

## Noolaham Staff's Career Development & Empowerment Report 2021

<b>Project Title</b>	Noolaham Staff Career Development and Training
<b>Project No</b>	NF/PG/ 2020/0091
<b>Project Location:</b>	Jaffna, Batticaloa, Kilinochchi and Upcountry
<b>Project Duration:</b>	1.1.2021 -31.12.2021
<b>Project Budget:</b>	2,306,395.00
<b>Implementing Organization:</b>	Noolaham Foundation
<b>Main Stakeholders</b>	Visions Global Empowerment
<b>Propose Date</b>	December 2020

### 1. Noolaham Foundation:

Noolaham Foundation is a non-profit, charitable organization (GA 2390) founded to provide enhanced access to information sources and foster knowledge-based development in Sri Lanka. It maintains an online digital library, facilitates information preservation programmes, provides financial assistance and technical guidance for digitization initiatives, and actively participates in awareness-raising campaigns. It also co-ordinates a range of fund-raising activities and collaborates with other [organizations](#) and individuals. The free Internet library [ [www.noolaham.org](http://www.noolaham.org) ] and Archive [ [www.aavanaham.org](http://www.aavanaham.org) ] maintained by the Foundation serves as a learning center incorporating local knowledge and enabling social interaction with a view to achieving constructive social outcomes. It functions as a repository for various institutions, and fulfills the information needs of students, researchers, historians, activists and the public. Volunteers of Noolaham Foundation participate in the activities of Noolaham globally and have established Noolaham chapters in their respective countries to achieve the mission of the Foundation.

Noolaham Foundation's Collections Development aims to build useful collections to serve the knowledge needs of the diverse Sri Lankan Tamil-speaking communities. It balances the need to preserve the diverse historic and cultural materials along with the necessity to provide more current educational, health, legal, and vocational information. It also includes the creation of collection development policy, collection assessment and routine de-selection

### 2. Project Goal and Objectives:

**Goals:** Noolaham and its staff will improve the quality and efficiency of the work they do and their professionalism as a whole through providing infrastructure and equipment along with leadership training.

#### **Objectives:**

- To provide opportunities to the staff of Noolaham to help develop their professional skills and the quality of their contribution to Noolaham.
- To advance the career skills of the staff of Noolaham.
- To provide the infrastructure and the equipment for the project along with the one year salary of two staff.
- To provide leadership training to the staff.

### 3. Project Summary:

The project intends to improve the Noolaham Foundation's infrastructure and employees' capabilities, which could ensure the organization's effective contribution to society. The initiatives include a number of actions that will aid in achieving the goals.

#### Capacity building activities

- Financial assistance for education/professional development
- Provision of leadership training for employees

#### Technological assistance activities

- Installation of CCTV camera, finger print machine, smart tv, smart conference system, PC and communication service.
- Two interns employes for technology infrastructure and development sector

### 4. Achievement

#### 1) Capacity building activities

Staff members of the Noolaham Foundation have received leadership development training from Visions Global Empowerment. The training session lasted for 4 months and 25 staff received training.

- Training program for staff leadership development improves the workforce's productivity at the Noolaham Foundation.
- The program enables staff to take on roles of leadership both inside and outside the organization.
- It Improve the managerial skills and abilities of the staff

Financial support for professional development/educational programs

- Thirteen staff members of Noolaham benefited through this financial assistance to their studies.

#### 2) Technological assistance activities

- The installation of CCTV cameras, fingerprint readers, smart TVs, smart conference systems, PCs, and communication services are all financially supported by Vision Global Empowerment. These modern devices raise the standard of Noolaham Foundation's workplace setup. The installation of CCTV cameras improves office safety.
- The two interns from Vision Global Empowerment greatly aided the building of technical infrastructure at Noolaham Foundation. They receive assistance in transitioning from manual to digital operations.

### 5. Main stakeholders:

- Noolaham Foundation
- Global Vision Empowerment

### 6. Key performance indicators:

Reviewing the performance of the staff

The formal qualifications and certificates/diplomas that they staff are awarded at the end of the program/training they will follow.

### 7. Challenges and Learning

- While working at Noolaham Foundation, the interns were incredibly beneficial. Anyhow, they left the Noolaham Foundation after one year. Therefore, the infrastructure and development of technology have a gap.

- The office staff received two years of professional financial help, which was beneficial to the employees. There is still a need for financial assistance with education and/or career development.

#### **8. Recommendations**

- The staff's interpersonal skills are improved via the leadership training program by Vision Global Empowerment. It would be wonderful if Vision Global Empowerment offered programs of this such in the future.