



First Aid Training of Trainers and First Aid meeting

Asia Pacific Region

29 July - 3 August 2019, Kuala Lumpur

Dropbox link with GFARC pack for National Societies, presentations, list of participants, concept note, photos

[Click here](#) (not working on Internet Explorer)



Picture Courtesy: IFRC APRO

"Tell me and I forget, teach me and I may remember, involve me and I learn." Benjamin Franklin

Supported by Norwegian Red Cross



Background

According to the IFRC strategy 2020 vision, National Societies are trying to inspire, encourage, facilitate, and promote at all times all forms of humanitarian activities, with a view to preventing and alleviating human suffering, and thereby contributing to the maintenance and promotion of human dignity and peace in the world. First aid is the foundation of Red Cross Movement and it is a direct humanitarian action. According to the World Health Organization (WHO), more than 5 million people die every year due to injuries around the world. Each year, millions of people in almost 200 countries around the world engage in first aid education through the International Federation of Red Cross/Red Crescent (IFRC).

Given our fundamental values as an organization, it is the duty of the Movement to advocate for and provide effective first aid education that is accessible to everyone and engages the learner to ultimately respond to an emergency appropriately (GFARC, *International first aid and resuscitation guidelines 2016*).

As we continue to better understand and advance the science behind effective first aid education, we make strides towards increasing the resiliency of individuals and communities around the world.

This ToT project represents a vision for developing ToTs which in turn will support First Aid Trainers, and ultimately, the learners who will carry forward first aid knowledge and skills within their community. Based on the educational principles outlined in the 2016 Guidelines, this curriculum will provide National Societies with an option for ToT development which is supported by educational science. With the release of this package and training the IFRC, via the Global First Aid Reference Centre (GFARC), is establishing a global First Aid Trainer Development Framework available for use by all member societies in their development of First Aid Trainers and Trainers of Trainers.

The primary purpose of the First Aid Trainer Development Framework is to:

- (1) Create global standards for First Aid Trainer and Trainer of Trainer development, and
- (2) Make trainer development accessible to all National Societies, increasing operating capacity and building resiliency in local communities.

Organizers' Team

The Global First Aid Reference Centre (GFARC) is a hub of technical expertise and support to the RCRC members on first aid, part of the IFRC Global Health Team and hosted by the French Red Cross. GFARC's objectives are to reduce the number of deaths and the severity of injuries as well as to make people and communities more resilient using first aid.

Norwegian Red Cross has been supporting the emergency health component of IFRC Asia Pacific Regional Health programme. Emergency health component comprises of Public Health emergencies and Emergency Medical Services including First Aid and to also engage National Societies in a regional technical platform for exchange of knowledge and experiences in First Aid contributing to overall capacity building of NSs in the region.

IFRC Asia Pacific Regional Office (APRO) Health program aims to support Asia Pacific National Societies to improve vulnerable people's health and dignity and increase their access to health services. IFRC APRO has been working together with GFARC to ensure quality and capacity of evidence based First aid programs are implemented in Asia Pacific region.

Objectives of the training

- **Create relevant contexts** for learners to want to engage with and make use of learner life experiences to support content.
- Ensure activities **engage the learner** and the ways that they can most readily learn, allowing the learner to demonstrate knowledge, skills, or behaviours gained.
- **Tailor multiple learning modalities** (such as technology, games, role play etc.) to develop knowledge, skills, and behaviours to increase learner accessibility and knowledge retention.
- Restrict content to what is **necessary and relevant for the learner – and vary content according to their needs**.
- **Develop facilitators and coaches** with knowledge in first aid that is relevant to the learner.
- Allow the learner **time to reflect and explore** their own attitude to helping in different circumstances.
- **Identify learner outcomes** (such as skills, knowledge and confidence) and ways of measuring effective education (such as using surveys).

Participants of the training

23 participants, 16 NS/CCST (refer to the list in [dropbox tool](#)), 4 Master Educators

GFARC Master Educators Team:

Davaajargal Baasansuren (Mongolian Red Cross), Barbara Tai (Red Cross Society of China, Hong-kong-Branch), Ma Qinghui (Summer, Red Cross society of China), Jeffrey L. Pellegrino, Ph.D., MPH (American Red Cross).

Support by distance: Joanna Muise, project manager and GFARC distance-worker (Canadian red Cross)



Trainers from **Afghanistan Red Crescent, Afghanistan/IFRC Country office, Bangladesh Red Crescent, Brunei Darussalam Red Crescent, Cambodian Red Cross, IFRC CCST Pacific, Indian Red Cross Society, Myanmar Red Cross, New Zealand Red Cross, Pakistan Red Crescent, Singapore Red Cross, Sri Lanka Red Cross, Thai Red Cross, Timor Leste Red Cross (Cruz Vermelha de Timor-Leste), Palau Red Cross, Malaysian Red Crescent, Palang Merah Indonesia (PMI).**

This was the first time that such a training was organized for an IFRC region. Other ToT was on a done on a domestic plan. The approach was flexible. While it was constructed based on educational science, it can be tailored to meet individual National Society needs and local context.

Candidates sent a CV and must had experience as trainers in first aid and implementation of programmes.

It is important to note that within the boundaries of this framework, we prepared First Aid Trainers and Trainers of Trainers for service as trainers, not program developers. Following their development, it is appropriate to expect that they will be prepared to deliver programs which have been constructed by their National Society (using Educational Specialists and program developers).

Overview of the training

29 July- 2 August 2019

The Trainer of Trainers (ToT) course is designed to prepare experienced first aid trainers for the role of Trainer of Trainers (ToT). This course introduced candidates to the role and responsibilities of the ToT. Activities within the course focus on further developing the skills and knowledge collected by each candidate during their time as a first aid trainer, as well as expanding their coaching and mentoring abilities which will be critical when supporting first aid trainer candidates. The content of this course has been developed based on the ToT role as outlined in the *Trainer Development Program Guide for National Societies*.

The trainer of trainers is the person prepared to develop First Aid Trainers through mentoring and coaching (full length courses and refresher courses). This includes assessing, evaluating, and certifying the competency of the First Aid Trainer candidate.

Pre-course work and practical information was sent *on the 19th July* and the work was expected to be forward *on the 25th July*. It would have been better to share this earlier to let participants reflects with their National Society and Master Educator to analyze the answers. As it was the first regional ToT some documents and tools were not totally finalized or approved by the International Task force. However, the documents were sent on the due date by the majority of the trainee, who show a strong interest in it. Agendas and Micro-teaching assignment as well as training book materials has been given on the spot.

Prior to the training, trainees had to formulate **two key questions** on the International First Aid and Resuscitation Guidelines document. They were also requested to answer in a word document to some **pre-course reflections** on a personal and professional point of view. This work objective was to help Master Educators identify learner's profiles, expectations and anticipate dissemination.

Finally, all the participants were requested to bring their domestic **first aid materials** like trainer book, leaflet or manuals, in order to share it during a market-place activity. Technical pack was sent together with practical info pack.



Main Expectations

- To improve skills as a trainer (teaching methodologies, practice instead of theory etc.) and pass level B from level C
- Appetence for sharing with other countries
- Role play and scenario simulated situations
- To develop different learning methodologies toward different public
- Improve their knowledge development in a safer and comprehensive learning environment
- To be active participant
- To increase knowledge of clinical first aid
- No use of phone and devices

Main Personal Challenges

- Understanding of English
- Not being only teaching but also programming for some so they're more at the office than providing trainings in some cases

National Society contexts

- FA trainers are for the majority volunteers' instructors: difficulty to maintain them
- Lack of continuous improvement, plans for re-updates and ongoing training for the trainers and trainers of trainers
- Cultural habits that may be different from one country to another when providing a training, especially in rural area (not always in accordance with IFARG)
- Lack of equipment and alternatives to properly facilitate the training

Goals identified by NS & the trainers through the ToT

- Wish to disseminate the training within country
- Creating a pool of trainers of trainers
- Be part of the international task force to provide training in AP

Beyond the ToT

- Advocacy for first aid domestic laws
- Desire to know more about measurement of an effective training and feedbacks monitoring
- Developing quality tools
- To know more about the IFAA and international standards
- Commercial FA and competitors

Strengths and weaknesses

- Facilitation team was always available and provide good atmosphere
- Facilitation practice for the candidate with their own contents in their languages (create a micro-teaching item to evaluate non-verbal communication)
- Identified well and from the beginning the criteria evaluation
- Work on the conceptual definition within the ToT: That was highlighted as a main point to understand the course content and even in their own languages, candidates doesn't have any equivalence. They were also sometimes confused with the wording like "course accommodation" for example
- Good communication with mailing and WhatsApp group for participants (sharing of information, photos etc)
- Change the mindset and pass from a trainer perspective to a ToT perspective

Opportunities – beyond the ToT

- Equipping ToT candidates with the knowledge, skills, attitudes, and experience required to develop First Aid Trainer candidates
- Ensuring that ToT candidates know they must use materials and content approved by the IFRC and their National Society as their primary resources.
- Evaluating ToT candidates according to the criteria set by your National Society for successful course completion.
- Follow-up with newly qualified ToTs post-course, offer them coaching and/or mentorship as and when needed.
- Include course a pre-post measurement tool in the first aid trainings
- Organize a common webinar on pedagogy and education
- Apply different instructional technics used during the course and check if it's answered learners need: game, case-studies, demonstration, brainstorming etc (see page 8 of *Supplemental information for ToT candidates*)
- Redefine the assessments and evaluation process of the NS
- Preparing for a trainer development program course (page 33 of the book "*Trainer development: a guide for National Society*")

Candidates are encouraged to continue refining skills following this initial course and may wish to request additional teaching opportunities from your National Society.

First Aid regional meeting

3 August 2019

Objectives and Expected outcome

- A better understanding of IFRC global First Aid strategies and an overview of FA in Asia Pacific and worldwide
- An overview of FA activities and development in AP and globally
- An understanding of IFAA concept and possible applications for NS
- A collection of discussion points of NS and regional FA standard and harmonization
- An overview of different FA education methodology and approaches
- An understanding of FA development using innovative thinking and technology
- Agreed support network among NS to implement FA, Resuscitation & Education guideline
- An agreed plan of AP NS's participation in IFRC FA & Resuscitation guideline 2020
- AP participation in Global FA initiatives
- An agreed recommendations and plan of actions

Discussions:

1. **FA in the region:** overview with numbers, survey reports

- GFARC shared the overview of First Aid survey report with National Societies
- National Societies were encouraged to share the reports of their First Aid activities and also participate in the First Aid survey
- Due to lack of some NSs data, it would be difficult to get an overall picture of First Aid activities in the region.

2. **First Aid app** (Asia Pacific)

- Recently, Brunei RC were supported by Global Disaster Preparedness Centre and IFRC APRO to develop their First Aid app.
- There are NSs with very good First Aid app in the AP region, which they have used to enrich First Aid education as well as First Aid awareness in the communities
- Some NSs have also extended the scope of First Aid app to use it for Epidemic prevention
- PMI presented the success and challenges of using First Aid app
- There were several other NSs in the room who had successfully used and disseminated their First aid app

3. **E-learning/Blended Learning**

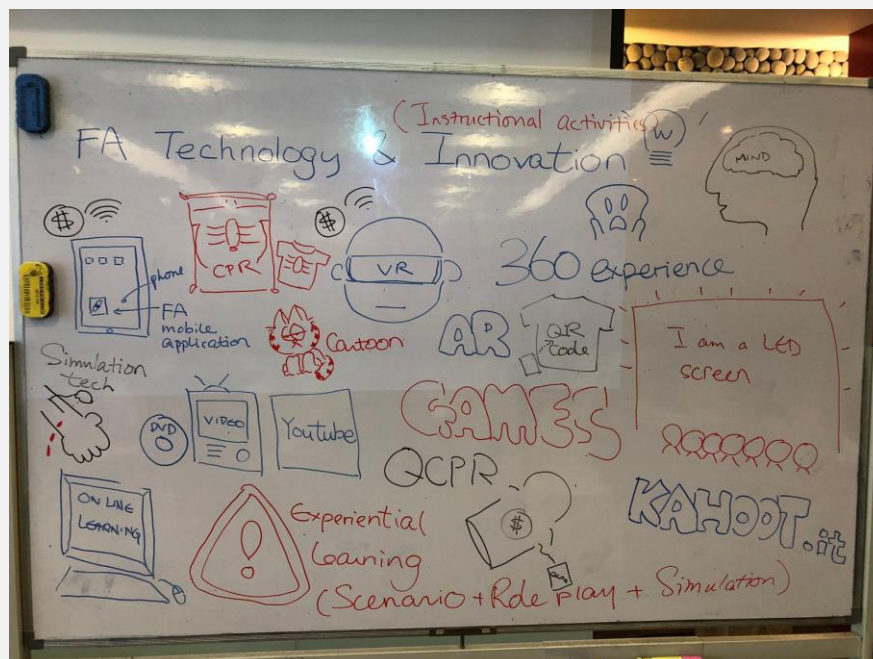
- Hong Kong RC shared their online training platform
- They had experienced success in reaching more people with the online training platform
- Online training was often followed by face to face training where participants had the opportunity to share challenges and ask questions, they were not clear about while learning from the online platform
- National Societies requested IFRC to support developing online training platform

4. International First Aid Attestation and International guidelines

- IFAA concept was shared by GFARC, Red Cross Society of China presented their experience of IFAA process
- For the moment, we're still on pilot stage for IFAA and it should be launched by the end of November 2020
- NSs were very interested to clarify their understanding about IFAA process, how this would be of value add when they received the attestation from IFRC
- NSs wanted to engage with GFARC, APRO to have more information and clarity on IFAA process and hence, a two-page concept page was requested.

Asia Pacific Way forward

(As per the below recommendations of the meeting)



1. Strengthen coordination and network

- Organize networking and coordination platform for National Societies- e.g meeting, webinars. Organize regular coordination meeting among NSs in the region-last meeting was in 2015.
- Keep the network active for this group (dropbox, whatsapp group)

2. Sub-regional First aid trainings

- Organize First Aid sub-regional Training of Trainers.
- Develop a trainers' and master educators' database across Asia Pacific.
- Deployment of trainers and capacity building opportunities for the trainers from Asia Pacific to support First Aid trainings organized within AP National Societies and outs.

3. Technology, Innovation and research

- Develop case studies of successful First Aid programs from Asia Pacific or of processes suggestive for improving quality of First Aid programs and First Aid education.
- Support Asia Pacific National Societies to develop online training modules and tools. Facilitate

- collaboration among National Societies to develop blended learning and online courses on First Aid.
- To increase the scientific level and evidenced base first aid training and education of the Network
- 4. International First Aid Attestation**
- Global First Aid Reference Centre and IFRC APRO to share concept documents and process of IFAA pilot step documents to be well disseminated across National Societies in Asia Pacific upon finalization of IFAA test phase.
 - Organise a Webinar for discussion on IFAA with National societies to support and clarify the questions of interested National Societies.
- 5. Knowledge Sharing**
- To reinforce the sharing of knowledge and information as well as facilitate relevant exchange visits to National Societies for knowledge sharing

Program Resources

What?	When?	Who?
<i>Facilitators Guide</i>	When supporting a ToT development course (includes pre-course, during-course and post-course details)	Master Trainers/Educators
<i>Media Presentation</i>	During a ToT development course	Master Trainers/Educators
<i>Supplemental Readings</i>	When preparing for a ToT development course	ToT Candidates
<i>Pre/Post course measurement tool</i>	At the beginning and end of the classroom component	ToT Candidates
<i>Anecdotal survey</i>	Post-course	ToT Candidates
<i>ToT Participants' Workbook</i>	During the ToT development course	ToT Candidates
<i>Guidance for Completing a Teaching Experience</i>	During the ToT development course	ToT Candidates, Master Trainers/Educators, National Societies
<i>ToT Course Completion Criteria</i>	During the ToT development course	ToT Candidates, Master Trainers/Educators



Supplemental Information
for Trainer of Trainers (ToT) Candidates

www.ifrc.org
Saving lives, changing minds. IFRC International Federation of Red Cross and Red Crescent Societies

All of the program resources were produced using the Microsoft suite of tools, so they are easily modifiable based on the needs of the National Society. They are available through your GFARC staff representative.

Dropbox link with GFARC pack for National Societies, presentations, list of participants, concept note, photos

[Click here](#) (not working on Internet Explorer)

Abbreviation

AED	Automated External Defibrillation
AP	Asia-Pacific Region
CPR	Cardiopulmonary Resuscitation
FA	First Aid
GFARC	Global First Aid Reference Centre
IFRC	International Federation of Red Cross and Red Crescent Societies
ICRC	International Committee of the Red Cross
ME	Master Educator
NS	National Society
RC/RC	Red Cross and Red Crescent
RC/RC	Red Cross and Red Crescent
APRO	Asia Pacific Regional Office
ToT	Training of trainers or Trainer of Trainer

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We thank all the National Societies for their participation in this innovative FA education experience and wish you like your course!

GFARC Team and IFRC AP Office would like also to warmly thank the wonderful Master Educators, Jeffrey Pelligrino (American Red Cross, Aultman College), Davaajargal Baasansuren (Mongolian Red Cross), Ma Qinghui *aka* Summer (Red Cross Society of China) and Barbara Tai (Hong Kong Red Cross branch) team for their professionalism, availability and positive attitude during all the process. Without them, the training won't have been the same and they really form a good team. A special thank is also given to Joanna Muise, project leader of the ToT (GFARC distance-worker, Canadian Red Cross) for all her follow-up and support with the team and also to Jessie Lucien from the AP Health Team for her precious help before, during and after the event.

