Human Resource and Institutional Capacity Building: The CRSP Experience

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The CRSP Approach

The CRSPs empower host country institutions to address recognized needs and constraints through the creation of new technologies and knowledge while concurrently developing human and institutional resource capacity and competencies in strategic areas of agriculture and natural resource sciences, thus leading to institutional self-reliance and sustainability.

The CRSP Approach

Institutional Capacity Building

• Begins with a comprehensive approach
• Identifies gaps in knowledge, skills, and attitudes in the host institutions
• Addresses institutional deficiencies with appropriate interventions
• Identifies long-term and short-term human resource and institutional development needs
• Involves U.S. universities and scientists
• Integrates education with research and outreach
• Participates with NARS, universities, ministries and private sector in host countries

Long-term Degree Training through CRSPs

• CRSPs invest about 20% - 25% of their funds in training
• Integral part of the program – included in the workplans
• Trainees selected by host country institutions in collaboration with U.S. scientists
• Not the best from the whole country, but the best from the participating institutions are selected to ensure institutional development
Comparative Advantage of CRSPs in Capacity Building

• Access to academic programs of over 60 U.S. universities
• Partnership with about 200 agricultural research institutions in >70 developing countries
• Programmatic integration of education and research in degree training
• Focus on finding solutions to private and public sector priority problems
• Long-term institutional relationships

CRSP Long-term Training

CRSP long-term training has supported at least 3,820 degree students from 72 countries, involving host countries and US universities, NARS, NGOs, and the private sector.

764 trainees in FY 2011
  • 302 from FTF countries
  • 195 in 9 focus countries
Host country 80% (86% return rate) • U.S. students 20%

Demographics of CRSP Trainees

• Degree level 35% PhD, 45% MS, 20% BS
• Disciplinary areas Plant sciences, animal sciences, soil sciences, natural resources, food science, nutrition, social science, economics, geography, education, extension, bio-systems engineering
• MS and PhD programs
  • U.S. universities 70%
  • Sandwich program 20%
  • Third countries 5%
  • Host countries 5%
Short-term Training

- Integral part of human and institutional capacity building
- Involves U.S. and host country institutions
- Helps in integration of long-term trained personnel within the host country institutions
  - Workshops, seminars, conferences in host countries
  - Training in financial and technical management
  - Assistance in scientific writing and publications

Short-term Training

Infrastructure and facility improvement in host countries

- Laboratory equipment and supplies
- Improvement of laboratory infrastructure
- Communications equipment
- Software
- Networking

Capacity Building and FtF

Global Food Security Initiative/Feed the Future (FTF)

- Capacity building in alignment with USAID Missions, other donors, and host country governments
- Linkages with national and international programs such as CGIAR institutes and NARS
- Alignment of human resources to support strategic priorities
Conclusions and Recommendations

- CRSPs allocate about 35% of their funds for long-term and short-term training.
- CRSPs Leverage funds from U.S. universities and other donor agencies for long- and short-term trainings.
- CRSPs Long- and short-term trainings are integral part of human resource and institutional development
- USAID should disaggregate indicators of short-term training for institutional capacity building.
- There is a need for an impact assessment of CRSP human and institutional capacity building.