

## **TRAINING NEEDS**

The training needs to cover a wide variety of areas but, after extensive discussion, three broad areas of training were identified for each of the stakeholders. These broad areas of training are discussed below (see Figure 1).

### **Conceptual Orientation**

A great deal of awareness building on the meaning and use of concepts at the policy and programme levels has become necessary. Much of the effort in conservation of natural and cultural assets begins by realising their values, as these are essential for developing a vision on sustainable mountain tourism development. As will be discussed later, the need to assess carrying capacity is essential in this exercise and carrying capacity, being as complex as it is, needs to be simplified and modified over time in light of management objectives. Certain attributes of nature are best preserved if they are left

untouched because they are extremely scarce. In short, there is still a great deal to learn about nature and, in many places, a great deal of damage has already been done. Therefore, prudence must be observed and planning and management must be carried out by setting reasonable standards, limits, and so on.

### **Institutional Process**

Organizing local communities, designing rules and regulations, and enforcing them are important aspects of institutional development. Without institutions, the management of sustainable mountain tourism development is not possible. However, centralised institutions cannot fulfill the task of managing development at local levels. While central-level institutions are necessary for policy and programme formulations, these policy and programme formulations need to be sensitive to local needs. Institutional linkages and coordination become vital in programme implementation. Local institutions cannot be expected to carry out too many tasks just as central-level institutions cannot fulfill others. NGOs and INGOs have become an effective force at the local level. Hence, from crafting local institutions to developing coordination among institutions at different levels, all are important in the institutional process.

### **Actions**

Finally, plans and programmes can be formulated, but history has shown that implementation in Nepal has been weak. Actions need to be effectively orchestrated within the context of needs, capacities, and resource endowments or the comparative advantages of local areas. Complementary actions for mountain community and tourism development become essential. Providing quality services to visitors, managing the natural and cultural assets, and developing new products are equally important in this matter. Linking actions to financial institutions, developing trained manpower, and developing guidelines are other attributes essential for successful implementation. Research, evaluation, and monitoring can provide valuable inputs to policy-makers and planners to guide sustainable mountain and tourism development.

