

ADAPTING A “LOW DOSE, HIGH FREQUENCY” (LDHF) CAPACITY BUILDING APPROACH FOR EGYPT’S COMMUNITY HEALTH WORKERS

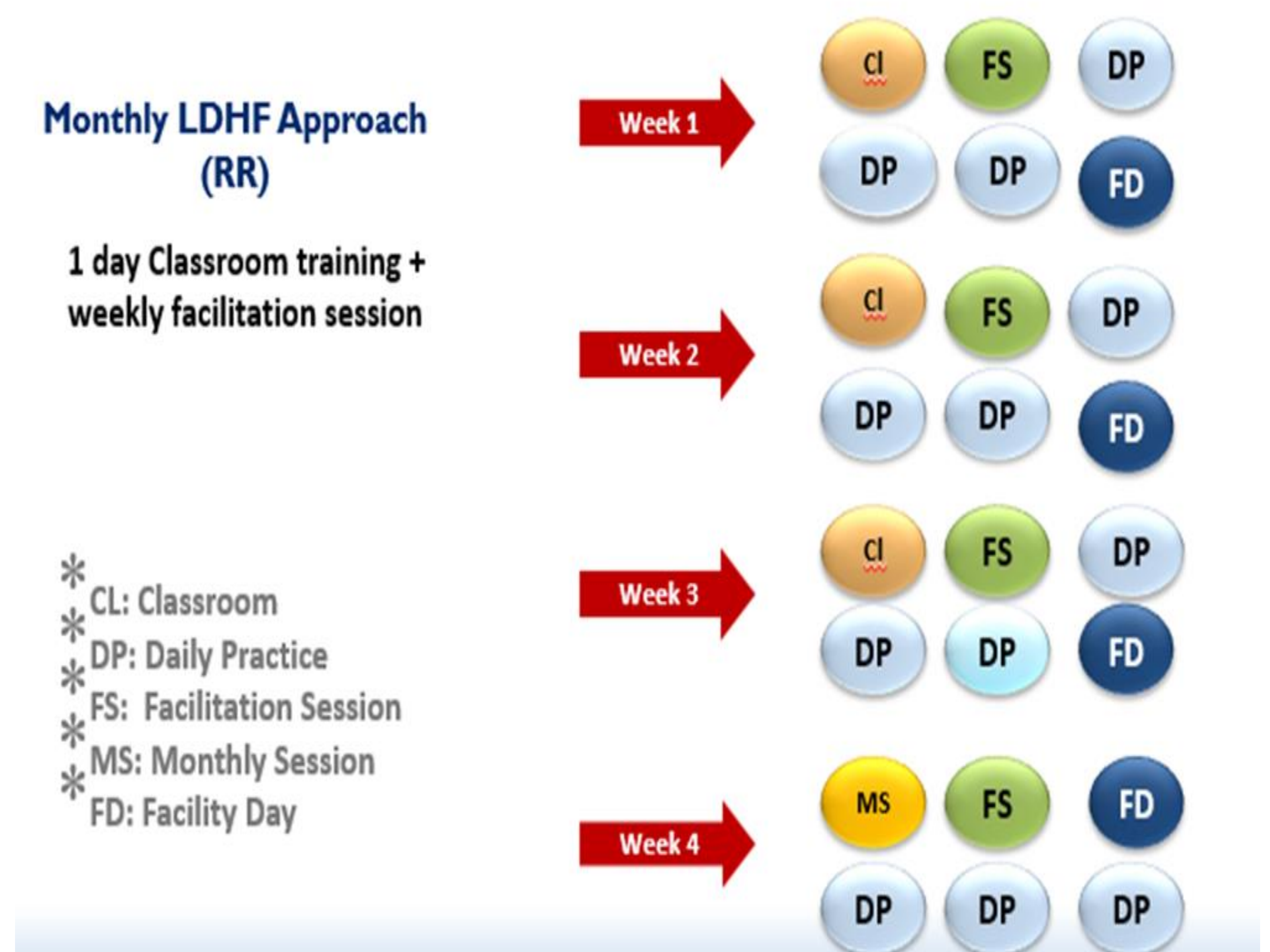
ALI ABDELMEGEID¹; MOHAMED ELGHAZALY²; MAI DAWOODY¹; SAYEDA ELZINY³; SOAD ABDELMEGIED³; HOSSAM ABBAS³; SALLY SAHER⁴; RACHEL TAYLOR⁵.
1. JOHN SNOW, INC. 2. SAVE THE CHILDREN INTERNATIONAL/EGYPT; 3. EGYPTIAN MINISTRY OF HEALTH AND POPULATION; 4. USAID/EGYPT; 5. SAVE THE CHILDREN/US

Introduction

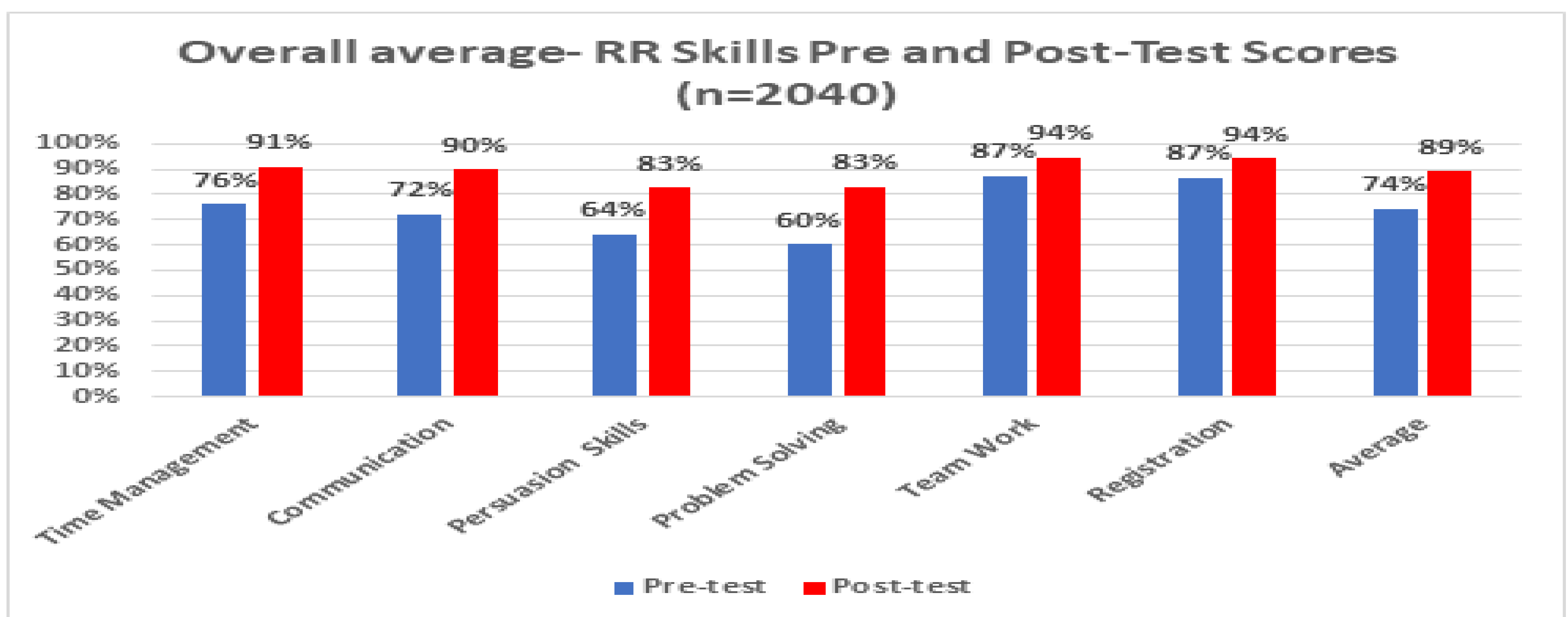
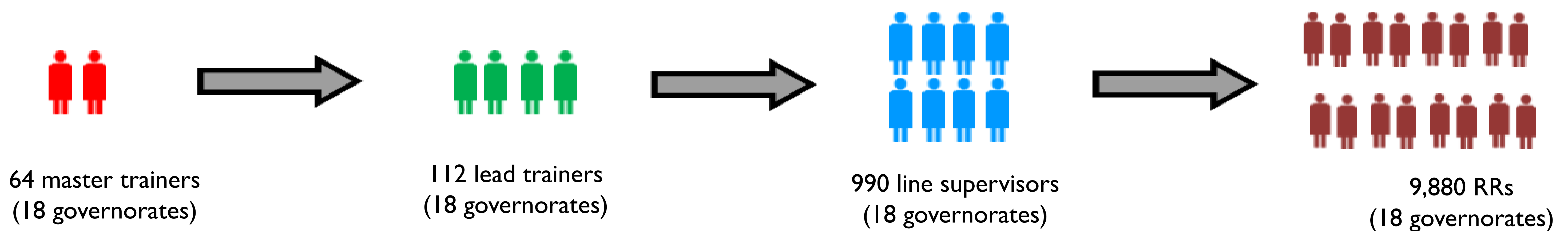
- Egypt established the *Raedat Refiat* (“RR”) community health worker cadre in 1994 to increase demand for family planning services. Initially 2,000 individuals, the RR workforce has grown to 14,000+ CHWs tasked with promoting a range of health services.
- This “low-dose, high frequency” (LDHF) approach to health worker capacity building was adapted and applied across 23 governorates to more than 10,000 RRs, trainers and supervisors. The content centered on information workers “need to know” – eliminating what’s “nice to know” – allowing for hands-on learning, followed by continuous practice with feedback and mentorship.

Methodology

- The LDHF approach was implemented over six months with the RRs.
- On a weekly basis this included a one-day capacity building session at the primary health care unit.
- This weekly, one-day session was followed by a series of weekly practice sessions, including SBCC skills, case scenarios, role-plays and games.
- Once a month, RR practice sessions relevant to their engagement with the facility or community (e.g., referral processes, data quality, community mobilization).
- The LDHF approach was facilitated by RR supervisors to reinforce best practices and provide ongoing coaching and mentorship.
- Principles of the LDHF approach:
 - Competency-focused
 - Hands-on
 - Interactive
 - Team-based
 - Onsite
 - Thoughtfully designed and sequenced
 - Ongoing learning
 - Optimizes technology
 - Improves quality of care



Results



Conclusions

- Between pre- and post-test training scores, RR demonstrated greatest improvement in problem solving and persuasion with 23% and 19% improvement, respectively. The aggregate average improvement of all skills assessed was 15%.
- As the first documented case of adapting LDHF for a community cadre, this is a novel approach to human capacity development and learning.
- MCSP and the Egyptian Ministry of Health and Population (MoHP) are collaborating to refine the approach for developing capacity within the national RR program for improved sustainability.