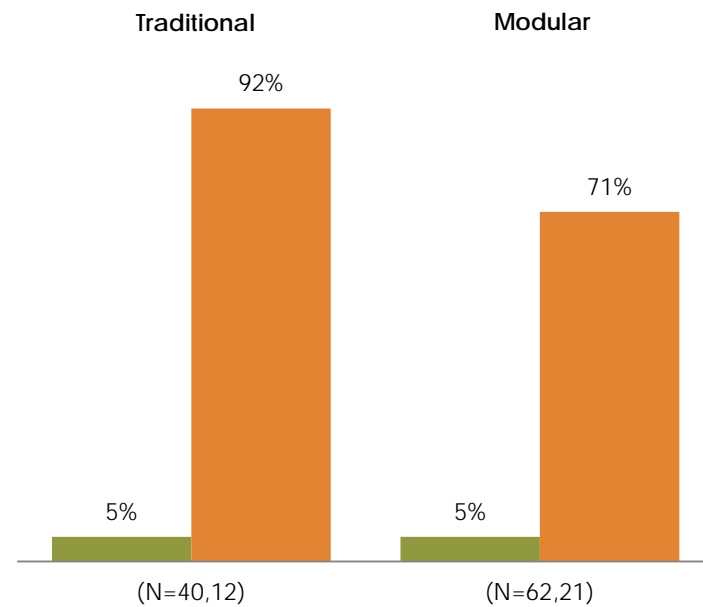


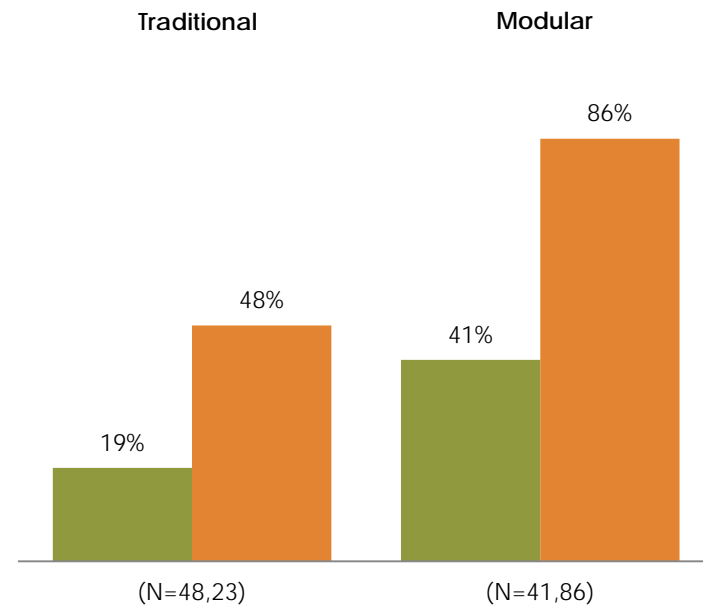
Building Nutrition Capacity of Health Workers: Evidence from Haiti

Sascha Lamstein
SPRING Project
Global Health Mini-University

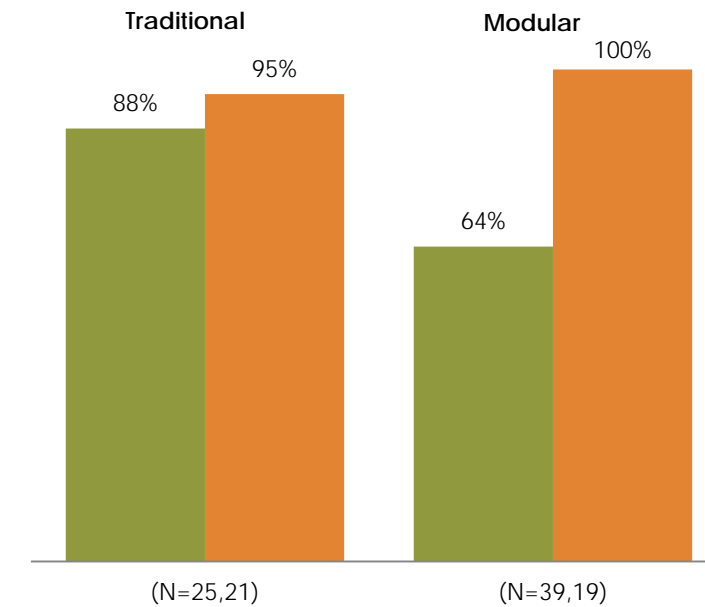
Percentage of **prenatal** clients nutritionally assessed* according to guidelines, based on observation, by time point and training approach



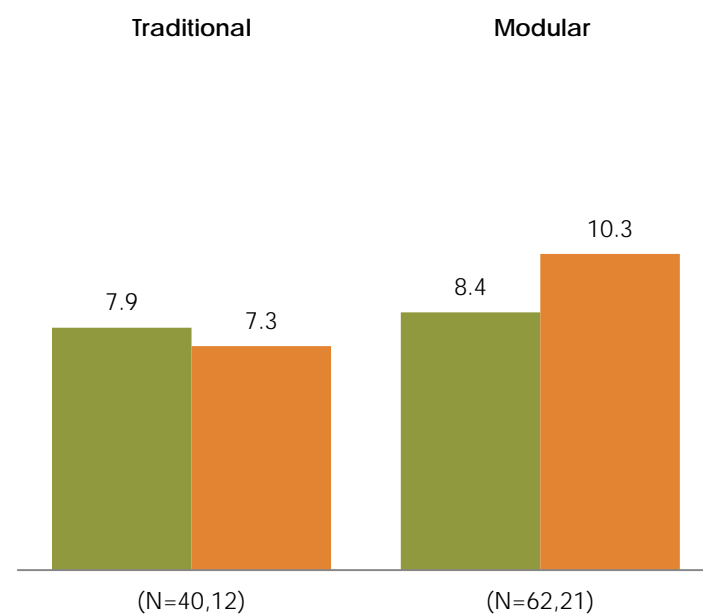
Percentage of **pediatric** clients nutritionally assessed* according to guidelines, based on observation, by time point and training approach



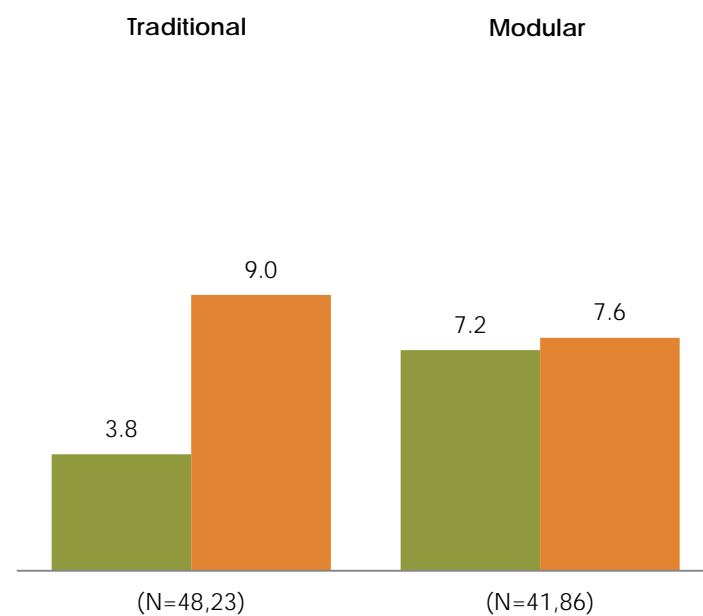
Percentage of **HIV** clients nutritionally assessed* according to guidelines, based on observation, by time point and training approach



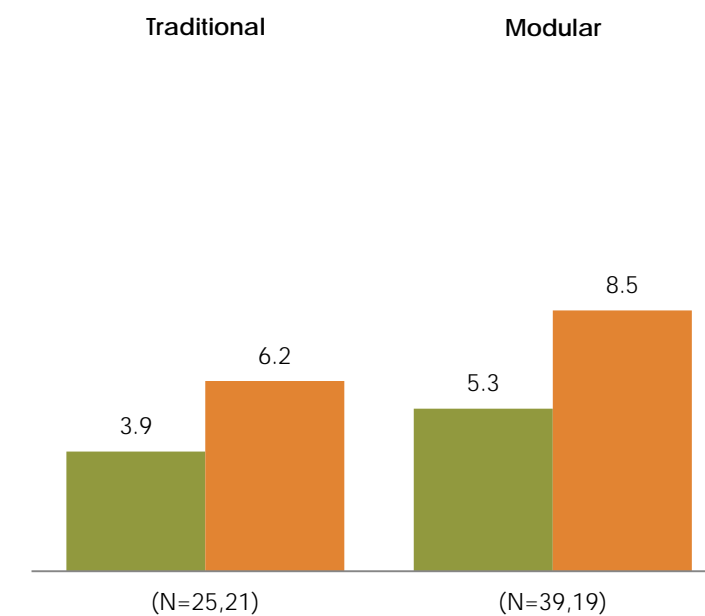
Mean number of nutrition counseling skills observed in **prenatal** units, by time point and training approach (out of 16)



Mean number of nutrition counseling skills observed in **pediatric** units, by time point and training approach (out of 16)



Mean number of nutrition counseling skills observed in **HIV** units, by time point and training approach (out of 16)



Baseline

Follow-Up

*"Nutritionally assessed according to guidelines" was defined as clients under 18 years with age, sex, height, and weight recorded; pregnant clients with MUAC recorded; and clients 18 years and older with age, height, and weight recorded.

Note: The traditional training approach was followed by three tertiary care facilities. In these facilities, the nutrition training was rolled out at the facility over the course of 1-2 weeks. The modular approach was followed by three other tertiary care facilities. It was rolled out at the facility over the course of 8-15 weeks with 2-4 sessions per week, each 2-4 hours long.

"The problem is that the large majority of the people who were trained were residents, so they've already stopped working at this facility. There are only a few of us participants who are left..."

- Trainee, Physician, Emergency Unit

"We were doing the training right here, on site. So we still had obligations to fulfill. We couldn't take too long with the training... It's the disadvantage of an on-site training. If we could go somewhere where we could really focus, it would have been great."

- Trainer, Physician, Pediatric Unit

"The subject was interesting and very applicable to my work. I work in pediatrics, and we have a [malnutrition unit], so the knowledge I've acquired during this training has made a difference in the way I give counseling and talk to patients."

- Trainee, Nurse, Pediatric Unit

"We could talk specifically about the realities of working at this institution with them. We couldn't have discussed in such a way with an outsider because s/he wouldn't understand."

- Trainee, Nurse, Pediatric Unit



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Percent of communication skills demonstrated during observed interactions, by unit, time point, and training approach

Prenatal Units

Pediatric Units

HIV Units

Counseling skills	Traditional Training Approach		Modular Training Approach	
	Baseline (N=40)	Follow-up (N=12)	Baseline (N=62)	Follow-up (N=20)
Greet client in pleasant way, demonstrating caring	95%	83%	100%	100%
Treat the client with respect	100%	92%	100%	100%
Communicate in language the client could understand	100%	92%	95%	100%
Use positive body language	85%	42%	98%	5%
Have an open behavior, reassuring and inspiring confidence	98%	83%	100%	100%
Ask client open-ended questions	68%	58%	55%	95%
Ask client how she is feeling	93%	92%	29%	100%
Occasionally summarize or reflect back what the client has said	20%	17%	8%	67%
Praise and/or reaffirm things the client is doing right	18%	8%	16%	29%
Allow client time to talk and/or ask questions	75%	67%	95%	67%
Set/review nutrition goals with the client	8%	0%	19%	24%
Suggest small doable actions for nutrition that the client can try	0%	0%	15%	19%
Develop/review a plan with the client to achieve the nutrition goals	0%	0%	0%	24%
Discuss possible challenges in implementing the plan or achieving nutrition goals	3%	0%	0%	14%
Have the client agree on at least one nutrition action to try	3%	0%	5%	10%
Schedule a follow-up appointment	23%	67%	48%	86%
Demonstrated counseling skills, mean number (max = 16)	7.9	7.3	8.4	10.3

Counseling skills	Traditional Training Approach		Modular Training Approach	
	Baseline (N=48)	Follow-up (N=23)	Baseline (N=27)	Follow-up (N=22)
Greet client in pleasant way, demonstrating caring	83%	91%	100%	86%
Treat the client with respect	90%	91%	100%	91%
Communicate in language the client could understand	90%	87%	67%	68%
Use positive body language	83%	78%	100%	73%
Have an open behavior, reassuring and inspiring confidence	85%	78%	100%	77%
Ask client open-ended questions	65%	74%	70%	50%
Ask client how she is feeling	0%	0%	0%	0%
Occasionally summarize or reflect back what the client has said	13%	61%	26%	50%
Praise and/or reaffirm things the client is doing right	8%	26%	22%	23%
Allow client time to talk and/or ask questions	40%	65%	96%	45%
Set/review nutrition goals with the client	4%	13%	22%	18%
Suggest small doable actions for nutrition that the client can try	2%	17%	15%	14%
Develop/review a plan with the client to achieve the nutrition goals	0%	9%	0%	14%
Discuss possible challenges in implementing the plan or achieving nutrition goals	0%	9%	0%	18%
Have the client agree on at least one nutrition action to try	0%	4%	4%	14%
Schedule a follow-up appointment	13%	43%	37%	45%
Demonstrated counseling skills, mean number (max = 16)	3.8	9.0	7.2	7.6

Counseling skills	Traditional Training Approach		Modular Training Approach	
	Baseline (N=25)	Follow-up (N=21)	Baseline (N=39)	Follow-up (N=19)
Greet client in pleasant way, demonstrating caring	96%	71%	100%	68%
Treat the client with respect	100%	76%	100%	89%
Communicate in language the client could understand	100%	71%	100%	79%
Use positive body language	92%	57%	92%	58%
Have an open behavior, reassuring and inspiring confidence	96%	62%	97%	63%
Ask client open-ended questions	96%	57%	97%	79%
Ask client how she is feeling	0%	0%	0%	0%
Occasionally summarize or reflect back what the client has said	16%	33%	21%	58%
Praise and/or reaffirm things the client is doing right	4%	5%	8%	53%
Allow client time to talk and/or ask questions	80%	57%	100%	58%
Set/review nutrition goals with the client	8%	5%	5%	21%
Suggest small doable actions for nutrition that the client can try	0%	0%	0%	21%
Develop/review a plan with the client to achieve the nutrition goals	4%	0%	0%	11%
Discuss possible challenges in implementing the plan or achieving nutrition goals	4%	0%	0%	11%
Have the client agree on at least one nutrition action to try	0%	0%	0%	16%
Schedule a follow-up appointment	76%	57%	100%	74%
Demonstrated counseling skills, mean number (max = 16)	3.9	6.2	5.3	8.5

Improvements Declines