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Trip Report

0-200

Travelers: Ms. Lynn Knauff
INTRAH Deputy Director

Country Visited: Thailand

Date of Trip: December 15, 1987 - January 2, 1988

Purpose: To provide technical assistance to
Education and Training Section, FHD/MOPH,
and Asian Centre, PDA.

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

E & T Section	Education and Training Section (of the FHD)
FHD	Family Health Division of the Department of Health, Ministry of Public Health
PDA	Population and Development Association
PVOs	Private Voluntary Organizations
RO/N	Regional Office/Nairobi
TBA	Traditional Birth Attendant
TOT	Training of Trainers (Workshop)

EXECUTIVE SUMMARY

Ms. Lynn Knauff, INTRAH Deputy Director, visited Bangkok from December 15, 1987 to January 2, 1988 to work with training staff of the Family Health Division of the Ministry of Public Health, and the Asian Centre of the Population and Development Community Association.

The visit was made in response to recommendations made by Ms. Maureen Brown, INTRAH Program Officer (see INTRAH Trip Report # C-106). Follow-up was made with Thai participants of the Inter-Regional Advanced Training of Trainers (TOT) workshop held in Bangkok, October 19 - October 31, 1987, and it was readily apparent that application of concepts and skills learned in the TOT were being incorporated into the work of the training sections in the FHD and Asian Centre. Perhaps as a result, the focus of technical assistance to the FHD was altered to respond to their request for a refresher TOT for Traditional Birth Attendant (TBA) trainers, and to Asian Centre for help in preparing a plan to develop staff training capabilities to conduct a new training project.

A briefing and debriefing were held at USAID/Thailand and a summary report of INTRAH work to be conducted with Asian Centre was prepared at Mr. McKeithan's request and left for him.

Ms. Knauff also attended an FHD-sponsored seminar in Pattaya on December 19 and 20, during which presentations were made on the progress and problems of training auxiliary midwives in IUD insertion, and update lectures by Thai physicians were given on AIDS, pap smears, Norplant and the Copper T IUD.

Major recommendations include continued INTRAH assistance to Asian Centre in upgrading staff capabilities in training, and annual technical assistance to the

Education and Training Section to refresh and update staff as a means to encourage continued application of concepts and skills that will promote the use of more participatory training techniques throughout the MOPH training system.

SCHEDULE OF ACTIVITIES

December 13 Departed from Raleigh/Durham at 8:17 a.m.

December 14 Arrived in Bangkok at 11:30 p.m.

December 15 Briefing with Mr. Win McKeithan and Khun Karoon, USAID/Thailand, and Dr. Clayton Ajello, JHPIEGO.

December 16 Visted Population Office of USAID. Meeting at MOPH with Khun Chusie and Staff of E & T Section, FHD.

December 17 Meeting with Khun Pairojana Sornjitti at PDA.

December 18 Free.

December 19 Departed 6:15 a.m. for Pattaya to attend FHD/MOPH seminar from 9:30 a.m.-5 p.m.

December 20 Attended FHD/MOPH seminar from 8:30 a.m-noon. Returned to Bangkok.

December 21 Working session with E & T Section, FHD.

December 22 Working session at PDA.

December 23 Free.

December 24 Working session with E & T Section, FHD.

December 25 Working session with E & T Section, FHD.

December 28 Working session with E & T Section, FHD.

December 29 Working session at PDA.

December 30 Debriefing at USAID.

**December 31-
January 1** Public Holidays.

January 2 Departed for Bombay, India.

**January 3-
January 20** Personal leave in India.

January 21 Arrived Raleigh/Durham at 6:45 p.m.

I. PURPOSE

The purpose of the visit was to provide technical assistance to the training sections of the Asian Centre, PDA and the Family Health Division (FHD) of the Ministry of Public Health.

II. ACCOMPLISHMENTS

- A. Working sessions were held with training staff of the E & T Section (FHD) to: review/introduce concepts that might be incorporated into a refresher TOT for provincial-level trainers; identify priority training topics and prepare draft of a training needs assessment for provincial-level trainers; establish priorities for training (topics, persons to be trained, expectations about training applications) over the next year; and, obtain feedback on the INTRAH-conducted Inter-Regional Advanced TOT conducted in October 1987.
- B. Working sessions were held with the Asian Centre director and training staff to identify staff training and technical assistance needs that have emerged as a result of a regional training institutionalization project funded by the Government of the Netherlands, to review learnings from the Inter-Regional Advanced TOT, and the TOT recently conducted by Asian Centre.
- C. Attended a FHD-sponsored Family Planning Evaluation seminar, December 19-20 in Pattaya (see Appendix C).
- D. Briefed and debriefed with USAID/Thailand.

III. BACKGROUND

This visit was made at the recommendation of Ms. Maureen Brown, INTRAH Program Officer (see Trip Report #0-106), for the purpose of reviewing the results of and curriculum for FHD's provincial-level training in training needs assessment, and to identify staff training needs of

Asian Centre. For reasons still not entirely clear, the training needs assessment review disappeared as a priority between Ms. Brown's and this visit, and was replaced by planning for refresher TOTs for provincial-level trainers who train the trainers of TBAs. In addition, Asian Centre's staff development needs became a very high priority for PDA as a result of the Government of Netherlands' grant to Asian Centre for a three-year regionally-focused training institutionalization project which is not unlike INTRAH's PAC-II mandate.

IV. DESCRIPTION OF ACTIVITIES

A. USAID/Thailand

The briefing was held with Mr. Win McKeithan and Khun Karoon during Dr. Clayton Ajello's (JHPIEGO) debriefing. Mr. McKeithan requested status and summary reports of INTRAH's proposed FY 1988 workplan with PDA and a report of INTRAH's expenditures on PDA, by fiscal year. The latter request was telexed to INTRAH/Chapel Hill; the former was drafted and left for Mr. McKeithan, who was on vacation at the time of Ms. Knauff's departure (see Appendix B).

A debriefing was held with Khun Karoon who asked why there had not been a training in training needs assessment review, as originally requested by FHD and recommended by Ms. Brown. Ms. Knauff replied that she had asked several times but the question had not been answered; rather, preparation for refresher TOTs was a more pressing priority for the E & T Section, and Ms. Knauff had been asked to assist with those preparations.

No mention was made of or discussion held about the recent reorganization of the Family Health Division and its implications for INTRAH's future work with the MOPH.

B. EDUCATION AND TRAINING SECTION (E & T Section) OF THE FAMILY HEALTH DIVISION

Despite field activities which drew several staff away for short periods, a series of working sessions were held with all or part of the ten-person training staff, which ultimately resulted in drafts of a training needs assessment questionnaire for ninety-three provincial-level trainers (3 trainers from each of thirty-one provinces) to precede refresher TOTs. The draft needs assessment focused on six priority areas: training materials development and use; teaching and training methods; training evaluation; evaluation and research; training needs assessment; and, training management.

Discussions with training staff revealed a high degree of satisfaction with the Advanced TOT conducted by INTRAH/WCA Regional Director Mr. Pape Gaye and two consultant-trainers in October 1987, a result of which was the idea for refresher TOTs as a means to promote more participatory training techniques, disseminate several concepts and skills learned at the Advanced TOT (process reviews, simulated consultations, problem-based consultation/supervision), and update provincial-level trainers, some of whom had not had refresher training in ten years.

It was learned that the Family Health Division and the E & T Section had been reorganized. The Division now has seven sections (Administration, Technical Promotion, Education and Training, IE & C, Analysis and Evaluation, Technical Group for MCH, and Technical Group for Family Planning). Other functions formerly performed by the FHD along with new functions come under nine Health Promotion Regional Centers directly under the Department of Health. These centers, each headed by a physician from the MCH Center, coordinate the activities of an MCH Hospital, School Health

Section, Technical Promotion Section (planning, monitoring and statistics), the Nursing and Midwifery College, Family Planning Section, Nutrition Section, Training and Public Relations Section and Dental Health Section. The proposed impact of reorganization is to regionalize public health functions and provide more opportunity for personnel promotions and postings within the Department of Health. Certainly, the power and influence of the Family Health Division have been much diminished by the reorganization.

The Education and Training Section is now made up of three sub-sections: Education, Training #1/FP and Training #2/MCH. Each sub-section contains technical groups, as follows:

<u>Education</u>	<u>Training #1/FP</u>	<u>Training #2/MCH</u>
(headed by Khun Penpan)	(headed by Khun Pienchai)	(headed by Khun Nongnuch)
<u>Technical Groups</u>	<u>Technical Groups</u>	<u>Technical Groups</u>
Administration and Management	Administration, Management and Training	Administration, Management and Training
Nursing and Midwifery (1st level)	IUD insertion and pap smears	Maternal Health
Continuing Education	Pills and injection methods	Child Health
	Technology of Education and Training	

Supervision, formerly a sub-section, is now considered a generic function of all technical groups and the regional centers.

It is expected that the current chief of the E & T Section will be promoted and moved to a division directly under the Director of Health, and will be replaced by one of the sub-section heads.

The reorganization of the Section appears to have no immediate implications for INTRAH's limited technical assistance inputs, but it is recommended that the sub-section chiefs and heads of technical groups receive invitations for regional/inter-regional trainings, as appropriate to their functions, and that multiple copies --at least twenty-- of INTRAH's TIPs and calendar be sent to the Section for the use of the sub-sections' personnel and their counterparts in the nine regional centers. The Section requested annual technical assistance from INTRAH for TOT update and refresher training.

D. ASIAN CENTRE/POPULATION AND DEVELOPMENT ASSOCIATION

Khun Pairojana revealed that Asian Centre had been given a grant for \$285,000 over a three-year period by the Government of the Netherlands to strengthen training and training institutions in six countries in the region (Bangladesh, Philippines, India, Pakistan, Sri Lanka, and Indonesia) and North Yemen. Emphases are to be placed on Private Voluntary Organizations (PVOs) involved in family planning, health and/or rural development. Khun Pairojana asked for INTRAH's technical assistance to the training staff so that they are more capable and confident of conducting the project.

Two activities have already been conducted under the Netherlands-assisted project: needs assessment visits were made to Bangladesh, India, Pakistan, and Sri Lanka during which introductory visits were made to potential participating institutions; and, a two-week TOT workshop was conducted for ten participants (3 each from Bangladesh, Philippines and India, and 1 from Sri Lanka. The 3 Pakistani invitees never arrived because of difficulties in obtaining official permission to travel). The TOT, conducted by Khun Guia, lacked a curriculum, but materials used in the INTRAH-conducted Inter-Regional Advanced TOT and Philippines-based TOT which she attended were liberally employed as were the goals and objectives of the Inter-Regional Advanced TOT and INTRAH's participant reaction form! In a review of participant reaction responses, it was apparent that the ten participants were highly satisfied with the TOT; the review also provided an opportunity to give technical assistance to Khun Guia and her staff on how to assess the strength of reactions and identify areas needing improvement or redesign.

Khun Guia acknowledged that the major portion of stand-up training fell to her because of her English fluency and her background and experience. She felt that her staff would require strengthening and upgrading of skills to carry out the Netherlands project. After a review of the project proposal and the staff's current capabilities and proposed roles in the project, a staff development plan was prepared for Khun Pairojana's and the PDA Board's review and approval, which were subsequently obtained. The plan includes:

1. A Regional Training Materials Development workshop to be conducted by two INTRAH trainers at PDA for twenty persons (6 PDA, 9 Project participants and 5 participants to be selected by INTRAH). PDA prefers June 1988, or October or December. INTRAH

would fund the trainers and five participants only.

2. Consultation Skills workshop in Nairobi to be attended by Khun Guia and Khun Napasri, March 7-18, 1988, subject to INTRAH/ESA Regional Director Miss Pauline Muhuhu's approval.
3. Performance evaluation workshop in Nairobi for two Asian Centre staff, October 3-15, 1988, subject to Miss Muhuhu's approval.
4. Technical assistance to Asian Centre in curriculum development for an international TOT, to be provided by Ms. Cioni Eduarte, July 18-23, 1988.
5. Technical assistance to Asian Centre in training evaluation to be provided by Ms. Miriam Grafilo, March 28-April 1, 1988.
6. Technical assistance in training needs assessment to be provided by Ms. Knauff during this visit.

(It is proposed that a three-day Asia TAC meeting be held at PDA in October 1988 followed by a one-week workshop which would include all Asian Centre training staff.)

The Asian Centre training staff's backgrounds and proposed responsibilities during the Netherlands-assisted project are as follows:

	Guia	Napasri	Sirikun	Kanaporn	Tittaya
<u>Responsibilities</u>					
Training Materials Development	X	X	X	X	X
Consultant Skills	X	X			
Curriculum Development	X				
Evaluation	X		X	X	
Needs Assessment	X	X	X		X
Team Training	X			X	X
<u>Background:</u>					
Basic TOT	X	X		X	X
Advanced TOT	X	X	X		

Ms. Knauff urged that Asian Centre and PDA request a Coverdale workshop to be funded under the auspices of their JSI Enterprise contract as a means for Asian Centre training staff and persons affiliated with institutions participating in the Netherlands-assisted project to be trained in team building. She further urged that PDA request one or two Peace Corps volunteers to teach English to PDA's field-based staff where international and project participants are most likely to visit, receive field-based training and perhaps have short-term internships.

Asian Centre does not have a training reference library nor can training references in English be purchased in Bangkok. Ms. Knauff has requested that INTRAH provide a basic training reference library and a list of training references and training journals, as well as sending an example of a full curriculum from a RO/N-assisted training activity.

Ms. Knauff reviewed INTRAH's experience in training needs assessment with Khun Guia and Khun Sirikun and together they listed selection criteria for institutions that would receive priority for project assistance (that step had not been taken prior to the needs assessments already conducted). Those criteria must be reviewed and approved by Khun Pairojana and PDA's Board prior to adoption. An outline check list was prepared for use during needs assessments.

It is obvious to Khun Guia that a great deal of staff preparation is required to achieve the objectives of the Netherlands-assisted project. She reported that neither she nor the training staff was involved in preparing the project proposal nor had they been asked if they were professionally prepared to implement it. Should Khun Guia leave PDA, it is very doubtful that

the project can be implemented. Currently, she, Khun Napasri and to a more limited extent, Khun Sirikun are hosts and field escorts of visitors to PDA thereby drawing energy and effort away from their training function. Just how seriously PDA is committed to training at an internationally-acceptable level is not yet clear, but the next twelve months should be instructive in that regard.

V. RECOMMENDATIONS

1. INTRAH should invite the E & T sub-section and technical group heads, as appropriate, to regional and inter-regional training as a means to build-on/follow-on the Advanced TOT.
2. INTRAH should routinely send twenty copies of English language materials produced to the T & E Section.
3. An annual technical assistance visit should be made to the E & T section to update and refresh their training skills.
4. INTRAH should send a basic training reference library to Asian Centre, as well as a list of training references and journals, and an example of a full curriculum developed by RO/N.
5. INTRAH should support the further development of Asian Centre training staff, continue to encourage exchange between the T & E trainers and Asian Centre trainers, and monitor the training commitment of PDA on a regular basis.
6. The training and technical assistance plan developed during the meetings at Asian Centre should be supported by INTRAH, which would also be consistent with the recommendation made by the PAC-II evaluators.

Appendix A

Persons Contacted/Met

APPENDIX A
PERSONS CONTACTED/MET

USAID/Thailand

Mr. Win MCKEITHAN, Health/Population/Nutrition Officer
Khun KAROON Rugvanich, Population Assistant

Ministry Of Public Health

Dr. Vira NIYOMWAN, Director, Family Health Division (FHD),
Department of Health (DOH)
Khun CHUSIE Sujpluem, Chief, Education and Training Section,
FHD/DOH
Khun PENPAN Rugsanak, Head, Education sub-section
Khun NONGNUCH Boonyahiat, Head, Training sub-section #2/MCH
Khun BENJALAK Sangsingkoo, Head, Technical Group on Maternal
Health
Khun MONTHANAN Evans, Staff, Education sub-section
Khun PRAPHIM, Staff, Maternal Health Technical Group
Khun NAREELACK Kullach, Staff, Child Health Technical Group
Khun NUCHPIYA Sthapitannada, Staff, Child Health Technical
Group
Ms. Linda ANDREWS, Intern, University of Michigan
Khun TASSANEE Rojanaskul, Head, Technical Group on
Technology of Education and Training

Population And Development Association (PDA)

Khun MEECHAI Viravaidya, Director
Khun PAIROJANA Sornjitti, Director, Asian Centre
Khun GUIA Morales-Yamokgul, Head, Training Division, Asian
Centre
Khun SIRIKUN, Staff, Training Division, Asian Centre

Khun TITTIYA, Staff, Training Division, Asian Centre

Khun KANAPORN, Staff, Training Division, Asian Centre

Others

Khun TANAPORN Praditwong, on leave from PDA for doctoral studies at Cornell

Dr. Clayton AJELLO, JHPIEGO Program Officer

Appendix B

Status Report: INTRAH/Asian Centre Project

December 30, 1987

Status Report: INTRAH/Asian Centre project

INTRAH has had two converging purposes in working with Asian Centre/PDA: the first is to strengthen training capability and capacity; and, the second is to apply PDA's acknowledged expertise in CBD to Asian and African family planning service delivery programs. The Asian Centre has also been a venue for the Asia Technical Advisory Committee meeting and the Interregional Advanced TOT because of its excellent facilities, logistical capabilities and management of international events and participants.

The first purpose has had very limited success largely because the Asian Centre evidenced little commitment to training, preferring instead to conduct study tours, orientations and the like. Some few changes were made in training methodologies used, but in general course formats are didactic and no participant follow-up or training impact evaluations are conducted.

Recently, the Government of the Netherlands gave PDA almost \$250,000 for a three-year project to strengthen/develop training capacity and institutionalize training in 6 Asian countries (Philippines, Indonesia, Bangladesh, Sri Lanka, India, Pakistan) and 1 M.E. country (North Yemen). For this reason, Asian Centre is now very interested in strengthening its training capabilities; otherwise, there will be little chance for any success in meeting the objectives of the Netherlands DSO project.

INTRAH has agreed to help the Asian Centre training staff in the following ways:

1. provision of technical assistance ^{to PDA} in: training needs assessment and organizational selection criteria (Knauff); curriculum development (Cioni Duarte); training evaluation (Miriam Grafilo).
2. Provision of a basic training reference library ^{to PDA}.
3. support for the participation of two training staff members in the INTRAH-sponsored Consultation Skills workshop to be held in Nairobi, March 7-18, 1988, and for two staff members in the INTRAH-sponsored Performance Evaluation workshop to be held in Nairobi in September 1988.
4. Sponsorship and training assistance for a ^{Training} Materials Development Workshop for 20 participants (including 6 PDA staff) to be held in Bangkok, preferably in June 1988.
5. Endorsement of PDA's request to be made to JSI Enterprise Project for support and conduct of a Coverdale team-building workshop.
6. Endorsement of PDA's request to Peace Corps for two TEFL teachers to train PDA's field staff in English for the purpose of expanding PDA's capability to give practical field experience to international participants.

Financial support for items 1,2,3 and 4 above will be partially covered by the balance in the INTRAH/PDA contract; however, additional funding will be sought from the INTRAH prime contract as soon as the FY88 and FY89 funding levels are known.

Lynn Knauff 12/30/87

Appendix C

Schedule for FHD-Sponsored Seminar

1122



Ref.No.0608/12230

Family Health Division
Department of Health
Ministry of Public Health
Devavej Place, Samsen Road.
Bangkok 10200, Thailand

14 December B.E.2530(1987)

Dear Mr. Mc Keithen:

This is to invite you and Khun Karoon Rugvanich to the Seminar Workshop for Family Planning Evaluation at Pattaya Resort Hotel, Pattaya City, Choburi province during December 19-20, 1987. Hotel reservations have already been made for you and your staff for the nights of December 18th and 19th. Enclosed herewith please find a copy of the proposed agenda.

Thank you very much for your assistance and I hope you will participate in this seminar.

Yours sincerely,

Vira Niyomwan, M.D.
Director

Mr. Edwin Mc Keithen
Director
Health/Population/Nutrition
USAID
37 Soi Somprasong 3
Petchaburi Road, Bangkok 10400

Family Planning Evaluation Workshop 1987

December 19 - 20, 1987

Pattaya Resort Hotel, Pattaya City, Chonburi

Sat. 19 Dec.

- 8.00 - 9.00 A.M. Registration
- 9.00 - 9.15 A.M. Opening session
- Chairman : Dr.Somsak Varakamin M.D.
Director General, Department of Health
- Reporter : Dr.Vira Niyomwan M.D.
Director, Family Health Division
- 9.15 - 9.45 A.M. The Family Planning Policy in the Sixth National
Economic and Social Development Plan.
Dr.Somsak Varakamin
Director General, Department of Health
- 9.45 - 10.15 A.M. Coffee break
- 10.15 - 11.00 A.M. The 1987 Annual Report on the Midwifery training
in IUD. insertion.
1. Ms.Chusri Sujaplum
Chief of Education and Training Section,
Family Health Division.
 2. Ms.Sudsanguan Thana-udom
Education and Training Section, Family
Health Division.
- 11.00 - 11.30 A.M. Lecture on "Copper T"
Associate Professor Darrong Reinprayoon M.D.,M.P.H.
Head of the Family Planning Unit, Chulalongkorn
Hospital.

11.30 - 12.00 A.M.

Lecture on "Norplant"

Assistant Professor Orawan Kiriwat M.D.

Siriraj Family Planning Research Center, Siriraj
Hospital.

12.00 - 1.30 P.M.

Lunch break

1.30 - 3.00 P.M.

Presentation of the Problems encountered in the
development of the IUD. Training Program for
Midwives from the 12 Provinces.

1. Dr.Suksun Tiptus M.D.

Phetchaburi General Hospital, Phetchaburi.

2. Dr.Kaveewan Supamonkol, M.D.

Lampang Regional Hospital and Medical
Center, Lampang.

3. Dr.Wichai Pupichpong, M.D.

Hatyai Regional Hospital and Medical
Center, Songkhla.

4. Dr.Pradit Vinijjakul, M.D.

Pua Community Hospital, Nan.

5. Dr.Bunjerd Sipipatpanon M.D.

Khuan khannun Community Hospital, Phatthalung.

6. Ms.Duangporn Hengboonyapun

Nuun Pong Community Hospital, Khon-Khan

7. Ms.Sangean Wongsawadi

Provincial Health officer, Nakhonsithummarat.

8. Ms.Jiraporn Ka-rung

Provincial Health officer, Uttaradit.

9. Ms.Kosol Suwannaten

Provincial Health officer, Sakonnakhon

- 3.00 - 3.30 P.M. Coffee break
- 3.30 - 5.00 P.M. Presentation (Continue)
10. Ms.Tipa Konghinklang
Kud-Boad Health center, Soeng Sang District,
Nakhonratchasima.
11. Ms.Chavevan Meeseang
Pai Khuang Maung District, Suphanburi.
12. Ms.Arong Sukonthasaenee
Pichai Health center, Maung District, Lampang.

Sun. 20 Dec.

- 8.30 - 9.30 A.M. Lecture on the "Pap Smear"
Assistant Professor Walaiporn Wajanawisit M.D.
Family Planning Unit, Chulalongkorn Hospital.
- 9.30 - 10.00 A.M. Coffee break
- 10.00 - 11.30 A.M. Lecture on "Sexually Transmitted Diseases and AIDS"
Professor Arnuwatra Limsuwan, M.D.
Head of Infectious Disease, Epidemiology Ramathibodi
Medical School.
- 11.30 - 12.00 A.M. General Discussion
Closing session