



2023 Stock Assessment Training Workshops

Final Report

Held in-person from Nouméa, 10-21 July 2023



2023 Introductory Stock Assessment Workshop



2023 Advanced Stock Assessment Workshop

Executive Summary

This year saw the return of full in-person SAWs, with the Introductory followed by Advanced courses running over two weeks. The SAWs have been developed at OFP, over the past 15 years, as a major effort to: 1) increase national capacities to use and interpret regional stock assessments and fisheries data at regional and national levels, 2) to participate in Commission scientific work, and 3) to understand the implications of Western and Central Pacific Fisheries Commission (WCPFC) management decisions.

PACIFIC ISLANDS



OCEANIC FISHERIES MANAGEMENT



Objective

The long-term purpose of the Stock Assessment Workshop (SAW) is to increase fisheries officers' ability to:

- 1) understand and interpret the results emanating from the regional oceanic fisheries stock assessments;
- 2) communicate this information to their fishery managers; and to increase their confidence in contributing to scientific discussions of the WCPFC, in particular, during meetings of its Scientific Committee (SC).

Background

In person SAWs have been cancelled due to the Covid-19 pandemic since 2020. By the time it became clear that international travel would not allow the SAW to take place as planned, there remained insufficient time to develop a viable alternative format to deliver course content that year.

The 2021 SAWs were held virtually, using Zoom and Moodle, and were quite successful. The 2022 SAWs were held virtually, with the Advanced SAW held in hybrid format, to cater for participants that were able to travel to Noumea.

In the 15 years since the SAW was first introduced, support for continuation has been strong. Detailed statistics on historical participation are provided later in the report but, over the years, there have been over 150 different in-person participants (many have attended multiple years). As travel between SPC member countries could not be resumed in 2021, we decided to completely revise the course, optimizing it for online delivery. The SAWs are typically designed and taught by two OFP National Scientists. National Scientist; Sam McKechnie and Marino Wichman, with Steven Hare (National/Sub-regional Team Leader) stepping in as alternate SAW instructor. Course preparation occupied both instructors for several months and the course redesign and conduct are detailed next.

SPC-OFP is grateful for the financial support provided to fund this highly valued workshop. A number of guest presenters were invited to give presentations on topics of interest, ranging from Harvest Strategies, Catch Per Unit Effort (CPUE), Tuna biology and Climate impacts.

Process

Nominations were invited from all SPC member countries and territories in April 2023 as well as West Pacific East Asian (WPEA) countries (provisional on the WPEA project of the WCPFC covering their costs in full). Given the primary aim of the workshop, it was requested the following factors were considered when making nominations:

- The candidates should be fisheries officers who would be attending the 19th Regular Session of the WCPFC Scientific Committee (August 2023) and who are directly involved in the scientific aspects of tuna fisheries management. The workshops will increase the capacity of those officers to understand and contribute to scientific discussions.
- The candidates for the Advanced Workshop should have attended previous workshops, preferably more than one, or have scored high marks in their previous workshop.
- Each attendee must have access to a computer with Microsoft Excel, Word and PowerPoint installed.

Course design and conduct

- Preparation of workshop resource material (including the development of new material as well as updating existing material) took place over two months preceding the workshop. The two workshops each ran over five full days (10th-14th and 17th-21st July 2023) with 19 and 17 participants attending the Introductory and Advanced courses, respectively.

- This years SAWs marked a substantial increase in yearly attendance compared to previous in-person SAW events. Notably, a significant total of 14 different nations (including 13 PICTs) participated, encompassing a majority of SPC and FFA island members. The invitation was initially dispatched to all SPC member governments in April 2023 and was subsequently reiterated multiple times across various contact lists to ensure widespread visibility.
- Slido (slido.com) also served as a useful tool for making presentations more interactive as well as a platform to pose questions and answers under anonymity for participants, which we believed proved useful as there was a notable level of interaction with participants. Slido also allowed an opportunity to gauge the level of comprehension for the presentations, posing questions designed to explore the level of understanding on a particular topic(s). This was useful for presenters to pivot their delivery, particularly where more emphasis and time should be dedicated to certain topics. Summary Slido reports for the Introductory and Advanced SAWs are outlined in Appendix 4
- All presentations were prepared using Powerpoint and target presentation duration was generally 45 minutes, to allow plenty of time for questions and further discussion, prior to quiz administration, to fill out each 75 minute slots.
- The practicals, always an integral aspect of the SAW, were in most cases administered via the Moodle platform which is useful with which quizzes can be developed and administered. Several additional quizzes were delivered directly using Slido for the first time this year. While quizzes don't present the same insight as interactive spreadsheet or shiny dashboard exercises, they can be an effective means of reinforcing lecture material in addition to measuring comprehension. We constructed new quizzes (i.e., building from previous years' SAWs) for each session, with the number of questions ranging from 10-20. Questions could be of several formats – multiple choice, drag-and-drop on a plot, true-false, etc. To increase the value of the quizzes for non-workshop uses, responses for all correct and incorrect answers were prepared, which are presented to test participants upon quiz completion. During the SAW, each quiz possessed a time limit for a single attempt by each participant – this gave us excellent feedback on the difficulty level of the quizzes – and afterwards the quizzes were opened for “infinite” retake so participants could achieve perfect scores if desired. Again, this sort of flexibility and test result scoring was made possible by the Moodle platform. All quizzes except the Final quizzes (discussed next) were scored on a 10 point basis. This same approach was adopted for the 2023 courses, although most of the quiz questions were new, and were added to the selection of questions available from the courses delivered via the virtual format over 2020-2022.
- Concluding each week, a final quiz comprising of 20 questions was given for the Introductory course, while participants in the Advanced course were tasked with creating a presentation for FAME and SPL staff. As an integral aspect of the participants' training, they were required to present a condensed overview of the SC stock assessment outcomes to their supervisors. This activity aimed to assist their readiness for upcoming WCPFC and associated meetings.

The 2023 SAW courses, which were delivered on schedule and as designed, were as follows:

Introductory course

2023 Introductory Stock Assessment Training Workshop

Session times/dates	Day 1 10 July	Day 2 11 July	Day 3 12 July	Day 4 13 July	Day 5 14 July
Session 1 (9-10.15am)	Welcome	WCPO tuna management (Marino)	Growth, mortality, Recruitment (Sam)	Introduction to reference points (Sam)	Intro to harvest strategies (Nan)
	Tuna fisheries of the Pacific	WCPO tuna management quiz	Growth, mortality, Recruitment quiz	Reference points quiz	
Morning tea (10.15-10.45)					
Session 2 (10.45am-12pm)	Tuna fisheries of the Pacific contin... (Moses)	Tagging programmes in the WCPO (Bruno)	Oceanography and Climate (Steven)	Introduction to reference points contin...	Intro to harvest strategies contin...
	Tuna fisheries of the Pacific quiz		How to check on ENSO and predictions		
Lunch (12-1pm)					
Session 3 (1-2.15pm)	Data for tuna management (Martin)	Tuna blood and guts (Paul)	Why do we model tuna stocks (Sam)	Intro to stock status (Marino)	What's happening this year at scientific committee?
	Data for tuna management quiz	Tuna blood and guts quiz	Why do we model tuna stocks quiz	Stock status quiz	Team final quiz
Pick up DSA's 2pm					
Session 4 (2.45-4pm)					
	Data quality checks (Sam)	ER/EM projects (Bruno/Jed)	Pacific tuna catch tool – how does your EEZ compare to the region?	Intro to SEAPODYM ecosystem model	Individual final quiz Wrap up, certificates, BBQ

Advanced course

2023 Advanced Stock Assessment Training Workshop

Session times/dates	Day 1 17 July	Day 2 18 July	Day 3 19 July	Day 4 20 July	Day 5 21 July
Session 1 (9-10.15am)	Welcome/introduction	Advanced stock status (Marino)	Bigeye / Yellowfin stock assessments (Sam)	Background on harvest strategies	Albacore management (SPC / FFA)
	Recap week 1 / Intro to stock assessments	Advanced stock status quiz			
Pick up DSA's 10am					
Session 2 (10.45am-12pm)	Data preparation for stock assessments (Pinky)	Advanced stock status quiz contin...	Bigeye / Yellowfin stock assessments practical	Harvest strategies practical	Albacore management discussion / practical (SPC / FFA)
	Data preparation quiz	Advanced stock status practical			
Lunch (12-1pm)					
Session 3 (1-2.15pm)	Introduction to CPUE (Tom T)	Advanced Majuro/Kobe plots(Sam)	2023 Developments of skipjack stock assessment	Further harvest strategies and example MP's	Presentations preparation
	CPUE practical	Advanced Majuro's quiz			
Afternoon tea (2.15-2.45)					
Session 4 (2.45-4pm)					
	CPUE practical contin...	Advanced Majuro's quiz contin... Fisheries impacts summaries	Intro to genetics projects in the WCPO	Further harvest strategies practical	Presentations Wrap up, certificates

Presenters

- Sam McKechnie National Scientist (co-organizer of 2023 SAW)
- Marino Wichman National Scientist (co-organizer of 2023 SAW)
- Steven Hare National/Regional Team Leader (Stock Assessment/Modelling)
- Paul Hamer Principal Fisheries Scientist (Stock Assessment/Modelling)
- Claudio Costello Stock Assessment Scientist (Stock Assessment/Modeling)
- Thomas Teears Senior Fisheries Scientist (CPUE investigator)
- Robert Scott Senior Fisheries Scientist (MSE Modeller)
- Finlay Scott Senior Fisheries Scientist (MSE Modeller)
- Nan Yao Fisheries Scientist (MSE Modeller)
- Jed Macdonald Senior Fisheries Scientist (Tuna Ecology and Biology)
- Moses Mataika Pacific Islander Fisheries Professional (Stock Assessment/Modelling)
- Martin Finau Pacific Islander Fisheries Professional (Stock Assessment/Modelling)
- Bruno Leroy Fisheries Monitoring Science (Fisheries,Ecosystem Monitoring & Analysis)
- Bruno Deprez Systems Development Manager (Data management)
- Giulia Anderson Fisheries Molecular Geneticist (Fisheries,Ecosystem Monitoring & Analysis)

Micheal Honeth, a Fisheries Management Advisor with FFA, attended the Advanced workshop as a presenter, and described the management considerations of South Pacific Albacore. No funding was needed or provided for his participation.

Participation

Country/Territory	Introductory				Advanced		
	Female	Male	Total		Female	Male	Total
American Samoa							
Cook Islands	1		1		1		1
Fiji	1	1	2		2		2
Micronesia		1	1			1	1
Marshall Islands							
Niue		1	1			1	1
Nauru		1	1				
Kiribati						1	1
Papua New Guinea		2	2				
Palau		1	1				
Solomon Islands		1	1			1	1
Pacific Community	1	4	5		1	4	5
Tokelau						1	1
Tonga		1	1		1		1
Tuvalu	1		1			1	1
Indonesia	1	1	2		1	1	2
Vanuatu		1	1		1		1
Samoa	1		1		1		1
Total	6	15	21		8	11	19
	29%	71%			42%	58%	

Student Performance

Following each presentation, an online quiz was given to students. The level of participation in the quizzes varied substantially among the topics. To gauge the appropriateness, and level of difficulty, of each quiz, we imposed a time limit and recorded the grades by students who took the quizzes immediately following the associated presentation. The average grades (all scaled to 100% for a perfect score) for each of the quizzes, and the number of students immediately taking each quiz is given in the following tables. For the most part, scores were relatively high; this was partially by design as the goal was to gauge understanding of the material directly presented, but also to not affect confidence.

Introductory quizzes	Avg.
WCPO fisheries	72.8%
Tuna data collection	70.2%
WCPFC Tuna Management	66.2%
Tuna biology and enviro	65.7%
Mortality, growth, recruit	84.3%
What are stock assess	67.7%
Reference points	70.7%
Stock status	80.9%
Final quiz	88.5%

Advanced quizzes	Avg.
Assessment inputs	52.2%
Stock status 1	76.5%
Stock status 2	65.9%
Bigeye case study	75.4%
Fisheries impact	87.5%

Moodle as content delivery platform

To ensure a successful in-person workshop efforts were undertaken to capitalize on the approach employed for virtual and hybrid SAW(s). This necessitated a distinct shift in how content was structured and maintained, diverging from the methods employed in virtual workshops. A relatively new, to SPC, content management platform known as Moodle was suggested to us. Wikipedia summarizes Moodle as follows:

Moodle is a free and open-source learning management system (LMS) written in PHP and distributed under the GNU General Public License. Developed on pedagogical principles, Moodle is used for blended learning, distance education, flipped classroom and other e-learning projects in schools, universities, workplaces and other sectors.

With customizable management features, it is used to create private websites with online courses for educators and trainers to achieve learning goals. Moodle allows for extending and tailoring learning environments using community-sourced plugins.

SPC has licensed Moodle in a manner that allows SPC divisions to develop training modules; several modules are in various stages of development currently at SPC, including several within the Oceanic Fisheries Programme. Users must request login credentials from the SPC Moodle administrator, and we procured logins for all SAW participants early on during course development, to minimize registration difficulties once the course actually began. We were also able to distribute pre-SAW material via Moodle to participants.

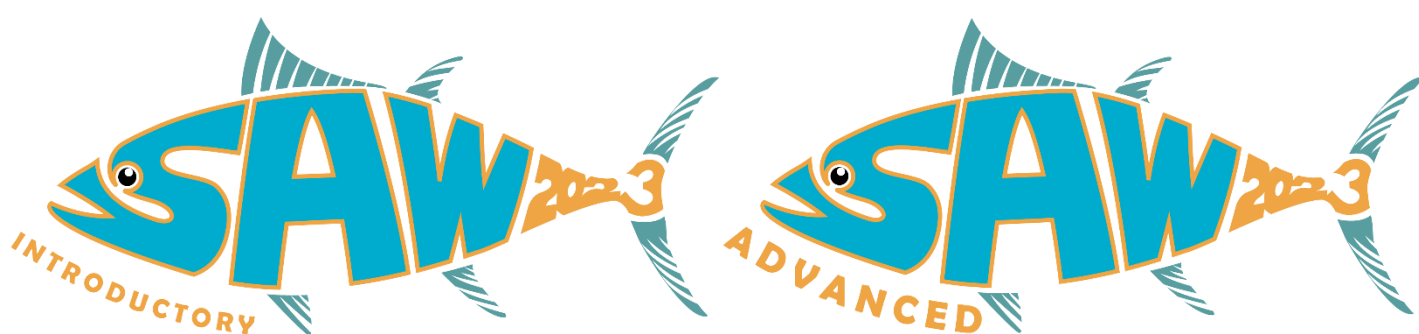
Two modules were developed, one for the Introductory course and another for the Advanced course. Within both modules, the structure follows that outlined in the course content graphics listed earlier. For each session, we posted the original Powerpoint from the lecture and, at the end of each day, the Zoom recording of each presentation (where appropriate). Quizzes were developed and administered within Moodle. As noted earlier, a real strength of Moodle is

the development, administration and reporting of results for quizzes. We were also able to upload to each module other content of interest, such as reference papers, videos, and links.

Following completion of the SAW, the content on Moodle was structured in a way that enables both SAW courses to be pursued as self-paced modules on the Moodle platform. This stands out as a highly beneficial outcome facilitated by Moodle, allowing students to review the materials at their convenience. Moreover, it extends the opportunity to individuals who couldn't participate in person, granting them access to the course materials and the learning experience.

SAW logos

A new set of logos was prepared this year. These logos are used on the Moodle site and within course content to indicate the two modules. These are shown below.

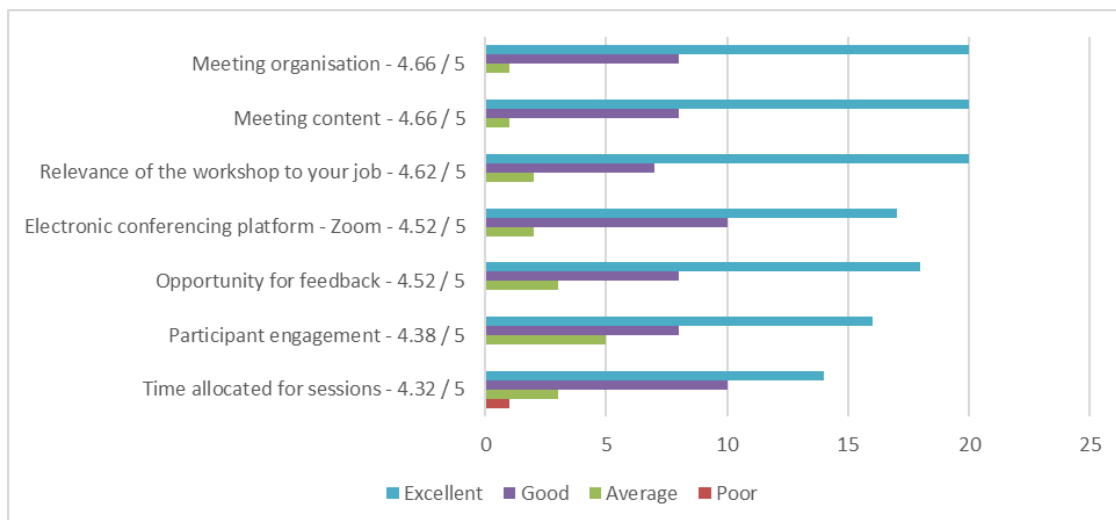


Outcomes

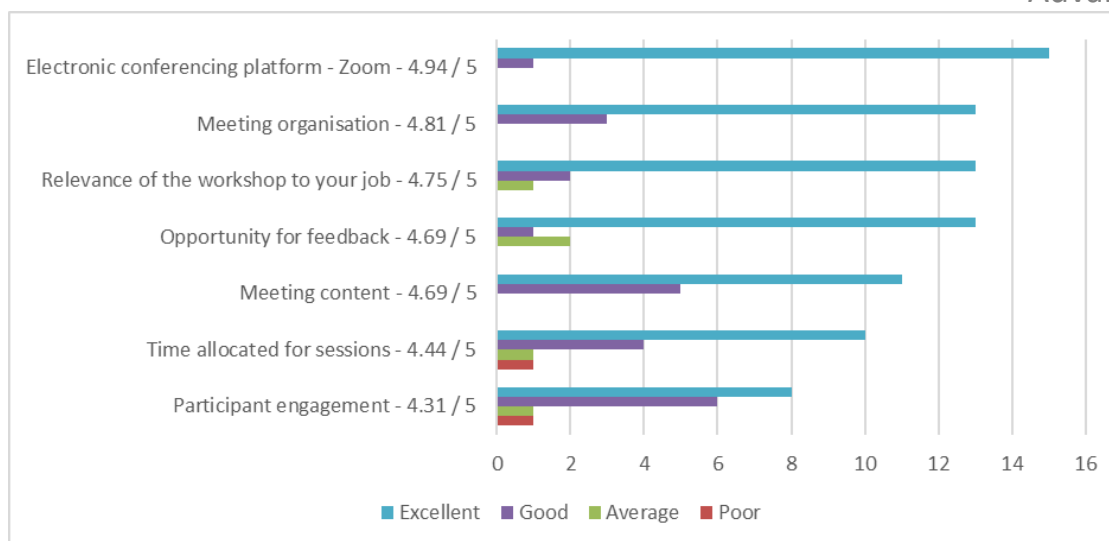
It is always difficult to directly assess outcomes from this kind of fundamental training, and the real assessment will emerge from the improved capabilities of participants at Scientific Committee and WCPFC meetings, as well as their use of this knowledge in developing national or departmental briefings on the status of stocks and the targets of oceanic fisheries management. This is especially true for a virtual SAW. However, participants were also asked to anonymously complete a questionnaire about their experiences which, as with previous courses, will assist us to continually improve the training process. The questionnaire was given to both workshops, and results for both are attached as appendices – Appendix 1 for the Introductory course and Appendix 2 for the Advanced course.

Participants were asked to rate workshop meeting content, opportunity for feedback, participant engagement, time allocated, meeting content, opportunity for feedback and relevance to their job. All aspects received positive scores, scoring an average of 4.57 out of 5. For the advanced workshop, the relevance of the workshop to participants jobs received the highest ratings, scoring 4.86 out of 5 respectively, whereas time allocated to the sessions and participant engagement received the lowest ratings, scoring 4.29 and 4.43 out of 5 respectively.

Introductory SAW



Advanced SAW



Lessons Learned

- The 2023 workshops built on the online and hybrid courses presented in 2022, and in general, ran very smoothly. The use of Moodle to organize, present, and preserve content was again the single largest factor in the success of this year's SAWs. Students often noted the ease with which they could obtain, and review, material.
- Following the model of the successful two-week in-person pre-covid SAWs, we have opted to maintain the structure of offering both an Introductory and an Advanced workshop. Considering valuable input received from past workshop attendees, we are incorporating additional group work sessions to foster meaningful discussions and interactions. This approach aims to facilitate enhanced knowledge exchange among participants, promoting collaborative group deliberations following each topic.
- In a similar vein, the wide variation in experience and educational background of the participants from different countries also means that a two-part workshop, with Introductory and Advanced sessions, is preferable for the future.
- One traditional component of the course that we reintroduced during the 2023 advanced week, following its omission in 2020, due to covid, was the student presentations. In previous years, the final afternoon of the course was dedicated to students delivering presentations, where they assessed designated stocks. These presentations were crafted by small groups during the week and showcased to an audience comprising fellow students, as well as personnel from Oceanic Fisheries Program, Coastal Fisheries Program, and Strategy Performance and Learning teams. This served as a significant milestone for many students, however there was notable lack of focus from teams with adhering to time limits. What was also suggested from SPC personnel was to adapt presentations to suit various stakeholder groups, including fisheries managers, fishermen, and the public. We foresee the creation of templates for upcoming SAWs presentations to target these focus groups and provide examples of delivery methods.
- Comprehension of stock assessments is obviously still a significant challenge to many fisheries staff in SPC member countries. The SPC SAW is one of the most visible and effective methods we have to increase regional expertise, or at least familiarity, with the complex and technical tuna and billfish stock assessments.

There is a recurring acknowledgment of the need to enhance scientific capabilities within national fisheries administrations. Some nations might encounter a shortage of personnel equipped with a fisheries science background, while others could perceive this specialized expertise as more effectively concentrated at the regional collaborative level. It is vital to underline in forthcoming invitations that the primary focus of this workshop is not solely on training national scientists to create stock assessments from scratch, but rather on aiding existing fisheries personnel in gaining a deeper grasp of the consequences (and limitations) of scientific counsel. These individuals are tasked with comprehending a substantial volume of intricate information, regardless of their institutional capacity, and subsequently relaying it to their national establishments. Moreover, they are expected to formulate strategies for addressing regional management decisions.



Financial report

The GEF UNDP OFMP 3 project funding has covered the costs of the SAW for the past several years. Due to its in-person delivery, costs differed from recent years where GEF funds were not used for participants' Per Diem/DSA,

airfares and travel costs, and meals. The major cost this year was Airfares followed by Per Diems. A breakdown of the direct SAW costs are as follows.

In US dollars

Activity	Sum of Total Cost (Original)
Airfares	USD 51,654.17
Other travel costs	USD 16,672.34
PerDiems	USD 22,170.44
Sundry	USD 17,437.11
Grand Total	USD 107,934.06

In addition to the direct GEF Project spending, the SAW leveraged several indirect funding sources. Assistance in delivering presentations came from several SPC scientists who are variously funded by New Zealand Aid, Australia Aid, and the European Union through their funding support for the WCPFC, e.g., “Growth and the 2022 Skipjack assessment”. Other SPC and FFA projects and programme funding contributed substantively to the workshop as well.

Conclusion

We would like to extend our gratitude to the GEF UNDP OFMP project for enabling the realization of this workshop. Based on the feedback received from both participants and SPC presenters, the workshop can be confidently deemed a resounding success, both objectively and subjectively. The transition back to in-person instruction has proven highly valuable, facilitating more open dialogues, deep dives of specific subjects, and focused discussions on pertinent issues. This format has effectively addressed a significant practical requirement within SPC's developing island member states, garnering substantial appreciation. The outcomes of this workshop have instilled optimism concerning the enhancement of fisheries science capacity among member countries in the foreseeable future.

A pivotal decision that necessitates consideration prior to planning the 2024 workshops revolves around choosing between a hybrid approach and a more immersive in-person workshop. This deliberation entails striking a balance where participants can attain a more comprehensive comprehension of the content, all while factoring in the potential benefits of each approach.

ADVANCED STOCK ASSESSMENT WORKSHOP

PARTICIPANT FEEDBACK SURVEY RESULTS

Snapshot:

- Most participants (93%, 13 of 14) indicated that objectives of the training were clear and explained well
- All participants increased their knowledge as a result of the training.
- All participants would recommend similar training to their colleagues.
- Most participants (71%, 10 of 14) considered the level of the workshop as "advanced". Remaining four participants considered it intermediate



Introduction

The workshop "Advanced Stock Assessment" was held from 17th to 21st July 2023. There were 14 responses to the feedback survey (7 female, 5 male, 1 preferred not to say and 1 did not provide a response). A

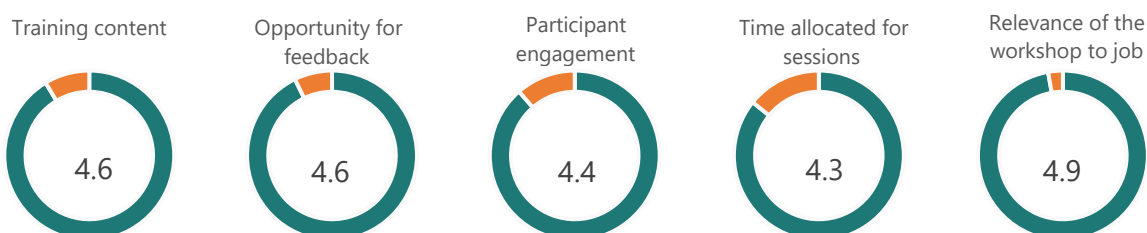
Appendix 1

considerable group of respondents were between the ages 31 to 59 years (58%, 7 of 12), 33% were between ages 25 to 30 and just one respondent was in age group 19 to 24. Participants were from a diverse group of Pacific Island Territories and Countries: from Cook Islands (1), Fiji (3), Kiribati (1), Niue (1), Samoa (1), Solomon Islands (1), Tonga (1), Tuvalu (1) and Vanuatu (1). Two participants were from Indonesia and one respondent did not provide an answer.



Participants were asked to rate workshop aspects such as content, feedback opportunities, organisation, engagement and more. On average, all elements of the training received a rating above 4 points (out of 5), indicating a general satisfaction of the participants with the training delivered.

Training content and participation



Most useful: Participants feedback (46%, 6 of 13) on the most useful elements of the training mentioned the sessions on harvest strategies. Two respondents' comments were around practical exercises, presentations and quizzes. Individual feedback on most useful for remaining participants were sessions on terminology used at SC meetings, session on CPUE analysis, management procedures and time series graphs on stock status.



“Time series graphs explaining the stock status and by regions baser models. Gives that kind of precautionary approach

measures that would help the fisheries management make the best decision based on their respective national objectives”.

“Presentations, practical quizzes provided which enhanced my knowledge and understanding on stock assessment

Least useful: Most participants noted all the contents of the training were relevant. However, four respondents (31% of total) mentioned that the session on genetics study was least useful compared to the other sessions of the training.

Objectives and delivery

Almost all respondents (93%, 13 of 14) considered that the objectives of the training were clear and well explained. Furthermore, all considered the workshop content matched the workshop purpose. Most respondents (93%, 13 of 14) considered the contents of the training were well structured.

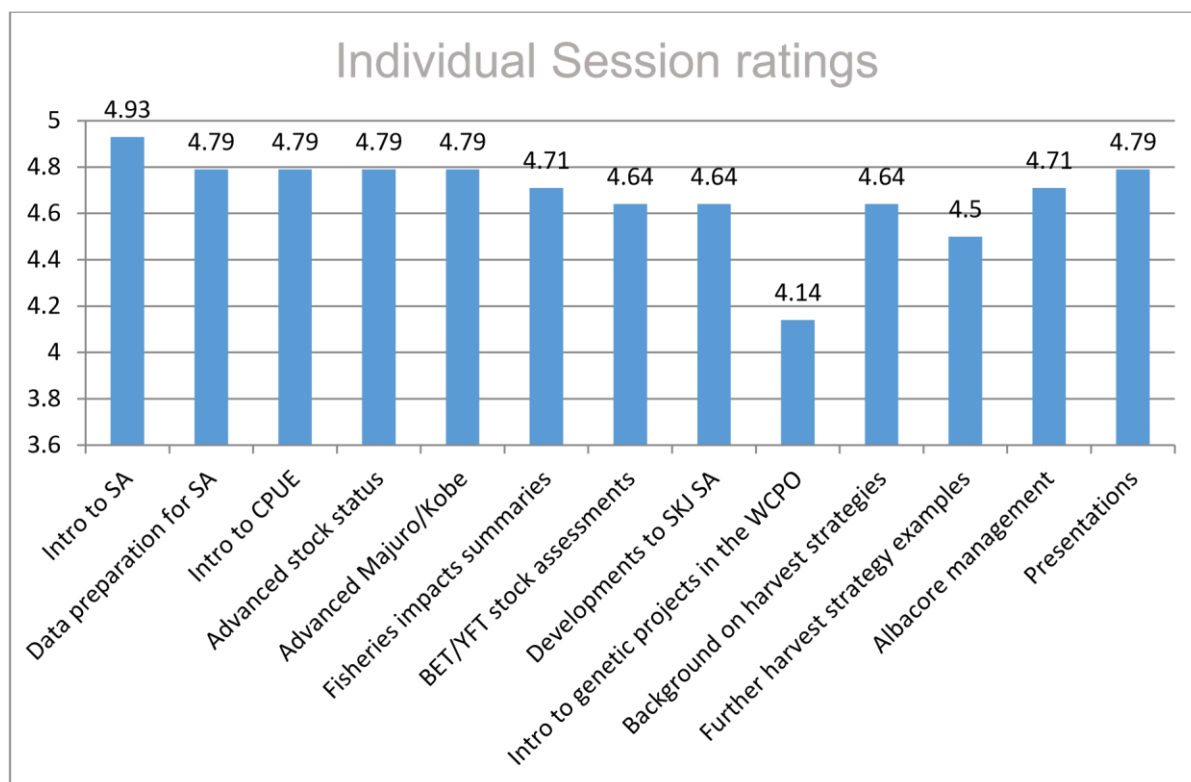
The items that received the lowest scores were on explanation of concepts and topics were clear and easy to understand (4.21 of 5) and time allocated for the training (4.29 of 5).

Overall Ratings

Overall, the respondents felt they would be able to use what they learned in the workshop in their workplace. All respondents would recommend similar trainings to other colleagues. Additionally, all of them gained new knowledge about stock assessment as a result of this training.

Individual Sessions Ratings

All sessions received an average score above 4 (out of 5) indicating general satisfaction with each session. The lowest scoring sessions was “Intro to genetic projects in the WCPO” (4.14 of 5), which matches with the responses on the least useful content noted by respondents. The highest scoring session was “Intro to stock assessments”, which received a 4.93 out of 5 score.



*SA is stock assessment. Blue bars indicate weighted average of responses.

Suggestions for improvement and feedback

Thirteen participants responded to the survey but 13 answered this section while three skipped. Some of the suggestions were:

- ▶ **More group activities, group discussion and interaction (4 comments):** The participants recommended group activities, useful of this workshop to my learning from other participant views, encourage group discussion position as a data analyst, I after every topic. suggest that the secretariat must fund at least 2
- ▶ **More time for the training and repeat participation (3 participants from each member comments):** The participants suggested adding another week for country to attend. But overall, presentations were well practical and theory knowledge, more time for Harvest Strategy delivered." topic and suggested more iterations of the training as well as at least two people per country to attend.
- ▶ **Other suggestions (1 response):** Around logistics of the event, a participant mentioned: "next time let participants select their own accommodation and pay for their own expenses as it used to be before. Current arrangement does not cover for meals and other services. Participants have their own preferences and if that is not met then it will reflect in the quality of participation during the trainings".
- ▶ **Follow up on the training:** Most respondents (86%, 12 of 14) indicated they would like a follow up on the advanced stock assessment workshop.
 - **Topics suggested to include in follow up:**
 - Harvest strategy (6 responses)



- Majuro and Kobe plots (4 responses) □ Climate change (2 responses)
- Catch per unit of effort (2 responses)
- Albacore Management and SKJ stock assessment (1 response)
- Fisheries impact assessment (1 response)
- Overview of Multifan-CL (1 response)
- MPA knowledge (1 response)
- Half respondents suggested the format of the follow up are to be done via a workshop (50%, 6 of 12), while four respondents mentioned they prefer a in-country visit and two prefer an in-person small meeting.

Annex: Result tables

Q1. Please rate the following items	Very poor	Poor	Fair	Good	Excellent	Weighted Average
Meeting content	0	0	0	6	8	4.57
Opportunity for feedback	0	0	0	5	9	4.64
Participant engagement	0	0	1	6	7	4.43
Time allocated for sessions	0	0	2	6	6	4.29
Meeting organisation	0	0	1	3	10	4.64
Relevance of workshop to my job	0	0	0	2	12	4.86

Q2 – Q6. To what extent do you agree with the following statements?	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Weighted Average
The objectives of the training were clear and explained well	0	0	1	5	8	4.5
Workshop content matched the workshop purpose	0	0	0	4	10	4.71
The training content was relevant to my work	0	0	1	2	11	4.71
The sessions were well organised and prepared well	0	0	1	5	8	4.5

Sufficient time was allocated for the training	0	1	1	5	7	4.29
Contents of the trainings were well structured	0	0	1	4	9	4.57
Explanation of concepts and topics were clear and easy to understand	0	0	1	9	4	4.21
Instructor(s) were able to keep participants' focus	0	0	1	6	7	4.43
There were sufficient opportunities for participant engagement	0	0	1	4	9	4.57
I had the opportunity to ask questions when I wanted to	0	0	1	4	9	4.57
I gained new knowledge from the workshop	0	0	0	4	10	4.71
I will be able to use what I learned in my job	0	0	0	5	9	4.64
I would recommend similar training to other colleagues	0	0	0	0	14	5

Q.12 Would you like to receive a follow up on this training?	Responses
Yes	12 (86%)
No	2 (14%)

Q.14 How would you like us to conduct this follow up?	Responses
In person small meeting	2 (17%)
Zoom	0
Workshop format	6 (50%)
In-country visit	4 (33%)

For further information on this feedback, contact Monitoring, Evaluation and Learning team, FAME, lauram@spc.int