# **3.** , . . . .

Water and sanitation facilities will only be sustainable if there are enough competent people to plan, construct, operate, maintain and manage them. Training is a critical factor; this Technical Brief looks at key elements in its effective provision.

#### What is training?

## The training process

#### The individual

tyt t ttt yt

#### The organization

- t t
- v t tttvtt
- t tt t

#### The trainers

v t t t t t

t t t t

t t vt t t t

t vt t t t

#### t Training is not an isolated activity

t tyt tt.t au





- t t,t t t t
- , t t ∨ t
  ,t t t
  tt ,t t

#### Training design

- tv t t t t
  t t t t
  t t t t t
  t t t t t
  t, tt t t, t t
  t t t t'
  t t t t t
  t

Σt t v .

### **Training methods**

, t , , t

- t t , v t vv . t t t .
- lack t lack t lack t lack t lack t .
- lacksquare t t , t t v t t t .

## Where and when should training take place?

t . t

- t tt , t t
- t t t t t

## Who will do the training?

## Training delivery

v , v , v . t v , t t t :

- v t t
- t
- t t /
  t



#### **Training-course evaluation**

t ,t , t v : tt t

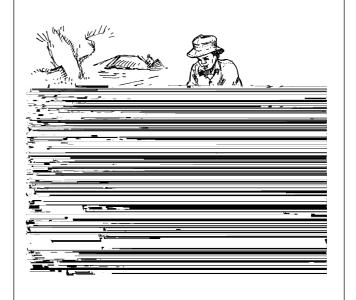
- t tv t ttt v?
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- t t t

#### Impact evaluation

t t t t v

- t tt t tt v t t . t tt.t t v t.tt , t t .vt t tt. t t tt.

## On-the-job training



#### Further reading

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