

# Training on Basic Counseling Skills for Addiction Professional

By Education and Training Unit of the  
National Dangerous Drugs Control Board

Date- 6<sup>th</sup>- 8<sup>th</sup> November 2019



## Training Report

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### Executive Summary

Psychoactive substance use and substance use disorders (SUDs) remain to be a major problem around the world, which negatively affects global health and on social and economic functioning. Though people who suffer from a SUD must receive treatment, the number of people who actually get treatment is very low. Even though some of the affected people receive treatment, quality of the treatment they receive is another crucial problem. Therefore enhancing the quality of treatment also significant as well as expanding access to treatment. One of the best solutions to the above problem is to develop treatment staff capacity by providing training on evidence-based practices.

Education and Training Unit of the National Dangerous Drugs Control Board (NDDCB) organized and conducted training on Basic Counseling Skills for 28 staff members of the NDDCB which was held on 6th – 8th November 2019 at NDDCB Auditorium. The training was entirely followed the international curriculum UTC 04- Basic Counseling Skills for Addiction Professionals which was developed for the U.S. Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL) in collaboration with the Global Centre for Credentialing and Education of Addiction Professionals (GCCE), Colombo Plan. The goals of the training were to provide an opportunity for participants to learn and practice basic skills they will need in all settings and models of treatment, and to teach and provide an opportunity for participants to practice basic group counseling skills

The training was delivered by a panel of qualified trainers who obtained ICAP I credentials and 28 participants from different divisions of the NDDCB took part in the training. In order to deliver knowledge and skills, various learner-centered methods were used including small group exercises, large group exercises, reflective writing exercises, and role-plays. Pre and Post tests were conducted at the beginning and end of the programme to evaluate the acquisition of knowledge from the training. At the end of the training, every participant completed an online evaluation which provided an overall assessment of the training.

# Introduction



## Panel of Trainers

**Pradeep Koholanegedara** ICAP I  
*Head of the Education and Training Division of the NDDCB*

**Suchinthana Dasun** ICAP I

**Chamara Pradeep** ICAP I

**Priyadarshani Rathnayake** ICAP I

**Supun Udana**

Characteristics of counselors have an enormous effect on the treatment process and its subsequent success or failure, especially in terms of the counselor client relationship. A client's motivation, engagement in treatment, and treatment outcomes are affected by a counselor's personal characteristics, style of interaction and skills he or she practices.

Education and Training Unit of the NDDCB conducted a 3-day training for the staff with the aim of building NDDCB treatment capacity through training of basic counseling skills of the NDDCB staff for SUD counseling. The training provided the latest information about SUDs and their treatment and facilitating hands-on activities to develop skills and confidence in SUD counseling.

## Participants

28 participants representing four divisions of the NDDCB (treatment, outreach, education, and research) participated in the training

## Training Goals

To provide an opportunity for participants to learn and practice basic skills they will need in all settings and models of treatment and

To teach and provide an opportunity for participants to practice basic group counseling skills.

## Learning Objectives

Describe the concept and importance of counselor style;

List at least five characteristics of effective counselors;

Define helping relationship;

Describe the three types of reflective listening;

Demonstrate basic competence in reflective listening;

Describe and demonstrate asking open-ended questions, affirming, summarizing, and rolling with resistance;

Identify at least two effective counseling strategies for each stage of change;

Demonstrate basic competence in three types of skills-based counseling:

- Relapse prevention
- Problem-solving
- Goal-setting;

Describe at least two basic issues or tasks for each typical group phase; and

Demonstrate basic competence in group facilitation.



# Methodology



The whole training was based on Universal Treatment Curriculum (UTC 04) Basic Counseling Skills for Addiction Professional which includes the following content.

- Helping Relationships
- Core Counseling Skills
- Stages of Change
- Group Counseling: Basic Skills
- Psychoeducation Groups for Clients and Families

Didactic presentation by the trainers and, collaborative exercises and learner-directed activities were used in delivering the content of the training. Training provided opportunities for participants to share their relevant experience and knowledge with others and to connect them with the course content.

## Learning Approach

The learning approach for the training series included

- Trainer-led presentations and discussions
- Frequent use of creative learner-directed activities, such as small-group and partner to- partner interactions
- Small-group exercises and presentations
- Reflective writing exercises
- Skills role-plays
- Periodic reviews to enhance retention; and
- Learning assessment exercises.

## The Training Space

Training space was attractive, well-organized and large enough to accommodate all participants and small groups. The seating arrangement was small groups at round tables which saved significant time moving into and out of small groups for the exercises.

Colorful posters were created to add life to the training room. Soft music was played appropriately throughout the training programme.

Lunch and refreshment were provided for three days to facilitate comfortable and satisfying training experience.

# Training Materials

## Participant Manual

Hard copies of the UTC 04- Basic Counseling Skills for Addiction Professionals Participants manuals were distributed among each member. The manual includes

Training goals and learning objectives for the module

A timeline

Resource pages containing additional information or exercise instructions and materials

A module summary

## Equipments

Note books

Computer, multimedia projector, and screen.

Newsprint pads, easel, and crayons or markers.

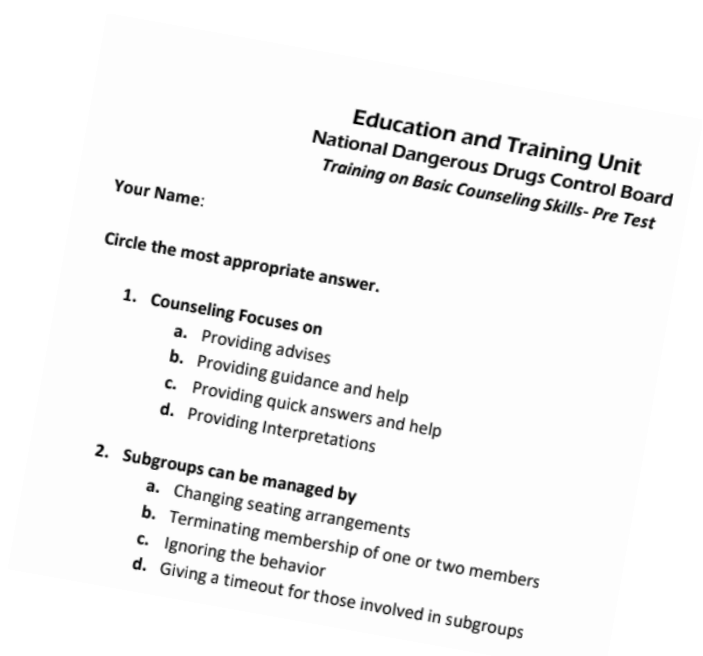
Evaluation forms

Pins, tacks, or tape to post newsprint on walls.

A timer

## Pre- Test and Post- Test

The pre and post-test were to evaluate the training programme in terms of knowledge improvement of the participants. 20 items Identical tests were used for pre- and post-tests to compare scores before and after the training respectively

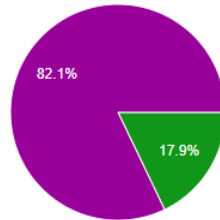


# Online Evaluation of the Overall Training

The online evaluation and pre/ post-test were conducted to assess the overall success of the training.

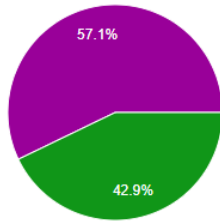
Result of the online evaluation is as follows

Skills and responsiveness of the lecturers were Good

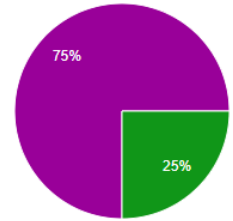


- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

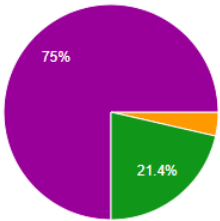
Course Materials helped for better learning



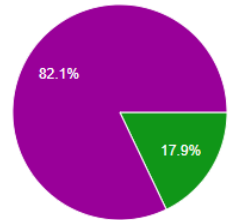
Course content - Learning objectives were clear



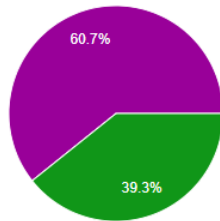
Course content was organized and well planned



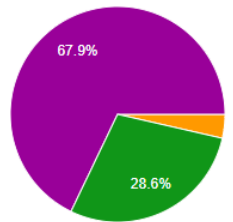
Course content is applicable to my profession



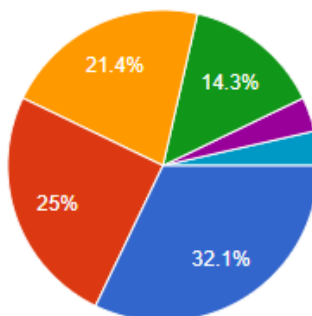
Course organized to allow all participants to participate fully



Class room environment arrangement was good



Suggestions for Next Training

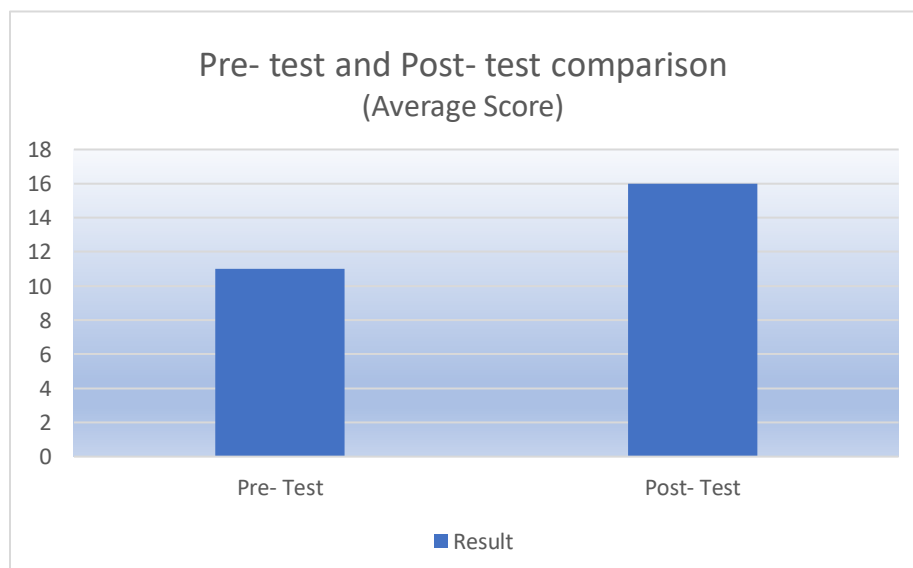


- Physiology and Pharmacology for Addiction Professionals
- Treatment for Substance Use Disorders
- Common Co - Occurring Mental and Medical Disorders
- Intake, Screening, Assessme...
- Case Management for Addicti...
- Crisis Intervention for Addictio...
- Ethics for Addiction Professio...



# Pre and Post- Test Result

	Name of the Participants	Pre- Test Result	Post- Test Result
01	Kumari Rathnayake	05	12
02	Iresha Sandamali	12	13
03	Hashini Herath	11	18
04	Yuni Perera	14	17
05	Dishala Nadeeshani	14	15
06	Sachini Bandara Menike	12	17
07	Nuwan Thisera	14	15
08	A. H. M. Safan	08	13
09	Asanka Madushani	12	20
10	Bhagya Herath	12	12
11	Chanika Abenayake	11	17
12	Buddhi Erangika	13	18
13	Dilini Madushani	11	17
14	Ajith Kumara	10	15
15	Nadeeka Sandanayake	10	16
16	Kumuduni Jayathilake	14	15
17	J. A. D. C. I. Rosa Jayakodi	16	19
18	Dilhara Waragoda	07	absent
19	H. M. Ranasinghe	08	11
20	Chamali Jeewanthi	13	14
21	Maheshika Maduwanthi	15	16
22	H. P. G. D. Sahangi Alwis	13	17
23	W. M. T. Y. Wijekoon	13	16
24	Inusha N. Hettiarachchi	11	16
25	M. M. G. B. M. Rashad	11	17
26	J. A. I. S. Jayakodi	09	16
27	L. A. C. Wijerathna Yapa	13	17
28	S. R. Nawalahewage	08	12



# Participant Feedback

## M.M.G.B.M. Rashad

This was a training for me to refresh and add more knowledge to my professional career of Addiction counselling. From start to end it was a very useful training which I got in my professional life. Starting and continuing with a background relaxing music was a hidden triggering factor used to keep the participants with a fresh mind. The making of ground rules by the participants itself increased the responsibility of the participants. As per my experience on this three day both above factors kept the participants with active participation within the training. The lecturers were well equipped with the subject knowledge. Continues swapping between the lectures also reduce the unwanted bore feeling and kept us awaked during the whole training. The role play for each and every part of the subject covered was given us a well understanding to the subject tropics related to our professional.

Examples form our daily life and activities between the sessions to keep the participants awake added more value to this training session. The friendly approach of the lectures to be appreciated as a participant due this was increased the chances for the participants to share and gain more knowledge by asking questions and make arguments. Answers provided by the lectures with the scientific evidence to the questions by the participants was helped us with more understanding to the subject area. I have noticed the punctuality, time management, friendly environment, hospitality and active participation throughout the session.

If I want to say my opinion about the training in simple words **“beyond world class training have been delivered to us with minimal resources by our colleagues”**. I would like to thanks for all of them put their effort to success this session and congratulate them for their success in future.



## G.G. Asanka Maduhansi

Basic Counseling Skills training I received was a great opportunity and I was able to learn many things, at a faster rate throughout 3 days of time. I learned a lot about the basic counseling skills, such as counselor characteristics and style, what are the important of it, and how to use those skills in a real counseling setting to improve the client-counselor relationship. The knowledge that we acquired from the training was really important for us in many ways. The content of the training programme was well planned and the time management was decent. I am really looking forward to apply the knowledge and skills I learned through this training in my career setting.

I really appreciate, the effort of our resource persons. They were always trying to give more knowledge and exercise skills in the training. Training environment and training materials were created in a student-friendly way. I have noticed so many good things in the training which can be highlighted as punctuality, using new technology, time management and etc. I would like to thanks, our trainers for their effort and the dedication towards the success of the training. I am very much hopeful for the next training and wish for their success.



# Conclusion

Overall evaluation and pre/ post-test evaluation indicate positive and encouraging feedback. The average score of the pre-test was 11 and at the end of the training post-test average score has increased to 16. In the overall evaluation course content, lecturer skills, learning materials, and classroom environment have rated high by most of the participants.

When looking at the suggestion for the next training 32% request the UTC 01- Physiology and Pharmacology for Addiction Professionals and 25% request the UTC 02- Treatment for Substance Use Disorders. Several participants have suggested changing the next training venue to an outside place and request an additional date for the training. The panel of trainers well aware of the changes requested and looks forward to making the changes towards a more positive training experience.

We extend our sincere gratitude to all the NDDCB personel and participants who supported us in organizing and conducting the training.

We are most grateful to the the Colombo Plan and the U.S. Department of State for the TOT programme delivered and credentialing of trainers.



# Photos of the Training

## Opening Ceremony



## Training Memories









# Certificate Awarding Ceremony







**End of the Report**