

Innovation in Impact Evaluation

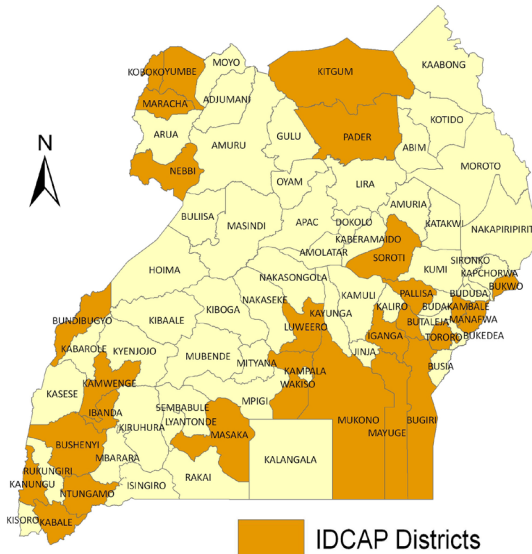
ABOUT ACCORDIA GLOBAL HEALTH FOUNDATION

Accordia Global Health Foundation is a global health organization building Africa's capacity to fight infectious disease through innovative training, research, care, and prevention programs to achieve its vision of a vibrant, healthy Africa where every individual can thrive. For more information visit www.accordiafoundation.org.

Within the global health field, **professional training may be the most fundamental form of capacity-building: the transfer of knowledge, skills, and experience to individuals and institutions who can use it to independently impact the health of their communities.** The best way to measure the progress of capacity-building is not always evident - in fact, there is often little beyond anecdote to support one form of training over another.

Through IDCAP, Accordia seeks to advance the science of training evaluation, and to set a new standard for evidence in support of key policy decisions involving human resources for health. A randomized facility-based trial at 36 health facilities throughout Uganda will enable evaluation of the incremental value of particular approach to training.

What is the ultimate impact of providing training to healthcare professionals? Evidence to support the improved skill and knowledge base of those trained is a necessary first step in establishing cause and effect, but is not sufficient. Demonstration that those improved skills and knowledge lead to improved clinical decisions and better healthcare service delivery is a step closer, but still not enough. What we really want to know is: *what is the ultimate impact on the long-term health of a community?* **Building a knowledgeable and skilled health workforce is only valuable if it translates to improved healthcare service delivery - which only really makes a difference if it translates to better health outcomes for the general population.** Creating that chain of evidence is the greatest challenge to proving the value of training healthcare workers.



INDIVIDUAL KNOWLEDGE AND COMPETENCY

IDCAP aims to heighten the accuracy and utility of existing methods to evaluate individual skills and clinical practice. IDCAP's Classroom Case Scenarios evaluate trainee's knowledge and reasoning skills pre- and post- classroom training. The IDCAP Clinical Assessment Tool assesses the individual's clinical performance at their place of work, before and after training.

FACILITY PERFORMANCE & QUALITY OF CARE

IDCAP's comprehensive facility surveillance system enables evaluation of the daily performance of each health facility's clinical and laboratory staff, building on systems already in place through the Ministry of Health. It will compare the improvement in facility performance at IDCAP's study and intervention arms, and can be used with new interventions to evaluate their impact on the quality of health services.

PATIENT OUTCOMES & POPULATION HEALTH

Ultimately, IDCAP aims to improve health and reduce mortality among the communities surrounding its evaluation sites. Patient Cohorts ensure complete information about long-term and chronic care among patients known for their loss-to-follow-up. Extensive household mortality surveys will be conducted among the communities of the 36 sites, focusing on the deaths of children under 5.

Innovation in Professional Training

While the primary emphasis of IDCAP is to advance the field of science and introduce scientific tools to enable the evaluation of training more broadly (see reverse), Accordia needed a candidate to test and develop that capacity. For this candidate intervention, we elected to develop a new approach to training that responded to widely-acknowledged needs in the field of human resources for health.

The backbone of any successful intervention must always be based on theory, expertise, evidence, and insight: **Accordia Global Health Foundation, its Academic Alliance for AIDS Care and Prevention, and the Infectious Diseases Institute, have been developing innovative training programs for healthcare providers in Africa for nearly ten years.** With our combined expertise and that of our partners, we developed the Integrated Management of Infectious Disease Training Course, which incorporates three much-needed innovations in training.

ABOUT IDCAP

Accordia's Integrated Infectious Disease Capacity-Building Evaluation (IDCAP) is a 3-year program funded by the Bill & Melinda Gates Foundation with the goal of evaluating a cost-effective method to build capacity among mid-level health practitioners in sub-Saharan Africa for the treatment and prevention of infectious diseases. A comprehensive surveillance system of 36 health facilities and their patients will measure the impact of a novel package of classroom training, distance learning, and on-site support services on individual competence, facility performance, and health outcomes in the surrounding communities.

ACCORDIA'S IDCAP PARTNERS

Infectious Diseases Institute, Makerere University
University Research Company Center for Human Services (URC-CHS)
International Training and Education Center for Health (I-TECH)
Ugandan Ministry of Health

IDCAP INNOVATIONS IN TRAINING HUMAN RESOURCES FOR HEALTH

- **Focus on non-physician clinicians** – In response to the widely understood shortage of doctors in sub-Saharan Africa, the World Health Organization and others have recently endorsed “task shifting” as a viable strategy to increase access to healthcare services. Nurses and other non-physician clinicians need incremental training to facilitate their performance of tasks normally associated with doctors, and limited training opportunities for this segment of the health workforce currently exist.
- **Integration across infectious disease** – There is general consensus that the compartmentalization of disease content in different training programs causes detrimental inefficiencies. IDCAP's new program integrates proven content from several disease-specific training programs in infectious disease to achieve efficiencies in the course duration, and greatly improved impact on clinical reasoning skills among trainees. The new IDCAP course addresses HIV/AIDS, malaria, tuberculosis, and other childhood diseases, from a syndromic perspective – with a unique focus on the patient as the center of all learning exercises.
- **On-Site Support (OSS) component** – Training programs are widely believed to have more lasting effect when they are performed at the trainee's place of work, and some limited evidence does exist to support this theory. But adoption of this approach has been slow to catch on due to the cost and complexity of implementation. IDCAP combines on-site clinical training with proven Continuous Quality Improvement (CQI) activities to boost individual and facility.

IDCAP MOBILE TEAMS

IDCAP's approach to On-Site Support relies on well-trained multidisciplinary Mobile Teams to perform clinical training, one-on-one clinical coaching and mentorship, and CQI activities. IDCAP's Mobile Teams consist of a medical officer, clinical officer, a nurse, and a laboratory professional. The teams make monthly visits to each IDCAP site, and are the secret to our success in building lasting improvement at health facilities throughout the country.

