

## THE PARTNERS and their roles

### ASEM

ASEM - Advisory Service in Environmental Management - is a joint programme of the Indian Ministry of Environment and Forests (MoEF), Government of India and the German Agency for Technical Cooperation (GTZ) on behalf of the Federal Ministry for Economic Cooperation and Development, Germany, focusing on urban and industrial environmental management in India.

With its flexible programme structure ASEM advises on environmental policy and resource management. Its strategic objective is to support the transition from a reactive process that tries to avert acute environmental danger and damage to one based on a preventive approach. In this context, it is guided by the concept of ecological structural change and efforts to break the link between growth and resource consumption.

**InWent Capacity Building International, Germany** is a joint undertaking of the German Federal Government, the federal state (Länder) governments and industry.

InWent's practice-oriented training courses and advisory services build competence and the ability to manage the process of human resource development in the ASEM programme. InWent supports the dialogue between the different stakeholders and provides supervision, hands-on training and guidance for all key elements of the HRD thrust area.

### Training Management Unit (TMU)

The diversity and complexity of the HRD activities require professional management and coordination. In close cooperation of MoEF, ASEM, GTZ and InWent, the TMU has been set up to support their training and capacity building programmes in India. The TMU functions as the "Service Unit" of the Human Resource Development Programme of ASEM and integrates emerging and new initiatives and requirements into a comprehensive HRD Operational Plan

HRDP website [www.hrdp.net](http://www.hrdp.net)

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### TMU Training Management Unit

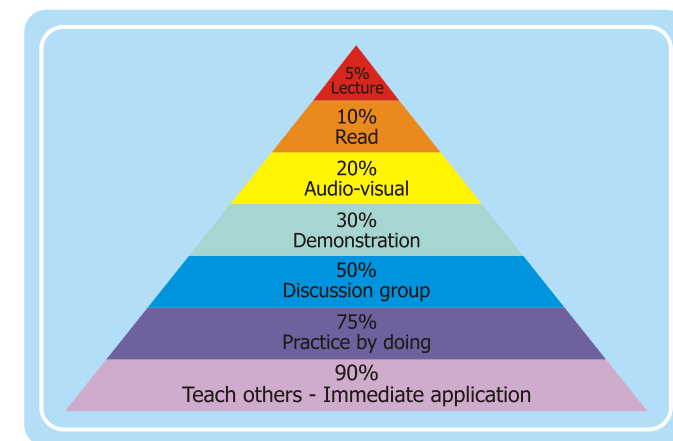
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### WEB RESOURCES

HRDP site: [www.hrdp.net](http://www.hrdp.net)  
Training for Ecocities: [www.ecocities-india.in](http://www.ecocities-india.in)  
InWent information: [www.inwent.org](http://www.inwent.org)  
ASEM information: [www.asemindia.com](http://www.asemindia.com)  
GTZ information: [www.gtz.de](http://www.gtz.de)

A quarterly Newsletter is published and you can subscribe over the [www.hrdp.net](http://www.hrdp.net) website

# Human Resource Development



## Effectiveness of Retaining Information

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gtz

inWent  
Capacity Building International

tmu  
Training Management Unit

Environmental protection and technological and industrial development have to go hand-in-hand for long term sustainable development. The Human Resource Development Programme on environment (HRDP-e) was established as a “cross cutting” thrust area under ASEM.

## OVERALL GOAL

To strengthen the institutional capacities and the human resources of stakeholders in the environmental sector.

## PURPOSE

**Build awareness among the ASEM Stakeholders and result users through:**

Sensitisation, orientation and motivation.

**Mobilise Human Resource Development Programmes and tools through:**

Development of concepts and solutions and experience sharing and dialogue.

**Provide to individuals the necessary competence and increase their work effectiveness through:**

Skills training, transfer of knowledge, coaching of key persons and trainers and hands on experience.

**Networking training providers** and prime institutions.

**Create synergies** within and document the capacity building process of the program.



## GUIDING PRINCIPLES

1. The Human Resource Development Programme is geared to strengthen institutional capacities either of the environmental administration or of institutions and organisations that are directly involved in environmental issues.
2. All the proposed training measures shall be intended to strengthen the awareness, knowledge and skills needed for ensuring that the Human Resources can support the Capacity Development of the Target Organisations.
3. All measures should be designed to simultaneously train individual participants and to meet institutional capacity building objectives.
4. The HRD programmes have to be embedded into a strategic programme, to avoid simple ad-hoc addition of training measures.
5. All planned training programmes have to be demand oriented and custom tailored, catering the training need within the process of implementation of ASEM thrust area activities.
6. Wherever possible and applicable training should be conducted on-the-job and organised around existing professional tasks of the participants.

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## KEY ELEMENTS

Thorough and result oriented **Training Needs Assessment** for the ASEM project activities

**Design of capacity building programmes** for the different stakeholders of ASEM activities

Integration of all programmes into a comprehensive **HRD Operation Plan**

Setting **standards for course design** and development

Develop **guidelines for the implementation** of training courses including tendering and selection of Training Providers

Implement **customer tailored and demand driven** training programmes, study tours and dialogue workshops

Organisation of the **quality control and assessment** of conducted training courses, workshops and dialogue

Provide **tools for the management** of all stages of the Human Resource Development processes

Organise the **follow up and the Training Impact** Evaluation

**Document and publish** results