

Overall Result from the Pre and Post Course Assessment on E-EAFM training course and the trainees as a factor that support the achievement of the training course's objectives

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It is well known that the training is considered as one of the importance tool to strengthen knowledge, skill and attitude of employees/trainees which brings a positive change in the working of organization. Since that training is no longer a reactive function, planning and implementing it in its true sense becomes essential.

Training which aims at leading to transfer of learning and thereby promoting development of employees depends on how effectively it is been designed. It includes following parameters or factors: 1. Training needs assessment at individual, organizational and task level. 2. Appropriate identification of training objectives. 3. Identification of *trainees* - On the basis of age, experience, expectation, interest and learning capacity, 4 Selecting the right trainer -Taking on his experience, expertise, core areas, suitability and expected rapport with audience to give a new direction to trainees. 5. Selection of support tools- Training aids, methods and techniques, venue, study material, special equipments or labs, infrastructure, sitting arrangement, refreshments etc. 6. Preparing training budget –Including directed indirect expenses right from trainers fee to expenses including making of kit, study material , printing cost, refreshments, lunch, interiors, special equipments,. Along with considering the needs which involve indirect cost including employees absence from routine work during training also becomes a challenges to estimate but does matters to be included in estimating training budget

SEAFDEC/TD and the E-EAFM Training courses

The Southeast Asian Fisheries Development Center (SEAFDEC) has fostered the rolling out on both regional and the national training course on the Essential Ecosystem Approach to Fisheries Management (E-EAFM), the course and all course materials such as presentations, training toolkit, handbook, etc., were well designed by BOBLME, NOAA, APFIC,USAID, FAO,SWEDEN, IMA, and etc. The courses delivered by SEAFDEC Training Department team trainers (who were trained on the TOT E-EAFM). These were the several of regional and the national training courses that were conducted in 2015 namely:

Regional Training Courses	National Training Courses
1. Regional Training Course on E-EAFM 2-8 March, 2015	2. National Training on E-EAFM for Thai DOF officers at Songkhla province
2. Regional Training Course on E-EAFM and Extension Methodologies 6-16 October, 2015	2. National Training on E-EAFM for Thai DOF officers at Rayong province
	3. National Training on E-EAFM in Lao PDR
	4. National Training on E-EAFM in Myanmar

During conducted the training courses, all of the factors such as training needs assessment, appropriate identification of training objectives, team trainer, selection of support tools, preparing training budget are more or less as the same except the trainees who are difference which base on each course nature and the trainees composition, so that this study would like to find out that: Are the trainees from each course have gained and improved their knowledge on E-EAFM after wards?

The results from the pre and post course assessments which are filled up by all trainees from each course were used to calculate and compare for the difference value.

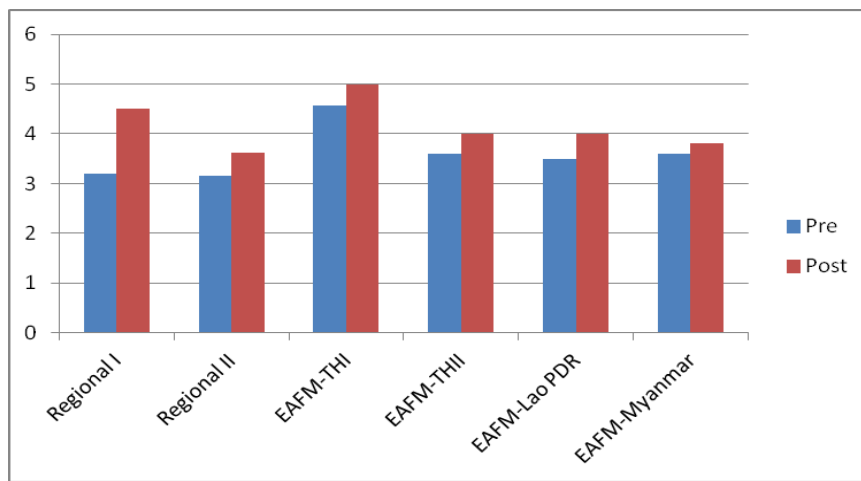


Figure 1: The pre and post course assessment from each of the E- EAFM training course

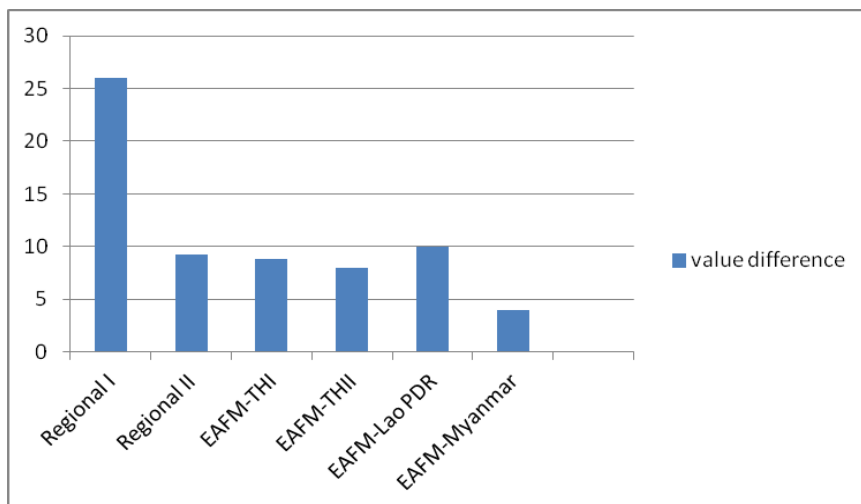


Figure 2: Percentage of increase from each of the E- EAFM training course

Conclusion

Base on the comparison results from the pre and post course assessment from every courses found out that there were the improvements of the participants' knowledge and their understanding on the course contents which can be seen from the difference value (increase) of the pre and post course assessment of every courses.

In comparison of the improving/understanding of each course participants found out that the regional training course on E-EAFM which was conducted from 2 to 8 March, 2015 got the highest value of the different between the pre and post course assessment follow which the national Training on E-EAFM in Lao PDR, then the two courses which are conducted as national training on E-EAFM for Thai DOF officers while the lowest of value different is from the national training on E-EAFM which conducted in Myanmar, which it might due to the difficulties in international language communication barrier which between the course trainers and the trainees. However, even if not too much in value difference from the pre-post course assessment if compared to others courses but we still see the gap of the difference which means that the trainees have gained some knowledge from the course.