Organization Capacity Assessment Tool (OCAT)

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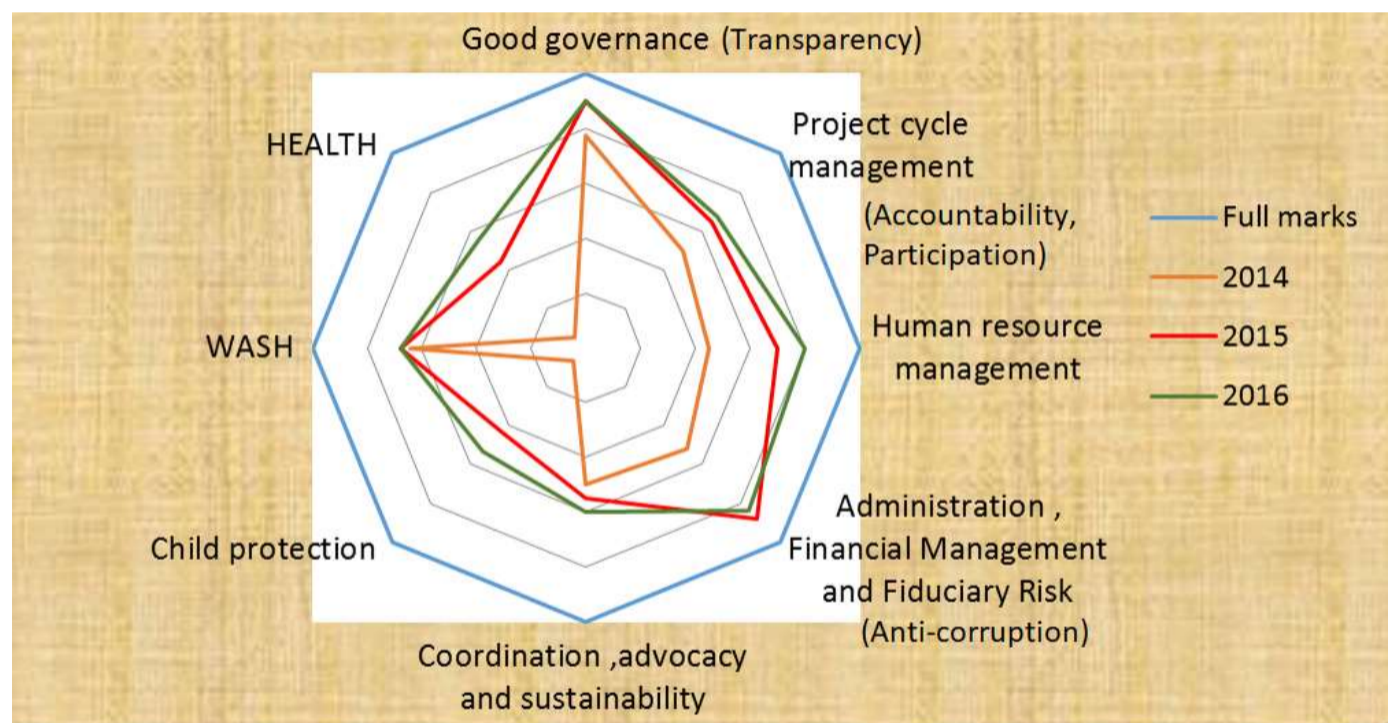| April 2018 | Pokhara, Nepal

Description of good practice

Background

Terre des hommes (Tdh), Nepal has developed a tool in 2014 for systematic development of organizational capacity of implementing partners for effective and efficient implementation of projects. This tool OCAT covers all the core parameters of Water Integrity (Transparency, accountability, participation and anti-corruption).

Description

OCAT is carried out once partnership agreement is signed with project partner and conducted yearly with provision of follow up in at least every six months. Gaps are assessed and based on results, capacity improvement plan is prepared and implemented using this tool. Progress is recorded.

The below spider diagram shows the improvements that took place from the 2014 to 2016 with one of Tdh's partners where this tool was administered . As shown in the figure, there are eight assessment areas the OCAT looks into.

Key elements for successful implementation

Key elements for success

- OCAT is an integral part of the project agreement.
- Involving the partners from the beginning ensuring their understanding of the importance of the tool and willingness to participate.
- Ownership and accountability level of partner plays vital role for the success of tool

Challenges

- Resources are required to fill the gaps identified
- Regular follow ups and continuous technical/HR support is necessary.

Conclusion & recommendations

Advantages

- Good tool to identify existing gaps and needs.
- Can be administered as a self assessment tool within the organization .
- The indicators are well defined for uniform interpretation by all.

Limitations

- Requires multi-disciplinary team/expert for the best result.
- Some thematic indicators are project focused.
- This tool can not perform detail need assessment.

Recommendations

- Indicators need to be updated as per the changing context.
- Resources need to be provisioned to address gaps.
- It is recommended that other organizations also try this tool.