Jhpiego’s New eLearning Package Maximizes Flexibility in Training Today’s Trainers

For more than 35 years, Jhpiego has been a leader in pioneering innovative approaches to training health care providers. Now, as part of Jhpiego’s ongoing effort to maximize the flexibility, efficiency and effectiveness of training systems, we have revised our ModCAL® (Modified Computer-Assisted Learning) for Training Skills, a computer-based knowledge update, as well as the reference manual and the related learning materials. This course uses a combination of self-paced learning, delivered via flash drive (ModCAL®), and individual coaching by a master trainer. This course is meant for individuals who are service providers and are available and interested in training. It may also be used for pre-service faculty or clinical preceptors. The essential elements for using ModCAL® for Training Skills are as follows:

- Interactive computer-based modules (ModCAL®)
- Ongoing computer-assisted knowledge assessment
- Skills demonstration and practice guided by a master trainer using the Training Skills for Health Care Providers learning resource package
- Flexibility to meet a variety of program needs and clinical competencies

The new ModCAL® for Training Skills provides a more flexible means of strengthening the teaching skills of trainers, pre-service faculty and clinical preceptors, and of training health service providers to become clinical skills trainers. In addition to including important new knowledge updates, the materials have an increased focus on building clinical decision-making skills and the critical role of assessment in developing competent clinical trainers and health service providers. Based on the literature and best practices in training, the following important updates have been included:

- **A shift from heavy emphasis on psychomotor/hand skills to inclusion of clinical decision-making and communication skills.** This broader skill set is needed to achieve clinical competencies of a higher order, which are required to provide high-quality health services—including management of complex medical conditions.

- **Increased emphasis on the use of assessment to facilitate learning and ensure readiness for practice.** This critical expansion will enhance both the effectiveness and efficiency of training, while ensuring that only those who have demonstrated competency in a new clinical area are qualified to provide services.
- **Increased emphasis on managing and documenting clinical practice experiences.** This increased emphasis ensures that learners receive a quality training experience following the classroom component of training. Provision of health care services requires integration of a complex set of knowledge, skills and attitudes that cannot occur without a strong clinical training component. The trainer’s ability to actively manage learning within this environment, and to share this information with program staff and relevant others, is critical to ensuring that this essential component of training is effective.

These materials, which have been field-tested in four countries across Africa and Asia, may be used as a complement to both traditional and innovative training models. We also encourage their use as a means of reinforcing and updating the skills of experienced trainers. Regardless of how you choose to use the new *ModCAL*® for Training Skills, we are confident that you will find it helpful in a wide variety of training- and education-related projects. This product was produced with several funding partners, including the U.S. Agency for International Development’s ACCESS Program and U.S. Centers for Disease Control and Prevention.

**Evie Vernon, former Jamaica VCT Training Coordinator:** “*ModCAL*® for Training Skills has been invaluable in training people in Caribbean nongovernmental organizations and faith-based organizations who would not be able to spend as much time in training. It has enabled participants to gain a reasonable understanding of the knowledge-based part of the program, at their own pace, which they can apply when they come to the skills-based part of the course…”

**Gaudiosa Tibaijuka, Senior Technical Advisor, Tanzania:** “Advantages of *ModCAL*® over central training include cutting training cost substantially.”

**Ordering Info**
*ModCAL*® for Training Skills on flash drive and hard copies of the Training Skills learning resource package are available for purchase from the Jhpiego Web site or may be downloaded from this link: [http://modcal.jhpiego.org/](http://modcal.jhpiego.org/).* *ModCAL*® for Training Skills is also available on the web at the same location.