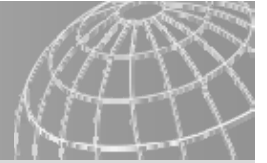


# Harmonisation of training efforts for Avian Influenza with focus on Africa

C. von Morstein, J. Kern, R. Bessin

Bamako 6-8/12/2007



## Background



### Recognition of need to increase the efficiency of training approaches

### Organisations/implementing bodies using different training approaches:

regional trainings (FAO, GTZ...)

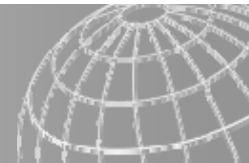
national trainings (FAO, ADB...)

training of individuals (France, IAEA...)

secondment of experts (EU, OVI...)

training in African countries (FAO, GTZ...)

training in Europe, US (EU-SANCO, IAEA, USAID...)



## Background



### **Stakeholder**

#### **Donor:**

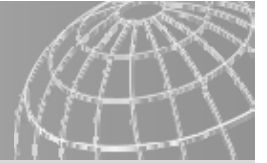
EU, France, Germany, USA, etc....

#### **Organised by:**

FAO, IAEO, ADB, CIRAD, GTZ, IBAR, etc....

#### **Implemented by:**

IBAR, IAEO, CIRAD, ILRI, OVI, Vet. Institute Oldenburg, Padova Ref Lab, etc....



## Background



### **Beneficiaries perspective**

Too few numbers of participants trained

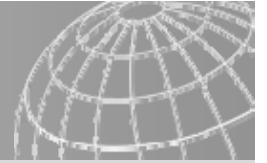
Poor selection of participants

Training needs assessment often not done or not done in advance

Poor use of local expertise (esp. in training on wild birds)

Choice of resources not ideal

Shortage of staff



# INTEGRATED TRAINING APPROACHES



## Theory:

Seminars

Paper studies

Web based information (additional tool)

Tutor supported distance learning (additional tool)

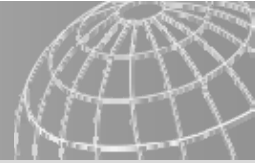
## Practice:

Demonstrations

Practical lab trainings in premium labs

Practical lab trainings tailored to local conditions

Practical lab trainings in target labs (guided implementation)



# ELEMENTS FOR SUSTAINABLE LAB TRAINING



## Preparation phase

Needs assessment

Selection of themes

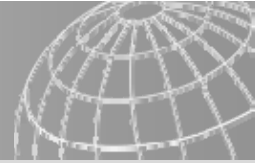
Selection of participants, tutors and locations

## Training phase

See approach (training itself)

+ networking (EU approach) + needs assessments  
equipment (OVI approach) + ToT (if indicated)

Evaluation of overall course and tutors,  
pretest/posttest of participants



# ELEMENTS FOR SUSTAINABLE LAB TRAINING



## Follow-up

Information exchange network – e-mail info letters to participants etc.

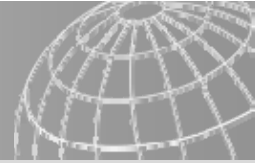
Warm up trainings

Ring tests

Joint scientific work (IAEO, France...)

Specific conferences for lab practitioners

Centralised procurement and distribution of high quality consumables, material etc.



# SUSTAINABLE LABORATORY CAPACITIES



**Human** capacity – see training approach



**Technical** capacity- targeted investments in high quality, cost efficient “hardware”



standardised (**NO “rainbow” mixture**)

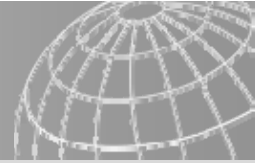
easy to run (robust)

easy to maintain equipment and facilities

**Management** capacity – specific training for DG

socio-economic surrounding for efficient work  
(example availability and financing of consumables)

maintenance and replacement financing



## ADDED VALUE THROUGH



Meeting training needs

Harmonisation of approaches

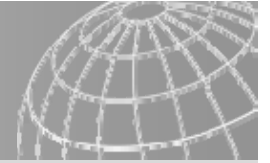
Agreements about standardised methods and equipment

Commitments to use standardised training methods and invest in standardised equipment

Quality assurance

Exchange of lessons learned

Co-ordination and bundling of forces



## RECOMMENDED IMPROVEMENTS



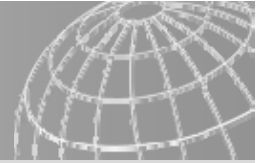
Carry out needs assessment (where possible) by trainer/donor and beneficiary (country/region)

AU-IBAR in collaboration with other organisations and RECs to coordinate activities of donors and institutions for standardisation and efficiency.

AU-IBAR and RECs to take up responsibility for creating and maintaining expertise (individuals and institutions) database

Improve staffing levels in institutions

Establish selection criteria for trainers & trainees to ensure appropriate people are trained



## RECOMMENDED IMPROVEMENTS



Provide enough lead time for invitations



Involve academics, researchers and human health workers

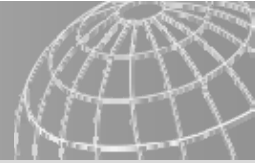


Policy makers in governments to recognise the need to expand focus to other non-governmental institutions for training.

National governments to allocate funds for training

AU-IBAR to mobilise funds from donors (as pledged in the Bamako meeting)

Training to be progressive to cater for multi-skilling of officials



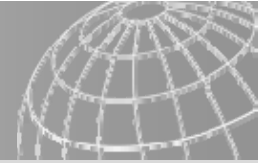
## Way forward



Mechanism to develop a strategic action plan for trainings, that should be included in other tailored HPAI action plans

Mechanism for stakeholders to harmonise and strengthen **co**mmunication, **co**ordination and **co**operation

Definition of a host organisation and the location for a harmonisation unit that guarantees successful processes



## Way forward



### COMMUNICATION

Exchange platform for information about:

Timing and location of training activities

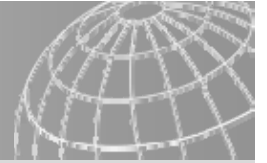
Objectives

Target groups/ participant lists

Tutors

Approach, standards and quality assurance  
systems

Lessons learned



## Way forward



### COOPERATION

**Agreeing** about standards (training, equipment)

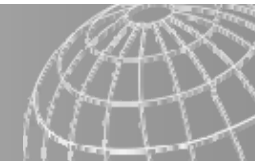
**Commitment** to apply the standards

**Agreeing** about a tailored quality assurance system

**Commitment** to apply the quality assurance system

**Join forces** for specific tasks (for example Distance Learning Facility at IBAR)

**Creation of a pool** of standardised high quality training materials like manuals, evaluation forms etc. (proposal CIRAD)



## Way forward



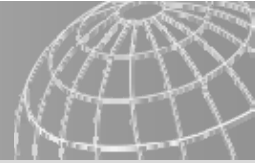
### COORDINATION

**Discussion- and decision making platform for stakeholders and between stakeholder groups**

Donors  
International Organisations  
Implementing bodies  
Beneficiaries

#### **Objectives and targets:**

Avoid duplications  
Generation of synergies  
Optimisation of impacts  
System for sustainable application, implementation and follow-up



## CONTRIBUTION TO ENSURE EFFECTIVE 3CO



### Uganda

Train lab technicians

Train in risk analysis & participatory disease search

### APHIS

USDA continuing to work with host countries and key international agencies in identifying training needs and course objectives and delivery

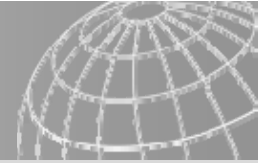
USDA inviting international agencies to attend courses in an effort to raise awareness and value of training.

### Eritrea

Training facilities of basic lab techniques for lab and animal health technicians on disease surveillance in collaboration HPAI Ref Labs & USDA

### Kenya

Provision of training facilities at ILRI laboratory



## CONTRIBUTION TO ENSURE EFFECTIVE 3CO



### OIE

Capacity building to comply to OIE standards

### Nigeria

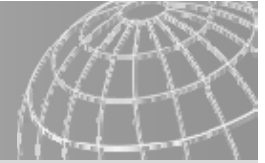
Facilities & personnel for laboratory training in conventional and molecular diagnosis  
Expertise in contingency planning and surveillance

### SADC

Regional Centres of Excellence – OVI, BVI, CTTBD, CDI, University Of Pretoria  
Annual training plans for sustainable laboratory diagnosis and food safety controls

### Tanzania

Laboratory facilities and staff to train serological & PCR tests  
Experts for epidemiology refresher courses, awareness and communication  
Qualified trainees



# Thanks for your attention



Poverty Reduction  
in Rural Areas

commissioned by



Federal Ministry  
for Economic Cooperation  
and Development