

STAPI and its HRD Programmes :-

STAPI's prime objective is the promotion, expansion and the strengthening of NGO sector in India and this is possible by training voluntary agencies and pursue systematically their Human Resource Development. Most NGOs operate in limited fields and their scope of work is very restricted. STAPI sees its role as a catalyst in providing the NGOs with the holistic view of the entire sector in broadening their perspective. There was a strong need felt to enter into the area of Capacity Building of NGOs.

Over a period of time, STAPI has realized that for the overall development of the NGO sector for upgrading of technical and managerial skills of NGOs is a must. It is not only financial sustainability, but Human Resource sustainability that is essential for that survival and growth.

SOSVA started off in 1991 as an intermediary and technical (health) support agency. SOSVA laid emphasis on upgrading the status of NGO personnel by organizing training programmes for NGOs. In 1992 Ford Foundation extended support to SOSVA for a period five years for conducting training workshops for NGOs and development of publications. Under the project, SOSVA conducted 125 workshops on topics like fund raising, accounting and auditing, successful management of NGOs, technical assistance in family planning, and women's development legal requirements of Charity Commissioner, taxation etc.

After SOSVA gained experience in conducting workshops, it felt the need to establish physical facilities for Training activity aimed at meeting NGO requirements. CEBEMO, a Dutch funding agency, funded the construction of the Training Centre which was commissioned in 1995. In establishing the Training Centre SOSVA also received support from British Deputy High Commission and State Bank of India. The training activities of STAPI mainly focuses on :-

- a) Training of NGOs in various aspects of management and development of Human Resources.
- b) Training and re-coordination of NGOs in social sectors and family welfare.
- c) Training NGOs in financial planning and resources mobilization.
- d) Training staff / executives of large donor organizations undertaking support programmes.
- e) Training of volunteers desirous of assisting NGOs.
- f) Facilities for studies / research in the NGO sector.
- g) Training and orientation for Government staff to accept NGOs as partners in development.

SCOPE OF TRAINING ACTIVITIES

- a) Training programmes focused on skill development of key personnel of VAs.
- b) Training Programmes focused on fund raising, introducing professional expertise in the field of fundraising for the voluntary sector, promotional and training workshops on the adaptability of such expertise to Indian conditions, management of VAs, etc
- c) Training to NGOs in various aspects of management and development of human resources.
- d) Training NGOs in financial planning and resources mobilization
- e) Training and reorientation to NGOs in social sectors
- f) Training to volunteers / voluntary agencies, who are desirous of securing services of volunteers
- g) Involving Government staff in training activities to promote NGO Government partnership in development
- h) Production of educational and training material
- i) Library and documentation centre
- j) Newsletters and Publications

The broad categories under which the workshops conducted are :-

- **Trainer's Training Programmes:** - These workshops deal with the training of NGO representatives in substantive technical matters. The participating NGO officers are further expected to impart training to their field workers project areas.
- **Project Promotion Workshops:** - These are workshops where the NGOs are exposed to various governmental schemes and the aspects of project design and proposal preparation.
- **Implementation Assistance Programmes:** - These are the workshops where the NGOs are implementing a various Government schemes.
- **Workshops on Capacity Building :-** In these workshops topics like legal requirements of Charity Commissioners office, know-how of Income Tax Act provisions, accounts and auditing, fund raising, diversification of funding sources, marketing of NGO products, Income generation activities for women etc. are taken up.
- **Exchange of experience:-** These programmes are meant to facilitate easy sharing of the successes, failure and innovations of NGO s working on similar projects.
- **Workshops on Good Governance :** where the focus was on taking the norms established by the Credibility Alliance forward.
- **Exclusive workshops on Resource Mobilization:** aimed at helping the NGOs diversify their sources of funding.

- **Dissemination workshop on important Acts for voluntary sector including policy for the sector:** aimed at increasing understanding of legal and policy issues of the NGOs.
 - **Collaborative workshops:** which are issues specific and are conducted in collaboration with other agencies.
- **SUPPORT / GUIDANCE FROM ADVISORY COMMITTEE**

The Training Institute has an Advisory Committee consisting of representatives of NGOs, funding agencies, management experts, officers from local governing bodies and academicians to guide STAPI in planning and conducting its workshops. The Committee meets to review progress, make suggestions on policy/ operational issues and monitor their implementation. On the basis of their recommendations the course design and content are improved some new course are added and some old courses are removed. The organization is strongly linked with a pool of over 300 NGOs from Maharashtra whom it has supported through financial, technical; managerial and human resource development.

The reach in the last five years

Capacity building

SOSVA lead the capacity building exercise from 1995-2001. In this period a total number of 187 workshops of varying duration from one day to 5 days were conducted. The two days workshops found greater acceptability as out of 187 courses 95 were of two days. There were 55 one day workshops/awareness programmes and 28 three days workshops.

A statement showing the number of programmes conducted by STAPI since October 2001(that is when STAPI came into existence as a separate organization).is tabulated as under

Year	Workshops	NGOs#	Participants			
			Female	Male	Transgenders	Total
2001-02	19	278	182	263	--	445
2002-03	37	386	258	508	--	766
2003-04	26	324	254	349	--	603
2004-05	36	333	329	367	--	696
2005-06	40	129	306	481	69	856
2006-07	28	326	288	376	37	701
Total	186	1776	1617	2344	106	4067

some of these NGOs have been counted more than once since they are likely to have participated in more than one workshop. It is STAPI estimate that it has managed to reach out to around 1200 distinct NGOs in the last 6 years.

The classification of the training programmes under each topic for the last three years is furnished below:-

Sr No.	Sectors	No. of programmes				
		2002-03	2003-04	2004-05	2005-06	2006-07
1	Management of NGOs	6	4	2	3	2
2	Promotion, formation & Development of SHGs	8	6	5	4	4
3	Health/ RCH and others	7	2	6	4	5
4	HIV/ AIDS	6	11	16	26	15
5	Project preparation/ implementation	1	0	1	1	--
6	Resource Mobilization	2	0	1	--	--
7	Capacity Building	5	1	--	2	2
8	FCRA & other laws	1	1	2	--	--
9	Education	1	1	1	--	--
10	Non conventional energy	0	0	2	--	--
	Total	37	26	36	40	28

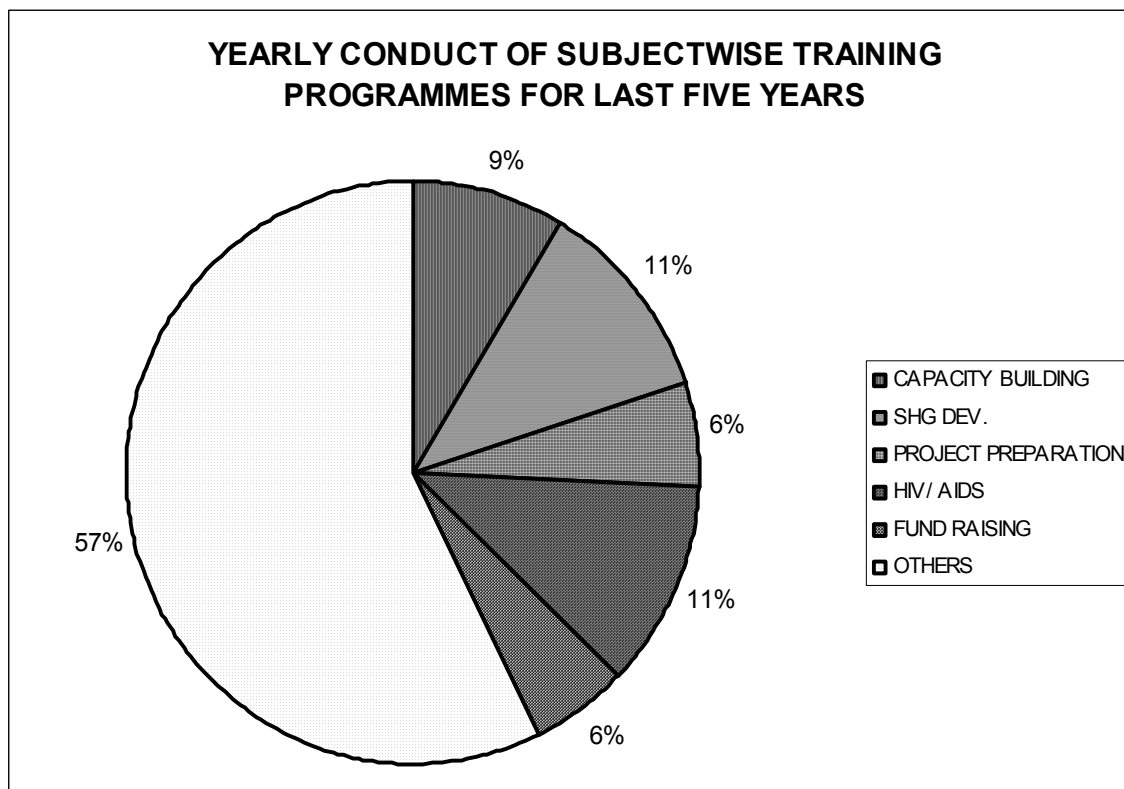
The following outstation programmes have been conducted during 2001-02 to 2006-07:-

SN	Date	Name of workshop	Place
1.	23-25 Nov.01	Training for VHWs under RCH programme funded by UNFPA	CRHP, Jamkhed
2.	28-30 Nov.01	Training for VHWs under RCH programme funded by UNFPA	CRHP, Jamkhed
3.	29 April, 02	Awareness programme on Schemes of National Backward class federation	Nagpur
4.	3-4 June, 02	Training in Resource Mobilization	Aurangabad
5.	17-18 June, 02	Training in Resource Mobilization	Mumbai
6.	30-31 Jan.02	Training of Village Health Workers in RCH project	Latur
7.	21-25 March, 03	Collaborative training programmes with Training & Orientation Centre, Ahmednagar on 'Formation & development of SHGs	Ahmednagar
8.	27-31 March, 03	Collaborative training programmes with Training & Orientation Centre, Ahmednagar on 'Formation & development of SHGs	Ahmednagar
9.	7 May, 03	Training in of good governance in the voluntary sector in collaboration with Credibility Alliance	Aurangabad
10.	9 May, 03	Training in of good governance in the voluntary sector in collaboration with Credibility Alliance	Nagpur
11.	18-19 Feb. 05	FHI- Capacity Building of project staff for effective programme management under SOSVA-AASTHA project	Mumbai

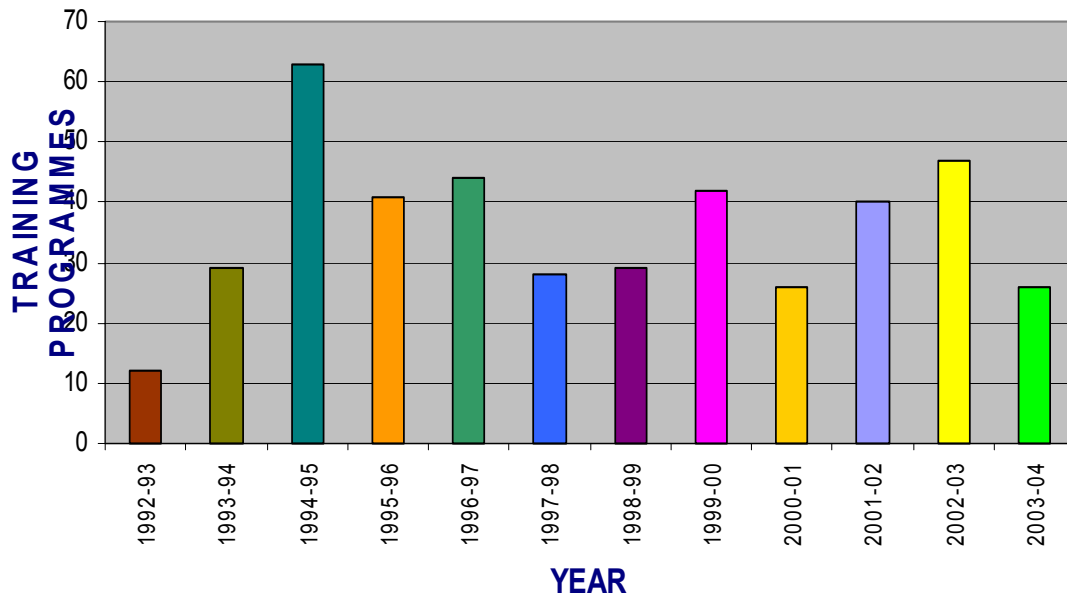
12.	18 Nov. 05	Maharashtra state Credibility Alliance Members meeting	Mumbai
13.	23 Nov. 06	Global Fund – AIDS/T.B./ Malaria –III Round – NGO involvement project overview induction workshop for partner NGOs of Raigad district.	Alibaug
14.	29-30 Nov. 06	Global Fund – AIDS/T.B./ Malaria –III Round – NGO involvement -training of ORWs of partner NGOs of Raigad district	Pen
15.	19-23 Feb. 2007	NABARD sponsored training programme on 'Formation of SHGS & Linkages with banks:	Amravati

Some of the outstation programmes are sponsored programmes. We are aware that there is an urgent need of conducting more outstation programmes.

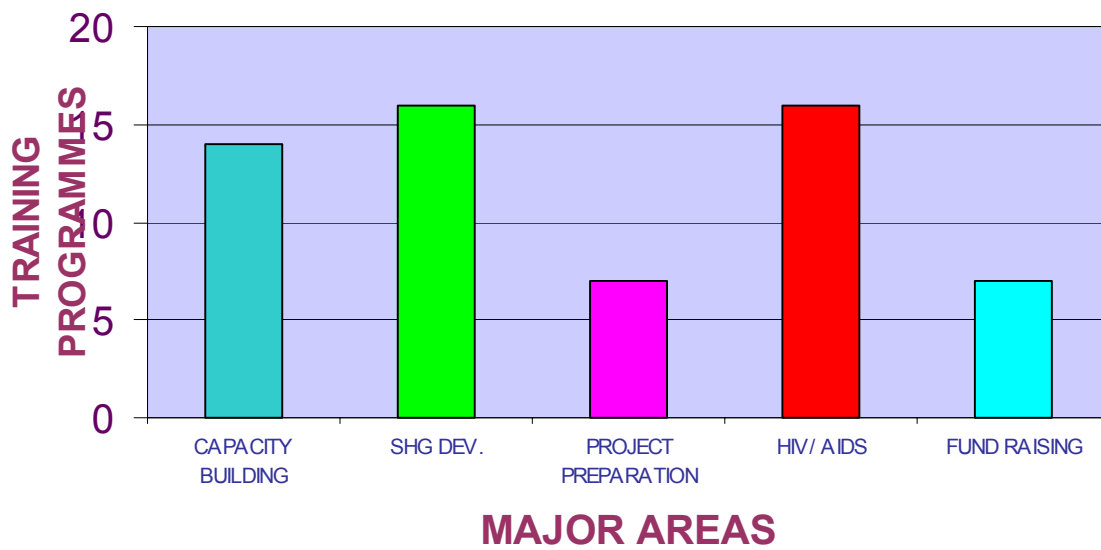
The members of Advisory committee can suggest the need based training subjects, regional resource persons, potential sponsors and existing regional NGO networks to enable us to organize more outstation programmes. Sponsorship of outstation programmes will also help us in organizing more outstation workshops.



TRAINING PROGRAMMES AT A GLANCE (1992-2004)



MAJOR AREAS OF TRAINING ACTIVITIES FOR THE LAST FIVE YEARS



FACILITIES (Infrastructure)

- **The Training Institute has excellent physical facilities appropriate to NGO needs:** - It is self contained; its area is 553 sq. mtrs. Which includes a conference hall, offices for the faculty and administrative offices, a syndicate room, well equipped with audio-visual teaching aids and a hygienic and well furnished hostel at affordable charges for 20 participants of the Training Institute?
- **A fairly good library and documentation centre** which forms an integral part of the training institute. The library currently has over 1500 books, periodicals including NGO newsletters, reports, newspaper clipping and other matters. Available volumes are classified. Periodicals received from NGOs, Government are regularly displayed on racks for NGOs to read. Periodicals dedicated to development activities are regular received and made available to trainees and readers.
- **It also has a large collection of video cassettes** in English, Hindi and Marathi and is well equipped with audio-visuals aids.

FACILITIES AVAILABLE AT PRESENT AT STIAPI

A) FACULTY

1. Director
2. Course Coordinator
3. Training Centre advisory Committee
4. In house faculty
5. Guest Faculty

B) TEACHING AIDS

1. TV
2. VCR/DVD
3. OHP (Over Head Projector)
4. Public Address System
5. Conference System
6. Slide Projector
7. Video Cassettes
8. L.C.D.
9. Computers
10. Laptop
11. Fax
12. Telephones
13. Fridge

C) PHYSICAL

- 1) Well furnished Seminar hall
- 2) Furnished Hostel
- 3) Library cum documentation centre