

## 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. With this national vision, the Local Government Reform Programme (LGRP) has been underway since 2000.

While substantial progresses have been attained, upon completion of the first phase of LGRP (LGRP I), it was also recognized that challenges still remain, in particular, in the area of capacity development training for local government staff. Consequently, the current phase of LGRP (LGRP II) emphasizes the importance of further efforts and engagements.

Given this background, the Prime Minister's Office - Regional Administration and Local Government (PMO-RALG) developed "**Training Strategy for Local Government Authorities**" in 2009/10 to strategize the ways to ensure effective training and equal training opportunities for the local government staff nationwide.

Based on the major issues and challenges identified, the Training Strategy has advocated the establishment of a new **Training Provision Framework** and accordingly redefined roles

and responsibilities of key stakeholders involved in LGA training. The implementation of the Training Strategy started in 2010 and concerted endeavors are to be coordinated to operationalize the new training framework.

## Challenges for LGA Training

The Training Strategy highlights the following challenges associated with LGA training.

- Certificates and degrees oriented training prioritized at the expense of short-term practical training and equal opportunities
- Training needs not properly assessed to enhance job specific skills and knowledge
- Weak linkage between training needs assessed and Capacity Building Plan (CBP)
- Inequality of access to training opportunities in terms of locations of LGAs, departments, staff positions, and levels of administrations
- Rigid and traditional training set-up and modalities - lacking low-cost and more creative training opportunities
- Overlaps and inefficiency in division of responsibilities among organizations involved in LGA training
- No mechanism to monitor and assure quality of LGA training as well as training providers

## Policy Goals and Objectives

The Training Strategy's policy goals are:

- To ensure a well organized, coordinated system of training and development of staff in the public sector; and
- To provide guidance for the efficient, effective training of human resources and their subsequent utilization

There are five objectives as described below:

1. To provide clear guidance, standards and priorities for the efficient and effective training and development of human resources and their subsequent utilization in the LGAs, with a view to enhance job performance of their personnel and service delivery;
2. To ensure that staff training is an integral part of efforts for career advancement and orderly succession in the LGAs and that all staff will have equitable opportunities to access necessary training to ensure desired levels of job performance;
3. To create a more effective, stream-lined institutional arrangement for training service provision, including clear division of roles for PMO-RALG, LTI and training service providers;
4. To establish an appropriate mechanism for quality assurance of training, through

monitoring and evaluation of training interventions, training service providers and the resulting impact on job performance of training beneficiaries; and

5. To create an enabling environment for LGAs to proactively develop and implement their own staff training plans, including ensuring available financial resources for such purposes.

### Stakeholders' Roles & Responsibilities

Redefined roles and responsibilities of each key stakeholder are:

**PMO-RALG** – Policy making; Standard setting; Qualifying training providers; Coordination with MDAs; Supervision and support for LTI; etc.

**RS** – Monitoring and technical support to LGAs in training needs assessment, planning, and training evaluation; Compilation and dissemination of data and information concerning LGA training

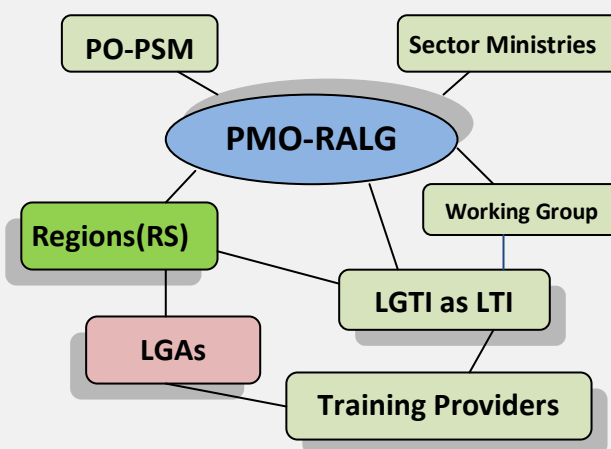
**LGA** – Training needs assessment; Training planning (CBP); Training service procurement; Training evaluation; Submission of data/reports to RS

**LTI** – Coordination for LGA training; Compilation and dissemination of data/information; Quality assurance of LGA training and training providers; and Curriculum

revision/development and TOT provision to training providers

**QTPs:** Provision of 10 standardized training courses to LGAs; Provision of other training services based on requests made by LGAs; Updating data/information on training service provision to LTI

### Key Stakeholders



For further information or inquiry on Training Strategy, please contact:  
**Division of Local Government (DLG)**  
**PMO-RALG**  
 P.O. Box 1923, Dodoma  
 Tel: 026-2321599  
 PMO-RALG website: [www.pmoralg.go.tz](http://www.pmoralg.go.tz)



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## THE UNITED REPUBLIC OF TANZANIA



**Prime Minister's Office**  
**Regional Administration and**  
**Local Government**

# TRAINING STRATEGY FOR LOCAL GOVERNMENT AUTHORITIES

**"Visioning effective and equitable training for all LGAs"**

