

New Developments & Best Practices in Training for IRS

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15th VCWG
Meeting
February 3, 2020



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Introduction

- 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)





Previous Situation

- 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





PMI VectorLink Curriculum Workshops

NATIONAL

- Facilitator Guide (FG) - 37 pages
- 35 Handouts
- 2 Slide Decks

DISTRICT/ PROVINCIAL

- Facilitator Guide (FG) - 63 pages
- 6 Handouts
- 23 Slide Decks

FSW

- Facilitator Guide (FG) - 47 pages
- 9 Handouts
- 8 Slide Decks

TRAINING OF TRAINERS (TOT)

- Facilitator Guide (FG) - 128 pages
- 16 Handouts
- 19 Slide Decks

COMMUNITY MOBILIZER

- FG (25 pages)
- 6 Handouts

SPRAY OPERATOR

- FG (124 pages)
- 5 Handouts

TEAM LEADER

- FG (42 pages)
- 13 Handouts

STORE KEEPER

- FG (96 pages)
- 28 Handouts
- 10 Slide Decks

DATA ENTRY CLERK

- FG (21 pages)
- 6 Handouts
- 2 Slide Decks

HEALTH WORKER

- FG (16 pages)
- 3 Handouts
- 22 Slide Decks

WASH PERSON

- FG (31 pages)

PUMP TECHNICIAN

- FG (28 pages)
- 4 Handouts

SECURITY

- FG (12 pages)

TRUCK DRIVER

- FG (17 pages)

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/>



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Thank You!

