

APPENDIX 8.8: Examples of Types of Capacity Development Approaches

The following capacity development approaches are grouped according to the Strategic Pathway elements – Awareness, Education, Professional Training, and Entrepreneurship. It should be noted that some of the techniques are suited to more than one element.

Element	Capacity Development Approach	Description
Awareness	Advocacy	lobbying, media campaigns, public events, etc. to influence both public opinion on the demand side and the highest-level decision-makers
	Information and resources	
	Opening doors and facilitating access	
Education	Intensive Training Courses	Courses for which the content and curriculum are predefined by the provider, who may be a private company, a training institute, or not-for-profit organization
	Modular Training Courses	
	Facilitated workshop or exercise	
	Scholarships	Academic study programmes offered by overseas universities for participants to follow from home.
	E-Learning	Technology-supported or web-based learning systems. E-learning can happen across distances and borders or within one organization
Professional Training	Technical Expertise/Advice	
	Coaching and Mentoring Programs	Mentoring is generally a long-term process of supporting an individual's career and personal development.
	Leadership development	Processes designed to enhance the leadership skills of existing and potential leaders within systems. Most effective when training modules are combined with activities such as exposure visits, and coaching or mentoring (LenCD, 2011).
	Internship	
	Shadowing or Observing	

Element	Capacity Development Approach	Description
	Apprenticeship	
	Exposure or exchange visit	Exposure visits take people to see what others are doing in work situations similar to their own. Attending conferences and other events provide exposure to new knowledge, ideas and influences within sectors
	Peer Support groups and Peer Assists	
	Peer Review	
	Accompaniment	
Entrepreneurship	Harvesting experiences	
	Partnerships and Networking	This can include twinning organizations, universities and institutions with similar mandates, and the same or different levels of capacity.
	Joint Monitoring and Evaluation	