



Samajik Unnayan Sangstha (SUS)
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**Brief Report on
OM Training for WMGs**
(After completion of ten batches training)

Background:

On November 11, 2015, the Samajik Unnayan Sangstha (SUS) has enter into a consultancy agreement with the Blue Gold Program for providing training service in conducting the organizational management training course for WMGs at the polder under Khulna, Patuakhali and Satkhira. The SUS training team was responsible to prepare training team members and organize necessary dry-run to ensure proper implementation of training session as well as conduct training sessions according to training module. As per agreement, SUS shall carry out the service within the period starting from 15, November 2015 to 15, August 2016. As the March 2016 is the month of union parishad election, respective training coordinator of Blue Gold Project stopped the training for this month in consultation with SUS. The SUS submitted bill for 1st payment after completion of 2 batches trainers' orientation and 10 batches OM training. This report contains the information of those training and orientation about the impression of participant, participant attendance, major findings and challenges faced by the training team.

Dry – Run Session:

Patuakhali team

In consultation with respective district training coordinator of Blue Gold Program, SUS arranged two days a dry-run course at Patuakhali. Most of the concern Field Organizer and respective district officials of Blue Gold Program attained in 1st day orientation (1st half) while SUS provided a snapshot (the course objective, target participant, working strategy, role of Blue Gold Field staff as well as trainer team) of training program in the house. In the 2nd half of 1st day and 2nd day the trainer team consist of 4 senior trainers and one Training Coordinator conducted dummy session and prepared them for field training.

Khulna team

In consultation with respective district training coordinator of Blue Gold Program, SUS also arranged two days a dry-run course at Khulna. The concern training coordinator and respective district officials of Blue Gold Program attained in 1st day orientation (1st half) while SUS provided a snapshot (the course objective, target participant, working strategy, role of Blue Gold Field staff as well as trainer team) of training program in the house. In the 2nd half of 1st day and 2nd day the trainer team consists of 4 senior trainers conducted dummy session and prepared them for field training.

Participant impression:

The training module is well written, simple but clearly described and communicated all relevant information. Selection of contents and the methods are appropriate to achieve the course objectives. As it was fine-tuned after field test earlier, the participant praised the training module during practice.

10 batches OM Training:

These courses were implemented jointly by the Blue Gold field staff and the external training team. The concerned district Training Coordinator prepared Polder Training Implementation plan jointly with Component-1 (Socio-economists) and SUS Training Team in advance and communicate to the CO and BWDB in advance. The SUS training team prepared training materials, posters, handouts; selected training venue, arranged participant's food through discussion with Training Coordinator, electricity, seating arrangement well in advance; Conduct training sessions as per training module following the training methods. The attendance of the training was higher than expectation.

a) WMG wise number of participant attained in the training in Patuakhali:

Batch #	Date		Polder #	WMG	# of Participant				WMG wise Total	Batch wise Total
	From	To			WMG		UP			
					Male	Female	Male	Female		
1	12/12/2015	15/12/2015	43/1A	Paschim Shakharia	9	4	1	0	14	32
				Purba Shakharia	12	5	1	0	18	
2	22/12/2015	24/12/2015	43/2E	Dakshin Shehakathi Uttar	13	3	0	1	17	34
				Dakshin Shehakathi Dakshin	12	4	1	0	17	
3	9/1/2016	11/1/2016	43/2E	Kotura Taluk	10	5	0	0	15	32
				Fedai Nnagar	12	5	0	0	17	
4	12/12/2015	15/12/2015	43/2E	Uttar Shehakathi	11	6	1	0	18	35
				Talbaria	11	5	0	1	17	
5	23/01/2016	25/01/2016	43/2E	Pirtola	13	4	1	0	18	36
				Purba Joinkathi Paschim	12	5	1	0	18	
6	26/01/2016	28/01/2015	43/2E	Char Joinkathi Paschim	12	5	0	0	17	35
				Char Joinkathi Putba	12	5	1	0	18	

b) WMG wise number of participant attained in the training in Khulna:

Batch #	Date		Polder #	WMG	# of Participant				WMG wise Total	Batch wise Total
	From	To			WMG		UP			
					Male	Female	Male	Female		
7	18/01/2016	20/01/2016	29	Sahas Madhyapara	7	10	0	0	17	34
				Bakultala	10	7	0	0	17	
8	30/01/2016	1/2/2016	29	Maikhali	9	6	0	0	15	32
				Sahas Ghoshgati	12	5	0	0	17	
9	2/2/2016	4/2/2016	29	DGKC	10	7	0	0	17	34
				KDC	9	8	0	0	17	
10	13/02/2016	15/02/2016	29	Sahas Kumarghata	9	7	1	1	18	36
				Noakhati	10	6	1	1	18	

Participant's impression:

The participant actively involved in the roll-play, game and discussion. Most of the cases the female participants presented group outcomes. The participants actively raised questions and joined discussions, sometimes also outside the scope of the training. At the end of the training, the participants were asked to fill out a mood (frame of mind) meter evaluating the training program. 92% of the participants indicated that the training course did meet their expectations. In the post test 96% participant achieved more than pass marks (50 marks) However, a number of participants put forward a request to make a change in training schedule (short duration) considering the winter.

Training Monitoring:

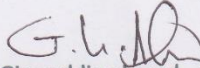
The Training Coordinator of SUS paid 18 days in the field to monitor the training program and provided necessary coaching to the training teams. On the other hand the concerned district Training Coordinator of Blue Gold Program monitors the performance of the training team and discuss with training team for further improvement.

Major findings:

- Generally the participant attain in training venue at least 30 minutes latter than the scheduled time on 1st day.
- In some cases, attendances for baby caring attain in the training with female participant and the trainers team provide food and snacks to them considering the social norms but there is no budget allocation for food and snacks for the mentioned attendances.

Major Challenges faced by the training team:

The total number of participants, trainers and observers of a batch is around 42. On the other hand, the course demands a space for role-play within the training venue. Considering the above it's required a stander training venue. In little case, it was a challenge to ensure proper training venue near by concern WMGs.

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