



ISWP Trainer Development Process
Version 3, September 25th, 2017

Introduction

The [Trainee Competency Assessment \(TCA\)](#) is used to assess the competency and skill of new WSTP trainers based on 8 competencies. The tool uses a 3-point scale and was developed in concert with the WHO WSTPt materials and validated by an expert panel of 9 individuals from 5 different countries. The TCA is part of ISWP's trainer development process and is used to assess and recognize a trainer's competency in leading WSTP trainings at different levels. Reference to the 'Development and evaluation of a wheelchair service provision training of trainers programme' published in African Journal of Disability (AJOD) [here](#)

There is a standard process to be recognized as a ISWP trainer by completing a WHO WSTPt core module, level specific (basic, intermediate, managers & stakeholders) module, and co-training. However, because the process is new, ISWP proposes other ways to recognize trainers. The development processes are presented as follows:

Process 1: Trainees who went through the WHO WSTPt.

Process 2: Trainees who did not go through the WHO WSTPt, but have sufficient experience in training WSTP or similar trainings.

Process 1: Trainees who went through the WHO WSTPt

The ISWP Basic Level Trainer pathway is demonstrated in the flowchart below (Figure 1). Similar recognition paths exist for the Intermediate and Managers and Stakeholders levels (Figure 2 and 3). If a trainee receives an average score of 2.5 or higher on the TCA from both the WSTPt and the co-training(s), ISWP recommends the trainee to advance through the process and will receive recognition as a trainer at the level(s) they have demonstrated their competency.

FIGURE 1: ISWP Standard Training Development Process - Basic Level

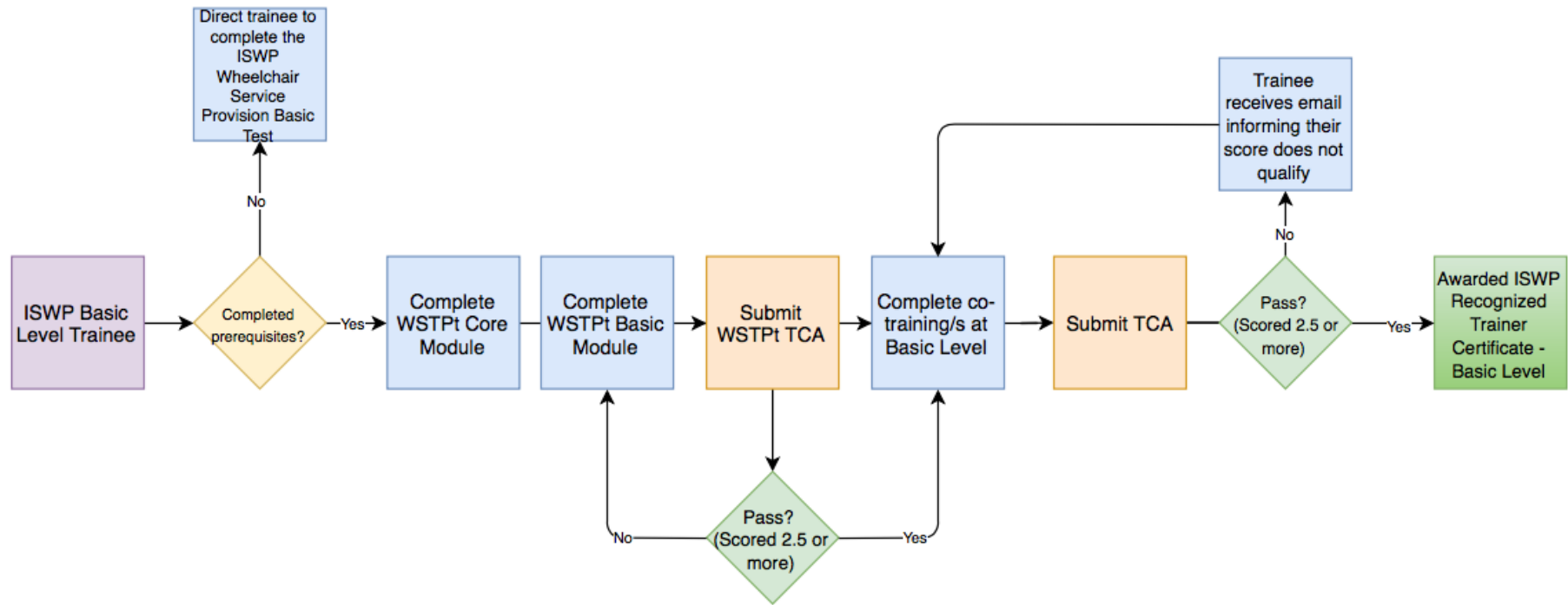


FIGURE 2: ISWP Training Development Process - Intermediate Level

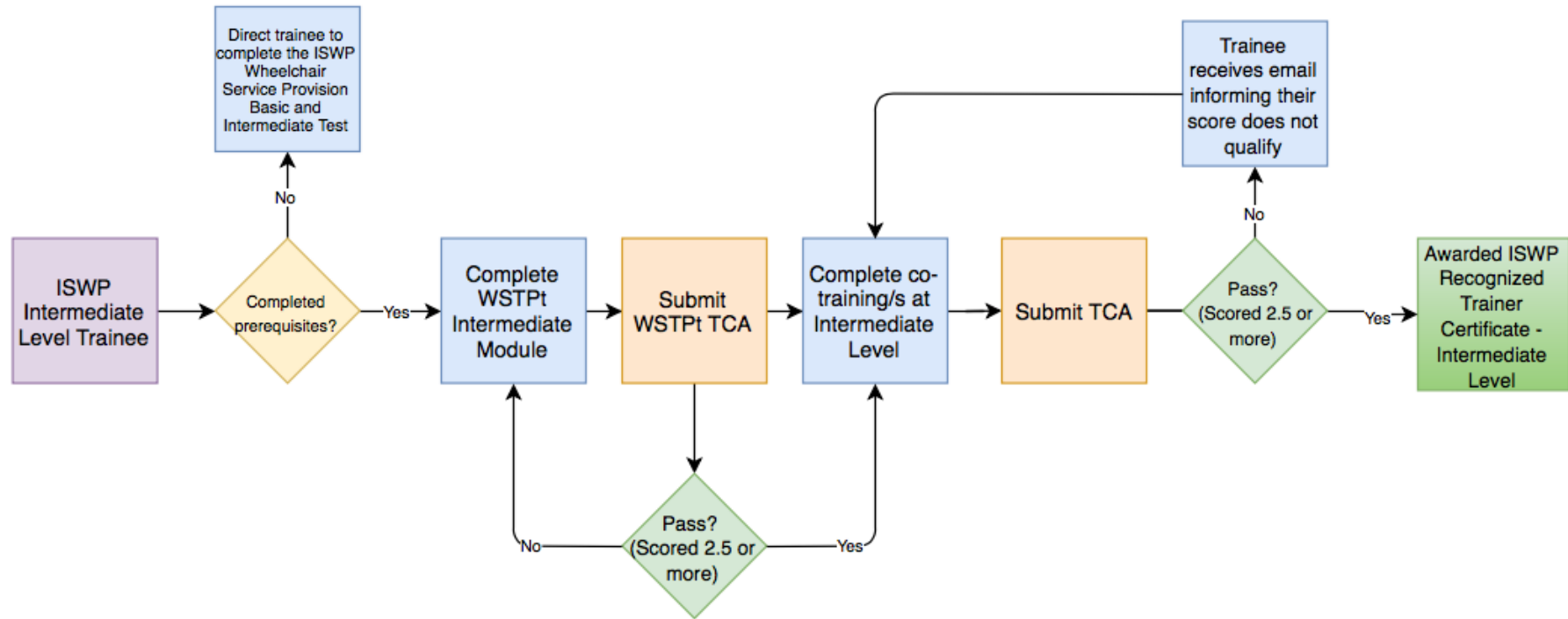
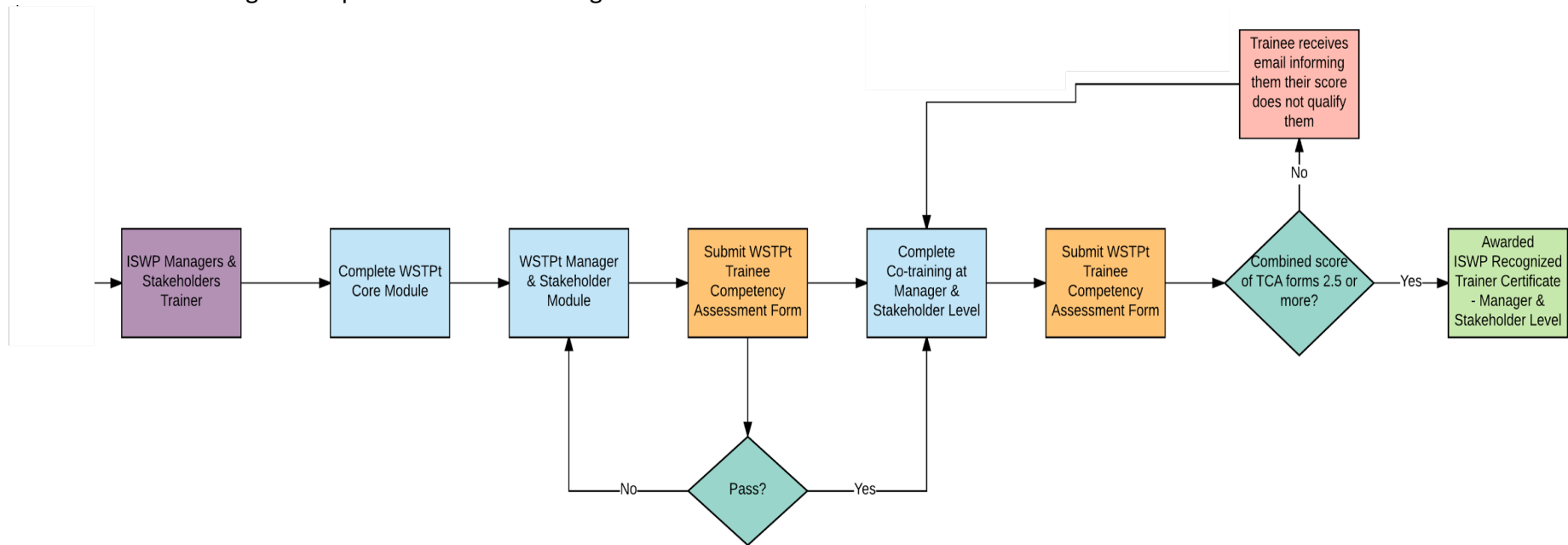


FIGURE 3: ISWP Training Development Process - Managers and Stakeholders Level



Recognition by ISWP as a Trainer indicates that the individual has proven their

- Content knowledge on 'how to train'.
- Content knowledge on training topic (B, I, M&S)
- Practical skill demonstration through co-training on training topic.

Process 2: Trainees who did not go through the WHO WSTPt, but have sufficient experience in training WSTP or similar trainings.

ISWP recognizes that highly qualified WSTP trainers already exist around the world, and it would be unnecessary and redundant for them to go through the WSTPt training and co-trainings as listed above. Therefore, we have provided alternate ways for individuals to demonstrate their competencies and be recognized by ISWP as a trainer.

<u>Competency</u>	<u>Standard Approach</u>	<u>Alternate Approach</u>
Content Knowledge on How To Train	Attend WSTPt core training	Provide evidence of experience leading trainings, and/or evidence of training related to How to train in the following possible ways: <ol style="list-style-type: none"> 1) Complete the ISWP online ToT core module (available in January 2018) 2) ISWP online ToT trainer completes TCA for trainee during presentation (or trainee submits video of him/herself conducting a training presentation) 3) Trainee submits TCA completed during other core training 4) Trainee submits letter of recommendation from supervisor/lead trainer verifying training skills 5) Course evaluations
Content Knowledge on training topic (B, I, M & S)	Attend WSTPt level (B, I, M&S) module training and receive a passing score on TCA	Provide evidence of knowledge about fundamentals of these topics. The trainee must: <ol style="list-style-type: none"> 1) Complete ISWP Basic or Intermediate test 2) Submit TCA from WSTPb, WSTPi, or WSTPm/s: <ol style="list-style-type: none"> a) participate in actual 'live' training as co-trainer b) participate in hybrid as co-trainer c) complete mock training

Practical Skills	Co-Train and receive a passing score on TCA	Provide evidence of knowledge about fundamentals of these topics. The trainee must: <ol style="list-style-type: none"> 1) Submit TCA from WSTPb, WSTPi, or WSTPm/s: <ol style="list-style-type: none"> a) participate in actual 'live' training as co-trainer b) participate in hybrid as co-trainer c) complete mock training 2) Provide evidence that demonstrate trainers' skills making cushions at the Basic Level (pictures, videos, etc)
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ISWP Approval Process for alternate pathway:

Any time evidence was submitted outside of standard practice, it would be reviewed by ISWP Professional Standards Board (PSB).