

PDA 114-630

11/2/86



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Trip Report

0-380

Travelers: James Herrington, INTRAH Program Officer
Pape Gaye, Director, INTRAH Office for
W/CA

Country Visited: Burkina Faso

Date of Trip: October 8 - 17, 1986

Purpose: Development of an FP training project
in collaboration with the Ministry of
Health (MOH) and the Ministry of Family
Welfare and National Solidarity (MFWNS).

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

LIST OF ABBREVIATIONS

DFP	La Direction pour la Formation Professionnelle (Directorate for Professional Training)
FPMT Project	Family Planning Management Training Project (Management Sciences for Health)
GOBF	Government of Burkina Faso
IEC	Information/Education/Communication
IUD	Intrauterine Device
MFWNS	Ministry of Family Welfare and National Solidarity
MOH	Ministry of Health
NGO	Non-Governmental Organization
NTT	National Training Team (Noyau National de Formateurs)
PCS	Population Communication Services (The Johns Hopkins University)
STD	Sexually Transmitted Disease

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EXECUTIVE SUMMARY

The purpose of this assignment was to develop an FP training project in collaboration with the Ministry of Health (MOH) and the Ministry of Family Welfare and National Solidarity (MFWNS). This is one component of the USAID/Burkina Faso bilateral Family Planning Support Project.

INTRAH anticipates that, in addition to close coordination with Population Communication Services (PCS) in the execution of this training plan, collaboration with the Family Planning Management Training Project (FPMT Project) will be necessary and very beneficial given the complementarity between FPMT Project proposed activities (e.g., organizational design and planning for the MFWNS and supervision skills/protocol development at the national level) and those of INTRAH which are targeted principally towards FP service providers.

The outcome of several days of discussion with representatives of USAID/Burkina Faso, the MOH and the MFWNS, during joint meetings, is a project proposal for training in FP to be conducted jointly by INTRAH and PCS. This proposal will serve as the basis for a subcontract between the MOH and INTRAH for the financing and implementation of the proposed FP training activities of a core (noyau) of ten national trainers (as outlined in the USAID bilateral project paper: five from the MOH and five from the MFWNS). This number could be increased to a total of 16 national trainers in order to accommodate unforeseen circumstances where one or more trainers may not be available to conduct training. The national training team (NTT) will receive training in the following content areas

during a series of workshops to be held in Ouagadougou (a workplan in the attached draft proposal indicates the chronological order of proposed activities of the NTT):

- FP methods theory (including anatomy and physiology) for four weeks;
- Clinical FP practice for the five MOH clinicians (including IUD insertions) for two weeks;
- Training of trainers (TOT) techniques and information/education/communication (IEC) skills at basic (three weeks) and advanced levels (two weeks);
- In-service training curricula development (one to two weeks), pre-service curricula development and revision (two to three weeks), and management of FP service provision programs (one week); and
- Sexually transmitted diseases (STDs) and problems of infertility (two weeks).

A study tour for the NTT members to model FP projects in Francophone Africa (two weeks) is also proposed.

The NTT would be responsible for training 165 MOH service providers (midwives, nurses and medical assistants) and 120 MFWNS social educators over the three-year life of the training project. INTRAH would be primarily responsible for funding and technical assistance to the MOH while PCS would focus its financial and technical resources on the MFWNS.

SCHEDULE OF ACTIVITIES

Monday,
October 6: P.M.: Mr. Gaye arrived in Ouagadougou
from Abidjan.

Tuesday,
October 7: P.M.: Mr. Herrington arrived in
Ouagadougou from Chapel Hill.

Messrs. Gaye and Herrington
discussed strategy for visit and
schedule.

Wednesday,
October 8: A.M.: Briefing with Mr. Richard Green,
Health/Population Officer, and
Ms. Perle Combary, Assistant to the
Health/Population Officer, both of
USAID/Burkina Faso.

Introductory meeting with Ministry
of Health (MOH) Directorate for MCH
and Ministry of Family Welfare and
National Solidarity (MFWNS)
representatives to discuss
assignment objectives.

Lunch with Mr. Steve Taylor,
Director, Peace Corps/Burkina Faso.

P.M.: Meeting with Mr. Green and
Ms. Combary.

Briefing with Mr. Herbert Miller,
Director, USAID/Burkina Faso.

Briefing with U.S. Ambassador
Leonardo Neher.

Thursday,
October 9: Spent two hours at post office to send telex
(machine at hotel down).

Developed visit schedule and reviewed
USAID/Burkina Faso briefings.

Mapped out potential training plan.

Awaited MOH telephone call regarding next
meeting.

Wednesday,
October 15:

A.M.: Meeting with Dr. Anne-Charlotte Royer and Dr. Francinetti Villanueva, potential consultants, regarding INTRAH activities in Burkina Faso.

Courtesy visit to meet Mrs. Opportune Nitiema, Secretary General, MFWNS.

Typed sections of draft proposal.

P.M.: Meeting with MOH and MFWNS representatives to review text of draft training project proposal.

Thursday,
October 16:

A.M.: Meeting with Dr. Amade G. Ouédraogo, Director, National Directorate for Professional Training, to discuss INTRAH assistance with revision of pre-service curricula for national professional training schools (MOH and MFWNS, respectively).

Finalized typing of documents.

Meeting with Dr. Alain Zougba, Secretary General, MOH.

P.M.: Final meeting with MOH and MFWNS representatives to review typed copy of draft proposal and plan next steps for contract negotiation.

Meeting with Mr. John Tuleja, Comptroller, USAID/Burkina Faso.

Friday,
October 17:

A.M.: Debriefed with USAID/Burkina Faso and left copies of draft INTRAH training proposal.

P.M.: Herrington departed for Chapel Hill.

I. PURPOSE OF TRIP

The purpose of this assignment was to develop an FP training project in collaboration with the Ministry of Health (MOH) and the Ministry of Family Welfare and National Solidarity (MFWNS). This is one component of the USAID/Burkina Faso bilateral Family Planning Support Project.

Specifically, the objectives of this assignment were to:

- Identify and assess the degree of support for FP services, particularly training in FP;
- Identify human resources who could potentially serve as members of a national training team (NTT); and
- Develop a list of training activities and a tentative training workplan with specific objectives for each activity.

II. ACCOMPLISHMENTS

The outcome of several days of discussion with representatives of USAID/Burkina Faso, the MOH and the MFWNS, during joint meetings, is a project proposal for training in FP to be conducted jointly by INTRAH and PCS. This proposal will serve as the basis for a subcontract between the MOH and INTRAH for the financing and implementation of the proposed FP training activities of a core (noyau) of ten national trainers (as outlined in the USAID bilateral project paper: five from the MOH and five from the MFWNS). This number could be increased to a total of 16 national trainers in order to accommodate unforeseen circumstances where one or more trainers may not be available to conduct training. The NTT will receive training in the following content areas during a series of workshops to be held in Ouagadougou (a workplan in the

attached draft proposal indicates the chronological order of proposed activities of the NTT):

- FP methods theory (including anatomy and physiology) for four weeks;
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A study tour for the NTT members to model FP projects in Francophone Africa (two weeks) is also proposed.

INTRAH anticipates that, in addition to close coordination with Population Communication Services (PCS) in the execution of this training plan, collaboration with the Family Planning Management Training Project (FPMT Project) will be necessary and very beneficial given the complementarity between FPMT Project proposed activities (e.g., organizational design and planning for the MFWNS and supervision skills/protocol development at the national level) and those of INTRAH which are targeted principally towards FP service providers.

A. TRAINING STRATEGY:

1. Two standard in-service training courses of six weeks each (two weeks theory and four weeks practicum) will be developed and implemented by the NTT with technical assistance from INTRAH and PCS (for MOH and MFWNS target groups respectively) for a maximum of 28 participants per course. For MOH personnel, INTRAH proposes two courses at 27 participants each in 1987, three courses at 28 participants each in 1988 and one

course at 27 participants in 1989, for a total of eight courses. INTRAH will provide on-site technical assistance during the first three courses only. The NTT would then implement "solo" the remaining three standard courses. The same strategy is proposed for PCS technical assistance to the MFWNS with a maximum of 20 participants per training course. Therefore, an overall total of 12 courses is proposed in this training plan (six MOH and six MFWNS) for an estimated total of 285 trained personnel (165 MOH and 120 MFWNS). It is anticipated that MOH trainees will be state certified midwives and nurses and that MFWNS trainees will be social educators.

2. An important aspect to the successful execution of these standard courses is that the MOH and MFWNS personnel will be trained simultaneously so that the 28 MOH and 20 MFWNS participants for a standard course will attend a joint session during the first two to three days for an introduction to FP methods and principles, and again for the last course day during the two weeks of theory. This would ensure a common base from which MOH/INTRAH and MFWNS/PCS trainers could launch their respective training programs, and a timely opportunity for resume and feedback at the end of the two weeks of theory.
3. A maximum of four weeks is considered requisite for FP clinical practice (including IUD insertion) according to MOH representatives. It is proposed that the NTT would organize the 28 MOH participants in the standard course into four to five groups of five to seven participants with each group assigned to a functional FP clinic in Ouagadougou for the four weeks of practical training. Each group would be monitored by a member of the MOH NTT.

The two INTRAH technical assistants would assist in the initial set-up and monitoring of the practical training (e.g., two weeks) in order to ensure proper functioning of each standard training course and that objectives are being met. But, the bulk of "encadrement" would be the responsibility of the MOH NTT members and preceptors at the selected FP clinics.

It appears from MOH statistics and recent experience that sufficient clients are available for FP clinical practice. A motivational FP campaign by the MFWNS was conducted during September 1986. Preliminary results suggest a significant increase in the demand for FP services at the clinics in Ouagadougou.

4. Practical training of MFWNS personnel will need to be defined in collaboration with PCS in order to determine whether the proposed four-week period is necessary and/or sufficient to serve the needs of the MFWNS training objectives.
5. The development of pre-service curricula for the National School of Public Health and the National School for Social Services will be addressed in coordination and collaboration with representatives from the Directorate for Professional Training (La Direction pour la Formation Professionnelle -- DFP) which is responsible for the pre-service study programs at the MOH. The DFP has already begun the process of curriculum revision to include FP content and anticipates a preliminary document developed by January 1987. The Director of the DFP reviewed the INTRAH proposal for training and indicated that he saw no conflict with their current process and could anticipate a collaborative effort with the NTT and INTRAH technical assistants.

B. NATIONAL TRAINING TEAM (NTT):

A key element of the above training strategy is that the five to eight MOH and five to eight MFWNS members of the NTT be completely available from their regular work sites to fully participate in the series of training activities scheduled from January 1987 to February 1989. The proposed training cannot achieve its stated objectives, and thus demonstrate a significant and positive impact on FP service provision in Burkina Faso, without the assurance and actual release of all NTT

members to fully participate in the execution of this training program.

Next steps:

<u>Activity</u>	<u>Timeframe</u>
1. Draft proposal left with USAID/Burkina Faso for distribution to the MOH and MFWNS; copy sent to REDSO/WCA.	October 17, 1986
2. Proposal reviewed with PCS at meeting in Chapel Hill.	November 3, 1986
3. Proposal reviewed with FPMT Project at meeting in Chapel Hill.	November 5, 1986
4. Proposal reviewed and approved by INTRAH/Chapel Hill.	November 7, 1986
5. Contract negotiation visit (including budget development); MOH and MFWNS name NTT members.	Mid-November 1986
6. Contract reviewed and approved by AID/Washington, and contract cover page sent to USAID/Burkina Faso for MOH signature and return to INTRAH.	January 1, 1987
7. Begin first training activity.	As soon as contract cover page received at INTRAH.

III. BACKGROUND

This visit follows an INTRAH needs assessment visit conducted in June 1986. (see INTRAH trip report 0-307).

The Government of Burkina Faso (GOBF) appears to have taken a strong political stance in favor of child spacing as an integral component of maternal and child health care services. In fact, the GOBF officially adopted an FP policy

on October 9, 1986. The MFWNS is the government agency primarily responsible for coordinating FP activities (IEC as well as service provision). In September 1986 the MFWNS launched a two-week media campaign in Ouagadougou (the capital city) to inform the general public about the benefits of FP.

Anecdotally, the INTRAH team was pleasantly surprised upon arrival to see banners hung across major streets and displayed in public places which espoused slogans such as: "The revolutionary man practices family planning.", "A child if and when I choose. Family planning.", "Strong children through family planning." and "Family planning. Liberate men and women." (All the banners were, of course, in French.)

It appears that the Burkinabé government has no hesitation in openly promoting FP. And, preliminary results of the popular campaign seem to indicate that the demand for information on FP requests for services have increased to such a degree that concern was voiced during INTRAH meetings as to the inability of the Ouagadougou FP clinics to meet an anticipated surge in demand for services.

Thus, the present visit appears quite timely given the need for trained MOH personnel to deliver FP services.

IV. DESCRIPTION OF ACTIVITIES

A. USAID/BURKINA FASO:

The team met on several occasions with Mr. Richard Green, Health/Population Officer, and Ms. Perle Combar, Assistant to the Health/Population Officer, both of USAID/Burkina Faso, in order to address the objectives for INTRAH assistance as stated in the bilateral Family Planning Support Project. In particular,

USAID/Burkina Faso strongly urged the team to meet jointly with the MOH and MFWNS in order to encourage mutual input and agreement with the draft proposal for INTRAH-sponsored FP training.

USAID/Burkina Faso also encouraged the INTRAH team to coordinate plans for training with PCS and the FPMT Project. Both will have significant input in the bilateral program. The team indicated that meetings had already been arranged with PCS and FPMT Project representatives for early November 1986 in order to discuss the outcome of INTRAH's project development visit. Mr. Green's and Ms. Combary's insight and assistance were quite helpful in guiding the team in its development of a training strategy with the MOH and MFWNS.

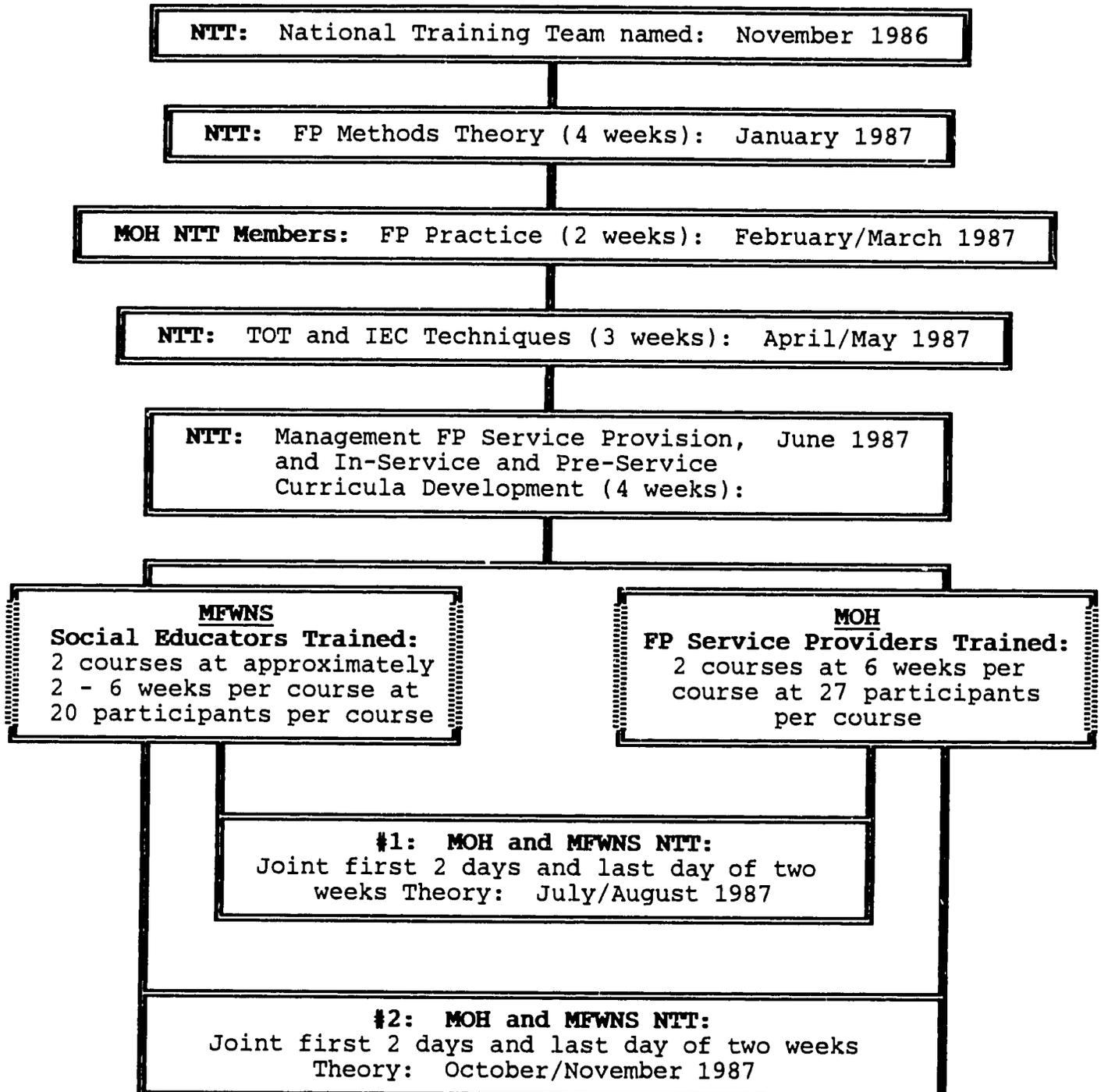
Mr. Herrington met with Mr. John Tuleja, Comptroller, USAID/Burkina Faso, to determine what experience the mission had with accounting and financial control systems at the MOH and with local banks. Mr. Tuleja indicated that Burkina Faso was a "121(d) certified country", and, therefore, the mission could not directly advance funds to the Burkinabé government; however, Mr. Tuleja seemed to feel that INTRAH could advance funds directly to the GOBF. Mr. Tuleja advised that, although the MOH appears to be fairly competent, INTRAH should advance only the minimum amount of funds necessary, operate on a cost reimbursement basis and require regular reporting periods. Regarding banking in Ouagadougou, Mr. Tuleja suggested INTRAH contact Mr. Jim Zurphus, Technical Advisor, Sahel Financial Management Project.

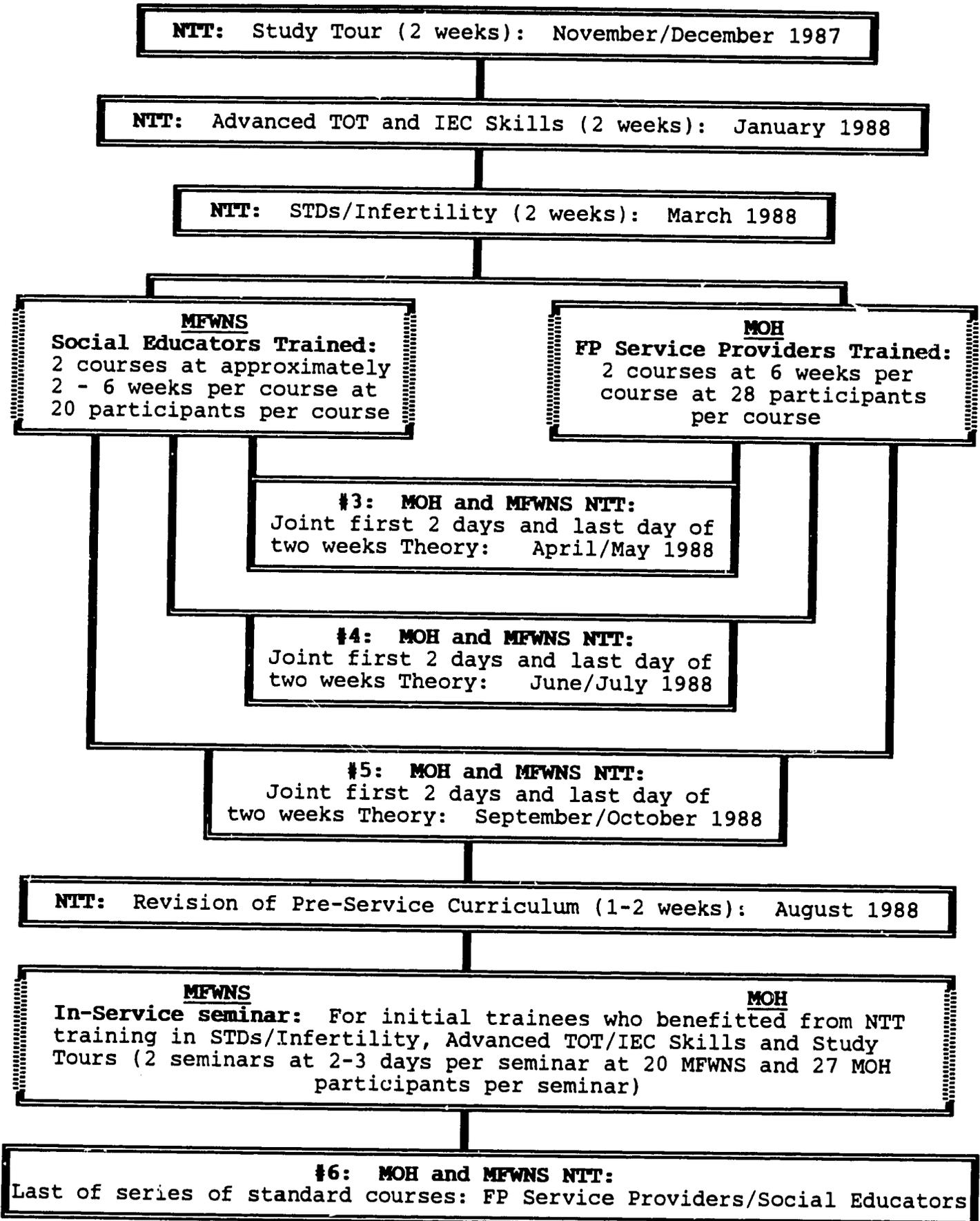
The INTRAH team also briefed with U.S. Ambassador Leonardo Neher, and Mr. Herbert Miller, Director, USAID/Burkina Faso, to describe INTRAH activities in Francophone Africa in general, and intended input and activities in Burkina Faso, specifically.

B. MINISTRY OF HEALTH (MOH) AND MINISTRY OF FAMILY WELFARE AND NATIONAL SOLIDARITY (MFWNS):

The INTRAH team held six joint meetings with the MOH and MFWNS. Discussions focused on the types of training that would be required to enable the NTT to effectively train the MOH and MFWNS personnel targeted to deliver FP services. Moreover, based on results of the previous needs assessment, the INTRAH team, and the MOH and MFWNS members outlined a strategy for first training the NTT, in order to increase their FP knowledge and skills as well as capabilities as trainers, and then training the MOH and MFWNS personnel. The following scheme represents the proposed training process (see Figure 1).

A program plan was developed collaboratively with the MOH and MFWNS which will form the basis for the subcontract between INTRAH and the MOH (see Appendix B).

FIGURE 1**SCHEME FOR INTRAH-SPONSORED FP TRAINING IN BURKINA FASO**



NTT: Study Tour (2 weeks): November/December 1987

NTT: Advanced TOT and IEC Skills (2 weeks): January 1988

NTT: STDs/Infertility (2 weeks): March 1988

MFWNS
Social Educators Trained:
2 courses at approximately
2 - 6 weeks per course at
20 participants per course

MOH
FP Service Providers Trained:
2 courses at 6 weeks per
course at 28 participants
per course

#3: MOH and MFWNS NTT:
Joint first 2 days and last day of
two weeks Theory: April/May 1988

#4: MOH and MFWNS NTT:
Joint first 2 days and last day of
two weeks Theory: June/July 1988

#5: MOH and MFWNS NTT:
Joint first 2 days and last day of
two weeks Theory: September/October 1988

NTT: Revision of Pre-Service Curriculum (1-2 weeks): August 1988

MFWNS **MOH**
In-Service seminar: For initial trainees who benefitted from NTT
training in STDs/Infertility, Advanced TOT/IEC Skills and Study
Tours (2 seminars at 2-3 days per seminar at 20 MFWNS and 27 MOH
participants per seminar)

#6: MOH and MFWNS NTT:
Last of series of standard courses: FP Service Providers/Social Educators

V. OBSERVATIONS/CONCLUSIONS AND RECOMMENDATIONS

OBSERVATIONS/CONCLUSIONS

RECOMMENDATIONS

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- A. The GOBF appears to have taken a strong political stance in favor of child spacing as an integral component of maternal and child health care services. In order to increase the provision of FP services, the MOH has determined that in-service training must be provided to clinicians currently in the field. The USAID/Burkina Faso bilateral Family Planning Support Project has a major FP component which proposes INTRAH and PCS as institutions to assist with training.
- B. PCS and the FPMT Project will have significant input into the bilateral project for IEC and management training, respectively.
- C. A high degree of motivation was demonstrated by MOH and MFWNS personnel for high-quality FP training. It was determined during discussions with MOH and MFWNS representatives that in-country training of the NTT would be more appropriate, realistic and cost-effective than U.S.-based training.

- A. INTRAH should assist USAID/Burkina Faso in responding to the MOH need for training of FP service providers within the context of an NTT which, in the long term, would be responsible for all in-service FP training service providers.
- B. INTRAH should coordinate with PCS and the FPMT Project each organization's activities in order to facilitate the planning and timely execution of FP training.
- C. INTRAH should move quickly to the contract negotiation phase of project development with Burkina Faso, given the current level of motivation at the MOH and MFWNS. Support of in-country training should be maintained and funding of study tours for NTT members should receive high priority.

APPENDIX A
PERSONS CONTACTED

AMERICAN EMBASSY:

U.S. Ambassador Leonardo Neher

USAID/BURKINA FASO (Telephone: 33-41-40):

Mr. Herbert Miller, Director

Mr. John Tuleja, Comptroller

Mr. Richard Green, Health/Population Officer

Ms. Perle Combarry, Assistant to the Health/Population
Officer

MINISTRY OF HEALTH (MOH):

Dr. Alain Zougba, Secretary General

Dr. Didier Wédraogo, Director, National School of Public
Health

Dr. Amade G. Ouédraogo, Director, National Directorate for
Professional Training

Mrs. Térèse Yugma, Chief, MCH/FP Division
(Telephone: 33-43-61)

Mrs. Franceline Ilboudou, Chief, MCH Office

Mrs. Pascaline Sebgo, Chief, FP Office

Mrs. Appolinaise Sawadogo, Assistant to Mrs. Sebgo

MINISTRY OF FAMILY WELFARE AND NATIONAL SOLIDARITY (MFWNS):

Mrs. Opportune Nitiema, Secretary General

Mrs. Fatoumata Batta, Director

Mrs. Pauline Cassalom, Chief, Education/Training Service

OTHERS:

Mr. Steve Taylor, Director, Peace Corps/Burkina Faso

Mr. Joe Johnson, Peace Corps Volunteer

Dr. Anne-Charlotte Royer, French physician living in
Ouagadougou (spouse employed with NGO)

Dr. Francinetti Villanueva, Dutch physician living in
Ouagadougou (spouse employed with Dutch Embassy)

APPENDIX B

DRAFT FP TRAINING PROJECT PROPOSAL (ENGLISH)

DRAFT

INTRAH TRAINING PROGRAM PROPOSAL

COUNTRY: Burkina Faso

ORGANIZATION: Ministry of Health

TITLE OF ACTIVITY: Training in Delivery of Services,
Information, Education and Communication
in Family Planning (in collaboration
with JHU/PCS)

NUMBER OF PARTICIPANTS: 170 - 173 INTRAH
125 - 128 PCS

PROJECT BUDGET: To be determined

LOCAL COSTS: To be determined

ESTIMATED COST PER PARTICIPANT: To be determined

ESTIMATED COST PER PARTICIPANT PER DAY: To be determined

CONTACT:

DATE PROPOSAL SUBMITTED: October 16, 1986

LENGTH OF PROJECT: January 1987 - February 1989

Revised October 17, 1986

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GLOSSAIRE DES ACRONYMES

DFP	Professional Training Administration (Direction de la Formation Professionnelle)
DPF	Family Planning Administration (Direction de la Planification Familiale)
DSME	Maternal and Child Health Administration (Direction de la Santé de la Mère et de l'Enfant)
ENSP	National School of Public Health (Ecole Nationale de Santé Publique)
ENSS	National School of Social Services (Ecole Nationale de Service Social)
FP	Family Planning (Planification Familiale -- PF)
GOBF	Government of Burkina Faso (Gouvernement du Burkina Faso -- GBF)
IEC	Information/Education/Communication
INTRAH	Program for International Training in Health (Programme International pour la Formation en Matière de Santé)
MCH	Maternal and Child Health (Santé Maternelle et Infantile -- SMI)
MFWSN	Ministry of Family Welfare and National Solidarity (Ministère de l'Essor Familial et de la Solidarité Nationale -- MEFSN)
MOH	Ministry of Health (Ministère de la Santé -- MS)
NTT	National Training Team
PCS	Population Communication Services (Johns Hopkins University)
UNCCH	University of North Carolina at Chapel Hill (Université de la Caroline du Nord à Chapel Hill)
USAID	United States Agency for International Development (Agence pour le Développement International)

SUMMARY OF PROJECT

1. GENERAL GOAL:

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

2. SPECIFIC OBJECTIVES:

- a. Development of a national training team (NTT) of five to eight members of the Ministry of Health (MOH) and five to eight members of the Ministry of Family Welfare and National Solidarity (MFWNS). This objective will have several components:
 - 1) To increase the abilities of core team members in FP methods.
 - 2) To develop the abilities and practical knowledge of core team members in clinical FP, including IUD insertion.
 - 3) To develop the training and communication techniques of core team members through a series of two workshops at the elementary and advanced levels.
 - 4) To reinforce the development of training curricula and management abilities for delivery of service programs.
 - 5) To allow the team members, through study tours, to increase their knowledge and familiarity with model FP programs in Francophone Africa.
 - 6) To increase the knowledge of the team members of STDs and problems related to infertility.
- b. To train, in collaboration with PCS, service providers in FP and social workers (the latter will be financed by PCS). The accomplishment of this objective will consist of the following:
 - 1) To increase the theoretical knowledge of the target groups mentioned above in FP.
 - 2) To develop practical abilities of the health workers in clinical FP.

- 3) To develop the abilities of the social and health workers in approach and communication techniques.
 - 4) To increase the knowledge of the social and health workers in FP program management.
- c. To lend assistance to the MOH in the follow-up and evaluation of training programs financed by INTRAH/USAID. This will be done through the participation of GOBF personnel in meetings of the Regional Technical Advice Committee, regional evaluation workshops and by their participation at formative and summative evaluation visits.
 - d. To reinforce the development abilities of FP training programs of the professional schools of the MOH and MFWNS.

3. TRAINING PLAN:

(See the following tables on pages 3 and 4.)

WORKPLAN 1987 TO 1989: TRAINING IN FAMILY PLANNING: MOH/MFWS/INTRAH/USAID

ACTIVITIES	PARTICIPANTS/ NUMBER	FACILITATORS/ INSTRUCTORS	DATES (APPROX)/ DURATION	LOCATION	COMMENTS
1. Collection of baseline data on impact of training	In-country evaluators: 2	N/A	December 1986	Ouagadougou	The report will be sent to INTRAH in February 1987!
2. Training in FP methods	Core trainers: 5-8 MOH: 5-8 MFWS: 5-8 TOTAL: 10-16	INTRAH: 2 MOH: 1 MFWS: 1	26 January-20 February 1987 (4 weeks)	Ouagadougou (e.g., Hotel Silmande or OKINN)	
3. Practice in clinical FP (including IUD)	Core trainers: 5-8 TOTAL: 5-8	INTRAH: 1 MOH: 1	23 February-6 March 1987 (2 weeks)	functioning FP centers in Ouagadougou	Practice for 5 MFWS (TAB) with PCS
4. Training and IEC techniques of IEC	Core: 5-8 MOH: 5-8 MFWS: 5-8 TOTAL: 10-16	INTRAH: 1 PCS: 1 MOH: 1 MFWS: 1	13 April-1 May 1987 (3 weeks)	same as #2	
5. (a) Management of service delivery program	Core: 5-8 MOH: 5-8 MFWS: 5-8 (for 5a, b, c)	INTRAH: 1 PCS: 1 MOH: 1 MFWS: 1	8 June-3 July 1987 (4 weeks)	same as #2	
(b) Development of training curriculum	ENSP: 2 ENSS: 2				
(c) Development of curricula for professional schools of MOH and MFWS	(for 4b and c only)				
6. Follow-on workshop in evaluation	In-country evaluators: 2	INTRAH: 2	1-17 July 1987		
7. Training of service providers	(a) MOH FP service providers: 27 TOTAL: 27 MFWS social educators: 20 TOTAL: 20 (b) MOH: 27 MFWS: 20	INTRAH: 2 Core MOH: 5-8 MOH: 1 PCS: 2 Core MFWS: 5-8 MFWS: 1 INTRAH: 2 Core MOH: 5-8 MOH: 1 PCS: 2 Core MFWS: 5-8 MFWS: 1	27 July-7 August 1987 (2 weeks Theory) 10 August-4 September 1987 (4 weeks Practice) 28 September-9 October 1987 (2 weeks Theory) 12 October-6 November 1987 (4 weeks Practice)	same as #2 and #3 same as #2 and #3	MFWS=Financing and technical assistance with PCS MFWS=see above
8. Study tour	Core trainers: 5-8 MOH: 5-8 MFWS: 5-8 TOTAL: 10-16	INTRAH: 1	23 November-4 December 1987 (2 weeks)	2 Francophone African countries	
9. Training and IEC techniques (advanced level)	Core: 5-8 MOH: 5-8 MFWS: 5-8 TOTAL: 10-16	INTRAH: 1 PCS: 1 MOH: 1 MFWS: 1	January 1988 (2 weeks)	same as #2	
10. Mid-project evaluation	Core trainers: MOH Evaluator MFWS Evaluator USAID/Burkina Faso	INTRAH: 1 PCS: 1	February 1988 (1 week)	Ouagadougou	

WORKPLAN 1987 TO 1989: TRAINING IN FAMILY PLANNING: MOH/MFWS/INTRAH/USAID

ACTIVITIES	PARTICIPANTS/ NUMBER	FACILITATORS/ INSTRUCTORS	DATES (APPROX)/ DURATION	LOCATION	COMMENTS
11. STD/problems of infertility	Core: MOH: 5-8 MFWS: 5-8 TOTAL: 10-16	INTRAH: MOH: 2 MFWS: 1	February-March 1988 (2 weeks)	see 02	
12. Training of service providers	(a) MOH: 28 MFWS: 20	INTRAH: Core MOH: 5-8 MOH: 1 PCS: Core MFWS: 5-8 MFWS: 1	beginning April- mid-May 1988 (6 weeks)	see 07a	2 weeks theory 4 weeks practice
	(b) MOH: 28 MFWS: 20	INTRAH: Core MOH: 5-8 MOH: 1 PCS: Core MFWS: 5-8 MFWS: 1	mid-June-end July 1988 (6 weeks)	see 07a	(same as above)
13. Review of professional school curricula	Core: 10-16 ENSP: 2 ENSS: 2	INTRAH: 1 PCS: 1	August 1988 (2 weeks)	see 02	activity follow-up 05c
14. Training of service providers	(a) MOH: 28 MFWS: 20	INTRAH: Core MOH: 5-8 MOH: 1 PCS: Core MFWS: 5-8 MFWS: 1	mid-September- end October 1988 (6 weeks)	see 07a	idem
	(b) Retraining: MOH: 27 (participants from first (07a) training series) MFWS: 20 (idem)	Core MOH: 5-8 Core MFWS: 5-8	mid-November 1988 (2-3 days)	see 02	
	(c) Retraining: MOH: 27 (participants from first (07a) training series) MFWS: 20 (idem)	Core MOH: 5-8 Core MFWS: 5-8	end November 1988 (2-3 days)	see 02	
	(d) MOH: 27 MFWS: 20	Core MOH: 5-8 MOH: 1 Core MFWS: 5-8 MFWS: 1	beginning January- mid-February 1989 (6 weeks)	see 02 and 03	see 012a
15. Collection of end-of-project data on INTRAH training impact formation INTRAH	In-country evaluators: 2		December 1988- January 1989		The report will be sent to INTRAH in March 1989
16. Final evaluation of the project	Core trainers: MOH Evaluator MFWS Evaluator USAID/Burkin Faso	INTRAH: 1 PCS: 1	February 1989 (2 weeks)	Ouagadougou	

4. NUMBER OF PERSONNEL TO BE TRAINED:

The training within the present project will be aimed at MOH, as well as MFWNS, personnel. A total of 165 MOH and 120 MFWNS personnel will be trained (the training of the latter will be financed by PCS).

5. PARTICIPANT SELECTION CRITERIA:

The MOH and MFWNS will take responsibility for identifying participants for the training activities financed by INTRAH/USAID. These participants will have to meet the following criteria:

- To be involved in or have great potential for the training or delivery of FP/MCH services (e.g., registered midwives, nurses and MFWNS social workers);
- The training activities must be directly related to the participants' professional duties;
- The candidate will be available for participation in the training workshops, either as trainer or participant, as the case may be;
- The candidate's participation will have a positive impact on the delivery of FP services in his Ministry or will increase the level of collaboration between Ministries regarding service provision.

6. EXPECTED RESULTS:

- a. A functional core of trainers capable of developing, executing and evaluating the FP training programs.
- b. Training modules for (1) FP service providers and MFWNS personnel, and (2) professional schools of the MOH and MFWNS.
- c. Personnel trained in FP, as well as evaluation and follow-up techniques for FP programs.

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7. CONTENT:

The specific educational objectives of each training activity will be developed by designated trainers. The content will include, but not be limited to, the following points:

- FP methods;
- Practice in clinical FP, including IUD insertion;
- Development of the curricula and the educational standards for FP training at the supplementary training level and at the professional schools of the Ministries;
- Basic and advanced training techniques and development of training plans;
- Management of FP, STD and infertility problems service provision programs; and
- Training program evaluation and follow-up.

8. FOLLOW-UP AND EVALUATION:

The Project Director or his representative will take the responsibility to assure that the following evaluation activities will take place:

- a. To complete the biodata and participant evaluation forms for each person and each training activity, and to submit those forms to INTRAH immediately after the end of each training activity.
- b. To evaluate by a pre-test and post-test each person participating in a training activity, and to submit the summary results to INTRAH using the regulation evaluation forms. One copy of the document or protocole must accompany the summary results.
- c.
 - 1) To select a sample of participants in order to evaluate their training after one year, and, if possible, two years. The selected persons will fill out the INTRAH biodata forms and will retake the post-test applicable to their INTRAH training. The biodata forms and post-test results will be sent to INTRAH.
 - 2) To evaluate on-site performance at least once by studying a sub-sample of the above-mentioned sample.

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- d. To collect the original data and the end-of-project data and to submit all this data in report form to INTRAH.

9. RESPONSIBILITIES OF THE MINISTRY OF HEALTH:

- a. Appointment of a Director or Coordinator of the Project who will be responsible for achieving the workplan objectives in a successful and timely fashion.
- b. When necessary, to coordinate the input of other contributing organizations and to assure the availability of products necessary to service provision.
- c. To assure the availability of worksites used for theoretical and practical training.
- d. To choose participants and to keep them informed.
- e. To make logistical arrangements related to travel, room, board and the per diems to be paid the participants with funds provided by INTRAH.
- f. To collaborate in the follow-up and evaluation of training activities, and to prepare and have printed the final evaluation report.
- g. To fill in and send the biodata and participant reaction forms to INTRAH.
- h. To follow-up participants in order to put together and send INTRAH raw data on personnel trained by participants in order to evaluate the usefulness of the training.

10. RESPONSIBILITIES OF UNCCH-INTRAH:

- a. To provide operational funds.
- b. To assure that USAID approves the participant per diem rates.
- c. To provide a sufficient supply of forms to document the training of participants and/or the technical assistance activities. To provide the educational material necessary for the training activities.
- d. To organize and finance the technical assistance visits according to the workplan.

APPENDIX C

DRAFT FP TRAINING PROJECT PROPOSAL (FRENCH)

EBAUCHE/DRAFT

PROPOSITION DE PROGRAMME DE FORMATION SUBVENTIONNE PAR L'INTRAH

PAYS: Burkina Faso

ORGANISME: Ministère de la Santé

TITRE DE L'ACTIVITE: Formation en Prestations de Services et Information, Education et Communication en Matière de Planification Familiale (en collaboration avec JHU/PCS)

NOMBRE DE PARTICIPANTS: 170 - 173 INTRAH
125 - 128 PCS

BUDGET DU PROJET: A déterminer

COUTS LOCAUX: A déterminer

COUT ESTIMATIF PAR PARTICIPANT: A déterminer

COUT ESTIMATIF PAR PARTICIPANT PAR JOUR: A déterminer

CONTACT:

DATE DE SOUMISSION DE PROPOSITION DU PROJET: 16 Octobre 1986

DUREE DU PROJET: Janvier 1987 à février 1989

Révisé le 17 Octobre 1986

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GLOSSAIRE DES ACRONYMES

DFP	Direction de la Formation Professionnelle
DPF	Direction de la Planification Familiale
DSME	Direction de la Santé de la Mère et de l'Enfant
ENSP	Ecole Nationale de Santé Publique
ENSS	Ecole Nationale de Service Social
GBF	Gouvernement du Burkina Faso
IEC	Information/Education/Communication
INTRAH	Programme International pour la Formation en Matière de Santé
JHU/PCS	Johns Hopkins University/Population Communication Services
MEFSN	Ministère de l'Essor Familial et de la Solidarité Nationale
MS	Ministère de la Santé
PF	Planification Familiale
SMI	Santé Maternelle et Infantile
UNCCH	Université de la Caroline du Nord à Chapel Hill
USAID	Agence pour le Développement International

SOMMAIRE DU PROJET

1. BUT GLOBAL:

Développer/renforcer les capacités et les ressources humaines existant dans le pays en matière de planification, exécution et évaluation des programmes d'information et de prestations de services en Santé Maternelle et Infantile et Planification Familiale.

2. OBJECTIFS SPECIFIQUES:

- a. Développer un noyau national de formateurs composé de 5 - 8 membres du Ministère de la Santé et de 5 - 8 membres du Ministère de l'Essor Familial et de la Solidarité Nationale. Cet objectif aura plusieurs composantes:
 - 1) Augmenter les capacités des membres de l'équipe noyau en méthodes de PF.
 - 2) Développer les aptitudes et connaissances pratiques en PF clinique, y compris la pose de DIU.
 - 3) Développer les techniques de formation et de communication des membres de l'équipe noyau dans une série de deux ateliers au niveau de base et au niveau avancé.
 - 4) Renforcer les capacités d'élaboration des curricula de recyclage et de gestion des programmes de prestations de services.
 - 5) Permettre à travers des voyages d'études aux membres de l'équipe, d'augmenter leurs connaissances et familiarité avec des programmes de PF modèles en Afrique francophone.
 - 6) Approfondir les connaissances des membres de l'équipe sur les MST et problèmes relatifs à l'infertilité.
- b. Former, en collaboration avec PCS, les prestataires de services de PF et les agents sociaux (ces derniers devant être financés par PCS). L'accomplissement de cet objectif consistera à:
 - 1) Augmenter les connaissances théoriques des groupes cibles mentionnés ci-dessus en matière de PF.

- 2) Développer les aptitudes pratiques en PF clinique des Agents de la Santé.
 - 3) Développer les aptitudes en matière de techniques d'approche et de communication des Agents Sociaux et ceux de la Santé.
 - 4) Augmenter les connaissances des Agents Sociaux et ceux de la Santé en matière de gestion des programmes en PF.
- c. Prêter son assistance au Ministère de la Santé dans le suivi et l'évaluation des programmes de formation subventionnés par l'INTRAH/USAID. Ceci se fera par la participation d'agents Burkinabé aux réunions du Comité du Conseil Technique Régional, aux ateliers régionaux d'évaluation et par leur participation à des visites d'évaluation formative et sommaire.
- d. Renforcer les capacités d'élaboration des programmes de formation en PF des écoles professionnelles des Ministères de la Santé et de l'Essor Familiale.

3. PLAN DE TRAVAIL:

(Voir tableau ci-joint)

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PLAN DE TRAVAIL 1987 à 1989: FORMATION EN PLANIFICATION FAMILIALE: MS/MEFSN/INTRAH/USAID

ACTIVITES	PARTICIPANTS/ NOMBRE	FACILITATEURS/ FORMATEURS	DATES (APPROX)/ DUREE	LIEU	COMMENTAIRES
1. Collecte de données de base sur l'impact de la formation	Evaluatrices nationales: 2	N/A	Décembre 1986	Ouagadougou	Le rapport sera envoyé à INTRAH en Février 1987
2. Formation en méthodes de PF	Noyau de Formateurs: 2 MS: 5-8 MEFSN: 5-8 TOTAL: 10-16	INTRAH: 2 MS: 1 MEFSN: 1	26 Janvier- 20 Février 1987 (4 semaines)	Ouagadougou (e.g., Hotel Silmade ou OKINN)	
3. Pratique en PF clinique (y compris les DIU)	Noyau de Formateurs: 2 MS: 5-8 TOTAL: 5-8	INTRAH: 1 MS: 1	23 Février-6 Mars 1987 (2 semaines)	Centres de PF Fonctionnels à Ouagadougou	Pratique pour MEFSN 5 à déterminer avec PCS
4. Techniques de formation et IEC	Noyau: 2 MS: 5-8 MEFSN: 5-8 TOTAL: 10-16	INTRAH: 1 PCS: 1 MS: 1 MEFSN: 1	13 Avril-1 Mai 1987 (3 semaines)	Même que #2	
5. (a) Gestion des programmes des prestations de services	Noyau: 2 MS: 5-8 MEFSN: 5-8 (pour 5a, b, c)	INTRAH: 1 PCS: 1 MS: 1 MEFSN: 1	8 Juin-3 Juillet 1987 (4 semaines)	Même que #2	
(b) Elaboration des curricula recyclage	ENSP 2 ENSS 2				
(c) Elaboration des curricula pour écoles professionnelles de MS et MEFSN	(pour 4b et c seulement)				
6. Atelier de suivi en évaluation	Evaluatrices nationales: 2	INTRAH: 2	1-17 Juillet 1987		
7. Formation des prestataires de service	(a) MS prestataires de service en PF TOTAL: 27 MEFSN éducatrices sociales TOTAL: 20	INTRAH: 2 Noyau MS: 5-8 MS: 1 PCS: 2 Noyau MEFSN: 5-8 MEFSN: 1	27 Juillet-7 Août 1987 (2 semaines Théorie) 10 Août-4 Septembre 1987 (4 semaines Pratique)	Même que #2 et #3	MEFSN=Financement et assistance technique avec PCS
	(b) MS: 27 MEFSN: 20	INTRAH: 2 Noyau MS: 5-8 MS: 1 PCS: 2 Noyau MEFSN: 5-8 MEFSN: 1	28 Septembre-9 Octobre 1987 (2 semaines Théorie) 12 Octobre-6 Novembre 1987 (4 semaines Pratique)	Même que #2 et #3	MEFSN=voir au-dessus
8. Bourses d'étude	Noyau de Formateurs: 2 MS: 5-8 MEFSN: 5-8 TOTAL: 10-16	INTRAH: 1	25 Novembre-4 Décembre 1987 (2 semaines)	2 pays d'Afrique Francophone	
9. Techniques de formation et IEC (niveau avancé)	Noyau: 2 MS: 5-8 MEFSN: 5-8 TOTAL: 10-16	INTRAH: 1 PCS: 1 MS: 1 MEFSN: 1	Janvier 1988 (2 semaines)	Même que #2	
10. Evaluation mi-projet	Noyau de Formateurs: 2 MS Evaluator MEFSN Evaluator USAID/Burkina Faso	INTRAH: 1 PCS: 1	Février 1988 (1 semaine)	Ouagadougou	

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PLAN DE TRAVAIL 1987 A 1989: FORMATION EN PLANNIFICATION FAMILIALE: MS/MEFSN/INTRAH/USAID

ACTIVITES	PARTICIPANTS/ NOMBRE	FACILITATEURS/ FORMATEURS	DATES (APPROX)/ DUREE	LIEU	COMMENTAIRES
11. MST/problèmes d'infertilité	Noyau: 5-8 MS: 5-8 MEFSN: 5-8 TOTAL: 10-16	INTRAH: 2 MS: 1 MEFSN: 1	Février-Mars 1988 (2 semaines)	voir #2	
12. Formation des prestataires de service	(a) MS: 20 MEFSN: 20	INTRAH: 2 Noyau MS: 5-8 MS: 1 PCS: 2 Noyau MEFSN: 5-8 MEFSN: 1	début Avril- Mi-Mai 1988 (6 semaines)	voir #7a	2 semaines théorie 4 semaines pratique
	(b) MS: 20 MEFSN: 20	INTRAH: 2 Noyau MS: 5-8 MS: 1 PCS: 2 Noyau MEFSN: 5-8 MEFSN: 1	Mi-Juin-fin Juillet 1988 (6 semaines)	voir #7a	(Même qu'au-dessus)
13. Révision des curricula des écoles professionnelles	Noyau: 10-16 ENSP: 2 ENSS: 2	INTRAH: 1 PCS: 1	Avril 1988 (2 semaines)	voir #2	suivi d'activité #5c
14. Formation des prestataires de service	(c) MS: 20 MEFSN: 20	INTRAH: 2 Noyau MS: 5-8 MS: 1 PCS: 2 Noyau MEFSN: 5-8 MEFSN: 1	Mi-Septembre- fin Octobre 1988 (6 semaines)	voir #7a	idem
	(b) Recyclage: MS: 27 (ayant participé à la 1ère série de formation #7a) MEFSN: 20 (idem)	Noyau MS: 5-8 Noyau MEFSN: 5-8	Mi-Novembre 1988 (2-3 jours)	voir #2	
	(c) Recyclage: MS: 27 (ayant participé à la 1ère série de formation #7b) MEFSN: 20 (idem)	Noyau MS: 5-8 Noyau MEFSN: 5-8	fin Novembre 1988 (2-3 jours)	voir #2	
	(d) MS: 27 MEFSN: 20	Noyau MS: 5-8 MS: 1 Noyau MEFSN: 5-8 MEFSN: 1	début Janvier- Mi-Février 1989 (6 semaines)	voir #2 et #3	voir #12a
15. Collecte de données de fin du projet relatif à l'impact de formation INTRAH	Evaluatrices nationales: 2		Décembre 1988- Janvier 1989		Le rapport sera envoyé à l'INTRAH en Mars 1989
16. Evaluation finale du projet	Noyau de Formateurs: MS Evaluator MEFSN Evaluator USAID/Burkina Faso	INTRAH: 1 PCS: 1	Février 1989 (2 semaines)	Ouagadougou	

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4. NOMBRE DE PERSONNEL A FORMER:

La formation dans le cadre du présent projet s'adressera aussi bien au personnel du Ministère de la Santé qu'à celui du Ministère de l'Essor Familial et de la Solidarité Nationale. Un total de 165 agents du Ministère de la Santé et de 120 du Ministère de l'Essor Familial seront formés (les formations de ces derniers seront financées par JHU/PCS).

5. CRITERES DE SELECTION DES PARTICIPANTS:

Les MS et MEFSN se chargeront d'identifier des participants aux activités de formation subventionnées par INTRAH/USAID. Ces participants devront répondre aux critères suivants:

- Etre actifs ou posséder une haute potentialité pour la formation ou la prestation de services en matière de PF/SMI (e.g., les sages-femmes et infirmières d'Etat du MS et les éducatrices sociales du MEFSN);
- Les activités de formation sont directement liées aux tâches professionnelles du participant;
- Le candidat sera disponible pour participer aux ateliers de formation, soit comme formateur, soit comme stagiaire, selon le cas; et
- La participation du candidat aura un impact positif sur les prestations de service de PF dans son Ministère ou augmentera le niveau de collaboration entre Ministères en ce qui concerne les prestations de service.

6. RESULTATS ESCOMPTES:

- a. Un noyau fonctionnel de formateurs capables d'élaborer, d'exécuter et d'évaluer des programmes de formation en PF.
- b. Des modules de formation (1) à l'intention des prestataires de services de PF et des agents du MEFSN, (2) à l'intention des écoles professionnelles des Ministères de la Santé et de l'Essor Familial.
- c. Un personnel formé en matière de planification familiale aussi qu'aux techniques de suivi et d'évaluation des programmes de formation en PF.

7. CONTENU:

Les objectifs spécifiques éducationnels de chaque activité de formation seront développés par les formateurs désignés. Le contenu inclura sans se limiter aux points suivants:

- Méthodes de planification familiale;
- Pratique de PF clinique y compris la pose de DIU;
- Développement de curriculum et de standards éducationnels pour la formation en PF au niveau recyclage et aux écoles professionnelles de MS et MEFSN;
- Techniques de formation de base et de niveau avancé et développement des plans de formation;
- Gestion des programmes de prestation de services en PF;
- MST et problèmes d'infertilité; et
- Evaluation et suivi de programme de formation.

8. SUIVI ET EVALUATION:

Le Directeur du Projet ou son représentant prendra la responsabilité de s'assurer que les activités d'évaluation suivantes soient exécutées:

- a. Compléter les formulaires de données biographiques et les questionnaires d'appréciation pour participants pour chaque personne et chaque activité de formation et soumettre ces formulaires à INTRAH immédiatement après la fin de chaque activité de formation.
- b. Evaluer par un pré-test et un post-test chaque personne participant à une activité de formation et soumettre les résultats sommaires à INTRAH en utilisant les formulaires réglementaires d'évaluation. Une copie du document ou protocole des pré/post-tests de chaque activité de formation doit accompagner les résultats sommaires.
- c. 1) Sélectionner un échantillon des participants afin d'évaluer leur formation après un an, et si possible, deux. Les personnes sélectionnées rempliront des formulaires de données biographiques d'INTRAH et repasseront le post-test qui convient à leur formation

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par INTRAH. Les formulaires de données biographiques et les résultats des post-tests seront envoyés à INTRAH.

- 2) Evaluer la performance sur le terrain au moins une fois en étudiant un sous-échantillon de l'échantillon mentionné ci-dessus.
- d. Faire la collecte de données de base et de données de fin de projet et soumettre toutes ces données sous forme de rapports à INTRAH.

9. RESPONSABILITES DU MINISTERE DE LA SANTE:

- a. Nomination du Directeur ou Coordinateur du Projet qui sera chargé de réaliser d'une manière réussie et opportune le plan du travail.
- b. Lorsque cela sera nécessaire, coordonner les interventions d'autres organismes donateurs, afin d'assurer la disponibilité des produits nécessaires pour la prestation des services.
- c. Assurer la disponibilité de locaux destinés à la formation théorique et pratique.
- d. Choisir les participants et les tenir informés.
- e. Dispositions logistiques relatives aux déplacements, au logement, aux repas et aux indemnités journalières à verser aux participants avec des fonds qu'affectera INTRAH.
- f. Collaboration au suivi et à l'évaluation des activités de formation et préparation et impression du rapport final d'évaluation.
- g. Faire remplir et envoyer les formulaires des données biographiques, les questionnaires d'appréciation pour participants à INTRAH.
- h. Faire le suivi des participants afin de rassembler et d'envoyer à l'INTRAH des informations brutes sur les agents formés par des participants, afin d'évaluer l'utilité de la formation.

10. RESPONSABILITES D'INTRAH:

- a. Fournir des fonds opérationnels.
- b. S'assurer que l'USAID approuve les taux d'indemnités journalières pour les participants.

- c. Fournir un stock suffisant de formulaires servant à documenter la formation des participants et/ou les activités d'assistance technique. Fournir le matériel didactique nécessaire pour les activités de formation.
- d. Organiser et financer les visites d'assistance technique conformément au plan de travail.