

Who Should Deliver Training on Evidence-Informed Policy-Making?

The evidence-informed policy-making (EIPM) training curriculum is designed for skilled, experienced trainers, with in-depth understanding of the public policy decision-making processes and hands-on experience of working with policy-makers or working as a policy-maker. Trainers should be familiar with what constitutes ‘evidence’, research designs, and how evidence is used in decision-making. Trainers should have at least a Bachelor’s degree, with more than 5 years’ relevant experience, especially experience training the level of policymakers targeted for this material; trainers with a Masters degree and above, with more than 5 years’ relevant experience are ideal. In the Table further below, we provide more specific advice on essential requirements for the trainers of different modules of the EIPM course.

While the curriculum contains detailed information to guide the training process and assist the trainers in making decisions to enhance the learning experience, it is assumed that the trainers know competency-based training and adult learning concepts, use a variety of training methods, and know how to adapt materials to meet participant needs.

A team of at least two trainers is required for this intensive training. As one trainer facilitates a session or activity, the other can record information on chart paper, monitor time, and help keep discussion on track, and moderate small group work. The EIPM curricula requires administration and overnight analysis of pre- and post-tests, as well as real-time analysis of session evaluations at end of every session. There are also several activities, which require one-on-one coaching and feedback from trainers to participants for their practicum work.

Module	Essential Requirements for Trainer
Introduction	<ul style="list-style-type: none"> • Excellent communicator, engaging.
Module 1: Foundation of Policy-Making	<ul style="list-style-type: none"> • In-depth understanding of the public policy-making process, including theories and frameworks of public policy-making. • Appreciation of the role of evidence in public policy decision-making.
Module 2: Accessing Evidence	<ul style="list-style-type: none"> • In-depth understanding of information search and retrieval systems and processes. • Preferably a practicing librarian or information professional, with extensive experience in providing information search support.
Module 3: Appraising Evidence	<ul style="list-style-type: none"> • In-depth understanding of research designs and methods, the types of evidence generated by different designs and methods, and the implications of the different types evidence generated for public policy decision-making. • Extensive experience conducting research. • PhD level qualification ideal.
Module 4: Synthesizing Evidence	<ul style="list-style-type: none"> • In-depth understanding of the principles and practice in communicating research and other complex evidence using simple, concise and compelling information products. • Preferably a communications professional with extensive experience in translating complex research findings into concise evidence briefs for policy-makers (such as policy briefs).

Module 5: Applying Evidence in Policy-Making	<ul style="list-style-type: none"> An experienced communications professional with a good understanding of the public policy-making process as well as understanding of the mechanisms of assessing the impact of evidence communications efforts.
Wrap-Up	<ul style="list-style-type: none"> A good appreciation of the whole EIPM training curriculum.