



Pacific Islands Ridge to Reef National Priorities – Integrated water, land, forest and coastal management to preserve biodiversity, ecosystem services, store carbon, improve climate resilience and sustain livelihoods

Regional International Waters Ridge to Reef Project

Human Capacity Needs Assessment in the Pacific Region

- Technical Report -

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The Pacific Community

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Basis of the Consultancy

Indicator 2.2.1:

- At least one study completed identifying national human capacity needs for R2R (integrated coastal management/ integrated water resources management) implementation and benchmarking/ tracking competencies of national and local government units for R2R implementation.

MTR Recommendation:

- The project should implement all its activities from a capacity building perspective even if resulting in compromises on scientific quality and/ or timelines.



Objective of the consultancy

Improved comprehensive understanding of various human capacity needs for Ridge to Reef in the Pacific Region



Methodology

- Qualitative research based on desk reviews, online surveys, & interviews
- Participants coming from 28 participating national IW and STAR Projects
- Responses were tabulated and analyzed along the 3 major categories such as Governance, Project Management, and Enforcement



Findings

Governance

Policy and legal frameworks

- Policy development did not align with existing national policy or conflicted with traditional practices.
- Policy development required wider stakeholder engagement with communities and technical stakeholders

Decision-making

- Insufficient scientific or technical knowledge of decision-makers diminished recognition of the importance of project methods and/or technical requirements



Findings

Project Management – Personnel support needs

- Administrative (data encoding, accounting, basic management skills)
- Field activities (data collection, analysis and report writing)
- Scientific and technical expertise including but not limited to policy and legal advice, technical writing, M&E, analyzing scientific data, public information material development, conflict resolution, surveys and carrying out feasibility studies

Findings

Project Management – Training needs

- Basic project management skills for R2R staff (budgeting, reporting, communications, planning, adaptive management, and M&E)
- Technical training and hands-on activities (consultative/participatory community planning, communication campaigns, water data analysis and technical report writing)



Findings

Project Management – Coordination needs

Human capacity needs to enhance coordination between R2R personnel and multi-sectoral or cross-agency stakeholders.

- Strong stakeholder coordination is needed to build cross-sectoral and cross agency collaboration and partnerships.
- Where there is mutually compatible objectives, greater coordination and collaboration between national IW and STAR projects could mutually enhance the human capacity of personnel through the sharing of data and project experience.



Findings

Project Management – Information management needs

System to collate, share and promote project-related scientific, technical and policy information were identified as underpinning human capacity efficiency and effectiveness in project management.



Findings

Project Management – Logistics needs

The coordination and deployment of resources to support human capacity efficacy in project implementation, includes transport, communication, procurement, equipment, external factors, and funding.



Findings

Enforcement

- Capacity and willingness to support the application of the full cycle of the technological/methodological continuum
- Participatory and gender sensitiveness/ responsiveness



Recommendations

1. Conduct an audit of outstanding personnel needs including training needs mapping for technical and non-technical assistance, and use of participatory methods to deliver that training (workshops, on-line courses, webinar induction sessions).
2. Strengthen stakeholder coordination skills of project managers through training, direction and/or advice.
3. Examine and strengthen information management systems and procedures for project data collection, collation, storage, sharing and used as basis for decision-making.
4. Provide gender training and guidance to project managers to increase their understanding and capacity to address gender concerns in project implementation in a culturally appropriate manner.
5. Offer hands-on workshops with stakeholders on scientific or technical aspects of project implementation to assist 'mind shifts' and sustained engagement throughout and beyond the project cycle.





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Maraming Salamat po..
THANK YOU VERY MUCH

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References:

Human Capacity Needs Assessment - Technical Report, Dr. Tess Martin and Syann Williams

