



ACVITY REPORT V1.0

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TRAINING INFORMATION

TRAINING DETAIL	TRAINING OF TRAINER
Master Trainers	Andrey Nechay Diana Krikorian Rolla Mansour
Date of Activity	7, 8 , 9 December 2019 11, 12 December 2019
Location of activity	Bulgarian Red Cross Training Center
Report Sent to	GFARC
Number of participants	12 (Male:3, Female:9)

BACKGROUND

This ToT initiative represents the development and training of “Trainers of Trainers” which in turn will develop First Aid Trainers, and ultimately, the learners who will carry forward first aid knowledge and skills within their community.

Based on the GFARC, IFRC and ICRC initiative in the Russian speaking national societies, the training was planned to take place in Ukraine end of 2018 but it was postponed for security reasons.

This year the course took place in Bulgaria and included the following 11 national societies: Armenia Red Cross, Belarus Red Cross, Georgia Red Cross, Kazakhstan Red Crescent, Kyrgyzstan Red Crescent, Russian Red Cross, Tajikistan Red Crescent, Turkmenistan Red Crescent, Ukraine Red Cross, Uzbekistan Red Crescent, Bulgarian Red Cross.

Organizing team:

The ToT was requested by the national societies of the region.

The initiative was coordinated by ICRC and IFRC to host the course in Bulgarian Red Cross facilities.

Facilitators:

GFARC Master Educators Team:

Andrey Nechay – ICRC, Regional Delegation for the RF, Belarus and Moldova

Diana Krikorian – Lebanese Red Cross

Rolla Mansour – Lebanese Red Cross

Support by distance: Joanna Muise, project manager and GFARC distance-worker (Canadian red Cross)

POINTS OF STRENGTH

- Extensive experience of some candidates as TOT's made the teaching sessions more valuable
- Some adjusted methodologies from the Master Educator candidates increased the learning experience

- The participatory approach allowed participants to share their experiences and build on each other's experiences
- The whole curriculum was covered in the designated timing despite the translation delays
- The level of acceptance from the participants was high
- Instructional activities that were used were interesting for participants and motivated them
- The participants had the chance to visit the Bulgarian Red Cross with the objective of having learnt the experience of the sustainable FA system and key role of the national society throughout the country. The participants have increased their knowledge in FA response, commercialization and education.
- High satisfaction among participants
- The support of the Bulgarian Red Cross facilitated the logistics aspect of the course
- The coordination and the pre-knowledge of the status of the participants by the Regional ICRC FA delegate made the ToT a success and met the needs of the participants

CHALLENGES/ RISKS

Challenge/Risk	What was done	Results
Translation from Russian to English in plenary delayed the timing of closure of the training days	Two English speaking participants from Bulgarian Red Cross, 2 facilitators, 2 translators were present, whenever possible the translation was taking place in 2 small groups	The flow of the sessions were easier when the main trainer was talking directly in Russian and the time management was better
Some participants had a very big experience and wanted to share all their experience during several sessions which was extending the session timing and closure timing of the sessions	Participants were reminded of the group norms and respecting everybody's timing	Participants were able to make precise and short interventions during the activities while keeping the experience sharing and learning from each other which was a positive aspect
Discrepancy regarding the knowledge and experience among the participants	Participants with lower level benefited from peer evaluation during the microteaching sessions	Participants had a good understanding of what to improve in their knowledge and skills
Facilitators tools are not organized in a solid structure, cannot be	Used all the resources as TOT facilitator guide, supplemental	Proposed improvement in the below section

traced easily and have a vague format	information and NS guide	

LESSONS LEARNED

1. For upcoming ToT's in the region, make sure that all participants have one common language to facilitate the teaching experience
2. Consider an extra day for curriculum where translation is required for the course, in addition to adjusting the topics per day
3. Joining the course site before 2 days was very beneficial as the facilitation team had time to go over the course and prepare together
4. Change the candidate selection process from national societies of central Asia by inviting potential candidates by name

WAY FORWARD

This training shed light on things to improve in specific national societies:

- Consider reinforcement of the FA training component within the national societies of Turkmenistan and Tajikistan due to the recent decrease of staff engaged in FA activities. The current staff are not properly trained in FA
- Master Educator Candidates were identified and suggested for the pool of GFARC. Their CV will be sent through the Regional ICRC FA delegate. Below are the names:
 - Elena Rusinovich
 - Nadiia Yamnenko
 - Diana Alieva
 - Pavel Bezhuashvili
- Organize a Russian speaking similar ToT in 2020 in Uzbekistan
- Continue coaching support to the newly succeeded "Trainer of Trainers" from the side of ICRC and IFRC

PARTICIPANTS RESULTS

Name of candidate	Results	Recommendation/Notes
1. Zara Khudoyan	Proceed to teaching experience	
2. Elena Rusinovich	Proceed to teaching experience	Very good candidate and extensive experience, proposed as Master Educator Candidate
3. Pavel Bezhuashvili	Proceed to teaching experience	Very good candidate and fast learner, proposed as Master Educator Candidate
4. Nazira Madieva	Proceed to teaching experience	
5. Galina Glebova	Proceed to teaching experience	Support is needed, cannot lead a TOT alone from the first time

6. Larisa Khrameeva	Proceed to teaching experience	Support is needed, cannot lead a TOT alone from the first time
7. Parvina Bodurova	Incomplete	Had difficulties in her sessions
8. Sulgun Tagandurdyeva	Incomplete	Had difficulties in her sessions, no training experience
9. Nadiia Iamnenko	Proceed to teaching experience	Very good candidate and extensive experience, proposed as Master Educator Candidate
10. Diana Alieva	Proceed to teaching experience	Very good candidate and fast learner, proposed as Master Educator Candidate
11. Yavor Yuri Kaloianov	Proceed to teaching experience	Very quick learner, more experience is required in the field
12. Georgi Angelov Zayov	Incomplete	Pre-requisites are not met, added the last minute by Bulgarian Red Cross

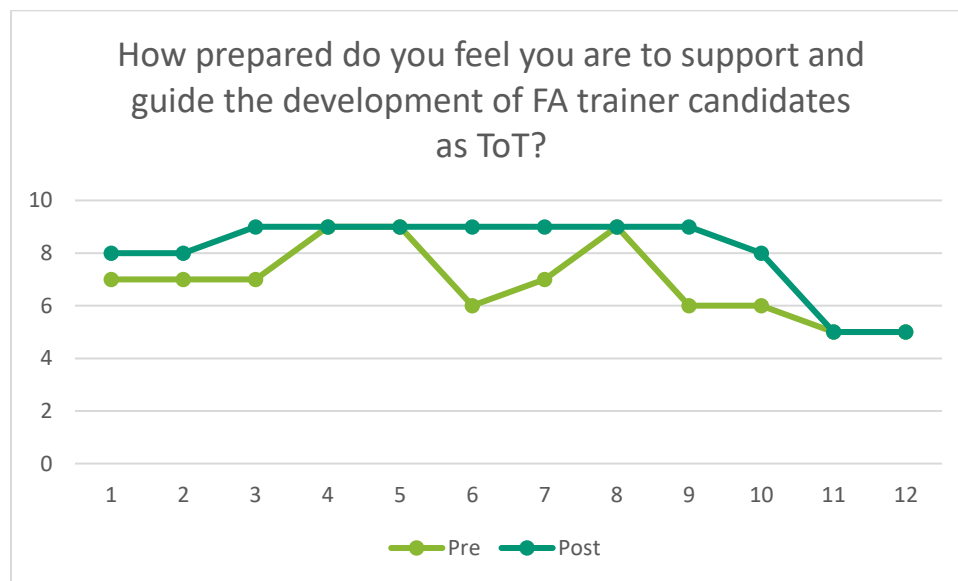
PARTICIPANTS LIST

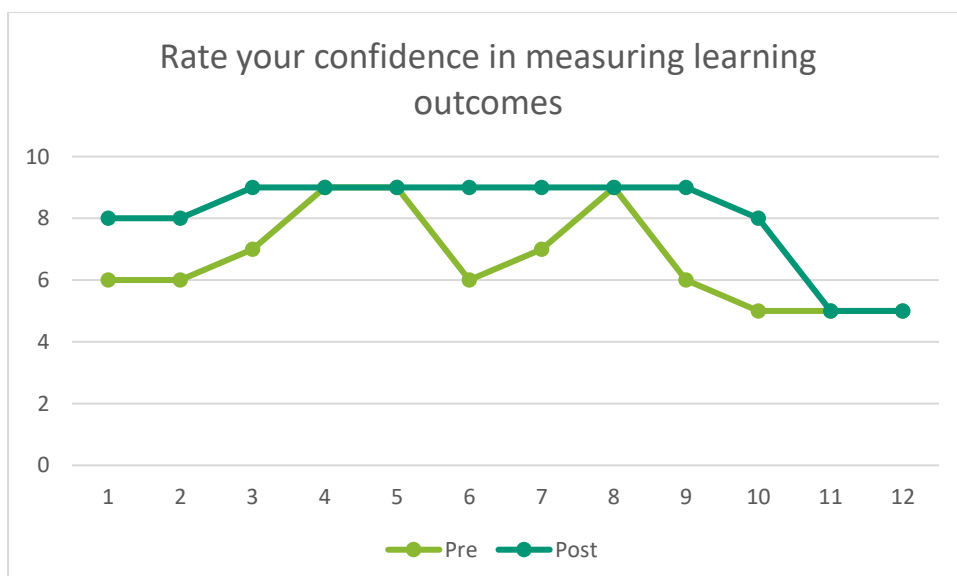
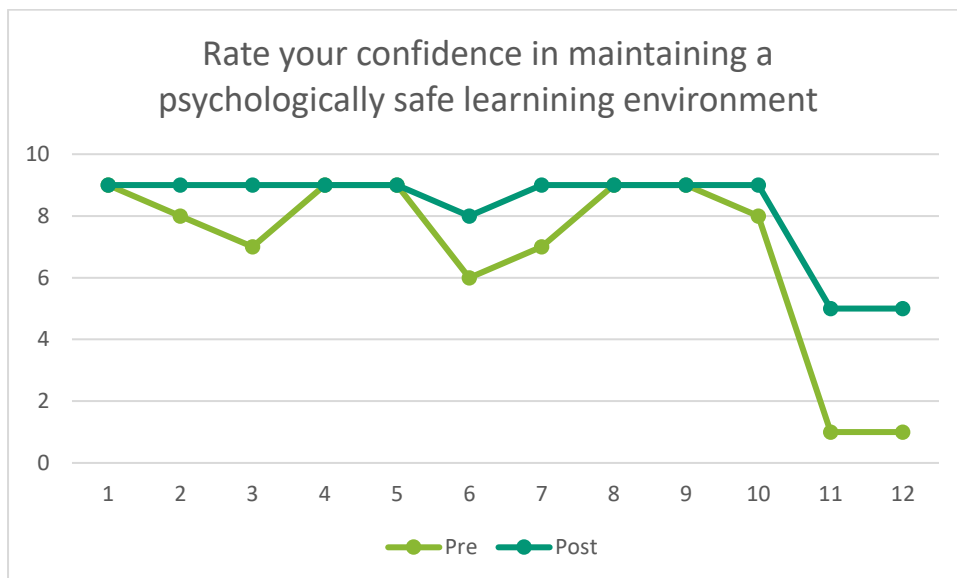
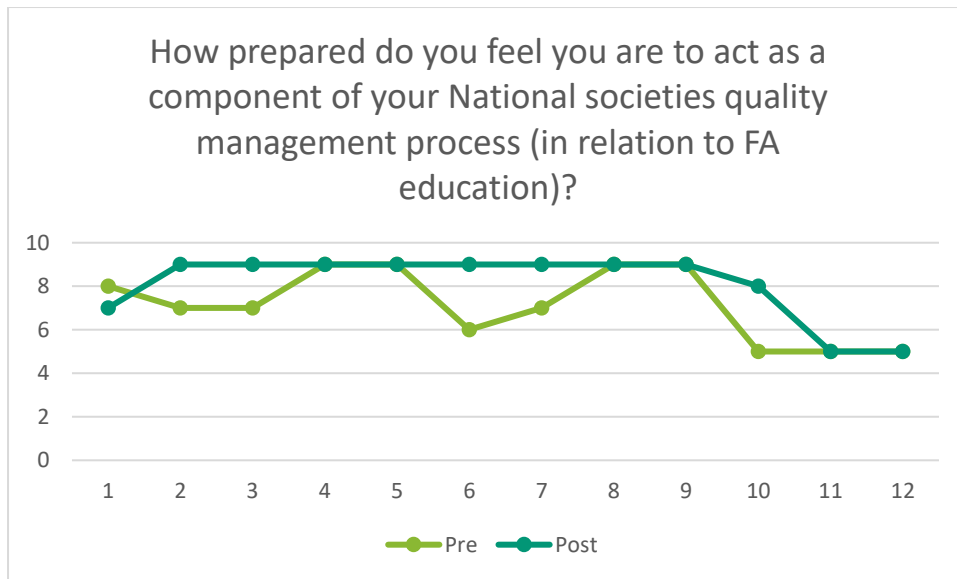
Name of candidate	National Society		Title	Email
1. Zara Khudoyan	Armenia Cross	Red	FA Coordinator	khudoyanzara@gmail.com
2. Elena Rusinovich	Belarus Cross	Red	FA Master Trainer and Education Coordinator	elenarusin@gmail.com
3. Pavel Bezhuashvili	Georgia Cross	Red		pbezhuashvili@gmail.com
4. Nazira Madiyeva	Kazakhstan Crescent	Red	FA Trainer and Chairperson of the capital branch	n.madiyeva@redcrescent.kz
5. Galina Glebova	Kyrgyzstan Crescent	Red	FA Master Trainer in her NS	gv.glebova71@gmail.com
6. Larisa Khrameeva	Russian Cross	Red	FA Coordinator, Chairperson of the city branch	mos.redcross@yandex.ru
7. Parvina Bodurova	Tajikistan Crescent	Red	FA Instructor	bodurova.parvina@mail.ru

8. Sulgun Tagandurdyeva	Turkmenistan Red Crescent	Head of medical department	sulguntagandurdyewa@gmail.com
9. Nadiia Iamnenko	Ukraine Red Cross	FA Coordinator	n.iamnenko@redcross.org.ua
10. Diana Alieva	Uzbekistan Red Crescent	FA Trainer	Diana80_12@mail.ru
11. Yavor Yuri Kaloianov	Bulgarian Red Cross	FA Trainer	Yavor_kaloianov@abv.bg
12. Georgi Angelov Zayov	Bulgarian Red Cross	FA Trainer	g.zayov@gmail.com

ANNEX 1 – PARTICIPANTS PRE/POST TEST RESULTS

The below represents the participants pre and post test results. The X axis being the indication of the name of the 12 participants. The Y axis being the rate of their readiness, 0 being the lowest and 9 being the highest score.





ANNEX 2 - PICTURES





