Orientation on Package for Health Care Providers

#COVIDActionCollab
Ground rules for the virtual training

https://docs.google.com/presentation/d/1SV5_T5C0AiE_GOBmDw7aMKZEx7A2DQ8gd_YiVbk1_4/edit#slide=id.g9e4297aa6a_0_196
#COVIDActionCollab - Where are we now?

#COVIDAction is a **people centric, partnership-led multi-disciplinary collab** that supports the most vulnerable, survive and thrive during humanitarian crises (like COVID-19)

- **303 Partners** (and growing)
- **3 million** people reached. Ambition is **10 million**
- **1.5 million** services delivered
- **Pan India Presence** (28 states and 8 UTs)
- **100 crores** Resources mobilized for communities
- **105 crores** Resources raised for partners
- **3 million** people reached. Ambition is **10 million**
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Goal for the CAC:

- **Long-term goal:** Associations provide support to members in implementing these training packages
- **Short term goal:** At least 2 out of 5 of partners who work with healthcare providers are supported to mainstream this package as part of their outreach.

Objectives

- Participating HCPs report reduced burnout and absenteeism among trainees
- HCPs demonstrate increased awareness of IPC, COVID 19 protocols, hygiene etc (post-test results)
- HCPs demonstrate improved health seeking behavior, improved self-confidence, self efficacy
- This intervention is reported by members as a value-addition of the membership to the association
A study conducted on nursing staff in public and private hospitals in Gujarat found that close to 40% of the nursing staff belonged to historically disadvantaged scheduled caste (SC) and scheduled tribe (ST) groups while these groups make up only 22% of the state's population.

A higher proportion (45%-55%) of nursing staff working in the private sector came from SC-ST groups and were also more likely to come from financially constrained households.

As per the studies, life skills education empowers the workforce in global supply chains to attain their full potential in their personal and professional spheres.

It improves productivity by 5% among women workers; reduces workforce turnover from 30 to 23 per 100 workers over a given period of time; and can reduce the gender pay gap by USD 1.35 or 40%. It leads to an increased sense of pride in work, teamwork, and problem solving; improves quality, increases receptivity to women supervisors and reduces acceptance of gender-based violence and stereotypes.
The pandemic has put immense stress on health workers at all levels of the health system, not only in terms of physical stress but also psychological stress arising from long hours, fears of safety, delayed salaries, separation from family members and stigma and discrimination.

- Nurses,
- Ward personnel,
- Nursing assistants
- Paramedical support staff
- Health care staff that come from varied backgrounds and are

  i) Vulnerable to infection and poor health outcomes
  ii) If they not adequately equipped and empowered, it leaves the patients and the health care facility more vulnerable to outbreaks
Key Guiding Principles and Outcomes of the Comprehensive Package

- Holistic and need-based
- People-centric (valuing people over processes)
- Calibrated-based on needs and priorities (choice of technology, timing, language, etc)
- Participatory and engaging (training methods)

Post-training plan- with outreach strategy, feedback from participants, sharing of post test tools & peer assessment tools along with other training resources and sharing of requirements for any further support
Life Skills

“These set of life skill when practiced efficiently, the interplay between these skills will produce powerful behavioural outcomes.”

The package:

A set of learning documents based on critical concepts, methodologies and sequencing of “Fundamental skills” that contributes and compliments advancement of Health care providers. It will also include assessment tools and knowledge & awareness materials that will support in build capacities and skills.
Guiding Principles

➢ **Health Care Providers** are the focus of the program

➢ **Holistic and need-based**
➢ **People-centric** (valuing people over processes)
➢ **Calibrated** - based on needs and priorities (choice of technology, timing, language, etc)

➢ Focus is on their need, aspirations, vulnerabilities, challenges

➢ Bringing stability in the workplace by in terms of
  - Better **workplace conditions**
  - Improved workplace relationships
  - Improved practices **safety, efficacy, efficiency**

➢ Overall, **wellbeing at an individual, family and or community level**
Learning package - the ingredients

Core Modules

- Personal health, & hygiene during COVID
- Best practices for home or facility level quarantine
- Access to counselling/ mental health services;
- Minimizing and mitigating stigma - COVID/ other infectious diseases
- Infection Prevention and Control
- Self Management - self-exploration, self-esteem, personal strengths & areas of improvement, Personal vision, Managing Self; Personal Health, Emotional regulations, Relationships etc.

Elective Modules

- Communication styles
- Time and Stress Management
- Effective communication and negotiation
- Financial Literacy
- Problem Solving & Decision Making
Training delivery options

Core packages

- Training of trainers (TOT)
- Coaching support
- Self-paced training on a Learning Management System

Electives
# Training of trainers Topics & Duration

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Training Topics</th>
<th>Training duration</th>
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<tbody>
<tr>
<td></td>
<td><strong>Core modules</strong></td>
<td></td>
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<tr>
<td>1</td>
<td>Personal health, &amp; hygiene and during COVID times</td>
<td>90 minutes</td>
</tr>
<tr>
<td>2</td>
<td>Infection Prevention and Control</td>
<td>90 minutes</td>
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<tr>
<td>3</td>
<td>Self management</td>
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<tr>
<td></td>
<td><strong>Elective modules</strong></td>
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<td>4</td>
<td>Time and stress management</td>
<td>90 minutes</td>
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<tr>
<td>5</td>
<td>Effective communication and negotiation</td>
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<tr>
<td>6</td>
<td>Problem solving and decision making</td>
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<tr>
<td>7</td>
<td>Financial management</td>
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<tr>
<td>8</td>
<td>Total no of hours</td>
<td>6 hrs 30 minutes</td>
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**Core modules - 9 hour 50 minutes**

**Elective modules - 11 hour 25 minutes**
How will the package help

Expected outcomes

For health care providers:
1. Participating HCPs report reduction in burnout and absenteeism among trainees
2. HCPs demonstrate increased awareness of IPC, COVID-19 protocols, hygiene etc (post-test results)

For health care providers association:
This intervention is reported by members as a value-addition of the membership to the association

For workplace
1. Capacitated health care providers who are equipped with skills and knowledge to protect themselves and the workplace
2. Improved health systems/facilities
3. Enabling workplace environment; healthy and positive relationships
4. Gender equity and safe workplaces for women
5. Improved productivity
Learning Tools
Videos
Assessments & tracking

Evidence based programme
Tracking most significant changes
Assessing behavioural and outcome level changes
Studies done by Tuft/ Harvard Universities
Consolidated Findings

- Improved Self-Esteem and Self-Efficacy
- Increased acceptance of women in leadership positions
- Increased belief that women and men are equally capable
- Declining acceptance of traditional gender roles
- Increased investment in one’s own physical and mental health
- Increased bargaining power at home
- Declining tolerance towards violence
- Increased usage of PPEs, Safe Drinking Water
Improved Self Esteem & Self Efficacy

Improved self esteem and self efficacy

Women became more confident in dealing with work and family situations, thought more of the future and felt an improved sense of self worth. They gained confidence in their ability to complete tasks at home and at work.

"After attending the program I felt respected in this place. So what if I am not educated? People respect me for what I am."

—P.A.C.E. Graduate, India

Improved acceptance of women as Supervisors

The Women in Factories evaluation indicates that when there is lesser verbal abuse, women feel more confident at work and believe that women can be good Supervisors.
**Improved Health Seeking Behaviour**

**Increased consumption of safe drinking water**

Training had a beneficial effect on workers' health; workers empowered through the program began to consume boiled or purified water and reported improved health of self and families.

**Improvement in the habit of eating breakfast**

Post the Women in Factories training, workers who ate their breakfast regularly reported better health and productivity in the factory.
Family Planning and Mental health

Improved awareness of the need for spacing children

Training had a significant effect on workers' beliefs on using family planning methods for spacing childbirth. Women's responses to the question improved with training, resulting in improved mental health and productivity.
**Reduced Gender Pay Gap**

**Improved Income**

Workers trained through P.A.C.E. received on an average, 30 INR or 0.5 USD more per month after completion of the program.

**Reduced Gender Pay Gap**

The WiF program reduced gender pay gap by 1.35 USD equivalent to 40% post the life skills training. Increased intrinsic value of work among workers, improved teamwork and problem solving abilities, led to increased productivity.
Gender discrimination and Violence

Improved knowledge on gender stereotypes and violence

The 100 hour Women in Factories Advanced training led to positive changes in women’s knowledge about gender stereotypes and violence.

Reduced tolerance to violence

Women exhibited lower tolerance towards violence, and were less likely to tolerate it months after the training.
Next Steps

Any Other Expectations/asks?

Questions?

Preps before the session- Pre test tools, participants profile, Resources list to be shared
Thank You