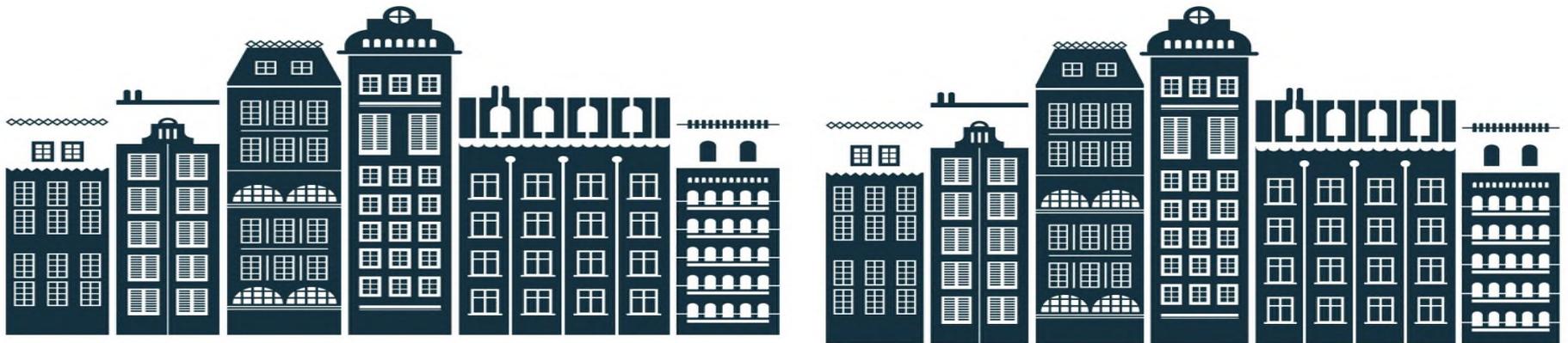


U.S. Department of Housing and Urban Development (HUD)  
Office of Lead Hazard Control and Healthy Homes (OLHCHH)

# 2019 Program Manager School

## BUILDING PROGRAM CAPACITY



Minneapolis, MN

# BUILDING PROGRAM CAPACITY

2

## Presenters:

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*Government Technical Representative*

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*Government Technical Representative*



Program Manager School 2019

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3

**This workshop discusses what the grantee needs to consider in building a comprehensive approach of support, resources, staffing, clientele, etc. for lead hazard control program.**

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4

## I. What is Capacity Building?

- Capacity Building is the ability of an organization to achieve their mission in an effective manner. (Leads to infrastructure development)

### Your Grant Application, helps us to:

- Evaluate your capacity to carry-out the program you are proposing.



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5

## II. Why is Capacity Building important to your success?

- Helps OLHCHH to identify and evaluate the grantees abilities to perform in a complex environment.
- Does the applicant have a strategy, resources, organizational support, community support, knowledge, staffing, know what type of staff (credentials, experience, etc.) they need?
- In addition, capacity building is important because the evaluation process coupled with the implementation component help ensure organizational success and sustainability.



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## “Capacity building as a path to sustainable development”

6

### III. How do you build capacity?

- Evaluate the environment/organization
- Strengths and weaknesses of organization
- Staff (skill set and number of individuals needed, turnover)

### IV. Identify capacity building elements.

- What are program components needed
- Identify clients and pipeline – how to recruit, where, who, when?
- Processes – what, who, how, when, where?

### V. What are the components for a strong program?

- What support do you need – what, who, how, when, where?



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7

## VI. What elements **SHOULD BE** taken into consideration?

**Staff**

Partners-Community

Financial

Contractors

**Outreach/Marketing**

Education

Training

Work Plan

Policies & Procedures

Procurement

Evaluation

IT



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8

## VII. Capacity building is a long term, ongoing process.

### ✓ Why do things change?

- Achieving multiple needs and objectives for the program as it grows
- If internal support not there – must bring in external support, but must be combined with a plan to address the skill gap for the long term
- Make education and public awareness a priority in your long-term strategies



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9

## VII. **Overcoming Obstacles**

### **Monitoring and Continuously Evaluating:**

Staff, Program Benchmarks, Contractors/Subrecipients, Partners and Financial

### **Performance and Outcome Tools:**

Use existing ones or create your own (Benchmarks form, ask your GTR or Peers)

