SPHERE ASSOCIATION & DPPI TRAINING OF TRAINERS ONLINE

REDR UK END OF TRAINING REPORT

RedR UK 2021

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TOT ONLINE TRAINING

Event Date:	15 November- 2 December 2021
Donor/Client:	Sphere Association & DPPI
Event Code:	a054u00000M4H8b
Type of event:	☐ Open ☒ Custom ☐ Project
Event Location:	Online
Name(s) of Trainers:	Stephen Blakemore

SECTION 1: DEMOGRAPHIC DATA

Total Number of Participants		Agencies Represented (Total by Organisation type)	
National:		INGO:	2
International:		UN:	1
Male:	10	NNGO:	6
Female:	9	Government:	10
Other:		Other:	

SECTION 2: QUANTITATIVE DATA PARTICIPANT EVALUATIONS

Number of online feedback forms received: 18

Scale: Very Bad = 1, Bad = 2, Adequate = 3, Good = 4, Excellent = 5

Participants feedback on the course elements and overall:	Average Rating (out of 5)
Participants feel their **knowledge** has improved:	4
Participants feel the course met its **learning objectives**:	4.17
Participants rated the **training materials** as useful:	4.33
Participants rated the overall **facilitation** as:	4.61
Participants that rated the **overall training course** as:	4.33

Scale: Strongly Disagree = 1, Disagree = 2, Neutral = 3, Agree = 4, Strongly Agree = 5

Participants feedback on the facilitation of the training:	Average Rating (out of 5)
Trainers engaged participants to **support their learning**:	4.39
Trainers created **inclusive and encouraging** environment	4.61

SECTION 3: QUALITATIVE FEEDBACK PARTICIPANTS

Below are all the points noted by participants on their Course Evaluation Forms or raised during the course.

What aspects of the course did participants list as things they learned that they will be able to apply in practice?
"I learned new apps, approaches, evaluation models. Most importantly, he reminded the question of what has changed in education.   "Online tools could be used as good as tools for F2F training."   "Some online tools"   "Jamboard, zoom, mentimeter. and good approach about education. such as BOOST, SMART"   "The online atmosphere and follow up responsibilities that was delegated to all of us. - The use of the tolls - not too much, not none."   "That there are valuable learning materials for online facilitation sessions out there to be utilized, tested, applied in practice"   "Revision of training theory (learnt a while back and had forgotten so it was useful to go over it all again). Use of online tools for the first time in a training setting e.g. Zoom, Jamboard. facilitating online training more effectively"   "Training cycle broken down in understandable blocks. Tools and methods that we can put in place. training technics and smart web apps"   "Facilitating a training"   "That online training can be interesting, interactive."   "I deepened my knowledge about online trainings. I learned lots of online tools and facilities. I am sure that I will make use of the resources shared through Dropbox. We have been and will be providing online trainings. So, I will definitely take advantage of what I've learnt."

What aspects of the course did participants like best?
"the participating group was fine"   "Sharing experience and getting familiar with new tools."   "Participation"

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"instructor and method and the best one is translate"

"the instructor was very good. Time management was good. apps were good. and the translation was very good."

"The built togetherness, despite of the online format, identifying the possibilities for really making online training's possible."

" Participation - the participating group was fine - the instructor was very good. Time management was good. apps were good. and the translation was very good. "

"instructor and method and the best one is translate"

"Sharing experience and getting familiar with new tools"

"met the people, practice the session and using the apps"

"Motivated people wanting to learn, open to new ideas and to provide feedback. The combination of Red Cross members and members of national civil protection authorities worked excellent."

"The teaching practice was very helpful and comprehensive - planning and preparing a session, delivering it online, being evaluated, giving feedback to others, learning from everyone else's practice sessions. I really enjoyed meeting the RED-R facilitation team, and all the other participants. There was a good group dynamic."

"Groupwork and materials"

"Delivery of knowledge, practical work, lots of "way-points" on how to expand knowledge individuality."

"learning by doing"

"Group work"

"Inclusive and encouraging environment, practice, a lot of time devoted to feedback."

"Being Interactive"

What changes did participants suggest?
"Try tasks with usage of different tools." "Some individual work ????" "as a Muslim i have to pray and trying to do that in the breaks was very difficult for me, I wish the breaks were a little longer"

"I definitely want you to use the translation. It is good for inclusivity."

"Concrete practical tips for presenting the topic of the Sphere - examples, case studies, etc."

"exercise session to be 45 minutes"

"I would suggest 3h instead of 4h sessions, not on consecutive days. Regular language check-ins with such a multilingual group - to see if they were all following, wanted the facilitator to speak faster or slower..."

"If somebody is not tech savvy and is disturbing others with their microphone being on all the time for example, turn their mics off"

"Earlier start to allow for a lunch after the course as well as to allow for work afterwards (now it was in the middle of my work schedule)."

"One free week between learning session and practice session, in order to prepare training better. The biggest problem for all teams was time management because all participants have a lot of work, so free week will allow to schedule date for preparing the training."

"I wish this course was face to face instead of online. That's not because online course was inefficient but it was really hard to find free time and place to attend. I am really sorry that I couldn't allocate enough time for the group work in between the sessions... Time zone differences was another issue of course. I couldn't find time to read thoroughly the resources... From time to time, I felt overwhelmed with heavy workload at work. Besides, I wish some of the resources (eg. RedR Tot handbook) was sent before the sessions begin so that we would have background information."

Additional comments:

"I would like to thank Zeynep Sanduvaç for her translation and support during extracurricular hours."

"Thank you all (Stephen, Victor) and DPPI (Vlatko)."

"You did not worry about the language issue, and you arranged an interpreter for us, thank you for offering us this equality of opportunity. As Sphere, I appreciate your behaviour in accordance with the values you defend."

"It's not a comment but still: Thank you so much - it was really a great and positive surprise for me. I've learnt a lot, despite of the hectic and distracting time around, you've managed us and put me (at least) into action. Thank you!"

"I think what this course showed us the importance of having a translator to support those participants whose English is not their first language. Zeynep really was central in supporting the Turkish participants with live translation. Furthermore, for the practical sessions where the participants had to deliver their own short-online training, we used a Zoom setting called 'Language Interpretation', which proved to be very successful amongst our participants. I would highly recommend that this feature is incorporated more in the future."
"Thank you for the training and hope we will have possibility once again to work on something similar

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"Very good training, would recommend to others"

"Hope to meet in a f2f course setting :) "

"Thanks a lot for all your efforts and warm hospitality."

SECTION 4: TRAINER REFLECTION

Would you suggest any changes to the structure of the learning event e.g. the order of the sessions?

The overall structure and order of sessions is fine, but too many and too lengthy for some participants. Not all managed to attend all or every session. It may be worth considering more self-guided work, fewer mandatory sessions, some optional sessions, and the opportunity for coaching.

Were the session timings accurate?

Yes. We were able to cover all key content in each four hour session without any feeling rushed.

Was the content of the learning event relevant, up to date, and suitable?

Yes.

Was the content appropriate for the group?

Yes. This group needed some basic principals, skills and tools... and practice. And the course gave them that.

How did the composition of the group affect the learning? e.g. diversity, differing levels of experience?

There were different levels of experience but also shared challenges such as facilitating online. As the course is delivered online, all participants get first hand experience of that that means (as both learner and trainer). Having to handle different needs and abilities such as language helped to increase awareness and understanding.

During the daily reviews, did learners raise any issues? How did you address these issues?
n/a

Were any sessions, activities or methodologies especially effective? What was most successful aspect of the learning event? Any best practices to take forward on future trainings?

Once we started using it, the live interpretation really helped. Keeping things simple (e.g., choice of tools) and making it easy for all was key to the success of the course.

Were any sessions, activities or methodologies ineffective?

Check-ins at the start of the session sometimes took longer than anticipated. We were perhaps a little

slow with the interpretation, shared folder of resources, and deciding practice pairs. Next time, more can be prepared in advance.

Small changes suggested / made and small issues with materials

The materials are fine although there maybe a need to create as bespoke workbook, ideally in collaboration with Sphere.

Other comments

Special thanks to Victor for co-hosting, Felicity for support from Sphere, Zeynep for interpretation, and to all participants for their making considerable efforts whilst also doing demanding jobs in challenging times.