

TRIP REPORT

Italy
20-27 March 2010

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From : Manon Dohmen
Date : 31 March 2010
Subject : Trip report - Italy

Objectives of the trip:

- To facilitate a Training-of-Trainers program for the Mediterranean Agronomic Institute (MAIB)

Itinerary:

- 20-21 March 2010: travel from Maputo to Bari
- 22-26 March 2010: ToT
- 22-23 March 2010: travel from Bari to Accra

Description of activities:

1. Training-of-Trainers

The ToT took place from 22-26 March 2010 at the Mediterranean Agronomic Institute in Bari, Italy. The program consisted of two parts: theory and practice on training and facilitation skills (3 days) and individual lessons (2 days). The following topics were discussed during the first part: preparation of a training program, adult learning, training methods and approaches, training aids, facilitation skills, and evaluation and follow up.

A total of 13 participants (8 male, 5 female) attended the program. All of them are Master Students IPM at the institute. Approximately half of them already had some experience as a trainer or facilitator.

The group dynamics were good and in general the atmosphere was fine. However, towards the end of the program, some students were more worried about their marks than concerned with learning, which resulted in an outburst of one of the students and nervous behaviour of others.

Evaluation

The knowledge of every participant was evaluated with a written pre- and post test and during their individual lessons. All participants received a certificate of competence. The written test was very well made with an average of 83%, with the exception of one person who only scored 53%. The level of the individual lessons was good with an average score of 79%. All of them were well prepared and had made an effort to demonstrate their topic and to have an exercise. The main comment for improvement was that students did not use the result of exercises done by participants and that they were too much focused on their session instead of on the participants (and not listening to them). All students received a certificate of competence.

Besides knowledge, also the reaction of participants was evaluated (in short: did they like the program?). Each participant was asked to complete a questionnaire about the program (see at end of this report). Although marks for both the written test and the individual session were high compared to other ToTs, some students were disappointed by scores. This is mainly because they consider everything below 85% as a bad result, while in a ToT marks above 80% are considered as very good. The disappointment clearly showed in their evaluation. Besides, the direct way of evaluation after the individual sessions was new for most students and for some very difficult to accept.

Handouts of all sessions, a cd-rom with all presentations and documents of the training and all training topics on pesticides for agro dealers were distributed to all participants.

Results of tests

No	Name	Topic	Post test	Individual sessions			Final results	Certificate
				Evaluation peers	Evaluation trainer	Results session		
1	KAMEL Mohamed	First aid for contamination in eyes and on skin	84%	87%	80%	82%	82%	Competence
2	YALGIN Cem	The main types of pesticides' formulation	90%	89%	79%	81%	84%	Competence
3	GEBREMESKEL Saba	The correct cleaning and destruction of pesticide containers	79%	77%	63%	67%	70%	Competence
4	LAMINE Salim	How to read a pesticide label	53%	81%	56%	62%	60%	Competence
5	SALEH Sherin	Why wearing protective clothing	86%	94%	91%	92%	90%	Competence
6	BOZIC Jovana	What are counterfeit and illegal products	74%	88%	67%	72%	73%	Competence
7	MANNAA Mohammed	Introduction to IPM	98%	92%	74%	78%	83%	Competence
8	ABDALLAH Ali	How to wear protective clothing	86%	89%	75%	78%	80%	Competence
9	RAFIK Hanan	Safe transportation of pesticides	84%	91%	78%	81%	82%	Competence
10	NEFFATI Jihene	First aid for contamination by ingestion and by inhalation	95%	86%	80%	82%	85%	Competence
11	ELIGHRISSI Nader	How to read the toxicological band	86%	90%	80%	82%	83%	Competence
12	Teshale Jifare Mengede	How to deal with an accidental spill of pesticide on the store floor	87%	90%	92%	91%	90%	Competence
13	RAHIM Youssef	How to organize the pesticide store	80%	90%	78%	81%	81%	Competence
	AVERAGE		83%	88%	76%	79%	80%	

* Results individual sessions = 25% average of participants + 75% marks trainer
 Final results = 25% post test + 75% results individual test

PICTURES



Mind mapping about the qualities of a Master Trainer



Colorful exercise on the SDF model



Session on first aid facilitated by Jihene



Very good demonstration on how to clean a spillage facilitated by Teshale