



Technical Assistance

Training and Technology Transfer

At WEMA, training and technology transfer are part and parcel of our doing in every project. Two types of training are distinguished at WEMA. These are formal training and the on job training. WEMA staff are very keen to make sure that one or both of the type of training are provided to our clients in every project we undertake.

The training and technology transfer provided by WEMA staff focuses on three key elements which includes but not limited to:

- Development of technical expertise
- Capacity development
- Institutional strengthening

Development of Technical Expertise

Traditionally WEMA's training expertise has been centralized on science of water resources. This is due to the fact that WEMA was born from a group of senior University Water & land specialists. Today WEMA training covers a wide range including:

- Land, crop, and water management
- Training on drought Management
- Training on river basin managt
- Stormwater management
- Training on land use & planning
- Training on financial management
- Training on risk management on construction project

Capacity Development (CD)

WEMA provide a wide range of human resource capacity development. The key aim of the capacity development provided by WEMA is to ensure sustainability of the projects we undertake. The key elements of the WEMA CD are:

- CD need assessment of our client HR in respect to any project. This include analysis of existing skills, knowledge, future need and possible intervention.
- Production of CD plans for projects, organisation etc. This include all stage of project i.e design, implementation, monitoring and evaluation.
- Provide Training of Trainers (TOT) either formally or informally for special needs or programs.

Institutional Strengthening

At WEMA, institutional strengthening means systematic combination of organisational, management and resources development. It has been proved beyond doubt, at all levels of organisation, that if the three are combined and well integrated, the institutional strengthening may be obtained.

WEMA believes that depending on the need assessment results, one or all of the following may be needed:

- Organisational development: Analysis of the mission, objectives, functions of the organisation and responsibilities, tasks, and duties of its key personnel.

- Management Development:

This include developing management systems and procedures, establishing training plans, and undertaking any specialized requirement as may be needed by the organisation.

- Personnel Development: This

is a participatory design of personnel training/development that will provide fulfilment at three levels i.e individual, work group, and organisational level

- Training of Trainers (TOT): This is

a cost effective technology transfer which also goes a long way. Here, trainers are trained which in turn they train any emerging junior staff. The approach has proved effective, efficient, practical and sustainable.





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Water Management training - Using the River Basin Game in Usangu River Basin, Tanzania



Training on GIS data capture

"WEMA experts believes that training is strength giving to others for the better of tomorrow. Please give us opportunity to pass on to you the variety of knowledge we have on project management"

