

Creating a sustainable training of trainers approach in developing countries

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Background

Much Brooke work centres around improving equine healthcare by training local veterinary professionals, many of whom speak little English, making it impossible for the UK veterinary team to deliver training. A programme to train others to train (training and facilitating adult learners – TFAL) was established to develop an international senior training team (STT) who deliver training in their own countries. The aim of this approach is to blend international expertise with local 'know-how' to enhance animal welfare.

Summary of work

A course was developed for the STT, enabling them to deliver TFAL in their local language; thus enlarging the group of people able to train others effectively.

The course included one week of training by the UK team, followed by a week in which the initial participants delivered TFAL training to a new group of international participants. The UK team provided support, assessed the new trainers and evaluated the training.

An external evaluator advised on programme design, attended and evaluated the course during week one.

Summary of results

Interviews prior to week two indicated all participants felt well-prepared to deliver TFAL and that the training had exceeded their expectations.

Those trained in week two gave 100% positive feedback on their experience. The evaluator provided excellent evidence on the success of the training from observations and interviews.

Take-home messages

Interviews, questionnaires and consultant evaluation indicate this method of training is effective and appreciated. Evaluation is needed as the STT deliver this training in country to ensure training quality remains consistently high.