

WATER USER ASSOCIATIONS TRAINING REPORT

INTRODUCTION

EXECUTIVE SUMMARY

SASOL conducted a training needs assessment on the 2nd week of January 2015 for the two groups **Ngunini borehole and Kwa Mboo earth dam**. Of the WUAs in Mbooni east sub county, Makueni County, some gaps were identified e.g. the beneficiaries did not have clear knowledge of roles and responsibilities, book keeping, operation and maintenance, etc. and hence training was important to bridge those gaps. This report gives a summary of the whole training process which took 2 days of pure class work at Ngunini Catholic Church and included: gaps identified, topics covered, time taken per topic and trainer responsible, and a day of awareness/ sensitization on site for the 2 groups.

The 2 day training was done with committee members and a few representative members from the 2 groups. A total of 42 members were trained: 24 members from Ngunini bore hole S.H.G and 18 members from Kwa Mboo earth dam S.H.G.

The sensitization and awareness was done to all members of the WUAs on site for the 2 groups, regardless of whether a committee member or not, whether trained or not.

Among the 42 trainees, 2 were assistant chiefs each from each self-help group, they attended the 1st day's training and at the end of the training session they both gave the following comments:

1. *We are grateful for the training.*
2. *People fetch water from far hence there is still need for a larger earth dam at the centre part of the area on the nearby hill.*
3. *Trainees to take what is trained seriously and practice it i.e. implement it.*
4. *Issues like sustainability, sanitation, etc. are all well known by the members only that they don't practice it.*
5. *Water is a big challenge in the area and we had no idea on what to do for our people draw it from quite far... thanks to land o lakes...*

TRAINING NEEDS ASSESSMENT AND TRAINING RESULTS

Gaps Identified:

1. Group dynamics
2. Leadership skills
3. Equal representation
4. Roles and responsibilities
5. Book keeping
6. Operation and maintenance.

TRAINING, METHODOLOGY, AND TRAINER(S)

DAY 1 - 21st January, 2015

Topics Trained/ Time Taken:

Roles and responsibilities (2 hrs 5mins):

- The trainer asked members to give the meaning of the terms roles and responsibilities. Different responses were given and listed on the flip chart. He then aided a discussion on the 2 terms of the chairperson as an example and members were able to understand their meanings and hence what is expected of their S.H.G chairperson. This followed a lengthy discussion on the roles and responsibilities of some WUA positions.

Sustainability- Equal Representation (1 hr 10mins):

- The facilitator began the session by counting the number of men, women and youths present, whereby it was found that men were more in number and very few youths. She then posed a question WHY? Different responses were given and listed for discussion, she also asked members to explain what they understood by the term gender, their responses were also listed on the flip chart and the trainer used all the responses to clarify the meaning of gender, why a gender based approach is relevant and why there should be equal representation in WUAs. A group exercise was done which aimed at illustrating the important role women play in relation to water supply and the responses were recorded on a given matrix. At the end of the session members were aware of the importance of gender balance in their group and hence had a plan of involving men, women and youths as representatives of water user committees as this will result to the sustainability of WUAs.

Number of Participants: 36 participants: 23 from Ngunini, 13 from Kwa Mboo S.H.Gs

Methodology:

1. Short presentations
2. Questions and answer (Q &A)
3. Discussion
4. Group exercise on gender and water

Trainer(s): Mathew Kitema and Catherine Mbinya

DAY 2 - 22nd January, 2015

Topics Trained/ Time Taken:

WUA Governance-Group Dynamics (1 hr 30mins):

- The trainer used questions to know whether members knew the meaning of the term group. Responses from members were listed on the flip chart. He further divided the members into 3 groups to discuss the importance, disadvantages and features of an effective group. All their responses were listed and the trainer used them for further discussion making clarifications on each.
- 2 group exercises were done: a, to motivate discussion on the way individuals interact within a group. b, to demonstrate the power of a collective action. From the two exercises, the participants were able to appreciate the effectiveness of team work unlike individual efforts in overcoming community problems also how to accommodate other members irrespective of their differences.

Leadership skills (1 hr 15mins):

- Trainer asked members questions to know whether they had any knowledge on who is a leader, leadership and styles of leadership. A role play was done on school that is run under passive style of leadership. The facilitator also guided a discussion on qualities of a good leader, then summarized by defining leadership and roles of a leader stating clearly that styles depend on situation.

Book Keeping and Operation & Maintenance (2hrs 35mins):

- The trainer used questions to get an idea of what members understood by the term budget. From the responses he defined the term and discussed financial management in depth i.e. components of a budget and budgeting together with their breakdowns.
- The operation and maintenance part was done at length through discussions and several illustrations. This was to be done further on site during the construction time.
- The participants got awareness on the value of book keeping and budgets

Number of Participants: 37 participants: 20 from Ngunini, 17 from Kwa Mboo S.H.Gs

Methodology:

1. Group discussions and plenary presentations
2. Questions and answer (Q &A)
3. Short Presentations
4. Demonstrations
5. Group Work

Trainer(s): Mathew Kitema, Catherine Mbinya, and Maurice M. Munguti

DAY 3- 23rd January, 2015

Topics Trained/ Time Taken: Awareness /sensitization of all group members on site (2 hrs per group).

Number of Participants: Ngunini: 40 people, Kwa mboo: 39 people

Methodology:

1. Focussed group discussions

Trainer(s): Mathew Kitema and Maurice M. Munguti

LIST OF PARTICIPANTS

Ngunini Borehole S.H.G		Kwa Mboo Earth Dam S.H.G	
1.	Douglas Mumo	1.	Faith Mwandia
2.	Alex King'oo	2.	Samuel Ngumbi
3.	Pauline Muthama	3.	Stephen Kivondo
4.	Stephen Mutinda	4.	Charles M. Ivalya
5.	Festus Waema	5.	Francis Mutisya
6.	Florence Muema	6.	Philip Mwanzia
7.	Julius Mwandia	7.	Richard Wambua
8.	Boniface Mulwa	8.	Joseph Ndonye
9.	David Wambua	9.	Pius Muia
10.	Virginia Mutua	10.	Beatrice Wasua
11.	David Ngumbi	11.	Onesmus Wambua
12.	Kinyungu Wambua	12.	Nduku Mwakavi
13.	Catherine Muthama	13.	Grace Makau
14.	Catherine Muange	14.	Caroline Mutiso
15.	Joseph Kimeu	15.	Scholarstica Philip
16.	Mary Mutungui	16.	Kamula Mwanzia
17.	Christine Malonza	17.	Jimmy Wambua
18.	Elizabeth Mueni	18.	Caroline Mutuku
19.	Kaloki Peter		

20.	Bendetta Kimeu		
21.	Pascalina K. Katumo		
22.	Josephine Mutuku		
23.	Kyalo Nyamai		
24.	Benedict Wambua		

CONCLUSION/RECOMMENDATIONS

1. The remaining part of operation and maintenance is to be done practically on site during the construction period.
2. The participant attendance was over 100%, though 5 participants (4 from Ngunini and 1 from Kwa Mboo S.H.G) did not turn up for the second days training.
3. Six participants (5 from Kwa Mboo S.H.G and 1 from Ngunini borehole S.H.G) did not attend the day 1 training but turned up for day 2.
4. For success and sustainability of water facilities, there is need for follow-ups to make sure the learned knowledge is put into practice by the group leaders.