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To: He Jinglin

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Training Need Assessment Survey Report of IDD Elimination Program

Personnel training at national, provincial, prefecture and county level to improve the technical level and implementation capability of the IDD workers is a key component of the IDD elimination program by the year 2000. It is also of significance of the sustainability of the program after the year 2000. In order to strengthen the training work of the program, we carried out a survey about the composition of the managers and technicians at provincial and prefecture level, and training need of each province. Composition of education degree, personnel specialty and professional title of the trainees and training need for TOT (training of trainers) and program training of each province was learned through the survey.

Methods

1. Jingxi and Gansu province is representatives of the new and old project provinces. A questionnaire survey of all the IDD control personnel at provincial and prefecture level of the two province was carried out to learn the composition of the education degree, personnel specialty and professional title of the trainees.
2. Key Managers of the IDD elimination program of 30 provinces answered a questionnaire designed to learn training need of the IDD program. Twenty-eight provinces except Hainan and Tibet returned their answer which was summed and analyzed later.
3. Qualitative field investigation including personal conversation and focus group discussion was carried out in Anhui province to learn the basic implementation situation of the program training activities and management and technical knowledge of the program personnel at each level of the province.

Result

1. Composition of the trainees

Total number reported in the questionnaire of the management and technical personnel of the program of Jiangxi and Gansu province is 211. Seventy three of them works in the Endemic Disease Control Office at provincial and prefecture level, a hundred and thirty eight works in technical station and institution of endemic disease control.

1) Composition of education degree:

Among the total number of management and technical personnel of the two provinces, graduate, undergraduate and vocational training college (three years) makes up 46.9%, poly-technic school student is 48.3%. The ratio of personnel of the endemic disease control office and technical station and institute is about 1:2 (73:138). See table 1.

Table1 Composition of Education Degree

	graduate & under-graduate		vocational training college		polytechnic school		below polytechnic school		non report		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	
Endemic Disease Control Office	13	17.8	25	34.2	32	43.8	3	4.1			73
Technical station and institution	25	18.1	36	26.1	70	50.7	6	4.3	1	0.7	138
Total	38	18.0	61	28.9	102	48.3	9	4.3	1	0.5	211

2) Composition of personnel specialty:

In the 138 technicians in technical station and institution of the two provinces, 61.6% is epidemiology, 8.1% is lab testing, 4.3% is management, only one person is health education, no computer specialty. See table 2.

Table2 Composition of personnel specialty

	manage-ment		epidemi-ology		health educa.		testing		comput-er		others		non report		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Jiangsi prov.	5	7.4	47	69.1	1		8	11.8	0		6	8.8	1		68
Gansu prov.	1		38	54.3	0		17	24.3	0		9	12.9	5	7.1	70
Total	6	4.3	85	61.6	1		25	18.1	0		15	10.9	6	4.3	138

others including: Clinical and basic medicine, traditional medicine, other than medicine

3) Composition of professional title

Currently 11.6% of the personnel of technical station and institution of the two provinces have senior professional title. 43.5% have middle professional title and 40.6% have primary professional title. See table 3.

Table3 Composition of professional title

	Senior		Middle		Primary		primary for low degree		Others		non report	Total
	No.	%	No.	%	No.	%	No.	%	No.	%		
Jinaxi prov.	10	14.7	30	44.1	20	29.4	3	4.4	5	7.4	0	68
Gansu prov.	6	8.6	30	42.9	24	34.3	9	12.9	1		0	70
Total	16	11.6	60	43.5	44	31.9	12	8.7	6	4.3	0	138

2. Training need

Responsible managers of endemic disease control office of the twenty eight provinces except Hainan and Tibet answered the questionnaire of training need survey. Proportion of TOT and new training method demand is 82.1%. Proportion of training techniques and training aids demand is above 70%. See table 4.

For the program training, 85.7% provinces chose the TOT, communication/ health education and training material, 82.1% for the management, 78.6% and 71.4% for the social mobilization and surveillance of salt and prevalence. See table 5.

Table 4 Training need of TOT

	need		not need		no reply		Total
	No.	%	No.	%	No.	%	
new training techniques	22	78.6	1	3.6	5	17.9	28
Training material	23	82.1	1	3.6	4	14.3	28
New training method	23	82.1	1	3.6	4	14.3	28
training aids	20	71.4	3	10.7	5	17.9	28

Table5 Training need of the Program

	need		not need		no reply		Total
	No.	%	No.	%	No.	%	
training of trainers	24	85.7	2	7.1	2	7.1	28
program management	23	82.1	2	7.1	3	10.7	28
Health education/ communication	24	85.7	1	3.6	3	10.7	28
social mobilization	22	78.6	3	10.7	3	10.7	28
prevalence survey	20	71.4	4	14.3	4	14.3	28
salt monitoring	20	71.4	3	10.7	5	17.9	28
training material	24	85.7	1	3.6	3	10.7	28

Discussion and Recommendation

1. The survey show that comparing with the proportion of epidemiology specialty of the technical personnel 61.6% and the testing specialty 18.1%, Health education and communication specialty personnel, which is only one out of the 138 technicians, is rather low. Field visiting of Anhui province show the same situation of relatively weak health education work of the programme. training content of the province focuses on the surveillance and monitoring of iodized salt. Knowledge of health education and communication of the ID control personnel at each level need to be strengthened.

Salt monitoring and health education are both key components of the program. Salt monitoring help ensure qualified iodized salt at production, retail and household level. Health education focuses on the consumers, improve their awareness of the harm of IDD, impetus them to buy iodized salt though legal channel and even make them to help IDD control workers to monitor the illegal salt. Strengthening both the monitoring and health education work can improve the implementation significantly. so it is recommended that 1-2 Persons responsible for the planing, organization and implementation of health education full or part time in each provinces is needed.

Training need survey of each province also show a highest rate(85.7%) of demand for health education/ communication. That is to say each province has recognized the weakness of the work of health education and have the desire to strengthen it. We recommended that a series of training course and workshops on IDD health education and communication should be held to improve the capability of drawing up and enacting the strategy of health education of IDD control personnel at each level and push the development of the health education work of the programme.

2. Currently there is not a set of unified training material. Some provinces have compiled some training materials for themselves such as "training material for food health monitors of Anhui province" . It will increase the input of labor, material and funds that each province compile their own training material, and the training material is hard to be standardized. It is recommended that a team of technical experts should be convened to compile a national standardized training material for each province and prefecture.

3. Training of trainers is basic for the level by level training through out China. A good trainer will be good at making good training plan and effectiveness and thus improve the capability of the personnel of the whole province. It is recommended that a nation- wide TOT training be held to prepare training resource for provinces.

4. People whose expertise is computer is zero in the IDD control team of the two province. In order to improve the utility efficiency of the computer of each province training on computer is needed. it is recommended that Computer training for some surveillance people can be carried out in combination with the establishment of the information system. It will improve computer skill of the IDD control technical people and be useful for the routine work.