Education, training and skill mix

Models for improving health worker education and training in Africa using supported open and distance learning resources

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Workshop programme

- Introduction and context setting
- Teacher Education in Sub-Saharan Africa
- Ugandan experience of TESSA
- Health Education and Training in Africa
- Key features of supported open and distance learning
- Small group activity to plan a study module
- Feedback and discussion
Human Resources for Health agenda

- Scaling up the health workforce
- Skilling up all cadres
- Innovation in high quality education and training in countries with limited resources and connectivity
- Curriculum that meets country plans and reflects local context, developed in partnership with all stakeholders
The TESSA example

- Teacher Education in Sub-Saharan Africa
- 9 countries including Uganda, Rwanda, Sudan, South Africa and Tanzania
- 18 partners, including education institutions, BBC World Service Trust and Commonwealth of Learning
- 450,000 primary teachers in 2008
TESSA curriculum areas

- Five modules:
  - Literacy
  - Numeracy
  - Science
  - Social studies and the arts
  - Life skills

- A total of 750 sections with 2,250 learning activities ‘customised’ for different national contexts and languages

- Guidance for teacher educators
The student’s learning centres on interactive structured texts designed around:

- Learning outcomes
- Classroom based activities
- Case studies

Supporting resources include audio, lesson plans, diagrams and photographs
Quality assurance and partnerships

- Core materials created by over 100 academics in nine African countries
- Trialled by over 1,000 teachers in Africa
- Continual improvement through the ‘adapt and share’ approach
- Ongoing research and evaluation
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HEAT in Africa

Health Education and Training for Health Professionals
The vision for HEAT

- A partnership programme that aims to support African countries to achieve the health MDGs by scaling up and skilling up the health workforce
- Creation of a bank of open educational resources freely available for flexible incorporation into health education training programmes
The HEAT Resources

- Print-based materials and audio
- Designed for adaptation for diverse cultures and linguistic communities
- Freely available as Open Educational Resources via the HEAT website, ready to download, print and distribute
- Any institution can adapt these for its own health professional training
HEAT curriculum

- Written by health educators from partner countries with Open University support
- Authoring template to assist structured development of learning resources
- Meets health workforce needs identified by country plans for pre/in-service education and training and CPD
- Rigorous Quality Assurance procedures
The HEAT learning experience

- Emphasis on critical self-reflection on personal and professional experience
- Embedded appropriate cultural and community context
- Staged progression through structured distance learning resources
- Supervised learning by ‘doing’: developing practical skills through work-based activities
HEAT module areas: examples?

Determined by country priorities, e.g.

- Maternal and child health
- Sexual health and HIV / AIDS
- Communication skills
- Malaria and TB
- Nutrition
- Water and hygiene
Supported open distance learning

- A structured learning environment specifically designed for self-directed study;
- Motivating, student-active learning resources;
- User-friendly presentation and language;
- Assessable learning outcomes;
- Clear guidance on workload and pacing of study;
- A mentor supports each student’s learning and gives constructive feedback on progress and development;
- Open access to all with the ability to study effectively;
- Inputs from all stakeholders to curriculum design and renewal.
Activity in small groups

Learning outcome:
‘Be able to conduct sensitive and effective counselling on HIV/AIDS with a new patient’

- Identify the FIRST TWO distance-learning resources you would develop to support this outcome.
- How would you assess the student’s learning?
If you want to contact us

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