**Overview of UNICEF**   
  
The UNICEF was founded by the United Nations in 1946 to offer urgent food and medical aid to children in nations affected by World War II. Over the years, its purpose has broadened to meet the ongoing requirements of children and women in underdeveloped nations. UNICEF operates in more than 190 countries and territories to protect children, uphold their rights, and support their development from early childhood to adolescence. The organization's main areas of focus include child protection, education, nutrition, health, water, sanitation, hygiene (WASH), and social policy.   
  
**Goal:** Create and execute successful training initiatives for UNICEF.   
  
**Brief overview:**Create and oversee training and development programs to improve the skills and knowledge of employees.   
  
**Important measures:**   
There was a significant improvement in the company's financial performance in the previous quarter. Assessing Training Needs   
  
**Recognize Training Requirements:** Begin by pinpointing the particular skills and knowledge deficiencies within the UNICEF personnel. This is achievable by conducting surveys, interviews, and analyzing performance data.   
Establishing specific, quantifiable objectives for the training program in line with the recognized requirements.   
  
**Give importance to needs:** Identify the most essential training needs to focus on initially, considering aspects like the potential effect on UNICEF's goals and the resources at hand.   
  
**Design of the program:** Create a syllabus that tackles the training needs that have been identified. Incorporate both theoretical and practical elements for a well-rounded learning experience.   
Develop top-notch training resources like manuals, videos, and interactive modules. Make sure these resources are easy to reach and interesting.   
  
**Plan for implementing:** Create a thorough strategy for introducing the training program. This should contain a schedule, ways of delivering (such as live webinars, recorded sessions, self-paced online courses), and duties for both trainers and participants.

**Pre-Training Evaluation:** Administer assessments prior to the training to establish a starting point for each participant's knowledge and skills.   
  
**Ongoing Feedback:** Collect feedback throughout the training process by using surveys, quizzes, and interactive sessions to measure comprehension and involvement.   
  
**Post-training evaluations:** Conduct assessments following the training to gauge improvements in knowledge and skills. Evaluate the training effectiveness by comparing these results to the pre-training assessments.   
  
**Long-Term Assessment:** Monitor participants' progress and conduct to evaluate the training's lasting effects. This may include conducting additional surveys, evaluating performance, and making observations.   
Analyze costs by adding up all expenses related to the training program, such as development, delivery, and any other associated costs.   
  
**Benefit Evaluation:** Recognize and measure the advantages of the training scheme. This may involve enhancements in employee productivity, effectiveness, and the standard of work.   
  
**Calculation of ROI:** The formula ROI=Net BenefitsTotal Costs×100ROI=Total CostsNet Benefits​×100 can be utilized to determine the return on investment. The overall gains equal the sum of benefits minus sum of costs.   
  
**Report Results:** Create an in-depth report on the return on investment of the training program, showcasing both the quantitative and qualitative advantages. Distribute this report to stakeholders to showcase the training initiative's worth