



TRAINING NEEDS ASSESSMENT REPORT

VIRTUAL CADRE TRAINING PROGRAMME FOR THE OFFICIALS FROM SEVEN DEPARTMENTS ON DRR, GOVERNMENT OF KERALA

EXECUTIVE SUMMARY

June 2021

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This report has been compiled based on the findings and recommendations of the Training Needs Assessment (TNA) conducted under the ambit of the project 'Virtual Cadre Training Programme for the Officials from Seven (7) Departments on DRR, Government of Kerala'. It represents the findings of the training needs assessment (TNA) exercise conducted with the virtual cadre (VC) officials of six departments of the Government of Kerala (GoK), viz. Fisheries, Education, Civil Supplies, Panchayat, Tourism and Groundwater in December 2020. A subsequent department called Local Self Government Department (Planning) was also made part of this project and an inception meeting was held with its virtual cadre officials in Mid May 2021. This TNA exercise was carried out under the guidance of Kerala Disaster Management Authority (KSDMA) and UNICEF, while the All India Disaster Mitigation Institute (AIDMI) provided the technical assistance.

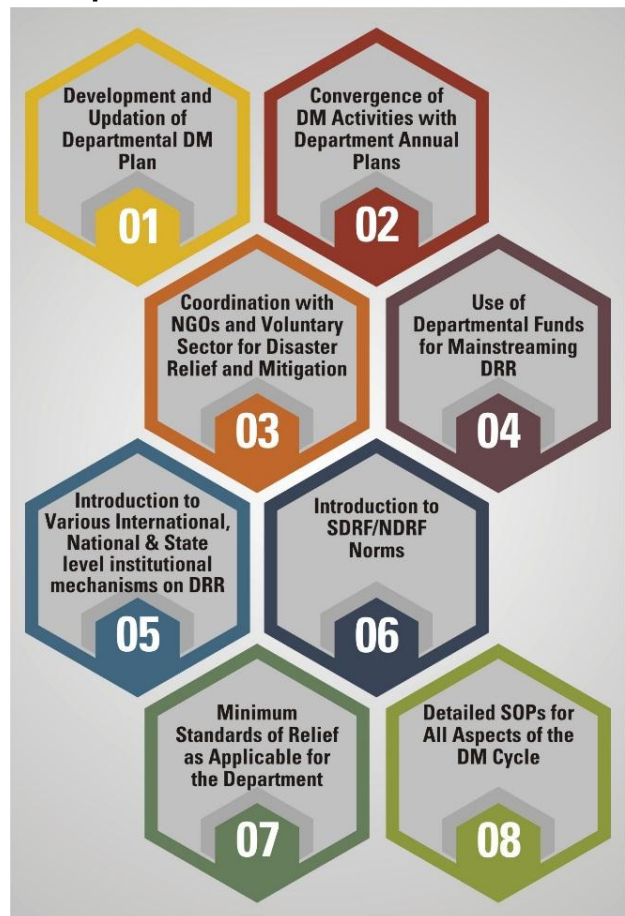
As part of this TNA exercise, an online meeting was organized by KSDMA with the virtual cadre officials of these seven departments to orient them about this project and upcoming trainings. Following this, a TNA survey was conducted online with the VC officials from the aforesaid seven departments along with a detailed review of relevant DRR literature to understand the training needs of these departments. The key findings and processes of this TNA exercise have been collated into this TNA report. The key findings from this report are highlighted below.

A. The total number of respondents who participated in the TNA survey (Department-Wise)



Total Responses: 79

B. Common Training Needs of All Seven Departments



Department Wise Key Training Needs

Education

- Introduction to school safety plans.
- Training on how to conduct school safety assessment (structural and non-structural).
- Training on how to conduct mock drills at school level with students, teachers and other school stakeholders.
- Training on piloting psychosocial counselling for students after a disaster or emergency.
- Training on child protection measures in schools during emergencies.

Fisheries



- Training on how to arrange necessary equipments / lime / CIFAX etc. necessary for response measures.
- Identification of reliable suppliers of departmental supplies such as lime, CIFAX (Medicine), feed/rice bran and ground nut oil cake, fish seed within the district and pre-contracting for supplies in case of emergencies.
- Training on constitution of incident response teams (IRTS) at all levels to tackle any disaster event.
- Assessment of loss and damage to borne by fisherman and fish farmers at the block level in case of a disaster.
- Establishing a strong coordination mechanism with NGOs and voluntary sector such as NCC, NSS, Nehru Yuva Kendra and village level SHGs Primary Fishermen Cooperative Societies and other welfare organizations for rescue and relief purposes.
- Training on piloting risk transfer schemes such disaster microinsurance for vulnerable fishers and fish farmers.

- Training on how to disseminate the information to all the departmental staffs and stakeholders who are closely related to in the department on departmental DM measures.

Civil Supplies



- List out items to be provided by Food and Supply department during emergencies.
- Decide upon the places where the Response Base for Food, Fuel, Raw material, etc., is to be set up.
- Check for the supplies of food grains through the Public Distribution System.
- List out warehouses of the State and Central Government.
- Prepare a list of NGOs, CBOs, NCC/NSS volunteers who can help in food distribution and other activities of the Civil Supplies department.
- Introduction to sector/department specific intrinsic as well as extrinsic hazards

Tourism



- Introduction to sector/department specific intrinsic as well as extrinsic hazards.
- Training to map out key departmental resources and capacities.
- Detailed SOPs for all aspects of the disaster management cycle for domestic and foreign tourists during emergencies.
- Training on Loss and Damage Assessment.

Groundwater



- Training on how to plan and equip the Distts. to have latest technologies to assess the continuation of water supply, with reference to probable disaster.
- Awareness on Geomorphological, Geological, Hydrological and other factors which trigger natural calamities.
- Imparting psychological preparedness training to the virtual cadre officers for facing the challenges and to cope up with the panic.

- Ensure that regular feedback is taken indicating seriousness of disaster, level of distress, condition of hand pumps & platforms.
- Create awareness among local people on various kinds of threats.

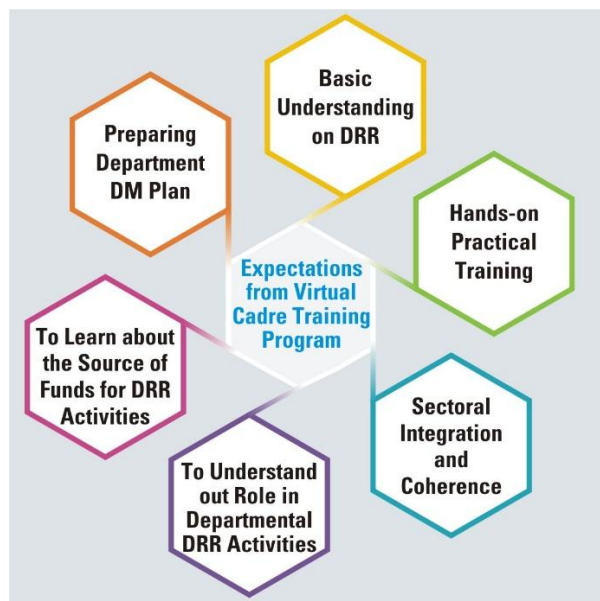
- Training on Detailed SOPs for all aspects of the disaster management cycle.
- Training on updation of departmental disaster management plan.
- Training on convergence of disaster management activities with annual plans.

Panchayat



- Check inventories of items required at short notice for rescue and relief operations.
- Identifying the resource gaps both physical and manpower required for DM functions.
- Training on coordination with NGOs and voluntary sector to provide relief and assistance during disasters.
- Training on how to organize district level DM task forces.
- Training on organizing of interagency meeting including NGOs.
- Training on organizing disaster management awareness campaigns at the district level.

C. Expectations from the VC Training Programme



Local Self Government Planning



- Training on how to prepare departmental disaster management plan.
- Use of departmental resources and funds for mainstreaming DRR activities.
- Training on SDRF/NDRF Norms of Relief.
- Training on Risk Sensitive Urban Planning.
- Training on integration of DRR into departmental schemes such as AMRUT, Smart Cities, etc.

D. Key Recommendations for Designing Module and Training Program for Virtual Cadre Officials

