

# Disseminating knowledge further: a model for cascade training following Continuing Professional Development workshops



The Brooke UK

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## Introduction

- The Brooke is an international organisation working to improve working equine welfare.
- Brooke vets support and train thousands of animal health service providers and owners of working equine animals.
- Cascade training is providing training to individuals who in turn provide the same training to others. Just as a waterfall cascades from a single point yet the water is distributed across a wide area.
- The cascade training model was developed to address three problems:
  1. Limited availability of continuing professional development (CPD) in equine medicine in the countries where the Brooke works.
  2. The necessity for teaching animal health service providers in their own language.
  3. Time limitations on UK-based veterinary advisors to provide training for all Brooke vets.

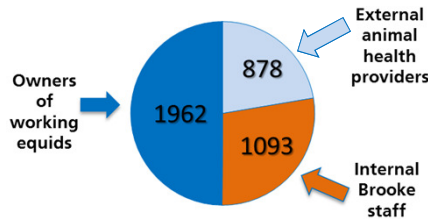


International CPD workshops are designed and facilitated by UK-based Brooke veterinarians. Between April 2012 and April 2014 eight Brooke CPD workshops were organised with a total of 109 vets attending. Brooke vets participating in these workshops disseminated their knowledge and skills by running cascade training sessions in their own country



3931

attendees of Brooke  
cascade training  
sessions in 8  
different countries



On average 56  
(range 1 to 704)  
people were  
trained by each  
Brooke vet

Mary attended a Brooke international workshop on clinical pathology. She then passed this training onto her colleagues in Kenya.



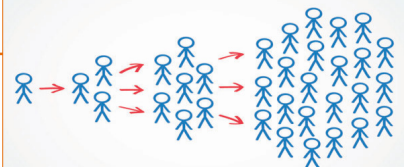
Miraj and Rasoul passed on information about lameness in working equids after attending the No Foot-No Horse workshop. They trained their colleagues and government vets in Afghanistan. Awareness raising meetings for owners were also organised.

Training was provided by the Brooke veterinary advisor on wound management. Siraj shared this information during his mentoring sessions with animal health providers in Pakistan.



## Conclusions

- This cascade model is an efficient method for the dissemination of information to many veterinarians, service providers and owners.
- Vets responsible for cascade training had received specific instruction on design and facilitation of training sessions. Our trainer-of-trainers programme continues to increase the capacity of Brooke vets in the use of effective teaching methods.
- Further studies could be completed to evaluate the cascade training at a higher level on Kirkpatrick's four level evaluation model (Kirkpatrick, D.L., & Kirkpatrick, J.D. (1994). Evaluating Training Programs, Berrett-Koehler Publishers).



Presented by  
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