Strengthening NTEP training using the Modernized Training System

Dr Manu Mathew, Dr Abhimanyu Singh, Dr Rakesh PS, Shahnawaz Ahmad, Nitin Kumar Solanki, Sashikanta Nayak, Dipankar Bhattacharya, Deepika Karotia, Dr Jyoti Jaju, Dr Kuldeep Singh Sachdeva
iDEFATE TB Project, The Union

Activity Results/ Impact/ Evidence

Content Development Sub-System

- Training Capacity and Training Needs assessment completed
- A National-level Training and training capacity need assessment conducted, which helped to inform revised designs while engaging the system
- The Knowledge Base is an open resource and has integrated content from many sources (partner organisation, state, national, institutional) in a systematic way. It has now became the easy to go reference point for technical knowledge in NTP

Training Operations Sub-System

- 1. HR database
- 2. Training log
- 3. Competency based supervision of Human Resources
- 4. Training Reports & Dashboards
- 5. Training Planning

Training M&E Sub-System

- Front-end tool developed and implemented
- Transition to an online system initiated

Facilitators

- This activity is closely linked with STDC strengthening; key strategic institution involved in the training activities at the state level. Since both activities are under the same project, there is a synergistic benefit from both efforts
- The support and ownership from the Central TB Division, MoHFW enables faster adoption which leads the National TB program
- The COVID-19 pandemic and the related increased acceptance of virtual modes of interaction and use of electronic devices for day to day tasks has enabled faster transition, that would have been otherwise possible
- Most users on the ground, even up to community health volunteers have smart mobile devices, either their own, or provided through the health system. The enabled actions are already in all cadres than previously thought of at the time of system
- Being a system that is open to use and contribute, content developed by many partners working in NTEP have been seamlessly integrated into the knowledge base, significantly increasing the richness of content

Challenges

- Implementation of the system requires a significant change management at all levels; locally developed training practices have to be replaced by the system and transition to the new system. This is clearly a slow but steady progress, facilitated by instructions to the program functionaries from the Central TB Division and continuous facilitation and hand-holding from the project

Lessons Learned

- The modernized training system has been able to effectively address the challenges of continuous capacity building of the cadres on the newer guidelines and scale the training system under the NTP
- There potential for further upgradation in the training content is limited only by our imagination; the system will facilitate any amount of upgradation
- To develop, implement and transition such a system to the health system at large requires dedicated focus and resources; including the effort put into the iDEFATE TB Project enabled rapid conceptualisation, development, implementation and iteration based on need
- The methods, tools, and systems developed under the iDEFATE TB project may be transformed for use across the larger health systems including other countries making a public good

Activity Description

Based on an extensive country-wide Training Needs Assessment a Modernized Training System was designed with three sub-systems

Modernized Training System

<table>
<thead>
<tr>
<th>Content Creation</th>
<th>Training Operations</th>
<th>M&amp;E of Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Knowledge mapping</td>
<td>1. Training Planning</td>
<td>1. HR database</td>
</tr>
<tr>
<td>2. Content development, revision and maintenance</td>
<td>2. Standard Training schedules</td>
<td>2. Training log</td>
</tr>
<tr>
<td>4. Training Co-Ordinator</td>
<td>4. Course Co-Ordinator</td>
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</tr>
<tr>
<td>5. Trainee evaluation and feedback</td>
<td>5. Training Unit at STDCs</td>
<td></td>
</tr>
<tr>
<td>6. Modernized Training Unit at STDCs</td>
<td>5. Modernized Training Unit at STDCs</td>
<td></td>
</tr>
<tr>
<td>7. Training Operations Sub-System</td>
<td>5. Training Reports &amp; Dashboards</td>
<td></td>
</tr>
<tr>
<td>8. Training Planning</td>
<td>5. Training Planning</td>
<td></td>
</tr>
</tbody>
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Curricula and components designed and developed as per technical knowledge in TB.

The methods, tools, and systems developed under the iDEFATE TB project may be transformed for use across the larger health systems including other countries making a public good.