
COVID-19 TRAINING FOR HEALTH CARE WORKERS PREPAREDNESS AND RESPONSE

PROJECT REPORT | OCTOBER 15, 2020

CENTER FOR HUMAN RIGHTS AND HUMANITARIAN STUDIES

WATSON INSTITUTE FOR INTERNATIONAL AND PUBLIC AFFAIRS
BROWN UNIVERSITY

A Global Health Worker Training from Project HOPE and the Center for Human Rights and Humanitarian Studies at the Watson Institute of Brown University



Project Overview

In response to the SARS-CoV-2 pandemic CHRHS has partnered with Project HOPE to develop and implement a COVID-19 training program for health workers, public health professionals, health care leadership, and key frontline personnel to rapidly scale-up response efforts in high-risk countries.

Developed by Brown University faculty with expertise in infectious diseases, emergency medicine, medical education, and instructional design, the training curriculum has been designed in accordance with World Health Organization standards, best practices, and guidelines. The training program, teaches and evaluates trainees on COVID-19 core competencies, including biology and transmission mechanisms; infection prevention and control; contact tracing; screening and triage; diagnosis and management; stabilization and resuscitation; health facility operations and surge capacity; and risk communication and public health messaging. Designed for ease of remote access, the training program is delivered virtually by Brown University trainers and is accompanied by real-time Q&A support.

“Health workers are the most valuable resource of any nation’s healthcare system, and we need to ensure that they are well trained all over the world to protect themselves and care for patients during this worldwide pandemic.”

Adam Levine
Director of CHRHS

Tailored for each specific country setting in which it is delivered, the curriculum focuses on strengthening the capacity of health workers in resource-limited settings. The training utilizes a Training-of-Trainers model to engage master trainers and coach new trainers, allowing Project HOPE and CHRHS to quickly build a cadre of competent instructors who are able to train other health workers within their networks to respond efficiently to the threat of COVID-19 while also protecting their own health.

In addition to the eight core competency modules, the curriculum is accompanied by a training manual, case exercises, simulation videos, and quizzes. All training materials are frequently updated to ensure that the curriculum includes the most accurate information, guidelines, and evidence-based research that continues to emerge. To date, the curriculum has been translated into Spanish, French, Arabic and several other languages.



Cascade Approach

Designed as a Training-of-Trainers (TOT) program for widespread replication, participants who have completed the training receive all training materials and are provided with support to train others in their network. On average, every individual that has completed the TOT has gone on to train an additional 20 individuals within their home country. This new cadre of trainers have the flexibility to adapt the training based on the secondary audience's needs. In addition to the direct, virtual training delivered by Brown University, the training curriculum has also been made available online so that individuals, providers, and health facilities worldwide can freely access the content and quickly benefit from the curriculum.



Photo: A Secondary cascade training being conducted in the Philippines in April 2020

Online Training Accessibility

Full Training of Trainers Curriculum

The primary audience for this TOT curriculum are trainers of health care workers, public health professionals, health care leadership, and key frontline personnel. The curriculum includes downloadable manuals, training modules, videos and more that can be used for self-guided learning as well as in instructor-led educational settings.

[Request access to the COVID-19 training curriculum materials >](#)

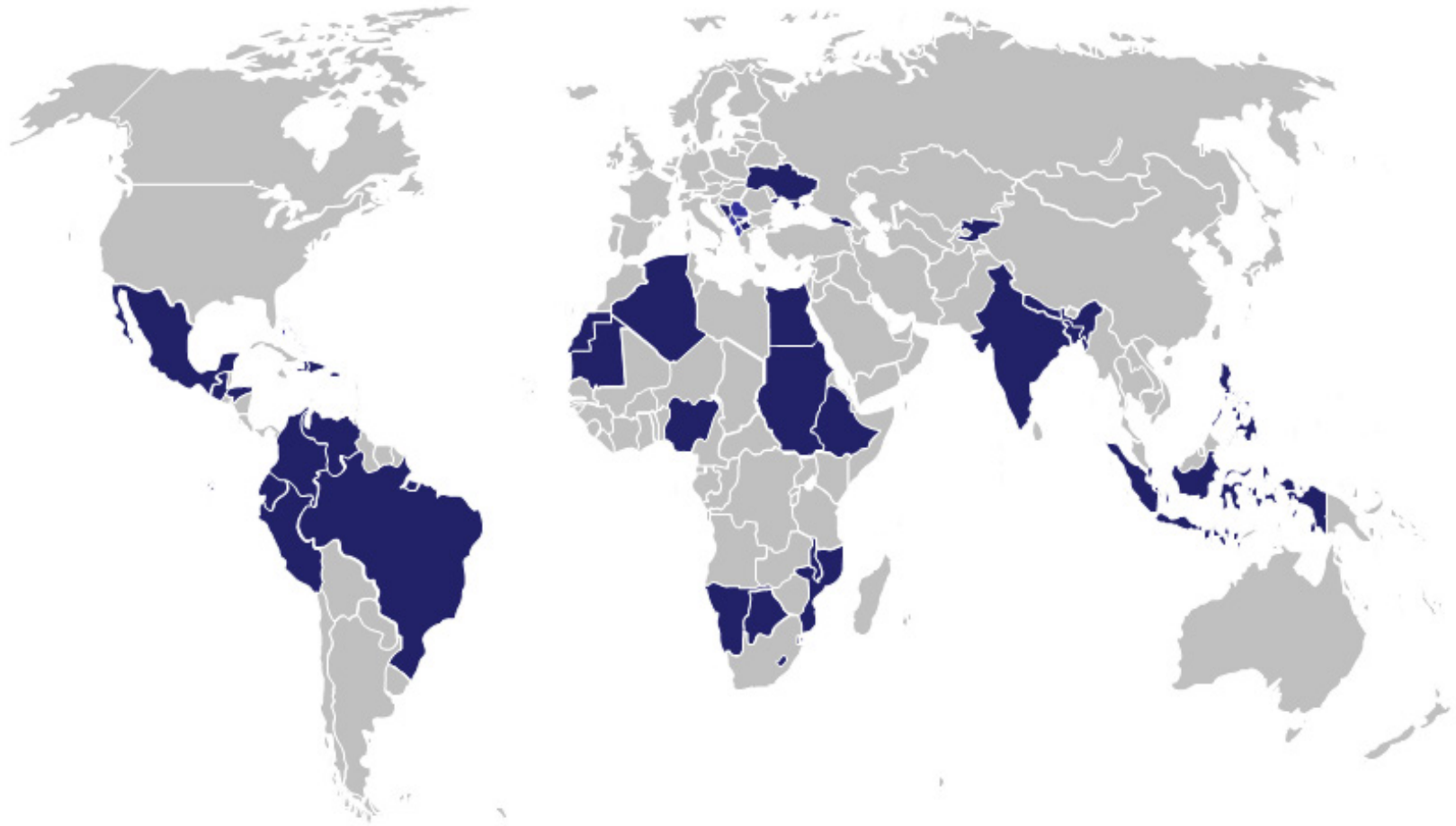
eLearning Program

The primary audience for this eLearning program are health workers and public health professionals seeking a self-paced, comprehensive training on COVID-19 they can apply immediately in the workplace. The COVID-19 eLearning courses are available on disasterready.org and are adaptations of the larger developed training curriculum. The modules include knowledge checks to reinforce key information. Each module takes approximately 30 minutes to complete and is available on demand.

[Register for eLearning courses >](#)

Widespread Global Impact

Conducted across 40 countries to over 3,000 individuals, to date, this COVID-19 training has impacted an additional 63,000 health workers, public health professionals, and key frontline personnel through secondary trainings facilitated by those trained through the TOT program.



The COVID-19 TOT program has been delivered in 40 countries: *Albania; Algeria; Bahamas; Bangladesh; Bosnia and Herzegovina; Brazil; Botswana; Colombia; Dominican Republic; Ecuador; Egypt; Eswatini; Ethiopia; Georgia; Guatemala; Haiti; Honduras; India; Indonesia; Kyrgyzstan; Kosovo; Lesotho; Malawi; Mauritania; Mexico; Mozambique; Montenegro; Namibia; Nepal; Nigeria; North Macedonia; Peru; Philippines; Puerto Rico; Serbia; Sudan; Ukraine; USVI; Venezuela; Western Sahara;*

- **Conducted across 40 countries**
- **3,000 individuals trained through TOT**
- **63,000 trained through secondary cascade trainings**
- **14% average improvement in core knowledge**

Increased Core Knowledge and Trainee Satisfaction

To examine changes in knowledge, a pre- and post-test assessment was administered to all individuals who completed the training. The assessment comprised of 10 questions, addressing core competency aspects of each module. The virtually implemented training showed significant changes of knowledge in core competency sets among health providers. Across all countries there has been a 14% average improvement in core knowledge after completing the TOT.

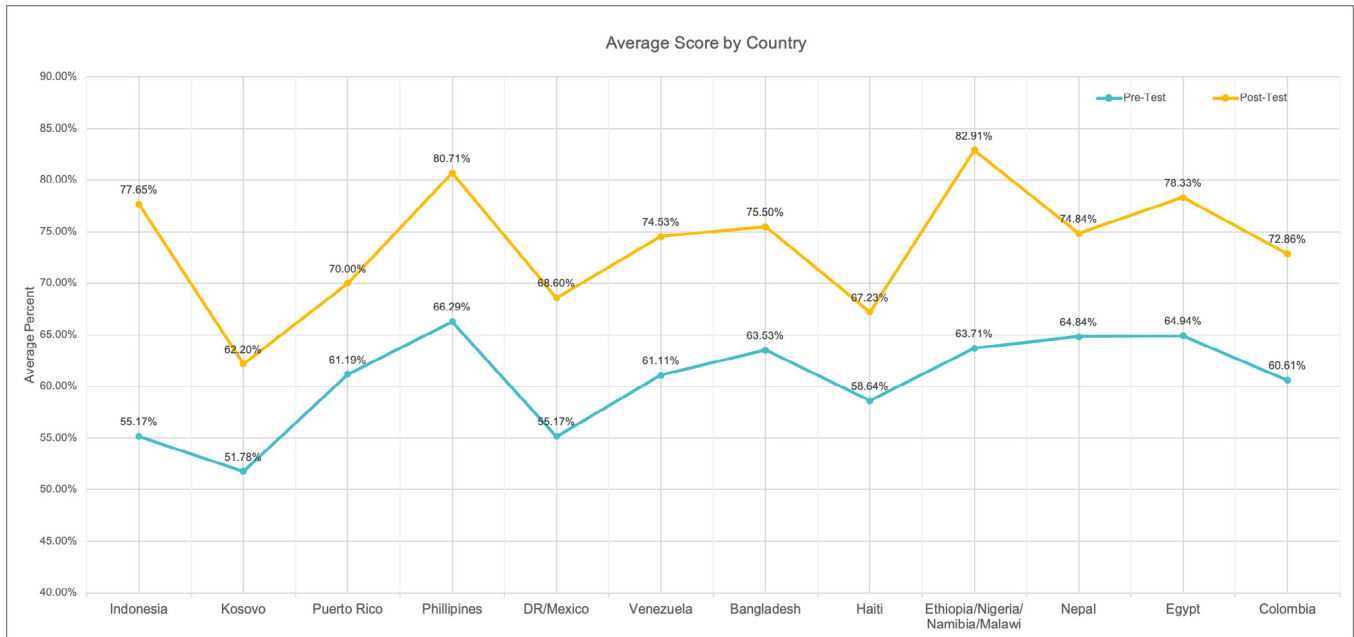


Figure 1: Average Score by Country. Average pre- and post-test country specific scores, illustrating improvement by at least 8% for each country following the Training of Trainers Program.



Figure 2: Level of Training. Participant's feedback from all countries on the appropriateness of the level of training provided in the Training of Trainers Program.

Lessons Learned

The Brown University - Project HOPE training of trainers program continues to be rolled out globally across multiple countries with varying COVID-19 infection rates. With the goal of communicating essential information and best practices needed for individual health care professionals and health systems to adequately prepare for and respond to the COVID-19 pandemic, this training program demonstrates how a well designed, virtual TOT program can effectively build the capacity of a large number of health professionals across multiple countries over a short period of time.

Our team of dedicated trainers are continually finding ways to improve the delivery of these training modules and streamline the materials so as to improve knowledge retention and increased engagement. Some key lessons learned and take aways are:

- Importance of adapting materials to the local context in which they are presented so that they are relevant and culturally appropriate
- Knowledge sharing during the presentation of the training material facilitates a more active learning environment and breaks down barriers
- Real-time Q&A support throughout the virtual training sessions increase participation and ensures that the materials presented are clearly understood
- Simulations, case exercises, and video demonstrations are an effective learning tool to reinforce the content provided in modularized lectures
- Cultivated local partnerships are critical for the success of secondary training activities and the cascading transfer of knowledge

Center for Human Rights and Humanitarian Studies

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