



Report on Training of Facilitators (ToF) on Year round CAWM FFS

BRAC Learning Center, Barishal, Date: 21-25 Oct'2018

1. Introduction:

The third batch 5 days “Training of Facilitators (ToF) on CAWM Year-round FFS” for SAAO & AEOs was successfully completed on 25th Oct'2018 at BRAC Learning Center (BLC), Barishal. The objective of the training course was to improve the capacity of the participants on facilitation skills in organizing CAWM Year-round training program. Total 24 SAAOs and 04 AEOs of DAE under Satkhira and Khulna District were attended the course. This training program was jointly organized by the



DAE from Oct 21-25, 2018. The course was inaugurated by Mr. Tusar Kanti Samadder, Additional Deputy Director, Horticulture Center, DAE, Barisal and Mr. SM Ferdous, District Seed Certification, DAE, Norail.

After inaugural session Mr. Rezwanul Islam, AEO briefed the participants about Blue Gold Program - DAE part



and CAWM concepts, activities, difference between CAWM-FFS and other FFS. Mr. SM Ferdous and Rezwan continued the whole training course as a facilitator. They have emphasized and clarified the technical issues and connected learning with DAE for better application in DAE implemented other projects. Dr. M Shahab Uddin, Additional Director Planning, Project Implementation and ICT Wing, DAE, Khamarbari, Dhaka

facilitated some sessions and attended with the participants in the cultural evening.

The Project Director, Blue Gold Program (DAE Part) was attended the training course on 3rd and 4th day of training course, clarified the importance of the course and encouraged SAAOs for active participation and application the learning from the training course.

2. Key sessions of the training course:

After lunch break a “simulation” on facilitation game was played by a BRAC Trainer where participants realized from their heart about the role of a facilitators in farmers learning process and the necessity of analyzing the participants, learning attitude, behaviors, liking disliking and in what environment/situation they like to learn during facilitating FFS school sessions.

The second day started with recapitulation of the first day where the participants described the best learning's from day-1 discussion. After that the facilitation experience and skill of SAAOs were reviewed by

demonstration their facilitation skills on specific topics. Through these demonstration participants identified



their strengths and weakness about the process and techniques for effective facilitations in FFS sessions. After lunch break the SAAOs got the chance to participate in an interactive discussion on experiential learning process & BGP approaches of experience learning for self-sustaining WMGs. In these sessions participants identified the SAAOs roles and required skills for effective facilitation and importance of interactive session and application of learner centered training methods such as role play, small group work, demonstration, simulation etc. selection of

training methods in what situation how they can change training methods/techniques keeping the objectives unchanged.

In the third day of training, participants were introduced with mostly used in the CAWM FFS training module, 10 different training methods and techniques for effective facilitations (such as Lecture, Lecture Discussion, Brainstorming, role play, demonstration, Q&A, small group discussion, open discussion, simulation etc.) In an exercise participants identified the advantages of each methods used in a training through a colorful demonstration. Through this interesting and colorful exercise participants were realized the effectiveness of different methods, understood the considerable factors for selecting appropriate training methods, how & when they can apply. Later on of this day participants were divided in to five groups and each group were distributed 01 or 02 session from the CAWM-FFS (T-Aman) module for taking preparation, practice and demonstration to the next day.

Preparation & Practice on CAWM Training Module

All the 5 groups were taken this assignment seriously and actively engaged up to late night (2.00 AM) for preparation and practice on the session's utilization of last 3 days techniques of facilitation real application of the training methods stated in the training module and prepared related materials. The facilitators of the training course were also supported and encouraged them in the night for their practice and preparation.

Demonstration of sessions:

From the very beginning of day four each group demonstrated different session of CAWM-FFS training module which is continued to lunch break of day five. After completing each group demonstration, the whole dummy sessions were reviewed by the participants themselves and observers. In these feedback session, participants had the chance to build up their confidence, identified their improvement area for facilitation any session which were the reflection of learning of last 3-4 days sessions. This session not only reviewed the individual facilitation skills but also a great chance to review the key sessions of the module, its consistency and technical issues.

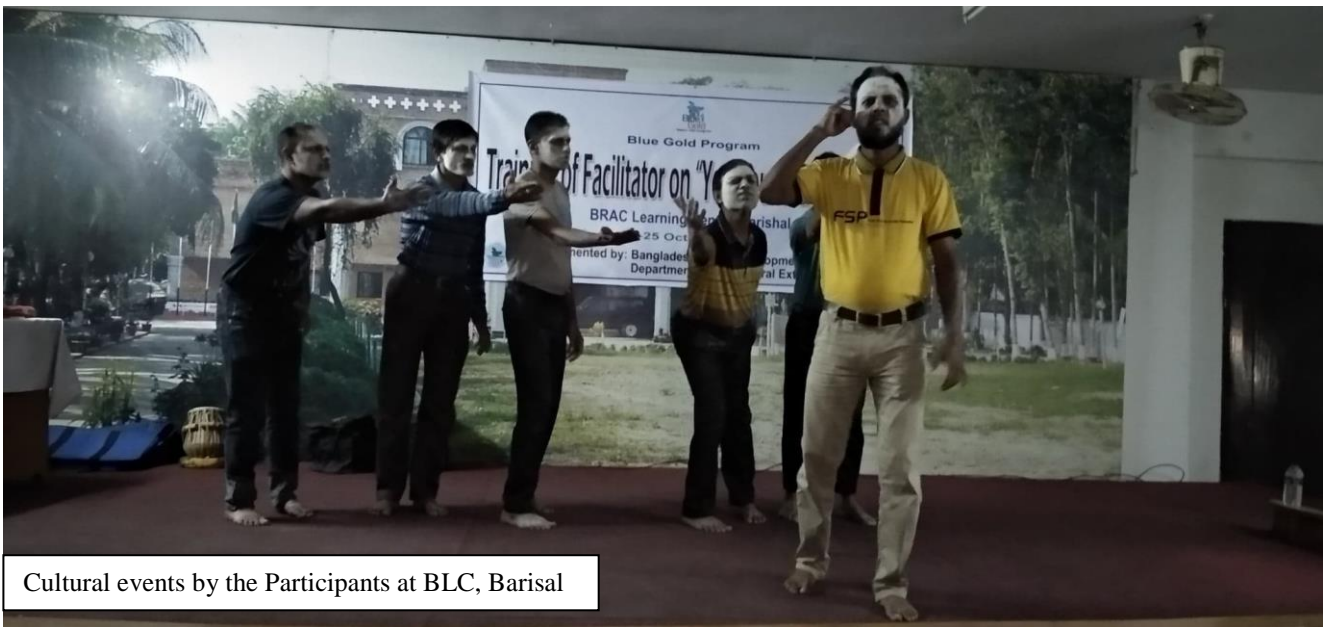


On 5th day, the participants were demonstrated their confidence, expressed the new thing they learn from the five days training and their commitment to be a good facilitators.

The formal sessions of the training course came to an end with post-test, reviewed the whole five days through a game followed by certificate distribution. At the end of the training course participants organized a cultural event which was very interesting and enjoyable.

3. Conclusion and Recommendation:

On 3rd and 4th day of training, the Project Director, DAE (Blue Gold Part) attended the course and interacted with the participants and other observers from DAE specially the AEOs and AAOs who attended the training course. The participants and DAE observers were expressed their comments that the DAE staffs especially SAAOs were less exposure to this type (Training on Facilitation) of training though they have great experience of delivering technical issues, conducting FFS sessions in the past. From their observations and realization they have expressed, this is really an exceptional and effective training course where they find the real reflection of change in the participant's performance through the demonstration of CAWM Training module/sessions. Now they are much more confident about using proper training methods & techniques, creating interactive & friendly learning environment for the adult participants. They also expressed their gratitude for organizing such a wonderful and effective training course for their self-development.



Cultural events by the Participants at BLC, Barisal

October 26, 2018

BLC, Barisal