

PD-ARB-843

RONCO CONSULTING CORPORATION
Family Planning Training Project
(PAC II)

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PD-ABB-843
ISN 63471

TRAINING PLAN

1987-1988

EGYPT

Introduction

The Egyptian Government continues to consider population growth as one of the main obstacles to economic and social development. This has been highlighted by the more frequent meetings of the Egyptian National Population Council (ENPC) during the last part of 1986 to discuss the population program, thus reflecting the Government's concern over this issue. On the other hand, the Ministry of Health has been taking more responsibility in family planning. A new position, Under Secretary for Family Planning, has been created within the Ministry. The Ministry of Health is also negotiating with USAID/Cairo on a project which aims at upgrading the management of FP services at the governorate level.

The new focus in Egypt, then, is in improving the delivery of FP services at the governorate level, as well as in enhancing the role of the ENPC as a coordinating agency for family planning activities at the national level. USAID/Cairo considers the Systems Development Project very important to the future of family planning in Egypt. RONCO PAC II has been requested by USAID/Cairo to assist in the preliminary training activities of that project in lieu of previous technical assistance planned for the Institute for Training and Research in Family Planning (ITRFP).

Country Goal(s)

Within the same perspective as previous years, the RONCO PAC II country goals for FY 87/88 will be:

- o to continue providing technical assistance to the Egyptian National Population Council (ENPC) in establishing its role as coordinator in family planning training as mandated by the Egyptian Government; and
- o to assist Egyptian institutions in the implementation of governorate level family planning training activities of PAC workers.

Strategies to Achieve Country Goal(s)

The strategy to achieve the above country goals will be:

- (a) building on the results/recommendations of the ENPC family planning training conference in assisting the ENPC to implement its role as a coordinating agency for family planning training activities both at the national and local level;
- (b) providing support for Egyptian family planning training institutions as they seek to clarify their roles in ways that complement each other;
- (c) capitalizing on RONCO PAC II experience in decentralized family planning training to assist the Ministry of Health in the implementation of the Systems Development Project (SDP); and
- (d) collaborating with public and private sector organizations (e.g., SIS; ENS) to train PAC workers in various areas of family planning.

End-of-Project Outcomes**Outline of Activities for Egypt**

1. **Title:** Conference on the Role of Nurses in Family Planning
 Institution: Egyptian Nursing Syndicate (ENS)
 Duration: September 16 - October 11, 1985
 Country Contacts: Ms. Nazli Kabil, President, ENS
 Ms. Effat Kamel, Director of Nursing, Ministry of Health
 Subproject Outcomes: Clearer definition of role of nurses in FP in Egypt; recommendations for
 future training of nurses in FP; 86 1st generation trainees.
 Total In-Country Cost: \$7,538.00

2. **Title:** Developing Training Plans for Training PAC Workers in Two Governrates
 Institution: ITRFP
 Egyptian Family Planning Association
 Duration: November 2, 1985 - February 26, 1986
 Country Contacts: Ms. Zahia Marzouk, Chairwoman, Board of Directors
 Ms. Salha Awad, Dean
 Subproject Outcomes: Developed training plans for PAC workers and increased skills for needs
 assessment and program planning; 56 1st generation trainees.
 Total In-Country Cost: \$33,566.00

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5. **Title:** Institute for Training and Research in Family Planning Institutional Development: Phase One
Institution: ITRFP
Duration: September 1 - September 15, 1986
Country Contacts: Ms. Salha Awad, Dean
Subproject Outcomes: Organization of financial and accounting systems at ITRFP; improved capability in project negotiation.
Total In-Country Cost: \$2,000.00
6. **Title:** Development of Capability to Provide Country or Regional Training: ITRFP - Egypt
Institution: ITRFP
Duration: June 1988 - July 1989
Country Contacts: Ms. Salha Awad, Dean
Subproject Outcomes: Expanded role and skills of core training team; increase in institutional management skills, clinical competence; ability to design practical field-based training and systematic follow-up; 18 1st generation regional trainees.
Total In-Country Cost: \$106,000.00
7. **Title:** Family Planning Training for the Systems Development Project (SDP) in Egypt (PROPOSED)
Institution: Ministry of Health
Duration: October 1, 1987 - September 30, 1989
Country Contacts: Dr. Moushira Shaffie, Director (Family Planning Project), Ministry of Health
Subproject Outcomes: Governorate level training plans; 150 1st generation trainees; 2000 2nd generation trainees.
Total In-Country Cost:

8. Title: Training SIS Personnel in Family Planning Interpersonal Communications
Institution: SIS (State Information Service)
Duration: January 1, 1988 - October 31, 1988
Country Contacts: Dr. Galal El-Rashidi, Deputy Director (IEC Center), SIS
Subproject Outcomes: Guidelines for IEC interpersonal communications; 60 1st generation trainees; 600 2nd generation trainees.
Total In-Country Cost: \$75,000.00

USAID/Cairo Contacts: Terrence Tiffany
Laila Stino
Charlotte Cromer

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Developing Coordinated FP Training in Egypt"						
- NEEDS ASSESSMENT: Collecting Information on FP in Egypt	T=09/16/85-10/11/85 A=10/01/85-10/11/85 D=N/A	Cairo (ENPC)	N/A	1.1, 1.2, 1.3 COMPLETE	K. Lotayef (consultant)	Lotayef visited eight (8) major FP institutions to collect information on current FP activities in preparation for joint RONCO/ENPC conference.
- PROGRAM DESIGN: Project Development Overview	T=09/16/85-10/11/85 A=10/01/85-10/11/85 D=N/A	as above	N/A	1.3 COMPLETE	T. Milroy A. Thraya	Project Director Tom Milroy met with key officials at ENPC for project overview.
- PROGRAM DESIGN: Project Finalization	T=05/30/86-06/05/86 A=06/01/86-06/05/86 D=N/A	as above	N/A	COMPLETE	A. Thraya	Follow-up visit to finalize plans with the ENPC re: coordinated FP training in Egypt.
- PROGRAM DESIGN: Preparatory Committee Meeting	T=02/16/87-02/20/87 A=02/17/87-02/19/87 D=3 days	as above	14 1st gen. representatives of FP institutions 14 PIFs	4.1, 4.2 COMPLETE	A. Thraya W. Alkhateeb (consultant)	Meeting in order to plan for upcoming conference (venue, agenda, participant selection).
- PROGRAM DESIGN: Training Materials Selection for Preparatory Committee	T=03/16/87-03/21/87 A=03/17/87-03/19/87 D=3 days	as above	8 members of committee	COMPLETE	W. Alkhateeb (consultant)	Members designed conference content and methods, participant profile logistics, and set date for conference.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
- PROGRAM DESIGN Preparatory Committee Meeting	T=04/04/87-05/02/87 A=04/26/87-04/27/87 D=N/A	Cairo	TOTAL of 2: committee members	COMPLETE	A. Thraya W. Alkhateeb (consultant)	Finalization of plans for June conference.
- NEEDS ASSESSMENT: Conference on Coordinating FP Training in Egypt Committee	T=05/30/87-06/07/87 A=06/02/87-06/05/87 D=4 days	as above	TOTAL of 45: representatives of FP institutions	4.1, 4.2 COMPLETE	A. Thraya W. Alkhateeb (consultant)	Conference identified and addressed issues in role distribution among FP training institutions, and an action plan was formu- lated.
- PROGRAM DESIGN: Implementation of Conference Recom- mendations	T=07/25/87-08/08/87 A=08/01/87-08/03/87 D=3 days	as above	TOTAL of 3: representatives from ENPC	3.2 COMPLETE	3 ENPC; A. Thraya	Meeting objective is to propose a plan for the implementation of June ENPC conference recom- mendations.
- EVALUATION: Follow-Up Conference	T=12/05/87-12/14/87 A=12/06/87-12/13/87 D=N/A	as above	N/A	3.1, 3.2, 3.3	2 ENPC; 3 ENS; A. Thraya	This activity will assess progress in carrying out recommendations and specific actions agreed upon at ENPC conference, as well as assess progress in defining role of nurses in MCH/FP as a result of earlier RONCO/ENS conference.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Systems Development Project"						
- CURRICULA/MATERIALS: Management Training Needs	T=04/04/87-05/02/87 A=04/07/87-05/01/87 D=N/A	Cairo	N/A	1.2 COMPLETE	W. Alkhateeb John Eaton (consultants)	At request of USAID/Cairo, RONCO was asked to determine management training needs of governorate FP personnel and to develop curriculum for Management Training Workshop in preparation for FP Systems Development Project.
- MGT./SUPERVISION: Management Training Workshop	T=07/09/87-08/10/87 A=07/18/87-07/30/87 D=12 days	Cairo	TOTAL of 20: governorate FP personnel	4.1, 4.2 COMPLETE	as above	At request of USAID/Cairo, RONCO was asked to implement management training workshop as second activity in MOH/ Systems Development Project.
- CURRICULA/MATERIALS: Curriculum Design	T=10/08/87-11/18/87 A=10/09/87-11/17/87 D=N/A	Cairo	N/A		W. Alkhateeb	Finalization of management training curriculum. Thraya worked with Alkhateeb to finalize two-year training plan using RONCO/MOH format.
- TRAINING METHODS: TOT	T=12/04/87-12/18/87 A=12/05/87-12/17/87 D=12 days	Cairo	TOTAL of 25: governorate FP personnel		W. Alkhateeb	

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Systems Development Project"	(CONTINUED)					
- CURRICULA/MATERIALS: Curricula Design for Management	T=03/27/88-04/27/88 A=04/13/88-04/25/88 D=13 days	Cairo	as above		W. Alkhateeb (TBD)	
- TRAINING METHODS: Management Training	T=05/23/88-06/16/88 A=06/02/88-06/14/88 D=N/A	Cairo	as above		as above	This activity will be attended by FP program managers at governorate level.
- MGT./SUPERVISION: Physicians' Training in Management	T=07/25/88-08/11/88 A=07/28/88-08/09/88 D=13 days	Cairo	TOTAL of 15:		W. Alkhateeb (TBD) (consultants)	
- MGT./SUPERVISION: Nurses' Training in Management	T=09/10/88-09/29/88 A=09/14/88-09/26/88 D=13 days	Cairo	as above		as above	This activity may take place simultaneously with physician training.
- PROGRAM DESIGN: Project Review	T=11/06/88-11/18/88 A=11/07/88-11/17/88 D=N/A	Cairo	as above		as above	Plans for the next year's activity will be discussed. Institutional strengthening.

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Training IEC Personnel in Family Planning Interpersonal Communications"	01/01/88 - 06/30/88					
- NEEDS ASSESSMENT:	T=01/16/88-01/31/88 A=01/16/88-01/20/88 D=4 days	Cairo			B. Jabre (TBD)	
- IEC: Workshop in IEC	T=01/29/88-02/18/88 A=02/01/88-02/07/88 D=6 days					
- IEC: Workshop in IEC	T= A= D=6 days					
- FIELD VISITS:	T=04/ /88-04/ /88 A=04/ /88-04/ /88 D=N/A					
- EVALUATION: End of Project Review	T=05/ /88-05/ /88 A= D=N/A		N/A			

Introduction

In recent months the Jordanian Ministry of Health (MOH) has shown increasing interest in, and support for, family planning as a component of MCH services. These MCH services are shortly to be integrated into overall PHC services as part of a larger project, funded mainly by the World Bank. RONCO (PAC II) has been asked to assist in the training component of this effort. Since Jordan has a high fertility rate and since the Ministry of Health is now showing a commitment to the provision of FP services as part of MCH care, RONCO feels that the time is right for the PAC II project to undertake work in Jordan even though this development takes place more than a year earlier than originally planned for by RONCO.

A first RONCO PAC II/MOH subproject on designing FP training activities at governorate level has just been completed. This subproject was a first step towards assisting Jordan MOH in meeting its needs for training PAC workers in Family Planning. RONCO PAC II has then provided assistance to the Jordan MOH in designing a two-year subproject aiming at training approximately 1200 PAC working in Family Planning. This two-year subproject is to be implemented during FY 87/88 and 88/89 with assistance from RONCO PAC II. During the recent planning phase, the Jordanian MOH has continued to show interest and support for developing FP training as a means for achieving a better health for the mother and the child and for improving the quality of the Jordanian family health.

Country Goal(s)

RONCO PAC II goals for Jordan during FY 87/88 are:

1. to assist the Government of Jordan in developing high quality family planning services throughout the country;
2. to increase and expand family planning service delivery in order to meet the needs expressed by certain communities in making these services available and accessible; and

3. to contribute in the improvement of the health of the Jordanian mother and child and the upgrading of the quality of family health in Jordan.

Strategies to Achieve Country Goal(s)

On the basis of the recent development of Family Planning and the previous subproject successes, RONCO PAC II will attempt to keep up the momentum by:

- a. continuing to involve, to the extent possible, governorate and field level MOH staff in the design and implementation of FP training activities, thus using the experiential process of planning;
- b. providing further FP training skills to governorate level training teams in charge of implementing PAC worker FP training in their respective governorates;
- c. reinforcing the in-country training by practical training in a third country in the Region that has had successful FP program activities in specific areas (i.e. Clinical FP, IE&C, evaluation priorities, etc.); and
- d. ensuring the necessary technical assistance for the implementation and monitoring of FP training subproject activities at various levels.

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Outline of Project Activities

1. Title: Developing Training in MCH/FP with an Integrated PHC Delivery System
 Institution: Ministry of Health
 Duration: July 5, 1986 - December 15, 1986
 Country Contacts: Mr. Robert Haladay, HPN, USAID/Amman
 Dr. Suleiman Qubain, Director PHC, Amman
 Project Outcomes: Feasible recommendations for the design of FP training activities within an integrated service delivery network; description of training needs of MCH/FP staff, for each governorate; governorate-level training plans in FP within an integrated health service delivery system.
 Further outcomes include consensus amongst policy makers and service delivery staff of FP/MCH/PHC services; training materials reflecting integration of FP into MCH/PHC for continuing education and for nursing schools; task analyses for PAC workers and supervisors who deliver FP services; and core team of MOH trainers with skills in conducting needs assessment design, implementation, and evaluation of participative training.
- Total In-Country Cost: \$55,473
 Cost during FY 86/87: \$55,473

2. Title: Training MOH Personnel in FP/Birth Spacing
 Institution: Ministry of Health
 Duration: October 1st, 1987 - September 30, 1989
 Country Contacts: Dr. Suleiman Qubain, Director, PHC/MOH
 Project Outcomes: Approximately 1200 PAC workers trained in FP, Arabic FP training curricula and materials, six FP training centers.
- Total In-Country Cost: \$261,597.34
 Cost during FY 87/88: \$94,175.01

3. **Title:** Multi-Country Workshop on Clinical Family Planning: Development of Guidelines for PAC Worker Training
- Institution:** Ministry of Health
- Duration:** June 1988 - August 1988
- Country Contacts:** Dr. Suleiman Qubein, Director, PHC/MOH
- Project Outcomes:** Review of recent techniques and findings: sharing of relevant country experience; development of recommendations for paraprofessional training and supervision of IUD insertion.
- Approximate Cost:** \$ 130,000.00

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	HOST INSTITUTION AND SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Training Ministry of Health Personnel (MOH) In FP/Birth Spacing in the Context of Maternal Child Health (MCH)" (Year I)	October 1st, 1987 - September 30, 1989					
-CLINICAL SKILLS: TOT/Clinical FP Workshop (national)	T = A = January 1988 D = 12 days	MOH S. Qubein, Director, PHC Site to be determined	Total of 40: 32 governorate level trainers, 8 physicians		T. El Amouri G. Bibi (consultants) 2 MOH	Purpose of workshop is to develop skills of governorate level training teams in clinical FP training and curriculum design, implementation and evaluation.
-IE&C: TOT/Non-Clinical FP Workshop (national)	T = A = March 1988 D = 12 days	MOH S. Qubein, Director, PHC	Total of 40: 32 governorate level trainers, 8 medical and paramedical staff		2 RONCO, 2 MOH	Purpose of workshop is to develop skills of governorate level training teams in non-clinical FP training with focus on IEC, including curriculum design, implementation and evaluation.
-EVALUATION: TOT Workshop on Evaluation of FP Training (national)	T = A = May/June 1988 D = 12 days	MOH S. Qubein, Director, PHC	Total of 40: 32 governorate level trainers, 8 MCH/FP clinic managers		2 RONCO, 2 MOH	Purpose of workshop is to upgrade skills of governorate level training teams in evaluation of FP training activities.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	HOST INSTITUTION AND SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Training Ministry of Health Personnel (MOH) in FP/Birth Spacing in the Context of Maternal Child Health (MCH) " Year I (continued)	October 1st, 1987 - September 30, 1989					
-MANAGEMENT/ SUPERVISION TOT/FP Training Management (national)	T = A = September 1988 D = 12 days	MOH S. Quebein, Director, PHC	Total of 40: 32 governorate level trainers, 8 central level and governorate level Health Directors		2 RONCO, 2 MOH	Purpose of workshop is to develop governorate level training teams' knowledge and skills in the management of FP training activities.
-EVALUATION: Mid-Project Review (national)	T = A = September 1988 D = 6 days	MOH S. Quebein, Director, PHC	Total of 18: Amman 8 trainers, 6 governorate health direc- tors, 4 central health direc- tors		2 RONCO, 2 consultants	Purpose of review is to assess all major subproject activities including development and upgrading of training materials.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	HOST INSTITUTION AND SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Training Ministry of Health Personnel (MOH) in FP/Birth Spacing in the Context of Maternal Child Health (MCH)" (year I) (Continued)						
October 1st, 1987 - September 31,						
-CLINICAL SKILLS: Clinical FP Training for Physicians in Tunisia (regional)	T = A =February 1988 D =20 days	MOH S. Quebein, Director, PHC to be held in Tunisia	Total of 10: 8 Jordanian MOH physicians, 2 supervisors/ health directors		2 RONCO, 2 Tunisian OB/GYN	Purpose of workshop is to provide Jordanian MOH physicians with skills in implementing practical FP training appropriate to MCH centers at the governorate level.
-IE&C: FP IE&C Training in Morocco (regional)	T= A=March 1988 D=10 days	MOH, S. Quebein, Director, PHC to be held in Morocco	Total of 10: 8 paramedical and medical MOH personnel in charge of IE&C/FP training in Jordan and 2 supervisor/ health directors		2 Moroccan IE&C specia- lists, 2 RONCO	Purpose of this workshop is to provide Jordanian MOH medical and paramedical personnel with practical skills in IE&C/FP training.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	HOST INSTITUTION AND SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Training Ministry of Health Personnel (MOH) in FP/Birth Spacing in the Context of Maternal Child Health (MCH)" (year I) (Continued)	October 1st, 1987 - September 30, 1989					
-EVALUATION: FP Training in Evaluation in Turkey (regional)	T= A=June 1988 D=10 days	to be determined	Total of 10: 8 trainers and 2 supervisors or health directors		2 Turkish evaluation specialists, 2 RONCO	Purpose of this workshop is to provide MOH medical and para-medical staff with skills in evaluation of FP training.
-CLINICAL SKILLS: Clinical FP Training (governorate)	T= A=March 1988 D=12 days each	Amman (3), Irbid (3), Zarqa (2), Salt (1), Karak (1)	Total of 120: physicians and midwives from various MCH centers (12 parti- cipants for 10 courses)		Governorate level training teams	Purpose of this workshop is to provide service delivery personnel with knowledge and skills in clinical FP.
-IE&C: Non-Clinical FP Training (governorate)	T= A=May-April 1988 D=6 days	Amman (3), Irbid (3), Zarqa (2), Salt (1), Karak (1)	Total of 120: paramedical staff from various MCH centers (12 parti- cipants for 10 courses)		Governorate level training teams	Purpose of this workshop is to provide service delivery personnel with knowledge and skills in non-clinical fp.

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	HOST INSTITUTION AND SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS
"Training Ministry of Health Personnel (MOH) in FP/Birth Spacing in the Context of Maternal Child Health (MCH)" (year I) (Continued)	October 1st, 1987 - September 30, 1989					
-EVALUATION: Evaluation of FP Services (governorate)	T= A=July-September 1988 D=6 days	Amman (3), Irbid (3), Zarqa (2), Salt (1), Karak (1)	Total of 120: medical and para- medical staff from various MCH centers (12 participants for 10 courses)		Governorate level training teams	Purpose of this workshop is to provide service delivery personnel with knowledge and skills in service statistics and monitoring.

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Introduction

The Ministry of Public Health (MOPH) is Morocco's primary agent for the delivery of FP services. Strengths of the MOPH include a commitment to the systematic implementation of innovative and well-planned FP service-delivery projects (e.g. the VDMS home-visiting program) and a commitment of both mid-level and front-line staff to using the training approaches introduced during PAC I. Unfortunately, during the past eighteen months, changes of leadership in MOPH have hampered the planning of new PAC projects. RONCO does, however, believe that there are good prospects for the institutionalisation of advance in training, management and the delivery of FP services provided that this major constraint can be overcome.

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Country Goal

The overall goal of PAC II activities in Morocco is to enhance and extend FP service-delivery through:

- a) improved training for PAC workers; and
- b) the development of institutional capabilities of Moroccan FP training institutions.

Strategies to achieve country Goal(s)

RONCO's strategy for Morocco during FY 1987 will continue to focus on the following:

- a) Assisting in further developing the capability of the MOPH to design, implement, and evaluate FP communication skills training for PAC workers and their physician supervisors; and in supervision for these physicians;
- b) supporting development of an integrated pre-service and in-service training system that is responsive to the needs of PAC workers;
- c) assisting in a formative evaluation of pre- and in-service communications training to improve effectiveness and coverage; and
- d) assisting in establishing a system for improving clinical skills of PAC workers through expanded training skills of nurse trainers, improved materials, ongoing needs assessment and updates.

End of Project outcomes

- o major recommendations based on formative evaluation on communication are implemented;
- o 60 MOPH provincial MDs trained as trainers in communication and supervision;
- o 600 provincial MDs trained by these trainers;
- o training network of MOPH provincial MDs have offered at least two need-based in-service training activities;
- o 50 nurses offering clinical training to other nurses will demonstrate improved pedagogical and clinical skills;
- o 500 nurses trained by these nurse trainers will demonstrate improved clinical skills;
- o 4 new modules addressing FP serviced-delivery skills will be in use;
- o MOPH demonstrates institutional ability to plan, implement, and evaluate need-based FP training.

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Outline of Activities for Morocco

1. **Title:** Evaluation of Training in Communication Skills for Family Planning/
 Maternal Child Health in Morocco
 Institution: Health Education Section, Division of Population, Ministry of Public Health
 Duration: April 27, 1985 - January 1, 1986
 Country Contacts: Mrs. Zhor Laaziri, Head, Health Education Section
 Project Outcomes: Evaluation of PAC workers in FP and recommendations for future
 training communications; instrument for ongoing evaluation of
 communications training; and increased skills in evaluation
 design and implementation at MOPH/HEED.
Total In-Country Cost: \$7,325
Cost During FY 85/86: \$5,625

2. **Title:** Training of Physicians in Communications and Supervisory Skills as Applied to
 MCH/FP
 Institution: Health Education Section, Ministry of Public Health
 Duration: April 27, 1985 - October 1, 1986
 Country Contacts: as above
 Project Outcomes: Cadres of physician-supervisors with skills in FP communication to
 support PAC communications activities; provincial physician-trainer
 teams as potential continuing education network; 80 first generation
 trainers; 700 second generation provincial physician trainees.
Total In-Country Cost: \$18,403
Cost during FY 85/86: \$18,403

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3. Title: Curriculum Development and Organization of Training for VDMS Programs
Institution: Population Division, Ministry of Public Health
Duration: September 23, 1985 - October 11, 1985
(October 5 - 11 funded by RONCO Bilateral Project)
Country Contacts: Dr. Zarouf, Division of Population, MOPH
Mme. Rashdi, Division of Population, MOPH
Project Outcomes: Expansion of home-visit FP/MCH program to 7 new provinces;
9 urban/periurban areas; revision of VDMS
module and training to include current FP/MCH information, skill needs
identified through project experience; task analysis of VDMS workers and
supervisors; resource manual for VDMS PACs; 22 TOT; 118 trainers;
507 supervisors; 1,058 agents.
Total In-Country Cost: (costs shared by RONCO Bilateral Project)
Cost during FY 85/86:
4. Title: Strengthening of institutional capabilities of the Ministry of Public Health
in Planning, Implementation and Evaluation of FP in-service training.
Institution: Ministry of Public Health
Duration: October 1987 - June 1988
Country Contacts: Dr. Abdelhay Mechbal, Director of Technical Services, MOPH
Project Outcomes: Assuring the development of an in-service training system which will make it
possible for local needs to be addressed within the context of clearly
defined national priorities. To incorporate mechanisms that will assure
a continual improvement in the relevance, quality and quantity of in-service
training activities.
Total In-Country Cost: N/A
Cost During FY 87/88:
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5. **Title:** Design and Production of FP Training Materials to Support Training Activities in Management Skills, Communication Skills, and Clinical FP Skills.
- Institution:** Ministry of Public Health
- Duration:** June 1988 - February 1989
- Country Contacts:** Dr. Abdelhay Mechbal, Director, Technical Affairs, MOPH
- Project Outcomes:** Training materials to support the subjects above, paraprofessional personnel capable of using equipment and techniques needed to produce effective high-quality materials in a variety of media.
- Approximate Cost:** \$ 85,000
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6. **Title:** Training Providers of Clinical Family Planning Services in Clinical FP Skills
- Institution:** Ministry of Public Health/ National Training Center
- Duration:** September 1988 - February 1989
- Country Contacts:** Dr. Abdelhay Mecbal, Director, Technical Affairs, MOPH
- Project Outcomes:** 24 nurse-midwives trained in a) FP clinical skills, b) counseling, c) follow-up and d) pedagogical skills. It is anticipated that the participants will develop/amend curricula and training material for basic and in-service FP training activities.
- Approximate Cost:** \$ 62,000

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7. **Title:** Development of Capability to Provide Country or Regional Training
 Ministry of Public Health/ National Training Center
- Duration:** June 1988 - July 1989
- Country Contacts:** Dr. Abdelhay Mechbal, Director, Technical Affairs, Ministry of Public Health
- Project Outcomes:**
- Approximate Cost:** \$ 75,000

USAID/ Rabat Contact: Dale Gibb
 Carl S. Abdou Rahman

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"STRENGTHENING INSTITUTIONAL CAPABILITIES OF MOPH IN PLANNING, IMPLEMENTATION AND EVALUATION OF FP IN-SERVICE TRAINING"						
PROGRAM DESIGN: Initiation of Project Activities	T=TBD A=11/15/87-11/30/87 D=12 days	MOPH	6 MOPH 2 RONCO consul- tants	Rabat	B. Jabre J. Lucas	Establish timetable of acti- vities. Define the role of members of workgroup and develop a list of content of inventory.
CURRICULUM MATERIALS: Development of a Glossary of FP Training Terminology	T=TBD A=11/16/87-02/06/88 D=12 weeks	MOPH	2 MOPH	Rabat		Develop a written glossary of terms used in FP and training
PROGRAM DESIGN: Development of an Inventory of the Currant Status of FP In-Service Training	T=TBD A=11/23/87-01/09/88 D=7weeks	MOPH	6 MOPH	Rabat		To develop inventory of FP in-service training activi- ties.
NEEDS ASSESSMENT: Workshop on FP In- Service Training	T=TBD A=02/01/88-02/16/88 D=12 days	MOPH	12 MOPH 2 RONCO consul- tants, 1 RONCO staff	Rabat		List roles of personnel, deve- lop written procedures relating to the organisation of FP training and detailed plans for implementation of training needs assessment.

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"STRENGTHENING INSTITUTIONAL CAPABILITIES OF MOPH IN PLANNING, IMPLEMENTATION AND EVALUATION OF FP IN-SERVICE TRAINING"						
NEEDS ASSESSMENT: Implementation of Needs assessment for FP In-Service Training	T=TBD A=02/15/88-03/26/88 D=6 weeks	MOPH	12 MOPH	Rabat		Detailed report of needs assessment.
PROGRAM DESIGN: Development of a Detailed Strategy and Workplan for FP In-Service Training.	T=TBD A=04/21/88-/5/04/88 D=12 days	MOPH	12 MOPH	Rabat		To develop strategy and work- plan for in-service FP for the next three years.
PROGRAM DESIGN: Presentation of Strategy and Workplan	T=TBD A=06/01/88-06/03/88 D=3 days	MOPH	6 members of work-group 10 MOPH 1 RONCO consul- staff	Rabat		To present the final version of MOPH strategy and plans for FP in-service training.

Introduction

Since 1965, the Tunisian government (GOT) has been active in establishing family planning services throughout the country to control population growth. These efforts, directed by the " Office National de la Famille et de la Population (ONFP), have involved both the development of an infrastructure of family planning clinics throughout the country and the basic training of health personnel in family planning service delivery. This first phase has been completed. The challenge now is to make these services the most effective possible in light of the country's diminishing financial resources and to motivate the remaining population - a group likely to be more difficult to reach than the first wave of FP acceptors - to limit their family size through appropriate contraceptive behavior.

The ONFP recognizes the key role that effective training can and must play in achieving these objectives. For maximum impact, the National Training Center is currently decentralizing in-service training to tailor the activities to actual service delivery problems encountered in each governorate. Training will be focused specifically on PAC worker skills and behaviors which are critical to better and more effective service delivery within each governorate.

Country Goal(s)

- a) To assist the ONFP in developing and implementing a sound strategy for the decentralization of training activities;
- b) To strengthen the institutional capabilities of the ONFP National Training Center to lead and manage a decentralised family planning training system.

Outline of Activities for Tunisia

1. Title: Development of Decentralized Family Planning Training Plans in Tunisia
Institution: Office National de la Famille et de la Population (ONFP)
Duration: October 15, 1985 - February 28, 1986
Country Contacts: M. Ahmed Beltaief, Director of International Cooperation
M. Mongi Bchir, Director, ONFP National Training Center
Project Outcomes: Four regional training plans addressing actual service delivery problems; increased regional trainer skills in needs assessment and program planning; 76 first generation trainees.
Total In-Country Cost: \$22,260
Cost during FY 85/86: \$22,260

2. Title: Development of a Management System and Training Design for Decentralization of Training in Tunisia
Institution: ONFP
Duration: September 23 - November 23, 1986
Country Contacts: M. Ahmed Beltaief, Director of International Cooperation
Project Outcomes: Improved PAC service-delivery skills; improved regional trainer training skills; more effective FP service delivery at governorate level.
Total In-Country Cost: \$13,225.88
Cost during FY 86/87: \$13,225.88

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3. Title: The Strengthening of Family Planning Training Systems in Tunisia:
Implementation of Family Planning Training Activities at the Regional Level

Institution: ONFP

Duration: September 15, 1986 - January 15, 1988

Country Contacts: M. Ahmed Beltaief, Director of International Cooperation
M. Mongi Bchir, Director, ONFP, Centre de Formation et de Recyclage

Project Outcomes: System of in-service training at the inter-regional level, improved
family planning service delivery available to the Tunisian population,
1,880 first generation trainees.

Total In-Country Cost: \$110,443.60

Cost during FY 86/87:

4. Title: Development of Capability to Provide Country or Regional Training:

ONFP

Institution: ONFP

Duration: March 1988 - April 1988

Country Contact: Mr. Ahmed Beltaief, Director of International Cooperation
Dr. Mongi Bchir, Director, ONFP, Centre de Formation et de Recyclage

Project Outcomes:

Approximate Cost: \$ 200,000.00

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"						
September 15, 1986 - January 15, 1988						
-EVALUATION: Evaluation Workshop I COMPLETED (Trip Report # 56)	T=02/22/87-03/07/87 A=03/01/87-03/07/87 D=7 days	ONFP Korbous	Total of 18: regional delegates, supervisory midwives, secretaries, other ONFP, CFR, MOH staff		D. Kinsey J. Stillman (consultants)	Participants developed an evaluation scheme for the remaining training activities.
-MANAGEMENT/ SUPERVISION: Training Design and Participatory Training techniques II COMPLETED (Trip Report # 69)	T = 06/30/87-07/04/87 A = 06/30/87-07/04/87 D = 5 days	ONFP	Total of 10: 5 interregional trainers and key resource persons from each region 18 PIFs		A. Thraya	Participants assessed progress made in first series of workshops, identified problem areas and recommended future activities.

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-EVALUATION: Evaluation Workshop II	T= 10/10/87-10/25/87 A= 10/19/87-10/25/87 D= 5 days	ONFP Tunis	Total of 18: inter-regional training teams, ONFP central research staff and CFR staff		L. Filion J. Stillman (consultants)	In this activity, participants will analyze and assess data collected during Evaluation Workshop I. Focus will be on developing a strategy and instruments for measuring behavior and changes in service delivery after training.
COMPLETED						
-PROGRAM DESIGN: Follow-up and Planning	T=11/19/87-12/06/87 A=same as above D=N/A	ONFP Tunis and Training Teams regions			S. Reier A. Roberts	Purpose of this visit is to determine the amount of technical assistance needed by the training teams, to assist in the extension of the project timeline to enable the completion of all planned activities and to insure the distribution of appropriate training materials to the regional teams.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-EVALUATION: Evaluation Workshop III	T=01/03/88-01/16/88 A=01/11/88-01/15/88 D=5 days	ONFP Tunis	same as above		L. Filion J. Stillman (consultants)	Data collected in first two evaluation activities will be utilized to revise remaining training activities and and provide a basis for future planning.
-EVALUATION: Follow-up Visits and Regional Meetings to Interpret Impact of Activities on Service Delivery	T=February 1988 A=same as above D=3 days in each region	ONFP the four regions of the training teams			1 Ronco staff or consultant 1 ONFP delegate	This visit is a follow-up to the third evaluation workshop Members of each regional team will visit their trainees to assess the impact of the previous activities on service delivery. All members will then meet to interpret their findings.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS
"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-PROGRAM DESIGN: Role of Cooperating Agencies in FP	T=11/12/86 A=11/12/86 D=1 day	ONFP Zaghouan	Total of 30: training leaders of OTEF, UNFT, CRDS, ATPF		North Eastern Training Team with Regional Delegates	Participants will discuss impact of birth rate and identify ideal participa- tion in family planning for cooperating agency personnel and necessary support.
COMPLETED						
-IE&C: Better Fp Knowledge Family Planning Referrals	T=04/14/87-04/15/87 A=06/23/87-06/24/87 D=2 days	ONFP, Korbous	Total of 31: auxiliary nurses in the post-partum wards and animatrices in hospitals and CREPFs.	pre-and post- test; liaison card returns	North Eastern Team	Participants will be able to describe appropriate contra- ceptive methods for post- partum period, conduct an interview with women to motivate them for FP and follow-up on women who deliver in post-partum wards.
COMPLETED						

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"						
September 15, 1986 - January 15, 1988						
-IE&C: Training in Education and Transmitting the Message	T=N/A A=06/08/87-06/09/87 06/16/87-06/17/87 10/21/87,10/28/87 D=2 day workshops + 1 day follow up.	ONFP Ezzahra Bizerte Ben Arous	Total of 91: midwives, animatrices, and nurses in each session. Bizerte:30p.,23p. Ezzahra: 28p. Ben Arous:18p. 91 PIFs	Post-test to measure theoretical and practical skills.	North Eastern Team	Participants will produce individual action plans for the integration of FP in their regular work.
-IE&C: The Importance of Follow-up of Contraceptive Users	T=N/A A=11/11/87 D=1 day+ 1 day follow up (TBD)	ONFP, Bizerte	Total of 30: including nurses, auxilliary nurses, and social workers. 27 PIFs	Program and follow- up card	North Eastern Team	In this activity, participants will draw up a workplan using medical and educational cards, enabling quick determination of absence of follow-up and be able to convince women of importance of regular consultations.

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-IE&C: Reception in the CREPFs	T=N/A A=12/87 D=1 day (followed by 1 day two months later)	ONFP, CREPFs: 2 in Tunis	Total of 60: midwives, nurses, and animatrices from the CREPFs	Extent to which participants have carried out actions proposed in action plan	North Eastern Team	Hereafter, participants will be able to identify the problems inherent to reception and possible solutions.
-CLINICAL SKILLS: Refresher Course in IUD Techniques	T=N/A A=TBD D=6 one-day courses	ONFP, in CREPFs and clinics	Total of 48: midwives from MCH centers, CREPFs, Primary Health Centers, and mobile teams	Study of statistics before and after the activity	North Eastern Team	Participants will be able to insert an IUD profi- ciently, prepare women for possible side effects of IUD, identify elements relative to the choice of contraceptive method.
-CLINICAL SKILLS: Oral Contraception in Pharmacies	T=N/A A=11/19/86,12/27/86 12/19/86,12/11/86 11/20/86,12/04/86 D=6 one-day sessions	ONFP 3 in Sfax, 1 in Zarzis, 2 in Gabes	Total of 126: pharmacy assistants Sfax:22p.,23p.,&13p. Gabes:17p.,28p. Zarzis:16p.	Pre-test, post-test,and post-test 6 months later.	Southern Team	In this activity participants will be trained in counseling patients on how to properly use oral contraceptives, refer new contraceptive users for medical check-up, state contra-indications for oral contraception.
COMPLETED						

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"	September 15, 1986 - January 15, 1988					
-IE&C: Role of Reception in Promoting FP	T=N/A A=04/14/87-04/15/87 08/07/87-08/08/87 07/22/87-07/23/87 07/31/87-08/01/87 06/10/87-06/11/87 D=6 two day sessions	ONFP 1 in Tataouine 2 in Sfax 1 in Jerba 1 in Gabes	Total of 154: midwives, nurses, animatrices from MCH centers and MOPH dispensaries . Gabes:37p. (35 PIFs) Tataouine:21p. (17 PIFs) Jerba: 24p. (17 PIFs) Sfax: 31p.,31p.(25, 31 PIFs)	Pre-/post- test	Southern Team	Each participant will produce an action plan for each family planning center.
-CLINICAL SKILLS: The IUD and Its Side Effects	T= N/A A=01/08/88-01/09/88 01/15/88-01/16/88 TBD TBD D=7 two-day workshops	ONFP 1 in Gabes 1 in Tozeur 3 in Jerba 2 in Sfax	Total of 176: 25 midwives, nurses and extension workers at each workshop.	Pre- and post-test; post-test six months later.	Southern Team	Participants will be able to state all side effects of IUD/Pill and be able to counsel women and identify side effects when they arise.

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (Use Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-CLINICAL SKILLS: How to Reduce Contra-Indications of the Pill and the IUD	T=N/A A=10/10/87	ONFP Gabes	Total of 33: midwives from MCH centers CREFPs, and mobile teams 32 PIFs	Pre-/Post test evaluation on site	Southern Team	In this activity participants will learn proper diagnosis and treatment of contra-indications and advice each woman on the best method for her particular case.
COMPLETED						
-IE&C: Transmitting the Message	T=N/A A=10/30/87-10/31/87 11/20/87-11/21/87 11/13/87-11/14/87 12/18/87-12/24/87 12/23/87-12/24/87 12/11/87-12/12/87 12/25/87-12/26/87	ONFP 2 in Sfax 1 in Deuz 2 in Zarzis 1 in Gabes	Total of 174: midwives, nurses, animatrices. Sfax: 34p., 36p. (34, 35 PIFs) Deuz: 22 p. (20 PIFs)			

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ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1986				
-IE&C: Terms of Collaboration with Public Health Staff	T=N/A A=11/26/86 D=1 day	ONFP Sousse	Total of 25: Regional Director of Public Health Care Unit Medical Directors, Regional Delegates and Supervisory Midwives.		Regional Delegate from each governo- rate and a training center representative Central Team	Participants will exchanged ideas and provided support to further involve public health staff in family planning.
COMPLETED						
-IE&C: Reception in Family Planning Centers	T=N/A A=03/26/87-03/27/87 04/11/87(follow up) D=2 days + follow up visit at least one month later	ONFP Kairouan, Kasserine	Total of 72: midwives, animatrices, related persons working in the CREPFs nurses. Kairouan:31p. Kasserine:41P. 10 PIFs		Mr. A. Abdi, Regional Dele- gate; Ms. Mlika, Supervisory Midwife; Mr. W. H. Ali, Attache de Direction Central Team	Participants will be able to state the various components of reception and demonstrate effective methods of communica- tion and identify shortcomings at their own work place and propose solutions.
COMPLETED						

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"						
		September 15, 1986 - January 15, 1988				

-CLINICAL SKILLS: Refresher Training for Midwives in Family Planning Clinical Techniques	T=N/A A=06/11/87-06/13/87 09/10/87-09/12/87 11/05/87-11/07/87 D=3 Three-day workshops	ONFP Sousse Monastir Kairouan	Total of 96: midwives who work in CREPPFs, MCH centers, dispensaries or with the mobile teams Sousse:34p.(31 PIFs) Monastir:16p.(13 PIFs) Kairouan:13p. (12 PIFs)	Pre-/Post Test, Central Team Spot Surveys, on failures and undesirable effects		In this activity, partici- pants strengthen their knowledge concerning IUD, pill, and vaginal methods, will be able to prescribe and describe how to use them, recognize contra- indications, and be able to insert, monitor and remove the IUD well.
-IE&C: The Role of Midwives in FP	T=N/A A=TBD D=2 days	ONFP Kasserine Mahdia	Total of 30: MCH midwives		Central Team	Participants will each produce action plans for improved FP services.
-IE&C: The Role of Post- Partum Midwives in the Family Planning Workshop	T=N/A A=TBD D=1 day	ONFP Monastir Training Center	Total of 30: Midwives from the Post-Partum period	Analysis of proportion of new contraceptive users referred by post-partum midwives	Central Team	Midwives Will be able to explain post-partum con- traceptive methods, and state risks of post-partum pregnancy termination

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS
"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-IE&C: Family Planning Clinical Standards for General Practitioners	T=N/A A=TBD D=1 day	ONFP Sousse Hotel and CREPF	Total of 30: MOPH doctors working in the primary health care sector	theoretical and practical pre/post-test	Central Team	At the end of the workshop doctors will be able to fully describe how IUD, pill and vaginal methods work, help women to choose appropriate methods, and counsel, recognize contra- indications.
-EVALUATION: Synthesis	T=N/A A=TBD D=1 day	ONFP Sousse	Regional Director of Public Health, Medical Director of Primary Health Care Units, Regional Dele- gates, Supervisory Midwives.		Central Team	Participants will iden- tify current obstacles to the provision of FP services and to identify solutions for their resolution.

Chart B

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS
"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"						
September 15, 1986 - January 15, 1988						
-CLINICAL SKILLS: Refresher Course for Midwives	T=N/A A=11/28/86-11/30/86 D=3 days followed with a practical training TBD	ONFP Bizerte	Total of 19: midwives from PMI and mobile units		North Western Team	Participants will be able to identify gynecological infections and pregnancies, counsel patients on contraception, conduct interviews on FP and propose methods of FP.
COMPLETED						
-IE&C: The Role of Public Health Nurses in Family Planning	T=N/A A=06/18/87-06/20/87 D=2 days	ONFP Tabarka	Total of 30: Nurses 29 PIFs		North Western Team	Nurses will be able to adequately receive and refer women coming for FP, conduct a successful FP interview, state all advantages/disadvantages and contraindications of each FP method and provide secondary methods of FP and explain how to use them.
COMPLETED						

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANT** (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS

"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-IE&C: Better FP Knowledge in Communication Techniques	T=N/A A=07/31/87-08/01/87 TBD (follow up) D=2 days +1 day two months later	ONFP Governorate Jendouba Tabarka	Total of 28: animatrices of FP		North Western Team	
-IE&C: The Role of Cooperating Agencies in the ONFP Program	T=N/A A=12/15/87 11/17/87 12/12/87 D=1 day + 1 day follow up one month later	ONFP Beja Siliana Jendouba	Total of 100: 25 in each incl. Omda, Des- tourian party cell, imams Siliana:50p.		North Western Team	Action plan to be produced by each group of delegates.
-IE&C: The Role of Physicians in the Family Planning Program.	T=N/A A=11/19/87-11/20/87 12/87 D=2 days training and three days practical course. (TBD)	ONFP Tabarka Beja Bourguiba	Total of 30: 15 public health doctors in each course		Jendouba area team and resource people from the area and center North Western Team	All physicians will be able to explain the role of the public health doctor in FP, counsel and recognize side effects, treat some gynecological cases and recognize a pregnancy, and refer women to family planning.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (see Key)	TRAINER/TA	COMMENTS
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"Strengthening of Family Planning Training Systems in Tunisia: Implementation of Family Planning Training Activities at the Regional Level"		September 15, 1986 - January 15, 1988				
-IE&C: Reception in FP Centers	T=N/A A=10/14/87 12/23/87 12/03/87 12/09/87 11/12/87 12/28/87 11/24/87 12/30/87 D=1 day	ONFP 2 in Jendouba 2 in Beja 2 in Siliana 2 in Kef	Total of 200: animatrices, reception staff, staff from the CREPFs and MCH units. Jendouba:18p. (18 PIFs) Siliana:18p. (18 PIFs) Kef: 25p. (25 PIFs) Beja:30p.			

TURKEY

Since the mid-1970s, the government of Turkey has been working to establish integrated MCH/FP services within the socialized (PHC) health care system. Given the size of the country (780,000 sq. km.), this undertaking calls for considerable effort in both pre- and in-service training to prepare PAC workers for their role in FP and to provide for the necessary support system for their FP work. Until now, most efforts have been on a project-by-project, province-by-province basis and currently service delivery lags behind the growing demand. Recognizing this, the government, led by President Evren himself, is now placing renewed emphasis on FP and the Ministry of Health and Social Assistance (MOHSA) is striving to establish a comprehensive, countrywide program to address crucial FP training needs. RONCO's 1986 program strategy is designed to assist MOHSA in this endeavor as well as to identify and promote private initiatives in FP.

Country Goal(s)

The PAC II country goal in Turkey is to improve pre- and in-service training for paramedical, auxiliary, and community (PAC) workers for the provision of effective FP/MCH services. Specific objectives are to:

- o establish a decentralized system for effective FP/MCH in-service training;
- o develop appropriate training models for the training of PAC workers in FP and their supervisors in management/supervisory skills; and
- o improve pre-service training of PAC workers for their roles in FP outreach and service provision.

Strategies to Achieve Country Goal(s)

To achieve the aforementioned objectives, RONCO's strategy for Turkey in FY 86 include the following components:

- (a) assisting the GDMCHFP in conceptualizing and planning for an effective system the decentralization of in-service training in MCH/FP;
- (b) assisting the GDMCHFP develop a model for training intersectorial workers at the community level for FP outreach, referral, and distribution of condoms;
- (c) working with the GDMCHFP to build central trainer capabilities in all aspects of MCH/FP training; and
- (d) supporting private sector institutions to develop and test innovative project ideas that enhance and complement the government FP program.

Outline of Activities for Turkey

1. **Title:** Community Health Education for MCH/FP
 Institution: Institute for Child Health, University of Istanbul
 Duration: October 1, 1985 - January 30, 1986
 Country Contacts: Dr. Olcay Neyzi, Director
 Project Outcomes: Improved FP education and training activities in selected Istanbul service delivery and training sites; network for identifying and resolving Istanbul FP service delivery problems; 27 1st generation trainees; 250 2nd generation trainees.
Total In-Country Cost: \$2,825

2. **Title:** Development of a National Training Plan
 Institution: General Directorate of Maternal/Child Health and Family Planning (GDMCHFP) of the Ministry of Health & Social Assistance (MOHSA)
 Duration: November 1, 1985 - December 31, 1985
 Country Contacts: Dr. Tandogan Tokgoz, Under Secretary of Health (MOHSA)
 Dr. Cihangir Ozcan, Deputy Director (GDMCHFP)
 Project Outcomes: Strategy for nation-wide in-service training in MCH/FP; identification of priority training needs; improved central level program planning skills.
Total In-Country Cost: \$10,640

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3. **Title:** Training to Strengthen Community Networks for MCH/FP
Institution: GDMCHFP
Duration: April 1, 1986 - December 31, 1987
Country Contacts: As above
Project Outcomes: Training model and curricula for community worker training in MCH/FP; increased central and provincial trainer skills in training program design and evaluation for Icel and Kayseri provinces; CBD pilot program; 454 1st generation trainees.
Total In-Country Cost: \$32,658
Cost During FY86/87:
4. **Title:** Strengthening FP Program Activities of the FPAT
Institution: Family Planning Association of Turkey (FPAT)
Duration: April 1, 1987 - December 30, 1987
Country Contacts: Ms. Semra Koral, Executive Director
Project Outcomes: Improved FPAT training and outreach efforts; more and better FP activities in 6 branch associations; increased FP training/education skills of 11 staff members and 18 volunteers; 120 1st generation and 120 indirect 2nd generation trainees.
Total In-Country Cost: \$36, 733.
Cost During FY86/87:
5. **Title:** Management Training for Effective MCH/FP Service Delivery
(in collaboration with MSH)
Institution: GDMCHFP
Duration: April 1, 1987 - September 30, 1987
Country Contacts: Dr. Tandogan Tokgoz, Under Secretary, MOHSA
Dr. Guler Bezirci, Deputy Director
Project Outcomes: Improved management skills for senior-level MOHSA to support clinical family planning service delivery and decentralized training; 412 1st generation trainees.
Total In-Country Cost: \$75,000

6. **Title:** Strengthening FP Training Skills of Faculty of Nurse/Midwife Training Schools
 Institution: General Directorate of Health Training (GDHT)
 Duration: October 19, 1987 - March 30, 1989
 Country Contacts: Dr. Guner Unal, General Director, GDHT
 Project Outcomes: Pre-service curricula for health center personnel relevant to actual FP service delivery roles; improved training techniques in pre-service schools; 206 1st generation trainees.
Total In-Country Cost: \$48,103.75
7. **Title:** Development of Decentralized Family Planning Training (including Strengthening of Family Planning Clinical Training System)
 Institutions: GDMCHFP, FPAT, ICH
 Duration: March 1988 - April 1989
 Country Contacts: Dr. Guler Bezirci, GDMCHFP
 Dr. Semra Koral, FPAT
 Dr. Olcay Neyzi, ICH
 Project Outcomes: Collaborative network with ICH (Istanbul) and FPAT (western provinces); 48 provincial training teams; 1600 1st generation trainees.
Total In-Country Cost: \$350,000.00

U.S. Embassy (Ankara) Contact: Mr. Carl Matthews, Labor Attache

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Training to Strengthen Community Networks to Support MCH/FP at the Village Level"		GDMCHFP				
PROGRAM DESIGN:						
-Intersectorial Meetings at National and Provincial Levels	T=NA A=March and June 1986 D=NA		Governors, health directors, & sector directors met to discuss project	1.1* COMPLETE		GDMCHFP convened meetings at national and provincial levels to gain support for project activities and the partici- pation of intersectorial workers.
TRAINING METHODS:						
-Workshop on Project Design and Special Training Skills	T=03/27/86-04/24/86 A=04/07/86-04/19/86 D=10 days	Mersin	TOTAL OF 17: central/provincial trainers, including agricultural and edu- cation representa- tives	1.1*, 1.2*, 1.3* 4.1, 4.2 COMPLETE	J. Aubel S. Plopper (consultants)	Teams met to adapt plans to evaluation plan, and learned new training skills. Teams gained skills in project design.
IEC:						
-Imam Seminars	T=NA A=June 23-27, 1986 D=2 days (2X23 imams; 2X40 muhtars)	Icel/ Kayseri	TOTAL OF 63: imams and muhtars	1.1*, 1.3 COMPLETE		Imams met to learn about MCH/FP concepts, Koranic teachings on FP, and ways to strengthen ties between local health officer, midwife, and imams/muhtars.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Training to Strengthen Community Networks to Support MCH/FP at the Village Level" (CONTINUED)						
IEC: -Workshops for District Managers	T=N/A A=July 1986 D=2 days	Icel/Kayseri provinces	TOTAL OF 50: (25/workshop)	4.2*, 4.3*	Icel/Kayseri provincial training teams with central trainer backstopping	Mid-level managers from each sector were brought together to give ideas and input for the work of community workers in MCH/FP.
EVALUATION: -Technical Assistance: Training & Evaluation	T=09/05/86-09/21/86 A=09/09/86-09/19/86 D=8X12 provincial; 2X 2 CTT	Ankara/ Icel/ Kayseri	TOTAL OF 16: 14 provincial and 2 CTT	1.3, 1.4 COMPLETE	M. Basile M. Kaidbey	RONCO team & central trainers provided TA to PTTs in training prior to start-up of CHW training.
IEC: -Workshops for Male Community Workers	T=N/A A=09/15/86-09/19/86 D=5 days (5X23-Icel; 5X18-Kayseri)	Icel/ Kayseri	TOTAL OF 41: including agri-cultural technicians, and primary school teachers	*1.1, *1.3 COMPLETE	Icel/Kayseri PTTs with CTT backstopping	A special focus of this workshop was to build networks to facilitate collaboration upon return to worksite.

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Chart B

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Training to Strengthen Community Networks to Support MCH/FP at the Village Level" (CONTINUED)						
IEC: -Workshops for Women Community Workers	T=same A=09/29/86-10/03/86 D=5 days (5X16-Icel; 5X19-Kayseri)	"	TOTAL OF 35: including home economics instructors, sewing teachers, and primary school teachers	1.1*, 1.3* COMPLETE	Icel/Kayseri PTTs with CTT backstop- ping	A special focus of the workshop was on the problems of village women and potential means of improving their situation.
IEC: -Imam-Muhtar Follow-Up Seminars	T=N/A A=12/05/86 D=1 day Icel=34(18 imams; 16 muhtars) Kayseri=25(11 imams; 14 muhtars)	"	TOTAL OF 59: imams/muhtars	3.2 COMPLETE	Icel/Kayseri PTTs	Follow-up (one-day) seminar with participants from June workshop.
IEC: -Imam Muhtar Seminars	T=N/A A=03/30/87-04/03/87 D=2 days Icel=36(13 imams; 23 muhtars) Kayseri=32(15 imams; 17 muhtars)		TOTAL OF 68: imams/muhtars	1.1*, 1.3 COMPLETE	PTTs	This activity is Round II of the subproject. One-day follow-up seminar held during reporting period; documentation pending.

Chart B

TURKEY

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Training to Strengthen Community Networks to Support MCH/FP at the Village Level" (CONTINUED)						
EVALUATION: -Technical Assistance	T=04/22/87-05/02/87 A=same D=N/A		N/A	3.3, 3.4, 5.2 COMPLETE	M. Kaidbey	Kaidbey reviewed PTT/CTT experiences with evaluation process. Assessed process of data collection and validity of data.
IEC: -Male Community Worker Training Workshops	T=N/A A=06/01/87-06/05/87 D=5 days (Icel=23; Kayseri=20)		TOTAL OF 43: school teachers/ agricultural technicians	1.1*, 1.3* COMPLETE	PTTs	Round II activity. One-day follow-up seminar held 09/08/87.
IEC: -Female Community Worker Training Workshops	T=N/A A=06/08/87-06/12/87 D=5 days (Icel=23; Kayseri=17)		TOTAL OF 40: teachers (home economics, sewing, kindergarten)	1.1*, 1.3* COMPLETE	PTTs	Round II activity. One-day follow-up seminar held 09/15/87.
EVALUATION: PTTs/CTT	T=September 1987 A=same D=1 day	Ankara	PTTs/CTT	3.3, 3.4	N/A	PTTs from each province met with CTT in Ankara to assess CHN project evaluation activities.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Training to Strengthen Community Networks to Support MCH/FP at the Village Level" (CONTINUED)						
EVALUATION: Technical Assistance	T=10/03/87-11/07/87 A=10/04/87-11/07/87 D=N/A	Ankara	N/A	3.3, 3.4	M. Kaidbey J. Lucas	Technical assistance to GDMCHFP trainers in evaluation of their training activities.
"Strengthening FP Program Activities of the FPAT"						
CLINICAL: - Workshop on FP Methods/Practices	T=04/26/87-05/04/87 A=04/28/87-05/03/87 D=6 days	FPAT Mersin	TOTAL OF 30: 1st gen.	4.1, 4.2 COMPLETE	J. Lucas J. Mayer (consultants)	Participants learned about contraceptive use, and advantages/disadvantages and related service delivery factors. Each branch association developed program strategies to better inform and motivate couples for FP.
TRAINING METHODS: - Workshop on Participatory Training Techniques and FP Outreach	T=06/23/87-07/09/87 A=06/29/87-07/04/87 D=6 days	FPAT Antalya	as above	4.1, 4.2 COMPLETE	J. Lucas J. Mayer (consultants)	Participants learned and practiced skills for working with individuals/groups in FP.

Chart B

TURKEY

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Strengthening FP Program Activities of the FPAT"	(CONTINUED)					
EVALUATION:						
- Strategy Meeting	T=10/06/87-10/23/87 A=10/19/87 D=1 day	FPAT Ankara	TOTAL OF 12: branch representa- tives	3.4 COMPLETE	J. Lucas (consultant)	Review of branch action plans, problem-solving, and mainte- nance of participants' moti- vation between 2nd and 3rd training activities.
TRAINING METHODS:						
- Workshop on Planning and Evaluating FP Programs	T=12/09/87-12/20/87 A=12/13/87-12/19/87 D=6 days	FPAT Alanya	TOTAL OF 30: as above	1.1*,1.2*,1.3*	J. Lucas M. Danforth (consultants)	Workshop to address concepts of effective program planning and evaluation.
PROGRAM DESIGN:						
- Program Planning Meeting	T= A=February 1988 D=3 days	FPAT Ankara	as above			FP associations will develop their program plans for 1988.

Chart B

TURKEY

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Strategy Meeting for the Design of a Countrywide In-Service Training System for MCH/FP"	02/25/87-02/27/87	GDMCHFP				
PROGRAM DESIGN: - Strategy Meeting	T=02/14/87-03/06/87 A=02/25/87-02/27/87 D=3 days	Ergup	TOTAL OF 10: 10 participants		C. Rull M. Basile (consultant)	Strategy and plan developed for new in-service training system.
COMPLETED						
"Strengthening FP Training Skills of Faculty of Nurse/ Midwife Training Schools"	10/19/87-03/30/89					
U.S. BASED TRAINING: TOT for Community Health and Development	T=06/15/87-08/12/87 A=06/15/87-08/08/87 D=8 weeks	Amherst, Massachusetts	TOTAL OF 4: Gonul Demir Leman Karahan Sevim Koc Sevcihan Mert	4.1, 4.2	N/A	Phase I of proposed activity involved strengthening of core teaching staff. Overall project will enhance capacity of Turkey's health college instruction in area of MCH/FP.

Chart B

TURKEY

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Strengthening FP Training Skills of Faculty of Nurse/ Midwife Training Schools"	(CONTINUED)					
PROGRAM DESIGN: Orientation of Health School Directors	T=N/A A=September 1987 D=2 days	Ankara	TOTAL OF 17: health college directors		3 core group	Directors will identify problems with FP curriculum introduced in 84/85. Objectives, goals, and scope of work to be set.
EVALUATION: Selection of Teachers; Baseline Data Collection	T=N/A A=09/15/87-10/15/87 D=One month	Ankara	as above		8 core group; 1 RONCO	Identification of 3 teacher representatives (from 17 schools). Project core group will collect baselines for project evaluation.
NEEDS ASSESSMENT: Workshop to Develop Field Assessment Procedures/Tool	T=N/A A=October 1987 D=5 days	Ankara	as above		7 core group; 2 RONCO	Teachers will develop guide- lines/tools for assessing performance of past graduates at their worksites.
NEEDS ASSESSMENT: Field Needs Assessment	T=N/A A=November/December 1987 D=N/A	N/A	N/A		N/A	Using assessment protocol, teachers will visit at least 5 former students; analysis of data by core group.

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Strengthening FP Training Skills of Faculty of Nurse/ Midwife Training Schools"	(CONTINUED)					
CURRICULA/MATERIALS: Development of Training Materials/	T= A=January 1988 D=10 days	TBD	7 core group		2 RONCO	Core group + 2 RONCO will meet outside of Ankara to design prototype training materials.
TRAINING METHODS: Orientation of Health School Directors Model Session Designs	T= A=January 1988 D=2 days	Ankara	TOTAL OF 17: health college directors		3 core group; 2 RONCO	Results of field MA to be reviewed. GDHT central staff to introduce concepts of adult learning/experiential teaching. Prototype materials will be presented.
TRAINING METHODS: Workshops (2) with 3 Teachers from 17 Health Colleges	T= A=February 1988 D=10 days each	Adana; Manisa	TOTAL OF 51: in 2 workshops		7 core group; 2 RONCO	Participants will develop action plans on how to incorporate new techniques/ methodologies into their own teaching.
CURRICULA/MATERIALS: Follow-Up Workshops(2)	T= A=June 1988 D=3 days	TBD (outside Ankara)	as above		as above	Session designs/materials will be revised as necessary.

Chart B

TURKEY

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1st/2nd GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
"Strengthening FP Training Skills of Faculty of Nurse/ Midwife Training Schools"	(CONTINUED)	Ankara	7 core group; 2 RONCO		N/A	Over a 4-month period, core group will meet (2 sessions) to consolidate materials developed and prepare manual for publication.
CURRICULA/MATERIALS: Draft Manual Development	T= A=June/September 1988 D=4 months					

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Introduction

Family Planning services in Yemen Arab Republic are not well developed. In addition, there is little management or training capability in the Ministry of Health (MOH). However, there are five or six peripheral centers where family planning services are being provided by physicians, midwives and TBAs. Unfortunately, the Yemen Family Planning Association (YFPA), which was previously responsible for the provision of commodities to all FP service-delivery points outside the capital (Sana'a), recently lost its funding from IPPF and is virtually non-operational. In an attempt to improve the provision of basic training in FP the Health Manpower Institute, which is responsible for the providers, recently embarked on an exercise to strengthen the FP/MCH component of all its curricula.

Strategies to Achieve Country Goal(s)

Given the absence of Yemeni personnel who are adequately trained to provide family planning services, RONCO's strategy in Yemen aims at:

- (a) strengthening the FP component of basic training; and
- (b) strengthening the FP training capability of staff who will, over the long term, organize and implement FP training projects.

Outline of Activities for Yemen Arab Republic

1. Title: Integration of FP into Basic Training Curriculum
Institution: Health Manpower Institute
Duration: February 1 - May 31, 1986
Country Contacts: Mr. Mahmoud Al-Zindari, Director, Health Manpower Institute
Ms. Lee Feller, HPN Officer, USAID (Sana'a)
Project Outcomes: Revision of training curriculum to include FP counseling and service delivery; Ministry team skilled in training PAC workers in family planning skills; cadre of PAC workers trained in FP service delivery.
Total In-Country Cost: \$75,080
Cost during FY 85/86: \$29,580

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2. **Title:** Strengthening of Training Capability of FP Training Institutions
Institution: Ministry of Health, FPA, CYDA
Duration: March 1988 - August 1988
Country Contacts: Mr. Mahmoud Al-Zindari, Director, Health Manpower Institute
 Ms. Lee Feller, HPN Officer, USAID (Sana'a)
Project Outcomes: Assessment of training and institutional capabilities of FP
 training institutions; development of plan to strengthen these
 institutions; development of plan to strengthen these
 institutions and staff in diagnosed need areas.
Approximate Cost: \$ 50,000
3. **Title:** Multi-Country Workshop on Clinical Family Planning: Development of
 Guidelines for PAC Worker Training
Institution: Ministry of Health
Duration: June 1988 - August 1988
Country Contacts: Mr. Mahmou Al-Zindari, Director, Health Manpower Institute
 Ms. Lee Feller, HPN Officer, USAID/ Sana'a
Project Outcomes: Review of recent techniques and findings; sharing of relevant
 country experience; development of recommendations for
 paraprofessional training and supervision of IUD insertion.
Approximate Cost: \$ 130,000.00

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REGIONAL TRAINING

Introduction

A significant part of the RONCO PAC II project is committed to regional training activities. It is RONCO's belief that regional family planning training offers a valuable opportunity for PAC workers in the MENA region to benefit from learning experiences which may not be available in-country. Regional training enables family planning trainers in each country to compare experiences and projects with trainers from other countries. It also offers a forum for policymakers and practitioners to meet with their peers to review progress across the region and within their own countries, to share techniques, ideas, and problems. Regional training activities emphasize cultural similarities in the approach to family planning training and service delivery.

The 1986 September conference on regional training needs marked the first step in a series of regional conferences and training activities. This was followed by the RONCO/IPPF/MSH workshop (December 1986) and a clinical workshop held in Turkey in June 1987.

RONCO's experience in these first regional activities established a foundation for future family planning training at the regional level. Regional family planning training activities for 1988 will reflect the recommendations and resolutions made in these early activities. There will then follow a combination of third country training, regional workshops, and institutionalization of regional training sites.

REGIONAL TRAINING

Regional Training Goal(s)

Regional training activities aim at establishing a system of interchange in family planning training in the region which will endure beyond the lifetime of the PAC II project.

Strategies to Achieve Regional Training Goal(s)

The strategies to achieve the above goals will be:

- (a) identifying potential family planning training resources (human and material) existing in the region;
- (b) upgrading, refining, and institutionalizing these resources in order that they can be utilized by and for the region to train PAC workers;
- (c) promoting the exchange of ideas between countries in the region;
- (d) supplementing and enhancing in-country training activities; and
- (e) addressing training needs that can be most effectively and efficiently addressed at the regional level.

REGIONAL TRAINING

Outline of Regional Training Activities Planned for the Near East/North Africa Region

These will be of two types:

Type 1: Third country training for small groups of participants with technical and financial assistance from RONCO; and

Type 2: Implementation of a series of workshops whose topics were suggested by participants during previous regional training activities.

1. Title: Clinical Training in Tunisia for Jordanian Physicians

Institutions Involved: ONFP (Tunisia) [host] ; MOH (Jordan)

Duration: 20 days in November/December 1987

Participants: 8 Jordanian physicians; 2 MOH health directors

Anticipated Outcomes: A team of trained physicians with demonstrated skills in implementing clinical FP training appropriate to MOH centers at the governorate level; product = field trip report on knowledge and experience gained.

Cost: \$10,824.00.

2. Title: IEC Training in Morocco

Institutions Involved: FPA (Morocco) [host]; MOH (Jordan)

Duration: 10 days in February 1988

Participants: 8 paramedical/medical MOH personnel who will be in charge of IEC/FP training in Jordan and 2 supervisors/health directors.

Anticipated Outcomes: A team of trainers with demonstrated skills in IEC/FP; product = trip report on experience and knowledge gained.

Cost: \$8,470.00

REGIONAL TRAINING

3. Title: Development of a Cadre of Regional FP/MCH Training Consultants
Institutions Involved: RONCO (host) in Tunis
Duration: February 1988 - May 1989 (15 months)
Participants: 10 from six MENA countries and Lebanon (with demonstrated FP experience)
Anticipated Outcomes: Increased and improved regional training activities (training materials development, evaluations, etc.); a pool of 10 consultants who can work in a variety of PAC II activities; improved expertise and experience in family planning training.
Cost: \$185,000.00
4. Title: Evaluation Training in Turkey
Countries Involved: Turkey (host); MOH (Jordan)
Duration: 10 days in September 1988
Anticipated Outcomes: 8 paramedical/medical MOH personnel who will be in charge of Evaluation training in Jordan and 2 supervisors/health directors.
Cost: \$9,620.00
5. Title: Multi-Country Workshop on Clinical Family Planning: Developments of Guidelines for PAC Worker Training
Countries Involved: Tunisia (host); Egypt, Jordan, Yemen
Duration: June - August 1988
Anticipated Outcomes: Review of recent techniques and findings; sharing of relevant country experience; development of recommendations for paraprofessional training and supervision of IUD insertion.
Cost: \$130,000.00
6. Title: Strengthening of Institutional Capability to Provide Effective Training Materials
Countries Involved: Egypt, Morocco, Jordan, Yemen, Tunisia, Turkey
Duration: June - November 1988
Anticipated Outcomes: A set of clinical and non-clinical training materials (in Arabic and Turkish) both of which will be printed and distributed to all countries throughout the region.
Cost: \$85,000.00

REGIONAL TRAINING

7. Title: Management of Regional Training Systems
Countries Involved: Morocco, Tunisia
Duration: October - November 1988
Anticipated Outcomes: Written description of roles and responsibilities for decentralized training; identified training needs at central and regional levels.
Cost: \$100,000.00
8. Title: Applied Evaluation in Training Management: Skills and Concepts
Countries Involved: Egypt, Jordan, Morocco, Turkey, Tunisia
Duration: March, 1989
Anticipated Outcomes: Review of experience in various subprojects; skills in planning and utilizing evaluation for program management; 20 1st generation regional trainees.
Cost: \$140,000.00

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REGIONAL TRAINING

Outline of Regional Activities Completed in the Near East/North Africa Region

1. **Regional Conference:** "The Organization of Regional Training in FP/Family Health in the NENA: Needs, Purpose, Plans, and Strategies"
Participating Countries: Egypt, Jordan, Morocco, Tunisia, Turkey, Yemen, Lebanon
Number of Participants: 26
Date: September 1-6, 1986
Anticipated Outcomes: Development of strategies for regional FP/MCH training; increased communication and collaboration between countries; soundly-based plan for regional training; new ideas and approaches for FP/MCH training.
Cost: \$69,540

2. **Regional Workshop:** Program Management for Arab World FPA Presidents and Executive Directors
Participating Countries: Jordan, Tunisia, North Yemen, Lebanon (RONCO); Somalia, Sudan (MSH); Iraq, Syria, Tunisia, South Yemen, Jordan (IPPF)
Number of Participants: 17 FPA Executive Directors and Presidents
Date: December 9-18, 1986
Anticipated Outcomes: Strengthening program planning/management capacities of FPA staff; assessment of training needs for future RONCO projects with FPAs.
Cost: \$87,200 (to be shared with IPPF and MSH)

3. **Regional Workshop:** Clinical Skills Training for PAC Workers
Participating Countries: Lebanon, Morocco, Tunisia, Turkey
Number of Participants: 31
Date: June 22-27, 1987
Anticipated Outcomes: Review of recent techniques and findings; sharing of relevant country experience; development of recommendations for paraprofessional training and supervision in IUD insertion.
Cost: \$66,744.00

REGIONAL TRAINING

ACTIVITY: SUBPROJECT TITLE	INSTITUTION PROVIDING TRAINING	PARTICIPANTS	ACTIVITY DATES/DAYS	TRAINERS/CONSULTANTS CO-TRAINERS	COMMENTS
REGIONAL CONFERENCE: "The Organization of Regional Training in FP/Family Health in the MENA Region: Needs, Purpose, Plans and Strategies" (Site: Sidi Bou Said, Tunisia) COMPLETED (Conference Report)	RONCO PAC II	TOTAL of 26 Senior level policymakers/ planners from: Egypt Jordan Tunisia Turkey Yemen Lebanon Morocco	September 1-6, 1986 (6 days)	Carla Rull Tom Milroy Anne Roberts Derrazak Thraya Uluremi Sogunro Russell Dionne (consultant)	Participants identified common FP service delivery problems and related training needs best addressed through such training; developed cri- teria for training at regional level; made recom- mendations for future regional activities.
REGIONAL CONFERENCE: "Management Training for FPAs in the Arab World" (Site: Jerba and Tunis, Tunisia) COMPLETED (Conference Report)	RONCO/IPPF/MSH	TOTAL of 17 Presidents, Executive Directors and Senior Staff of FPAs from: Iraq Jordan Somalia Sudan Syria Tunisia Yemen (North and South) Lebanon	December 9-18, 1986 (8 days for Presidents; 10 days for Executive Directors)	Tom Milroy Oluremi Sogunro Don Levine Omama Hamdy Walid Alkhateeb (consultants)	This activity was co-funded by IPPF and MSH. Partici- pants included representa- tives from FPAs in non-AID countries. RONCO's pur- pose was to assess need for training to strengthen program planning management and to develop plans to address those needs.

REGIONAL TRAINING

ACTIVITY: SUBPROJECT TITLE	INSTITUTION PROVIDING TRAINING	PARTICIPANTS	ACTIVITY DATES/DAYS	TRAINERS/CONSULTANTS CO-TRAINERS	COMMENTS
<p>REGIONAL CONFERENCE: "Multi-Country Workshop on Clinical Family Planning: Development of Guidelines for PAC Worker Training" (Site: Istanbul, Turkey)</p> <p>COMPLETED (Conference Report)</p>	RONCO PAC II	<p>TOTAL of 31 Ministry medical and midwife/ trainers, social workers, anima- trices from: Morocco Tunisia Turkey Lebanon</p>	<p>June 22-27, 1987 (6 days)</p>	<p>Oluremi Sogunro Nancy Benson Robert Miltz Rose Schneider (consultants)</p>	<p>Result of need expressed at September 1986 regional conference and Sogunro clinical survey. Developed model FP in-service curri- culum, protocols and pro- cedures for four contra- ceptive methods; contra- ceptive update including AIDS. Moroccan participa- tion is initial activity for proposed MOPH FP skills training for mid- wife/trainers. Proposed network for exchange of FP information.</p>
<p>CLINICAL TRAINING FOR MD TRAINERS: "Training MOH Personnel in FP/Birth Spacing in the Context of MCH"</p>	ONFP (Tunis)	<p>10 Jordanians (8 MD trainers; 2 supervisors)</p>	<p>Jan. 4 - 29, 1988 (20 days)</p>	<p>Dorgham Bibi Tahar El Amouri (consultants) 10 ONFP(8 clinic MDs; 2 trainers)</p>	<p>10 participants will be placed in 3 different clinics for the practical training. 3 out of 20 days scheduled for theory. Strengthening Jordan MOH FP services. Institutional strengthening activity for ONFP regional training capability.</p>

REGIONAL TRAINING

ACTIVITY: SUBPROJECT TITLE	INSTITUTION PROVIDING TRAINING	PARTICIPANTS	ACTIVITY DATES/DAYS	TRAINERS/CONSULTANTS CO-TRAINERS	COMMENTS
REGIONAL TRAINING: "Development of a Cadre of Regional MCH/FP Consultants" (Site: Tunis, Tunisia)	RONCO PAC II	TOTAL of 18 from six NENA countries and Lebanon with demonstrated FP experience	Feb. 29-March 4, 1988 (6 days)	1 RONCO staff 3 RONCO consultants	Provision of needed skills to enable local consultants to work more successfully.
TOT IN IEC: "Training MOH Personnel in FP/Birth Spacing in the Context of MCH"	MOPH (Rabat and provinces)	10 Jordanians (8 trainers; 2 supervisors)	March 18-27, 1988 10 days)	1 RONCO 4 MOPH(IEC specialists)	Train core team in FP IEC training based on MOPH program. Institutional strengthening of Moroccan training institutions.
REGIONAL CONFERENCE: "Clinical Family Planning Training II" (Site: TBD)	RONCO PAC II	TOTAL of 24 Ministry medical and midwife/trainers from: Jordan Egypt Yemen Arab Republic	June 18-27, 1988 (10 days)	4 RONCO	Introduce guidelines from first clinical conference. Develop recommendations for training and procedures.
TRAINING IN FAMILY PLANNING PROJECT EVALUATION: "Training MOH Personnel in FP/Birth Spacing in the Context of MCH"	GDMCHFP(Ankara and provinces)	10 Jordanians (8 trainers; 2 supervisors)	Sept. 20-29,1988 (10 days)	2 RONCO 3 GDMCHFP (evaluation specialists)	Skills in project objective setting and monitoring. Institutional strengthening of Turkish training institutions.

ACTIVITY: SUBPROJECT TITLE	INSTITUTION PROVIDING TRAINING	PARTICIPANTS	ACTIVITY DATES/DAYS	TRAINERS/CONSULTANTS CO-TRAINERS	COMMENTS
REGIONAL TRAINING: "Training of Managers of Training Systems" (Site: Tunis)	RONCO/ONFP	TOTAL of 16 8 ONFP with experience in decentralization of training project; 8 Morocco MOPH provincial trainers	October 1988 (10 days)	2 RONCO 1 ONFP 1 MOPH	Review ONFP decentrali- zation of training; address management skills needed for expanded train- ing system. Moroccan participants to act as core team for planned Morocco decentralization of train- ing project.
REGIONAL CONFERENCE: "Training Materials Development" (Site: Tunis, Tunisia)	RONCO PAC II	TOTAL of 26 four from each NENA country; 2 from Lebanon	Dec. 1 - 21, 1988 (15 days)	4 RONCO	Develop in-country skills and networking capability.
REGIONAL CONFERENCE: "Potential Uses of Microcomputers in FP/MCH Training Institutions in the NENA Region" (Site: Tunis, Tunisia)	RONCO PAC II	TOTAL of 24 senior planning/ management staff from each NENA country	January 1989 (10 days)	3 RONCO	Follow-on to survey on electronic technology needs; MIS and materials development for training systems.
REGIONAL CONFERENCE: "Applied Evaluation in Training Management: Skills and Concepts" (Site: Tunis, Tunisia)	RONCO PAC II	TOTAL of 20 from: Egypt Jordan Morocco Turkey Tunisia	March 1989 (10 days)	4 RONCO 1 REGIONAL (evaluation specialist)	Review of experience in various subprojects; skills in planning and utilizing evaluation for program improvement.

U.S. BASED TRAINING

Strategies to Achieve U.S. Based Training

Strategy for support of U.S. based training during PAC II will be:

- o to provide support only for U.S. based training which will complement or enhance in-country and/or regional projects also being funded under PAC II.

RONCO selects relevant U.S. training institutions which offer programs designed to meet country- and or region-specific needs. RONCO hopes that by providing U.S. based training, the transfer of skills and knowledge in family planning management and training and contraceptive technology will enable NENA family planning training institutions to become self-reliant in program development and institutional strengthening.

Because of the limited number of positions for U.S. based training, the shortage of funds, and RONCO's concern that U.S. training does not always address local needs most efficiently, this particular type of training will no longer occur. Instead, RONCO will encourage more locally organized workshops, both at the in-country and regional levels.

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Chart B

U.S. BASED TRAINING

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
TRAINING METHODS: Workshop on "Women in Management"	T=03/16/85-04/20/85 A=03/18/85-04/19/85 D=4 weeks	CEDPA Washington, D.C.	Heibat Hamid Ibtissam Chidiac (Lebanon) Laila Sulami (Morocco) Hajer Bhouri (Tunisia)	2.1, 4.1, 4.2	N/A	Conducted in Arabic. Institutional strength- ening for Morocco and Tunisia (MOH and ONFP). Lebanese women (LFPA) sponsored at request of AID/W.
COMPLETED						
TRAINING METHODS: Workshop on "Super- vision and Evaluation"	T=07/31/86-09/07/86 A=08/04/86-09/05/86 D=4 weeks	CEDPA Washington, D.C.	Haifa Hammoud Samia Adada (Lebanon)	2.1, 4.1, 4.2	N/A	These activities are beneficial to the LFPA training component. They enhance institu- tional development.
COMPLETED						
TRAINING METHODS: Workshop on "Family Planning Program Management"	T=09/12/86-10/28/86 A=09/15/86-10/24/86 D=6 weeks	University of California at San Francisco (Santa Cruz)	Amr Ali El-Chafei Abdel Shafi Fawzy (Egypt)	4.1, 4.2	N/A	This training program served as part of the institutional building strategy for the ITRFP, as regards both in- country needs and as a regional training institution.
COMPLETED						
TRAINING METHODS: Workshop on "Family Planning Program Management"	as above	as above	Abdulhalim Hiyasat Suleiman Oweis (Jordan)	as above	N/A	The participants comprise core training teams both at the national level and in their respective governorates.
COMPLETED						

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U.S. BASED TRAINING

Chart B

ACTIVITY/TITLE	TRIP DATES (T) ACTIVITY DATES (A) TOTAL TRAINING DAYS (D)	SITE	PARTICIPANTS (1ST/2ND GENERATION)	EVALUATION ACTIVITIES (See Key)	TRAINER/TA	COMMENTS
TRAINING METHODS: Workshop on "Family Planning Program Management"	T=09/11/86-11/11/86 A=09/15/86-11/07/86 D=8 weeks	as above	Hiam Musharrafiah (Lebanon)	as above	N/A	Part of institutional strengthening component
COMPLETED						
TRAINING METHODS: "Master Trainer Workshop"	T=02/14/87-04/08/87 A=02/16/87-04/03/87 D=6 weeks	University of Connecticut (Farmington)	Fatma Uz Zubeyde Ozanozu Sefkat Bahar (Turkey)	2.1, 4.1, 4.2	N/A	Institutional strength- ening for GDMCHFP's Central Training Team.
COMPLETED						
TRAINING METHODS: "TOT Workshop on Community Health and Development"	T=06/15/87-08/12/87 A=06/15/87-08/08/87 D=8 weeks	Institute for Training and Development (Amherst, Massachusetts)	Sevim Koc Sevcihan Mert Gonul Demir Leman Karahan (Turkey)	4.1, 4.2	N/A	Lead-in activity (institutional strength- ening for GDHT/ROWCO proposed subproject on in-service training.
COMPLETED						