

Kenya: THE TRAINER OF TRAINERS PROJECT

How do you make capacity building sustainable?

With this question in mind, Mainline started a new project in Kenya in 2015: the Trainer of Trainers (ToT) project. Mainline is used to training outreach workers in harm reduction knowledge and skills. However, we wanted to ensure that expertise doesn't get lost when staff members leave the organisation. By training trainers, new staff members can be educated whenever a partner wants.

From all three of Mainlines partners, at the Kenyan coast, two outreach workers were selected and trained to become a harm reduction trainer. The training consisted of two days training, followed by three days coaching during a try-out training. Since the first ToT in the beginning of 2015, there have been two refresher trainings and several on the job coaching days. The trainers provided training and were coached on the spot by the Mainline trainer.

The Trainer of Trainers will be continued under Bridging the Gaps 2 in 2016 to further disseminate knowledge and expertise.

Quotes

'The training has made me a better trainer since I have been able to practice more frequently, organising indoor trainings for outreach workers and peer educators at our own organisation in order to enhance continuity in knowledge.' (Mohamed)

'A lot of progress has been made since we started the ToT-training. Each organisation has provided trainings among their staff.'

'Generally, the training was awesome; nevertheless, the one thing I really enjoyed was that I got to practice in front of my colleagues and the feedback I obtained thereafter.' (Bilhalma)

'Besides the fact that the ToT's obtained more skills, a big benefit of the training was also the bonding between the different organizations. By working and learning together information and experiences were shared.'

'The skills and knowledge that I acquired have really made me become a good facilitator; it was very difficult for me to handle difficult topics and participants previously. In fact, sometimes it will enter into arguments in the training but now it is easy.'
(Theresa)

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