Instructors   Ana Maria Esteves
Frank Vanclay
Training Course   1 Achieving the Full Potential of SEA
Porto 12

Q1. List some worthwhile things you learned and did during the course.	Q2. Identify some things which helped you to work effectively at this course.	Q3. List some things which kept you from being more effective.	Q4.Rate your overall satisfaction with the course. (Very dissatisfied 0, very satisfied 10)	Q5. Rate the following aspects of the course. (Very good 1, Good 2, Poor 3, Very Poor 4)						Q6. Other comments or suggestions with regard to the course, the venue, accommodations or facilities.	Q7. Suggestions. What courses would you like to see given at future conferences? Feel free to add suggestions about how IAIA could improve its training programs, whether at conferences, through the Internet, or other means.
				Subject approach.	Teaching methods.	Course material.	Lecturer's knowledge & teaching skills.	Practical exercises.	Course timeframe.		
Participatory and open-mind approach that seeks to help identify important and essential aspects we code significant	The group discussion	Having an organized framework to deal with social impact assessment		1	2	1	1	2	2		
New information regarding FPIC	Case study was very comprehensive	Group work was a little challenging due to differences in implementation of SIA in different regions of the world		2	2	2	1	3	2	Spend less time on introductory material	1.More in depth information relating to application of SIA & practice (i.e. how best to profile communities what is the best format for participation) 2.How to maximize SIA w/in budget + time constraints. (Is strategic SIA possible?). 3.What is the role of ecosystem valuation in SIA.
It gave me more references and insights about SIA. The philosophy and how it works.				2	2	2	2	2	2	Difficult to hear what speakers and participating people said.	More structure in discussions - see comment above (hearing problems in the room and many different versions of the English language makes it difficult).

Learned	Worked well	Could improve								Comments	Suggestions
Overview of concepts, methods, examples (good ones and bad ones).	Breaks for networking. Interactions in plenary.	Teamwork at the table. Fuzzy questions: what to do unclear sometimes	7	2	2	2	1	3	2	Smaller groups? More plenary sessions? Clearer guidelines for the exercises and the small documents about the RAMU case should have been sent before the workshop. I had fun, but I believe I could have learned as much with readings.	1. Sea methods, especially qualitative ones. 2. SIA in context of intense conflicts.
Understanding the SIA process. The difference between SIA.	Power point and usb flash and group work		6	2	1	2	2	2	3		There should be more group interactions and feedback given especially after presentation.
Actual example as of SIA and its practicability as applied to projects.	Additional work sent by Frank, articles		9	1	1	2	1	1	2	I would like to see more information on the quantitative analysis	A sequel to this course with more qualitative tools.
1. Importance of establishing the baseline resilience of a particular community. 2. Introduction to some useful tools and methods.	Replaced style, setting ground rules, structures process.		7	2	2	2	1	2	2	Great venue.	1. Practical application=embedding and influencing within organizations and more time to share mitigations and management strategies.
SIA as a process.	Discussions.		9	1	1	1	1	2	2	More time for practical experience and case studies.	Tools and techniques to conduct SIA.
Group exercises, discussions, case study examples, solid overview.	Relaxed atmosphere, nice people, discursive format, group.	Early morning start.	8	1	1	2	1	1	1	N/A	Longer courses, e.g. four days. Social activities for all course participants.
Resilience, social capital, strengthen in SIA process.	Sharing examples and good practice.		7	1	1	1	1	1	1	Great venue!	
SIA is a process +++	Work in group		9	1	2	2	1	2	2	OK	Another SIA training with more focus on methodologies with more practical work.
Emerging issues of SIA. Useful tools for conducting SIA, The state of art of SIA. A better understanding of SIA itself.	Good materials provided. Discussions. Group work.	Very few case analysis.	10	1	1	1	1	2	1	There could have more real case studies.	
The latest methodology in SIA.	Group work.	Our participant were to take too much time talking.	8	1	2	2	1	1	2	Three days.	Emerging issues. EPIC and IBAs in more detail.

			Score								
Meet and hear about work of others. Do tasks related to "work" of SIA practitioner.	Nice people.	Dreadful acoustics. Would like to have been forced to 'sit' or 'move' with other groups of people.	7.5	1	2	2	2	1	2	Feedback from exercises. Short single challenges to reinforce concepts.	Establishing a career/practice SIA. Thanks very much.
The practical group exercises were good and helpful points through the course. Hearing stories of other practitioners.	Small group work format.	Maybe changing and shifting the small groups around to get greater exposure to different skills.	9	1	1	1	1	1	1		Taking some elements from the SIA course and expanding more details would be helpful. Some further real life case stories would be great as well.
Foundations: overview of SIA useful. I'm not a practitioner and have had limited exposure, so I wanted to learn in this course. Having others with much more experience can be good. Framework helped all.	The group exercises were very helpful for internalizing the info. Our table was short of practitioners which made it hard so I would just suggest next time ensuring a good balance of experience at each table.	Above.	7	2	2	2	2	2	2	Lunches were not great. Otherwise, venue is lovely. Course was helpful and interesting. Thanks!	Human rights impact assessment.
Emerging concepts. Tools. Practical examples. Addressing complexities.	Small group. Mixture of lecture and group work with discussion.	Too theoretical/philosophical at times. Need for more practical examples.	7	2	2	1	1	2	2	listed in # 3 above.	More courses on practical application of SIA.
Promoted great group discussions.	The instructor.	Not enough time.	9	2	2	2	2	1	2		
SIA-theory.	Group work - mind mapping.	Noisy during group work.	8	2	2	2	2	2	2		
How SIA works in the practice, some useful methods for SIA, current challenges, and new trends on theory and methodology.	Instructors were really patient and gave us the time to discuss issues; help and input from my working group.	The exercise (case study) proposed did not result very productive in my opinion.	10	1	1	1	1	2	2		

Links to tools and methods.	Interaction and discussion.		6	2	2	2	1	2	2	Good overall course. Reaffirming.	Perhaps a course for more experienced practitioners would be useful. A practical focus is key, whilst it is great to be idealistic about what SIA should include often this is not the reality due to tight timeframes, lack of budget/resources, etc. SIA specialists need more assistance to gain greater mileage on projects t improve benefits to communities. To do this we need better tools.
Framework for improving local content in resource projects.	Course materials.	Some participants given too much 'air' time. Not sure about value of group exercises.	7	2	2	1	2	3	2	Sound a problem. Need to close up the room or provide easier access to microphones.	Full program on embedding social impact assessment and management e.g. how to present the business case what works at what phase.
Overview of the key aspects of an SIA. The nuances - IA versus SI, process versus impact, L1 versus L2 impact.	The experience in the room.		7.5	2	2	2	2	2	2	Perhaps cover less, contentious issues at depth, seek group solution.	
I learned about the whole SIA process. Working with course mates, and learning from their experiences.	Table group.	Language (in my case)	8	2	2	1	1	2	2	Improve the microphone issue.	Probably some course about specific stages of the SIA process (e.g. SIMP)
The role of sia, technical process for conducting SIA and learning experience from participants.	How design a SIA plan for project. Identify significant social impacts.	Communicate with colleagues and community.	8	2	2	2	2	2	2		To expand more time for technical skill. To introduce more the experience from all sector.
Appreciated the mix of academic and practical contributions team presenters. Nothing learnt.	Time keeping. Management skills of presenters.	Too basic and too generic. The course was indicated to be intermediary and for 'practitioners', yet material/content was geared towards entry level.	2	3	2	3	1	2	1	Prefer printouts for Couse material, albeit grateful for e-copy. Break the subject down but give sufficient/meaningful detail.	People's time is valuable. Travel is cost and time - it is a big investment into an 'entry level' course. Please avoid naming this course 'intermediary'. It is for beginners, not practitioners. More current or breakthrough methodologies and techniques.

Learned	Liked most	Liked least	Q4							Comments	Suggestions
I learned the importance of including SIA in the first phases of a project cycle. The more feasible methods for public consultation, information and dissemination of a proposed project in order to get consensus (this was new issue for me, which was good).	The participation of other experienced people on SIA processes.	The issue was something new for me.	2	1	1	2	2	2	2	The feedback on group work was not effective. OK.	No suggestion for now.
The stages of a project and how the social issues should be identified at each phase, the analysis of impacts.	The groups.	Participants taking without limit and taking up presentation time.	6	2	2	1	2	2	2	I would have loved to see more theory frameworks and minimize participants talking which was most of the time not helpful. When we come to such courses, we have a lot of experience, maybe some of us have been doing these not in a right way, what we need is a systematic approach. Put some organization in my thoughts. Also more practical examples would do from around the world.	Methods of conducting SIA questionnaires, FED, KI. Repair resettlement action plan.
Developing strategies. Local procurement and strategies and community context.	Interaction with the two instructors. Case which was used throughout course.	The room was bit dark and very large, bad acoustics.	8	1	2	1	1	2	2	Smaller room: more light. Start first session with quick introduction of participants. Change groups after first day to get different views.	HRIA
Mind mapping on impact while working through the SIA process tool.	A good group of people in the course.	Pace was slightly too slow on the first day which could have been used to dig dipper into other issues and used methodologies.	7	1	1	1	1	1	1	Flipchart at the top of the room! People introductions not just to those at the table.	
AVERAGE											
Q4. (Very dissatisfied 0, very satisfied 10)			**7.37**								
Q5. Detailed (Very good 1, Good 2, Poor 3, Very Poor 4)				**1.57**	**1.67**	**1.63**	**1.37**	**1.83**	**1.83**		
Q5. General average			**1.65**								