

ABSTRACT
on
STAFF TRAINING

In my presentation on STAFF TRAINING I'll do a short presentation on the "Human Dignity" / HD/ programme and the **Art. 4 UNCRPD**.

Who do we train – in the Social Care Homes /SCHs /the staff working there is mostly not educated. These institutions are very far from the towns and it is difficult or not possible to employ people with the needed education. That's why we have to do the training in a very simple way, with a lot of practical examples and to describe with simple words why so.

We do the trainings mostly in some different levels where the staff members have to be an active part.

To be able to have good results is necessary to know well the participants we will train, if they are willing or they come because the boss decided so..

The first level is to become personal experience. During the sessions we have to be careful on the reactions of the staff we train and also to evaluate how they feel after the exercises.

Next level – theoretical explanation.

After that comes the practical part again, but staff have to observe. Next piece is that the staff members are doing with support this what they have learned. After some months we contact again the same people to reflect the effect of the training.

During the presentation I will use a slideshow – the photos are done during the last 5 years of the HD program and give us an idea how it works in the practice.