

BEST PRACTICES FOR IN-SERVICE BEMONC TRAINING OF TRAINERS ON THE SAFE DELIVERY APP

FROM MATERNITY FOUNDATION'S PROGRAM IN ETHIOPIA

Summary

One of the barriers Maternity Foundation has encountered in our maternal, newborn health program in Gimbie, Ethiopia is to effectively encourage trainers to break out of the status quo and change up their usual training approach and routine when using the Safe Delivery App in their in-service BEmONC training. It can be very difficult to think outside the box and deviate from using, for example, a standard pack of PowerPoint slides. As such, we are working to figure out- how do we train trainers to think creatively and take ownership into effectively integrating the App in an impactful way into their BEmONC teaching/training?

To help us begin to answer this question, Maternity Foundation sent 3 midwives from our headquarters in Denmark and office in Addis Ababa to collaborate with our midwife trainers in Gimbie. These midwives introduced an alternative BEmONC training program to the midwife trainers that integrated the SDA throughout both the theoretical and clinical practices. They observed and participated in the in-service BEmONC training to explore and document how the SDA was implemented, and what worked well and what didn't. Thus they identified good practices in using the App as a pedagogical training tool.



The main answer that they found to our question above, put most simply, is to train trainers comprehensively on how to use the SDA as a teaching tool. Trainers who are expected to use the SDA as a training tool in in-service trainings must go through an immersive, interactive and empowering training to build their fluency and capacity in using the App as a teaching/training tool. Additional best practices for program implementers and/or master trainers are distilled into the steps and tips below.

Best Practices and Tips for Training of Trainers

1: Implementers of the training of trainers begin by thoroughly reviewing and revising the existing BEmONC curricula (both theoretical and practical) with a lens on how to integrate the Safe Delivery App in a way that makes training more time efficient and more effective.

→ For example in lectures where can you show a film from App to cut down on number of slides?



→ Time was cited as a main barrier by many of our trainers in using the App as a teaching tool, but when empowered to use the App more creatively they came up with many ways to use it as a time economizer.

2: Implementers of the training of trainers develop a suggested training program, based on the reviewed curricula that are then shared with local trainers for their input and review.

3: Use a range of methodologies in training trainers on the App to ensure they are immersed in using it in all ways possible. Methodologies may include but are not limited to:

- Lecturing: One thing to keep in mind is to have the lecturer must make a real effort to engage the students to give verbal feedback throughout the lecture.
- Demonstrating: In particular encourage trainers to use the App to problem solve, find answers, help them manage simulated situations; act out pretend BEmONC trainings where some trainers pretend to be students and some are themselves as trainers/ facilitators)
- Collaborating: Classroom discussion, small group work, Q&A where trainers are all



asked a question, told to find the answer in the App and called upon to answer, followed by a debriefing.

Using this wide range of methodologies, you take trainers through by practical example all the ways they can use the App in their teaching, and build fluency in use of the App so it becomes second nature to use it as a resource.

4: Follow-up after training to make sure that the trainers implement the changes into their teaching, that what they learned translates into practice. This is a

coaching, mentoring, hands-on approach/ step.

Training of Trainer for In-Service BEMONC Tentative Schedule (5 days)

The below schedule is from our midwives trip to Ethiopia to train trainers. It is an example meant to be localized and adapted by other implementers based on their needs and capacity.

A. Theoretical Days:

<u>Day 1:</u> Introduction to the Safe Delivery App (see Maternity Foundation's SDA PowerPoint and Training Guide for more detailed ideas and suggestions)

<u>Day 2:</u> Program Curricula Review (best practices 1 & 2 from the section above)

B. Practical Days:

Days 3, 4 & 5:

- In the skills lab the App can be used throughout in multiple teaching methodologies (see best practice 3 from section above).
- In the hospital during observations trainers can use the App as a discrete and quick reference tool, in particular if they are standing a little way away from the group/instructor (this distance may enable them to feel more comfortable in looking at the App). After observing, trainers can also use the App to evaluate what they have seen- e.g. if there has been malpractice.



