

WABHARM FOUNDATION

ANNUAL TRAINING MANUAL



2015 / 2016

Workforce Development Team
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Preface

“West Africa has a drug problem” the recent acknowledgement by the United Nation Office on Drug and Crime (UNODC) in collaboration with the West Africa Commission on Drugs (WACD).

The acknowledgement that West Africa has progressed from just a transit region, to a user region of narcotic drugs from Asia & South America, marks the beginning of a new era in addressing the problems associated with increased prevalence of problematic substance misuse by the impoverished population.

The current situation could not have come at a better time, when there is a necessity for each of the ECOWAS member states to develop evidence based national drug policy, which reflects the current reality on the ground in each country and learn from the failures of existing drug policies in developed western countries and around the world.

Although most of the ECOWAS member countries lack specific national drug policies that outlines and guides prevention, treatment and recovery management, unfortunately the current norm across the sixteen member states has focused more on restricting supply and punitive laws against people experiencing problematic substance abuse or dependency.

Now is the time to adopt current evidence supporting the public health and psychosocial approach to address not just the health problems, individuals experience but also the burden on the fragile healthcare system, and the associated risk of transmissible diseases prevalence in the drug using communities.

The risk on the currently poor social infrastructure like housing, well-being, productivity, poverty, policing, incarceration and high unemployment must be an integral part of the bigger picture, with the government taking a more active role in leading the way in reducing demand for psychoactive substance in collaboration with existing non-governmental organisations (NGO).

The success of the required change will mostly rely on the availability of a competent workforce, skilled and empowered with current evidence based prevention, treatment and recovery management interventions that are suitable and sustainable in their immediate communities.

WABHARM is currently undertaking a workforce needs analysis from what is available on the ground and how to address the skills shortage and knowledge gap in the long term.

However this training manual represents our short term goal of improving the current status quo, through various workshops, continuous professional development and Peer training programs.

Introduction

WABHARM Foundation in collaboration with its parent organisation EMBHARM Foundation UK, is proud to pioneer a local workforce development scan, which will identify a comprehensive developmental model of building the needed workforce to implement the anticipated changes in the field of Addiction treatment.

We have developed an evidence based training program to address the skills deficit of a wide range of professionals in the healthcare, social care, education & criminal justice setting, from basic, intermediate and enhanced practitioner level in the statutory and not for profit sector.

We have also developed an entry level training program for interested individuals within the general population who are interested in starting a career in the field of addiction treatment and recovery management

We recognise the significance of ex-users and individuals in long term recovery towards enhancing the treatment out-come of problematic drug users in the early to intermediate stage of recovery. Therefore we have developed a comprehensive Peer and Mentorship training program to provide the necessary skills and knowledge required to progress into paid employment in the field of substance misuse prevention, treatment and recovery management.

We recognise the importance of spirituality in the recovery from problematic substance misuse; hence our unique training program aimed at leaders of faith-based organisations and applicable youth leaders.

The need to change the current perception of the general population, about individuals with substance misuse and mental illness disorders, by addressing the stigma attached to these conditions, through enhancing the awareness of both substance abuse and mental ill health has necessitated the development of a training program aimed at local businesses.

All our training programs are comprehensive and delivered within the context of the following domains;

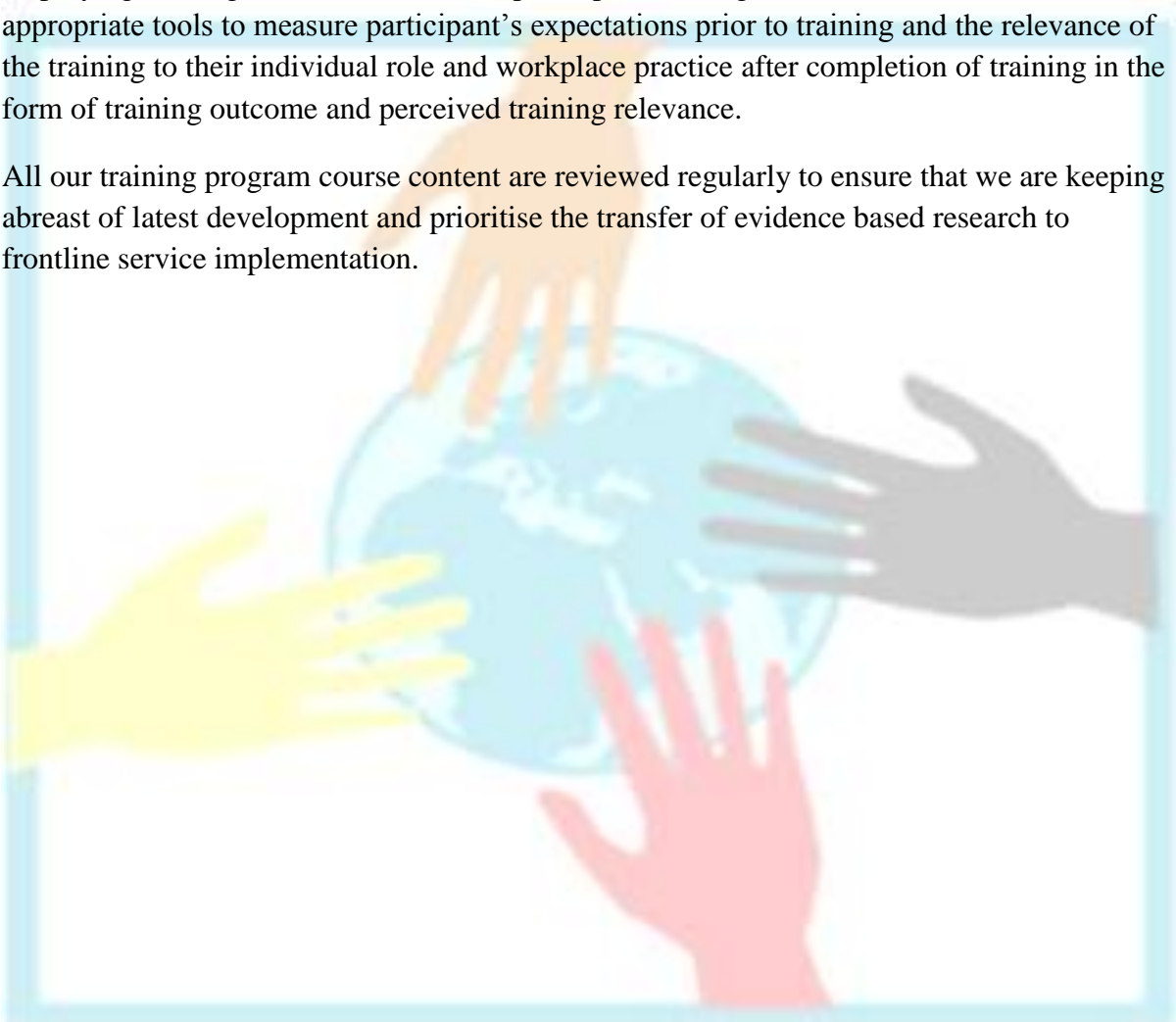
- **Individual:** We explore the personal characteristics, core beliefs and views of participants in relation to (i) perceived role legitimacy (ii) role adequacy (iii) attitude towards responding to substance misuse related issues
- **Team:** We address factors relating to team dynamics such as team culture, support and moral, with the view to reduce the significant influence team factors can exert on individuals capacity to transfer skills and knowledge acquired from training into successful change in the work place.
- **Workplace:** We explore and address factors in the work environment that are likely to impact the transfer of skills and knowledge acquired from training to effect work place change, such as feedback, workload, availability of support, job security, pressure specific to work place and other relevant working condition



- **Organisation:** We will explore and address factors that can impact on the functioning of the organisation as a whole and impact on the ability of the individual workers capability to transfer acquired skills and knowledge from training in to effective work practice change. This includes factors that reflect individual workers perception of the culture and climate in which they work, e.g. organisational openness to change and review, opportunity for staff in-put, professional development opportunities and organisational role legitimacy.

We are committed to effective monitoring and evaluation of all our training programs by employing training audits in the form of pre & post training evaluation with the use of appropriate tools to measure participant's expectations prior to training and the relevance of the training to their individual role and workplace practice after completion of training in the form of training outcome and perceived training relevance.

All our training program course content are reviewed regularly to ensure that we are keeping abreast of latest development and prioritise the transfer of evidence based research to frontline service implementation.



Foundation Courses

April 2015 – March 2016	Course Title	Target Audience	Length		Capacity	Country	Location	Date	Cost / Participants
			F/T	P/T					
April	Trans-disciplinary Foundation course in Substance Misuse	Healthcare professionals, Criminal Justice Professionals, Policy makers, NGO's Media practitioners, Legal practitioners and Social Care practitioners	x	4Weeks (Saturdays)	15 participants	Nigeria	Lagos	4 th , 11 th , 18 th & 25 th .	N65,000
	✓	✓	4days	X	15participants	Nigeria	Lagos	13 TH – 16 th	N55,000
	✓	✓	4days	X	15 participants	Ghana	Accra	27 th – 30 th	GHc 950
	Trans-disciplinary foundation course in Mental Health	✓	3days	X	15 Participants	Nigeria	Lagos	6 th -8 th	N45,000
May	Trans-disciplinary Foundation course in Substance Misuse	Healthcare professionals, Criminal Justice Professionals, Policy makers, NGO's Media practitioners, Legal practitioners and Social Care practitioners	X	4Weeks	15participants	Ghana	Accra	2 nd , 9 th 16 th & 23 rd	GHc 1,150
	Trans-disciplinary foundation course in Mental Health	✓	3days	X	15 participants	Ghana	Accra	4 th -6 th	GHc 750
	Peer Mentoring (Substance Misuse)	Ex drug and alcohol users. Individuals in Long-term recovery	5days	X	15 Participants	Nigeria	Lagos	11 th -15 th	N35,000
	✓	✓	✓	X	15 Participants	Ghana	Accra	18 th – 22 nd	GHc 450

June									
July									
August	Trans-disciplinary Foundation course in Substance Misuse	Healthcare professionals, Criminal Justice Professionals, Policy makers, NGO's Media practitioners, Legal practitioners and Social Care practitioners	x	4Weeks (Saturdays)	15 participants	Nigeria	Lagos	1 st , 8 th , 15 th & 22 nd	N65,000
	✓	✓	4days	X	15participants	Nigeria	Lagos	3 rd – 6 th	N55,000
	✓	✓	4days	X	15 participants	Ghana	Accra	17 th -20 th	GHc 950
	Trans-disciplinary foundation course in Mental Health	✓	3days	X	15 Participants	Nigeria	Lagos	10 th – 12 th	N45,000
✓	✓	✓	X	✓	Ghana	Accra	26 th – 28 th	GHc 750	
September	Trans-disciplinary Foundation course in Substance Misuse	Healthcare professionals, Criminal Justice Professionals, Policy makers, NGO's Media practitioners, Legal practitioners and Social Care practitioners	X	4Weeks	15participants	Ghana	Accra	5 th , 12 th , 19 th & 26 th	GHc 1,150
	Peer to Peer Mentoring (Mental Illness)	Individuals recovering from mental illness. Ex Mental Health Service Users.	5days	X	15 participants	Ghana	Accra	7 th -11 th	GHc 750
	Peer to Peer Mentoring (Substance Misuse)	Ex drug and alcohol users. Individuals in Long-term recovery	5days	X	15 Participants	Nigeria	Lagos	21 st – 25 th	N35,000
	✓	✓	✓	X	15 Participants	Ghana	Accra	28 th -2 nd	GHc 450

Continuous Professional Development Courses (CPD)

April 2015 – March 2016	Course Title	Target Audience	Length		Capacity	Country	Location	Date	Cost
			F/T	P/T					
April									
May									
June									
July									
August									
September									
October	Role of Medication in Addiction Treatment	Healthcare professionals, Social care workers, NGO's	2days	X	12 participants	Ghana	Accra	5 th & 6 th	
	Understanding Co-morbidity (Mental Health & Substance Misuse Disorder) Level 1	Healthcare professionals, Criminal Justice Professionals, NGO's & Social Care practitioners	3days	X	12 Participants	Ghana	Accra	7 th -9 th	GHc 850
	✓	✓	✓	X	✓	Nigeria	Lagos	12 th -14 th	N60,000
	Managing substance misuse in General Practice	Medical Practitioners in private and public healthcare	X	3weeks	12 Participants	Nigeria	Lagos	17 th , 24 th , & 31 st	N75,000



November	Managing substance misuse in General Practice	Medical Practitioners in private and public healthcare	X	3weeks	12 participants	Ghana	Accra	7 th , 14 th & 21 st	GHc 1,250
	Medicated Assisted Treatment (Alcohol & Opioids)	Medical Practitioners, Specialist Practitioners	3days	X	12 participants	Ghana	Accra	4 th , 5 th & 6 th	GHc 1,050
	✓	✓	✓	X	12 participants	Nigeria	Lagos	9 th , 10 th , & 11 th	N70,000
	Management of Co-morbidity (Mental illness & Substance Misuse)	Medical Practitioner's, Clinical Psychologists Senior Nurses and Pharmacists	✓	X	12: Participants	Nigeria	Lagos	16 th , 17 th & 18 th	N75,000
December	Management of Co-morbidity (Mental illness & Substance Misuse)	Medical Practitioner's, Clinical Psychologists Senior Nurses and Pharmacists	✓	X	12 participants	Ghana	Accra	1 st , 2 nd & 3 rd	GHc 1,150
	Management of Withdrawal (Alcohol & Other Drugs)	✓	✓	X	12 participants	Ghana	Accra	7 th 8 th & 9 th	GHc 1,150
January	Clinical Supervision	Manager, Clinical Team Leader's and individuals providing staff supervision. Statutory and NGO	2days	X	15 participants	Nigeria	Lagos	11 th & 12 th	N35,000
	✓	✓	✓	X	✓	Ghana	Accra	18 th & 19 th	GHc 650
	Motivational Interview (Application to Practice)	Psychologist, Counsellors, Nurses and appropriate NGO staff	2 days	X	15 participants	Ghana	Accra	21 st & 22 nd	GHc 650
	✓	✓	✓	X	15 participants	Nigeria	Lagos	14 th & 15 th	N35,000
February									
March									

Community Awareness Courses

April 2015 – March 2016	Course Title	Target Audience	Length		Capacity	Country	Location	Date	Cost
			F/T	P/T					
April									
May									
June	Work Place Substance Misuse (Team Awareness)	Local Businesses, Corporate organisations, Statutory Bodies & NGO's	1day	X	12 Participants	Ghana	Accra	1 st or 2 nd or 3 rd	GHc 400
	✓	✓	✓	X	✓	Nigeria	Lagos	8 th or 9 th or 10 th	N23,000
	Role of Faith-Leaders in substance misuse treatment.	Senior Pastor's, Reverend's, Bishop's, Imam's, Sheik's & Traditional faith healers and Spiritualists	2days	X	15 Participants	Ghana	Accra	4 th & 5 th	GHc 650
	✓		✓	X	✓	Nigeria	Lagos	11 th & 12 th	N30,000
	Role of Youth Leaders in Substance Misuse Prevention.	Junior Pastors and Clergy. Youth Leaders in faith-based organisation. Alfa's ladan's Koran teachers.	2days	X	15 Participants	Nigeria	Lagos	15 th & 16 th	N25,00
	✓	✓	✓	X	✓	Ghana	Accra	18 th & 19 th	GHc 550
	Drug & Alcohol Awareness (Law Enforcement Agencies)	Police, Immigration, Prison, Road Safety & Customs	1 day	X	15 Participants	✓	Accra	22 nd	GHc 550
	✓	✓	✓	X	✓	Nigeria	Lagos	14 th	N25,000
Substance Misuse & PTSD	Army, Navy & Air force personnel	2days	X	15 participants	Ghana	Accra	24 th & 25 th	GHc 650	
Substance Misuse & PTSD	Army, Navy & Air force personnel	2days	X	15 participants	Nigeria	Lagos	29 th & 30 th	GHc 650	

July									
August									
September									
October									
November									
December	Alcohol & Drug Awareness ✓	General population, NGO's ✓	1day ✓	X X	20 Participants ✓	Ghana Nigeria	Accra Lagos	14 th 21 st	GHC 275 N17,500
	Mental Health Awareness ✓	✓	✓	X	✓	Ghana	Accra	15 th	GHC 275
	Adolescence substance misuse awareness ✓	Parents & significant others, youth workers, social workers, Counsellors ✓	2days ✓	X X	15 Participants ✓	Nigeria Ghana	Lagos Accra	22 nd 16 th & 17 th	N17,500 GHC 375
	✓	✓	✓	X	✓	Nigeria	Lagos	23 rd & 24 th	N19,500
January									
February									
March									



Terms and conditions

Payment

- All application for training must be accompanied by a 50% deposit which is none refundable
- Payment must be completed on or before training date.
- The rates quoted on the pricing schedule are correct at the time of publication. We reserve the right to alter these prices.

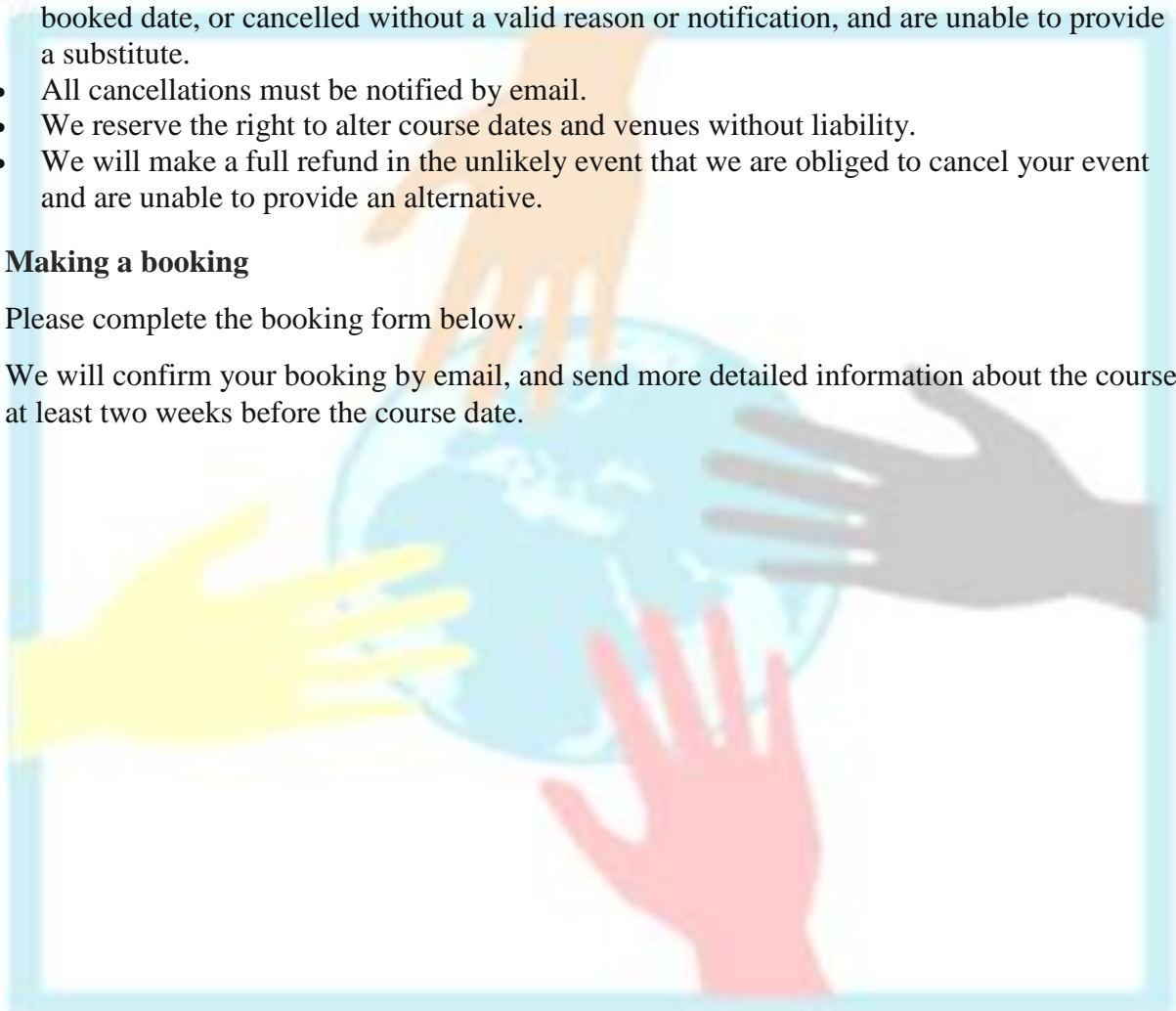
Changes and cancellations

- The full course fee will be charged if you need to cancel a booking within 15 days of the booked date, or cancelled without a valid reason or notification, and are unable to provide a substitute.
- All cancellations must be notified by email.
- We reserve the right to alter course dates and venues without liability.
- We will make a full refund in the unlikely event that we are obliged to cancel your event and are unable to provide an alternative.

Making a booking

Please complete the booking form below.

We will confirm your booking by email, and send more detailed information about the course at least two weeks before the course date.



Booking Form

Applicant Information

Applicant's Name:		Applicants anticipated training out-come :
Organisation		
Position / Job Title		
Tel:		
E-mail:		
Contact Address:		

Training Information

Program	Course Title	Location		Date?
		Accra	Lagos	
Foundation Courses	<input type="radio"/> Trans-disciplinary Foundation course in Substance Misuse <input type="radio"/> Trans-disciplinary foundation course in Mental Health <input type="radio"/> Peer to Peer mentoring (Mental Health) <input type="radio"/> Peer to Peer Mentoring (Substance Misuse)			
F / T or P/T?				
Any special dietary need?				
Fee:				
Continuous Professional Development Courses	<input type="radio"/> Role of Medication in Addiction Treatment <input type="radio"/> Understanding Co-morbidity (Mental Health & Substance Misuse Disorder) Level 1 <input type="radio"/> Managing substance misuse in General Practice <input type="radio"/> Medicated Assisted Treatment (Alcohol & Opioids) <input type="radio"/> Management of Co-morbidity (Mental illness & Substance Misuse) <input type="radio"/> Management of Withdrawal (Alcohol & Other Drugs) <input type="radio"/> Clinical Supervision <input type="radio"/> Motivational Interview (Application to Practice)			
F / T or P/T?				
Any special dietary need?				
Fee:				
Invoice required?				
Community Awareness Courses	<input type="radio"/> Work Place Substance Misuse (Team Awareness) <input type="radio"/> Role of Faith-Leaders in substance misuse treatment. <input type="radio"/> Role of Youth Leaders in Substance Misuse Prevention. <input type="radio"/> Drug & Alcohol Awareness (Law Enforcement Agencies) <input type="radio"/> Substance Misuse & PTSD <input type="radio"/> Alcohol & Drug Awareness <input type="radio"/> Mental Health Awareness <input type="radio"/> Adolescence substance misuse awareness			
F/T or P/T?				
Any special dietary need?				
Fee:				
These courses can be delivered In-house at your request.				
Please return completed form with payment to WABHARM Foundation GH GP21548, Accra, Ghana or via e-mail to info@wabharmghana.com Payment options, cheque for WABHARM Foundation GH or Credit Acc no: 9040004871868 Stanbic Bank.				

