

20
23

Caribbean Small Island Developing States (SIDS) Multicounty Soil Management Initiative for Integrated Landscape Restoration and Sustainable Food Systems: Phase 1 (CSIDS_SOILCARE Phase 1).

PARTNERSHIP INITIATIVE FOR
SUSTAINABLE LAND MANAGEMENT (PISLM)

Regional Capacity Development Plan

Component 5: Mainstreaming SLM and Sustainable Soil Management (SSM), Strengthening knowledge Management, Enhanced Training and Capacity Development, the Building of Financial Capability to implement SLM, the Regional LDN



Food and Agriculture
Organization of the
United Nations

TABLE OF CONTENTS



03	Abbreviations and Acronyms
04	Introduction
05	Summary of Priority Capacity/Training Needs
06	What is capacity development?
08	Goal and objectives of the Regional Capacity Development Plan
10	Target Beneficiaries
11	Capacity Development Strategy and Implementation arrangements
13	Regional Capacity Development Roadmap
15	Training/Capacity building of CSIDS SOILCARE Stakeholders
19	Regional Coordination mechanism
21	Priority capacity development actions
24	Resource Mobilisation
25	Action Plan
34	References

Abbreviations and Acronyms



BPOA – Barbados Plan of Action
CCAP – Climate Change Adaptation Programme
COTED – Council for Trade and Economic Development
CSIDS – Caribbean Small Island Developing States
FAO – Food and Agriculture Organization of the United Nations
GEF – Global Environment Facility
GM – Global Mechanism
GSP – Global Soil Partnership
LDN – Land Degradation Neutrality
MEAs – Multilateral Environment Agreements
NAPs – National Action Plans
NSIS – National Soil Information System
PISLM – Partnership Initiative on Sustainable Land Management
RAC on NAT– Regional Research Advisory and Capacity Building Facility on New Adaptation Technologies
RPU – Regional Project Unit
SCCF – Special Climate Change Fund
SDGS – Sustainable Development Goals
SE – Stakeholder Engagement
SEP – Stakeholder Engagement Plan
SIDS – Small Island Developing States
SLM – Sustainable Land Management
SRAP – Sub-regional Action Plans
SSM – Sustainable Soil Management
TOR – Terms of Reference
TSP – Target Setting Programme
UNCCD – United Nations Convention to Combat Desertification

Introduction

4

The Regional Training and Capacity Development Plan, hereby referred to as the Regional Capacity Development Plan is a comprehensive strategic outlook that translates the short, medium, and long-term objectives into outputs and outcomes of the PISLM CSIDS-SOILCARE Phase 1 Project into capacity outcomes.

These outcomes will be impacted by the agents of change to trigger the requisite positive changes required to advance the achievement of the required development goals of participating countries. Fig. 1 shows a schematic of the levels of capacity development while Fig. 2 highlights the process. Furthermore, this 'Training and Capacity Development Plan' identifies the capacity development interventions required to advance positive changes that can contribute to the overarching goal which is to achieve Land Degradation Neutrality and SDG Goal 15.3 by 2030.

The Regional Training and Capacity Development Plan will be implemented by the Regional Research, Advisory, and Capacity Building (RAC) Facility on New Adaptation Technologies (NAT), which was established by the project to support Agricultural Climate Change Adaptation technologies. This facility will focus on building climate-smart and climate-resilient agricultural systems. It will also integrally involve testing new adaptation technologies or practices to inform sustainable land management (SLM) projects in the Caribbean. Moreover, the Regional Research, Advisory and Capacity Building (RAC) Facility on New Adaptation Technologies (NAT) will be facilitated through SOILCARE Phase I **Component 4: Enhancement of food systems and alternative livelihoods through the promotion of innovations in agriculture and livestock production systems and mobilization of the private sector in support of LDN Special Climate Change Fund (SCCF).**



In this regard, the University of the West Indies (UWI), St. Augustine, Trinidad, and Tobago has allocated 25 acres of its farm, to facilitate the establishment of the PISLM/SOILCARE RAC Facility on New Adaptation Technologies. Moreover, UWI will collaborate with other universities in the participating countries, namely the Universities of Guyana and Belize among others to leverage resources for this venture.

Summary of Priority Capacity/Training Needs

1. Seventy-five percent (75%) of participating countries have the capacity to engage as well as an existing education and awareness platform.
2. All participating countries lack the financial capacity to engage.
3. Less than 50% of participating countries have the capacity to facilitate training under the PISLM CSIDS - SOILCARE project (38%).
4. Five (5) of the eight (8) participating countries have a co-management mechanism in place.
5. All participating countries (100%) have the technology/infrastructure in place to facilitate stakeholder engagement.
6. All participating countries, except for St. Lucia require assistance to develop concepts and facilitate training.
7. Seven (7) of the eight (8) countries must make provisions for vulnerable stakeholder in their engagement plan; Barbados is unsure whether any of the target stakeholders are vulnerable.
8. Participating countries favoured quarterly engagements for most categories of stakeholders.
9. All participating countries have legal and institution frameworks in place to support the implementation of CSIDS SOILCARE phase 1 project.



What is capacity development?

According to the OECD “the ability of people, organizations and society as a whole to manage their affairs successfully” (OECD/DAC 2006). Further, it defines capacity development as “the process whereby people, organizations, and society as a whole unleash, strengthen, create, adapt, and maintain capacity over time”. Moreover, GEF Secretariat identified three (3) key capacity development levels of intervention (Lusthaus et al, 2000):

1. **The individual level** –this encapsulates imparting knowledge and developing skills through training. It emphasizes a learner-centered approach and focuses on the practical application of knowledge and skills, ownership, and participation. This approach fosters change in attitudes and behaviours. It promotes an increase in accountability and responsibility.
2. **The organisational level** – this fosters improvement in functioning capabilities and overall performance through strategic interventions which include developing tools and approaches to promote change within the organisation. These include information systems, guidelines, mandates, staff development etc.
3. **The systemic level** – this intervention aims to create the “enabling environment” by establishing policy, regulatory, economic and accountability frameworks to enable the individual and organizational levels to work effectively.



What is capacity development?

This Capacity Development Plan will utilize interventions at all three (3) levels at various phases of the project compatible with the projected outcomes.

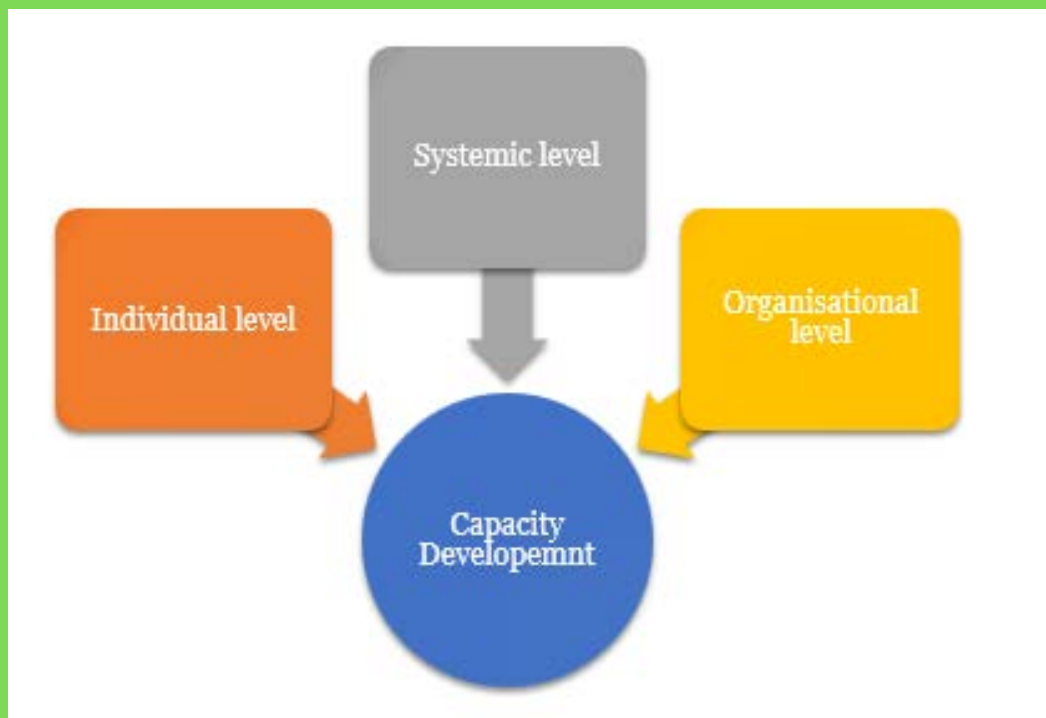


Fig. 1: Levels of capacity development



Goal and objectives of the Regional Capacity Development Plan

Goal: To provide a comprehensive framework to improve the effectiveness of institutional capacity arrangements for the implementation of the Regional Training/Capacity Development Plan.

Objectives:

- 1.To support the PISLM Regional Research, Advisory, and Capacity (RAC) Facility on New Adaptation Technologies (NAT).
- 2.To address the training /capacity-building needs of participating countries in a strategic/coordinated manner.
- 3.To ensure the capacity development project outcomes are achieved.
- 4.To leverage the long-term capacity-building needs of the Caribbean SIDS through academic-level training
- 5.To ensure continuity and sustainability post-project implementation.

Goal of RAC/NAT: Building climate-smart and climate-resilient agricultural systems as well as testing new adaptation technologies or practices that can inform SLM projects in the Caribbean.

Objectives of RAC/NAT:

The Facility will:

- 1.Facilitate the identification and evaluation of agricultural practices and technologies that enhance productivity, food security, and resilience in specific agroecological zones and farming systems in the Caribbean.
- 2.Undertake Soils and Sustainable Land Management Technology Needs Assessments (SSLM-TNAs).
- 3.Support the SOILCARE Phase 1 participating countries to identify, prioritize and highlight technology needs, and Technology Action Plans (TAPs), which are developed to address specific barriers, and identify targets, strategies, budgets, and responsible stakeholders for prioritized technologies.
- 4.Evaluate various technological options—hardware, software, and orgware, and their applicability to the Region.
- 5.The provision of support to Member States and encouraging them to implement the technology types identified in a mutually supportive manner, to ensure sustainable and effective application of technologies for adaptation in the agriculture sector.
- 6.Provision of training, including, field training, in support of the capacity requirements of the SOILCARE Phase 1, Climate mitigation and resilience in support of the above.

Specific objectives

Specific objective of RCA/NAT relative to training /capacity development is:

1.To enhance food systems in a manner that creates livelihood options for communities; improving food production without causing environmental harm; improving soil management and soil organic content; the minimization of the use of agro-chemicals as well as attracting private sector investment in SLM.

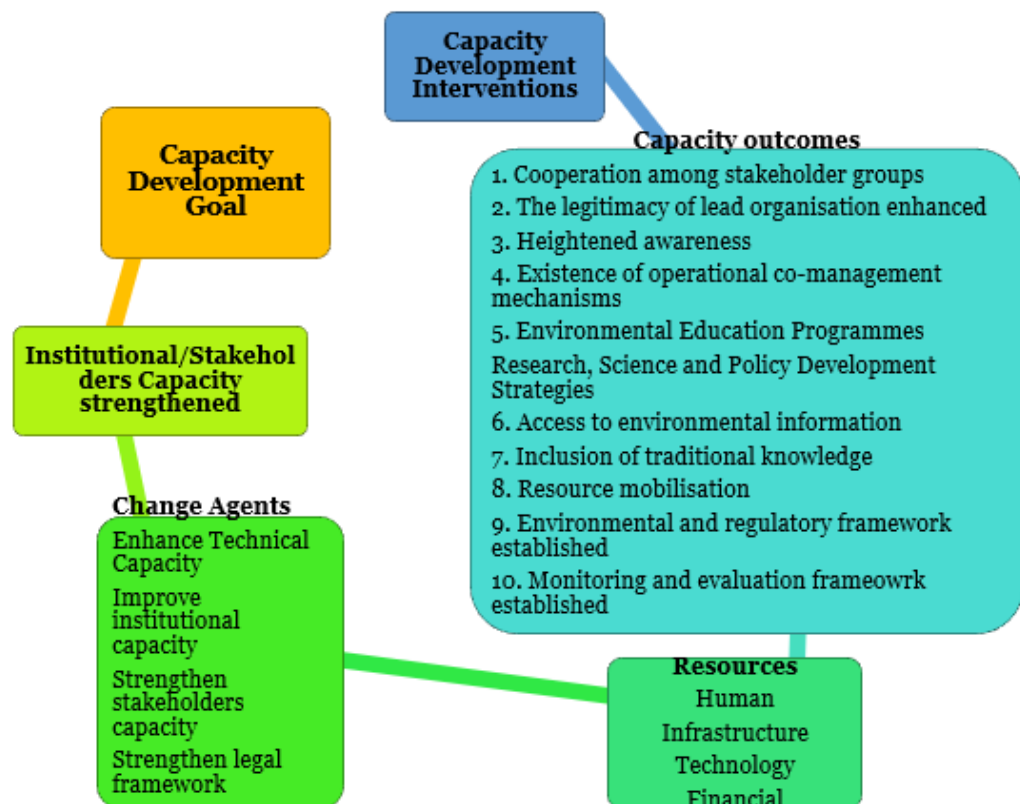


Fig. 2: : Schematic of general Capacity Development Process



Target Beneficiaries

The capacity/training assessment and project document identified various categories of stakeholders who are expected to benefit from the implementation of the Capacity Development Plan. Some critical categories of stakeholders include UNCCD focal points, committees established by the project, project teams, and organisations with responsibility for agriculture and climate change. These capacity-building interventions will seek to increase the knowledge and technical capacities of participating countries Antigua and Barbuda, Barbados, Belize, Grenada, Guyana, Haiti, Jamaica, and St Lucia to reverse the incidences of land degradation within the identified project site as well, as build a robust and effective national and regional system to address land degradation and achieve land degradation neutrality. While there are many stakeholders such as school children and members of the public who will benefit from the project in the long term, so directly and indirectly, the primary beneficiaries within the participating countries are:

- 1.Members of Regional Soil Support Group
- 2.Laboratory/Soil Scientists
- 3.Agriculture Extension Officers
- 4.Representatives from National Focal Point
- 5.Technical Officers from government Ministries
- 6.Farmers
- 7.Women's groups
- 8.PISLM project team
- 9.Technical Experts
10. Academia



Capacity Development Strategy and Implementation arrangements

Capacity Development Approach, i.e., the five steps of the capacity development process (UNDP, 2009), interventions to achieve environmental sustainability should develop the following types of measurable capacities:

1. **Capacities for engagement:** Capacities of relevant individuals and organizations (resource users, farmers, political leaders, private and women and experts) to engage proactively and constructively with one another to manage the issue.
2. **Capacities to generate, access, and use information and knowledge:** Capacities of individuals and organizations to research, acquire, communicate, educate, and use the information to understand problems and develop solutions.
3. **Capacities for policy and legislation development:** Capacities for individuals and organizations to use information from environmental management to inform the decision-making process.
4. **Capacities for management and implementation:** Capacities to provide the legal and institutional framework to implement sustainable actions and solutions.
5. **Capacities to monitor and evaluate:** Capacities to effectively monitor and evaluate project and/or programme achievements against expected results, and to inform global outcomes.

The Regional Capacity Development Plan focuses on developing:

1. Human capacity
2. Financial capacity
3. Technological capacity
4. Infrastructural capacity

According to UNEP capacity development for environmental sustainability must satisfy the following 11 criteria.

1. **Capacity Development requires ownership** – This entails joint vision, best entry points as well as timings and sequence of activities.
2. **Capacity development requires collaborative agreements** – this entails organizational/behavioral change, adjustments in the institutional/legal arrangements. The roles and responsibilities of stakeholders must be clarified.
3. **Capacity development is a continuous process** – it allows for the continuous accumulation of knowledge and information sharing among stakeholders through an established learning mechanism.
4. **Capacity development requires regular and valid information for effective decision-making** – Relevant, accessible, and up to date information is vital to informed decision-making.
5. **Capacity development requires incentives and resources** – Countries must have built-in incentives and access to resources to capitalize on capacity development actions.
6. **Capacity development needs to be part of early project design** – it is imperative that stakeholders from the onset of the project, contribute to the holistic project vision and strategic direction.
7. **Capacity development needs to be built on existing structures and mechanisms** – It should take into account existing institutional and legal.
8. **Capacity development needs a baseline** – An assessment of the capacity development needs is necessary in the project design phase. This will enable better measurement and monitoring of interventions.
9. **Capacity development needs benchmarks** –this provides a framework for monitoring the capacity development process.
10. **Capacity development needs to be specific** – It should be related to a particular project outcome as highlighted in component 5.1 of the project document.
11. **Capacity development needs to be attributable** – the project activities should clearly contribute to a development outcome. The project activities should be easily measurable with clear indicators relative to project goals and objectives.

Regional Capacity Development Roadmap

SIDS SOILCARE Capacity Development Roadmap

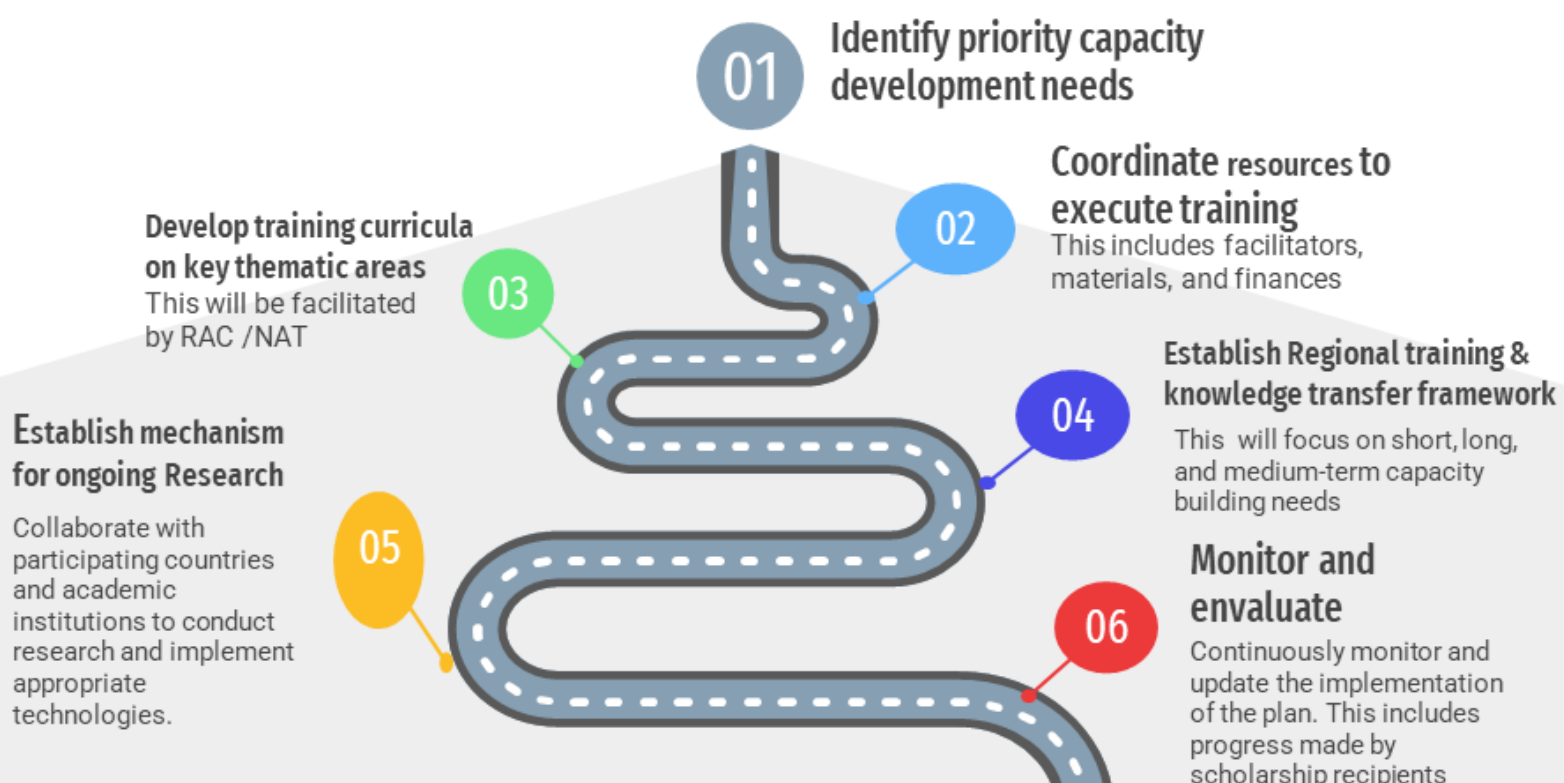


Fig. 3: CSIDS –SOILCARE Regional Capacity Development Outcomes Roadmap

Elaboration of Roadmap

Priority Capacity Development Needs of participating countries identified.

- Analyze results from training/capacity needs assessment.
- Identify priority training needs.
- Identify resources required to address needs.

Regional training and capacity development programme established.

- Disaggregate regional from national training.
- Prioritize' training in tandem with project documents and team in terms of short, medium, and long term.

Develop training curricula on key thematic areas.

- Develop training concept notes and curricula where applicable.
- Develop other appropriate training materials.

Establish a Regional Training and knowledge transfer framework.

- Establish a multi-disciplinary review committee to oversee training and capacity development activities.
- Develop a training schedule in collaboration with PISLM and other appropriate partners to address training needs.
- Distinguish between the Training of Trainers and targeted training to build the capacity of specific categories of stakeholders.
- Identify stakeholders and resource personnel for each type of training.
- Identify funding mechanisms and execute training.

Establish a mechanism for ongoing research and capacity development.

- Work collaboratively with the University of the West Indies, the University of Guyana, the University of Belize, and other training entities such as the Foundation of Research Innovation Enterprise Entrepreneurship Training and Development in OECS among others.
- Play an integral in the issuance of research scholarship and research executed by the recipients.
- Prepare Technology Action Plans for participating countries.
- Provide information on new technologies to participating countries.
- Launch academic short courses to address capacity needs.
- Develop a database of competent trainers with various skill sets.

Monitoring and evaluation framework established.

- Establish an efficient mechanism to provide information sharing and ongoing technical support to participating countries.
- Monitor and evaluate in accordance with the goals of RAC /NAT and the expected training outcomes under the PISLM CSIDS-SOILCARE Phase 1 project.

Training/Capacity building of CSIDS SOILCARE Stakeholders

The capacity building proposed in this plan will be in tandem with component 5 of the project and will seek to address the gaps identified by the project. The extensive list of proposed areas for training can be referenced in Box 3.

1. **Training of Regional Soil support group** – Provide technical support to the project.
2. **Training of Farmers** - will benefit from Climate Smart Model Farm Initiatives, as well as training in climate-smart agriculture. Approximately 1000 farmers will benefit from interventions under this component.
3. **Training of women** - approximately 40% of women will benefit from capacity-building activities.
4. **Training of Trainers for Agriculture Extension Officers** - this will take the form of Training of Trainers in areas such as assessing land degradation, land use systems, climate smart methods, tools, and approaches.
5. **Training of local government officials** – utilizing data to inform decision-making and policy amendment/ development.
6. **Training of trainers for Laboratory Scientists/Technicians** - training will be conducted in several thematic areas including Soil Organic carbon mapping, soil survey, soil sample collection and analysis, and standard operating procedures for labs.
7. **Support for training** - this will be provided by RAC/NAT in collaboration with key project partners.
8. **Expansion of information-sharing Platform** - while this does not fall under the purview of the RAC/NAT facility, the work of the facility will benefit the knowledge hub and Caribbean SLM/LDN SIDS-SIDS Cooperation Mechanism.
9. **Production of training materials** - appropriate training materials will be produced and disseminated to stakeholders.
10. **Production of education and awareness materials** - appropriate education and awareness materials will be produced and disseminated to stakeholders.

NB. Additional details can be found in the comprehensive 'REGIONAL CAPACITY/TRAINING ASSESSMENT AND DEVELOPMENT PLAN' Report and its Annexes.

Some of the critical focus areas for capacity building /training identified by participating countries are.

1. Sustainable soil management, sustainable land management, and land degradation neutrality
2. Soil survey, sampling, and testing
3. Soil analysis and interpretation of results
4. Soil data management
5. Soil Chemistry
6. Plant Physiology
7. Maintenance of Laboratory equipment
8. Mapping of soil productivity, land cover, and soil organic carbon
9. Carbon emission and sequestration trapping
10. Land suitability assessments
11. Land capability assessments
12. High Nature Value Farming Index
13. Assessing land degradation
14. Climate Smart agricultural practices
15. Best practices for agriculture production
16. National and Regional Soil information systems
17. Development/updating o national soil data.
18. Implementation of GLOSOLAN SOPs
19. Intellectual property rights
20. Traditional knowledge and sustainable agriculture

The RAC/NAT facility is located in Orange Grove, Trinidad on 25 acres of land leased by UWI. It will be the key regional research/training hub for PISLM SIDS-SOILCARE Project. Curricula will be developed and implemented for the following courses.

Short-term courses - under 1 month

1. Methodologies for assessing land degradation.
2. Land use systems and landscapes
3. Assessing land degradation
4. Digital Soil mapping
5. Climate change adaptation

Medium-term courses - 3-6 months

1. Climate Smart Model farms
2. Risk Assessment and CSA best practices
3. Climate Smart Agriculture Methods and approaches
4. Sustainable soil management and sustainable land management

Production of training materials

Appropriate training materials such as manuals videos, workbooks, etc. will be produced and disseminated to complement training sessions.

Production of education and awareness materials

Appropriate education and materials will be in collaboration with the PISLM project team for dissemination to stakeholders.

Other Capacity Development Interventions

RAC/NAT will work closely with the PISLM project team, and other academic institutions to contribute to the establishment and functioning of the Caribbean Land Degradation Neutrality (LDN) and Sustainable Land Management (SLM) knowledge hub. The Caribbean LDN and SLM will promote sharing of experiences, knowledge, and learning about LDN, SSM, and SLM among SIDS as well as globally. It will be a digital collaboration platform that captures, stores, and disseminates relevant and pertinent data and information generated through CSIDS SOILCARE phase 1.

Risk Assessment and CSA best practices

Public Education and Awareness and Media Campaign

The RAC will work in tandem with the media Specialist to sensitize the relevant stakeholders and members of the public on progress relative to training opportunities and accomplishments relative to sustainable land/soil management. A section of the document recommends some areas for a Media Campaign. The learning plan will also contribute publications such as manuals, curricula posters, brochures, flyers, and other materials developed to build capacity and raise awareness of the Learning plan which will be developed under the project.

Regional Coordination mechanism

Given the multifaceted approach to the projects, and the extensive number of stakeholders involved., The RAC will coordinate the training and capacity building. This includes building the capacity of participating countries to fully implement training objectives. The RAC will comprise a training committee. The committee will review and approve training curricula and will meet quarterly to evaluate past training and plan for upcoming training. The primary function will be to the review curriculum of RAC. Review capacity development needs of participating countries and recommend modifications, review reports on project activities and provide feedback/guidance, discuss implementation bottlenecks, and make suggestions on how to overcome them, as well as provide resource personnel to conduct training and policy guidance within the ambits of the project.

Counterparts Capacity support

The project is support by the focal points through the governments of the participating countries. In this regard, the project assistance ser PISLM working with participating countries. Coordination of all Regional training will be conducted through RAC. National Authorities will design and implement national training/capacity building which they can share with RAC for inputs. Any specific skill or resources requested to conduct training will be requested of RAC through the project Director. The National Focal Points will be provided with additional counterpart support by other appropriate agencies organisations under the project.

Risks

Given the multifaceted and complex nature of the project, there are some risks which can hinder the anticipated rate of implementation both at the level of RAC and the national level within participating countries. Inadequate coordination and timing of project activities both at both the regional and national levels can slow implementation. Ineffective communication systems among project team, focal points, Project Assistants and local stakeholders can lead to a lack of coordination. Lack of in country capacity to execute certain technical component of the project. Inadequate communication on project goal, objectives and outcomes with key stakeholders can stimulate lack of commitment. Poor project management can result in delay in the release of project funds, timely completion of activities and outputs and loss of skills. Inadequate opportunities for monitoring, continuous education, awareness, training, and capacity building can affect the sustainability of the project.

Prerequisites

RAC/NAT facility will ensure the coordination and management activities outlines in this capacity development plan are fully implemented, updated, and maintained throughout the duration of this project and form part of the succession planning. The entity will continue to work closely with the University of the West Indies, the University of Guyana, and the University of Belize to leverage and implement new technologies as well as ensure progress reports, committee meetings and knowledge transfer mechanisms are regular and effective.

Capacity Development Plan review, reporting and evaluation

The implementation of the capacity development plan will be subject to review, and evaluation as required by PISLM. Additionally, the project will be evaluated against the capacity development indicators as highlighted in Annex E of the document. The project document outlines a series of reports, reporting/monitoring, and evaluation protocols which will be administered for the duration of the project. Additionally, there are different tiers of reporting for the project.

Priority capacity development actions, partners, and implementation timeframe

Table 1 : Priority regional capacity development actions

Priority Actions	Lead	Time frame	Partners
Identify Regional Training Needs	RAC/Training Specialist	January 2023– March 2023	PISLM
Develop curricula to address the training needs of participating countries	RAC/Training Specialist	March to September 2023	PISLM
Develop regional training framework to implement training programme	RAC/NAT/ Training /Specialist	September 2023	PISLM
Conduct Regional Training to address needs of participating countries	RAC/NAT	September 2023–March 2026	FAO, PISLM, UWI

Priority capacity development actions, partners, and implementation timeframe

Priority Actions	Lead	Time frame	Partners
Provide Technical support to participating countries in the developing national training to achieve project outputs and outcomes	RAC/NAT, PISLM	2023– 2026	FAO, UWI, CARDI and other partners
Collaborate with the University of the West Indies, Belize, Guyana etc. to conduct ongoing research to develop new technologies for SSM; launch and facilitate Scholarships	RAC/NAT	May 2023– August 2026	University of the West Indies, University of Belize, and University of Guyana, OECS, FRIEETAD, among others.

Priority capacity development actions, partners, and implementation timeframe

Priority Actions	Lead	Time frame	Partners
Disseminate project materials to participating countries	RAC/NAT	2023–2026	PAs, Focal Points, Private Sector
Conduct ongoing training in participating countries on new adaptation technologies	RAC/NAT	2023–2026	University of the West Indies, University of Belize, University of Guyana and other appropriate partners
Monitor and evaluate progress in participating countries	RAC/NAT/PISLM	2023–2026	PISLM, FAO

Critical to the project achieving the expected output and outcomes relative to component 5, is the mobilization of resources. In the context of this capacity development plan and the schematic of the capacity development plan, resource mobilization is necessary to support the effective implementation of the project. This component is not only required on the part of RAC, FAO, and the PISLIM management team but the focus of this plan is on the following resources at the regional level to ensure the expected outcomes are achieved. Resource mobilization can be direct or indirect. Table 17 highlights examples of direct and indirect resource mobilization.

Table 2: Resource Mobilisation

Direct	Indirect
Ensure training needs are strategically and adequately budgeted for.	Collaborate with existing national associated projects in participating countries to conduct training/capacity building and research.
Continue to establish and enhance partnerships and linkages with regional organisations and programmes which can support CSIDS SOILCARE objectives.	Collaborate with national experts to execute national training
Maximize access to funds allocated through FAO and GEF to ensure training is available to build competency at the national and regional levels.	Build a network with a cadre of stakeholders through a training of trainers' mechanism to foster knowledge transfer.
Implement Capacity development interventions compatible with the needs of participating countries.	Enhance cooperation and coordination of capacity development activities achieving the project's strategic objectives and priority actions.
Leverage new technologies which promotes efficiency in the implementing capacity development programmes/activities.	Ensure new technologies are cost effective, adaptable, and relevant to the needs of participating countries.

ACTION PLAN FOR REGIONAL CAPACITY DEVELOPMENT



Executive summary

The production of a Regional Capacity Development Plan which is the platform inter alia for the implementation of a Regional Capacity Development Programme is the major output of the Capacity/ Training Needs Assessment. The capacity/training needs assessment was one of the diagnostic tools integral to identifying gaps, status and trends, and capacity development needs of CSIDS-SOILCARE phase 1 participating countries.

In this regard, the Action Plan will accompany the Capacity Development Plan. The Action Plan aims to provide strategic direction for the implementation of the Capacity Development Programme in the Caribbean Region. Moreover, it aligns priority actions from the capacity/training needs assessment with activities, objectives, outputs, and outcomes.



Table 3: Action Plan Framework

Outcome # 1: Priority Capacity Development Needs of participating countries identified		
Objectives	Outputs	Activities
To support the PISLM Regional Research, Advisory, and Capacity (RAC) Facility on New Adaptation Technologies (NAT).	Priority training/capacity development needs of participating countries in the CSIDS-SOILCARE project identified.	<ul style="list-style-type: none"> Analyse results from training /capacity needs assessment. Identify priority training/capacity development needs. Identify resources required to address the needs.
Outcome # 2: Regional Training and capacity development programme established		
To address training /capacity building needs of participating countries in a strategic/coordinated manner.	Regional training and capacity development programme established	<ul style="list-style-type: none"> Disaggregation of priority training needs into Regional and National training. Prioritize Regional training in tandem with project documents and the PISLM team in terms of short, medium, and long term.

Outcome # 3: Develop training curricula on key thematic areas.

Objectives	Outputs	Activities
To ensure the capacity development project outcomes are achieved.	Develop training curricula on key thematic areas.	<ul style="list-style-type: none"> • Develop training concept notes and curricula where applicable. • Develop other appropriate training materials

Outcome # 4: Regional Training and knowledge transfer framework established.

To leverage the long-term capacity-building needs of the Caribbean SIDS through academic-level training	Develop and implement a training framework	<ul style="list-style-type: none"> • Establish a multi-disciplinary Regional review committee to oversee training/capacity-building activities • Develop a training schedule in collaboration with PISLM and other appropriate project partners to address training needs. • Distinguish between the training of trainers and targeted training to build capacity if specific categories of stakeholders. • Identify stakeholder and resource personnel for each type of training. • Identify funding mechanisms and execute training.
---------------------------------------------------------------------------------------------------------	--------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Outcome 5: Mechanism for ongoing research and training established.

Objectives	Outputs	Activities
To ensure continuity and sustainability post-project implementation	Establish an effective mechanism for ongoing research and capacity development	<ul style="list-style-type: none"> • Work collaboratively with the University of the West Indies, the University of Guyana, the University of Belize, and other training entities such as the Foundation of Research Innovation Enterprise Entrepreneurship Training and Development in OECS among others. • Play an integral in the issuance of research scholarships and research executed by the recipients. • Prepare Technology Action Plans for participating countries. • Provide information on new technologies to participating countries. • Launch scholarships and academic short courses to address capacity needs. • Develop a database of competent trainers with various skill sets.

Outcome # 6: Monitoring and evaluation framework established.

Objectives	Outputs	Activities
To monitor and evaluate project implementation progress in participating countries.	Establish effective monitoring and evaluation framework	<ul style="list-style-type: none"> • Establish an efficient mechanism to provide information sharing and ongoing technical support to participating countries. • Monitor and evaluate in accordance with the goals of RAC/NAT and the expected training outcomes under the SOILCARE Phase 1 project.

Implementation Strategies

This structure is a recommendation for an Action Plan to ensure the implementation of the Capacity Development Plan:

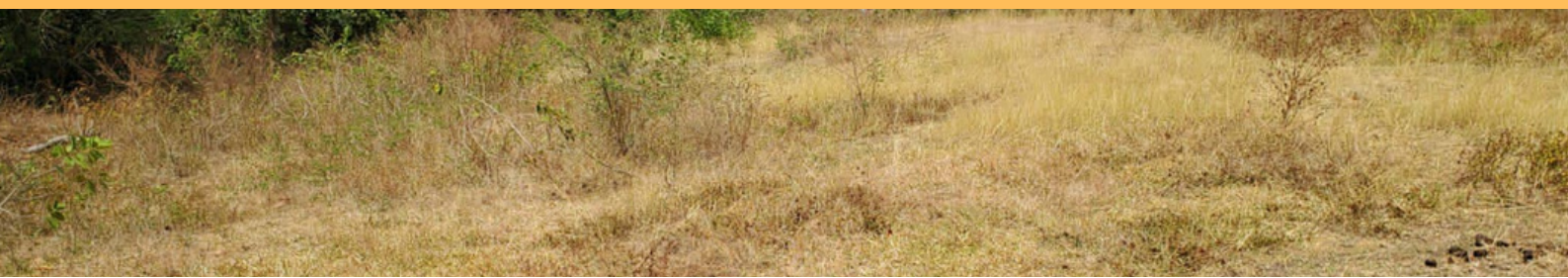
Option 1: Establishment of a multi-disciplinary Regional Review Committee to guide RAC/NAT in reviewing and approving training concepts/curricula, publications, etc. This working group will also provide guidance to participating countries in the implementation of their training /capacity-building programmes. The committee will also provide guidance on research to be conducted by RAC on NAT and make recommendations for appropriate complementary projects.

Option 2: The RAC /NAT should be responsible for implementing the Action Plan, including monitoring the progress of activities.

Option 3: The Review Committee should be responsible for the implementation of the Action Plan.

Regardless of the option selected, the following strategies are essential for the success of the Action Plan:

- 1.Support from national governments of participating countries, FAO and GEF, PISLM project team, and other project partners is necessary for the provision of resources to implement the Action plan for capacity development.
- 2.An effective training/capacity development framework must be established.
- 3.An effective financing strategy must be established.
- 4.Continuous monitoring and evaluation of implementation and updating of the Regional Capacity Development Plan.
- 5.Continuous evaluation of the capacity development needs based on changes in priorities, etc.



Proposed Next Steps in Implementing the Action Plan

The Action Plan is intended to be a strategic document to guide training/capacity development at the regional level under the PISLM SOILCARE Phase 1 project.

The following are recommended next steps in the implementation of the Action Plan:

1. Review and approval of the Capacity Development Plan.
2. Finalize an implementation structure.
3. Develop Terms of References for chosen implementation structure, including requirements for staffing, reporting, monitoring, and evaluation.
4. Establish a financing strategy for funding the implementation structure.
5. Put in place the institutional arrangements for the implementation of the Action Plan and recruit staff (if necessary).
6. Prioritize the implementation based on short, medium, and long-term actions. Start with activities that require little or no funding.
7. Develop an Annual Work Programme for Capacity Development in the region congruent with the strategic goals, outputs, and outcomes of the SIDS SOILCARE project.
8. Monitor and evaluate the implementation of the Action Plan.



ESTABLISH A COMMUNICATION STRATEGY

The Action Plan is a strategic document to guide training/capacity development at the regional level under the PISLM

RA will work in tandem with the Communication Specialist to develop a communication Strategy for the efficient dissemination of information. The Strategy should capture but not be limited to the following questions.

- What are the key issues relative to SSM, SLM, and LDN to be communicated?
- What would be the key messages?
- What resources are needed?
- What should be the target group and why?
- What media should be used for which group and why?
- What partners are necessary, potentially useful?
- Where would the funding come from?



REFERENCES

Aarhus Convention on Access to Information, Public Participation in Decision-Making, and Access to Justice, 1996.

Bellamy, Joseph, and Hill (2010). "Monitoring Guidelines of Capacity Development in Global Environment Facility Projects", Global Support Programme, Bureau for Development Policy, United Nations Development Programme, New York, USA.

Bolaños and Lafuente (2018). Building State Capacity in the Caribbean: A Baseline Report of the Civil Service.

Caribbean Small Island Developing States (SIDS) Multicountry Soil Management Initiative for Integrated Landscape Restoration and Sustainable Food Systems: Phase 1 (CSIDS-SOILCARE Phase 1).

Eudoxie, G. (2022). Assessment of existing laboratory capacity to conduct soil analysis in SOILCARE Phase 1 participating countries.

Inter-American Development Bank (2017). Meaningful Stakeholder Engagement. Retrieved from: <https://Publications.iadb.org/En/Meaningful-Stakeholder-Consultation>.

Ipa2 (2015). Quality Assurance Standard for Community and Stakeholder Engagement.



REFERENCES

Lyons, S. (2017). Digital Engagement, social media And Public Participation.

Osborne, C. (2023). Caribbean Land/Soil Policy Report

PISLM Regional Research, Advisory, and Capacity Building Facility on New Adaptation Technologies Concept Note (2023).

PISLM CSIDS SOILCARE phase 1, Information Workshop Report (2022): Country Status on Legacy Soil Data and Laboratory Capacity

UNDAF Companion Guidance: Capacity Development. Retrieved from: Microsoft Word - [UNDG-UNDAF-Companion-Pieces-8-Capacity-Development.docx](#)

World Bank (2014): Strategic Framework for Mainstreaming Citizen Engagement in World Bank Group Operations

