

Background

The Government of Tanzania embarked on Decentralization by Devolution (D by D) in the late 1990s to empower the Local Government Authorities (LGAs) and ultimately to improve public service delivery in the country. In line with this national vision, the Local Government Reform Program (LGRP) has been underway since 2000.

As a lead ministry responsible for capacity development of LGAs, the Prime Minister's Office - Regional Administration and Local Government (PMO-RALG) developed "**Training Strategy for Local Government Authorities**" in 2009/10. The Training Strategy addresses a dire need to establish a new **Training Provision Framework** for effective training to be delivered to LGA staff nationwide.

Significantly, the Training Strategy has also proposed a **Lead Training Institution (LTI)** to play a central role in ensuring a functioning operation of the new Training Provision Framework. PMO-RALG accordingly appointed the **Local Government Training Institute (LGTI) as LTI** in 2009. Based on the new institutional arrangements, PMO-RALG transferred its functions concerning LGA training coordination and quality assurance to LGTI in 2010.

LGTI as LTI

LGTI was established in 1994 to provide practical and demand-driven training, research advisory, and consultancy services in the fields of local government finance, administration, and management. Approximately 2,000 students have enrolled for certificate and diploma courses at LGTI during 2011/12 academic year.

Meanwhile, appointed to be LTI, LGTI has set up the **Department of Coordination and Quality Assurance (DCQA)** within the institute to fulfill its new roles as LTI. Given that the delegated functions are not only new but extremely critical, LGTI commenced a project, technically supported by JICA, in July 2011 aiming to establish continuous operations as LTI. DCQA is thus designated to be primarily responsible for coordination and quality assurance of LGA training.

Challenges for LGA Training

In efforts to enhance LGA staff performance and public services, the Training Strategy addresses the following elements as challenges to overcome in the context of LGA training.

- Certificates and degrees oriented training prioritized at the expense of short-term practical training at LGA level

- Training needs to improve public services not properly assessed when planning staff training (CBP) at LGA level
- Regional inequality in terms of access to training opportunities
- Rigid and traditional training set-up
- Overlaps and inefficiency in division of responsibilities among the organizations involved in LGA training
- No mechanism to monitor and assure quality of LGA training as well as training providers

Roles and Responsibilities of LTI

Given the challenges associated with LGA training, the Training Strategy spells out roles and responsibilities of LTI as follows:

- **To coordinate training programmes, providers, and resources and disseminate information;**
- **To assure quality of training programmes and providers for practical training including the standardized courses;**
- **To organize TOT for training providers and training for RS staff;**
- **To organize training especially in needed areas; and**
- **To revise/develop curricula and material for TOT and practical training courses including the standardized courses**

LTI's Continuous Functions

Major functions to be established and operated by LGTI as LTI include:

Coordination

- To communicate with national training providers regularly to monitor the status of training provision to LGAs
- To consolidate and update data on LGAs' training needs, training courses and training providers
- To disseminate information on LGA training as well as training providers to other stakeholders

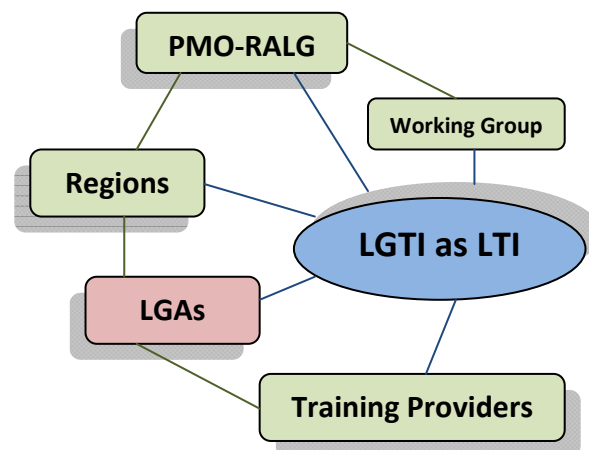
Quality Assurance

- To monitor and assess quality of LGA training and of training providers periodically
- To assist PMO-RALG in affirming standards/criteria for quality of the Standardized Courses and for qualification of Qualified Training Providers (QTPs)

Curriculum Development & TOT Provision

- To revise curriculum and training materials of the Standardized Courses
- To develop new training courses based on assessment of LGAs' training needs
- To organize TOT on revised Standardized Courses as well as newly developed training courses for QTPs and other training providers

Main Stakeholders and LTI



For further information or inquiry on LTI, please contact:
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THE LOCAL GOVERNMENT TRAINING INSTITUTE (LGTI)

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LEAD TRAINING INSTITUTION
- LTI -



"Visioning Quality Training for LGAs"



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