

Development of technical and professional training systems and methodology for vocational training within the forestry and environmental sector in Tajikistan

## Elaboration of the Teaching/Training Plan

To overcome the constraints related to this sphere [forest/land use] and enhance the forest sustainability, there is an urgent need for a special management procedures and practices that needs adequate skills to be introduced step by step, with the assistance of applied research, scientific and educational institutions. In this respect, the **NFG** project is aiming to provide people with the **required professional knowledge**, through a partnership with various professionals, managers, specialists and concerned local stakeholders. To respond to these exigencies, the subsequent step in the project is to elaborate a "Teaching/Training Plan".

Therefore, the **NFG** representatives, together with the local partners, have debated and identified in participatory way, the **main thematic** that represent the overall objective on which the forest management has to focus on in order to face the real problems that needs urgent solutions. It was agreed to synthesise this objective in two key words: **FOREST REHABILITATION**.

This global objective is straight linked to two concrete sub-thematic : (1) **Forest and land use** [all topics linked to the access and the use] ; (2) **Technical issues** [all practical topics linked to forestry activities]. In order to give **the priority to the most needed and practical options**, emphasise the **feasibility**, the **practicability** and the **ease of understanding**, the **NFG** representatives initiated a "key questions-structure" that allowed to the local partners to identify the **main courses** linked to the defined sub-thematic, describe their structure, their contents and the methodology that should be used to elaborate them, i.e.:

- Why the course is needed?
- For which target groups and at which level?
- How to develop and carry out the course (theoretical, practical and pedagogical aspects)?

These courses are considered as the main topics representing the real needs and demands in term of Teaching/Training in forestry at local level, namely:

### Courses linked to technical (practical) issues

- Selection of land/area for forest rehabilitation.
- Selection of species and planting material for forest rehabilitation.
- Organisation of nurseries for forest/ fruit species.
- Artificial regeneration and Plantation activities : saplings and sowing approach.
- Maintenance of plantations in arable (irrigated) and in non irrigated areas.
- Maintenance of plantations during their various phases of development and inventory issues .
- Basic knowledge to pupils (school level) concerning forests, forestry activities and protection of the environment.
- Basic knowledge and information concerning monitoring, evaluation and control within the forestry sector.

### Courses linked to forest and land use

- Mechanisms of forest and land use.
- Firewood collection.
- Rules and regulation regarding the forest land use.
- Leasing within the State Forest Fund.
- Collect of Non Wood Forest Products.
- Beekeeping.
- Protection from pests and diseases.

**NOTE**  
These courses are defined to be a basis for the Teaching plan. This means that, in a case of implementation [carrying out] phase, these topics will be more specified and precise, notably with regard to their contents and the targeted groups to which they are intended.

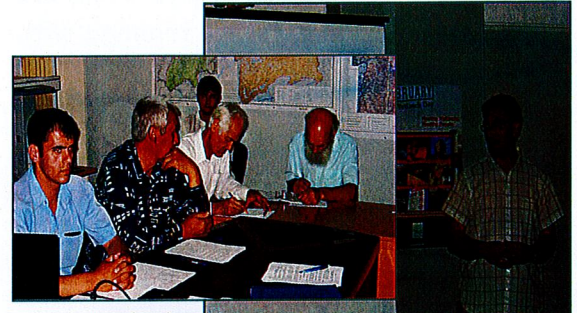


Teaching Plan elaboration  
pictures: Knut HUSE [NFG]

## "Guidelines" to formulate the courses

To avoid inconveniences and misunderstandings, particularly those concerning the formulation and the contents of the courses, and insist local specialists to focus on the most important and basic **practical options**, the **NFG** representatives, jointly with the members of the core group, structured a frame consisted of **eight elements** to be followed during the formulation of the courses:

- 1 The goal and the aim of the course [arguments, justifications]
- 2 The main issues / questions to be approached by the course
- 3 The Targeted groups, the number of participants [trainees]
- 4 Timetable of the Teaching/Training [hours, days, weeks, etc.]
- 5 Methodology of the Teaching/Training
  - Description of the practical issues
  - Description of the pedagogical issues
- 6 Location : where to organise the course
- 7 Teaching/Training materials to be used and provided to the trainees
- 8 Evaluation: approach and criteria to be used to evaluate the course

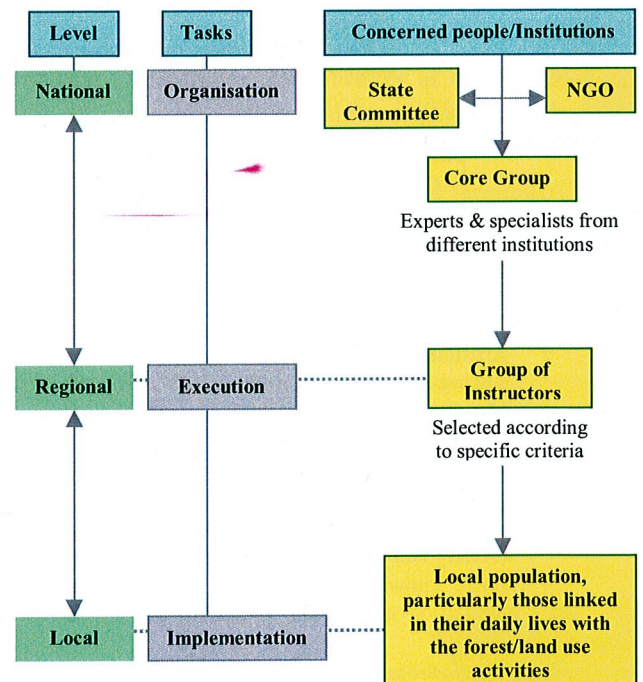


Core group's working sessions  
pictures: Knut HUSE [NFG]

## Elaboration of a scheme-structure for the Training System

As already mentioned, the overall objective of the **NFG** project in Tajikistan is to develop, with the local partners, a **model for vocational training** adapted to the Forestry Sector in the country. This model has to be based on concrete and clear structure which illustrate the various concerned levels, institutions, organisations and stakeholders, as well as the tasks and the responsibilities affected to each. Evidently, this structure should connect all the concerned people and work as an **operational, flexible and adaptable system** [particularly to the people needs at local level].

In this objective, the **NFG** representatives moderated various working sessions where the local concerned partners debated and argued this issue. As a result, a **preliminary scheme** was elaborated. This draft underline the fact that the **supervision** of such a system, should be linked to the **main actor** in the Forestry Sector: **the State**. Thus, at the national level, the **Training System** management could be a kind of **collaborative actions** between the **State Committee** and other organisations (the **NGO** for example). At this level, a **core group** consisted of experts and specialists from various institutions (state, private, independents, etc.), representing diverse disciplines connected to the forestry sector in Tajikistan, would constitute the basis of the Training System. Their focal task is to form and supervise **instructors** at regional level. It's important to mention that the instructors represent the central part of the system: they have to carry out the most fundamental task: **train the people at the local level, considering the reality of the field and the factual needs**. For this reason, the selection of these instructors requires specific norms and should be done according to a **specific criteria** such as: (i) factual link with the activities [forest, land use, etc.], (ii) basic knowledge in the sphere of Environmental/Forestry sector, (iii) social and communicative skills, (iv) living and acting in the concerned region, etc.



# A Pilot Course Organised and carried out in "Romit" Pilot Zone



The trainees performing and applying practical actions of the pilot course  
picture: Jorn FOLLUM [NFG]

As planned in the activities of the phase I [Year 1] of the project, a "Pilot Course" was organised and carried out in the pilot zone (*Romitskaya Ushelia*) on November 25<sup>th</sup>, 2008. The subject of this course was selected among the defined course-topics [Teaching Plan], namely: **Plantation activities : the case of walnut combined with apple tree**. The organisation of this Pilot Course passed by various steps. It started with some preparatory works such as the choice of the "experimental plot" where the pilot course carried out, the definition and the description of the needed field arrangements, the designation of the participants [trainees], etc. In this respect, many field trips and reunions were organised by the **NFG** representatives jointly with three members of the core group designed to assume the task of training:



Walnut tree,  
picture: Ibragim KONUNOV [FRI]

(Instructors), i.e.: **Mr. Konunov** from the Forest Research Institute; **Mr. Ustyan** from the State Committee, and **Mr. Zagrebelni** from the NGO.

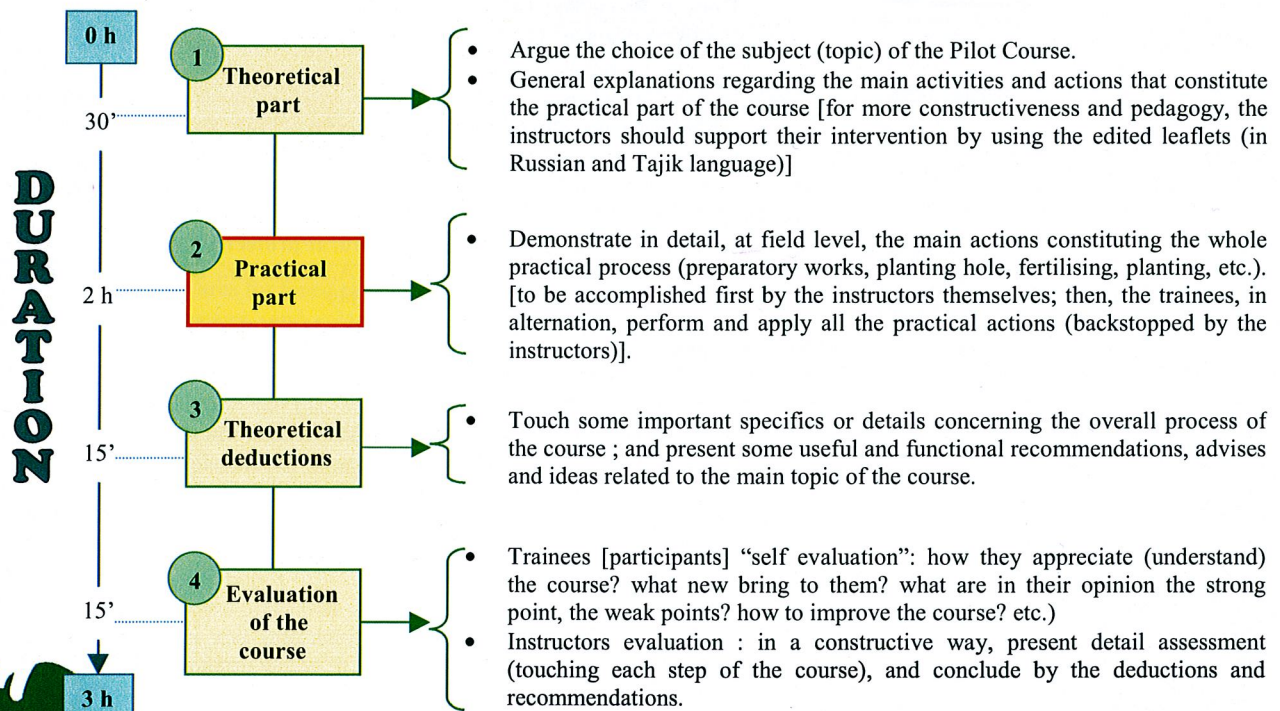
We may also mention some accomplished tasks regarding means and materials among which figure **leaflets in Russian and Tajik language**. This pedagogical (teaching) material reflecting the main aim and contents of the Pilot Course, was edited and distributed to the trainees [participants].

To get in touch with the various local actors and interested groups, **ten [10] participants** were designed to take part in the Pilot Course: **three from the local population, three workers from the ROMIT protected area, two from the ROMIT Forest Management Unit (leskhoze), and one teacher**. The gender issue in the carrying out of this course was also taken into consideration (two women participated in the course).

The procedure of carrying out the Pilot Course was structured jointly with the **NFG** representatives. This concern the pedagogical method to be followed by the Instructors to accomplish their task at the field level ; it's constituted from four [4] main steps, i.e.:



The participants of the Pilot and NFG representatives  
picture: Kamel CHORFI



## Exploring other points of view and expanding collaboration and partnership

During this meeting, in which took part more than 22 participants representing various organisations, the **NFG** representatives presented an overview concerning the main fact pushing the **NFG** to focus on **vocational training**; then, in an interactive way, described the planing process (different phases of the project), the applied methodology, the accomplished activities and the obtained results. This allowed to "open an access" for a constructive discussions, several interventions and questions from participants side, particularly concerning the **contents of the teaching plan** and the preliminary scheme illustrating the **structure and the organisation** of the vocational Training System. Among the participants that activated this

debate we may mention the representative of the **Tajik Agrarian University**, the head of the **Central Asian Ecological Center [NGO]** in Dushanbe, the representative of **Forestry Department within the State committee**, and the representatives of **AGA-KHAN Foundation**. Talking about this foundation [AGA-KHAN], we may also point out the fruitful meeting that had the **NFG** representatives with **Mr. Kishivar**, MSDSP's General Manager [Mountain Societies Development Support Programme]. During this reunion, the both sides expressed their objectives, their visions and their interest in collaboration and partnership.



Participants from various organisations, activating in the environmental and forestry sector in Tajikistan.  
picture: Jorn R Follum [NFG]

To conclude the activities of the phase I [Year 1] of **NFG** project in Tajikistan, a "Summarise Meeting" was organised in Dushanbe. The goal of this working session is to open a debate and get information from different point of view, notably from other representatives activating in the environmental and forestry sector in Tajikistan. Such an information could be very important, especially if the project should pass to the **implementation phase**.

## The **NFG** project partners in 2008



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