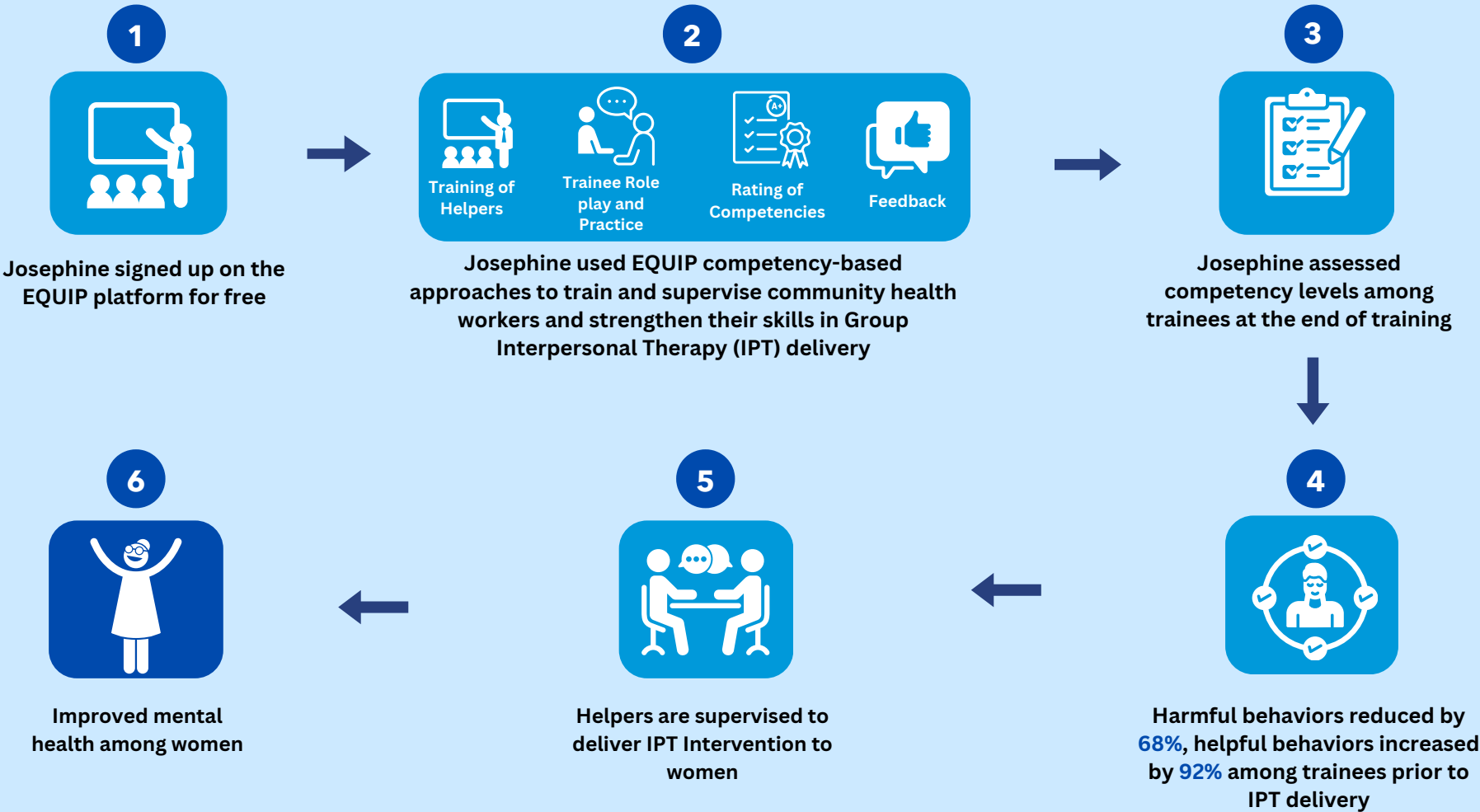


EQUIP: TRAINERS USING COMPETENCY TOOLS



Meet Josephine Akellot, MSc: She is a Clinical Psychologist, Mental Health Technical Leader and served as an Associate Program Director at HealthRight. She also holds the role of an EQUIP Trainer and responsible for competency-based training, mentorship, and supervision of trainers, supervisors and community health workers.

HOW JOSEPHINE GOT STARTED WITH EQUIP



TRAINER SPOTLIGHT



Hi! My name is Josphehine, and here is how EQUIP has helped me as a Trainer at HealthRight Uganda



Able to track progress over time



Identify areas where trainees need more support and help to reduce harmful behaviors



Help to provide feedback to trainees and develop their competencies over time



... I strongly believe that incorporating the EQUIP approach is necessary in any training. Without it, I would have been unable to provide the level of assistance required, as there were numerous aspects that I previously overlooked or did not prioritize.



BIG PICTURE: IMPACT OF EQUIP ON HEALTHRIGHT'S PROGRAMMING

11

Trainers using EQUIP to strengthen existing trainings

86

Community health workers participated in trainings using EQUIP-based approaches

190

Clients who received high quality services from community health workers

“

"This training is unique because you can tell if you learnt or not. I would say it did a lot compared to the trainings I had before, and I am convinced that the competencies help a lot because you know your strengths and where you need improvement."

”



Community Health Worker trained with an EQUIP based approach

EQUIP: SUPPORTING TRAINERS AND SUPERVISORS IN UGANDA

Josephine is a Ugandan psychologist with 12 years experience in mental health and psychosocial support. She oversees mental health and psychosocial programmes for HealthRight Uganda and leads mental health training programmes for community health workers and others without a background in mental health. Josephine said that in her experience, “...there was no reliable way to assess whether trainees had truly mastered the required skills. The traditional evaluation approach using pre- and post-training knowledge tests is not a reliable indicator of who can deliver services safely and effectively.”

Using the EQUIP approach to improve training and supervision for psychological interventions

Josephine saw EQUIP as an opportunity to tackle the absence of suitable tools and resources for evaluating competencies to ensure safe and effective care. She and her colleagues integrated EQUIP resources into their training and supervision activities, initially focusing on community health workers delivering Group Interpersonal Psychotherapy (IPT), an intervention with an open access manual published by WHO⁴.

The team created role plays to reflect the typical interactions between community health workers and clients. Using EQUIP tools, they assessed foundational helping competencies with the ENACT and GroupACT competency tools before each training, reviewed the results, and adjusted the training plan as needed.

Josephine used the EQUIP platform and the automatically generated data visualisations of assessment results to support the feedback process. She shared the results with trainees so that they had a detailed understanding of their strengths and areas that needed improvement. Supervision sessions were then tailored to address and reduce any potentially harmful behaviours identified during the feedback process.

After the training, Josephine and her colleagues continued to assess trainees' competencies during supervision, and provided trainees with appropriate learning opportunities. As a result of this competency



based training and supervision, trainees' unhelpful or potentially harmful behaviours were reduced by 68%, while helpful behaviours increased by 92%. The trained community health workers have now provided safe and effective Group IPT to 190 women.

As a trainer, Josephine discovered that these techniques not only enhanced trainees' learning experience but also improved her ability to provide specific, concrete feedback. “The training has improved my ability to identify trainees' needs, monitor their progress, and identify areas where they may need improvement. EQUIP has made me a better trainer.”

Expanding EQUIP to other programmes in Uganda

Since HealthRight has integrated EQUIP into its programming, Josephine and her colleagues have used EQUIP assessments and competency-based training methods to train more than 240 people, and have conducted 971 competency assessments using the EQUIP digital platform.

Josephine remains dedicated to promoting and integrating EQUIP competency-based approaches into other programmes. She is promoting the EQUIP approach across national mental health working groups and is using EQUIP to improve training on Problem Management Plus and other courses on topics such as harmful alcohol use and associated problems. Based on Josephine's positive experience and commitment, HealthRight has started to use EQUIP in different countries and has recently integrated the EQUIP approach into its trainings in Ukraine.

⁴ World Health Organization and Columbia University. Group Interpersonal Therapy (IPT) for Depression (WHO generic field-trial version 1.0). Geneva, WHO, 2016. Available at: <https://www.who.int/publications/i/item/WHO-MSD-MER-16.4>