Module 4. Management for Integrated NTDPs

Session 5. Training, Training of Trainers, and Training Materials
Overview

- Training on NTD control and potential for integration
- Appropriate content for different audience
- Training material
- Opportunities for capacity development
- Training of trainers
- Key messages

This session focuses on specific training issues associated with experience with MDA, rather than training approaches.
What experiences do you have in your country of implementing training for NTD control?

Where are there opportunities for cost-efficient decision-making within training?
Key Issues

• Different audiences need different information (getting the balance right)
• Integration should be limited to what makes sense
• Understaffing at baseline
• Staff attrition, migration
• Poor government salaries, incentives, per diems, and DSAs
• Training costs are a significant part of NTD budgets and provide opportunities for cost-efficient choices
  – Fewer days
  – Fewer trainees
  – Fewer trainers
Who are the different target audiences for NTD training?

What is the content appropriate to each audience?
Who is the Audience?

- National-level team
- Laboratory staff
- Regional/District Health Management Teams
- Regional/District NTD focal points
- Peripheral Health Staff of various cadres and educational background
- Community drug distributors, volunteers with limited numeracy and literacy skills
- MDs/HWs for morbidity control
Audience Appropriate Content: National Level (NTD Team, Key Stakeholders, NGOs, Central Drug Stores, Head Lab Staff, Health, and M&E Partners)

Subjects to be covered

- Diseases
- Epidemiology, transmission
- Control strategies
- Training of Trainers
- M&E

- Supervision
- Planning & management
- Drugs
- Drug supply management
- AE/SAE management/surveillance
Audience Appropriate Content: Lab Staff

Subjects to be covered

• Diseases
• NTD MDA strategies
• Mapping and monitoring (sentinel sites)
• Appropriate diagnostic tests
  – LF: mf slides, ICT cards
  – STH: Kato-Katz
  – Oncho: nodule exam
  – SCH: Questionnaires, Hemastix, Urine filtration, Kato-Katz
  – Trachoma: eye exam
  – Loa: RAPLOA
Audience Appropriate Content: Region/District Management Teams

**Subjects to be covered**

- Diseases
- Epidemiology, transmission, control strategies (simplified)
- Training of trainers (?)
- M&E (tailored to activities)
- Supportive supervision
- Reporting
- Drugs
- Drug supply chain management including inventory
- AE/SAE Management & Reporting
Audience Appropriate Content: Health Workers

Subjects to be covered
- Diseases
- Epidemiology of diseases and brief description of targeted NTDs
- MDA strategy
- Drugs
- What drugs to use

• Dosage, including use of dose poles, DOT
• How to administer
• Exclusion criteria
• AEs and SAEs AE/SAE management, referral and reporting
• Register/Tally Sheets
Audience Appropriate Content: Drug Distributors/School Teachers

Subjects to be covered

• Diseases
  – Very brief description of diseases targeted
  – MDA strategy

• Drugs
  – What drugs to use
  – Dosage, including use of dose poles
  – How to administer
  – Exclusion criteria
  – AEs/SAEs identification, management and referral

• Register/Tally Sheets
Audience Appropriate Content: MDs/HWs for Morbidity Control

Subjects to be covered

- National NTD morbidity strategy
- Hydrocele surgery
- Trichiasis surgery
- Lymphodema management
- Surveillance
Training Materials

- Several countries have prepared good training materials/manuals and are available for use or modification.
- WHO has excellent materials to draw from.
- Cost of material development and production is significant.
- Added value of e-learning and NTD tool box available on line.
Many opportunities exist for on-going capacity development.

- External technical assistance
- Regional NTD meetings
- Regional networks
- Cross-national/across district experience sharing, exchange visits
- Published literature
Training of Trainers

- Cascade training is a methodology used when a large number of individuals (e.g. drug distributors) should be trained on a simple task.
- A training organized in a way in which personnel from regional staff are trained to pass knowledge and skills at district staff that in turn pass the knowledge to health workers who in turn train the drug distributors.
- In order to teach a trainer how to train well, a ‘learning by doing’ approach is best.
Checklist for Facilitators: Before the Workshop

- Select the appropriate candidates/audience.
- Arrange for an acceptable venue (location, training setting, equipment).
- Make sure you have all the (visual) materials needed.
- Are training dates convenient for the local community?
- Inform the participants about the aim of the training in advance.
- Prepare well and rehearse.
Checklist for Facilitators: During the Workshop

- List expectations, and get a sense of the participants’ knowledge at the start of the training.
- Use an ice-breaker through which everybody is introduced.
- Let trainees practice: organize the training session in a school, distribute tablets and fill forms.
- Promote group-work and discuss the difficulties encountered in the task.
- Do not interrupt people.
- Do not make judgments of responses: ‘this is good' or 'that is bad’ or humiliate anyone.
- Evaluate yourself and the perception of the training course. Evaluate the trainees.
Best Training Strategies

• Best training strategies focus on:
  – appropriate content
  – clear target audiences
  – conducted in a participatory way
  – interactive methodologies

Trainers and trainee should be evaluated and the impact of training should be assessed.
Challenges

• Training is expensive.
• Training as a source of income.
• Selecting the right candidates.
• Identify the right timing for training.
• Allow staff to practice training output in workplace.
• Different audiences need different information.
• Staff transfer
• How to monitor and evaluate training in the short term
Training Needs - Questionnaire

- If time allows, ask the audience to discuss in groups or individually and report which are the training priorities for each country.
- Rank them in order of priority.
What are the key messages of this session?
Key Messages

• Integration should be limited to what makes sense.
• Training costs are a significant part of NTD budgets and provide opportunities for cost-efficient choices.
• Different audiences need different information.
• Many opportunities exist for on-going capacity development.
• ToT is the most efficient methodology for capacity building within a Region/Country.