PILLAR **5** | **PLANNING FOR SUPERVISION AND CONTINUING TRAINING**

Supervision of CAHWs is important to:
➡ Guarantee the quality of services provided to livestock keepers;
➡ Strengthen the motivation of CAHWs and the relationship of trust between CAHWs and their supervisor;
➡ Encourage acceptance and support from local veterinary authorities and communities;
➡ Encourage their institutional recognition.

1. **Favour linking CAHWs to a private vet or VPP to ensure regular and sustainable supervision and mentoring:**

- **CAHWs** visit the vet/VPP for resupply and technical advice;
- **Vet/VPPs** collaborating with CAHWs expand the geographical coverage of their services and inputs sales, hence expanding their customer base.

Win-win situation: CAHWs and vets/VPPs work in a complementary rather than competitive manner.

2. **Select a supervisor who demonstrates good interpersonal skills and willingness to mentor CAHWs.**

You may consider providing supervisors with some basic training on human resource management, communication, etc.
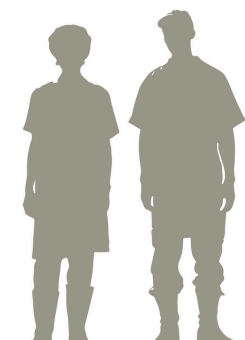
3. **Base the CAHW monitoring system on simple, standardized and clear tools. Plan for regular field visits and involve the community in the monitoring system.**

Tools can be developed digitally to ease data collection and analysis.

4. **Formalise the collaboration framework between the CAHW and the supervisor:** specify the duration, location and scope of CAHW activities and clarify the commitments, rights and obligations of both parties.

5. **When security allows, provide CAHWs with visibility aids such as badges or uniforms**

These support their **legitimacy and credibility** with livestock keepers and allow them to be distinguished from self-proclaimed actors.
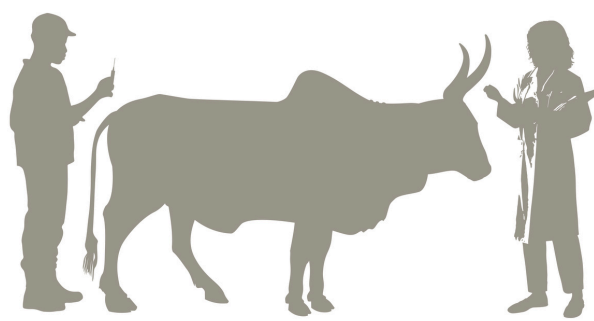
6. **Adapt the content of continued training to the needs identified during monitoring field visits** (based on the shortcomings witnessed, the evolution of local disease context, etc.)

7. **Every opportunity is a good one to strengthen CAHW skills:**
- during in-person training sessions;
- during monitoring visits in the field;
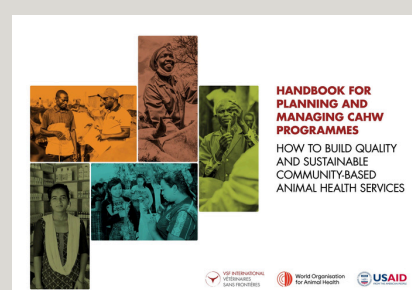- using Information and Communication Technologies (ICT)...

WhatsApp groups are particularly successful for knowledge exchange and technical advice.

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