

# **TRAIN THE TRAINER PROGRAMME - ELDER CARE**



## **PROJECT REPORT 10TH - 21ST JUNE 2024**

Prepared for CommonAge in  
Collaboration with TAFTA &  
Fullbright Commission



# OVERVIEW

## Empowering Elder Care through International Collaboration with a Focus on Ageing in Africa

'TRAIN THE TRAINER', a free training programme for those delivering elder care in developing countries was held in Durban South Africa, between June 10 to 21, 2024. With a special focus on ageing in Africa, the training programme aimed for enhanced elder care outcomes through international collaboration, emphasising knowledge sharing and capacity building. This programme was supported by the prestigious Fulbright Specialist programme, known for its global impact and aligned perfectly with the CommonAge vision of fostering collaboration and expertise exchange.

The Train the Trainer programme arose out of an aligned vision for enhanced practices in supporting older persons, with a special focus on dementia care. This practical solution resulted from a collaborative effort, exemplifying how like-minded organisations can amplify their impact through partnership.



# THE COLLABORATIVE PARTNERSHIP MODEL

The success of the Train the Trainer programme hinged on three essential components: the network, the host, and the expert.

**The Network:** Commonwealth Association for the Ageing (CommonAge) is the only accredited organisation within the Commonwealth structure that focuses on inclusive ageing, with a specific emphasis on older people. Since 2018, the Africa chapter of CommonAge has been building solidarity and encouraging sharing and learning among its members. The idea of a training programme was conceptualised and initiated in February 2023 by Mansur Dalal, Chair, CommonAge and he proposed South Africa as the first destination for the roll out.



**MR MANSUR DALAL  
CHAIR - COMMONAGE**

**The Host:** The Association for the Aged (Tafta), a non-profit organisation based in Durban, South Africa, has been providing care and services to older people for the past 66 years. Driven by the purpose of making dignity, growth, and a meaningful life a realistic prospect for all elders, Tafta was approached to host the programme. They completed the application to the Fulbright Program and were responsible for identifying potential participants, logistical arrangements, and contributing to the training content. Femada Shamam, Vice Chair, CommonAge and CEO of Tafta was instrumental in setting up the programme.



**MRS FEMADA SHAMAM  
CEO - TAFTA**

**The Expert:** Dr Renu Varughese, Board Director, CommonAge and Fulbright Scholar conducted the training programme. She is a distinguished clinical gerontologist, researcher and teacher, currently an Associate Professor at Mercy University in New York. She holds a PhD in gerontology, an MPhil in gerontological guidance and counselling, an MS in clinical ageing, and is pursuing an MBA in organisational leadership. Her dedication to studying ageing in poor countries led her to conduct the first cross-cultural comparison study (2000-2005) of elderly people in long-term care facilities in India and the United States.



**DR RENU VARUGHESE  
FULBRIGHT SPECIALIST**

The Fulbright Specialist Program, part of the larger Fulbright Program, was established in 2001 by the U.S. Department of State, Bureau of Educational and Cultural Affairs (ECA).

The programme pairs highly qualified U.S. academics and professionals with host institutions abroad to share their expertise, strengthen institutional linkages, hone their skills, gain international experience, and learn about other cultures while building capacity at their overseas host institutions.

For More Information please visit the following Link :  
<https://fulbrightspecialist.worldlearning.org/>



# THE TRAINING PROGRAMME

The intervention was designed as an intensive programme for individuals across disciplines working in the sector. The twenty-eight participants were from Botswana, Kenya and South Africa and included social workers, nurses, administrators, policymakers, researchers, entrepreneurs, and social justice advocates. The training combined lectures and group work, expertly designed to support adult learning by drawing on the unique experiences of the participants.

Participants gained valuable insights and skills to improve care practices for older adults in African care settings and contexts. Critical areas the programme focused on:

- Understanding neurological changes in ageing, and its impact on the cognitive and physiological functioning of older adults.
- Dementia and how best to manage challenging behaviour.
- Person centred planning and care comprehensive assessment tools for older persons, and building capacity through Train the Trainer programme.



# OUTCOMES OF THE TRAINING PROGRAMME

The programme yielded significant outcomes:

1. **Improved Understanding:** Participants from various disciplines reported a significant improvement in their understanding of neurology, sensory systems, dementia, mental health disorders, and care plans.

2. **Comprehensive Assessment Tool:** Participants were introduced to a Comprehensive Assessment Tool for Older Persons.

3. **Effective Group Activities:** The group activities were intense, insightful, and effective for learning, enhancing the participants' skills and knowledge.

4. **Knowledge Cascade:** Participants committed to cascading the knowledge gained to other role players, including social service practitioners, traditional healers, health ministry departments, students, caregivers, social workers, and nurses.

5. **Policy Influence:** The training could potentially inform policies on elder care in developing countries like Kenya through advocacy by local organisations, for example Age Watch Africa.

6. **Knowledge Sharing Network:** A network of knowledge sharing and support was developed between Tafta, the Fulbright Specialist, and the 28 participants, ensuring the training's impact extended into their cities and communities.

# THE WAY AHEAD

One of the goals of the programme was for trainees to return and share their knowledge within their organisations, creating a ripple effect to elevate and enhance practices in the aged care sector, with a particular focus on dementia care.

The Train the Trainer programme stands as a testament to the power of collaborative partnerships in addressing the needs of an ageing population and ensuring a dignified and meaningful life for older people.

Inspiring Words from Participants:

·"We found a way to build a team."

·"I have received so much information."

·"We will reciprocate; we will be as kind as you were to us."

·"The lessons were quite extensive, but you also made them very practical for all of us to understand."

·"The group sessions were extraordinarily informative. People shared their views and experiences unreservedly, growing one's thinking and perceptions about many things happening in the sector."

·"The plan of action we shared yesterday is to ensure we don't only train six people per person but triple or quadruple that and reach every space within the sector that we can with the resources we have."

·"This is the start of a lifelong collaboration."

**Grateful acknowledgement to Femada Shamam, Vice Chair, CommonAge, for her invaluable inputs in preparing this report.**

Tafta has gained valuable knowledge on the necessary processes and lessons learned from hosting this program. For those interested in hosting a similar programme, please reach out to us. We would be happy to share our insights and experiences.

For Hosting: [info@tafta.org.za](mailto:info@tafta.org.za)

For Training: [RVarughese@mercy.edu](mailto:RVarughese@mercy.edu)



# TRAINING CONTENTS

## OVERVIEW OF THE PROGRAM (Train the Trainer)

- Global Aging
- Transforming the care of older adults
- Evidence-based best practices of care

Topics to be covered

### SENSORY SYSTEM

- Vision
- Hearing
- Communicating with older adults
- Safety Precautions

### NEUROLOGY SYSTEM

- Parkinson's Disease
- Cerebrovascular Disease
- Other common disorders
- Depression
- Anxiety Disorder
- Psychosis
- Bipolar Disorder
- Schizophrenia
- Problems with mood and behavior
- Care Planning

### DEMENTIA

- Delirium vs Dementia
- Alzheimer's Disease and Progressive Dementias
- Stages of Dementia
- Person-centered care
- Dementia Care according to stages
- Prevention strategies
- Care giver stress

### Train The Trainer

#### Programme Dates:

10th -21st June 2024

Training Room,

Langelier Towers (Tafta)

South Beach - Durban

KwaZulu Natal, South Africa

### Official Programme

#### Launch Event:

15th June 2024

Anna Conradie Wellness Centre,

Tafta Lodge (Tafta)

South Beach - Durban

KwaZulu Natal, South Africa



# MEET THE PARTICIPANTS



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# MEET THE PARTICIPANTS



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**Prof. Magen Mutepefa**  
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# PICTURE GALLERY





**Connecting with Us is the First Step to collaboration**

**JOIN US**



You could reach us at

**<https://www.commage.org>**

Or email Reneta Dsouza, Executive Assistant at [secretariat@commage.org](mailto:secretariat@commage.org)

*Thank you for reading!*