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# REPORT

## 2 x Training-for-Facilitators (T4F) Workshops on *'Nutrition for Health – Embracing Our Namibian Food Systems'*



at the

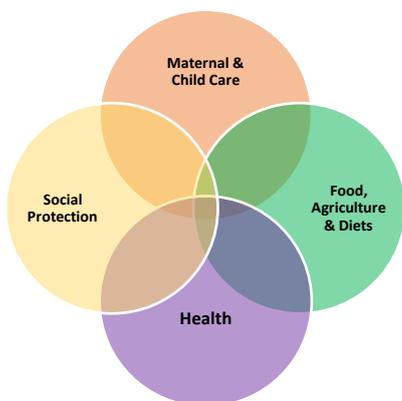
Klein Windhoek Guesthouse (Windhoek)

14 - 17 & 28 - 31

March 2023



Supported by  
**giz** Deutsche Gesellschaft  
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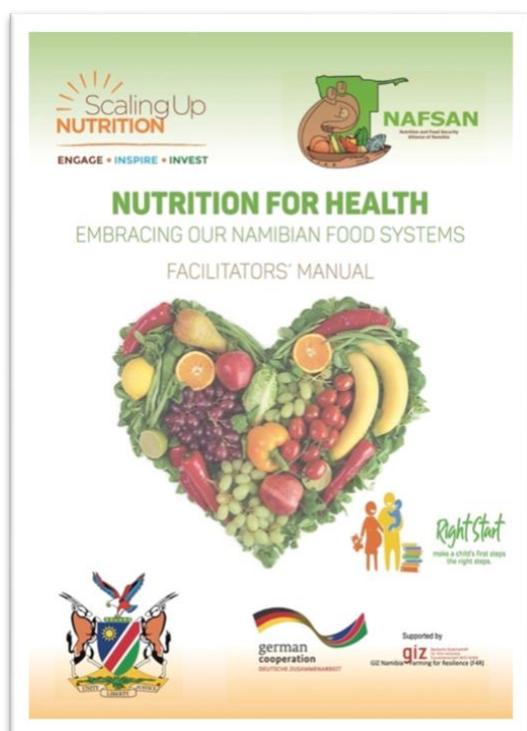
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## Background & Introduction

The Nutrition and Food Security Alliance of Namibia (NAFSAN) in collaboration with GIZ Namibia's



Farming-for-Resilience (F4R) hosted its first two training-for-facilitators' workshops on the recently developed and piloted "Nutrition for Health: Embracing our Namibia Food Systems".

This training approach initially derived from NAFSAN's Scaling-Up-Nutrition project during COVID-19 in Windhoek's informal settlements where a permaculture backyard gardening training approach was combined with basic nutrition awareness sessions for participating community members. Support from and collaboration with the GIZ Namibia's F4R project allowed NAFSAN to develop and pilot this comprehensive training approach, which is envisioned to be then implemented by various NAFSAN member organisations and other stakeholders, such as government and UN agencies.

The first workshop was held from March 14<sup>th</sup> to 17<sup>th</sup> 2023, while the second workshop took place from March 28<sup>th</sup> to 31<sup>st</sup> 2023. The 4-day training workshops aimed to educate participants on key aspects of nutrition, which include malnutrition, food groups, healthy eating, the right start for children, and food systems and cycles through interactive sessions and presentations, using the newly developed nutrition manual. The training took place at the Klein Windhoek Guesthouse conference hall.

45 participants (21 in the first and 24 in the second workshop) from 22 different organizations, namely Namibia Nature Foundation (NNF), Development Aid from People to People (DAPP), Omaheke Community Development Foundation (OCDF), Namibia Red Cross Society (NRCS), SOS Children's Villages, Caritas Namibia, Shack Dwellers Federation of Namibia (SDFN), Development Workshop Namibia (DWN), Women's Health Network (WHN) & Centre for Research Information Action in Africa (CRIA, SA-DC), Family of Hope Services, National Federation of People with Disability in Namibia (NFPDN), School Drop-Out Trust, Namibian Rural Women Assembly (NRWA), Namibian Association of Community Based Natural Resource Management Organisations (NACSO), Namibia National Farmers' Union (NNFU), Trade Union Congress of Namibia (TUCNA), Nutritionist Association of Namibia (NAN), as well as the Namibia University of Science and Technology (NUST), University of Namibia (UNAM), National Youth Service (NYC), Ministry of Agriculture, Water and Land Reform (MAWLR), World Food Programme (WFP) and GIZ Namibia (T4F) participated in both Training-for-Facilitator workshops, see list of participants is in appendix, pp. 11-12.

## Overview of the Workshops

→ See detailed **programme** of the 4-day workshops in the appendix, pp. 9-10.

Both training workshops ran over a total of four days each, whereby the first two days were dedicated to participants experiencing the full two day “Nutrition for Health” workshop, which alternatively can be facilitated in 4 x half day sessions. The last 1,5 days of each workshop were used for understanding the role of a ‘facilitator’ (instead of merely being a ‘teacher’ or ‘trainer’) and practicing facilitation of parts of the workshop in small groups during mock sessions, with the rest of the group playing participants in various scenarios from all over the country with different target groups.

The final part of both workshops focused on brainstorming and discussing practical ways forward in terms of how this approach can be implemented by various organisations in their respective contexts.

## Workshop Proceedings

Each workshop started at 8h in the mornings with a welcoming statement and a brief introduction to the role of NAFSAN as an umbrella organisation in the context of food and nutrition security in Namibia (and it not being an implementer of activities), by the NAFSAN Director, Mr. Ben Schernick.

The first two days of the first workshop were jointly facilitated by Ms. Suveree Kahioua and Ms. Diana Fenyeho, while Ms. Fredrika Amupolo and Ms. Star Mwatotele facilitated the first two days of the second workshop. Mr Schernick facilitated the last 1.5 days of both workshops, i.e., the ‘how-to-be-a-facilitator’ part, the mock session including feedback for facilitators, as well as the final ‘ways forward’ sections. He also provided mentoring during the first two days of both workshops, as needed.



*Participants sitting in a circle, typical for engagement sessions with communities to facilitate more interactive learning.*



*Participants sharing their input on ways to lead healthier lives.*

Day one of the workshops looked at malnutrition, food groups and the importance of a balanced diet. The interactive approach of exercises combined with short input sessions and facilitated discussions allowed participants to expand their knowledge on malnutrition (both under- and overnutrition), unhealthy and healthy eating habits, with plenty of opportunities to share practical real-life examples.

The rise in malnutrition cases nationwide was of great concern for participants in both workshops, while many also became aware of the dangers of overnutrition, a concerning condition that is slowly but surely rising in Namibia. Interactive and fun group activities, such as the exercise on different food groups helped participants understand the important role that each food group plays in a healthy balanced diet. It further sparked conversations on foods that belong to more than one food group, hereby the importance of local foods was emphasised. Lastly, this activity made participants aware that there is no one specific food that provides all the nutrients needed in the body, thus it is important to at least eat from 3-4 food groups every day.



*Participants during one of the interactive Food-Group exercises.*

The second day focused on the Right Start for Children, as well as Food Systems and Cycles. The Session covered the importance of nutrition during the first 1,000 days of a child's life, the essential nutrients required for a healthy pregnancy, benefits of breastfeeding to the baby and mother, and how to introduce what type of complementary foods at the right time.

The last sessions created a connection between nutrition/health and agriculture, highlighting how agriculture influences the nutritional value of the food we eat and how the foods we eat influence the agricultural production, hereby practically motivating participants to grow more of the food they want to consume, e.g., by means of an exercise that allowed the participants to differentiate between the foods that can be grown or farmed and foods having to be bought in shops.

Gardening in urban spaces and how to make one's own compost at home was one of the topics being discussed very enthusiastically.



*Participants having group discussions on various thematic questions they were provided with.*

Engaging on issues around food safety, including practical prevention and first aid tips, as well as traditional and modern ways of preserving food closed off the first two days of the workshop, concluding with practical ways forward for participants in terms of their personal lives when it comes to their and their children's health, nutrition, overall food production, handling, and consumption.

**During the final two days** of the T4F-workshops, participants were given the chance to demonstrate their skills and abilities as facilitators through mock sessions. These sessions were conducted to also evaluate the participants' understanding of the training topics and their ability to communicate the content effectively and how far they are able to deal with typical facilitation dynamics and challenges.

In groups of three, participants choose any of the topics covered during the first two days and presented/facilitated them in a setting of their choice. After each mock-session, other participants provided constructive feedback and engaged in discussions that helped everyone to better reflect on and enhance their facilitation skills. These sessions formed a key step in preparing participants to become potential facilitators for 'Nutrition for Health' within and for their respective organisations.

Overall, both T4F workshops were a success, as participants felt highly motivated to implement the training in their respective communities through the organizations they are working in, while having encouraged them to personally make more informed decisions regarding nutrition while seeing the need to contribute to improving food security in Namibia at large, e.g., through increased gardening.

See full feedback from participants as provided during the evaluations in the appendix, pp. 13-15.

Furthermore, the workshops provided a vibrant platform for organisations and their representatives to share ideas and look for synergies in their work, with at times very practical future forms of collaboration being discussed and agreed upon.

At the end of the trainings, all participants who actively attended fully were given certificates of participation.



*Participants receiving certificates.*

Based on their level of knowledge, skills and experiences, there are currently six already identified Master Trainers<sup>1</sup> who can easily facilitate this training approach and would also be able to mentor and support other more freshly trained facilitators in doing so.

Based on their contribution during the workshop and their performance during the mock sessions, the following participants could be regarded as potential master trainers, and who may require some additional coaching/mentoring and some more practical experiences in facilitating: Ms. Ana Paulo, Mr. Nebra Muchimba, Ms. Katjana Johannes, Mr. Philip Gammo, Mr. Erick Uukule, Ms. Aina Shaanika, Ms. Uahorekeruaije Kazondo, Ms. Fiina Namukwambi, Mr. Simon Kauluma, as well as Ms. Selma Lukas, Ms. Maria Boois. Ms. Brigitte Konjore, Ms. Mathilda Adonis, Ms. Johanna Namene, Ms. Carla Ganes, Mr. Paulus Iita, Ms. Angeline Hamutenya, Ms. Arcana Makwatikizo, and Mr. Max Muyemburuko.

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<sup>1</sup> These identified Master Trainers are: Ms. Suveree Kahiuoua, Ms. Fredrika Amupolo, Ms. Diana Fenyeho, Ms. Star Mwatotele, Ms. Carmen Lethagoje, and Ms. Leena Hauliyondjaba.

## Ways Forward

The workshops ended with participants sharing their key learnings and highlighting what they are going to do with the newly gained knowledge and information. Participants generally appreciated the content and the interactive training approach, and they felt enthusiastic about implementing such training in their respective projects and communities.

The pilot workshop allowed participants to make comments and contributions towards the improvement of the manual by making suggestions on things that may have seemed unclear.

## In General

NAFSAN, together with GIZ F4R, developed this training with the intention to support implementing organizations to bring it into various regions, contexts, and communities. Hence, these last sessions of each workshop were utilised to explore ways in which such implementation could take place and what the needs for successful implementation are, which resulted in the following insights:

- ⇒ All necessary **materials to be available** and provided, such as manuals, slides, handouts, laminated cards with food items as well as food baskets, while items for the sugar/tea tasting exercise would need to be organised by those implementing the respective training.
- ⇒ A **help-desk to be established** for facilitators to receive timely answers to nutrition-related questions that may come up during preparations or while facilitating from nutrition experts. This could be in form of a cell phone hotline to be reached over Calls, SMS, and WhatsApp for questions to include texts, images, voice notes or websites for reliable further information.
- ⇒ **Audio-recordings**, such as podcasts, **of key content** or some of the sessions (for instance, in dialogue or interview format) to be produced in English and various local languages, which can be used by facilitators during preparations and also be played on local radio stations.
- ⇒ Have a way of properly **monitoring the implementation** of this training approach, to know which geographic areas (regions/locations) and parts of the population (target groups) have been reached, and to foster cooperation and look for possible synergies among implementers.
- ⇒ Create **feedback loops** to be able to:
  - evaluate the effectiveness and outcomes of the intervention,
  - receive comments and suitable recommendations on the training content and materials, for future revisions and updated versions of this training approach.
  - Identify areas of concern or stumbling blocks for ensuring food and nutrition security in Namibia, that NAFSAN can take up as part of its mandate to advocate for change with key decision makers on national and on sub-national (= within the 14 regions) level.

## **Next Steps**

Within the next weeks (by end of April, latest in May 2023), the NAFSAN team is going to:

- Update final draft training manual, print the final version, and share it with all participants.
- Create a 'broadcasting' WhatsApp group (= announcements only) and share relevant updates with all former participants and potential future facilitators.
- Explore avenues to secure further funding for printing and provision of materials, and to support implementation of this training by implementing organisations as much as possible.
- Liaise with potential donors and partners, as well as master trainers on how to further implement this approach in a collaborative manner in the context of Namibia's recently revised Food and Nutrition Security Policy, Coordination Structures and Action Plan.



## APPENDIX

# **Nutrition for Health**

## **Embracing our Namibian Food Systems**

### **PROGRAMME - Training for Facilitators (T4F)**

14-17 & 28-31 March 2023, Windhoek – Klein Windhoek Guest House

#### **Day 1 of 4 – Tuesday: 8h - 17h**

8h00 Welcoming, Overview, & Introductions

**1<sup>st</sup> Part – Experiencing: ‘Nutrition for Health’: a 2-day training approach:**

9h00 **(1) - Nutrition & Malnutrition**

Nutrition Quiz - Understanding Undernutrition

10h45 *Nutrition Break*

11h15 Understanding Overnutrition - Sugar & Me - Hidden Sugars & Fats

13h00 *Lunch*

**(2) - Food Groups & Healthy Food**

14h00 The Food We Eat - Food Groups and their Nutritional Value – *input*

15h30 *Nutrition Break*

15h45 Nutrition Challenges in our lives - Closing Round

**Day ends at 17h**

#### **DAY 2 of 4 – Wednesday: 8h - 17h**

8h00 Afterthoughts and Reflections from the previous day

**(3) - Right Start for Children**

8h30 The First 1000 Days - Maternal Nutrition - Breastfeeding & Complementary Feeding - Child Nutrition

10h30 *Nutrition Break*

**(4) - Food Systems & Cycles**

11h00 Agri-Nutrition & The Food We Grow - Food Safety & Preparation - Food Processing & Preservation

13h00 *Lunch Break*

14h00 Reflecting on our lunch - Reducing Food Waste - Joint Learning Recap

15h15 *Nutrition Break*

15h30 Challenges, Opportunities & Practical Ways Forward - Workshop Evaluation - Closing Round

**Day ends at 17h**

**See next page/backside →**



## Nutrition for Health

### Embracing our Namibian Food Systems

Programme - Training for Facilitators (T4F) - continues..

### Day 3 of 4 – Thursday: 8h - 17h

8h00 Afterthoughts and Reflections from the previous day

#### 2<sup>nd</sup> Part – Being a Facilitator, Practice Sessions & Ways Forward:

8h30 Facilitation vs. Teaching: Experiences, Tips & Challenging Situations

10h30 *Nutrition Break*

11h00 Preparing for Mock-Sessions in small teams

12h00 Mock-Sessions on 'Nutrition for Health' (incl. feedback)

13h00 *Lunch*

14h00 Mock-Sessions on 'Nutrition for Health' (incl. feedback) – continue...

15h30 *Nutrition Break*

15h45 Mock-Sessions on 'Nutrition for Health' (incl. feedback) – continue...

**Day ends at 17h**

### Day 4 of 4 – Friday: 8h - 13h

8h00 Afterthoughts and Reflections from the previous day

8h30 Mock-Sessions on 'Nutrition for Health' (incl. feedback) – continue...

10h30 *Nutrition Break*

11h00 Being a Facilitator – learnings, reflections and necessary preparations

12h00 Ways Forward – Strategic and practical discussions on future implementation of 'Nutrition for Health' trainings across the country.

13h00 *Lunch*

**End of the Workshop at 13h**

**+ Departures - those traveling back to the regions may do so the same or the next day.**

**Contact Information** for any questions:

Ms. Star Mwatotele: 081 - 844 5428

Ms. Fredrika Amupolo: 081 - 336 7188

## List of Participants

### 1<sup>st</sup> Workshop = 14-17 March 2023

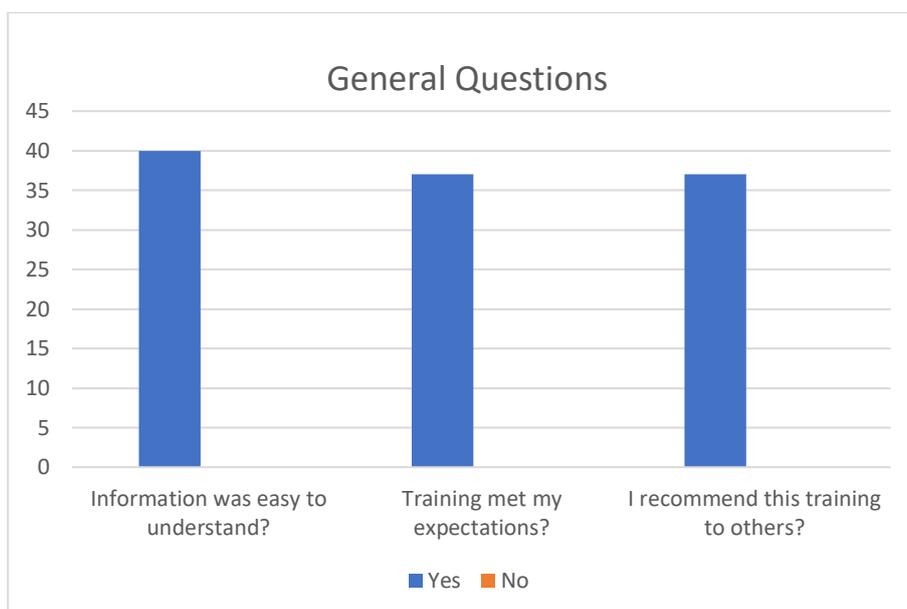
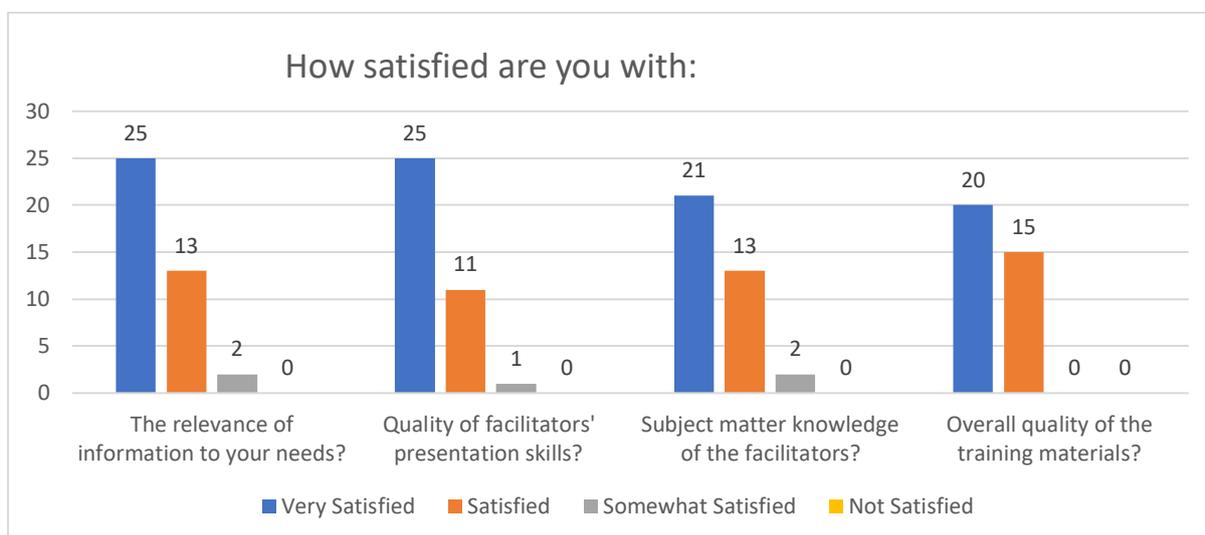
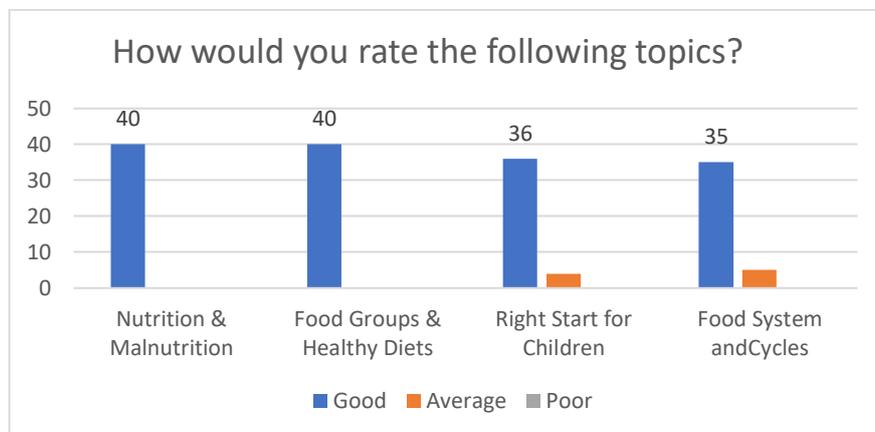
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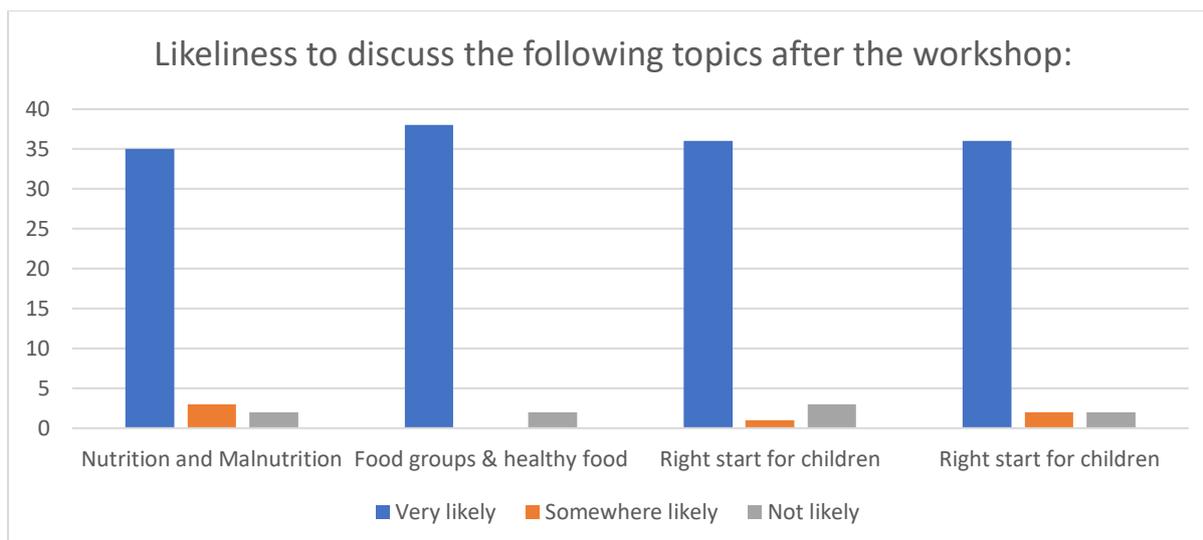
**2<sup>nd</sup> Workshop = 28-31 March 2023**

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## Workshop Evaluations

40 Evaluation Forms [1<sup>st</sup> = 17 + 2<sup>nd</sup> = 23] were completed, with the **following outcomes:**





### How could this training be further improved?

The training was excellent, more engaging. Maybe more exercise // Including more ice breaking exercises to refresh the participants // Have more practical engagements for the training. // Training can be improved by increasing the number of practical exercises // By practice or by not taking too long because community member become easily tired. // More practicals to be involved than theory // By physically including the traditional foods (some of them) so that some participants can see and even taste them // Maybe a bit more training on gardening // Bring in experts from the agricultural production sector for gardening enlightenment

Getting more stakeholders involved // By extending it to other places to cover and reach out the less informed It could be improved by introducing it in school and health facilities also creating awareness within communities // By reaching many people as possible. // Advertising the training on a larger scale. // Invite more participants to increase the level of nutrition knowledge among individuals or go Region by Region to train the community // Raise awareness outreach on Nutrition for health out in the regions with support from organizers // Maintain the communication network with the all involve organization and do it time to time to improve the knowledge of the communities trained ones.

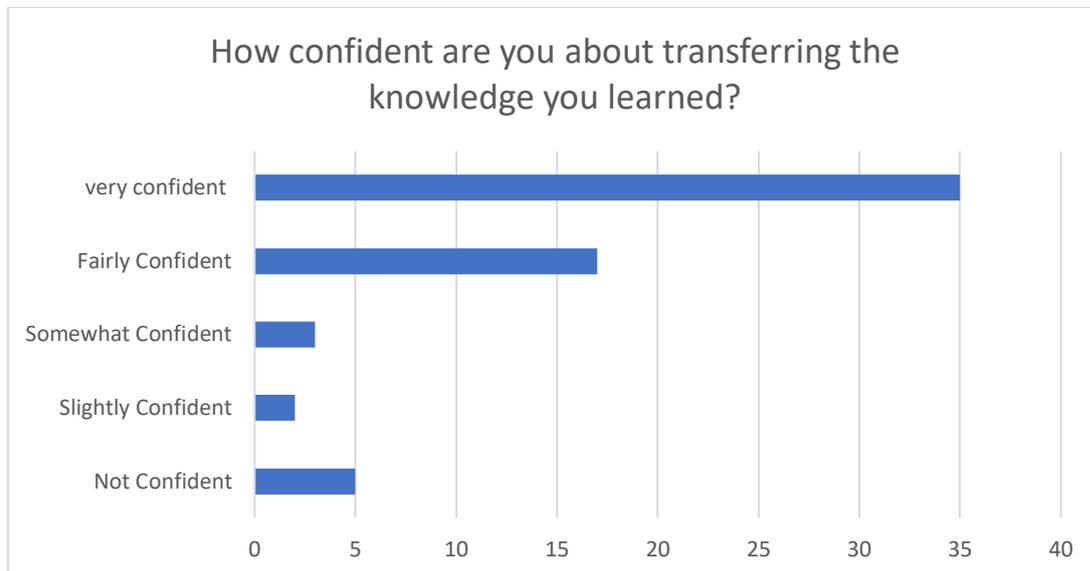
To have more people to be trained and implementing // By making sure of that I teach the community of what I have learnt also I have to share the information with my family // Yes and I can be able to train others // To be provided with manual on day one so that we go through.

Gender balance for attendees: male participation among facilitators. // The training duration to be over 8 days and must be taken to local or remote areas. // Training hours are too long.

Facilitators can improve on their explanations around fats. Especially with regards to why one should avoid food that can potentially carry trans fatty acids. Reference to cholesterol (bad cholesterol) should be made and the dangers of it. // Giving participants enough time to put their point across. Appropriate choice of words when discussing sensitive matter e.g death, living spaces // Language projection when it comes to some personal thinking

To include more traditional food or food that are similar to different communities / Incorporate more of traditional food with their groups and nutritional value to complement on exotic foods // Open to other information from the SADC region or outside Namibia which can be beneficial and can be tweaked to suit the Namibian environment // I would like the content to be more local/Namibian based than American once // Relating pictures to both urban and rural areas

More materials to take home or community // Give materials to the people you train to educate the community in rural areas. // By providing posters to use in the community // Projecting more details Using less paper and making it a little more electronic would really help the earth // Technology like computers and data projectors would be nice // By introducing PowerPoint presentations // Slide presentation on a projector for better visual of the content.



### Which topic interests you and where could you implement it?

Nutrition and Malnutrition (5x) // Nutrition and malnutrition to my local community // Implement it around rural areas, township and ghettos // Nutrition and malnutrition in our communities and schools // Nutrition and malnutrition share during my community and farm visit, evening sessions and with other colleagues at work // Nutrition and malnutrition- At our community meetings

Nutrition and malnutrition and balanced diet // Nutrition and malnutrition and right start for children- I will implement it in high schools and research.

Right start for children // Right start for children because if we start at the beginning of the pregnancy all is well with the mother and child. // Right start for children, at clinics // Right start for children: This one I will start implementing it at home and create awareness with neighbours // Right start for children, implement it at IUM // Right start for children. Katutura & Windhoek west // Right start at home with immediate family and in communities across Namibia // Breastfeeding Omaheke Gobabis

Food groups and healthy foods (3x) // Food groups and health food to the community and family // Food groups and healthy food-In schools // Food composition at home // Importance of a balance diet: At regional level // Food groups and healthy food, food systems and cycle, implementation will be during community engagement excursions e.g health day as well as community outreach days // Hidden sugars, just being careful with what we consume // Food groups and healthy foods - Trainings and information sessions. Incorporate the information into our farmers trainings

Food systems and cycles. I will implement it at the centre through parents workshops and meetings // Food systems cycles and food groups and healthy foods // Food preservation and storage

Food systems and cycles - by coming up with my own backyard and making compost // I don't think it's a topic but I'm interested in the compost and I would like to share or implement it in my community

Both // All: Kunene Region, Opuwo. // Usakos we had a weekend of training last year that I would love to give the full training // The garden project and the SME group of Mariental and community at large.