

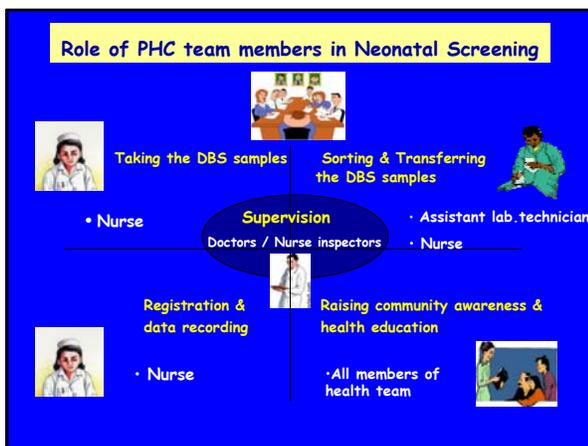
### Background

- Training is the main pillar of PHC programs and the only road for competency .

The preparation of Egypt training program on Neonatal Screening started in Jun 1999 and the first course was conducted in Feb.2000

### Goal

- To train service providers of the PHC facilities of the 27 governorates of Egypt to perform their specified roles in the neonatal screening program with competency .



- ### Strategies
- Assessment of training needs ( who to train on what ) .
  - Designing different types of courses that matches the training needs .
  - Preparing curriculums , manuals & handouts for all the training courses .
  - Developing a general plan for conducting training that correlates with the designed expansion of the program .
  - Conducting preparatory Workshops in different governorates .
  - Conducting TOT courses .
  - Conducting Supervisors courses .
  - Conducting Service Providers courses .
  - Evaluation of training & on job monitoring .

## Strategies

### I. Assessment of training needs

( who to train ? )

Egypt has **4650** PHC facilities distributed in **258** health districts that follows **27** governorates .

- We have to train  
**2 - 3** nurses in each PHC facility  
**2 - 3** nurse inspectors & **2** assistant Lab.technician in each health district .
- We have to prepare a team of local trainers in each governorate .
- We have to prepare a team of local supervisors in each governorate.

## Amount of the Training Needed

- Total No of **8000 - 10000** PHC Nurses .  
**780** Nurse inspector .  
**520** Assistant lab .technician
- **27** team of local trainers
- **27** team of local supervisors

## Amount of the Training Needed

- Total No of **8000 - 10000** PHC Nurses .  
**780** Nurse inspector .  
**520** Assistant lab .technician
- **27** team of local trainers
- **27** team of local supervisors

Annual no.of births in Egypt (2005)  
**1.758.704** birth / year

### II. Designing different types of courses

#### Types of Training Courses

1. **TOT** ( training of trainers courses ) .
2. **Service providers courses** ( nurses & assistant lab. Tech. )
3. **Supervisors courses** .

There is also

**One day orientation** for other health team members .

For each of these courses we prepared :  
Syllabus , agenda , training materials ..etc..

## Training Topics

### What to train on ?

Task based training

#### Service Providers course

( Information & skills )

NS program , CH, sample transferring system , time schedule , role of each team member , steps of sample taking , registration & data recording , communication skills & health messages , standards & indicators of the program .

#### TOT courses

( Information & skills )

All the topics of the service providers course plus  
Basic training skills and short presentations .

#### Supervisors course

( Information & skills )

All the topics of the service providers course plus  
Supervision , Quality & Problem solving , Supervision checklist & Field visits

### III. Preparing curriculums , manuals & handouts for all the training courses.



#### IV. Develop a general plan for training

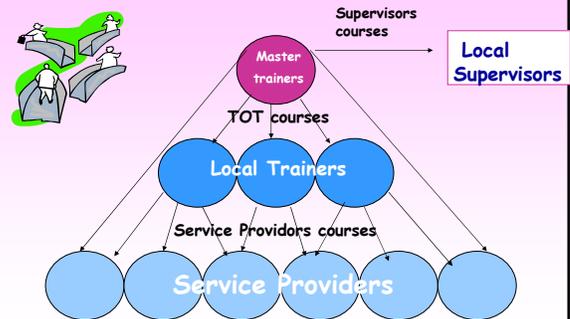
The general plan correlates with the designed expansion of the program ( defining which governorate to start with , sequence for expansion ,time limits for each governorates, types and No. of courses to conduct in each )

We had five phases for conduction :

- 1<sup>st</sup> Phase : ( 2/2000 - 12/2000 ) 5 gov.
- 2<sup>nd</sup> Phase : ( 1/2001 12/2001 ) 4 gov.
- 3<sup>rd</sup> Phase : ( 1/2002 12/2002 ) 6 gov.
- 4<sup>rd</sup> Phase : ( 1/2003 6/2003 ) 6 gov.
- 5<sup>th</sup> Phase : ( 7/2003 12/2003 ) 6 gov.



#### Steps for Training Implementation



#### Proper Choosing & preparing of Master Trainers

- 10 Master Trainers
- 2 of Pediatric background , 2 of Obs.& gyn. Background , 6 of clinical pathology background .
- A master degree is the minimal qualification .
- Have had courses of basic and advanced training skills .
- Previous experience as a trainer .
- 2 of our trainers attended the international training course of Neonatal screening in sapporo Japan .
- Provide continuous contact with national & international conferences on NS.



#### V. Conducting Workshops in different governorates

With the local health authorities

( Explaining the new service , identifying No of trainees , No & Types of courses needed , selection criteria for Trainees,local trainers and supervisors identifying training centers & provisional time schedule )



#### VI. Conducting TOT courses

A 3 days course 18 training h. ( 6 / 12 theoretical / practical ) to prepare local trainers ( doctors & nurse inspectors )



### VII. Conducting Supervisors Courses



A 5 days course: 30 training h.  
( 10/20 theoretical/ practical )

**Objective :**

to train Health district managers ,  
assistant H.D. managers , PHC  
doctors to supervise the NS  
program activities.

### Training Methods



Lectures



Group Working



Simulation & Role play

Practical Session

### VIII. Conducting Service Providers courses

A 3 days course , 18 h.training  
( 6 / 12 theoretical / practical)  
to train PHC service providers  
on N.S .



### Training Schedule for Service Providers Course



Neonatal Screening	Knowledge	1 hour
Congenital Hypothyroidism	Knowledge	1 hour
Flow of the sample Role of PHC team members	Knowledge & Skills	1 hour & 1 hour
Steps of sample taking	Knowledge & Skills	1 hour & 1 hour
Practical	Skills	4 hours
Records & Registrations	Knowledge & Skills	1 hour & 1 hour
Practical Registration	Skills	2 hours
Communication , health education & health messages on N.S.	Knowledge & Skills	1 hour & 1 hour
Practical Health education session on N.S.	Skills	2 hours
<b>Total training Hours of the course</b>	<b>Theoretical /Practical</b>	<b>6 / 12 hours</b>

### Training Methods



Group Discussion

Lectures



Role Play

Simulation



## IX. Evaluation & On Job Monitoring

### Evaluation of Training :

#### During the course

- Pretest , Post test , Question & Answers. ( For knowledge acquisition ).
- Checklist (for practical skills acquisition)

#### On Job :

- Supervisors check list .
- Indicators for assessment of performance ( Coverage Percentage , incorrect samples percentage , recall samples of correct timing percentage. )

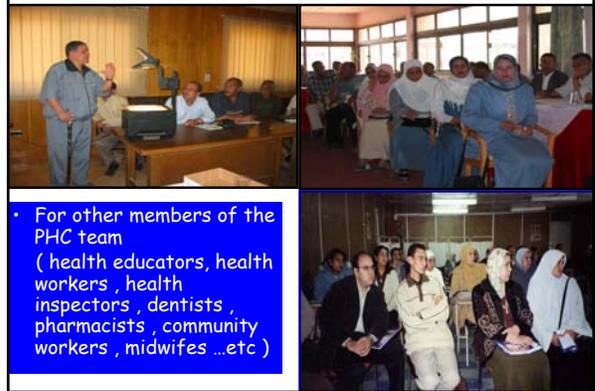


## IX. Evaluation & On Job Monitoring



Using checklists for monitoring

## One Day Orientation



- For other members of the PHC team ( health educators, health workers , health inspectors , dentists , pharmacists , community workers , midwives ...etc )

## Challenges For the Training Program

- Amount of work needed to be done in a fixed time schedule.
- Rapid turnover of service providers in some governorates .
- Lack of previous background of the PHC team on this new service.
- Allocating the needed budget for training .



## Training Achievements

From Feb.2000 to Jun.2006

• Total No of TOT courses	26
• Total No of Supervisors courses	16
• Total No of Service Providers courses	363
• Total No of one day orientations	126
<hr/>	
• Total No of local Trainers	390
• Total No of Local supervisors	326
• Total No of Nurses	7583
• Total No of Nurses Inspectors	607
• Total No of Ass.Lab.Tech.	550
• Total NO of participants of the orientations	7612

# Training



- Training is a complex but a challenging task & success in training needs working as a team ....  
This is the spirit of our program .

