

# CAPACITY BUILDING PROGRAM



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## BACKGROUND

HRDN is a prestigious network of more than 200 organizations and around 850 individuals, vying for competent human resource to achieve professional excellence towards sustainable development by enhancement of individual and institutional competencies and facilitating capacity development. It established in 1999 and is registered under Societies Act 1860 in 2001, however, now registered under Companies Ordinance of 1984. It is an IMCP, PCP and ISO 9001:2008 certified network.

## CAPACITY BUILDING PROGRAM

Capacity building of institutions and individuals is the core objective of network. HRDN being a network of HR Development is focused on enhancing quality standards of organizations and professionals on larger scale. It has an outstanding history in setting the quality standards at various levels of trainings and institutional strengthening and has dynamic history of trainings at community, field and international level. HRDN has executed different capacity building events for the strengthening of public sector institutions to play their role effectively in the uplift of the community and trained several hundred professionals and community members in diversified fields.



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## COMPONENTS

**a. Resource Pool**

Being a network focused on individual and institutional capacity building HRDN has resource pool of more than 300 experts' trainers. Expertise of trainers in HRDN database vary from project cycle management, entrepreneurship, human resource management etc. These experts have been working with different national and international development agencies, Govt, private sector and multinational companies. HRDN has a major focus on improving the quality of trainings with the philosophy of 'for its members and by the members'. With the aforementioned expertise's it has vibrant BOD which keep vigilant eye on all the programmes and activities at institutional and national level interventions.

**b. Customized Training for staff**

These training are designed as per the requirement and needs of various organizations among Donors, INGOs, NGOs and corporate etc. Training Needs Assessment (TNA) is conducted in majority cases, if required. Such training can be for the organizational staff, partners or at the community level.

**c. Comprehensive Training Programme for Implementing Partners**

Such programme is planned as per the requirement of the Donors and INGOs for their implementing partners. This is customized as per the requirement under a project or programme. In most cases a TNA is required to be conducted at the start. This can vary from months to years. It is planned on the on-job methodology where formal training is coupled with mentoring and follow-up after the training. This is highly appreciated and effective.

**d. Community Capacity Building**

As per the demand of any organization HRDN organized capacity building sessions for community by interactive Theater.

**e. HRDN Training Evaluation Process**

HRDN has an ongoing, comprehensive evaluation process for its training and trainers to identify the gaps in order to improve the quality of training. At the end of each training, Participants, rate module and give their feedback according to ISO certified formats.

**f. HRDN Training Unit**

HRDN have a separate training department with the capacity of four experienced individuals as staff and nearly four hundred trainers all over the Pakistan. Training unit of HRDN organized trainings as per the annual training calendar and need of other organizations.

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## MOST POPULAR TRAINING AT HRDN

Major areas of expertise include research and capacity building in the following:-

- Education
- Health & Sanitation
- Governance
- Women in development
- Life Skills for employability
- Leadership and Management
- Project Management
- Community Development
- Gender based violence
- Monitoring and Evaluation
- Organizational Development
- Conflict Resolution and Transformation
- Child Protection
- Youth Development – Life Skills
- Peace building
- Gender Mainstreaming
- Disaster Preparedness and Mitigation
- Environment
- Enterprise Development
- Natural Resource Management
- Advocacy & Media
- Public Private Partnership
- Human Rights
- Psychosocial Support
- Micro Finance



HRDN has strong and well trained pool of staff for its core programmes. A very strong team is running the project wing of DN at national level and has organized national level events and training sessions and has proved managerial and technical expertise.

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## TRAINING QUALITY STANDARDS

HRDN is the first network of Pakistan that has developed quality standards for training under ISO 9001-2008 certification. These standards are followed by different training institutions for improvement in their programmes. HRDN has a major focus on improving the quality of trainings for its members and by the members.

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## WHAT WE DO!

<p><b>Education- SDGs the World Agenda 2030</b></p>	<p>HRDN Education Program is contributing positively in World 2030 agenda of achieving Sustainable Development Goals (SDGs). The education project is directly linked with 4th SDG “ensure inclusive and quality education” and striving hard to provide the promised quality education with the aim of imparting elementary and primary education to not only the children of the conflict-torn region FATA Mohmmand Agency but at National level as well.</p>
<p><b>Governance</b></p>	<p>HRDN has a forte of working on Governance as one of its thematic areas. In past few years HRDN has successfully completed several projects related to Governance i.e. Project of <i>Institution of Federal Ombudsman</i> funded by USAID in which extensive media campaigns, training events, seminars were organized and communication strategy was developed for Ombudsman office. Other major Governance related project was done by HRDN on <i>Formation and promotion of Local Council Associations (LCAs)</i> funded by DTCE.</p> <p>Along with implementation of these projects, the key asset of HRDN is a rich resource pool of professionals and specialized trainers on local Governance, civic education and advocacy who are providing their services in all over Pakistan.</p>
<p><b>Institutional Strengthening</b></p>	<p>HRDN supports institutions and provide them technical assistance in diversified fields such as trainings, research &amp; development, communication strategy, institutional development plans, and development of capacity building manuals etc.</p> <p>HRDN built <i>respect, trust, communication and confidence</i> of the Public and private institutions and provide technical assistance to different institutions i.e. developed institutional development plan and communication strategy for Federal Ombudsman and help it in increasing its outreach and strengthen coordination among stakeholders. Enrich Non-Governmental Organizations in strategic planning and humanitarian strategy development.</p>
<p><b>Peace Through Education</b></p>	<p>HRDN began the Children Education Program in Mohmand Agency in Pakistan's Federally Administered Tribal Areas (FATA) with the aim of imparting elementary and primary education to the children of the conflict-torn region. Seeing the political and cultural context of FATA, there were tremendous barriers to working in the education sector in that region, especially for girls' education. Specifically, education was most challenging in an area of prolonged conflict that left numerous children missing many academic years. Hence, FATA has a substantial number of out-of-school children in need of support from their parents and community to join/rejoin schools. In this context, HRDN successfully</p>

	<p>implemented a project in such a challenging environment to help jump-start educational activities in the conflict affected areas of FATA. The project entailed setting up <u>twenty (20) Community-Based Education Centers (CBECs)</u> in the Prang Ghar and Pindiali Tehsils of Mohmand Agency, at locations lacking a primary school within a 5 kilometer-radius, to impart education to 30-40 local children between the ages of 5 and 11 years.</p>
<p><b>Women Empowerment</b></p>	<p>HRDN Women Empowerment program is determined to achieve gender equality and empower women and girls. It is making efforts to provide them equal access to decent work, human rights, knowledge about women protection laws and bills, health care facilities and representation in political and economic decision-making processes. The Women Empowerment project is derived from SDG 5 to meet overall objectives of World Agenda, the project primary focus is working women in factories, home based cottage industry, daily wage earners of Central Punjab. The project focus is on enhancing their knowledge about Safe Working Environment, labor rights, harassment laws and knowledge about bills and policies passed to safeguard their interest.</p>
<p><b>Public Diplomacy</b></p>	<p>HRDN within its mandate is enjoying liberty to work exclusively at national and International level on diversified themes, from which Cultural and Public diplomacy is one of its nature. Being Network of more than 200 organizations and professionals it has strengthen to work closely with Embassies and facilitate them in promoting their work and cross boarder learning and sharing programs. Being in the same ambit HRDN is implanting project through a Cooperative Agreement with US Embassy Pakistan with main purpose to benefit from strengthened programming and administrative capacity of <b>Lincoln Corners</b> that reinforce positive relations and achieves Public Diplomacy goal of people-to-people ties between United States of America and Pakistan. Enhance the capacity of local partners to independently run Lincoln Corners beyond project life Cycle.</p>

<p><b>Individual Capacity Building</b></p>	<p>Being inclusive, representative and responsive institution aims at building the capacity of individuals through structured training experience that helps individuals to acquire new, predetermined knowledge, skills, and attitudes to address or solve targeted operational problems and select new avenues for their career development. Under individual capacity building program HRDN focuses on contribution made by trainees to organizational performance improvement rather than number of persons trained in different capacity streams.</p>
<p><b>Cultural Diplomacy &amp; Cross Boarder Learning Programs</b></p>	<p>Knowledge exchange and sharing of good practice can help support organizations and individuals to learn from each other. When expertise is needed organizations, individuals draw on network that is associated with hundreds and thousands of experts. The Network provide a platform at national and International level and link people through cross boarder learning and sharing programs such partnerships offer a source of ideas, innovations and analysis which can support countries in building and modernizing their institutions.</p>

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