



Capacity Development Strategy in Leprosy Control

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Capacity Development Strategy in Leprosy Control

Presentation on the basis of a draft strategy paper, developed by:

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Key messages:

1. Maintaining a sufficient number of professionals is crucial for leprosy control and care.
2. Capacity development involves three levels:
 - Individual human resource development
 - Organisational development
 - Institutional development
3. A Training Needs Analysis is an essential step for effective training programme planning.

Develop national capacities at three levels:


- Institutional development, broader context
- Organisational development of leprosy control programmes
- Individual human resource development

Institutional development, broader context

Institutions involved: MoH; MoSW; WHO; ILEP; civil society org.

Long-term dimension

Dimensions: coordination, networks, values, laws



Organisational development of leprosy control programmes

- Political commitment
- Supervision
- Career development



Individual human resource development

- HRD is planned, based on needs analysis
- Accept training as continuous process
- Categories of staff to be trained
- Learning domains
- Learning methodologies
- Tools (materials, manuals)
- Link to practice

Training Needs Analysis (TNA)

Phases in the TNA process

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    graph TD
      A[A. Context Analysis] --> C[C. Performance Analysis]
      B[B. Capacity Needs Inventory] --> C
      C --> D[D. Training Solutions]
      C --> E[E. Training Programme]
      D --> E
      E --> F[F. Management Arrangements]
  
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TNA Phase A: Context analysis

- Quality and quantity of national leprosy control services
- Institutional assessment
- Human resources
- Staff-turnover and staff transfer
- Capacity development initiatives

Result Phase A: Assessment of current country capacity on leprosy control/care service delivery and main capacity concerns

Handout Phase A: Context analysis

- Info on quality & quantity of leprosy control
- Institutional assessment
- Main concerns on human resources
- Staff-turnover and staff transfer
- Experiences on capacity development




TNA Phase B: Capacity needs

- Job descriptions
- Organisation and management needs
- MoH staff needs

Result Phase B: Inventory of technical, organisational and management requirements for effective service delivery

Handout Phase B: Capacity needs

- Lists of tasks for the various levels in leprosy control
- MoH staffing needs. Fill in the Tables.






TNA Phase C: Performance analysis

Staff organisation issues

Staff quality issues



Result Phase C:
 An analysis of good performance: main reasons
 An analysis of non-performance
 A priority list of:
 - Management actions
 - Learning needs for the various levels

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Handout C: Performance analysis

List of enabling factors for good performance

Management actions needed to create conditions for proper performance

Summary of staff training needs (all levels)



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TNA Phase D: Learning solutions

Capacity development support

Training strategy

Package 1 Package 2 Package 3

Result Phase D: A description of the leprosy training packages in the country

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Handout D: Learning solutions

Learning methodologies: distance learning/ face-to-face / real life /joint learning?

International expertise needed?

Need of national training institutes to be trained.




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TNA Phase E: Design of the training program

The annual training program

Ad hoc training

Trainer accountability

Training evaluation

Result Phase E: A comprehensive and budgeted annual training program

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Handout E: Design of the training program

1. Annual Training Program						
Topic	Period	Location	Target group	Training strategy,	Training institute	Budget

3. Special Training Program (international)						
Topic	Period	Location	Target group	Training strategy,	Training institute	Budget

For each course, formulate the learning objectives that the training (package) should achieve.

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TNA Phase F: Management Arrangements

Integration in Ministry of Health

TNA committee

Result Phase F: The training programs towards improved leprosy control services are integrated in the overall management of the MoH.

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Thank you for listening

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