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TITI involvement in the peace process through UN's rehabilitation packages

TITI and UNDP signed a contract on 5 January 2010 in order to provide vocational skills training for disqualified combatants in Eastern and Mid-Western Development Regions as rehabilitation packages. TITI in joint venture with H.D.Nepal Consultants Group (HDNCG) as a Principal Service Provider (P-SP) has taken the responsibility of organizing skill training through selected Service Providers (SPs). The P- SP's role is to coordinate the training programs, conduct supervision and monitoring of program implementation by the various selected SPs. The main objective of the skill training was to equip the discharged youth from the Maoist army cantonments with necessary vocational skills; and enable them to secure gainful employment in the labor market.

As part of peace process, the vocational training programs have been started from February 2010 by various SPs in different regions. Till 31st of May, there are total 63 participants engaged in different training programs.



Fig: TITI staff observing the participant at Bheri Technical School, Nepalgunj

From the Executive Director's Desk



Nostalgic Illusion

TITI since its inception in 1991 began a journey hoping to be with its international partners for longer time in pre-set mind. Its services to TEVT sector both in Nepal and abroad expanded and got recognition significantly, and thanks goes to SDC and Swisscontact for their marvelous support to TITI during the sixteen years journey with them. Now Swisscontact is still with TITI through 2010, however, SDC's direct support has been ceased since July 2006.

Keeping in mind sustainability and optimum utilization of its resources both physical and human, TITI started providing services to their secondary and tertiary customers according to their need rather than general standard training courses and services. Customizing its services to meet the need of the client has been routine work of TITI at the moment. The credibility it earned during time with supports of expatriates, helped it to establish its brands and benchmarks which TITI can maintain even during the customizing its services.

The hall mark of TITI trainers' and TITI services is concretized with professional ethics and expertise. Four attributes of professional trainers performing, preparing, learning and seeking feedback can be noticed while performing, which is guaranteed reflection of TITI trainers and institute itself of their performance as professional experts.

In the institutionalization maturation process of organization, the institute should demonstrate critical skills to move to higher level of maturity. Thus creativity and innovation practices which are being practiced in TITI for generating ideas and procedures will certainly propel TITI towards higher level of excellence. Only the context and dedication of trainers can predict the success in this endeavor.

Now another step towards institutionalization is to improve the quality while customizing its services. Yes, creative and hardworking human resource with integrity is the need of the hour in today's TITI to accomplish creativity while customizing.

Nostalgia being with foreign experts and support has to be replaced with performance to satisfy the customer. Doing comes first and attachment is learning in TITI now a day, whereas in the past it was other way round. TITI has taken the charge to improve the quality of its services with its own staff and trainer.

-Dhruba Prasad Dhungel, Executive Director
(Repeated Version)

Editorial Board

Yam Bhandari
Dr. Bhawani S. Subedi

Shalik Ram Dhakal
Ramesh Man Shakya

Innovative Practices in Training and Development

What is the concept of Quality Circle?

Quality Circle (QC) is a concept in industry, the use of which is relatively new in technical education system. Few experiment with quality circle in education and most of the studies and works on QC being written and published are based on the condition in the manufacturing industries. In spite of overwhelming and thumping success of QC in educational environment, there are no points in blaming the concept itself, rather than to the inadequate knowledge and approach on the part of the people who are in the charge of spreading QC movement in educational sector.

The most meaningful and comprehensive definition was given by Prof. Ishikawa, the father of Quality Circle in Japanese industries, who defines QC: "As a small group of people doing similar work, who meet voluntarily and regularly under the leadership of the supervisors to identify and discuss their work problem leading to improvement in their total performance and environment of work life."

Why Quality Circle?

Quality Circle provide an avenue to the workers for

- Recognition of their capability and talent
- Acquiring dignity and status in their respective places for work
- Involvement to the goals of the organization
- Exhibiting team spirit and leadership quality

The faculty especially in the technical education system are recognized and acclaimed as the elites of the society with highest possible

- Esteem and wisdom
- Honor and dignity
- Individual attainment

In spite of these deterrents, the technical education system possess some characteristics feature like structure content, hierarchy of concepts and sequential building blocks which provide a degree of uniformity in the process environment and needs higher level of collectivism to execute and unlike in general education such issues as;

- Problems identification
- Diagnostic cause and effect relationship
- Derivation of unique and standard solution could be attacked in a more systematic manner in technical education spectrum

In this regard quality circle has got definite edge. There always exist a group of educators even in technical education that may volunteer to form quality circle. One such a circle is formed in areas like curriculum development, instruction of interdisciplinary subjects, planning and the spirit of collective wisdom and degree of accountability will imperceptibly percolate into the system.

Conclusion

Communication gap between the faculty members and the supporting staff of any technical Institute due to their specific job function is inherent. Quality circle is important for educational environment aiming to build human resources.

Quality can be assured in technical education system only if management faculty, staff and students are motivated to perform high.

- Kishor Babu Dhakal, Senior Trainer

"So much of what we call management consists in making it difficult for people to work"- Peter F. Drucker quotes (American Educator and Writer , b.1909)

TITI Customers' Column

Customer Profile

Name of the Organization: *Employment Fund Secretariat/ Helvetas (EFS/ Helvetas Nepal)*

Phone #: + 977-1-5000209, 5000226

Fax #: 977-1-5531109

E- mail: ef@helvetas.org.np

Web: www.employmentfund.org.np

Helvetas is a Swiss non profit organization. It promotes self reliant and sustainable development in 22 countries of Asia, Africa and Latin America. Helvetas came to Nepal in 1956 and now cooperates with many technical and social organizations in more than 60 districts across the country. Helvetas Nepal works within four main sectors. Those sectors are Infrastructure in rural areas, sustainable use of natural resources, education and culture. Through its work with various partners at both local and national levels, Helvetas Nepal supports actions leading to self- propelling development of poverty. It aims at creating environments where people have new choices and become equipped with new skills and abilities to improve their livelihoods.

Helvetas Nepal partners with local and national NGOs, private sector entities and government. It promotes the principle of decentralization in decision making, implementation and accountability for development. In 2007, Employment Fund has been established with the initiative of Helvetas Nepal. The Fund supports the empowerment of disadvantaged youth entering the labour market by providing them with quality skills training and by facilitating their entry into gainful employment. Employment Fund provides financial support for market oriented technical skill training.

TITI has conducted 149 person week training for the 151 participants sent by Helvetas. Likewise, TITI conducted four events of 'Training of Trainers' of which two were conducted in TITI, one in Nepalganj and one in Pokhara. In all four events conducted for EFS/Helvetas, there were 84 participants and the duration of each course was of 5 days.

TITI is very happy to conduct courses for EFS/ Helvetas and TITI hopes to run other more training activities in collaboration with EFS/ Helvetas in future.

Customer Speaks

Mr. Gyem Dorji the coordinator cum participant of the Diploma in Technical Instruction Program expressed that the course is very useful for planning and designing training. He also said that the TITI trainers are very enthusiastic and professional. He extended his gratefulness to TITI for providing quality service during the training period. He added "we got an opportunity to interact with most of the teaching apprentices and we were guided competently and confidently." He also promised to do best for transfer of skills and knowledge learned in TITI. He wished to continue the relationship between TITI and HRD Bhutan with more vigorous.

TITI Training

Standards

TITI follows 55 performance standards while delivering training. Below, you will find three standards, continued from the last issue.

Performance standard 10

Instructor consistently provides course and lesson objectives.

If content and procedure overviews let people know where they're headed and how they're going to get there, course and lesson objectives let people know what they will be able to do once they arrive. Training objectives tell people what difference training makes and enable people to measure the value of the training experience. Without objectives, it is impossible to know whether training was of any use.

Performance standard 11

Instructor consistently presents all content accurately, as detailed in the Skill Card and lesson plans.

This standard advises you to use the material you have accurately; don't make stuff up. Its value is obvious. Accurate information is required to meet course objectives; inaccurate information can prevent course objectives from being met.

Performance standard 12

Instructor generally presents all material in proper sequence, as outlined in the lesson plan.

This standard tells you to follow the training plan. Present your material in the sequence outlined in the lesson plan. As with the previous standard, the only exceptions to this general rule occur when changing the sequence is necessary to meet time schedules or training objectives. The reason for following a planned sequence of events is an important or even essential step to achieving training objectives. For example, imagine what would happen if we failed to train pilots in the sequence of steps to follow in landing an airplane, or picture the frustration of small children who have been trained to tie their shoes before putting them on their feet. By presenting all material in the proper sequence, you increase the likelihood that participants will meet course objectives

Key Events of TITI

Honorable Minister of Education Sarbendra Nath Shukla, on April 13, 2010 awarded certificates to ten graduates of the one years Diploma in technical Instruction (DTI) conducted by the Training Institute for Technical Instruction (TITI). This 12 month program started in April 2009 and consisted of 12 different modules in sequence designed to prepare high quality instructors. The graduating group of participants of the program from Bhutan consisted of technical and vocational instructors working in different TEVT institutions of Bhutan. TITI was entrusted to conduct this program for the Bhutanese participants by an agreement between TITI –Nepal and Department of Human Resources, Ministry of Labor and Human Resource, Thimphu, Bhutan on 6th March 2009.

With the graduation of this batch professional relationship between institutions of Bhutan and TITI in particular and South- South cooperation in general are likely to increase in the years ahead.

TITI is moving forward with the mission of quality improvement of TEVT sector in Nepal. Because of its positive public image and technical expertise, it's recognition as an excellent institution in local and international market is growing consistently.

Trainer's Profile



Kishor Babu Dhakal, Sr.
Trainer
M.Sc. Natural Resource
Management Pokhara
University

Mr. Kishor Babu Dhakal began his career in training and development-related work for over 12 years. Since 1996 he has been working in different technical schools. He has experienced with different types of responsibilities such as instructors, department head, program coordinator and acting principal of different technical schools run under Council for Technical Education and Vocational Training (CTEVT). Since 2008 he is working as the capacity of a trainer at Training Institute for Technical Instruction (TITI) in Management program. He has coordinated, conducted and involved in different instructional trainings, community development trainings and management related trainings.

He has a multi-disciplinary background with several years of experience in human resources management / development, training and facilitation, leadership, agriculture, poverty alleviation and sustainable development, community development, conflict transformation and peace-building, planning, project management and training monitoring and evaluation.

Mr Dhakal has secured M.Sc. in natural resource management with inclusion in the **DEAN'S List** in recognition of an Outstanding Meritorious Achievement which indicates the attainment of a high level of competence and dedication which are reflected and rewarded throughout his professional career.

He has been involved as a resource person of training and development in many different organizations of which a few are SAPROS Nepal, PEACEWIN, HRC and GIFT Bajura GTZ, ADB Nepal, Care Nepal, Plan Nepal, UNDP, HELVETAS and other international levels of training at TITI. Mr. Dhakal aims to be a versatile trainer.

Your Free Gift from TITI

Do you want to "Use Management by objectives"(MBO)?



If so, read the concept card "Use Management by objectives". It is one of the 135 Skill/Concept cards that TITI has translated into Nepali language and one of the 416 Skill/Concept cards TITI has developed so far. This card will let you know on how to Use Management by objectives. At TITI, to maintain the quality, all trainers refer this card.

Note: If you need English version of this concept card, please contact TITI, Sanothimi, Bhaktapur, Nepal.

Upcoming Events at TITI

July 2010 – October 2010

Activity Name	Start Date M/D/Y	Finish Date M/D/Y
Instruction Program		
Basic First Aid	7/19/11	7/30/10
Instructional Skills-1	8/9/10	9/3/10
Basic Computer Application	9/6/10	9/17/10
Instructional Skills-2	9/6/10	9/24/10
Community Development Program		
Foundation of Community Development	9/6/10	9/17/10
Management Program		
Finance, Budget & Accounting	10/25/10	11/5/10
Curriculum Program		
Training Course Design	7/19/10	7/30/10
Job and Task Analysis	8/2/10	8/13/10
Training Needs Analysis	9/20/10	10/1/10
Packages (Intensive Trainings)		
Analyzing Performance Problems (3 days)		
Basic First Aid (3-5 days)		
Community Facilitation Skills (5 days)		
Conflict Management & Peace Building (3 days)		
Creative Training Techniques (3 days)		
Design Power Point Presentation (3days)		
Develop Creative Visuals for Impact (3 days)		
Fast Track Schedule (3 days)		
Getting 70 minutes of 1 hour (1 day)		
Human Resource Management for Organizational Results (5 days)		
Leadership and Leading (1 day)		
Life Skills (3-5 days)		
Managing a Project (3 - 5 days)		
Presenting... You (1 day)		
Proposal Writing (4 days)		
Social Mobilization (5 days)		
Study Smart not Hard (1 day)		
Supervise your Teachers, Trainers, Instructors (3 days)		

NOTE: Training Packages can be conducted at any time during weekends, working days, public holidays depending on the request of the customers for which 12-15 participants are required. The training can also be conducted at customers' premises with minimum requirement of training facilities. TITI also provides free for one DAG person in each regular training programs.

Please, book for the courses and packages in which you would like to receive the training. Take the training, taste it and give us your feedback.

We welcome your feedback in this issue.

– Editorial Board



Training Institute for Technical Instruction (TITI)

P.O. Box: 5694 (Kathmandu), Madhyapur Thimi -17, Sanothimi, Bhaktapur, Nepal

Tel.: 977-1- 6630187 Fax: 977-1- 6630289

Web page: <http://www.titi.org.np>

E-mail: info@titi.org.np