



BUILDING TOMORROW LEADERS CAPACITY – TRAINING OF TRAINERS FOR YOUTH LEADERS

DAY 1 SUMMARY REPORT

16 March 2016

The Bull's Eye at Centre Stage– Striving for better results

The Training of Trainers meeting kicked off with UNFPA, the United Nations Population Fund Project Coordinator for Sexual and Reproductive Health and HIV Linkages Mr Tohlang Ngakana outlining the rationale and objectives of the meeting.

UNFPA's Assistant Representative Mr Ret'selisitsoe Nko then officially opened the meeting echoing the words once said by UNFPA's Regional Director Dr Jullita Onabanjo on the pertinence and power of knowledge and information. This was preceded by an ice breaker showing the repercussions of distorted information.

He emphasized the importance of partnerships calling upon participants to be fully committed to the training as the meeting had been structured such that the bulk of the work would be done by the participants than the facilitators.

Participants undertook a pre test on issues of focus for the meeting such as strategic information, innovation, adolescents, human resource as well as communication to assess participants' knowledge ahead of the training.

Focusing on Monitoring and Evaluation

The Assistant Representative wrapped up by making a clear distinction between monitoring and evaluation; he explained that monitoring is on the activities performed in order to get the results while evaluation is about the outcomes (and the gaps). He emphasized that outcomes have to be measureable and attainable



Analysing the Bull's Eye

A quiz on UNFPA Bull's eye was featured followed by discussion on the meaning and context of the bull's eye layers which include the main goal, population dynamics, human rights and gender equality.

Discussions also delved onto why the bull's eye is important for UNFPA - strategic direction/focus. Examples were made for more understanding on the strategy.

Mr Ngakana also talked about the results chain that has been developed to show the outcomes. The system Analysis Framework was shared as follows:

Resources

Delivery

Service

changes



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DAY 2 SUMMARY REPORT

17 March, 2016

Expanding UNFPA Mandate

Day two covered topics on monitoring and evaluation, Results Based Management, key principles and standards, including development of a sound results matrix, GIS mapping, major functions of UNFPA YSDOs in YRCs, CSE package and Strengthening referrals.

The day started with a brief recap by 'Mathabo Nyepetsi, YSDO –Butha-buthe. UNFPA Assistant Representative Mr Rets'elisitsoe Nko kicked off the presentation with an evolution of development planning, stating that after the Cold War there were five pillars of Development Aid; Pillar of Bilateral government assistance, the rise of multinational corporations, the International Financing Institutions and Bretton woods Institutions, the Development Partners and Agencies and the global commitments to development goals with the introduction of the MDGs, the Paris Declaration and other global development and International NGOs.

Planning in UNFPA

On planning, the Assistant Representative emphasized that planning must have global significance and respond to results.

He further showed that SIS/Myresults Provides information on: departments' background, operations, programmatic performance and results and has different components that must be functional and effectively applied to My Results.

Global Programming System

Here it was outlined that the system focuses on inputs and activities as well as system support for management budget.

Global Conceptual Model

The need for resources to have the results was also stressed and the need to have tools for measuring results and that performance must relate to the input, which is resources.

The building blocks to improve Resource Based Management (RBM) were also identified as; strengthening accountability, learning using results to inform decision making and program effectiveness and efficiency.



Data and Reporting Tools.

UNFPA, the United Nations Population Fund Project Coordinator for Sexual and Reproductive Health and HIV Linkages Mr Tohlang Ngakana led discussion on Data and Reporting tools, highlighting that quality of data is measured by six dimensions, the need for accuracy, reliability, completeness, precision, timeliness and integrity.

A data flow regarding Youth Leaders, Youth Skills Development Officer and Youth Development Officers.

GIS Mapping

Mr Saleem Ishmael and Neo Mokoena from Enigma IT Consultancy made a presentation on the EPPE System highlighting that it has the ability to prevent duplication of information/reporting in YRCs and captures information such as age and

Group Work on Planning

Group Work and presentations were made on the 2016 Annual Planning and on Field Annual Plans that conform with the National Plan, The UN-DAF and CP Milestones per quarter .

Integrating other Issues on CSE

A scenario on a young male who had not used a condom and feared he had been infected was presented and discussed.

Discussions focused on the type of support the Youth Resource Centres would offer which include, psycho social support and referral.





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DAY 3 SUMMARY REPORT

18 March, 2016

Striving to effectively communicate - respond in a humanitarian situa-

Day three was predominantly on how we are communicating and what we do during humanitarian crisis situations.

UNFPA Communication Assistant Ms Violet Maraisane commenced by highlighting effective elements of communication by citing an example of a story of a teacher who claimed that he could teach a donkey how to read. The gist of the story was to show that communicators must speak with the same language for it to be effective.

Tools used for communication

Pictures: They assist in learning, memory retention, saves time in message passing and

contribute towards story telling especially where we are showing what UNFPA does.

Human Interest Stories: Defined as a report that engages attention and sympathy by enabling one to identify readily with people, problems and situations described.

Success Stories: Though slightly different from Human Interest Stories, the former shows how an organisation is making difference in people's lives.

"I" Stories: They are like profiles and the beneficiaries are given a chance to air their success through UNFPA mandate.

Consent Form:

A presentation was also made on the use of a consent form in cases of taking the beneficiaries' pictures during stories' compilation. A suggestion from the floor was made to the effect that the forms be written in Sesotho so as to ensure that the contents therein are understood.



Global Communication Strategy: Speaking with One Voice

Focus was also on the One Voice –which affirms the central role of communication in the internal and external advancement of UNFPA's vision and action detailing the UNFPA strategic plan 2014-17. It emphasizes speaking with one voice.

Key messages and issues

The importance of use consistent messaging and language when communicating about our issues and work was also emphasized and that messaging should reflect global priorities and respond to the local context.

Group Breakaways

Presentations were made by groups on messages based on Lesotho context for use in 2016 and Identification of story ideas including the information gathering process (human interest/success stories) for our districts to be published in UNFPA's next publication.



Responding to the Humanitarian Crisis

The National Programme Officer for Gender Based Violence Ms Mamello Molapo introduced the topic citing the ICPD that it places women's rights, empowerment and health at the centre of development efforts.

Elnino situation in Lesotho

Reference was made to the 2015 elnino as being worse than that of 2012, that the intervention plan is already in place to help those affected.

Discussion also centred on the effects of drought on the condition of women and girls such as severe food shortages and high risk of sexual violence where women have to travel long distances.

How UNFPA responds; Antenatal, safe delivery and post partum care. Family planning g to mitigate unsafe delivery. Data collection of affected population to better understand how needs are evolving under changing circumstances to guide responses.

Nature and scope of GBV in humanitarian settings was also identified as forced marriages, Intimate partner violence, child marriage and forced domestic labour.

Integrating GBV into CSE: SRH conditions were identified as one of the leading causes of the burden of disease among young people, especially among young women. Key factors limiting the ability of young people to make healthy SRH decisions such as early sexual debut, unsafe sexual relation poverty and gender inequalities were also highlighted.



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DAY 4 SUMMARY REPORT

19 March, 2016

Visiting YRCs

The fourth day of the TOT was mainly on field trips to the northern districts of Berea and Leribe and to the Southern districts of Mafeteng and Mo-hale'shoek. The remaining team "the home team" was assigned tasks.





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DAY 5 SUMMARY REPORT

19 March, 2016

Reporting on Field Visits

Day five was mainly on reports from the field and brainstorming innovative ideas.

The field visits were undertaken by team of seven people from UNFPA and MGYSR in four districts of Berea, Leribe, Mafeteng and Mohale'shoek. The teams observed the facilities (YRC) and took the pictures as evidence, interacted and discussed the centres' programmes with some of the young people at the centres.

The field visits were undertaken to observe the actual practice, challenges, gaps and to make recommendations for intervention and improvements.

South Visit

The team visited a site where Mafeteng YSDO meets the youth and the office she shares with two youth officers under the Ministry of Gender, Youth and Sports at Leshoboro Stadium and YRC in Mohale'shoek.

Findings in Mafeteng

- No YRC and no facilities for youth
- YSDO operates from offices shared with MGYSR as well as in adolescent health corners.

Findings in Mohale'shoek

- Lack of visibility materials
- Lack of space for indoor games (youth sessions)
- No play grounds
- No water at the centre due to a broken tap

Recommendations

- There should be UNFPA visibility material in YRC
- Need for stationery to use for youth sessions and daily registration for everyone who visit the YRC



The afternoon was spent brainstorming innovative ideas which ranked from indoor games to cow racing

North Visit

The field visit to the north was undertaken by a team of seven people from UNFPA and MGYSR in two districts (Berea and Leribe). The team observed the facilities (YRC) and took the pictures as evidence, interacted and discussed the centre's programme with some of the young people at both centres and with (Leribe YDO).

Findings

Leribe

- YRC daily schedules are in place
- YRC daily schedules are in place.
- Condoms are available with condo can (VIBE).
- There are 12 computers and only five are working.
- There is computer schedule but the trainings are not effective.
- There are communication methods that are used (wall posters).
- 90% of the facilities are not functional.
- No UNFPA visibility material

Berea

- There are 7 computers and only 5 are working but they are temporally not used.
- There are no indoor facilities.
- Library available but attendance low and most books not suitable to be used by youth.
- No UNFPA visibility materials.
- There are 4 youth leaders

The team that remained designed a template for stories, messages, experiences and a road map to implement the TOT content.



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DAY 6 SUMMARY REPORT

21 March 2016

Gearing Up for New Innovations

The sixth day was predominantly on a presentation to the UNFPA Representative on what had been covered, her presentation on UNFPA operational excellence and innovation exercises.

After recap of the previous day's activities, a milestone tracking table was introduced as a tool used for the field to ease achievement of milestones and tracking of activities. The table, a calendar separated into two sheets, shows activities, timeframe, estimated budget, approved outputs, indicator, source, baseline, target, a responsible personnel and together the team members.

Innovation Fund 2016

The Assistant Representative briefed participants on the innovation fund which has been created as an initiative for safeguarding young people, targeted for YRCs, with the purpose of promoting and bringing about solutions to young people and adolescents' vulnerability. The main aim of the fund is to promote an innovative culture. Its budget is \$20,000 and it is structured around 8 YRCs where new innovative ideas are expected to come from. The launch is planned for the 30th March 2016.

Striving for Operational Excellence

After being briefed on what had been done so far, UNFPA Representative Mrs Therese Zeba Kobeane made a presentation highlighting the key issues in UNFPA Country Programme, the UNDAF and current change. She also spoke about operational excellence and the building blocks to operational excellence, program design, monitoring and evaluation, relationship between program design and implementation, monitoring for results –PPM as well as UNDAF guidelines.

The afternoon was spent on brain storming innovative ideas, expanding on the ideas and presentation by three groups.





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DAY 7 SUMMARY REPORT

22 March, 2016

Course Closes on High Note - All Commit to Improve

The course ended on a high note with the key session for the day covering highlights, evaluations and reflections.

Session 10: Meeting conclusions and summaries.

Tsoanelo Thonkha, YSDO Mafeteng provided an overview of Day 6 and made a number of announcements on the learning outcomes and recommendations. A reminder on the process tools and instruments, the reports, photos and documents was done. The final report summary will be emailed to all participants while all photos of the event are permanently available at Communications Office.

Lessons Learnt

- Improving reporting and data collection with quality
- How to facilitate and conduct trainings.
- Engage participants to take a lead in discussions
- Share responsibilities during the training
- Skills on effective planning mechanisms and attributes to enhance programme effectiveness
- Integrating other issues in CSE (SRH, HIV, GBV, Communication)
- Improving our reporting and data collection with quality.
- How to develop and integrate innovations in our routine services provision.
- Skills in partnership building and resources mobilisation
- Skills in responding to humanitarian situation and the UNFPA mandate during the crisis
- How to contribute to monitoring and evaluation; collecting and recording information for input into SIS and GPS.

YSDOs, YDOs, and YLs unite to better improve YRCs and communities surrounding them

Trainees made a pledge to ensure that they work together towards improving visibility of UNFPA mandate, developing innovative programming and support to improve implementation of the mandate of UNFPA.

By and large, the YRCs are going to work together with community and district structures to ensure that they deliver programmatic mandate, monitor for results and document good practices.



Way Forward

- Conduct stepdown trainings to YDOs, Youth Leaders, other related youth organisations
- Development of IEC materials to promote UNFPA visibility at YRCs
- Strengthening RBM - M&E and communication issues by developing and adhering to the available recording tools
- Improve communication by developing good stories that will show the work of UNFPA on the field
- Write innovative proposal with ideas that shall enhance the UNFPA work and accelerate results achievement.
- Expand partnership by identifying all stakeholders and how we can leverage on the resources.

Closing Session

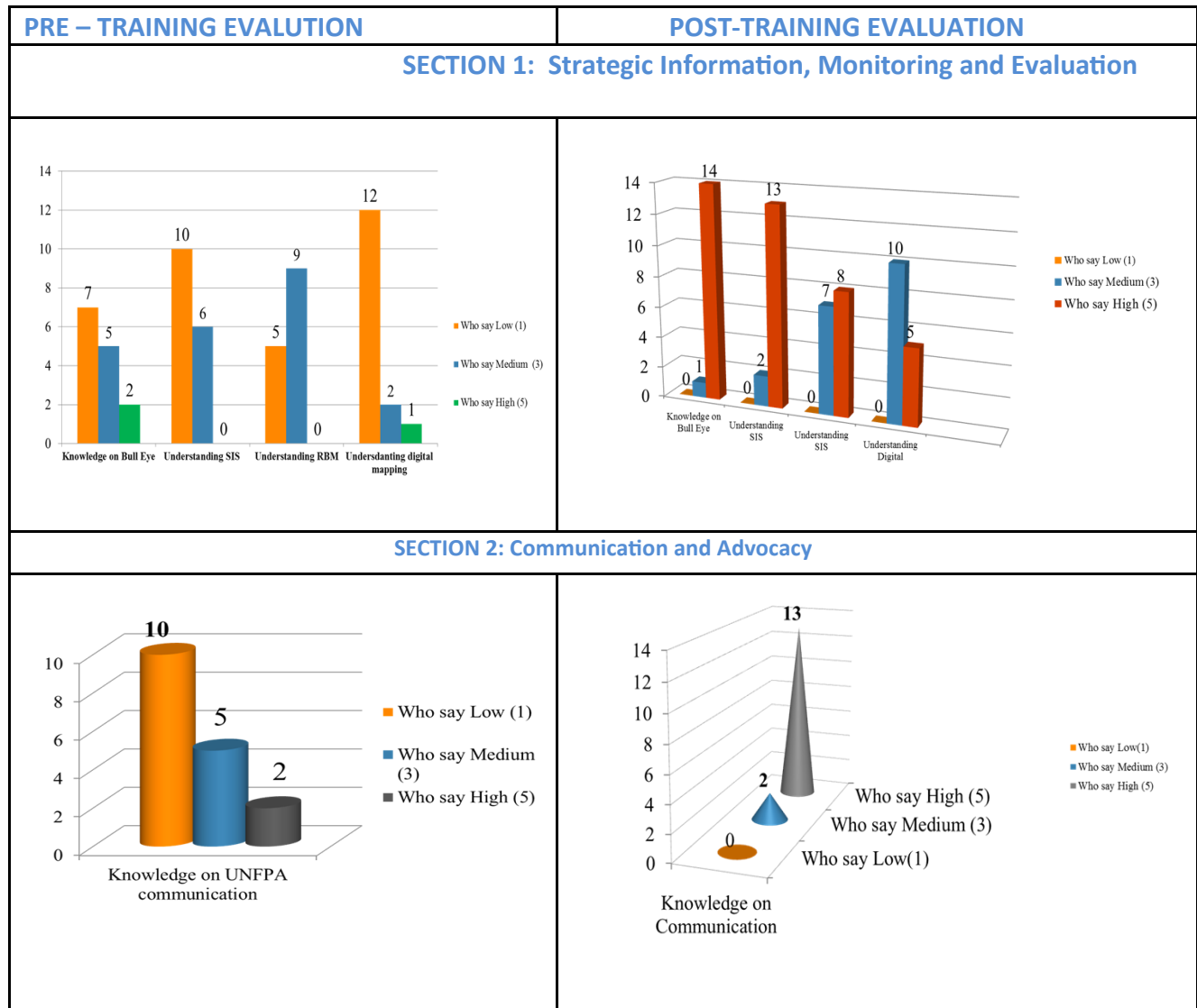
UNFPA facilitators noted the importance of coordination and close supervision and monitoring of the work of YRCs. The session reiterated the importance of reporting on time and accurately with real evidence and life stories that depicts the importance of consultation and continuously talking to each other.

After a recap by the rapporteurs, the administrative procedures, clearances and trip reports were consolidated by participants. The facilitators thanked the participants and encouraged them to continue learning and knowing where to seek information and guidance.



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PRE AND POST TRAINING EVALUATION

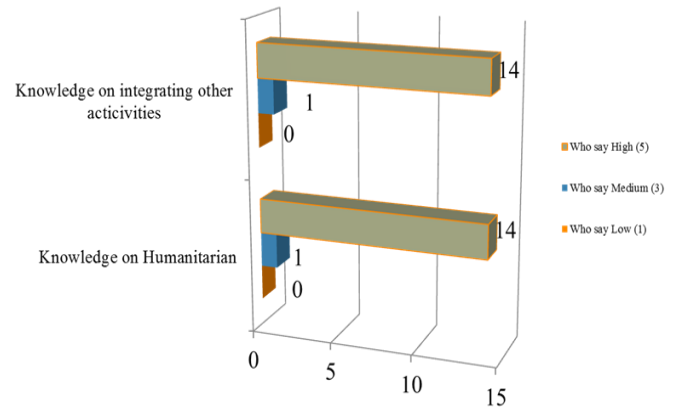
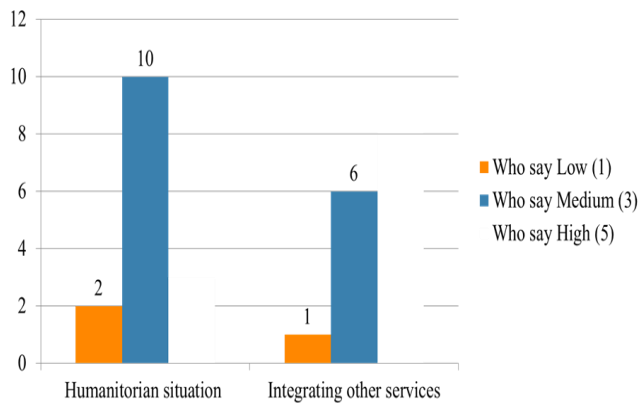




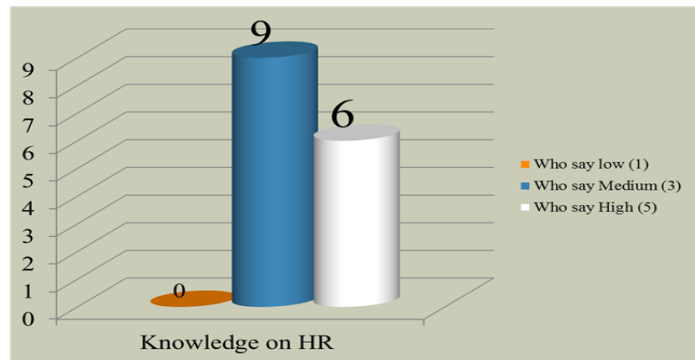
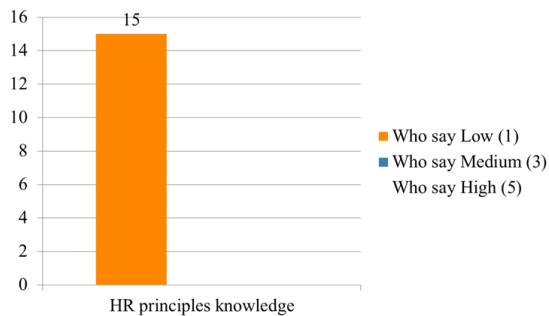
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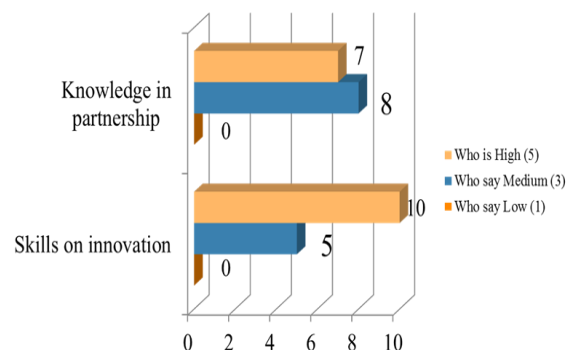
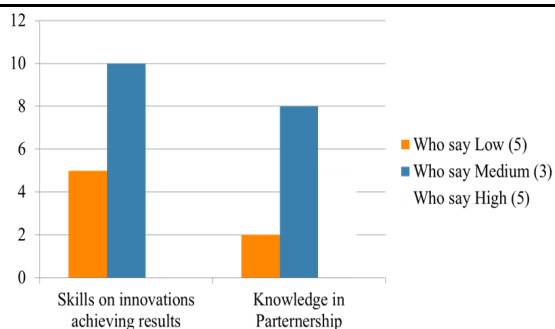
SECTION 3: Adolescents and Young people



SECTION 4 : Human Resources



SECTION 5: Innovation and Partnership





"The ToT was a great eye- opener of our needed in-depth effort in the field in order to fully achieve UNFPA mandate. All the training sessions provided insight on how I am expected to tone my activities and contributions in relation to the 4 outcome areas," Masitise Makhotla, YSDO Thaba-tseka



"The ToT was intensively engaging and extremely insightful on issues surrounding the UNFPA mandate, communication advocacy as well as innovation." 'Mathabo Nyepetsi, YSDO –Butha-Buthe

"The training has fostered my knowledge for UNFPA's work and equipped me with the capacity to expand the mandate to the field level, especially in areas of RBM and planning, communication, humanitarian intervention, integration of GBV in CSE, Implementation of the CO strategic plan through the Bull's Eye, and how to roll out the TOTs," K. Chigando, YSDO -Semonkong



"The ToT was awesome and helpful for me because now I know for sure that I have a great support from the CO. I liked everything discussion by each facilitator, most importantly I like the idea of innovation projects competitions; the UNFPA Seshoe-shoe design & the youth newsletter." Maseme Seme, YSDO -Qacha'snek

