

RTMI is registered with the Government of Bangladesh as a resource organization, which was established in 2004 (with its present name and structure). It has three major areas of work: Research and Evaluation, Training and Capacity Building, and Program Support and Management. The ‘Training and Capacity Building’ is a niche area of RTMI. It has long experience of organizing and conducting trainings and capacity building programs for GO/NGO and Private Sector organizations, technical and program management staff. In the process, RTMI project staff have also assessed the training needs of the trainees and developed training modules and materials, trainer’s handbook, participant’s handbook, pre and post training evaluation toolkits in relation to those needs. The organization has also provided onsite mentoring and technical support to different organizations and institutions during the last ten years. It has also partnered with different national and international organizations in providing support and technical through its staffs and consultants. RTMI follows a participatory approach in imparting capacity building and training programs, since it believes that participation brings in ownership. RTMI has received funds from both government and international organizations including USAID, UNFPA, UNICEF, UNHCR, FAO, WHO, ADB, World Bank, DFID, CIDA, GIZ, and many other organizations.

RTMI has a strong team of training staffs based in Dhaka and also maintains a pool of resources in its data base. Recently it has established a Human Resources Development Complex (HRDC) in Sylhet City, with a pool of resources and trainers. It has already established a Community Paramedics (two-year course after 10th grade) and a Medical Assistants Training Course (four years after 10th Grade) Institutes in Sylhet. In addition, it is establishing a Technical University in Sylhet, which is expected to provide multi-dimensional skills education in different sectors and disciplines. The organization has already procured a land for the RTMI HRDC and started the construction work (over 100,000 sq.ft floor space). In 2015, we are planning to start long and short-term training courses on four different skill areas immediately after the receipt of Government approval. We will also start a Community Paramedics training institute in Khilgaon, Dhaka in 2015, for which we have already received Government approval.

A rundown of training assignments and capacity building projects of RTMI on different development, technical and management issues are given below:

- ***Project Title: Employment Injury Protection Scheme for the Workers in the Textile and Leather Industries (EIPS)***

Donor: GIZ Bangladesh and DGUV

GIZ Bangladesh and DGUV commissioned RTMI for conducting Training on “Return To Work” for selected RMG factories in Bangladesh. Through this initiative, GIZ Bangladesh and DGUV want to implement the RTW scheme in the factory premises using capacity building approach and mentoring activities. Accordingly, RTMI conducted the training in two batches. Beside these, RTMI also arranged several meetings and workshops for familiarizing with and understanding such type of initiatives of RTW in consultation with GIZ Bangladesh. After completion of capacity building activities, GIZ Bangladesh started its implementation and utilization.

Against this backdrop, RTMI, with the support of “GIZ Bangladesh”, focused on virtual monitoring and evaluation of RTW Implementation process to recognized and recommended factories under the project titled “Employment Injury Protection Scheme for the Workers in

the Textile and Leather Industries (EIPS)”. For successful implementation of this project, RTMI already conducted training on RTW in which the participants were requested to submit the write-ups on the assigned tasks. Then, RTMI conducted the virtual monitoring and evaluation (19-30 July, 2020) on RTW for its factory participants. In total, 21 factory participants were followed up during the virtual monitoring and evaluation. The main objectives of this follow-up activities were to assess how many factories adopting this practice and accommodate RTW into their existing policy that is relevant to Bangladesh Labour Act and Disability Act. It may be mentioned that this follow-up visits were supposed to be conducted in the factory premises, but due to COVID-19 situation these were conducted virtually.

- ***Developing vocational skills of Female Rohingya Youths in Camp 4, Ukhiya, Bangladesh*** (April to September 2019)
Client: Women for women International

The Rohingya fleeing Myanmar and forced by the Myanmar army to enter Bangladesh is now stateless FDMNs, making them even more vulnerable and adding more challenges to the search for solutions. Rohingya FDMNs are arriving Bangladesh on foot, mostly walking through the jungle and mountains for several days, thousands are braving long and risky voyages across the rough seas of the Bay of Bengal. While working with the FDMN, we have observed the need for capacity building of youths and adolescents through skill development and income generation activities. Also the women visiting the clinic, particularly in CWC have indicated the need for such capacity building activities. Our project staffs have also recognized the gap and need for such activities and approached us for initiating interventions to develop skills of youths in our catchment area. Accordingly, we are interested to develop an integrated approach with our existing health care activities for women through CWC, so that the Rohingya population can get an opportunity for Skill development/capacity building training to live their livelihood.

RTMI recently signed a contract to develop vocational skills of Female Rohingya Youths in Camp 4, Ukhiya, Bangladesh. RTMI has identified some skill areas based on its previous experience of its work in registered refugee camps and also from its recent consultation meeting at CWC with a small group of youths. Skill development training in tailoring and enterprise development will help the youths to supplement the family income. Among the Rohingya, particularly those with little education, have great interest to learn computer use. They think that this training will open up their opportunities for jobs.

- ***Nurse/Paramedic Health Care Training Project*** (01 June 2016-30 May 2017)
Client: Auchan International

The Foundation “Weave Our Future” of Auchan International, a company incorporated in France has entered into a contract with RTMI for **Nurse/Paramedic Health Care Training Project** to provide training to nurses and workers of selected readymade garment factories on emergency health care management, Sexual Reproductive Health Rights (SRHR) issues including child health and basic diagnostic procedures. It is estimated that 100 Nurse/Paramedics and 100 factory workers will be trained/oriented about health care including occupational safety issues within the time frame. RTMI designed and developed the curriculum considering the objective and level of the participants. The course will be professionally rewarded for the Nurse/Paramedics.

- **Conducting Training of Trainers (ToT) for officials of the Government on Pre Departure Orientation Services (PDOS) for potential migrants** (25 August, 2015 to 15 October, 2015)
Client: ILO Bangladesh

International Labour Organization (ILO) Bangladesh assigned RTMI for conducting Training of Trainers (ToT) for officials of the government on Pre Departure Orientation Services (PDOS) for potential migrant workers. This project has been undertaken under the project titled Promoting Decent Work through Improved Migration Policy and its Application in Bangladesh. RTMI implemented ToTs, Demonstration training and the related activities within the time period following the given scope of work. The objective of the ToT was to enhance the capacity of the trainers and develop a dedicated package for the PDOS training.

RTMI conducted two ToTs and one Demonstration training for two batches in consultation with ILO, Wage Earner's Welfare Board (WEWB), Bureau of Manpower Employment and Training (BMET) and Ministry of Expatriates' Welfare and Overseas Employment (MEWOE) participated by officials of the government on Pre departure Orientation Service (PDOS) for the mid to high level officials from the government who provide pre-departure orientation/training/information to potential migrant workers. For the finalization of the ToTs and Demonstration training activities, coordination and communication linkage were maintained constantly with the ILO and other stakeholders (WEWB, BMET and MEWOE). Attention was given to ensure the quality of the training and overall implementation of the training activities through collaborative efforts of supervision and monitoring mechanisms of both parties working together closely.

RTMI completed the assignment of conducting 2 ToTs and 2 demonstration training in a given period of time where a total of 36 participants attended in two batches. Most of the participants were senior officials like Additional Secretary, Joint Secretary, Deputy Secretary, Deputy Director, Director and senior and junior instructors of MEWOE, BMET, WEWB, TTC etc. RTMI carefully designed the curriculum considering the objective and level of the participants. The 3 days ToT content included technique of training, communication, team work, broader issues of migration and Bangladesh perspective, problems/obstacles faced by Bangladeshi migrant workers etc

- **ToT on Skill Enhancement Training for Health Care Service Provider (HCSP) in RMG factory** (29-30 June 2015)
Client: BSR (Business for Social Responsibility)

Recently RTMI, in collaboration with Kumudini Women's Medical College and Hospital, Mirzapur, Tangail conducted 2 days ToT at Kumudini Women's Medical College campus. BSR is implementing a project with support from multiple bilateral donors, "HER project Nurse Training Program" in Bangladesh. The goal of the project is to build the capacity of onsite Health Care Service Provider to systemically bridge the gap in quality of health services provided to workers in Ready-Made-Garment (RMG) industry.

RTMI revised the training curriculum (BSR-HER Project Bangladesh Factory Nurse Training), developed an M&E tools & log book and finally conducted a ToT for the trainers of Kumudini Women's Medical College and Hospital. The specific objective of the ToT was to develop common understanding among Kumudini trainers on the teaching methodology,

trainer manual and the contents of the curriculum and familiarize them on the training materials/tools (i.e. curricula, M&E tools, logbook and Trainee manual) so that they can provide training to health care service providers working in RMG factories.

The ToT was conducted in a participatory fashion with the active involvement of participants, plenary discussions to obtain participants views and opinions; explain new information and ideas; group activities to enable participants to work with one another; demonstrations, role plays and case studies. Teaching methods took into account the special needs of participants including their ability to understand difficult concepts and the desire to engage participants in learning experience.

RTMI designed the ToT course and organized the ToT in collaboration with Kumudini Women's Medical College and Hospital. A total of 11 participants from Kumudini were participated.

- ***Training on Facilitative Supervision for Quality and Monitoring Officers under the Urban Primary Health Care Services Delivery Project (UPHCSDP)*** (April, 2014 - May, 2014)
Client: UPHCSDP

RTMI, in collaboration with Project Management Unit (PMU) of Urban Primary Health Care Services Delivery Project (UPHCSDP) conducted the 2 - days training course. Under the project entitled **Training on Facilitative Supervision for Quality and Monitoring Officers**, Project Management Unit (PMU) of UPHCSDP assigned RTMI to train Quality and Monitoring Officers working with UPHCSDP. The specific objective of the training was to improve the knowledge and skill of the participants in line with the access to and use of urban PHC services in the project area, with a particular focus on services provision for free to the poor, quality of urban PHC services in the project area and the cost-effectiveness, efficiency, and institutional and financial sustainability for the urban primary health care delivery system to meet the needs of the urban poor.

RTMI designed and developed the curriculum aimed at the target participants. The course was professionally rewarding for the Quality and Monitoring Officers. A total of 25 participants those are working with UPHCSDP participated.

- ***Next Generation of Public Health Experts Project (NGPHEP)*** (March 2014 -April 2014)
Client: USAID

Today the leaders are faced with the critical workplace environment problem of fast changing scenarios, managing change, including time and resource management skills, listening skills, oral communication and task delegation. Timely project execution and techniques for improving team communication should work for the improvement of their own institution. Leadership has more to do with being a courageous, visionary and choosing direction, while management involves putting the processes in place and allocating resources to realize an organization's chosen path.

Considering these challenges and issues RTMI with financial support of USAID and collaboration of James P Grant School of Public Health (JPGSPH) launched a training package addressing the issues for the health related professionals of the City Corporations,

Municipalities, NGO/CSOs in Sylhet and Khulna division. The proposed leadership course was conducted to create and augment the skills that will help the leadership in those organizations. The three courses and the number of participants in each course were as under:

- Leadership, Management and Institutional Capacity Building..... 4days
- Organizational Development and Decision Making..... 3days
- Capacity Building for Financial Management..... 3days

Two such courses were conducted in Sylhet (in Sept 2013) and Khulna (April 2014) Division. Both in Sylhet and Khulna there were 100 participants who attended the courses. The participants came from the health department/sector of the city corporation, municipalities and NGO's of Sylhet and Khulna Division. The 10 days training was conducted in Sylhet (for 100 participants) and in Khulna (for 100 participants) to facilitate their participation.

- **Title: ALDI Factory Advancement (AFA) Project (01 Sep '2013-30 June' 2019)**
Donor/Client: The German Retailer ALDI

ALDI South is the largest retailer in Germany and ranks among the top ten global retailers. The company has more than 4650 stores in 9 countries in Europe, US and Australia. ALDI south sources their garments items from factories in Bangladesh (garments product from over 130 factories in Bangladesh). Bangladesh is strategically important sourcing country for apparel as such they decided to make additional efforts to enhance the working conditions in their sourcing factories. ALDI's corporate responsibility binds them to their own commitment to Human Rights, Fair labour standards and Environmental concerns. ALDI suppliers' standards ensure that their partners pay wages to legal minimums, meets requirements of Occupational Health Safety (OHS), social accountability standards etc. Social compliance gaps have attracted international attention that needs to be addressed. To achieve these, brands like ALDI are providing Capacity-building training for improved social compliance.

The AFA Project seeks to improve working conditions of supplier factories in Bangladesh beyond social compliance and auditing. While auditing is an important tool to monitoring factories' compliance with ALDI's code of conduct and it helps to identify the problems related to working conditions. However, such auditing does little to solve these problems/issues. For this, factories need comprehensive support in identifying the problems; its causes and implements the solutions. It is through training and motivation workers and managers are empowered to identify issues and problems in their working life and their factories and find appropriate solutions that fit their needs. The intensive training of the AFA project contributes to knowledge transfer and capacity building in the factories towards a long term and sustainable improvement. These commonly address the issue of OHS, wages, fire safety and also issues related to production like LEAN Management, bottleneck issues etc. The AFA Project takes a new, innovative approach to training. The aim of the AFA training is to improve working conditions in the supplying factories through a "beyond monitoring" approach. The target group of this training is the Owners, Managers and Workers of the supplying garments factories in Bangladesh. The workers, managers and sometime even the owners sit together for the AFA training sessions.

Through this training managers and workers learn methods of working together towards problem solving without going into any conflict. The training activities includes

- On-site training at the factories
- Workshops: Cross-factory exchange of learning
- Factories apply the methods independently

The training is based on Action learning.

In order to conduct such training in the 20 selected factories (among those supplying garments to ALDI) they conducted a TOT in June 2013 to create a pool of local trainers which trained 24 participants, out of whom 6 were selected to conduct the training in the factories and the workshops. RTMI is providing a training consultant (in the pool of 6 local trainers) in the AFA Project

The project started in Sep 2013 and it continued up to January 2016. The employment of the trainers will be on need basis depending on the training schedule for the factories. The German Consultancy Sustainability Agent (SUSA) has been assigned by ALDI to implement the AFA project in Bangladesh. SUSA is providing all local support and coaching to the local trainers during the onsite factory training, workshops and other related activities.

The current consultancy has been extended up to June 2019 through a fresh agreement. One more trainer has been selected and appointed from RTMI for the same period i.e. June, 2019. In addition RTMI has also signed a contract with SUSA to conduct two IMCI training for the working nurses of the factories under the AFA project which conducted in 2016, 2017 and 2018. The intensive training of the AFA project contributes to knowledge transfer and capacity building in the factories towards a long term and sustainable improvement.

- **Whole Site Orientation on MR, PAC and FP services for Facility level Service Providers and trainings of Field Workers and their Supervisors on MR, PAC and FP flip chart (July 2012-June 2014)**

Client: Ipas Bangladesh

The Ipas Bangladesh, in collaboration with MOH&FW, DGHS and DGEP under the project entitled “PMDUP” (Prevention of Maternal Death from Unwanted Pregnancy) assigned RTMI to improve and update the quality of MR, Post abortion Care (PAC) and Family Planning (FP) services in the Public Health facilities. RTMI supports Ipas Bangladesh in the community access activities as one of the working partners to build capacity of field workers and their Supervisors on BCC job aide (MR, PAC and FP flip chart) to strengthen their skills in the field on counseling, mobilizing women to quality services and raising awareness of the community on MR, PAC and FP services. A total of 1939 (Doctors, Nurses, FWVs, Nurse aids, Ayas, MLSS and other staff) participants of 53 Public facility (Medical College Hospital, District Hospital, Upazila Health Complex, Mother and Child Health Centre) of 5 divisions (Dhaka, Chittagong, Rajshahi, Sylhet and Khulna) were oriented from April, 2012 to September, 2013. RTMI also oriented 642 Field level staff (FWA, HA, HI, AHI, EPI) and CHCP on MR, PAC and FP flip chart. 1548 participants (Doctors, Nurses, FWVs, Nurse aids, Ayas, MLSS and other staff) oriented on MR, PAC from 47 public facilities UPTO March 2015. From July 2015 RTMI is providing a skill update on IUD training for previously trained FWVs (157) of H&FWCs of 21 Upazilas of Sylhet and Chittagong Division under the project titled “Capacity Building on Long-Acting Reversible Contraceptive (LARC) Methods”. This training will be completed in March 2016. All trainings were conducted in close collaboration with Ipas Bangladesh, DGHS and DGEP

- **Operations Research to Improve Quality of MR Services in Bangladesh** (July 2011- June 2014)

Client: IPPF-SAAF

RTMI in partnership with Bangladesh Women's Health Coalition (BWHC) and Bangladesh Association for Prevention of Septic Abortion (BAPSA) is implementing the project "Operations Research to Improve the Quality of MR services on Bangladesh" in selected rural and urban areas of Dhaka and Sylhet divisions of Bangladesh. This project is funded by Safe Abortion Action Fund under International Planned Parenthood Federation. As a part of the project a three-day refresher training and knowledge sharing workshop was held in **June 2013**. Thirty (30) participants who attended the training were MR services providers from the intervention facilities. The training covered the strengths, weakness, and barriers of providing quality MR in their facilities and indicators of MR like proportion of unsafe abortion or post MR contraception and the ways of improving the situation. The participants were also taken to some of the facilities of BAPSA to improve their practical knowledge.

- **TB CARE II Project, Bangladesh** (April, 2012 to September, 2013)

Client: USAID

RTMI conducted a TB CARE II project that was sub agreement with University Research Co., LLC under USAID funded. The technical area of the project is Pre-service training to intern doctors for Health Systems Strengthening. The objective of this study is Objective-1: To strengthen the capacity of Medical Colleges (MCs) to enable them producing the intern doctors skilled on diagnosis and management of TB cases; Objective-2: To familiarize 1300 intern doctors in programmatic aspects of TB management through pre service training and Objective-3: To integrate the latest protocol and guidelines on TB and MDR TB diagnosis and management in MBBS course curriculum.

It was conducted in public and private medical colleges of Bangladesh especially for intern doctors. The training project was implemented in five divisions of Dhaka, Chittagong, Rajshahi, Sylhet among them five were public and four were private.

To strengthen the capacity of Medical Colleges intern doctors (Dhaka Medical College, Sir Salimullah Medical College, Chittagong Medical College, Rajshahi Medical College, Sylhet Medical College, Khulna Medical College, Bangladesh Medical College, Dhaka, East-West Medical College, Dhaka, International Medical College, Gazipur, Kumudini Medical College, Tangail) those were skilled on diagnosis and management of TB cases.

For fulfilling the overall objectives of this project, RTMI conducted ToT for faculty members of medical colleges in where a total of 24 participants were participated. A total of 1308 intern doctors (out of 1300) received pre-service training on TB and MDR-TB in 52 batches meanwhile distributed to participants' handbook and job aids on TB diagnosis and management. A data base of 1300 intern doctors with contact addresses including phone numbers and email addresses of each participant for networking purposes after the training was also developed.

- **Supporting Capacity Building of CHCPs, CGs and CSGs under RCHCIB Project**
(April 2012- March 2013)
Client: Save the Children

RTMI supported the Revitalization of Community Health Care in Bangladesh (RCHCIB) in its process of Community Health Care Provider training and further strengthening the CC project. Under a contract with Save the Children/MaMoni Project, RTMI's team of 15 experienced doctors along with office staff monitored and supported the training courses for the CHCPs in three divisions: Chittagong, Barisal, and Sylhet. The RTMI team covered 141 upazilas in 21 districts of the 3 division. All the training venues in these 3 divisions were visited by the RTMI team of doctors to mentor, monitor, evaluate and support the training of the CHCP towards their capacity building for better managing the CCs and their clients.

The RTMI team of doctors also guided the CHCPs for establishing good linkage with the Community. After the training when the CHCPs joined their workplace in the Community Clinics (CC) RTMI team of doctors continued to visit the CCs (as per plan) for on site mentoring. The CHCPs and operation of the CCs toward improving their performance in providing the intended services to the local poor villager free of cost. RTMI doctors also monitored the Community Groups (CG) training, attended (randomly) the monthly meeting of the CHCP and CC staff at UHFPO's office towards improving the overall standards of the CCs and performance of the CHCPs. RTMI organized regular monthly workshop and updated RCHCIB about the ground level situation of performance of the CHCPs and the services that were rendered by the CCs to the target population. The RCHCIB worked on the gaps identified by the team. Patient/Client visit to the community clinics, services at CC and infrastructure of the CC were also part of the monitoring work the team conducted.

Location: Chittagong, Barisal and Sylhet Divisions of Bangladesh

- **Pre service training to Intern Doctors for Health Systems Strengthening (May 2012 – April 2013)**
Client: University Research Corporation

RTMI was awarded a sub-grant under USAID funded "TB CARE II BANGLADESH PROJECT", The goal of the assignment was to provide basic knowledge to the future doctors studying in public and private Medical colleges of the country, on TB with main focus on Preventive Environment, DOTS and MDR-TB. This is a pilot initiative taken in some selected Medical Colleges 6 public and 4 private under this assignment. The project team conducted Training of Trainers (ToT) for Professors and Associate Professors in selected medical colleges. The ToT and Training modules were developed and finalized through a team of experts from Government (DGHS & NTP), URC, DCC, BRAC, GFATM and other relevant stakeholders. Through this project a total of 1308 Intern Doctors (ID) were trained on diagnosis and management of TB and MDR-TB in accordance with national policies and guidelines. An online data base for all the IDs trained, resource persons and the TB experts of Bangladesh has been developed. As a part of this project a handbook for under graduate MBBS students is also being developed which will be followed in all the Medical College of Bangladesh as a reference book to the MBBS curriculum. These newly trained Intern Doctors will be the key field level resource of the country to fight against TB and MDR-TB in future.

- **Training to Govt. officials on Monitoring & Evaluation of HR programs (May 2012)**
Client: Ministry of Health and Family Welfare

The Human Resource Management Unit of Ministry of Health and Family Welfare assigned RTMI the task of conducting a "Workshop on Monitoring and Evaluation of HRM Programs" towards building the capacity of health sector managers in managing the HRM component of the health programs. The main objectives of the workshop were to develop and assess the current state of Human Resources Management in the Health Ministry, the organizations under the ministry and in the field, to get an insight into the monitoring of an HRM system and to identify priority HRM areas for intervention and make an Action Plan. A total of 25 participants were provided training. RTMI mobilized relevant trainers from both public and private sector, developed training schedule, manuals, modules and participants and conducted the training.

- **Orientation and capacity building of field workers (March 2012 - May 2013)**
Client: Ipas Bangladesh

Ipas Bangladesh in collaboration with DGHS and DGFP is committed to strengthen MR-PAC services and public health facilities in Bangladesh. The aim of the Project is to assist GoB to prevent the maternal mortality and morbidity by improving capacity building of health service providers. Ipas has contracted RTMI to implement the series of whole site orientation, building capacity of field workers and linkage with community in the listed project sites. The purpose of the capacity building is (i) to increase knowledge on MR and post abortion care and develop positive attitude of health care provider towards MR and post abortion care service provision in their facilities; (ii) to identify the willing and eligible service providers to perform MR and PAC services; (iii) to support and strengthen the program for ensuring quality services for women at the facility (iv) and, to build capacity of field workers for building linkages between community and facility.

- **Capacity building for ensuring precaution at live bird markets (May 2011 - July 2011)**
Client: Academy for Educational Development (now 'fhi 360')

Under a sub-contracting arrangement with AED, RTMI launched a rapid response initiative in five live bird markets. These markets were situated in the immediate vicinity of two recent H5NI infections in Dhaka city. RTMI team organized training sessions for vendors and market staff responsible for disposal of poultry waste and also supervised/ monitored the disinfection of the facilities, cages, processing and disposal areas at these five larger bird markets. A total of 61 retailer, 7 whole sellers, 45 poultry processors, 7 owners and 5 leaders were imparted training. All trainings were conducted in close collaboration with Department of Livestock, Ministry of Fisheries and Livestock and Dhaka City Corporation.

- **Capacity Building workshops on Demographic and Health Survey Results in Sylhet (Dec 2009 - Apr 2010)**
Client: Macro International Inc. US Office

Macro International Inc. USA commissioned RTMI to conduct activities relating to dissemination of Demographic and Health Survey results in Sylhet. The purpose of the assignment is to inform the divisional, district and upazila level health and family planning personnel and other stakeholders of Sylhet division about the important survey findings regarding fertility, Family Planning, Maternal and Child health and nutrition of the families of

Sylhet division. RTMI arranged and conducted workshops in Sylhet City Cooperation, three municipalities at the district level and 16 upazilas of Sylhet division.

- **Clinical training of the service providers of SSFP clinics (Sep 2008 - Sep 2012)**

Client: Chemonics International

RTMI imparted clinical training to the service providers (doctors and paramedics) of the NGOs belonging to the USAID funded Smiling Sun Franchising Program implemented by Chemonics International. The trainings were mainly in areas of Facility-based Integrated Management of Childhood Illnesses (IMCI), Community-based IMCI, Management of RTI/STI and other reproductive health issues. Following the trainings, follow-up visits were conducted and based on these visits, new training programs were organized. A total of 117 doctors, 764 paramedics and 70 service promoters were trained from September 2008 to September 2012.

- **Capacity Building of PNGOs under USAID funded REAL project (Mar 2009 - Dec 2010)**

Client: Helen Keller International, Bangladesh Office

RTMI built the capacity of partner NGOs (PNGOs) of Helen Keller International working in SIDR cyclone affected areas, to meet the needs and rights of the affected people and to ensure the organizational sustainability of the PNGOs. RTMI conducted organizational capacity assessment of the PNGOs using the participatory capacity assessment tool (POCAT) and prepared an action plan for providing TA to the organizations. The TAs included providing training on “Institutional Capacity Building”, covering the various aspects of organizational management Financial and Administrative Management, Monitoring and Evaluation as well as proposal writing.

- **Capacity Building, Awareness and outreach activities under United Nations High Commissioner for Refugee (2007 –2012)**

Client: UNHCR Bangladesh

RTMI has been conducting various capacity building and training programs in the refugee camps for Myanmar refugees at Ukiah and Teknaf under Cox's Bazar district for ensuring sustainable healthcare interventions in the camps. A total of 24 Community Trained Birth Attendants were trained for providing maternal and neo-born care and counseling services at the doorsteps. Thirty-eight peer educators were developed through training in the area of STI, RTI, HIV/AIDS. Over 100 youth and adolescents were provided training on healthcare issues for awareness building in the community. In addition, training on various technical topics of MCH, FP and other RH issues are being provided to project staff from time to time.

- **Community Technology Assess (CTA) Project for Myanmar Refugees (2009 –2012)**

Client: UNHCR Bangladesh

In order to provide the adult and educated refugees with livelihood opportunities, RTMI introduced the Community Technology Assess (CTA) project in the two camps with effect from 23 September 2009. The objective of the component is to enhance for refugees in terms of empowerment, Vocational training, employability and self-reliance through access to technology. Fifteen computers are placed in each camp with 30 persons covered under a 10-week training program. Likewise, 5 batches go on simultaneously in each camp. This training course is repeated 3-4 times each year with new student recruitment. In total, 900 students were imparted CTA training program during January to December 2011

- **Training an Active Management of the Third Stage of Labor (AMTSL) (Jan 2008 - June 2008)**

Client: Engender Health Bangladesh

The "National task Force on Prevention of Post-Partum Haemorrhage" recommended training on 'Active Management of Third Stage of Labor' for GoB and NGO service providers (doctors, nurses and FWVs) who provide maternal health services at the facility level. In collaboration with the Directorate General of Health Services and the Directorate of Family Planning and under the guidance and support of EngenderHealth, RTMI provided this training to 705 service providers of the districts of Sylhet, Sunamgonj, Habigonj, Moulvibazar and Brahmanbaria. In addition, orientation programs were organized for 375 community skilled Birth Attendants.

- **AI Communication Trainings for Department of Livestock officials of Bangladesh (Apr 2007 – Nov 2009)**

Client: Academy for Educational Development US office

RTMI designed and conducted a series of training workshops for the officials of Department of Livestock on AI prevention. The purpose of this assignment was to strengthen the capacity of the district animal health veterinarians, upazilla and community-based health workers in prevention, control and report of Avian Influenza (AI). A series of trainings, ToTs were organized over the years.

- **Commodities Trainings and ToT for Department of Livestock officials of Bhutan (2009)**

Client: Academy for Educational Development US office

RTMI under a contract with AED, provided training of DLS officers of Bhutan on the use of PPE, sample collection, processing, packaging and transport as well as on culling, disposal and decontamination procedures. The project staff reviewed the commodities training modules {the use of personal protection equipment (PPE); decontamination; lab sampling etc., conducted the five-day AI Commodities workshop and three day Training of Trainers on culling, safe disposal and bio-containment, assisted RGOB in reviewing in the draft Standard Operating Procedures (SOP) and briefed with the Government of Bhutan and AED on recommendations, and next steps,

- **Training on “Citizen Monitoring and Public Services” for PNGOs (Oct 2009 – Feb 2010)**

Client: Development Alternatives Inc. (DAI)

RTMI conducted five training courses on behalf of Promoting Governance, Accountability Transparency and Integrity (PROGATI) Project implemented by DAI. These training courses on “Citizen Monitoring and Public Services” were arranged in Khulna division in September and October 2009. A total of 154 participants (82 females and 72 males) took part in the training courses covering civil society members, NGO personalities, journalists, UP chairmen and members, members of Business forums and teachers.

- **Capacity Building programs for Institutions involved with anti-tobacco intervention (2008-2009)**

Client: The International Union against Tuberculosis and Lung Disease

The International Union against Tuberculosis and Lung Diseases (The Union) entered into an agreement with RTMI for organizing a series of training programs on different topics for both

public and private sector institutions working on tobacco-control issues. Training programs on 'Human Resources Management', 'Leadership and General Management' and 'Budgeting and Finance' were organized for program managers and Chief Executives of organizations. RTMI mobilized resources from WHO, BATA and other national-level experts in tobacco-control issues for imparting training programs. A total of 75 staffs were trained in the process

- **Capacity Building Programs under Demand-based Reproductive Health Commodity Project (DBRHCP) (Mar 2005 –Jun 2009)**

Client: UNFPA Bangladesh

Under the DBRHCP Project, RTMI worked for capacity building and systems improvement in two rural upazillas and one urban location. The project improved the capacity of at least 172 health personnel of the state-run local-level health service delivery points (Union Family Welfare Centers and Rural Dispensaries) as well as that of 3400 workers belonging to the NGOs and private sector working in the project area.

- **Capacity Building of PNGOs under USAID funded Bangladesh AIDS Program (Mar 2005 –Sep 2009)**

Client: Family Health International, Bangladesh Office

RTMI was a partner of FHI Bangladesh in the implementation of 'Bangladesh AIDS Program' funded by USAID. RTMI worked to promote the accountability of the implementing NGOs in Program Management and augment their project. Planning and performance skills necessary to build a more sustainable program. The interventions covered: (a) Capacity assessment of over 40 to identify and sort out NGOs with skill and knowledge gaps (b) Development of training modules, trainer's handbook, participant's handbook, pre & post training evaluation toolkits, (c) training of NGO staff on participatory appraisal, institution development, leadership skills and financial management (d) on-site mentoring and technical assistance in developing organizational capacity

- **Strengthening Syndromic Approach to RTI/STI case Management, Prevention of HIV/AIDS, Infection Prevention, and Post-Abortion Care Services (Aug 2003 –Sep 2004)**

Client: UNFPA Bangladesh

RTMI provided 6-day training to 256 doctors and paramedics working in 64 Maternal and Child Welfare Centers throughout Bangladesh on the RTI/STI case Management, Prevention of HIV/AIDS, Infection Prevention, and Post-Abortion Care Services. It also provided one-day orientation to 3200 district, upazila and union level GoB health officials to make them aware of the program and how it would benefit the mothers and children. All these trainings were done in association with Marie Stopes Clinic Society, Bangladesh

- **Flagship Courses on Health Financing (2004 and 2005)**

Client: UNICEF and World Bank

During 2004 and 2005, RTMI organized two courses on Health Financing for 78 Health sector professionals. The participants were from Government of Bangladesh (Ministries, DG Health, DG Family Planning, NIPORT, Directorate of Nursing Service, ERD, Planning Commission, IMED, NNP, Drug Administration and CIDA. There were eight participants from Nepal, Pakistan and Sri Lanka. The resource persons were from the US, Canada and Bangladesh.

- **Training of Government Planning Officials on Population and Development**
(Dec 2003 – Mar 2005)
Client: UNFPA Bangladesh

RTMI organized 10 courses of 6-day duration for the senior planning officials of the government on population and development issue. The project team developed the relevant curriculum, course materials, provided all kinds of logistics support, and contacted 15 resource persons for the 10 courses on the issue. RTMI coordinated and completed all the formalities with GOB officials for getting approval for 250 participants of the training. This training was implemented in association with the Department of Population Sciences, Dhaka University.

- **Competency Based Training (CBT) program on Emergency Obstetric Care (EmOC)**
(Dec 2002 – Dec 2005)
Client: UNICEF Bangladesh Country Office

RTMI provided technical assistance to the governments of the South Asian region (Bangladesh, Nepal, Pakistan and Afghanistan) in strengthening their programs of safe motherhood under Columbia University's Averting Maternal Death and Disability (AMDD) program. This program, focusing on the competency-based training (CBT) in Emergency Obstetric Care was implemented by concerned government departments with the technical assistance from RTMI and UNICEF Country offices.

- **Capacity Building of 'Bandhu Social Welfare Society' (BSWS) (Apr 2005 – Jun 2005)**
Client: UNICEF Bangladesh Country Office

RTMI build the programmatic, administrative and financial capacity of a local NGO 'Bandhu Social Welfare Society' (BSWS) working for prevention of HIV/AIDS. RTMI has started its own fee-based training program for producing qualified and skilled Paramedics for the country. In 2010, RTMI obtained registration from NIPORT and affiliation of State Medical Faculty for offering Community Paramedics Training course. This is a 2-year training program open for meritorious HSC students. On completion of course, these Paramedics can provide services in their community thus to cover the dearth of skilled MCH workforce in the community. Community Paramedics (CP) course is a newly introduced one in the health sector which has a clearly set and approved policy that outlines the guidelines for institution registration and course accreditation. Initiatives related to CP introduction and policy approval were the result of RTMI's interventions taken under its Private Sector Health project implemented between 2005 and 2010. A total of 60 students were admitted in first batch and both theoretical and practical classes are going on.