



# Introduction

***Enablement** is operating in the field of disability and rehabilitation management and is particularly concerned with people with disabilities in lesser-developed countries. Its specific strengths lie in the areas of policy development, applied research and training in disability and development issues. The development of **Enablement** is largely in response to several needs and demands made in these areas. **Enablement**, based in Alphen aan den Rijn, in the Netherlands, was set up by Huib Cornielje, a rehabilitation expert with vast experience in various projects in Africa and Asia, researcher and trainer. During the past decade a large number of assignments were made in Asia, Eastern Europe and Africa. **Enablement** began as a research and development agency and later added training programmes in disability and development to their activities.*

***Enablement** is convinced that the role of people with disabilities within the field of development and rehabilitation should become more prominent than it has been so far. Promising developments related to advocacy and emancipation of people with disabilities are taking place in many*

*parts of the world. These changes require increasingly innovative professionals who can and will be able to adapt to the changing nature of their role in this field. This shift is possibly most apparent in the context of rehabilitation paradigms: a move from conventional bio-medical models to more socio-political models of rehabilitation.*

***Enablement** has an extensive network of contacts with organisations and agencies in both governmental and non-governmental sectors. This network includes universities, research and training institutions as well as disability organisations throughout southern Africa, Asia, South America and Europe.*

***Enablement** promotes sustainable rehabilitation development throughout the world as well as promoting an active participation of people with disabilities in all aspects of life. Participation of people with disabilities is acknowledged and stimulated as an essential and fundamental right and pre-requisite for a viable, appropriate and efficient development in this sector.*



### **Areas of expertise of Enablement include**

- rehabilitation policy development at local and national levels
- development of Community Based Rehabilitation systems;
- participatory planning and implementation of rehabilitation programmes;
- institutional development of the disability sector;
- evaluation of rehabilitation programmes; and
- disability training and development.

### **Methods of work**

- short term assistance, formulating proposals, monitoring and evaluation of projects;
- long term assistance to rehabilitation programmes and projects;
- rehabilitation systems research; and
- development and execution of training programmes in the fields of disability, rehabilitation and development.

# The Training of Trainers in Community Based Rehabilitation

## Background

With demands for CBR training growing by the year it becomes evident that there is increasingly a need for more trainers in this field. Enablement is currently not able to respond to all demands for training. Besides, the launch of the new WHO Guidelines on CBR on 3th of December 2008 will most likely mean that the need for high quality training will increase. Among other courses that Enablement will develop during the coming years, the ToT programme is seen as an important step forward to build global capacity in the field of CBR training, which ultimately will have an impact on CBR development and most importantly on the quality of life of people with disabilities.

## General objective

You will acquire the theory, skills and tools to develop and implement effective training programmes.

## Specific Objectives

At the end of the ToT you will:

- be sensitive to issues encountered in the adult learning process;
- be able to assess training needs and set learning objectives
- be able to choose and use training methods and materials using the principles of adult learning;
- have practiced using questions as a learning tool;
- be able to design, plan and implement participatory training sessions;
- have practiced training, using your own design;
- have developed a personal action plan.
- be able to design and convey important CBR messages to relevant publics
- be able to integrate new insights about the state of the art of CBR in your training activities.
- demonstrate an appreciation of diversity in communities, particularly in relation to people that are differently abled.
- demonstrate effective communication skills.



## Target group

The target group consist of CBR enthusiasts, who are motivated to broaden the implementation of CBR programmes in their respective communities. Therefore the course is targeted at the following people:

- Trainers in CBR
- Advocates of disability issues
- Managers of CBR
- Experienced persons in CBR and interested in becoming a trainer

These people will after the ToT in CBR probably train:

- CBR managers
- CBR staff
- Community key persons
- Policy makers and planners
- Politicians

## Entrance criteria

- 2 years experience in CBR
- Attended CBR training (formal or non formal) or additional experience
- Motivation letter to be send to the

- course coordinator of no longer than 2 pages A-4 size, double spacing
- Training Needs Assessment questionnaire to be filled out in detail and returned to the course coordinator
- Competence in both written and spoken English

## Programme

### Week 1

|        | <i>Monday</i>  | <i>Tuesday</i>                  | <i>Wednesday</i>                                      | <i>Thursday</i>                                  | <i>Friday</i>                           |
|--------|--|---------------------------------|---|--|---|
| 09:00  | Introduction<br>Subject + participants<br>Objectives | Principles of adult learning    | Mediate- go between                                   | Advocacy   | Setting SMART objectives and goals      |
| 12.30  | CBR state of the art                                 | Learning in development context | Persuasion Awareness raising                          | Advocacy   | Other aspects of evidence based working |
| 14:00  | Hindering factors + how to deal with them            | Experiential learning cycle     | Generative themes<br>Emotions, motivation<br>movement | Advocacy   | Other aspects of evidence based working |
| 17.00  | Role of CBR agent: mediate advocate                  | Effective communication         | Refresher on research and reporting                   | Project cycle planning with the community<br>PME | Training cycle                          |
| 19.00- |  |                                 |   |  |   |

## Week 2

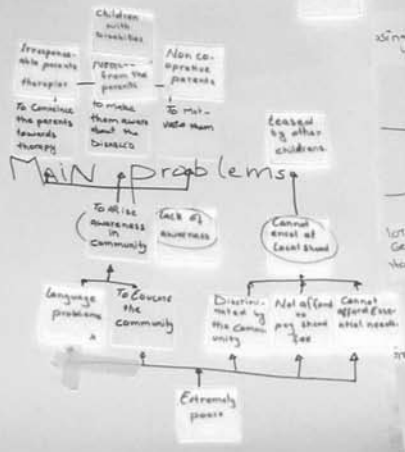
|        | <i>Monday</i>             | <i>Tuesday</i>            | <i>Wednesday</i>         | <i>Thursday</i>   | <i>Friday</i>                  |
|--------|---------------------------|---------------------------|--------------------------|-------------------|--------------------------------|
| 09:00  | Training Needs Assessment | Setting Course objectives | Facilitation of learning | Training delivery | Training delivery              |
|        | Training Needs Assessment | Course design             | Facilitation of learning | Training delivery | Personal action planning       |
| 12.30  |                           |                           |                          |                   |                                |
| 14:00  | Training Methods          | Session Design            | Session preparation      | Training delivery | Evaluation of Training courses |
|        | Training Methods          | Training materials        | Session preparation      | Training delivery | Evaluation and graduation      |
| 17.00  |                           |                           |                          |                   |                                |
| 19.00- |                           |                           |                          |                   |                                |

Note:

Evenings: work on development of a training plan and logbook, homework and share experiences  
 Times allocation is tentative, as is the placing of topics, as changes may be made due to group process, speed of practising, individual or group learning goals and group preferences on topics.



# PROBLEMS



Lack of Education

## Teaching staff

The course is conducted under leadership of Mr Huib Cornielje. A number of trainers with a vast amount of experience, both in disability service development as well as training and education, will be responsible for different subjects. The course has been developed by a team of experts who form also the teaching staff; i.e.

- Henk van Apeldoorn
- Huib cornielje
- Fiona Post
- Hanneke Verhoeven
- Roelie Wolting

## Course fees and other expenses

- Fees (including tea and coffee): Euro 1350,00
- Accommodation approximately: Euro 1500,00
- Pocket money:  
Euro 20,00 a day is advised: Euro 300,00
- International travel: variable

## Scholarships

If scholarships are awarded these do not cover pocket money and travel costs as these costs need to be paid by the participant.

## For more information contact:

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## *TOT in Community Based Rehabilitation The Netherlands*

*CBR aims to improve the quality of life of disabled people. CBR strategies involve working closely with disabled people and their families as well as service*

*providers to that result in of disabled participation*

*life. Integral is the development and*

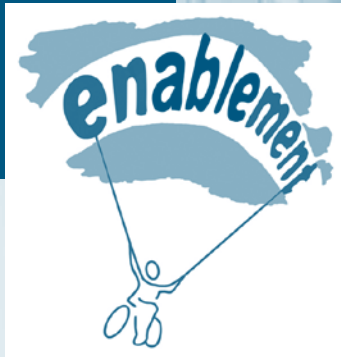
*skills of people working in CBR. For CBR to be an effective strategy it is essential that people engaged in CBR activities are able to train others in this field.*



*remove barriers the exclusion people from full in community to this process ment of effective communication*

\* All photographs by Huib Cornielje





## *Training of Trainers in Community Based Rehabilitation*