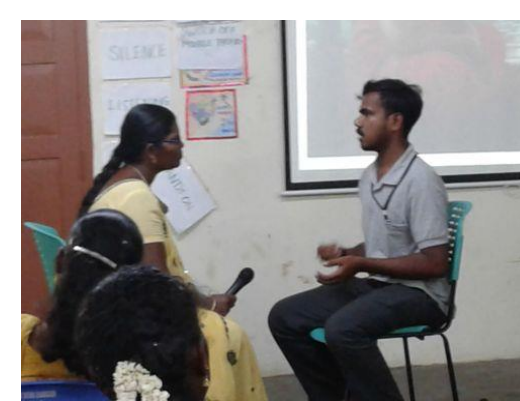


A knowledge translation project to develop, implement and evaluate a tailored rehabilitation train-the-trainer program at Amar Seva Sangam (ASSA), Tamil Nadu, India

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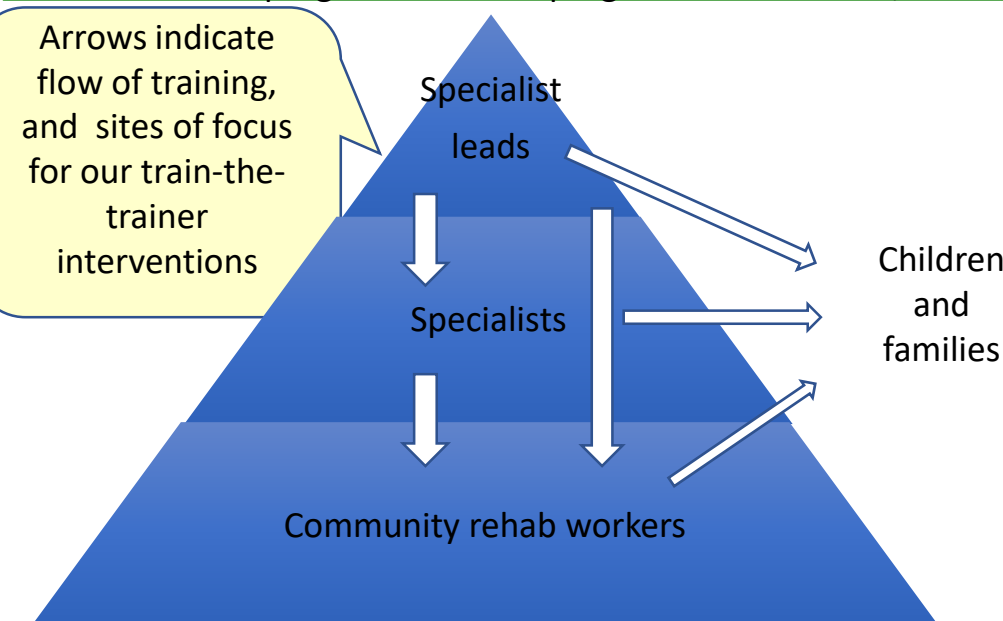


Introduction

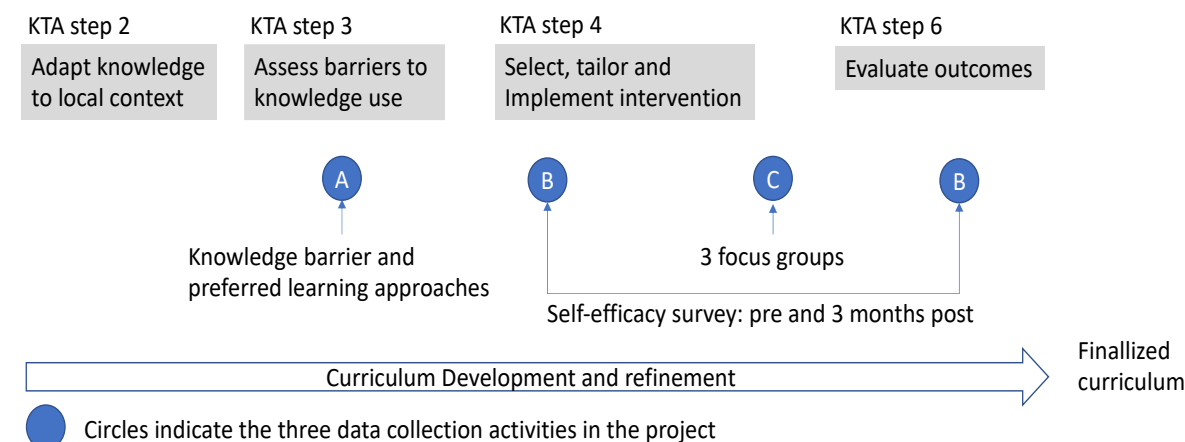
- Community Based Rehabilitation (CBR) can support the development of capabilities for persons with disabilities
- Education is a core feature of CBR, the ability of Community Rehabilitation Workers (CRW) and Rehabilitation Specialists to effectively provide training is vital for their success; however, CBR workers are rarely taught how to teach
- ASSA is an NGO in Tamil Nadu focusing on grass roots advocacy, empowerment, and enablement through education, livelihood and rehabilitation programs for people with disabilities; including a CBR early intervention program for children with delayed development

Objectives

- To collaboratively develop, implement and evaluate a tailored train-the-trainer program for a CBR program in Tamil Nadu, India



Conceptual framework: Knowledge to Action (KTA) framework steps



Methodology

- A train-the-trainer program was developed collaboratively by researchers in Canada and practitioners in India. Outcomes were evaluated using a mixed methods design.
- (A) Assessed barriers to knowledge use with a questionnaire
- (B) Pre-post self-efficacy surveys (N=59 : 25 CRWs, 28 specialists, 6 specialist leads)
- (C) 3 focus groups (N=17: 5 CRWs, 6 specialists and 6 specialist leads)

Analysis

- (A) Used descriptive statistics to summarize and characterize surveys
- (B) Examined the changes in self-efficacy with the Wilcoxon rank sum test
- (C) Analyzed the focus groups with constant comparative techniques
- Created data tables, an analytical structure of 3 themes and a narrative descriptive account, and converged qualitative and quantitative data

Results

- (A) Preferred teaching methods by CRW (ranked sum score=195): having family members perform the skills and providing feedback
- (B) Significant increases (Z: -4.00 to -2.65, $p>0.05$) in the CRW's perception of: capacity to assess comprehension, provide explanations, respond to questions, adjust teaching, motivate learners, communicate effectively, and provide feedback
- (C) Focus group themes: teaching is a key work responsibility, strengths & challenges of the train-the-trainer program, putting learning into action
- Participants appreciated the interactive style of training, and the use of immersive methods such as role play
- Challenges included unclear instructions or theoretical material

"every parent is different so we learned how to adapt our dialogue to different contexts"

"now we analyze their situation and ask for their side of the story before coming to a decision."

Conclusion

- Train-the-trainer program is a valuable KT intervention for building capabilities within a CBR program
- Tailored program can be developed, implemented and evaluated in a collaborative manner considering the needs of the stakeholders

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