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WHAT IS EQUIP?

EQUIP aims to improve the quality of mental health and psychosocial helping skills for safe and effective service delivery. It provides resources for trainers and supervisors to assess the competency level of their trainees. Using these resources helps to monitor and support the ongoing competency development of trainees

HOW CAN IT BE USED?

- To assess competencies that can be used alongside your existing training and supervision
- A dashboard for real-time monitoring and evaluation to track your helpers' improvement
- E-Learning resources on competency-based assessment, training and supervision

“...[EQUIP] will benefit future community health workers. In the field, they will put into practice skills that enhance the work they are doing, with warmth, as we have taught them in these days of training.”



Mental Health Trainer, SES Peru

SOCIOS EN SALUD (SES) - PERU

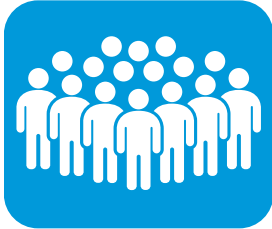


Socios en Salud is a social justice organization that responds to the moral imperative to provide high-quality health care globally to those who need it most. Through its community care model based on the clinical and moral aspects, care and accompaniment are provided to patients in their homes and communities.



In 2019 SES began using EQUIP to improve training and supervision of community health workers delivering the Thinking Healthy Programme (THP), a WHO scalable psychological intervention for pregnant and postpartum women with depression.

WHO?



Community Health
Workers

WHERE?



Socios en Salud
in Peru

WHAT?



THP intervention to
reduce perinatal
depression

HOW?



EQUIP used to train and supervise community health workers as helpers in delivering THP intervention

BIG PICTURE: EQUIP IMPACT ON SES PROGRAMMING

8

Staff using EQUIP in their trainings and supervision

11

Total trainings conducted using EQUIP tools

98

Helpers trained using EQUIP-based approaches

70

Percent reduction of harmful behaviors

“Before, I saw everything as bad, I had negative thoughts. Now, I have learned to listen since everything has its moments, and the most important thing is that I am fine and my baby will be fine.”



Mother participating in THP intervention to treat depression

“It was a very practical training. It has been much more enriching, direct and personalized. We have learned much more, and it has been very motivating.”



Community Health Worker trained with an EQUIP based approach

EQUIP: USING COMPETENCY ASSESSMENT TOOLS TO ENSURE QUALITY DELIVERY OF THINKING HEALTHY PROGRAM IN PERU

Perinatal depression affects 24%-40%¹ of women in Peru, but only 10% have access to perinatal mental health services². **Socios En Salud (SES)** bridges this gap by training Community Health Workers (CHWs) to deliver the 'Thinking Healthy Program' (THP), a low-intensity, non-pharmacological, psychological intervention for managing perinatal depression³. SES started using EQUIP in 2019 to make their trainings and supervision competency-based and ensure that CHWs had the competencies to effectively deliver THP while minimizing potential harm.

How EQUIP was Used for THP Training

Eight senior staff, including SES trainers, supervisors, program managers, and psychologists, learned how to rate trainee competencies using different EQUIP assessment tools during culturally adapted role-plays. The role-plays represented a pretend interaction between a community health worker and a woman receiving THP. The ENhancing Assessment of Common Therapeutic factors (ENACT) and THP assessment tools provided detailed descriptions of each competency, facilitating the observation and rating of CHWs during these role-plays.

SES integrated the EQUIP approach into the THP training of CHWs. Before the training started, foundational helping skills were assessed through short role-plays. The trainers used the results of these assessments to adapt the training so that it was tailored to trainees' needs. Consistent use of EQUIP



competency assessments throughout the training allowed for regular feedback to trainees and further tailoring of the training content. At the end of the training, role-plays and competency assessments were used to evaluate the impact of the training. The assessment results showed a 70% reduction in trainees' potentially harmful behaviors and a 90% increase in helpful behaviors.

In ongoing supervision, supervisors continued to use the EQUIP tools and assessed competencies in role plays with CHWs to support their development. Ultimately, the use of EQUIP helped to improve helpful and reduce harmful behaviors, thereby ensuring the safe and effective delivery of THP by CHWs.

Expanding EQUIP to Other Programs in Peru

Since 2019, SES has trained 12 program leadership staff on the EQUIP competency-based approach to improve the quality of mental health services. SES has successfully used the EQUIP competency-based approach to conduct 11 trainings involving 90 community health workers, nurses, doctors, and others delivering psychological and psychosocial services, including remote delivery of services during the COVID-19 pandemic. SES has advocated for the adoption of EQUIP within five health service partner organizations, including *Companeros en Salud*, the Ministry of Health (specifically in relation to Tuberculosis, HIV, and Mental Health), and *Partners in Health*. All organizations now use EQUIP in their programming, marking a significant step toward improving mental health services across diverse healthcare settings.

¹ Aramburú, P, Arrelano, R, Jáuregui, S, Pari, L, Salazar, P, Sierra, O (2008). Prevalencia y factores asociados a depresión posparto en mujeres atendidas en establecimientos de salud del primer nivel de atención en Lima Metropolitana, junio 2004. *Revista Peruana de epidemiología* 12, 1–5

² Ministerio de Salud Del Peru (MINSA), Dirección de Salud Mental (2016). Salud mental comunitaria: nuevo modelo de atención. Available at <http://bvs.minsa.gob.pe/local/MINSA/3615.pdf>. Google Scholar

³ World Health Organization. Thinking Healthy: A Manual for Psychosocial Management of Perinatal Depression (WHO generic field-trial version 1.0). Geneva, WHO, 2015. Available at: <https://www.who.int/publications/i/item/WHO-MSD-MER-15.1>