



Inclusive for All: Training of Trainers (ToT) for the  
**Community-based  
Inclusive Development  
(CBID)**

6-17 February 2012

APCD Training Building, Bangkok, Thailand



# **Inclusive for All: Training of Trainers (ToT) for the Community-based Inclusive Development (CBID)**

Organized by

**Asia-Pacific Development Center on Disability (APCD)**



in collaboration with

**Japan International Cooperation Agency (JICA)**



6-17 February 2012  
APCD Training Building,  
Bangkok, Thailand

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## **Accessible Information**

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# Summary Report

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1. The Asia-Pacific Development Center on Disability (APCD), in collaboration with Japan International Cooperation Agency (JICA), jointly organized 11-days international intensive training course, “Inclusive for All: Training of Trainers (ToT) for the Community-based Inclusive Development (CBID)”. The event was held at the APCD Training Building, Bangkok from 6 to 17 February 2012.
2. The training brought together 15 community leaders, experts, professionals and able staff of organizations of and for persons with disabilities from Afghanistan, Bhutan, Cambodia, Pakistan, Thailand, Uzbekistan, and Vietnam. Collectively, the training participants created stimulated learning environment through experience sharing, expertise and knowledge exchanging, as well as valuable time spent together.
3. International resource persons comprised of 6 external experts with intensive experiences in the field assigned. The list included Ms. Aiko Akiyama (Social Affairs Officer, Social Development Division, UNESCAP), Mr. Ghulam Nabi Nizamani (Chairperson, CBR AP Network), Dr. Maya Thomas (Editor-in-Chief, Disability, CBR and Inclusive Development Journal), Ms. Wanda Munoz (Livelihoods Technical Advisor - Asia Programs, Handicap International), Dr. Chamnan Wattana (Secretary, Prasit Wattanasiri Foundation), and Mr. Nay Lin Soe (Program Director, Myanmar Independent Living Initiative). Some of APCD staff also played the key roles as resource persons of this training as well.
4. Following the previous ToT CBID Trainings, APCD carried forward the commitment of strengthening an existing/planned CBR Program in developing countries, in order to 1) Develop effective trainers and facilitators, 2) Promote an inclusive development approach to CBR, and 3) Develop CBR and Inclusive Development Strategies. When completing the course, the participated trainers should and could become a well-rounded ‘agent of change’ for people with disabilities in their own community.
5. This training entailed the integration approach of incorporating important skills (facilitation, participatory training, etc.) and knowledge management, through the well-crafted curriculum design, such as new CBR Guidelines, International Instruments (UNCRPD), Disability Equality Training (DET), social, empowerment and environmental components of the CBR matrix, as well as other related components.
6. The learning outcomes were, in turn, effectively implemented in practice during the field visits at Nonthaburi Independent Living Center and Bankrang Self-help group, Nonthaburi province (13-14 February 2012) and a chance to deliver and apply their knowledge and skills from classes combined to develop action-plan and Individualized projects during the project-based learning and simulation session.
7. The training concluded with memorable closing ceremony, which participants were exchanging contacts for future networking and captured final memories together before adjourning safe and sound.

# Program

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APCD Training of Trainers (ToT) for the Community-based Inclusive Development (CBID) course is specially designed to strengthen and to promote an on-going application of new CBR guidelines in the areas of disability and development. The launching of the new Guidelines on CBR in October 2010 serves as a crucial step forward to enhance CBR projects and to improve the quality of life of people with disabilities in the community. As such, the need for highly qualified CBID trainers has never been greater.

In compliance with the above theme, the ToT course at APCD is state-of-the art training, facilitated by recognized APCD resource leaders, with up-to-date CBR concepts and techniques, which participants can apply directly to their practice. The participatory training approach is the heart of APCD training design to promote the empowerment of persons with disabilities and the creation of an inclusive society in the Asian-Pacific region. As a result, the experiential learning cycle (ELC) is applied as a reflective tool ensuring that training participants will be fully equipped with the knowledge, skills and attitudes necessary to become more confident leaders, and eventually, to master CBR projects in the field.

## Training Components

The course is based on the new CBR guidelines, published in October 2010 by WHO, on the principles of the Convention on the Rights of Persons with Disabilities (CRPD); in addition, two principles are highlighted, including the self-advocacy (Empowerment) of persons with disabilities, and sustainability (Management). Thus, the APCD training component is specifically designed to cover those key areas throughout the training in order to achieve a core balance in preparing training participants to become effective CBID implementers.

Knowledge	Skills	Integration of Knowledge and skills
Understanding Disability (DET)  Latest International Movement and Instruments  Convention on the Rights of PWDs and BIWAKO Millennium Framework  Poverty, Disability and Development Understanding, Management and Sustainability of CBID  New CBR Guidelines  Empowerment in CBR focusing on Self-Help Groups, DPOs and Independent living  Environmental Issue focusing on Accessibility	Training Methods  Facilitation skills  Facilitation of Learning for Change  Participatory Project management  Knowledge Creation and Management	Field trips  Project-based Learning and Simulations  Action-plan discussions and Individualized project design

**Training Schedule: Each session will last about 1.20 hrs. Each day will begin with a previous day review (pre-session) and will be ended with a summary.**

- 1) Pre-session is from 8.30-9.00 which normally includes a review of previous day learning experience by the participants as well as house keeping and etc. Morning break runs from 10.20-10.40 while afternoon break is from 14.20-14.40. Lunch is 12.00-13.00.
- 2) In order to reinforce the learning experience, at the beginning of each session, resource person(s)/or a facilitator will provide a linkage from session to session.
- 3) CBID manual will provide key points of reference and executive summary for the training participants.
- 4) The placing of topics may be changed due to group learning process, speed of practicing, individual learning goals and needs.
- 5) Learner Conference (a 20 minutes interview session between a training team and training participants) will be scheduled to ensure that item 4 is achieved.

Week 1		09.00 – 12.00		13.00 - 16.00		
Day 1 Mon (6 Feb)	<b>Session 1</b> Opening Ceremony of Training Module (Mr. Somchai)	<b>Session 2</b> DET I (Ms. Nattagamon/Mr. Bkom)	<b>Lunch Time (12.00 – 13.00)</b>			<b>Session 3</b> DET II (Ms. Nattagamon/ Mr. Watcharapol)
	<b>Session 5</b> International Movement and Instruments I (Ms. Aiko)	<b>Session 6</b> International Movement and Instruments II (Ms. Aiko)				<b>Session 7</b> Poverty Disability and Development (Dr. Maya)
Day 2 Tue (7 Feb)	<b>Session 9</b> Inclusive for All: New CBR guidelines I (Dr. Maya)	<b>Session 10</b> Inclusive for All: New CBR guidelines II (Dr. Maya)	<b>Coffee Break (14.20 – 14.40)</b>			<b>Session 8</b> Participatory Training Management (Dr. Chamnan)
	<b>Session 13</b> Management of CBID (Dr. Maya/Mr. Jasper)	<b>Session 14</b> CBID Case Stories (integration of session 11+13) (Mr. Sanga /Ms. Wanda, HI and Mr. Somchai)				<b>Session 11</b> Understanding CBID (Dr. Maya)
Day 3 Wed (8 Feb)	<b>Session 17</b> Empowerment Component II (Mr. Ghulam)	<b>Session 18</b> Environmental Component (Mr. Ghulam)	<b>Coffee Break (14.20 – 14.40)</b>			<b>Session 15</b> Empowerment Component I (Mr. Ghulam)
	<b>Session 21</b> Knowledge Creation and Management I (Ms. Duangnarumol)	<b>Session 22</b> Knowledge Creation and Management II ( Ms. Duangnarumol/ Mr. Ghulam)				<b>Session 19</b> Future Development of CBID (Mr. Jasper)
Day 4 Thu (9 Feb)	<b>Session 23</b> CBR in Thailand and Orientation to the field trip (DaoReung/FCD/ Mr. Somchai/ Mr. Watcharapol)	<b>Session 24</b> Integration and reflection of 1st week (Mr. Somchai/ Dr. Isobe)	<b>Pre - session (AM 8.30 - 9.00)</b>			<b>Session 20</b> Facilitation for Change part II (Dr. Chamnan)
Day 5 Fri (10 Feb)						
Day 6 Sat (11 Feb)						

<b>Week 2</b>		<b>09.00 – 12.00</b>		<b>13.00 - 16.00</b>			
<b>Sunday 12th Feb : Holiday</b>							
Day 7 Mon (13 Feb)	<b>Field Trip</b> (4 stages of management cycle part ) and (debrief field trip experience) (Mr. Watcharapol/Mr.Somchai / Mr. Nay Lin Soe)						
Day 8 Tue (14 Feb)	<b>Field Trip</b> (On-going facilitation skills practice) (Mr. Watcharapol/Mr.Somchai / Mr. Nay Lin Soe)						
Day 9 Wed (15 Feb)	<b>Session 25</b> Reflection of field trip (Mr. Somchai)	<b>Session 26</b> Sustainability (Mr. Somchai)	<b>Session 27</b> Free session based on request of participants Explanation on Project-based Simulation (Mr. Somchai)	<b>Session 28</b> Project-based Simulation (preparation)	<b>Coffee Break (14.20 - 14.40)</b>		
Day 10 Thu (16 Feb)	<b>Session 29</b> Project-based Simulation (preparation)	<b>Session 30</b> Project-based Simulation (presentation) (Mr. Nay Lin Soe/ Mr. Somchai)	<b>Session 31</b> Project-based Simulation (presentation) (Mr. Nay Lin Soe/ Mr.Somchai)	<b>Session 32</b> Project-based Simulation (presentation) (Mr. Nay Lin Soe/ Mr.Somchai)			
Day 11 Fri (17 Feb)	<b>Session 33</b> Project-based Simulation (presentation) (Mr. Nay Lin Soe/ Mr. Somchai )	<b>Session 34</b> Wrap-up project and Networking (Mr. Somchai) <b>Session 35</b> Reflection and Evaluation (Dr. Isobe)	<b>Session 36</b> Farewell party (12.00-14.00)  Closing Ceremony (14.00-14.30)  (Mr. Watcharapol) Finish by 2:30 pm.	<b>Lunch Time (12.00 - 13.00 )</b>		<b>Coffee Break (10.20 - 10.40)</b>	
<b>Pre - session (AM 8.30 - 9.00)</b>							

Session Objectives		
Session (s)	Title	Objective (s)
1	Introduction of Training Module	(1) To understand the framework and underlying principles of the ToT Training Module.
2 and 3	DET I and II	(1) To understand different disability models and its evolution in order to embrace diversity. (2) To understand DET as a effective tool to facilitate people to become an agent of change.
4	Sharing of organizational challenges and participant's expectations	(1) To understand the participants' background, challenges and expectations toward the training,
5 and 6	International Movement and Instruments I and II	(1) To understand about the movement of Disabilities at international level. (2) To understand existing international instruments on disability and its function. (3) To generate ideas on how each organizations use these tools.
7	Poverty Disability and Development	(1) To understand the relationship between poverty and disability. (2) To understand CBID strategies to mainstream disability into economic schemes. (3) To have ideas on how to utilize CBID strategies into project.
8	Participatory Training Management	(1) To provide a concept and methodologies of participatory training framework.
9 and 10	Inclusive for All:New CBR Guidelines I and II	(1) To understand 5 components and its good practices of CBR guidelines. (2) To have clear ideas on how to use CBR guidelines into each settings.
11	Understanding CBID	(1) To deeply understand concepts and theory behind CBID. (2) To have ideas on how to make more effective networking with other partners using CBID guidelines.
12	Experiential Learning Cycle (ELC)	(1) To understand ELC as the process where the knowledge is created through the transformative of experience.
13	Management of CBID	(1) To gain practical idea on participatory management cycle of CBID in order to ensure sustainability.
14	CBID Case Stories	(1) To analyse the connection between principles and practice of CBR and CBID in different contexts, in Asia-Pacific.
15 and 17	Empowerment Component I and II	(1) To understand deep concept, good practices of empowerment component in CBR guideline. (2) To gain practical strategies on how to utilize empowerment strategies into Participants' setting.



<b>Session (s)</b>	<b>Title</b>	<b>Objective (s)</b>
16 and 20	Facilitation for Change part I and part II	(1) To learn and practice necessary facilitation skill for the training.
18	Environmental Component	(1) To understand the concept of environmental model. (2) To have ideas on how to utilize environment model perspective into Participants' own field.
19	Future Development of CBID	(1) To understand the current challenges of CBID movement (2) To understand the latest CBID strategies and future CBID direction
21 and 22	Knowledge Creation and Management I and II	(1) To provide the participants with background knowledge on how to utilize knowledge as an asset for capacity development.
23	CBR in Thailand and Orientation to the field trip	(1) To learn about CBR development in Thailand context. (2) To provide basic information for participants before the field trip for effective learning in the community.
24	Integration and reflection of 1 <sup>st</sup> week	(1) To provide a platform for the training participants to critically think of their learning experience and make a connection to their field practice.
25	Reflection of field trip	1) To provide a platform for the training participants to discuss about what they have learned from field visit and practice of facilitation skill.
26	Sustainability	(1) To identify the elements of sustainability in CBID program. (2) To discuss how to apply the ideas to practice.
27	Free session based on request of participants	(1) To provide opportunity for participants to discuss about the topics which are proposed by participants.
28 to 33	Project-based Simulation	(1) To provide a platform for the training participants to exercise and apply their first hands knowledge into a structured simulation.
34	Wrap-up and Networking	(1) To conclude the key points which participants could learn from the presentation of Project-based Simulation and training course in overview. (2) To discuss about how to create the effective network among participants, APCD and resource persons.
35	Reflection and Evaluation	(1) To feedback, discuss for improvement of the training course in the future.

# List of Participants

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## Afghanistan

Mr. Abdul Khaliq Zazai, Executive Director  
Accessibility Organization for Afghan Disabled (AOAD)



## Bhutan

Mr. Dorji Sanga, Executive Director  
Disabled Persons Association of Bhutan (DPAB)



## Cambodia

Mr. Nhem Sareth, Staff  
Department of Welfare for Persons with Disabilities  
Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Cambodia



## Pakistan

Ms. Fahmina Puri, Senior Management Executive (SME)  
Ms. Munazza Shabbir, Senior Management Executive(SME)  
Pakistan Poverty Alleviation Fund (PPAF)

Mr. Asjad Mehmood, Field Coordinator  
Mr. Muhammad Baqir, Social Organizer  
Civil Society Human and Institutional Development Programme (CHIP)

Mr. Asim Zafar, President  
Saaya Association

Mr. Muzammal Islam, Project Director, Master Trainer, Founder SHG Network  
A Star Association



## Thailand

Ms Pakratee Narongrach, Lecture Physical Therapist  
Mahidol University

Mr. Paradon Khumsap, Director  
Phayathai Independent Living Center, Bangkok Thailand

Ms. Mayuree Pewsuwan, Empowerment of People with Disability Expert  
National Office for Empowerment of Persons with Disabilities  
Ministry of Social Development and Human Security, Thailand



## Uzbekistan

Ms. Muyassar Mansurova, Member  
Ms. Mukhabbat Rakhimova, Leading Member  
Self-Help Group of Disabled People "ISTIQBOL"



## Vietnam

Ms. Dung Mai, Capacity Building Officer  
Malteser International

# List of External Resource Persons

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**Ms. Aiko Akiyama**

Social Affairs Officer,  
Social Development Division (SDD)  
United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP)

**Dr. Maya Thomas**

Editor-in-Chief  
Disability, CBR and Inclusive Development Journal

**Ms. Wanda Munoz**

Livelihoods Technical Advisor - Asia programs, Inclusion Unit/ Technical Resources Division,  
Handicap International

**Mr. Ghulam Nabi Nizamani**

ASHA CEO PDPO / DPI PAK Secretary DPI AP  
Chairman CBR AP NET Chairperson RAC CBM  
EMR Co-Founder Member GNED, SDF & SADF

**Dr. Chamnan Wattana**

Secretary, Prasit Wattanasiri Foundation

**Mr. Nay Lin Soe**

Program Director  
Myanmar Independent Living Initiative



Session by Dr. Maya Thomas



Session by Mr. Ghulam Nizamani

# Photos

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Group Photo



Group Work on CBR



Participants Sharing Ideas on CBR



Session during the Field Visit



Field Visit in Nonthaburi Province



Facilitated by APCD Staff



Field Visit to Nonthaburi IL Center



Participants and APCD Staff



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