**Special Training Programme for Gambian Civil Servants**

**The Special Training Programme: Concept and Need**

The Special Training Programme for Gambian Civil Servants who are decision making level such as Permanent Secretaries and their Deputiesaims at equipping with the cutting-edge knowledge, skills and tools to deliver and design effective public policy in an increasingly complex and inter-dependent world. It is expected that this will achieve good governance and ultimately sustainable development apart from providing a rich cross country experience so that there is no need to reinvent the wheel. This programme builds on the experience of National Centre for Good Governance in developing the course design of Mid-Career Training Programmes for Bangladesh civil services, Advanced Leadership Development Programme on Public Policy and Governance for Civil Servants of Africa and the International Management Development Programme. All the international programmes have been extremely well received by participating officers for content and delivery.

Effective dissemination and sharing of knowledge and experiences are necessary for governments across the globe to take full and complete benefits of these emerging concepts in good governance and public policy. This can be ensured by proper sharing of existing knowledge resources at various levels both nationally and internationally between various governments as the world is coming closer in the present day arena. It becomes all the more important as good governance and effective public policy have been internationally recognised as the foundation for successful achievement of a wide range of international and domestic policy objectives, including most items on the United Nations development agenda.

**The Participants – Permanent Secretaries and their Deputies**

The Programme is specifically designed for Permanent Secretaries and their Deputies from various Ministries/ Departments of Gambia.

**Proposed Course Strength**

25 Gambian Permanent Secretaries and their Deputies

**Focus of the Programme: Aims & Goals**

The Programmeaims at enabling its participants to gain the requisite knowledge and skills for designing and implementing effective public policy to achieve good governance.

To create value for each participant, the programme will:

1. Provide a platform for policy dialogue and knowledge sharing, thereby highlighting the role of good governance and public policy for sustainable development.
2. Facilitate the sharing of lessons, cross-country experiences and best practices on governance, field administration and public policy in the region.
3. Detailed insights into the frameworks adopted by the Government of India in implementing projects, including IT applications and e-government for attaining Sustainable Development Goals.
4. Detailed insights into the inter-disciplinary field of Public policy and Governance essentially in areas of - infrastructure development, environment and many other areas.
5. Attachment with Ministries /Parliament/ Reputed Institutes and many more.

**Training Methodology**

The following methodologies will be used.

* Lectures
* Panel discussion
* Group work
* Case studies, presentation
* Video films

**Programme Design**

The **Programme** combines on-campus training inputs at Mussoorie followed by field visits in Uttarakhand, Uttar Pradesh and New Delhi.

The on-campus training inputs would follow a modular approach covering themes in following broad areas as indicated below:

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| **S.No** | **Topics** |
|  | Leadership and Civil Services |
|  | Infrastructure and PPP |
|  | Ethics in Administration |
|  | Strategic Thinking and Leadership Module |
|  | Public Policy : From Praxis to Theory |
|  | Evidence Based Policy |
|  | Monitoring and Evaluation |
|  | Impact Evaluation ( EPoD Module) |
|  | Cases on Public Policy |
|  | Sustainable Development Goals |
|  | Experiences from Digital India |
|  | Agriculture in India |
|  | **Inter-personal relations and Negotiation Skills** |
|  | **Financial Inclusion** |
|  | **India-Africa Relations** |
|  | **Infrastructure Financing** |
|  | **Climate Change ; its impact on Bio-diversity : Policies and Global Practices** |
|  | **Gender and Development** |
|  | **Urban Planning** |
|  | **Foreign Trade** |
|  | **Bilateral Trade Agreement in Africa and Benefits** |

**Attachments/ Field Visits**

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| **S.No.** | **Topics** |
| 1. | Mussoorie Visit |
| 2. | Attachment with Delhi Metro Railway Corporation, New Delhi |
| 3. | Attachment with Ministry of External Affairs , Government of India |
| 4. | Attachment with UIDAI, Government of India |
| 5. | Visit of National Disaster Management Academy , Government of India |
| 6. | Visit of National Muesium |
| 7. | Attachment with BPST, Parliament of India. |
| 8. | Delhi Heritage Visits( Red Fort, Humayun Tomb, Qutub Minar, Jama Masjid) |
| 9. | Visit of Taj Mahal, Agra, Uttar Pradesh |

**Knowledge and Experience Sharing**: One of the primary objectives of this programme is to provide a platform for knowledge and experience sharing by the participants. This will enable in doing away with the need of reinventing the wheel and will focus on developing upon the existing knowledge base.

Classroom training inputs will be supplemented with group work and evaluation of case studies covering International and Indian experiences. The training methodology includes lectures, case studies, exercises, experience sharing presentations and field visits including interaction with practitioners.

**Attachments/Field Visits**: Outside the Classroom, activities will focus on Attachments/field visits to important sites/ Ministries /Parliament/ Reputed Institutes and many more so that the participants get acquainted with history and culture of the country and also get to know of the latest technological and infrastructural development projects in the country.

**Programme Information and Venue**

The Programme will be conducted in English and will be held at the National Centre for Good Governance, Mussoorie with exposure visits in Delhi and neighbouring states. Participants are encouraged to pose questions, interact with the Faculty and exchange information based on personal experience to the maximum extent possible.