

TABLE OF CONTENTS

SCHEDULE C: TRAINING STRATEGY	1
C.1 Overview of the SAGE Training Strategy	1

SCHEDULE C: TRAINING STRATEGY

This schedule outlines the training strategy and activities that initiate SAGE implementation within participating districts.

Summary

- SAGE employs a clearly defined cascade training approach whereby various implementation levels are responsible for conducting different training activities.
- Training activities are implemented according to a strict timeline to ensure that programme implementation stays on-schedule.

C.1 Overview of the SAGE Training Strategy

Roll-out and implementation of the SAGE programme at the community level is prefaced by a clearly defined cascade training strategy. Each district SAGE Team develops, with the support of the SP Secretariat, a roll-out workplan and training schedule for all necessary training activities during the phased introduction of SAGE into all sub-counties of the district. Budgets for implementing activities are provided by the SP Secretariat and funds managed by local government authorities.

SAGE training activities get underway in each district once the MoU has been signed between the MGLSD and the district, external advisers have been recruited, and the SAGE office has been established. As outlined above, the training programme begins with District Training 1 (DT1), the District SAGE Orientation, and followed closely on with DT2, both conducted by representatives of the SP Secretariat. DT3 is conducted in various locations, with districts being clustered and sending particular individuals to attend the training. Subsequent training activities are then led by the district SAGE team, and are scheduled in accordance with district's workplan and in coordination with the Payment Service Provider.

It is anticipated that districts roll-out in two sub-counties at a time, though this may be amended as necessary. Given the time necessary to carry out SAGE implementation activities, all sub-county and parish (that is, DT4 – DT6) training activities need to be completed at least 2 months prior to the planned disbursement date of SAGE grant funds.

The descriptions on the following page provide an overview of each of the district trainings (DTs):

DT1: District SAGE Orientation

A one-day orientation for local government and district SAGE Team staff (approx. 55 participants) delivered by staff from the SP Secretariat and MGLSD Master Trainers.

DT2: District SAGE Team Training

Five (5) day training for the district SAGE Team and DCDO (9 participants) on SAGE implementation procedures delivered by staff from the SP Secretariat.

DT3: District Planning, Information and Finance (PIF) Training

Specific training content for Regional Accountants, District MIS Officers and other key members of the district SAGE Team (approx. 8 participants) can be carried out in a variety of ways. This training is typically conducted by clustering of representatives of numerous districts on financial management arrangements, management of the MIS, M&E, etc, and is delivered by staff of the SP Secretariat at Kampala level.

DT4: Orientation of Sub-County Stakeholders

A one-day orientation training for Sub-County officials, LCIII councillors, Parish Chiefs, Parish Development Committee chairpersons and civil society stakeholders (approx. 40 participants) delivered at Sub-County level by the DCDO or Senior CDO responsible for SAGE. Timing of these orientations will depend on the sub-county rollout within each district.

DT5: Implementation Training of Sub-County Partners

Comprehensive implementation training lasting 4 days for Sub-County CDOs and Parish Chiefs - or Parish Facilitators where Parish Chief posts are vacant. It will take place at the district level led by the District SAGE Team, and typically clusters those sub-counties using the same targeting mechanism as per the rollout plan, limiting the number of participants to 25.

DT6: Parish Chief, Village Chairperson and PDC Training

This two (2) day training (of approx. 12-23 participants) will take place in two or three parishes in every Sub-County, with participants from 2-3 parishes attending each training. Participants are Village Chairpersons and Village Council Secretaries (or Parish development Committee members, if the Secretary is unavailable). The training is led by the sub-county (A)CDO with the support of Parish Chiefs.

Following the completion of training activities, the SAGE Implementation Cycle begins at the community level, as described in later schedules.