

## GLOBAL CAPACITY BUILDING INITIATIVE



## Questionnaire

The questionnaire will be used as an input for the design of the Global Capacity Building Initiative.  
Please fill it out to the best of your knowledge. Thank you

▶ Training Opportunities at your Institution			
1	Does your Authority / Agency have a dedicated budget for training?		Yes No
2	Does your Agency offer a Capacity Building / Training Program for staff?		Yes No
3	Is there a department in your agency/authority dealing with Capacity Building / Training programs?		Yes No
4	How are training programs developed?		
	In consultation with staff		Yes No
	Established by management		Yes No
	Developed by HR / Department		Yes No
	Other (please specify)		
5	How do you learn about training opportunities?		
	Informed by my Agency		Yes No
	Own Research (online, newsletters,...)		Yes No
	Other (please specify)		
6	Is Training part of your performance evaluation / job promotion?		Yes No
7	How are staff identified for training opportunities?		
	First-come, first serve basis		Yes No
	Discussion on needs		Yes No
	Seniority		Yes No
	Attendance of earlier events		Yes No
	Other (please specify)		

▶ Personal Training Experience								
8	How many training events have you attended in the last 3 years?	Other	Number of Training Events					
	In-House		1	2	3	4	5	6
	Regional / Sub-regional		1	2	3	4	5	6
	National Training		1	2	3	4	5	6
	International Training Seminars		1	2	3	4	5	6
	Other training institution		1	2	3	4	5	6
	Other (please specify)							
9	Who paid for your participation in these events?							
	International Organization	Yes		No				
	Regional Organization	Yes		No				
	Your Regulatory authority	Yes		No				
	Other (please specify)							
10	Have you participated in online courses?	Yes		No				
11	What other types of capacity building events have you attended since you joined your organization?							
	Exchange program with other regulatory agency	Yes		No				
	Internship	Yes		No				
	Study Abroad	Yes		No				
	University Training	Yes		No				
	Training Institution	Yes		No				
	Other (please specify)							
12	What are the average fees that you paid for external training?							
	Please, explain							
13	To what extent has your participation in the last capacity building events contributed to.... (Please rate from 1 to 5)		MINIMUM → MAXIMUM					
	Enhancing your knowledge of the sector	Minimum	1	2	3	4	5	Maximum
	Enhancing your skills	Minimum	1	2	3	4	5	Maximum
	Developed you as a subject-matter expert, obviating the need for your organization to hire external experts	Minimum	1	2	3	4	5	Maximum

► Delivery Mechanisms								
14	Rank the following delivery mechanisms for knowledge based on your experience and preference (From the highest rank being 1 and the lowest rank being 5)		MAXIMUM				MINIMUM	
	In-house training	Maximum	1	2	3	4	5	Minimum
	Online Training	Maximum	1	2	3	4	5	Minimum
	Regional Training	Maximum	1	2	3	4	5	Minimum
	University Training	Maximum	1	2	3	4	5	Minimum
	Exchange programme	Maximum	1	2	3	4	5	Minimum
	Internship	Maximum	1	2	3	4	5	Minimum
	International Training Workshops / Seminars	Maximum	1	2	3	4	5	Minimum
15	Are you interested in attending graduate level programs at Universities?		Yes			No		
	If yes, what would be the most relevant program?							
	Full length Master's program		Yes			No		
	Short executive level progra		Yes			No		
	Non credit courses on specific topics		Yes			No		

► Topics								
16	Rank the following topics in order of importance for your training needs?		MAXIMUM				MINIMUM	
	Building cost model	Maximum	1	2	3	4	5	Minimum
	Drafting rules and regulatory measures, e.g. licenses	Maximum	1	2	3	4	5	Minimum
	Interconnection	Maximum	1	2	3	4	5	Minimum
	Universal Access	Maximum	1	2	3	4	5	Minimum
	Institutional and organizational aspects	Maximum	1	2	3	4	5	Minimum
	Conducting a consultation with the industry	Maximum	1	2	3	4	5	Minimum
	Competition	Maximum	1	2	3	4	5	Minimum
	Spectrum	Maximum	1	2	3	4	5	Minimum
	Licensing	Maximum	1	2	3	4	5	Minimum
	Dispute Settlement	Maximum	1	2	3	4	5	Minimum
	New Technologies	Maximum	1	2	3	4	5	Minimum
List additional topics of immediate relevance to your work:								
If you are a manager, list any technical areas that you outsource:								

► **Knowledge Transfer**

17	<b>Is there a mechanism for in-house sharing of knowledge</b> gained in other trainings?			
Other (please specify)	Staff meetings		Yes	No
	Sharing copies of training materials		Yes	No
	In-house Training from staff who attended trainings		Yes	No

► **Incentives for Training**

18	<b>What is the incentive</b> for participating in capacity building programs?			
Other (please specify)	Certification		Yes	No
	Improved Skills		Yes	No
	Networking		Yes	No
	Peer-to-Peer learning and experience sharing		Yes	No
19	Do you think of <b>testing and evaluation of knowledge</b> should be part of capacity building? What kind of <b>follow up steps</b> in this area do you believe are necessary?		Yes	No
Please, explain				

► **What kinds of follow up steps in this area do you think would be most useful?**

► Please provide any other comments or suggestions you wish to make

► Please, tell us about yourself:

Gender:	
Name of your organization:	
Position	
Country	
Number of years in current position	
Contact information (optional) <i>(make sure that you include your email address)</i>	

**Thank you for your help in providing feedback for this questionnaire. For more information please contact:**

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