

REBUILD



CYCLE 4 TRAINING ACTIVITIES COORDINATION MEETINGS

November 2023 - February 2024

10



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INTRODUCTION

This storyboard refers to REBUILD activities implemented from November 2023 to February 2024. The focus is on the implementation of the "Cycle 4" **training activities** and also reflects project management and **coordination activities** with Libyan and European stakeholders.

TRAINING ACTIVITIES

- "Cycle 4" training activities

COORDINATION ACTIVITIES

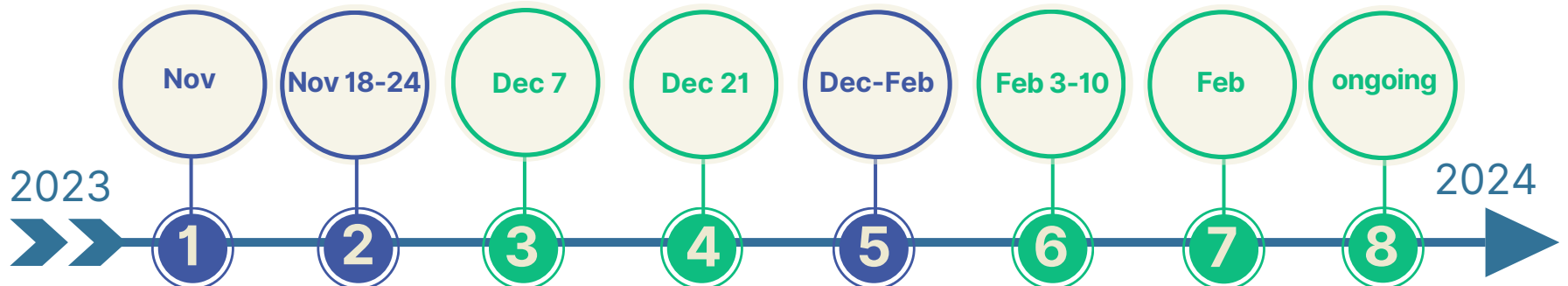
- 5th Technical Board meeting (online)
- Kick-off meeting of the Pilot Project Environmental Safety
- **Mission to Libya for the two Pilot Projects**
(Storyboard nr 11 will be entirely dedicated to the mission)
- **Interim report of the external evaluation**
The mid-term external evaluation of the project was conducted by DISAMIS consultants
- **Online Working Groups**
REBUILD all staff meetings; woman empowerment within REBUILD; pilot projects working groups; Media Officers

PARTICIPANTS

■ TRAINING ACTIVITIES

■ COORDINATION MEETINGS

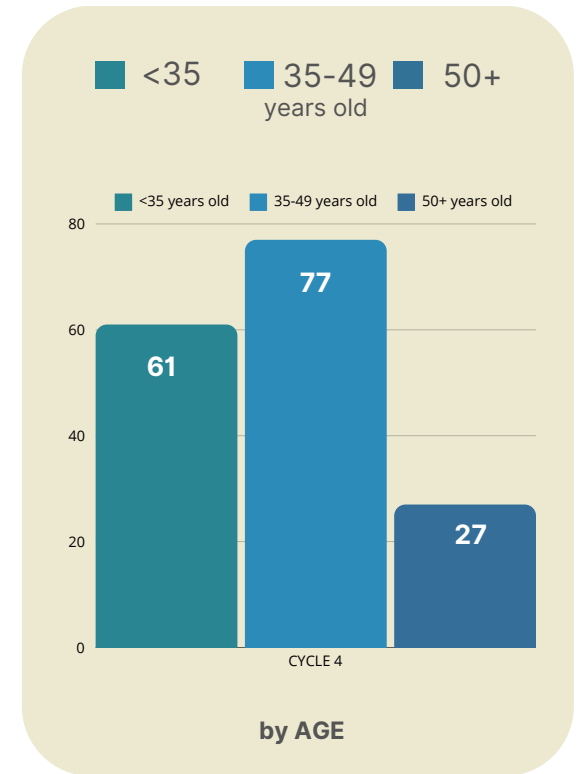
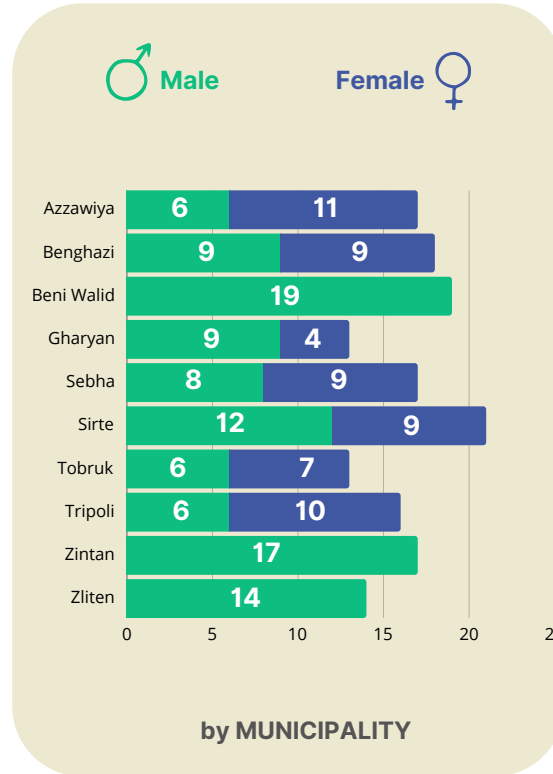
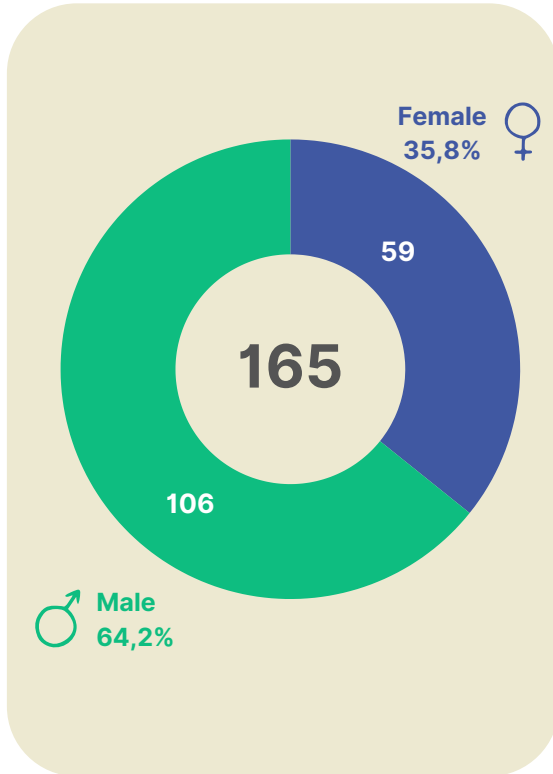
	ACTIVITIES	Nr	PARTICIPANTS
1	TOT e-learning (<u>REBUILD</u> platform)	28	Cycle 4 trainers and REBUILD project staff in the Municipalities and Universities
2	TOT in-presence (Tripoli)	25	Cycle 4 trainers, Universities Project Officers and 5 Project Managers
3	5th Technical Board meeting (online)	35	Project staff in Municipalities and Universities, PMU, RAFVG, EUD, OGS, SBR, Ciedel, Disamis, Liaison manager and Local coordinator in Libya
4	Kick-off meeting of the Pilot Project 2	19	Municipalities of Azzawiya, Beni Walid, Sebha, Sirte and Zintan, University of Trento, PMU,
5	Training in each Municipality (Libya)	165	Municipality staff
6	Mission to Libya for the Pilot Projects	7	Italian delegation
7	External evaluation of the project	17	Project staff and stakeholders interviewed from the external consultants
8	Working groups (online)	55	Municipality project managers and media officers, University project officers, coordinator in Libya, Liaison manager, PMU, SBR, Disamis, pilot projects



CYCLE 4 PARTICIPANTS

December 2023 - February 2024

Participants in training activities in the municipalities: **165**



Municipality departments mostly represented:

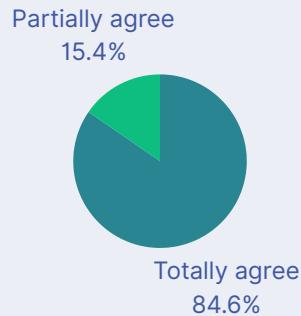
- Urban planning
- Finance/Economic activities/General administration
- IT/Media/Public relations/Public utilities
- Women affairs/People with special needs

EVALUATION OF "CYCLE 4" ACTIVITIES IN LIBYA

The following evaluations are conducted in each training cycle to monitor training activities and improve their effectiveness:

Evaluation of the in presence TOT

Participants' opinions are anonymous



Objectives of the in-presence TOT are adequate and consistent

Some remarks to work on:

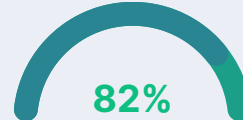
- Contents should always be applicable in the Libyan context
- Translations not always clear
- Time (course intensive and compressed)
- Work more on field visits
- Involve municipalities in assisting trainers

Evaluation of the municipality training

● Self assessment before/after the training

In general good (participants overall improved their understanding, determining their needs, catching the legal framework and the comprehensive approach such as the inclusion of vulnerable layers)

● Evaluation by participants



Relevance of materials and adaptation to the Libyan context

- + Contents clear and well structured
- + Adequate choice of training topics
- + Trainers cooperative and open to criticism
- + Field visits and case studies required

● Evaluation by trainers



The trainees participated in the training process with interest and in an interactive manner

- + Overall positive

Some remarks to work on:

- More respect for time by trainees
- Training in the morning would be much more effective
- Contents need sometimes extensive time
- Selection process of trainees not always satisfying in terms of role within the administration

CYCLE 4 TRAINING ACTIVITIES

TRAINING CYCLE - 6 months

A. TRAINING OF TRAINERS 3 months

A.1
E-LEARNING

7 weeks
Oct-Nov, 2023

A.2
IN-PRESENCE
TRAINING
(TRIPOLI)

7 days
Nov 18-24, 2023

B. TRAINING OF MUNICIPALITIES 3 months

B.1
UNIVERSITIES
TRAIN
MUNICIPALITIES
(LIBYA)

9 weeks
72 hours
Dec '23-Feb '24

B.2
DISTANCE
MENTORING

CYCLE 4. HUMAN RESOURCES MANAGEMENT

M.4.1. The organisational structure and functioning of a municipality

M.4.2. Human Resources Management and leadership: tools for action

M.4.3. Human Resources management and inclusive approaches

Human resources:

Leading and Managing People

People that manage staff within a municipality are united by the challenge of ensuring results and accountability through effective management of human resources. It becomes paramount to understand how to recognise, value, develop and effectively manage **competences**.

We understand competencies as the combination of knowledge, skills, abilities and personal characteristics.

Organisational structure, effective leadership and sound HRM policies, processes and tools are, together with legislation, among the main elements for “Leading and managing people”.



EXTERNAL EVALUATION

October 2023 - February 2024

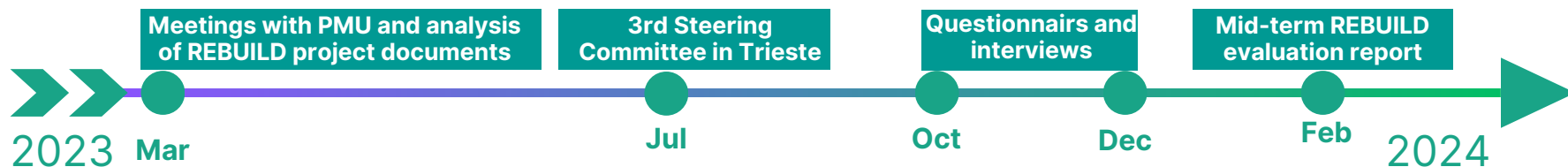


The external evaluation of the REBUILD project is conducted by DISAMIS consultants. The evaluation is made of two blocks: a **mid-term evaluation** (currently under implementation) and the **final evaluation** of REBUILD (which will be implemented throughout 2024 and early 2025). DISAMIS submitted questionnaires to and interviewed with municipalities' Project Managers (November - December 2023).

They developed an intermediate report in English, which was shared in February 2024 with the Project Management Unit. An Arabic version will follow to the Libyan partners.

The document is articulated in different sections: Context of the project; Evaluation mandate; Methodology adopted; Synthesis of the intermediate evaluative judgements; Evaluation results; Cross-cutting issue of gender; Evaluative conclusions and recommendations; Statistical appendix. This first half of the evaluation process was especially focused on the point of view of the project managers in the municipalities and regards the effects of the training on ordinary activities of municipalities towards citizens as well as on pilot projects.

The second half will follow the project until the end and will have a much broader point of view in terms of cooperation and local governance, and will involve many stakeholders (including universities, technical experts engaged in the pilot projects, municipalities' staff members, representatives of other institutions and of civil society organisations).





TRAINING OF TRAINERS (TRIPOLI)

November 18 - 24, 2023



TRAINING OF TRAINERS (TRIPOLI)

November 18 - 24, 2023

Participants 25
Women 8%
Field visits: 2
In-presence training: 32 hours





TECHNICAL BOARD

December 7, 2023 (online)



The fifth meeting of the Technical Board was attended by project representatives within each partner: local authorities, universities, training centres, the EU Delegation to Libya, external evaluators, from the Liaison Manager, the REBUILD Coordinator in Libya and the Project Management Unit.

✓ TOPICS COVERED

■ Update on the implementation of the project

a Delays in payments to Human Resources and implementation of the pilot project on environment are getting back on track **b** Smooth implementation of cycle 3 activities **c** Finalised the assessment of fisheries in Libya, delivered an information document to the 5 municipalities to strengthen the fishery structures and focused three facilities suitable for intervention **d** Actors of the pilot on environmental safety are aligned and ready to start implementation **e** Interest expressed by other municipalities to join the REBUILD team; establishment of a robust cooperation between municipalities and other institutions, also including universities; other unforeseen positive side effects of the project, such as the scholarship programme by the University of Trento **f** Institutional care to follow the principles of the multilevel governance, also coordinating with the Ministry of Local Government in Libya

g Presented the outline of the next summer school in Lyon (France) in July 2024 **h** The monitoring plan was presented

- **Plan of action of the fourth year** was presented and approved
- **Monitoring and financial reports.** A financial report of the project updated until the end of September 2023 was shared
- **REBUILD external evaluation** was conducted by DISAMIS consultants: between November and December questionnaires were submitted to municipalities' Project Managers and all PMs were interviewed. In February 2024 is due the presentation of the mid-term REBUILD evaluation report
- **Subgrant to universities.** A summary document of all items requested from universities was shared. Next phase the purchase of the equipment and furniture in support of the capacity building activities
- **Communication.** A document summarizing the main communication outputs realised from the beginning of the project was shared



KICK-OFF MEETING PILOT ENVIRONMENT

December 21, 2023 (online)



Azzawiya

بلدية الزاوية



Beni Walid

بلدية
بنى وليد



Gharyan

بلدية
غريان



Sabha

بلدية
سبها



Zintan

بلدية
الزنتان

The environmental safety pilot project was launched on line in December 2023 at the presence of the five Municipalities where it will be implemented (Azzawiya, Beni Walid, Gharyan, Sebha, Zintan), the Ministry of Local Government, the Liaison Manager, REBUILD Local Coordinator in Libya and the Project Management Unit.

✓ TOPICS COVERED

- Welcome and round introduction of the participants
- Welcome speech from the Mayor of Azzawiya
- Presentation of the pilot project
- Institutional framework by the Ministry of the Local Government
- Presentation of the training need of the laboratory staff by the Directors of the Environmental safety in the 5 municipalities
- Scientific role of the University of Trento
- Establishment of a technical working group on training engineering participated by the 5 project Managers, the 5 Directors of Municipalities' Environmental Safety Departments and the PMU

TRAINING IN AZZAWIYA

In-presence participants 17
Women 64,7 %

December 2023 - February 2024



TRAINING IN BENGHAZI

In-presence participants 18
Women 50 %

December 2023 - January 2024



TRAINING IN BENI WALID

In-presence participants 20
Women 0%

January - February 2024



TRAINING IN GHARYAN

In-presence participants 13
Women 30,8 %

January - February 2024



TRAINING IN SEBHA

In-presence participants 17
Women 52,9 %

December 2023 - January 2024



TRAINING IN SIRTE

In-presence participants 21
Women 42,9 %

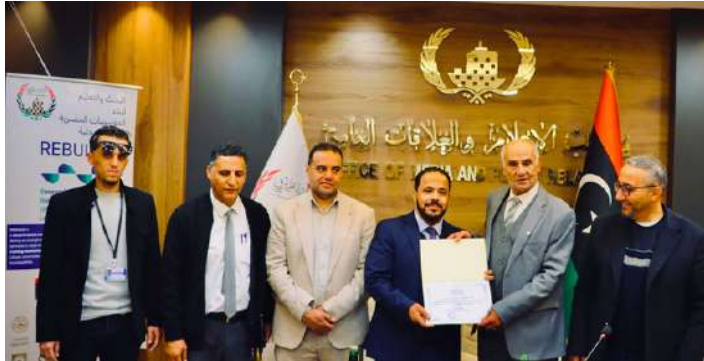
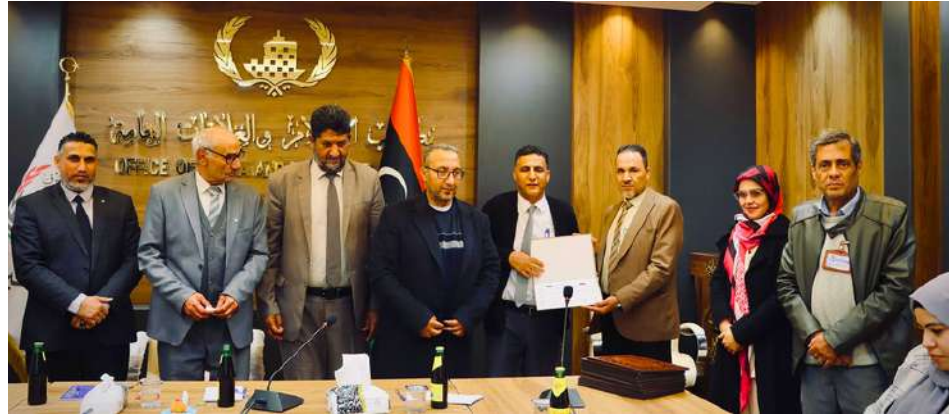
December 2023 - January 2024



TRAINING IN TOBRUK

In-presence participants 13
Women 50 %

January - February 2024



TRAINING IN TRIPOLI

In-presence participants 16
Women 62,5 %

January - February 2024



TRAINING IN ZINTAN

In-presence participants 17
Women 0%

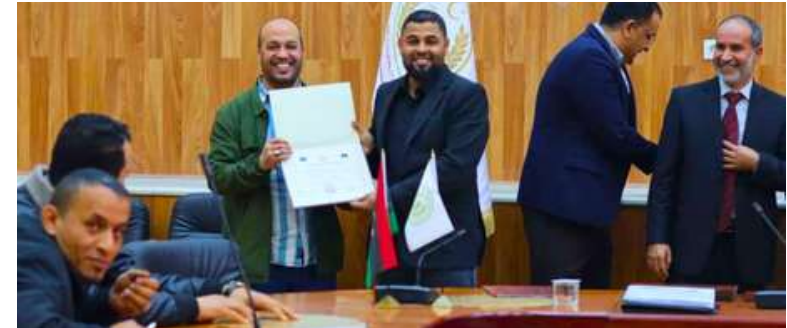
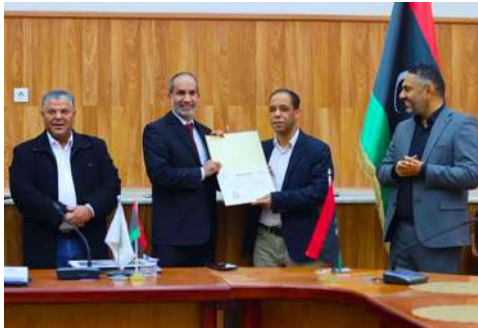
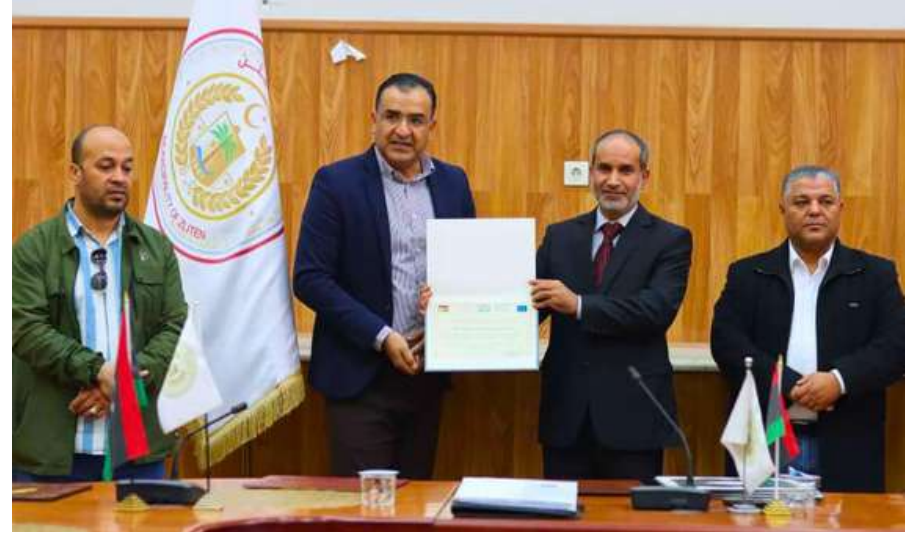
December 2023 - January 2024



TRAINING IN ZLITEN

In-presence participants 14
Women 0%

December 2023 - January 2024



MISSION TO LIBYA - PILOT PROJECTS

February 3-10, 2024

A field mission was held from 3 to 10 February 2024 in Libya, with relevant visits to facilities and meetings with sectoral operators and local authorities, regarding the two pilot projects implemented by:

- **Friuli Venezia-Giulia Region** with the technical and scientific support of OGS - Institute of Oceanography and Experimental Geophysics
- **Province of Trento** with the scientific support of the University of Trento and the technical support of CCI - International Cooperation Centre

Scope of the mission

- Reinforce working relationship with the MoLG for a smooth implementation of the next phases of the project
- *Pilot fishery* - From need-assessment to implementation of the intervention in Zliten; definition of a possible further intervention in Tobruk through the additional resources made available by the Region Friuli Venezia Giulia
- *Pilot environment* - Pave the way to project implementation, based on the agreed plan of action: meeting municipal staff working in the environmental analysis laboratories to assess the activities taking place there, the equipment available and its actual functioning, as well as the priorities for the future

Italian delegation

Lorenza Biassetto (autonomous Province of Trento); Benedetta Oddo (Nicosia Initiative and REBUILD Liaison Manager); Stefano Rossi (International Cooperation Centre); Simone Cavazzoli (University of Trento); Manlio Panlei (autonomous Region of Friuli Venezia Giulia); Leonardo Manzari and Giuseppe Palma (OGS Trieste).





البحث والتعليم
لبناء
المؤسسات الحضرية
للتنمية المحلية



Research and Education
Building
Urban Institutions for
Local Development

EuropeAid/167744/DH/ACT/Multi
NEAR-TS/2020/422-410



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REBUILD is a project aiming at strengthening local public services in Libya through a permanent training mechanism delivered by Libyan universities to Libyan municipalities

يهدف مشروع **REBUILD** إلى تعزيز الخدمات العامة المحلية في ليبيا من خلال آلية تدريب دائمة تقدمها الجامعات الليبية للبلديات الليبية.

REBUILD

