

SPHERE TRAINING REPORT

January 22nd – 26th 2024 Istanbul – Türkiye

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I. Introduction

This report provides a concise overview of the Sphere Standards training program conducted by NSDation Consultancy Services for the IHH Humanitarian Relief Foundation and its partners. It encompasses the pre and post-test results, training evaluation, the training agenda, and includes the detailed pre and post test results as an annex.

Aya Yagan, [a certified Sphere Trainer](#) and the Technical Director at NSDation, facilitated the program. The training occurred at the IHH community center in Istanbul, Türkiye, from January 22 to 26, 2024, conducted in Arabic. Fourteen participants (12 male, 2 female) attended.

The training aimed to achieve the following objectives:

- Explain the Sphere philosophy and utilize the Sphere handbook.
- Familiarize participants with the four technical chapters of the Sphere.
- Apply minimum humanitarian standards and guidelines to address specific challenges encountered in their daily work.

2. About NSDation Consultancy Services

[NSDation](#), a Consultancy Services Company established in 2018 and registered in Türkiye, collaborates with individuals, national and international organizations, and governments globally. The organization places a strong emphasis on respecting human dignity across all its activities. This principle is evident in its approach to team building within the company and its engagement with vulnerable communities.

NSDation leverages diverse technical expertise to work collectively and synergistically, aiming for higher-quality outcomes and meeting client expectations. The company specializes in developing and facilitating Sphere standards, quality assurance, and MEAL learning events. It contributes to sector-wide learning by establishing competencies, standards, and recognition systems while assisting organizations in capacity building. With the capacity to train thousands of aid workers annually, NSDation offers world-class in-person and remote learning programs.

The consultancy services extend to establishing and implementing Monitoring, Evaluation, Accountability, and Learning (MEAL) systems, conducting project evaluations (baseline studies, project/organizational medium-term evaluations/reviews, and end-term/impact evaluations/studies), and providing training to enhance the capabilities of MEAL practitioners within international non-governmental organizations (INGOs).

3. Sphere Standards Training Methods

The Sphere Standards training served as an introductory immersion into Sphere and the Sphere Handbook, utilizing the 2018 edition as its foundation. The program had a primary focus on acquainting participants with the Sphere philosophy, key humanitarian concepts such as dignity and accountability, and the core content encompassed within the handbook.

The three foundational chapters were conveyed in an interactive and participatory manner, fostering engagement by allowing participants to contribute examples from their own experiences. Additionally, the training offered an overview of the four technical chapters, with a particular emphasis on the pragmatic application of Sphere standards across diverse humanitarian responses.

On the last day, participants engaged in a comprehensive case study, wherein they were organized into teams. Together, they collaboratively crafted a response plan that not only took into account the Sphere standards but also considered the adaptation of Sphere indicators, effectively applying the acquired knowledge in a real-world context.

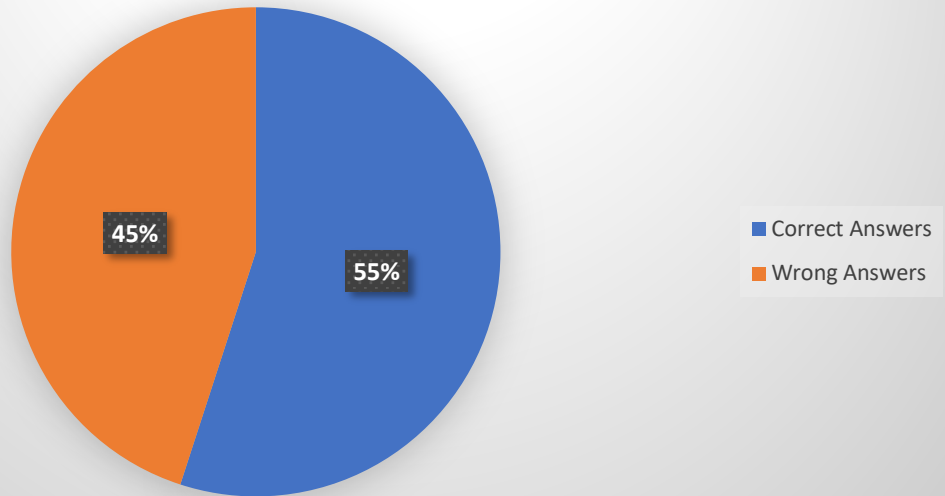
4. Pre and Post Test Results

The table and graphs below depict the pre and post-test results along with the corresponding improvement levels. Detailed results for individual participants are included in Annex I, stored in a comprehensive database.

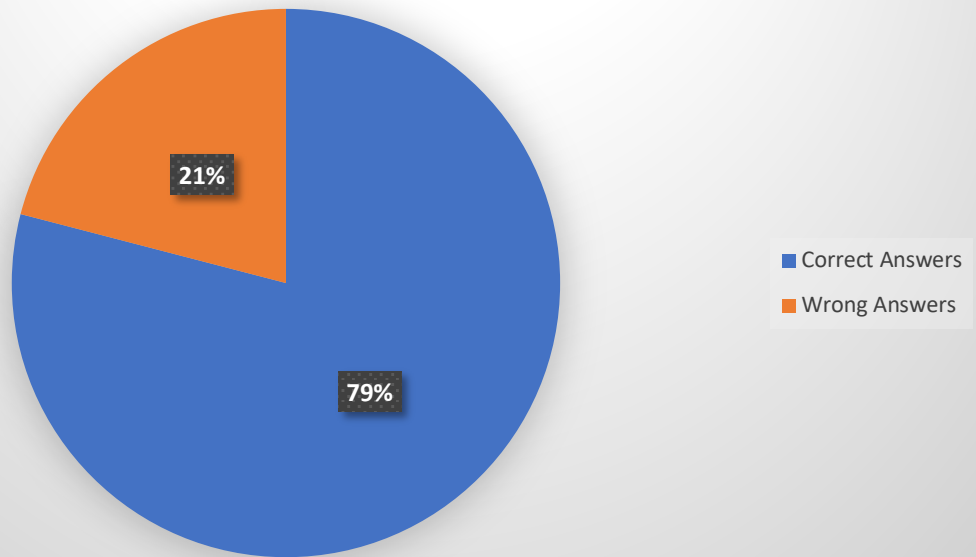
Table I. Pre and post test results

Question	Pre-Test		Post-Test		Improvement Level
	Correct Answers	Wrong Answers	Correct Answers	Wrong Answers	
Q1	83%	17%	93%	7%	
Q2	67%	33%	86%	14%	
Q3	8%	92%	36%	64%	
Q4	25%	75%	71%	29%	
Q5	50%	50%	100%	21%	
Q6	33%	67%	79%	21%	
Q7	42%	58%	79%	43%	
Q8	67%	33%	100%	43%	
Q9	75%	25%	57%	43%	
Q10	25%	75%	57%	7%	
Q11	58%	42%	57%	7%	
Q12	67%	33%	93%	7%	
Q13	92%	8%	93%	7%	
Q14	67%	33%	93%	0%	
Q15	67%	33%	93%	0%	
	55%	45%	79%	21%	24%

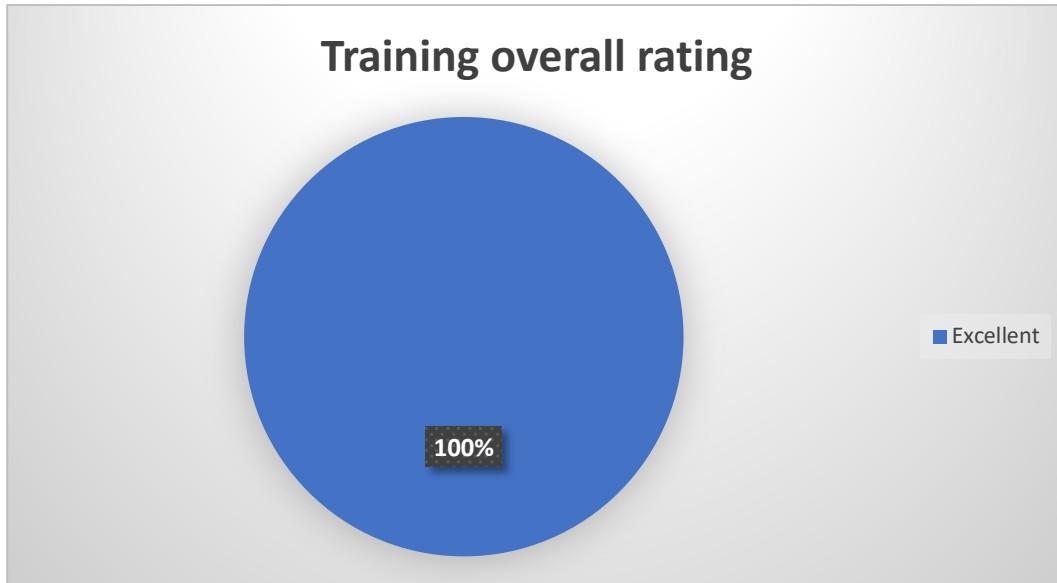
Pre Test Results



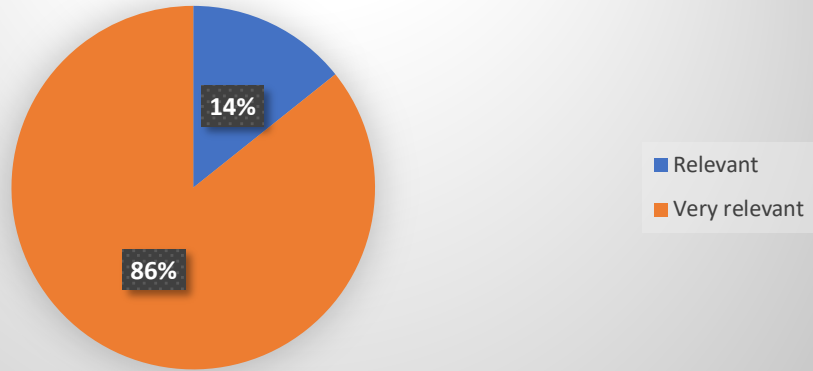
Post Test Results



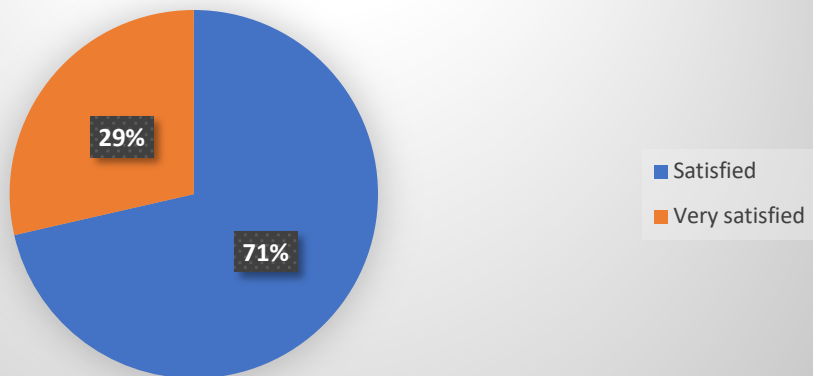
5. Training Evaluation



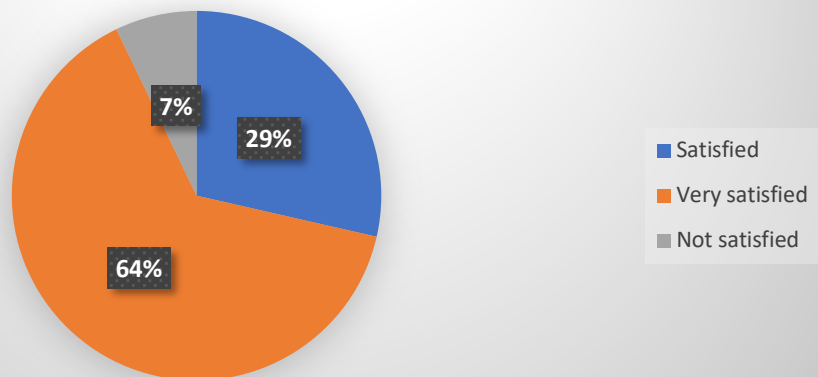
Training relevance



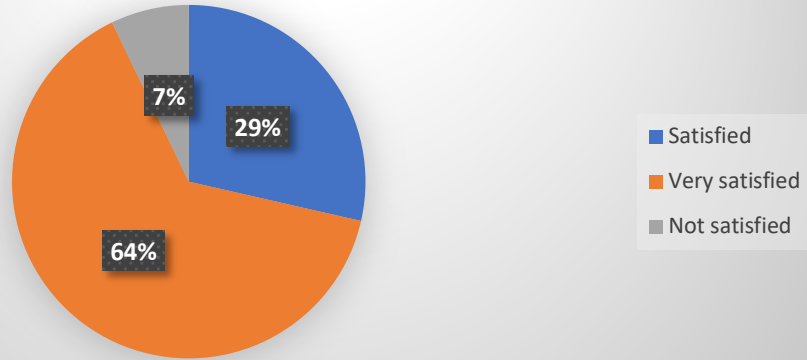
Facilitation techniques



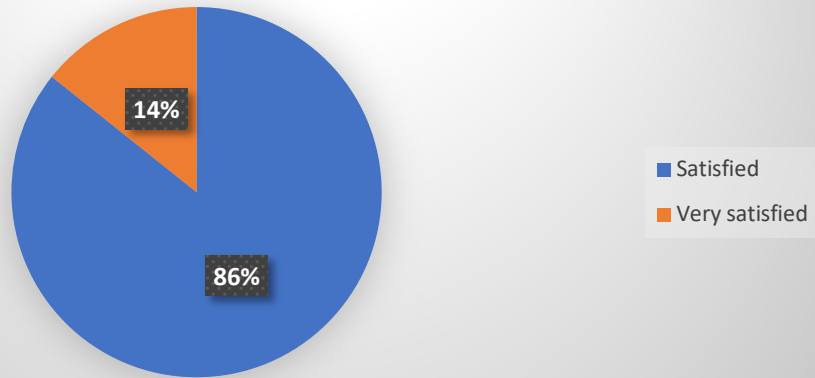
Training duration



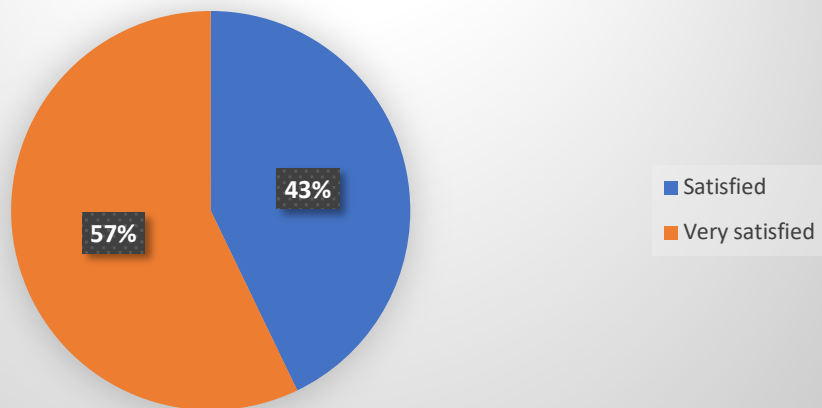
Training time



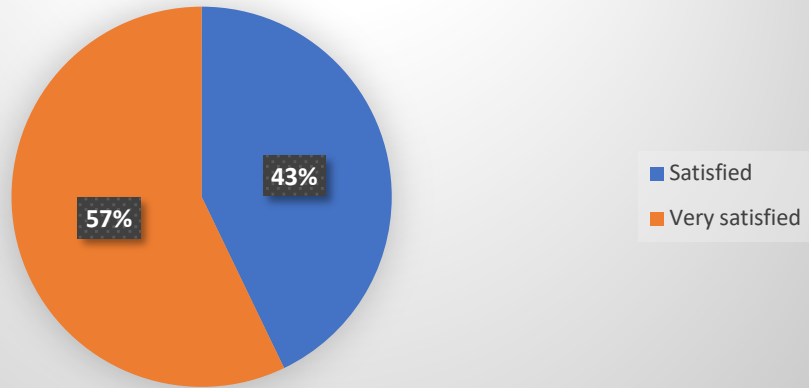
Group activities



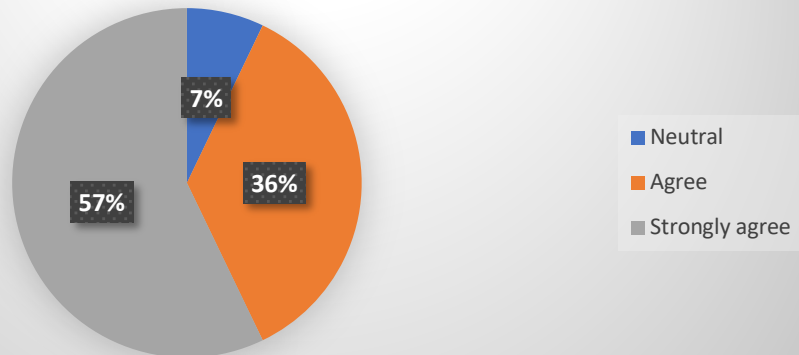
Video materials



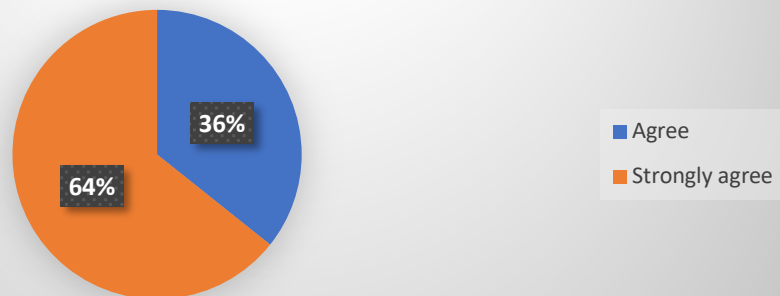
Activities and case studies



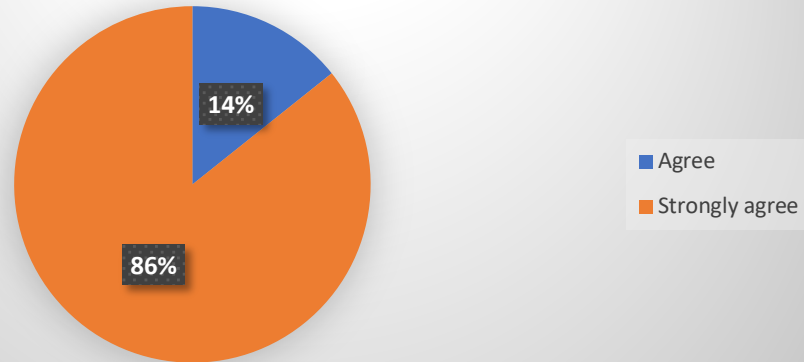
Key topics are covered effectively



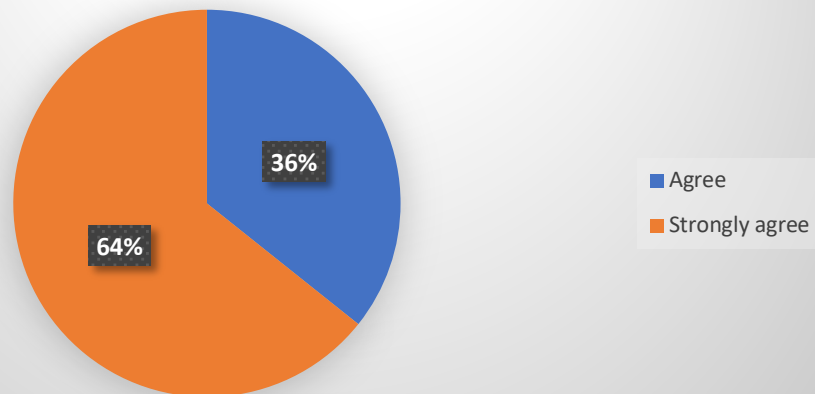
Content relevance to participants background



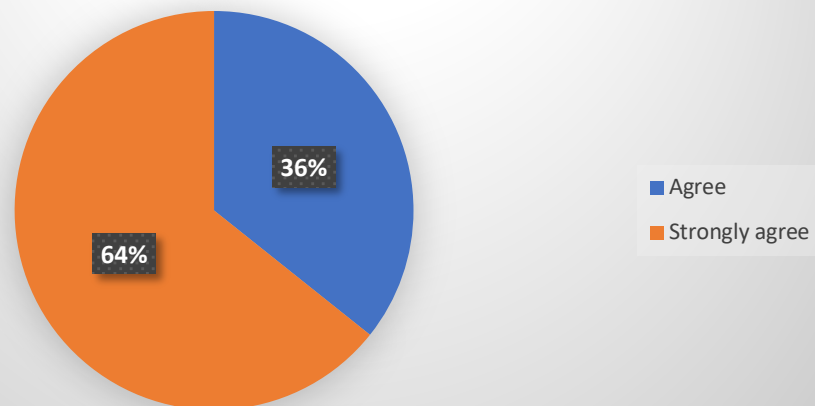
Inclusivity and engagement



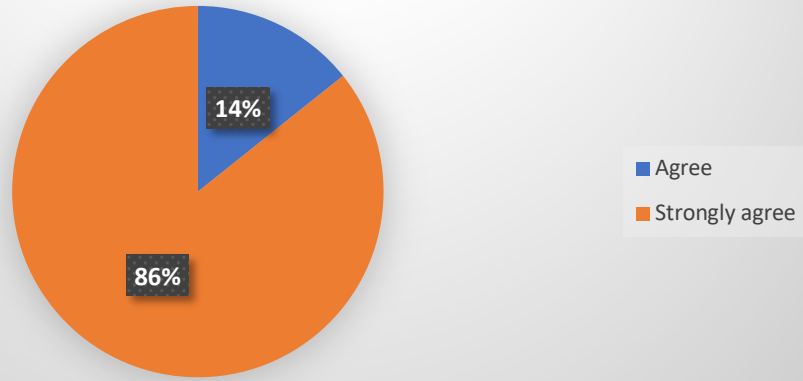
Handouts were relevant



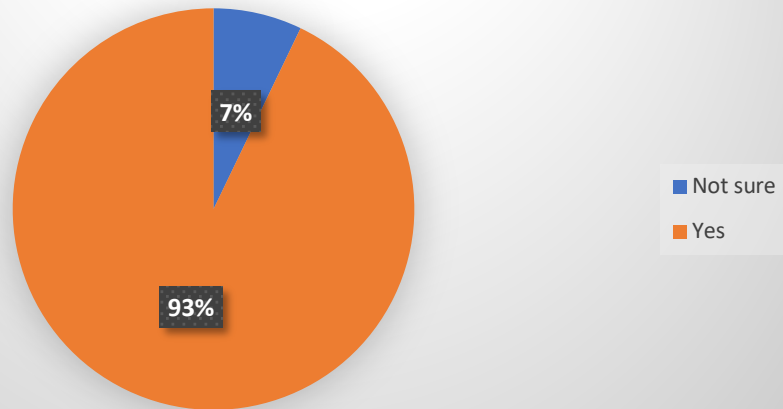
My training objectives were achieved



I recommend this training to my colleagues



Would you like to take part in the TOT



6. Training Agenda

اليوم الأول			
	وصول المشاركين والتسجيل تعارف + أجندة التدريب	9:30 – 10:00	1
	الاختبار القبلي	10:00 – 10:30	2
	استراحة	10:30 – 10:45	3
	مدخل إلى معايير اسفير	10:45 – 12:30	
	استراحة غداء	12:30 – 01:30	4
	الميثاق الانساني	01:30 – 02:30	
	استراحة	02:30 – 02:45	5
	مبادئ الحماية	02:45 – 04:00	
اليوم الثاني			
	مراجعة	9:30 – 10:00	1
	المعايير الإنسانية الأساسية	10:00 – 11:00	2
	استراحة	11:00 – 11:15	
	المعايير الدنيا في مجال الإمداد بالماء والإصحاح والنهوض بالنظافة	11:15 – 12:30	3
	استراحة غداء	12:30 – 01:30	
	المعايير الدنيا في مجال الإمداد بالماء والإصحاح والنهوض بالنظافة (تمرين)	01:30 – 02:30	4
	استراحة	02:30 – 02:45	
	المعايير الدنيا في مجال الأمن الغذائي والتغذية	02:45 – 04:00	5
اليوم الثالث			
	مراجعة	9:30 – 10:00	1
	المعايير الدنيا في مجال الأمن الغذائي والتغذية (تمرين)	10:00 – 11:00	2
	استراحة	11:00 – 11:15	
	المعايير الدنيا في مجال المأوى والمستوطنات البشرية واللوازم غير الغذائية	11:15 – 12:30	3
	استراحة غداء	12:30 – 01:30	
	المعايير الدنيا في مجال المأوى والمستوطنات البشرية واللوازم غير الغذائية (تمرين)	01:30 – 02:30	4
	استراحة	02:30 – 02:45	
	عرض مجموعات العمل	02:45 – 04:00	5
اليوم الرابع			
	مراجعة	09:30-10:00	1
	المعايير الدنيا في مجال الصحة	10:00-11.00	2
	استراحة	11:00-11.15	
	المعايير الدنيا في مجال الصحة (تمرين)	11:15-12.30	3
	استراحة غداء	12:30 – 01:30	
	تمرين عملي	01:30 – 02:30	4

	عرض نتائج العمل الجماعي	02:30 – 02:45	5
	اسفير في السياقات العملية	02:45 – 04:00	6
اليوم الخامس			
	مراجعة	09:30-10:00	1
	تعريف وتقديم دراسة حالة	10:00-11.00	2
	تقسيم المشاركين والأدوار		
	استراحة	11:00-11.15	
	عمل مجموعات	11:15-12.30	3
	استراحة غداء + صلاة الجمعة	12:30-02.00	
	عمل مجموعات	02:00-03.30	4
	ختام وتقييم	03:30 – 04:00	5

7. Annexes

Annex I. Detailed pre and post test results