

**Lessons and Successes in Collaboration
for the Development of Training in
ICCM**

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iCCM 2014

**Integrated Community Case Management (iCCM):
Evidence Review Symposium
3-5 March 2014, Accra, Ghana**

Purpose and Background

Purpose:

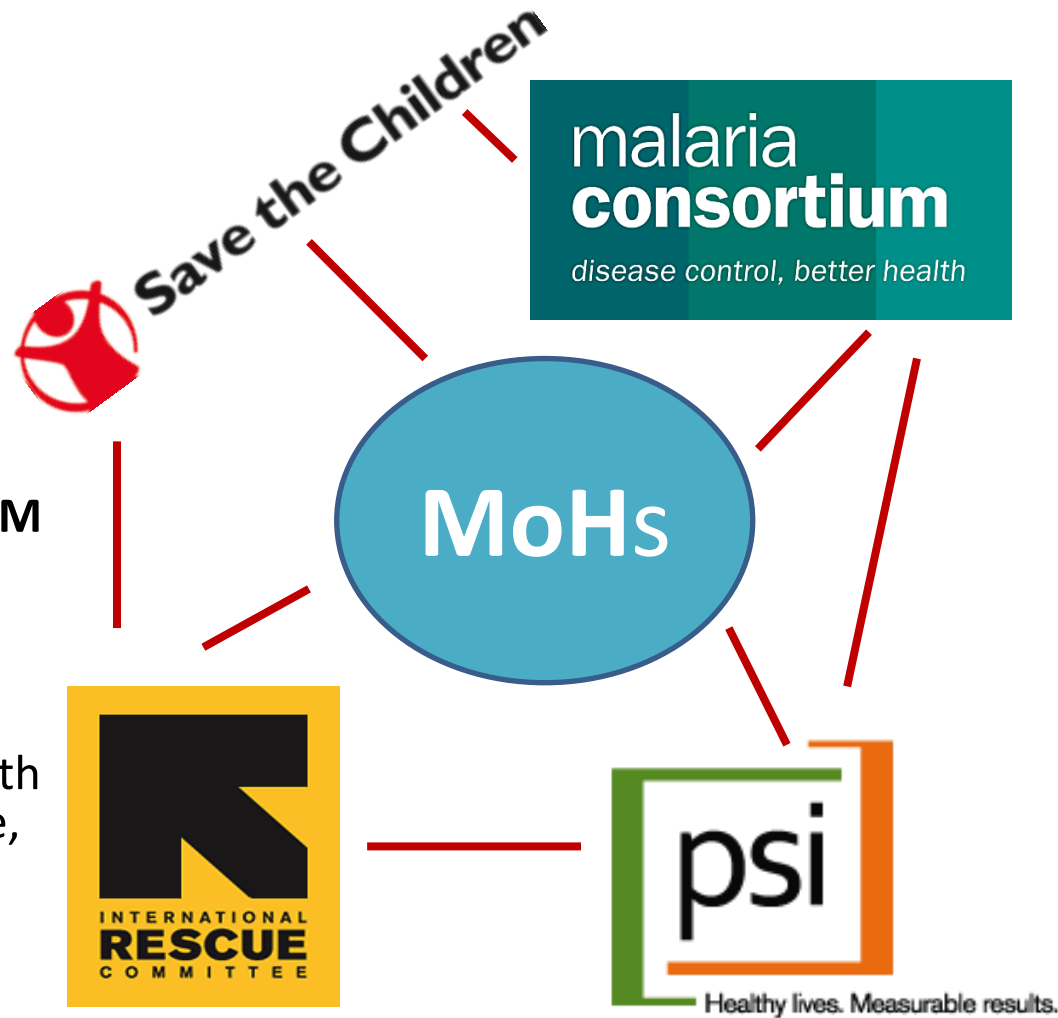
Learning from experiences in effective **collaboration** ...

- Between implementing partners
- Between partners and MoH

..in developing & implementing ICCM training.

Highlight **successes** and **lessons learned**

- examples from Uganda, South Sudan, Zambia, Mozambique, Nigeria and Malawi

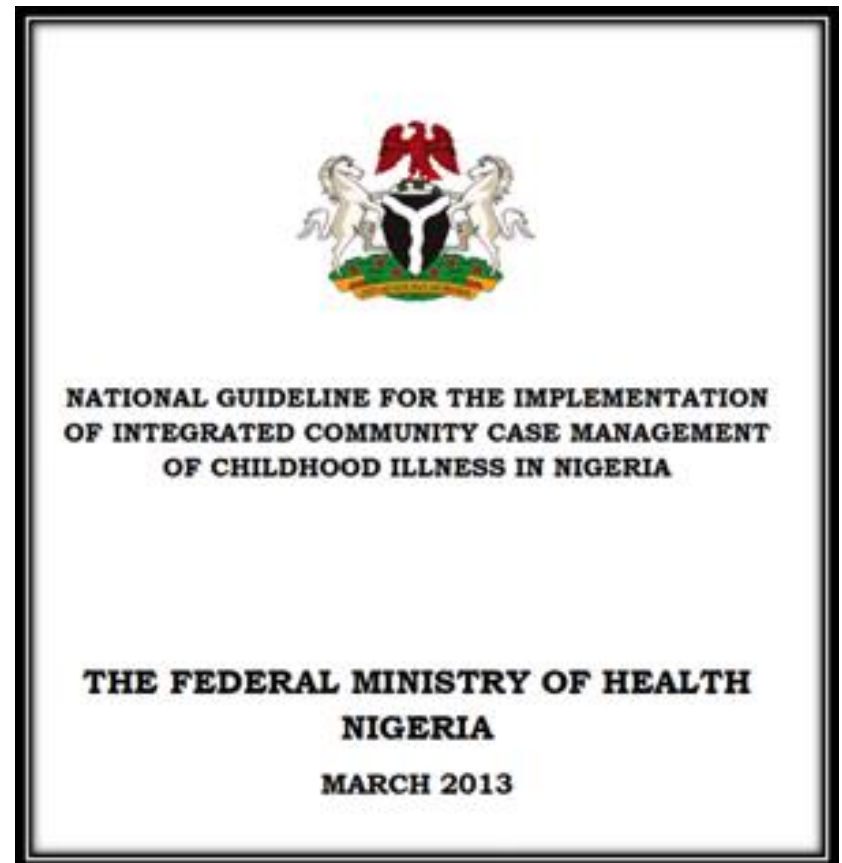


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Initial engagement – successes

- Establishment of a technical working group / Task Force - MoH led (Uganda, Mozambique, **Nigeria**)
 - One set of materials – MoH led
 - Build on in-country materials
 - Build on existing in-country programmes where possible (IRC in S Sudan)
 - ToRs for a harmonised approach & clear plan for development
 - Clear agreement of roles & tasks
 - Constructive discussion on technical content
- Supporting MoH exchange visits



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Initial engagement – Lessons

- From ToRs - in some cases - needed agreed values, principles and processes for decision making
- Formal presentation of implementing partners to MoH
- Needed to be convincing with the evidence base
- Earlier engagement of all partners to work on one set of materials & present unified approach to MoH
- Earlier secondment of implementing partner staff to MoH to find *'that' person*

Recommendations

- Setting up a *regional* iCCM network and ongoing exchange to help countries realize where they are (or not), and create healthy competition.
- Helping to support that the *right* MoH person is leading the effort to roll-out quality iCCM, going 'higher' earlier if necessary
- *For MoH and implementing partner team to work 'as one' – Malawi*

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Development of training materials

–Successes

- Strong methodological approach
 - adult learning principles and participatory facilitation techniques (Ug, SS, Moz)
- High quality design in communication materials (Ug and *Mango*; Moz, Zambia, SS)
- Making materials context specific
 - adaptation through rigorous field testing & documentation (Mz, Ug, SS)
- Strong research base - IRC
- Ensuring quality through the cascade – built capacity of master trainers (Ug, Moz, SS)
- Development of competency assessments for trainers, CHWs and Supervisors (Ug, SS)

Development of Training Materials - recommendations



- Transparency: thorough documentation of pre-testing & training process shared with MoH – list of recommendations
- Importance of piloting and field testing all materials - contexts
- Involvement of district level trainers & master trainers in materials development
- Having half partner / half MoH master trainers

Implementation of ICCM Training

– Successes

- Piloting / testing approach with MoH for ToT & CHW trainings incorporating learning into next iterations (Uganda, S Sudan, Moz)
- Review of the materials after initial wave of training (Ug,Mz,SS)
- A glossary of agreed translations into key languages (Ug, SS)
- Manual in simple English with short sentences, **Job Aids**
- Trainers worked in multi-lingual teams to deliver training (without translation) found more flow



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Post implementation

Successes:

- Post-learning assessment with sample selection of CHWs from intervention areas (S Sudan, Ug)
- A set of gold standard materials for very low levels of literacy produced, shared & reviewed (S Sudan)
- Supportive supervision training and follow up –iterative and participatory process enhanced ownership of MoH (Ug)
- Learning paper process of developing materials (S Sudan)

Lessons:

- Mid-term review on materials, methods & uptake led to full review of materials (S Sudan)
- Visual methods with little need for translation are more effective with very low levels of literacy (S Sudan)
- Having a ‘helicopter view’ of what happened to enable ways of people to learn from each other (S Sudan)
- Conduct continuous evaluation of training and materials through extensive piloting, testing, revision & re-testing (all countries)

Conclusions

- Efforts to facilitate collaboration between all partners **from the beginning**
- All partners work on **one set of materials** from the start
- Support MoH to set up and operate an effective ICCM **Task Force** / Technical Working Group
- Be open to including what has been developed before from **other contexts**
- Properly adapting existing materials and tools to be **context specific** according to the levels of literacy
- Develop **job aids** to increase memory and performance
- Promote a **cycle** of revision - extensive piloting - field testing - revision - and re-testing to ensure training quality is continuously improved upon (not a one off activity!)

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Thank you!

**Child Health and immunisation
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