



## Training Report



### **Training of Trainers for RSPs BRDCE Programme Staff and Government of Balochistan Key Staff on Community Awareness Toolkit**

**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**

**Gardenia Resort Hotel  
Quetta  
February 19-23 , 2018**

## Acknowledgement



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IMPLEMENTATION PARTNERS FOR BRDCEP GRANT COMPONENT



PROGRAMME TECHNICAL ASSISTANCE PARTNER



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## Abbreviations and Acronyms

<b>BRDCEP</b>	Balochistan Rural Development and Community Empowerment Programme
<b>BRSP</b>	Balochistan Rural Support Programme
<b>CAT</b>	Community Awareness Toolkit
<b>CLD</b>	Community Led Development
<b>BNPMC</b>	Balochistan Nutrition Project for Mothers and Children
<b>CO</b>	Community Organisation
<b>CRP</b>	Community Resource Person
<b>DRR</b>	Disaster Risk Reduction
<b>EU</b>	European Union
<b>GoB</b>	Government of Balochistan
<b>LG&amp;RDD</b>	Local Government and Rural Development Department
<b>LSO</b>	Local Support Organisation
<b>M&amp;E</b>	Monitoring & Evaluation
<b>NRSP</b>	National Rural Support Programme
<b>RSP</b>	Rural Support Programme
<b>RSPN</b>	Rural Support Programmes Network
<b>SBA</b>	Skilled Birth Attendant
<b>UC</b>	Union Council
<b>VO</b>	Village Organisation
<b>WASH</b>	Water, Sanitation and Hygiene

## **1. Balochistan Rural Development and Community Empowerment Programme**

Balochistan Rural Development and Community Empowerment Programme (BRDCEP)- a five-year rural development and governance programme- 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 (hal Magsi, Kech, Khuzdar, Killa Abdullah, Loralai, Pishin, Washuk, and Zhob) of Balochistan. The programme is being technically supported by Human Dynamics, an Austrian company. 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.

Grant components' partners (RSPN, BRSP and NRSP) of BRDCEP will use a mix of transactional and transformational approaches for social mobilisation, capacity building, accountability and civic oversight, creating agency and voice for the people, particularly women and excluded, so that they are able to become part of the development process, economic empowerment, participative bottom-up areas-based development planning, and collective action for addressing critical community productive physical infrastructure constraints. On other side, Human Dynamics and Oxford Policy Management, through service contracts, will support Government of Balochistan to foster local governance mechanisms enabling citizens' participation in their development and governance processes through establishing a policy framework and its institutional arrangement, capacity-building of local authorities, and public finance management reform. The key stakeholders in this programme include the European Union, the Government of Balochistan, Local Government, Army, BRSP, NRSP, RSPN, target community institutions and marginalised groups. 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.

## **2. Training of Trainers of RSPs BRDCEP Community Awareness Toolkit**

One of the most important aspects of the social mobilisation process is sensitization and capacity building of community members on critical cross-cutting issues. To achieve this, RSPN's role is assist BRSP and NRSP in mainstreaming the critical cross cutting issues into the social mobilisation process through developing the Community Awareness Toolkit (CAT) and associated training manual. The CAT includes the basic information on nutrition, health and hygiene, family planning, HIV-AIDS, gender, human (particularly women's) rights, Water, Sanitation and Hygiene (WASH), Disaster Risk Reduction (DRR), climate change and environment, natural resource management, and other selected areas. The services of the all RSPs Social Sector Resource Group were used to develop the CAT.

For this activity, the field staff of BRDCEP particularly Social Organisers, Capacity Building Officers and District Programme Officers needs to be provided training on the CAT, who, in turn, will trained field staff and Community Resource Persons (CRPs). CRPs will then conduct sessions in communities to create awareness and generate demands for highlighting and addressing crosscutting issues. Gender sensitization is a vital part of these trainings and women issues have been incorporated in all CAT sessions. Thus, to train the RSPs key staff on CAT, a five days "Training of Trainers for RSPs BRDCE Programme Staff and GOB staff on Community

Awareness Toolkit (CAT)” was held in Quetta from 19<sup>th</sup> -23<sup>rd</sup> February, 2018. This training was facilitated by the social sector staff of the RSPs.

The overarching objective of the orientation training was to enhance the understanding, technical knowledge and delivery skill of the participants about:

1. The critical issues covered in Community Awareness Raising Toolkits (CATs).
2. The effective use of CAT in the community through community institutions.
3. The training of the field level staff and Community Resource Persons.

The importance of the standardised social mobilisation approach and effective use of CAT.

The implementing RSPs’ key staff dedicated for the BRDCEP, including the social organisers, capacity building



officers, and key staff of Programme and Monitoring and Evaluation of the RSPs attended this training. In addition, the key government officials from provincial departments i.e. Balochistan Rural Development Academy, Women Development Department and Social Welfare Department attended the orientation training.

After this, BRSP and NRSP, in turn, will train their BRDCEP field staff, and who in turn will train community resource persons (CRPs). CRPs are women and men activists from the community who are both active and committed to the

development of their area. Specifically, they believe in bringing about betterment through their own initiatives and hard work. CRPs will be identified by the community intuitions and trained by the programme staff. Where community institutions are not yet formed, RSPs will identify potential men and women from the Union Council and will give them proper training and exposure visits to the field before giving them practical assignments. At least three CRPs will be selected in each UC; under BRDCEP.

### 3. Training Proceedings

#### 3.1. Proceedings of Day 1 (February 19, 2018)

Before the ceremonial commencement of the training sessions, an opening ceremony was held. Mr. Naimat Ullah Babar, Director General BRDA, was the chief guest. Mr. Mir Hafiz recited a few verses from the Holy Quran. It was followed by a brief round of introduction of the participants and facilitators of the training. Mr. Ahmed Ullah (Programme Manager, BRDCEP-RSPN) hailed the participants and eminent guest from GoB. He articulated his thankfulness for their participation. He shared training objectives with the participants and explained role of addressing crosscutting in for attaining programme objectives.

#### Remarks by Director General Balochistan Rural Development Academy

Mr. Naimat Ullah Babar (DG BRDA), discussed the key components of BRDCEP with the training staff. He appreciated the efforts of RSPN to develop an all-inclusive community awareness toolkit and organization of

the training. He said that he considers that awareness raising on cross-cutting themes and transfer of skills to community will be a seed for community led development (CLD). After opening ceremony, training session formally started.



### **Introduction and Strategic Importance of BRDCEP**

Mr. Khaleel Ahmed Tetaly (Chief Operating Officer, RSPN) briefly explained the significance of BRDCEP. He highlighted that BRDCEP is anchored on the basic approach of RSPs that is social mobilisation.

He said that it is GoB's programme and the focal department for this is LG&RDD. We the RSPs (RSPN, BRSP and NRSP) are here to support GoB for this programme. *"To attain the objectives of this programme, the three key elements are performance, documentation and communication"*, said Mr. Khaleel Ahmed Tetaly.



Further, he said that cross-cutting themes are the crucial component of social mobilization as well as development process and for this reason CAT covering wide range of thematic areas has been developed under BRDCEP. Community awareness and development will nurture through the CAT sessions in the COs' meetings. Also, the effective citizen state interaction is key to sustainable development; and it is one of the key feature and focus of the BRDCEP.

## **Importance/Introduction of CAT in BRDCEP**

Mr. Ahmed Ullah stated that keeping in view the strategic importance of the BRDCE programme, it was highly significant to include the critical themes. Addressing cross cutting thematic issues to ensure a holistic and hence sustainable approach is critical to the programme. Cross cutting themes needed to also ensure



inclusive development, with a focus on women, children, minorities and people with special needs. Their capacity development and the capacity development of other partners, i.e. government, is important. Areas defined as cross-cutting will be nutrition, health and human rights, environmental sustainability, improved local governance, conflict preventions, gender, DRR, etc.

He said that RSPN's support in capacity building and critical cross cutting themes is expected to contribute in

achieving the Sustainable Development Goals (SDGs) by Government of Balochistan. He further mentioned that RSPN had developed quality assurance checklist to monitor the quality of training delivered by RSP master trainers to the CRPs and awareness sessions to be delivered by CRPs to the communities. He shared that RSPN in consultation with RSPs has developed a set of key performance indicators related to CAT sessions that will be included as one of the core agenda of the community institutions to report on these key indicators. These key indicators are directly linked with some of the SDG indicators. The RSPs field teams will work with community institutions to track progress report on these indicators.

### **Training Rules**

The lead facilitator of this session was Mr. Bashir Anjum (Social Sector Specialist, RSPN). Firstly, he set some rules for the training together with the training participants. The rules agreed included: punctuality; no use of mobile phones and laptop; no corner meetings; no whispering and constructive discussions only. Once all participants have agreed on a set of rules, the list was posted in the training room for the entire duration of the workshop.

## Introductory Session: Technical knowledge

Mr. Bashir Anjum asked the participants that what is meant by Training of Trainers and what are its main prerequisites. Then he shared the meaning of Training of Trainers and what are its essential requirements. Mr. Bashir Anjum then explained briefly how the CAT was developed and its significance.

He then thoroughly went through each of the 12 sessions. He explained the purpose, key terms and messages of each of the sessions. Mr. Bashir Anjum imparted the basic technical knowledge about maternal and child health; immunization; birth spacing; nutrition; HIV&AIDS; hepatitis; sanitation, water and hygiene; education; climate change; constitutional and civic rights as well as civic engagement.



He also shared the basic facts, figures and statistics of Pakistan and specifically Balochistan pertaining to the relevant topics discussed.

### 3.2. Proceedings of Day 2 (February 20, 2018)

The proceedings of day two started with recap of the day one sessions. Mr. Bashir Anjum then discoursed the first three sessions of the CAT toolkit. He exclusively discussed each topic and explained the process of carrying out the sessions by using cards, as well as the technique to present oneself in the community and terms to be avoided. He acted as a CRP and the participants played the role of community.

After each session group work was conducted to practice the session delivery. In total five groups were formed, each having five participants and one team lead. Each participant was assigned role-play as a trainer, while rest of the participants acted as the community members. This activity encouraged participation from all the participants, and enhanced the training skills of the participants and provide feedback to one another. Such an interactive and participatory group work exercise provided the training participants an opportunity to exercise their training skills. This exercise continued throughout the training.

During first session of the toolkit i.e. *Maternal and Child HealthCare*, the main discussion points/topics included the antenatal care; key danger signs before, during and after delivery; planning for delivery; and major danger symptoms in newborns. The key messages of the session were as follows:

- Pregnant women should ensure at least four antenatal check-ups by Skilled Birth Attendants (SBAs) during pregnancy to save both mother and child
- In case of any danger symptom faced during pregnancy or/and after delivery; immediately visit the hospital. Before delivery, pregnant women should plan in advance for the hospital, delivery through SBA, cash and transport for delivery

- If any danger sign is observed in the new-born, immediately contact the doctor

The second session of the CAT toolkit is on Immunization, Diarrhea & Pneumonia. The key discussion points /topics involved importance of vaccination for mothers and children; timings of vaccination; the symptoms of diarrhea and precautionary measures; how to prepare ORS; symptoms of Pneumonia and how to prevent it. The crucial messages of the session were:



- Get the mothers and children immunized as per schedule from the nearby health centre and keep the immunisation card for record
- In case a child has three loose motions in 24 hours instantly take him/her to the hospital
- To save a child from pneumonia protect him from cold and complete the medication course prescribed by the doctor

The third session of CAT toolkit is on birth spacing. The key discussion points/topics hovered around importance of birth spacing; barriers to birth spacing, health benefits of family planning and optimal birth spacing; contraceptive methods (temporary and permanent); description, use, effectiveness; etc. The important message of the session was:

- All married women should practice birth interval/spacing for at least two years



### 3.3. Proceedings of Day 3 (February 21, 2018)

The day three started with a recap of the key messages from day two sessions. Then Mr. Bashir Anjum explained the sessions four to eight of the CAT toolkit.

He discussed the content and explained the process of conducting the sessions by using cards. Besides, he once again demonstrated how to introduce oneself, interact with the community and words to avoid. The same mock and role play exercise continued after each session.

The session four of the CAT toolkit is about food and nutrition. The main discussion points/topics included the symptoms of malnourishment in children and mothers; how malnutrition impacts health and life of mothers and children; and how the dietary intake of children and mothers can be improved. The key messages of the session were:



key messages of the session were:

- Lack of balanced diet badly affects the child growth and health
- Balance diet is vital for growth and cognitive development in children
- Mothers should be provided with a balanced and nutritious diet to ensure good health
- Particular care should be paid towards the dietary intake of young teenage girls and pregnant adult females

The fifth session of the CAT toolkit is on HIV/AIDS and Hepatitis. The key topics discussed included what HIV/AIDS is; what its main symptoms are; means of transmission of HIV/AIDS; precautionary measures of HIV/AIDS; what hepatitis ia; its symptoms; precautionary measures. The important messages of the session were:

- AIDs is an incurable disease; however, its prevention is possible
- Hepatitis is a dangerous disease, but it is curable

Session six of the CAT toolkit is on Health & Hygiene with special focus on hand washing at critical times. The key topics discussed included why hygiene and sanitation are important; reasons for and causes of unhygienic sanitation and hygiene; how the unhygienic sanitation and poor hygiene leads to the spread of diseases and which are the key diseases caused due to this; critical timings of hand washing and the procedure of proper hand washing. Following were the key messages of the session:

- Cleanliness is half the faith
- Due to the repeated episodes of diarrhea (caused by unhygienic sanitation and hygiene practices



and situation); the children get weak and malnourished. In comparison to their counterpart children; such children are prone to wasting and stunting as well as have slow mental growth

- Always use latrines for urine and stool; and ensure to wash hands with soap and water after using the latrine
- To protect oneself from diseases always wash hands with soap and water

The seventh session of the CAT toolkit is on safe water, personal and domestic hygiene. The main topics discussed included the diseases that spread as a result of unclean water; inexpensive and easy ways of treating/purifying water at home; roles and responsibilities of the Government; private institutions and community regarding provision of the clean water (availability, access, usage, maintenance, etc.); how to keep oneself neat and clean and the essential ways to maintain domestic hygiene. From this session, the main takeaway messages included:

- Contaminated water causes diarrhea, particularly in infants and children
- Use clean water to save oneself against illness
- Personal hygiene is crucial for the protection against diseases
- Keep the food items covered
- Ensure domestic cleanliness and hygiene

Session eighth of the CAT toolkit is Education. The discussions hovered around the reasons for not enrolling children in schools; impact of illiteracy on the society; the role of parents in educating children and bring about positive changes that contribute in a prosperous society; role of a nutritious diet in attainment of education; roles and responsibilities of the Government; private institutions and community as regards the education (availability, access, enrollment, gender disparity, etc.). From this session, the key messages included:



children in schools; impact of illiteracy on the society; the role of parents in educating children and bring about positive changes that contribute in a prosperous society; role of a nutritious diet in attainment of education; roles and responsibilities of the Government; private institutions and community as regards the education (availability, access, enrollment, gender disparity, etc.). From this session, the key messages included:

- Out of school children and dropouts have negative effects on the society
- A healthy child can be a creative

thinker

- Parents and community institutions (CO/VO/LSO) should raise voice at all fronts for the provision of quality education

### 3.4. Proceedings of Day 4 (February 22, 2018)

On the fourth day, technical experts from Provincial Nutrition Cell, Government of Balochistan were invited to solicit their feedback in mainstreaming cross cutting themes in BRDCE programme. Participants from provincial Nutrition Cell included; Dr. Latif Tareen, Nutrition Specialist Balochistan Nutrition Project for Mothers and Children (BNPMC) and Dr. Mohammad Faisal, Technical Expert BNPMC. The day started with a

recap of the third day sessions. After the recap, Dr. Mohammad Faisal addressed the participants. He was very appreciative of the RSPs, especially RSPN for their collaborative work and express his gratitude for inviting them to the training. He then delivered a short presentation on the “Balochistan Nutrition Project for Mothers and Children” (BNPMC). He said that GoB’s Health Department is implementing the BNPMC with the support of World Bank led by “Multi Donor Trust Fund”. He stated that the Nutrition is on high priority on the agenda of the Government; the micronutrient deficiencies amongst the common people and its influence on the health is a grave concern for the



political leadership. The overall goal of the BNPMC is to improve the nutritional status of male and female children under five years of age and that of women of reproductive age, by improving the coverage of effective nutrition interventions in the seven selected districts namely Kharan, Panjgur, Noshki, Kohlu, Sibi, Zhob and Killa Saifullah of the province. The primary focus of the programme is to address malnutrition amongst the poor, vulnerable and disadvantaged populace including women, the girl child, children with disabilities, ethnic and religious minorities and socially marginalized occupational and settlers’ groups in all seven selected districts. He further mentioned that an imperative purpose of the BNPMC is ‘to technically strengthen the nutrition programme in terms of building capacities of the key staff and partners for an effective service delivery and to enable the programme (Nutrition Cell) in evolving as premier technical body for all nutrition related matters in the province’.

Mr. Faisal informed that the trainings under BNPMC comprises of a wide range of categories including nutrition specific trainings/courses/conferences; grievance redressal mechanism; scientific article writing; management information systems; communication; M&E; research; field visits and experience sharing and government financial rules. Furthermore, he told that a comprehensive Social & Behavioral Change Communication (SBCC) strategy is designed under this project ‘to enhance individual behaviors and household practices, help collective actions in communities, improve the provision of nutrition advising services and the demand for these services, and above all to supplement the overall enabling environment for good nutrition outcomes’. He shared that the interventions and trainings under this project are being implemented in seven districts both at the community level and health facility level. Thus far, the trainings have been conducted on Community Management of Acute Malnutrition, Infant and young child feeding and Micronutrients.

Under this nutrition programme about 60,116 children will be provided multi-micronutrient supplements and 204,753 children under five years will be provided treatment services. While, 60,116 lactating and pregnant women of seven selected districts will be provided Iron Folic Acid to combat iron deficiency, shared Dr. Latif.

Dr. Faisal and Dr. Latif Tareen shared that implementation of CAT at community level will augment the demand for nutrition services in communities which will help nutrition cell provide the services in their communities. They said that further collaboration will include between nutrition cell and RSPs/BRDCEP in the follows areas:



- 1,000 days' window opportunity
- Nutrition Cell Behavioral Change Communication
- Infant and young child feeding
- Supplements

The discussion also hovered around the demand creation and quality of services with respect to nutrition and health care

in the Balochistan.

Then Mr. Mohammad Ali Azizi (Social Mobilisation Specialist, RSPN) described the content of sessions (12 and 10) of the CAT toolkit. He also gave details about how to conduct the sessions through cards in the community and also how to motivate the communities to make use of this knowledge and spread it further. The sessions were quite interactive. session 12 of the CAT toolkit is on Environmental Degradation and Climate Change. Mr. Mohammad Ali Azizi started off by explaining the difference between the terms climate and weather. Then he shared the facts and figures with reference to the global scenario of climate change and what constitutes environmental degradation and the nexus between environmental degradation and climate change.



The main discussion points/topics of the session with respect to BRDCEP CAT toolkit included the factors responsible for environmental degradation and climate change; how this impacts the ecological system, human life and health; and how can environmental degradation and climate change be prevented. The key messages of the session were:

- Piles of solid wastes; spilled/ leaked water and excessive usage of electric, technological and natural resources leads to environmental degradation and climate change
- The negative impacts of environmental degradation and climate change cause natural disasters

- For the betterment of environment use water when necessary; properly dispose of the garbage/and solid waste and plant trees

Session 10 of the CAT toolkit is on Basic Constitutional Rights, Registration of Civic Documentation and Community Engagement. Mr. Mohammad Ali Aziz described the difference between right and law. He then



discussed the rationale, need and significance of the basic human and civic rights. He also talked about the UN Charter of Human rights. The core discussion points/themes of the session pertaining to BRDCEP CAT toolkit included basic human and social constitutional rights in the light of Constitution of Pakistan 1973; essential civil documentation (birth registration, National identity Card, Marriage and Death registration certificates) and

process of its documentation; civic engagement along with roles and responsibilities of various public private institutions; community institutions and citizens themselves. In depth discussion was done on how effective civic engagement can foster particularly in case of BRDCEP and how the CO/VO/LSO can play the role in creating and ensuring these important linkages and engagement. The key messages of the session were:

- State is response for providing the basic civic rights to its citizen
- Ensure that National Identity Cards of women are also made
- Registration of vote helps in promoting our basic rights as citizen
- Registration of Nikkah is essential for legal coverage of the marriage
- Death registration is necessary for the rights of legal heirs of the deceased person

### 3.5. Proceedings of Day 5 (February 23, 2018)

The fifth day kicked off with the summary of the day four training sessions. Then Mr. Mohammad Ali Azizi reinforced the need and significance of civic engagement discussed the previous day. Mr. Manzoor Hussain from RSPN once again highlighted importance of CAT and its training. He then described the content of session 11 of the CAT toolkit. He also emphasized the procedure of conducting the session by means of cards in the community and how to encourage the communities to make use of this information and extent it to others. The session was highly participatory. The eleventh session of the CAT toolkit is on Protection Laws to Basic Human Rights. Main topics discussed included gender sensitization; protection in case of bonded and child labour, child marriage, forced marriage, domestic violence, inheritance rights; gender harassment; honor killing. The basic facts and laws on these topics were discussed at length with the training participants.



Session 9 of the CAT toolkit was on Disaster Risk Reduction and Preparedness. Mr. Assad Abass Malik (Communication Officer, BRDCEP RSPN) facilitated this session. The core discussion points/themes of the session pertaining to BRDCEP CAT toolkit included the various forms of natural disasters; what precautionary measures can be taken before, during and after the natural disasters in general and specially in case of floods, earthquake, famine and drought. The key messages of the session were:



- Timely awareness in case of natural disasters lessens the destruction
- Plant trees and get rid of famine and drought

Then Mr. Manzoor Hussain explained the CAT manual that provides the guidelines for conducting session in detail. He also described the process of planning and executing the CRP training as well the reporting mechanism for the training. He then showcased the monitoring tools for CRP training and explained its purpose. They went over it thoroughly and explained each of the indicator; how to monitor the CRP sessions in the community and report gaps and issues in CRP sessions for future course correction.

#### 4. Closing Ceremony and Conclusion

The closing ceremony was chaired by Ms. Parveen Maagsi, the Ex-Minister Social Welfare Department; Minorities Affairs and Information Technology, GoB and renowned social activist. After the recitation from the Holy Quran, Mr. Siraj ul Haq Ghouri (Senior Manager PMER, BRSP) enlightened the strategic importance of BRDCEP in the context of Balochistan; its key components and stakeholders. He said that under this programme, the social pillar will be fostered to complement the political and administrative pillars which will help in reduction of poverty, socio economic disparities and ill effects of environmental degradation in Balochistan in more effective and efficient manner.



Mr. Ahmed Ullah then highlighted the importance of CAT and objectives of the training. Some of the training participants also shared their experience and feedback pertaining to the five-day training. The participants said that the training was extremely participatory and focused on awareness raising on the critical themes that will contribute to the betterment of communities. They vowed that they will transfer the skills in the same interactive manner to their teams and CRPs.

In her closing remarks, Ms. Parveen Maagsi, commended the RSPs on successful completion of the five-day training. She said that the happy faces of the participants are an indication of fruitful and effective training.



She articulated that she is pleased to see such a comprehensive and inclusive community awareness toolkit and she is hopeful that this will lead to the betterment in the wellbeing of the communities particularly the marginalized rural population of Balochistan. She said that she is available to support BRDCEP anytime.

Towards the end of the closing ceremony, certificates were disseminated amongst the training participants. Generally, the training provided an opportunity for the

participants to be familiar with the BRDCEP CAT and its implication. The skills and knowledge learned from this specific training had improved the training participants understanding on conducting CAT training. This training has also aided the participants to understand BRDCEP more thoroughly.



## 5. Participants Feedback and Evaluation of Training

After the conclusion of all the training sessions were, feedback forms were distributed to participants in order to provide their input on the objectives, content, design, facilitation and concepts covered in the five-day training.

Responses were sought from all training participants, including BRSP, NRSP and GoB representatives (24 in total), where the average responses ranged between a score of 3.31-4.50 (on a scale of 1 to 5; 1 lowest, 5 highest), showing that the response was largely positive. The summary of the feedback collected is recorded in Table 1.

**Table 1: Summary of Feedback on Training Objectives, Content, Design and Facilitators**

Training Workshop Feedback Evaluation Sheet	Total # of Responses	Average Scores	Max	Min
<b>a. Training Objectives</b>	<b>72</b>	<b>4.33</b>	<b>5</b>	<b>3</b>
1. Prior to the training workshop, I was well informed about the Objectives.	24	4.29	5	3
2. At the beginning of the training workshop, the objectives were clearly described.	24	4.50	5	3
3. The training objectives were achieved during the training workshop.	24	4.21	5	3
<b>b. Training Content</b>	<b>72</b>	<b>4.38</b>	<b>5</b>	<b>1</b>
1. The content of the training workshop was relevant to my work.	24	4.50	5	2

2. The training was an important opportunity for the exchange of experience, information and networking with colleagues from other different organisations.	24	4.38	5	3
3. What I take from this training workshop will have a positive impact on my work in the future.	24	4.25	5	1
<b>c. Training Design</b>	<b>168</b>	<b>3.98</b>	<b>5</b>	<b>1</b>
1. The training workshop structure was logical.	24	4.25	5	3
2. The activities in this training workshop gave me sufficient practice and feedback.	24	4.29	5	3
3. The pace of the training workshop was appropriate.	24	3.88	5	2
4. The duration of the training workshop was appropriate.	24	3.88	5	3
5. The physical setting of the training workshop (i.e. temperature, lighting, etc. of the room) was comfortable.	24	3.75	5	1
6. The logistical support (training hall, food, and travel arrangements/transport) was appropriate.	24	3.75	5	2
7. The materials/resources distributed were useful and relevant.	24	4.04	5	2
<b>d. Training Facilitation</b>				
<b>Bashir Anjum, Specialist Social Sector - RSPN</b>	<b>72</b>	<b>4.50</b>	<b>5</b>	<b>2</b>
1. The facilitators were well-versed in the contents of the training.	24	4.63	5	4
2. The facilitators were effective in delivering the training.	24	4.50	5	3
3. The facilitators encouraged everyone to participate.	24	4.38	5	2
<b>M. Ali Aziz, Specialist SM - RSPN</b>	<b>72</b>	<b>4.19</b>	<b>5</b>	<b>2</b>
1. The facilitators were well-versed in the contents of the training.	24	4.46	5	4
2. The facilitators were effective in delivering the training.	24	4.17	5	3
3. The facilitators encouraged everyone to participate.	24	3.96	5	2
<b>Asmat Kakar, Monitoring &amp; Evaluation Officer BRDCEP - RSPN</b>	<b>72</b>	<b>3.96</b>	<b>5</b>	<b>2</b>
1. The facilitators were well-versed in the contents of the training.	24	3.79	5	2
2. The facilitators were effective in delivering the training.	24	3.96	5	2
3. The facilitators encouraged everyone to participate.	24	4.13	5	3
<b>Asad Abbas, Communication Officer BRDCEP - RSPN</b>	<b>72</b>	<b>3.31</b>	<b>5</b>	<b>2</b>
1. The facilitators were well-versed in the contents of the training.	24	3.29	5	2
2. The facilitators were effective in delivering the training.	24	3.29	5	2
3. The facilitators encouraged everyone to participate.	24	3.33	5	2
<b>Ahmaedullah, Programme Manager BRDCEP-RSPN</b>	<b>72</b>	<b>3.88</b>	<b>5</b>	<b>2</b>

1. The facilitators were well-versed in the contents of the training.	24	3.88	5	2
2. The facilitators were effective in delivering the training.	24	3.63	5	2
3. The facilitators encouraged everyone to participate.	24	4.13	5	2
<b>Manzoor Hussain, Programme Manager-RSPN</b>	<b>72</b>	<b>4.32</b>	<b>5</b>	<b>2</b>
1. The facilitators were well-versed in the contents of the training.	24	4.38	5	3
2. The facilitators were effective in delivering the training.	24	4.29	5	2
3. The facilitators encouraged everyone to participate.	24	4.29	5	2
<b>Mawish Iqbal, Reporting &amp; Documentation Officer BRDCEP-RSPN</b>	<b>72</b>	<b>3.42</b>	<b>5</b>	<b>2</b>
1. The facilitators were well-versed in the contents of the training.	24	3.46	5	2
2. The facilitators were effective in delivering the training.	24	3.29	5	2
3. The facilitators encouraged everyone to participate.	24	3.50	5	2
<b>e. Training Concepts/Modules (Codes: Confusing=1; Can understand=2; Can implement with some assistance=3; Can implement independently=4; Not Applicable=5)</b>	<b>384</b>	<b>3.53</b>	<b>5</b>	<b>1</b>
Introductory session -- Technical knowledge related to Health (Session 1—5) in CAT	24	3.33	5	2
Introductory session -- Technical knowledge related to WASH, Education & DRR (Session 6 - 9)	24	3.63	5	2
Technical Knowledge about basic human rights & protection laws, Environmental Pollution & Changes (Session 10 -12)	24	3.54	5	2
Session on Mother Health Care during pregnancy, delivery and post-delivery (S-1 in CAT)	24	3.79	5	2
Session on Immunization, Diarrhea & Pneumonia (S-2 in CAT)	24	3.75	5	2
Session on Birth Spacing (S-3 in CAT)	24	3.63	5	2
Session on Nutrition (S-4 in CAT)	24	3.50	4	2
Session on HIV & AIDS and Hepatitis (S-5 in CAT)	24	3.58	5	2
Importance & process of mainstreaming cross cutting & other themes in social mobilization	24	3.46	5	2
Session on Health & Hygiene with special focus on hand washing at critical times (S-6 in CAT)	24	3.63	5	2
Session on Safe Water & Personal Hygiene (S-7 in CAT)	24	3.67	5	2
Session on Child Education (S-8 in CAT)	24	3.50	5	2
Session on Disaster Risk Reduction (DRR) (S-9 in CAT)	24	3.13	4	1
Session on Basic Human Rights, Civil Documentation & Civic Engagement (S-10 in CAT)	24	3.46	5	2

Session on Protection Laws to Basic Human Rights (S-11 in CAT)	24	3.54	5	2
Session on Environmental Pollution and Climate Change (S-12 in CAT)	24	3.29	5	2
<b>f. Subsequent Trainings</b>				
1. Will you participate in the next training? YES/NO	24			
2. Will you recommend this training for others? (Circle the relevant answer) YES/NO	24			

As summarized in Table 2:

- About 47 percent of the participants indicated that they could implement the modules independently.
- While a collective 34 percent of the participants reported that they either understand the concepts imparted in the training or could implement the modules with some assistance. These master trainers will be supported by RSPN during roll out of the training.
- Just one participant indicated that s/he was confused about any concept or module listed in below table.

**Table 2. Understanding Level of Training Concepts/Modules**

Concepts/Modules	Confusing	Can understand	Can implement with some assistance	Can implement independently	Not Applicable
Introductory session -- Technical knowledge related to Health (Session 1–5) in CAT	0	4	10	8	2
Introductory session -- Technical knowledge related to WASH, Education & DRR (Session 6 - 9)	0	3	14	5	2
Technical Knowledge about basic human rights & protection laws, Environmental Pollution & Changes (Session 10 -12)	0	3	6	13	2
Session on Mother Health Care during pregnancy, delivery and post-delivery (S-1 in CAT)	0	3	3	14	4
Session on Immunization, Diarrhea & Pneumonia (S-2 in CAT)	0	1	5	15	3
Session on Birth Spacing (S-3 in CAT)	0	3	5	14	1
Session on Nutrition (S-4 in CAT)	0	2	8	14	0
Session on HIV & AIDS and Hepatitis (S-5 in CAT)	0	3	7	11	3
Importance & process of mainstreaming cross cutting & other themes in social mobilization	0	2	11	9	2
Session on Health & Hygiene with special focus on hand washing at critical times (S-6 in CAT)	0	2	7	13	2
Session on Safe Water & Personal Hygiene (S-7 in CAT)	0	1	8	13	2
Session on Child Education (S-8 in CAT)	0	2	10	10	2
Session on Disaster Risk Reduction (DRR) (S-9 in CAT)	1	4	9	9	1
Session on Basic Human Rights, Civil Documentation & Civic Engagement (S-10 in CAT)	0	2	10	11	1
Session on Protection Laws to Basic Human Rights (S-11 in CAT)	0	2	9	11	2
Session on Environmental Pollution and Climate Change (S-12 in CAT)		6	7	9	2
<b>Total</b>	<b>1</b>	<b>43</b>	<b>129</b>	<b>179</b>	<b>31</b>

The participants were asked whether they would like to participate in future trainings, everyone provided a positive response. Additionally, all of the participants responded that they would recommend similar training to their colleagues.

The participants shared that this orientation training on CAT was quite useful for them. It also raised their own awareness on crosscutting themes. They appreciated the participatory approach employed in the training. However, they said that the gender and DRR training sessions need to be a bit more comprehensive. Also, for gender sessions it would have been better to have gender focal person as the trainer. They also suggested to increase the number of training days for CAT next time and also requested for a refresher session in the coming years of BRDCEP.

## Annex 1 Training Agenda

**Training of Trainers for RSPs BRDCE Programme Staff and GOB on CAT**  
**Dates: February 19 to 23, 2018, Venue: Gardenia Resort Hotel, Quetta**

S. #	Topic	Session Objectives	Time	Methods	Facilitator (s)
<b>Day 1</b>					
1.	Tilawat-e Quran and Introduction of the participants	Formal inauguration of the training Participants and facilitators get know each other	0900-0920		Mr. Ahmed Ullah PM
2.	Welcome Address	A formal welcome to guests and participants by the training organisers	0920-0930	Speech	Rep. from BRDA
3.	Introduction and strategic Importance of BRDCEP	Participants are able to understand the objectives, key components and importance of BRDCEP	0930-0945	Speech/ discussion	Mr. Khaleel Ahmad Tetlay COO
4.	Importance/introduction of CAT in BRDCEP	Participants are be able to understand the thematic areas covered in CAT and their importance in achieving the programme goals	0945-1010	Speech/ discussion	Mr. Ahmed Ullah PM
5.	Introductory session -- Technical knowledge related to Health (Session 1—5) in CAT	Participants are able to: Explain the critical issues related to health especially Mother & Child health care, immunization, diarrhea, pneumonia, birth spacing, Nutrition, HIV & AIDS	1010-1140	Presentation & Discussion	Mr. Bashir Anjum Specialist Social Sector RSPN
6.	Introductory session -- Technical knowledge related to WASH, Education & DRR (Session 6 - 9) in CAT	Pax are able to: Explain basic technical knowledge about WASH, Education & Disaster Risk Reduction (DRR)	1140-1300	Presentation & Discussion	Mr. Bashir Anjum Specialist Social Sector RSPN
7.	<b>Lunch Break</b>		<b>1300-1400</b>		
8.	Technical Knowledge about basic human rights & protection laws, Environmental Pollution & Changes (Session 10 -12)	Participants are able to: Explain basic civic rights and protection laws	1400-1700	Presentation & Discussion	Mr. Bashir Anjum Specialist Social Sector RSPN

		Understand environmental pollution & climate change			
9.	Group work on CAT sessions	Participants prepare themselves to: Illustrate the session on any topic of the CAT	1600-1800	Group work & preparation	Mr. Bashir Anjum Specialist Social Sector RSPN
<b>Day 2</b>					
10.	Use of CAT & general guidelines for session delivery	Participants are able to learn general protocols for session delivery and use of CAT	0900-0945	Presentation & Discussion	Mr. Bashir Anjum Specialist Social Sector RSPN
11.	Session on Mother Health Care during pregnancy, delivery and post-delivery (S-1 in CAT)	Participants learn to <ul style="list-style-type: none"> <li>✚ Illustrate session on Mother care during pregnancy, delivery and post-delivery</li> <li>✚ Train CRPs on session delivery</li> </ul>	0945-1215	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
12.	Session on Immunization, Diarrhea & Pneumonia (S-2 in CAT)	Participants learn <ul style="list-style-type: none"> <li>✚ The importance &amp; schedule of Immunization</li> <li>✚ To illustrate session on Immunization, Diarrhea &amp; Pneumonia</li> <li>✚ To train CRPs on session delivery</li> </ul>	1215-1300	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
13.	<b>Lunch break</b>		<b>1300-1400</b>		
14.	Session continued		1400-1515	Mock exercise & group work in 02 sub-groups	
15.	Session on Birth Spacing (S-3 in CAT)	Participants are able to: <ul style="list-style-type: none"> <li>✚ Understand the importance of birth spacing</li> <li>✚ Conduct session on Birth Spacing</li> <li>✚ Train CRPs on birth spacing mobilization</li> </ul>	1515-1715	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
16.	Session on Nutrition (S-4 in CAT)	Participants learn: <ul style="list-style-type: none"> <li>✚ The importance of nutrition</li> <li>✚ To demonstrate the session on nutrition</li> <li>✚ To train CRPs on session delivery</li> </ul>	1715-1800	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
<b>Day -3</b>					
17.	Session continued on Nutrition		0900 - 1000	Mock exercise & group work	Mr. Bashir Anjum Specialist Social Sector RSPN

				in 02 sub-groups	
18.	Session on HIV & AIDS and Hepatitis (S-5 in CAT)	<p>Participants learn</p> <ul style="list-style-type: none"> <li>✚ The HIV &amp; AIDS and Hepatitis sign &amp; symptoms</li> <li>✚ The session delivery on HIV &amp; AIDS and Hepatitis</li> <li>✚ The process to train CRPs on session delivery</li> </ul>	1000-1200	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
19.	Importance & process of mainstreaming cross cutting & other themes in social mobilization under BRDCEP	<p>Participants are able to</p> <ul style="list-style-type: none"> <li>✚ Understand the importance of mainstreaming cross cutting themes</li> <li>✚ Illustrate the process of mainstreaming cross cutting themes in social mobilization</li> </ul>	1200-1300	Lecture/ discussion	M. Ali Azizi Specialist Mobilization
20.	<b>Lunch break</b>		<b>1300-1400</b>		
21.	Session on Health & Hygiene with special focus on hand washing at critical times (S-6 in CAT)	<p>Participants are able to:</p> <ul style="list-style-type: none"> <li>✚ Explain the importance of hygiene &amp; Health</li> <li>✚ Illustrate session on Health &amp; Hygiene</li> <li>✚ Train CRPs on session delivery</li> </ul>	1400-1600	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
22.	Session on Environmental Pollution and Climate Change (S-12 in CAT)	<p>Participants learn</p> <ul style="list-style-type: none"> <li>✚ The basic reasons &amp; behaviours of environmental pollution &amp; climate change</li> <li>✚ To demonstrate the session on environmental pollution and climate change</li> <li>✚ To train CRPs on session delivery</li> </ul>	1500-1700	Mock exercise & group work in 02 sub-groups	M. Ali Azizi Specialist Mobilization
<b>Day – 4</b>					
23.	Session on Child Education (S-8 in CAT)	<p>Participants learn:</p> <ul style="list-style-type: none"> <li>✚ The reasons of low literacy &amp; role of Cos/VOs in its improvement.</li> <li>✚ To demonstrate session on child education</li> <li>✚ To train CRPs on session delivery</li> </ul>	0900-1030	Mock exercise & group work in 02 sub-groups	Mr. Bashir Anjum Specialist Social Sector RSPN
24.	Session on Disaster Risk Reduction (DRR) (S-9 in CAT)	<p>Participants are able:</p>	1030-1200	Mock exercise & group work	Mr. Assad Abbas Communication Officer

		<ul style="list-style-type: none"> <li>✚ To learn basic DRR concepts and its management.</li> <li>✚ Elucidate session on DRR</li> <li>✚ To train CRPs on session delivery</li> </ul>		in 02 sub-groups	
25.	Session on Basic Human Rights, Civil Documentation & Civic Engagement (S-10 in CAT)	<p>Participants are learn</p> <ul style="list-style-type: none"> <li>✚ The basic human rights &amp; process of civil documentation</li> <li>✚ To engage the civil society to assert their rights and held local authorities accountable</li> <li>✚ To illustrate the session on basic human rights</li> <li>✚ To train CRPs on session delivery</li> </ul>	1200-1330	Mock exercise & group work in 02 sub-groups	M. Ali Azizi Specialist Mobilization
26.	<b>Lunch break</b>		<b>1330-1415</b>		
27.	Session on Protection Laws to Basic Human Rights (S-11 in CAT)	<p>Participants are able:</p> <ul style="list-style-type: none"> <li>✚ To explain the protection laws in Baluchistan</li> <li>✚ To deliver the session on protection laws</li> <li>✚ To train CRPs on session delivery</li> </ul>	1415-1545	Mock exercise & group work in 02 sub-groups	M. Ali Azizi Specialist Mobilization
28.	Session on Safe Water & Personal Hygiene (S-7 in CAT)	<p>Participants are able:</p> <ul style="list-style-type: none"> <li>✚ To explain the methods to safe drinking water &amp; importance of personal hygiene</li> <li>✚ To deliver the session on safe water &amp; personal hygiene</li> <li>✚ To train CRPs on session delivery</li> </ul>	1545-1730	Mock exercise & group work in 02 sub-groups	Mr. Manzoor Hussain Manager DAFPAK Project RSPN
<b>Day – 5</b>					
29.	Preparation for CRPs Training	<p>Participants are able:</p> <ul style="list-style-type: none"> <li>✚ To select proper CRPs for training</li> <li>✚ To plan CRPs training</li> <li>✚ To implement CRP training</li> <li>✚ To report on CRP training</li> </ul>	0900-1000	Discussion & Roll out	All Facilitators
30.	Introduction to Monitoring tools	<p>Participants are able to:</p> <ul style="list-style-type: none"> <li>✚ Understand the monitoring tools and their purposes</li> <li>✚ To illustrate how to monitor the CRP session in the community</li> </ul>	1000-1100	Lecture/ Discussion on tools	Mr. Manzoor Hussain PM

		<ul style="list-style-type: none"> <li>✚ To illustrate how to report gaps and issues in CRP sessions for future course correction</li> </ul>			
31.	Assessment of Participants for CRPs training	<ul style="list-style-type: none"> <li>✚ To assess the abilities of participants to step down training of CRPs &amp; staff</li> <li>✚ To point out weaknesses and guide on how to improve them</li> </ul>	1100-1300	Presentation by participants	All Facilitators
32.	<b>Lunch Break</b>		<b>1300-1400</b>		
33.	Preparation of training plan for step down training of CRPs	To ensure that participants are able to develop the plan and execute the training properly	1400-1500	Group work in districts teams	Mr. Ahmed Ullah PM
34.	Training evaluation	<p>The organisers are able to:</p> <ul style="list-style-type: none"> <li>✚ Understand the effectiveness of the training and trainers</li> <li>✚ Understand gaps and weaknesses in the training</li> <li>✚ Obtain suggestions from participants for further improvement of similar events in future</li> </ul>	1500-1530		BRDCEP team
35.	Closing & Certificate Distribution	<ul style="list-style-type: none"> <li>✚ To formally acknowledge attendance of participants in the training event</li> <li>✚ To certify the ability of the participants as master trainers</li> </ul>	1530-1600		Chief Guest

## Annex 2 List of Participants

### Training of Trainers for RSPs BRDCE Programme and GOB Staff on CAT

Dates: January 26 to 30, 2018, Venue: Quetta Serena Hotel

#### Training Registration and Attendance Sheet

RSP:

District:

SMT/Field Unit:

UC:

<b>Training Title: Training of Government of Balochistan and RSPs Key Staff as Master Trainers on Use of Community Awareness Toolkit</b>						
<b>Type of Training:</b>						
<b>Starting Date (DD/MM/YY)</b>	<b>Closing Date (DD/MM/YY)</b>	<b>Total No. of Days</b>	<b>Venue</b>	<b>No. of Male Participants</b>	<b>No. of Female Participants</b>	<b>Total No. of Participants</b>
<b>19 February 2018</b>	<b>23 February 2018</b>	<b>05</b>	<b>Gardenia Hotel Quetta</b>			

MIS Code	Name	Sex	Organisation	Designation	District
1	Wahid Shah	Male	BRSP	SSO	Zhob Office
2	Fozia Yasmin	Female	BRSP	WSO	Zhob Office
3	ZafarUllah	Male	BRSP	CBO	Loralai Office
4	Alia	Female	BRSP	SSO	Loralai Office

5	Syed Mujeeb ur Rehman	Male	BRSP	SSO	Pishin
6	Fozia Kakar	Female	BRSP	DLO	Pishin
7	Habibullah	Male	BRSP	CBO	K.Abdullah
8	Sofia	Female	BRSP	WSO	K.Abdullah
9	Altaf	Male	BRSP	CBO	J.Magsi
10	Shama	Female	BRSP	WSO	J.Magsi
11	Saifullah Shahwani	Male	BRSP	CBO	Khuzdar
12	Samina	Female	BRSP	SSO/DLO	Khuzdar
13	Amir Humza Qambrani	Male	BRSP	CBO	Washuk
14	Maqsood Ahmed Bazai	Male	BRSP	SPO- HID	HIDL- HO
15	M Arif Rind	Male	BRSP	SPO-HID	HIDL- HO
16	Rajab Ali	Male	BRSP	M&E - Coordinator South	PMER-HO
17	Adil Sahib	Male	BRSP	M&E - Coordinator North	PMER-HO
18	Khaleel Ahmed Tetlay	Male	RSPN	Chief Operating Officer	Islamabad
19	Bashir Anjum	Male	RSPN	Specialist Social Sector/Manager Special Project Wing	Islamabad
20	Manzoor Hussain	Male	RSPN	Project Manager DAFPAK	Islamabad
21	Mohammad Ali Azizi	Male	RSPN	Specialist Social Mobilisation	Islamabad
22	Ahmed Ullah	Male	RSPN	Programme Manager BRDCEP	Islamabad
23	Asmat Kakar	Male	RSPN	Monitoring and Evaluation Officer BRDCEP	Islamabad
24	Assad Abbas	Male	RSPN	Communication Officer BRDCEP	Islamabad
25	Mawish Iqbal	Female	RSPN	D&R Officer BRDCEP	Islamabad
26	Akhlaq	Male	NRSP	SO	Kech

27	Naseema	Female	NRSP	SO	Kech
28	Shahnaz	Female	NRSP	SO	Kech
29	Dilshad	Male	NRSP	MER Assistant	Kech
30	Mohammad Asim Kasi	Male	HQ- SWD	Assistant Director	Quetta
31	Muhammad Anwar	Male	RDA, LG&RDD, GoB	Instructor	Quetta
32	Noor ul Haq Kasi	Male	BRSP- RDA Office	HRD Officer	Quetta
33	Rukhsana Baloch	Female	Women and Development Department	Assistant Director	Quetta
34	Mir Hafiz	Male	BRSP		Quetta
35	Luluwa Rafiq	Female	BRSP	Communication and Research Officer	Quetta
37	Asif Lehri	Male	BRSP	Manager	Quetta
38	M.Hanif	Male	BRSP	Consultant	Quetta
39	M.Siraj ul Haq Ghori	Male	BRSP	Senior Manager PMER	Quetta
40	Mehboob Ali	Male	BRSP	Media Consultant	Quetta
41	Saima	Female	BRSP	WSO	Washuk
42	Naimat Ullah	Male	BRDA	DG	Quetta
43	Dr.Faisal	Male	Nutrition Cell	Technical Expert BNPMC	Quetta
44	Dr. Latif Tareen	Male	Nutrition Cell	Nutrition Specialist BNPMC	Quetta
45	Suleman	Male	NRSP	MER	Islamabad

### Annex 3 Training Evaluation and Feedback Form

Feedback Evaluation Form for BRDCEP CAT Training 19-24 February 2018, Quetta

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

a. TRAINING OBJECTIVES							Score
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. TRAINING CONTENT							
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.							
c. TRAINING DESIGN							
1. The structure of training workshop 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.							
d. TRAINING FACILITATION							
Name of Facilitators	Bashir Anjum	M. Ali Azizi	Asmat Kakar	Asad Abbas	Ahmed Ullah	Manzoor Hussain	
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.							
TRAINING CONCEPTS/MODULES							
Codes: Confusing=1; Can understand=2; Can implement with some assistance=3; Can implement independently=4; Not Applicable=5							
#	CONCEPTS/MODULES	CODE	#	CONCEPTS/MODULES	CODE	CODE	

1.	Introductory session -- Technical knowledge related to Health (Session 1–5) in CAT		2.	Introductory session -- Technical knowledge related to WASH, Education & DRR (Session 6 - 9)	
3.	Technical Knowledge about basic human rights & protection laws, Environmental Pollution & Changes (Session 10 -12)		4.	Session on Mother Health Care during pregnancy, delivery and post-delivery (S-1 in CAT)	
5.	Session on Immunization, Diarrhea & Pneumonia (S-2 in CAT)		6.	Session on Birth Spacing (S-3 in CAT)	
7.	Session on Nutrition (S-4 in CAT)		8.	Session on HIV & AIDS and Hepatitis (S-5 in CAT)	
9.	Importance & process of mainstreaming cross cutting & other themes in social mobilization		10.	Session on Health & Hygiene with special focus on hand washing at critical times (S-6 in CAT)	
11.	Session on Safe Water & Personal Hygiene (S-7 in CAT)		12.	Session on Child Education (S-8 in CAT)	
13.	Session on Disaster Risk Reduction (DRR) (S-9 in CAT)		14.	Session on Basic Human Rights, Civil Documentation & Civic Engagement (S-10 in CAT)	
15.	Session on Protection Laws to Basic Human Rights (S-11 in CAT)		16.	Session on Environmental Pollution and Climate Change (S-12 in CAT)	

**e. SUBSEQUENT TRAININGS**

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) \_\_\_\_\_