

Gender Equality Training

Step 12: Give space and support to participants to implement new knowledge in their work

Gender competence development initiatives do not end with the provision of training, and to ensure the long-lasting effects of the outcomes, follow-up activities need to be set up.

In order to make the best use of the newly acquired knowledge that staff have gained during the gender competence development initiative, additional tools and procedures should be developed and offered to participants to be used after the training. Participants should be provided with space to continue to develop their gender-equality competences after the training session.

Checklist: what can commissioning authorities do to ensure the long-lasting effects of the training

- Implement 'refresher' training sessions
- Organise annual meetings or workshops with former participants
- Disseminate regular information to participants on the issues they tackled during training
- Make handouts, toolkits and guidelines easily accessible and encourage staff to refer to them
- Distribute online interactive training material (quizzes, question/answer games, etc.) that participants can complete by themselves
- Ask participants to use their knowledge and skills on a regular basis, reminding them about their obligation to mainstream gender issues in their work

- Set up a permanent helpdesk where participants can share challenges and successes

To ensure **transferability of knowledge and tools into the organisation**, training commissioners can:

- Set up a support group or an online group discussion on the relevant topics
- Use trained staff as mentors for other employees