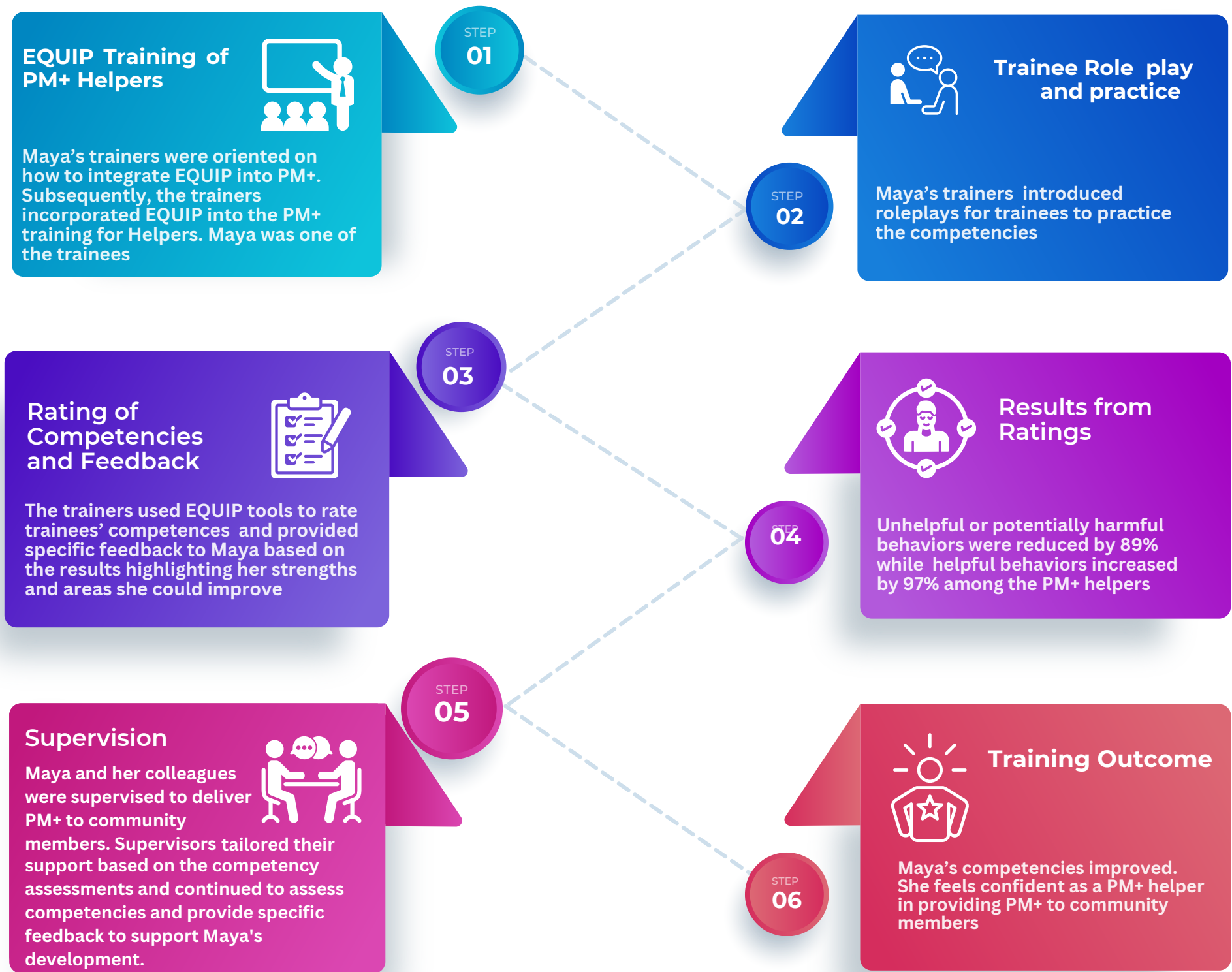


EQUIP: BECOMING A BETTER HELPER WITH COMPETENCY TOOLS



Maya is a community health worker and a Problem Management Plus (PM+) helper who received EQUIP competency based training in Nepal. The training was organized by the transcultural Psychosocial Organization (TPO Nepal).

HOW MAYA WAS TRAINED USING EQUIP



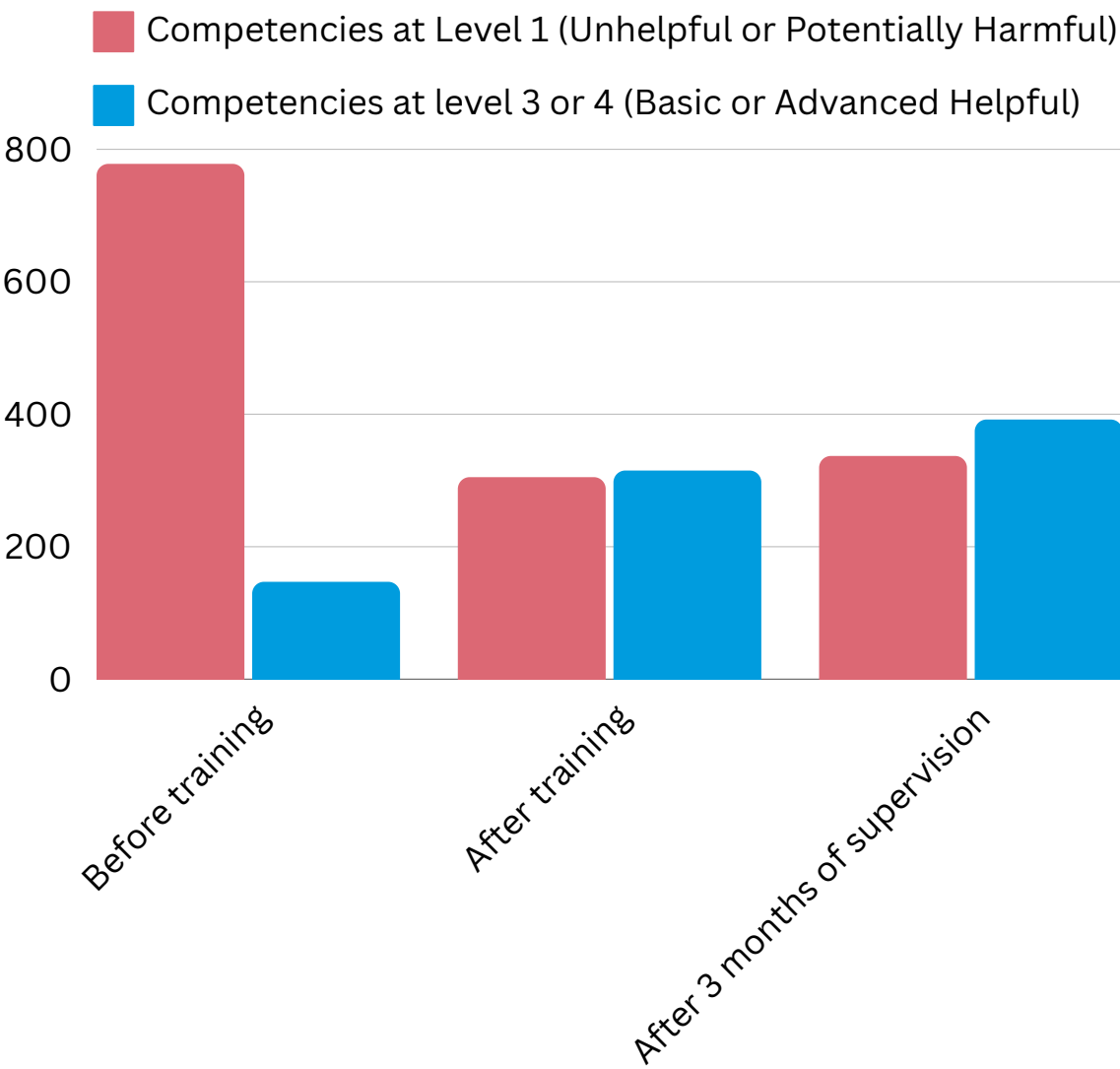
IMPACT OF PM+ TRAINING WITH AN EQUIP COMPETENCY-BASED APPROACH ON MAYA

*The training has led to positive changes in my life and within my community. I am proud to say that I have made a meaningful impact, as some of them have achieved success, which brings me immense joy.*



Maya, trained in PM+ using an EQUIP competency-based approach.

CHANGE IN HELPFUL AND HARMFUL BEHAVIORS (N=205) PRIMARY HEALTH CARE WORKERS IN NEPAL



## ENHANCING SERVICE PROVIDER SKILLS WITH EQUIP IN NEPAL

Transcultural Psychosocial Organization (TPO) Nepal aims to improve the mental health and psychosocial well-being of children and families in conflict-affected and vulnerable communities. Their work is focused on building local capacity and systems for psychosocial support, mental health, and conflict resolution.

### **Training and Supervision of PM+ Helpers**

TPO Nepal has incorporated EQUIP into their training and supervision for community health workers on foundational helping skills, group facilitation skills and Problem Management Plus (PM+) a manualised and free to access intervention developed by WHO<sup>6</sup>.

The trainers assessed trainee competencies using EQUIP competency assessment tools for foundational helping skills, group facilitation skills and the PM+ intervention throughout the training sessions. Role-plays were culturally adapted to represent typical interactions with individuals seeking mental health support.

The use of EQUIP in the PM+ trainings helped trainers to provide competency-based feedback to trainees throughout the training. The trainers were able to modify the training based on the assessments to focus on areas where the trainees required more support.

After the training, further competency assessments were conducted to measure trainees' progress. These assessment findings were shared with supervisors to inform how they supported trainees during ongoing client interactions.

TPO Nepal conducted research on the impact of EQUIP competency-based training for community health workers and found a significant decrease in unhelpful or potentially harmful behaviors without any notable increase in the training duration.

### ***Integration of EQUIP into the Delivery of IPT***

TPO Nepal integrated EQUIP into Group Interpersonal Therapy (IPT) for depressed adolescents in Nepal, delivered by nurses and community psychosocial workers. This involved assessing workers' skills during role-plays held before the training to refine the training plan so that it was based on trainee needs. EQUIP competency assessments were then used throughout the training to provide tailored feedback and during supervision to support the development of workers' competencies on an ongoing basis.

### ***Integration of EQUIP into mhGAP Training***

TPO Nepal collaborated with the Ministry of Health, National Health Training Centre, and Ministry of Social Development to organize a six-day training program for psychiatrists. The training was on the WHO's Mental Health Gap Action Programme (mhGAP)<sup>7</sup>. EQUIP competency assessment tools were used to evaluate the foundational helping competencies of the psychiatrists before, during, and after training. Feedback based on the competency assessments helped the trainees improve their skills, particularly in the areas of self-harm/suicide assessment and establishing confidentiality agreements.

### ***Training Health and Social Workers***

In addition to integrating EQUIP into other manualized interventions, it is crucial for healthcare workers and non-specialists to develop foundational helping skills. They are essential for safe and effective care. TPO conducted a 4-day training program for healthcare and social workers to improve their foundational helping skills. The training covered core foundational helping skills such as non verbal and verbal communication, establishing a confidentiality agreement and being empathic. Pre- and post-training assessments showed that less than 30% of trainees were proficient in foundational helping skills before training, while after training, 80% of trainees exhibited proficiency in these essential skills.

<sup>6</sup> Problem Management Plus (PM+): individual psychological help for adults impaired by distress in communities exposed to adversity (generic field-trial version 1.1). Geneva: World Health Organization; 2018. Licence: CC BY-NC-SA 3.0 IGO. Available at: <https://www.who.int/publications/i/item/WHO-MSD-MER-18.5>

<sup>7</sup> mhGAP intervention guide for mental, neurological and substance use disorders in non-specialized health settings: mental health Gap Action Programme (mhGAP) – version 2.0. Geneva: World Health Organization; 2016. Available at: <https://www.who.int/publications/i/item/9789241549790>