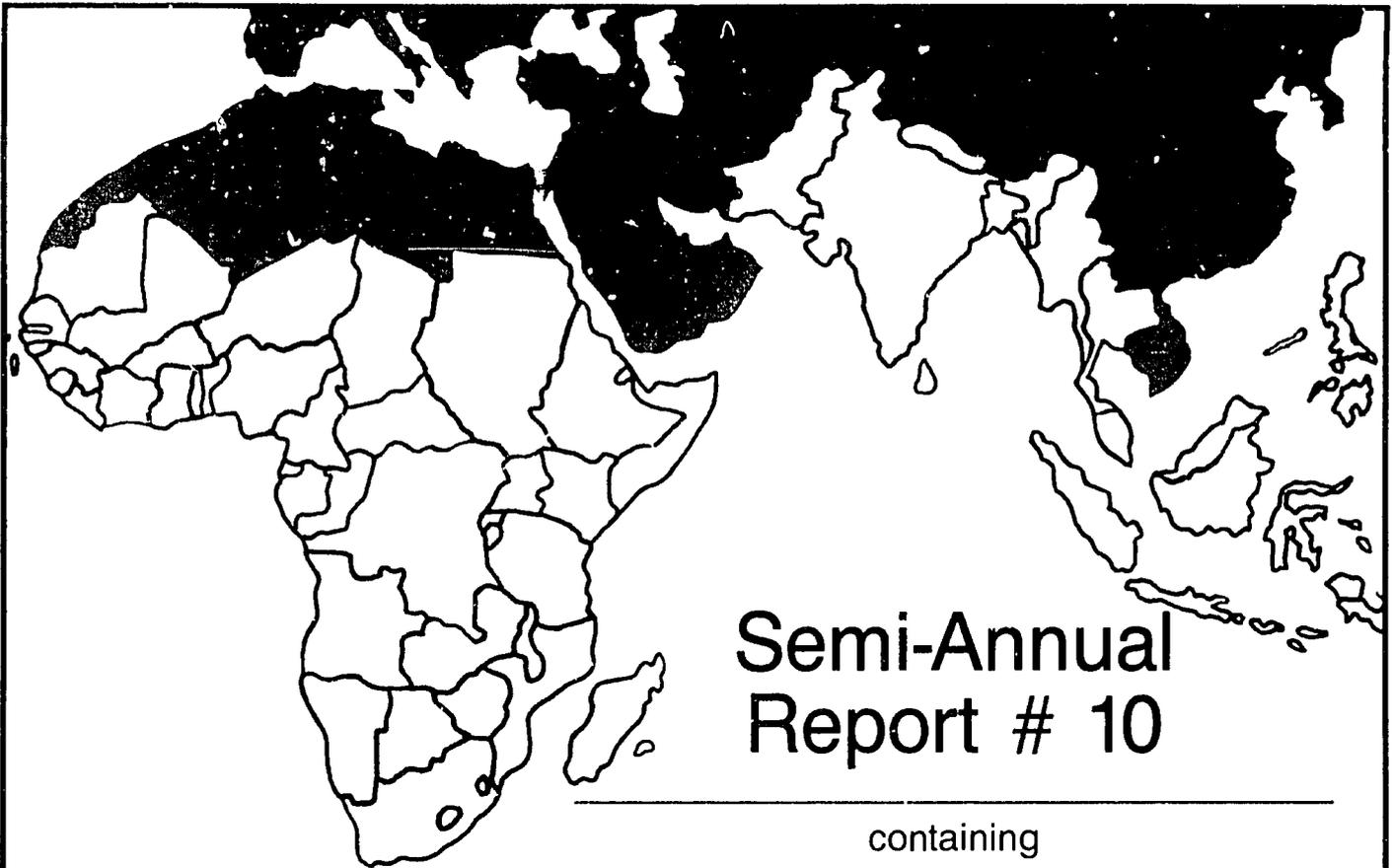




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Program for International Training in Health

The University of North Carolina at Chapel Hill
School of Medicine



Semi-Annual Report # 10

containing
reports for: April 1, 1989 – September 23, 1989
and
September 24, 1984 – September 23, 1989

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and

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INTRODUCTION

This document, Semi-Annual Report #10, constitutes the Final Report of INTRAH's implementation of PAC-IIa in the Africa and Asia regions. It documents the accomplishments of INTRAH and our partner organizations in the training of family planning personnel and in the strengthening of institutional capabilities in participating countries over the past five years. To assist the reader in referencing this report, we offer the following summary of the scope, activities and critical outputs of PAC-IIa/Africa/Asia.

Geographic Scope

The PAC-II contract called for INTRAH to provide training and institutional development assistance in up to 13 countries of Africa and 4 countries of Asia. Over the course of 5 years, INTRAH has undertaken and completed substantive assistance efforts in 17 African and 5 Asian countries and has provided less substantive assistance to an additional 8 countries in both regions. In carrying out and supporting more than 2,000 individual activities in needs assessment, project development and management, training and technical assistance, and project monitoring and evaluation, INTRAH staff, faculty, subcontractors and consultants have made nearly 600 person-trips since 1984, traveling an estimated 1.2 million miles.

Institutions Assisted and Personnel Trained

Because the majority of MCH and family planning service providers in developing countries are trained and employed by governments, most INTRAH collaborating agencies have been government ministries and professional health training institutions. INTRAH has assisted 31 government and parastatal agencies and 83 of the schools and training programs which they operate. In addition, INTRAH has assisted 18 non-government organizations, 5 of them

becoming stronger regional resource agencies with INTRAH technical support. Assistance to build sustainable institutional capabilities and capacities has focused on up-grading the clinical and non-clinical skills of tutors, trainers and preceptors; developing and revising curricula; developing training materials; providing consultation and technical assistance to improve the design and organization of service delivery programs; improving management and supervision skills and systems; and building assessment and evaluation capabilities. To support these assistance activities, INTRAH has produced (or procured) and distributed 36,700 units of instructional materials to institutions in 26 countries.

Since the beginning of PAC-IIa, INTRAH has provided technical, material and financial support for the first generation training of 33,460 personnel. Of these, 60.6% have been trained in community-based MCH/family planning services; 11.8% in management and supervision; 11% in clinical family planning; 6.1% in training methodologies; 4.2% in non-clinical family planning and other basic pre-service areas; and the remainder in program planning and evaluation and in curriculum and materials development. Second-generation trainees are estimated by sampling at approximately 160,000. Approximately 97% of INTRAH training and technical assistance has been provided in-country, usually at decentralized locations near trainees' work sites; 3% has been provided at regional and U.S. centers.

Other Accomplishments

Among the more notable products of INTRAH's PAC-II work are original training materials produced and distributed by INTRAH staff and their collaborators in the U.S. and elsewhere. Original curricula, visual materials and handouts produced for individual training activities number in the thousands. In addition, INTRAH has produced 3 major training and services

procedures manuals for regional distribution, 10 INTRAH TIPS on technical topics, and 3 country-specific policy and procedural manuals in collaboration of national ministries and organizations. INTRAH has set several recognized precedents in techniques of program planning and management, operational cost-effectiveness, and financial administration for development assistance.

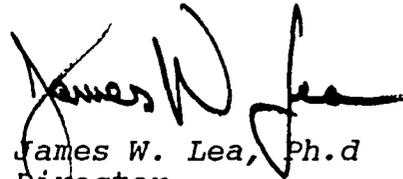
Staffing

Since 1984, personnel changes have reduced the number of Chapel Hill-based staff to 22 full-time and part-time employees while increasing staff numbers to a total of 13 in INTRAH's Abidjan and Nairobi offices. Professional qualifications among current full-time INTRAH staff include 3 Ph.D.s, 2 MD/MPHS, 3 MPH/RN/RMs, 2 MPHs, 2 MEds, 2 MBAs, 1 MSc, 1 MIA and 1 MLS. Specialties among the staff include maternal-child health and family planning, obstetrics and gynecology, family practice, community and public health nursing, mental health nursing, midwifery, business administration, biostatistics and evaluation, health education, instructional design and training materials development, development management, information management, and contract and budget administration.

Subcontractor Support

INTRAH/UNC-CH's original subcontract with the Institute for Health Policy Studies, University of California-San Francisco, was novated in 1989 when IHPS's International Health Programs office moved to the Western Consortium for Public Health in Berkeley. A domestic subcontract is also in force with Training Resources Group, Inc. in Alexandria, VA. Subcontracts for accounting and financial management services have been maintained with African and Asian affiliate offices of Coopers & Lybrand (International).

During the five years of PAC-II, the positive changes in support for and practices of family planning in Africa have been enormous. In Asia, the past five years have witnessed innovations in family planning. The PAC-II period has seen ever greater attention turned to the quality of services as the key element in the acceptance and continued practice of family planning, an element that is directly related to the quality and consistency of training given to service providers, supervisors and others in the service delivery structure. INTRAH has been privileged to participate in the excitement and the accomplishments of the past five years, and we look forward to new opportunities in the future.



James W. Lea, Ph.d
Director

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TRAINING AND TECHNICAL ASSISTANCE

I. QUANTITATIVE SUMMARIES: REVIEW

Graphic: Percent of All Trainees by Region of Origin of Trainees (October 1984 - September 1989)

Graphic: Percent of Trainees by Fiscal Year (1985 - 1989)

Table 1A: Participants of First-Generation Training Activities by Country and Training Locale
October 1, 1984 - September 23, 1989

Table 1B: First-Generation Trainee Numbers by Country and Training Locale
October 1, 1984 - September 23, 1989

Table 1C: First-Generation Direct and Indirect Training Numbers by Fiscal Year 1
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Graphic: First Generation Trainee Numbers (5 day formula) by Region and Fiscal Year
Asia and Africa
October 1, 1984 - September 23, 1989

Graphic: First Generation Trainee Numbers (5 day formula) by Region and Fiscal Year
October 1, 1984 - September 23, 1989

Table 2: INTRAH Training Activities
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Table 3: INTRAH Technical Assistance/Training Summary
April 1, 1989 - September 23, 1989

Table 4A: Participants of First-Generation Training Activities by Country and Topic of Training
October 1, 1984 - September 23, 1989

Table 4B: First-Generation Trainee Numbers by Country and Topic of Training
October 1, 1984 - September 23, 1989

Graphic: Percent of Trainees by Topic of Training
October 1, 1984 - September 23, 1989

QUANTITATIVE SUMMARY

In this report, first generation training includes all in-country training activities for which INTRAH provided technical assistance, training and/or financial support. Direct first generation trainees are those trained in-country with direct involvement of INTRAH staff, INTRAH consultants or trainers, or INTRAH's subcontractors, Western Constortium (formerly IHP) and TRG. Indirect first generation trainees are those trained by national trainers with no direct INTRAH staff or INTRAH consultant or trainer involvement. U.S.-based, third-country, regional and inter-regional training are presented separately. Second generation training is that which is conducted by in-country trainers independent of INTRAH technical, training or financial input.

As shown in Tables 1A and 1B, from October 1, 1984 to September 23, 1989, INTRAH supported 33,460 trainees (based on a contractual formula of a 5-day training event per in-country trainee) for 172,682 trainee days in first generation training activities. The actual number of first generation individual trainees trained from October 1, 1984 through September 23, 1989 is 41,593. Regional, inter-regional and U.S.-based training accounted for 485 trainees, and 7,813 trainee days.

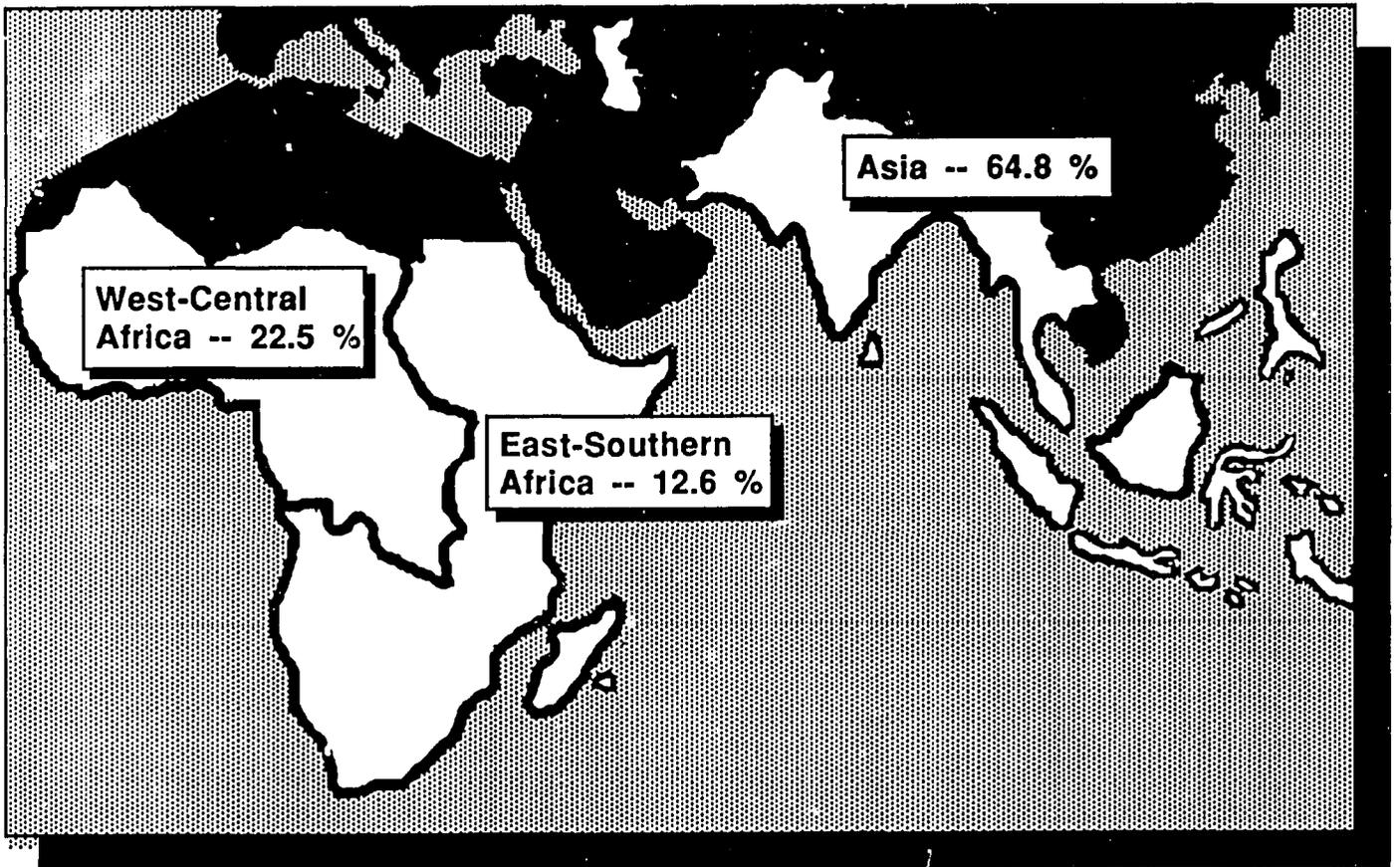
Table 1C shows the number of out-of-country, direct and indirect first generation trainees, by region and fiscal year. Sixty percent of African trainees in the past five years were in-country direct (N = 7,009); 37% were in-country indirect (N = 4,406) and 3% (N = 356) were trained out-of-country. Approximately 3% of Asian trainees through

September 23, 1989 were in-country direct (N = 576); 97% were in-country indirect (N = 20,984) and less than 1% (N = 129) were trained out-of-country.

From October 1, 1984 to September 23, 1989 participants from 36 countries in Africa and Asia attended approximately 1,625 first generation direct and indirect in-country, regional, U. S.-based or third country training activities (approximately 27 activities per month, or 1 activity per day). The number of activities and the numbers trained were: approximately 1,570 in-country (32,975 trainees, based on 5-day formula), 7 inter-regional (98 trainees), 18 regional (250 trainees), 18 third country (88 trainees) and 14 U. S.-based (49 trainees) training activities.

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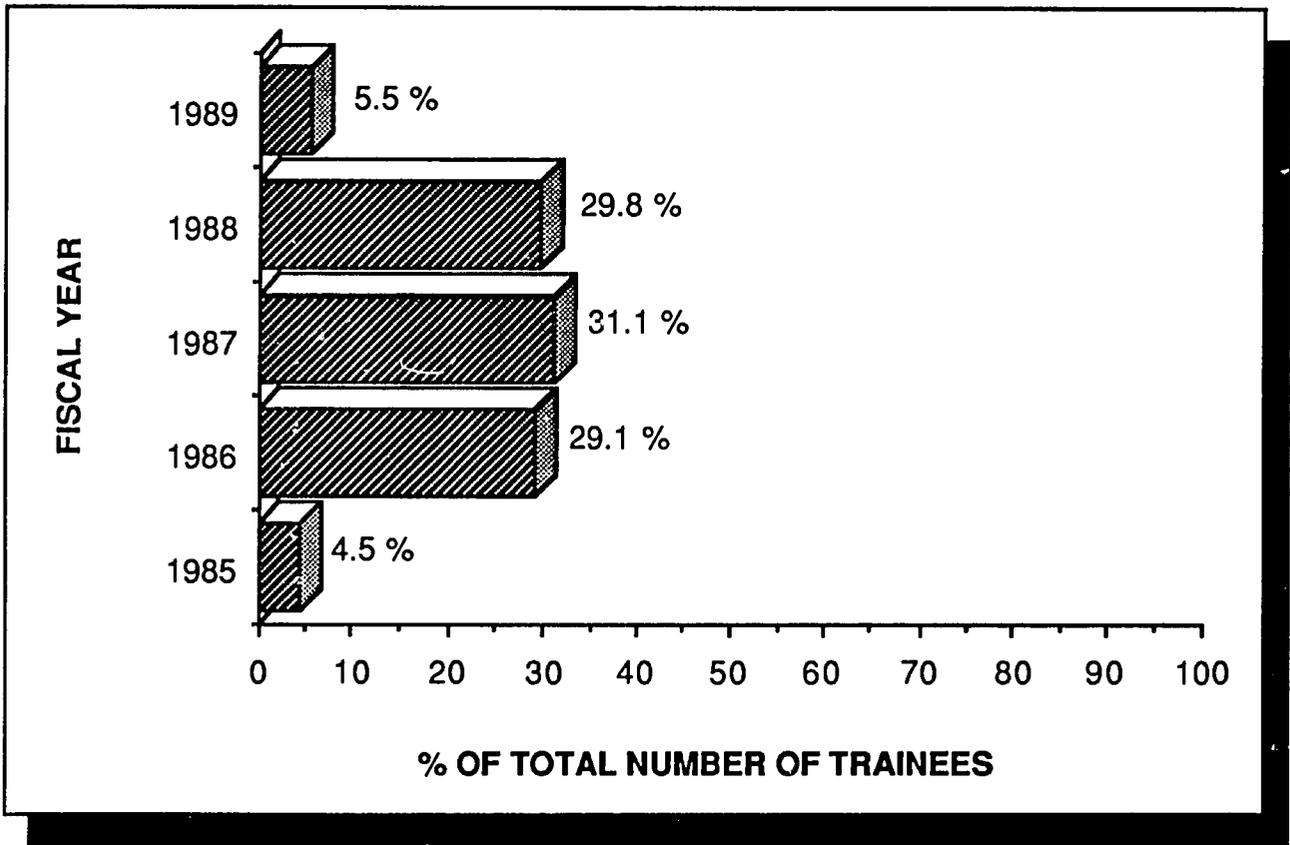
**PERCENT OF ALL TRAINEES BY REGION OF ORIGIN OF TRAINEE
(5 day formula)
(OCTOBER 1, 1984 - SEPTEMBER 23, 1989)**



TOTAL NUMBER OF TRAINEES: 33,460 (contractual 5 day formula)

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PERCENT OF TRAINEES BY FISCAL YEAR (5 day formula) FY 1985 - FY 1989



TOTAL NUMBER OF TRAINEES: 33,460

TABLE 1A

FIRST GENERATION TRAINEE DAYS BY COUNTRY AND TRAINING LOCALE
October 1, 1984 - September 23, 1989

COUNTRY	TRAINING LOCALE					Total Trainee Days
	In-Country	Regional	Inter-Regl	US-Based	Third Ctry	
AFRICA						
Botswana	1,488	103	20		180	1,791
Burkina Faso	5,676	137		80	196	6,089
Burundi		38				38
Cameroon		30				30
Chad	775	67			369	1,211
Cote d'Ivoire	1,568	34	10		90	1,702
Ghana	110	30		60		200
Guinea		5				5
Kenya	12,168	227	43	214		12,652
Liberia		30				30
Malawi		30				30
Mali	1,937	43		100		2,080
Mauritius		98				98
Niger	1,241	79				1,320
Nigeria						
Anambra	295	12				307
Bauchi	912	10			60	982
Benue	3,540	17	340		170	4,067
Gongola	880	10				890
Imo	2,410	12	30			2,452
Kwara	5,713	10	20			5,743
Lagos	3,363	28	200			3,591
Ondo	275	10				285
Plateau	295	15				310
Other		98		96		194
Rwanda	3,464	103	10		30	3,607
Senegal		22				22
Sierra Leone	1,885	162	30	131		2,208
Somalia	574	35				609
Swaziland					25	25
Tanzania		20				20
Togo	1,385	41			20	1,446
Uganda	2,705	228	612	121	10	3,676
Zaire	4,414	182			50	4,646
Zimbabwe		65	15	30		110
Africa Total	57,073	2,031	1,330	832	1,200	62,466
ASIA						
Bangladesh		30				30
Fiji					8	8
India		30				30
Indonesia		15	30			45
Nepal	26,996	45	46	96	20	27,203
Pakistan		15				15
Papua New Guinea		365	320	15		700
Philippines	4,395	192	45	248	123	5,003
Samoa				30		30
Sri Lanka	76,405	66	40	130		76,641
Thailand		230	110	171		511
Asia Total	107,796	958	591	690	151	110,216
TOTAL TRAINEE DAYS	164,869	2,989	1,921	1,522	1,351	172,682

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TABLE 1B

FIRST GENERATION TRAINEE NUMBERS BY COUNTRY AND TRAINING LOCALE
October 1, 1984 - September 23, 1989

COUNTRY	TRAINING LOCALE					Total # of Trainees ¹
	In-Country	Regional	Inter-Regl	US-Based	Third Ctry	
AFRICA						
Botswana	298	9	2		6	315
Burkina Faso	1,135	12		2	16	1,165
Burundi		2				2
Cameroon		2				2
Chad	155	5			27	187
Cote d'Ivoire	314	3	1		7	325
Ghana	22	2		2		26
Guinea		1				1
Kenya	2,433	23	3	5		2,464
Liberia		2				2
Malawi		2				2
Mali	387	3		4		394
Mauritius		6				6
Niger	248	6				254
Nigeria						
Anambra	59	2				61
Bauchi	182	2			2	186
Benue	709	3	14		6	732
Gongola	176	2				178
Imo	482	2	2			486
Kwara	1,143	2	2			1,147
Lagos	672	4	8			684
Ondo	55	2				57
Plateau	59	3				62
Other		17		2		19
Rwanda	692	8	1		3	704
Senegal		3				3
Sierra Leone	377	13	2	3		395
Somalia	115	3				118
Swaziland					1	1
Tanzania		2				2
Togo	277	4			2	283
Uganda	542	20	31	3	2	598
Zaire	883	14			5	902
Zimbabwe		6	1	1		8
Africa Total	11,415	190	67	22	77	11,771
ASIA						
Bangladesh		2				2
Fiji					1	1
India		2				2
Indonesia		1	2			3
Nepal	5,400	5	4	2	1	5,412
Pakistan		1				1
Papua New Guin		11	8	1		20
Philippines	878	14	4	11	9	916
Samoa				2		2
Sri Lanka	15,282	6	3	5		15,296
Thailand		18	10	6		34
Asia Total	21,560	58	31	27	11	21,689
TOTAL TRAINEES	32,975	248	98	49	88	33,460

¹Number of trainees is based on a contractual formula of 5 days per in-country trainee.

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Table 1C
 INTRAH First Generation Direct and Indirect Trainee Numbers¹
 By Region and Semi-Annual Period
 October 1, 1984 - September 23, 1989

** AFRICA

FY	Semi-Annual Period	Out of Country Trainees		Direct Trainees		Indirect Trainees		TOTAL TRAINEES	
		#	% of Total	#	% of Total	#	% of Total	#	% of Total
1985	1	0	0%	187	100%	0	0%	187	2%
	2	85	8%	825	82%	92	9%	1,002	9%
1986	1	37	3%	707	66%	332	31%	1,076	9%
	2	52	4%	455	37%	714	58%	1,221	10%
1987	1	35	3%	813	64%	429	34%	1,277	11%
	2	54	3%	1,313	72%	450	25%	1,817	15%
1988	1	27	1%	1,213	42%	1,645	57%	2,885	25%
	2	42	4%	723	70%	264	26%	1,029	9%
1989	1	16	2%	490	59%	326	39%	832	7%
	2	8	2%	283	64%	154	35%	445	4%
Subtotal		356	3%	7,009	60%	4,406	37%	11,771	100%

** ASIA

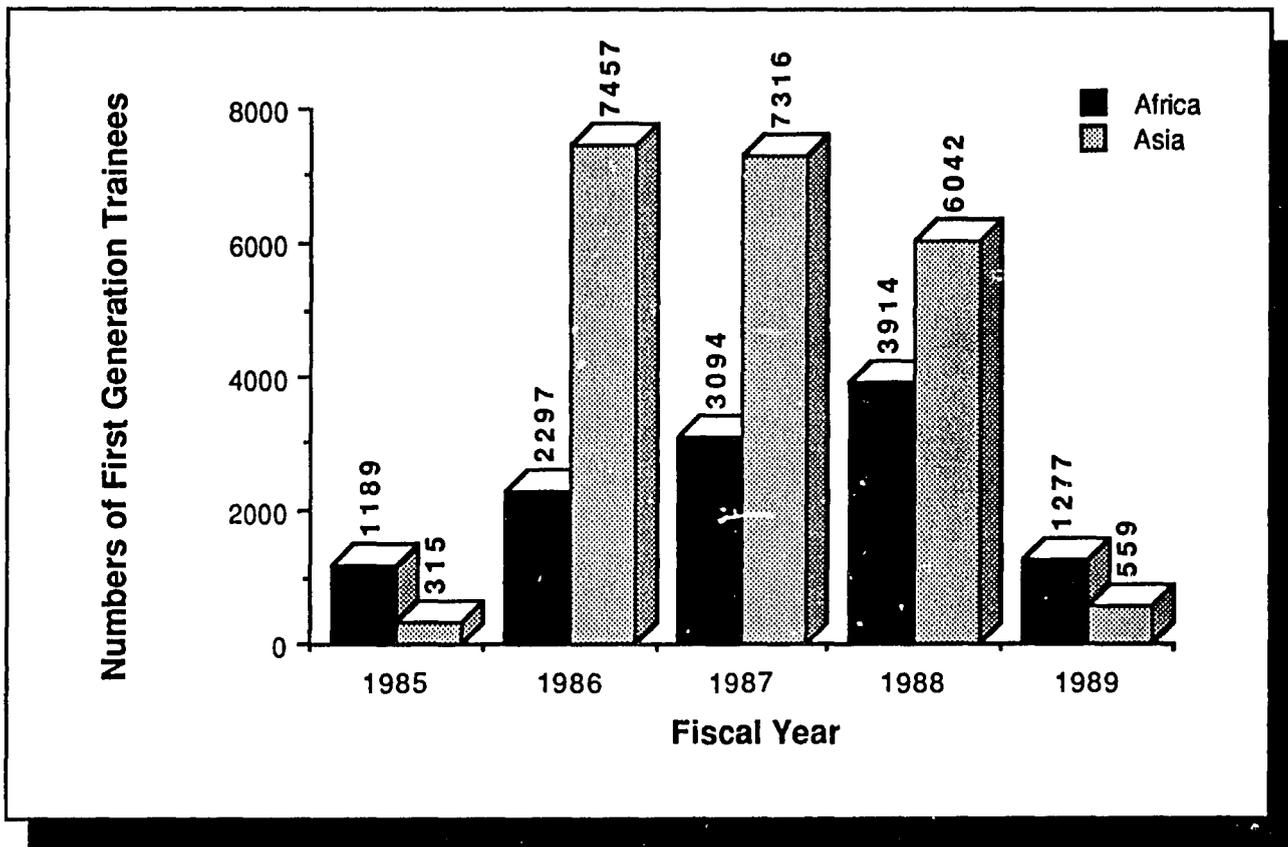
FY	Semi-Annual Period	Out of Country Trainees		Direct Trainees		Indirect Trainees		TOTAL TRAINEES	
		#	% of Total	#	% of Total	#	% of Total	#	% of Total
1985	1	8	100%	0	0%	0	0%	8	0%
	2	18	6%	45	15%	244	79%	307	3%
1986	1	19	>1%	291	6%	4,816	94%	5,126	44%
	2	26	1%	82	4%	2,223	95%	2,331	20%
1987	1	1	>1%	77	2%	4,853	98%	4,931	42%
	2	1	>1%	12	1%	2,372	99%	2,385	20%
1988	1	26	1%	22	1%	2,840	98%	2,888	25%
	2	6	>1%	17	1%	3,131	99%	3,154	27%
1989	1	6	2%	30	11%	248	87%	284	2%
	2	18	7%	0	0%	257	93%	275	2%
Subtotal		129	>1%	576	3%	20,984	97%	21,689	100%
GRAND TOTAL		485	1%	7,585	23%	25,390	76%	33,460	100%

¹ Direct trainees are those trained with direct involvement of INTRAH, consultant trainers or INTRAH's subcontractors, IHP and TRG. Indirect first generation trainees are those trained by national trainers with no direct INTRAH staff or consultant involvement, but with INTRAH financial assistance. In-country trainee numbers are based on a contractual formula of 5 days per in-country trainee.

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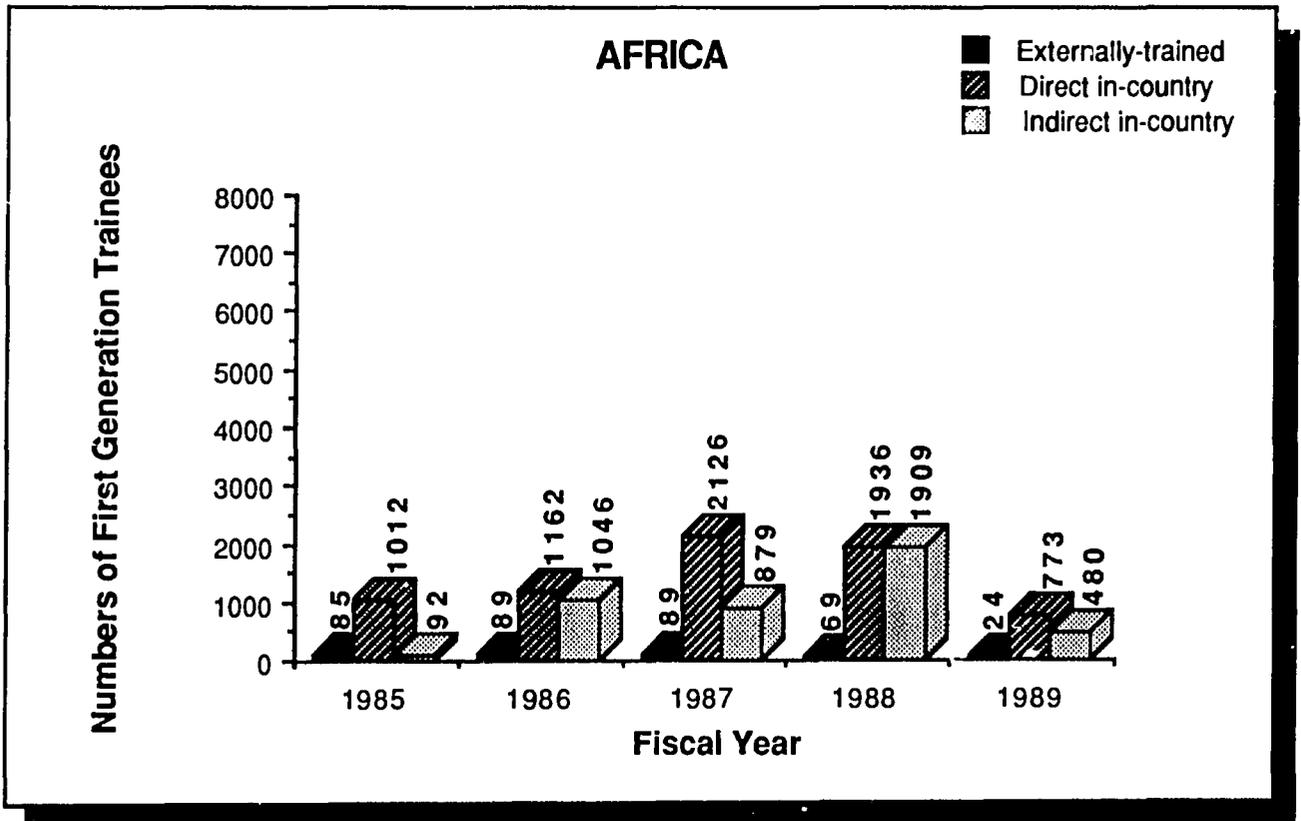
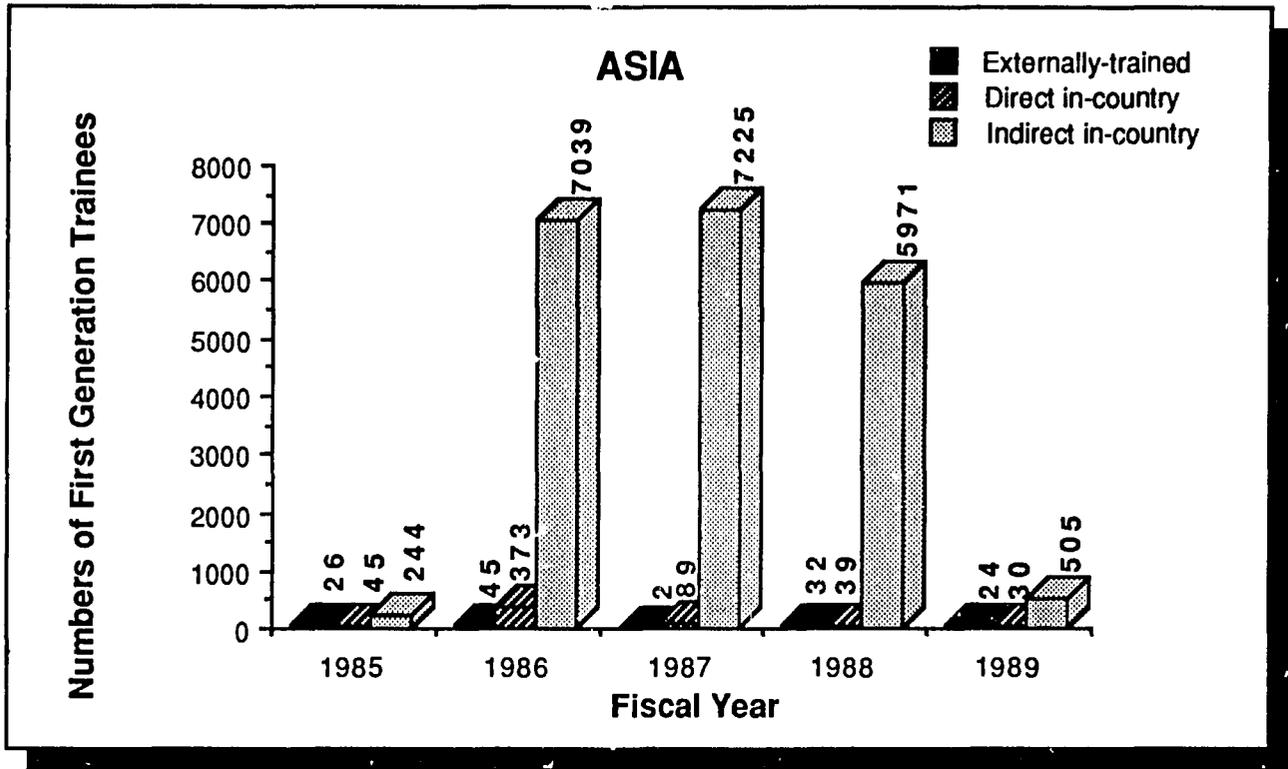
FIRST GENERATION TRAINEE NUMBERS (5 day formula) BY REGION AND FISCAL YEAR FY 1985 - FY 1989



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FIRST GENERATION TRAINEE NUMBERS (5 day formula) BY REGION AND FISCAL YEAR FY 1985 - FY 1989



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Table 2
INTRAH Completed Training Activities
By Locale of Training and Country
April 1, 1989 - September 23, 1989

Training Topic	Trainers	Dates
** IN-COUNTRY TRAINING		
* BOTSWANA MOH Training Skills Mat/Curr Development	Farrell, B Mtawali, G 1 MOH Co-Trainer Mtawali, G Matatu, S	Apr 17 - Apr 28 Jun 12 - Jun 16
* BURKINA FASO MOH Clinical FP Update Comprehensive Clinical FP Comprehensive Clinical FP	Bongwele, O (TA) 2 NTT 1 DSF Trainer NTT NTT	Apr 17 - May 3 May 29 - Jun 24 Jun 12 - Jul 23
* KENYA DFH/MOH Training Skills	Muhuhu, P Mtawali, G	Aug 28 - Sep 15
* MALI MOPHSA Non-Clinical FP	Thiam, D Traore, O	May 16 - May 26
* NIGER MOPH/SA Training Skills	Bongwele, O Seck, P 3 Nat'l Co-Trainers	Jun 19 - Jun 30
* PHILIPPINES IMCCSDI Community-Based FP/MCH Non-Clinical FP Non-Clinical FP Community-Based FP/MCH Non-Clinical FP Non-Clinical FP Non-Clinical FP Non-Clinical FP Non-Clinical FP Non-Clinical FP Non-Clinical FP Clinical FP Update Clinical FP	Eduarte, R Tejano, A Eraldo, F Grafilo, M Segarra, A Mendoza, R Eduarte, R Tejano, A Segarra, A Tejano, A Eraldo, F Grafilo, M Segarra, A DOH Resource Persons Eduarte, R Tejano, A Segarra, A Eraldo, F Segarra, A	Apr 3 - Apr 5 Apr 3 - Apr 15 Apr 10 - Apr 12 Apr 10 - Apr 12 Apr 13 - Apr 25 Apr 17 - Apr 28 Apr 24 - Apr 26 May 10 - May 12 May 22 - May 26 May 22 - Jun 2
* PHILIPPINES PACW Comprehensive Clinical FP	Seck, P Mutombo, Y Nat'l Team	Apr 3 - May 12
* ZAIRE AZBEF Management and Supervision Basic Clinical FP	Jennings, L Shamp, M Bangula, B 2 AZBEF	Apr 18 - Apr 29 May 8 - May 29
** REGIONAL TRAINING		
* THAILAND PDA Mat/Curr Development	Wileman, R Beasley, G Eduarte, A	Jul 24 - Aug 11
** THIRD COUNTRY TRAINING		
* KENYA Study Tour (Rwanda)	Royer, A C (Accomp)	Jun 10 - Jun 23
* MOROCCO Study Tour (Zaire)	Mbengue, A (Accomp)	Jun 29 - Jul 6

Table 3
 INTRAH Completed Travel
 for Technical Assistance & Training
 By Type of Trip and Country
 April 1, 1989 - September 23, 1989

Travelers	Dates
** FOLLOW-UP	
* TOGO MOPH/SACW Mutombo, Y Thiam, D	Jun 12 - Jun 30
* ZAIRE PSND Kabore, J Nat'l Eval	May 8 - Jun 6
** IN-COUNTRY TRAINING	
* BOTSWANA MOH Farrell, B Mtawali, G 1 MOH Co-Trainer Mtawali, G Matatu, S	Apr 17 - Apr 28 Jun 12 - Jun 16
* BURKINA FASO MOH Bongwele, O (TA) 2 NTT 1 DSF Trainer	Apr 17 - May 3
* KENYA DFH/MOH Muhuhu, P Mtawali, G	Aug 28 - Sep 15
* MALI MOPHSA Thiam, D Traore, O	May 16 - May 26
* NIGER MOPH/SA Bongwele, O Seck, P 3 Nat'l Co-Trainers	Jun 19 - Jun 30
* TOGO MOPH/SACW Seck, P Mutombo, Y Nat'l Team	Apr 3 - May 12
* ZAIRE AZBEF Jennings, L Shamp, M Bangula, B	Apr 18 - Apr 29
** REGIONAL COORDINATION MEETING	
* KENYA Muhuhu, P Mtawali, G Wachira, G Gaye, P Seck, P Thiam, D Mutombo, Y Bongwele, O Knauff, L Corbett, M	May 29 - Jun 2
** REGIONAL TRAINING	
* THAILAND PDA Wileman, R Beasley, G Eduarte, A	Jul 24 - Aug 11
** REVIEW/EVALUATION	
* BOTSWANA MOH Mtawali, G Matatu, S	Jun 21 - Jun 22
* BURKINA FASO MOH Baker, R Mbengue, A	Sep 13 - Sep 16
* KENYA DFH/MOH Muhuhu, P Mtawali, G DFH Reps	Sep 18 - Sep 18

Table 3, continued

	Travelers	Dates
*	MALI MOPHSA Gaye, P USAID Baker, R Mbengue, A	Aug 7 - Aug 11 Sep 10 - Sep 13
*	NIGER MOPH/SA Gaye, P USAID	Jul 31 - Aug 4
*	PHILIPPINES IMCCSDI Knauff, L Baker, R	Jul 26 - Jul 30
*	RWANDA ONAPO Durham, C Gaye, I	May 23 - May 28
*	THAILAND PDA Knauff, L Baker, R	Jul 30 - Aug 4
*	TOGO MOPH/SACW Gaye, P USAID	Aug 21 - Aug 26
*	UGANDA HOH Fontaine, A Wachira, J 2 CTT	Jul 9 - Aug 1
*	ZAIRE AZBEF Durham, C Gaye, I Corbett, M Bongwele, O (6/5-10) Gaye, P (6/12-17)	May 28 - Jun 2 Jun 5 - Jun 17
*	ZAIRE PSND Durham, C Gaye, I Corbett, M Bongwele, O (6/4-11) Gaye, P (6/12-18)	May 28 - Jun 2 Jun 5 - Jun 17
**	TAC MEETING	
*	KENYA Knauff, L Muhuhu, P Mtawali, G Wachira, J	May 23 - May 25
*	TOGO Gaye, P Seck, P Thiam, D Mutombo, Y Bongwele, O Newman, C Corbett, M	Jul 10 - Jul 13
**	TECHNICAL ASSISTANCE	
*	TOGO MOPH/SACW Mutombo, Y Seck, P (8/14-26)	Jul 24 - Aug 31
**	THIRD COUNTRY TRAINING	
*	KENYA Royer, A C (Accomp) for Rwanda	Jun 10 - Jun 23
*	MOROCCO Mbengue, A (Accomp) for Zaire	Jun 29 - Jul 6

TABLE 4A

FIRST GENERATION TRAINEE DAYS
BY COUNTRY AND TOPIC OF TRAINING
October 1, 1984 - September 23, 1989

Country	TOPIC OF TRAINING										Total Trainee Days
	Comprehens. Clinical FP	Basic Clin. FP	Non-Clinical FP	Clinical FP Update	Community-Based FP/MCH	FP/MCH Training Skills	FP Mgmt/Superv	Materials/Curric Develop	Program Planning/Eval	Other	
Bangladesh								30			30
Botswana	180		264			550		744	53		1,791
Burkina Faso	4,489	255		170		560	240	42	137	196	6,089
Burundi									38		38
Cameroon								30			30
Chad	125	180	595						67	244	1,211
Cote d'Ivoire	30		1,308		15	235		30	24	60	1,702
Fiji					8						8
Ghana							60	140			200
Guinea									5		5
India								30			30
Indonesia						30		15			45
Kenya			373		13	1,068	10,601	230	367		12,652
Liberia								30			30
Malawi								30			30
Mali			130		480	389	528	204	349		2,080
Mauritius								60	38		98
Nepal					21,816	245	4,888		254		27,203
Niger		585	420			156		80	79		1,320
Nigeria-Anambra				295					12		307
Bauchi	200				162	280		180	160		982
Benue	510	964	690	354	572	650	210		117		4,067
Gongola			260		255	225	140		10		890
Imo	720			285		350	170	524	403		2,452
Kwara	3,173		300		1,040	320	540	225	145		5,743
Lagos	440	1,633		210	562	390	284		72		3,591
Ondo				275					10		285
Plateau				295					15		310
Other									194		194
Pakistan								15			15
Papua/New Guinea	670				15			15			700
Philippines			1,472	682	392	1,567		330	437	123	5,003
Rwanda		869	595		245	672	321	772	103	30	3,607
Samoa					30						30
Senegal									22		22
Sierra Leone	695	225	383	102		165	270	30	338		2,208
Somalia			114		240	220		30	5		609
Sri Lanka					75,545	298	446	190	162		76,641
Swaziland	25										25
Tanzania						20					20
Thailand						265	30	75	141		511
Togo	300		140			745	110	90	41	20	1,446
Uganda	350	1,430		81	227	155	709	510	214		3,676
Zaire		2,122				1,414	603	275	182	50	4,646
Zimbabwe						45	30	30	5		110
TOTAL	11,907	8,263	7,044	2,749	101,617	11,014	20,180	4,986	4,199	723	172,682

¹Comprehensive Clinical FP includes IUD insertion.

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TABLE 4B
 FIRST GENERATION TRAINEE NUMBERS¹
 BY COUNTRY AND TOPIC OF TRAINING
 October 1, 1984 - September 23, 1989

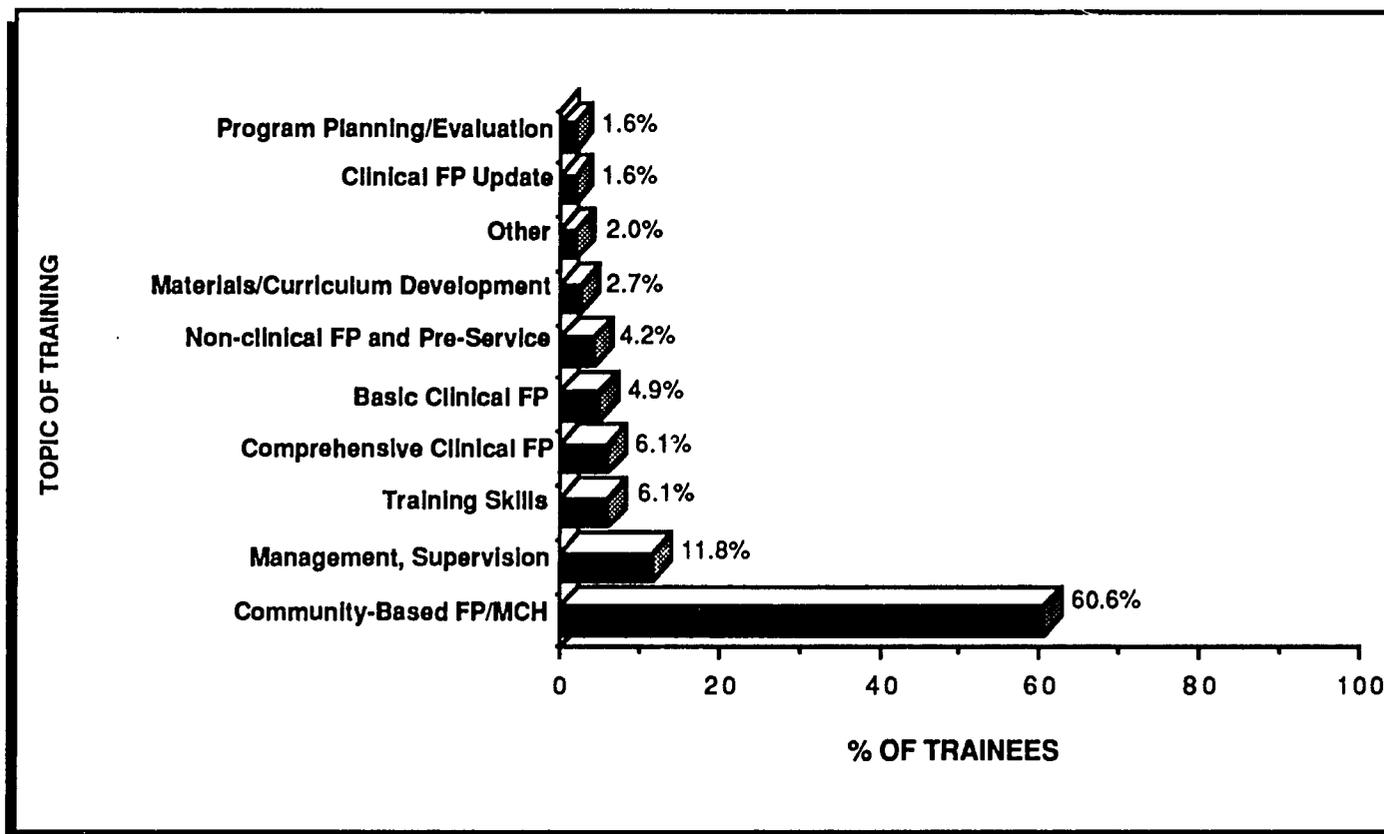
Country	TOPIC OF TRAINING										Total Trainees
	Comprehens. Clinical FP ²	Basic Clin. FP	Non-Clinical FP	Clinical FP Update	Community-Based FP/MCH	FP/MCH Training Skills	FP Mgmt/Superv	Materials/ Curric Develop	Program Planning/Eval	Other	
Bangladesh								2			2
Botswana	6		53			106		145	5		315
Burkina Faso	898	51		34		112	34	8	12	16	1,165
Burundi									2		2
Cameroon								2			2
Chad	5	37	119						5	22	187
Cote d'Ivoire	1		261		3	46		6	2	6	325
Fiji					1						1
Ghana							2	24			26
Guinea									1		1
India								2			2
Indonesia						2		1			3
Kenya			75		1	202	2,107	46	33		2,464
Liberia								2			2
Malawi								2			2
Mali			26		87	78	98	41	64		394
Mauritius								4	2		6
Nepal					4,361	47	974		30		5,412
Niger		117	84			31		16	6		254
Nigeria-Anambra				59					2		61
Bauchi	30				32	56		36	32		186
Benue	24	193	139	71	114	130	38		23		732
Gongola			52		51	45	28		2		178
Imo	144			57		66	34	105	80		486
Kwara	635		60		208	62	108	45	29		1,147
Lagos	60	327		42	112	78	52		13		684
Ondo				55					2		57
Plateau				59					3		62
Other									19		19
Pakistan								1			1
Papua/New Guinea	18				1			1			20
Philippines			289	136	77	283		54	68	9	916
Rwanda		173	119		49	133	64	155	8	3	704
Samoa					2						2
Senegal									3		3
Sierra Leone	139	45	77	20		10	54	2	48		395
Somalia			23		48	44		2	1		118
Sri Lanka					15,110	55	85	34	12		15,296
Swaziland	1										1
Tanzania						2					2
Thailand						21		5	7		34
Togo	60		28			149	22	18	4	2	283
Uganda	12	286		17	18	11	138	102	14		598
Zaire		425				283	120	55	14	5	902
Zimbabwe						4	1	2	1		8
TOTAL	2,033	1,653	1,405	550	20,275	2,056	3,960	918	547	63	33,460

¹Number of trainees is based on a contractual formula of 5 days per in-country trainee.
²Comprehensive Clinical FP includes IUD insertion.

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PERCENT OF TRAINEES (5 day formula) BY TOPIC OF TRAINING (OCTOBER 1, 1984 - SEPTEMBER 23, 1989)



TOTAL NUMBER OF TRAINEES: 33,460
Based on a contractual formula of 5 day training event

TRAINING AND TECHNICAL ASSISTANCE

II. IN-COUNTRY ACTIVITIES:

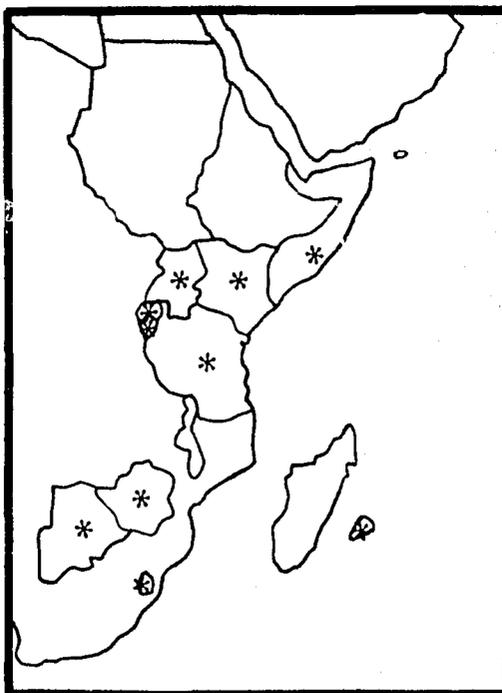
Review of Past Six Months
(April 1, 1989 - September 23, 1989)

Summary of Past Five Years
(September 24, 1984 - September 23, 1989)

East & Southern Africa

countries marked with an asterisk are featured in this report

Botswana	✱	Somalia	✱
Burundi	✱	Sudan	□
Kenya	✱	Swaziland	✱
Madagascar	□	Tanzania	✱
Malawi	□	Uganda	✱
Mauritius	✱	Zimbabwe	✱
Rwanda	✱		



TRAINING AND TECHNICAL ASSISTANCE

II. IN-COUNTRY ACTIVITIES

A. EAST/SOUTHERN AFRICA

Review of Past Six Months: April 1, 1989 - September 23, 1989

During the past six months final reviews were conducted in Uganda and Rwanda by INTRAH staff and consultants and in-country teams (see Trip Reports #0-388 and #0-352, respectively). Three Rwandese FP program managers made a study visit to Kenya for the purpose of observing program elements that might be incorporated in the Rwanda national family planning program.

The Botswana MOH and Kenya Division of Family Health training programs -- both of which were technically-assisted by INTRAH, but financially supported through other sources -- concluded during this report period.

**Summary of Past Five Years: September 24, 1984 -
September 23, 1989**

Comprehensive needs assessments were carried out in Botswana, Mauritius, Somalia and Zimbabwe. As a result a project was undertaken in Botswana for technical assistance with in-country costs supported by the GOB/World Bank project.

Projects were developed and supported in Kenya, Rwanda, Somalia and Uganda, and technical assistance was provided in Swaziland. Visits were made to Burundi and Tanzania, but INTRAH training assistance was not provided to either country during PAC IIa.

The following pages provide detail on each project conducted in E/SA, and accomplishments are highlighted at the end of each country section.

BOTSWANA TRAINING PLAN

REGION: E/SA
 COUNTRY: Botswana
 PROJECT
 NUMBER: 35661

PROJECT TITLE: MOH/INTRAH Family Planning Training Project

DURATION: July 1, 1987 - August 31, 1989

SPONSORING INSTITUTION: Ministry of Health (MOH)

HOST COUNTRY CONTACTS: Dr. V.N. Ngcongco, Undersecretary for Manpower Development and Deployment, MOH; and Mr. John Roberts, Deputy Director, USAID

EST. TOTAL LOP: \$113,272

MECHANISM: Memorandum of Agreement and Amendment 2 (March 1989)

GOAL: To strengthen family planning training and service delivery in order to accelerate integration of family planning into MCH services, and to ultimately improve the health of the family.

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
 1) To develop capability of a Clinical Core Training Team to take leadership in planning, conducting and evaluating family planning in-service training programs;
 2) To strengthen the FP component of the midwifery training program through training of midwifery faculty;
 3) To increase the pool of family planning clinically trained tutors of the National Health Institute;
 4) To establish family planning service standards;
 5) To develop family planning service procedures and protocols; and
 6) To expand the knowledge and skills of clinical preceptors.

OTHER INFORMATION: In-country costs of participants were paid by MOH/World Bank Project.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Anglophone Regional Family Planning Visual Communication Workshop (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	-Mrs. L.G. Mogapi, Senior Instructor in MCH, Nat'l Health Institute -Mrs. B.N. Pilane, Senior Nursing Sister Instructor, Family Welfare Educator	Murphy, C Wileman, R Mtawali, G Sheikh, H	
Needs Assessment Visit Trip #0-324 COMPLETED		Jul 9-Jul 23, 1986		Knauff, L Mtawali, G	
Project Development Visit Trip #0-384 COMPLETED		Jan 12-Jan 23, 1987		Muhuhu, P Wachira, J	
Regional Training Needs Assessment Workshop (Nairobi, Kenya) Trip #0-372 COMPLETED		Feb 23-Feb 27, 1987	D. Mompoti, MCH/FP Program Officer	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
Project and Contract Development Visit Trip #0-434 COMPLETED		May 16-May 24, 1987		Muhuhu, P (5/12-21) Baker, R (5/16-23)	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
1. Third Country Family Planning Clinical Skills Workshop (Bulawayo, Zimbabwe) COMPLETED	1	Aug 3-Sep 11, 1987	3 Total -Grace Sibanda (N/M) -Lucretia Koodibetse (NHI Tutor) -Joyce Molate (N/M)	ZNFPC Trainers	
2a. Reproductive Health and Orientation Seminar I Trip #0-103 COMPLETED	2	Aug 20-Aug 21, 1987	34 Senior Staff from MOH, ULGA, MCH, NHI	Brown, M Major, B	Ms. Brown and Dr. Major briefed, prepared and planned in INTRAH/ESA office.
2b. Reproductive Health and Orientation Seminar II Trip #0-103 COMPLETED	3	Aug 24-Aug 25, 1987	46 Senior Staff from MOH, ULGA, MCH, NHI	Brown, M Major, B	
Anglophone Regional Evaluation Training of Training Teams (Nairobi) Trip #0-302 COMPLETED		Aug 31-Sep 12, 1987	4: -Ms. N. Mokgautsi -Ms. M. Mabuse -Ms. D. Nata -Ms. G. Mogapi	Helpfenbein, S Ericsson, S Mtawali, G	
3. Formulation of National Family Planning Guidelines Trip #0-107 COMPLETED	4	Oct 15-Oct 16, 1987	30 Policy Makers and Technical Staff	Wachira, J Maganu, E T	
4. Formulation of FP Practice Standards (Technical) Trip #0-107 COMPLETED	5	Oct 19-Oct 21, 1987	22 Nurse/Midwives and Tutors	Wachira, J	
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	2: -Mrs. Neo Mokgautsi, MOH/IST Project Coordinator -Ms. Gladys Mogapi, NHI Preceptor	Gaye, P Hanson, B Eduarte, A	
Third Country Family Planning Clinical Skills Workshop (Bulawayo, Zimbabwe) COMPLETED		Nov 2-Dec 11, 1987	3: -Mrs. Sinah Relu, Midwifery Tutor -Mrs. Dorothy Mook, Basic Nursing Program Tutor -Ms. Mooketsi, Clinic Based Nursing Tutor	ZNFPC Trainers	
5. Clinical Family Planning Procedures Manual Development Trip #0-109 COMPLETED	7	Jan 4-Jan 22, 1988	13 NHI Tutors and Clinicians	Mtawali, G Bennetts, A Morewane, D Phumapi, G	Mtawali remained in country for preparation of manual for distribution and for the project review.
Technical Assistance Trip #0-264 COMPLETED		Jan 10-Jan 13, 1988		Muhuhu, P	
Mid-Point Review of Workplan Trip #0-109 COMPLETED	8	Feb 5-Feb 5, 1988		Mtawali, G 2 MOH	
Anglophone Regional Consultation Skills Workshop (Nairobi, Kenya) Trip #0-415 COMPLETED		Mar 7-Mar 18, 1988	2: -Mrs. Neo Mokgautsi -Mrs. Daisy Mosieman	Gormley, W Joyce, S	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
PST/IST Linkages Workshop Trip #0-337 COMPLETED		Mar 28-Mar 31, 1988	26 Senior Nursing Leaders	Wachira, J Mtawali, G Gilpin, V	
6. Use of Family Planning Integration Manual Workshop Trip #0-117 COMPLETED	12/13	Apr 5-Apr 15, 1988	27 NHI and Mission Tutors	Wachira, J Mtawali, G Gasennelwe, K Mokgautsi, N	
7. Clinical Family Planning Procedures Manual Field Testing COMPLETED	9	May 30-May 30, 1988	20 :NHI Tutors and MCH/FP Clinic Personnel	Reference Group Mokgautsi, N	
Field Testing of Manual COMPLETED	10	Jun 1-Jun 30, 1988	20: Nurse/Midwives	Mokgautsi, N	
8. Clinical Family Planning Procedures Draft Manual Review and Revision Trip #0-126 COMPLETED	14	Aug 15-Aug 26, 1988	10 Tester/Reviewers	Mtawali, G Farrell, B 2 MOH	
Annual Review and Planning Trip #0-133 COMPLETED	17	Sep 17-Sep 23, 1988	21	Muhuhu, P Wachira, J	
9. Training of Trainers Integration of MCH/FP (Lobatse) Trip #0-128 COMPLETED	15	Feb 6-Feb 24, 1989	20 Tutors	Farrell, B Wachira, J	
10. Clinical Preceptor Skills Development Workshop Trip #0-129 COMPLETED		Apr 17-Apr 28, 1989	21 Nurse/Midwives from FP Training Clinics	Farrell, B Mtawali, G	
Workshop on Developing a Guide on Use of the Family Planning Procedures Manual Trip #0-461 COMPLETED		Jun 12-Jun 16, 1989	10: -(9) Service Providers/Registered Nurse Midwives -(1) Midwifery Tutor	Mtawali, G Matatu, S	
Project Review Trip #0-461 COMPLETED		Jun 21-Jun 22, 1989	6 MOH and NHI	Mtawali, G Matatu, S	

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. A core of 21 MCH/FP service providers received preceptorship skills training. This group also received contraceptive technology update. It is expected that these clinic based nurse/midwives will strengthen FP practicum for PST students especially the midwifery students.
2. A guide for orientation to the use of the family planning procedure manual was developed.
3. Two project personnel participated in the 1989 Anglophone TAC and are expected to take leadership in influencing implementation of recommendations made at the TAC.

4. A draft PST tutors guide for integration of FP into PST Health Programs was distributed among NHI and mission tutors responsible for FP components to try out in the next academic year.
5. Continuing Education Unit of NHI oriented 38 PST tutors in the use of the guide to integrate FP into PST programs.

PROBLEMS ENCOUNTERED:

1. The MOH was unable to put together a core training team. As a result training activity included during the annual review was cancelled.
2. Printing of the procedure manual was behind schedule, resulting in cancellation of a workshop on the orientation of the users.
3. Under-Secretary for Manpower Development at MOH has left government service at a time when formulation of new directions for the project are crucial.
4. Inappropriate trainee selection due to ULGS in service training policies, which conflict with training needs. (ULGS provides service while MOH trains for those services.)

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The departure of the Under-Secretary who provided project leadership has created a leadership vacuum.
2. There appeared to be problems in follow-through of recommendations made by trainers and consultants.
3. There is a need for establishing on-going systematic in-service training especially to update service providers NHI and Mission Schools of Nursing Tutors.

END OF PROJECT ASSESSMENT**ACCOMPLISHMENTS:**

1. A comprehensive family planning training needs assessment led to: identification of major areas of needs, systems strengths, and development of a five year training plan to meet needs identified. INTRAH provided training and technical assistance in implementation of the first two years of the plan, while World Bank provided financial support.
2. Eighty senior MOH, local government and private health training and service personnel received an update on family planning and reproductive health and were oriented to the the Ministry of Health's family planning national plan. The group identified areas that required family planning guidelines. As a result of this early involvement, this group provided support to the project.
3. Family planning policy guidelines and service standards were formulated by a group of senior MOH policy, education and service personnel with INTRAH assistance, and were distributed throughout the country. These form the basis for service training plans and have been used to guide development of a Family Planning Procedures Manual and as a guide to USAID in development of USAID's IEC Sector Grant Project.
4. Twenty-two senior health personnel with experience in formulation of family planning policy guidelines and service standards are in place in Botswana.
5. A Family Planning Service Procedures Manual was developed by a group of service and training personnel with INTRAH technical assistance. The Manual will be ready for distribution in December 1989 and is expected to standardize service delivery and training and be used as a tool for evaluating performance.
6. A core group of 15 service and training personnel with experience in all the process steps of procedure manual development are in place.
7. A guide for orienting family planning service providers to the use of the family planning service manual was developed by 10 trainers and service providers.

The Guide will be used by Community Health Nurses to orient current service providers in their respective districts.

8. NHI and MCH/Unit family planning training capability have been strengthened through:
 - a. Training of six nurse/midwives and trainers/tutors in comprehensive clinical family planning skills in Zimbabwe.
 - b. Training of two trainers in visual communication (in Mauritius).
 - c. Training of four reference group members in evaluation strategies and tools (in Nairobi).
 - d. Improvement of training skills for two trainers in Advanced TOT (in Thailand).
 - e. Updating of knowledge and selected FP skills as well as TOT skills in Integration of Family Planning into NHI health training programs. It is expected that these tutors will take leadership in strengthening integration of FP into NHI programs.
 - f. Training of 21 service providers in FP preceptorship skills.

- g. Training of the Project Coordinator and NHI Deputy Principal in consultation skills.
 - h. Revision of the Document on Integration of Family Planning and Concepts and Principles in the curriculum to be a practical guide for trainers and to broaden the scope of family planning integration into NHI and Missions health training programs. The guide will be tried out during the 1989/90 academic year.
 - i. Training of two senior nurses in Training Materials Needs Assessment (in Nairobi).
9. Two senior nursing personnel represented Botswana in the INTRAH Anglophone TAC meetings in 1987, 1988 and 1989.
 10. A foundation for strengthening service delivery, pre-service education and in-service training was established through all the above.

PROBLEMS ENCOUNTERED:

1. One activity on Core Training Team development was cancelled because of the MOH inability to have the team in place.
2. Orientation on the use of the Procedures Manual was cancelled because printing of the manual was behind schedule.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. There has been close collaboration between INTRAH and World Bank Project personnel in the implementation of this project where INTRAH provided technical assistance and World Bank provided funds for participant costs.
2. USAID has been very supportive during the implementation of the project.
3. A comprehensive needs assessment enabled strategy formulation for development of service and training plans.
4. The Family Planning General Guidelines and Service Guidelines were very well received in Botswana. These have been used to guide development of Botswana's Family Planning Procedures Manual and in improvement of the Guide for Integration of Family Planning into NHI Health Training Programs.
5. Except for a small group of nurses/midwives who received FP training outside Botswana, most of those providing services were trained during their pre-service nursing and midwifery training at NHI. However, there seemed to be a lack of collective responsibility at NHI for a systematic integration of FP into programs. Decisions appeared to have been invested in course coordinators only. It is anticipated that the improved guide for integration will facilitate improved coordinated integration in order to expand family planning services.
6. NHI tutors have been teaching family planning in the basic and post basic programs without sufficient knowledge of FP methods and technology; obviously, this has had an effect on the quality of FP services offered by NHI graduates. The in-service training system in family planning is weak and currently cannot remedy the knowledge and skill deficits that are a result of #1.
7. NHI has independently oriented 38 PST tutors to the use of the Tutor's Guide for Integrating FP into PST programs. These 38 will test the Guide between July 1989 and July 1990.
8. In all technical assistance activities, efforts were made to facilitate linkages between pre-service education, in-service training and service personnel. This approach should be continued and strengthened in the next phase as Botswana prepares to expand in-service training.
9. Follow-through of recommendations during the life of the project was a major weak area. There appears to be a need for closer follow-up by the technical assistance agency to facilitate this. This could be done by placing a short-term technical advisor in Botswana, ensuring that there is no conflict with the World Bank long-term advisor roles and that it does not create dependency on the advisor.

KENYA DFH/MOH TRAINING PLAN

REGION: E/SA
 COUNTRY: Kenya
 PROJECT
 NUMBER: 35595

PROJECT TITLE: Improvement of Family Health Services in Kenya Through Strengthening the Training Capabilities of the Division of Family Health/Ministry of Health

DURATION: November 1, 1985 - September 15, 1989

SPONSORING INSTITUTION: Division of Family Health, Ministry of Health (DFH/MOH)

HOST COUNTRY CONTACTS: Dr. Mutie, Director, DFH/MOH; and Dr. David Oot, Population Officer, USAID/Kenya

ACTUAL TOTAL LOP: \$10,932

MECHANISM: Memorandum of Agreement and Amendment 1 (Feb 1989)

GOAL: To improve the family health services in Kenya through strengthening the training capabilities of the DFH.

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
 1) To increase the number and strengthen the training capability of family health trainers in all training centers of the DFH;
 2) To strengthen an in-service training system within the DFH; and
 3) To strengthen training program evaluation skills.

OPERATIONAL OBJECTIVES:
 1) To train 25 family health trainers in training skills;
 2) To update training skills and knowledge of 100 trainers;
 3) To revise the family planning clinical skills curriculum for registered nurses; and
 4) To provide technical assistance in data management for 2 participants of the 1985 Chapel Hill-based evaluation course sequence and TOT participants.

OTHER INFORMATION: 1) This training program is a companion to a separate but related sub-Contract with the Division of Nursing (DON), MOH. The training activities detailed in the DFH/MOH and DON/MOH workplans represent the INTRAH share of the USAID/Kenya Family Planning Services and Support Bilateral Project Paper.
 2) This training program requires INTRAH technical assistance only; no INTRAH funds will be placed in DFH custody. Costs are shared among DFH, responsible for participant in-country expenses, and INTRAH, responsible for technical assistance costs, and USAID bilateral, responsible for costs of training materials.

N.B. Activities 4 and 5 are revisions of workplan activity 6 in Memorandum of Agreement. Activity 8 of the workplan was cancelled.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
U.S.-Based Course on Skills for Managing Effective Training Organizations (MSH, Boston, MA) COMPLETED		May 13-Jun 24, 1985	Mrs. Lydia Cege, Head, Training Division	MSH Trainers	Mrs. Cege debriefed in Chapel Hill, June 27-28.
U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	-Mrs. Z. Gitau, DFH Nurse/Trainer -Mr. A. Kamau, Statistical Officer	INTRAH SPH/UNC Faculty	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project and Contract Development Visit Trip #0-68 COMPLETED		Jul 21-Jul 29, 1985		Baker, R Muhuhu, P	INTRAH team negotiated MOA with DFH/MOH.
1. Training of Trainers Workshop (Limuru, Kenya) Trip #0-167 COMPLETED	1	Nov 11-Dec 5, 1985	22 Participants from Regional and Other Training Centers: -21 DFH/MOH Family Health Trainers -1 Clinical Preceptor	Mtawali, G Plopper, S	Eight 2-day update curricula for ECNs were developed during this workshop.
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Nairobi) Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	-Mr. A. Kamau, Statistical Officer -Mrs. Zeruah Wambui Gitau, PHN	Veney, J Newman, C Miranda, M	
2. Refresher Training of Trainers Workshop Trip #0-169 COMPLETED	4	Mar 10-Mar 21, 1986	14 Participants: -12 Central and Regional DFH/MOH Trainers -2 NGO Trainers	Mtawali, G 2 DFH/MOH Trainers	
Review and Planning COMPLETED	3	Apr 14-Apr 14, 1986		INTRAH Reps DFH Reps	
Registered Nurse/Registered Clinical Officer Curriculum Review (Kericho, Kenya) Trip #0-346 COMPLETED	5b	Sep 8-Sep 23, 1986	15 Participants: -(9) DFH -(4) AMREF -(1) Nursing Council of Kenya -(1) Nairobi City Commission	Mtawali, G 2 DFH/MOH Trainers 1 AMREF Trainer	
Technical Assistance in Evaluation Trip #0-383 COMPLETED	2	Nov 5-Nov 9, 1986		Veney, J	Dr. Veney also worked with DON/MOH.
Annual Project Review COMPLETED	5	Jan 8-Jan 8, 1987		Muhuhu, P Cege, L Waratho, M	
Regional Training Needs Assessment Workshop (Nairobi) Trip #0-372 COMPLETED		Feb 23-Feb 27, 1987	Mrs. L. Cege, Head, Training Division	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
3. Clinical Preceptors' Training Workshop Trip #0-183 COMPLETED	6	Mar 16-Mar 27, 1987	14 DFH Clinical Instructors	Stanton, ME 3 DFH Trainers	
Anglophone Regional Evaluation Training of Training Teams (Nairobi) Trip #0-302 COMPLETED		Aug 31-Sep 12, 1987	2: -Mrs. M. Waratho -Mrs. C. Nkonge	Helpfenbein, S Ericsson, S Mtawali, G	
Anglophone Regional Consultation Skills Workshop (Nairobi) Trip #0-415 COMPLETED		Mar 7-Mar 18, 1988	1: Lydia Cege, Training Chief	Gormley, W Joyce, S	
4. Clinic Management Workshop Trip #0-184 COMPLETED	6	Mar 9-Mar 30, 1988	22 Trainers	Jain, S (3/9-24) Muhuhu, P (3/24-30) 2 National Trainers	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Technical Assistance in Completion of Management Component of Clinical Course Trip #0-69 COMPLETED		Sep 5-Sep 9, 1988	10 DFH Trainers	Muhuhu, P	
5. Refresher Training of Trainers Trip #0-171 COMPLETED	9	Aug 28-Sep 15, 1989	13	Muhuhu, P Mtawali, G	
Final Project Review COMPLETED		Sep 15-Sep 18, 1989		Muhuhu, P Mtawali, G DFH Reps	

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. Thirteen family planning trainers received training in training skills. Of those, 6 are from DFH training centers, 4 are central staff and 3 are from Nairobi City Commission. It is expected that this group will improve the quality of family planning training throughout Kenya through an annual trainee output of 600 service provider each year.

PROBLEMS ENCOUNTERED:

1. Fewer participants than expected attended the workshop.
2. The DFH training chief was in the U.S. during the workshop.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. DFH has a high trainer attrition rate mainly due to personnel moving to areas with better employment benefits. However, a great percent of those join other FP training/service organizations or set up private MCH/FP clinics. Therefore, although there is a loss to DFH training system, the loss to the National Family Planning Program is minimal.
2. Those trainers who have received and reviewed the INTRAH Guidelines for Clinical Procedure in Family Planning and Sexually Transmitted Diseases like the format especially in comparison to the DFH manual. In particular, the management of STD protocol differs from the national protocols.

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

1. Strengthened DFH training program management capacity through training of head of the Training Unit in skills for Managing Effective Training Organizations in Boston (MS), consultation skills, training materials needs assessment, and training needs assessment.
2. Developed training evaluation capability through:
 - a. Training of statistical officer and one trainer in a series of evaluation courses (UNC and Nairobi)
 - b. Training of two trainers in evaluation strategies and tools (in Nairobi)
3. Strengthened training capability through:
 - a. Training of 48 trainers from DFH provincial and district trainers in training skills. These have been responsible for training approximately 450 nurses/midwives and clinical officers per year.
 - b. Refresher training of trainers for 14 trainers from the Nairobi and provincial training centres. These had been trained in PAC I under DON project.
 - c. Training of 13 trainers (including 5 from AMREF) in curriculum review/development process.
 - d. Participation of 6 DFH trainers in national workshop for strengthening linkages between training and service systems in Kenya.
 - e. Training of 25 trainers from 9 centres in management.
 - f. Technical assistance to 9 DFH trainers (including 1 DON) to develop a management curriculum component of the clinical skills course.
 - g. Training of 14 DFH service providers and supervisors in FP preceptorship skills.
 - h. Revision of clinical skills course curriculum in collaboration with AMREF and JSI FPPS Kenya Project. The curriculum is used by both DFH and AMREF.
 - i. Inclusion of a management component in the clinical curriculum.

4. Head of Training Unit represented DFH in INTRAH Anglophone TAC meetings in 1986, 1987 and 1988.

PROBLEMS ENCOUNTERED:

N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. There is frequent turnover of trainers at DFH. Of the 22 trained in November 1985, 20 have left DFH to join other FP institutions or have gone into MCH/FP private practice. AMREF has taken many of these trainers.
2. As a result of PST/IST/S workshop recommendations, DFH (as an IST institution) is now represented on the Nursing Council Curriculum Committee which deals with PST programs.
3. The management curriculum component has been tried in three training centres. DFH has reviewed the weak areas and is currently preparing another trial. This indicates growth in curriculum planning implementation.

KENYA DON/MOH TRAINING PLAN

REGION: E/SA
 COUNTRY: Kenya
 PROJECT NUMBER: 35604 and 35656

PROJECT TITLE: Nurses' Education in Maternal and Child Health/Family Planning II
 DURATION: February 1, 1986 - December 31, 1988
 SPONSORING INSTITUTION: Division of Nursing/Ministry of Health (DON/MOH)
 HOST COUNTRY CONTACTS: Mrs. Tabitha Oduori, Chief Nursing Officer, Kenya MOH; Mrs. Margaret Gatei, Project Coordinator, DON/MOH; and Mr. David Oot, Population Officer, USAID/Kenya
 CONTRACT COST: \$311,212
 ACTUAL TOTAL LOP: \$469,090

MECHANISM: Sub-Contract and Amendments #1, #2 and #3.

GOAL: To improve rural MCH/FP services within the MOH by strengthening management of services at peripheral areas through the training of approximately 628 nursing personnel in 6 Provinces over a period of two years.

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
 1) To improve the utilization of available resources at the health center level and other service delivery points;
 2) To increase the number and strengthen the training capability of MCH/FP management trainers within the DON;
 3) To develop 6 district training teams;
 4) To develop a management in-service training system; and
 5) To establish a training evaluation system.

OPERATIONAL OBJECTIVES:
 1) To develop two curricula - training of trainers in management and management skills for ECNs;
 2) To train 24 provincial/district management trainers in management training skills;
 3) To train 600 ECNs from MCH/FP clinics in 6 provinces in FP clinic management skills;
 4) To provide field follow-up to at least 75% of all ECN trainees and management trainers (approximately 468 persons);
 5) To conduct field-based program evaluation that covers approximately 10% of ECN trainees, their supervisors and the clients they serve; and
 6) To revise and update the nursing pre-services curriculum for MCH/FP.

OTHER INFORMATION:
 1) This project is an extension of the INTRAH/MOH Training Project I, "Nurses' Education in MCH/FP" and is a companion to a separate but related Memorandum of Agreement with the Division of Family Health (DFH), MOH. The training activities detailed in the DON/MOH and DFH/MOH workplans represent the INTRAH share of the USAID/Kenya Family Planning Services Project and support the bilateral project.
 2) Thirty percent of ECN trainees will come from NGO institutions.
 3) USAID/Nairobi has executed a \$180,000 buy-in.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Technical Assistance in Development of Project Evaluation Component Trip #0-10 COMPLETED		Dec 1-Dec 12, 1984	8 DON/MOH Staff	Veney, J	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project and Contract Finalization Visit Trip #0-68 COMPLETED		Jul 21-Jul 29, 1985		Baker, R Muhuhu, P	
Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	2 Nurse/Midwives: -Mrs. R. Mutonyo, Midwifery Tutor, Thika Maternity Hospital School of Nursing -Mrs. N. Njeri Thyaka, Nurse Tutor, Enrolled Community School of Nursing, Coast General Hospital, Mombasa	Brancich, C Kass-Annese, B IMCH Core Trainers	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
1. Management Training Skills, Program and Curriculum Development Workshop Trip #0-163 COMPLETED	1	Feb 3-Feb 21, 1986	5 National Trainers	Mtawali, G Petrich, E	
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Nairobi, Kenya) Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	Mrs. M. Gatei, Senior Nursing Officer and DON/INTRAH Project Coordinator	Veney, J Newman, C Miranda, M	
Contractual Discussions COMPLETED		Apr 24-Apr 26, 1986		Baker, R	Mr. Baker met with Coopers and Lybrand representatives to discuss funding and financial reporting requirements.
Technical Assistance to National Trainers in Preparation for May/June Management Workshop Trip #0-164 COMPLETED		May 5-May 18, 1986	5 National Trainers	Petrich, E	Mr. Petrich arrived in Kenya 2 weeks prior to scheduled activity dates to review training materials, and provide further training to national trainers prior to training district nurses and ECNs.
2. MCH/FP Management Training Skills for Provincial and District Trainers: Including Field Needs Assessment Trip #0-164 COMPLETED	2	May 19-Jun 27, 1986	24 Kenyan Registered Nurse/Midwives, PHNs and MCH/FP Provincial Trainers	Petrich, E (TA) 5 National Trainers	A 3-week MCH/FP clinic management curriculum for ECNs was developed during this activity.
Orientation for Supervisors of Provincial and District Trainers, and Development of Action Plans by Provincial and District Trainers Trip #0-164 COMPLETED		Jun 5-Jun 6, 1986	71 Participants: -24 Participants of Activity 2 -17 Supervisors of Provincial and District Trainers -30 MOH, USAID/Kenya and INTRAH Representatives	Petrich, E (TA) 5 National Trainers	Supervisors briefed on INTRAH-DON/MOH project, and expectations of them and the provincial and district trainers were discussed. Provincial and district groups developed plans of action.
3a. MCH/FP Clinic Management Skills for ECNs: Group 1 (Nyeri, Central Prov) COMPLETED	3	Jul 21-Aug 8, 1986	25 ECNs	4 District Trainers 1 National Trainer	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
3b. MCH/FP Clinic Management Skills for ECNs: Group 1 (Busia, Western Prov)	3	Jul 21-Aug 8, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
3c. MCH/FP Clinic Management Skills for ECNs: Group 1 (Nakuru, Rift Valley Prov)	3	Jul 21-Aug 8, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
3d. MCH/FP Clinic Management Skills for ECNs: Group 1 (Mombasa, Coast Prov)	3	Jul 21-Aug 8, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
4a. MCH/FP Clinic Management Skills for ECNs: Group 1 (Embu, Eastern Prov)	4	Aug 25-Sep 12, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
4b. MCH/FP Clinic Management Skills for ECNs: Group 1 (Kisumu, Nyanza Prov)	4	Aug 25-Sep 12, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
5a. MCH/FP Clinic Management Skills for ECNs: Group 2 (Nyeri, Central Prov)	5	Sep 28-Oct 18, 1986	24 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
5b. MCH/FP Clinic Management Skills for ECNs: Group 2 (Nakuru, Rift Valley Prov)	5	Oct 12-Oct 31, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
5c. MCH/FP Clinic Management Skills for ECNs: Group 2 (Busia, Western Prov)	5	Oct 12-Oct 31, 1986	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
Technical Assistance in Evaluation Trip #0-383 COMPLETED		Nov 5-Nov 9, 1986		Veney, J	Dr. Veney also worked with DFH/MOH.
6a. MCH/FP Clinic Management Skills for ECNs: Group 2 (Mombasa, Coast Prov)	6	Dec 1-Dec 19, 1986	24 ECNs	3 District Trainers 1 National Trainer	
COMPLETED					

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
6b. MCH/FP Clinic Management Skills for ECNs: Group 2 (Kisumu, Nyanza Prov)	6	Dec 1-Dec 19, 1986	21 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
6c. MCH/FP Clinic Management Skills for ECNs: Group 2 (Embu, Eastern Prov)	6	Dec 1-Dec 19, 1986	23 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
Regional Training Needs Assessment Workshop (Nairobi, Kenya) Trip #0-372		Feb 23-Feb 27, 1987	Mrs. M. Gatei, Senior Nursing Officer and DON/INTRAH Project Coordinator	Knauff, L Muhuhu, P Mtawali, G Wachira, J	COMPLETED
7. ECN Follow-Up of Activities 3 and 4 (Central Province)	7 & 9	May 4-May 13, 1987	118 ECNs	22 District Trainers 4 National Trainers	
COMPLETED					
Mid-Project Evaluation (Not INTRAH Funded)		May 11-Jun 10, 1987		Cege, L (UNC/CH) Peoples-Sheps, M (UNC/CH) Rice, T (UNC/CH)	COMPLETED
8. ECN Follow-Up of Activities 5 and 6.	11	Jun 8-Jun 17, 1987	118 ECNs	22 District Trainer 4 National Trainers	
COMPLETED					
Mid-Project Review Workshop Trip #0-283	8	Aug 6-Aug 7, 1987	38 Trainers, Supervisors and Senior Administrators	Muhuhu, P 1 Proj Coordinator 4 NTT Members	COMPLETED
Anglophone Regional Evaluation Training of Training Teams (Nairobi) Trip #0-302		Aug 31-Sep 12, 1987	5: -Mrs. M. Gatei -Mrs. J. Kiruki -Mrs. M. Muita -Mrs. E. Ndungu -Mrs. R. Mosongo	Helpfenbein, S Ericsson, S Mtawali, G	COMPLETED
PST/IST/S Linkage Workshop (Kakamega, Kenya) Trip #0-570		Sep 7-Sep 12, 1987	34 Nurse Educators, Trainers and Supervisors	Wachira, J Muhuhu, P Gilpin, V	COMPLETED
PST/IST/S Linkage Workshop II (Kericho, Kenya) Trip #0-580		Sep 28-Oct 2, 1987	29 Total:-(15) PST -(11) Service -(3) IST (1 from DFH)	Wachira, J Muhuhu, P Gipin, V	COMPLETED
9a. MCH/FP Clinic Management Skills for ECNs (Central Province)	10	Oct 5-Oct 23, 1987	25 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					
9b. MCH/FP Clinic Management Skills for ECNs (Coast Province)	10	Oct 5-Oct 23, 1987	22 ECNs	4 District Trainers 1 National Trainer	
COMPLETED					

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
9c. MCH/FP Clinic Management Skills for ECNs (Rift Valley Province) COMPLETED	10	Oct 5-Oct 23, 1987	21 ECNs	4 District Trainers 1 National Trainer	
9d. MCH/FP Clinic Management Skills for ECNs (Western Province) COMPLETED	10	Oct 19-Nov 6, 1987	22 ECNs	3 District Trainers 1 National Trainer	
PST/IST/S Linkage Seminar Trip #0-259 COMPLETED		Nov 4-Nov 4, 1987	6 DON	Wachira, J	
10d. MCH/FP Clinic Management Skills for ECNs (Eastern Province) COMPLETED	12	Nov 16-Dec 4, 1987	25 ECNs	4 District Trainers 1 National Trainer	
10a. MCH/FP Clinic Management Skills for ECNs (Coast Province) COMPLETED	12	Nov 16-Dec 5, 1987	22 ECNs	4 District Trainers 1 National Trainer	
10b. MCH/FP Clinic Management Skills for ECNs (Rift Valley Province) COMPLETED	12	Nov 16-Dec 5, 1987	23 ECNs	4 District Trainers 1 National Trainer	
10c. MCH/FP Clinic Management Skills for ECNs (Nyanza) COMPLETED	12	Nov 16-Dec 5, 1987	25 ECNs	3 District Trainers 1 National Trainer	
PST/IST/S Linkages Seminar Trip #0-259 COMPLETED		Jan 14-Jan 15, 1988	9 DON	Wachira, J	
11a. MCH/FP Clinic Management Skills for ECNs (Eastern Province) COMPLETED	13	Jan 18-Feb 5, 1988	25 ECNs	4 District Trainers 1 National Trainer	
11b. MCH/FP Clinic Management Skills for ECNs (Nyanza) COMPLETED	13	Jan 18-Feb 5, 1988	25 ECNs	3 District Trainers 1 National Trainer	
11c. MCH/FP Clinic Management Skills for ECNs (Central Province) COMPLETED	13	Jan 24-Feb 12, 1988	25 ECNs	3 District Trainers 1 National Trainer	
11d. MCH/FP Clinic Management Skills for ECNs (Western Province) COMPLETED	13	Jan 25-Feb 12, 1988	25 ECNs	3 District Trainers 1 National Trainer	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
12. ECN Follow-Up of Contract Workplan # 10 and half of #12 COMPLETED	14	Mar 7-Mar 11, 1988	84 ECNs	19 District Trainer 4 National Trainers	
Anglophone Regional Consultation Skills Workshop (Nairobi) Trip #0-415 COMPLETED		Mar 7-Mar 18, 1988	1: Margaret Gatei, Coordinator	Gormely, W Joyce, S	
13. ECN Follow-Up of Contract Workplan # 13 and half of #12 COMPLETED	16	Apr 11-Apr 15, 1988	85 ECNs	19 District Trainer 4 National Trainers	
14. Supervision Skills for District Health Nurses COMPLETED		May 16-May 19, 1988	23 -(21) PHNS -(2) Nurse/Midwives	1 Project Coord 2 National Trainers	
Project Review Trip #0-234 COMPLETED		May 28-Jun 25, 1988		Fontaine, A Simpson, K Mtawali, G 3 National Trainers	

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

1. Two midwifery tutors from MOH and Catholic Schools were trained in Natural Family Planning skills in Manila. These two are responsible for NFPO training in their respective schools. The tutor from the Catholic School has been involved in training trainers in her community and serves as a consultant to other institutions and countries.
2. Development of DON Clinic Management training capacity through:
 - a. Training of a national master training team capable of clinic management training needs assessment, training in clinic management, training of management trainers, trainee supervision, training program evaluation, and provision of TA to district trainers. The team is in place.
 - b. Training of 22 district clinic management trainers. These trainers conducted needs assessment, developed curriculum, trained 582 MCH/FP clinic managers, and provided supervisory follow-up of the trainers back on the job. One of these trainers is currently heading a family planning training centre.
 - c. Training of Project Coordinator in training needs assessment (Nairobi), evaluation skills (Nairobi), training materials development needs assessment (Nairobi) and consultation skills (Nairobi). At the end of the project, the project coordinator was appointed Deputy Director for National AIDS Program.
 - d. Orientation of 50 MCH/FP Supervisors to the MOH management training program. As a result they played a major role in trainee selection and support of district trainers before, during and after training activities.
3. DON now has in place the following implemented and evaluated curricula:
 - a. Master Trainer for Clinic Management TOT
 - b. Training of Trainers for Clinic Management
 - c. MCH/FP Clinic Management skills
4. Development of MCH/FP clinic management skills for 582 clinic managers in MOH and NGO service systems in rural Kenya.
5. Provision of a learning field placement for UNC/CH graduate student. One national trainer received additional experience while working with the student.
6. Sixty-six nursing/midwifery education, training and service leaders participated in workshops aimed at strengthening linkages between training service systems. As a result, recommendations were made to MOH and Nursing Council on strengthening linkages for better manpower utilization and deployment.
7. Two senior nurse/midwives represented DON at the INTRAH Anglophone TAC meetings from 1986 to 1989.

PROBLEMS ENCOUNTERED:

Logistics and financial management during the first project year. This situation improved to a very efficient level with a change of DON project management personnel in year two.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. For final project evaluation, the raw data collected through pre/post test, pre-course needs assessment and follow-up of trainees formed a critical component of the end-of-project evaluation. Sixty-five percent of planned sample followed up showed that trainees were applying learned skills.

Future training programs should continue to use and train trainers in use of TNA results, pre/post test results and periodic follow-up results to form part of final project evaluation.

2. The participative planning for end-of-project evaluation, involving national trainers, use of existing trainee evaluation data, and early presentation of the evaluation report was well received by Chief Nursing Officer/DON colleagues. INTRAH should continue with this approach to strengthen evaluation skills of National Training Teams and INTRAH/host country relations.
3. The ECN clinic management/operational management has proved to be a necessary training topic in MCH/FP service delivery. MOH/INTRAH should explore the possibility of expanding the training to more ECNs and other cadres critical for running MCH/FP services, should INTRAH receive requests for such assistance.
4. DON/Nursing Council wishes to collect baseline data prior to implementation of the revised ECN curriculum as a basis for establishing training impact evaluation, MCH/FP manpower needs and in-service training needs. INTRAH should consider the extent to which INTRAH could provide TA.
5. The national and district trainers have been recognized and are being used as training and evaluation resource groups in the country. For instance, the Project Coordinator is currently Deputy Director for the National AIDS Program and will be a member of the USAID/MOH evaluation team for Kenya National FP Program. One district trainer from Muranga is now in charge of the Division of Family Health Training Centre in Muranga. Others have served as resources in other programs' training activities.

RWANDA TRAINING PLAN

REGION: E/SA
 COUNTRY: Rwanda
 PROJECT
 NUMBER: 35611

PROJECT TITLE: Project for Training in Maternal and Child Health/Family Planning

DURATION: September : 1986 - April 30, 1989

SPONSORING INSTITUTION: Office National de la Population (ONAPO) (National Office of Population)

HOST COUNTRY CONTACTS: Mme Habimana Nyirasafari Gaudence, Director, ONAPO; and Ms. Joan LaRosa Health/Population/Nutrition Officer, USAID/Rwanda

CONTRACT COST: \$95,220
TOTAL LOP: \$423,068

MECHANISM: Sub-Contract and Amendment #1 (January 1989)

GOAL: To reinforce the capacity of ONAPO to establish and implement training and in-service programs in family planning and population for medical, paramedical, and social science/health personnel within the country.

ANTICIPATED OUTCOMES:

- 1) Clinical update curriculum;
- 2) Trained core team of trainers;
- 3) Trained evaluators;
- 4) Clinical supervision standards;
- 5) Trained FP program managers;
- 6) FLE modules development and training of secondary school teachers in use of curriculum. FLE manual development for primary school and CERAI teachers.
- 7) Update clinical FP skills of 100 paramedical personnel.

OTHER INFORMATION: 1) Project was also financially supported by an estimated \$51,000 from USAID/Rwanda.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-24 COMPLETED		Mar 8-Mar 15, 1985		Walter, G	
Family Planning Visual Aids Training/Training of Trainers Workshop #1 Trip #0-132 COMPLETED		Jul 15-Aug 2, 1985	18 A/V Section Staff (from all ministries and agencies involved in IEC population and FP activities)	Chaponniere, P Gridley, K 3 ONAPO Co-Trainers	
Family Planning Visual Aids Training/Training of Trainers Workshop #2 Trip #0-132 COMPLETED		Aug 9-Aug 23, 1985	17 A/V Section Staff (from all ministries and agencies involved in IEC population and FP activities)	Chaponniere, P Gridley, K 3 ONAPO Co-Trainers	
Project and Contract Development Visit Trip #0-61 COMPLETED		Mar 4-Mar 14, 1986		Herrington, J Walter, G Gaye, P Newman, C Durham, C	July/August 1985 workshop participants were followed up during this activity.

Rwanda ONAPO, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED	1	Sep 8-Sep 29, 1986	2 ONAPO: -Mr. C. Kamanzi, Training Coordinator and INTRAH/ONAPO Project Coordinator -Mr. B. Avutsekubwimana, Assistant to Mr. Kamanzi, Teaching Specialist in Psychology	Newman, C Ericsson, S Helfenbein, S	
1. Curriculum Development: Clinical FP for Service Providers (Kigali, Site Visits) Trip #0-297 COMPLETED	2	Nov 3-Nov 15, 1986	5: -(1) MOH Physician -(3) ONAPO Physicians -(1) ONAPO Trainer	Sirica, H Gomez, P	
2. Clinical Skills Training Workshop: I Trip #0-287 COMPLETED	3	Jan 26-Feb 7, 1987	10 Participants	Gomez, P 3 ONAPO Co-Trainers	
3. Clinical Skills Training Workshop: II Trip #0-288 COMPLETED	4	Mar 23-Apr 4, 1987	7 Nurses and Medical Assistants	Gomez, P Sirica, H 2 ONAPO Co-Trainers	
Baseline Data Collection COMPLETED		Apr 1-Apr 30, 1987	2: -Mr. C. Kamanzi -Mr. B. Avutsekubwimana		
Project Review and Training Plan Revision Trip #0-159 COMPLETED		Apr 7-Apr 15, 1987		Gaye, P Sirica, H ONAPO Staff	
4. Clinical Skills Training Workshop: III COMPLETED	5	Apr 21-May 2, 1987	9 Participants	3 ONAPO Trainers	
5. Development of Family Life Education Curriculum for the Training of Secondary School Teachers COMPLETED	13	Jun 8-Jun 20, 1987	10 DFH and Trainers from ONAPO ONAPO Trainers and MOE		
6. Training of Trainers Workshop: Basic Trip #0-290 COMPLETED	6	Jun 15-Jun 25, 1987	20 ONAPO Trainers and Nurse/Trainers and Three Observers -(6) MOs -(5) Nurses -(7) P.H. Technicians -(2) Med Assts	Frelick, G Jennings, H	Three observers attended.
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED	7	Jun 29-Jul 11, 1987	2 In-Country Evaluators: -Mr. B. Avutsekubwimana -Mr. C. Kamanzi	Newman, C Helfenbein, S Gaye, P	
7. Clinical Skills Training Workshop: IV Trip #0-160 COMPLETED	8	Jul 20-Aug 1, 1987	10 Clinicians	Sirica, H	

Rwanda ONAPO, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
8a. Training in Use of Modules Developed in Activity 5: I COMPLETED	16a	Aug 3-Aug 8, 1987	49 Teachers	ONAPO Trainers	
8b. Training in Use of Modules Developed in Activity 5: II: Trip #0-583 COMPLETED	16b	Aug 10-Aug 14, 1987	49 Teachers	Gershman- Mousseau, Y ONAPO Trainers	
9. Clinical Skills Training Workshop: V COMPLETED	9	Oct 4-Oct 17, 1987	9 Nurses	ONAPO Trainers	
10. Development of Clinical Supervision Standards Trip #0-294 COMPLETED	10	Oct 19-Oct 31, 1987	15 Physicians-In-Charge	Walter, G Kamanzi, C	
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	-Dr. Sixte Zigirumugabe, Head of Education and Communication Section	Gaye, P Hanson, B Eduarte, A	
11. Clinical Skills Training Workshop: VI COMPLETED	11	Oct 26-Nov 7, 1987	7 Nurses	ONAPO Trainers	
12. Training of Trainers: Intermediate Trip #0-135 COMPLETED	12	Nov 30-Dec 12, 1987	22 Physicians and nurses	Yohalem, D Jennings, H	
13. Clinical Skills Training Workshop: VII COMPLETED	14	Jan 10-Jan 23, 1988	9 Clinicians	ONAPO Trainers	
14a. Clinical Skills Training Workshop: VIII COMPLETED	17a	Feb 7-Feb 20, 1988	9 Clinicians	ONAPO Trainers	
14b. Clinical Skills Training Workshop: IX COMPLETED	17b	Feb 21-Mar 5, 1988	9 Clinicians	ONAPO Trainers	
14c. Clinical Skills Training Workshop: X COMPLETED	17c	Mar 6-Mar 19, 1988	9 Clinicians	ONAPO Trainers	
Mid-Project Review and Contract Review Trip #0-292 COMPLETED	15	Jun 7-Jun 12, 1988		Gaye, P (6/7-12) Durham, C (6/7-10)	
Francophone Regional Evaluation Skills for Core Training Teams (Lomé) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	3 Total: -Castule Kamanzi, Head of Training Division -Dr. Boniface Sebikali -Mrs. Bernadette Nzirangerageze, FP Clinical Nurse	Gaye, P Bongwele, O Newman, C	

Rwanda ONAPO, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
15. Family Life Education Training for Secondary School Teachers Trip #0-300 COMPLETED		Aug 15-Aug 20, 1988	42 Teachers	Jennings, L Kamanzi, C Mbonigaba, D	
16. Family Life Education Manual Development for Primary School and CERAI Teachers Trip #0-295 COMPLETED	21	Aug 22-Sep 3, 1988	10: -(4) ONAPO -(6) Ministry of Primary and Secondary Education	Walter, G	
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	1: Mr. Castule Kamanzi, Head, Training Division	Gaye, P Mutumbo, Y Bongwele, O	
17. Training of Trainers: Advanced Trip #0-334 COMPLETED	20	Sep 26-Oct 7, 1988	20 (Same as Activities 6 and 12)	Jennings, L Frelick, G	
18. Family Planning Program Management Trip #0-333 COMPLETED	18	Oct 17-Oct 29, 1988	13: -(6) Regional-Level Personnel -(7) Central-Level Personnel	Plopper, S	
Planning for Final Evaluation Trip #0-291 COMPLETED	9	Feb 6-Feb 10, 1989		Newman, C	
Trainee Follow-Up Trip #0-293 COMPLETED		Mar 4-Mar 31, 1989		Fontaine, A Bongwele, O Nat'l Eval.	
Final Review Trip #0-352 COMPLETED	24	Mar 26-Apr 6, 1989		Gaye, P Bongwele, O	
Post-Project Data Collection	35	April 1989		Nat'l Eval	Not completed.
Financial Review Trip #0-212 COMPLETED	34	May 23-May 28, 1989		Durham, C Gaye, I	
Study Tour (Kenya) Trip #0-301 COMPLETED	23	Jun 10-Jun 23, 1989	3 ONAPO Training Staff: -Dr. Boniface Sebikali, Rep from Kigali Prefecture -Mr. Emmanuel Semana, Publications & Documentation Rep -Dr. Sixte Zigirimugabe, Chief, IEC Section	Royer, A C (accomp)	

Rwanda ONAPO, continued

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. A follow-up of INTRAH-trained service providers showed that 80% of the trained clinicians were providing FP services.
2. Three ONAPO staff members visited FP projects in Kenya and were exposed to public and private sector projects. The team made an extensive visit to the successful integrated community health program at the Chogoria Hospital.
3. Final project and pre-audit financial reviews were conducted. The project review focused on assessing the NTT and ONAPO's capacity to plan, implement and evaluate training.
4. The ONAPO Training Director attended the third Francophone TAC meeting during which he shared accomplishments and lessons learned from the INTRAH/ONAPO project.

PROBLEMS ENCOUNTERED:

1. Training and evaluation in the PAC IIA project have occurred in the absence of a nationally-prepared FP service policy and standards. This has created problems in establishing an acceptable level of performance for training and family planning service provision.
2. The integration of family planning and population into secondary schools' curricula has not been successful due to a lack of well-thought out strategy. In many cases ONAPO has initiated action without collaborating with other institutions such as the Ministry of Education.
3. The follow-up of trainers revealed that there are still serious deficiencies in the application of adult learning principles. There seems to be a clear awareness of these principles; however, the trainers are not in a position to properly apply them.
4. Three documents developed under the INTRAH project including in-service training curriculum, supervision protocols and family life education manual for school teachers are not being used for lack of implementation plans.
5. The two-week family planning clinical training was judged too short by trainers and evaluators. The training does not provide adequate practice for the trainees.
6. The lack of a trained clinician in the Training Division of ONAPO and the fact that the Training Director lacks clinical family planning training makes communication difficult between the Training Division and the team of ONAPO trainers, who are primarily physicians. This results in delays and poorly prepared clinical training activities.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. ONAPO should develop a FP service policy, service standards and method protocols on which to base future training, evaluation and supervision.
2. Collaboration between ONAPO and other national institutions should be reinforced to allow proper integration of family planning into the curricula of secondary schools. A round table should be organized in the early phase of the PAC IIB project after a needs assessment is conducted.
3. The length of clinical training should be extended to at least 4 weeks to allow for adequate practice for trainees.
4. A trained family planning clinician should be named to work with the Training Director.

END OF PROJECT ASSESSMENT

1. All project objectives were achieved. Training was provided to: 35 in visual communications, 6 in curriculum development, 88 in clinical skills, 150 in family life education, 21 in TOT, 13 in FP program management and 4 in evaluation. Three officials were sponsored for a study visit to Kenya.
2. Three of the ONAPO evaluators participated in the follow-up performance evaluation of trained service providers, service managers, secondary school teachers and trainers.
3. ONAPO trainers are now capable to conduct in-country clinical FP skills training for service providers.

SOMALIA TRAINING PLAN

REGION: E/SA
COUNTRY: Somalia
PROJECT
NUMBER: 35614

PROJECT TITLE: Family Health for Information, Education and Communication
(Responsive Technical Assistance)

DURATION: July 1985 - December 1985

SPONSORING INSTITUTION: Somalia Family Health Care Association

HOST COUNTRY CONTACTS: Ms. Margaret Neuse, Population Officer, USAID/Somalia and Mr. Abdullah Hirad
Director, IEC Unit, Somalia Family Health Care Association

ACTUAL TOTAL LOP: \$22,005

MECHANISM: N/A

GOAL: To improve and strengthen the capabilities of Somali IEC agencies to promote the health of the mother and child through integration of IEC activities into the existing programs.

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
1) To develop a core group of 20 IEC personnel to take leadership in IEC activities in Somalia.
2) To strengthen training skills of 3 MOH family health trainers who will provide support for IEC training activities in Somalia.

OTHER INFORMATION: The 20 participants who will be trained in this project are responsible for integrating IEC activities of their respective agencies under the Somalia Family Health Service Project funded by USAID.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-55 COMPLETED		Jun 2-Jun 17, 1985		Muhuhu, P Johal, M	Visit requested by USAID/Somalia.
Phase I: Non-Clinical Family Planning Orientation Workshop for IEC Staff Heads Trip #0-173 COMPLETED		Jul 13-Jul 18, 1985	Total of 19 IEC Staff: -SFHCA -Curriculum Development Center, MOH -Women's Educational Dept, MOE -IEC Unit of Family Health Division, MOH -Somali Women's Democratic Union	Brown, M 3 Somali Co-Trainers	In-country costs to be covered by USAID/Somalia and SFHCA/IEC Unit.
Anglophone Regional Family Planning Visual Communication Workshop (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	-Mrs. A.H. Adan, Training Officer, IEC Unit, SFHCA -Mr. D.E. Abdi, Course Writer, Women's Education Dept, MOE	Murphy, C Wilemen, R Mtawali, G 1 Somali Co-Trainer	Each participant prepared a workplan for the use of skills gained in the workshop, including a plan for training others.
Phase IIA: FP/MCH Review and Application of Content to Interpersonal and Group Communication Trip #0-137 COMPLETED		Sep 23-Oct 3, 1985	20 IEC Staff: -SFHCA -Curriculum Development Center, MOH -Women's Educational Dept, MOE -IEC Unit, FHD/MOH -Somali Women's Democratic Union	Toomey, K 3 MOH Co-Trainers	In-country costs covered by USAID and SFHCA.

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

1. A training needs assessment conducted for the 5 IEC implementing agencies of the Family Health Services project resulted in:
 - a. Training of 19 project participating agencies senior personnel in interpersonal and group communication in FP/MCH. INTRAH and PCS collaborated in this effort.
 - b. Training of 2 staff in family planning visual communication (in Mauritius).
2. The IEC Unit Director represented SFHCS at the INTRAH Anglophone TAC meeting in 1986.

PROBLEMS ENCOUNTERED:

N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

N/A

SOMALIA MOH TRAINING PLAN

REGION: E/SA
 COUNTRY: Somalia
 PROJECT
 NUMBER: 35614

PROJECT TITLE: Family Health Division Training Program
 (Responsive Technical Assistance)

DURATION: August 1, 1985 - November 30, 1985

SPONSORING INSTITUTION: Family Health Division, Ministry of Health (FHD/MOH)

HOST COUNTRY CONTACTS: Dr. Rukiya Seif, Director, FHD/MOH and Ms. Margaret Neuse, Population Officer, USAID/Somalia

ACTUAL TOTAL LOP: \$22,006

MECHANISM: Memorandum of Agreement

GOAL: To prepare nurse/midwives to design, plan and conduct training activities using adult training methodologies.

ANTICIPATED OUTCOMES: **PROGRAM OBJECTIVES:**

- 1) Development of skills in adult training methods as evidenced by demonstrated use of at least three adult training methods by each participant;
- 2) Development of problem-solving skills as these relate to planning, organizing, managing, conducting and evaluating training programs;
- 3) Provision of knowledge and development of skills in designing training/learning experiences as evidenced by the preparation by each participant of at least one training plan for use in her back-home situation; and
- 4) Pre- and post-workshop scores showing a positive change of 50% for each participant with a group post workshop mean score of 80%

OTHER INFORMATION: All in-country training costs are covered by the Ministry of Health.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-55 COMPLETED		Jun 2-Jun 17, 1985		Muhuhu, P Johal, M	Visit requested by USAID/Somalia.
Phase I: Non-Clinical Family Planning Orientation Workshop for IEC Staff Heads Trip #0-173 COMPLETED		Jul 13-Jul 18, 1985	Total of 19 IEC Staff: -SFHCA -Curriculum Development Center, MOH -Women's Educational Dept, MOE -IEC Unit of Family Health Division, MOH -Somali Women's Democratic Union	Brown, M 3 Somali Co-Trainers	In-country costs to be covered by USAID/Somalia and SFHCA/IEC Unit.
Anglophone Regional Family Planning Visual Communication Workshop (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	-Mrs. A.H. Adan, Training Officer, IEC Unit, SFHCA -Mr. D.E. Abdi, Course Writer, Women's Education Dept, MOE	Murphy, C Wilemen, R Mtawali, G 1 Somali Co-Trainer	Each participant prepared a workplan for the use of skills gained in the workshop including a plan for training others.
Phase IIA: FP/MCH Review and Application of Content to Interpersonal and Group Communication Trip #0-137 COMPLETED		Sep 23-Oct 3, 1985	Total of 20 IEC Staff: -SFHCA -Curriculum Development Center, MOH -Women's Educational Dept, MOE -IEC Unit, FHD/MOH -Somali Women's Democratic Union	Toomey, K 3 MOH Co-Trainers	In-country costs covered by USAID and SFHCA.

END OF PROJECT ASSESSMENT**ACCOMPLISHMENTS:**

1. Strengthening of FHD/MOH training section capability through:
 - a. Training of IEC Coordinator in Training Needs Assessment and provision of an opportunity for her to co-train in a regional visual communication workshop.
 - b. Technical assistance to Head of Training Section in development of training plan.
 - c. Technical assistance to 4 FHD trainers in development of a 2 week non-clinical family health refresher course. The curriculum was implemented by FHD/MOH trainers.
 - d. Training of 15 nurses and midwives from MCH/FP centres in training skills.
 - e. A prototype curriculum for training TBAs was developed by TOT workshop participants in d above.
2. At the request of USAID/Mogadishu, training needs assessment was conducted for MOH. Several recommendations were made as pre-requisites to commencement of training in selected areas and groups.
3. The MOH/IEC coordinator represented Somalia in INTRAH Anglophone TAC meetings in 1986, 1987 and 1989.
4. Three senior MOH training and service personnel visited MOH and Muslim FP/MCH services and Community Nurse Training Institutions in Kenya.

PROBLEMS ENCOUNTERED:

N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The long gap between PAC I training and the needs assessment in 1988 resulted in retardation of progress in training and service delivery.
2. There is excessive vertical programming of MCH/FP services in a situation where the same service providers are working in all programs, resulting in disjointed services in a very needy country.
3. URC, the resident family health services project technical assistance agency, and MOH have hired a technical (clinical) long-term advisor to assist in improvement of clinic service delivery. This was a result of an INTRAH needs assessment recommendation.
4. Somalia is ready for formulation of policy guidelines and national service and training plans development and implementation.

UGANDA TRAINING PLAN

REGION: E/SA
COUNTRY: Uganda
PROJECT
NUMBER: 35615

PROJECT TITLE: MOH/INTRAH Training Project for Extension and Improvement of Family Planning Services II

DURATION: October 1, 1986 - April 30, 1989

SPONSORING INSTITUTION: Ministry Of Health (MOH)

HOST COUNTRY CONTACTS: Dr. Samwiri Etyono, DMS, MOH; Mrs. Rachael Rushota, Project Coordinator, MOH; and Mr. P. Cohen, H/P/N Officer, USAID/Uganda

CONTRACT COST: \$105,973
EST. TOTAL LOP: \$321,148

MECHANISM: Sub-Contract

GOAL: To extend and improve family planning services within the existing MOH and non-governmental maternal/child health service system.

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:

- 1) To increase the number of family planning service providers.
- 2) To improve the quality of family planning services (to improve service components: screening, counseling, physical exams, follow-up, treatment of minor gynecological problems, provision of full range of family planning methods) to meet or exceed service standards; and to ensure that providers have and use up-to-date knowledge and skills.
- 3) To increase the number of service points.
- 4) To increase the number of new and continuing acceptors.

OPERATIONAL OBJECTIVES:

- 1) To develop the following in-service training curricula:
 - a) Evaluation;
 - b) Orientation of Hospital Management Teams;
 - c) Visual Communications;
 - d) Clinical Skills Refresher;
 - e) Clinical Skills for Enrolled Nurse/Midwives, Assistant Health Visitors, Medical Assistants and School Tutors; and
 - f) Management Skills for District Health Management Teams.
- 2) To revise the Family Planning Clinical Skills in-service curriculum.
- 3) To establish a full-time Core Training Team (CTT) of 6 for training leadership. The team will include 1 gynecologist, 1 medical assistant, 1 health educator and 3 nurse-midwives.
- 4) To train 545 persons to include:
 - 6 Nurses and Physicians in family planning program management;
 - 35 Registered Public Health Nurses/Nurse-Midwives in clinical family planning skills (in-country);
 - 4 Health personnel in community-based distribution team development;
 - 20 Medical Assistants in clinical family planning skills;
 - 40 Assistant Health Visitors and Enrolled Nurse-Midwives in clinical family planning skills;
 - 56 MOH personnel in evaluation skills;
 - 71 District Medical Officers, District Nursing Officers and Care Training Teams in management skills;
 - 127 Nurse/Midwives in family planning clinical skills refresher;
 - 114 MOH personnel in orientation of hospital management teams; and
 - 52 Regional Health Educators, Tutors, CTT Members, Public Health Nurses/Nurse-Midwives, Medical Assistants and District Health Educators in visual communications.
- 5) To conduct follow-up evaluation of 129 Assistant Health Visitors, Nurse/Midwives, Tutors and Public Health Nurses trained in clinical family planning during Phases I and II of this project.
- 6) To establish a family planning training program evaluation system.

OTHER INFORMATION: This project includes the clinical family planning skills training component of the USAID/MOH FHI Project, and is financially supported by USAID and INTRAH.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Planning for Uganda MOH Proposal (INTRAH, Chapel Hill, NC) COMPLETED		Oct 26-Nov 2, 1984	MOH Representatives: -M. Ochwo -J.K. Gaifuba		
Project Development Visit Trip #0-12 COMPLETED		Dec 5-Dec 9, 1984		Knauff, L Muhuhu, P	
Technical Assistance in Training Evaluation Design Trip #0-13 COMPLETED		Dec 5-Dec 9, 1984		Veney, J	
Regional Training of Trainers Skills for Core Training Team (Nairobi, Kenya) COMPLETED		Apr 16-May 4, 1985	6 CTT Members: -Rushota -Katesigwa -Luyombya -Parma-Busulwa -Kaisa -Kaija	Muhuhu, P Wachira, J	
Inter-Regional Clinical Skills Training for Physician/Nurse Teams (Quezon City, Philippines) COMPLETED		Apr 29-Jun 7, 1985	3 Physician Nurse Teams from Kabale, Mbale and Mulago -Mr. J. Mujabi -Dr. G. Olwit -Mr. V. Wangola -Mr. D. Parma-Busulwa -Mr. J. Male-Mukasa -Mrs. J. Kaija -Mrs. L. Muranga	IMCH Core Trainers	
U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	2 MOH: -Mr. John M. Mukasa -Mr. Danny Parma-Busulwa	INTRAH SPH/UNC Faculty	
Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour (Bangkok, Thailand) Trip #0-157 COMPLETED		Jul 1-Jul 15, 1985	10 MOH Representatives 1 FPAU Representative -Mr. A. Ojara -Dr. S. Etyono -Mr. E. Mugoya -Ms. F. Elangot -Dr. E. Kaijuka -Mr. J. Ruberantware -Ms. S. Katesigwa -Ms. R. Rushota -Ms. M. Ochwo -Mr. J. Gaifuba -Dr. M. Kaisa	AC/PDA Trainers	INTRAH/ESA Office Director Miss P. Muhuhu accompanied the group.
Inter-Regional FP/Health/Community Development Course (Bangkok, Thailand) COMPLETED		Sep 16-Sep 28, 1985	7: -(6) MOH -Mr. J. Mujabi -Dr. G. Olwit -Mr. V. Wangola -D. Parma-Busulwa -Mr. J. Male-Mukasa -Mrs. J. Kaija -(1) FPAU -Mrs. L. Muranga	AC/PDA Trainers	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	3 Nurse Tutors/Trainers: -Mrs. Solome Ketesigwa, Nurse/Midwife Tutor -Mrs. Christine Kabugo, Midwife Tutor -Mrs. Edinace Gahwera, Nurse Tutor	Brancich, C Kass-Annese, B IMCH Core Trainers	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Nairobi, Kenya) Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	Mr. A. Mzabanita, Statistician, Acting Asst Director, Med'l Services/Planning, MOH Mr. D. Parma-Busulwa, CTT Member/Tutor, MOH Mrs. S. Kabwejere, Evaluation Officer, FPAU Mrs. L. Rushota, Acting FP Coordinator, CTT Member, MOH	Veney, J Newman, C Miranda, M	
Project Finalization and Contract Development Visit Trip #0-190 COMPLETED		Apr 27-May 3, 1986		Baker, R Mtawali, G Muhuhu, P	July 1985 visit postponed due to July 26 coup.
Technical Assistance in Curricula Revision (Nairobi, Kenya) COMPLETED		Jun 16-Jun 18, 1986	CTT: -Rushota -Zirambamuzale	Muhuhu, P Mtawali, G	
Inter-Regional Clinical Family Planning for Nurse/Physician Teams (Antipolo, Cebu, Philippines) COMPLETED		Jul 14-Aug 23, 1986	4 (2 Teams): -Dr. J.P.K. Assinwe, Med'l Officer, Mbarara Hosp -Mrs. V.K. Nhura, RN In-Charge of MCH Clinic/FP Services, Mbarara Hosp -Dr. M.F. Wanamera, Med'l Officer, Mbale Hosp -Mrs. S. Muyana, RN In-Charge of MCH/FP Unit, Mbale Hosp	IMCH Core Trainers	
1. Orientation of Hospital Management Teams Workshop I Trip #0-347 COMPLETED	3	Oct 13-Oct 17, 1986	22: -(10) Physicians -(12) Senior Nursing Officers	Mtawali, G Mutabaazi-Kaijuk a, W 3 CTT	
2. Orientation of Hospital Management Teams Workshop II Trip #0-347 COMPLETED	4	Oct 20-Oct 24, 1986	8: -(3) Physicians -(3) Senior Nursing Officers -(1) RN -(1) Lab Tech	Mtawali, G Mutabaazi-Kaijuk a, W 3 CTT	
3. Orientation of Hospital Management Teams Workshop III Trip #0-347 COMPLETED	5	Oct 27-Oct 29, 1986	23: -(8) Physicians -(12) Senior Nursing Officers -(1) Nursing Administrator -(1) Nursing Supervisor -(1) Nurse Tutor	Mtawali, G Mutabaazi-Kaijuk a 3 CTT	
4. Technical Assistance for Participant Follow-Up Trip #0-351 COMPLETED	6	Nov 8-Dec 12, 1986	18: -(10) N/Ms Trained in Jun 1984 -(8) Tutors Trained Apr/May 1986	Yumkella, F Veney, J (11/9-15) 3 CTT 1 ICE	Planning: 1 week. Field: 2 weeks. Data analysis: 1 week.
5. Clinical Family Planning Skills Workshop (Kampala) Trip #0-304 COMPLETED	7	Jan 5-Feb 13, 1987	13 Hospital-Based PHNs and N/Ms	Mtawali, G 2 CTT	

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	2 CTT: -L. Rushota -A. Aboda	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
6. Third Country Family Planning Clinical Skills Workshop (Harare, Zimbabwe) COMPLETED		Feb 23-Apr 3, 1987	2 CTT: -Lucy Asaba -Mary Luyombya	ZNFPC Trainers	
Interagency Meeting COMPLETED	2	Mar 5-Mar 6, 1987	35 MOH, MOP, MOF, MCCD, MOLG, UPMB, FPAU, Makerere University, UNICEF, IPPF, AUSC, PCS, WHO, INTRAH, Pathfinder Fund, USAID, REDSO, JHPIEGO, ESAMI, Westinghouse	Muhuhu, P	
Project Monitoring Trip #0-579 COMPLETED		Jul 12-Jul 15, 1987		Muhuhu, P	
U.S.-Based Training in Supervision and Evaluation (CEDPA, Washington, D.C.) COMPLETED		Jul 13-Aug 14, 1987	J. Kaija, CTT Member, MOH Health Education Division	CEDPA Trainers	
7. Clinical Family Planning Skills Workshop (Kampala) COMPLETED	8	Jul 20-Aug 28, 1987	18 Registered N/Ms	6 CTT	
PAC II Evaluation Team Visit Trip #0-147 COMPLETED		Jul 26-Jul 31, 1987		Muhuhu, P (accomp)	
Anglophone Regional Evaluation Training of Training Teams (Nairobi) Trip #0-302 COMPLETED		Aug 31-Sep 12, 1987	6 CTT: -Rachel Rushota -Mary Luyombya -Joyce Zirabumuzale -Lucy Asaba -Danny Parma -Judith Kaija	Helfenbein, S Ericsson, S Mtawali, G	
Annual Review (Kampala) COMPLETED	12	Sep 24-Sep 25, 1987		Project Coords 6 CTT	
8a. Refresher Clinical Training for 1984 Clinical Trainees (Kampala) Trip #0-349 COMPLETED	14/15	Oct 5-Oct 7, 1987	16 Service Providers	Mtawali, G 5 CTT	
8b. Refresher Clinical Training for 1984 Clinical Trainees (Kampala) Trip #0-349 COMPLETED	14/15	Oct 12-Oct 14, 1987	11 Tutors	Mtawali, G 5 CTT	
9. Follow-Up of Public Health Nurse/Midwives Trained in CWP #7 COMPLETED	16	Nov 16-Nov 22, 1987	7 Public Health Nurse/Midwives	3 CTT	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
10. Management Skills for District Health Teams: I Trip #0-348 COMPLETED	9	Jan 11-Jan 29, 1988	16 Participants	Jennings, L Leftwich, C Rushota, R Aboda, A	Planning dates: Jan 4-8. Candidates for Activities 8 and 9 were selected from sites that participated in Activities 2, 3, 4 and 6.
11. Management Skills for District Health Teams: II Trip #0-348 COMPLETED	10	Feb 8-Feb 24, 1988	15 Participants	Jennings, L Rushota, R Aboda, A	Planning dates: Feb 1-6.
Anglophone Regional Consultation Skills Workshop (Nairobi) Trip #0-415 COMPLETED		Mar 7-Mar 18, 1988	2: -Lydia Muranga, FPAU -Dr. Anthony Aboda	Gormley, W Joyce, S	
12. Clinical Family Planning Skills Workshop (Kampala) COMPLETED	18	Apr 18-May 13, 1988	14 Enrolled Nurse Midwives and Health Visitors	3 CTT 1 IMCH-Trained Nurse	
Annual Review (Kampala) COMPLETED	25	Jul 5-Jul 7, 1988		1 Project Coord 5 CTT	
Annual Project Review (Kampala) Trip #0-355 COMPLETED	26	Jul 18-Jul 22, 1988		Wachira, J Muhuhu, P	
PST/IST/S Training Needs Assessment Trip #0-355 COMPLETED		Jul 25-Jul 29, 1988		Wachira, J Muhuhu, P	
13. Family Planning Visual Communications for Trainers Workshop (Mukono) Trip #0-353 COMPLETED	22	Oct 12-Oct 28, 1988	18: -(3) CTT Members -(2) Nurse Tutors -(3) FP Service Providers -(6) Health Educators -(2) IEC/Communication Officers -(1) Dental Health Educator -(1) Artist	Beasley, G Jalloh, M Rull, C	Planning at RO/N: Sept 29 - Oct 4.
Preparation of Planning Data and a Five-Year Budget and Training Program Trip #0-105 COMPLETED		Nov 21-Dec 2, 1988		Knauff, L Muhuhu, P	
14. Visual Communication Workshop II (Mukono) Trip #0-354 COMPLETED	23	Jan 30-Feb 16, 1989	16 PHNs -(6) Tutors -(4) Service Providers -(3) Graphic Artists -(2) from Health Services -(1) Nurse	Beasley, G Dufour, W Mtawali, G 2 CTT Members	Beasley and Dufour stopped at RO/N for planning and debriefing purposes Jan 17-20 and Feb 22-25.
15. Clinical Family Planning Skills Workshop (Mbale) COMPLETED	27	Mar 13-Apr 7, 1989	11 Nurses, Midwives, Assistant Health Visitors, Medical Assistant	4 CTT	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Follow-Up of Assistant Health Visitors and Enrolled Nurses Trained in Kampala and Entebbe COMPLETED	29	Jun 26-Jun 30, 1989	10 EN,EM, AHV trained in April 1988.	3 CTT 1 MCH-Trained Nurse 1 Proj Coord	
Annual Review COMPLETED		Jul 3-Jul 14, 1989		1 Proj Coord 3 CTT 2 MCH-Trained Nurses	
Final Review Trip #0-388 COMPLETED	35	Jul 9-Aug 1, 1989		Fontaine, A Wachira, J 2 CTT	Dr. Fontaine was at RO/N from July 5-8 and August 2-9 for planning and debriefing purposes.

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

- Seven out of 10 Enrolled Nurses and Midwives trained in basic clinical skills a year previously were followed up on site by MOH CTT.
- MOH CTT provided TA to other in-country NGOs and projects in curriculum development and training and were an ACNM resource during TBA training project development.
- A team of 3 MOH personnel representing PST, IST and service/policy participated in the 1989 Anglophone TAC.
- The final project evaluation was conducted.

PROBLEMS ENCOUNTERED:

- The absence of a record system makes it difficult to determine the effects of training on services.
- Inconsistent availability of contraceptives in the country deters service initiation and results in discontinuation of use.
- The cumbersome mechanism of channelling FHI funds from USAID Mission to MOH through other governmental agencies has resulted at times in non-accessibility of funds. As a result of this, two activities were cancelled.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

- A small CTT is in place and competent in planning, conducting and evaluating FP training programs. The team is recognized as a valuable resource within MOH and NGOs in the country. Effort should be made by MOH to maintain the team, develop regional teams and have the CTT provide TA to the regional teams in order to accelerate preparation of service providers and supervisors.
- There is no FP service record/information system in the country despite efforts to develop cards. The MCH division should have as its priority in the next phase, the development of a FP information management system.
- There is a heavy emphasis by the MOH in general to integrate all training activities for better utilization of personnel. However, FP training has not been integrated and this appears to cause conflict between training and MCH divisions. Mechanisms for coordinating MCH training activities with those of FP training division should be developed in the next phase. Integration of service also needs to be defined and operationalized.
- Funds disbursement system between USAID and MOH was so cumbersome that a number of activities were postponed a number of times and finally cancelled due to non-accessibility of funds to MCH division. A better mechanism should be established.

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

- Senior MOH personnel were sensitized to the need for family planning and a variety of service delivery modes through familiarization tours to Thailand's community based and MOH services (12 Senior MOH personnel and 6 members of the core training team).

2. Development of MCH Division capacity for FP training project development and management through:
 - a. Technical assistance to the project coordinator and other MOH representatives during project reviews; project proposal writing including a training plan, budget and evaluation plan; and participation of ADMS MCH/FP and training coordinator in contract negotiations.
 - b. Technical assistance in trainee follow-up methods and utilization of findings to improve training and project management.
 - c. Management training for 31 DMOs and DNO.
3. Development of a cohesive core training team capable of planning implementation and evaluation of a family planning training program. This was accomplished through:
 - a. Training in comprehensive clinical skills (3), training skills (6), evaluation skills (5), management and supervision (1), integrated community based health care (6), consultation skills (1), training needs assessment (2), visual communication (3), program management (3), natural family planning training skills (1).
 - b. Technical assistance in trainee follow up, project review and re-planning.
 - c. Participation of 4 CTT members in final project evaluation.
4. Increased and/or strengthened family planning service availability and improved service quality within MOH and NGO facilities through training of 62 service providers in clinical FP skills. As a result:
 - a. 37 new FP clinics have been established.
 - b. 17 clinics operating prior to the onset of project have been staffed by trained staff.
 - c. Service quality has been improved through increase of IEC activities by service providers from 12.5% before training to 85% after training. Screening for contraceptive use has also been improved by an increase in physical assessments from 12.5% before training to 87% after training.
5. Strengthening of FP training in PST programs through clinical refresher training for 77 tutors from MOH and NGO schools of nursing and training in visual communication (10 tutors).
6. Conducted needs assessment towards strengthening linkages between training and FP service systems.
7. MOH and FPAU were represented at the INTRAH Anglophone TAC meetings from 1986-1989.

PROBLEMS ENCOUNTERED:

1. Non-accessibility of FHI funds that resulted in cancellation of many training activities.
2. Lack of contraceptive supplies and equipment reduced potential for clinical trainees to apply skills.
3. Inadequate numbers of contraceptive users in MOH facilities outside Kampala limited decentralized clinical training opportunities.
4. Lack of FP clinic record cards or stationery made it impossible for FP service providers to keep service records.

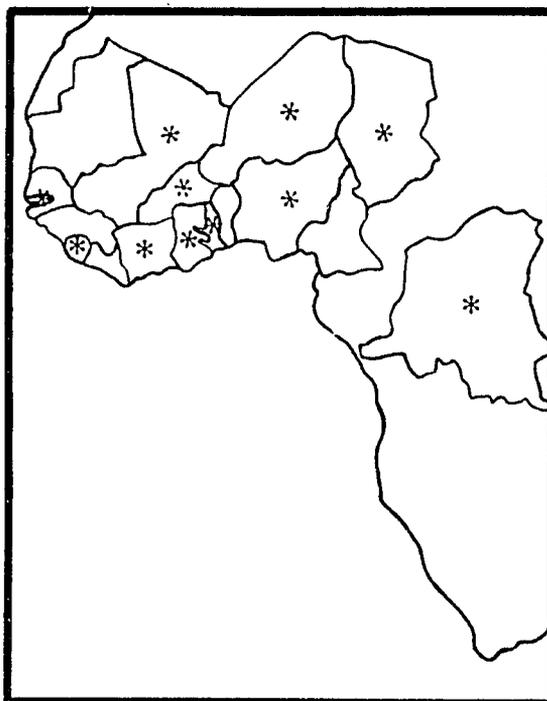
FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. A CTT is in place and competent in planning, conducting and evaluating of FP training programs. The team is recognized as a valuable resource within MOH and NGOs in the country. Effort should be made by MOH to maintain the team, develop regional teams and have the CTT provide TA to the regional teams in order to accelerate preparation of service providers and supervisors.
2. There is no FP service record/information system in the country despite efforts to develop cards. MCH Division should have the development of a FP Management Information System as its priority in the next phase.
3. There is a heavy emphasis by MOH in general to integrate all training activities for better utilization of personnel. However, FP training has not been integrated and this appears to cause conflict between training and MCH divisions. Mechanisms for coordinating MCH training activities with those of FP Training Division should be developed in the next phase. Integration of service also needs to be defined and operationalized.
4. Funds disbursement system between USAID and MOH was so cumbersome that a number of activities were postponed a number of times and finally cancelled due to non-accessibility of funds to MCH division. A better mechanism should be established for the future.
5. The DMS is interested in strengthening the linkages between Training and Service Systems and calls for involvement of student nurses in defining existing problems and potential mechanisms for strengthening them. Programmed activities were cancelled for reasons in 4 above. Previously programmed activities should form part of reassessment of needs in next phase.
6. In addition to conducting training for MOH/INTRAH project, the CTT has trained 167 second generation trainees ranging from TBAs and CHWs to logistics management.

West & Central Africa

countries marked with an asterisk are featured in this report

Burkina Faso	*	Mali	*
Cameroon	□	Mauritania	□
Chad	*	Niger	*
Côte d'Ivoire	*	Nigeria	*
The Gambia	*	Senegal	□
Ghana	*	Sierra Leone	*
Guinée	□	Togo	*
Liberia	□	Zaire	*



TRAINING AND TECHNICAL ASSISTANCE

II. IN-COUNTRY ACTIVITIES

B. WEST/CENTRAL AFRICA

Review of Past Six Months: April 1, 1989 - September 23, 1989

Technical, training and/or financial assistance was provided in Burkina Faso, Chad, Mali, Niger, Togo and Zaire during this report period. Although there are no longer formal agreements with Ivorian institutions, INTRAH's assistance continued to be solicited by a variety of groups working in Côte d'Ivoire. Many of these requests originated from REDSO/WCA.

Following a final review conducted in December 1988, the first in-country clinical FP training was conducted in Ndjaména, Chad, which was the first step in the process of FP service expansion and the first concrete step by the GOC toward sanctioning the delivery of FP services in the capital city.

The program in Burkina Faso moved toward strengthening the link between PST and IST when faculty members from the ENSP were trained by the NTT. Also in that country 2/3 of the scheduled supervision visits of provincial directors by DSF staff were completed. The MOH working with the USAID Mission successfully continued to manage the project.

Final reviews were completed in Mali, Niger, Rwanda, Togo and Zaire. In each of the countries a particular emphasis was placed on the necessity to develop an FP service policy and service standards. Work in this very important area began in Togo where twenty-five high ranking officials reviewed the first draft of a service policy document during a three-day roundtable.

In Niger, where a new bilateral integrated family health program was signed INTRAH's assistance in preparing a service policy document was requested by the National Director of Family Planning.

Following a long period of inactivity due to financial management difficulties, activities resumed in Mali and training in non-clinical FP was conducted for service providers in the Sikasso region. During the final review in Mali, the INTRAH/WCA Director visited the Family Planning Division of CERPOD. Discussions were held with the Division Director on possible future collaboration if INTRAH is awarded the PAC IIb contract.

Summary of Past Five Years: September 24, 1984 - September 23, 1989

Francophone needs assessments were conducted in: Burkina Faso, Burundi, Chad, Mali, Niger, Rwanda, Togo and Zaire; all but Burundi resulted in INTRAH-assisted projects among which Burkina Faso, Chad, Niger and Togo received USAID or REDSO financial support. Projects were also developed in Côte d'Ivoire without a needs assessment, supported by REDSO/WCA.

Anglophone needs assessments were carried out in Nigeria (Bauchi, Benue, Gongola, Kwara and Lagos states), Ghana and the Gambia (at the request of REDSO/WCA). INTRAH-assisted projects were conducted in the 5 Nigerian states and in Sierra Leone, as a continuation of PAC I initiatives funded by REDSO's FHI project.

Training resulted in documented expansion of FP service sites and an increase in the number of family planning service providers in Burkina Faso, Chad, Niger, Nigeria, and Zaire. In Togo and Rwanda, the number of trained service providers increased. In Sierra Leone, clinical training capability was improved, but service sites were ill-equipped and poorly supervised, impairing training impact on service provision.

Training evaluation has been a major feature of the Francophone projects, enabling in-country evaluators to determine training effects. This emphasis should continue and be sharpened during PAC IIb.

The acceleration of interest in family planning on the parts of health leaders and potential clients in W/CA

is expected to result in increased service demand during the next five years. Accordingly, the PAC IIB contractor, and bilateral technical assistance teams and CAs should be attentive to the needs for national service plans, policies, standards and protocols that acknowledge close integration of MCH and FP program components and for basic preparation of health professionals in primary health care with emphasis on MCH and FP.

BURKINA FASO TRAINING PLAN

REGION: W/CA
 COUNTRY: Burkina Faso
 PROJECT
 NUMBER: 35600, 35621
 35657 and 35670

PROJECT TITLE: Formation en Prestations de Services et Information, Education et Communication en Matière de Planification Familiale

DURATION: January 1, 1987 - August 15, 1989

SPONSORING INSTITUTION: Ministère de la Santé et de l'Action Sociale (Ministry of Health and Social Action - MOHSA)

HOST COUNTRY CONTACTS: Mrs. Fati Legma, MCH Director, MOHSA; Madame Bata, Director, Action Sociale; Mr. Richard Greene, Population and Health Officer; and Mrs. Roxana DeSole, Project Manager, USAID/Burkina Faso

CONTRACT COST: \$182,500
 EST. TOTAL LOP: \$372,685

MECHANISM: Sub-Contract, Amendment #1 (January 1988) and Amendment #2 (February 1989)

GOAL: To develop and reinforce the capacities and human resources already existing, in the planning, execution and evaluation of FP/MCH information and service delivery.

ANTICIPATED OUTCOMES:

- 1) A national training team (NTT) composed of 18 members: 10 from MOH and 8 from MOFWS.
- 2) The training team will train 164 clinical FP service providers (of whom 50 will be trained in IUD insertion) and 120 social educators, and refresh 54 clinicians and 40 social educators.
- 3) Evaluation of training.
- 4) Strengthened pre-service preparation in family planning in health training schools of Ministries of Health and Family Development.

OTHER INFORMATION:

- 1) This project is conducted in collaboration with PCS/JHU, which supports the training of social educators.
- 2) The project was financed by three buy-ins, totalling \$290,000, and \$40,000 from the Sahel Initiative.
- 3) The Ministry of Family Welfare and National Solidarity (MOFWS) merged with the MOH in January 1988 and became the Ministère de la Santé et de l'Action Sociale.
- 4) Contract activities 24, 26 and 28 were deleted in January 1988, and #18 was replaced.
- 5) Amendment #1 reduced the number of clinical FP service providers to be trained by NTT from 164 to 121.
- 6) Technical supervision of provincial directors was added in January 1988.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
U.S.-Based Family Planning Management Training Workshop (IHP, Santa Cruz, CA)		Oct 21-Dec 13, 1985	-Mrs. Poda Caroline Sylvie, Midwife, Chief of Maternity, Po, Naouri Province, MOH -Mrs. Bande Nee Tall Aminatou, Midwife, Chief of Maternity, Sorgho, Ganzourgou Province, MOH	IHP Trainers	COMPLETED
Needs Assessment Visit Trip #0-307		Jun 2-Jun 13, 1986		Vansintejan, G Malvinsky, J	COMPLETED

Burkina Faso MOHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED		Sep 8-Sep 29, 1986	2 MOH Evaluation Resource Persons: -Mme. T. Yugma, Chief of FP Office, DMCH, MOH -Mme. V. Tiendrebeogo, Social Affairs Advisor to the Secretary-General, MOFWNS	Newman, C Ericsson, S Helfenbein, S	
Project and Contract Development Visit Trip #0-380 COMPLETED		Oct 7-Oct 17, 1986		Gaye, P Herrington, J	
Contract Development Visit Trip #0-373 COMPLETED		Nov 10-Nov 17, 1986		Gaye, P Baker, R	
Collection of Baseline Data COMPLETED	1	Jan 5-Apr 24, 1987	2 In-Country Evaluators	N/A	
Family Planning Conference (IEC) *Not INTRAH-Sponsored (PCS, Baltimore, MD) COMPLETED	2	Jan 18-Jan 20, 1987	1 MOH 1 MOFWNS	Johns Hopkins Univ	Participants sponsored by PCS, Baltimore, MD.
Coordination Workshop *Not INTRAH-Sponsored COMPLETED	3	Jan 26-Feb 6, 1987	10-15 MOFWNS	MSH Trainers	
Design and Planning (Parts A and B) *Not INTRAH-Sponsored COMPLETED	4	Feb 16-Feb 28, 1987	10-15 MOH and MOFWNS Representatives per Session	MSH Trainers	Part A: 3 days. Part B: 8 days.
1. Clinical Family Planning Workshop Trip #0-416 COMPLETED	5	Mar 10-Mar 27, 1987	17 NTT	Thiam, D Royer, A C 1 MOH 1 MOFWNS	
2. Clinical Practicum Workshop Trip #0-416 COMPLETED	6	Mar 30-Apr 10, 1987	17 NTT	Thiam, D Royer, A C 1 MOH 1 MOFWNS	Included IUD insertion.
Project Review Visit Trip #0-441 COMPLETED	17	May 4-May 8, 1987		Gaye, P Langlois, P (PCS)	Made at request of USAID/Burkina Faso.
3. Training of Trainers and IEC Workshop Trip #0-418 COMPLETED	7	May 11-May 30, 1987	16 NTT -9 MOH -7 MOFWNS	Glenn, J Langlois, P (PCS) 1 MOH 1 MOFWNS	Apr 27-May 1: Ms. Glenn and Mr. Langlois briefed and conducted preliminary planning for the workshop at INTRAH/WCA.
Technical Assistance for Clinic Inventory COMPLETED		Jun 10-Jun 15, 1987		Royer, A C USAID MOPH CDC	

Burkina Faso MOHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED	9	Jun 29-Jul 11, 1987	2 In-Country Evaluators: -Mrs. B. Tiendrebeogo -Mrs. T. Yugma	Newman, C Helfenbein, S Gaye, P	
PAC II Evaluation Team Visit COMPLETED		Jul 23-Jul 30, 1987			
Supervision Workshop *Not INTRAH-Sponsored COMPLETED	10	Aug 3-Aug 14, 1987	20 MOH/MOFWNS	MSH Trainers	
Technical Assistance for Clinical Curriculum Revision COMPLETED		Aug 4-Aug 15, 1987		Royer, A C	
Training of Social Educators *Not INTRAH-Sponsored COMPLETED	12	Aug 17-Sep 17, 1987	23 MOFWNS	2 PCS: -Langlois, P Vansintejan, G 6 NTT 1 MOFWNS	
4. Clinical Family Planning Workshop Trip #0-420 COMPLETED	11/88	Aug 17-Sep 25, 1987	44 Participants: -(24) MOH -(20) MOFWNS	Royer, A C Thiam, D Aubel, J 6 NTT 1 MOH	Clinical Theory: Aug 17-28. Practicum conducted by Royer and Thiam: Aug 31-Sep 25. Aubel conducted counseling component Aug 31-Sep 11 (see trip #0-265).
5. Technical Assistance in Professional Schools' Curricula Review Trip #0-428 COMPLETED	21	Aug 25-Sep 30, 1987	22 Participants: -18 NTT -2 ENSP -2 ENSS	Mousseau- Gershman, Y	50% of technical assistance cost paid by PCS.
Training of Social Educators *Not INTRAH-Sponsored COMPLETED	14	Oct 19-Nov 19, 1987	20 MOFWNS	2 PCS 6 NTT 1 MOFWNS	Trained in theory with 27 MOH.
6. Clinical Family Planning Training and Practicum Trip #0-421 COMPLETED	13	Oct 22-Nov 27, 1987	27 MOH (10 trained in IUD insertion)	Royer, A C 6 NTT 1 MOH Aubel, J 10/12-11/14	Theory: Oct 22-30, 1987. Practicum: Nov 2-27, 1987.
Financial and Program Review and Program Planning Trip #0-424 COMPLETED		Jan 18-Jan 20, 1988		Gaye, P Baker, R	
7. Program Management Workshop Trip #0-419 COMPLETED	8A	Jan 18-Jan 29, 1988	16 NTT (Same as Activity 3)	Royer, A C Plopper, S 2 Action Sociale	

Burkina Faso MOHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
8. Advanced Training of Trainers, and Information, Education and Communication Workshop Trip #0-423 COMPLETED	16	Feb 1-Feb 12, 1988	17 NTT (Same as Activity 7)	Glenn, J Langlois, P (PCS) 2 Action Sociale	
Program Monitoring Visit Trip #0-211 COMPLETED		Feb 22-Feb 26, 1988		Gaye, P	
9. Clinical Family Planning Practicum Trip #0-426 COMPLETED	26	Mar 1-Mar 30, 1988	8 from Aug 1987 Clinical Workshop	Royer, A C (TA) 3 NTT	
10. Follow-Up of Participants Trained in Aug and Oct 1987 Trip #0-413 COMPLETED	34/35	Mar 14-Apr 6, 1988	7: -(4) NTT Clinical Specialists -(1) Co-Trainer -(2) MOH	Bongwele, O Royer, AC Yugma, T 2 NTT 1 AS	Preparation: March 14-19. Field Visit: March 21-April 1. Synthesis and report: April 5-8.
Revision of Clinical Training Curriculum Trip #0-320 COMPLETED		Apr 11-May 14, 1988	7 Total: -(4) Clinical Specialists from NTT -(1) Co-Trainer -(2) MOH	Royer, A C (4/11-24) Seck, P (4/18-5/14)	
11. Clinical Preceptors' Training Trip #0-425 COMPLETED	19	May 2-May 13, 1988	15: Chiefs/Deputy Chiefs of Ouagadougou Clinics, Heads of Ouagadougou CBD and 3 MDs	Glenn, J Seck, P	
12. Study Tour I (Senegal) Trip #0-422 COMPLETED	15	May 2-May 14, 1988	9 NTT Members	Royer, A C (Accomp)	Funded by USAID Mission.
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	5 Total: -Joanny Kabore, Dir of Prof Training, MOH -Colette Zoungrana, Dir of Prof Training, MOPH/SACW -Barthelemy Kabore, National School of Public Health -Marie-Blanche Ouedraogo, Central Directorate, SACW -Therese Yugma, Dir of MCH, MOH	Gaye, P Bongwele, O Newman, C	
13. Comprehensive Clinical Family Planning Skills Workshop Trip #0-429 COMPLETED	22	Jul 4-Aug 29, 1988	13 FP Service Providers: -(7) Midwives -(5) State Nurses -(1) Physician	Seck, P 4 NTT (3 MOH, 1 AS)	Theoretical sessions: July 4-16. Practicum: July 18-Aug 29.
Technical Assistance in PST to the NSPH during a Training of Trainers Workshop Trip #0-429 COMPLETED		Aug 9-Aug 11, 1988		Seck, P	Responsive TA.
Training of Social Educators *Not INTRAH-Sponsored COMPLETED	20	Aug 22-Sep 17, 1988	20 Action Sociale	5 NTT 1 Nat'l Co-Trainer	

Burkina Faso MOHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	3: -Mrs. Fati Legma, Director, MCH -Mrs. Pauline Cassalom, Department Head, IEC -Ms. Therese Yugma, Chief of Service	Gaye, P Mutumbo, Y Bongwele, O	See 1988 TAC report.
Technical Assistance for MSH/FPMT Supervision Workshop Trip #0-70 COMPLETED		Sep 26-Sep 28, 1988	15 Provincial Directors	Bongwele, O	Responsive TA.
Technical Assistance in Completion of Clinical FP Curriculum Trip #0-72 COMPLETED		Oct 3-Oct 14, 1988		Bongwele, O Royer, A C	
Financial Review Trip #0-412 COMPLETED		Oct 9-Oct 16, 1988		Baker, R Mbengue, A	
Technical Assistance for Integration of Family Planning in Professional Schools' Curricula (Bobo and Ouaga) Trip #0-323 COMPLETED		Oct 13-Nov 5, 1988	22 Teachers from Midwifery and Nursing Schools (ENSP)	Bongwele, O 3 Natl Co-Trainers	Bobo (Oct 13-21). Ouaga (Oct 26-Nov 5).
14. Clinical Family Planning Skills Workshop Trip #0-213 COMPLETED		Oct 25-Dec 3, 1988	17 Service Providers	Royer, A C 3 NTT	Added in Jan 1988. Practicum Nov 7-Dec 3.
Training of Social Educators *Not INTRAH-Sponsored COMPLETED	23	Nov 7-Dec 2, 1988	20 Action Sociale	5 NTT	
Technical Assistance During External Evaluation Trip #0-127 COMPLETED		Nov 14-Nov 18, 1988		Gaye, P	
Training of Social Educators *Not INTRAH-Sponsored COMPLETED	25	Jan 16-Feb 10, 1989	20 Action Sociale	5 NTT	
15. Clinical Family Planning Skills Workshop COMPLETED	30	Feb 20-Mar 31, 1989	15 Participants	4 NTT	
16. Study Tour II (Morocco) Trip #0-193 COMPLETED		Mar 6-Mar 16, 1989	7 MOHSA: -Mrs. Delphine Traore, MOPH -Mrs. Awa Pale, MOPH -Mrs. Justine Belem, MOPH -Mrs. Marie Therese Ouedraogo, MOPH -Mrs. Aina Ouedraogo, MOSA -Mrs. Aissata Sawadogo, MOSA Dr. Andre Poudraogo, MOPH	Tabaski, M (Accomp)	Funded by USAID Mission.

Burkina Faso MOHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Training of Social Educators *Not INTRAH-Sponsored COMPLETED	31	Mar 13-Apr 7, 1989	20 Action Sociale	5 NTT	
Training Seminar in Family Planning Theory Trip #0-454 COMPLETED		Apr 17-May 3, 1989	17 ENSP Instructors	Bongwele, O (TA) 2 NTT 1 DSF Trainer	Practicum took place May 29 - June 24, 1989.
17. Supervision by DSF staff of Provincial Directors COMPLETED	37	Apr 17-Jun 10, 1989		2 DSF 1 NTT	10 of 15 project provinces were visited once between Apr and June 1989.
Family Planning Clinical Practicum for ENSP Instructors COMPLETED		May 29-Jun 24, 1989	17 ENSP Instructors	NTT	
Clinical Family Planning Skills Workshop COMPLETED		Jun 12-Jul 23, 1989	15 Service Providers	NTT	
Financial Review Trip #0-344 COMPLETED		Sep 13-Sep 16, 1989		Baker, R Mbengue, A	

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. The NTT has begun to conduct clinical FP skills training without technical assistance. INTRAH/WCA continued to provide training materials.
2. The process of integrating FP into the curricula of 3 MOHSA professional schools in Bobo-Dioulasso, Ouagadougou and Ouahiguya has continued with the training of faculty members in clinical FP, conducted by members of the in-service NTT. INTRAH-trained clinical preceptors supervised the practical training at clinics in Ouagadougou.
3. Two-thirds of the supervision visits scheduled in the 15 provinces of the project were completed.
4. Two MOHSA officials representing pre-service and in-service training attended the third Francophone TAC meeting. They developed a plan for preparing a FP service policy, service standards and contraceptive method protocols.

PROBLEMS ENCOUNTERED:

1. Family planning in the private and government sectors is developing rapidly. However, there are still no nationally prepared FP policies and service standards.
2. In the field collaboration between social workers and clinical service providers has not been strong. There still does not seem to be an awareness from the two categories of personnel that they are targeting the same community. There continue to be discussions concerning their roles and responsibilities.
3. The number of NTT clinicians continues to be insufficient. Furthermore, other responsibilities prevent members of the team from devoting enough time to training.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. Clearly stated FP policies and service standards should be established by the government working in collaboration with the non-government sector.
2. The clinical FP training strategy consisting of preparing preceptors, practicum sites, and a training team should be used for decentralizing training into the provinces.

Burkina Faso MOHSA, continued

3. Collaboration between social workers and clinical service providers should be reinforced through periodic workshops organized jointly by the two cadres of workers.

END OF PROJECT ASSESSMENT

1. The current NTT is composed of 16 members; 4 are clinical practitioners. All work is under the direction of MOHSA which merged MOH and MOFWNS in early 1988.
2. Achievement of the clinical training target was 94% or 114 participants (77 were trained in IUD insertion). Eighty-three social workers were trained (not INTRAH-sponsored). Twenty-five percent of trained clinical service providers were followed-up at their worksite. Four in-service and 2 pre-service trainers/instructors were trained in evaluation skills.
3. Clinical FP skills training curriculum, including IUD insertion, was completed.
4. Seventeen public health school instructors were trained in FP skills by the in-service NTT, which included practical training, and in integrating FP in pre-service curriculum. These activities constitute linkages between pre-service and in-service training of FP service providers.
5. The 16 members of the NTT were sponsored for study visits--9 to Senegal and 7 to Morocco.

CHAD TRAINING PLAN

REGION: W/CA
 COUNTRY: Chad
 PROJECT NUMBER: 35602 and 35669

PROJECT TITLE: Training Program in Maternal and Child Health and Family Planning

DURATION: September 1, 1986 - July 15, 1989

SPONSORING INSTITUTION: Ministère de la Santé Publique (Ministry of Public Health - MOPH)
 Ministère des Affaires Sociales et la Promotion de la Femme (Ministry of Social Affairs and the Promotion of Women - MOSA/PW)

HOST COUNTRY CONTACTS: Dr. Yankalbe P. Matchock Mahouri, Director General, MOPH; Dr. Waya-Houma Amoula, Director of Urban and Hospital Medicine, MOPH; Mrs. Diane Blane, GDO; and Ms. Leslie Brandon, Population Advisor, USAID/Chad

CONTRACT COST: \$123,614
TOTAL LOP: \$345,642

MECHANISM: Sub-Contract, Amendment #1 (August 1987) and Amendment #2 (February 1989)

GOAL: To assist the Government of Chad (GOC) to offer integrated family planning and maternal/child health services as part of GOC Family Well-Being initiatives.

ANTICIPATED OUTCOMES:

- 1) A national seminar on Family Well-Being and MCH for government officials and international donor organizations in order to assist the GOC in formulating an integrated FP/MCH service delivery strategy.
- 2) Increased capacity of the GOC to offer family planning services.

OTHER INFORMATION:

- 1) Contract workplan was revised in March 1987, and activity numbers 5, 6, 7, 8, 9, 10, 11, 14, 15 and 16 were deleted.
- 2) Contract was amended in August 1987 and again in February 1989.
- 3) The project was financed by a \$50,000 buy-in and \$250,000 from the Sahel Initiative.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-19 COMPLETED		Feb 19-Feb 23, 1985		Hedgecock, D Malvinsky, J	
Project Development Visit Trip #0-58 COMPLETED		Nov 4-Nov 16, 1985		Herrington, J Malvinsky, J Niang, A	Project development process included a 2-day roundtable discussion with MOH, other ministry and NGO representatives to identify FP priorities and training needs.
Contract Development Visit Trip #0-236 COMPLETED		Apr 14-Apr 22, 1986		Herrington, J Baker, R Malvinsky, J	

Chad MOPH, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED	1	Sep 8-Sep 29, 1986	2 MOPH Evaluation Resource Persons: -Mr. A. Sou, Health Trainer, Office of Professional Training and Health Education, MOPH -Mr. N. Idris Banguita, Demographer, Ministry of Planning	Newman, C Ericsson, S Helfenbein, S	
Collection of Baseline Data COMPLETED	2	Oct 6-Oct 17, 1986		2 Nat'l Evaluators	
Briefing of Chadian Study Tour Delegation and Program Planning Visit Trip #0-143 COMPLETED		Mar 22-Mar 27, 1987		Gaye, P	Mr. Gaye briefed the Chadian Study Tour delegation and escorted them to Dakar. The INTRAH/MOPH training plan was revised during this visit.
1. Study Tour for National Training Team and Select GOC Officials to FP/MCH Projects (Senegal & The Gambia) Trip #0-312 COMPLETED	3	Mar 28-Apr 9, 1987	10: -Mr. D.Traotobaye, MOI -Mr. A.A.Khaya, Sec of State -A.Oumar, MOPH -Dr. N.Ngawara, MOPH -Mr. S.Mingabaye, Min Delegate -Mrs.M. Depor, MOSA/WD -Mr. M.I.Sherif, Islami Committee -Mrs. F. Awad -T.Abderraman, Min of Just -Mrs. M. Brahim	Seck, P ACI Representatives	In-country preparation: Mar 21-27, 1987, with Mr. Pape Gaye. Mr. Gaye arrived in Dakar, with the Chadian delegation, on Mar 28.
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED	5	Jun 29-Jul 11, 1987	2 In-Country Evaluators: -Mr. N. Idris Banguita -Mr. A. Sou Abakar	Newman, C Helfenbein, S Gaye, P	
2. Third Country Family Planning Clinical Skills Workshop (Dakar, Senegal) Trip #0-170 COMPLETED	6	Aug 24-Sep 19, 1987	5: -Dr. D. Moundah, Chief MOPH Primary Health Care Program -Dr. H. Kriga, OBGYN/Mater Central Hospital -Mrs. F. Djiddo, RN, HNC of MCH/FP Center -Mrs. N. Monodjime, RN -Mrs. S. Brahim, N/MW	ASBEF Seck, P	
3. Study Tour for National Training Team and Select GOC Officials to FP/MCH Projects (Morocco) Trip #0-313 COMPLETED	4	Sep 13-Sep 25, 1987	12: -Mrs. Fati Awad -Mr. Taher A. Haggar -Mr. Mohamed Idjimi Cherif -Mr. Bahar A. Daoud -Mrs. Monique Depor -Mrs. Nicole Froud -Mr. Ali Abba Khaya -Mr. Saramadji Minguabaye -Mr. Brahim M. Diguiri -Mr. Nassingar Ouaye -Mr. M.A. Oumar -Dr. Nahor N'Gawara	Vansintejan, G (Accomp)	Change from original plan per request of USAID/Chad.
Project Monitoring Visit Trip #0-262 COMPLETED		Mar 1-Mar 5, 1988		Gaye, P	

Chad MOPH, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
4a. Workshop on Integration of FP/MCH (Clinical) Trip #0-289 COMPLETED		May 3-May 7, 1988	26 Clinicians	Gaye, P Mutumbo, Y	
4b. Workshop on Integration of FP/MCH Trip #0-289 COMPLETED		May 9-May 12, 1988	25: -(21) Non-Clinicians -(4) Clinicians	Gaye, P Mutumbo, Y	
5. Workshop on Information, Education, and Communication in Family Planning Trip #0-325 COMPLETED	12	Jun 27-Jul 8, 1988	14 Total: -from Study Tour, from Activity 2 and Service Providers	Mutumbo, Y Lewis, E	
6. Introduction to Family Planning Methods and Communications Trip #0-316 COMPLETED	9	Aug 15-Aug 25, 1988	16 Total: -(8) Teaching Staff from National Health School -(8) Service Providers	Mutumbo, Y Lewis, E 3 NTT	
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	1: -Mr. Mahamat Adjid Umar, Director of Training and Health Ed.	Gaye, P Mutumbo, Y Bongwele, O	See TAC report.
7. National Conference on Family Well-Being Trip #0-314 COMPLETED	7	Oct 15-Oct 22, 1988		Options (Sponsor) Mutumbo, Y	Funded by Options. Mutumbo provided TA Oct 11-22.
Collection of End of Project Data COMPLETED	10	Nov 21-Dec 3, 1988		2 Nat'l Evaluators	
8. Follow-Up of INTRAH-trained FWB Clinical and IEC Service Providers Trip #0-328 COMPLETED		Nov 29-Dec 17, 1988		Bongwele, O Thiam, D	
9. Final Project Review Trip #0-322 COMPLETED	13	Dec 5-Dec 17, 1988		Gaye, P (12/5-10) Corbett, M	
10. Coordination of FP Activities and Site Inventory/Selection Trip #0-452 COMPLETED	14	Feb 28-Mar 11, 1989		Seck, P	Added in Feb 1989.
11. Development of Family Planning Service Guidelines Trip #0-452 COMPLETED	15	Mar 6-Mar 18, 1989		Seck, P	Added in Feb 1989.
12. Basic Clinical Family Planning Skills Workshop Trip #0-453 COMPLETED	16	Mar 20-Apr 14, 1989	9 Nurses and Midwives	Thiam, D Deme, S 3 Co-Trainers	Added in Feb 1989.

Chad MOPH, continued

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. The first in-country clinical FP workshop was organized and nine service providers were trained.
2. Family planning services were introduced in 8 N'djaména-based clinics.
3. Following the National Conference on Family Well-Being and the in-country clinical training, the MOPH agreed to release contraceptives and gave authorization to MOPH personnel to provide FP services.
4. A GOC representative attended the third Francophone TAC meeting and was sensitized to the need to develop nationally accepted FP policies and service standards.

PROBLEMS ENCOUNTERED:

1. The FP service provision guidelines which were developed lacked an implementation plan. As a result the document has not been properly used.
2. The Population Advisor hired under the FHI project left in December 1988 and was only recently replaced. As a result, there has been no effective coordination of FP activities.
3. There has still not been a Chadian counterpart designated to be responsible to work with the USAID Population Advisor. Without a counterpart long-term sustainability is doubtful.
4. Lack of adequate infrastructure in the country has continued to be a problem for service provision.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. Technical assistance should be provided for the preparation of FP policies and service standards. A small technical committee should be appointed that will be responsible for preparing these policies and standards as well as method protocols. The FP service provision guidelines prepared with INTRAH assistance should serve as a basis.
2. A follow-up performance evaluation of the service providers trained in N'djaména should be conducted to assess knowledge, skills and work conditions.
3. To avoid duplication of efforts and the heavy burden on the MOPH, USAID/Chad should coordinate with the UNFPA on FP training activities.

END OF PROJECT ASSESSMENT

1. A national training team was not established because of GOC decision not to decentralize services.
2. The National Conference on Family Well-Being was conducted, co-sponsored by Options, for 120 participants representing public, private and religious sectors.
3. GOC officials and private sector representatives were sponsored for study visits to FP programs in Morocco, and Senegal and the Gambia.
4. Fourteen clinicians were trained in clinical FP skills. Fifty-one public and private sector personnel participated in MCH/FP integration workshops and 30 service providers were trained in FP methods and communication. Seventy-three percent of trainees were followed-up to assess knowledge, skills and work conditions.
5. INTRAH training and technical assistance, in combination with other technical assistance and material inputs, contributed to an increase in the number of FP clients in N'Djaména.

COTE D'IVOIRE MOSA TRAINING PLAN

REGION: W/CA
 COUNTRY: Ivory Coast
 PROJECT
 NUMBER: 35658

PROJECT TITLE: Family Welfare Project: Training
 DURATION: August 1, 1987 - March 31, 1988
 SPONSORING INSTITUTION: Ministère des Affaires Sociales (Ministry of Social Affairs - MOSA)
 HOST COUNTRY CONTACTS: Mrs. Seki Sira Traoré, Deputy Director, Sous Direction de l'Animation Sociale et de la Protection Familiale
 TOTAL LOP: \$24,000
 MECHANISM: Memorandum of Agreement
 GOAL: To improve the general welfare of the population in Ivory Coast through child spacing information, referrals and services.
 ANTICIPATED OUTCOMES:

- 1) To conduct a 3-day seminar to orient and inform 18 officials of the MOSA in the concept of child-spacing and the aims of the project in order to secure their support.
- 2) To train and evaluate 10 trainers in IEC of whom 3 will also be trained in service delivery of non-clinical methods of contraception.
- 3) To train 150 social workers in IEC of whom 14 will also be trained in service delivery of non-clinical methods of contraception.
- 4) To organize and conduct a study tour for 5 officials of the MOSA in a French-speaking country where child-spacing programs are at an advanced stage.
- 5) To carry out a child-spacing information and education campaign to reach at least 30,000 people.
- 6) By the end of the project period, at least 3,000 effective referrals would have been provided for child-spacing services and 1,500 would have been served with non-clinical contraceptive methods.

 OTHER INFORMATION:

- 1) This project is conducted with and financially assisted by Pathfinder/Nairobi.
- 2) INTRAH's participation was supported by a REDSO/WCA buy-in of \$48,000 for both Côte d'Ivoire projects.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Project Development COMPLETED		Nov 1-Nov 30, 1986		Gaye, P Pathfinder: Karambizi, J	Mr. Gaye and Mr. Karambizi met several times during November to discuss joint collaboration in training.
Project Development COMPLETED		Feb 2-Feb 9, 1987		Gaye, P Knauff, L Pathfinder: Karambizi, J Mbika, B	
1. Orientation Seminar Trip #0-187 COMPLETED	1	Jul 6-Jul 9, 1987	17 MOSA	Seck, P	Funded by INTRAH. Were joined by 10 MPW.

Cote d'Ivoire MOSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
* 2. Training of Trainers Trip #0-181 COMPLETED	2	Oct 12-Oct 24, 1987	10 from Activity 1	Bongwele, O	Were joined by 5 MPW.
* 3. Training of Trainers in Community-Based Distribution Trip #0-181 COMPLETED	3	Oct 26-Oct 30, 1987	3 from Activity 2	Bongwele, O	
* 4. Curriculum Development in IEC Trip #0-181 COMPLETED	2	Nov 30-Dec 5, 1987	3 from Activity 1	Bongwele, O	
* 5. Refresher Training of Trainers and Curriculum Revision Workshop Trip #0-186 COMPLETED	7	May 16-May 21, 1988	10 from Activity 2	Thiam, D	Joined by 5 MPW.
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	1: -Mrs. Sira Seki Traore, Inspector of Work and Social Laws	Gaye, P Bongwele, O Newman, C	
* 6a. IEC Workshop for Social Workers: Group 1 (Bouake) Trip #0-317 COMPLETED	4	Aug 1-Aug 12, 1988	24 Social Workers	5 MOSA Trainers Bongwele, O (TA)	
6b. IEC Workshop for Social Workers: Group 2 (Abidjan) COMPLETED	4	Aug 1-Aug 13, 1988	17	5 MOSA Trainers	
* 7. Study Tour (Morocco) Trip #0-185 COMPLETED	6	Nov 8-Nov 18, 1988	2 Total: -Mrs. Sira Traore Seki, Inspecteur du Travail et des Lois Sociales -Mrs. Kanadie-Neba Coulibaly, Assistante Sociale	Mbengue, A (Accomp)	Joined by 4 MPW and 2 Togolese.

END OF PROJECT ASSESSMENT

1. Seventeen MOSA officials participated in a child spacing orientation seminar.
2. A FP IEC training curriculum was developed. A core of 10 trainers was trained in participatory methodology, non-clinical FP theory and IEC techniques. They, in turn, trained 83 social workers using the FP IEC curriculum. No follow up of trainers or social workers was conducted.
3. Two MOSA officials were sponsored for a study visit to Morocco.
4. The project has resulted in development of a relationship with MOH for possible future collaboration. It should be noted that if project is to have full impact, the MOH needs to be more involved to guarantee provision of FP services. Collaboration should also be discussed with AIBEF.

COTE D'IVOIRE MPW TRAINING PLAN

REGION: W/CA
 COUNTRY: Ivory Coast
 PROJECT
 NUMBER: 35658

PROJECT TITLE: Family Planning Information and Education Project for Women
 DURATION: August 1, 1987 - March 31, 1988
 SPONSORING INSTITUTION: Ministère de la Promotion de la Femme (Ministry of Promotion of Women - MPW)
 HOST COUNTRY CONTACTS: Mr. Kouassi Sena Raphael, MPW
 TOTAL LOP: \$24,000
 MECHANISM: Memorandum of Agreement
 GOAL: To improve the welfare of women in Ivory Coast through child spacing information, education, counseling and referral for family planning services.
 ANTICIPATED OUTCOMES: 1) To conduct a 3-day orientation seminar for 10 staff members of the MPW to inform them about the benefits of child spacing in order to secure their support for the project.
 2) To train and evaluate 5 trainers in IEC.
 3) To train 40 animatrices in IEC.
 4) To conduct a study tour for 4 officials of the MPW in a French-speaking country where child-spacing programs are at an advanced stage.
 5) To carry out an information and education campaign throughout the country to reach at least 15,000 women.
 6) By the end of the project period, at least 1,500 effective referrals for family planning services would have been provided by the animatrices.
 OTHER INFORMATION: 1) This project was conducted with and financially assisted by Pathfinder/Nairobi.
 2) INTRAH's participation was supported by a REDSO/WCA buy-in of \$48,000 for both Côte d'Ivoire projects.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Project Development COMPLETED		Nov 1-Nov 30, 1986		Gaye, P Pathfinder: Karambizi, J	Mr. Gaye and Mr. Karambizi met several times during November to discuss joint collaboration in training.
Project Development COMPLETED		Feb 2-Feb 9, 1987		Gaye, P Knauff, L Pathfinder: Karambizi, J Mbika, B	
1. Orientation Seminar Trip #0-187 COMPLETED	1	Jul 6-Jul 9, 1987	10 MPW	Seck, P	Funded by INTRAH. Were joined by 17 MOSA.
* 2. Training of Trainers Trip #0-181 COMPLETED	3	Oct 12-Oct 24, 1987	5 from Activity 1	Bongwele, O	Joined by 10 MOSA.

Cote d'Ivoire MPW, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
* 3. Curriculum Development in IEC Trip #0-181 COMPLETED	3	Nov 16-Nov 21, 1987	2 from Activity 1	Bongwele, O	
4. Refresher Training of Trainers and Curriculum Revision Workshop Trip #0-186 COMPLETED	5	May 16-May 21, 1988	5 from Activity 3	Thiam, D	Funded by INTRAH. Joined by 10 MOSA.
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	1: -Mrs. Jeanne Yao, Sensitization Assistant	Gaye, P Bongwele, O Newman, C	
* 5a. Training of Animatrices: Group 1 (Bouake) Trip #0-317 COMPLETED	4	Aug 1-Aug 12, 1988	16	5 MPW Trainers Bongwele, O (TA)	
* 5b. Training of Animatrices: Group 2 COMPLETED	4	Oct 17-Oct 29, 1988	20	5 MPW Trainers	
* 6. Study Tour (Morocco) Trip #0-185 COMPLETED	2	Nov 8-Nov 18, 1988	4 MPW: -Mrs. Marie Angele Ebois, Charge d'Etude -Mrs. Amani Jeanne Yao, Assistante d'animation feminine -Mrs. Djeneba Kone, Maitresse d'Education Permanente -Mr. Djigbe Blaise Toba, Inspecteur de la Jeunesse et des Sports	Mbengue, A (accomp)	Joined by 2 MOSA and 2 Togolese.

END OF PROJECT ASSESSMENT

1. Ten MPW officials participated in an orientation to child spacing seminar.
2. A training curriculum in FP IEC was developed. A core of 5 trainers were trained in participatory methodology, non-clinical FP theory and IEC techniques. They, in turn, trained 36 animatrices using the curriculum. No follow-up of trainers or animatrices was conducted.
3. Four MPW officials were sponsored for a study visit to Morocco.
4. The project has resulted in development of a relationship with MOH for possible future collaboration. It should be noted that if the project is to have full impact, the MOH needs to be more involved to guarantee provision of FP services. Collaboration should also be discussed with AIBEF.

MALI TRAINING PLAN

REGION: W/CA
 COUNTRY: Mali
 PROJECT
 NUMBER: 35605

PROJECT TITLE: Training in Maternal and Child Health/Family Planning

DURATION: February 1, 1986 - May 31, 1989

SPONSORING INSTITUTION: Direction Nationale de la Planification et Formation Sanitaire et Social (DNPFS), Ministry of Public Health and Social Affairs (MOPHSA)

HOST COUNTRY CONTACTS: Dr. Bocar Touré, Directorate of Planning and Training, MOPHSA; and Mr. Neil Woodruff, Health Officer, USAID/Mali

CONTRACT COST: \$59,732
 TOTAL LOP: \$271,244

MECHANISM: Sub-Contract, Amendment #1 (February 1988) and Amendment #2 (April 1989)

GOAL: To improve the capacity of the MOPHSA and other concerned organizations to train their personnel in clinical and educational family planning and maternal/child health services on a regular and continuing basis.

ANTICIPATED OUTCOMES:

- 2) Refresher training provided in:
 - a) needs assessment and curriculum development;
 - b) family planning program training development and management of family planning programs; and,
 - c) community health education, evaluation and monitoring.
- 3) Knowledge and skills of health, social, union and education agents in community health education for family planning in clinic and non-clinic settings will be developed/enhanced.
- 4) Knowledge and skills of health, social, union and education agents to plan, implement and evaluate family planning programs through the provision of management and evaluation training will be developed/enhanced.
- 5) Knowledge and skills of health, social, union and education agents to FP/MCH training programs will be developed/enhanced.
- 6) FP/MCH content of the curriculum of four health professional schools in Bamako will be strengthened through the provision of INTRAH technical assistance.
- 7) The effectiveness and impact of the project will be followed-up and evaluated.
- 8) An average of three persons per year will be sponsored to U.S.-based and third-country training programs in family planning program management, community health education, training of trainers and family life education.

OTHER INFORMATION:

- 1) Clinical training for nurses and midwives will be conducted by the Division of Family Health and funded by a UNFPA project and USAID bilateral. Supplies and equipment are provided by UNFPA and the USAID bilateral.
- 2) USAID requested and financed (\$14,000) the training needs assessment conducted in Jan/Feb 1987.
- 3) In February 1989 following a program review visit, ten previously postponed activities were cancelled.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Updated Needs Assessment/Initial Project Development Visit Trip #0-20 COMPLETED		Feb 9-Feb 16, 1985		Hedgecock, D Malvinsky, J	

Mali MOPHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project and Contract Development Visit Trip #0-60 COMPLETED		Aug 19-Aug 30, 1985		Herrington, J Malvinsky, J Durham, C	
Program Planning Visit Trip #0-227 COMPLETED		Feb 17-Feb 28, 1986		Malvinsky, J	
1. MCH/FP Program Planning Workshop Trip #0-227 COMPLETED	1	Mar 17-Mar 22, 1986	25 Senior-Level Officials from the MOPH/SA, MOI, MOE, AMPPF and NMWU	Malvinsky, J Lewis, E	
2. Refresher Training in Needs Assessment and Curriculum Development Trip #0-222 COMPLETED	2A	Apr 28-May 10, 1986	14: -9 CTT -5 RTT	Lewis, E Sirica, H 3 Malian Co-Trainers	
3. Refresher Training in Community Health Education and Evaluation/Monitoring Trip #0-223 COMPLETED	2B	Jun 23-Jul 5, 1986	12 MOPH/SA Staff	Lewis, E Sirica, H 2 Malian Co-Trainers	
4. Refresher Training in FP/MCH Program Training Development and Management of Family Planning Programs Trip #0-223 COMPLETED	2C	Jul 14-Jul 26, 1986	13 MOPH/SA Staff	Lewis, E Sirica, H 2 Malian Co-Trainers	
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED		Sep 8-Sep 29, 1986	2 MOPH/SA: -Dr. O. Traore, Assistant Physician, DNPFFS -Mr. B.S. Diallo, Health Economist, DNPFFS	Newman, C Ericsson, S Helfenbein, S	
5. Management of Family Planning Programs Workshop Trip #0-229 COMPLETED	3	Oct 13-Nov 1, 1986	17 MOPH/SA Medical, Paramedical and Community Health Personnel	Malvinsky, J Benson, N 2 Malian Co-Trainers	
Project Monitoring Visit Trip #0-400 COMPLETED		Oct 19-Oct 23, 1986		Gaye, P	Mr. Gaye conducted a project review with USAID/Mali and MOPH/SA representatives, and observed a portion of the Management of FP Programs Workshop (contract workplan activity number 3), on Oct 20 and 23, 1986.
6. Training of Trainers Workshop in Non-Clinical Family Planning and Community Health Education Skills Trip #0-228 COMPLETED	4	Nov 17-Dec 6, 1986	14: -12 Health Professionals -2 Educators	Frelick, G Fry, S 3 CTT Co-Trainers	

Mali MOPHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
U.S.-Based Training in Information, Education and Communication (IHP, Santa Cruz, CA) COMPLETED	18	Nov 17-Dec 13, 1986	3 MOPHSA Staff: -Dr. Sekou Drame, Health Education Section, FHD -Ms. Dicko Mariam Sidibe, Community Development Technician, FHD -Mrs. Traore Mintou Doucoure, State Nurse, Deputy Director, Mali School for Physical Therapy, Nat'l Dir, CEDPA/Mali FP Project	IHP Trainers	
Orientation Visit COMPLETED		Nov 26-Dec 8, 1986		Thiam, D	
Collection of Baseline Data COMPLETED		Dec 1-Dec 26, 1986		MOPHSA Staff	
Financial and Project Monitoring Visit Trip #0-276 COMPLETED		Jan 12-Jan 17, 1987		Baker, R Gaye, P	Training strategy and plan revised during this visit.
7. Management of Family Planning Programs (Timbuktu) Trip #0-230 COMPLETED	11	Jan 12-Jan 29, 1987	14 Participants and 1 Observer	Thiam, D Benson, N 3 Malian Co-Trainers	
Technical Assistance: Training Needs Assessment: Part I Trip #0-208 COMPLETED		Jan 17-Jan 28, 1987		Gaye, P	Requested and funded by USAID/Mali. INTRAH training plan revised during this visit.
Technical Assistance: Training Needs Assessment: Part II Trip #0-208 COMPLETED		Feb 9-Feb 18, 1987		Gaye, P Royer, A C	Requested and funded by USAID/Mali.
U.S.-Based Training in Family Planning Program Management (IHP, Santa Cruz, CA) COMPLETED	18	Apr 20-Jun 12, 1987	Mrs. Oumou Cheick Traore, NTT Member	IHP Trainers	
8. Training of Trainers, Family Planning Update and Curriculum Development Workshop Trip #0-231 COMPLETED		Apr 21-May 8, 1987	11 Central and Regional Trainers	Thiam, D Frellick, G 2 MOPHSA	Apr 7-10: The INTRAH team briefed and prepared for the workshop at INTRAH/WCA.
Preparation for Chadian Study Tour Trip #0-210 COMPLETED		Apr 26-May 2, 1987		Seck, P	Study Tour cancelled.
Project and Financial Review Trip #0-225 COMPLETED		Jan 12-Jan 16, 1988		Gaye, P Baker, R	

Mali MOPHSA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso)		Sep 19-Sep 23, 1988	1: -Mr. Bokar Toure, Directorate for Health Planning and Training	Gaye, P Mutumbo, Y Bongwele, O	See TAC report.
COMPLETED					
Project Monitoring Trip #0-44		Feb 1-Feb 4, 1989		Gaye, P	
COMPLETED					
Introduction to Family Planning Methods and Communications Workshop (Sikasso)		May 16-May 26, 1989	13: -(4) Midwives -(2) Community Development Workers -(5) Social Workers -(2) Health Technicians	Thiam, D Traore, O	
Trip #0-318					
COMPLETED					
Final Review Trip #0-41		Aug 7-Aug 11, 1989		Gaye, P USAID	
COMPLETED					
Financial Review Trip #0-303		Sep 10-Sep 13, 1989		Baker, R Mbengue, A	
COMPLETED					

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. After almost 15 months of suspended activities, the program with the DNPfSS resumed subsequent to the reimbursement of project funds by the Ministry.
2. A FP methods and communication workshop was conducted in Sikasso for 13 service providers.
3. A representative from the DNPfSS attended the third Francophone TAC meeting.
4. A final review was conducted and the relationship between DNPfSS and DSF assessed.

PROBLEMS ENCOUNTERED:

1. The 15 month period of inactivity resulted in the initial training strategy being no longer applicable. The team of trainers trained with TRG assistance no longer exists and the FP methods and communication curriculum has not been used as a basis for training service providers in the bilateral project (managed by DSF).
2. The new bilateral project has not built on INTRAH's accomplishments and there is very little collaboration between project officials and INTRAH despite INTRAH's many attempts to do so. This has resulted in considerable delays in new bilateral training implementation. There is still no in-country training strategy after three visits by short-term consultants and almost 2 years after the contract was signed. The TNA conducted by INTRAH in 1987 has been ignored and the proposed strategy in the bilateral project judged inadequate.
3. It is not at all apparent how DNPfSS (INTRAH PAC I and PAC IIA collaborator) is contributing to the bilateral project.
4. Protocols for integrated MCH/FP activities are being developed by DSF. There does not seem to be an implementation plan and there is an absence of established MCH/FP service policies and service standards.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The MCH/FP protocols being developed under the bilateral project should be reviewed and revised according to nationally developed service policies and standards, and an implementation plan should be developed.
2. It is imperative that an in-country clinical family planning training strategy be developed. This strategy should take into account INTRAH PAC I and PAC IIA accomplishments.

Mali MOPHSA, continued

3. A strategy and implementation plan should be developed to revise the nursing school curriculum to include family planning.
4. As planned in the bilateral project, a long-term training technical advisor should be recruited. Once recruited the advisor should work hard to coordinate efforts between the DNPFS and the DSF in the training of service providers.

END OF PROJECT ASSESSMENT

1. A seminar was conducted for 46 Malian leaders from public, private and religious sectors and a program planning workshop was held for 25 Ministry and AMPFF senior-level managers.
2. Neither CTT nor RTTs were formally established as a result of internal MOPHSA problems. The newly proposed team of trainers to be trained by DSF under bilateral project has no relationship with past teams trained by DNPFS in collaboration with INTRAH.
3. A non-clinical FP methods and communications curriculum was developed for the training of MOPHSA MCH/FP service providers.
4. Refresher courses were held for trainers in needs assessment and curriculum development, community health education, evaluation, management, TOT and FP communication methods.
5. Four MOPHSA staff were sponsored for U.S.-based IEC and Management training.
6. No pre-service activities have been conducted as scheduled because of the suspension of activities. A need remains for a clearly defined strategy for pre-service curriculum revision including an implementation plan.
7. Poor MOPHSA financial management caused a 15 month lapse in project implementation. As a result, only 48% of the projected number of service providers were trained.

NIGER TRAINING PLAN

REGION: W/CA
 COUNTRY: Niger
 PROJECT
 NUMBER: 35601, 35653
 35671

PROJECT TITLE: Training in Family Planning Service Delivery

DURATION: July 1, 1987 - June 30, 1989

SPONSORING INSTITUTION: Ministère de la Santé Publique et des Affaires Sociales (Ministry of Public Health and Social Affairs - MOPH/SA)

HOST COUNTRY CONTACTS: Dr. Halima Maidouka, Director, NCFH, MOPH/SA; and Ms. Susan Wright, Health Officer, USAID/Niger

CONTRACT COST: \$69,861
TOTAL LOP: \$240,076

MECHANISM: Sub-Contract, Amendment #1 (May 1988) and Amendment #2 (May 1989)

GOAL: Train personnel of the MOHPH/SA in clinical family health/family planning in support of plans for service decentralization.

ANTICIPATED OUTCOMES:

- 1) Baseline and end-of-project data will be compared to ascertain impact of training.
- 2) Development of a standardized curriculum in clinical family planning.
- 3) Improvement in training methods.
- 4) 50 trained family planning providers: 25 in Zinder and 25 in Maradi.

OTHER INFORMATION:

- 1) This project was supported by \$75,000 from the Sahel Initiative and two buy-ins, totalling \$124,000. Of the second buy-in (\$34,000), approximately \$11,000 was used.
- 2) Amendment #1 increased the number of clinical FP service providers to be trained from 50 to 75, by adding 25 to be trained from Tahoua.
- 3) Amendment #2 added two activities to the workplan: TA for completion of clinical FP curriculum and a training of trainers for 12 MOPH/SA participants.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED	Sep	8-Sep 29, 1986	2: -Mme A. Bagnan, Instructor, Nat'l School of Public Health -Mme N.R. Mady, Director, Maternity Poudriere	Newman, C Ericsson, S Helfenbein, S	
Needs Assessment Visit Trip #0-206 COMPLETED	Dec	1-Dec 12, 1986		Herrington, J Gaye, P Seims, S (MSH)	Visit conducted jointly with the MSH Family Planning Management Training Project (FPMT).
Contract and Project Development Visit Trip #0-207 COMPLETED	Mar	9-Mar 17, 1987		Gaye, P Durham, C	
Technical Assistance in Evaluation Trip #0-207 COMPLETED	Mar	9-Mar 17, 1987		Newman, C	

Niger MOPH/SA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Baseline Data Collection COMPLETED	1	Apr 1-Jun 15, 1987			
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED	3	Jun 29-Jul 11, 1987	2: -Mrs. A. Bagnan -Mrs. M. Chaweze	Newman, C Helfenbein, S Gaye, P	
1. Curriculum Development Workshop Trip #0-437 COMPLETED	2	Aug 24-Sep 4, 1987	8 Potential Co-Trainers: -2 ENSP -2 DEESN -2 CNSF -2 Other	Gaye, P (8/24-28) Lewis, E 3 Resource persons 1 GYN/ 1 MCH MD/ 1CM	Gaye was in-country Aug 21-29, only.
2. Non-Clinical Family Planning Skills Workshop (Zinder) Trip #0-438 COMPLETED	4	Oct 19-Nov 6, 1987	28 Clinical Family Planning Service Delivery Personnel	Friedman, J Lewis, E 1 CNSF/1 DEESN/ 1 ENSP (from Act 2)	Without IUD insertion.
Program Planning and Planning for Evaluation Trip #0-205 COMPLETED		Feb 1-Feb 6, 1988		Newman, C Gaye, P	
3. Clinical Family Planning Skills Workshop (Maradi) Trip #0-439 COMPLETED	5	Mar 21-Apr 8, 1988	25 from Maradi: -(17) Midwives -(5) Nurses -(2) Physicians -(1) TSSI	Seck, P Vansintejan, G (until 4/2/88) 1 National Trainer	Without IUD insertion.
Technical Assistance in Evaluation and Follow-Up (Zinder) Trip #0-435 COMPLETED	7	Apr 11-May 6, 1988		Mutumbo, Y Bongwele, O 2 Nat'l Evaluators Ericsson, S (1 day)	
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	1: -Mrs. Fatouma Boube, FP Training Director	Gaye, P Newman, C Bongwele, O	
4. Clinical Family Planning Skills Workshop (Tahoua) Trip #0-202 COMPLETED	6	Jul 11-Aug 5, 1988	21 Service Providers	Thiam, D Mutumbo, Y	
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	1: -Mrs. Fatouma Boube, Training Director	Gaye, P Mutumbo, Y Bongwele, O	See T&C report.
Financial Review Trip #0-417 COMPLETED		Oct 17-Oct 20, 1988		Baker, R Mbengue, A	

Niger MOPH/SA, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Follow-Up of Trainees and Collection of Impact Data (Maradi and Tahoua) Trip #0-203 COMPLETED	7B/7C	Jan 13-Feb 10, 1989		Bongwele, O Thiam, D 2 MOPH/SA Royer, AC (2/8-10)	
Technical Assistance for Completion of FP Clinical Curriculum Trip #0-25 COMPLETED		Feb 14-Feb 24, 1989	9 MOPH/SA: -(6) Midwives -(1) Physician -(2) Social Workers	Royer, AC	
Training of Trainers (Kolo) Trip #0-462 COMPLETED		Jun 19-Jun 30, 1989	13: -(2) Physicians -(8) Midwives -(2) Nurses -(1) Psychologist/Trainer	Bongwele, O Seck, P 3 Nat'l Co-Trainers	
Final Review Trip #0-22 COMPLETED		Jul 31-Aug 4, 1989		Gaye, P USAID	

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. The first training of trainers activity was conducted following clinical training for service providers and follow-up activities in Zinder, Maradi and Tahoua and the completion of the in-service curriculum.
2. Dr. Halima Maidouka, Director of Family Planning, and Mr. Mariko Souleyman, Director of Training at the Directorate of Family Planning, attend the third Francophone TAC meeting. During the meeting Dr. Maidouka and Mr. Markio developed a plan for preparing FP service policies and standards.
3. The final review of the INTRAH/MOPH/SA project was conducted during which a scope of work was proposed for the preparation of a FP service policy, service standards and method protocols.
4. INTRAH baseline data was updated using the baseline evaluation report prepared for the new bilateral integrated family health project.

PROBLEMS ENCOUNTERED:

1. The first training of trainers activity revealed a lack of FP training for 11 of the 13 MOPH/SA participants. Furthermore, other subject areas such as IEC, service management and supervision are not represented among the NTT members.
2. The plan for decentralization of training and services has not taken into consideration conditions precedent. Training conducted in the departments has suffered from a lack of adequate practice for trainees because of insufficient demand for FP services. Furthermore, many of the trained service providers work at sites that are not functional or can only offer limited FP services.
3. Given the lack of trained MOPH/SA service providers, the development of an NTT is not realistic. Rather, there should be a core of trainers nationwide from which the new project can draw.
4. Because of #1 above the in-service clinical family planning training curriculum could not be tested during training of trainers workshop, as expected.
5. Personnel turnover persists at the Directorate of Family Planning. The division of training has its third director within a 6 month period.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The strategy to develop a NTT should be revised. The persons selected to be trained as trainers should be first trained in clinical family planning or the subject they are expected to teach. Also training team members should include clinicians, IEC workers and pre-service and in-service trainers.
2. As soon as a core of clinical trainers is trained in clinical skills, the new in-service training curriculum should be tested.

Niger MOPH/SA, continued

3. The proposed scope of work for the preparation of family planning service policies, standards and method protocols should be implemented in the first quarter after the bilateral management team arrives in country.
4. The successful training evaluation strategy implemented prior to the beginning of the bilateral project should be adapted for the new project. Mrs. Aissata Bagnan could be a resource person for the development of this strategy. USAID/Niger and URC should contact INTRAH in PAC IIB for that purpose.

END OF PROJECT ASSESSMENT

1. The decentralization of clinical training for service providers has begun. Seventy-four service providers were trained from departments of Zinder, Maradi and Tahoua. Eighty percent were followed up at their worksite.
2. A standard clinical FP curriculum was developed, field-tested and completed.
3. Thirteen MOPH/SA clinicians and trainers were trained in training techniques. This was the first activity in the development of a training team.
4. Four MOPH/SA personnel were trained in evaluation skills; 2 participated in follow-up performance evaluations of trainees.
5. Baseline and post-project data on selected indicators was collected and compared to assess training impact.

NIGERIA - BAUCHI STATE TRAINING PLAN

REGION: W/CA
 COUNTRY: Nigeria
 PROJECT
 NUMBER: 35609

PROJECT TITLE: Training of Family Planning Service Delivery Personnel: Phases I and II
 DURATION: September 1, 1985 - June 30, 1987
 SPONSORING INSTITUTION: Health Management Board, Bauchi State (HMB)
 HOST COUNTRY CONTACTS: Director of Medical Services, HMB; and Ms. Keys MacManus, AID Affairs Officer, American Embassy, Lagos
 CONTRACT COST: \$ 38,533
 ACTUAL TOTAL LOP: \$246,081
 MECHANISM: Sub-Contract
 GOAL: To integrate family planning services (clinical and educational) within the existing maternal/child health service delivery system.
 ANTICIPATED OUTCOMES: Establishment and training of a 15-member state-level training team in the provision of family planning service delivery (clinical and educational), planning/conducting/evaluating family planning training programs, and developing curricula and educational materials for in-service and pre-service family planning training; training of 15 HMB clinical health personnel in delivery of family planning services; and training of 15 HMB health educators in MCH/FP health education.
 OTHER INFORMATION: Project was delayed as a result of change in directorship of HMB.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment/Project Development Visit Trip #0-06 COMPLETED		Nov 27-Nov 29, 1984		Veney, J Malvinsky, J Holman, J	
Project and Contract Finalization Visit Trip #0-18 COMPLETED		Jan 14-Jan 17, 1985		Baker, R Durham, C Williams, J	
1. Family Planning Program Planning and Management Workshop Trip #0-131 COMPLETED	1	Sep 23-Oct 9, 1985	15 Senior HMB and MOH Staff	Atkinson, B Leftwich, C	Products of this activity were a working document detailing goals and workplan of this project, and an integrated plan for the monitoring, supervision and evaluation of the project.
2. Training of Trainers/Community Health Education Workshop Trip #0-116 COMPLETED	2	Nov 18-Dec 12, 1985	14 Nurse/Midwives, Tutors and CHE Officers from 4 Regional Areas	Hosang, R Foster, D	
3. Family Planning Service Delivery Skills Workshop Trip #0-118 COMPLETED	4	Jan 14-Jan 30, 1986	10 FP Service Providers	Kroeger, M Sirica, H 2 HMB Co-Trainers	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
4. Family Planning Curriculum Development Workshop Trip #0-130 COMPLETED	3	Feb 10-Feb 27, 1986	12 FP Service Providers	Sirica, H Williams, J	
Evaluation Trip #0-284 COMPLETED		May 5-May 9, 1986		Stanton, ME Akin-Dahunsi, A	Part of Six-State Evaluation.
5. Community Health Education for Family Planners Workshop Trip #0-115 COMPLETED	5	May 12-May 22, 1986	18 Family Planning Health Educators	Apted, M 3 HMB Co-Trainers	
Evaluation Training Workshop (Jos, Plateau State) Trip #0-239 COMPLETED		Jul 14-Jul 18, 1986	2 Participants: -M.M.C. Baba, School of Nursing, Bauchi City -Mrs. H. Musa, FP Clinic, Specialist Hospital, Bauchi City	Veney, J Jurr, C 2 FMOH Co-Trainers	
Financial Monitoring Visit Trip #0-377 COMPLETED		Sep 8-Sep 9, 1986		Baker, R	Mr. Baker met with MOH/HMB officials regarding end-of-project financial status.
Project Review and Follow-Up Trip #0-76 COMPLETED	6	Sep 8-Sep 19, 1986		Mirabito, T Williams, J	This activity reviewed project activities regarding accomplishment of projected service distribution goals and produced a plan for continuing support in FP including identification of follow-on training needs.
Third Country Family Planning Clinical Skills Workshop (Bulawayo, Zimbabwe) Trip #0-266 COMPLETED		May 18-Jun 26, 1987	2: -Ms. Margaret Nimrod -Mrs. M. Hadiza	ZNFPC Trainers	
Financial Monitoring Visit Trip #0-26 COMPLETED		Dec 5-Dec 9, 1987		Baker, R	

END OF PROJECT ASSESSMENT

The project successfully concluded on Sept. 30, 1986. Key elements of a CS/ORT program were in place, and policymakers and administrators assigned priority to it. Eighty-six persons trained, 8 clinics operational, out-reach component established, and 46 second-generation trainees were produced. FP was incorporated into PST curricula for nurses, midwives and auxiliary personnel.

NIGERIA - BENUE STATE TRAINING PLAN

REGION: W/CA
COUNTRY: Nigeria
PROJECT
NUMBER: 35651

PROJECT TITLE: Child-Spacing/Oral Rehydration Therapy (CS/ORT) Training Project

DURATION: April 1, 1987 - March 31, 1988

SPONSORING INSTITUTION: Ministry of Health, Benue State (MOH)

HOST COUNTRY CONTACTS: Dr. Rosemary A. Abdullehi, Chief Health Officer, MOH; and Ms. Keys MacManus, AID Affairs Officer, American Embassy, Lagos

CONTRACT COST: \$ 67,199
ACTUAL TOTAL LOP: \$190,956

MECHANISM: Sub-Contract

GOAL: To integrate quality CS/ORT services into the health care system in order to improve the health status of families in Benue State.

ANTICIPATED OUTCOMES:

PROGRAM OUTCOMES:

- 1) Development of the capability of a state training team (STT) to plan, conduct and evaluate CS/ORT workshops for all cadres of health workers throughout Benue State;
- 2) Increased awareness, acceptance and support for CS/ORT among policy and decision makers, health service providers and members of the community;
- 3) Expanded knowledge and skills development of service providers of community health education, motivation and clinic-based services; and
- 4) Preparation of a team capable of monitoring and evaluating the Benue State CS/ORT Program.

OPERATIONAL OUTCOMES:

- 1) 10 senior staff of MOH trained to plan and conduct CS/ORT orientation seminars for field staff of government and non-government organizations (NGOs);
- 2) Education of 100 government and NGO personnel on the national population policy and the Benue State action plan for CS/ORT, and solicitation of their participation in support of the dissemination of CS/ORT information to colleagues, clients and members of their communities;
- 3) Preparation of 10 MOH staff to conduct the evaluation of the CS/ORT Program;
- 4) Increased knowledge and skills development of 20 clinicians and tutors in order to incorporate CS/ORT into pre-service education and post-basic in-service training;
- 5) Development of 2 curricula to be utilized for orientation of health personnel and in-service training of CS/ORT service providers;
- 6) Orientation of the STT to the use of and need for protocols for standardization of CS services;
- 7) Development of protocols for use by clinicians in delivery of CS services;
- 8) Preparation of 13 clinical service providers to assume new roles and responsibilities in supervision of the CS/ORT Program;
- 9) Preparation of 32 community health assistants to conduct CS/ORT community health education in order to increase demand to CS/ORT services;
- 10) Preparation of 50 nurse/midwives and midwives to provide clinic-based services according to acceptable standards of practice;
- 11) Development of skills of 5 nurse/midwives or midwives to conduct IUD insertion through on-the-job training with clinical preceptors; and
- 12) Review of the MOH - INTRAH training project and the Benue State CS/ORT Program to identify successes, constraints and further training needs.

N.B. Activity number 7 (Supervisors' Workshop) in contract workplan will not be conducted. Contract workplan activity number 6 will include management and supervision.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Inter-Regional Clinical Skills Training for Physician/Nurse Teams (Quezon City, Philippines) COMPLETED		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) COMPLETED		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	
Five-Day FP/ORT Update Workshop I (Makurdi, Benue State) Trip #0-175 COMPLETED		Oct 21-Oct 25, 1985	30 Nurse/Midwives and PHNs	Vansintejan, G Sanchez, P Nigerian Co-Trainers	
Five-Day FP/ORT Update Workshop II (Makurdi, Benue State) Trip #0-175 COMPLETED		Oct 28-Nov 1, 1985	30 Nurse/Midwives and PHNs	Vansintejan, G Sanchez, P Nigerian Co-Trainers	
Evaluation Training Workshop (Port Harcourt, Rivers State) Trip #0-238 COMPLETED		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.
Training Needs Assessment Visit Trip #0-310 COMPLETED		Jun 16-Jun 25, 1986		Knauff, L Brown, M	
Project Development Visit Trip #0-375 COMPLETED		Sep 22-Oct 10, 1986		Muhuhu, P Mirabito, T	
Third Country Family Planning Clinical Skills Workshop (Harare, Zimbabwe) COMPLETED		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	
Project and Contract Development Visit Trip #0-345 COMPLETED		Jan 19-Jan 22, 1987		Baker, R Mirabito, T Fulk, W (UNCCH)	
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	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
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. Onuaguluchi, 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	46: -Voluntary Organizations -LGA	5 MOH/HSMB Trainers	
3. HSMB Staff Orientation in 1 Zone COMPLETED	3	May 21-May 23, 1987	50: -Voluntary Organizations -LGA	5 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 Yunkella, 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	
Orientation Seminar (Ida) COMPLETED		Sep 14-Sep 16, 1987	41 Senior and Mid-Level Health Personnel	6 Trainers	This activity is in addition to those in the workplan.
Orientation Seminar (Gboko) COMPLETED		Sep 14-Sep 16, 1987	45 Senior Health Personnel	6 Trainers	This activity is in addition to those in the workplan.
Orientation Seminar (Uktukpo) COMPLETED		Sep 28-Sep 30, 1987	48 Senior and Mid-Level Health Personnel	3 Trainers	This activity is in addition to those in the workplan.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
8. CS/ORT Basic Clinical Service Delivery Skills Trip #0-406 COMPLETED	11	Oct 5-Oct 30, 1987	9 Nurse/Midwives and Midwives	Farrell, B 5 MOH/HSMB Trainers	
Technical Assistance in Evaluation and Follow-Up Trip #0-273 COMPLETED		Oct 12-Oct 15, 1987		Veney, J	
9. CS/ORT Community Health Education and Motivation COMPLETED	10	Oct 12-Oct 23, 1987	14 Community Health Assistants and Aides	5 MOH/HSMB Trainers	
Mid-Project Review Trip #0-407 COMPLETED	12	Nov 1-Nov 11, 1987		Brown, M Farrell, B 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	
10. CS/ORT Basic Clinical Service Delivery Skills COMPLETED	13	Nov 4-Dec 3, 1987	12 Nurse/Midwives and Midwives	3 MOH/HSMB Trainers 2 Resource Persons	Three participants arrived too late (four days after training started) and were sent home.
Financial Monitoring Visit Trip #0-26 COMPLETED		Dec 2-Dec 5, 1987		Baker, R	
11. Family Planning Clinical Update and Curricula Development for IUD On-The-Job Training Trip #0-201 COMPLETED		Jan 4-Jan 15, 1988	6 Clinical Preceptors	Farrell, B	
12. IUD Insertion On-The-Job Training COMPLETED	15	Jan 18-Jan 29, 1988	4 Trainees From Previous CS/ORT Clinical Service Delivery Skills Workshops	4 Clinical Preceptors	
13. CS/ORT Basic Clinical Service Delivery Skills COMPLETED	14	Feb 1-Feb 26, 1988	16 Nurse/Midwives and Midwives	4 MOH/HSMB Trainers	
14. Community Health Education Workshop (Otukpo) COMPLETED		Feb 8-Feb 19, 1988	15 CHAs	3 STT	Addition to workplan.
15. Community Health Education Workshop (Ankpa) COMPLETED		Feb 22-Mar 4, 1988	12 CHAs	4 STT	Addition to workplan.
16. Management and Supervision Workshop Trip #0-408 COMPLETED	6	Feb 29-Mar 11, 1988	17 Zonal Supervisors	Plopper, S Abodunrin, V	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project Review Trip #0-409 COMPLETED	16	Mar 13-Mar 17, 1988		Stanton, ME Venev, J Apted, M Angle, M 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	

END OF PROJECT ASSESSMENT

The project objectives were met as follows:

- 19 STT members were trained
- 48 service providers were trained
- 56 persons were trained in CHE
- 17 persons were trained in management and supervision
- 4 n/m were trained on the job in IUD insertion
- 15 were trained in evaluation
- 250 persons attended orientation seminars
- 22 persons attended INTRAH-sponsored regional and interregional training
- 60 persons attended CS/ORT update workshops

NIGERIA - GONGOLA STATE TRAINING PLAN

REGION: W/CA
 COUNTRY: Nigeria
 PROJECT NUMBER: 35660

PROJECT TITLE: Child-Spacing Training Project

DURATION: August 1987 - March 1988

SPONSORING INSTITUTION: Ministry of Health (MOH)

HOST COUNTRY CONTACTS: Dr. Kumanda, Chief Health Officer, MOH; and Ms. Keys MacManus, AID Affairs Officer, American Embassy, Lagos

ACTUAL TOTAL LOP: \$50,777

MECHANISM: Memorandum of Agreement

GOAL: Provision of child-spacing information and education to all citizens through orientation and training activities.

- OBJECTIVES:
- 1) Provide orientation on child-spacing to 223 political, administrative and health officials.
 - 2) Provide supervisory training to 16 supervisors.
 - 3) Provide training of trainers to 13 Child Spacing Education Training Team members.
 - 4) Provide communications training to 45 community health aides.

ANTICIPATED OUTCOMES:

OTHER INFORMATION: Project is conducted in collaboration with, and in-country costs are supported by, The Pathfinder Fund.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
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, O	
Project Development Visit Trip #0-410 COMPLETED		Jan 25-Feb 14, 1987		Mirabito, T 2 Pathfinder: Haider, M Olatokunbo, O	
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	Bergthold, G Morah Baba Delano	
1b. Orientation Seminar Trip #0-446 COMPLETED	1B	Aug 25-Aug 26, 1987	70 Religious Leaders	Bergthold, G Baba Delano	
1c. Orientation Seminar Trip #0-446 COMPLETED	1C	Aug 27-Aug 27, 1987	35 (Predominantly Physicians)	Bergthold, G Baba Delano	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
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 COMPLETED		Oct 11-Oct 27, 1987		Hall, C Haaland, A Olatokunbo, B Omotodho, G (Pathfinder/Lagos)	
3. Training of Trainers for Child-Spacing Education Training Team Trip #0-448 COMPLETED	3	Jan 11-Jan 29, 1988	15: -(11) MOH -(4) Media	Apted, M Ajiboye, R	
4. Family Planning Orientation Trip #0-449 COMPLETED		Feb 8-Feb 12, 1988	16 Senior CNOs and HOs (all men)	Apted, M 5 Trainers from Activity 3	
5. Community Health Education Workshop Trip #0-550 COMPLETED		Feb 22-Mar 11, 1988	17 Community Health Aides	Apted, M 5 Trainers from Activity 3	
Program Review Trip #0-551 COMPLETED	7	Mar 21-Mar 24, 1988		Hall, C Bergthold, G	

END OF PROJECT ASSESSMENT

The project concluded on March 31, 1988. All scheduled training plan activities were conducted although local project management, participant selection and impaired working relationships among local project teams were problems. A Management Implementation Plan for 1988-1989 was prepared.

NIGERIA - IMO STATE TRAINING PLAN

REGION: W/CA
 COUNTRY: Nigeria
 PROJECT
 NUMBER: 35608

PROJECT TITLE: Training of Family Planning Service Delivery Personnel
 DURATION: March 1, 1985 - August 31, 1986
 SPONSORING INSTITUTION: Ministry of Health, Imo State (MOH)
 HOST COUNTRY CONTACTS: Rev. Odeomela, Permanent Secretary, MOH; Mrs. Grace Ogbonna, Project Coordinator, MOH; and Ms. Keys MacManus, AID Affairs Officer, American Embassy, Lagos
 CONTRACT COST: \$ 82,786
 ACTUAL TOTAL LOP: \$284,008
 MECHANISM: Sub-Contract
 GOAL: To integrate family planning services (clinical and educational) within the existing maternal/child health service delivery system.
 ANTICIPATED OUTCOMES: Development of an official state population policy, and integration of family planning services within the existing maternal/child health service delivery system through establishment and training of a 15-member state-level training team in the provision of family planning service delivery (clinical and educational), planning/conducting/evaluating family planning training programs and developing curricula and educational materials for in-service and pre-service family planning training.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment/Project Development Visit Trip #0-06 COMPLETED		Nov 20-Nov 24, 1984		Veney, J Malvinsky, J Holman, J	
Project and Contract Finalization Visit Trip #0-18 COMPLETED		Jan 10-Jan 13, 1985		Baker, R Durham, C Williams, J	
1. Family Planning Policy Seminar #1 (Owerri) Trip #0-110 COMPLETED	1A	Mar 26-Mar 28, 1985	Total of 77 Senior State Officials from Various Ministries Attended Both Seminars	Bergthold, G Silverman, M 1 MOH Co-Trainer 2 Others	A working document for facilitation of the development of an official state population policy was developed during these seminars.
2. Family Planning Policy Seminar #2 (Owerri) Trip #0-110 COMPLETED	1B	Apr 1-Apr 3, 1985	Total of 77 Senior State Officials from Various Ministries Attended Both Seminars	Bergthold, G Silverman, M 1 MOH Co-Trainer 2 Others	A working document for facilitation of the development of an official state population policy was developed during these seminars.
3. Training of Trainers and Community Health Education Workshop (Owerri, Atta) Trip #0-111 COMPLETED	2	Apr 22-May 17, 1985	16 STT Members (In-Service and Pre-Service)	Andrews, L Hall, C 1 MOH Co-Trainer	TOT Dates: Apr 22-May 3, 1985. CHE Dates: May 6-17, 1985.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
4. Family Planning Curriculum Development Workshop (Atta) Trip #0-112 COMPLETED	3	May 20-Jun 13, 1985	16 STT Members	Andrews, L Boone, J 1 MOH Co-Trainer	A four-part FP training curriculum was developed during this activity.
5. FP/ORT Service Delivery Skills Workshop I (Atta) Trip #0-113 COMPLETED	4	Jul 8-Aug 2, 1985	15 STT Members and 2 Physicians	Lewis, E Hosang, R 1 STT Co-Trainer	
Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	2 Nurse/Midwife Tutors: -Mrs. Kate Ugochukwu, Senior Midwife Tutor -Mrs. Edna Onyegere, Senior Nursing Sister	Brancich, C Kass-Annese, B IMCH Core Trainers	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
6. Management, Supervision and Evaluation Workshop (Atta) Trip #0-155 COMPLETED	6	Nov 18-Nov 29, 1985	Total of 17 Senior Nurse/Midwives, PHNs, a Nutritionist and Administrators (2) from MOH, Local Gov't Areas HMB, MOE and PPFN	Malvinsky, J Williams, J	
7. FP/ORT Service Delivery Skills Workshop II (Atta) Trip #0-188 COMPLETED		Jan 14-Feb 7, 1986	19 Senior PHNs	Lewis, E O'Hanley, K 4 STT Co-Trainers	This workshop was postponed from July 1985 at the request of the Imo State MOH.
Five-Day FP/ORT Update Workshop I (Atta) Trip #0-242 COMPLETED		Jan 20-Jan 24, 1986	18 Nurse/Midwives and PHNs	Vansintejan, G Nigerian Co-Trainers	
Five-Day FP/ORT Update Workshop II (Atta) Trip #0-242 COMPLETED		Jan 27-Jan 31, 1986	39 Nurse/Midwives and PHNs	Vansintejan, G Nigerian Co-Trainers	
Reassessment of Training Needs (Owerri) Trip #0-242 COMPLETED		Feb 1-Feb 8, 1986		Vansintejan, G	This reappraisal responded to locally felt needs based on observations and recommendations derived from ongoing training activities and clinic services.
Evaluation Training Workshop (Port Harcourt, Rivers State) Trip #0-238 COMPLETED		Feb 10-Feb 14, 1986	2 MOH Participants: -Miss S.A.C. Dike, Principal Public Health Sister -Mrs. G. Ogbonna, PHN Coordinator	Veney, J Miranda, M 2 FMOH Co-Trainers	Dr. C. Burr and 2 Nigerian university resource persons attended as observers.
8. Educational Materials Development Workshop (Atta) Trip #0-114 COMPLETED	5	Feb 17-Feb 28, 1986	22 MOH Staff	Johnson, D Apted, M	
Evaluation Trip #0-284 COMPLETED		Apr 28-Apr 30, 1986		Tsuei, J Isama, I	Part of Six-State Evaluation.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project Review and Follow-Up (Atta) Trip #0-340 COMPLETED	7	Jun 16-Jun 27, 1986	16 MOH, HMB and LGA Nurses and Administrators	Williams, J O'Hanley, K	During this activity, participants: -reviewed project activities regarding accomplishment of projected service distribution goals, and -produced a plan for continuing support in FP including identification of follow-on training needs.
Financial Monitoring Visit Trip #0-377 COMPLETED		Aug 26-Aug 26, 1986		Baker, R	Mr. Baker met with MOH/HMB officials regarding end-of-project financial status.

END OF PROJECT ASSESSMENT

1. 236 persons trained in various aspects of FP service delivery.
2. Core training team established, trained and functioning.
3. FP/ORT service delivery points increased from 0 in Dec. 84 to 45 in June 1986.
4. CHE activities reached 20,000 persons.
5. Service delivery and training plans developed.

NIGERIA - KWARA STATE TRAINING PLAN

REGION: W/CA
 COUNTRY: Nigeria
 PROJECT
 NUMBER: 35607

PROJECT TITLE: Accelerated Delivery of Family Planning and Oral Rehydration Therapy (FP/ORT) Services in Nigeria: Project to Train Personnel

DURATION: February 15, 1985 - March 1988

SPONSORING INSTITUTION: Ministry of Health, Kwara State (MOH)

HOST COUNTRY CONTACTS: Dr. David Olubaniyi, Chief Medical Officer/Director of Family Planning Project, MOH; and Ms. Keys MacManus, AID Affairs Officer, American Embassy, Lagos

CONTRACT COST: \$126,073
ACTUAL TOTAL LOP: \$338,269

MECHANISM: Sub-Contract

GOAL: To integrate FP/ORT services (clinical and educational) within the existing maternal/child health service delivery system.

ANTICIPATED OUTCOMES:

- 1) Expansion of provision of MCH/FP services to 21 service delivery sites (clinics) by June 1985, to 30 service delivery sites (clinics) by December 1985, and to 37 service delivery sites (clinics) by June 1986;
- 2) The establishment and training of a 16-member state-level training team in provision of family planning service delivery (clinical and educational), planning/conducting/evaluating family planning training programs, and developing curricula and educational materials for in-service and pre-service family planning training; and
- 3) Training of 60 senior nursing sisters and senior health sisters in delivery of FP/ORT services.

OTHER INFORMATION: UNICEF is providing funds, educational and training materials, and ORT kits.

N.B.: Activities 10-14 were added as amendment #2 to the contract, extending it until March 1988.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment/Project Development Visit Trip #0-06 COMPLETED		Nov 15-Nov 19, 1984		Veney, J Malvinsky, J Holman, J	
Project Finalization Visit Trip #0-18 COMPLETED		Jan 6-Jan 9, 1985		Baker, R Durham, C Williams, J	
1. Training of Trainers and Community Health Education Workshop Trip #0-124 COMPLETED	2	Mar 4-Mar 29, 1985	15 STT Members	Kioeger, M Apted, M	TOT: Mar 4-19. CHE: Mar 20-29.
2. Family Planning/Oral Rehydration Therapy Curriculum Development Workshop Trip #0-119 COMPLETED	3	May 6-May 24, 1985	15 STT Members	Apted, M Sirica, H	A three-part FP training curriculum and plan for the training of 20 senior nursing sisters was developed during this activity.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
3. Family Planning/Oral Rehydration Therapy Service Delivery Skills Workshop Trip #0-120 COMPLETED	4	Jun 10-Jul 30, 1985	19 Senior Nursing and Health Sisters	Kroeger, M Rogow, D 4 STT Members	The INTRAH/IHP trainers were present Jun 10-Jul 2. Duration of workshop was extended for adequate practicum.
4. Management, Supervision and Evaluation Workshop Trip #0-121 COMPLETED	5	Aug 5-Aug 23, 1985	15 STT Members and the Project Coordinator	Apted, M Atkinson, B	A monitoring, supervision and evaluation plan for the FP/ORT project was an outcome of this activity.
5. Family Planning/Oral Rehydration Therapy Service Delivery Skills Workshop COMPLETED	6	Oct 14-Dec 13, 1985	20 Nurses	4 STT Members	
6. Community Health Education Workshop COMPLETED	7	Jan 20-Feb 7, 1986	20 Community Health Aides and 1 Observer	Kwara STT	
7. Family Planning/Oral Rehydration Therapy Service Delivery Skills Workshop COMPLETED	8	Mar 3-May 16, 1986	22 Nurses	Kwara STT	Theoretical: Mar 3-21. Clinical: Mar 24-May 16.
Evaluation Trip #0-284 COMPLETED		Apr 23-Apr 25, 1986		Tsuei, J Isama, I	Part of Six-State Evaluation.
8. FP/ORT Service Delivery Skills Workshop COMPLETED		Jul 14-Aug 29, 1986	21 Nurse/Midwives	Kwara STT	
Evaluation Training Workshop (Ibadan, Oyo State) Trip #0-239 COMPLETED		Jul 21-Jul 25, 1986	2 Participants: -Mrs. V.F. Abodunrin, Principal Midwife, Tutor, School of Midwifery, Ilorin -Mrs. H.F. Omosho, Asst Community Health Sister, MOH	Veney, J Burr, C 2 FMOH Co-Trainers	
Financial Monitoring Visit Trip #0-377 COMPLETED		Aug 28-Aug 30, 1986		Baker, R	Mr. Baker met with MOH/HMB officials regarding end-of-project financial status.
Project Review and Follow-Up Trip #0-78 COMPLETED	10	Sep 15-Oct 3, 1986		Apted, M O'Hanley, K	7 STT members worked with the consultants.
9. FP/ORT Service Delivery Skills Workshop COMPLETED	11	Nov 10-Jan 23, 1987	25 Nurse-Midwives/ Midwives	STT Members	
Observation and Planning Visit Trip #0-414 COMPLETED		Nov 10-Nov 11, 1986		Mirabito, T	
Planning Visit Trip #0-281 COMPLETED		Feb 3-Feb 6, 1987		Mirabito, T	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
10. Management and Supervision Workshop Trip #0-442 COMPLETED	12	Jun 29-Jul 10, 1987	15 Trained Clinicians	Hall, C 4 Kwara STT	
11. Management and Supervision Workshop Trip #0-443 COMPLETED	13	Jul 20-Jul 31, 1987	15 Trained Clinicians	Hall, C 4 Kwara STT	
PAC II Evaluation Team Visit Trip #0-572 COMPLETED		Aug 5-Aug 6, 1987		Mirabito, T (accomp)	
12. Community Health Education Workshop I Trip #0-444 COMPLETED	14	Aug 17-Sep 11, 1987	19 Community Health Aides	Hall, C 4 Kwara STT	
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	2 CTT Members: -Mrs. R. Ajiboye, Principal Health Sister, MOH -Mrs. V. Abodunrin, Senior Nursing Tutor/STT	Gaye, T Hanson, B Eduarte, A	
13. Community Health Education Workshop II COMPLETED	15	Nov 15-Nov 30, 1987	22 Community Health Aides	4 Kwara STT	
Financial Monitoring Visit Trip #0-26 COMPLETED		Dec 9-Dec 11, 1987		Baker, R	
14. Community Health Education Workshop III COMPLETED	16	Mar 1-Mar 25, 1988	22 Community Health Aides	4 Kwara STT	
Final Project Review Trip #0-445 COMPLETED	17	Mar 4-Mar 12, 1988		Stanton, M E Williams, J Veney, J Angle, M	

END OF PROJECT ASSESSMENT

The project successfully concluded on March 31, 1988. Actual training achievements were: 15 state training team members, 109 service delivery personnel, 88 community health educators and 30 managers/supervisors. The number of service sites increased from 3 in 1983 to 60 in 1988. There is a strong, skilled state training team and strong policy and program level support for the program.

NIGERIA - LAGOS STATE TRAINING PLAN

REGION: W/CA
 COUNTRY: Nigeria
 PROJECT
 NUMBER: 35650

PROJECT TITLE: Training of Family Planning/Oral Rehydration Therapy/Community Health Education (FP/ORT/CHE) Personnel

DURATION: January 1, 1987 - March 31, 1988

SPONSORING INSTITUTION: Ministry of Health, Lagos State (MOH)

HOST COUNTRY CONTACTS: Dr. Patricia Akingbehin, Chief Medical Officer, MOH; and Ms. Keys MacManus, AID Affairs Officer, American Embassy, Lagos

CONTRACT COST: \$ 47,553
 ACTUAL TOTAL LOP: \$139,258

MECHANISM: Sub-Contract

GOAL: The integration of both educational and clinical FP/ORT services throughout its existing health delivery system by:

- a) Developing and/or upgrading FP/ORT facilities in selected health service delivery points in order to provide both services and appropriate clinical training facilities;
- b) Establishing a state-level core training team (CTT) skilled in FP and ORT service delivery (educational and clinical);
- c) Increasing public awareness and acceptance of FP/ORT practice through an increase in community-based health education and FP/ORT motivation activities;
- d) Training of MOH clinical service providers in FP/ORT/CHE; and
- e) Strengthening the management and recording, monitoring and evaluation structures of the FP/ORT Program system.

ANTICIPATED OUTCOMES:

- 1) A minimum of 18 FP/ORT clinical service delivery points will have been established, equipped and functioning by January 1987.
- 2) A 14-member state training team (STT) consisting of 6 core clinical skills trainers, 4 clinical preceptors and 4 community health educators with the capability and skill to develop, conduct and evaluate FP/ORT/CHE training will have been trained by March 1987.
- 3) 20 CHE service providers skilled in providing CHE and motivation services at the community level will have been trained by March 1987.
- 4) 45 clinical service providers skilled in providing FP/ORT/CHE services will have been trained and will be functioning in appropriate FP/ORT service delivery units by July 1987.
- 5) 18 tutors and heads of clinics/sections (service and education) capable of planning, organizing, monitoring and evaluating systems FP/ORT/CHE clinic-based service systems will have been trained by August 1987.
- 6) 12 MOH/HMB/LGA medical records/statistical officers capable of developing FP/ORT recording, monitoring and evaluation systems will have been trained by August 1987.
- 7) A project follow-up and review will have been conducted and outcomes of training activities will have been assessed and reported in order to determine next phase training needs by November 1987.

OTHER INFORMATION: If available, Nigerian co-trainers will be recruited from other Nigerian states where INTRAH-trained STTs have been developed.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Assessment of FP/ORT Training/Technical Assistance Needs Trip #0-246 COMPLETED		Jan 20-Jan 31, 1986		Muhuhu, P Mirabito, T Ndiaye, JM	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
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 Trip #0-362 COMPLETED	4	Mar 11-Mar 24, 1987	20 PHNs and CHOs	Apted, M (TA) 4 State Trainers Ajiboye, R	
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	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
6. 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.
7. 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)	
8. Community Health Education Workshop COMPLETED		Aug 3-Aug 19, 1987	16 Health Personnel	3 STT	This activity is in addition to those in the original contract workplan.
9. FP/ORT/CHE Clinic Management and Supervision Trip #0-342 COMPLETED	8	Aug 24-Sep 4, 1987	18 Senior Level Staff: -(16) Heads of Clinics/Sections -(2) Tutors from School of Nursing	Williams, J Gridley, K	
10. Orientation of Supervisors COMPLETED		Nov 19-Nov 20, 1987	16 Supervisors	3 STT: Team II	This activity is in addition to those in the original contract workplan.
11. FP/ORT/CHE Clinical Skills Workshop COMPLETED		Nov 23-Dec 17, 1987	15 Nurse Midwives	STT: Team I	This activity was an addition to the original contract workplan.
12. Community Health Education Workshop COMPLETED		Nov 30-Dec 12, 1987	17 Public Health Nurses	3 STT	
Financial Monitoring Visit Trip #0-26 COMPLETED		Dec 11-Dec 16, 1987		Baker, R	
13. Orientation of Supervisors COMPLETED		Jan 7-Jan 8, 1988	16 Supervisors	3 STT: Team II	This activity is in addition to those in the original contract workplan.
14. FP/ORT Clinical Skills Development Workshop COMPLETED		Jan 11-Feb 5, 1988	15 Nurse Midwives	4 STT: Team I	This activity is in addition to those in the original contract workplan.
15. Community Health Education Workshop COMPLETED		Feb 8-Feb 19, 1987	22 Health Personnel	4 STT	
16. Refresher Training of Trainers Trip #0-62 COMPLETED		Feb 29-Mar 18, 1988	12 STT	Walter, G	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Final Project Review Trip #0-278 COMPLETED		Mar 21-Mar 25, 1988		Apted, M Angle, M Brancich, C Stanton, M E	

END OF PROJECT ASSESSMENT

Project objectives were exceeded or met as follows: 55 supervisors attended 3 workshops, 14 STT members were trained, 74 service providers were trained during 5 workshops, 43 service sites were established, 76 service providers were trained in CHE, during 4 workshops, and 18 tutors were trained in management and supervision.

SIERRA LEONE MOH TRAINING PLAN

REGION: W/CA
 COUNTRY: Sierra Leone
 PROJECT
 NUMBER: 35613

PROJECT TITLE: Family Health Initiatives/Family Planning Training: Phases II and III
 PST/IST/S Prouject - Under Development

DURATION: November 15, 1985 - February 28, 1987 completed FHI Project

SPONSORING INSTITUTION: Ministry of Health (MOH)

HOST COUNTRY CONTACTS: Dr. Bailah-Leigh, MCH Director, MOH; and Ms. Yomi Decker, Program Officer, USAID/Sierra Leone

EST. TOTAL LOP: \$34,046

MECHANISM: Memorandum of Agreement

GOAL: To integrate family planning into the existing maternal/child health (MCH) services of the MOH and to increase the level of contraceptive use among MCH service clients.

ANTICIPATED OUTCOMES: This project will have trained approximately 750 MOH personnel during Phases I, II and III.

In Phase I (1984), an integrated non-clinical MCH/FP curriculum and a clinical MCH/FP curriculum were developed; 5 nurses, 4 midwives and 2 MCH aide supervisors were trained in family planning training skills; 66 MCH aides were trained in integrated non-clinical MCH/FP by the MOH Core Training Team (CTT); and the members of the CTT received training in management and supervision in clinical family planning skills in the U.S. (IHPS/Santa Cruz).

Those trained in Phases II and III were: 40 midwives and nurses, and 75 MCH aides in clinical family planning skills; 33 physicians in 3 contraceptive and sexually-transmitted disease update seminars; 51 dispensers, 2 EDCU supervisors, 11 dressers, 4 physicians, 3 nurses, 1 School of Nursing principal, and 11 senior-level managers in orientation to family planning services; 6 core trainers and 13 nurses in family planning training skills; 7 midwives, 11 nurses, 12 physicians, 7 matrons and 1 principal tutor in family planning management and supervision; 25 governmental and non-governmental resource persons in recording, monitoring and evaluation strategy; 3 resource persons in visual communication skills; and 2 resource persons in natural family planning.

OTHER INFORMATION: This project provided training assistance in support of USAID's FHI Project with the MOH.

*Denotes activities within training plan supported by INTRAH funding.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Program Planning Visit Trip #0-02 COMPLETED		Nov 5-Nov 7, 1984		Lee, J	
Project Development Visit Trip #0-17 COMPLETED		Jan 13-Jan 18, 1985		Knauff, L	
Technical Assistance in Evaluation Trip #0-42 COMPLETED		Jan 13-Jan 18, 1985		Veney, J	Dr. Veney assisted in design of an evaluation component.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
FP Clinical Skills with IUD Insertion Trip #0-38 COMPLETED		Feb 11-Mar 22, 1985	Total of 14 District Health Sisters and Staff Midwives	Major, B (TA) MOH CTT	After training, participants will provide motivation for FP, health education, counselling for FP physical examination, distribution of FP methods, and supervision to cadres at peripheral service sites.
*Three One-Day Seminars on Contraception and STD (Freetown, Bo, Makeni) Trip #0-38 COMPLETED		Feb 16-Feb 25, 1985	Total of 34 Physicians Who Provide Clinical Back-Up to Nurses	Major, B	2/16/85 -- Freetown 2/23/85 -- Bo 2/25/85 -- Makeni
*Regional Training of Trainers Skills for Core Training Team (Nairobi, Kenya) COMPLETED		Apr 16-May 4, 1985	6 CTT Members: -Alghali -Gilpin -Massally -Siddiqui -Spang-Cole -Dumbuya	Muhuhu, P Wachira, J	
Family Planning Orientation for Provincial Managers COMPLETED		May 13-May 17, 1985	11	CTT	
*U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	2 MOH: -Mrs. F. Yumkella -Mrs. L. Vincent	INTRAH SPH/UNC Faculty	
Family Planning Orientation for Dressers and EDCU Dispensers (Bo) COMPLETED		Jun 3-Jun 7, 1985	15	CTT	
Family Planning Orientation for Senior Managers COMPLETED		Jun 10-Jun 14, 1985	11	CTT	
Management and Supervision for District-Level Managers Trip #0-122 COMPLETED		Jul 1-Jul 19, 1985	18: 7 Staff Midwives and 11 District Health Sisters	Plopper, S 5 CTT Co-Trainers	Curriculum was developed Jun 17-28 by CTT and IHP Consultant.
*Anglophone Regional Family Planning Visual Communication Workshop (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	-Mr. M.B. Jalloh, Provincial Health Education Officer, MOH -Mr. M.M. Lamin, IEC Officer, PPASL	Murphy, C Wileman, R Mtawali, G 1 Somali Co-Trainer	Each participant prepared a workplan for the use of skills gained in the workshop, including a plan for training others.
*Technical Assistance in Project Development Trip #0-79 COMPLETED		Sep 20-Oct 4, 1985	Core Training Team	Muhuhu, P	Miss Muhuhu provided technical assistance in development of a training plan, project proposal, workplan and budget for INTRAH assistance in Phase III of the FHI Project.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Clinical Family Planning Skills with IUD Insertion COMPLETED		Sep 23-Oct 26, 1985	11	CTT	
Program Planning Visit Trip #0-216 COMPLETED		Oct 11-Oct 13, 1985		Veney, J	Dr. Veney assisted MOH officials in planning for the multi-ministry Nov/Dec 1985 evaluation workshop.
Field Follow-Up of Past Participants COMPLETED		Nov 4-Nov 9, 1985	77: -47 MCH Aides -15 SM/HS -15 EDCU Dispensers and Nurse/Dressers	CTT	Districts visited were: Makeni, Moyamba, Bo, Bonthe, Kenema, Port Loko, Kailahun
*Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	2 Trainers/Tutors: -Mrs. Oneta J. Samaí, MCH Supervisor for Southern and Northern Provinces, MOH -Mrs. Claudia B. Labor, State Registered Nurse (PPASL)	Brancich, C Kass-Annese, B IMCH Core Trainers	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
*MCH Seminar/Workshop on Recording, Monitoring and Evaluation Trip #0-134 COMPLETED		Nov 26-Dec 6, 1985	21 Governmental (MOH, MOSW, MOE) and NGO (PPASL, USAID Mission) Participants	Veney, J (TA) Miranda, M (TA) 4 MOH Co-Trainers	Participants developed plans of action for implementation at their duty stations.
*Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Nairobi, Kenya) Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	2 MOH: -L. Vincent, Health Sister, Jenner Wright Clinic -Mrs. F. Yumkella, Med'l Demographer	Veney, J Newman, C Miranda, M	
*Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Bangkok, Thailand) Trip #0-99 COMPLETED		May 12-May 21, 1986	Mrs. F. Yumkella, Med'l Demographer, MOH	Veney, J Miranda, M Angle, M	Mrs. Yumkella represented African evaluators.
Clinical Skills without IUD Insertion COMPLETED		Aug 18-Sep 5, 1986	15 SECHNs from 8 Districts	CTT	
*Technical Assistance for SECHN Curriculum Revision Trip #0-108 COMPLETED		Feb 2-Feb 8, 1987	CTT Members	Muhuhu, P	This visit was requested by REDSO/WCA and USAID/Freetown.
*U.S.-Based Training of Trainers at University of Connecticut (U/Conn, Farmington, CT) COMPLETED		Feb 16-Apr 3, 1987	Mrs. F. Yumkella	U/Conn Trainers	Mrs. Yumkella came to Chapel Hill for debriefing April 5-7.
*Regional Training Needs Assessment Workshop (Nairobi, Kenya) Trip #0-372 COMPLETED		Feb 23-Feb 27, 1987	Ms. Val Gilpin, CTT Member	Knauff, L Muhuhu, P Mtawali, G Wachira, J	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
PST/IST/S Workshop Trip #0-73 COMPLETED		Jun 13-Jun 18, 33: 1988	-(11) PST -(6) IST -(16) S	Wachira, J Gilpin, V Seck, P	

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

1. Strengthening of MCH Division training capability through:
 - a. Training of core training group of 6 in training methodologies and in team development.
 - b. Technical assistance to CTT in project development including project proposal, training plans and budget.
 - c. Technical assistance to CTT and evaluation staff in planning multi-ministry evaluation training workshop.
 - d. Training of one MOH and one PPASL in Natural Family Planning skills (in Manila).
 - e. Technical assistance to CTT and two evaluation specialists in curriculum development, and training support in conducting workshop on recording, monitoring and evaluation.
 - f. Training of Project Coordinator in training needs assessment, training materials needs assessment and consultation skills (in Nairobi).
 - g. Training of the demographer/evaluation specialist in master trainer skills (in Connecticut).
 - h. Revision of SECHN curriculum using task analysis.
2. Enabled MOH to initiate limited family planning services within hospital and health centre MCH services through:
 - a. Training of 25 District Public Health Nurses and Midwives in comprehensive clinical family planning skills.
 - b. Provision of contraceptive and STD update to 33 physicians who support nurses in FP service delivery.
 - c. Training of 15 SECHNs in a basic clinical course (without IUD insertion).
3. Strengthened MOH evaluation capability through:
 - a. Training of 2 MOH MCH personnel in evaluation skills (in Chapel Hill and Nairobi).
 - b. Training of 21 MOH, MSW and MOE in recording, monitoring and evaluation.
 - c. Field follow up of personnel trained in Phases I and II and use of the follow up findings to strengthen supervision and training.
4. Thirty-three senior MOH and NGO nurse leaders: explored problems related to inadequate linkages between pre-service education, in service training and service systems and made recommendations to MOH.
5. Three MOH personnel who received INTRAH training provided technical and training assistance in Kenya, Uganda, Somalia and Botswana.
6. The Project Coordinator represented Sierra Leone at INTRAH's Anglophone TAC meetings from 1986-1988.

PROBLEMS ENCOUNTERED:

1. Several activities were postponed due to situational factors. This resulted in extension of the project and finally the project expired without completing all activities.
2. There was inadequate contraceptive supplies and other logistical support for service providers.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. Among the several impediments to the implementation of this project, the Financial Management (REDSO/ USAID/MOH) funds requisition contributed heavily to postponement of many activities. For future projects this funding disbursement mechanism should be planned and understood by all before implementation.
2. SECHNs who were the training target for health centre service delivery were found to have been stationed at hospitals and not necessarily in MCH services. This cadre of the nurse was prepared for health centre services but due to management/planning problems at MOH, these nurses have never been at the health centre level. The MOH needs to rectify this or strengthen the MCH Aides' training at the health centre level for MCH/FP service delivery. This problem must be examined closely if another project were to be developed.
3. Service and training systems linkage issues identified included those of PST curriculum irrelevance, missing or unclear IST trainee selection criteria, inappropriate structure and unclear functions of the Nurses and Midwives Board in respect to training and practice standards, lack of training impart evaluation, policy and information dissemination gaps, and the image and socio-economic status of the nurse.

Action plans appeared directed toward service and training linkages in general rather than focusing on FP training and service in particular. Needs for technical assistance and funding were identified for both service and skills development activities in needs assessment, training impact evaluation, curriculum development process and procedures manual development. MOH participants indicated interest to improve the PST/IST/S linkages to facilitate PHC service coverage. There is a need for a strengthened locus for these activities should a PST/IST/S linkages improvement project develop.

At the time of the workshop, the CNO's office, Nurses Board and the professional organizations all appeared to lack the necessary official and/or professional recognition to provide the locus for a project. Recommendations were made for their strengthening. INTRAH awaits implementation of recommendations made before undertaking in-country action.

4. Sierra Leone has a resource group in the areas of basic family planning clinical skills, evaluation and materials development.

TOGO TRAINING PLAN

REGION: W/CA
 COUNTRY: Togo
 PROJECT
 NUMBER: 35662

PROJECT TITLE: Technical Assistance to National and Regional-Level Trainers

DURATION: March 1, 1988 - August 31, 1989

SPONSORING INSTITUTION: Ministère de la Santé Publique, des Affaires Sociales et de la Condition Feminine (Ministry of Public Health, Social Affairs and Condition of Women - MOPH/SACW)

HOST COUNTRY: Mr. Paul Ehmer, USAID/Lomé; Mrs. C. Karoma, Project Coordinator, USAID/Lomé; Dr. Latifou Salami, MCH Director, MOPH/SACW; and Dr. Siamevi, Director General, MOPH/SACW

TOTAL LOP: \$200,000

MECHANISM: Memorandum of Agreement and Amendment #1 (March 1989)

GOAL: To improve the general welfare of the Togolese through child-spacing information, referrals and service.

ANTICIPATED OUTCOMES:

- 1) Synchronized family planning policy and family planning program.
- 2) Inventory of twenty-seven family planning service sites (for personnel, equipment, supplies, records).
- 3) Established national and regional training teams.
- 4) Curricula for clinical, IEC and clinic management training, and standardization of training and reference materials.
- 5) Eight trained clinical preceptors.
- 6) Thirty trained regional-level trainers.
- 7) Fifteen trained regional-level family planning clinicians.
- 8) Ten (national and regional-levels) trained in clinic management and supervision.
- 9) Ten (regional-level) trained in IEC.

OTHER INFORMATION:

- 1) Technical assistance was supported by a buy-in of \$200,000 from REDSO/WCA.
- 2) All in-country training costs were the responsibility of the MOPH/SACW through FHI-II.
- 3) MOA workplan extends to 1990; however, INTRAH technical assistance will extend only through August 1989.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-172 COMPLETED		Jun 3-Jun 19, 1987		Knauff, L Gaye, P Mirabito, T	Ms. Knauff and Mr. Gaye's in-country dates: Jun 3-19. Ms. Mirabito's in-country dates: Jun 3-13.
Project Development and Technical Assistance Trip #0-176 COMPLETED		Jan 21-Feb 4, 1988		Gaye, P (1/21-1/28) Thiam, D Seck, P	
1. Technical Assistance for Clinic Inventory Trip #0-81 COMPLETED	1	Feb 14-Mar 8, 1988		Thiam, D Bongwele, O	

Togo MOPH/SACW, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Program Planning Visit Trip #0-386 COMPLETED		May 23-May 27, 1988		Gaye, P	
2. Training of Trainers: Central Level Trip #0-84 COMPLETED	2	May 30-Jun 10, 1988	8 Total: -(6) Lome -(2) Regions	Aubel, J Toko, P	Followed by course in logistics management, June 11-13, conducted by CDC/Atlanta.
3. Clinical Management, Supervision and Evaluation Workshop Trip #0-91 COMPLETED	3	Jun 13-Jun 24, 1988	11 Members of the National and Regional Training Teams	Bongwele, O Toko, P	
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	3: -M. Salifou Memen, Course Organizer -Mrs. Enyonam Mensah, Clinical Officer (ATBEF) -Dr. Dalama Kadjaka, Deputy Coord.	Gaye, P Bongwele, O Newman, C	
4. Curricula Development/Revision Trip #0-85 COMPLETED	4	Jul 11-Jul 29, 1988	6: Central Level	Glenn, J Bongwele, O (7/18-22)	IEC and clinic management curricula.
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	1: -Mrs. Enyonam Mensah, Clinical Officer, ATBEF	Gaye, P Mutombo, Y Bongwele, O	See TAC report.
Program Review Trip #0-74 COMPLETED		Oct 31-Nov 4, 1988		Gaye, P	
5. Study Tour (Morocco) Trip #0-185 COMPLETED	5	Nov 8-Nov 18, 1988	2 Togolese -Dr. Latifou Salami, MCH Director -Dr. Vignon Devo, Special Assistant to the Minister of Health	Mbengue, A (accomp)	Joined by 6 from Cote d'Ivoire (4 MPW and 2 MOSA).
6. Clinical Preceptors' Training Trip #0-86 COMPLETED	6	Nov 14-Dec 16, 1988	9 Nurse Midwives	Seck, P Mutombo, Y (11/14-16)	
7a. Training of Trainers: I Regional (Kara) Trip #0-87 COMPLETED	7A	Nov 28-Dec 9, 1988	15 Regional-Level Trainers	Mutombo, Y Memen, S (CTT)	
7b. Training of Trainers: II Regional (Kpalime) Trip #0-87 COMPLETED	7B	Dec 12-Dec 22, 1988	13 Regional-Level Trainers	Mutombo, Y Memen, S (CTT)	
8. National Family Planning Seminar Trip #0-83 COMPLETED	8	Feb 15-Feb 18, 1989	27 Heads of MCH-FP Clinics	Gaye, P Mutombo, Y Knauff, L	

Togo MOPH/SACW, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
9. Family Planning Communications Skills Workshop Trip #0-306 COMPLETED	9	Mar 6-Mar 18, 1989	14 Agents Socio from Lome	Mutombo, Y Toko, P 5 Co-Trainers	
10. Comprehensive Clinical Family Planning Skills Workshop (Lome) Trip #0-90 COMPLETED	10	Apr 3-May 12, 1989	15: -(2) Medical Assistants -(13) Midwives	Seck, P Mutombo, Y Nat'l Team	Conducted at clinics of participants in Activity 6.
Follow-Up Trip #0-194 COMPLETED		Jun 12-Jun 30, 1989	46: -(4) Physicians -(20) Midwives -(10) Social Workers -(2) Sanitary Technicians -(4) Administrators -(6) Medical Assistants	Mutombo, Y Thiam, D	
Technical Assistance for Preparation of Service Policy and Service Standards Trip #0-455 COMPLETED	12	Jul 24-Aug 31, 1989		Mutombo, Y Seck, P (8/14-26)	Round table to review program directives, Aug 21-23, 1989 (25 participants).
Final Review Trip #0-319 COMPLETED	11	Aug 21-Aug 26, 1989		Gaye, P USAID	

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. Fifteen service providers from Lomé and regions received comprehensive family planning training.
2. Forty-six out of the 85 persons trained since the beginning of the project were followed-up. Their family planning knowledge and skills were assessed and the conditions at their work sites observed.
3. The MOPH/SACW hosted INTRAH's third Francophone TAC meeting at which they developed and presented a strategy to develop a national FP service policy and service standards.
4. A draft document of a national family planning service policy and service standards was completed and a round table conducted with 25 high-level policy-makers for review and revision. Additional technical reviews have been requested from key people and activities scheduled to complete the document and develop an implementation plan.
5. During the final review of the PAC IIA project a scope of work was proposed for additional technical assistance to be provided during the PAC IIB project.
6. The training plan for the remainder of the project was revised to include completion of the service policy document and the training of 18 additional midwives and medical assistants in clinical family planning.
7. The assignment of an INTRAH resident technical advisor had a positive impact on insuring project implementation. USAID/Lomé and the MOPH/SACW have requested that this practice continue.

PROBLEMS ENCOUNTERED:

1. A large percentage of the trained service providers were not selected from the 27 project sites.
2. Training and follow-up activities were completed in the absence of pre-established service standards.
3. Four service providers trained as clinical preceptors were from regions where no clinical training is scheduled during the current project.

Togo MOPH/SACW, continued

4. Administrative problems have continued to be a major hindrance to project implementation as ministerial authorization is still required prior to each training activity. The fact that the Minister must approve each participant greatly increased the possibility of delays in beginning activities.
5. The MCH Division, with whom INTRAH collaborates, is also responsible to implement a large USAID-sponsored child survival project. The MCH Director is also involved with UNFPA and UNICEF projects. The lack of personnel to assist in these projects continues to be a major problem.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The draft document of the national family planning service policy and standards should be submitted for external review before completion.
2. The strategy of developing national and regional training teams should be redesigned to take into account the low-level of demand for family planning services in the country.
3. Once a national service policy and standards are completed and method protocols developed, the existing in-service curricula should be reviewed and revised accordingly.
4. A resident advisor should be assigned to continue providing assistance to the MCH Division and the FHI II project.

END OF PROJECT ASSESSMENT

1. An inventory of 27 MCH/FP clinic sites was conducted.
2. Nine central-level and 28 regional-level trainers were trained; 11 were also trained in clinic management, supervision and evaluation. Clinical FP skills training was conducted for 24 service providers, including 9 clinic preceptors. Fourteen social workers were trained in IEC. A sample of 46 trainees was followed up.
3. Three curricula were developed (IEC, clinic management and clinical) and one (IEC) was completed.
4. Technical assistance was provided for preparation of a draft FP service policy and FP service standards.
5. Two MOPH/SACW officials were sponsored for a study visit to Morocco.

ZAIRE - AZBEF TRAINING PLAN

REGION: W/CA
COUNTRY: Zaire
PROJECT
NUMBER: 35649

PROJECT TITLE: Staff Development and Training Program in Naissances Désirables for Service Providers

DURATION: January 1, 1987 - May 30, 1989

SPONSORING INSTITUTION: L'Association Zairoise pour le Bien-Etre Familiale (AZBEF)

HOST COUNTRY CONTACTS: Citoyen Shamp A. Mabudi, Administrator, AZBEF; and Mr. Bill Martin, Health/Population/Nutrition Officer, USAID/Zaire

CONTRACT COST: \$101,888
TOTAL LOP: \$200,490

MECHANISM: Sub-Contract and Amendment #1 (January 1989)

GOAL: To promote maternal and child health through the integration of family planning (Naissances Désirables) with MCH services as part of the GOZ Family Well-Being Program under the direction of L'Association Zairoise pour le Bien-Etre Familiale (AZBEF).

ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
To increase the capacity and financial and material capabilities of AZBEF in order to develop a core training team at AZBEF and to offer clinical training in Naissances Désirables to 100 service providers from health zones not currently covered by PSND, SANRU or other donors.

OPERATIONAL OBJECTIVES:

- * - Two AZBEF staff will participate in a workshop on development of supervision management modules for zonal medical officers.
- Eight AZBEF staff will be trained in service provider supervision.
- One AZBEF staff member will be trained in training evaluation and the INTRAH evaluation model, in order that he/she may provide evaluation follow-up.
- * - Four AZBEF staff will be trained in curriculum development, and basic and advanced training techniques (training of trainers).
- Provision of four-week clinical training for 100 zonal service providers.
- * - Provision of technical assistance to one AZBEF staff member in development and organization of a documentation/resource center.
- Study tour for 2 AZBEF staff.
- Follow-up of clinical participants.
- * - Annual project review and final evaluation by INTRAH and two AZBEF staff members.

OTHER INFORMATION: 1) Technical assistance for site inventory and participant selection criteria was added in February 1988.
2) Amendment #1 reduced the number of zonal service providers to be trained in clinical FP skills from 100 to 80.
3) A supervision workshop for 14 regional supervisors was added in January 1989.

* N.B.: Activities in which AZBEF participants are trained through a separate contract with PSND.

Zaire AZBEF, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-23 COMPLETED	1	Mar 17-Mar 22, 1985		Walter, G	Dr. Walter discussed possible areas of assistance to the USAID Rural Health and Urban Family Planning Projects and to the Comite National des Naissances Desirables.
Updated Needs Assessment and Project Development Visit Trip #0-57 COMPLETED	2	Feb 17-Feb 28, 1986		Herrington, J Walter, G	INTRAH visit was coordinated with an MSH project development team visit.
Project/Contract Development Visit Trip #0-308 COMPLETED	3	Jul 1 st -Jul 30, 1986		Herrington, J Newman, C Durham, C	
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED	4A	Sep 8-Sep 29, 1986	2: -Mr. Onanga Bongwele, Directeur-Adjoint Charge de Programmes et Projets Speciaux -Mr. B. Bangula, Chef de Service de Recherche et Evaluation	Newman, C Ericsson, S Helfenbein, S	
Project Review and Activities Scheduling Visit Trip #0-326 COMPLETED		Feb 23-Mar 1, 1987		Gaye, P	
Baseline Data Collection COMPLETED		May 15-Jun 15, 1987		In-Country Evaluators	Mr. Gaye discussed the status of baseline data collection with in-country evaluators during his Feb 23-Mar 1, 1987, visit.
1. Basic Clinical Family Planning Skills Workshop: I Trip #0-393 COMPLETED	6	May 27-Jun 20, 1987	19 Nurse/Midwives and MDs	Lewis, E Sirica, H 2 Co-Trainers	
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED	7	Jun 29-Jul 11, 1987	2: -Mr. Bongwele, Program Officer, AZBEF -Mr. Bangula, Program Administrator, AZBEF	Newman, C Helfenbein, S Gaye, P	
PAC II Mid-Project Evaluation Visit Trip #0-148 COMPLETED	8	Aug 11-Aug 15, 1987		Gaye, P (Accomp)	
Program Review and Planning Trip #0-197 COMPLETED		Sep 19-Sep 23, 1987		Gaye, P	
2. Basic Clinical Family Planning Skills Workshop: II Trip #0-392 COMPLETED	9	Oct 21-Nov 19, 1987	18 Nurse/Midwives	Thiam, D (3 wks only)	

Zaire AZBEF, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Mid-Project Review Trip #0-332 COMPLETED	10	Feb 8-Feb 12, 1988		Gaye, P Newman, C 1 USAID 1 PSND 1 AZBEF 3 Evaluators	
Technical Assistance for Site Inventory and Participant Selection Criteria (3 regions) Trip #0-240 COMPLETED	11	Apr 11-May 8, 1988		Thiam, D	
3. Basic Clinical Family Planning Skills Workshop: III COMPLETED	12	May 30-Jun 24, 1988	14 FP Service Providers	2 AZBEF	
4. Program and Financial Review Trip #0-241 COMPLETED	13	Jun 13-Jun 17, 1988		Gaye, I Durham, C	
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED	14	Jul 4-Jul 16, 1988	1: -Futila Manvuwaka, FP Nurse	Gaye, P Bongwele, O Newman, C	
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	1: Mr. Shamp Mabudi, In-charge of Training	Gaye, P Mutumbo, Y Bongwele, O	See 1988 TAC report.
Site Inventory and Participant Selection Criteria (2 Regions) COMPLETED		Nov 3-Nov 13, 1988		2 AZBEF	
5. Follow-Up of Clinical Service Providers Trip #0-14 COMPLETED	16	Nov 14-Dec 17, 1988		2 AZBEF Newman, C (12/5-17) Kabore, J	
6. Basic Clinical Family Planning Skills Workshop: IV COMPLETED	15	Nov 28-Dec 23, 1988	14 FP Service Providers	2 AZBEF	
Project Monitoring Trip #0-47 COMPLETED	17	Dec 11-Dec 18, 1988		Gaye, P	
Supervision Skills Workshop Trip #0-257 COMPLETED		Apr 18-Apr 29, 1989	14: -(3) Reg Coordinators -(5) Reg Admin Secretaries -(6) FP/ND Service Providers	Jennings, L Shamp, M Bangula, B	

Zaire AZBEF, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Basic Clinical Family Planning Skills Workshop: V COMPLETED	19	May 8-May 29, 1989	14 FP Service Providers	2 AZBEF	
Financial Review Trip #0-451 COMPLETED		May 28-Jun 2, 1989		Durham, C Gaye, I	
Impact Study and Final Review Trip #0-195 COMPLETED	20	Jun 5-Jun 17, 1989		Corbett, M Bongwele, O (6/5-10) Gaye, P (6/12-17)	
Study Tour (Morocco) Trip #0-260 COMPLETED	18	Jun 29-Jul 6, 1989	2 AZBEF: -Shamp A. Mabudi, Head of Training -Bangula Buanda, Head of Research and Evaluation	Mbengue, A (Accomp)	With 3 PSND.

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. Fourteen central and regional-level coordinators and service providers were trained in quantitative supervision skills. Participants also completed a task analysis and prepared a preliminary supervision strategy.
2. Fifteen service providers were trained in comprehensive clinical family planning skills, for a total of 79 clinicians trained during the project. Participants were from sites that were previously inventoried.
3. Final project and pre-audit financial reviews and an impact study were completed which revealed positive contributions of INTRAH training to family planning services expansion.
4. Two AZBEF staff members participated in a visit to the Moroccan family planning program. The TAC member gave a presentation on the program at the third Francophone TAC meeting.

PROBLEMS ENCOUNTERED:

1. AZBEF has yet to obtain GOZ approval to operate as a recognized NGO. Internal management problems are being slowly resolved but the steady staff turnover hinders continuity. Recently FP/IA activities were suspended by USAID/Zaire which created additional uncertainty.
2. The proposed supervision strategy has been developed without collaboration of PSND, the major GOZ family planning institution.
3. It remains uncertain how the lack of equipment in family planning centers will be resolved.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. A follow-up of central and regional level coordinators and service providers should be conducted to measure the impact of training and assess the applicability of quantitative supervision principles.
2. An overall supervision strategy should be prepared in collaboration with PSND and the Sixième Direction if this strategy is to have long-term effects.
3. Future programs should continue to include joint activities between AZBEF and PSND, especially in the area of training of trainers, curricula development and supervision.

END OF PROJECT ASSESSMENT

1. Thirty-one new FP centers are operational with trained service providers in zones not covered by other projects (PSND or SANRU).

Zaire AZBEF, continued

2. Seventy-nine service providers were trained using a standard clinical curriculum developed and field-tested, but not revised. Thirty-two percent were followed up.
3. Two AZBEF staff were trained in evaluation and participated in follow-up performance evaluations and the impact study.
4. A reference library was not established due to lack of funds, but materials were sent/provided.
5. Supervision and management modules for zonal medical officers were not developed due to uncertainty about which institution should initiate the activity (PSND or FONAMES).
6. AZBEF staff were not trained in advanced training techniques due to misunderstandings amongst project officials.

ZAIRE - PSND TRAINING PLAN

REGION: W/CA
 COUNTRY: Zaire
 PROJECT
 NUMBER: 35616

PROJECT TITLE: Training Program in Maternal and Child Health and Naissances Désirables

DURATION: Memorandum of Agreement: September 1, 1986 - April 30, 1987
 Sub-Contract: January 1, 1987 - May 30, 1989

SPONSORING INSTITUTION: Department of Public Health (DSP)/Projet des Services des Naissances Désirables (PSND)

HOST COUNTRY CONTACTS: Citoyenne Chirwisa Chirhamolekwa, Director, PSND; and Mr. Bill Martin, Health/Population Nutrition Officer, USAID/Zaire

CONTRACT COST: \$69,164
TOTAL LOP: \$288,402

MECHANISM: Memorandum of Agreement, Sub-Contract and Amendment #1 (December 1988)

GOAL: To assist the Executive Council of the Government of Zaire (GOZ) to offer family planning and maternal/child health services through the GOZ/USAID bilateral Projet des Services des Naissances Désirables (PSND).

ANTICIPATED OUTCOMES:

- 1) Development of a tested field management/supervision module in Naissances Désirables for zonal chief medical officers.
- 2) Development of a supervision module, trainers' guide and supervisors' checklist for senior-level supervisors of clinical and non-clinical Naissances Désirables service providers in clinics not yet incorporated into the DSP supervisory structure.
- 3) Development of a basic training curriculum in Naissances Désirables and increased capacity of PSND to offer basic training in Naissances Désirables for service providers.
- 4) Development of an in-service training curriculum in Naissances Désirables and increased capacity of PSND to offer in-service training in Naissances Désirables for service providers.
- 5) Establishment of functional reference libraries/resource centers at PSND, AZBEF and SANRU in Naissances Désirables and maternal/child health, which will serve staff and trainee needs.
- 6) Integration of a Naissances Désirables module as an integral component of the standard curriculum of A-2 and A-3 nursing schools; 38 clinically-trained nurse/tutors from A-2 and A-3 "Reference" schools; and a trained instructor in use of the module from each of the 100 A-2/A-3 nursing schools.
- 7) Trained staff at PSND, AZBEF, FONAMES and the Sixième Direction in program monitoring and evaluation.

OTHER INFORMATION: 1) Project was also financially supported by an estimated \$41,000 from USAID/Zaire.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-23 COMPLETED	1	Mar 17-Mar 22, 1985		Walter, G	Dr. Walter discussed possible areas of assistance to the USAID Rural Health and Urban Family Planning Projects and to the Comité National des Naissances Désirables.

Zaire PSND, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Updated Needs Assessment and Project Development Visit Trip #0-57 COMPLETED	2	Feb 17-Feb 28, 1986		Herrington, J Walter, G	INTRAH visit was coordinated with an MSH project development team visit.
Project/Contract Development Visit Trip #0-308 COMPLETED	3	Jul 15-Jul 30, 1986		Herrington, J Newman, C Durham, C	
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED	4	Sep 8-Sep 29, 1986	-Mme. E.M. Ekasi, Chief, in Charge of the Application of the Trainers' Program, Sixieme Direction -Dr. S. Musinde, Director of Training, Supervision and Information, FONAMES	Newman, C Ericsson, S Helferbein, S	
1. Basic Family Planning Skills Workshop Trip #0-338 COMPLETED	5	Nov 10-Nov 29, 1986	18: -(15) A-2 and A-3 Principals/Instructors -(3) Participant/Observers from Sixieme Direction, DPH	Lewis, E (TA) Greenberger, L (TA) 3 PSND	
2. Training of Trainers Workshop Trip #0-338 COMPLETED	6	Dec 1-Dec 13, 1986	18: Same as Activity 1	Lewis, E Greenberger, L 1 PSND	
3. Curriculum and Modules (6) Development Trip #0-366 COMPLETED	7	Jan 19-Feb 6, 1987	11: -(6) PSND -(2) AZBEF -(1) FONAMES -(2) MCZ	Lewis, E Malvinsky, J	
4. Basic Training of Trainers Workshop Trip #0-331 COMPLETED	8	Feb 16-Feb 28, 1987	14: -(12) from Kisangani -(2) from Shaba	Lewis, E Stone, R 1 AZBEF	
Project Review and Activities Scheduling Visit Trip #0-326 COMPLETED	9	Feb 23-Mar 1, 1987		Gaye, P	
5. Supervision Workshop for National Level Family Planning Supervisors Trip #0-327 COMPLETED	10	Mar 9-Mar 21, 1987	17: -(5) PSND -(4) AZBEF -(2) Sixieme Direction -(4) CRND -(2) BUPROF	Lewis, E Plopper, S	
Technical Assistance in Completion of Family Planning Curriculum, Selection Criteria for Trainees, and Pre/Post Test and Performance Evaluation Trip #0-329 COMPLETED	11	Mar 23-Mar 28, 1987	11: Same as Activity 3	Lewis, E Plopper, S 1 PSND	Follow-up of Activity 3.
6. Development of Family Planning Modules for A-2 and A-3 Schools Trip #0-329 COMPLETED	12	Apr 1-Apr 14, 1987	11 Nurse Trainers from A-2 and A-3 Schools	Lewis, E Plopper, S 2 PSND	For Sixieme Direction.

Zaire PSND, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Baseline Data Collection COMPLETED	13	Jun 1-Jun 30, 1987		In-Country Evals	Mr. Gaye discussed the status of baseline data collection with in-country evaluators during his Feb 23-Mar 1, 1987, visit.
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED	14	Jun 29-Jul 11, 1987	1 Sixieme Direction -Mrs. Mandu Ekasi	Newman, C Helfenbein, S Gaye, P	
7. Clinical Family Planning Workshop for Nurse Trainers from A-2 and A-3 Schools Trip #0-385 COMPLETED	15	Jul 1-Jul 18, 1987	15 Nurse Trainers (from Kinshasa, Kisangani and Lumbumbashi)	Thiam, D Lewis, E	For Sixieme Direction.
8. Training of Trainers Workshop in Use of Family Planning Modules (for A-2 and A-3 Schools): I Trip #0-385 COMPLETED	16	Jul 20-Jul 31, 1987	15 Nurse Trainers	Thiam, D Lewis, E	For Sixieme Direction.
PAC II Evaluation Team Visit Trip #0-148 COMPLETED	17	Aug 11-Aug 15, 1987		Gaye, P (accomp)	
Program Review and Planning Trip #0-197 COMPLETED	18	Sep 19-Sep 23, 1987		Gaye, P	
9. Training of Trainers Workshop in Use of Family Planning Modules (for A-2 and A-3 Schools): II Trip #0-387 COMPLETED	19	Nov 11-Dec 19, 1987	13 A2-A3 School Teachers	Thiam, D 2 Zairians	For Sixieme Direction.
Mid-Project Review Trip #0-332 COMPLETED	20	Feb 8-Feb 12, 1988		Gaye, P Newman, C	
10. Training of Trainers Workshop for Trainers from Lumumbashi Training Centre COMPLETED	21	Apr 11-Apr 23, 1988	10 from the Lumumbashi Training Centre	2 PSND	Added in Feb 1988. Replaces 7a in contract workplan.
Program and Financial Review Trip #0-241 COMPLETED	22	Jun 12-Jun 17, 1988		Gaye, I Durham, C	

Zaire PSND, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Skills for Core Training Teams (Lome) Trip #0-381 COMPLETED	23	Jul 4-Jul 16, 1988	4: -Ngoie Mbuya, Division Chief of Admin and Supervision, PSND -Mukengeshayi Bitshikila, Nurse Medical School Supervisor, Sixieme Direction -Mandu Ekasi, Head of Training, Program Division, Sixieme Direction -Saidi Misangu, Head of Training Div, PSND	Gaye, P Bongwele, O Newman, C	
Trainers of Trainers Workshop for A-2 and A-3 Teachers COMPLETED	24	Jul 11-Aug 20, 1988	20	2 PSND	For Sixieme Direction.
12. Supervision and Evaluation Workshop Trip #0-64 COMPLETED	25	Sep 12-Sep 24, 1988	18	Plopper, S Ngole, M Mandu, E	For Sixieme Direction.
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	1: -Mrs. Mavinga, PSND Coordinator	Gaye, P Mutumbo, Y Bongwele, O	See TAC report.
Follow-Up of PSND Clinicians and Trainers Trip #0-14 COMPLETED	27a	Nov 14-Dec 17, 1988		Natl Eval and CTT Newman, C (12/5-17) Kabore, J	Added in Feb 1988.
Project Monitoring Trip #0-47 COMPLETED	29	Dec 11-Dec 18, 1988		Gaye, P	
14a. Management Internship at PSND/HQ COMPLETED	28	Jan 16-Feb 11, 1989	6 A-2 Level Nurse Clinicians from Regions	PSND	Added in Feb 1988.
14b. Problem-Solving Process Skills Workshop COMPLETED	30	Feb 13-Feb 25, 1989	10 Total: -6 from 16A -4 National Level Supervisors	PSND Trainers	Added in Feb 1988. No INTRAH TA was provided.
Follow-Up of Sixieme Direction Teachers Trip #0-151 COMPLETED	27b	May 8-Jun 6, 1989		Kabore, J Nat'l Eval	For Sixieme Direction.
Financial Review Trip #0-451 COMPLETED	31	May 28-Jun 2, 1989		Durham, C Gaye, I	
Impact Study and Final Review Trip #0-195 COMPLETED	34	Jun 5-Jun 17, 1989		Corbett, M Bongwele, O (6/4-11) Gaye, P (6/12-18)	
Study Tour (Morocco) Trip #0-260 COMPLETED	32	Jun 29-Jul 6, 1989	3: -Balankendu Katta, Head of Program Division -Yabili Malunga, Supervisor -Mandu Ekasi, Head of Program/Training Division, Sixieme Direction	Mbengue, A (Accomp)	With 2 AZBEF.

Zaire PSND, continued

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. A sample of trained tutors from the Sixième Direction were followed-up. Results showed that integration of FP into pre-service A2 and A3 nursing school curricula has begun in 33% of the authorized schools.
2. A FP module was completed and 57 of the planned 100 tutors were trained in its use.
3. Two PSND officials and one Sixième Direction official were sponsored for a study visit to the family planning program in Morocco.
4. The PSND Director and Sixième Direction Training Coordinator attended the third Francophone TAC meeting.

PROBLEMS ENCOUNTERED:

1. Effective coordination of the INTRAH project continued to be difficult because of the lack of a resident coordinator and the complexity of the program.
2. The strategy of integration of family planning into A-2 and A-3 nursing schools lacks an implementation plan. It is still not clear what constitutes effective integration.
3. There is not a sufficient number of national evaluators. PSND and Sixième Direction staff trained in evaluation skills are high-level officials and their participation in lengthy follow-up activities was disruptive to their regular responsibilities.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. The PAC IIB contractor should work with Sixième Direction officials to revise the strategy for integrating FP into curriculum of A2 and A3 nursing schools.
3. Additional national evaluators should be trained to assist in future follow-up and evaluation activities.
4. A national family planning supervision system should be established in collaboration with AZBEF, FONAMES and SANRU.

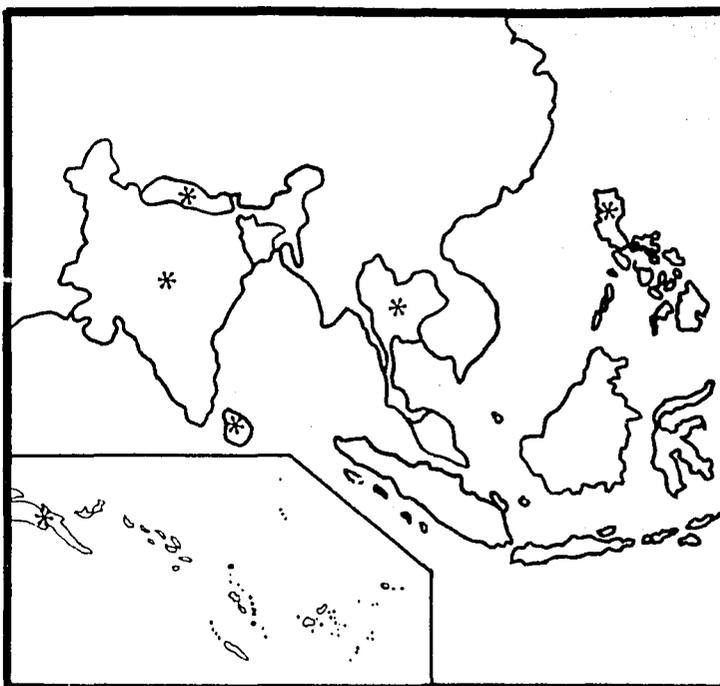
END OF PROJECT ASSESSMENT

1. Clinical training is now conducted from 3 training sites (Kinshasa, Kisangani and Lumbumbashi) where 115 service providers have been trained using a standard clinical curriculum developed and field-tested, but not revised.
2. Five PSND, 4 AZBEF and 2 BUPROF national-level supervisors were trained.
3. Two PSND and 2 Sixième Direction staff were trained in evaluation and participated in follow-up performance evaluations and impact studies.
4. A reference library was not established due to lack of funds, but materials were sent/provided.
5. Supervision and management modules for zonal medical officers were not developed due to uncertainty about which institution should initiate the activity (PSND or FONAMES).
6. PSND staff were not trained in advanced training techniques due to misunderstandings amongst project officials.

Asia

countries marked with an asterisk are featured in this report

- India ✖
- Nepal ✖
- Philippines ✖
- Southwest Pacific ✖
- Sri Lanka ✖
- Thailand ✖



TRAINING AND TECHNICAL ASSISTANCE

II. IN-COUNTRY ACTIVITIES

C. ASIA

Review of Past Six Months: April 1, 1989 - September 23, 1989

INTRAH's project with the Integrated Maternal Child Care Services and Development, Inc. (IMCCSDI) concluded during this report period and a final review was conducted (see Trip Report #0-552).

Summary of Past Five Years: September 24, 1984 - September 23, 1989

Needs assessments were made in India, Nepal, Papua New Guinea, the Philippines, Sri Lanka and Thailand, which resulted in INTRAH-assisted projects in all but India and Papua New Guinea. Eight projects were technically and financially supported by INTRAH during PAC IIa, directed mainly toward non-governmental, community-level FP/MCH personnel: TBAs and traditional

practitioners in Nepal, village volunteers in Sri Lanka, and farmers, pharmacists and self-employed midwives in the Philippines. Altogether, training in the Asia region yielded 21,689 participants (based on the 5-day formula).

The following pages provide details of these projects and highlight their accomplishments.

NEPAL CRS TRAINING PLAN

REGION: Asia
 COUNTRY: Nepal
 PROJECT NUMBER: 35636

PROJECT TITLE: Community-Based Distribution (CBD) Training for Contraceptive Retail Sales (CRS) Personnel

DURATION: July 1, 1985 - January 31, 1987

SPONSORING INSTITUTION: Nepal Contraceptive Retail Sales Company (CRS), Private, Ltd.

HOST COUNTRY CONTACTS: Mr. Hem Hamal, General Manager, CRS; and Mr. Jay Anderson, Assistant Health Development Officer, USAID/Nepal

CONTRACT COST: \$5,950
 ACTUAL TOTAL LOP: \$19,832

MECHANISM: Sub-Contract

GOAL: To experiment with a community-based approach to promoting and providing family planning services at the village level by utilizing indigenous workers and their channels of communication to inform, educate and motivate for family planning and to distribute CRS products as an extension of the current CRS program. This approach will help meet the demand for family planning services which is not met by existing government and commercial endeavors.

ANTICIPATED OUTCOMES: 1) CBD training and refresher curricula developed;
 2) 25 Traditional Medical Practitioner (TMP) CBD workers trained, supervised and given refresher training; and
 3) Evaluation design and implementation that demonstrates efficacy of approach in recruiting new family planning acceptors.

OTHER INFORMATION: Project complements existing USAID-supported retail sales project with CRS.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-08 COMPLETED		Nov 26-Nov 30, 1984		Knauff, L	
Project and Contract Development Visit Trip #0-35 COMPLETED		Feb 23-Mar 2, 1985		Knauff, L Baker, R	
Evaluation Technical Assistance Visit Trip #0-36 COMPLETED		Feb 23-Mar 2, 1985		Veney, J	Dr. Veney designed an evaluation framework for the CRS contract.
Project Review Visit Trip #0-53 COMPLETED		May 20-May 26, 1985		Knauff, L Baker, R	
Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour (Bangkok, Thailand) Trip #0-157 COMPLETED	2	Jul 1-Jul 15, 1985	2 Central-Level CRS Staff: -Mr. A. Shrestha, Senior Accountant -Mr. Surendra Rayamajhi, Sales Supervisor	AC/PDA Trainers	PDA assisted CRS with review of training curricula and construction of pre/post-tests to be used in this project. INTRAH/ESA Office Director Miss P. Muhuhu accompanied the group, which included Ugandans and a Kenyan.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
1. Community Based Distribution Training (Syangja)	5	Nov 18-Nov 22, 1985	10 TMPs	CRS Trainers	
COMPLETED					
Project Monitoring Visit Trip #0-154 COMPLETED		Nov 20-Nov 22, 1985		Knauff, L Brown, M Angle, M	Ms. Knauff assisted Mr. Hamal in preparation of a contract amendment to reflect changes in project sites, types of workers and recruitment schedule.
2. Community-Based Distribution Training (Dolkha)	6	Dec 21-Dec 25, 1985	15 TMPs	CRS Trainers	
COMPLETED					
3 Monthly Supervisory Visits (Dolkha, Syangja)		Jan 1-Sep 30, 1986	25: -(15) Dolkha -(10) Syangja	CRS Supervisors	
COMPLETED					
Financial Monitoring Visit Trip #0-254 COMPLETED		Feb 22-Mar 3, 1986		Baker, R	
Project Monitoring Visit Trip #0-367 COMPLETED		Feb 28-Mar 4, 1986		Brown, M	Conducted during technical assistance visit to FP/MCH Project.
Project Review (Kathmandu, Charikot) Trip #0-248 COMPLETED		Oct 27-Oct 29, 1986		Knauff, L Brown, M	
Final Project Review Visit Trip #0-158 COMPLETED		Mar 26-Mar 26, 1987		Brown, M	

END OF PROJECT ASSESSMENT

1. Twenty-five TMPs trained and supervised;
2. Final report produced by CRS documenting process and findings;
3. The project resulted in USAID funding to CRS for a rural division which will use TMPs and satisfied acceptor-couples to promote and sell CRS products.

NEPAL DON/MOH TRAINING PLAN

REGION: Asia
 COUNTRY: Nepal
 PROJECT NUMBER: 35627

PROJECT TITLE: FP/MCH Training for Traditional Birth Attendants (TBAs) in Five Districts

DURATION: September 1, 1985 - August 31, 1988

SPONSORING INSTITUTION: Division of Nursing, Ministry of Health (DON/MOH)

HOST COUNTRY CONTACTS: Ms. Rukhimini Shrestha, Chief, DON/MOH, and Mr. Jay Anderson, Assistant Health Development Officer, USAID/Nepal

CONTRACT COST: \$74,970
 ACTUAL TOTAL LOP: \$109,126

MECHANISM: Sub-Contract

GOAL: To prepare TBAs (Sudenis) in the project's five districts to provide improved maternal/child health services, including family planning, in the villages in which they live.

- ANTICIPATED OUTCOMES:
- 1) Strengthened supervisory skills of public health nurses (PHNs) and auxiliary nurse-midwives (ANMs) and the DON/MOH supervisory system through the training of a total of 70 District ANM instructor/supervisors in five health districts to prepare them as TBA trainer/supervisors, and refresher training of 25 ANMs.
 - 2) 1,900 (1,540 new and 360 refresher) of 2,700 TBAs trained and retrained by PHNs and ANMs through:
 - a) Two courses in each district (5) for training of 140 TBAs;
 - b) Two courses in each of 70 health post areas for initial training of 1,400 TBAs;
 - c) Refresher training in 1986 at 28 health post areas for 360 previously trained TBAs to educate and provide for improved delivery and newborn care practices and an increased number of family planning referrals and acceptors; and
 - d) A repeat refresher training in 1987 for the 750 trained in 1987 and the 360 refreshed in 1986 (total = 1,130).
 - 3) Supervisory visits by five district PHNs to 95 ANMs and by 98 ANMs to 1,900 TBAs to assess performance and achievement and provide on-the-job training.
 - 4) A training impact survey of 120 trained TBAs and 120 untrained TBAs in Kaski District.
 - 5) Evaluation design and implementation that demonstrate efficacy of this approach in improving the supervisory system and recruiting new and maintaining continuity of family planning acceptors, as well as improving selected maternal/child health parameters.

- OTHER INFORMATION:
- 1) This is an extension and modification of a project formerly supported by RTSA/A.
 - 2) INTRAH will supply TBA kits.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-08 COMPLETED		Nov 26-Nov 30, 1984		Knauff, L	
Project Development Visit Trip #0-35 COMPLETED		Feb 23-Mar 2, 1985		Knauff, L Baker, R	A draft sub-contract, budget and workplan were developed.
Evaluation Technical Assistance Visit Trip #0-36 COMPLETED		Feb 23-Mar 2, 1985		Veney, J	Dr. Veney designed an evaluation framework for the DON/MOH contract.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project and Contract Finalization Visit Trip #0-53 COMPLETED		May 18-May 28, 1985		Knauff, L Baker, R	
1. Health Post TBA Refreshers: Module One (Health Posts) COMPLETED	8	Sep 1, 1985- Oct 31, 1986	333 Participants	28 ANM Instructors	Each workshop is for 3 days.
2. Orientation of District Technical Staff (5 Districts) COMPLETED	3	Sep 9, 1985- Mar 31, 1986	59 Participants	5 DON/MOH Trainers 5 PHN Trainers	5 1-day workshops.
Technical Assistance: a. Discussion of Sterile Technique Project Proposal b. Development of TBA Evaluation Plan c. Review and Revision of Workplan and Budget Trip #0-154 COMPLETED		Nov 16-Dec 4, 1985		Knauff, L Brown, M Angle, M	
3. District ANM Training: Module One (5 Districts) COMPLETED	4	Feb 1-Mar 31, 1986	58 Participants	5 PHN Trainers 5 DON/MOH Trainers 12 ANM Instructors	Initial and refresher training were conducted: -38: Initial -12 Refresher
6. District TBA Training: Module One (5 Districts) COMPLETED	4	Feb 1-Mar 31, 1986	62 TBAs	38 ANM Instructors	TBAs trained as practicum for ANMs.
4. Orientation of Health Post Staff (Health Posts) COMPLETED	5	Feb 1-Jun 30, 1986	363 Participants	4 PHN Trainers 42 ANM Instructors	
5. Health Post TBA Training: Module One (Health Posts) COMPLETED	6	Feb 1-Jun 30, 1986	579 Participants	27 ANM Instructors	
Financial Monitoring Visit Trip #0-254 COMPLETED		Feb 22-Mar 3, 1986		Baker, R	Mr. Baker reviewed the financial status of the subcontract.
Project Review Visit Trip #0-367 COMPLETED		Feb 27-Feb 28, 1986		Brown, M	Conducted during technical assistance visit to FP/MCH Project.
7. Field Supervision: Phase I COMPLETED	7	May 1-Aug 31, 1986		5 PHNs	
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Bangkok, Thailand) Trip #0-99 COMPLETED		May 12-May 21, 1986	A. Maw, DON/MOH	Veney, J Miranda, M Angle, M	Ms. Maw learned procedures of INTRAH Evaluation Unit and improved the DON/MOH evaluation plan.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Project Review (Chapel Hill) COMPLETED		Aug 17-Aug 21, 1986		INTRAH Staff Maw, Audrey (DON)	Ms. Maw further improved the DON evaluation plan and forms.
8. Field Supervision: Phase II COMPLETED	9	Sep 1, 1986-Sep 31, 1987		5 PHNs	
Project Review Visit Trip #0-248 COMPLETED		Oct 25-Nov 3, 1986	DON/MOH and INTRAH Representatives	Knauff, L Brown, M	
9. Program Planning Conference Trip #0-154 COMPLETED	1	Nov 24-Nov 26, 1986	15 Participants: -3 Health Inspectors -5 MOH Staff -7 PHNs 6 Observers: -3 German Volunteers -M. Levitt, JSI Consultant -M.H. Rana, ICHSDP -M. Angle, INTRAH	DON/MOH Trainers Angle, M (Observer)	During this activity, participants organized for program implementation, record-keeping systems and an evaluation system.
10. Evaluation and Project Planning Workshop COMPLETED	10	Nov 25-Nov 28, 1986	17 Central DON and District PHNs attended		New 1987 data collection forms were finalized.
12. District ANM Training: Module Two (5 Districts) COMPLETED	11	Jan 1-Mar 31, 1987	53	3 DON/MOH Trainers 4 PHN Trainers 10 ANM Instructors	Each workshop is for 18 days.
11. Orientation of New District-Level Technical Staff COMPLETED	21	Jan 1-Mar 31, 1987	25 trained through Oct 31, 1987. 30 Participants Projected.	3 DON/MOH 4 PHNs	5 sessions: 1 in each project district.
13. District TBA Training: Module Two (5 Districts) COMPLETED	11	Jan 1-Mar 31, 1987	60	ANM Instructors	TBAs are to be trained by ANMs as practice for ANMs.
Technical Assistance in Translation of Basic Documents and Development of Evaluation Project Proposal (Chapel Hill) COMPLETED		Jan 6-Jan 30, 1987		Rai, C Angle, M	Ms. Rai, former DON/MOH Project Coordinator, assisted Dr. Angle.
15. Health Post TBA Training: Module Two (Kaski, Tanahu Districts) COMPLETED	12	Feb 1-May 31, 1987	449	35 ANM Instructors	70 14-day workshops.
14. Orientation of New Health Post Staff COMPLETED	22	Feb 1-May 31, 1987	45 trained through Oct 31, 1987. 125 Participants Projected (5 per Health Post).	3 DON/MOH 4PHNs 50 ANMs	50 1-day sessions.
Technical Assistance and Project Monitoring Visit Trip #0-92 COMPLETED		Feb 22-Mar 7, 1987		Angle, M	Dr. Angle and Ms. Maw visited all 5 districts, observed TBA training and reviewed data collection procedures.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project Monitoring Visit Trip #0-158 COMPLETED		Mar 25-Apr 3, 1987		Brown, M	
15. Refresher Training for Health Post TBAs: 1st Round of Phase II COMPLETED	23	May 1-Dec 31, 1987	683 TBAs	28 ANMs	Each workshop is for 3 days.
17. Health Post TBA Refreshers: Module Two (Health Posts) COMPLETED	13	Sep 1, 1987- Mar 31, 1988	158 TBAs	75 ANM Instructors	Each workshops is for 3 days.
16. Project Field Supervision: Phase III COMPLETED	23	Sep 1, 1987- Mar 31, 1988		3 DON/MOH 5 PHNs	Central level supervisors will visit all 5 districts and district PHNs will visit all Health Posts.
Third Country Planning and Management of Training Programs (DTCP, Bangkok, Thailand) COMPLETED		Sep 7-Sep 25, 1987	Mrs. Sulochona Pokharel, DON/MOH	DTCP Trainers	
PAC II Evaluation Team Visit COMPLETED		Sep 13-Sep 23, 1987		Brown, M (accomp)	
Project Monitoring Visit Trip #0-249 COMPLETED		Sep 14-Sep 23, 1987		Brown, M	
Annual Review COMPLETED	15	Dec 14-Dec 18, 1987	23	DON/MOH Trainers	
Evaluation Workshop and Report COMPLETED	17	Aug 24-Aug 26, 1988	23	DON Staff	
Project Review Trip #0-50 COMPLETED		Sep 11-Sep 25, 1988		Knauff, L Angle, M Rooks, J	

END OF PROJECT ASSESSMENT

- The centrally-managed project conducted decentralized training in 5 districts, which resulted in:
 - 1,150 TBAs who received initial training
 - 1,174 TBAs who received refresher training
 - 111 auxiliary midwives who were trained as trainers.
- Annual project reviews and monitoring and technical assistance permitted and encouraged changes in the project design based on the DON's project experience.
- A final evaluation conducted by DON and a final review conducted by INTRAH and DON teams revealed that referral sources used by TBAs were of poor quality, trained TBAs in the Tarai were more active than those in the hills, TBA kits' re-supply, the quality of equipment and the types of equipment were problems, and trained TBAs, in general, were underused as a result of negligible community support.

4. Extension and expansion of TBA training -- employing recommendations made by the the DON and INTRAH-- were to be funded by UNICEF and Redd Barna. Among the most strongly-endorsed recommendations were: decentralization of project management; use of trained, senior TBAs as co-trainers; wider use of TBAs as CBD workers; a stronger community education program in MCH and FP, particularly emphasizing high-risk factors; periodic updates for trained TBAs through quarterly meetings at health posts; use of pregnancy and birth registers to identify women in need of services; and, upgrading of referral sources, particularly district hospitals.

NEPAL FP/MCH TRAINING PLAN

REGION: Asia
 COUNTRY: Nepal
 PROJECT NUMBER: 35624

PROJECT TITLE: District-Level Training of FP/MCH Field Personnel: Phases I and II

DURATION: I. August 1, 1985 - December 31, 1985
 II. March 1, 1986 - June 30, 1987

SPONSORING INSTITUTION: Nepal Family Planning and Maternal/Child Health (FP/MCH) Project

HOST COUNTRY CONTACTS: Dr. T.B. Khatri, Chief, FP/MCH Project, Ministry of Health; and Mr. Jay Anderson, Assistant Health Development Officer, USAID/Nepal

CONTRACT COST: \$67,997 MOA COST: \$11,525
 EST. TOTAL LOP: \$170,864

MECHANISM: Sub-Contract and Memorandum of Agreement

GOAL: To provide practical, job-related training to FP/MCH Project district-level supervisors, accountants and storeskeepers designed to strengthen and improve on-the-job performance in carrying out community-based supervisory functions and district-level accounting and supply management.

ANTICIPATED OUTCOMES: 1) Preparation of training teams to plan, organize, manage, conduct and evaluate district-level workshops for accountants, storeskeepers and intermediate supervisors.
 2) Preparation of curricula, training plans and policy and procedural manuals for use in planning, managing and conducting district-level workshops.
 3) Training and follow-up of 80 accountants, 70 storeskeepers and 260 intermediate supervisors.
 4) Evaluation of the effects and impact of training on: improvement in the accuracy, completeness and timeliness of financial and stores reports, and in stores management; and improvement in the documentation of supervision and the results of supervisory visits.

OTHER INFORMATION: The FP/MCH Project receives support from USAID. As a result, USAID will provide \$20,000 of the estimated \$28,000 required to train accountants during FY 1986. This project will be implemented in a series of phased activities. Phase I was a training of trainers workshop conducted in September/October 1985 for 15 FP/MCH Project core trainers. Three curricula and training plans were developed for Phase II. Phase II consists of training 410 district FP/MCH staff in a series of 19 workshops between March and December 1986.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-08 COMPLETED		Nov 26-Nov 30, 1984		Knauff, L	
Project Development Visit Trip #0-35 COMPLETED		Feb 23-Mar 2, 1985		Knauff, L Baker, R	
Evaluation Technical Assistance Visit Trip #0-36 COMPLETED		Feb 23-Mar 2, 1985		Veney, J	Dr. Veney discussed general evaluation expectations with FP/MCH Project personnel.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Project Development Visit Trip #0-53 COMPLETED		May 18-May 28, 1985		Knauff, L Baker, R	Documentation prepared for Phase I.
U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	Mr. G. Regmi, Evaluation Section	INTRAH SPH/UNC Faculty	
Training of Trainers Workshop (Pokhara) Trip #0-142 COMPLETED		Sep 18-Oct 4, 1985	15: A combined 3-person financial mgmt team, and a 3-person supplies mgmt team, and three 3-person supervision training teams	Brown, M Petrich, E 2 FP/MCH Co-Trainers 1 ICHS/DP Co-Trainer	Products of the workshop were curricula and training plans for: a. Financial mgmt workshops, b. Supplies mgmt workshops, and c. Supervision workshops.
Follow-Up, Project Review and Phase II Project Development Visit Trip #0-154 COMPLETED		Nov 16-Dec 4, 1985		Knauff, L Brown, M Angle, M	Workplan, budget and proposal for Phase II were developed.
Contract Development Visit Trip #0-254 COMPLETED		Feb 22-Mar 3, 1986		Baker, R	Mr. Baker and FP/MCH Project officials developed a 10-month draft subcontract.
1a. Accountants' Training (Nepalganj) Trip #0-247 COMPLETED		Mar 2-Mar 15, 1986	20 Accountants: -(7) Far West -(9) Midwest -(4) HQ	Mishra, G Khadka, BB Kunwar, K Karna/Petrich	
1b. Storekeepers' Training (Nepalganj) Trip #0-247 COMPLETED		Mar 2-Mar 15, 1986	18 Storekeepers: -(8) Far West -(10) Midwest	Shrestha, GM Pradhan, GB Singh, SB Karna/Petrich	
2a. Intermediate Supervisors' Training (Walling Syangja) Trip #0-367 COMPLETED		Mar 9-Mar 22, 1986	20 Intermediate Supervisors from Syangja and Palpa Districts	Gautam, BR Pokharel, GP Shrestha, J Rajbhandari/ Brown	
2b. Intermediate Supervisors' Training Trip #0-367 COMPLETED		Mar 9-Mar 22, 1986	25 Intermediate Supervisors from Kathmandu, Lalitpur and Bhaktapur Districts	Thapa, M Sumana KC Dangi, TB Shakya/Brown	
Trainers' Debriefing Trip #0-247 COMPLETED		Mar 19-Mar 21, 1986	8 Trainers of Storeskeepers and Accountants	Petrich, E Karna	
Trainers' Debriefing Trip #0-367 COMPLETED		Mar 23-Mar 25, 1986	8 Trainers of Intermediate Supervisors	Brown, M Rajbhandari, PR Shakya, PR	
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Bangkok, Thailand) Trip #0-99 COMPLETED		May 12-May 21, 1986	3 FP/MCH Staff: -Mr. G. Regmi -Mr. R. Bhatta -Mr. P.R. Shakya	Veney, J Miranda, M Angle, M	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
3. Accountants' Training (Pokhara)		Aug 12-Aug 25, 1986	16 Accountants: -(6) HQ -(10) West	Mishra Amatya Kunwar	
COMPLETED					
4. Storekeepers' Training (Pokhara)		Aug 12-Aug 25, 1986	17 Storeskeepers: -(6) HQ -(11) West	Shrestha, GM Pradhan, GB Singh, BB	
COMPLETED					
5a. Intermediate Supervisors' Training (Dang)		Aug 17-Aug 30, 1986	26 Intermediate Supervisors from Dang District	Sijapati, S Singh, BB Neupane, R	
COMPLETED					
5b. Intermediate Supervisors' Training (Ilam)		Aug 17-Aug 30, 1986	11 Intermediate Supervisors from Ilam and Bhadrapur Districts	Gautam, S Shrestha, SK Shakya, PR	
COMPLETED					
5c. Intermediate Supervisors' Training (Kanchanpur, Mahendranagar)		Aug 17-Aug 30, 1986	15 Intermediate Supervisors from Kanchanpur District	Sijapati, SB Sumanna KC Shrestha, J	
COMPLETED					
6. Accountants' Training (Dharan)		Sep 2-Sep 15, 1986	22 Accountants: -(13) East -(9) HQ	Mishra Khadka Kunwar	
COMPLETED					
7. Storekeepers' Training (Dharan)		Sep 2-Sep 15, 1986	17 Storeskeepers: -(11) East -(6) HQ	Shrestha, GM Pradhan, GB Singh, SB	
COMPLETED					
8a. Intermediate Supervisors' Training (Mahottari)		Sep 14-Sep 27, 1986	27 Intermediate Supervisors from Danusha and Mahottari Districts	Bourma Karna, BF Shakya, PR	
COMPLETED					
8b. Intermediate Supervisors' Training (Rupandehi, Bhairahawa)		Sep 14-Sep 27, 1986	27 Intermediate Supervisors from Kapilvastu and Rupandehi Districts	Sijapati, SB Gautam, SK Shrestha, J	
COMPLETED					
8c. Intermediate Supervisors' Training (Dhanusha, Janakpur)		Sep 14-Sep 27, 1986	32 Intermediate Supervisors from Mahottari and Dhanusha	Neupane, R Acharya, KC Ninglekhu, N	
COMPLETED					
9. Accountants' Training (Pathalैया)		Sep 19-Oct 2, 1986	18 Accountants: -(9) HQ -(9) Central	Mishra Khadka Kunwar	
COMPLETED					
10. Storekeepers' Training (Pathalैया)		Sep 19-Oct 2, 1986	13 Storeskeepers: -(4) HQ -(9) Central	Shrestha, GM Pradhan, GB Singh, BB	
COMPLETED					
Project Review and Planning for FY 1987 Trip #0-248 COMPLETED		Oct 27-Nov 2, 1986		Knauff, L Brown, M	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
11a. Intermediate Supervisors' Training (Baglung)		Nov 9-Nov 22, 1986	28 Intermediate Supervisors from Parbat, Baglung and Myagdi Districts	Gautam, SR Thapa, M Shrestha, J	
COMPLETED					
11b. Intermediate Supervisors' Training (Okhaldunga)		Nov 9-Nov 22, 1986	22 Intermediate Supervisors from Okhaldunga and Khotang Districts	Gautam, BR Shrestha, SK Dangi, TB	
COMPLETED					
11c. Intermediate Supervisors' Training (Sindhuli)		Nov 9-Nov 22, 1986	21 Intermediate Supervisors from Dolkha, Dhulikhel and Sindhuli Districts	Sumanna KC Pokhral, GP Shakya, PR	
COMPLETED					
Project Review and Planning Trip #0-158 COMPLETED		Mar 25-Apr 4, 1987		Brown, M	
PAC II Evaluation Team Visit		Sep 13-Sep 23, 1987		Brown, M (accomp)	
COMPLETED					
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	1: -Mr. Ramesh Bhatta, Coordinator, PBHW Training Program	Gaye, P Hanson, B Eduarte, A	

END OF PROJECT ASSESSMENT

1. OUTPUTS
 - a. Three training teams (15 persons, total);
 - b. Seventy-six district accountants, 65 storekeepers and 251 intermediate supervisors trained;
 - c. Three FP/MCH staff trained in evaluation methods; 1 trained in training skills;
 - d. Three training curricula, 3 training plans, and 3 training schedules developed and implemented;
 - and
 - e. One Accountant's Manual and 1 Storekeepers' Manual updated and printed.
2. This project was highly decentralized with regard to training, but management was tightly centralized within the F/MCH Project in Kathmandu. That situation led to many problems for which INTRAH was grateful to have a fiscal agent, D.O.R.C.
3. The training conducted by FP/MCH staff was variable in quality, but nonetheless it was carried out as planned and introduced the various categories of trainers to processes and procedures expected of them.
4. In 1988, the FP/MCH project was dissolved; thus, the training support provided by INTRAH will, ultimately, have no effect on the systems in which interventions were made.

PAPUA/NEW GUINEA TRAINING PLAN -- PROJECT INCOMPLETE

REGION: Asia
 COUNTRY: Papua/New Guinea
 PROJECT NUMBER: 35655

PROJECT TITLE: Training for Family Planning Service Delivery in Eastern Highlands Province

SPONSORING INSTITUTION: Department of Eastern Highlands, Division of Health, Provincial Health Office Goroka, EHP, Papua New Guinea

HOST COUNTRY CONTACTS: Dr. Quentin Reilly, Secretary for Health, DOH; Dr. Leonard Kaupa, Acting Secretary of Health, Department of Eastern Highlands; and Mr. Mark Wentling, Political and Economic Affairs Officer and AID Affairs Officer, American Embassy, Port Moresby

ACTUAL TOTAL LOP: \$37,000

MECHANISM: N/A

GOAL: To improve the quality of and increase family planning service delivery in the Eastern Highlands Province through training of health personnel assigned in six districts.

OBJECTIVES:

PROGRAM OBJECTIVES:

- (1) To prepare a cadre of service providers capable of providing comprehensive, clinic-based family planning service;
- (2) To increase demand for family planning services in the six districts through intensive education and motivation in health care settings and communities;
- (3) To standardize a recording system for family planning in the Province; and
- (4) To strengthen the supervision of trained FP service providers.

OPERATIONAL OBJECTIVES:

- (1) To train 12 service providers at the IMCCSDI, Philippines in clinical family planning skills in order to enable them to provide comprehensive clinic-based family planning services;
- (2) To conduct a five-day orientation seminar for 37 HEOs and senior nurses on family planning service delivery standards, job functions, and contraceptive up-date;
- (3) To establish a unified record keeping and follow-up system through a workshop for 10 HEOs and nurses;
- (4) To conduct a two-week skills training workshop on education and motivation for family planning for 40 nurse aides based at sites where family planning services are provided by clinically prepared service providers;
- (5) To conduct a five-day family planning seminar for 20 APOs to enable them to disseminate family planning information and motivation to individuals and groups; and
- (6) To follow-up trainees to determine post-training performance and to provide on-going support and supervision.

ANTICIPATED OUTCOMES: INTRAH entry into Papua/New Guinea was made at the request of Dr. Patrick Lowry, Health/Population/Nutrition Advisor, USAID/Suva.

OTHER INFORMATION: Strategy for project implementation is for the IMCCSDI, Philippines to provide the major training inputs through short-term T.A. and training.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
U.S.-Based Training in Population, Communication and Research (SDC, Chicago, IL)		Aug 26-Sep 13, 1985	Mrs. R. Iangalio, Executive Director, FPANG	SDC/C Trainers	

COMPLETED

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Training Needs Assessment Visit Trip #0-252 COMPLETED		Feb 4-Feb 13, 1986		Knauff, L Quitevis, C Eduarte, A	INTRAH team also assessed whether and how IMCH FP clinical training and facilities might assist in meeting identified training needs. Mrs. Iangalio also was followed-up by interview.
Inter-Regional Clinical Family Planning for Nurse/Physician Teams (Antipolo, Cebu, Philippines) COMPLETED		Jul 14-Aug 23, 1986	8 total: -L. Pilikesa (HE) and C. Marako(Nurse), Milne Bay Prov. -I. Noese (HEO) and R. Baloiloi (Nurse), Popondetta -H. Uduru (HEO) and K. Kuia (Nurse), Western Province -D. Drorit (HEO) and M. Tamasombo (Nurse), West Sepik Province	IMCH Core Trainers	
Follow-Up of Clinical Participants, Project Development and Technical Assistance Trip #0-368 COMPLETED		Mar 25-Apr 16, 1987		Muhuhu, P Eduarte, A	
Regional Clinical Skills 1 for HEOs/Nurses from EHP/PNG (Antipolo) COMPLETED		Oct 2-Nov 29, 1987	10 Total: -(2) HEOs: -F Wanua, Marakawa -W Tubavai, Goroka -(6) Nurses: -H Kassam -S Divina -E Unjisi -K Hijogofa -H Korito -J Liviko -(1)IST: R Aba -(1) PST: S Korowi	IMCCSDI Trainers	Supervision protocols and plans for next activity were developed.
Regional Visual Training Materials Development Workshop (Bangkok, Thailand) Trip #0-263 COMPLETED		Jul 24-Aug 11, 1989	1: -Ms. Anita Tina, Curriculum Officer, DOH	Wileman, R Beasley, G Eduarte, A	

END OF PROJECT ASSESSMENT

This project was never funded, owing to an INTRAH funding shortage for Asia. However, 18 clinicians were trained in the Philippines and 8 were followed-up in country. A PNG representative attended the 1987 Asia Technical Advisory Committee meeting and a PNG participant participated in the Regional Visual Training Materials workshop.

PHILIPPINES IMCCSDI TRAINING PLAN - COMPLETED PROJECT

REGION: Asia
 COUNTRY: The Philippines
 PROJECT NUMBER: 35634

PROJECT TITLE: In-Country Institution Building and Training
 DURATION: July 1, 1987 - June 30, 1989
 SPONSORING INSTITUTION: Integrated Maternal Child Care Services and Development, Inc. (IMCCSDI), Manila, The Philippines
 HOST COUNTRY CONTACTS: Dr. Chita Quitevis, Executive Director, IMCCSDI and Ms. Eileen Oldwine, Population Officer, USAID/Philippines
 CONTRACT COST: \$128,232
 EST. TOTAL LOP: \$162,858

MECHANISM: Sub-Contract and Contract Amendments 1 and 2
 GOAL: To strengthen IMCCSDI's training and technical capacity to serve as a major family planning training resource in-country and in the Asian region.

- ANTICIPATED OUTCOMES:
- 1) Strengthened and expanded training skills of the core training team (CTT) in training design, curriculum development, training, evaluation and consultation.
 - 2) Trained clinical preceptors to provide comprehensive FP/MCH services and clinical FP/MCH precepting to Filipino and international trainees.
 - 3) Provision of training, reference and other materials to the training division.
 - 4) Identification and support of technical assistance assignments by CTT members to in-country, Asian and African region FP/MCH training programs.
 - 5) In-country pilot training programs that hold potential for regional application.

OTHER INFORMATION: IMCCSDI will also function as a regional and inter-regional training resource in clinical FP/MCH services.
 USAID/Manila provided a \$128,232 buy-in which is reflected in the contract amendment.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
U.S.-Based Training of Trainers at University of Connecticut (U/Conn, Farmington, CT) COMPLETED		Feb 16-Apr 3, 1987	Miriam Grafilo, Evaluator	U/Conn Trainers	Ms. Grafilo debriefed in Chapel Hill, April 5-6.
Observation and Technical Assistance Visit Trip #0-358 COMPLETED		Mar 8-Mar 21, 1987		Angle, M	
Orientation Visit Trip #0-369 COMPLETED		Mar 24-Mar 27, 1987		Mtawali, G	
Project and Contract Development Visit Trip #0-359 COMPLETED		Mar 24-Apr 3, 1987		Knauff, L Baker, R	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
1. Core Trainers' Update Trip #0-165 COMPLETED	1	Aug 9-Aug 15, 1987	10 CTT	Brancich, C	
2. Clinical Preceptors' Training COMPLETED	2	Sep 13-Oct 3, 1987	16 Total: (14) Midwives (2) Nurses	SDI Trainers	
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	1:-Mrs. Feliciano Eraldo, Core Training Team	Gaye, P Hanson, B Eduarte, A	
3. IEC Training for Midwives (Region 10) COMPLETED	4	Feb 1-Feb 5, 1988	16 Midwives	SDI Trainers	
Program and Contract Review Trip #0-315 COMPLETED		Mar 24-Mar 29, 1988		Baker, R Knauff, L	
4. Pharmacists' Orientation (Region 12) COMPLETED	8	May 2-May 4, 1988	18	SDI Trainers	
5. Pharmacists' Orientation (Region 10) COMPLETED	7	May 18-May 20, 1988	23	SDI Trainers	
6. Pharmacists' Orientation (Region 3,4, NCR) COMPLETED	6	Jun 1-Jun 3, 1988	11	SDI Trainers	
7. Pharmacists' Orientation (NCR, Region III,IV,V) COMPLETED	11	Jun 8-Jun 10, 1988	44 Pharmacists (two workshops conducted simultaneously)	SDI Staff	Two workshops were conducted simultaneously.
Program Planning Trip #0-390 COMPLETED	10	Jul 7-Jul 12, 1988		Baker, R Knauff, L	
8. Logistics/ Administration for DOH Participants to World Conference of Health Education (Houston, Texas) COMPLETED	17a	Aug 27-Sep 2, 1988	2: -Marietta Bernaje, Officer in Charge, Public Info Service, DOH -Alicia Clemente, Health Education Advisor, DOH		
9. Logistics/ Administration for CUT 380A Training of Trainers (Jose Fabella Memorial Hospital) COMPLETED		Sep 5-Sep 10, 1988	15: -(6) Physicians -(9) Nurse/Midwives	JFMH Trainers	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
10. Logistics/ Administration for CUT 380A Training of Trainers (Jose Fabella Memorial Hospital)		Sep 12-Sep 17, 1988	14: -(1) Physician -(5) Nurses -(8) Midwives	JFMH Trainers	
COMPLETED					
11. Needs Assessment and Follow-Up Skills Workshop Trip #0-440 COMPLETED	12	Sep 19-Sep 24, 1988	14 SDI	Rull, C Eduarte, A	
12. Logistics/ Administration for CUT 380A TOT (Jose Fabella Memorial Hospital)		Sep 19-Sep 24, 1988	15: -(4) Physicians -(9) Nurses -(2) Midwives	JFMH Trainers	
COMPLETED					
13. Logistics/ Administration for Philippine Government External Participants (Bangkok, Thailand)	17b	Sep 19-Oct 1, 1988	3 DENR		
COMPLETED					
14. Pre-Project Team Building Workshop: Phase I	14	Oct 6-Oct 8, 1988	11 SDI	Eduarte, A Yabes, Julie	
COMPLETED					
15. CUT 380A Training for SDI Clinicians (Regions III, IV and NCR)	19a	Oct 10-Oct 14, 1988	7	SDI	
COMPLETED					
16. CUT 380A Training for Core SDI Trainers and Field Supervisors, Phase I (Clinical)	18	Oct 10-Oct 15, 1988	4 SDI Supervisors and Trainers	Segarra, A Tejano, A	
COMPLETED					
17. CUT 380A Training for Core SDI Trainers and Field Supervisors, Phase II (Curriculum/Material Development)		Oct 15-Oct 19, 1988	7 Trainers and Supervisors	Eduarte, A	
COMPLETED					
18. CUT 380A Training for SDI Clinicians (Regions III & IV)	20a	Oct 24-Oct 28, 1988	11	SDI	
COMPLETED					
19. CUT 380A Training for Clinical Preceptors (Regional X and XII)	19b/c	Nov 7-Nov 11, 1988	14: -(5) MDs -(4) RNs -(5) RMs	Tejano, A Juadiong, L	
COMPLETED					

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
20. CUT 380A Training for SDI Preceptors (Region XI)	20A	Nov 7-Nov 11, 1988	9 RMs	Eraldo, F Grafilo, M	
COMPLETED					
21. CUT 380A Training for SDI Clinicians (Mindanao-Regions IX & X)	20b	Nov 14-Nov 18, 1988	14: -(4) MDs -(9) RMs -(1) RN	Segarra, A Juadiong, L	
COMPLETED					
22. CUT 380A Training for SDI Clinicians (Regions I,II,III and IV)	20A	Nov 14-Nov 18, 1988	14: -(4) MDs -(9) RMs -(1) RN	Eraldo, F	
COMPLETED					
23. CUT 380A Training for SDI Clinicians (Regions XI and XII)	20A	Nov 14-Nov 18, 1988	9: -(6) FP Physicians -(3) FP Midwives	Grafilo, M Alvarez, G	
COMPLETED					
24. FP/MCH Training and Service Study Visit (Khon Kaen, Thailand)	16	Nov 14-Nov 25, 1988	6: -(2) IMCCSDI -Asuncion Eduarte -Chita Quitevis, Exec Director -(4) DOH -Dr. Marietta Fuentes, Assistant Reg Dir -Ms. Emma Cercano, Health Educator, FPS -Ms. Nylia Lucena, Sr Midwife, FPS -Ms. Presentacion Nosenas, Nurse Program Super, FPS	MOPH/Thailand	Staff development with DOH.
COMPLETED					
25. CUT 380A Training for SDI Clinicians (Region X)	20B	Nov 21-Nov 25, 1988	8: -(1) MD -(7) MWs	Segarra, A	
COMPLETED					
26. CUT 380A Training for SDI Clinicians (Regions XI and XII)	20B	Nov 21-Nov 25, 1988	11: -(3) MDs -(8) RMs	Grafilo, M Alvarez, G	
COMPLETED					
27. CUT 380A Training for SDI Clinicians (Region I,III, V)	20B	Nov 21-Nov 25, 1988	14: -(6) MDs -(8) RMs	Tejano, A	
COMPLETED					
Training Needs Assessment of Midwives, Pharmacists, Farmers and Barangay Officials		Dec 3-Dec 28, 1988	-29 Midwives -17 Pharmacists -31 Farmers and Barangay Officials	SDI	Three one day needs assessments were conducted: -12/3/88 (Region XI) -12/8/88 (Region V) -12/28/88 (Region I)
COMPLETED					
28. Refresher Training of Trainers for Clinical Preceptors	9	Jan 15-Jan 28, 1989	19 SDI	Eduarte, A Eraldo, F Tejano, A	
COMPLETED					

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
29. Pre-Project Team Building Workshop: Phase II COMPLETED	14	Feb 3-Feb 5, 1989	14 SDI	Eduarte, A Eraldo, F	
30. Planning Workshop on Performance Follow-Up COMPLETED		Feb 7-Feb 8, 1989	8 SDI	Eduarte, A Grafilo, M	
31. Child Survival Skills Workshop for SDI Staff COMPLETED	13	Feb 9-Feb 22, 1989	12 SDI	Eduarte, A Tejano, A DOH Resource Persons	
Orientation and Training of Interviewers for Follow-Up Activities COMPLETED		Feb 20-Feb 21, 1989	7	Eduarte, R Grafilo, M	
Orientation and Training of Interviewers for Follow-Up Activities COMPLETED		Feb 23-Feb 24, 1989	15	Eduarte, R Grafilo, M	
Orientation and Training of Interviewers for Follow-Up Activities COMPLETED		Feb 27-Feb 28, 1989	7	Grafilo, M	
Follow-Up of Pharmacist Orientation COMPLETED		Mar - Jun 1989	116	SDI Staff	
Follow-Up of Participants Trained in CUT 380A Workshops COMPLETED		Mar - Jun 1989	74	SDI Staff	
Follow-Up of Private Midwives Trained in Child Survival/Spacing COMPLETED		Mar - Jun 1989	53	SDI Staff	
Follow-Up of Barangay Officials and NGO Agricultural Extension Workers Trained in FP/Child Survival COMPLETED		Mar - Jun 1989	49	SDI Staff	
32. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers (Davao City) COMPLETED	24a	Mar 8-Mar 10, 1989	22 from Regions XI and XII	Eduarte, R Tejano, A	
33. Information Seminar on Child Spacing and Survival for Pharmacists (Davao City) COMPLETED	27b	Mar 8-Mar 10, 1989	13 Pharmacists from Region XI	Segarra, A Eraldo, F	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
34. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers (Antipolo)	24b	Apr 3-Apr 5, 1989	14 from Regions I and II	Eduarte, R Tejano, A	
COMPLETED					
35. FP/Child Survival Skills Training for Private Midwives (Davao City)	22	Apr 3-Apr 15, 1989	25 Midwives from Region XI	Eraldo, F Grafilo, M	
COMPLETED					
36. Information Seminar on Child Spacing and Child Survival for Pharmacists (Legaspi City)	27a	Apr 10-Apr 12, 1989	10 Pharmacists from Region V	Segarra, A Mendoza, R	
COMPLETED					
37. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers (Legaspi City)	25c	Apr 10-Apr 12, 1989	24 from Region V	Eduarte, R Tejano, A	
COMPLETED					
38. FP/Child Survival Skills Training for Private Midwives (Legaspi City)	22	Apr 13-Apr 25, 1989	21 Midwives from Region V	Segarra, A Tejano, A	
COMPLETED					
39. FP/Child Survival Skills Training for Private Midwives (Davao City)	22	Apr 17-Apr 28, 1989	18 Midwives from Regions XI and XII	Eraldo, F Grafilo, M	
COMPLETED					
40. Information Seminar on Child Spacing and Child Survival for Pharmacists (Legaspi City)	27b	Apr 24-Apr 26, 1989	9 Pharmacists from Region V	Segarra, A DOH Resource Persons	
COMPLETED					
41. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers (La Union)	25b	May 10-May 12, 1989	14 from Region I	Eduarte, R Tejano, A	
COMPLETED					
42. CUT 380A Training for SDI Clinicians (Antipolo)	20B	May 22-May 26, 1988	9: -(5) MDs -(2) RNs -(2) RMs	Segarra, A	
COMPLETED					
43. FP/Child Survival Skills Training for Private Midwives (Antipolo)	22	May 22-Jun 2, 1989	10 Midwives from Regions I and III	Eraldo, F Segarra, A	
COMPLETED					

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Regional Visual Training Materials Development Workshop (Bangkok, Thailand) Trip #0-263 COMPLETED		Jul 24-Aug 11, 1989	1: -Antoinette Tejano, Training Specialist	Wileman, R Beasley, G Eduarte, A	Beasley and Wileman stopped in the Philippines en route to Thailand for planning July 12-15.
Project and Contract Review Trip #0-552 COMPLETED	29	Jul 26-Jul 30, 1989		Knauff, L Baker, R	

PROJECT FINDINGS: PAST SIX MONTHS (April 1, 1989 - September 23, 1989)

ACCOMPLISHMENTS:

1. 128 pharmacists, 90 midwives, 74 farmers and 97 clinicians were trained.
2. One IMCCSDI staff was trained in visual training materials development.
3. The training director was a co-trainer during the Regional Visual Training Materials Development workshop in Bangkok, July 24-Aug 11, 1989.
4. A final review was conducted.

PROBLEMS ENCOUNTERED:

N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

See trip report #0-552.

END OF PROJECT ASSESSMENT

1. All objectives were achieved with the exception of international training by IMCCSDI, a result of the amended workplan financially supported by USAID/Philippines, which required the full-time effort of IMCCSDI's trainers devoted to training of Filipinos, and a prime contract funding shortage, which prevented INTRAH from supporting international participant training in the Philippines.
2. The subcontract and Amendment #1 workplans called for the training of 559 participants. Achievement of the target was 92% or 512 participants.
3. The workplan called for follow-up of 450 participants, which included a 100% follow-up of persons trained under the buy-in. Sixty-five percent, or 292 participants, were followed-up compared to the target, but 73% of persons trained were followed-up.
4. A training plan for the next two years was developed, which will enable IMCCSDI to commence activities during the first quarter of FY 1991.

SRI LANKA FPASL TRAINING PLAN - COMPLETED PROJECT

REGION: Asia
COUNTRY: Sri Lanka
PROJECT
NUMBER: 35638

PROJECT TITLE: Training of Volunteers and Staff Involved in the Implementation of the Family Planning Association of Sri Lanka's Community Managed Rural Family Health Programme

DURATION: December 1, 1985 - January 31, 1989

SPONSORING INSTITUTION: Family Planning Association of Sri Lanka (FPASL)

HOST COUNTRY CONTACTS: Mr. Daya Abeywickrame, Director, FPASL; and Dr. Gnani Thenabadu, Health/Population/Human Resource Officer, USAID/Sri Lanka

CONTRACT COST: \$239,803
EST. TOTAL LOP: \$354,267

MECHANISM: Sub-Contract and Amendments 1, 2, 3 and 4

GOAL: To increase the number of new acceptors of temporary and permanent family planning methods and to improve the monitoring and evaluation of activities of the village volunteer component of the Community Managed Rural Family Health Program of FPASL.

ANTICIPATED OUTCOMES: GENERAL OUTCOMES:

- 1) Increased acceptance and continuation of use of temporary and permanent family planning methods by rural eligible couples;
- 2) Contraceptive prevalence of 80% at the end of two years in the villages served by village volunteers; and
- 3) Increased capability of FPASL's field operations managers to plan, manage, conduct and monitor the training program for volunteers, and to use evaluation data in monitoring the volunteer component and in synthesizing FPASL-generated data to modify field operations.

OPERATIONAL OUTCOMES:

- 1) Establishment of 750 village volunteer programs for the family planning motivation, education and follow-up of local eligible couples;
- 2) Establishment, orientation and follow-up of 72 Grassroots Level Action Committees (GRLAC) (total of 3,600 persons);
- 3) 3-day initial and 2-day refresher training of 15,000 village volunteers in family planning motivation, education and follow-up;
- 4) Orientation of 120 District Action Committee (DAC) members;
- 5) Annual progress review and planning workshops for 25 pairs of DAC chairpersons and secretaries (total of 150 persons);
- 6) Increased entry-level knowledge and skill levels of volunteers to the extent that 75% of each volunteer training group obtains marks of 65+ on the initial and refresher post-tests;
- 7) Increased acceptance by rural couples of village volunteers as recruitment sources for family planning to the extent that 40% of couples interviewed identify village volunteers as their recruitment source;
- 8) Identification of attrition and retention levels of volunteers within the 2-year village programme by following a 10% sample of volunteers trained in each of the 3 project years;
- 9) Identification of post-programme activities of volunteers by following a 10% sample recruited and trained in the first year of this project; and
- 10) Training needs assessment, redesign of initial and refresher training curricula and evaluation instruments conducted to focus on priority learning and performance expectations of volunteers and volunteer performance data which will be reviewed annually by FPASL Headquarters' staff and District Project Officers (DPOs).

OTHER INFORMATION: This project is a continuation, with modifications, of the village volunteer training project supported by RTSA/A in PAC 1.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-32 COMPLETED		Feb 17-Feb 23, 1985		Knauff, L	
Technical Assistance in Evaluation Trip #0-31 COMPLETED		Feb 17-Feb 23, 1985		Veney, J	
Project and Contract Development Visit Trip #0-63 COMPLETED		May 12-May 18, 1985		Knauff, L Baker, R	Project proposal and budget were finalized, specific needs for technical assistance were identified, and draft sub-contract was developed.
U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	2 FPASL: -Ms. Mala Wijesekera (5/20-6/7) -Mr. Amara Dissanayake (5/20-6/19)	INTRAH SPH/UNC Faculty	
Technical Assistance and Further Development of an Evaluation Design for INTRAH-sponsored FPASL Training Activities Trip #0-153 COMPLETED		Nov 9-Nov 16, 1985		Knauff, L Angle, M	Ms. Knauff assisted in preparations for Dec/Jan training activities. Dr. Angle assisted in development of an evaluation design for INTRAH-sponsored activities.
1. Training Needs Assessment Review Workshop Trip #0-144 COMPLETED	1	Dec 7-Dec 8, 1985	15: -7 Central-Level Headquarters Staff -5 DPOs -3 Volunteer Leaders	Leonhardt, T	Task analysis of the village volunteer was done during the November Knauff/Angle visit.
2. Curricula Development Workshop Trip #0-144 COMPLETED	2	Dec 9-Dec 15, 1985	20: -19 FPASL Central and District-Level Staff -1 MOH Representative	Leonhardt, T	Two curricula were developed: 1 for initial and 1 for refresher training.
3. Training of Trainers in Management Workshop Trip #0-145 COMPLETED	3	Jan 11-Jan 23, 1986	14: 7 Central-Level Headquarters Staff -5 DPOs -2 MOPI Representatives	Leonhardt, T	A management curriculum was developed for implementation in May 1986 at the DPO Managers Training.
4. GRLAC Orientation COMPLETED	6	Feb 1-Mar 31, 1986	965 GRLAC Members	DPOs	24 1-day workshops.
5. Volunteers' Initial Training Programs COMPLETED	7	Feb 1-May 31, 1986	4049 Volunteers	DPOs	112 3-day workshops.
6. DAC Orientation Program COMPLETED	5	Feb 21-Feb 22, 1986	32 DAC Members	DPOs	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Bangkok, Thailand) Trip #0-99 COMPLETED	4	May 12-May 21, 1986	4 FPASL Staff: Mr. A. Dissanayake Mr. K. Jayasinghe Miss T.D. Geekiyanage Mr. J. Livera	Veney, J Miranda, M Angle, M	
7. DPO Managers Training Trip #0-94 COMPLETED	8	May 26-Jun 5, 1986	17 DPOs	7 FPASL Trainers 6 DPO Asst Trainers Leonhardt, T (TA)	
8. GRLAC Follow-Up Training Workshops (19 Programs) COMPLETED	10	Jun 1-Nov 30, 1986	583 GRLAC Members	DPOs	
U.S.-Based Training Management Course (MSH, Boston, MA) COMPLETED	13	Jun 9-Jul 23, 1986	FPASL Staff: -Mr. A.J. Benedict -Mr. C.D. Ranawake	MSH Trainers	
9. Volunteers' Refresher Training Workshops (94 Workshops) COMPLETED	9	Jul 1-Nov 30, 1986	3408 Volunteers	DPOs	
10. Annual District Advisory Committee Workshops (4 Workshops) COMPLETED	11	Sep 1-Oct 31, 1986	98 DAC Members	DPOs	
Annual Project Review Trip #0-95 COMPLETED		Oct 19-Oct 25, 1986	FPASL Senior Management and Training Staff	Knauff, L Brown, M	
11. DPO Management Refresher and Program Planning Workshop Trip #0-146 COMPLETED	14	Oct 23-Oct 28, 1986	17 DPOs	Rajbhandari, PR 7 FPASL Co-Trainers 16 DPO Co-Trainers	
12. GRLAC Orientation Workshops (3 Workshops) COMPLETED	6	Nov 1-Nov 30, 1986	52 GRLAC Members	DPOs	
13. Volunteers' Initial Training Workshops (1 Workshop) COMPLETED	6	Nov 1-Dec 31, 1986	43 Volunteers	DPOs	
14. Volunteers' Refresher Training Workshops (11 Workshops) COMPLETED	9	Nov 1-Dec 31, 1986	269 Volunteers	DPOs	
Annual Project Review COMPLETED	12	Nov 26-Nov 27, 1986	21 DPOs	10 HQ Staff	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
15. GRLAC Orientation Workshops (25 Workshops)	16	Jan 17-Jun 30, 1987	1,084 GRLAC Members	FPASL Trainers	
COMPLETED					
16. District Advisory Committee Orientations (Colombo)	15	Feb 1-Feb 1, 1987	54 DAC Members	FPASL Trainers	
COMPLETED					
17. Volunteer Initial Training Workshops	17	Feb 21-Oct 31, 1987	4,660 Volunteers	DPOs	129 three day workshops.
COMPLETED					
Financial Review Visit Trip #0-168 COMPLETED		Apr 6-Apr 10, 1987		Baker, R	
18. GRLAC Follow-up Training Workshops	19	Jun 1-Oct 31, 1987	995 GRLAC Members	FPASL Trainers	23 two day workshops.
COMPLETED					
19. Volunteer Refresher Training Workshops	18	Jul 1-Dec 31, 1987	3,512 Volunteers	DPOs	120 two day workshops.
COMPLETED					
20. Annual District Advisory Committee Workshops	20	Aug 1-Dec 31, 1987	80 DAC Members	FPASL Trainers	4 one day workshops.
COMPLETED					
PAC II Evaluation Team Visit		Sep 3-Sep 12, 1987		Brown, M (accomp)	
COMPLETED					
Project Review Trip #0-96 COMPLETED	21	Sep 6-Sep 12, 1987		Brown, M	Ms. Brown accompanied INTRAH PAC-II Evaluation Team.
Technical Assistance for Review Experimental-Control Work and Analysis of Biodata Forms Trip #0-16 COMPLETED		Oct 17-Oct 23, 1987		Veney, J	
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	1: -Mr. Conrad Ranawake, Operational Manager/Trainer	Gaye, P Hanson, B Eduarte, A	
21. DPO Management Update and Program Planning (Colombo) Trip #0-97 COMPLETED	23	Nov 14-Nov 19, 1987	18 DPOs	6 FPASL Trainers Yoder, R	
Annual Program Review COMPLETED		Dec 7-Dec 18, 1987	27 Total: -20 DPOs - 7 HQ Staff		

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
22. Volunteer Initial Training Workshops (in place of dropouts) COMPLETED		Jan 1-Aug 30, 1988	366 Volunteers	DPOs	Each workshop was for three days.
23. DAC Orientation (Colombo) COMPLETED	24	Feb 1-Feb 1, 1988	40 DAC Members	FPASL Trainers	2 one day workshops.
24. GRLAC Orientation Workshops (24 Districts) COMPLETED	25	Feb 1-Aug 30, 1988	977 GRLAC Members	FPASL Trainers	24 one day workshops.
25. Volunteer Initial Training Workshops (125 Villages) COMPLETED	26	Feb 1-Dec 31, 1988	4,001 Volunteers	DPOs	111 three day workshops.
26. GRLAC Follow-up Training (24 Districts) COMPLETED	28	Jun 1-Nov 25, 1988	859 GRLAC Members	FPASL Trainers	16 two day workshops.
27. Volunteer Refresher Training Workshops (125 Villages) COMPLETED	27	Jun 26-Nov 30, 1988	3,725 Volunteers	DPOs	98 two day workshops.
U.S.-Based Executive Skills in Human Resource Management Course (Boston, MSH) COMPLETED	22	Jul 5-Jul 22, 1988	1: Mr. Amarananda Dissanayake, Director of Operations		
28. Annual District Advisory Committee Workshops (5 Regions) COMPLETED	29	Aug 1-Sep 30, 1988	50 DAC Members	FPASL Trainers	
Family Health Workshops COMPLETED		Sep 1-Dec 31, 1988	1958 Volunteers	FPASL Trainers	
Regional Visual Training Materials Development Workshop (Bangkok, Thailand) Trip #0-263 COMPLETED		Jul 24-Aug 11, 1989	1: -Mr. A.S. Poovendran, Operational Manager	Wileman, R Beasley, G Eduarte, A	Beasley and Wileman stopped in the Philippines en route to Thailand for planning July 12-15.

END OF PROJECT ASSESSMENT

1. The following types and numbers were trained:

<u>Types of Training</u>	<u># Trained</u>
DAC Orientation	126
DAC Workshops	228
DPO Managers	17
DPO Updates/Refreshers	35
Family Health Workshops	1,958
GRLAC Orientation	3,078
GRLAC Follow-Up	2,437
Volunteers' Initial	13,119
Volunteers' Refreshers	10,554
Other	49

U.S.-Based	5
Regional	5
<u>Inter-Regional</u>	<u>1</u>
TOTAL	31,563

2. An experimental study was conducted to examine the contribution of the volunteer to increased contraceptive use.
3. Decentralized training and decentralized training management were successfully emphasized during this project.
4. The FPASL management and supervision systems are exemplary and should be studied by other Asian and African program managers.

SRI LANKA NIHS TRAINING PLAN

REGION: Asia
 COUNTRY: Sri Lanka
 PROJECT NUMBER: 35637

PROJECT TITLE: NIHS Curricula Revision and Faculty Training
 DURATION: August 15, 1988 - July 31, 1989
 SPONSORING INSTITUTION: National Institute of Health Sciences
 HOST COUNTRY CONTACTS: Dr. Gnani Thenabadu, Program Specialist, USAID/Colombo
 Dr. Gnanissara, NIHS
 EST. TOTAL LOP: \$65,347
 MECHANISM: Memorandum of Agreement
 GOAL: To improve the health services offered to the community consistent with priorities set by the Ministry of Health and community needs.
 ANTICIPATED OUTCOMES: PROGRAM OBJECTIVES:
 1) Improve the teaching skills of the faculty at NIHS and field staff through adult education workshops.
 2) Contribute to the revision of two curricula.
 3) Pretest the curricula.
 4) Review the results of the pretest and revise curricula prior to implementation.
 OTHER INFORMATION: This project is funded through a \$100,000 buy-in from ANE/POP.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Trip #0-49 COMPLETED		Jun 6-Jun 18, 1988		Gershman, Y	This was a responsive TNA.
Curriculum Revision, Session I (Kalutara) Trip #0-363 COMPLETED	3	Oct 8-Nov 9, 1988		Vansintejan, G	
Workshop in Adult Education, Session I (Kalutara) Trip #0-427 COMPLETED	4	Mar 7-Mar 17, 1989	15 NIHS Faculty and Field Staff	McMinn, A	
Regional Visual Training Materials Development Workshop (Bangkok, Thailand) Trip #0-263 COMPLETED		Jul 24-Aug 11, 1989	1: -Dr. T.D.V. Perera, Head, Educational Resources Center	Wileman, R Beasley, G Eduarte, A	Beasley and Wileman stopped in the Philippines en route to Thailand for planning July 12-15.

END OF PROJECT ASSESSMENT

1. The PH midwife curriculum was revised, in draft, but not field-tested.
2. One adult education workshop was conducted for 15 NIHS faculty. The project was curtailed when civil disturbances and terrorist violence made it impossible for NIHS to accept class intakes and for INTRAH to send consultants/staff for technical assistance.
3. The PAC IIb contractor should commence negotiations with NIHS during the first quarter of FY1991 if the country's political situation is settled.

THAILAND MOPH TRAINING PLAN

REGION: Asia
 COUNTRY: Thailand
 PROJECT
 NUMBER: n/a

PROJECT TITLE: Capacity-Building in Training Needs Assessment and Training Impact Evaluation

DURATION: November 1984 - November 1986

SPONSORING INSTITUTION: Family Health Division (FHD), Ministry of Public Health (MOPH)

HOST COUNTRY CONTACTS: Ms. Chusie Sujpluem, FHD/MOPH; and Mr. Win McKeithan, Chief, Health/Population/Nutrition, USAID/Thailand

ACTUAL TOTAL LOP: N/A

MECHANISM: INTRAH provided technical assistance only.

GOAL: To enable the National Family Planning Program (NFPP) to provide technical assistance and training to provincial-level health personnel in forecasting personpower and assessing training needs, and in evaluation of the effects and impact of training.

ANTICIPATED OUTCOMES:

- 1) Refresher TOT and skill training in needs assessments for three MOPH training staff.
- 2) Curriculum developed for training in training needs assessment.
- 3) In-service training plans (central and provincial-level) developed, based on information from training needs assessments and data from training effects and impact evaluation.
- 4) Training in effects and impact evaluation, microcomputer applications, and planning and management for four FHD/MOPH staff.
- 5) Training of 22 FHD/MOPH staff in training needs assessments (USAID funding).
- 6) Training of 48 provincial-level personnel in training needs assessments and evaluation (USAID funding).
- 7) Assistance to USAID in identification of third-country and U.S.-based short courses and observational sites relevant to training needs of MOPH and other providers' personnel.

OTHER INFORMATION: This project is supportive of USAID's bilateral project with the NFPP administered by the FHD/MOPH.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment Visit Trip #0-07 COMPLETED		Nov 19-Nov 23, 1984		Knauff, L	
U.S.-Based Training of Trainers Refresher Training Skills Update (IHP, Santa Cruz, CA) COMPLETED		Jan 21-Feb 8, 1985	3 MOPH Staff: -Mrs. Pienchai Sattayut -Mrs. Nimuan Thawisonboon -Miss Somsanit Wangwan	Walter, G	An outcome of this activity was the outline of a workshop curriculum in training needs assessment. Five IMCH/Philippines participants also attended this activity.
Project Development Visit Trip #0-34 COMPLETED		Feb 6-Feb 23, 1985		Knauff, L (2/6-17) Baker, R (2/10-23)	
Technical Assistance in Evaluation Visit Trip #0-33 COMPLETED		Feb 8-Feb 17, 1985		Veney, J	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Follow-Up of FHD/MOPH Participants to January 1985 Refresher Training Skills Update Course Trip #0-67 COMPLETED		Apr 15-Apr 18, 1985	3 FHD/MOPH Trainers Who Attended Training Course at IHP/Santa Cruz	Walter, G	This was a stop-off visit and only per diem and ground transport costs were paid by INTRAH.
Project Review Visit Trip #0-54 COMPLETED		May 5-May 12, 1985		Knauff, L	Ms. Knauff met with FHD/MOH and Durakjipundit University faculty to discuss University collaboration in provision of management and other training for FHD/MOPH.
U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	2 MOPH Staff: -Khun Chusie Sujpluem, Head, T/S/E Section -Khun Yupa Poonkum, R&E Section	INTRAH SPH/UNC Faculty	
Project Review Visit Trip #0-152 COMPLETED		Sep 23-Sep 28, 1985		Knauff, L Lea, J	INTRAH representatives met with MOPH and USAID/Thailand staff while in Thailand for meetings with PDA.
Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	1 FHD/MOPH Staff: -Mrs. Soosanghan Thana-Udom, Nurse Tutor 1 Thai Red Cross: -Mrs. Suganya Harnroongrog, Nurse/Midwife Tutor	Brancich, C Kass-Annese, B IMCH Core Trainers	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Bangkok, Thailand) Trip #0-99 COMPLETED		May 12-May 21, 1986	5 FHD/MOPH: Khun Chusie Sujpluem Khun Yupa Poonkum Khun Nongnuch Boonyakiat Khun Radeeporn Soogarun Ms. Linda Andrews	Veney, J Miranda, M Angle, M	FHD/MOPH hosted the workshop.
Project Review Visit Trip #0-219 COMPLETED		Nov 3-Nov 8, 1986	FHD/MOPH and INTRAH Representatives	Knauff, L Brown, M	
Observational Visit: Status of Training in Norplant and IUD insertion by Pop Council, and Mahidol and Chulalongkorn Universities Trip #0-93 COMPLETED		Feb 16-Feb 22, 1987		Angle, M	
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	5: -Khun Benjalak Sangsingkaew, Trainer, FH Division -Khun Prapim Buddhirakkul, Trainer, FH Division -Khun Tassanee Rojanaskul, Trainer -Khun Penpan Rugsanoh, Trainer -Ms. Linda Andrews, FH Division	Gaye, P Hanson, B Eduarte, A	AC/PDA was venue.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Technical Assistance in Training Needs Assessment Trip #0-200 COMPLETED		Dec 15-Jan 2, 1988		Knauff, L	
Technical Assistance in Training Needs Assessment Trip #0-200 COMPLETED		Dec 15-Jan 2, 1988		Knauff, L	
FP/MCH Training and Service Study Visit (Khon Kaen, Thailand) COMPLETED		Nov 14-Nov 25, 1988	6 from the Philippines: (-2) IMCCSDI -(4) DOH	Thailand MOPH	
Regional Visual Training Materials Development Workshop (Bangkok, Thailand) Trip #0-263 COMPLETED		Jul 24-Aug 11, 1989	2: -Mrs. Tassanee Rojanaskul, Chief of Technology of Education and Training Unit, DOH Khun Prapim Buddhirakkul, Health Promotion Tech Officer, Education/Training Section, FHD	Wileman, R Beasley, G Eduarte, A	

END OF PROJECT ASSESSMENT

INTRAH's technical assistance to the MOPH and sponsorship of participants to regional workshops have deepened needs assessment, planning, evaluation and training skills of FHD training staff.

TRAINING AND TECHNICAL ASSISTANCE

III. REGIONAL ACTIVITIES:

**Review of Past Six Months
(April 1, 1989 - September 23, 1989)**

**Summary of Past Five Years
(September 24, 1984 - September 23, 1989)**

East & Southern Africa

countries marked with an asterisk are featured in this report

Botswana	✱	Somalia	✱
Burundi	□	Sudan	□
Kenya	✱	Swaziland	□
Madagascar	□	Tanzania	✱
Malawi	□	Uganda	✱
Mauritius	✱	Zimbabwe	✱
Rwanda	✱		



TRAINING AND TECHNICAL ASSISTANCE

III. REGIONAL ACTIVITIES

A. EAST/SOUTHERN AFRICA

Review of Past Six Months: April 1, 1989 - September 23, 1989

During this report period INTRAH concluded PAC-IIa regional activities in the East/Southern Africa region with the fourth annual Anglophone Technical Advisory Committee (TAC) meeting, the second annual Regional Offices Coordination meeting and a Study Tour of Kenya family planning programs for 3 officials of the Rwanda National Office of Population (ONAPO).

The 1989 Anglophone TAC meeting, held in Nairobi, convened 17 representatives from Botswana (2), Kenya (3), Liberia (1), Somalia (3), Tanzania (2), Uganda (3), Zambia (1), and Zimbabwe (2) to provide a forum for sharing and discussing lessons learned in FP training during the past 5 years for application in the

future; to explore changes required in FP service delivery and training systems in the region during the next 5 years; and to provide an opportunity for TAC members to forecast training and technical assistance requirements to effect proposed change.

The second INTRAH Regional Offices Coordination meeting, held in Nairobi, was attended by 10 staff members from the INTRAH/Chapel Hill, INTRAH/WCA and INTRAH/ESA offices. During the meeting the work of both regional offices was reviewed from the perspective of INTRAH-wide application, and three INTRAH TIPs were worked on by mixed INTRAH/WCA, INTRAH/ESA and INTRAH/CH teams. One TIP - *Guide to INTRAH Training Project Development* - was completed.

Three Rwanda/ONAPO managers were hosted by INTRAH/ESA during a Study Tour of Kenya FP programs. The Rwandese were able to exchange views and to gain insight into the components of various family planning activities during discussions with officials of well-established FP programs and to explore ideas for the design of a new FP strategy for Rwanda which integrates the private sector in the service provision process. Programs of special interest to the Rwandese were the Chogoria-Based Health Care program, the Youth Program, the computerized data system, the National Health Advisory Committee, and the natural family planning program, aspects of which they have recommended for consideration in Rwanda.

Summary of Past Five Years: September 24, 1984 - September 23, 1989

INTRAH's activities in the East/Southern Africa region throughout the life of the PAC-IIa contract have included the establishment of the INTRAH Anglophone Technical Advisory Committee to provide guidance to INTRAH on training and technical assistance priorities in the region. The TAC has met 4 times since its inception in 1986 and has included representatives from Botswana, Kenya, Liberia, Mauritius, Nigeria, Sierra Leone, Somalia, Tanzania, Uganda, Zambia, and Zimbabwe. The Committee has been instrumental in streamlining the application of the pre-service training/in-service training/service (PST/IST/S) linkages concept and in defining integration of MCH/FP services and training. Participation in TAC meetings and training activities that followed the meetings has resulted in observable growth in TAC members' performance on the job.

The PST/IST/S linkages concept conceived by INTRAH to improve coordination and collaboration between the pre-service and in-service systems that prepare and update nurses to deliver, supervise and manage FP services has been introduced in Botswana, Kenya, Sierra Leone, Uganda, and Zimbabwe, and has involved 582 nursing/midwifery personnel in the region. INTRAH has created awareness among nursing educators and policy and service leaders about the inadequacy or non-existence of appropriate service and training systems' linkages resulting in duplication of training, inappropriate utilization of limited human resources, and an inappropriate role for FP in in-service training programs.

INTRAH has provided skills to a regional resource group who either individually or as a group are capable of providing training/technical assistance throughout the E/SA region. These skill-building activities have included the training of 10 service providers in natural family planning; 11 in basic training needs assessment; 18 in training evaluation; 20 in consultation skills; and 16 in training materials needs assessment.

INTRAH has sponsored 78 Anglophone participants to regional and inter-regional workshops in Kenya (CAFS), Mauritius (MFPA), the Philippines (IMCH), Thailand (PDA), and Zimbabwe (ZNFPC), and Asians during workshops in the E/SA region.

A small core of consultants has been developed to provide training and technical assistance in the region and the clinical training capability of the Center for African Family Studies has been strengthened through training of trainers workshops and technical assistance.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Anglophone Regional Training of Trainers Skills for Core Training Teams (Nairobi, Kenya) COMPLETED		Apr 16-May 4, 1985	12: -(6) Sierra Leonians -(6) Ugandans	Muhuhu, P Wachira, J	
Anglophone Regional Technical Advisory Committee Meeting Trip #0-255 COMPLETED		Feb 24-Feb 28, 1986	13 TAC Members: -(2) Kenya -(1) Mauritius -(3) Nigeria -(2) Sierra Leone -(2) Somalia -(2) Uganda -(1) Zimbabwe	Muhuhu, P Mtawali, G Mirabito, T	
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	14 Participants Total from Kenya, Nigeria, Sierra Leone, Uganda and Philippines	Veney, J Newman, C Miranda, M	
Anglophone Regional Technical Advisory Committee Meeting Trip #0-432 COMPLETED		Feb 16-Feb 20, 1987	13 TAC Members: -(2) Botswana -(3) Kenya -(1) Mauritius -(2) Nigeria -(1) Sierra Leone -(1) Somalia -(2) Uganda -(1) Zimbabwe	Knauff, L Mirabito, T Muhuhu, P Wachira, J Mtawali, G	
Anglophone Regional Training Needs Assessment Workshop Trip #0-372 COMPLETED		Feb 23-Feb 27, 1987	11 Participants: -(1) Botswana -(3) Kenya -(2) Nigeria -(1) Sierra Leone -(1) Somalia -(2) Uganda -(1) Zimbabwe	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
Anglophone Regional Evaluation Training of Training Teams (Nairobi, Kenya) Trip #0-302 COMPLETED		Aug 31-Sep 12, 1987	18 CIT Members and Evaluators: -(4) Botswana -(8) Kenya -(6) Uganda	Helpfenbein, S Ericsson, S Mtawali, G	Ericsson arrived on Aug 23. Helpfenbein arrived on Aug 29.
Anglophone Regional Technical Advisory Committee Meeting Trip #0-391 COMPLETED		Mar 1-Mar 3, 1988	16: -(2) Botswana -(5) Kenya -(2) Sierra Leone -(2) Tanzania -(3) Uganda -(2) Zimbabwe	Muhuhu, P Mtawali, G Wachira, J Lea, J Murphy, C Beasley, G	
Anglophone Regional Consultation Skills Workshop (Nairobi, Kenya) Trip #0-415 COMPLETED		Mar 7-Mar 18, 1988	20 Total: -(2) Botswana -(5) Kenya -(1) Sierra Leone -(2) Tanzania -(2) Thailand -(2) Uganda -(3) Zimbabwe -(3) RO/N	Gormley, W Joyce, S	Miss Muhuhu planned with TRG in Somalia Jan 20-24, 1988 (see Trip #0-233).

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Regional Coordination Meeting (Lomé, Togo) Trip #0-199 COMPLETED		Jun 27-Jun 29, 1988		Muhuhu, P Wachira, J Mtawali, G Gaye, P Seck, P Thiam, D Knauff, L Bongwele Newman, C	
Anglophone Regional Technical Advisory Committee Meeting Trip #0-261 COMPLETED		May 23-May 25, 1989	17: -(2) Botswana -(3) Kenya -(1) Liberia -(3) Somalia -(2) Tanzania -(3) Uganda -(1) Zambia -(2) Zimbabwe	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
Regional Coordination Meeting COMPLETED		May 29-Jun 3, 1989		Muhuhu, P Mtawali, G Thiam, D Wachira, J Gaye, P Seck, P Mutombo, Y Corbett, M Knauff, L Bongwele, O	For further information see Trip Report #0-261.

PST/IST LINKAGES TRAINING PLAN

PROJECT
NUMBER: 35654

PROJECT TITLE: Project for Improvement of Linkages Between Nurses' Pre-Service and In-Service Training in Family Planning and Maternal/Child Health: Anglophone Africa

SPONSORING INSTITUTION: INTRAH and Co-Sponsors To Be Determined

ACTUAL TOTAL LOP: \$52,627

GOAL: To improve coordination and collaboration between the pre-service and in-service systems that prepare and update nurses to deliver, supervise and manage family planning services.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Fact-Finding Mission at WHO Regional Office (Brazzaville, Congo) Trip #0-209 COMPLETED		Mar 28-Apr 1, 1987		Wachira, J	
1. DON PST/IST/S Linkage Workshop I (Kakamega, Kenya) Trip #0-570 COMPLETED		Sep 7-Sep 12, 1987	34 Nurse Leaders	Wachira, J Gilpin, V Muhuhu, P	
2. DON PST/IST/S Linkage Workshop II (Kericho, Kenya) Trip #0-580 COMPLETED		Sep 28-Oct 2, 1987	29 Nurse Leaders	Wachira, J Muhuhu, P Gipin, V	
3. DON PST/IST/S Linkage Seminar (Kenya) Trip #0-259 COMPLETED		Nov 4-Nov 4, 1987	6 DON	Wachira, J	
PST/IST/S Needs Assessment (Sierra Leone) Trip #0-578 COMPLETED		Dec 5-Dec 14, 1987		Wachira, J Gilpin, V	
4. DON PST/IST/S Linkage Seminar (Kenya) Trip #0-259 COMPLETED		Jan 14-Jan 15, 1988	9 DON	Wachira, J	
5. PST/IST Linkages Workshop (Botswana) Trip #0-337 COMPLETED		Mar 28-Mar 31, 1988	26 Senior Nursing Leaders	Wachira, J Mtawali, G Gilpin, V	
PST/IST/S Conference Planning (Nairobi) Trip #0-80 COMPLETED		May 2-May 6, 1988		Knauff, L Gilpin, V Wachira, J Mtawali, G Muhuhu, P	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
6. PST/IST/S Workshop (Sierra Leone) Trip #0-73 COMPLETED		Jun 13-Jun 18, 1988	33: -(11) PST -(6) IST -(16) S	Wachira, J Gilpin, V Seck, P	
PST/IST/S Training Needs Assessment (Uganda) Trip #0-355 COMPLETED		Jul 25-Jul 29, 1988		Wachira, J Muhuhu, P	
PST/IST/S Initial Training Needs Assessment Visit (Zimbabwe) Trip #0-339 COMPLETED		Oct 17-Oct 27, 1988		Wachira, J Seck, P	

KENYA CAFS REGIONAL TRAINING PLAN

REGION: Regional (E/SA)
 COUNTRY: Kenya
 PROJECT
 NUMBER: 35647

PROJECT TITLE: Technical and Training Assistance in Development and Conduct of Training of Trainers Workshops

DURATION: March 1, 1986 - December 31, 1986

SPONSORING INSTITUTION: Centre for African Family Studies (CAFS)

HOST COUNTRY CONTACTS: Professor DeGraft-Johnson, Director, CAFS; and Dr. Gary Merritt, Population Officer, USAID/Kenya

ACTUAL TOTAL LOP: \$30,512

MECHANISM: Memorandum of Agreement

GOAL: To strengthen and update the knowledge and skills of family planning training personnel in the areas of training methodology and training program development, for the purpose of extending training in clinical family planning in Africa.

ANTICIPATED OUTCOMES: A cadre of trained family planning trainers at the in-service level.

OTHER INFORMATION: INTRAH provided consultation to the CAFS nurse/midwife trainer to assist her in preparing and conducting two clinical TOT courses for 32 regional trainers.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour (Bangkok, Thailand) Trip #0-157 COMPLETED		Jul 1-Jul 15, 1985	Dr. H. Matovu, Program Officer, CAFS	AC/PDA Trainers	INTRAH/ESA Office Director Miss P. Muhuhu accompanied the group.
Phase I: Training Program Planning Trip #0-269 COMPLETED		Apr 14-Apr 18, 1986		Vansintejan, G Munkombwe, V	INTRAH and CAFS representatives developed a course outline, needs assessment questionnaire, and course description and timetable.
Phase II: Training Program Planning Trip #0-270 COMPLETED		Jun 25-Jul 5, 1986		Vansintejan, G Munkombwe, V	Trainers reviewed results of the needs assessment, and designed the curriculum and trainee follow-up.
Training of Trainers Workshop I Trip #0-270 COMPLETED		Jul 7-Aug 1, 1986	16	Vansintejan, G Munkombwe, V	

Kenya CAFS, continued

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Preparation for Training of Trainers Workshop II Trip #0-271 COMPLETED		Oct 15-Oct 17, 1986		Vansintejan, G Munkombwe, V Mwaikambo, R	
Training of Trainers Workshop II (Nairobi) Trip #0-271 COMPLETED		Oct 20-Nov 14, 1986		Vansintejan, G Munkombwe, V Mwaikambo, R	
Project Review Trip #0-271 COMPLETED		Nov 19-Nov 19, 1986		INTRAH and Vansintejan, G	Future CAFS/INTRAH collaboration discussed.
** SENEGAL - CAFS Development of Clinical FP Curriculum for CAFS Regional Clinical FP Skills Workshop (Abidjan) COMPLETED		Jul 17-Aug 5, 1989		Seck, P (TA) Kazadi, S	Not INTRAH financed.
Survey of FP Clinics and Identification of Clinic Preceptors (Dakar) COMPLETED		Sep 4-Sep 18, 1989		Seck, P (TA) Kazadi, S Albis (SFHPP)	Not INTRAH financed.
Preceptor Training Course (Dakar) COMPLETED		Sep 18-Sep 23, 1989		Seck, P (TA) Kajadi, S	Not INTRAH financed.
CAFS Regional Clinical FP Skills Workshop (Dakar)		Sep 25-Nov 3, 1989	12 Francophone Clinicians	Seck, P Kazadi, S	Not INTRAH financed.

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

1. TOT curriculum was updated and should continue to be updated as experience dictates.
2. Technical assistance from INTRAH was considered satisfactory by CAFS.
3. CAFS physician trainer participated in a second TOT.
4. Assisted CAFS in defining women's health issues that need to be included in training of family planning service providers.
5. Sponsored one physician to a study tour on Integrated Community Based Health Care in Thailand.

PROBLEMS ENCOUNTERED:

1. No trainee follow-up by CAFS.
2. CAFS nurse trainer required training in evaluation but did not obtain it.
3. CAFS nurse trainer has been unable to attend INTRAH-sponsored training to which she has been invited, e.g., Training Needs Assessment, Consultation Skills and Training Evaluation.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. Coordination between INTRAH and CAFS should be maintained since both are involved in regional and in-country training.
2. CAFS approach to integration of safe motherhood concepts into clinical family planning amounts to inclusion of topics without "how to." There is need to explore the "how to" in order to do justice in preparation of trainers and service providers.

MAURITIUS REGIONAL TRAINING PLAN

1. PROJECT TITLE: Family Planning Visual Communication: How to Adapt, Develop and Use Visual Communication Techniques and How to Train Others

DURATION: June 1, 1985 - September 30, 1985

SPONSORING INSTITUTION: Mauritius Family Planning Association (MFPA)

CONTRACT COST: \$45,377
ACTUAL TOTAL LOP: \$102,272

GOAL: To strengthen visual communication about family planning within and among countries in training, health teaching programs, and public and client education in order to increase acceptance of family planning services and effective use of child-spacing methods.

2. PROJECT TITLE: Evaluation Training with In-Country Follow-Up

DURATION: August 20, 1986 - October 31, 1986

SPONSORING INSTITUTION: INTRAH/Mauritius Family Planning Association (Association de Planification Familiale de l'Ile Maurice)

CONTRACT COST: \$52,211
ACTUAL TOTAL LOP: \$106,469

GOAL: To improve family planning programs and training activities in Francophone Africa through the involvement of local staff in program evaluation and ultimate assumption of the INTRAH evaluation system and responsibilities, with INTRAH staff support, by nationally-based institutions and organizations.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Project and Contract Development Visit Trip #0-46 COMPLETED		Mar 10-Mar 16, 1985		Murphy, C Durham, C	An administrative subcontract was developed with MFPA for implementation of the August regional workshop.
Anglophone Regional Family Planning Visual Communication Workshop (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	20 Nat'l-Level Trainers, Teachers and IEC Specialists: -(2) Botswana -(2) Cameroon -(2) Ghana -(2) Liberia -(2) Malawi -(4) Mauritius (2 MFPA, 2 Other) -(2) Sierra Leone -(2) Somalia -(2) Zimbabwe 2 IMCH/Philippines CTT Trainers (Observers)	Murphy, C Wileman, R Mtawali, G 1 Somali Co-Trainer	Each participant prepared a workplan for the use of skills gained in the workshop, including a plan for training others.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Training Workshop (Tamarin Bay, Mauritius) Trip #0-274 COMPLETED		Sep 8-Sep 29, 1986	18 Participants: -(2) Burkina Faso -(2) Burundi -(2) Chad -(2) Mali -(2) Mauritius -(2) Niger -(2) Rwanda -(4) Zaire 2 Mauritian Evaluation Resource Persons: -Mr. N. Mapara, Family Life Educator, MFPA -Mr. R. Wong, Head, Evaluation Unit, MOH	Newman, C Ericsson, S Helfenbein, S	

END OF PROJECT ASSESSMENT

ACCOMPLISHMENTS:

1. Four Mauritians were trained in Family Planning Visual Communications.
2. One MFPA senior staff was trained in consultation skills and training needs assessment.
3. A needs assessment for community health services was conducted at the request of REDSO for MOH.
4. A senior MFPA staff represented Mauritius in INTRAH Anglophone TAC meetings in 1986 and 1987.

PROBLEMS ENCOUNTERED:

After the opening of INTRAH's W/CA office in 1986, no further regional training was conducted in Mauritius. The MFPA requested financial assistance from INTRAH for a project on Rodrigues, but did not follow-up with INTRAH during the team visit for an MOH and REDSO-initiated assignment in October 1987.

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

N/A

ZIMBABWE REGIONAL TRAINING PLAN

REGION: Regional (E/SA)
 COUNTRY: Zimbabwe
 PROJECT NUMBER: n/a

PROJECT TITLE: Third-Country Family Planning Clinical Skills Training

DURATION: n/a

SPONSORING INSTITUTION: Zimbabwe National Family Planning Council (ZNFPC)

HOST COUNTRY CONTACTS: Dr. Esther Boohene, Programme Coordinator, ZNFPC; Dr. O. Chidede, Permanent Secretary, MOH; and Ms. Lucretia Taylor, Population Officer, USAID/Zimbabwe

ACTUAL TOTAL LOP: \$11,043

MECHANISM: Subcontract (withdrawn)

GOAL: Through INTRAH sponsorship to ZNFPC clinical family planning training courses, trainer/tutors and service providers from other regional organizations and institutions will receive training in provision of clinical family planning services and will be able to train others.

ANTICIPATED OUTCOMES: 1) INTRAH-sponsored regional trainees will be able to:
 a) Assist clients in selection of appropriate contraceptives.
 b) Initiate contraceptive methods and instruct clients on their use.
 c) Provide on-the-job training in the management of side effects and in the insertion of IUDs.
 2) 3 participants per course will be sponsored by INTRAH.

OTHER INFORMATION: Until June 1, 1987, there is no tuition charge for INTRAH-sponsored participants.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
U.S.-Based Course on Skills for Managing Effective Training Organizations (MSH, Boston, MA) COMPLETED		May 13-Jun 24, 1985	Shalote Chipamaunga ZNFPC Trainer	MSH Trainers	Ms. Chipamaunga debriefed in Chapel Hill, Jun 27-28.
Anglophone Regional Family Planning Visual Communication Workshop (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	2 ZNFPC: -Mr. E.M. Hluyo -Mrs. A.C.Z. Butshe	Murphy, C Wileman, R Mtawali, G 1 Somali Co-Trainer	Each participant prepared a workplan for the use of skills gained in the workshop, including a plan for training others.
Family Planning Clinical Skills Workshop (Harare, Zimbabwe) COMPLETED		Sep 30-Nov 8, 1985	4 Benue State MOH: -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	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	Mrs. Regina Ncube, Matron/Tutor, St. Anne's Hospital, Brunapeg	Brancich, C Kass-Annese, B IMCH Core Trainers	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
Family Planning Clinical Skills Workshkop (Harare, Zimbabwe) COMPLETED		Sep 22-Oct 31, 1986	-Ms. T.M. Mncina, MOH, Swaziland -Mrs. L.N. Orpin, PPFN Clinic, HSMB, Makurdi, Benue State, Nigeria -Mrs. E.M. Mamadou, Divisional Health Unit, Anken, Benue State, Nigeria	ZNFPC Trainers	
CBD/ADS Conference and Discussions with ZNFPC Trip #0-411 COMPLETED		Nov 1-Nov 7, 1986		Muhuhu, P	Conference, Nov 3-7, co-sponsored by Pathfinder, IPPF and Columbia.
Regional Training Needs Assessment Workshop (Nairobi, Kenya) Trip #0-372 COMPLETED		Feb 23-Feb 27, 1987	L. Botsh, Training Coordinator, ZNFPC	Knauff, L Muhuhu, P Mtawali, G Wachira, J	
Family Planning Clinical Skills Workshop (Harare, Zimbabwe) COMPLETED		Feb 23-Apr 3, 1987	2 Uganda CTT: -Lucy Asaba -Mary Luyombya	ZNFPC Trainers	
Project and Contract Development Visit Trip #0-379 COMPLETED		Apr 27-May 15, 1987		Muhuhu, P Mirabito, T Baker, R	
Family Planning Clinical Skills Workshop (Bulawayo, Zimbabwe) COMPLETED		May 18-Jun 26, 1987	3: (2)-Bauchi State: -Ms. Margaret Nimrod -Mrs. Musa Hadiza Dr. Penda Seck, INTRAH Consultant	ZNFPC Trainers	
Family Planning Clinical Skills Workshop (Bulawayo, Zimbabwe) COMPLETED		Aug 3-Sep 11, 1987	3 from Botswana -Grace Sibanda (N/M) -Lucretia Koodibetse (NHI Tutor) -Joyce Molate(N/M)	ZNFPC Trainers	
Family Planning Clinical Skills Workshop (Bulawayo, Zimbabwe) COMPLETED		Nov 2-Dec 11, 1987	3 from Botswana	ZNFPC Trainers	Preparation In RO/A Oct 8-12.
Anglophone Regional Consultation Skills Workshop (Nairobi) Trip #0-415 COMPLETED		Mar 7-Mar 22, 1988	2: -Mrs. Lucy Botsh, Training Coordinator, ZNFPC -Stembile Matatu, ZNFPC -Margaret Butawu	Gormley, W Joyce, S	
PST/IST/S Training Needs Assessment Trip #0-339 COMPLETED		Oct 17-Oct 27, 1988		Wachira, J Seck, P	

END OF PROJECT ASSESSMENT**ACCOMPLISHMENTS:**

1. Strengthened FP training capability through:
 - a. Training of two trainers in Natural Family Planning training skills (1 ZNFPC and 1 Mission Hospital) in the Philippines
 - b. Training of the ZNFPC head of training unit (Harare) in training needs assessment, training materials needs assessment and consultation skills (in Nairobi).
 - c. Technical assistance in developing a 5 year training plan.
 - d. Training of 2 ZNFPC staff in visual communications (1), training materials needs assessment (1), consultation skills (1), and skills in management of training institutions.
2. INTRAH sponsored 4 nurse/midwives from Benue State, Nigeria and six from Botswana and Swaziland and 2 from Uganda to ZNFPC comprehensive clinical skills course.
3. A needs assessment to determine the status of the linkages between training and service systems was conducted at the request of ZNFPC.
4. Senior ZNFPC training and FP program personnel represented Zimbabwe in INTRAH Anglophone TAC meetings from 1986 through 1989.

PROBLEMS ENCOUNTERED:

1. At ZNFPC's request, INTRAH developed a training and technical assistance contract. The implementation was deferred by ZNFPC because of commitments of the training unit with MOH/World Bank and JHPIEGO projects. After two years, ZNFPC was ready, but INTRAH had no funds to implement the project.

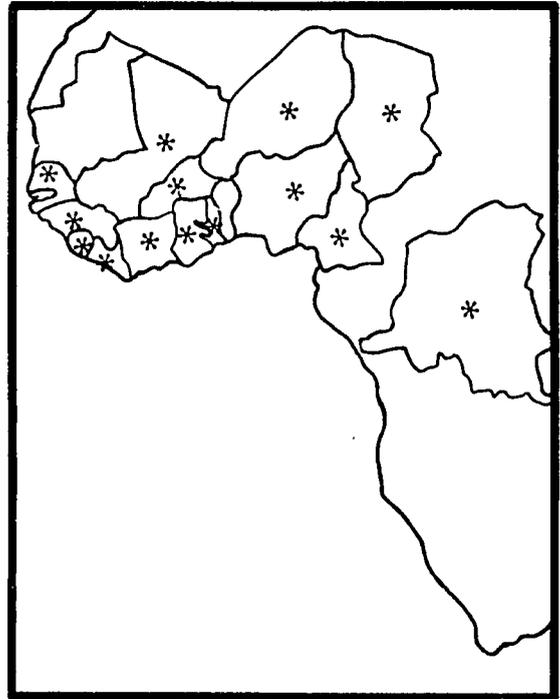
FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

1. ZNFPC has served other countries in training family planning service providers. This resource in the region should be exploited for beginning/emerging countries, but not at the expense of Zimbabweans.
2. ZNFPC is now providing training and technical assistance to other countries' in-country programs. INTRAH could use some of the resource persons as short-term technical assistance personnel, especially in Botswana to strengthen in-service training.
3. ZNFPC has expressed a desire for INTRAH to return to Zimbabwe by October to provide further technical assistance.

West & Central Africa

countries marked with an asterisk are featured in this report

Burkina Faso	*	Mali	*
Cameroon	*	Mauritania	□
Chad	*	Niger	*
Côte d'Ivoire	*	Nigeria	*
The Gambia	□	Senegal	*
Ghana	*	Sierra Leone	*
Guinée	*	Togo	*
Liberia	*	Zaire	*



TRAINING AND TECHNICAL ASSISTANCE

III. REGIONAL ACTIVITIES

B. WEST/CENTRAL AFRICA

Review of Past Six Months: April 1, 1989 - September 23, 1989

The third annual TAC meeting was conducted in Lomé, Togo. Seventeen MCH directors, training directors, clinicians and administrators from Burkina Faso, Chad, Côte d'Ivoire, Mali, Niger, Rwanda, Senegal, Togo and Zaire attended. TAC members examined the important role of service policies, standards and method protocols in family planning service delivery and training. TAC members also shared results from follow-ups and final reviews focusing on lessons learned and recommendations for the future.

INTRAH/WCA moved a step closer to formalizing a working relationship with CAFS for technical assistance for clinical family planning training. The CAFS

Francophone Clinical Coordinator visited INTRAH/WCA and worked with INTRAH/WCA's Regional Project Officer to prepare a curriculum for the first CAFS Francophone clinical course to be held in Senegal from September to November 1989.

Study visits by Zaireans to Morocco and Rwandese to Kenya were made during this report period for the purpose of broadening perspectives about family planning program components.

Anglophone W/CA was represented by Liberia during the TAC meeting in Nairobi, May 23 - 25, 1989.

INTRAH/WCA professional staff met with their counterparts from INTRAH/ESA in Nairobi for the annual Regional Offices' Coordination meeting, May 29 - June 3, 1989. The meeting was attended and facilitated by INTRAH's Deputy Director and Program Officer from Chapel Hill. Fruitful discussions and exchange of ideas were held on project development, integration of FP into MCH, and staff development. Ways to strengthen collaboration between the two offices were also discussed.

Summary of Past Five Years: September 24, 1984 - September 23, 1989

Francophone

With the opening of INTRAH's W/CA office in 1986, priority was assigned to in-country projects: provision of training and technical assistance to improve the focus and quality of training. Region-based training was targeted to evaluation, which was

initiated in 1987 and supplemented during TAC meetings conducted in 1988 and 1989.

Third-country training and study visits by Francophone family planning government and NGO participants were conducted to strengthen in-country capabilities: Chadians, Burkinabe, Ivoirians, Togolese and Zaireans visited Morocco, Chadians were clinically trained in Senegal and a Chadian group visited Senegal and the Gambia.

INTRAH W/CA staff participated in and conducted training outside the region: Dr. Seck attended a clinical course in Zimbabwe and a training of trainers' course in Thailand (conducted by INTRAH/WCA Director Pape Gaye) and a CBD orientation visit in Thailand. She also worked with her INTRAH/ESA counterpart in PST/IST/S activities in Sierra Leone and Zimbabwe. INTRAH/WCA Training Officer, Mrs. Djariatou Thiam, attended an AVSC-sponsored (Francophone) counseling skills course in Nairobi.

Particularly noteworthy in regional resource-building and application has been the use of Francophone trainers and consultants as sources of assistance in their region: Zaireans have worked as INTRAH consultants in Burkina Faso, Chad, Côte d'Ivoire, Niger, Rwanda, Togo and Zaire, a Senegalese worked in Chad, and a Burkinabe worked in Zaire.

A new initiative by INTRAH and CAFS resulted in collaboration for Francophone regional clinical training in Senegal.

Anglophone

Anglophone W/CA countries have participated in INTRAH's E/SA-conducted regional activities since the start of PAC IIa: Cameroon, Ghana, Liberia and Sierra Leone were represented at the Regional Visual Communications workshop in Mauritius in 1985, Nigeria and Sierra Leone in evaluation and TNA training in 1986 and 1987, respectively, and Sierra Leone in the Consultation Skills workshop in 1988. E/SA Technical Advisory Committee representatives have been drawn from Sierra Leone, Nigeria and Liberia.

Three Sierra Leonians have been trainers or consultants in E/SA countries: Mauritius, Somalia, and Uganda, and the Sierra Leone CTT was trained with their Ugandan counterparts in a TOT, conducted by INTRAH's E/SA office.

Third-country clinical training in the Philippines was sponsored by INTRAH for Nigerian nurse/physician teams and in Zimbabwe for nurses and nurse/midwives. Nigerians also attended CBD training in Thailand sponsored by INTRAH, and with Sierra Leonians were trained in natural family planning in the Philippines.

Regional Office/Abidjan

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Francophone Regional Evaluation Follow-On Workshop (Abidjan, Cote d'Ivoire) Trip #0-282 COMPLETED		Jun 29-Jul 11, 1987	11 Participants: -(2) Burkina Faso -(2) Chad -(2) Niger -(2) Rwanda -(3) Zaire	Newman, C Helfenbein, S Gaye, P	Mr. Helfenbein's travel dates were Jun 21-Jul 11. Ms. Newman arrived Jun 23 and departed Jul 13.
Francophone Regional Technical Advisory Committee Meeting (Abidjan, Cote d'Ivoire) Trip #0-374 COMPLETED		Sep 28-Oct 9, 1987	13: -(1) Burkina Faso -(1) Chad -(2) Ivory Coast -(1) Mali -(1) Rwanda -(2) Senegal -(2) Togo -(3) Zaire	Gaye, P Thiam, D Seck, P Dennis, M	
Planning for Regional Evaluation Course Trip #0-394 COMPLETED		May 28-Jun 4, 1988		Newman, C	
Regional Coordination Meeting (Lome, Togo) Trip #0-199 COMPLETED		Jun 27-Jun 29, 1988		Muhuhu, P Wachira, J Mtawali, G Gaye, P Seck, P Thiam, D Knauff, L Bongwele, O Newman, C	
Francophone Regional Evaluation Skills for Core Training Teams (Lome, Togo) Trip #0-381 COMPLETED		Jul 4-Jul 16, 1988	20 Total: -(5) Burkina Faso -(2) Cote d'Ivoire -(1) Niger -(3) Rwanda -(1) Senegal -(3) Togo -(5) Zaire	Gaye, P Bongwele, O Newman, C	
Francophone Technical Advisory Committee Meeting (Ouagadougou, Burkina Faso) COMPLETED		Sep 12-Sep 15, 1988	13: -(3) Burkina Faso -(1) Chad -(1) Guinea -(1) Mali -(1) Niger -(1) Rwanda -(2) Senegal -(1) Togo -(2) Zaire	Gaye, P Mutumbo, Y Thiam, D Bongwele, O Seck, P Corbett, M	See 1988 TAC report.
Francophone Workshop in Skills Development in Conducting Family Planning Evaluation (Ouagadougou, Burkina Faso) COMPLETED		Sep 19-Sep 23, 1988	13: -(3) Burkina Faso -(1) Chad -(1) Guinea -(1) Mali -(1) Niger -(1) Rwanda -(2) Senegal -(1) Togo -(2) Zaire	Gaye, P Mutumbo, Y Bongwele, O	See 1988 TAC report.

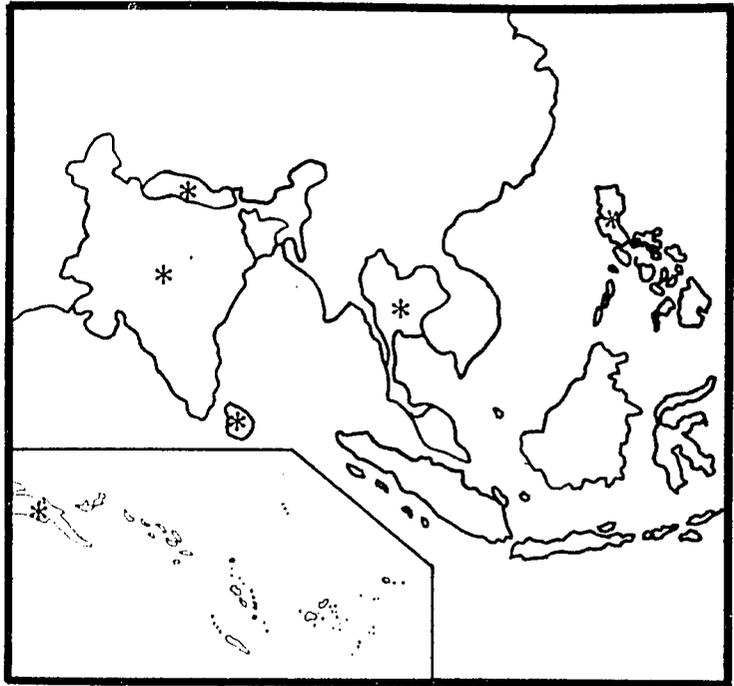
Regional Office/Abidjan

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Regional Coordination Meeting (Nairobi, Kenya) COMPLETED		May 29-Jun 3, 1989		Muhuhu, P Mtawali, G Thiam, D Wachira, J Gaye, P Seck, P Mutombo, Y Corbett, M Knauff, L Bongwele, O	For further information see Trip Report #0-261.
Francophone Technical Advisory Committee (Lome, Togo) Trip #0-450 COMPLETED		Jul 10-Jul 13, 1989	17: -(2) Burkina Faso -(1) Chad -(1) Cote d'Ivoire -(1) Mali -(2) Niger -(1) Rwanda -(1) Senegal -(5) Togo -(3) Zaire	Gaye, P Seck, P Thiam, D Mutombo, Y Bongwele, O Corbett, M Newman, C	Corbett and Newman stopped at ROA July 3-7 to plan for the TAC. Also see 1989 TAC report.

Asia

countries marked with an asterisk are featured in this report

- India ✖
- Nepal ✖
- Philippines ✖
- Southwest Pacific ✖
- Sri Lanka ✖
- Thailand ✖



TRAINING AND TECHNICAL ASSISTANCE

III. REGIONAL ACTIVITIES

C. ASIA

Review of Past Six Months: April 1, 1989 - September 23, 1989

During the past six months, one regional activity was conducted in Thailand, a Visual Training Materials workshop for 18 participants, jointly sponsored by the Asian Centre/PDA, the workshop venue. There were 8 countries represented.

Summary of Past Five Years: September 24, 1984 - September 23, 1989

During the past five years, the Asia region has hosted 141 Asian and African participants in workshops on evaluation, training, clinical family planning, natural family planning, CBD, and training materials development.

Asian consultants have provided technical or training assistance within the region (Thailand and Sri Lanka) and in Africa (Somalia and Nigeria), and Asians have been trained in Africa (Nairobi) during regional workshops.

One Asia Technical Advisory Committee meeting was held for nine participants from 5 countries.

Twenty-four Asians were sponsored to U.S.-based courses on training of trainers, TOT refresher training, cytology, training management, evaluation, population, communication and research, and human resources management.

PHILIPPINES IMCH TRAINING PLAN

REGION: Regional and Inter-Regional (Asia)
 COUNTRY: The Philippines
 PROJECT NUMBER: 35633

PROJECT TITLE: Regional and Inter-Regional Institution-Building and Training
 DURATION: April 15, 1985 - April 30, 1987
 SPONSORING INSTITUTION: Institute of Maternal and Child Health (IMCH), Quezon City, The Philippines
 HOST COUNTRY CONTACTS: Dr. Perla Sanchez, Executive Director, IMCH; and Mr. Edward Muniak, Population Officer, USAID/Philippines
 CONTRACT COST: \$217,286
 ACTUAL TOTAL LOP: \$271,374
 MECHANISM: Sub-Contract and Amendments
 GOAL: To strengthen IMCH's training and technical capacity to serve as a major family planning training resource in the Asia region.
 ANTICIPATED OUTCOMES: 1) Strengthened and expanded design, curriculum development, training, evaluation and consultative skills of the Core Training Team (CTT);
 2) Initial and follow-up training of 16 field preceptors;
 3) Provision of training, reference and other materials and aids to the IMCH Training Division;
 4) Conduct of 2 or 3 international courses per year for Asian and African participants;
 5) In-country follow-up by the CTT of international participants;
 6) Identification and support of technical assistance assignments by CTT members to in-country training programs in the Asia and Africa regions; and
 7) In-country pilot training programs that are prototypes for regional training activities.
 OTHER INFORMATION: The Institute of Maternal and Child Health (IMCH) is a major training resource and the only private training source for The Philippines' national family planning program with funding from the Commission on Population (POPCOM).

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment/Project Development Visit Trip #0-05 COMPLETED		Nov 12-Nov 16, 1984		Knauff, L	
Project and Contract Development (INTRAH, Chapel Hill, NC) COMPLETED		Jan 21-Jan 24, 1985		Sanchez, P	Dr. Sanchez visited Chapel Hill for contract negotiation.
U.S.-Based Training of Trainers Refresher Training Skills Update (IHP, Santa Cruz, CA) COMPLETED		Jan 21-Feb 8, 1985	IMCH Trainers: -Quitevis -Eduarte -Tejano -Segarra -Eraldo	Walter, G	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Program Planning Visit Trip #0-43 COMPLETED		Feb 9-Feb 12, 1985		Muhuhu, P	P. Muhuhu made programmatic and logistic arrangements for an April/June physician/nurse team clinical skills training, and discussions were held regarding the possibility of IMCH hosting a TOT for the CTT of Asian Centre/PDA.
1. Field Preceptors Training of Trainers Workshop (Manila) COMPLETED		Apr 8-Apr 17, 1985	16 Field Preceptors	IMCH Core Trainers	
2. Inter-Regional Clinical Skills Training for Physician/Nurse Teams (Quezon City, Philippines) COMPLETED		Apr 29-Jun 7, 1985	16: 8 Physician/Nurse Teams: -(3) Uganda -(5) Nigeria	IMCH Core Trainers	
U.S.-Based Evaluation and Management Course Sequence (Chapel Hill, NC) COMPLETED		May 20-Jul 24, 1985	2 IMCH: -Miriam Grafilo -Ligaya Dabatos	INTRAH SPH/UNC Faculty	
Technical Assistance to IMCH Trainers and Follow-Up of IMCH Participants to January 1985 Refresher Training Skills Update (Manila, Antipolo) Trip #0-100 COMPLETED		Jun 1-Jun 14, 1985		Brancich, C	Ms. Brancich observed final week of Inter-Regional Clinical Skills training, and assisted CTT in evaluating that course and developing workplan for the NFP TOT in November.
Observation and Participation: "Anglophone Regional Family Planning Visual Communication Workshop" (Tamarin Bay, Mauritius) Trip #0-149 COMPLETED		Aug 5-Aug 22, 1985	2 IMCH CTT Trainers: -Dr. A.R. Segarra, Medical Training Specialist -Mrs. M.T.B. Mende, Nurse Telephone Counselor	Murphy, C Wileman, R Mtawali, G 1 Somali Co-Trainer	Observation was for the purpose of assessing transfer potential in Asian settings.
End of Year Assessment and FY 1986 Planning Trip #0-101 COMPLETED		Sep 28-Oct 4, 1985	IMCH Representatives	Lea, J Knauff, L	
3. Inter-Regional Natural Family Planning Training of Trainers Course (Antipolo, Philippines) Trip #0-102 COMPLETED		Nov 11-Nov 29, 1985	17 Trainers/Tutors from Asia (7) and Anglophone Africa (10) 1 Philippino Physician: -Dr. Pilar Gelito, FP Clinic Physician, E. Rodriguez Memorial Peuriculture FP Center	Brancich, C Kass-Annese, B IMCH Core Trainers Mirabito, T	INTRAH Program Officer Ms. T. Mirabito participated in the workshop.
Regional Training of Trainers Workshop for Asian Center and IMCH Training Staff (Antipolo) Trip #0-156 COMPLETED		Jan 6-Jan 24, 1986	5 IMCH Trainers: -E.M. Almenario -M.L.E. Dabatos -M.T.B. Mende -R.M. Mendoza -L.C. Paires	Walter, G Segarra, A (IMCH) Tejano, A (IMCH)	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Nairobi, Kenya) Trip #0-71 COMPLETED		Mar 10-Mar 19, 1986	Mrs. M. Grafilo, Director for Support Services, was Asian Representative	Veney, J Newman, C Miranda, M	
5. Field Preceptors Skills Basic Course (Antipolo) COMPLETED		Mar 10-Mar 21, 1986	15 Field Preceptors	IMCH Training Staff	
Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training (Bangkok, Thailand) Trip #0-99 COMPLETED		May 12-May 21, 1986	2 IMCH Staff: Ms. M. Grafilo Miss M.L. Dabatos	Veney, J Miranda, M Angle, M	
6. Integrated Visual and Group Communication Skills for Clinic and Community Education Workshop (Antipolo) Trip #0-218 COMPLETED		May 19-Jun 6, 1986	16 Field Preceptors from Apr 1985 Preceptor TOT Course	Murphy, C Mende, T (IMCH) Eduarte, A (IMCH) Eraldo, F (IMCH)	
Project and Contract Revision Visit (INTRAH, Chapel Hill, NC) COMPLETED		Jun 2-Jun 5, 1986		Sanchez, P	Dr. Sanchez visited Chapel Hill for contract renegotiation.
Inter-Regional Clinical Family Planning for Nurse/Physician Teams (Antipolo and Cebu, Philippines) COMPLETED		Jul 14-Aug 23, 1986	16: 8 Teams: -(2) Uganda -(2) Nigeria -(4) Papua New Guinea	IMCH Core Trainers	
Program Planning Discussions Trip #0-378 COMPLETED		Sep 9-Sep 14, 1986		Lea, J Dennis, M	Planning discussions were held with IMCH, USAID/Philippines, POPCOM and IMAP.
8. Contraceptive Update for Pharmacists (Cebu) COMPLETED		Sep 12-Sep 13, 1986	24 Pharmacists	IMCH Trainers	
9. Contraceptive Update for Pharmacists (Daveo) COMPLETED		Oct 3-Oct 4, 1986	26 Pharmacists	IMCH Trainers	
Program Review and Planning Trip #0-286 COMPLETED		Nov 8-Nov 14, 1986		Knauff, L Brown, M	
Evaluation and Supervision Workshop (Antipolo) Trip #0-357 COMPLETED		Nov 17-Dec 5, 1986	15 IMCH Staff	Grafilo, M Dabatos, L Veney, J (11/17-27)	
Final Project Review (Training and Contract) Trip #0-359 COMPLETED		Mar 24-Apr 3, 1987		Baker, R	IMCH contract terminates April 30, 1987.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Financial Review (Asia) Trip #0-315 COMPLETED		Apr 4-Apr 9, 1988		Baker, R	

END OF PROJECT ASSESSMENT

1. Core training team established, trained and functioning to provide clinical skills training to international participants.
2. Two evaluators trained to assess training effectiveness and impact.
3. Thirty-one clinical preceptors trained and refreshed, in order to expand scope of clinical practice.
4. Forty-nine international participants supported for clinical or NFPTOT training.
5. Sixteen international physician/nurse teams, as part of 4 above were trained together to encourage physician/nurse collaboration in family planning service provision.
6. A prototype seminar for orienting pharmacists to a role in FP was developed, implemented and evaluated.

PHILIPPINES IMCCSDI TRAINING PLAN

REGION: Regional and Inter-Regional (Asia)
 COUNTRY: The Philippines
 PROJECT NUMBER: 35632

PROJECT TITLE: Regional and Inter-Regional Institution Building and Training
 DURATION: July 1, 1987 - December 31, 1989
 SPONSORING INSTITUTION: Integrated Maternal Child Care Services and Development, Inc. (IMCCSDI), Manila, The Philippines
 HOST COUNTRY CONTACTS: Ms. Asuncion Eduarte, Board Member and Training Director, IMCCSDI; and Ms. Eilene Oldwine, Population Officer, USAID/Philippines
 CONTRACT COST: \$138,455
 ACTUAL TOTAL LOP: \$219,305
 MECHANISM: Sub-Contract
 GOAL: To strengthen IMCCSDI's training and technical capacity to serve as a major family planning training resource in-country and in the Asian region.
 OBJECTIVES: 1) Strengthened and expanded training skills of the core training team (CTT) in training design, curriculum development, training, evaluation and consultation.
 2) Trained clinical preceptors to provide comprehensive FP/MCH services and clinical FP/MCH precepting to Filipino and international trainees.
 3) Provision of training, reference and other materials to the training division.
 4) Identification and support of technical assistance assignments by CTT members to in-country, Asian and African region FP/MCH training programs.
 5) In-country pilot training programs that hold potential for regional application.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Observation and Technical Assistance Visit Trip #0-358 COMPLETED		Mar 8-Mar 21, 1987		Angle, M	
Orientation Visit Trip #0-369 COMPLETED		Mar 24-Mar 27, 1987		Mtawali, G	
Project and Contract Development Visit Trip #0-359 COMPLETED		Mar 24-Apr 3, 1987		Knauff, L Baker, R	
Regional Clinical Skills for HEOs/Nurses from EHP (Antipolo, Philippines) COMPLETED		Oct 2-Nov 29, 1987	10 from Papua New Guinea: -(5) District Nurses from EHP -(2) HEOs from EHP -(1) PNO from EHP -(1) In-Service Trainer from EHP -(1) Pre-Service Tutor from EHP	IMCCSDI Trainers	Supervision protocols and plans for next activity were developed.
Program and Contract Review Trip #0-315 COMPLETED		Mar 24-Mar 29, 1988		Baker, R Knauff, L	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Technical Assistance in Training Evaluation (Asian Centre, Bangkok) Trip #0-196 COMPLETED		Mar 28-Apr 1, 1988	Training Staff of Asia Centre	Grafilo, M	
Technical Assistance in Curriculum Development (Asian Centre, Bangkok) Trip #0-192 COMPLETED		Jun 20-Jun 24, 1988	Training Staff of Asia Centre	Eduarte, A	
Program Planning Trip #0-390 COMPLETED		Jul 7-Jul 12, 1988		Baker, R Knauff, L	

END OF PROJECT ASSESSMENT

As a result of an INTRAH funding shortage for Asian projects and a buy-in by USAID/Philippines, IMCCSDI activities were re-directed to the training of Filipinos.

THAILAND PDA TRAINING PLAN

REGION: Regional and Inter-Regional (Asia)
 COUNTRY: Thailand
 PROJECT NUMBER: 35639

PROJECT TITLE: Regional and Inter-Regional Training in Community-Based Distribution
DURATION: June 1, 1985 - August 31, 1989
SPONSORING INSTITUTION: The Asian Centre of the Population and Community Development Association (AC/PDA)
HOST COUNTRY CONTACTS: Khun Somchit Tipprapa, Acting Director, AC/PDA; and Mr. Win McKeithan, Chief, Health/Population/Nutrition, USAID/Thailand
CONTRACT COST: \$166,193
EST. TOTAL LOP: \$293,407
MECHANISM: Sub-Contract and Amendments 1, 2, 3 and 4
GOAL: To provide for observation and study of and training in the organization, management and delivery of community-based family planning services that are linked to clinic-based services and integrated with community development activities in order to increase the availability and accessibility of family family planning services in underserved African and Asian communities and villages.
ANTICIPATED OUTCOMES: 1) Staff development for the five-member training team of the Asian Centre; 2) Observational study visits for selected, targeted groups from African and Asian governmental and non-governmental organizations; and 3) Community-based distribution team development courses for selected, targeted teams from African governmental and non-governmental organizations. 4) Co-sponsorship of Asia Technical Advisory Committee (TAC) Meeting.
OTHER INFORMATION: Contract workplan activities 17, 18, and 20 cancelled because of INTRAH funding shortage. No. 16 cancelled as a result of workshop cancellation.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/CONSULTANTS & CO-TRAINERS	COMMENTS
Needs Assessment and Project Development Visit Trip #0-07 COMPLETED		Nov 19-Nov 23, 1984		Knauff, L	
Program Planning, Orientation and Technical Assistance Trip #0-30 COMPLETED		Jan 14-Feb 9, 1985		Muhuhu, P	
Project and Contract Development Visit Trip #0-34 COMPLETED		Feb 6-Feb 23, 1985		Knauff, L Baker, R	
Program Planning Visit Trip #0-54 COMPLETED		May 11-May 11, 1985		Knauff, L	
U.S.-Based Course on Skills for Managing Effective Training Organizations (MSH, Boston, MA) COMPLETED	1	May 13-Jun 24, 1985	Ms. T. Praditwong, Training Division	MSH Trainers	Ms. Praditwong debriefed in Chapel Hill, June 27-28.

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Program Planning Visit Trip #0-54 COMPLETED		Jun 14-Jun 14, 1985		Knauff, L	
Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour (Bangkok, Thailand) Trip #0-157 COMPLETED	2	Jul 1-Jul 15, 1985	14: -(10) Uganda MOH -(1) Uganda FPAU -(1) Kenya CAFS -(2) Nepal CRS	AC/PDA Trainers Muhuhu, P	INTRAH/ESA Office Director Miss P. Muhuhu accompanied the group.
Inter-Regional FP/Health/Community Development Course (Bangkok, Thailand) COMPLETED	3	Sep 16-Sep 28, 1985	7: -(6) Uganda MOH -(1) Uganda FPAU	AC/PDA Trainers	
Program Review Visit Trip #0-152 COMPLETED	4	Sep 23-Sep 27, 1985		Knauff, L Lea, J	PDA Program Review Dates: Sep 23, 1985 and Sep 27, 1985.
Regional Training of Trainers Workshop for Asian Center and IMCH Training Staff (Antipolo, Philippines) Trip #0-156 COMPLETED	5	Jan 6-Jan 24, 1986	6 Asian Center Training Team Members: -T. Praditwong -B. Gongthongluk -K. Phatihatakorn -T. Densupsin -N. Maneewong -G. Yamokgul	Walter, G Segarra, A (IMCH) Tejano, A (IMCH)	This workshop was conducted for 11 participants from IMCH/Philippines(5) and PDA/Thailand (6). During this period, Asian Center trainers also followed up a sample of POPCOM participants trained at the Asian Center.
Project Review Trip #0-219 COMPLETED	6	Nov 3-Nov 8, 1986		Knauff, L Brown, M	
Asia Technical Advisory Committee Meeting Trip #0-370 COMPLETED	7	Mar 16-Mar 20, 1987	9: -(3) Nepal -(1) PNG -(2) Philippines -(1) Sri Lanka -(2) Thailand	Knauff, L Brown, M Mtawali, G	AC/PDA hosted the meeting.
Inter-Regional Development and Management of Community-Based Family Planning, Health and Development Programs Course (Bangkok, Thailand) Trip #0-433 COMPLETED	8	Mar 30-Apr 11, 1987	8 Nigerian Participants: -(4) Benue State -(4) Lagos State 2 INTRAH Mirabito, T Mtawali, G.	AC/PDA Staff	
Project Review Trip #0-106 COMPLETED	9	Sep 23-Sep 30, 1987		Brown, M	
PAC II Mid-Project Evaluation Team Visit Trip #0-106 COMPLETED		Sep 23-Sep 30, 1987		Brown, M (accomp)	

COMPONENTS	CONTRACT WORK PLAN #	DATES	PARTICIPANTS # and Category	TRAINERS/ CONSULTANTS & CO-TRAINERS	COMMENTS
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED	10	Oct 19-Oct 31, 1987	20: -(6) Africans -(14) Asians including 3 from PDA	Gaye, P Hanson, B Eduarte, A	AC/PDA was venue. Planning dates: Oct 12-17.
Inter-Regional Advanced Training of Trainers Workshop (Bangkok, Thailand) Trip #0-139 COMPLETED		Oct 19-Oct 31, 1987	3: -Dr. Napasri Maneewong, Senior Training Officer -Khun Sirikant Chantamatjanakit, Senior Training Officer -Khun Guia Morales-Yamokgul, Head, Training Division	Gaye, P Hanson, B Eduarte, A	AC/PDA was venue.
Observational Study Tour Trip #0-51 COMPLETED		Oct 31-Nov 6, 1987		Seck, P	
Technical Assistance for Staff Development Plan Trip #0-270 COMPLETED	11	Dec 22-Dec 29, 1987		Knauff, L	Dates: Dec 22 and Dec 29 only.
Anglophone Regional Consultation Skills Workshop (Nairobi, Kenya) Trip #0-415 COMPLETED	12	Mar 7-Mar 18, 1988	2:-Khun Guia Morales-Yamokgul, Director of Training -Khun Napasari Maneewong, Senior Training Officer.	Gormley, W Joyce, S	
Technical Assistance in Training Evaluation Trip #0-196 COMPLETED	13	Mar 28-Apr 1, 1988	Training Unit	Grafilo, M	
Contract Revision Trip #0-204 COMPLETED	14	Mar 29-Apr 4, 1988		Baker, R Knauff, L	
Technical Assistance in Curriculum Development for a Regional Training of Trainers Workshop Trip #0-192 COMPLETED	15	Jun 20-Jun 24, 1988	Training Unit	Eduarte, A	
Regional Visual Training Materials Development Workshop Trip #0-263 COMPLETED	16	Jul 24-Aug 11, 1989	18 Total: -(2) Bangladesh -(2) India -(1) Indonesia -(1) Pakistan -(1) Papua New Guinea -(4) The Philippines -(2) Sri Lanka -(5) Thailand	Wileman, R Beasley, G Eduarte, A	Beasley and Wileman stopped in the Philippines en route to Thailand for planning July 12-15.
Regional Visual Training Materials Development Workshop (Bangkok, Thailand) Trip #0-263 COMPLETED		Jul 24-Aug 11, 1989	3: -Ms. Guia M. Yamokgul, Head, Training Division -Ms. Sirikant Chantamatjanakij, Senior Training Officer, Training Division -Dr. Napasri Maneewong, Senior Training Officer, Training Division	Wileman, R Beasley, G Eduarte, A	Beasley and Wileman stopped in the Philippines en route to Thailand for planning July 12-15.
Final Review Trip #0-360 COMPLETED	17	Jul 30-Aug 4, 1989		Knauff, L Baker, R	

PROJECT FINDINGS: PAST SIX MONTHS (APRIL 1, 1989 - SEPTEMBER 23, 1989)

ACCOMPLISHMENTS:

1. The Asian Centre was a co-sponsor of the INTRAH-conducted Regional Visual Training Materials workshop and nominated 9 of the 18 participants.
2. Three Asian Centre trainers were participants in the workshop.
3. A Final Review was conducted with the Asian Centre director.

PROBLEMS ENCOUNTERED:

N/A

FINDINGS/CONCLUSIONS/RECOMMENDATIONS:

N/A

END OF PROJECT ASSESSMENT

1. Thirty Asian/African participants were sponsored by INTRAH during PDA study visits or courses.
2. Three regional activities were co-sponsored by INTRAH and Asian Centre.
3. Asian Centre training staff were sponsored by INTRAH during training in the U.S., Philippines, Kenya and Thailand in training, evaluation, consultation skills and materials development.
4. Technical assistance was provided to the Asian Centre training staff in course planning and development, curriculum development, evaluation and training.
5. A training reference library was provided to Asian Centre.
6. Recommendations were made about strengthening of AC/PDAs training courses, trainers and training processes (see Trip Report #0-360).

TRAINING AND TECHNICAL ASSISTANCE ACTIVITIES

III. SUMMARY OF REGIONAL ACTIVITIES (see also COUNTRY entries)

D. EAST/SOUTHERN AFRICA

April 1989

Kenya

INTRAH/ESA staff met with CAFS Project Coordinator Jane Kwau to discuss possible collaboration on CAFS Women's Health and Development Project. During INTRAH/ESA Director Pauline Muhuhu's visit to Washington, DC, April 10 - 12, to attend the A.I.D. Cooperating Agencies meeting, she, INTRAH Director James Lea and Deputy Director Lynn Knauff continued discussions with CAFS Executive Director Professor Degraft-Johnson.

INTRAH/ESA Regional Projects Officer Jedida Wachira met with Consultant Tammy Brown, who was hired by the Population Council to develop FP service standards. The meeting was held at the request of Ms. Brown who sought advice on how to write the standards, at the recommendation of USAID/Nairobi.

Somalia

Mary Ann Abeyta-Benke, URC IEC Chief of Mission of the Somalia Family Health Care Project requested INTRAH assistance in the facilitation of a study tour in Kenya for MOH staff members Dr. Asha Mohamed and Mrs. Halima Abdi Sheikh following their attendance and participation at the 1989 INTRAH Technical Advisory Committee meeting in May.

May 1989

Kenya

INTRAH Deputy Director Lynn Knauff, INTRAH/WCA Director Pape Gaye, INTRAH/WCA Regional Projects Officer Penda Seck and INTRAH/ESA Director Pauline Muhuhu held discussions with CAFS Director Professor DeGraft-Johnson and Francophone Clinical Training Coordinator Salwa Kazadi to discuss INTRAH technical assistance to CAFS for a regional Clinical FP workshop scheduled to be conducted in Dakar in September 1989.

CAFS invited INTRAH/ESA staff to attend a meeting/workshop on strengthening the teaching of women's health in CAFS training programs. INTRAH/ESA

Regional Projects Officer Jedida Wachira, who attended 2 days of the 1-week meeting, was required to make inputs in the Contraceptive Technology Update and TOT courses. CAFS intends to add content of up to 3 hours in each course on women's health.

Somalia

Through INTRAH/ESA, TAC members Dr. Asha Mohamed and Mrs. Halima Abdi Sheikh visited 3 Muslim health services in Nairobi, and Mrs. Zenab Mohamed Afrah visited the Kenya Nursing Council and Department of Nursing, University of Nairobi. The Somali TAC members, who were in Nairobi attending the fourth annual INTRAH Anglophone TAC meeting, also met with INTRAH Deputy Director Lynn Knauff and INTRAH/ESA Director Pauline Muhuhu to request INTRAH financial and technical assistance for training beginning in FY 1989.

Tanzania

INTRAH/ESA received a letter from the Ministry of Health in Tanzania requesting INTRAH to provide technical assistance in October 1989 during a review of curriculum for district training teams, manuals and other training materials. The need for INTRAH's technical assistance was emphasized by Dr. Peter Kilima, Regional Medical Officer, during his participation in the fourth annual INTRAH Anglophone TAC meeting.

Uganda

INTRAH/ESA arranged for TAC member Speciosa Mbabali from Uganda to visit the Kenya Nursing Council and the Department of Advanced Nursing, University of Nairobi, to learn about Kenya's experience in the implementation of comprehensive nursing curricula. The visits were made during Mrs. Mbabali's visit to Kenya to attend the fourth annual INTRAH Anglophone TAC meeting. Mrs. Mbabali is the Principal of the Mulago School of Nursing.

June 1989

Kenya

INTRAH/ESA received an informal request from the Population Council (NY) Regional Office in Nairobi for INTRAH assistance in the review of 3 TBA curricula with the aim of developing one national curriculum. Further discussions between INTRAH/ESA and the Population Council Regional office were held in July.

July 1989

Botswana

The MCH Unit of the Botswana Ministry of Health hired the Blue Chit Company in Gaborone to prepare the Family Planning Procedures Manual for printing. The manual was developed with INTRAH assistance. The Tutor's Guide for Integrating FP into 9 National Health Institute health programs was forwarded to the project coordinator and the Continuing Education Unit. The Guide, also developed with INTRAH assistance, is to be reviewed by a committee of 3 and tested for one year by each program prior to finalization.

Kenya

INTRAH/ESA Director Pauline Muhuhu met with members of the Kenya DFH Training Unit, Lydia Cege, Charity Nkonge and Esther Kwinga, to collect information which enabled the INTRAH/DFH team to write a curriculum for the August/September 1989 Refresher TOT.

INTRAH/ESA Director Pauline Muhuhu and Regional Training Officer Grace Mtawali attended an IEC TMNA meeting hosted by UNFPA in Nairobi.

Uganda

Busoga Diocese in Uganda requested the INTRAH-trained Core Training Team (CTT) to conduct another Basic Clinical Skills workshop for 14 enrolled nurses and midwives. One CTT member was to participate in this activity.

INTRAH/ESA received a request from the Director of Medical Services of the Uganda Ministry of Health for continued technical and financial assistance to the Extended Family Health Project during the 1989 - 1993 period.

September 1989

Botswana

ZNFPC trained trainers from the National Health Institute, the Ministry of Health MCH Division and Princess Marina Hospital conducted a Clinical FP Skills Update for 16 service providers from the MOH and Princess Marina Hospital.

Kenya

INTRAH/ESA was used as a resource by USAID evaluators for information, review of instrumentation and recommendations for training.

TRAINING AND TECHNICAL ASSISTANCE ACTIVITIES

III. SUMMARY OF REGIONAL ACTIVITIES (see also COUNTRY entries)

E. WEST/CENTRAL AFRICA

April 1989

Rwanda

INTRAH/WCA requested INTRAH/ESA to provide assistance in the organization of a study tour to Kenya for a 3-member ONAPO delegation.

May 1989

Burkina Faso

INTRAH/WCA Consultant Bongwele Onanga worked with MOH/SA National Evaluator Marie-Blanche Ouedragogo to prepare and administer a follow-up instrument for national training team members and trained preceptors to assess knowledge and work conditions.

June 1989

Burkina Faso

Fifteen MCH/FP service providers including midwives, physicians and nurses attended a Comprehensive Clinical FP Skills workshop. The theory portion of the workshop was conducted by members of the national training team and the practicum, conducted in 8 Ouagadougou clinics, was supervised by INTRAH-trained preceptors.

Morocco

Five Zairean FP officials participated in an INTRAH-sponsored study visit to the Morocco National Family Planning Program. The delegation was escorted by INTRAH/WCA Translator Adiza Mbengue, who also accompanied an INTRAH-sponsored Burkina Faso delegation in March 1989.

Togo

INTRAH/WCA Regional Training Officer Djary Thiam and Resident Technical Advisor Mutombo Yatshita worked with PNBEP Clinical Coordinator Essi Hounzah and ATBEF Chief Clinical Officer Enyonam Mensah to complete a follow-up performance evaluation of a sample of INTRAH-trained health personnel and social workers.

July 1989

Togo

Program, training and organization directors, educators and practitioners from 9 Francophone Africa countries attended the third annual INTRAH Francophone Technical Advisory Committee (TAC) meeting. The TAC was hosted by the Director of the MCH/FP Division of the MOPH/SACW, Togo, and facilitated by INTRAH/WCA Director Pape Gaye, Regional Projects Officer Dr. Penda Seck, Regional Training Officer Djary Thiam, Consultant Bongwele Onanga, Resident Technical Advisor Mutombo Yatshita, INTRAH/CH Program Officer Maureen Corbett and Evaluation Specialist Constance Newman. Represented were 4 family planning associations, 6 ministries, 2 national FP coordinating organizations, and 2 health professional schools. Professional disciplines among the 17 members included nurses, midwives, physicians, social workers, managers, and educators.

July/August 1989

CAFS/Senegal

CAFS Clinical Coordinator for Francophone Africa, Ms. Salwa Kazadi and INTRAH/WCA Regional Projects Officer Dr. Penda Seck began preparation of the curriculum for a regional FP clinical skills workshop to be held in Dakar, Senegal, September-November 1989. Dr. Seck's expenses are being paid directly by CAFS.

Niger

During the final review of the INTRAH-MOSA/CW project INTRAH/WCA Director Pape Gaye met with Dr. Halima Maidouka, Director of Family Planning, and reviewed documents containing material/information relevant to the development of a national FP service policy, service standards and method protocols. A draft strategy to finalize these program directives was developed and will be implemented in coordination with Niger's new bilateral project.

Togo

INTRAH Resident Technical Advisor Mutombo Yatshita provided technical assistance to the MCH Division of the MOPH-SACW in the preparation of a FP service policy and service standards. A draft document was reviewed and revised during a 3-day round table which convened 25 key MCH/FP and ATBEF officials/decision makers. A

final draft of a service policy and service standards was prepared for technical review by INTRAH/CH, INTRAH/WCA and INTRAH/ESA staff. USAID/Togo Health and Population Officer Paul Ehmer will work with MCH Director Dr. Latifou Salami and the PAC IIB contractor to finalize these program directives and develop an implementation plan.

August 1989

Côte d'Ivoire

INTRAH/WCA Director Pape Gaye met with newly-arrived REDSO/WCA HPNO Charles Habis to discuss INTRAH activities in the region. Of particular interest to Mr. Habis were INTRAH activities in Côte d'Ivoire. Mr. Habis pledged REDSO/WCA support for INTRAH to develop projects in Guinea and Mauritania, should INTRAH be successful in the bid for PAC IIB.

September 1989

Côte d'Ivoire

INTRAH/WCA Director Pape Gaye met with REDSO/WCA Population Advisor Nancy Nolan and HPN Officer Charles Habis to discuss FP projects in Côte d'Ivoire and to identify areas for PAC IIB assistance. The absence of support by the Government of Côte d'Ivoire for family planning programs and the lack of FP services to satisfy the rising demand are factors that need to be addressed if a program is to be developed. REDSO/WCA invited INTRAH to conduct a comprehensive needs assessment in early 1990, the results of which will be used as a basis for funding and program decisions for Côte d'Ivoire activities.

Senegal

INTRAH/WCA Regional Projects Officer Dr. Penda Seck provided technical assistance to CAFS prior to the start-up of the 6-week Regional Comprehensive FP Clinical workshop for 12 participants. Dr. Seck, CAFS Clinical Coordinator Salwa Kazadi and the Senegal Family Health Population Project Clinical Coordinator surveyed FP clinics in Dakar and identified clinical preceptors for the workshop practicum. A 5-day preceptor training course was conducted the week before the workshop commenced.

Togo

The draft FP service policy and standards document prepared in August 1989 by the MOPH/SACW and ATBEF with INTRAH assistance was distributed for review to INTRAH staff in Chapel Hill, Abidjan, Nairobi and to French speaking INTRAH consultants, at the request of the MOPH/SACW.

TECHNICAL SERVICES

- I. TRAINING MATERIALS SERVICE
- II. EVALUATION SERVICE
- III. DATA MANAGEMENT SERVICE
- IV. CLINICAL OFFICER'S SERVICE

I. TRAINING MATERIALS SERVICE

A. Review of Past Six Months: April 1, 1989 - September 23, 1989

1. In collaboration with various INTRAH staff and consultants, completed, printed and distributed the following INTRAH Training Information Packet (INTRAH TIPS):
 - Where There is No Librarian . . . Organizing and Maintaining a Resource Collection (French edition)
2. Initiated or continued development of the following INTRAH TIPS:
 - Dimensions of Counseling in Family Planning (French edition)
 - Clinic - Based Contraceptive Logistics System
 - Drug Interactions with Oral Contraceptives
 - A Guide to Curriculum Development
 - Guide to INTRAH Training Project Development
 - How do Contraceptives Work? Anatomy and Physiology Related to Common Contraceptive Methods
3. Supplied books and other training materials to trainers and participants in 21 in-country and regional workshops. (See graph on INTRAH's distribution of training materials following this section).
4. Supplied selected training materials and resources (including French and English editions of INTRAH publications and materials available from other sources) in response to requests from 158 institutions or individuals.
5. Conducted the first Asia Regional Visual Training Materials Development Workshop in collaboration with the Asian Centre for Population and Community Development (PDA) in Bangkok, Thailand. Eighteen trainers were trained to design, pre-test, produce and use visual training materials. (See Thailand section in section B.1.h. of this report).
6. Participated in meetings and committee work for the IEC/Training Materials Working Group of the IT/CAS Steering Committee.
7. Continued to provide informational materials to INTRAH staff and Regional Offices and to conduct literature searches for them. Continued adding materials to the INTRAH Collection.

B. Summary of Past Five Years: September 24, 1984 - September 23, 1989

From October 1, 1984 to September 23, 1989, the focus for INTRAH training materials efforts was in 4 areas: 1) training and technical assistance; 2) publications; 3) training materials distribution; and 4) resource collection.

Training and Technical Assistance

Training: INTRAH planned and conducted 2 regional and 6 in-country workshops on visual communication and visual training materials development during this 5 year period:

- a) ONAPO, Rwanda, Family Planning Visual Aids Production/TOT Workshop, 18 participants, July 15 - August 2, 1985.
- b) ONAPO, Rwanda, Family Planning Visual Aids Production/TOT Workshop, 17 participants, August 9 - 23, 1985.

Outcomes of both workshops:

- These 2 workshops were conducted as an immediate response to needs that were identified by ONAPO in a PAC I evaluation of ONAPO/INTRAH activities. Also during PAC I, two ONAPO staff had participated in an INTRAH Regional FP Visual Aids Production Workshop, and early in PAC II, ONAPO requested that INTRAH conduct 2 workshops on the production and utilization of visual aids for trainers.
- Seven months after the 2 workshops, during a project development visit to ONAPO, INTRAH learned that the Audiovisual Section of ONAPO was replicating the workshops.

- c) Mauritius Family Planning Association, Mauritius, Anglophone Regional FP Visual Communication Workshop, 22 participants from 9 Anglophone African countries and the Philippines, August 5 - 22, 1985.

Outcomes:

- Two staff members from the IMCH, Philippines, attended the workshop. One of them was a co-trainer in the workshop described in (d) below.
- One of the participants from Sierra Leone was subsequently a co-trainer in the workshop described in (e) below. He is now a prime

candidate for an INTRAH staff position in INTRAH's PAC IIB proposal.

- A follow-up questionnaire was mailed to participants 6 months after the workshop, with a 40% return. The follow-up indicated that:
 - ° 2/3 of the respondents continued to field test and use the materials they developed in the workshop, developed additional visual materials, and trained other family planning workers in selected visual communication skills.
 - ° 1/3 of the respondents indicated that problems encountered in applying their new skills back-home were due to inadequate time in their tight work schedules, financial constraints, or ill health.
 - ° 3 respondents reported the following unplanned outcomes of their attendance at the workshop:
 - promotion to Materials Development Officer in the Ministry of Health's FP/Child Spacing Programme (Malawi);
 - ability to work more effectively with the graphics staff on pre-testing visual communication materials, even though she was not responsible for developing the materials (Botswana); and
 - integration of a 2-hour session on the use of visual aids for motivating clients into a clinical FP course (Zimbabwe).

d) Imo State Ministry of Health, Nigeria, Educational Materials Development Workshop, 22 participants, February 17 - 28, 1986.

Outcomes:

- During the workshop, prototype materials were developed and pre-tested on 10 topics. Working with JHU/PCS and the Imo State MOH, plans were made to incorporate these materials into a statewide FP/ORT campaign.
- During a June 1986 follow-up activity, it was found that the workshop had been enthusiastically received, but that it was too early to make an evaluation of its impact.

- e) Institute of Maternal and Child Health, Philippines, Integrated Group and Visual Communications Skills Workshop, 16 participants, May 19 - June 6, 1986.

Outcomes:

An on-site follow-up conducted by IMCH staff 6 months after the workshop indicated that:

- participants from all 3 groups (Cebu City, Metro Manila, and Davao City) had displayed in their clinics materials they produced;
- participants from 2 groups (Metro Manila and Davao City) had continued to field-test and use in clinic counseling/educational sessions and in community outreach sessions materials they had produced; and
- participants from 2 groups (Metro Manila and Cebu City) had produced additional materials.

Problems participants identified in implementing their "re-entry" plans were:

- lack of art supplies and limited finances to purchase additional supplies.
- tight work schedules.

- f) Uganda Ministry of Health, Uganda, Visual Communication Workshop I, 18 participants, October 12 - 28, 1988.

- g) Uganda Ministry of Health, Uganda, Visual Communication Workshop II, 16 participants, January 21 - February 22, 1989.

Outcomes of both workshops:

- coordination of activities and collaboration were initiated between HEED and MCH personnel in the MOH, through the development of individual projects and support networks;
- field trips to the MOH printing unit introduced participants to MOH support materials and personnel;
- plans were initiated with the MOH Graphic Art Unit and CTT to establish a trial silk-screen printing of at least two of the participants' projects from Vis Com I;
- UNICEF staff shared their process for development and pre-testing of local health materials, which reinforced the process being taught in the INTRAH workshop;

- 2 of the participants in Vis Com I (f. above) became co-trainers in Vis Com II (g. above);
 - a 3-day follow-up was held 3 months after Vis Com I.
 - ° 2/3 of Vis Com I participants returned to share their visuals and experiences, and began working on new visuals.
 - ° The follow-up revealed that Vis Com I participants were continuing to pre-test their visuals.
 - ° Vis Com II participants attended one day of the follow-up. They shared experiences, exchanged visuals and identified ways of collaborating with each other in future development of visual materials.
 - participants from both workshops and the follow-up obtained additional resource materials to enhance their abilities in making visuals back home.
- h) Asian Centre for Population and Community Development, Thailand, Asia Regional Visual Training Materials Development Workshop, 18 participants from 8 Asian countries, July 24 - August 11, 1989.

Outcomes:

It is too early to document any long-term outcomes; however, immediate outcomes were:

- participants developed 4 electronic projects (slide show, video, 2 sets of overhead transparencies);
- all participants went home with copies of the electronic projects, as well as their own individual projects; and
- PDA production staff were introduced to a systematic process for developing training materials.

Technical Assistance: In every in-country project, INTRAH provided technical assistance to the host organization in the development of training resource materials such as curricula, handouts, checklists, and manuals. These

materials are discussed in the relevant country or regional projects section.

During the 1988 Anglophone Africa Technical Advisory Committee meeting, a process and draft tools were developed for training materials needs assessment (TMNA). The process and tools were subsequently pre-tested by TAC members in 5 Anglophone African countries (Kenya, Sierra Leone, Tanzania, Uganda, and Zimbabwe). Findings/recommendations from the TMNA pre-test were:

- a wide variety of training materials needs were identified;
- trainers need skills in appropriate selection and use of training materials; and
- the TMNA process and tools should be further revised and adapted for use in PAC IIb.

The Chapel Hill Office developed a capability in desktop publishing, using Apple Macintosh personal computers. Using this capability, INTRAH was able to provide the following technical assistance:

- transferred to Macintosh computer disks and suggested format design for the Botswana MOH FP Clinical Procedure Manual, so that the MOH could finalize the document using their Macintosh equipment.
- provided equipment information and demonstrated the capabilities of the Macintosh and its software to participants of workshop described in (h) above. Two participants' institutions were seriously considering the purchase of a Macintosh system.

There are various processes and skills in the area of training materials -- training materials needs assessment, selection, adaptation, development, pre-testing, revision, distribution, use and evaluation.

It is recommended that the PAC IIb contractor:

- revise and adapt the draft TMNA tools and carry out a TMNA as part of TNA and project development;

- transfer to host country trainers and institutions the processes and skills of training materials through training and technical assistance provided to country training materials teams and through integration of relevant training materials skills into TOT and other training activities; and
- increase attention to in-country resources (human, financial, raw materials, technical) and job context/work schedules when conducting TMNAs and planning for training materials development activities.

Publications

INTRAH increased its desk-top publishing capability in its Chapel Hill Office and developed, produced and distributed 2 major publications and 10 Training Information Packets (INTRAH TIPS) for use as resources by African and Asian family planning trainers, supervisors, and service providers. Most of the publications were produced in English and French and were distributed in quantities ranging from 300 - 1500. They are:

- *Glossaire de Termes de Planification Familiale/Glossary of Family Planning Terms* (1987)
- *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference for Trainers* (1989)
- INTRAH TIPS (Training Information Packets):
 - ° AIDS: Of Importance to Family Planning Workers Throughout the World (1987)
 - ° Breastfeeding and Contraception: An Update (1987)
 - ° 1987 Calendar for Trainers: Training Tools
 - ° 1988 Calendar for Trainers: Where there are no training materials . . .
 - ° List of Free Materials in FP/MCH (1988)
 - ° Dimensions of Counseling in Family Planning (1988)
 - ° An Appointment Calendar with Illustrations for Trainers: 1989
 - ° Where There is No Librarian . . . Organizing and Maintaining a Resource Collection (1989)

- ° Sterilization, Disinfection, Decontamination and Cleaning of FP/MCH Clinic Equipment (1989)
- ° La Supervision Quantitative en Planification Familiale (1989)

During the first half of this contract, INTRAH revised *Teaching and Learning with Visual Aids* which was developed in PAC I. INTRAH then entered into discussion with Macmillan Publishers, Ltd. who subsequently published an English low-cost edition of the manual in 1987. Publication and marketing of this manual by an international publisher with distributors throughout the developing world is seen by INTRAH as an opportunity for wider and continued distribution of the text after the PAC IIa contract expires.

Judging from requests for copies and feedback from the field, these publications have been relevant for their intended applications and users; they have reinforced and supplemented INTRAH's direct training and technical assistance; and they have served as prototype materials to guide local adaptations.

It is recommended that the PAC IIb contractor:

- continue to identify needs and develop/produce and distribute prototype training resources such as the above INTRAH publications.
- prepare utilization and follow-up plans for identifying actual uses and users of the materials, tracking adaptations made from the materials, and reporting revisions and/or expansions of the material and new materials recommended by users.
- increase technical assistance in the local development of training resource materials through a process of needs assessment, development and support of local materials development capabilities, and working with local materials developers through the planning, drafting, field-testing, revision, use and updating phases of materials development.

Training Materials Distribution

During PAC IIa, INTRAH distributed over 36,700 training and reference materials, such as books, handouts, booklets, articles, manuals, anatomical models, visual aids, etc. Most of these materials were selected by INTRAH trainers for workshop participants depending on training objectives and content. Some of the materials were provided as resources for core training teams. Other materials were distributed in response to specific requests by individuals or agencies working in developing countries. (See graph on INTRAH's distribution of training materials, following this section).

It is recommended that the PAC IIb contractor:

- continue to identify and provide relevant and adequate numbers of training resources for workshop participants; and
- supply training reference libraries in the appropriate language, to in-country core training teams and their institutional libraries.

Resource Collection

The INTRAH Collection was established to provide reference services and informational material to INTRAH's staff and consultants. A part-time professional librarian position was created during PAC IIa and accomplished the following:

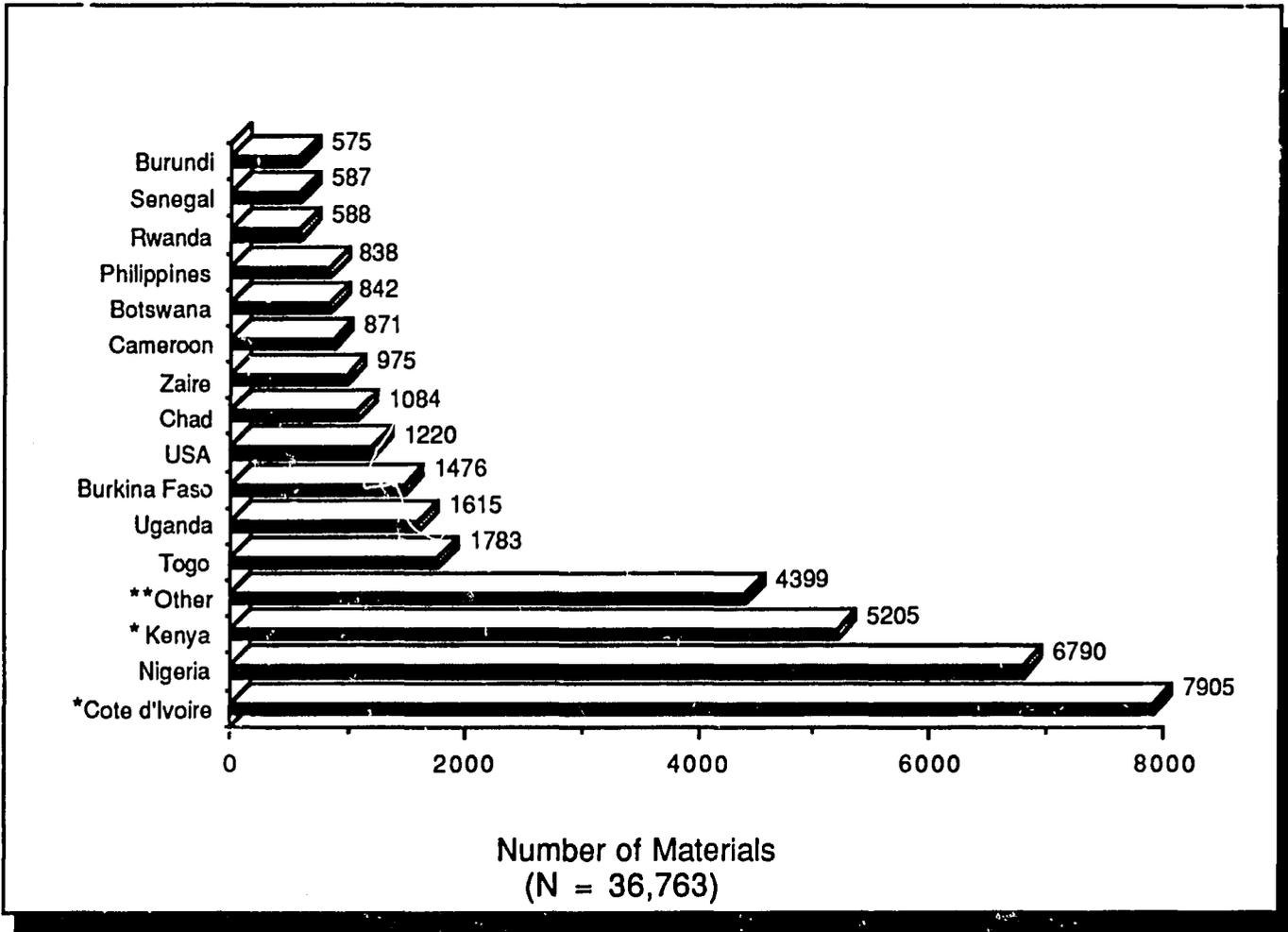
- moved the Resource Collection to the main INTRAH building to make it more accessible to INTRAH staff;
- increased the Collection's holdings to meet the needs of INTRAH's expanded program in PAC IIa;
- developed new systems, including computerized programs, for handling of the Collection's operations;
- computerized and reorganized/reclassified the book collection;
- established and updated a vertical file arranged by subject for pamphlets, articles and brochures and by country for country information;
- devised a system for organizing all French and English materials in INTRAH's Regional Offices;

- wrote the INTRAH Training Information Packet, *Where There is No Librarian. . . Organizing and Maintaining a Resource Collection* (INTRAH published and distributed the TIP in English and French);
- provided expanded reference and informational services to INTRAH/Chapel Hill and Regional Offices; and
- connected to on-line catalogs and databases and carried out on-line reference searches.

It is recommended that the PAC IIB contractor:

- continue building the INTRAH Collections in its U.S. and Regional Offices;
- continue providing its reference and informational services to staff, consultants, and in-country colleagues;
- increase technical assistance in organizing trainers' and CTTs' resource materials and their institutional libraries; and
- prepare annotated bibliographies on subjects of importance to trainers.

NUMBER OF TRAINING MATERIALS PROVIDED BY INTRAH, BY COUNTRY (October 1, 1984 - September 23, 1989)



*Includes materials sent to INTRAH Regional Offices for distribution in their regions.

**Includes all countries receiving fewer than 575 items.

II. EVALUATION

A. Review of Past 6 months: April 1, 1989 to September 23, 1989

1. Impact Study Data Collection, Burkina Faso, April 17 - May 3, 1989

INTRAH Consultant Bongwele Onanga collected data for a study of INTRAH's training impact on the FP program in Burkina Faso. The impact study, which was completed in July 1989, made use of results of INTRAH's March/April 1988 trainee follow-up and the November 1988 USAID mid-project external evaluation.

2. Follow-up, Impact Study and Final Review, Zaire, May - June 1989

In May 1989, INTRAH Consultant Joanny Kabore assisted the Zairean evaluation team in a follow-up of Sixième Direction nursing school tutors trained by INTRAH in family planning and training skills. The results of this, and a December 1988 follow-up (see Trip Report #0-14), were used in conducting a final review of INTRAH's PAC IIa projects with PSND, Sixième Direction and AZBEF. That review occurred from June 5-17, 1989 with the arrival of INTRAH Francophone Program Officer Maureen Corbett (June 5-17) and INTRAH Consultant Bongwele Onanga (June 5-10), who provided technical assistance to the Zairean evaluation team in conducting studies of the impact of INTRAH activities on the PSND/Sixième Direction and AZBEF programs. INTRAH/WCA Director Pape Gaye joined Ms. Corbett from June 12-17 to assist in making recommendations for future training and technical assistance.

3. Follow-up of Trainees, Toqo, June 12 - July 1, 1989

INTRAH Resident Technical Advisor Mutombo Yatshita and INTRAH/WCA Regional Training Officer Djary Thiam worked with ATBEF and PNBEF to follow-up INTRAH-trained clinical service providers, social workers and trainers.

4. Final Project Review, Niger, July 31 - August 4, 1989

INTRAH/WCA Director Pape Gaye conducted a final project review making use of trainee performance data collected during follow-ups in Zinder Department in March 1988, in Maradi and Tahoua Departments in January/February 1989, and other data gathered for a study of INTRAH training impact.

5. 1989 Technical Advisory Committee (TAC) Meeting, Lomé, Togo, July 10-13, 1989

MCH/FP directors, FP association executive directors, and pre-service and in-service training directors and coordinators involved in program and evaluation activities in INTRAH's PAC IIA projects in Francophone Africa convened at the Hotel de Deux Fevrier to share results of final evaluation and review activities and to discuss and determine future directions for FP programming and training in the region. Special attention was given to the role of FP program policy, service standards and methods protocols in training, evaluating and supervising FP service providers in an integrated FP/MCH service delivery system. Participating countries were Burkina Faso, Chad, Côte d'Ivoire, Mali, Niger, Rwanda, Senegal, Togo and Zaire. INTRAH Evaluation Specialist Constance Newman and INTRAH Francophone Program Officer Maureen Corbett visited the INTRAH Abidjan office July 3-7, 1989 to assist in the planning of this regional meeting.

6. Final Project Review, Uganda, July 9 - August 1, 1989

INTRAH Consultant Dr. Alain Fontaine and INTRAH/ESA Regional Projects Officer Jedida Wachira conducted the final project review. Dr. Fontaine visited Nairobi for planning, July 5 to 8, and for debriefing, August 2 to 9.

7. Final Project Review, Philippines, July 26-30 1989

INTRAH Deputy Director Lynn Knauff and Associate Director Raymond Baker conducted the final project review of the INTRAH/IMCCSDI project with IMCCSDI staff in Manila.

8. Final Project Review, Mali, August 7-11, 1989

An end-of-project review was conducted by INTRAH/WCA Director Pape Gaye to assess INTRAH's PAC IIA achievements, and to discuss future training and technical assistance needs.

9. Final Project Review, Togo, August 21-27, 1989

Based on results from a trainee follow-up (see #3, above) and ongoing training evaluation and monitoring visits, INTRAH/WCA Director Pape Gaye and INTRAH Resident Technical Advisor Mutombo Yatshita reviewed with USAID/Togo and the MOPH/SACW INTRAH's PAC IIA achievements, and made recommendations for future directions in FP training in Togo.

10. Study of INTRAH Training Impact, Chad, January - August 1989

INTRAH Evaluation Specialist Constance Newman and INTRAH Francophone Program Officer Maureen Corbett completed a comprehensive study of the impact of INTRAH training on Chad's national FP program, drawing from the following: baseline data collected in 1986 by INTRAH-trained Chadian evaluators; INTRAH 1988 trainee follow-up results; INTRAH trip reports; UNFPA project evaluation documentation; and 1988 clinic data collected by INTRAH Consultant Bongwele Onanga. The impact study showed that INTRAH training, in conjunction with material and technical assistance from other cooperating agencies, had an impact on the FP policy climate, on service provider activity levels and on clinic service use numbers. The study will be submitted for publication.

B. Summary of Past Five Years: September 24, 1984 - September 23, 1989

Introduction

This section will summarize the background and components of the PAC IIA evaluation strategy in Africa and Asia, major PAC IIA evaluation activities, the current status of evaluation capabilities in the Africa

and Asia regions (where data justify such judgments), and future directions for PAC evaluation training and technical assistance for improved FP service delivery.

This report is based on program information and not on a systematic and comprehensive assessment of the impact of evaluation activities on institutional capabilities in individual countries or regions. The latter would be an outcome of a formal evaluation exercise.

Background and Components of the PAC IIa Evaluation Strategy:

The goal of evaluation in PAC IIa was to assess the extent to which host country and regional training activities were carried out in an effective and timely manner, which training and project objectives were met, and to provide management with information that would enable more informed decisions. The purpose of evaluation did not change substantially over the five-year period, but the design underwent considerable modification, becoming more formative, less summative, and more in tune with management decisionmaking issues, time frameworks and program experience.

In the PAC IIa RFP, A.I.D./W designated three elements to be a part of a contractor's evaluation strategy.

INTRAH developed the following basic design:

1. **Trainee Evaluation:** Originally, trainees were to be assessed at the start of training and after training. Assessment at the time of training consisted of the administration by trainers of a standardized trainee profile/tracking form (INTRAH Biodata Form) and of a pre/post-test of knowledge. Assessment after training was to be yearly, when a sample of trainees would be followed up, and a sample of trainees would undergo a performance appraisal once during the project. However, because of time, financial and manpower

constraints, this part of the evaluation plan evolved to consist of the administration of the biodata form and the pre/post-test of knowledge at the time of training, and a follow-up of a sample of trainees at least once, before the end of the project. Where time and technical and financial resources existed in-country, this follow-up would be a performance evaluation, using special instrumentation.

2. **Training Activity Evaluation:** This part of the evaluation plan consisted of an assessment of the appropriateness and relevance of INTRAH training activities at the time of training, and was to be carried out by trainers, making use of (but not limited to) INTRAH's standardized Participant Reaction Form. Mid-project changes in structure and storage (see Recordkeeping on page 219) made the Participant Reaction Form more useful to trainers and project managers.
3. **Country Project Evaluation:** This level of evaluation assessed the achievement of project objectives, project processes and personnel and, in cases where good baseline data and data from other sources existed, the impact of INTRAH training on the country FP program. Country project-level evaluation took place during initial needs assessments, and then during mid-point and final project reviews, and was most frequently carried out with the leadership of INTRAH program staff.

Assessment of the impact of INTRAH training on country FP programs consisted of the comparison of baseline and end-of-project data related to specific program, performance and impact indicators, at the beginning and at the end of projects. In the original design, these assessments were to have been formal studies and the chief responsibility of INTRAH-trained in-country evaluators. However, because of inappropriate selection of evaluators at first, and an extremely high attrition rate later in the projects (INTRAH trained evaluators who left the public sector for further study or for new jobs in the private sector), INTRAH program and evaluation staff were obliged in most cases to carry out these assessments and complete the formal studies.

In Asia and Anglophone Africa, baseline data for impact assessments were collected during the 37 needs assessments that preceded project development in those regions. In Francophone Africa, baseline data were collected after project development, as a separate activity. In all regions, end-of-project data for impact assessments were collected during final project reviews, final trainee follow-up and secondary data sources.

For two years of PAC IIa, INTRAH attempted to carry out studies of cost-effectiveness, but these were not successful because some costs were not retrievable (training materials costs by country, in-country personnel costs) and other costs were not linked to INTRAH's trainee or training activity information.

By the end of PAC IIa, INTRAH had developed a new model of the country evaluation plan. The plan includes the same three elements of trainee, training evaluation and country-project/program evaluation, but these elements are far more detailed, and the relationship of the three elements to the overall program is far more explicit. **Figure 1** on page 213 graphically depicts elements of the new model of evaluation in relation to program functions.

INTRAH also developed a criterion-based model of trainee evaluation (see **Figure 2** on page 214), which focuses on the assessment of trainee appropriateness, learning, competence and performance at different points in time. This model is characterized by full integration with other training and institutional development elements of a training assistance program and is dependent on the development or existence of service delivery policies and guidelines, standards of practice methods protocols and other program directives.

INTRAH completes PAC IIa with a variety of new trainee and country-level evaluation methodologies: the conception of performance and its measurement has evolved and includes country-specific trainers' checklists and supervisory protocols; INTRAH has developed a methodology for mid-project and final reviews which include guidelines on who is to be involved, for what

Figure 1: **INTRAH PAC II PROJECT CYCLE:
EVALUATION AND PROGRAM PATHS**

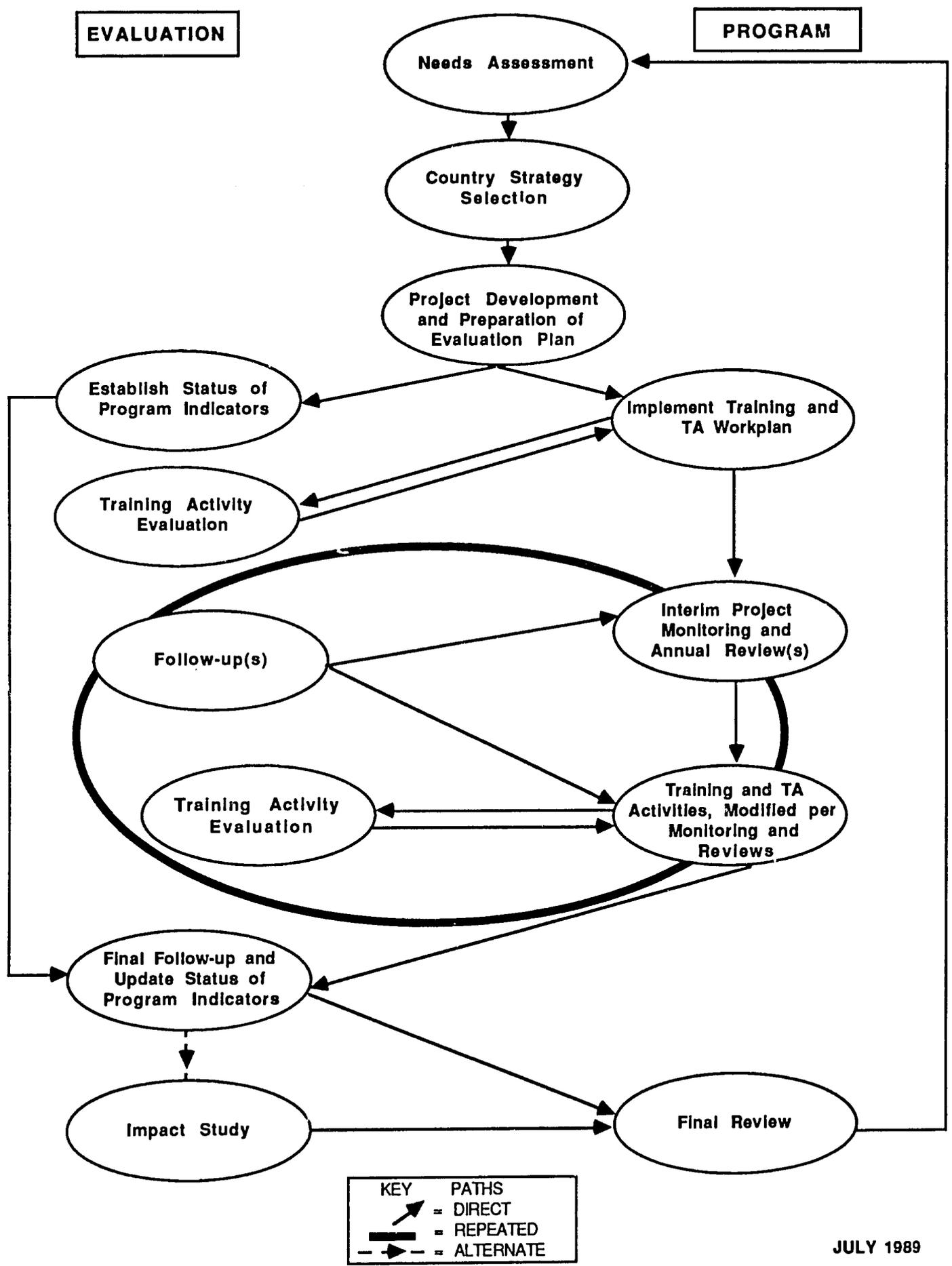
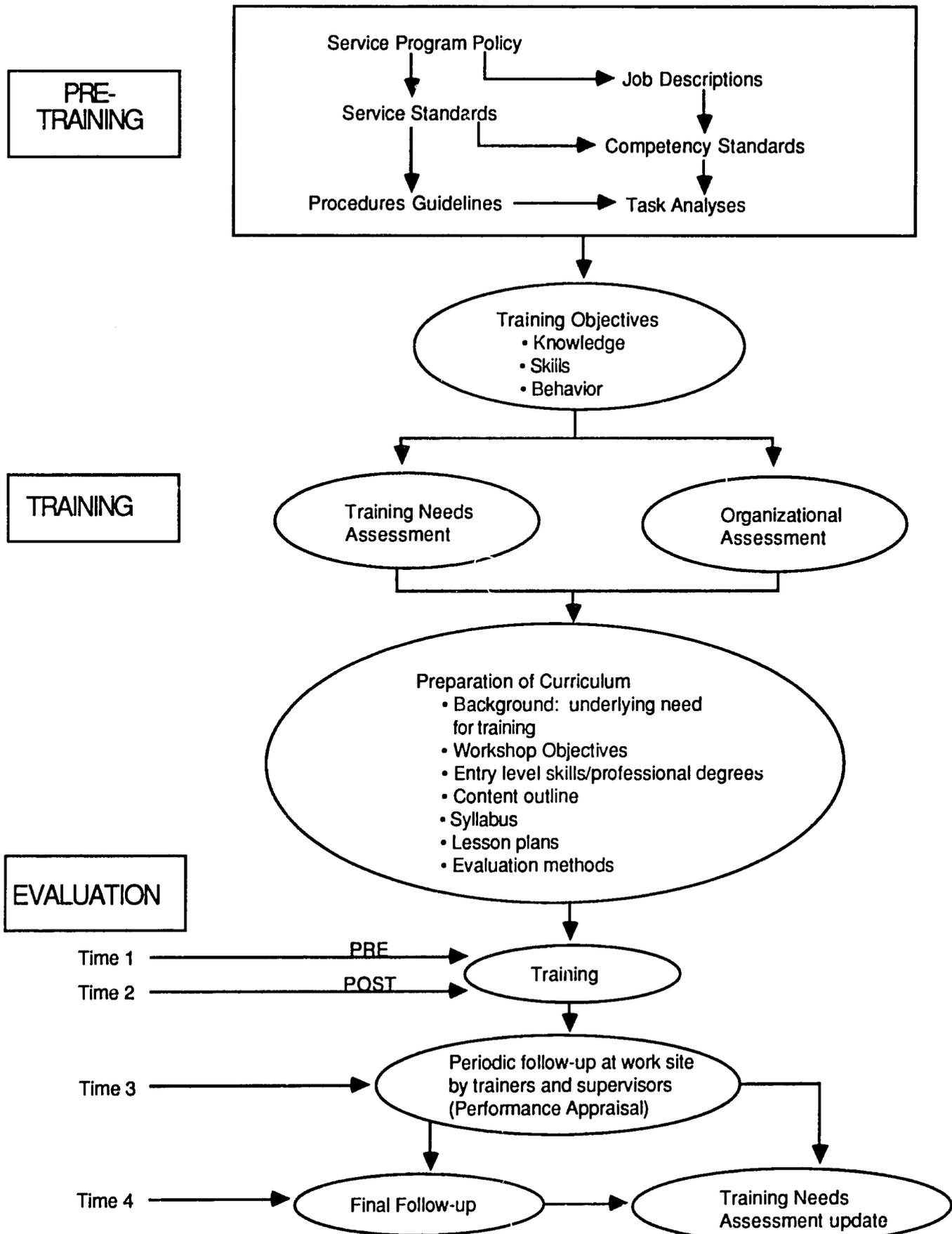


Figure 2:
PROGRAM ELEMENTS IN EVALUATION



purposes and expected outcomes; INTRAH has also developed a methodology for documenting the impact of training on country programs, based on a study of changes in baseline indicators at the beginning and end of projects.

Finally, INTRAH has developed the outline of a system that will track costs by country/project, and to some extent, to individual in-country activities. These developments will allow some linking of costs to training effects in the future.

PAC IIA Evaluation Activities and Current Status of Evaluation Capability:

During PAC IIA, INTRAH's main evaluation activities were training and technical assistance and recordkeeping/documentation.

1. **Training and Technical Assistance:** Training and technical assistance in evaluation were interrelated approaches aimed at increasing project designers/decisionmakers' (trainers) support of and participation in project evaluation activities and at the institutionalization of evaluation capability through skill training and practice during field evaluation activities.

One of the major principles of INTRAH's PAC IIA evaluation strategy was that effective evaluation required collaboration with host country personnel involved in the training financed by the contract. In order to collaborate in all phases of evaluation designated by the PAC IIA contract and the INTRAH proposal, host country personnel would need training and technical assistance from design to implementation. However, at the start of PAC IIA, there was a severe shortage of personnel trained in evaluation in the Asia and Africa regions. In response to this, INTRAH identified existing and potential evaluation capability (persons with appropriate background, skills or interest and information systems) within project institutions, and designed training in program and training evaluation, in order to develop a core of in-country evaluation resources capable of assisting during INTRAH and other (training) project evaluations.

The goal of training and technical assistance was the development and exercise of knowledge and skills in evaluation, ultimately to the extent that evaluation would become an integral part of a given institution's training activities, i.e., institutionalized. The evaluation training's field practicum was in fact a part of the actual project evaluation planning or data gathering activity, e.g., baseline data, trainee follow-up or final project review data collection, to which INTRAH often provided technical assistance.

During the first two years of PAC IIa activity, the appropriateness of selecting non-trainers to be evaluation resource persons was seriously called into question, even though candidates often had background in evaluation. Since many of the resource persons selected near the beginning of the project did not have either training experience or content expertise, or a training function or training institution affiliation/entree, they were too often unqualified or just simply left out, or unaware of training program planning, implementation and ultimately, evaluation itself. Thus, as a core group of resources for the evaluation of training, they were unsuitable.

In addition, personnel attrition caused ongoing erosion of the evaluation base in project countries. This led INTRAH to question the adequacy of all evaluation training conducted in the first two years of PAC IIa. Thus, after 1987, INTRAH evaluation training and technical assistance were gradually refocused to encompass core training teams (CTTs) in Africa, who were directly involved in the scheduling, design and follow-up of training. This created a broader base of evaluation capability, directly linked to project training activities.

Tables 1a and 1b on pages 217 and 218 show the training and technical assistance INTRAH provided by INTRAH, specifically to develop in-country evaluation capability:

**Table 1a
INTRAH PAC IIA Evaluation Training**

Year/Activity	# of Part.	Countries involved	Outcome
1985 Evaluation Short Courses	16	Nigeria Uganda Sierra Leone Kenya Nepal Sri Lanka Thailand Philippines	Country Evaluation Plan
1985 Course/Recording, Reporting and Evaluation	20	Sierra Leone	Baseline Questionnaire
1986 Nairobi Evaluation Follow-On	17	Nigeria Kenya Sierra Leone Uganda Philippines	Revised Evaluation Plans
1986 Bangkok Evaluation Follow-On	17	Philippines Thailand Nepal Sri Lanka Sierra Leone	Revised Evaluation Plans
3 1986 Nigeria Evaluation Courses	10 12 10	Port Harcourt Jos Ibadan	Preparation for Trainee Follow-Up
1986 Evaluation Workshop	8	Philippines	Preparation/Trainee Follow-Up
1986 Francophone Evaluation Workshop	18	Burundi Burkina Chad Mali Mauritius Niger Rwanda Zaire	Country Evaluation Plans
1987 Evaluation Training	10	Benue State/ Nigeria	Preparation/Trainee Follow-Up
1987 Francophone Evaluation Follow-On	11	Burkina Chad Niger Rwanda Zaire	Revised Evaluation Plans and Baseline
1987 Nairobi CTT Evaluation Workshop	15	Kenya Botswana Uganda	Preparation/Trainee Follow-Up
1988 Lomé CTT Evaluation Workshop	20	Burkina Côte d'Ivoire Niger Rwanda Senegal Togo Zaire	Preparation/Trainee Follow-Up

Table 1b
Evaluation Activities Technically Assisted by INTRAH

Country	Date	Type of Evaluation
Sri Lanka/FPASL	February 1985	Program Evaluation
Sri Lanka/FPASL	February 1985	Program Evaluation
Nigeria/MOH	April/May 1986	Trainee Follow-up
Kenya/DON	May/June 1986	Trainee Follow-up
Uganda/MOH	November 1986	Trainee Follow-up
Nepal/DON	February 1987	Trainee Follow-up
Nepal/FP/MCH	March/April 1987	Project Review
Benue/Nigeria	October 1987	Trainee Follow-up
Sri Lanka/FPASL	October 1987	Experimental/Control Program/Evaluation
Nigeria/MOH	March 1988	Final Project Review
Togo/MOH	March 1988	Clinic Assessment
Burkina Faso/MOH	March/April 1988	Trainee Follow-up
Niger/MOH	April/May 1988	Trainee Follow-up
Kenya/DON	June 1988	End-of-Project Review
Sri Lanka/FPASL	July 1988	End-of-Project Review
Philippines	September 1988	Needs Assessment Training
Nepal/DON	September 1988	Project Review
Francophone TAC	September 1988	Preparation/Final Reviews
Chad/MOH	November/December 1988	Trainee Follow-up Final Project Review/ Impact Study
Zaire/PSND/AZBEF	February 1988	Mid-Project Review
Niger/MOH	February 1988	Planning/Follow-up
Zaire/PSND/AZBEF	December 1988	Trainee Follow-up
Niger/MOH	January/February 1989	Trainee Follow-up
Rwanda/ONAPO	March/April 1989	Trainee Follow-up Final Project Review/ Impact Study
Zaire/PSND/AZBEF	May/June 1989	Trainee Follow-up Final Project Review/ Impact Study
Togo/MOH	June 1989	Trainee Follow-up
Thailand/PDA	July 1989	Final Project Review
Niger/MOH	July/August 1989	Final Project Review/ Impact Study
Uganda/MOH	July/August 1989	Final Project Review
Mali/MOH	August 1989	Final Review

INTRAH's training and technical assistance in evaluation has born fruit in the Africa and Asia regions: skills learned in training have been applied in the field and to a large extent (and particularly as projects matured), trainee and training activity evaluation are carried out in both Asia and Africa by host country institution personnel. Host country project decisionmakers and trainers now participate in mid and end-of-project reviews, and results are used to make decisions about future training.

2. **Documentation** INTRAH has a comprehensive MIS, comprised of written reports of all trips, and computerized records of complete first generation trainee (bio)data, course descriptions, cost data, participant reaction data and some pre/post test scores. Evaluation records and documentation are only a part of this total information system.

Ten evaluation reports were required by the PAC IIa contract. Since each trip made to provide technical assistance to field evaluation activities was documented in an INTRAH trip report, there were, by the end of PAC IIa, a minimum of 23 evaluation reports produced. However, this number does not include the following: six baseline reports written by Francophone in-country evaluators; the Niger Mid-Point Evaluation of Training (Semi-Annual #8); the Advanced TOT Follow-up (Semi-Annual #8); the Nigeria Four State End-of-Project Reviews (Semi-Annual #8); the Final Report of the Division of Nursing, HMG/Nepal and INTRAH TBA project (Semi-Annual #9); the Assessment of the Effect of the Village Volunteer Program of the Family Planning Program of Sri Lanka on Contraceptive Use (Semi-Annual #9); and the Chad Impact Study (Semi-Annual #10) written by INTRAH Chapel Hill staff.

3. **Recordkeeping:** For the first two years of PAC IIa, complete trainee biodata, pre/post-test and participant reaction data, related to the evaluation of specific training activities, were stored exclusively in the Chapel Hill Office. The analyses made of these data reflected the proposal's original emphasis on summative evaluation. To this extent, evaluation data did not primarily serve to provide timely information to in-country projects and regional offices. By mid-project, in a move to make training evaluation

more formative, INTRAH revised participant reaction forms to provide more qualitative data to trainers, and no longer required that these forms be sent to Chapel Hill. Results were to be reviewed in-country and stored in the regional offices. With increasing decentralization of program activities, attempts should be made to store all evaluation data in regional offices.

4. **Future Directions:** During PAC IIa, INTRAH developed the basic elements of a comprehensive system of training and project evaluation, which includes the outline of conceptual relationships among trainee, training activity and country (project/program) evaluation, basic methodology, the optimal uses of evaluation results and a network of in-country personnel who have learned about and participated in evaluation. In some countries, evaluation activities have taken place without INTRAH technical assistance.

Future efforts to institutionalize evaluation capability should build on and expand past approaches. In addition, evaluation design should be geared to the improvement of FP services, addressing such issues as the role played by evaluation and supervision activities in improving and supporting pre-service and in-service training and services of high quality.

III. DATA MANAGEMENT

A. Review of Past Six Months: April 1, 1989 - September 23, 1989

Staff training, both in-house and through the UNC Microcomputing Services, continued in MS Word 4.0, Lotus 1-2-3, dBase III Plus and MacIntosh applications.

Programs were tailored to meet emerging information needs. Data checks were made to ensure the integrity and accuracy of information entered during the past five years.

B. Summary of Past Five Years: September 24, 1984 - September 23, 1989

INTRAH has created a networked computer system that links eight personal computers including an IBM AT and an XT and a Laser Printer, a dot matrix printer and a modem. In addition to the networked computers, another PC and two laptop computers for travel purposes were purchased in order to increase INTRAH's computer work capabilities.

With the support of these capabilities, the INTRAH Management Information System has been able to track and report on activities in the following ways:

- information on training activities was entered into a comprehensive database for preparation of training plans and retrieval of quantitative and synoptic training information for reports, lists and queries;
- system modules in dBase and Lotus 1-2-3 were created for the purposes of financial budgeting and record keeping;
- a library resource database was designed to generate catalog cards, acquisition lists and other bibliographical information;

- an international directory containing addresses for overseas and domestic contacts was used to create mailing lists and labels for materials distribution and lists of USAID missions' liaison officers; and
- information from Participant Biodata and Participant Reaction Forms have been entered into a database.

Throughout the five-year contract staff acquired and upgraded computer skills through mini-courses offered by the University Computer Support Center, in-house training on various topics and seminars on data management.

IV. CLINICAL OFFICER'S SERVICE

A. Review of Past Six Months: April 1, 1989 - September 23, 1989

During the final six months of PAC IIa, the Clinical Officer's Service has:

- provided update memos to regional office colleagues on current topics, including IUDs and PID, and antibiotic prophylaxis for IUD insertion.
- drafted two TIPS (Training Information Packets):
 - ° *Interactions of Oral Contraceptives with Other Medications: What Is Known*
 - ° *How Contraceptives Work: Anatomy and Physiology Related to Common Contraceptive Methods*
- reviewed the following eight clinical curricula, and provided feedback to the trainers:

<u>Country</u>	<u>Trip Report #</u>
Botswana	0-128
Burkina Faso	0-72
CAFS/Senegal	(NA)
Chad	0-453
Togo	0-85 and 0-306
Uganda	0-304
Zaire	0-366

- represented INTRAH at the IT/POP-CA Steering Committee's working group on Norplant, and the PATH Interagency Coordination Meeting on Norplant and CuT380A.

B. Summary of Past Five Years: September 24, 1984 - September 23, 1989

During PAC IIa, the role of the Chapel Hill-based clinical specialist has evolved from a "Medical Director" to a "Clinical Officer" with a consultative function. Since July 1, 1987, the current clinical officer in Chapel Hill has:

- provided update memos on topics in family planning to clinical colleagues in the Regional Offices.
- contributed to technical publications of the Training Materials Division, including the following:

- ° *Guidelines for Clinical Procedures in Family Planning and Sexually Transmitted Diseases: A Reference For Trainers*
- ° *Glossary of Family Planning Terms*
- ° TIPS (Training Information Packets):
 - AIDS-Of Importance to Family Planning Workers Throughout the World*
 - Breastfeeding and Contraception: Update*
 - Sterilization, Disinfection, Decontamination and Cleaning of FP/MCH Clinic Equipment*
 - Dimensions of Counseling in Family Planning*
- reviewed 39 clinical training curricula including handouts and pre/post-tests; all reviews but one occurred after training was completed; feedback was provided to trainers as appropriate.
- served as the INTRAH liaison to A.I.D. for the Informed Choice Task Force, and for discussions of breastfeeding, AIDS, CuT380A, Norplant and other current technical issues.
- participated in the end-of-project review of INTRAH training in Lagos, Kwara and Benue State, Nigeria.
- participated in the end-of-project review and in project monitoring visits of the INTRAH-sponsored training of traditional birth attendants (TBAs) by the Division of Nursing, MOH, Nepal.
- assisted in project monitoring of the training of village volunteers by the Family Planning Association of Sri Lanka (FPASL).
- drafted and revised two performance appraisal instruments used in several INTRAH evaluations.

During PAC IIa, INTRAH clinical training has emphasized to host country institutions the themes of quality of care and informed choice. INTRAH clinical training has consistently included training in counseling skills, and respect for the client. During PAC IIa, INTRAH clinical trainers have devoted more time to:

- the prevention of AIDS and other STDs within FP programs;

- breastfeeding as a contraceptive, and the contraceptive needs of breastfeeding women;
- the use of progestin only pills; and
- the use of 30-35 microgram combined oral contraceptives (versus 50 mcg OCs);

In PAC IIb, INTRAH should build on past work, and expand training to include:

- Norplant counseling, screening, insertion and removal services;
- the appropriate use of the CuT380A IUD; and
- techniques of disinfection and sterilization.

APPENDICES

APPENDIX A

**CHRONOLOGICAL CHART OF COMPLETED ACTIVITIES
(October 1, 1984 - September 23, 1989)**

APPENDIX A
CHRONOLOGICAL CHART OF COMPLETED ACTIVITIES BY COUNTRY
October 1, 1984 - September 23, 1989

LOCATION	TECHNICAL ASSISTANTS/ TRAINERS	TITLE	DATES	PARTICIPANTS
** ANGLOPHONE LINKAGES PROJ				
Brazzaville, Congo	Wachira, J	Fact-Finding Mission at WHO Regional Office	Mar 28-Apr 1 87	
Kakamega, Kenya	Wachira, J Gilpin, V Muhuhu, P	1. DON PST/IST/S Linkage Workshop I	Sep 7-Sep 12 87	34 Nurse Leaders
Kericho, Kenya	Wachira, J Muhuhu, P Gipin, V	2. DON PST/IST/S Linkage Workshop II	Sep 28-Oct 2 87	29 Nurse Leaders
Kenya	Wachira, J	3. DON PST/IST/S Linkage Seminar	Nov 4-Nov 4 87	6 DON
Sierra Leone	Wachira, J Gilpin, V	PST/IST/S Needs Assessment	Dec 5-Dec 14 87	
Kenya	Wachira, J	4. DON PST/IST/S Linkage Seminar	Jan 14-Jan 15 88	9 DON
Botswana	Wachira, J Mtawali, G Gilpin, V	5. PST/IST Linkages Workshop	Mar 28-Mar 31 88	26 Senior Nursing Leaders
Nairobi	Knauff, L Gilpin, V Wachira, J Mtawali, G Muhuhu, P	PST/IST/S Conference Planning	May 2-May 6 88	
Sierra Leone	Wachira, J Gilpin, V Seck, P	6. PST/IST/S Workshop	Jun 13-Jun 18 88	33: -(11) PST -(6) IST -(16) S
Uganda	Wachira, J Muhuhu, P	PST/IST/S Training Needs Assessment	Jul 25-Jul 29 88	
Zimbabwe	Wachira, J Seck, P	PST/IST/S Initial Training Needs Assessment Visit	Oct 17-Oct 27 88	
** BANGLADESH				
Bangkok, Thailand	Wileman, R Beasley, G Eduarte, A	Regional Visual Training Materials Development Workshop	Jul 24-Aug 11 89	2: -Mrs. Sharifa Zaman, Trainer, VHSS -Mr. Mahboob Alam, Asst. Dir, IEC & Training, FPAB
** BOTSWANA MOH				
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	-Mrs. L.G. Mogapi, Senior Instructor in MCH, Nat'l Health Institute -Mrs. B.N. Pilane, Senior Nursing Sister Instructor, Family Welfare Educator
Nairobi, Kenya	Knauff, L Mtawali, G Muhuhu, P Wachira, J Knauff, L Muhuhu, P Mtawali, G Wachira, J Muhuhu, P (5/12-21) Baker, R (5/16-23)	Needs Assessment Visit Project Development Visit Regional Training Needs Assessment Workshop Project and Contract Development Visit	Jul 9-Jul 23 86 Jan 12-Jan 23 87 Feb 23-Feb 27 87 May 16-May 24 87	D. Mompoti, MCH/FP Program Officer
Bulawayo, Zimbabwe	ZNFPC Trainers	1. Third Country Family Planning Clinical Skills Workshop	Aug 3-Sep 11 87	3 Total -Grace Sibanda (N/M) -Lucretia Koodibetse (NHI Tutor) -Joyce Molate (N/M)
	Brown, M Major, B Brown, M Major, B	2a. Reproductive Health and Orientation Seminar I 2b. Reproductive Health and Orientation Seminar II	Aug 20-Aug 21 87 Aug 24-Aug 25 87	34 Senior Staff from MOH, ULGA, MCH, NHI 46 Senior Staff from MOH, ULGA, MCH, NHI

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Nairobi, Kenya	Helfenbein, S Ericsson, S Mtawali, G	Anglophone Regional Evaluation Training of Training Teams	Aug 31-Sep 12 87	4: -Ms. N. Mokgautsi -Ms. M. Mabuse -Ms. D. Nata -Ms. G. Mogapi
	Wachira, J Maganu, E T	3. Formulation of National Family Planning Guidelines	Oct 15-Oct 16 87	30 Policy Makers and Technical Staff
	Wachira, J	4. Formulation of FP Practice Standards (Technical)	Oct 19-Oct 21 87	22 Nurse/Midwives and Tutors
Bangkok, Thailand	Gaye, P Hanson, B Eduarte, A	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	2: -Mrs. Neo Mokgautsi, MOH/IST Project Coordinator -Ms. Gladys Mogapi, NHI Preceptor
Bulawayo, Zimbabwe	ZNFPC Trainers	Third Country Family Planning Clinical Skills Workshop	Nov 2-Dec 11 87	3: -Mrs. Sinah Relu, Midwifery Tutor -Mrs. Dorothy Mook, Basic Nursing Program Tutor -Ms. Mooketsi, Clinic Based Nursing Tutor
	Mtawali, G Bennetts, A Morewane, D Phumapi, G Muhuhu, P	5. Clinical Family Planning Procedures Manual Development	Jan 4-Jan 22 88	13 NHI Tutors and Clinicians
	Mtawali, G 2 MOH	Technical Assistance	Jan 10-Jan 13 88	
Nairobi, Kenya	Gormley, W Joyce, S	Mid-Point Review of Workplan	Feb 5-Feb 5 88	
		Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	2: -Mrs. Neo Mokgautsi -Mrs. Daisy Mosieman
	Wachira, J Mtawali, G Gilpin, V	PST/IST Linkages Workshop	Mar 28-Mar 31 88	26 Senior Nursing Leaders
	Wachira, J Mtawali, G Gasennelwe, K Mokgautsi, N	6. Use of Family Planning Integration Manual Workshop	Apr 5-Apr 15 88	27 NHI and Mission Tutors
	Reference Group Mokgautsi, N	7. Clinical Family Planning Procedures Manual Field Testing	May 30-May 30 88	20 :NHI Tutors and MCH/FP Clinic Personnel
	Mokgautsi, N	Field Testing of Manual	Jun 1-Jun 30 88	20: Nurse/Midwives 10 Tester/Reviewers
	Mtawali, G Farrell, B 2 MOH	8. Clinical Family Planning Procedures Draft Manual Review and Revision	Aug 15-Aug 26 88	
Lobatse	Muhuhu, F Wachira, J Farrell, B Wachira, J Farrell, B Mtawali, G 1 MOH Co-Trainer	Annual Review and Planning	Sep 17-Sep 23 88	21 20 Tutors
	Mtawali, G Matatu, S	9. Training of Trainers Integration of MCH/FP	Feb 6-Feb 24 89	21 Service Providers from Government and NGO Clinics
		10. Clinical Preceptor Skills Development Workshop	Apr 17-Apr 28 89	10: -(9) Service Providers/Registered N/M -(1) Midwifery Tutor 6 MOH and NHI
	Mtawali, G Matatu, S	Workshop on Developing a Guide on Use of the Family Planning Procedures Manual	Jun 12-Jun 16 89	
		Project Review	Jun 21-Jun 22 89	
** BURKINA FASO MOH IHP, Santa Cruz, CA	IHP Trainers	U.S.-Based Family Planning Management Training Workshop	Oct 21-Dec 13 85	-Mrs. Poda Caroline Sylvie, Midwife, Chief of Maternity, Po, Naouri Province, MOH -Mrs. Bande Nee Tall Aminatou, Midwife, Chief of Maternity, Sorgho, Ganzourgou Prov, MOH
Tamarin Bay, Mauritius	Vansintejan, G Malvinsky, J Newman, C Ericsson, S Helfenbein, S	Needs Assessment Visit Francophone Regional Evaluation Training Workshop	Jun 2-Jun 13 86 Sep 8-Sep 29 86	2 MOH Evaluation Resource Persons: -Mme. T. Yugma, Chief of FP Office, DMCH, MOH -Mme. V. Tiendrebeogo, Social Affairs Advisor to the Secretary-General, MOFWS

PCS, Baltimore, MD	Gaye, P Herrington, J	Project and Contract Development Visit	Oct 7-Oct 17 86	
	Gaye, P Baker, R	Contract Development Visit	Nov 10-Nov 17 86	
	N/A	Collection of Baseline Data	Jan 5-Apr 24 87	2 In-Country Evaluators
	Johns Hopkins Univ	Family Planning Conference (IEC)	Jan 18-Jan 20 87	1 MOH
	MSH Trainers	*Not INTRAH-Sponsored Coordination Workshop	Jan 26-Feb 6 87	1 MOFWNS
	MSH Trainers	*Not INTRAH-Sponsored Design and Planning (Parts A and B)	Feb 16-Feb 28 87	10-15 MOFWNS
	Thiam, D Royer, A C	*Not INTRAH-Sponsored 1. Clinical Family Planning Workshop	Mar 10-Mar 27 87	17 NTT
	1 MOH 1 MOFWNS			
	Thiam, D Royer, A C	2. Clinical Practicum Workshop	Mar 30-Apr 10 87	17 NTT
	1 MOH 1 MOFWNS			
Abidjan, Côte d'Ivoire	Gaye, P Langlois, P (PCS)	Project Review Visit	May 4-May 8 87	
	Glenn, J Langlois, P (PCS)	3. Training of Trainers and IEC Workshop	May 11-May 30 87	16 NTT
	1 MOH 1 MOFWNS			-9 MOH
	Royer, A C USAID	Technical Assistance for Clinic Inventory	Jun 10-Jun 15 87	-7 MOFWNS
	MOPH CDC			
	Newman, C Helfenbein, S	Francophone Regional Evaluation Follow-On Workshop	Jun 29-Jul 11 87	2 In-Country Evaluators:
	Gaye, P			-Mrs. B. Tiendrebeogo
				-Mrs. T. Yugma
	MSH Trainers	PAC II Evaluation Team Visit Supervision Workshop	Jul 23-Jul 30 87	20 MOH/MOFWNS
	Royer, A C	*Not INTRAH-Sponsored Technical Assistance for Clinical Curriculum Revision	Aug 3-Aug 14 87	
Royer, A C Thiam, D	4. Clinical Family Planning Workshop	Aug 4-Aug 15 87		
Aubel, J 6 NTT		Aug 17-Sep 25 87	44 Participants:	
1 MOH			-(24) MOH	
2 PCS:	Training of Social Educators	Aug 17-Sep 17 87	-(20) MOFWNS	
-Langlois, P Vansintejan, G	*Not INTRAH-Sponsored		23 MOFWNS	
6 NTT 1 MOFWNS				
Mousseau- Gershman, Y	5. Technical Assistance in Professional Schools' Curricula Review	Aug 25-Sep 30 87	22 Participants:	
			-18 NTT	
			-2 ENSP	
			-2 ENSS	
Aubel, J	Counseling Component (Part of Family Planning Training for Service Providers, Aug 25-Sep 11)	Aug 26-Sep 12 87	24 Midwives and Registered Nurses	
2 PCS 6 NTT	Training of Social Educators	Oct 19-Nov 19 87	20 MOFWNS	
1 MOFWNS	*Not INTRAH-Sponsored			
Royer, A C 6 NTT	6. Clinical Family Planning Training and Practicum	Oct 22-Nov 27 87	27 MOH	
1 MOH Aubel, J 10/12-11/14			(10 trained in IUD insertion)	
Royer, A C Plopper, S	7. Program Management Workshop	Jan 18-Jan 29 88	16 NTT	
2 Action Sociale			(Same as Activity 3)	
Gaye, P Baker, R	Financial and Program Review and Program Planning	Jan 18-Jan 20 88		
Glenn, J Langlois, P (PCS)	8. Advanced Training of Trainers, and Information, Education and Communication Workshop	Feb 1-Feb 12 88	17 NTT (Same as Activity 7)	
2 Action Sociale	Program Monitoring Visit	Feb 22-Feb 26 88		
Gaye, P	9. Clinical Family Planning Practicum	Mar 1-Mar 30 88	8 from Aug 1987 Clinical Workshop	
Royer, A C (TA) 3 NTT				

	Bongwele, O Yugma, T 1 AS	Royer, A C 2 NTT	10. Follow-Up of Participants Trained in Aug and Oct 1987	Mar 14-Apr 6 88	7: -(4) NTT Clinical Specialists -(1) Co-Trainer -(2) MOH
	Royer, A C P (4/18-5/14)	(4/11-24) Seck, P	Revision of Clinical Training Curriculum	Apr 11-May 14 88	7 Total: -(4) Clinical Specialists from NTT -(1) Co-Trainer -(2) MOH
Senegal	Royer, A C (Accomp) Glenn, J Seck, P		11. Study Tour I 12. Clinical Preceptors' Training	May 2-May 14 88 May 2-May 13 88	9 NTT Members 15: Chiefs/Dep Chiefs of Ouaga Clinics, Heads of Ouagadougou CBD and 3 MDs
	Seck, P	4 NTT (3 MOH, 1 AS)	13. Comprehensive Clinical Family Planning Skills Workshop	Jul 4-Aug 29 88	13 FP Service Providers: -(7) Midwives -(5) State Nurses -(1) Physician
Lomé, Togo	Gaye, P Newman, C	Bongwele, O	Francophone Regional Evaluation Skills for Core Training Teams	Jul 4-Jul 16 88	5 Total: -Joanny Kabore, Dir of Prof Training, MOH -Colette Zoungrana, Dir of Prof Training, MOPH/SACW -Barthelemy Kabore, National School of Public Health -Marie-Blanche Ouedraogo, Central Directorate, SACW -Therese Yugma, Dir of MCH, MOH
	Boileau, A Seck, P		Prepare for Francophone 1988 TAC Technical Assistance in PST to the NSPH during a Training of Trainers Workshop	Jul 11-Jul 16 88 Aug 9-Aug 11 88	
	Gaye, P Mutumbo, Y Bongwele, O Seck, P Corbett, M		Francophone Technical Advisory Committee Meeting	Aug 12-Aug 15 88	13: -(3) Burkina -(1) Chad -(1) Guinea -(1) Mali -(1) Niger -(1) Rwanda -(2) Senegal -(1) Togo -(2) Zaire
	5 NTT	1 Nat'l Co-Trainer	Training of Social Educators *Not INTRAH-Sponsored	Aug 22-Sep 17 88	20 Action Sociale
	Gaye, P Bongwele, O	Mutumbo, Y	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	3: -Mrs. Fati Legma, Director, MCH -Mrs. Pauline Cassalom, Department Head, IEC -Ms. Therese Yugma, Chief of Service
	Bongwele, O		Technical Assistance for MSH/FPMT Supervision Workshop	Sep 26-Sep 28 88	15 Provincial Directors
	Bongwele, O	Royer, A C	Technical Assistance in Finalization of Clinical FP Curriculum	Oct 3-Oct 14 88	
	Baker, R Bongwele, O Royer, A C 5 NTT	Mbengue, A 3 Nat'l Co-Trainers	Financial Review Technical Assistance for Integration of Family Planning in Professional Schools' Curricula	Oct 9-Oct 16 88 Oct 13-Nov 5 88	22 Teachers from Midwifery & Nursing Schools (ENSP) 17 Service Providers
Bobo and Ouaga			14. Clinical Family Planning Skills Workshop Training of Social Educators *Not INTRAH-Sponsored	Oct 25-Dec 3 88 Nov 7-Dec 2 88	20 Action Sociale

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	Gaye, P 5 NTT	Technical Assistance During External Evaluation Training of Social Educators *Not INTRAH-Sponsored	Nov 14-Nov 18 88 Jan 16-Feb 10 89	20 Action Sociale
Morocco	4 NTT Tabaski, M (Accomp)	15. Clinical Family Planning Skills Workshop 16. Study Tour II	Feb 20-Mar 31 89 Mar 6-Mar 16 89	15 Participants 7 MOHSA: -Mrs. Delphine Traore, MOPH -Mrs. Awa Pale, MOPH -Mrs. Justine Belem, MOPH -Mrs. Marie Therese Ouedraogo, MOPH -Mrs. Aina Ouedraogo, MOSA -Mrs. Aissata Sawadogo, MOSA Dr. Andre Poudraogo, MOPH
	5 NTT	Training of Social Educators *Not INTRAH-Sponsored	Mar 13-Apr 7 89	20 Action Sociale
	2 DSF 1 NTT	17. Supervision by DSF staff of Provincial Directors	Apr 17-Jun 10 89	
	Bongwele, O (TA) 2 NTT 1 DSF Trainer NTT	Training Seminar in Family Planning Theory	Apr 17-May 3 89	17 ENSP Instructors
	NTT Baker, R Mbengue, A	Family Planning Clinical Practicum for ENSP Instructors Clinical Family Planning Skills Workshop Financial Review	May 29-Jun 24 89 Jun 12-Jul 23 89 Sep 13-Sep 16 89	17 ENSP Instructors 15 Service Providers
** BURUNDI MOPH	Walter, G Herrington, J Mousseau- Gershman, Y	Introductory Visit Needs Assessment Visit	Mar 14-Mar 15 85 Jul 15-Jul 26 85	
Tamarin Bay, Mauritius	Herrington, J Toumi-Metz, L Newman, C Ericsson, S Helfenbein, S	Project Development Visit Francophone Regional Evaluation Training Workshop	May 6-May 10 86 Sep 8-Sep 29 86	2 MOPH Evaluation Resource Persons: -Mr. D. Nizigiyimana, Director-General, MOSA -Mr. L. Segamba, Director of Population Department, MOI
** CAMEROON	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	-Mrs. C.A. Ngwe, Nurse/Midwifery Sister, Central Hospital -Mrs. H.E. Salah, Senior Nursing Officer, Central PMI
** CHAD MOPH	Hedgecock, D Malvinsky, J Herrington, J Malvinsky, J Niang, A	Needs Assessment Visit Project Development Visit	Feb 19-Feb 23 85 Nov 4-Nov 16 85	
	Herrington, J Baker, R Malvinsky, J	Contract Development Visit	Apr 14-Apr 22 86	
Tamarin Bay, Mauritius	Newman, C Ericsson, S Helfenbein, S	Francophone Regional Evaluation Training Workshop	Sep 8-Sep 29 86	2 MOPH Evaluation Resource Persons: -Mr. A. Sou, Health Trainer, Office of Professional Training and Health Ed, MOPH -Mr. N. Idris Banguita, Demographer, Ministry of Planning

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	2 Nat'l Evaluators Gaye, P	Collection of Baseline Data Briefing of Chadian Study Tour Delegation and Program Planning Visit	Oct 6-Oct 17 86 Mar 22-Mar 27 87	
Senegal & The Gambia	Seck, P ACI Representatives	1. Study Tour for National Training Team and Select GOC Officials to FP/MCH Projects	Mar 28-Apr 9 87	10: -Mr. D.Traotobaye, MOI -Mr. A.A.Khaya, Sec of State -A.Oumar, MOPH -Dr. N.Ngawara, MOPH -Mr. S.Mingabaye, Min Delegate -Mrs.M. Depor, MOSA/WD -Mr. M.I.Sherif, Islamic Committee -Mrs. F. Awad -T.Abderraman, Min of Just -Mrs. M. Brahim
Abidjan, Côte d'Ivoire	Newman, C Helfenbein, S Gaye, P	Francophone Regional Evaluation Follow-On Workshop	Jun 29-Jul 11 87	2 In-Country Evaluators: -Mr. N. Idris Banguita -Mr. A. Sou Abakar
Dakar, Senegal	ASBEF Seck, P	2. Third Country Family Planning Clinical Skills Workshop	Aug 24-Sep 19 87	5: -Dr. D. Moundah, Chief MOPH Primary Health Care Program -Dr. H. Kriga, OBGYN/Mater Central Hospital -Mrs. F. Djiddo, RN, HNC of MCH/FP Center -Mrs. N. Monodjimel, RN -Mrs. S. Brahim, N/MW
Morocco	Vansintejan, G (Accomp)	3. Study Tour for National Training Team and Select GOC Officials to FP/MCH Projects	Sep 13-Sep 25 87	12: -Mrs. Fatime Awad -Mr. Taher A. Haggar -Mr. Mohamed Idjimi Cherif -Mr. Bahar A. Daoud -Mrs. Monique Depor -Mrs. Nicole Froud -Mr. Ali Abba Khaya -Mr. Saramadji Minguabaye -Mr. Brahim M. Diguiri -Mr. Nassingar Ouaye -Mr. M.A. Oumar -Dr. Nahor N'Gawara
	Gaye, P Gaye, P Mutumbo, Y Gaye, P Mutumbo, Y	Project Monitoring Visit 4a. Workshop on Integration of FP/MCH (Clinical) 4b. Workshop on Integration of FP/MCH	Mar 1-Mar 5 88 May 3-May 7 88 May 9-May 12 88	26 Clinicians 25: -(21) Non-Clinicians -(4) Clinicians
	Mutumbo, Y Lewis, E	5. Workshop on Information, Education, and Communication in Family Planning	Jun 27-Jul 8 88	14 Total: -from Study Tour, from Activity 2 and Service Providers
	Mutumbo, Y Lewis, E 3 NTT	6. Introduction to Family Planning Methods and Communications	Aug 15-Aug 25 88	16 Total: -(8) Teaching Staff from Nat'l Health School -(8) Service Providers
Burkina Faso	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	1: -Mr. Mahamat Adjid Oumar, Dir of Training and Health Ed.
	Options (Sponsor) Mutumbo, Y 2 Nat'l Evaluators	7. National Conference on Family Well-Being Collection of End of Project Data	Oct 15-Oct 22 88 Nov 21-Dec 3 88	

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	Bongwele, O Thiam, D	8. Follow-Up of INTRAH-trained FWB Clinical and IEC Service Providers	Nov 29-Dec 17 88	
	Gaye, P (12/5-10) Corbett, M	9. Final Project Review	Dec 5-Dec 17 88	
	Seck, P	10. Coordination of FP Activities and Site Inventory/Selection	Feb 28-Mar 11 89	
	Seck, P	11. Development of Family Planning Service Guidelines	Mar 6-Mar 18 89	
	Thiam, D Deme, S 3 Co-Trainers	12. Basic Clinical Family Planning Skills Workshop	Mar 20-Apr 14 89	9 Nurses and Midwives
** COTE D'IVOIRE	Lea, J Baker, R	INTRAH/WCA Regional Office Preparation	Mar 25-Mar 30 85	
	Baker, R Herrington, J Muhuhu, P	Interview/Screen Candidates for INTRAH/WCA Director and RTO, and Explore Potential for Office Space and Telex Arrangements	Nov 17-Nov 23 85	
	Herrington, J	Open/Establish INTRAH/WCA Regional Office	Aug 20-Aug 27 86	
	Knauff, L	Orientation and Consultation Meeting	Jan 30-Feb 8 87	
	Newman, C Durham, C	Advance Preparation for the Francophone Evaluation Follow-on Workshop and to Brief with INTRAH/WCA on Program, Fiscal and Evaluation Issues within Francophone Countries	Mar 2-Mar 9 87	
Bulawayo, Zimbabwe	ZNFPC Trainers	Third Country Family Planning Clinical Skills Workshop	May 18-Jun 26 87	1: - Dr. Penda Seck, INTRAH Consultant, RO/A
	Knauff, L Mirabito, T	Prepare for Togo Training Needs Assessment Visit and Consult with INTRAH/WCA Staff	May 23-Jun 3 87	
	Lea, J	PAC II Mid-Project Evaluation Team Visit	Jul 20-Jul 22 87	
	Gaye, P Thiam, D	Review and Planning Meetings	Jul 23-Jul 27 87	
	Seck, P Dennis, M	Francophone Regional Technical Advisory Committee Meeting	Sep 28-Oct 9 87	13: -(1) Burkina Faso -(1) Chad -(2) Ivory Coast -(1) Mali -(1) Rwanda -(2) Senegal -(2) Togo -(3) Zaire Dr. Penda Seck, INTRAH Regional Projects Officer, RO/WCA
Bangkok, Thailand	Gaye, P Hanson, B Eduarte, A Newman, C Corbett, M	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	
		Planning for Regional Evaluation Course To Act as Office Coordinator/Administrator during Absence of ROA Staff	May 28-Jun 4 88 Jul 24-Sep 29 88	
Nyeri, Kenya	Baker, R	Financial Review	Oct 2-Oct 9 88	
	Thiam, D	AVSC Workshop	Oct 24-Nov 4 88	Mrs. Djary Thiam, Regional Training Officer, RO/A
	Knauff, L	INTRAH/WCA Staff Meetings on Procedures and Instruments for follow-up and Final Review	Feb 19-Feb 24 89	

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** COTE D'IVOIRE MOSA

	Gaye, P Pathfinder: Karambizi, J	Project Development	Nov 1-Nov 30 86	
	Gaye, P Knauff, L Pathfinder: Karambizi, J Mbika, B Seck, P	Project Development	Feb 2-Feb 9 87	
	Bongwele, O Bongwele, O	1. Orientation Seminar	Jul 6-Jul 9 87	17 MOSA
		* 2. Training of Trainers	Oct 12-Oct 24 87	10 from Activity 1
		* 3. Training of Trainers in Community-Based Distribution	Oct 26-Oct 30 87	3 from Activity 2
	Bongwele, O Thiam, D	* 4. Curriculum Development in IEC	Nov 30-Dec 5 87	3 from Activity 1
		* 5. Refresher Training of Trainers and Curriculum Revision Workshop	May 16-May 21 88	10 from Activity 2
Lomé, Togo	Gaye, P Bongwele, O Newman, C	Francophone Regional Evaluation Skills for Core Training Teams	Jul 4-Jul 16 88	1: -Mrs. Sira Seki Traore, Inspector of Work and Social Laws 24 Social Workers
Bouake	5 MOSA Trainers Bongwele, O (TA)	* 6a. IEC Workshop for Social Workers: Group 1	Aug 1-Aug 12 88	
Abidjan Morocco	5 MOSA Trainers Mbengue, A (Accomp)	6b. IEC Workshop for Social Workers: Group 2 * 7. Study Tour	Aug 1-Aug 13 88 Nov 8-Nov 18 88	17 2 Total: -Mrs. Sira Traore Seki, Inspecteur du Travail et des lois sociales -Mrs. Kanadie-Neba Coulibaly, Assist Sociale 42 Social Workers -(24 in Korhogo) -(18 in Abidjan)
Korhogo and Abidjan	10 MOSA Trainers (5 per Group)	* 8a. Training of Social Workers: Groups 3 and 4	Jan 9-Jan 21 89	

** COTE D'IVOIRE MPW

	Gaye, P Pathfinder: Karambizi, J	Project Development	Nov 1-Nov 30 86	
	Gaye, P Knauff, L Pathfinder: Karambizi, J Mbika, B Seck, P	Project Development	Feb 2-Feb 9 87	
	Bongwele, O Bongwele, O Thiam, D	1. Orientation Seminar	Jul 6-Jul 9 87	10 MPW
		* 2. Training of Trainers	Oct 12-Oct 24 87	5 from Activity 1
		* 3. Curriculum Development in IEC	Nov 16-Nov 21 87	2 from Activity 1
		4. Refresher Training of Trainers and Curriculum Revision Workshop	May 16-May 21 88	5 from Activity 3
Lomé, Togo	Gaye, P Bongwele, O Newman, C	Francophone Regional Evaluation Skills for Core Training Teams	Jul 4-Jul 16 88	1: -Mrs. Jeanne Yao, Sensitization Assistant 16
Bouake	5 MPW Trainers Bongwele, O (TA)	* 5a. Training of Animatrices: Group 1	Aug 1-Aug 12 88	
Morocco	5 MPW Trainers Mbengue, A (accomp)	* 5b. Training of Animatrices: Group 2 * 6. Study Tour	Oct 17-Oct 29 88 Nov 8-Nov 18 88	20 4 MPW: -Mrs. Marie Angele Ebois, Charge d'Etude -Mrs. Amani Jeanne Yao, Assistante d'animation feminine -Mrs. Djeneba Kune, Maitresse d'Education Permanente -Mr. Djigbe Blaise Toba, Inspecteur de la Jeunesse et des Sports

** COTE D'IVOIRE REDSO

	Lea, J	Program Planning Visit	Nov 11-Nov 13 84	
	Walter, G Gaye, P Seck, P Thiam, D	REDSO/WCA Conference on Quality of Family Planning Services (Child-Spacing Experts Meeting)	May 11-May 15 87	

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** FIJI	POPCOM Trainers	Third-Country Adolescent Information and Counselling Course	May 2-May 10 85	Mr. Mesulam Sewimali Aisea, Student Minister, Methodist Theological College
** THE GAMBIA	PIACT Trainers Murphy, C	PIACT African Print Materials Development Assessment and Training Workshop	Mar 15-Mar 26 86	INTRAH Staff: Catherine Murphy attended as a participant/observer.
** THE GAMBIA MOH	Muhuhu, P Mirabito, T Konde, A	Assessment of Family Planning Clinical Training Needs for Schools of Nursing (Pre-Service) and Providers at District Hospitals, Urban Maternities and Rural Dispensaries	Jan 7-Jan 20 86	
** GHANA MOH	Lea, J Brancich, C	Program Planning Visit Technical Assistance in Design of New USAID Bilateral Family Health Project's Service Delivery Model and Development of Training Plan Required to Make the Model Functional	Nov 2-Nov 5 84 Apr 1-Apr 25 85	6 MOH Staff
MSH, Boston, MA	MSH Trainers	U.S.-Based Course on Skills for Managing Effective Training Organizations	May 13-Jun 24 85	2 MOH: -Mrs. Alma Adzraku, Principal Nursing Officer -Ms. Florence Quarcoopome, PHN, Ashanti Region
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	-Miss V.V. Assan, Senior Nursing Officer, MOH -Mrs. B.F. Amoah, Principal Nursing Officer, Midwifery Training School
	Lewis, E 2 MOH Co-Trainers Jacobstein, R 2 MOH Co-Trainers	Technical Assistance Visit Technical Assistance Visit (Same Activity as Above -- Separate Reports Written -- Number of Participants and Number of Training Days Calculated in Lewis' Report)	Sep 16-Sep 27 85 Sep 16-Sep 27 85	11 Potential Trainers of MCH Staff 11 Potential Trainers of MCH Staff
** GUINEA Burkina Faso	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	1: -Dr. Bandian Sidime, Executive Director, AGBEF
** INDIA	Knauff, L Knauff, L Brown, M	Introductory/Needs Assessment Visit with USAID Needs Assessment/Project Development Visit Project Development/Program Planning Visit	May 28-Jun 2 85 Nov 3-Nov 8 85 Dec 4-Dec 10 85	2: -Dr. Beena Shivpuri, Senior Manager, Parivar Seva Sanstha -Mr. K. R. Sreenath, Branch Manager, FPAI
Bangkok, Thailand	Wileman, R Beasley, G Eduarte, A	Regional Visual Training Materials Development Workshop	Jul 24-Aug 11 89	
** INDONESIA Antipolo, Philippines	Brancich, C Kass-Annese, B IMCH Core Trainers	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85	-Dr. Aspan Yahya, Chief, FP Center, Palembang -Dr. Rasman Tarigan, Chief, Provincial FP Center, Medan
Bangkok, Thailand	Wileman, R Beasley, G Eduarte, A	Regional Visual Training Materials Development Workshop	Jul 24-Aug 11 89	1: -Ms. Ieda Poernomo, IEC & Training Director, Yayasan Kusuma Buana

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** KENYA	Knauff, L	FY 1985 Workplan Preparations with INTRAH/ESA Staff	Dec 2-Dec 12 84	
	Lea, J Baker, R	Program and Administrative Discussions, and INTRAH/ESA RTO Candidate Interviews	Mar 30-Apr 4 85	
Chapel Hill, N.C.	INTRAH SPH/UNC Faculty	U.S.-Based Evaluation and Management Course Sequence	May 20-Jul 24 85	
IHP, Santa Cruz, CA	IHP Trainers	U.S.-Based Family Planning Program Management	Aug 12-Nov 1 85	
	Muhuhu, P Mtawali, G Mirabito, T	Anglophone Regional Technical Advisory Committee Meeting	Feb 24-Feb 28 86	Mr. M. Kimani, Planning Officer, Nat'l Council for Population and Development Mrs. Mary Mbandi, Project Coordinator, Maendeleo Ya Wanawake Organization 13 TAC Members: -(2) Kenya -(1) Mauritius -(3) Nigeria -(2) Sierra Leone -(2) Somalia -(2) Uganda -(1) Zimbabwe
Nairobi	Veney, J Newman, C Miranda, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Mar 10-Mar 19 86	Mr. M. Kimani, Planning Officer, Nat'l Council for Population and Development
	Knauff, L Brown, M	Program Planning Visit	Jun 26-Jul 3 86	
	Gaye, P	Program Planning Visit	Sep 14-Sep 19 86	
	Knauff, L Mirabito, T	Anglophone Regional Technical Advisory Committee Meeting	Feb 16-Feb 20 87	13 TAC Members: -(2) Botswana -(3) Kenya -(1) Mauritius -(2) Nigeria -(1) Sierra Leone -(1) Somalia -(2) Uganda -(1) Zimbabwe
	Muhuhu, P			
	Wachira, J Mtawali, G			
	Knauff, L Muhuhu, P Mtawali, G Wachira, J	Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	M. Nduati, Director, FPIA/Nairobi City Commission Project
	Muhuhu, P (accomp)	INTRAH Project Evaluation Team Visit	Jul 20-Jul 25 87	
Nairobi	Helfenbein, S Ericsson, S	Anglophone Regional Evaluation Training of Training Teams	Aug 31-Sep 12 87	1: - Ms. Lily Makokha, Freelance Trainer
	Mtawali, G	Program Planning	Feb 29-Mar 5 88	
	Lea, J	Anglophone Regional Technical Advisory Committee Meeting	Mar 1-Mar 3 88	16: -(2) Botswana -(5) Kenya -(2) Sierra Leone -(2) Tanzania -(3) Uganda -(2) Zimbabwe
	Muhuhu, P			
	Mtawali, G Wachira, J			
	Lea, J			
	Murphy, C Beasley, G			

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	Gormley, W Joyce, S	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	6: -Esther Makindu, Maendeleo Ya Wanawake -Helen Wanjala, Nairobi City Commission -Mrs. Jocteth Mureithi, Nursing Council Examination Officer -Mrs. Grace Mtawali, INTRAH/ESA -Mrs. Jedida Wachira, INTRAH/ESA -Miss Pauline Muhuhu, INTRAH/ESA
	Knauff, L	To Plan for Somalia Training Needs Assessment and for PST/IST/S Conference Planning	May 2-May 6 88	
Malindi	Wachira, J Muhuhu, P Mtawali, G	Staff Retreat for the Preparation of Drafts of TIPS	Sep 25-Sep 30 88	
	Mtawali, G Muhuhu, P Wachira, J Beasley, G	Review of TMNA Responses	Nov 2-Nov 10 88	
	Knauff, L Muhuhu, P Mtawali, G Wachira, J	Anglophone Regional Technical Advisory Committee Meeting	May 23-May 25 89	17: -(2) Botswana -(3) Kenya -(1) Liberia -(3) Somalia -(2) Tanzania -(3) Uganda -(1) Zambia -(2) Zimbabwe
	Muhuhu, P Mtawali, G Thiam, D Wachira, J Gaye, P Seck, P Mutombo, Y Bongwele, O Corbett, M Knauff, L	Regional Coordination Meeting	May 29-Jun 3 89	
** KENYA CAFS Bangkok, Thailand	AC/PDA Trainers	Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour	Jul 1-Jul 15 85	Dr. H. Matovu, Program Officer, CAFS
	Vansintejan, G Munkombwe, V	Phase I: Training Program Planning	Apr 14-Apr 18 86	
	Vansintejan, G Munkombwe, V	Phase II: Training Program Planning	Jun 25-Jul 5 86	
	Vansintejan, G Munkombwe, V	Training of Trainers Workshop I	Jul 7-Aug 1 86	16
	Vansintejan, G Munkombwe, V Mwaikambo, R	Preparation for Training of Trainers Workshop II	Oct 15-Oct 17 86	
Nairobi	Vansintejan, G Munkombwe, V Mwaikambo, R	Training of Trainers Workshop II	Oct 20-Nov 14 86	
	INTRAH and Vansintejan, G	Project Review	Nov 19-Nov 19 86	
** KENYA DFHMOH MSH, Boston, MA Chapel Hill, NC	MSH Trainers	U.S.-Based Course on Skills for Managing Effective Training Organizations	May 13-Jun 24 85	Mrs. Lydia Cege, Head, Training Division
	INTRAH SPH/UNC Faculty	U.S.-Based Evaluation and Management Course Sequence	May 20-Jul 24 85	-Mrs. Z. Gitau, DFH Nurse/Trainer -Mr. A. Kamau, Statistical Officer
	Baker, R Muhuhu, P Mtawali, G Plopper, S	Project and Contract Development Visit 1. Training of Trainers Workshop	Jul 21-Jul 29 85 Nov 11-Dec 5 85	22 Participants from Regional and Other Training Centers: -21 DFH/MOH Family Health Trainers -1 Clinical Preceptor

	Mtawali, G 2 DFH/MOH Trainers	2. Refresher Training of Trainers Workshop	Mar 10-Mar 21 86	14 Participants: -12 Central and Regional DFH/MOH Trainers -2 NGO Trainers -Mr. A. Kamau, Statistical Officer -Mrs. Zeruah Wambui Gitau, PHN
Nairobi	Veney, J Newman, C Miranda, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Mar 10-Mar 19 86	
Kericho, Kenya	INTRAH Reps DFH Reps Mtawali, G 2 DFH/MOH Trainers 1 AMREF Trainer	Review and Planning Registered Nurse/Registered Clinical Officer Curriculum Review	Apr 14-Apr 14 86 Sep 8-Sep 23 86	15 Participants: -(9) DFH -(4) AMREF -(1) Nursing Council of Kenya -(1) Nairobi City Commission
	Veney, J Muhuhu, P Cege, L Waratho, M	Technical Assistance in Evaluation Annual Project Review	Nov 5-Nov 9 86 Jan 8-Jan 8 87	
Nairobi	Knauff, L Muhuhu, P Mtawali, G Wachira, J	Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	Mrs. L. Cege, Head, Training Division
Nairobi	Stanton, ME 3 DFH Trainers Helfenbein, S Ericsson, S Mtawali, G	3. Clinical Preceptors' Training Workshop Anglophone Regional Evaluation Training of Training Teams	Mar 16-Mar 27 87 Aug 31-Sep 12 87	14 DFH Clinical Instructors 2: -Mrs. M. Waratho -Mrs. C. Nkonge 1: Lydia Cege, Training Chief 22 Trainers
Nairobi	Gormley, W Joyce, S	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	
	Jain, S (3/9-24) Muhuhu, P (3/24-30) 2 National Trainers Muhuhu, P	4. Clinic Management Workshop	Mar 9-Mar 30 88	
	Muhuhu, P Mtawali, G Muhuhu, P Mtawali, G DFH Reps	Technical Assistance in Completion of Management Component of Clinical Course 5. Refresher Training of Trainers Final Project Review	Sep 5-Sep 9 88 Aug 28-Sep 15 89 Sep 15-Sep 18 89	10 DFH Trainers 13
** KENYA DONMOH	Veney, J	Technical Assistance in Development of Project Evaluation Component	Dec 1-Dec 12 84	8 DON/MOH Staff
Antipolo, Philippines	Baker, R Muhuhu, P Brancich, C Kass-Annese, B IMCH Core Trainers	Project and Contract Finalization Visit Inter-Regional Natural Family Planning Training of Trainers Course	Jul 21-Jul 29 85 Nov 11-Nov 29 85	2 Nurse/Midwives: -Mrs. R. Mutonyo, Midwifery Tutor, Thika Maternity Hospital School of Nursing -Mrs. N. Njeri Thyaka, Nurse Tutor, Enrolled Community School of Nursing, Coast General Hospital, Mombasa 5 National Trainers
Nairobi, Kenya	Mtawali, G Petrich, E	1. Management Training Skills, Program and Curriculum Development Workshop	Feb 3-Feb 21 86	
	Veney, J Newman, C Miranda, M Baker, R Petrich, E	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training Contractual Discussions	Mar 10-Mar 19 86 Apr 24-Apr 26 86 May 5-May 18 86	Mrs. M. Gatei, Senior Nursing Officer and DON/INTRAH Project Coordinator 5 National Trainers
	Petrich, E (TA) 5 National Trainers	Technical Assistance to National Trainers in Preparation for May/June Management Workshop 2. MCH/FP Management Training Skills for Provincial and District Trainers: Including Field Needs Assessment	May 19-Jun 27 86	24 Kenyan Registered Nurse/Midwives, PHNs and MCH/FP Provincial Trainers

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	Petrich, E (TA) 5 National Trainers	Orientation for Supervisors of Provincial and District Trainers, and Development of Action Plans by Provincial and District Trainers	Jun 5-Jun 6 86	71 Participants: -24 Participants of Activity 2 -17 Supervisors of Provincial and District Trainers -30 MOH, USAID/Kenya & INTRAH Rep 25 ECNs
Nyeri, Central Prov	4 District Trainers 1 National Trainer	3a. MCH/FP Clinic Management Skills for ECNs: Group 1	Jul 21-Aug 8 86	25 ECNs
Busia, Western Prov	4 District Trainers 1 National Trainer	3b. MCH/FP Clinic Management Skills for ECNs: Group 1	Jul 21-Aug 8 86	25 ECNs
Nakuru, Rift Valley Prov	4 District Trainers 1 National Trainer	3c. MCH/FP Clinic Management Skills for ECNs: Group 1	Jul 21-Aug 8 86	25 ECNs
Mombasa, Coast Prov	4 District Trainers 1 National Trainer	3d. MCH/FP Clinic Management Skills for ECNs: Group 1	Jul 21-Aug 8 86	25 ECNs
Embu, Eastern Prov	4 District Trainers 1 National Trainer	4a. MCH/FP Clinic Management Skills for ECNs: Group 1	Aug 25-Sep 12 86	25 ECNs
Kisumu, Nyanza Prov	4 District Trainers 1 National Trainer	4b. MCH/FP Clinic Management Skills for ECNs: Group 1	Aug 25-Sep 12 86	25 ECNs
Nyeri, Central Prov	4 District Trainers 1 National Trainer	5a. MCH/FP Clinic Management Skills for ECNs: Group 2	Sep 28-Oct 18 86	24 ECNs
Nakuru, Rift Valley Prov	4 District Trainers 1 National Trainer	5b. MCH/FP Clinic Management Skills for ECNs: Group 2	Oct 12-Oct 31 86	25 ECNs
Busia, Western Prov	4 District Trainers 1 National Trainer	5c. MCH/FP Clinic Management Skills for ECNs: Group 2	Oct 12-Oct 31 86	25 ECNs
Mombasa, Coast Prov	3 District Trainers 1 National Trainer	Technical Assistance in Evaluation 6a. MCH/FP Clinic Management Skills for ECNs: Group 2	Nov 5-Nov 9 86 Dec 1-Dec 19 86	24 ECNs
Kisumu, Nyanza Prov	4 District Trainers 1 National Trainer	6b. MCH/FP Clinic Management Skills for ECNs: Group 2	Dec 1-Dec 19 86	21 ECNs
Embu, Eastern Prov	4 District Trainers 1 National Trainer	6c. MCH/FP Clinic Management Skills for ECNs: Group 2	Dec 1-Dec 19 86	23 ECNs
Nairobi, Kenya	Knauff, L Muhuhu, P Mtawali, G Wachira, J	Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	Mrs. M. Gatei, Senior Nursing Officer and DON/INTRAH Project Coordinator 118 ECNs
Central Province	22 District Trainers 4 National Trainers Cege, L (UNC/CH) Peoples-Sheps, M (UNC/CH) Rice, T (UNC/CH)	7. ECN Follow-Up of Activities 3 and 4 Mid-Project Evaluation (Not INTRAH Funded)	May 4-May 13 87 May 11-Jun 10 87	
	22 District Trainer 4 National Trainers Muhuhu, P 1 Proj Coordinator 4 NTT Members	8. ECN Follow-Up of Activities 5 and 6. Mid-Project Review Workshop	Jun 8-Jun 17 87 Aug 6-Aug 7 87	118 ECNs 38 Trainers, Supervisors and Senior Administrators
Nairobi	Helpfenbein, S Ericsson, S Mtawali, G	Anglophone Regional Evaluation Training of Training Teams	Aug 31-Sep 12 87	5: -Mrs. M. Gatei -Mrs. J. Kiruki -Mrs. M. Muita -Mrs. E. Ndungu -Mrs. R. Mosongo
Kakamega, Kenya	Wachira, J Muhuhu, P Gilpin, V	PST/IST/S Linkage Workshop	Sep 7-Sep 12 87	34 Nurse Educators, Trainers and Supervisors
Kericho, Kenya	Wachira, J Muhuhu, P Gilpin, V	PST/IST/S Linkage Workshop II	Sep 28-Oct 2 87	29 Total:- (15) PST -(11) Service -(3) IST (1 from DFH)

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Central Province	4 District Trainers 1 National Trainer	9a. MCH/FP Clinic Management Skills for ECNs	Oct 5-Oct 23 87	25 ECNs
Coast Province	4 District Trainers 1 National Trainer	9b. MCH/FP Clinic Management Skills for ECNs	Oct 5-Oct 23 87	22 ECNs
Rift Valley Province	4 District Trainers 1 National Trainer	9c. MCH/FP Clinic Management Skills for ECNs	Oct 5-Oct 23 87	21 ECNs
Western Province	3 District Trainers 1 National Trainer Wachira, J	9d. MCH/FP Clinic Management Skills for ECNs	Oct 19-Nov 6 87	22 ECNs
Coast Province	4 District Trainers 1 National Trainer	PST/IST/S Linkage Seminar	Nov 4-Nov 4 87	6 DON
		10a. MCH/FP Clinic Management Skills for ECNs	Nov 16-Dec 5 87	22 ECNs
Rift Valley Province	4 District Trainers 1 National Trainer	10b. MCH/FP Clinic Management Skills for ECNs	Nov 16-Dec 5 87	23 ECNs
Nyanza	3 District Trainers 1 National Trainer	10c. MCH/FP Clinic Management Skills for ECNs	Nov 16-Dec 5 87	25 ECNs
Eastern Province	4 District Trainers 1 National Trainer Wachira, J	10d. MCH/FP Clinic Management Skills for ECNs	Nov 16-Dec 4 87	25 ECNs
Eastern Province	4 District Trainers 1 National Trainer	PST/IST/S Linkages Seminar	Jan 14-Jan 15 88	9 DON
Nyanza	3 District Trainers 1 National Trainer	11a. MCH/FP Clinic Management Skills for ECNs	Jan 18-Feb 5 88	25 ECNs
Central Province	3 District Trainers 1 National Trainer	11b. MCH/FP Clinic Management Skills for ECNs	Jan 18-Feb 5 88	25 ECNs
Western Province	3 District Trainers 1 National Trainer	11c. MCH/FP Clinic Management Skills for ECNs	Jan 24-Feb 12 88	25 ECNs
	19 District Trainer 4 National Trainers	11d. MCH/FP Clinic Management Skills for ECNs	Jan 25-Feb 12 88	25 ECNs
Nairobi	Gormely, W Joyce, S	12. ECN Follow-Up of Contract Workplan # 10 and half of #12	Mar 7-Mar 11 88	84 ECNs
	19 District Trainer 4 National Trainers	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	1: Margaret Gatei, Coordinator
	1 Project Coord 2 National Trainers	13. ECN Follow-Up of Contract Workplan # 13 and half of #12	Apr 11-Apr 15 88	85 ECNs
	Fontaine, A Simpson, K Mtawali, G 3 National Trainers	14. Supervision Skills for District Health Nurses	May 16-May 19 88	23 -(21) PHNS -(2) Nurse/Midwives
		Project Review	May 28-Jun 25 88	
** LIBERIA				
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	-Mr. W.B. Gibson, Mat'ls Production Officer, Health Ed Division, MOHSW -Mr. R.T. Nigba, Graphic Artist, FPAL
** MALAWI				
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	-Mr. G.C. Chowa, Senior Health Asst, MOH -Mrs. N.G. Mnyenyembe, Chief Public Health Nurse, Regional Health Inspectors' Office
** MALI AMPPF				
	Malvinsky, J 6 AMPPF Trainers Malvinsky, J Van den Oever, N	Program Planning Visit Seminar on Demographic Growth and the Quality of Malian Family Life	Feb 17-Feb 28 86 Jun 16-Jun 21 86	46 Leaders from Bamako Area

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** MALI MOPHSA

	Hedgecock, D Malvinsky, J	Updated Needs Assessment/Initial Project Development Visit	Feb 9-Feb 16 85	
	Herrington, J Malvinsky, J Durham, C	Project and Contract Development Visit	Aug 19-Aug 30 85	
	Malvinsky, J	Program Planning Visit	Feb 17-Feb 28 86	
	Malvinsky, J Lewis, E	1. MCH/FP Program Planning Workshop	Mar 17-Mar 22 86	25 Senior-Level Officials from the MOPH/SA, MOI, MOE, AMPPF and NMWU 14: -9 CTT -5 RTT 12 MOPH/SA Staff
	Lewis, E Sirica, H 3 Malian Co-Trainers	2. Refresher Training in Needs Assessment and Curriculum Development	Apr 28-May 10 86	
	Lewis, E Sirica, H 2 Malian Co-Trainers	3. Refresher Training in Community Health Education and Evaluation/Monitoring	Jun 23-Jul 5 86	
	Lewis, E Sirica, H 2 Malian Co-Trainers	4. Refresher Training in FP/MCH Program Training Development and Management of Family Planning Programs	Jul 14-Jul 26 86	
Tamarin Bay, Mauritius	Newman, C Ericsson, S Helfenbein, S	Francophone Regional Evaluation Training Workshop	Sep 8-Sep 29 86	2 MOPH/SA: -Dr. O. Traore, Assistant Physician, DNPFFS -Mr. B.S. Diallo, Health Economist, DNPFFS 17 MOPH/SA Medical, Paramedical & Community Health Personnel
	Malvinsky, J Benson, M 2 Malian Co-Trainers	5. Management of Family Planning Programs Workshop	Oct 13-Nov 1 86	
	Gaye, P	Project Monitoring Visit	Oct 19-Oct 23 86	
	Frelick, G Fry, S 3 CTT Co-Trainers	6. Training of Trainers Workshop in Non-Clinical Family Planning and Community Health Education Skills	Nov 17-Dec 6 86	14: -12 Health Professionals -2 Educators
IHP, Santa Cruz, CA	IHP Trainers	U.S.-Based Training in Information, Education and Communication	Nov 17-Dec 13 86	3 MOPHSA Staff: -Dr. Sekou Drame, Health Ed Section, FHD -Ms. Dicko Mariam Sidibe, Community Development Technician, FHD -Mrs. Traore Mintou Doucoure, State Nurse, Deputy Director, Mali School for Physical Therapy, Nat'l Dir, CEDPA/Mali FP Project
	Thiam, D MOPHSA Staff	Orientation Visit	Nov 26-Dec 8 86	
Timbuktu	Thiam, D Benson, N 3 Malian Co-Trainers	Collection of Baseline Data	Dec 1-Dec 26 86	
	Baker, R Gaye, P	7. Management of Family Planning Programs	Jan 12-Jan 29 87	14 Participants and 1 Observer
	Gaye, P	Financial and Project Monitoring Visit	Jan 12-Jan 17 87	
	Gaye, P	Technical Assistance: Training Needs Assessment: Part I	Jan 17-Jan 28 87	
	Gaye, P Royer, A C	Technical Assistance: Training Needs Assessment: Part II	Feb 9-Feb 18 87	
IHP, Santa Cruz, CA	IHP Trainers	U.S.-Based Training in Family Planning Program Management	Apr 20-Jun 12 87	Mrs. Oumou Cheick Traore, NTT Member
	Thiam, D Frelick, G 2 MOPHSA	8. Training of Trainers, Family Planning Update and Curriculum Development Workshop	Apr 21-May 8 87	11 Central and Regional Trainers
	Seck, P	Preparation for Chadian Study Tour	Apr 26-May 2 87	
	Gaye, P Baker, R	Project and Financial Review	Jan 12-Jan 16 88	
Burkina Faso	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	1: -Mr. Bokar Toure, Directorate for Health Planning and Training
	Gaye, P	Project Monitoring	Feb 1-Feb 4 89	

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Sikasso	Thiam, D Traore, O	Introduction to Family Planning Methods and Communications Workshop	May 16-May 26 89	13: -(4) Midwives -(2) Community Development Workers -(5) Social Workers -(2) Health Technicians
	Gaye, P USAID Baker, R Mbengue, A	Final Review Financial Review	Aug 7-Aug 11 89 Sep 10-Sep 13 89	
** MAURITIUS				
Tamarin Bay	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	Mr. Louis Clency Lajoie, Sr Youth Officer, Action Familiale -Mrs. Satiavatee Hurry, Asst Information Officer, MOH, FP/MCH Division
	Muhuhu, P Knauff, L Gilpin, V	Needs Assessment Visit	Oct 13-Oct 29 87	
	Muhuhu, P Knauff, L Gilpin, V	Needs Assessment Visit	Oct 13-Oct 29 87	
** MAURITIUS MFPA				
Tamarin Bay	Murphy, C Durham, C Murphy, C Wileman, R Mtawali, G Sheikh, H	Project and Contract Development Visit Anglophone Regional Family Planning Visual Communication Workshop	Mar 10-Mar 16 85 Aug 5-Aug 22 85	2: -Mr. Yamunaprasad Bissessur, Program Officer -Mrs. Marline Leveque, Welfare Officer 2 Mauritian Evaluation Resource Persons: -M. Najaindranath Mapara -M. Reginald Wong
Tamarin Bay	Newman, C Ericsson, S Helfenbein, S	Francophone Regional Evaluation Training Workshop	Sep 8-Sep 29 86	
** MOROCCO				
	Mbengue, A	To Arrange for a Study Tour for Cote d'Ivoire and Morocco	Aug 2-Aug 11 88	
** NEPAL CRS				
	Knauff, L Knauff, L Baker, R Venev, J	Needs Assessment Visit Project and Contract Development Visit Evaluation Technical Assistance Visit Project Review Visit	Nov 26-Nov 30 84 Feb 23-Mar 2 85 Feb 23-Mar 2 85 May 20-May 26 85	
Bangkok, Thailand	Knauff, L Baker, R AC/PDA Trainers	Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour	Jul 1-Jul 15 85	2 Central-Level CRS Staff: -Mr. A. Shrestha, Senior Accountant -Mr. Surendra Rayamajhi, Sales Supervisor
Syangja	CRS Trainers Knauff, L Brown, M Angle, M	1. Community Based Distribution Training Project Monitoring Visit	Nov 18-Nov 22 85 Nov 20-Nov 22 85	10 TMPs
Dolkha Dolkha, Syangja	CRS Trainers CRS Supervisors	2. Community-Based Distribution Training 3. Monthly Supervisory Visits	Dec 21-Dec 25 85 Jan 1-Sep 30 86	15 TMPs 25: -(15) Dolkha -(10) Syangja
	Baker, R Brown, M	Financial Monitoring Visit Project Monitoring Visit Project Review	Feb 22-Mar 3 86 Feb 28-Mar 4 86 Oct 27-Oct 29 86	
Kathmandu, Charikot	Knauff, L Brown, M Brown, M	Final Project Review Visit	Mar 26-Mar 26 87	

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** NEPAL DONMOH

	Knauff, L	Needs Assessment Visit	Nov 26-Nov 30 84	
	Knauff, L Baker, R	Project Development Visit	Feb 23-Mar 2 85	
	Veney, J	Evaluation Technical Assistance Visit	Feb 23-Mar 2 85	
	Knauff, L Baker, R	Project and Contract Finalization Visit	May 18-May 28 85	
Health Posts	28 ANM Instructors	1. Health Post TBA Refreshers: Module One	Sep 1, '85-Oct 31 86	333 Participants
5 Districts	5 DON/MOH Trainers 5 PHN Trainers	2. Orientation of District Technical Staff	Sep 9, '85-Mar 31, 86	59 Participants
	Knauff, L Brown, M	Technical Assistance:	Nov 16-Dec 4 85	
	Angle, M	a. Discussion of Sterile Technique Project Proposal		
		b. Development of TBA Evaluation Plan		
		c. Review and Revision of Workplan and Budget		
5 Districts	5 PHN Trainers 5 DON/MOH Trainers	3. District ANM Training: Module One	Feb 1-Mar 31 86	58 Participants
	12 ANM Instructors			
Health Posts	4 PHN Trainers 42 ANM Instructors	4. Orientation of Health Post Staff	Feb 1-Jun 30 86	363 Participants
Health Posts	27 ANM Instructors	5. Health Post TBA Training: Module One	Feb 1-Jun 30 86	579 Participants
5 Districts	38 ANM Instructors	6. District TBA Training: Module One	Feb 1-Mar 31 86	62 TBAs
	Baker, R	Financial Monitoring Visit	Feb 22-Mar 3 86	
	Brown, M	Project Review Visit	Feb 27-Feb 28 86	
	5 PHNs	7. Field Supervision: Phase I	May 1-Aug 31 86	
Bangkok, Thailand	Veney, J Miranda, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	May 12-May 21 86	A. Maw, DON/MOH
Chapel Hill, NC	Angle, M	Project Review	Aug 17-Aug 21 86	
	INTRAH Staff Maw, Audrey (DON)			
	5 PHNs	8. Field Supervision: Phase II	Sep 1, '86-Sep 31 '87	
	Knauff, L Brown, M	Project Review Visit	Oct 25-Nov 3 86	DON/MOH and INTRAH Representatives
	DON/MOH Trainers Angle, M (Observer)	9. Program Planning Conference	Nov 24-Nov 26 86	15 Participants: -3 Health Inspectors -5 MOH Staff -7 PHNs 6 Observers: -3 German Volunteers -M. Levitt, JSI Consultant -M.H. Rana, ICHSDP -M. Angle, INTRAH
		10. Evaluation and Project Planning Workshop	Nov 25-Nov 28 86	17 Central DON and District PHNs attended
5 Districts	3 DON/MOH Trainers 4 PHN Trainers	11. District ANM Training: Module Two	Jan 1-Mar 31 87	53
	10 ANM Instructors			
	3 DON/MOH 4 PHNs	12. Orientation of New District-Level Technical Staff	Jan 1-Mar 31 87	25 trained through Oct 31, 1987.
5 Districts	ANM Instructors	13. District TBA Training: Module Two	Jan 1-Mar 31 87	30 Participants Projected.
Chapel Hill, NC	Rai, C Angle, M	Technical Assistance in Translation of Basic Documents and Development of Evaluation Project Proposal	Jan 6-Jan 30 87	60
Kaski, Tanahu Districts	35 ANM Instructors	14. Health Post TBA Training: Module Two	Feb 1-May 31 87	449
	3 DON/MOH 4PHNs	15. Orientation of New Health Post Staff	Feb 1-May 31 87	45 trained through Oct 31, 1987.
	50 ANMs			125 Participants Projected (5 per Health Post).
	Angle, M	Technical Assistance and Project Monitoring Visit	Feb 22-Mar 7 87	
	Brown, M	Project Monitoring Visit	Mar 25-Apr 3 87	

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	28 ANMs	16. Refresher Training for Health Post TBAs: 1st Round of Phase II	May 1-Dec 31 87	683 TBAs
Health Posts	75 ANM Instructors	17. Health Post TBA Refreshers: Module Two	Sep 1, '87-Mar 31 '88	158 TBAs
DTCP, Bangkok, Thailand	3 DOM/MOH 5 PHNs DTCP Trainers	18. Project Field Supervision: Phase III Third Country Planning and Management of Training Programs	Sep 1, '87-Mar 31 '88 Sep 7-Sep 25 87	Mrs. Sulochona Pokharel, DOM/MOH
	Brown, M (accomp)	PAC II Evaluation Team Visit	Sep 13-Sep 23 87	
	Brown, M	Project Monitoring Visit	Sep 14-Sep 23 87	
	DOM/MOH Trainers	Annual Review	Dec 14-Dec 18 87	23
	DOM Staff	Evaluation Workshop and Report	Aug 24-Aug 26 88	23
	Knauff, L Angle, M	Project Review	Sep 11-Sep 25 88	
	Rooks, J			
** NEPAL FP/MCH				
	Knauff, L	Needs Assessment Visit	Nov 26-Nov 30 84	
	Knauff, L Baker, R	Project Development Visit	Feb 23-Mar 2 85	
	Veney, J	Evaluation Technical Assistance Visit	Feb 23-Mar 2 85	
Chapel Hill, NC	Knauff, L Baker, R	Project Development Visit	May 18-May 28 85	
Pokhara	INTRAH SPH/UNC Faculty	U.S.-Based Evaluation and Management Course Sequence	May 20-Jul 24 85	Mr. G. Regmi, Evaluation Section
	Brown, M Petrich, E	Training of Trainers Workshop	Sep 18-Oct 4 85	15: A combined 3-person financial mgmt team, and a 3-person supplies mgmt team, and 3 3-person supervision training teams
	2 FP/MCH Co-Trainers 1 ICHS/DP Co-Trainer			
	Knauff, L Brown, M	Follow-Up, Project Review and Phase II Project Development Visit	Nov 16-Dec 4 85	
	Angle, M	Contract Development Visit	Feb 22-Mar 3 86	
Nepalgarj	Baker, R	1a. Accountants' Training	Mar 2-Mar 15 86	20 Accountants: -(7) Far West -(9) Midwest -(4) HQ
	Mishra, G Khadka, BB			
	Kunwar, K Karna/Petrich			
Nepalgarj	Shrestha, GM Pradhan, GB	1b. Storekeepers' Training	Mar 2-Mar 15 86	18 Storekeepers: -(8) Far West -(10) Midwest
	Singh, SB Karna/Petrich			
Walling Syangja	Gautam, BR Pokharel, GP	2a. Intermediate Supervisors' Training	Mar 9-Mar 22 86	20 Intermediate Supervisors from Syangja and Palpa Districts
	Shrestha, J Rajbhandari/ Brown			
	Thapa, M Sumana KC	2b. Intermediate Supervisors' Training	Mar 9-Mar 22 86	25 Intermediate Supervisors from Kathmandu, Lalitpur and Bhaktapur Districts
	Dangi, TB Shakya/Brown	Trainers' Debriefing	Mar 19-Mar 21 86	8 Trainers of Storekeepers and Accountants
	Petrich, E Karna	Trainers' Debriefing	Mar 23-Mar 25 86	8 Trainers of Intermediate Supervisors
	Brown, M Rajbhandari, PR			
Bangkok, Thailand	Shakya, PR	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	May 12-May 21 86	3 FP/MCH Staff: -Mr. G. Regmi -Mr. R. Bhatta -Mr. P.R. Shakya
	Veney, J Miranda, M			
	Angle, M			
Pokhara	Mishra Amatya	3. Accountants' Training	Aug 12-Aug 25 86	16 Accountants: -(6) HQ -(10) West
	Kunwar			
Pokhara	Shrestha, GM Pradhan, GB	4. Storekeepers' Training	Aug 12-Aug 25 86	17 Storekeepers: -(6) HQ -(11) West
	Singh, BB			
Dang	Sijapati, S Singh, BB	5a. Intermediate Supervisors' Training	Aug 17-Aug 30 86	26 Intermediate Supervisors from Dang District
	Neupane, R			

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Ilam	Gautam, S Shrestha, SK Shakya, PR	5b. Intermediate Supervisors' Training	Aug 17-Aug 30 86	11 Intermediate Supervisors from Ilam and Bhadrapur Districts
Kanchanpur, Mahendranagar Dharan	Sijapati, SB Sumanna KC Shrestha, J Mishra Khadka Kunwar	5c. Intermediate Supervisors' Training	Aug 17-Aug 30 86	15 Intermediate Supervisors from Kanchanpur District
Dharan	Shrestha, GM Pradhan, GB Singh, SB	6. Accountants' Training	Sep 2-Sep 15 86	22 Accountants: -(13) East -(9) HQ
Mahottari	Bourma Karna, BF Shakya, PR	7. Storekeepers' Training	Sep 2-Sep 15 86	17 Storeskeepers: -(11) East -(6) HQ
Rupandehi, Bhairahawa	Sijapati, SB Gautam, SK Shrestha, J	8a. Intermediate Supervisors' Training	Sep 14-Sep 27 86	27 Intermediate Supervisors from Danusha and Mahottari Districts
Dhanusha, Janakpur	Neupane, R Acharya, KC Ninglekhu, N	8b. Intermediate Supervisors' Training	Sep 14-Sep 27 86	27 Intermediate Supervisors from Kapilvastu and Rupandehi Districts
Pathalैया	Mishra Khadka Kunwar	8c. Intermediate Supervisors' Training	Sep 14-Sep 27 86	32 Intermediate Supervisors from Mahottari and Dhanusha
Pathalैया	Shrestha, GM Pradhan, GB Singh, BB	9. Accountants' Training	Sep 19-Oct 2 86	18 Accountants: -(9) HQ -(9) Central
Pathalैया	Shrestha, GM Pradhan, GB Singh, BB	10. Storekeepers' Training	Sep 19-Oct 2 86	13 Storeskeepers: -(4) HQ -(9) Central
Baglung	Knauff, L Brown, M Gautam, SR Thapa, M Shrestha, J	Project Review and Planning for FY 1987	Oct 27-Nov 2 86	28 Intermediate Supervisors from Parbat, Baglung and Myagdi Districts
Okhaldunga	Gautam, BR Shrestha, SK Dangi, TB	11a. Intermediate Supervisors Training	Nov 9-Nov 22 86	22 Intermediate Supervisors from Okhaldunga and Khotang Districts
Sindhuli	Sumanna KC Pokhral, GP Shakya, PR Brown, M	11b. Intermediate Supervisors Training	Nov 9-Nov 22 86	21 Intermediate Supervisors from Dolkha, Dhulikhal and Sindhuli Districts
Sindhuli	Sumanna KC Pokhral, GP Shakya, PR Brown, M	11c. Intermediate Supervisors Training	Nov 9-Nov 22 86	
Bangkok, Thailand	Brown, M (accomp) Gaye, P Hanson, B Eduarte, A	Project Review and Planning PAC II Evaluation Team Visit Inter-Regional Advanced Training of Trainers Workshop	Mar 25-Apr 4 87 Sep 13-Sep 23 87 Oct 19-Oct 31 87	1: -Mr. Ramesh Bhatta, Coordinator, PBHW Training Program
** NEPAL ICHSDP				
Chapel Hill, NC	Knauff, L Knauff, L Baker, R Venev, J Knauff, L Baker, R INTRAH SPH/UNC Faculty	Needs Assessment Visit Project Development Visit Project Development/Technical Assistance Visit Program Planning Visit U.S.-Based Evaluation and Management Course Sequence Follow-Up Visit	Nov 26-Nov 30 84 Feb 23-Mar 2 85 Feb 23-Mar 2 85 May 18-May 28 85 May 20-Jul 24 85	1: Mr. Ajit S. Pradhan, Demographer, ICHS/DP Project
Bangkok, Thailand	Knauff, L Brown, M Angle, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Nov 16-Dec 4 85 May 12-May 21 86	1 ICHS/DP Staff: Mr. P.R. Rajbhandari
Bangkok, Thailand	Venev, J Miranda, M Angle, M Gaye, P Hanson, B Eduarte, A	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	Mr. Padma Raj Rajbhandari, Training Chief

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** NIGER MOPH/SA Tamarin Bay, Mauritius	Newman, C Ericsson, S Helfenbein, S	Francophone Regional Evaluation Training Workshop	Sep 8-Sep 29 86	2: -Mme A. Bagnan, Instructor, Nat'l School of Public Health -Mme N.R. Mady, Dir, Maternity Poudriere
	Herrington, J Gaye, P Seim: S (MSH)	Needs Assessment Visit	Dec 1-Dec 12 86	
	Gaye, P Durham, C Newman, C	Contract and Project Development Visit	Mar 9-Mar 17 87	
		Technical Assistance in Evaluation	Mar 9-Mar 17 87	
		Baseline Data Collection	Apr 1-Jun 15 87	
Abidjan, Côte d'Ivoire	Newman, C Helfenbein, S Gaye, P	Francophone Regional Evaluation Follow-On Workshop	Jun 29-Jul 11 87	2: -Mrs. A. Bagnan -Mrs. M. Chaweye 8 Potential Co-Trainers: -2 ENSP -2 DEESN -2 CNSF -2 Other 28 Clinical FP Service Delivery Personnel
	Gaye, P (8/24-28) Lewis, E 3 Resource persons 1 GYN/ 1 MCH MD/ 1CM	1. Curriculum Development Workshop	Aug 24-Sep 4 87	
Zinder	Friedman, J Lewis, E 1 CNSF/1 DEESN/ 1 ENSP (from Act 2)	2. Non-Clinical Family Planning Skills Workshop	Oct 19-Nov 6 87	
Maradi	Newman, C Gaye, P Seck, P Vansintejan, G (until 4/2/88) 1 National Trainer	Program Planning and Planning for Evaluation 3. Clinical Family Planning Skills Workshop	Feb 1-Feb 6 88 Mar 21-Apr 8 88	25 from Maradi: -(17) Midwives -(5) Nurses -(2) Physicians -(1) TSSI
Zinder	Mutumbo, Y Bongwele, O 2 Nat'l Evaluators Ericsson, S (1 day)	Technical Assistance in Evaluation and Follow-Up	Apr 11-May 6 88	
Lomé, Togo	Gaye, P Newman, C Bongwele, O	Francophone Regional Evaluation Skills for Core Training Teams	Jul 4-Jul 16 88	1: -Mrs. Fatouma Boube, FP Training Director
Tahoua	Thiam, D Mutumbo, Y	4. Clinical Family Planning Skills Workshop	Jul 11-Aug 5 88	21 Service Providers
Burkina Faso	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	1: -Mrs. Fatouma Boube, Training Director
Maradi and Tahoua	Baker, R Mbengue, A Bongwele, O Thiam, D 2 MOPH/SA Royer, A C (2/8-10) Royer, AC	Financial Review Follow-Up of Trainees and Collection of Impact Data	Oct 17-Oct 20 88 Jan 13-Feb 10 89	
		Technical Assistance for Completion of FP Clinical Curriculum	Feb 14-Feb 24 89	9 MOPH/SA: -(6) Midwives -(1) Physician -(2) Social Workers
Kolo	Bongwele, O Seck, P 3 Nat'l Co-Trainers	Training of Trainers	Jun 19-Jun 30 89	13: -(2) Physicians -(8) Midwives -(2) Nurses -(1) Psychologist/Trainer
	Gaye, P USAID	Final Review	Jul 31-Aug 4 89	
** NIGERIA				
Lagos	Baker, R Lea, J Minnis, R	Contract Visit with Coopers & Lybrand Project Review and Program Planning Discussions (Lagos)	Jul 16-Jul 21 85 May 22-May 27 86	INTRAH/IHP, AAO/Lagos and FMOH Reps

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** NIGERIA ANAMBRA STATE					
	Mirabito, T Mtawali, G Nigerian Co-Trainers	Five-Day FP/ORT Update Workshop I	Oct 21-Oct 25 85	28 Nurse/Midwives and PHNs	
	Mirabito, T Mtawali, G Nigerian Co-Trainers	Five-Day FP/ORT Update Workshop II	Oct 28-Nov 1 85	31 Nurse/Midwives and PHNs	
Port Harcourt, Rivers State	Veney, J Miranda, M 2 FMOH Co-Trainers	Evaluation Training Workshop	Feb 10-Feb 14 86	2 Participants: -Mrs. G.C. Chijicke, Principal Health Sister, Health Office, Naukka -Dr. G.O. Ude, Senior Consultant, Medical Director, Anambra State Hospitals Management Board, Enugu	
** NIGERIA BAUCHI STATE					
	Veney, J Malvinsky, J Holman, J	Needs Assessment/Project Development Visit	Nov 27-Nov 29 84		
	Baker, R Durham, C Williams, J	Project and Contract Finalization Visit	Jan 14-Jan 17 85		
	Atkinson, B Leftwich, C	1. Family Planning Program Planning and Management Workshop	Sep 23-Oct 9 85	15 Senior HMB and MOH Staff	
	Hosang, R Foster, D	2. Training of Trainers/ Community Health Education Workshop	Nov 18-Dec 12 85	14 Nurse/Midwives, Tutors and CHE Officers from 4 Regional Areas	
	Kroeger, M Sirica, H 2 HMB Co-Trainers	3. Family Planning Service Delivery Skills Workshop	Jan 14-Jan 30 86	10 FP Service Providers	
	Sirica, H Williams, J	4. Family Planning Curriculum Development Workshop	Feb 10-Feb 27 86	12 FP Service Providers	
	Stanton, ME Akin-Dahunsi, A Apted, M 3 HMB Co-Trainers	5. Community Health Education for Family Planners Workshop	May 5-May 9 86 May 12-May 22 86	18 Family Planning Health Educators	
Jos, Plateau State	Veney, J Burr, C 2 FMOH Co-Trainers	Evaluation Training Workshop	Jul 14-Jul 18 86	2 Participants: -M.M.C. Baba, School of Nursing, Bauchi City -Mrs. H. Musa, FP Clinic, Specialist Hospital, Bauchi City	
	Mirabito, T Williams, J Baker, R	Project Review and Follow-Up Financial Monitoring Visit	Sep 8-Sep 19 86 Sep 8-Sep 9 86		
Bulawayo, Zimbabwe	ZNFPC Trainers	Third Country Family Planning Clinical Skills Workshop	May 18-Jun 26 87	2: -Ms. Margaret Nimrod -Mrs. M. Hadiza	
	Baker, R	Financial Monitoring Visit	Dec 5-Dec 9 87		
** NIGERIA BENUE STATE					
Quezon City, Philippines	IMCH Core Trainers	Inter-Regional Clinical Skills Training for Physician/Nurse Teams	Apr 29-Jun 7 85	5 MOH Physician/Nurse Teams: -Dr. C.T. Itonzughul & 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 & Ms. J. Abeda-Jato, Makurdi -Dr. R. Abdullahi and Ms. S. Attah, MOH	
Harare, Zimbabwe	ZNFPC Trainers	Third Country Family Planning Clinical Skills Workshop	Sep 30-Nov 8 85	4 State Nurse/Midwives: -Mrs. M.K. Dalhatu, Chief Nursing Officer -Mrs. A. Aruwa, N O First Class, Makurdi General Hospital -Mrs. S.T. Ibrahim, Nursing Sister -Mrs. H.A. Abu, Nursing Sister, Idah General Hospital	

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Makurdi, Benue State	Vansintejan, G Sanchez, P Nigerian Co-Trainers	Five-Day FP/ORT Update Workshop I	Oct 21-Oct 25 85	30 Nurse/Midwives and PHNs
Makurdi, Benue State	Vansintejan, G Sanchez, P Nigerian Co-Trainers	Five-Day FP/ORT Update Workshop II	Oct 28-Nov 1 85	30 Nurse/Midwives and PHNs
Port Harcourt, Rivers State	Veney, J Miranda, M 2 FMOH Co-Trainers	Evaluation Training Workshop	Feb 10-Feb 14 86	2 Participants: -Dr. R.A. Abdullahi, Chief HO MOH -Mrs. S.O. Attah, Asst Chief Health Sister, HSMB
Harare, Zimbabwe	Knauff, L Brown, M Muhuhu, P Mirabito, T ZNFPC Trainers	Training Needs Assessment Visit	Jun 16-Jun 25 86	2 Nurse/Midwives: -Mrs. L.N. Orpin, PHN/Midwife, PPFN Clinic, HSMB, Makurdi -Mrs. E.M. Mamadou, Nurse/Midwife, Divisional Health Unit, Anken
		Project Development Visit Third Country Family Planning Clinical Skills Workshop	Sep 22-Oct 10 86 Sep 22-Oct 31 86	
Nairobi, Kenya	Baker, R Mirabito, T Fulk, W (UNCCCH) Knauff, L Muhuhu, P Mtawali, G Wachira, J	Project and Contract Development Visit	Jan 19-Jan 22 87	Dr. Mary Ogebe, CMO, HSMB
		Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	
PDA, Bangkok, Thailand	PDA and Asian Centre Staff	Inter-Regional Development and Management of Community-Based Family Planning, Health and Development Programs Course	Mar 30-Apr 11 87	-Dr. (Mrs.) M. Ogebe, Chief Med Officer, HSMB -Mr. A. Odah, IEC Manager, MOH -Mr. F. Gbillah, Principal, School of Nursing and Midwifery, PPFN Representative -Mrs. E. Onuaguluchi, PPFN Representative
	Williams, J Farrell, B	1. Training of Trainers for MOH/HSMB Senior Staff	Apr 27-May 8 87	8 MOH/HSMB Senior Staff -(2) MDs -(3) Nurse/Midwives -(2) Nurses -(1) CHO
	5 MOH/HSMB Trainers	2. Government/NGO Staff Orientation in 1 Zone	May 20-May 22 87	46: -Voluntary Organizations -LGA
	5 MOH/HSMB Trainers	3. HSMB Staff Orientation in 1 Zone	May 21-May 23 87	50: -Voluntary Organizations -LGA
	Apted, M Yumkella, F	4. Skills Development for Training and Program Evaluation	Jun 1-Jun 12 87	10: -5 MOH/HSMB Staff -5 Trainers
	Mtawali, G Apted, M Farrell, B	5. Training of Trainers Workshop for State Training Team	Jun 29-Aug 6 87	19 FP Trained Clinicians and Tutors Two Observers
	Mirabito, T Farrell, B 6 Team A Trainers	PAC II Evaluation Team Visit Monitoring Visit	Aug 3-Aug 6 87 Aug 10-Aug 13 87	10 Nurse/Midwives and Midwives
	Apted, M 6 Trainers	6. CS/ORT Basic Clinical Service Delivery Skills	Aug 17-Sep 11 87	
	Apted, M 6 Trainers	7. CS/ORT Community Health Education and Motivation	Aug 24-Sep 5 87	15 Community Health Aides
Ida Gboko Oktukpo	6 Trainers 6 Trainers 3 Trainers Farrell, B 5 MOH/HSMB Trainers 5 MOH/HSMB Trainers	Orientation Seminar	Sep 14-Sep 16 87	41 Senior and Mid-Level Health Personnel 45 Senior Health Personnel 48 Senior and Mid-Level Health Personnel 9 Nurse/Midwives and Midwives
		Orientation Seminar	Sep 14-Sep 16 87	
		Orientation Seminar	Sep 28-Sep 30 87	
		8. CS/ORT Basic Clinical Service Delivery Skills	Oct 5-Oct 30 87	
	5 MOH/HSMB Trainers	9. CS/ORT Community Health Education and Motivation	Oct 12-Oct 23 87	14 Community Health Assistants and Aides

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	Veney, J Brown, M Farrell, B 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	Technical Assistance in Evaluation and Follow-Up Mid-Project Review	Oct 12-Oct 15 87 Nov 1-Nov 11 87	
	3 MOH/HSMB Trainers 2 Resource Persons Baker, R Farrell, B	10. CS/ORT Basic Clinical Service Delivery Skills	Nov 4-Dec 3 87	12 Nurse/Midwives and Midwives
	4 Clinical Preceptors	Financial Monitoring Visit 11. Family Planning Clinical Update and Curricula Development for IUD On-The-Job Training 12. IUD Insertion On-The-Job Training	Dec 2-Dec 5 87 Jan 4-Jan 15 88 Jan 18-Jan 29 88	6 Clinical Preceptors 4 Trainees From Previous CS/ORT Clinical Service Delivery Skills Workshops
Otukpo Ankpa	4 MOH/HSMB Trainers 3 STT 4 STT Plopper, S Abodunrin, V Stanton, ME Veney, J Apted, M Angle, M 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	13. CS/ORT Basic Clinical Service Delivery Skills 14. Community Health Education Workshop 15. Community Health Education Workshop 16. Management and Supervision Workshop Project Review	Feb 1-Feb 26 88 Feb 8-Feb 19 88 Feb 22-Mar 4 88 Feb 29-Mar 11 88 Mar 13-Mar 17 88	16 Nurse/Midwives and Midwives 15 CHAs 12 CHAs 17 Zonal Supervisors
** NIGERIA CROSS RIVER	Port Harcourt, Veney, J Miranda, M Rivers State 2 FMOH Co-Trainers	Evaluation Training Workshop	Feb 10-Feb 14 86	2 MOH Participants: -Mrs. B. Akpan, Asst Chief PHN Tutor -Mrs. E.A. Itata, Higher Med'l Records Officer
** NIGERIA FMOH	Herrington, J Tsuei, J Wachira, J Smrcka, S Chapel Hill, INTRAH SPH/UNC Faculty NC	Project Development Visit U.S.-Based Evaluation and Management Course Sequence	May 13-Jun 8 85 May 20-Jul 24 85	2 National Health Planning Unit, FMOH: -Mr. A. Akin-Dahunsi, Princ Health Planner -Mr. A. Ike Isama, Health Planning Officer
Nairobi, Kenya	Veney, J Baker, R Veney, J Newman, C Miranda, M	Project Development Visit Contract Development Visit with C & L, and FMOH Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Oct 13-Oct 19 85 Nov 23-Nov 29 85 Mar 10-Mar 19 86	2 FMOH: Mr. A. Akin-Dahunsi, Princ Health Planner Mr. A. Isama, Health Planning Officer T. Kuteyi, Asst Chief Nursing Officer, FMOH
Nairobi, Kenya	Knauff, L Muhuhu, P Mtawali, G Wachira, J	Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	
** NIGERIA GONGOLA STATE	Jos, Plateau Veney, J Burr, C State 2 FMOH Co-Trainers	Evaluation Training Workshop	Jul 14-Jul 18 86	2 Participants: -Ms. R.J. Ambe, MOH -Mrs. M.J. Hassan, FP Clinic, Yola Specialist Hospital
	Mirabito, T 2 Pathfinder: Crawford, J Olatokunbo, O Mirabito, T 2 Pathfinder: Haider, M Olatokunbo, O Mirabito, T Bergholdt, G Morah Baba Delano	Needs Assessment Visit Project Development Visit Project Development 1a. Orientation Seminar	Oct 29-Nov 7 86 Jan 25-Feb 14 87 Aug 10-Aug 11 87 Aug 24-Aug 24 87	75 Political and Business Leaders

	Bergthold, G Baba Delano	1b. Orientation Seminar	Aug 25-Aug 26 87	70 Religious Leaders
	Bergthold, G Baba Delano	1c. Orientation Seminar	Aug 27-Aug 27 87	35 (Predominantly Physicians)
	O'Hanley, K Bennetts, A Hall, C Haaland, A Olatokunbo, B Omotodho, G (Pathfinder/Lagos)	2. Supervisors Workshop Program Replanning	Sep 14-Sep 25 87 Oct 11-Oct 27 87	14 Nurses, Nurse/Midwives and Physicians
	Apted, M Ajiboye, R	3. Training of Trainers for Child-Spacing Education Training Team	Jan 11-Jan 29 88	15: -(11) MOH -(4) Media
	Apted, M 5 Trainers from Activity 3	4. Family Planning Orientation	Feb 8-Feb 12 88	16 Senior CNOs and HOs (all men)
	Apted, M 5 Trainers from Activity 3	5. Community Health Education Workshop	Feb 22-Mar 11 88	17 Community Health Aides
	Hall, C Bergthold, G	Program Review	Mar 21-Mar 24 88	
** NIGERIA IMO STATE				
	Veney, J Malvinsky, J Holman, J	Needs Assessment/Project Development Visit	Nov 20-Nov 24 84	
	Baker, R Durham, C Williams, J	Project and Contract Finalization Visit	Jan 10-Jan 13 85	
Owerri	Bergthold, G Silverman, M 1 MOH Co-Trainer 2 Others	1. Family Planning Policy Seminar #1	Mar 26-Mar 28 85	Total of 77 Sr State Officials from Various Ministries Attended Both Seminars
Owerri	Bergthold, G Silverman, M 1 MOH Co-Trainer 2 Others	2. Family Planning Policy Seminar #2	Apr 1-Apr 3 85	Total of 77 Sr State Officials from Various Ministries Attended Both Seminars
Owerri, Atta	Andrews, L Hall, C 1 MOH Co-Trainer	3. Training of Trainers and Community Health Education Workshop	Apr 22-May 17 85	16 STT Members (In-Service and Pre-Service)
Atta	Andrews, L Boone, J 1 MOH Co-Trainer	4. Family Planning Curriculum Development Workshop	May 20-Jun 13 85	16 STT Members
Atta	Lewis, E Hosang, R 1 STT Co-Trainer	5. FP/ORT Service Delivery Skills Workshop I	Jul 8-Aug 2 85	15 STT Members and 2 Physicians
Antipolo, Philippines	Brancich, C Kass-Annese, B IMCH Core Trainers	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85	2 Nurse/Midwife Tutors: -Mrs. Kate Ugochukwu, Senior Midwife Tutor -Mrs. Edna Onyegere, Senior Nursing Sister
Atta	Malvinsky, J Williams, J	6. Management, Supervision and Evaluation Workshop	Nov 18-Nov 29 85	Total of 17 Senior Nurse/Midwives, PHNs, a Nutritionist and Administrators (2) from MOH, Local Gov't Areas HMB, MQE and PPFN
Atta	Lewis, E O'Hanley, K 4 STT Co-Trainers	7. FP/ORT Service Delivery Skills Workshop II	Jan 14-Feb 7 86	19 Senior PHNs
Atta	Vansintejan, G Nigerian Co-Trainers	Five-Day FP/ORT Update Workshop I	Jan 20-Jan 24 86	18 Nurse/Midwives and PHNs
Atta	Vansintejan, G Nigerian Co-Trainers	Five-Day FP/ORT Update Workshop II	Jan 27-Jan 31 86	39 Nurse/Midwives and PHNs
Owerri	Vansintejan, G	Reassessment of Training Needs	Feb 1-Feb 8 86	2 MOH Participants:
Port Harcourt, Rivers State	Veney, J Miranda, M 2 FMOH Co-Trainers	Evaluation Training Workshop	Feb 10-Feb 14 86	-Miss S.A.C. Dike, Principal Public Health Sister -Mrs. G. Ogbonna, PHN Coordinator
Atta	Johnson, D Apted, M Tsuei, J Isama, I	8. Educational Materials Development Workshop Evaluation	Feb 17-Feb 28 86 Apr 28-Apr 30 86	22 MOH Staff
Atta	Williams, J O'Hanley, K Baker, R	Project Review and Follow-Up Financial Monitoring Visit	Jun 16-Jun 27 86 Aug 26-Aug 26 86	16 MOH, HMB and LGA Nurses & Administrators

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** NIGERIA KADUNA STATE					
Jos, Plateau State	Veney, J Burr, C 2 FMOH Co-Trainers	Evaluation Training Workshop	Jul 14-Jul 18 86	2 Participants: -Mr. J.O. Dandaura, Kaduna City -A.H.K. Zubairu, MOH	
** NIGERIA KANO STATE					
Jos, Plateau State	Veney, J Burr, C 2 FMOH Co-Trainers	Evaluation Training Workshop	Jul 14-Jul 18 86	Mrs. E.M. Danmatata, MOH	
** NIGERIA KWARA STATE					
	Veney, J Malvinsky, J Holman, J	Needs Assessment/Project Development Visit	Nov 15-Nov 19 84		
	Baker, R Durham, C Williams, J	Project Finalization Visit	Jan 6-Jan 9 85		
	Kroeger, M Apted, M	1. Training of Trainers and Community Health Education Workshop	Mar 4-Mar 29 85	15 STT Members	
	Apted, M Sirica, H	2. Family Planning/Oral Rehydration Therapy Curriculum Development Workshop	May 6-May 24 85	15 STT Members	
	Kroeger, M Rogow, D 4 STT Members	3. Family Planning/Oral Rehydration Therapy Service Delivery Skills Workshop	Jun 10-Jul 30 85	19 Senior Nursing and Health Sisters	
	Apted, M Atkinson, B 4 STT Members	4. Management, Supervision and Evaluation Workshop	Aug 5-Aug 23 85	15 STT Members and the Project Coordinator	
		5. Family Planning/Oral Rehydration Therapy Service Delivery Skills Workshop	Oct 14-Dec 13 85	20 Nurses	
	Kwara STT Kwara STT	6. Community Health Education Workshop	Jan 20-Feb 7 86	20 Community Health Aides and 1 Observer	
		7. Family Planning/Oral Rehydration Therapy Service Delivery Skills Workshop	Mar 3-May 16 86	22 Nurses	
	Tsuei, J Isama, I Kwara STT	Evaluation	Apr 23-Apr 25 86	21 Nurse/Midwives	
Ibadan, Oyo State	Veney, J Burr, C 2 FMOH Co-Trainers	8. FP/ORT Service Delivery Skills Workshop	Jul 14-Aug 29 86	2 Participants: -Mrs. V.B. Abodunrin, Princ Midwife, Tutor, School of Midwifery, Ilorin -Mrs. H.F. Omotosho, Asst Community Health Sister, MOH	
		Evaluation Training Workshop	Jul 21-Jul 25 86		
	Baker, R Apted, M O'Hanley, K STT Members	Financial Monitoring Visit	Aug 28-Aug 30 86		
		Project Review and Follow-Up	Sep 15-Oct 3 86		
		9. FP/ORT Service Delivery Skills Workshop	Nov 10-Jan 23 87	25 Nurse-Midwives/ Midwives	
	Mirabito, T Mirabito, T	Observation and Planning Visit	Nov 10-Nov 11 86		
	Hall, C 4 Kwara STT	Planning Visit	Feb 3-Feb 6 87		
	Hall, C 4 Kwara STT	10. Management and Supervision Workshop	Jun 29-Jul 10 87	15 Trained Clinicians	
	Mirabito, T (accomp)	11. Management and Supervision Workshop	Jul 20-Jul 31 87	15 Trained Clinicians	
	Hall, C 4 Kwara STT	PAC II Evaluation Team Visit	Aug 5-Aug 6 87		
Bangkok, Thailand	Gaye, T Hanson, B Eduarte, A	12. Community Health Education Workshop I	Aug 17-Sep 11 87	19 Community Health Aides	
		Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	2 CTT Members: -Mrs. R. Ajiboye, Princ Health Sister, MOH -Mrs. V. Abodunrin, Sr Nursing Tutor/STT	
	4 Kwara STT	13. Community Health Education Workshop II	Nov 15-Nov 30 87	22 Community Health Aides	
	Baker, R	Financial Monitoring Visit	Dec 9-Dec 11 87		
	4 Kwara STT	14. Community Health Education Workshop III	Mar 1-Mar 25 88	22 Community Health Aides	
	Stanton, M E Williams, J Veney, J Angle, M	Final Project Review	Mar 4-Mar 12 88		

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** NIGERIA LAGOS STATE

	Muhuhu, P Mirabito, T Ndiaye, JM	Assessment of FP/ORT Training/Technical Assistance Needs	Jan 20-Jan 31 86	
Nairobi, Kenya	Veney, J Newman, C Miranda, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Mar 10-Mar 19 86	2 MOH: -Mrs. M. Bodede, Chief Health Sister -Mrs. F. Taylor, Asst Chief Health Officer
	Brown, M Brancich, C Akin-Dahunsi, A	Project Development Visit	Apr 22-May 8 86	
Antipolo, Cebu, Philippines	IMCH Core Trainers	Inter-Regional Clinical Family Planning for Nurse/Physician Teams	Jul 14-Aug 23 86	4 (2 Teams): -Dr. Esho, OB/GYN -Dr. Oredemi, OB/GYN -Mrs. Odotayo, SRN/SCM -Mrs. Oshodi, SRN/SCM
Ibadan, Oyo State	Veney, J Burr, C 2 FMOH Co-Trainers	Evaluation Training Workshop	Jul 21-Jul 25 86	2 MOH Participants: -Dr. C.O. Oluwole, Chief Consultant -Mrs. F.A. Taylor, Asst Chief Health Sister
	Baker, R Mirabito, T Apted, M O'Hanley, K Walter, G 1 Co-Trainer	Contract Development Visit 1. Supervisors' Orientation Workshop	Sep 2-Sep 6 86 Jan 15-Jan 16 87	22 Supervisors
	Apted, M O'Hanley, K Walter, G Abodunrin, V	2. FP/ORT/CHE Refresher Workshop	Jan 19-Feb 6 87	14: -(10) Trainers/Preceptors with Clinical Skills -(4) CHE Trainers
	Brancich, C Farrell, B Apted, M Ajiboye, R	3. Training of Trainers Workshop	Feb 16-Mar 6 87	14 STT
	Apted, M (TA) 4 State Trainers Ajiboye, R Walter, G (TA) 7 State Trainers	4. FP/ORT/CHE Workshop	Mar 11-Mar 24 87	20 PHNs and CHOs
PDA, Bangkok, Thailand	PDA and Asian Centre Staff	5. FP/ORT/CHE and Clinical Skills Workshop	Mar 11-Apr 7 87	14 Nurses, N/Ms and Health Sisters
		Inter-Regional Development and Management of Community-Based Family Planning, Health and Development Programs Course	Mar 30-Apr 11 87	-Dr. (Mrs.) W. Ashiru, Chief Med Officer -Dr. (Mrs.) A. Olania, Medical Officer -Dr. (Mrs.) A.T. Olumodeji, Chief Medical Officer -Mrs. R.I. Sanyaolu, Senior Nursing Officer
	O'Hanley, K 5 STT 4 STT	6. FP/ORT/CHE and Clinical Skills Workshop	May 18-Jun 17 87	15 Nurses, N/Ms and Health Sisters
	Mirabito, T	7. FP/ORT/CHE and Clinical Skills Workshop	Jun 22-Jul 17 87	15 Nurses, N/Ms and Health Sisters
	Mirabito, T (accomp)	Project Monitoring	Jul 30-Jul 31 87	
	3 STT	PAC II Evaluation Team Visit	Aug 3-Aug 4 87	
	Williams, J Gridley, K	8. Community Health Education Workshop	Aug 3-Aug 19 87	16 Health Personnel
		9. FP/ORT/CHE Clinic Management and Supervision	Aug 24-Sep 4 87	18 Senior Level Staff: -(16) Heads of Clinics/Sections -(2) Tutors from School of Nursing
	3 STT: Team II	10. Orientation of Supervisors	Nov 19-Nov 20 87	16 Supervisors
	STT: Team I	11. FP/ORT/CHE Clinical Skills Workshop	Nov 23-Dec 17 87	15 Nurse Midwives
	3 STT	12. Community Health Education Workshop	Nov 30-Dec 12 87	17 Public Health Nurses
	Baker, R	Financial Monitoring Visit	Dec 11-Dec 16 87	
	3 STT: Team II	13. Orientation of Supervisors	Jan 7-Jan 8 88	16 Supervisors
	4 STT: Team I	14. FP/ORT Clinical Skills Development Workshop	Jan 11-Feb 5 88	15 Nurse Midwives
	4 STT	15. Community Health Education Workshop	Feb 8-Feb 19 87	22 Health Personnel
	Walter, G	16. Refresher Training of Trainers	Feb 29-Mar 18 88	12 STT
	Apted, M Angle, M Brancich, C Stanton, M E	Final Project Review	Mar 21-Mar 25 88	

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** NIGERIA NIGER STATE	Stanton, ME Akin-Dahunsi, A	Evaluation	May 18-May 22 86	2 Participants:
Jos, Plateau State	Veney, J Burr, C	Evaluation Training Workshop	Jul 14-Jul 18 86	-Mrs. Z. Aminu, Minna
	2 FMOH Co-Trainers			-Mrs. H.E. Jiya, Minna
** NIGERIA OGUN STATE	Veney, J Burr, C	Evaluation Training Workshop	Jul 21-Jul 25 86	2 Participants:
Ibadan, Oyo State	2 FMOH Co-Trainers			-Mr. K. Olande, Principal Nurse Tutor, School of Nursing, Abeokuta
				-Mr. A. Obimakinde, Senior Health Superintendent, MOH
** NIGERIA ONDO STATE	Tsuei, J Wachira, J	Five-Day FP/ORT Update Workshop I	Sep 16-Sep 20 85	28 Nurse/Midwives and PHNs
Akure, Ondo State	Nigerian Co-Trainers			
Akure, Ondo State	Tsuei, J Wachira, J	Five-Day FP/ORT Update Workshop II	Sep 23-Sep 27 85	27 Nurse/Midwives and PHNs
	Nigerian Co-Trainers			
Ibadan, Oyo State	Stanton, ME Akin-Dahunsi, A	Evaluation	May 11-May 16 87	2 MOH Participants:
	Veney, J Burr, C	Evaluation Training workshop	Jul 21-Jul 25 86	-Mrs. V.O. Adeleye, Health Sister
	2 FMOH Co-Trainers			-Mrs. J.A. Babalola, Health Superintendent/Health Statistician
** NIGERIA OYO STATE	Veney, J Burr, C	Evaluation Training Workshop	Jul 21-Jul 25 86	2 MOH Participants:
Ibadan	2 FMOH Co-Trainers			-Mrs. O. Adeyemi, Asst Chief Midwife, Tutor
				-Mrs. H.B. Laoye, Principal Health Planning Officer
** NIGERIA PLATEAU STATE	Mercer, M Vansintejan, G	Five-Day FP/ORT Update Workshop I	Oct 7-Oct 11 85	29 Nurse/Midwives and PHNs
Jos, Plateau State	Nigerian Co-Trainers			
Jos, Plateau State	Mercer, M Vansintejan, G	Five-Day FP/ORT Update Workshop II	Oct 14-Oct 18 85	30 Nurse/Midwives and PHNs
	Nigerian Co-Trainers			
Jos	Tsuei, J Isama, I	Evaluation	May 5-May 9 86	3 Participants:
	Veney, J Burr, C	Evaluation Training Workshop	Jul 14-Jul 18 86	-Mrs. Z.G. Mafuyai, MOH
	2 FMOH Co-Trainers			-Mrs. R.E. Nadoma, Jos
				-Mrs. M.L. Shemu, HSMB
** NIGERIA RIVERS STATE	Veney, J Miranda, M	Evaluation Training Workshop	Feb 10-Feb 14 86	3 Participants:
Port Harcourt	2 FMOH Co-Trainers			-Dr. T.T. Martyns-Yellowe, Med'l Officer of Health, MOH
				-Mrs. V. Olomobo, Comm Health Supervisor, Planned Parenthood FP Clinic
				-Miss R.N. Yaboh, Health Sister, MCH/FP Community Health Officer, MOH
** PAKISTAN	Wileman, R Beasley, G	Regional Visual Training Materials Development	Jul 24-Aug 11 89	1:
Bangkok, Thailand	Eduarte, A	Workshop		-Ms. Seemin Naseem, Training Officer, NGO Coordinating Council for Population Welfare

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** PAPUA/NEW GUINEA	FHDMOH					
SDC, Chicago, IL	SDC/C Trainers	U.S.-Based Training in Population, Communication and Research	Aug 26-Sep 13 85		Mrs. R. Iangalio, Executive Director, FPANG	
	Knauff, L Quitevis, C Eduarte, A	Training Needs Assessment Visit	Feb 4-Feb 13 86			
Antipolo, Cebu, Philippines	IMCH Core Trainers	Inter-Regional Clinical Family Planning for Nurse/Physician Teams	Jul 14-Aug 23 86		8 Total:-L. Pilikesa (HEO) and C. Marako (Nurse), Milne Bay Province -I. Noese (HEO) and R. Baloiloi (Nurse), Popondetta -H. Uduru (HEO) and K. Kuia (Nurse), Western Province -D. Drorit (HEO) and M. Tamasonbo (Nurse), West Sepik Province	
	Muhuhu, P Eduarte, A	Follow-Up of Clinical Participants, Project Development and Technical Assistance	Mar 25-Apr 16 87			
Antipolo, Philippines	IMCCSDI Trainers	Regional Clinical Skills for HEOs/Nurses from EHP/PNG	Oct 2-Nov 29 87		10 Total: -(2) HEOs: -F Wanua, Marakawa -W Tubavai, Goroka -(6) Nurses: -H Kassam -S Divina -E Unjisi -K Hijogofa -H Korito -J Liviko -(1)IST: R Aba -(1) PST: S Korowi	
Bangkok, Thailand	Wileman, R Beasley, G Eduarte, A	Regional Visual Training Materials Development Workshop	Jul 24-Aug 11 89		1: -Ms. Anita Tina, Curriculum Officer, DOH	
** PHILIPPINES						
University of Chicago	U/Chicago Trainers	U.S.-Based Training in Cytology	Jul 8-Aug 16 85		Ms. Marilina Hizon, Sr Cytotechnologist, U.P. General Hospital	
Antipolo	Brancich, C Kass-Annese, B IMCH Core Trainers	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85		-Dr. Pilar Gelito, FP Clinic Physician, E. Rodriguez Memorial Peuriculture FP Center	
Bangkok, Thailand	Gaye, P Hanson, B Eduarte, A	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87		2: -Ms. Antonia Coronel, Population Center Foundation, Senior Project Officer -Ms. Lety Daga, Dept of Health, Nursing Program Supervisor	
Bangkok, Thailand	Wileman, R Beasley, G Eduarte, A	Regional Visual Training Materials Development Workshop	Jul 24-Aug 11 89		3: -Presentacion Nosenas Nurse Program Supervisor, DOH/FPS -Ms. Amelia L. Tughero, Basic Health Care Staff, NORFIL -Mr. Patricio Sedigo, Information Officer, Philippine HR Development Centre	

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** PHILIPPINES IMCCSDI

U/Conn, Farmington, CT	U/Conn Trainers Angle, M Knauff, L Baker, R Mtawali, G Brancich, C SDI Trainers	U.S.-Based Training of Trainers at University of Connecticut Observation and Technical Assistance Visit Project and Contract Development Visit Orientation Visit 1. Core Trainers' Update 2. Clinical Preceptors' Training	Feb 16-Apr 3 87 Mar 8-Mar 21 87 Mar 24-Apr 3 87 Mar 24-Mar 27 87 Aug 9-Aug 15 87 Sep 13-Oct 3 87	Miriam Grafilo, Evaluator 10 CTT 16 Total: (14) Midwives (2) Nurses 1:-Mrs. Feliciano Eraldo, CTT
Bangkok, Thailand Region 10	Gaye, P Hanson, B Eduarte, A SDI Trainers Baker, R Knauff, L SDI Trainers SDI Trainers SDI Trainers	Inter-Regional Advanced Training of Trainers Workshop 3. IEC Training for Midwives Program and Contract Review 4. Pharmacists' Orientation (Region 12) 5. Pharmacists' Orientation (Region 10) 6. Pharmacists' Orientation	Oct 19-Oct 31 87 Feb 1-Feb 5 88 Mar 24-Mar 29 88 May 2-May 4 88 May 18-May 20 88 Jun 1-Jun 3 88	16 Midwives 18 23 11
Region 3,4, NCR NCR, Region III,IV,V	SDI Staff Baker, R Knauff, L	7. Pharmacists' Orientation Program Planning 8. Logistics/ Administration for DOH Participants to World Conference of Health Education	Jun 8-Jun 10 88 Jul 7-Jul 12 88 Aug 27-Sep 2 88	44 Pharmacists (two workshops conducted simultaneously) 2: -Marietta Bernaje, OC, Public Info Service, DOH -Alicia Clemente, Health Ed Advisor, DOH
Jose Fabella Memorial Hospital Jose Fabella Memorial Hospital	JFMH Trainers JFMH Trainers	9. Logistics/ Administration for CUT 380A Training of Trainers 10. Logistics/ Administration for CUT 380A Training of Trainers	Sep 5-Sep 10 88 Sep 12-Sep 17 88	15: -(6) Physicians -(9) Nurse/Midwives 14: -(1) Physician -(5) Nurses -(8) Midwives
Bangkok, Thailand Jose Fabella Memorial Hospital	Rull, C Eduarte, A JFMH Trainers	11. Needs Assessment and Follow-Up Skills Workshop 12. Logistics/ Administration for Philippine Government External Participants 13. Logistics/ Administration for CUT 380A TOT	Sep 19-Sep 24 88 Sep 19-Oct 1 88 Sep 19-Sep 24 88	14 SDI 3 DFNR 15: -(4) Physicians -(9) Nurses -(2) Midwives
Regions III, IV and NCR	Eduarte, A Yabes, Julie Segarra, A Tejano, A SDI Eduarte, A	14. Pre-Project Team Building Workshop: Phase I 15. CUT 380A Training for Core SDI Trainers and Field Supervisors, Phase I (Clinical) 16. CUT 380A Training for SDI Clinicians 17. CUT 380A Training for Core SDI Trainers and Field Supervisors, Phase II (Curriculum/Material Development)	Oct 6-Oct 8 88 Oct 10-Oct 15 88 Oct 10-Oct 14 88 Oct 15-Oct 19 88	11 SDI 4 SDI Supervisors and Trainers 7 7 Trainers and Supervisors
Regions III & IV Regional X and XII	SDI Tejano, A Juadiong, L	18. CUT 380A Training for SDI Clinicians 19. CUT 380A Training for Clinical Preceptors	Oct 24-Oct 28 88 Nov 7-Nov 11 88	11 14: -(5) MDs -(4) RNs -(5) RMs

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Region XI Khon Kaen, Thailand	Eraldo, F Grafilo, M MOPH/Thailand	20. CUT 380A Training for SDI Preceptors 21. FP/MCH Training and Service Study Visit	Nov 7-Nov 11 88 Nov 14-Nov 25 88	9 RMs 6: -(2) IMCCSDI -Asuncion Eduarte -Chita Quitevis, Exec Director (-4) DOH -Dr. Marietta Fuentes, Assistant Reg Dir -Ms. Emma Cercano, Health Educator, FPS -Ms. Nylia Lucena, Sr Midwife, FPS -Ms. Presentacion Nosenas, Nurse Program Super, FPS
Mindanao-Regions IX & X	Segarra, A Juadiong, L	22. CUT 380A Training for SDI Clinicians	Nov 14-Nov 18 88	14: -(4) MDs -(9) RMs -(1) RN
Regions I, II, III and IV	Eraldo, F	23. CUT 380A Training for SDI Clinicians	Nov 14-Nov 18 88	14: -(4) MDs -(9) RMs -(1) RN
Regions XI and XII	Grafilo, M Alvarez, G	24. CUT 380A Training for SDI Clinicians	Nov 14-Nov 18 88	9: -(6) FP Physicians -(3) FP Midwives
Region X	Segarra, A	25. CUT 380A Training for SDI Clinicians	Nov 21-Nov 25 88	8: -(1) MD -(7) MWs
Regions XI and XII	Grafilo, M Alvarez, G	26. CUT 380A Training for SDI Clinicians	Nov 21-Nov 25 88	11: -(3) MDs -(8) RMs
Region I, III, V	Tejano, A	27. CUT 380A Training for SDI Clinicians	Nov 21-Nov 25 88	14: -(6) MDs -(8) RMs
	SDI	Training Needs Assessment of Midwives, Pharmacists, Farmers and Barangay Officials	Dec 3-Dec 28 88	-29 Midwives -17 Pharmacists -31 Farmers and Barangay Officials
	Eduarte, A Eraldo, F Tejano, A	28. Refresher Training of Trainers for Clinical Preceptors	Jan 15-Jan 28 89	19 SDI
	Eduarte, A Eraldo, F	29. Pre-Project Team Building Workshop: Phase II	Feb 3-Feb 5 89	14 SDI
	Eduarte, A Grafilo, M	30. Planning Workshop on Performance Follow-Up	Feb 7-Feb 8 89	8 SDI
	Eduarte, A Tejano, A	31. Child Survival Skills Workshop for SDI Staff	Feb 9-Feb 22 89	12 SDI
	DOH Resource Persons			
	Eduarte, R Grafilo, M	Orientation and Training of Interviewers for Follow-Up Activities	Feb 20-Feb 21 89	7
	Eduarte, R Grafilo, M	Orientation and Training of Interviewers for Follow-Up Activities	Feb 23-Feb 24 89	15
	Grafilo, M	Orientation and Training of Interviewers for Follow-Up Activities	Feb 27-Feb 28 89	7
	SDI Staff	Follow-Up of Pharmacist Orientation	Mar - Jun 1989	116
	SDI Staff	Follow-Up of Participants Trained in CUT 380A Workshops	Mar - Jun 1989	74
	SDI Staff	Follow-Up of Private Midwives Trained in Child Survival/Spacing	Mar - Jun 1989	53
	SDI Staff	Follow-Up of Barangay Officials and NGO Agricultural Extension Workers Trained in FP/Child Survival	Mar - Jun 1989	49

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Davao City	Eduarte, R Tejano, A	32. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers	Mar 8-Mar 10 89	22 from Regions XI and XII
Davao City	Segarra, A Eraldo, F	33. Information Seminar on Child Spacing and Survival for Pharmacists	Mar 8-Mar 10 89	13 Pharmacists from Region XI
Antipolo	Eduarte, R Tejano, A	34. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers	Apr 3-Apr 5 89	14 from Regions I and II
Davao City	Eraldo, F Grafilo, M	35. FP/Child Survival Skills Training for Private Midwives	Apr 3-Apr 15 89	25 Midwives from Region XI
Legaspi City	Segarra, A Mendoza, R	36. Information Seminar on Child Spacing and Child Survival for Pharmacists	Apr 10-Apr 12 89	10 Pharmacists from Region V
Legaspi City	Eduarte, R Tejano, A	37. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers	Apr 10-Apr 12 89	24 from Region V
Legaspi City	Segarra, A Tejano, A	38. FP/Child Survival Skills Training for Private Midwives	Apr 13-Apr 25 89	21 Midwives from Region V
Davao City	Eraldo, F Grafilo, M	39. FP/Child Survival Skills Training for Private Midwives	Apr 17-Apr 28 89	18 Midwives from Regions XI and XII
Legaspi City	Segarra, A DOH Resource Persons	40. Information Seminar on Child Spacing and Child Survival for Pharmacists	Apr 24-Apr 26 89	9 Pharmacists from Region V
La Union	Eduarte, R Tejano, A	41. FP/Child Survival Orientation for Barangay Officials and NGO Agricultural Extension Workers	May 10-May 12 89	14 from Region I
Antipolo	Eraldo, F Segarra, A	42. FP/Child Survival Skills Training for Private Midwives	May 22-Jun 2 89	10 Midwives from Regions I and III
Antipolo	Segarra, A	43. CUT 380A Training for SDI Clinicians	May 22-May 26 68	9: -(5) MDs -(2) RNs -(2) RMs 1: -Antoinette Tejano, Training Specialist
Bangkok, Thailand	Wileman, R Beasley, G Eduarte, A Knauff, L Baker, R	Regional Visual Training Materials Development Workshop Project and Contract Review	Jul 24-Aug 11 89 Jul 26-Jul 30 89	
** PHILIPPINES IMCCSDI/REG'L				
	Angle, M	Observation and Technical Assistance Visit	Mar 8-Mar 21 87	
	Mtawali, G	Orientation Visit	Mar 24-Mar 27 87	
	Knauff, L Baker, R	Project and Contract Development Visit	Mar 24-Apr 3 87	
	Baker, R Knauff, L	Program and Contract Review	Mar 24-Mar 29 88	
	Baker, R Knauff, L	Program and Contract Review	Mar 24-Mar 29 88	
Asian Centre, Bangkok	Grafilo, M	Technical Assistance in Training Evaluation	Mar 28-Apr 1 88	Training Staff of Asia Centre
Asian Centre, Bangkok	Eduarte, A	Technical Assistance in Curriculum Development	Jun 20-Jun 24 88	Training Staff of Asia Centre
	Baker, R Knauff, L	Program Planning	Jul 7-Jul 12 88	
	Baker, R Knauff, L	Program Planning	Jul 7-Jul 12 88	
** PHILIPPINES IMCH				
	Knauff, L	Needs Assessment/Project Development Visit	Nov 12-Nov 16 84	
INTRAH, Chapel Hill, NC	Sanchez, P	Project and Contract Development	Jan 21-Jan 24 85	
IHP, Santa Cruz, CA	Walter, G	U.S.-Based Training of Trainers Refresher Training Skills Update	Jan 21-Feb 8 85	IMCH Trainers: -Quitevis -Eduarte -Tejano -Segarra -Eraldo
	Muhuhu, P	Program Planning Visit	Feb 9-Feb 12 85	

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Manila Chapel Hill, NC	IMCH Core Trainers INTRAH SPH/UNC Faculty	1. Field Preceptors Training of Trainers Workshop U.S.-Based Evaluation and Management Course Sequence	Apr 8-Apr 17 85 May 20-Jul 24 85	16 Field Preceptors 2 IMCH: -Miriam Grafilo -Ligaya Dabatos
Manila, Antipolo	Brancich, C	Technical Assistance to IMCH Trainers and Follow-Up of IMCH Participants to January 1985 Refresher Training Skills Update	Jun 1-Jun 14 85	
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H	Observation and Participation: "Anglophone Regional Family Planning Visual Communication Workshop"	Aug 5-Aug 22 85	2 IMCH CTT Trainers: -Dr. A.R. Segarra, Med Training Specialist -Mrs. M.T.B. Mende, Nurse Telephone Counselor
Antipolo	Lea, J Knauff, L Walter, G Segarra, A (IMCH) Tejano, A (IMCH)	End of Year Assessment and FY 1986 Planning Regional Training of Trainers Workshop for Asian Center and IMCH Training Staff	Sep 28-Oct 4 85 Jan 6-Jan 24 86	IMCH Representatives 5 IMCH Trainers: -E.M. Almenario -M.L.E. Dabatos -M.T.B. Mende -R.M. Mendoza -L.C. Paires
Antipolo Nairobi, Kenya	IMCH Training Staff Veney, J Newman, C Miranda, M	5. Field Preceptors Skills Basic Course Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Mar 10-Mar 21 86 Mar 10-Mar 19 86	15 Field Preceptors Mrs. M. Grafilo, Dir for Support Services, was Asian Representative
Bangkok, Thailand	Veney, J Miranda, M Angle, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	May 12-May 21 86	2 IMCH Staff: Ms. M. Grafilo Miss M.L. Dabatos
Antipolo	Murphy, C Mende, T (IMCH) Eduarte, A (IMCH) Eraldo, F (IMCH)	6. Integrated Visual and Group Communication Skills for Clinic and Community Education Workshop	May 19-Jun 6 86	16 Field Preceptors from Apr 1985 Preceptor TOT Course
INTRAH, Chapel Hill, NC	Sanchez, P	Project and Contract Revision Visit	Jun 2-Jun 5 86	
Cebu Davao	Lea, J Dennis, M IMCH Trainers IMCH Trainers	Program Planning Discussions 8. Contraceptive Update for Pharmacists 9. Contraceptive Update for Pharmacists	Sep 9-Sep 14 86 Sep 12-Sep 13 86 Oct 3-Oct 4 86	24 Pharmacists 26 Pharmacists
Antipolo	Knauff, L Brown, M Grafilo, M Dabatos, L Veney, J (11/17-27)	Program Review and Planning Evaluation and Supervision Workshop	Nov 8-Nov 14 86 Nov 17-Dec 5 86	15 IMCH Staff
Asia	Baker, R Baker, R	Final Project Review (Training and Contract) Financial Review	Mar 24-Apr 3 87 Apr 4-Apr 9 88	
** RWANDA ONAPO	Walter, G Chaponniere, P Gridley, K 3 ONAPO Co-Trainers	Needs Assessment Visit Family Planning Visual Aids Training/Training of Trainers Workshop #1	Mar 8-Mar 15 85 Jul 15-Aug 2 85	18 A/V Sec Staff (from all ministries and agencies involved in IEC population and FP activities)
	Chaponniere, P Gridley, K 3 ONAPO Co-Trainers	Family Planning Visual Aids Training/Training of Trainers Workshop #2	Aug 9-Aug 23 85	17 A/V Section Staff (from all ministries and agencies involved in IEC pop and FP activities)
	Herrington, J Walter, G Gaye, P Newman, C Durham, C	Project and Contract Development Visit	Mar 4-Mar 14 86	
Tamarin Bay, Mauritius	Newman, C Ericsson, S Helfenbein, S	Francophone Regional Evaluation Training Workshop	Sep 8-Sep 29 86	2 ONAPO: -Mr. C. Kamanzi, Training Coordinator and INTRAH/ONAPO Project Coordinator -Mr. B. Avutsekubwimana, Assistant to Mr. Kamanzi, Teaching Specialist in Psychology

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Kigali, Site Visits	Sirica, H Gomez, P	1. Curriculum Development: Clinical FP for Service Providers	Nov 3-Nov 15 86	5: -(1) MOH Physician -(3) ONAPO Physicians -(1) ONAPO Trainer 10 Participants
	Gomez, P 3 ONAPO Co-Trainers	2. Clinical Skills Training Workshop: I	Jan 26-Feb 7 87	
	Gomez, P Sirica, H 2 ONAPO Co-Trainers	3. Clinical Skills Training Workshop: II	Mar 23-Apr 4 87	7 Nurses and Medical Assistants
		Baseline Data Collection	Apr 1-Apr 30 87	2: -Mr. C. Kamanzi -Mr. B. Avutsekubwimana
	Gaye, P Sirica, H ONAPO Staff 3 ONAPO Trainers ONAPO Trainers	Project Review and Training Plan Revision	Apr 7-Apr 15 87	
		4. Clinical Skills Training Workshop: III 5. Development of Family Life Education Curriculum for the Training of Secondary School Teachers	Apr 21-May 2 87 Jun 8-Jun 20 87	8 Participants 9 DFH and Trainers from ONAPO and MOE
Abidjan, Côte d'Ivoire	Frelick, G Jennings, H	6. Training of Trainers Workshop: Basic	Jun 15-Jun 25 87	20 ONAPO Trainers and Nurse/Trainers and Three Observers -(6) MDs -(5) Nurses -(7) P.H. Technicians -(2) Med Assts 2 In-Country Evaluators: -Mr. B. Avutsekubwimana -Mr. C. Kamanzi
	Newman, C Helfenbein, S Gaye, P	Francophone Regional Evaluation Follow-On Workshop	Jun 29-Jul 11 87	10 Clinicians 49 Teachers
	Sirica, H ONAPO Trainers	7. Clinical Skills Training Workshop: IV	Jul 20-Aug 1 87	
		8a. Training in Use of Modules Developed in Activity 5: I	Aug 3-Aug 8 87	
		8b. Training in Use of Modules Developed in Activity 5: II	Aug 10-Aug 14 87	49 Teachers
	Gershman-Mousseau, Y ONAPO Trainers	9. Clinical Skills Training Workshop: V	Oct 4-Oct 17 87	9 Nurses
	Walter, G Kamanzi, C	10. Development of Clinical Supervision Standards	Oct 19-Oct 31 87	15 Physicians-In-Charge
	Gaye, P Hanson, B Eduarte, A ONAPO Trainers	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	-Dr. Sixte Zigirumugabe, Head of Ed and Communication Section 7 Nurses
	Yohalem, D Jennings, H ONAPO Trainers	11. Clinical Skills Training Workshop: VI	Oct 26-Nov 7 87	22 Physicians and nurses
	ONAPO Trainers	12. Training of Trainers: Intermediate	Nov 30-Dec 12 87	9 Clinicians
Bangkok, Thailand	ONAPO Trainers	13. Clinical Skills Training Workshop: VII	Jan 10-Jan 23 88	9 Clinicians
	ONAPO Trainers	14a. Clinical Skills Training Workshop: VIII	Feb 7-Feb 20 88	9 Clinicians
	ONAPO Trainers	14b. Clinical Skills Training Workshop: IX	Feb 21-Mar 5 88	9 Clinicians
	ONAPO Trainers	14c. Clinical Skills Training Workshop: X	Mar 6-Mar 19 88	9 Clinicians
	Gaye, P (6/7-12) Durham, C (6/7-10)	Mid-Project Review and Contract Review	Jun 7-Jun 12 88	
	Lomé, Togo	Gaye, P Bongwele, O Newman, C	Francophone Regional Evaluation Skills for Core Training Teams	Jul 4-Jul 16 88
Jennings, L Kamanzi, C Mbonigaba, D		15. Family Life Education Training for Secondary School Teachers	Aug 15-Aug 20 88	
Walter, G		16. Family Life Education Manual Development for Primary School and CERAI Teachers	Aug 22-Sep 3 88	10: -(4) ONAPO -(6) Ministry of Primary & Sec Education

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Burkina Faso	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	1: Mr. Castule Kamanzi, Head, Training Division
	Jennings, L Frelick, G	17. Training of Trainers: Advanced	Sep 26-Oct 7 88	20 (Same as Activities 6 and 12)
	Plopper, S	18. Family Planning Program Management	Oct 17-Oct 29 88	13: -(6) Regional-Level Personnel -(7) Central-Level Personnel
	Newman, C Fontaine, A Bongwele, O Nat'l Eval.	Planning for Final Evaluation Trainee Follow-Up	Feb 6-Feb 10 89 Mar 4-Mar 31 89	
	Gaye, P Bongwele, O Nat'l Eval Durham, C Gaye, I Royer, A C (Accomp)	Final Review Post-Project Data Collection Financial Review Study Tour	Mar 26-Apr 6 89 April 1989 May 23-May 28 89 Jun 10-Jun 23 89	
Kenya				3 ONAPO Training Staff: -Dr. Boniface Sebikali, Rep from Kigali Prefecture -Mr. Emmanuel Semana, Publications & Documentation Rep -Dr. Sixte Zigirimugabe, Chief, IEC Section
** SAMOA WSFHA SDC, Chicago, IL	SDC/C Trainers	U.S.-Based Training in Population, Communication and Research	Aug 26-Sep 13 85	2 WSFHA: -Mrs. Faatonu Feletoese, Field Worker -Mrs. Talele Asamasaga, Motivator
** SENEGAL Burkina Faso	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	2: -Mrs. Sokhna Deme, Clinical Officer -Mr. Alpha Dieng, ISTI
** SENEGAL ASBEF/REG'L	Herrington, J Herrington, J Gaye, P Gaye, P Seck, P Gaye, P Seck, P	Introductory Visit Program Planning Visit Clinical Needs Assessment Visit Program Planning Visit Technical Assistance in Clinical Curriculum Development	Aug 31-Sep 4 85 Aug 27-Sep 6 86 Mar 14-Mar 27 87 Jul 11-Jul 16 87 Jul 25-Aug 1 87	ASBEF
Lomé, Togo	Gaye, P Bongwele, O Newman, C	Francophone Regional Evaluation Skills for Core Training Teams	Jul 4-Jul 16 88	1: -Mrs. Soxhna Deme, Clinical Officer
** SENEGAL CAFS Abidjan, Côte d'Ivoire	Seck, P (TA) Kazadi, S	Development of Clinical FP Curriculum for CAFS Regional Clinical FP Skills Workshop *Not INTRAH-financed	Jul 17-Aug 5 89	
Dakar	Seck, P (TA) Kazadi, S	Preparation for CAFS Regional Clinical FP Skills Workshop (Clinic Inventory, Preceptor Update, Logistics) *Not INTRAH-financed	Sep 3-Sep 23 89	
** SENEGAL SFHP	Gaye, P	Program Development	Jan 4-Jan 8 88	

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** SIERRA LEONE MOH

	Lea, J Knauff, L Venev, J Major, B (TA) MOH CTT	Program Planning Visit Project Development Visit Technical Assistance in Evaluation FP Clinical Skills with IUD Insertion	Nov 5-Nov 7 84 Jan 13-Jan 18 85 Jan 13-Jan 18 85 Feb 11-Mar 22 85	Total of 14 District Health Sisters and Staff Midwives Total of 34 Physicians Who Provide Clinical Back-Up to Nurses 6 CTT Members: -Alghali -Gilpin -Massally -Siddiqui -Spane-Cole -Dumbuya 11
Freetown, Bo, Makeni Nairobi, Kenya	Major, B Muhuhu, P Wachira, J	Three One-Day Seminars on Contraception and STD Regional Training of Trainers Skills for Core Training Team	Feb 16-Feb 25 85 Apr 16-May 4 85	
	CTT	Family Planning Orientation for Provincial Managers U.S.-Based Evaluation and Management Course Sequence	May 13-May 17 85 May 20-Jul 24 85	2 MOH: -Mrs. F. Yumkella -Mrs. L. Vincent 15
Chapel Hill, NC	INTRAH SPH/UNC Faculty			
Bo	CTT	Family Planning Orientation for Dressers and EDCU Dispensers Family Planning Orientation for Senior Managers Management and Supervision for District-Level Managers	Jun 3-Jun 7 85 Jun 10-Jun 14 85 Jul 1-Jul 19 85	11 18: 7 Staff Midwives and 11 District Health Sisters
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H Muhuhu, P CTT Venev, J CTT	Anglophone Regional Family Planning Visual Communication Workshop Technical Assistance in Project Development Clinical Family Planning Skills with IUD Insertion Program Planning Visit Field Follow-Up of Past Participants	Aug 5-Aug 22 85 Sep 20-Oct 4 85 Sep 23-Oct 26 85 Oct 11-Oct 13 85 Nov 4-Nov 9 85	-Mr. M.B. Jalloh, Provincial Health Education Officer, MOH -Mr. M.M. Lamin, IEC Officer, PPASL Core Training Team 11
Antipolo, Philippines	Brancich, C Kass-Annese, B IMCH Core Trainers	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85	77: -47 MCH Aides -15 SM/HS -15 EDCU Dispensers and Nurse/Dressers 2 Trainers/Tutors: -Mrs. Oneta J. Samai, MCH Supervisor for Southern and Northern Provinces, MOH -Mrs. Claudia B. Labor, State Registered Nurse (PPASL) 21 Governmental (MOH, MOSW, MOE) and NGO PPASL, USAID Mission) Participants
Nairobi, Kenya	Venev, J (TA) Miranda, M (TA) 4 MOH Co-Trainers Venev, J Newman, C Miranda, M	MCH Seminar/Workshop on Recording, Monitoring and Evaluation Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Nov 26-Dec 6 85 Mar 10-Mar 19 86	2 MOH: -L. Vincent, Health Sister, Jenner Wright Clinic -Mrs. F. Yumkella, Med'l Demographer Mrs. F. Yumkella, Med'l Demographer, MOH
Bangkok, Thailand	Venev, J Miranda, M Angle, M CTT Muhuhu, P	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training Clinical Skills without IUD Insertion Technical Assistance for SECHN Curriculum Revision	May 12-May 21 86 Aug 18-Sep 5 86 Feb 2-Feb 8 87	15 SECHNs from 8 Districts CTT Members

U/Conn, Farmington, CT	U/Conn Trainers	U.S.-Based Training of Trainers at University of Connecticut	Feb 16-Apr 3 87	Mrs. F. Yunkella
Nairobi, Kenya	Knauff, L. Muhuhu, P. Mtawali, G. Wachira, J. Wachira, J. Gilpin, V. Gormley, W. Joyce, S.	Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	Ms. Val Gilpin, CTT Member
Nairobi, Kenya	Wachira, J. Gilpin, V. Seck, P.	PST/IST/S Needs Assessment	Dec 5-Dec 14 87	
		Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 22 88	1
		PST/IST/S Linkages Workshop	Jun 13-Jun 18 88	-Valentina Gilpin 33: -(11) PST -(6) IST -(16) S
** SOMALIA	Muhuhu, P. Wachira, J.	Planning for the Regional Consultation Skills workshop	Jan 20-Jan 24 88	
	Knauff, L. Muhuhu, P. Gilpin, V.	Training Needs Assessment	Apr 11-May 1 88	
** SOMALIA FHD/MOH	Muhuhu, P.	Technical Assistance in Design of a Refresher Course in Non-Clinical Family Health Skills, in Planning/Scheduling of a Training Program for CY 1985, and in Identification of other Near-Term Assistance Needs	Mar 3-Mar 17 85	Staff of FHD/MOH
Nairobi, Kenya	Eduarte, A. Gilpin, V. 2 MOH Co-Trainers Knauff, L. Muhuhu, P. Mtawali, G. Wachira, J.	Training of Trainers Workshop	Aug 17-Sep 12 85	10 N/Ms Already Trained in FH Skills (Both Clinical and Non-Clinical) H.A. Sheikh, IEC Coordinator, FHD/MOH
** SOMALIA SFHCA	Muhuhu, P. Johal, M. Brown, M. 3 Somali Co-Trainers	Needs Assessment Visit Phase I: Non-Clinical Family Planning Orientation Workshop for IEC Staff Heads	Jun 2-Jun 17 85 Jul 13-Jul 18 85	Total of 19 IEC Staff: -SFHCA -Curriculum Development Center, MOH -Women's Educational Dept, MOE -IEC Unit of Family Health Division, MOH -Somali Women's Democratic Union -Mrs. A.H. Adan, Training Officer, IEC Unit, SFHCA -Mr. D.E. Abdi, Course Writer, Women's Education Dept, MOE 20 IEC Staff: -SFHCA -Curriculum Development Center, MOH -Women's Educational Dept, MOE -IEC Unit, FHD/MOH -Somali Women's Democratic Union
Tamarin Bay, Mauritius	Murphy, C. Wilemen, R. Mtawali, G. Sheikh, H.	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	
	Toomey, K. 3 MOH Co-Trainers	Phase IIA: FP/MCH Review and Application of Content to Interpersonal and Group Communication	Sep 23-Oct 3 85	
** SRI LANKA FHB/MOH	Antipolo, Philippines	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85	2 FHB/MOH Staff: -Dr. Shirley Weerackody, Med'l Officer, Clinical Services -Mrs. Denipitiyage Gunawardene, Public Health Nursing Sister

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** SRI LANKA FPASL

Chapel Hill, NC	Knauff, L Veney, J Knauff, L Baker, R INTRAH SPH/UNC Faculty	Needs Assessment Visit Technical Assistance in Evaluation Project and Contract Development Visit U.S.-Based Evaluation and Management Course Sequence	Feb 17-Feb 23 85 Feb 17-Feb 23 85 May 12-May 18 85 May 20-Jul 24 85	2 FPASL: -Ms. Mala Wijesekera (5/20-6/7) -Mr. Amara Dissanayake (5/20-6/19)	
	Knauff, L Angle, M	Technical Assistance and Further Development of an Evaluation Design for INTRAH-sponsored FPASL Training Activities	Nov 9-Nov 16 85		
	Leonhardt, T	1. Training Needs Assessment Review Workshop	Dec 7-Dec 8 85	15: -7 Central-Level Headquarters Staff -5 DPOs -3 Volunteer Leaders	
	Leonhardt, T	2. Curricula Development Workshop	Dec 9-Dec 15 85	20: -19 FPASL Central and District-Level Staff -1 MOH Representative	
Bangkok, Thailand	Leonhardt, T	3. Training of Trainers in Management Workshop	Jan 11-Jan 23 86	14: 7 Central-Level Headquarters Staff -5 DPOs -2 MOPI Representatives 965 GRLAC Members 4049 Volunteers 32 DAC Members 4 FPASL Staff: Mr. A. Dissanayake Mr. K. Jayasinghe Miss T.D. Geekiyanage Mr. J. Livera	
	DPOs DPOs DPOs Veney, J Miranda, M Angle, M	4. GRLAC Orientation 5. Volunteers' Initial Training Programs 6. DAC Orientation Program Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Feb 1-Mar 31 86 Feb 1-May 31 86 Feb 21-Feb 22 86 May 12-May 21 86	17 DPOs	
	7 FPASL Trainers 6 DPO Asst Trainers Leonhardt, T (TA) DPOs	7. DPO Managers Training	May 26-Jun 5 86		
	MSH, Boston, MA	MSH Trainers	8. GRLAC Follow-Up Training Workshops (19 Programs) U.S.-Based Training Management Course	Jun 1-Nov 30 86 Jun 9-Jul 23 86	583 GRLAC Members FPASL Staff: -Mr. A.J. Benedict -Mr. C.D. Ranawake 3408 Volunteers
	DPOs DPOs	9. Volunteers' Refresher Training Workshops (94 Workshops) 10. Annual District Advisory Committee Workshops (4 Workshops)	Jul 1-Nov 30 86 Sep 1-Oct 31 86	98 DAC Members	
MSH, Boston, MA	Knauff, L Brown, M Rajbhandari, PR 7 FPASL Co-Trainers 16 DPO Co-Trainers	Annual Project Review 11. DPO Management Refresher and Program Planning Workshop	Oct 19-Oct 25 86 Oct 23-Oct 28 86	FPASL Senior Management and Training Staff 17 DPOs	
	DPOs DPOs	12. GRLAC Orientation Workshops (3 Workshops) 13. Volunteers' Initial Training Workshops (1 Workshop)	Nov 1-Nov 30 86 Nov 1-Dec 31 86	52 GRLAC Members 43 Volunteers	
	DPOs	14. Volunteers' Refresher Training Workshops (11 Workshops)	Nov 1-Dec 31 86	269 Volunteers	
	10 HQ Staff FPASL Trainers	Annual Project Review 15. GRLAC Orientation Workshops (25 Workshops)	Nov 26-Nov 27 86 Jan 17-Jun 30 87	21 DPOs 1,084 GRLAC Members	

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Colombo	FPASL Trainers DPOs Baker, R FPASL Trainers DPOs FPASL Trainers Brown, M (accomp) Brown, M Veney, J	16. District Advisory Committee Orientations 17. Volunteer Initial Training Workshops Financial Review Visit 18. GRLAC Follow-up Training Workshops 19. Volunteer Refresher Training Workshops 20. Annual District Advisory Committee Workshops PAC II Evaluation Team Visit Project Review Technical Assistance for Review Experimental-Control Work and Analysis of Biodata Forms Inter-Regional Advanced Training of Trainers Workshop	Feb 1-Feb 1 87 Feb 21-Oct 31 87 Apr 6-Apr 10 87 Jun 1-Oct 31 87 Jul 1-Dec 31 87 Aug 1-Dec 31 87 Sep 3-Sep 12 87 Sep 6-Sep 12 87 Oct 17-Oct 23 87	54 DAC Members 4,660 Volunteers 995 GRLAC Members 3,512 Volunteers 80 DAC Members
Bangkok, Thailand	Gaye, P Hanson, B Eduarte, A	21. DPO Management Update and Program Planning Annual Program Review	Oct 19-Oct 31 87 Nov 14-Nov 19 87 Dec 7-Dec 18 87	1: -Mr. Conrad Ranawake, Operational Manager/Trainer 18 DPOs 27 Total: -20 DPOs - 7 HQ Staff 366 Volunteers
Colombo	6 FPASL Trainers Yoder, R DPOs	22. Volunteer Initial Training Workshops (in place of dropouts) 23. DAC Orientation 24. GRLAC Orientation Workshops 25. Volunteer Initial Training Workshops 26. GRLAC Follow-up Training 27. Volunteer Refresher Training Workshops U.S.-Based Executive Skills in Human Resource Management Course	Jan 1-Aug 30 88 Feb 1-Feb 1 88 Feb 1-Aug 30 88 Feb 1-Dec 31 88 Jun 1-Nov 25 88 Jun 26-Nov 30 88 Jul 5-Jul 22 88	40 DAC Members 977 GRLAC Members 4,001 Volunteers 859 GRLAC Members 3,725 Volunteers 1: Mr. Amarananda Dissanayake, Director of Operations 50 DAC Members 1958 Volunteers 1: -Mr. A.S. Poovendran, Operational Manager
Colombo 24 Districts 125 Villages 24 Districts 125 Villages Boston, MSH	FPASL Trainers FPASL Trainers DPOs FPASL Trainers DPOs	28. Annual District Advisory Committee Workshops Family Health Workshops Regional Visual Training Materials Development Workshop	Aug 1-Sep 30 88 Sep 1-Dec 31 88 Jul 24-Aug 11 89	1: Mr. Amarananda Dissanayake, Director of Operations 50 DAC Members 1958 Volunteers 1: -Mr. A.S. Poovendran, Operational Manager
5 Regions Bangkok, Thailand	FPASL Trainers FPASL Trainers Wileman, R Beasley, G Eduarte, A	28. Annual District Advisory Committee Workshops Family Health Workshops Regional Visual Training Materials Development Workshop	Aug 1-Sep 30 88 Sep 1-Dec 31 88 Jul 24-Aug 11 89	1: Mr. Amarananda Dissanayake, Director of Operations 50 DAC Members 1958 Volunteers 1: -Mr. A.S. Poovendran, Operational Manager
** SRI LANKA NIHS	Gershman, Y Vansintejan, G McMinn, A Wileman, R Beasley, G Eduarte, A	Needs Assessment Curriculum Revision, Session I (Kalutara) Workshop in Adult Education, Session I Regional Visual Training Materials Development Workshop	Jun 6-Jun 18 88 Oct 8-Nov 9 88 Mar 7-Mar 17 89 Jul 24-Aug 11 89	15 NIHS Faculty and Field Staff 1: -Dr. T.D.V. Perera, Head, Ed Resources Center
** SWAZILAND FLAS	Place, C ZNFPC Trainers	Technical Assistance to FLAS in Reviewing INTRAH PAC I Project and Planning for Pilot Community-Based FLE Project Third Country Family Planning Clinical Skills Workshop	Mar 3-Mar 19 85 Sep 22-Oct 31 86	Ms. T.M. Mncina, MOH
** SWITZERLAND	Dangerfield, L	Conference on International Travel Medicine	May 5-May 8 88	
** TANZANIA MOH Nairobi, Kenya	Gormley, W Joyce, S	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	Mrs. Joyce Fafe, Div of Preventive Services

** TANZANIA UMATI Dar es Salaam Nairobi, Kenya	Muhuhu, P Gormley, W Joyce, S	Program Planning Visit Anglophone Regional Consultation Skills Workshop	Feb 17-Feb 17 86 Mar 7-Mar 18 88	1: -Mrs. Elseba Delem, FPAT
** THAILAND MOPH IHP, Santa Cruz, CA	Knauff, L Walter, G	Needs Assessment Visit U.S.-Based Training of Trainers Refresher Training Skills Update	Nov 19-Nov 23 84 Jan 21-Feb 8 85	3 MOPH Staff: -Mrs. Pienchai Sattayut -Mrs. Nimuan Thawisonboon -Miss Somsanit Wangwan
	Knauff, L (2/6-17) (2/10-23) Veney, J Walter, G	Baker, R Project Development Visit Technical Assistance in Evaluation Visit Follow-Up of FHD/MOPH Participants to January 1985 Refresher Training Skills Update Course	Feb 6-Feb 23 85 Feb 8-Feb 17 85 Apr 15-Apr 18 85	3 FHD/MOPH Trainers Who Attended Training Course at IHP/Santa Cruz
Chapel Hill, NC	Knauff, L INTRAH SPH/UNC Faculty	Project Review Visit U.S.-Based Evaluation and Management Course Sequence	May 5-May 12 85 May 20-Jul 24 85	2 MOPH Staff: -Khun Chusie Sujpluem, Head, T/S/E Section -Khun Yupa Poonkum, R&E Section
Antipolo, Philippines	Knauff, L Lea, J Brancich, C Kass-Annese, B IMCH Core Trainers	Project Review Visit Inter-Regional Natural Family Planning Training of Trainers Course	Sep 23-Sep 28 85 Nov 11-Nov 29 85	1 FHD/MOPH Staff: -Mrs. Soosanghan Thana-Udom, Nurse Tutor 1 Thai Red Cross: -Mrs. Suganya Harnroongrog, N/M Tutor
Bangkok, Thailand	Veney, J Miranda, M Angle, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	May 12-May 21 86	5 FHD/MOPH: Khun Chusie Sujpluem Khun Yupa Poonkum Khun Nongnuch Boonyakiat Khun Radeeporn Soogarun Ms. Linda Andrews FHD/MOPH and INTRAH Representatives
	Knauff, L Brown, M Angle, M	Project Review Visit Observational Visit: Status of Training in Norplant and IUD insertion by Pop Council, and Mahidol and Chulalongkorn Universities	Nov 3-Nov 8 86 Feb 16-Feb 22 87	
Bangkok, Thailand	Gaye, P Hanson, B Eduarte, A	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	5: -Khun Benjalak Sangsingkaew, Trainer, FH Division -Khun Prapim Buddhirakkul, Trainer, FH Division -Khun Tassanee Rojanaskul, Trainer -Khun Penpan Rugsanoh, Trainer -Ms. Linda Andrews, FH Division
Bangkok, Thailand	Knauff, L Knauff, L Wileman, R Beasley, G Eduarte, A	Technical Assistance in Training Needs Assessment Technical Assistance in Training Needs Assessment Regional Visual Training Materials Development Workshop	Dec 15-Jan 2 88 Dec 15-Jan 2 88 Jul 24-Aug 11 89	2: -Mrs. Tassanee Rojanaskul, Chief of Tech of Education and Training Unit, DOH Khun Prapim Buddhirakkul, Health Promotion Tech Officer, Ed/Training Section, FHD
** THAILAND PDA	Knauff, L Muhuhu, P	Needs Assessment and Project Development Visit Program Planning, Orientation and Technical Assistance	Nov 19-Nov 23 84 Jan 14-Feb 9 85	
	Knauff, L Baker, R	Project and Contract Development Visit	Feb 6-Feb 23 85	

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MSH, Boston, MA	Knauff, L	Program Planning Visit	May 11-May 11 85	Ms. T. Praditwong, Training Division
	MSH Trainers	U.S.-Based Course on Skills for Managing Effective Training Organizations	May 13-Jun 24 85	
Antipolo, Philippines	Knauff, L	Program Planning Visit	Jun 14-Jun 14 85	6 Asian Center Training Team Members: -T. Praditwong -B. Gongthongluk -K. Phatihatakorn -T. Densupsin -N. Maneewong -G. Yamokgul 9: -(3) Nepal -(1) PNG -(2) Philippines -(1) Sri Lanka -(2) Thailand 3: -Dr. Napasri Maneewong, Sr Training Officer -Khun Sirikant Chantamatjanakit, Sr Training Officer -Khun Guia Morales-Yamokgul, Head, Training Division 2:-Khun Guia Morales-Yamokgul, Director of Training -Khun Napasari Maneewong, Senior Training Officer. Training Unit Training Unit 3: -Ms. Guia M. Yamokgul, Head, Training Division -Ms. Sirikant Chantamatjanakij, Senior Training Officer, Training Division -Dr. Naprasri Maneewong, Senior Training Officer, Training Division
	Knauff, L Lea, J	Program Review Visit	Sep 23-Sep 27 85	
	Walter, G Segarra, A (IMCH)	Regional Training of Trainers Workshop for Asian Center and IMCH Training Staff	Jan 6-Jan 24 86	
Tejano, A (IMCH)				
	Knauff, L Brown, M	Project Review	Nov 3-Nov 8 86	
	Knauff, L Brown, M Mtawali, G	Asia Technical Advisory Committee Meeting	Mar 16-Mar 20 87	
Bangkok, Thailand	Brown, M	Project Review	Sep 23-Sep 30 87	
	Brown, M (accomp)	PAC II Mid-Project Evaluation Team Visit	Sep 23-Sep 30 87	
	Gaye, P Hanson, B	Inter-Regional Advanced Training of Trainers Workshop	Oct 19-Oct 31 87	
	Eduarte, A			
Nairobi, Kenya	Seck, P	Observational Study Tour	Oct 31-Nov 6 87	
	Knauff, L	Technical Assistance for Staff Development Plan	Dec 22-Dec 29 87	
	Knauff, L	Technical Assistance for Staff Development Plan	Dec 22-Dec 29 87	
	Gormley, W Joyce, S	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	
Bangkok, Thailand	Grafilo, M	Technical Assistance in Training Evaluation	Mar 28-Apr 1 88	
	Baker, R Knauff, L	Contract Revision	Mar 29-Apr 4 88	
	Eduarte, A	Technical Assistance in Curriculum Development for a Regional Training of Trainers Workshop	Jun 20-Jun 24 88	
	Wileman, R Beasley, G	Regional Visual Training Materials Development Workshop	Jul 24-Aug 11 89	
	Eduarte, A			
	Knauff, L Baker, R	Final Review	Jul 30-Aug 4 89	
** TOGO	Muhuhu, P	Regional Coordination Meeting	Jun 27-Jun 29 88	
	Wachira, J Mtawali, G			
	Gaye, P Seck, P			
	Thiam, D Knauff, L			
	Bongwele, O Newman, C			

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Lomé	Gaye, P Seck, P Thiam, D Mutombo, Y Bongwele, O Newman, C Corbett, M	Francophone Technical Advisory Committee	Jul 10-Jul 13 89	17: -(2) Burkina Faso -(1) Chad -(1) Cote d'Ivoire -(1) Mali -(2) Niger -(1) Rwanda -(1) Senegal -(5) Togo -(3) Zaire
** TOGO FHTC	Lea, J Gaye, P Gaye, I	Program Planning Visit Exploratory Discussions Workshop Planning	Nov 7-Nov 11 84 Jan 21-Jan 28 88 Mar 3-Mar 10 88	
** TOGO MOPH/SACW	Knauff, L Gaye, P Mirabito, T Gaye, P (1/21-1/28) Thiam, D Seck, P Thiam, D Bongwele, O Gaye, P Aubel, J Toko, P	Needs Assessment Visit Project Development and Technical Assistance 1. Technical Assistance for Clinic Inventory Program Planning Visit 2. Training of Trainers: Central Level	Jun 3-Jun 19 87 Jan 21-Feb 4 88 Feb 14-Mar 8 88 May 23-May 27 88 May 30-Jun 10 88	8 Total: -(6) Lomé -(2) Regions 11 Members of the Nat'l & Reg Training Teams 3: -M. Salifou Memen, Course Organizer -Mrs. Enyonam Mensah, Clinical Officer (ATBEF) -Dr. Dalama Kadjaka, Deputy Coord. 6: Central Level
Lomé	Bongwele, O Toko, P Gaye, P Bongwele, O Newman, C	3. Clinical Management, Supervision and Evaluation Workshop Francophone Regional Evaluation Skills for Core Training Teams	Jun 13-Jun 24 88 Jul 4-Jul 16 88	
Burkina Faso	Glenn, J Bongwele, O (7/18-22) Gaye, P Mutombo, Y Bongwele, O Gaye, P	4. Curricula Development/Revision Francophone Workshop in Skills Development in Conducting Family Planning Evaluation Program Review	Jul 11-Jul 29 88 Sep 19-Sep 23 88 Oct 31-Nov 4 88	1: -Mrs. Enyonam Mensah, Clinical Officer
Morocco	Mbengue, A (accomp)	5. Study Tour	Nov 8-Nov 18 88	2 Togolese -Dr. Latifou Salami, MCH Director -Dr. Vignon Devo, Special Assistant to the Minister of Health 9 Nurse Midwives
Kara Kpalime	Seck, P Mutombo, Y (11/14-16) Mutombo, Y Memen, S (CTT) Mutombo, Y Memen (CTT) Gaye, P Mutombo, Y Knauff, L Mutombo, Y Toko, P 5 Co-Trainers	6. Clinical Preceptors' Training 7a. Training of Trainers: I Regional 7b. Training of Trainers: II Regional 8. National Family Planning Seminar	Nov 14-Dec 16 88 Nov 28-Dec 9 88 Dec 12-Dec 22 88 Feb 15-Feb 18 89	15 Regional-Level Trainers 13 Regional-Level Trainers 27 Heads of MCH-FP Clinics
Lomé	Mutombo, Y Toko, P Seck, P Mutombo, Y Nat'l Team	9. Family Planning Communications Skills Workshop 9. Comprehensive Clinical Family Planning Skills Workshop	Mar 6-Mar 18 89 Apr 3-May 12 89	14 Agents Socio from Lomé 15: -(2) Medical Assistants -(13) Midwives

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	Mutombo, Y Thiam, D	Follow-Up	Jun 12-Jun 30 89	46: -(4) Physicians -(20) Midwives -(10) Social Workers -(2) Sanitary Technicians -(4) Administrators -(6) Medical Assistants
	Mutombo, Y Seck, P (8/14-26) Gaye, P USAID	Technical Assistance for Preparation of Service Policy and Service Standards Final Review	Jul 24-Aug 31 89 Aug 21-Aug 26 89	
** UGANDA MOH INTRAH, Chapel Hill, NC		Planning for Uganda MOH Proposal	Oct 26-Nov 2 84	MOH Representatives: -M. Ochwo -J.K. Gaifuba
	Knauff, L Muhuhu, P Veney, J Nairobi, Kenya Muhuhu, P Wachira, J	Project Development Visit Technical Assistance in Training Evaluation Design Regional Training of Trainers Skills for Core Training Team	Dec 5-Dec 9 84 Dec 5-Dec 9 84 Apr 16-May 4 85	6 CTT Members: -Rushota -Katesigwa -Luyombya -Parma-Busulwa -Kaisa -Kaija
Quezon City, Philippines	IMCH Core Trainers	Inter-Regional Clinical Skills Training for Physician/Nurse Teams	Apr 29-Jun 7 85	3 Physician Nurse Teams from Kabale, Mbale and Mulago -Mr. J. Mujabi -Dr. G. Olwit -Mr. V. Wangola -Mr. D. Parma-Busulwa -Mr. J. Male-Mukasa -Mrs. J. Kaija -Mrs. L. Muranga
Chapel Hill, NC	INTRAH SPH/UNC Faculty	U.S.-Based Evaluation and Management Course Sequence	May 20-Jul 24 85	2 MOH: -Mr. John M. Mukasa -Mr. Danny Parma-Busulwa
Bangkok, Thailand	AC/PDA Trainers	Inter-Regional Development and Management of Integrated Community-Based Family Planning and Development Observation Study Tour	Jul 1-Jul 15 85	10 MOH Representatives 1 FPAU Representative -Mr. A. Ojara -Dr. S. Etyono -Mr. E. Mugoya -Ms. F. Elangot -Dr. E. Kaijuka -Mr. J. Ruberantware -Ms. S. Katesigwa -Ms. R. Rushota -Ms. M. Ochwo -Mr. J. Gaifuba -Dr. M. Kaisa

Bangkok, Thailand	AC/PDA Trainers	Inter-Regional FP/Health/Community Development Course	Sep 16-Sep 28 85	7: -(6) MOH -Mr. J. Mujabi -Dr. G. Olwit -Mr. V. Wangola -D. Parma-Busulwa -Mr. J. Male-Mukasa -Mrs. J. Kaija -(1) FPAU -Mrs. L. Muranga
Antipolo, Philippines	Brancich, C Kass-Annese, B IMCH Core Trainers	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85	3 Nurse Tutors/Trainers: -Mrs. Solome Ketesigwa, Nurse/Midwife Tutor -Mrs. Christine Kabugo, Midwife Tutor -Mrs. Edinance Gahwera, Nurse Tutor
Nairobi, Kenya	Veney, J Newman, C Miranda, M	Regional Follow-On Workshop to Chapel Hill-Based Evaluation Training	Mar 10-Mar 19 86	Mr. A. Mzabanita, Statistician, Acting Asst Director, Med'l Services/Planning, MOH Mr. D. Parma-Busulwa, CTT Member/Tutor, MOH Mrs. S. Kabwejere, Evaluation Officer, FPAU Mrs. L. Rushota, Acting FP Coordinator, CTT Member, MOH
	Baker, R Mtawali, G Muhuhu, P	Project Finalization and Contract Development Visit	Apr 27-May 3 86	
Nairobi, Kenya	Muhuhu, P Mtawali, G	Technical Assistance in Curricula Revision	Jun 16-Jun 18 86	CTT: -Rushota -Zirambamuzale
Antipolo, Cebu, Philippines	IMCH Core Trainers	Inter-Regional Clinical Family Planning for Nurse/Physician Teams	Jul 14-Aug 23 86	4 (2 Teams): -Dr. J.P.K. Assinnwe, Med'l Officer, Mbarara Hospital -Mrs. V.K. Nhura, RN In-Charge of MCH Clinical FP Services, Mbarara Hosp -Dr. M.F. Wanamera, Med'l Officer, Mbale Hospital -Mrs. S. Muyana, RN In-Charge of MCH/FP Unit, Mbale Hospital
	Mtawali, G Mutabaazi-Kaijuka, W 3 CTT	1. Orientation of Hospital Management Teams Workshop I	Oct 13-Oct 17 86	22: -(10) Physicians -(12) Senior Nursing Officers
	Mtawali, G Mutabaazi-Kaijuka, W 3 CTT	2. Orientation of Hospital Management Teams Workshop II	Oct 20-Oct 24 86	8: -(3) Physicians -(3) Senior Nursing Officers -(1) RN -(1) Lab Tech
	Mtawali, G Mutabaazi-Kaijuka 3 CTT	3. Orientation of Hospital Management Teams Workshop III	Oct 27-Oct 29 86	23: -(8) Physicians -(12) Senior Nursing Officers -(1) Nursing Administrator -(1) Nursing Supervisor -(1) Nurse Tutor
	Yunkella, F Veney, J (11/9-15) 3 CTT 1 ICE	4. Technical Assistance for Participant Follow-Up	Nov 8-Dec 12 86	18: -(10) N/Ms Trained in Jun 1984 -(8) Tutors Trained Apr/May 1986
Kampala	Mtawali, G 2 CTT	5. Clinical Family Planning Skills Workshop	Jan 5-Feb 13 87	13 Hospital-Based PHNs and N/Ms

Harare, Zimbabwe	ZNFPC Trainers	6. Third Country Family Planning Clinical Skills Workshop	Feb 23-Apr 3 87	2 CTT: -Lucy Asaba -Mary Luyombya
Nairobi, Kenya	Knauff, L Muhuhu, P Mtawali, G Wachira, J	Regional Training Needs Assessment Workshop	Feb 23-Feb 27 87	2 CTT: -L. Rushota -A. Aboda
	Muhuhu, P	Interagency Meeting	Mar 5-Mar 6 87	35 MOH, MOP, MOF, MCCD, MOLG, UPMB, FPAU, Makerere University, UNICEF, IPPF, AUSC, PCS, WHO, INTRAH, Pathfinder Fund, USAID, REDSO, JHPIEGO, ESAMI, Westinghouse
CEDPA, Washington, D.C.	Muhuhu, P CEDPA Trainers	Project Monitoring U.S.-Based Training in Supervision and Evaluation	Jul 12-Jul 15 87 Jul 13-Aug 14 87	J. Kaija, CTT Member, MOH Health Education Division
Kampala	6 CTT Muhuhu, P (accomp)	7. Clinical Family Planning Skills Workshop PAC II Evaluation Team Visit	Jul 20-Aug 28 87 Jul 26-Jul 31 87	18 Registered N/MS
Nairobi, Kenya	Helpfenbein, S Ericsson, S Mtawali, G	Anglophone Regional Evaluation Training of Training Teams	Aug 31-Sep 12 87	6 CTT: -Rachel Rushota -Mary Luyombya -Joyce Zirabumuzale -Lucy Asaba -Danny Parma -Judith Kaija
Kampala Kampala	Project Coords 6 CTT Mtawali, G 5 CTT	Annual Review 8a. Refresher Clinical Training for 1984 Clinical Trainees	Sep 24-Sep 25 87 Oct 5-Oct 7 87	16 Service Providers
Kampala	Mtawali, G 5 CTT	8b. Refresher Clinical Training for 1984 Clinical Trainees	Oct 12-Oct 14 87	11 Tutors
	3 CTT	9. Follow-Up of Public Health Nurse/Midwives Trained in CWP #7	Nov 16-Nov 22 87	7 Public Health Nurse/Midwives
	Jennings, L Leftwich, C Rushota, R Aboda, A	10. Management Skills for District Health Teams: I	Jan 11-Jan 29 88	16 Participants
	Jennings, L Rushota, R Aboda, A	11. Management Skills for District Health Teams: II	Feb 8-Feb 24 88	15 Participants
Nairobi, Kenya	Gormley, W Joyce, S	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	2: -Lydia Muranga, FPAU -Dr. Anthony Aboda
Kampala Kampala Kampala	3 CTT 1 IMCH-Trained Nurse 1 Project Coord 5 CTT Wachira, J Muhuhu, P Wachira, J Muhuhu, P	12. Clinical Family Planning Skills Workshop Annual Review Annual Project Review	Apr 18-May 13 88 Jul 5-Jul 7 88 Jul 18-Jul 22 88	14 Enrolled N/MS and Health Visitors
Mukono	Beasley, G Jalloh, M Rull, C	PST/IST/S Training Needs Assessment 13. Family Planning Visual Communications for Trainers Workshop	Jul 25-Jul 29 88 Oct 12-Oct 28 88	18: -(3) CTT Members -(2) Nurse Tutors -(3) FP Service Providers -(6) Health Educators -(2) IEC/Communication Officers -(1) Dental Health Educator -(1) Artist
	Knauff, L Muhuhu, P	Preparation of Planning Data and a Five-Year Budget and Training Program	Nov 21-Dec 2 88	

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Mukono	Beasley, G Dufour, W Mtawali, G 2 CTT Members	14. Visual Communication Workshop II	Jan 30-Feb 16 89	16 PHNs -(6) Tutors -(4) Service Providers -(3) Graphic Artists -(2) from Health Services -(1) Nurse
Mbale	4 CTT	15. Clinical Family Planning Skills Workshop	Mar 13-Apr 7 89	11 Nurses, Midwives, Asst Health Visitors, Medical Assistant
	3 CTT 1 MCH-Trained Nurse 1 Proj Coord 1 Proj Coord 3 CTT 2 MCH-Trained Nurses Fontaine, A Wachira, J 2 CTT	Follow-Up of Assistant Health Visitors and Enrolled Nurses Trained in Kampala and Entebbe Annual Review	Jun 26-Jun 30 89 Jul 3-Jul 14 89	10 EN,EM, AHV trained in April 1988.
		Final Review	Jul 9-Aug 1 89	
** ZAIRE AZBEF	Walter, G Herrington, J Walter, G	Needs Assessment Visit Updated Needs Assessment and Project Development Visit	Mar 17-Mar 22 85 Feb 17-Feb 28 86	
	Herrington, J Newman, C Durham, C	Project/Contract Development Visit	Jul 15-Jul 30 86	
Tamarin Bay, Mauritius	Newman, C Ericsson, S Helfenbein, S	Francophone Regional Evaluation Training Workshop	Sep 8-Sep 29 86	2: -Mr. Onanga Bongwele, Directeur-Adjoint Charge de Programmes et Projets Speciaux -Mr. B. Bangula, Chef de Service de Recherche et Evaluation
	Gaye, P In-Country Evaluators Lewis, E Sirica, H 2 Co-Trainers	Project Review and Activities Scheduling Visit Baseline Data Collection 1. Basic Clinical Family Planning Skills Workshop: I	Feb 23-Mar 1 87 May 15-Jun 15 87 May 27-Jun 20 87	19 Nurse/Midwives and MDs
Abidjan, Côte d'Ivoire	Newman, C Helfenbein, S Gaye, P	Francophone Regional Evaluation Follow-On Workshop	Jun 29-Jul 11 87	2: -Mr. Bongwele, Program Officer, AZBEF -Mr. Bangula, Program Administrator, AZBEF
	Gaye, P (Accomp) Gaye, P Thiam, D (3 wks only)	PAC II Mid-Project Evaluation Visit Program Review and Planning 2. Basic Clinical Family Planning Skills Workshop: II	Aug 11-Aug 15 87 Sep 19-Sep 23 87 Oct 21-Nov 19 87	18 Nurse/Midwives
	Gaye, P Newman, C 1 USAID 1 PSND 1 AZBEF 3 Evaluators Thiam, D	Mid-Project Review	Feb 8-Feb 12 88	
3 regions		Technical Assistance for Site Inventory and Participant Selection Criteria 3. Basic Clinical Family Planning Skills Workshop: III	Apr 11-May 8 88 May 30-Jun 24 88	14 FP Service Providers
	Gaye, I Durham, C Gaye, P Bongwele, O Newman, C	4. Program and Financial Review Francophone Regional Evaluation Skills for Core Training Teams	Jun 13-Jun 17 88 Jul 4-Jul 16 88	1: -Futilla Manvwaka, FP Nurse
Lomé, Togo	Gaye, P Mutumbo, Y Bongwele, O	Francophone Workshop in Skills Development in Conducting Family Planning Evaluation	Sep 19-Sep 23 88	1: Mr. Shamp Mabudi, In-charge of Training
Burkina Faso	2 AZBEF 2 AZPEF Newman, C (12/5-17) Kabore, J 2 AZBEF	Site Inventory and Participant Selection Criteria 5. Follow-Up of Clinical Service Providers	Nov 3-Nov 13 88 Nov 14-Dec 17 88	
2 Regions		6. Basic Clinical Family Planning Skills Workshop: IV	Nov 28-Dec 23 88	14 FP Service Providers

	Gaye, P Jennings, L Shamp, M Bangula, B	Project Monitoring Supervision Skills Workshop	Dec 11-Dec 18 88 Apr 18-Apr 29 89	14: -(3) Reg Coordinators -(5) Reg Admin Secretaries -(6) FP/ND Service Providers 14 FP Service Providers
	2 AZBEF Durham, C Gaye, I Corbett, M Bongwele, O (6/5-10) Gaye, P (6/12-17) Mbengue, A (Accomp)	Basic Clinical Family Planning Skills Workshop: V Financial Review Impact Study and Final Review	May 8-May 29 89 May 28-Jun 2 89 Jun 5-Jun 17 89	
Morocco		Study Tour	Jun 29-Jul 6 89	2 AZBEF: -Shamp A. Mabudi, Head of Training -Bangula Buanda, Head of Research and Evaluation
** ZAIRE PSND				
	Walter, G Herrington, J Walter, G	Needs Assessment Visit Updated Needs Assessment and Project Development Visit	Mar 17-Mar 22 85 Feb 17-Feb 28 86	
	Herrington, J Newman, C Durham, C Newman, C Ericsson, S Helfenbein, S	Project/Contract Development Visit Francophone Regional Evaluation Training Workshop	Jul 15-Jul 30 86 Sep 8-Sep 29 86	-Mme. E.M. Ekasi, Chief, in Charge of the Application of the Trainers' Program, Sixième Direction -Dr. S. Musinde, Director of Training, Supervision and Information, FONAMES
Tamarin Bay, Mauritius				18: -(15) A-2 and A-3 Principals/Instructors -(3) Participant/Observers from Sixième Direction, DPH
	Lewis, E (TA) Greenberger, L (TA) 3 PSND	1. Basic Family Planning Skills Workshop	Nov 10-Nov 29 86	18: Same as Activity
	Lewis, E Greenberger, L 1 PSND	2. Training of Trainers Workshop	Dec 1-Dec 13 86	11: -(6) PSND -(2) AZBEF -(1) FONAMES -(2) MCZ
	Lewis, E Malvinsky, J	3. Curriculum and Modules (6) Development	Jan 19-Feb 6 87	14: -(12) from Kisangani -(2) from Shaba
	Lewis, E Stone, R 1 AZBEF	4. Basic Training of Trainers Workshop	Feb 16-Feb 28 87	17: -(5) PSND -(4) AZBEF -(2) Sixième Direction -(4) CRND -(2) BUPROF
	Gaye, P Lewis, E Plopper, S	Project Review and Activities Scheduling Visit 5. Supervision Workshop for National Level Family Planning Supervisors	Feb 23-Mar 1 87 Mar 9-Mar 21 87	11: Same as Activity 3
	Lewis, E Plopper, S 1 PSND	Technical Assistance in Completion of Family Planning Curriculum, Selection Criteria for Trainees, and Pre/Post-Test and Performance Evaluation	Mar 23-Mar 28 87	
	Lewis, E Plopper, S 2 PSND In-Country Evals	6. Development of Family Planning Modules for A-2 and A-3 Schools Baseline Data Collection	Apr 1-Apr 14 87 Jun 1-Jun 30 87	11 Nurse Trainers from A-2 and A-3 Schools

Abidjan, Côte d'Ivoire	Newman, C Helfenbein, S Gaye, P Thiam, D Lewis, E	Francophone Regional Evaluation Follow-On Workshop	Jun 29-Jul 11 87	1 Sixième Direction -Mrs. Mandu Ekasi
	Thiam, D Lewis, E	7. Clinical Family Planning Workshop for Nurse Trainers from A-2 and A-3 Schools	Jul 1-Jul 18 87	15 Nurse Trainers (from Kinshasa, Kisangani and Lumbumbashi)
	Gaye, P (accomp) Gaye, P Thiam, D 2 Zairians	8. Training of Trainers Workshop in Use of Family Planning Modules (for A-2 and A-3 Schools): I PAC II Evaluation Team Visit Program Review and Planning	Aug 11-Aug 15 87 Sep 19-Sep 23 87 Nov 11-Dec 19 87	15 Nurse Trainers
	Gaye, P Newman, C 2 PSND	9. Training of Trainers Workshop in Use of Family Planning Modules (for A-2 and A-3 Schools): II Mid-Project Review	Feb 8-Feb 12 88 Apr 11-Apr 23 88	13 A2-A3 School Teachers
Lomé, Togo	Gaye, I Durham, C Gaye, P Bongwele, O Newman, C	10. Training of Trainers Workshop for Trainers from Lumumbashi Training Centre Program and Financial Review Francophone Regional Evaluation Skills for Core Training Teams	Jun 12-Jun 17 88 Jul 4-Jul 16 88	10 from the Lumumbashi Training Centre
	2 PSND	Trainers of Trainers Workshop for A-2 and A-3 Teachers	Jul 11-Aug 20 88	4: -Ngoie Mbuya, Division Chief of Admin and Supervision, PSND -Mukengeshayi Bitshikila, Nurse Medical School Supervisor, Sixième Direction -Mandu Ekasi, Head of Training, Program Division, Sixième Direction -Saidi Misangu, Head of Training Div, PSND
Burkina Faso	Plopper, S Ngole, M Mandu, E Gaye, P Mutumbo, Y Bongwele, O Nat'l Eval and CTT Newman, C (12/5-17) Kabore, J Gaye, P PSND PSND Trainers	12. Supervision and Evaluation Workshop Francophone Workshop in Skills Development in Conducting Family Planning Evaluation Follow-Up of PSND Clinicians and Trainers	Sep 12-Sep 24 88 Sep 19-Sep 23 88 Nov 14-Dec 17 88	18 1: -Mrs. Mavinga, PSND Coordinator
	Kabore, J Nat'l Eval Durham, C Gaye, I Corbett, M Bongwele, O (6/4-11) Gaye, P (6/12-18) Mbengue, A (Accomp)	Project Monitoring 14a. Management Internship at PSND/HQ 14b. Problem-Solving Process Skills Workshop	Dec 11-Dec 18 88 Jan 16-Feb 11 89 Feb 13-Feb 25 89	6 A-2 Level Nurse Clinicians from Regions 10 Total: -6 from 16A -4 National Level Supervisors
		Follow-Up of Sixième Direction Teachers Financial Review Impact Study and Final Review	May 8-Jun 6 89 May 28-Jun 2 89 Jun 5-Jun 17 89	
	Morocco	Study Tour	Jun 29-Jul 6 89	3: -Balankendu Katta, Head of Program Division -Yabili Malunga, Supervisor -Mandu Ekasi, Head of Program/Training Division, Sixième Direction
** ZIMBABWE	Gormley, W Joyce, S	Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 18 88	1: Margaret Butawu, Harare City Health Department

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** ZIMBABWE ZNFPC/REG'L

MSH, Boston, MA	MSH Trainers	U.S.-Based Course on Skills for Managing Effective Training Organizations	May 13-Jun 24 85	Shalote Chipamaunga ZNFPC Trainer
Tamarin Bay, Mauritius	Murphy, C Wileman, R Mtawali, G Sheikh, H	Anglophone Regional Family Planning Visual Communication Workshop	Aug 5-Aug 22 85	2 ZNFPC: -Mr. E.M. Hluyo -Mrs. A.C.Z. Butshe
Antipolo, Philippines	Brancich, C Kass-Annese, B IMCH Core Trainers Muhuhu, P	Inter-Regional Natural Family Planning Training of Trainers Course	Nov 11-Nov 29 85	Mrs. Regina Ncube, Matron/Tutor, St. Anne's Hospital, Brunapeg
Nairobi, Kenya	Knauff, L Muhuhu, P Mtawali, G Wachira, J Muhuhu, P Mirabito, T Baker, R	CBD/ADS Conference and Discussions with ZNFPC Regional Training Needs Assessment Workshop	Nov 1-Nov 7 86 Feb 23-Feb 27 87	L. Botsh, Training Coordinator, ZNFPC
Nairobi	Gormley, W Joyce, S	Project and Contract Development Visit	Apr 27-May 15 87	
		Anglophone Regional Consultation Skills Workshop	Mar 7-Mar 22 88	2: -Mrs. Lucy Botsh, Training Coordinator, ZNFPC -Stembile Matatu, ZNFPC -Margaret Butawu
	Wachira, J Seck, P	PST/IST/S Initial Training Needs Assessment Visit	Oct 17-Oct 27 88	

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APPENDIX B

TRIP REPORT SUMMARY
(October 1, 1984 - September 23, 1989)

Appendix B
INTRAH Trip Summary
Alphabetical By Country and Organization, Then Chronological
October 1, 1984 - September 23, 1989

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
** ANGLOPHONE					
0-209	Linkages Proj	Wachira, J	Mar 28-Apr 1 1987	06/22/87	Proj Development
0-570	Linkages Proj	Wachira, J Gilpin, V Muhuhu, P	Sep 7-Sep 12 1987	04/13/88	PST/IST/S Link
0-580	Linkages Proj	Wachira, J Muhuhu, P Gilpin, V	Sep 28-Oct 2 1987	04/13/88	PST/IST/S Link
0-259	Linkages Proj	Wachira, J	Nov 4-Nov 4 1987	12/30/88	PST/IST/S Link
0-578	Linkages Proj	Wachira, J Gilpin, V	Dec 5-Dec 14 1987	04/29/88	Needs Assessment
0-259	Linkages Proj	Wachira, J	Jan 14-Jan 15 1988	12/30/88	PST/IST/S Link
0-337	Linkages Proj	Wachira, J Mtawali, G Gilpin, V	Mar 28-Mar 31 1988	07/08/88	PST/IST/S Link
0-80	Linkages Proj	Knauff, L Gilpin, V Wachira, J Mtawali, G Muhuhu, P	May 2-May 6 1988	05/13/88	Program Planning
0-73	Linkages Proj	Wachira, J Gilpin, V Seck, P	Jun 13-Jun 18 1988	11/04/88	PST/IST/S Link
0-355	Linkages Proj	Wachira, J Muhuhu, P	Jul 25-Jul 29 1988	12/30/88	Needs Assessment
0-339	Linkages Proj	Wachira, J Seck, P	Oct 17-Oct 27 1988	05/08/89	Needs Assessment
** BOTSWANA					
0-324	MOH	Knauff, L Mtawali, G	Jul 9-Jul 23 1986	09/16/86	Needs Assessment
0-384	MOH	Muhuhu, P Wachira, J	Jan 12-Jan 23 1987	06/22/87	Proj Development
0-434	MOH	Muhuhu, P (5/12-21) Baker, R (5/16-23)	May 16-May 24 1987	06/22/87	Proj Development
0-103	MOH	Brown, M Major, B	Aug 20-Aug 21 1987	03/18/88	Training
0-103	MOH	Brown, M Major, B	Aug 24-Aug 25 1987	03/18/88	Training
0-107	MOH	Wachira, J Maganu, E T	Oct 15-Oct 16 1987	04/22/88	Training
0-107	MOH	Wachira, J	Oct 19-Oct 21 1987	04/22/88	Training
0-109	MOH	Mtawali, G Bennetts, A Morewane, D Phumapi, G	Jan 4-Jan 22 1988	07/27/88	Training
0-264	MOH	Muhuhu, P	Jan 10-Jan 13 1988	02/26/88	Tech Assistance
0-109	MOH	Mtawali, G 2 MOH	Feb 5-Feb 5 1988	07/27/88	Review/Eval
0-337	MOH	Wachira, J Mtawali, G Gilpin, V	Mar 28-Mar 31 1988	07/08/88	Training
0-117	MOH	Wachira, J Mtawali, G Gasennelwe, K Mokgautsi, N	Apr 5-Apr 15 1988	07/27/88	Training
0-126	MOH	Mtawali, G Farrell, B 2 MOH	Aug 15-Aug 26 1988	02/08/89	Training
0-133	MOH	Muhuhu, P Wachira, J	Sep 17-Sep 23 1988	01/31/89	Review/Eval
0-128	MOH	Farrell, B Wachira, J	Feb 6-Feb 24 1989	05/08/89	Training
0-129	MOH	Farrell, B Mtawali, G 1 MOH Co-Trainer	Apr 17-Apr 28 1989	08/23/89	Training
0-461	MOH	Mtawali, G Matatu, S	Jun 12-Jun 16 1989	09/29/89	Training
0-461	MOH	Mtawali, G Matatu, S	Jun 21-Jun 22 1989	09/29/89	Review/Eval
** BURKINA FASO					
0-307	MOH	Vansintejan, G Malvinsky, J	Jun 2-Jun 13 1986	09/30/86	Needs Assessment
0-380	MOH	Gaye, P Herrington, J	Oct 7-Oct 17 1986	12/04/86	Proj Development
0-373	MOH	Gaye, P Baker, R	Nov 10-Nov 17 1986	01/29/87	Proj Development
0-416	MOH	Thiam, D Royer, A C 1 MOH 1 MOFWNS	Mar 10-Mar 27 1987	11/23/87	Training
0-416	MOH	Thiam, D Royer, A C 1 MOH 1 MOFWNS	Mar 30-Apr 10 1987	11/23/87	Training
0-441	MOH	Gaye, P Langlois, P (PCS)	May 4-May 8 1987	10/30/87	Review/Eval
0-418	MOH	Glenn, J Langlois, P (PCS) 1 MOH 1 MOFWNS	May 11-May 30 1987	10/18/87	Training
0-420	MOH	Royer, A C Thiam, D Aubel, J 6 NTT 1 MOH	Aug 17-Sep 25 1987	02/26/88	Training
0-428	MOH	Mousseau-Gershman, Y	Aug 25-Sep 30 1987	05/10/88	Tech Assistance
0-265	MOH	Aubel, J	Aug 26-Sep 12 1987	03/18/88	
0-421	MOH	Royer, A C 6 NTT 1 MOH Aubel, J 10/12-11/14	Oct 22-Nov 27 1987	03/25/88	Training
0-419	MOH	Royer, A C Plopper, S 2 Action Sociale	Jan 18-Jan 29 1988	06/20/88	Training
0-424	MOH	Gaye, P Baker, R	Jan 18-Jan 20 1988	04/29/88	Review/Eval
0-423	MOH	Glenn, J Langlois, P (PCS) 2 Action Sociale	Feb 1-Feb 12 1988	05/06/88	Training
0-211	MOH	Gaye, P	Feb 22-Feb 26 1988	05/26/88	Review/Eval
0-426	MOH	Royer, A C (TA) 3 NTT	Mar 1-Mar 30 1988	11/18/88	Training
0-413	MOH	Bongwele, O Royer, AC Yugma, T 2 NTT 1 AS	Mar 14-Apr 6 1988	08/12/88	Follow-Up
0-320	MOH	Royer, A C (4/11-24) Seck, P (4/18-5/14)	Apr 11-May 14 1988	08/12/88	Training
0-425	MOH	Glenn, J Seck, P	May 2-May 13 1988	09/28/88	Training
0-429	MOH	Seck, P 4 NTT (3 MOH, 1 AS)	Jul 4-Aug 29 1988	01/12/89	Training
0-285	MOH	Boileau, A	Jul 11-Jul 16 1988	09/23/88	Program Planning
0-429	MOH	Seck, P	Aug 9-Aug 11 1988	01/12/89	Tech Assist RSP
0-70	MOH	Bongwele, O	Sep 26-Sep 28 1988	02/20/89	Tech Assist RSP

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-72	MOH	Bongwele, U Royer, A C	Oct 3-Oct 14 1988	01/31/89	Tech Assistance
0-412	MOH	Baker, R Mbengue, A	Oct 9-Oct 16 1988	11/09/88	Review/Eval
0-323	MOH	Bongwele, O 3 Natl Co-Trainers	Oct 13-Nov 5 1988	02/27/89	Tech Assistance
0-213	MOH	Royer, A C 3 NTT	Oct 25-Dec 3 1988	02/27/89	Training
0-127	MOH	Gaye, P	Nov 14-Nov 18 1988	02/10/89	Tech Assist Rsp
0-454	MOH	Bongwele, O (TA) 2 NTT 1 DSF Trainer	Apr 17-May 3 1989	07/12/89	Training
0-344	MOH	Baker, R Mbengue, A	Sep 13-Sep 16 1989	09/29/89	Review/Eval
**	BURUNDI				
0-56	MOPH	Herrington, J Mousseau-Gershman, Y	Jul 15-Jul 26 1985	11/04/85	Rsp Needs Assess
0-214	MOPH	Herrington, J Toumi-Hetz, L	May 6-May 10 1986	06/30/86	Proj Development
**	CHAD				
0-19	MOPH	Hedgecock, D Malvinsky, J	Feb 19-Feb 23 1985	04/17/85	Needs Assessment
0-58	MOPH	Herrington, J Malvinsky, J Niang, A	Nov 4-Nov 16 1985	02/05/86	Proj Development
0-236	MOPH	Herrington, J Baker, R Malvinsky, J	Apr 14-Apr 22 1986	07/21/86	Proj Development
0-143	MOPH	Gaye, P	Mar 22-Mar 27 1987	05/17/87	Program Planning
0-262	MOPH	Gaye, P	Mar 1-Mar 5 1988	05/26/88	Program Planning
0-289	MOPH	Gaye, P Mutumbo, Y	May 3-May 7 1988	10/31/88	Training
0-289	MOPH	Gaye, P Mutumbo, Y	May 9-May 12 1988	10/31/88	Training
0-325	MOPH	Mutumbo, Y Lewis, E	Jun 27-Jul 8 1988	10/20/88	Training
0-316	MOPH	Mutumbo, Y Lewis, E 3 NTT	Aug 15-Aug 25 1988	01/24/89	Training
0-314	MOPH	Options (Sponsor) Mutombo, Y	Oct 15-Oct 22 1988	02/20/89	Tech Assistance
0-328	MOPH	Bongwele, O Thiam, D	Nov 29-Dec 17 1988	02/20/89	Follow-Up
0-322	MOPH	Gaye, P (12/5-10) Corbett, M	Dec 5-Dec 17 1988	05/31/89	Review/Eval
0-452	MOPH	Seck, P	Feb 28-Mar 11 1989	06/30/89	Tech Assistance
0-452	MOPH	Seck, P	Mar 6-Mar 18 1989	06/30/89	Tech Assistance
0-453	MOPH	Thiam, D Deme, S 3 Co-Trainers	Mar 20-Apr 14 1989	06/22/89	Training
**	COTE D'IVOIRE				
0-28		Lea, J Baker, R	Mar 25-Mar 30 1985	06/13/85	Program Planning
0-178		Baker, R Herrington, J Muhuhu, P	Nov 17-Nov 23 1985	01/20/86	Program Planning
0-361		Herrington, J	Aug 20-Aug 27 1986	10/17/86	Program Planning
0-431		Knauff, L	Jan 30-Feb 8 1987	03/16/87	Program Planning
0-568		Newman, C Durham, C	Mar 2-Mar 9 1987	08/10/87	Program Planning
0-299		Knauff, L Mirabito, T	May 23-Jun 3 1987	07/15/87	Program Planning
0-282		Newman, C Helfenbein, S Gaye, P	Jun 29-Jul 11 1987	08/13/87	Training
0-571		Lea, J	Jul 23-Jul 27 1987	09/11/87	Program Planning
0-374		Gaye, P Thiam, D Seck, P Dennis, M	Sep 28-Oct 9 1987	07/22/88	TAC Meeting
0-394		Newman, C	May 28-Jun 4 1988	07/08/88	Program Planning
0-381		Gaye, P Bongwele, O Newman, C	Jul 4-Jul 16 1988	09/07/88	Training
0-305		Corbett, M	Jul 24-Sep 29 1988	11/09/88	Proj Monitoring
0-21		Knauff, L	Feb 19-Feb 24 1989	03/17/89	Prog Planning
0-187	MOSA	Seck, P	Jul 6-Jul 9 1987	02/20/89	Training
0-181	MOSA	Bongwele, O	Oct 12-Oct 24 1987	04/13/88	Training
0-181	MOSA	Bongwele, O	Oct 26-Oct 30 1987	04/13/88	Training
0-181	MOSA	Bongwele, O	Nov 30-Dec 5 1987	04/13/88	Training
0-186	MOSA	Thiam, D	May 16-May 21 1988	10/25/88	Training
0-317	MOSA	5 MOSA Trainers Bongwele, O (TA)	Aug 1-Aug 12 1988	12/16/88	Training
0-187	MPW	Seck, P	Jul 6-Jul 9 1987	02/20/89	Training
0-181	MPW	Bongwele, O	Oct 12-Oct 24 1987	04/13/88	Training
0-181	MPW	Bongwele, O	Nov 16-Nov 21 1987	04/13/88	Training
0-186	MPW	Thiam, D	May 16-May 21 1988	10/25/88	Training
0-317	MPW	5 MPW Trainers Bongwele, O (TA)	Aug 1-Aug 12 1988	12/16/88	Training
0-04	REDSO	Lea, J	Nov 11-Nov 13 1984	01/28/85	Program Planning
0-138	REDSO	Walter, G Gaye, P Seck, P Thiam, D	May 11-May 15 1987	07/15/87	CS Experts Mtg
**	GAMBIA				
0-256		PIACT Trainers Murphy, C	Mar 15-Mar 26 1986	05/02/86	Other
0-244	MOH	Muhuhu, P Mirabito, T Konde, A	Jan 7-Jan 20 1986	05/02/86	Rsp Needs Assess
**	GHANA				
0-01	MOH	Lea, J	Nov 2-Nov 5 1984	12/03/84	Program Planning
0-45	MOH	Brancich, C	Apr 1-Apr 25 1985	07/05/85	Rsp Tech Assist
0-66	MOH	Lewis, E 2 MOH Co-Trainers	Sep 16-Sep 27 1985	12/03/85	Training
0-237	MOH	Jacobstein, R 2 MOH Co-Trainers	Sep 16-Sep 27 1985	11/14/85	Rsp Tech Assist

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
** INDIA					
0-48		Knauff, L	May 28-Jun 2 1985	07/23/85	Needs Assessment
0-88		Knauff, L	Nov 3-Nov 8 1985	02/05/86	Needs Assessment
0-220		Brown, M	Dec 4-Dec 10 1985	02/28/86	Proj Development
** KENYA					
0-11		Knauff, L	Dec 2-Dec 12 1984	01/10/85	Program Planning
0-29		Lea, J Baker, R	Mar 30-Apr 4 1985	06/13/85	Program Planning
0-255		Muhuhu, P Mtawali, G Mirabito, T	Feb 24-Feb 28 1986	09/16/86	TAC Meeting
0-71		Veney, J Newman, C Miranda, M	Mar 10-Mar 19 1986	06/30/86	Training
0-311		Knauff, L Brown, M	Jun 26-Jul 3 1986	08/22/86	Program Planning
0-371		Gaye, P	Sep 14-Sep 19 1986	02/11/87	Program Planning
0-432		Knauff, L Mirabito, T Muhuhu, P Wachira, J Mtawali, G	Feb 16-Feb 20 1987	04/16/87	TAC Meeting
0-372		Knauff, L Muhuhu, P Mtawali, G Wachira, J	Feb 23-Feb 27 1987	03/18/87	Training
0-302		Helfenbein, S Ericsson, S Mtawali, G	Aug 31-Sep 12 1987	12/10/87	Training
0-253		Lea, J	Feb 29-Mar 5 1988	03/18/88	Program Planning
0-391		Muhuhu, P Mtawali, G Wachira, J	Mar 1-Mar 3 1988	04/13/88	TAC Meeting
0-391		Lea, J Murphy, C Beasley, G Muhuhu, P Mtawali, G Wachira, J	Mar 1-Mar 3 1988	04/13/88	TAC Meeting
0-415		Gormley, W Joyce, S	Mar 7-Mar 18 1988	05/26/88	Training
0-80		Knauff, L	May 2-May 6 1988	05/13/88	Program Planning
0-82		Wachira, J Muhuhu, P Mtawali, G	Sep 25-Sep 30 1988	02/08/89	Review/Eval
0-198		Thiam, D	Oct 24-Nov 4 1988	01/31/89	Training
0-556		Mtawali, G Muhuhu, P Wachira, J Beasley, G	Nov 2-Nov 10 1988	06/22/89	Review/Eval
0-261		Knauff, L Muhuhu, P Mtawali, G Wachira, J	May 23-May 25 1989	06/22/89	TAC Meeting
0-301		Royer, AC (accomp)	Jun 10-Jun 23 1989	09/29/89	Study Tour
0-269	CAFS	Vansintejan, G Munkombwe, V	Apr 14-Apr 18 1986	07/10/86	Tech Assistance
0-270	CAFS	Vansintejan, G Munkombwe, V	Jun 25-Jul 5 1986	10/10/86	Tech Assistance
0-270	CAFS	Vansintejan, G Munkombwe, V	Jul 7-Aug 1 1986	10/10/86	Tech Assistance
0-271	CAFS	Vansintejan, G Munkombwe, V Mwaikambo, R	Oct 15-Oct 17 1986	03/16/87	Tech Assistance
0-271	CAFS	Vansintejan, G Munkombwe, V Mwaikambo, R	Oct 20-Nov 14 1986	03/16/87	Tech Assistance
0-271	CAFS	INTRAH and Vansintejan, G	Nov 19-Nov 19 1986	03/16/87	Tech Assistance
0-68	DFHMOH	Baker, R Muhuhu, P	Jul 21-Jul 29 1985	09/11/85	Proj Development
0-167	DFHMOH	Mtawali, G Plopper, S	Nov 11-Dec 5 1985	03/25/86	Training
0-169	DFHMOH	Mtawali, G 2 DFH/MOH Trainers	Mar 10-Mar 21 1986	08/01/86	Training
0-346	DFHMOH	Mtawali, G 2 DFH/MOH Trainers 1 AMREF Trainer	Sep 8-Sep 23 1986	03/05/87	Training
0-383	DFHMOH	Veney, J	Nov 5-Nov 9 1986	03/31/87	Review/Eval
0-183	DFHMOH	Stanton, ME 3 DFH Trainers	Mar 16-Mar 27 1987	06/03/87	Training
0-184	DFHMOH	Jain, S (3/9-24) Muhuhu, P (3/24-30) 2 National Trainers	Mar 9-Mar 30 1988	05/26/88	Training
0-69	DFHMOH	Muhuhu, P	Sep 5-Sep 9 1988	01/31/89	Training
0-171	DFHMOH	Muhuhu, P Mtawali, G	Aug 28-Sep 15 1989	09/29/89	Training
0-10	DONMOH	Veney, J	Dec 1-Dec 12 1984	01/04/85	Review/Eval
0-68	DONMOH	Baker, R Muhuhu, P	Jul 21-Jul 29 1985	09/11/85	Proj Development
0-163	DONMOH	Mtawali, G Petrich, E	Feb 3-Feb 21 1986	05/27/86	Training
0-163	DONMOH	Petrich, E	May 5-May 18 1986	09/19/86	Tech Assistance
0-164	DONMOH	Petrich, E (TA) 5 National Trainers	May 19-Jun 27 1986	09/19/86	Training
0-164	DONMOH	Petrich, E (TA) 5 National Trainers	Jun 5-Jun 6 1986	09/19/86	Training
0-383	DONMOH	Veney, J	Nov 5-Nov 9 1986	03/31/87	Review/Eval
0-283	DONMOH	Muhuhu, P 1 Proj Coordinator 4 NTT Members	Aug 6-Aug 7 1987	09/30/87	Training
0-570	DONMOH	Wachira, J Muhuhu, P Gilpin, V	Sep 7-Sep 12 1987	04/13/88	Training
0-580	DONMOH	Wachira, J Muhuhu, P Gilpin, V	Sep 28-Oct 2 1987	04/13/88	Training
0-259	DONMOH	Wachira, J	Nov 4-Nov 4 1987	12/30/88	Training
0-259	DONMOH	Wachira, J	Jan 14-Jan 15 1988	12/30/88	Training
0-234	DONMOH	Fontaine, A Simpson, K Mtawali, G 3 National Trainers	May 28-Jun 25 1988	09/23/88	Review/Eval
** MALI					
0-227	AMPPF	Malvinsky, J	Feb 17-Feb 28 1986	09/30/86	Program Planning
0-243	AMPPF	6 AMPPF Trainers Malvinsky, J Van den Oever, N	Jun 16-Jun 21 1986	10/10/86	Training
0-20	MOPHSA	Hedgecock, D Malvinsky, J	Feb 9-Feb 16 1985	08/09/85	Needs Assessment

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-60	MOPHSA	Herrington, J Malvinsky, J Durham, C	Aug 19-Aug 30 1985	01/20/86	Proj Development
0-227	MOPHSA	Malvinsky, J	Feb 17-Feb 28 1986	09/30/86	Program Planning
0-227	MOPHSA	Malvinsky, J Lewis, E	Mar 17-Mar 22 1986	09/30/86	Training
0-222	MOPHSA	Lewis, E Sirica, H 3 Malian Co-Trainers	Apr 28-May 10 1986	09/03/86	Training
0-223	MOPHSA	Lewis, E Sirica, H 2 Malian Co-Trainers	Jun 23-Jul 5 1986	01/12/87	Training
0-223	MOPHSA	Lewis, E Sirica, H 2 Malian Co-Trainers	Jul 14-Jul 26 1986	01/12/87	Training
0-229	MOPHSA	Malvinsky, J Benson, N 2 Malian Co-Trainers	Oct 13-Nov 1 1986	03/24/87	Training
0-400	MOPHSA	Gaye, P	Oct 19-Oct 23 1986	02/06/87	Proj Monitoring
0-228	MOPHSA	Frelick, G Fry, S 3 CTT Co-Trainers	Nov 17-Dec 6 1986	03/16/87	Training
0-230	MOPHSA	Thiam, D Benson, N 3 Malian Co-Trainers	Jan 12-Jan 29 1987	08/18/87	Training
0-276	MOPHSA	Baker, R Gaye, P	Jan 12-Jan 17 1987	05/17/87	Proj Monitoring
0-208	MOPHSA	Gaye, P	Jan 17-Jan 28 1987	11/23/87	Rsp Needs Assess
0-208	MOPHSA	Gaye, P Royer, A C	Feb 9-Feb 18 1987	11/23/87	Rsp Needs Assess
0-231	MOPHSA	Thiam, D Frelick, G 2 MOPHSA	Apr 21-May 8 1987	09/18/87	Training
0-210	MOPHSA	Seck, P	Apr 26-May 2 1987	08/24/87	Tech Assistance
0-225	MOPHSA	Gaye, P Baker, R	Jan 12-Jan 16 1988	02/26/88	Review/Eval
0-44	MOPHSA	Gaye, P	Feb 1-Feb 4 1989	03/28/89	Proj Monitoring
0-318	MOPHSA	Thiam, D Traore, O	May 16-May 26 1989	07/31/89	Training
0-41	MOPHSA	Gaye, P USAID	Aug 7-Aug 11 1989	09/29/89	Review/Eval
0-303	MOPHSA	Baker, R Mbengue, A	Sep 10-Sep 13 1989	09/29/89	Review/Eval
** MAURITIUS					
0-436		Muhuhu, P Knauff, L Gilpin, V	Oct 13-Oct 29 1987	12/10/87	Rsp Needs Assess
0-46	MFPA	Murphy, C Durham, C	Mar 10-Mar 16 1985	04/22/85	Proj Development
0-149	MFPA	Murphy, C Wileman, R Mtawali, G Sheikh, H Newman, C Ericsson, S Helfenbein, S	Aug 5-Aug 22 1985	10/24/85	Training
0-274	MFPA		Sep 8-Sep 29 1986	11/25/86	Training
** MOROCCO					
0-313		Vansintejan, G accomp. MOH/Morocco, Host	Sep 13-Sep 25 1987	02/05/88	Study Tour
0-191		Mbengue, A	Aug 2-Aug 11 1988	01/12/89	Program Planning
0-185		Mbengue, A (Accomp)	Nov 8-Nov 18 1988	01/31/89	Training
0-193		Tabaski, M (Accomp)	Mar 6-Mar 16 1989	05/16/89	Training
0-260		Mbengue, A (Accomp)	Jun 29-Jul 6 1989	08/31/89	Training
** NEPAL					
0-08	CRS	Knauff, L	Nov 26-Nov 30 1984	12/20/84	Needs Assessment
0-35	CRS	Knauff, L Baker, R	Feb 23-Mar 2 1985	03/22/85	Proj Development
0-36	CRS	Veney, J	Feb 23-Mar 2 1985	05/03/85	Tech Assistance
0-53	CRS	Knauff, L Baker, R	May 20-May 26 1985	07/23/85	Proj Development
0-154	CRS	Knauff, L Brown, M Angle, M	Nov 20-Nov 22 1985	02/05/86	Review/Eval
0-254	CRS	Baker, R	Feb 22-Mar 3 1986	04/16/86	Review/Eval
0-367	CRS	Brown, M	Feb 28-Mar 4 1986	10/16/86	Review/Eval
0-248	CRS	Knauff, L Brown, M	Oct 27-Oct 29 1986	01/05/87	Review/Eval
0-158	CRS	Brown, M	Mar 26-Mar 26 1987	06/03/87	Review/Eval
0-08	DONMOH	Knauff, L	Nov 26-Nov 30 1984	12/20/84	Needs Assessment
0-35	DONMOH	Knauff, L Baker, R	Feb 23-Mar 2 1985	03/22/85	Proj Development
0-36	DONMOH	Veney, J	Feb 23-Mar 2 1985	05/03/85	Tech Assistance
0-53	DONMOH	Knauff, L Baker, R	May 18-May 28 1985	07/23/85	Proj Development
0-154	DONMOH	Knauff, L Brown, M Angle, M	Nov 16-Dec 4 1985	02/05/86	Tech Assistance
0-254	DONMOH	Baker, R	Feb 22-Mar 3 1986	04/16/86	Proj Development
0-367	DONMOH	Brown, M	Feb 27-Feb 28 1986	10/16/86	Review/Eval
0-248	DONMOH	Knauff, L Brown, M	Oct 25-Nov 3 1986	01/05/87	Review/Eval
0-154	DONMOH	DON/MOH Trainers Angle, M (Observer)	Nov 24-Nov 26 1986	02/05/86	Training
0-92	DONMOH	Angle, M	Feb 22-Mar 7 1987	06/22/87	Proj Monitoring
0-158	DONMOH	Brown, M	Mar 25-Apr 3 1987	06/03/87	Review/Eval
0-249	DONMOH	Brown, M	Sep 14-Sep 23 1987	02/05/88	Proj Monitoring
0-50	DONMOH	Knauff, L Angle, M Rooks, J	Sep 11-Sep 25 1988	10/31/88	Review/Eval
0-08	FP/MCH	Knauff, L	Nov 26-Nov 30 1984	12/20/84	Needs Assessment
0-35	FP/MCH	Knauff, L Baker, R	Feb 23-Mar 2 1985	03/22/85	Proj Development
0-36	FP/MCH	Veney, J	Feb 23-Mar 2 1985	05/03/85	Tech Assistance
0-53	FP/MCH	Knauff, L Baker, R	May 18-May 28 1985	07/23/85	Proj Development
0-142	FP/MCH	Brown, M Petrich, E 2 FP/MCH Co-Trainers	Sep 18-Oct 4 1985	01/21/86	Training
0-154	FP/MCH	1 ICHS/DP Co-Trainer			
0-154	FP/MCH	Knauff, L Brown, M Angle, M	Nov 16-Dec 4 1985	02/05/86	Tech Assistance
0-254	FP/MCH	Baker, R	Feb 22-Mar 3 1986	04/16/86	Proj Development
0-247	FP/MCH	Mishra, G Khadka, BB Kunwar, K Karna/Petrich	Mar 2-Mar 15 1986	06/30/86	Training
0-247	FP/MCH	Shrestha, GM Pradhan, GB Singh, SB Karna/Petrich	Mar 2-Mar 15 1986	06/30/86	Training

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-367	FP/MCH	Gautam, BR Pokharel, GP Shrestha, J Rajbhandari/Brown	Mar 9-Mar 22 1986	10/16/86	Training
0-367	FP/MCH	Thapa, M Sumana KC Dang, TB Shakya/Brown	Mar 9-Mar 22 1986	10/16/86	Training
0-247	FP/MCH	Petrich, E Karna	Mar 19-Mar 21 1986	06/30/86	Tech Assistance
0-367	FP/MCH	Brown, M Rajbhandari, PR Shakya, PR	Mar 23-Mar 25 1986	10/16/86	Tech Assistance
0-248	FP/MCH	Knauff, L Brown, M	Oct 27-Nov 2 1986	01/05/87	Review/Eval
0-158	FP/MCH	Brown, M	Mar 25-Apr 4 1987	06/03/87	Review/Eval
0-08	ICHSDP	Knauff, L	Nov 26-Nov 30 1984	12/20/84	Needs Assessment
0-35	ICHSDP	Knauff, L Baker, R	Feb 23-Mar 2 1985	03/22/85	Proj Development
0-36	ICHSDP	Veney, J	Feb 23-Mar 2 1985	05/03/85	Proj Development
0-53	ICHSDP	Knauff, L Baker, R	May 18-May 28 1985	07/23/85	Proj Development
0-154	ICHSDP	Knauff, L Brown, M Angle, M	Nov 16-Dec 4 1985	02/05/86	Tech Assistance
** NIGER					
0-206	MOPH/SA	Herrington, J Gaye, P Seims, S (MSH)	Dec 1-Dec 12 1986	02/02/87	Needs Assessment
0-207	MOPH/SA	Gaye, P Durham, C	Mar 9-Mar 17 1987	06/22/87	Proj Development
0-207	MOPH/SA	Newman, C	Mar 9-Mar 17 1987	06/22/87	Tech Assistance
0-437	MOPH/SA	Gaye, P (8/24-28) Lewis, E 3 Resource persons 1 GYN/ 1 MCH MD/ 1CM	Aug 24-Sep 4 1987	12/10/87	Training
0-438	MOPH/SA	Friedman, J Lewis, E 1 CNSF/1 DEESN/ 1 ENSP (from Act 2)	Oct 19-Nov 6 1987	03/18/88	Training
0-205	MOPH/SA	Newman, C Gaye, P	Feb 1-Feb 6 1988	04/29/88	Tech Assistance
0-439	MOPH/SA	Seck, P Vansintejan, G (until 4/2/88) 1 National Trainer	Mar 21-Apr 8 1988	07/08/88	Training
0-435	MOPH/SA	Mutumbo, Y Bongwele, O 2 Nat'l Evaluators Ericsson, S (1 day)	Apr 11-May 6 1988	09/28/88	Follow-Up
0-202	MOPH/SA	Thiam, D Mutumbo, Y	Jul 11-Aug 5 1988	01/12/89	Training
0-417	MOPH/SA	Baker, R Mbengue, A	Oct 17-Oct 20 1988	11/17/88	Review/Eval
0-203	MOPH/SA	Bongwele, O Thiam, D 2 MOPH/SA Royer, AC (2/8-10)	Jan 13-Feb 10 1989	05/23/89	Follow-Up
0-25	MOPH/SA	Royer, AC	Feb 14-Feb 24 1989	05/09/89	Tech Assistance
0-462	MOPH/SA	Bongwele, O Seck, P 3 Nat'l Co-Trainers	Jun 19-Jun 30 1989	08/31/89	Training
0-22	MOPH/SA	Gaye, P USAID	Jul 31-Aug 4 1989	09/29/89	Review/Eval
** NIGERIA					
0-75		Baker, R	Jul 16-Jul 21 1985	09/11/85	Proj Development
0-309		Lea, J Minnis, R	May 22-May 27 1986	08/19/86	Review/Eval
0-174	Anambra State	Mirabito, T Mtawali, G Nigerian Co-Trainers	Oct 21-Oct 25 1985	04/07/86	Training
0-174	Anambra State	Mirabito, T Mtawali, G Nigerian Co-Trainers	Oct 28-Nov 1 1985	04/07/86	Training
0-06	Bauchi State	Veney, J Malvinsky, J Holman, J	Nov 27-Nov 29 1984	12/17/84	Proj Development
0-18	Bauchi State	Baker, R Durham, C Williams, J	Jan 14-Jan 17 1985	02/15/85	Proj Development
0-131	Bauchi State	Atkinson, B Leftwich, C	Sep 23-Oct 9 1985	01/31/86	Training
0-116	Bauchi State	Hosang, R Foster, D	Nov 18-Dec 12 1985	02/18/86	Training
0-118	Bauchi State	Kroeger, M Sirica, H 2 HMB Co-Trainers	Jan 14-Jan 30 1986	04/16/86	Training
0-130	Bauchi State	Sirica, H Williams, J	Feb 10-Feb 27 1986	05/22/86	Training
0-284	Bauchi State	Stanton, ME Akin-Dahunsi, A	May 5-May 9 1986	04/24/87	Review/Eval
0-115	Bauchi State	Apted, M 3 HMB Co-Trainers	May 12-May 22 1986	08/19/86	Training
0-76	Bauchi State	Mirabito, T Williams, J	Sep 8-Sep 19 1986	12/12/86	Review/Eval
0-377	Bauchi State	Baker, R	Sep 8-Sep 9 1986	10/30/86	Review/Eval
0-26	Bauchi State	Baker, R	Dec 5-Dec 9 1987	02/12/88	Proj Monitoring
0-175	Benue State	Vansintejan, G Sanchez, P Nigerian Co-Trainers	Oct 21-Oct 25 1985	02/11/86	Training
0-175	Benue State	Vansintejan, G Sanchez, P Nigerian Co-Trainers	Oct 28-Nov 1 1985	02/11/86	Training
0-310	Benue State	Knauff, L Brown, M	Jun 16-Jun 25 1986	08/19/86	Needs Assessment
0-375	Benue State	Muhuhu, P Mirabito, T	Sep 22-Oct 10 1986	12/12/86	Proj Development
0-345	Benue State	Baker, R Mirabito, T Fulk, W (UNCCH)	Jan 19-Jan 22 1987	03/24/87	Proj Development
0-401	Benue State	Williams, J Farrell, B	Apr 27-May 8 1987	08/31/87	Training
0-403	Benue State	Apted, M Yumkella, F	Jun 1-Jun 12 1987	10/27/87	Training
0-402	Benue State	Mtawali, G Apted, M Farrell, B	Jun 29-Aug 6 1987	11/23/87	Training
0-572	Benue State	Mirabito, T	Aug 10-Aug 13 1987	10/27/87	Proj Monitoring
0-405	Benue State	Farrell, B 6 Team A Trainers	Aug 17-Sep 11 1987	01/26/88	Training
0-404	Benue State	Apted, M 6 Trainers	Aug 24-Sep 5 1987	02/05/88	Training
0-406	Benue State	Farrell, B 5 MOH/HSMB Trainers	Oct 5-Oct 30 1987	02/05/88	Training
0-273	Benue State	Veney, J	Oct 12-Oct 15 1987	02/05/88	Tech Assistance
0-407	Benue State	Brown, M Farrell, B 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	Nov 1-Nov 11 1987	02/05/88	Review/Eval
0-26	Benue State	Baker, R	Dec 2-Dec 5 1987	02/12/88	Proj Monitoring

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-201	Benue State	Farrell, B	Jan 4-Jan 15 1988	04/13/88	Training
0-408	Benue State	Plopper, S Abodunrin, V	Feb 29-Mar 11 1988	05/10/88	Training
0-409	Benue State	Stanton, ME Veney, J Apted, M Angle, M 5 MOH/HSMB Staff 5 MOH/HSMB Trainers	Mar 13-Mar 17 1988	06/24/88	Review/Eval
0-59	FMOH	Herrington, J Tsuei, J Wachira, J Smrcka, S	May 13-Jun 8 1985	09/13/85	Proj Development
0-177	FMOH	Veney, J	Oct 13-Oct 19 1985	11/19/85	Proj Development
0-179	FMOH	Baker, R	Nov 23-Nov 29 1985	01/21/86	Proj Development
0-238	FMOH	Veney, J Miranda, M 2 FMOH Co-Trainers	Feb 10-Feb 14 1986	06/16/86	Training
0-239	FMOH	Veney, J Burr, C 2 FMOH Co-Trainers	Jul 14-Jul 18 1986	01/12/87	Training
0-239	FMOH	Veney, J Burr, C 2 FMOH Co-Trainers	Jul 21-Jul 25 1986	01/12/87	Training
0-395	Gongola State	Mirabito, T 2 Pathfinder: Crawford, J Olatokunbo, O	Oct 29-Nov 7 1986	03/31/87	Needs Assessment
0-410	Gongola State	Mirabito, T 2 Pathfinder: Haider, M Olatokunbo, O	Jan 25-Feb 14 1987	09/24/87	Proj Development
0-572	Gongola State	Mirabito, T	Aug 10-Aug 11 1987	10/27/87	Proj Development
0-446	Gongola State	Bergthold, G Morah Baba Delano	Aug 24-Aug 24 1987	12/10/87	Training
0-446	Gongola State	Bergthold, G Baba Delano	Aug 25-Aug 26 1987	12/10/87	Training
0-446	Gongola State	Bergthold, G Baba Delano	Aug 27-Aug 27 1987	12/10/87	Training
0-447	Gongola State	O'Hanley, K Bennetts, A	Sep 14-Sep 25 1987	12/18/87	Training
0-272	Gongola State	Hall, C Haaland, A Olatokunbo, B Omotodho, G (Pathfinder/Lagos)	Oct 11-Oct 27 1987	12/18/87	Proj Planning
0-448	Gongola State	Apted, M Ajiboye, R	Jan 11-Jan 29 1988	05/10/88	Training
0-449	Gongola State	Apted, M 5 Trainers from Activity 3	Feb 8-Feb 12 1988	05/10/88	Training
0-550	Gongola State	Apted, M 5 Trainers from Activity 3	Feb 22-Mar 11 1988	05/10/88	Training
0-551	Gongola State	Hall, C Bergthold, G	Mar 21-Mar 24 1988	05/26/88	Review/Eval
0-06	Imo State	Veney, J Malvinsky, J Holman, J	Nov 20-Nov 24 1984	12/17/84	Proj Development
0-18	Imo State	Baker, R Durham, C Williams, J	Jan 10-Jan 13 1985	02/15/85	Proj Development
0-110	Imo State	Bergthold, G Silverman, M 1 MOH Co-Trainer 2 Others	Mar 26-Mar 28 1985	08/12/85	Training
0-110	Imo State	Bergthold, G Silverman, M 1 MOH Co-Trainer 2 Others	Apr 1-Apr 3 1985	08/12/85	Training
0-111	Imo State	Andrews, L Hall, C 1 MOH Co-Trainer	Apr 22-May 17 1985	08/28/85	Training
0-112	Imo State	Andrews, L Boone, J 1 MOH Co-Trainer	May 20-Jun 13 1985	09/24/85	Training
0-113	Imo State	Lewis, E Hosang, R 1 STT Co-Trainer	Jul 8-Aug 2 1985	12/02/85	Training
0-155	Imo State	Malvinsky, J Williams, J	Nov 18-Nov 29 1985	02/18/86	Training
0-188	Imo State	Lewis, E O'Hanley, K 4 STT Co-Trainers	Jan 14-Feb 7 1986	06/11/86	Training
0-242	Imo State	Vansintejan, G Nigerian Co-Trainers	Jan 20-Jan 24 1986	03/25/86	Training
0-242	Imo State	Vansintejan, G Nigerian Co-Trainers	Jan 27-Jan 31 1986	03/25/86	Training
0-242	Imo State	Vansintejan, G	Feb 1-Feb 8 1986	03/25/86	Other
0-114	Imo State	Johnson, D Apted, M	Feb 17-Feb 28 1986	06/03/86	Training
0-284	Imo State	Tsuei, J Isama, I	Apr 28-Apr 30 1986	04/24/87	Review/Eval
0-340	Imo State	Williams, J O'Hanley, K	Jun 16-Jun 27 1986	12/12/86	Training
0-377	Imo State	Baker, R	Aug 26-Aug 26 1986	10/30/86	Review/Eval
0-06	Kwara State	Veney, J Malvinsky, J Holman, J	Nov 15-Nov 19 1984	12/17/84	Proj Development
0-18	Kwara State	Baker, R Durham, C Williams, J	Jan 6-Jan 9 1985	02/15/85	Proj Development
0-124	Kwara State	Kroeger, M Apted, M	Mar 4-Mar 29 1985	06/24/85	Training
0-119	Kwara State	Apted, M Sirica, H	May 6-May 24 1985	08/07/85	Training
0-120	Kwara State	Kroeger, M Rogow, D 4 STT Members	Jun 10-Jul 30 1985	11/26/85	Training
0-121	Kwara State	Apted, M Atkinson, B	Aug 5-Aug 23 1985	02/13/86	Training
0-284	Kwara State	Tsuei, J Isama, I	Apr 23-Apr 25 1986	04/24/87	Review/Eval
0-377	Kwara State	Baker, R	Aug 28-Aug 30 1986	10/30/86	Review/Eval
0-78	Kwara State	Apted, M O'Hanley, K	Sep 15-Oct 3 1986	01/15/87	Training
0-414	Kwara State	Mirabito, T	Nov 10-Nov 11 1986	03/31/87	Review/Eval
0-281	Kwara State	Mirabito, T	Feb 3-Feb 6 1987	09/24/87	Program Planning
0-442	Kwara State	Hall, C 4 Kwara STT	Jun 29-Jul 10 1987	09/24/87	Training
0-443	Kwara State	Hall, C 4 Kwara STT	Jul 20-Jul 31 1987	11/23/87	Training
0-572	Kwara State	Mirabito, T (accomp)	Aug 5-Aug 6 1987	10/27/87	Review/Eval
0-444	Kwara State	Hall, C 4 Kwara STT	Aug 17-Sep 11 1987	12/10/87	Training
0-26	Kwara State	Baker, R	Dec 9-Dec 11 1987	02/12/88	Proj Monitoring
0-445	Kwara State	Stanton, ME Williams, J Veney, J Angle, M	Mar 4-Mar 12 1988	06/06/88	Review/Eval
0-246	Lagos State	Muhuhu, P Mirabito, T Ndiaye, JM	Jan 20-Jan 31 1986	05/02/86	Needs Assessment
0-277	Lagos State	Brown, M Brancich, C Akin-Dahunsi, A	Apr 22-May 8 1986	06/30/86	Proj Development
0-376	Lagos State	Baker, R Mirabito, T	Sep 2-Sep 6 1986	11/12/86	Proj Development
0-279	Lagos State	Apted, M O'Hanley, K Walter, G 1 Co-Trainer	Jan 15-Jan 16 1987	05/29/87	Training

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-279	Lagos State	Apted, M O'Hanley, K Walter, G Abodunrin, V	Jan 19-Feb 6 1987	05/29/87	Training
0-280	Lagos State	Brancich, C Farrell, B Apted, M Ajiboye, R	Feb 16-Mar 6 1987	05/29/87	Training
0-362	Lagos State	Apted, M (TA) 4 State Trainers Ajiboye, R	Mar 11-Mar 24 1987	06/12/87	Training
0-341	Lagos State	Walter, G (TA) 7 State Trainers	Mar 11-Apr 7 1987	06/22/87	Training
0-364	Lagos State	O'Hanley, K 5 STT	May 18-Jun 17 1987	09/24/87	Training
0-572	Lagos State	Mirabito, T	Jul 30-Jul 31 1987	10/27/87	Proj Monitoring
0-572	Lagos State	Mirabito, T (accomp)	Aug 3-Aug 4 1987	10/27/87	Review/Eval
0-342	Lagos State	Williams, J Gridley, K	Aug 24-Sep 4 1987	11/23/87	Training
0-26	Lagos State	Baker, R	Dec 11-Dec 16 1987	02/12/88	Proj Monitoring
0-62	Lagos State	Walter, G	Feb 29-Mar 18 1988	06/20/88	Training
0-278	Lagos State	Apted, M Angle, M Brancich, C Stanton, ME	Mar 21-Mar 25 1988	06/24/88	Review/Eval
0-284	Niger State	Stanton, ME Akin-Dahunsi, A	May 18-May 22 1986	04/24/87	Review/Eval
0-125	Ondo State	Tsuei, J Wachira, J Nigerian Co-Trainers	Sep 16-Sep 20 1985	01/08/86	Training
0-125	Ondo State	Tsuei, J Wachira, J Nigerian Co-Trainers	Sep 23-Sep 27 1985	01/08/86	Training
0-284	Ondo State	Stanton, ME Akin-Dahunsi, A	May 11-May 16 1987	04/24/87	Review/Eval
0-175	Plateau State	Mercer, M Vansintejan, G Nigerian Co-Trainers	Oct 7-Oct 11 1985	02/11/86	Training
0-175	Plateau State	Mercer, M Vansintejan, G Nigerian Co-Trainers	Oct 14-Oct 18 1985	02/11/86	Training
0-284	Plateau State	Tsuei, J Isama, I	May 5-May 9 1986	04/24/87	Review/Eval
**	PAPUA/NEW GUINEA				
0-252	FHDMOH	Knauff, L Quitevis, C Eduarte, A	Feb 4-Feb 13 1986	04/07/86	Rsp Needs Assess
0-368	FHDMOH	Muhuhu, P Eduarte, A	Mar 25-Apr 16 1987	06/17/87	Tech Assistance
**	PHILIPPINES				
0-358	IMCCSDI	Angle, M	Mar 8-Mar 21 1987	06/22/87	Tech Assistance
0-359	IMCCSDI	Knauff, L Baker, R	Mar 24-Apr 3 1987	05/12/87	Proj Development
0-369	IMCCSDI	Mtawali, G	Mar 24-Mar 27 1987	06/17/87	Orientation
0-165	IMCCSDI	Brancich, C	Aug 9-Aug 15 1987	10/30/87	Training
0-315	IMCCSDI	Baker, R Knauff, L	Mar 24-Mar 29 1988	04/29/88	Review/Eval
0-390	IMCCSDI	Baker, R Knauff, L	Jul 7-Jul 12 1988	07/27/88	Program Planning
0-440	IMCCSDI	Rull, C Eduarte, A	Sep 19-Sep 24 1988	12/30/88	Training
0-552	IMCCSDI	Knauff, L Baker, R	Jul 26-Jul 30 1989	08/23/89	Review/Eval
0-358	IMCCSDI/Reg'l	Angle, M	Mar 8-Mar 21 1987	06/22/87	Tech Assistance
0-369	IMCCSDI/Reg'l	Mtawali, G	Mar 24-Mar 27 1987	06/17/87	Orientation
0-359	IMCCSDI/Reg'l	Knauff, L Baker, R	Mar 24-Apr 3 1987	05/12/87	Proj Development
0-315	IMCCSDI/Reg'l	Baker, R Knauff, L	Mar 24-Mar 29 1988	04/29/88	Review/Eval
0-196	IMCCSDI/Reg'l	Grafilo, M	Mar 28-Apr 1 1988	06/06/88	Tech Assistance
0-192	IMCCSDI/Reg'l	Eduarte, A	Jun 20-Jun 24 1988	07/22/88	Tech Assistance
0-390	IMCCSDI/Reg'l	Baker, R Knauff, L	Jul 7-Jul 12 1988	07/27/88	Review/Eval
0-05	IMCH	Knauff, L	Nov 12-Nov 16 1984	12/21/84	Proj Development
0-43	IMCH	Muhuhu, P	Feb 9-Feb 12 1985	03/28/85	Proj Development
0-100	IMCH	Brancich, C	Jun 1-Jun 14 1985	08/28/85	Tech Assistance
0-101	IMCH	Lea, J Knauff, L	Sep 28-Oct 4 1985	11/14/85	Review/Eval
0-102	IMCH	Brancich, C Kass-Annese, B IMCH Core Trainers Mirabito, T	Nov 11-Nov 29 1985	02/06/86	Training
0-156	IMCH	Walter, G Segarra, A (IMCH) Tejano, A (IMCH)	Jan 6-Jan 24 1986	04/07/86	Training
0-218	IMCH	Murphy, C Mende, T (IMCH) Eduarte, A (IMCH) Eraldo, F (IMCH)	May 19-Jun 6 1986	08/01/86	Training
0-378	IMCH	Lea, J Dennis, M	Sep 9-Sep 14 1986	12/19/86	Program Planning
0-286	IMCH	Knauff, L Brown, M	Nov 8-Nov 14 1986	01/29/87	Review/Eval
0-357	IMCH	Grafilo, M Dabatos, L Veney, J (11/17-27)	Nov 17-Dec 5 1986	03/13/87	Training
0-359	IMCH	Baker, R Knauff, L	Mar 24-Apr 3 1987	05/12/87	Review/Eval
0-315	IMCH	Baker, R	Apr 4-Apr 9 1988	04/29/88	Review/Eval
**	RWANDA				
0-24	ONAPO	Walter, G	Mar 8-Mar 15 1985	08/06/85	Needs Assessment
0-132	ONAPO	Chaponniere, P Gridley, K 3 ONAPO Co-Trainers	Jul 15-Aug 2 1985	01/30/86	Training
0-132	ONAPO	Chaponniere, P Gridley, K 3 ONAPO Co-Trainers	Aug 9-Aug 23 1985	01/30/86	Training
0-61	ONAPO	Herrington, J Walter, G Gaye, P Newman, C Durham, C	Mar 4-Mar 14 1986	03/19/86	Proj Development
0-297	ONAPO	Sirica, K Gomez, P	Nov 3-Nov 15 1986	03/18/87	Training

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Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-287	ONAPO	Gomez, P 3 ONAPO Co-Trainers	Jan 26-Feb 7 1987	05/29/87	Training
0-288	ONAPO	Gomez, P Sirica, H 2 ONAPO Co-Trainers	Mar 23-Apr 4 1987	07/15/87	Training
0-159	ONAPO	Gaye, P Sirica, H ONAPO Staff	Apr 7-Apr 15 1987	05/12/87	Review/Eval
0-290	ONAPO	Frelick, G Jennings, H	Jun 15-Jun 25 1987	09/11/87	Training
0-160	ONAPO	Sirica, H	Jul 20-Aug 1 1987	12/10/87	Training
0-583	ONAPO	Gershman-Mousseau, Y ONAPO Trainers	Aug 10-Aug 14 1987	03/09/88	Training
0-294	ONAPO	Walter, G Kamanzi, C	Oct 19-Oct 31 1987	03/09/88	Training
0-135	ONAPO	Yohalem, D Jennings, H	Nov 30-Dec 12 1987	03/09/88	Training
0-292	ONAPO	Gaye, P (6/7-12) Durham, C (6/7-10)	Jun 7-Jun 12 1988	09/01/88	Review/Eval
0-300	ONAPO	Jennings, L Kamanzi, C Mbonigaba, D	Aug 15-Aug 20 1988	11/15/88	Training
0-295	ONAPO	Walter, G	Aug 22-Sep 3 1988	12/16/88	Training
0-334	ONAPO	Jennings, L Frelick, G	Sep 26-Oct 7 1988	12/30/88	Training
0-333	ONAPO	Plopper, S	Oct 17-Oct 29 1988	01/12/89	Training
0-291	ONAPO	Newman, C	Feb 6-Feb 10 1989	03/13/89	Tech Assistance
0-293	ONAPO	Fontaine, A Bongwele, O Nat'l Eval.	Mar 4-Mar 31 1989	07/27/89	Follow Up Rsp
0-352	ONAPO	Gaye, P Bongwele, O	Mar 26-Apr 6 1989	08/31/89	Review/Eval
0-212	ONAPO	Durham, C Gaye, I	May 23-May 28 1989	07/12/89	Review/Eval
** SENEGAL					
0-422		Royer, A C	May 2-May 14 1988	02/12/88	Training
0-150	ASBEF/REG'L	Herrington, J	Aug 31-Sep 4 1985	02/18/86	Introductory
0-365	ASBEF/REG'L	Herrington, J Gaye, P	Aug 27-Sep 6 1986	03/16/87	Program Planning
0-396	ASBEF/REG'L	Gaye, P Seck, P	Mar 14-Mar 27 1987	08/18/87	Needs Assessment
0-104	ASBEF/REG'L	Gaye, P	Jul 11-Jul 16 1987	10/27/87	Proj Development
0-136	ASBEF/REG'L	Seck, P	Jul 25-Aug 1 1987	02/05/88	Tech Assistance
0-170	ASBEF/REG'L	ASBEF Seck, P	Aug 24-Sep 19 1987	05/10/88	Training
0-235	SFHP	Gaye, P	Jan 4-Jan 8 1988	03/25/88	Proj Development
** SIERRA LEONE					
0-02	MOH	Lea, J	Nov 5-Nov 7 1984	01/28/85	Program Planning
0-17	MOH	Knauff, L	Jan 13-Jan 18 1985	01/31/85	Proj Development
0-42	MOH	Veney, J	Jan 13-Jan 18 1985	02/03/85	Tech Assistance
0-38	MOH	Major, B (TA) MOH CTT	Feb 11-Mar 22 1985	06/19/85	Training
0-38	MOH	Major, B	Feb 16-Feb 25 1985	06/19/85	Training
0-122	MOH	Plopper, S 5 CTT Co-Trainers	Jul 1-Jul 19 1985	11/26/85	Training
0-79	MOH	Muhuhu, P	Sep 20-Oct 4 1985	02/17/86	Rsp Tech Assist
0-216	MOH	Veney, J	Oct 11-Oct 13 1985	11/14/85	Proj Development
0-134	MOH	Veney, J (TA) Miranda, M (TA) 4 MOH Co-Trainers	Nov 26-Dec 6 1985	02/28/86	Training
0-108	MOH	Muhuhu, P	Feb 2-Feb 8 1987	05/12/87	Tech Assistance
0-578	MOH	Wachira, J Gilpin, V	Dec 5-Dec 14 1987	04/29/88	Needs Assessment
0-73	MOH	Wachira, J Gilpin, V Seck, P	Jun 13-Jun 18 1988	11/04/88	Training
** SOMALIA					
0-233		Muhuhu, P Wachira, J	Jan 20-Jan 24 1988	02/26/88	Program Planning
0-398		Knauff, L Muhuhu, P Gilpin, V	Apr 11-May 1 1988	06/06/88	Needs Assessment
0-27	FHD/MOH	Muhuhu, P	Mar 3-Mar 17 1985	07/31/85	Tech Assistance
0-123	FHD/MOH	Eduarte, A Gilpin, V 2 MOH Co-Trainers	Aug 17-Sep 12 1985	11/04/85	Training
0-55	SFHCA	Muhuhu, P Johal, M	Jun 2-Jun 17 1985	08/08/85	Needs Assessment
0-173	SFHCA	Brown, M 3 Somali Co-Trainers	Jul 13-Jul 18 1985	10/21/85	Training
0-137	SFHCA	Toomey, K 3 MOH Co-Trainers	Sep 23-Oct 3 1985	02/11/86	Training
** SRI LANKA					
0-32	FPASL	Knauff, L	Feb 17-Feb 23 1985	03/22/85	Needs Assessment
0-31	FPASL	Veney, J	Feb 17-Feb 23 1985	04/22/85	Tech Assistance
0-63	FPASL	Knauff, L Baker, R	May 12-May 18 1985	06/25/85	Proj Development
0-153	FPASL	Knauff, L Angle, M	Nov 9-Nov 16 1985	02/05/86	Tech Assistance
0-144	FPASL	Leonhardt, T	Dec 7-Dec 8 1985	04/16/86	Training
0-144	FPASL	Leonhardt, T	Dec 9-Dec 15 1985	04/16/86	Training
0-145	FPASL	Leonhardt, T	Jan 11-Jan 23 1986	04/28/86	Training
0-94	FPASL	7 FPASL Trainers 6 DPO Asst Trainers Leonhardt, T (TA)	May 26-Jun 5 1986	09/03/86	Training
0-95	FPASL	Knauff, L Brown, M	Oct 19-Oct 25 1986	01/15/87	Review/Eval
0-146	FPASL	Rajbhandari, PR 7 FPASL Co-Trainers 16 DPO Co-Trainers	Oct 23-Oct 28 1986	01/29/87	Training
0-168	FPASL	Baker, R	Apr 6-Apr 10 1987	05/18/87	Proj Monitoring
0-96	FPASL	Brown, M	Sep 6-Sep 12 1987	12/18/87	Proj Monitoring
0-16	FPASL	Veney, J	Oct 17-Oct 23 1987	02/05/88	Tech Assistance
0-97	FPASL	6 FPASL Trainers Yoder, R	Nov 14-Nov 19 1987	02/12/88	Training

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-49	NIHS	Gershman, Y	Jun 6-Jun 18 1988	09/07/88	Needs Assess RSP
0-363	NIHS	Vansintejan, G	Oct 8-Nov 9 1988	01/12/89	Tech Assistance
0-427	NIHS	McMinn, A	Mar 7-Mar 17 1989	05/19/89	Training
** SWAZILAND					
0-37	FLAS	Place, C	Mar 3-Mar 19 1985	06/02/85	Rsp Tech Assist
** SWITZERLAND					
0-09		Dangerfield, L	May 5-May 8 1988	07/22/88	Staff Develop
** TANZANIA					
0-275	UMATI	Muhuhu, P	Feb 17-Feb 17 1986	05/02/86	Program Planning
** THAILAND					
0-93	Chulalonghorn	Angle, M	Feb 18-Feb 22 1987	06/22/87	Tech Assistance
0-07	MOPH	Knauff, L	Nov 19-Nov 23 1984	12/21/84	Needs Assessment
0-34	MOPH	Knauff, L (2/6-17) Baker, R (2/10-23)	Feb 6-Feb 23 1985	03/28/85	Proj Development
0-33	MOPH	Veney, J	Feb 8-Feb 17 1985	04/22/85	Tech Assistance
0-67	MOPH	Walter, G	Apr 15-Apr 18 1985	08/12/85	Follow-Up
0-54	MOPH	Knauff, L	May 5-May 12 1985	07/23/85	Review/Eval
0-152	MOPH	Knauff, L Lea, J	Sep 23-Sep 28 1985	11/06/85	Review/Eval
0-99	MOPH	Veney, J Miranda, M Angle, M	May 12-May 21 1986	08/19/86	Training
0-219	MOPH	Knauff, L Brown, M	Nov 3-Nov 8 1986	01/12/87	Review/Eval
0-93	MOPH	Angle, M	Feb 16-Feb 22 1987	06/22/87	Proj Monitoring
0-200	MOPH	Knauff, L	Dec 15-Jan 2 1988	02/05/88	Tech Assistance
0-07	PDA	Knauff, L	Nov 19-Nov 23 1984	12/21/84	Needs Assessment
0-30	PDA	Muhuhu, P	Jan 14-Feb 9 1985	05/03/85	Program Planning
0-34	PDA	Knauff, L Baker, R	Feb 6-Feb 23 1985	03/28/85	Proj Development
0-54	PDA	Knauff, L	May 11-May 11 1985	07/23/85	Program Planning
0-54	PDA	Knauff, L	Jun 14-Jun 14 1985	07/23/85	Program Planning
0-157	PDA	AC/PDA Trainers Muhuhu, P	Jul 1-Jul 15 1985	10/21/85	Training
0-152	PDA	Knauff, L Lea, J	Sep 23-Sep 27 1985	11/06/85	Review/Eval
0-219	PDA	Knauff, L Brown, M	Nov 3-Nov 8 1986	01/12/87	Review/Eval
0-370	PDA	Knauff, L Brown, M Mtawali, G	Mar 16-Mar 20 1987	05/07/87	TAC Meeting
0-433	PDA	AC/PDA Staff	Mar 30-Apr 11 1987	10/27/87	Training
0-106	PDA	Brown, M	Sep 23-Sep 30 1987	12/10/87	Proj Monitoring
0-106	PDA	Brown, M (accomp)	Sep 23-Sep 30 1987	12/10/87	Review/Eval
0-139	PDA	Gaye, P Hanson, B Eduarte, A	Oct 19-Oct 31 1987	03/04/88	Training
0-51	PDA	Seck, P	Oct 31-Nov 6 1987	04/13/88	Other
0-200	PDA	Knauff, L	Dec 22-Dec 29 1987	02/12/88	Tech Assistance
0-196	PDA	Grafilo, M	Mar 28-Apr 1 1988	06/06/88	Tech Assistance
0-204	PDA	Baker, R Knauff, L	Mar 29-Apr 4 1988	05/06/88	Program Planning
0-192	PDA	Eduarte, A	Jun 20-Jun 24 1988	07/22/88	Tech Assistance
0-263	PDA	Wileman, R Beasley, G Eduarte, A	Jul 24-Aug 11 1989	09/19/89	Training
0-360	PDA	Knauff, L Baker, R	Jul 30-Aug 4 1989	08/23/89	Review/Eval
** TOGO					
0-199		Muhuhu, P Wachira, J Mtawali, G Gaye, P Seck, P Thiam, D Knauff, L Bongwele, O Newman, C	Jun 27-Jun 29 1988	08/03/88	Program Planning
0-450		Gaye, P Seck, P Thiam, D Mutombo, Y Bongwele, O Newman, C Corbett, M	Jul 10-Jul 13 1989	08/03/89	TAC Meeting
0-03	FHTC	Lea, J	Nov 7-Nov 11 1984	01/28/85	Program Planning
0-176	FHTC	Gaye, P	Jan 21-Jan 28 1988	04/13/88	Proj Development
0-215	FHTC	Gaye, I	Mar 3-Mar 10 1988	05/26/88	Prog Planning
0-172	MOPH/SACW	Knauff, L Gaye, P Mirabito, T	Jun 3-Jun 19 1987	08/12/87	Needs Assessment
0-176	MOPH/SACW	Gaye, P (1/21-1/28) Thiam, D Seck, P	Jan 21-Feb 4 1988	04/13/88	Tech Assistance
0-81	MOPH/SACW	Thiam, D Bongwele, O	Feb 14-Mar 8 1988	08/03/88	Tech Assistance
0-386	MOPH/SACW	Gaye, P	May 23-May 27 1988	12/07/88	Program Planning
0-84	MOPH/SACW	Aubel, J Toko, P	May 30-Jun 10 1988	10/28/88	Training
0-91	MOPH/SACW	Bongwele, O Toko, P	Jun 13-Jun 24 1988	11/09/88	Training
0-85	MOPH/SACW	Glenn, J Bongwele, O (7/18-22)	Jul 11-Jul 29 1988	12/30/88	Training
0-74	MOPH/SACW	Gaye, P	Oct 31-Nov 4 1988	12/16/88	Proj Monitoring
0-86	MOPH/SACW	Seck, P Mutombo, Y (11/14-16)	Nov 14-Dec 16 1988	02/10/89	Training
0-87	MOPH/SACW	Mutombo, Y Memen, S (CTT)	Nov 28-Dec 9 1988	05/17/89	Training
0-87	MOPH/SACW	Mutombo, Y Memen, S (CTT)	Dec 12-Dec 22 1988	05/17/89	Training
0-83	MOPH/SACW	Gaye, P Mutombo, Y Knauff, L	Feb 15-Feb 18 1989	03/13/89	Tech Assistance
0-306	MOPH/SACW	Mutombo, Y Toko, P 5 Co-Trainers	Mar 6-Mar 18 1989	07/11/89	Training

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-90	MOPH/SACW	Seck, P Mutombo, Y Nat'l Team	Apr 3-May 12 1989	07/27/89	Training
0-194	MOPH/SACW	Mutombo, Y Thiam, D	Jun 12-Jun 30 1989	09/29/89	Follow-Up
0-455	MOPH/SACW	Mutombo, Y Seck, P (8/14-26)	Jul 24-Aug 31 1989	09/29/89	Tech Assistance
0-319	MOPH/SACW	Gaye, P USAID	Aug 21-Aug 26 1989	09/29/89	Review/Eval
** UGANDA					
0-12	MOH	Knauff, L Muhuhu, P	Dec 5-Dec 9 1984	01/08/85	Proj Development
0-13	MOH	Veney, J	Dec 5-Dec 9 1984	01/08/85	Tech Assistance
0-190	MOH	Baker, R Mtawali, G Muhuhu, P	Apr 27-May 3 1986	06/16/86	Proj Development
0-347	MOH	Mtawali, G Mutabaazi-Kaijuka, W 3 CTT	Oct 13-Oct 17 1986	05/07/87	Training
0-347	MOH	Mtawali, G Mutabaazi-Kaijuka, W 3 CTT	Oct 20-Oct 24 1986	05/07/87	Training
0-347	MOH	Mtawali, G Mutabaazi-Kaijuka, W 3 CTT	Oct 27-Oct 29 1986	05/07/87	Training
0-351	MOH	Yumkella, F Veney, J (11/9-15) 3 CTT 1 ICE	Nov 8-Dec 12 1986	04/07/87	Follow-Up
0-304	MOH	Mtawali, G 2 CTT	Jan 5-Feb 13 1987	06/22/87	Training
0-579	MOH	Muhuhu, P	Jul 12-Jul 15 1987	10/30/87	Proj Monitoring
0-147	MOH	Muhuhu, P (accomp)	Jul 26-Jul 31 1987	11/23/87	Review/Eval
0-349	MOH	Mtawali, G 5 CTT	Oct 5-Oct 7 1987	02/15/88	Training
0-349	MOH	Mtawali, G 5 CTT	Oct 12-Oct 14 1987	02/15/88	Training
0-348	MOH	Jennings, L Leftwich, C Rushota, R Aboda, A	Jan 11-Jan 29 1988	04/29/88	Training
0-348	MOH	Jennings, L Rushota, R Aboda, A	Feb 8-Feb 24 1988	04/29/88	Training
0-355	MOH	Wachira, J Muhuhu, P	Jul 18-Jul 22 1988	12/30/88	Review/Eval
0-355	MOH	Wachira, J Muhuhu, P	Jul 25-Jul 29 1988	12/30/88	Needs Assessment
0-353	MOH	Beasley, G Jalloh, M Rull, C	Oct 12-Oct 28 1988	01/31/89	Training
0-105	MOH	Knauff, L Muhuhu, P	Nov 21-Dec 2 1988	12/16/88	Tech Assistance
0-354	MOH	Beasley, G Dufour, W Mtawali, G 2 CTT	Jan 30-Feb 16 1989	04/19/89	Training
0-388	MOH	Fontaine, A Wachira, J 2 CTT	Jul 9-Aug 1 1989	09/19/89	Review/Eval
** ZAIRE					
0-23	AZBEF	Walter, G	Mar 17-Mar 22 1985	05/24/85	Needs Assessment
0-57	AZBEF	Herrington, J Walter, G	Feb 17-Feb 28 1986	07/10/86	Needs Assessment
0-308	AZBEF	Herrington, J Newman, C Durham, C	Jul 15-Jul 30 1986	10/16/86	Proj Development
0-326	AZBEF	Gaye, P	Feb 23-Mar 1 1987	06/22/87	Review
0-393	AZBEF	Lewis, E Sirica, H 2 Co-Trainers	May 27-Jun 20 1987	10/27/87	Training
0-148	AZBEF	Gaye, P (Accomp)	Aug 11-Aug 15 1987	09/30/87	Proj Monitoring
0-197	AZBEF	Gaye, P	Sep 19-Sep 23 1987	12/10/87	Proj Monitoring
0-392	AZBEF	Thiam, D (3 wks only)	Oct 21-Nov 19 1987	05/06/88	Training
0-332	AZBEF	Gaye, P Newman, C 1 USAID 1 PSND 1 AZBEF 3 Evaluators	Feb 8-Feb 12 1988	05/26/88	Review/Eval
0-240	AZBEF	Thiam, D	Apr 11-May 8 1988	12/30/88	Tech Assistance
0-241	AZBEF	Gaye, I Durham, C	Jun 13-Jun 17 1988	10/18/88	Review/Eval
0-14	AZBEF	2 AZBEF Newman, C (12/5-17) Kabore, J	Nov 14-Dec 17 1988	02/08/89	Follow-Up
0-47	AZBEF	Gaye, P	Dec 11-Dec 18 1988	02/07/89	Proj Monitoring
0-257	AZBEF	Jennings, L Shamp, M Bangula, B	Apr 18-Apr 29 1989	06/22/89	Training
0-451	AZBEF	Durham, C Gaye, I	May 28-Jun 2 1989	08/03/89	Review/Eval
0-195	AZBEF	Corbett, M Bongwele, O (6/5-10) Gaye, P (6/12-17)	Jun 5-Jun 17 1989	07/27/89	Review/Eval
0-23	PSND	Walter, G	Mar 17-Mar 22 1985	05/24/85	Needs Assessment
0-57	PSND	Herrington, J Walter, G	Feb 17-Feb 28 1986	07/10/86	Needs Assessment
0-308	PSND	Herrington, J Newman, C Durham, C	Jul 15-Jul 30 1986	10/16/86	Proj Development
0-338	PSND	Lewis, E (TA) Greenberger, L (TA) 3 PSND	Nov 10-Nov 29 1986	03/18/87	Training
0-338	PSND	Lewis, E Greenberger, L 1 PSND	Dec 1-Dec 13 1986	03/18/87	Training
0-366	PSND	Lewis, E Malvinsky, J	Jan 19-Feb 6 1987	06/19/87	Training
0-331	PSND	Lewis, E Stone, R 1 AZBEF	Feb 16-Feb 28 1987	07/15/87	Training
0-326	PSND	Gaye, P	Feb 23-Mar 1 1987	06/22/87	Review/Eval
0-327	PSND	Lewis, E Plopper, S	Mar 9-Mar 21 1987	07/15/87	Training
0-329	PSND	Lewis, E Plopper, S 1 PSND	Mar 23-Mar 28 1987	08/31/87	Tech Assistance
0-329	PSND	Lewis, E Plopper, S 2 PSND	Apr 1-Apr 14 1987	08/31/87	Training
0-385	PSND	Thiam, D Lewis, E	Jul 1-Jul 18 1987	01/26/88	Training
0-385	PSND	Thiam, D Lewis, E	Jul 20-Jul 31 1987	01/26/88	Training
0-148	PSND	Gaye, P (accomp)	Aug 11-Aug 15 1987	09/30/87	Review/Eval
0-197	PSND	Gaye, P	Sep 19-Sep 23 1987	12/10/87	Proj Monitoring
0-387	PSND	Thiam, D 2 Zairians	Nov 11-Dec 19 1987	04/29/88	Training
0-332	PSND	Gaye, P Newman, C	Feb 8-Feb 12 1988	05/26/88	Review/Eval
0-241	PSND	Gaye, I Durham, C	Jun 12-Jun 17 1988	10/18/88	Review/Eval
0-64	PSND	Plopper, S Ngole, M Mandu, E	Sep 12-Sep 24 1988	12/16/88	Training
0-14	PSND	Natl Eval and CTT Newman, C (12/5-17) Kabore, J	Nov 14-Dec 17 1988	02/08/89	Follow-Up
0-47	PSND	Gaye, P	Dec 11-Dec 18 1988	02/07/89	Proj Monitoring

Trip #	Organization	Travelers	Dates of Trip	Trip Report Distributed	Purpose of Trip
0-151	PSND	Kabore, J	May 8-Jun 6 1989	09/29/89	Follow-Up
0-451	PSND	Durham, C	May 28-Jun 2 1989	08/03/89	Review/Eval
0-195	PSND	Corbett, M Bongwele, O (6/4-11) (6/12-18)	Jun 5-Jun 17 1989	07/27/89	Review/Eval
** ZIMBABWE					
0-411	ZNFPC/Reg'l	Muhuhu, P	Nov 1-Nov 7 1986	03/27/87	Other
0-379	ZNFPC/Reg'l	Muhuhu, P Mirabito, T	Apr 27-May 15 1987	06/17/87	Proj Development
0-339	ZNFPC/Reg'l	Wachira, J Seck, P	Oct 17-Oct 27 1988	05/08/89	Needs Assessment

APPENDIX C

TRIPS AND TRAINING ACTIVITIES BY MONTH:

**REVIEW OF PAST FIVE YEARS
(October 1, 1984 - September 23, 1989)**

Appendix C
Completed INTRAH Trips and Training Activities
Chronological, Then By Country
April 1, 1989 - September 23, 1989

Country	Travelers/Trainers	Dates	Activity	Training Topic
** APRIL				
Philippines - IMCCSDI	Eduarte, R Tejano, A	Apr 3-Apr 5	In-Country Training	Community-Based FP/MCH
Philippines - IMCCSDI	Eraldo, F Grafilo, M	Apr 3-Apr 15	In-Country Training	Non-Clinical FP
Togo - MOPH/SACW	Seck, P Mutombo, Y Nat'l Team	Apr 3-May 12	In-Country Training	Comprehensive Clinical FP
Philippines - IMCCSDI	Segarra, A Mendoza, R	Apr 10-Apr 12	In-Country Training	Non-Clinical FP
Philippines - IMCCSDI	Eduarte, R Tejano, A	Apr 10-Apr 12	In-Country Training	Community-Based FP/MCH
Philippines - IMCCSDI	Segarra, A Tejano, A	Apr 13-Apr 25	In-Country Training	Non-Clinical FP
Botswana - MOH	Farrell, B Mtawali, G 1 MOH Co-Trainer	Apr 17-Apr 28	In-Country Training	Training Skills
Philippines - IMCCSDI	Eraldo, F Grafilo, M	Apr 17-Apr 28	In-Country Training	Non-Clinical FP
Burkina Faso - MOH	Bongwele, O (TA) 2 NTT 1 DSF Trainer	Apr 17-May 3	In-Country Training	Clinical FP Update
Burkina Faso - MOH	2 DSF 1 NTT	Apr 17-Jun 10	Review/Eval	
Zaire - AZBEF	Jennings, L Shamp, M Bangula, B	Apr 18-Apr 29	In-Country Training	Management and Supervision
Philippines - IMCCSDI	Segarra, A DOH Resource Persons	Apr 24-Apr 26	In-Country Training	Non-Clinical FP
** MAY				
Zaire - AZBEF	2 AZBEF	May 8-May 29	In-Country Training	Basic Clinical FP
Zaire - PSND	Kabore, J Nat'l Eval	May 8-Jun 6	Follow-Up	
Philippines - IMCCSDI	Eduarte, R Tejano, A	May 10-May 12	In-Country Training	Non-Clinical FP
Mali - MOPHSA	Thiam, D Traore, O	May 16-May 26	In-Country Training	Non-Clinical FP
Philippines - IMCCSDI	Segarra, A	May 22-May 26	In-Country Training	Clinical FP Update
Philippines - IMCCSDI	Eraldo, F Segarra, A	May 22-Jun 2	In-Country Training	Non-Clinical FP
Kenya	Knauff, L Muhuhu, P Mtawali, G Wachira, J	May 23-May 25	TAC Meeting	
Rwanda - ONAPO	Durham, C Gaye, I	May 23-May 28	Review/Eval	
Zaire - AZBEF	Durham, C Gaye, I	May 28-Jun 2	Review/Eval	
Zaire - PSND	Durham, C Gaye, I	May 28-Jun 2	Review/Eval	
Kenya	Muhuhu, P Mtawali, G Thiam, D Wachira, J Gaye, P Bongwele, O Seck, P Mutombo, Y Corbett, M Knauff, L NTT	May 29-Jun 3	Program Planning	
Burkina Faso - MOH	NTT	May 29-Jun 24	In-Country Training	Comprehensive Clinical FP
** JUNE				
Zaire - PSND	Corbett, M Bongwele, O (6/4-11) Gaye, P (6/12-18)	Jun 5-Jun 17	Review/Eval	
Zaire - AZBEF	Corbett, M Bongwele, O (6/5-10) Gaye, P (6/12-18)	Jun 5-Jun 17	Review/Eval	
Kenya	Royer, AC (Accomp)	Jun 10-Jun 23	Third Country Training	Study Tour
Botswana - MOH	Mtawali, G Matatu, S	Jun 12-Jun 16	In-Country Training	Mat/Curr Development
Togo - MOPH/SACW	Mutombo, Y Thiam, D	Jun 12-Jun 30	Follow-Up	
Burkina Faso - MOH	NTT	Jun 12-Jul 23	In-Country Training	Comprehensive Clinical FP
Niger - MOPH/SA	Bongwele, O Seck, P 3 Nat'l Co-Trainers	Jun 19-Jun 30	In-Country Training	Training Skills
Botswana - MOH	Mtawali, G Matatu, S	Jun 21-Jun 22	Review/Eval	
Uganda - MOH	3 CTT 1 MCH-Trained Nurse 1 Proj Coord	Jun 26-Jun 30	Follow Up	
Morocco	Mbengue, A (Accomp)	Jun 29-Jul 6	Third Country Training	Study Tour

Appendix C, continued

** JULY						
Uganda - MOH	1 Proj Coord	3 CTT	2	Jul 3-Jul 14	Review/Eval	
	MCH-Trained Nurses					
Uganda - MOH	Fontaine, A	Wachira, J		Jul 9-Aug 1	Review/Eval	
	2 CTT					
Togo	Gaye, P	Newman, C		Jul 10-Jul 13	TAC Meeting	
	Seck, P	Thiam, D				
	Mutombo, Y	Bongwele, O				
	Corbett, M					
Senegal - CAFS	Seck, P (TA)	Kazadi, S		Jul 17-Aug 5	Tech Assistance	
Thailand - PDA	Wileman, R	Beasley, G		Jul 24-Aug 11	Regional Training	Mat/Curr Development
	Eduarte, A					
Togo - MOPH/SACW	Mutombo, Y	Seck, P		Jul 24-Aug 31	Tech Assistance	
	(8/14-26)					
Philippines - IMCCSDI	Knauff, L	Baker, R		Jul 26-Jul 30	Review/Eval	
Thailand - PDA	Knauff, L	Baker, R		Jul 30-Aug 4	Review/Eval	
Niger - MOPH/SA	Gaye, P	USAID		Jul 31-Aug 4	Review/Eval	
** AUGUST						
Mali - MOPHSA	Gaye, P	USAID		Aug 7-Aug 11	Review/Eval	
Togo - MOPH/SACW	Gaye, P	USAID		Aug 21-Aug 26	Review/Eval	
Kenya - DFHMOH	Muhuhu, P	Mtawali, G		Aug 28-Sep 15	In-Country Training	Training Skills
** SEPTEMBER						
Senegal - CAFS	Seck, P (TA)	Kazadi, S		Sep 3-Sep 23	Tech Assistance	
Mali - MOPHSA	Baker, R	Mbengue, A		Sep 10-Sep 13	Review/Eval	
Burkina Faso - MOH	Baker, R	Mbengue, A		Sep 13-Sep 16	Review/Eval	
Kenya - DFHMOH	Muhuhu, P	Mtawali, G		Sep 18 8	Review/Eval	
	DFH Reps					

APPENDIX D

SUMMARY OF PARTICIPANTS TO U.S.-BASED, THIRD-COUNTRY,
REGIONAL AND INTER-REGIONAL TRAINING PROGRAMS
(October 1, 1984 - September 23, 1989)

Appendix D
Participants to Inter-Regional, Regional,
Third Country and U.S.-Based Training Programs
October 1, 1984 - September 23, 1989

**** INTER-REGIONAL**

* Apr 29-Jun 7, 1985 Quezon City, Philippines

Inter-Regional
Clinical Skills
Training for
Physician/Nurse Teams

NIGERIA:

Dr. Cephas Tseven de Ityonzughul, Gboko General Hospital, Benue State
Ms. Bridget M. Tilley-Gyado, Nurse-Midwife, Gboko General Hospital, Benue State
Dr. Alan Immanuel Ajoney, Otukpo General Hospital, Benue State
Ms. Cecilia A. Abba, Orukpo General Hospital, Benue State
Dr. Samuel Yaji, Katsin-Ala General Hospital, Benue State
Ms. Christiana D. Gbakaan, Katsin-Ala General Hospital, Benue State
Dr. Cletus S. Musa, General Hospital, Makurdi, Benue State
Ms. Justina S. Abdea-Jato, General Hospital, Makurdi, Benue State
Dr. Rosemary A. Abdullahi, Consultant in Public Health for Benue State and Member
of State FP Coordinating Committee
Ms. Susannah D. Attah, Assistant Chief Health Sister, MOH, Makurdi, Benue State

UGANDA:

Dr. Gilbert Mpigika, Physician In-Charge, Kabale FP/MCH Clinic
Ms. Mary Tumwesigye, Nurse-Midwife In-Charge, Kabale FP/MCH Clinic
Dr. Anthony Aboda, Physician In-Charge, Mulago MCH Clinic
Ms. Justine N. Mukasa, Nurse-Midwife In-Charge, Mulago Ante-Natal and
Pre-Natal Clinic
Dr. Elly Katora, Physician In-Charge, Mbale MCH/FP Clinic
Ms. Daphne Namasoko, Clinic Nurse In-Charge of FP, Mbale MCH/FP Clinic

* Jul 1-Jul 15, 1985 Bangkok, Thailand

Inter-Regional
Development and
Management of
Integrated
Community-Based
Family Planning and
Development
Observation Study
Tour

KENYA:

Dr. Matovu, Program Officer, Centre for African Family Studies

UGANDA:

Mr. A. J. Ojara, Permanent Secretary, MOH
Dr. S. Etyono, Director of Medical Services, MOH
Mr. E. Mugoya, Director, FPAU
Mrs. Faith Elangot, Chief Nursing Officer, MOH
Dr. E. M. Kaijuka, ADMS/FP/MCH, MOH
Mr. John Ruberantwari, Chief Pharmacist, MOH
Mrs. Solome Katesigwa, CTT Member, MOH
Mrs. Rachel Rushota, CTT Member, MOH
Mrs. Marcella Ochwo, Project Coordinator, MOH
Mr. Jonathan Gaifuba, ADMS/Health Education, MOH
Dr. Margaret Kaisa, CTT Member, MOH

NEPAL:

Mr. Arun P. Shrestha, Senior Accountant, Nepal Contraceptive Retail Sales Company
Mr. Surendra Rayamajhi, Sales Supervisor, Nepal Contraceptive Retail Sales Company

* Sep 16-Sep 28, 1985 Bangkok, Thailand

Inter-Regional
FP/Health/Community
Development Course

UGANDA:

Mr. John F.B. Mujabi, Director of Medical Services/Training, MOH
Dr. George W. Olwit, Assistant Director of Medical Services, Training, MOH
Mr. V.K.K. Wangola, Chief Health Inspector, MOH
Mr. Dan Parma-Busulwa, Nurse-Tutor, CTT Member, MOH
Mr. John Male-Mukasa, ADMS for Planning and Evaluation, MOH
Mrs. Judith Kaija, Health Educator, CTT Member, MOH
Mrs. Lydia Muranga, Senior Nursing Officer, FPAU

- * Nov 11-Dec 29, 1985 Antipolo, Philippines
 Inter-Regional
 Natural Family
 Planning Training of
 Trainers Course
- KENYA:**
 Mrs. Nancy Njeri Thyaka, Nurse/Midwife and Public Health Nurse, Coast General Hospital, Mombasa
 Mrs. Rahab Mutonyo, Nurse/Midwife and Public Health Nurse, Catholic Hospital, Thika
- NIGERIA:**
 Mrs. Kate Ugochukwu, Midwife Tutor, Imo State, MOH
 Mrs. Edna Onyegere, Nurse Midwife, Imo State, MOH
- SIERRA LEONE:**
 Mrs. Oneta J. Samai, MCH Supervisor for Southern and Northern Provinces, MOH
 Mrs. Claudia B. Labor, State Registered Nurse attached to PPASL
- UGANDA:**
 Mrs. Solome Katesigwa, Nurse/Midwife Tutor, MCH Core Training Team Member
 Mrs. Christine Kabugo, Midwife Tutor, Catholic Secretariat
 Mrs. Edinance Gahwerra, Nurse Tutor, Nsambia Hospital
- ZIMBABWE:**
 Mrs. Regina Ncube, Matron and Tutor, Maternity, St. Anne's Hospital, Brunapeg
- INDONESIA:**
 Dr. Rasman Tarigan, Chief, Provincial Training Center, Bkkbn Medan, North Sumatra
 Dr. Aspan Yahya, Chief Provincial Training Officer, Bkkbn Palembang, South Sumatra
- PHILIPPINES:**
 Dr. Pilar Gelito, Clinic Physician, E. Rodriguez Puericulture Center, Manila
- SRI LANKA:**
 Dr. Shirley C. Weerackody, Medical Officer, Clinical Services, Family Health Bureau, MOH
 Mrs. Denipitiyage B. Gunawardena, Public Health Nursing Sister, Family Health Bureau, MOH
- THAILAND:**
 Khun Soodsanguan Thara-Udom, Department of Health, Ministry of Public Health
 Khun Suganya Harnwongroj, Nurse/Midwife Tutor, Family Planning Unit, Thai Red Cross Society
- * Jul 14-Aug 23, 1986 Antipolo and Cebu, Philippines
 Inter-Regional
 Clinical Family
 Planning for
 Nurse/Physician Teams
- PAPUA/NEW GUINEA:**
 Mr. Ivan Noese, Health Education Officer, Avihasa, PNG
 Mrs. Ruth Bailoildi, FP Nurse, Salamo, PNG
 Mr. Desak Biorit, Health Education Officer, Kurute, PNG
 Mr. Tom Panasimbo Mast, FP Nurse, Nuku, PNG
 Mr. Sonai Uduru, Health Education Officer, Fepe, Western Province, PNG
 Ms. Koiparu Kuai, FP Nurse, Katatai, PNG
 Mr. Pilikese Lakatoni, Health Education Officer
 Ms. Constance Marako, FP Nurse, Bogaba, PNG
- NIGERIA:**
 Dr. Esho, Ob/Gyn, Lagos State
 Dr. Oredemi, Ob/Gyn, Lagos State
 Mrs. Odutayo, SRN/SCM, Lagos State
 Mrs. Oshodi, SRN/SCM, Lagos State
- UGANDA:**
 Dr. Justus Pcli K. Assiinwe, Medical Officer, Mbarara Hospital
 Mrs. Vera K. Nhura, Registered Nurse in charge of MCH Clinic and FP Services, Mbarara Hospital
 Dr. Mwalemwa Francis Wanamera, Medical Officer, Mbale Hospital
 Mrs. Samalie Muyana, Registered Nurse in charge of MCH/FP Unit, Mbale Hospital
- * Mar 30-Apr 11, 1987 Bangkok, Thailand
 Inter-Regional
 Development and
 Management of
 Community-Based
 Family Planning,
 Health and
 Development Programs
 Course
- NIGERIA:**
 Dr. Mary Ogebe, Chief Medical Officer, Health Services Management Board, Benue State
 Mr. Andrew Odah, IEC Manager, MOH, Benue State
 Mr. Felix Gbillah, Principal, School of N/MW, PPFN Rep, Benue State
 Mrs. Ester Onuaguluchi, PPFN Rep, Benue State
 Dr. O. Ashiru, Chief Medical Officer, Lagos State
 Dr. A. Olaniba, Medical Officer, Lagos State
 Dr. A.T. Olumodeji, Chief Medical Officer, Lagos State
 Mrs. R.I. Sarayolu, Senior Nursing Officer, Lagos State
- INTRAH:**
 Ms. Terry Mirabito, Program Officer
 Mrs. Grace Mtawali, Regional Training Officer, INTRAH/ESA

* Oct 19-Oct 31, 1987 Bangkok, Thailand

Inter-Regional
Advanced Training of
Trainers Workshop

BOTSWANA:

Mrs. Neo Mokgautsi, MOH/IST Project Coordinator, MOH
Mrs. Grace Mogapi, NHI Preceptor

INTRAH:

Dr. Penda Seck, Regional Projects Officer, INTRAH/WCA

NEPAL:

Mr. Ramesh Bhatta, Coordinator, PBHW Training Program, FP/MCH Project, MOH
Mr. Padma Raj Rajbhandari, Training Chief, ICHSD Project, MOH

NIGERIA:

Mrs. Victoria Abodunrin, Senior Nursing Tutor, School of Midwifery, Kwara State
Mrs. Rachel Ajiboye, Principal Health Sister, District Health Unit, Kwara State

PHILIPPINES:

Mrs. Feliciano Eraldo, CTT, IMCCSDI
Ms. Antonia C. Coronel, Senior Project Officer, Pop Center Foundation
Mrs. Lety V. Daga, Nursing Program Supervisor, FP Services, DOH

RWANDA:

Dr. Sixte Zigirumugabe, Head, Education and Communication, Section, ONAPO

SRI LANKA:

Mr. Conrad Ranawake, Operational Manager/Trainer, FPASL

THAILAND:

Khun Sirikant Chantamatjamakij, Senior Training Officer, PDA
Khun Napasri Maneewong, Senior Training Officer, PDA
Khun Guia Morales-Yamokgul, Head, Training Division, Asian Centre, PDA
Khun Prapim Buddhirakkul, Trainer, MOPH, Family Health Division
Khun Benjalak Sangsingkaew, Trainer, MOPH, Family Health Division
Khun Tassanee Rojanaskul, Trainer, MOPH, Family Health Division
Khun Penpan Rugsanoh, Trainer, MOPH, Family Health Division
Ms. Linda Andrews, MOPH, Family Health Division

** REGIONAL

* Apr 16-May 4, 1985 Nairobi, Kenya

Anglophone Regional
Training of Trainers
Skills for Core
Training Teams

SIERRA LEONE:

Matron Phebean Alghali, CTT Member, MOH
Sister Val Gilpin, CTT Member, MOH
Sister Angela Massally, CTT Member, MOH
Sister Emma Siddiqui, CTT Member, MOH
Sister Celia Spaine-Cole, CTT Member, MOH
Sister Margaret Dumbuya, CTT Member, MOH

UGANDA:

Mrs. Rachael Rushota, CTT Member, MOH
Mrs. Solome Ketesigwa, CTT Member, MOH
Mrs. Mary Luyombya, CTT Member, MOH
Mr. Dan Parma-Busulwa, CTT Member, MOH
Dr. Margaret Kaisa, CTT Member, MOH
Mrs. Judith Kaija, CTT Member, MOH

* Aug 5-Aug 22, 1985 Tamarin Bay, Mauritius

Anglophone Regional
Family Planning
Visual Communication
Workshop

BOTSWANA:

Mrs. G. Mogapi, Teaching/Senior Clinical Instructor in MCH, MOH
Mrs. B. Pilane, Senior Nursing Sister/Instructor, Family Welfare Educator,
MOH

CAMEROON:

Mrs. Cumber Angelina Ngwe, Nurse/Midwifery Sister, Central Maternity
Yaounde, MOPH
Mrs. Helen Eno Salah, Senior Nursing Officer, Central PMI Yaounde, MOPH

GHANA:

Miss Victoria Assan, Senior Nursing Officer, MCH/FP Division, MOH
Mrs. Beatrice Amoah, Principal Nursing Officer, Korle Bu Midwifery School,
MOH

LIBERIA:

Mr. William Gibson, Materials Production Officer, Health Education Division,
MOHSW
Mr. Raymond Nigba, Graphic Artist, FPAL

MALAWI:

Mr. C. Chowa, Senior Health Assistant, Health Education Section, MOH
Mrs. N. Mnyenyembe, Chief Public Health Nurse, Regional Health Inspector's
Office, MOH

MAURITIUS:

Mr. Y. Bissessur, Program Officer, CBD MFPA
 Mr. L. Clency Lajoie, Senior Youth Officer, Action Familiale
 Mrs. Satiavatee Hurry, Assistant Information Officer FP/MCH, MOH
 Mrs. Marline Leveque, Welfare Officer, MFPA

SIERRA LEONE:

Mr. Mohammed B. Jalloh, Provincial Health Education Officer, Makene,
 Northern Province, MOH
 Mr. Mohammed L. Lamin, IEC Officer, PPASL

SOMALIA:

Mrs. Amina Hersi Adan, Training Officer, IEC Unit, Somalia Family Health Care
 Association
 Mr. Dahir Elmi Abdi, Course Writer, Women's Education Department, Ministry
 of Education

ZIMBABWE:

Mr. Elias Hluyo, Education Officer, CBD Program, ZNFPC
 Mrs. Anne Butshe, Senior Tutor, Bulawayo Training Center, ZNFPC

PHILIPPINES:

Dr. Adelaida Segarra, Medical Training Specialist, IMCH
 Mrs. Teresa Mende, Nurse Telephone Counselor, IMCH

* Jan 6-Jan 24, 1986 Antipolo, Philippines

Regional Training
 of Trainers Workshop
 for Asian Center and
 IMCH Training Staff

PHILIPPINES:

Ms. E.M. Almenario, IMCH Trainer
 Ms. M.L.E. Dabatos, IMCH Trainer
 Ms. M.T.B. Mende, IMCH Trainer
 Ms. R.M. Mendoza, IMCH Trainer
 Ms. L.C. Paires, IMCH Trainer

THAILAND:

Khun T. Praditwong, Asian Center Training Member
 Khun B. Gongthongluk, Asian Center Training Member
 Khun K. Phatihatakorn, Asian Center Training Member
 Khun T. Densupsin, Asian Center Training Member
 Khun N. Maneewong, Asian Center Training Member
 Khun G. Yamokgul, Asian Center Training Member

* Mar 10-Mar 19, 1986 Nairobi, Kenya

Regional Follow-On
 Workshop to Chapel
 Hill-Based Evaluation
 Training

KENYA:

Mr. Anthony Kamau, Statistical Officer, Division of Family Health, MOH
 Mrs. Zeruah Gitau, Public Health Nurse Tutor, Division of Family Health, MOH
 Mr. Murungaru Kimani, National Council for Population and Development
 Mrs. Margaret Gatei, Senior Nursing Officer, MOH

NIGERIA:

Mr. Ayodele Akin-Dahunsi, Principal Health Planner, National Health Planning Unit, FMOH
 Mr. Anthony Ike Isama, Health Planning Officer, National Health Planning Unit, FMOH
 Mrs. Margaret J. Bodede, Chief Health Sister, Lagos State HMB
 Mrs. Florence A. Taylor, Assistant Chief Health Officer, Lagos State HMB

SIERRA LEONE:

Mrs. Lois Vincent, Health Sister, Jenner Wright Clinic, MOH
 Mrs. Fatu Yumkella, Medical Demographer, MOH

UGANDA:

Mr. Amos Nzabanita-Sebasaza, Statistician, Acting Assistant Director, Medical
 Services/Planning, MOH
 Mr. Dan Parma-Busulwa, Core Training Team Member/Tutor, MOH
 Mrs. Speciosa Kabwegyere, Evaluation Officer, FPAU
 Mrs. Rachael Rushota, Core Training Team Member, Acting Family Planning
 Coordinator, MOH

PHILIPPINES:

Mrs. Miriam C. Grafilo, Director for Support Services, IMCH

- * May 12-May 21, 1986 Bangkok, Thailand
Regional Follow-On
Workshop to Chapel
Hill-Based Evaluation
Training
- PHILIPPINES:**
Ms. Miriam Grafilo, Director for Support Services, IMCH
Miss Maria Ligaya Dabatos, Area Nurse Field Supervisor, IMCH
- THAILAND:**
Khun Chusie Sujpluem, Head, Training/Supervision/Evaluation Section, FHD/MOPH
Khun Yupa Poonkhum, Policy and Planning Analyst, Research and Evaluation Section,
FHD/MOPH
Khun Radeeporn Soogarun, Research and Evaluation Section, FHD/MOPH
Ms. Linda Andrews, Univ of Michigan Pop Intern, Coordinator, Training/Supervision/
Education Section
Khun Nongnuch Boonyakiat, Chief, Supervision Sub-Section, FHD/MOPH
- NEPAL:**
Mr. Padma Raj Rajbhandari, ICHS/DP Project
Mr. Gokarna Regmi, Demographer, FP/MCH Project
Mr. Pushpa Raj Shakya, FP/MCH Project
Mr. Ramesh Bhatta, FP/MCH Project
(Ms. Audrey Maw, TBA Program Coordinator, Division of Nursing, MOH was not
funded by INTRAH.)
- SRI LANKA:**
Mr. Amarananda Dissanyake, Director of Operations, FPASL
Mr. K. Jayasinghe, Director, Evaluation, FPASL
Mr. Joe Livera, Field Volunteer Training Manager, FPASL
Miss T.D. Geekiyanage, Evaluation Assistant, FPASL
- SIERRA LEONE:**
Mrs. Fatu Yumkella, Medical Demographer, MOH
- * Sep 8-Sep 29, 1986 Tamarin Bay, Mauritius
Francophone Regional
Evaluation Training
Workshop
- BURKINA FASO:**
Mme Therese Yugma, Chief of Family Planning Office, Directorate of Maternal
and Child Health, MOPH
Mme Valentine Tiendrebeogo, Social Affairs Advisor to the Secretary General,
Ministry of Family Welfare
- BURUNDI:**
Mr. Daniel Nizigiyimana, Director General, Ministry of Social Affairs
Mr. Leonce Segamba, Director of Population Department, Ministry of the Interior
- CHAD:**
Mr. A. Sou Abakar, Health Trainer, Office of Professional Training and Health
Education, MOPH
Mr. Banguita Nelym Idris, Demographer, Ministry Delegate at the Presidency,
Office of Statistics, MOPH
- MALI:**
Dr. Omar Traore, Assistant Physician, Direction Nationale de la Planification
Socio-Sanitaire, MOPHSA, Member of National Training Team
Mr. Brehima Siaka Diallo, Health Economist, Direction Nationale de la Planification
Socio-Sanitaire, MOPHSA
- MAURITIUS:**
Mr. M. Reginald Wong, Acting Principal Demographer and Head of Evaluation Unit,
FP/MCH Division, MOH
Mr. Najaindranath Mapara, Youth Program Officer and Family Life Educator, Mauritius
Family Planning Association
- NIGER:**
Mme Bagnan Aissata, Instructor, National School of Public Health
Mme Nignon Ramatou Madi, Director, Maternite Poudriere
- RWANDA:**
Mr. Castule Kamanzi, Responsable de la Formation/ONAPO and Coordinator of ONAPO/INTRAH
Project, Teaching Specialist in Psychology
Mr. Bernard Avutsekubwimana, Assistant to Mr. Kamanzi, Teaching Specialist in
Psychology, ONAPO
- ZAIRE:**
Dr. Musinde Sangwa, Director of Training, Supervision and Information, FONAMES,
Departement de la Sante Publique
Mr. Bangula Buanda, Chef de Service de Recherche et Evaluation, Association Zairoise
pour le Bien-Etre Familiale
Mme Mandu Ekasi, Chef de Bureau Charge de l'Application du Programme de Formateurs,
Sixieme Direction de la Sante Publique
Mr. Bongwele Onanga, Directeur-Adjoint Charge de Programmes et Projets Speciaux,
Projet de Services en Naissances Desirables

- * Feb 23-Feb 27, 1987 Nairobi, Kenya
Regional Training
Needs Assessment
Workshop
- BOTSWANA:
Mrs. Dorcas G. Mompoti, MCH/FP Program Officer, DFH/MOH
- KENYA:
Mrs. Lydia W. Cege, Head, Training Unit, DFH/MOH (Trainer, MCH/FP Program)
Mrs. Margaret Gatei, Senior Nursing Officer, DON/INTRAH Project Coordinator
Mary Nduati, FPIA/Nairobi City Commission Project Director
- NIGERIA:
Tunde Kuteyi, Assistant Chief Nursing Officer (Primary Health), FMOH
Dr. Mary Ogebe, Chief Medical Officer, HSMB/MOH, Benue State
- SIERRA LEONE:
Ms. Val Gilpin, MOH/INTRAH CTT Member, Nurse Tutor
- SOMALIA:
Ms. Halima Abdi Sheikh, IEC Coordinator, FHD/MOH
- UGANDA:
Dr. Anthony Aboda, MOH/INTRAH CTT Member, Obstetrician/Gynecologist,
Mulago Hospital
Mrs. Rachel Rushota, MOH/INTRAH CTT Leader and FHI Project Coordinator
- ZIMBABWE:
Mrs. Lucy Botsh, Chief Training Officer, ZNFPC
- * Jun 29-Jul 11, 1987 Abidjan, Cote d'Ivoire
Francophone Regional
Evaluation Follow-On
Workshop
- BURKINA FASO:
Mrs. V. Tiendrebeogo, Social Affairs Advisory to the Secretary General, MOH
Mrs. T. Yugma, Chief, Family Planning Office, MOH
- CHAD:
Mr. N. Idris Banguita, Demographer, Ministry of Plan
Mr. A. Sou Abakar, Health Trainer, MOH
- NIGER:
Mrs. A. Bagnan, Instructor, ENSP
Mrs. M. Chaweye, Instructor, CNSF
- RWANDA:
Mr. B. Avutsekubwimana, Teaching Specialist, ONAPO
Mr. C. Kamanzi, Chief, ONAPO/INTRAH Project
- ZAIRE:
Mr. Bongwele Onanga, Program Officer, AZBEF
Mr. Buanda Bangula, Program Administrator, AZBEF
Mrs. Mandu Ekasi, Sixieme Direction, MOPH
- * Aug 31-Sep 12, 1987 Nairobi, Kenya
Anglophone Regional
Evaluation Training
of Training Teams
- BOTSWANA:
Mrs. Neo Mokgautsi, Senior Tutor, NHI
Ms. Magdeline Mabuse, Assistant Principal Tutor, NHI
Ms. Phelelo Nata, Nurse Tutor, NHI
Ms. Gladys Mogapi, Nursing Sister, NHI
- KENYA:
Ms. Lilly Makakha, Freelance Trainer
Ms. Margaret Gatei, DON Project Coordinator, DON/MOH
Ms. Joyce Kiruki, National Trainer, DON/MOH
Ms. Margaret Muita, National Trainer, DON/MOH
Ms. Edith Ndungu, National Trainer, DON/MOH
Ms. Rose Mosongo, National Trainer, DON/MOH
Ms. Martha Warratho, DFH Trainer
Ms. Charity Nkonge, DFH Trainer
- UGANDA:
Ms. Rachel Rushota, Project Coordinator, MOH
Ms. Mary Luyombya, FP Trainer, MOH
Ms. Joyce Zirambamuzale, Midwifery Tutor/FP Trainer, MOH
Ms. Lucy Asaba, FP Trainer, MOH
Mr. Danny Busulwa-Parma, FP Trainer, MOH
Ms. Judith Kaija, FP Trainer, MOH

- * Oct 2-Nov 29, 1987 Antipolo, Philippines
Regional Clinical Skills for HEOs/Nurses from EHP/PNG
PAPUA/NEW GUINEA:
Ms. Rebecca Aba
Mr. Salome Divina
Mr. Karl Hijogofa
Ms. Helen Kassam
Homonas Korito
Ms. Sonia Korowi
Ms. Julie Liviko
Mr. Walter Tubvai
Esma Unjisi
Ms. Francisca Wanua
- * Mar 7-Mar 18, 1988 Nairobi, Kenya
Anglophone Regional Consultation Skills Workshop
BOTSWANA:
Mrs. Neo Mokgautsi, NHI
Mrs. Daisy Mosieman, NHI
KENYA:
Mrs. Lydia Cege, DFH
Mrs. Margaret W. Gatei, MOH
Mrs. Esther Makindu, Maendeleo Ya Wanawake Organization
Miss Pauline Muhuhu, INTRAH/ESA
Mrs. Muthoni Muriithi, Nursing Council of Kenya
Mrs. Grace Mtawali, INTRAH/ESA
Mrs. Jedida Wachira, INTRAH/ESA
Mrs. Helen Wanjala, Public Health Department
SIERRA LEONE:
Mrs. Valentina Gilpin, MOH
TANZANIA:
Mrs. Eliseba Delem, FPAT
Mrs. Joyce A. Safe, MOH
THAILAND:
Khun Napasari Maneewong, AC/PDA
Khun Guia M. Morales, AC/PDA
UGANDA:
Dr. Anthony Aboda, Mulago Hospital
Mrs. Lydia Muranga, FPAU
ZIMBABWE:
Mrs. Lucy Botsh, ZNFPC
Mrs. Margaret Butawu
Ms. Stembile Matatu, ZNFPC
- * Jul 4-Jul 16, 1988 Lome, Togo
Francophone Regional Evaluation Skills for Core Training Teams
BURKINA FASO:
Mr. Barthelemy Kabore, Head of Specialist Personnel Division, ENSP
Mr. Joanny Kabore, Head of Basic Training Section, MOHSA
Mrs. Marie-Blanche Ouedraogo, Social Affairs Advisor, MOHSA
Mrs. Therese Yugma, Head of MCH/FP Services, MOHSA
Mrs. Colette Zougrana, Head of Training Section, MOHSA
COTE D'IVOIRE:
Mrs. Sira Seki Traore, Work and Social Laws Inspector, MOSA
Mrs. Jeanne Yao, Sensitization Assistant, MPW
NIGER:
Mrs. Fatouma Boube, FP Training Officer, MOPH/SA
RWANDA:
Mr. Castule Kamanzi, Head of Training Division, ONAPO
Mrs. Bernadette Nyirangerageze, FP Clinical Nurse, ONAPO
Dr. Boniface Sebikali, Physician Delegate to ONAPO
SENEGAL:
Mrs. Sokhna Deme, Clinical Services Officer, ASBEF
TOGO:
Dr. Dalama Kadjaka, Trainer/Deputy Director, WHOTC
Mr. Salifou Memen, Trainer/Course Organizer, FHCT
Mrs. Enyonam Mensah, Head of Training, ATBEF

ZAIRE:

Mrs. Manwaka Futila, FP Nurse, AZBEF
 Mrs. Ekasi Mandu, Head of Training, Program Division, 6e Direction
 Mr. Saidi Misonou, Head of Training Division, PSND
 Mr. Bitshikila Mukengeshayi, Headmaster, ITM, 6e Direction
 Mr. Mbuya Ngoie, Head of Supervision Division, PSND

* Sep 19-Sep 23, 1988 Ouagadougou, Burkina Faso

Francophone Workshop
 in Skills Development
 in Conducting Family
 Planning Evaluation

BURKINA FASO:

Mrs. Fatimata Legma, Director, DSME, MOHSA
 Mrs. Pauline Cassalom, Department Head, IEC, MOHSA
 Ms. Therese Yugma, Chief of Service, DFH, MOHSA

CHAD:

Mr. Mahamat Adjid Omar, Dir., Training and Health Educ., MOPH

GUINEA:

Dr. Bandian Sidime, Executive Director, AGBEF

MALI:

Dr. Bokar Toure, Directorate of Planning and Training, MOPHSA

NIGER:

Mrs. Fatouma Boube, Responsible for Training Directorate of FP, MOPHSA

RWANDA:

Mr. Castule Kamanzi, Head, Training Sub-Section, ONAPO

SENEGAL:

Mrs. Sokhna Deme, Clinical Training, ASBEF
 Mr. Alpha Dieng, Director, ISTI

TOGO:

Mrs. Enyonam Mensah, Medical Assistant, ATBEF

ZAIRE:

Mrs. Mavinga Mavinga, Project Coordinator, PSND
 Mr. Shamp Mabudi, In-charge of Training, AZBEF

* Oct 24-Nov 4, 1988 Nyeri, Kenya

AVSC Workshop

INTRAH:

Mrs. D. Thiam, Regional Training Officer, INTRAH/WCA

* Jul 24-Aug 11, 1989

Regional Visual
 Training Materials
 Development Workshop

BANGLADESH:

Mrs. Sharifa Zaman, Trainer, VHSS
 Mr. Mahboob Alam, Assistant Director, IEC & Training, FPAB

INDIA:

Dr. Beena Shivpuri, Senior Manager, Parivar Seva Sanstha
 Mr. K.R. Sreenath, Branch Manager, FPAL

INDONESIA:

Ms. Ieda Poernomo, IEC & Training Director, Yayasan Kusuma Buaua

PAKISTAN:

Ms. Seemin Naseem, Training Officer, NGO Coordinating Council for Population Welfare

PHILIPPINES:

Ms. Amelia L. Tuguero, Basic Health Care Staff, NORFIL Foundation, Inc.
 Mr. Patricio Sedigo, Information Officer, Philippines Human Resources Development Centre
 Mrs. Presentacion Nosenas, Nurse Program Supervisor, Department of Health, FP Service
 Antoinette S. Tejano, Training Specialist, IMCCSDI

SRI LANKA:

Dr. T.D.V. Perera, Head, Educational Resources Center, NIHS
 Mr. A.S. Poovendran, Operational Manager, FPASL

PAPUA NEW GUINEA:

Ms. Anita Tina, Curriculum Officer, Department of Health

THAILAND:

Khun Prapim Buddhirakkul, Health Promotion Technical Officer, Education/Training Section,
 FHD, DON/MOPH
 Mrs. Tassanee Rojenaskul, Chief, Technology of Education and Training Unit, Department of
 Health, MOPH
 Ms. Guia M. Yamokgul, Head, Training Division, AC/PDA
 Ms. Sirikant Chantamatjanakij, Senior Training Officer, Training Division, AC/PDA
 Dr. Naprasri Maneewong, Senior Training Officer, Training Division, AC/PDA

** THIRD COUNTRY

- * May 2-May 10, 1985 POPCOM, Manila, Philippines
 Third-Country Adolescent Information and Counselling Course
 FIJI:
 Mr. Mesulam Sewimali Aisea, Student Minister, Methodist Theological College
- * Sep 30-Nov 8, 1985 Harare, Zimbabwe
 Family Planning Clinical Skills Workshop
 NIGERIA:
 Mrs. Martha K. Dalhatu, Chief Nursing Officer, Benue State, MOH
 Mrs. Awa Aruwa, Nursing Officer First Class, Makurdi General Hospital, Benue State, MOH
 Mrs. S.T. Ibrahim, Nursing Sister, Makurdi General Hospital, Benue State, MOH
 Mrs. Hajiya A. Abu, Nursing Sister, Idah General Hospital, Benue State, MOH
- * Sep 22-Oct 31, 1986 Harare, Zimbabwe
 Family Planning Clinical Skills Workshop
 SWAZILAND:
 Ms. Thokozile Mary Mncina, Ministry of Health
 NIGERIA:
 Mrs. Lydia Nguungwan Orpin, Public Health Nurse/Midwife, Health Services Management Board, PPFN Clinic, Makurdi, Benue State
 Mrs. Elizabeth Mary Mamadou, Nurse/Midwife, Divisional Health Unit, Anken, Benue State
- * Feb 23-Apr 3, 1987 Harare, Zimbabwe
 Family Planning Clinical Skills Workshop
 UGANDA:
 Mrs. Mary Luyombya, CTT Member, MOH
 Ms. Lucy Asaba, CTT Member, MOH
- * Mar 28-Apr 9, 1987 Senegal & The Gambia
 Study Tour for National Training Team and Select GOC Officials to FP/MCH Projects
 CHAD:
 Mr. D. Traotobaye, Ministry Of Interior
 Mr. A.A. Khaya, Secretary of State
 Mr. A. Oumar, MOPH
 Dr. N. N'Gawara, Chief Physician at Central Hospital, MOPH
 Mr. S. Minguabaye, Ministry Delegate
 Mrs. M. Depor, Director, MOSA/PW
 Mr. M.I. Cherif, Member, Islamic Committee
 Mrs. F. Awad, Representative, UNIR
 Mr. T. Abderraman, Director General, Ministry of Justice
 Mr. Brahim Mahamat Diguiri, Pharmacist, Private Sector
- * May 18-Jun 26, 1987 Bulawayo, Zimbabwe
 Family Planning Clinical Skills Workshop
 NIGERIA:
 Ms. Margaret Nimrod, Bauchi State
 Mrs. Musa Hadiza, Bauchi State
 INTRAH:
 Dr. Penda Seck, Regional Projects Officer, INTRAH/WCA
- * Aug 3-Sep 11, 1987 Bulawayo, Zimbabwe
 Third Country Family Planning Clinical Skills Workshop
 BOTSWANA:
 Ms. Grace Sibanda, Nurse/Midwife
 Ms. Lucretia Koodibetse, NHI Tutor
 Ms. Joyce Molate, Nurse/Midwife
- * Aug 24-Sep 19, 1987 Dakar, Senegal
 Third Country Family Planning Clinical Skills Workshop
 CHAD:
 Dr. D. Moundah, Chief MOPH, Primary Health Care Program
 Dr. H. Kriga, OB/GYN, Maternity Central Hospital
 Ms. F. Djiddo, RN, HNC of MCH/FP Center
 Ms. N'Gardoum Dionde, RN
 Ms. S. Brahim, N/MW

- * Sep 7-Sep 25, 1987 DTCP, Bangkok, Thailand
Third Country Planning and Management of Training Programs
NEPAL:
Mrs. Sulochona Pokharel, DON/MOH

- * Sep 13-Sep 25, 1987 Morocco
Study Tour for National Training Team and Select GOC Officials to FP/MCH Projects
CHAD:
Mr. Taher Abderraman Haggar, Director General, Ministry of Justice
Mrs. Fatime Awad, Representative UNIR, National Political Movement
Mr. Bahar Abakoura Daoud, Rapporteur of the Social Commission of the National Consultative Council
Mrs. Monique Depor, Director, Division of Social Affairs, Ministry of Social Affairs and the Advancement of Women
Mrs. Nicole Froud, Private Sector Pharmacist and Owner of Canal, Pharmacy in Ndjamena
Mr. Ali Abba Khaya, Journalist, Radio Chad
Mr. Saradimadji Minguabaye, Administrator, Division of Human Resources, Ministry of Plan
Mr. Brahim Mahamet Diguiri, Private Sector, Pharmacy Alsalama
Dr. Nahor N'Gawara, Chief Physician at Central Hospital in N'Djamena, MOPH
Mr. Nassingar Ouaye, Head Civil Services and Population, Ministry of the Interior
Mr. Mahamat Adjid Omar, Director of Professional Training and Health Education, MOPH
Mr. Mahamat Idjemi Cherif, Member, Islamic Council

- * Nov 2-Dec 11, 1987 Bulawayo, Zimbabwe
Family Planning Clinical Skills Workshop
BOTSWANA:
Mrs. Dorothy Mook, Nursing Program Tutor, NHI
Ms. Mooketsi, Clinic Based Nursing Tutor
Mrs. Sinah Relu, Midwifery Tutor, NHI

- * May 2-May 14, 1988 Senegal
Study Tour I
BURKINA FASO:
Mr. Felix Compaore, Social Educator, MOHSA
Mrs. Fatimata Kagone, Social Assistant, MOHSA
Vitalien Kpoda, Health Infirmary Assistant, MOHSA
Mrs. Yvonne Momo, Social Assistant, MOHSA
Mrs. Gnone Nougbara, Midwife, MOHSA
Mrs. Beatrice Djeneba Sanou, Health Assistant, MOHSA
Ms. Felicite Traore, Social Educator, MOHSA
Ms. Therese Yugma, Health Assistant, MOHSA
Mrs. Celestine Youl, Midwife, MOHSA

- * Sep 19-Oct 1, 1988 Bangkok, Thailand
Logistics/ Administration for Philippine Government External Participants
PHILIPPINES:
3 DENR

- * Nov 8-Nov 18, 1988 Morocco
Study Tour
COTE D'IVOIRE:
Ms. Coulibaly Kanadienabe Florence, Head, Bouake Social Center, MOSA
Ms. Eboi Marie Angele, In Charge of Studies, MPW
Mrs. Kone Djeneba, Coordinator in Women Education Institutions, MPW
Mrs. Seki Sira Traore, Director of Social Development, MOSA
Mr. Toba Djigbe Blaise, Director of Women Education, MPW
Mrs. Yao Amani Jeanne, Assistant in Women Animation In Charge of Studies, MPW
TOGO:
Dr. Devo Vignon, Technical Advisor, MOPH/SACW
Dr. Salami Latifou, Director, MOPH/SACW

- * Nov 14-Nov 25, 1988 Khon Kaen, Thailand
 FP/MCH Training and Service Study Visit
 PHILIPPINES:
 Dr. Chita Quitevis, Executive Director, IMCCSDI
 Ms. Emma Cercano, Health Educator, FPS, DOH
 Mrs. Asuncion Eduarte, Training Director, IMCCSDI
 Dr. Marietta Fuentes, Assistant Regional Director, Regional Health Office, DOH
 Ms. Nylia Lucena, Senior Midwife, FPS, DOH
 Ms. Presentacion Nosenas, Nurse Program Supervisor, FPS, DOH
- * Mar 6-Mar 16, 1989 Morocco
 Study Tour II
 BURKINA FASO:
 Mrs. Justine Belem Ganda, State Midwife Central MCHC, MOHSA
 Mrs. Aina Kone, Social Educator at Social Actions, MOHSA
 Mrs. Marie Therese Ouedraogo, State Midwife MCHC Wentinga, MOHSA
 Mrs. Awa Pale, State Nurse, MCH, MOHSA
 Dr. Andre Poudraogo, Head Physician at Ouahigouya Maternity, MOHSA
 Mrs. Aissata Sawadogo, Social Affairs Advisor, State Secretariat at Social Action, MOHSA
 Mrs. Mariam Traore, State Midwife MCH/FP 8th Section, Urban Health, MOHSA
- * Jun 10-Jun 23, 1989 Kenya
 Study Tour
 RWANDA:
 Dr. Boniface Sebikali, Representative from Kigali Prefecture, ONAPO
 Mr. Emmanuel Semana, Publications and Documentation Representative, ONAPO
 Dr. Sixte Zigirimugabe, Chief, IEC Section, ONAPO
- * Jun 29-Jul 6, 1989 Morocco
 Study Tour
 ZAIRE:
 Mr. Bangula Buanda, Head of Research and Evaluation, AZBEF
 Mrs. Mandu Ekasi, Head of Program/Training Division, Sixieme Direction
 Mr. Balankendu Katta, Head of Program Division, PSND
 Mr. Shamp A. Mabudi, Head of Training, AZBEF
 Mr. Yabili Malunga, Supervisor, PSND
- ** U.S.-BASED
- * Jan 21-Feb 8, 1985 IHP, Santa Cruz, CA
 U.S.-Based Training of Trainers Refresher Training Skills Update
 PHILIPPINES:
 Dr. Chita S. Quitevis, IMCCSDI
 Mrs. Asuncion G. Eduarte, IMCCSDI
 Mrs. Antoinette S. Tejano, IMCCSDI
 Dr. Adelaida Segarra, IMCCSDI
 Mrs. Feliciano Eraldo, IMCCSDI
 THAILAND:
 Khun Pienchai Sattayut, Head, Training Section, DFH/MOPH
 Khun Somsanit Wangwon, Head, Health Promotion Sect., MCH Ctr, Khon Kaen, MOPH
 Khun Nimnuan Taweesonboon, Head, Supervision Section, FHD/MOPH
- * May 13-Jun 24, 1985 MSH, Boston, MA
 U.S.-Based Course on Skills for Managing Effective Training Organizations
 GHANA:
 Mrs. Alma Adzraku, Principal Nursing Officer, MOH
 Ms. Forence Quarcoopome, Public Health Nurse, Ashanti Region, MOH
 KENYA:
 Mrs. Lydia Wanjiru-Cege, Senior Tutor In-charge, Training Division, Division of Family Health, MOH
 ZIMBABWE:
 Ms. Shalote Rudo-Chipamaunga, Tutor, Zimbabwe National Family Planning Council
 THAILAND:
 Khun Tanaporn Praditwong, Acting Manager of Training, Asian Centre, PDA

- * May 20-Jul 24, 1985 Chapel Hill, NC
U.S.-Based Evaluation and Management Course Sequence
- KENYA:
Mr. Anthony Kamau, Statistical Officer, Division of Family Health, MOH
Mrs. Zaluha Gitau, Public Health Nurse Tutor, Division of Family Health, MOH
(Mr. Murungaru Kimani, National Council for Population and Development also attended but was not funded by INTRAH)
- NIGERIA:
Mr. Ayodele Akin-Dahunsi, Principal Health Planner, National Health Planning Unit, Federal MOH
Mr. Anthony Ike Isama, Health Planning Officer, National Health Planning Unit, Federal MOH
- SIERRA LEONE:
Sister Lois Vincent, Health Sister, Jenner Wright Clinic, MOH
Mrs. Fatu Yunkella, Medical Demographer, MOH
- UGANDA:
Mr. John Male-Mukasa, Assistant Director of Health Services, MOH
Mr. Dan Parma-Busulwa, Core Training Team Member/Tutor, MOH
- PHILIPPINES:
Ms. Miriam C. Grafilo, Director for Support Services, IMCCSDI
Miss Ligaya E. Dabatos, Area Nurse Field Supervisor, IMCCSDI
- NEPAL:
Mr. Ajit S. Pradhan, Demographer, ICHS/DP Project
Mr. Gokarna Regmi, Demographer, FP/MCH Project
- SRI LANKA:
Ms. Mala Wijesekera, Assistant Director, Evaluation Unit, FPASL (May 20 - June 7)
Mr. Amara Dissanyake, Director of Operations, FPASL (May 20 - June 19)
- THAILAND:
Khun Chusie Sujpluem, Head, Training/Supervision/Education Section, FHD/MOPH
Khun Yupa Poonkum, Policy and Planning Analyst, Research and Evaluation Section, FHD/MOPH
- * Jul 8-Aug 16, 1985 University of Chicago, IL
U.S.-Based Training in Cytology
- PHILIPPINES:
Ms. Marilina Hizon, Senior Cytotechnologist, U.P. General Hospital
- * Aug 12-Nov 1, 1985 IHP, Santa Cruz, CA
U.S.-Based Family Planning Program Management
- KENYA:
Mrs. Mary Mbandi, Project Coordinator, Maendeleo Ya Wanawake Organization
- * Aug 26-Sep 13, 1985 SDC, Chicago, IL
U.S.-Based Training in Population, Communication and Research
- PAPUA/NEW GUINEA:
Mrs. Ruth Iangalio, Executive Director and Chief Administrator, Family Planning Association of New Guinea
- SAMOA:
Mrs. Faatonu Feletoese, Field Worker, Western Samoa Family Health Association
Mrs. Talele Asamasaga, Motivator, Western Samoa Family Health Association
- * Oct 21-Dec 13, 1985 IHP, Santa Cruz, CA
U.S.-Based Family Planning Management Training Workshop
- BURKINA FASO:
Mrs. Poda Caroline Sylvie, Midwife, Chief Of Maternity of Po, Naouri Province MOPH
Mrs. Bande Nee Tall Aminatou, Midwife, Chief of Maternity of Sorgho Ganzourgou Province, MOPH
- * Jun 9-Jul 23, 1986 MSH, Boston, MA
U.S.-Based Training Management Course
- SRI LANKA:
Mr. Conrad Diggaha Ranawake, Operational Manager, FPASL
Mr. Aseerwatham Joseph Benedict, Assistant Director, Training, FPASL
- * Nov 17-Dec 13, 1986 IHP, Santa Cruz, CA
U.S.-Based Training in Information, Education and Communication
- MALI:
Dr. Sekou Drame, Health Education Section, Family Health Division, MOPHSA
Mrs. Dicko Mariam Sidibe, Community Developm. Technician, Family Hlth Div, MOPHSA
Ms. Traore Mintou Doucoure, Deputy Director, National Center for Physical Therapy

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- * Feb 16-Apr 3, 1987 U/Conn, Farmington, CT
 *U.S.-Based Training of Trainers at University of Connecticut
 PHILIPPINES: Miss Miriam Grafilo, Director for Support Services, IMCCSDI
 SIERRA LEONE: Mrs. Fatu Yumkella, Medical Demographer, MOH

- * Apr 20-Jun 12, 1987 IHP, Santa Cruz, CA
 U.S.-Based Training in Family Planning Program Management
 MALI: Mrs. Oumou Cheick Traore, NTT Member, MOPHSA

- * Jul 13-Aug 14, 1987 CEDPA, Washington, D.C.
 U.S.-Based Training in Supervision and Evaluation
 UGANDA: Ms. Judith Kaija, CTT Member, MOH Health Education Division

- * Jul 5-Jul 22, 1988 MSH, Boston, MA
 U.S.-Based Executive Skills in Human Resource Management Course
 SRI LANKA: Mr. Amarananda Dissanayake, Director of Operations, FPASL

- * Aug 27-Sep 2, 1988 Houston, TX
 Logistics/ Administration for DOH Participants to World Conference of Health Education
 PHILIPPINES: Ms. Marietta Bernajo, Officer in Charge, Public Information Service, DOH
 Ms. Alicia Clemente, Health Education Advisor, DOH

APPENDIX E

INTRAH ORGANIZATIONAL CHART

INTRAH
University of
North Carolina

September 23, 1989

Dean, School of Medicine

Director, James W. Lea

INTRAH-IHPS
 Policy Advisory Board

Deputy Director, Lynn Knauff

C. Stuck 32904 Admin. Asst. 50%
 C. Davis 30254 Secretary
 B. Wollan 33276 Secretary 50%

Assoc. Director - Administration
 Raymond Baker

Regional Office- Abidjan
 P. Gaye Regional Director
 D. Thiam Reg. Trg. Officer
 P. Seck Reg. Proj. Officer
 Vacant Admin Asst.
 Vacant Office Asst.
 M. Johnson Secretary

Regional Office- Nairobi
 P. Muhuhu Regional Director
 G. Mtawali Reg. Trg. Officer
 J. Wachira Reg. Proj. Officer
 M. Kyangwa Admin. Asst.
 G. Mungai Office Asst.
 Jane Kiroe Secretary

Regional Rep.- Asia
 TBS - Regional Rep.

Technical Advisory
 Committee

Technical Advisory
 Committee

Technical Advisory
 Committee

Administration
 C. Durham 32255 Contract / Finance Officer
 P. Rupkalvis 32724 Acct. Tech. 65%
 L. Dangerfield 30154 Ad Asst. 88%
 K. Duffey 31528 Secretary
 B. Ivey 32217 Clerk

Program Management
 TBS Prog. Officer - ESA
 M. Corbett Prog. Officer- WCA
 TBS Prog. Officer - Asia
 A. Walker 33603 Prog. Asst.
 L. Killion 33604 Prog. Asst.
 V. Hayes 32233 Secretary
 Vacant 32118 Secretary

Technical Services
 C. Murphy 13244 Trg. Mat'ls. Officer 75%
 Vacant Evaluation Officer 75%
 M. Angle Clin. Skills Spec. 75%
 C. Newman Eval. Specialist
 G. Beasley 34902 Trg. Materials Specialist
 Vacant 32644 Data Mgmt. Specialist
 J. Dennis 33785 Data Proc. Asst. 75%
 H. Eisenberg 32870 Translator 75%
 P. Maglaque 33623 Collection Spec. 75%
 F. O'Brien Stu. Asst. 50%
 S. Eudy 32282 Secretary

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APPENDIX F

**INTRAH PERSONNEL
(as of September 23, 1989)**

APPENDIX F

INTRAH Personnel

(as of September 23, 1989)

ORGANIZATIONAL	STAFF	SPA NUMBER	PERCENT TIME
Management			
J. Lea	Director		100
L. Knauff	Deputy Director		100
Vacant	Assistant to the Director		100
C. Stuck	Administrative Assistant	32904	50
C. Davis	Secretary	30254	100
B. Wollan	Secretary	33276	50
Program Management: <u>Chapel Hill</u>			
Vacant	Program Officer		100
Vacant	Program Officer		100
M. Corbett	Program Officer		100
A. Walker	Program Assistant	33603	100
L. Killion	Program Assistant	34471	100
V. Hayes	Administrative Secretary	32233	100
Vacant	Secretary	32118	100
<u>E/SA Office (Nairobi, Kenya)</u>			
P. Muhuhu	Regional Director		100
G. Mtawali	Regional Training Officer		100
J. Wachira	Regional Projects Officer		100
M. Kyangwa	Administrative Assistant		100
J. Kiroe	Secretary		100
G. Mungai	Office Assistant		100
<u>W/CA Office (Abidjan, Côte d'Ivoire)</u>			
P. Gaye	Regional Director		100
D. Thiam	Regional Training Officer		100
P. Seck	Regional Projects Officer		100
Vacant	Administrative Assistant		100
M. Johnson	Secretary		100
Vacant	Office Assistant		100
Technical Services			
C. Murphy	Training Materials Officer	13244	75
Vacant	Evaluation Officer		75
M. Angle	Clinical Skills Specialist		55
C. Newman	Evaluation Specialist		100
Vacant	Data Management Specialist	32644	50
H. Eisenberg	Translation Services	32870	75
P. Maglaque	Collection Specialist	33623	75
S. Eudy	Secretary	32282	100
J. Dennis	Data Processing Assistant	33785	75
F. O'Brien	Student Assistant		50
G. Beasley	Educational Media Specialist	34902	100
Administration			
R. Baker	Associate Director		100
C. Durham	Contract/Finance Officer	32255	100
P. Rupkalvis	Accounting Technician	32724	65
L. Dangerfield	Administrative Assistant	30154	88
K. Dutfey	Secretary	31528	100
B. Ivey	Clerk	32217	100

APPENDIX G

**MEMBERS OF INTRAH'S
TECHNICAL ADVISORY COMMITTEES**

**ANGLOPHONE AFRICA
FRANCOPHONE AFRICA
ASIA**

ANGLOPHONE AFRICA TECHNICAL ADVISORY COMMITTEE MEMBERS, 1989

<u>COUNTRY</u>	<u>NAME</u>	<u>TITLE</u>
BOTSWANA	Mrs. Neo Mokgautsi	Senior Nurse Tutor MOH/INTRAH Project Coordinator National Health Institute
	Mrs. Daisy Mosieman	Principal Tutor National Health Institute
KENYA	Mrs. Margaret W. Ngure	Deputy Chief Nursing Officer Ministry of Health
	Mrs. Peninah N. Njoka	Deputy Chief Nursing Officer (Provincial Matron)
LIBERIA	Dr. Patricia Divine	Medical Director Department of Obs & Gynae J.F.K. Medical Center
SOMALIA	Mrs. Zeinab Mohamud Afrah	Post-Basic School (PST)
	Mr. Asha A. Mohamud	Deputy Director FH/FP (MOH)
	Mrs. Halima Abdi Sheikh	Head of Public Sector FH/FP Division Ministry of Health
TANZANIA	Mrs. Eliseba Delem	Senior Training Officer UMATI
	Dr. Peter M. Kilima	Regional Medical Officer

UGANDA	Dr. Fred Katumba	Senior Medical Officer MCH/FP Division Ministry of Health
	Mrs. Specioza Mbabali	Principal Tutor (PST) Mulago School of Nursing and Midwifery
	Mrs. Rachael Rushota	FHI Project Coordinator Ministry of Health
ZAMBIA	Mr. Peter Chibuta Chuma	Lecturer University of Zambia
ZIMBABWE	Mrs. Lucy Botsh	Chief Training Officer Zimbabwe National Family Planning Council
	Dr. Alex Zinanga	Deputy Director of Programs Zimbabwe National Family Planning Council
REDSO/KENYA	Mrs. Rosalind Waithaka	Population Health Assistant USAID/Nairobi

FRANCOPHONE AFRICA TECHNICAL ADVISORY COMMITTEE MEMBERS, 1989

<u>COUNTRY</u>	<u>NAME</u>	<u>TITLE</u>
BURKINA FASO	Mrs. Franceline Ilboudo	Head of MCH Services Ministry of Social Affairs
	Mr. Barthelemy Kabore	Trainer/Teacher National School of Public Health
CHAD	Dr. Ngarbeul Djikoloum	Chief Doctor of the Lai Prefecture Lai Prefecture
COTE D'IVOIRE	Mrs. Yvette Koue Lou	Executive Director AIBEF
MALI	Mrs. Oumou Keita	Head of Training DNFPSS
NIGER	Dr. Halima Maidouka	Director of Family Planning Ministry of Social Affairs and Women's Issues
	Mr. Mariko Souleymane	Director of FP Training, Family Planning Division Ministry of Social Affairs and Womens' Condition
RWANDA	Mr. Castule Kamanzi	Head of Training ONAPO

SENEGAL	Mrs. Adama Faye Diop	Executive Director ASBEF
TOGO	Dr. Latifou Salami	Director MCH Ministry of Health
	Mrs. Tanté Tchalla	Social Worker
	Dr. Késsi Houdounu	Head of Maternity Hospital University of Bénin
	Mrs. Enyonam Mensah	Chief Clinical Officer ATBEF
	Mr. Kwasi Mensah	Executive Director ATBEF
ZAIRE	Mr. Shamp Mabudi	Training Director AZBEF
	Mrs. Mandu Ekasi	Head of Pre-Service FP Training Sixième Direction
	Mrs. Chirwisa Chirhamolekwa	Director PSND

ASIA TECHNICAL ADVISORY COMMITTEE MEMBERS, 1987

<u>COUNTRY</u>	<u>NAME</u>	<u>TITLE</u>
NEPAL	Ms. Rukhmini Shrestha	Head, Division of Nursing Ministry of Health
	Mr. Padma R. Shakya	Ministry of Health
	Mr. Padma R. Rajbhandari	Ministry of Health
PHILIPPINES	Ms. Asuncion Eduarte	Training Consultant Integrated Maternal Child Care Services and Development, Inc.
PAPUA NEW GUINEA	Ms. Shirley Gideon	Family Planning Coordinator Department of Health
SRI LANKA	Mr. Amarananda Dissanayake	Director of Operations, Family Planning Association of Sri Lanka
THAILAND	Khun Chusie Sujpluem	Chief, Training and Education, Division of Family Health Ministry of Health
	Khun Guia Morales- Yamokgul	Head, Training Asian Centre, Population and Community Development Association

APPENDIX H

VISITORS TO INTRAH
(April 1, 1989 - September 23, 1989)

VISITORS TO INTRAH/CHAPEL HILL**April 1, 1989 - September 23, 1989****APRIL 1989**

Miss Pauline Muhuhu	Director, INTRAH/ESA
Mr. Pape Gaye	Director, INTRAH/WCA

MAY 1989

Mr. Leonard arap Sawe	Permanent Secretary Kenya Ministry of Home Affairs and National Heritage
Mr. Peter Ondieki	Director, National Commission on Population and Development Kenya Ministry of Home Affairs and National Heritage
Miss Muthoni Thiongo	Principal Financial Officer Kenya Ministry of Home Affairs and National Heritage
Mr. Alan Johnson	Research Triangle Institute

JUNE 1989

Dr. Don White	Head of Overseas Services Health Services Management Centre, The University of Birmingham, England
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JULY 1989

There were no visitors in July.

AUGUST 1989

Ms. Susan M. Igras	Assistant Project Manager NCIH
Ms. Maggie Range	International Consultant/ Writer/Trainer

SEPTEMBER 1989

There were no visitors in September.

VISITORS TO INTRAH/ESA OFFICE

April 1, 1989 - September 23, 1989

APRIL 1989

There were no visitors during April.

MAY 1989

There were no visitors during May.

JUNE 1989

Ms. Maureen Corbett	Program Officer INTRAH/CH
Mr. Pape Gaye	Director INTRAH/WCA
Ms. Lynn Knauff	Deputy Director INTRAH/CH
Mrs. Stembile Matutu	INTRAH Consultant
Mr. Bongwele Onanga	INTRAH/WCA Consultant
Mr. Nicholas R. Onyango	Box 30182 Nairobi, Kenya
Dr. Ann-Charlotte Royer	INTRAH Consultant
Dr. Boniface Sebikali	Regional Medical Delegate ONAPO Kigali, Rwanda
Dr. Penda Seck	Regional Projects Officer INTRAH/WCA
Mr. Emmanuel Semana	Documentation Specialist ONAPO Kigali, Rwanda
Mrs. Djary Thiam	Regional Training Officer INTRAH/WCA

JUNE 1989 (cont.)

Mr. Mutombo Yatshita	INTRAH Technical Advisor in Residence Togo
Mr. Sixte Zigirumugabe	Chief of IEC ONAPC Kigali, Rwanda

JULY 1989

Mr. Alain Fontaine	INTRAH Consultant
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AUGUST 1989

There were no visitors during August.

SEPTEMBER : 1989

Dr. A. Ajayo	Regional Representative Pathfinder Fund, Nairobi
Ms. Daphne Kempner	Coopers & Lybrand, Boston
Ms. Joyce Lyons	Initiatives, Inc., USAID Consultant
Mr. Milo Schaub	IPPF, London
Ms. Elina Visuri	FINNIDA
Mr. Hugh Waters	PRITECH, Washington, DC

VISITORS TO INTRAH/WCA OFFICE

April 1, 1989 - September 23, 1989

APRIL 1989

Ms. Carcle Diomandé	Director ECOFORM
Ms. Eve Huissain	Enterprise Project
Dr. Jean Le Comte	Enterprise Project
Mrs. Awa Tabaski Mbaye	Administrative Assistant SENECI

MAY 1989

There were no visitors during May.

JUNE 1989

Mrs. Mary Diop	SA Intercon
Mr. Paul Ehmer	Health/Population/Nutrition Officer USAID/Togo
Mr. Graeme Frelick	TRG Alexandria, VA
Mr. James Herrington	CCCD/MOH Project Abidjan, Côte d'Ivoire
Ms. Joyce Holfeld	REDSO/WCA
Mr. Lee Jennings	TRG Alexandria, VA
Mr. Joanny Kabore	INTRAH/WCA Consultant
Mr. Opiah Mensah	JHU/PCS
Mr. Mamadou Wado	Voix d'Afrique Magazine

JULY 1989

Mr. Ali Boly	African Development Foundation
Ms. Maureen Corbett	Program Officer INTRAH/Chapel Hill
Ms. Mame Less Dia	Voix d'Afrique Magazine
Mr. Don Dickerson	RAPID
Dr. Ngarbeul Djikoulum	Lai Prefecture
Ms. Salwa Kazadi	CAFS
Ms. Constance Newman	Evaluation Specialist INTRAH/Chapel Hill
Ms. Nancy Nolan	REDSO/WCA Chad
Mr. Mamadou Wado	Voix d'Afrique Magazine

AUGUST 1989

Mr. Charles Habis	REDSO/WCA
Dr. Don Lauro	Columbia University
Mrs. Sira Seki	Ministry of Social Affairs

SEPTEMBER 1989

Dr. Ayo Ajayi	Regional Representative The Pathfinder Fund, Nairobi
Mr. Yirga Alem	Financial Officer The Pathfinder Fund, Nairobi
Mr. Ralph Baker	Computer Specialist
Mrs. Ibrahima Diarra	Independant Consultant
Ms. Carole Diomandé	ECOFORM/Abidjan
Ms. Oulimata Diouf	Nurse Midwife, Air Afrique

Mr. Charles Habis	REDSO/WCA
Ms. Daphne Kempner	Senior Consultant Coopers & Lybrand, Boston
Mrs. Yvette Koue Lou	ATBEF
Ms. Beth Mbaka	Program Officer The Pathfinder Fund, Nairobi
Mrs. Awa Tabaski Mbaye	SENECI
Ms. Nancy Nolan	REDSO/WCA
Mr. Bongwele Onanga	Consultant, The Enterprise Project
Dr. Yves Poinsignon	Hopital Protestant de Dabou
Mr. Dianaba Sarr	SITRAD
Mrs. Sira Seki	Ministry of Social Affairs
Mr. Selom Kodjo Vimenyo	Pannell Kerr Forster

APPENDIX I

BRIEFINGS AND DEBRIEFINGS
(April 1, 1989 - September 23, 1989)

BRIEFINGS AND DEBRIEFINGS
April 1, 1989 - September 23, 1989
INTRAH/CHAPEL HILL

APRIL 1989Briefings

Lee Jennings	Zaire	Supervision Workshop
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Debriefings

Pape Gaye	Rwanda	Final Project Review
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MAY 1989Briefings

Gabrielle Beasley	Thailand	Asia Regional Training
Ralph Wileman		Materials Development Workshop

Debriefings

No debriefings were conducted during May.

JUNE 1989Briefings

No briefings were conducted during June.

Debriefings

No debriefings were conducted during June.

JULY 1989Briefings

No briefings were conducted during July.

Debriefings

No debriefings were conducted during July.

AUGUST 1989Briefings

No briefings were conducted during August.

Debriefings

No debriefings were conducted during August.

SEPTEMBER 1989Briefings

No briefings were conducted during September.

Debriefings

No debriefings were conducted during September.

BRIEFINGS AND DEBRIEFINGS
April 1, 1989 - September 23, 1989
INTRAH/ESA

APRIL 1989Briefings

No briefings were conducted during April.

Debriefings

No debriefings were conducted during April.

MAY 1989Briefings

No briefings were conducted during May.

Debriefings

No debriefings were conducted during May.

JUNE 1989Briefings

No briefings were conducted during June.

Debriefings

No debriefings were conducted during June.

JULY 1989Briefings

Alain Fontaine	Uganda	Final Project Review and Evaluation
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Debriefings

Grace Mtawali	Botswana	Workshop to develop a Guide for Orienta- tion in the Use of the FP Procedures Manual
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AUGUST 1989Briefings

No briefings were conducted during August.

Debriefings

Alaine Fontaine Jedida Wachira	Uganda	Final Project Review and Evaluation
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SEPTEMBER 1989Briefings

No briefings were conducted during September.

Debriefings

Pauline Muhuhu Grace Mtawali	Kenya (DFH)	Refresher Training in Clinical Training Skills
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BRIEFINGS AND DEBRIEFINGS
April 1, 1989 - September 23, 1989
INTRAH/WCA

APRIL 1989Briefings

No briefings were conducted in April.

Debriefings

No debriefings were conducted in April.

MAY 1989

Joanny Kabore	Zaire	Follow-up of A-2 and A-3 Nursing School Tutors
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Debriefings

Bongwele Onanga	Burkina Faso	Technical Assistance to NTT and ENSP
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JUNE 1989Briefings

Djary Thiam Mutombo Yatshita	Togo	Follow-up of INTRAH- trained service providers
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Penda Seck	Niger	Training of Trainers
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Adiza Mbengue	Morocco	Study Tour for Zairean FP Officials
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Debriefings

Joanny Kabore	Zaire	Follow-up of A-2 and A-3 nursing school tutors
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Irene Gaye	Rwanda Zaire	Financial Reviews
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Bongwele Onanga	Zaire	Impact Study
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JULY 1989Briefings

Penda Seck Kazadi Salwa	Senegal	Regional Clinical Workshop
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Debriefings

Penda Seck Bongwele Onanga	Niger	Training of Trainers
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Adiza Mbengue	Morocco	Study Tour for Zairean FP Officials
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Djary Thiam	Togo	Follow-up of INTRAH- trained service providers
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AUGUST 1989

Briefings

No briefings were conducted during August.

Debriefings

No debriefings were conducted during August

SEPTEMBER 1989

Briefings

No briefings were conducted during September.

Debriefings

No debriefings were conducted during September.

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APPENDIX 1

**AN ASSESSMENT OF
INTRAH TRAINING IMPACT:
THE CASE OF CHAD**

(Supplement to INTRAH Semi-Annual #10 and Final Report)

Program for International Training in Health

327

AN ASSESSMENT OF INTRAH TRAINING IMPACT: THE CASE OF CHAD

by Constance Newman, Maureen Corbett and Onanga Bongwele*

SUMMARY

In December 1988, the INTRAH Program conducted a formal assessment of the impact of training and technical assistance on the family planning (FP) activities of the Chad Ministry of Public Health (MOPH). It was found that INTRAH training interventions played a part in changing the FP policy environment and in developing specific capabilities of MOPH and Ministry of Social Affairs and the Promotion of Women (MOSA/PW) personnel (five clinicians, 30 IEC/FP social workers and two evaluators). Moreover, it was found that the particular combination of training, technical assistance and material inputs that were made appeared to have had a positive impact on the number of persons using FP services.

BACKGROUND

In 1983, the MOPH was reorganized under a new regime, but materials, adequate infrastructure and trained manpower to address the numerous health needs of the population were minimal as a result of more than 10 years of civil war and occupation by Libyan military forces.

*Ms. Newman is the Evaluation Specialist for the INTRAH Program; Ms. Corbett is the INTRAH Program Officer for Francophone Africa; Mr. Bongwele is a consultant to the INTRAH Program. Work for this paper was supported by a contract (AID/DPE-3031-C-00-4077) from the United States Agency for International Development. The views are those of the authors and do not necessarily reflect those of supporting organizations.

The authors gratefully acknowledge the suggestions made by INTRAH Deputy Director Ms. Lynn Knauff, INTRAH/WCA Director Mr. Pape Gaye and INTRAH Director Dr. James Lea.

An INTRAH team made a preliminary needs assessment visit to Chad in 1985 at the request of USAID/Chad and MOPH, who hoped that INTRAH training and technical assistance might help the Government of Chad (GOC) arrive at a point where the MOPH could begin to offer integrated FP and maternal/child health (MCH) services.

A contract between INTRAH/University of North Carolina-Chapel Hill and the MOPH was signed in 1986 under the auspices of USAID/Chad. The project goal -- to assist the GOC to offer integrated FP/MCH services -- remained constant throughout the project. The original training strategy, aimed at developing national and regional training teams for the purpose of training large numbers of service providers in-country, had to be modified due to the absence of resources, infrastructure, necessary policies and manpower and an almost non-existent demand for family planning services by the population.

Accordingly, in 1987, the project objectives were revised to address Chad's more fundamental policy and program development needs. The revised objectives called for policy level activities to sensitize GOC decision makers to integrated FP/MCH and the importance of FP skills training as a means of reinforcing national capabilities to provide services.

INTRAH's evaluation strategy was also modified to focus on training two Chadians in training evaluation, at the levels of the trainee, the training activity and the country program. The new strategy was seen as the first step in a long process of developing evaluation capability within the MOPH. It was hoped that the two trained evaluators would take the lead in assessing the impact of INTRAH training and technical assistance on the national family planning program.

The importance of developing a program based on current practices and real demand for family planning services was recognized in 1988 when a K.A.P. survey was conducted in N'Djaména (see Appendix C, title pages of "Preliminary Report"), by Columbia University.

I. INTRODUCTION

INTRAH defined "training impact" as the qualitative or quantitative difference in the state of one or a series of related indicators from Time A (before INTRAH) to Time B (after INTRAH). In this report an attempt is made to describe the impact of INTRAH training or technical assistance on FP policy and program development, and where possible, to isolate the impact of INTRAH's training and technical assistance from that of other Cooperating Agencies (CAs) and donor agencies working in Chad during the same general period of time.

Table I (Appendix A), Organizational Plan for the Impact Study, is an outline of the most important elements of the impact assessment and may be used as a quick reference for the discursive treatment given to the objectives and indicators in the text.

Definition of Training Indicators

An indicator has been defined by the World Health Organization as a variable that helps to measure changes (1). During PAC II training for in-country evaluators, INTRAH gave the term more specificity by calling it a precise "unit of information which can be used to make a judgment about a more general situation" (2). Starting with this definition, three types of training indicators were differentiated:

1. Program indicators are units of information which allow a judgment to be made about whether a project has been carried out as it was planned. They are the most simple to define because they are found in the objectives of the project, and sometimes are identical to them. An example of a program indicator in an INTRAH project is the number or types of training activities actually conducted.
2. Impact indicators are units of information which permit a judgment to be made about the extent to which general program objectives have been realized as a result of training, technical or material assistance. This kind of indicator measures a phenomenon that is less tangible than the actual execution of project activities. An impact indicator for the INTRAH project measures the effect of the project's training and technical assistance activities on the actual status of the FP program. Training impact indicators are measures that are either easily linked to training (e.g., increased ability to provide services), or much less easily or directly linked to training's commonly recognized effects (e.g., increased service utilization).
3. Performance indicators are units of information which permit a judgment to be made about the direct effects of training on trainee performance, or the way training graduates carry out job-related tasks whether they are training, clinical, managerial or evaluation tasks. Examples of performance indicators in an INTRAH project are proper prescription of FP methods based on complete history-taking or application of sound counseling principles. Sometimes performance indicators may serve as impact indicators : the impact of training at the level of trainee performance may be seen in the improved quality of his/her performance; at the level of the program, training impact on performance may be translated into increased quantity of services provided.

There seems to be no clear consensus yet in the literature of training evaluation about what reasonably constitutes training impact or about various categories of training indicators. In the INTRAH PAC II evaluation strategy distinctions among types of indicators were not meant to be definitive. Rather, their utility lies in the level of generality they attempt to describe and in their

ability to pinpoint the primary locus of change brought about by training.

In Chad an assumption was made that if there were a change in (one or more) program, impact or performance indicators from Time A to Time B (after INTRAH training or technical assistance), there would be some impact at the level of the larger FP program.

Assessment Methodology

An assessment of training was built into the Chad training project from the beginning, and the elements of design remained essentially the same despite a revision of the original project objectives and changes in the impact study data collection methodology. The elements of the evaluation design were the following:

1. Evaluation of the Country Program: This level of evaluation assessed the impact of the INTRAH training project on the Chad FP program. The design originally called for a prospective before/after study of training impact using a questionnaire to gather data on selected program, impact and performance indicators at the beginning and at the end of the project. The design evolved into a comparison between these indicators as they were described in the baseline document, and then as they were described by data from mid- and end-of-project reviews and a final trainee follow-up (see #2, below).

The changes in the impact indicator "service use numbers", illustrated in Figure 1 (see Part III of this report), are based entirely on retrospective data gathered as a part of INTRAH's final project review in December 1988. This indicator was not a part of the original series of training impact indicators selected for the baseline study.

The results of this level of evaluation in Chad are described in this report.

2. Evaluation of Trainees: Originally, trainees' knowledge was to be assessed at the time of training through a pre/post test of knowledge or competence, and yearly after training, when a sample of trainees were to be followed up with a performance evaluation, an assessment of performance indicators. Because of

manpower, time and financial constraints, this part of the evaluation plan evolved to consist of pre/post testing at the time of training and a follow-up performance evaluation of a sample of trainees conducted once at the end of the project.

3. **Evaluation of Training Activities:** This part of the evaluation design consisted of an assessment of the appropriateness and relevance of training activities at the time of training, and was to be carried out by trainers using a standardized instrument.

The INTRAH evaluation design also called for providing training and technical assistance to evaluation resource persons. Two Chadians received theoretical training in evaluation in Mauritius in 1986 and in Côte d'Ivoire in 1987. They were expected to participate in the trainee and country program-level evaluation activities mentioned above. With regard to country program-level evaluation, the Chadian evaluators selected and refined some of the program, impact and performance indicators for Chad's impact assessment during the course of both workshops.

In 1986, the Chadian evaluators collected baseline data for these training indicators and produced a document which was used to describe the state of the indicators at the start of INTRAH activities. However, because of issues related to per diem, the Chadian evaluators did not provide the end-of-project data necessary to update the baseline document (the "after" measurement of the same training indicators) and to complete the impact study. This made it necessary for INTRAH to complete the impact study relying on data from the trainee follow-up and final project review, as well as retrospective data from INTRAH trip reports, reports written for or by other agencies (see references) and client records from the MCH Center Assiam Vamtou in N'Djaména, which is UNFPA-supported.

Because the Chadian evaluators did not make the expected comparable end-of-project data available to INTRAH at the time of the impact assessment, and because of gaps in other documentation**, our conclusions about the impact of INTRAH training and technical assistance on Chad's FP program may be considered tentative.

II. DESCRIPTION OF THE PROGRAM

Background of the INTRAH/MOPH Program

In 1985 an INTRAH team conducted a preliminary training needs assessment at the request of USAID/Chad and the MOPH. The team found no FP service system in place in Chad. Primary health care and MCH programs were in developmental stages and existed only as demonstration activities in N'Djaména and nearby areas (3).

The INTRAH team determined that although no population policy existed in Chad, there was a willingness among ministries to discuss the feasibility of a FP program (4). Nevertheless, Law #28, a 1965 anti-contraception policy reinforcing the 1920 French law which forbade dissemination of information about contraceptives, was in effect and represented the GOC's formal stance with regard to FP.

In 1986, several months after the needs assessment and again at the request of the MOPH and the Ministry of Planning (MOP), an INTRAH project development visit took place. A project was developed by the MOPH, USAID/Chad and INTRAH.

**Although other international assistance agencies also intervened in the policy and program arenas during the same time period, attempts to secure documentation of this assistance were not entirely successful.

The project's goal was to assist the GOC in offering integrated FP/MCH services as a part of its Family Well-Being*** (FWB) initiatives. The objectives were to: 1) develop a national training team of 14 trainers...who would ultimately train FP/MCH service providers in urban and rural areas of Chad, and 2) organize a national seminar on FP/MCH for government officials...in order to assist in formulating an integrated FP/MCH service delivery strategy.

The 1986 contract workplan included training of government trainers in training methods and curriculum development, clinical and non-clinical FP, community health education, management, supervision and evaluation. Thereafter, the training team was expected to train health and social development personnel from peripheral service sites (5, 6).

In January 1987, funds were made available by REDSO/WCA so that USAID/Chad could hire a Population Advisor to the MOPH. The Population Advisor played an active role in the development of the FP program in Chad : spending mornings at an office at the MOPH, she was able to localize technical oversight in the health infrastructure itself; having an office at USAID/Chad, she coordinated all MOPH and Cooperating Agencies' MCH/FP activity and situated these interventions within the larger context of FP program development.

The Population Advisor also helped to redirect INTRAH-assisted activities in Chad. During a project review visit in March, the director of INTRAH's regional office in Abidjan worked with the Population Advisor and USAID's General Development Officer to revise the project and strategy. The initial strategy had been based on a level of

***Family Well-Being is the term adopted by the GOC for family planning.

service delivery and a supportive FP policy that did not exist, but which were necessary prerequisites for the development of Chad's training capabilities. It had become clear that there would be problems arising from a legal/political climate formally opposed to FP; and, because of an inadequate health services delivery infrastructure, it would be impossible to organize in-country clinical and non-clinical training. Development of a training team would be a viable strategy once a stronger program and policy environment existed.

After further discussions between the GOC, USAID/Chad and INTRAH, the training project was revised to include two principal objectives, each focusing on effecting change at separate but related levels of intervention -- the policy level and the FP service level.

Implementation of the Revised Training Project

Since other international assistance agencies also worked in the policy and program arenas before and during the period when INTRAH worked in Chad, a brief discussion of these interventions and consideration of how and to what extent they may have contributed to changes in policy and the FP program in Chad, follow.

Objective 1: Policy Change

It will be recalled that in 1986 the policy environment in Chad was not openly favorable to FP. Formal legal barriers and the absence of organized and widely acknowledged political support for FP presented serious obstacles to the provision of FP services, even by the few health personnel trained in FP.

These obstacles persisted despite GOC participation in 1984 in two conferences on population policy and FP (6) and two policy-level interventions by the Futures Group -- a

RAPID II presentation in 1985 and a study of the anti-contraception Law #28 in 1987. Those activities, aimed at sensitizing GOC decision makers to the importance of FP, took place prior to the start of the revised INTRAH project in 1987, but did not appear to have resulted in any documented or organized support of FP/MCH. They appear, however, to have set the stage for INTRAH's PAC II efforts at sensitizing and organizing the GOC's FP decision making community for the Futures-sponsored and INTRAH-assisted "National Conference on FWB in Chad" in October 1988 and a Futures follow-on meeting at the end of 1988, whose purpose was to draft new population policy for Chad (8).

INTRAH's FP policy change objective differed from previous interventions at the policy level in that the activities designed to sensitize decision makers at the MOPH and other ministries/institutions were linked directly to FP/MCH program development and not to population policy, per se. The interventions focused on FP service models and infrastructures, roles and responsibilities of institutions in an FP program, and FP policy issues (e.g., religious, legal). These interventions also stressed the importance of Chadian leadership in developing a family planning concept and program formulation consistent with their national priorities.

INTRAH activities to achieve the policy-change objective were conducted in two phases. The initial phase consisted of study tours to Senegal, The Gambia and Morocco by representatives of the GOC and private sector groups. The second phase consisted of FP/MCH Integration Workshops, held in May 1988 for study tour participants and other representatives of GOC ministries.

It was expected that if appropriate GOC decision makers were sensitized and informed as a result of those interventions, changes would be seen in program and impact indicators, such as actual participation in sensitization activities by appropriate decision makers and recommendations openly in favor of FP/MCH. To a lesser extent, a change in formal policy governing FP practice in Chad was expected (see Appendix A, Table I, objective 1, column 2 for detailed list of indicators).

Study Tours

The purpose of the study tours was to provide structured learning about different models of successful FP programs in Moslem countries. With the aid of a summary form (see Appendix D), participants 1) identified and analyzed the various components of the Moroccan FP program, 2) compared the Moroccan with the Senegalese, Gambian and Chadian FP programs, and 3) identified similarities and differences between these national FP programs (9).

The expected outcomes of the study tours were that participants' knowledge about FP program models would increase, and that they would gain credibility and confidence as FP decision makers in the longer term. This knowledge would be useful in convincing colleagues and reducing legal or religious opposition. Exposure to outside program models would confirm possibilities of providing FP services in public sector facilities and/or by non-medically trained personnel.

Although INTRAH did not attempt to formally test learning in this high-level group of decision makers, there was evidence that at least the study tours' shorter-term expected outcomes were realized. The USAID/Chad Population Advisor asked that each participant write a final report which synthesized important points of learning and proposed strategies for integrating family planning into the MOPH

(see Appendix E, "Guide for Final Report"). At a meeting held with USAID/Chad's Population Division staff following the second (Moroccan) study tour, each participant discussed what learnings had been most useful, and the group expressed its expectation to be able to influence future FP program policy (9).

FP/MCH Integration Workshops

During the two FP/MCH Integration Workshops that followed, participants identified components of a national FP/MCH program and discussed ways to integrate FP into MCH activities carried out by health personnel. Participants analyzed key issues and influences in the organization of FP programs, and groups were formed to discuss religious, cultural, political, legal and resource issues. Finally, participants identified obstacles to establishing a FP program and proposed solutions. Definitive outcomes of these workshops were recommendations of the following kind (11):

- * GOC declaration in support of FP, including a Chad-specific name -- Family Well-Being -- and its definition
- * creation of a national FWB committee
- * abrogation of the 1920 anti-contraception law and revision of certain clauses in Law #28 of 1965, to be replaced with a law favorable to FP
- * establishment of a national FWB program integrated with MCH
- * creation of MCH/FWB division at MOPH
- * integration of FWB into professional schools' curriculum
- * updating of skills of personnel and training of trainers in FWB and IEC
- * highlighting community participation in addressing FWB issues
- * creation of a private FWB association
- * establishment of an IEC program
- * resources needed to accomplish FWB objectives

A final policy-level intervention was the October 1988 Conference on Family Well-Being in Chad, sponsored by the Futures Group and assisted by INTRAH, which brought discussion of the FP/MCH Integration Workshop issues and recommendations to the wider GOC community. The Conference convened 120 Chadians from the public and private sectors, religious and political groups, eleven international delegations, and the representatives of 12 non-governmental organizations to reach consensus on recommendations made during the FP/MCH Integration Workshops. This was the final sensitization activity in which INTRAH participated.

Summary of Interventions in Policy Arena and their Impact

When the policy change objective (refer to Table I, Objective 1, columns 3 and 5) is compared at Time A and Time B, there have been changes in a positive direction in the selected program and impact indicators. Appropriate decision makers were exposed to national FP program models, and discussions among decision makers led to recommendations openly in favor of FP/MCH.

While there had been no abrogation of the anti-contraception law at the time of this assessment, the community of GOC decision makers had recommended abrogation and were planning to participate in further conferences aimed at reversing the law.

It is impossible to dissociate the impact of INTRAH's work in Chad from that of the Futures Group. Both played significant roles in sensitizing and organizing the community of GOC decision makers with regard to FP policy issues. The impact of each organization's activities is so difficult to isolate that we believe there was a cumulative impact. However, while Futures' primary focus was to sensitize decision makers to population issues and changing a particular FP policy (Law #28), INTRAH assisted Chadian officials to link FP policy issues to programmatic

discussions, which delineated the actual steps and elements necessary to operationalize a national FP program. This vital link is the one impact most attributable to INTRAH's approach to training and technical assistance, and to the choice of activities made to implement the approach.

Although formal legal barriers persist, development of a FP program policy has been initiated. Policy-making activities have been coupled in a practical way with programmatic/service level issues. Support for FP in Chad has been organized and there has been an informal liberalization of the policies governing its practice.

Objective 2: FP Program Development/Service Delivery

INTRAH's FP program development/service delivery objective aimed at reinforcing the skills and abilities of MOPH and MOSA/PW to offer FP services. To this end, the INTRAH/MOPH project conducted competency-based training activities for clinicians, health educators and evaluators.

There were three major assumptions underlying the training strategy: 1) training in clinical competencies would increase the FP worker's capability to improve the quality and expand the quantity of services provided; 2) training in IEC would improve health educators' knowledge of FP and their communication skills, and would result in an increase in referrals of interested clients for clinical services; and 3) training evaluators would increase the ability of the FP program decision makers and other personnel to evaluate both the training provided to service providers and the direction of the overall FP program, and thus increase the ministries' ability to improve its own service delivery by using evaluation results.

It would be expected that the success of competency-based training for clinical FP service providers, health educators and evaluators would be seen first in a change in performance indicators related to particular tasks in their respective jobs; that is, those tasks for which they had been trained. (See Appendix A, Table I, objective 2, indicators 1, 2 and 3 for detailed list of performance indicators.) For example, positive changes in knowledge were expected for those who had undergone clinical and IEC training, and a change in the documentation (evaluation plans, reports) attesting to the existence of an evaluation strategy was expected in assessing the impact of evaluation training.

The actual INTRAH training activities and some of the outcomes which allow an assessment of training impact follow.

Training Activities to Increase Capabilities to Offer Services: Clinicians

In September 1987 five (5) Chadian clinicians completed a comprehensive clinical FP skills workshop conducted in Senegal of whom four (4) were certified to provide services without direct supervision. Objectives of the workshop were to enable participants to acquire the knowledge and skills required to inform, counsel and educate clients about FP, prescribe appropriate contraceptive methods, provide instructions on methods use, follow-up clients, and manage contraceptive side-effects. A change in all the indicators for measuring training impact on clinicians is evident (see Table I, objective 2, indicator 1, columns 3 and 5).

An important finding is the change seen in the indicator, "expansion of the range of services provided by the clinician," where data collected in November-December 1988 during a follow-up study of INTRAH trained clinicians show that prior to INTRAH training, two of the three

clinicians followed-up claimed they were not providing FP services at all (13) (the fourth certified clinician was studying out of the country and therefore could not be followed-up). After training, by self report, those 2 clinicians were carrying out a wide range of FP services/activities, including counseling, provision of both hormonal and non-hormonal contraceptive methods, client follow-up and management of side-effects. If this self report is accurate, there was a dramatic increase in the practice of at least two INTRAH-trained clinicians (40%), from carrying out no FP activities before INTRAH training to conducting an average of 27 activities (see Appendix B, "List of Clinical FP Services/Activities," from the follow-up evaluation instrument) after INTRAH training.

It would be difficult to attribute the changes in the performance indicators for clinical FP service providers (and any related impact on the GOC capability to offer integrated FP/MCH services) solely to INTRAH training. For example, one of the two INTRAH-trained clinicians contacted during the follow-up in December 1988 had received prior training from JHPIEGO in IUD insertion (14). Other organizations also trained Chadian FP service providers in third countries during the INTRAH/MOPH project time period (14):

- * **JHPIEGO:** Conducted third country training for 27 FP personnel between 1985 and the end of 1988 (4 in IUD insertion and STDs; 10 in FP; 4 in Laparoscope; 2 in Reproductive Health for Administrators; 2 in Clinical FP; 2 in Academic Skills in Reproductive Health; 2 participated in an Observation Seminar in FP and 1 in Reproductive Health and Primary Health Care).
- * **CAPS:** Trained 3 clinicians in 1988 in Lomé, Togo, 2 in Program Management and 1 in Communication and FP (14).
- * **UNFPA:** Trained 2 clinicians in 1988 in Belgium in FP Management.

- * **IPPF:** Trained 2 clinicians in 1988 in the Central African Republic in Health Benefits of FP.

INTRAH has no information about the quality or scope of those training courses.

However, even in the absence of such data, we may infer the impact of INTRAH's clinical training if we accept as accurate the two clinicians' self report, wherein they state that they increased their FP services and activities after INTRAH clinical FP training (15).

Training Activities to Increase Capability to Conduct Outreach Services: Health Educators

Two IEC/FP workshops were conducted by INTRAH for health educators between July and August 1988. The objectives of both workshops were similar: 1) to provide theoretical and practical training in contraceptive methods and communication and motivational techniques; and 2) to prepare action plans to integrate FP into daily activities, including referral of interested clients to FP centers for clinical services.

Prior to INTRAH training there is no evidence of IEC/FP activities in social centers around N'Djaména (13, 18). Although the UNFPA project (Chd/85/P01) to develop national family planning services in Chad had both IEC training and evaluation strategy-development objectives, neither objective was acted on (18).

Investigating a change in performance indicators associated with the tasks performed by the health educators, we find the expected changes in knowledge after INTRAH training (see Table I, objective 2, indicator 2, columns 3 and 5). There was a mean gain in post-test scores for both workshops, 22 and 43.5 points respectively. During the practicum of both IEC workshops in response to a strong demand at social centers, INTRAH trainees provided FP

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information to 111 women and mothers during the first workshop practicum, and to 123 women and men during the second. Interested clients were referred to FP centers for clinical services (16).

After training, the number of INTRAH trained IEC workers referring clients to FP centers for services increased by 100%, from 5 to 11 (of 21 trained), while the number of health educators organizing educational sessions in communities increased seven-fold, from 1 to 7 (13).

It should be noted that service providers remain hesitant in freely offering services until the political climate becomes more overtly supportive of FP (13).

Training Activities to Increase MOPH Ability to Improve its Own Service Delivery Through Evaluation: Evaluators

There is no evidence that any Chadian or international assistance organization apart from the INTRAH Program provided training or technical assistance in training evaluation during the project period (14). CAFS and UNFPA trained Chadians in FP program management, and these courses may have included training or program evaluation. However, there is no evidence to support this contention. Thus, any changes in indicators in the area of evaluation may be said to be due to INTRAH training and technical assistance in evaluation.

Two regional evaluation workshops were conducted by INTRAH to develop national capabilities to improve FP programs and services through training evaluation. The objective of the first workshop, held in Mauritius in 1986, was to train evaluation teams from countries receiving INTRAH assistance in basic principles and skills of training and program evaluation. The purpose was to develop skills which would enable those evaluation teams to act as resources to INTRAH training and other FP or training

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efforts in their countries. Evaluators developed evaluation plans for INTRAH in-country projects including evaluation of trainees, training activities and program impact. The plan for the latter included the selection of country specific indicators of training impact, for which baseline and end-of-project data were to be collected.

The objectives of the second workshop held in Abidjan in 1987 were to improve baseline documents after reviewing the adequacy of the data, prepare for field follow-up of trainees through in-depth examination of performance evaluation tools and strategies, and revise national evaluation plans based on review of new programmatic elements and in-country constraints of time, funding and manpower.

A major indicator of increased capability to evaluate, beyond actual participation in INTRAH project evaluation activities, was the existence of an evaluation strategy, operationally defined as documents such as written plans and reports (See Table I, objective 2, indicators 3 and 4.)

The products of those two workshops and subsequent participation in in-country project evaluation activities produced such documents. An evaluation plan for Chad, including a plan for follow-up of trainees and a plan for the assessment of training impact, was developed and revised during the workshops. Baseline data were collected on selected training indicators and documented in a report (6). Post-project impact data are assumed by INTRAH to have been collected by the national evaluation team (because of the mission's earlier request to reschedule the follow-up to permit this activity), but these data or a written report were unavailable to INTRAH because of the per diem issues mentioned previously.

Comparison of training indicators at Time A and at Time B shows a change in indicators supporting the existence of an evaluation strategy and hence, evaluation capability. INTRAH training may therefore be said to have had immediate impact in this area. However, the conflict over per diem rates at the end of the project has made it difficult to assess the long range impact of the evaluation training. Strengthening the GOC's rudimentary infrastructure for evaluation (e.g., monitoring and record keeping systems) might increase the impact of this kind of training over the long term.

Summary of Interventions in Program Development/Service Delivery Arena and their Impact

Although some of INTRAH's trainees may have also benefitted from training by other organizations, there is strong evidence that INTRAH's clinical, IEC and evaluation training did have an impact on the capability of the GOC to offer clinical, IEC and (to a lesser extent) evaluation services at the time of assessment, as witnessed by such outcomes as an increase in clinicians' and health educators' knowledge, the expansion of the range of clinical activities by 2 of the 5 INTRAH-trained clinicians available at the time of the follow-up in December 1988, and attributed to INTRAH training, the increase in the number of health educators organizing educational sessions in communities and making referrals after INTRAH training and the existence of an evaluation strategy for much of the project time period.

It will be noted, in light of the hesitation expressed by Chadian FP service providers about the legitimacy of their functions in the absence of legal sanction (13), that it would be unjustified to expect the full exercise of these (clinical and IEC) skills until there is an overtly supportive FP policy environment.

Conclusions

Only an estimate of the impact of INTRAH-assisted interventions on Chad's FP program can be made. During the impact assessment, it sometimes proved impossible to isolate the effects (in the areas of policy change and increased clinical FP capability, in particular) of INTRAH training and technical assistance from those of other Chadian or international organizations. This was due to two reasons: first, assistance from other organizations was sometimes provided prior to or contemporaneous with the INTRAH-assisted project; second, INTRAH may have worked with the same MOPH personnel as the other organizations.

Moreover, the assessment of INTRAH's training impact demonstrated that the impact of seemingly unrelated assistance, such as policy-level sensitization/organization and program-level skills training may in fact be indissociable, as was shown by the compromised exercise of FP clinical and IEC skills in an overtly non-supportive policy environment. It can be argued that the policy changes that came about as a result of INTRAH and Futures Group interventions were the necessary pre-conditions for even the minimal level of FP activities observed and documented in this study, and that any further exercise of the new skills learned in training will depend on more dramatic changes at the policy level.

III. DISCUSSION

In this section findings from previous sections will be used to explore the interrelationship between training, technical and material assistance and program outputs. It will be contended first that, in order for training inputs to have maximum impact, certain conditions must pre- or co-exist, and that in the absence of these conditions, training and technical assistance can have little impact on indicators such as service use or contraceptive prevalence;

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and second, that the sequencing, timing and kind of training can play a role in effecting an indicator such as service use, even after certain necessary conditions exist.

These conditions must include such materials as supplies, equipment and structures to house services. This type of material assistance from UNFPA and Pharmat (a parastatal institution under the aegis of the MOPH in Chad providing most contraceptive supplies in the country) will be discussed because it cannot be claimed that the GOC could offer FP services without having necessary materials in place. The inputs of the two organizations into the GOC's FP/MCH program occurred during the same period of time as the INTRAH training project.

In 1987 the UNFPA completed renovation of the MCH Center Assiam Vamtou, the principal FP/MCH referral center in N'Djaména. UNFPA was also responsible for the provision of some of the contraceptive supplies to this and several other centers, but it is unclear from available data which centers were recipients and on what dates the stock actually became available to FP service sites. A UNFPA project review found that the UNFPA contribution to the contraceptive supply system was negligible in terms of estimated numbers of women reached, in comparison with other sources, including Pharmat (18).

It appears that the renovation of the Assiam Vamtou referral center was UNFPA's single most important contribution to the GOC's ability to offer integrated FP/MCH services. It provided a referral source, or base of services, which prior to 1987 existed in a much reduced state. There is no evidence that other organizations were providing material assistance to the center during this time.



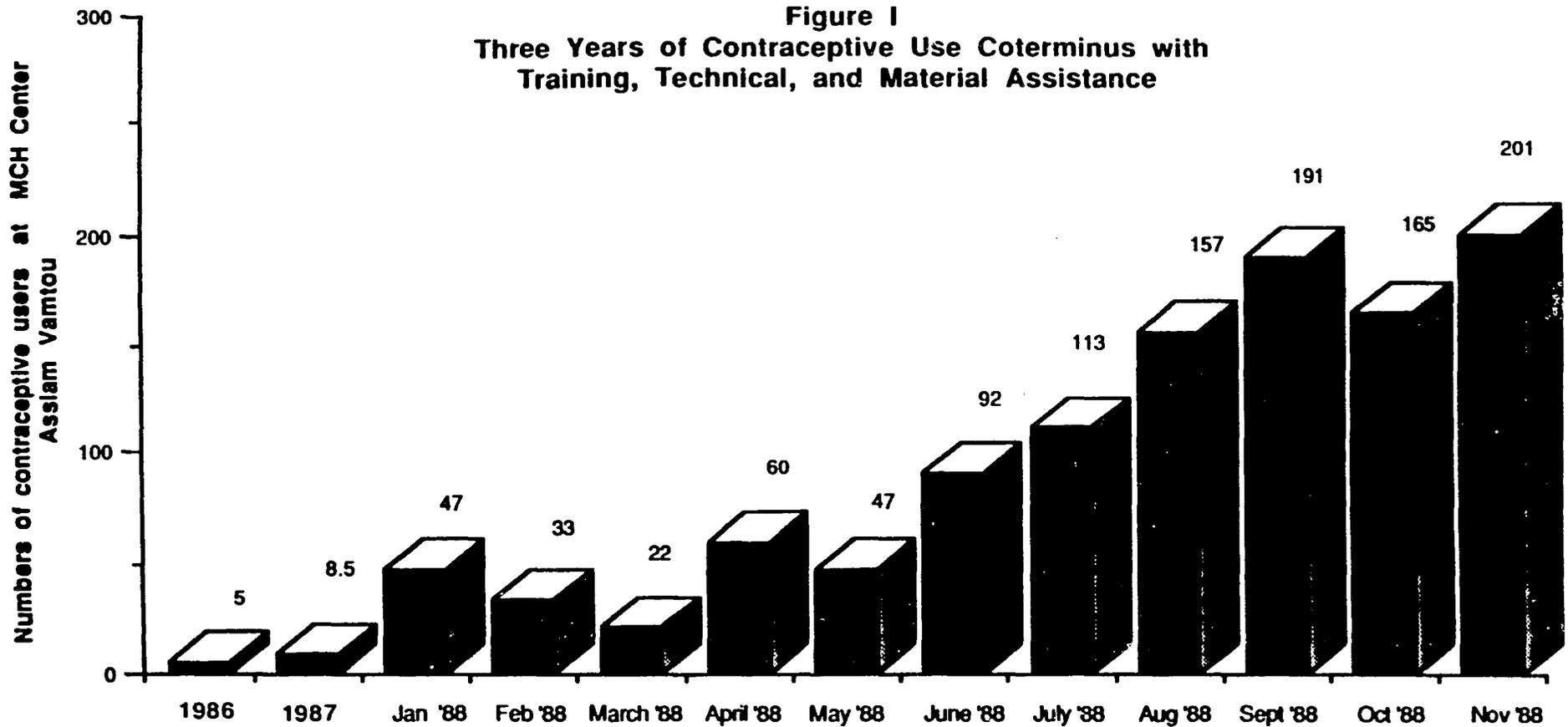
It is likely that to the extent that the GOC capabilities to offer FP services depended on an assured supply of contraceptives, Pharmat has had the greatest influence. Indeed, the UNFPA project's supply of contraceptives was found by a UNFPA consultant to be minor, untimely and inadequate, compared to that of Pharmat (18).

However, a question should be asked at this point: What is the impact of material inputs on Chad's FP program? Figure 1 shows three years (1986-1988) of service use numbers at the Assiam Vamtou referral center (22). The numbers on the vertical axis are coterminous with training, technical (policy) and material assistance provided by national and international FP program donors between 1986 and 1988 (types of assistance by donor is shown on the horizontal axis). This graph provides a partial answer to the question about the impact of material inputs, and a clearer idea about the conditions that should exist before training may have maximum impact.

With respect to the impact of technical and training inputs made before or in the year 1986, the low service use numbers for that year (an average of 5 users per month) lead to the conclusion that there is little change in service use numbers after only technical and training inputs are made.

It is apparent that, during 1987, there is a slight increase in the average number of service users, but that they remain relatively low (an average 8.5 users per month) despite increased training inputs during the previous year (1986), e.g., JHPIEGO's clinical FP training and INTRAH's evaluation training. The slight increase in service use numbers in 1987 may be linked to increased service provider capability resulting from the number and variety of training/technical assistance activities occurring throughout that year (including the appointment of a population advisor in early 1987), but perhaps also linked

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TYPE OF ASSISTANCE BY YEAR/MONTH AND DONOR
Training (Tr), Technical (T) and Material (M)

1986

INTRAH/regional evaluation workshop (Tr)
 JHPIEGO/ FP training(Tr)

1987

INTRAH/2 study tours (Tr/T)
 FUTURES/study of Law 28 (T)
 UNFPA/Assiam Vamtou opened
 INTRAH/Eval. follow-on (Tr)
 INTRAH/clinical FP (Tr)
 JHPIEGO/FP clinical (Tr)
 Pharmat Importation of Contraceptives (M)

1988

Jan: JHPIEGO/academic skills reproductive health (Tr)
 April: UNFPA/arrival of contraceptives (M)
 April: CAFS/management of FP programs (Tr)
 May: INTRAH/ FP/MCH integration workshop (Tr/T)
 June/July: INTRAH IEC workshop (Tr)
 Aug: INTRAH/intro to FP and communication (Tr)
 Aug: CAFS/management of FP programs (Tr)

Oct: JHPIEGO/academic skills in reproductive health (Tr)
 Oct: FUTURES/INTRAH: national FWB seminar (T)
 Oct- Dec: UNFPA/FP management (Tr)
 Dec: JHPIEGO/observation seminar in FP (Tr)
 Dec: FUTURES/FWB policy seminar (T)
 Dec: IPPF/health benefits of FP (Tr)

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to the two different material inputs discussed above -- the importation of large quantities of contraceptives by Pharmat and the renovation of the MCH Center Assiam Vamtou by UNFPA.

However, it should be noted that significant material input along with training (such as provided by INTRAH and JHPIEGO), and technical assistance (Futures' study of Law #28) did little to seriously affect the impact indicator "use of services" in 1987. Although there is a more significant increase which culminates in January 1988, when service use numbers are about 9 times higher than those in 1986 and about 5 times higher than those in 1987, the service use numbers drop in March 1988, for an unknown reason.

A dramatic and consistent change is apparent beginning in April 1988, a month by which considerable programmatic input had been made -- contraceptive supplies were in place, a referral center existed, there were trained clinical FP service providers and some steps had been taken to study FP policy issues. However, since these conditions had already existed in February 1988 but without such dramatic results, this leads us to ask whether the nature (sequence, timing and kind) of the training and technical inputs might account for the consistent upward trend shown in Figure 1 after April 1988.

In 1988, INTRAH made a new and different set of interventions. First, INTRAH conducted the two FP/MCH Integration Workshops (see Section II, Description of the Program). Immediately after these workshops held in May 1988, the number of FP service user numbers increased to a new high and in August, after two INTRAH IEC workshops, the user numbers again rose significantly. We posit that these sharp increases are due to the combined impact of the FP/MCH Integration Workshops, (whose outcomes were recommendations strongly in favor of FP/MCH policy and services and an

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informal liberalization of a theretofore strict public anti-contraception stance), and the IEC workshops (whose outcomes were an increase in referrals made by IEC workers to Assiam Vamtou and other FP service sites). Finally, the sequence and timing of these two interventions may have also played a catalytic role in this sharp rise in service use numbers.

We posit that these increases would not have occurred had there been only service providers trained in clinical FP, service materials (contraceptives) and an equipped service site (Assiam Vamtou), as was the case in and prior to early 1988.

The slight decrease in service provision in October 1988 may be accounted for by the participation of many service providers in the Chadian National Conference on Family Well-Being, held in N'Djaména from October 16-21, 1988. The number of service users increased again in November to an all-time high of 201 after the Conference, which suggests the potent effect of the Conference's overtly supportive FP policy statements on the provision of services.

IV. CONCLUSION

Given what has been suggested about the conditions under which service use numbers increase, what can be said about optimal conditions for training, technical and material assistance to provide desired program outputs? What are the principles to be abstracted from INTRAH's experience in Chad? Drawing on the lessons illustrated in Figure I, INTRAH found that:

First, policy change, trained clinical service providers and equipped services sites will have little impact on service use if not accompanied by appropriate IEC activities to inform and refer the population to services.

Second, population policy interventions will have only limited impact on service use numbers if they are not accompanied by practical links to a family planning program.

Third, the supplies and equipment for service delivery are necessary, but not sufficient conditions for increased service use.

From interviews with service providers during the field follow-up, INTRAH also learned that there is a ceiling on the exercise of skills resulting from training if FP activities are carried out in a policy environment either hostile to, or not overtly supportive of FP. In a hostile environment, these skills had little impact on an indicator such as service use numbers. Policy must legitimize services or skills will not be utilized and services will not be advertised or freely provided.

The strong policy recommendations and public support by GOC officials for the establishment of an integrated MCH/FP program -- documented results of the INTRAH-sponsored FP/MCH Integration Workshops -- contrast dramatically with the former anti-family planning GOC stance. In summary, separate infusions of technical, material or training inputs do not seem to produce the kinds of program outputs represented by an indicator such as service use numbers. In arbitrary, non-strategic combinations, there may be some effects, but they do not appear to be significant. With regard to this, one should perhaps underscore the importance of collaborating with an in-country population advisor, whose strategic technical oversight helps to assure that technical, material, training, and policy needs are continually addressed. When such comprehensive vision, an in-depth needs assessment and timely training interventions form the basis of a national strategy, there is greater likelihood that all inputs will yield desired program outputs. In that respect, it can be justifiably said that

the INTRAH project in Chad has been instrumental in helping to pave the way for a stable future FP/MCH program, one that has been established and fostered in a favorable policy climate, and formulated according to the norms and philosophy accepted by both the health professionals and the people of Chad.

Since this study was carried out in December 1988, INTRAH conducted the first in-country clinical FP workshop with Chadian co-trainers and further work has been done by the Futures Group in the area of population policy change. The impact of these recent interventions on FP service availability, demand and use merit further study.

July 1989

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APPENDIX A
ORGANIZATIONAL PLAN FOR IMPACT STUDY

T A B L E I

ORGANIZATION PLAN FOR IMPACT STUDY:

OBJECTIVES	INDICATORS	STATE OF INDICATOR AT TIME A (1986)//SOURCE	INTRAH ACTIVITIES	STATE OF INDICATOR AT TIME B (12/1988)//SOURCE	STATEMENT OF IMPACT/other influencing variables
<p>1. Sensitize decision-makers at MOPH and other ministries and institutions to:</p>	<p>1. Number of sensitization activities implemented.</p>	<p>Indicator 1 and 1A: Prior to 1986, groundwork laid in sensitization:</p>	<p>1. Study Tours -Senegambia (3/87) -Morocco (9/87)</p>	<p>Indicator 1: 5 sensitization activities conducted/Training Plan</p>	<p>4 Future's Activities 1. Rapid II (85)</p>
<p>a. family planning program service models and infrastructure.</p>	<p>1A. Participation of appropriate (by nature of institution affiliation and hierarchical position) decision-makers in activities.</p>	<p>1 1984: National Seminar on Population and Development (Economic Commission for Africa) 2 1984: Mexico Conference on Population 3 1985: RAPID II/ Chad Baseline Document</p>	<p>2 Two Family Well Being/MCH Integration Workshops (5/88)</p>	<p>Indicator 1A: participation of appropriate decision-makers in 5 activities/participant lists in Trip Reports #289, #312, #313</p>	<p>2 Study of Law 28 (May '87) 3 National Seminar on Family Well Being (Oct. 1988)</p>
<p>b. roles and responsibilities of institutions in family planning program, and</p>	<p>2 Ministerial level Chadian declarations in support of Family Well Being.</p>	<p>4. Training Needs Assessment // 2/85 Trip Report #0-19</p>	<p>3 Technical Assistance to Chadian delegations and organizing committee involved in National FWB Seminar.</p>	<p>Futures Group had also conducted 2 sensitization activities: 1 May '87 Study of legal situation regarding contraception in Chad/Baseline Document</p>	<p>4 Regional meeting to draft Family Planning policy and adopt population plan of action (12/5-8/88)</p>
<p>c. family planning policy issues (i.e. religious, legal, professional).</p>	<p>3. Specific Chadian recommendations for establishing, coordinating and implementing a national Family Well Being program.</p>	<p>5. INTRAH Roundtable discussions with MOPH, other ministries and NGOs to identify FP priorities and training needs//INTRAH Trip Report #58</p>	<p>4. Training Needs Assessment // 2/85 Trip Report #0-19</p>	<p>2 National Seminar on Family Well Being 10/88/Training plan</p>	<p>Groundwork done by FUTURE'S essential; INTRAH provided assistance to:</p>
	<p>4. A change in Chadian laws governing FP.</p>	<p>Indicator 2: none</p> <p>Indicator 3: 1. Recommendations for FP/MCH training// Telegram NDjamea 06411 of 11/85 from Blane Subject: POP: Summary of INTRAH visit and anticipated next steps.</p>		<p>Indicator 2: Official definition of Family Well Being/Trip Report #289</p>	<p>1. situate Family Well Being in MCH context; 2. operationalize Family Well Being in terms of programmatic/service elements ; and 3. define Family Well Being in socio-cultural and religious context of Chad.</p>
		<p>Indicator 4: none</p>		<p>Indicator 3: 14 specific recommendations from 2 integration workshops/Trip Report #289 Appendix C 6 (concerning the legal, structural and material elements necessary for establishing, coordinating and implementing a viable national Family Well Being program integrated with MCH services)</p>	
				<p>Indicator 4: no official changes</p>	

*// = indicates that source of data follows

2/89

OBJECTIVES

2. Reinforce the skills and abilities of MOPHMOSAPW to offer FWB services.

INDICATOR

1 Clinicians

1.A. Expansion of range of FWB activities provided.

1.B. Increased knowledge of FWB

STATE OF INDICATORS AT TIME A (1986)/SOURCE

Indicator 1A: 3 out of 4 clinicians did not provide clinical FWB services//Trip Report #328

Indicator 1B: Mean Pretest score before INTRAH Clinical training was 45%/Trip Report #170, Appendix E

ACTIVITY

1. 4 Clinicians trained and certified by INTRAH in Clinical FP/FWB Skills (Aug.-Sept. '87)

STATE OF INDICATORS TIME B (12/88)/SOURCE

Indicator 1A: 2 of the 3 INTRAH-trained certified clinicians followed up at time B (1 in Belgium) provide a range of FWB services, including:
-general FWB counseling
-basic physical and gynecological exams
-STD screening
-for oral contraceptives and injectables, they provide counseling, prescription, administration and follow-up, including side effect management.

-There is an increase from 0 activities to an average of 26.5 of 36 clinical activities//Trip Report #378; Appendix L, Text 5.4.

Indicator 1B: Mean Post-Test score after INTRAH clinical training increased (from 45%) to 70.4%/Trip Report #170, Appendix E

STATEMENT OF IMPACT/other influencing variables

Clinical
Prior to INTRAH clinical FP skills training, 2 out of 4 certified trainees had received no in-service clinical FP/FWB training what so ever; 2 had been trained by JHPIEGO, 1 in FP, the other in IUD insertion and STDs. (1985 and early 1987 respectively). The trainee receiving JHPIEGO training in 1987, (prior to receiving INTRAH's) claimed to have provided no clinical services.

After INTRAH clinical training, 2 clinicians followed-up at Time B are providing services. This, in connection to increased clinical post-test scores leads us to conclude that INTRAH clinical skills training was responsible for the expansion of clinical FWB activities. This expansion is a positive indication of the MOPHMOSA ability to offer FWB services.

The contribution of UNFPA toward the development of a service in infrastructure (creation of the main FP/MCH referral center, Assian-Vantou) has been major, and has influenced the degree to which services have been offered.

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OBJECTIVES**INDICATOR**

- 2 Health Educators**
2 A. Existence of IEC sessions at Social centers.
- 2 B. Referral of FWB clients to Reference Center of Assiam-Vantou**
- 2 C. Knowledge of IEC/FWB**

STATE OF INDICATORS AT TIME A (1988)/SOURCE

Indicator 2A. IEC activities did not exist in 5 Satellite Social centers in Ndjamena/UNFPA Evaluation Report, Pierotti, April 1988)
 -No IEC training conducted prior to INTRAH's 6-7/88 8/88 FWBAEC workshops/ibid; Pierotti
 - 1 health educator organized IEC/FWB in community//Trip Report #328

Indicator 2B: -By April 1988, approximately 30 FP clients referred to Assiam-Vantou from 5 satellite social centers//ibid, Pierotti
 - 5 health educators were referring clients to FP centers//Trip Report #328

Indicator 2C: Mean pre test scores before INTRAH training were 54% and 43%/Trip Reports #335 and 316, respectively.

ACTIVITY

- 2 2 IEC/FWB workshops**
 -June/July '88 (14 Trainees) (Trip Report #325)
 -Aug '88 (15 trainees) (Trip Report #316)

STATE OF INDICATORS TIME B (12/1988)/SOURCE

Indicator 2A: In June-July 1988 during field practicum of the INTRAH IEC training in 3 social centers, trainees provided IEC /FWB (in particular, birth spacing) to 111 women/ mothers//Trip Report #325.

In Aug 1988 during field practicum of INTRAH IEC training in 4 social centers, trainees provided IEC/FWB to 123 men and women//Trip Report #316

2 A -By Dec '88, 7 health educators were organizing IEC/FWB sessions in the community//Trip Report #328.

Indicator 2B: -Of approximately 230 persons contacted by INTRAH-trained IEC/health educators, during field practice, those demonstrating interest in FWB were referred to Assiam-Vantou for clinical services//Telecon with IEC workshop Trainer Emily Lewis 1/28/88.

-11 or more than double the number of health educators were referring clients to FP centers//Trip Report #328.

Indicator 2C: Post-test knowledge scores increased by 22 points (for June/July training) and 43.5 points (for Aug //Trip Reports #325 and #316 respectively

STATEMENT OF IMPACT/other Influencing variables

Prior to INTRAH June/July and Aug. 1988 IEC training activities, there is no evidence of IEC activities in any of 5 social centers.

During INTRAH IEC training, IEC skills were practiced, knowledge scores increased in FWB, and interested persons were referred to Assiam-Vantou for FWB services

After INTRAH training, at time of Follow-up, the number of INTRAH trained IEC workers referring clients to FWB centers for services increased from 5 to 11 and the number organizing IEC/FWB sessions in the community increased from 1 to 7.

There is evidence the INTRAH training had a positive impact on clinicians' and educators' knowledge, skill levels and referral practice. However, the full exercise of those skills/practices are inhibited by the lack of legal sanction authorizing the provision of FWB services.

OBJECTIVES**INDICATORS**

3. Core of INTRAH trained Chadian professionals involved in INTRAHMOPH training program.

4. Existence of a training evaluation strategy for INTRAHMOPH program. (such as project level or trainee Follow-up plans; baseline or post-project data for impact assessment).

STATE OF INDICATOR AT TIME A (1986)/SOURCE

Indicator 3:
no Chadian professionals trained by INTRAH in evaluation/Training Needs Assessment, Pape Gaye

Indicator 4:
-no evaluation plan
-no baseline data
-no post project impact data
-no training Follow-up plan/national evaluators

-no plan for final review/Oumar and 1988 TAC Document

INTRAH ACTIVITIES

3. Francophone Regional Evaluation Workshop 9/86

4. Francophone Follow-on Evaluation workshop 5/87

5. Francophone Technical Advisory Committee 1987 (Sept)

6. Francophone Technical Advisory Committee 1988 (Sept)
- Workshop on Family Planning Program Evaluation

7. INTRAH trained clinician acted as co-trainer in 2 IEC/Family Well Being workshops (June-July-Aug. '88)

STATE OF INDICATOR AT TIME B (12/1988)/SOURCE

Indicator 3:
-2 Chadians trained by INTRAH in training evaluation/Training Plan; participated in analysis and interpretation of one IEC/FWB workshop pre-and post-test results
-1 Chadian participant in 1987 and 1988 Francophone TAC meetings
- 2 Chadians participated in follow-up of INTRAH trainees.

Indicator 4:
Existence of:
1. Evaluation plan/Document (a. Follow-up b. Impact Study)
2. Baseline data/document
3. Post project data// but not available to INTRAH
4. Plan for Final Review/TAC document

(1 and 4 developed with technical assistance from INTRAH, 2 and 3 collected by trained evaluators) evaluation purposes.

STATEMENT OF IMPACT/other influencing variables

There has been no other evaluation training in Chad by other organizations. As a result of INTRAH training there is evidence of the existence of evaluation capability in the MOHFP, but the degree of institutionalization (long term impact) is under question.

APPENDIX B
CLINICAL FP TRAINEE FOLLOW-UP INSTRUMENT: QUESTION 17

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***SVP VEUILLEZ NOTER LE NOMBRE DE PERSONNES QUE VOUS AVEZ SUIVIES VOUS-MEME, ET NON PAS LE NOMBRE TOTAL DE PERSONNES SUIVIES PAR VOTRE ETABLISSEMENT)**

14. ***Avant la formation par INTRAH/IHP, combien de nouvelles acceptatrices/teurs de P.F. receviez-vous en consultation par semaine (en moyenne)?**

Aucune () 5-10 () 20-40 ()
 1-5 () 10-20 () plus de 40 ()

***Avant la formation par INTRAH/IHP, combien de personnes continuant la P.F. receviez-vous en consultation par semaine (en moyenne)?**

Aucune () 5-10 () 20-40 ()
 1-5 () 10-20 () plus de 40 ()

15. ***Depuis la formation par INTRAH/IHP, combien de nouvelles acceptatrices/teurs de P.F. recevez-vous en consultation par semaine (en moyenne)?**

Aucune () 5-10 () 20-40 ()
 1-5 () 10-20 () plus de 40 ()

***Depuis la formation par INTRAH/IHP, combien de personnes continuant la P.F. recevez-vous en consultation par semaine (en moyenne)?**

Aucune () 5-10 () 20-40 ()
 1-5 () 10-20 () plus de 40 ()

16. **Quelles sont les causes de cette augmentation/diminution du nombre de consultations depuis la formation par INTRAH/IHP? Expliquez:**



17. **Voici ci-dessous une liste de services et d'activités de planification familiale. Veuillez cocher s.v.p. si vous exécutiez les services/activités suivants avant votre formation par INTRAH/IHP (la plus récente), si vous exécutez actuellement, ou vous ne les avez jamais exécutés.**

SERVICE/ACTIVITE	EXECUTAIT AVANT LA FORMATION	EXECUTE ACTUELLEMENT	N'A JAMAIS EXECUTE
17.1 Conseils généraux sur les contraceptifs et renvoi en consultation spécialisée	()	()	
17.2 Recrutement des clientes par visites à domicile ou causeries communautaires	()	()	

SERVICE/ACTIVITE	EXECUTAIT AVANT LA FORMATION	EXECUTE ACTUELLEMENT	N'A JAMAIS EXECUTE
17.3 Utilisation d'aides visuelles pour l'éducation des clientes	()	()	()
17.4 Conseils généraux sur la stérilisation chirurgicale et renvois en consultation	()	()	()
17.5 Conseils généraux sur les mousses et les condoms et distribution	()	()	()
17.6 Délivrance de contraceptifs oraux (C.O.)	()	()	()
17.7 Prises de décisions sur qui peut utiliser les C.O. hormonaux.	()	()	()
17.8 Prises de décisions sur le type et le dosage de C.O. qu'une cliente peut recevoir	()	()	()
17.9 Prise en charge des effets secondaires des C.O.	()	()	()
17.10 Suivi des clientes prenant des C.O.	()	()	()
17.11 Prises de décisions sur qui peut recevoir des contraceptifs hormonaux injectables	()	()	()
17.12 Administration des injections contraceptives hormonales	()	()	()
17.13 Prise en charge des effets secondaires des contraceptifs hormonaux injectables	()	()	()
17.14 Suivi des clientes recevant des contraceptifs hormonaux injectables	()	()	()
17.15 Examen clinique de base - (poids, seins, abdomen, extrémités)	()	()	()
17.16 Examen gynécologique: spéculum	()	()	()
17.17 Examen gynécologique: toucher bimanuel	()	()	()
17.18 Conseils généraux sur les DIU et renvoi en consultation (sans pose de DIU)	()	()	()
17.19 Conseils généraux sur les DIU ainsi que pose et retrait des DIU	()	()	()

SERVICE/ACTIVITE	EXECUTAIT AVANT LA FORMATION	EXECUTE ACTUELLEMENT	N'A JAMAIS EXECUTE
17.20 Mention de la planification familiale naturelle; renvoi en consultation pour instructions	()	()	()
17.21 Conseils généraux et instructions sur la planification familiale naturelle	()	()	()
17.22 Conseils généraux sur les diaphragmes et détermination de la taille	()	()	()
17.23 Dépistage des MST et renvoi en consultation	()	()	()
17.24 Diagnostic et traitement des MST: diagnostic clinique et traitement empirique, peu ou pas de confirmation par examen de laboratoire	()	()	()
17.25 Diagnostic et traitement des MST: Confirmation par examen de laboratoire pour la plupart des diagnostics	()	()	()
17.26 Conseils relatifs à l'infécondité et renvoi en consultation spécialisée	()	()	()
17.27 RVO (y compris l'éducation des mères)	()	()	()
17.28 Vaccination contre le tétanos de la mère et de l'enfant	()	()	()
17.29 Programmation régulière des examens de routine pour bébés bien portants	()	()	()
17.30 Soins prénatals	()	()	()
17.31 Soins d'accouchement	()	()	()
17.32 Soins postnatals	()	()	()
17.33 Conseils généraux de SMI (allaitement maternel, renvoi en consultation pour les vaccinations)	()	()	()

APPENDIX C
PRELIMINARY REPORT: TITLE PAGES

REPUBLIQUE DU TCHAD

UNITE - TRAVAIL - PROGRES

MINISTERE DE LA SANTE PUBLIQUE

MINISTERE DES AFFAIRES SOCIALES
ET DE LA PROMOTION FEMININE

CENTRE POUR LA POPULATION
ET LA SANTE FAMILIALE
UNIVERSITE DE COLUMBIA
BUREAU REGIONAL, ABRIDJAN

RAPPORT PRELIMINAIRE :

Enquete sur le Bien Etre Familial
à N'Djaména.
(Août 1968)

Dr. Jean Tafforeau
Dr. Alain Damiba
Mlle. Joan Haffey

Projet financé par :

L'Agence Internationale pour le
Développement des Etats-Unis d'Amérique
USAID-N'Djaména (TCHAD)

N° de Référence: PIOT 6250969360041

CONFERENCE SUR LE
BIEN-ETRE FAMILIAL AU CHAD

16-21 Octobre 1968

"Résultats de l'étude qualitative du projet de
Recherche Opérationnelle sur
le Bien-Etre Familial à N'Djamena"

Mr. Adoum Djibrine
Technicien Supérieur du Génie Sanitaire
Assistant à la Section Etudes et
Projets du Bureau des Statistiques,
Planification et Etudes
Ministère de la Santé Publique
N'Djamena, Tchad

APPENDIX D
STUDY TOUR SUMMARY FORM: COVER PAGE

**Programme International pour la Formation en Matière de Santé
Program for International Training in Health**

The University of North Carolina at Chapel Hill
School of Medicine

Via SIIHO 41
à côté de la Poste
Quartier Deux Plateaux Abidjan

Bureau pour
l'Afrique de l'Ouest et l'Afrique Centrale
06 BP 1036 Abidjan 06. C.I.
Téléphone : 41-37-90

LES COMPOSANTES D'UN PROGRAMME NATIONAL DE PLANIFICATION FAMILIALE

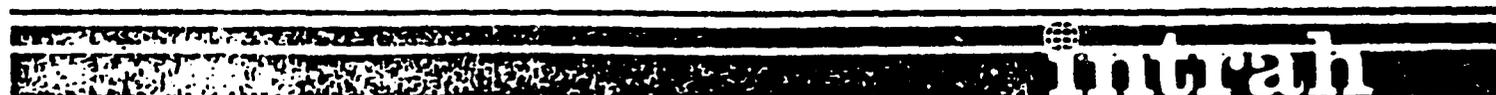
FICHE RECAPITULATIVE

Ce document a été préparé pour vous aider à récapituler les enseignements que vous tirerez du voyage d'étude. Il peut aussi servir de références personnelles quant aux différentes composantes d'un programme national de Santé Familiale à considérer.

A la fin de la visite chaque participant devra être en mesure de le remplir.

Pour toutes questions concernant ce document veuillez vous adresser à :

Dr. Gilberte Vansintejan.



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APPENDIX E
GUIDE FOR FINAL REPORT

9/2/87

Nous voudrions demander à tous les participants, de nous fournir à leur retour du Maroc un rapport individuel qui traite les trois questions suivantes:

I. Pouvez-vous donner vos impressions générales sur le Programme National de Planification Familiale au Maroc.

II. Pouvez-vous comparer le Programme de Planification Familiale de la Sénégambie avec celui du Maroc ?

III. Basé sur votre expérience professionnelle, pouvez-vous faire des propositions de stratégies pour intégrer le programme de planification familiale au Tchad au niveau du Ministère de la Santé Publique.

Merci,

Leslie Leila Brandon
Leslie Leila Brandon
Conseillère en Santé Familiale