

PD-ABH-196

85275

PATHFINDER INTERNATIONAL

**NIGERIA FAMILY HEALTH SERVICES
PUBLIC SECTOR CONTRACT NO.
620-0001-C-00-8018-00
FINAL REPORT**

VOLUME I

Submitted by:

Pathfinder International
Nine Galen Street, Suite 217
Watertown, MA 02172 USA

November 1993

PATHFINDER INTERNATIONAL

NIGERIA FAMILY HEALTH SERVICES PUBLIC SECTOR CONTRACT FINAL REPORT

INTRODUCTION

This final report, which includes information on activities during Year Five in lieu of a separate yearly report, on the Family Health Services/Nigeria-Public Sector Component (A.I.D.Contract 620-0001-C-00-8018-00) is organized as follows. An overall report summarizes the contract objectives and achievements. This is followed by Annex I which provides a brief description of each in-country subcontract including its components, achievements, time frame and cost organized by type of activity. Annexes II-IV present the final reports of Pathfinder International's U.S.-based subcontractors, written by the subcontractors at the conclusion of their subcontracts in March/April 1993. Annex V presents the database of persons trained in-country with funding from this contract.

BACKGROUND

Pathfinder's involvement in family planning in Nigeria dates back to the mid-1960s when it supported the Planned Parenthood Federation of Nigeria (PPFN). This was followed by support to the University College Hospital (UCH) at Ibadan for a pilot project designed to integrate family planning services into the Basic Health Services Implementation Scheme, now called the Primary Health Care Development Agency.

The impact of these projects generated considerable interest among the private and public sector health service providers. The major areas of support included training, service delivery, commodity distribution, adolescent programs and community based distribution. During the 1970s, Pathfinder supported family planning training and service delivery projects with teaching hospitals in Ibadan, Jos, Benin, Ile-Ife, and Enugu. A Pathfinder Country Office was established in 1985 to manage this growing number of projects as well as new activities with traditional healers (in Benue and Lagos States); adolescent fertility projects in Benin and Aba; and several state-based CBD projects. Pathfinder also conducted, in collaboration with Management Sciences for Health and the Centers for Disease Control, the first of a series of annual workshops for State Family Planning Coordinators in Bauchi. These innovative activities made Pathfinder unique among the cooperating agencies working in Nigeria.

In 1988, Pathfinder International was selected prime contractor for the public sector component for the A.I.D.-funded Family Health Services (FHS) project in Nigeria. The award of this contract and start up of the FHS project coincided with the initiation of the Nigerian national family planning program. Thus, Pathfinder's collaboration with the Federal Ministry of Health (FMOH) began with the intent to develop institutions and systems that are the essential foundation of a responsive, high-quality public sector family planning program. Project activities were designed to capitalize on the numerous human and infrastructural resources available in the Nigerian public sector. Throughout this effort, Pathfinder has benefitted from the exceptional cooperation of federal, state, and local government counterparts.

In the FHS project, Pathfinder had the rare opportunity and challenge of providing technical assistance concurrent with the initiation of a national family planning program in a large and diverse country. We feel this collaboration has resulted in institution-building and systems-development achievements which no other program at the emergent stage in a country of this size has accomplished in so short a period of time. The pay-off in contraceptive knowledge and demand; service availability, acceptance and use; and, ultimately, reduced fertility, should follow. For this to happen, however, activities that were started in the public sector during the initial intense and very exciting years of the FHS project must be allowed to continue on course.

Pathfinder International and its U.S. based subcontractors for the FHS project--Africare, Management Sciences for Health (MSH), and International Health Programs (IHP)--are proud of what has been achieved in Nigeria. The following discussion details the main accomplishments in the public sector family planning program in Nigeria under this contract.

PUBLIC SECTOR CONTRACT OBJECTIVES

In the original project design, three general objectives were established for the Pathfinder International contract as follows:

- To expand and improve family planning services throughout Nigeria with initial priority given to the urban areas and the 80 model local government areas (LGAs),
- To strengthen the capability of Nigerian public sector institutions and personnel, and
- To put into place management systems to conduct the public sector family planning programs.

Contract deliverables and respective achievements are shown in the chart below:

| DELIVERABLES | ACHIEVEMENTS |
|--|---|
| <ul style="list-style-type: none"> Incorporate family planning services into those services already offered by 3,600 existing public sector health service delivery facilities (1,000 for comprehensive services, including IUD insertion, and 2,600 for non-clinical methods); | <ul style="list-style-type: none"> More than 1,100 service delivery sites received clinical equipment sets (500 sets were distributed under FHS and over 600 were provided pre-FHS). A total of 1,464 IUCD kits were distributed under FHS. |
| <ul style="list-style-type: none"> Train at least 5,200 public health personnel to plan and deliver family planning services (4,500 trained to provide services and 700 in program management skills); | <ul style="list-style-type: none"> 7,970 individuals were trained. This number represents 5,603 clinical trainers and service providers plus 2,367 in management and related areas. |
| <ul style="list-style-type: none"> Develop and standardize training curricula for both pre-service as well as in-service training; | <ul style="list-style-type: none"> In-service curricula were developed for nurses and midwives, physicians, community health extension workers, and community based distribution agents. Pre-service curricula were developed and are being used to train midwives, nurses and all levels of health workers trained through Schools of Health Technology. |
| <ul style="list-style-type: none"> Develop and standardize service protocols, procedures, and standing orders to enhance high quality service delivery; | <ul style="list-style-type: none"> National standards of family planning practice were developed and adopted for use throughout Nigeria. |
| <ul style="list-style-type: none"> Provide equipment and supplies; and | <ul style="list-style-type: none"> Equipment and supplies were distributed to public sector facilities based on site visits to determine the suitability of service delivery sites to receive them. |
| <ul style="list-style-type: none"> Develop and make operational a Management Information System (MIS) for monitoring and evaluating public sector primary health care service delivery. | <ul style="list-style-type: none"> NiCare, a customed-designed software program, was developed and introduced to collect family planning and PHC data and serve as a management tool for health care managers. |

This report presents documentation of the achievement of the project objectives by examining outputs in the three areas corresponding to the objectives, i.e., expanding services, strengthening institutions and personnel, and establishing management systems.

Expanded and Improved Services

Many project activities funded through this contract have had an impact on the expansion and improvement of services. Specific indicators are noted below; each indicator also relates to achievements in the institution-building and systems development areas noted in the two sections which follow.

1. *Equipment and Supplies*

Equipment and supplies were provided to service delivery sites through funding from this contract to ensure that clinical services are widely available. Pathfinder and its subcontractor, Africare, equipped state, local government and the armed forces facilities and university teaching hospitals to provide improved clinical family planning services. Selection of service sites to receive supplies was based on careful surveys to determine which clinics were best suited for proper and continued use of the donated equipment. These facilities are widely distributed throughout the country with approximately equal numbers in each of four primary health care zones. *Combining pre-FHS distribution of A.I.D.-funded equipment with equipment distributed by Africare during the project, more than 1,000 clinics are now fully furnished to deliver clinical family planning services. In addition, IUD insertion kits were distributed* to those service sites which have trained staff and other features rendering them adequate for performing quality insertions.

2. *Service Provider Training*

Over the life of the project, nearly *5,100 public sector workers were trained to provide high quality clinical and non-clinical family planning services*. Medical doctors, nurses, and midwives were trained as clinical service providers (CSPs) and are posted at service sites throughout the country. Many of these individuals also trained their colleagues upon completion of a contract-sponsored course. Community Health Extension Workers (CHEWs) and Village Health Workers (VHWs) were trained to provide grassroots support to supplement the work of the CSPs by supplying non-prescription contraceptives as well as information, education, and referrals to higher levels of service.

3. *Commodity Distribution*

The project experienced difficulty in contraceptive commodity distribution because neither Pathfinder nor the Government of Nigeria were given control over the distribution system serving the public sector. Despite these barriers, assistance was provided for the *renovation the Federal Ministry of Health's central and three of four zonal warehouses* in preparation for the transfer of public sector commodity logistics management to the Government in 1993. *One hundred and twelve public sector employees at federal and state levels have been trained in commodities management*. Technical assistance was also provided to develop monitoring tools, establish commodity tracking systems, create state warehouses and conduct quarterly monitoring of commodity logistics.

Institutional and Personnel Development

1. Development of Training Systems

Considerable attention has been given to institutionalizing personnel training through several interventions.

Pathfinder International and its U.S.-based subcontractor, IHP, worked with the FMOH to establish *Standards of Practice (SOP)* for the delivery of family planning services by all levels of health providers at all types of service delivery outlets. These standards specify job descriptions and levels of training expected for each cadre of service provider. Based on the SOPs, *standardized in-service curricula* were developed and used in the training of 2,247 nurses and midwives and of 118 physicians. Curricula in family planning education, counseling, and delivery of non-clinical methods also were developed and used for in-service training of 2,707 auxiliary workers.

In addition, *standardized family planning curricula were developed and introduced into all pre-service midwifery and nursing training programs nationwide. Also, pre-service curricula were developed for all levels of health workers trained through Schools of Health Technology.*

A total of *715 tutors were trained* to introduce the Standards of Practice and use the in-service and pre-service curricula in all project-funded state and regional training programs and in the Schools of Midwifery, Nursing and Health Technology.

2. Networks of Nigerian Trainers and Consultants

To ensure the sustainability of training systems developed under this contract, two groups of *Nigerians were trained as family planning trainers and consultants under this project. These individuals regularly assist in project planning, implementation, and evaluation.* More than 60 individuals are members of the management development network and 24 of the clinical skills network. Technical assistance for developing these networks was provided by Pathfinder's subcontractors--MSH for the management network and IHP for the clinical skills network. In addition to their work in the project, several Network members have been hired by agencies outside the FHS project to consult and provide technical assistance. The management development network is taking steps to establish itself as an organization independent of the FHS project.

3. External and Other Training Activities

A total of 11 individuals representing state and federal government and university teaching hospitals and five Nigerian staff of Pathfinder International were funded for *short term specialized training in the U.S. or other countries* in such subjects as MIS, Financial Management, Supervision and Evaluation, Strategic Management, Adolescent Fertility and AIDS.

The contract also funded other in-country training activities aimed at building skills in survey methodology (for IUD kit distribution surveys), in providing technical assistance to clinic managers in using the MIS, and in financial management for subcontract managers and financial officers.

4. Organizational Development

Interventions in this area have taken a number of different forms. Most activities have included technical assistance from the subcontractor, MSH.

Each year since 1986 (two years prior to FHS) Pathfinder has collaborated with the other project participants and contractors to sponsor an *annual workshop attended by State Family Planning Coordinators (SFPCs) and their deputies, as well as representatives of teaching hospital family planning programs and the armed forces*. These meetings have served to strengthen the skills of key family planning program managers and to encourage these managers to develop into a cohesive group of committed professionals. In addition, all SFPCs and deputies were trained in supervision and evaluation skills by the management development network described above. The State Family Planning Coordinating Units have also been strengthened through consultation and technical assistance from this network and Pathfinder International technical staff.

Local government area (LGA) workshops, trained 326 participants, representing 12 states. Participants included policy makers and LGA health managers. The meetings provide family planning orientation and training in strategic planning and other management skills to government officials and traditional leaders from this political level. LGA family planning workplans are developed as part of these training interventions. These workshops are particularly timely, since the responsibility for planning and implementing all primary health care services, including family planning, was transferred to the LGAs during the life of this project. Pathfinder provided technical assistance to the United Nations Population Fund (UNFPA) in conducting similar LGA workshops in the other states of the federation.

An *organizational development intervention with the Primary Health Care Services Division of the FMOH* was undertaken by the project, starting with a needs assessment. In Year Four, a three-day organizational meeting for key officials from the PHC Division resulted in plans to develop and implement a strategy to build a stronger, more cohesive central management unit for the national family planning program. These activities have been credited with creating a more cohesive and effective governmental unit.

Management Systems

1. Management Information System (MIS)

Continuing work begun by Pathfinder International in collaboration with the U.S. Centers for Disease Control in 1986, a family planning management information system (FP/MIS) was developed with leadership of Pathfinder and its subcontractor, MSH. This system, designed to collect service statistics and commodity data for the national family planning program, was field tested for six months in two states. This was followed by training of service providers in the use of the MIS and until Year Four of FHS, the FP/MIS was the only operational MIS in the FMOH. Lessons learned from the development of the FP/MIS were used in the development of an integrated primary health care MIS with Pathfinder playing a major role in this integration effort. *The PHC/FP MIS has now been introduced nationally and the Pathfinder contract assisted in the training of 376 trainers and more than 18,000 individuals nationwide in the use of the system.*

Pathfinder's subcontractor, MSH, custom designed *NiCare, a software program to collect and process the data now included in the MIS.* MSH provided initial training in Nigeria for all parties who now use this software system. Also, a Technical Assistance Group, consisting of 25 Nigerian professionals, was trained to assist staff at state, LGA and service outlet levels in data collection and data management. This effort is helping to improve the accuracy of reporting and quality of data, which is essential if the information is to be used for improved program management. Using the NiCare data systems, state profiles were prepared for 1990, 1991 and 1992 to inform program managers and policy makers of program progress.

2. Supervisory Systems

Supervisory systems were developed for use at federal, state and local levels and 549 supervisors from these three levels were trained in their use. The supervision manual, developed as part of this system, is considered a valuable resource for both public and private sectors in Nigeria and is being used by many other agencies.

3. Quality of Care Monitoring

A quality of care monitoring tool was developed for use at individual service sites. Supervisory and clinical service providers, Pathfinder staff, and all members of the management and clinical networks (mentioned under Institutional Development-item 2, above) are being trained to use this tool to monitor the quality of public sector family planning services provided throughout the country.

4. State Needs Assessments

Early in the FHS project, *a tool was developed and applied to assess each state's needs in family planning.* The needs assessment findings formed the basis for Pathfinder's collaboration and subcontracts with individual states.

5. Management Improvement Interventions

An operations research study was undertaken in Benue State to select and track a sample of public sector service dropouts and to interview them to learn their current contraceptive status and reasons for dropping out. The results of this survey will be used to improve the quality of services delivered and to further develop client tracking and follow-up systems for application throughout the public sector program in Nigeria.

Individuals who were trained to provide clinical services under the FHS contract but who no longer practice in the public sector were followed up and interviewed. Results of this intervention are being used to *revise the process for selecting trainees and improve supervision so that fewer trained workers leave the program.*

6. Training Manuals

In addition to the standardized curricula discussed above, *several training manuals were developed, tested and adopted* for widespread use as part of this contract. These include, in addition to the supervision manual noted above, manuals for management training, LGA management workshops and MIS training.

LESSONS LEARNED AND RECOMMENDATIONS FOR THE FUTURE

Several important lessons were learned in the process of implementing this contract in collaboration with the FMOH. These lessons, some in the form of recommendations, are enumerated below as a means of sharing this experience and as a way of setting the stage for future undertakings. The findings are organized into categories as follows: policy; service delivery and quality of care; training; and management and organizational development.

Policy

1. Policy support is vital to successful implementation of the family planning program in Nigeria--working with the three tiers of government (federal, state and local) is very productive if the appropriate government counterparts are identified, oriented and adequately motivated and involved.
2. Instability of government and frequent changes in program personnel are disruptive to effective project management and implementation.
3. Roles and responsibilities of both parties to bilateral agreements should be clarified to ensure smooth implementation of project activities.

Service Delivery and Quality of Care

1. To ensure successful service delivery, emphasis must be placed on having an uninterrupted supply of contraceptives and appropriately trained personnel to provide high quality services.
2. The attitudes and biases of service providers can negatively affect the successful implementation of family planning programs.
3. Quality of care cannot be guaranteed without the availability, understanding and use of standardized protocols at all service delivery points.

Training

1. Decentralization of the locus of training for community based distribution to the local government areas is cost effective.
2. Coordination and appropriate sequencing of training activities is important to ensure program uniformity and quality of care.
3. Availability of standardized curricula and related training manuals and materials as well as standardized monitoring and follow-up tools assists in ensuring the quality of both client care and program management.
4. Setting criteria for selection of participants is important to ensure the appropriate persons are trained for the right programs.

5. There is a need to develop and implement a follow-up technical assistance system after training to ensure the proper use of skills and knowledge acquired during training.

Management and Organizational Development

1. Where more than one person and/or organization is involved in the management of an activity, roles and responsibilities must be clarified to avoid conflict and ensure attainment of organizational objectives, e.g., commodities and training activities.
2. To achieve results in an inter-organizational collaboration, there is need for effective coordination by the right persons in government and the participating organizations should give support to such coordination efforts, e.g., monitoring and evaluation for primary health care.
3. Institutionalization and sustainability of the family planning program are realistic if the right mechanisms are put in place, e.g., the management and clinical services networks.

IN SUMMARY

Pathfinder International and its subcontractors are proud and pleased to have been associated with the Government of Nigeria in building a strong foundation for the public sector family planning program. These institution-building and systems development efforts have positioned Nigeria's national program for continued growth and emulation as a model for other countries in the region. Pathfinder International looks forward to continued participation in this process.

ANNEX I

SUMMARY OF IN-COUNTRY SUBCONTRACTS

The following presentation provides summary descriptions of the activities under each in-country subcontract including information about the grantee, amount of the subcontract rounded to the nearest \$100¹, and operational dates. (Pathfinder International is listed as and acted as the grantee in the case of those activities--workshops, etc.--administered by Pathfinder staff in Nigeria). These descriptions are subdivided by activity area as follows:

- Support to States (comprehensive funding of state family planning activities)

- Training for:

Clinical Service Delivery

- Clinical Service Resource Trainers

Management Training, including

- State Family Planning Coordinators Activities

- Management Training and Consultants Network

- Local Government Area Management Training

- Supervisory Skills Development

- Organizational Development

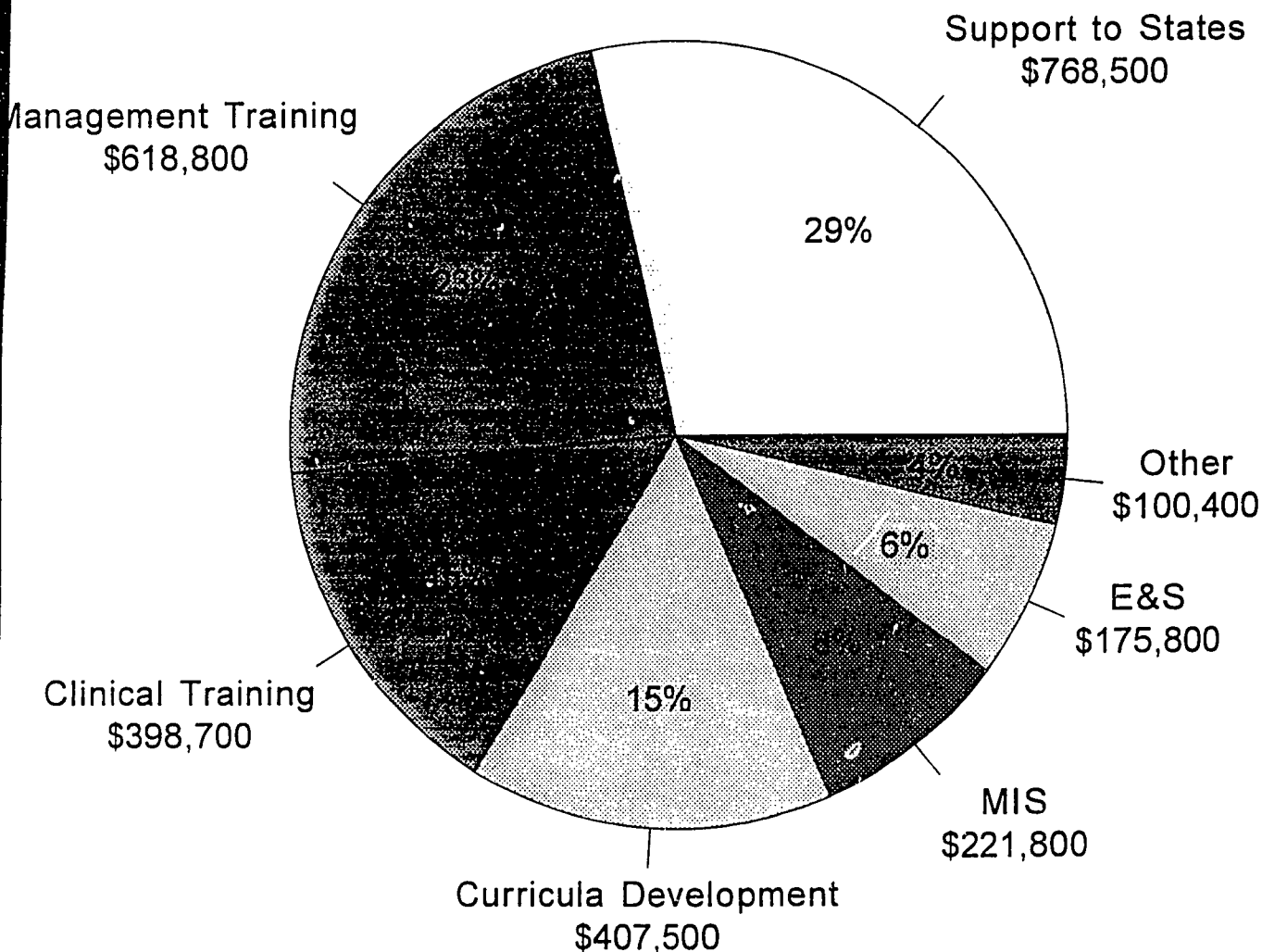
U.S. and Third Country Short-term Training

- Curriculum Development/Standardization
- Management Information System Development
- Equipment and Supplies/Commodity Management
- Special Subprojects

¹ There may be slight adjustments to a few local subcontracts as a result of final reconciliations.

Out of this total five-year contract amounting to \$11 million, about \$2.7 million (25 percent) was expended on the in-country contracts described below. The \$2.7 million does not include in-country operating expenses, salaries of Pathfinder International staff in Nigeria, clinical equipment and supplies purchased by the contract for donation to the public sector, or technical assistance rendered by Pathfinder or its U.S. subcontractors in Nigeria. The in-country subcontract expenditures were devoted to comprehensive support to states, which included both management and clinical training (29%); management training (23%); development of clinical curricula and standards of practice (15%); institution-based clinical training (15%); development of and training for the MIS (8%); commodity logistics system development (6%) and other (4%). This breakdown of expenses is depicted graphically in the following chart.

**COUNTRY SUBCONTRACT EXPENDITURES BY ACTIVITY AREA
FHS/NIGERIA, PUBLIC SECTOR CONTRACT --
1988 - 1993**



12

SUPPORT TO STATES

The following section contains description of comprehensive family planning programs designed according to needs assessments of each state.

Support for Ogun State Family Planning Program (CON 104-1 and 104-2)

In the first phase of this project (CON 104-1), the Ogun State Ministry of Health Family Planning Advisory Committee expanded family planning services in Ogun State by training 99 clinical service providers, and 90 community health workers to provide various levels of family planning services. Twenty workers received supervisory training and 22 trainers received an update on training skills. A total of 21 new clinics were established during the one-year project, eight clinics were renovated with project support and 12 clinics in the state were provided with comprehensive equipment sets through Africare. Over 28,000 new acceptors received family planning services through state providers and there were over 52,000 revisits made to public facilities.

The second phase of the project (CON 104-2) provided refresher training for 199 clinical service providers; increased the number of LGA clinic facilities providing family planning services by 6 and trained an additional 60 nurse/midwives to provide clinical services. Community education and services were expanded through the training of 100 community health extension workers and 50 village health workers to be CBD agents. Forty-five workers received training in advanced supervision. By the end of the second phase, the SMOH reached an additional 9,600 new family planning acceptors and served more than 27,000 revisits. (A drop in new acceptors and revisits from the first phase was attributed largely to the introduction of a minimal charge for services in January 1991).

| | | | |
|----------|-------------------------------|--------|------------------------|
| Grantee: | Ogun State Ministry of Health | Dates: | 1/89-12/89 (CON 104-1) |
| Amount: | \$ 48,500 | | 11/90-1/92 (CON 104-2) |
| | \$ 61,600 | | |

**Support for Family Planning Program in Kwara State
and
Support for Family Planning Program in Kwara/Kogi States
(CON 110-1 and CON 110-2)**

In the first phase of this project (CON 110-1), the Kwara SMOH family planning program was strengthened and expanded to improve the availability and accessibility of quality services through the training of various cadres of service providers as follows: 111 nurses/midwives, 45 community health educators, and an additional 88 clinical service providers received refresher training. In total the state family planning providers served more than 17,200 new acceptors and over 72,300 revisits during the first phase of this project.

Following the division of the original Kwara State into two states--Kwara and Kogi, the second phase of this project (CON 110-2) was instituted jointly with the two new states. Nine members of the State training team received refresher training and an additional 52 nurse/midwives were trained in clinical family planning both to serve the new clinics and to strengthen services in existing clinics. Seventy-one community health extension workers were trained as motivators and providers of non-clinical services.

| | | | |
|----------|--------------------------------|--------|-----------------------|
| Grantee: | Kwara State Ministry of Health | | |
| Amount: | \$ 24,200 | Dates: | 6/89-8/90 (CON 110-1) |
| | \$ 9,500 | | 3/92-8/92 (CON 110-2) |

**Support for Oyo State Family Planning Program
(CON 116-1)**

The Oyo State Ministry of Health improved family planning in Oyo State by training a total of 640 individuals involved in family planning training and service delivery. These included 42 state trainers, 114 nurse/midwives, 184 CHEWs, and 300 VHWs. The latter two categories are involved in the delivery of information and services in the rural areas of the state. Ten new service delivery sites were established over the life of the project. The final project evaluation judged the project to have met and even exceeded all objectives and concluded that the project had established a good base on which the entire primary health care delivery system in the state could rest.

| | | | |
|----------|------------------------------|--------|-----------|
| Grantee: | Oyo State Ministry of Health | | |
| Amount: | \$ 97,100 | Dates: | 7/89-3/91 |

Support for Lagos State Family Planning Program
(CON 120-1)

The Lagos State Ministry of Health was funded to expand and improve family planning services at the State and Local Government Area (LGA) levels by strengthening its management and training capabilities and by training a total of 181 individuals to support its growing family planning program. Individuals trained over the life of the project included 13 trainers, 77 clinical service providers, 51 Community Health Extension Workers and 40 Village Health Workers.

Grantee: Lagos State Ministry of Health
Amount: \$ 24,500 Dates: 1/90-12/91

Support for Bendel State Family Planning Program
(CON 121-1)

Through this project, the Bendel State Ministry of Health expanded family planning services in the state by providing refresher training for 19 state trainers. As part of their refresher course, this group developed a curriculum and then participated in the training of 52 nurse and midwives and 125 community health extension workers to serve the state program. During one year (1990) nearly 8,900 new family planning acceptors were reported served by the state and more than 36,000 revisits were recorded.

Grantee: Bendel State Ministry of Health
Amount: \$ 53,000 Dates: 1/90-3/91

**Anambra/Enugu State Family Planning Service Delivery
and Training Program**
(CON 126-1)

The goal of this project was to strengthen and expand family planning services in Anambra State through training personnel to sustain the training, management, public education and service delivery requirements of the population of the state. During project implementation, the state was divided into two states so the project resources were shared by the two from December 1991 to the end of the project. In all, 660 personnel were trained as follows: 34 trainers were trained in clinical and CBD training skills, 142 nurses and midwives were trained as clinical service providers, 190 CHEWs and 257 VHWs were trained to provide outreach information and services in the rural areas. Also, 37 persons were trained in supervisory skills.

Grantee: Anambra State Ministry of Health
Amount: \$ 93,200 Dates: 8/90-12/92

Support For Family Planning Program in Akwa Ibom State
(CON 130-1)

Pathfinder/Lagos and the Akwa Ibom State Ministry of Health collaborated in this project to improve the overall health of the reproductive age population through an increased acceptance of family planning resulting in a reduced fertility. This was accomplished through the training of 30 trainers, 156 clinical service providers, 202 CHEWs and 149 (plus 25 more who were sponsored by their LGA) VHWs. Forty-two new service sites were established during the life of the project. The state and LGAs made significant financial contributions totaling N 141,900 or 15 percent of the total cash outlay for this project.

Grantee: Akwa Ibom State Ministry of Health
Amount: \$ 66,600 Dates: 11/90-4/93

Support for Benue State Family Planning Program
(CON 133-1)

The Benue State Ministry of Health (SMOH) was funded to expand family planning services in the state--giving special attention to the rural areas; to improve the overall availability and accessibility of services; and, ultimately, improve the health and quality of life of its people. To meet the demand for qualified service providers, the State strengthen its training capabilities through the training of 30 trainers and refresher training for an additional 14. This was followed by the training of 136 clinical service providers, refresher training of 38 providers, 104 CHEWs and 95 CBD workers. The State also revamped its supervision and management systems to better support the family planning program through the training of 35 staff in improved supervisory skills.

Grantee: Benue State Ministry of Health
Amount: \$ 82,300 Dates: 11/90-2/93

Support for Kaduna State Family Planning Program
(CON 135-1)

The Kaduna State Ministry of Health was funded to improve the quality of and access to family planning services by integrating family planning into the primary health care (PHC) system at both the state and LGA levels. Intensive outreach efforts are now complemented by an increased number of service delivery sites. The State undertook a number of training interventions directed at enhancing services including strengthening its 16-member training team through refresher training who then trained 53 clinical service providers and 97 community health extension workers to staff the 22 new clinic sites created over the course of the project and to enhance the staff of existing service delivery points and to carry out community outreach services. Also 28 individuals were trained in supervisory skills.

Grantee: Kaduna State Ministry of Health
Amount: \$ 48,200 Dates: 10/90-12/92

Support for Ondo State Family Planning Services
(CON 156-1)

The Ondo State Ministry of Health (SMOH), with support from the Nigeria Family Health Services Project/Public Sector Division, was funded to expand and strengthen the State's family planning program. During the 15-month project period, three service sites were renovated for use as clinical practicum training sites and a number of other facilities were upgraded to provide family planning services. Also, the twenty person Ondo State Family Planning Training Team was reoriented in training skills and accomplished the training of a total of 60 clinical service providers (28 who had initial training and 32 had refresher) and 100 community health extension workers from all LGAs in the state as motivators and non-clinical service providers.

Grantee: Ondo State Ministry of Health
Amount: \$ 31,800 Dates: 10/91-12/92

Support for Adamawa/Taraba States Family Planning Program
(CON 162-1)

This project carried out in collaboration with Adamawa and Taraba States, which were formed in 1991 out of the divided Gongola State, was funded to improve the quality and increase accessibility of family planning information and services through several activities. These activities, coordinated and administered by Adamawa SMOH, included the training of 19 state trainers (10 from Adamawa and 9 from Taraba), who in turn trained a number of personnel from their respective states as follows: 106 individuals were trained to provide clinic-based services and 100 Community Health Extension Workers were trained to provide family planning information and supplies in the community.

Also, the project funded a workshop for 44 primary health care managers from the two states to strengthen their supervisory skills and the renovation of one clinical training site in each state, the majority of funding for which was provided by the respective LGA. The two states contributed a total of nearly N 135,000 in counterpart funding in addition to many in-kind contributions, and one LGA contributed N 130,000 for clinic construction to serve the training needs of this project. The FHS project contribution, through Pathfinder, was N 570,000; thus the state and LGA contributed nearly one-third of the total cost of this project.

Grantee: Adamawa State Ministry of Health
Amount: \$ 30,000 Dates: 4/92-2/93

Support for Plateau State Family Planning Program
(CON 164-1)

Funding for this project, carried out in collaboration with the Plateau SMOH, was directed at strengthening the state's family planning program. Specifically, efforts were focused on increasing availability and accessibility to services through preparation, updating and implementation of action plans for the 23 LGAs of the state. In this regard, 34 individual managers from the LGAs participated in a one-week workshop which was also attended for one day by LGA political leaders. Seventeen members of the state family planning training team received refresher training of trainers which included a three-day update on the revised MIS. Also, 183 clinical service providers and 103 Community Health Extension Workers were trained to enhance and expand the delivery of services throughout the state.

Grantee: Plateau State Ministry of Health
Amount: \$ 24,000 Dates: 4/92-12/92

Support for Niger State and Abuja FCT Family Planning Programs
(CON 166-1)

The Niger SMOH, in collaboration with the Abuja Federal Capital Territory Department of Health, was funded to increase the quality of and access to family planning services through the integration of these services with ongoing Primary Health Care services within these two geographic areas. A total of 14 trainers from Niger State received refresher training. This group then trained 65 clinical service providers and 104 Community Health Extension Workers who were posted to and/or affiliated with new or reactivated clinics in Niger and Abuja. Also, 30 individuals were trained in improved supervisory skills.

Grantee: Niger State Ministry of Health
Amount: \$ 47,800 Dates: 4/92-2/93

Support for Bauchi State Family Planning Program
(CON 167-1)

This project, carried out in collaboration with the Bauchi SMOH, was designed to increase the availability of and accessibility to family planning services and improve the quality of services through increasing the number of clinics, upgrading others and training of selected state and LGA staff. The twenty-person state training team received refresher training and they, in turn, trained 60 clinical service providers, 42 Community Health Extension Workers, and 54 individuals from three pilot LGAs to be community-based family planning educators and to provide resupply of contraceptives. Also, 43 managers from state and LGAs completed a workshop directed at improving supervisory skills. Over the life of this project, three clinics were upgraded to become clinical training sites, 26 new clinics began providing family planning services, and an additional 4 clinics were reactivated as family planning service sites.

Grantee: Bauchi State Ministry of Health
Amount: \$ 22,000 Dates: 4/92-2/93

Support for Cross River State Family Planning Program
(CON 169-1)

The Cross River SMOH was funded to improve the integrated family planning program in the state through expanded service delivery points and enhanced service delivery through trained providers. A total of 22 new service points (19 offering partial services and 3 offering full services--including IUD insertion) were established during this short project. In addition, 18 new trainers were trained and 11 trainers received refresher training to train 15 new clinical service providers and 25 Community Health Extension Workers. More service delivery personnel would have been trained; however, the state's counterpart funding of N 300,000 was received very late in the project year and thus planned training was delayed.

Grantee: Cross River State Ministry of Health
Amount: \$ 14,200 Dates: 4/92-4/93

20

TRAINING -- CLINICAL SERVICE DELIVERY

Ondo State In-Service Training Project (CON 103-1)

A total of 51 participants from Ondo State were trained as follows: 29 community health workers were trained in a one-week basic competency course to prepare them to convey information about family planning and to provide non-clinical methods; 12 nurses/midwives were trained in a 4-week full competency course preparing them to provide full clinic-based services including IUD insertion; and 10 doctors participated in a one-week family planning update course.

Grantee: Ondo State Ministry of Health
Amount: \$ 21,500 Dates: 8/15/88-12/31/88

Family Planning Training for Nurse/Midwives at the University College Hospital (CON 106-1, CON 106-2, and CON 106-3)

The Fertility Research Unit of the University College Hospital (UCH) continued its pre-FHS training program (funded also by Pathfinder) to enhance the capabilities of nurses and midwives to establish family planning services and integrate them into the health services of their respective states and institutions, and to strengthen family planning service delivery in clinics that are already established. By the end of the first phase of this project (CON 106-1), 100 nurses and midwives had been trained and certified as family planning service providers. The UCH family planning clinic served 814⁴ new acceptors and more than 20,000 continuing users during this same period.

The second phase of this training program (CON 106-2) was designed to continue training clinical service providers. Doctors' training was added to increase the capacity of Nigerian public sector institutions to manage family planning complications and referrals. A total of 97 nurses and midwives and 55 physicians were trained during this phase of the project.

During the very short third and final phase (CON 106-3), concentration was placed on in-service training for physicians with special emphasis given to the management of complications and referrals. A total of 29 physicians from seven states and the armed forces were trained during this phase

Grantee: University College Hospital, Ibadan
Amount: \$ 81,300 Dates: 1/89-4/90 (CON 106-1)
 \$ 150,700 10/90-6/92 (CON 106-2)
 \$ 15,700 1/93-4/93 (CON 106-3)

University of Benin Teaching Hospital
Family Planning Training Program
(CON 107-1 and CON 107-2)

The Fertility Counselling Research and Training Center at the Department of Obstetrics and Gynecology, University of Benin Teaching Hospital (UBTH) was supported to improve the availability and accessibility of family planning services to people of Nigeria. By the end of the 18-month project, 138 nurse practitioners were trained as service providers. Also 2,588 new family planning acceptors and 22,666 continuing users were served through the UBTH central clinic and its satellites over the life of the project.

In a second phase of the project (CON 107-2), this project provided training for 34 nurse practitioners in clinical service delivery preceded by a refresher TOT course for the 7 trainers/preceptors working at the UBTH Family Planning Center to improve their skills. Also, UBTH continued providing family planning services at the UBTH clinic, the Urelu Satellite clinic and the NIFOR Health Center.

Following completion of the second phase of this project, the UBTH training program has continued training clinical service providers using the university's own resources and training fees collected from the sponsoring states, LGAs and other institutions. So far, 45 additional trainees have completed these "self-sufficient" courses.

| | | | |
|----------|---------------------------------------|--------|-------------------------|
| Grantee: | University of Benin Teaching Hospital | | |
| Amount: | \$ 59,900 | Dates: | 1/89-6/90 (CON 107-1) |
| | \$ 20,400 | Dates: | 11/91-10/92 (CON 107-2) |

Family Planning In-Service Training for Physicians
at University of Ilorin Teaching Hospital
(CON 109-1)

This project successfully provided in-service training for 24 physicians from various states of the Nigerian federation to provide family planning services. This training placed special emphasis on management of complications and treatment of clients who have been referred from other clinics.

| | | | |
|----------|--|--------|-------------|
| Grantee: | University of Ilorin Teaching Hospital | | |
| Amount: | \$ 9,600 | Dates: | 3/89 - 2/90 |

CLINICAL SERVICE RESOURCE TRAINERS

Advanced Training of Trainers Workshops (CON 151-1 and 151-2)

The first of two workshops (CON 151-1) was a four-week advanced training of trainers activity held in Ogun State during April and May 1991. Participants included 21 SMOH representatives, two participants from the FMOH and one retired nursing officer. The workshop outcome was the production of a highly skilled network of Clinical Service Resource Trainers (CSRT) competent to train trainers of family planning service providers. The first workshop obtained its objective of forming a core of key Nigerian trainers to provide continuity and ensure future sustainability of the FHS project.

The second phase of this project (CON 151-2) funded a workshop attended by 23 participants comprised mostly of the original group from the first phase with a few substitutions from SMOHs and the FMOH. In this workshop the emphasis was on development of skills in evaluation and consultation for family planning clinical training and services. After their training this group participated widely in FHS activities as in-country consultants to various FHS subprojects and other non-project undertakings.

Grantee: Pathfinder International (in collaboration with Population Communication Services/Johns Hopkins University)-CON 151-1

Pathfinder International (in collaboration with the FMOH-Primary Health Care Service Division)-CON 151-2

| | | | | |
|---------|-----------|--------|-----------|-------------|
| Amount: | \$ 24,400 | Dates: | 3/91-7/91 | (CON 151-1) |
| | \$ 15,200 | | 3/92-4/92 | (CON 151-2) |

TRAINING -- MANAGEMENT

STATE FAMILY PLANNING COORDINATORS' ACTIVITIES

State Family Planning Coordinators' Workshop (Ibadan) (CON 101-1)

This third annual workshop which was attended by 53 participants including State Family Planning Coordinators (SFPC) and their Deputies, representatives of the armed forces, and staff of selected medical colleges was held from 3-9 July 1988 at the Ibadan International Institute of Tropical Agriculture. The one-week meeting was designed around the theme of "Demand Generation" with all components of the FHS Project participating in the design and implementation of the workshop agenda. At this workshop an Advisory Committee of the participants was formed to liaise with the FMOH and international agencies to plan and execute future workshops and to advise the federal government on family planning policy and programs as they affect the states and other represented institutions.

Grantee: Pathfinder International
Amount: \$ 14,400 Dates: 6/15-8/15/88

Annual Family Planning Coordinators Workshop (Kaduna) (CON 119-1)

This fourth annual State Family Planning Coordinators' Workshop, having the theme of "Effective Management of Family Planning Services within the Primary Health Care System", was held in July 1989 in Kaduna. It was attended by 62 participants from the state coordinating units, the FMOH and teaching hospitals. This workshop, as its predecessors, provided a forum for addressing the concerns of these program managers, developing solutions and plans for action, as well an opportunity for exchange of information among this cadre.

Grantee: Pathfinder International
Amount: \$17,600 Dates: 6/25-7/30/89

Annual Family Planning Coordinators Workshop (Yola)
(CON 138-1)

The Family Planning Coordinators Workshop for State, Armed Forces/Police and Teaching Hospitals has become an annual event. As in past meetings, this fifth annual workshop on the theme of "Generating Policy Support for Family Planning Services within the Primary Health Care System" served as a forum for information gathering and sharing of experiences among the 74 participants and between participants and the federal government and funding agencies. This was the first such meeting to be coordinated fully by the FMOH with technical assistance and collaboration provided by Pathfinder International.

Grantee: Pathfinder International
Amount: \$ 23,900 Dates: 6/15-8/30/90

**Support for Activities of the National Advisory Committee
of Family Planning Coordinators in Nigeria**
(CON 148-1)

This project supported the National Advisory Committee of State Family Planning Coordinators (SFPC) through annual zonal and national meetings of this small, elected advisory group during which matters of mutual interest were deliberated. These included issues related to state-level coordination of FHS activities, commodity supply, implementation of the family planning management information system, strategies and plans for supervision, and planning for the annual meetings of all SFPCs.

Grantee: Pathfinder International
Amount: \$ 5,200 Dates: 1/91 - 6/92

25

Supervision Workshop for FPCs and Deputy FPCs
(CON 137-1)

Pathfinder International collaborated with the FMOH in conducting a two-week workshop to develop the supervisory and general management skills of State Family Planning Coordinators (FPCs) and Deputy Family Planning Coordinators (DFPCs) and similar Armed Forces personnel. The 43 participants who attended judged that the main objective of enhancing their capability to effectively and efficiently manage and supervise state-wide family planning programs had been met satisfactorily. This course was modeled on the Supervision and Evaluation workshop offered by CEDPA in the U.S. and represents a cost saving to the Nigeria program of approximately \$357,000 had the same number of participants attended the Washington workshop from Nigeria.

Grantee: Pathfinder International
Amount: \$ 27,800 Dates: 7/8-8/15/90

Annual Family Planning Coordinator's Workshop (Calabar)
(CON 160-1)

This sixth annual workshop for State Family Planning Coordinators was funded jointly by the FMOH and the Public Sector (Pathfinder) and the Policy (Johns Hopkins) Divisions of FHS. As in previous annual meetings, this workshop served to strengthen the leadership and improve policy support by ensuring effective management and supervision of the family planning program within Nigeria. "Providing Quality of Care in the 1990s" was the theme of this workshop, which was attended by 46 state-level family planning and MCH coordinators; 11 state, zonal and armed forces policy makers; and 12 representatives from the FMOH for a total of 69. An additional 19 individuals representing international agencies (USAID and various FHS cooperating agencies) also attended as observers.

Grantee: Federal Ministry of Health
Amount: \$ 17,800 Dates: 8/15/91 - 9/15/91

26

Annual Family Planning Coordinators Workshop (Ijebu-Ode)
(CON 175-1)

This seventh annual Family Planning Coordinators meeting was held during November 1992 on the theme of "Increasing Couple Years Protection (CYP)". This year, the annual meeting was preceded by two preparatory meetings--one for the two northern zones and one for the two southern zones. These were attended by 44 and 45 participants, respectively, who were largely state family planning and/or MCH coordinators and coordinators for family planning from teaching hospitals and the armed forces and police. Deliberations and recommendations from the zonal preparatory meetings were presented for discussion and ratification at the national meeting attended by 22 participants comprised of selected State FP Coordinators and policy makers, largely PHC Directors.

Grantee: Federal Ministry of Health and Human Services/Primary Health Care
Department
Amount: \$ 53,100 Dates: 9/15-11/30/92

MANAGEMENT TRAINING AND CONSULTANTS NETWORK

Management Trainers' Network Development Workshop (CON 105-1)

A nationally representative group of 30 participants (including two members of Pathfinder staff) were selected to attend this workshop. This group, representing individuals from both public and private sectors at federal and state levels, participated in a two-week workshop which was the first phase of a process of training leading to the development of an in-country corps of family planning management trainers and consultants. (See also CON 129-1, CON 155-1, 168-1, and CON 176-1, below).

Grantee: Pathfinder International
Amount: \$ 17,300 Dates: 11/1-12/31/88

Advanced Family Planning Management Trainers Network Workshop (CON 129-1)

This second phase in the development of a network of management trainers and consultants built on the skills developed in the Phase I workshop (see CON 105-1, above) providing more advanced training. Skills were enhanced during this two-week workshop in the areas of the consulting process, diagnosing management needs, communication, problem solving, conflict management, assertiveness, team work, and self assessment and feedback on consulting skills. Plans were also developed by the group for further enhancement of the skills and participation of this network in the broader scope of family planning activities in Nigeria. A total of 33 state and local personnel from the private and public sectors participated in this workshop. Five Pathfinder International staff members were included in this number.

Grantee: Pathfinder International
Amount: \$ 25,300 Dates: 2/90-3/90

Third Family Planning Management Trainers Network Workshop
(CON 155-1)

This two-week workshop was held in May 1991 to expand the membership in the national network of management trainers and to develop their training and consulting skills. A total of 26 individuals were trained in the workshop which was judged to have successfully met its objectives. Following training, these members have participated widely in providing technical assistance, training and consulting within the FHS project as well as in other projects and institutions.

Grantee: Pathfinder International
Amount: \$43,700 Dates: 4/15/91-6/15/91

**Support for Management Training Network:
Further Development and Taskforce Creation**
(CON 168-1)

This project included the funding of three zonal (Zones C and D were combined into one meeting) and one national workshop for the Management Training Network. These workshops were designed to review and further strengthen the skills of network members as well as enhancing the development of the Network into a strong and fully functioning sustainable organization. Three taskforces were formed specifically to work on organizational structure and systems; membership and professional development; and resources and information dissemination. In a separate meeting, terms of reference and action plans for these taskforces were developed.

Grantee: Pathfinder International
Amount: \$ 22,100 Dates: 1/15/92-6/30/92

Network Members Workshop
(CON 176-1)

This project funded several activities aimed at enhancing the activities and capabilities of the Network of Management Trainers and Consultants. These activities were directed at enabling the members of the network to plan towards institutionalization and sustainability as well as expanding their skills in management and organizational development. The project began with a three-day national meeting to receive and review reports from various network task forces; to discuss the mission and strategic plans of the network; to review an action plan for the next nine months; and to elect national officers. This was followed by a five-day workshop at which all network members (42 plus 9 FHS staff) received training in advanced management and organizational development skills.

Grantee: Pathfinder International
Amount: \$ 27,000 Dates: 11/1/92-12/31/92

LOCAL GOVERNMENT AREA MANAGEMENT TRAINING

LGA Family Planning Management Workshop in Kaduna State (CON 108-1)

This two-week workshop was attended by 23 participants from seven Local Government Areas (LGA) in Kaduna State who were employees of the state, local government and military. Workshop objectives, which were judged to have been achieved, included skill building for improved management of LGA family planning activities and the preparation of LGA action plans.

Grantee: Kaduna State Ministry of Health
Amount: \$ 11,400 Dates: 1/15-3/31/89

Kano LGA Management Workshop (CON 114-1)

A total of 36 LGA chairmen and/or their secretaries representing each of the 20 LGAs in Kano State attended this two-week management workshop. The goals of the workshop were achieved, namely, to increase awareness of family planning services and gain the support of LGA leaders for family planning programs; develop strategies and action plans to increase family planning activities at the local level; and emphasize the need for integration and coordination of resources and programs for family planning within the primary health care system at the LGA level.

Grantee: Kano State Ministry of Health
Amount: \$ 11,200 Dates: 4/15-5/31/89

Anambra State LGA Family Planning Management Workshop (CON 115-1)

This two-week workshop was attended by 53 participants representing each of the 28 Local Government Areas (LGA) in Anambra State. Workshop objectives, which were judged to have been achieved, included skill building for improved management of LGA family planning activities and the preparation of LGA action plans. Participants were joined by 46 LGA-level policy makers for the final few days of the workshop during which action plans were presented and plans for their implementation were discussed.

Grantee: Pathfinder International
Amount: \$ 30,500 Dates: 6/1/89-9/30/89

Gongola State LGA Family Planning Management Workshop
(CON 131-1)

Pathfinder International collaborated with the Gongola SMOH and the FHS Policy and Evaluation Division in this two-week workshop which was divided into two segments. The first featured participation of 46 representatives of the 21 LGAs in the state, who are involved with the management of family planning activities as a part of primary health care. This group worked on building management skills as well as the production of five-year action plans for family planning in their respective LGAs. During the last two days of the workshop, political leaders (chairmen and secretaries) of the LGAs joined the workshop to receive the reports and discuss their roles as supporters of family planning and primary health care in their respective jurisdictions.

Grantee: Pathfinder International
Amount: \$ 28,200 Dates: 4/90-5/90

Imo State LGA Family Planning Management Workshop
(CON 136-1)

Pathfinder International collaborated with the Imo SMOH in this two-week workshop which was divided into two segments. In the first segment 60 representatives from 30 LGAs, worked to produce five-year action plans for family planning in their respective LGAs. Management skill-building sessions were interspersed with the production of plans. During the last two days of the workshop, political leaders (chairmen and secretaries) of the LGAs joined the workshop to receive the reports and discuss their roles as supporters of family planning and primary health care in their respective jurisdictions.

Grantee: Pathfinder International
Amount: \$ 27,600 Dates: 6/15/90 - 7/31/90

Sokoto State LGA Family Planning Management Workshop
(CON 149-1)

This project provided support for a two-week workshop attended by 74 participants comprised of LGA-level program managers in primary health care and family planning. By the end of the workshop, action plans had been developed for each of the LGAs represented to integrate family planning into their respective PHC programs. Management skills were also imparted in the course of developing the action plans. LGA policy makers (chairmen and secretaries) participated in the final days of the workshop during which time the action plans were introduced and they were encouraged to provide their support for family planning activities.

Grantee: Pathfinder International
Amount: \$ 46,500 Dates: 6/26-7/14/91

SUPERVISORY SKILLS DEVELOPMENT

Oyo State Supervisory Skills Workshop (CON 113-1)

This one-week workshop was the pilot for a series of similar workshops in other states of Nigeria. It was attended by 32 participants who were primary health care or family planning coordinators and supervisors and who represented one-half of Oyo State's 24 LGAs and the state MOH. Based on the workshop and its outcome, additional state level supervisory skills workshops were held in several other states, either as separate activities or incorporated as one of several skill-building activities included in comprehensive state projects.

Grantee: Pathfinder International
Amount: \$ 7,300 Dates: 4/15-6/30/89

Supervisory Skills Workshop in Plateau State (CON 122-1)

This one-week workshop was held in September 1989 in Jos, Plateau State. It was attended by 34 participants representing primary health care and family planning coordinators and supervisors from LGAs throughout the state and from the SMOH. Emphasis was given to enhancing supervisory skills and to further development of materials to be used in future supervisory skills workshops.

Grantee: Pathfinder International
Amount: \$ 11,000 Dates: 8/15-10/15/89

Akwa Ibom Supervisory Skills Workshop (CON 134-1)

This one-week workshop successfully fulfilled its objective of "strengthening the supervisory capability of PHC personnel to ensure the efficient and effective delivery of family planning services in Akwa Ibom." A total of 32 participants attended representing the SMOH (4), LGA family planning supervisors (20) and primary health care coordinators from eight model LGAs. Pre- and post-test scores indicated a high level of skill enhancement and the participants were very satisfied with the outcome of the workshop according to their workshop evaluations.

Grantee: Pathfinder International
Amount: \$ 9,800 Dates: 5/15-7/15/90

Kwara State Supervisory Skills Workshop
(CON 140-1)

This one-week workshop was undertaken by Pathfinder International in collaboration with the Kwara SMOH for the purpose of developing the supervisory skills of state and local government family planning and health staff. A group of 28 participants comprised of family planning supervisors and primary health care coordinators representing the 14 LGAs of the state attended the workshop. Immediate participant evaluations of the workshop as well as an external evaluation undertaken by Nigerian Network members one and one-half years after the workshop confirmed that objectives were successfully met.

Grantee: Pathfinder International
Amount: \$ 13,500 Dates: 8/6-10/31/90

Kano State Supervisory Skills Development Workshop
(CON 141-1)

This project continued the series of state-level workshops designed to develop supervisory skills of family planning and PHC staff from the state MOH and local governments. The objectives of this workshop--to identify the roles and responsibilities of the LGA PHC/family planning managers and to design a collaborative system for effective management and supervision of the PHC services--was satisfactorily achieved according to the 62 participants. This system will ensure family planning services and resources are integrated into Kano State's primary health care system.

Grantee: Pathfinder International
Amount: \$ 21,300 Dates: 8/1-9/30/90

Supervisory Skills Workshop in Rivers State
(CON 153-1)

Pathfinder International provided technical assistance and funding for a one-week workshop during April 1991 to develop supervisory skills of 35 state and LGA family planning supervisors and coordinators from Rivers State thereby enhancing their capability to carry out their supervisory functions.

Grantee: Pathfinder International
Amount: \$ 16,100 Dates: 3/15-4/30/91

Bendel State Supervisory Skills Workshop
(CON 154-1)

The Bendel State Ministry of Health, in collaboration with the Family Health Services (FHS) Public Sector Division, conducted a one-week workshop to develop the supervisory skills of 44 participants from the 20 LGAs of the state. Trainees, who were all either PHC coordinators or family planning supervisors, assessed the workshop as enhancing their capability to carry out their supervisory functions.

Grantee: Bendel State Ministry of Health
Amount: \$ 19,900 Dates: 3/15/91-4/15/91

ORGANIZATIONAL DEVELOPMENT/MANAGEMENT TRAINING

Evaluation Training Workshop for PHC Personnel (CON 146-1)

This project was designed in collaboration with and to assist the FMOH (Monitoring and Evaluation Division of the PHC department) in evaluating PHC activities in 52 model local government areas (LGA). Pathfinder's specific role was to provide funding for the training of 90 survey enumerators. This was accomplished during November-December 1990 with technical assistance from Pathfinder staff who were trainers for two zonal workshops.

Grantee: Pathfinder International
Amount: \$ 21,200 Dates: 11/5/90-12/31/90

Organizational Development Activities for Primary Health Care Services Division (FMOH) (CON 147-1)

The Primary Health Care (PHC) Services Division of the Federal Ministry of Health (FMOH) held a three day workshop for 32 of its key professional staff. Technical assistance was provided by Management Sciences for Health, subcontractor to Pathfinder International. The meeting was designed to help orient staff to the goals and objectives of the Division, find ways to improve the integration of family planning with PHC, and clarify roles and responsibilities. Individual participant evaluations indicated the goals and objectives were successfully met.

Grantee: Federal Ministry of Health
Amount: \$ 7,200 Dates: 1/10-1/31/91

Financial Management Workshops
(CON 161-1)

This project was designed to enhance skills of key individuals responsible for financial management of project activities funded through the FHS Public Sector contract and to train selected members of the Management Network to be financial management trainers. The first project activity was a one-week trainers orientation seminar which was attended by seven Management Network members. These individuals, in turn facilitated, three one-week financial management workshops for a total of 54 state- and federal-level personnel responsible for fiscal oversight of programs. By the end of the workshops, personnel from the states were judged to have the skills and knowledge in financial management to maintain accounting controls and use financial data to better manage their programs supported through international donors.

Grantee: Pathfinder International

Amount: \$ 40,900

Dates: 9/1/91-6/30/92

U.S. AND THIRD COUNTRY SHORT-TERM TRAINING

Training in Supervision and Evaluation (CON 117-1)

Mrs. Zainab Pawa, Deputy State Family Planning Coordinator from Kano State, attended the six-week training workshop in Supervision and Evaluation skills at the Centre for Development and Population Activities in Washington, D.C.

Grantee: Pathfinder International
Amount: \$ 8,600 Dates: 7/1/89-9/15/89

Training in Human Resource Management (CON 118-1)

Dr. M.O. Ogundeji and Alhaji Y.M. Anka, Primary Health Care Coordinators for the Federal Ministry of Health in Zones B and C, attended the three-week course titled "Executive Skills in Human Resource Management" sponsored by Management Sciences for Health in Boston, Massachusetts.

Grantee: Pathfinder International
Amount: \$ 14,900 Dates: 7/1/89-9/15/89

Training in Adolescent Fertility Management (CON 142-1)

Two family planning/health professionals, Mrs. K.A. Osinowo and Mrs. O.M. Olokode, staff of the Fertility Research Unit of the University College Hospital, Ibadan, participated in the four-week course in adolescent fertility management at the International Center for Population and Family Health, Chicago Illinois.

Grantee: Pathfinder International
Amount: \$ 11,900 Dates: 9/1-10/31/90

Training in AIDS--Human Sexuality and Program Planning
(CON 143-1)

Two Nigerian family planning/health professionals, Mrs. Florence Opandina from the Federal Ministry of Health and Mrs. Adeleye A. Oluwatoyin from the Planned Parenthood Federation of Nigeria, were sponsored for training in AIDS--Human Sexuality and Program Planning. This one-month course was held at the Margaret Sanger Center in New York City.

Grantee: Pathfinder International
Amount: \$16,500 Dates: 9/15-11/30/90

Training in Management Information Systems
(CON 157-1)

Two high-level staff from the Nigerian Federal Ministry of Health, Dr. Adenike Adeyemi and Mr. Ganiyu Akinwunmi, participated in a one-month workshop entitled "Management Information Systems (MIS) Development and Design for Health and Family Planning Organizations" implemented by Management Sciences for Health in Boston, Massachusetts.

Grantee: Pathfinder International
Amount: \$ 21,600 Dates: 6/15-8/15/91

Training in Financial Management
(CON 159-1)

Training was funded for three participants--Dr. Muftau Amosu, the Commissioner of Health of Ogun State; Mr. Lawrence Anyawu of the Federal Ministry of Health; and Mr. Gregory Okosun of Organization Development Associates--to attend a course titled Financial Management for Health Programs. This one-month course was arranged by Management Sciences for Health in Boston, Massachusetts.

Grantee: Pathfinder International
Amount: \$20,100 Dates: 7/22-8/16/91

CURRICULUM DEVELOPMENT/STANDARDIZATION

Development of Family Planning Prototype Lesson Plans for Nigerian Schools of Midwifery

(CON 112-1)

Pathfinder International in collaboration with the American College of Nurse-Midwives and International Health Programs worked with the Federal Ministry of Health and the Nigerian Council of Nurses and Midwives to develop prototype lesson plans in family planning for introduction into all Nigerian Schools of Midwifery. Six tutors from selected pilot schools of midwifery were involved in a two-week activity to design the lesson plans. This was followed by a review and revision exercise by Nigerian educators and clinicians prior to an orientation workshop for 106 tutors from all 63 Schools of Midwifery, held in July 1989. The curriculum has now been introduced and is in use in all Schools of Midwifery throughout Nigeria.

Grantees: American College of Nurse-Midwives and Pathfinder International
Amount: \$91,700 Dates: 4/1-8/31/89

Incorporating Family Planning into Pre-service Curricula of Schools of Health Technology

(CON 127-1)

This project was designed to integrate family planning into the pre-service curricula for Community Health Officers (CHO) and Community Health Extension Workers (CHEW) in all 28 Schools of Health Technology throughout Nigeria for the purpose of improving family planning outreach efforts in rural communities. Prototype lesson plans were developed for training of these two cadres, pilot tested in four SHTs (one in each health zone), revised and presented to the FMOH for approval and use nationwide. Twenty-one tutors from selected SHTs were provided with two weeks training of trainers and a contraceptive technology update followed by a four week workshop for the development of the prototype session plans and a field test strategy. SHTs were supplied with equipment for their clinics to enhance implementation of the practical aspects of the curricula.

Grantee: Pathfinder International
Amount: \$91,200 Date: 6/1/91-2/28/93

National Standardization of Family Planning In-Service Curricula
(CON 132-1)

The FHS Public Sector (Pathfinder) collaborated with the FMOH (Primary Health Care Division and Department of Population Activities) in developing comprehensive curricula for several in-service cadres of family planning providers to ensure a standard uniform system of conducting family planning in-service training in Nigeria. By the end of the project, standardized in-service curricula and session plans had been prepared for Training of Trainers, Clinical Service Providers, Community Health Officers, Community Health Extension Workers and Village Health Workers and introduced throughout Nigeria. These curricula are based on the national standards of practice which were also developed under the auspices of FHS (see CON 139-1, below).

Grantee: Pathfinder International
Amount: \$ 74,500 Dates: 5/1/90-12/31/91

Development of National Standards of Family Planning Practice
(CON 139-1)

This project involved the development of a "Guide to Family Planning Practice in Nigeria"--delineating standards of practice and protocols to be followed by all family planning providers throughout Nigeria. This document--developed, tested and reviewed entirely by Nigerian professionals with limited external assistance--promises to become a standard by which standards of family planning practice for other African countries as well as elsewhere will be judged. Once the "Guide" was finalized, orientation workshops were held in each of the four health zones to introduce the document to family planning program coordinators and other managers prior to widescale distribution to all training and service points throughout the country. These one-week workshops, held simultaneously in April 1993, were attended by a total of 184 participants.

Grantee: Federal Ministry of Health (Primary Health Care Directorate)
Amount: \$113,500 Dates: 1/1/91-2/28/93

4/20

Development of Pre-Service Family Planning Curriculum for Nurses
(CON 173-1)

This project, carried out in collaboration with the FMOH and the Nursing and Midwifery Council of Nigeria, was designed to integrate standardized family planning lesson plans into the existing preservice nurses training in Nigeria. Twenty-two nurse tutors participated in a 4-week workshop to improve family planning knowledge and training skills and to develop a standard prototype family planning lesson plan for the Schools of Nursing.

Grantee: Pathfinder International
Amount: \$ 36,600 Dates: 7/1/92-2/28/93

MANAGEMENT INFORMATION SYSTEM DEVELOPMENT

National and Zonal Training of Trainers in Management Information Systems (CON 102-1)

Two national level and four zonal level workshops were held to train a total of 194 trainers for the national management information system (MIS). The purpose of the workshop was to orient the participants to the new MIS in order to ensure proper understanding and implementation of the system nationwide. These individuals were charged with training others under their supervision on the use of the MIS forms.

Grantee: Pathfinder International and Federal Ministry of Health
(Pathfinder administered project funding)
Amount: \$ 64,900 Dates: 8/15/88-12/31/88

MIS Follow Up (CON 123-1)

This project was carried out as a follow up to the training in MIS funded under CON 102-1 (see above). Seventeen individuals comprising consultants, FHS and UNFPA staff were oriented and made visits to each state to assess implementation of the family planning MIS and to provide technical assistance as needed.

Grantee: Pathfinder International
Amount: \$ 11,600 Dates: 9/1/89-12/31/89

Printing of MIS Forms (CON 128-1)

This project provided funding for the printing of a 2-month emergency supply of MIS forms while awaiting approval, bid selection and printing of the final version of the National MIS forms by the FMOH.

Grantee: Pathfinder International
Amount: \$ 9,400 Dates: 2/90 -3/90

MIS Training Workshops for Federal Technical Facilitators
(CON 144-1)

This project supported two MIS workshops for Federal Technical Facilitators (FTF), who monitor the work of and provide technical assistance to grassroots primary health care providers. The workshop objective was to develop the capability of the FTFs to conduct on-site MIS training at the primary care level. A total of 73 FTFs were trained in two zonal workshops.

Grantee: Pathfinder International
Amount: \$ 45,500 Dates: 9/15/90 - 12/31/90

MIS Annual Report Review Meeting in Bauchi
(CON 150-1)

This project provided funding for a meeting to review the 1990 national family planning service delivery statistics and to produce the annual report. The meeting also focused on developing a strategy for managing data collection problems and clarifying roles and responsibilities with regard to the national MIS. The 22 meeting participants represented the various components of the FHS project, the FMOH, selected SMOHs, AVSC and UNFPA.

Grantee: Pathfinder International
Amount: \$ 5,900 Dates: 3/10/91-4/10/91

Family Planning MIS Trouble Shooting Meeting
(CON 158-1)

The MIS Trouble Shooting Team (now called the Technical Assistance Group or TAG), in collaboration with the FHS Public Sector and FMOH, participated in a four-day orientation/training meeting immediately prior to making technical assistance visits to their assigned states. The meeting also focused on improving the skills of TAG members in consultation and facilitation. A total of 14 persons representing FHS (Pathfinder), SMOHs, UNFPA, and independent TAG consultants attended the meeting.

Grantee: Pathfinder International
Amount: \$ 3,800 Dates: 7/91

Training of Trainers for the PHC Management Information System
(CON 165-1)

This project supported a training of trainers workshop for trainers in the primary health care MIS. A total of 116 trainers representing State and Federal MOH and the Technical Assistance Group participated. These trainers, upon completion of the workshop, were charged with training primary health care level workers in the use of the MIS. Recommendations and suggestions made at this workshop were compiled and provided the basis for updating and finalizing the MIS training manual.

Grantee: Pathfinder International
Amount: \$ 7,300 Dates: 11/91

**Support for MIS Technical Assistance Group-
Monitoring and Training Activities**
(CON 170-1)

This multi-activity project was directed at further development of the TAG; collecting and reviewing 1991 data; and training primary health care workers throughout the federation in the use of the primary level MIS for the collection, compilation and use of data. Thirty-eight TAG members received refresher training in the revised, integrated PHC/FP MIS after which they made one-week monitoring visits to all the states to collect/revise/correct 1991 MIS data. This team also conducted training of more than 17,700 LGA-level staff in every LGA in Nigeria in the use of the national MIS. The latter activity was carried out in collaboration with several other donors including UNICEF, WHO, and the CCCD project of the U.S. Centers for Disease Control.

Grantee: Pathfinder International
Amount: \$ 68,400 Dates: 2/15/92-2/28/93

Training of Trainers in MIS/PPFN
(CON 171-1)

The FHS Public (Pathfinder) and Private Sector Divisions collaborated with PPFN in the implementation of this one-week workshop designed to equip a total of 28 key PPFN staff at the state level and selected staff from the NKST (a Christian health agency) from Benue State with the knowledge and skills to train operations staff at the local level in MIS tasks including collection, collation and presentation of data.

Grantee: Planned Parenthood Federation of Nigeria
Amount: \$ 5,000 Dates: 4/92

114

EQUIPMENT AND SUPPLIES/COMMODITY MANAGEMENT

Storekeepers and Commodities Management Workshop (CON 124-1)

A total of 84 state-level personnel responsible for the management of family planning commodities participated in four zonal workshops carried out in late 1989 and early 1990 under this project. Participants and trainers agreed the general workshop objective--to develop basic knowledge, skills and attitudes related to the physical distribution and management of family planning commodities--was achieved in these one-week workshops.

Grantee: Pathfinder International
Amount: \$ 39,500 Dates: 10/89-4/90

Logistics and Commodity Management Workshop (CON 145-1)

Five senior Federal Ministry of Health (FMOH) personnel and eight program staff of Family Health Services (FHS) Public Sector Division participated in a one-week logistics management workshop to improve their commodities management skills. Workshop activities included a review and redesign of record-keeping and reporting forms, monitoring tools, and management and distribution systems; a review of the existing logistics supervision and monitoring activities; a review of training needs of all personnel; and the development of a follow-up action plan, including the determination of the roles and phase-in of FMOH personnel into the management and distribution of public sector contraceptives.

Grantee: Pathfinder International
Amount: \$ 2,800 Dates: 10/16/90 - 11/30/90

Workshop on Distribution of IUCD Kits Survey in B-Zone (CON 152-1)

This pilot workshop trained State Family Planning Coordinators, selected FP providers/supervisors and 4 consultants--a total of 23 participants--to administer a questionnaire designed to generate information for use in the development of criteria for IUCD kits supply. Zone B was used as the pilot area because of the prevalence of IUCD usage.

Grantee: Pathfinder International
Amount: \$ 8,800 Dates: 3/24-3/30/91

Renovation of FMOH Central and Zonal Warehouses
(CON 172-1)

This project was undertaken to renovate four commodities warehouses belonging to the Government of Nigeria so that they would be suitable for handling FHS family planning commodities. Renovations were completed for the central warehouse in Oshodi (Lagos) which is to serve as the transit store for commodities distribution between clearance from the port of entry and shipment to the zonal warehouses. Zonal warehouses were renovated in Zones B, C, and D to serve as distribution points for the states in each respective zone. (Zone A warehouse was not renovated at the request of the Ministry of Health since there was not an appropriate site owned by the government in that zone.) Contractors bid on the renovation jobs, following USAID guidelines for award of contracts, and all work was performed under the supervision of an architectural consultant to Pathfinder.

Grantee: Pathfinder International
Amount: \$122,400

Dates: 4/1/92-3/31/93

MISCELLANEOUS SPECIAL SUBPROJECTS

FHS/Public Sector Staff Development Workshop (CON 111-1)

This activity--a team-building exercise for in-country project staff--took place during a one-week workshop held outside Lagos. Issues covered included the review and/or development of systems and procedures for the conduct of project activities; review and clarification of roles of each team member; and developing a shared understanding of the subcontract development process. The workshop also reviewed and revised the Year Two workplan for the Public Sector.

Grantee: Pathfinder International
Amount: \$ 1,100 Dates: 4/1/89-5/31/89

Benue State Family Planning Follow-Up Study (CON 174-1)

This project was designed to increase acceptability and accessibility of public sector family planning services in Nigeria through assessing an experimental client tracking system established in Benue State in 1987. A total of nearly 500 clinic drop outs were interviewed to determine the reasons for discontinuing use of clinic services. One-third were found to be continuing users who obtained supplies from other sources, one-third discontinued due to pregnancy, five percent had been surgically sterilized and the balance dropped out for a variety of other reasons. Observation and interviews of clinic providers as well as information obtained from defaulters will be used to make suggested improvements in delivery of services. Based on findings of this study, a system of tracking clinic drop outs will be institutionalized in Benue State, and perhaps beyond, to improve contraceptive continuation rates.

Grantee: Pathfinder International
Amount: \$ 5,700 Dates: 11/1/92-3/31/93

ANNEX II

INTERNATIONAL HEALTH PROGRAMS WESTERN CONSORTIUM FOR PUBLIC HEALTH

FINAL REPORT OF SUBCONTRACT ACTIVITIES- NIGERIA FHS PROJECT

INTRODUCTION

International Health programs (IHP) has been involved in family planning training in Nigeria since the early 1980s. Early activities were focused on the Nigerian Family Planning Association in an effort to build a training capacity within that organization and to train family planning service providers. Much of this work was carried out under the USAID funded PAC training projects although some Nigerians also participated in training programs at our international training center in Santa Cruz.

In 1986, Dr. Donald Minkler represented IHP as a member of the project development team that assisted USAID in the design of the Nigeria Family Health Services Project. Following review of the request for proposals, IHP joined with Pathfinder International, Management Sciences for Health and AFRICARE in submitting a proposal for the public sector portion of the Family Health Services Project. This consortium of organizations was selected by USAID to carry out the public sector project under the leadership of Pathfinder International. A subcontract was developed for IHP in March 1988 to take the lead role in assisting the Ministry of Health to institutionalize family planning training for a full spectrum of service providers; i.e., physicians, midwives, nurses, community health officers and community health education workers.

The following summarizes the goals and objectives for IHP participation in the FHS project and what we believe to be the major outcomes of our efforts. There are some observations that should be useful in the efforts which will be made in the future to develop and improve family planning services in Nigeria.

IHP SUBCONTRACT OBJECTIVES

IHP implemented its role in this project as the provider of quality training and technical assistance to the Nigerian Federal Ministry of Health in its efforts to train cadres of family planning service providers. Page xi of the FMOH Guide to Family Planning Practice in Nigeria lists four groups of cadres responsible for family planning service delivery. IHP was given the role to help establish a systematic approach to training these cadres. Attention was focused on these objectives:

1. Assist in completing a Standards of Practice (Guide to Family Planning Practice in Nigeria).
2. Assist in developing curricula for use in training different levels of family planning service providers.
3. Assist in conducting training activities that can be replicated by Nigerian trainers.
4. Through a training of trainers methodology, develop a group of Nigerian trainers qualified to conduct clinical service training.

IHP PROJECT ACTIVITIES

All IHP activities were derived from annual workplans that were formulated in concert with representatives of Pathfinder International (Lagos and Boston staff), AFRICARE, Management Sciences for Health, and representatives from the Federal Ministry of Health, Nigeria. This process provided an excellent opportunity to review past accomplishments and problems, to evaluate performance in light of project objectives and to reach a consensus on how to proceed with program implementation. To implement the training and technical assistance activities assigned to IHP, key staff were assigned to work with Nigerian colleagues. These staff provided continuity in conducting needs assessments, developing training programs, writing curricula and actually conducting training.

IHP PROJECT OUTPUTS

Technical assistance should be an enabling activity designed to help others achieve competence. This transfer is commonly referred to as institutionalization or, in this project, Nigerianization of capability. The outputs described below are concrete in terms of products, such as curricula. However, the *process* of developing the products is an extremely important component of the technical assistance or enabling activity. Our Nigerian colleagues incorporated information and ideas from our technical consultants as they created the following products. These products are by design, organic and must be maintained and allowed to evolve as family planning technology and training approaches change.

1. Federal Ministry of Health Guide to Family Planning Practice in Nigeria. This guide or standard of practice for family planning has been under development for many years. IHP has just completed a review of the "Guide" and it only needs a forward by the Minister of Health to be a completed document.

2. Physicians In-Service Family Planning Curriculum. The goal in producing this curriculum was "To ensure uniform standard of family planning in-service training for practicing physicians in the provision of family planning services and management of their complications." The detailed curriculum specifies job descriptions for various cadres providing family planning services and stresses that physicians handle all major family planning complications management.
3. Physicians Pre-Service Family Planning Curriculum. Although the need for pre-service FP curriculum was acknowledged and preliminary work was done to begin curriculum development, this project remains unfinished.
4. Family Planning Training of Trainers Curriculum. This curriculum was aimed toward the standardization of TOT for FP providers and was designed to be consistent with the FMOH Guide to Family Planning Practice in Nigeria. The TOT curriculum calls for a three-week workshop of 80 hours of instruction including 20 hours of micro-teaching and simulated preceptorship.
5. Family Planning Lesson Plans for Schools of Midwifery in Nigeria. These prototype lessons are identified as Course 508 (Family Planning) at the Schools of Midwifery. The lessons consist of 70 hours of training including 50 hours of lectures and 20 hours for demonstration and practice. These lessons became the basis for development of the Schools of Nursing curriculum.
6. Family Planning Lesson Plans for School of Nursing in Nigeria. The goal of this curriculum was to provide a tool "To develop capabilities of student nurses as competent nurse-practitioners for effective provision of FP services throughout Nigeria." The lesson plans are for a 6-week course of 240 hours of instruction including 60 hours of theory and 180 hours of clinical practice.
7. Family Planning In-Service Training Curriculum for Clinical Providers. This is a 6-week training program for community health officers, health visitors, registered nurse/midwives and registered midwives. Training is designed to include 75 hours of didactic training over a 10-day period followed by 4 weeks of clinical experience. This curriculum was developed to insure that family planning is an integral part of primary health care services.

8. Family Planning In-Service Training Curriculum for Community Health Extension Workers. The goal in developing this curriculum was to strengthen the CHEW's capabilities in interpersonal communication skills in order to provide FP outreach services as an essential component of PHC. The 3-week training program is divided into nine days classroom instruction and six days field practicum. The field work consists of a 2-day mini-community health education activity.
9. Clinical Services Resource Trainers (CSRTs). Considerable effort has been expended in the development of a cadre of trainers capable of conducting training which leads to service delivery. A 20-day Advanced Training of Trainers Curriculum for CSRTs was produced to improve training skills. An Evaluation and Consulting Skill Development workshop for CSRTs was conducted which produced a curriculum designed to improve the training and technical assistance skills of the CSRTs.

SUMMARY

There have been major changes in Nigeria during the last five years that have profound impact on the chances for success of family planning efforts. These are enumerated below, along with comments and suggestions for future actions.

1. The Government of Nigeria announced a population policy thus demonstrating a political commitment to family planning programs.
2. The Federal Ministry of Health has promoted family planning as an integral part of Primary Health Care, a strategic decision that should help make family planning universally available in Nigeria.
3. Resource mobilization for population program support has been slow because of economic difficulties in Nigeria. Although the Nigerians have allocated some resources it is vital that outside donors continue assistance in providing family planning equipment and supplies, technical assistance and training opportunities.
4. Women's roles in family planning have been acknowledged or reconfirmed as nurses' and midwives' roles in service provision and training are expanded. Efforts to enhance women's roles should remain a high priority.

5. Effective and quality services are not universally available throughout Nigeria, but major improvements in States such as Lagos and Oyo have occurred during the past five years.
6. Community awareness and increased attention to user perspective is critical to the success of the Nigerian population effort. Integration of family planning services into the primary health care system will accelerate this process. The successful training of the various cadres of health care workers should stress the need to provide family planning education to the community.

Staff at International Health Programs believe that much productive work has been accomplished during the Family Health Services Project but there is much that has yet to be done before the goal of national availability of quality services is achieved. As the FHS-II Project is developed it should be built on the FHS achievements not on some new concept or approach. Achieving sustainability implies that a sustained effort must be made until project objectives are reached.

ANNEX III

MANAGEMENT SCIENCES FOR HEALTH

FINAL REPORT OF SUBCONTRACT ACTIVITIES- NIGERIA FHS PROJECT

INTRODUCTION

The Management Sciences for Health (MSH) subcontract with Pathfinder International for implementation of the FHS Public Sector contract in Nigeria addresses three technical areas: management training, organizational development, and management information systems. Our collaboration over the past five years has yielded considerable achievements in all three areas, to be detailed below.

An earlier attempt to assess the work in these areas was made in 1990-91, when Pathfinder and its subcontractors met to design a mid-term evaluation plan. This internal evaluation was discontinued in light of the project-wide external management review that took place in May 1991. In the interim, however, MSH was able to conduct a series of interviews of Family Planning Coordinators, Network members, and FMOH Primary Health Care Services Unit staff that fed into plans for Years 4 and 5 (see Attachment 1).

All achievements in these three technical areas should ultimately be viewed in the context of sustainability, which has been an underlying theme throughout this collaboration. Perhaps the most valuable contribution to sustainability is an endeavor that extends across all three areas and has also had an impact on other aspects of the project: the mobilization and ongoing development of the Network, a core group of 59 Nigerian trainers and consultants who work with family planning staff initiating, supporting, and helping to sustain the change efforts required for more effective program management. The specific contributions of this entity are detailed in the paper presented by Mike Egboh, Pathfinder's Country Representative at the 1992 meeting of the American Public Health Association (see Attachment 2). It suffices here to point out that Network members have been instrumental in planning and implementing all the activities described below.

ACHIEVEMENTS

A. MANAGEMENT AND SUPERVISORY TRAINING AND FOLLOW-UP

1. Training

The core activities in this technical area are two workshops held at the State level for LGA family planning program managers and supervisors. The **planning and implementation** workshop brings together a management pair from each LGA, usually a combination of PHC Coordinators, Heads of Department for Health (when different from PHC Coordinators), and Assistant Coordinators for MCH/FP -- joined for two days by policy makers. The **supervisory skills** workshop involves the same group of managers, joined by staff with purely supervisory responsibility.

The shape of both workshops has evolved over the course of the project, with major responsibility gradually shifting from external consultants to Network members. The initial LGA management workshop grew out of a series of planning workshops given by expatriate trainers to LGA managers in selected States before the FHS Project began. The supervisory skills workshop was developed to respond to a needs assessment conducted by an expatriate consultant with the assistance of experienced Nigerian family planning program managers.

The content and format of both kinds of training have changed considerably to reflect:

- Informal feedback and formal evaluations of workshop participants
- Evaluations by Network trainers and external consultants
- Follow-up visits to determine the impact of training and identify areas of further training needs (also conducted by Network members, originally with direction from external consultants)

In both instances, these inputs have resulted in polished manuals that are now being used for all LGA management training and have also proven useful for training in other components of the FHS Project and, indeed, in other countries. The long, laborious process of materials development, testing, and revision was undertaken collaboratively by Network members and external consultants. The resulting exercises, tools, and techniques introduced in the workshops are responsive to the specific experience and needs of the Nigerian family planning program.

2. *Post-Workshop Follow-up Visits*

A schedule of follow-up LGA visits have helped guide the revision of workshop content; have assisted participants in using and enhancing their skills; and have contributed to sustaining the benefits of the training in the face of personnel transfers, LGA elections, creation of new States, etc. Follow-up visits are conducted by a team of Network members (including at least one person who was a trainer in the workshop) who interview workshop participants and, often, their peers and supervisors, to determine the extent to which they have been able to apply their training and to provide on-the-spot technical assistance in solving problems. In some instances, two or even three visits have been made to a given LGA to provide continuing assistance.

The interviews are based on questionnaires that have, like the curricula, evolved as Network members gained experience. The questionnaires contain both scaled responses and open-ended comments, to accommodate both the need for quantitative analysis and the richness of anecdotal responses. Network members conduct the interviews, analyze the results, and make recommendations to guide future LGA management and supervisory efforts for further training.

3. *An Integrated Approach*

Historically, the public sector component activities were designed and carried out separately by different groups of people. The training and follow-up for LGA managers and supervisors have been developed and conducted by members of the Network, as described above; training of clinical trainers by the Clinical Services Resource Trainers (CSRT); monitoring of service statistics and commodities by the MIS Technical Assistance Group (TAG). The separation is not total: many TAG and a few CSRT members also belong to the Network, while FHS Zonal Program Officers are Network members and oversee activities in all spheres. In addition to this crossover, there have been ongoing efforts by Lagos staff and US Pathfinder sub-contractors to share information and, to some extent, training materials. Nevertheless, the various endeavors often seemed at the start of the project to be proceeding down parallel pathways, never to converge.

One of the most gratifying developments of the latter phase of the project has been the realization by all staff and consultants that these activities which were designed independently are actually closely linked. It has become clear that the achievements of the project will be best sustained if all its elements are brought together to strengthen the delivery of family planning services in the LGAs. During the fourth and fifth years of the project, Network members, Pathfinder/Lagos staff, and external consultants worked to define this linkage and

develop a strategy and sequence of events for coordinated interventions. The result is a plan for an integrated process of training and technical assistance through which LGAs can be helped to improve planning, management, and supervisory skills for improved service delivery (see Attachment 3).

B. ORGANIZATIONAL DEVELOPMENT (OD)

1. Federal Ministry of Health

The core of OD activities with the FMOH was in two consultancies to the PHC Services Unit carried out by an MSH staff member. The first, in May 1990, was an organizational diagnosis that revealed three areas for concentration: organizational structure/reporting relationships; integration of sectional activities; and staff development. The second consultancy resulted in establishment of an organizational development group (ODG) and preparation of a proposal for staff development.

The follow-up to these consultancies was somewhat sporadic, due to conflicting obligations and priorities at the PHCS Unit. The ODG was formed but did not continue to meet. The staff development proposal was written, with considerable help from the Pathfinder Country Representative and Training Program Officer, but a review of the proposal by Pathfinder and MSH revealed the need for major changes in activities and funding. The ODG was unable to find the resources to revise the proposal and incorporate the recommended changes.

There was considerable discussion over more than a year among MSH, Pathfinder, the USAID Mission, FMOH staff, and the FHS Project Administrator about the OD potential of a "future search conference," a technique for bringing together in a planning exercise a wide variety of key players involved in the Nigerian Family Planning Program. As time passed, the anticipation of national elections coupled with the very different structure proposed for FHS II made it unclear who the key players would be, and the conference was postponed indefinitely. Most recently, the creation of a new Primary Health Care Agency apart from the Ministry has led to further uncertainty about structure and function and made further OD work inappropriate.

Despite the difficulty of maintaining the momentum of OD activities at the federal level, the PHCS unit made considerable progress on its own in sorting out its roles and clarifying its focus. This may be partly due to the passage of time, but interviews with unit staff strongly suggested that the initial OD work, combined with Network membership for some key staff, strengthened the entire unit.

2. State Family Planning Coordinators (FPCs)

Organizational development with the FPCs was carried out through technical assistance to the FPC Advisory Committee during the third and fourth years of the project. The interventions with this group focused on:

- Working with the FMOH, FHS components, and representatives of the Advisory Committee to bring greater coherence and structured learning to the FPC annual meetings/workshops
- Assessing supervisory needs and leading a week-long supervisory workshop to address these needs, thereby helping to strengthen the effectiveness of the State FP units
- Helping the Advisory Committee set objectives and determine their needs for future development, expressed in proposals which were funded by Pathfinder
- Ensuring FPC participation in the planning committee for the annual meetings/workshops.

This work helped to clarify the important issues facing the FPCs as a group; strengthened their role in planning for their own individual and group professional development; and was an important factor in the new zonal approach to training that was initiated in the fifth project year.

3. The Network

The OD effort has been most successful with the Network because it was considered a high priority by everyone involved with the FHS project and received the ongoing attention and support that were difficult to maintain with the FMOH and FPCs. Three consultancies focused on the Network OD process, supplemented by careful planning of interim activities and hard work by the Pathfinder staff in Lagos and leaders within the Network itself. This collaborative effort has resulted in:

- A Network mission statement and organizational structure
- A newly elected Executive Committee with a one-year action plan
- Agreement that the external consultant who has guided this process will continue to assist the Network in its development by working with the Executive Committee and task forces

- Plans to explore several possible structures for the institutionalization of the Network
- Agreement on a plan for the professional appraisal and further development of each Network member.

Attachment 2 presents the history of the Network; describes its distinctive role in building and sustaining the Nigerian family planning training system; and details the phases of professional, organizational, and institutional development.

C. MANAGEMENT INFORMATION SYSTEMS

The major activities undertaken to achieve the project's goal of developing and making operational "a revised but simplified MIS" are as follows:

1. Revision of the Existing MIS

The revision centered on ease of use and institutionalization of forms. In order to improve the accuracy and reliability of data collected through the system, the institutionalized data collection instruments (client records, appointment and referral cards, monthly data summary forms, and commodities requisition forms) were revised not only to simplify their completion and to identify their source (primary vs. secondary level of care). On the back of every data summary form were printed instructions for their proper completion. Manuals incorporating these forms and clear instructions for their completion were also developed and revised as required for the clinic, local government area (LGA) and state levels of the family planning services chain in Nigeria.

In 1989, the Federal Ministry of Health (FMOH) directed that all health services provided by the primary level health institutions in Nigeria would be under the umbrella of the Primary Health Care Services (PHCS). Following this directive, family planning MIS forms for primary health care institutions were revised to conform with the standard format of other health care services in the primary health care system, without losing their relevance for the needs of the Family Planning Program. Secondary health care institutions still use the original family planning MIS forms.

2. Computerized Service Statistics and Commodities Management System (NiCare)

The revised family planning MIS has been computerized to process service statistics and commodities management data aggregated by state. The computerized system known as NiCare has been used to answer such questions as:

What are the trends in family planning acceptance and revisits? What is the mix of methods in a state, zone, or even the country? How are new contraceptive users learning about the benefits of family planning? What percentage of clinics are reporting data? In this context, NiCare has improved policy makers' and program managers' ability to use data for planning, monitoring, and evaluating their activities. NiCare has also made it possible to provide feedback to the field on the quality of data collected and level of reporting. Data from NiCare are used to produce State Profiles, a graphical and tabular presentation of data reported by each state.

For ease of operation, NiCare data entry screens were designed to match the data summary forms that service providers and supervisors complete. In addition, the system allows users to "point and select" or push "hot keys" for immediate access to data or generation of reports. A user's manual is currently being written (to be completed and distributed in February, 1993).

And finally, the system which started as a purely family planning system has now been expanded to incorporate data from eight primary health care services. This expansion of NiCare reflects the integration of family planning with other PHC programs.

3. Training

The MIS training interventions have been developed to follow the progression of the system's development:

- Following the revision of the existing MIS, training efforts concentrated on familiarizing users, including FMOH statisticians and supervisors, with the system.
- With the nationwide introduction of the system came training sessions for users on the proper completion of data-collection instruments.
- Having achieved significant improvement in the completion of forms, training efforts have shifted towards assisting program managers to use information generated from the data they collect to improve program effectiveness and efficiency.
- Following the introduction of working version of NiCare, project staff and FMOH personnel were trained in its operation.

b1

4. Quarterly Troubleshooting Rounds

The cornerstone of this intervention designed to improve data quality and timeliness of reporting is the MIS Technical Assistance Group (TAG). The TAG, comprised of project staff, UNFPA staff, federal and state MOHs staff and selected local consultants, is mandated to visit state family planning coordinating units, selected LGAs and clinics quarterly to provide on-the-spot training and technical assistance to service providers and program managers on the proper completion of data-collection instruments. In addition, the group is expected to facilitate the timely submission of the monthly summaries of data, and to identify and recommend solutions to problems in MIS, commodities, and other aspects of management. To carry out these tasks, the original 25 members of the TAG were trained in the basic principles of data management, including the proper completion of the project's data collection instruments, and data interpretation and presentation. A few additional members have received condensed training in these areas. The great majority of TAG members are also members of the Network; their Network training and experience have enhanced their skills as technical advisors during these quarterly visits.

The group has provided the major linkage of MIS activities in the public and private sectors. Members of the group designed and presented sessions at the first MIS workshops for policy makers and clinic administrators in the private sector. Also, on behalf of the project, members of the group monitored the conduct of the contraceptive prevalence survey by the Federal Office of Statistics (FOS).

6.2

FHS PUBLIC-SECTOR DIVISION
TRAINING AND ORGANIZATIONAL DEVELOPMENT COMPONENT
Management Sciences for Health

A BRIEF REVIEW OF THE FIRST THREE YEARS

The FHS contract addresses the issues of training and organizational development within two broad objectives:

- A. "To strengthen the capability of Nigerian public sector institutions and personnel" and
- B. "To put into place management systems to conduct the public sector family planning programmes."

Within these objectives, the only activity specified was to "train at least 5,200 public health personnel to plan and deliver family planning services."

We approached this task with the realization that simply training the requisite numbers of people was not enough to meet the objective. We identified three conditions necessary to establish sustainable management systems through training:

1. A sequence of follow-up and consultation to evaluate the long-term effects of training on the participants, adapt the training program accordingly, and build on the skills acquired in workshops
2. An organizational development effort to help public-sector institutions use their trained personnel and develop more effective ways of achieving their goals and objectives
3. Development of a Nigerian capacity to design, deliver, and evaluate training programs, and to provide follow-up and consultation to those trained and the institutions for which they work.

During the first three years of the project, we have carried out more than three-fifths of the number of training interventions required to meet the end-of-project objective. We have also moved ahead on the three conditions for sustainability, as illustrated by the following activities.

1. Follow-up and consultation

Follow-up visits are built into the plans for each management and supervisory workshop. These visits have been carried out by teams of Network members and external consultants, and the findings have helped shape the ensuing workshops. During the rest of Year 4 and Year 5, these findings will be used to design the ultimate training/follow-up/consultation sequences for LGA management and supervision.

2. Organizational development (OD)

The OD effort has focused on the State Family Planning Coordinators (FPCs) and the Federal Ministry's Primary Health Care Services Division (PHSC).

a. FPCs

The interventions with this group have been carried out through their annual workshop/meetings and the FPC Advisory Committee. Thus far, we have:

- o Worked with the FMOH and FHS divisions to try to bring coherence and structured learning to the FPC annual meetings
- o Carried out a needs assessment to determine the supervisory problems faced by FPCs and planned and conducted a week-long supervisory workshop to address these identified needs
- o Worked with the Advisory Committee by meeting with them to help them set objectives; facilitating Pathfinder funding of a proposal for activities in 1991-92; ensuring their attendance at the planning meetings for the annual national workshops/meetings.

Interviews were conducted with eight FPCs, to ascertain their views of the skills they have developed through the seven annual workshops/meetings and how they use these skills in their work, and to get a sense of the areas in which they feel the need to strengthen their skills. There was considerable consistency in their responses, as seen in the attached self-assessment form; their desire for increased skills in financial management led to a workshop in this area conducted in October/November, 1991.

Ideally, one would like to see how the FPCs' peers and subordinates view their skills, and to ascertain any changes in attitude or practice over time; this is, however, neither politically nor logistically feasible, and anecdotal evidence, though abundant, is not reliable. One possible approach is to interview the four FHS Public Sector ZPOs who work closely with FPCs in their zones. We may attempt this in the future, to see the extent to which their perceptions jibe with those of the FPCs themselves.

b. PHCS

The major interventions thus far have consisted of two consultancies carried out by Dr. Michael Merrill, in May-June, 1990, and January, 1991. During the first of these trips, an organizational diagnosis led to a plan to work in three areas: organizational structure and reporting relationships; integration of sectional activities; and staff development. The second trip resulted in:

- o Establishment of an organizational development group (ODG) within PHCS that diagnosed organizational and management issues and will work with FHS Public Sector staff to develop a 2-year OD plan
- o Preparation of a proposal for staff development, to be submitted for Pathfinder funding.

Since Dr. Merrill's last visit, Mrs. Buxbaum and Mike Egboh met once with the ODG; Mr. Egboh and Emmanuel Okochi worked with ODG representatives to refine the Pathfinder proposal and are shepherding it through the approval process. It was also hoped that a consultant could conduct a team-building exercise with PHCS unit heads in November, 1991, but it was impossible to schedule the proposed consultancy, and it has been shifted to January, 1992. Interviews will be conducted with PHCS staff after the next major interventions to see how they view the impact of the OD activities on their work.

c. Nigerian training/consulting capacity

Approximately 60 Nigerians have become members of the Network of Trainers and Consultants. They have been trained through several interventions:

- o Three training-of-trainers workshops, one for each new group of Network members, providing a grounding in adult learning theory and practice, with the training of the most recent group designed and conducted by selected Network members under the guidance of an external consultant
- o Two consultant workshops (with a third scheduled for the most recent group of Network members), introducing participants to the theory of effective consulting and the practice of consulting skills
- o Guided practicum experiences in a variety of training and consulting situations, primarily related to supervision and LGA management
- o A phased progression to more independent training and consulting, including needs assessment and curriculum development, geared to the skills, interest, and experience of each Network member

Eleven of the original 32 Network members have been interviewed concerning the impact of this program on their professional development. The findings of the interviews are summarized on the attached self-assessment form. Further interviews will be conducted, both with members of this group as they gain broader and more specialized experience, as well as with new members, to learn how participants perceive their training experience as Network members take increasing responsibility for development and leadership in training and technical assistance.

FPC SELF-ASSESSMENT

Respondents

These questions were answered in interviews with eight respondents, about one-third of the FPC group (21 states, Abuja, 4 representatives of the military/police). They are all members of the FPC Advisory Committee. Six of them are State FPCs, two are from the military. Despite their membership on the committee, they represent a range of experience, since committee members have generally been chosen for geographic representation and members who leave are replaced by the FPC from their state, regardless of her level involvement in FPC affairs.

The questionnaire was administered before the 1991 FPC annual meeting.

Responses

1. Which FPC annual meetings/workshops have you attended? (Bauchi '86, Port Harcourt '87, Ibadan '88, Kaduna '89, Yola '90, Yola supervisory workshop '90)

Only Yola, including supervisory workshop (3)

All

All except Bauchi

All except Yola and Bauchi

All except Yola and Kaduna

All except Ibadan

2. In what ways have the learnings and skills you developed in these workshops helped you do your work? What things do you do differently as a result of attending these meetings/workshops?

Working in groups, collaborating, sharing ideas, respecting others' views (5)

Supervising, monitoring, using tools to manage personnel (5)

Networking, lobbying, influencing (3)

Planning (2)

Staff motivation and development (2)

Use of MIS for planning (2)

Program evaluation

Problem-solving

(On respondent described sharing her report from Yola with FP providers she supervises, making and distributing copies of selected handouts from the workshop. A ninth respondent who had just begun working and had never attended a meeting, was not formally interviewed, but volunteered that she read the notes her predecessor took at the Yola workshop and is applying some of the supervisory techniques, especially giving and receiving feedback.)

3. Have you had many opportunities to meet, work with, exchange ideas with other FPCs outside of these annual events?

None (4)

Commodity sharing, including exchange of ideas and discussion of problems (4)

Asked to set up CBD programs in other states

Some opportunities to meet with other military representatives

4. What are the skills you feel most confident about in doing your work?

Supervision: delegation, checklists, personnel review (6)

Use of MIS to monitor; helping supervisors interpret service statistics (5)

Negotiation with policy-makers, peers (4)

Problem-solving (3)

Running meetings (2)

Communication/feedback (2)

5. What are the areas in which you would like to increase your skills?

Projects: proposal writing, fund-raising, project management (4)

Financial management (4)

Negotiation: influencing policy-makers, donors (3)

Training methods, curriculum development (3)

Conflict management (2)

Consulting: diagnosis, problem-solving, interviewing, handling resistance (2)

Supervision (2)

Evaluation (2)

Analysis/use of MIS data (2)

Counselling, staff motivation

NETWORK MEMBERS' SELF-ASSESSMENT

Respondents

The 11 respondents interviewed to date had to be selected on the basis of availability during activities conducted in the course of two consultancies. Despite this limitation, they represent all geographic areas and a wide range of background and experience:

- o 3 FHS Public Sector Zonal Program Officers (A, B, D Zones)
- o 2 UNFPA Program Officers (B, D Zones)
- o 1 CBD Coordinator (B Zone)
- o 1 private consultant (A Zone)
- o 1 Chief Nursing Officer (D Zone)
- o 1 Assistant Chief Health Sister (C Zone)
- o 1 Senior Matron (A Zone)
- o 1 FMOH Program Officer (B Zone)

Responses

1. At which NW workshops were you trained?

All respondents were members of the original Network, attended the TOT workshop at Port Harcourt in 1988 and the consultation skills workshop at Jos in 1989.

2. Were the training methods used in these workshops different from those used in your past training experiences? How?

Only 2 respondents stated that the methods were completely familiar; one had attended a management training course in the US; the other had received his Nigerian university degree in education. Several people were familiar with some of the methods, but described other methods that were new to them. Six specifically noted the high level of participation. But all the respondents described areas that actually refer to participative methodology. One respondent summed up the comments of several by stating, "I went through courses that taught these methods, but I never had a chance to apply them before."

Some methods cited were:

- o Chance to practice skills (e.g., management and supervisory tools, problem identification and solution, negotiation, planning of training program, relating tasks to available time): (5)
- o Videotapes of participants' presentations (4)
- o Use of flip charts (4)
- o Trainers who actually modeled the theories of adult learning they were teaching (2)
- o End-of-the-day reflective times, to individualize learning
- o Simulation
- o Handouts and other materials

- o Continuous assessment of program
- o Honest assessments of participants' presentations "without hurting any party"

3. How comfortable were you with these new methods? (Examples, discussion: emphasis on feedback)

At first, all respondents stated that they were completely comfortable with the methods; some probing revealed areas of initial discomfort, which everyone said were handled by the trainers and ultimately disappeared.

Initially uncomfortable with:

- o Use of "reflective" times to change one's own behavior
- o "Harsh words" in some group discussions
- o Exposure of private lives and weaknesses
- o Need to "stretch" capabilities and try new approaches, overcome shyness
- o More work than normally expected in a workshop
- o Fast pace of learning
- o Tension in preparation for videotaped presentations

Completely comfortable with:

- o Participants' feedback to each other
- o Trainers' ability to "defuse tension" by asking participants to focus on "What did you see?"
- o "Everyone's opinion was taken into account"
- o Spirit of teamwork, feeling "part of a whole"

4. Since you were trained, what opportunities have you had to serve on a Network team?

There was a considerable range of responses to this question, since the respondents were chosen to include Network members at both ends of the "busy-ness" spectrum. The numbers of training/consulting experiences of the entire group of respondents are:

As trainers

- o LGA management workshops for FHS: 11
- o LGA management workshops for UNFPA: 5
- o Supervisory skills workshops (including FPCs): 8
- o MIS workshops: 5

As consultants

- o LGA management follow-up for FHS: 6
- o LGA management follow-up for UNFPA: 1
- o Supervisory skills follow-up: 4
- o Needs assessments: 3

As course facilitators, administrators

- o FPC annual meeting: 3
- o State training and follow-up activities: 4

Other

- o Supervisory skills training curriculum review: 2
- o Curriculum development for clinical TOT courses: 6

What do you think are the most useful skills and concepts you acquired from:

- a. the original TOT and consulting workshops?
- b. the events you have taken part in as part of a team?

In general, the respondents did not differentiate between the skills gained through formal workshops and those gained during practicum experiences, but they did attribute different skills to the two kinds of workshops:

TOT workshop

- o Planning: lesson plans, prioritizing topics, flexibility 3
- o Helping participants participate (2)
- o Learning from feedback (2)
- o Day-to-day evaluation
- o Personal reflection
- o Presentation in front of large group
- o Working in a group, teamwork
- o Presenting information without getting lost or distracted, "keeping the flow despite distractions"

Consulting workshop

- o Analysis of situations, problem-solving (2)
- o Negotiating (2)
- o Interviewing, questioning
- o Assertiveness
- o Recognizing and accepting differences: "there are different ways to reach the same objectives"
- o Sincerity
- o Helping people assess their own needs, "not pushing them to buy"
- o Bargaining
- o "Seeing myself as a person with a problem and my own role in solving it"

Both workshops

- o Observing, listening (5)

6. What has helped you most to acquire, maintain, and improve your skills after the workshops?

- Application in the field, opportunities to practice (7)
- Consultants who share, teach, and serve as models
- Further training (e.g., clinical TOT course)
- Accumulation of past learning which gives "confidence to try new things"
- Professional journals that strengthen content knowledge (management, population, development)
- Materials from Network training: "I'm proud of them; I share them with colleagues, which makes me review them."
- Exchange of ideas with training team or individual colleagues

7. When you first began to use your skills as a trainer and as a consultant, which skills were you most confident about? Which skills were you least confident about?

Most confident about:

- Planning, use of time (3)
- Course content and training concepts
- Use of flip charts
- Communication
- Assertiveness
- Training/consulting in known culture

Least confident about:

- Presentation (3)
- Having to deviate from lesson plan
- Encouraging participants
- Controlling participants

8. How about now? Which are the skills you're [most] [least] confident about? [If different] What has made the difference for you?

(In terms of the difference, the respondents tended to repeat their answers to Question 6.)

Most confident about:

- Presentation
- Consultation (several skills cited)
- Negotiation; preparing options
- Use of flip charts
- Correcting mistakes while training

Least confident about:

- Creative use/modification/development of a variety of training methods and approaches (4)

- o Awareness of temperament of clients and their individual needs (2)
- o Negotiation "on the spot" (2)
- o Handling difficult situations: diplomacy in confrontational situations
- o Tempering enthusiasm, spontaneity by seeing broader implications of suggestions; not consulting "in a vacuum"
- o Timing in consulting (when best to raise issues)
- o Presentation "without butterflies"
- o Problem-solving in "grey areas"
- o Training when not fully prepared, or expectations aren't clear
- o Reacting to a complex or tense situation only after taking time to understand it fully

9. What are the areas in which you would like to increase your skills? How do you think you could best do it? What kind of help would you need? Who do you think could provide that help?

The areas for increased skills were generally those listed under "least confident" in Question 8.

10. What is your regular job? To what extent have you been able to bring some of your NW training and consulting skills back to your regular job?

The jobs of the respondents are listed at the beginning of this report. Every one described applications of their new skills to their work, and several volunteered instances of using these skills in their personal and family lives. For example:

- o Training (CHEWs, clinical service providers, clinical trainers, population training for FMOH divisions) (5)
- o Conducting meetings (work-related; church seminars, community groups) (3)
- o Giving and receiving feedback at work and at home (2)
- o Listening to people -- including spouse and children
- o Being more diplomatic, less confrontational
- o Analysis of organizational systems
- o Negotiating over funds
- o Presenting options to state and LGA decision-makers
- o Supervision, delegation: "Before, I didn't trust them; now I give them guidelines and try to trust them to do the job"
- o Designing, monitoring projects

11. Have you had many opportunities to meet, work with, exchange ideas with other NW members since you were trained? (Examples)

All respondents described enthusiastically their experiences working officially with other Network members on assigned teams; for the most part, they expressed their frustration that geography and time prevented more informal exchanges. Some interactions that have been possible:

- o Between Zonal Program Officers (both FHS and UNFPA)
- o Between ZPOs and FHS Lagos staff
- o Between individuals in same or neighboring states
- o By sending materials, ideas to Network members who are close friends

12. Have you experienced any negative results (professional or personal) from membership in the Network?

Only one respondent acknowledged a direct negative result; she felt her superiors resented the training she had received and sabotaged her efforts to apply it. Two complained that they have not had enough opportunities to serve on Network teams, and one stated that she felt expectations for Network communication and organizational development hadn't been met.

ANNEX III
Attachment 2

**BEYOND TOT:
CREATING AND SUSTAINING ORGANIZATIONAL CHANGE IN
THE NIGERIAN FAMILY PLANNING PROGRAM**

PRESENTED AT THE ANNUAL MEETING OF
THE AMERICAN PUBLIC HEALTH ASSOCIATION

Ann Buxbaum, Management Sciences for Health
Michael Egboh, Pathfinder International
Richard Sturgis, Management Sciences for Health
Evangelina Holvino, Consultant to Management
Sciences for Health

For further information, contact:

Michael Egboh, Country Representative
Family Health Services Project
Plot 1601, Adeola Hopewell Street
Victoria Island, Lagos, Nigeria

Ann Buxbaum, MSH/FHS Director
Management Sciences for Health
400 Centre Street
Newton, MA 02158

75

BEYOND TOT:

CREATING AND SUSTAINING ORGANIZATIONAL CHANGE IN THE NIGERIAN FAMILY PLANNING PROGRAM

THE PROBLEM

Training in management skills has long been a cornerstone of donor assistance in health and family planning in developing countries. The underlying assumption is, of course, that training can improve the effectiveness of managers in meeting their program objectives with whatever resources they have available.

To provide this training for the large numbers of people managing programs, facilities, or units at all levels of a health or family planning system, there must be a cohort of expert trainers who have themselves received training from experts. This training of trainers, or TOT, ideally acts like a pebble tossed in a pond, generating an ever-widening pool of competent trainers who, in turn, create competent managers. Ideally, these managers return to their workplaces and use their learning to run their programs more smoothly and effectively than before. But in most places, the reality doesn't match the ideal.

Listen to the words of two people involved in training in an African family planning program. First, Mrs Nosa -- an experienced trainer:

I've been a trainer for about six years. I went to a TOT course in the US and have had the chance to lead dozens of workshops. My participant evaluations are usually at the top of the scale. But something is wrong. Every so often, I run into someone from a workshop, and though they are very positive about their training experience, their organizations haven't changed and they have reverted to their old patterns.

And next, Mr Obi -- a participant in a 2-week management workshop:

After the workshop, I went back to my job with new skills and insights and plans to make things happen in my agency. It only took a couple of weeks for my bubble to burst. I had changed, but the rest of my organization hadn't. There were the same old creaky procedures, the same red tape and petty rivalries. As time went on, my plans, schedules, and new ideas slid away and I realized I had slipped back into my old attitudes and ways of doing things.

These two comments bear out what family planning and health professionals have observed over and over again: that management training by itself, no matter how expertly designed and implemented, doesn't do the trick because organizational systems and patterns of behavior prevent trainees from putting what they have learned into effect. As common as Mrs Nosa's and Mr Obi's situation is, few trainers or training organizations in developing countries are equipped to remedy it. Their funding, and therefore their responsibility,

usually ends with the course evaluations (invariably positive), and there is no mechanism for them to offer ongoing help. Some foresighted donors may support a follow-up visit to assess the impact of training a few weeks or months later, but these visits are the exception, and even when they occur, they tend, like the workshop, to be one-shot events.

What is lacking in these instances is a system by which trainers can provide ongoing consultation to participants and their organizations. With such a system, the training event would no longer be seen as a final product, but as a springboard for a long-term, collaborative effort at organizational change.

A NIGERIAN RESPONSE

In Nigeria, a large national family planning project has developed an innovative response to the concerns of Mrs Nosa and Mr Obi and their thousands of counterparts throughout the developing world. The Family Health Services Project (FHS) was initiated in 1988 by the Nigerian Federal Ministry of Health and US Agency for International Development as the main channel for carrying out the national Population Policy. One component of this complex project aims to strengthen management of the family planning program at three tiers of government: federal, state, and local. A key mandate was to train a large number of public-sector family planning staff in planning, leadership, financial management, information systems, and supervision. The project proposal did not specify who was to do the training, how it was to be done, or how its results were to be sustained. The "deliverables" were simply numbers and types of staff trained in a given number of workshops.

But as training events proceeded, project staff and some Ministry of Health officials realized that it might not be enough to just provide the required courses. They began to see the need for a core group of trainers and consultants to work with family planning staff over time, initiating, supporting, and helping to sustain the change efforts required for more effective program management. This led to the mobilization of the 33 (now 59) skilled and committed Nigerian professionals called the Network.

THE MEMBERS OF THE NETWORK

There are two generations of Network members. The first was recruited and trained in 1988-90, and the second in 1991. All members were chosen by FHS staff not because of seniority or position in the hierarchy, but because they were:

- o Experienced managers
- o Interested in training
- o Receptive to the principles of participatory training
- o Committed to family planning for Nigeria
- o Supported by their organizations
- o In positions of leadership or potential leadership.

The second generation of members have also had to meet the criterion of geographic distribution, to ensure that the Network is representative of the diverse population of Nigeria.

Network members are generally full-time employees of public or private organizations, carrying out their training and consulting activities during release time approved by their employers. They represent a variety of organizations countrywide:

| Organization | Number of Network Members |
|--------------------------------|---------------------------|
| Federal Ministry of Health | 7 |
| State Ministries of Health | 25 |
| Local Government Areas | 2 |
| Non-governmental organizations | 4 |
| Universities | 5 |
| Private sector | 7 |
| FHS project staff | 9 |
| TOTAL | 59 |

The members come from varied educational and professional backgrounds; many have worked as service providers and administrators in health and family planning programs, giving them direct experience in the problems of the people with whom they work. Others have academic and practical backgrounds in health, management, education, or finance. They come from all parts of the country and represent each of the major religions and ethnic and cultural groups.

OBJECTIVES

When the Network was established, five objectives were agreed to by key project staff:

1. To establish a recognized group of Nigerian experts engaged in human resource and organization development activities in the public sector.
2. To develop a set of training materials, protocols, and guidelines which can be adapted to the different training and consultation needs of States and Local Governments.

3. To hold a series of training workshops and technical assistance activities, conducted by Nigerians.
4. To facilitate conferences and other activities among organizations and agencies working in family planning, in which participants share experiences and learnings, develop a body of organizational knowledge, and create systems for future organizational sharing and learning.
5. To help implement a management information system which managers use to inform policy, planning, human resource development, and other managerial activities.

During the nearly five years of the project, these ambitious objectives have been largely met:

- o The Network is widely recognized as a national resource, with growing recognition of members' competence to meet the needs of the Family Planning Program.
- o They have developed training materials and guidelines that are used not only by the Network itself but by trainers in many other areas of health and family planning across Nigeria and in other countries.
- o Network members have conducted more than the required number of workshops and technical assistance activities, including training groups beyond those specified in the original mandate.
- o Network members have been key players in the development and implementation of the Nigerian health and family planning information system and are leading the effort to help managers use information for decision-making.

PHASES OF COMPETENCY DEVELOPMENT

One of the first tasks the project staff undertook in establishing the Network was to identify training and consulting competencies. They realized that one TOT event would not create the needed skills -- that these skills could only be developed as a sequence over time. Five phases were identified, with specified levels of competence designated for each phase. It was recognized that these phases were not discrete, rigid levels of achievement, but parts of an ongoing process of professional growth.

The five phases and the events and skills that distinguish them are described below.

Phase 1: Beginning trainer/consultant

During this phase, new members attend two core workshops: one on training and basic management skills, and the other on consulting skills. These workshops give them a theoretical context for their future activities; provide them with a model of participatory training and collaborative consulting; allow them to practice these skills in a supportive setting with useful feedback. The initial training was first carried out by external consultants; the first group of Network members is now planning and running these workshops for their newer colleagues.

Phase 2: Trainer/consultant

During this phase, Network members apply their learning through field assignments in which they serve on teams conducting workshops and making consultative visits. During each practicum, members receive guidance and feedback from an expert consultant or team leader who also models the skills and approaches required. Many of the original Network members are now in this phase of the process. In activities in which they have had considerable experience and guidance from a senior consultant or team leader, they are serving as team leaders and grooming less experienced members to take this role in the future. As they are called on to undertake new and different activities, external consultants will again lead the teams and prepare members to take on the leadership role.

Phase 3: Training/consulting team leader

Network members in this phase assist less experienced members in training and consulting activities. They use established procedures and tools (training manuals, questionnaires, assessment forms) to lead interventions, providing guidance, modeling, and feedback.

Phase 4: Master trainer/consultant

During this phase of development, Network members move beyond the use of existing procedures and tools to the independent development of appropriate interventions. Without external consultation, they diagnose problems and needs of organizations or groups, and designs, implements, and evaluates interventions to solve the problems and meet the identified needs. A small number of members are presently working at this level; we anticipate that during the next project, these few will improve their competence and many more will join them, with the help of expert consultation.

Phase 5: Mentor

When Network members become mentors, they take responsibility for their own professional development and offer guidance for the professional development of other members. We expect that a few members will reach this level, through participation in such activities as advanced training programs and international conferences.

RANGE OF NETWORK ACTIVITIES

The initial phases of development for the first generation of Network members began in 1989, after about a year of planning, recruitment, and preparation of training materials. Since that time, members have engaged in a far greater variety of activities than was originally anticipated or mandated by the FHS project. The Network has:

- o Carried out training needs assessments and used the resulting information to conduct training in planning, management, supervision, and financial management for family planning managers at State and Local Government levels.
- o Followed up on the training with visits that not only assess the participants' post-training experience, but also assist them in applying their new skills to solve management problems and plan for the future.
- o Trained storekeepers in the management of contraceptive commodities.
- o Produced training materials, protocols, and guidelines for a variety of interventions (for example, materials for workshops in planning and management, supervision, and TOT; protocols and checklists for the logistics of training events; manuals for the accurate collection and use of service statistics).
- o Served with a technical assistance group that assists local governments and states to gather and use accurate, timely service statistics.

Many members of the original group of 33 have taken on leadership roles: they designed and carried out the TOT for the most recent group of new members and regularly oversee training and technical assistance teams. A few members are presently working with an external consultant to develop advanced management and consultation workshops for their own membership.

WHY THE NETWORK WORKS

By virtually all criteria, the Network has succeeded beyond the most optimistic expectations of those who were in at the beginning of the FHS project. Through the activities described above, it has:

- o Increased the pool of competent trainers and consultants who serve every sector and level of the Nigerian family planning program.
- o Promulgated participatory learning in a culture where rigid, rote learning generally prevails.

- o Moved beyond the traditional TOT, building in its members skills to offer trainees follow-up and continuing consultation for long-term organizational change.

It has served as a model for other training efforts within the FHS Project, and its members have been asked to help other FHS components develop similar approaches to training for clinical service providers, as well as for people working in mass communication, commodities, information systems, and other sub-systems of the family planning and primary health care program.

There are several factors that help account for this success to date and that hold promise for the future:

- o Forceful and consistent efforts by project staff to engender and maintain political support.
- o Generous funding that has provided enough time to develop systems, materials, and members' skills.
- o Recognition by the project designers of the need for a systematic approach to develop multiple, wide-ranging skills among professionals with varied backgrounds, in a large, diverse population.
- o The high status of the Network, based on widespread recognition of the advantages of Network membership and of the members' mastery of skills important to effective family planning efforts in Nigeria.
- o The experience, capability, and commitment of the Nigerian staff of FHS's public-sector component.
- o Selection of members on the basis of clear criteria.
- o A systematic, phased sequence of competency development
- o A systematic approach to training, emphasizing resources, materials development, consistent procedures, facilities, evaluation, and professional competencies.
- o An experiential approach to learning and a collaborative approach to consultation; the recruitment of senior consultants who consistently advocate and model these approaches.

PROBLEMS AND CONCERNS

As one would expect with any effort to change ingrained organizational patterns and introduce new ways of solving old problems, the Network has faced problems along the way. Some of the most difficult and persistent have been:

- o Pressure to accept members who do not meet the established criteria
- o Pressure to dispense with external consultants before members are truly capable of working independently
- o Logistical problems in allocating assignments and opportunities equitably among all members
- o Resistance of some superiors to releasing members for Network activities
- o Lack of knowledge of the Network's potential contribution among some public-sector officials, resulting in lost opportunities for profiting from Network services.

The FHS staff tries to deal firmly with these problems each time they arise, but they crop up over and over again, and the struggle never ends. As the Network develops its own organizational capacity, the membership will have to take on the struggle and generate policies and procedures to resist pressures, ensure equitable distribution of opportunities, and win over both employers and potential clients.

FUTURE DEVELOPMENT AND INSTITUTIONALIZATION OF THE NETWORK

An underlying theme in the Network is that professionals in any field must continue to grow and learn, to strengthen their skills so they can meet new challenges with confidence and build a reputation that will present them with these new challenges. The Network offers its members an environment that encourages individual professional growth through the process we have already described: rigorous training and field practice, with mutual encouragement and feedback.

In addition to their individual development, the members also acknowledge the need to create a viable, sustainable training system for the Nigerian health and family planning program. Such a system includes, mechanisms for developing and maintaining key elements mentioned earlier: resources, materials, procedures, facilities, evaluation, and professional competencies.

To take responsibility for their own future and help develop a sustainable training system, Network members have been moving towards an independent, formalized association. They have elected officers, held a series of focussed national and zonal meetings, and formed

working groups around specific organizational concerns. Three elected task forces have made recommendations to the general membership on the structure of the Network (mechanisms to facilitate decision-making, internal communication, and standardization of approaches and procedures); membership (mechanisms for selection, evaluation, and movement from one phase to another); and dissemination (mechanisms for sharing experience, information, resources, and ideas both within and beyond the Network membership). This organizational development effort parallels their development as professionals, from dependence on the FHS staff for all decisions towards independent, participatory decision-making and, ultimately, financial self-sufficiency.

In addition to these efforts at organizational development, the Network plans to further strengthen the training system by identifying new resources, linking with other training organizations in Nigeria and the US, and continuing to develop and improve standardized materials and procedures.

LESSONS FOR OTHER PROGRAMS

There is much to be learned by other country health and family planning programs that want to move beyond TOT towards sustainable organizational change. The key elements of the success of the Nigerian Network can be summarized as: adequate funding, a competent and committed local project staff, the exceptional quality of the Network members, a commitment to collaborative approaches to training and consultation, and a carefully phased progression of Network skills development.

The success of the Network was not achieved instantly or easily. It was made possible by through the unswerving commitment and clear vision of the project staff working collegially with a small group of external consultants. With these conditions, interpreted in the context of different organizational or national cultures, other groups may be inspired to try the Network approach and build the TOT experience into a dynamic, long-term investment in training for better program management.

THE PLANNING, MANAGEMENT, AND SUPERVISORY SKILLS SEQUENCE IN AN INTEGRATED LGA INTERVENTION

Introduction: The Trend towards Integration

Historically, the Public Sector component of FHS has undertaken a series of activities that were designed and carried out separately by different groups of people. Training and follow-up for LGA managers in planning and management, and for supervisors in supervisory skills, have been developed and conducted by members of the Trainers' and Consultants' Network; training of clinical trainers by the Clinical Services Resource Trainers (CSRT); monitoring of service statistics and commodities by the MIS Technical Assistance Group (TAG). The separation is not total: many TAG and a few CSRT members also belong to the Network, while FHS Zonal Program Officers are Network members and oversee activities in all spheres. In addition to this crossover, there have been ongoing efforts by Lagos staff and US Pathfinder sub-contractors to share information and, to some extent, training materials. Nevertheless, the various endeavors often seemed at the start of the project to be proceeding down parallel pathways, never to converge.

One of the most gratifying developments of the latter phase of the project has been the realization by all staff and consultants that these activities which were designed independently are actually closely linked. It has become clear that the achievements of the project will be best sustained if all its elements are brought together to strengthen the delivery of family planning services in the LGAs. In October-November 1991, a group of Network members met under the direction of Emmanuel Okochi of the Public Sector staff and John Paxman, a consultant for Management Sciences for Health, to define this linkage and develop a preliminary strategy and sequence of events for implementing coordinated interventions.

The Present Situation

The working group began by describing the present situation in the area of management training:

"At present the management training scheme for LGAs is organized around two workshops (management planning and supervisory skills) and corresponding follow-up visits. Each workshop, while being useful in laying the foundation for the improvement in the management of LGA family planning programmes, has taken on a life of its own, albeit short. It has been recognized that workshops, and for that matter the follow-ups, have not succeeded in providing LGAs with the on-going technical assistance that many of them so desperately need."

As to other FHS efforts in the LGAs, the working group stated:

"There are already numerous management 'interventions' being carried out within the FHS Public Sector. These include, in addition to the management and supervisory training and follow-ups, MIS (training and trouble-shooting) and logistics/commodities. Each has as its focus [different aspects of] State and LGA-level monitoring and problem-solving."

The Proposed Management Sequence

The working group proposed a sequence of events to take place over the next 2-5 years, to enhance the management capacities of LGAs in implementing the Nigerian Family Planning Program. The sequence assumes the present series of planning/management and supervisory workshops and follow-up visits as the springboard for State, Zonal, and LGA activities.

At the State level, present PHC activities would be supplemented by an annual or semi-annual 2-3-day meeting, overseen by the State Family Planning Coordinator (FPC) and attended by LGA family planning managers. These meetings would bring together the FHS Zonal Program Officer (ZPO), the State CSRT member, and Zonal Network members (including some who are on the MIS TAG) to work with the FPC, assisting the LGA managers in assessing their progress and identifying problems. The Network team could also offer concentrated planning, management, and supervisory training to those who had not attended the original workshops. Out of these events, the State FPC and her team would identify LGAs requiring more intensive, long-term technical assistance (TA) to address their problems.

An annual or semi-annual Zonal meeting, also for 2-3 days, would assemble the ZPO, the FMOH Zonal PHC Officers, and Network members from the Zone to process the results of the State meetings and plan a schedule of TA to selected LGAs. A Zonal technical assistance team would be organized, comprised of representatives of the Network, the TAG, and the CSRT, to carry out the schedule.

The TA teams would then visit the selected LGAs two or three times a year, spending 3-5 days on each visit, providing ongoing assistance in the problems identified at the State meetings. Each member of the team would be assigned a role reflecting his/her area(s) of expertise, but there would be flexibility in the persons of team members with proficiency in more than one area, and all the interventions would take place within the context of an overall TA plan.

The LGA interventions would be shaped to meet the individual needs of each LGA, emphasizing their different concerns and using a variety of techniques (mini-training, group problem-solving exercises, one-on-one counseling, etc.). This approach would integrate the separate interventions currently being carried out: follow-up of management and supervisory workshops; and monitoring of service statistics, commodities, and quality of care.

A Proposed Planning, Management, and Supervisory Sequence

Within this integrated approach, supervision should play a special role for several reasons:

- o It is generally acknowledged that regular supervision is the key to fostering and maintaining the motivation and skills of providers.
- o By and large, the participants in the planning/management workshop are both managers and supervisors and are also participants in the supervisory skills course.
- o Supervisory skills pervade every aspect of the family planning program: the skills offered in the supervisory skills workshops (supervisory styles, problem-solving, communication, delegation, coordination/collaboration/team-building, use of such tools as MIS and checklists, monitoring and evaluation) are, by and large, the same skills introduced in the planning/management workshops. Some of these skills are also part of the curriculum of the CSRT training program.
- o Many of these supervisory skills are also the skills used by consultants, and the TA team has a rich opportunity to model and reinforce these skills during its LGA visits.

We thus propose to join the earlier planning/management and supervisory activities into one combined sequence, briefly described as follows:

Workshop I: Planning/Management

This workshop is attended by two senior PHC officers from each LGA, who can include Supervisors for Health, PHC Coordinators, Heads of Department for Health (when different from the Coordinators), and Assistant Coordinators for MCH/FP. Policy-makers are present for two days.

In the newly designed workshop, as outlined in the Okochi/Paxman report, participants devote the first week to developing a 5-year plan and a 1-year action plan; the first part of the second week addresses the implementation of the plan through the management skills described above. Some of these skills (particularly communication and collaboration) are applied during the last two days, when policy-makers review the plans and are recruited to help carry them out back at the LGA.

Workshop II: Supervisory Skills

This workshop explores many of the same skills in greater detail, with considerable use of simulation, role-playing, and, when possible, a practicum supervisory experience in an actual facility. It now takes place at varying times after the planning/management workshop, often several months later and after the planning/management follow-up visit. Under the revised sequence, the two workshops would be held closer together, with approximately three months between them. The follow-up visits would then be combined and enriched as the first TA team visit described below.

First TA Team Visit

This visit, allowing about 1 day for each LGA, would encompass:

- o Modification of the follow-up presently offered after each workshop
- o Review and, if necessary, revision of the action plan produced in Workshop I, and TA in implementation of the plan
- o Practice in the use of MIS as a tool for planning, managing, and supervising FP programs
- o Monitoring and TA in the acquisition, distribution, and tracking of commodities
- o Monitoring and TA in the six elements of quality of care.

Throughout its visit, the team would systematically model the use of supervisory skills. They would use checklists comprised of the two present follow-up questionnaires and checklists appropriate to other elements of the visit (commodities, quality of care). They would help LGA staff to solve their own problems using problem-solving techniques. They would model cooperation, collaboration, and team-building both by their own teamwork and by bringing together various players in the PHC system to engage in joint problem-solving. All their interactions would serve as models of democratic, participative supervision and the use of communications skills.

The result of the first visit would be a plan of action for tackling the problems addressed during the visit, compatible with the action plan developed at the first workshop. The State Family Planning Coordinator and members of the SMOH team would conduct follow-up visits to continue the process, providing TA to the LGAs in carrying out their action plan and further defining and clarifying their problems.

State and Zonal Meetings

The meetings described on page 2 would take place at this juncture, laying the groundwork for the more intensive TA team visits.

Later TA Team Visits

The action plans from the first team visit would serve as checklists for future visits. During each visit, the team and the LGA staff would review the plan, acknowledge achievements, and revise the plan to deal with persistent problems. At each visit, the TA team would play a less prominent role, encouraging the LGA to draw on its own skills and stepping in only where necessary. Eventually, after 3-4 visits, most LGAs should be capable of tackling their own problems, with periodic assistance from the State FPC and her team and special help from Network consultants when they request it.

LGAs as Advisors to their Neighbors

Given the predictable shrinking of resources and the predictable establishment of new LGAs, this sequence cannot be extended to every LGA in the country. There may be a second group chosen for a new sequence, but there will still be a large number of LGAs that cannot be offered the total package, particularly if the concept of geographic focus areas comes into being.

There is one possible solution that could be an exciting result of this work. By proceeding carefully through the training/TA sequence, being coached in consultative techniques, and being provided with written guidelines, some LGAs could be groomed to offer assistance to other LGAs which were not originally selected for this sequence. Depending on the allocation of resources, the State MOH and a Network member might oversee the initial LGA-to-LGA assistance, or the consultative/supervisory skills could be so methodically developed during the sequence that some LGAs could do the work on their own.

This option is likely to meet with resistance on the part of the recipient LGAs to accepting help from LGAs that have received special TA. It would have to be presented and prepared for very carefully; it might be tried in a small number of selected sites where the State team is particularly effective and relations are positive between neighboring LGAs. It would require considerable consulting skill on the part of the Network members and the State team, and thorough grooming of the LGAs providing assistance. If it can be made to work in these selected settings, it could be tried on a broader scale. It seems worthwhile to make the attempt, as an innovative way of bringing the original training/TA sequence to its next phase. It would transmit the benefits of the sequence to a new audience, extend a body of skills to new practitioners, create a spirit of community and shared concerns among LGAs, and go a long way to "Nigerianizing" and institutionalizing the work done with the public sector under the FHS Project.

ANNEX IV

AFRICARE

FINAL REPORT OF SUBCONTRACT ACTIVITIES- NIGERIA FHS PROJECT

EXECUTIVE SUMMARY

This report summarizes the rationale, execution, and findings of the Family Health Services Phase IV evaluation and survey exercise. During the exercise, eleven priority states were visited. In these states, over 150 new family planning clinics were surveyed for possible equipment donation. Out of those surveyed, a total of 125 new clinics were selected to benefit from the next round of equipment distribution.

In these priority states, at least 150 clinics which had benefitted in past equipment distributions were also visited for evaluation. This was done to assess the progress these clinics had made in administering family planning services in their respective domains.

Reports on each surveyed state can be obtained on request from Africare/Nigeria. All correspondence should be directed to the Country Representative or the Senior Program Officer.

I. BACKGROUND

In 1984, Africare, under a series of Cooperative Agreements with the United States Agency for International Development (USAID), undertook the first phase of clinic surveys in Nigeria. Africare's main objective was to recommend facilities that would receive USAID sponsored Africare-distributed equipment which would enhance family planning services. Included in the four phases of this program called Family Health Initiatives (FHI), surveys were military and police clinics. Under FHI, Africare was mandated by USAID to conduct surveys of over 700 public facilities that offered family planning service delivery in those clinics. Of this total number of clinics surveyed, over 600 clinics qualified and received equipment under the FHI program from 1984 to 1988. Reports of these surveys are available from Africare/Lagos.

Some of the major aims of conducting the surveys were as follows:

- (a) to appraise the efforts of states in setting up new family planning clinics in places where none existed;

- (b) to make on-the-spot investigations about the suitability of newly-proposed family planning clinics;
- (c) to determine, through an unbiased data collection procedure, the number of operating and newly proposed clinics that would qualify for Africare's equipment distribution;
- (d) to determine the actual number of facilities that would qualify to receive equipment with angle-poise lamps (those facilities that have no regular supply of electricity or generator would not get lamps);
- (e) to determine if those clinics that were previously supplied equipment sets were making good use of them;
- (f) to determine the competence and training needs of family planning providers in handling the donated equipment; and
- (g) to assess the performance of existing family planning clinics in selected states.

These were also the major terms of reference for Africare under the FHI equipment procurement, distribution and supply to public facilities in Nigeria.

II. AFRICARE'S ROLE UNDER THE FHS PROGRAM

In view of its performance under the FHI program, Africare was awarded a subcontract by the Pathfinder Fund, the prime contractor for the public sector arm of Family Health Services (FHS) in 1988. The FHS project is based on a bilateral agreement between USAID and the Nigeria Federal Ministry of Health. Under this subcontract, Africare was asked to procure and distribute 500 clinical equipment sets to selected facilities. These were to be chosen from a minimum of 600 surveyed facilities.

The surveys and evaluations under the FHS program were divided into four phases, as was the case under the FHI program. Each state was visited twice during the life of the project. The criteria for surveying and selecting clinics under the FHS program were essentially the same as those of the FHI program. One difference, however, was that in keeping with the focus of the Federal Ministry of Health on integrating family planning in primary health care (PHC), more emphasis was placed on clinics that offered both family planning and PHC services in rural areas.

A. SELECTION OF PRIORITY STATES

Under the contact agreement between Pathfinder and Africare, Pathfinder was responsible for choosing priority states to be evaluated and surveyed under each of the four phases. Under each phase, a list comprising 11 states was drawn up by Pathfinder in consultation with the Federal Ministry of Health. Africare, on its part, set-up the mechanism for the evaluation and surveying of clinics within the various states. Under any given phase, a minimum of 150 clinics had to be visited. The basic components of the exercise were as follows:

- (i) survey of new family planning clinics; and
- (ii) evaluation of previous equipment recipients.

B. ALLOCATION AND SELECTION OF CLINIC SITES

Throughout the four phases of the FHS project, Africare was responsible for determining the number of clinics that were to be surveyed in each priority state, based on the following criteria;

- geographical size and population of a state;
- number of actively reporting family planning clinics in a state; and
- availability of trained personnel to handle donated equipment sets in family planning clinics.

The states, upon receipt of a notification letter from Africare, had the responsibility of selecting the clinic sites to be visited. However, there were some occasions under all phases of this FHS project where Africare staff/consultants became involved in choosing sites to be surveyed.

In all four phases, states were advised by Africare to spread the number of clinics allocated to them to as many local government areas (LGAs) as possible instead of concentrating them at the urban centers. By the end of the FHS project, it is expected that not less than two-thirds of all LGAs with eligible clinics should receive at least one equipment set.

C. SURVEY OF NEW FAMILY PLANNING CLINICS

Africare has over five years of experience in conducting clinic surveys in Nigeria and has built up a core of surveyors who are familiar with clinic conditions in every state under the FHS project. The process followed in carrying out state surveys was as follows. Once the states were selected, a work-plan involving state visit schedules and budget was drawn up. Once a firm schedule was completed and agreed upon by Africare, Pathfinder, and the FMOH, letters were sent to each of the State Family Planning Coordinators (FPCs) approximately 4 to 6 weeks prior to the first state visit. The coordinators or their designates accompanied the surveyor, and each State Ministry of Health provided at least one vehicle for the duration of the exercise. The Federal Ministry of Health also sent a participant for some state surveys. In fact, Phases III and IV of the FHS equipment distribution and survey exercise received active participation from the PHC/FMOH. Not less than four officers represented the FMOH during those two phases at different states and times.

Throughout the life span of the FHS project, at least 600 family planning clinics were surveyed throughout the states of the Federation. Of those clinics surveyed, 500 received equipment.

So far, 500 equipment sets have been distributed to clinics in all states of the Federal Republic of Nigeria, plus the Federal capital Territory of Abuja under Phase I, II, III, and IV of the FHS project. Phase IV actually marks the end of Africare's obligations to both benefactors and beneficiaries of the Family Health Services project.

Table A on the following page shows the priority states that were visited during the first and third phases of the exercise. The table also shows the number of equipment sets that have been allocated to each of these listed states. Table B shows the second set of states plus the Federal Capital Territory that were visited in the second and fourth phases of the FHS project. Table B also shows the number of equipment sets that have been allocated to each state under the two relevant phases.

TABLE A

**Clinic Allocation in States Surveyed and Supplied
in Phases I and III**

| States | PHASE I | | PHASE III | | TOTAL | TOTAL | TOTAL | Zone |
|--------------|------------|------------|------------|------------|------------|------------|-----------|------|
| | Surveyed | Supplied | Surveyed | Supplied | Surveyed | Supplied | Evaluated | |
| | A | B | C | D | E | F | | |
| Anambra | 13 | 11 | 14 | 11 | 27 | 22 | 6 | A |
| Benue | 14 | 11 | 17 | 12 | 31 | 23 | 6 | A |
| Borno | 14 | 13 | 14 | 9 | 28 | 22 | 6 | C |
| Gongola | 14 | 9 | 14 | 13 | 28 | 22 | 6 | C |
| Kaduna | 13 | 11 | 15 | 10 | 28 | 21 | 6 | D |
| Katsina | 14 | 11 | 14 | 10 | 28 | 21 | 6 | D |
| Lagos | 16 | 13 | 15 | 14 | 31 | 27 | 6 | B |
| Niger | 13 | 10 | 14 | 11 | 27 | 21 | 6 | D |
| Oyo | 14 | 13 | 14 | 13 | 28 | 26 | 6 | B |
| Rivers | 14 | 12 | 14 | 11 | 28 | 23 | 6 | A |
| Sokoto | 14 | 11 | 14 | 11 | 28 | 22 | 6 | D |
| TOTAL | 153 | 125 | 159 | 125 | 312 | 250 | 66 | |

NOTE: A + C = E

B + D = F

TABLE B

**Clinic Allocation in States Surveyed and Supplied
in Phases II and IV**

| States | PHASE II | | PHASE IV | | TOTAL | TOTAL | TOTAL | Zone |
|--------------|------------|------------|------------|------------|------------|------------|------------|------|
| | Surveyed | Supplied | Surveyed | Supplied | Surveyed | Supplied | Evaluated | |
| | A | B | C | D | E | F | | |
| Abuja | 10 | 8 | 10 | 10 | 20 | 18 | 13 | D |
| A/Ibom | 14 | 10 | 13 | 12 | 27 | 22 | 20 | A |
| Bauchi | 14 | 11 | 14 | 12 | 28 | 23 | 19 | C |
| Bendel | 14 | 12 | 14 | 10 | 28 | 22 | 19 | B |
| C/River | 14 | 12 | 13 | 10 | 27 | 22 | 20 | A |
| Imo | 14 | 13 | 14 | 10 | 28 | 23 | 19 | A |
| Kano | 14 | 11 | 14 | 12 | 28 | 23 | 19 | C |
| Kwara | 14 | 13 | 14 | 10 | 28 | 23 | 19 | B |
| Ogun | 14 | 11 | 15 | 14 | 29 | 25 | 19 | B |
| Ondo | 14 | 13 | 15 | 14 | 29 | 27 | 19 | B |
| Plateau | 14 | 10 | 15 | 12 | 29 | 22 | 19 | C |
| TOTAL | 150 | 124 | 151 | 126 | 301 | 250 | 205 | |

NOTE: A + C = E

B + D = F

D. EVALUATION EXERCISE

This exercise was constructed to evaluate the clinics that received Africare equipment sets in the past (under both FHI and FHS). The main purposes of doing the evaluation exercise were:

- to determine whether or not previously designated clinics received equipment sets;
- to determine if clinics that received equipment were making good use of it; and
- To get feedback on the suitability and performance of equipment from clinics that were using them.

During the life of the FHS project, over 250 equipped clinics were evaluated throughout Nigeria. Tables A and B show the number of clinics that were allocated for evaluation and survey under each phase of state surveys.

E. QUESTIONNAIRE DESIGN

The questionnaire that was used during the FHS Phases III and IV Evaluation and Survey exercise underwent a list of restructuring. In the past, separate questionnaires were designed for both evaluation and survey. However, under the FHS Phase IV exercise, as was the case in Phase III, one comprehensive questionnaire was used for both evaluation and survey. This was done in order to enable the reader to compare evaluated and surveyed clinic scores. One major advantage of the revised Phase III and IV questionnaires was the fact that both the equipment and many other areas of any proposed facility were investigated under evaluation as well as surveys. The rationale for conducting clinic surveys was simply to determine if a given facility's family planning services would or would not be able to benefit from the supply of equipment. The questionnaire used in this report was designed to weigh a series of variables; the need for equipment; the physical plant; the status of family planning service delivery; the availability of its trained staff; and the relative importance of the facility in its catchment area as a service delivery point. Facilities were ranked or scored on a scale according to these variables. Overall scores were then assigned in each of these facilities.

There were qualitative (non-quantifiable) factors which intervened when addressing the above variables including clinic management, clinic accessibility, prevailing socio-cultural milieu, staff skills and morale, community support, infrastructural constraints, and a given state's support for its family planning program. To a limited extent, on-site visits by survey consultants captured some of these intervening factors which were taken into account when allocating equipment sets.

Individual survey and evaluation questionnaires were completed in 10 to 80 minutes by an experienced consultant. Three to four facilities were surveyed in a day, depending on travel time. When all questionnaires allocated to a given state were completed, the consultant would write a state report to be submitted to Africare/Lagos.

Overall, the clinic evaluation and surveys under the Phase IV exercise were implemented in much the same fashion as previous ones. Throughout the exercise, several state Ministry of Health officials were very cooperative in assisting Africare staff and consultants with the completion of the questionnaires when there were time constraints.

F. THE USE OF RANKING SYSTEM

Under the first three phases of the FHI project, there was no clear-cut way of ranking clinics which were to receive equipment. Decisions were based on field experience, findings and recommendations of the consultants. However, in the fourth phase of the FHI project, a ranking system was used. Scores ranging from 0 to five were introduced and assigned to a range of questions. This system, to a large extent, helped Africare to defend its decisions in making equipment available to family planning facilities that qualified. This ranking system continued to be refined in each evaluation and survey exercise.

A high score indicated a substantial need for equipment in any facility surveyed, while a low score indicated that a clinic had little need for equipment. In general, clinics with higher scores received equipment sets, although factors not easily quantifiable affected this decision in some cases. When this occurred, an explanation was provided in the report. A high score for an evaluated clinic showed that the donated equipment was put to good use, while a low score indicated misuse or lack of use of equipment.

III. IUCD KITS SURVEY AND DISTRIBUTION

Africare, under sub-contract to the Pathfinder International as part of the FHS project, is also responsible for procuring and overseeing the distribution of 1,600 IUCD kits to public sector family planning facilities throughout Nigeria. Africare, in view of this sub-contract agreement, was responsible for the formulation of survey instruments to be used in determining which prospective clinics throughout Nigeria qualified to receive IUCD kits.

However, based on the meeting held between the Africare's former Country Representative, Dr. Bekki Johnson, Mr. Fatai Ojikutu, Pathfinder/Lagos former Country Representative, Dr. Victor Oluyemi and Dr. Raghavan-Gilbert in September 1990, there was an agreement that the questionnaire should be drawn up through active participation with Pathfinder, FMOH, and Africare officials taking the lead.

The first round of the nationwide IUCD kits survey started in the last week of March 1991 with a one-day training program for Family Planning Coordinators, their deputies, FMOH Headquarters and zonal officers in Zone B including Pathfinder and Africare officials. The training which was organized by Africare and Pathfinder in collaboration with FMOH officials, focused on incidence and solutions to PID among IUCD users. Another effect was to acquaint State Family Planning Coordinators and their deputies with the need to gather appropriate information to be used in selecting qualified clinics for the receipt of IUCD kits.

A. ZONING

Nigeria, at the time of the first round of the nationwide IUCD kits surveys, was divided into twenty-one states plus the Federal Capital Territory of Abuja. However, towards the end of this first round of surveys, more states were created from the old states resulting in a total of 30 states plus Abuja. Thus, the number of states in each of the health zones increased. All the states, including Abuja, were divided into four health zones, namely A, B, C, and D.

Zone A has eight states, namely, Anambra, Imo, Rivers, Cross River, Akwa-Ibom, Abia, Benue and Enugu.

Zone B has eight states, namely, Lagos, Ogun, Ondo, Oyo, Osun, Delta, Edo and Kwara.

Zone C has seven states, namely, Sokoto, Kaduna, Katsina, Abuja, Kogi, Niger, and Kebbi.

Zone D has eight states, namely, Bauchi, Borno, Jigawa, Kano, Yobe, Plateau, Adamawa and Taraba.

B. SURVEY PERIODS

Due to the prevalence of IUCD acceptance, within the Nation, it became necessary to conduct IUCD surveys by zones. The survey for Zone B started on March 26, 1991, immediately after the zonal training in Ibadan, Oyo State. Altogether, twenty-eight people, comprising twelve FPCs and DFPCs, six consultants, four Pathfinder staff, four FMOH officials and two staff members of Africare/Nigeria, administered the survey exercise. This zonal survey was finalized by the middle of April 1991.

The next phase of training and surveys was conducted in Zone D, July 1-31, 1991. This training was done at Jos, Plateau State and was administered by a joint team of Pathfinder, FMOH and Africare officials.

The third phase of training and surveys was held in Zone A, September 1-30, 1991. As with previous training, the zonal exercise was handled by FMOH, Pathfinder and Africare officials, plus consultants.

The fourth phase of the first round of the nationwide IUCD kits survey and training was held for Zone C, November 10 - December 10, 1991. This zonal exercise was also handled by a team of Pathfinder, FMOH and Africare officials including consultants.

C. SURVEY TEAMS

The survey team that conducted the exercise in this first round of the nationwide IUCD kits survey was comprised of the following groups:

- State FPCs and their deputies
- fully-trained CSPs in the states
- consultants/independent surveyors appointed by Africare and Pathfinder
- FMOH officials
- Pathfinder officials
- Africare officials

The independent surveyors/consultants were hired to ensure objective survey results. The survey teams to the states were given a maximum of ten working days to complete their assignments. Each team had been trained on how to use the IUCD information questionnaire, and on how to deal with any other related issue during field exercise.

D. STUDY METHODOLOGY

1. Objectives

The general objectives of this exercise were:

- to ensure a high and consistent standard of practice in the IUCD insertion technique;
- to prevent occurrence of pelvic inflammatory disease in IUCD users;
- to improve and increase the IUCD acceptance rate in Nigeria;
- to provide suitable family planning clinics with IUCD kits; and
- To determine the extent of client provider relationship in the acceptance of family planning services, especially IUCD.

Specific objectives included the following:

- to administer questionnaire, collect and analyze data;
- to develop more criteria to be used in selecting suitable family planning clinics for IUCD kit supply; and
- to distribute IUCD kits to qualified family planning clinics.

2. Selection

Each state, through its FPC or her deputy, had the responsibility of choosing clinics to be surveyed for possible receipt of IUCD kits. However, as a guideline to the states, Africare had the responsibility of sending the list of previously equipped clinics in each state to its FPC unit. Many of the clinics presented for survey in the states were actually picked from the lists sent by Africare. Only a small percentage of clinics in each state were newly proposed outlets.

A maximum of 30 family planning clinics were meant to be surveyed in each state. As a matter of policy, proposed clinics for the receipt of IUCD kits were to represent as many LGAs as deemed qualified.

3. Survey Exercises and Analysis

The surveys were divided into two parts. These were:

- (a) the original survey which was handled by a team of two surveyors; and
- (b) the spot-checks which were handled by a different team than the one which conducted the original surveys in any given state.

The purpose of the spot-check exercise was to validate the data originally gathered. In conducting this exercise, a random sample of about 33% of originally surveyed clinics in any given state was carried out. Computer analysis of both the original survey and spot-check exercised were usually carried out through the services of a computer consultant. In analyzing the results of the raw data collected, mutually agreed upon variables set by a team of FMOH, Pathfinder and Africare officials, were considered.

4. Variables Used and Final Selection of Qualified Clinics

The following variables were used in selecting the clinics that eventually qualified to receive IUCD kits.

- (a) the availability of fully trained clinical service provider(s);
- (b) the willingness and belief of the clinical service provider(s) in the provision of IUCD services as a means of contraception;
- (c) the IUCD insertion requests from willing clients in family planning clinics, and referrals made by CSP(s);
- (d) the availability of infrastructural items such as space for family planning practices, provision of electricity and water;
- (e) availability of equipment for sterilization methods and procedures;
- (f) scheduled supervisory visits of the FPC or her designates to the IUCD/family planning service delivery outlets, at least once in three months; and
- (g) any other suggested variable(s).

In selecting the qualified clinics, marks were allocated to each of these variables. These marks were later added. The clinic that received the highest number of points was usually regarded as having the greatest need for the kits. The clinic with the lowest number of points was always seen to be of no immediate priority. This does not mean, however, that low scoring clinics would not be visited at another time for possible supply of kit(s).

Qualified clinics were selected by a team comprised of FMOH, Africare, and Pathfinder officials plus the consultants after at least two meetings.

5. Qualified Number of Clinics List Showing Per Zones and States

Table C shows the number of clinics surveyed in states under each zone, and the number that eventually qualified for the receipt of IUCD kits in each state and zone during the two rounds of the nationwide surveys.

TABLE C
Clinics Surveyed and Qualified for IUD Kit Distribution by State and Zone

| ZONE A | No. of Clinics Surveyed in 2 Rounds | | TOTAL of Clinics Surveyed | No. of Qualified Clinics in 2 rounds | | Total No. of Clinics Given Kits |
|-----------|-------------------------------------|-----|---------------------------|--------------------------------------|-----|---------------------------------|
| | 1st | 2nd | | 1st | 2nd | |
| Akwa Ibom | 27 | 20 | 47 | 25 | 18 | 43 |
| Abia | 12 | 20 | 32 | 6 | 15 | 21 |
| Anambra | 18 | 20 | 38 | 12 | 17 | 29 |
| Benue | 19 | 20 | 39 | 15 | 14 | 29 |
| C/River | 24 | 20 | 44 | 9 | 15 | 24 |
| Imo | 18 | 20 | 38 | 9 | 17 | 26 |
| Rivers | 32 | 20 | 52 | 19 | 18 | 37 |
| Enugu | 12 | 20 | 32 | 8 | 14 | 22 |
| | 162 | 160 | 322 | 103 | 128 | 231 |

102

TABLE C (continued)

| ZONE B | No. of Clinics Surveyed in 2 Rounds | | TOTAL of Clinics Surveyed | No. of Clinics in Qualified 2 rounds | | Total No. of Clinics Given Kits |
|--------|-------------------------------------|-----|---------------------------|--------------------------------------|-----|---------------------------------|
| | 1st | 2nd | | 1st | 2nd | |
| Lagos | 30 | 20 | 50 | 24 | 21 | 45 |
| Ogun | 30 | 20 | 50 | 15 | 19 | 34 |
| Oyo | 33 | 20 | 53 | 30 | 16 | 46 |
| Oshun | - | 20 | 20 | - | 18 | 18 |
| Ondo | 30 | 20 | 50 | 26 | 13 | 39 |
| Edo | 30 | 20 | 50 | 15 | 13 | 28 |
| Delta | - | 20 | 20 | - | 16 | 16 |
| Kwara | 30 | 20 | 50 | 19 | 12 | 31 |
| | 183 | 160 | 343 | 129 | 128 | 257 |

| ZONE C | No. of Clinics Surveyed in 2 Rounds | | TOTAL of Clinics Surveyed | No. of Clinics in Qualified 2 rounds | | Total No. of Clinics Given Kits |
|---------|-------------------------------------|-----|---------------------------|--------------------------------------|-----|---------------------------------|
| | 1st | 2nd | | 1st | 2nd | |
| Kaduna | 24 | 20 | 44 | 10 | 15 | 25 |
| Katsina | 21 | 20 | 41 | 13 | 14 | 27 |
| Kebbi | 24 | 20 | 44 | 10 | 7 | 17 |
| Abuja | 12 | 25 | 37 | 12 | 7 | 19 |
| Sokoto | 15 | 20 | 35 | 6 | 7 | 13 |
| Niger | 22 | 20 | 42 | 10 | 14 | 24 |
| Kogi | - | 20 | 20 | - | 25 | 25 |
| | 118 | 145 | 263 | 61 | 89 | 150 |

103

TABLE C (continued)

| ZONE D | No. of Clinics Surveyed in 2 Rounds | | TOTAL of Clinics Surveyed | No. of Qualified Clinics in 2 rounds | | Total No. of Clinics Given Kits |
|---------|-------------------------------------|-----|---------------------------|--------------------------------------|-----|---------------------------------|
| | 1st | 2nd | | 1st | 2nd | |
| Adamawa | 18 | 20 | 38 | 11 | 14 | 25 |
| Bauchi | 26 | 20 | 46 | 23 | 18 | 41 |
| Borno | 26 | 20 | 46 | 18 | 16 | 34 |
| Yobe | - | 20 | 20 | - | 14 | 14 |
| Taraba | - | 20 | 20 | - | 9 | 9 |
| Jigawa | - | 20 | 20 | - | 12 | 12 |
| Kano | 31 | 20 | 51 | 21 | 16 | 37 |
| Plateau | 30 | 20 | 50 | 27 | 18 | 45 |
| | 131 | 160 | 291 | 100 | 117 | 217 |

In all, under the first round of the nationwide IUCD kits survey, a total of 594 IUCD service delivery points were surveyed, while a total of 393 among these surveyed clinics actually qualified and did receive IUCD kits. Under the second round, a total of 625 clinics were surveyed and out of this number, 462 clinics actually qualified for the receipt of IUCD kits.

Under the two rounds of survey, a total of 1,464 IUCD kits were distributed to the qualified clinics. Some clinics received more than one kit based on caseload.

Federal Ministry of Health's minimum requirement standards for family planning clinics in type A and B categories were followed in the supply of kits to the qualified clinics.

109

IV. OBSERVATIONS AND RECOMMENDATIONS

In the early phases of equipment distribution, particularly under FHI, it was discovered that, due to acute shortages of equipment in some states, the equipment designated for one clinic was divided among several clinics, both surveyed and unsurveyed. This practice made it difficult to properly monitor the use of the donated equipment. It is suggested, therefore, that the states should try to complement the efforts of donor agencies by equipping some hospitals and facilities under their care, which have not benefitted from Africare's distribution. For effective accountability, the idea of "group sharing" among surveyed and unqualified clinics within states, as has been the case in Sokoto, Niger, Borno and Rivers for example, must not continue.

Furthermore, normally clinics should not receive equipment from more than one donor. During the past evaluation exercises, it was discovered that some clinics in some states had both Africare/Pathfinder/USAID-sponsored equipment sets along with equipment from UNFPA. As a result, there was an under-utilization of the equipment in many of these clinics. It is advisable therefore, that coordination and information sharing between Africare, Pathfinder, USAID, UNFPA, Federal and State Ministries of Health should be intensified. Regular meetings involving all these donor agencies are now being held and this must continue. This action will eliminate the problem of having many sets of equipment concentrated in only few clinics.

Another problem that needs to be resolved is the absence of qualified and fully-trained staff in many of the facilities in a sizeable number of states. The arbitrary transfer of trained family planning staff from equipped family planning outlets in affected states, such as Anambra, Gongola, and Oyo, must stop or be reduced to barest minimum. Where trained staff are unavoidably transferred, efforts should be made to send immediately, another fully-trained family planning provider to the service points in order to sustain the interest of the willing clients. Also, the SMOH should consult with the FPCs before transferring staff to or from clinics offering family planning services.

Furthermore, the following must be taken into consideration:

- (a) states should continue to provide necessary supporting instruments such as large stoves and jars to all family planning outlets where IUCD insertions services will be rendered and should certify that staff are in fact practicing good sterile technique.
- (b) there must be fully-trained family planning providers (e.g., trained in CUT 380A insertion) in clinics earmarked to receive IUCD insertion kits. Insertion should not be carried out by inexperienced or partially-trained providers, as this action may result in, among other problems, pelvic inflammatory disease and in permanent infertility to users;

- (c) there must be an adequate supervisory structure in place at all times before insertions can safely take place:
- (d) there must be a provider monitoring and accountability for all equipment received.

On distribution of donated equipment from state warehouses to qualified clinics, Africare should adopt the policy of spot checks on states shortly after its own distribution exercise. This would ensure that donated equipment are not kept in state warehouses gathering dust but are being used in selected service points.

A final comment is, while the FHI and FHS projects were originally designed with a vertical family planning focus, the current emphasis of the Federal Ministry of Health is to integrate family planning with primary health care. Thus, while early equipment distribution criteria encouraged separate clinics dedicated solely to family planning, Phase IV distribution emphasized equipping Ministry of Health (MOH) and other units which offer family planning services, particularly in remote and under-served areas.



Nine Galen Street, Suite 217 Watertown, MA 02172-4501 U.S.A.
pathways in family planning

29 November 1993

Development Information Utilization
Coordination (PPC/DIU)
Agency for International Development
Washington, D.C. 20523

Reference: Contract No: 620-0001-C-00-8018-00
Project No: 620-0462-3-70003

Subject: Nigeria Family Health Services/Public Sector -- Final Report

To Whom It May Concern:

As required under the referenced contract, Pathfinder International hereby submits one copy of the Final Report detailing achievements of the Nigeria Family Health Services (FHS) - Public Sector Component. Volume I describes overall project activities and accomplishments while Volume II contains a comprehensive training report, including a listing of persons trained in Year 5 of the project.

Please feel free to contact Pathfinder should you have any questions or comments regarding this report.

Sincerely yours,

Daniel E. Pellegrin
President

cc: Stephen Wisecarver - USAID/REDSO
Eugene Chiavaroli - USAID/Lagos



PATHFINDER INTERNATIONAL

**NIGERIA FAMILY HEALTH SERVICES
PUBLIC SECTOR CONTRACT NO.
620-0001-C-00-8018-00
FINAL REPORT**

VOLUME II

**FINAL TRAINING REPORT
(ANNEX V)**

Submitted by:

Pathfinder International
Nine Galen Street, Suite 217
Watertown, MA 02172 USA

November 1993

108

ANNEX V

FINAL TRAINING REPORT

PUBLIC SECTOR DIVISION FAMILY HEALTH SERVICES PROJECT-NIGERIA

Training funded or otherwise assisted by the FHS Public Sector Division is a major activity of this project component. During Year 5, the final year of the project, several activities were implemented giving special attention to furthering self-sufficiency in training throughout the public sector family planning program. To this end, most courses taught during the final project year were carried out independently by Nigerian trainers with limited input from external consultants.

Table V-A, which follows, presents the cumulative number of individuals trained in various training categories using FHS project resources (financial or human) over the life of the project.

TABLE V-A
Cummulative Number of Individuals Trained
By Type of Training

| Training Category | Project Year | | | | | Total Years 1-5 |
|---|--------------|--------------|--------------|--------------|--------------|-----------------|
| | 1 | 2 | 3 | 4 | 5 | |
| TOT | | | | | | |
| Nursing Tutors | | | | | 22 | 22 |
| Midwifery Tutors | | 106 | | | | 106 |
| State-level In-service Trainers | | 83 | 62 | 15 | 63 | 223 |
| SHT Tutors | | | | 21 | | 21 |
| Refresher TOT | | | 30 | 34 | 48 | 112 |
| Clinical Service Resource Trainers (CSRTs) | | | | 24 | 23 | 47 |
| Total TOT | 0 | 189 | 92 | 94 | 156 | 531 |
| CLINICAL | | | | | | |
| Physicians | 10 | 24 | 8 | 38 | 38 | 118 |
| Nurse/Midwives | 84 | 356 | 344 | 361 | 745 | 1,890 |
| Refresher - Physicians | | | | | | 0 |
| Refresher - Nurse/Midwives | | 63 | 92 | 167 | 35 | 357 |
| CHEWs (In-service) | 59 | 197 | 347 | 388 | 771 | 1,762 |
| Refresher CHEWs (In-service) | | | | | | 0 |
| VHWs (In-service) | | 300 | 20 | 246 | 379 | 945 |
| Refresher VHWs (In-service) | | | | | | 0 |
| Total Clinical | 153 | 940 | 811 | 1,200 | 1,968 | 5,072 |
| MANAGEMENT | | | | | | |
| Trainer/resource Network (a) | 28 | 28 | | 33 | 42 | 131 |
| LGA/state management development training | 23 | 89 | 106 | 74 | 34 | 326 |
| Federal O/D training (a) | | | 122 | 54 | | 176 |
| LCA/State O/D training (a) (includes supervisory skls) | | 86 | 185 | 161 | 117 | 549 |
| State FPC Workshops (a) | 53 | 62 | 117 | 69 | 111 | 412 |
| Total Management | 104 | 265 | 530 | 391 | 304 | 1,594 |
| OTHER | | | | | | |
| Short-term US-based training | | 3 | 4 | 4 | | 11 |
| Training related to Standards of Practice | | | | | 184 | 184 |
| Supply/Equipment training | | 84 | 28 | | | 112 |
| MIS Training | 194 | | 73 | 116 | 83 | 466 |
| Total Other | 194 | 87 | 105 | 120 | 267 | 773 |
| TOTAL (b) | 451 | 1,481 | 1,538 | 1,805 | 2,695 | 7,970 |

(a) Output numbers in these categories apply to number of participants in training intervention rather than the absolute number of individuals trained, i.e. one person may participate in more than one training

(b) Totals do not include individuals trained in courses for which reports were not received. Other project documentation indicates 37 individuals fall in this category.

In summary, Table V-A indicates that almost 8,000 individuals were trained over the life of the project. Seven hundred fifteen tutors were trained, nearly 5,100 clinical and outreach service providers were trained, and almost 2,200 individuals were trained in management skills.

The table does not indicate, however, the broader impact of training interventions by the Public Sector Division. It does not include the number of individuals trained through pre-service curricula developed in the project as there is no requirement that these trainees be reported to the project. Furthermore, the number of individuals trained as second generation trainees by tutors and others trained under this project are not reported.

Overall training contract outputs have been revised and mutually agreed upon as a result of the annual workplanning process. While original contract output projections for training were exceeded by considerable margins, a shortfall is seen in Table V-B for some of trainees due to overly ambitious revisions in the Fifth Year Workplan and the planning activities for the Transition Period and follow-on project which diverted staff from planned training activities.

TABLE V-B
Actual Planned and Revised Training Outputs
By Type of Training

| Training Category | Total Trained Years 1-5 | Original Planned Outputs (*) | | Revised Outputs (**) | |
|--|-------------------------|------------------------------|------------|----------------------|------------|
| | | No. | % Achieved | No. | % Achieved |
| TOT | | | | | |
| Nursing Tutors | 22 | 100 | 128% | 20 | 110% |
| Midwifery Tutors | 106 | | | 122 | 87% |
| State-level | 223 | 150 | 149% | 229 | 97% |
| In-service Trainers | | | | | |
| SHT Tutors | 21 | 40 | 53% | 20 | 105% |
| Refresher TOT | 112 | 60 | 187% | 118 | 95% |
| Clinical Service Resource Trainers (CSRTs) | 47 | N/A | N/A | 48 | 98% |
| Total TOT | 531 | 350 | 152% | 557 | 95% |
| CLINICAL | | | | | |
| Physicians | 118 | 200 | 59% | 200 | 59% |
| Nurse/Midwives | 1,890 | 800 | 236% | 2,456 | 77% |
| Refresher - Physicians | 0 | 300 | | 0 | N/A |
| Refresher - Nurse/Midwives | 357 | | 119% | 250 | 143% |
| CHEWs (In-service) | 1,762 | 2,000 | 135% | 1,500 | 117% |
| VHWs (In-service) | 945 | | | 1,185 | 80% |
| Refresher CHEWs (In-service) | 0 | 800 | N/A | 450 | 0% |
| Refresher VHWs (In-service) | 0 | | | 300 | 0% |
| Total Clinical | 5,072 | 4,100 | 124% | 6,341 | 80% |

continued on next page

111

TABLE V – B (continued)

| Training Category | Total Trained Years 1-5 | Original Planned Outputs (*) | | Revised Outputs (**) | |
|--|-------------------------|------------------------------|--------------------|----------------------|-------------------|
| | | No. | % Achieved | No. | % Achieved |
| MANAGEMENT (a) | | | | | |
| Trainer/resource Network (b) | 131 | N/A | N/A | 248 | 53% |
| LGA/state management development training | 326 | 491 | 66% | 523 | 62% |
| Federal O/D training (b) | 176 | N/A | N/A | 292 | 60% |
| LGA/State O/D training (b) (includes supervisory skls) | 549 | 88 | 624% | 715 | 77% |
| State FPC Workshops (b) | <u>412</u> | <u>275</u> | <u>150%</u> | <u>475</u> | <u>87%</u> |
| Total Management | 1,594 | 854 | 187% | 2,253 | 71% |
| OTHER | | | | | |
| Short-term US-based training | 11 | 36 | 31% | 16 | 69% |
| Training related to Standards of Practice | 184 | N/A | N/A | N/A | N/A |
| Supply/Equipment training | 112 | N/A | N/A | 320 | 35% |
| MIS Training | <u>466</u> | <u>90</u> | <u>518%</u> | <u>600</u> | <u>78%</u> |
| Total Other | 773 | 126 | 613% | 936 | 83% |
| TOTAL (c) | <u>7,970</u> | <u>5,430</u> | <u>147%</u> | <u>10,087</u> | <u>79%</u> |

- (a) Plans for management training were significantly altered following the first project year.
- (b) Output numbers in these categories apply to number of participants in training intervention rather than the absolute number of individuals trained, i.e. one person may participate in more than one training
- (c) Totals do not include individuals trained in courses for which reports were not received. Other project documentation indicates 37 individuals fall in this category.

(*) Original outputs per Business Management Proposal No. 698.0462.20.
Some categories indicated by brackets were subdivided per subsequent workplans

(**) Revised outputs per Year 5 Workplan

117

Table V-C summarizes the public sector training activities over the life of the project indicating, by state of residence, the total number of individuals trained in each general activity category over the life of the project.

113

TABLE V-C
Number of Individuals Trained
By Type of Training and State of Residence

| State | TOT | Service Provider | Mangement | Other | Total |
|------------------------|------------|---------------------|--------------|-----------|--------------|
| Abia | 5 | 7 | 4 | 0 | 16 |
| Abuja | 7 | 57 | 28 | 0 | 92 |
| Adamawa | 20 | 121 | 64 | 0 | 205 |
| Akwa Ibom | 49 | 519 | 63 | 0 | 631 |
| Anambra | 48 | 370 | 112 | 0 | 530 |
| Bauchi | 28 | 175 | 82 | 0 | 285 |
| Bendel | 29 | 233 | 34 | 0 | 296 |
| Benue | 53 | 358 | 70 | 0 | 481 |
| Borno | 9 | 23 | 32 | 0 | 64 |
| Cross River | 42 | 59 | 32 | 0 | 133 |
| Delta | 7 | 6 | 25 | 0 | 38 |
| Edo | 14 | 9 | 31 | 0 | 54 |
| Enugu | 5 | 226 | 26 | 0 | 257 |
| Gongola | 3 | 17 | 85 | 0 | 105 |
| Imo | 23 | 8 | 88 | 0 | 119 |
| Jigawa | 5 | 0 | 1 | 0 | 6 |
| Kaduna | 42 | 173 | 86 | 1 | 302 |
| Kano | 14 | 27 | 125 | 1 | 167 |
| Katsina | 7 | 19 | 23 | 0 | 49 |
| Kebbi | 4 | 3 | 2 | 0 | 9 |
| Kogi | 7 | 55 | 14 | 0 | 76 |
| Kwara | 27 | 349 | 70 | 0 | 446 |
| Lagos | 39 | 212 | 103 | 1 | 355 |
| Niger | 26 | 143 | 54 | 0 | 223 |
| Ogun | 39 | 606 | 141 | 0 | 786 |
| Ondo | 13 | 220 | 37 | 0 | 270 |
| Osun | 6 | 13 | 6 | 0 | 25 |
| Oyo | 65 | 622 | 91 | 3 | 781 |
| Plateau | 35 | 305 | 125 | 0 | 465 |
| Rivers | 10 | 17 | 68 | 0 | 95 |
| Sokoto | 7 | 19 | 106 | 0 | 132 |
| Taraba | 15 | 93 | 1 | 0 | 109 |
| Yobe | 6 | 0 | 3 | 0 | 9 |
| FMOH/Other/ Unknown | 6 | 8 | 340 | 5 | 359 |
| TOTAL | <u>715</u> | <u>5,072</u> | <u>2,172</u> | <u>11</u> | <u>7,970</u> |

As required by Pathfinder International's contract, the list of individuals trained under the auspices of this contract during Year Five of the project is appended to this Annex. (Trainees for previous years have been listed in Annual Reports). The list includes the name and state of origin of each trainee by the type of course and dates attended.

115

ANNEX V - APPENDIX

FHS/PUBLIC SECTOR - YEAR 5 TRAINEES BY COURSE AND STATE OF RESIDENCE

TOT TRAINING FOR NURSING TUTORS

CON 173-1, Development of Pre-Service Family Planning Curriculum for Nurses
Pathfinder/Lagos Begin Date: 8/17/92 End Date: 9/11/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aji | Bala A. | Adamawa |
| Gbirigbe | K.B. | Adamawa |
| Kashim | H.S. | Adamawa |
| Mohammed | R.S. | Bauchi |
| Tuta | A. | Benue |
| Ihenyen | G.A. | Edo |
| Onyeachonam | C. | Enugu |
| Amaechi | T.C. | Imo |
| Ibe | C.C. | Imo |
| Malam Shuaibu | A.H. | Kaduna |
| Yusuf | Z.Y. | Kaduna |
| Malam | Dakata | Kano |
| Malam | Rano | Kano |
| Oyedele | B.T. | Kwara |
| Rotimi | E.F. | Kwara |
| Ogebule | O.M. | Lagos |
| Muye | S.M. | Niger |
| Oni | O.O | Ogun |
| Akande | R.E. | Oyo |
| Piyo | J.C. | Plateau |
| Alh. Sakaba | M. | Sokoto |
| Shuaibu | K.B. | Sokoto |

Total in Course: 22

TOTAL - TOT TRAINING FOR NURSING TUTORS: 22

TOT TRAINING for STATE-LEVEL IN-SERVICE TRAINERS

CON 110-2, Support for Family Planning Program in Kwara/Kogi States
Kwara SMOH Begin Date: 5/04/92 End Date: 5/22/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|--------------------|------------------------|
| Adejumo | Esther Modupe | Kwara |
| Adekunle | Oluyemisi Ononike | Kwara |
| Baker | Ramota Ayoola | Kwara |
| Bello | Sariyu Kikelomo | Kwara |
| Omo-Adua | Moriam M. | Kwara |
| Omotosho | Humauni Folorunsho | Kwara |
| Osasona | Emily A. | Kwara |
| Oyegoke | Mary Olaitan | Kwara |
| Oyenini | Mary Duretola | Kwara |

Total in Course: 9

TOT TRAINING for STATE-LEVEL IN-SERVICE TRAINERS (continued)

CON 133-1, Support for Benue State Family Planning Program
 Benue SMOH Begin Date: 10/26/92 End Date: 10/30/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abah | Juliana | Benue |
| Abah | Rose | Benue |
| Abechi | Peter | Benue |
| Akpegi | Grace | Benue |
| Audu | Rebecca | Benue |
| Ejembi | Rose | Benue |
| Emaikwu | Alice | Benue |
| Ikeseh | Mary | Benue |
| Iorozaa | D.M. | Benue |
| Madza | Juliet | Benue |
| Ngur | Becky | Benue |
| Oboh | Abigail | Benue |
| Ochepo | Regina | Benue |
| Odo | Elizabeth | Benue |
| Ogah | Alache | Benue |
| Ogah | James | Benue |
| Okpe | Elizabeth | Benue |

Total in Course: 17

CON 162-1, Support for Adamawa/Taraba States Family Planning Programs
 Adamawa SMOH Begin Date: 5/04/92 End Date: 5/22/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abubakar | Maru Faruk | Adamawa |
| Ahmed | Edna P. | Adamawa |
| Bilarmamza | Jamperda | Adamawa |
| Buba | Ahmadu | Adamawa |
| Faruk | Matred A. | Adamawa |
| Kimamara | Joel Yakubu | Adamawa |
| Madakan | Felicia C. | Adamawa |
| Mohammed | Sarah H. Tanko | Adamawa |
| Mshelia | Ladi S. | Adamawa |
| Mshelia | Mary M. | Adamawa |
| Vassimu | Hajaratu | Adamawa |
| Agyo | Joyce Jummai | Taraba |
| Audu | Dinah | Taraba |
| Gagare | Ayuba A. | Taraba |
| Idris | Keziah Danjuma | Taraba |
| Iratsi | Rhoda S. | Taraba |
| Mazadu | Elisha | Taraba |
| Sambo | Bathsheba B. | Taraba |
| Tumu | Chufor Paul | Taraba |

Total in Course: 19

117

TOT TRAINING for STATE-LEVEL IN-SERVICE TRAINERS (continued) CON 169-1

CON 169-1, Support for Cross River State Family Planning Program
 Cross River SMOH Begin Date: 5/20/92 End Date: 6/12/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adam | Ako | Cross River |
| Anyating | Hilda | Cross River |
| Archibong | Utibe | Cross River |
| Bassy | Glory F. | Cross River |
| Coco-Bassy | Atim | Cross River |
| Edem | Helen | Cross River |
| Edet | Scholastica | Cross River |
| Edum | Rita | Cross River |
| Ekeng | Eyamba | Cross River |
| Ekpenyong | Ewa | Cross River |
| Eno | Diana | Cross River |
| Etim | Affiong | Cross River |
| Eyo | Irene | Cross River |
| Ganyi | Bridget M. | Cross River |
| Ikpeme | Patricia | Cross River |
| Mgbekem | Grace S. | Cross River |
| Njah | Grace | Cross River |
| Okon | Ekanem Ayiba | Cross River |

Total in Course: 18

TOTAL - TOT TRAINING for STATE-LEVEL IN-SERVICE TRAINERS: 63

REFRESHER TOT TRAINING

CON 164-1, Support for Plateau State Family Planning Program
 Plateau SMOH Begin Date: 5/06/92 End Date: 5/22/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abashe | Theresa T. | Plateau |
| Ashenanye | Mary N. | Plateau |
| Atangs | Yohanna A. | Plateau |
| Barikie | Lois | Plateau |
| Binwai | Jubilia J. | Plateau |
| Chollom | Elizabeth M. | Plateau |
| Chundusu | Sarah H. | Plateau |
| Dapel | Afiniki V.L. | Plateau |
| Ezhim | Justina A. | Plateau |
| Gbeiwi | Ruth Y. | Plateau |
| Gofwan | Thomas H. | Plateau |
| Gomwalk | Asabe | Plateau |
| Gotom | Rebecca M. | Plateau |
| Jwalshik | Martina D. | Plateau |
| Kpanja | Benedicta B. | Plateau |
| Shom | Vou D. | Plateau |
| Uchu | Peter A. | Plateau |

Total in Course: 17

REFRESHER TOT TRAINING (continued)

CON 167-1, Support for Bauchi State Family Planning Program
 Bauchi SMOH Begin Date: 5/11/92 End Date: 5/29/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abubakar | Mary R. | Bauchi |
| Adams | Justina Muazu | Bauchi |
| Ahmed | Aishatu | Bauchi |
| Apolo | Talatu B. | Bauchi |
| Baba | Moh'd Chadi | Bauchi |
| Bala | Rejoice | Bauchi |
| Bashir | Ibrahim Mohammed | Bauchi |
| Fliya | Rabi | Bauchi |
| Kabiru | Eglah | Bauchi |
| Kamadi | Malachi K. | Bauchi |
| Madison | N.G. | Bauchi |
| Maiyamba | Idris Ilyasu | Bauchi |
| Muhammed | R.S. | Bauchi |
| Nathaniel | Juliana | Bauchi |
| Oksakei | Elpha | Bauchi |
| Pam | Na'omi A.D. | Bauchi |
| Sayo | Christina T. | Bauchi |
| Umar | Mal. Mohammed | Bauchi |
| Waziri | Christiana A. | Bauchi |
| Yakubu | Victoria D. | Bauchi |

Total in Course: 20

CON 169-1, Support for Cross River State Family Planning Program
 Cross River SMOH Begin Date: 5/20/92 End Date: 6/06/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Alobi | Francisca | Cross River |
| Asuquo | Iquo | Cross River |
| Edim | Oqua | Cross River |
| Ekong | Maria Goretti | Cross River |
| Etimita | Atim | Cross River |
| Ikpali | Ivy | Cross River |
| Ironbar | Esther | Cross River |
| Nku | Veronica | Cross River |
| Nyong | Cecilia | Cross River |
| Okoi | Roseline | Cross River |
| Yisa | Rose | Cross River |

Total in Course: 11

TOTAL - REFRESHER TOT TRAINING: 48

CLINICAL SERVICE RESOURCE TRAINING

CON 151-2, Clinical Service Resource Trainers - Advanced TOT Workshop
 Pathfinder/Lagos Begin Date: 4/05/92 End Date: 4/17/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Mbibi | Ngozi | Abuja |
| Umanah | Affiong | Akwa Ibom |
| Ozoukwu | Lucy | Anambra |
| Sheget | Hassana | Bauchi |
| Iremiren | C.E. | Bendel |
| Ita | Mary | Cross River |
| Iwudibia | Chinwe | Imo |
| Madaki | Asabe | Kaduna |
| Isah | Hauwa | Kano |
| Abodunrin | Victoria | Kogi |
| Tebu | Serah | Kogi |
| Ajiboye | Rachael | Kwara |
| Afolabi | Mary | Lagos |
| Omoloja | A. | Lagos |
| Uche | B. | Lagos |
| Khasar | Alice | Niger |
| Peters | Olabisi | Ogun |
| Fayomi | A.O. | Ondo |
| Falaye | Stella | Oyo |
| Josephine | Penshior | Plateau |
| Idango | Tata E. | Rivers |
| Burba | William | Taraba |
| Abiodun | C.O. | (Unknown) |

Total in Course: 23

TOTAL - CLINICAL SERVICE RESOURCE TRAINING: 23

CLINICAL TRAINING OF PHYSICIANS (IN-SERVICE)

CON 106-2, Family Planning Training at University College Hospital (UCH)
 University College Hospital Begin Date: 6/08/92 End Date: 6/26/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Afolabi | Dr. A.O. | Lagos |
| Andu | Dr. Sesan | Ogun |
| Olabimtan | Dr. Kam | Ogun |
| Olayinka | Dr. O.I. | Ogun |
| Taiwo | Dr. M.A. | Ogun |
| Adereti | Dr. S.A. | Osun |
| Afolabi | Dr. O. | Osun |
| Ogunniyi | Dr. K.B. | Osun |
| Oyewale | Dr. M.O. | Osun |

Total in Course: 9

120

CLINICAL TRAINING OF PHYSICIANS (IN-SERVICE) (continued)

CON 106-3

University College Hospital

Begin Date: 1/25/93 End Date: 3/19/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ezirim | Dr. E.O. | Abia |
| Ogbonna | Dr. D.O. | Abia |
| Oluoha | Dr. N.C. | Abia |
| Amidullahi | Dr. Bala | Niger |
| Eneremadu | Dr. R. | Niger |
| James | Dr. Ezekiel | Niger |
| Usman | Dr. Moh. B. | Niger |
| Adegoke | Dr. O.A. | Osun |
| Adeyemi | Dr. E.O. | Osun |
| Ajewole | Dr. E.A. | Osun |
| Akinola | Dr. Adio | Osun |
| Akintayo | Dr. A | Osun |
| Oyebamiro | Dr. Idowu | Osun |
| Ahmadu | Dr. A. | Plateau |
| Kailani | Dr. S. | Plateau |

Total in Course: 15

CON 106-3

University College Hospital

Begin Date: 3/15/93 End Date: 4/02/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Dimanoche | Dr. E. | Abia |
| Onwukwe | Dr. A.I. | Abia |
| Jolayemi | Dr. M.O. | Lagos |
| Okoli | Dr. D.I. | Lagos |
| Alli | Dr. Akinbode | Osun |
| Ilori | Dr. Emmanuel | Oyo |

Total in Course: 6

CON 106-3

University College Hospital

Begin Date: 4/05/93 End Date: 4/23/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Omodon | Dr. D.E. | Edo |
| Dada | Dr. (Lt). A. | Lagos |
| Uwaifo | Dr. A.I. | Lagos |
| Akpatamu | Dr. G.E. | Ondo |
| Ayodele | Dr. E.O. | Ondo |
| Babajide | Dr. E.O. | Oyo |
| Fatunmbi | Dr. B.S. | Oyo |
| Oyeniran | Dr. O.K. | Oyo |

Total in Course: 8

TOTAL - CLINICAL TRAINING OF PHYSICIANS (IN-SERVICE): 38

CLINICAL TRAINING OF NURSE/MIDWIVES

CON 107-2, University of Benin Teaching Hospital - Family Planning Training Program
 University of Benin Teaching Hospital Begin Date: 4/27/92 End Date: 6/05/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Kalu | Esther | Abia |
| Ugoji | G.O. | Abia |
| Igharo | Margaret | Cross River |
| Okpebi | Ikwo O. | Cross River |
| Eboigbe | G.K. | Delta |
| Ajomo | Roselyn F. | Edo |
| Asamonye | Lucy C. | Edo |
| Eguavoen | Patricia | Edo |
| Okunzuwa | M.I. | Edo |
| Akeredolu | Adenike | Lagos |
| Komolafe | Adenike | Ondo |
| Adegoke | Comfort | Osun |
| Adegoke | Adebimpe | Oyo |
| Balogun | Oludolapo | Oyo |
| Ezekiel | Asabe | Rivers |
| Higgwe | Ibinabo D. | Rivers |
| Osuosa | Faith | Rivers |
| Nforchi | Esther | Taraba |

Total in Course: 18

CON 110-2, Support for Family Planning Program in Kwara/Kogi States
 Kwara SMOH Begin Date: 5/18/92 End Date: 6/26/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | S. | Kogi |
| Adaji | V. | Kogi |
| Ibikunle | H.O. | Kogi |
| Ipinniwa | G.O. | Kogi |
| Lesue | M. | Kogi |
| Abdulkareem | H. | Kwara |
| Abeiya | T.O. | Kwara |
| Abubakar | H. | Kwara |
| Adana | S. | Kwara |
| Adebayo | M.M. | Kwara |
| Awokoya | M. | Kwara |
| Bello | A. | Kwara |
| Bello | V.A. | Kwara |
| Dauda | S. | Kwara |
| Gana | R.E. | Kwara |
| Oladimeji | L.F. | Kwara |
| Oyedepo | D.E. | Kwara |
| Paji | O. | Kwara |
| Salami | I.A. | Kwara |
| Yusuf | A.T. | Kwara |
| Zubair | M.I. | Kwara |

Total in Course: 21

122

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 110-2
Kwara SMOH

Begin Date: 8/17/92 End Date: 9/25/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adaji | E.U. | Kogi |
| Aina | C.O. | Kogi |
| Aina | P.A. | Kogi |
| Alabi | C.J. | Kogi |
| Edimoh | P. | Kogi |
| Elukpo | S. | Kogi |
| Elukpo | U. | Kogi |
| Abdulkareem | A.I. | Kwara |
| Aboyeji | E.M. | Kwara |
| Adeboye | F. | Kwara |
| Adegboye | H.M. | Kwara |
| Ajala | A.A. | Kwara |
| Ajao | R.F. | Kwara |
| Akanbi | A.N. | Kwara |
| Amodu | E.O. | Kwara |
| Ayinde | A.M. | Kwara |
| Fajola | G.F. | Kwara |
| Idris | F. | Kwara |
| Ige | C.O. | Kwara |
| Ilias | R.O. | Kwara |
| Jolayemi | F.T. | Kwara |
| Keji | W. | Kwara |
| Ogunrinde | E.O. | Kwara |
| Olorunoje | F.A. | Kwara |
| Omomeji | N | Kwara |
| Oyeleke | R.B. | Kwara |
| Saba | D.I. | Kwara |
| Salah | S.A | Kwara |
| Sidiq | K.O. | Kwara |
| Sule | M.T. | Kwara |
| Tijani | M.A. | Kwara |

Total in Course: 31

CON 126-1, Anambra/Enugu State Family Planning Service Delivery & Training Program
Anambra SMOH

Begin Date: 6/28/92 End Date: 8/07/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Alike | Veronica Obiageli | Anambra |
| Ndukwe | Clara ifeoma | Anambra |
| Nwakpadolu | Angela Nwuloego | Anambra |
| Nweje | Pauline Nweka | Anambra |
| Obianika | Martina Ngozi | Anambra |
| Okereke | Grace Nkechi | Anambra |
| Okonkwo | Uchenna Regina | Anambra |
| Okpala | Elizabeth Ngozi | Anambra |
| Oranu | Gladys Chinwe | Anambra |

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 126-1
Anambra SMOH

Begin Date: 6/28/92 End Date: 8/07/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|---------------------|------------------------|
| Oti | Philomena Obginuju | Anambra |
| Udechukwu | Comfort Nkolika | Anambra |
| Edoga | Maria Oliaky | Enugu |
| Egbo | Patricia Nwgnagu | Enugu |
| Iloelunachi | Chiong Joy | Enugu |
| Mgboh | Anne Uzoamaka | Enugu |
| Nwafor | Margaret O. | Enugu |
| Obeta | Maria Ndidi | Enugu |
| Okeke | Mercelina Anayo | Enugu |
| Onucha | Josephine Uchenna | Enugu |
| Onyekkeodiri | Ann Nkemika | Enugu |
| Ugwujide | Veronica Nwgeze | Enugu |
| Ukachukwu | Rhoda C. | Enugu |
| Umeh | Patricia Chimaraife | Enugu |

Total in Course: 23

CON 126-1
Anambra SMOH

Begin Date: 4/27/92 End Date: 6/05/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Amaechi | Georgiana N. | Anambra |
| Aria | Ngezika N. | Anambra |
| Enyeka | Ngozi Rosaline | Anambra |
| Nwankwo | Theresa | Anambra |
| Nwoka | Joy Nnorluka | Anambra |
| Okeke | Joy Ebere | Anambra |
| Onunkwe | Rose U. | Anambra |
| Udoji | Georgiana U. | Anambra |
| Agu | Beatrice N. | Enugu |
| Amaechi | Theresa M. | Enugu |
| Anyaji | Irene A | Enugu |
| Duru | Josephine C. | Enugu |
| Nnacher | Mary O. | Enugu |
| Ogbo | Rosaline N. | Enugu |
| Onoh | Felicia Nkechi | Enugu |
| Ude | Georgiana Ngozi | Enugu |

Total in Course: 16

Anambra SMOH

Begin Date: 10/12/92 End Date: 11/20/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abia-Nulia | Christiana N. | Anambra |
| Anyanyo | Esther N. | Anambra |
| Ezeani | Dympna U. | Anambra |
| Nwankwd | M. N. | Anambra |
| Nwenyi | Josephine C. | Anambra |
| Ogbuka | Clara U. | Anambra |
| Ogueri | Rose C. | Anambra |
| Okoli | Keziah C. | Anambra |
| Okpala | Pauline N. | Anambra |
| Owunna | Beatrice N. | Anambra |
| Ugochukou | Maria N. | Anambra |
| Umezulike | Esther N. | Anambra |
| Umunna | Stalla C. | Anambra |
| Aneke | Victoria C. | Enugu |
| Anotchili | Patricia A. | Enugu |
| Ede | Maria M. | Enugu |
| Eze | Patience U. | Enugu |
| Isife | Patricia A. | Enugu |
| Mgbana | Frances N. | Enugu |
| Nnamani | | Enugu |
| Nwobodo | Dorothy | Enugu |
| Nwogoh | Rosaline N. | Enugu |
| Okolie | Maria N. | Enugu |
| Orjika | Rosaline N. | Enugu |
| Oyibo | Beatrice | Enugu |
| Ugwuamyi | Sylvester | Enugu |
| Usulor | Ifeyinwa O. | Enugu |

Total in Course: 27

CON 130-1, Support for Family Planning Program in Akwa Ibom State

Akwa Ibom SMOH

Begin Date: 6/15/92 End Date: 7/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ekarika | Grace E. | Akwa Ibom |
| Ekpo | Mfon Koko | Akwa Ibom |
| Ekwere | Mercy A. | Akwa Ibom |
| Esen | Enenwan B. | Akwa Ibom |
| Etofia | Immaculata M. | Akwa Ibom |
| Etuk | Jane Sunday | Akwa Ibom |
| Eyo | Helen Basse | Akwa Ibom |
| Jackson | Imaobong G. | Akwa Ibom |
| Ntukidem | Emem Ita | Akwa Ibom |
| Nyot | Ime Sandy | Akwa Ibom |
| Udo | Florence J. | Akwa Ibom |
| Udo | Rosemary G.D. | Akwa Ibom |
| Udom | Alice A. | Akwa Ibom |
| Umoh | Nse Akpan | Akwa Ibom |
| Usoh | Elizabeth A.E. | Akwa Ibom |

Total in Course: 15

125

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 130-1
Akwa Ibom SMOH

Begin Date: 6/29/92 End Date: 8/07/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|--------------------|------------------------|
| Affah | Katherine Abel | Akwa Ibom |
| Akananwan | Margaret Mfon | Akwa Ibom |
| Akpaffioug | Marylini | Akwa Ibom |
| Akpan | Ekaete Archibong | Akwa Ibom |
| Akpan | Grace Effiong | Akwa Ibom |
| Akpan | Ofonmbuk A.S. | Akwa Ibom |
| Emah | Grace Ernest | Akwa Ibom |
| Etim | Arit James | Akwa Ibom |
| Inah | Essienaawan Ubi | Akwa Ibom |
| Inyang | Mbuotidem Imeobong | Akwa Ibom |
| Iwok | Margaret Peombe | Akwa Ibom |
| Menim | Enobong Sampson | Akwa Ibom |
| Obot | Enobong Osmunc | Akwa Ibom |
| Sampson | Eka Etukudo | Akwa Ibom |
| Ufeh | Offiong Etim | Akwa Ibom |

Total in Course: 15

CON 130-1
Akwa Ibom SMOH

Begin Date: 9/21/92 End Date: 10/30/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akpan | Ime Udo Okure | Akwa Ibom |
| Atang | Eno Nse | Akwa Ibom |
| Echnjang | Uduak Augustine | Akwa Ibom |
| Ekpenyong | Helen Johnson | Akwa Ibom |
| Esenowo | Lucy Sunday | Akwa Ibom |
| Etefia | Akon Akpan | Akwa Ibom |
| Etim | Elizabeth Okon | Akwa Ibom |
| Etuk | Alice Etim | Akwa Ibom |
| George | Alice Jeremiah | Akwa Ibom |
| Ikpainyang | Nene Akwere | Akwa Ibom |
| Obop | Eno Ekjpo | Akwa Ibom |
| Obot | Idara Edem | Akwa Ibom |
| Udo | Mary Christopher | Akwa Ibom |
| Udongwo | Arit William | Akwa Ibom |
| Uko | Mary Uko John | Akwa Ibom |
| Umoren | Iloro Joseph | Akwa Ibom |

Total in Course: 16

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 130-1

Akwa Ibom SMOH

Begin Date: 10/12/92 End Date: 11/20/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abang | Theresa B. | Akwa Ibom |
| Akpan | Grace Victor | Akwa Ibom |
| Akpatim | Christiana | Akwa Ibom |
| Andy | Patience Bassey | Akwa Ibom |
| Benson | Grace S. | Akwa Ibom |
| Effiong | Jerry O. | Akwa Ibom |
| Ekong | Eseme Sunday | Akwa Ibom |
| Jacobs | Ester Emman | Akwa Ibom |
| Mbang | Elizabeth S. | Akwa Ibom |
| Ninedays | Margaret J. | Akwa Ibom |
| Okon | Idongosit E. | Akwa Ibom |
| Udo | Ima Sunday | Akwa Ibom |
| Umoh | Bessie D. | Akwa Ibom |
| Usoh | Grace R. | Akwa Ibom |
| Usoro | Margaret G. | Akwa Ibom |

Total in Course: 15

CON 130-1

Akwa Ibom SMOH

Begin Date: 1/25/93 End Date: 3/05/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akan | Hannah | Akwa Ibom |
| Antia | Caroline B. | Akwa Ibom |
| Archibone | Alice | Akwa Ibom |
| Bassey | Affiong J. | Akwa Ibom |
| Edet | Regina I. | Akwa Ibom |
| Ekong | Enenwan | Akwa Ibom |
| Ekong | Ime O. | Akwa Ibom |
| Ettah | Christiana | Akwa Ibom |
| Etuk | Affiong N. | Akwa Ibom |
| Idio | Margaret | Akwa Ibom |
| Mkpat | Comfort B. | Akwa Ibom |
| Nwadwo | Nseabasi | Akwa Ibom |
| Okon | Veronica | Akwa Ibom |
| Seifeldin | Philomena | Akwa Ibom |
| Umoh | Imaikop | Akwa Ibom |

Total in Course: 15

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 130-1
Akwa Ibom SMOH

Begin Date: 2/08/93 End Date: 3/19/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abak | Eno M. | Akwa Ibom |
| Akpasom | Adiaha | Akwa Ibom |
| Anana | Ime E. | Akwa Ibom |
| Anwana | Dora M. | Akwa Ibom |
| Asanwana | Bernadette | Akwa Ibom |
| Asuquo | Efioanwan | Akwa Ibom |
| Edet | Naomi E. | Akwa Ibom |
| Eka | Grace M. W. | Akwa Ibom |
| Ema | Enchong | Akwa Ibom |
| Eman | Comfort E. | Akwa Ibom |
| Ene | Theresa E. | Akwa Ibom |
| Ibanga | Inam M. | Akwa Ibom |
| Okpokpo | Rosemary | Akwa Ibom |
| Omon | Ekaete S. | Akwa Ibom |
| Orok | Stella B. | Akwa Ibom |
| Udoh | Helen F. | Akwa Ibom |
| Umanah | Rose L. | Akwa Ibom |
| Umoh | Eme I. | Akwa Ibom |
| Umoh | Essienawan | Akwa Ibom |

Total in Course: 19

CON 133-1, Support for Benue State Family Planning Program
Benue SMOH

Begin Date: 9/14/92 End Date: 10/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ahunde | Cecilia | Benue |
| Atedze | Ruth | Benue |
| Buter | Rachael | Benue |
| Chia | Hannah | Benue |
| Erukara | Becky | Benue |
| Gernah | Joyce | Benue |
| Ikuve | Elizabeth | Benue |
| Mker | Rose | Benue |
| Ogbole | Angelina | Benue |
| Okpeh | Maria | Benue |
| Okpeke | Cecilia | Benue |
| Swande | Bridget | Benue |
| Tingir | Patience | Benue |
| Tume | Sarah | Benue |
| Ugebede | Comfort | Benue |
| Ulaka | Marcellina | Benue |

Total in Course: 16

128

CON 133-1
Benue SMOH

Begin Date: 9/28/92 End Date: 11/06/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adoyi | Beatrice | Benue |
| Ayaka | Victoria | Benue |
| Ayegba | Rosemary | Benue |
| Ifah | M.E. | Benue |
| Kpete | Theresa | Benue |
| Nyakuma | Ann | Benue |
| Ogbaa | Ann | Benue |
| Ogbe | Aladi | Benue |
| Ogebe | Maria | Benue |
| Shaibu | Rabi | Benue |

Total in Course: 10

Benue SMOH

Begin Date: 10/12/92 End Date: 11/20/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aiji | Ajuma | Benue |
| Anikondo | Stella | Benue |
| Audu | Adiza | Benue |
| Awodi | Eyum | Benue |
| Ebi | Mary | Benue |
| Haa | Bridget | Benue |
| Odaba | Margaret | Benue |
| Ogwuche | Veronica | Benue |
| Owoicho | Margaret | Benue |

Total in Course: 9

Benue SMOH

Begin Date: 1/11/93 End Date: 3/19/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adeyongo | Virginia | Benue |
| Adzaigba | Elizabeth | Benue |
| Agabo | Helen | Benue |
| Akem | Monica | Benue |
| Aloho | Elizabeth | Benue |
| Antiev | Avershima | Benue |
| Aondoaka | Nguvan | Benue |
| Daor | Shirley | Benue |
| Dzakpe | Rhoda | Benue |
| Hanior | Doowuese | Benue |
| Igbeh | Alice | Benue |
| Mazda | Juliet | Benue |
| Ogbu | Cecilia | Benue |
| Okoko | Agnes | Benue |
| Onuh | Margaret | Benue |
| Tyokase | Sarah | Benue |
| Unjuh | Paulina | Benue |

Total in Course: 17

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

Benue SMOH

Begin Date: 2/01/93 End Date: 3/26/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abaya | Tabitha | Benue |
| Akase | Araa | Benue |
| Ako | Mbaorun | Benue |
| Baya | Rose | Benue |
| Ejembi | Onyemowo | Benue |
| Gbaa | Nancy | Benue |
| Hodo | Regina | Benue |
| Iyongo | Becky | Benue |
| Obande | Josephine | Benue |
| Obongo | Christie | Benue |
| Ominyi | Naomi | Benue |
| Ucha | Martina | Benue |

Total in Course: 12

CON 135-1, Support for Kaduna State Family Planning Program

Kaduna SMOH

Begin Date: 7/06/92 End Date: 8/14/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aluwong | Rita Ladi | Kaduna |
| Dowyaro | Deborah Jidauna | Kaduna |
| Kato | George Usman | Kaduna |
| Odior | Helen Ladi | Kaduna |
| Sule | Ramu | Kaduna |
| Tanko | Gimbia Sim | Kaduna |
| Zamson | Martha | Kaduna |

Total in Course: 7

CON 156-1, Support for Ondo State Family Planning Services

Ondo SMOH

Begin Date: 5/03/92 End Date: 5/29/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adebamigbe | M.A. | Ondo |
| Adedamola | M. | Ondo |
| Adejuyigbe | E.A. | Ondo |
| Adewunmi | E.T. | Ondo |
| Aina | A.T. | Ondo |
| Akinwande | E.F. | Ondo |
| Alabi | F.O. | Ondo |
| Aremo | F.L. | Ondo |
| Atandeyi | C.W. | Ondo |
| Ayodele | O.A. | Ondo |
| Babolola | G.O. | Ondo |
| Bello | E.O. | Ondo |
| Ezebor | B.O. | Ondo |
| Fagbohunge | F.B. | Ondo |

Total in Course: 14

139

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 162-1, Support for Adamawa/Taraba States Family Planning Program
Adamawa SMOH Begin Date: 6/01/92 End Date: 7/10/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Audu | Lydia | Adamawa |
| Auta | Muni | Adamawa |
| Benson | Abigail | Adamawa |
| Bulus | Martha C. | Adamawa |
| Danfulani | Augustine | Adamawa |
| George | Zipporah | Adamawa |
| Jatau | Salome J. | Adamawa |
| Malum | Renata | Adamawa |
| Tanko | Salome M. | Adamawa |
| Toro | Titi M. | Adamawa |

Total in Course: 10

CON 162-1
Adamawa SMOH Begin Date: 6/22/92 End Date: 7/24/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ade | Brisinia | Taraba |
| Allah | Rebecca | Taraba |
| Christopher | Sarah | Taraba |
| Gagbanyi | Lois | Taraba |
| Gana | Esther | Taraba |
| Hua | Odilia | Taraba |
| Huntan | Mary | Taraba |
| Joseph | Regina | Taraba |

Total in Course: 8

CON 162-1
Adamawa SMOH Begin Date: 10/26/92 End Date: 12/04/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ahmed | Jummai | Taraba |
| Amadu | Halima | Taraba |
| Garpiya | Biriskilla | Taraba |
| Ghandu | Mary | Taraba |
| Haji | Salome | Taraba |
| Hamman | Fanta | Taraba |
| Ibe | Grace | Taraba |
| John | Cecelia | Taraba |
| Musa | Zuwara | Taraba |

Total in Course: 9

CLINICAL TRAINING OF NURSE/MIDWIVES (continued).

CON 162-1
Adamawa SMOH

Begin Date: 7/20/92 End Date: 8/28/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Andoma | Felicia A. | Adamawa |
| Chiwari | Linda Maruna | Adamawa |
| Danbaki | Grace Ibrahim | Adamawa |
| Daniel | Edna Bangs | Adamawa |
| Eva | Reginal Gugong | Adamawa |
| Hassan | Fadinatu Duhu | Adamawa |
| Maman | Salamatu Audu | Adamawa |
| Milta | John | Adamawa |
| Peter | Rahab Latburi | Adamawa |
| Usuman | Na'omi Mshalia | Adamawa |

Total in Course: 10

CON 162-1
Adamawa SMOH

Begin Date: 8/10/93 End Date: 9/18/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Chibiya | Jimunina Y. | Adamawa |
| Danboyi | Ruth | Adamawa |
| Didi | Tanzano M. | Adamawa |
| Leuro | Rebecca | Adamawa |
| Pagiel | Florence W. | Adamawa |
| Peter | Ruth | Adamawa |
| Swade | Nasiha | Adamawa |
| Zoaka | Laraba Twama | Adamawa |

Total in Course: 8

CON 162-1
Adamawa SMOH

Begin Date: 9/21/92 End Date: 10/30/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aji | Boshe Biyaya | Adamawa |
| Bukar | Hawma | Adamawa |
| Maigona | Alice | Adamawa |
| Maro | Joshua Ladi | Adamawa |
| Umar | Dudu | Adamawa |
| Yakubu | Catherine P.A. | Adamawa |

Total in Course: 6

132

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 162-1

Adamawa SMOH

Begin Date: 9/21/92 End Date: 10/30/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Audu | Grace R. | Taraba |
| Ayuba | Hannatu | Taraba |
| Danburam | Susan J. | Taraba |
| Danjuma | Rabi R. | Taraba |
| Enoch | Rahila | Taraba |
| Jonah | Sarah | Taraba |
| Mberev | Eunice | Taraba |
| Sambo | Salamatu | Taraba |
| Tsabki | Asabe | Taraba |
| Yawai | Esther | Taraba |

Total in Course: 10

CON 162-1

Adamawa SMOH

Begin Date: 7/20/92 End Date: 8/28/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| A. Andoma | Felicier | Adamawa |
| Chiwari | Maruna Linda | Adamawa |
| Danbaki | Ibrahim Grace | Adamawa |
| Daniel | Bango Edna | Adamawa |
| Eka | Gupong Regina | Adamawa |
| Hassan | Duhu Ferdinatu | Adamawa |
| John | Milta | Adamawa |
| Maman | Audu Salamatu | Adamawa |
| Peter | Latburi Rahab | Adamawa |
| Usuman | Mshalia Naomi | Adamawa |

Total in Course: 10

CON 162-1

Adamawa SMOH

Begin Date: 12/07/92 End Date: 1/29/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abu | Larai | Adamawa |
| Anjili | Helen | Adamawa |
| Jahknwa | Magda | Adamawa |
| Lamu | Anselina | Adamawa |
| Leneke | Selinah | Adamawa |
| Saleh | Glory | Adamawa |
| Shallangwa | Essie | Adamawa |
| Tarfa | Rebecca | Adamawa |

Total in Course: 8

133

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 162-1
Adamawa SMOH

Begin Date: 10/26/92 End Date: 12/04/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Audi | Rebecca C. | Adamawa |
| Audu | Christiana H.K. | Adamawa |
| Danbaki | Alice W. | Adamawa |
| Dija | Garnvwa J. | Adamawa |
| Hamadu | Keziah | Adamawa |
| Ja'afaru | Aishatu | Adamawa |
| Jamba | Cecilia A. | Adamawa |
| Jensen | Maria J. | Adamawa |
| Madziga | Chicago R. | Adamawa |
| Mohammed | Fadimatu | Adamawa |
| Ntia | Affiong | Adamawa |

Total in Course: 11

CON 162-1
Adamawa SMOH

Begin Date: 1/11/93 End Date: 2/19/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdu | Hamatu I. | Taraba |
| Adda | Rose | Taraba |
| Akafa | Rahilda | Taraba |
| Auelu | Ralayo Y. | Taraba |
| Banki | Eglah K. | Taraba |
| Ben | Elsie A. | Taraba |
| Bitrus | Naomi Y. | Taraba |
| Biyam | Mary C. A. | Taraba |
| Dangoji | Lydia | Taraba |
| Gamchu | Mary | Taraba |
| Grarfiyo | Afodiyo | Taraba |
| Hassan | Waji | Taraba |
| Isthfanus | Briskila | Taraba |
| Nungha | Josephine G. | Taraba |
| Tinsu | Esther | Taraba |
| Vasty | Abdu S. | Taraba |

Total in Course: 16

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 164-1, Support for Plateau State Family Planning Program
 Plateau SMOH Begin Date: 6/08/92 End Date: 7/17/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|--------------------|------------------------|
| Abashe | Theresa T. | Plateau |
| Adamu | Hannatu J.S. | Plateau |
| Ahgu | Patience L. | Plateau |
| Chollom | Elizabeth | Plateau |
| Dajan | Tani | Plateau |
| Edamaku | Patricia H. | Plateau |
| Gwom | Martha L. | Plateau |
| Ibrahim | Abigail D. | Plateau |
| Jwalshik | Martina Dickson | Plateau |
| Lar | Paulina Shanglimwa | Plateau |
| Magaji | Helen Joshua | Plateau |
| Mangrock | Priscilla P. | Plateau |
| Nuhu | Dinatu G. | Plateau |
| Numba | Rahila | Plateau |
| Rambon | Happy M. | Plateau |
| Usoji | Hannatu Y. | Plateau |
| Uzochukwu | J.N. | Plateau |
| Wadak | Victoria | Plateau |

Total in Course: 18

CON 164-1
 Plateau SMOH Begin Date: 7/13/92 End Date: 8/21/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Agushaka | Paulina | Plateau |
| Akpan | Helen | Plateau |
| Alogala | Titi | Plateau |
| Auta | Maimuna | Plateau |
| Bagudu | Mairo | Plateau |
| Chinke | Paulina | Plateau |
| Dalung | Rahab | Plateau |
| Eigege | Roseline | Plateau |
| Ekpa | Mary O. | Plateau |
| Fizhanji | Ladi | Plateau |
| Kumzhi | Anna | Plateau |
| La-Nibetle | Hajara N. | Plateau |
| Luka | Maryamu | Plateau |
| Manjei | Hannatu | Plateau |
| Namang | Grace | Plateau |
| Pam | Agnes | Plateau |
| Zang | Ladi | Plateau |

Total in Course: 17

135

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 164-1
Plateau SMOH

Begin Date: 8/03/92 End Date: 9/11/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Laraba | Plateau |
| Agbolade | R. | Plateau |
| Angbashim | Rebecca | Plateau |
| Anza | Grace T. | Plateau |
| Badung | Dije | Plateau |
| Goma | Rahila | Plateau |
| Jidauna | Alheri | Plateau |
| Joseph | Serah | Plateau |
| Koka | Lois S. | Plateau |
| Ndubuish | Irene | Plateau |
| Sabo | Felicia Z. | Plateau |
| Shocks | Gloria | Plateau |
| Tsado | Aishetu | Plateau |
| Yaks | Abigail I. | Plateau |
| Yohanna | Rita | Plateau |

Total in Course: 15

CON 164-1
Plateau SMOH

Begin Date: 8/24/92 End Date: 10/02/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akpanson | Elizabeth | Plateau |
| Akwai | Rose D. | Plateau |
| Angulu | Cecilia | Plateau |
| Buenyen | Rebeccah T. | Plateau |
| Dabit | Helen | Plateau |
| Dambi | Rahila | Plateau |
| Damwan | Fiona G. | Plateau |
| Danjuma | Martina | Plateau |
| Dantu | Esther | Plateau |
| Dara | Manta P. | Plateau |
| Doewurum | Becky N. | Plateau |
| Envuladu | Priscilla Z. | Plateau |
| Ewutsa | Mary A. | Plateau |
| Fannap | Lohwar | Plateau |
| Gofwan | Afiya T. | Plateau |
| Gogwe | Rebecca | Plateau |
| Goyit | Esther P. | Plateau |
| Hins | Ruth I. | Plateau |
| Jwakshin | Evelyn N. | Plateau |
| Katkur | Grace | Plateau |
| Kevin | Suzie | Plateau |
| Lader | Agnes L. | Plateau |
| Maisani | Felicia | Plateau |

13/8

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 164-1
Plateau SMOH

Begin Date: 8/24/92 End Date: 10/02/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Maiwa'azi | Justina | Plateau |
| Mandam | Rebecca H. | Plateau |
| Mohammed | Rhonda H. | Plateau |
| Obagu | Vesty E. | Plateau |
| Orume | Fumilayo U. | Plateau |
| Pam | Theresa R. | Plateau |
| Richard | Mancy | Plateau |
| Sambo | Lilian S. | Plateau |
| Shwanyil | Munindung M. | Plateau |
| Tok | Esther Pam | Plateau |
| Tuamkou | Felicial | Plateau |
| Wan | Changet I. | Plateau |

Total in Course: 35

CON 164-1
Plateau SMOH

Begin Date: 10/12/92 End Date: 11/20/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adukaba | Christiana | Plateau |
| Asibi | Sabo | Plateau |
| Awyebwi | Na'omi | Plateau |
| Bewarang | Mercy B. | Plateau |
| Borash | Esther | Plateau |
| Bot | Dinatu | Plateau |
| Damoen | Mercy | Plateau |
| Dashi | Miriam P. | Plateau |
| Daship | L.S. | Plateau |
| Dombin | Sarah | Plateau |
| George | Na'omi | Plateau |
| Golwa | Ritshimwa | Plateau |
| Gonsum | Josephine L. | Plateau |
| Goselle | Christiana | Plateau |
| Gyang | Theresa D. | Plateau |
| Habu | Margaret | Plateau |
| Iyakwari | Zainab | Plateau |
| Jiyil | Christie | Plateau |
| Kasim | Lydia A. | Plateau |
| Laka | Angela | Plateau |
| Minner | Tani | Plateau |
| Mohammed | Sadika S. | Plateau |
| Musa | Ladi | Plateau |
| Nehemiah | Julie | Plateau |
| Obakpa | Hauwa | Plateau |
| Pam | Na'omi Garos | Plateau |
| Rume | Bridget | Plateau |
| Sanda | Rebecca D. | Plateau |

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 166-1
Niger SMOH

Begin Date: 1/25/93 End Date: 3/05/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Chastina | Oriaku U. | Abuja |
| Haruna | Sarah | Abuja |
| Musa | Hannah W. | Abuja |
| Ojemen | Felicia | Abuja |
| Oparanozie | Catherine | Abuja |
| Salihu | Habibab | Abuja |
| Sambo | Jummai | Abuja |
| Solomon | Mubo D.A. | Abuja |
| Abubakar | Gogo D.I. | Niger |
| Jiya | Martha L. | Niger |
| Jiya | Rose | Niger |
| Kolo | Unifred Mi. | Niger |
| Kuta | Larari Sule | Niger |
| Usman | Hannah J. | Niger |
| Yahaya | Amina | Niger |
| Yisa | Rebecca M. | Niger |

Total in Course: 16

CON 166-1
Niger SMOH

Begin Date: 11/02/92 End Date: 12/11/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Audu | Hannatu | Abuja |
| Balogun | Iyabo | Abuja |
| Bello | Risikat | Abuja |
| Isiolaotun | Oubanke | Abuja |
| Yeldu | Jamila | Abuja |
| Ayuba | Hannah | Niger |
| Baba | Aishetu | Niger |
| Dauda | Mary | Niger |
| Eigege | Yahaya | Niger |
| Ekhon | Grace | Niger |
| Ladan | Deborah | Niger |
| Tayi | Rifikatu | Niger |

Total in Course: 12

12/11

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 164-1
Plateau SMOH

Begin Date: 10/12/92 End Date: 11/20/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Takwen | Catherine A. | Plateau |
| Tanko | Amina | Plateau |
| Tela | Cordelia | Plateau |
| Tyem | Felicity | Plateau |
| Vongjen | Nanko G. | Plateau |
| Wambutda | Rebecca | Plateau |
| Wattan | Patty J. | Plateau |
| Wazhi | Rebecca | Plateau |
| Yusufu | Chundung S. | Plateau |
| Zwannap | Ruth | Plateau |

Total in Course: 38

CON 164-1
Plateau SMOH

Begin Date: 6/29/92 End Date: 8/07/92

| | | |
|----------|--------------|---------|
| Ade | Evelyn | Plateau |
| Agara | Margaret | Plateau |
| Agbo | Talatu J. | Plateau |
| Angae | Julie | Plateau |
| Atang | Farna | Plateau |
| Bigun | Josephine I. | Plateau |
| Caleb | Bilhata | Plateau |
| Chugbe | Na'omi | Plateau |
| Chuwang | Regina | Plateau |
| Dabup | Christiana | Plateau |
| Dimka | Ruth M. | Plateau |
| Ejimadu | I.N. | Plateau |
| Goma | Mary | Plateau |
| Gorrip | Briskila | Plateau |
| Guvwar | Jecolia | Plateau |
| Kakwi | Jerisha D. | Plateau |
| Mafwil | Larai S. | Plateau |
| Mancha | Kangyang M. | Plateau |
| Manjei | Hannatu S. | Plateau |
| Mohammed | Margery | Plateau |
| Omar | Hadiza | Plateau |
| Rafan | Rachael T. | Plateau |
| Simon | Anna | Plateau |
| Wambutda | Dorcas P. | Plateau |
| Weyi | Martha M.G | Plateau |
| Yiltu | La'aitu | Plateau |
| Zaku | Lami A.G. | Plateau |

Total in Course: 27

140

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 164-1
Plateau SMOH

Begin Date: 9/28/92 End Date: 11/06/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Agbi | Victoria A. | Plateau |
| Agbutun | Maria | Plateau |
| Agwom | Hannatu E. | Plateau |
| Ajas | Clara | Plateau |
| Akyok | Monica | Plateau |
| Attah | Felicia | Plateau |
| Bala | Hannatu | Plateau |
| Barje | Jummai | Plateau |
| Bature | Ruth E. | Plateau |
| Dabis | Anna | Plateau |
| Dabwas | Doris | Plateau |
| Dadu | Rahila | Plateau |
| Danjuma | Malia A. | Plateau |
| Danladi | Nanko | Plateau |
| Goke | Ketura | Plateau |
| Irimiya | Orpah | Plateau |
| Ja | Evelyn | Plateau |
| Julius | Raphael M. | Plateau |
| Kaka | Mary | Plateau |
| Katkuk | Christiana | Plateau |
| Lere | Esther | Plateau |
| Makama | Nanre | Plateau |
| Mohammed | Patu | Plateau |
| Morne | Philomena | Plateau |
| Mudu'utdai | Salome | Plateau |
| Nyam | Hannatu | Plateau |
| Obevudiri | Esther | Plateau |
| Olarubofin | Grace | Plateau |
| Ramalan | Hadiza | Plateau |
| Ruku | Rahila | Plateau |
| Waziri | Dije | Plateau |
| Yakubu | Amina | Plateau |
| Yilzung | Joanna | Plateau |

Total in Course: 33

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 167-1, Support for Bauchi State Family Planning Program
 Bauchi SMOH Begin Date: 6/22/92 End Date: 7/31/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Hajiya Maryam | Bauchi |
| Akanet | Paulina F. | Bauchi |
| Amale | Zara | Bauchi |
| Bappah | Jummai | Bauchi |
| Dangambo | F. | Bauchi |
| Ikpi | Dorcas | Bauchi |
| Kitir | Na'omi B. | Bauchi |
| Kwarams | Martha G. | Bauchi |
| Lamido | Maria F. | Bauchi |
| Lekke | Florence Y. | Bauchi |
| Madina | Mary | Bauchi |
| Manasseh | Amori | Bauchi |
| Musa | Asamau Isah | Bauchi |
| Ryagan | Laraba A. | Bauchi |
| Saleh | Laraba | Bauchi |
| Tahir | Maryam | Bauchi |
| Timothy | Lois S. | Bauchi |
| Umar | Abiyatu E. | Bauchi |
| Yakubu | Vasty | Bauchi |
| Yusuf | Binta | Bauchi |

Total in Course: 20

Bauchi SMOH Begin Date: 7/20/92 End Date: 8/28/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ahmed | Talatu | Bauchi |
| Audu | Dina D. | Bauchi |
| Audu | Rhoda J. | Bauchi |
| Bako | Yunike I. | Bauchi |
| Daudu | Hajara I. | Bauchi |
| David | Dija | Bauchi |
| Garba | Helen | Bauchi |
| George | Comfort P. | Bauchi |
| Ibrahim | Hanatu O. | Bauchi |
| Isa | Lami | Bauchi |
| Isingwuzo | Ngozi | Bauchi |
| Ismaila | Jummai | Bauchi |
| James | Margret Y. | Bauchi |
| Kamakam | Na'omi | Bauchi |
| Maigari | Komonuhu | Bauchi |
| Mamuda | Furera A. | Bauchi |
| Matayo | Lanty A. | Bauchi |
| Musa | Hadiza | Bauchi |
| Wala | Barsheba B. | Bauchi |
| Zadawa | Hajiya Asamau | Bauchi |

Total in Course: 20

142

CLINICAL TRAINING OF NURSE/MIDWIVES (continued)

CON 167-1
Bauchi SMOH

Begin Date: 8/17/92 End Date: 9/25/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abere | Lakunuya | Bauchi |
| Abubakar | Ladi | Bauchi |
| Adamu | Aishatu | Bauchi |
| Ade | Yamuna N. | Bauchi |
| Agomoh | Salome H. | Bauchi |
| Bappah | Amina M. | Bauchi |
| Bello | Amina | Bauchi |
| Dauda | Rifkatu | Bauchi |
| Galadima | Christiana N. | Bauchi |
| Iliyasu | Hannatu | Bauchi |
| Mohammed | Fati S. | Bauchi |
| Mohammed | Hauwa | Bauchi |
| Philemon | Helen | Bauchi |
| Sadiq | Hauwa A. | Bauchi |
| Shaibukasul | Elpha | Bauchi |
| Ya'u | Julie A. | Bauchi |
| Yakubu | Deborah | Bauchi |
| Yakubu | Margret R. | Bauchi |
| Yakubu | N.L. | Bauchi |
| Zubairu | Habibat F. | Bauchi |

Total in Course: 20

CON 169-1, Support for Cross River State Family Planning Program

Cross River SMOH

Begin Date: 1/18/93 End Date: 4/02/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abibi | Laraba J. | Cross River |
| Adeshi | Mary | Cross River |
| Bassey | Glory F. | Cross River |
| Bassey | Margaret I. | Cross River |
| Eno | Diana B. | Cross River |
| Ganyi | Bridget M. | Cross River |
| Isomkwo | Andorhiye V. | Cross River |
| Ita | Pauline O. | Cross River |
| Nkam | Elizabeth I. | Cross River |
| Nsan | Cornelia | Cross River |
| Odong | Paulina O. | Cross River |
| Oko | Angela | Cross River |
| Okon | Theresa E. | Cross River |
| Omini | Theresa | Cross River |
| Ubio | Rose | Cross River |

Total in Course: 15

TOTAL - CLINICAL TRAINING OF NURSE/MIDWIVES: 745

143

REFRESHER TRAINING FOR CLINICAL NURSE/MIDWIVES

CON 133-1, Support for Benue State Family Planning Program
 Benue SMOH Begin Date: 10/12/92 End Date: 10/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ajeibi | Nancy | Benue |
| Dangerh | Comfort | Benue |
| Gbangban | Felicia | Benue |

Total in Course: 3

CON 156-1, Support for Ondo State Family Planning Services
 Ondo SMOH Begin Date: 5/17/92 End Date: 6/12/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Fasanmi | J.B. | Ondo |
| Fatimehin | J.O. | Ondo |
| Fatunla | C.M. | Ondo |
| George | O.A. | Ondo |
| Jegede | K.I. | Ondo |
| Obunkeyede | Y. | Ondo |
| Ogunkorode | M.O. | Ondo |
| Olutayo | F.O. | Ondo |
| Omoyeni | S. | Ondo |
| Oro | Gun J.K. | Ondo |
| Oshodi | F. | Ondo |
| Osundolire | J.F. | Ondo |
| Sesan | B. | Ondo |

Total in Course: 13

CON 156-1
 Ondo SMOH Begin Date: 4/13/92 End Date: 5/08/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adegbulu | J.O. | Ondo |
| Adeiya | C.O. | Ondo |
| Adewusi | Y.A. | Ondo |
| Adeyeye | F.M. | Ondo |
| Agbaje | F.M. | Ondo |
| Agunloye | M.A. | Ondo |
| Akerele | E.D. | Ondo |
| Akinduro | C.A. | Ondo |
| Awotola | F. | Ondo |
| Bolaji | O.O. | Ondo |
| Elebe | M.A. | Ondo |
| Fabuluje | L.I. | Ondo |
| Ojo | M.A. | Ondo |
| Oke | A. | Ondo |
| Olagbegi | C.A. | Ondo |
| Olofingbemi | M.O. | Ondo |

146

REFRESHER TRAINING FOR CLINICAL NURSE/MIDWIVES (continued)

CON 156-1
Ondo SMOH

Begin Date: 4/13/92 End Date: 5/08/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Omoabugan | F.M. | Ondo |
| Tade | W.R. | Ondo |
| Udokogwu | E.N. | Ondo |

Total in Course: 19

TOTAL - REFRESHER TRAINING FOR CLINICAL NURSE/MIDWIVES: 35

IN-SERVICE TRAINING OF COMMUNITY HEALTH EXTENSION WORKERS (CHEWs)

CON 110-2, Support for Family Planning Program in Kwara/Kogi States
Kwara SMOH

Begin Date: 5/18/92 End Date: 6/05/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ariyo | Grace | Kogi |
| Babankudi | Ayishetu | Kogi |
| Nujwa | Halina | Kogi |
| Ocheja | Ramotu | Kogi |
| Yakubu | Abiba | Kogi |
| Adekeye | Funsho Joseph | Kwara |
| Ahmed | Medinat | Kwara |
| Alabi | Adikatu | Kwara |
| Ayebola | Mustapha Suniat | Kwara |
| Hassan | Funmilayo S. | Kwara |
| Owolabi | Esther O. | Kwara |
| Sanyaolu | A. Ekundayo | Kwara |
| Sapati | Seiat Alahaja | Kwara |
| Usman | Fati D. | Kwara |

Total in Course: 14

IN-SERVICE TRAINING OF CHEWs (continued)

Kwara SMOH

Begin Date: 4/06/92 End Date: 4/24/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|---------------------|------------------------|
| Adegboye | Janet B. | Kogi |
| Alabi | Mary | Kogi |
| Ibrahim | Amina | Kogi |
| Leke | Veronica A. | Kogi |
| Ajisafe | R.S. | Kwara |
| Alfa | Aliyu Aminu | Kwara |
| Alhaji | A.B. Ajape | Kwara |
| Alhaji | Mohammed I Mohammed | Kwara |
| Aliyu | Ayishat | Kwara |
| Audu | Funmilayo | Kwara |
| Buhari | Nimota | Kwara |
| Danga | R. | Kwara |
| Dareo | Rabi | Kwara |
| Idris | Barakatu | Kwara |
| Kadir | Folorunsho | Kwara |
| Lawal | Bilikisu | Kwara |
| Ndagi | A. Chata | Kwara |
| Olayonu | Olayinka | Kwara |
| Oyebanji | Florence | Kwara |
| Sa'adu | F. | Kwara |
| Usman | Adama | Kwara |
| Yakubu | Ikepe | Kwara |
| Yusuf | A.A. | Kwara |

Total in Course: 23

Kwara SMOH

Begin Date: 8/03/92 End Date: 8/21/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aiyenigba | Tumola | Kogi |
| Ajoge | Zainaou | Kogi |
| Babalola | Serah Ebun | Kogi |
| Fashoba | Comfort | Kogi |
| John | Elizabethl | Kogi |
| Musa | Asabe | Kogi |
| Okpanachi | Ladi | Kogi |
| Abdul | Salami Rihanat | Kwara |
| Adedotun | Felicia E. | Kwara |
| Aina | Atinuke T. | Kwara |
| Aliyu | Yaratu | Kwara |
| Azeez | Joke Hassanat | Kwara |
| Babalola | Elizabeth O. | Kwara |
| Bello | Adeola Sidikat | Kwara |
| Fade | Comfort O. | Kwara |
| Gana | Adiat | Kwara |
| Gana | Wodu | Kwara |
| Gene | Rakiya A. | Kwara |
| Ioiyeye | Victoria O. | Kwara |
| Jimoh | Eausat M. | Kwara |

IN-SERVICE TRAINING OF CHEWs (continued)

CON 110-2
Kwara SMOH

Begin Date: 8/03/92 End Date: 8/21/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Kazeem | Kuburat | Kwara |
| Lateef | Kehinde | Kwara |
| Lawal | Silifat H. | Kwara |
| Mary | Omokonye | Kwara |
| Mohammed | Muritala | Kwara |
| Mohammed | Rukayat B. | Kwara |
| Nasirudeon | Lambe | Kwara |
| Olagunju | Florence | Kwara |
| Olukemi | Babatunde | Kwara |
| Salami | Mojisola | Kwara |
| Saliu | Rabiat | Kwara |
| Suloiman | Fatimoh K. | Kwara |
| Yahaya | Nike Maro | Kwara |
| Yusuf | Racheal F. | Kwara |

Total in Course: 34

CON 126-1, Anambra/Enugu State Family Planning Service Delivery & Training Program
Anambra SMOH

Begin Date: 6/08/92 End Date: 6/26/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|---------------------|------------------------|
| Achebe | Elizabeth Azuka | Anambra |
| Anobulu | Dorathy Chinwoke | Anambra |
| Egbe | Emmanuela Ngozi | Anambra |
| Enujuba | Priscilla Adacbi | Anambra |
| Igwulume | Catherine Nonyelum | Anambra |
| Mozie | Theresa Uno-Oba | Anambra |
| Okonkwo | Caroline Uju | Anambra |
| Okoro | Bernice Heyinwa | Anambra |
| Okpalauwakwe | Margret Nwgowonigwe | Anambra |
| Udalla | Edith Ebele | Anambra |
| Uwakwe | Patrick Alagono | Anambra |
| Aneke | Felicitas Obiageli | Enugu |
| Aniakar | Appolonia Onyema | Enugu |
| Aninweze | Mana Oyinnaja | Enugu |
| Chigbo | Lucy Oby | Enugu |
| Chukwu | Charity Uzoamaka | Enugu |
| Eze | Chibuzor Elias | Enugu |
| Ike | Obiageli Esther | Enugu |
| Ilene | Rose Chiona | Enugu |
| Maduoror | Ifeanyi fanny | Enugu |
| Nwodo | Felicia Ada | Enugu |
| Obaji | Roseline Nnenra | Enugu |
| Ofor | Alice Nwada | Enugu |
| Uche | Agnes Uzoamaka | Enugu |
| Udeagu | Beatrice Nwakayo | Enugu |

Total in Course: 25

IN-SERVICE TRAINING OF CHEWs (continued)

CON 126-1
Anambra SMOH

Begin Date: 12/07/92 End Date: 12/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Alor | Clementina | Anambra |
| Ejumofor | George | Anambra |
| Eze | Monica | Anambra |
| Eze | Norah I. | Anambra |
| Maduchie | Augustine | Anambra |
| Nwaohsa | Gladys | Anambra |
| Nwokoye | Bridget I. | Anambra |
| Obezie | Juhana | Anambra |
| Obiora | Nwamaka | Anambra |
| Obuah | Clara O. | Anambra |
| Ojiyi | Catherine | Anambra |
| Okafor | Philomena | Anambra |
| Okudo | Celilia N. | Anambra |
| Onyeagba | Gladys | Anambra |
| Oruche | Virginia | Anambra |
| Aloke | Theresa | Enugu |
| Aluanya | Mary Rose | Enugu |
| Aneke | Eunice N. | Enugu |
| China | Bernice | Enugu |
| Ezeilo | Augustina I. | Enugu |
| Ike | Theresa | Enugu |
| Ngene | Eunice | Enugu |
| Nneji | Stella N. | Enugu |
| Ohagwu | Jonathan | Enugu |
| Okenwa | Christiana | Enugu |
| Omoniyi | Nkechi Peace | Enugu |
| Onovo | Veronica | Enugu |
| Udengwy | Augustina | Enugu |
| Ugwoke | Christiana | Enugu |

Total in Course: 29

CON 130-1, Support for Family Planning Program in Akwa Ibom State

Akwa Ibom SMOH

Begin Date: 6/22/92 End Date: 7/17/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Asuquo | Agnew Ekown | Akwa Ibom |
| Ekpenkpe | Nse Udetta | Akwa Ibom |
| Ekpuk | Imo Joseph | Akwa Ibom |
| Essien | Grace Bassey | Akwa Ibom |
| Essiet | Hannah Robert | Akwa Ibom |
| Etuk | Affiong Imose | Akwa Ibom |
| Ibanja | Edo Asuquo | Akwa Ibom |
| Ifot | Mandu Ibong J. | Akwa Ibom |
| Ijah | Comfort Monday | Akwa Ibom |
| James | Uduak Sambo | Akwa Ibom |
| James | Umo Ema | Akwa Ibom |
| Mbat | Anietie Aneldi | Akwa Ibom |

IN-SERVICE TRAINING OF CHEWs (continued)

CON 130-1
Akwa Ibom SMOH

Begin Date: 6/22/92 End Date: 7/17/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Thompson | Ecaette Fred | Akwa Ibom |
| Udoh | Monday Joseph A. | Akwa Ibom |
| Udotia | Mary Samuel | Akwa Ibom |
| Udoudo | Maria Bassey | Akwa Ibom |
| Udow | Cornelia Solomon | Akwa Ibom |
| Ufford | Nseobong Akpan | Akwa Ibom |
| Umah | Doette Nse A. | Akwa Ibom |

Total in Course: 19

CON 130-1
Akwa Ibom SMOH

Begin Date: 7/06/92 End Date: 7/31/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abraham | Alice S. | Akwa Ibom |
| Akpan | Ester U. | Akwa Ibom |
| Effiong | Paulina O. | Akwa Ibom |
| Ekpenyong | Inimbom E. | Akwa Ibom |
| Eniedu | Emma I. | Akwa Ibom |
| Eno | Ekaette T. | Akwa Ibom |
| Johnson | Comfort | Akwa Ibom |
| Micheal | Magdalene J. | Akwa Ibom |
| Nya | Aniema A. | Akwa Ibom |
| Okon | Theresa A. | Akwa Ibom |
| Otong | Veronica J. | Akwa Ibom |
| Udo | Arit | Akwa Ibom |
| Udo | Dickson U. | Akwa Ibom |
| Udom | Helen F. | Akwa Ibom |
| Umanah | Mary P. | Akwa Ibom |
| Umoren | Affiong J. | Akwa Ibom |
| Umoyen | Theresa E. | Akwa Ibom |
| Uton | Grace O. | Akwa Ibom |
| Uyanga | Justina M. | Akwa Ibom |
| Williams | Ekaette | Akwa Ibom |

Total in Course: 20

Akwa Ibom SMOH

Begin Date: 9/21/92 End Date: 10/16/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akadu | Patricia | Akwa Ibom |
| Akpan | Sunday | Akwa Ibom |
| Ene | Okonedet | Akwa Ibom |
| Enombang | Udo | Akwa Ibom |
| Etim | Edet A. | Akwa Ibom |
| Ibok | Arit E. | Akwa Ibom |
| Inwang | Patience | Akwa Ibom |
| Okpon | Ekaette | Akwa Ibom |

149

IN-SERVICE TRAINING OF CHEWs (continued)

CON 130-1
Akwa Ibom SMOH

Begin Date: 9/21/92 End Date: 10/16/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Owobiak | Lucyl | Akwa Ibom |
| Udo | Ime T. | Akwa Ibom |
| Ukoh | Nkoyo O. | Akwa Ibom |
| Umoh | Uduak O. | Akwa Ibom |
| Usoh | Atim O. | Akwa Ibom |
| Uwe | Nkoyo D. | Akwa Ibom |
| Uweh | Ikwo T. | Akwa Ibom |

Total in Course: 15

CON 130-1
Akwa Ibom SMOH

Begin Date: 10/19/92 End Date: 11/13/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akpan | Aniefiok H. | Akwa Ibom |
| Akpan | Ekomo E. | Akwa Ibom |
| Bassey | Alice E. | Akwa Ibom |
| Davidson | Grace N. | Akwa Ibom |
| Ekwere | Eno W. | Akwa Ibom |
| Esu | Nkoyo E. | Akwa Ibom |
| Etefia | Elizabeth E. | Akwa Ibom |
| Etim | Grace A. | Akwa Ibom |
| Etuk Udo | Ekaette U. | Akwa Ibom |
| Ibanga | Ofonine F. | Akwa Ibom |
| Isong | Ekaette G. | Akwa Ibom |
| Okon | Mary E. | Akwa Ibom |
| Okopide | Glory O. | Akwa Ibom |
| Otu | Grace S. | Akwa Ibom |
| Udo Udo | Alice J. | Akwa Ibom |
| Udofia | Mary | Akwa Ibom |
| Udoh | Aniebiet U. | Akwa Ibom |
| Udoh | Eshiet J. | Akwa Ibom |
| Udoh | Lucy J. | Akwa Ibom |
| Udoh | Sunday S. | Akwa Ibom |
| Ukott | Bassey B. | Akwa Ibom |

Total in Course: 21

150

IN-SERVICE TRAINING OF CHEWs (continued)

CON 130-1

Akwa Ibom SMOH

Begin Date: 1/25/93 End Date: 2/19/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akpan | Helena S. | Akwa Ibom |
| Akpan | Okon B. | Akwa Ibom |
| Effiong | Agnes Nkereuwen | Akwa Ibom |
| Ekpa | Theresa M. | Akwa Ibom |
| Ekwere | G.U. | Akwa Ibom |
| Esenowo | Nse U. | Akwa Ibom |
| Esshiet | Edoama B. | Akwa Ibom |
| Ibanga | Eno J. | Akwa Ibom |
| Ikpe | Aloysius Akpan | Akwa Ibom |
| Inim | Akon Tom | Akwa Ibom |
| Obok | Imo Ben | Akwa Ibom |
| Okono | Iquo B. | Akwa Ibom |
| Okoru | Dorothy J.I. | Akwa Ibom |
| Sampson | Atow C. | Akwa Ibom |
| Tabise | M.J. | Akwa Ibom |
| Udo | Arit O. | Akwa Ibom |
| Udo | Arit S. | Akwa Ibom |
| Udo | Eneanwan O.A. | Akwa Ibom |
| Udo | Okon Daniel | Akwa Ibom |
| Udofia | Penninah | Akwa Ibom |
| Ukut | Affiong J. | Akwa Ibom |
| Umoh | Ekaette E. | Akwa Ibom |

Total in Course: 22

CON 130-1

Akwa Ibom SMOH

Begin Date: 2/08/93 End Date: 3/05/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|----------------------|------------------------|
| Akpanesen | Ema A. P. | Akwa Ibom |
| Eddem | Agnes Oscar | Akwa Ibom |
| Eiukudo | Aniefiok R. J. | Akwa Ibom |
| Ekanem | Atim George | Akwa Ibom |
| Etuk | Grace Sunday | Akwa Ibom |
| Okon | C. Inyang | Akwa Ibom |
| Ubeh | Margaret Micheal | Akwa Ibom |
| Udoinyang | Iquo Nathaniel | Akwa Ibom |
| Udom | Inemesit Ikpe Samuel | Akwa Ibom |

Total in Course: 9

IN-SERVICE TRAINING OF CHEWs (continued)

CON 130-1
Akwa Ibom SMOH

Begin Date: 2/22/93 End Date: 3/19/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|---------------------|------------------------|
| Akpaette | Bassey M. Markson | Akwa Ibom |
| Akpan | Alice Johnson | Akwa Ibom |
| Akpan | Eno Inyang | Akwa Ibom |
| Akpario | Abigail M. Okon | Akwa Ibom |
| Amos | Manduwem Thompson | Akwa Ibom |
| Banga | Maria Tom | Akwa Ibom |
| Bassey | Ima Friday | Akwa Ibom |
| Ekarika | Umo Umo | Akwa Ibom |
| Ekpenyong | Christopher Effiong | Akwa Ibom |
| Ekpo | Comfort Nsien | Akwa Ibom |
| Ekpoudom | Offong Malaghy | Akwa Ibom |
| Enang | Rosemary S. Johnson | Akwa Ibom |
| Essien | Agnes Anthony | Akwa Ibom |
| Essien | Samuel Udo | Akwa Ibom |
| Esu | Enobong Lawrence | Akwa Ibom |
| Etuk | Uduak Inyang | Akwa Ibom |
| Etukessien | Georgina Elijah | Akwa Ibom |
| Etukudo | Caroline Adolphys | Akwa Ibom |
| Jacob | Nse-Abasi Sunday | Akwa Ibom |
| Ndon | Comfort Sunday | Akwa Ibom |
| Obot | Ekanem Etuk | Akwa Ibom |
| Philip | Comfort Friday | Akwa Ibom |
| Reuben | Eunice Udo | Akwa Ibom |
| Robert | Atim Udo | Akwa Ibom |
| Tuen | Grace David | Akwa Ibom |
| Udo | Alice Akpan | Akwa Ibom |
| Udo | Hannah Ekpenyong | Akwa Ibom |
| Udo | Mfon Udo | Akwa Ibom |
| Udo | Rose Akwaowo Thomas | Akwa Ibom |
| Udoko | Mary Stephen | Akwa Ibom |
| Ukot | Rachael Akpanika | Akwa Ibom |
| Ukpong | Cecilia Sunday | Akwa Ibom |
| Ukpong | Hannah Friday | Akwa Ibom |
| Ukpong | Nse Isaac | Akwa Ibom |
| Umana | Ime Udom | Akwa Ibom |
| Umo | Ime Andrew | Akwa Ibom |

Total in Course: 36

122

CON 133-1, Support for Benue State Family Planning Program

Benue SMOH

Begin Date: 9/21/92 End Date: 10/02/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adekwagh | Dorcas | Benue |
| Agbo | Sarah | Benue |
| Akire | Veronica | Benue |
| Alu | Lydia | Benue |
| Ande | Iorunde | Benue |
| Anyooso | Mathew | Benue |
| Ashwa | Vaana | Benue |
| Atagher | Roseline | Benue |
| Chimbiv | James | Benue |
| Hungwa | Donald | Benue |
| Ianbo | Fidelis | Benue |
| Iguer | Christiana | Benue |
| Imbna | Benjamin | Benue |
| Ishom | Benen | Benue |
| Kakwagh | Titus | Benue |
| Kerfa | Victoria | Benue |
| Mngerem | Comfort | Benue |
| Orakpe | Francis | Benue |
| Swende | Achia | Benue |

Total in Course: 19

Benue SMOH

Begin Date: 10/05/92 End Date: 10/16/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adai | Victoria | Benue |
| Ajinga | Emmanuel | Benue |
| Antembe | Comfort | Benue |
| Chia | Hyacinth | Benue |
| Idoma | Francis | Benue |
| Igoh | Godwin | Benue |
| Iornumbe | Pauline Ya | Benue |
| Kperyisa | Gabriel | Benue |
| Mbapuun | Eunice | Benue |
| Nyiuma | Nicodemus | Benue |
| Obu | Helen E. | Benue |
| Ogan | Christopher A. | Benue |
| Ogbaji | Victoria | Benue |
| Ogbu | Josephine | Benue |
| Ojobo | Augustine | Benue |
| Okwori | Kate | Benue |
| Onoja | Cecilia | Benue |
| Patricia | Mbashinya | Benue |
| Taki | Fabian | Benue |
| Ter Ker | Anthony | Benue |
| Tyungu | Sarah | Benue |
| Upeu | Daniel | Benue |
| Uvershigh | Livinus | Benue |

Total in Course: 23

152

IN-SERVICE TRAINING OF CHEWs (continued)

CON 135-1, Support for Kaduna State Family Planning Program
 Kaduna SMOH Begin Date: 7/13/92 End Date: 7/31/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Audi | Esther | Kaduna |
| Bishir | Tukur | Kaduna |
| Bisiman | Angelina | Kaduna |
| Gideon | Esther M. | Kaduna |
| Ibrahim | Mike Byange | Kaduna |
| Monday | Esther | Kaduna |
| Onoja | Gloria M. | Kaduna |
| Sehmasha | Stanley | Kaduna |

Total in Course: 8

CON 156-1, Support for Ondo State Family Planning Services
 Ondo SMOH Begin Date: 10/19/92 End Date: 11/06/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adejuwon | J.O | Ondo |
| Adeola | M.B. | Ondo |
| Adeyanju | A.O. | Ondo |
| Ajayi | V.I. | Ondo |
| Ajepe | J.O. | Ondo |
| Akindele | C.B. | Ondo |
| Akintaju | J.I. | Ondo |
| Are | J.B. | Ondo |
| Arifala | S.B. | Ondo |
| Balogun | C.A. | Ondo |
| Famewo | R.D. | Ondo |
| Ibikunle | W.A. | Ondo |
| Ijalusi | B. | Ondo |
| Odudu | C.K. | Ondo |
| Ogunsusi | Mrs. | Ondo |
| Okunniga | T.C. | Ondo |
| Oladele | E.B. | Ondo |
| Olajumoke | D.A. | Ondo |
| Olonisola | R.S. | Ondo |
| Omosola | R.F. | Ondo |
| Rotifa | M. | Ondo |

Total in Course: 21

IN-SERVICE TRAINING OF CHEWs (continued)

CON 156-1
Ondo SMOH

Begin Date: 11/02/92 End Date: 11/20/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adalumo | S.E. | Ondo |
| Adeagbo | E.O. | Ondo |
| Adefemi | Folasade G. | Ondo |
| Akinbolarin | I. | Ondo |
| Akinwumi | T. | Ondo |
| Aladelokun | K.A. | Ondo |
| Alara | F.K. | Ondo |
| Amuleya | E.F. | Ondo |
| Awosika | J.O. | Ondo |
| Daramola | G.E. | Ondo |
| Fadahun | B.F. | Ondo |
| Fadipe | C.O. | Ondo |
| Falohun | Y. | Ondo |
| Falusi | Helen | Ondo |
| Fatanmi | M.B. | Ondo |
| Obania | E.R. | Ondo |
| Ogunsola | E.O. | Ondo |
| Oguntolu | L.O. | Ondo |
| Ojo | M.O. | Ondo |
| Ojuolape | V.A. | Ondo |
| Ologun | C.O. | Ondo |
| Olosunde | F.M. | Ondo |
| Olupona | L.W. | Ondo |
| Oluwatope | E.F. | Ondo |
| Omobusido | M.M. | Ondo |
| Omopekun | Clementinah | Ondo |
| Oyewumi | Aduke | Ondo |
| Sannusi | V.D. | Ondo |
| Talabi | V.M. | Ondo |

Total in Course: 29

Ondo SMOH

Begin Date: 11/16/92 End Date: 12/04/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adeagbo | A.A. | Ondo |
| Adeniyi | B.S. | Ondo |
| Adeyemo | R.O. | Ondo |
| Akinduro | C. | Ondo |
| Akingbuwa | M. | Ondo |
| Akinrinmade | B. | Ondo |
| Alade | E.O. | Ondo |
| Allen | P. | Ondo |
| Arowodasa | C. | Ondo |
| Ayodele | O.M. | Ondo |
| Bankole | R.A. | Ondo |
| Bologun | M. | Ondo |
| Dada | Dupe | Ondo |

155

IN-SERVICE TRAINING OF CHEWs (continued)

CON 156-1
Ondo SMOH

Begin Date: 11/16/92 End Date: 12/04/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Eniola | M.M. | Ondo |
| Falodun | V. | Ondo |
| Faloye | G.A. | Ondo |
| George | Y. | Ondo |
| Ilesanmi | A. | Ondo |
| Ilesanmi | S. | Ondo |
| Ogunjesa | Y. | Ondo |
| Ojo | Y. | Ondo |
| Oke | R. | Ondo |
| Oladipo | S. | Ondo |
| Olawusi | S. | Ondo |
| Olowogbode | D.I. | Ondo |
| Omotehinse | S. | Ondo |
| Oni | R.O. | Ondo |
| Owabumowa | M.E. | Ondo |
| Owoeye | S.B. | Ondo |
| Sisiq | S.A. | Ondo |

Total in Course: 30

CON 162-1, Support for Adamawa/Taraba States Family Planning Program
Adamawa SMOH

Begin Date: 7/20/92 End Date: 8/07/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Amina | Adamawa |
| Abubakar | Pati | Adamawa |
| Amaje | Grace M. | Adamawa |
| Barka | Zarau H. | Adamawa |
| Jaffason | Patricia | Adamawa |
| James | Florence | Adamawa |
| Jesiah | Glory | Adamawa |
| Joel | Grace | Adamawa |
| John | Victoria | Adamawa |
| Libagawa | Kwaye | Adamawa |
| Mrs. John | Martha | Adamawa |
| Sani | Gloria | Adamawa |
| Stephen | Jummai | Adamawa |
| Tarfa | Comfort | Adamawa |
| Tari | Hauwa | Adamawa |
| Umaru | Hauwa | Adamawa |
| Yaro | Rachel | Adamawa |
| Yusuf | Fadimatu | Adamawa |

Total in Course: 18

IN-SERVICE TRAINING OF CHEWs (continued)

CON 162-1

Adamawa SMOH

Begin Date: 8/03/92 End Date: 8/21/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Amina | Adamawa |
| Agana | Pwagwadi | Adamawa |
| Bagudu | Rejoice | Adamawa |
| Buba | Salatu J. | Adamawa |
| Faruk | Zainabu U. | Adamawa |
| Haruna | Queen T. | Adamawa |
| Ida | Hajara W. | Adamawa |
| Isa | Bernard | Adamawa |
| Joel | Alice | Adamawa |
| Musa | Amina | Adamawa |
| Musa | Laraba | Adamawa |
| Nujere | Jeassiacca P. | Adamawa |
| Tarfa | Alexander M. | Adamawa |

Total in Course: 13

Adamawa SMOH

Begin Date: 7/20/92 End Date: 8/07/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adonks | Yohanna | Taraba |
| Ahmed | Nafisatu | Taraba |
| Aniel | Salomi | Taraba |
| Duoba | Susana | Taraba |
| John | Felicia A. | Taraba |
| Mangona | Bala | Taraba |
| Nopbert | Doris | Taraba |
| Ondo | Elizabeth | Taraba |
| Shonko | Lydia | Taraba |
| Yka | Usman J. | Taraba |

Total in Course: 10

Adamawa SMOH

Begin Date: 9/21/92 End Date: 10/09/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Andy | Ben | Taraba |
| Anu | Mary | Taraba |
| Balasa | Rabi | Taraba |
| Dio | Susan | Taraba |
| Dumutu | Naomi | Taraba |
| Gani | Yarkawu | Taraba |
| Johnson | Rebecca | Taraba |
| Jonathan | Kaltume | Taraba |
| Losea | Ladi | Taraba |
| Nyawo | Comfort | Taraba |
| Tepason | Martina | Taraba |

Total in Course: 11

157

IN-SERVICE TRAINING OF CHEWs (continued)

CON 162-1
Adamawa SMOH

Begin Date: 1/21/93 End Date: 1/29/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abel | Esther | Taraba |
| Aji | Patience H. | Taraba |
| Andokari | Ajuji Z. | Taraba |
| Audu | Micah A. | Taraba |
| Danasabe | Cecilia | Taraba |
| Daniel | Helen | Taraba |
| Danladi | Noetson | Taraba |
| Enoch | Mary | Taraba |
| Tanko | Rhoda | Taraba |

Total in Course: 9

CON 162-1
Adamawa SMOH

Begin Date: 10/12/92 End Date: 10/30/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Bello | Saminaki | Adamawa |
| Buba | Habiba | Adamawa |
| Haniel | Titi | Adamawa |
| Heman | Alice | Adamawa |
| Ibrahim | Fadi B. | Adamawa |
| John | Adiyona | Adamawa |
| Memiso | Patience | Adamawa |
| Musa | Laiatu J.K. | Adamawa |
| Myenshine | Edith A. | Adamawa |
| Pata | Sylvia | Adamawa |
| Sajo | Jamilatu Aliyu | Adamawa |
| Samuel | Lano | Adamawa |
| Shamaki | Helen A. | Adamawa |
| Tafida | Babangida | Adamawa |
| Umaru | Abubakar Alh. | Adamawa |

Total in Course: 15

Adamawa SMOH

Begin Date: 10/26/92 End Date: 11/13/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Amina | Yusjf | Adamawa |
| Aminatu | Adamu Y. | Adamawa |
| Cattine | Kizite | Adamawa |
| Habsatu | Faruk A. | Adamawa |
| Indo | Jonathan Shitta | Adamawa |
| Kwabala | Ahmadu | Adamawa |
| Laraba | Musa A. | Adamawa |
| Lydia | Baidu | Adamawa |
| Zainabu | Abubakar | Adamawa |

Total in Course: 9

123

IN-SERVICE TRAINING OF CHEWs (continued)

CON 162-1
Adamawa SMOH

Begin Date: 3/29/93 End Date: 4/16/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abaru | Iliya M. | Taraba |
| Adenum | Rebecca | Taraba |
| Adi | Hannaty J. B. | Taraba |
| Amos | Atagwa G. | Taraba |
| Balankw | Maryan J. | Taraba |
| Gangum | Maryanne T. | Taraba |
| Garfila | Aodi S. | Taraba |
| Gussah | Samuel T. | Taraba |
| Haman | Blessing A. | Taraba |
| Isa | Mercy | Taraba |
| Mikah | Salomi | Taraba |
| Nbla | Florence | Taraba |
| Samari | Joshua | Taraba |
| Shumen | Grace A. | Taraba |
| Yaro | Ishinu Tina | Taraba |

Total in Course: 15

CON 164-1, Support for Plateau State Family Planning Program
Plateau SMOH

Begin Date: 6/29/92 End Date: 7/17/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akus | Dinah | Plateau |
| Anduwish | Veronica | Plateau |
| Audu | Idi Imil | Plateau |
| Baiyee | Yakubu | Plateau |
| Bibiana | Davou | Plateau |
| Bonkat | Philemon | Plateau |
| Chinang | Salome C. | Plateau |
| Daniel | Asabe M. | Plateau |
| Davou | Pam | Plateau |
| Dusu | Yohanna N. | Plateau |
| Gukas | Tabitha | Plateau |
| Ishaya | Talatu | Plateau |
| Izang | Agwom A. | Plateau |
| Luka | Lydia | Plateau |
| Ma'an | Elizabeth A. | Plateau |
| Machunga | Rejoice | Plateau |
| Magaji | Jummai | Plateau |
| Magaji | Mercy F. | Plateau |
| Philip | Iadi | Plateau |
| Saleh | Esther D. | Plateau |
| Sanda | Josephine | Plateau |
| Shinmwun | Tani J. | Plateau |
| Shittu | Catherine | Plateau |
| Stephen | Rifkatu | Plateau |

IN-SERVICE TRAINING OF CHEWs (continued)

CON 164-1
Plateau SMOH

Begin Date: 6/29/92 End Date: 7/17/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Tanko | Hajara M. | Plateau |
| Usman | Briskila | Plateau |
| Yilwatda | Abigail | Plateau |
| Yusuf | Felicia | Plateau |

Total in Course: 28

CON 164-1
Plateau SMOH

Begin Date: 8/24/92 End Date: 9/12/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ageye | David O. | Plateau |
| Ahok | Okubaka | Plateau |
| Anjugu | Ewugah T. | Plateau |
| Ashigabu | Justina T. | Plateau |
| Baka | Christopher | Plateau |
| Chung | Dam | Plateau |
| Dakas | Jecolia M. | Plateau |
| Dangbut | Elizabeth | Plateau |
| Daniang | Wuldat | Plateau |
| Gwot | Grace | Plateau |
| Gyanga | Mary M. | Plateau |
| Jatau | Stephen | Plateau |
| Jul | Martha | Plateau |
| Jummai | Osakede | Plateau |
| Kasuwa | Victoria | Plateau |
| Lamba | Sabo H. | Plateau |
| Mudi | Christopher | Plateau |
| Obeka | Bridget | Plateau |
| Osu | John | Plateau |
| Ruma | Euma Emmanuel | Plateau |
| Stephen | Yakut | Plateau |
| Tumaku | William | Plateau |
| Washik | Sunday | Plateau |
| Wuyi | Mary | Plateau |
| Zakaria | Briskila | Plateau |

Total in Course: 25

140

IN-SERVICE TRAINING OF CHEWs (continued)

CON 164-1
Plateau SMOH

Begin Date: 7/27/92 End Date: 8/14/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abimiku | Jerry M. | Plateau |
| Adudu | Mary | Plateau |
| Ames | Elizabeth | Plateau |
| Atu | Rifkatu D. | Plateau |
| Bawa | Juliana | Plateau |
| Din | Deborah A. | Plateau |
| Donglas | Daniel M. | Plateau |
| Enogela | Andrew | Plateau |
| Ganzuk | Mary | Plateau |
| Ishaku | Lydia | Plateau |
| Jangnap | Kate | Plateau |
| Katu | Rhoda | Plateau |
| Katuma | Markus | Plateau |
| Kunda | Elizabeth | Plateau |
| Lamini | Rhoebe | Plateau |
| Mashat | Mary | Plateau |
| Ogabo | Grace | Plateau |
| Olax | Ladi | Plateau |
| Sambo | Halima | Plateau |

Total in Course: 19

Plateau SMOH

Begin Date: 9/21/92 End Date: 10/09/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adamu | Mary | Plateau |
| Adek | Azumi B. | Plateau |
| Adiwu | Idi Adi | Plateau |
| Bitok | Peter | Plateau |
| Borash | F.Y. | Plateau |
| Bukwa | Tuma S. | Plateau |
| Dakogol | Catherine B. | Plateau |
| Dauda | Jummai | Plateau |
| Dung | Josephine | Plateau |
| Fuanter | Martina M. | Plateau |
| Gowok | Gideon | Plateau |
| Gyang | A.D. | Plateau |
| Haruna | Hawa | Plateau |
| Imbutuk | Lydia | Plateau |
| Joshua | Rose | Plateau |
| Kaze | Margret D. | Plateau |
| Kelong | Dorothy | Plateau |
| Kumfa | Venum | Plateau |
| Luka | Lyop | Plateau |
| Maikasuwa | Bala | Plateau |
| Manda | Esther A. | Plateau |
| Mwarek | Bulus | Plateau |
| Nagogo | Halima | Plateau |

161

IN-SERVICE TRAINING OF CHEWs (continued)

CON 164-1
Plateau SMOH

Begin Date: 9/21/92 End Date: 10/09/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Obele | Rifkatu T. | Plateau |
| Pam | Esther | Plateau |
| Saidilison | Timmy S. | Plateau |
| Sani | Joyce Yakubu | Plateau |
| Thomas | Tempehen | Plateau |
| Usman | Hadiza | Plateau |
| Yakubu | Joseph A. | Plateau |
| Yakubu | Veronica C. | Plateau |

Total in Course: 31

CON 166-1, Support for Niger State and Abuja FCT Family Planning Program
Niger SMOH

Begin Date: 8/10/92 End Date: 8/28/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Hadijatu | Abuja |
| Dauda | Mary | Abuja |
| Jassa | Aishat A. | Abuja |
| Kure | Lucy | Abuja |
| Shittu | Musili | Abuja |
| To | Glory | Abuja |
| Wodi | Hassana A. | Abuja |
| Auyu | Hassana | Niger |
| Bosso | Karimatu | Niger |
| Gana | Mohammadu T. | Niger |
| Gana | Susan L. | Niger |
| Gowi | Ibrahim D. | Niger |
| Kwara | Ado I. | Niger |
| Mohammed | Jamilat | Niger |
| Pada | Salamatu | Niger |
| Sabo | Hajara | Niger |
| Umar | Fatima A. | Niger |
| Uregi | Yusuf N. | Niger |

Total in Course: 18

Niger SMOH

Begin Date: 11/02/92 End Date: 11/20/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ayishat | Otaru | Abuja |
| Dahilo | Christiana | Abuja |
| Elizabeth | Iliya | Abuja |
| Goje | Kyauta | Abuja |
| Sanni | Yusuf M. | Abuja |
| Sule | Ibrahim | Abuja |
| Abdulkadir | Hauwa A. | Niger |
| Alabi | Soji | Niger |
| Audu | Jummai | Niger |

162

IN-SERVICE TRAINING OF CHEWs (continued)

CON 166-1
Niger SMOH

Begin Date: 11/02/92 End Date: 11/20/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Bagudu | Usman G. | Niger |
| Bako | Kulu | Niger |
| Barau | Hadizat A. | Niger |
| Barau | Kulu M. | Niger |
| Hassan | Aishatu | Niger |
| Ibrahim | Aishatu E. | Niger |
| Isah | Ladi | Niger |
| Kabiru | Aishatu | Niger |
| Lawal | Bosede | Niger |
| Musa | Hauwa | Niger |
| Shadadi | Alhassan M. | Niger |
| Umar | Zainab A. | Niger |
| Usman | Shekara | Niger |

Total in Course: 22

CON 166-1
Niger SMOH

Begin Date: 10/12/92 End Date: 11/30/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aguye | Madina A. | Abuja |
| Emmanuel | Ajoyo I.J. | Abuja |
| Igbokwe | Gabriel L.A. | Abuja |
| Jere | Mark Ibrahim | Abuja |
| Lawal | Laruba | Abuja |
| Liman | Abdulumuni Asifa | Abuja |
| Oliya | Florence | Abuja |
| Tukura | Martha | Abuja |
| Abubakar | Aliyu D. | Niger |
| Aliyu | Musa D. | Niger |
| Barde | Osu | Niger |
| Busari | Muwat A. | Niger |
| Daudu | Abdul J. | Niger |
| Marafa | Bala J. | Niger |
| Ndagi | Molid Ibrahim | Niger |
| Ndana | Molid | Niger |
| Timigi | Molid J. | Niger |
| Usman | Molid Sari | Niger |
| Yusuf | Rabi V. | Niger |
| Zakari | Umar Bawa | Niger |

Total in Course: 20

IN-SERVICE TRAINING OF CHEWs (continued)

CON 166-1
Niger SMOH

Begin Date: 3/08/93 End Date: 3/26/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abubakar | Hassara | Abuja |
| Adamu | Tina | Abuja |
| Gajo | Adamu | Abuja |
| Idris | Hauwa | Abuja |
| Kaura | Timothy R. | Abuja |
| Sambo | Asabe | Abuja |
| Sule | Tukuda J. | Abuja |
| Daniel | Markus B. | Abuja |
| Jatu | Ruth sati | Abuja |
| Abdullahi | Umaru A. | Niger |
| Akuwa | Asibi | Niger |
| Baba | Aishabu | Niger |
| Baba | Fatima | Niger |
| Bissallah | Musaukra | Niger |
| Habibu | Nma | Niger |
| Ibrahim | Jummal | Niger |
| Jatau | Abraham D. | Niger |
| Kokokara | Isah | Niger |
| Maigoro | Ibrahim M. | Niger |
| Mohammed | Fatima | Niger |
| Saidu | Fati | Niger |
| Ushafa | Musa | Niger |
| Vamunu | Saratu | Niger |
| Yunusa | Fatima | Niger |

Total in Course: 24

CON 166-1
Niger SMOH

Begin Date: 9/21/92 End Date: 10/09/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ahmed | Mohammed | Abuja |
| Hajarat | Jimoh Oziohu | Abuja |
| Joseph | Dari Katik | Abuja |
| Markus | Keziah P. | Abuja |
| Obakpa | Abubakar Musa | Abuja |
| Suba | Victoria Gabriel | Abuja |
| Zhiya | Andrew | Abuja |
| Abdullahi | Maimuna | Niger |
| Danladi | Naomi | Niger |
| Diko | Azumi | Niger |
| Gulu | Umar Sani | Niger |
| Mohammed | Hajara | Niger |
| Narai | Ibrahim Diko | Niger |
| Nuhu | Aishetu | Niger |
| Sahibo | Saratu | Niger |
| Sule | Barbara | Niger |
| Tanko | Zakar | Niger |

IN-SERVICE TRAINING OF CHEWs (continued)

CON 166-1
Niger SMOH

Begin Date: 9/21/92 End Date: 10/09/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Tufa | Idris Abdulkadir | Niger |
| Uchegbu | Rose | Niger |
| Zanya | Aba H. | Niger |

Total in Course: 20

CON 167-1, Support for Bauchi State Program
Bauchi SMOH

Begin Date: 9/14/92 End Date: 10/02/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdulraheem | Kudratu | Bauchi |
| Agwai | Yakuba Baraya | Bauchi |
| Ajayi | Aquila T. | Bauchi |
| Albura | Jummai Mohammed | Bauchi |
| Bello | Talatu | Bauchi |
| Dulie | Muhammed | Bauchi |
| Fada | Aliyu | Bauchi |
| Galadima | Abdullahi | Bauchi |
| Hussaini | Hauwa | Bauchi |
| Ibrahim | Rabi | Bauchi |
| Jibrin | Lami | Bauchi |
| Lewi | Patricia | Bauchi |
| Maisamari | Yohanna B. | Bauchi |
| Melah | Grace B. | Bauchi |
| Musa | Balanga | Bauchi |
| Saka | Ephriam | Bauchi |
| Salik | Ibrahim I. | Bauchi |
| Shehuwa | Suleiman | Bauchi |
| Suleiman | Muhammed | Bauchi |
| Sunday | Margret | Bauchi |
| Thomas | Rhoda E. | Bauchi |
| Yakubu | Abdu | Bauchi |
| Yila | Ballin | Bauchi |

Total in Course: 23

165

IN-SERVICE TRAINING OF CHEWs (continued)

CON 167-1
Bauchi SMOH

Begin Date: 10/05/92 End Date: 10/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdu | Musa I. | Bauchi |
| Abubukar | Mu'azu | Bauchi |
| Adamu | Asabe | Bauchi |
| Aliyu | Sama Adamu | Bauchi |
| Aliyu | Sulai A. | Bauchi |
| Bako | Esther | Bauchi |
| Bayo | Timna E. | Bauchi |
| Dauda | Charity N. | Bauchi |
| Gambo | Merry | Bauchi |
| Hussain | Magaret C. | Bauchi |
| Iliya | Dutse J. | Bauchi |
| Inusa | Gyara Abdu | Bauchi |
| Mohammed | Hauwa | Bauchi |
| Nerus | Betty | Bauchi |
| Sabo | Jama'are Ibrahim | Bauchi |
| Shanu | Solomy S. | Bauchi |
| Shehu | Aishatu | Bauchi |
| Yakubu | Mohammed M. | Bauchi |
| Zoom | Bitrus | Bauchi |

Total in Course: 19

CON 169-1, Support for Cross River State Family Planning Program

Cross River SMOH

Begin Date: 1/18/93 End Date: 4/02/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akabom | Atim J. | Cross River |
| Asiya | Mary E. | Cross River |
| Asuquo | Roseline | Cross River |
| Bassey | Gloria S. | Cross River |
| Bassey | Margaret A. | Cross River |
| Bassey | Rita | Cross River |
| Bassey | Roseline O. | Cross River |
| Edem | Anwa E. | Cross River |
| Edet | Bassy B. | Cross River |
| Effiom | Nkese O. | Cross River |
| Effiong | Glory C. | Cross River |
| Effiong | Umo E. | Cross River |
| Etim | Bassey C. | Cross River |
| Etok | Angela E. | Cross River |
| Gekpe | Christiana C. | Cross River |
| George | Mary | Cross River |
| Hogan | Glory B. | Cross River |
| Ikpeme | Elizabeth E. | Cross River |

162

IN-SERVICE TRAINING OF CHEWs (continued)

CON 169-1

Cross River SMOH

Begin Date: 1/18/93 End Date: 4/02/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Iwara | Rekpena B. | Cross River |
| Mbe | Felicia C. | Cross River |
| Oqua | Nkoyo E. | Cross River |
| Otonko | Agnes | Cross River |
| Udo | Effiong | Cross River |
| Ukpong | Mary A. | Cross River |
| Umoh | Iquo B. | Cross River |

Total in Course: 25

TOTAL - IN-SERVICE TRAINING OF CHEWs: 771

IN-SERVICE TRAINING OF VILLAGE HEALTH WORKERS (VHWs) IN LIMITED FP

CON 126-1, Anambra/Enugu State Family Planning Service Delivery & Training Project
Anambra SMOH

Begin Date: 9/07/92 End Date: 9/18/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Agbo | Innocent E. | Enugu |
| Agbo | Philomena | Enugu |
| Agbo | Raphael C. | Enugu |
| Agbos | Gabriel | Enugu |
| Agu | Desmond | Enugu |
| Aka | Peter U. | Enugu |
| Alu | Grace E. | Enugu |
| Ani | Louis | Enugu |
| Anthony | Ugwuogidi | Enugu |
| Attama | Maria | Enugu |
| Ede | Godwin E. | Enugu |
| Egwu | Sylvester O. | Enugu |
| Eya | Victoria | Enugu |
| Eze | Boniface O. | Enugu |
| Eze | Gabriel | Enugu |
| Eze | Veronica | Enugu |
| Mbah | Cecilia | Enugu |
| Nnadi | Innocent | Enugu |
| Nnaji | Elias O. | Enugu |
| Obetta | Fidelis | Enugu |
| Odo | Agbo Eunice | Enugu |
| Odo | Edith | Enugu |
| Odo | Everestus | Enugu |
| Odo | Fabian | Enugu |
| Odo | John O. | Enugu |
| Odo | Joseph Chidozie | Enugu |
| Odoh | Stella | Enugu |
| Ogbu | Vincent E.O. | Enugu |

167

IN-SERVICE TRAINING OF VHWS IN LIMITED FP DISTRIBUTION (continued)

Anambra SMOH

Begin Date: 9/07/92 End Date: 9/18/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ogenyi | Benjamin | Enugu |
| Okoro | Caroline N. | Enugu |
| Okpe | Felix | Enugu |
| Olinga | Eugenia | Enugu |
| Onah | Emmanuel | Enugu |
| Ugwoke | Titus | Enugu |
| Ugwu | Brendan | Enugu |
| Ugwu | Charles O. | Enugu |
| Ugwu | Cordelia | Enugu |
| Ugwu | Juliano | Enugu |
| Ugwu | Linus | Enugu |
| Ugwu | Matilda | Enugu |
| Ugwueie | Christopher | Enugu |
| Ugwuogwu | Juliana | Enugu |
| Ugwuoke | Euphemia | Enugu |
| Ugwuose | Stella | Enugu |
| Urama | Grace N. | Enugu |
| Uzoko | Elias | Enugu |

Total in Course: 46

Anambra SMOH

Begin Date: 11/30/92 End Date: 12/11/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Achusim | Julian | Anambra |
| Agwuncha | Sylvester | Anambra |
| Anyika | Sussana | Anambra |
| Egwuogu | Bernadette | Anambra |
| Ememou | Lettecia | Anambra |
| Mmobiki | Veronica | Anambra |
| Ndinigwe | Benedette | Anambra |
| Nwobi | Sussana | Anambra |
| Nwosu | Bridget | Anambra |
| Nwosu | Cecelia | Anambra |
| Obijaka | Eugene | Anambra |
| Obioma | Benditte | Anambra |
| Obunadike | Nicholas | Anambra |
| Ogbuebbma | Joy | Anambra |
| Okafor | Alochukwu | Anambra |
| Okoli | Anthonia | Anambra |
| Okoli | Sussana | Anambra |
| Okonkwo | Joseph | Anambra |
| Onyebulla | Josephine | Anambra |
| Oranrli | Georgina | Anambra |
| Udeagbala | Eugenia | Anambra |
| Ughanze | Cecilia | Anambra |
| Umendu | Ruport | Anambra |

Total in Course: 23

IN-SERVICE TRAINING OF VHWS IN LIMITED FP DISTRIBUTION (continued)

CON 126-1
Anambra SMOH

Begin Date: 12/07/92 End Date: 12/18/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adibe | Anthony A. | Enugu |
| Agwuna | Constance | Enugu |
| Ajala | Silas | Enugu |
| Aniekwe | Augustina | Enugu |
| Anyanebe | Regina | Enugu |
| Arinze | Victoria | Enugu |
| Chineke | Reyben | Enugu |
| Egbe | Agnes | Enugu |
| Eze | Christopher | Enugu |
| Ezechi | Uzoma | Enugu |
| Ezeh | Rita | Enugu |
| Ibezimakor | Florence | Enugu |
| Igwe | Justina | Enugu |
| Ikeanara | Paulina | Enugu |
| Ilo | Rosalline | Enugu |
| Madu | Louisa | Enugu |
| Madyka | Martina | Enugu |
| Mbonu | Benedeth | Enugu |
| Nnewbedum | Joseph | Enugu |
| Nwajagu | Emilia | Enugu |
| Nwangwu | Victoria | Enugu |
| Nwokedi | Martina | Enugu |
| Nze | Magdalaina | Enugu |
| Obi | Stella C. | Enugu |
| Oche | Ngozika | Enugu |
| Ojiadazie | Edmund | Enugu |
| Okefi | Mabel | Enugu |
| Okoli | Wilfred | Enugu |
| Onuh | Elizabeth | Enugu |
| Onwuemesi | Benedict | Enugu |
| Onwydinjo | Eunice E. | Enugu |
| Onyeagba | Josephine | Enugu |
| Onyembu | Virginia | Enugu |
| Uche | Elizabeth | Enugu |
| Udeh | Chinedu C. | Enugu |
| Ume | Ngozi | Enugu |
| Umeanor | Bertram M. | Enugu |

Total in Course: 37

IN-SERVICE TRAINING OF VHWs IN LIMITED FP DISTRIBUTION (continued)

CON 130-1, Support for Family Planning Program in Akwa Ibom State
 Akwa Ibom SMOH Begin Date: 3/30/92 End Date: 4/16/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akpabio | Richard C. | Akwa Ibom |
| Akpan | Akpan Robert | Akwa Ibom |
| Benson | Akon Udo | Akwa Ibom |
| Brown | Christiana Akpan | Akwa Ibom |
| Ekanem | Aggie I. | Akwa Ibom |
| Ekanem | Ekanem Tom | Akwa Ibom |
| Ekpeng | Mathias E. | Akwa Ibom |
| Ekpo | Aniema U.J. | Akwa Ibom |
| Essien | Alphonsus | Akwa Ibom |
| Etefia | Alice | Akwa Ibom |
| Etefia | Friday D. | Akwa Ibom |
| Etukudo | Kingsley | Akwa Ibom |
| James | Aniefiok Timothy | Akwa Ibom |
| Nta | Kyrian Akpan | Akwa Ibom |
| Nyoro | Akpan D.U. | Akwa Ibom |
| Sam | Mary Edwin | Akwa Ibom |
| Simeon | Udo A. | Akwa Ibom |
| Udo | Benedict Justin | Akwa Ibom |
| Udo | Luke Udo | Akwa Ibom |
| Udodong | Udo M. | Akwa Ibom |
| Udom | Nko Tom | Akwa Ibom |
| Ukpong | Janet M. | Akwa Ibom |
| Usip | Uduak A. | Akwa Ibom |
| Uwemedimo | Udo | Akwa Ibom |

Total in Course: 24

CON 130-1
 Akwa Ibom SMOH Begin Date: 3/30/92 End Date: 4/17/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Akai | Blessing Akpan | Akwa Ibom |
| Akpan | Ik Benson | Akwa Ibom |
| Dickson | Abigail | Akwa Ibom |
| Ebong | Eteno O.J. | Akwa Ibom |
| Edet | Dimah Friday | Akwa Ibom |
| Enwenren | Tity Akpan | Akwa Ibom |
| Essien | Nkoyo George | Akwa Ibom |
| Etuk | Ofonmbuk Akpan | Akwa Ibom |
| Etukudo | Monday Dick | Akwa Ibom |
| Idung | Friday Brownson | Akwa Ibom |
| Itu | Friday Udo | Akwa Ibom |
| Jimbo | Nseobong Emmanuel | Akwa Ibom |
| Lazarus | Esther | Akwa Ibom |
| Obot | Etuk Ezekiel | Akwa Ibom |
| Udiong | Mfon James | Akwa Ibom |
| Udo | Alice Reuben | Akwa Ibom |
| Udo | Saturday Samuel | Akwa Ibom |

170

IN-SERVICE TRAINING OF VHWS IN LIMITED FP DISTRIBUTION (continued)

CON 130-1

Akwa Ibom SMOH

Begin Date: 3/30/92 End Date: 4/17/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Udoudo | Aniekan Ezekiel | Akwa Ibom |
| Udoudo | Serah Demas | Akwa Ibom |
| Udouko | Okon U. | Akwa Ibom |
| Ufikutang | Alice C. | Akwa Ibom |
| Umoh | Sunday Akpan | Akwa Ibom |
| Umoren | Joy Elijeh | Akwa Ibom |
| Usendu | Ukana Akpan | Akwa Ibom |
| Willie | Loveday N. | Akwa Ibom |

Total in Course: 25

CON 130-1

Anambra SMOH

Begin Date: 4/27/92 End Date: 5/15/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abia | Ntukidem Edet | Akwa Ibom |
| Abiaeka | Samuel Jones | Akwa Ibom |
| Atabong | Akon Basse | Akwa Ibom |
| Bassey | Ema Dennis | Akwa Ibom |
| David | Adiaha Bassey | Akwa Ibom |
| Duke | Arit U. | Akwa Ibom |
| Edoho | Felicia Obshun | Akwa Ibom |
| Edohouqua | Felicia E. | Akwa Ibom |
| Edyang | Mercy O. | Akwa Ibom |
| Ekpe | Ekpe Alfred | Akwa Ibom |
| Esibe | Eno A. | Akwa Ibom |
| Esibi | Ime Stephen | Akwa Ibom |
| Esuene | Asukwo Tom | Akwa Ibom |
| Etuk | Grace Thompson | Akwa Ibom |
| Eyibo | Maria O. | Akwa Ibom |
| Eyo | Enobong Mton | Akwa Ibom |
| Ikan | Comfort U. | Akwa Ibom |
| Jambo | Eno Monday | Akwa Ibom |
| Johnny | Mary Ben | Akwa Ibom |
| Nkpounam | Comfort N. | Akwa Ibom |
| Nkusenyin | Sarah Etim | Akwa Ibom |
| Owong | Rose Thompson | Akwa Ibom |
| Umoh | Mary D.I. | Akwa Ibom |
| Warri | Mmoue Yen Okan | Akwa Ibom |
| Willie | Mton Friday | Akwa Ibom |

Total in Course: 25

IN-SERVICE TRAINING OF VHWS IN LIMITED FP DISTRIBUTION (continued)

CON 130-1
Akwa Ibom SMOH

Begin Date: 7/13/92 End Date: 7/31/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|--------------------|------------------------|
| Akpan | Ime Peter | Akwa Ibom |
| Akpan | Joy Bassey | Akwa Ibom |
| Akpan | Rose Everest | Akwa Ibom |
| Akpan | Saturday Udo | Akwa Ibom |
| Apan | Friday Udowo | Akwa Ibom |
| Bill | Imaobong Sunday | Akwa Ibom |
| Ejuk | Marylene Bassey J. | Akwa Ibom |
| Ekanem | Ntebono Tommy | Akwa Ibom |
| Ekpo | Elizabeth Useo | Akwa Ibom |
| ElJaih | Promise Imo | Akwa Ibom |
| Eshiet | Affiong B. | Akwa Ibom |
| Ibanga | Akon Sunday | Akwa Ibom |
| Oboko | Monday Umo | Akwa Ibom |
| Otu | Friday Emmanson | Akwa Ibom |
| Udo | Ndel Toby | Akwa Ibom |
| Udo | Udeme Thomas | Akwa Ibom |
| Udofa | Jerimiah Johnson | Akwa Ibom |
| Udonwo | Mfon William | Akwa Ibom |
| Udotong | Margret Sunday | Akwa Ibom |
| Udoutin | Dominic Udokang | Akwa Ibom |
| Ukpe | Augustus Okon | Akwa Ibom |
| Umana | Okoro Dickson | Akwa Ibom |
| Umoh | Idongest Daniel | Akwa Ibom |
| Umoren | Mary J.J. | Akwa Ibom |
| Utere | Alban Ekpo | Akwa Ibom |

Total in Course: 25

CON 130-1
Akwa Ibom SMOH

Begin Date: 8/03/92 End Date: 8/21/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abasianwwan | Ema J. | Akwa Ibom |
| Akpabio | Rebecca J.P. | Akwa Ibom |
| Akpan | Eno Sunday | Akwa Ibom |
| Akpan | Henrietta P. | Akwa Ibom |
| Akpan | Jeremiah Akpan | Akwa Ibom |
| Akpan | Sylvester J. | Akwa Ibom |
| Akpan | Udo Tom | Akwa Ibom |
| Akwaowo | Reuben J. | Akwa Ibom |
| Dan | Regina Akpan | Akwa Ibom |
| Edem | Agnes L. | Akwa Ibom |
| Effanga | Virginia M. | Akwa Ibom |
| Inyang | Christiana C. | Akwa Ibom |
| Ituen | Esther U. | Akwa Ibom |
| Ituen | Mfon Ettete | Akwa Ibom |
| James | Akpan Koffi | Akwa Ibom |
| Jeremiah | Regina E. | Akwa Ibom |

172

IN-SERVICE TRAINING OF VHWs IN LIMITED FP DISTRIBUTION (continued)

CON 130-1

Akwa Ibom SMOH

Begin Date: 8/03/92 End Date: 8/21/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Obot | Helen K. | Akwa Ibom |
| Odongo | Martina A. | Akwa Ibom |
| Robson | Akon A. | Akwa Ibom |
| Udoekpo | Akpan Victor | Akwa Ibom |
| Udoeshiet | Samuel F. | Akwa Ibom |
| Udoh | Innocent E. | Akwa Ibom |
| Udoukpa | Nse U. | Akwa Ibom |
| Usoro | Elizabeth G | Akwa Ibom |
| Uwa | Justina Willie | Akwa Ibom |

Total in Course: 25

CON 133-1, Support for Benue State Family Planning Program

Benue SMOH

Begin Date: 11/16/92 End Date: 12/04/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abo | Elizabeth | Benue |
| Adejo | Ahubi | Benue |
| Adoba | Oigowu | Benue |
| Ajeyi | Ebenyi | Benue |
| Ajima | Comfort | Benue |
| Akepgi | Rose | Benue |
| Asina | Theresa | Benue |
| Awodi | Efuma | Benue |
| Echfu | Anyacle | Benue |
| Egba | Grace | Benue |
| Egba | Ogba | Benue |
| Ekpe | Oje | Benue |
| Ekwo | Many | Benue |
| Eriba | Oga | Benue |
| Godwu | Charity | Benue |
| Igbo | Jerina | Benue |
| Ipenyi | Josephine | Benue |
| John | Elizabeth | Benue |
| Obeka | Maria | Benue |
| Obulama | Fatu | Benue |
| Ochai | Ojo | Benue |
| Oche | Enenu | Benue |
| Ochelle | Helen | Benue |
| Ocko | Igbe | Benue |
| Ode | Lydia | Benue |
| Ode | Margaret | Benue |
| Odeh | Grace | Benue |
| Odo | Omollo | Benue |
| Ogbigo | Andrew | Benue |
| Ogbogo | Lydia | Benue |
| Oko | Comfort | Benue |
| Oko | Rose | Benue |

IN-SERVICE TRAINING OF VHWs IN LIMITED FP DISTRIBUTION (continued)

CON 133-1
Benue SMOH

Begin Date: 11/16/92 End Date: 12/04/92 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Okopi | Onyama | Benue |
| Omale | Ovidi | Benue |
| Onyike | Saloma | Benue |
| Otache | Ache | Benue |
| Otanga | Onyeche | Benue |
| Udu | Onyekwu | Benue |
| Ukpokwu | Obeguwa | Benue |
| Unachi | Keneth | Benue |

Total in Course: 40

Benue SMOH

Begin Date: 1/04/93 End Date: 1/22/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Aba | Adija | Benue |
| Aba | Victoria | Benue |
| Adikwu | Margaret | Benue |
| Agana | Oga | Benue |
| Agbo | Eleyi | Benue |
| Agbo | Ogwo | Benue |
| Ajah | Dickson | Benue |
| Arini | Ochao | Benue |
| Arubi | Dick | Benue |
| Ata | Augustina | Benue |
| Eche | Johnson | Benue |
| Egene | John | Benue |
| Egiri | Sunday | Benue |
| Eje | Fatu | Benue |
| Ejenibi | Orejie | Benue |
| Francis | Ajogi | Benue |
| Hodo | Mary | Benue |
| Idikwe | Regina | Benue |
| Idu | Veronica | Benue |
| Igbo | Angelina | Benue |
| Igwe | Vincent | Benue |
| Ikor | Enotse | Benue |
| Ita | Maria | Benue |
| John | Mercy | Benue |
| Michael | Comfort | Benue |
| Oche | Ochefyi | Benue |
| Oche | Ojeibi | Benue |
| Oche | Ori | Benue |
| Ochenme | Ene | Benue |
| Ochigbo | Regina | Benue |
| Ochilayi | Aye | Benue |
| Ochinia | Charity | Benue |
| Ochinia | Mary | Benue |
| Odache | Cecilia | Benue |

IN-SERVICE TRAINING OF VHWS IN LIMITED FP DISTRIBUTION (continued)

Benue SMOH

Begin Date: 1/04/93 End Date: 1/22/93 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ode | Agbo | Benue |
| Ode | Maggie | Benue |
| Ogabo | Iche | Benue |
| Ogbu | Ogbebo | Benue |
| Oguma | Onma | Benue |
| Ojobo | Enotse | Benue |
| Oketa | Regina | Benue |
| Oko | Rose | Benue |
| Okpe | Agnes | Benue |
| Okpe | Regina | Benue |
| Okpeku | Igwe | Benue |
| Okrika | Eneghi | Benue |
| Okwupa | Maggie | Benue |
| Onazi | Ochamga | Benue |
| Onmakpo | Orinya | Benue |
| Onwe | Agnes | Benue |
| Oriinye | Jane | Benue |
| Uba | Esther | Benue |
| Udeh | Janet | Benue |
| Udenyi | Theresa | Benue |
| Ugbada | Linus | Benue |

Total in Course: 55

CON 167-1, Support for Bauchi State Family Planning Program

Bauchi SMOH

Begin Date: 11/09/92 End Date: 11/13/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Korau | Bauchi |
| Audu | Zainabu | Bauchi |
| Bitrus | Rahila | Bauchi |
| Daniel | Ezekiel | Bauchi |
| Daniel | Habila | Bauchi |
| Garba | Saratu | Bauchi |
| Hakuri | Salamatu | Bauchi |
| Haledu | Salihu | Bauchi |
| Hassan | Jbrahim | Bauchi |
| Iliya | Keziah | Bauchi |
| James | Lami | Bauchi |
| James | Saratu | Bauchi |
| Jarongi | David | Bauchi |
| John | Regina | Bauchi |
| Joshua | Hannatu | Bauchi |
| Lusa | Solomon Magret | Bauchi |
| Mairiga | Hassan | Bauchi |
| Waziri | Sulei | Bauchi |
| Zagi | Gambo | Bauchi |

Total in Course: 19

175

IN-SERVICE TRAINING OF VHWs IN LIMITED FP DISTRIBUTION (continued)

CON 167-1
Bauchi SMOH

Begin Date: 11/22/92 End Date: 11/27/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Amos | Theophilus | Bauchi |
| Bibi | Bello | Bauchi |
| Dauda | Musa | Bauchi |
| Ebzan | Fadu | Bauchi |
| Eglah | Libas | Bauchi |
| Elina | Zakariya | Bauchi |
| Fali | Hamma | Bauchi |
| Gambo | Simon | Bauchi |
| Haruna | Ajiya Bubu | Bauchi |
| Hauwa | Madaki | Bauchi |
| Ibrahim | Adamu | Bauchi |
| Kulu | Fank | Bauchi |
| Ladi | Rev. Samaila | Bauchi |
| Ladi | Samaila | Bauchi |
| Pugan | Usman | Bauchi |
| Rakel | Kaduna | Bauchi |
| Sani | Dala | Bauchi |
| Stephen | Tata | Bauchi |
| Yerista | Melson A. | Bauchi |

Total in Course: 19

CON 167-1
Bauchi SMOH

Begin Date: 11/02/92 End Date: 11/06/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abubakar | Hajia Hanza | Bauchi |
| Audu | Hajiya Ada | Bauchi |
| Baba | Fatima | Bauchi |
| Baba | Maryam | Bauchi |
| Babayo | Jummai | Bauchi |
| Dagauda | karomi Fatima | Bauchi |
| Ibrahim | Fatsuma | Bauchi |
| Ibrahim | Uwani A. | Bauchi |
| Isa | Fatima | Bauchi |
| Moh'd | Balu | Bauchi |
| Musa | Kulu | Bauchi |
| Sadawa | Ladan Hajara | Bauchi |
| Shamagi | Kaltime | Bauchi |
| Usman | Sa'Adatu | Bauchi |
| Yaro | Adamu Bubu | Bauchi |
| Zabiya | Rabi | Bauchi |

Total in Course: 16

TOTAL - IN-SERVICE TRAINING OF VHWs IN LIMITED FP DISTRIBUTION: 379

172

MANAGEMENT TRAINER/RESOURCE NETWORK TRAINING

CON 176-1, Network Members Workshop

Pathfinder/Lagos

Begin Date: 11/18/92 End Date: 11/28/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Onumonu | C.C. | Akwa |
| Ntekpere | M. | Akwa Ibom |
| Orefo | B.N. | Anambra |
| Garba | Maryam | Bauchi |
| Nde | Margaret | Bauchi |
| Gbilla | F. | Benue |
| Nor | V.K.S. | Benue |
| Henna | Dari Mbaya | Borno |
| Oku | B. | Cross River |
| Akpovi | S.U. | Edo |
| Edosomwan | S.T. | Edo |
| Igbinosun | P.E. | Edo |
| Anyanwu | Lawrence | Enugu |
| Tabansi | Vero Oby | Enugu |
| Omoloja | A | FMOH |
| Gambo | N.D. | Kaduna |
| Maidawa | Lydia | Kaduna |
| Adamu | Fatsuma | Kano |
| Idowu | Samaila | Katsina |
| Idris | Rakiya L. | Katsina |
| Ajiboye | R.M. | Kwara |
| Agbede | O. | Lagos |
| Akhigbe | K. | Lagos |
| Akindele | C.O. | Lagos |
| Akingbehin | P.A. | Lagos |
| Gabriel | R. | Lagos |
| Gabriel | R.E. | Lagos |
| George | Sola | Lagos |
| Obazie | I.N. | Lagos |
| Okosun | E.I. | Lagos |
| Omoarukhe | Omowunmi | Lagos |
| Jiya | H.E. | Niger |
| Adisa | S.A. | Ogun |
| Afonja | Y. | Ogun |
| Ajayi | G.A. | Ondo |
| Mako | I.U. | Oyo |
| Oyelami | M. | Oyo |
| Deshi | L.L. | Plateau |
| Nuhu | E.L. | Plateau |
| Umaru | E.H. | Plateau |
| Opuiyo | Rosah | Rivers |
| Umar | Kaka | Sokoto |

Total in Course: 42

TOTAL - MANAGEMENT TRAINER/RESOURCE NETWORK: 42

LGA/STATE MANAGEMENT DEVELOPMENT TRAINING

CON 164-1, Support for Plateau State Family Planning Program
 Plateau SMOH Begin Date: 6/22/92 End Date: 6/26/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdullahi | Aishatu | Plateau |
| Abdullahi | Alhaji B. | Plateau |
| Adamu | James J. | Plateau |
| Agidi | Mary | Plateau |
| Akun | Zibia J. | Plateau |
| Anzangom | Tabitha | Plateau |
| Atama | C.L. | Plateau |
| Bai | Margaret | Plateau |
| Bari | Ladi | Plateau |
| Dakyang | Kwol | Plateau |
| Danjuma | Y.H. | Plateau |
| Danyaro | Hannatu | Plateau |
| Dogom | Alhaji T. | Plateau |
| Dung | Nyam | Plateau |
| Egu | Celina | Plateau |
| Egwa | Laraba | Plateau |
| Fan | M.A. | Plateau |
| Godiya | D.C. | Plateau |
| Haruna | Alhaji Moh. | Plateau |
| Hoomlong | Martha | Plateau |
| Kallamu | Mary | Plateau |
| Maisaje | Abigail | Plateau |
| Mark | Dabit J. | Plateau |
| Miner | Tani | Plateau |
| Nayem | Patricia | Plateau |
| Pam | Grace | Plateau |
| Panyin | Elizabeth | Plateau |
| Plangzat | Magaret | Plateau |
| Shimlah | Deborah | Plateau |
| Swoshit | Lawrencia T. | Plateau |
| Wase | Na'omi T. | Plateau |
| Weyi | M.G. | Plateau |
| Yanga | Gloria K. | Plateau |
| Zwander | Mary | Plateau |

Total in Course: 34

TOTAL - LGA/STATE MANAGEMENT DEVELOPMENT TRAINING: 34

178

LGA/STATE ORGANIZATIONAL DEVELOPMENT TRAINING
(Supervisory Skills Workshop included)

CON 162-1, Support for Adamawa/Taraba States Family Planning Programs
Adamawa SMOH Begin Date: 10/16/92 End Date: 10/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abdu Bin | Shuibu | Adamawa |
| Alimed | Jumai | Adamawa |
| Amos | Bazo | Adamawa |
| B. Lawan | Hauwa | Adamawa |
| Calendar | Mary | Adamawa |
| Dardima | Joselyn | Adamawa |
| Dige | Garnuwa | Adamawa |
| Emily | Samuel | Adamawa |
| F.P. | Andema | Adamawa |
| Hajara | Vasimu | Adamawa |
| Hayatu | Aishatu | Adamawa |
| Idria | Kezie D. | Adamawa |
| Jacob | Hanatu | Adamawa |
| Jalo | Geoffrey | Adamawa |
| James | Abania | Adamawa |
| John | Basho Manian | Adamawa |
| John | Marafa | Adamawa |
| Kuman | Haiwa | Adamawa |
| Kwajuya | Yusafu W. | Adamawa |
| Lami | Moh Fimbare | Adamawa |
| Lamu | Peminah M. | Adamawa |
| Laraba | Joyce Nathan | Adamawa |
| M. Abdullahi | Inmwa | Adamawa |
| Magilaline | Luba | Adamawa |
| Moh | Fadimatu | Adamawa |
| Musu | Daware | Adamawa |
| Nasiru | Edison M. | Adamawa |
| Oje | Anmah | Adamawa |
| Oron | M.M. (Mrs.) | Adamawa |
| Oscar | Wilson B. | Adamawa |
| Pluasa | Hazara P. | Adamawa |
| Salanatu | Audu M. | Adamawa |
| Serba | Saleh | Adamawa |
| Sidado | Caladinia E.S. | Adamawa |
| Syhisskes | Wambar | Adamawa |
| T. Gaya | Victoria | Adamawa |
| T. Pihimon | Ishaku | Adamawa |
| Tabitha | Marajam R. | Adamawa |
| Tarfa | Paraku | Adamawa |
| Tarko | Margaret | Adamawa |
| Tigemi | Frida | Adamawa |
| Titi | John Auta | Adamawa |
| Vikna | A.A. Adanun | Adamawa |
| Yahya | Kwagol A.Y. | Adamawa |

Total in Course: 44

LGA/STATE ORGANIZATIONAL DEVELOPMENT TRAINING (continued)

CON 166-1, Support for Niger State and Abuja FCT Family Planning Programs
Niger SMOH Begin Date: 10/18/92 End Date: 10/23/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adamu | Alhaji Ali | Abuja |
| Esubihi | Liyatu | Abuja |
| Kuta | Alhaji Adamu | Abuja |
| Musa | Alhaji Yusufu | Abuja |
| Tatari | Grace | Abuja |
| Yahaya | Hadiza | Abuja |
| Abubakar | Esther | Niger |
| Adamu | Mairo T. | Niger |
| Adamu | Yusuf | Niger |
| Auta | Titi | Niger |
| Auyu | Mary B. | Niger |
| Baba | Mary | Niger |
| Baba | Mohammed Nma | Niger |
| Bello | Halima M. | Niger |
| Erena | Musa A. | Niger |
| Gawu | Mohammed A. | Niger |
| Hassan | Umaru | Niger |
| Inuwa | Musa | Niger |
| Isah | Mohammed A. | Niger |
| Jiya | Solomon | Niger |
| Kotsu | Mohammed Kutigi | Niger |
| Maaji | Adamu | Niger |
| Mustapha | Alhaji A. | Niger |
| Nasko | Maryam U. | Niger |
| Ndaburu | Mohammed | Niger |
| Ndace | Becky | Niger |
| Suleiman | Hadiza | Niger |
| Umar | Hadiza | Niger |
| Wali | Jummai A. | Niger |
| Zume | Abbas B. | Niger |

Total in Course: 30

CON 167-1, Support for Bauchi State Family Planning Program
Bauchi SMOH Begin Date: 1/25/93 End Date: 1/29/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abubakar | Hajiya M. | Bauchi |
| Akko | Usman Salihu | Bauchi |
| Aliyu | Moh'd A. | Bauchi |
| Alkassim | Rakiaya | Bauchi |
| Audu | Dina D. | Bauchi |
| Audu | Rhoda | Bauchi |
| Bappa | Usman J. | Bauchi |
| Bappah | Jummai | Bauchi |
| Barde | Nuhu | Bauchi |

LGA/STATE ORGANIZATIONAL DEVELOPMENT TRAINING (continued)

CON 167-1
Bauchi SMOH

Begin Date: 1/25/93 End Date: 1/29/93 (continued)

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Bello | Talatu | Bauchi |
| Bello | Yahaya | Bauchi |
| Chinade | Moh'd Abba | Bauchi |
| Dauda | Rifkatu | Bauchi |
| Doho | Moh'd M. | Bauchi |
| Garba | Na'omi | Bauchi |
| Garba | Na'omi N. | Bauchi |
| Hammari | Alhaji Yaya | Bauchi |
| Hammari | Hajiya A.Y. | Bauchi |
| Hassan | Hadiza | Bauchi |
| Hassan | Musa | Bauchi |
| Hayatu | Adamu | Bauchi |
| Ibrahim | Shehu | Bauchi |
| Idi | Alh. Korau | Bauchi |
| Isa | Salamatu Hajiya | Bauchi |
| Isyaku | Abdullahi | Bauchi |
| Izama | Jamila B. | Bauchi |
| John | Liatu | Bauchi |
| Laushuga | Agnes S. | Bauchi |
| Magen | Lami H. | Bauchi |
| Maigana | Mairo | Bauchi |
| Moh'd | Ramatu S. | Bauchi |
| Moh'd | Yarbabai H. | Bauchi |
| Nathaniel | Juliana | Bauchi |
| Philimon | H. | Bauchi |
| Pyaghan | Ayuba Laraba | Bauchi |
| Saleh | Garba | Bauchi |
| Saleh | Laraba | Bauchi |
| Sarauta | Rhoda M. | Bauchi |
| Yahaya | Hassana | Bauchi |
| Yakubu | Abdullahi | Bauchi |
| Yakubu | Yusuf | Bauchi |
| Yusuf | Binta | Bauchi |
| Zadawa | Hajiya Asmau | Bauchi |

Total in Course: 43

TOTAL - LGA/STATE ORGANIZATIONAL DEVELOPMENT TRAINING: 117

101

STATE FAMILY PLANNING COORDINATORS TRAINING WORKSHOPS

CON 175-1, Annual State Family Planning Coordinators Workshops (1992)
 FMOH Begin Date: 9/27/92 End Date: 10/03/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Esubihi | Liyatu | Abuja |
| Toro | Grace H. | Abuja |
| Ahmadu | Patumah | Adamawa |
| Andema | F.A. | Adamawa |
| Dagwanniah | B.K. | Adamawa |
| Fambare | Lami M. | Adamawa |
| Garnuwa | Dija | Adamawa |
| Hayatu | Aishat | Adamawa |
| Jacob | Hamatu | Adamawa |
| Lamu | Penninah | Adamawa |
| Muney | Justina | Adamawa |
| Ojo | Hannah | Adamawa |
| Palasar | Hasaka P. | Adamawa |
| Tarfa | M.M. | Adamawa |
| Tarfa | R.M. | Adamawa |
| Wakaka | Kwapaya Y. | Adamawa |
| Yandima | Jolelynm | Adamawa |
| Yakubu | H.C. | Bauchi |
| Durkwa | Kucheli | Borno |
| Mohamed | Naung S. | Borno |
| Bello | Altine A. | Jigawa |
| Audui | Jumoke | Kaduna |
| La'ah | Rhoda | Kaduna |
| Abubakar | Hajiya | Kano |
| Bukar | Hafusat | Kebbi |
| Rasheed | Hafsah | Kebbi |
| Muhammed | H.A. | Kogi |
| Tolushe | F.A. | Kogi |
| Baker | R.A. | Kwara |
| Omotosho | H.F. | Kwara |
| Omolere | Mofoluke | Lagos |
| Abdu | Hajiya Raliyat | Niger |
| Baba | M. | Niger |
| Suleiman | Hadiza | Niger |
| Angba | N.N. | Plateau |
| Ayina | Susan A. | Plateau |
| Dashi | M.P. | Plateau |
| Dogo | Polina | Plateau |
| Okoudili | Nwaryife C. | Plateau |
| Aderibigbe | Rachel M. | Sokoto |
| Tunko | Salome M. | Taraba |
| Dikko | Ruth Ishaku | Yobe |
| Luka | Habiba | Yobe |
| Samuels | Emily | (Unknown) |

Total in Course: 44

182

STATE FAMILY PLANNING COORDINATORS TRAINING WORKSHOPS (continued)

CON 175-1, Annual State Family Planning Coordinators Workshops (1992)
FMOH Begin Date: 10/04/92 End Date: 10/10/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| China | U.N. | Abia |
| Emmanuel | Anumadu | Abia |
| Udome | U.N. | Abia |
| Antia | Caroline B. | Akwa Ibom |
| Nkanga | J.A. | Akwa Ibom |
| Ekpe | C.N. | Anambra |
| Ezenobi | F.N. | Anambra |
| Ezika | E.O. | Anambra |
| Nwalusi | C.V. | Anambra |
| Ozim | M.N. | Anambra |
| Abode | Justina A. | Benue |
| Alechemu | J.A. | Benue |
| Humbe | H.M. | Benue |
| Sugh | N.N. | Benue |
| Akpabio | M.A.N. | Cross River |
| Ekong | M.S. | Cross River |
| Ita | Mary A. | Cross River |
| Omar | Mary M. | Cross River |
| Uuokoi | Rosaline | Cross River |
| Afieghe | Angelina A. | Delta |
| Chizea | A.C. | Delta |
| Ndudu | Opara M. | Edo |
| Osakwe | P.N. | Edo |
| Sagay | G.E. | Edo |
| Egbo | P.N. | Enugu |
| Amechi | T.C. | Imo |
| Usitor | C.A. | LUTH |
| Oguntade | M.A. | Lagos |
| Taylor | F.A. | Lagos |
| Bissong | V.A. | Navy |
| Afonja | Y. | Ogun |
| Ojelabi | T.O. | Ogun |
| Akinbiyi | V.O. | Ondo |
| Omoyajowo | B.O. | Ondo |
| Akinlade | J.M. | Osun |
| Bolarinwa | E.B. | Osun |
| Diejomach | L. | Osun |
| Makinde | K.A. | Osun |
| Adegbola | E.F. | Oyo |
| Adegbola | E.F.I | Oyo |
| Ajagbe | O.I. | Oyo |
| Udosen | S.P. | Police |
| Dakoru | O. | Rivers |
| Pedro | M.S. | Rivers |
| Uroubo | Gloria H. | Rivers |

Total in Course: 45

152

STATE FAMILY PLANNING COORDINATORS TRAINING WORKSHOPS (continued)

CON 175-1, Annual State Family Planning Coordinators Workshops (1992)
 FMOH Begin Date: 11/10/92 End Date: 11/14/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Uduma | U.M. | Abia |
| Shittu | Alhaji | Abuja |
| Toro | Grace H. | Abuja |
| Ambe | R. | Adamawa |
| Ganuwa | D.J. | Adamawa |
| Mshelia | Ladi S. | Adamawa |
| Nkanga | Jessie A. | Akwa Ibom |
| Udiaok | Dr. Oko E. | Akwa Ibom |
| Ekpe | C.N. | Anambra |
| Mohammed | H.S. | Borno |
| Chizea | A.C. | Delta |
| Musa | S.I. | Edo |
| Ibekwe | B.U. | Enugu |
| Ngwu | R.E.N | Enugu |
| Abubakar | Lairai | Kano |
| Folushe | F.A. | Kogi |
| Delowo | Dr. | Ogun |
| Adetula | A.O. | Ondo |
| Olushola | Akinbiyi | Ondo |
| Adeyefa | B. | Osun |
| Dung | S.O. | Plateau |
| Dikko | Ruth I. | Yobe |

Total in Course: 22

TOTAL - STATE FAMILY PLANNING COORDINATORS TRAINING WKSHOPS: 111

134

CURRICULUM DEVELOPMENT -- TRAINING AT MIDWIFERY LEVEL

CON 139-1, Development of Standards of Practice in Family Planning Services
 FMOH Begin Date: 4/14/93 End Date: 4/17/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| C(?) | Agwalla Queen | Abia |
| E(?) | Jane U. | Abia |
| Ezuman | G.P. | Abia |
| N(?) | Uduma U. | Abia |
| Ukaine | Victoria O. | Abia |
| Akpedialc | Ekanette I. | Akwa Ibom |
| Nden | Ima | Akwa Ibom |
| Nkanga | Jessie A. | Akwa Ibom |
| Oling | Ekaette P. | Akwa Ibom |
| Umoh | Justina I. | Akwa Ibom |
| Umoren | Ito | Akwa Ibom |
| Chukwu Dolue | Ethel E. | Anambra |
| Eseenyi | F. N. | Anambra |
| Ozim | M. N. | Anambra |
| Abeda | J. S. | Benue |
| Chagu | D. E. | Benue |
| Uzer | Dorons | Benue |
| Edan | Helen | Cross River |
| Ekong | M.S. | Cross River |
| Eno | Diana | Cross River |
| Okon | Ekanem Ayiba | Cross River |
| Uku | Veronica | Cross River |
| Umoren | Eme | Cross River |
| Anyaji | Irence A. | Enugu |
| Egbo | Peace N. | Enugu |
| Ubain | Florence N. | Enugu |
| Uzoma | Catherine A. | FMOH |
| Duruaku | Z. N. | Imo |
| Ezeama | M. C. | Imo |
| Kemakolan | Panline | Imo |
| Nzeakor | R. N. | Imo |
| Ukadike | C. A. | Imo |
| Ukeje | C. C. | Imo |
| Amu | F. W. | Rivers |
| Dagogo | Christiana W. | Rivers |
| Elem | Nkoli | Rivers |
| Kua | Hannah I. B. | Rivers |
| Uromla | Celoria A. | Rivers |

Total in Course: 38

CURRICULUM DEVELOPMENT -- TRAINING AT MIDWIFERY LEVEL (continued)

CON 139-1
FMOH

Begin Date: 4/14/93 End Date: 4/17/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Afieghe | C. A. | Delta |
| Alphensus | C. B. | Delta |
| Chizea | A. C. | Delta |
| Nwckele | M. O. | Delta |
| Rapu | J. O. | Delta |
| Ugwuibe | C. A. | Delta |
| Anidi | V. O. E. | Edo |
| Edetalen | E. | Edo |
| Ekhter | D. O. | Edo |
| Iyekekpoler | Irene | Edo |
| Osakwe | (?) | Edo |
| Sagay | G. E. | Edo |
| Ajibeye | Racheal | Kwara |
| Akinrinela | J. A. | Lagos |
| Bell-gan | B. I. | Lagos |
| Emmanuel | Olusere A. | Lagos |
| Ese | K. A. | Lagos |
| Etuk | E. | Lagos |
| George | Sela | Lagos |
| Ladipo | E. O. | Lagos |
| Nwabesse | Ipat | Lagos |
| Obazie | (?) | Lagos |
| Oguntade | M. A. | Lagos |
| Olusanya | Ledr Y. F. | Lagos |
| Tugbebe | Bisi | Lagos |
| Usifeh | C. A. | Lagos |
| Yebevi | R. M. | Lagos |
| Alalade | O. E. | Ogun |
| Bankole | J. M. | Ogun |
| Fatoki | M. A. | Ogun |
| Ojelabi | T. O. | Ogun |
| Osinubi | F. O. | Ogun |
| Salami | L. S. | Ogun |
| Akinbiyi | V. O. | Ondo |
| Akinje | A. | Ondo |
| Fasanmi | J. B. | Ondo |
| Fatile, Esq. | E. Olu | Ondo |
| Odogwu | (?) | Ondo |
| Omoyajewe | B. O. | Ondo |
| Smart | V. O. | Ondo |
| Adedeji | O. | Osun |
| Babayode | (?) | Osun |
| Bolarinwa | E. B. | Osun |
| Ladipe | I. B. A. | Osun |
| Makinde | K. A. | Osun |
| Olayiwela | E. O. | Osun |
| Adebisi | O. V. | Oyo |

186

CURRICULUM DEVELOPMENT -- TRAINING AT MIDWIFERY LEVEL (continued)

CON 139-1
FMOH

Begin Date: 4/14/93 End Date: 4/17/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adeleye | (?) | Oyo |
| Adeola | O. A. A. | Oyo |
| Adeyemi | Feyi | Oyo |
| Ajagbe | O. I. | Oyo |
| Funmilaye | O. O. | Oyo |
| Ogunre | Lela | Oyo |
| Olugbede | M. O. | Oyo |
| Omotoso | A. A. | Oyo |
| Oyedare | A. O. | Oyo |
| Oguntureti | O. M. | (Unknown) |

Total in Course: 57

CON 139-1
FMOH

Begin Date: 4/04/93 End Date: 4/07/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Audu | Salamatu | Adamawa |
| Juta | J. | Adamawa |
| Lami | Penmnah | Adamawa |
| Mshela | Ladi S. | Adamawa |
| Tarfa | Roda M. | Adamawa |
| Umar | Talatu | Adamawa |
| Baba | Mau | Bauchi |
| Dogo | Polina | Bauchi |
| Musa | Tabitha | Bauchi |
| Nathaniel | Julie | Bauchi |
| Abdul | Fatima | Borno |
| Durkwa | A. | Borno |
| Kachalla | Fanta B. | Borno |
| Moh | Hauwa | Borno |
| Musa | Hadiza | Borno |
| Sambo | Hanatu | Borno |
| Zaman | Garba | Borno |
| Adenigba | K. O. | FMOH |
| Ahmed | Hadiza | Jigawa |
| Amhed | Gama | Jigawa |
| Bello | Altini | Jigawa |
| Hadiza | Saratu Lawan | Jigawa |
| Kalifa | Amina Haruna | Jigawa |
| Bala | Amina | Kano |
| Isyaku | A. | Kano |
| Mkar | Lami | Kano |
| Musa | Maryam | Kano |
| Umar | Maryam | Kano |
| Yakasu | Habiba A. | Kano |
| Agbi | Victoria | Plateau |
| Akanbi | Becky | Plateau |

CURRICULUM DEVELOPMENT -- TRAINING AT MIDWIFERY LEVEL (continued)

CON 139-1
FMOH

Begin Date: 4/04/93 End Date: 4/07/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ayina | Susan A. | Plateau |
| Dashe | Anna L. | Plateau |
| Idris | Mohammed | Plateau |
| Manwil | Julie N. | Plateau |
| Okwudili | Nwanyife | Plateau |
| Weyi | Martha G. | Plateau |
| Yusfu | Chundung S. | Plateau |
| Bulus | Martha C. | Taraba |
| Chiromu | Mary | Taraba |
| Hassan | Mary J. | Taraba |
| Sambo | Salamatu | Taraba |
| Tanko | Salome M. | Taraba |
| Usman | Hauwa | Taraba |
| Ata | Zainab | Yobe |
| Atiyaye | Furera | Yobe |
| Chiroma | Talatu | Yobe |
| Dikko | Ruth I. | Yobe |
| Isa | Elizabeth B. | Yobe |
| Mohammed | Hassan | Yobe |

Total in Course: 50

CON 139-1
FMOH

Begin Date: 4/04/93 End Date: 4/07/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abson | Ruth Y. | Abuja |
| Ahmed | Chima | Abuja |
| Dawudu | Ladi Y. | Abuja |
| Esubili | Lujatu | Abuja |
| Ibe | Chike S. | Abuja |
| Aluko | Hannatu | Kaduna |
| Balarabe | Mohammed | Kaduna |
| Ibrahim | Hassana | Kaduna |
| Kudi | Ladi J. | Kaduna |
| La'ah | R. | Kaduna |
| Zakka | Mary B. | Kaduna |
| Abdossalam | Mamuna | Katsina |
| Babajo | N. A. | Katsina |
| Kankia | Saratu Atiku | Katsina |
| Mohammedu | Ramatu | Katsina |
| Musa | Gimbiya | Katsina |
| Sule | Amina S. | Katsina |
| Labbo | Rahila | Kebbi |
| Rasheed | Hafsah | Kebbi |
| Yauri | Ismaila Mohammed | Kebbi |

CURRICULUM DEVELOPMENT -- TRAINING AT MIDWIFERY LEVEL (continued)

FMOH

Begin Date: 4/04/93 End Date: 4/07/93

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Amodu | J. A. | Kogi |
| Aruwa | Awa | Kogi |
| Malik | Khadijat | Kogi |
| Mohammed | H. A. | Kogi |
| Tolushe | Florence A. | Kogi |
| Belgore | S. M. | Kwara |
| Bukoye | F. I. | Kwara |
| Kareem | K. B. | Kwara |
| Ololade | E. A. | Kwara |
| Omotosho | H. F. | Kwara |
| Oyinloye | A. A. | Kwara |
| Bello | Hajia Halimayu | Niger |
| Kwasu | Alisabatu | Niger |
| Sule | Amina N. | Niger |
| Suleiman | Hadiza | Niger |
| Sunday | Comfort | Niger |
| Aderibigbe | Rachael M. | Sokoto |
| Ibrahim | Suleiman | Sokoto |
| Julde | Margaret B. | Sokoto |

Total in Course: 39

TOTAL - CURRICULUM DEVELOPMENT-TRAINING AT MIDWIFERY LEVEL: 184

MIS TRAINING

CON 164-1, Support for Plateau State Family Planning Program (MIS TOT Training)
Plateau SMOH

Begin Date: 5/25/92 End Date: 5/27/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Abashe | Theresa T. | Plateau |
| Ashenanye | Mary N. | Plateau |
| Atangs | Yohanna A. | Plateau |
| Barikie | Lois | Plateau |
| Binwai | Jubilia J. | Plateau |
| Chollom | Elizabeth M. | Plateau |
| Chundusu | Sarah K. | Plateau |
| Dapel | Afiniki V.L. | Plateau |
| Ezhim | Justina A. | Plateau |
| Gbeiwi | Ruth Y. | Plateau |
| Gofwan | Thomas H. | Plateau |
| Gomwalk | Asabe | Plateau |
| Gotom | Rebecca | Plateau |
| Jalshik | Martina D. | Plateau |
| Kpanja | Benedicta B. | Plateau |
| Shom | Vou D. | Plateau |
| Uchu | Peter A. | Plateau |

Total in Course: 17

MIS TRAINING (continued)

CON 170-1, Support for MIS/TAG Monitoring and Training Activities
 Pathfinder/Lagos Begin Date: 5/05/92 End Date: 5/06/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Adebambo | C.M. | Ogun |
| Adebayo | A.O. | Ogun |
| Adedayo | E.M. | Ogun |
| Adedeji | D. | Ogun |
| Adegboye | R.K. | Ogun |
| Adegoke | R.O. | Ogun |
| Adekanla | R.O. | Ogun |
| Adekanola | S.A. | Ogun |
| Adeleke | F.M. | Ogun |
| Adewoye | M.O. | Ogun |
| Adosa | G.A. | Ogun |
| Afolabi | E.A. | Ogun |
| Aina | M.A. | Ogun |
| Ajala | R.O. | Ogun |
| Akinbo | T.A. | Ogun |
| Akinsanya | F.M. | Ogun |
| Akinwale | B.G. | Ogun |
| Awoyemi | M.O. | Ogun |
| Ayeni | A.A. | Ogun |
| Babayode | S.A. | Ogun |
| Bello | A.A. | Ogun |
| Famojuro | B.A. | Ogun |
| Faniran | M.A. | Ogun |
| Fatokun | T.O. | Ogun |
| Folorunso | E.O. | Ogun |
| Isola | O.I. | Ogun |
| Makinde | E.K. | Ogun |
| Oderinola | O.A. | Ogun |
| Ogunniyi | J.A. | Ogun |
| Ojo | I.O. | Ogun |
| Olajare | M.M. | Ogun |
| Olaore | C.O. | Ogun |
| Olaoye | C.A. | Ogun |
| Olasoji | J.T. | Ogun |
| Oyebamiji | O.O. | Ogun |
| Oyeniran | M.F. | Ogun |
| Oyewumni | D.A. | Ogun |
| Winjobi | B.A. | Ogun |

Total in Course: 38

140

MIS TRAINING (continued)

CON 171-1, Training of Trainers in MIS PPFN Staff
 PPFN Begin Date: 4/06/92 End Date: 4/10/92

| <u>Last Name</u> | <u>First Name</u> | <u>State of Origin</u> |
|------------------|-------------------|------------------------|
| Ndem | Ima D. | Akwa Ibom |
| Arasomwan | J.O.E. | Bendel |
| Agede | Jane M. | Benue |
| Bem | Moses V. | Benue |
| Dorom | E.T. | Benue |
| Igbawua | Joyce N. | Benue |
| Obaje | Rosemary | Benue |
| Vanger | Lydia M. | Benue |
| Mohammed | Hauwa S. | Borno |
| Umoren | Eme | Cross River |
| Isichei | Mary N. | Delta |
| Akpa | A.O.C. | Enugu |
| Mbah | Franis U. | Enugu |
| Edun | J.B. | Imo |
| Nzeakor | R.N. | Imo |
| Obiakalje | S.O. | Imo |
| Remawa | Zaynab | Katsina |
| Belgore | S.M. | Kwara |
| Bello | Funmi | Lagos |
| Fawole | Bola | Lagos |
| Johnson | Yeward | Lagos |
| Obazei | I.N. | Lagos |
| Fatile | Olu, Esq. | Ondo |
| Adedeji | M.O. | Osun |
| Akinwande | M.B.C. | Oyo |
| Oyelami | M.M. | Oyo |
| Elem | N.O. | Rivers |
| Ibrahim | Suleman | Sokoto |

Total in Course: 28

TOTAL - MIS TRAINING: 83