
Training Schedule and the logic of sequence

Training during the Ankur project was divided into seven training workshops spread out over a period of one year. This was done deliberately so that CHWs of ANKUR were introduced to a limited amount of information and skills during a training workshop and then given time to practice the new skills in their communities under guidance from their supervisors. Allowing the CHWs time to absorb one set of skills before learning another, worked very well and was consistent with SEARCH's strategy of introducing interventions into the community.

The CHWs in ANKUR were first taught skills in collecting basic data (communication skills, how to examine a newborn, how to fill in forms, etc.). After they practiced data collection, intervention skills were taught and practised, including counseling for breastfeeding, keeping the newborn warm, identifying and treating the high-risk baby, identifying and treating asphyxia, and identifying and treating infection.

This training manual is divided into seven training workshops containing a total of 16 training modules. The sequence of the modules and the grouping of topics have been carefully planned for maximum learning and while trainers are encouraged to follow the sequence, the manual is flexible and changes can be made when needed. In making changes, however, it would be best to bear in mind the overall rationale for the order of the sessions in the manual.

- ASHA must be accepted as a useful person in the entire community. Management of childhood illnesses is therefore integrated in the newborn care. Hence ASHA is not just newborn care provider but is also a care provider for the children upto age 5 and to mothers during their pregnancy and after delivery.
- Early skills are designed to be building blocks for more complex tasks. For instance, diagnosing and managing asphyxia with mucus extractor and diagnosing and managing sepsis with co-trimoxazole and giving vitamin K injections are taught in early workshops so the ASHA masters these skills before she learns asphyxia management with bag and mask and sepsis management with injectable antibiotic in a later workshop.

Most of the modules are taught in one training workshop, with the exception of Module 9, Integrated management of childhood illnesses. This module is split in assess and classify, identifying treatment and giving treatment before referral and counseling and follow up and is spread in workshops 3, 5 and 7.

After training workshop 1, 2 and 6 additional gap of one month each has been given to allow ASHAs time for more practice.

In addition to the ongoing evaluation at the end of each session, extensive structured evaluation of the previous learning is conducted in workshop 5 to make sure that ASHAs have mastered all essential skills before they learn the most complex ones i.e. use of bag & mask and injection gentamicin. Final evaluation is again conducted in the last (7th) workshop. Thus the manual ensures the quality of training before ASHAs perform new tasks in the community.

Plan to Train ASHAs in Home-Based Newborn and Child Care

Place of Training	Months									
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct
Training workshop	TW* 1 4 days <u>Module 1:</u> Introduction to HBNC <u>Module 2:</u> Registering mothers and Home visiting during pregnancy		TW 2 5 days <u>Module 3:</u> Observing labour and delivery <u>Module 4:</u> First exam of newborn <u>Module 5:</u> Home visits and eye, cord, skin care <u>Module 6:</u> Interpersonal communication		TW 3 4 1/2 days <u>Module 7:</u> Breastfeeding <u>Module 8:</u> Prevention and management of Hypothermia <u>Module 9:</u> Sick child 9A : Assess and classify sick child	TW 4 4 1/2 days <u>Module 10:</u> Injection Vitamin K <u>Module 11:</u> High risk assessment and management of High risk and LBW <u>Module 12:</u> Birth asphyxia Diagnosis and early management with mucus extractor <u>Module 13:</u> Neonatal sepsis Diagnosis and early management with cotra	TW 5 3 days Revision and evaluation of workshop 1 to 4 <u>Module 9:</u> Sick child 9B Identifying treatment and giving treatment before referral	TW 6 2 1/2 days <u>Module 14:</u> Birth asphyxia Diagnosis and management with bag and mask <u>Module 15:</u> Neonatal sepsis Diagnosis and management with injectable antibiotic		TW 7 2 1/2 days <u>Module 16:</u> Final steps in the training for newborn care <u>Module 9:</u> Sick child 9C Counseling and follow up
Field practice in the community	26 days	30 days	25 days	30 days	26 days	25 days	28 days	29 days	30 days	29 days

*TW : Training Workshop

Total training : 26 days in 10 months