

The Jhpiego Trainer Pathway

A quality health workforce is dependent on training systems that can rapidly select proficient health care providers and prepare them as trainers. Effective training systems need an adequate number of trainers to train and support providers for additional competency development in new tasks or continuing education programs. To support the system, a smaller number of trainers will need additional training skills to mentor and develop new trainers. An even smaller number of Training Experts, having mastered higher-level training competencies, are needed for scale-up and sustainability of these training systems. This document provides an overview of the pathway that Jhpiego recommends for establishing the levels of trainers needed for sustainable training systems.



Dr. Negash Seyoum, Infection Prevention Workshop, Uganda

Qualified Trainers

A Qualified Trainer is a proficient provider who is able also to train other providers in skills courses. The Qualified Trainer has mastered the following core competencies:

- Trains learners in new competencies, or reinforces existing ones
- Coordinates training in collaboration with other staff
- Implements group-based training, using a “blended learning approach” when indicated
- Documents and reports training activities conducted
- Provides post-training transfer-of-learning support

Candidate trainers must be **proficient in the clinical area they will train** to ensure client safety, **motivated** to train others and **afforded the opportunity** to use their new training competencies.

Competency standardization in the target clinical area (e.g. counseling, male circumcision, emergency obstetrical skills, etc.), is the first step required for trainer development. Although standardization can be implemented in a variety of ways, its goal is always the same—to ensure that candidate trainers teach the desired tasks or competencies in the same way.

Candidate trainers complete the Jhpiego Training Skills Course using a self-directed Modified Computer-Assisted Learning (ModCAL[®]) for Training Skills course. **ModCAL for Training Skills** provides flexible, high-quality training via the computer to help achieve the knowledge, skills and attitudes needed for the training core competencies. After completion of ModCAL, practice and feedback in training skills are provided under the supervision of a Master Trainer. Candidate qualified trainers can also complete a purely group-based course when completion of ModCAL is not possible.

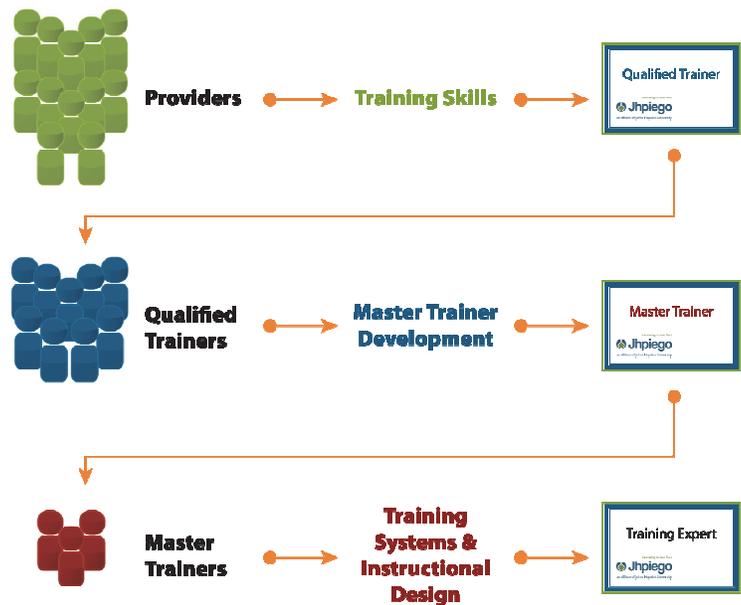
Mentored Co-Training is needed for final trainer qualification. Candidate trainers who have completed ModCAL or a group based Training Skills course are assigned to train with a Master Trainer, who will coach and assist them to conduct a skills course and qualify them as Qualified Trainers.

Master Trainer

Master Trainers are Qualified Trainers who train and mentor new trainers using the Training Skills course. Master trainers will have these competencies:

- Mentors new trainers to facilitate training in a variety of settings
- Assesses new trainers achievement of the qualified trainer competencies

To meet these competencies, experienced Qualified Trainers who meet the Master Trainer selection criteria and are interested can complete Master Trainer Development. The Master Trainer Development process includes self-study with feedback from a Master Trainer, maintenance of a training portfolio and co-facilitation of a Training Skills course.



Training Expert

Training Experts are Master Trainers with additional expertise for providing national, regional or international technical leadership. Training Experts are:

- Highly proficient in their area of service delivery
- Experienced Master Trainers
- Mentors to less experienced technical staff (other trainers)
- Interested in providing broader national, regional or international technical leadership

A Jhpiego Training Expert has acquired the following competencies:

- Develops new or strengthens existing in-service and pre-service education programs
- Oversees the development or redevelopment of new or existing training systems

To achieve these competencies, the Master Trainer will complete these activities:

- **Instructional Design:** prepares trainers to develop new or revise existing training processes and materials based on the identified performance gaps. Includes the selection of appropriate learning technologies to support training and the development of high-quality, competency-based instructional materials, as well as the assessment tools needed to assess mastery.
- **Training Systems:** prepare trainers to apply international or national standards to develop or shape training systems. This includes conducting training or pre-service education needs assessments, preparing clear recommendations for appropriate interventions, and applying advocacy and change management strategies to influence ministries, donors or other partners. Includes assisting with the planning or implementation of monitoring and evaluation strategies.

For more information about the trainer pathway, please contact glo@jhpiego.org.