



Building Human Resources

Central to the strengthening of any community is an investment in broadening and sharpening the skills of its residents who will have the energy and readiness to contribute significantly to the community's resilience and capacity to meet change. The ability to take control of an individual or collective community future is largely dependent on the strengths, gifts, and attitudes of the people who make up that community. Local people have the motivation and commitment to strengthen the place where they live. But they do not always have the confidence or skills to increase their personal control or their participation in the social and economic life of the community.

Residents can make a contribution by enhancing their personal skills for earning a living in the community and/or by enhancing personal skills in volunteer leadership, in order to provide the community with guidance, direction, encouragement, and inspiration for coping with change. Communities can make investments in techniques that will address either or both of these general methods for increasing human resources for community resilience. But communities must have an overall approach to the human resource development needs, a plan for what seem to be primary priorities.

This topic includes, initially, an entry on planning and then three sub-topics: Personal Development; Employment Services; and Self-Employment Services. The sub-topic of Developing Leadership, which might well be considered here, is to be found, however, under the topic of Doing the Planning, Research, and Advocacy.