



# Integrated Trade Facilitation Support for CAREC

Draft findings:

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# Presentation Outline

Day 1 – Feb 20

Part 1

- Background
- Methodology

Part 2

- Findings & Feedback from CAREC national representatives

# Presentation Outline

Day 2 – Feb 21

- Capacity Development Proposals
- Proposed Core Curriculum
- Action planning

# Background

- The 7th Meeting of the CAREC Customs Cooperation Committee (CCC) in Bishkek, Kyrgyz Republic, on 8-9 September 2008
- A study for the CCC with the support of ADB to:
  - assess training needs for customs and other stakeholders;
  - identify available institutional, financial and human resources (national & regional)

# Background

- A study for the CCC ...
  - design standard curricula and tailor-made programs;
  - recommend a capacity building framework
  - recommend the establishment of a common information space
- Mission from December 2008-Feb 2009 in PRC, Kyrgyz, Uzbekistan, Kazakhstan & Azerbaijan & Mongolia

# Training Needs Analysis (TNA) - Methodology

- Response to change
- 3 levels:
  - *Strategic*
  - Management
  - Operational
- TNA – 3 step approach
  - Understanding the changes
  - Identifying current capacity
  - Planning to develop

# TNA Methodology (continued)

- Working at strategic level
- Training and development support for Trade Facilitation
- Focus on cross-border issues
- Discussions with CAREC member nations:
  - Government organisations
  - Non-governmental stakeholders

# TNA Methodology (continued)

- Identify:
  - Capacity-building framework
  - Training needs
    - National
    - Regional
  - Core curriculum
  - Existing capacity
    - Training courses
    - Training facilities



# Training and Development Types

- Knowledge
- Skills
- Attitude
- ...effective development support will be an appropriate mix of all methods...
- ...delivered at the appropriate level.

# Training and Development Inputs

- Effective training delivery = co-ordinated use of a range of methods...
- ...coupled with effective evaluation and practical support
  - Classroom
  - Observation
  - Distance/e-learning
  - Practice
  - Coaching
  - Consultancy

# CAREC Region

## Training & Development SWOT

<p><b><u>Strengths</u></b></p> <ul style="list-style-type: none"> <li>•Collective will to develop</li> <li>•Breadth of experience</li> <li>•Regional best practice</li> <li>•Regional organisation</li> </ul>	<p><b><u>Weaknesses</u></b></p> <ul style="list-style-type: none"> <li>•Lack of training and development pathways</li> <li>•No detailed knowledge of training needs</li> <li>•Lack of funding</li> <li>•Competing demands</li> </ul>
<p><b><u>Opportunities</u></b></p> <ul style="list-style-type: none"> <li>•Institute Training &amp; Development best practice</li> <li>•Support of private sector</li> <li>•Identify country specific development paths</li> <li>•Prioritise development areas</li> </ul>	<p><b><u>Threats</u></b></p> <ul style="list-style-type: none"> <li>•Speed of change</li> <li>•Pressure to adopt international standards quickly</li> <li>•External competition for trade</li> </ul>

# General Findings

- High degree of common concern
- Communication/collaboration between agencies & trade is vital
- The development of Customs Single Window and other simplifications are common priorities
- Training delivered can sometimes focus repeatedly on theory...
- ...when practical implementation advice is needed

# General Findings

- Development needs to be delivered at the right level...
- ...and needs to be delivered in a sustainable fashion with transfer of skills to regional and national level
- Training delivery must also take more account of national/regional environments and be applied according to specific need

# General Principles for Training Design

- Identify and evidence the need
- Identify the appropriate target level
- Clear aims and objectives
- Specific course content
- Appropriate method
- Evaluated outcomes

# Questions?

