

# Discussion on Next Steps Arising from APAC Training Needs Analysis

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# Proposed Initiatives under Regional Training Proposal

| Short Term (1 -2 years)  | Medium Term (3 to 5 years)   |
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| <p><b>Develop Comprehensive Training Plans:</b></p> <ul style="list-style-type: none"><li>Organize regional workshops to assist States/Administrations in drafting training plans documents.</li><li>Timeline: Initiate workshops within the first six months and complete initial drafts of training plans by the end of year one.</li></ul>  | <p><b>Strengthen Local Training Infrastructure</b></p> <ul style="list-style-type: none"><li>Conduct a needs assessment to identify gaps in existing infrastructure and prioritize investments.</li><li>Develop a phased plan for building or upgrading training facilities.</li><li>Timeline: Complete the needs assessment within the first year, and begin infrastructure projects by year two</li></ul>  |
| <p><b>Enhance Resource Allocation</b></p> <ul style="list-style-type: none"><li>Establish a regional funding / or grant system to support States/Administrations in recruitment, training and retention of SMEs</li><li>Encourage private-public partnerships to leverage additional resources and expertise, and explore positive inducements/recognition for retention of SMEs and instructors.</li><li>Timeline: Launch the funding and partnerships within the first year, with initial funding allocations completed by year two.</li></ul> | <p><b>Promote Self-Sufficiency</b></p> <ul style="list-style-type: none"><li>Create incentives for States/Administrations to develop in-house training programs and establish/promote certification processes for locally trained personnel. Monitor progress and provide feedback to encourage continuous improvements.</li><li>Timeline: Roll out incentives and certification processes by year three, with a target of achieving 50% self-sufficiency across States/Administrations by the end of year five.</li></ul> |