# Training of Trainers: from technical focus to behavior change





"Learning is discovery and the trainer's role is to facilitate discovery."

# **Achieving Technical** Competency

SHOPS Plus updated existing technical content to strengthen provider ability

#### **Technical Input/Contents**

- Basic family planning (FP) (short-acting methods)
- FP updates
- Infection prevention practices
- Long-acting reversible contraceptives
- Management of FP method side effects

#### Ready

# **Achieving Attitudinal Change**

SHOPS Plus added content to build provider readiness & willingness

#### **Attitudinal Input**

- Provider bias
- Gender awareness
- Constructive male engagement
- Balanced counseling strategy

## Willing

#### How We Deliver it

SHOPS Plus introduced adult & participatory learning techniques to effectively deliver content & create learning partnership

#### **Participatory Training Characteristics**

- Uses adult learning principles, building on adults' experiences, knowledge.
- Engages knowledge, attitude, and skills learning
- Fosters a learning partnership (trainer/coach + trainee)
- Coaches trainees from competence to proficiency

- Creates safe learning spaces through constructive feedback
- Replaces common practices with evidence-based practices
- Requires strong command of content by trainers
- Facilitates application of updated content to the desired standard of practice

#### **Able**

#### **Trainer**

Through Coaching Providers + Engaging in Learning Partnerships + Collaborating

## Provider

Ready + Willing + Able





# "Learning is discovery and the trainer's role is to facilitate discovery."

#### The Elements - I

#### Attitudinal Input

- Provider Bias
- Gender Awareness
- · Constructive male engagement
- Balanced Counseling Strategy (BCS)

#### The Elements - II

#### Technical Input

- Basic FP (short-acting methods)
- FP updates (ECP, Sayana Press)
- Infection Prevention practices, sterile gloving
- LARC
- Management of FP method side effects

Findings from training evaluation (written, verbal, skills observations) feed into the ongoing training cycle's Need Assessment. This is turn helps refine and/or strengthen the relevance of the training design.





Terminal assessment of learning and competence are conducted toward or at the end of training; training is evaluated using evaluation forms; post-training followup is a non-negotiable element of the evaluation step in the training cycle IF the is a commitment to ensure safe, competent and proficient providers.

Learning is evaluated thought out the training days through questioning, exercises, observation of skills practices; evaluation of learning activity effectiveness is achieved through daily reflections (verbal or written).







#### The Elements - III

#### Participatory Training Characteristics

- · Adult learning principlesbuild on what adults know/ experienced
- Engages learning knowledge, attitude, and skills for behavior change
- Fosters learning partnership (participants and trainers, coaches)
- Unlearn previous practices, replace with evidence-based
- Didactics "unscripted" trainer knows the content, does not lecture; engages in learning dialogues, thinks on their feet to connect dots
- Creates a safe learning environment, constructive feedback reinforces desired practices; jointly identify performance problems/ developing solutions
- Coaches help participants move from competence to proficiency



