



COALITION to STRENGTHEN
the HPV IMMUNIZATION
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Optimizing training approaches: considerations for program implementers

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CHIC SPC Symposium

HPV Vaccination Programs: From Pre-introduction Planning to Restoration and Sustainability

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Presentation Outline

- Why training of healthcare professionals (HCP) is important for HPV vaccination
- How training of healthcare professionals can be optimized
- Good practices/lessons that could help address gaps in training of healthcare professionals for program implementers to consider

Why training health professionals for HPV vaccination?-1

- HPV vaccination coverage continues to lag behind in many settings
- Sub-optimal knowledge about HPV, cervical cancer & HPV vaccine among stakeholders (Rujumba, J et al 2021 & Patrick, L., et al 2022)
- Myths & misinformation about HPV vaccination & active debunking of these myths by HCPs is critical (Kearney MD, 2019, Rujumba J 2021)
- Healthcare professionals need to be better informed and educated on HPV vaccine to reduce their own vaccine hesitancy (Margaret Efua 2022)

Why training health professionals for HPV vaccination?-2

- Strong recommendation of HPV vaccination by healthcare providers increases immunization rates
- Though many aspects of HPV vaccine delivery are similar to established routine immunizations, HCPs need specific training on HPV vaccination-new vaccine & target group
- Thus, its important to enhance training approaches for HCP for better results

Modalities of training

- **Physical** – learners and facilitators interact physically on site or off site
- **Online training** – interaction between trainees and facilitators is through electronic media such as internet, zoom...
- **Blended training** – use of a mix of both physical and online training spaces.

Optimizing HCP training for HPV vaccination- 1

1. Integrate HPV vaccination in pre-service training for all health care professionals.
 - All health professional training institutions should train medical and nursing staff to address complex situations, sustain routine immunization & introduce new vaccines.
 - Pre-service training is essential to strengthen immunization service delivery, disease surveillance, logistics, communication and management practices.

Optimizing HCP training for HPV vaccination-2

- HCWs need to be knowledgeable about vaccines and immunization programs and should have good communication skills - **to improve public confidence** in the immunization services, create & sustain demand for immunization.
- The training should cover both theoretical and practical aspects regarding HPV vaccination including: HPV infection and cervical cancer, HPV vaccination, community mobilization, communication with adolescents & caregivers and practical clinic or outreach sessions
- Such training should be competency based and integrated throughout the curriculum



2. In-service training for health care professionals

- Ensures that health workers already providing services have the opportunity to update their knowledge & skills
- In-service interactive workshops and courses have been documented to improve the performance of healthcare workers (Mutabaruka E, 2010 & Masresha B 2020)
- Training on HPV vaccination can be stand alone or integrated in other training activities.

Levels of in-service training

- **Basic training-** prepares participants to acquire the desired knowledge, skills and/or attitude required to perform certain tasks or provide services in this case HPV vaccination
- **Training of Trainers (ToT)-** equips participants with knowledge, skills and attitude which enable them to train others - in cases of new vaccines or change strategy.
- **Refresher training-** offered when an update on knowledge or skills is required due to change in guidelines, scientific approach or when a person was trained long ago.
- **Targeted Vs whole site training**

Principles of in-service training

- **Conducive adult learning** environment in which participants feel safe, respected and valued.
- Learning **addresses the three domains: knowledge, skill** (communication, clinical decision making) and **attitude**.
- **Interactive approaches-** training builds on existing skills, knowledge, and experience of the learners.
- Use of a variety of training methodologies

Good practices/Lessons to optimize HCP training- 1

1. **Know your program needs** to inform training content
2. **Adapt existing curriculum** - Expanded Program for Immunization (EPI) or WHO curriculum in training health care workers
3. **Strengthen pre-service training** with real life HPV promotion activities at health facility, school and community levels – **community based medical education.**
4. **Provide opportunities for in-service training** to address emerging needs

Good practices/Lessons to optimize HCP training- 2

5. **Use a cascade approach and joint stakeholder training (district, school, CHW and health facility staff) to build trust & collaboration.**

- Provide IEC materials & messages aligned to tasks of stakeholders

6. **Adopt whole site training** as opposed to targeted training to make health facilities HPV vaccination friendly

7. **Use interactive, hands-on training**, such as field visits, videos of correct practices, small group discussions, demonstrations and skills practices which are more successful techniques for training adults than classroom lectures.

Good practices/Lessons to optimize HCP training- 3

8. **Conduct supportive supervision & mentorship** - *help to make things work, rather than check what is wrong - encourage two-way communication, build teams for problem solving & use data for decision making)*

9. **Link training with microplanning** activities to build efficiencies and allow for more integrated planning of vaccine delivery.

10. **Recognize HPV vaccine uptake as an inter-professional goal & empower HCPs and associations** to become vaccine champions

Good practices/Lessons to optimize HCP training- 4

11. Build skills and opportunities for advocacy to increase vaccine supplies and uptake

12. Take advantage of online opportunities to deepen awareness and enhance knowledge and skills of stakeholders

13. Encourage and promote integration of HPV vaccines with other services.

Mulago Hospital

An Adolescent is anyone aged between 10 & 19 yrs

FRIDAY ADOLESCENT CLINIC
@ MAKERERE MULAGO HOSPITAL WARD 15

SERVICES AVAILABLE

Immunisation

- Tetanus Toxoid
- Human Papilloma Virus Vaccine
- Hepatitis B Vaccine

Sexual & Reproductive Health

- HIV Testing & Counseling
- Health Education
- Contraceptives
- STI / STD Screening & Management

Psychosocial Counseling Services

- Nutrition Counseling
- Career Guidance
- School Health
- Medical Examination
- Life Skills Training
- Mental Health Services

CONSULTANTS AVAILABLE

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Clinic Time
8:30AM
12:30PM

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HPV is Vaccination provided as part of other adolescent health services at the Mulago Adolescent Clinic in Uganda

Conclusion

- It is critical to educate all health care professionals regarding HPV vaccination to maximize vaccination opportunities and increase vaccine uptake. Program implementers should strengthen pre-and-in service training for all HCPs to optimize vaccination for adolescents.
- Attention should be made to cascade training to school authorities, community health workers and all health care professionals and associations to promote and support HPV vaccination

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