

ISWP Training Working Group February 24, 2016 Meeting Recap

The ISWP Training Working Group (WG) met by conference call on Wednesday, February 24, 2016 from 4:00 a.m. to 5:00a.m. (meeting option #1) and 9:00a.m. to 10:00p.m. (meeting option #2) U.S.Eastern Time. A participant's list follows. This provides a recap.

Morning meeting recording link: no recording link as meeting took place on skype

Afternoon meeting recording link: <https://iswp.adobeconnect.com/p2go48uk7wm/>

Next Meeting: March 30th, 9:00am UK time and 9:00am EST (note currently in for 23rd but chair, Tamsin Langford cannot make this date)

Action Items:

1. **TL to revise Master trainer criteria and send round by email for comment.**
2. **Mary to contact Chapal about adding ISWP to the agenda in the DAR and/or GATE meeting.**

Meeting option #1/Morning Meeting Discussion:

1. **Updates from sub-committees.**
 - **Integration, presented by Lauren:** Group has struggled to meet this year due to members' availability and some technical issues. Hoping to have some discussions with people today if available to move forward on a couple of key issues. Some things working on – setting up Google group to share on integration activities (as lots going on in pockets of places); still in discussion about possible High Level meeting (previously discussed and agreed at Budapest face to face meeting). Want full group to be clear about purpose of meeting before re-submitting proposal. People on call were in support of holding this meeting.

Questions/comments

Q: When aiming to have meeting? (Marc)

A: Earliest could be September as would need a lot of planning once approval comes in

Comment: Tamsin updated regarding recent USAID bid for integration of WSTPs in PT schools. There are two collaborations at late stages of process (one focused on Middle East and the other West Africa). Will be key to engage with these to avoid duplication of efforts and ensure learning shared. Both keen to work with ISWP Integration SC, esp on development of tools.

- **Testing, presented by Celia** Last meeting was in January with only two participants. Despite this, have moved far in process for intermediate test:
 - Knowledge aspect almost complete with 10 questions left to draft. Want to engage 3 experts to review complete set of questions (plan to submit funding request for this to ISWP, when approved great to have nominations to review). This review may need to be undertaken at same time as Alpha test though, as

ISWP would ideally like Alphas test to happen in mid-Feb (although unlikely to be able to stick to this given we are at end of Feb now).

- Skills test will target 50 test takers and have them submit case studies (process for this almost complete). Want to have people in field to help guide this process and will also need funds for evaluators. This is part of above mentioned funding request.
- Evaluators: aware that need to have a more sustainable approach to covering costs of these

Questions/comments

Q: Will there be a review at any point on whether case study the write approach (Lauren). Lauren commented that once a consultant is paid to develop something it is difficult to make changes in approach (as had investment)

A: This not really discussed. Lots of discussion about different approaches and all have +/- s. Also, challenge has been intense timelines group are working to. It was clarified that funding request is not to develop materials (as this mostly complete) but to help guide process in the field.

Suggestion: If group want to pilot case study approach before rolling out globally, there was an WTSPi in Philippines recently (and participants could be approached to submit case study) or there will be one in Malaysia in April (Tchai). Celia said she would take back to group for discussion.

- **Hybrid course development, presented by Tchai:** Also has some challenges recently with membership – looking at current non-active members to see if still keen to engage as well as trying to recruit additional members. Priorities being worked on:
 - ✓ Hybrid package content: ISWP have been leading on revisions. Revised version will be shared with SC soon for review and complete. Layout and content significantly changed from previous version (able to be used on tablets etc plus more quizzes used). After SC review will go to wider TWG for input
 - ✓ Pilot: looking to pilot in three locations. Yet to be finalised
 - ✓ Survey: good responses to mentioning interest in co-facilitation and taking Hybrid course
 - ✓ Hybrid Plus: This will be drafted and piloted towards end of the year

Questions/comments

Q: Human Studies & ICRC project of blended learning (online/practical plus mix of Basic and Intermediate) – how will these participants be recognized? Will there be a grandfathering in process with with ToT? (Marc)

A: No grandfather process needed. If they take the ISWP test (basic and intermediate when ready) they will be recognized as practioners at that level.

2. **ToT Update:** Not provided as all participants familiar with process

3. **ISWP Update:** Not provided as all participants felt up to date

4. *Discussion points:*

- ***Criteria for Master trainers identification:*** it was noted that master trainers are those that have significant experience in training delivery – they could be used not only for training delivery, but ToT, mentoring and testing evaluators going forward. Criteria was drafted some time ago and needs reviewing. Feedback from meeting participants outlined below:
 - ✓ Experience needed: people felt much of this was too high and would exclude many people. People would like to see this revised
 - ✓ Issue of need to have experience in less resource setting was discussed: some felt this would exclude people (who do not yet are very good trainers) and some felt there needs to be more experience. We concluded that given the need to problem solve/over come specific challenges in less resource settings, if Master trainers are to be utilized in less resource settings, less resource experience is needed
 - ✓ Missing: experience at intermediate level
 - ✓ Recommendation was to restructure criteria to be broader and more simple. Three headings of:
 1. Skill with wc service provision and WHO approach
 2. Skill with training delivery / development
 3. Skill with existing packages

We agreed Tamsin would seek further feedback from those at meeting #2 and revise and share via email

- ***Developing standard charges/rates for wheelchair service training:***

ISWP proposed setting an "industry standard" pricing structure for training. As are aware that groups, especially who are new to training, "shop around" for training prices, that MSH quotes a certain number based on their training roll-outs, and that individual organizations may cite different prices from each other. This is laborious for new groups. ISWP will recommend organizations based on region, etc., but fair practice would be to suggest that it would be \$XXXX per trainee for basic, intermediate, etc. Travel costs may differ, but coordination/training time should be the same. Since ISWP will catalogue "senior trainers", trainers, co-trainees, etc. they may all be different rates, but should be the same as others in their category.

Feedback on this suggestion by meeting participants:

- ✓ Don't know if would work as so many factors and variables such as available wcs; training site; catering needed
- ✓ Also will vary region by region (and some said country by country)
- ✓ Logistics are key issue that makes costs vary a lot. Also availability of local trainers will be a big factor
- ✓ Suggested to have standard budget template with key headings rather than standard cost
- ✓ There was concern about asking participants to pay for training as this would exclude many in less resource settings.
- ✓ There was a suggestion to 'think globally and look regionally for solutions'

5. *Possible face to face meeting..*

- ISS March, 2016: no members attending

- ESS June, 2016: all members could attend if funding provided. Would need advance notification for visa purposes and planning
- RESNA July, 2016: no members attending

6. *Upcoming/Recent Events:*

Upcoming

- Intermediate in Laos in April (World Learning)
- Intermediate in Malaysia in April (MSH)
- Motivation and MI ToT In India in May
- Intermediate in Madagascar in March (MSH)
- ICRC has reviewed training needs with all Heads of Country. Will share with ISWP to see if people can join upcoming trainings)
- ICRC selected three winners in the Make-a-Thon (see below). Process very positive with lots of learning for all). Winners:
 - Standing table for children with CP (India submission)
 - Wheelchair attachment to propel faster (India submission)
 - Developing foot (Students in the USA)

Meeting option #2/Afternoon Meeting Discussion:

1. *Updates from sub-committees*

- **Hybrid, presented by Lee:** The committee is reviewing membership to find out who is still participating, to represent various geographic locations, and to add expertise for online learning. Committee members in Pittsburgh are on draft 2 or 3 of the hybrid course with no change to the WHO content. The goal is to deliver the course in spring or summer. They are working on a survey for the Hybrid Plus to find out what needs to be modified.

Questions/comments

Q: How will the questions be phrased in the survey? (Tamsin)

A: Lee said they had a draft survey with many open-ended questions and they may want to prompt respondents more specifically. Any information from those who have delivered course or helped with ToT would be helpful. A review process will need to be designed. People in Pittsburgh will draft and the SC will review at next meeting.

- **Testing, presented by Elsje:** The subcommittee has been working on the intermediate testing process, which will be in 2 phases: multiple-choice questions and submitting 2 case studies. They worked through rubric to create a simplified version as well as address any problems with documentation and identification. The individual will have to sign a consent form to submit a case study, and an example case study has been drafted that people may review. Mary added that the illustrations are being completed for the knowledge test and then that part will be complete. Tamsin added that the group has proposed a funding request. The first part addresses two training experts and one testing expert who will review full intermediate question base. The second part addresses the skills aspect. 50 people are needed to pilot this case study method and evaluators are needed for beta testing skills assessment. Pre-requisite is to get approval from working group through poll.

- **Integration, presented by Tamsin:** The subcommittee has had trouble meeting due to availability of members and technical issues. They are working on developing a google community group to share integration documents and information. A high level meeting to gain buy by decision makers in is being discussed, however, the group wants to be clear on meeting purpose and objectives. USAID has integrated into 2 PT schools, one in the middle east and one in Africa. Catherine suggested involving decision makers from universities, accrediting bodies, etc. in high level meeting as they decide on the educational curriculum. Catherine suggested contacting Chapal to add ISWP to the agenda for the DAR meeting (May 20-21, 2016 in Geneva) and the GATE meeting (end of March). Mary offered to contact Chapal about this and then update the rest of the group.

The group voted on the Testing SC funding proposal (4 voters approved Lee, Elsje, Barb, Eric).

2. **ToT Updates, presented by Maggie Lamiell**

- Session plan modules for the ToT were sent out in December and feedback was received from many. Authors and editors are working on incorporating that into the session plan and finalize materials. The full package is to be complete between March 7-9. A webinar will be held March 11 or 14 for stakeholders to have a walkthrough and ask questions. The pilot for basic modules will be held in Nairobi in April, and there are still spots open for trainers and participants. The second pilot will be held in May with basic and intermediate modules. Applications will be sent out this week with the same criteria for basic, but extra requirements for intermediate. The third pilot will be held in June for manager and stakeholders.

Questions/Comments

Q: Will there be some input from the TWG of how the content review takes place and what conclusions are drawn from it? (Lee)

A: Maggie clarified that they will have to follow WSTP packages, but will reflect content reviews. Maggie did not know about any concrete review plans

3. **ISWP Updates, presented by Nancy**

- **Evidence Based Practice:** There are 3 subcommittees and they are open to feedback from other WGs for country data collection. A Funding proposal has been submitted to help support resources in-country and at university. They are looking to identify one or two countries for pilot project. The Minimum Uniform Dataset SC has questions from Access Project and a previous survey to collect de-identified data in a repository from organization. Comparative Effectiveness SC is looking at outcome measures related to mobility, quality of life, and activities of daily living.
- **Standards:** They are continuing to develop prototype equipment and testing methodology for rolling resistant and casters. They are in the process of purchasing a salt-fog chamber to test for erosion as well. They are evaluating the feasibility of getting an oval track to test a full wheelchair.
- **Advocacy:** They have a branding and marking consultant to work on rebranding and new logo. Updates will be presented during the Advisory Board Meeting. The group is working

on a policy toolkit that should be completed in about 6 months. They are working with the EBP working group as there is some overlap in objectives.

4. *Discussion points*

- ***Criteria for Master trainers identification:*** There was discussion of whether time of experience in hours or years would be most appropriate for master trainer identification. Catherine felt that actual experience is essential. Elsje agreed that clinical expertise is important. Tamsin felt it should not exclude people with extensive knowledge in related (rehab) fields. The person may not have to have experience in a wheelchair clinic, but with wheelchair users. Elsje agreed and emphasized that the list should be a profile. Eliana agreed that clinical experience is essential.

Eric stated that the number of people in a course should be modified. Elsje asked about why only basic level experience was emphasized as intermediate level experience is important. Tamsin also thought intermediate experience is important. Eric indicated that more than one training in less-resourced areas would be helpful. Tamsin will revise master trainer identification document and send to the TWG.

- ***Standard charges/rates for wheelchair service training:*** There was a discussion of standardized costs per trainee as coordination and training should be the same across various organizations. Eric said his group has never thought about cost per person as they don't ask people to pay, however, they do ask the organizations they work with to provide travel and lodging. Tamsin asked if cost differs per location. Eric indicated lodging and travel vary, depending on the location of the trainee. Elsje suggested to look at the level of training delivery (ex. organizational, regional, national, and international) as cost may differ depending on this. She also pointed out it would be more expensive for those located in small villages as compared to those located in a city. Tamsin indicated wheelchair availability is a major cost consideration/variation. A standard budget template with headings may be helpful and more realistic.
- ***Face to face meeting***
 - International Seating Symposium – Lee, Barb Crane
 - European Seating Symposium - Lee
 - *Best place: RESNA (Sunday, July 10, 2016 - Thursday, July 14, 2016)*
 - Lee, Barb Crane, Eliana (possibly), Eric (possibly), Catherine (possibly, if funded)

5. *Member Updates*

- Eric reported LDS has a basic training in May
- Elsje reported 5 basic courses on western cape of Africa - 4 intermediate and 1 advanced course
- Barb reported curriculum has been drafted and focus groups are underway to narrow down what is required for basic entry-level. It is mainly the basic package, but some intermediate, however, there is limited time for training programs.
- Intermediate trainings are to occur in Lao, Malaysia, and Madagascar
- ToT will occur in India in May
- ICRC updated on Makeathon for innovative assistive technology projects

Participants: (check indicates participation)

#1	#2	
		Dave Calver, UCP Wheels, <i>U.S</i>
	✓	Barbara Crane, University of Hartford, <i>U.S.</i>
	✓	Eliana Ferretti, Federal University of Sao Paulo (UNIFESP), <i>Brazil</i>
✓		Lauren Flaherty, Motivation Australia, <i>Samoa</i>
		Ritu Ghosh, Mobility India, <i>India</i>
	✓	Lee Kirby, Dalhousie University, <i>Canada</i>
✓	✓	Tamsin Langford, Motivation UK, Chair , <i>United Kingdom</i>
		Yona Ezekile, TATCOT (replacing Mtalo Longini), <i>Tanzania</i>
		Abdullah Munish, Motivation Africa, <i>Africa</i>
		Jamie Noon, Consultant, <i>U.S.</i>
	✓	Elsje Scheffler, DARE Consult, <i>South Africa</i>
		Samantha Shan, Northumbria University, <i>England</i>
		Catherine Sykes, World Confederation for Physical Therapy, <i>United Kingdom</i>
	✓	Eric Wunderlich, LDS, <i>U.S.</i>
✓		Tchai Xavier, Consultant, <i>Phillippines</i>
✓		Marc Zlot, ICRC, <i>Switzerland</i>
		Xavier Lemire, HI, <i>Mozambique</i>
		Judith van der Veen, CBM, <i>South Africa</i>
✓		Celia Stubbs, Motivation, <i>UK (Competency testing co-chair and guest at this week's TWG meeting to report back)</i>
	✓	Maggie Lamiell, LMG, <i>U.S.</i>
	✓	Mary Goldberg, University of Pittsburgh
		Jon Pearlman, University of Pittsburgh
	✓	Alexandria Miles, University of Pittsburgh
	✓	Nancy Augustine, University of Pittsburgh
	✓	Rachel Gartz, University of Pittsburgh

Annex 1 – Sub committee members

Hybrid Subcommittee members are:

Dave Calver, UCP Wheels	Rob Mattingly, Consultant
Eliana Ferretti, UNIFESP	Eric Wunderlich, LDS Charities
Lee Kirby, Dalhousie University (co-chair)	Tchai Xavier, Consultant (co-chair)
Xavier Lemire, Handicap International	Yohali Burrola, Pitt (support)

Competency Testing Subcommittee members are:

Ritu Ghosh, Mobility India	Celia Stubbs, Motivation UK
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Elsje Scheffler, DARE Consult (chair)
Jamie Noon, Consultant
Nekram Upadhyay, Indian Spinal Injuries
Centre

Abdullah Andrea Munish, Motivation
Dietland Gretschesell, Rehab Lab
Alex Miles, Pitt (support)
Rachel Gartz, Pitt (support)

Integration Subcommittee members are:

Barbara Crane, University of Hartford
Lauren Flaherty, Motivation Australia
Marc Zlot, ICRC
Nicky Seymour, Motivation Africa
Paula Rushton, University of Montreal

Catherine Sykes, WCTP
Samantha Shan, Northumbria
University
Rachel Gartz, Pitt (support)
Yona Ezekile, TATCOT (replacing
Mtaló Longini),

Prepared by: Tamsin Langford, Alex Miles, and Rachel Gartz