



**INTRAH**

**TRIP REPORT #272**

TRAVELERS: Tom Milroy, INTRAH Trg. Associate  
Frank Nabwiso, INTRAH Reg. Rep.

Gary Bergthold, IHP Consultant

COUNTRY VISITED: NIGERIA

DATE OF TRIP: August 18 - September 1, 1984

PURPOSE: To conduct project reviews in Niger  
Ondo and Plateau States and to conduct a  
final project review in Jos

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**EXECUTIVE SUMMARY**

A project review of INTRAH's three projects in Nigeria was conducted from August 18 to September 1, 1984. At a final meeting, held in Jos, Plateau State, recommendations were made for future activities in the three states (Ondo, Plateau and Niger) together with recommendations regarding changes that should be made when the project is extended to other states in Nigeria.

SCHEDULE

The project review team consisted of INTRAH Training Associate Mr. Tom Milroy, INTRAH Regional Representative Dr. Frank Nabwiso, and consultant Dr. Gary Bergthold. Mr. Marc Okunnu, representative of the Planned Parenthood Federation of Nigeria was to have joined the team for the three state project reviews and for the final project review, but was unable to make the trip because of other commitments. The following was the itinerary followed by the project review team:

August 17	Arrival of project review team in Lagos
August 18	Briefing with Keys MacManus, AAO, U.S. Embassy (Lagos) and visit to Planned Parenthood Federation of Nigeria
August 19	Travel from Lagos to Akure, Ondo State
August 20-21	Project review in Ondo State (see Appendix A for names of individuals contacted and interviewed)
August 23	Travel to Minna, Niger State
August 24-25	Project review in Niger State
August 26	Travel to Jos, Plateau State
August 27-29	Project review in Plateau State
August 30-31	Final project review conducted in Jos, Plateau State
September 1	Team departed Lagos, Nigeria

## **I. INTRODUCTION AND BACKGROUND**

Between November 1983 and August 1984 INTRAH undertook a series of activities in Nigeria. These activities are listed in Appendix B and together constitute the first phase of INTRAH's contribution to the program of "Accelerated Service Delivery of Family Planning, Immunization and Oral Rehydration Therapy Services" in Nigeria.

## **II. PURPOSE OF TRIP**

The purpose of this trip was to conduct project reviews in three states of Nigeria (Ondo State, Niger State, and Plateau State) and to conduct a final project review with representation from each of the above three states and from USAID/Lagos. The specific objectives for this final review were as follows:

- A. To describe and analyze the first phase of INTRAH training in each state.
- B. To outline the lessons learned during Phase I of the INTRAH project in each state.
- C. To determine each state's plans for Phase II and to promote an exchange of ideas and strategies between states.
- D. To describe the implications arising from Phase I of the project and to make recommendations for:
  1. Improvements in the program for each of the three states.
  2. Plans for extending the program to new states in Nigeria.
  3. Ways that international assistance organizations might improve their support for family planning programs in Nigeria.

C. DESCRIPTION OF ACTIVITIES

Methodology

In each of the three states the following sequence of steps were undertaken:

- a. Meeting with senior Ministry of Health officials, including the Permanent Secretary and other senior officials to clarify project review objectives of the project review and program for the review.
- b. Meeting with project planning team.
- c. Meeting with training coordinator, when available.
- d. Meetings with individuals or groups of participants who had attended INTRAH-funded training activities. These meetings were designed to elicit participants' reactions to their training as well as their assessment of what they had learned and the extent to which they had been able to implement the skills and knowledge they had obtained in training. The meetings generally followed a format that the project review team called a "learning window." For Phase I activities that had already taken place participants were asked to evaluate the strengths of the planning, implementation, and evaluation of their training and also to comment on the problems or weaknesses they had observed in the training with particular attention to the changes that they would recommend for future training of that type. For Phase II participants were asked to describe their goals and strategies for future training and for training-related activities as well as to describe specific activities that they were planning to carry out during the next year or two. Participants were also asked to describe the constraints and barriers they anticipated in being able to carry out future activities. Based on this analysis of strengths and weaknesses specific recommendations were made for each state. Representatives from each state were asked to take this analysis and recommendations to the final project review meeting in Jos so that the evaluation and recommendations could be shared with other states and the AID representatives.

The methodology for the final project review consisted of the following steps:

- a. Briefing of the state representatives by the project review team on the objectives and design of the final project review.
- b. Preparation by each state of their reports.
- c. Project review reports from each state.
- d. Agenda building and clarification of objectives based upon the information obtained from the state project reviews.
- e. Group discussion by the project review team, representatives of each state and AID representatives of plans for training in Phase II and likely problems and constraints.
- f. Discussion of strategies for overcoming constraints.
- g. Discussion of implications and recommendations for each state's program, for future expansion into other states, and for international assistance agencies.

Although the application of this methodology resulted in clarification of important issues in all three states and important decisions made at the final project review meeting, several constraints were encountered by the project review team which limited the depth of the analysis that could be done in each state. The following were the most important problems encountered:

- a. The timing of the project review followed too closely the conduct of training activities to allow an in-depth evaluation of impact. For example, in Ondo and Plateau States the first service delivery training had only been completed the week previous to the project review. This timing, however, was necessitated by the fact that INTRAH's contract with AID was due to terminate September 30, 1984.
- b. Due to other demands on the time of the training coordinators in Ondo and Niger States they were not present during the time the project review team visited those states. The training coordinator from Ondo State was, however, able to attend the final project review meeting in Jos.

- c. Lack of representation from the Planned Parenthood Federation of Nigeria throughout the project review and the lack of project representation from the Federal Ministry of Health reduced the ability of the group to discuss the role of these organizations in past and future training activities.

#### IV. FINDINGS AND RECOMMENDATIONS

##### A. Findings

State reports given at the final project review were to have been included as an appendix to this trip report, but this was not possible due to the poor quality of the tape recordings. The following, however, is a summary of the observations made by the INTRAH team in each of the three states.

##### B. General Observations

Response by participants to the training conducted by INTRAH was uniformly positive. The reasons for this positive response to the training were several:

1. Participants reported that INTRAH trainers were highly skilled and presented training designs that were relevant and involving.
2. Training materials and handouts were well designed and were found to be useful by the participants.
3. Although training was reported by all participants to be very intensive, there was good rapport between participants and trainers and participants felt that their hard work was appreciated and rewarded.
4. Training was conducted outside of normal work locations and routines allowing participants to concentrate fully on the training.
5. Training was given a high priority by top level officials who often attended personally or participated in opening/closing ceremonies.

6. The selection of participants was appropriate and all appropriate trainees participated on a full-time basis.

The team made the following observations about the training conducted by the Nigerian trainers who had been trained by INTRAH trainers at the Training of Trainers workshops:

1. Although all training was said to be participatory in nature, in the view of the project review team some of the training failed to meet all of the criteria of participatory training. Criteria that were not fully met were:
  - a. Training design was not always based upon a thorough analysis of trainees' needs, concerns, and constraints.
  - b. Training was often conducted by a large team of people each of whom participated only in certain segments of the training. This made it very difficult for trainers to keep abreast of the process of training and to ensure that relevant content was applied.
  - c. Some of the members of state training teams felt that simply by applying participatory methods (e.g. role play, group discussion, etc.) they were conducting truly participatory training. In fact, there is a danger that training will revert to the lecture method modified by injections of group discussion rather than truly experiential training which would use the experience and problems of participants as learning content.
  - d. Skills obtained during training were sometimes not practiced soon enough after training because of the absence of supplies and commodities. The agencies concerned have made enormous efforts to supply commodities on a timely basis but there are still problems of coordination and communication.

The above information may be useful to INTRAH and the state training teams in designing future training of trainer workshops.

C. Brief Description of the Status of the Project in Each State

The following is the INTRAH team's perception of the present situation in each state.

Ondo State

The INTRAH project review team felt that Ondo State had achieved most of the objectives of Phase I and was ready to move into the next phase of expansion. Several factors were responsible for the successes of the program in Ondo State:

- The planning team was made up of representatives from all of the agencies involved in providing family planning services including the Ministries of Health, Education, Community Development, and Information.
- The planning teams had developed a very strong working relationship as evidenced by the fact that they were able to describe the functioning of the program in some depth in spite of the absence of the training coordinator.
- The training of trainers workshop included a strong element of team development and program planning.

An indicator of the sophistication of the planning team is their innovative design of the service delivery skills workshop which included participation from personnel involved in the motivational aspects of the family planning program as well as those involved in clinical service delivery. Another contributor to the strength of the Ondo State program was the support given by top level Ministry of Health officials. For example, the Ministry of Health advanced funds for training while INTRAH checks were awaiting clearance. Another strength of the Ondo State program was the community health education workshop which increased client flow at a time when client flow was needed for clinical practice. This community health education workshop also added to the planning team's perception of community attitudes toward family planning.

### Niger State

In the opinion of the project review team Niger State is not yet ready for major expansion into Phase II. In Niger State more team development is required to make the planning team an effectively functioning unit and additional planning needs to be done to make project plans more realistic, feasible and more widely understood within the Ministry of Health. Another problem in Niger State is an apparent lack of community acceptance of family planning and a lack of involvement of other related agencies. Niger State is a newly-formed state and lacks sufficient infrastructure to make rapid expansion possible. Niger State also lacks an efficient communication infrastructure making it difficult for the project director to contact international agencies and obtain needed commodities and supplies and other inputs on a timely basis. Of the three states only Niger does not have a Planned Parenthood Federation of Nigeria branch. This lack of experience and commitment to family planning results in less community stimulus and motivation than exists in the other states. On the other hand, there are some strengths in Niger State that can be built upon. The mid-level staff in the Ministry of Health seemed highly motivated and have the necessary skills to be able to implement a program. There is also a strong commitment for involvement of community health workers in the provision of family planning services. This will help future expansion efforts. The project review team feels that what is needed at this time in Niger State is a one-week program planning and team development workshop to help the planning team develop a realistic future strategy. This should be followed by a community health education workshop similar to that held in Ondo State which would develop plans for community education and motivation.

### Plateau State

Of the three states Plateau State has the strongest existing family planning structure as it has had a longer history of Planned Parenthood Federation of Nigeria involvement and it has a fairly large pool of trained and experienced staff. Expansion of the program in Plateau State is quite feasible but is hindered by the apparent inability of the

project planning team to work effectively. This lack of cohesiveness seems to be due to organizational conflicts in the Ministry of Health and lack of understanding of the roles of physicians and other providers in family planning services. Another problem in Plateau State is that training did not take into account the existing level of skills of family planning service providers. More attention needs to be given to a thorough needs assessment in the design of family planning training. In the opinion of the project review team some work needs to be done to clarify the roles of members of the planning team, particularly those of physicians. It may be advisable to conduct an "organizational development" workshop with senior members of the Ministry of Health in Plateau State. Another input that would be useful in Plateau State would be a community health education workshop along the lines of that conducted in Ondo State.

D. Summary of Recommendations Made at the Final Project Review Meeting in Jos

The recommendations arising from the Jos meeting and agreed upon by all attendees at that meeting were of two types:

1. General recommendations relating to the accelerated states program.
2. Recommendations that specifically concerned the training component of the program.

The following general recommendations were developed and endorsed by the group:

1. That international family planning agencies working in Nigeria work in a coordinated and systematic manner and that responsibility for overall coordination of donor inputs be vested with the office of the AAO/Lagos.
2. That each state participating in the accelerated states project be requested to nominate a state coordinator who will be the main point of contact for all agencies visiting or corresponding with that state.

3. That regular opportunities (six-monthly if possible) be provided for the state coordinators (and at least one other representative from each state) to compare notes and to review the successes and failures of their programs.
4. That improved mechanisms for channeling funds to the state-level be identified by the AAO/Lagos and funding agencies.
5. That individual states and the Federal Ministry of Health investigate potential ways in which funds could be raised at the local level so that donations of commodities can gradually be phased out.

The following training-specific recommendations were developed and endorsed by the group attending the meeting in Jos:

1. That the following sequencing of training activities be suggested for adoption in states joining the accelerated states program:  
Month One: Program Planning/Team Development Workshop  
Month Three: Training of Trainers Workshop  
Month Five: Community Health Education Workshop  
Month Six: Service Delivery Skills Training Workshop  
Month Nine: Project Review Workshop (and refinement of state plans)
2. That Niger and Plateau States both undertake INTRAH-funded community health education workshops along the lines of that successfully undertaken in Ondo State.
3. That INTRAH support future training in community health education.
4. That state coordinators (and possibly one other representative from each state) be provided with upper-level management skills training (possibly at a workshop attended by representatives from funding agencies).
5. That cooperation and joint activity between local "clusters" of states be incorporated into state plans and into the plans of funding agencies.

6. That mid-level management training be provided in each state (with technical assistance and funding from INTRAH) and that a component of this training be "how to plan and conduct training in supervisory skills".
7. That INTRAH support training in the development of educational and training materials appropriate for use in the accelerated states project.
8. That all states develop plans for the training of physicians to improve their ability to support non-physician service delivery personnel.

#### Recommendations from the INTRAH Team

In addition to endorsing the list of recommendations arising from the project review (and listed on pages 8 and 9) the INTRAH team recommends:

1. That INTRAH, by providing funds and timely technical assistance, support the plans for further training in Ondo, Plateau and Niger States.
2. That future agreements between INTRAH and state Ministries of Health take the form of subcontracts rather than memoranda of understanding.
3. That the project be extended to new states only after the initial work done in Ondo, Niger and Plateau States has been consolidated and the state-level teams have gained more expertise, both in training and in effectively managing service-delivery programs.
4. That careful attention be given to ensuring that an adequate assessment of the specific training needs in each state is done before future training activities in Nigeria.
5. That only trainers who are well-versed in experiential/participatory training techniques be selected to provide training in the accelerated states and that these trainers encourage a movement away from lectures and the "show and tell" approach to training.
6. That more use be made of experienced Nigerian trainers, particularly as the project is extended to new states.
7. That the prototype training materials developed for the initial training activities in Ondo, Niger and Plateau States be pre-tested and, if found to be effective, distributed more widely in Nigeria.

8. That agreement be reached between INTRAH and FCS regarding the relationship between the community health education component and the IE&C component of the program and ways in which these program components might be mutually supportive of each other.

APPENDIX A

List of Persons Contacted

Lagos

*Ms. Keys MacManus	AID Affairs Officer, U.S. Embassy
*Ms. Shitta-Bey	Population Advisor, U.S. Embassy
Mr. M. Okunnu	Senior Program Officer, Planned Parenthood Association of Nigeria (PPFN)
Mr. Bayo Iginla	Population Assistant (AAO's Office)
*Ms. Joyce Holfeld	Regional Population Advisor, REDSO/WCA/Abidjan

Niger State

*Dr. Susan Saba	Director of Public Health Services, Ministry of Health
Mr. J.G. Koce	Health Education and Nutrition Unit, Ministry of Health
Mrs. Aminatu Mohammed	Principal Nursing Officer, Ministry of Health
Dr. J.Y. Jiya	Director of Planning, Ministry of Health
Ms. Mary Baba	Nursing Division, Ministry of Health
*Mrs. Zeinab Tako	Nursing Division, Ministry of Health

Ondo State

Dr. J.K. Kolawole	Permanent Secretary, Ministry of Health
Mr. A.K. Alabri	Commissioner for Health, Ministry of Health
*Dr. Ade Adetunji	Senior Consultant, School of Health Technology
Mrs. M. Olowo	Nurse Tutor, School of Health Technology
Dr. Bisi Oke	Chief Consultant, Principal Medical Officer, Ministry of Health

Mrs. C.I. Ikuomola	Chief Nursing Sister, Ministry of Health
Mr. A.M. Attah	State Secretary, Planned Parenthood Federation of Nigeria (PPFN)
Mrs. P.M. Ajai	Community Development, Ministry of Health
Mr. G.O. Ayemi	Planning and Statistics, Ministry of Health

Plateau State

Dr. V.K. Dangin	Permanent Secretary, Ministry of Health
*Ms. Ziporah Mafuyai	Senior Nurse Tutor, School of Nursing, Jos
Mrs. R.E. Nadema	Principal Health Sister, Ministry of Health
Mrs. S.V. Dung	Chief Public Health Tutor, Ministry of Health
*Dr. S.Z. Jebwiyi	Chief Medical Officer, Ministry of Health, Jos
Mrs. R. Gotom	Public Health Sister, Health Services Management Board
Mr. Avu	Senior Health Educator, Ministry of Health
Mr. C.C. Nas	Secretary, Planned Parenthood Federation of Nigeria (PPFN), Plateau State Branch

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\* Those marked with an asterisk attended the final meeting in Jos.

NIGERIA (Federal MCH)

**COUNTRY:** NIGERIA  
**ORGANIZATION:** Federal Ministry of Health (FMCH)  
**PROJECT TITLE:** Accelerated Delivery of Family Planning, Immunization and Oral Rehydration Services in Nigeria: Project to train personnel in three states (Phase One)  
**HOST COUNTRY CONTACTS:** Ms. Keys McManus (U.S. Embassy, Lagos); Dr. A. B. Sulaiman (Director of Planning, Federal Ministry of Health).  
**DURATION:**  
**COST:** Total Project Cost: \$29,674      CY 1984 Cost: \$29,674  
**GOAL:** Development of three state-level training teams, orientation of senior nursing personnel, and preparation for extension of the project into other states in Nigeria.  
**ANTICIPATED OUTPUTS:**  
 1) Reports on progress and lessons learned in three states  
 2) General plans for extension into other states  
 3) Closer integration of training plans of Ministries of Health  
 4) 15 participants  
**ADDITIONAL INFORMATION:** This activity is an extension of the training projects which are to be implemented in Ondo, Niger and Plateau States between February 1984 and August 1984 (see separate training plans for each state.)

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Project Coordination Meeting in Jos	August 31, 1984	12 Participants as follows: 3 Representatives from each state (Niger, Ondo and Plateau) 3 Federal MCH Representatives	2 INTRAH Staff: Tom Milroy Frank Nabwiso 1 IHPS Consultant: Gary Bergtbold	COMPLETED

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NIGERIA (Niger State)

**COUNTRY:** NIGERIA  
**ORGANIZATION:** Ministry of Health (Niger State)  
**PROJECT TITLE:** Accelerated delivery of Family Planning, Immunization and Oral Rehydration Services in Nigeria: Project to train personnel in Niger State (Phase One)  
**HOST COUNTRY CONTACTS:** Ms. Keys McManus (U.S. Embassy, Lagos); Dr. Susan Saba (Ondo State Health Services Management Board);  
**DURATION:** February 20 to August 30, 1984  
**COST:** Total Project Cost: \$76,315 CY 1984 Cost: \$76,315  
**GOAL:** Development of a state-level training team with the capability to plan, implement and evaluate in-service training activities for a variety of service-delivery personnel.  
**ANTICIPATED OUTPUTS:** 1. State-level training team; 2. Curriculum for nurse-midwife training; 3. 25 trainees.  
**ADDITIONAL INFORMATION:** Detailed plans for Phase Two can be made in Fall 1984 after all parties involved have assessed results of Phase One.

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Needs Assessment and Project Development  COMPLETED	November 10 - 11, 1983		1 INTRAH Staff: Tom Milroy 1 IHPS Consultant: Howard Mitchell	
Project Finalization  COMPLETED	February 22 - March 2, 1984		1 INTRAH Staff: Tom Milroy	ODC, Pathfinder and FCS also participated in this activity.
Training of Trainers and Curriculum Development Workshop  COMPLETED	June 11-29, 1984	10 senior staff of MOH representing key professional groups from the field and central levels and training institutions	2 IHPS Consultants: Norma Wilson Dale Flowers 1 MOH Training Coordinator	
Workshop on Service-Delivery Skills (FP, CRT, Immunization) COMPLETED	July 16 - August 3, 1984	14 nurse/midwives and 1 physician working in Minna and Bida local governments	2 MOH Trainers 1 IHPS Consultant: Norma Wilson	

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COUNTRY: NIGERIA ORGANIZATION: Ministry of Health (Niger State) PROJECT TITLE: Accelerated Delivery of Family Planning, Immunization and Oral Rehydration Services in Nigeria: Project to train personnel in Niger State (Phase One) Nigeria (Niger State)

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Joint Project Review (including follow-up of trainees) and Updated Needs Assessment  COMPLETED	August 23-24, 1984		2 INTRAH Staff: Tom Milroy Frank Nabwiso 1 IHPS Consultant: Gary Bergthold 2 MCH Representatives	For details of this activity see Evaluation Plan.

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NIGERIA (Ondo State)

**COUNTRY:** NIGERIA  
**ORGANIZATION:** Ministry of Health (MCH), (Ondo State)  
**PROJECT TITLE:** Accelerated Delivery of Family Planning, Immunization and Oral Rehydration Services in Nigeria: Project to train personnel in Ondo State (Phase One)  
**HOST COUNTRY CONTACTS:** Ms. Keys McManus (U.S. Embassy, Lagos); Dr. I.A. Adetosoye (Permanent Secretary, Ministry of Health, Ondo State)  
**DURATION:** March 1, 1984 - August 30, 1984  
**COST:** Total Project Cost: \$106,302      CY 1984 Cost: \$106,302  
**GOAL:** Development of a state-level training team with the capability to plan, implement and evaluate training activities for a wide variety of personnel.  
**ANTICIPATED OUTPUTS:** 1. State-level training team; 2. Curricula for training community-level service-delivery personnel; 3. Plan for health education activities in one clinic "catchment area". 4. 20 trained service-delivery personnel in Akure local government; 5. 52 trainees.  
**ADDITIONAL INFORMATION:** This project envisages in-state collaboration between Ministry of Health (Ondo State) and PPFN (Ondo State Branch). Detailed plans for Phase Two can be made in Fall 1984 after all parties involved have assessed results of Phase One.

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Needs Assessment and Project Development  COMPLETED	November 14-15, 1983		1 INTRAH Staff: Tom Milroy 1 IHPS Consultant: Howard Mitchell	
Project Finalization and Program Planning  COMPLETED	March 5-9, 1984		1 INTRAH Staff: Tom Milroy	ODC and Pathfinder also participated in this activity.
Training of Trainers Workshop  COMPLETED	March 26 - April 12, 1984	13 staff of Ondo State MCH and PPFN Branch (State Training Team)	3 INTRAH Consultants: Susan Corbett Rita Fairbanks Neal Gregory 1 MCH Trainer	
Health Education Workshop (and Implementation of a Health Education Project in one Target Community)  COMPLETED	May 21 - June 1, 1984	9 senior staff of MCH and other government and private institutions	1 INTRAH Staff: Tom Milroy 1 IHPS Consultant: Jean de Malvinsky 1 MCH Project Coordinator	

COUNTRY: NIGERIA ORGANIZATION: Ministry of Health (Ondo State) PROJECT TITLE: Accelerated Delivery of FP, Immunization, and ORT services in Nigeria: Project to train personnel in Ondo State (Phase one) NIGERIA (Ondo State)

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Workshop on Service-Delivery Skills (FP, Immunization, ORT)  COMPLETED	July 30 - August 17, 1984	26 Nurse/Midwives & Community Health Assistants (Akure Local Government)	1 IHPS Consultant: Carlee Leftwich 2 MCH Trainers	Consultant was in Ondo State for first two weeks of the three-week workshop.
Joint Project Review (and Follow-up of Trainees)  COMPLETED	August 19-21, 1984		2 INTRAH Staff: Tom Milroy Frank Nabwiso 1 IHPS Consultant: Gary Bergthold Representatives of State MCH	For details of this activity see Evaluation Plan.

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NIGERIA (Plateau State)

**COUNTRY:** NIGERIA  
**ORGANIZATION:** Ministry of Health, Plateau State  
**PROJECT TITLE:** Accelerated Delivery of Family Planning, Immunization and Oral Rehydration Services in Nigeria: Project to train personnel in Plateau State (Phase one)  
**HOST COUNTRY CONTACTS:** Ms. Keys McManus (U.S. Embassy, Lagos); Dr. V.K. Dangin (Permanent Secretary, Ministry of Health, Plateau State)  
**DURATION:** March 1 to August 30, 1984  
**COST:** Total Project Cost: \$89,009 CY 1984 Cost: \$89,009  
**GOAL:** Development of a state-level training team.  
**ANTICIPATED OUTPUTS:** 1. State-level training team; 2. State-level planning team; 3. Curricula for training of community-level service-delivery personnel; 4. outline plan for service-delivery; 5. 56 trainees.  
**ADDITIONAL INFORMATION:** This project envisages in-state collaboration between Ministry of Health (Plateau State) and PPFN (Plateau State Branch). Detailed plans for Phase Two can be made in Fall 1984 after all parties involved have assessed results of Phase One.

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Needs Assessment and Project Development COMPLETED	November 7-9, 1983		1 INTRAH Staff: Tom Milroy 1 IHPS Consultant: Howard Mitchell	
Program Planning and Project Finalization COMPLETED	March 13-16, 1984	12 staff of MOH (State-level planning team)	1 INTRAH Staff: Tom Milroy	Pathfinder also participated in part of this activity.
Training of Trainers Workshop COMPLETED	May 28 - June 15 1984	15 staff of MOH and PPFN (State Training Team)	3 INTRAH Consultants: Susan Corbett Rita Fairbanks Neal Gregory	
Refresher Workshop in Family Planning Service-Delivery Skills COMPLETED	August 13-18, 1984	15 Nurse-Midwives working in FP Centers	1 IHPS Consultant: Carlee Leftwich 2 MOH Trainers	

COUNTRY: NIGERIA ORGANIZATION: Ministry of Health (Plateau State) PROJECT TITLE: Accelerated Delivery of FP, Immunization and CRT Services in Nigeria: Project to Train Personnel in Plateau State (Phase One) NIGERIA (Plateau State)

COMPONENTS	DATES	PARTICIPANTS: # and Category	TRAINERS/CONSULTANTS AND CO-TRAINERS	COMMENTS
Joint Project Review (and Trainee Follow-up)  COMPLETED	August 29-30, 1984		2 INTRAH Staff: Tom Milroy Frank Nabwiso 1 IHPS Consultant Gary Bergthold Representatives of State MCH	For details of follow-up see Evaluation Plan.

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