

Evaluation of Mid-Level Management Training in Immunisation in the African Region

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Background and Objectives

- Mid-Level Management (MLM) training is a labour-intensive course providing managers of immunisation programmes at national, regional and district levels with new, advanced skills in planning, management, monitoring and evaluation.
- The objectives of the study were to assess effectiveness and impact of MLM training and its contribution to the management of EPI services at country level.

Methods

Internal evaluation

- By: AFRO/VPD staff, EPI capacity building officer, AFRO inter-country office staff and an AFRO consultant.
- Desk review of MLM training data at inter-country and regional offices.

External evaluation

- By: WHO, UNICEF, UNF, USAID and NESI.
- Review of MLM syllabus, modules and handouts; interview with course participants, facilitators, supervisors, MoH officials and other stakeholders; focus group discussions; questionnaires.

Results

Satisfactory index

Of the 151 course participants interviewed, 85% rated the course as very useful and 15% as useful. Modules on new vaccines, immunisation safety, cold chain and vaccine management, communication and problem solving were most appreciated.

Assessment of trainees by supervisors

According to supervisors, the MLM training contributed to significant improvements in the performance of MLM participants, especially in the area of technical competence and updated EPI knowledge, management, planning, social mobilisation and partner coordination (Figure 1). There was also benefit to the supervisors themselves, as they could now share important responsibilities and workload with the newly trained staff. 25% of participants advanced in their career after the MLM training.

Fig. 1: Assessment of performance of MLM past participants by their supervisors.

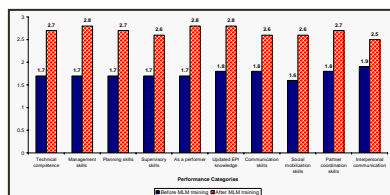
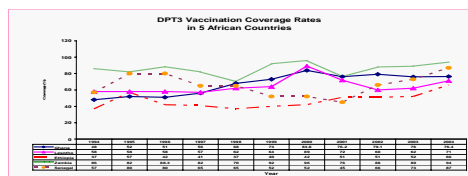


Fig. 2: DPT3 coverage trends in five African countries.



Impact of MLM training

The trend in immunisation coverage (DPT3 as indicator) was reviewed: comparison between training stagnation period (1996-99) and training activity period (2000-04) indicated positive changes in the national DPT3 coverage (Figure 2). DPT3 regional coverage was 49% in 1991, 53% in 2001 and 69% in 2004.

Conclusions

- During 2000-2004, 11 MLM courses were held and 642 participants were trained.
- Training was cascaded from national level to province and district levels.
- MLM training has increased performance of trained staff and therefore contributed to the improvement of DPT3 coverage in the African Region.
- Recommendations: distribution of updated EPI training materials; strengthen teaching of EPI at universities and training institutes; institutionalisation of MLM course in three public health training centres in the African Region for English, French and Portuguese speaking countries.

