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## **Improved Water Management Component**

# **Training Evaluation for Integrated Water Management Districts**

**September 2004**



**International Resources Group and Partners**

MOBIS TASK ORDER No. 263-M-00-04 00004 00  
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Red Sea Sustainable Development and Improved Water Resources Management  
Improved Water Resources Management (IWRM) Component

## **Training Evaluation for Integrated Water Management Districts**

September 2004

Prepared by:

*Dr. Hassen Taher Dorrah*

International Resources Group  
Washington, DC

Development Alternatives, Incorporated  
Washington, DC

MWRI  
Integrated Water Management Unit

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## Acronyms, Abbreviations, and Measurements

AAU	Agricultural Administrative Unit
AED	Academy for Educational Development (a US-based entity providing USAID-funded assistance regarding environmental education and awareness)
AO&M	Administration, operation and maintenance
APRP	Agricultural Policy Reform Program
BCWUA	Branch Canal Water User Association
CAPMAS	Central Agency for Public Mobilization and Statistics
CSO	Civil Society Organization
CTO	Cognizant Technical Officer. The USAID person responsible for supervising a technical assistance contractor
DAI	Development Alternatives, Inc. (a Washington DC-based consulting firm providing USAID-funded assistance regarding water management)
DANIDA	Danish International Development Agency
DMS	Data Management System
DSL	Digital Subscriber Lines
EE	Environmental Education
EEIS	Egyptian Environmental Information System
EEPP	Egyptian Environmental Policy Program (a USAID-funded program aimed at achieving environmental policy reform)
EPADP	(MWRI) Egyptian Public Authority for Drainage Projects
EPIQ	Environmental Policy and Institutional Strengthening Indefinite Quantity Contract
GIS	Geographic Information System
GOE	Government of Egypt
GPS	Global Positioning System
GW	Groundwater
GWS	Groundwater Sector
HCDWI	Head of the Central Directorate for Water Resources & Irrigation
HEPS	(MWRI) Horizontal Expansion & Projects Sector
HGD	Health General Directorate
HTML	Hyper Text Markup Language
IAS	Irrigation Advisory Service (CD: Central Directorate)
IBRD	International Bank for Reconstruction and Development or World Bank
ID	Irrigation Department
IDS	Irrigation and drainage system
IIIMP	Integrated Irrigation Improvement and Management Project
IIP	Irrigation Improvement Project
IIS	(MWRI) Irrigation Improvement Sector
IMT	Irrigation Management Transfer
IRG	International Resources Group (a Washington DC-based consulting firm that is prime contractor for USAID's support the Water Component)
IS	Information System
IS	Irrigation Sector of the MWRI
ISM	Irrigation Systems Management Project
ISP	Internet Service Provider

ISTG	Information System Task Group
IT	Information Technology
IWM	Integrated Water Management; the unit of MWRI formerly known as the Water Policy Advisory Unit (WPAU)
IWMD	Integrated Water Management District
IWMD-IS	Integrated Water Management District-Information Systems
IWMU	Integrated Water Management Unit
IWRM	Improved Water Resources Management Component of RSC/W
LAN	Local Area Network
M&E	Monitoring and Evaluation
MALR	Ministry of Agriculture and Land Reclamation
MED	(MWRI) Mechanical & Electrical Department
MIC	MWRI Ministry Information Center
MISD	Matching Irrigation Supply and Demand
MOU	Memorandum of Understanding
MS	Microsoft
MWRI	Ministry of Water Resources and Irrigation
NDP	Second National Drainage Project
NEAP	National Environment Action Plan
NGO	Non governmental Organization
NWRC	(MWRI) National Water Research Center
O&M	Operation and Maintenance
OJT	On-the-Job Training
PDA	Personal Digital Assistance
PM&E	Performance Monitoring and Evaluation
PSU	Program Support Unit
RSC/W	Red Sea Coastal/Water, short name for this contract
STTA	Short-term Technical Assistance
TA	technical assistance
TCP/IP	Transmission Control Protocol/Internet Protocol
TOR	Terms of reference
UNDP	United Nations Development Program
UPS	Uninterruptible Power Supply
USAID	United States Agency for International Development
USB	Universal Serial Bus
WAN	Wide Area Network
WAU	Water Advisory Unit
WCU	Water Communication Unit
WDC	MWRI Central Water Distribution Center
WPRP	Water Resources Results Package
WQU	MWRI Water Quality Unit
WUA	Water User Association
ZA	El Zenati and Associates

### ***Measurement Units***

Feddan	unit of land measurement = 4200 m <sup>2</sup>
Kerat	unit of land measurement = 1/24 feddan = 175 m <sup>2</sup>

## Executive Summary

The Ministry of Water Resources and Irrigation is now applying the Integrated Water Management District (IWMD) concept at the district level that combines the following activities:

1. Irrigation
2. Drainage
3. Groundwater
4. Mechanical and Electrical Engineering
5. Irrigation Advisory Service
6. Water Quality Monitoring
7. Telemetry

There are four integrated districts (IWMD) already operating, established by ministerial decrees. These are: Zifta District (New Zifta Irrigation General Directorate), Ibrahimiya District (West Sharkia Irrigation General Directorate), Luxor District (Qena Irrigation General Directorate), and West Esna District (Qena Irrigation General Directorate).

To increase the operation efficiency of the IWMD, intensive training programs by the RSC/WP Water Component commenced June 2003 and completed September 2004 were carried out. The main objectives of these training programs are:

1. Introducing and providing better understanding of IWMD.
2. Increasing staff technical capabilities on issues related to the new approach of integrated water resources management.
3. Enhancing staff computer knowledge to modernize District's operation.
4. Increase stakeholders and farmers' awareness to participate and to share responsibilities aiming to sustainable development and management of water resources.

The training programs were carried out as both formal (classrooms and field) training, and On-The-Job training (OJT). Usually the training was conducted regionally at the Delta and Upper Egypt. The program subjects were classified to the following five Task Groups areas:

1. District Consolidation
2. Water Monitoring
3. Stakeholders' Participation
4. Information Systems
5. Performance Monitoring and Evaluation.

After the completion of these programs, it is important to have an overall evaluation of these programs and evaluate their level of success in attaining their original objectives. Therefore, the main objectives and scope of this report will be:

- Compiling all training materials given for the IWMD under the scope of this project.
- Interviewing representative participants from each of the task groups and key persons from the four IWMDs, three General Directorates, IWMU, trainers and trainers' providers.
- Present lessons learned based on the results of the interviews.
- Evaluate effectiveness of training program in supporting the implementation of IWMDs and Branch Canal Water Users' Associations.
- Review Gender issues related to the training program.
- Provide recommendations on how to apply the lessons learned to future life project to establish IWMD in each district in four General Directorates and Branch Canal Water Users' Associations (BCWUAs) on each branch canal in all the Districts.

The methodology used in this report for the training program evaluation was based on carrying out a designed Training Program Questionnaire and conducting meetings and interviews with trainees and trainers. This is in addition to the analysis of past training records and documents.

The results of the overall evaluation of training program questionnaire are shown in table 1:

**Table 1 Results from "Evaluation of Training Program" Questionnaire**

<b>Serial</b>	<b>Evaluation Criterion</b>	<b>Average Percentage Grade</b>
1	Benefits gained from courses	91.6
2	Quality of offered courses materials	90.8
3	Suitability of courses content to work	91.9
4	Suitability of practical training and On-The-Job training	90.2
5	Trainers' level of competency	93.6
6	Level of training aids	90.5
7	Suitability of training areas (arrangement and organization)	88.2
8	Suitability of courses time durations	83.5
9	Overall training evaluation	89.6

The female participation in training in Lower Egypt is higher than in Upper Egypt. The overall participation is around 21.4 percent. As for trainers, there is a female participation of 25 percent.

The training program for the four Integrated Water Management Districts was well designed to serve in setting the foundation of the district organization structure and the establishing of Branch Canals Water Users' Associations. The offered subjects have covered a wide range of training needs based on the anticipated roles and responsibilities of the modernized Districts.

As final concluding remarks, there are four main aspects, as appeared from various interviews, meetings, and courses evaluations, representing lessons learned from the current training program. These aspects are discussed hereafter.

- **Training Courses Materials:** There has been an extensive effort made in preparing the course materials for this high number of courses. The courses are well written and comprehensive, yet, they have to be recompiled in a unified standard form pertaining to the training program. For this, it is suggested to have a unified course materials template, where all course materials have to follow. The courses can then be electronically arranged in a PDF format, and distributed to the trainees with hard copies of selected printed materials.
- **Additional Training Subjects:** The overall evaluation of training programs revealed that there are some gaps in training subjects to be filled in future programs. These subjects are:
  - Operation, maintenance, and rehabilitation of watercourses and civil structures with emphasis on practical training.
  - Operation, maintenance, and rehabilitation of mechanical work including pumping stations and groundwater wells with emphasis on practical training.
  - Training on environmental studies covering solid and liquid wastes management and their impact on watercourses system.
  - Legal and administration training covering legal affairs, personnel management, financial affairs, warehouse and procurement, and archiving systems.
- **Training Locations:** Previous training programs were carried out outside the Districts at selected locations in Delta and Upper Egypt. This approach was successful for accommodating trainees of the four Integrated Districts. As for the following phase, the number of Integrated Districts will increase to 28 District, in addition to the four existing Integrated Directorates. Therefore, it is suggested to shift into establishing permanent training centers at each General Directorate to carry out corresponding training within the Directorate. Training personnel within the General Directorate will administer the Training Center. Previous trainees can be further trained to operate as a Trainers' Assistants in these suggested centers.
- **Future Trainee Selection for the Courses:** As for the coming phase, more emphasis should be given to future selection of trainees for corresponding courses. This should be carried out based on the staff job description of each organizational unit within the Integrated District or General Directorate. This will lead to the necessary skills that to be acquired by each post and will effectively guide the assignment of each trainee to the courses most pertinent to this job. The Training Office which is recommended to be formed at each Integrated District or General Directorate can supervise and make necessary follow-up and evaluation of such training assignments.

# 1. Introduction

## ***Authorization***

A consortium led by International Resource Group (IRG) under the USAID funded Red Sea Coastal/Water Project (Contract No. MOBIS GS IOF-0076MSIN 874-1 Task Order MOBIS 263) was responsible for assisting the Government of Egypt (GOE) to improve environmental management. The purpose of the task order was to provide the core management and analytical technical support for several components of the Egyptian Environmental Policy Program (EPPP) to include improved water resources management. The period of performance was from September 1, 2003 through September 30, 2004.

Through provision of a Water Resources Management Team, technical assistance was provided to continue implementation of the Integrated Water Management Districts (IWMDs) in four (4) districts of the Ministry of Water Resources and Irrigation (MWRI) in three Governorates: South Zifta District (Gharbia Governorate), Ibrahimiya District (Sharkia Governorate), Luxor District (Qena Governorate), and West Esna District (Qena Governorate).

The principal Egyptian Government (GOE) counterpart agency for the IWRM Component was the Ministry of Water Resources and Irrigation (MWRI). The RSC/WP water team worked closely with USAID and the MWRI Integrated Water Management Unit (IWMU). IRG was the prime contractor for both the RSC/W project and IWRM Component. IRG was assisted in implementation of the IWRM activities by a subcontract with Development Alternatives Incorporated (DAI).

## ***Background***

Training was a major activity under the RSC/WP Water Component. As of September 2004 RSC/WP Water component has presented over 59 formal training courses, 38 OJT programs, 652 training days, involving over 431 participants, with 20% women participants. The objective of the training activities was to increase and enhance staff capabilities and capacities in the four-targeted districts by:

1. Introducing and providing better understanding of IWMD;
2. Increasing staff technical capabilities on issues related to the new approaches of integrated water resources management,
3. Enhancing staff computer knowledge to modernize district operations;
4. Increasing stakeholders and farmers awareness to participate and to share responsibilities aiming to sustainable development and management of water resources.

The training was structured to support the activities and tasks being implemented under the IWRM Component. Special effort was made to target lower level MWRI field staff and technicians. To help move training from the classroom to the districts, on the job training was provided for selected water monitoring, BCWUA, and information system activities. To institutionalize the training courses MWRI trainers and instructors conducted most of the training. For the basic computer and the performance monitoring and evaluation courses, local training providers were used. Training modules were prepared and archived for much of the training.

## ***Purpose***

The purpose of this report is to evaluate the training activities carried out under RSC/WP Water Component. The Consultant worked with RSC/WP and IWMU staff to evaluate the success of the training program in helping to achieve the objectives of the RSC/WP program. Specific activities performed by the consultant included:

- Interviewing representative participants from each of the Task groups (District Consolidation, Water Monitoring, BCWUA, Information System, Performance monitoring and evaluation); key persons from the four IWMDs, three Directorates, IAS, IWMU; and trainers and training providers.
- Preparing lessons learned based on the results of the interviews.
- Evaluating effectiveness of training program in supporting the implementation of the RSC/WP and the establishment of IWMDs and BCWUAs.
- Reviewing gender issues related to the training program.
- Providing recommendations on how to apply the lessons learned under the RSC/WP to the future LIFE project that proposes to establish IWMDs in each district in four Directorates and BCWUAs on each BC in all the Districts.

## ***Organization of the Report***

Following the Introduction, there are six other chapters and six Annexes.

Chapter 2 presents the training program description and courses statistics. Highlights of training program subjects are given in Chapter 3. Chapter 4 provides the methodology used for training program evaluation. This overall evaluation methodology was then applied in Chapter 5 covering various aspects of training program. Chapter 6 is devoted to gender consideration in training programs. The overall concluding remarks for the evaluation of the training program are in Chapter 7.

Supplemental materials have been included in the Appendices:

Appendix A provides the terms of reference for consulting services in RSC/WP. List of contacts participated in meetings and interviews are shown in Annex B. Annex C gives the overall evaluation of training program questionnaire in English form. The list of trainees participating in overall training program for the different four integrated districts is provided in Annex E. Annex F gives the Arabic translation of the overall evaluation of training program questionnaire shown in Annex D.

## **2. Training Program Description and Courses Statistics**

### ***General Training Programs Description***

The training programs were carried out as both formal (classrooms and field) training and On-The-Job (OJT) training. Usually the training was conducted regionally at the Delta and in Upper Egypt.

The program subjects were classified into the following five Task Groups areas:

1. **District Consolidation:** which takes into consideration the managerial requirements of establishing the IWMD, with its mandate, responsibilities, administration and tasks, as well as water management/distribution of irrigation and drainage system operation and maintenance.
2. **Water Monitoring:** which is concerned with all water measurements activities for both water quality and quantity, such as surface water, ground water, and other sources of water such as water reuse.
3. **Stakeholders' Participation:** The overall objective of this task is to activate farmer's participation by establishing branch canal organizations on all of the secondary canals in four targeted districts. The formation of these associations will provide the forum for enhancing stakeholders' participation in water resources management activities.
4. **Information Systems:** which aims at providing a tool for the four IWMDs and associated directorates that help in attaining integrated water management and establishing systematic data integration procedures. This task cover basics of computer systems, database systems, ministry available water operation and maintenance software/tools, computer system maintenance and practical training on various computer application packages.
5. **Performance Monitoring and Evaluation:** which develops procedures and protocols that could be used in any IWMD changes resulting from the institutional reforms and establishes the baseline conditions in the four IWMDs that could then support subsequent comparisons to assess program impacts.

Each group has a Task Group Manager who designed the specific courses of the group, put the training plans with needed budget, helped in materials preparations, and supervised the implementation of the courses of his group.

### ***Training Programs Statistics***

Based on the various data provided by the project, preliminary training programs statistics were carried out for each Task Group program. The results are shown in tables 2, 3, and 4.

**Table 2 Number of Courses for Each Task Group Program**

Serial	Task Group Program	Lower Egypt		Upper Egypt		Total (Courses)
		Formal	O J T	Formal	O J T	
1	District Consolidation	4	0	3	0	7
2	Water Monitoring	10	5	9	5	29
3	Stakeholders' Participation	9	10	9	10	38
4	Information Systems	7	3	6	3	19
5	Performance Monitoring and Evaluation	1	1	1	1	4
<b>Total (Courses)</b>		<b>31</b>	<b>19</b>	<b>28</b>	<b>19</b>	<b>97</b>

**Table 3 Number of Training Days for Each Task Group Program**

Serial	Task Group Program	Lower Egypt		Upper Egypt		Total (Days)
		Formal	O J T	Formal	O J T	
1	District Consolidation	11	0	9	0	20
2	Water Monitoring	37	50	36	50	173
3	Stakeholders' Participation	40	105	40	105	290
4	Information Systems	45	30	36	30	141
5	Performance Monitoring and Evaluation	4	10	4	10	28
<b>Total (Days)</b>		<b>137</b>	<b>195</b>	<b>125</b>	<b>195</b>	<b>652</b>

**Table 4 Number of Trainees for Each Task Group Program**

Serial	Task Group Program	Lower Egypt		Upper Egypt		Total (Individual Trainees)
		Formal	O J T	Formal	O J T	
1	District Consolidation	125	0	99	0	224
2	Water Monitoring	16	16	16	16	32
3	Stakeholders' Participation	50	50	40	40	90
4	Information Systems	25	25	25	25	50
5	Performance Monitoring and Evaluation	20	20	15	15	35
<b>Total (Trainees)</b>		<b>236</b>	<b>111</b>	<b>195</b>	<b>96</b>	<b>431</b>

### 3. Highlights of Training Programs Subjects

A complete list of courses offered in the training program is presented in table 23. These courses were classified to the various groups described as follows.

#### ***District Consolidation***

The list of courses for District Consolidation is shown in table 5. The list gives courses offered in Lower Egypt and then replicated in Upper Egypt. Sometimes, two courses were combined at Upper Egypt but their contents were identical to those offered at Lower Egypt. The courses are very essential in providing necessary background in the role, responsibilities, and tasks to be provided by the IWMD.

**Table 5 Courses for District Consolidation Program\***

Serial	Lower Egypt		Upper Egypt	
	Course Title	Duration (Days)	Course Title	Duration (Days)
1	IWMD Project Orientation	2	Water Management - IWMD Administration	3
2	IWMD Administration	3	Water Management	3
3	Water Management	3	IWMD Consolidation Maintenance Training	3
4	IWMD Consolidation Maintenance Training	3		
<b>Total</b>		<b>11</b>		<b>9</b>

\* Total number of District Consolidation courses days is 20.

#### ***Water Monitoring***

The list of courses given for Water Monitoring Task Group Program is shown in table 6. The courses are almost provided in a similar way for both Lower and Upper Egypt. They are characterized by extensive practical training for real life field measurements of water flows and water quality. These courses are very effective in providing the necessary forum for both quantity and quality water management measurements. The courses have included actual measurements of canals flows, groundwater discharges, telemetry, water quality at various selected locations, and the use of Global Position System (GPS) for groundwater wells locations.

**Table 6 Courses for Water Monitoring Program\***

Serial	Lower Egypt		Upper Egypt	
	Course Title	Duration (Days)	Course Title	Duration (Days)
1	Water Monitoring Field Measurements Groundwater	2	Water Monitoring Field Measurements Groundwater	2
2	Water Monitoring Field Measurements Groundwater (2) Follow up	2	Water Monitoring Field Measurements Water Quality (1) Training	2

Serial	Lower Egypt		Upper Egypt	
	Course Title	Duration (Days)	Course Title	Duration (Days)
3	Monitoring Field Measurement Training: Telemetry 1	2	Water Monitoring Field Measurements Groundwater (2) Follow up	2
4	Monitoring Field Measurement Training: Ground Water 3	3	Monitoring Field Measurement Training: Water Quality 2	3
5	Monitoring Field Measurement Training (Current Meter 1)	3	Using Current Meter & Basics of Telemetry Training	5
6	Monitoring Field Measurement Training G.W (4)	3	Preparing Measurement Sites Training	6
7	Preparing Measurement Sites Training	4	Water Distribution-Water Quality Training	6
8	Water Distribution Training in	6	Water Distribution-Water Quality Training	4
9	Water Distribution-Water Quality Training	6	Water Distribution - Water Quality Training	6
10	Water Distribution - Water Quality Training	6	OJT Field Monitoring Training 1	10
11	OJT Field Monitoring Training 1	10	OJT Field Staff Measurement Training	10
12	OJT Field Staff Measurement Training	10	OJT Field Monitoring Training 3	10
13	OJT Field Monitoring Training 3	10	OJT Field Monitoring Training	10
14	OJT Field Monitoring Training	10	OJT Field Monitoring Training	10
15	OJT Field Monitoring Training	10		
<b>Total</b>		<b>87</b>		<b>86</b>

\* Total number of Water Monitoring courses days is 173.

### ***Stakeholders' Participation***

The list of courses offered in the Stakeholders' Participation subject for both Lower and Upper Egypt are shown in table 7. These courses represent the backbone of the training as they serve in providing all background needed for the establishment and operation of BCWUAs. Some selected water users attended these courses. The courses have covered in depth all details of establishing the BCWUAs, including the real life implementation of these associations.

Within these courses, Districts' staff has effectively shared in defining the zone of each branch canal, mobilizing key water users, establishing the existing BCWUAs in the districts, and supervising their election of Board and running activities.

**Table 7 Courses for Stakeholders' Participation Program\***

Serial	Lower Egypt		Upper Egypt	
	Course Title	Duration (Days)	Course Title	Duration (Days)
1	Exchange of Experience for Field Staff	6	Exchange of Experience for Field Staff	6
2	Orientation for Field Staff	4	Orientation for Field Staff	4
3	Data Collection for Field Staff	4	Data Collection for Field Staff	4
4	Stakeholders' Analysis for Field Staff	4	Stakeholders' Analysis for Field Staff	4
5	Gender Issues/Canal Grouping for Field Staff (Lower Egypt)	5	Gender Issues/Canal Grouping for Field Staff (Lower Egypt)	5
6	Election of RA for Field Staff	4	Election of RA for Field Staff	4
7	Roles & Responsibility of RA for Field Staff	5	Roles & Responsibility of RA for Field Staff	5
8	Election of BCWUA Board for Field Staff	4	Election of BCWUA Board for Field Staff	4
9	Roles & Responsibility of BCWUA Board for Field Staff	4	Roles & Responsibility of BCWUA Board for Field Staff	4
10	Orientation for Water Users	7	Orientation for Water Users	7
11	Data Collection for Water Users	8	Data Collection for Water Users	8
12	Stakeholders' Analysis for Water Users	8	Stakeholders' Analysis for Water Users	8
13	Canal Grouping for Water Users	10	Canal Grouping for Water Users	10
14	Election of RA for Water Users	10	Election of RA for Water Users	10
15	Roles & Responsibility of RA for Water Users	10	Roles & Responsibility of RA for Water Users	10
16	Election of BCWUA Board for Water Users	12	Election of BCWUA Board for Water Users	12
17	Roles & Responsibility of BCWUA Board for Water Users	15	Roles & Responsibility of BCWUA Board for Water Users	15
18	OJT Exchange of Experience for Water Users	10	OJT Exchange of Experience for Water Users	10
19	OJT BCWUAs Follow-up	15	OJT BCWUAs Follow-up	15
<b>Total</b>		<b>145</b>		<b>145</b>

\* Total number of Stakeholders' Participation courses days is 290.

### **Information Systems**

The list of courses for the Information Systems Program for both Lower and Upper Egypt is given in table 8, offered by Ministry trainers and some local trainer's providers. The courses covered a wide range of computer principles and application packages. The courses were given first theoretically, and then On-The-Job training through task assignment was provided.

District's staff is intensively trained on data entry and validation, database development, presentations preparations, electronic data interchange, and many other computer skills. At each Integrated District, a computer network is provided and is fully operated by the trained staff.

**Table 8 Courses for Information Systems Program\***

Serial	Lower Egypt		Upper Egypt	
	Course Title	Duration (Days)	Course Title	Duration (Days)
1	Introduction to IWMD IS	5	Introduction to IWMD IS	5
2	Advanced IWMD IS	5	Advanced IWMD IS	5
3	Applied IWMD IS	5	Applied IWMD IS	5
4	Info System - MISD Training	5	Info System - MISD Training	6
5	Data Base Training - Info System	7	Data Base Training - Info System	6
6	Data Base and Computer System Maintenance Training	9	Data Base and Computer System Maintenance Training	9
7	IWMD-IS Development System	9	OJT Training – Info System	10
8	OJT Training - Info System	10	IWMD Data Base OJT	10
9	IWMD Data Base OJT	10	OJT Data Base and Computer System Maintenance	10
10	OJT Data Base & Computer System Maintenance	10		
<b>Total</b>		<b>75</b>		<b>66</b>

\* Total number of Information Systems courses days is 141.

### ***Performance Monitoring and Evaluation***

The list of courses of Performance Monitoring and Evaluation (PM&E) is presented in table 9, for both Lower and Upper Egypt. This training was helpful in training the staff on conducting baseline surveys to evaluate various performance indicators of the IWMD. The trained staff was then effectively used to conduct real life survey for water users and BCWUAs to assess the benefits gained from establishing the IWMD.

**Table 9 Courses for Performance Monitoring and Evaluation Program\***

Serial	Lower Egypt		Upper Egypt	
	Course Title	Duration (Days)	Course Title	Duration (Days)
1	PM&E Baseline Survey Training	4	PM&E Baseline Survey Training	4
2	OJT for Data Collection of PM&E	10	OJT for Data Collection of PM&E	10
<b>Total</b>		<b>14</b>		<b>14</b>

\* Total number of Performance Monitoring and Evaluation courses days is 28.

## 4. Methodology Used for Training Program Evaluation

In order to have a thorough overall evaluation for the various training program, a special Overall Training Evaluation Survey was specially designed and carried out for the participating trainees of the four IWMDs. The survey form was distributed in Arabic in two pages as given in Annex F. A translated version of this survey is shown in Annex D. Beside the basic questions about the trainee, their education, job responsibilities, and the list of all courses taken within this program, the survey is designed in two parts.

In the first part, each respondent is asked to assign a mark for each question out a scale of 10. These questions covered the following aspects:

1. Benefits gained from courses.
2. Quality of offered courses materials.
3. Suitability of courses content to work.
4. Suitability of practical training and On-The-Job training.
5. Trainers' level of competency.
6. Level of training aids.
7. Suitability of training areas (arrangements and organization).
8. Suitability of courses time durations.
9. Overall training evaluation.

The second part of the survey deals with open questions, described as:

1. The points of shortcomings in the past training courses.
2. The personal benefits gained by trainee from these courses at his present work.
3. The courses suggested for attaining more advanced levels at training subjects.
4. The subjects suggested in addition to the previous taken courses within this program.
5. Any additional suggestions that is appropriate to the training program.

Other sources of information were reviewing previous evaluations regularly conducted after each training course. Usually, after each course a specific evaluation of the course was carried out at its end. Trainees accompanied these evaluations with constructive remarks.

## 5. Overall Evaluation of Training Programs

The designed overall training program questionnaire was carried out on August 2004 for Districts and Directorates trained staff. The number of respondents to the questionnaire is 137, which are considered an excellent representative sample of the trained staff. The list of these respondents, with their gender, number and classes of courses taken are given in Annex E, for the four Districts. The respondents are 97 males and 40 females selected from all trained staff categories. The results of this questionnaire were analyzed for each evaluation aspect as summarized hereafter.

### ***Benefits Gained from Courses***

The results of general evaluation of benefits gained from courses are given in table 10, for each integrated district and as an overall evaluation. The results show an average of 91.6 percent as benefits gained. The respondents emphasized the real benefit of On-The-Job training courses for providing necessary skills in the job operation. Many respondents indicated that a great portion of the subject offered represents new valued information to them that gave them strong impetus in their work.

**Table 10** General Evaluation of Benefits Gained from Courses

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	15	10	3	2	0	0	30
2	Ibrahimiya	24	7	6	3	0	0	40
3	Luxor	16	12	6	2	0	0	36
4	West Esna	9	13	6	2	1	0	31
Total		64	42	21	9	1	0	137
Percentage (%)		47	31	15	7	1	0	100
Overall Evaluation Percentage (%)								91.6

### ***Quality of Offered Courses Materials***

The results of the general evaluation of the quality of offered courses contents are shown in table 11. The results revealed an average grade of 90.8 percent for the quality of course materials content. The courses were well documented in a form of textbooks and manuals prepared in Arabic with drawings and necessary graphs. Some respondents, however, indicated that they would need more additional advanced courses for some of the training subjects for better mastering the areas.

**Table 11 General Evaluation of Quality of Offered Courses Content**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	16	8	5	1	0	0	30
2	Ibrahimiya	19	10	9	2	0	0	40
3	Luxor	19	9	7	0	0	1	36
4	West Esna	5	11	13	2	0	0	31
Total		59	38	34	5	0	1	137
Percentage (%)		43	28	25	4	0	1	100
Overall Evaluation Percentage (%)								90.8

### ***Suitability of Courses Content to Work***

The results of the general evaluation of courses content suitability to work are presented in table 12 for each district and as an overall value. The results showed an average grade of 91.9 percent for suitability of courses content to work. They emphasized that these courses are tailored for the IWMDs and BCWUAs need, and provided the necessary information and skills required in work. Most respondents used fully these training subjects in their daily work. Some gaps, however, still remain in some areas that must be covered in future programs.

**Table 12 General Evaluation of Suitability of Courses Content to Work**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	22	5	2.5	0.5	0	0	30
2	Ibrahimiya	19	15	4	2	0	0	40
3	Luxor	22	7	2	5	0	0	36
4	West Esna	7	8	12	3	1	0	31
Total		70	35	20.5	10.5	1	0	137
Percentage (%)		51	26	15	8	1	0	100
Overall Evaluation Percentage (%)								91.9

### ***Suitability of Practical Training and On-the-Job Training***

The results of the general evaluation of the suitability of practical training and the On-The-Job training are given in table 13. The results indicate an average grade of 90.2 percent for the suitability of practical training. Practical training and On-The-Job training represented a very useful core of the training program, which is essential for the direct daily operation of the IWMDs staff. Water monitoring, stakeholders' participation and information systems are at the top of the practical training where the benefits gained were the highest. There is, however, some remaining gap in practical training in operation and maintenance of watercourses, civil structures, and mechanical work that need to be covered in future programs.

**Table 13 General Evaluation of Suitability of Practical Training and On-the-Job Training**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	21	7	1	1	0	0	30
2	Ibrahimiya	17	13	9	1	0	0	40
3	Luxor	20	8	6	1	0	1	36
4	West Esna	4	7	9	10	0	1	31
Total		62	35	25	13	0	2	137
Percentage (%)		45	26	18	9	0	1	100
Overall Evaluation Percentage (%)								90.2

The exchanged visits within the practical training, especially for the stakeholders' participation, were one of the powerful tools for the On-The-Job training, which gave noticeable fruitful results during operation.

### ***Trainers Level of Competency***

The results of the general evaluation of Trainers' Level of Competency are shown per district and as an overall in table 14. The results reveal an average satisfaction of 93.6 percent for the trainers' level of competency. This has represented the highest rating among all other evaluated aspects. The selection of the instructors from the Ministry with long experience in the corresponding training subjects have enhanced the instruction process and helped in providing the professional nature to the training programs. Moreover, as the selected instructors have a wide practical experience, it helped furnishing a more practical depth to the practical and the On-the-Job training.

**Table 14 General Evaluation of Trainers Level of Competency**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	24	2.5	2.5	1	0	0	30
2	Ibrahimiya	22	11	5	2	0	0	40
3	Luxor	24	8	2	2	0	0	36
4	West Esna	11	7	10	2	1	0	31
Total		81	29	19.5	7	1	0	137
Percentage (%)		59	21	14	5	1	0	100
Overall Evaluation Percentage (%)								93.6

### ***Level of Training Aids***

The results of the general evaluation of the level of Training Aids are presented per district and as an overall in table 15. The results indicate an average grade of 90.5 percent for the level of training aids. In fact, the Project has provided the training program and integrated districts with up-to-date equipment for water monitoring, water quality, GPS measurements, computer systems, and packages that helped in the success of practical training and implementation. This equipment is currently used for

data collection, gathering, and analysis, and is now indispensable for the current operation of the districts.

**Table 15 General Evaluation of Level of Training Aids**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	18	6	5	1	0	0	30
2	Ibrahimiya	16	13	8	3	0	0	40
3	Luxor	22	7	4	2	1	0	36
4	West Esna	9	7	6	7	2	0	31
Total		65	33	23	13	3	0	137
Percentage (%)		47	24	17	9	2	0	100
Overall Evaluation Percentage (%)								90.5

### ***Suitability of Training Areas (Arrangements and Organization)***

The results of the general evaluation of suitability of Training Areas (arrangements and organization) are given in table 16 for each district and then as an overall value. The evaluation shows an average grade of 88.2 percent for the suitability of the training areas. The relatively low grade is due to non-proximity of training locations to the districts. There is no training conducted in the Ministry available Training Centers in the neighborhood of these integrated Districts. In general, the trainees were not fully satisfied with the training locations, and prefer having the training in the future within their General Directorates.

**Table 16 General Evaluation of Suitability of Training Areas (Arrangement and Organization)**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	14	5	7	3	0	1	30
2	Ibrahimiya	9	15	9	4	3	0	40
3	Luxor	24	6	2	2	2	0	36
4	West Esna	5	12	9	3	2	0	31
Total		52	38	27	12	7	1	137
Percentage (%)		38	28	20	9	5	1	100
Overall Evaluation Percentage (%)								88.2

### ***Suitability of Courses Time Durations***

The results of the general evaluation of the suitability of Courses Time Duration are presented in table 17 for each district and as an overall evaluation. The evaluation indicates an average grade of 83.5 percent for such suitability. As the information provided by the training programs are new to the majority of trainees, most of the trainees felt that the durations of these courses are quite compressed and require more time extensions.

**Table 17 General Evaluation of Suitability of Courses Time Durations**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	14	3	3	4	4	2	30
2	Ibrahimiya	11	18	8	1	2	0	40
3	Luxor	14	7	3	2	4	6	36
4	West Esna	3	7	9	5	6	1	31
Total		42	35	23	12	16	9	137
Percentage (%)		31	26	17	9	12	7	100
Overall Evaluation Percentage (%)								83.5

### **Overall Training Evaluation**

The results of the general evaluation of the Overall Training are given in table 18 for each district and as an overall value. The evaluation indicates that the overall average training grade is 89.6 percent. This relatively high grade reflects the high satisfaction of trainees of the offered training programs and the benefits they gained in their work from training.

**Table 18 Overall General Training Evaluations**

Serial	District	Number of Trainees Corresponding to Each Mark						Total
		10	9	8	7	6	5	
1	Zifta	14	11	5	0	0	0	30
2	El-Ibrahimiya	14	18	6	2	0	0	40
3	Luxor	18	6	7	3	2	0	36
4	West Esna	3	14	9	3	2	0	31
Total		49	49	27	8	4	0	137
Percentage (%)		36	36	20	6	3	0	100
Overall Evaluation Percentage (%)								89.6

## 6. Gender Classification in Training Programs

A gender analysis was carried out for the training program as shown in tables 19, 20, and 21 for Lower Egypt, Upper Egypt and their total. The analysis was separated for both the Formal and On-the-Job training.

**Table 19** Number of Trainees in Lower Egypt Classification According to Gender for Each Training Area

Serial	Program Subject	Formal			O J T		
		Female	Male	Total	Female	Male	Total
1	District Consolidation	29	96	125	0	0	0
2	Water Monitoring	3	13	16	3	13	16
3	Stakeholders' Participation	15	35	50	15	35	50
4	Information Systems	12	13	25	12	13	25
5	Performance Monitoring and Evaluation	4	16	20	4	16	20
<b>Total (Trainees)</b>		<b>63</b>	<b>173</b>	<b>236</b>	<b>34</b>	<b>77</b>	<b>111</b>

**Table 20** Number of Trainees in Upper Egypt Classification According to Gender for Each Training Area

Serial	Program Subject	Formal			O J T		
		Female	Male	Total	Female	Male	Total
1	District Consolidation	11	88	99	0	0	0
2	Water Monitoring	2	14	16	2	14	16
3	Stakeholders' Participation	6	34	40	6	34	40
4	Information Systems	8	17	25	8	17	25
5	Performance Monitoring and Evaluation	2	13	15	2	13	15
<b>Total (Trainees)</b>		<b>29</b>	<b>166</b>	<b>195</b>	<b>18</b>	<b>78</b>	<b>96</b>

**Table 21** Total Number of Trainees in Classification according to Gender for Each Training Area

Serial	Program Subject	Total Trainees		
		Female	Male	Total
1	District Consolidation	40	184	224
2	Water Monitoring	5	27	32
3	Stakeholders' Participation	21	69	90
4	Information Systems	20	30	50
5	Performance Monitoring and Evaluation	6	29	35
<b>Total (Trainees)</b>		<b>92</b>	<b>339</b>	<b>431</b>

The overall gender participation (female) percentage classified for Lower and Upper Egypt, and for the Formal and the On-the-Job training may be summarized as:

**Table 22 Gender Participation for Lower and Upper Egypt**

<b>Serial</b>	<b>Type of Training</b>	<b>Lower Egypt</b>	<b>Upper Egypt</b>	<b>Total</b>
1	Formal	26.69%	14.87%	21.35%
2	On-the-Job Training	30.63%	18.75%	25.12%
<b>3</b>	<b>Total</b>	<b>27.95%</b>	<b>16.15%</b>	<b>21.35%</b>

It can be seen that the female participation in training in Lower Egypt is higher than in Upper Egypt. The overall participation is around 21.4 percent. As for trainers, there was female participation of 25 percent.

## **7. Concluding Remarks**

As final concluding remarks, there are four main aspects, as appeared from various interviews, meetings, and previous courses evaluations, representing lessons learned from the current training program. These aspects are discussed hereafter.

### ***Training Courses Materials***

There has been an extensive effort made in preparing the course materials for this high number of courses. The courses are well written and comprehensive, yet, they have to be recompiled in a unified standard form pertaining to the training program. For this, it is suggested to have one unified course materials template, where all course materials have to follow. The courses can then be electronically arranged in a PDF format, and provided to the trainees with the selected printed matters. This will encourage adding more materials in hard copies and multimedia form, specially covering the practical training. Regular video recording of some of the fieldwork could also be enhanced for further use as demonstration in the classrooms.

### ***Additional Training Subjects***

The overall evaluation of training programs revealed that there are some gaps in training subjects that need to be filled in future programs. These subjects are:

1. Operation, maintenance, and rehabilitation of watercourses and civil structures with emphasis on practical training.
2. Operation, maintenance, and rehabilitation of mechanical work including pumping stations and groundwater wells with emphasis on practical training.
3. Training on environmental studies covering solid and liquid wastes management and their impact on watercourses systems.
4. Legal and administration training covering legal affairs, personnel, financial affairs, warehouse and procurement, and archiving systems.

### ***Training Locations***

Previous training locations were carried out at selected locations outside the districts. This approach was successful for accommodating trainees of the four Integrated Districts. As for the following phase, the number of Integrated Districts will increase to 28 Districts, in addition to the four Integrated General Directorates. Therefore, it is suggested to establish permanent training centers at each Directorate to carry out corresponding training within the General Directorate. Training personnel within the General Directorate will administer the Training Center. Previous trainees can be further trained to operate as a Trainers' Assistants in these suggested centers. This will naturally reduce cost in trainees' transportation and other renting costs outside the project.

### ***Future Trainee Selection for Courses***

As for the coming phase, more emphasis should be given to selection of trainees to corresponding courses. This should be carried out based on the staff job description of each organizational unit within the Integrated District or General Directorate. This

will lead to the necessary skills to be acquired by each post and will effectively guide the assignment of each trainee to the most pertinent courses to this job. The Training Office which is recommended to be formed at each Integrated District or General Directorate can supervise and make necessary follow-up and evaluation of such training assignments.

# **Annex A: Terms of Reference for Consulting Services in RSC/WP**

## ***Technical Assistance to Evaluate IWMD Training Activities***

### **Background**

International Resource Group (IRG) under the USAID funded Red Sea Coastal/Water Project (Contract No. MOBIS GS IOF-0076MSIN 874-1 Task Order MOBIS 263) is responsible for assisting the Government of Egypt (GOE) to promote improved water resources management.

Through provision of a Water Resources Management Team, technical assistance has been provided to continue implementation of the Integrated Water Management Districts (IWMD) in four districts of the Ministry of Water Resources and Irrigation (MWRI) in three governorates: South Zifta District (Gharbia Governorate), Ibrahimiya District (Sharkia Governorate), Luxor District (Qena Governorate), and West Esna District (Qena Governorate). The RSC/WP water team has worked closely with MWRI, USAID, and Water Advisory (WAU).

Training was a major activity under the RSC/WP Water Component. As of June 2004 RSC/WP water component has presented over 50 formal training courses, 22 OJT programs, 460 training days, involving over 1000 participation, with 20% women participants. The objective of the training activities was to increase and enhance staff capabilities and capacities in the four-targeted districts by:

- Introduction and providing better understanding of IWMD;
- Increasing staff technical capabilities on issues related to the new approaches of integrated water resources management,
- Enhancing staff computer knowledge to modernize district operations;
- Increasing stakeholders and farmers' awareness to participate and to share responsibilities aiming to sustainable development and management of water resources.

The training was structured to support the activities and tasks being implemented under the IWRM Component. Special effort was made to target lower level MWRI field staff and technicians. To help move training from the classroom to the districts, on the job training was provided for selected water monitoring, BCWUA, and information system activities. To institutionalize the training courses MWRI trainers and instructors conducted most of the training. For the basic computer and the performance monitoring and evaluation courses, local training providers were used. Training modules were prepared and archived for much of the training.

### **Scope and Tasks**

The objective of this assignment is to provide technical assistance to evaluate the training activities carried out under RSC/WP Water Component. The Consultant will work with RSC/WP and IWMU staff to evaluate the success of the training program in helping to achieve the objectives of the RSC/WP program. The training specialist will:

- Compile all training materials with assistance from RSC/WP staff.
- Interview representative participants from each of the task group (District Consolidation, Water monitoring, BCWUA, Information System, Performance monitoring and evaluation); key persons from the four IWMDs, three General Directorates, IAS, IWMU; and trainers and training providers.
- Present lessons learned based on results of the interviews.
- Evaluate effectiveness of training program in supporting the implementation of the RSC/WP and the establishment of IWMDs and BCWUAs.
- Review gender issues related to the training program.
- Provide recommendations on how to apply the lessons learned under the RSC/WP to the future LIFE project, which proposes to establish IWMDs in each district in four General Directorates and BCWUAs on each BC in all the Districts.

### **Deliverables**

The Consultant will prepare a final report with assistance from the RSC/WP TA team based on the SOW. The RSC/WP Water Component team leader will approve the table of contents.

The Consultant should be prepared to brief and make presentations to USAID Technical Officers, Chairman of IWMU, and USAID/MWRI Steering and other stakeholders on behalf of RSC/WP regarding specific work activities.

## Annex B: Meetings and Interviews

Together with evaluation surveys and interviews conducted with trainees at the Integrated Districts and Directorates, meetings and interviews have been conducted with IWMU staff, Directorates and District Engineers, and other Ministry official. A brief list of these contacts is given as follows:

### List of Integrated Water Management Unit Contacts:

Engineer Gamil Mahmoud	IWMU Director
Dr. Jeffrey Fredericks	RSC/WP Team Leader
Eng. Sarwat Fahmy	IWMU Consultant
Dr. Ibrahim El Assiouti	Consultant and Task Manager of District Consolidation and Performance Evaluation and Monitoring
Eng. Essam Barakat	Consultant, Head of Irrigation Advisory Service
Dr. Ragab Abdel Azim	Consultant
Eng. Alaa Abbas	Task Manager of Information System
Eng. Hisham Shehab	Task Manager of Water Monitoring
Eng. Moamen El Sharkawy	Task Manager of Stakeholders' Participation
Eng. Amira Abdel Hady	Deputy Task Manager of Water Monitoring
Ms. Dalia Hamdy	Training Coordinator
Ms. Zeinab Abdel Razek	Training Coordinator

From Integrated Districts and Directorates, the list contacts shared in the meetings and evaluation are:

Eng. Gamil Farahat	General Director of West Sharkia Directorate
Eng. Saeed Mohamed Abdel Hady	General Director of New Zifta Directorate
Eng. Helmy Abbas	General Director of Qena Directorate
Eng. Sayed Wahba El Sayed	Former General Director of Qena Directorate
Eng. Yousef Hassan Mohamed	Director of Ibrahimiya District
Eng. Fekry Aly El Tawab	Director of Integrated Zifta District
Eng. Aymen Abdel Rahman Boraey	Director of Luxor District
Eng. Ibrahim Aly Mahmoud	Director of West Esna District
Eng. Ibrahim Ezzat	Deputy Director of Integrated Zifta District

## Annex C: Implemented Training Programs

Table 23 Implemented Training Program for Integrated Water Management Districts

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
I-1	IWMD Project Orientation - Lower Egypt	IWMD Staff, District Managers, General Directors, Under Secretaries	2	10/18/03	10/19/03	30				Class
III-1A	Orientation for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	4	12/07/03	12/10/03	47	9	38	Tanta	Class
III-1B	Orientation for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	4	12/14/03	12/17/03	36	4	32	Luxor	Class
III-1C	Orientation for Water Users (Lower Egypt)	Water Users	7	12/25/03	12/31/03	45	9	37	Ibrahimiya& S. Zifta	OJT
III-1D	Orientation for Water Users (Upper Egypt)	Water Users	7	12/25/03	12/31/03	43	5	38	Luxor & W. Esna	OJT
II-0A	Water Monitoring Field Measurements Groundwater (1) Component Training for Field Staff (Upper Egypt)	Water Monitoring Team	2	01/10/04	01/11/04	10	0	10	Luxor	Class
III-2A	Data Collection for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	4	01/17/04	01/20/04	46	10	37	Tanta	Class, Field Visits
III-2C	Data Collection for Water Users (Lower Egypt)	Water Users	8	01/21/04	01/28/04	47	10	37	Ibrahimiya& S. Zifta	OJT
II-0B	Water Monitoring Field Measurements Groundwater (1) Component Training for Field Staff in(Lower Egypt)	Water Monitoring Team	2	01/24/04	01/25/04	13	1	12	Tanta	Class
III-2B	Data Collection for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	4	01/24/04	01/27/04	36	5	31	Luxor	Class, Field Visits
III-2D	Data Collection for Water Users (Upper Egypt)	Water Users	8	02/05/04	02/12/04	43	5	38	Luxor & W. Esna	OJT
II-0C	Water Monitoring Field Measurements Water Quality (1) Training for Field Staff (Upper Egypt)	Water Monitoring Team	2	02/07/04	02/08/04	13	0	13	Luxor	Class
III-3A	Stakeholders Analysis for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	4	02/07/04	02/10/04	47	10	37	Tanta	Class/field

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
II-0D	Water Monitoring Field Measurements Groundwater (2) Follow up (Lower Egypt)	Water Monitoring Team	2	02/14/04	02/15/04	14	2	12	Tanta	Class
III-3B	Stakeholders Analysis for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	4	02/15/04	02/18/04	43	5	38	Luxor	Class/field
I-2A	IWMD Administration -(Lower Egypt)	IWMD staff	3	02/16/04	02/18/04	38	12	26	Tanta	Class
III-3C	Stakeholders Analysis for Water Users (Lower Egypt)	Water Users	8	02/22/04	02/29/04	47	10	37	Ibrahimiya& S. Zifta	OJT
III-3D	Stakeholders Analysis for Water Users (Upper Egypt)	Water Users	8	02/22/04	02/29/04	43	5	38	Luxor & W. Esna	OJT
II-0E	Water Monitoring Field Measurements Groundwater (2) Follow up (Upper Egypt)	Water Monitoring Team	2	02/23/04	02/24/04	13	0	13	Luxor/W Esna	Class
I-2B	Water Management - IWMD Administration - Upper Egypt	IWMD staff	3	02/24/04	02/26/04	39	5	34	Luxor	Class
II-1A	Monitoring Field Measurement Training: Water Quality 2 (Upper Egypt)	Water Monitoring Team	3	03/06/04	03/08/04	17	1	16	Luxor	Class
III-4A	Gender Issues/Canal Grouping for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	5	03/06/04	03/10/04	47	10	37	Tanta	Class/field
II-1B	Monitoring Field Measurement Training: Telemetry 1 (Lower Egypt)	Water Monitoring Team	2	03/10/04	03/11/04	14	2	12	Tanta	Class
IV-1A	Introduction to IWMD IS - (Lower Egypt)	IS District Staff	5	03/13/04	03/17/04	25	13	12	Zagazig	Class
III-4B	Gender Issues/Canal Grouping for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	3	03/13/04	03/15/04	47	5	42	Luxor	Class/field
VI-2B	Steering Committee Meeting	IWMD Staff	1	03/17/04	03/17/04	NA	NA	NA	Cairo	Meeting
VI-2C	IWMD Coordination Meeting	District Managers, General Directors, Under Secretaries	1	03/18/04	03/18/04	NA	NA	NA	Cairo	Meeting
II-1C	Monitoring Field Measurement Training: Ground Water 3 (Lower Egypt)	Water Monitoring Team	3	03/20/04	03/22/04	14	2	12	Tanta	Class
IV-1B	Introduction to IWMD IS -(Upper Egypt)	IS District Staff	5	03/20/04	03/24/04	25	18	7	Luxor	Class
III-4C	Canal Grouping for Water Users (Lower Egypt)	Water Users	10	03/20/04	03/29/04	47	10	37	Ibrahimiya& S. Zifta	OJT

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
III-4D	Canal Grouping for Water Users (Upper Egypt)	Water Users	10	03/20/04	03/29/04	46	5	41	Luxor & W. Esna	OJT
I-3A	Water Management (Lower Egypt)	District Staff; Ag. MISD coordinator	3	03/23/04	03/25/04	15	4	11	Tanta	Class
IV-2A	Advanced IWMD IS - (Lower Egypt)	IS District Staff	5	03/27/04	03/31/04	25	12	13	Zagazig	Class
IV-2B	Advanced IWMD IS - (Upper Egypt)	IS District Staff	5	03/27/04	03/31/04	25	7	18	Luxor	Class
II-3A	OJT Field Monitoring Training 1 (Upper Egypt)	Water Monitoring Team	10	04/01/04	04/10/04	16	1	15	Luxor & West Esna	OJT
II-1D	Monitoring Field Measurement Training (Current Meter 1):Ibrahimiya IWMD	Water Monitoring Team	3	04/03/04	04/05/04	13	2	11	Ibrahimiya	Class/ Field
III-5A	Election of RA for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	4	04/03/04	04/06/04	51	12	39	Tanta	Class/field
II-1F	Using Current Meter & Basics of Telemetry Training: (Upper Egypt)	Water Monitoring Team	5	04/10/04	04/15/04	16	1	15	Luxor/W. Esna	Class/ Field
IV-3A	Applied IWMD IS - (Lower Egypt)	IS District Staff	5	04/10/04	04/15/04	25	12	13	Zagazig	Class
II-3B	OJT Field Monitoring Training 1(Lower Egypt)	Water Monitoring Team	10	04/11/04	04/20/04	14	2	12	Tanta	OJT
II-1E	Monitoring Field Measurement Training G.W(4):IWMD (Lower Egypt)	Water Monitoring Team	3	04/17/04	04/19/04	13	2	11	Lower	Class/ Field
IV-3B	Applied IWMD IS - Upper Egypt	IS District Staff	5	04/17/04	04/21/04	25	7	18	Luxor	Class
III-5B	Election of RA for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	4	04/17/04	04/20/04	46	5	41	Luxor	Class/field
III-5C	Election of RA for Water Users (Lower Egypt)	Water Users	10	04/21/04	04/30/04	48	6	42	Ibrahimiya & South Zifta	On-Job
III-5D	Election of RA for Water Users (Upper Egypt)	Water Users	10	04/21/04	04/30/04	46	2	44	Luxor & W. Esna	On-Job
VI-2B	IWMD Coordination Meeting for Info. System Data Requirements	IWMD staff, IS District Staff	1	04/26/04	04/26/04	37	NA	NA	Cairo	Class
I-3B	Water Management - (Upper Egypt)	District Staff; Ag. MISD coordinator	3	04/27/04	04/29/04	22	4	18	Luxor	Class
II-3D	OJT Field Staff Measurement Training (Lower Egypt)	Water Monitoring Team	10	04/27/04	05/06/04	14	2	12	Ibrahimiya & South Zifta	OJT
II-3C	OJT Field Staff Measurement Training (Upper Egypt)	Water Monitoring Team	10	05/01/04	05/10/04	25	2	23	Luxor/W. Esna	OJT

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
III-6A	Roles & Responsibility of RA for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	5	05/03/04	05/07/04	49	11	38	Tanta	Class/field
II-1G	Preparing Measurement Sites Training (Lower Egypt)	Water Monitoring Team	4	05/15/04	05/18/04	16	4	12	Ibrahimiya & South Zifta	Class/ Field
III-6B	Roles & Responsibility of RA for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	5	05/15/04	05/19/04	44	4	40	Luxor	Class/field
III-6C	Roles & Responsibility of RA for Water Users (Lower Egypt)	Water Users	10	05/21/04	05/30/04	50	11	39	Ibrahimiya& S. Zifta	On-Job
III-6D	Roles & Responsibility of RA for Water Users (Upper Egypt)	Water Users	10	05/21/04	05/30/04	44	5	39	Luxor & W. Esna	On-Job
II-1I	Preparing Measurement Sites Training - Upper Egypt	Water Monitoring Team	6	05/22/04	05/27/04	17	2	15	Luxor/W. Esna	Class/ Field
IV-4C	Info System - MISD Training - Lower Egypt	IS District Staff	5	05/23/04	05/27/04	20	8	12	Zagazig	Class
IV-4AB	Info System - MISD Training - Upper Egypt	IS District Staff	6	05/29/04	06/03/04	20	6	18	Luxor	Class
IV-4B	OJT Training - Info System - Upper Egypt	IS District Staff	10	06/01/04	06/10/04	25	13	12	Ibrahimiya & South Zifta	OJT
IV-4C	OJT Training - Info System - Lower Egypt	IS District Staff	10	06/01/04	06/10/04	19	3	16	Luxor & Esna	OJT
II-1L	Water Distribution-Water Quality Training- Upper Egypt	Water Monitoring Team	6	06/05/04	06/10/04	18	2	16	Luxor/W. Esna	Class/ Field
III-7A	Election of BCWUA Board for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	4	06/05/04	06/08/04	50	12	38	Tanta	Class/field
V-3A	PM&E Baseline Survey Training - Lower Egypt	IWMD Staff	4	06/07/04	06/10/04	37	8	29	Tanta	Class/Field
II-3F	OJT Field Monitoring Training 3 (Lower Egypt)	Water Monitoring Team	10	06/07/04	06/17/04	27	3	25	Lower	OJT
V-5AB	OJT for Data Collection of PM&E in Lower Egypt	IWMD Staff	10	06/12/04	06/22/04	35	7	28	Tanta (Ibrahimiya & South Zifta)	Field
III-7B	Election of BCWUA Board for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	4	06/12/04	06/15/04	44	5	39	Luxor	Class/field
V-3B	PM&E Baseline Survey Training - Upper Egypt	IWMD Staff	4	06/14/04	06/17/04	27	3	24	Luxor	Class/Field

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
IV-4DE	Data Base Training - Info System - Lower Egypt	IS District Staff	7	06/15/04	06/21/04	25	14	11	Zagazig	Class
III-2B	BCWUAs Future Planning Coordination Meeting	Coordination Meeting	3	06/17/04	06/19/04	10	NA	NA	Alex.	Meeting
V-5CD	OJT for Data Collection of PM&E in Upper Egypt	IWMD Staff	10	06/19/04	06/29/04	27	3	24	Luxor & West Esna	Field
III-7C	Election of BCWUA Board for Water Users (Lower Egypt)	Water Users	12	06/19/04	06/30/04	48	13	35	Ibrahimiya& S. Zifta	On-Job
III-7D	Election of BCWUA Board for Water Users (Upper Egypt)	Water Users	12	06/19/04	06/30/04	44	5	39	Luxor & W. Esna	OJT
II-3E	OJT Field Monitoring Training 3 (Upper Egypt)	Water Monitoring Team	10	06/20/04	06/30/04	26	2	24	Upper	OJT
II-1JK	Water Distribution Training in Lower Egypt	Water Monitoring Team	6	06/26/04	07/01/04	14	2	12	Tanta	Class/ Field
IV-4F	Data Base Training - Info System - Upper Egypt	IS District Staff	6	06/26/04	07/01/01	25	7	18	Luxor	Class
IV-4K	IWMD Data Base OJT in Upper Egypt	IS District Staff	10	07/01/04	07/10/04	16	5	11	Luxor & Esna	OJT
IV-4L	IWMD Data Base OJT in Lower Egypt	IS District Staff	10	07/01/04	07/10/04	25	13	12	Ibrahimiya & South Zifta	OJT
III-9A	Roles & Responsibility of BCWUA Board for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	4	07/03/04	07/06/04	48	13	35	Tanta	Class Room and Field Visits
II-1O	Water Distribution-Water Quality Training- Upper Egypt	Water Monitoring Team	4	07/06/04	07/09/04	16	2	14	Luxor/W. Esna	Class/ Field
IV-4GH	Data Base & Computer System Maintenance Training in Lower Egypt	IS District Staff	8	07/07/04	07/15/04	15	6	9	Zagazig	Class
III-9B	Roles & Responsibility of BCWUA Board for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	4	07/10/04	07/13/04	43	5	38	Luxor	Class Room and Field Visits
II-3G	OJT Field Monitoring Training (Upper Egypt)	Water Monitoring Team	10	07/11/04	07/20/04	25	2	23	Upper	OJT
II-3H	OJT Field Monitoring Training (Lower Egypt)	Water Monitoring Team	10	07/11/04	07/20/04	28	3	25	Lower	OJT

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
III-9D	Roles & Responsibility of BCWUA Board for Water Users (Upper Egypt)	Water Users	15	07/17/04	07/31/04	45	5	40	Luxor & West Esna	OJT
III-9C	Roles & Responsibility of BCWUA Board for Water Users (Lower Egypt)	Water Users	15	07/17/04	07/31/04	51	15	36	Ibrahimiya& S. Zifta	OJT
VI-4D	OJT for Video Production Activity in Lower Egypt	Consolidation District	12	07/22/04	08/31/04	NA	NA	NA	Ibrahimiya & South Zifta	OJT
VI-4E	OJT for Video Production Activity in Upper Egypt	Consolidation District	12	07/22/04	08/31/04	NA	NA	NA	Luxor & West Esna	OJT
II-1MN	Water Distribution-Water Quality Training-Lower Egypt	Water Monitoring Team	6	07/24/04	07/29/04	17	4	13	Tanta	Class/ Field
IV-4I	Data Base & Computer System Maintenance Training in Upper Egypt	IS District Staff	8	07/24/04	08/01/04	20	7	13	Luxor	Class
III-10C	Exchange of Experience for Field Staff (Lower Egypt)	District BWCUA / IAS Staff	6	07/31/04	08/05/04	51	14	37	Tanta	Class Room and Field Visits
IV-5K	OJT Data Base & Computer System Maintenance - Upper Egypt	IS District Staff	10	08/01/04	08/10/04	25	5	20	Luxor & West Esna	OJT
IV-5F	OJT Data Base & Computer System Maintenance - Lower Egypt	IS District Staff	10	08/01/04	08/10/04	25	13	12	Ibrahimiya & South Zifta	OJT
I-4B	IWMD Consolidation Maintenance Training In Upper Egypt	Consolidation District	3	08/01/04	08/03/04	22	1	21	Luxor	Class
VI-4C	IWMD PM&E Coordination Meeting	IWMD Staff	1	08/05/04	08/05/04	40	NA	NA	Cairo	Meeting
III-10D	Exchange of Experience for Field Staff (Upper Egypt)	District BWCUA / IAS Staff	6	08/07/04	08/12/04	45	5	40	Luxor	Class Room and Field Visits
IV-5J	Data Base & Computer System Maintenance - Lower Egypt	IS District Staff	8	08/09/04	08/17/04	20	9	11	Zagazig	Class
I-4A	IWMD Consolidation Maintenance Training In Lower Egypt	Consolidation District	3	08/10/04	08/12/04	26	1	25	Tanta	Class
II-3I	OJT Field Monitoring Training (Upper Egypt)	Water Monitoring Team	10	08/11/04	08/22/04	25	2	23	Upper	OJT
II-3J	OJT Field Monitoring Training (Lower Egypt)	Water Monitoring Team	10	08/11/04	08/22/04	25	3	22	Lower	OJT

ID	Course Title	Target Group	Dur. (Days)	Start Date	End Date	No. Part.	No. of Females	No. of Male	Venue	Type
III-11A	OJT Exchange of Experience for Water Users (Lower Egypt)	Water Users	10	08/14/04	08/31/04	48	13	35	Ibrahimiya& S. Zifta	On-Job
III-11B	OJT Exchange of Experience for Water Users (Upper Egypt)	Water Users	10	08/14/04	08/31/04	43	5	38	Luxor & W. Esna	On-Job
IV-6A	OJT Data Base & Computer System Maintenance - Upper Egypt	IS District Staff	10	09/01/04	09/10/04	25	5	20	Luxor & West Esna	OJT
IV-6B	OJT Data Base & Computer System Maintenance - Lower Egypt	IS District Staff	10	09/01/04	09/10/04	25	13	12	Ibrahimiya & South Zifta	OJT
II-4A	OJT Field Monitoring Training (Upper Egypt)	Water Monitoring Team	10	09/11/04	08/22/04	25	2	23	Upper	OJT
II-4B	OJT Field Monitoring Training (Lower Egypt)	Water Monitoring Team	10	09/11/04	08/22/04	25	3	22	Lower	OJT
III-11C	Field BCWUAs Follow Up Training for Branch Canal Water Users in Lower Egypt	BCWU	15	09/01/04	09/15/04	50	14	36	Lower	OJT
III-11D	Field BCWUAs Follow Up Training for Branch Canal Water Users in Upper Egypt	BCWU	15	09/01/04	09/15/04	45	5	40	Upper	OJT
VI-3	Final Project Workshop	HE Minister, Steering Committee, Directorate Senior Staff (US, GD), IWMD Senior Staff, Directorate Senior Staff (US, GD), IWMD Senior Staff; USAID; IWMU; RSC/WP staff.	2	8 Sept.	10 Sept.	35	NA	NA	Alex.	Workshop
Total			708			3186	602	2439		

## Annex D: Overall Evaluation of Training Program Questionnaire Form

**Ministry of Water Resources and Irrigation**  
**Minister's Office**  
**Integrated Water Management Unit**

### Overall Evaluation of Training Program ٢٠٠٣/٢٠٠٤ Questionnaire

Name of Trainee : .....

Name of Organization Unit of Trainee: .....

Trainee Education Level: .....

Present Main Work Responsibilities of Trainee: .....

.....

.....

### Past Basic Courses Attended by the Trainee Within this Program

Ser.	Course Name	Course Duration (Days)	Course Date
1			
2			
3			
4			
5			

**Please answer the following questions by putting a mark out of 10 for every question:**

Mark 10

١	What is the level of benefits gained from these courses according to their defined objectives	
٢	What is the level of suitability of offered courses content quality	
٣	What is the level of the suitability of courses content to your work	

ξ	What is the level of the suitability of courses content according to their defined objectives	
ο	What is the level of the suitability of practical training and On-The-Job training according to the courses defined objectives	
ϒ	What is the level of trainer competency in demonstrating and communicating information	
ϛ	What is the level of trainer following of the defined time schedule of course syllabus	
^	What is the level of the training aids used in these courses	
ρ	What is the level of suitability of courses training areas (arrangement, Organization)	
ϛ•	What is the level of suitability of time duration of these course according to their defined objectives	
ϛϛ	What is your overall evaluation of these courses	

**What are the points of shortcomings in these past training courses?**

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.....

**What are your personal benefits gained from these courses at your present work?**

1. ....
2. ....
3. ....
4. ....
5. ....

**What are the courses you suggest their completion to reach more advanced levels?**

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**What are the subjects you suggest their addition to the previous taken courses within this program?**

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**Do you have any additional suggestions you feel that they are appropriate?**

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## Annex E: List of Trainees Participating in Overall Training Program Evaluation

Table 24 Ibrahimiya District Trainees Participating in Training Program Evaluation

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
1	Yousief Hassan Mohamed	Civil Engineer	District Head	√		22	77	√	√	√		
2	Ibrahim Ezzat Seliem	Civil Engineer	Deputy District Head	√		5	29		√	√	√	
3	Basma Kamal Abdel Aziz*	Civil Engineer	Water Distribution		√	1	8				√	
4	Mona Mohamed Yasien*	Engineer	Water Distribution		√	1	6				√	
5	Mohamed Atia Ahmed*	Civil Engineer	Water Distribution	√		7	42				√	
6	Maha Mohamed Mostafa*	Engineer	Water Distribution		√	4	15				√	
7	Naglaa Yousief Abdel Rahman*	Civil Engineer	Water Distribution		√	2	12				√	
8	Ahmed Mohamed Mohamed Dosoki*	Technician	Legal and Administrator	√		1	3	√				
9	Mokhtar Hassan Ali*	Technician	Maintenance and Operation	√		1	3	√				
10	Ibrahim Hassan Mohamed*	Technician	Maintenance and Operation	√		1	3		√			
11	Sami Ibrahim Ahmed*	Technician	Maintenance and Operation	√		1	3		√			
12	Ahmed Mohame El-Ghareeb	Civil Engineer	Planning and Follow-up Head	√		1	3	√				
13	Ahmed Ismael Ibrahim	Civil Engineer	Legal and Administrator	√		1	4		√			
14	Ehab Anter Mohamed	Civil Engineer	Information Systems	√		6	34				√	

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
15	Mostafa Abdel Hameed Mohamed	Civil Engineer	Water Distribution	√		5	40				√	
16	Tamer Ibrahim Gomaa	Civil Engineer	Maintenance and Operation	√		5	32		√		√	
17	Shahata Hamed Mahdy	Agriculture Engineer	Irrigation Advisory Service	√		9	33			√		
18	Naglaa Khairi Abou Mosalam	Agriculture Engineer	Irrigation Advisory Service		√	9	33			√		
19	Sanaa Ahmed abdou	Agriculture Engineer	Irrigation Advisory Service		√	9	33			√		
20	EI-Sayed Faheem Said	Technician	Irrigation Advisory Service	√		9	33			√		
21	Mohamed Ismael Abdel Maksoud	Technician	Irrigation Advisory Service	√		9	33			√		
22	Mohamed Abdel Rahaman Mohamed	Technician	Irrigation Advisory Service	√		10	36			√		
23	Ahmed Salah Moghawri	Technician	Irrigation Advisory Service	√		9	35			√		
24	Abdel Hafiez Mohamed Mahdy	Technician	Irrigation Advisory Service	√		9	33			√		
25	EI-sayed Abdel Aziz Mohamed	Technician	Irrigation Advisory Service	√		9	33			√		
26	Ahmed Khalil Ahmed	Technician	Irrigation Advisory Service	√		9	36			√		
27	Mohamed Shaiban Mohamed	Technician	Irrigation Advisory Service	√		10	39			√		
28	Tito Hassan Mohamed	Technician	Irrigation Advisory Service	√		9	33			√		
29	Yehia Abdel Rahman Abdel Hameed	Technician	Irrigation Advisory Service	√		9	33			√		
30	Zienab Mahmoud Ibrahim	Technician	Irrigation Advisory Service		√	9	33			√		

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
31	Kamel hafiez Mohamed	Technician	Irrigation Advisory Service	√		9	33			√		
32	Faten El-Saied Ibrahim	Technician	Irrigation Advisory Service		√	9	33			√		
33	Mohamed abdel Hadi Mahdy	Technician	Irrigation Advisory Service	√		9	33			√		
34	Gamat Ismael Ismael	Technician	Information Systems		√	5	40	√			√	
35	Ahmed Mostafa ahmed	Technician	Information Systems	√		5	40	√			√	
36	Mohamed Abd Alla Abde Maksoud	Technician	Water Distribution	√		5	40	√			√	
37	Fatma Mohamed Gamal	Technician	Information Systems		√	3	20				√	
38	Adel Soliman Hassanen	Technician	Legal and Administrator	√		2	6		√			
39	Helmi Abd alla Ahmed	Technician	Maintenance and Operation	√		2	9		√			
40	Mohamed Rafat	Technician	Water Distribution	√		2	9		√			

\* West Sharkia Irrigation General Directorate, Water Distribution.

**Table 25 Zifta District Trainees Participating in Training Program Evaluation**

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
1	Fekri Ali El-Tawab	Civil Engineer	District Head	√		22	88	√	√	√	√	√
2	Eman Hassan Ahmed*	Civil Engineer	Water Distribution		√	3	24				√	
3	Nabil Nassief Farag alla*	Civil Engineer	Water Distribution	√		4	31				√	
4	Ashraf Mohamed Mohamed*	Civil Engineer	Water Distribution	√		2	13				√	
5	Eman Ramadan Mohamed*	Civil Engineer	Water Distribution		√	2	11				√	
6	Abeer Mohamed Badr Osman	Civil Engineer	Water Distribution		√	23	92	√	√	√	√	√
7	Fatma Abdel-Aziz Behairy	Civil Engineer	Water Distribution		√	9	42			√	√	
8	Mohamed El-Sayed Abou El-Fotouh	Civil Engineer	Water Distribution	√		4	22	√				
9	Manal Misheel Abdel-Miseh	Civil Engineer	Water Distribution		√	14	60		√	√	√	
10	Hanaa Mohamed Nabil	Civil Engineer	Water Distribution		√	7	37		√		√	
11	Wafaa Salah Ali	Computer Engineer	Information Systems		√	5	32				√	
12	Khalid Haroun Shideed	Agriculture Engineer	Irrigation Advisory Service	√		9	35			√		
13	Halla Mohamed Abou Gewela	Administrator	Irrigation Advisory Service		√	6	21			√		
14	Eman Mohamed El-Sayed	Administrator	Information Systems		√	5	32	√			√	
15	Nazla Abdel-Wahab Gharib	Technician	Irrigation Advisory Service		√	5	14		√	√		
16	Essam Ibrahim Mohamed	Technician	Irrigation Advisory Service	√		5	19			√		
17	Yasser Refaat Mohamed	Technician	Irrigation Advisory Service	√		9	35			√		
18	Abdel-Motaleb Ramadan Abdel-Motaleb	Technician	Irrigation Advisory Service	√		9	34			√		

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
19	El-Sayed Abdel-Mawgoud Abdel-Wahab	Technician	Irrigation Advisory Service	√		9	31			√		
20	Gamil Abdel-Fattah Abdel-Salam	Technician	Irrigation Advisory Service	√		9	31			√		
21	Sharf Abdel-Aziz El-Saidani	Technician	Irrigation Advisory Service	√		9	35			√		
22	Wageh Mohamed Seliem	Technician	Irrigation Advisory Service	√		5	18			√		
23	Samir Abdel-Rahman Hussien	Technician	Irrigation Advisory Service	√		9	35			√		
24	Mahassen Abdel-Rahman Hassan	Technician	Irrigation Advisory Service		√	9	38			√		
25	Arfa Abdel-Raouf abdel-Hadi	Technician	Irrigation Advisory Service	√		5	20			√		
26	Gamil Ahmed Ragab	Technician	Irrigation Advisory Service	√		9	34			√		
27	Ahmed Salah Shahien	Technician	Water Distribution	√		13	53		√		√	
28	Safwat Mohamed Mehress	Technician	Water Distribution	√		9	24		√			
29	Abdel-Fattah Yousief Amin	Technician	Water Distribution	√		9	24		√			
30	Hiend Ahmed Yousief	Technician	Information Systems		√	4	19	√			√	
31	Youssif Ahmed Hamza	Technician	Information Systems	√		3	18				√	
32	Samah El-Shahhat Abdel-Aziz	Technician	Information Systems		√	5	32				√	
33	Yasser Housni Mahmoud	Technician	Irrigation Advisory Service	√		9	24			√		
34	Mohamed Sayed Youssif	Technician	Water Distribution	√		8	22		√			

\* Water Distribution Directorate, Tanta.

**Table 26 Luxor District Trainees Participating in Training Program Evaluation**

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
1	Ayman Abdel Rahman Borie	District Head	District Head	√		26	80	√	√	√	√	√
2	Badwi sayed Mahmoud	Civil Engineer	Information Systems	√		4	64		√		√	√
3	Mona Ahmed Gad	Civil Engineer	Information Systems		√	5	39		√		√	√
4	Saleh Ibrahim Baghdadi	Civil Engineer	Information Systems	√		2	41		√		√	
5	Mostafa Hisabi Ali	Civil Engineer	Information Systems	√		3	22		√		√	
6	Mohamed El-Dief Ahmed	Administrator	Water Distribution	√		1	3	√				
7	Abdel Rehiem Saad El-Sadik	Administrator	Water Distribution	√		1	3	√				
8	Evit Wilim Abdel Meseh	Administrator	Information Systems		√	4	37		√		√	√
9	Abdel Nour Ibrahim Bishai	Technician	Irrigation Advisory Service	√		5	22		√	√		
10	Sayed Ahmed Mostafa	Technician	Irrigation Advisory Service	√		5	22		√	√		
11	Raous Ibrahim Sefien	Technician	Irrigation Advisory Service		√	5	20		√	√		
12	Mariam Adli Bahnann	Technician	Irrigation Advisory Service		√	5	21		√	√		
13	Gerges Azmi Abdel Nour	Technician	Irrigation Advisory Service	√		5	21		√	√		
14	Ahmed Mountaser ahmed	Technician	Irrigation Advisory Service	√		5	22		√	√		
15	Mohamed Quenawi Abdel Atti	Technician	Irrigation Advisory Service	√		5	20		√			
16	Mohamed Sayed mohamed	Technician	Irrigation Advisory Service	√		2	13	√	√			
17	Abdel Kawi Ahmed Mahmoud	Technician	Irrigation Advisory Service	√		5	19		√	√		
18	Abdel Ghali Rezaik Orabi	Technician	Maintenance and Operation	√		1	3					√
19	Adel Fath Alla Hashim	Technician	Irrigation Advisory Service	√		4	15		√	√		

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
20	Ahmed Hassan Mohamed	Technician	Irrigation Advisory Service	√		5	15		√	√		
21	Mamdouh Nagieb Ibrahim	Technician	Irrigation Advisory Service	√		5	22	√	√	√		
22	Ali Noubi Ahmed	Technician	Irrigation Advisory Service	√		5	15		√			√
23	Nassr El-Dien Khodari Gad Alla	Technician	Irrigation Advisory Service	√		13	52	√	√	√		
24	Mahmoud Mohamed Miki	Technician	Irrigation Advisory Service	√		10	33	√	√	√		
25	Mohamed Hamza Abdel Radi	Technician	Irrigation Advisory Service	√		5	45	√	√		√	
26	Rafat Rizk Filts	Technician	Irrigation Advisory Service	√		11	47	√	√	√		
27	Samir Aziz Gied	Technician	Legal and Administrator	√		1	3	√				
28	Mohamed Ali Mohamed	Technician	Legal and Administrator	√		1	3	√				
29	Khidr Zaki Bakr	Technician	Legal and Administrator	√		1	3	√				
30	Maha El-Saadni	Technician	Legal and Administrator		√	1	3	√				
31	Gigi Fath Alla Sabak	Technician	Legal and Administrator		√	1	3	√				
32	Zarief Habib Saied	Technician	Maintenance and Operation	√		2	6	√				√
33	Hussien Farid Mohamed	Technician	Legal and Administrator	√		3	10	√				√
34	Mahmoud Kassem	Technician	Legal and Administrator	√		1	3	√				
35	Wahba El-Tahier Hussien	Technician	Irrigation Advisory Service	√		11	47	√	√	√		
36	Ahlam Abdel Malak Habib	Technician	Irrigation Advisory Service		√	9	40	√	√		√	

**Table 27 West Esna District Trainees Participating in Training Program Evaluation**

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
1	Ibrahim Ali Mahmoud	District Head	District Head	√		20	76	√	√	√	√	√
2	Mohamed Hamdi El-Sayed*	Civil Engineer	Deputy District Head	√		4	21				√	√
3	Mohamed Mostafa Mohamed*	Civil Engineer	Water Distribution	√		6	30				√	
4	Mohamed Abdel Rehiem Fahmi*	Civil Engineer	Water Distribution	√		3	21				√	√
5	Ghada Abdel Latief Mohamed*	Civil Engineer	Water Distribution		√	2	12				√	√
6	Maher Sedki Daoud*	Mechanical Engineer	Information Systems	√		1	6				√	
7	Asmaa Mouhsen Abdel Mouti	Mechanical Engineer	Water Distribution		√	1	9					√
8	Meriet Yousief Gabran*	Electrical Engineer	Information Systems		√	4	24				√	√
9	Rania Anas Mekhaiel*	Electrical Engineer	Information Systems		√	2	15					√
10	Hassan Mohamed Abas*	Technician	Maintenance and Operation	√		1	8					√
11	Husien Mhamed Abas*	Technician	Legal and Administrator	√		4	23				√	
12	Ramadan Abdel Rahman	Civil Engineer	Irrigation Advisory Service	√		21	96		√	√	√	
13	Sabah Abdel Salam El-Toubi	Civil Engineer	Planning and Follow-up		√	5	24				√	
14	Wael Housien Mohamed	Civil Engineer	Water Distribution	√		12	53		√	√		
15	Mohamed Noubi Taieh	Civil Engineer	Water Distribution	√		15	52		√		√	√
16	Doaa Dahi Shaban	Civil Engineer	Irrigation Advisory Service		√	12	59		√	√		
17	Abdel Hameed Mohamed Ahmed	Civil Engineer	Information Systems	√		5	21				√	

Serial	Name	Rank	Section	Gender		Courses						
				Male	Female	No. Of Courses	Duration (Days)	District Consolidation Program	Water Monitoring Program	Stakeholders' Participation Program	Information Systems Program	Performance Monitoring and Evaluation
18	Yehia Mohamed Yousief	Civil Engineer	Irrigation Advisory Service	√		9	35	√	√		√	
19	Housni Shakir Abou Douh	Agriculture Engineer	Irrigation Advisory Service	√		10	39	√		√		
20	Hisam Ezz El-Arab Badri	Administrator	Information Systems	√		2	8		√		√	
21	Fatma Mohamed El-Ghoul	Technician	Information Systems		√	8	34	√			√	
22	Roukia Gamal Ibrahim	Technician	Legal and Administrator		√	1	3	√				
23	Laila Mohamed Nasser	Technician	Legal and Administrator		√	1	3	√				
24	Zakria Abdel Fatah Taieh	Technician	Legal and Administrator	√		1	3	√				
25	Mohamed Ahmed Mahmoud	Technician	Water Distribution	√		2	3					√
26	Alfat Zakria	Technician	Information Systems		√	1	15				√	
27	Farag Mostafa Abd Alla	Technician	Water Distribution	√		1	3	√				
28	Mohamed Abdel Wahed Mohamed	Technician	Irrigation Advisory Service	√		9	29		√	√		
29	Essa Nagieb Girgis	Technician	Water Distribution	√		6	17		√			
30	Nasser Mohamed Abadi	Technician	Water Distribution	√		6	17		√			
31	Husien Mostafa El-Doash	Technician	Water Distribution	√		6	17		√			

\* Qena Irrigation General Directorate

## **Annex F: Overall Evaluation of Training Program Questionnaire (Arabic Form)**

استبيان التقييم العام للبرنامج التدريبي ٢٠٠٤/٢٠٠٣

اسم المتدرب : .....

اسم وحدة المتدرب : .....

المؤهل الدراسي : .....

أهم المهام الحالية للمتدرب : .....

.....

أهم الدورات السابقة التي تلقاها المتدرب من خلال هذا البرنامج

م	اسم الدورة	مدة الدورة (يوم)	تاريخ الدورة
١			
٢			
٣			
٤			
٥			

أجب عن الأسئلة التالية بوضع درجة من ١٠ لكل سؤال

الدرجة ١٠

١	ما هو درجة استفادتك من هذه الدورات طبقاً للأهداف المحددة لها
٢	ما هو مدى ملائمة جودة المحتوى العلمي الذي تم تقديمه
٣	ما هو مدى ملائمة المحتوى العلمي للدورات طبقاً لأهدافها
٤	ما هو مدى ملائمة محتوى الدورات لمهام عملكم

٥	ما هو مدى ملائمة التدريبات العملية طبقاً لأهداف الدورات
٦	ما هو مدى كفاءة المدربين في شرح وتوصيل المعلومة
٧	ما هو مدى التزام المدربين بالوقت المحدد للدورات وفقاً لأزماتها
٨	ما هو مدى كفاءة الأجهزة التوضيحية المستخدمة في الدورات
٩	ما هو مدى ملائمة القاعات الدراسية (تنظيم، ترتيب)
١٠	ما هو مدى ملائمة الوقت الزمني لهذه الدورات طبقاً لأهدافها
١١	ما هو تقييمكم العام لهذه الدورات

### ما هي أوجه القصور في البرامج التدريبية السابقة

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### ما هي الاستفادة الشخصية من هذه الدورات في عملكم الحالي

١- .....

٢- .....

٣- .....

٤- .....

٥- .....

### ما هي الدورات التي ترون استكمالها للوصول لمستويات متقدمة

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ما هي الموضوعات التي ترون إضافتها للدورات السابقة

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اي مقترحات أخرى ترونها مناسبة

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