

# Universal CBID Training Packages

## Background

NAD has been involved in developing comprehensive and formalised CBID training packages since 2016. The work began in Malawi in collaboration with MACOHA and a broad range of stakeholders who identified priority topics for which they felt training resources were needed. The aim was to equip stakeholders at national, district and community levels with the knowledge and skills to effectively champion mainstreaming of disability in their respective sectorial development programmes and services.

Training packages were developed, piloted and rolled out in Malawi between 2017-2018, including a training of trainers (ToT) component. The packages were developed at three levels: National / District; Community; Volunteer. In 2017 NAD took the packages to Zambia for a formal stakeholder review process. The packages were found to be largely relevant to the Zambia context, and a process was initiated to domesticate them for the Zambian environment, and to develop a number of new modules to add to the packages. In Zambia two levels of training were developed: National/District and Volunteer. In 2019, the Zambia CBID Training packages were evaluated by stakeholders in Zanzibar, and once again found to be largely relevant to the context. In Zanzibar additional modules were also developed to be added to the packages.

Alongside the transfer and domestication of the packages to different country contexts in NAD's programme countries, in 2018, NAD and its partners in Malawi and Zambia presented elements of the CBID packages at a workshop within the 6<sup>th</sup> CBR Africa Network (CAN) Conference in Lusaka, Zambia. Many participants requested access to the CBID Training resources, encouraging NAD to develop a range of 'Universal' modules on core topics within the packages to be shared with a broader audience of countries and stakeholders. The Universal modules were developed in 2022 and piloted in Uganda in 2023. Each package can be delivered in approximately one week (5 days).

The Universal CBID Training Packages are now available to other countries and stakeholders. Components of the training package may be reproduced and used for non-commercial purposes on condition that NAD, the Malawi Council for the Handicapped (MACOHA), the CBR Zambia Support Programme under the Ministry of Community Development and Social Services (MCDSS), the Madrasa Early Childhood Programme Zanzibar (MECPZ), and NAD Uganda are referenced.

If you wish to make use of the Universal CBID Training Packages please ensure that you read the Training Coordinator Guide within each package as this will provide you with a step-by-step Guide of how to plan and run the training.

A list of the modules available at each level is below:

## National/Regional/District Level

Subject	Topics
Accessibility	<ul style="list-style-type: none"> <li>• Definitions of accessibility, universal design and reasonable accommodation.</li> <li>• Accessibility standards.</li> <li>• Strategies to remove barriers to accessibility.</li> <li>• Accessibility auditing.</li> </ul>
Barriers to participation	<ul style="list-style-type: none"> <li>• Attitudinal, environmental and institutional barriers and how to remove them.</li> <li>• Effects of non-participation for persons with disabilities.</li> <li>• Actions that can be taken to remove barriers and provide disability inclusive services.</li> </ul>
CBID Components successes and challenges	<ul style="list-style-type: none"> <li>• Successes and challenges in implementing the five components of CBID.</li> <li>• Strategies to address the challenges.</li> </ul>
Disability terminology and appropriate language	<ul style="list-style-type: none"> <li>• Positive and negative terms used in relation to disability.</li> <li>• Disability etiquette.</li> </ul>
Inclusive development	<ul style="list-style-type: none"> <li>• Concepts of inclusion and inclusive development.</li> <li>• Importance of networking.</li> <li>• Roles of structures at national level.</li> <li>• Policies and guidelines on inclusive development.</li> <li>• Strategies to support inclusion.</li> </ul>
Introduction to Community Based Rehabilitation (CBR) / Community Based Inclusive Development (CBID)	<ul style="list-style-type: none"> <li>• Definitions of CBR/CBID.</li> <li>• CBR Guidelines.</li> <li>• CBR Matrix: the five components and 25 elements.</li> </ul>
Mainstreaming disability	<ul style="list-style-type: none"> <li>• Definitions of disability mainstreaming, integration and inclusion.</li> <li>• Process and merits of disability mainstreaming.</li> <li>• Importance of teamwork.</li> </ul>
Policy and legal instruments	<ul style="list-style-type: none"> <li>• Rights provided by the UN CRPD.</li> <li>• Main policy and legal instruments of disability.</li> <li>• Strategies to enforce policy and legal instruments.</li> </ul>
Training skills	<ul style="list-style-type: none"> <li>• Good practice of presenting and facilitating during training delivery.</li> <li>• Participatory training and communication skills.</li> <li>• Training needs analysis.</li> <li>• Characteristics of adult learning.</li> <li>• Considerations for persons with disabilities as trainers and participants.</li> </ul>
Understanding disability	<ul style="list-style-type: none"> <li>• Five models of disability.</li> <li>• Link between models and human rights.</li> <li>• Issues of disability and gender.</li> <li>• Meaning of disability in the International Classification of Functioning.</li> <li>• How the census deals with disability.</li> </ul>

## Volunteer Level

Subject	Topics
Accessibility	<ul style="list-style-type: none"> <li>• Definitions of accessibility in relation to persons with disabilities.</li> <li>• Strategies to improve accessibility.</li> </ul>
Advocacy	<ul style="list-style-type: none"> <li>• Definition and importance of advocacy.</li> <li>• The advocacy cycle.</li> </ul>
Appropriate language	<ul style="list-style-type: none"> <li>• Rationale for using correct disability terminology and appropriate language.</li> <li>• Examples of acceptable and unacceptable disability terminology and appropriate language.</li> </ul>
Barriers to participation	<ul style="list-style-type: none"> <li>• Challenges faced by persons with disabilities.</li> <li>• Attitudinal, environmental and institutional barriers.</li> <li>• Consequences of exclusion.</li> <li>• Ways to remove barriers.</li> <li>• Particular challenges faced by women and girls with disabilities.</li> </ul>
Community mobilization	<ul style="list-style-type: none"> <li>• Explanation, aim and examples of community mobilization.</li> <li>• Benefits of community mobilization.</li> <li>• Role of community mobilization in disability inclusive disaster risk reduction.</li> <li>• How to carry out community mobilization.</li> </ul>
Components of CBR/CBID	<ul style="list-style-type: none"> <li>• Successes and challenges in implementing the five components of CBR in Zambia.</li> <li>• Strategies to address the challenges.</li> </ul>
Disability mainstreaming and inclusive development	<ul style="list-style-type: none"> <li>• Disability mainstreaming, integration and inclusion.</li> <li>• Concepts of inclusion and inclusive development.</li> <li>• Achieving inclusive development at community level.</li> </ul>
Guest speaker and discussion	<ul style="list-style-type: none"> <li>• A person's lived experience as a person with a disability.</li> </ul>
Human Rights and a rights-based approach	<ul style="list-style-type: none"> <li>• Explanation and examples of human rights.</li> <li>• Main legal and policy instruments of disability, including the UN CRPD and SDGs</li> </ul>
Introduction to Community Based Rehabilitation (CBR) /Community Based Inclusive Development (CBID)	<ul style="list-style-type: none"> <li>• Definitions of CBR/CBID.</li> <li>• Background and purpose of CBR Guidelines.</li> <li>• CBR Matrix: the five components and 25 elements.</li> </ul>
Models of disability	<ul style="list-style-type: none"> <li>• Five models of disability</li> <li>• Relation of models to human rights</li> </ul>
Referral and follow up	<ul style="list-style-type: none"> <li>• Referral and follow up process.</li> <li>• Importance of referral and follow up.</li> <li>• Local service providers.</li> <li>• Role of the volunteer.</li> </ul>
Stakeholder mapping and CBID Networking	<ul style="list-style-type: none"> <li>• Community assets.</li> <li>• Stakeholders that operate in the community.</li> <li>• Promotion of collaboration and networking among stakeholders.</li> </ul>
Understanding disability	<ul style="list-style-type: none"> <li>• Meaning of disability.</li> <li>• Types and causes of disability.</li> </ul>
Working as a CBID volunteer	<ul style="list-style-type: none"> <li>• Qualities required and process of recruitment.</li> <li>• Roles and reporting systems.</li> </ul>