On-the-Job Training through a Structured Mentorship Approach for Effective Knowledge and Skill Transfer to Improve Devolved Contraceptive Services

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Introduction

• MCSP-Kenya is involved in knowledge assessment, generation, capture, synthesis and sharing

• MCSP-Kenya objectives:
  • Strengthen the core capacities of county governments and health teams
  • Foster an enabling environment and promote program learning

• MCSP-Kenya KM approaches:
  • COPs, webinars, online toolkits
  • Conferences, TWGs, BBLs, program technical meetings
  • Workshops, OJT, mentorship
Mentorship Approach

• Huge knowledge & skills gap identified
• Need for innovative knowledge transfer approach:
  • hard to reach areas
  • need for efficient competency based training
  • resource limitation
  • staff shortage
• MCSP pioneered a structured mentorship approach
• Pilot testing done before scale up
MCSP’s Approach to Structured Mentorship

1. Training needs assessment
2. Training of trainers/ trainers skills standardization
3. Formation of mentor-mentee teams
4. Pre-mentorship knowledge & skills assessment
5. Modules selection
6. Mentorship
7. Post-mentorship knowledge & skills assessment
8. Follow up & supportive supervision
9. Certification & compensation
Results

- 96% of the class attained the pass mark
- Average pre-mentorship score: 19%
- Average post-mentorship score: 88%
Benefits

• On the job training = less service disruption
• Competency based training
• Immediate access to day to day work realities
• Customizable:
  • Context specific
  • Full package vs specific modules
• Paced by mentor-mentee teams
• Cost effective

Challenges

• Influenced by mentor/mentee previous experiences
• Demand creation sometimes necessary to get case loads
• Longer than standard one week to complete
• Monetary gains less than classroom training
For more information, please visit www.mcsprogram.org

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