



## **ADPC Capacity Building Programme**

### **Background**

Since the early 1990's, international migration has powerfully manifested as one of the main global forces shaping the directions and trends in the 21<sup>st</sup> century. Contemporary global migration presents both challenges and opportunities. Challenges of managing it orderly and opportunities for harnessing more the significant potential (capital, knowledge and networks) of the migrants for the overall development of their countries of origin. These two-pronged manifestations – problems, and benefits associated with migration have made the topic a top priority on the national and international agenda worldwide. It has also become an emerging policy field in many countries around the world. However, to many developing countries, current migration dynamics, and their related issues represent huge policy and institutional challenges for effective coping mechanisms. This is due to the fact that the nexus between migration and development is a complex phenomenon with many different dimensions. Additionally, it is a relatively new field. As a result, policymakers in many developing countries often lack the knowledge, capabilities, and experience to make well-informed policy choices geared towards managing migration orderly and for engaging migrants in the domestic development in a sustainable and systematic manner. This reality, therefore, makes it an urgent priority to invest in capacity building for policy development. In this regard, developing a national migration policy is a key precondition for sound practical interventions that can greatly contribute to minimize the negative impact of migration while maximizing its potential benefits.

### **Purpose of the capacity building programme**

The programme is specifically designed to deliver both face-to-face and on-line capacity building training as well as consultancy, coaching and, mentoring services on migration related issues to governments in developing countries. The work of the programme is tailored to the needs and specific context of the interested countries. Topics that the training workshops cover are diverse but will be adopted to the beneficiary areas of interest. Particular attention will be paid on the specific country context, challenges, opportunities, priorities and urgent policy needs of the receiving country. More importantly, the ADPC capacity building programme is already tested and implemented in the field. For instance, ADPC has already trained 24 African government officials from 12 African countries located in different regions in Africa. The setting up of this capacity building training programme was unique as it was the first of its kind developed to respond to capacity deficits affecting the

performance of the emerging institutions in the developing countries tasked with overseeing migration and development related matters.

## **Objectives**

- To offer high-quality technical assistance services to national institutions, regional organizations, civil society organizations as well as other stakeholders active in the field of migration
- To provide tailor-made capacity building training workshops adopted to the needs and specific context of each country in the areas of migration management, integration and migration and development
- To assist developing countries to acquire the technical capability to design a national migration policy which can be translated into feasible strategic interventions and realisable actions

The programme offers the following services:

### **Capacity building training workshops**

The duration of the capacity building training component of the programme is 5 days. It is an interactive face-to-face training workshop which is designed to provide essential knowledge, up-to-date information, technical skills, and capabilities that contribute to strengthening the policy making capacity of governmental and non-governmental decision-makers in migration related matters. The targeted policymakers are those particularly tasked to manage domestic migration orderly and for engaging migrants in the national development in a sustainable and a systematic manner. The content of the training course is tailored to the needs, challenges, opportunities, priorities and urgent policy needs of policymakers dealing with migration related issues in the developing countries. The courses are organized to ensure that trainers gain access to evidence-based knowledge, selected cases of existing best practices and up-to-date information in the field. This will enable them to make better informed policy choices and more appropriate decisions in their practical interventions.

#### *Training methodology*

The training course is designed to be an interactive and face-to-face format. It is guided by a participatory learning approach which encourages participants to openly exchange information, knowledge and share good practices both in policy and programme related operations. The training workshop adopts the Chatham house rules in order to facilitate a free flow of ideas which is conducive to a dynamic exchange of ideas and experiences.

## **Direct technical assistance**

High-quality direct technical assistance is offered in the form of consultancy, coaching, and mentoring. The focus is both on supporting developing countries to develop an effective migration-oriented policy and for the implementation of migration-driven programmes on the ground. This direct and concentrated technical assistance enables targeted countries to acquire the capability to develop an effective institutional capacity for migration related matters. It also helps beneficiary countries to plan strategically and from the outset establish a workable plan with short-, medium- and long-term goals. Furthermore, the direct technical intervention assists governments to identify priorities and, thereafter, formulate appropriate policy measures (as everything starts with policy plans) that can be translated into feasible strategic interventions and realisable actions within a realistic timeframe. In addition to that, governments are assisted to focus on specific initiatives that could contribute to building, strengthening, and institutionalizing the relationships between a country of origin and its overseas migrants in a productive manner.

## **Online courses**

Online courses are offered to continue learning and to gain access to up-to-date information in the field, as most government policymakers and civil society representatives in developing countries often lack access to the most recent knowledge generated on the subject. Moreover, continued access to up-to-date information in the field will enable them to make better-informed policy choices and appropriate decisions in their practical interventions. Furthermore, providing online courses is cheap and, consequently, more migrant-oriented government policy makers and civil society representatives in many countries could easily participate.

## **Contents of the programme**

The content of the programme is designed in a manner that enhances the knowledge, experience, and policy insights of the recipients. The diverse components of the programme are organized to ensure that participants gain access to useful and evidence-based information in the field that will enable them to make better informed policy choices and more appropriate decisions in their day to day practical interventions. The contents of the programme compose of the following three components:

### **Overview of the migration and development dynamics**

The first part of the programme provides an overview of the current migration dynamics in a wider context. It also delineates an account of the nature of challenges and opportunities that the contemporary global migration presents to countries, regions, and the globe as a

whole. Moreover, the training course introduces concepts such as the ‘Life Cycle of Migrants’, which provides a good starting point for comprehensive migration management as well as migration and development in countries of origin. Finally, the training course presents examples of diverse policy interests in the migration dynamics between developing and developed countries within the development cooperation framework. In addition to that it dwells on policy debates on the topic waged in international forums, such as the Global Forum on Migration and Development (GFMD).

### **Evidence-based best practices**

The second part of the programme offers examples of selected cases of existing best practices drawn from both policies and programmes in the field, of which valuable lessons can be learned. These are lessons that can be applied in other contexts because of their positive exceptions. Since the nexus between migration and development has gained global prominence, different countries have undertaken initiatives in order to benefit from the development potential of their migrant communities abroad. The training course facilitates participants to gain access to good practices elsewhere that they do not normally have access to, even though they are urgently needed. Furthermore, the training course delves in deeply of specific policy considerations, strategic alliances, and partnerships (both internal and external) and the nature of domestic environment that made possible the success of a particular case of policy or programmes of the cases selected. This exercise is undertaken in a manner that will increase the awareness of participants towards a broad variety of possible options within different contexts.

### **Capacity building for policy development**

The third part of the programme is devoted to enhance the technical capabilities of trainees for policy development. Everything starts with the development of a sound policy. Capacity building for policy development is a critical component of the training course. The exercise of the training course provides the trainees with a theory of policy development, examples for policy development, and tools for effective policy development. Furthermore, throughout the training workshop, participants are encouraged to practice writing exercises since drafting a proper policy paper is a complex enterprise. Eventually, the training equips the trainees the technical capacity to design a national migration-oriented policy for their respective countries. This is a policy which helps development countries to integrate the migration-driven development into the overall national development agenda.

### **Facilitators**

The diverse components of the capacity building programme are facilitated by a team of experienced international experts in the field of migration and development. The experts are

both core resource persons at the ADPC headquarters as well as networks of external professionals located in different regions. The availability of a standing team of experienced international experts in the field guarantees a high-quality delivery of our capacity building services tailored to suit a wide variety of clients.

### **Expected results**

- Participant countries will acquire new knowledge and up-to-date information tailored to their specific policy-making needs;
- Participant countries obtain knowledge about best practices from the experiences of other countries;
- Participant countries acquire innovative strategies geared to mobilising the migrants for the homeland development;
- Participant countries acquire technical capabilities to design a national migration policy which can be translated into feasible strategic interventions and realisable actions;
- Participant countries gain policy and practical insights on how migrant-driven development can be integrated into the overall national development agenda; notably, through programmes such as the Poverty Reduction Strategy Papers (PRSPs) and the Millennium Development Goals (MDGs).

### **Target participants**

The technical assistance services offered by this capacity building programme will be of interest to government civil servants in developing countries, regional bodies, and civil society representatives, development practitioners in mainstream donor agencies and international organizations directly involved in the migration policy processes and practical implementations in their area of work.

### **Bridging the knowledge gap in the field**

ADPC has developed this tailor-made capacity building programme to bridge the North-South knowledge gap in the field. The programme strengthens the institutional capacities of the newly-formed migrant-oriented institutions in the South tasked to overseeing migration related issues more professionally. It makes it possible that migrant-oriented government policy makers, regional organizations and civil society representatives in the developing countries gain access to relevant knowledge and evidence-based policy-supporting information adapted to their policy and practical operations needs. In this regard, the programme is developed to respond to capacity deficits affecting the performance of the

emerging migrant-oriented ministries and other institutions in the developing countries. The performance of many of these newly-created institutions are hindered by lack of capacity in making well-informed policy choices and appropriate decisions, as well as in developing feasible strategic interventions and realisable actions.

ADPC is committed to strengthening the policymaking capabilities of the newly-formed migrant-oriented institutions in the South. We understand that without significant policymaking capability, the newly-formed institutions will neither adequately manage the challenges of migration nor sufficiently benefit from its opportunities and development potentials. We are strongly convinced that enhanced policymaking capability of migrant-oriented policymakers in developing countries will enable them to engage migrants in the overall development of their countries of origin on a large scale and in a sustainable manner.