FEDERAL GOVERNMENT OF SOMALIA

MINISTRY OF FINANCE (MoF)

WORKSHOP REPORT
ON
REVIEW OF THE PROGRESS OF MACROECONOMIC WORKING GROUP CAPACITY BUILDING PROGRAMME:

DATE: 4TH - 8TH NOVEMBER 2024:

VENUE: MOVENPICK HOTEL & RESIDENCES- NAIROBI, KENYA:

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Table of Contents

ACRONYMS

BROP	Budget Review and Outlook Paper
FGS	Federal Governement of Somalia
FMS	Federal Member State
GDP	Gross Domestic Product
MOF	Ministry of Finance
MWG	Macro Working Group
PIU	Project Implementation Unit

1.0 Introduction and Context

The Federal Government of Somalia (FGS) has received support from the World Bank to build capacity of the Macro-economic Working Group (MWG) under the Somali Integrated Statistics and Economic Planning Capacity Building Project. The main objective of establishing the MWG is to ensure that Somali Civil Servants have the required capacity to prepare critical documentation and policies and to ensure that such capacity is developed in a sustainable way.

The establishment of the MWG ensures close collaboration between the key economic agencies of the FGS in conducting economic analysis, formulation of policies, and in preparation and production of key policy and planning documents such as the Budget Strategy Paper and the National Development Plan including State of the Economy Reports.

The Macro-economic Working Group (MWG) was officially inaugurated in September 2021 at Decale Hotel Mogadishu, Somalia by the Vice-Minister for Finance Dr Abdullahi Sheikh. The MWG brings together the Government's Macroeconomic and Fiscal Programming Agencies namely: The Ministry of Finance; the Ministry of Planning, Investment and Economic Development; Central Bank of Somalia; and Somalia National Bureau of Statistics.

Since the launch of the Macro-economic Working Group, a number of capacity building workshops have been conducted to ensure the objectives of the are met and that the NWG is able to deliver on its mandate.

2.0 Progress Review of MWG Capacity Building Programme Workshop.

The five (5) day workshop of the Macroeconomic Working Group (MWG) Capacity Building aimed at enhancing the analytical and operational capabilities of the Ministry of Finance in macroeconomic policy formulation and implementation. It aimed at building technical skills, fostering collaboration, and addressing macroeconomic challenges.

2.1 Workshop Objectives

The following were the MWG workshop objectives were to: -

- Review of the progress in MWG Capacity Building
- Enhance MWG understanding of the budget cycle to strengthen their skills in budgetary processes, forecasting and fiscal policy formulation, improve coordination and communication between agencies and to ensure compliance with national and international fiscal standards and rules.
- Enhance understanding of Macro Modelling approaches
- Learn from the experience of Revenue Allocation in Kenya between the National and County Governments.
- Review of the Post HIPC Issues

- Understand how to prepare Papers on the State of the Economy
- Understand how to prepare Budget Review and Outlook Paper (BROP)
- Understand the implications of Somalia's Membership in the EAC
- Hold experience sharing meetings with Kenyan counterpart institutions

3.0 Participant's Profile

The workshop brought together 22 members of the Macro Economic Working Group representing different line institutions.

5.0 Workshop Methodology

The workshop employed a mix of participatory approaches which involved open discussions, group activities on key learning points including presentations from the groups on the outcomes and results, plenary discussions that involved participants generating creative and innovative ideas over issues, buzz groups and case studies.

The methodology was interactive as the facilitators ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. And in order to ensure this, the facilitators engaged participants in discussions and kept the forum open for feedback, queries and suggestions. These discussions and interactive sessions were supported through sharing of power point presentations and a visit to selected counterpart institutions in Kenya.

Recaps and reflections before start of new topics was also a very important method as it helped evaluate the understanding of key areas and topics that had been covered

6.0 Venue and Date

The workshop was held at the Movenpick Hotel & Residences in Westlands Nairobi Kenya from the 4th to the 8th November 2024.

7.0 WORKSHOP PROCEEDINGS

7.1 1: INTRODUCTION TO WORKSHOP AND OBJECTIVES SETTING

The training began with recitations of Holy Quran. This was followed by formal individual introductions of the participants, the World Bank representative and the resource persons. The Director of Planning Ministry of Finance shared the objectives of workshop, warmly welcomed the participants and thanked them for sparing time to attend these sessions. He then invited Prof Abdullahi Sheikh who emphasized that in today's dynamic and interconnected global economy, the role of macroeconomic management is very critical and added that policymakers, analysts, and advisors, are constantly faced with complex challenges ranging from inflationary pressures and exchange rate volatility to fiscal sustainability and external shocks. He added that addressing these issues requires not only technical expertise but also collaboration and an informed understanding of emerging trends.

> **"It is my pleasure to welcome you all to this important workshop for the Macroeconomic Working Group. We have gathered here today with a shared mission: to enhance our collective capacity in analyzing, formulating, and implementing sound macroeconomic policies that will drive sustainable growth and development. I want to also thank the World Bank and the Consultants for walking with us through this journey". Director of Planning MOF -Abdinasir Warsame**

Prof Abdullahi Sheikh then invited World Bank representative who gave a brief history of the World Bank journey with the Ministry of Finance Somalia and the inception and launch of the MWG. He added that the workshop presents an opportunity to learn from each other's experiences and that the expertise represented in the workshop will enrich discussions and enhance our understanding of the unique challenges and opportunities within our respective contexts. He further indicated that this workshop marks the end of the first cycle and a beginning of a new cycle in the coming year 2025 emphasizing the importance of developing a medium MWG capacity building plan.

7.1 2: OVERVIEW OF THE WORKSHOP PROGRAMME AND THE PROGRESS IN MWG CAPACITY BUILDING

The Team Leader Mr. Jamshed Ali gave an overview of the workshop and the outcomes of the Macro-economic Working Group (MWG) since its launch in 2021. He indicated that the main objective of establishing the MWG is to ensure that government officers have the requisite capacity to prepare critical documentation and policies by end of 2023. He added that the establishment of the MWG has ensured close collaboration between the key economic agencies of the FGS in conducting economic analysis, formulation of policies, and in preparation and production of key policy and planning documents such as the Budget Strategy Paper and the National Development Plan.

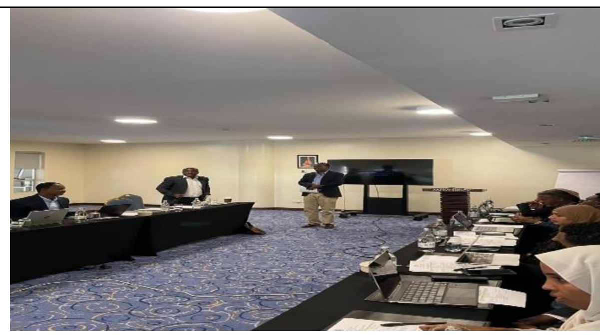
The official Launch of the Macro-Economic Working Group in September 2021 at Decale Hotel Mogadishu brought together the Government's Macroeconomic and Fiscal Programming Agencies that included the Ministry of Finance; the Ministry of Planning, Investment and Economic Development; Central Bank of Somalia; and Somalia National Bureau of Statistics. The facilitator walked the participants through the MWG capacity building activities that have been undertaken and the and accomplishments made so far. The following activities were cited:

- Macro-Economic Working Group training workshop held at the Royal Tulip Canaan Hotel in Nairobi 13th -17th December 2021 aimed at building the capacity of the MWG to prepare key policy documents such as economic outlook and budget strategy papers.
- Macro-Economic Working Group Workshop Decale Hotel, Mogadishu 29th March 2022 which brought together participants from MWG institutions was aimed at providing an opportunity for MWG members and institutions to review the first draft of the FY 2021 Budget Review Outlook Paper (BROP) and to provide comments on the draft paper.
- Macro-Economic Working Group Capacity Building Workshop Held at Raddison Blue Hotel, Nairobi, 17th to 21st October 2022 which brought together participants drawn from the FGS Ministry of Finance; the Ministry of Planning, Investment and Economic Development; Central Bank of Somalia; and Somalia National Bureau of Statistics. The training focused on preparation of the papers on the state of the economy, medium forecasting of recurrent and development expenditure, forecasting tax and non-tax revenue and preparation of budget review and outlook paper.
- Capacity Building Workshop for Members of the MWG of Federal Member States held at Agan Hotel, Kismayu Jubba Land, 19th to 23rd March 2023. This was attended by participants drawn from the Budget and Macro-Fiscal Departments of Ministries of Finance from the Federal Member States. The training focused on the following: economic policies including fiscal and monetary policies, trade and exchange rate policies, budget preparation process in Somalia including alignment between the budget preparation process of FMS and FGS, budget preparation process of other countries (Kenya and South Africa), principles of a good tax system and reforms in tax administration and expenditure and revenue forecasting
- Capacity Building Workshop for Ministry of Finance, Budget and Macro-Fiscal Department Officials of Federal Member States, BCQ Palace Hotel, Galmudug State of Somalia 8th to 12th October 2023. This was attended by representatives from the Ministry of Finance FGS, the PIU, participants from Galmudug State of Somalia, Hir-shabelle, Jubbaland, and South West State. The training focused on economic development and HIPC-related challenges, economic reforms, role of Macro-Fiscal Departments, key fiscal, budgetary, and revenue raising issues, role and responsibilities of the various departments in facilitating information sharing, as well as the need of alignment and collaboration at both federal and member state levels to support and strengthen macro-fiscal monitoring, forecasting and Somalia's economic development.
- Macro-Economic Capacity Building Workshop Held at Pan Pacific Serviced Suites Hotel, Nairobi 6th to 10th November 2023. This brought together participants representing the FGS Ministry of Finance; the Ministry of Planning, Investment and Economic Development; the Central Bank of Somalia; and Somalia National Bureau of Statistics. The

discussions focused on understanding macroeconomy, data requirements of the MWG, outline and Preparation of the Paper on the State of the Economy, medium term forecasting of recurrent and development expenditure using Spreadsheets, medium term forecasting of tax and non-ax revenue using Econometric Package and Spreadsheets, preparation of Budget Review and Outlook Paper (BROP) and Post HIPC policy framework and debt management Issues.

- Other FGS MWG Training and Capacity Building Activities accomplished between February to July 2022 were reported by the facilitator to include training on forecasting real and nominal GDP for Ministry of Finance and Central Bank of Somalia, training on improvement and forecasting of Balance of Payments for Research Department Staff of the Central Bank of Somalia, updating Status of the Economy Reports using administrative and High Frequency Data (Monthly Leading Economic Indicators data) from the Ministry of Finance, Central Bank of Somalia, and Somalia National Bureau of Statistics, the role of Budget Execution Institutions in preparation of the Budget for staff of the Office of the Accountant General, Ministry of Finance and data requirements for production of State of the Economy Paper, BROP, BSP and other policy documents.

The facilitator concluded the session on the progress in MWG capacity building by paying tribute to the late John Randa of the World Bank and how he was instrumental in the formation of Somalia's MWG and his contributions in the training and capacity building of the macro-fiscal institutions of the FGS and FMS.



Jameshed Ali walking partcipants through progress in MWG capacity building

7.1 3: BUDGET PREPARATION

The presentation focused on skills and training required for MWG and budget preparation teams in the Budgetary processes, Budgeting and Forecasting, Forecasting Recurrent Budget and Budget Development.

He walked the participants through the Technical Skills and Training necessary for MWG and BPT in preparing Medium-Term Fiscal Frameworks (MTFF) and Medium-Term Expenditure Frameworks (MTEF). In his presentation, he indicated some of the technical skills required by the MWG and BPT include: -

- Proficiency in financial programming and modeling tools in order to forecast revenues, expenditures, and debt
- Knowledge of budgeting principles, techniques, and forecasting methodologies
- A clear understanding of macroeconomic indicators, such as GDP, inflation, interest rates, and exchange rates and how they affect the economy.
- Ability to analyze large datasets to identify trends and patterns.
- A good understanding of financial statements and accounting standards.
- Problem-solving which is the ability to identify and analyze complex problems
- Critical thinking which requires evaluating information and making informed decisions
- Interpreting data to draw meaningful conclusions
- Predicting future trends and their potential impact on the budget
- A good understanding of financial statements and accounting standards.

The facilitator then took the participants through National budgetary processes, Budget Calendar, Medium-Term Budgeting, Rolling Medium-Term Expenditure Frameworks, Budget Equation, Introduction to Forecasting, reasons for Forecasting, Costing Methodology in Forecasting and Costing Techniques used in Forecasting among other aspects of Forecasting. (Full presentation pinned).

Participants were given the opportunity to ask questions and seek clarifications after the presentation and discussion of the session. The questions raised were on the budget cycle and more specifics on the entire budget making process. The facilitator explained and made references to the specific process in Kenya. After a Q& A session, the facilitator concluded the session by emphasizing that the MWG should endeavor to apply the principles and strategies discussed in the session to be better placed and equipped to develop and manage budgets. He reminded the participants that budgeting is a dynamic process that requires regular monitoring and adjustments to reflect changing circumstances and priorities of a country.

7.2 SESSION 1: MACRO MODELLING.

The second day started with recitation of the Quran and recap of the previous day's sessions. Each participant was asked to recap and share the learning of first day. The participants facilitated the process and reported what they learnt in Day 1. All the participants also provided feedback on training contents, training delivery. They appreciated that contents were in line with the objectives of the training and easy to understand and they liked the training methodology.

The session om Macro Modelling was presented by Dr. Daniel Amanja. The facilitator introduced the Macroeconomic models, the Types of Models, Kenya's Modelling Experience, the Modelling Challenges and posed the question of the Somalia Experience.

The facilitator further explained to the participants how Macro modeling involves the construction of mathematical frameworks to analyze the behavior and interactions of macreconomic economic variables such as GDP, inflation, unemployment, and interest rates and how these models help economists understand economic dynamics and guide policy decisions.

He demonstrated the very many types of models whose depth and detail depend on purpose, availability of data, and modeling capacity (skillset) and some of the examples he mentioned include Input-output models – static models, Social Accounting Matrix (SAM) – static, Computable general equilibrium (CGE) models, Macroeconometric models, Forecasting and policy analysis system (FPAS) and the Dynamic Stochastic General Equilibrium (DSGE) models. He however recommended Input-output models for Somalia.

The session ended with Q&A plenary where the partcipants sought to understand more on the Types of macroeconomic models (e.g., DSGE, Solow Growth Model, IS-LM), the key variables in macro models (GDP, inflation, unemployment, etc.), Model assumptions and limitations, policy applications of macro models (monetary, fiscal policy) and recent advances in macroeconomic modelling and which were clarified by the resource person.

7.2 REVENUE ALLOCATION BETWEEN NATIONAL AND COUNTY GOVERNMENT- THE KENYAN EXPERIENCE.

This session was faciliated by Mr. Samuel Kiiru. He presented the Kenya's system of government, established under the 2010 Constitution that brought about the devolved structure with two levels of government: the National Government and 47 County Governments. Devolution aims to promote equitable development, enhance public participation, and bring services closer to the people. Revenue allocation between these two levels is crucial to ensuring they function effectively.

He further presented the Kenya's Revenue Sharing System based on Equitable Share; which the minimum allocation to Counties is guaranteed by the Constitution, ensuring counties receive an equitable share of national revenue. The second aspect was Conditional and Unconditional Grants; where the Counties may receive additional funding in the form of grants and the Conditional grants for specific purposes (e.g., health services or road maintenance).

He also deepened participants understanding of Equalization Fund which provides resources to marginalized areas to ensure basic services like water, health, and infrastructure are at par with other regions.

It was also observed that the Somali Provisional Constitution mandates a revenue-sharing framework to guide the distribution of national revenues between FGS and FMS and that the framework prioritizes fairness, equitable access to resources, and addressing historical imbalances. The mains sources of FGS Revenue were mentioned to be primarily from customs duties, international aid, and taxes collected at federal level while at the FMS Revenue were from Internal taxation, including business licenses, property taxes, and some regional levies.

7.2 SESSION 3: POST HIPC ISSUES

This session was presented by Jamshed Ali. The resource person indicated that Somalia needs to develop a post -HIPC strategy to address were the challenges and opportunities the country faced after qualifying for and benefiting from the debt relief provided after successfully reaching HIPC Decision Point in March 2020. This marked a significant milestone in the county's efforts to normalize financial relations with the international community and reduce its debt burden. However, he indicated several issues need to be addressed in the post-HIPC period.

The facilitator added that there is need for Somalia to maintain sound macroeconomic policies to ensure sustainable growth and avoid slipping back into debt distress and this can be done by enhancing domestic resource mobilization including implementation of a tax mordenization programme, building capacity of the MOF and CBS debt management departments as well as strengthening PFM systems which are important for transparency, accountability, and effective use of resources.

Other recommendations made were that Post-HIPC, Somalia needs to strengthen its trade sector including mordenizing its energy and other infrastructure to enhance the competitiveness of that its trade sector. The session marked the end of day two after the Q&A session on post HIPC.

7.3 PREPARATION OF PAPER ON THE STATE OF THE ECONOMY

The third day began with recitation of the Holy Quran and a brief recap of the key points of the previous day and clarification of questions and any outstanding issues.

The session on preparation of the Paper on the State of the Economy was presented by Jamshed Ali. The facilitator indicated that preparing a paper on the state of the economy involves several steps that included defining the format/outline of the paper. He presented the earlier format developed by the MWG in the first capacity building workshop, the format used by the Central Bank of Somalia, and that used by the Kenyan MWG in preparing the Paper on the State of the Economy.

He took participants through the data requirements for production of the Paper on the State of the Economy. And also indicated that the MWG can also rely on high frequency available data such as electricity production and consumption, cement consumption, etc as proxy indicators citing the case of Kenya National Bureau Publications (Leading Economic Indicators - LEI) as an example. Other useful data sources are the IMF Global

He further indicated that the projections for GDP growth and other macroeconomic variables in through use of a medium term macro-economic model including incorporating in the model assumptions of medium term global and regional growth forecast from IMF Global Economic Outlook. It was emphasized that the purpose of production of the paper on the state of the economy is to provide senior policy makers with the most recent data on economic performance, this also assists in formulation of evidence- based decision making.

The presentation was followed by Q&A session where the resource clarified any issues that were not clear on the preparation of the state of the economy paper. He additionally walked the participants through the sectors in Somalia and what and where to look for the data for State of the Economy Paper.

7.3 PREPARATION OF BUDGET REVIEW AND OUTLOOK PAPER (BROP).

This session was presented by Samuel Kiiru. The facilitator took participants through the recommended content and structure of a BROP, the review of 2024 BROP against the benchmarks; and a way forward. He explained what a Budget Review and Outlook Paper (BROP) is, a typical outline of BROP and made specific comments on the Somali 2024 BROP that he had reviewed clearly marking what was achieved and what was not met.

He concluded the session by indicating the that 2024 BROP as prepared by the Economic Policy and Planning Directorate in the Ministry of Finance, largely meets the criteria of the recommended framework for preparing BROP in line with the best practice. He however noted that the Somalia 2024 BROP does not demonstrate a clear framework of risk assessment by failing to identify potential fiscal risks and challenges and strategies to mitigate them.

In the Q&A session, the participants sought to better understand the Medium-Term Budget Framework, and which was explained as proposed allocation of resources for the next 3-5 years. The participants also sought to understand why is BROP important in the budget process and it was explained that the BROP serves many purposes including performance Review, Planning Tool, enhances Transparency and Accountability and ensures that fiscal policies are aligned with national development objectives. Another question was on how BROP influences the Medium-Term Expenditure Framework (MTEF). It was explained by the resource person that the BROP sets the stage for the MTEF by providing baseline projections of revenue, expenditures, and deficits including identification of fiscal priorities and limits within which sectoral allocations are determined, ensuring consistency between the annual budget and medium-term objectives.

7.3 IMPLICATIONS OF SOMALIA'S MEMBERSHIP IN THE EAC

The session was facilitated by Dr Daniel Amanja. His presentation focused on the Regional Integration Economics, the EAC Integration Journey, the Pillars of EAC Integration, the Macro Convergence Criteria, the Organs of EAC and the Progress made so far. He additionally presented the challenges in the EAC, Somalia's Accession into EAC and the Economic Implications of Somalia joining the EAC.

He indicated that Somalia's potential accession to the East African Community (EAC) has significant economic implications for both Somalia and the existing member states. He added that for Somalia, it means access to a larger regional market which also will enable Somali businesses to trade more freely within the bloc, benefiting from reduced tariffs and non-tariff barriers. Additionally, for EAC Members, Somalia could offer new trade opportunities, particularly in sectors like livestock, fisheries, and agriculture. Somali ports, such as Mogadishu and Kismayo, could serve as gateways for regional and international trade, enhancing the EAC's trade routes.

During the Q& A session, the participants sought to understand the economic implications of Somalia's EAC membership. The resource person further clarified on the available trade opportunities as Somalia will gain access to a larger market with reduced tariffs and harmonized trade policies, participation in regional infrastructure projects such as road networks, energy, and railways and making Somalia more attractive to foreign investors, given the regional stability and market access.

He also explained that membership could also enhance regional cooperation on security, particularly in combating terrorism and piracy. However, he added that there could be challenges in the process as Somalia’s economy is still recovering from conflict and may struggle to compete with more developed EAC members. Overall, he concluded that the Somali businesses will gain easier access to EAC markets, enabling them to expand and compete regionally.

7.4 MEETINGS WITH KENYAN COUNTERPART INSTITUTIONS

The fourth day marked the visit to counterpart institutions in Kenya. The visit at the National Treasury provided an opportunity for the MWG to familiarize on how the Treasury in Kenya works, as this experience can help the Ministry of Finance Somalia enhance efficiency, accountability, and effectiveness in managing public resources. The Team was able to, among other things, compare fiscal policies, budget allocation, and public expenditure management, Best Practices in line with international standards.

At the KIPPRA, the Team was able to familiarize with the mandate of KIPPRA as a government agency charged with conducting objective research and analysis on public policy issues with the goal of providing advice to policy makers. They were able to learn on how KIPPRA generates data for Informed Decision-Making for the government which includes data on GDP, inflation, unemployment, and trade balance. This assists and helps policymakers assess the current state of the economy as well as how historical data helps in recognizing patterns, such as economic cycles, enabling better forecasting and Setting Policy Goals.

	
Visit to the Treasury-Kenya	**Visit to KIPPRA**

7.5 CLOSING SESSION OF WORKSHOP

Day 5 marked the last day of the MWG workshop and it was a day to reflect on the entire workshop including filling in post workshop evaluation forms. Reflecting on a macroeconomic working group training workshop provided an opportunity to assess its value and areas for growth. For participants, the workshop provided a chance to deepen their understanding of the economic mechanisms that shape their country’s economy.

The workshop typically incorporated case studies, data analysis, or simulations to bridge theory with practice, collaboration and Networking and inspired Strategic Thinking. The participants opined that they now have Enhanced Analytical Skills as the training underscored the importance of aligning fiscal policies with broader economic goals, such as sustainable growth, inflation control, and employment creation. The emphasis on leveraging accurate and timely data will support more informed and effective policy interventions was an important element.

Moving forward, the knowledge acquired will empower the MWG to navigate complex economic environments, optimize resource allocation, and foster economic resilience. The participants are encouraged to apply these insights in their daily operations, driving the Ministry's mission to achieve fiscal sustainability and macroeconomic stability.

Training is not just about acquiring new information, it is about growth, collaboration, and building a stronger foundation for the future. I hope you feel more confident and better prepared to tackle the challenges ahead. As we move forward, I encourage you to apply what you've learned, share your insights with your teams, and continue seeking opportunities for development. Remember, learning doesn't stop here. This is just one step in your journey of professional growth- Abdinasir Warsame

The Director of Planning MOF Abdinasir Warsame gave his closing remarks and asked the participants to reflect on what they have accomplished together over the workshop period that covered a wide range of topics designed to equip them with the knowledge and skills necessary to excel in their roles. He added that their active participation, dedication, and enthusiasm have made this a rewarding experience for all of us. He thanked the World Bank for supporting the process and trainers and facilitators for their hard work and for sharing their expertise as well as the participants for their commitment and engagement. "Let's carry the momentum from this training into our work and continue striving for excellence."

8.O CONCLUSION AND RECOMMENDATIONS

8.1 Conclusions

The training workshop for the Macroeconomic Working Group represents a critical step towards consolidation of capacity for economic analysis, policy formulation, and fiscal management. Participants have deepened their understanding of macroeconomic principles, tools, and models, enabling them to assess economic trends, forecast future developments, and design evidence-based policies.

8.2 Recommendations

- There is an urgent need for more training Macro Economic Modelling Techniques to improve the MWG 's ability to use and interpret complex economic models.
- More capacity building training on Macroeconomic Data Analysis and Forecasting to Enhance the skills of MWG in handling large datasets and making accurate forecasts.

- More capacity building for the MWG on Budget Outlook paper (BROP) & Budget Strategy Paper
- There is need to align the capacity building on NDP and sectoral working group
- There is need for capacity building on Policy Analysis and Impact Evaluation with the objective of strengthening MWG's ability to assess the effectiveness of monetary and fiscal policies.
- There is need to follow up on Post HIPC and the development of State of the Economy Papers

9.0 WORKSHOP EVALUATION BY PARTICIPANTS

At the end of the training, feedback from participants was collected regarding training contents and trainer's evaluation. Participants provided feedback by using the post evaluation form that was provided. Various rating scales were used to evaluate various aspects of training. With regards to training, participants shared that training was very helpful and the content and exercises used in training helped them understand the topic and its significance. Participants found the training material to be very helpful and shared that presentations were very easy to understand because simple and easy terminologies were used in the material. Other factors such as time division and topics covered in during the training were well-received by the participants.