

# Training of Trainers (ToT)

for Community-based Inclusive Development: Towards Sustainability

10 – 21 September 2012 | APCD Training Building, Bangkok, Thailand



ROYAL THAI GOVERNMENT

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

Organized by  
Asia-Pacific Development Center on Disability (APCD)

10 – 21 September 2012  
APCD Training Building, Bangkok, Thailand

### **Distributed by**

Asia-Pacific Development Center on Disability (APCD)  
255 Rajvithi Road, Rajthevi, Bangkok 10400, Thailand  
Telephone : +66 (0)2 354-7505  
Fax: +66 (0)2 354-7507  
Email: [info@apcdfoundation.org](mailto:info@apcdfoundation.org) Website: [www.apcdfoundation.org](http://www.apcdfoundation.org)

### **Accessible Information**

This report is available in a text format for persons with visual impairments and blind persons free of charge. Please contact [info@apcdfoundation.org](mailto:info@apcdfoundation.org) for further details.

---

Introduction to Training Module 4

---

Training Schedule 6

---

Session Objectives 9

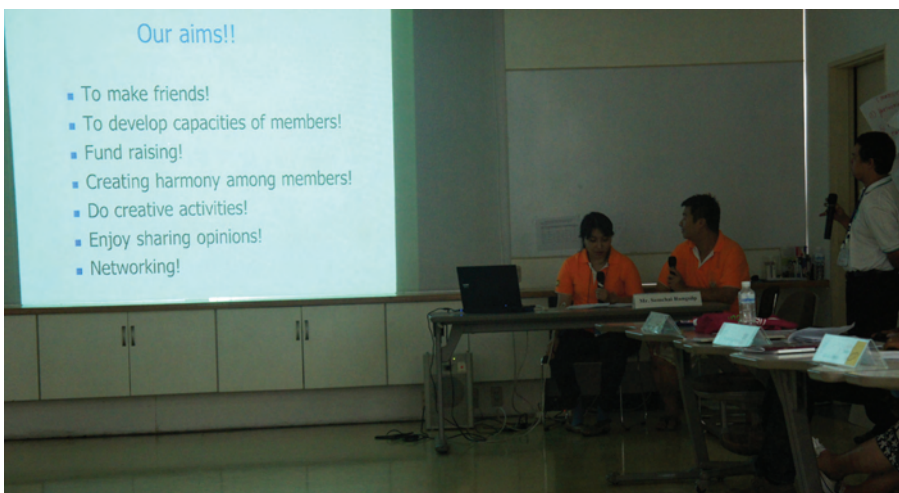
---

Participants and Resource Persons 11

---



Group Photo with Community People at Lan Tak Fah Temple



Dao Ruang Group Presenting Their Good Practice

### Course Objectives:

*To strengthen/sustain an existing/planned CBR program in developing countries of Asia and the Pacific by training the target groups to:*

- 1** Become effective trainers and facilitators in CBR activities and projects
- 2** Promote an inclusive development approach to CBR
- 3** Sustain CBR and inclusive development strategies according to each situation and specific need.

## Introduction to Training Module

APCD Training of Trainers (ToT) for Community-based Inclusive Development (CBID): Towards Sustainability is specially designed to strengthen and to promote an on-going application of the CBR Guidelines in the areas of disability and development. The launching of the CBR Guidelines 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. Therefore, the key additional specific point for this course is focused on the aspect of sustainability.

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 designed to promote the empowerment of persons with disabilities and the creation of an inclusive society in the Asia-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 towards sustainability.

### Training Components

The course is based on the CBR Guidelines, published in October 2010 by WHO, in line with the principles of the Convention on the Rights of Persons with Disabilities (CRPD); in addition, two principles are highlighted, 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
<ul style="list-style-type: none"> <li>✘ Understanding Disability (DET)</li> <li>✘ Latest International Movement and Instruments</li> <li>✘ Convention on the Rights of PWDs and BIWAKO Millennium Framework</li> <li>✘ Poverty, Disability and Development</li> <li>✘ Understanding, Management and Sustainability of CBID</li> <li>✘ CBR Guidelines</li> <li>✘ Empowerment in CBR focusing on Self-Help Groups DPOs and Independent living</li> <li>✘ Environmental Issue focusing on Accessibility</li> </ul>	<ul style="list-style-type: none"> <li>✘ Training Methods</li> <li>✘ Facilitation skills</li> <li>✘ Facilitation of Learning for Change</li> <li>✘ Participatory Project management</li> <li>✘ Knowledge Creation and Management</li> </ul>	<ul style="list-style-type: none"> <li>✘ Field trips</li> <li>✘ Project-based Learning and Simulations</li> <li>✘ Action-plan discussions and</li> <li>✘ Individualized project design</li> </ul>



*Each session will last around 1 hour 20 minutes.*

*Each day will begin with a review of the previous day (pre-session) and will end with a summary.*

- 1** Pre-session is from 8.30-9.00 which normally includes a review of the previous day's learning experience by the participants as well as house keeping, 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** The CBID resource book will provide key points of reference and an executive summary for the training participants.
- 4** The placing of topics may be changed due to the group learning process, the speed of practicing, individual learning goals and needs.



Practicing on Facilitation Skills



Visiting Independent Living Center at Phutthamonthon, Nakhon Pathom Province

Week 1		09.00 – 12.00		13.00 – 16.00				
<b>Day 1 Monday (10 Sep)</b>	Pre – session (08.30 – 09.00)	<b>Session 1</b> Opening Ceremony and Introduction of Training Module (Mr. Watcharapol, Ms. Rungrudee and Mr. Somchai)	Coffee Break (10.20 – 10.40)	<b>Session 2</b> Disability Equality Training (DET I) (APCD) (Ms. Natagamon and Mr. Watcharapol)	Lunch Time (12.00 – 13.00)	<b>Session 3</b> DET II (Ms. Natagamon and Mr. Watcharapol)	Coffee Break (14.20 – 14.40)	<b>Session 4</b> Sharing of organizational challenge and participant’s expectation (APCD) (Ms. Kwanruthai)
<b>Day 2 Tuesday (11 Sep)</b>		<b>Session 5</b> International Movement and Instruments I (APCD) (Ms. Natagamon)		<b>Session 6</b> International Movement and Instruments II (APCD) (Ms. Natagamon)		<b>Session 7</b> Poverty, Disability and Development (Dr. Maya)		<b>Session 8</b> Participatory Training Management (Mr. Somchai)
<b>Day 3 Wednesday (12 Sep)</b>		<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>Session 11</b> Understanding CBID (Dr. Maya)		<b>Session 12</b> Experiential Learning Cycle (ELC) (Mr. Somchai)
<b>Day 4 Thursday (13 Sep)</b>		<b>Session 13</b> Management of CBID (Mr. Jasper, Mayor Yasay)		<b>Session 14</b> CBID Case Stories (integration of session 11+13) (IL Phyathai and Mayor Yasay) (Mr. Somchai)		<b>Session 15</b> Empowerment Component I (Mr. Ghulam)		<b>Session 16</b> Facilitation for Change part I (Mr. Somchai)
<b>Day 5 Friday (14 Sep)</b>		<b>Session 17</b> Empowerment Component II (Mr. Ghulam)		<b>Session 18</b> Environmental Component (Mr. Ghulam, Mayor Yasay)		<b>Session 19</b> Future Development of CBID (Mr. Ninomiya, Mr. Ghulam)		<b>Session 20</b> Facilitation for Change part II (Mr. Somchai)
<b>Day 6 Saturday (15 Sep)</b>		<b>Session 21</b> Knowledge Creation and Management I (Mr. Sano)		<b>Session 22</b> Knowledge Creation and Management II ( Mr. Sano)		<b>Session 23</b> CBR in Thailand (Ms. Mayuree, Dao Ruang Group) (Mr. Somchai)		<b>Session 24</b> Integration and reflection on 1st week (Ms. Chayada) Orientation for the field trip (Mr. Watcharapol)

Week 2		09.00 – 12.00			13.00 – 16.00			
<b>Sunday (16 Sep)</b>		<b>Holiday</b>						
<b>Day 7 Monday (17 Sep)</b>		<b>Field Trip</b> Debriefing on field trip experiences (Mr. Watcharapol, Ms. Rungrudee)						
<b>Day 8 Tuesday (18 Sep)</b>		<b>Field Trip</b> On-going facilitation skills practice (Mr. Watcharapol, Ms. Rungrudee)						
<b>Day 9 Wednesday (19 Sep)</b>	Pre – session (08.30 – 09.00)	<b>Session 25</b> CRPD in Practice and INCHEON Strategy (Ms. Aiko)	Coffee Break (10.20 – 10.40)	<b>Session 26</b> Sustainability (Mr. Somchai)	Lunch Time (12.00 – 13.00 )	<b>Session 27</b> Free session based on request of participants Explanation of Project-based Simulation (Mr. Somchai)	Coffee Break (14.20 – 14.40)	<b>Session 28</b> Project-based Simulation (preparation)
<b>Day 10 Thursday (20 Sep)</b>		<b>Session 29</b> Project-based Simulation (preparation)		<b>Session 30</b> Project-based Simulation (presentation) (Mr. Somchai)		<b>Session 31</b> Project-based Simulation (presentation) (Mr. Somchai)		<b>Session 32</b> Project-based Simulation (presentation) (Mr. Somchai)
<b>Day 11 Friday (21 Sep)</b>		Session 33 Project-based Simulation (presentation) (Mr. Somchai)		<b>Session 34</b> Wrap-up project and Networking (Mr. Somchai) Session 35 Reflection Evaluation (Mr. Somchai)		<b>Session 36</b> Farewell party (12.00-14.00)  Closing Ceremony (14.00-14.30) (Mr. Watcharapol, Ms. Rungrudee)		



Session	Title	Objective (s)
1	Introduction of Training Module	(1) To understand the framework and underlying principles of the ToT for CBID Training Module.
2 and 3	DET I and II	(1) To understand different disability models and their 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 of the training.
5 and 6	International Movement and Instruments I and II	(1) To understand disability movements at an international level. (2) To understand existing international instruments on disability and their 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 generate ideas on how to utilize CBID strategies into projects.
8	Participatory Training Management	(1) To provide a concept and methodologies of participatory training framework.
9 and 10	Inclusive for All : CBR Guidelines I and II	(1) To understand 5 components and its good practices of the CBR Guidelines. (2) To have clear ideas on how to use CBR Guideline in each setting.
11	Understanding CBID	(1) To deeply understand the concepts and theory behind CBID. (2) To develop ideas on how to make more effectively network with other partners using CBR Guidelines.
12	Experiential Learning Cycle (ELC)	(1) To understand ELC as the process where by knowledge is created through the transformative of experience.
13	Management of CBID	(1) To gain practical ideas on the 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 the Asia and Pacific region.
15 and 17	Empowerment I and II	(1) To understand the deep concept, and good practices of the empowerment component in CBR Guidelines. (2) To gain practical strategies on how to utilize empowerment strategies into Participants' settings.

Session	Title	Objective (s)
16 and 20	Facilitation for Change part I and part II	(1) To learn and practice necessary facilitation skill for training.
18	Environmental Component	(1) To understand the concept of an environmental model. (2) To deveop ideas on how to utilize an environment model perspective in Participants' own field.
19	Future Development of CBID	(1) To understand the current challenges of the CBID movement (2) To understand the latest CBID strategies and future CBID directions.
21 and 22	Knowledge Creation and Management I and II	(1) To provide the participants with background on how to utilize knowledge as an asset for capacity development.
23	CBR in Thailand	(1) To learn about CBR development in the context of Thailand.
24	Integration and reflection of 1st week and Orientation to the field trip	(1) To provide a platform for training participants to think critically about their learning experiance and make a connection to their field of practice. (2) To provide basic information for participants before the field trip for effective learning in the community.
25	CRPD in Practice and INCHEON Strategy	(1) To provide basic information about how to implement CRPD in practice and facilitate participants to exchange ideas. (2) To provide basic information on INCHEON Strategy.
26	Sustainability	(1) To identify the elements of sustainability in the 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 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 hand knowledge into a structured simulation.
34	Wrap-up and Networking	(1) To conclude the key points that participants could learn from the presentation of Project-based Simulation and from the 2 week course. (2) To discuss how to create an effective network among participants, APCD and resource persons.
35	Reflection and Evaluation	(1) Feedback and discussion of improvement of the training course for the future.

## 19 participants from 8 countries

**CAMBODIA****Ministry of Social Affairs Veterans and Youth Rehabilitation**

Mr. Srey Chan, Chief of VT/IG/JP Unit

Mr. EM Chan Makara, Director Secretariat of Disability Action Council (DAC)

**CHINA****HANDA Rehabilitation & Welfare Association**

Dr. Michael (ZHIQIANG) Chen, Secretary General/ Program Supervisor

**INDIA****The Leprosy Mission Trust India**

Mr. Harsha Benjamin Gudasalamani, Program Manager for CRP project

Mr. Manaksha M. Manickam, Principle of Vocational Training Center

Mr. Shirish David Shegaonkar, SR Program Manager

Mr. Vizia Vardhan Patta, Coordinator of Vocational Training Center

**AINA**

Mr. Pradyumna Kumar Rath, Member Executive Committee, Manager HR and Chief of IT Division

**MONGOLIA****National Rehabilitation Center**

Ms. Batdulam Tumenbayar, National CBR Program Manager

**NORTH KOREA****Korean Federation for Protection of the Disabled**

Mr. Chang Ju Kim, Project Manager of Physical Rehabilitation

Mr. Su Dong Ri, Liason Officer



## PAKISTAN

### SIGHTSAVERS

Mr. Itfaq Khaliq Khan, Program Officer



## PHILIPPINES

### Simon of Cyrene Children's Rehabilitation and Development Foundation, Inc.

Ms. Azel Sinforoso Balaguer, Administrative Officer

### Municipal Government of Opol

Mr. Dexter Babano Yasay, Municipal Mayor

### Physiatrist and Occupational Health Physician, De La Salle Health Sciences Institute

Dr. June Ann R. De Vera, Medical Doctor

### Persons with Disabilities Affair Office (PDAO), PROSPERIDAD

Mr. Romeo Geliangao Martuna, Persons with Disabilities Affair Office (PDAO) Head



## THAILAND

### Chonburi Independent Living Center, Thailand

Ms. Chayada Wiriyasiriwech, Officer of Chonburi Independent Living Center

### Phayathai Independent Living Center

Ms. Kwanruthai Savangsri, Manager of Phayathai Independent Living Center

### Dao Ruang Self Advocate Group for People with Intellectual Disability

Ms. Phacharin Sujaritwatanasak



Opening Ceremony

Mr. Ghulam Nabi Nizamani, *ASHA CEO PDPO / DPI PAK Secretary DPI AP Chair person of CBR AP Network, Chairperson RAC CBM EMR Co-Founder Member GNED, SDF & SADF*

Dr. Maya Thomas, *Editor-in-Chief, Disability, CBR and Inclusive Development Journal*

Ms. Aiko Akiyama, *Social Affairs Officer, Social Development Division (SDD), United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP)*

Ms. Mayuree Pewsuwan, *CBR Expert of Ministry of Social Development and Human Security (MSDHS)*

Mr. Paradon Koomsab, *Director of Phayathai Independent Living Center*

Mr. Dexter Babano Yasay, *Municipal Mayor Municipal Government of Opol Poblacion*

Mr. Akiie Ninomiya, *Executive Director, APCD*

Ms. Natagamon Roongtim, *Advisor to APCD Executive Director, APCD*

Mr. Ryuhei Sano, *Information and Knowledge Management Manager, APCD*

Mr. Jasper Rom, *Community Development Manager, APCD*

Mr. Somchai Rungsilp, *Community Development Manager, APCD*

Mr. Watcharapol Chuengcharoen, *International Training Officer, APCD*



Mr. Ghulam Leading discussion on the Future Development of CBR and CBID



Learning about Disability Equality Training with Ms. Natagamon



Understanding more about the CBR Guidelines and the Concept of CBID by Dr. Maya

Accessible for Persons with disAbilities

Asia-Pacific Development Center on Disability (APCD)

255 Rajvithi Road, Rajthevi, Bangkok 10400 Thailand

Tel : 66 (0) 354 7505 Fax: 66 (0) 354 7507

E-mail: [info@apcdfoundation.org](mailto:info@apcdfoundation.org) Website: [www.apcdfoundation.org](http://www.apcdfoundation.org)



ROYAL THAI GOVERNMENT