

Strengthening Training Institutions

Expert Group Meeting, 28-30 March

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SWOT Analysis

Establish a Vision for Training Institutes and Capacity Building

What is a Vision?

- A written statement expressing the collective view and goals of leaders, and other stakeholders about the **kind of status they would like to achieve within a set time.**

Example of a Vision

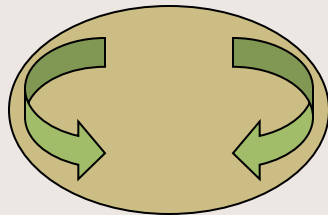
"To be a Center of Excellence in capacity building for local self-governance".

The viability of achieving the Vision?

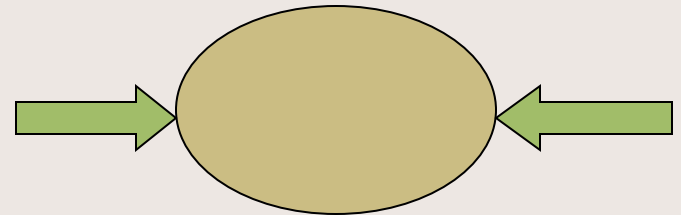
Consider the **Strengths and Weaknesses** of the training institute, the **Opportunities** it has to become a center of excellence, and the **Threats** to those opportunities.

Internal and External Forces

- Strengths and Weaknesses are attributes that characterize **internal qualities** of the institute.



- Opportunities and Threats are attributes that affect the institute from its **external environment**.



Positive Internal factors (Strengths) might include:

- Resources: people, expertise. assets, history, management structure
- The present status or image of the institute
- The financial strength of the institute and the level of autonomous funding

Negative Internal Factors (Weaknesses) might include;

- Dependency on central government funds for program offerings
- Weak human resource capacity
- Insufficient resources
- Lack of buildings and facilities

Positive External factors (Opportunities) might include :

- High demand for professional training from local government units
- Favorable policies of the central government for decentralized governance

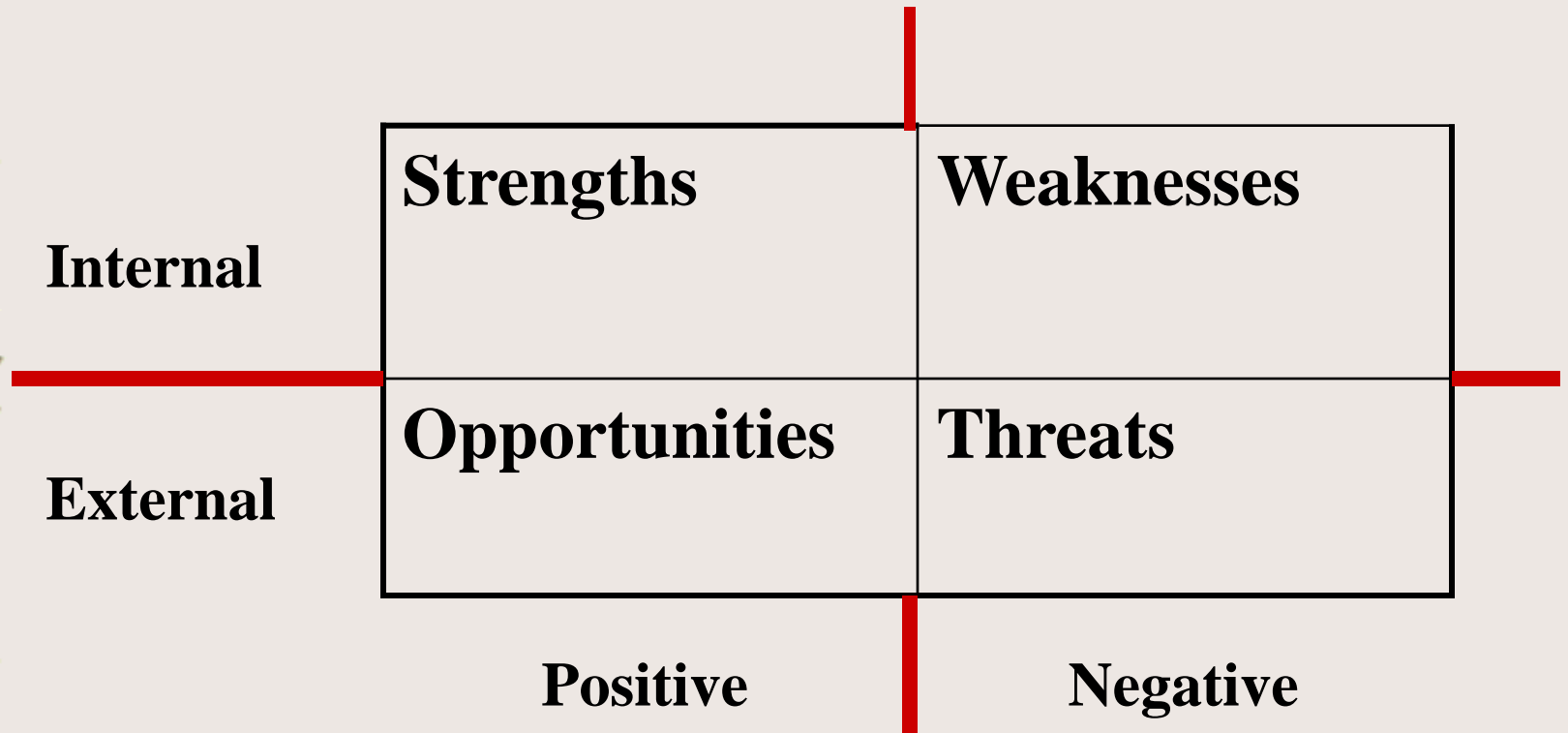
Negative External (Threats) factors might include :

- Competition between institutions in the region for offering training courses
- Difficulty of local governments to release their staff for long-term training programs

Application of SWOT Analysis

- SWOT analysis provides information that is helpful in **matching the resources and capabilities** to achieve the ‘vision’.
- It is also **helpful in strategy formulation and selection.**
- Remember that, SWOT Analysis is a technique to **check the viability of an idea (VISION).**

SWOT Matrix, e.g.,



Strategy Matrix

	Internal Strengths	Internal Weaknesses
External Opportunities	S-O Strategies Pursue opportunities that are good fit to the Institute's Strengths	W-O Strategies Overcome weaknesses to pursue opportunities
External Threats	S-T Strategies Identify the ways for the institute to overcome its vulnerability to external threats	W-T Strategies Establish a defensive plan to prevent the institute's weaknesses from making it susceptible to threats