New Developments & Best Practices in Training for IRS

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Training is critical to the success of any IRS program. An average size country IRS program will have up to 4,000 seasonal workers trained each year. There are 15 different standard categories (subject areas) of trainings. The trainings are cascaded from the national level down to the spray operator level. The trainings are conducted in numerous remote locations (e.g., in Ethiopia 4,700 people were trained across 125 locations in 2019). The different trainings require different kinds of equipment and materials.
The Challenge

• Ensure quality
• Deliver a common message
• Provide for customization to match local contexts
• Ensure common standards are maintained (materials and equipment available at the right time)
Implementers independently developed training materials based on the WHO IRS manual
  - No standardization

Materials mostly focused on lower-level seasonal functions/workers, and less on planning and managerial issues

No materials on supervisory topics

No materials for certain categories of IRS seasonal workers, e.g., Team Leaders & Pump Technicians

No materials on training/facilitation skills

Training needs assessments were not conducted

Trainings were not designed to be conducted, or allow practice, in the real life situations in which the participants were going to work

No trainings on overarching topics/skills, such as gender inclusiveness.
New Curriculum – The development process

- Consultations with technical leads
  - Target audience, job tasks, best practices, tools
- Consultations with trainers in the field
- Review and analysis of existing materials
- Macro design reviewed by technical experts for each Workshop
- Feedback incorporated into lesson plans & training materials
- Pilots of selected modules in Zambia, Rwanda, and Tanzania
- Materials finalized based on pilots and new developments
The Product

- Comprehensive capacity-building program, going beyond just trainings
- Deliver standardized way of explaining core concepts, tailored to responsibilities and literacy of each position
- Best practices and new developments become standard protocol outlined in each curriculum
- Consistent & standard message across all materials in all curricula
What’s in the Curriculum?

• Full set of materials appropriate to each role, level of responsibility and literacy level

• Facilitator guides break down complex concepts for learners to understand, retain and apply what they have learned

• Each workshop includes **practice sessions** for applying skills

• Focus on gender issues

• Facilitation Skills Workshop demonstrates **adult-learning techniques** for most effective application of concepts

• Includes IRS managers’ **case-based** training on topics such as quantification, budgeting, scheduling, etc.

• Prompts for needs assessments; and standard evaluations, e.g., pre/post tests
Highlight – Field Simulation Training

• Traditional spray operator training focuses on spray practice on a demonstration wall.

• This is essential, but does not allow practice in other critical areas:
  – Preparing the house for spraying
  – Spraying around heavy furniture or other obstacles
  – Managing to spray in a small, dark space
  – Spraying ceilings

• **Field Simulation** ("live-fire") training was introduced to enhance the training of several key skills.

• Field Simulation involves actual practice in houses to build practical skills.
Developing the Right Skills

Wall Practice

• Distance from wall
• Speed of spraying (rhythm)
• Solving equipment problems
• Mixing insecticide
• Cleaning the equipment
Developing the Right Skills

Field Simulation

- House preparation
- Working with obstacles
- Working in low light
- Spraying in small spaces
- Spraying ceilings and eaves
- Identifying sprayable surfaces
Where can you find the Curriculum?

https://drive.google.com/drive/folders/1icy0w9KMEe90mylXFjzmcYleqcObfiXn?usp=sharing

https://pmivectorlink.org/
Thank You!