



The Effectiveness  
&  
Impacts  
Of  
Community Managed  
Project (CMP)  
Training  
In  
Oromiya & SNNPR  
Regional States

**COWASH Project (MOWIE);  
Addis Ababa; Ethiopia**

**Final Report**



**July, 2015**

## TABLE OF CONTENTS

<b>Acknowledgement &amp; Disclaimer .....</b>	<b>1-2</b>
<b>Acronyms.....</b>	<b>1-4</b>
<b>Executive Summary .....</b>	<b>1-5</b>
<b>CHAPTER 1 INTRODUCTION .....</b>	<b>1-8</b>
<b>1.1: Backgrounds .....</b>	<b>1-8</b>
<b>1.3: Rational &amp; Objectives of CMP Training Assessment .....</b>	<b>1-9</b>
1.3.1: Rationale.....	1-9
1.3.2: Objectives .....	1-9
<b>CHAPTER 2 APPROACHES &amp; METHODOLOGIES.....</b>	<b>2-10</b>
<b>2.1: Overall Approaches.....</b>	<b>2-10</b>
<b>2.2: Methodologies.....</b>	<b>2-13</b>
2.2.1: Document Review.....	2-13
2.2.2: Quantitative Methods .....	2-14
2.2.3: Qualitative Methods.....	2-17
<b>2.3: Ethical Issues.....</b>	<b>2-18</b>
<b>2.4: Limitations of CMP Training Assessment.....</b>	<b>2-19</b>
<b>CHAPTER 3 : RESULTS &amp; DISCUSSIONS .....</b>	<b>3-21</b>
<b>3.1: Background of Participants .....</b>	<b>3-21</b>
3.1.1: WASHCO Members.....	3-21
3.1.2: Woreda Experts .....	3-21
3.1.3: Prior training of CMP trainees before Taking CMP training .....	3-22
<b>3.2: Effectiveness of CMP Training .....</b>	<b>3-23</b>
3.2.1: Satisfaction With CMP Training .....	3-23
3.2.2: Confidence of CMP Trainees to Apply CMP Skills .....	3-29

3.2.3: The “Before” & the “After” Skills of CMP Trainees.....	3-32
3.2.4: Application of CMP Training Skills by CMP Trainees .....	3-33
<b>3.3: Impacts of CMP Training .....</b>	<b>3-36</b>
<b>CHAPTER 4 : CONCLUSIONS &amp; RECOMMENDATIONS .....</b>	<b>4-43</b>
<b>4.1: Effectiveness of CMP Trainings .....</b>	<b>4-43</b>
4.1.1: SATISFACTION WITH CMP TRAININGS.....	4-43
4.1.2: Confidence of CMP Trainees to Apply CMP Training Skills .....	4-44
4.1.3: Improvement of Skill Levels of CMP Trainees (Retrospective) .....	4-44
4.1.4: Application of Skills Gained during CMP Trainings .....	4-45
<b>4.2: Impacts of CMP Trainings.....</b>	<b>4-45</b>
<b>4.3: Recommendations .....</b>	<b>4-46</b>
<b>ANNEX .....</b>	<b>4-50</b>
<b>References.....</b>	<b>4-58</b>

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**DISCLAIMER:** Finally, Tesfaye Zegeye Woyessa Management Consultancy Firm accepts sole responsibility for this report that has been drawn on behaves of COWASH Project and its funder. Therefore, this report does not reflect the views of either COWASH Project or its Funder.

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## ACRONYMS

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AIDS	Acquired Immunodeficiency Syndrome	MOWIE	Ministry of Water, Irrigation & Energy
BSGR	Benashngul Gumuz Region	NGO	Non-governmental Organization
BSS	Behavioral Surveillance Survey	NWI	National Water Inventory
CDF	Community Development Fund	O&M	Operation & maintenance
CI	Confidence Interval	OCA	Organizational capacity Assessment
CMP	Community Managed Project	ODF	Open Defecation Free
COWASH	Community Led Water Supply, Sanitation & Hygiene	OWNP	One WASH National Program
CSOs	Civil Society Organizations	PCM	Project Cycle Management
DHS	Demographic Health Survey	PPS	Probability Proportion to Size
EC	Ethiopian Calendar	PRSP	Poverty Reduction Strategic Plan
EFY	Ethiopian Fiscal Year	PSU	Primary Sample Unit
EPHA	Ethiopian Public Health Association	RSU	Regional Support Unit
FGDs	Focus Group Discussions	RWSEP	Rural Water Supply and Environmental Program
FHI	Family Health International	RWT	Regional WASH Team
GoE	Government of Ethiopia	SNNPR	South Nation, Nationalities and People Region
GOF	Government of Finland	SWAp	Sector Wide Approach
GTP	Growth and Transformation Plan	TOT	Training of Trainers
HEW	Health Extension Workers	UAP	Universal Access Plan
HIV	human Immunodeficiency Virus	UNICEF	United Nations Children Fund
KII	Key Informant Interview	USA	United States of America
Kms	Kilo Meters	WASH	Water, sanitation & Hygiene
KWT	Kebele WASH Committee	WASHCO	Water Supply, Sanitation and Hygiene Committee
M&E	Monitoring & Evaluation	WIF	WASH Implementation Framework
MDGs	Millennium Development Goals	WMP	Woreda Managed Project
MOE	Ministry of Education	WMS	Welfare Monitoring Survey
MOFED	Ministry of Finance and Economic Development	WSS	Water Supply & Sanitations
MOH	Ministry of Health	WWT	Woreda WASH Team
MOU	Memorandum of Understanding	ZWT	Zonal WASH Team

## DEFINITION/INTERPRETATION

Kebele: The Lowest Administrative Units (Above Village but found within District/Woreda)

Woreda: District, within Which Kebele is found;

Zone: Province, within which Woredas/Districts are found

## EXECUTIVE SUMMARY

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**BACKGROUNDS:** If not exceptional challenges to provide safe drinking water and sanitation to rural communities, Ethiopia was the second lowest country among Sub-Saharan Africa countries in accessing safe water. In 2011, there were 52.1% access to water supply and 63% access to sanitation in the country. To confront these challenges, Government of Ethiopia (GoE) has launched a Sector-Wide Approach (SWAp) program called OOWNP to achieve 98.5% access to safe water and 100% access to sanitation by 2015. Community Managed Project (CMP) was introduced into OOWNP as one of rural WASH implementation modalities to address low implementation, low budget absorption and limitation of human resource capacities at Woreda level, and also to address the high level of non-functional facilities. To support the acceleration of UAP attainment through establishing an enabling environment and implementation capacity of CMP beneficiaries in selected rural Woredas, COWASH project, with the support of Government of Finland (GoF), was launched in 2011, and currently implemented in five regions.

**ACHIEVEMENTS:** In October 2014, sixty seven (67) COWASH Woredas were implementing CMP modality in those five regions. From 2011 to 2014, about 5,027 COWASH supported water points (94.2% community) constructed, 76,010 (38.4% female) trainees trained, & about 1.18 million beneficiaries reached (COWASH, 2014).

**OBJECTIVES:** The objectives of this study are therefore: (i) to conduct assessment on the effectiveness of CMP training to make informed recommendations to strengthen its design, delivery, monitoring and evaluation; and (ii) to conduct assessment on the impact of the knowledge and skills developed, resulting from CMP training on wider WASH environment so as to identify gaps and strengthen future programming, based on evidences of the findings.

**METHODS:** This assessment has used formative approach to align the results with the objectives of the assessment of which intents are to improve the design, delivery, monitoring and evaluation by identifying the gaps of CMP training for future improvement. Specifically this assessment has been conducted using mixed methods-qualitative and quantitative, of which results of both methods were finally triangulated. Participants of this assessment were from eight Woredas of two regions (four Woredas each from both Oromiya & SNNPR). By using multistage cluster sampling, quantitative study was conducted with WASHCO members (220) and Woreda experts (58) by administering them with questionnaires. Participants of qualitative assessment were purposively selected. Using checklists for assessment, twenty (20) key Informants from Federal, Regional, Zonal & Woreda levels were interviewed. There were also 93 (47.1% females) FGDs participants from direct beneficiaries of CMP projects; and this was besides the observation conducted on fourteen (42.9% Hand dug wells) water points.

**RESULTS:** In the quantitative assessment, WASHCO members and Woreda experts took part by responding to questionnaires. Among 220 WASHCO members (47.7% female), 47.7% of them were 15 to 50 years old; 15.5% of them (9.6% male, 21.9% female) were illiterate, 65.9% were from spring water schemes and about 72% of them joined COWASH supported CMP project in 2004 and 2005 EFY. In regards to Woreda experts, 58 of them participated in the assessment, and among these participants, 96.6% of them were forty and below years of age, 65.5% of them were first or above degree holders and 50% of them were from Woreda water and Energy Offices. About 35% of Woreda experts had CMP related prior training while none of WASHCO members had trained in any

one of similar training before taking CMP training. In qualitative assessment, KII & FGDs were conducted with staffs of government institutions and direct beneficiaries of CMP projects, respectively.

The effectiveness and impact assessment of CMP training were focusing on the satisfaction, confidence, skill improvement, application of CMP training skills, and impacts of the knowledge gained and skills developed on the daily lives of the beneficiaries, including on the capacity of key government sectors.

**SATISFACTION WITH CMP TRAINING:** WASHCO MEMBERS were significantly satisfied with WASHCO-CMP management training process; allocated time for each topic; group work process and quality of the training despite there were large number of trainees per sessions, and as well provision of training during WASHCOs' pick seasons. Except with daily allowance, most of WOREDA EXPERTS have also expressed their satisfaction with CMP ToT training that include satisfaction with training process, time allocated, group work, and quality. Even they testified the development of their leadership skills and career due to CMP training.

**CONFIDENCE TO APPLY CMP TRAINING SKILLS:** Almost all WASHCO MEMBERS were confident to apply WSHCO-CMP management training skill which was also witnessed by a key informant that WASHCOs were confidently mobilizing communities without much support from Woreda experts. In the same token, at least about 86% of WOREDA EXPERTS were confident to apply their CMP skills; and as one of key informant also witnessed on their more confident in providing technical support to the community when compared with other staffs without CMP training skills.

**IMPROVEMENT IN CMP SKILLS (1=low; 2=Average & 3=high):** Skills of WASHCO MEMBERS were significantly improved from below average to above average by mean differences of 1.685 (CI: 1.622, 1.747) on average after WASHCO-CMP Management training. Skills of WOREDA EXPERTS were also substantially improved from below average to above average by mean differences of 1.354 (CI: 1.213, 1.546) on average after CMP ToT trainings were provided.

**APPLICATION OF CMP SKILLS:** Almost all WASHCO members were delivering CMP project, to those hard to reach communities, with list cost, high speed and high functionality when compared with other water projects even if they were encountered with lack of construction materials, unreachable local train that resulted in delay and cost overrun. Practically all WOREDA EXPERTS were also applying their CMP skills despite high demand from the community that were beyond their capacity to respond; and less commitment and low skills of WWT that combined with high staff turnover.

**IMPACTS OF CMP TRAININGS:** CMP training has either indirectly or directly been contributing in impacting the lives of the target community through: (i) Creating gender balance by involving women in all stages of CMP project cycle to participate, decide and get benefit from CMP project output that saved their efforts and time ; (ii) Changing community behavior to demand more safe drinking water and sanitation facility; (iii) Increasing access and coverage of safe drinking water and sanitation that could improve their health status; (iv) Creating job & income generating opportunity for youth unemployed and others though it was momentarily; and (v) Sustaining CMP

projects by: (a) providing locally maintainable and replaceable low-cost technology; (b) creating sense of ownership by involving beneficiaries in all spheres of CMP project; (c) implementing government policy and strategy that strongly support Rural WASH CMP modality; and (d) creating capacities for both key government sectors and community that could further facilitate the scale-up efforts of CMP training to reach the unreached community.

**RECOMMENDATIONS:** From the results of this assessment, it can be understood that CMP training was effective in satisfying, building confidence, improving skills and applying the skill gained by trainees. It also contributed to impact the lives of beneficiaries though some challenges were discovered during this assessment. These challenges include having many trainees per session; insufficient time for each topic; unsuitable design of training manuals; cost overrun; ever increasing community demand; high staff turnover; loop in cascading and capacity building strategy of CMP training. To resolve them, eight (8) alternatives have been proposed.

**IMPROVE NUMBER OF TRAINEES PER SESSION:** to improve the quality and effectiveness of CMP training, setup proper standards that can be used by all actors across the board;

**ALLOCATE SUFFICIENT TIME FOR CMP TRAINING:** to create sufficient period for the trainees to grasp basic ideas and concepts of CMP training, and able to exercise practically on their jobs;

**REDESIGN THE TRAINING MANUALS:** to be usable back at work place, by taking trainees education and skill levels into account, prepare trainees' handout and trainers' guidelines separately by using picture, drawings, image, etc. to show them how to exercise and follow a lesson plan development approach;

**RESPOND TO THE EVER INCREASING COMMUNITY DEMAND:** If the non-responsive was due to lack of CMP trained staff, (i) conduct intensive Organizational capacity Assessment (OCA); and then (ii) Provide intensive and deep CMP training to all existing staff. If the non-responsive was due to inability to locate where to implement CMP modality: (i) conduct intensive resource assessment (Community Asset and Water Resource Mapping), and then (ii) use the results either for CMP site selection; otherwise share information with implementers of other Rural WASH modalities to create and strengthen intra-integration/collaboration;

**REDUCE STAFF TURNOVER:** (i) Improve salary scale and benefits by conducting benchmark study; (ii) Retain skills by (a) Managing knowledge; and (b) by handing over information and documents to successors;

**STRENGTHEN CMP CASCADING APPROACH(S):** To resolve horizontal integration issues of key sectors, discuss this issue on forum to facilitate the situation whereby key sectors found at lower levels (Region, Zone, Woreda and Kebele) should sign the same MOU and define their role and responsibilities for which they should be accountable. To resolve issues that have been based on the existing decentralized administrative structure of each region for vertical integration, revisit COWASH, CMP, OWN, etc., documents to clearly redefine, without overlapping, the roles and responsibilities of regions, zones, Woredas and Kebeles.

**REDESIGN COWASH CAPACITY BUILDING STRATEGY:** Develop COWASH capacity building strategy with its M&E framework as inter-sectoral strategy of key sectors to enhance & align their efforts on CMPs.

## Chapter 1 INTRODUCTION

### 1.1: BACKGROUNDS

Water is life; sanitation and hygiene save lives (Mercy Corps, 2008). In 2000, world leaders in Millennium Summit agreed to reduce by half the proportion of people without sustainable access to drinking water and basic sanitation by 2015 (World Water Council, 2000). Study shown that water issues interconnected to other local, national and global factors where no longer safe water for human consumption. This challenge further links to food poverty, population pressure, climate change, poverty, etc., that disrupts provision of water supply and sanitation service (Global Trends, 2015). Water sources and systems used are not adequately protected from fecal and other human and natural contaminants (UNICEF, 2008). As research indicated, integrated water supply, sanitation and hygiene service provisions have greater impacts on livelihood than providing these services separately (Fewtrell L. et al, 2005). Other studies further recognized that lack of water, sanitation and hygiene affects health, education, gender, level of income, consumption, even environment, all of which linked to poverty (Mercy Corps, 2008).

The challenges of Water supply, sanitation and hygiene services are not exceptional to Ethiopia. In 2011, access to water supply and sanitation in the country were 52.1% and 63%, respectively (EDHS, 2011). Ethiopia is the second lowest country among Sub-Saharan Africa countries in accessing safe water; and is also with the highest communicable diseases that include waterborne (OWNP, 2013). The Government of Ethiopia has been implementing Universal Access Plan (UAP) and Growth and Transformation Plan (GTP) of which aim is to achieve 98.5% access to safe water and 100% access to sanitation services by year 2015. With its different partners (CMP, December, 2014), GoE is working to achieve these targets (MOFED, 2010).

In September 2013, Ethiopia launched its Sector-Wide Approach (SWAp) program called “One WASH National Programme (OWNP)”. This program brings four ministries (MOWIE, MOH, MOE and MOFED) to make them interactively work together (OWNP, 2013). OWNP is an additional step in the gradual development of essential policies, guidelines, financing and coordinating mechanisms to deliver universal access to sustainable water and sanitation. OWNP consolidates planning, budgeting and reporting activities of WASH in a broad sector-wide approach with the fastening phrase of “One plan – one budget – one report”. This phrase is to emphasize on the importance of harmonization. OWNP has been built on three pillars of activities to deliver WASH services to both urban and rural settings. These pillars include: enabling environment/good governance; maximizing availability and efficient use of human and financial resources (with the principle of “Everything counts, count everything”); and capacity development for improved delivery of WASH services (OWNP, 2013). One of the components of OWNP is Rural water supply of which planning and implementation process vary with its different implementation modalities-Woreda Managed Project (WMP), Community Managed Project (MP), NGO managed project and Self-supply project modalities (OWNP, 2013).

Basis for building Community Managed Project (CMP) into WASH program was Community Development Fund (CDF). The innovative idea of CDF was emanated from Water Supply & Environmental Program (RWSEP) that

was implemented in Amhara region and financed by Finish-Ethiopia bilateral development in 1994. Based on the lesson learned from the evaluation results of CDF in 2010, CMP modality was recommended as an alternative funding mechanism of rural water supply of OOWNP. The driving factors for introducing CMP into OOWNP were low implementation capacity, high level of non-functionality of facilities, low budget absorption capacity significant limitation of human resource capacity at Woreda level (CMP, December, 2014; WIF, August, 2011). So, CMP follows the principle of integration, participation, decentralization approaches by enabling the capacity of communities to initiate, plan, implement and manage their own WASH projects (CMP, December, 2014).

### 1.3: RATIONAL & OBJECTIVES OF CMP TRAINING ASSESSMENT

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#### 1.3.1: RATIONALE

For effective and efficient implementation of rural WASH program, using CMP approach, the capacity of relevant public sectors and community members have regularly been developed. This capacity building has been supported by Government of Finland (GoF) through COWASH project. COWASH project was launched in 2011 when CMP was scaled-up to five regions (CMP, 2014). The purpose of COWASH project is to “Support the acceleration of Universal Access Plan attainment through the establishment of an enabling environment and the implementation capacity of CMP beneficiaries in selected rural Woredas” (CMP, 2014; COWASH, 2014). As of October 2014, the number of COWASH Woredas implementing CMP approach was reached sixty seven (67). These Woredas are found in Amhara (59.7%), Tigray (10.5%), SNNPR (11.9%), Oromiya (11.9%) and BSG (6%) regions (COWASH, 2014). CMP Woredas in Amhara and Tigray Regions and supported by COWASH project had been assessed in September, 2014 (COWASH, September 26, 2014). However, CMP Woredas found in Oromiya and SNNPR regions were not assessed. Therefore, in order to conduct an assessment on the “Effectiveness & Impact” of CMP training project in Oromiya and SNNPR, COWASH project has commissioned the assessment to Tesfaye Zegeye Woyessa Management Consultancy.

#### 1.3.2: OBJECTIVES

This assessment has set two objectives, focusing on effectiveness and impacts of COWASH project.

The first objective is to conduct an independent assessment of the effectiveness of CMP training in Oromiya and SNNPR regions so as to make informed recommendations to strengthen its design, delivery, monitoring and evaluation (including materials, methodologies, indicators and logistics).

The second objective is to conduct an independent assessment of the impact of the knowledge and skills developed, resulting from CMP training on the wider WASH environment; on the capacity of institutions, organizations and structures to undertake their roles and functions, and in turn on the provision of sustainable, effective and efficient rural WASH services. This process of the impact assessment is to identify the gaps and strengthen the future programming, based on the evidences of the findings.

## Chapter 2 APPROACHES & METHODOLOGIES

The overall approach and methodology parts of this assessment are separately presented. Under the overall approach, “Conceptual Framework of CMP Training Assessment” within which inputs, processes, outputs, intermediate outcomes and impacts parts are included. The targeted geographical areas and population of the assessment are also briefly presented.

### 2.1: OVERALL APPROACHES

The input parts of the Logic Model (Figure 1) includes different training manuals, trainers, training venue and/or hotels, accommodation and allowance, funds for trainings, facilitation and coordination, handouts, etc. Using these input indicators, the satisfaction level of the trainees on the quality of CMP trainings was measured.

Under the process parts, two levels of cascaded training activities were presented. The first (earlier) training activity includes three type of ToT training to Zones and Woreda experts. Those ToT Trainings, provided to zone & Woreda experts were: (i) CMP management ToT training that on latter stage provided to Kebele WASH Team; (ii) WASHCO-CMP Management ToT training that on the next step provided to WASHCO members; and (ii) O&M ToT training that provided to pump attendant and care takers. The second (latter) stage training activity includes those three type of trainings that mostly be provided by Woreda experts to KWT and WASHCO members These latter stage trainings were: (i) CMP management training to KWT; (ii) WASHCO-CMP management training to WASHCO members; (iii) O&M training to pump attendants and caretakers.

These trainings that were provided at two stages are presented in their general terms, whereas each of them has had their own specific topics on which this training assessment was conducted. In this regards, the Woreda experts have taken training on all the three ToT trainings while WASHCO members were trained only on WASHCO-CMP management training. The topics that were included in WASHCO-CMP training to assess the effectiveness of CMP training were: (i) CMP M&E; (ii) CMP Financial agreement and Labour Contracting; and (iii) Procurement, Financial and Property Administration. Likewise, the topics used to assess the effectiveness of CMP training in regards to Woreda exerts were: (i) CMP M&E; (ii) CMP Financial Agreement and Labour Contracting; (iii) CMP Procurement Finance and Property Administration; (iv) CMP project Cost Estimation; and (v) CMP Project Cycle Management (i.e, from initiation to post evaluation). Detailed topics for Woreda experts training were in Annex 3.

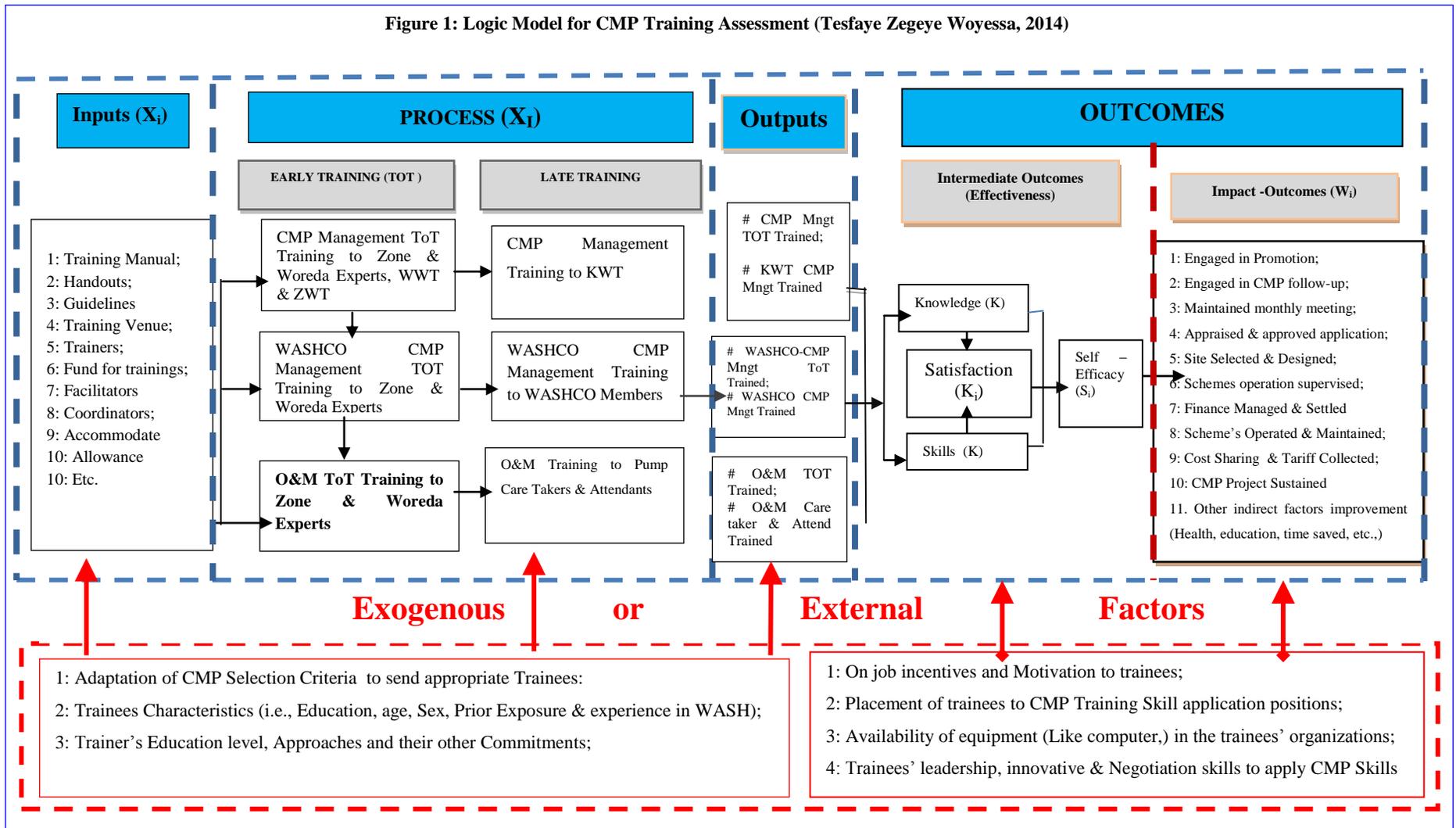
The output level of the logic model gives the target population of this assessment. In this regards, Woreda experts and WASHCO members who were administered questionnaires, and others who involved in KII to investigate the effectiveness of CMP training were target population. Besides, CMP beneficiaries involved in FGDs were also the others with whom the direct and/or indirect impacts of CMP training were explored,

The intermediate outcome level of the model was used to find out the effectiveness of CMP training by exploring the satisfaction and competency confidence (self-efficacy) levels of the trainees to apply his/her CMP training skills.

At this level the participants' retrospective skills were also investigated to find out the level of improvement of the skills of the trainees due to CMP training.

The Outcome and/impact level of the logic model was used to measure two results. The first one is again used to measure the effectiveness of CMP training by exploring whether the trainee was applying his/her CMP training skills that include skills from CMP Management, WASHCO-CMP management and CMP O&M trainings, as their details were given earlier under this subtitle. The second one is to explore both the direct and indirect impacts of CMP training which includes beneficiaries' satisfaction on accessing safe water, sanitation & hygiene, improvement in health status, time saving from water collection, CMP sustainability, etc. ; and obtained through FGDs & KII. To get full picture of this assessment framework, please refer to the following figure (Figure 1).

Figure 1: Logic Model for CMP Training Assessment (Tefaye Zegeye Woyessa, 2014)

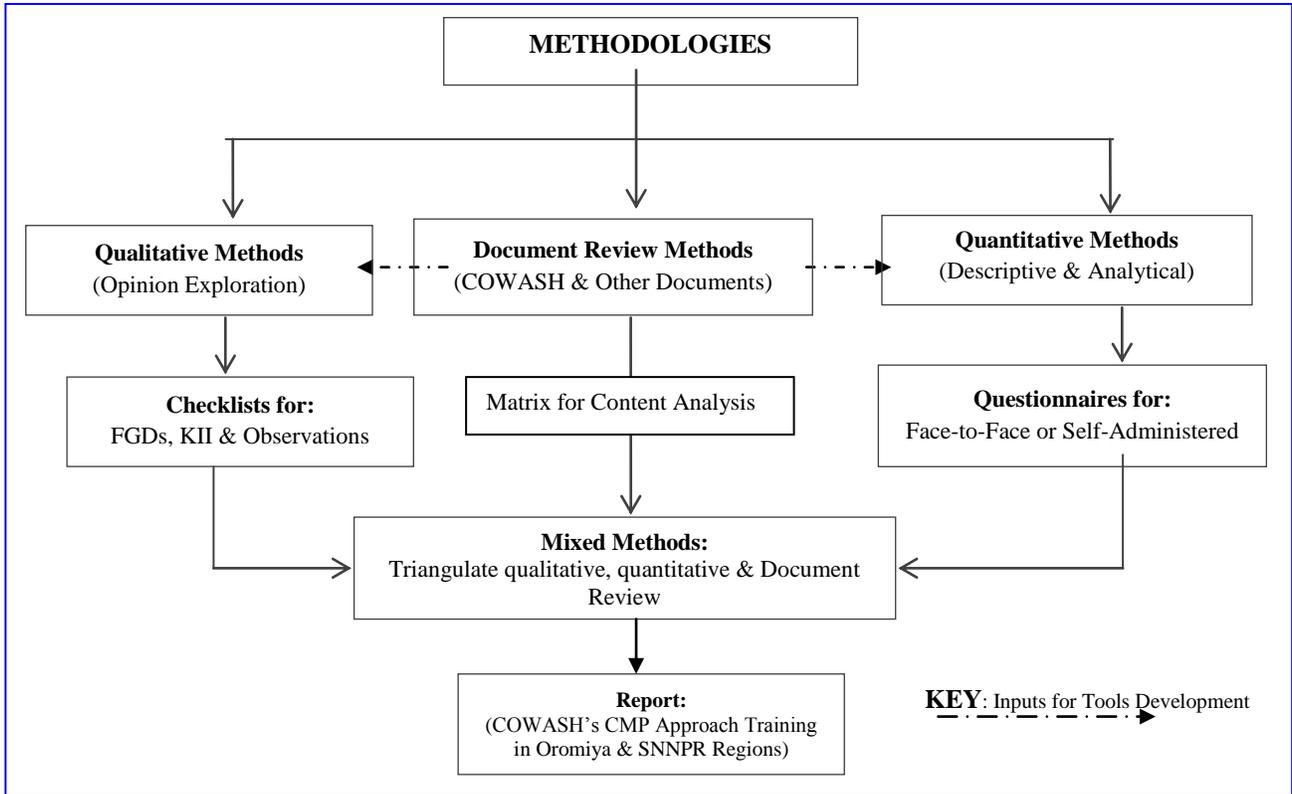


Source: EPHA, Leadership in Strategic Information Training Program Evaluation;

## 2.2: METHODOLOGIES

The approach of this assessment is formative so as to align with its objectives of which intent is to improve the design, delivery, monitoring and evaluation, and identifying the gaps of CMP training for future improvement. The method employed is also a mixed one that includes quantitative and qualitative assessment methods so that the results of the two have been triangulated in the “Results & Discussions” parts of this report (Page 3-21).

**Figure 2: Flowchart of Methods of CMP Training Assessment**



**Source 1: Tesfaye Zegeye (Consultant) Own Scheme (2015)**

Therefore, for this assessment, different data collection methods (document review, quantitative and qualitative methods of primary data collection) that were employed have also been discussed below.

### 2.2.1: DOCUMENT REVIEW

Both at office and at field levels, document review was conducted to collect both quantitative and qualitative information. At field level, the records of different water schemes and of Woreda CMP project Supervisors were reviewed. At office level, government policies, legislation, directives, and strategies that related to WASH, and those COWASH related training documents such as strategy, M&E and reporting, etc., documents were reviewed.

To review these documents, matrix based record review method was followed, while the analysis was based on content analysis by focusing on the theme and/or context of CMP Training project. These documents, both at office and at field levels, were reviewed by key professional assessment staffs.

As indicated in “Figure 2”, the outputs of document review were used for two different purposes: (i) to develop assessment tools (questionnaires for quantitative & Checklists for qualitative methods); and (ii) to triangulate its findings with the out puts of the other methods of this assessment and finally produce this report.

## 2.2.2: QUANTITATIVE METHODS

To present how quantitative method was used, different sub methods that include sampling, data collection, data management and data analysis were briefly discussed below.

### 2.2.2.1: SAMPLING

In order to sample the target population, first sample design, sampling frame and sampling methods were prepared; and then based on their outputs, the sample units and sample elements (observations) were listed, accordingly.

**SAMPLE DESIGN:** The sample design for sampling plan and estimation was based on administrative cluster of the targeted geographical areas (Woredas & Kebeles) and CMP training beneficiaries or targeted populations. This sample design approach was followed for institution and community levels in both Oromiya and SNNPR regions.

**SAMPLING FRAME:** Sampling frame was based on list of sample units and elements. This has been done first by establishing the first level cluster for CMP Woredas in each zone of both regions. Then the number of Kebeles (not their lists) in each Cluster Woreda was obtained from each RSU of both regions to establish the second level cluster, but the lists of these Kebeles and water points, including the lists of villages in which these water points are found, were later obtained at Woreda level during the field work. The lists of Kebeles’ obtained at Woreda level, as a part of sampling frame, were used to establish second level cluster. As a final sampling frame establishment the list of type of water points with their village were also obtained from Woreda CMP supervisors as the third stage cluster, and then five WAHCO members were drawn, as sample elements, to finally be interviewed (**Table 1**).

**SAMPLING METHODS:** The overall sampling approach was based on multistage sampling methods. First, all the CMP zones of both regions were included in the sample because of the differences in their socioeconomic, geographical and other divergent factors of their characters. Based on this establishment, the 1<sup>st</sup> stage cluster sampling of Woredas was randomly selected by taking one Woreda from each Zone (i.e., four Woredas per region). The 2<sup>nd</sup> stage cluster sampling was based on the lists of Kebeles found in those sampled 1<sup>st</sup> stage Woreda clusters. To obtain the number of CMP Kebeles from their 2<sup>nd</sup> stage cluster, Probability Proportion to Size (PPS) sampling methods was employed<sup>1</sup>, and then twenty (20) Kebeles from both regions (8 from Oromiya, 12 from SNNPR) were randomly selected (**Table 1, and Annex 1**). As the 3<sup>rd</sup> Stage cluster, a fixed number of water points ( two water points) from each sampled Kebele were assigned (FHI, 2000), and they were also randomly selected. Finally, as sample elements, five WASHCO members, from each water point, were interviewed (**Annex 1**).

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<sup>1</sup> **NOTE:** This approach of PPS is a self-weighted sampling approach that would not need any more weighting during the data analysis. For example, “If sample Primary Sample Units (PSUs) are selected with a probability weighted according to their size, as described before, and an equal number of individuals (fixed number of water points) is chosen per PSU at the second stage of sample selection, the end result is also a “*self-weighted sample*”.

**SAMPLE SIZE:** The estimation of sample size is based on the number of CMP targeted Kebeles, as found in each sampled Woredas. After determining the sample size of CMP Kebeles to be included in the assessment, the results of the estimation have been proportionally distributed between both regions. Hence, the formula, the assumptions, the definition of variables in the formula and the estimated number of sampled CMP Kebeles are given below.

**FORMULA:**

$$\mathbf{n} = \mathbf{D} \{ (\mathbf{Z}_\alpha + \mathbf{Z}_\beta)^2 * [\mathbf{P}_1 (1 - \mathbf{P}_1) + \mathbf{P}_2 (1 - \mathbf{P}_2)] / (\mathbf{P}_2 - \mathbf{P}_1)^2 \}$$

*n* = is a required minimum sample size of Kebeles for the assessment

*D* = is a cluster sample design effect (mostly assumed 2, by default);

*P<sub>1</sub>* = is the estimated level of indicator measured as proportion at the time of the first survey (i.e. Rural drinking water coverage of the target regions during the program initiation period i.e., 2011. Therefore, according to the 2011 WMS (Welfare Monitoring Survey) results, rural drinking water coverage of the country was 58.7%). This figure has been taken as a proxy variable for this assessment. This is assuming that CMP Training would be contributing to coverage of safe Water.

*P<sub>2</sub>* = is the expected level of the 2015 UAP or GTP targets (98.5%) for Rural Population to access safe drinking water;

*(P<sub>2</sub> - P<sub>1</sub>)* = is, therefore, the size of the magnitude of change desired to be achieved (39.8%) by year 2015.

*Z<sub>α</sub>* = is the Z-score corresponding to the degree of confidence with which it is desired to be able to conclude that an observed change of size (P<sub>2</sub>- P<sub>1</sub>) would not have occurred by chance (*α* – is the level of statistical significance; and in our case we have taken 95% as a benchmark), and;

*Z<sub>β</sub>* = is the Z-score corresponding to the degree of confidence with which it is desired to be certain of detecting a change of size (P<sub>2</sub>-P<sub>1</sub>) if one actually occurred (*β* – is statistical power; and in our case we have taken 80% as a benchmark).

**ESTIMATE OF SAMPLE SIZE OF CLUSTERED OF KEBELES:**

Using the above formula and Assumptions, our Kebele Cluster sample size for both regions are:

$$\mathbf{n} = \mathbf{D} \{ (\mathbf{Z}_\alpha + \mathbf{Z}_\beta)^2 * [\mathbf{P}_1 (1 - \mathbf{P}_1) + \mathbf{P}_2 (1 - \mathbf{P}_2)] / (\mathbf{P}_2 - \mathbf{P}_1)^2 \}$$

$$n = 2 * \{ (1.645 + 0.840)^2 * [0.587(1 - 0.587) + 0.985(1 - 0.985)] / (0.985 - 1.645)^2 \}$$

$$n = 20.05;$$

$$\text{Contingency} = 20.05 * 0.1 = 2.005;$$

*Adjusted Sample Size = n + Contingency = 20.05 + 2.005 ≈ 22 sample Kebeles from both regions, i.e., 10(41%) Kebeles from Oromiya & 12 (59%) from SNNPR regions;*

After sample size of CMP targeted Kebeles was obtained; the number of water points and WASHCO members who took part in CMP training assessment have been determined, as given with **Table 1**, below. According to this table, from 44 Water Points (about 45% from Oromiya and 55% from SNNPR), 220 WASHCO members (about 45% from Oromiya and 55% from SNNPR regions) had participated in the interview for the assessment, of which response rate was 100% in both regions.

Table 1: Multi Stage Cluster Based Sample Units & Elements at Region, Zone Woreda, Kebele, Water Point & WASHCOs

Regions	Zones	Woredas	# of Kebeles	# of Water Points	Overall Kebele PPS	Unadjusted Sample Kebeles	Adjusted Sample Kebeles	Fixed Sample of WPs	# of WASHCO Member	Actual WASHCO Members	WASHCO Response Rate
Oromiya	Jima	Karsa	15	86	0.16	3	4	8	40	40	100%
	N/Shoa	Jida	11	86	0.12	2	3	6	30	30	100%
	W/Shoa	Ifata	5	26	0.05	1	1	2	10	10	100%
	S/W/Shoa	Tole	7	31	0.08	2	2	4	20	20	100%
	Sub Total		38	229	0.41	8	10	20	100	100	100%
SNNPR	Gamugofa	Chencha	20	79	0.22	4	5	10	50	50	100%
	Hadiya	Duna	15	58	0.16	3	4	8	40	40	100%
	Sidama	Gorche	10	7	0.11	2	1	2	10	10	100%
	Dawuro	Tocha	10	14	0.11	2	2	4	20	20	100%
	Sub Total		55	158	0.59	12	12	24	120	120	100%
Total			93	387	1.00	20	22	44	220	220	100%

To assess the effectiveness of skills of Woreda experts who took parts in CMP ToT trainings, purposive sampling method was used to sample a fixed number of experts (eight from each Woreda), assuming that at least two experts from each key sector (Water, Education, Health & Women/Finance & Economic Development) would be interviewed in each Woredas. Because of small number of Woreda experts training when compared with WASHCO. As indicated with **Table 2**, among 64 sample elements, 58 of them were actually sampled and interviewed with an overall response rate of 91% (Oromiya 84%, and SNNPR 97%).

Table 2: Institutional Level CMP Trainees Sample Elements At Woreda & Kebele Levels

Regions	Zones	Woredas	# of Samle Experts	# of Actual Sampled Experts	Experts Response Rate
Oromiya	Jima	Karsa	8	6	75%
	N/Shoa	Jida	8	7	88%
	W/Shoa	Ifata	8	7	88%
	S/W/Shoa	Tole	8	7	88%
	Sub Total		32	27	84%
SNNPR	Gamugofa	Chencha	8	7	88%
	Hadiya	Duna	8	8	100%
	Sidama	Gorche	8	8	100%
	Dawuro	Tocha	8	8	100%
	Sub Total		32	31	97%
Total			64	58	91%

#### 2.2.2.2: QUANTITATIVE DATA COLLECTION, MANAGEMENT & ANALYSIS

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**DATA COLLECTION TOOLS & ADMINISTRATION:** For quantitative method, data were collected using questionnaires. The first questionnaire was administered by enumerators to WASHCO members on face-to-face basis while the second one was self-administered to Woreda experts by the key staff. During interview, intensive supervision was conducted by key staffs, by observing and cross checking responses to questions. However others at Regions, Woredas and Zones were involved as Key informants and while beneficiaries as FGDs discussants.

**PILOT TESTING & ENUMERATORS TRAINING OR ORIENTATION:** Assessment tools were pre tested in Jida Woreda of North Shewa of Oromiya Region State. For enumerator, training was given at each target Woreda.

**DATA ENTRY & MANAGEMENT:** The collected data at the field level were edited and coded before entering into computer. Two data encoders were employed to check the quality of the data entry process by entering and crosschecking at least 10% of the questionnaires that simultaneously entered into computers by both encoders.

**DATA ANALYSIS:** SPSS version 20 software was used for data analysis. Quality of the data was checked by exploring outliers and running descriptive statistics and frequencies. Furthermore, Confidence Interval (CI), , Chi-squared ( $\chi^2$ ) test had also been done for some variables so as to infer some of the findings. Particularly, cross tabulation was also exercised for categorical variables to determine the association of different variables and then test their Chi- squared ( $\chi^2$ ) results

#### 2.2.3: QUALITATIVE METHODS

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Qualitative data were also collected to triangulate the quantitative data collected. Checklists for data collection were prepared for Focus Group Discussions (FGDs) and Key Informant Interviewees (KII) .Qualitative data was then collected at all levels based on those checklists. This data collection approach was mainly used to find out what changes (IMPACTS) have been observed as a result of the contribution of CMP trainings to both the beneficiary communities and relevant government sectors.

##### 2.2.3.1: SAMPLING

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**SAMPLE DESIGN & SAMPLING FRAME:** The sample design and sampling frame for qualitative CMP training assessment method was based on that of the sample design and sampling frame of the quantitative assessment methods. The lists of participants both in FGDs and KII have been given at the end of this document (Annex 2).

**SAMPLING METHODS & SAMPLE SIZE:** The FGD and KII participants were selected purposively (nonprobability sampling methods) from government institutions. In general, 20 Key Informants (6 at Federal, 4 at Regional, 2 at Zonal, and 8 at Woreda levels) were interviewed. All the Key Informants were males. Twelve Focus Group Discussions (6 each in both Oromiya and SNNPR) was conducted with 93 individuals (47.1% females) of direct beneficiaries of CMP projects. In addition to interview and discussions with the target people, the team had also conducted water point observations on fourteen schemes (42.9% hand dug wells) in both regions (**Annex 2**).

### 2.2.3.2: QUALITATIVE DATA COLLECTION, MANAGEMENT & ANALYSIS

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Qualitative data was collected using three types of tools, namely Key Informant Interview (KII), Focus Group Discussions (FGDs) and Field Level Observation checklists.

**KEY INFORMANT INTERVIEW (KII):** Data collection from Key Informant was conducted with heads and other individuals working on key position in regards to CMP training and/or WASH. However, the challenge faced during this interview was the unavailability of key informants in their office due to their different commitment and campaign by the time of field assessment; and thus obliged to interview their representatives. With those interviewed, all required Key Informant Interview processes had been undergone, and at the end of the interview, key informant had been debriefed on the consistence of the note taken by the interviewer, as done by key staff.

**FOCUS GROUP DISCUSSION (FGDs):** Focus Group discussions (FGDs) were conducted to collect qualitative information through group interaction; and then obtain the insight of the participants on the contribution of COAWSH's CMP approach training and CMP project or how it has impacted their situation (Morgan DL., May, 1998). The moderation or/facilitation was begun by introducing topics with main questions, asking more specific follow-up questions to elicit more detailed information, and probing the meaning of responses. This was used to explore the impacts of the project on the participant's social norms, expectations, values, and beliefs towards CMP project operation and sustainability. The participants were drawn from group of selected community members (WASHCOs), and other beneficiaries. At the end of the FGDs sessions, participants were debriefed to ascertain the existence of consistency between the note taken and the information that they had provided. The FGDs were conducted by one moderator and one note taker from key professional staff of the assessment.

**FIELD LEVEL OBSERVATION:** Observation was made to obtain qualitative information on context and observed changes on target communities, water scheme and sanitation. At this stage, the records kept at water points were also reviewed. In this regards, fourteen water points (**Annex 2**) were observed. Discussions with direct beneficiaries at the spot were also made so as to get their perspectives on what changes or impacts did the water point has brought about on their day-to-day life such as time saving, decrease in water born disease, increase in enrolments of girls for schooling, being productive due to time saving, etc.

**QUALITATIVE DATA MANAGEMENT & ANALYSIS:** During the organization and preparation of qualitative data, FGs moderator and note taker, observer or in-depth interviewer had prepared transcription before carrying out a new FGDs or KII. After preparing transcription and data reduction, the information has been processed and prepared for context analysis. Finally the result of context analysis was triangulated with other findings.

## 2.3: ETHICAL ISSUES

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All the questions used to ask participants were based on the CMP training assessment design and objectives. The questions were only related to the strength and weakness of CMP training. These questions were rather used to explore the success and challenges of the training and what the trainees faced during and after the training than to judge their answers. However, since there might be some unexpected minimal risks, the participants had participated

on their willingness, after signing the informant consents that administered to confirm their agreement. For further safety, all data collected, both qualitative and quantitative, have been used for the sole purpose of this assessment; and also kept away from unauthorized party's accessibility; and finally the soft version of SPSS data sets were submitted to COWASH project for documentation.

#### 2.4: LIMITATIONS OF CMP TRAINING ASSESSMENT

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Like any other assessment, this assessment is also not free from limitations. Most of these challenges have been encountered the team during the field work while others due to other reasons. The most biases that have been suspected or faced by the assessment team were: (i) Measurement errors/bias; (ii) Non-accessibility of some of the study subjects; (iii) self-response to most of the assessment tools; and (iv) Limitation with recall of the subject/topics learned; and finally, (v) existence of potential confounders.

1. **MEASUREMENT BIAS:** This bias is a potential error in measuring different variables of the assessment. The assessment questionnaires used to collect data have been translated into Amharic (Federal language). But the target populations of the assessment are speaking five different languages: Oromiffa, Hadiyigna, Dawurogna, Sidamigna and Dorziegna. In this regards, measurement bias can arise when the meaning of a question in the local language subject to different interpretation (FHI, 2000). Though the medium of Education in SNNPR is in Amharic, in Oromiya, leave alone the WASHCO members, even some of the Woreda experts were not able to properly read and write Amharic Language. In this situation, the measurement bias is highly likely, particularly if the respondents would not like to tell the truth or not understand the meaning of a question. Therefore, in order to minimize this bias, the assessment team was able to follow two approaches: In the 1<sup>st</sup> approach, the key staffs had selected those enumerators who can properly speak, listen, read and write Amharic language. After selection, the team had provided them with comprehensive orientation on the WASHCO's questionnaire, and then conducted intensive follow-up and close supervision during the data collection. In the 2<sup>nd</sup> approach, in some situation, the enumerators have conducted group interview in the presence of Key staff. Key staff had also conducted group interview particularly with Ilfata Woreda experts in West Shewa of Oromiya Region.
2. **SELF-RESPONSE BIAS:** All the tools developed for this assessment were self-response tools. In this situation, there is no way that the enumerators or interviewer could control the response of the respondent, and as a result we might be end up with self-response bias. So, to minimize this bias, we have again tried to mix the information collected with the help of different instruments.
3. **RECALL BIAS:** For trainees of some Woredas, trainings were provided in 2004 EC. Given these facts and others, it is difficult to believe that all of them could recall what they have learned. To minimize this bias, we have tried to list the topics in detail, and explain what those topics for are so that participants might recall the topics easily. If the recall bias might be due to time reference, we have tried to use different events that can be easily recalled by the respondents, and thus minimize the bias.

4. EXISTENCE OF POTENTIAL CONFOUNDERS<sup>2</sup>: Though we are conducting training assessment (i.e., not research), confounders are still deserving explanation. This is because during data analysis, we might come across potential confounders. For example, the education level of CMP training participants, and their prior knowledge and skills in the area of Project management might affect the association between the level of knowledge and skills obtained and the type of training in puts and training provided during the training. Likewise, prior knowledge and skills of the participants might also have an effect on the association of both variables as confounders. Therefore, to solve the association of these confounders, we have tried to control the effect by splitting the confounder variables into their various category such as region, education level or if the trainees have prior knowledge and skills (trained and non-trained before CMP training), and then run Chi-Square (  $X^2$  ) or( t ) tests to check for their significance.

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<sup>2</sup> Existence of Multi-correlation among independent variables

## Chapter 3 : RESULTS & DISCUSSIONS

### 3.1: BACKGROUND OF PARTICIPANTS

#### 3.1.1: WASHCO MEMBERS

The primary targets of this assessment were Water, Sanitation and Hygiene Committees (WASHCOs) who took WASHCOs CMP management trainings. In this assessment, 220 WASHCO members (45.5% Oromiya, 54.5% SNNPR) participated (Table 3). Among these participants more than half of them were male. The age group of these participants range from 18 to 76 with a median age of 39. More than half of them (55%) were 40 years or less old during the assessment. At most three quarters of them could either read or write (36.4%), or reached primary education (38.2%). At least 15% of these participants were illiterate. Only 9.5% of them reached secondary education. Participants from hand dug wells accounts 34.1% while others were from spring water schemes. Participants of which water points were developed in 2004 were 22.7%, whereas for those water points that were developed in 2005 and 2006 were 50% and 27.3%, respectively.

**Table 3: Background of WASHCO Members by Regions, sex, age, Education, Water Points & CMP Started Years**

		Region		Total`
		Oromiya	SNNPR	
		Count (%)	Count (%)	Count (%)
Sex	Male	53 (53.0%)	62 (51.7%)	115 (52.3%)
	Female	47 (47.0%)	58 (48.3)	105 (47.7%)
	Total	100 (100%)	120 (100%)	220 (100%)
Age1	15-30	19 (19.0%)	30 (25.0%)	49 (22.3%)
	31-40	34 (34.0%)	38 (31.7%)	72 (32.7%)
	41-50	32 (32.0%)	38 (31.7%)	70 (31.8%)
	51 & above	15 (15.0%)	14 (11.7%)	29 (13.2%)
	Total	100 (100%)	120 (100%)	220 (100%)
Education Level	Illiterate	5 (5.0%)	29 (24.2%)	34 (15.5%)
	ABE	58 (58.0%)	22 (18.3%)	80 (36.4%)
	1-to-8	29 (29.0%)	55 (45.8%)	84 (38.2%)
	9-to-10	8 (8.0%)	13 (10.8%)	21 (9.5%)
	TVET/Prep	0 (0.0%)	1 (0.8%)	1 (0.5%)
	Total	100 (100%)	120 (100%)	220 (100%)
Water Point Type	HD Well	65 (65.0%)	10 (8.3%)	75 (34.1%)
	Spring	35 (35.0%)	110 (91.7%)	145 (65.9%)
	Total	100 (100%)	120 (100%)	220 (100%)
CMP Started Year (EC)	2004	0 (0.0%)	50 (41.7%)	50 (22.7%)
	2005	70 (70.0%)	40 (33.3%)	110 (50.0%)
	2006	30 (30.0%)	30 (25.0%)	60 (27.3%)
	Total	100 (100%)	120 (100%)	220 (100%)

Source 2: WASHCO Members Field Level Survey (2015)

#### 3.1.2: WOREDA EXPERTS

Woreda experts were the other primary targets of this assessment (Table 4). The number of these participants was 58 (46.5% from Oromiya, 53.5% from SNNPR) out of which 46 (79.3%) of them were male. The young age group of these participants was accounting 70.7%. The majority of them (66.5%) were BA/BSc and above degree holders (Oromiya 59.3%, and SNNPR 71%). Organizationally, about half of them were from Water Resource and Energy Office (Oromiya 48.1% and SNNPR 51.6%). The second largest participants were from Woreda health office

(19.0%), followed by education (15.2%) and Women, Children and Youth Affair (10.3%) offices. Health Extension workers (HEW) were accounted for 5.2% of the total participants of Woreda experts.

**Table 4: Background Of Woreda Experts by Regions, Sex, Age, Education Level and Organizations**

		Region		Total
		Oromiya	SNNPR	
		Count (%)	Count (%)	Count (%)
Sex	Male	22 (81.5%)	24 (77.4%)	46 (79.3%)
	Female	5 (18.5%)	7 (22.6%)	12 (20.7%)
	Total	27 (100%)	31 (100%)	58 (100%)
Age1	21-30	18 (66.7%)	23 (74.2%)	41 (70.7%)
	31-40	8 (29.6%)	7 (22.6%)	15 (25.9%)
	41 & Above	1 (3.7%)	1 (3.2%)	2 (3.4%)
	Total	27 (100%)	31 (100%)	58 (100%)
Education	Secondary (9-10)	1 (3.7%)	2 (6.5%)	3 (5.2%)
	TVET/Diploma	10 (37.0%)	7 (22.6%)	17 (29.3%)
	BA/BSc/Above	16 (59.3%)	22 (71.0%)	38 (65.5%)
	Total	27 (100%)	31 (100%)	58 (100%)
Organization	Woreda Water	13 (48.1%)	16 (51.6%)	29 (50.0%)
	Woreda Health	5 (18.5%)	6 (19.4%)	11 (19.0%)
	Woreda Education	3 (11.1%)	6 (19.4%)	9 (15.5%)
	HEW	2 (7.4%)	1 (3.2%)	3 (5.2%)
	Woreda WCY Affair	4 (14.8%)	2 (6.5%)	6 (10.3%)
	Total	27 (100%)	31 (100%)	58 (100%)

Source 3: : Woreda Experts Field Level Survey (2015)

### 3.1.3: PRIOR TRAINING OF CMP TRAINEES BEFORE TAKING CMP TRAINING

#### 3.1.3.1: TRAINING ON SIMILAR TOPIC TO WASHCO BEFORE TAKING CMP TRAINING

All WASHCO members were not trained on project M&E; procurement, finance and property administration; and water point O&M before they have been given training on the same topics by ToT trainees of WASHCO CMP management. However, when WASHCO CMP management training was given, all participants of WASHCO members reported that they had taken all the three topics of WASHCOs CMP management training (Table 5).

**Table 5: Percentage of WASHCO Members who took Training in Similar Topics before Taking CMP Training**

		Region		Total
		Oromiya	SNNPR	
		Count (%)	Count (%)	Count (%)
Trained Project M&E before CMP	No	100 (45.5%)	120 (54.5%)	220 (100%)
Trained Project Procurement, Finance & Property before CMP	No	100 (45.5%)	120 (54.5%)	220 (100%)
Trained Water Point & Sanitation O&M before CMP	No	100 (45.5%)	120 (54.5%)	220 (100%)
Trained Project M&E by CMP	Yes	100 (45.5%)	120 (54.5%)	220 (100%)
Trained Project Procurement, Finance & Property by CMP	Yes	100 (45.5%)	120 (54.5%)	220 (100%)
Trained Water Point & Sanitation O&M by CMP	Yes	100 (45.5%)	120 (54.5%)	220 (100%)

Source 4: WASHCO Members Field Level Survey (2015)

### 3.1.3.2: TRAINING ON SIMILAR TOPICS TO WOREDA EXPERTS BEFORE TAKING CMP TRAINING

Prior training on similar topics could affect the effectiveness of that training. The majority of Woreda experts (64.7%) did not take training on similar topics before taking CMP training. Most of those who didn't train in similar topics in CMP training were in SNNPR (71.4%). All the Woreda experts did not take all CMP trainings. For example, about seven in ten of them took all CMP trainings, most of which were in SNNPR (83.8%). About 30% of them however reported that they were either not trained (22.9%) or not remember (7.2%). Most of those (41.3%) that were either not trained (28.3%) or not remember (13%) were in Oromiya (Table 6, and Annex 3).

**Table 6: Percentage of Overall<sup>++</sup> Responses of Woreda Experts Who took Similar Training Topics before CMP Training**

		Region		Total (n=58)
		Oromiya (n=27)	SNNPR (n=31)	
		Responses (%)	Responses (%)	Responses (%)
Trained Before CMP Training <sup>**</sup>	Yes	18 (41.9%)	12 (28.6%)	30 (35.3%)
	No	25 (58.1%)	30 (71.4%)	55 (64.7%)
	Don't R	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	43 (100%)	42 (100%)	85 (100%)
Trained By CMP <sup>**</sup>	Yes	27 (58.7%)	31 (83.8%)	58 (69.9%)
	No	13 (28.3%)	6 (16.2%)	19 (22.9%)
	Don't R	6 (13.0%)	0 (0.0%)	6 (7.2%)
	Total	43 (100%)	37 (100%)	83 (100%)

<sup>\*\*</sup> Group: Cross-Cutting; PCM; Project Application, Appraisal, Approval; M&E, Cost estimation, Fund agreement, Procurement & Labour Contract, Procurement, Finance & Property Administration, O&M and Site selection

<sup>++</sup> Overall is referring to the summation of responses to the variables given under “<sup>\*\*</sup>Group”, but not referring to number of observations

Source 5: Woreda Experts Field Level Survey (2015)

## 3.2: EFFECTIVENESS OF CMP TRAINING

The objective of assessing effectiveness of CMP training is to examine and present whether participants have been satisfied with, confident to apply and have applied the knowledge and skills they gained, including level of their skill improvement.

### 3.2.1: SATISFACTION WITH CMP TRAINING

It is to find out whether the ToT trainees of Woreda experts and WASHCO-CMP Management trainees of WSHCO members have been satisfied with the CMP trainings and the time allocated for each CMP training topics

#### 3.2.1.1: SATISFACTION OF WASHCO TRAINEES WITH CMP TRAINING TOPICS & TIME

**SATISFACTION ON WASHCO-CMP MANAGEMENT TRAINING TOPICS:** A significant number of WASHCO members expressed their satisfaction with training provided to them on WASHCO-CMP Management. The majority (64.2%) of them were “Completely satisfied” with CMP M&E (64.2%), CMP fund agreement and labour contracting (59.1%), “CMP Procurement, Finance and Property Administration” (60.3%) trainings. Even if none of them reported their dissatisfaction on WASHCO-CMP Management training, Oromiya WASHCO trainees were less likely “Completely satisfied” when compared with SNNPR WASHCO trainees; and these are statistically significance at  $P < 0.05$  for all the three WASHCO-CMP Management training topics (Table 7).

**SATISFACTION WITH LENGTH OF TIME FOR CMP TRAINING TOPICS:** One of the other factors that determine training is time allocated for training topics. If training might be provided in hastily (due to overcrowded/shortage of time), the knowledge and skills to be obtained couldn't be to the expected level. Hence, WASHCO members were asked to rank whether the time for WASHCO-CMP management training was “Very short, Sufficient” or “Very long”. At least 90% of them responded on the time allocated for CMP M&E, CMP Fund Agreement and Labour Contracting and CMP Procurement, Finance and Property Administration were “Sufficient” and yet a handful of them of which the majority were from Oromiya, said “Very Short”. “Very Long” training time (2.3%) was reported on CMP fund Agreement and Labour Contracting (Table 7).

Different from the time that was allocated for each CMP training topics, other key informants has also raised their concern on the challenge of seasonality of CMP training period, particularly to WASHCO members.

*“The training that should be provided to WASHCO members should be based on their off-farm season; unless gathering them together for training at pick season will be challenging. The training program plan and fund release from the Federal and Regional levels for the same purpose should therefore take this situation into account in the future”.* **Key informant from Duna, Hadiya, SNNPR**

**Table 7: Percentage of satisfaction Level of WASHCO Trainees with CMP Training Topics & Time Length by Regions**

		Region		Total	Pearson Chi-Square Test		
		Oromiya	SNNPR		Chi-Square	df	Sig (2-tails)
		Count (%)	Count (%)	Count (%)			
Satisfaction with Project Communication (M&E, and Report) Training	Satisfied	47 (49.5%)	30 (25.0%)	77 (35.8%)	13.816	1	.000*
	Completely satisfied	48 (50.5%)	90 (75.0%)	138 (64.2%)			
	Total	95 (100%)	120 (100%)	215 (100%)			
Satisfaction with Project Fund Agreement & Labour Contract Training	Satisfied	56 (56.0%)	34 (28.3%)	90 (40.9%)	17.272	1	.000*
	Completely satisfied	44 (44.0%)	86 (71.7%)	130 (59.1%)			
	Total	100 (100%)	120 (100%)	220 (100%)			
Satisfaction with Project Procurement, Finance & Property Administration Training	Satisfied	58 (58.6%)	29 (24.2%)	87 (39.7%)	26.839	1	.000*
	Completely satisfied	41 (41.4%)	91 (75.8%)	132 (60.3%)			
	Total	99 (100%)	120 (100%)	219 (100%)			
Length of Time for Project Communication (M&E, and Reporting) Training	Very Short	9 (9.4%)	5 (4.2%)	14 (6.5%)	2.387	1	0.1224
	Sufficient	87 (90.6%)	115 (95.8%)	202 (93.5%)			
	Total	96 (100%)	120 (100%)	216 (100%)			
Length of Time for Project fund & Labour Contract Training	Very Short	7 (7.0%)	3 (2.5%)	10 (4.5%)	5.181	2	0.075
	Sufficient	89 (89.0%)	116 (96.7%)	205 (93.2%)			
	Very Long	4 (4.0%)	1 (0.8%)	5 (2.3%)			
	Total	100 (100%)	120 (100%)	220 (100%)			
Length of Time for Project Procurement, Finance & Property Administration Training	Very Short	9 (9.4%)	12 (10.0%)	21 (9.7%)	.024	1	.878
	Sufficient	87 (90.6%)	108 (90.0%)	195 (90.3%)			
	Total	96 (100%)	120 (100%)	216 (100%)			

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

**Source 6: Field Level Survey of WASHCO Members (2015)**

### 3.2.1.2: SATISFACTION OF WASHCOs WITH GROUP WORK & QUALITY OF CMP TRAINING

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**AGREEMENT LEVEL WITH CMP TRAINING GROUPWORK:** One of the adult learning approaches is group work which manifests itself through group interaction, learning-by-doing and learning from group members' experience. As details were given in Annex 4, to explore the satisfaction level of WASHCO trainees, questions were asked to rank whether they “Completely Not Agree, Not Agree, Agree” or “Completely Agree” with group work conducted. The response with their overall agreement of which details were “worth of group discussion, group member's interaction or participation; CMP skills application during the group discussion; effectiveness of the group work; and whether or not sufficient time was given for the discussion”. Therefore, 94% of them were either “Completely Agree (55.3%)” or “Agree (38.7%)” with the group work conducted during CMP training. From both regions, only 6% of WASHCO members were “Not Agree” or “Partially Agree”. WASHCO members in Oromiya were less likely completely agree (42.9%) with the group work when compared with those in SNNPR (67.3%). This finding is statistically significance at  $P < 0.05$ .

**ASPECTS OF CMP TRAINING:** WASHCO trainees have also responded on the aspects/quality of CMP training based on the indicators in Annex 5. Their response were on trainees accommodation and/or daily allowance; knowledge and skills of trainers; level of participation and discussion during the training; training hall and/or rooms; handouts; contents of manuals; material organization; training place/or hotel; and graphic or PowerPoint presentation. Percentages of overall response of WASHCOs, on quality of WASHCO-CMP Management training, has been presented in Table 8, below; and majority of them (79.2%) responded that WASHCO-CMP Management training was either “Very Good (45.1%)” or “Good (34.1%)”; though 7.6% and 13.2% of them said “Poor” and “Fair”, respectively. This finding is still statistically significance at  $P < 0.05$ .

Furthermore, on aspect/quality of CMP training, most of the key informants have also expressed their satisfaction with training materials design and organization; the convenience of training venues; including skills of CMP trainers who themselves were trained CMP ToT training. Except key informant from Duna Woreda, most of other key informants from Woredas however expressed their dissatisfaction with the daily allowance.

*“One of the bottle neck of CMP training is the daily allowance; how one can provide training with fifty Birr (50 Birr) daily allowance that could be used for food and other necessary expenses?”* Some of them added *“The allowance which was not enough for accommodation and other expenses was based on salary scale of the trainees. Allowance shouldn't be differed based on salary scale; and rather should be flat for all participants whether the training would be given at Federal, Regional or Woreda level”*. **Some Key Informants from both Oromiya & SNNPR<sup>3</sup>**.

Others had also expressed their concern with quality of CMP training manuals and number of participants per CMP training session, particularly when CMP training were provided to WASHCO members.

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<sup>3</sup> **NOTE FROM ASSESSMENT TEAM:** *Since COWASH project follows the government procedure, unless the solution of daily subsistence would be sought from the Government side, COWASH project has nothing to do with either to increase or decrease daily allowance to resolve this problem*

“The manual were excellent had it been taken the level of trainees in to consideration. For example, training to Woreda level experts using the same manuals used to train regional experts. Besides, without any modification/or adaptation of the ToT manuals, the same approach was used to train those who came from Kebele -WASHCOs & others. Some of them might be illiterate”. **RSU Key Informant, Oromiya.**

“After shortening and translating the training material into local language (Dawurogna), we have able to provide training, at a time, for five water point WASHCO members (25 persons) through group discussion and using flip charts”. **Key informant from Tocha-Dawuro, SNNPR.**

“Despite standard was put in place, at Woreda level, training was not given according to the standard. For example, even though Woredas were required at most to train ten WASHCOs; we sometimes came across when some of them were providing training to about twenty to thirty WASHCOs, i.e., training to about 140 to 210 WASHCO members at a time; and in such situation, it would be doubtful to believe that the trainees could attend the training and grasp the required knowledge and skills. Leave alone the number of trainees per session, even if their number should have been as per the requirement, we doubt if they were capable of capturing the concepts and terms of the training because of their education level and the level of the structure of the training manuals used for this purpose”. **Key Informant from RSU, Oromiya**

**Table 8: Percentage of Overall<sup>++</sup> Satisfaction Response of WASHCO on Group Work & Quality of CMP Training**

		Regions		Total (n=220)	Chi-square	Sig.(2 tails)
		Oromiya (n=100)	SNNPR (n=120)			
		Responses (%)	Responses (%)	Responses (%)		
Agree Level with CMP Training <b>**Group Work</b>	Comp. Not Agree Or Not Agree	15 (10.2%)	3 (2.0%)	18 (6.0%)	46.176	.000*
	Agree	69 (46.9%)	47 (30.7%)	116 (38.7%)		
	Completely Agree	63 (42.9%)	103 (67.3%)	166 (55.3%)		
	Total	147(100%)	153 (100%)	300 (100%)		
Quality of CMP Training <b>***</b>	Poor	19 (11.1%)	8 (4.3%)	27 (7.6%)	32.648	.000*
	Fair	18 (10.5%)	29 (15.8%)	47 (13.2%)		
	Good	70 (40.9%)	51 (27.7%)	121 (34.1%)		
	Very Good	64 (37.4%)	96 (52.2%)	160 (45.1%)		
	Total	171 (100%)	184 (100%)	355 (100%)		

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

b. More than 20% of cells in this subtable have expected cell counts less than 5. Chi-square results may be invalid.

\*\* Group: Quality of discussion, Participant's Discussion on topics, Applying Skills during Discussion, Collaborative Group work, If Group Work was effective, Taking Sufficient Time,

\*\*\* Group: Accommodation & Allowance, Group Discussion, Trainer's Skill & Knowledge, Participation, Hall & Rooms, Handout, Manual Contents, Material Organization, Training Place, Graphics & PowerPoint

++ Overall is referring to the summation of responses to the variables given under “\*\*Group” and “\*\*\*Group”, but not to number of observations

**Source 7: WASHCO Members Field Level Survey (2015)**

### 3.2.1.3: SATISFACTION OF WOREDA EXPERTS WITH CMP TRAINING TOPICS & TIME

**SATISFACTION WITH CMP TRAINING TOPICS:** Trainees of Woreda experts were also able to report their satisfaction level on the CMP ToT trainings that they were provided. According to Annex 5, they reported their satisfaction level with CMP ToT training topics such as CMP M&E, CMP Cost Estimate, CMP Cycle Management, CMP Fund Agreement and Labour Contracting, and CMP Procurement, Finance and Property Administration ToT Trainings. As presented with Table 9, below, about 85% of overall satisfaction responses of CMP management ToT trainees were either “Completely Satisfied” or “satisfied”. However, the overall satisfaction response of Woreda experts were either “Completely Not Satisfied” or “Not Satisfied” with CMP ToT Training processes. In this regards, Woreda experts in SNNPR were more likely “completely satisfied” than those in Oromiya region were “Completely Satisfied”; and this finding is still statistically significance at  $P < 0.05$ .

A key informant also informed the assessment team on the importance of CMP training to the government institutions in general and to water sectors in particular.

*“..., in addition to capacity building through training to our experts, the project has also provided us support of physical supplies such as computer, photocopier with scanner machine, and motor cycle so as to make us efficiently and effectively provide technical support to our communities”. “This project has also contributed towards accelerating & achieving UAP & GTP planned WASH targets”. **Key Informant from WWT, Tole Woreda in Oromiya***

Others have also expressed their satisfaction and the importance of CMP training for individual trainees, beneficiary communities and the government institutions.

*“The CMP training, provided to both the government sectors and the community, is very important and could also be used in varying aspects, different from water sector. I personally gain a leadership skill that could be helpful for me and boost my future career”. **Key Informant from Duana, Hadiya, SNNPR.***

*“.... there are no NGOs here in our Woreda, except CMP which has able to and worked in line with the community’s interests, this project has come up with important ideas and approaches, including training to community members and staffs of government sectors; besides, it supported us with physical equipment such as computer, printer, etc., and motorcycle”. **Key Informant from Ilfata, West Shewa, Oromiya***

**SATISFACTION WITH LENGTH OF TIME OF CMP TRAINING:** Woreda experts further reported on the length of time allocated for CMP ToT trainings. At least the overall response of seven in ten of Woreda Experts on time allocated were “Sufficient” while for about 30% of them, it was either “Very Short” or Very Long”. Most of those who reported “Very Short” were in Oromiya while “Sufficient” time was reported in SNNPR (Table 9).

**Table 9: Percentage of Overall<sup>++</sup> Satisfaction Response of Woreda Experts on CMP ToT Training & Time by Regions**

		Regions		Total (n=58)	Chi-square	Sig. (2 tails)
		Oromiya (n=27)	SNNPR (n=31)			
		Responses (%)	Responses (%)	Responses (%)		
Satisfaction with CMP ToT Training Process <sup>**</sup>	Comp. not sat. Or Not Sat	11 (21.2%)	3 (7.0%)	14 (14.7%)	16.971	.001*
	Satisfied	26 (50%)	20 (46.5%)	46 (48.4%)		
	Completely satisfied	15 (28.8%)	20 (46.5%)	35 (36.8%)		
	Total	52 (100%)	43 (100%)	95 (100%)		
Time Allocated for CMP ToT Training <sup>**</sup>	Subtotal (V. Short +V. Long	15 (36.6%)	7 (21.2%)	22 (29.7%)	6.578	.037*
	Sufficient	26 (63.4%)	26 (78.8%)	52 (70.3%)		
	Total	41 (100%)	33 (100%)	74 (100%)		

Results are based on nonempty rows and columns in each innermost subtable

\*. The Chi-square statistic is significant at the .05 level.

\*\*Group: M&E, Cost Estimation, Procurement, Finance & Property Administration, Fund and Labour Contracting and O&M

++ Overall is referring to the summation of responses to the variables given under “\*\*Group”, but not referring to number of observations

**Source 8: Woreda Experts Field Level Survey (2015)**

#### 3.2.1.4: SATISFACTION OF WORED A EXPERTS WITH GROUP WORK & QUALITY OF CMP TRAINING

**AGREEMENT LEVEL WITH GROUPWORK DURING CMP ToT TRAINING:** As the details of each of the group work satisfaction variable were given in Annex 6, CMP ToT trainees from Woreda experts have reported on their level of agreement on the group work process during CMP ToT trainings. Their report on the group work satisfaction level was based on “worth of discussion, group member interaction or participation; application of skills of CMP ToT training during the group discussion; effectiveness of the group work; and whether or not sufficient time was given for the discussion”. According to Table 10, below, the overall response of 84% of these participants were either “completely agreed (37.2%)” or “agreed (46.8%)” with CMP ToT training group works. However the overall response of 16% of them were either “Completely Not Agreed” or “Not Agreed” where more disagreement were reported in Oromiya (21.2%) than in SNNPR (9.5%), and still statistically significance though not strong enough ( $P < 0.05$ ; Chi-Square = 10.846).

**ASPECTS OF ToT CMP TRAINING:** Trainees of Woreda experts have further reported on the aspects/quality of CMP ToT training, still based on indicators given in Annex 6. These indicators include: “trainees accommodation and/or daily allowance; knowledge and skills of trainers; level of participation and discussion during the training; training hall and rooms; handouts; contents of manuals; material organization; training place/or hotel; and graphic or PowerPoint presentation”. As their overall response was presented with Table 10; the quality of CMP ToT training for 62% of them was either “Very Good” or “Good”, while for 38.1% of them it was either Poor” or “Fair”. More Woreda experts in Oromiya (17.8%) were labeled the quality of CMP ToT training as “Poor” than those in SNNPR (7.2%); and it is still statistically significance but not strong ( $P < 0.05$ ; Chi-Square = 11.026).

**Table 10: Percentage of Overall<sup>++</sup> Satisfaction level of Woreda Experts on CMP ToT Training Group Work & Quality**

		Regions		Total (n=58)	Chi-square	Sig. (2 tails)
		Oromiya (n=27)	SNNPR (n=31)			
		Responses (%)	Responses (%)	Responses (%)		
Agreement Level with CMP ToT Training Group Work**	Comp. not Agree +Not Agree	11 (21.2%)	4 (9.5%)	15 (16.0%)	10.846	.013*
	Agree	23 (44.2%)	21 (50.0%)	44 (46.8%)		
	Completely Agree	18 (34.6%)	17 (40.5%)	35 (37.2%)		
	Total	52 (100%)	42 (100%)	94 (100%)		
Quality*** of CMP ToT Training	Poor	13 (17.8%)	5 (7.2%)	18 (12.7%)	11.026	.026*
	Fair	18 (24.7%)	18 (26.1%)	36 (25.4%)		
	Good	24 (32.9%)	22 (31.9%)	46 (32.4%)		
	Very Good	18 (24.7%)	24 (34.8%)	42 (29.6%)		
	Total	73 (100%)	69 (100%)	142 (100%)		

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

\*\* Group: Accommodation & Allowance, Group Discussion, Trainer's Skill & Knowledge, Participation, Hall & Rooms, Handout, Manual Contents, Material Organization, Training Place, Graphics & PowerPoint

\*\*\* Group: Quality of discussion, Participant's Discussion on topics, Applying Skills during Discussion, Collaborative Group work, If Group Work was effective, Taking Sufficient Time,

++ Overall is referring to the summation of responses to variables given under “\*\*Group” & “\*\*\*Group”, but not to number of observations

Source 9: Woreda Experts Field Level Survey (2015)

### 3.2.2: CONFIDENCE OF CMP TRAINEES TO APPLY CMP SKILLS

Competency confidence of CMP trainees was assessed to examine if the CMP training participants (WASHCO members & Woreda experts) have got competency confidence in each CMP training topic to train, provide technical support and apply the skills that they obtained during CMP training.

#### 3.2.2.1: CONFIDENCE OF WASHCOs TO APPLY WASHCO-CMP MANAGEMENT SKILLS

WASHCO members were provided WASHCO CMP Management training to execute different project tasks that consist of CMP fund agreement and labour contracting; CMP procurement, finance and property administration; and CMP monitoring and evaluation including reporting to the public gathering. Based on these major topics, they were asked to report on their competency confidence to apply these skills that they obtained during CMP training.

A significant number of WASHCO members (95.5%) were either “Completely Confident (64.1%)” or “Confident (31.4%) to apply their CMP M&E skills while a few of them (4.5%) reported that they were partially confident. WASHCO members in SNNPR were more likely either completely confident or confident (97.5%) than those WASHCO members in Oromiya, and this is statistically significance at  $P < 0.05$  (Table 11).

All participants of WASHCO members were either “Completely Confident (65.3%) or “Confident (34.7%) to apply their CMP fund agreement and labour contracting skills. WASHCO members in SNNPR (76.5%) were more likely “Completely Confident” to apply CMP fund agreement and labour contracting skills than those WASHCO members found in Oromiya (52%), and this is still statistically significance at  $P < 0.05$  (Table 11).

Furthermore, about three in five of WASHCO members (64.7%) were “Completely Confident” while the remaining of them were confident (35.5%) to apply their CMP procurement, finance and property administration skills in which still SNNPR (80.2%) is more likely “Completely Confident” than those in Oromiya (46.5%), and it is strongly statistically significance ( $P < 0.05$ ; Chi-Square 26.556), according to Table 11, below.

**Table 11: Percentage of Confidence of WASHCOs to Apply WASHCO-CMP Management Training Skills**

		Region		Total	Pearson Chi-Square Tests		
		Oromiya	SNNPR		Chi-Square	df	Sig
		Count (%)	Count (%)	Count (%)			
Confidence to Apply CMP M&E, and Reporting Skills	Partially Confident	7 (7.0%)	3 (2.5%)	10 (4.5%)	16.025	2	.000*
	Confident	43 (43.0%)	26 (21.7%)	69 (31.4%)			
	Completely Confident	50 (50.0%)	91 (75.8%)	141 (64.1%)			
	Total	100 (100%)	120 (100%)	220 (100%)			
Confidence to Apply CMP Fund Agreement & Labour Contract Skills	Confident	48 (48.0%)	28 (23.5%)	76 (34.7%)	14.359	1	.000*
	Completely Confident	52 (52.0%)	91 (76.5%)	143 (65.3%)			
	Total	100 (100%)	119 (100%)	219 (100%)			
Confidence to Apply CMP Procurement, Finance & Property Administration Skills	Confident	53 (53.5%)	23 (19.8%)	76 (35.3%)	26.556	1	.000*
	Completely Confident	46 (46.5%)	93 (80.2%)	139 (64.7%)			
	Total	99 (100%)	116 (100%)	215 (100%)			

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

**Source 10: WASHCO Members Field Level Survey (2015)**

### 3.2.2.2: CONFIDENCE OF WOREDA EXPERTS TO APPLY CMP SKILLS

Woreda experts were provided CMP ToT training to further provide training to WASHCO members and others, and also to provide technical supports during CMP implementation and operation. The four major CMP training skills that they are supposed to apply are CMP Cost Estimation, CMP Fund agreement and labour contracting; CMP procurement, finance and property administration; and CMP monitoring and evaluation, including reporting. Based on these major topics, they have been able to report on their competency confidence level to apply the skills they obtained during CMP ToT training.

As presented with Table 12, below, 88% of Woreda experts were either “Completely Confident” or ‘Confident” to apply CMP monitoring and evaluation skills while only seven (12.1%) of them were “Partially confident” in applying CMP M&E and reporting skills. In the same table, it can be found that at least 86% of them were either “Completely Confident (24.1%)” or “Confident (62.1%)” to apply their CMP cost estimate skills while about 14% of them were “Partially Confident”. It can still be further observed that, 84.2% of Woreda experts were reported that they were either “completely confident” or “Confident” to apply CMP fund agreement and labour contracting skills that they obtained during the training while only 13.8% of them who were “Partly Confident”. Finally, Woreda experts who took CMP procurement, finance and property administration ToT training; 86.2% of them reported that they were either “Completely confident” or “Confident” to apply the same skills whereas only 13.8% of them were “moderately confident”. In general, though the differences were mild and non-significant, among those

Woreda experts who took all the five CMP ToT trainings; Woreda experts found in SNNPR were more likely “Completely Confident” in applying these skills than those Woreda experts found in Oromiya.

**Table 12: Percentage of Confidence Level of Woreda Experts to Apply their CMP ToT Training Skills**

		Region			Pearson Chi-Square Tests		
		Oromiya	SNNPR	Total	Chi-square	df	Sig.
		Count (%)	Count (%)	Count (%)			
Confidence to Apply CMP M&E & Reporting ToT Skills	Partially Confident	4 (14.8%)	3 (9.7%)	7 (12.1%)	1.188	2	.552 <sup>a</sup>
	Confident	16 (59.3%)	16 (51.6%)	32 (55.2%)			
	Completely Confident	7 (25.9%)	12 (38.7%)	19 (32.8%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Confidence to Apply CMP Cost Estimate ToT Skills	Partially Confident	4 (14.8%)	4 (12.9%)	8 (13.8%)	2.418	2	.298 <sup>a</sup>
	Confident	19 (70.4%)	17 (54.8%)	36 (62.1%)			
	Completely Confident	4 (14.8%)	10 (32.3%)	14 (24.1%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Confidence to Apply CMP Fund Agreement & Labour Contract ToT Skills	Partially Confident	5 (19.2%)	4 (12.9%)	9 (15.8%)	1.685	2	.431 <sup>a</sup>
	Confident	15 (57.7%)	15 (48.4%)	30 (52.6%)			
	Completely Confident	6 (23.1%)	12 (38.7%)	18 (31.6%)			
	Total	26 (100%)	31 (100%)	57 (100%)			
Confidence to Apply CMP Procurement, Finance & Property Administration ToT Skills	Partially Confident	4 (14.8%)	4 (12.9%)	8 (13.8%)	.231	2	.891 <sup>a</sup>
	Confident	15 (55.6%)	16 (51.6%)	31 (53.4%)			
	Completely Confident	8 (29.6%)	11 (35.5%)	19 (32.8%)			
	Total	27 (100%)	31 (100%)	58 (100%)			

Results are based on nonempty rows and columns in each innermost subtable.

a. More than 20% of cells in this subtable have expected cell counts less than 5. Chi-square results may be invalid.

**Source 11: Woreda Experts Field Level Survey (2015)**

In addition to response of Woreda experts, Key Informants have also supported the facts that Woreda experts who took CMP ToT training were more confidently in giving training to the WASHCO members, and also in providing technical support efficiently and effectively during CMP implementation and operation when they have been compared with other staffs who did not take CMP ToT training.

*“CMP training has built confidence of our staff who have taken CMP ToT training. They accomplish their duties more competently than those of our other staffs who did not take similar training”. “Even the community members who took CMP training have been confident and know their roles and responsibilities, and without much support from our experts, they are confidently undertaking their duties within short period of time, including community mobilization for cost sharing and water tariff collection; water point project identification, implementation, follow-up, operation and maintenance”. **Key Informant from Chencha, Gamugofa, SNNPR.***

*“Those who took the training are also efficiently and effectively providing support to the community. Their communication skills with the community during mobilization and technical support are also immense when compared with other staffs. “In order to narrow this gap between our staff, we have tried to provide training to those who didn’t take CMP training when WSHCO members are provided training at Woreda level”. **Key Informant from Kersa, Jimma, Oromiya***

*“This training is not only benefiting our community to access safe water but also equipped them and our staff with basic knowledge and skills that enable them to manage any type of project in the future.”* **Key Informant from Gonche, Sidama, SNNPR**

### 3.2.3: THE “BEFORE” & THE “AFTER” SKILLS OF CMP TRAINEES

The “Before” and the “After” CMP training skill assessment is to try and discover the historical CMP trainees’ skill and its improvement after they have taken CMP training. The result of this retrospective (Editors: Julian PT Higgins and Sally Green, 2008) assessment was based on self-report of the participants on their skills. But as far as baseline data were not available and follow up was not conducted, the study team preferred this approach to any other available approaches, as mentioned under the introduction part of “Impacts of CMP Training” [PP. 3-36].

#### 3.2.3.1: THE “BEFORE” & AFTER” SKILLS OF WASHCOS

According to Table 13, below, as skill measurements were ranked for “Low = 1; Medium = 2; and high= 3”; the overall average skills of WASHCO members was about 1.04 before CMP training but increased significantly on average to 2.72 after the training (P<0.05; CI: 1.622, 1.742). The significant improvement of skills of WASHCO members has also observed for both regions, for example, it was significantly improved by 1.52 (P<0.05; CI: 1.416, 1.618) on average, and, for SNNPR, it was improved by 1.825 (P<0.05; CI: 1.755, 1.895); and in this regards, CMP skill improvement of SNNPR WASHCO members were more likely when compared with CMP skills improvement of WASHCO members in Oromiya.

**Table 13: Mean of The "Before", "After" & Mean Differences of CMP Related Training Skills of WASHCO Members**

Category	Skill Category	No	Mean WASHCO Skill (Low =1; Medium = 2; & High =3)		Paired Differences			t**
			After	Before	Mean	95% CI of the Difference		
						Lower	Upper	
Overall	Skill on Communication (M&E, and Report)	220	2.72	1.04	1.682	1.62	1.744	53.435
	Skill on Fund Agreement & Labour Contracting	220	2.72	1.05	1.668	1.603	1.733	50.403
	Skill on Procurement, Finance & Property Administration	220	2.72	1.02	1.705	1.644	1.765	55.288
	<b>Mean of Skill Category</b>	<b>220</b>	<b>2.72</b>	<b>1.04</b>	<b>1.685</b>	<b>1.622</b>	<b>1.747</b>	
Oromiya	Skill on Communication (M&E, and Report)	100	2.55	1.04	1.51	1.410	1.610	30.055
	Skill on Fund Agreement & Labour Contracting	100	2.59	1.07	1.52	1.416	1.624	29.127
	Skill on Procurement, Finance & Property Administration	100	2.56	1.04	1.52	1.420	1.620	30.272
	<b>Mean of Skill Category</b>	<b>100</b>	<b>2.57</b>	<b>1.05</b>	<b>1.52</b>	<b>1.416</b>	<b>1.618</b>	
SNNPR	Skill Level on Communication (M&E, and Report)	120	2.87	1.04	1.825	1.756	1.894	52.395
	Skill on Fund Agreement & Labour Contracting	120	2.83	1.04	1.792	1.714	1.869	45.864
	Skill on Procurement, Finance & Property Administration	120	2.86	1.00	1.858	1.795	1.922	58.135
	<b>Mean of Skill Category</b>	<b>120</b>	<b>2.85</b>	<b>1.03</b>	<b>1.825</b>	<b>1.755</b>	<b>1.895</b>	

t\*\* is statistically Significance at P < 0.05 (2 tails)

Source 12: WASHCO Members Field Level Survey (2015)

#### 3.2.3.2: THE “BEFORE” & AFTER” SKILLS OF WOREDA EXPERTS

According to Table 14, below, as measurement of skill was ranked for “Low = 1; Medium = 2; high= 3”; the overall average skills of Woreda experts was initially about 1.32 but increased to 2.69 (CI: 1.213, 1.546) after CMP

training. The improvement of Woreda expert's skill, for Oromiya, was 1.111 (CI: 0.846, 1.377) , i.e., from 1.54 to 2.62, but not significant; and for SNNPR, was 1.613 (CI: 1.432, 1.795), i.e., from 1.15 to 2.76. CMP Skills of SNNPR Woreda experts were more significantly improved than CMP skills improvement of Woreda experts in Oromiya; and for both regions, it is again significance at  $P < 0.05$ .

**Table 14: Mean of The "Before", The "After" & Mean Differences of CMP Related Training Skills of Woreda Experts**

Category	Skill category	Counts	Mean Experts' Skill (Low =1; Medium = 2; and High =3)		Paired Differences			t**
			After	Before	Mean	95% CI of the Difference		
						Lower	Upper	
Overall	Skill Level on Project Communication (M&E, Report)	58	2.72	1.38	1.245	1.164	1.526	14.853
	Skill Level on Project Cost Estimation	58	2.72	1.43	1.293	1.122	1.464	15.171
	Skill Level on Project Fund Agreement & Labour Contracting	58	2.69	1.24	1.448	1.299	1.597	19.442
	Skill Level on Project Procurement, Finance & Property Administration	58	2.64	1.21	1.431	1.267	1.595	17.454
	<b>Mean of Skill Category</b>	<b>58</b>	<b>2.69</b>	<b>1.32</b>	<b>1.354</b>	<b>1.213</b>	<b>1.546</b>	
Oromiya	Skill Level on Project Communication (M&E, Report)	27	2.70	1.67	1.037	0.737	1.337	7.103
	Skill Level on Project Cost Estimation	27	2.67	1.70	0.963	0.706	1.220	7.706
	Skill Level on Project Fund Agreement & Labour Contracting	27	2.56	1.44	1.222	0.994	1.451	11.000
	Skill Level on Project Procurement, Finance & Property Administration	27	2.56	1.33	1.222	0.946	1.498	9.099
	<b>Mean of Skill Category</b>	<b>27</b>	<b>2.62</b>	<b>1.54</b>	<b>1.111</b>	<b>0.846</b>	<b>1.377</b>	
SNNPR	Skill Level on Project Communication (M&E, Report)	31	2.74	1.13	1.613	1.431	1.795	18.137
	Skill Level on Project Cost Estimation	31	2.77	1.19	1.581	1.397	1.765	17.545
	Skill Level on Project Fund Agreement & Labour Contracting	31	2.81	1.16	1.645	1.467	1.824	18.833
	Skill Level on Project Procurement, Finance & Property Administration	31	2.71	1.10	1.613	1.431	1.795	18.137
	<b>Mean of Skill Category</b>	<b>31</b>	<b>2.76</b>	<b>1.15</b>	<b>1.613</b>	<b>1.432</b>	<b>1.795</b>	

t\*\* is statistically Significance at  $P < 0.05$  ( 2 tails)

Source 13: Woreda Experts Field Level Survey (2015)

### 3.2.4: APPLICATION OF CMP TRAINING SKILLS BY CMP TRAINEES

The objective of assessing the application of CMP training skills is to examine whether the trainees have applied the skills that they had obtained during CMP training process.

#### 3.2.4.1: APPLICATION OF CMP TRAINING SKILLS BY WASHCO MEMBERS

As discussed above, training in all topics of CMP training that were meant for WASHCO members are examined. As depicted with Table 15, below, at least 98% of the participants (96% Oromiya and 100% SNNPR) of this assessment have been applying CMP M&E skills that they obtained during CMP training. Likewise, almost 99% of them have also applied CMP Fund Agreement and Labour Contracting skills; and the same percentage of these participants also reported that they have been applying CMP Procurement, Finance and Property Administration skills that they had obtained during the CMP training. Among those participants who did not apply were three WASHCO members who were replaced by other community members in West Shewa.

**Table 15: Percentage of WASHCO Members Applying their CMP Training Skills by Region**

		Region		
		Oromiya	SNNPR	Total
		Count (%)	Count (%)	Count (%)
Applied Project Communication (M&E, and Report) Skills	Yes	96 (96.0%)	120 (100%)	216 (98.2%)
	No	4 (4.0%)	0 (0.0%)	4 (1.8%)
	Total	100 (100%)	120 (100%)	220 (100%)
Applied Project Fund Agreement & Labour Contract Skills	Yes	97 (97.0%)	120 (100%)	217 (98.6%)
	No	3 (3.0%)	0 (0.0%)	3 (1.4%)
	Total	100 (100%)	120 (100%)	220 (100%)
Applied Project Procurement, Finance & Property Administration Skills	Yes	97 (97.0%)	120 (100%)	217 (98.6%)
	No	3 (3.0%)	0 (0.0%)	3 (1.4%)
	Total	100 (100%)	120 (100%)	220 (100%)

Source 14: Field Level Survey of WASHCO Members (2015)

### 3.2.4.2: APPLICATION OF CMP TRAINING SKILLS BY WOREDA EXPERTS

As presented with Table 16, below, 96.6% of Woreda experts from Oromiya (92.6%) and SNNPR (100%) were able to apply Project Monitoring and Evaluation skills obtained during COWASH project training. As reported by the same Woreda experts, 93.1% of them (88.9% Oromiya, and 96.8% SNNPR) applied Project Cost Estimation skills. Likewise, 94.7% (88.5% Oromiya, and 100% SNNPR) of them reported that they had applied Project Fund Agreement and Labour Contracting skills they obtained during CMP training. Finally, 94.8% (from Oromiya nine in ten and from SNNPR all) of them responded that they had applied Project Procurement, Finance and Property Administration skills of CMP training. Most of those who did not apply part of the CMP skills they obtained were those from other sectors, different from Water and Energy Office of the target Woredas.

**Table 16: Percentage of Woreda Experts Applying their CMP Training Skills by Region**

		Region		
		Oromiya	SNNPR	Total
		Count (%)	Count (%)	Count (%)
Applied Project Communication (M&E, and Report) Skill	Yes	25 (92.6%)	31 (100%)	56 (96.6%)
	No	2 (7.4%)	0(0.0%)	2 (3.4%)
	Total	27 (100%)	31 (100%)	58 (100%)
Applied Project Cost Estimation Skill	Yes	24 (88.9%)	30 (96.8%)	54 (93.1%)
	No	3 (11.1%)	1 (3.2%)	4 (6.9%)
	Total	27 (100%)	31 (100%)	58 (100%)
Applied Project Fund Agreement & Labour Contract Skill	Yes	23 (88.5%)	31 (100%)	54 (94.7%)
	No	3 (11.5%)	0 (0.0%)	3 (5.3%)
	Total	26 (100%)	31 (100%)	57 (100%)
Applied Project Procurement, Finance & Property Administration Skill	Yes	24 (88.9%)	31 (100%)	55 (94.8%)
	No	3 (11.1%)	0 (0.0%)	3 (5.2%)
	Total	27 (100%)	31 (100%)	58 (100%)

Source 15: Woreda Experts Field Level Survey (2015)

The entire key informants have also regarded CMP training as “very important for both the community & the government”. They also able to distinguish the supply driven approach of delivering water points by some donors and government with that of demand driven approach of CMP projects that resulted in changing community’s behavior, and initiating their participation in identifying, implementing, operating and maintaining water schemes, including communal saving experience to sustain their projects.

*“The participation of the community in all spheres of the project has empowered them to own their fruits”.*

**Key Informant from Duna, Hadiya, SNNPR**

*“The construction of CMP project is efficient and cost effective when compared to other projects of water scheme development; for example, the construction of one shallow well could take more time and may cost about 70,000-to-100,000 Birr. But with the cost of construction of one shallow well and with the participation of the community, we can construct about four to five hand dug wells within shorter period of time. **Key Informant from Tole, SouthWest Shewa, Oromiya***

As it was witnessed by the assessment team during the field works, some water schemes that were constructed by different NGOs were found along the main road so that the implementers (NGOs) could easily access to the site of these projects. What makes CMP approach different from other projects is that CMP has able to reach the hard to reach community members who are off the road and badly in need of safe drinking water. The functionality of CMP water points whereby COWAH project supporting was as high as about 98% (NWI, 2013); and its implementation efficiency (time wise) was also five times higher than of the speed Woreda Managed Project (IDA/DFID, 2013).

*“No organization, either NGOs or otherwise, has able to reach the unreached beneficiaries, particularly to those who are living in a place where it is difficult and challenging to reach, as it has successfully been done by CMP project that has been supported through CMP training project. This project has reached the unreached part of our community. Its delivery speed and functionality is also high when compared with other WASH interventions in our Woredas”.* **Key Informants from Tocha & Chencha, SNNPR**

WASH coordinator and the RSU team leader in Oromiya have pointed out the challenges that they faced during the CMP training and the implementation of CMP project, particularly in regards to members of WWT:

*“In facts, WWT members have a big role and power to push forward their localities’ development activities. But, during the CMP training application, their commitments have been very less than expected of them, because, since they have had many prioritized activities to do, they were not giving more attention to this project even during the promotion/advocacy period which sometimes put us in difficult situation to reach the target beneficiaries without their involvement. Besides, some of WWT members even lack capacity to move the project forward; and this is in addition to their high turnover that could oblige us to demand additional CMP training program to the newly incoming WWT officials”.* **Key Informant from RSU & WASH Coordinators, Oromiya**

However, most of the key informants have not denied the challenges they faced during the construction of water points at the point where access to means of transport and availability of construction materials is too difficult to obtain, or if obtained, difficult to get them to the construction sites, e.g., very steep land-scape like in Tocha Woreda of SNNPR Region. Despite hardware supports, like computers, were provided by COWASH project, some experts in CMP target Woredas have been found that it was difficult to use these hardware for different reasons which are outside of the scope COWASH project.

*“The training was wonderful. We have also been provided with different hard ware support”. “But we have not able to use some of them for example, photocopy machine, computers and printers to duplicate the training materials that should be distributed to the trainees. This is due to lack of electrification to the Woreda town. In the town, the electric wires are connected; even there is transformer that has been erected before three years, but without power. There is no connection with the main line. As you have seen, along the main road to Ginchi Town; no electric pole has been erected, but rather laid down on the ground along the main road”. Key Informant from Ilfata, West Shewa, Oromiya.*

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### 3.3: IMPACTS OF CMP TRAINING

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The objective of assessing the impact of CMP training is to determine more broadly whether the knowledge and skills obtained during CMP training has had the desired effects on target individuals, communities and institutions, and also whether those effects are attributable to CMP Training.

Some of the questions addressed in the assessment of impacts of CMP training include: How did the CMP training affect the beneficiaries (gender balance, beneficiaries’ satisfaction with improvement in access to safe drinking water, sanitation & hygiene, health status, girl’s education, time to fetch water, sustainability, etc.)? Were any improvements a direct result of CMP training, or would they have improved anyway? These questions cannot, however, be simply measured by the outcome of CMP training (Satisfaction, confidence and application of skill obtained) since there might be other factors or events that can be correlated with this outcome that might be caused by other program despite CMP training might have some sort of contribution (Judy L Baker, 2000).

To determine the impact using quantitative analysis, it required to net out the effect of the interventions from other factors—a somewhat complex task that might need to use of comparison or control groups (those not participate in receiving the benefits), which would subsequently be compared with treatment group (those individuals received the intervention) by using methods like experimental design (randomized) or quasi-experimental (non-randomized). However, since from the very beginning of the CMP training intervention, no comparison and treatment group has been established to use it for its impact assessment (Judy L Baker, 2000); this CMP training impact assessment rather resorted to use qualitative methods which often provide critical insights of beneficiaries’ perspectives, the value that the beneficiaries have had for the CMP project and how it impacted their lives, and hence make casual inference from beneficiary’s viewpoints (Mohr, Lawrence B., 1955; Valadez, J., and M. Bamberger, ed., 1994).

In agreement with Dublin principles that revealed “the important role of women as users and managers of water supply”, COWASH project has also empowered women to manage water supply and sanitation services by involving them in all stages of CMP project cycle management-from initiation to post evaluation (OWNP, 2013)”. During the field observation, it was witnessed that, as a gender balance mechanisms, WASHCO committees included at least two to three women, some of whom were given different leadership positions: chairperson, treasurer, secretary, etc.

With regards to the beneficiaries of CMP training, the entire key informants reported that all the community members (male, female, old, young and children) have been benefiting from the project. However some of them and FGDs participants emphasized that the most beneficiaries & impacted part of the communities were females and elderly by obtaining safe drinking water from very nearby sources that saved their efforts and travel time.

*“The most beneficiaries of this project are female who are supposed to deal with different household chorus that includes water fetching, cooking, raising children and keeping them clean and, when situation arise, taking care of sick household members. After this training and obtaining safe water, women are able to fetch drinking water from nearby sources; use safe water for cooking, cleaning and drinking; and they also spend less time to take care of sick household members as the trend of water born disease is decreasing. Girls are also spending less time to fetch water and thus able to have time to attain their schools”.* **Most key Informant from SNNPR & Oromiya, & CMP beneficiaries**

Moreover FGDs participants from beneficiary communities have reported on their source of drinking water and travel time by comparing their situation “before” and “after” CMP training, accessing safe drinking water and sanitations.

*“Before COWASH project have been involved, the option to get water for drinking was either from river or, other unprotected water source or to go very far, about two to three hours, to get pure drinking water. But after COWASH involvement we have been able to develop and use our own water point and drink pure water. In fact this becomes real with the capacity building support of COWASH and technical support of our government though our contribution makes us feel sense of ownership”.* **WASHCO Member FGDs**

*“Our community used to drink water from river, the same source for their animals. Sometimes you can find the river with dead bodies of different animals. It also has leech (Alqit) that hurt their animals. The community and their children were also suffering from waterborne diseases such as giardia. But now they have been able to get drinking water from protected nearby sources, including for their animals, and become the main beneficiaries of this project”.* **Key Informant from Ilfata, West Shewa, Oromiya**

CMP communities understood the importance of safe drinking water, improved sanitation and hygiene that resulted from CMP trainings and awareness creation, and hence, positively impacting their health.

*“Look”, this spring is the one we used to use and we are still using it. But the difference is that before further developing it to this stage, you couldn’t sit around like this because of open defecation by all the users (we) around it. The surrounding was dirt and stinky; and even not attractive to pass by, leave alone to sit nearby and discuss, like the way we are doing now. But after we have been taught about the importance of personal hygiene and environmental sanitation, every household has been able to have its own toilet, and even have public toilet as you can see it along the main road. Even we have it here at this water point **(by indicating with her finger about 20 meters away from the developed spring)**. During construction of household toilets, each household was encouraging each other. WASHCO members were also supervising the construction to ensure if its construction is as per the agreement. Now there is no more open defecation and waterborne disease like giardia and diarrhea that could have been resulted from water pollution of open defecation”. **Woman participant of FGDs, Tocha, Dawuro, SNNPR***

CMP project is benefiting not only those who organized and constructed water points and sanitation facilities, but also other community members who were living in the sounding, and sharing safe drinking water with those organized and constructed CMP water points.

*“Look, for example; are we, who organized and constructed this scheme, the only one who benefiting from this scheme? Aren’t other community members coming from very far place and sharing this scheme with us”? After other participants approved his ideas, he said; “CMP project is not only benefiting those who organized and constructed it but also other community members who are not yet reached by the project. The benefactors of COWASH supported CMP project are many. All the community members have understood the importance of getting safe water from improved and protected sources. We would like to see the others have also got the same opportunities that we have got. If it would be possible for the government to expand this project to those who are not yet reached, either by developing other water source or constructing a tanker (reservoir), we are ready to stand by and share all efforts of the CMP project and our government”. **FGDs participant of Male CMP beneficiary from Duna, Hadiya, SNNPR***

CMP target communities are consistently using water point and open defecation free facilities (toilets). Except those found in Ilfata Woreda, almost all of the other FGDs participants of other Woredas have informed on the importance of open defecation free (ODF) facility and using potable drinking water. It can also be understood from the explanation of the beneficiaries that almost all of the CMP project beneficiaries were properly using the water point for drinking, washing and cleaning; the toilet to excrete and also keep their personal hygiene and sanitation. All of the beneficiaries talked to the assessment team at a water point during field observation reported that they used to use drinking water either from river or unsafe source like unprotected spring, etc.

*“I am pleased of getting this safe drinking water near to my house”, said a women of FGDs.” We used to walk two to three hours but it takes me now about fifteen minutes to reach here and get safe water. We used to use the water collected from faraway only for drinking, but now we can use this water either for*

*drinking, bathing or cleaning. I don't know how to thank our government and the project for bringing us to this wonderful idea and opportunity".* **FGDs Participants from Kersa, Jimma, Oromiya**

The CMP implementation modality and the involvement of COWASH in building the capacity of WASHCO & staffs of key sectors have been becoming major contributors to sustain CMP project. From their experience, some key informants and FGDs participants have also been able to explain these facts by comparing CMP approach with some projects that were not sustained due to non-involvement of beneficiaries in managing its all phases.

*"CMP project approach is unique by its nature; in which contribution of COWASH is also significant. This project has ascertained its sustainability from the very beginning of its initiation. For example, some projects implemented without the consent and involvement of key stakeholders that has had either positive or negative viewpoint that could determine its long lasting sense of ownership. The none sustainability incidence was due to lack of involvement of beneficiaries from the very scratch, i.e., in initiation, implementation, and operation and even O&M cost sharing so as to create sense of ownership. They were rather supply driven than to be demand driven".* **Key Informants from Regional RSU and WASH Coordinator**

*"The committee has guidelines. To get support for the community, we have constant contact with water experts at Water Office. Whenever we may encounter any problem with our water point, we have got the cellphone number of experts with which to call for support. The experts are very cooperative and willingly providing us with their technical support. This will only be happened if the problem encountered is beyond our capacity to solve; unless we ourselves could solve or ask for advice on the cellphone so that we may able to solve the problem by ourselves without the presence of experts".* **From FGDs participant of one of WASHCO member, Jida , North Shewa, Oromiya**

*"Though the operation of the water point is currently being done by the beneficiaries in turn; for maintenance, we are contributing two birr per each household per month, and deposited it in the MFI. Therefore, if we may encounter any operational malfunction of our pump or spring eye that may be required us to call artisans, we may be able to use our money and get the maintenance service done, without looking for support of government or else".* **Female FGDs Participants Jida, Oromiya**

*"We have not been influenced either by officials or experts to participate in CMP though we were initially resisting the idea. After the promotion of the project, we understood and were contributing money or material or labour for the construction of the facilities, and now we are saving money in communal account so as to use it for our water points operation and maintenance<sup>4</sup>".* **Female beneficiary from Tocha, Dawuro, SNNPR**

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<sup>4</sup> **NOTE FROM THE ASSESSMENT TEAM:** Almost all water points that have been observed by the team do not have guards or hired water point operators. The operation of the water point has been done on voluntary basis by the community members without any payment from the contribution of the beneficiaries. But in one water point, in Duna Woreda, the water point has operated by a person who is not currently member

As a result of awareness created, the demand for safe water from the community is increasing. In some Woredas, the demand is beyond the capacity of Woreda Office to respond, particularly from other communities of non CMP target Kebeles.

*“Not only has to manage its project but the community has also been empowered to demand more water scheme and sanitation facilities. They are also communicating with our staff on daily basis to obtain technical supports. As a result, the safe water coverage in 10 Kebeles of our Woreda has increased from zero to about 23 %”.* **Key from Tocha, Dawuro, SNNPR**

*“The demand of the community for drinking water is increasing. Even this demand is coming from other Kebeles which are not currently our target. There is a spillover of awareness of the importance of safe water. Even these demands are momentarily beyond our capacity to respond. The increase in demand is concurrently becoming both an opportunity and a challenge for us. It is an opportunity because the awareness of the community about the importance of safe drinking water and sanitation is beyond our expectation; and it is also a challenge because their demand to participate and seeking support from our office is becoming beyond our capacity to respond to their demand due to shortage of staff”. So we are in a limbo and also worrying that those who are not reached might fill that we were selective to provide service.* **Key Informant from Tole, S/W/S, Oromiya**

In their own perspectives, some key informants at Woreda level have been able to inform the assessment team about the challenge that has been faced and need to be resolved to sustain the efforts of this project. They emphasized the importance of collaboration of Key sectors, particularly collaboration of Woreda Health and Education Offices.

*“The team work of water, health and education sectors is very loose. Particularly the education sector is not active at all. Since the turnover of officials in these sectors is very high, a sort of training on joint coordination, planning and monitoring and evaluation need to be provided, though refreshment training for those already trained would also be important”.* **Key Informant from Jida, N/Shewa, Oromiya**

All target Woredas were providing technical support to WASHCO members after the training. They provided supports when WASHCO members are selecting project sites, implementing, operating and maintaining. They also exchange experience during supervision, review meeting and other endeavors. However, some of the key informants have expressed their concern over lack of sector wide collaboration (Integration). Some Woreda Water Offices have also expressed their concern on high turnover of water experts, even including the heads.

*“Due to non-cooperation of the health sectors, sanitation and hygiene project has been left in the open, with no owner. Water sectors think that it should be managed by the health while health thinks the other way round”.* They further mentioned their concern of poor coordination and support from zonal level. Lack

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of the user group. The payment of the water point operator has been made in water (kind) that has been shared with other communities from those other sites/Kebeles.

of support from zones is the concern of all Woredas. **Almost all Key Informants from Woreda Water Offices.**

*“The turnover of experts and officials in our Woreda is very high. I myself have been assigned recently. The training I have taken in this project is only on maintenance and operation. It is the same for the supervisor who himself new for the post. We are required to get training on the other topics, including on water treatment, water quality kits, fund agreement and contract management. So far the regional RSU is very helpful though not enough for us to function efficiently and effectively to catch-up with the ever increasing demand for safe drinking water from the community”.* **Key Informant from Goche, Sidama, SNNPR**

*“The challenge of turnover is beyond our control. This is particularly high in Chench and Gorche. We have tried to support the target Woredas, and still continue to do so. Though the budget constraint is there, we will try to provide training to those highly in need of CMP training, at least by using our operational expenses. Our region has assigned degree holder CMP advisors in all target Woredas. To sustain these staffs, we are paying them from the project. But due to its remoteness, for example, paradoxically, CMP supervisor working in Gorche has recently released his job and employed, here in Hawassa, for less salary than he used to be paid when he was working in Gorche”.* **Key Informant from WASH Coordinator , SNNPR**

*“The staff turnover is an issue that concerns us the most. It is an incident at all levels-from region to Woredas. We have got an experience whereby a Woreda trainee requested for job release on the next day he had received CMP training, i.e., in search of better working condition and payment. The Woreda CMP supervisors are under pressure, working on different assignment, in addition to CMP project, without any incentives as there is no mechanism to provide them. The staff turnover situation at the region is even the worst because when any one of a staff from CMP project released, filling that position is challenging due to unattractiveness of salary scale of those staff working on CMP when compared with payment level of other WASH program”.* **Key Informant from WASH Coordination, Oromiya**

To sustain the knowledge and skills of CMP training, different key informant also suggested different approaches that include providing further training to those staffs who haven't obtained the opportunity of CMP training, refreshment trainings to those already been trained, etc.

*“We know that one day this project will terminate. We have more focal persons than those staff who have taken CMP training to provide technical support to the community. The demand of the community for safe water is currently increasing, even from those communities living in other Kebeles. But the demand for safe drinking water is increasing from time to time. So, to sustain and even manage the knowledge and skill obtained, we are required to train other staff, as well as share the documents that were obtained during the CMP training”.* **Key informant from Duna, Hadiya, SNNPR**

*“To sustain the skill obtained, we have tried to provide training to other staff when we were providing training to WASHCO members. Otherwise, from the number of projects we are trying to support, it could be impossible for us to provide support with those only staff who took CMP training. Therefore, to sustain the skills of CMP training, we are required to provide continuous training; experience sharing and even team work with other sectors<sup>5</sup>, etc.”* **Key Informant from Chench, Gamugofa, SNNPR**

The key informants have also provided their advice how to scale up the CMP trainings and experience. Most of key informant participants were sharing the same standpoints in this regard.

*“CMP training and the skills and knowledge obtained from this training is a cross cutting of which experience should be learned and shared with other sectors. The experience of CMP training need to be mainstreamed in all sectors, and bring all to work together in cost-effective and efficient manner as it has been done through the participation of the community in all stage of the project cycle (from inception to post evaluation) to provide themselves(the community) with safe drinking water and sanitation and hygiene”.* **Key Informants from Most of CMP Woredas of Both Regions**

In addition to other key informants & FGDs interview, the assessment team has been able to conduct an interview with Sidama Zone Water supply construction coordinator, on whether he knows or not about CMP project, etc.

*“The approach of CMP seems to us something like Self-Supply Modality that has been implemented by the community”.* He mentioned, *“Despite the COWASH project has been started in our zones last year (2006 EC) with two Woredas, we do not have much information about it since the Region is rather directly working with target Woredas than to work through us”.* He further added, *“So far, we have been occupied with working on big projects like MDGs, UAP, GTP, UNICEF WASH, etc., and as a result, have not given much attention to CMP approach. For example, last year we were only collecting report of this project with telephone. Now, since we have been part of the joint plan, and also allocated about one million Birr as a matching fund, including the assignment of focal person, we have given attention though we do not have vehicles to provide intensive support and undertake monitoring and supportive supervision”.* **Key informant from Sidama Zone Water Department, Sidama, SNNPR**

At last, he also told to the assessment team member about the non-active and poor collaboration of health and education sectors despite, step-by-step, they have started working together on One WASH National Program (OWNP). He didn't also hide his concern on the position of zone vs. region in regards to CMP project<sup>6</sup>.

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<sup>5</sup> **NOTE OF THE ASSESSMENT TEAM:** *During the field assessment, Chench Woreda was the only Woreda reported that they were working collaboratively with Health & Education sectors.*

<sup>6</sup> **NOTES ON DECENTRALIZATION APPROACH OF CMP PROJECT:** Different from Oromiya region, the Decentralization arrangement of Zones in SNNPR is based on constitution which has been built on ethnical patterns of the region. For example, zones in Oromiya are established not constitutionally but to represent the region, and thus, facilitate, support, and efficiently and effectively execute the assignments on behave of the region. The decentralization approach of CMP Capacity Building and empowerment support is rather a blue print that has been proposed to fit all the targeted regions than tailored to the existing facts on the ground of each region. This fact can be observed from different documents. For example, (i) In OWNP document, “OWNP’s Core Planning and Implementation Process”, as indicted with Figure 1-5, in page 46, has missed this zonal independent arrangement; (ii) In CMP Implementation Manual, as presented with “Community Managed Project Cycle

## Chapter 4 : CONCLUSIONS & RECOMMENDATIONS

CMP trainings are in line with government decentralization, Water Management Policy (MWIE, 2000), Water Sector Strategy (MOWIE, 2001), OWNPN (OWNPN, 2013), HSDP (MOH, October, 2010), and ESDP (MOE, August, 2010). This training is to enable and enhance the capacity of staff of public sectors and of COWASH project beneficiaries to implement, operate and sustain CMP approach as per its modalities. Its contribution to behavioral change of the community to demand safe water and sanitation, and then increase access and coverage of sustainable safe drinking water and sanitation has been encouraging. Its contribution to achieve UAP, MGDs and GTP targets is also considerable. In general, despite different challenges have been encountered during its implementation and operation, trainings on CMP approach are relevant to the needs of the community that are in demand of safe water & sanitation.

WASHCO members have been provided with WASHCO CMP management training to deliver rural water and sanitation projects while Woreda experts are supporting. The implementation process of CMP approach is efficient, i.e., timely and cost-effective, except whereby the construction materials were not easily available and hard to deliver them to project sites due to non-access road & difficult terrain.

Above all, COWASH is effective in reaching the hard to reach part of the community, and hence, effectively contributing towards the achievement of UAP and GTP targets. Positively perceived behavior of the target communities with shared common interest and sense of ownership, including the government support for the same interest, has made CMP approach sustainable and scalable to reach other non-targeted community members. CMP training has contributed, towards gender balance, improved health, time saving, schooling, etc. that positively impacted the lives of target communities, as testified by CMP beneficiaries themselves.

To summarize and conclude the aforementioned facts, the effectiveness of CMP trainings were presented under: (1) Satisfaction; (2) Confidence; (3) Change in skill levels; (4) Skill Application. Impacts of CMP training that have contributed either directly or indirectly to gender balance, health improvement, time saving, schooling, access to & coverage of water, sustainability and others are presented in the following manner:

### 4.1: EFFECTIVENESS OF CMP TRAININGS

#### 4.1.1: SATISFACTION WITH CMP TRAININGS

Though none of WASHCO MEMBERS has had prior training that was similar to CMP training; all of them reported that they were “completely satisfied” or “satisfied” with all WASHCO CMP management trainings. A number of them were also reported that the time allocated for each topic was “sufficient” despite a few of them said “very short” (TABLE 7). Some Key informant witnessed overcrowded trainees and a rash during WASHCO training that

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Flowchart”, in page 8, and “Figure 2: OWNPN Fund Channeling Flowchart” in page 28, has also missed the constitutional based decentralization of zones; (iii) In COWASH M&E Framework, as indicated with “COWASH Quarterly Report Flowchart”, in page 60 also seems to show other path for physical and financial report, investment fund report, and path for fund flow without taking the independency of zones into account; finally (iv) Agreed upon donor’s document, “Support To Community-Led Accelerated Wash (COWASH) In Ethiopia, has also bypassed zone’s independent in the flowchart for “COWASH Financing Channels”, in page 75. .

most likely made a few WASHCO members to report on the time allocated as “very short”, providing that about 16% of them (9.6% male, 21.9% female) were illiterate (Table 3), and some trainings were provided in pick season. Furthermore, a significant number of WASHCO members were “completely agree” with the group work conducted during the CMP training to express their level of satisfaction, and almost the same number of them had also ranked as “very good” to express their level of satisfaction with the quality of CMP training.

About 35% of WOREDA EXPERTS has had prior training, similar to CMP training. On CMP ToT training, all of them were either “completely satisfied” or “satisfied” with CMP management, WASHCO-CMP management and CMP O&M ToT training provided to them. More than three quarter of them also reported that the time allocated for each topic was “sufficient” despite the rest said “very short” (Table 9). A significant number of them at least “agree” with the group work conducted during CMP TOT training, while seven in ten of them ranked the quality of the training as “Very Good” (Table 10). Some key informants also added on the importance of CMP training which contributed to their leadership and career development, besides developing the capacity of government sectors.

#### 4.1.2: CONFIDENCE OF CMP TRAINEES TO APPLY CMP TRAINING SKILLS

Almost all WASHCO members were significantly confident to apply WSHCO-CMP Management training skills that they gained (Table 11). One of a key informant has also confirmed WASHCO’s confident of applying their skills in mobilizing their communities for cost sharing and payment for periodic O&M, without much support & push from the Woreda experts.

At least 86% of WAREDA experts were either “Completely Confident or “Confident” to apply all their CMP ToT training skills that they gained through CMP ToT training (Table 12). Key Informants also provided their testimonial on those Woreda experts of CMP ToT trainees who were confidently, effectively and efficiently providing technical support to, communicate with and mobilize the community when compared with those non-trained staffs of Woreda sector offices.

#### 4.1.3: IMPROVEMENT OF SKILL LEVELS OF CMP TRAINEES (RETROSPECTIVE)

Measuring skill levels as 1for low; 2 for medium; and 3 for high, WASHCO members’ CMP Management training skills were significantly improved from below average (1.04) to above average (2.72) after WASHCO-CMP Management training, The most significant WASHCO skills improvement was with CMP Procurement, Finance and Property Administration (1.705), followed by CMP M&E (1.682), as presented with their mean differences (Table 13).

Still measuring skill levels as 1for low; 2 for medium; and 3 for high, WOREAD EXPERTS CMP ToT training skills were significantly improved from below average (1.32) to above average (2.69) after CMP ToT training. The most significant improvement was with Project Fund Agreement and Labour Contracting (1.448) skill, as presented with their mean differences (Table 14).

#### 4.1.4: APPLICATION OF SKILLS GAINED DURING CMP TRAININGS

Almost all trainees of WASHCO MEMBERS were applying WASHCO-CMP management training skills that obtained during the Training. These skills include M&E (98.2%); Fund Agreement and Labour Contracting (98.6%) and Procurement, Finance and Property Administrations (98.6%) (Table 15). It was witnessed that WASHCOs were able to deliver, through CMP approach, rural water supply and sanitation project to those hard to reach community members, with list cost, high speed and high functionality when compared with other water supply and sanitation projects. In this regards, one of a key informant confirmed that WASHCO members have able to enjoy the fruit of their efforts if not for lack of construction materials, difficulties of local topography that resulted in CMP project cost overrun

Likewise, almost all Woreda experts were applying their CMP training skills that include M&E (96.6%); Cost Estimation (93.1%); Fund Agreement and Labour Contracting (94.7%) and Procurement, Finance and Property Administrations (94.8%) (Table 16). However, Woreda experts were faced with a challenge of high demand for improved water supply, beyond their capacity to respond. Insufficient commitment and low capacity (skill) of WWT members, including their high turnover, were also reported as other challenges that determined the efficient and effective implementation of CMP projects.

#### 4.2: IMPACTS OF CMP TRAININGS

One of the significant contributions of CMP training is improving gender balance. At least two in three of WASHCO members are females whereby some of them have assumed different positions, like chairperson, treasurer, secretary. It was reported by the beneficiary themselves that as a result of implementation of CMP approach, time for fetching water and also caring for sick persons of a household has decreased. Accordingly females' time for production and education could likely increase.

Change in Behavior of target communities in seeking access to safe drinking water and sanitation are on the raise as observed at Woreda water office, from high flow of demand which is beyond the capacity of existing staff of water sector experts.

Access to and coverage of safe water, sanitation and hygiene are accelerating in the community whereby the CMP approach has been implemented. Due to CMP approach, the hard to reach part of the communities who used to drink from river, other unprotected sources and defecate in the open, are now getting access to safe drinking water and sanitation. However, some Woredas as observed during the field assessment were not concurrently undertaking the construction of water supply and sanitation facilities.

As confirmed by the beneficiaries, due to dinking from safe water source and using open defecation free (ODF) facilities, a decrease in water born disease is also witnessed by beneficiary themselves.

The construction of water points and toilets through CMP approach, though for short-period of time, has created job for artisans some of whom were unemployed. Furthermore, local unemployed youth has also been able to organize

and generate income momentarily by supplying sand, gravel stones and labour to water supply and sanitation construction projects.

CMP project would be sustainable for different reasons of its successful implementation. For example, since the beneficiaries are the participants in all cycles of CMP, including cost sharing, O&M fee contribution and social networking among them (i.e., a group of household, about 50 are organized, select own WASHCO & develop a scheme), the project is sustainable as a result of beneficiaries' sense of ownerships. Another points for its sustainability is its use of simple technology (hand dug well, hand pump, spring) that can be maintained or replaced with least cost at the local level by local artisans. Another very important point for its sustainability is the commitment of the Government to accelerate access to and coverage of safe drinking water, sanitation and hygiene by using CMP project as one of its Rural WASH implementation modalities, including establishment and recognition of WASHCO as one of legal organ of Rural WASH. Finally, the capacity building contribution made by COWASH project is also one of the major contributors for the sustainability of the project though COWASH capacity building strategy required redesign to align efforts of key sectors and address the ever increasing demand of the community.

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#### 4.3: RECOMMENDATIONS

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The result of this assessment shows the effectiveness of CMP Training, and its contribution. COWASH project involve different actors during the implementation of CMP training. However, this project does not mean without challenges. According to the results this assessment, these challenges can affect either the effectiveness or contribution to the impacts of CMP trainings. To resolve these challenges, hereunder, eight interlinked/inseparable alternative strategies have been proposed.

**IMPROVE THE NUMBER OF TRAINEES PER SESSION:** The effectiveness of any training could be affected by the quality of that training. Among many indicators of training quality, a few of them are: number of trainees per session, education level of the trainees, time allocated for each topics, skills of the trainer, method of the training, etc. As witnessed from training report review, data analysis and information from Key Informant, the number of trainees per session was some time beyond the control of the trailer (from 140 to 220 persons per session where as the number of trainees to be managed by the trainer should not have exceeded above ten WASHCOs ( about 50 WASHCO members). Therefore, to improve the quality of WASHCO training, better not to exceed about fifty WASHCO members.

**ALLOCATE SUFFICIENT TIME FOR EACH TRAINING TOPICS:** If the time allocated for each topic would not be sufficient enough for the trainees to grasp the basic ideas and/or concepts, and also practice the skill obtained; the application of the skills on the field after the training would be under question. However, as evidenced from the training schedule of TOT trainees, the assigned number of days seems insufficient. As informed by some key informants, it was the same to WASHCO members and others. Given the education level (some WASHCO members are illiterate), complexity of the manuals and their volume, it would therefore be better if the time

allocated for each training topic would be revisited (by using lesson plan approach) so as to improve the quality as well as effectiveness of CMP training. ,

**REDESIGN THE TRAINING MANUALS:** The training manuals are meant to serve the trainees not only during the training but also back to the project sites, i.e., during practical application of the skills obtained. At the same time, any training manual needs to take the education and skill level of the trainees into account. Furthermore, manuals for trainer as well as trainees should be different. Furthermore, for regions using their regional language, the redesigned training manuals and guidelines need to be properly translated into their regional language. Furthermore, in order to improve the skill level of the trainees as well as the effectiveness of the training; manuals should be developed in a simplified and suitable to the target beneficiaries' level of education by using some sort of picture, image, drawing, etc. The manuals for trainers (guidelines) and trainees (handout) need to be developed separately in this manner.

**RESPOND TO EVER INCREASING COMMUNITY DEMAND:** the demand of a community for safe water and sanitation is increasing. If this demand of a community would not be responded to in timely manner, that community might feel as if it were neglected by a project/government. The non-responsiveness of a project/a local government might be arisen due to two reasons, but not limited. The 1<sup>st</sup> reason could be lack of or inadequate number of CMP training trained staff. The 2<sup>nd</sup> reason could be that the community under question that might not be located whereby CMP project modality could be implemented. Therefore, to resolve the 1<sup>st</sup> challenge: (i) conduct intensive Organizational capacity Assessment (OCA) to pinpoint the actual organizational gap of target Woredas; (ii) Provide intensive and deep CMP training to all existing staff so that they might be able to provide training and mentorship to those newly employed staffs in the future. To resolve the 2<sup>nd</sup> challenge, conduct intensive resource assessment (Community Asset and Water Resource) of target Woredas. If the result of the resource assessment leads to the possibility of implementing the CMP modalities, provide the capacity development accordingly. However, if the finding leads to the intervention of other modalities, like as multi village piped water supply, facilitate the situation by linking the community to the preferred modalities by sharing the findings with concerned parties.

**REDUCE STAFF TURNOVER:** To ascertain the effectiveness and sustainability of a project in the future, availability of adequate number of properly trained staffs is very important. However, as reported at both levels, staff turnover at region and Woreda is high. Those staffs who are sustained in the organization; they are working under pressure on different assignment. The reasons for those staffs who left their organization might be low salary scale and insufficient amount of daily allowance. Particularly, to sustain staffs who are working on this project, it would be important to revisit the salary scale and other benefits. Therefore, to resolve staff issues, two interdependent strategies could be pursued. As a 1<sup>st</sup> strategy to resolve the staff turnover endemic , conduct a study on salary scale and other benefits by benchmarking them with salary scale and benefits of similar project, and then improve their salary scale and other benefits accordingly. As a 2<sup>nd</sup> strategy, increasing salary scale by itself is currently becoming paradoxical, because though increase in salary of a staff could be necessary but not sufficient condition by itself. There has to be a system for handing over knowledge (on job training and mentorship to new

staff by those already trained), manuals, data etc. to successors, and hence skills of those staffs who might be leaving an organization could be retained in this manner.

**STRENGTHEN CASCADING APPROACH(S):** As described in WIF document, MOU has been signed by four key ministries to jointly bring about a fully integrated and harmonized One WASH Program. They are also supposed to create, empower and equip the necessary management and coordination structures at all levels. However, the reality observed on the ground during the field assessment was not in line with the commitment pledged on WIF document: (i) At the lower level, the mentioned four sectors are not working collaboratively or in an integrated manner, and even don't do what is expected of them to be done (all levels from region to Woreda); (ii) The structural arrangement and the roles and responsibilities assigned to Zone in most of the documents are very loose; and as a result, the participation of Zones in CMP project is insignificant in both regions. For example, the establishment of Zones in SNNPR is based on the country's constitutions, i.e., based on ethnic pattern of the region; and yet, most of the documents, i.e., CMP implementation Manual, COWASH Capacity Building Strategy, COWASH M&E Framework, WIF and even OWNPR documents have treated zone in SNNPR marginally/slightly as an institution with devolved power whereby Woredas under each zone should be reached and reported through zone. Despite the robust efforts of COWASH project in contributing towards speeding up the decentralization process, it still has rooms of contributing in resolving the above challenges. (i) Discuss on this issue to facilitate the situation whereby the key sectors found in lower levels (Region, Zone, Woreda and Kebele) should sign the same MOU and define their role and responsibilities, based on which they should be accountable; and (ii) Based on the existing decentralized administrative structure of each region, revisit the above mentioned documents to clearly demarcate/redefine the roles and responsibilities of zones and other actors within the cascaded structure;

**DEVELOP CLUSTER BASED COWASH CAPACITY BUILDING STRATEGY<sup>7</sup>:** Initially, the COWASH capacity building strategy was not based on the result of existing gaps that should have been obtained from need assessment. This need assessment should be based on the structure of WASH that should include: (i) Institutional Capacity assessment that should focus on legislative, policy and strategies of the key sectors; (ii) Organizational capacity assessment that should be based on factors like quality of systems, structures and processes; in general the suitability of working space and access to equipment which facilitate employees to perform their roles, in each key sectors; and (iii) Individual level capacity assessment that should be focusing on the skills, knowledge, competencies and attitudes of sectoral staffs to perform their role to the expected level of quality, in each key sector. In general, need assessment of the capacity building strategy of COWASH should have been focusing on Governance; Management Practices; Human Resource Management; Financial Resources Management; Service Delivery; External Relations; and Sustainability of COWASH efforts that should address the capacity gaps at government institutions (key sectors-both vertical & horizontal), community and private sector levels.

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<sup>7</sup> The purpose of Cluster based Strategic plan is to provide an overarching framework to better focus and support the collective action of key Sectors involved in WASH intervention; assume roles and also being accountable for common goals and objectives.

However, COWSH capacity building strategy was instead based on the assessment made by UNESCO, in collaboration with COWASH itself; and the “Draft Finding” of this assessment was mostly spinning around staff turnover, particularly at the level of Ministry of Water, Irrigation and Energy (MOWIR). Furthermore, the M&E framework of COWASH by itself is not in line with this COWASH Capacity Building strategy. Likewise, even if Education, Health, Finance and Water sectors were assumed to takeover the role of COWASH, still nothing has been said how the phasing out will be done to sustain the efforts of COWASH project.

In these regards, the capacity building support provided by COWASH project should be guided with realistic capacity building strategy, by exploring the actual existing capacity gaps of target key sectors as well as communities. Furthermore, this strategy should align the efforts of all actors that are working on CMP modalities. Therefore, to resolve these issues, after assessing capacity gaps of the target areas (available capacity of water resource that could be developed by CMP modality), stakeholders (Organizational capacity of Key Government Sectors) and target communities:

- (i) Review and develop inter-sectoral cluster based capacity building strategy that should delineate and align the efforts of key sectors and other stakeholders by avoiding duplication of roles and responsibilities among them;
- (ii) In line with newly developed Capacity Building strategy, National M&E Framework and National Water Inventory (NWI), by selecting relevant, but simple and manageable indicators to COWASH Capacity Building Strategy, review the existing M&E framework and strengthen COWASH M&E Framework, and also develop operational Guidelines for the same framework.

## ANNEX

Annex 1: List of Sampled Kebeles by Region, Woredas, and Observations with their sex categories

Region	Woreda	Kebele	Statistics	WASHCO Members		Total	
				Male	Female		
Oromiya	Kersa	Awayiesa	Count (%)	5 (12.5%)	5 (12.5%)	10 (25%)	
		Kitinbil	Count (%)	6 (15.0%)	4 (10.0%)	10 (25%)	
		Merwa	Count (%)	6 (15.0%)	4 (10.0%)	10 (25%)	
		Tikur Abulu	Count (%)	5 (12.5%)	5 (12.5%)	10 (25%)	
		Total	Count (%)	22 (55%)	18 (45%)	40 (100%)	
	Jida	Gogle	Count (%)	5 (16.7%)	5 (16.7%)	10 (33.3%)	
		Haro Abba Tamam	Count (%)	4 (13.3%)	6 (20.0%)	10 (33.3%)	
		Sibadega	Count (%)	4 (13.3%)	6 (20.0%)	10 (33.3%)	
		Total	Count (%)	13 (43.3%)	17 (56.7%)	30 (100%)	
	Tole	Abebe Gichila	Count (%)	4 (20.0%)	6 (30.0%)	10 (50.0%)	
		Dakat	Count (%)	6 (30.0%)	4 (20.0%)	10 (50.0%)	
		Total	Count (%)	10 (50.0%)	10 (50.0%)	20 (100%)	
	Ifata	Haro Tufar	Count (%)	8 (80.0%)	2 (20.0%)	10 (100%)	
		Total	Count (%)	8 (80.0%)	2 (20.0%)	10 (100%)	
	<b>Total</b>			<b>Count (%)</b>	<b>53 (53.0%)</b>	<b>47 (47.0%)</b>	<b>100 (100%)</b>
SNNPR	Tocha	Geda-Chiechi	Count (%)	5 (25.0%)	5 (25.0%)	10 (50.0%)	
		Shushuri	Count (%)	5 (25.0%)	5 (25.0%)	10 (50.0%)	
		Total	Count (%)	10 (50.0%)	10 (50.0%)	20 (100%)	
	Chencha	Amarena	Count (%)	5 (10.0%)	5 (10.0%)	10 (20.0%)	
		Eliena-C	Count (%)	4 (8.0%)	6 (12.0%)	10 (20.0%)	
		Eiro-Ginko	Count (%)	5 (10.0%)	5 (10.0%)	10 (20.0%)	
		Gendo-Ge	Count (%)	6 (12.0%)	4 (8.0%)	10 (20.0%)	
		Ginko	Count (%)	5 (10.0%)	5 (10.0%)	10 (20.0%)	
		Total	Count (%)	25 (50.0%)	25 (50.0%)	50 (100%)	
	Duna	Kole-Den	Count (%)	6 (15.0%)	4 (10.0%)	10 (25.0%)	
		Ma-Kufiya	Count (%)	5 (12.5%)	5 (12.5%)	10 (25.0%)	
		Mandie	Count (%)	6 (15.0%)	4 (10.0%)	10 (25.0%)	
		Sangiyie	Count (%)	6 (15.0%)	4 (10.0%)	10 (25.0%)	
		Total	Count (%)	23 (57.5%)	17 (42.5%)	40 (100%)	
	Goreche	Herbie-Mekena	Count (%)	4 (40.0%)	6 (60.0%)	10 (100%)	
		Total	Count (%)	4 (40.0%)	6 (60.0%)	10 (100%)	
	<b>Total</b>			<b>Count (%)</b>	<b>62 (51.7%)</b>	<b>58 (48.3%)</b>	<b>120 (100%)</b>
	<b>Total</b>			<b>Count (%)</b>	<b>115 (52.3%)</b>	<b>105 (47.7%)</b>	<b>220 (200%)</b>

**Source 16: Field Level Survey of Woreda Experts (2015)**

Annex 2: List of Water Points observed, KII and FGDs participants by their Location and Other Characteristics

<b>I Water Points Observed</b>							
No	Region	Zone	Woreda	Kebele	Name of WPs	Type of WPs	Status (WPs, WASHCO)
1	Oromiya	Jimma	Kersa	Tikur Abulu	Aba Jihad	HDW	Functional
		Jimma	Kersa	Tikur Abulu	Bedi	HDW	Functional
		N/Shewa	Jida	Siba Daga	Keta	HDW	Functional
		N/Shewa	Jida	Siba Daga	Atosi	HDW	Functional
		S/W/Shewa	Tole	Dakati	Karsa	SD	Functional
		W/Shewa	Ilfata	Hato Tufar	Adami	SD	Functional
		S/W/Shewa	Tole	Abiebie Gichila	Gudina	HDW	Functional
2	SNNPR	Hadiya	Duna	Mandie	Kercha Amba	SD	Functional
		Dawuro	Tocha	Geda Chiechi	Weshkeri	SD	Functional
		Sidama	Gorche	Harbie Mikana	Duretie	SD	Functional
		Hadiya	Duna	Ma-Kufina	Balincho	SD	Functional
		Dawuro	Tocha	Geda Chiechi	Mogachi	SD	Functional
		Gemu Gofa	Chencha	Eizo Ginko	Hadira Charie	SD	Functional
		Gemu Gofa	Chencha	Ginko	Urka karie	HDW	Functional
<b>II Focus Group Discussants</b>							
No	Region	Zone	Woreda	# FGDs	Male	Female	Total
1	Oromiya	Jimma	Kersa	2	6	8	14
		N/Shewa	Jida	2	6	9	15
		S/W/Shewa	Tole	1	4	3	7
		W/Shewa	Ilfata	1	6	3	9
<b>Subtotal</b>		<b>4</b>	<b>4</b>	<b>6</b>	<b>22</b>	<b>23</b>	<b>45</b>
2	SNNPR	Hadiya	Duna	2	8	6	14
		Dawuro	Tocha	1	6	4	10
		Sidama	Tocha	1	3	4	7
		Gemugofa	Chencha	2	10	7	17
<b>Sub Total</b>		<b>4</b>	<b>4</b>	<b>6</b>	<b>27</b>	<b>21</b>	<b>48</b>
<b>Total</b>		<b>8</b>	<b>8</b>	<b>12</b>	<b>49</b>	<b>44</b>	<b>93</b>
<b>III Key Informants</b>							
No	Region	Zone	Woreda	Sex	Age	Education	Position in CMP
1	Oromiya	Addis Ababa	AA	Male	55	MSc	WASH Coordinator
		Addis Ababa	AA	Male	38	BA	RSU Team Leader
		Jimma	Jimma	Male	35	BA	Zone Focal Person
		N/Shewa	Jida	Male	30	TEVT	WWT
		S/W/Shewa	Tole	Male	39	TEVT	WWT
		W/Shewa	Ilfata	Male	30	BSc	WTT
		Jimma	Seka	Male	35	BA	WTT
<b>Subtotal</b>							<b>7</b>
2	SNNPR	Hawassa	Hawassa	Male	48	BSc	WASH Coordinator
		Hawassa	Hawassa	Male	36	MSc	RSU Team Leader
		Sidama	Hawassa	Male	33	BSc	ZWT
		Hadiya	Duna	Male	30	BSc	WTT
		Dawuro	Tocha	Male	30	BSc	WTT
		Gamugofa	Chencha	Male	33	BSc	WTT
		Sidama	Gorche	Male	31	BSc	WTT
<b>Subtotal</b>							<b>7</b>
<b>Total</b>							<b>14</b>

**Annex 3: Details of Woreda Experts Prior Training Before CMP Training**

		Trained Before COWASH Training			Trained By COWASH Training		
		Oromiya	SNNPR	Total	Oromiya	SNNPR	Total
		Count (%)	Count (%)	Count (%)	Count (%)	Count (%)	Count (%)
Trained in Cross Cutting (Gender, Environment. & HIV)	Yes	8 (29.6%)	7 (22.6%)	15 (25.9%)	16 (59.3%)	26 (83.9%)	42 (72.4%)
	No	19 (70.4%)	24 (77.4%)	43 (74.1%)	11 (40.7%)	5 (16.1%)	16 (27.6%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Application	Yes	11 (40.7%)	3 (9.7%)	14 (24.1%)	25 (92.6%)	30 (96.8%)	55 (94.8%)
	No	16 (59.3%)	28 (90.3%)	44 (75.9%)	2 *7.4%)	1 (3.2%)	3 (5.2%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Appraisal	Yes	10 (37.0%)	3 (9.7%)	13 (22.4%)	24 (88.9%)	30 (96.8%)	54 (93.1%)
	No	17 (63.0%)	28 (90.3%)	45 (77.6%)	3 (11.1%)	1 (3.2%)	4 (6.9%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Approval	Yes	9 (33.3%)	2 (6.5%)	11 (19.0%)	24 (88.9%)	31 (100%)	55 (94.8%)
	No	18 (66.7%)	29 (93.5%)	47 (81.0%)	3 (11.1%)	0 (0.0%)	3 (5.2%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project M&E, and Reporting	Yes	13 (48.1%)	3 (9.7%)	16 (27.6%)	24 (88.9%)	30 (96.8%)	54 (93.1%)
	No	14 (51.9%)	28 (90.3%)	42 (72.4%)	2 (7.4%)	1 (3.2%)	3 (5.2%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (3.7%)	0 (0.0%)	1 (1.7%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Cost estimation	Yes	16 (59.3%)	5 (16.1%)	21 (36.2%)	18 (66.7%)	28 (90.3%)	46 (79.3%)
	No	11 (40.7%)	26 (83.9%)	37 (63.8%)	5 (18.5%)	3 (9.7%)	8 (13.8%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (14.8%)	0 (0.0%)	4 (6.9%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Fund Agreement	Yes	6 (22.2%)	3 (9.7%)	9 (15.5%)	21 (77.8%)	31 (100%)	52 (89.7%)
	No	21 (77.8%)	28 (90.3%)	49 (84.5%)	5 (18.5%)	0 (0.0%)	5 (8.6%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (3.7%)	0 (0.0%)	1 (1.7%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Procurement & Contract	Yes	11 (40.7%)	2 (6.5%)	13 (22.4%)	24 (88.9%)	31 (100%)	55 (94.8%)
	No	16 (59.3%)	29 (93.5%)	45 (77.6%)	3 (11.1%)	0 (0.0%)	3 (5.2%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Project Procurement, Finance & Property Administration	Yes	7 (25.9%)	5 (16.1%)	12 (20.7%)	24 (88.9%)	30 (96.8%)	54 (93.1%)
	No	20 (74.1%)	26 (83.9%)	46 (79.3%)	3 (11.1%)	1 (3.2%)	4 (6.9%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Water Point & Sanitation O&M	Yes	9 (33.3%)	4 (12.9%)	13 (22.4%)	17 (63.0%)	29 (93.5%)	46 (79.3%)
	No	18 (66.7%)	27	45 (77.6%)	9 (33.3%)	2 (6.5%)	11 (19.0%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (3.7%)	0 (0.0%)	1 (1.7%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)
Trained in Water Point & Sanitation Site Selection	Yes	12 (44.4%)	3 (9.7%)	15 (25.9%)	15 (55.6%)	29 (93.5%)	44 (75.9%)
	No	15 (55.6%)	28 (90.3%)	43 (74.1%)	8 (29.6%)	2 (6.5%)	10 (17.2%)
	Don't R.	0 (0.0%)	0 (0.0%)	0 (0.0%)	4 (14.8%)	0 (0.0%)	4 (6.9%)
	Total	27 (100%)	31 (100%)	58 (100%)	27 (100%)	31 (100%)	58 (100%)

Source 17: Field Level Survey of Woreda Experts (2015)

**Annex 4: Details Of WASHCO Members Agreement Level With Group Work & Quality Of CMP Training**

		Region			Pearson Chi-Square Tests		
		Oromiya	SNNPR	Total	Chi-Square	df	Sig
		Count (%)	Count (%)	Count (%)			
Agreement Level in having high quality discussion during group work	Agree	46 (51.7%)	26 (21.7%)	72 (34.4%)	20.391	1	.000 <sup>*</sup>
	Completely Agree	43 (48.3%)	94 (78.3%)	137 (65.6%)			
	Total	89 (100%)	120 (100%)	209 (100%)			
Agreement Level with all group work participants Discussed on training topics	Agree	55 (58.5%)	39 (32.5%)	94 (43.9%)	14.478	1	.000 <sup>*</sup>
	Completely Agree	39 (41.5%)	81 (67.5%)	120 (56.1%)			
	Total	94 (100%)	120 (100%)	214 (100%)			
Agreement Level with all participants applied skill obtained during group discussion	Agree	48 (55.8%)	36 (30.0%)	84 (40.8%)	13.823	1	.000 <sup>*</sup>
	Completely Agree	38 (44.2%)	84 (70.0%)	122 (59.2%)			
	Total	86 (100%)	120 (100%)	206 (100%)			
Agreement Level with all participants have worked hard to present group work collaboratively	Agree	57 (62.0%)	29 (24.4%)	86 (40.8%)	30.358	1	.000 <sup>*</sup>
	Completely Agree	35 (38.0%)	90 (75.6%)	125 (59.2%)			
	Total	92 (100%)	119 (100%)	211 (100%)			
Agreement Level with if group work with Co-trainees was effective	Agree	48 (51.6%)	40 (33.3%)	88 (41.3%)	7.221	1	.007 <sup>*</sup>
	Completely Agree	45 (48.4%)	80 (66.7%)	125 (58.7%)			
	Total	93 (100%)	120 (100%)	213 (100%)			
Agreement Level with all participants took sufficient time on Group Work	Agree	53 (57.6%)	38 (32.2%)	91 (43.3%)	13.588	1	.000 <sup>*</sup>
	Completely Agree	39 (42.4%)	80 (67.8%)	119 (56.7%)			
	Total	92 (100%)	118 (100%)	210 (100%)			
Level of Accommodation and/or Daily Allowance	Fair	20 (21.7%)	5 (4.2%)	25 (11.8%)	49.467	2	.000 <sup>*</sup>
	Good	48 (52.2%)	26 (21.8%)	74 (35.1%)			
	Very Good	24 (26.1%)	88 (73.9%)	112 (53.1%)			
	Total	92 (100%)	119 (100%)	211 (100%)			
Level of Group Discussions	Fair	3 (3.0%)	7 (5.8%)	10 (4.5%)	11.836	2	.003 <sup>*</sup>
	Good	41 (41.0%)	24 (20.0%)	65 (29.5%)			
	Very Good	56 (56.0%)	89 (74.2%)	145 (65.9%)			
	Total	100 (100%)	120 (100%)	220 (100%)			
Level of Knowledge & Skills of Trainers	Good	38 (38.0%)	21 (19.1%)	59 (28.1%)	9.271	1	.002 <sup>*</sup>
	Very Good	62 (62.0%)	89 (80.9%)	151 (71.9%)			
	Total	100 (100%)	110 (100%)	210 (100%)			
Level of Participation of Trainees during the Training	Fair	2 (2.0%)	2 (1.7%)	4 (1.8%)	6.784	2	.034 <sup>*b</sup>
	Good	45 (45.0%)	34 (28.3%)	79 (35.9%)			
	Very Good	53 (53.0%)	84 (70.0%)	137 (62.3%)			
	Total	100 (100%)	120 (100%)	220 (100%)			

Annex 4: Details Of WASHCO Members Agreement Level With Group Work & Quality Of CMP Training (Cntnd)

		Region			Pearson Chi-Square Tests		
		Oromiya	SNNPR	Total	Chi-Square	df	Sig
		Count (%)	Count (%)	Count (%)			
Level of Training Hall or Rooms	Fair	3 (3.0%)	6 (5.0%)	9 (4.1%)	8.193	2	.017 <sup>*,b</sup>
	Good	50 (50.0%)	37 (31.1%)	87 (39.7%)			
	Very Good	47 (47.0%)	76 (63.9%)	123 (56.2%)			
	Total	100 (100%)	119 (100%)	219 (100%)			
Level of Training Hand Out	Fair	9 (9.5%)	5 (4.2%)	14 (6.5%)	7.123	2	.028 <sup>*</sup>
	Good	39 (41.1%)	35 (29.2%)	74 (34.4%)			
	Very Good	47 (49.5%)	80 (66.7%)	127 (59.1%)			
	Total	95 (100%)	120 (100%)	215 (100%)			
Level of Training Manual Contents	Fair	0 (0.0%)	15 (12.5%)	15 (6.8%)	20.040	2	.000 <sup>*</sup>
	Good	50 (50.0%)	34 (28.3%)	84 (38.2%)			
	Very Good	50 (50.0%)	71 (59.2%)	121 (55.0%)			
	Total	100 (100%)	120 (100%)	220 (100%)			
Level of Training Material Organization	Good	53 (55.8%)	42 (35.9%)	95 (44.8%)	8.389	1	.004 <sup>*</sup>
	Very Good	42 (42.2%)	75 (64.1%)	117 (55.2%)			
	Total	95 (100%)	117 (100%)	212 (100%)			
Level of Training Place/Hotel	Fair	5 (5.0%)	12 (10.1%)	17 (7.8%)	18.064	2	.000 <sup>*</sup>
	Good	54 (54.0%)	31 (26.1%)	85 (38.8%)			
	Very Good	41 (41.0%)	76 (63.9%)	117 (53.4%)			
	Total	100 (100%)	119 (100%)	219 (100%)			
Level of Usage of Graphics or Power Point Presentation	Fair	3 (3.7%)	5 (4.4%)	8 (4.1%)	20.736	2	.000 <sup>*,b</sup>
	Good	46 (56.8%)	28 (24.8%)	74 (38.1%)			
	Very Good	32 (39.5%)	80 (70.8%)	112 (57.7%)			
	Total	81 (100%)	113 (100%)	194 (100%)			

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

b. More than 20% of cells in this subtable have expected cell counts less than 5. Chi-square results may be invalid.

**Source 18: Field Level Survey Of WASHCO Members (2015)**

**Annex 5: Details of Woreda Experts Satisfaction with CMP ToT Training Process & Time Allocated**

		Region			Pearson Chi-Square Tests		
		Oromiya	SNNPR	Total	Chi-square	df	Sig.
		Count (%)	Count (%)	Count (%)			
Satisfaction with Project Communication (M&E, and Report) Training	Satisfied	17 (85.0%)	14 (48.3%)	31 (63.3%)	6.869	1	.009*
	Completely satisfied	3 (15.0%)	15 (51.7%)	18 (36.7%)			
	Total	20 (100%)	29 (100%)	49 (100%)			
Satisfaction with Project Cost Estimate Training	Satisfied	12 (54.5%)	15 (51.7%)	27 (52.9%)	.040	1	.842
	Completely satisfied	10 (45.5%)	14 (48.3%)	24 (47.1%)			
	Total	22 (100%)	29 (100%)	51 (100%)			
Satisfaction with Project Fund Agreement & Labour Contract Training	Satisfied	19 (86.4%)	15 (51.7%)	34 (66.7%)	6.755	1	.009*
	Completely satisfied	3 (13.6%)	14 (48.3%)	17 (33.3%)			
	Total	22 (100%)	29 (100%)	51 (100%)			
Satisfaction with Project Procurement, Finance & Property Administration Training	Satisfied	18 (78.3%)	16 (57.1%)	34 (66.7%)	2.534	1	.111
	Completely satisfied	5 (21.7%)	12 (42.9%)	17 (33.3%)			
	Total	23 (100%)	28 (100%)	51 (100%)			
Length of Time for Project Cycle Management Training	Very Short	4 (14.8%)	5 (16.1%)	9 (15.5%)	.019	1	.890 <sup>b</sup>
	Sufficient	23 (85.2%)	26 (83.9%)	49 (84.5%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Length of Time for Project Communication (M&E, and Reporting) Training	Very Short	5 (19.2%)	7 (22.6%)	12 (21.1%)	.095	1	.757
	Sufficient	21 (80.8%)	24 (77.4%)	45 (78.9%)			
	Total	26 (100%)	31 (100%)	57 (100%)			
Length of Time for Project Cost Estimation Training	Very Short	6 (22.2%)	5 (16.1%)	11 (19.0%)	.349	1	.555
	Sufficient	21 (77.8%)	26 (83.9%)	47 (81.0%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Length of Time for Project fund & Labour Contract Training	Very Short	8 (30.8%)	6 (19.4%)	14 (24.6%)	.994	1	.319
	Sufficient	18 (69.2%)	25 (80.6%)	43 (75.4%)			
	Total	26 (100%)	31 (100%)	57 (100%)			
Length of Time for Project Procurement, Finance & Property Administration Training	Very Short	8 (33.3%)	6 (19.4%)	14 (25.5%)	1.393	1	.238
	Sufficient	16 (66.7%)	25 (80.6%)	41 (74.5%)			
	Total	24 (100%)	31 (100%)	55 (100%)			

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

b. More than 20% of cells in this subtable have expected cell counts less than 5. Chi-square results may be invalid.

**Annex 6: Details Of Woreda Experts Agreement Level With Group Work & Quality Of CMP Training**

		Region			Pearson Chi-Square Tests		
		Oromiya	SNNPR	Total	Chi-square	df	Sig.
		Count (%)	Count (%)	Count (%)			
Level of Accomodation and Daily Allowance	Poor	13 (48.1%)	2 (6.5%)	15 (25.9%)	15.515	3	.001 <sup>*</sup>
	Fair	5 (18.5%)	11 (35.5%)	16 (27.6%)			
	Good	7 (25.9%)	8 (25.8%)	15 (25.9%)			
	Very Good	2 (7.4%)	10 (32.3%)	12 (20.7%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Group Discussions	Poor	1 (3.7%)	1 (3.2%)	2 (3.4%)	.348	3	.951 <sup>bc</sup>
	Fair	4 (14.8%)	6 (19.4%)	10 (17.2%)			
	Good	8 (29.6%)	10 (32.3%)	18 (31.0%)			
	Very Good	14 (51.9%)	14 (45.2%)	28 (48.3%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Knowledge & Skills of Trainers	Poor	0 (0.0%)	1 (3.2%)	1 (1.7%)	6.993	3	.072 <sup>bc</sup>
	Fair	3 (11.1%)	3 (9.7%)	6 (10.3%)			
	Good	18 (66.7%)	11 (35.5%)	29 (50.0%)			
	Very Good	6 (22.2%)	16 (51.6%)	22 (37.9%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Participation of Trainees during the Training	Poor	1 (3.7%)	2 (6.5%)	3 (5.2%)	4.006	3	.261 <sup>b</sup>
	Fair	5 (18.5%)	2 (6.5%)	7 (12.1%)			
	Good	12 (44.4%)	10 (32.3%)	22 (37.9%)			
	Very Good	9 (33.3%)	17 (54.8%)	26 (44.8%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Training Hall or Rooms	Poor	3 (11.1%)	4 (12.9%)	7 (12.1%)	.398	3	.941 <sup>b</sup>
	Fair	7 (25.0%)	7 (22.6%)	14 (24.1%)			
	Good	10 (37.0%)	10 (32.3%)	20 (34.5%)			
	Very Good	7 (25.9%)	10 (32.3%)	17 (29.3%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Training Hand Out	Poor	1 (3.7%)	2 (6.5%)	3 (5.2%)	1.648	3	.649 <sup>b</sup>
	Fair	5 (18.5%)	7 (22.6%)	12 (20.7%)			
	Good	14 (51.9%)	11 (35.5%)	25 (43.1%)			
	Very Good	7 (25.9%)	11 (35.5%)	18 (31.0%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Training Manual Contents	Poor	1 (3.7%)	1 (3.2%)	2 (3.4%)	1.869	3	.600 <sup>bc</sup>
	Fair	5 (18.5%)	3 (9.7%)	8 (13.8%)			
	Good	13 (48.1%)	13 (41.9%)	26 (44.8%)			
	Very Good	8 (29.6%)	14 (45.2%)	22 (37.9%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Training Material Organization	Poor	4 (14.8%)	2 (6.5%)	6 (10.3%)	5.968	3	.113 <sup>b</sup>
	Fair	5 (18.5%)	2 (6.5%)	7 (12.1%)			
	Good	13 (48.1%)	13 (41.9%)	26 (44.8%)			
	Very Good	5 (18.5%)	14 (45.2%)	19 (32.8%)			
	Total	27 (100%)	31 (100%)	58 (100%)			

**Annex 6: Details Of Woreda Experts Agreement Level With Group Work & Quality Of CMP Training (Contnd)**

		Region			Pearson Chi-Square Tests	df	Sig.
		Oromiya	SNNPR	Total	Chi-square		
		Count (%)	Count (%)	Count (%)			
Level of Training Place/Hotel	Poor	4 (14.8%)	4 (12.9%)	8 (13.8%)	6.705	3	.082 <sup>b</sup>
	Fair	4 (14.8%)	7 (22.6%)	11 (19.0%)			
	Good	15 (55.6%)	8 (25.8%)	23 (39.7%)			
	Very Good	4 (14.8%)	12 (38.7%)	16 (27.6%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Level of Usage of Graphics or Power Point Presentation	Poor	4 (14.8%)	1 (3.2%)	5 (8.6%)	9.045	3	.029 <sup>a,b</sup>
	Fair	2 (7.4%)	7 (22.6%)	9 (15.5%)			
	Good	15 (55.6%)	9 (29.0%)	24 (41.4%)			
	Very Good	6 (22.2%)	14 (45.2%)	20 (34.5%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Agreement Level with All Group work participants	Not Agree	3 (11.1%)	3 (9.7%)	6 (10.3%)	.527	2	.768 <sup>b</sup>
	Agree	16 (59.3%)	16 (51.6%)	32 (55.2%)			
	Completly Agree	8 (29.6%)	12 (38.7%)	20 (34.5%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Agreement Level with All participants have applied skill optained during group discussion	Completly not Agree	1 (3.7%)	1 (3.2%)	2 (3.4%)	4.620	3	.202 <sup>b,c</sup>
	Not Agree	5 (18.5%)	2 (6.5%)	7 (12.1%)			
	Agree	16 (59.3%)	15 (48.4%)	31 (53.4%)			
	Completly Agree	5 (18.5%)	13 (41.9%)	18 (31.0%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Agreement Level with All participants have taken sufficient time during group wwork	Not Agree	8 (29.6%)	3 (9.7%)	11 (19.0%)	4.020	2	.134 <sup>b</sup>
	Agree	13 (48.1%)	17 (54.8%)	30 (51.7%)			
	Completly Agree	6 (22.2%)	11 (35.5%)	17 (29.3%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Agreement Level with All participants have worked hard to present group work colaboratively	Not Agree	7 (25.9%)	2 (6.5%)	9 (15.5%)	4.858	2	.088 <sup>b</sup>
	Agree	10 (37.0%)	18 (58.1%)	28 (48.3%)			
	Completly Agree	10 (37.0%)	11 (35.5%)	21 (36.2%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Agreement Level with having high quality discussion during group work	Completly not Agree	0 (0.0%)	1 (3.2%)	1 (1.7%)	3.663	3	.300 <sup>b,c</sup>
	Not Agree	4 (14.8%)	1 (3.2%)	5 (8.6%)			
	Agree	14 (51.9%)	15 (48.4%)	29 (50.0%)			
	Completly Agree	9 (33.3%)	14 (45.2%)	23 (39.7%)			
	Total	27 (100%)	31 (100%)	58 (100%)			
Agreement Level with if Group work with Co-trainees was Effective	Not Agree	0 (0.0%)	1 (3.2%)	1 (1.7%)	1.628	2	.443 <sup>b,c</sup>
	Agree	15 (55.6%)	20 (64.5%)	35 (60.3%)			
	Completly Agree	12 (44.4%)	10 (32.3%)	22 (37.9%)			
	Total	27 (100%)	31 (100%)	58 (100%)			

Results are based on nonempty rows and columns in each innermost subtable.

\*. The Chi-square statistic is significant at the .05 level.

b. More than 20% of cells in this subtable have expected cell counts less than 5. Chi-square results may be invalid.

c. The minimum expected cell count in this subtable is less than one. Chi-square results may be invalid.

**Source 19: Field Level Survey Of Woreda Experts (2015)**

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