

1. Session plan: Introduction to the CBID Volunteer training

	Volunteer	
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Objectives
<ul style="list-style-type: none">• To introduce the trainers and participants.• To establish house rules.• To introduce the objectives of the CBID Training.• To explain the terms CBR and CBID.• To explain the evaluation form for the training.

Time allocated
<ul style="list-style-type: none">• 80 minutes.

Resources needed
<ul style="list-style-type: none">• A1 poster of the CBID package logo• A1 poster of the CBID Matrix• Whiteboard or flipchart• Flipchart paper and markers• Copies of timetable• Copies of training evaluation form.

Preparation
<p>Familiarise with:</p> <ul style="list-style-type: none">• Session content and add any additional issues you would like to cover. <p>Prepare:</p> <ul style="list-style-type: none">• A timetable for the training to suit the local context, considering start, finish and break times using the sample timetable as a guide• A training evaluation form for the training – save a version and delete relevant lines if any sessions are not being covered in this training. <p>Pin:</p> <ul style="list-style-type: none">• A1 poster of the package logo on the wall.• A1 poster of the CBID Matrix on the wall. <p>Print:</p> <ul style="list-style-type: none">• Participant Manual for each participant• Copy of timetable for each participant• Training evaluation form for each participant.

Trainer's notes:
<i>Note: you can give participants the Participant Manual, Timetable and Evaluation Form at registration, or distribute at their seats before the training starts.</i>

Trainer's notes:

An important consideration throughout the delivery of this training is to remember that CBID Volunteers are the foundation of a strong and effective CBID programme. Their considerable commitment must be recognised and nurtured throughout the training.

1.1 Introduction (50 minutes)

Volunteer

Welcome the participants.

Open the training with a word of prayer if this is customary.

Cover any housekeeping matters such as:

- Location of bathrooms, accessibility, accommodation, reimbursements, transport, refreshments, emergency procedures, daily timetable (start, finish, break times).

Write on BOARD:

Introduction to the CBID training objectives:

- To introduce the trainers and participants
- To establish house rules
- To introduce the objectives of the training
- To explain the terms CBR and CBID
- To explain the evaluation form for the training

Introduce the session.

Read out the objectives.

Ask each participant to introduce themselves, giving their name and the number of years they have been working as a CBR/CBID volunteer or within the disability sector. **Note:** Persons with disabilities should give the number of years they have been a person with a disability (from birth or from when they acquired their disability as that is how much experience they bring to the training).

Ask your co-trainers to introduce themselves in the same way, giving their years of experience, and add your own years of experience too.

Ask your co-trainer to note the number of years for each participant and trainer as they report, and to add them up as the numbers are given, giving you the total number when the last person has introduced themselves. (You can do this on a calculator or phone but also write the numbers as a back-up).

Quoting the total number of years, highlight the significant experience that is in the room that we will call on throughout the training.

Agree house rules for the training. Write these on a flipchart and move this to the wall, where it should remain throughout the training.

Head a flipchart sheet 'Car Park' and pin it on the wall. Explain that if any topic comes up that cannot be dealt with within the session, it will be 'parked' and addressed at a later time. If it is customary in your context, ask participants to nominate a timekeeper to highlight break and lunch times and encourage people to return promptly. Ask them to also nominate a Chairperson for the training if this is customary.

1.2 CBID Training package information (30 minutes)

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Explain:

- This is a short introduction to the *Networking for Community Based Inclusive Development* training.
- We are all very familiar with the term CBR – Community Based Rehabilitation. And now we hear the term CBID more frequently.

Ask: Why do we more often talk of CBID these days, rather than CBR?

Acknowledge responses.

Write on BOARD:

- CBR / CBID
- CBR originally focused on medical treatments
- Evolved as a multi-sectoral strategy: Health / Education / Livelihood / Social / Empowerment
- CBID is a name to reflect the broader scope

Explain:

- Originally, when the World Health Organization introduced CBR in the 1970's it was focused on medical treatments and related interventions, and rehabilitation was its cornerstone.
- Over time CBR evolved to become a strategy that promotes inclusion, participation and empowerment of persons with disabilities.
- It aims to facilitate access to health, education, livelihood, social and empowerment sectors for persons with disabilities and their families.
- Although CBR is now much more than just rehabilitation, the use of the word in the CBR title may imply that interventions are still focused only on clinical interventions.
- CBR is a term that some development stakeholders, including many Organizations of Persons with Disabilities (OPDs), may still understand it as a medical strategy only.
- Community Based Inclusive Development (CBID) is a name to reflect its broader scope.

Emphasize that the term CBR is not wrong or outdated – but the perception of what it is can be outdated because of the word 'rehabilitation' in the title. That is why this training has chosen to use the term CBID. We recognize that to achieve inclusion for persons with disabilities, it is important to use a term that all stakeholders recognize they have a responsibility for – and we believe Community Based **Inclusive Development** achieves that.

Emphasize that the terminology is not as important as the actions – CBR/CBID is about working together to achieve inclusion of persons with disabilities in all aspects of society. None of us can meet all the needs of persons with disabilities but working together we can advocate for, and achieve, the greater inclusion of all – leaving no-one behind.

Ask if there are any comments or questions.

Explain the background to the development of this training package:

- the package is in line with the WHO concept of CBR/CBID which is detailed in the CBR Guidelines and CBR Matrix
- it has been developed in response to needs identified by stakeholders in Africa
- the focus is on the rights of persons with disabilities.

Write on BOARD:

Objectives of the CBID training:

- To build capacity of the health, education, livelihood, empowerment and social (inclusion) sectors
- To equip stakeholders to mainstream disability

Describe the objectives of the CBID training as shown on the Board.

Give out evaluation forms.

Explain that most of the evaluation will be done at the end of the training. However, Question 1 (left hand columns, headed *Before training*) should be completed now to gauge knowledge at the start of the training. **Emphasize** participants should **only** complete Q1 and for Q1 **only** the before column.

Allow participants 10 minutes to complete the before section for Q1 and ask them to keep the form available through the training as they will complete other sections as the training progresses.

Write on BOARD:

- Networking and collaboration to achieve inclusion
- Community Based Inclusive Development (CBID) as the common aim

Explain:

- Whether we work in one specific area (such as a teacher, or village health worker, or OPD member) we are part of CBID, and when we work together through networking and collaboration, we are more powerful and can achieve more.

Introduce the training package logo. Point to the poster and ask participants what they see.

Trainer's notes:

You want to draw out that the logo represents inclusion. Some observations might be:

- *interconnectedness*
- *embracing*
- *doing something together*
- *supporting each other*
- *collaboration*
- *unity*
- *partnership*
- *four people who have differences.*



Explain that the logo used throughout the CBID TP represents inclusion: the four diverse figures / elements are included equally in the whole.

You can also demonstrate the logo with a diversity of co-trainers and/or participants in a culturally appropriate way such as by standing in a group of four with your arms on each other's shoulders, or holding hands.

Emphasize that in this training we will be looking at some core concepts of CBID and at regular stages throughout we will be brainstorming how we can come together as stakeholders from different organizations and sectors, to network and collaborate to increase the inclusion of persons with disabilities in our society.

Ask if there are any questions.

Close the session.