



ASIA-PACIFIC NETWORK FOR
GLOBAL CHANGE RESEARCH

EVALUATION REPORT

TRAINING OF TRAINERS

“Enhancing Capacity of Sub-National Institutions to Help Vulnerable Farmers Better Adapt to Climate Change and Climate Variability in Coastal Area of Cambodia”

(Project Reference Number: CBA2020-SP1059-SUM)



22-24 December 2021

Enhancing Capacity of Sub-National Institutions to Help Vulnerable Farmers Better Adapt to Climate Change and Climate Variability in Coastal Area of Cambodia

I. Background

Cambodia faces annually to natural phenomena, for instance, droughts, floods, storms, Ketsana, etc., which cause severely damage socio-economy at both national and local levels including infrastructures, especially the damage to the agricultural sector meanwhile it plays an important role to support GDP for 30.90%, while 22% from the industrial sector and 40% from other services sectors.

The Ministry of Environment (MoE) in 2015 concluded about such negative impacts were resulted from the climate change. Climate change is recognized to cause uncertain severely impacts to Cambodia especially the poors where they have weak adaptive awareness and capacity. There is a high demand for better understanding and assessing the potential impacts from climate change and variability and in particular the options for adaptation to these severe impacts.

The Royal Government of Cambodia including civil society have paid attention and engaged in the climate change response after Cambodia ratified the UNFCCC in 1995 and Kyoto Protocol in 2002, e.g. the preparedness of National Adaptation Programme of Action to Climate Change (NAPA), 1st and 2nd National Communication, relevant Clean Development Mechanism (CDM) projects, Cambodia Climate Change Alliance (CCCA), Pilot Programme for Climate Resilience (PPCR), etc.

In according with the Report on Capacity Needs Assessment to the Climate Change Adaptation in Cambodia (March 2013) is concretely identified that the awareness raising and capacity building to carry out the climate change adaptation is the high requirement from relevant stakeholders at national and sub-national levels including local communities as well. The capacity requirement is significantly different between national and sub-national levels, which required a further consideration and designing prior to providing such capacity building and/or improvement.

The above captioned report revealed that officials at national level require more advance knowledge implicating the assessment, planning, preparedness of policy/strategy and legislation in relation to climate change adaptation and natural disaster reduction, and vice versa, officials at sub-national and local levels require a basic knowledge and awareness toward climate change and related issues, climate change adaptation, etc., where they have less occasion to join the training course and/or related capacity building programme.

It is envisaged to primarily promote the awareness raising and capacity building towards climate change adaptation to sub-national level (government officials, civil society, communities, etc.) where they are living and/or or working which confront to serious impacts resulting from climate change and other natural phenomena.

One of the 12 priorities of the Capacity Need Assessment of the CCAI framework, namely, “Promoting the training of trainers (ToT) for a deep capacity building and awareness raising at sub-national and local levels in response climate change and its adaptation” – It’s clearly identify

the current need to build capacity and raise awareness in relation to climate change issues and its adaptation to officials, civil society including communities at sub-national and local levels via ToT initiative. In addition, the Kick-off Meeting for CCAI Capacity Building, held in October 2013, raised the importance of mitigation to climate change to be included in the national capacity building activities of Cambodia. Importantly, the utilization of the mechanism of training of trainers (ToT) which may achieve the implementation of Decentralization and Deconcentrating at sub-national and local levels.

II. Training Objectives

The first of four ToTs planned under the framework of the project in order to build capacity of sub-national institution on climate change took place in December 2021 in Kampot province, for 3-day and focus on the basic of climate change, climate change adaptation and mitigation in coastal region of Cambodia. Basic of training skill was added to fulfill the capacity of the participants. Trainees were invited from 5 departments in Kampot province included provincial department of environment, provincial department of agriculture, forestry, and fisheries, provincial department of water resource and metrological, department of women affair, and department of rural development. Totally, there were 30 trainees who are working in the context of environment, agriculture, meteorology and water resource, gender, planning, and disaster management attended in the training. The keys objectives of the training were:

- To introduce climate change related issues and doable response
- To build capacity of sub-national institution on the concept of climate change, adaptation and mitigation.
- Building capacity of sub-national institution on how to mainstream climate change adaptation into provincial development plans by sectors.
- Establishing local trainers (at sub-national level) to keep on activity of capacity building in relation to climate change adaptation planning and climate change response.

III. Training Methodology

- Power point presentation
- Experience sharing
- Group Discussion
- Game
- Role play

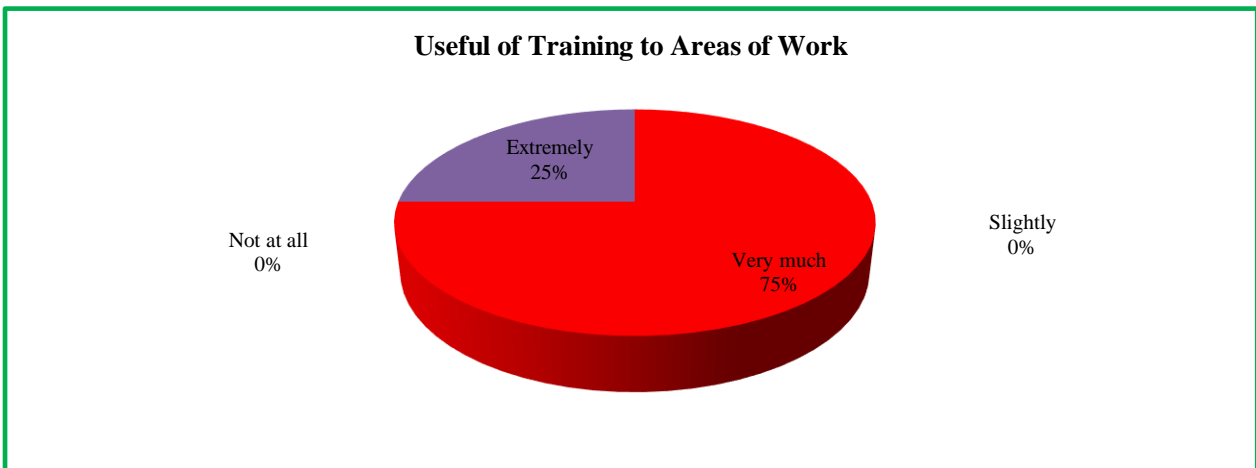
IV. Result of Evaluation

As mentioned of the objectives, it is commonly aimed at promoting the capacity building and awareness raising in relation to climate change adaptation and climate change response to selected officials of local line agencies. Therefore, evaluation did two times (during pre-and-at the final course) by using prepared questionnaires.

4.1 Evaluation on General Opinion on the training

All the trainees were asked to response a question on how they find this training useful to their current area of work. As the result, 75% of the trainees thought that the training is very important to their current work while 35% claimed that it is extremely important to understand about the climate change since they are working in the context of what the training was addressing. Before

the training start, some participants talked directly to the training that they always limited with the knowledge of climate change that's why they were very hard to explain to the community.



Graphic01: Percentage of trainees on the useful on the training to their current area of work

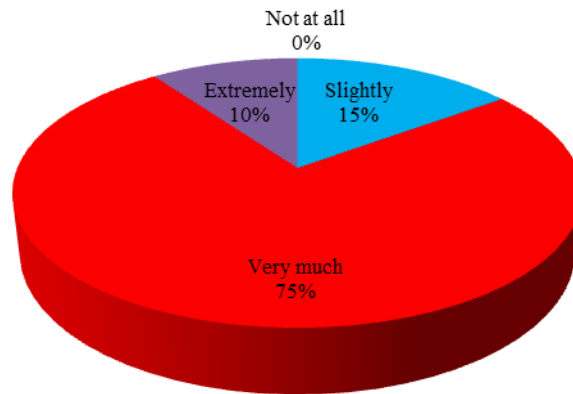
Most of the trainees (96%) agreed that they were very much satisfied with the training approach. The training approach consist of lectures with PowerPoint presentation, group discussion, group work, and role play which allowed them to had enough time to ask, answer, explain, or communicate in the training. As the positive result, there were no participants who not satisfy to the training approach therefore the training was very successful.



Graphic02: Percentage of the trainees satisfied with the training approach

Some participants slightly satisfy with the training manual since some of the documents was developed in English. It was not easy to read and understand. However, there were 75% of the total trainees satisfy very much with the training manual and 10% in the condition of extremely and understandable with the manual. In this regard, the training manual is one of the components which enhanced the effectiveness of the training achievement.

Satification with the training manual



Graphic03: Percentage of the trainees satisfied with the training manual

4.2 Evaluation on knowledge

The knowledge of the participants was evaluated with a pre and post evaluation as well as with individual lessons. The frequency as well as the percentage of the respondents has been change notability in knowledge for pre and post training.

Before the training, the respondent knowledge on Introduction to climate change was limited with 65% claimed that they know not well about that topic and 20% never known at all. This amount of percentage let us know that some trainees participated in the training have low knowledge on climate change even they are working in that area of work. Regarding the topic of climate smart agriculture, 55% of the trainees said that they don't have any knowledge and another 35% known not well while only 10% come up with the answer *well*, they have well knowledge to be utilized in their area of work. However, the percentage is very low if compare to those who had limited knowledge in Climate Smart Agriculture. In the same way, 78% of the trainees never known at all on the topic of Renewable Energy and as well as 86% on Water Saving Technique. Participants indicated that they have some knowledge, but not well on the topic of Agro-Forestry (40%) and Tolerate Crop to Salinity (36%). Nearly all of the respondents (95%) know nothing about Solar Energy and 75% on Bee Keeping Technique. In the same, the knowledge of Aquaculture is similar, with only 12% know well and 67% didn't have any knowledge at all in the above mentioned topic. It was noted that the basic of the training skill was very limited with 85% of the trainees mentioned that they don't have knowledge at all on the developing training skill. All in all, even the knowledge of climate change is very important to their current area of work, but the trainees' knowledge was very limited and need to be enhanced at the beginning of the training.

Table01: Pre knowledge evaluation by courses

| ITEMS | Not at all | Not well | Well | Very well |
|-----------------------------------|------------|----------|------|-----------|
| a) Introduction to Climate Change | 20% | 65% | 15% | 0% |
| b) Climate Smart Agriculture | 55% | 35% | 10% | 0% |
| c) Renewable Energy | 78% | 17% | 5% | 0% |
| d) Water Saving Technique | 86% | 14% | 0% | 0% |
| e) Agro-Forestry | 40% | 40% | 20% | 0% |
| f) Tolerate crop to salinity | 64% | 36% | 0% | 0% |
| g) Solar Energy | 95% | 5% | 0% | 0% |
| h) Bee Keeping Technique | 75% | 24% | 1% | 0% |
| i) Aquaculture Technique | 67% | 25% | 12% | 0% |
| j) Basic Training Skill | 85% | 15% | 0% | 0% |

At the end of the training on Enhancing Capacity of Sub-National Institutions to Help Vulnerable Farmers Better Adapt to Climate Change and Climate Variability in Coastal Area of Cambodia at Kampot province, the evaluation was done again to see how the knowledge of the trainees changed and to ensure that the training already achieved the objectives. Nearly all the participants' knowledge on Introduction to Climate Change was enhanced with the answered come up with "well, my knowledge can be used and disseminated" or "my knowledge increased very well", that's a positive result of the training. All of the topics had significantly changed from the pre-evaluation to post-evaluation. More than 80% of respondent in all topics had claimed that their knowledge had increasing from "Not at all" and "Not well" to "Well" and "Very well". This is a big achievement of the project objective to increase the knowledge of sub-national institution on climate change. In this evaluation, the training already achieved the objectives of introducing climate change related issues and doable response to the trainers, introducing and building capacity of selected provincial officials on concept of climate change adaptation and mitigation. Only one topic "Solar Energy" was very difficult for the trainees to understand with the result of 15% of the total respondents still understand not well about that topic. Even it is a little bit technical for this topic, however percentage of those trainees who understand well, was also high (85%). To sum up, the training already enhanced the knowledge of the participants on the following topics as shown in table02 below.

Table02: Post knowledge evaluation by courses

| ITEMS | Not at all | Not well | Well | Very well |
|-----------------------------------|------------|----------|------|-----------|
| k) Introduction to Climate Change | 0% | 0% | 80% | 20% |
| l) Climate Smart Agriculture | 0% | 0% | 94% | 6% |
| m) Renewable Energy | 0% | 0% | 97% | 3% |
| n) Water Saving Technique | 0% | 5% | 93% | 2% |
| o) Agro-Forestry | 0% | 0% | 99% | 1% |
| p) Tolerate crop to salinity | 0% | 0% | 90% | 10% |
| q) Solar Energy | 0% | 15% | 85% | 0% |
| r) Bee Keeping Technique | 0% | 0% | 93% | 7% |
| s) Aquaculture Technique | 0% | 0% | 95% | 5% |
| t) Basic Training Skill | 0% | 0% | 80% | 20% |

4.3 Summary of end of workshop evaluation

At the end of the training workshop participants evaluated the workshop on a scale of 5 scale points (1= very poor, 2= poor, 3= fair, 4= good, 5=Very good). Moreover, they gave their written assessment about the strength and weakness of the training workshop. The results are presented below.

Table03: summary evaluation result at the end of the training

| | Mean | Std. Deviation | Minimum | Maximum |
|---|------|----------------|---------|---------|
| 1. Level of Understanding gained from ToT in each topic | 4.44 | 0.58 | 3 | 5 |
| 2. Level of skills developed on climate change of ToT | 4.32 | 0.59 | 3 | 5 |
| 3. Content of the workshop | 4.70 | 0.58 | 3 | 5 |
| 4. Clarification of PowerPoint presentation | 4.66 | 0.52 | 3 | 5 |
| 5. Practicality of group exercises | 4.22 | 0.71 | 3 | 5 |
| 6. Trainees' participation | 4.36 | 0.57 | 3 | 5 |
| 7. Level of experience sharing | 4.14 | 0.73 | 2 | 5 |
| 8. Responsiveness of facilitators to participants' need | 4.66 | 0.48 | 4 | 5 |
| 9. The workshop fulfilled its objectives | 4.60 | 0.53 | 3 | 5 |
| 10. Overall rating of the workshop | 4.48 | 0.58 | 3 | 5 |

4.4 Conclusion of the Evaluation

All in all, the training completely achieved the objectives as well as the expected outcomes since the selected 30 trainees from 5 different institutions are already well aware of climate change-related issues, the concept of climate change adaptation planning, and various suitable adaptation techniques in the coastal area of Cambodia. The training, in the same way, enhanced the capacity of the selected trainees on how to mainstream climate change adaptation into provincial development plans by sectors and also build up capacity in dissemination training to the community level through extension service. Therefore, the selected trainees' capacity already becomes trainers to keep on the next activities of capacity building at their particular area for community level.

4.5 Strength, Weakness, and recommendations:

4.5.1 Strength of the Training Workshop

- Excellent clarification and dedication to share knowledge
- It was participatory, open and transparent
- Methodology (system used) for practical training is very good
- Presentation materials was adequate and good
- It creates great knowledge and skill and meets the target
- Very interesting and applicable
- Topic selection was very relevant
- Excellent time management and utilization
- The training met almost all expectations of the trainees
- Used local experience

4.5.2 Weakness of the Training Workshop

- Total time given to the training is short
- No practical field visit
- Too many participants

4.5.3 Recommendation

- The total time given should be 7 days

- Field visit should be considered

4.6 Training Delivery and Future Direction

4.6.1 Training Delivery

Strength of Group

- Good communication and group management(task divided)
- Manage sufficient time for training
- Provide enough materials for training
- Example or case studies are clear, useful, and reliable

Weakness

- Some participants still unconfident to be a trainer
- There were too many members per group

4.6.2 Future Training Delivery

By given the time to discuss and brainstorm what are they going to do with these knowledge for the next step, some participants raised up with some plans as follow:

- Train local farmers to know how to adapt to climate change
- Train his/her colleague or staff for basic of climate change

Appendix01: Training Agenda

Training of Trainers on Enhancing Capacity of Sub-National Institutions to Help Vulnerable Farmers Better Adapt to Climate Change and Climate Variability in Coastal Area of Cambodia

Venue: Kampot Province
22nd-24th December, 2021

| DAY 1: 22th December 2021 | | |
|---|--|---|
| Time/Session | Activities | Responsible Person(s) |
| 07:30 – 09:00 | <i>Registration</i> | Staff & Participants |
| 09:00 – 09:30 | <p style="text-align: center;">Opening Ceremony</p> <ul style="list-style-type: none"> • Welcome Remarks by Host Provincial Representative • Opening Speech by MoE Representative | MC: Mr. Thav Sopheak Kampot Province MoE Respresent |
| 09:30-09:45 | Introduction to Workshop Objectives and Structure | Mr. Sum Dara |
| 09:45-10:15 | <i>Coffee Beak</i> | All participants |
| 10:15-10:45 | Introduction to Climate Change | Mr. Thav Sopheak |
| 10:45-11:00 | <i>Question and Answers</i> | All participants |
| 11:00-11:45 | Climate Smart Agriculture | Mr. Sum Dara |
| 11:45-12:00 | <i>Question and Answers</i> | All participants |
| 12:00-13:30 | <i>Lunch Break</i> | All participants |
| 13:30-14:25 | Renewable Energy (<i>Question and Answers included</i>) | Mr. Chan Pisal |
| 14:25-15:25 | <p style="text-align: center;"><i>Group Discussion</i></p> <p style="text-align: center;">(<i>Group Presentation Included</i>)</p> | All participants |
| 15:25-15:40 | <i>Coffee Break</i> | All participants |
| 15:40-16:20 | <i>Water-Saving Technique</i> | Mr. Chhim Ngoy |
| 16:20-16:35 | <i>Question and Answers</i> | All participants |
| 16:35-17:00 | <i>Evaluation of Day 1</i> | Mr. Sum Dara |
| DAY 2: 23rd December 2021 | | |
| 08:00-09:45 | Agro-Forestry Technique | Mr. Sum Dara |

| | | |
|--|--|------------------|
| 09:45-10:00 | <i>Question and Answers</i> | All participants |
| 10:00-10:20 | <i>Coffee Break</i> | All participants |
| 10:20-11:00 | Tolerate Crop to Salinization | Mr. Chhim Ngoy |
| 11:00-11:15 | <i>Question and Answers</i> | All participants |
| 11:15-12:00 | <i>Solar Energy</i> | Mr. Chan Pisal |
| 12:00-13:30 | <i>Lunch Break</i> | All participants |
| 13:30-14:00 | Bee Keeping Technique | Ms. Kheng Rida |
| 14:00-14:15 | <i>Question and Answers</i> | All participants |
| 14:15-15:00 | Aquaculture Technique | Mr. Em Ramana |
| 15:00-15:20 | <i>Coffee Break</i> | All participants |
| 15:20-16:30 | <i>Group Discussion and Presentation</i> | All participants |
| 16:30-17:00 | <i>Evaluation of Day 2</i> | Mr. Sum Dara |
| DAY 3: 24th December, 2021 | | |
| 08:00-12:00 | Basic Training Facilitation Skill | Mr. Thav Sopheak |
| 12:00-13:30 | <i>Lunch Break</i> | All participants |
| 13:30-16:45 | Role Play: How to Facilitate Climate Change Training | All participants |
| 16:45-17:00 | Closing Remark | Mr. Meas Rithy |

Appendix03: Picture of giving a lecture



Appendix04: Group Exercise

