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Wellstart International
Expanded Promotion of Breastfeeding Program ■ 3333 K Street, N.W., Suite 101 ■ Washington, DC 20007
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TRIP REPORT

AUTHOR: Linda Bruce
WHERE: San Pedro Sula, Honduras
WHEN: February 21 to March 4, 1994

BACKGROUND

As part of a three-year national breastfeeding program, Wellstart International's Expanded Promotion of Breastfeeding (EPB) program is providing financial and technical support to La Leche League/Honduras (LLL/H) for program activities. In turn, LLL/H is providing technical guidance to the Ministry of Health (MOH) to integrate breastfeeding into its Maternal and Child Health (MCH) program. EPB Training Advisor, Linda Bruce, has been providing technical assistance to the MOH and LLL/H to develop curricula for training health personnel and community lactation counselors in breastfeeding promotion and lactation management.

In May 1993 two draft competency-based modular curricula were developed; one for use in training institutional-level clinicians, and one to train community counselors. These drafts have undergone technical review by Wellstart staff, in-country Wellstart Associates, and LLL/H staff. The next step is to pretest the curriculum with trainers in an actual training situation to determine comprehension of the training content and ease of use. Because the draft curriculum for institutional-level clinicians is still being revised, it was decided to pretest the draft community-level curriculum first. The clinician's curriculum will be pretested at a later date.

LLL/H requested Wellstart technical assistance to pretest the community-level curriculum and to conduct a Training of Trainers (TOT) on facilitation skills. In response to this request, Ms. Bruce visited San Pedro Sula from February 21 to March 5, 1994 to assist in the organization and implementation of the TOT and pretest workshop.

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OBJECTIVES OF THIS TRIP

1. To co-facilitate a Training of Trainers workshop with potential community-level trainers on facilitation skill.
2. To organize and implement a pretest of the community-level training curriculum.

OUTCOMES

A. Training of Trainers Workshop

A Training of Trainers (TOT) workshop was conducted from February 24-25. The workshop was co-facilitated by Bruce and Mrs. Maria Jose Suarez, Wellstart consultant. Thirty-two health professionals participated in the workshop. Participants included LLL/H staff, health providers from Hospital Escuela, Instituto Hondureno de Seguro Social, Faculty of Medicine, Hospital Mario Catarino Rivas, and health personnel from Region Sanitaria #3 and Region Metropolitana (see Annex 1). Workshop topics covered adult learning principles, curriculum development, and effective facilitation techniques (see Annex 2). The workshop facilitators distributed selected modules of the draft community-level curriculum to give participants an opportunity to familiarize themselves with the modules and to practice using them. The practice sessions were videotaped. Participants reviewed the videotape of their sessions and discussed ways to strengthen the modules and improve the effectiveness of their facilitation skills.

At the end of the workshop a group of participants were selected to observe and co-facilitate the pretest of the community-level curriculum scheduled for the following week. The group of trainers and observers consisted of LLL/H staff and health care personnel from Hospital Escuela, Hospital Mario Catarino Rivas, Region Sanitaria #3, and Region Metropolitana. Trainers from different disciplines and with varying levels of training experience were selected to see how they would use the curriculum. Trainers were divided into teams of two and given selected modules to prepare for their sessions of the pretest workshop. Observers were asked to study the observer's guides which they would be using when observing the pretest training.

B. Curriculum Pretest

The community-level curriculum was tested during an actual workshop to train community mothers as lactation consultants. This workshop took place from Feb 29 to March 7. A total of twelve mothers from the community attended the training. Four teams of two trainers each facilitated the training. Each team was responsible for conducting sessions from the modules given to them during the TOT workshop. Trainers were encouraged to follow the curriculum as closely as possible so that observers could determine what adjustments needed to be made in each module. As each team conducted its session, a group of four observers (including Bruce and Suarez) and a time keeper made notes on the training process. Comments were made on each module about what worked well and where information and/or training techniques needed to be strengthened, revised, or eliminated. The time keeper noted the time it took to complete each session. Two people interviewed the trainers immediately after conducting their session to obtain input from the trainers on what they liked and did not like about using the modules.

LLL/H was initially concerned that a group of observers sitting in on the workshop would inhibit the mothers during the training. The purpose of the observers was explained to the mothers to put them at

ease. After the first day of the training the observers were not even noticed by the mothers as they were so involved in the training process.

The trainers did a commendable job of pretesting the modules. When appropriate, trainers and observers initiated minor changes to test different training aids and techniques. For example, throughout the curriculum the trainer's notes suggest using the flipchart to guide discussions and to note mothers responses. The flipchart stand was situated in front of the circle of participants. In order to write on the flipchart the facilitator or co-facilitator needed to stand next to the flipchart. Observers noticed that this was very distracting and inhibited group discussion and participation. During a meeting with the facilitators and observers it was decided to eliminate the flipchart and to have the facilitators sit together with the mothers during the sessions. Trainers prepared simple index cards as notes to themselves to cover the basic points of each module and simply repeated the mothers' responses instead of writing them down. This technique not only encouraged more group discussion, but made the session much more participatory. The women were more than happy to relate their experiences with breastfeeding and to be listened to as they spoke.

As a result of the pretest everyone involved gained tremendous insights on how to improve each module as well as how to better train community mothers in lactation management. By the end of the workshop trainers and observers had made numerous comments on ways to improve the curriculum. These comments were compiled and given to LLL/H. A workplan for revising and finalizing the modules was developed with LLL/H (see Annex 3). A date for the pretesting of the physicians curriculum was also determined. LLL/H requested Wellstart technical assistance to pretest the clinician's curriculum.

LESSONS LEARNED

The results of the pretest gives testimony to the importance of pretesting training curriculum. Not only will LLL/H be able to strengthen the training content of the curriculum, but it will be able to improve training techniques and directions given to trainers to ensure a more participatory and effective training approach. It was very clear that the mothers learned better and enjoyed the training when they were allowed to participate in the learning process. Everyone observed the tremendous difference in the mothers' attention and openness to learn when they able to relate their own breastfeeding experiences as opposed to being lectured.

During the TOT and pretest workshops trainers expressed concern about their role in community-level training activities. It was unclear what their responsibilities as trainers would be in the future. While a training workplan has been developed, LLL/H has yet to develop a training strategy. Developing a training strategy would make it very clear what training activities will be, when they will take place, who will participate in these activities, who will be responsible for these activities, etc.. Without a strategy it will not be possible to implement an effective training program. Program managers and trainers need to be very clear about what the activities are and who will implement them. Involving both the trainers and program managers in the development of a strategy will ensure mutual collaboration on, and coordination of, training activities outlined in the training plan.

RECOMMENDATIONS & FOLLOW-UP

- 1) Bruce recommended that only one person be in charge of revising the curriculum based on the pretest results to ensure continuity and consistency and that Suarez be hired as a Wellstart consultant to work with LLL/H to revise and finalize the curriculum.
- 2) Once the community-level curriculum is finalized, LLL/H will need to conduct a TOT to train trainers in its use.
- 3) Developing a comprehensive training strategy is critical to the success of the training program. Bruce recommends conducting a strategy development workshop prior to pretesting the curriculum of clinicians.
- 4) Wellstart will provide technical assistance to develop a training strategy and to pretest the clinician's curriculum, pending USAID approval.

ANNEXES

1. Workshop Agenda
2. List of Participants
3. Workplan

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ANNEX 1
WORKSHOP AGENDA

TALLER DE CAPACITACION PARA CONSEJERAS
EN LACTANCIA MATERNA

Febrero 28 a Marzo 4, 1994

Lunes, 28 Febrero

8:30 - 9:00 Bienvenida/ Inaguración
9:00 - 9:30 Presentación
9:30 -12:00 La leche de la madre es la mejor
12:00- 1:00 Almuerzo
1:00 - 2:00 Continuación, La leche de la madre es la mejor
2:00 - 4:30 Como se produce la leche

Martes, 1 de Marzo

8:30 - 9:30 Componentes y factores de protección
9:30 -12:00 La salud de la mujer
12:00- 1:00 Almuerzo
1:00 - 4:30 Dificultades y situaciones especiales de la madre

Miércoles, 2 de Marzo

8:30 -12:00 Como continuar con la buena crianza
12:00- 1:00 Almuerzo
1:00 - 4:30 Dificultades y situaciones especiales de la madre

Jueves, 3 de Marzo

8:30 -10:30 Dificultades y situaciones especiales del niño
10:30-12:00 Espaciamiento
12:00- 1:00 Almuerzo
1:00 - 2:30 Creencias que afectan la lactancia materna
2:30 - 4:30 Dudas que afectan la lactancia

Viernes, 4 de Marzo

8:30 -12:00 Red de consejería
12:00- 1:00 Almuerzo
1:00 - 3:00 Sistema de información
3:00 - 4:00 Certificación
4:00 - 4:30 Clausura

ANNEX 2
LIST OF PARTICIPANTS



Liga de la Lactancia Materna de Honduras

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SAN PEDRO SULA, HONDURAS, C.A.

Oficio N° _____

CAPACITACION A CAPACITADORES

CAPACITADORES

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MARINA RODRIGUEZ	LICENCIADA EN ENFERMERIA	HOSPITAL ESCUELA
NATALIA CHAVARRIA	SUPERVISORA DE ENFERMERIA	IHSS. TEGUCIGALPA
ETHEL ROSARIO CRUZ	LIC. TRABAJO SOCIAL	REGION METROPOLITANA
SIRI CONSUELO LARA	LIC. TRABAJO SOCIAL	REGION METROPOLITANA
MARIA ESTER NUÑEZ	LIC. TRABAJO SOCIAL	REGION METROPOLITANA
ANDREA AZUCENA MEJIA	LIC. TRABAJO SOCIAL	REGION METROPOLITANA
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ZOILA RUTH VENTURA	LICENCIADA EN ENFERMERIA	CURN/ UNAH
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NOMBRE	FORMACION	LUGAR DE TRABAJO
LUISA DE CEDEÑO	LICENCIADA EN ENFERMERIA	HOSPITAL MARIO C. RIVAS
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ADA JOSEFINA RIVERA	MEDICO SALUBRISTA	IHSS. S.P.S.
MARIA ELENA REYES	MEDICO ADMINISTRACION PUBLICA	LLL/H

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ANNEX 3

WORKPLAN

1. Review comments from observers' questionnaires, and trainers' notes for each module--April 7
 - a) make a list of all changes
 - b) decide which changes to incorporate into modules
 - c) input into computer
2. Prepare all training aids for each module--April 30
3. Send out for review to Wellstart and LLL/H--May 6
4. Receive comments for reviewers--May 15
5. Finalize and typeset--May 31