



In-Tray Exercise

Reference: EoT-12

Correspondence from: 'D'

Addressed to: EoT StipTrainer (you)

Subject: Evaluation

Recently, we have been having discussions with a funding agency about training female workers employed in the social forestry project at the Aravalli Hills. A TNA consultancy has been done, which reports on the lack of training given to women. Consequently, there are serious performance problems in, for example, the seedling nursery.

We believe we can help these people - either directly, ourselves, or by bringing in expert assistance. It's important to note that only women trainers can be used in this society. This is a factor that has so far escaped the notice of officials - or one that they've chosen to ignore.

The funding agency is receptive to our proposal, but is asking us how we intend to evaluate the training we give. For us, this is something new! Why should we do it? How is it done? What are we expected to do with the information? How will it help women, such as the ones involved in the seedling nursery?

We would therefore appreciate your advice on setting up a framework within which evaluation of training can be done for a project proposal, such as ours. We would also like to know why it's needed, as it smacks of even more bureaucracy.

During our discussions with the funding agency we had a rather heated debate about the value of training. All too often I've been aware of training being blamed for poor performance when other, non-training factors have been the root cause. How does this figure in EoT?