

Evaluation of CBID Training Programme

CBM (registered as CBM Christoffel-Blindenmission Christian Blind Mission e.V.) is looking for a freelance consultant to evaluate CBM's CBID (Community Based Inclusive Development) Capacity Development and Training Programme

Background and rationale

CBM is a Christian international development organisation, committed to improving the quality of life of people with disabilities in the poorest communities of the world irrespective of race, gender or religious belief. CBM has developed a comprehensive **CBID Capacity Development and Training Programme (CDT)** to ensure a joint understanding and application of Community Based Inclusive Development across CBM and CBM supported programmes. The CDT is crucial for implementing the CBID approach in order to realise the UN Convention on the Rights of Persons with Disabilities and the agenda 2030 at community levels. The training consists of three levels, basic, intermediate and advanced. The advanced level has been developed in collaboration with the University of Cape Town, where it takes place as an online course. For this evaluation the basic and intermediate levels are the subject of investigation. All basic and intermediate trainings must be run by at least one CBM trainer and one co-trainer with a lived experience of disability. Between 2020 and 2025, 44 Basic and 4 intermediate trainings have been conducted in CBM low- and middle-income partner countries. The training is for CBM staff, partner staff and key stakeholders, such as government staff and staff/members of Organisations of Persons with Disabilities (OPDs). The number of participants per training ranged between 20 and 45, 45 being an absolute exception. Target number for each training was 25.

Overall objective

The overall objective of this evaluation is to find out about

- the reach and general application of the training content by and usefulness for participants and their respective organisations.
- The quality of the training concept and its delivery

Expected results

The consultant is expected to present an evaluation report to inform changes and adaptations helping to identify gaps, shortcomings and opportunities.

Scope and approach

The evaluation will assess the time period of trainings conducted from 2021 to 2025, using desk review and conducting key informant qualitative interviews with 16 respondents with a mixed method approach. The assignment is to be completed virtually, no travel is required.

Evaluation questions

The questions will be discussed and prioritised together with the evaluator. Most of the answers can be sourced from evaluations that have been completed by participants after each training, and from two surveys that were shared with former participants about the use of the training content. For some of the questions it will be necessary to conduct qualitative interviews with some participants and trainers, a total of 16 interviews are foreseen.

1. Training methods (design, facilitation, inclusiveness, logistics)

- How well did the training objectives align with participants needs?
- Were the training content, formats, and delivery methods appropriate for the target groups?
- To what extent was the programme inclusive and accessible for participants with diverse backgrounds and roles?
- How do participants assess the quality of the training content, facilitation, and materials?
- To what extent were trainers adequately prepared and effective?
- How well did the training balance theory and practice?
- Were opportunities for interaction, reflection, and feedback sufficient?
- Were the organisational and logistical arrangements appropriate and effective?
- What worked well in the design and implementation of the training programme?
- What could be improved in future training initiatives?

2. Learning outcomes (Knowledge/skills/attitudes gained, achievement of objectives)

- To what extent did the training programme achieve its stated objectives?
- What knowledge, skills, or attitudes did participants gain as a result of the training?
- What factors facilitated or hindered the achievement of the training outcomes?

3. Application of training outcomes (Use of learning in practice, organisational uptake, sustainability mechanisms)

- To what extent are participants applying the knowledge and skills acquired through the training in their work or organisational contexts?
- To what extent has the training contributed to improved collaboration or alignment between internal staff, partners, and external stakeholders?
- What mechanisms (e.g. follow-up support, communities of practice, institutionalisation) support continued use of the training programme?

4. Behaviour change (Observable changes in practice, systems, ways of working, longer-term impact)

- What changes in practices, processes, or collaboration can be attributed to the training?
- What additional measures would strengthen the long-term impact of the programme?
- What key lessons can be drawn for similar programmes targeting participants wanting to understand and/or implement the CBID approach?
- What practical recommendations can be made for scaling, adapting, or replicating the programme?

Deliverables

Draft report based on: CBID CDT programme report, training curriculum, training materials, desk review of existing evaluation results, desk review of training survey, interviews with trainers, co-trainers and participants of different stakeholder groups (16 interviews). All will be done virtually.

Final report, addressing comments and questions from the draft report presentation.

Timeline and Budget

The evaluation should be completed between the end of March and the end of April (can be negotiated), and the available Budget is EUR 8,000

Required expert profile

- Proven record in carrying out evaluations of capacity development programmes
- Track record in designing, conducting and evaluating qualitative interviews
- Track record of analysing quantitative data
- Strong analytical skills and ability to clearly synthesise and present findings
- Ability to draw practical conclusions and to prepare well-written reports in a timely manner and availability during the proposed period
- Demonstrable experience in
 - Engaging with persons with different disabilities and applying relevant accessibility measures
 - Disability inclusive Development
 - Community Development
 - Training/ adult learning/ participatory methods
- Languages: Working language is English, French or Spanish would be an asset

Persons with disabilities are strongly encouraged to apply

The freelance consultant adheres to CBM's values and commits to CBM's Child Safeguarding Policy.

Application

Applicants should submit an offer including CV and an outline of how they plan to conduct the evaluation, as well as examples of previous assignments (if they can be shared) and a timeline for the consultancy. The **cover letter** should clearly summarize your experience as it pertains to this evaluation, and three professional references.

The application should be sent by **13.03.2026** to Monika Brenes and Susanne Fengler at cbidtraining@cbm.org