



ISSN 2278 – 0211 (Online)

Individual Workforce Capacity-Building

Salih Mohamed Harun

Assistant professor, Department of Community Studies (Social Work),
University of Juba, South Sudan

Abstract:

Workforce capacity building is an activity within the context of planning and strengthening communities, organizations, and systems that helps ensure the sustainability of development outcomes. It is a strategy to improve and implement the activities required to sustain community program outcomes and impact with decreased external assistance.

Keywords: *Individual workforce, capacity building, local community, strategy, program outcomes, and external assistance introduction*

1. Introduction

Capacity-building is an evidence-driven process of strengthening the abilities of individuals, organizations, and systems to perform core functions sustainably and continue to improve and develop over time.

It should be driven by clearly defined objectives that are intended to be achieved and how it accomplishes its objectives in the context of the plan made. Essentially, capacity-building ensures that local institutions own the lead in its process; capacity-building encompasses the country's human, scientific, technological, organizational, and resource capabilities. Its fundamental goal is to enhance the ability to evaluate and address the crucial questions related to policy choices and models of implementation among development options based on an understanding of environmental potentials and limits of needs perceived by the people of the Country concerned. Therefore, capacity-building is a long-term, continuing, and complex process that depends on the participation and constant interaction among all the stakeholders, national and local government, non-governmental organizations, academic institutions, etc. While the presence of individual leaders is critical to any community revitalization effort, those leaders become more effective when they join together to form community-based organizations. Establishing a community organization does not ensure its success. The most well-indentured organizations experience a variety of needs, including qualified staff, adequate funding equipment, research, and the influence of local policy-makers. It is important to understand that leadership skills do not come naturally to the passion among people. Committed individuals should be taught how to articulate the community's dreams for the future and convince others to join together in making those dreams a reality. A capacity-building plan reflects an integrated and reinforcing set of activities that address the individual workforce, organizations, and system levels of capacity to host local leadership in addressing their problems.

2. Objective of the Paper

The objective of this paper is to make readers, students and the entire public aware of the basic concept of capacity-building that establishes vital social work. It is of great significance to know those concepts which are essential for individual and organizational capacity-building. Subsequently, after thoroughly reading this paper, readers, students, and the public at large will understand the importance of the main concepts of capacity-building at individual, group and organizational levels, such as capacity-building, empowerment, participation, sustainable development, mobilization and utilization of resources.

3. The Methodology of the Paper

This is a conceptual paper that focuses on the importance of individual capacity-building, which relies on individual empowerment and participation in any activity. It examines the effectiveness of these activities.

3.1. Capacity-Building

The term capacity-building has many different meanings and interpretations depending on who uses it and in what context. To begin with, capacity-building as a concept is closely related to education, training and human resource development. This conventional concept has changed over the years towards a broader and holistic view, covering both institutional and country-based initiatives.¹

¹ TS.2 Understanding the concept of capacity-building, 2003

Capacity-building is defined as the ability of individuals, organizations, or organizational units to perform functions effectively, efficiently, and sustainably.

Capacity-building is an evidence-driven process of strengthening the abilities of individuals, organizations, and systems to perform core functions sustainably and continue to improve and develop over time.

Capacity-building should be driven by clearly defined objectives that are intended to achieve and accomplish their objectives in the context of the plan made. It is essential to ensure that local institutions own the lead in the capacity-building process. Capacity-building encompasses the Country's human, scientific, technological, organizational, and resource capabilities.

The central goal of capacity-building is to enhance the ability to evaluate and address the crucial questions related to policy choices and models of implementation among development options based on an understanding of environmental potentials and limited needs perceived by the people of the Country concerned. Therefore, capacity-building is a long-term, continuing, and complex process that depends on the participation and constant interaction among all the stakeholders, national and local government, non-governmental organizations, academic institutions, etc. While the presence of individual leaders is critical to any community revitalization effort, those leaders become more effective when they join together to form community-based organizations. Establishing a community organization that does not ensure its success. The most well-indented organizations have a variety of needs: qualified staff, adequate funding equipment, research, and influence with local policymakers. It is important to understand that leadership skills do not come naturally to the obsessive among people. Committed individuals also articulate the community's dreams for the future and convince others to join together in making those dreams a reality. A capacity-building plan reflects an integrated and reinforcing set of activities that address the individual workforce, organizations, and system levels of capacity to host local leadership in addressing their problems.

For the capacity-building strategy to be effective and sustainable in a specific context, such as sector, country, or region, capacity-building should not be restricted to enhance individual ability; all target levels must be considered and integrated into the approach. Any capacity-building strategy focusing on training human resources without considering other capabilities may only achieve a short-term effect that will not contribute to the sustainable development of capacities in the context of operation. Hence, there is a need for policymakers to be aware of renewable technologies and take them into account in policymaking, creating an enabling environment for improving procedures that create economic initiatives.²

3.2. The Possible Effects of Capacity-Building

The immediate potential effect of capacity-building includes improvements in performance in community organizational systems, leading to stronger community organizations that can adapt and continue to develop over time.

Individual workforce capacity-building activities improve the performance of staff according to defined competence and job requirements.

In this regard, capacity-building provides different means depending on the targeted group, for example, if the target groups are individuals, then the tool for capacity-building applied is to enhance the individual's knowledge, technical skills, and so on. The training involves education for basic education, bachelors, masters and Ph.D. There are also workshops and self-training through information available on websites, books and e-learning.³

3.3. Organizational Capacity Survey

A survey of the capacity of the organization can be of assistance when determining whether the proposed activities would lead to the fulfilment of goals. Capacity analysis should include an analysis of the capacity of the organization/activity to produce and deliver needs-driven and demand-driven services; this should be both qualitative and quantitatively, as well as the organization's internal potential to meet demands made by its working environment for inner efficiency in the future. The aim of the capacity analysis is to produce a picture of the strengths and weaknesses of the organization.

Human Resources People – professional staff, volunteers, and board members – are the lifeblood of any nonprofit organization. An organization's human resources represent the collective capabilities and experiences of its people, and yet nonprofit organizations are reluctant to manage talent actively, but they also tend to undervalue their people. Yet, when organizations succeed in attracting talented people and unleashing their full potential, good things happen. This lesson comes from the cases of Citizen Schools, Rubicon Programs, and powerful schools, three organizations that focused on instituting progressive human resources practices.⁴

3.3.1. Empowerment

The concept of empowerment mainly refers to the power that develops and is acquired. People are managing to gain more control over their lives, either by themselves or with the help of others. The form to be empowered relates to what is both a process and an outcome of the effort to obtain a relative degree of ability to influence the world. Therefore, empowerment is a way of improving welfare services by mediating social institutions.

² United Nations Development Program. New York, NY 1007 USA

³ Arnold Me. Development evaluation capacity in extension P: 257-269, 2006

⁴Rubicon Programs, and powerful schools, three organizations that focused on instituting progressive human resources practices.

Empowerment refers to the process of self-empowerment and professional support that enables people to overcome their sense of powerlessness and lack of influence and recognize and eventually use their resources and opportunities.

In social work, empowerment offers an approach that allows social workers to increase the capacity for self-help of their clients not to be seen as passive, helpless.

Here, empowerment becomes a point involving approaches that promise greater participation and integration to the employers to cope with their tasks as independently as possible and responsibly. However, it is important to ensure that the individual employee has the skill to meet their located responsibilities and that the institution's (company's) structure sets up the right incentives for employees to reword their responsibilities.⁵

3.3.2. Participation

Participation is a rich concept that varies in its application and definition; the way participation is defined also depends on the context in which it occurs. Community participation, public participation, and popular participation are processes by which citizens act in response to public concern, voice their opinions about decisions that affect them, and take responsibility for changes in their community.

Participation is the process by which individuals, families or communities assume responsibility for their own welfare and develop a capacity to contribute to their own and the Community's development.

In the context of development, Community participation refers to an active process whereby beneficiaries influence the direction and execution of development projects rather than merely receive a share of project benefits.⁶

4. Summary of the Paper

- In summary, it is important to understand the main concepts of capacity-building at individual, group, and organizational levels, such as capacity-building, empowerment, participation, sustainable development, mobilization, and utilization of resources.
- Capacity-building encompasses the Country's human, scientific, technological, and organizational and resource capabilities.
- The fundamental goal of capacity-building is to enhance the ability to evaluate and address the crucial questions related to policy choices and implementation models among development options based on an understanding of the environment's potential and the limits of needs perceived by the people of the Country concerned.
- An organization's human resources represent the collective capabilities and experiences of its people, and yet nonprofit organizations are reluctant to manage talent actively, but they also tend to undervalue their people.
- Empowerment offers an approach that allows social workers to increase the capacity for self-help of their clients not to be seen as passive or helpless.

5. Conclusion

In conclusion, an academic work of this nature will help readers, students, and the entire public build up the capacity of their workforce for good service delivery. However, such a process involves both empowerment and participation, which increases the ability to influence individuals and group activities effectively for good planning, implementation, and evaluation of the planned programs in an institution.

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⁵ Ahmed, M. Feroze and Jahan, Hasin (2000). Participatory management of low-cost water supply and sanitation

⁶Yen, and Luong, P. V. (2008). Participatory Village and Commune Development planning