



**Training Report**  
**Training of GoB and RSPs Key Staff on Quality Assurance and Quality Control**  
**Plans and Tools for BRDCEP**



**Under EU-funded Balochistan Rural Development and Community Empowerment Programme (BRDCEP) being implemented in collaboration with the Local Government and Rural Development (LG&RD) Department, Government of Balochistan**

Quetta Serena Hotel  
 April 11-12, 2018

IMPLEMENTATION PARTNERS FOR BRDCEP GRANT COMPONENT



PROGRAMME TECHNICAL ASSISTANCE PARTNER



## Acknowledgement

Special thanks to all the trainers and resource persons- Mr. Khurram Shahzad, Mr. Ahmed Ullah and Mr. Asmat Kakar for conducting comprehensive and interactive sessions relating to the training workshop agenda and schedule.

We would also like to appreciate Ms. Musarrat Jabeen, the Director General, Social Welfare Department, Government of Balochistan, for gracing the training with her presence and participation. Last but not least, we are grateful to the participants from BRSP, NRSP and representatives from GoB-P&D department for their interactive discussions during the training sessions.



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## **Abbreviations and Acronyms**

BRDCEP	Balochistan Rural Development and Community Empowerment Programme
BRSP	Balochistan Rural Support Programme
CDD	Community Driven Development
CI	Community Institution
CIF	Community Investment Fund
CO	Community Organisation
CMST	Community Management Skills Training
EU	European Union
GoB	Government of Balochistan
HID	Human and Institutional Development (Section)
HO	Head Office
LG&RDD	Local Government and Rural Development Department
LSO	Local Support Organisation
M&E	Monitoring & Evaluation
NRSP	National Rural Support Programme
PIM	Programme Implementation Manual
QACP	Quality Assurance and Control Plan
RSP	Rural Support Programme
RSPN	Rural Support Programmes Network
VO	Village Organisation
UC	Union Council

## **1. About BRDCEP**

Balochistan Rural Development and Community Empowerment Programme (BRDCEP) is supported by the European Union (EU) and being implemented in close collaboration with the Local Government and Rural Development (LG&RDD) Department of the Government of Balochistan (GoB). Grant component of the programme is being implemented by Rural Support Programme Network (RSPN), National Rural Support Programme (NRSP) and Balochistan Rural Support Programme (BRSP) in eight districts of Balochistan. The programme is being technically supported by Human Dynamics (HD), an Austrian company that will support Government of Balochistan in fostering an enabling environment for strengthening the capacities of local authorities to manage and involve communities in the statutory local public sector planning, financing and implementation processes. The Programme also has a Public Finance Management (PFM) component through a service contract by EU with Oxford Policy Management (OPM) which will work closely with HD to assist the Government of Balochistan in costing and funding the community-led development policy framework through clearly defined fiscal and regulatory frameworks, budgetary processes and commitments reflected in a multi-annual budgetary framework and defined institutional arrangements.

The overall objective of the programme is to support the Government of Balochistan in its efforts to reduce the negative impact of economic deprivation, poverty and social inequality, environmental degradation and climate change, and instead to develop opportunities by building and empowering resilient communities to participate actively in identifying and implementing socio-economic development activities on a sustainable basis in partnership with local authorities.

Under BRDCEP, 1.9 million Pakistani citizens of 300,000 poor rural households in 249 union councils (UCs) will be mobilised and organised into a network of people's own institutions: 19,129 Community Organisations (COs); 3,103 Village Organisations (VOs); 249 Local Support Organisations (LSOs) and 31 LSO Networks at tehsil level and eight LSO Networks at district level. Rural Support Programmes (RSPs) then will provide support to improve the lives and livelihoods of the organised households, as well as to foster linkages between the community institutions and local authorities to improve local basic service delivery. The programme will also promote civic engagement by encouraging the households to become aware of and involved in political processes and the issues that affect them and their community collectively.

## **2. Purpose of the Training on QAC Plans & Tools for BRDCEP**

RSPN role in BRDCEP includes strengthening the technical and institutional capacities of implementing partners (BRSP and NRSP) to effectively support the GoB in its objective of improving public service delivery. Under this role, RSPN will support BRDCEP partners in ensuring uniform programme implementation approaches and harmonised monitoring, evaluation and reporting mechanisms. To ensure quality of the programme interventions, RSPN has developed a quality assurance and control plan (QACP) and relevant tools to be applied by BRSP and NRSP. Keeping this in view, a two-day training was organised by RSPN on quality assurance and control plans and tools from 11<sup>th</sup> -12<sup>th</sup> April, 2018 at Quetta for key implementation and Monitoring & Evaluation staff of BRSP and NRSP as well as for GoB staff from relevant departments.

The purpose of the training was to orient the BRSP and NRSP District Managers and Monitoring & Evaluation (M&E) Officers, Heads of M&E Sections of BRSP and NRSP along with the Government officials from the Local Government and Rural Development Department, Planning and Development Department, Social Welfare Department and Women Development Department on the Quality Assurance and Control Tools and Plans developed under BRDCEP.

### 3. Training Proceedings

#### 3.1. Proceedings of Day One (April 11, 2018)

The training formally started with the recitation of the Holy Quran followed by a short round of introduction of the participants and facilitators of the training. Then Mr. Asmat Kakar (Monitoring and Evaluation Officer, BRDCEP-RSPN) welcomed the training participants and notable guests from GoB.

Mr. Ahmed Ullah (Programme Manager, BRDCEP-RSPN) then briefed the participants on BRDCEP and its importance in the context of Balochistan. He also briefed who the implementing partners are and what their roles are. He also informed about the roles of Human Dynamics and Oxford Policy Management as programme technical assistants throughout the implementation of the programme. Talking about the RSPs philosophy, Mr. Ahmed Ullah stated that BRDCEP anchors the basic approach of RSPs that is social mobilisation. Under BRDCEP, the social pillar will be fostered to supplement the political and administrative pillars. This will help in mitigating poverty, socio economic inequalities and ill effects of environmental degradation in Balochistan in a more effective and efficient manner.

Mr. Mohammad Siraj Ul Haq Ghauri (Senior Manager, PMER and ICT, BRSP) welcomed the participants to this



strategic training event organised by RSPN. He also underscored the significance of exclusive QAC Plans and Tools for BRDCEP. He put forward that ensuring quality inputs and outputs is key for sustainable development process and results. He said that it is also vital to formulate the checklists regarding the linkages with line departments under BRDCEP. Likewise, he suggested that a checklist should also be developed for the linkage between Human Dynamics and BRDCEP RSPs.

### 3.1.1. Session on Strategic Importance of QAC Plans and Tools

Mr. Khurram Shahzad (Monitoring & Evaluation Specialist, RSPN) facilitated this session. He started off the session by explaining the purpose of the training. He said that the main objective of this training is to help the training participants in ensuring that BRDCEP activities envisages in programme documents are completed in a timely and efficient manner and according to the standards that were set forth right from the beginning of the programme. He stated that these guidelines, tools and techniques will be practiced in parallel with the interventions rollout in effective and efficient manner throughout the programme implementation period.

Referring to the BRDCEP, he articulated that it is an all-inclusive programme that focuses on Local Governance and Rural Development. The exclusivity of BRDCEP amongst other programmes is that policy link is included in it that is usually found missing in other programmes, expressed Mr. Khurram Shahzad.

He then explained what is meant by the following terms through real life examples.

- Quality;
- Quality Assurance; and
- Quality Control.

He explained that the term quality denotes setting acceptable benchmarks for completion of programme activities and deliverables, ensuring that there has been conformance to processes delineated in the Programme Implementation Manual (PIM) in implementing and carrying them out. Pertaining to the strategic importance of QAC plans and tools for BRDCEP, Mr. Khurram Shahzad informed that if all the quality measures devised under the BRDCEP QAC plans and tools are taken care of, then in the long run BRDCEP will produce paramount and sustainable impact on the lives of rural people of Balochistan. This all will eventually result and contribute in poverty reduction; income enhancement; strengthening of social pillar as well as increase in rural connectivity and productivity in overall Balochistan highlighted Mr. Khurram Shahzad.



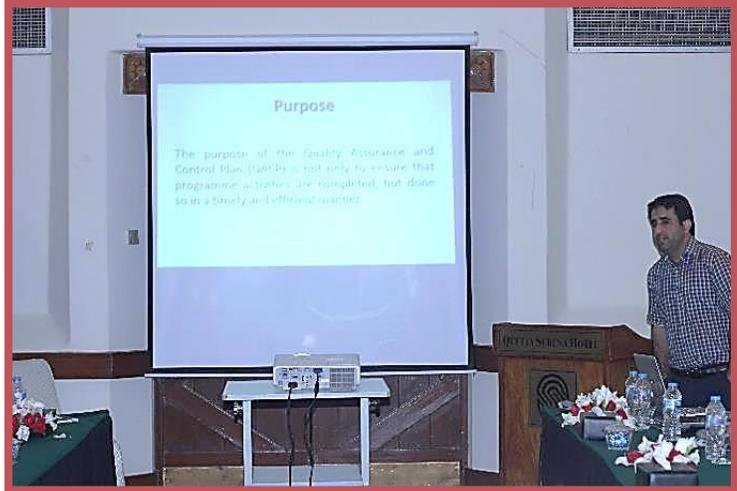
### 3.1.2. Process of Development of QAC Plans and Tools

In this session, Mr. Khurram Shahzad talked about the process adopted for formulation of the QAC plans and tools for BRDCEP. He shared that a collaborative approach was undertaken by RSPN in evolving the plans and tools. In this regard, he shared that consultative meetings with the senior staff members of BRDCEP partners RSPs (NRSP and BRSP), Heads of the M&E sections of BRDCEP partner RSPs, and all RSPs M&E Resource Group were held from time to time. During these consultative meetings all of the participants provided valuable

feedback based on their on-ground experience of working with local communities. He reinforced that the similar collaborative process should be ensured by partners in execution of QAC plans and tools throughout the programme life cycle.

### **3.1.3. Purpose of QAC Arrangements in BRDCEP**

In this session, Mr. Asmat Kakar (M&E Officer, BRDCEP-RSPN) explained the training participants that the purpose of the QAC plans and tools is not only to ensure that BRDCEP activities are completed, but done so in a timely and efficient manner. He also said that QAC plans and tools will assist the programme team in outlining that whether the produced deliverables and outputs are of a standard quality level and furthermore if the processes used to manage and create the deliverables and outputs are effective and properly applied. He also informed the training participants that the QAC plan and tools are intended to be used by the implementing RSPs staff and RSPN staff during BRDCEP implementation and quality control spot check visits.



### **3.1.4. Approach and Methodology for QAC Plan and Tools**

Mr. Asmat Kakar also facilitated this session. He informed the training participants that on the basis of BRDCEP Programme Implementation Manual (PIM) the QAC plans and tools have been developed. He further shared that the indicators in case of QAC plans and tools have been formed based on the processes outlined for activities described in different modules of PIM. While speaking about who will be responsible for ensuring quality and execution of QAC plans and tools under BRDCEP, he said that the responsibility for quality management processes is collective, and extends from the planners of the programme to the implementers. Mr. Asmat Kakar explained that each team member, from the field and district level to the head office is responsible to ensure that their work is up to the required standard and that all required processes are accordingly completed. He further articulated that it is also the responsibility of senior management to superintend and actively partake in ensuring quality assurance and control standards across the programme.

### **3.1.5. Quality Assurance and Quality Control Tools**

This session was also led by Mr. Asmat Kakar. He informed the training participants that there are four tools under QAC plans and tools that includes: Quality Control Indicator Matrix; Checklists; Spot-Check Field Visits and Capacity Building of Staff and Community Institutions. He then explained the intend of each of the tools. Moreover, he shed light on which tool comes under quality assurance and which ones comes under quality control.

### 3.1.6. Overview of QAC Indicator Matrix

Mr. Khurram Shahzad delivered this session. He discussed the matrix with participants and encompasses the disintegration of key quality assurance and control indicators, derived from the PIM. This has guided in developing the relevant checklists and formats under BRDCEP. He showcased the matrix on screen and explained each of the indicators and essential details thoroughly of all BRDCEP components include poverty scorecard census, social mobilisation and community management skills enhancement rollout, income generating grants, community investment fund, community physical infrastructure, etc. He also provided concrete examples from BRDCEP activities and interventions, where deemed necessary.



### 3.1.7. Quality Assurance Checklists

In this session, Mr. Khurram Shahzad went through the checklists developed to ensure quality assurance and control for BRDCEP activities and interventions. He explained that these checklists have been developed in a manner to cater implementation of a particular

activity/intervention, to not only ensure that it is completed following all processes defined in the PIM, but also to serve as a guide in planning, implementation and completion for each key activity/intervention. He said that staff during spot-check visits should use these to ensure effective implementation and monitoring.

Later in the session, the training participants were divided in groups and were asked to review and mock the checklists. The training participants also provided their feedback on the Quality assurance checklists. They expressed that the checklists have been developed timely as recently social mobilisation has triggered under BRDCEP and these checklists will help us to ensure that in the formation of community institutions the defined process has been followed thoroughly or not. They suggested that the checklists for audit committee, water supply management committee etc., trainings should also be developed in order to ensure quality work.

## 3.2. Proceedings of Day Two (April 12, 2018)

The proceedings of day two started with recap of the day one sessions. Then the agenda of the day two was out forward.

### 3.2.1. Human Dynamics (HD) Role in BRDCEP

To ensure coordination and common understanding of the various components of the programme, Human Dynamics' (the TA) representative was specially invited to the training so that he meet with RSPs and government staff and explain, among other important points, the role of HD. Mr. Qaisar Jamali, provincial Head of HD for Balochistan said that BRDCEP shall set conditions for a Sector-wide Approach (SWAp) towards community-led development, and thus shall provide a platform to the Government of Balochistan and its development partners for evolving a consensual & contextualised approach to community-led development contributing to improved local governance. The Programme has three key components: 1) Community Empowerment through social mobilisation and social & productive assets creation and social and productive

assets and infrastructure, 2) Development and implementation of a community led development policy framework, accompanied by technical and institutional capacity building interventions, and 3) Public Finance Management reforms. He explained the role of Human Dynamics in BRDCEP and said that it includes, but not limited to, the following:



- To conduct Gender and political economy Analysis of Balochistan and based on the findings develop Gender Mainstreaming strategy for BRDCEP;
- Strengthening and capacity building of Balochistan Rural Development Academy; and
- Developed Local Development Policy Framework for Balochistan on the basis of findings from the research component of BRDCEP and implementation lessons learned

Mr. Qaisar Jamali thanked RSPN for inviting him and his team member for the training and appreciated the timely occurrence of BRDCEP QAC plans and tools training. He said that it was quite informative and significant. He further said that ensuring quality assurance and quality control in any programme results in least wastage of resources and facilitates in producing high quality deliverables and outputs.

### **3.2.2. Discussion on Issues and Challenges being faced by RSPs in BRDCEP Implementation**

The training participants shared the key issues and challenges being faced by NRSP and BRSP in Programme Implementation and M&E. They asked about the PIM urdu translation to which Mr. Ahmed Ullah responded that it's review is in progress and will be finalized in near future. Mr. Ahmed Ullah further asked the BRSP colleagues to share the training roll out plan in order to facilitate the training. Also, he requested the BRSP and NRSP colleagues to share the community awareness toolkit training rollout plans. In addition to this, a thorough discussion was carried out on whether community investment fund beneficiary should pay an agreed processing fee to the CIs before receiving the order cheque or not? After discussion, it was decided that the community organisations should take this decision. The training participants also shared their feedback on Community Management Skills Training (CMST) module.

## **4. Closing Ceremony and Conclusion**

Towards the end of the training, closing ceremony was held. It was chaired by Ms. Musarrat Jabeen, the Director General, Social Welfare Department, GoB. Initially, Mr. Ahmed Ullah elucidated the strategic

importance of BRDCEP in the context of Balochistan. He then underscored the objectives of the training once again.

Ms. Musarat Jabeen, in her closing remarks, congratulated the RSPs on successful completion of the two-day training. She said that the community partakes the fundamental role in development process and it is great that BRDCEP focuses on community-led local development (CLD). She further postulated that in order to reap the full fruits of development ensuring quality at every stage of the programme and processed is crucial.



The participants then also shared their experience regarding the training. All of the participants appreciated the training particularly they said that the training was timely as the social mobilisation component has just started under BRDCEP and the content of this training will help in quality implementation and monitoring. They said that it was quite useful. The checklists formulated by RSPN and shared in the training provides a concise and clear view of what and how to be implemented, monitored and evaluated. The training participants also said that their interpersonal communication skills have enhanced tremendously through this training. Thus, on the whole the training provided an opportunity for the participants to be acquainted with the BRDCEP QAC plans and tools as well as its significance.

## 5. Participants Feedback and Assessment of Training Event

At the end of the training workshop, feedback forms were distributed amongst the participants to collect their assessments on the objectives, content, design, facilitation and concepts communicated and covered in the training. Responses were gathered from training participants of the BRSP, NRSP and key GoB staff (21 in total), where the average responses ranged between a score of 3.29-4.76 (on a scale of 1 to 5; 1 lowest, 5 highest), showing that the response was largely positive.

**Table 1. Responses Against Various Aspects of Training**

As per the data analysis, vast majority of the participants responded that they could implement the modules with some assistance followed by the response that could implement the modules independently (Table 2). None of the participants reported that they were confused about any of training modules. All the participants said that they will participate in the next training. Almost all except of the participants responded that they will recommend this training to others.

**Table 2. Responses Against Training Concepts/Modules Understanding and Implementation**

Training Workshop Feedback Evaluation Sheet	Total	Total # of Responses	Average Scores	Min	Mix
<b>a. Training Objectives</b>	<b>276</b>	<b>63</b>	<b>4.38</b>		
1. Prior to the training workshop, I was well informed about the objectives.	93	21	4.43	2	5
2. At the beginning of the training workshop, the objectives were clearly described.	93	21	4.43	3	5
3. The training objectives were achieved during the training workshop.	90	21	4.29	2	5
<b>b. Training Content</b>	<b>270</b>	<b>63</b>	<b>4.29</b>		
1. The content of the training workshop was relevant to my work.	94	21	4.48	2	5
2. The training was an important opportunity for the exchange of experience, information and networking with colleagues from other different organisations.	90	21	4.29	2	5
3. What I take from this training workshop will have a positive impact on my work in the future.	86	21	4.10	2	5
<b>c. Training Design</b>	<b>625</b>	<b>146</b>	<b>4.28</b>		
1. The training workshop structure was logical.	82	21	3.90	1	5
2. The activities in this training workshop gave me sufficient practice and feedback.	86	21	4.10	2	5
3. The pace of the training workshop was appropriate.	88	21	4.19	2	5
4. The duration of the training workshop was appropriate.	90	21	4.29	2	5
5. The physical setting of the training workshop (i.e. temperature, lighting, etc. of the room) was comfortable.	100	21	4.76	3	5
6. The logistical support (training hall, food, and travel arrangements/transport) was appropriate.	93	21	4.43	1	5
7. The materials/resources distributed were useful and relevant.	86	20	4.30	2	5
<b>d. Training Facilitation</b>					
<b>Khurram Shahzad, Specialist M&amp;E - RSPN</b>	<b>299</b>	<b>63</b>	<b>4.75</b>		
1. The facilitators were well-versed in the contents of the training.	99	21	4.71	4	5
2. The facilitators were effective in delivering the training.	100	21	4.76	4	5
3. The facilitators encouraged everyone to participate.	100	21	4.76	4	5
<b>Ahmed Ullah, Programme Manager BRDCEP - RSPN</b>	<b>271</b>	<b>63</b>	<b>4.30</b>		
1. The facilitators were well-versed in the contents of the training.	90	21	4.29	1	5
2. The facilitators were effective in delivering the training.	90	21	4.29	1	5
3. The facilitators encouraged everyone to participate.	91	21	4.33	1	5
<b>Asmat Kakar, M&amp;E Officer - RSPN</b>	<b>266</b>	<b>63</b>	<b>4.22</b>		
1. The facilitators were well-versed in the contents of the training.	88	21	4.19	2	5
2. The facilitators were effective in delivering the training.	87	21	4.14	2	5
3. The facilitators encouraged everyone to participate.	91	21	4.33	3	5
<b>e. Training Concepts/Modules (Codes: Confusing=1; Can understand=2; Can implement with some assistance=3)</b>	<b>417</b>	<b>126</b>	<b>3.31</b>		
Session on Strategic Importance of Quality Assurance and Control Plans and Tools for BRDCEP	69	21	3.29	2	5
Session on Process of Development of Quality Assurance and Control Plans and Tools	69	21	3.29	2	5
Session on Discussion on Approach and Methodology for Quality Assurance and Control Plans	70	21	3.33	2	5
Session on Purpose of Quality Assurance and Control Arrangements in BRDCEP	69	21	3.29	2	5
Session on Overview of Quality Assurance and Control Indicator Matrix	69	21	3.29	2	5
Session on Quality Assurance and Quality Control Tools	71	21	3.38	2	5
<b>f. Subsequent Trainings</b>					
		21			
1. Will you participate in the next training? YES/NO					
		21			
2. Will you recommend this training for others? (Circle the relevant answer) YES/NO					

Concepts/Modules	Confusing	Can understand	Can implement with some assistance	Can implement independently	Not Applicable
Session on Strategic Importance of Quality Assurance and Control Plans and Tools for BRDCEP	0	4	9	6	2
Session on Process of Development of Quality Assurance and Control Plans and Tools	0	3	11	5	2
Session on Discussion on Approach and Methodology for Quality Assurance and Control Plans	0	3	9	8	1
Session on Purpose of Quality Assurance and Control Arrangements in BRDCEP	0	3	8	8	2
Session on Overview of Quality Assurance and Control Indicator Matrix	0	3	10	7	1
Session on Quality Assurance and Quality Control Tools	0	4	7	8	2

The participants said that the training was quite informative. They have learnt more about the significance of quality assurance and quality control. The comprehensive checklists developed for each activity/intervention will help in ensuring quality at each step/process of activity/intervention being implemented, monitored and evaluated expressed a few participants. One of the participants said that training should have more mock exercises to make it more participatory and amusing. Also, one of the participants said to ensure effective quality assurance and quality control it is important that programme and monitoring teams play their roles independently in efficient manner.

## Annex I: Training Agenda

S. #	Topic	Session Objectives	Time	Methods	Facilitator (s)
Day 1 (April 11, 2018) – Opening Session					
	Registration	Registration of the Training Participants	09:00 A.M.-10:00 A.M.	Signature on Registration Sheet	Mawish Iqbal
1.	1.1 Opening Session: 1.2 Recitation from the Holy Quran 1.3 Introduction of the Participants 1.4 Welcome Remarks 1.5 Introduction to Balochistan Rural Development and Community Empowerment Programme (BRDCEP)	To formally inaugurate the training event and solicit Government of Balochistan feedback in the training		Recitation  Presentation and Speech	One of the Participants
					All Participants
					GoB Representative
					Ahmed Ullah
Hi Tea and Networking (10:00 A.M.-10:30 A.M.)					
2.	2.1 Strategic Importance of Quality Assurance and Control Plans and Tools for BRDCEP 2.2 Process of Development of Quality Assurance and Control Plans and Tools	To link data collection, analysis and reporting with measuring BRDCEP indicator over the period of programme implementation	10:30 A.M.-11:00 A.M.	Presentation and Plenary Discussion	Khurram Shahzad
		To share the collaborative efforts done by RSPN in developing the plans and tools and reiterate that the same collaborative process should be ensured by partners	11:00 A.M.-11:30 A.M.	Presentation and Plenary Discussion	Khurram Shahzad
3.	Purpose of Quality Assurance and Control Arrangements in BRDCEP	To ensure that participants are well acquainted with the purpose and use of the plans and checklists	11:00 A.M.-11:20 A.M.	Presentation and Plenary Discussion	Asmat Kakar

S. #	Topic	Session Objectives	Time	Methods	Facilitator (s)
4.	Discussion on Approach and Methodology for Quality Assurance and Control Plans	To orient the participants on the Approach and Methodology of checklists and plans	11:20 A.M.-12:00 P.M.	Plenary Discussion	All participants and session facilitated by Asmat Kakar
5.	Session on Quality Assurance and Quality Control Tools	To orient the participants on the checklists and plans	12:00 P.M.-12:30 P.M.	Presentation and Plenary Discussion	Khurram Shahzad
6.	Overview of Quality Assurance and Control Indicator Matrix	To orient the participants on the Quality Assurance and Control Indicator Matrix	12:30 P.M.-13:30 P.M.	Presentation and Plenary Discussion	Khurram Shahzad
Lunch and Prayer Break (13:30 P.M.-14:30 P.M.)					
7.	Review of Quality Assurance Checklists Develop for a. Social Mobilisation Component b. Public Goods c. Private Goods d. Other Components	To orient the participants on the checklists and plans	14:30 P.M.-16:00 P.M.	Presentation, Plenary Discussion and Feedback	Asmat Kakar and All Participants
Hi Tea and Networking (16: 00 P.M. Onwards)					
Day 2 (April 12, 2018)					
8.	Discussions on Issues and Challenges being Faced by NRSP and BRSP in Programme Implementation and M&E	to identify and issues and challenges in executing the plan and administering the checklist and devise ways for solution of the issues	9:00 A.M.-11:00 A.M.	Plenary Discussion and Feedback	All Participants Facilitated by Ahmed Ullah
9.	Training Evaluation by the Participants	To evaluate the training through participants and incorporate participants feedback in upcoming trainings	11:00 A.M.-11:15 A.M.	Administration of evaluation forms	Asmat Kakar and Mawish Iqbal

S. #	Topic	Session Objectives	Time	Methods	Facilitator (s)
10.	Closing Ceremony: <ul style="list-style-type: none"> <li>• Overview of the Training sessions and Way-forward</li> <li>• Address of the Chief Guest</li> <li>• Vote of thanks and End of Training Workshop</li> </ul>	To formally close the training event and solicit feedback from participants	11:15 A.M.-12:00 P.M.	Recitation Discussion & feedback Speech	Khurram Shahzad/ Ahmed Ullah GoB Representative Ahmed Ullah

## Annex II: List of Participants

Sr.	Name	Sex	Organisation	Designation	District
1	Mr. Sharafat Hussain	Male	NRSP	Data Analyst	Islamabad
2	Mr. Saeed Ahmed	Male	NRSP	MER Officer	Kech
3	Mohammad Siraj Ul Haq Ghauri	Male	BRSP	Sr. Manager PMER & ICT	Quetta
4	Mohammad Ibrahim Alvi	Male	BRSP	Manager PMER	Quetta
5	Muhammad Aadil	Male	BRSP	Coordinator M&E (North)	Quetta
6	Rajab Ali Ranjbar	Male	BRSP	Coordinator M&E (South)	Quetta
7	Amin Khilji	Male	BRSP	SPO M&E	Quetta
8	Qazi Sher Hassan	Male	BRSP	District Program Manager	Zhob
9	Akbar Tareen	Male	BRSP	District Program Manager	Pishin
10	Zahoor Ahmed	Male	BRSP	District Program Manager	Killa Abdullah
11	Allah Dad Nasir	Male	BRSP	District Program Manager	Loralai
12	Bilal Ghichki	Male	BRSP	District Program Manager	Khuzdar
13	Abdullah Badini	Male	BRSP	District Program Manager	Washuk
14	Abdul Rasheed	Male	BRSP	PO M&E	Zhob
15	Junaid Sultan	Male	BRSP	PO M&E	Pishin
16	Jameel Kakar	Male	BRSP	PO M&E	Killa Abdullah
17	Mujeeb Ur Rehman	Male	BRSP	PO M&E	Loralai
18	Yaseen Shah	Male	BRSP	PO M&E	Washuk

Sr.	Name	Sex	Organisation	Designation	District
19	Khurram Shahzad	Male	RSPN	Specialist M&E	Islamabad
20	Rahim Khetran	Male	RSPN	Research Coordinator	Islamabad
21	Asmat Kakar	Male	RSPN	M&E Officer BRDCEP	Islamabad
22	Mawish Iqbal	Female	RSPN	D&R Officer BRDCEP	Islamabad
23	Ahmed Ullah	Male	RSPN	Programme Manager BRDCEP	Islamabad
24	Qadir Bux	Male	Social Welfare Department, GoB	Field Officer	Quetta
25	Ghulam Rasool	Male	NRSP	Programme Manager BRDCEP	Kech
26	Ejaz Haider	Male	Local Government, GoB	Deputy Director	Quetta
27	Asia	Female	SWD, GoB	Social Worker	Quetta
28	Sahar Arshad	Female	BRSP	Associate Admin	Quetta
29	Shakeela	Female	Human Dynamics	Manager	Quetta
30	Rahim-ud-Din Kurd	Male	BRSP	SO	Quetta
31	Zahoor Ahmed	Male	BRSP	Photographer	Quetta
32	Wazir Khilji	Male	BRSP	SPO-PMER	Quetta
33	Qaisar Jamali	Male	Human Dynamics	Provincial Coordinator	Quetta
34	Musarrat Jabeen	Female	SWD, GoB	DG	Quetta

### Annex III: Training Assessment and Feedback Form

Please answer the following questions, using the scale 1-5 (1 lowest, 5 highest)

<b>a. TRAINING OBJECTIVES</b>				<b>Score</b>		
1. Prior to the training workshop, I was well informed about the objectives.						
2. At the beginning of the training workshop, the objectives were clearly described.						
3. The training objectives were achieved during the training workshop.						
<b>b. TRAINING CONTENT</b>						
1. The content of the training workshop was relevant to my work.						
2. The training was an important opportunity for the exchange of experience, information and networking with colleagues from other different organisations.						
3. What I take from this training workshop will have a positive impact on my work in the future.						
<b>c. TRAINING DESIGN</b>						
1. The training workshop structure was logical.						
2. The activities in this training workshop gave me sufficient practice and feedback.						
3. The pace of the training workshop was appropriate.						
4. The duration of the training workshop was appropriate.						
5. The physical setting of the training workshop (i.e. temperature, lighting, etc. of the room) was comfortable.						
6. The logistical support (training hall, food, and travel arrangements/transport) was appropriate.						
7. The materials/resources distributed were useful and relevant.						
<b>d. TRAINING FACILITATION</b>						
Name of Facilitators		Khurram Shahzad	Ahmed Ullah	Asmat Kakar		
1. The facilitators were well-versed in the contents of the training.						
2. The facilitators were effective in delivering the training.						
3. The facilitators encouraged everyone to participate.						
<b>TRAINING CONCEPTS/MODULES</b>						
<b>Codes: Confusing=1; Can understand=2; Can implement with some assistance=3; Can implement independently=4; Not Applicable=5</b>						
#	CONCEPTS/MODULES	CODE	#	CONCEPTS/MODULES	CODE	
1.	Session on Strategic Importance of Quality Assurance and Control Plans and Tools for BRDCEP		2.	Session on Process of Development of Quality Assurance and Control Plans and Tools		
3.	Session on Discussion on Approach and Methodology for Quality Assurance and Control Plans		4.	Session on Purpose of Quality Assurance and Control Arrangements in BRDCEP		
5.	Session on Overview of Quality Assurance and Control Indicator Matrix		6.	Session on Quality Assurance and Quality Control Tools		
<b>e. SUBSEQUENT TRAININGS</b>						

1. Will you participate in the next training? (Circle the relevant answer)	Yes	No
2. Will you recommend this training for others? (Circle the relevant answer)	Yes	No

**1. Please give any additional feedback on this training, and any suggestions for the next:**

Name (optional) \_\_\_\_\_