



Yayasan Tambuhak Sinta

Training Report

Training of Facilitator for Village Musrenbang



FORDFOUNDATION

Tumbang Miri, January 18th – 19th 2013



TRAINING DESCRIPTION

Program	: Strengthening Village Governance
Date	: January 18th - 19th, 2013 (two days)
Total hours	: 16, 5 hours
Activity	: Training of Facilitator for Village Musrenbang
Number of Participants	: 28 people (18 men and 10 women)
Venue	: Hall of Kahut SubDistrict, Tumbang Miri
Trainer	: Willem Molle, Elsinawati, Hendra, Agus, Dino

NOTES ON TRAINING IMPLEMENTATION

GOALS	General Objective: At the end of the training, participants from 21 villages will be able to facilitate village Musrenbang well.
	Training Objectives: At the end of the training, participants will be able to: <ol style="list-style-type: none">1. Understand the importance of village Musrenbang2. Understand the importance and benefits of proper process of village Musrenbang3. Master basic facilitation skills to facilitate village Musrenbang4. Facilitate village Musrenbang process properly

TRAINING SCHEDULE

Time	Duration	Activity	Methods	PIC
Day 1				
08.00 – 08.30	30'	Opening Welcome Speech by YTS Pre Test	Presentation Speech Written Test	Dino Godwin Dino
08.30 – 10.00	1hr, 30'	Reflections on participants' experience in village Musrenbang The importance of village annual planning	Brainstorming Group Discussion Plenary Discussion Presentation	Elsi
10.00 – 10.15	15'	Break		
10.15 – 12.00	1hr,45'	Facilitations basic skills (questioning technique, probing, paraphrasing, linking statement and comments, observing and listening)	Brainstorming Group Discussion Plenary Discussion Role play Demonstration	Willem
12.00 – 13.15	1 hr,15'	Lunch		
13.15 – 15.00	1 hr,45'	Facilitations basic skills (questioning technique, probing, paraphrasing, linking statement and comments, observing and listening)	Brainstorming Group Discussion Plenary Discussion Role play Demonstration	Hendra
15.00 – 15.15	15'	Break		
15.15 – 17.00	1 hr,45'	Musrenbang Facilitator's Guide	Presentation Demonstration Questions and answers	Agus
17.00 – 18.00	1 hr	Free Time		
18.00 – 19.30	1 hr, 30'	Dinner		
19.30 – 21.00	1 hr, 30'	Musrenbang Facilitator's Guide Preparation for Simulation	Presentation Demonstration Questions & Answers	Dino
Day 2				
08.00 – 08.30	30'	Review Day 1	Presentation	Dino
08.30 – 10.00	1hr,30'	Musrenbang Simulation & Feedback	Simulation Plenary discussion Questions and Answers	Dino & Willem
10.00 – 10.15	15'	Break		

10.15 – 12.00	1hr,45'	Musrenbang Simulation & Feedback	Simulation Plenary discussion Questions and Answers	Dino & Willem
12.00 – 13.15	1 hr,15'	Lunch		
13.15 – 15.00	1 hr,45'	Musrenbang Simulation & Feedback	Simulation Plenary discussion Questions and Answers	Dino, Willem, Elsi, Hendra, Agus
15.00 – 15.15	15'	Break		
15.15 – 16.45	1 hr,30'	Musrenbang Simulation & Feedback	Simulation Plenary discussion Questions and Answers	Dino, Willem, Elsi, Hendra, Agus
16.45 – 17.00	15'	Follow up Plan Closing Speech	Discussion Speech	Dino Godwin

TRAINING BACKGROUND

One of YTS objectives is to improve the local governance which is done through strengthening the capacity of village government to run Musrenbang process (community development planning) properly. Since 2005, YTS has supported village Musrenbang process by directly assisting the process and facilitating to ensure the process is implemented properly which involves participatory methods and accommodates all the needs and priorities for the development of the community.

In Gunung Mas, Village Musrenbang will most likely be conducted in January 3rd week in the three Subdistricts (Damang Batu, Miri Manasa, Kahayan Hulu Utara) where YTS is active. To support this activity, the Ford Foundation governance project is conducting capacity building for YTS staffs by conducting Training of Trainer (TOT) on 8- 9 January 2013 on village annual planning. The purpose is to prepare knowledgeable and skillful trainers for village Musrenbang especially in six pilot project villages (Tumbang Mahuroi, Tumbang Posu, Tumbang Sian, Tumbang Tajungan, Tumbang Koroi dan Mangkuhung). The Training of Facilitator for the six pilot project villages is scheduled on January 16th – 17th 2013 in Hotel Gunung Mas Kuala Kurun after a community campaign on health and education workshop. This training was attended by 24 participants from six pilot project villages (each village will send 4 participants, 2 men and 2 women).

For further expansion of the program, YTS also committed to give support for the 15 other YTS supported villages in these three sub districts. Each village will be represented by 2 villagers (1 from village government and 1 from village cadre). This training was conducted in Tumbang Miri on January 18th – 19th 2013. The villagers are trained by YTS staffs to implement village Musrenbang process well.

PARTICIPANTS

Here is the participants' data:

No	NAME	M / F	VILLAGE	AGE
1	MATLI	M	KARETAU RAMBANGUN	27
2	GUDWAWAN	M	KARETAU RAMBANGUN (village head)	38
3	BAHAK	M	TUMBANG MARAYA	34
4	MERSIANA	F	TUMBANG MARAYA	37
5	ERO PRIADI	M	BATU TANGKUI	23
6	MAHATU	M	BATU TANGKUI	39
7	RUBIN	M	KARETAU SARIAN (village head)	39
8	NIMUS	M	TUMBANG MANYOI (village head)	42
9	JEFFRY LGS	M	TUMBANG MANYOI	45
10	RUSIA	F	TUMBANG SIRUK (village head)	40
11	RUSIANA	F	TUMBANG SIRUK	30
12	LENAWATI	F	TUMBANG PONYOI	46
13	KRISTOMMY	M	TUMBANG PONYOI	37
14	ABONDARATAMAE Y.M	M	TUMBANG HAMPUTUNG	39
15	KUNDRAT	M	TUMBANG HAMPUTUNG (village head)	47
16	LIHAN	M	TUMBANG KORIK	36
17	BAWING SRIWAHYUNI	F	TUMBANG KORIK	34

18	DAHLIA SURIA	F	BUNTOI (village head)	30
19	RUMIN	M	BUNTOI	48
20	PILIH T. MANAN	M	TUMBANG ANOI	36
21	DAGON	M	TUMBANG ANOI	42
22	DERMAN ARANG	M	TUMBANG ANOI	45
23	MULYADI	M	TUMBANG TAKAOI (village head)	
24	CUANG	M	TUMBANG TAKAOI	
25	LISA	F	PENDA RANGAS	
26	FENI WATI	F	PENDA RANGAS	
27	SUSINA	F	PENDA RANGAS	
28	MELY WATY	F	PENDA RANGAS	

Karetau Sarian could only send 1 delegation. Tumbang Anoi sent 3 delegations and Penda Rangas sent 4 delegations. Actually each village should only send 2 participants. However, their attendance was not a matter for the committee since two villages which are Lawang Kanji and Tumbang Marikoi didn't send delegations for reasons that need to be found out. The participants are mostly village heads, a few are village secretaries, and some other from village management group and village cadres. Their age are started from 23 – 48 years old. All of them attended the training enthusiastically as the training requires them to really take part in village Musrenbang for their village development.

1st Session by Elsinawati Rampoi

Elsi started the session by having reflections on participants experience with previous years village Musrenbang in their villages by giving these 3 probing questions:

1. How were the participant's participations?
2. How was the process? Who attended? Why?
3. How about the proposals? Relevant to the needs and priority?
4. Are there any proposals approved? Why yes and why not?

3 villages from 3 sub districts were chosen to present the result of the reflections. At this point, it seemed that all villages told positive things about the implementation of village Musrenbang. Almost 80 percent villages said that the community was satisfied with the result of Musrenbang and they claimed that they have applied participatory methods and their proposals are made based on village needs and community. All good things about Musrenbang process in their villages was presented, and the level of participations about 80 – 85 percent per village. However, YTS teams were still very doubt with this information and kept seeking for the truth.



Elsi is explaining the objectives of the first session

Below is the sample of participants group work on previous year village Musrenbang reflection:

Tumbang Manyoi (MM)	Karetau Sarian (DB)	Tumbang Ponyoi (Kahut)
<ol style="list-style-type: none"> 1. The participation is good and the attendance is about 85% 2. The process was good, all give comments which is relevant to village planning. 3. The proposal is relevant and relevant to village needs. 4. Yes, the implementation in accordance to result of village Musrenbang in 2011. 	<ol style="list-style-type: none"> 1. Quite good 2. Running well 3. All approved proposals in accordance with proposed proposals. 4. The proposal has been approved and based on village proposal. 	<ol style="list-style-type: none"> 1. The participation was good and attended by about 80% of the community. 2. Good, because it was supported by all elements in community such as from public figure, religious figure, youth and village government and village legislative. 3. Yes, because after the survey in the field, all proposals are field that touch the needs of community and support the community wealth. 4. There are 3 proposals which was approved in 2012: 1. Concrete road (infrastructure), 2. Teachers house (renovation), 3. Padi seedlings. Because three proposals in Musrenbang 2011 are three field that are included in ranking and approved by all community in the beginning of Musrenbang.

Participants also mentioned about their ways in informing the community to attend the village Musrenbang by coming house to house, distributing invitations and talking face to face. Good participations of community also discussed by the villages in which everyone, men and women given a chance to speak and propose their proposal for village development plans by using participatory approach. It sounded really ideal village Musrenbang. Furthermore, their proposals also mostly approved by government especially for infrastructure like schools renovation and new buildings and clean water installation.



Group work in village Musrenbang process reflection

There was an additional issues discussed in this section raised by the villagers, which is about Budget Indicative Selling for Sub districts 2011 which some villages think helped them determine their proposal to government. However the implementation of this Budget Indicative Selling was considered not well by the community as it hasn't been implemented based on what's written on it during 2012. Moreover, they said by YTS assistance in Musrenbang 2012, the process of Musrenbang is implemented better than previous years. They also realized that certain proposal might be approved and other proposals might not.

This session continued by a brainstorming section on what is Musrenbang and what are the benefits taken from it. Here are the participants' answers:

Participant 1 - Musrenbang is very important for community as Musrenbang is a place to share opinions and proposals in the village and it is very important for the future village development.

Participant 2 - Increasing knowledge and overview on village, village background and brainstorming.

Participant 3 - Musrenbang is a meeting on vilage development plan which is trully done by the community which needs established from the community (probing someone's opinion) on development. The benefits for village is really big and gives a lot of adventages.

Participant 4 - Definition: discuss village development. Benefits: to wealth the village.



Brainstorming section on what are Musrenbang and its Benefits

Generally, participants have got certain level of understanding on what Musrenbang is. It was showed by participants' answers for about 75 % relevant to Musrenbang definition. However, such weird comments also vary the level of understanding. This makes it clear for the trainers that some participants don't really know Musrenbang well. Mostly they said that Musrenbang is a meeting process to make priorities on village development plan and its benefit is to develop the village and to wealth of citizen.

Group discussion was held to classify the Musrenbang purpose and its output. They are given a set of cards and classify it based on its title. Then Elsi asked everyone to gather in a spot then check and do corrections together. After having the right answer the participants corrected the position of the card based on correct sample given. This activity made the participants understand Musrenbang purposes and outputs. In fact, if we see the participants first answer before the corrections, they mostly had incorrect classifications for purpose and output. This shows their limited understanding on these aspects.



Classifications on Musrenbang Objectives and Outputs

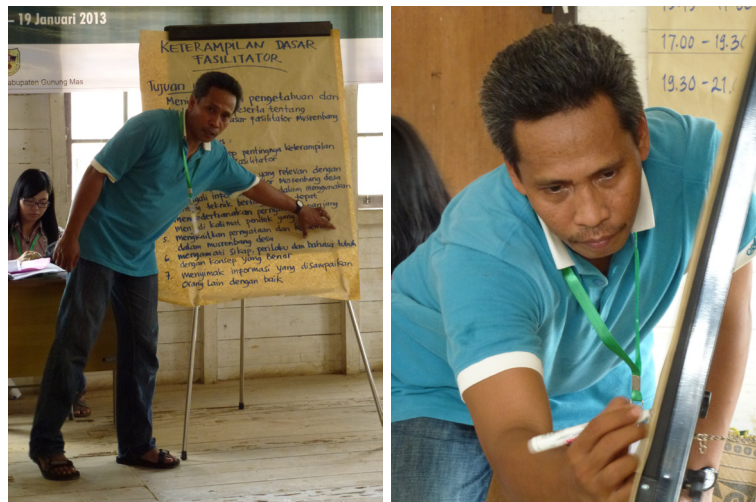
With the same group and methods, they are asked to classify a set of card based on activities done on Pre Musrenbang, Musrenbang, and Pasca Musrenbang. The same strategy applied and the result shows very limited knowledge on proper Musrenbang process as suggested by Permendagri 66 / 2004. By looking at this condition, YTS team decided to change the scenario and the focus of the training slightly to adjust with the participants' background knowledge. At first, YT team provided materials for facilitator in general, as we assumed they know Musrenbang and its process. Then, by looking at the result of previous activity we changed the focus to Musrenbang process directly and facilitators' skills and roles in Musrenbang to make their learning experience more meaningful.



Classifications on Activities in Pre Musrenbang, Musrenbang, and Pasca Musrenbang

2nd Session by Willem Molle

Willem was helped by Elsi as co-trainer delivering Facilitator Basic Skills. After telling the objective of the session, he presented facilitators basic skills such as questioning, probing, paraphrasing, linking statement and comments, observing and listening. Participants questioned the difference between observing and listening. The questions was answer directly by Willem concisely and Dino asked for permission to add some more explanations on the main differences between two skills which is in terms of senses used, eyes for observing, and ears for listening. Two skills will be always used during facilitating Musrenbang process. This skill helps facilitators decide what to ask and what to do when certain circumstance appears. In Summary this skills is really a fundamental skills for a facilitator which support facilitator to implement other basic skills.



Willem is explaining the objective of the session and writing important point for discussion

Participants were divided into two groups and each group got a case to be performed role play. Participants enjoyed this session very much as they are asked to take roles in a play. They deal with who is responsible for what role and did practice for about 15 minutes assisted by YTS team. At first, it was quite hard to make the 1st group understand what to do especially as a facilitator. An example of facilitator role was given by Willem and supported by Agus and Hendra and then directly they could do the practice by themselves. Another team was really good as they have a very active and smart young man from Batu Tangkui which is Erob. This person led the preparation and practice of the group while Dino & Elsi kept observing the practice process outside the training hall.



Role Play Practice Session assisted by YTS team

Each group presented their role play enthusiastically and other group observed and listened to the play while sometimes laughed when funny statement and scene came up from the play being performed. After the play, Willem invited another group to give comments and suggestions for improvement. In general the facilitator in the play needs to improve their ability in probing and handling unexpected statement and naughty villagers who always talks and complains. Many other aspects such as standing position, eye contact, probing technique were discussed to enrich the training process.

3rd Session by Hendra

After having lunch, Hendra did ice breaker about finding friends based on numbers mentioned by the leader. It was very fun and entertaining; however, it took longer time when he combined it with other ice breaker which was passing messages. It took about 30 minutes for ice breaking and considered as a waste of time as the team still have more materials to deliver on that day. Ice breaking should be short but entertaining in this circumstance.



Ice breaker session after lunch led by Hendra

The materials on observing and listening were given by lecturing which delivered in a high volume and pitch of voice. Less preparation created such a boring lecture session without questions and comments from the participants. Participants were asked to ask questions, unfortunately, they just kept silent and there are two possibilities of this circumstance; they already understand or they don't understand or maybe they try to understand the materials just given.



Hendra is explaining facilitator basic skills

Another activity was looking at picture given in 3 seconds and in a minute. This was to practice the ability to observe. The longer we focus on something the more detailed and better things we see. If we see something only in glance, we will never know what actually exist there. This explanation was added by Willem. If we become facilitator in Musrenbang, we need to see people expressions and the surrounding conditions and then decide what to do when such unexpected condition occurs to anticipate bad impacts to the process.

As the end of this session, participants were divided into groups which consist of 3 people. One becomes a listener, one becomes observer, and one becomes a story teller which telling his/her unforgettable story to the other members. This methods works as we expected and YTS teams helped in writing the instructions

on the flip chart paper to clarify what to reflect from the activity. From the observations participants seemed to enjoy this session, however some of them told irrelevant story and not the same as expected by the trainer. Maybe the instructions need to be improved to pass the message correctly.

This session ended by Dino explanations focusing more how to listen and the problems of listening. He also provided a sample on how to paraphrase from a long statement and comments to close this session.



Listening and Observing Skills Practice

4th Session by Agus Husein

After the afternoon break Agus became the trainer. He began with an ice breaker of counting and clapping hands and act certain actions based on his instructions. It reenergized the participants and all YTS team as well. He started by brainstorming activity by asking participants on what is facilitator? Here are some participants' answers on the questions:

- Facilitator is a guide in an activity or program.
- Hope to give good and correct things.
- Someone who is in charge in an activity to facilitate certain activity.
- Someone who leads Musrenbang process itself.
- Giving explanations to the community who attend Musrenbang
- Facilitator is the same meaning with resource person.

From these various answers, YTS team could conclude that some of the participants have got good understanding on what facilitator is. However some participants still not clear yet what facilitator is. It is a new term for them. They have heard that word but they don't know the real meaning is. Agus read their answers and clarified the correct answers which helped them understand the concept of facilitator better.



Agus is reading and responding to participants' opinion on what facilitator is

To continue this session, Agus provided the participants with a set of card to all groups that have been formed consist of 6 people. This works helped participants understand the difference of resource person, trainer and facilitator. He told them the correct answers and gave further explanations on each point. Then, using visualization, he explained the role and attitude of facilitator briefly. This session has successfully introduced the work of facilitators completed with his roles and attitude toward his work.



Participants are classifying card to distinguish resource person, trainer, and facilitator in groups

Dino summed up the materials given by Agus and inform the participants for the next plan especially evening session in the inn, and review person in charge. The reviewer was decided by taking lottery and who's got number on it will be the reviewer in the next day. The session ended by prayer led by the participants from Feny Wati from Penda Rangas.

5th Session by Dino Mika

The 5th session started at 7.30 pm after dinner and ended at 09.15 pm. The focus of the material was to introduce the participants with Pre Musrenbang process which is a crucial part in village Musrenbang. By doing pre Musrenbang well, it could avoid problems in the real Musrenbang and the process of Musrenbang itself will be faster compared to the one with no village development plan (RKP) draft.

The session started by telling the objectives of the session to make the participants aware of what they are going to do during the session. Then, 3 reflections questions were given, they are:

Think of Pre-Musrenbang process in your village last year and answer the following questions:

1. Were there any committee formed? If yes how many people and what are their job descriptions?
2. What methods you used to invite the community?
3. What about the making of RKP draft? And who got involved?



Participants are reflecting on Pre Musrenbang Activities in their village

During this reflection, the trainer asked the participant to be honest of what happened in their village Musrenbang. If they are not honest, it will be difficult to direct the training direction. It was really surprising that from 13 villages attended the training; there are only two villages which have such a committee such as Batu Tangkui and Tumbang Korik. Other villages never have pre Musrenbang process. They shared that usually the proposals mostly got during the Musrenbang process without presentations of RKP draft from the pointed committee. This result of reflections is actually in contradictory to what they say in the first sessions which is Musrenbang process running smoothly with good participation and high level of attendance.

The participants claimed that they don't have proper village Musrenbang as explained by the trainer. Almost 80% villages attending this training admitted that the proposals were made by village government only without involving community members. They even shared information about the problems of low level of attendance in village Musrenbang for instance just want to get it done by village government, cannot talk in the meeting, conflict with their livelihood routine, lazy as they don't get money to attend it and they don't understand what Musrenbang is and its benefits.

The simulations to make RKP based on Reference to RPJMDes document was made at the end of this session. They are divided into 3 groups and the result was quite satisfying. They worked together to fulfill the table available in accordance to RPJMDes. The result of this work is used for next day simulation on presenting village RKP. All YTS team helped assisting each group during this filling simulation.



Simulation of filling village annual planning (RKP) in accordance to RPJMDes

Notes: During lunch time, all YTS teams had a briefing to improve the strategies and make clear everyone's role and technical aspects. YTS teams decide to change the strategies and scenario after knowing the participants understanding on village Musrenbang. Here is the result of the review:

1. Co-Facilitator should only deal with helping the facilitator not to take picture.
2. All committee must avoid too much moves which can distract the participants attention and concentrations.
3. Photo is only taken by other person who is not in charge in facilitation
4. If trainers need help from other trainers, better ask them directly to ask for support.
5. Language seems to be a matter for participants, during Willem session; Dino will help to use local language when the participant seems to be confused and don't know what to say or what to answer.
6. Methods and arrangement in module should be modified to achieve the objectives of the training.
7. Participants are still not familiar with pre Musrenbang. A comprehensive simulation and explanations should be given for the evening session.
8. Participants seemed to be afraid of telling the truth about their village Musrenbang. YTS team has to make them be honest to open the truth of their village Musrenbang.
9. YTS team needs to gain more information from participants to see their level of understanding and adjust the training material.
10. Make sure that the strong participant not always becomes the facilitator in the role play and simulation. Give chance to other to do it.



Day 2

The activity started by opening by Dino and praying led by one participant. Day 1 review for 30 minutes was done by four people with distribution as follows:

- The importance of village musrenbang by Kristommy from Tumbang Ponyoi
- Facilitator's basic skills by Bahak
- Musrenbang facilitator's guidance by Bawing Sriwahyuni from Tumbang Korik
- Pre – Musrenbang by Erob from batu Tangkui

It was clearly seen that all reviewers had different level of understanding through the materials, some are weak and some are strong mastery. For those who are still weak the trainer tried to get them to speak and say something they know about the topics, it worked only a bit as the reviewer not feeling confidence to talk in the public and not familiar yet with the materials.



4 participants are retelling 1st day training material in review session

6th Session by Dino Mika

After the review, Dino informed them on the purpose of session 6 which is to enable the participants to facilitate village Musrenbang process well. The activity began with identifying Musrenbang agenda by writing them in a card randomly in which the participant formed a circle while standing writing the correct arrangement of Musrenbang agenda. Checking the correct answers together and explaining village Musrenbang agenda briefly was done.



Arranging village Musrenbang Agenda by writing it randomly

Simulations on opening Musrenbang process was given to all participants. They worked in teams and wrote agenda and Musrenbang regulations as example provided in the book and may do modifications. During the simulations, they have to open the Musrenbang, telling the agenda and its regulations to the audience. Each team has to choose one person to become the facilitator. Participants' performance was not disappointing; they started to feel confident standing in front of audience.



Participants are working in groups to write Musrenbang agenda and regulations

7th Session by Willem

After the break, the participants were divided into two big teams and given case study to be performed in role play. This time the case is related to presentation of village annual plan and the agreement on village proposal priority, two important agenda in Musrenbang. Participants did preparation before doing the role play. One facilitator must be pointed participatory by each team.

The first team which is Kotak-Kotak team performed not really well as they don't really have chemistry between one another and the facilitator seemed to be very passive and too serious. It impacted their role play performance which is static and not much dynamic and interactions during the show, less interesting

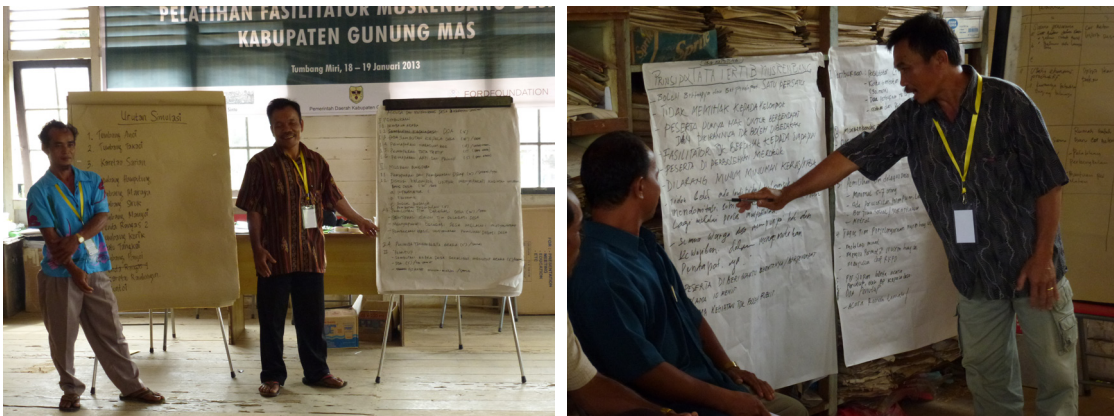
anyway. Where areas the Batik team performed really well as the facilitators and the co-facilitator were very active and their team members also played their roles as the case given. Each of team got feedback from another team and trainers which is Willem and Dino in certain part that needs to be improved in term of technique and strategy.

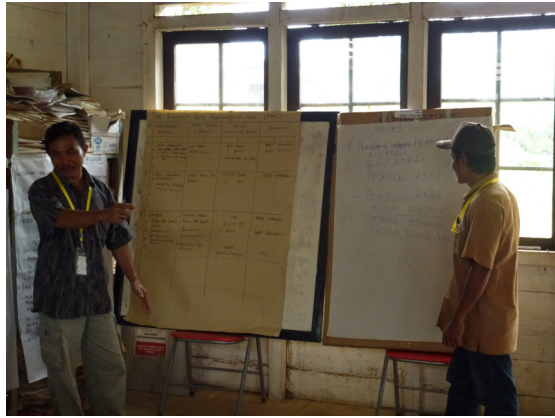
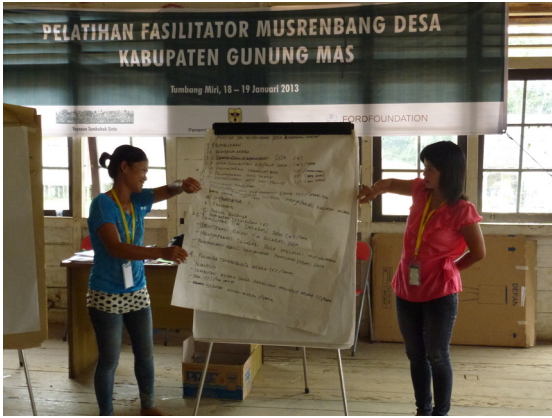


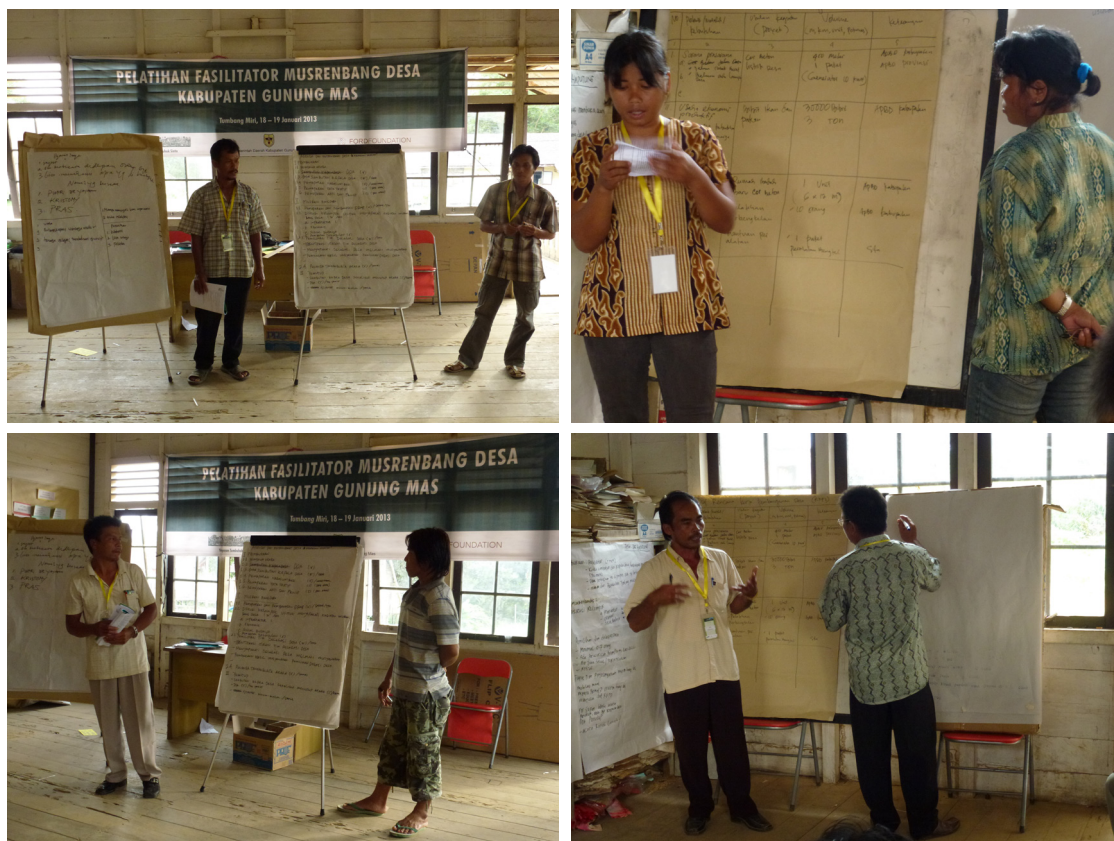
Participants are practicing role play given by YTS team

After having lunch, there were simulations from each village on Musrenbang process from the opening to closing by using agenda, regulation and village RKP available. They are given 30 minutes to prepare the simulations. One person must be a facilitator and another should be the co-facilitator. The simulations ran smoothly by good cooperation from other villages who participate well in the simulation from each village. The trainers gave feedback after a few groups did the simulations of facilitating village Musrenbang process completely.

The participants were divided into two parts, 1 – 7 with pak Willem, Agus and Godwin, and no 7 – 13 were with Dino, Elsi and Hendra. The simulations and feedback session ended at 4.30 pm. During the simulation, the participants are getting much better in term of performance, self confidence, and the way of speaking in front of the public. It seemed that they have gained much progress more confidence and leaned a lot from the previous villages who did the Musrenbang facilitation. All villages got change to perform and all of them were successful to do their job as facilitator quite well.







All village representatives are doing simulation of village Musrenbang Facilitator & Co-Facilitator

To measure the progress of participants' achievement, post test was held for 15 minutes continued by action plan from each village as the village Musrenbang would be done soon in their village directly after the training. Here is the form of the action plan:

Village Action Plan (January 2013)

Activity	Siruk	Penda Rangas	Korik	Ponyoi	Batu Tangkui	Karetau Rambangun	Buntoi	Manyoi
Pre Musrenbang								
– Forming TPM	20th	20th	22nd	20th	25th	23rd	22nd	24th
– Mobilization and Invitation		21st	23rd	21st				
– Making RKP Draft		21st		22nd				
Musrenbang	21st	22nd	24th	23rd	28th	24th	23rd	26th
Pasca Musrenbang								
– RKP Finalization	22nd	28th	24th	1st Feb	30th	29th	24th	27th
– Village Delegation Team Briefing	23rd	29th		5-6 Feb			25th	

It was announced that in 2013 YTS will not facilitate Musrenbang process and giving fund anymore for village Musrenbang therefore certain support by YTS are explored from the participants and the result listed below:

1. Administration (Forms, Invitations)
2. Stationary (Flipchart, Marker, Ball point, Tape and Papers)
3. YTS as resource person in Village Musrenbang

Training evaluation sheet was given to the participant at the end of the training. After that, given Bawing Sriwahyuni from Tumbang Korik gave participants' impression and suggestions. She said YTS support is very positive to the village development. They thanks very much for the knowledge and skills given. Then the training was closed by Godwin Linberg as YTS field coordinator.



Godwin closes the training and all participants gathered to take photos



TRAINING EVALUATION

In order to measure the success of the training implementation from the whole important aspects of the training, YTS team provided training evaluation sheet to be fulfilled by participants based on their feeling. YTS team explained the way how to fulfill the evaluation sheet properly. The result of the evaluation can be shown in the table below:

No	Evaluation Aspects	Evaluation			Comments / Suggestions
		Poor	Fair	Good	
1	Materials	0	9	18	Good
2	Trainers	0	8	18	Okay..okay...
3	Methods	0	9	17	
4	Consumption	4	10	14	As the food is food in portions, no chance to have some more.
5	Time	0	9	15	Thigh
6	Venue	9	12	12	

Participants gave positive comments on the materials, trainers, methods and time. There are two aspects need to be concerned on which are the consumption and training venue. They had breakfast, lunch, and dinner at the same place with fish and chicken already put in portions. They don't have change to get more fish and chicken as the main menu. In fact, their needs and expectation of eating more fish and chicken has to be put into considerations when deal with consumption. Second, the venue was also considered not really suitable for training as they comments quite a lot that that venue is poor.

To measure the level of the participants understanding and progress, YTS team also conducted pre test at the beginning of the training and post test at the end of the training. The table below shows the participants progress after attending the training:

No	Name	M/F	Pre test	Post test	
1	K. Sarian	Rubin	M	7	9
2		Derman Arang	M	4	3
3	Tb. Anoi	Dagon	M	5	6
4		Pilih T. Manan	M	4	5
5	K. Rambangun	Gudwawan	M	8	7
6		Matli	M	6	6
7	Tb. Maraya	Mersiana	F	8	9
8		Bahak	M	5	5
9	Tb. Ponyoi	Lenawati	F	8	9
10		Kristommy	M	8	9
11	Tb. Korik	Bawing	F	9	8
12		Lihan	M	9	10

13	Tb. Takaoi	Mulyadi	M	8	
14		Cuang	M	6	2
15	Tb. Hamputung	Abon Daratamae	M	5	6
16		Kundrat	M	5	6
17	Batu Tangkui	Ero Priadi	M	9	8
18		Mahat. U.	M	6	
19	Penda Rangas	Feniwati	F	5	9
20		Susina	F	7	8
21		Lisa	F		6
22		Mely Waty	F	5	3
23	Tb Siruk	Rusia	F	8	7
24		Rusiana	F	6	8
25	Buntoi	Rumin	M	6	8
26		Dahlia Suria	F	7	
27	Tb. Manyoi	Nimus	M	9	10
28		Jeffri Lgs.	F	9	9
		Pretest Average		6.74	7.04
		Pretest Average F		7	7.625
		Pretest Average M		6.61	6.81
Increase			14	58.3%	
The same			3	12.5%	
Decrease			7	29.2%	
Increase 2 or more			4		
Decrease 2 or more			2		

Remarks:

Green: increase

Red: decrease

Yellow: The same

There are a few participants left before the training ended for the reason of family matter, therefore, a few participants post test score could not be shown in the table above. There are a few main factors why 7 people got lower result in post test. First, they were in hurry as they have family agenda right after the training. Second, they felt tired after having simulations and role play for a day (as the post test is at the end of the day) and results in not fully concentrate during the test. Third, participants' receptive skills is different as well as their learning style. Perhaps, some people are good at auditory and visuals rather than doing practical directly. However, 58,3 % have got improvement in their score. This pre test and post test was not the only one way to see their development. The real thing is we see how they get involved in village Musrenbang 2013 in the own village.

PROBLEMS

1. The floor of the venue is made from wood. It had been three participants fell down as a result of broken and old wood floor and this accident could be dangerous for their safety.
2. During the role play, participants seemed to be influenced by the ability of their team leader. The wrong choice of the team leader will lead the role play not interesting to be seen and it is difficult to see the group dynamic.
3. A few participants left the training before the training ends as a result of having family matter. YTS always tries to understand the need and priority of the participants.
4. Lack of preparation from the trainer especially in visualization didn't support the success of the training.

RECOMMENDATIONS

1. If there are other options for the venue, it is better to use another one which is safe for everyone.
2. It is best to do monitoring for all ToF participants when they do village Musrenbang in their village to ensure they really take part as village Musrenbang Facilitator. The monitoring could be done by having special forms outlining all aspects in Musrenbang such as Pre, Musrenbang, and Pasca Musrenbang.
3. Best to prepare visualization as good as possible and avoid too much lecturing and giving explanations. This will help the participants to understand the material better.
4. Trainer should understand well the topic he/she delivers. Ask questions to the head trainer whenever they find difficulties or misunderstanding will help them in delivery and influence the participants' understanding.
5. Certain part of module (module 1 - 5) should be revised and modify in such away to fulfill the needs of the participants.
6. Materials on Pasca Musrenbang should also be included in the training to enrich the participant knowledge.
7. Training of Facilitator for village Musrenbang could also be done next years to strengthen the villagers' capacity. A higher level of capacity building could also be conducted for sub district government official to conduct Musrenbang properly. The concern is when the village Musrenbang has run well, but in the sub district level it is still weak, then it is not fair for the villagers.

LESSON LEARNED

1. For trainer, better ask when you don't understand the material and delivery strategy, do not assume that all things are easy to do.
2. Job division in the ToF is needed to make it clear who is responsible for what, so that YTS could deliver maximum service for its beneficiaries.
3. If the discussion gets stuck when it is led by one weak team leader, YTS team could help them to find the core of the task and activities assigned.
4. Simulation and role play seems to be the best methods in Training of Facilitator as they experience doing the task directly.
5. When the participants always said good things on reflections, it is a challenge for the trainer to find the truth until the participants is open to tell what really happened.