



STRATEGIC APPROACH TO CB: RWANDA'S STORY

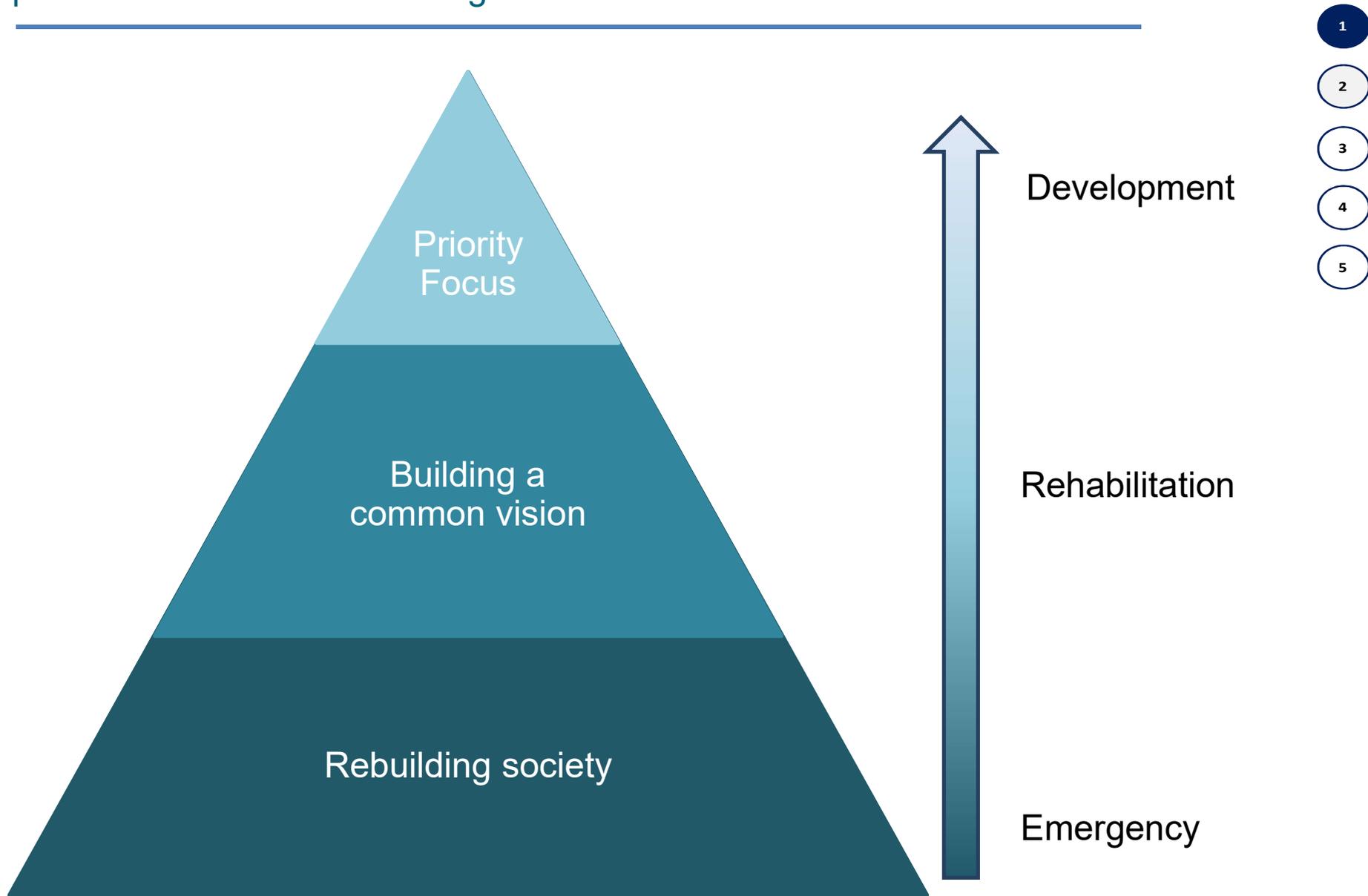
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SCBI can be considered in three distinct components



- 1** **MOBILIZING CAPACITY FROM RECONSTRUCTION TO DEVELOPMENT**
- 2** **THE NEED FOR A NEW APPROACH TO CAPACITY BUILDING**
- 3** **PRINCIPLES OF THE STRATEGIC CAPACITY BUILDING INITIATIVE**
- 4** **ACHIEVEMENTS & PROGRESS TO DATE**
- 5** **SOME LESSONS LEARNED IN CB JOURNEY**

Mobilizing capacity from reconstruction to development takes place across a number of stages



Since 1994, Rwanda has been focused on building the capacity of its public sector to deliver on Vision 2020

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The Government of Rwanda together with its development partners have invested heavily in capacity building for over 16 years to address this gap with little impact

Why does 'capacity-building' fail?

- Driven by donor preferences, and no appetite for skills transfer and utilisation
- No account of country strategy – 'niche' policy concerns or overlapping mandates
- Activities not linked directly to delivery means skills not utilised
- Institutionally-based means capacity is 'siloed' and not systemic
- Technical assistance is 'fly-in, fly-out' model and not 'embedded'
- Skills and knowledge not retained in the institution
- Weak monitoring and evaluation makes it difficult to demonstrate impact

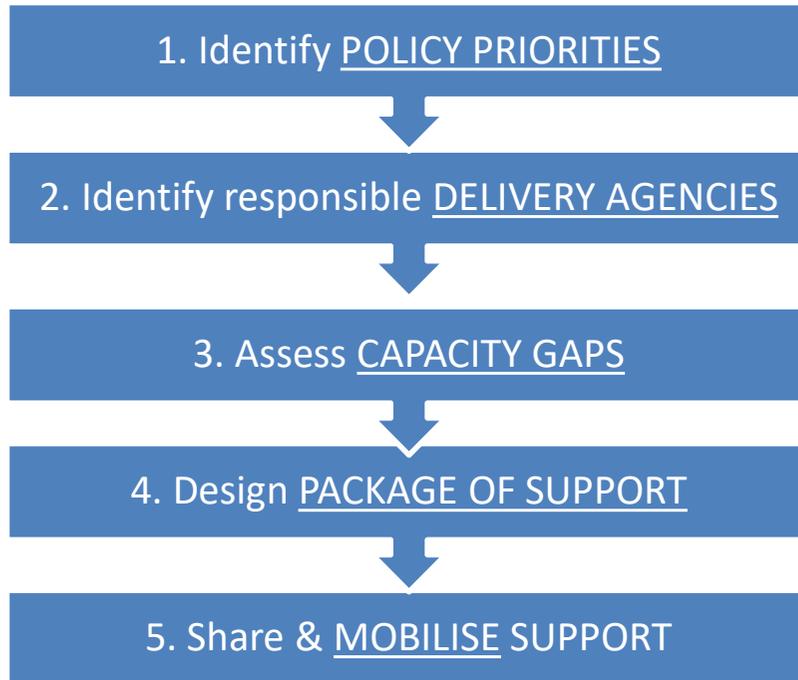
PSCBS established to coordinate capacity building initiatives aimed at addressing capacity challenges in the public sector

SCBI was the government's response to address critical capacity needs of the urgent priorities in the development agenda.

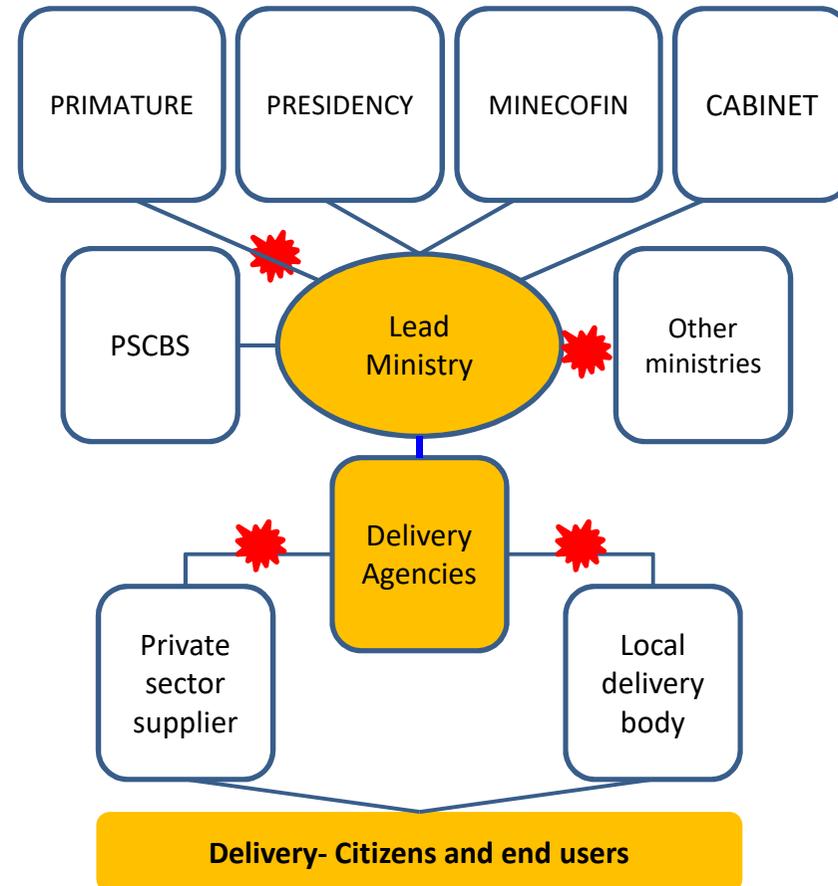
The approach to designing SCBI took place in five stages

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THE CONCEPTUAL FRAMEWORK



A STYLISED DELIVERY CHAIN

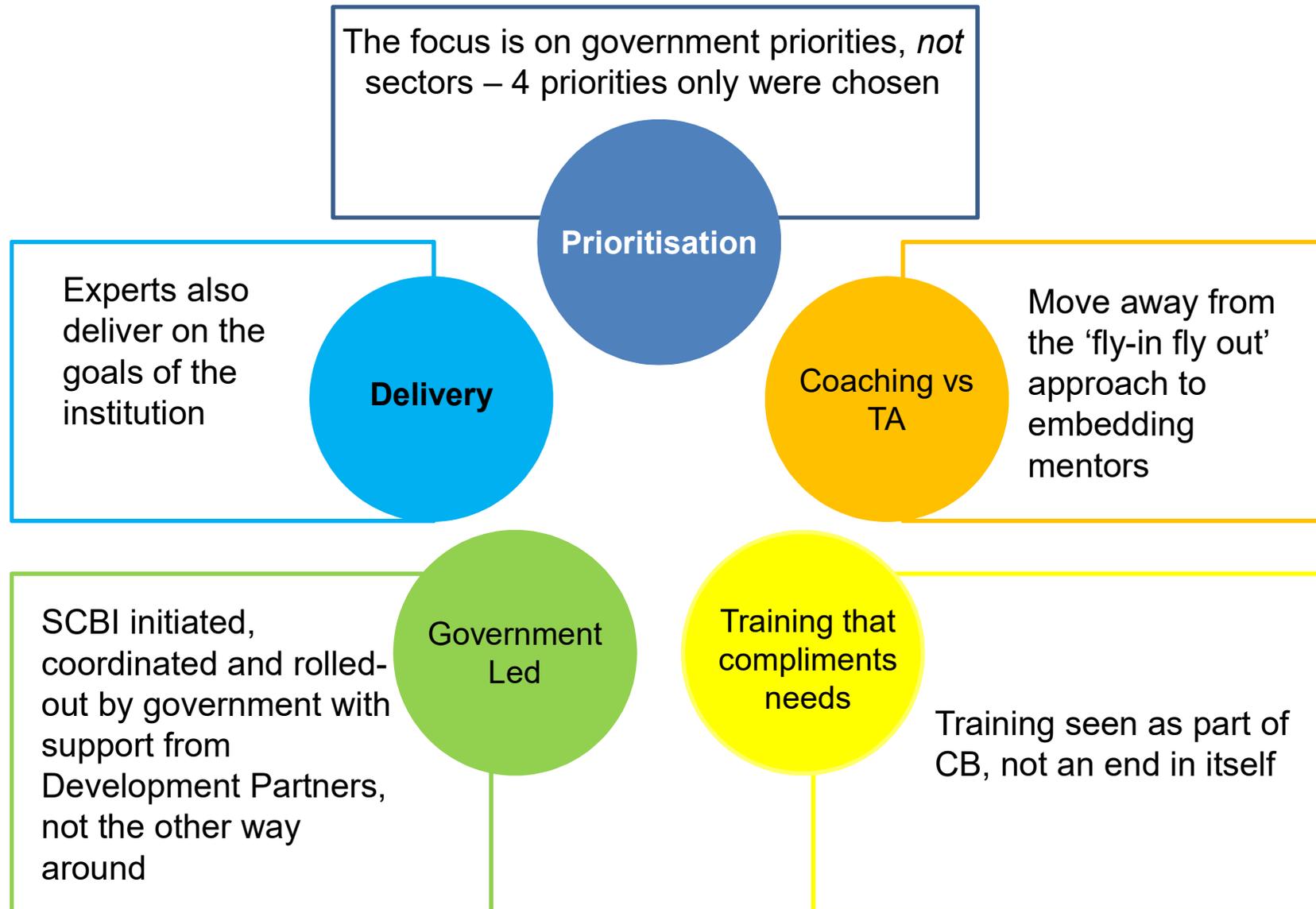


 Capacity blockages can develop at any point in the chain.

Sustainability is at the heart of the package of capacity building support.

SCBI is unique in that it is very much owned by the government and focused on delivering government priorities

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Considerable achievements & progress have been made to date with the roll-out of this unique initiative



Catalyst to encourage cross-ministerial coordination

Catalyst to change the approach to all CB initiatives across government

Demonstrable potential for wider public sector reform through sharing best practices

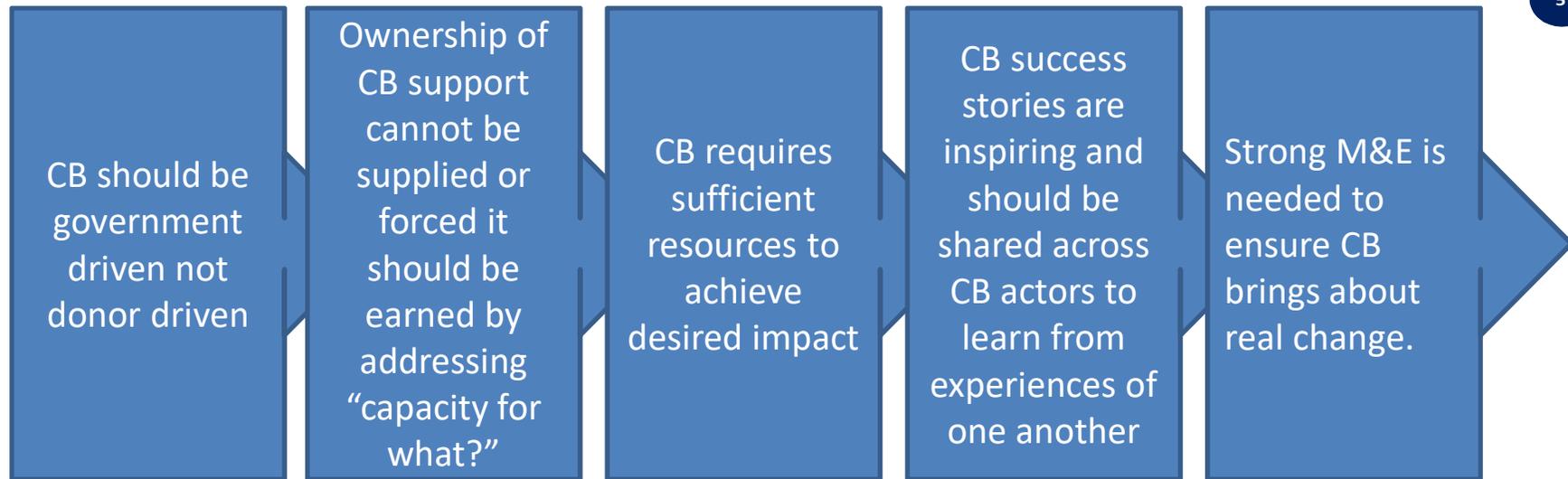
SCBI now seen as a strategy to help deliver on EDPRS 2 objectives

Example of how the SCBI approach has succeeded in transferring skills

- Venant is a young Rwandan working closely with his expert in the Rwandan Geology & Mines Department to establish a database to manage traceability data which will in turn help GMD better understand mining production and site needs
- Venant joined SCBI as a graduate in the field of economics having only undertaken an internship in GMD and hence had very little knowledge of the mining sector. But he joined with a desire to learn, overwhelming enthusiasm for the role and the potential to grow.
- Thanks to support from his coach, he has developed skills in data management and analysis, quality assurance and a wider understanding of the value of data to attract investors into the mining sector

Some lessons learned in Capacity Building journey

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THANK YOU