

# Results from IDCAP Learning Needs Assessment in Uganda:

## Mid-level Practitioners' Role in Managing Infectious Diseases and Site Leadership

An Accordia Initiative

**IDCAP**

Integrated Infectious Disease  
Capacity Building Evaluation

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# Demand for Services

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- Demand for health care services continues to grow, esp. HIV, TB, Malaria
- Clinics struggle to meet patients' needs with limited health care staff
- Task shifting often takes place informally, without training to support mid-level staff

# IDCAP Programme

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- ◉ Key partners working to build ID capacity among mid-level practitioners
- ◉ Measure cost effectiveness of delivering a multi-faceted training program, including On-Site Support
- ◉ In early 2009, the evaluation began with a learning needs assessment

# Needs Assessment

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- 408 staff , 45 health facilities
  - Drs, COs, Nurses, Midwives, Nursing Asst
- 48 key ID tasks identified, for each:
  - Do you perform this task?
  - Rate your competence for each task
  - Did you receive pre-service training in this area?
  - Did you receive in-service training in this area?

# Findings

- Many MLP already perform key ID tasks:

Task	COs	Nurses	MidW
	(n=63)	(n=128)	(n=63)
Perform WHO Staging	96%	58%	64%
Determine patient eligibility for ART	76%	39%	45%
Prescribe 1 <sup>st</sup> line ART- tx naïve pt	63%	28%	43%
Switching ART regimen	46%	14%	19%
Dx of Malaria based on lab test	95%	88%	71%
Diagnosis of severe malaria	100%	96%	90%
Diagnosis of extrapulmonary TB	74%	42%	19%
Mgmt of TB/HIV Co-Infection	85%	70%	49%

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# Findings (2)

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- ◉ Did HCWs feel more competent in ID tasks after training? Yes and No
  - Pre-Service Training was less significant for HIV
    - Prescribe first line ART (w/PST): 44% competent
    - Prescribe first line ART (no PST): 56% competent
  - In-Service training showed more impact for HIV
    - WHO staging (w/IST): 92% competent
    - WHO staging (no IST): 8% competent

# Findings (3)

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- **Care and Management of Clinical Team**
  - More than 60% are engaged in these tasks
  - With pre-service & in-service training, perceived competence in leadership increased

# Way Forward

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- The results were used to create a multi-faceted training program
  - Classroom, distance learning, on-site support
  - Focus on training COs, Nurses
  - Case-based sessions to build clinical reasoning
  - Reinforcement of learning over 9-month pgm
  - Emphasis on leadership and mentoring to improve quality of services
- IDCAP Evaluation complete in 2011

# IDCAP Partners



Thank you