



# HOPE - NEWS LETTER

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## THERE SEEMS NO SUBSTITUTE FOR TRAINING

In short training could be defined as one of the many ways to disseminate new information.

Even so the value of training to human and economic progress is well documented its implementation in rural development cooperation projects in Ethiopia seems to be very limited. This is exhibited by low technical competency that prevails in project areas, caused by insufficient transfer of appropriate technical knowledge and skills. This situation should be changed and definitely it could be done.

Experience has taught us that, budget allocation for training in most rural development projects are often below the minimum requirement or are totally omitted. This might have been influenced by the project designer followed by the project appraiser who has little knowledge or no information about the project area and the peoples' need. Besides what is surprising is that, considering the immediate and wide spread importance of training, why government and public reaction is in this matter is so dormant? It is very clear that in rural and urban Ethiopia there is acute shortage of trained manpower compared to the difficult problems to be solved. In many countries training has contributed to their over all economic development. For sustained rural/urban economic development training seems a prerequisite. This means that training deserves more attention and consideration by all parties than actually is. To attain sustained rural economic development projects must do training and donors should support training too. We deemed worth bringing this to attention.

To train need assessment seems to be required. This is to enable us on how to train and what and for what kind of job and why? One has to identify the group who are in the best to be trained and what sort of training is required to solve a certain problem, so as to meet daily requirements to solve problems.

Because rural society is becoming very dynamic and

highly complex, frequent/continuous training seems to be required to meet the needs. Ironically there is no substitute for training. Successful work depends to considerable extent on the quality of the workers. This quality comes from well planned and prepared training that is meant to up-date and up-grade with the necessary technical knowledge and skills to perform the tasks ahead. Frequent training may also serve as a feed back mechanism bringing actual rural development problems to the attention of researchers and policy makers.

Ironically it is advisable to give more emphasis to participatory training. The local knowledge is yet untapped. Centuries of trial and errors have taught a lot. They know their needs and about their immediate environment than any body else. The aim should be to add to what they know and help them in what they are doing, intending to do and are able to do in accordance to their resources. It is a matter of give and take. One should never under estimate the importance of local knowledge.

Viewing the over all limitations to upheaval poverty and to be self-sufficient in basic food crops production rural development projects without training package seem to be unacceptable.

Netherlands based Ethiopian organizations, groups and individuals that are involved in development works in Ethiopia are invited to share their work experiences in training. Training could be one of the means to combat the brain drain. Let us share our work experiences for common good.

**'Together we stand'.**

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