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## Trip Report

# 0-572

**Travelers:** Ms. Teresa Mirabito, INTRAH Program Officer

**Country Visited:** NIGERIA

**Date of Trip:** July 29 - August 14, 1987 in-country  
July 27 - August 17, 1987 dates of travel

**Purpose:**

1. To accompany the PAC-II Mid-Project Evaluation Team to Lagos and Kwara States.
2. To monitor projects in Lagos and Benue States and to assess the preparedness for project implementation in Gongola State.

Program for International Training in Health  
208 North Columbia Street  
The University of North Carolina  
Chapel Hill, North Carolina 27514 USA

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## LIST OF ABBREVIATIONS

<b>AGMPN</b>	Association of General Medical Practitioners of Nigeria
<b>CHE</b>	Community Health Education
<b>CNO</b>	Chief Nursing Officer
<b>EPI</b>	Expanded Program of Immunization
<b>HSMB</b>	Health Services Management Board
<b>IEC</b>	Information, Education, and Communication
<b>LGA</b>	Local Government Area
<b>NIH</b>	National Institute of Health
<b>PCS</b>	Population Communication Services
<b>PPFN</b>	Planned Parenthood Federation of Nigeria
<b>STT</b>	State Training Team
<b>TOT</b>	Training of Trainers

## EXECUTIVE SUMMARY

In accordance with the contract requirement for a mid-project evaluation of INTRAH's PAC-II activities, an external evaluation team conducted field visits to Kwara, Lagos, and Benue States, Nigeria. Two evaluators, Team Leader Ms. Carolyn Long and Ms. Shelia Ward, visited Lagos and Kwara State accompanied by INTRAH Program Officer Ms. Teresa Mirabito, while Ms. Patricia Baldi visited Benue State.

The evaluation visit to Nigeria was scheduled to be conducted August 3-7. Major constraints which hindered the assessment of the projects included two national holidays on August 4 and 5 and the travel schedules of the evaluators. Ms. Baldi arrived in Makurdi, Benue State, on Monday afternoon, August 3. Although training activities were continued through the holidays, Tuesday and Wednesday, August 4 - 5, Ms. Baldi was able to meet only briefly with MOH officials prior to her departure on Thursday, August 6, at noon.

Ms. Long and Ms. Ward accompanied by Ms. Mirabito were able to maximize their time during field visits on Monday in Lagos State and on Thursday morning in Kwara State. The visit to Kwara State was extremely brief due to the evaluators' scheduled departure for Zaire on August 7. Debriefing with Aid Affairs Officer Keys MacManus took place on Thursday evening at 6:00 pm.

A second purpose of the visit was monitoring by Ms. Mirabito of INTRAH projects in Lagos, Benue and Gongola States. The INTRAH Program Officer visited with Mrs. Margaret Bodede, Lagos State Project Coordinator and members of the training team to discuss progress of the project and future plans of the Ministry of Health for family planning training by the Training Team. Visits to family planning

clinics presented an opportunity to observe two trainees (trained by the Lagos STT) providing FP services to two new IUD acceptors. The Lagos State community health education training team was observed as they opened their third CHE workshop.

Five INTRAH-sponsored activities have been completed in Benue State. The six-week TOT workshop was completed on August 7, and Ms. Mirabito attended a debriefing presented by the INTRAH-IHP trainers prior to the trip to Benue State. Through a series of meetings with MOH officials and the State Implementation Committee on Family Planning and with the Benue State trainers in Makurdi, Ms. Mirabito and the committee members were able to identify successes and problems to date and to develop viable solutions to address the problems.

A visit was made to Gongola State to assess the level of preparation to date by the MOH for the joint Pathfinder-INTRAH project including training activities scheduled to commence in August. Alterations were made in the training workplan during meetings with MOH staff and the Permanent Secretary.

In the interim since project development, the Gongola State MOH has made a major change by replacing the Project Director and Coordinator. The Permanent Secretary is very committed to the project and has pledged his support to foster appropriate coordination of all project activities. Given the changes, the Gongola State project will require closer than usual monitoring by INTRAH.

SCHEDULE OF ACTIVITIES

- July 29** Arrived Lagos at 7:30 PM.
- July 30** Met briefly with Ms. Keys MacManus, AID Affairs Officer, American Embassy/Lagos.
- Arranged for transfer of training materials from AAO to Benue and Gongola States.
- Met with Mrs. Margaret Bodede, Project Coordinator, Lagos State FP/ORT/CHE training project.
- Visited The Pathfinder Fund regional office.
- July 31** Met with members of the Lagos State CHE and Clinical Skills Training Teams and with Mrs. Bodede.
- Arrival of PAC-II Mid-Term Project evaluators Ms. Carolyn Long and Ms. Sheila Ward.
- Met with Ms. Long and Ms. Ward.
- August 1** Briefed Ms. Long and Ms. Ward on INTRAH's work in Nigeria under PAC-II.
- Met with Mr. Kim Winnard, Senior Program Officer, Population Communication Services.
- Worked on INTRAH reports.
- August 2** Debriefed with Ms. MacManus and the PAC-II Mid-Project Evaluation team.
- Met at home of Ms. MacManus to discuss a 2-day PCS-sponsored conference on AIDS conducted by the Association of General Medical Practitioners of Nigeria (AGMPN) in conjunction with external consultants.
- Arrival of PAC-II Mid-Project Evaluator Ms. Patricia Baldi.
- August 3** Met with Ms. Long, Ms. Ward and Mrs. Margaret Bodede.
- Visited family planning clinics at Lagos Island Maternity Hospital, Apapa Health Center and Ikeja General Hospital.

Visited School of Midwifery at Ikeja General Hospital to observe Lagos State CHE trainers on the first day of a CHE workshop.

Met briefly with Dr. (Mrs.) Patricia Akingbehin, Director of Preventive Health Services and FP/ORT/CHE Training Project Director, to introduce the PAC-II Mid-Project Evaluation team.

Met with Mrs. Bisi Olatokunbo, Pathfinder Country Representative.

**August 4**

National Holiday.

Met with PAC-II Mid-Project Evaluation team.

Attended AID conference conducted by AGMPN and external consultants.

**August 5**

National Holiday.

Departed Lagos for Kwara State.

Met with Dr. Clarence Hall, IHP Consultant, at Kwara State Hotel.

**August 6**

Meeting with Ms. Long, Ms. Ward, Dr. David Olubaniyi, Director of Health Services, and Mrs. Florence Tolushe, FP Coordinator.

Meeting with PAC-II Mid-Project Evaluation team; Dr. Olubaniyi; Mrs. Tolushe; Kwara State Training Team members: Mrs. Victoria Abodunrin, Mrs. Rachel Ajiboye, Mrs. Comfort Adeoye; Mrs. Muhammed, Coordinator for Marketing Project, Columbia University; and Dr. Hall.

Visit with evaluation team Mrs. Tolushe and Mrs. Abodunrin to DHU-Ilorin FP Clinic; Sabi-Ilorin FP Clinic and University Teaching Hospital FP Clinic.

Brief meeting with Dr. Olubaniyi.

Departed Ilorin for Lagos at 1 pm.

Met with Ms. MacManus for debriefing of PAC-II Evaluation team.

Met with Ms. Patricia Baldi.

- August 7** Ms. Long and Ms. Ward departed Lagos at 6:20 am.
- Met with Mrs. Bisi Olatokunbo, Pathfinder Fund Country Representative, at American Embassy.
- Brief meeting with Ms. MacManus.
- Met with Dr. Benson Morah and Mr. S. Baba at National Population Bureau.
- Met with Professor O. Somorinn, Chief of Medicine, Lagos University Teaching Hospital.
- Met with Dr. (Mrs.) Akingbehin.
- Arrival of INTRAH/IHP trainers from Benue State: Mrs. Grace Mtawali, Mr. Maurice Apted and Ms. Betty Farrell.
- Debriefed INTRAH/IHP trainers with Ms. MacManus.
- August 8** Worked on INTRAH project management.
- Met with Ms. Pearl Nwashili, Founder, CONTRAIDS.
- Met with Mrs. Mtawali, Mr. Apted and Ms. Farrell.
- Mrs. Mtawali and Mrs. Baldi departed Lagos.
- August 9** Met with Mr. Apted and Ms. Farrell.
- Departed Lagos for Yola, Gongola State.
- August 10** Met with:
- Mrs. Judith Ambe, CNO/HSMB
  - Mrs. Rhoda Musa Tarfa, FP Coordinator and MOH/INTRAH Project Coordinator
  - Mrs. R. Y. MShelia, Community Health Officer
- Met with Mrs. Ambe, Mrs. Musa and Dr. Malgwi, Permanent Secretary, MOH/Gongola.
- Met with Dr. Malgwi.
- Met with Dr. Gidado Haliu, Commissioner for Health.

- August 11**            Departed Yola for Makurdi, Benue State via Lagos.
- Dispatched messages to The Pathfinder Fund; Mrs. Grace Delano via DHL; and telexes to INTRAH/CH.
- Arrived in Makurdi, Benue State.
- Brief meeting with Dr. (Mrs.) Mary Ogebe, Chief Medical Officer, HSMB.
- Met with Ms. Betty Farrell.
- August 12**            Met with Mr. Daniel Agogo, Permanent Secretary, MOH/Benue State.
- Attendees included:
- Dr. (Mrs.) Ogebe
  - Mrs. Susannah Attah, FP Coordinator
  - Mr. Emmanuel Okochi, IEC Manager
  - Ms. Farrell.
- Met with members of the State Implementation Committee:
- Dr. (Mrs.) Rosemary Abdullahi, Chief Health Officer
  - Dr. (Mrs.) Ogebe
  - Ms. Attah
  - Mr. Okochi
  - Ms. Farrell
- August 13**            Visited General Hospital Makurdi, Family Planning Clinic.
- Met with members of the Benue State Training Team and Mrs. Attah and Ms. Farrell.
- Met with Dr. (Mrs.) Abdullahi, Dr. (Mrs.) Ogebe and Mrs. Attah.
- Debriefed with Dr. S. S. Bello, Commissioner for Health, Mr. Agogo, Drs. Abdullahi and Ogebe and Mrs. Attah.
- Departed Makurdi for Lagos.
- Brief meeting at The Pathfinder Fund with Program Officers Mr. K. Morenikeji and Mr. G. Omotosho.
- Met with Mr. Maurice Apted.

**August 14**

Debriefed with Ms. MacManus and Mr. Larry Eicher, Health Development Officer, AAO/American Embassy/Lagos.

Brief meeting with Ms. Joyce Holfeld, REDSO/WCA Regional Population Advisor.

Departed Lagos for London.

**I. PURPOSE OF TRIP**

The major purpose of the trip was to accompany two members of the PAC-II Mid Project Evaluation team to Lagos and Kwara States to expedite their field visits and fully brief the team on the PAC-II INTRAH program in Nigeria.

In addition, projects in Lagos State and Benue States were monitored and the preparedness for project implementation in Gongola State was assessed.

**II. ACCOMPLISHMENTS**

- A. Reviewed the Lagos State FP/ORT/CHE training project with Mrs. Bodede, Project Coordinator, to identify successes and constraints and to discuss past and future activities.
- B. Met with members of the Lagos State Community Health Education and Family Planning Skills Training Teams to discuss activities which they have conducted.
- C. Fully briefed two members of the PAC-II Mid-Project Evaluation team on INTRAH's work in Nigeria under PAC-II.
- D. Introduced the PAC-II Mid-Project evaluators to the INTRAH-sponsored project directors and coordinators and training team members in Lagos and Kwara States and accompanied the team on field visits in those states.
- E. Observed members of the Lagos State CHE training team as they conducted their third CHE workshop.
- F. Observed two family planning clinical service providers, trained by the Lagos State Training Team, providing service for new IUD acceptors, thus enabling

the PAC-II Mid-Project Evaluators and the INTRAH Program Officer to assess quality of service including sterile technique.

- G. Attended a briefing by PAC-II Mid-Project Evaluators Ms. Carolyn Long and Ms. Sheila Ward with Ms. Keys MacManus, AAO/Lagos.
- H. Met with Pathfinder Country Representative Mrs. Bisi Olatokunbo to review recent personnel changes by the MOH in Gongola State which may affect the planned FP/ORT/CHE training project, and to discuss implementation planning.
- I. Received a commitment from Dr. Benson Morah and his assistant Mr. Baba, National Population Bureau, to conduct the RAPID presentation for INTRAH contract workplan Activity 1A, Orientation Seminars, planned for Gongola State, August 1987.
- J. Worked with members of the Benue State Implementation Committee for FP Training Project to resolve 2 major constraints in the training project to date: per diem and project coordination. MOH officials reached viable solutions for each issue.
- K. Reviewed with Benue State Implementation Committee members past and future training activities, highlighting successes, constraints, and alterations requested by the MOH.

### III. BACKGROUND

- A. The PAC-II contract between UNC/INTRAH and AID requires INTRAH to be evaluated at the mid-project point. This evaluation is part of a worldwide evaluation of all PAC-II projects in the Asia, Africa, the Near East and

Latin America regions. Nigeria was one of three Anglophone Africa countries selected by AID for site visits by the PAC-II Mid-Project Evaluation team.

- B. INTRAH initiated training projects in Nigeria under PAC-I and has substantially expanded its scope of work under PAC-II. Contracts have been implemented with 5 state ministries of health: Bauchi, Benue, Imo, Kwara, and Lagos States, and executed. A memo of agreement was signed in Gongola State where a jointly-sponsored Pathfinder Fund/INTRAH project is scheduled to commence August 24, 1987. Ten 5-day FP/ORT workshops have been completed in 5 states, and 3 regional evaluation workshops have been completed under Pac-II. Participants who attended regional, inter-regional and third-country training have benefitted from these workshops.

C. Project Monitoring

1. Lagos State: Five scheduled activities of the Lagos State MOH/INTRAH contract and two additional activities (CHE workshops) have been completed in the FP/ORT/CHE Training Project. The project is scheduled to be completed by November 1987.
2. Benue State: The TOT workshop Activity #5, was completed on August 7, 1987. This was the first project monitoring visit for the FP/ORT Child-Spacing Training Project, scheduled to terminate March 1988.
3. Gongola State: The Pathfinder Fund and INTRAH conducted a joint needs assessment in November 1986 and, in collaboration with the MOH, developed a family planning project which includes training activities during a visit in January 1987. The project will commence August 24, 1987 with the first training activity and is expected to be completed by March 1988.

#### IV. DESCRIPTION OF ACTIVITIES

##### A. Evaluation of PAC-II Activities

###### 1. Lagos State

The INTRAH Program Officer and PAC-II Mid-Project evaluators Carolyn Long and Sheila Ward met with Mrs. Margaret Bodede, Lagos State FP/ORT/CHE Training Project Coordinator. Mrs. Bodede had made arrangements for the team to visit FP clinics in the following three institutions:

- a. Lagos Island Maternity Hospital: to inspect the additional space that had been created for FP training as a result of the INTRAH-sponsored project. An additional waiting area and an examination room with two tables are utilized by preceptors when pre-service students and in-service trainees attend clinic for their practica.
- b. Apapa Health Center: Mrs. Mary Afolabi, a Lagos State Trainer, was interviewed and a nurse-midwife, trained by the Lagos STT, was observed as she performed a physical exam and inserted an IUD. Principles of sterile technique were applied and counselling skills and physical exam were performed appropriately. Necessary supplies, equipment and commodities are reportedly available at all times. A sink was available in the exam room and privacy was afforded the client.
- c. Ikeja General Hospital Family Planning Clinic: Mrs. Mable Oshodi, a member of the Lagos State Training Team, was interviewed by the PAC-II Mid-Project evaluators. One evaluator and the INTRAH Program Officer observed a provider (trained by the Lagos STT) as she inserted an IUD. Sterile technique was broken during the procedure and was brought to the attention of the preceptor/trainer, Mrs. Oshodi.

Mr. Dabiri, a trainer in a CHE workshop conducted by the Lagos STT, was interviewed. Mr. Dabiri was originally trained as a motivator at Ibaden in 1974. More recently he had been working at Lagos Island Maternity Hospital FP clinic and conducting few motivation sessions outside of the clinic. Since his INTRAH-sponsored training he has

conducted numerous FP education talks within the community. The demand for condoms, in one month at the clinic, thought to be a direct result of his work, climbed from approximately 40 per month to 400 in the month of June when he began working in the Ikeja area. Mr Dabiri attributes his ability to communicate effectively, using newly-acquired skills, to the training received in the CHE workshop.

In preparation for the FP/ORT/CHE Training Project, clinic space at the Ikeja General Hospital FP Clinic was modified to create an additional examination/counselling room. A sink was added to this room. Reportedly, supplies, equipment and commodities are in sufficient quantities.

2. Observation of the Lagos State CHE Training Team

The CHE trainers commenced their third CHE workshop on the day of the visit by the PAC-II Mid-Project evaluators. Two trainers were observed utilizing a combination of experiential and traditional training methods. The PAC-II Mid-Project Evaluation team met with Dr. (Mrs.) Patricia Akingbehin and Mrs. Bodede. The Program Officer was not present at the request of the evaluators.

3. Kwara State

The PAC-II Mid-Project evaluators arrived in Ilorin, Kwara State, Wednesday evening and departed at 1 pm the following day. During this time the evaluators and the Program Officer met with Dr. Clarence Hall, IHP Consultant who was in Ilorin providing technical assistance to the State Training Team which was conducting two management workshops and one CHE workshop.

A brief meeting was held with Dr. David Olubaniyi, Director of Health Services, followed by a meeting with Mrs. Florence Tolushe, Family Planning Coordinator, and 4 Kwara State Trainers.

The following points were made by the trainers:

- Through INTRAH-sponsored training they have become FP resource persons not only to their colleagues but also to members of community groups.
- Mrs. Abodunrin has introduced adult experiential training methods and FP content into the School of Midwifery. All courses taught in the school are now conducted by a team of tutors vs. one tutor. Reaction from tutors and students to the changes has been overwhelmingly positive.
- Visits were made to family planning clinics at Sobi-Ilorin General Hospital, DHU-Ilorin and Ilorin University Teaching Hospital. One INTRAH trainee was interviewed by the PAC-II Mid-Project evaluators. Observation of INTRAH trainees providing FP services did not take place.

**B. Lagos State: Monitoring visit for FP/ORT/CHE Training Project**

In a meeting with Mrs. Margaret Bodede, FP Coordinator, the following points were discussed:

1. Overview of past activities: All activities scheduled to date in the original contract between INTRAH and the Lagos State MOH have been completed. Two additional CHE workshops have been completed by the State Training Team and a third commenced August 3, 1987 (See Appendix B, Schedule of Training Activities: Lagos State).
2. Future activities: INTRAH has responded to a request by the Lagos State MOH to fund additional training activities which include:
  - a. Orientation of 25 supervisors, November 19 - 20, to be conducted by CHE State Trainers.
  - b. Clinical skills for 15 FP service providers, November 23 - December 17, to be conducted by the Lagos State Clinical Skills Training Team.

Orientation of 25 supervisors, January 7 - 8, 1988, to be conducted by the Lagos State CHE Training Team.

Clinical skills for 15 service providers, January 11 - February 5, 1988, to be conducted by the Lagos State Clinical Skills Training Team.

Length of workshops for CHE training team has been deemed insufficient by IHP trainers (see Trip Reports #0-279 and 0-362). Alternatives for lengthening the time were discussed with Mrs. Bodede. An additional one-week practicum will be considered by the MOH. Mrs. Bodede requested technical assistance for a TOT refresher for the State Training Team October 19 - 30.

A request was made to INTRAH to use project funds for development of materials, in particular posters for use in CHE and in clinics. Lagos State trainers have been unable to acquire additional supplies from PPFN and expressed interest in producing their own. It was suggested that Mrs. Bodede contact Mr. Bala Kusimeju, IEC Program Specialist, PPFN, to explore poster development, field testing and the costs involved.

Three of the original four CHE trainers remain active after one member resigned from the LGA service. Nine of the ten clinical skills trainers remain on the team; one retired from the MOH service and the second trainer plans to start a tutors' course in Benin in September 1987. She will resume her role as an in-service trainer upon completion of the course.

Lagos State MOH plans for continuation of training by the Lagos State Training Teams in 1988 were discussed with Dr. Akingbehin and Mrs. Bodede. Mrs. Bodede indicated that all nurses in the LGA's and MOH clinics will be trained to provide FP clinical services and therefore the CHE and clinical skills trainers will be responsible for conducting workshops. Mrs. Bodede

further expressed plans to meet with the trainers by November 1987 to develop a plan for training activities in 1988 and a budget which will be submitted to the MOH for 1988 funding.

Workshops include 8 classroom days and 12 day practica. Family planning curriculum content includes, among other subjects, contraceptive technology, risks, benefits of all FP methods and counselling techniques to enable providers to inform FP clients of choice of methods, clinic management including sterilization of equipment, and the etiology, management, and prevention of STDs including AIDS.

Difficulties in transportation of trainers and trainees to clinical facilities for practica was a main problem expressed by the training teams. Trainers have resorted to using private vehicles and are reimbursed by the MOH. All trainers expressed a need for an update in training of trainers and for technical and financial assistance for materials development. Clinics utilized for precepting are Apapa, Lagos Island Maternity Hospital FP Clinic, Randle Street Health Center, Ikeja General Hospital FP Clinic, and Ajeromi Clinic, Gbagada.

C. Gongola State Monitoring Visit

Purpose: To assess degree of preparedness by the MOH for the commencement of the Pathfinder/INTRAH-sponsored training project. Activities included a review of Activity I, Orientation Seminars. INTRAH had requested a change in the number of and choice of participants for the orientation seminars based on comments from Dr. Gary Bergthold who agreed to facilitate the seminar. This factor, coupled with a request from the MOH to delay the opening date by one week, required a meeting to review and alter Activity I. Attending the meeting

were Ms. Judith Ambe, former FP Coordinator and newly-appointed Chief Nursing Officer at the HSMB; Mrs. Rhoda Musa Tarfa, newly-appointed FP Coordinator; and Mrs. R. Y. Mshelia, Coordinator for Primary Health Care.

Results: a) Activity I was reorganized according to priorities established by the MOH; b) the entire workplan was reviewed and minor modifications made; and c) the post-training function of the training team was reviewed.

During a meeting with the Permanent Secretary, Mrs. Ambe and Mrs. Musa Tarfa, the entire workplan was reviewed with the Permanent Secretary who made further modifications. His keen interest in the project is apparent.

In a meeting with the Permanent Secretary, the INTRAH Program Officer expressed an immediate concern shared by INTRAH and The Pathfinder Fund: there is a potential lack of coordination for the FP Training Project due to the removal of Mrs. Ambe as FP Coordinator and the appointment of Mrs. Musa as the Project Coordinator. Mrs. Ambe recently completed a Pathfinder-sponsored management training course in the U.S. in preparation for her involvement in the project. Mrs. Musa is self-described as a "bedside nurse without administrative experience." Dr. Malgwi, Permanent Secretary, agreed that Mrs. Ambe will "tutor" Mrs. Musa during project coordination for the initial three training activities of the project. In addition, the Permanent Secretary has appointed a committee of three to further assist in preparation and coordination of project activities. Two of the members are Mrs. Mary Haasan, Deputy FP Coordinator, and Mrs. Charity Tarfa, Vice-Principal of the School of Midwifery.

Related activities for Gongola State management:

1. While in Nigeria several attempts were made to confirm Mrs. Grace Delano's participation in the orientation seminars. Mrs. Delano had agreed to participate as a co-facilitator prior to the change of dates but had not responded to letters informing her of the change of activity dates by August 14, 1987. Pathfinder was requested to follow-up.
2. Two coordination meetings were held with Pathfinder Country Representative Mrs. O.R. Olatokunbo and one following the visit to Gongola State with Program Officer Mr. Gbola Omotosho.
3. A meeting was held with Dr. Benson Morah and Mr. S. Baba to confirm their participation in the orientation seminars.

D. Benue State Monitoring Visit

A meeting was held with Dr. (Mrs.) Rosemary Abdullahi, Dr. (Mrs.) Mary Ogebe, Mrs. Susannah Attah, Mr. Emmanuel Okochi, Ms. Betty Farrell, all members of the State Implementation Committee on FP Training Project. Discussion points were as follows:

1. Per diems paid to participants in the activities to date were modified from the original budget which includes a per diem for non-residents and a transportation allowance for residents. For Activity #5, non-residents were paid N42 less N12 for lunch and snacks; resident participants were paid N12 less N7 for lunch and snacks. The reason given for decreasing the per diem was to conserve resources for additional activities.

**Problem:** The per diems and transport allowances are in fact too low to cover room and board for non-residents and for costs incurred by residents. This fact was accepted by the Implementation Committee members.

**Solution reached:** Per diem rates for the trainers and participants will be revised to a more acceptable level once the committee gathers pertinent data such as costs for accommodations. It was suggested to the MOH that all members of the Benue State Training Team receive the same per diem rather than a per diem based on their rank.

2. Expectations of the State Implementation Committee for the Benue State Training Team:
  - a. Dr. Abdullahi expressed a need for additional CHE trainers for the EPI and ORT programs.
  - b. Each MOH and LGA health facility and private clinic will have at least one trained service provider. A plan for training by the Benue State Training Team has yet to be developed.
3. A need was expressed by Drs. Abdullahi and Ogebe to train all service providers in IUD insertion. Their rationale was that more women are requesting the IUD and untrained service providers will attempt insertions despite lack of training.
4. Expenditures for training materials has exceeded the budgeted amount in every activity. The most extreme example was N2900 expended for the TOT workshop, Activity #5, for which N600 was budgeted.
5. Project management and coordination: To date project coordination has varied. One major contributing factor has been other external donor-sponsored workshops which have occurred in the same time frame as the INTRAH-sponsored activities and required the attention of the Project Coordinator.
6. Meeting with members of the Benue State Training Team: Major issue discussed was the level of discomfort due to low per diems and transport allowances accorded the participants.

V. **FINDINGS, CONCLUSIONS AND RECOMMENDATIONS**

**Findings/Conclusions**

1. **PAC-II Evaluation:** Four days were allotted to evaluate three projects by two evaluation teams. The time was further reduced due to two religious national holidays which occurred during the scheduled visit, and the time required for travel from Lagos to Kwara and Benue States. Although the evaluators were able to acquire considerable information through interviews and observations, additional time should have been allotted for a more thorough assessment.

2. Lagos State

- a. The Lagos State CHE trainers were observed conducting their third CHE workshop and utilizing experiential training methods with traditional teaching overtones. The CHE trainers, clinical skills trainers and the Project Coordinator have expressed a need for a TOT update. Observations and interviews with trainers coupled with recommendations made by IHP trainers following the activities to date, indicate a need for further technical assistance to the training team.
- b. The Project Coordinator and the trainers expressed a need for and a desire to produce training materials for client education and motivation and requested INTRAH financial support for production.
- c. The Project Coordinator has verbalized a plan for the trainers to continue CHE and clinical skills workshops during 1988 and expects to submit a written plan and a budget to the Lagos State MOH for approval by November 1987. The Project Director, Dr. (Mrs.) Akingbehin, is less clear.
- d. During observations of an IUD insertion by two clinical service providers, it became apparent that a new IUD acceptor receives her initial pelvic examination when she presents herself at the clinic for the insertion during her menses. Menstrual flow can obscure the presence of other vaginal discharges including those caused by STD's.

3. Gongola State: The newly appointed Project Director, Dr. Zira Kumanda, will be Chief Health Officer in the MOH and the new Project Coordinator will be the FP Coordinator. The Project Coordinator has had minimal experience in FP service delivery and management. Project implementation will require frequent and clear monitoring by INTRAH.

4. Benue State

- a. The per diems paid to participants in Activities #1-5 were inconsistent and insufficient, resulting in disruption of training and low morale among the newly-developed training team.
- b. The MOH has expressed a need to train all service providers in IUD insertion, the rationale being that the demand for IUD's is increasing and untrained service providers will insert an IUD.

Recommendations

1. During the planning for the PAC-II final evaluation, INTRAH should recommend to AID/Washington that the amount of time allocated for in-country project evaluation be proportionate to the amount of resources expended by INTRAH in that country.
2. Lagos State
  - a. INTRAH should provide a one-week update or refresher for the Lagos State Training Team to enable the trainers to gain confidence and competence in their training skills.
  - b. INTRAH should provide guidance to the trainers and the Project Coordinator to locate local resources who can provide technical assistance in materials production and field testing and support production costs through the current INTRAH/MOH contract.
  - c. Regarding her preparation of a plan for continued in-service training, INTRAH should follow-up and support the Project Coordinator as necessary as a plan for continuation of training is developed.
  - d. INTRAH trainers should modify the protocol for IUD insertion to include a physical exam (and pelvic) when a woman comes into the clinic and chooses the IUD method rather than performing the physical exam during a woman's menstrual cycle.

3. Gongola State: Prior to each activity, INTRAH should inform the Project Director and Coordinator through the Permanent Secretary of the necessary preparations for the workshop as well as receiving the objectives and expected outcomes. All correspondence should be copied to Mr. James Crawford, Pathfinder/Boston and Mrs. Bisi Olatokunbo, Pathfinder/Lagos. The Permanent Secretary demonstrated a high level of interest in the project during a review and discussion meeting.
  
4. Benue State
  - a. INTRAH should review its policy of establishing per diem rates with MOH officials in future project development. Particular attention should be given to establishment of guidelines to be used by MOH in deciding per diem rates.
  
  - b. Prior to funding of training of IUD insertion for FP service providers, INTRAH should 1) assess the competence of members of the training team to perform IUD insertions to ensure standardization and quality of care, and 2) ascertain that all clinics to be utilized for training and clinics, where the service will be provided, have or will have essential equipment for IUD insertion including adequate means of sterilization of equipment.

**APPENDIX A**

**PERSONS CONTACTED/MET**

**APPENDIX A**

**PERSONS CONTACTED/MET**

**American Embassy**

- Ms. Keys MACMANUS, AID Affairs Officer
- Mr. Larry EICHER, Health Development Officer
- Mrs. H.O. SHITTA-BEY, Family Planning Program Specialist
- Ms. Joyce HOLFELD, REDSO/WCA Regional Population Advisor

**Lagos State Ministry of Health**

- Dr. (Mrs.) Patricia AKINGBEHIN, Director of Preventive Health Services, Lagos State FP/ORT/CHE Project Director
- Mrs. Margaret BODEDE, Family Planning Coordinator, Lagos State FP/ORT/CHE Training Project Coordinator

**Members of the Lagos State Training Team**

- Mrs. Christiana A. ABIODUN, Assistant Chief Health Educator
- Mrs. Mary AFOLABI, Principle Health Sister, Apapa Health Center
- Mrs. Abiodun O. ALUKO, Health Sister
- Mr. S. BABA, National Population Bureau
- Mrs. Frances A. DIYAOLU, Matron, Ikorodu General Hospital
- Dr. Benson MORAH, National Population Bureau
- Mrs. Comfort M. OGUNYOYE, Senior Nursing Officer, Lagos Mainland Local Government
- Mrs. Abiodun A. OKE, Health Sister
- Mrs. Mabel OSHODI, Matron, Ikeja General Hospital, Family Planning Clinic
- Mrs. Risiquat I. SANYAOLU, Senior Nursing Officer

**Kwara State MOH**

Dr. David OLUBANIYI, Director of Health Services  
Mrs. Florence TOLUSHE, Family Planning Coordinator  
Mrs. Victoria ABODUNRIN, Member of Kwara State Training Team  
Mrs. Comfort ADEOYE, Member of Kwara State Training Team  
Mrs. Rachel AJIBOYE, Member of Kwara State Training Team  
Dr. Rotimi FAKAYE, Professor of Obstetrics and Gynecology,  
University of Ilorin Teaching Hospital, Kwara State  
Mrs. Muhammed, Coordinator for Marketing Project sponsored  
by Columbia University.

**Gongola State Ministry of Health**

Dr. Gidado HALILU, Commissioner of Health  
Dr. M.L. MALGWI, Permanent Secretary  
Ms. Judith AMBE, Chief Nursing Officer, HSMB (newly-  
appointed)  
Mr. K. FUTULES, Head of Health Education Unit  
Dr. L. HASSIER, Secretary for Health  
Ms. R. Y. MSHELIA, Community Health Officer, Coordinator of  
Primary Health Care Program  
Mrs. Rhoda Musa TARFA, Family Planning Coordinator and  
MOH/INTRAH Project Coordinator (newly appointed)

**Benue State: Ministry of Health and Health Services  
Management Board**

Dr. S.S. BELLO, Commissioner for Health  
Mr. Daniel AGOGO, Permanent Secretary  
Dr. (Mrs.) Rosemary ABDULLAHI, Chief Health Officer  
Mrs. Susannah ATTAH, Family Planning Coordinator  
Mr. Felix GBILLAH, Management Information Systems Manager  
Mr. Andrew ODAH, Principal, School of Nursing

Dr. (Mrs.) Mary OGEBE, Chief Medical Officer (HSMB)

Mr. Emmanuel OKOCHI, IEC Manager

Members of the Benue State Training Team

Mrs. Justina ABEDA

Miss Christianna GBAKAAN

Mrs. Susan IBRAHIM

Mr. Justin LOJO

Mrs. Titi O'MALLEY

Mrs. Lydia ORPHIN

The Pathfinder Fund/Lagos

Mr. Kayode MORENIKEJI, Program Officer

Mrs. O.R. OLATOKUNBO, Country Representative

Mr. Gbola OMOTOSHO, Program Officer

Others

Mr. Maurice APTED, IHP Consultant

Ms. Betty FARRELL, IHP Consultant

Dr. Skip FRANCIS, NIH, Currently conducting AIDS research in  
Zaire

Dr. M. HAIDER, Nigeria Country Representative, AFRICARE

Dr. Clarence HALL, Consultant, IHP

Dr. A. JONES, NIH, AIDS researcher

Ms. Grace MTAWALI, INTRAH/ESA Regional Training Officer

Dr. Ken NELSON, John Hopkins University

Professor O. SOMARINN, Chief of Medicine, Lagos University  
Teaching Hospital

Ms. Dace STONE, Consultant, Population Information Program

Mr. Dennis WEEKS, Consultant, Enterprise Program

Mr. Kim WINNARD, Senior Program Officer, Population  
Communication Services

**APPENDIX B**

**SCHEDULE OF TRAINING ACTIVITIES: LAGOS STATE**

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
** Nigeria Lagos State Assessment of FP/ORT Training/Technical Assistance Needs Trip #0-246 COMPLETED		Jan 20-Jan 31, 1986		Muhuhu, P Mirabito, T Ndiaye, JM	
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Nairobi, Kenya) Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	2 MOH: -Mrs. M. Bodede, Chief Health Sister -Mrs. F. Taylor, Asst Chief Health Officer	Veney, J Newman, C Miranda, M	
Project Development Visit Trip #0-277 COMPLETED		Apr 22-May 8, 1986		Brown, M Brancich, C Akin-Dahunsi, A	Prior to visit MOH officials selected a project coordinator, members of an STT and potential clinical preceptors, prioritized categories of service providers, and administered a pre-assessment.
Inter-Regional Clinical Family Planning for Nurse/Physician Teams (Antipolo, Cebu, Philippines) COMPLETED		Jul 14-Aug 23, 1986	4 (2 Teams): -Dr. Esho, OB/GYN -Dr. Oredemi, OB/GYN -Mrs. Odutayo, SRN/SCM -Mrs. Oshodi, SRN/SCM	IMCH Core Trainers	
Evaluation Training Workshop (Ibadan, Oyo State) Trip #0-239 COMPLETED		Jul 21-Jul 25, 1986	2 MOH Participants: -Dr. C.O. Oluwole, Chief Consultant -Mrs. F.A. Taylor, Asst Chief Health Sister	Veney, J Burr, C 2 FMOH Co-Trainers	
Contract Development Visit Trip #0-376 COMPLETED		Sep 2-Sep 6, 1986		Baker, R Mirabito, T	
1. Supervisors' Orientation Workshop Trip #0-279 COMPLETED	1	Jan 15-Jan 16, 1987	22 Supervisors	Apted, M O'Hanley, K Walter, G 1 Co-Trainer	Three participants started but did not complete the workshop.
2. FP/ORT/CHE Refresher Workshop Trip #0-279 COMPLETED	2	Jan 19-Feb 6, 1987	14: -(10) Trainers/Preceptors with Clinical Skills -(4) CHE Trainers	Apted, M O'Hanley, K Walter, G Abodunrin, V	
3. Training of Trainers Workshop Trip #0-280 COMPLETED	3	Feb 16-Mar 6, 1987	14 STT	Brancich, C Farrell, B Apted, M Ajiboye, R	
4. FP/ORT/CHE Workshop for Public Health Nurses and Community Health Officers Trip #0-362 COMPLETED	4	Mar 11-Mar 24, 1987	20 PHNs and CHOs	Apted, M (TA) 4 State Trainers Ajiboye, R	

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COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
5. FP/ORT/CHE and Clinical Skills Workshop  Trip #0-341 COMPLETED	5	Mar 11-Apr 7, 1987	14 Nurses, N/Ms and Health Sisters	Walter, G (TA) 7 State Trainers	(Walter: 3/11-3/31 only)
Inter-Regional Development and Management of Community-Based Family Planning, Health and Development Programs Course (PDA, Bangkok, Thailand) Trip #0-433 COMPLETED		Mar 30-Apr 11, 1987	-Dr. (Mrs.) W. Ashiru, Chief Medical Officer -Dr. (Mrs.) A. Olania, Medical Officer -Dr. (Mrs.) A.T. Olumodeji, Chief Medical Officer -Mrs. R.I. Sanyaolu, Senior Nursing Officer	PDA and Asian Centre Staff	
6. FP/ORT/CHE Workshop for Public Health Nurses and Community Health Officers  COMPLETED		Apr 6-Apr 16, 1987	20 PHNs and CHOs	4 STT	
7. FP/ORT/CHE and Clinical Skills Workshop  Trip #0-364 COMPLETED	6	May 18-Jun 17, 1987	15 Nurses, Nurse/Midwives and Health Sisters	O'Hanley, K 5 STT	O'Hanley in country from May 12 - June 12.
8. FP/ORT/CHE and Clinical Skills Workshop  COMPLETED	7	Jun 22-Jul 17, 1987	15 Nurses, N/Ms and Health Sisters	4 STT	
Project Monitoring Trip #0-572 COMPLETED		Jul 30-Jul 31, 1987		Mirabito, T	
PAC II Evaluation Team Visit Trip #0-572 COMPLETED		Aug 3-Aug 4, 1987		Mirabito, T (accomp)	
9. Community Health Education Workshop		Aug 3-Aug 19, 1987	17 Health Personnel	3 STT	This activity is in addition to those in the original contract workplan.
10. FP/ORT/CHE Clinic Management and Supervision Trip #0-342 COMPLETED	8	Aug 24-Sep 4, 1987	18: -(16) Heads of Clinics/Sections -( 2) Tutors from School of Nursing	Williams, J Gridley, K	
Orientation of Supervisors		Nov 19-Nov 20, 1987	25 Supervisors	3 STT: Team II	This activity is in addition to those in the original contract workplan.

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Nigeria Lagos State

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
FP/ORT/CHE Clinical Skills Workshop		Nov 23-Dec 17, 1987	15 Nurse Midwives	STT: Team I	This activity is in addition to those in the original contract workplan.
Orientation of Supervisors		Jan 7-Jan 8, 1988	25 Supervisors	STT: Team II	This activity is in addition to those in the original contract workplan.
Clinical Service Delivery		Jan 11-Feb 5, 1988	15 Nurse Midwives	STT: Team I	This activity is in addition to those in the original contract workplan.
Final Project Review Trip #0-278		Mar 21-Mar 25, 1988		Muhuhu, P Angle, M Brancich, C	

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**APPENDIX C**

**SCHEDULE OF TRAINING ACTIVITIES: BENUE STATE**

Nigeria Benue State

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
** Nigeria Benue State Inter-Regional Clinical Skills Training for Physician/Nurse Teams (Quezon City, Philippines)		Apr 29-Jun 7, 1985	5 MOH Physician/Nurse Teams: -Dr. C.T. Ityonzughul and Ms. B. Tilley-Gyado, Gboko -Dr. A.E. Ajoney and Ms. C. Abba, Otukpo -Dr. S. Yaji and Ms. C. Gbakaan, Katsin-Ala -Dr. C.S. Musa and Ms. J. Abeda-Jato, Makurdi -Dr. R. Abdullahi and Ms. S. Attah, MOH	IMCH Core Trainers	
Third Country Family Planning Clinical Skills Workshop (Harare, Zimbabwe)		Sep 30-Nov 8, 1985	4 State Nurse/Midwives: -Mrs. M.K. Dalhatu, Chief Nursing Officer -Mrs. A. Aruwa, Nursing Officer First Class, Makurdi General Hospital -Mrs. S.T. Ibrahim, Nursing Sister -Mrs. H.A. Abu, Nursing Sister, Idah General Hospital	ZNFPC Trainers	
COMPLETED					
Five-Day FP/ORT Update Workshop I (Makurdi, Benue State) Trip #0-175		Oct 21-Oct 25, 1985	30 Nurse/Midwives and PHNs	Vansintejan, G Sanchez, P Nigerian Co-Trainers	
COMPLETED					
Five-Day FP/ORT Update Workshop II (Makurdi, Benue State) Trip #0-175		Oct 28-Nov 1, 1985	30 Nurse/Midwives and PHNs	Vansintejan, G Sanchez, P Nigerian Co-Trainers	
COMPLETED					
Evaluation Training Workshop (Port Harcourt, Rivers State) Trip #0-238		Feb 10-Feb 14, 1986	2 Participants: -Dr. R.A. Abdullahi, Chief Health Officer, MOH -Mrs. S.O. Attah, Asst Chief Health Sister, HSMB	Veney, J Miranda, M 2 FMOH Co-Trainers	Dr. C. Burr and 2 Nigerian university resource persons attended as observers.
COMPLETED					
Training Needs Assessment Visit Trip #0-310		Jun 16-Jun 25, 1986		Knauff, L Brown, M	
COMPLETED					
Project Development Visit Trip #0-375		Sep 22-Oct 10, 1986		Muhuhu, P Mirabito, T	
COMPLETED					
Third Country Family Planning Clinical Skills Workshop (Harare, Zimbabwe)		Sep 22-Oct 31, 1986	2 Nurse/Midwives: -Mrs. L.N. Orpin, PHN/Midwife, PPFN Clinic, HSMB, Makurdi -Mrs. E.M. Mamadou, Nurse/Midwife, Divisional Health Unit, Anken	ZNFPC Trainers	
COMPLETED					
Project and Contract Development Visit Trip #0-345		Jan 19-Jan 22, 1987		Baker, R Mirabito, T Fulk, W (UNCCH)	
COMPLETED					

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Nigeria Benue State

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Regional Training Needs Assessment Workshop (Nairobi, Kenya) Trip #0-372 COMPLETED		Feb 23-Feb 27, 1987	Dr. Mary Ogebe, CMO, HSMB	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
Inter-Regional Development and Management of Community-Based Family Planning, Health and Development Programs Course (PDA, Bangkok, Thailand) Trip #0-433 COMPLETED		Mar 30-Apr 11, 1987	-Dr. (Mrs.) M. Ogebe, Chief Medical Officer, HSMB -Mr. A. Odah, IEC Manager, MOH -Mr. F. Gbillah, Principal, School of Nursing and Midwifery, PPFN Representative -Mrs. E. Onwaguluchi, PPFN Representative	PDA and Asian Centre Staff	INTRAH Program Officer Ms. T. Mirabito and INTRAH/ESA RTO Mrs. G. Mtawali participated in the course.
1. Training of Trainers for MOH/HSMB Senior Staff Trip #0-401 COMPLETED	1	Apr 27-May 8, 1987	8 MOH/HSMB Senior Staff -(2) MDs -(3) Nurse/Midwives -(2) Nurses -(1) CHO	Williams, J Farrell, B	The curriculum to be used during the two INTRAH-sponsored CS/ORT orientation seminars was developed during this activity.
2. Government/NGO Staff Orientation in 1 Zone COMPLETED	2	May 20-May 22, 1987	50: -Voluntary Organizations -LGA	6 MOH/HSMB Trainers	
3. HSMB Staff Orientation in 1 Zone COMPLETED	3	May 27-May 29, 1987	50: -Voluntary Organizations -LGA	6 MOH/HSMB Trainers	
4. Skills Development for Training and Program Evaluation Trip #0-403 COMPLETED	4	Jun 1-Jun 12, 1987	10: -5 MOH/HSMB Staff -5 Trainers	Apted, M Yumkella, F	
5. Training of Trainers Workshop for State Training Team Trip #0-402 COMPLETED	5	Jun 29-Aug 6, 1987	19 FP Trained Clinicians and Tutors Two Observers	Mtawali, G Apted, M Farrell, B	Two curricula were developed: Clinical Service Delivery Skills, and CS/ORT Education and Motivation.
PAC II Evaluation Team Visit COMPLETED		Aug 3-Aug 6, 1987			
Monitoring Visit Trip #0-572 COMPLETED		Aug 10-Aug 13, 1987		Mirabito, T	
6. CS/ORT Basic Clinical Service Delivery Skills Trip #0-405 COMPLETED	9	Aug 17-Sep 11, 1987	10 Nurse/Midwives and Midwives	Farrell, B 6 Team A Trainers	Clinical protocol prepared.
7. CS/ORT Community Health Education and Motivation Trip #0-404 COMPLETED	8	Aug 24-Sep 5, 1987	15 Community Health Aides	Apted, M 6 Trainers	

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COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Orientation Seminar (Ida) COMPLETED		Sep 14-Sep 16, 1987			This activity is in addition to those in the workplan.
Orientation Seminar (Boko) COMPLETED		Sep 14-Sep 16, 1987			This activity is in addition to those in the workplan.
Orientation Seminar (Oktukpo) COMPLETED		Sep 24-Sep 26, 1987			This activity is in addition to those in the workplan.
8. CS/ORT Basic Clinical Service Delivery Skills Trip #0-406	11	Oct 5-Oct 30, 1987	10 Nurse/Midwives and Midwives	Farrell, B 5 MOH/HSMB Trainers	
Technical Assistance in Evaluation and Follow-Up Trip #0-273		Oct 12-Oct 16, 1987		Veney, J	
9. CS/ORT Community Health Education and Motivation	10	Oct 12-Oct 23, 1987	16 Community Health Assistants and Aides	5 MOH/HSMB Trainers	
Project Review Trip #0-407	12	Nov 2-Nov 6, 1987		Brown, M Farrell, B 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	
10. CS/ORT Basic Clinical Service Delivery Skills	13	Nov 2-Nov 27, 1987	15 Nurse/Midwives and Midwives	5 MOH/HSMB Trainers	
11. IUD Insertion On-The-Job Training	15	Nov 30-Dec 11, 1987	5 Trainees From Previous CS/ORT Clinical Service Delivery Skills Workshops	5 Clinical Preceptors	
Financial Monitoring Visit Trip #0-26		Dec 4-Dec 9, 1987		Baker, R	
12. CS/ORT Basic Clinical Service Delivery Skills	14	Jan 18-Feb 12, 1988	15 Nurse/Midwives and Midwives	5 MOH/HSMB Trainers	
13. Management and Supervision Workshop Trip #0-408	6	Feb 22-Mar 4, 1988	18 Zonal Supervisors	Rogow, D Abodunrin, V	
Project Review and Planning for Future Activities Trip #0-409	16	Mar 7-Mar 11, 1988		Apted, M Veney, J Stanton, M E 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	

APPENDIX D

SCHEDULE OF REVISED TRAINING ACTIVITIES:

GONGOLA STATE

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Nigeria Gongola State

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
** Nigeria Gongola State Evaluation Training Workshop (Jos, Plateau State) Trip #0-239 COMPLETED		Jul 14-Jul 18, 1986	2 Participants: -Ms. R.J. Ambe, MOH -Mrs. M.J. Hassan, FP Clinic, Yola Specialist Hospital	Veney, J Burr, C 2 FMOH Co-Trainers	
Needs Assessment Visit Trip #0-395 COMPLETED		Oct 29-Nov 7, 1986		Mirabito, T 2 Pathfinder: Crawford, J Olatokunbo, OR	
Project Development Visit Trip #0-410 COMPLETED		Jan 25-Feb 14, 1987		Mirabito, T 2 Pathfinder: Haider, M Olatokunbo, OR	
Project Development Trip #0-572 COMPLETED		Aug 10-Aug 11, 1987		Mirabito, T	
1a. Orientation Seminar Trip #0-446 COMPLETED	1A	Aug 24-Aug 24, 1987	75 Political and Business Leaders	Bergholdt, G Morah Baba Delano	
1b. Orientation Seminar Trip #0-446 COMPLETED	1B	Aug 25-Aug 26, 1987	70 Religious Leaders	Bergholdt, G Baba Delano	
1c. Orientation Seminar Trip #0-446 COMPLETED	1C	Aug 27-Aug 27, 1987	35 (Predominantly Physicians)	Bergholdt, G Baba Delano	
2. Supervisors Workshop Trip #0-447 COMPLETED	2	Sep 14-Sep 25, 1987	14 Nurses, Nurse/Midwives and Physicians	O'Hanley, K Bennetts, A	
Program Replanning Trip #0-272		Oct 19-Oct 30, 1987		Hall, C Haaland, A 2 Pathfinder /Lagos	
3. Training of Trainers for Child-Spacing Education Training Team Trip #0-448	3	TBD	14: -(3) Health Educators -(2) Clinical Service Providers -(2) Senior Health Sisters -(2) School of Nursing and Midwifery Tutors -(2) School of Health Technology -(2) Media (TV and Radio) -(1) MOI Graphic Artist	Haaland, A 1 TBD	
4. Child Spacing Education and Motivation Workshop Trip #0-449	4	TBD	15 Community Health Aides and Assistants	1 INTRAH/IHP (TA) 5 CS Ed Trainers	
5. Child Spacing Education and Motivation Workshop Trip #0-550	5	TBD	15 Community Health Aides and Assistants	1 INTRAH/IHP (TA) 5 CS Ed Trainers	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
6. Child Spacing Education and Motivation Workshop	6	TBD	15 Community Health Aides and Assistants	5 CS Ed Trainers	
Project Review Trip #0-551	7	Mar 21-Mar 25, 1988		Williams, J Bergthold, G Pathfinder MOH	