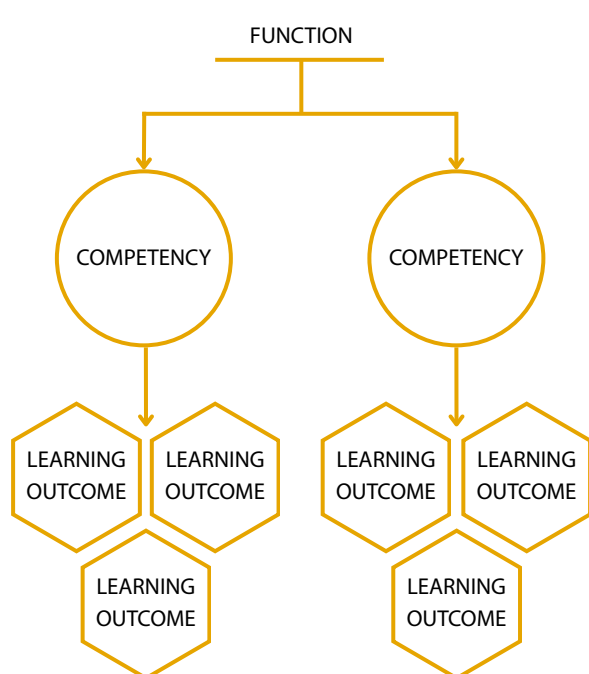


PILLAR 4 | TRAINING CAHWs APPROPRIATELY

In order to design and implement quality training to CAHWs, the following elements should be considered:

1. Use a competency-based approach



⇒ Start defining the **functions** that CAHWs will have in their community.

⇒ For each function, identify the **competencies** that need to be gained by the CAHWs.

⇒ From this competency framework, develop the training programme based on the **learning outcomes** that CAHWs have to achieve to effectively gain the listed competencies.

2. Use participatory teaching techniques and adult-learning principles

CAHWs are usually adults, livestock keepers, sometimes with a low educational background. Favour **practice, experience sharing, peer-training** over in-class lectures.



3. Adapt training duration to training needs

Training duration depends on the **level of knowledge of participants** prior to training and the **number of competencies** to be gained.

4. Conduct training locally, within the community



This way, CAHWs can practice **with live animals** under real-work conditions. Favour training in **small groups** (< 15 participants), in **local language**, and allow no more than 5 hours of actual training per day.

5. Sequence the total training duration into several sessions of 3-5 days

This is to allow participants to **attend their other occupations** and digest what they've been taught.

6. Use qualified CAHW trainers

Ensure trainers have both the **technical and pedagogical skills** necessary to efficiently train adults.



7. Deliver training materials, in the form of illustrated manuals, to all participants.

These support the training sessions and can be used in the field by CAHWs as a reference document or an outreach material for sensitizing livestock keepers. Illustrations contained in these materials should be adapted to the local context.



Collaboration with local designers and testing within the community are necessary to ensure good understanding of the message to convey.

8. Plan for training assessment and certification

Conduct **continuous assessments** throughout the training to review any possible misunderstanding with participants, and finalize with a **final assessment** to make sure CAHWs have the necessary level of skills to provide quality services to livestock keepers.



This satisfactory level should be acknowledged by a **certificate**, ideally approved and issued by the local authority. This helps CAHWs to be differentiated from self-proclaimed actors.

This infographic is extracted from VSF International's **Handbook for planning and managing CAHW programmes**:

→ <http://vsf-international.org/handbook-cahw-programmes/>

