

eCBHFA VP Module

Training of Trainers Workshop

Cambodian Red Cross

12-14 December, 2017

Kampot, Cambodia



Dr. Sinha Wickremesekera,
Protection Delegate,
Canadian Red Cross

OVERVIEW

Date of training: 12-14 December, 2017

Venue: Diamond Hotel, Kampot Province

Name of training: Violence Prevention Training on eCBHFA VP Module, Training of Trainers Workshop

Facilitators: Dr. Sinha Wickremesekera, Protection Delegate, Canadian Red Cross and Ms. Priyanka Bhalla, SGBV Advisor, IFRC, Kuala Lumpur.

Course Coordinator: Ms. Mom Chanthy, Deputy Director, Health Department, Cambodia Red Cross.

Language: English translated to Khmer by Dim Vantha and En Sopheap of Cambodian Red Cross.

Participants:

- **Total:** 26
- **Gender breakdown:** 8 females and 18 males

Sample Participant Quotes

- I would like to disseminate the knowledge that I gained during this training to my family, contacts and community so that they will become safer.
- I want to educate my village people so that we can make our village safer for all

Pre and Post Test Scores:

Pre test:

Range 0 to 65%

Average: 43.5%

Post test:

Range: 45% to 95%

Average: 69.6%

SECTION 4: Satisfaction Survey

Satisfaction Survey: Range 1 – 5

Average (Maximum 5)

Content and presentation of the workshop:

1. Value of the overall training in meeting your needs	3.95
2. Overall expertise of the facilitators.	4.05
3. Overall presentation techniques of the facilitators.	3.85
4. Your learning experience.	3.6
5. Overall usefulness of handouts or other “takeaways.”	3.55
6. Overall clarity of objectives.	3.75
7. Active involvement of participants in learning experience	3.9
8. Timeliness of the material presented	3.25
9. Use of practical examples	3.65
10. The amount of information covered in the training.	3.7
11. Overall rating of the training	3.95

Participants experience related to the facilities and logistics of the training:

Satisfaction Survey: Range 1 – 5

Average (Maximum 5)

1. Communication before the training	2.85
2. Hotel facilities (cleanliness, comfort, friendliness of staff)	2.9
3. Training space (comfort, good learning environment)	3.25
4. Meals and snacks during the training	2.5

“What one word best describes your reaction to this training?”

- Brain Storming - 01
- Knowledge – 02
- Participatory - 04
- Prevention – 06
- Motivating - 01

“How can this training be adjusted to better serve your needs?”

- Better time management
- Increase the number of days of training
- Training should be delivered in Khmer language
- Refresher trainings from time to time should be provided – involve a foreigner when doing refresher training as the facilitator
- Print outs of hand outs and PP presentation to be made available in Khmer language
- Plan a pilot project as a follow-up to this training
- Follow-up plan to develop the capacity of those trained during the current training.

KEY OBSERVATIONS

Key observations are divided into categories to cover essential elements of the training.

1. PREPARATIONS BEFORE THE TRAINING

- Logistic arrangements prior to the training was satisfactory. Participants had been informed in advance, and the supporting team from the NHQ sufficiently briefed
- The training in a sense was unique since it was conducted without context specific lesson cards – i.e. there were no lesson cards with pictures from Cambodia was available. However, the content of the lesson cards were translated in advance and black and white lesson card pictures from Myanmar and Nepal were used during the training. This was due to the fact that funds for adaptation of lesson cards was not available.
- Availability of Ms.Priyanka Bhalla to facilitate two sessions on SGBV provided an excellent opportunity for participants to learn from a specialist in this field.
- A high level of interest in the VP module was present at NHQ especially and they were keen to explore ways and means of piloting an integrated approach in the future.
- Due to a misunderstanding on my part, the Power Point Presentation for the training was not sent in advance and hence it was not translated in to Khmer at the time of the training.

2. TRAINING

- The training venue on day-one prior to the lunch break was rather small. However, after the break, a much larger room was provided and the training benefitted immensely from this move.
- Logistics arrangements for the training were well organized.
- The time table had 2.5 hour allocated for the lunch break in keeping with the Cambodian context and had to be reduced to 1.5 hours in order to provide sufficient time to cover all the topics of the agenda. This move did not go down well with some participants as they felt that the sessions were too long.
- In place of a resource panel on day three, there was a resource person from the Ministry of Women's affairs who discussed issues related to GBV, the legal aspect and resources available in Cambodia to mitigate violence. The presentation and the discussion following it was much appreciated by all participants
- In future, limiting the number of ToT participants to around 20 would enable more time for them to practice lesson card delivery.

3. PARTICIPANTS



- A total of 26 participants (08 female and 18 male) were present. The participants were from 19 of the 25 provinces in Cambodia. There were a few participants from the NHQ. Details of participants can be found in Annex 1
- The level of participation was very high and there was active participation in group activities, energizers and discussions right throughout the training.
- The pre and post test scores indicate that the gain in knowledge during the training was significant.
- Most participants were provided with an opportunity to present the lesson cards to the larger group during the training. The presentation skills of almost all participants were of a very high standard and they were quite confident in delivering the cards after a brief preparation. However, due to the large number of participants and lack of time, all participants could not be given an opportunity to present lesson cards.
- All participants were eager to receive instructions and support from the NHQ to integrate VP module in to various projects in their respective provinces.

4. MONITORING + ACTION PLANS

- After the training, the WASH project in Svay Rieng Province was identified as the most suitable province/project to pilot the integration of violence prevention.
- The primary tasks for the first six months were identified as the following:
 - ✓ Adapt lesson cards to suit Cambodian context
 - ✓ Complete the art work of lesson cards
 - ✓ Translate ToT and volunteer curriculum and power point presentations

RECOMMENDATIONS

	Recommendation	Time frame	Responsibility
1	Translation of ToT and Volunteer Curriculum	By end of February 2018	Mom Chanthy, Cambodian RC Deputy Director, Health
2	Develop lesson card pictures, Finalize the lesson card pictures of 4 th 5 th and 8 th lesson cards	By end of April, 2018	Mom Chanthy with technical support from Canadian RC Protection Delegate
3	Print the lesson cards on A3 size art board with the content on the reverse side of the picture and laminate the cards	By end of April, 2018	Mom Chanthy with technical support from Canadian RC Protection Delegate
4	Submit a proposal to Empress Shoken Fund to obtain funds for all of the above activities.	By 31 December, 2017	Mom Chanthy with technical support from Canadian RC Protection Delegate. This activity has been completed

Annex 1 – list of participants

No	Name	Sex	Postion	From
1	Meas Channy	F	Branch Officer	Kampong Speu branch
2	Seun Kim Sorng	M	Branch Officer	Koh Kong branch
3	Hok Yon	M	Branch Deputy Director	Kandal branch
4	Phay Sophealy	F	Branch Officer	Stung Treng Branch
5	Seng Somaly	F	Branch Officer	Takeo branch
6	Nget Vann	M	Red Cross Volunteer Leader	Oddor Mean Chey Branch
7	Keo Kim Ann	F	Branch Officer	Siem Reap Branch
8	Bour Seng Long	M	Branch Officer	Kratie Branch
9	Muon Virak	M	Sub-branch officer	Kratie Branch
10	Chheun Tola	M	Branch Officer	Preah Vihea Branch
11	Hy Sovann	M	Branch Director	Tbong Khmum Branch
12	Sok Sovann	M	Sub-branch officer	Tbong Khmum Branch
13	Som Sok Heng	M	Branch Deputy Director	Kampong Cham Branch
14	Leng Sokhim	F	Branch Officer	Kampong Thom Branch
15	Prak Sophoan	M	Branch Director	Kampong Chhnang Branch
16	Pak Roth	M	Branch Officer	Prey Veng Branch
17	Sok Leaphea	F	Branch Officer	Banteay Mean Chey Branch
18	Sek Marineath	F	Branch Officer	Svay Rieng Branch
19	Nin Phearom	M	Branch Officer	Rattanakiri branch
20	Chhe Yorth	M	Health Head Unit	Phnom Penh Branch
21	Kong Samnang	M	PMER Deputy Head sub-	Admin. & Finan. Dept, CRC-NHQ

			department	
22	Mam Daro	M	RFL officer	Communication Dept. CRC_NHQ
23	Koet Kunthea	F	DM Program Operation Officer	DM Dept. CRC-NHQ
24	Hang Chan Sana	M	Head Unit of Health in Emergency	Health Dept CRC-NHQ
25	Yin Bunsopheaktra	F	Head Unit of Disaster Preparedness	DM Dept. CRC-NHQ
26	Plan Molin	M	Building Resilience Community programm officer	Health Dept CRC-NHQ
27	Dim Vantha	F	Building Resilience Community programm officer	Health Dept CRC-NHQ
28	Mom Chanthy	F	Health Department Deputy Director	Health Dept CRC-NHQ
29	Uy Sam Onn	M	DM Department Deputy Director	DM Dept. CRC-NHQ

Annex 2

Violence Prevention Integration into CBHFA Training – Training Agenda

12th to 14th December 2017

Time	Description	Methodology	Responsible
Tue 12th December 2017 – Day 1			
7:30-8:00	<ul style="list-style-type: none"> • Registration 	One by one	CRC
8:00-8:30	<ul style="list-style-type: none"> • Opening ceremony 	Speech	CRC
8:30-9:15	<ul style="list-style-type: none"> • Course introduction (objective, contents, methods, training materials, logistic/related administration) • 4 Corners • Self-introduction of all participants • Sharing of expectations 	Presentation Participatory approach	CRC (Ms. Mom Chanthy)
9:15-9:30	<i>Coffee break</i>		
9:30-10:00	<ul style="list-style-type: none"> • Pre-test 	Complete the pre-test	CRC (Ms. Dim Vantha and Mr. Plan Moline)
10:00-11:00	<ul style="list-style-type: none"> • Introduction to violence, definition, categories and impact of violence 	Presentation, quiz and discussion	Dr. Sinha
11:00 -11:30	<ul style="list-style-type: none"> • Power dynamics of violence 	Presentation and discussion	Dr. Sinha
11:30-13:00	<i>Lunch break</i>		
13:00-15:00	<ul style="list-style-type: none"> • Exploring specific forms of violence and their impacts 	Brainstorming and presentation	Dr. Sinha
15.00 – 16.00	<ul style="list-style-type: none"> • Overview of GBV and Violence in Cambodia • Sharing experience, violence prevention mechanisms available 	Presentation	Ministry of Women's affairs
16:00-16:15	<i>Coffee break</i>		
16:15-17:10	<ul style="list-style-type: none"> • Exploring legal framework at community support system 	Presentation and Discussion	CRC (Ms. Mom Chanthy)
17:10-17:30	<ul style="list-style-type: none"> • Summarizing the day and concluding 	Presentation	CRC (Ms. Dim

			Vantha)
Wed 13th December 2017 – Day 2			
7:30-8:00	Review of Day 1	Brain storming and Energizer	Participants
8:00-8:30	<ul style="list-style-type: none"> Discussing way of knowing and educational approach 	Small group discussion and presentation	CRC (Ms. Dim Vantha)
8.30 – 9.00	<ul style="list-style-type: none"> Introduction to the lesson cards 		Dr. Sinha and Dim Vantha
9.00 – 9.45	<ul style="list-style-type: none"> Practicing presentation of lesson cards 		Dr. Sinha and Dim Vantha
9:45-10:00	<i>Coffee break</i>		
10:00-11.30	<ul style="list-style-type: none"> Practicing presentation of lesson cards 		Dr. Sinha and Dim Vantha
11:30-13:00	<i>Lunch Break</i>		
13.00 – 14.30	<ul style="list-style-type: none"> SGBV and its prevention and Linkages between SGBV and the VP module Survivor centred approach 	Presentation, activity and group discussion	Ms.Priyanka Bhalla, IFRC Delegate
14:30-15:45	<ul style="list-style-type: none"> Practicing implementation of lesson cards Group discussion 	Small group discussion and presentation	CRC (Ms. Dim Vantha and Mr. Plan Molin)
15:45-16:00	<i>Coffee break</i>		
16:00-17:15	<ul style="list-style-type: none"> Practicing implementation of lesson cards 	Small group discussion and presentation	CRC (Ms. Dim Vantha and Mr. Plan Molin)
17:15-17:30	<ul style="list-style-type: none"> Summarizing the day and concluding 	Small group discussion and presentation	CRC (Ms. Plan Moline)
Thu 14th December 2017 – Day 3			
7:30-8:00	<ul style="list-style-type: none"> Review of Day 2 	Brain storming and Energizer	Participants
8:00-9:00	<ul style="list-style-type: none"> Lessons learned from other countries 	Presentation and Discussion	Dr. Sinha

8.30-9.00	<ul style="list-style-type: none"> • Micro-projects – what they are and how they contribute to 	Presentation and discussion	Dr. Sinha
9.00-9.45	<ul style="list-style-type: none"> • Discussing psychosocial care 	Presentation and discussion	CRC (Mr. En Sopheap)
9:45-10:00	<i>Coffee break</i>		
10:00-12:00	<ul style="list-style-type: none"> • Develop Plan of Action and integrate into branch development plan for 2018 	Group discussion and presentation	CRC (Mr. En Sopheap, Dr. Sinha and Ms.Priyanka Bhalla)
12:00-14:00	<i>Lunch break</i>		
14:00-15:45	<ul style="list-style-type: none"> • Experience sharing from ICRC handling with violence in war/demonstration.... 	Presentation	ICRC
15:45-16:00	<i>Coffee break</i>		
16:00-17:00	<ul style="list-style-type: none"> • Cont: Develop Plan of Action and integrate into branch development plan for 2018 	Group discussion and presentation	CRC (Mr. En Sopheap and Team)
17:00-17:30	<ul style="list-style-type: none"> • Post-test • Final Evaluation 		CRC (Ms. Dim Vantha)