

Final ICDP Workshop for the facilitators

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Final ICDP workshop for the facilitators was held in ECEC from 9th – 11th of February 2015. There have been a series of three workshops in this first round over a period of about nine months. This is the end of the pilot phase of the ICDP project in Nepal and it has been an enriching experience both personally and professionally for all the participants of ICDP workshop! As this phase is getting over, ECEC is receiving requests after requests for more ICDP facilitators training and caregivers training! It is such pleasant news that five year ICDP project plan in Nepal has been approved which has paved a way forward for many to benefit from this program! What a privilege for the children of Nepal!

Sixteen participants successfully completed all three ICDP facilitator workshops. These 16 participants represent various organizations who directly or indirectly work among the children in various fields such as education, health, children homes. Two senior ICDP International trainers, Elsa Doehlie and Astri Johnsen from Norway, trained the facilitators. MayBritt, a representative from Himal Partner, was also present during the workshop.



ICDP participants in the third workshop

While the first and the second workshops were about ICDP and its implementation, the final workshop mainly focused on presenting experiences of the facilitators and reflecting over the 8 caregivers' group meetings and feedback from each other, group feedback and feedback from the trainers.

The workshop started with sharing experiences as a ICDP facilitator and a brief overview of the status of the field work by Astri Johnsen. In between the second and the third workshops, there was a field work to be done by a pair of participants. All the participants had conducted 8 group meetings with the caregivers in their communities. There were eight pairs of trainees conducting 8 caregiver group meetings in their communities such as school teachers, children homes, single mothers and church communities.

Please see below for the highlights of the third workshop:

- Sharing of experiences as a ICDP facilitator
- Brief overview of the status of the field work
- Presentations and reflections from the teams
- Summing up of experiences and challenges
- Feedback on the logbooks

In the picture below, Astri Johnsen, ICDP trainer, is interviewing a pair of participants while Elsa Doehlie, another ICDP trainer with a small group of facilitators, are observing the interview and they have the time to reflect and discuss what Astri and a pair of participants have just discussed, then there is another small group of facilitators whose main role is to observe both the groups as they discuss and reflect and finally the observers also have a time to comment. The participants felt that it was quite a new method of discussion that helped them dig deep and find the crux of the matter under discussion.



Astri Johnsen interviewing the participants

Summary Evaluation of the third ICDP workshop

1. *In relation to the benefit of the program-* The facilitators have benefited mainly in three ways:
 - It has helped them to understand more about ICPD principles both by practice in caregiver group meetings and by the third workshop - through reflection and feedback
 - The facilitators have gained more understanding, knowledge and new set of skills giving them more confidence both in their personal and professional lives
 - self sensitization, inspiration and transformation in the facilitators themselves, to their families and to work among the children
2. *Most important things that the facilitators have learnt from the training and their own practicing with caregiver groups:*
 - i. From the training
 - sensitizing principles
 - facilitating rather than teaching
 - sharing, learning, reflecting
 - self implementation and transformation

ii. From the caregivers' meeting

- sharing personal life experiences while dealing with parents
- understanding parents
- Work in a team with another facilitator
- deeper understanding of ICDP principles

3. *The following things that the facilitators feel should be improved*

- several of us were afraid that the second day was going to be a bit boring for the observers, but it was not - at least, I didn't feel it was. However, it was a long stretch! May be breaking it up with something else may help?
- more additional resources, notes, handouts and audio - visual materials would be helpful.
- Perhaps a larger gap between 2nd & 3rd workshop for 8 weeks caregivers group meetings implementation especially due to holidays
- sometimes, I think it would be good if you led our group to play a game related to the discussion esp. in 3rd workshops

4. *Ways facilitator training has influenced professional and personal lives of the facilitators:*

i. Professionally:

- To become more confident and effective as a facilitator in dealing with caregivers
- Entrusted with new responsibilities in the working place

ii. Personally:

- Changed views of looking at people
- Parenting skills in dealing with own children
- Strengthened relationships with other people

5. *Facilitators would practice ICDP in future in:*

- church communities
- conducting caregiver group meetings
- integrating ICDP in their organizations
- getting other organizations involved with ICDP
- in their own family and in relationships with people

6. *Follow up as a facilitator*

- Follow up sharing meetings
- Refresher
- TOT (Training of trainers)

7. *Needs of the facilitators*

- resources such as photos, videos, case studies, success stories, communication techniques with parents, Nepali speaking partner
- help in organizing parent group meetings
- establish formal linkages with the organization that the facilitator represents

- time

At the end of the workshop, all the participants in their pairs in a circle affirmed each other especially on how their lives have been enriched by teaming up with each other and working together.



Participants affirming their partners

Finally, the facilitators bestow showers of thanks and acknowledgements to the ICDP international trainers!

Way forward for ICDP in Nepal

ICDP international trainers finally talked about the way forward for ICDP in Nepal mainly by covering:

- Organization and the structure of the ICDP caregiver group meetings
- And the needs of the facilitators (*see in details in the evaluation section of the report above*)
- And the ECEC's role as a leading organization for ICDP in Nepal (*there is a separate document for this*)

ICDP Graduation Ceremony!

Finally we made it! Sixteen facilitators and 91 caregivers were graduated on 12th February 2015 in Sidartha Cottage, Lalitpur Nepal!! It was after finishing series of three workshops and the assignments in between the workshops in the span of about 9 months, this moment has become possible! It was a time of celebration, indeed! The hall was filled with applause, cheerful faces and lots of pictures! The facilitators received the certificates from the hands of International trainers and then the caregivers received the certificates from the hands of the graduated facilitators, what a sequence! These 16 facilitators and 91 caregivers are the first ICDP facilitators and ICDP competent caregivers in Nepal!

Please see <https://www.facebook.com/pages/ICDP-NEPAL/725363997585362> for more pictures of the graduation.



Graduated ICDP facilitators with ICDP Trainers



One group of graduated caregivers

Along with the facilitators and the caregivers, heads of the facilitator sending organizations, facilitators' family members, media, and well wishers were also present at the graduation program. There were about 100 people gathered. Some caregivers were not able to come to the graduation program due to unavoidable situations. It was a two-hour program.



Participants in the graduation program

The program was led by Mr. Yohoshu S. Limbu (Joshua), ICDP Project Coordinator for ECEC. In the program, ICDP International trainers Elsa Doehlie and Astri Johnsen briefly talked about

ICDP international and Mr Pitambar Neupane, one of the graduated facilitators as well as head of Teacher Dept. of ECEC talked about local impact of ICDP. One of the facilitators, Ms. Shristee Lamichhane from UMN (United Mission to Nepal) shared her testimony as a facilitator.

Two caregivers Ms. Binita Karki and Ms. Seema Rai from the caregiver group meetings gave their testimonies of how ICDP caregivers' group meetings brought changes in the way they think about their own children and how that affected in their dealing with their children.

Excerpts from the two caregivers' testimonies below:

Ms. Binita Karki shares, *"I used to treat my son as it is prevalent in our culture - to treat children with contempt just like an animal, but ICDP made me think being in my own child's shoe and how it feels like to be treated that way that made me feel like crying but then during the course of ICDP group meetings, I started applying what I learned in the meetings showing him love, setting limits for him, following his lead that is bringing change in his behavior ..."*



Ms. Binita sharing her testimony

Ms. Seema Rai shares, *"I became aware of how important it is to spend time with children and understand their feelings which we often tend to overlook in the course of doing our businesses...she further says, my son once asked me after returning from his school, about the physical development of female and male, she says, if I had not done ICDP course, maybe I would have badly scolded him or beat him for asking such a shameful question but I took the time to think about it and discuss with him, after I explained it to him, he felt very happy and hugged me, he was very encouraged by this..."*



Ms. Seema sharing her testimony

At the end of the program, there was a brief time for questions and answers too. Some curious participants expressed their desire that they would very much like to participate in the facilitator workshops.

The program ended with a good lunch!