
TRAINING REPORT

Enhancing Mental Health, Counseling, and Wellbeing Support for University Students in Bhutan

Training LEVEL I & II
November 4th – 16th 2019



Co-funded by the
Erasmus+ Programme
of the European Union



Training Plan External Reviewer:

Tshering Dolkar, Director, Bhutan Board of Certified Counsellor (BBCC)

Prakash Pradhan, Senior Counsellor, BBCC

****the training structure and the training manual will be endorsed by BBCC***

1.1 Background

The training component of the project is planned in three levels: I, II, & III (refer project application). In each level trainee counsellors will gain insight, competency, and knowledge relating to counselling, wellbeing, mental health, and happiness. The preparatory workshop will serve as level 0 training where trainee counsellors will be encouraged to take on the journey to become a competent counsellor. This level is commencing in the beginning of September, 2019. The individuals will be assisted to develop reflective skills, a paramount skill in the field of counselling, and take it forward through personal journal, weekly report to the project office, and personal assessment. The next level of training i.e. Level I, & Level II will happen in November from 4th to 16th. During the level II & III training, counsellors will be provided with the knowledge, skills and experiences regarding the practice of counselling, wellbeing & happiness. The training is informed by a manual which is a hybrid of contemporary theories and principles in the field of counselling, psychology, and wellbeing, infused with Bhutanese philosophy of GNH. The training will be facilitated by five experts from the EU, and seven experts from Bhutan. The facilitators will also be the supervisor of the participants. The supervision plan will be developed between the participants and the supervision towards the end of the training. The trainee counsellors will continue with their individual journey to become a competent counsellor by applying the training program in the real life context. They will have to maintain individual reflective journey and report to the project office and their identified supervisor. After the completion of training level I and II, trainee counsellors/centre managers will be placed at institutes offering student counselling and well being services. The aim of this activity is to provide trainees with hand on experience and opportunity to observe student support system in real-time context. To achieve this goal, the trainee counsellor will be exposed and placed at relevant institutes in Bhutan, and Thailand. However, the project is yet to receive the final confirmation of training at Thailand from the Erasmus office. The project will also coordinate a certification program with Bhutan Board of Certified Counsellor (BBCC) towards the end of Level III.

Overall, the training duration is separated over the time period of nine months.

1.3 Training Objectives

The main objectives of training are:

- Participants were trained in basic counselling skills, and principles.
- Orienting the participants on principles, values and actions pertaining to five themes of the centre. The training also enabled the participants to find the counsellor identity within the self, which will support the individuals to with life challenges, both for self and others.
- Participants were equipped with knowledge, and skills required to spearhead the 'happiness & wellbeing centre' at their campuses.

1.3 Training Audience

The target audience of this training was 27 staff members of Royal University of Bhutan (RUB). The staff members work as Dean of Students Affairs, Residential Coordinator, and Student Support Affairs at nine campus of RUB. They possess diverse academic background, ranging from Engineer, Business, Economy, Buddhism to Education. The variation is due to difference in the mandates of nine campuses of RUB. Visit <http://www.rub.edu.bt/index.php/en/> to read more about the nine colleges of RUB. The minimum qualification that the trainee possess is Bachelors Degree, hence they have average command of English language. The staff members will have good hand-on experience in working with university students, however, they will have limited theoretical knowledge in the field of counselling, psychology and wellbeing.

1.4 Training Venue & Facilities

The training was facilitated at Paro College of Education, Namkha Campus, Royal University of Bhutan.

The following is a list of the equipment and facilities prepared for the training:

- Instructor guides/ manuals/classroom slides
- An instructor computer, attached to a projector
- A projection screen
- Books, pen, file, forms for the participants

1.5 Theoretical Framework of the training

Training was informed by a training manual which composite of the contents hybrid of contemporary theories and principles in the field of counselling, psychology, and wellbeing, infused with Bhutanese philosophy of GNH. The training also relied on the initial assessment study, that the project conducted in the cycle I, as a source of theoretical bases. The training manual and the training structure is also in line with the ‘Guidelines for the national certification of counselling professionals in Bhutan, a policy document that Bhutan Board of Certified Counsellor exercises to standardize the profession of counselling in Bhutan.

1.6 The pedagogical modality of the training was guided by:

- Humanistic/Learner Centered
- Reflective and Critical Thinking Exercise (Contemplative Science)
- Experiential (Constructivism)
- Hands-On (Observational Learning)

1.7 Risks

The following challenges emerged during training:

- Cultural difference between the facilitator and the trainee imposed some constraint in terms of communication, which was addressed by pairing EU partners with RUB team members.
- The pre-conditioning about individual expectation from the training imposed some challenges and it was addressed through pair/group discussion, and Q&A session.

1.8 Training Preparation Timeline

Activities	Description	Responsible	Target Date
Training Manual	Develop a training manual course pack	All the partner institutes	Sep. 2019
Training Materials	Develop high-level training schedule Develop Training Material	Training Lead / Training Developer	Oct. 2019
Training Preparation Meeting I	Virtual meeting amongst the facilitators initial round I		Oct. 2019
Training Preparation Meeting II	Virtual meeting amongst the facilitators initial round II		Oct. 2019

1.9 Training Evaluation

In evaluating the effectiveness of training delivery, information will be sourced from the following areas:

- The outcomes of pre and post survey completed by trainees at the end of training.
- Feedback from trainees at the end of each day
- Feedback from trainers on training problems or individuals with who have experienced learning difficulties
- Session peer feedback report was discussed every day during the trainers de brief session.

3 Facilitators

The trainee facilitators consist of five expertise from the EU partner institutes and seven from the Royal University of Bhutan. To ensure enriching, and culturally aware learning for the participants every trainer from the EU is paired with Bhutanese expertise. The paired is done as following:

Pair I: Dechen Wangmo & Eva (VUB)

Pair II: Karma Gyalphel & Mollie (UoB)

Pair III: Sangay Dorji & Francisco (ISMAI)

Pair IV: Khandu Dorji & Matthew (UoB)

Pair V: Pema Latsho & Katrien (VUB)

Pair VI: Karma Nidup & Dechen Wangda

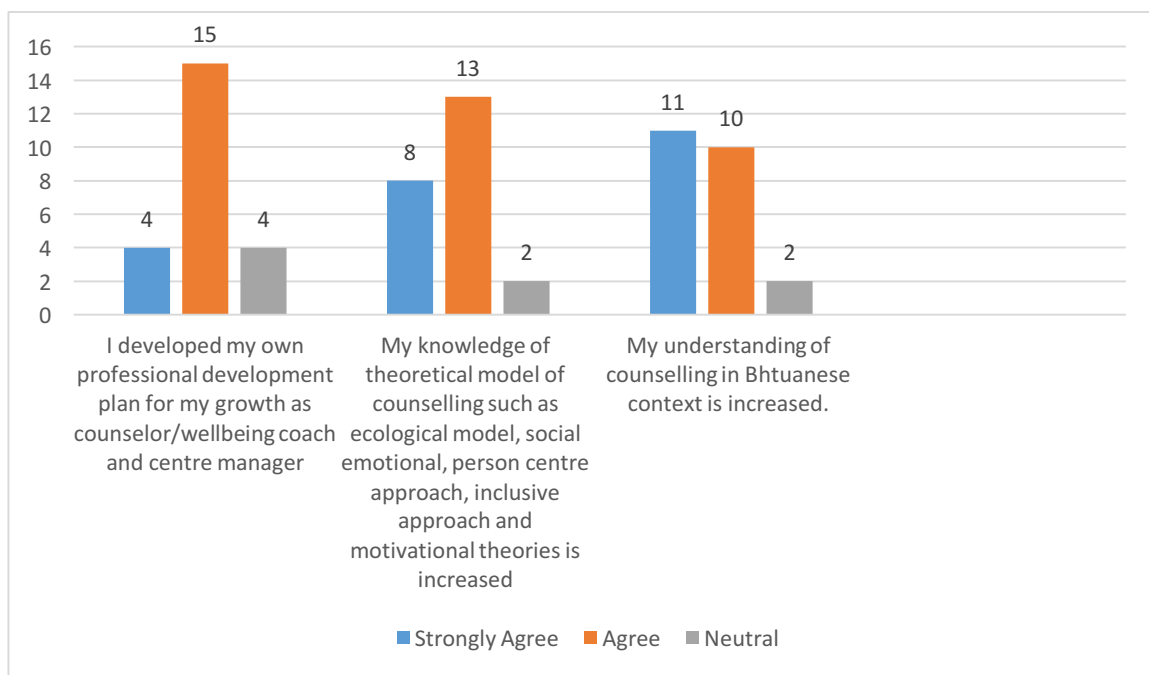
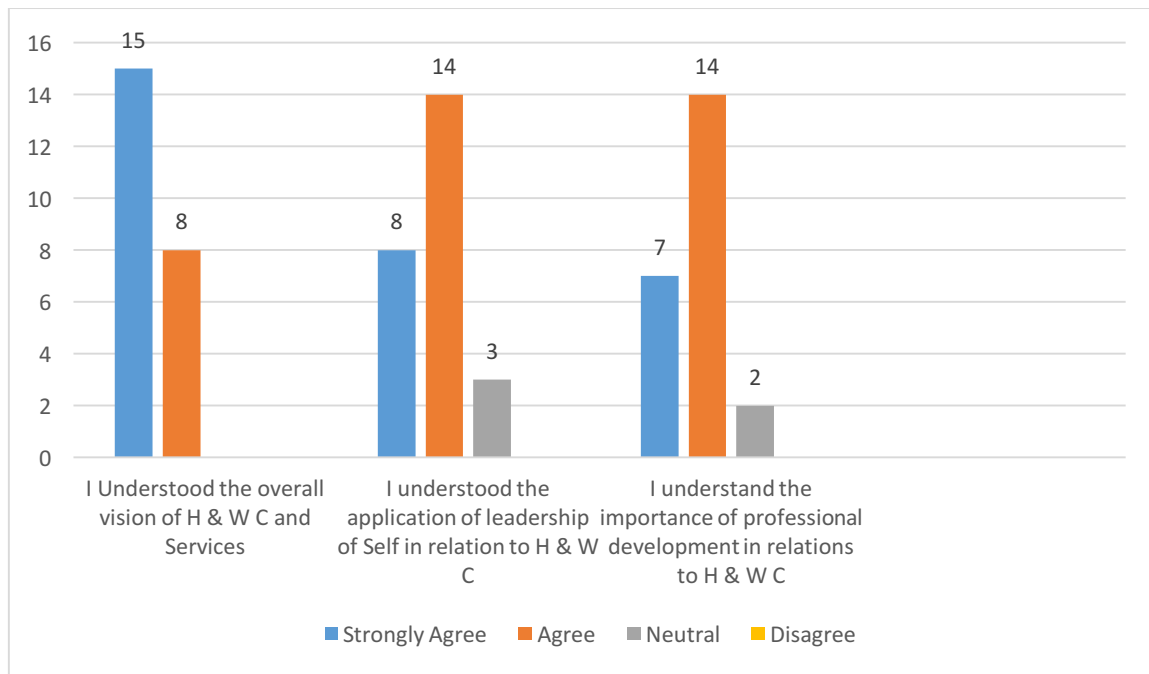
4. Training Curriculum

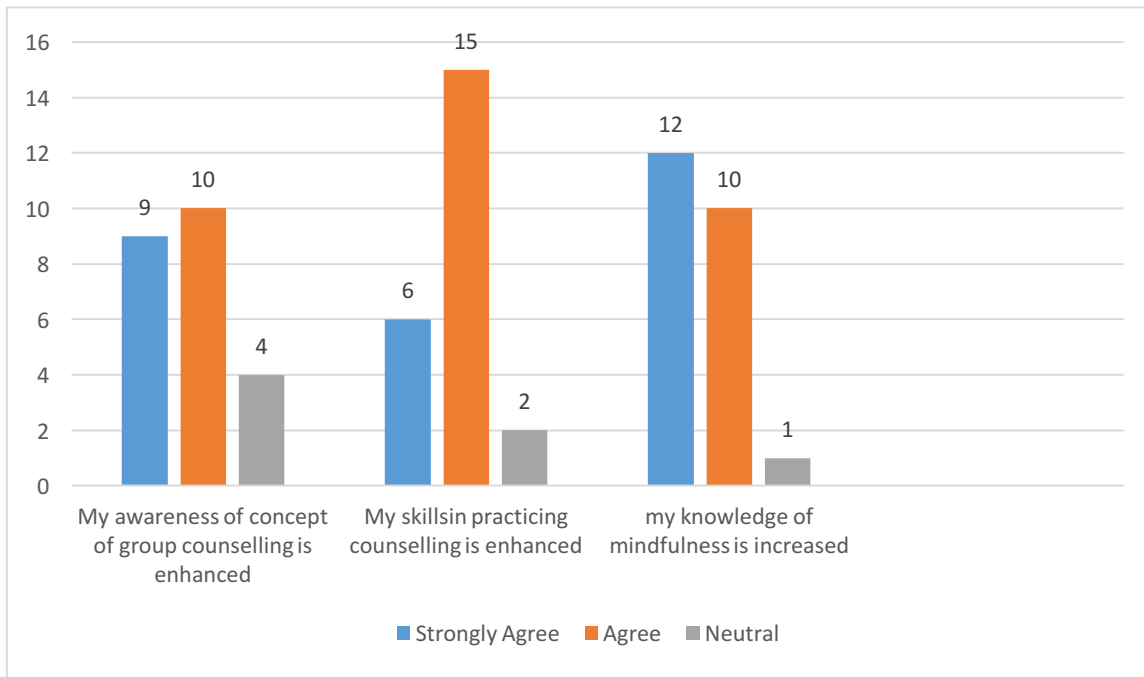
DAY	SESSION I	SESSION II	SESSION III
Monday, 4 November	Opening (RUB lead)	Intro to the Project (RUB lead) EU Partners and BBCC members meet.	Independent Work for Participants / Planning meeting for trainers
Tuesday, 5 Nov	Leadership of the Self I (RUB lead)	Leadership of the Self II (RUB lead)	Being Bhutanese (RUB lead)
Wednesday, 6 Nov	Basics of Counselling (VUB lead)	General Skills I (VUB lead)	General Skills II (ISMAI Lead)
Thursday, 7 Nov	General Skills III (VUB/ISMAI/UoB lead)	Mindfulness and Awareness I (RUB lead)	Mindfulness and Awareness II (RUB lead)
Friday, 8 Nov	Mindfulness and Awareness III (RUB lead)	Re/Proactive Approaches (ISMAI Lead)	Independent Study
Monday, 11 Nov	Academic and Career Skills I (VUB/ISMAI Lead)	Academic and Career Skills II (VUB/ISMAI Lead)	Academic and Career Skills III (VUB/RUB lead)

Tuesday, 12 Nov	Mental Health Issues I (VUB lead)	Mental Health Issues II (VUB/ISMAI/UoB lead)	Health and Wellbeing (RUB)
Wednesday, 13th Nov	Self- Care I (UoB Lead)	Self-Care II (UoB Lead)	Spirituality and Counselling (RUB lead)
Thursday, 14th Nov	Professional Development (ISMAI Lead)	Ethics (UoB lead)	Digital Platform (RUB/ISMAI lead)
Friday, 15th Nov	Supervision Plan (VUB/ISMAI/UoB/RUB)	Way Forward	Closing

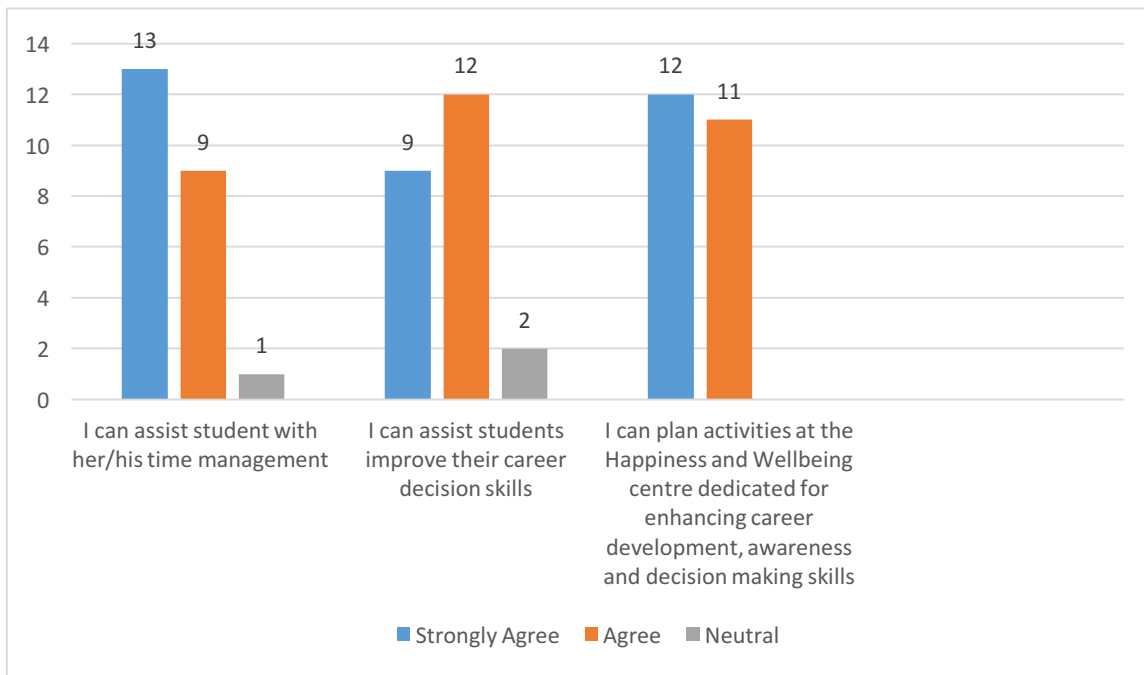
Training Report

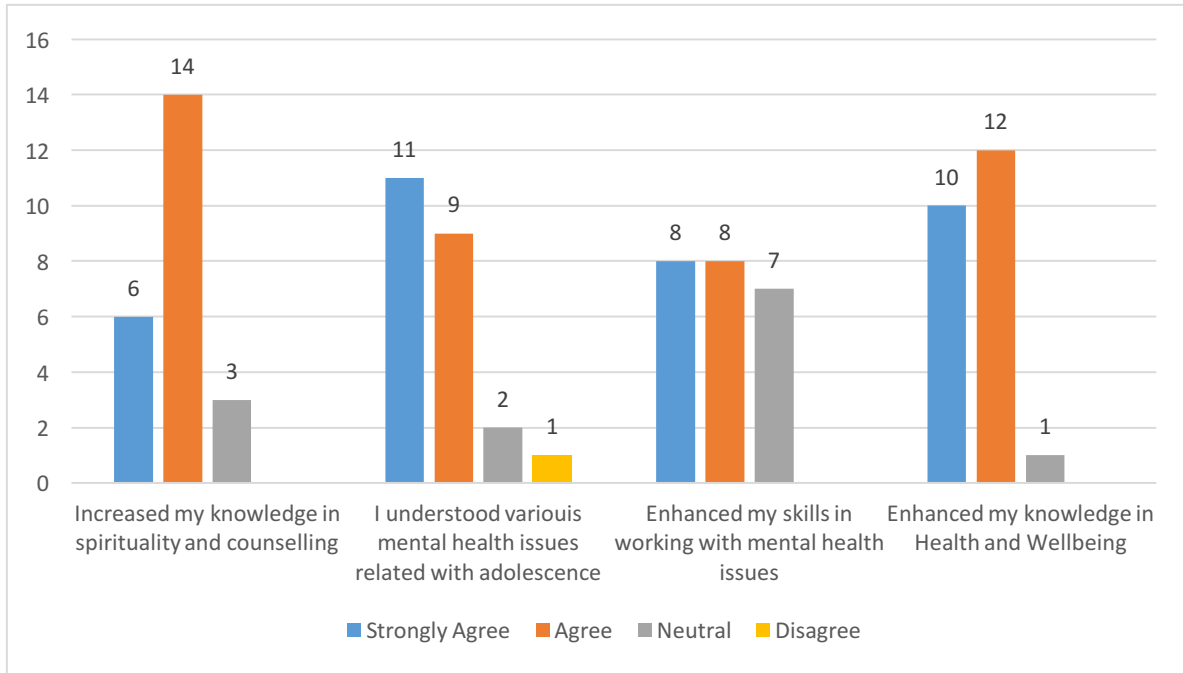
The reported presented below is derived from the training evaluation form that was presented to the participants on the last day of the training. Out of 27 participants only 23 could complete the form, which is still a good representation. The participants rated different session of the training based on the overall theme of the training, theme of the particular session and application of the content in relations to the happiness and wellbeing centres. The evaluation form consists of questions directed for five main areas: the overall vision of the Happiness and Wellbeing Centres, the content of the training, competency of the facilitators, pedagogical approach and logistics of the training. The questions are reflected in the horizontal axis of the analysis and the responses are represented in the vertical axis. A small description of the finding is presented below the graphics where necessary



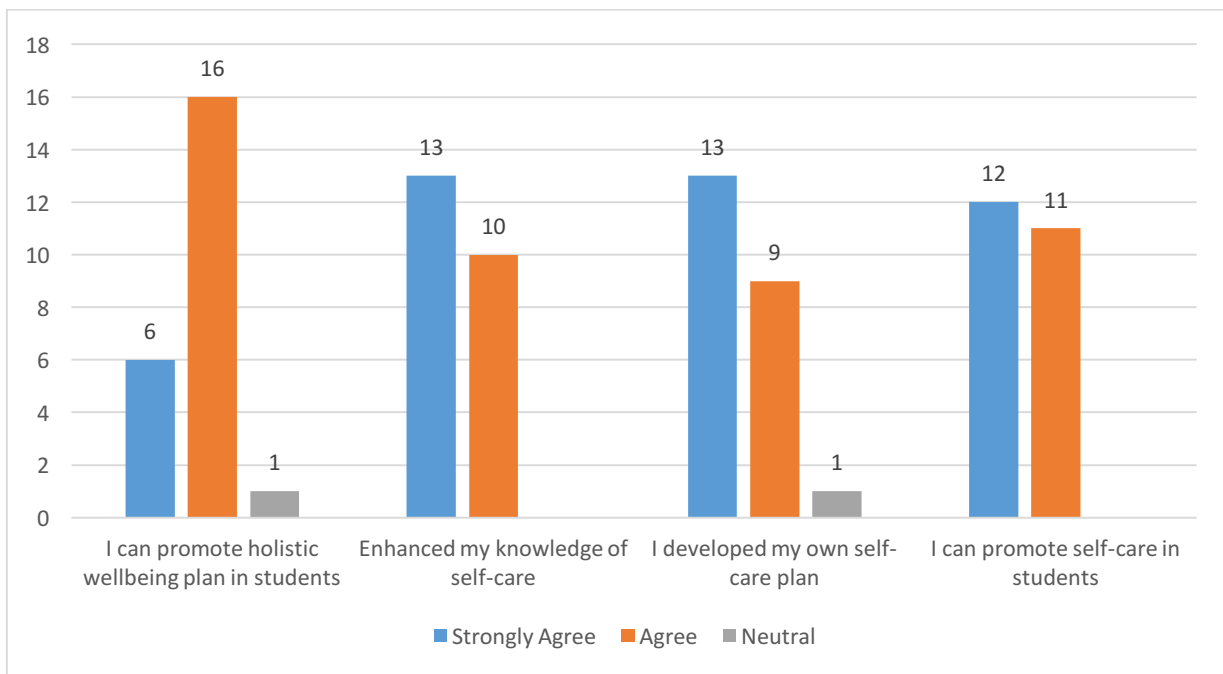


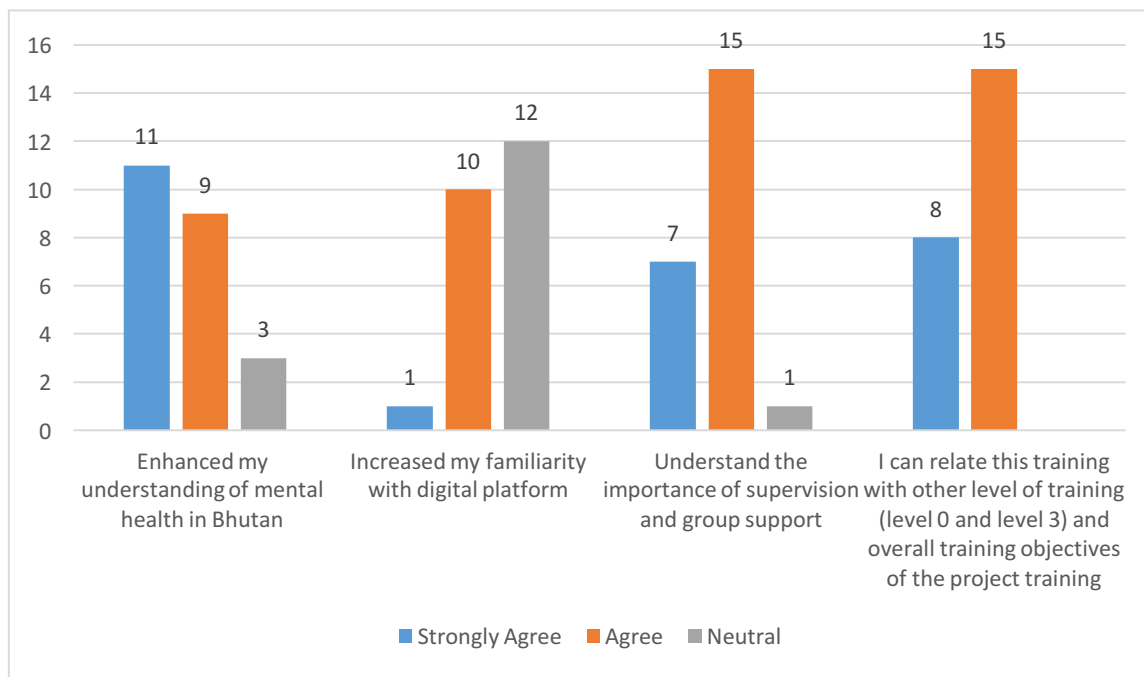
Group counselling should be focused more for future development.





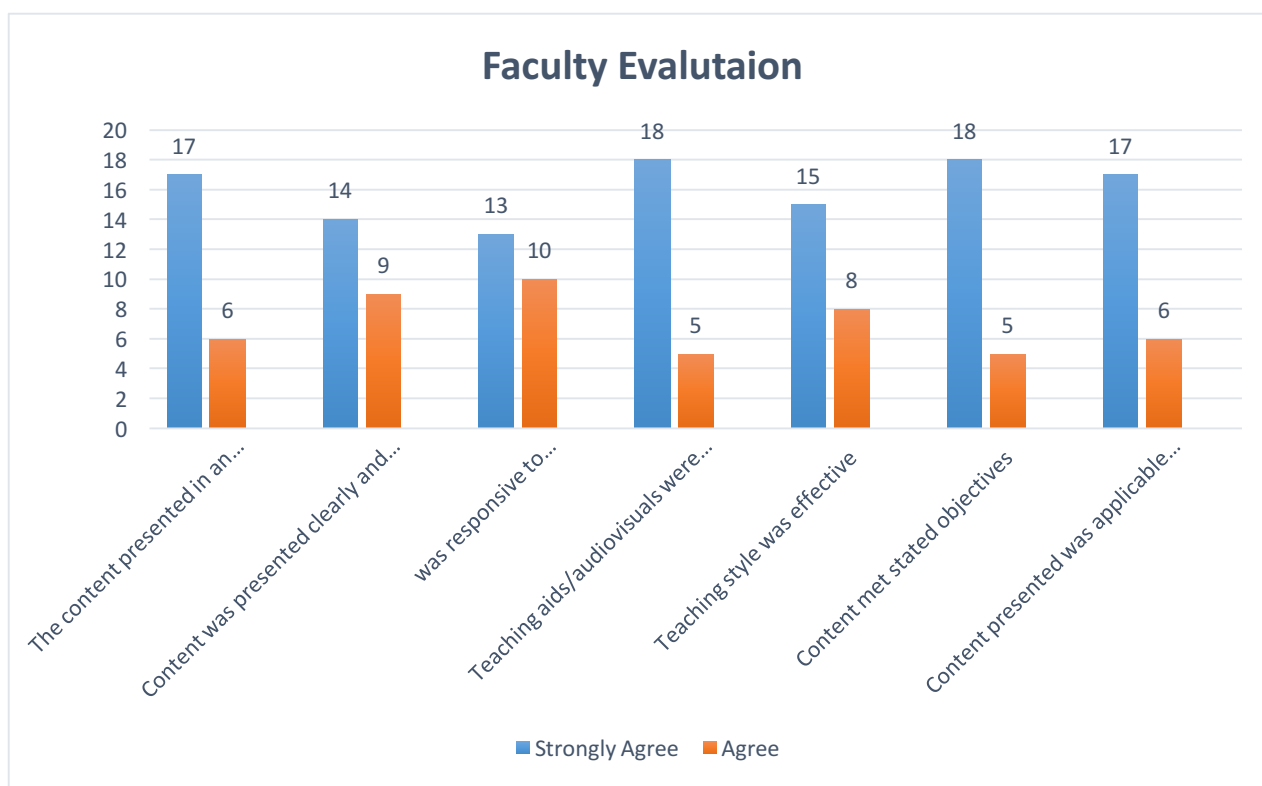
The skills to deal with mental health issues was not enough and need further improvement.



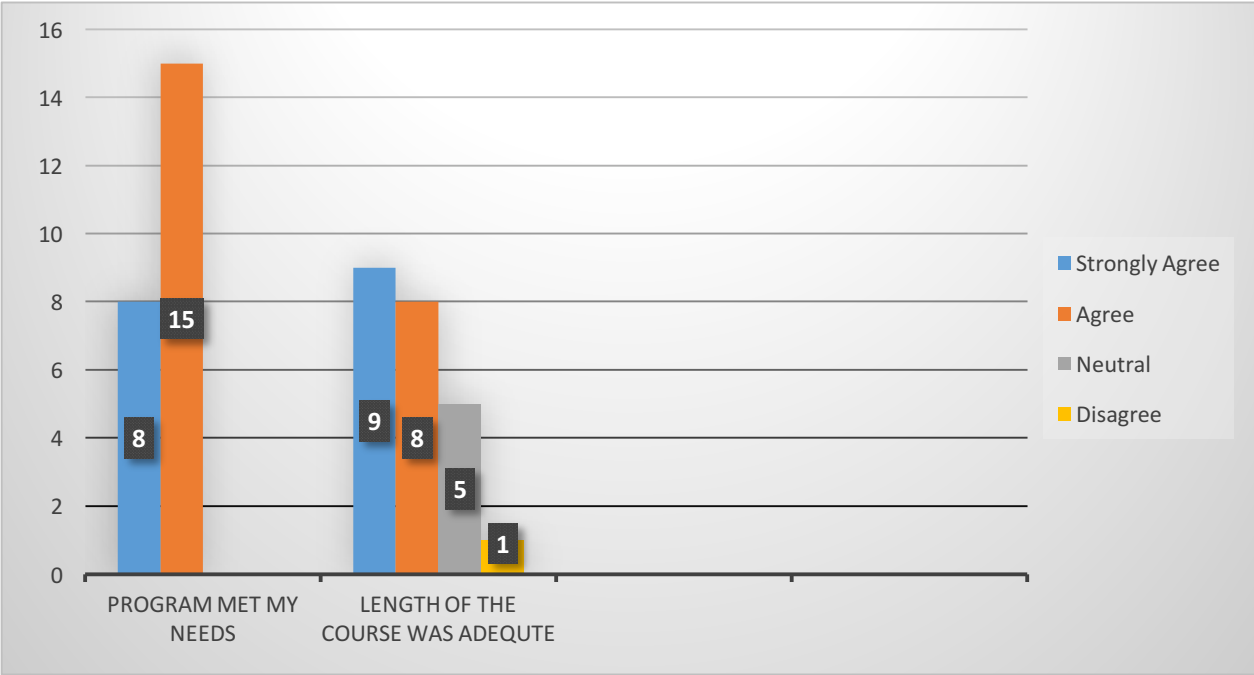


The Digital platform training was not enough to make trainees understand the concept and its usage. The majority of the trainees are of the view ‘Neutral’ which means they are not sure what they have learned through digital platform training. May be one session was less for the participants to comprehend the functions of platform. To address this, the project office coordinated one-day workshop for the ICT officers of RUB, who in turn conducted a separated workshop at different campus to orient the participants on the functions of platform.

Evaluation of each faculty member in stated area



The training sessions by various faculties were clear and explicit. There were not ratings on Neutral and Disagree. It was just on strongly Agree and Agree which doesn't expose much of variation.



- The duration of the training level I & II could have been more adequate as per 30% of trainees. However, this will be supplemented by the training Level III and IV.
- Overall, 75% - 80% of participants were satisfied with the training.

