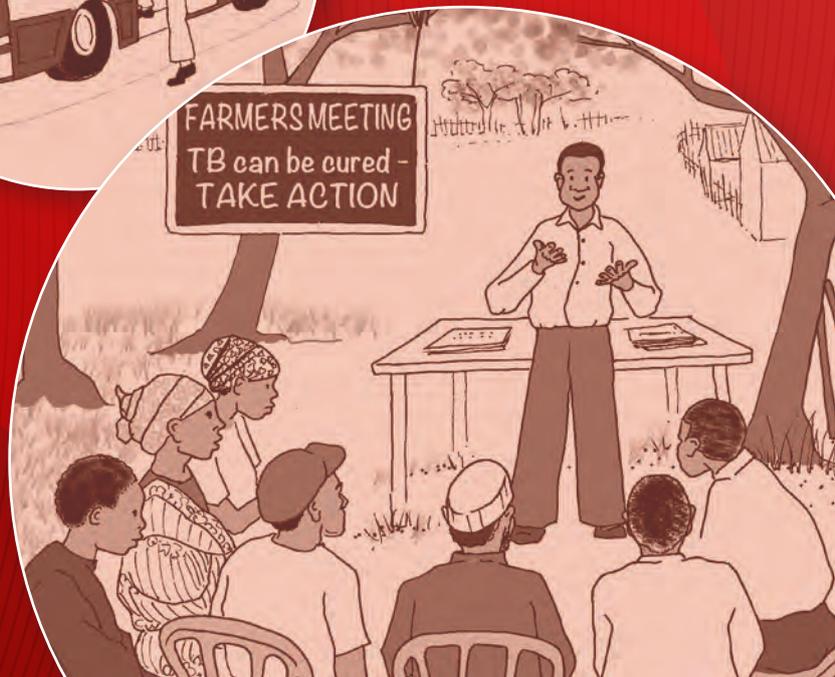


ENGAGE-TB

Integrating community-based tuberculosis activities into the work of nongovernmental and other civil society organizations

Training of community health workers and community volunteers

Facilitators' guide



World Health
Organization

WHO Library Cataloguing-in-Publication Data

ENGAGE-TB: integrating community-based tuberculosis activities into the work of nongovernmental and other civil society organizations: training of community health workers and community volunteers: facilitators' guide.

1. Tuberculosis – prevention and control. 2. Tuberculosis – diagnosis. 3. Tuberculosis – therapy. 4. Community Health Services. 5. Community Medicine. 6. Teaching Materials. I. World Health Organization.

ISBN 978 92 4 150917 6 (NLM classification: WF 200)

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Design by North Creative, Geneva.

WHO/HTM/TB/2015.18

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Acknowledgements

The ENGAGE-TB facilitators' guide for training of community health workers and community volunteers in integrating community-based tuberculosis activities was developed by WHO.

The guide was written by Thomas Joseph (Global TB Programme) under the overall guidance of Haileyesus Getahun (Global TB Programme) using material contained in the ENGAGE-TB training manual and the ENGAGE-TB implementation manual. Support was provided by Nathalie Likhite and Lana Syed (Global TB Programme).

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Lusiana Aprilawati (Jaringan Peduli TB Indonesia, Indonesia), Mamadou Diallo (Conseil en Affaires Publiques, Côte d'Ivoire), Bernard Dornoo (National AIDS/STI Control Programme, Ghana), Susan Gacheri (Division of Leprosy, TB and Lung Disease, Kenya), Hammond Gatumo (Community Health Access Program, Kenya), Ram Sharan Gopali (Japan Nepal Health and TB Research Association, Nepal), Elmira Ibraim (Marius Nasta Institute of Pneumology, Romania), Victoria James (New Dimension Consulting, Zimbabwe), Jean Mukendi Kabengele (Botswana Harvard AIDS Institute Partnership/PEPFAR Program, Botswana), Timpiyan Leseni (Talaku Community Based Organisation, Kenya), Lillian Kimani (St. Paul's University, Kenya), Litha Klaas (Bristol-Myers Squibb Foundation Secure the Future Faculty, South Africa), Joshua Limo (Kenya Association for the Prevention of Tuberculosis and Lung Disease, Kenya), Sode Novatus Matiku (New Dimension Consulting, Tanzania), Lindsay McKenna (Treatment Action Group (TAG), USA), Serafina Mkuwa (Amref Health Africa, Tanzania), (Subrat Mohanty (International Union Against Tuberculosis and Lung Disease, India), Alphonse Blaise Otiato (Grassroots Poverty Alleviation Program, Kenya), Sylviah Oyugi (Plan International, Kenya), Elena Rodríguez Valín (Centro Nacional de Epidemiología, Instituto de Salud Carlos III, Spain), Petra Stankard (Population Services International (PSI), USA).

WHO headquarters, regional and country offices

Annemieke Brands (Global TB Programme), Ridha Jebeniani (Solomon Islands Country Office), Giampaolo Mezzabotta (Myanmar Country Office).

The preparation of this Facilitators' Guide for training of community health workers and community volunteers was financially supported by the Bristol-Myers Squibb Foundation Secure the Future.

Declarations of interests

All the contributors completed a Declaration of interests for WHO experts form. The declarations were analysed by the TB/HIV and Community Engagement unit of the WHO Global TB Programme, which found that no significant interest had been declared.

The following interests were declared:

Petra Stankard declared currently being employed by PSI, an international nongovernmental organization which may receive funds for implementing community engagement work. As such, PSI has an interest in successful use and publication of this document to support its work.

Contents

Acknowledgements	iii
Declarations of interests	iii
Acronyms	v
Preamble	vi
1. Background and rationale for the guide	1
2. Purpose	1
3. Training overview	2
4. Pre-training preparation	2
5. How to use this guide	2
Module 1. Introductions, objectives and norms	3
Module 2. Introducing the ENGAGE-TB approach	4
Module 3. TB—the basics	5
Module 4. Integrating community-based TB activities into ongoing work	8
Module 5. Health facility visit	10
Module 6. Integrating community-based TB activities: personal perspectives	11
Module 7. Evaluating the training	12
Module 8. Closing the training	13
Annex 1: Training objectives and timetable	14
Annex 2. Participants' evaluation	15
Annex 3. Certificate of participation (template)	17
Annex 4. Presentation slides - Facilitators' Guide	18

Acronyms

CHW	community health worker
CV	community volunteer
NGO	nongovernmental organization
TB	tuberculosis

Community health workers

Community health workers are people with some formal education who are given training to contribute to community-based health services, including TB prevention and patient care and support. Their profile, roles and responsibilities vary greatly among countries, and their time is often compensated by incentives in kind or in cash.

Community volunteers

Community volunteers are community members who have been systematically sensitized about TB prevention and care, either through a short, specific training scheme or through repeated, regular contact sessions with professional health workers.

Preamble

This facilitators' guide for training community health workers (CHWs) and community volunteers (CVs) is intended for training in tuberculosis (TB) and integration of TB prevention and care services into community-based activities. The training lasts 3 days. It includes a PowerPoint slide set, which is an integral part of the guide. Together, these allow the facilitator to progress carefully from one idea to the next. This document is not for use directly by CHWs or CVs.

It is important for facilitators to be familiar with the content of the training course. For this reason, they are advised to print, read and keep a copy of the ENGAGE-TB implementation manual¹ with them, as it provides fuller explanations on each topic.

Someone knowledgeable about TB from a medical perspective should be present to help deliver this training or be available throughout it. Numerous questions about the disease are bound to come up, for which answers may not be available in this guide or in the implementation manual. All questions about TB must be addressed if CHWs and CVs are to have confidence in their knowledge and become effective teachers and trainers in their own communities. The TB expert could deliver module 3 (TB—the basics) and be on standby to give clarifications and respond to questions.

This guide is written in English because it is intended for use by facilitators. The training of CHWs and CVs should, however, always be delivered in the language known to all the trainees. If possible, the PowerPoint slides should be translated into the language that is being used in training and adapted to reflect local realities (global data are used in this guide). If the slides cannot be translated, the English slide set can be presented, but every term must be explained carefully and simply in the local language, with extensive use of flip charts. **Delivery of the training in the local language, using expressions that are easily understood by CHWs and CVs, is crucial to the success of the training.**

Adequate time has been provided in each session for extensive interaction, questions and answers. The number of trainees should ideally not exceed 20. There is value in repeating ideas and concepts, so that the CHWs and CVs can assimilate them fully. As it is important to ensure that each participant learns, interactions should not be dominated by a few; the facilitator must deliberately engage all individuals.

The facilitator would do well to frequently ask different trainees to explain what was learnt in a particular portion of the course. Such recapitulation by trainees will indicate to the facilitator what was actually learnt and what gaps should be filled. It will also help trainees to fully assimilate lessons by repeating them and expressing them in different ways. This method must be employed throughout the training, in all segments.

Finally, the tone of the training should be open, free and respectful. CHWs and CVs should be made to recognize how important they are as the primary vehicles for the delivery of community-based services. Their experiences, views and ideas must be expressed, heard and respected and used in the training. In the end, they will know best how to implement the ideas contained in this training guide.

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