

2021 Population and Housing Census
Residential Training for National Trainers

Welcome Address

08-04-2021

On behalf of Management, I wish to welcome you all to this residential training workshop for 2021 PHC National Trainers. I first want to congratulate all our prospective National Trainers for being selected to participate in this workshop. We started the journey with over 3,000 applicants and today we have 1,338 prospective trainees who have made it through multi levels of a rigorous selection process. We thank you for your commitment to the census and the time and effort invested in the training so far. We also thank our Master Trainers for their commitment and the contributions to the census so far. We thank all monitors for their presence and their support. We look forward to working with all of you to achieve complete coverage and quality data.

For National Trainers, this is the last phase of training for you following the three months spent in the virtual self-learning and the 15 days spent in the live virtual training last month. We have been engaging with you since October 2020 and the purpose of this sustained engagements is to ensure that you are adequately equipped when deployed as National Trainers.

Over this period, you have participated in a number of assessments that were aimed to evaluate both the tangible and intangible skills that are needed for the complex task of training Trainers in this census.

By the end of this workshop, further assessments will be used to determine the final list of National Trainers for the 2021 PHC. Four out of every ten of the prospective National Trainers here will be moved to the regional training level based on their performance during this 8-day period. The National Trainers selected at the end of this training will go on to start training 8,775 Regional Trainers from 26th April.

I want to touch on the areas that we prioritised in selecting the National Trainers present here. First the endline assessment which assessed your knowledge of content and enumeration procedures. The average performance was 74%. Beyond the numbers we want to highlight key areas of concern on specific questions we expected majority of trainees to get right but that was not the case.

1. At what age do you administer the questions on children ever born to females? (44.6% got the answer wrong)
2. In completing the Household Roster during enumeration, all usual members of household are listed as Status A (51.3% got the answer wrong)
3. Which of the following best describes why information on the front page of each of the questionnaires should be filled? (65.6% got the answer wrong)
4. James Damsere-Derry can only hear when the person speaking gets closer to him or shouts. Would you say Kojo has (66.4% got the answer wrong)

We encourage trainees to study indepth the content of all the training materials to ensure they are thoroughly conversant with all the concepts and the enumeration procedures.

The second assessment used was the getting to know you test which aimed to assess aptitude and attitude where we are very concerned by the poor performance across board – the average score was 39%. Excelling as trainer requires more than mastering the content of the

instrument. Other skills required are problem-solving, critical thinking, interpersonal skills, leadership etc. and we want to stress the importance of those as well.

We also evaluated your presentation skills to assess how well you will be able to train others. On that assessment the average score was 67%.

We also used attendance in the virtual sessions to assess consistency, commitment, and availability. On average, trainees attended 13 out of the 15 days which falls short of the 100% attendance we expect of all trainees. For this training we will expect trainees to be present in all sessions and be punctual. All those who are not present now will be automatically dropped.

We also want to emphasise the use of the tools that have been developed to ensure training is consistent and high quality in all classrooms and all levels. Our observations from sitting in the trainings is that there is limited use of the Trainer's Guide and to a lesser extent the Field Officer's Manual in teaching. In the cases where it is being used, it is not being used to maximise the impact – trainees simply read the selected portion and there is no further interpretation, interrogation or internalisation of the contents. We urge you to follow the Trainer's Guide which provides instructions on how to engage trainees after reading sections of the manual. We expect trainers to be able to immerse yourselves in the training materials and to be able contextualise the content for trainees to suit the area you are working in.

Finally, as National Trainers, we want you to see your contribution to the census as going beyond the classroom. We want you to commit to going above and beyond to make the census a success. We are counting on you to be ambassadors for the census to support publicity, education and advocacy. In particular, we expect that you support our outreach in religious institutions by sensitising congregants in your place of worship on the census. Further details and the content of the message will be communicated to you.

To our Master Trainers who will be facilitating, be reminded that what you do at this level is what will be replicated at the next levels of training.

Today we are 80 days from Census Night. We have moved from the trial stage into the implementation stage of the main census. We have no room for errors and no opportunities to re-do activities. As such, we should all be keenly aware that any opportunities missed and mistakes made at this level will trickle down to the other levels of training and have ripple effects on the census.

We urge you to remain committed, aim for consistency and high quality in training, embrace all the innovations of this digital census, and adhere to the guidelines and reporting requirements. Be proactive. Embrace teamwork. Census requires collaborative efforts to be implemented successfully.

Thank you and wishing you all a fruitful training workshop.

You Count, Get Counted