



NEW IMAS ON MANAGEMENT OF TRAINING

In almost all mine action programmes there is a requirement for the training of staff for operational and management tasks. Some mine action programmes have a special training component: a training school or centre within the country with qualified staff and indoor/outdoor facilities to deliver quality mine action training. Training has been touched upon in many of the existing IMAS, but to date there has been no IMAS to provide guidance on the management of training. Therefore, the GICHD, together with UNMAS and in collaboration with the IMAS Review Board, has developed a new IMAS on management of training which reflects the current agreed practice. The standard is now published on the IMAS website. It is hoped that this IMAS, like many others, will help the mine action community in providing sound guidelines on management of training.



The new IMAS provides guidelines for the management of training for mine action staff. It specifically applies to training to carry out mine risk education (MRE), explosive ordnance disposal (EOD), operations including survey, marking, clearance, monitoring and evaluation, and quality control activities. Although similar principles may be applicable, it does not cover training in fields like victim assistance and related activities or training in support of administration, logistical or financial tasks.

The IMAS discusses two kinds of training: on-the-job and formal training. On-the-job training is normally carried out with a small number of staff or on a one-to-one basis. It is usually ongoing and provided on an 'as required' basis by more senior staff. Formal training is normally delivered to a group of trainees over a finite period of time in the form of, for example, a training course or a workshop. Formal training may be conducted by mine action organisations, by a central training facility established by the National Mine Action Authority (NMAA), or by international training institutions or experts.

This new IMAS further emphasises that training should be developed in response to confirmed needs. In this perspective, training should be based on a needs analysis and delivered by qualified trainers. Effective training should include evaluation and testing elements, internal and external monitoring and training administration procedures. To ensure good quality training, the NMAA should set guidelines in national standards which specify the requirements for the management of training.

Finally, the standard outlines the following responsibilities and obligations: those of the United Nations and donors in relation to capacity development; of the NMAAs in relation to establishing and maintaining national standards, regulations and procedures for the management of training within their programme; and those of mine action organisations to ensure capacity development and compliance with the national standards.

For further information, please visit www.mineactionstandards.org and read IMAS 06.10 Management of Training.