

SUMMARY OF FIELD STUDY RATINGS

**Training Outcomes, Contexts, and Processes**

Course / project name	Country	Training results		
		Learning objectives	Workplace behavior	Impact on development capacity
<b>Project-based training</b>				
Public Procurement Reform	Bangladesh	Good	Good	Good
National Board of Revenue	Bangladesh	Good	Good	Good
Bangladesh Tariff Commission	Bangladesh	Poor	Poor	Poor
National Nutrition	Bangladesh	Good	Medium	Medium
HIV / AIDS	Bangladesh	Medium	Medium	Medium
Community-based rural development	Burkina Faso	Good	Good	Good
Basic education	Burkina Faso	Not Rated	Poor	Poor
Competitiveness & enterprise development	Burkina Faso	Not Rated	Not Rated	Not Rated
Administration capacity building	Burkina Faso	Not Rated	Not Rated	Not Rated
Tax administration institutional development	Mexico	Good	Good	Good
Savings and credit sector strengthening	Mexico	Good	Good	Good
Technical pedagogy	Mexico	Poor	Poor	Poor
Teacher training centers	Mexico	Poor	Poor	Poor
Initial education	Mexico	Medium	Medium	Medium
Parent school associations	Mexico	Good	Good	Good
Training of trainers	Mexico	Good	Good	Not Rated
Training of employees	Mexico	Good	Good	Not Rated
Training university managers	Tunisia	Good	Good	Not Rated
Training faculty of Instituts superieur d'etudes technologiques (ISETs)	Tunisia	Good	Good	Not Rated
Dev for international trading	Tunisia	Good	Good	Good
Med-term dev for technical assistance	Tunisia	Good	Good	Good
Dev of experts	Tunisia	Good	Good	Good
Trade facilitation	Tunisia	Good	Good	Good
Education quality Improvement	Tunisia	Medium	Medium	Poor
Local and international training	Tunisia	Not Rated	Not Rated	Not Rated
Training for plant certification	Tunisia	Not Rated	Not Rated	Not Rated
Support agricultural producers	Tunisia	Not Rated	Not Rated	Not Rated
Study tours for quality	Tunisia	Not Rated	Not Rated	Not Rated
Study tours for plant protection	Tunisia	Not Rated	Not Rated	Not Rated



Diagnosis	Training process: Targeting & follow-up				Training context	
	Client involvement in diagnosis	Training-needs assessment	Strategic participant selection	Follow-up	Client commitment to achievement	Capacity context/ incentives
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Poor	Poor	Poor	Medium	Poor	Poor	Poor
Good	Good	Good	Good	Medium	Medium	Medium
Medium	Good	Medium	Good	Medium	Medium	Poor
Good	Good	Good	Good	Good	Good	Good
Medium	Good	Medium	Medium	Poor	Medium	Poor
Good	Good	Good	Good	Medium	Medium	Medium
Medium	Good	Good	Good	Not Rated	Medium	Poor
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Medium	Poor	Poor	Poor	Medium	Poor
Good	Medium	Good	Medium	Poor	Medium	Poor
Good	Medium	Poor	Medium	Good	Medium	Medium
Good	Medium	Poor	Good	Poor	Medium	Medium
Good	Good	Good	Medium	Not Rated	Good	Medium
Good	Good	Good	Good	Not Rated	Good	Good
Good	Good	Good	Good	Poor	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Medium	Poor	Good	Medium
Good	Good	Good	Good	Poor	Good	Poor
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Good	Good	Good
Good	Good	Good	Good	Medium	Good	Good
Good	Good	Good	Not Rated	Good	Good	Good

(Table continues on the following page.)

**Training Outcomes, Contexts, and Processes (continued)**

<b>Course / project name</b>	<b>Country</b>	<b>Training results</b>		
		<b>Learning objectives</b>	<b>Workplace behavior</b>	<b>Impact on development capacity</b>
<b>WBI training programs</b>				
Trade negotiations	Bangladesh	Not Rated	Poor	Poor
Bangladesh Bank	Bangladesh	Good	Good	Good
Public sector governance	Mexico	Good	Not Rated	Not Rated
Rural development	Burkina Faso	Not Rated	Not Rated	Not Rated
Poverty monitoring	Bangladesh	Not Rated	Poor	Poor
Social protection	Burkina Faso	Good	Unrated	Not Rated
Urban and local government	Mexico	Good	Not Rated	Not Rated
Private sector development	Mexico	Good	Not Rated	Not Rated

*Source:* The data is derived from 29 project-based training components in 16 projects, and 8 WBI programs in 4 countries.

*Note:* All training programs were scored using a three-point scale: 1 = good, 2 = medium, 3 = poor.

Diagnosis	Training process: Targeting & follow-up				Training context	
	Client involvement in diagnosis	Training-needs assessment	Strategic participant selection	Follow-up	Client commitment to achievement	Capacity context/incentives
Medium	Poor	Poor	Poor	Unrated	Good	Not Rated
Good	Good	Good	Good	Good	Good	Good
Medium	Not rated	Good	Medium	Medium	Not rated	Poor
Good	Good	Good	Good	Not Rated	Good	Medium
Poor	Poor	Poor	Poor	Poor	Poor	Poor
Medium	Medium	Medium	Good	Good	Medium	Medium
Medium	Not rated	Good	Medium	Medium	Not rated	Poor
Medium	Not rated	Good	Medium	Poor	Not rated	Poor

### Bank Performance in Monitoring and Evaluation of Training in Four Countries

Course/project name	Country	Clarity of objective	Use of monitoring and evaluation
<b>Project-based training</b>			
Public procurement	Bangladesh	Good	Good
Export diversification - Board of Revenue	Bangladesh	Good	Good
Export diversification - Tariff Commission	Bangladesh	Poor	Poor
National nutrition	Bangladesh	Medium	Medium
HIV/AIDS	Bangladesh	Medium	Medium
Community-based rural dev	Burkina Faso	Good	Good
Basic education	Burkina Faso	Medium	Poor
Competitiveness & enterprise dev	Burkina Faso	Good	Poor
Public administration	Burkina Faso	Good	Medium
Tax administration	Mexico	Good	Medium
Savings and credit sector	Mexico	Good	Medium
Teacher training centers	Mexico	Poor	Poor
Technical pedagogy	Mexico	Poor	Poor
Initial education	Mexico	Poor	Medium
Parent school associations	Mexico	Poor	Medium
Training of trainers	Tunisia	Good	Medium
Training of employees	Tunisia	Good	Good
Training university managers	Tunisia	Good	Medium
Training faculty for ISET	Tunisia	Good	Medium
Dev. for international trading	Tunisia	Good	Good
[Medium-term dev. for technical assistance	Tunisia	Good	Good

(Table continues on the following page.)

**Bank Performance in Monitoring and Evaluation of Training in Four Countries  
(continued)**

<b>Course/project name</b>	<b>Country</b>	<b>Clarity of objective</b>	<b>Use of monitoring and evaluation</b>
Dev. of experts in trade fairs	Tunisia	Good	Good
Trade facilitation	Tunisia	Medium	Poor
Education quality improvement	Tunisia	Poor	Medium
Local and international training	Tunisia	Good	Medium
Training for plant certification	Tunisia	Good	Medium
Support agriculture producers	Tunisia	Medium	Poor
Study tours for quality	Tunisia	Medium	Poor
Study tours for plant protection	Tunisia	Medium	Poor
<b>WBI training programs</b>			
Bangladesh Bank	Bangladesh	Good	Good
Trade negotiations	Bangladesh	Poor	Poor
Poverty monitoring	Bangladesh	Poor	Poor
Rural development	Burkina Faso	Medium	Poor
Social protection	Burkina Faso	Good	Medium
Public sector governance	Mexico	Poor	Medium
Urban local	Mexico	Poor	Medium
Private sector development	Mexico	Poor	Poor

*Source:* Training evaluation field studies.

*Note:* All training programs were scored using a three-point scale: 1 = good, 2 = medium, and 3 = poor).