

Blue Gold Program

Brief Note on Training of Facilitators (ToF) on Year round CAWM FFS

BRAC Learning Center, Barishal, Date: 02-06 September'2018

Introduction:

The second batch 5 days on Training of Facilitators (ToF) was successfully completed on 06 September'2018 which was started on 02 September'2018 at BRAC learning center (BLC), Barishal with an aim to improve capacity of the SAAOs in facilitation and conduction of CAWM Year round training programs through experiential learning process (methods & techniques). Total 23 SAAOs of DAE under Patuakhali sadar, Galacipa, Baoufal, Dasmina and Kalapara upazial and 5 CDF of BGP TA part participated in the training course where 3 Agricultural Extension Officers (AEO) from Kalapara, Patuakhali Sadar and Bouafal Upazila and Two officers (One AEO and one Additional Agricultural Officer) from DAE-BGP part (Dhaka) also attended as observer and resources persons.



Training Courses:



All the participants reported BLC at afternoon on 1st September'2018 and the training course started with the pre-test of course and after that the five days program formally inaugurated by Deputy Director, Horticulture Center, DAE, Barisal followed by the session where participants had the opportunities to express their expectation from the five days ToF course. Additional Agricultural Officer, Atikunnahar and Mr. Rezwanul Islam- AEO briefed the participants about the

Blue Gold Program- DAE part and CAWM concept, activities, difference between CAWM-FFS and other FFS.

After lunch break a "simulation" on facilitation staged in the session by a BRAC staff where participants realized from their heart about the role of a facilitators in adult learning process and the necessity of analyzing the participants, learning attitude, behavior, liking disliking and in what environment/situation they like to learn during FFS School session conduction.



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 skill on specific topics. Through these demonstration participants identified their strengths and weakness about the process and techniques for effective facilitations. 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 participants were introduced with mostly used in the FFS 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 SAAOs 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 seven groups and each group were distributed one session from the CAWM-FFS (T-Aman) module for taking preparation & practice and demonstration to the next day.



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Practice and preparation:

All the 7 groups were taken this assignment very seriously and up to mid-night (3.00 AM) all the participants were taken preparation and practiced on the 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 CAWM FFS Module:



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.

In the final day participants had the opportunity to take part an interactive session with Team Leader, Blue gold Program where they showed 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 where they singing song, presented jokes etc.

Conclusion and Recommendation:



Blue Gold Team Leader, Deputy Team Leader and other Senior Experts attended the last day of training course, interacted with the participants and other observers from DAE specially the AEOs and AAOs who attended the training course. As concluding remarks Team Leader has expressed his highly satisfaction on the course. The

participants and DAE observers are also 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 to the organizer for organizing this training in such a suitable venue (BRAC Learning Center).



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