



**Better Service**

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# TRAINING CALENDAR 2020-2021



**National Institute of Population  
Research and Training (NIPORT)**

Azimpur, Dhaka-1205

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**Published by:**

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# FOREWORD

National Institute of Population Research & Training (NIPORT) is a leading training and research organization of the Ministry of Health and Family Welfare. It works to develop skilled and competent workforce through need-based & competency training for ensuring quality health, family planning and nutrition services and provide evidence-based policy guidelines for the Health, Population and Nutrition (HPN) sector. Since training is a vital requirement for an organization to maintain a viable and skilled workforce, NIPORT carries out various training programs for the service providers of HPN sector.

NIPORT aims to contribute in reducing the maternal mortality ratio, child mortality rate and total fertility rate and thus works for the socio-economic development of the country. NIPORT is working relentlessly to contribute in attaining the 4<sup>th</sup> Health, Population and Nutrition Sector Program (4<sup>th</sup> HPNSP) goals. The training activities of NIPORT contributed in achieving the health related Millennium Development Goals (MDGs) and will also contribute to achieve the Sustainable Development Goals (SDGs) of the HPN sector. It can be mentioned that in the FY 2019-2020, NIPORT has provided training to 12492 service providers of DGFP, DGHS, DGNM and other organizations of the Ministry of Health & Family Welfare.

NIPORT prepares an Annual Training Calendar every year which portrays all the training programs that will be conducted throughout the whole year and this year it is no exception. NIPORT has prepared the Annual Training Calendar for the FY 2020-2021 in order to implement the training programs more smoothly. The training programs have been designed in congruence with the Election Manifesto of the government, 4<sup>th</sup> HPNSP and Sustainable Development Goals (SDGs). This year, given the current global emergency of Corona Virus pandemic, we have planned to develop a curriculum on this important aspect as per the National Guidelines on Clinical Management of Corona Virus Diseases 2019 (COVID-19).

I sincerely hope that this training calendar will help to organize the training programs more efficiently. I would like to thank in advance to the Principals of RPTIs and Training Officers of RTCs for implementing the training programs as per this calendar. I would also like to convey my earnest gratitude and acknowledgement to the Director (Training) and his team for their efforts and dedication in preparing the Annual Training Calendar.

  
(Susanta Kumar Saha)  
Director General  
(Additional Secretary)  
NIPORT



## PREFACE

As technology advances and workplace methods and strategies improve, there comes a need for employers and employees to align with these changes in terms of knowledge, skills, abilities and attitudes. Getting employees exposed to relevant and consistent training can help an organization to improve performance and increase results in the workplace. National Institute of Population Research & Training (NIPORT), since its inception in 1977, is cognizant of the necessity of training and hence works to make sure that service providers are efficient in providing quality health, family planning and nutrition services to the communities of Bangladesh.

NIPORT provides training to Program Managers, Physicians, Trainers, Nurses, Paramedics and Field workers of DGFP, DGHS, DGNM and other organizations under the Ministry of Health & Family Welfare. Besides the training facility in the NIPORT Head Office, NIPORT provides training to the health service providers through 12 RPTIs and 20 RTCs which are dispersedly located throughout the country. So trainees from different locations of the country can receive training from their adjacent training centers at their utmost convenience.

NIPORT has designed the Annual Training Calendar for the FY 2020-2021 like the previous year. This calendar is meticulously designed so that it can help in organizing the training programs in a planned and disciplined manner. Last year we couldn't achieve our target because trainings had to be postponed all of a sudden due to Corona Virus outbreak. So this year we have redesigned the programs keeping the current pandemic situation in mind so that all the participants remain safe and necessary health precautions can be taken accordingly.

I would like to convey my heartfelt thanks to Mr. Md. Razibul Hassan, Audio Visual Specialist and Ms. Nusrat Nawshin, Instructor, NIPORT who has devoted their hard work in the preparation and development of the Annual Training Calendar. I do hope that all concerned faculty members will be sincere enough in organizing the training courses as per this Calendar.

  
(Md. Matiar Rahman)  
Director (Training)  
(Additional Secretary)  
NIPORT



## Abbreviations:

ADP	Annual Development Plan
AFWO (MCH-FP)	Assistant Family Welfare Officer (MCH-FP)
AHI	Assistant Health Inspector
AIDS	Acquired Immune Deficiency Syndrome
ANC	Ante Natal Care
APR	Annual Progress Review
ARI	Acute Respiratory Infection
AUFPO	Assistant Upazila Family Planning Officer
BCC	Behavior Change Communication
BCS	Bangladesh Civil Service
BDHS	Bangladesh Demographic Health Survey
BF	Benevolent Fund
BRCR	Birth Registration and Child Rights
CC	Community Clinic
CHCP	Community Health Care Provider
CNC	Comprehensive Newborn Care
CSBA	Community-based Skilled Birth Attendant
COVID-19	Corona Virus Disease- 2019
DDO	Drawing and Disbursing Officer
DGFP	Directorate General of Family Planning
DGHS	Directorate General of Health Services
DGNM	Directorate General of Nursing and Midwifery
DPA	Direct Project Aid
DPP	Development Project Proforma
ECD	Early Childhood Development
ENC	Essential Newborn Care
EOC	Emergency Obstetric Care
EPI	Expanded Program on Immunization
ESP	Essential Service Package
FPI	Family Planning Inspector

FWA	Family Welfare Assistant
FWV	Family Welfare Visitor
FWVTI	Family Welfare Visitors' Training Institute
GOB	Government of Bangladesh
GPF	General Provident Fund
HA	Health Assistant
HBB	Helping Babies Breath
HI	Health Inspector
ICT	Information & Communication Technology
IEC	Information, Education & Communication
IP	Infection Prevention
IUD	Intra Uterine Device
IUFR	Interim Unaudited Financial Report
KMC	Kangaroo Mother Care
MCWC	Mother and Child Welfare Center
MDG	Millennium Development Goal
MIS	Management Information System
MO	Medical Officer
MO (CC)	Medical Officer (Clinical Contraception)
MO (CS)	Medical Officer (Civil Surgeon Office)
MO (MCH-FP)	Medical Officer (Maternal & Child Health- Family Planning)
MR	Menstrual Regulation
MTBF	Medium Term Budget Framework
MTR	Mid-Term Review
NIPORT	National Institute of Population Research & Training
NIS	National Integrity Strategy
NSV	No-Scalpel Vasectomy
OP	Operational Plan
OSPE	Objectively Structured Practical Examination
PHC	Primary Health Care
PIP	Project Implementation Plan
PNC	Post Natal Care

PPA	Public Procurement Acts
PPP	Preliminary Project Proforma
PPR	Public Procurement Regulations
RH	Reproductive Health
RMO	Residential Medical Officer
RPA	Reimbursement Project Aid
RPTI	Regional Population Training Institute
RTC	Regional Training Center
RTI	Reproductive Tract Infection
SACMO	Sub Assistant Community Medical Officer
SDG	Sustainable Development Goal
SI	Sanitary Inspector
SRHR	Sexual and Reproductive Health and Rights
SSN	Senior Staff Nurse
STI	Sexually Transmitted Infection
SVRS	Sample Vital Registrations System
SWAp	Sector Wide Approach
TB	Tuberculosis
TOT	Training of Trainers
TTDs	Trainee Training Days
UFPO	Upazila Family Planning Officer
UH&FWC	Union Health and Family Welfare Center
UHC	Upazila Health Complex
UHFPO	Upazila Health & Family Planning Officer
VAW	Violence Against Women



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## 1. Demographic Data of Bangladesh (SVRS 2019)

Area	: 1,47,570 sq. km.
Population	: 166.50 m Male: 83.33 m Female: 83.17 m
Population Density per sq. km	: 1125
Life Expectancy at Birth	: 72.6 Male: 71.1 Female: 74.2
Rate of Natural Increase	: 1.32
Sex Ratio (M/F*100)	: 100.2
Mean Age at Marriage	Male: 25.3 Female: 18.9
Crude Disability Rate (per 1000)	Male: 9.2 Female: 7.6

## 2. Comparison of Indicators:

Indicator	2007	2017
Neonatal Mortality Rate	37, BDHS 2007	30, BDHS 2017
Under-5 Mortality Rate	65, BDHS 2007	45, BDHS 2017
Skilled Assistance at Delivery	20.9, BDHS 2007	52.7, BDHS 2017
Total Fertility Rate (TFR)	2.7, BDHS 2007	2.3, BDHS 2017
Stunting among Under-5 children	43.2, BDHS 2007	30.8, BDHS 2017
Exclusive Breastfeeding	42.9, BDHS 2007	65, BDHS 2017

### 3. Introduction of the Training Programs

The National Institute of Population Research and Training (NIPORT) is a national level government training and research organization of Bangladesh. It was established in 1977 under the Ministry of Health and Family Welfare.

NIPORT imparts training to the Program Managers, Physicians, Trainers, Nurses, Paramedics and Field Workers on Reproductive Health, Child Health, Nutrition and Family Planning to increase knowledge, develop skills and change attitude for better performance. Training programs are implemented through the head office in Dhaka, 12 Regional Population Training Institutes (RPTI) at district & division level and 20 Regional Training Centers (RTC) at upazila (sub-district) level. Family Welfare Visitors' Training Institute (FWVTI) has been renamed as Regional Population Training Institute (RPTI).

The Training Unit of NIPORT head office mainly trains the Program Managers, Physicians and Trainers. It is headed by the Director (Training) and supported by 18 other faculty members. In addition, guest speakers from relevant organizations are invited to facilitate the training sessions. NIPORT head office has 3 AC classrooms, 1 conference room and 1 auditorium. A library, a hostel for 30 trainees with dining facilities and vehicles for field practice are available.

The RPTIs mainly train the Paramedics. It is headed by the Principal and supported by 9 other faculty members. In addition, there is a team of resource persons from relevant organizations who are invited to facilitate the training sessions. All RPTIs are situated at district/division headquarters with residential accommodation and dining facilities for 60 trainees. Each RPTI has 2 classrooms and 1 auditorium, 1 demonstration room, 1 library and vehicles for field practice.

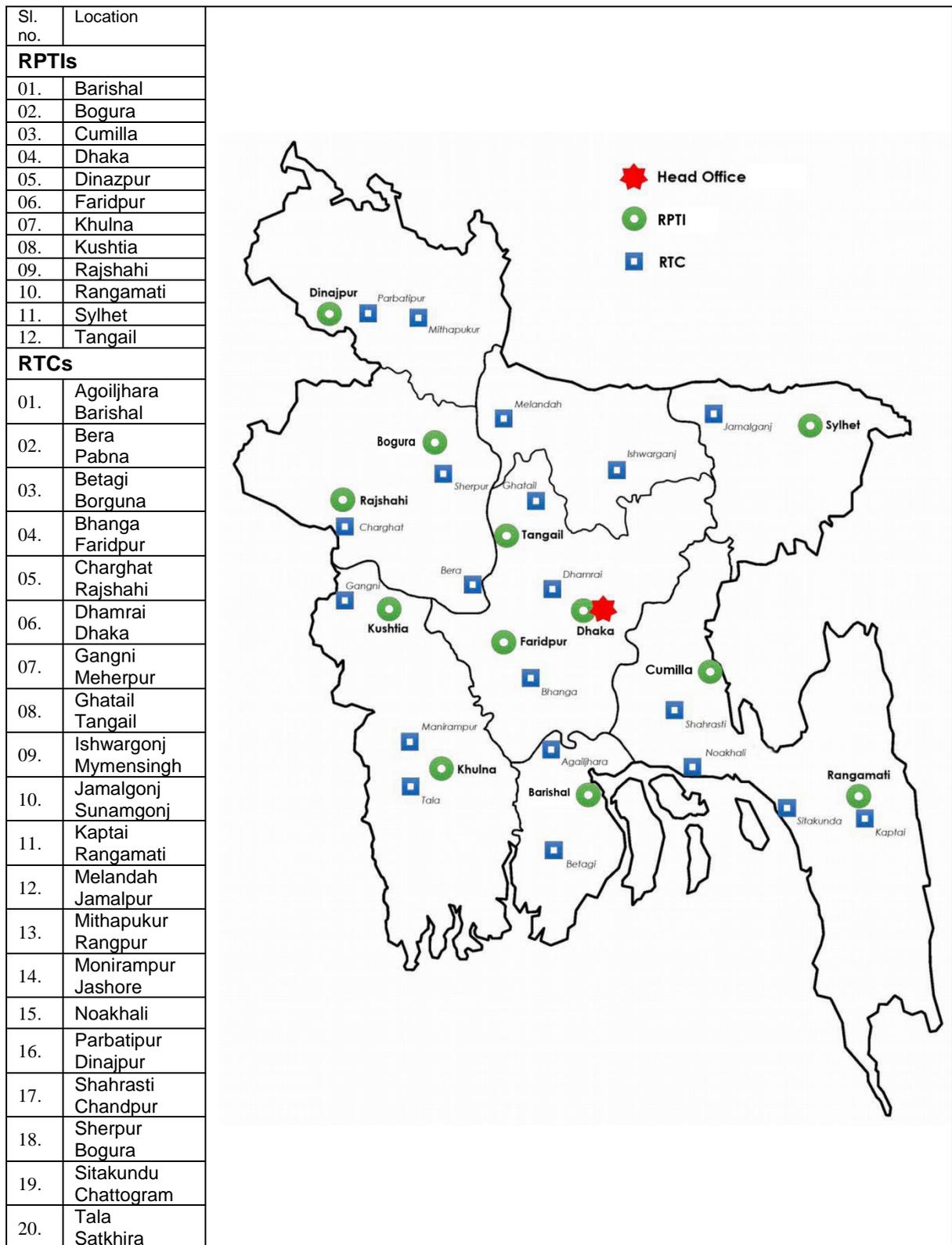
The RTCs mainly train the Field Workers. It is headed by the Training Officer and supported by 3 other faculty members. In addition, there is a team of resource persons from relevant organizations who are invited to facilitate the training sessions. All RTCs are situated at upazila headquarters with residential accommodation and dining facilities for 36 trainees. Each RTC has 2 classrooms and vehicle for field practice.

Since its inception in 1977, up to FY 2019-2020 NIPORT has trained 4,27,989 Program Managers, Physicians, Trainers, Nurses, Paramedics and Field Workers. The trainees from DGHS are Civil Surgeon, Deputy Civil Surgeon, UHFPO, RMO, MO, MO (CS), SACMO, Medical Technologist, SI, HI, AHI, CHCP and HA. The trainees from DGFP are Deputy Director (FP), AD (FP), AD (CC), UFPO, MO (MCH-FP), MO (CC), AUFPO, AFWO (MCH-FP), SACMO, Medical Technologist, FPI, FWV and FWA. The trainees from DGNM are Senior Staff Nurse.

In the context of COVID-19 outbreak, NIPORT is going to develop a curriculum on COVID-19 to orient the service providers so that they can take precautionary measures against Corona Virus and further aware the mass people of the country to keep them safe.

The training programs of NIPORT improve the performance and quality of services of the service providers which helps to reduce the maternal mortality ratio, child mortality and total fertility rate; and ultimately training programs of NIPORT contribute to the socio-economic development of the country.

## 4. Location of Training Facilities



## 5. Training Plan at a Glance: FY 2020-2021

### 5.1. Summary of the Training Programs:

Sl. no.	Location	No. of Batches	No. of Trainees
1.	Head Office	36	704
2.	Regional Population Training Institutes (RPTI)	306	6020
3.	Regional Training Centers (RTC)	261	5625
<b>Total=</b>		<b>603</b>	<b>12349</b>

#### 5.1.1. Head Office of NIPORT:

Sl. no.	Name of the Course	Duration	Category of Trainees	No. of Batches	No. of Trainees
<b>Development Budget</b>					
1.	Orientation Training	5 days	MO (MCH-FP) & UFPO of DGFP	1	20
2.	Orientation Training on Covid-19 & Other Communicable Diseases	5 days	Senior Staff Nurse	4	80
3.	Orientation Training	10 days	Senior Staff Nurse	2	40
4.	Comprehensive Newborn Care (CNC) Training	5 days	Physician, Nurse & Paramedic	4	64
5.	Financial Management Training	5 days	Officers of DGFP, DGHS, DGNM, NIPORT & Others	4	80
6.	Management & Leadership Training	5 days	Officers of DGFP, DGHS, DGNM, NIPORT & Others	1	20
7.	Office Management Training	5 days	Staff (11-15 Grade) of DGFP, DGHS, DGNM, NIPORT & Others	6	120
8.	Behavior Change Communication Training (BCC)	5 days	Staff (16-20 Grade) of DGFP, DGHS, DGNM, NIPORT & Others	6	120
9.	Training of Trainers (TOT)	5 days	Faculty of NIPORT & Others	4	80
10.	House Keeping Training	5 days	House Keepers of RPTIs & RTCs	2	40
<b>Sub-total (a)=</b>				<b>34</b>	<b>664</b>
<b>b. Operational Budget</b>					
1.	On the Job Training	5 days	Officers of NIPORT	1	20
2.	On the Job Training	5 days	Staff of NIPORT	1	20
<b>Sub-total (b)=</b>				<b>2</b>	<b>40</b>
<b>Total (a+b)=</b>				<b>36</b>	<b>704</b>

### 5.1.2. Regional Population Training Institutes (RPTI) of NIPORT:

Sl. no.	Name of the Course	Duration	Category of Trainees	No. of Batches	No. of Trainees
<b>a. Development Budget</b>					
1.	Orientation Training on Covid-19 & Other Communicable Diseases	5 days	Nurse & Paramedic	66	1320
2.	Orientation Course	10 days	Senior Staff Nurse	72	1440
3.	Counseling, IUD & IP Training	5 days	FWV	12	192
4.	Comprehensive Newborn Care (CNC) Training	5 days	Physician, Nurse & Paramedic	48	768
5.	Early Childhood Development (ECD) & BRRCR	5 days	FWV, SACMO & Others	24	480
6.	Sexual & Reproductive Health & Rights (SRHR) Training	5 days	Nurse, FWV, SACMO & Others	24	480
7.	Office Management Training	5 days	Staff (11-15 Grade) of DGFP, DGHS, DGNM, NIPORT & Others	12	240
<b>Sub-total (a)=</b>				<b>258</b>	<b>4920</b>
<b>b. Operational Budget</b>					
1.	Basic Training	18-months	FWV	36	800
2.	Induction Training	10 days	SACMO	12	300
<b>Sub-total (b)=</b>				<b>48</b>	<b>1100</b>
<b>Total (a+b)=</b>				<b>306</b>	<b>6020</b>

### 5.1.3. Regional Training Centers (RTC) of NIPORT:

Sl. no.	Name of the Course	Duration	Category of Trainees	No. of Batches	No. of Trainees
<b>a. Development Budget</b>					
1.	Refresher Training	5 days	FWA	20	400
2.	Team Training	5 days	FWA, HA, CHCP & Others	40	800
3.	Early Childhood Development (ECD) & BRCR	5 days	FWA, HA, CHCP & Others	40	800
4.	Sexual & Reproductive Health & Rights (SRHR) Training	5 days	FWA, HA, CHCP & Others	40	800
5.	Behavior Change Communication Training (BCC)	5 days	Staff (16-20 Grade) of DGFP, DGHS, DGNM, NIPORT & Others	20	400
6.	Monitoring, Supervision & Follow-up Training	5 days	SI, HI, AHI & FPI	20	400
<b>Sub-total (a)=</b>				<b>180</b>	<b>3600</b>
<b>b. Operational Budget</b>					
1.	Basic Training	2-months	FWA	43	1075
	Basic Training (Continuation)	2-months	FWA	20	500
2.	Basic Training	10 days	FPI	18	450
<b>Sub-total (b)=</b>				<b>81</b>	<b>2025</b>
<b>Total (a+b)=</b>				<b>261</b>	<b>5625</b>

## 6. Detailed Training Plan

### 6.1. Head Office of NIPORT

November 2020

Sl. no.	Name of the course	Duration		Number of Trainees	Coordinator	Class Room no.
		From	To			
<b>Development Budget</b>						
1.	Office Management Training for Staff	01/11/20	05/11/20	20	<i>Abul Moin, Instructor</i>	1
2.	Behavior Change Communication Training (BCC) for Staff	01/11/20	05/11/20	20	<i>Nusrat Nawshin, Instructor</i>	2
3.	Office Management Training for Staff	08/11/20	12/11/20	20	<i>Aklima Begum, Instructor</i>	1
4.	Behavior Change Communication Training (BCC) for Staff	08/11/20	12/11/20	20	<i>Mohamed Abdur Rahman, Instructor</i>	2
5.	Office Management Training for Staff	15/11/20	19/11/20	20	<i>Nusrat Nawshin, Instructor</i>	1
6.	Behavior Change Communication Training (BCC) for Staff	15/11/20	19/11/20	20	<i>Abul Moin, Instructor</i>	2
7.	Office Management Training for Staff	22/11/20	26/11/20	20	<i>Md. Abdur Rahman, Instructor</i>	1
8.	Behavior Change Communication Training (BCC) for Staff	22/11/20	26/11/20	20	<i>Aklima Begum, Instructor</i>	2
9.	Office Management Training for Staff	29/11/20	03/12/20	20	<i>Nusrat Nawshin, Instructor</i>	1
10.	Behavior Change Communication Training (BCC) for Staff	29/11/20	03/12/20	20	<i>Hero Dhar, Instructor</i>	2
<b>Total=</b>				<b>200</b>		

**December 2020**

Sl. no.	Name of the course	Duration		Number of Trainees	Coordinator	Class Room no.
		From	To			
<b>Development Budget</b>						
1.	Office Management Training for Staff	06/12/20	10/12/20	20	<i>Aklima Begum, Instructor</i>	1
2.	Behavior Change Communication Training (BCC) for Staff	06/12/20	10/12/20	20	<i>Md. Abdur Rahman, Instructor</i>	2
3.	Training of Trainers (TOT) for Faculty of NIPORT & Others	20/12/20	24/12/20	20	<i>Narayan Kumar Roy, Curriculum Specialist</i>	1
4.	Comprehensive Newborn Care (CNC) Training	20/12/20	24/12/20	16	<i>Dr. Md. Saiful Islam, Assistant Director</i>	2
5.	Training of Trainers (TOT) for faculty of NIPORT & Others	27/12/21	31/12/21	20	<i>Md. Razibul Hassan, Audio Visual Specialist</i>	1
6.	Comprehensive Newborn Care (CNC) Training	27/12/21	31/12/21	16	<i>U K Ferdousi, Assistant Director</i>	2
<b>Total=</b>				<b>112</b>		

**January 2021**

Sl. no.	Name of the course	Duration		Number of Trainees	Coordinator	Class Room no.
		From	To			
<b>Development Budget</b>						
1.	Comprehensive Newborn Care (CNC) Training	03/01/21	07/01/21	16	<i>Dr. Md. Saiful Islam, Assistant Director</i>	2
2.	Financial Management Training for Officers	03/01/21	07/01/21	20	<i>Md. Mahfuzur Rahman, Assistant Director</i>	1
3.	Comprehensive Newborn Care (CNC) Training	10/01/21	14/01/21	16	<i>Dr. Md. Saiful Islam, Assistant Director</i>	2
4.	Financial Management Training for Officers	10/01/21	14/01/21	20	<i>Narayan Kumar Roy, Curriculum Specialist</i>	1
5.	Orientation Training on COVID-19 and Other Communicable Diseases	17/01/21	21/01/21	20	<i>Biswajit Baishya, Assistant Director</i>	2
6.	Orientation Training for MO (MCH-FP) & UFPO of DGFP	17/01/21	21/01/21	20	<i>Hero Dhar, Instructor</i>	1
7.	Orientation Training on COVID-19 and Other Communicable Diseases	24/01/21	28/01/21	20	<i>Dr. Md. Saiful Islam, Assistant Director</i>	2
8.	Financial Management Training for Officers	24/01/21	28/01/21	20	<i>Biswajit Baishya, Assistant Director</i>	1
9.	Orientation Training on COVID-19 and Other Communicable Diseases	31/01/21	04/02/21	20	<i>U K Ferdousi, Assistant Director</i>	2
10.	Financial Management Training for Officers	31/01/21	04/02/21	20	<i>Biswajit Baishya, Assistant Director</i>	1
<b>Total=</b>				<b>192</b>		

**February 2021**

Sl. no.	Name of the course	Duration		Number of Trainees	Coordinator	Class Room no.
		From	To			
<b>Development Budget</b>						
1.	Orientation Training on COVID-19 and Other Communicable Diseases	07/02/21	11/02/21	20	<i>Narayan Kumar Roy, Curriculum Specialist</i>	2
2.	Training of Trainers (TOT) for faculty of NIPORT & Others	07/02/21	11/02/21	20	<i>Md. Razibul Hassan, Audio Visual Specialist</i>	1
3.	House Keeping Training for House Keepers	14/02/21	18/02/21	20	<i>U K Ferdousi, Assistant Director</i>	2
4.	Management & Leadership Training for Officers	14/02/21	18/02/21	20	<i>Md. Mahfuzur Rahman, Assistant Director</i>	1
5.	House Keeping Training for House Keepers	28/02/21	04/03/21	20	<i>Hero Dhar, Instructor</i>	2
6.	Training of Trainers (TOT) for faculty of NIPORT & Others	28/02/21	04/03/21	20	<i>Md. Razibul Hassan, Audio Visual Specialist</i>	1
<b>Total=</b>				<b>120</b>		

**March 2021**

Sl. no.	Name of the course	Duration		Number of Trainees	Coordinator	Class Room no.
		From	To			
<b>Development Budget</b>						
1.	Orientation Training for Senior Staff Nurses	07/03/21	18/03/21	20	<i>Md. Mahfuzur Rahman, Assistant Director</i>	1
2.	Orientation Training for Senior Staff Nurses	21/03/21	01/04/21	20	<i>Abul Moin, Instructor</i>	1
<b>Total=</b>				<b>40</b>		

**April 2021**

Sl. no.	Name of the course	Duration		Number of Trainees	Coordinator	Class Room no.
		From	To			
<b>Operational Budget</b>						
1.	On the Job Training (OJT) for Officers of NIPORT	04/04/21	08/04/21	20	<i>Abdul Hamid Moral, Deputy Director (Training)</i>	
2.	On the Job Training (OJT) for Staffs of NIPORT	11/04/21	15/04/21	20	<i>Abdul Hamid Moral, Deputy Director (Training)</i>	

## 6.2. Regional Population Training Institutes (RPTI)

### November 2020

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Development Budget</b>						
1.	ECD & BRCR Training for FWV, SACMO & Others	01/11/20	05/11/20	12	240	12 RPTIs
2.	SRHR Training for Nurse, FWV, SACMO & Others	01/11/20	05/11/20	12	240	12 RPTIs
3.	ECD & BRCR Training for FWV, SACMO & Others	08/11/20	12/11/20	12	240	12 RPTIs
4.	SRHR Training for Nurse, FWV, SACMO & Others	08/11/20	12/11/20	12	240	12 RPTIs
5.	CNC Training for Nurses & Paramedics	15/11/20	19/11/20	12	192	12 RPTIs
6.	Counseling, IUD & IP Training for FWV	15/11/20	19/11/20	12	192	12 RPTIs
7.	CNC Training for Nurses & Paramedics	22/11/20	26/11/20	12	192	12 RPTIs
8.	Office Management Training for Staff (11-15 Grade)	22/11/20	26/11/20	12	240	12 RPTIs
9.	Orientation Course for Senior Staff Nurse	29/11/20	10/12/20	12	240	12 RPTIs
10.	CNC Training for Nurses & Paramedics	29/11/20	03/12/20	12	192	12 RPTIs
<b>Total=</b>				<b>120</b>	<b>2208</b>	

### December 2020

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Development Budget</b>						
1.	CNC Training for Nurses & Paramedics	06/12/20	10/12/20	12	192	12 RPTIs
2.	Orientation Course for Senior Staff Nurse	20/12/20	31/12/20	12	240	12 RPTIs
3.	Orientation Training on COVID-19 & Other Communicable Diseases	20/12/20	24/12/20	12	240	12 RPTIs
4.	Orientation Training on COVID-19 & Other Communicable Diseases	27/12/20	31/12/20	12	240	12 RPTIs
<b>Total=</b>				<b>48</b>	<b>912</b>	

**January 2021**

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>a. Development Budget</b>						
1.	Orientation Course for Senior Staff Nurse	03/01/21	14/01/21	12	240	12 RPTIs
2.	Orientation Training on COVID-19 & Other Communicable Diseases	03/01/21	07/01/21	12	240	12 RPTIs
3.	Orientation Training on COVID-19 & Other Communicable Diseases	10/01/21	14/01/21	12	240	12 RPTIs
4.	Orientation Course for Senior Staff Nurse	17/01/21	28/01/21	12	240	12 RPTIs
5.	Orientation Training on COVID-19 & Other Communicable Diseases	17/01/21	21/01/21	12	240	12 RPTIs
6.	Orientation Training on COVID-19 & Other Communicable Diseases	24/01/21	28/01/21	6	120	6 RPTIs
7.	Orientation Course for Senior Staff Nurse	31/01/21	11/02/21	12	240	12 RPTIs
<b>b. Operational Budget</b>						
1.	Induction Training for SACMO	31/01/21	11/02/21	12	300	12 RPTIs
<b>Total=</b>				<b>90</b>	<b>1860</b>	

**February 2021**

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>a. Development Budget</b>						
1.	Orientation Course for Senior Staff Nurse	14/02/21	25/02/21	12	240	12 RPTIs
<b>Total=</b>				<b>12</b>	<b>240</b>	

**February- June 2021**

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>b. Operational Budget</b>						
1.	Basic Training for FWV	14/02/21	30/06/21	36	800	12 RPTIs
<b>Total=</b>				<b>36</b>	<b>800</b>	

### 6.3. Regional Training Centers (RTC)

#### November 2020

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>a. Operational Budget</b>						
1.	Basic Training for FWA (Continuation)	01/11/21	26/11/21	20	500	20 RTCs
<b>b. Development Budget</b>						
1.	Refresher Training for FWA	29/11/20	03/12/20	20	400	20 RTCs
<b>Total=</b>				<b>40</b>	<b>900</b>	

#### December 2020

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Development Budget</b>						
1.	Team Training for FWA, HA, CHCP & Others	06/12/20	10/12/20	20	400	20 RTCs
2.	Team Training for FWA, HA, CHCP & Others	20/12/20	24/12/20	20	400	20 RTCs
3.	Early Childhood Development (ECD) & BRCC for FWA, HA, CHCP & Others	27/12/20	31/12/20	20	400	20 RTCs
<b>Total=</b>				<b>60</b>	<b>1200</b>	

#### January 2021

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Development Budget</b>						
1.	Early Childhood Development (ECD) & BRCC for FWA, HA, CHCP & Others	03/01/21	07/01/21	20	400	20 RTCs
2.	Sexual & Reproductive Health & Rights (SRHR) Training for FWA, HA, CHCP & Others	10/01/21	14/01/21	20	400	20 RTCs
3.	Sexual & Reproductive Health & Rights (SRHR) Training for FWA, HA, CHCP & Others	17/01/21	21/01/21	20	400	20 RTCs
4.	Behavior Change Communication (BCC) Training for Staff (16-20 Grade)	24/01/21	28/01/21	20	400	20 RTCs
5.	Monitoring, Supervision & Follow-up Training for SI, HI, AHI, FPI	31/01/21	04/02/21	20	400	20 RTCs
<b>Total=</b>				<b>100</b>	<b>2000</b>	

**February 2021**

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Operational Budget</b>						
Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
1.	Basic Training for FPI	07/02/21	18/02/21	18	450	18 RTCs (Except Betagi & Dhamrai)
2.	Basic Training for FWA	22/02/21	22/04/21	20	500	20 RTCs
<b>Total=</b>				<b>38</b>	<b>950</b>	

**April 2021**

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Operational Budget</b>						
Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
1.	Basic Training for FWA	25/04/21	24/06/21	20	500	20 RTCs
<b>Total=</b>				<b>20</b>	<b>500</b>	

**June 2021**

Sl. no.	Name of the course	Duration		Number of Batches	Number of Trainees	Venue
		From	To			
<b>Operational Budget</b>						
1.	Basic Training for FWA	27/06/21	26/08/21	3	75	3 RTCs (Betagi, Ishwarganj, Shahrasti)
<b>Total=</b>				<b>3</b>	<b>75</b>	

## 7. Outline of Training Courses (NIPORT Head office)

### 7.1. Orientation Training

- Participants : Medical Officers (MCH-FP) of DGFP.
- Objective : To familiarize and enhance knowledge and skills regarding management of health, population and nutrition program, their roles and responsibilities, government servant rules and regulations.
- Contents : **Program Management**
- Health, Population and Nutrition (HPN) Sector Program
  - MCH-FP Service Delivery Structure
  - National Health Policy, Bangladesh Population Policy
  - Demography and different measures of demography
  - Family Planning (FP) Program in Bangladesh
  - Basic Concepts of Management
  - Planning and Local Level Planning
  - Community participation and involvement of Local Government
  - MIS of DGFP
- : **Service Delivery**
- Reproductive Health and Rights
  - Family Planning Methods
  - Communication, Counseling and BCC
  - Primary Health Care (PHC)
  - MR, MRM, Abortion and Post-abortion care
  - RTI, STI and AIDS - Prevention and Control
  - Safe Motherhood and Current Situation of MCH services
  - Ante Natal Care (ANC)
  - Emergency Obstetric Care (EOC)
  - Nutrition, Nutrition Deficiency and Nutrition Deficiency Diseases
  - Breastfeeding
  - Post Natal Care (PNC) and Post-partum FP
  - Infection Prevention & Medical Waste Management
  - Newborn Care and Helping Babies Breathe (HBB)
  - Early Childhood Development (ECD)
  - Expanded Program on Immunization (EPI)
  - Disaster Management
  - Achievement of MDGs and adaptation of SDGs

**: Office Management**

- Supportive Supervision, Monitoring & Evaluation
- Roles & Responsibilities of Drawing and Disbursing Officer (DDO)
- Logistics Management
- Leave Rules
- GPF Rules & Pension Rules
- Government Servant Discipline and Appeal Rules-1985
- Government Servant Conduct Rules-1979
- Corruption and Anti-corruption (ethics & quality service delivery)
- National Integrity Strategy
- Conflict and Conflict Management

**: Field Visit**

- Mother & Child Welfare Center (MCWC), Upazila Health Complex (UHC)
- Union Health & Family Welfare Center (UH&FWC), Community Clinic (CC), Satellite Clinic

Duration : **10 days**

Outcome : Participants will be able to perform their job properly

## 7.2. Orientation Training

- Participants : BCS (Family Planning) Cadre Officers and Upazila Family Planning Officers (UFPO) of DGFP
- Objective : To familiarize and enhance knowledge and skills regarding management of health, population and nutrition program, their roles and responsibilities, government servant rules and regulations.
- Contents :
- Program Management**
    - Health, Population and Nutrition (HPN) Sector Program
    - MCH-FP Service Delivery Structure
    - National Health Policy, Bangladesh Population Policy
    - Demography and different measures of demography
    - FP Program in Bangladesh
    - Basic Concepts of Management
    - Planning and Local Level Planning
    - Program Management, Monitoring and Evaluation
    - Disaster Management
  - Service Delivery**
    - Gender and Violence Against Women (VAW)
    - Reproductive Health and Rights
    - Family Planning Methods
    - Communication and BCC
    - Counseling and Motivation
    - e-Toolkits for Social Behavior Change Communication (SBCC)
    - Primary Health Care (PHC)
    - Community Clinic and Satellite Clinic
    - Expanded Program on Immunization (EPI)
    - Achievement of MDGs and adaptation of SDGs
  - Office Management**
    - Supportive Supervision, Monitoring & Evaluation
    - Coordination, Team Building and Leadership
    - Note writing, Official Communication and File Management
    - Logistics, Store and Supply Chain Management at Upazila Level
    - Leave Rules and Punctual attendance rules
    - General Provident Fund (GPF) Rules & Pension Rules
    - Government Servant (Discipline and Appeal Rules)-1985
    - Government Servant (Conduct Rules)-1979
    - Corruption and Anti-corruption

**: Financial Management**

- Important Provisions of General Financial rules and Treasury rules
- Roles & Responsibilities of Drawing and Disbursing Officer (DDO)
- Accounts Classification
- Delegation and Sub-delegation of financial power
- Maintaining cash book & other related financial registers
- Audit Management: Audit observation and Settlement with exercise
- Public Procurement procedure in Bangladesh (PPA 2006, PPR 2008)
- Different methods of procurement
- Steps of procurement with exercise

**: Field Visit**

- Mother & Child Welfare Center (MCWC), Upazila Health Complex (UHC)
- Union Health & Family Welfare Center (UH&FWC), Community Clinic (CC), Satellite Clinic

Duration : **10 days**

Outcome : Participants will be able to perform their job properly

### 7.3. Orientation Training

- Participants : Senior Staff Nurse of Government Hospitals
- Objective : To familiarize and enhance knowledge and skills regarding their roles and responsibilities, nursing management, government servant rules and regulations.
- Contents :
  - Roles and responsibilities of Senior Staff Nurse
  - Health, Population and Nutrition (HPN) Sector Program
  - Nursing Ethics
  - Organization
  - Administration & Management
  - Leadership
  - Ward Management
  - Comprehensive Newborn Care (CNC)
  - Health Services during the period of Disaster
  - Gender and Violence Against Women (VAW)
  - Reproductive Health and Rights
  - Communication and BCC
  - Counseling and Health Education
  - Achievement of MDGs and adaptation of SDGs
  - Leave Rules and Punctual attendance rules
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Pension Rules
  - Traveling Allowances
  - Government Servant (Discipline and Appeal Rules)-1985
  - Government Servant (Conduct Rules)-1979
  - Corruption and Anti-corruption
  - National Integrity Strategy
  - Field Visit
- Duration : **10 days**
- Outcome : Participants will be able to perform their job properly

## 7.4. Orientation Workshop

- Participants : Assistant Upazila Family Planning Officers (AUFPO) of DGFP
- Objective : To familiarize and enhance knowledge and skills regarding management of health, population and nutrition program, their roles and responsibilities, government servant rules and regulations.
- Contents :
  - Organogram of DGFP & Job-description of AUFPO
  - Manner and Etiquettes
  - Health, Nutrition and Population (HNP) Sector Program
  - MCH-FP Program & Service Delivery Structure
  - Management Information System (MIS) & Reporting
  - Clinical Contraceptive Service Delivery (CCSD) - Long Acting Permanent Method (LAPM)
  - Logistics, Store and Supply Chain Management of DGFP at Upazila Level
  - Field Service Monitoring, Supervision and Supportive Supervision
  - Good Governance & National Integrity Strategy (NIS)
  - Government Servants Conduct Rules 1979 & Government Servants Discipline and Appeal Rules 1985
  - Leave Rules and Punctual attendance rules
  - Note writing, Official communication and File Management
  - Different Management Committees – UZ and below
  - General Provident Fund (GPF) rules
- Duration : **3 days**
- Outcome : Participants will be able to perform their job properly

## 7.5. Comprehensive Newborn Care (CNC) Training

- Participants : MO (MCH-FP), MO (Clinic), Nurse and FWV
- Objective : To upgrade knowledge and skill of the clinical service providers for better New Born management.
- Contents :
- Ante Natal Care and preparation for delivery
  - Immediate New Born Care
  - Breast feeding to the New Born, common problems related to breast feeding and it's management
  - Physical examination of the New Born
  - Helping Babies Breathe (HBB)
  - Limited infection to the New Born
  - Severe infection to the New Born
  - Low birth weight baby and special care for prematured New Born
  - New Born Jaundice
  - Kangaroo Mother Care (KMC)
  - Danger sign of the New Born and emergency referral
  - Expanded Program on Immunization (EPI), side effects and complications following vaccination
  - Diarrhea of the New Born
  - Infection prevention
  - Field Visit for Clinical Practice
- Duration : **5 days**
- Outcome : Neo-Natal Mortality Rate will be reduced

## 7.6. Financial Management Training

- Participants : UH&FPO, RMO, UFPO, MO (MCH-FP) and Other Officers
- Objective : To increase participants' level of understanding about the constitutional and legal aspects of financial management, procurement procedure, different financial rules and audit management
- Contents :
- Financial management and public financial management
  - Accounts classification
  - Public procurement procedure in Bangladesh (PPA 2006, PPR 2008)
  - Procurement plan and different methods of procurement
  - Accounting and reporting system in Bangladesh
  - Delegation and sub-delegation of financial power (Development and Revenue)
  - Fund release procedure (GOB, RPA & DPA )
  - Important provisions of general financial rules and treasury rules
  - Government budgeting: MTBF, ADP, RADP and Pool Fund
  - Power, function and responsibilities of DDOs
  - Maintaining cash book and other related financial registers
  - Internal control concepts – its application and challenges in the government
  - Internal and external audit; Auditor and auditee relationship
  - Audit management: Audit observation and settlement
  - Corruption and Anti-corruption
  - DPP, PPP, PIP, OP, Annual Work Plan, Interim Unaudited Financial Report (IUFR) and Annual Progress Review (APR), Mid-Term Review (MTR), Physical and Financial progress
- Duration : **5 days**
- Outcome : Participants will be able to deal the financial matters properly

## 7.7. Program Management Training

- Participants : UH&FPO, UFPO, MO (MCH-FP) and Other Officers
- Objective : To familiarize and enhance the knowledge and skills of the program managers regarding the management of health, population and nutrition program.
- Contents :
- Program management and quality of a good manager
  - Planning, local level planning and strategic planning
  - Management principles and functions
  - Sector Wide Program Approach (SWAP), HPSP (1998-2003), HNPSP (2003-2011) and HPNSDP (2011-2016)
  - Achievement of MDGs, adaptation of SDGs and Seventh Five Year Plan
  - National Health Policy, Bangladesh Population Policy
  - Coordination, Team-Building and Leadership
  - Supportive Supervision, Monitoring & Evaluation
  - Time Management
  - Conflict Management
  - Note writing, official communication and file management
  - Government Servant Discipline and Appeal Rules-1985
  - Government Servant Conduct Rule)-1979
  - Leave rules and punctual attendance rules
  - Roles & responsibilities of drawing and disbursing officer (DDO)
  - Delegation and sub-delegation of financial power
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Pension rules
  - Public procurement procedure in Bangladesh (PPA 2006, PPR 2008)
  - Logistics & supply chain management
  - Disaster management and emergency health care
  - Good governance and Anti-corruption
  - National Integrity Strategy (NIS) of Bangladesh
- Duration : **5 days**
- Outcome : Participants will be able to implement the sector program efficiently

## 7.8. Management and Leadership Training

Participants	: UH&FPO, RMO, UFPO and MO (MCH-FP)
Objective	: To enhance the management and leadership capacity of upazila level health and family planning Managers to strengthen community health systems for effective and efficient ESP delivery.
Contents	: <ul style="list-style-type: none"><li><b>National Policies</b><ul style="list-style-type: none"><li>• Bangladesh Population Policy 2012</li><li>• National Health Policy 2011</li><li>• National Nutrition Policy 2015</li></ul></li><li><b>Demographic Structure of Bangladesh</b><ul style="list-style-type: none"><li>• Population Pyramid</li><li>• Demographic indicators</li><li>• Demographic dividend</li></ul></li><li><b>National Strategies</b><ul style="list-style-type: none"><li>• Maternal Health Strategy</li><li>• Neonatal Health Strategy</li><li>• Adolescent Health Strategy</li></ul></li><li><b>4<sup>th</sup> Health, Population and Nutrition Sector Program</b><ul style="list-style-type: none"><li>• Overview of the 4<sup>th</sup> HPNSP, Operational Plans (OP)</li><li>• Universal Health Coverage (UHC)</li><li>• SDG (SDG 3-Indicators and targets)</li></ul></li><li><b>Essential Services Packages (ESP)</b><ul style="list-style-type: none"><li>• Composition of ESP</li><li>• Minimum Standards and Extra Services by facility level</li><li>• Facilities and Service Delivery Sites</li><li>• Role of Upazila Managers</li></ul></li><li><b>Management Concepts</b><ul style="list-style-type: none"><li>• Management Functions</li><li>• Management Models</li><li>• Role of a manager</li></ul></li><li><b>Introduction to Leadership</b><ul style="list-style-type: none"><li>• Overview of leadership</li><li>• Leadership Self-Assessment</li><li>• Leader vs. Manager</li></ul></li><li><b>Supportive Supervision</b><ul style="list-style-type: none"><li>• Supervision, Supportive supervision</li><li>• Guiding principles for supervisors</li><li>• Core Competencies of a Supervisor</li></ul></li></ul>
Duration	: <b>5 days</b>
Outcome	: Participants will be able to manage & lead the office efficiently

## 7.9. Office Management Training

- Participants : Staffs (11-15 Grade) of DGFP, DGHS, DGNM, NIPORT & Others
- Objective : To increase the professional knowledge and skills of the Staffs (11-15 Grade) for delivering better services to the organization.
- Contents :
- Office management
  - Note writing, Official Communication and File Management
  - Writing Working Paper and Minutes for the Meeting
  - Store management
  - Time management
  - Conflict Management
  - Team Building
  - Behavior Change Communication (BCC)
  - Government Servant Discipline and Appeal Rules-1985
  - Government Servant Conduct Rule-1979
  - Leave Rules and Punctual attendance rules
  - Pension Rules
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Settlement of Audit Objection
  - Good Governance and Anti-corruption
  - National Integrity Strategy (NIS) of Bangladesh
  - Citizen Charter and Right to Information Act 2008
  - Gender and Violence Against Women (VAW)
  - Early Marriage and Dowry
  - Early Childhood Development (ECD)
  - Maintaining security and cleanliness of Government Property
  - Maintaining Confidentiality of Government Information
- Duration : **5 days**
- Outcome : Participants will be able to perform their job properly

## 7.10. Behavior Change Communication Training

- Participants : Staffs (16-20 Grade) of DGFP, DGHS, DGNM, NIPORT & Others
- Objective : To change the attitude of the Staffs (16-20 Grade) for delivering better services to the organization.
- Contents :
- Duties and Responsibilities of Class IV Staffs
  - Etiquette and Manner
  - Leave Rules and Punctual Attendance Rules
  - Team Building
  - Behavior Change Communication (BCC)
  - Government Servant Discipline and Appeal Rules-1985
  - Government Servant Conduct Rule-1979
  - Leave Rules and Punctual attendance rules
  - Policy of Promotion for Class IV Staffs
  - Pension Rules
  - Directions regarding Dress
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Anti-corruption and National Integrity Strategy
  - Gender and Violence Against Women (VAW)
  - Early Marriage & Dowry
  - Early Childhood Development (ECD)
  - Personal Hygiene and Family Cleanliness
  - Behavior with the Visitors
  - Security and Cleanliness of Government Property
  - Confidentiality of Government Information
- Duration : **5 days**
- Outcome : Participants will be able to perform their job properly

## 7.11. Computer Training

- Participants : Faculty and Staffs (11-16 Grade) of NIPORT
- Objective :
  - To develop skills in electronic office management and session conduction by the Faculty and Staffs of NIPORT.
- Contents :
  - Arranging Work Space, Concepts of Regional Settings
  - Auto Correct Option, Using Run Command, Multi-task Multi-window
  - Different File Format Save & Storage Devices
  - Understanding Dialogue Box
  - Preventive Maintenance of Desktop Computer, CMOS Battery
  - Preventive Maintenance of Laptop Computer
  - Disk Defragmentation, Disk Clean-up, Anti-Virus Protection of Computer
  - Software Installation
  - **Media Software:** WMP, VLC, ACDSee, Irfanview
  - **File Compression:** Winzip, WinRAR
  - DAP, IDM, Audio Recording, Print Screen, Writing of CD/DVD
  - **MS Word:** Page Numbering, Header & Footer, Table Properties, Table Row Repeat, Page Setup & Paper Size, Table of Content Creation, Equation, Track Change, Insert Comments
  - **MS PowerPoint:** Slide Master, Animation, Transition, Organization Chart, Hyperlink, Picture & Video Insertion, Print of Slide
  - **MS Excel:** Cell Format, Chart Creation, Use of formula
  - Page set-up, View Menu, Copy, Paste Link & Paste Special
  - Adobe Acrobat: Create and Convert PDF file, Export Images, PDF and JPG file
  - Use of Peripherals: Computer with Projector, USB Flash Drive, Scanner and Printer
  - Internet, Website and e-Mail
  - Concepts of e-Governance
- Duration : **5 days**
- Outcome : Participants will be able to operate the computer properly

## 7.12. Training of Trainers (TOT)

Participants	:	Faculty of NIPORT and Other Training Organizations
Objective	:	To update the knowledge and skills of the faculty on new technology and concepts of training.
Contents	:	<ul style="list-style-type: none"><li>• Concepts of Training and Training cycles</li><li>• Principles and Conditions for Learning</li><li>• Learning Domain</li><li>• Quality of a trainer</li><li>• Role of a trainer and facilitator</li><li>• Training methods</li><li>• Instructional Materials</li><li>• Energizer and ice breakers</li><li>• Coping with Stress</li><li>• Handling Problem People</li><li>• Training Environment</li><li>• Evaluation of training program</li><li>• Facilitation and Presentation Skills</li><li>• Teaching practice</li></ul>
Duration	:	<b>5 days</b>
Outcome	:	Participants will be able to transfer knowledge, skill & attitude to the trainees more efficiently

## 7.13. Curriculum & Instructional Material Development Training

Participants	:	Faculty of NIPORT and Other Training Organizations
Objective	:	To increase the knowledge and skills of the faculty in developing Curriculum and Instructional Materials following the standard procedures.
Contents	:	<ul style="list-style-type: none"><li>• Concept of Curriculum and Instructional Materials</li><li>• Steps of Curriculum Development Process</li><li>• Training Need Assessment.(Hands-on skill)</li><li>• Focus Group Discussion</li><li>• Questionnaire Development for Interview</li><li>• Job Analysis Worksheet</li><li>• Task Analysis Worksheet</li><li>• Gap Analysis Worksheet</li><li>• Formulation of Objectives</li><li>• Selecting Topics, Main teaching Issue and Specific Teaching Point</li><li>• Content Development</li><li>• Training methods</li><li>• Training aids</li><li>• Design principles of Instructional Materials</li><li>• Steps of Instructional Materials Development</li><li>• Lesson plan</li><li>• Training Evaluation Tools</li></ul>
Duration	:	<b>10 days</b>
Outcome	:	Participants will be to able to develop curriculum & Instructional Materials independently

## 8. Outline of Training Courses (RPTIs of NIPORT)

### 8.1. Basic Training for FWV

- Participants : Newly recruited FWVs of DGFP
- Objective : To provide knowledge and skills for providing quality MCH and Family Planning services to the mothers, children and others at their working place.
- Contents :
  - Module- 01: Anatomy, Physiology, Pharmacology and Pharmacology
  - Module- 02: Behavior Change Communication (BCC) and Gender
  - Module- 03: Safe Motherhood, Ante Natal Care, Delivery Care, Newborn Care, Post Natal Care
  - Module- 04: Family Planning, Unsafe Abortion and Safe MR
  - Module- 05: RTI, STI, HIV/AIDS, Adolescent Health and Infertility
  - Module- 06: Child Health Care
  - Module- 07: Communicable Diseases Control and New Emerging Diseases
  - Module- 08: Limited curative care
  - Module- 09: Clinic Management
  - Module- 10: Skill Practice Checklist
  - Module- 11: Midwifery Training
- Duration : **18 months**
- Outcome : Maternal Mortality Ratio, Child Mortality & Total Fertility Rate will be reduced

## 8.2. Induction Training for SACMO

Participants	:	Newly recruited Sub Assistant Community Medical Officers (SACMO) of DGFP and DGHS
Objective	:	To provide knowledge and skills for providing quality MCH and Family Planning services, treatment of simple diseases and minor injuries to the mothers, children and others at their working place.
Contents	:	<ul style="list-style-type: none"><li>• Module- 01: Management of Union Health &amp; Family Welfare Center (UH&amp;FWC)</li><li>• Module- 02: Family Planning and Reproductive Health</li><li>• Module- 03: Maternal and Child Health Care</li><li>• Module- 04: Primary Health Care and Communicable Diseases Control</li></ul>
Duration	:	<b>10 days</b>
Outcome	:	Participants will be able to perform their job properly

### 8.3. Orientation Training

- Participants : Senior Staff Nurse of Government Hospitals
- Objective : To familiarize and enhance knowledge and skills regarding their roles and responsibilities, nursing management, government servant rules and regulations.
- Contents :
- Roles and responsibilities of Senior Staff Nurse
  - Health, Population and Nutrition (HPN) Sector Program
  - Nursing Ethics
  - Organization
  - Administration & Management
  - Leadership
  - Ward Management
  - Comprehensive Newborn Care (CNC)
  - Health Services during the period of Disaster
  - Gender and Violence Against Women (VAW)
  - Reproductive Health and Rights
  - Communication and BCC
  - Counseling and Health Education
  - Achievement of MDGs and adaptation of SDGs
  - Leave Rules and Punctual attendance rules
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Pension Rules
  - Traveling Allowances
  - Government Servant (Discipline and Appeal Rules)-1985
  - Government Servant (Conduct Rules)-1979
  - Corruption and Anti-corruption
  - National Integrity Strategy
  - Field Visit
- Duration : **10 days**
- Outcome : Participants will be able to perform their job properly

## 8.4. Refresher Training for FWV

Participants	: Family Welfare Visitor (FWV) of DGFP
Objective	: To provide knowledge and skills for performing the roles and responsibilities towards successful implementation of the MCH-FP Program at UH&FWC.
Contents	: <ul style="list-style-type: none"><li>• Roles and responsibilities of FWV</li><li>• Safe Motherhood</li><li>• Emergency Obstetric Care (EOC)</li><li>• Ante Natal Care, Delivery Care, Post Natal Care</li><li>• RTI, STI, HIV/AIDS</li><li>• Family Planning methods</li><li>• Neo Natal care and Resuscitation</li><li>• Adolescent Health care</li><li>• IMCI</li><li>• ARI and Diarrhea</li><li>• Fever of Child</li><li>• Malnutrition and Anemia</li><li>• Communicable diseases</li><li>• Early Childhood Development (ECD)</li><li>• Gender and Violence Against Women (VAW)</li><li>• Record Keeping and Reporting</li></ul>
Duration	: <b>5 days</b>
Outcome	: Maternal Mortality Ratio, Child Mortality & Total Fertility Rate will be reduced

## 8.5. Refresher Training for SACMO

Participants	: Sub Assistant Community Medical Officers (SACMO) of DGFP and DGHS
Objective	: To upgrade knowledge and skills for providing quality MCH and Family Planning services, treatment of simple diseases and minor injuries to the mothers, children and others at their working place.
Contents	: <ul style="list-style-type: none"><li>• Module- 01: Management of Union Health &amp; Family Welfare Center (UH&amp;FWC)</li><li>• Module- 02: Family Planning and Reproductive Health</li><li>• Module- 03: Maternal and Child Health Care</li><li>• Module- 04: Primary Health Care and Communicable Diseases Control</li></ul>
Duration	: <b>5 days</b>
Outcome	: Maternal Mortality Ratio, Child Mortality & Total Fertility Rate will be reduced

## 8.6. Counseling, IUD and Infection Prevention Training

Participants	: FWVs
Objective	: To upgrade knowledge and skill for providing counseling and Intra Uterine Device (IUD) services efficiently and effectively.
Contents	: <b>IEC</b> <ul style="list-style-type: none"><li>• Communication</li><li>• Counseling</li><li>• Counseling on IUD</li></ul> : <b>IUD</b> <ul style="list-style-type: none"><li>• Anatomy and physiology of Female Reproductive organs</li><li>• Introduction of IUD</li><li>• Mechanism of action</li><li>• Advantage and Disadvantage</li><li>• Insertion and Removal of IUD</li></ul> : <b>Infection Prevention</b> <ul style="list-style-type: none"><li>• Definition</li><li>• Disinfections and cleaning</li><li>• Sterilization</li><li>• High level disinfections</li><li>• Waste disposal</li></ul>
Duration	: <b>5 days</b>
Outcome	: Total Fertility Rate will be reduced

## 8.7. Comprehensive Newborn Care (CNC) Training

Participants	: MO (MCH-FP), MO (Clinic), Nurse and FWV
Objective	: To upgrade knowledge and skill of the clinical service providers for better New Born management.
Contents	: <ul style="list-style-type: none"><li>• Ante Natal Care and preparation for delivery</li><li>• Immediate New Born Care</li><li>• Breast feeding to the New Born, common problems related to breast feeding and it's management</li><li>• Physical examination of the New Born</li><li>• Helping Babies Breathe (HBB)</li><li>• Limited infection to the New Born</li><li>• Severe infection to the New Born</li><li>• Low birth weight baby and special care for prematured New Born</li><li>• New Born Jaundice</li><li>• Kangaroo Mother Care (KMC)</li><li>• Danger sign of the New Born and emergency referral</li><li>• Expanded Program on Immunization (EPI), side effects and complications following vaccination</li><li>• Diarrhea of the New Born</li><li>• Infection prevention</li><li>• Field Visit for Clinical Practice</li></ul>
Duration	: <b>5 days</b>
Outcome	: Neo-Natal Mortality Rate will be reduced

## 8.8. Early Childhood Development (ECD) & BRCR Training

- Participants : Nurse, FWV, SACMO and other Paramedics
- Objective : To upgrade knowledge and skill of the service providers on Early Child Care and Development.
- Contents :
  - Definition of the children
  - Importance of ECD
  - Characteristics of whole child
  - Physical growth and mental development of a child
  - Role of brain in mental development, Neuron
  - What is interactive care its importance and how it can be taken?
  - Relationship among body, mind and environment.
  - Safe and secure environment and harmful environment and practices.
  - Learning process of the children and importance of playing
  - How to make toys at home using homely available materials.
  - Identification of primary and secondary group to disseminate ECD messages.
  - Introduction on flip book and how to use field worker's guidebook.
  - Demonstration on the skill practices to educate caregivers' skill practices in the field.
  - Government program for the child of 5 years old
- Duration : **5 days**
- Outcome : Children will be developed properly & disability will be reduced

## 8.9. Sexual and Reproductive Health & Rights (SRHR)

- Participants : Nurse, FWV, SACMO and other Paramedics
- Objective : To provide knowledge and information on Sexual and Reproductive Health & Rights (SRHR), Components of SRHR, Gender, SRHR related laws, SRHR Service Providers and SRHR Services during disaster.
- Contents :
  - Overview on Sexual & Reproductive Health & Rights (SRHR)
  - Female and Male Reproductive Tracts & its Functions
  - Menstrual Cycle, Menstruation and Menopause
  - Safe Motherhood and Emergency Obstetric Care (EOC)
  - Comprehensive Newborn Care (CNC)
  - Benefits of Breast feeding, Position/Attachment and Other methods of Breast feeding
  - Family Planning
  - Menstruation Regulation (MR) & Post Abortion Care (PAC)
  - Adolescent Reproductive and Sexual Health
  - Early Marriage and Dowry System
  - Delivery related Fistula (Vesico Vaginal Fistula & Recto Vaginal Fistula)
  - Orientation on Reproductive Tract Infection (RTI) and Sexually Transmitted Infection (STI)
  - Syndromic Management and Prevention of RTI/STI, HIV & AIDS
  - Sterility and its Management
  - Cancer of Reproductive Organs (Cervical Cancer & Breast Cancer)
  - Role of Counseling and Health Education in the Management of RTI/STI
  - Infection Prevention
  - Health Services for the Disabled
  - Reproductive Health & Family Planning Services during the Disaster
  - Referral Management
  - Quality Services of Reproductive Health
  - Sexual and Gender Based Violence, Women & Child Harassment Prevention Laws
  - Male Participation in the Reproductive Health & Family Planning Programs in Bangladesh
  - Social Influences on Health
  - Social Behavior Change Communication and Counseling
- Duration : **5 days**
- Outcome : Awareness will be created and violence against women & children will be reduced

## 8.10. Office Management Training

- Participants : Staffs (11-15 Grade) of DGFP, DGHS, DGNM, NIPORT & Others
- Objective : To increase the professional knowledge and skills of the Staffs (11-15 Grade) for delivering better services to the organization.
- Contents :
- Office management
  - Note writing, Official Communication and File Management
  - Writing Working Paper and Minutes for the Meeting
  - Store management
  - Time management
  - Conflict Management
  - Team Building
  - Behavior Change Communication (BCC)
  - Government Servant Discipline and Appeal Rules-1985
  - Government Servant Conduct Rule-1979
  - Leave Rules and Punctual attendance rules
  - Pension Rules
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Settlement of Audit Objection
  - Good Governance and Anti-corruption
  - National Integrity Strategy (NIS) of Bangladesh
  - Citizen Charter and Right to Information Act 2008
  - Gender and Violence Against Women (VAW)
  - Early Marriage and Dowry
  - Early Childhood Development (ECD)
  - Maintaining security and cleanliness of Government Property
  - Maintaining Confidentiality of Government Information
- Duration : **5 days**
- Outcome : Participants will be able to perform their job properly

## 9. Outline of Training Courses (RTCs of NIPORT)

### 9.1. Basic Training for FWA

Participants	: Newly recruited Family Welfare Assistants (FWA) of DGFP
Objective	: To provide knowledge and skills for performing the roles and responsibilities towards successful implementation of the MCH-FP Program at the Unit (Word) level.
Contents	: <ul style="list-style-type: none"><li>• Module- 01: Roles and responsibilities of FWAs, Communication and motivation</li><li>• Module- 02: Family Planning</li><li>• Module- 03: Maternal and Child Health, Early Childhood Development (ECD), Child Rights</li><li>• Module- 04: Primary Health Care, First Aid, Communicable Diseases, Nutrition, Satellite Clinic, Community Clinic, EPI and FWA Registrar</li><li>• Module- 05: Field Practice</li></ul>
Duration	: <b>43 days</b>
Outcome	: Maternal Mortality Ratio, Child Mortality & Total Fertility Rate will be reduced

## 9.2. Basic Training for FPI

Participants	: Family Planning Inspectors (FPI) of DGFP
Objective	: To provide knowledge and skills for performing the roles and responsibilities towards successful implementation of the MCH-FP Program at the Union level.
Contents	: <ul style="list-style-type: none"><li>• Roles and responsibilities of FPIs</li><li>• Leadership &amp; Team Building</li><li>• Supportive Supervision, Monitoring &amp; Follow-up</li><li>• Disaster Management</li><li>• Communication, Behavior Change Communication (BCC) and Health Education</li><li>• Counseling and Male Motivation</li><li>• HIV/AIDS, RTI and STI</li><li>• Arsenicosis</li><li>• Family Planning Methods, Side effects and Complication Management</li><li>• Gender and Violence Against Women (VAW)</li><li>• Early Marriage and Dowry</li><li>• Early Childhood Development (ECD)</li><li>• Satellite Clinic and Maintenance of FWA Register</li></ul>
Duration	: <b>5 days</b>
Outcome	: Health & Family Planning program will be implemented effectively

### 9.3. Refresher Training for FWA

- Participants : Family Welfare Assistants (FWA)
- Objective : To update the knowledge and skills of FWAs to perform their roles and responsibilities properly.
- Contents :
  - Roles and responsibilities of FWAs
  - Work plan and monthly work schedule preparation
  - Leave Rules and Punctual attendance rules
  - FWA Register and Reporting forms
  - Satellite Clinic and Community Clinic
  - Safe Motherhood: ANC, Danger sign during pregnancy, Delivery Planning
  - Neo Natal and Child health care
  - Food and nutrition
  - Diarrhea, ARI
  - Breast feeding and Growth monitoring
  - Worms and Anemia
  - Maternal and Child health care during disaster
  - Family Planning methods (Pill, Injectables, IUD, Implant, Vasectomy and NSV)
  - HIV, AIDS, RTI and STD
  - Health education and personal hygiene
  - Interpersonal Communication (IPC) and Social Behavior Change Communication (SBCC)
  - Counseling and follow-up
  - Motivation
  - Early Childhood Development (ECD)
  - Gender and Violence Against Women (VAW)
  - Corruption and Anti-corruption
  - National Integrity Strategy
- Duration : **5 days**
- Outcome : Maternal Mortality Ratio, Child Mortality & Total Fertility Rate will be reduced

## 9.4. Team Training

Participants	: FWA, HA, CHCP & Others
Objective	: To update the knowledge and skills, change the attitude and improve coordination between FWA & HA for adequate job performance towards successful implementation of health, population and nutrition program at union level.
Contents	: <ul style="list-style-type: none"><li>• Coordination and Team Building</li><li>• Work plan and monthly work schedule preparation</li><li>• Leave Rules and Punctual attendance rules</li><li>• Government Servant Conduct Rules-1979</li><li>• Government Servant Discipline and Appeal Rules-1985</li><li>• Social Behavior Change Communication (SBCC)</li><li>• Health education and personal hygiene</li><li>• Primary Health Care</li><li>• Food and nutrition</li><li>• Diarrhea, ARI</li><li>• First aid and first aid during emergency</li><li>• Family Planning Methods</li><li>• Safe Motherhood: ANC, Danger sign during pregnancy</li><li>• Expanded Program on Immunization (EPI)</li><li>• TB, Malaria, Filaria, Kalajor and Leprosy</li><li>• Fever, Dengue fever, Bird flu and Nipah virus</li><li>• Disease identification, referral and prevention</li><li>• Safe water, Sanitation and Arsenicosis</li><li>• Community Clinic (CC) and Satellite Clinic</li><li>• Early Childhood Development (ECD)</li><li>• Gender and Violence Against Women (VAW)</li><li>• Corruption and Anti-corruption</li><li>• National Integrity Strategy</li></ul>
Duration	: <b>5 days</b>
Outcome	: Maternal Mortality Ratio, Child Mortality & Total Fertility Rate will be reduced

## 9.5. Early Childhood Development (ECD) & BRCR Training

- Participants : FWA, HA, CHCP & Others
- Objective : To upgrade knowledge and skill of the service providers on Early Child Care and Development.
- Contents :
  - Definition of the children
  - Importance of ECD
  - Characteristics of whole child
  - Physical growth and mental development of a child
  - Role of brain in mental development, Neuron
  - What is interactive care its importance and how it can be taken?
  - Relationship among body, mind and environment.
  - Safe and secure environment and harmful environment and practices.
  - Learning process of the children and importance of playing
  - How to make toys at home using homely available materials.
  - Identification of primary and secondary group to disseminate ECD messages.
  - Introduction on flip book and how to use field worker's guidebook.
  - Demonstration on the skill practices to educate caregivers' skill practices in the field.
  - Government program for the child of 5 years old
- Duration : **5 days**
- Outcome : Children will be developed properly & disability will be reduced

## 9.6. Sexual and Reproductive Health & Rights (SRHR)

- Participants : FWA, HA, CHCP & Others
- Objective : To provide knowledge and information on Sexual and Reproductive Health & Rights (SRHR), Components of SRHR, Gender, SRHR related laws, SRHR Service Providers and SRHR Services during disaster.
- Contents :
- Overview on Sexual & Reproductive Health & Rights (SRHR)
  - Female and Male Reproductive Tracts & its Functions
  - Menstrual Cycle, Menstruation and Menopause
  - Safe Motherhood and Emergency Obstetric Care (EOC)
  - Comprehensive Newborn Care (CNC)
  - Benefits of Breast feeding, Position/Attachment and Other methods of Breast feeding
  - Family Planning
  - Menstruation Regulation (MR) & Post Abortion Care (PAC)
  - Adolescent Reproductive and Sexual Health
  - Early Marriage and Dowry System
  - Delivery related Fistula (Vesico Vaginal Fistula & Recto Vaginal Fistula)
  - Orientation on Reproductive Tract Infection (RTI) and Sexually Transmitted Infection (STI)
  - Syndromic Management and Prevention of RTI/STI, HIV & AIDS
  - Sterility and its Management
  - Cancer of Reproductive Organs (Cervical Cancer & Breast Cancer)
  - Role of Counseling and Health Education in the Management of RTI/STI
  - Infection Prevention, Health Services for the Disabled
  - Reproductive Health & Family Planning Services during the Disaster
  - Referral Management
  - Quality Services of Reproductive Health
  - Sexual and Gender Based Violence, Women & Child Harassment Prevention Laws
  - Male Participation in the Reproductive Health & Family Planning Programs in Bangladesh
  - Social Influences on Health
  - Social Behavior Change Communication and Counseling
- Duration : **5 days**
- Outcome : Awareness will be created and violence against women & children will be reduced

## 9.7. Behavior Change Communication (BCC) Training

- Participants : Staffs (16-20 Grade) of DGFP, DGHS, DGNM, NIPORT & Others
- Objective : To change the attitude of the Staffs (16-20 Grade) for delivering better services to the organization.
- Contents :
- Duties and Responsibilities of Class IV Staffs
  - Etiquette and Manner
  - Leave Rules and Punctual Attendance Rules
  - Team Building
  - Behavior Change Communication (BCC)
  - Government Servant Discipline and Appeal Rules-1985
  - Government Servant Conduct Rule-1979
  - Leave Rules and Punctual attendance rules
  - Policy of Promotion for Class IV Staffs
  - Pension Rules
  - Directions regarding Dress
  - General Provident Fund (GPF), Benevolent Fund (BF) & Group Insurance (GI)
  - Anti-corruption and National Integrity Strategy
  - Concepts of Gender and Violence Against Women (VAW)
  - Early Marriage & Dowry
  - Early Childhood Development (ECD)
  - Personal Hygiene and Family Cleanliness
  - Behavior with the Visitors
  - Security and Cleanliness of Government Property
  - Confidentiality of Government Information
- Duration : **5 days**
- Outcome : Participants will be able to perform their job properly

## 9.8. Monitoring, Supervision and Follow-up Training for Union Level Supervisors

Participants	: AFWO (MCH-FP), SI, HI, AHI and FPI
Objective	: To develop the knowledge and skills on Monitoring, Supportive Supervision and Follow-up in the line with the roles and responsibilities of field supervisors.
Contents	: <b>Team Building</b> <ul style="list-style-type: none"><li>• Process and advantages of team building</li></ul> : <b>Supervision</b> <ul style="list-style-type: none"><li>• Principles and techniques of Supportive supervision</li></ul> : <b>Monitoring</b> <ul style="list-style-type: none"><li>• Purpose and steps of monitoring</li><li>• Coordination and Cooperation</li></ul> : <b>Follow-up</b> <ul style="list-style-type: none"><li>• Purpose and steps of follow-up</li></ul> : <b>Reporting</b> <ul style="list-style-type: none"><li>• Record and communicate information</li></ul> : <b>Communication and Gender</b> <ul style="list-style-type: none"><li>• Behavior Change Communication (BCC)</li><li>• Gender and Violence Against Women (VAW)</li><li>• Disaster Management</li></ul>
Duration	: <b>5 days</b>
Outcome	: Health & Family Planning program will be implemented effectively

## **10. Instructions for the Course Coordinators**

The Course Coordinators at NIPORT Head Office, RPTIs and RTCs will have to take actions on the following important matters:

1. Call-up notices must be given to the concerned officials or their offices at least three weeks before the course and follow-up must be continued to see that the concerned officials or their office gives nomination of the participants and call-ups.
2. In order to ensure the attendance of the trainees in the course, the Coordinator, upon receipt of the call-up notices, will, if possible, directly contact the trainees.
3. The Coordinator will keep the course curriculum, program, training materials, classrooms, field training facilities and trainers ready for the training course. In brief, the Coordinator will give close attention to the details of organizing the training for proper implementation, management and other relevant matters.
4. The coordinator will have to ensure the following evaluation for the training course:
  - a) Pre-Evaluation
  - b) Session evaluation
  - c) Post- Evaluation
  - d) Course evaluation
5. The coordinator will preserve all the documents related to the training course for future requirement.
6. At the end of training course, the coordinator will prepare the report and send it to the relevant authority.

## 11. Information for the Participants

1. The course participants belonging to the Health and FP Program of the Government are not required to pay any tuition fees.
2. The participants must report to the concerned training institutes by 09:00 a.m.
3. There is hostel accommodation for the participants. It is compulsory to stay at the hostels for any training at the Regional Population Training Institutes (RPTI) and Regional Training Centers (RTC) of NIPORT. At Head Office of NIPORT, it is not compulsory for the participants to stay at the hostel, but they can stay if hostel accommodation is available.
4. Participants are entitled to have food at the hostel on payment.
5. The participants staying at the hostel will have to bring their own essentials.
6. No guests or relatives of the participants will be allowed to stay with them at the hostel.
7. The FWAs and FWVs cannot bring small children when they come for training.
8. The participants should bring sufficient money for their own expenses. However, there are provisions of training allowance at NIPORT Head Office, RPTIs and RTCs. This is paid after completion of the training.
9. Participants are entitled to have snacks and tea during training at their own cost. However, snacks for inaugural and concluding session are provided by the institutes.
10. Punctuality and regular attendance in the sessions are the norms of the training course.
11. In each course, there are pre and post evaluations of the participants.
12. Participants are expected to adjust with the changing situation of training.

## 12. Seat Rent of Hostel for the Participants

As per the latest circular, hostel rent per seat per night for the participants at the Head Office, RPTIs and RTCs of NIPORT are as follows:

Sl. no.	Location	Development Budget						Operational Budget		
		Division		District		Upazila		Division	District	Upazila
		Short	Long	Short	Long	Short	Long			
1.	Head Office	250/-	-	-	-	-	-	-	-	-
2.	RPTIs	150/-	100/-	150/-	80/-			50/-	30/-	-
3.	RTCs	-	-	-	-	80/-	60/-	-	-	20/-

## 13. Training Evaluation

### **Quality of Training:**

In view of the critical importance of human resource development, planned & systematic efforts have been undertaken to improve the training designs through skill-based training in the clinical and field setting. The curricula of various training designs have been updated with a view to catering to the knowledge and skill needs of the trainees for better job performance. Systematic efforts got underway to follow the trainees in the field in order to assess the application of newly acquired skills in job performance by the trainees of NIPORT.

The evaluation of NIPORT's training designs has been generating regular feedback from the field for incorporation into the training program for continuous updating and enrichment of different designs.

### **Training Evaluation:**

The evaluation of NIPORT's training designs is a continuous process. Both at NIPORT Head Office and at the peripheral institutes, the trainers are conducting evaluation with relevant evaluation tools and submitting their report to Director (Training) regularly.

Evaluations on pre-test/pre-OSPE, post-test/post-OSPE, session evaluation and course evaluation using evaluation tools are done continuously in order to generate feedback on the training designs for continuous updating and refinement. These are in-class evaluations, and in the evaluation, emphasis is given on concepts and skills development for job performance in the work environment leaving no room for performance discrepancy. The need for behavioral change in the trainees is also adequately addressed by the training design with emphasis on participatory training methodologies and contribution of trainers.

Moreover, NIPORT Research Unit conducts formal evaluations of the training program outside the classroom with emphasis on the impact of training along with other confounding variables.

## 14. Training Progress of NIPORT: FY 2011-2020

### Training Progress of NIPORT: FY 2011-2012

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	617	329	-	946
2	12 RPTIs	837	-	-	837
3	20 RTCs	5087	-	-	5087
<b>Total=</b>		<b>6541</b>	<b>329</b>	<b>0</b>	<b>6870</b>

### Training Progress of NIPORT: FY 2012-2013

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	925	179	-	1104
2	12 RPTIs	946	-	-	946
3	20 RTCs	5357	760	-	6117
<b>Total=</b>		<b>7228</b>	<b>939</b>	<b>0</b>	<b>8167</b>

### Training Progress of NIPORT: FY 2013-2014

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	443	246	-	689
2	12 RPTIs	2690	195	-	2885
3	20 RTCs	3500	500	-	4000
<b>Total=</b>		<b>6633</b>	<b>941</b>	<b>0</b>	<b>7574</b>

### Training Progress of NIPORT: FY 2014-2015

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	181	171	-	352
2	12 RPTIs	2227	1072	-	3299
3	20 RTCs	2200	850	-	3050
<b>Total=</b>		<b>4608</b>	<b>2093</b>	<b>0</b>	<b>6701</b>

### Training Progress of NIPORT: FY 2015-2016

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	199	404	-	603
2	12 RPTIs	1658	1577	-	3235
3	20 RTCs	1050	5470	-	6520
<b>Total=</b>		<b>2907</b>	<b>7451</b>	<b>0</b>	10358

### Training Progress of NIPORT: FY 2016-2017

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	49	703	-	752
2	12 RPTIs	439	4790	-	5229
3	20 RTCs		13994	-	13994
<b>Total=</b>		<b>488</b>	<b>19487</b>	<b>0</b>	19975

### Training Progress of NIPORT: FY 2017-2018

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	293	417	421	1131
2	12 RPTIs	929	7948	2268	11145
3	20 RTCs	1000	8500	4499	13999
<b>Total=</b>		<b>2222</b>	<b>16865</b>	<b>7188</b>	26275

### Training Progress of NIPORT: FY 2018-2019

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	996	-	151	1147
2	12 RPTIs	5703	7370	-	13073
3	20 RTCs	7349	14628	-	21977
<b>Total=</b>		<b>14048</b>	<b>21998</b>	<b>151</b>	<b>36197</b>

## Training Progress of NIPORT: FY 2019-2020

Sl.	Location	No. of Trainees (In person)			
		Core Training Program		Jointly Organized Training Program	Total
		Development	Operational		
1	Head Office	552	-	366	918
2	12 RPTIs	3818	-	72	3890
3	20 RTCs	4774	1000	1910	7684
<b>Total=</b>		<b>9144</b>	<b>1000</b>	<b>2348</b>	<b>12492</b>

## 15. Training Progress of NIPORT at a Glance: FY 2011-2020

Year	Location			Total
	Head Office	RPTIs	RTCs	
2011-2012	946	837	5087	6870
2012-2013	1104	946	6117	8167
2013-2014	689	2885	4000	7574
2014-2015	352	3299	3050	6701
2015-2016	603	3235	6520	10358
2016-2017	752	5229	13994	19975
2017-2018	1131	11145	13999	26275
2018-2019	1147	13073	21977	36197
2019-2020	918	3890	7684	12492

## 16. Development Partners of NIPORT

Sl.	Duration	Name	Area of Cooperation
1.	1977- 1982	USAID	Operational Management
2.	1982- 1986	UNFPA	Operational Management
3.	1986- 1997	GIZ	Operational Management
4.	1994- 1998	UNFPA	Gender Issues
5.	1993- 2018	USAID	Bangladesh Demographic Health Survey
6.	1999- 2004	JICA	Human Resource Development in Reproductive Health
7.	2002- 2004	DFID	Management Development Training
8.	2004- 2009	UNICEF	Early Childhood Development Training
9.	2012- 2018	Nuffic	Capacity Development
10.	2017- 2020	USAID	Capacity Development



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