Background

- Training is the main pillar of PHC programs and the only road for competency.

The preparation of Egypt training program on Neonatal Screening started in Jun 1999 and the first course was conducted in Feb. 2000.

Role of PHC team members in Neonatal Screening

- Taking the DBS samples
- Sorting & Transferring the DBS samples
- Registration & data recording
- Raising community awareness & health education

- Nurse
- Assistant lab. technician
- Doctors / nurse inspectors

Strategies

I. Assesment of training needs (who to train on what).
II. Designing different types of courses that matches the training needs.
III. Preparing curriculums, manuals & handouts for all the training courses.
IV. Developing a general plan for conducting training that correlates with the designed expansion of the program.
V. Conducting preparatory Workshops in different governorates.
VI. Conducting TOT courses.
VII. Conducting Supervisors courses.
VIII. Conducting Service Providers courses.
IX. Evaluation of training & on job monitoring.
Strategies

I. Assessment of training needs

- Egypt has 4650 PHC facilities distributed in 258 health districts that follows 27 governorates.
- We have to train 2 – 3 nurses in each PHC facility
- We have to prepare a team of local trainers in each governorate.
- We have to prepare a team of local supervisors in each governorate.

II. Designing different types of courses

- TOT (training of trainers courses).
- Service providers courses (nurses & assistant lab. Tech.).
- Supervisors courses.

There is also

One day orientation for other health team members.

For each of these courses we prepared:
- Syllabus, agenda, training materials, etc.

III. Preparing curriculums, manuals & handouts for all the training courses.

Training Topics

- Task based training
- Service Providers course
  (Information & skills)
  NS program, CH, sample transferring system, time schedule, role of each team member, steps of sample taking, registration & data recording, communication skills & health messages, standards & indicators of the program.
- TOT courses
  (Information & skills)
  All the topics of the service providers course plus basic training skills and short presentations.
- Supervisors course
  (Information & skills)
  All the topics of the service providers course plus supervision, quality & problem solving, supervision checklist & field visits.

Amount of the Training Needed

- Total No of 8000 – 10000 PHC Nurses.
  780 Nurse inspector.
  520 Assistant lab.technician.
- 27 team of local trainers.
- 27 team of local supervisors.

Annual no.of births in Egypt (2005)
1,758,704 birth/year
IV. Develop a general plan for training

The general plan correlates with the designed expansion of the program (defining which governorate to start with, sequence for expansion, time limits for each governorate, types and No. of courses to conduct in each)

We had five phases for conduction:


Steps for Training Implementation

Master trainers
Local Trainers
Service Providers

Proper Choosing & preparing of Master Trainers

- 10 Master Trainers
- 2 of Pediatric background, 2 of Obs & gyn. Background, 6 of clinical pathology background.
- A master degree is the minimal qualification.
- Have had courses of basic and advanced training skills.
- Previous experience as a trainer.
- 2 of our trainers attended the international training course of Neonatal screening in sapporo - Japan.
- Provide continuous contact with national & international conferences on NS.

V. Conducting Workshops in different governorates

With the local health authorities (explaining the new service, identifying No of trainees, No & Types of courses needed, selection criteria for Trainees, local trainers, and supervisors, identifying training centers, provisional time schedule)

VI. Conducting TOT courses

A 3 days course 18 training h. (6 /12 theoretical / practical) to prepare local trainers (doctors & nurse inspectors)
VII. Conducting Supervisors Courses

A 5 days course: 30 training h. (10/20 theoretical/practical)

Objective:
to train Health district managers, assistant H.D. managers, PHC doctors to supervise the NS program activities.

VIII. Conducting Service Providers courses

A 3 days course, 18 h. training (6/12 theoretical/practical) to train PHC service providers on NS.

Training Schedule for Service Providers Course

<table>
<thead>
<tr>
<th>Practical Health Education on N.S.</th>
<th>Knowledge &amp; Skills</th>
<th>1 hour &amp; 1 hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication - Health education &amp; Health managers on N.S.</td>
<td>Knowledge &amp; Skills</td>
<td>1 hour &amp; 1 hour</td>
</tr>
<tr>
<td>Practical Registration</td>
<td>Skills</td>
<td>2 hours</td>
</tr>
<tr>
<td>Records &amp; Registrations</td>
<td>Knowledge &amp; Skills</td>
<td>1 hour &amp; 1 hour</td>
</tr>
<tr>
<td>Steps of sample taking</td>
<td>Knowledge &amp; Skills</td>
<td>1 hour &amp; 1 hour</td>
</tr>
<tr>
<td>Practical</td>
<td>Skills</td>
<td>4 hours</td>
</tr>
<tr>
<td>Flow of the sample</td>
<td>Knowledge &amp; Skills</td>
<td>1 hour &amp; 1 hour</td>
</tr>
<tr>
<td>Role of PHC team members</td>
<td>Knowledge &amp; Skills</td>
<td>1 hour &amp; 1 hour</td>
</tr>
<tr>
<td>Neonatal Screening</td>
<td>Knowledge</td>
<td>1 hour</td>
</tr>
<tr>
<td>Congenital Hypothyroidism</td>
<td>Knowledge</td>
<td>1 hour</td>
</tr>
<tr>
<td>Total training Hours of the course</td>
<td>Theoretical/Practical</td>
<td>6/12 hours</td>
</tr>
</tbody>
</table>
IX. Evaluation & On Job Monitoring

Evaluation of Training:
During the course:
- Pretest, Post test, Question & Answers. (For knowledge acquisition).
- Checklist (for practical skills acquisition)

On Job:
- Supervisors check list.
- Indicators for assessment of performance
  (Coverage Percentage, incorrect samples percentage, recall samples of correct timing percentage.)

One Day Orientation

- For other members of the PHC team
  (health educators, health workers, health inspectors, dentists, pharmacists, community workers, midwives...etc)

Challenges For the Training Program

- Amount of work needed to be done in a fixed time schedule.
- Rapid turnover of service providers in some governorates.
- Lack of previous background of the PHC team on this new service.
- Allocating the needed budget for training.

Training Achievements
From Feb. 2000 to Jun. 2006

- Total No of TOT courses: 26
- Total No of Supervisors courses: 16
- Total No of Service Providers courses: 363
- Total No of one day orientations: 126
- Total No of local Trainers: 390
- Total No of Local supervisors: 326
- Total No of Nurses: 7583
- Total No of Nurses Inspectors: 607
- Total No of Ass.Lab.Tech.: 550
- Total NO of participants of the orientations: 7612
Training

- Training is a complex but a challenging task & success in training needs working as a team ….
  This is the spirit of our program.