 new centresIntroduce new curriculum in 2-3 existing centres	<ul style="list-style-type: none">2-4 new Centres establishedSupported 4-6 existing centres through introduction of new curriculumMaintained existing partnerships and created new ones.	
	4)ITU ACADEMY PORTAL	<ul style="list-style-type: none">Integration of Fees collection into the platform.Improve instructional technology support on the platform	<ul style="list-style-type: none">Delivery of train-the-trainer training on E-Learning	<ul style="list-style-type: none">Functionality added: Fee collection and processing for individual courses.DL training programs delivered annually	

Implementation Roadmap

OBJECTIVE					Human and Institutional Capacity Enhanced
Build Human & Institutional Capacity					
Strategic Anchors	Activities/Elements	Specific Actions		Results 2014	
		2012	2013		
Partnerships	<ul style="list-style-type: none">Development and strengthening of partnerships in all the Capacity building Areas	<ul style="list-style-type: none">Establish at least 3 capacity building partnerships.	<ul style="list-style-type: none">Establish at least 3 capacity building partnerships.	<ul style="list-style-type: none">6 Capacity building partnerships establishedCapacity building partnerships	