

This presentation is used with Lesson Plan 16: How to Train CHPs in the CHP for Trainers Trainer Manual.

Available at

www.cawst.org/resources



How to Train Community Health Promoters

How to Recruit CHPs

- Create a job description
 - Are we asking too much of these individuals?
 - Are the responsibilities and tasks realistic?
 - Do we need to provide additional compensation?
- Use Knowledge/Skills/Attitudes
- Advertise, interview
- How many people do you need?

How to Develop a Training Program

- Budget, time, scope
- Conduct a needs assessment
 - Formal vs. informal
 - Initial vs. ongoing
- Plan the content

- *Exercise – Creating SMART Objectives*

People don't know what they don't know.

How to Develop a Training Program

- Develop the format
- Choose the location
- Identify the participants
- Select the facilitators
- Work with the facilitation team
- Monitor the training
- Write the final report

Evaluating the Training

- Knowledge gained
 - Pre/post assessment
 - Scenarios
 - Self-assessment
- Skills learned
 - Checklists
 - Observations

Monitoring

- Community Health Promoters
 - Regular meetings
 - Continued training
- Behaviour change in the community
 - Structured observations
 - Focus group discussions
 - Interviews
 - Questionnaires and surveys
 - Participatory activities
 - Most Significant Change
 - Before and Now Diagram
 - Monitoring Matrix

Culminating Activity

Exercise – Culminating Scenarios