

RolexpreneurTM **Street Smart**

Training of Trainers report

Date: 21st Dec 2021

Venue: Reinah Hotel

Location: Fort Portal City



REPUBLIC OF UGANDA

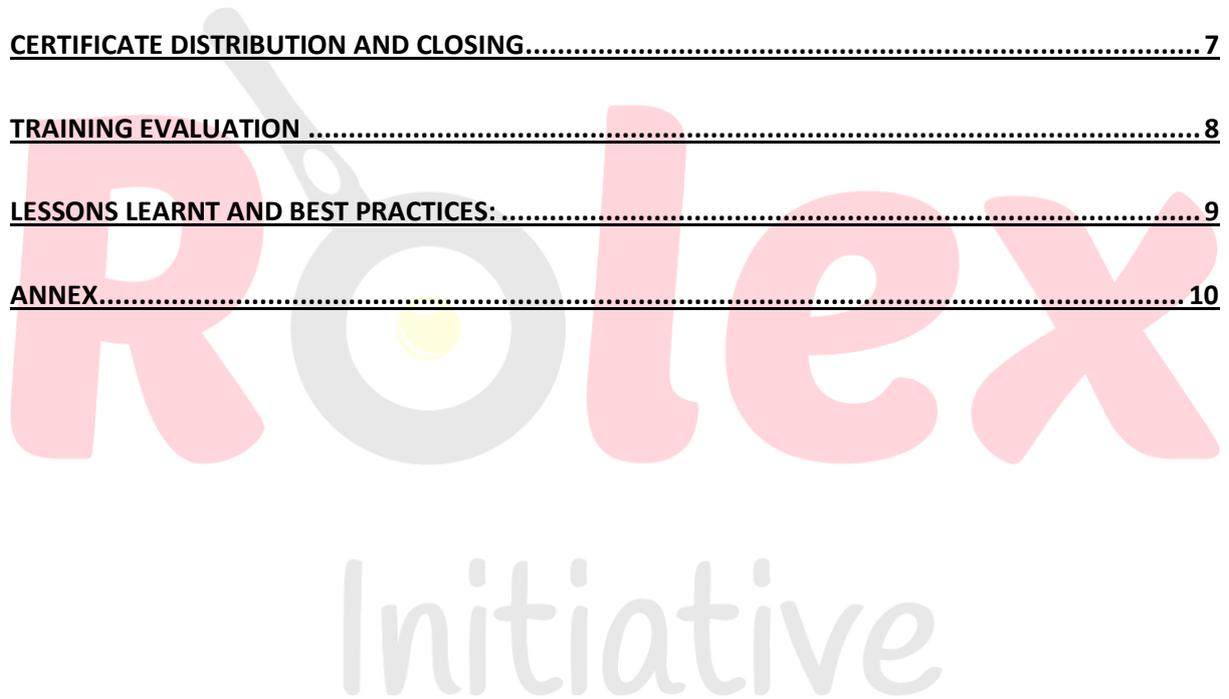
**Ministry of Tourism, Wildlife &
Antiquities**



United Nations Development Programme

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BACKGROUND

The one-day MBA session debuted “**Training of Trainers**” to expose participants to the concept of Capacity building of youth and women to build forward better after the shocks of COVID -19 under our signature Program “**RolexPreneur**”. The objective is to equip fast food street vendors with soft skills in Hygienic meal making, Financial Inclusion, Greening Businesses and Digital disruptions in Rwenzori region. In support of the national efforts to catalyse recovery of Countries from the impacts of COVID-19 and build forward better, **UNDP** established the **Rapid Response Financing Facility (RRFF)** –a co-investment facility that seeks to strengthen countries’ COVID-19 social economic response capacities. Uganda was awarded USD 600,000 by the facility to pilot project intended to harness nature, culture, and digital technology to stimulate recovery and build a resilient tourism industry in Uganda. **To this end, Rolex Initiative a social economic enterprise responsible for promotion of Culinary Tourism and capacity building for the ‘shadow’ economy was identified.**

Part of the activities of implementation is Training of Trainers that was held on 21st of December at Reinah Tourist Hotel in Fort Portal. A total of 09 Tourism Officers from 9 districts, one Tourism Development officer from MTWA and 4 trainers from Rolex Initiative attended [See Annex 1 for list of individuals] participated in this training.

The purpose of this training was to expose participants to the concept of RolexPreneur. The training included various topics such as **Social, Economic impacts of COVID-19 on the street food vendors, Over-view and sustainability approach of the RolexPreneur Project, The role of Culinary Art in Tourism Development, Facilitation Skills, Value Added Food Processing** and various skills and traits required for effective implementation of RolexPreneur program.

The training methodology was interactive as the trainers ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. And in order to ensure this, trainers engaged participants in discussions and kept the forum open for feedback, queries and suggestions. These discussions and interactive sessions were supported through training material such as pre tests, power point presentations and handouts.

TRAINING OBJECTIVES

The objectives of this ‘training for trainers’ were as follows;

- To increase the understanding of participants on the role of Culinary art in Tourism Development and its importance in the region’s growth.
- To educate the participants about the sustainability leadership for continuity of the program.
- To enhance the understanding of participants through training sessions and discussions on the concept of capacity building of youth & women to build forward better after the shocks of COVID-19
- To prepare the participants for upcoming trainings of over 500 fast food street vendors in Rwenzori region through mock sessions with the support of relevant case studies and pre tests.

PARTICIPANTS’ PROFILE

The training participants included staff members of Rolex Initiative and local government representatives such as Tourism officers / coordinators . Total number of participants was 09 (males: 3; females: 6) who belonged to the nine districts. One male and 3 women from Rolex Initiative while MTWA was represented by one male.

RESOURCE PERSONS’ PROFILE

The team which delivered sessions during the training comprised of 2 internal experts from Capacity Building Team – Rolex Initiative. Given below is a brief description of the trainers along with their sessions conducted by them (See Annex 2 for detailed agenda).

	Name	Designation	Session Title
1	Mukwaya Jonah Nalebo	Managin Director - Rolex Initiative. <i>Project Head</i>	<ol style="list-style-type: none"> 1. Social, Economic impacts of COVID-19 on the street food vendors 2. Over-view and sustainability approach of the RolexPreneur Project, 3. Facilitation Skills
2	James Mboijana	Tourism Development Officer -MTWA	4. The role of Culinary Art in Tourism Development
3	Lydia Okiirya Muwanguzi	Resident Dietitian- Rolex Initiative	5. Value added food processing.

VENUE AND DATE

The training was organized at Reinah Tourist Hotel – Fort Portal on 21st December, 2021.

Initiative

PROCEEDINGS

Introductions & remarks from the Implementing partner & Rolex Initiative.

The training began with recitations of the Bible keeping in view that all participants present were Christian in faith. This was conducted by Clare Zawedde from Rolex Initiative. It was formally initiated by Mukwaya Jonah – Managing Director and Project Head RolexPreneur who shared the objectives of training and warmly welcomed the participants, thanked them for sparing time to attend these sessions, delivered the welcome note and invited Mr. Mboijana James – Tourism Development Officer from MTWA to deliver the inaugural note. Moving on, Mukwaya Jonah who divided the participants into two groups and the group to discuss the agenda and set the norms of trainings in detail. Pre-training assessment test was taken by participants that arrived on time and scored based on who arrived first, some candidates didn't score any points after having arrived beyond the gross period, the score was accumulative to the finale points which saw winners awarded with a Rolex plus a certificate of excellence. Training norms were set with consensus from the participants. These were as follows:

- Participants respect each other's' point of view
- Respect the diversity in the group
- Put cell phones on silent
- All participants actively participate in discussion
- Avoid discussion with each other
- Be careful about social and gender sensitivity
- No pen tick tick

Social, Economic impacts of COVID 19 on the street food vendors.

In this session a focus was drawn to the challenges presented by the pandemic on the livelihoods of the marginalized informal groups and the necessary mitigations that can revive their working environments. This was an open discussion within the two created groups, Group A was led by Mbambu Jovia while Group B was led by Ronald Tumwinne who both shared their team inputs. With intervention of programs such as RolexPreneur how best can the informal groups be revived and empowered. Through this interactive session and group work, it was showcased that crowd sourcing is an effective tool to achieve localized solutions, the authorities also require empowerment to fully implement their ideas.

The role of Culinary Art in Tourism Development

Gastronomic tourism can be compared to a mirror through which we can see the history, people and local culture of the gastronomic destination. This session was presented by the Tourism Development Officer from the Ministry of Tourism Mr. Mboijana James.

Over-view and sustainability approach of the RolexPreneur Project

The session was presented by Mukwaya Jonah Nalebo with a great focus on the leadership styles, theories, approaches to the understanding of sustainable leadership to the long term impact of the RolexPreneur program. In addition he also offered a recount on the background of RolexPreneur program in regards to its reach and coverage over the years.

Facilitation Skills

This session was focused on the facilitation skills which are required by the participants and detailed briefing was given by the trainer on how sessions are to be facilitated and what are the do's and don'ts of facilitation. The team was further asked to prepare group presentation which were later led by for Group A Immaculate Irumba while Group B was represented by James Basaija

Value added food processing.

The Final session of the day that involved trying out the various recipes of making a Rolex such as Chicken Rolex, Beef Rolex, Liver Rolex among many others. Probably the most interesting session for participants since it involved eating, through their group works they experimented the various Rolex recipes and evaluation was done by Rolex Initiative's Resident Dietician Ms. Okiirya Lydia

CERTIFICATE DISTRIBUTION AND CLOSING

Closing ceremony of the training was led by Ms. Enid Mirembe, Founder and CEO Rolex Initiative together with James Mboijana, Tourism Development Officer from MTWA. The ceremony was initiated with a note of thanks and she addressed the participants and asked about their learning experience and distributed training certificates. She thanked the participants for their active participation in the training. Two participants were awarded with certificate of excellence for their performance, James Basaija and Jovia Mbambu while the test were recognized for their participation in the workshop. She also congratulated them on

successful completion of this training course and hoped that the knowledge gained would help in effective and efficient implementation of the activities.

Training Evaluation

At the end of the training, participants were given workshop evaluation forms and trainer's evaluation forms to share their feedback. In addition a post-training assessment test of the training was not applicable due to the tight schedule of the program as participants had to travel back before curfew time

TRAINING EVALUATION

Pre-Training Assessment of the Participants:

In the pre-test, two participants scored 07, two participants scored 06, one participant scored eight, one participants scored 5 and only one participant scored 9 out of 10 marks.

B) End Of Workshop Evaluation By Participants

At the end of the training, feedback from participants was collected regarding training contents and trainer's evaluation. 09 participants provided feedback by using two forms, i.e. trainer's evaluation form and training evaluation form. A rating scale comprising of five scales (Strongly agree, Agree, Neutral, Disagree and Strongly disagree) was used to evaluate various aspects of training and trainer.

Training Evaluation:

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.

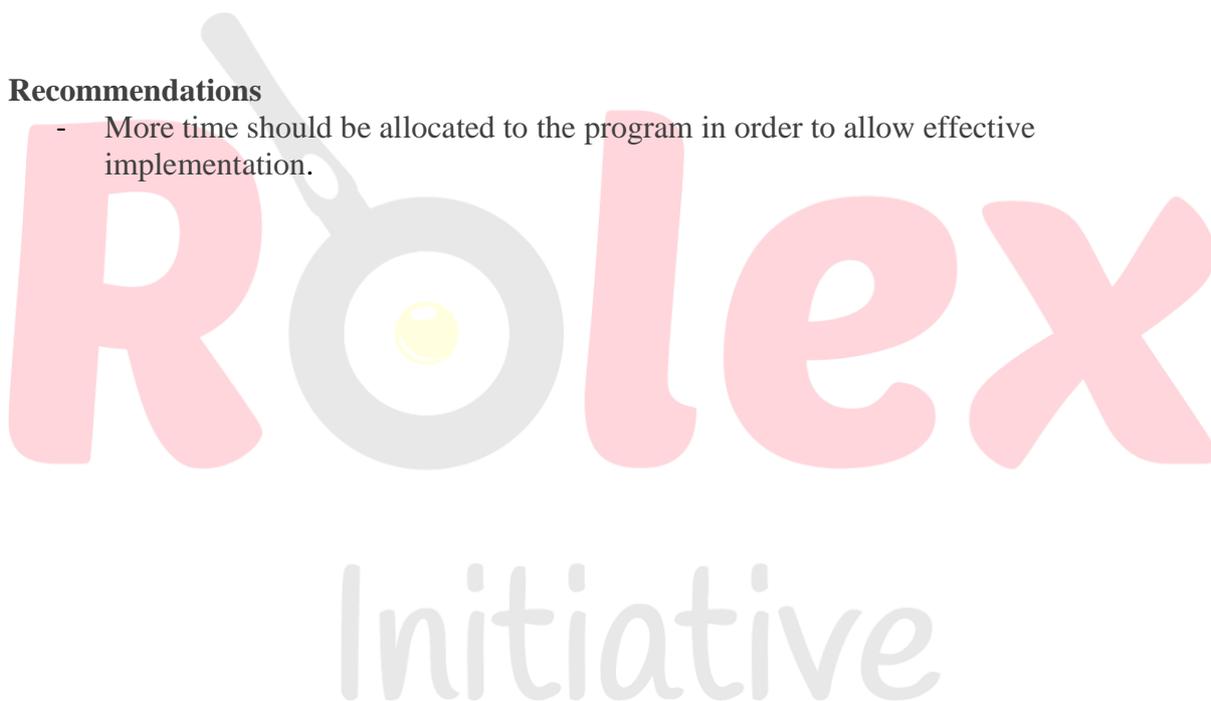
Other factors such as time division and topics covered in during the training were well-received by the participants. (See Annex 3 Training Evaluation form)

LESSONS LEARNT AND BEST PRACTICES:

- More interactive sessions and practical exercises were ensured by the trainers, which helped participants understand the training contents.
- As the ToT was team activity, few of the session took more time than allocated. If next time such activity will be planned more time should be allocated to practical sessions.
- Many participants were coming from distant areas and needed to travel back before curfew time, next time more time and resources should be allocated.
- Post assessment of trainers was not achieved due to the bloated schedule and time constraints .

Recommendations

- More time should be allocated to the program in order to allow effective implementation.



ANNEX

Attendance List

	Name	Position	Organization	Contact
1	Mboijana James	Tourism Development Officer	Ministry of Tourism, Wildlife & Antiquities	0753579760
2	Mukwaya Jonah Nalebo	M.D & Project Head	Rolex Initiative	0772208443
3	Enid Mirembe	C.E.O& Founder	Rolex Initiative	0773810014
4	Clare Zawedde	Administrator	Rolex Initiative	0776015454
5	Lydia Okirya	Caterer	Rolex Initiative	0701325466
6	Mbambu Jovia	Tourism Officer	Local Government Kasese	0781568449
7	Baluku Eric	Tourism Officer	Local Government Kasese	0782835448
8	Priscilla Twinomujuni	Tourism Officer	Local Government Kyenjonjo	0772374764
9	Karungi Margret	Tourism Officer	Local Government Bundibujjo	0781265268
10	James Basaija	Tourism Officer	Local Government Kyegegwa	0772545559
11	Irumba Odd Immaculate	Tourism Officer	Local Government Bunyangabu	0772874685
12	Tumwine Ronald	Tourism Officer	Local Government Ntoroko	0783092968
13	Baguma Deborah	Tourism Officer	Local Government Kabarole & Fort Portal	0772684053
14	Narato Resty	Tourism Officer	Local Government Kamwenge	0781312580

Agenda

Time:	Topics
8:00 – 9:00am	Arrival and Registration of Participants
9:00 – 10:00am	<ol style="list-style-type: none"> 1. Opening prayer 2. Introductions 3. Remarks <ul style="list-style-type: none"> - R.I - MTWA
10:00 – 10:30am	Pre-test
10:30 – 11:00am	Session 1: Social, Economic impacts of Covid-19 on the street vendors
11:00 – 11:30am	Tea Break
11:30 – 12:00pm	Session 2: The role of culinary art in Tourism development
12:30 – 13:30pm	Session 3: Over-view and sustainability approach of the RolexPrenuer Project
13:30 – 13:15pm	Lunch Break
14:15 – 14:45pm	Session 4: Facilitation Skills
14:45 – 15:30pm	Season 5: Value Added Food Processing
15:30 – 16:00pm	Certificate Distribution & Closure of event

Training Evaluation

Training Evaluation	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Overall training was good	7	2			
Exercise / activities were fruitful	7	2			
Presentation easy to understand	8	1			
All topics were relevant?	7	2			
Break time was given as agenda?	5	2	1	1	
Project objectives were clear?	6	2	1		

Trainers' Evaluation

Initiative

Facilitator Skills	Strongly Agree	Agree	Neutral	Disagree
Trainer Knowledge	9			
Good Facilitation skills.	4	4	1	
Engaged all participants	8	1		
Attitude	6	3		

Well prepared	6	3		
Used and book flipper & white board, projector	7	2		
Relevant examples	6	3		
Voice and Control was good	6	3		
Appreciated Questioning	5	4		

Rolex

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THANK YOU

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