

Ugandan Training Event October 2017

Final Report

Rationale:

The World Federation of Occupational Therapists (WFOT) states in their Code of Ethics that:#

“Occupational Therapists will participate in professional development through life-long learning and apply their acquired knowledge and skills in professional work, based on the best available evidence.” WFOT 2016

In Uganda specific OT training for Continuing Professional Development (CPD) purposes has been limited for many years. UK OTs have previously provided 2 training events for OTs in Uganda, one in 2008 and another in 2009, both supported by the Uganda Association of Occupational Therapists (UAOT). After this UAOT worked with a University to organise a local Conference in 2011. Since this time Ugandan OTs have mainly had to rely on their own efforts to update their knowledge, through reading, local training events organised for their respective MDTs or through networking with their colleagues.

Organisation of the Training event

In May 2017 it was suggested by a Ugandan OT that a particular NGO, the Special Children’s Trust, with whom she had connections, would be willing to support a joint training venture.

The areas of training that the Ugandan OT identified were circulated to the OT Frontiers membership and 5 UK OTs who felt they had the knowledge and skills to teach and who were willing to fund their own travel and accommodation, were identified. The OTs travelled to Uganda and delivered a training event.

The following programme was devised and the training event took place on 10th, 11th, 12th October 2017. Each of the three training days followed a different theme. The topics were chosen in conjunction with Ugandan colleagues and the training aimed to be professionally relevant and evidence-based. Training included lectures, discussion, role-play, group-work and practical activities

Training Event Goals and Objectives and Anticipated Outcomes

Goals:

1. To provide an opportunity for Ugandan OTs to receive training which enables them to develop their professional skills and practice
2. To provide a venue where the training needs of Ugandan OTs can be assessed and training methods that could suite their situation can be explored.

Objectives:

1. To provide training on specific topics related to OT practice
2. To provide a venue where Ugandan OTs can exchange information and ideas about their practice.
3. To carry out focus groups during which the training needs of Ugandan OTs can be explored
4. UK OTs to carry out visits to Ugandan OTs places of work to explore how future training provided by ex-pat OTs could be carried out in an accessible and culturally appropriate manner.

Outcomes expected by the end of the event:

1. 30 Ugandan OTs will attend a 4 day event during which professionally relevant training will take place using training methods such as lectures and practical activities.
2. Ugandan OTs will develop a clear plan about how they will implement the information and techniques that they have learned in their places of work.
3. Future training needs will have been identified.
4. A plan for follow up and ongoing training will be identified.

Funding

Each UK trainer funded their travel to Uganda and their accommodation and travel within Uganda.

Each attending OT was asked for 50,000UGX which covered tea break and lunch.

The rental of the venue was covered by a donor.

Each attending OT covered their transport to the event.

3 OT students were funded using an OT Frontiers Small Project Grant.

Each attending OT was given 3 days training leave by their organisation to attend the event.

Attendees

23 Occupational Therapist and Occupational Therapy students

1 Speech Therapist

Timetable for the 3 Day Training Event

The following timetable was used to organise the 3 day event:

	Tuesday	Wednesday	Thursday
Morning	Welcome and introductions Sharing information – workplace strengths, challenges and training needs.	Working with children with cognitive challenges	Mental Health – Model of Creative Ability
Afternoon	Working with adults with cognitive challenges	Working with children with cognitive challenges continued.	Group work and activity analysis Closing Ceremony and certificate presentation

The following programme was put together. The session descriptions and objectives are available in Appendix 1.

Training Day 1



Due to rain in the morning the arrival of the trainees and therefore the start of the day was delayed.

- Introductions and timetable
- Working with Adults with Cognitive Challenges

Training Day 2



- A Sensory Base Approach to Occupational Therapy Working with Children with Autism and other Cognitive Challenges

Training during this session was delivered by lecture and experiential methods during which the use of sensory ideas were explored.

Training Day 3

- Working with a Developmental Model in a Mental Health Settings

This day was divided into talking about the Model of Creative Ability, then a session about activity analysis and finally a discussion about the use of activity analysis within the Model of Creative Ability.

Information about MOOC courses (Massive Open Online Course) was also given, as these are often free and open to anyone with access to the internet

- Evaluation Groups
- End Ceremony and Certificates



Evaluation:

Evaluation took place through feedback through small groups and an evaluation form completed by each attendee. One of the questions asked was:

“What information did you find useful and what new ideas are you taking from this event?”

Most useful?	Number of times mentioned
Working with children with autism and behavioural problems	12
Working with Adults with Cognitive Difficulties	8
Model of Creative Ability	7
Activity analysis	5
Goal setting	2

It should be noted that as the evaluation took place on the final day immediately after the training in the Model of Creative Ability and Activity Analysis and 2 days after the training in Cognitive issues in Adults this may have influenced the topics most immediately available in the OTs minds.

The evaluation also asked the OTs to identify the subjects they would like to be covered in future training events. These can be seen in Appendix 2

Discussion

The training met the majority of the planned objectives and expected outcomes for the event. Those not met were the objective of carrying out focus groups to gather information about training needs and the outcome stating that the attending OTs would identify a clear plan about how they would implement the information and techniques they had learned. Three days, proved to be a limited amount of time to provide training in a variety of topics and it did not leave time for such discussion or for the case study presentation (by the attending OTs) which might also have facilitated learning and planning for implementation.

Although the training was open to any Ugandan OT it was organised with the support of a local organisation, Special Children's Trust, and it was easier to distribute information among the organisations aligned with SCT and for these organisations to support their OTs to attend. The majority of the OTs attending the event were therefore working with children. OTs working in other settings (such as government hospitals and those working upcountry) made up only a small percentage of the attendees.

The attending OTs identified that they would have liked to be able to apply the skills spoken about through practical sessions. They also identified that they would like to have seen Ugandan trainers leading some of the event.

During the training it became apparent that the OTs were keen for further training in many subjects and information about carrying out research. Time was therefore given on the final day to providing information about MOOCs which may be available via the internet for the OTs to access.

Supervision was discussed. Most OTs appeared to feel that they didn't receive OT specific supervision they appeared to recognise the importance of this and were interested in this being part of their practice.

End of Training Discussion and Identified Future Goals

End of training discussions took place between the UK Trainers and the Ugandan organiser on the day after the event.

It was agreed that:

1. UK OTs would continue to maintain contact with Ugandan OTs to discuss how future training events could take place. The results of the training and the topics identified by the OTs would be made available to UAOT and the Association would be involved in future discussions about further training events.
2. Further training needs assessment could take place involving more OTs working in both government and NGO facilities and UAOT would be contacted about this.
3. Future training should be more practical in nature so that skills can be practiced but in a supported learning environment. This would serve to consolidate skills so that the OTs feel confident to use the skills in their work place.
4. Future training should involve local Ugandan trainers, working alongside ex-pat trainers if useful.

References

WFOT Code of Ethics 2016

file:///C:/Users/carolyn/AppData/Local/Packages/Microsoft.MicrosoftEdge_8wekyb3d8bbwe/TempState/Downloads/WFOT%20Code%20of%20Ethics%20revised%20CM2016a.pdf Accessed 4/2/18