PD-AAU-958
48479

TRIP REPORT

Countries Visited:	Egypt, Jordan
Dates Visited:	December 2-22, 1986
Travelers:	Abderrazak Thraya Dr. Tahar El Amouri
Purpose of Trip:	To follow-up on project activities in Egypt; in Jordan, to conduct Program Planning Workshop in FP training
Trip Report No.:	53

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EXECUTIVE SUMMARY

From December 2 - 22, 1986 Abderrazak Thraya, RONCO PAC II Regional Project Manager, visited the Arab Republic of Egypt (December 2 - 8, 1986) and the Hashemite Kingdom of Jordan (December 9 - 22, 1986).

In Egypt, Tom Milroy, RONCO PAC II Project Director, and Abderrazak Thraya met with the USAID/Cairo Population Officer to discuss RONCO's future strategy and role in family planning vis-a-vis the recent FP project developments in the country. USAID/Cairo is in the process of designing two major FP projects in Egypt: one with the Ministry of Health and the other with the Egyptian Family Planning Association. The USAID/Cairo Population Officer expressed keen interest in RONCO's involvement in either one (or both) of these projects. Consequent to this involvement, RONCO will have to change its role and strategy in FP training in Egypt. The RONCO team met also with Professor Maher Mahran, the National Population Council's Secretary General, to establish a firmer basis for the organization of the national conference on family planning training which was agreed upon during the PAC II Project Director's previous visit. Professor Mahran reiterated his interest in this conference. Dates for the preparatory meeting and for the conference were tentatively scheduled for February 1 - 3, 1987 and April 18 - 22, 1987, respectively.

In Jordan, Abderrazak Thraya and trainer Dr. Tahar El Amouri conducted an eight-day workshop (December 14 - 21) in program planning with a focus on designing governorate-level FP training plans. Thirty-one (31) participants/trainers attended this workshop. Highlights included:

- Health directors from central and governorate levels who attended the last day of this workshop showed strong support for the training plans presented by the participants/trainers; and

- The FP training needs assessment which occurred prior to the program planning workshop showed that among field level service delivery personnel, family planning was the top felt training need. This has contributed a great deal to desensitizing family planning, especially among central level health officials.

In addition, the results of the training needs survey implemented by the trainers provided a good basis for the USAID/Amman efforts in establishing family planning progress in the country. This was mentioned by the Mission Deputy Director who convened with Mr. Thraya. He felt the next most logical step would be to meet with the Minister of Health to get the "go-ahead" for the implementation of more expanded family planning activities in Jordan.

I. INTRODUCTION AND BACKGROUND INFORMATION

As Project Manager for both countries, Abderrazak Thraya (RONCO PAC II Regional Officer) visited Egypt and Jordan from December 2 - 22, 1986 to:

- o follow-up with the Egyptian National Population Council on the implementation of the project "Developing Coordinated FP Training in Egypt" with special attention to the organization of the national conference on FP training;
- o with PAC II Project Director Tom Milroy and USAID/Cairo Population Officer, reassess RONCO's role and strategy in Egypt in light of the two new projects to be implemented by the MCH and the EFPA and to be funded by USAID/Cairo; and
- o in Jordan, conduct with trainer Dr. Tahar El Amouri a program planning workshop in FP training with a focus on designing governorate-level FP training plan.

In Egypt:

RONCO PAC II has been encountering some difficulty in the implementation of project activities over the past few months. The ITRFP/RONCO three-year project could not get off the ground because certain financial issues needed to be sorted out. On the other hand, the conference project with the ENPC did not materialize since the ENPC has experienced a few political constraints which hindered the normal activities of this institution.

Within this context, Project Director Tom Milroy and Project Manager Abderrazak Thraya met with the USAID Population Officer to discuss future RONCO activities in Egypt. They also met with the ENPC's Secretary General Professor Maher Mahran to get further information on the ENPC's interest to collaborate on the organization of a national conference on FP training. This conference is one of the four activities in a project previously discussed and designed with the ENPC entitled "Developing Coordinated FP Training in Egypt." The conference plays a pivotal role in the project.

In Jordan:

The RONCO/MOH project on developing family planning training within an integrated service delivery system has now witnessed implementation of the final project activity. This latter activity was a workshop on program planning with a focus on designing governorate-level FP training plans. The design of these training plans was to be based on the outcome of the previous activity, the assessment of FP training needs at the governorate level. This assessment was implemented by trainers /workshop participants through questionnaires administered to three categories of field level service delivery personnel: physicians, midwives, and nurses. The results of this assessment produced two main achievements:

- it made the need for FP training more apparent and less sensitive to discuss; and
- it provided the foundation for MCH/FP training plans to be designed at the governorate level.

II. FINDINGS AND CONCLUSIONS

In Egypt:

1. The Population Office at the USAID Mission in Cairo is in the process of designing two major projects in family planning in Egypt. One project is being designed in collaboration with the Ministry of Health and the other project with the Egyptian Family Planning Association. Both projects will be funded by USAID/Cairo.

2. USAID/Cairo expressed interest in having RONCO involved in the design and implmentation of the training components of these two projects. Consequently, RONCO will have to reassess its strategy in Egypt particularly with regard to the ITRFP/RONCO project (see Appendix G. , cable from USAID/Cairo).

3. Professor Maher Mahran, Secretary General of the NPC, has reiterated his interest and commitment to host the national conference on FP training in collaboration with RONCO. Tentative dates for the conference are April 18 -22, 1987 and for the preparatory meeting to the conference, February 1 - 3, 1987.

Dr. Fawzi Gadalla has been assigned the responsibility of working out the details for the implementation of the project activities. He will act as Abderrazak Thraya's counterpart.

In Jordan:

1. The program planning workshop scheduled to take place December 14 - 22 was implemented successfully. Thirty-one (31) participants/trainers who attended the July workshop on FP training needs assessments were present at

this workshop. Fourteen (14) health directors from the central and governorate levels attended the last day of the workshop.

2. The agenda of this eight-day workshop coverd three main themes (see Appendix C):

- o the analysis and tabulation of the collected data on training needs assessment;
- o the methodology of planning based on data use; and
- o the design of training plans.

3. The participatory approach was used in this workshop to a maximum level. Under the guidance of the trainers it was the participants themselves who analyzed the data of the training needs for field level service delivery staff and translated them into training objectives. Then, they designed the training plans. In general, the level of participation and dedication of the participants was very high and contributed a great deal to the success of the workshop.

4. The training needs assessment survey which followed the workshop showed that: (see Appendix D)

- o out of thirteen (13) training needs expressed by physicians (209 interviewed) working in MCH centers throughout the Kingdom, family planning was stated as the number one training need;
- o for the midwives (95 interviewed), family planning also emerged as the priority training need out of 15 stated training needs; and
- o the interviewed nurses (281) stated family planning as their second training need out of 16 expressed training needs.

5. On the basis of the results of these assessed needs, eight training plans were designed, or one training plan per governorate designed by the team of trainers from that same governorate. These training plans were presented according to the format shown in Appendix F .

6. Pre- and post-tests were given to the participants as well as an overall workshop evaluation questionnaire (see Appendix C). The overall average results (for all participants) of the pre- and post-test for the 20 questions are as follows:

Pre-test = 7/20

Post-test = 13.5/20

7. The last day of the workshop was attended by twelve (12) health directors from central and governorate levels. When presented with the training plans designed by governorate-level teams of trainers for their respective governorates, and given further clarification, they stated their full support for these plans.

III. RECOMMENDATIONS

The following recommendations are presented for consideration by RONCO:

It is recommended that:

(In Egypt)

1. While RONCO PAC II may have to review its strategy in Egypt on the basis of the USAID Mission Population Office's expectations, it is highly recommended that a thorough study of both the MOH and EFPA bilateral projects be made before making any commitments to USAID/Cairo on the matter.

2. Because of previous continuous delays in the implementation of the conference scheme, maximum effort should be expended to implement the conference project within the timeframe agreed with the ENPC.

It is recommended that:

(In Jordan)

1. A meeting with His Excellency the Minister of Health be scheduled in the very near future to:

- o present him with a briefing on the outcomes of the first subproject in Jordan, especially in the area of FP training needs; and
- o discuss with him future joint projects between RONCO and the MOH in light of the above mentioned outcomes.

2. Regarding USAID Mission efforts to develop FP in the country, coordination with USAID/Amman be established during the design of future projects/activities in Jordan.

3. While designing a workplan in FP training at the governorate level, TOT sessions be included, aiming at upgrading training team skills in planning, conducting, and evaluating workshops specifically related to the workplan.

APPENDIX A

LIST OF MAJOR CONTACTS

EGYPT

Pr. Maher Mahran, Secretary General, ENPC
Dr. Fathi Shiba, Undersecretary MOH
Mr. Effat Ramadan, Director FOF, Advisor ENPC
Dr. Fawzi Gadalla, Deputy Secretary General ENPC
Mr. Terence Tiffany, Director Office of Population, USAID/Cairo
Ms. Laila Stino, Population Office, USAID/Cairo
Dr. Abdel Omran, consultant, USAID/Cairo
Dr. ..... Patrick, consultant, USAID/Cairo
Ms. Salha Awad, Dean ITRFP, Alexandria
mr. Galal Al Rashidi, Director IEC, SIS

JORDAN

Mr. Lewis Read, Mission Director USAID/Amman
Mr. .....Johnson, Deputy Director, USAID/Amman
Mr. Bob Hallady, Population Officer, USAID/Amman
Ms. Janet Abboch, Population Office, USAID/Amman
Dr. Suleiman Qubain, Director PHC, MOH
Dr. Zeid Kayed, Director MCH, MOH
Dr. Kais Halawa, Director Health Centers, MOH

APPENDIX B

WORKSHOP PARTICIPANTS

NAME	WORK ADDRESS & PHONE	HOME ADDRESS
1. Dr. Ahmed Salah Al Quteetat	Tafila Health Center tel 33520	Sharaa Palestine, Tafila PO Box 33389,
2. Dr. Farah Ibrahim Rabadhi	Ajloun Health Center tel 362 013	Sharaa Qalaat Alrabad Ajloun
3. Dr. Abdallah Abu Alia	Jerash Health Center tel 451 710	PO Box 276, Swaileh
4. Ms. Mariam Ibrahim Salmani	MCH Center, Kefaraa tel 477 047	PO Box 462236, Ajloun
5. Ms. Najla Farhan Bataiseh	MCH Center, Jerash tel 451 049	PO Box 451125, Jerash
6. Mr. Manahi Farhan Haddadeen	MCH Center, Al Karak tel 351 112	Karak,
7. Ms. Salwa Younes Basheer	MCH Center, Wadi Al Hadada, tel 625 425	Baladiat Tareg, Amman
8. Dr. Salma Bitar	MCH Center Wadi Al Hadada, tel 625 410	Marka Al Shamalich
9. Dr. Muna Badawi	MCH Center, Aqaba tel 312 465	Old Airport Housing Aqaba
10. Dr. Hana Ibrahim Ne'mah	UMM Al Basateen MCH Center, tel 728 505	Al Jabal Al Akhdar Amman
11. Dr. Najeh Al Ghazawi	Deer Abi Said Health Center, tel 276 224	PO Box 2366, Irbid
12. Dr. Ziad Ismail Abanda	Health Directorate, North Aghuar, tel 237 004	PO Box 2300, Irbid
13. Dr. Majed Yahia Abu Nimrah	Ma'an Health Directorate, tel 41 524	Doctor's Housing Ma'an,

14. Dr. Raouf Khoury	Al Mafraq Health Center, tel 431 106	PO Box 43, Al Mafraq
15. Ms. Amal Aldrcubi	UMM Al Basateen MCH Center, tel 728 504	Amman Governorate, Madaba District,
16. Ms. Maysoun Younis	Deer Abi Said Health Center, tel 221 029	District Alkour, Irbid
17. Ms. Salwa Ahmad Salem	Al Rimtha MCH Center Irbid, tel 283 089	Al Rimtha
18. Ms. Fatma Bishtawi	Al Shouna North, Irbid Gov. tel 240 554	Al Shouna North
19. Ms. Majda Al Hammaa	Irbid MCH Center tel 242 594	Irbid
20. Dr. Mahmoud AlAksh	Irbid MCH Center tel 242 594	Irbid
21. Dr. Abdullah Mahmoud Abu Latifa	Rabah Health Center Al Karak, tel 03 351 315	Doctor's Housing, Rabah
22. Dr. Adnan AlDhmour	MCH Center Al Karak tel 351 112	Al Karak
23. Dr. Farhan Khaza Leh	Al Torah Health Center, tel 219 119	Al Ramtha, Irbid Governorate
24. Dr. Fatima Al Dajani	Prince Mohamad Health Center, tel 982 128	Jebel Al Hussein Amman
25. Ms. Muntalla Al Najar	Hai Shabeeb MCH Cent Al Zarqa Governorate tel 985 695	Al Zarqa
26. Dr. Adel Al Bilbaisi	Health Directorate Balqa Governorate tel 555 741	Salt, Balqa Govern.
27. Dr. Taher Abu Al Samen	Health Directorate Balqa Governorate tel 555 741	Salt, Balqa Govern.
28. Ms. Haneh Swailem	MCH Center Al Fhees tel	Balqa
29. Ms. Samira Sha'ban	MCH Center Der Alla tel 573 021	Der Alla, Balqa

30. Ms. Munira Sha'ban	MCH Training Center Wadi Srur, Amman tel 788 282, 772 288	Al Ashrafia, Amman
31. Dr. Ahmad Ammar	MCH Training Center Wadi Srur, Amman tel 772 288	Al Ashrafia, Amman
32. Dr. Abdulhalim Hiyasat	Health Director Salt tel 55 574 144	
33. Dr. Movin Saed Al Ghoul	Health Director, Irbid, tel 271 141	
34. Dr. Suleiman Haddadeen	Health Director, Jerash, tel 603 297	
35. Dr. Sameer Awamleh	Health Director, Al Fhees, tel 04 451 290	
36. Dr. Ghazi Al Zaabi	Health Director, Al Ramtha tel 283 352	
37. Dr. Fawaz Halasa	Health Director tel 351 026	
38. Dr. Mohamed T. Khodain	Health Director Ma'an, tel 32 130	
39. Dr. Ahmad Al Koudah	Health Director Ajloun, tel 04 462 317	
40. Dr. Abdullah Al Shawadreh	Health Director Tafila, tel 33 013	
41. Dr. Mahmoud Nabateh	Health Director, Zarqa, tel 986 204	
42. Dr. Suleiman Affash	Health Director, Al Mafrag, tel 431 106, 431 087	
43. Dr. Jamal Al Shooman	Health Director, Deer Abi Said tel 221 029, 221 013	
44. Dr. Ahmad Innab	Health Director North Ghovar tel 237 101	

APPENDIX C

Ministry of Health

RONCO Consulting Corporation

WORKSHOP ON

DESIGNING TRAINING PLANS

IN MCH / FP

AT GOVERNORATE LEVEL

AMMAN DECEMBER 14-21, 1986.

A. OBJECTIVES OF THE WORKSHOP

1. To analyze the questionnaire data on training needs assessment and tabulate it by governorate and at a national level.

2. To study and discuss the results of the needs assessment.

3. To identify the basic training needs of service delivery personnel in the area of MCH and family planning.

4. To formulate instructional objectives for the training plans.

5. To design governorate level training plans and present them to the health directors for concurrence.

B. INSTRUCTIONAL OBJECTIVES

By the end of the workshop, the participant will be able to ;

1. Analyze the questionnaire data quantitatively and qualitatively and present it in a clear fashion.

2. Interpret statistical and qualitative data

3. Give the definition of "training objective" and describe its characteristics.

4. Formulate training objectives which are clear, precise, relevant and realistic.

5. Contribute into designing a training plan.

C. WORKSHOP AGENDA

working hours 8:00-12:00
14:00-17:00

Day 1 (December 14) : Presentation, discussion of agenda
Pre-test
Training needs assessment
Data analysis at governorate level.

Day 2 (December 15) : Tabulation and interpretation of the data

Day 3 (December 16) : Identification of the training needs for:
- Physicians
- Midwives
- Nurses

Day 4 (December 17) : Formulating instructional objectives for:
- Physicians
- Midwives
- Nurses

Day 5 (December 18) : The methodology of planning training programs
Designing training plans at governorate level

Day 6 (December 19) : Designing governorate level training plans

Day 7 (December 20) : Finalizing the training plans

Day 8 (December 21) : Presentation of training plans to the health directors at central and governorate levels.
Discussion + feedback
Post test
Overall evaluation.

EVALUATION OF WORKSHOP ON DEVELOPING MCH/FP

TRAINING PLANS AT GOVERNORATE LEVEL

AMMAN,JORDAN 14 - 21 DECEMBER, 1986.

Two kinds of evaluation tllk place in this workshop:

a) A pre and post test designed to measure the extent of progress in the participants knowledge and skills.

b) An overall evaluation aiming at assessing whether the objectives of the workshop were met as well as getting feedback from the participants with regard to the proceedings and the organization of the workshop.

a) Pre and post test (see format attached)

A questionnaire covering 20 questions (18 knowledge related and 2 attitudinal) dealing with the most pertinent aspects of the workshop content, was given to the participants at the first and last work sessions.
Each correct question was graded by one point. The average scores for all participants are:

-- pre test = 7/20
-- post test =13,5/20

b) Overall evaluation (see format attached)

The participants were given an overall evaluation questionnaire of the workshop as shown in the format.

1) Achievement of workshop objectives

a. Operational objectives	% Achievement
-Computing the results of the questionnaire	70 %
-Analysis of the results	68 %
-Identification of training needs	68 %
-Formulating educational objectives	69 %

b. Instructional objectives	
-Computing the results/data use of questionnaire	84 %
-Analysis of statistical and qualitative data	76 %
-Identifying the concept of instructional objective	82 %
-Formulating clear, precise, pertinent and realistic objectives	78 %
-Designing a training plan	79 %

2. Organization of the workshop

Excellent	14 responses
Good	7 responses
Fair	5 responses

3. Stay in the hotel

Excellent	14 responses
Good	11 responses
Fair	1 response

4. Comments on the proceedings of the workshop

-too many people in charge 6

-too much to do in too little time 5

-contradiction between facilitators 3

-insufficient participation of the facilitators 3

5. Suggestions

-a longer duration 6

-another TOT 3

-less facilitators 2

6. Do you think the training plan would be implemented ?

-yes 12

-don't know 13

PRE AND POST TEST (translated from Arabic)

1.What is meant by data analysis ?

_____

2.Give a brief definition to each of the following types of instructions objectives with an example for each.

1.intermediate ex._____

2.specifec ex. _____

3.institutional _____

3.Give a ranking (1), (2), (3) to the above mentioned objectives for the general to the specific.(1) for the general (2) more specific (3) more specific

privative _____

qualitative _____

institutional_____

4.Which of the following the instructional objective is directed to the trainer ? circle one answer.

a. the trainee
b. the trainer
c. the propre
d. the content
e. the method of teaching (training)

5.The following are two statements of an instructional objective, circle correct one.

a. the nurse will know completely the birth spacing methods
b. the nurse will be able to describe the birth spacing methods

6.What are the main components of a training methodology ?

_____

7.Define pertinent objective.

_____

8. Define realistic objective

_____

9. Give a ranking to the following activities to show the proper sequence of steps (#1 for first step, #2 for the second etc)

-Design and planning of training program

-Needs assessment

-Selecting training methods

-Selection of trainers

-Formulation of instructional objectives.

10. What is the advantage of open-ended questions in a questionnaire?

_____

_____

11. How to analyze and use the content of an open-ended question in a questionnaire ?

_____

12. Is it possible to qualify the answers of an open-ended questionnaire ?

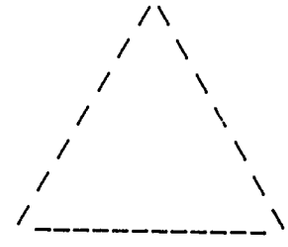
yes_____ no_____

13. What is the difference between formative and final evaluation in training ?

formative evaluation_____

final evaluation _____

14. In the previous workshop you were given the following figure related to training needs. Can you illustrate it ?



15. Among the following terms, which is the closest to the objective in its instructional meaning ? circle the right answer.

method. hope. result. imagination. activity. means.

16. Circle the right answer.

a. the educational strategy is designed from the training plan
b. the training plan is designed for the educations strategy.

17. Which is the most general statement ? circle correct answer.

education. training.

18. Do you think that this workshop will have an impact on the MCH/FP in your region? circle correct answer.

a. very much so
b. I wonder
c. no

if your answer is #1, what would be this impact ?

19. Would you be interested in being a trainer in the next few months?

a. yes
b. no
c. don't know

20. MCH/FP training has an impact on health services in the following (put a x on the wrong answer)

-training increases the quality of these services

-training contributes to increase the number of users of these services

-training only enhance the skills and knoledge of service delivery staff

-training is an important factor in the design and implementation of MCH/FP programs

APPENDIX D

Overall results of the Training Needs Assessment Survey conducted by training teams in their respective governorates.

A. Number of health staff interviewed: 209 physicians 62% of total
95 midwives 93% of total
281 nurses 28,1% of total

B. Overall expressed training needs by priority in all governorates.

I. PHYSICIANS.

Areas of interest/need for training	....Ranked as..... #1	#2	#3	other	total
1. Family Planning (birth spacing)	7	3	1	3	14
2. Health of child and pregnant mother	2	2	5	5	14
3. Health Education	-	3	1	6	10
4. Management (job description)	1	1	1	6	9
5. Vaccination	-	-	2	7	9
6. Nutrition (maternal and child)	-	1	2	5	8
7. Patient registration	1	2	-	3	6
8. Diarrheal diseases	-	1	-	5	6
9. Delivery and post partum care	-	-	1	4	5
10. Field work	2	-	1	-	3
11. Malformation	-	1	-	2	3
12. Equipment training	1	-	-	1	2
13. Infant care	-	-	-	1	1

II.MIDWIVES.

Area of interest/need for training	....Ranked as..... #1	#2	#3	other	total
1.Family planning (birth spacing)	7	3	-	3	13
2.Health Education	1	3	1	4	9
3.Malformation	-	1	3	5	9
4.Vaccination	1	1	2	4	8
5.Management and job description	-	2	1	3	6
6.Delivery and post partum care	-	-	1	6	7
7.Care of child and pregnant mother	-	1	1	6	8
8.Patient registration	-	1	1	3	5
9.Nutrition (maternal and child)	2	-	1	3	6
10.Field work	2	-	1	1	4
11.Equipment training	-	1	-	2	3
12.Diarrheal diseases	-	-	-	3	3
13.Lab examination	-	-	-	2	2
14.Seminars	-	-	-	2	2
15.Mental retardation	-	-	-	1	1

III. NURSES.

Area of interest/need for training	.....Ranked as..... #1	#2	#3	other	total
1.Care of child and pregnant mother	7	2	3	1	14
2.Health Education	-	2	3	8	13
3.Family planning	4	2	1	5	12
4.Vaccination	1	2	1	7	11
5.Patient registration	-	2	2	7	11
6.Diarrheal diseases	-	1	1	8	10
7.Lab examination/tests	-	-	-	9	9
8.Field work	1	1	-	6	8
9.Nutrition (maternal and child)	1	-	3	3	7
10.Equipment use training	-	-	-	5	5
11.Basic nursing skills	-	-	1	4	5
12.First aid	-	1	-	3	4
13.Public health	-	1	-	1	2
14.Management (job description)	-	1	-	-	1
15.Child delivery and post partum care	-	-	-	1	1
16.Home visits	-	-	-	1	1

OVERALL EVALUATION QUESTIONNAIRE

(translated from arabic)

1. In your opinion, to what extent were the workshop objectives achieved ?

A. Operational objectives	% of achievement
1. Analysis of questionnaire data statistically & qualitatively	
2. Discussion of the results of the training N.A survey.	
3. Defining major training needs in MCH/FP	
4. Formulating training objectives for the training plan.	
5. Designing training plans and presenting them to health directors.	
B. Instructional objectives	
1. Diagnosis of questionnaire data quantitatively & qualitatively and presentation of the results.	
2. Quantitative and qualitative data analysis	
3. Definition of training objective, its types and characteristics	
4. Formulation of training objectives that are clear, specific, relevant and realistic	
5. Participating in the design of a training plan	

2. Was the overall organisation of the workshop (circle answer)

- excellent
- good
- average
- bad

comments _____
_____
_____
_____

3. Were the condition of accomodation (circle answer)

- excellent
- good
- average
- bad

comments _____
_____
_____
_____

4. Do you think that the training plan you designe will be implemented in your governorate ? (circle answer)

- yes
- no
- don't know

Please justify your answer.

_____
_____
_____

RECEIVED FEB 1 7 1987

ATELIER DE PLANIFICATION DE LA FORMATION DANS LES CENTRES DE SANTE MATERNELLE ET INFANTILE AMMAN, JORDANIE, 11 AU 21 DECEMBRE 1986

RAPPORT DE TAHAR EL AMOURI ,CONSULTANT.

I-INTRODUCTION

Cet atelier fait suite à un premier séminaire organisé à Amman pour le meme groupe de médecins et sages-femmes ,travaillant dans les centres de santé maternelle et infantile .Au cours de cette première session ,qui s'est déroulée en Juin 1986 ,les participants ont été initiés aux méthodes et techniques de l'analyse des besoins en matière de formation et ont élaboré un questionnaire qui fut administré dans l'ensembles des districts aux médecins ,sages-femmes et infirmières.Le but général de l'assistance était de former un groupe de formateurs capables de prendre en charge le perfectionnement des personnels de santé.

OBJECTIFS DE LA MISSION

Les objectifs de la mission ont été fixés comme suit par la lettre du 23/11/86:

1-co-animer l'atelier de planification de programme

2-aider à l'analyse des données concernant les besoins en matière de santé maternelle et infantile ,au niveau du district de Santé

3-aider à la mise au point des plans de formation en matière de sante maternelle et infantile et de planning familial pour les districts de sante

OBJECTIFS DE L'ATELIER

Les objectifs de l'atelier ont été fixés comme suit en accord avec M. Abderrazak Thraya , et présentés aux participants qui les ont acceptés:

sur le plan opérationnel:

1-dépouiller les questionnaires remplis dans les différents districts de Santé

2-analyser et discuter les résultats du questionnaire

3-réaliser un consensus en ce qui concerne les besoins éducationnels en matière de santé maternelle et infantile et de planning familial

4-réaliser un consensus en ce qui concerne les objectifs éducationnels et leur formulation

5-réaliser collectivement le plan de formation et le faire accepter par les responsables

sur le plan pédagogique :

le participant devait être capable de:

1-dépouiller les questionnaires sur le plan quantitatif et qualitatif et présenter les résultats d'une manière claire

2-analyser des données statistiques et qualitatives

3-identifier les différents types d'objectifs éducationnels et leurs caracteristiques

4-formuler des objectifs éducationnels clairs, précis,pertinents et réalistes.

5-participer à l'élaboration d'un plan de formation

II-RESUME DU RAPPORT

L'atelier s'est déroulé du 14 au 21 Décembre 1986 et avait pour but d'exploiter les données de l'étude sur le terrain réalisée par les participants en vue de connaitre les besoins educationnels et de proposer des plans de formation dans le domaine de la Santé Maternelle et infantile au niveau des districts de santé.L'atelier était une continuation du séminaire qui a eu lieu au mois de Juin precedent et qui etait axé sur les méthodes d'analyse des besoins éducationnels.

Cet atelier a pris un aspect pratique et a consisté surtout en travaux de groupes en vue de realiser des plans de formation ,quelques courts exposés ont été programmés pour introduire des notions ou des méthodes nouvelles.

les participants ont pu,au cours de l'atelier,dépouiller l'ensemble des questionnaires au niveau des régions et du royaume,élaborer les besoins éducationnels et les traduire en objectifs éducationnels,présenter des plans de formation par région à leurs directeurs réunis à l'occasion du dernier jour de l'atelier.

L'évaluation de l'atelier fait ressortir que les objectifs fixés ont été atteints dans leur ensemble ,malgré quelques difficultés dues aux interventions contradictoires des partenaires jordaniens,l'ensemble des participants a manifesté beaucoup de sérieux et d'enthousiasme pendant les travaux et l'on peut espérer que cette motivation contribuera à faire réaliser les plans de formations dans la plupart des régions concernées.

III-CONSTATATIONS

1-déroulement de la mission:

a)calendrier général

11-12-13 Decembre:contacts et préparation de l'atelier
14-15-16 Décembre:début de l'atelier et dépouillement du questionnaire
17 Décembre:identification des problèmes et des besoins éducationnels
18 Décembre:élaboration des objectifs éducationnels
19-20 Décembre:élaboration des contenus et des plans de formation
21 Décembre :présentation des résultats de l'étude et des plans de formation aux directeurs de la santé
Fin de l'atelier

b)calendrier détaillé:

Depouillement et analyse des questionnaires:

Les participants ont eux-memes administré les questionnaires dans leurs districts respectifs à un échantillon global de 585 agents de santé ainsi répartis:

209 médecins sur 337 soit 62%
95 sages-femmes sur 102 soit 93,1%
281 infirmières sur 998 soit 28,1%
au total 585 agents sur 1437 soit 40,7%

Ce large échantillon permet donc de généraliser les résultats de l'étude à l'ensemble des agents travaillant au sein des centres de santé maternelle et infantile. Le travail sur le terrain semble s'être déroulé dans de bonnes conditions si l'on excepte quelques difficultés de transport rencontrées dans certains districts.

Après une courte présentation sur le dépouillement des questionnaires ,les participants ont été regroupés en petites équipes ,par district de santé.Ils se sont employé ,pendant les trois premiers jours ,a dépouiller tous les questionnaires remplis. Ce travail a permis à l'ensemble des participants de

s'entraîner au traitement et à l'analyse des questions fermées et ouvertes ,et à l'utilisation de statistiques simples.Le traitement a été fait ,dans un premier temps ,au niveau des districts,et,dans un deuxième temps,au niveau national.

Identification des problèmes et des besoins éducationnels:

L'analyse des questionnaires a permis aux participants d'dentifier les problemes professionnels techniques,sociaux et administratifs rencontrés par les medecins,les sages-femmes et les infirmières dans les centres.On a pu également formuler d'une façon claire et ordonnée les besoins éducationnels ressentis par les enquêtés.Au cours de cette phase nous avons rappelé aux participants la nécessité de tenir compte des besoins de

l'agent de santé
l'institution
la Société
(triangle des besoins)

Seuls les besoins éducationnels les plus pressants ont été considérés en vue de formuler les objectifs éducationnels .Nous avons également insisté sur le fait que la formation ne saurait,a elle seule ,résoudre les problèmes des centres de santé maternelle et infantile,et que certains de ces problèmes devaient être réglés par des mesures organisationnelles et administratives

Elaboration des objectifs opérationnels :

Cette phase a débuté par un court exposé sur :

La nature de l'objectif éducationnel

les différents niveaux d'objectifs éducationnels :Institutionnel (stratégique),intermédiare et spécifique

les caractéristiques d'un bon objectif éducationnel

l'utilisation des verbes d'action pour la rédaction d'un objectif

le lien étroit entre l'identification d'un besoin en matière de formation et sa claire traduction en termes d'objectifs et de performances sur le plan professionnel.

Cette phase a également été l'occasion de lier l'élaboration des objectifs les contenus et les instructeurs .Aprés les clarifications sur ce sujet les participants ont commencé ,en petits groupes , à rédiger les objectifs correspondants aux besoins éducationnels retenus.Il a été recommandé de retenir les objectifs que l'on peut envisager , en étant réaliste,d'atteindre au cours de l'année 1987 .Il a été également demandé de rédiger des objectifs éducationnels institutionnels et intermédiaires et de laisser les objectifs spécifiques pour une phase ultérieure (la rédaction d'objectifs spécifiques aurait nécessité 3 ou 4 jours supplémentaires)

Elaboration du contenu des sessions de formation pour l'année 1987

Nous avons conçu un format standard permettant de présenter d'une manière claire les sessions de formation prévues,ce format comprend les rubriques suivantes:

district
titre de la session de formation
fonction des personnes à former
leur nombre
date de la session
lieu de la session
responsable de la formation
instructeurs et/ou animateurs
résultat principal attendu

objectifs educationnels
équipements nécessaires
documents et sources
observations diverses

Ces imprimés ont facilité le travail des participants

Elaboration du plan de formation 1987

Un document récapitulatif a été conçu et distribué aux particpants afin d'y résumer toutes les actions de formation prévues pour l'année 1987 .ce document se présente sous la forme d'un tableau comportant :

le n° de la session de formation
sa date
son titre
le résultat attendu de la session
la fonction des participants
leur nombre
le responsable de la session
l'instructeur et/ou l'animateur
le lieu de la formation

Ensuite les groupes de travail ont préparé un Plan de Formation 1987 comprenant :

l'introduction
la presentation des besoins éducationnels
la présentation des objectifs éducationnels retenus
la présentation du programme général des sessions de formations proposées pour l'année (tableau récapitulatif)
le détail du programme par session

Vu le faible effectif de certains districts il y a eu quelques regroupements ,on obtient ainsi 9 plans de formation au lieu des 14 prévus.

Au cours de la journée du 20/12/86 ,deux de ces plans de formation ,ceux de Amman et de Irbid ,ont été présentés en séance plénière ,en vue de leur discussion .Certaines améliorations ont pu être proposées ,avant leur présentation aux Directeurs de la Santé.

Dépouillement des questionnaires:

Initialement nous n'avions pas pour objectif de procéder au dépouillement des questionnaires à l'échelon national,mais seulement par district, grâce à l'enthousiasme d'une petite équipe de participants ,qui ont travaillé jour et nuit,nous disposons maintenant des éléments suffisants pour rédiger une étude sur le profil actuel des agents de santé (médecins,sages-femmes et infirmières) sur leurs besoins en matière de formation et sur les problèmes qu'ils rencontrent dans l'exercice de leur fonction. L'un des médecins de cette équipe ,Dr.Adnene Dhemour,s'est engagé à rédiger un rapport d'étude .Les résultats de ce travail ont été présentés à la séance plénière le 20/12 puis devant la même assemblée ,à laquelle se sont joints les Directeurs de la Santé le dernier jour de l'atelier .

Séance de présentation finale en présence des Directeurs de la Santé

Cette séance a eu lieu le 21/12/86 et a regroupé l'ensemble des participants et les Directeurs et sous directeur s de la Santé .Au début de

cette séance un exposé général a porté sur le déroulement ,les résultats de l'atelier et sur les moyens de soutenir l'élan des participants .Ensuite les résultats de l'étude sur le terrain ont été présentés et discutés.

IV-PROBLEMES RENCONTRES

1)calendrier :

Nous avions prévu de commencer l'atelier le 13 Decembre ,mais à cause de la participation des responsables de la Santé maternelle et infantile à l'ouverture d'un autre séminaire ,nous avons différer d'un jour le début des travaux.Nous avons également prévu de travailler le Vendredi (jour de congé hebdomadaire)mais une dizaine de participants sur les 31 ont préféré se reposer les autres se sont porté volontaires pour leur avancer leur travail en petits groupes.L'atelier a donc duré 8 jours ,du 14 au 21 Decembre inclus ,durée qui s'est avérée suffisante pour la réalisation des objectifs.

2)supervision de l'atelier

Quelques difficultés ont été constatées dans la supervision de l'atelier du fait de la présence ,en plus des deux co-trainers,des trois responsables de la santé maternelle et infantile.La communication entre ces derniers et les co-trainers a été un peu difficile et nous avons connu quelques moments de tension et de flottement .D'autre part les partenaires jordaniens ont insisté pour faire assister des "personnes ressources" dont la présence à notre avis n'était pas nécessaire à la conduite de l'atelier.Ces problèmes et les négociations engagées pour les résoudre ont provoqué des retards et entraîné les critiques de certains participants .Particulierement l'attitude de complaisance manifestée par les partenaires jordaniens à l'égard de leur collègues,a un peu perturbé le climat au niveau des superviseurs .

V-EVALUATION DE L'ATELIER

L'évaluation s'est déroulée à deux niveaux:

-pré et post test destiné à mesurer le degre de progrès réalisé par les participants ,entre le premier et le dernier jour,sur le plan des connaissance et des attitudes

-évaluation de l'atteinte de objectifs par les participants et recueil de leurs commentaires,de leurs suggestions ainsi que l'estimation de leur motivation à continuer leurs efforts dans le domaine de la formation.

On trouvera ci-dessous les éléments d'évaluation recueillis:

Pré et post test :

Au début et à la fin de l'atelier les participants ont répondu à un questionnaire comportant 18 questions de connaissance et 2 questions d'attitude concernant l'évaluation des besoins et la programmation des actions de formation,cette épreuve a été notée sur 20 points.Nous obtenons la progression suivante:

prétest: 7/20

posttest:13,5/20

évaluation finale:

les participants ont répondu à un questionnaire d'évaluation finale de l'atelier ,dont voici les résultats:

Atteinte des objectifs selon les participants:

a)objectifs opérationnels	**estimation de l'atteinte**
dépouillement des questionnaires	70%

analyse des résultats de l'étude	68%
accord sur les besoins éducationnels	68%
accord sur les objectifs éducationnels	69%

b)objectifs pédagogiques

dépouiller et exploiter un questionnaire	84%
analyser des données statistiques et qualitatives	76%
identifier le concept d'objectif éducationnel	82%
formuler des objectifs clairs,précis,pertinents et réalistes	78%
participer à l'élaboration d'un plan de formation	79%

Les **participants ont donné leur avis sur les points suivants**

organisation de l'atelier

excellente	14
bonne	7
moyenne	5

conditions de séjour

excellentes	14
bonnes	11
moyennes	1

le plan sera-t-il réalisé au niveau du district?

oui	12
ne sait pas	13

remarques sur l'organisation:

il y trop de responsables	6
trop d'activités et peu de temps	5
contradictions entre responsables	3
participation ineffective des responsables	3

suggestions:

une durée plus longue	6
un stage de formation de formateurs	3
moins de responsables	2

VI -RECOMMANDATIONS

Clarifier avec les partenaires le concept et les méthodes de travail de l'atelier,qui est une formule différente du séminaire basé sur les communications d'experts.

- désigner clairement les partenaires nationaux nécessaires pour la supervision de l'atelier et de clarifier leur role
- limiter le nombre des superviseurs
- limiter le nombre des consultants au strict minimum

Conduite de l'atelier:

-désigner un animateur principal chargé de la conduite pédagogique de l'atelier

-prévoir suffisamment de briefings avec les partenaires nationaux pour une meilleure coordination des interventions

VII-CONCLUSION FINALE

Malgré les difficultés signalées l'atelier a atteint tous les objectifs et les a même dépassés puisque l'on a pu réaliser le dépouillement de l'enquête nationale sur les besoins en matière de formation.Les participants ont, dans leur grande majorité manifesté beaucoup d'enthousiasme et de sérieux dans leurs travaux et l'on peut espérer que les formateurs seront à la hauteur des tâches qui les attendent.On peut les aider dans ce sens ,en adoptant ,au niveau du Ministère de la Santé,une attitude volontariste et en clarifiant et diffusant les options stratégiques visant à développer les services de santé dans le domaine du planning familial et de la santé maternelle et infantile.Il est également nécessaire de soutenir l'élan déclenché par les deux sessions de formation de formateurs (Juin et Décembre 1986) par au moins deux autres sessions:un séminaire sur les méthodes d'enseignement aux adultes
un séminaire sur les techniques d'évaluation objective de la formation

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1987 TRAINING PLAN .MAFRAG. PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Sit
	1. MCH for Doctors	- Improve MCH services in health centers and improve level of doctors' skill in examining expectant mothers and newborn babies	72	5	Director of Health	Trainers from hospital & ministry	MCH cent
	2. Birth Spacing and Family Planning for Doctors	- Improve level of doctors' skills in explaining birth spacing and family planning. Train them in how to use birth spacing methods.	72	5	"	Specialists from hospital	"
	3. Care of Expectant Mothers and Health Education for Nurses	- Improve nurses skills in health education and care of expectant mothers. Train them to use record cards.	24	10	"	Dr. Raouf Khoury	"
	4. First Aid for Nurses	- Increase and improve skills and capabilities of nurses in using nursing implements.	24	10	"	"	"

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1987 TRAINING PLAN ..ZARKA..... PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Sit
Feb.87	1. Care of Expectant Mothers and Children Under 5 and Birth Spacing IUD insertion (4 sessions)	- Improve MCH services offered by centers and increase attendance for these services	72 9 days - 8 hrs per day	8 doctors	Dr. Fatma Dejani	Mahmoud	ZARK FPA Trair ing Cente
Apr.87	2. Care of Expectant Mothers and Children Under 5 and Birth Spacing (2 sessions)	- Improve level of MCH services offered by centers and increase attendance for these services	24 4 days - 6 hrs per day	4 midwives	Muntaha Najar	Fatma Dejani	ZARK Trair ing cente
JuneS7	3. Vaccination (4 sessions)	- increase rate of basic vaccination for expectant mothers and children to protect them from diseases	24 4 days - 6 hrs per day	24 nurses	Fatma Dejani	Muntaha Naja	Healt

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1987 TRAINING PLAN .TOUFFEILA.... PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Sit
ar.87	1. Diarrhea, Vaccination & Health Education	- Improve the skills of nurses in explaining and using vaccination, and solution for treating diarrhea - Basic concepts of health education	36	7	Dr. Abdullah Sharawira Dr. Ghazi	Dr. Yassine El Maani Dr. Ahmed Saleh	
pr.87	2. Mother and Child Health Care	- Improve MCH services - Increase services	20	5	"	Fatma Mahasni Dr. Ahmed Saleh	MCH Center
	3. Use of IUD as birth spacing method	- Explanation and use by midwives of all types of IUDs and knowledge of the advantages of IUDs in birth spacing.	26	3	Dr. Abdullah Sharawira	Dr Mounir Aboubaker	Tou f. H
JuneS7	4. Vaccination and Nutrition for Expectant Mothers and Children	- Improve MCH services in the province by increasing skills of midwives in the fields of nutrition and vaccination	20	3	"	Ghazi	
SeptS7	5. Vaccination	- Improve capability of doctors in explaining diseases against which vaccination provides protection - Contra-indications to vaccination - Methods of preservation	18	4	"	Yassine El Maani	
	6. Training of Trainers Seminar	- Improve skills of trainers through 1-Methods of training and evaluation 2-Improve teaching level in areas of training: a-birth spacing b-care of expectant mothers and children c-nutrition		doctors	RONCO	School Health center	

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1987 TRAINING PLAN, KARAK PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
	Diarrhea and Vaccination for Midwives and nurses 4 sessions	Improvement of nurses' and midwives' skills in the areas of diarrhea and vaccination.	16	12 midwives 30nurses (10 per session)	Dr. Adnan Dhamour	Menahi Hadideen	Karak MCH Center
	Care of expectant mothers and children: health education 4 sessions	Improvement of skills of nurses in MCH and health education.	12	40 nurses (10 per session)	"	"	"
	Birth spacing and health education for midwives 2 sessions	Improvement of midwives' skills in birth spacing	12	12 midwives (6 per session)	"	"	"
	Diarrhea and Vaccination for Doctors 4 sessions	Improve the level of MCH services to increase the attendance rate at centers through the level of doctors in the areas of diarrhea and vaccination.	18	24 doctors (6 per session)	"	"	
	Care of Mothers and children under five 4 sessions	Improvement of MCH services and increase attendance for FP services	36	24 doctors (6 per session)	"	"	"

Document N° 31

1987 TRAINING PLAN, IRBID PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
	1. Birth Spacing and Birth Defects	1) Improve doctors skills in distinguishing between the different types of birth defects 2) Improvement of MCH services by providing birth spacing services 3) Improve the level of doctors and the use of birth spacing methods.	36	10 doctors 5 midwives			Irbid 7 session
	2. Care of Expectant Mothers and Children	1) Impnovement of MCH services in the province 2) Improve the skills of workers in the center 3) Increase the rate of MCH clients	36	10 doctors			7 =
	3. Diarrhea and Diarrhea Prevention	1) Knowledge of causes of diarrhea 2) Diagnosis of dehydration 3) Preparation and administration of solution for treating diarrhea 4) Explanation of methods of preventing diarrhea	36	15 midwives & nurses			Irbid 7 sessions
	4. Vaccination	1) Understanding of vaccination: types and advantages 2) Know how to vaccinate 3) Methods of conserving vaccine 4) Contra-indications to vaccination	36	15 midwives & nurses			Irbid 7 sessions

1987 TRAINING PLAN, IRBID PROVINCE (cont'd)

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
		5) Increase the rate of vaccination					
	5. Health Education	1) Increase skills of nurses 2) Improve health services in the province 3) Increase rate of attendance at MCH centers	To be decided later				
	6. Training of Trainers Seminar	1) Acquiring of evaluation and training methods 2) Raise level of education in areas of training a-training and evaluation methods b-Increase level of competency in training centers i-birth spacing ii-care of expectant mothers c-nutrition, etc. 3) Care of expectant mothers and children a-birth spacing b-care of expectant mothers and children c-nutrition					

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1987 TRAINING PLAN, BALQAA PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
	1. MCH and Birth Spacing	- Improvement of level of MCH services - Improvement of doctors' skills - Increased attendance at MCH centers - Evaluation of MCH and birth spacing services in health centers	60	5 doctors	Director of Health	2 doctors 1 midwife	Salt MCH center 3 sessio to include a total o 15 doctor
	2. Diarrhea and Vaccination	- Explanation of the importance of vaccination - Improve doctors skills in diagnosing the diseases requiring vaccination - Reduce the number of diarrhea cases - Explanation of importance of solution for treating diarrhea	20	5 doctors	Director of Health	1 doctor	Salt MCH Center - 2 sessi
	3. MCH and birth spacing	- Improvement of level of MCH workers - Increase skills of midwives - Increase attendance of MCH and birth spacing clients	30	5 midwives	"	1 doctor 1 midwife	Salt MCH center - 2 sessio
	4. Development of Basic MCH skills	- Improvement of level of MCH workers by increasing nurses skills - Increase capability for developing basic nursing skills	30	12 nurses	"	1 doctor 1 midwife	Salt MCH Center

1987 TRAINING PLAN BAL QAA..... PROVINCE (Cont'd)

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
	5. Training of Trainers Seminar	- Increase trainers' skills through: 1 - evaluation and teaching methods 2 - ease level of education training areas: a-birth spacing b-care of expectant mothers and children c-nutrition		doctors	RONCO		

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1987 TRAINING PLAN ..JIRASH..... PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
	1. Care of expectant mothers and children under 5 for doctors	- Improvement of performance of doctors in MCH and family planning	32	4	Director of MCH training center	Trainers from hospital & ministry	Amma
	2. Diarrhea and vaccination for doctors	- Improvement of competency of doctors in diarrhea and vaccination by reducing the percentage of diarrhea complications in expectant mothers and children	32	4	"	"	"
	3. Birth spacing and health education for midwives	- Improvement of midwives' skills in the fields of birth spacing and health education to increase attendance at centers and family planning		4	Jirash Director of Health	A doctor having received same train o	Jiras MCH Cente
	4. Diarrhea and vaccination for nurses	- Improvement of professional performance of nurses in MCH to arrive at a high rate of cover and limit diarrhea	12	10	"	Dr. A ullah Abo Aleya	
	5. Care and health education for expectant mothers and care of children under 5 for midwives and nurses	- Improvement of midwives' skills in health education and birth spacing		10 + 2 midwives		"	"
arly 987	6. Training of Trainers Seminar	- Improvement of trainers' capabilities in training techniques			Director of MCH Training Center		Amma

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1987 TRAINING PLAN ..AMMAN..... PROVINCE

Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Site
1. MCH and Birth Spacing	1 - Improve level of MCH services 2 - Improve level of competency of practising physicians 3 - Increase attendance at center 4 - Generalize MCH and birth spacing services to all centers	60	7 doctors	Dr. Zaid Al Kayid	2 doctors 1 midwife	Amman MCH train-center 3 session to have 2 doctors
2. Diarrhea and Vaccination	1 - Presentation and explanation of importance of vaccination 2 - Improve level of skills of doctors in diagnosing diseases requiring vaccination 3 - Reduce percentage of diarrhea cases 4 - Explanation of importance of the solution in treating diarrhea	20	7 doctors	"	1 doctor	"
3. MCH and Birth Spacing	1 - Improve level of MCH services 2 - Improve level of skills of midwives 3 - Increase attendance of clients at these centers (MCH & birth spacing)	20	5 midwives	"	1 doctor 1 midwife	Amman MCH training center 2 session to have 1 midwives
4. MCH - Development of Basic Skills	1 - Improve MCH services by increas- level of skills of nurses 2 - Increase capability of improving basic skills of nurses	20	12 nurses	"	1 doctor 1 midwife	Amman MCH training center 5 session to have 60 nurses

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1987 TRAINING PLAN ..AMMAN..... PROVINCE (cont'd)

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Sit
	5. Training of Trainers	1 - Improve the skills of trainers by a) training and evaluation methods b) improving level of teaching in training areas: i - care of expectant mothers and children ii - birth spacing iii - nutrition					

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1987 TRAINING PLAN ..MA'AN ..... PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	Sit
	1. Training of Trainers	1 - Improve the skills of trainers by a - Training and evaluation methods b - Improving the level of teaching in the following areas of training: i-birth spacing ii-care of expectant mothers and children iii-nutrition		Doctors	RONCO		
	2. Basic Skills in Nursing	1 - Improve nursing practises in the province	30	10 nurses	Director of Health	1 doctor	MCH cen Ma'a
	3. Diarrhea and Vaccination	1 - Improve the level of vaccination services for women and children 2 - Generalize proper preparation and use of solution for treating diarrhea	30	10 nurses	"	"	"
	4. Care of Expectant Mothers and Children, and Birth Spacing Methods	1 - Improve MCH service delivery and increase attendance for MCH services 2 - Increase use of birth spacing methods	60	10 nurses	"	1doctor 1 midwife	

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1987 TRAINING PLAN ..... PROVINCE

Date	Title of Seminar	Major Expected Outcome of Seminar	Total Training Hours	N° of Participants	Supervisor	Trainer	[illegible]

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E.O 12356: N/A
SUBJECT: POPULATION: RONCO PAC II DIRECTOR AND STAFF VISIT TO EGYPT (DEC. 2-8) AND MISSION PROPOSED INVOLVEMENT OF RONCO IN THE FAMILY PLANNING PROGRAM IN EGYPT.

RONCO PAC II PROJECT DIRECTOR TOM MILROY AND CLINICAL SKILLS COORDINATOR DR. SOGUNRO (DEC. 2-4), ABDERRAZAK THRAYA (DEC 2-8) VISITED EGYPT TO FOLLOW-UP ON THE IMPLEMENTATION OF THE PROPOSED NATIONAL FP TRAINING CONFERENCE AND TO DISCUSS FUTURE INVOLVEMENT OF RONCO IN THE FAMILY PLANNING PROGRAM IN EGYPT.

MILROY, THRAYA AND SOGUNRO MET WITH PROFESSOR DR. MAHRAN, NPC SECRETARY GENERAL ON DEC. 3, 1986. DURING THIS MEETING DR. MAHRAN REITERATED INTEREST IN IMPLEMENTING THE NATIONAL CONFERENCE AND TENTATIVE DATES FOR THE CONFERENCE ACTIVITIES WERE DISCUSSED (END OF JANUARY 1987 FOR PREPARATORY MEETING AND LATE MARCH/ EARLY APRIL FOR HOLDING THE NATIONAL CONFERENCE.)

FOLLOWING THIS MEETING THRAYA STAYED ON TO WORK ON CONFERENCE IMPLEMENTATION DETAILS WITH DEPUTY SECRETARY GENERAL OF NPC, DR. FAWZI GADALLA (DEC. 4-8).

IN ADDITION, FUTURE INVOLVEMENT OF RONCO WAS DISCUSSED WITH THE USAID POPULATION OFFICE. PARTICULARLY IN LIGHT OF THE UP-COMING USAID/CAIRO FUNDED EFPA AND MOH PROJECTS. ON THE BASIS OF THESE NEW PROJECTS, RONCO WILL HAVE TO REASSESS ITS STRATEGY IN EGYPT PARTICULARLY VIS-A-VIS THE ITRFP/RONCO PROJECT PROPOSAL FOR FAMILY PLANNING TRAINING IN TWO GOVERNORATES. IN THE NEW MISSION FUNDED EFPA PROJECT ITRFP IS EXPECTED TO BE THE MAJOR INSTITUTION IN CHARGE OF THE OVERALL IMPLEMENTATION OF THE TRAINING COMPONENT. GIVEN THE MUCH LARGER AND MORE DIRECTED FAMILY PLANNING TRAINING EFFORTS PROPOSED UNDER THIS PROJECT, THE MISSION WILL NOT CONCUR WITH THE AFOREMENTIONED ITRFP/RONCO PROPOSAL IN TWO GOVERNORATES. INSTEAD, WE EXPECT RONCO TO DEVOTE ITS FUTURE EFFORTS TO ASSISTING IN PLANNING, COORDINATING AND IMPLEMENTING TRAINING PROGRAMS TO BE UNDERTAKEN BY THE EFPA AND THE MOH DIRECTLY TIED TO SERVICE DELIVERY OBJECTIVES. RONCO SUPPORTED TRAINING ACTIVITIES NOT INTEGRATED INTO LARGER PROJECTS WITH MEASURABLE IMPACT SERVICE DELIVERY WILL RECEIVE MISSION CONCURRENCE ONLY UNDER VERY SPECIAL CIRCUMSTANCES.
WISNER

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