

Sustainable Drug Seller Initiatives Partners



Sustainable Training of ADS sellers: A case for institutionalization of ADS training

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Challenges

- Shortage of adequately trained ADS sellers
- High demand for and attrition of trained sellers
- Demand for training has been met by donor funds, which was not sustainable
- Training was very expensive



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Objectives

- To carry out a situational analysis on approaches to ensure availability of trained ADS drug sellers
- To develop and implement a strategy for ensuring sustainable continuous availability of trained ADS sellers



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Process (1)

PHASE I: Identification of sustainable training model to ensure continuous availability of ADS sellers

STAKEHOLDERS' MEETING RECOMMENDATIONS

- ADS sellers or owners should pay for the training
- ADS sellers should receive classroom and experiential training
- Training institutions in or near ADS districts should be capacitated to offer ADS training
- Strengthen ADS training curriculum & materials



Process (2)

PHASE 2: Implementation of model/strategy

- Mapped health training institutions
- Devised criteria for selecting institutions to offer the ADS course e.g.
 - Adequacy of human resources & infrastructure
 - Willingness and readiness to carry out the training
 - No. of training programs & short courses offered
 - Duration of proposed training, cost of training & no. of trainees per training
- Selected institutions
- Strengthened ADS training materials: EDCO & PSFU



Process (3)

- Held TOT workshop to orient and capacitate the selected institutions
- Supported institutions in developing ADS training implementation plans
- Advertised ADS training in the community
- Supported & reviewed ADS course curricula that were slightly adapted to fit each institution
- Supervised trainings at each of the two institutions
- Reviewed and updated the training curriculum based on feedback from trainings



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Results (1)

- Identified and selected two training institutions based on the aforementioned criteria
 - ✓ Fort Portal International Nursing School (FINS)
 - ✓ International Institute of Health Sciences, Jinja (IIHS)
- Revised ADS training curriculum and materials
 - ✓ Medical component: EDCO
 - ✓ Financial and Business component: PSFU



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Results (2)

- Conducted a TOT training
 - ✓ 11 day training (8 days medical training & 3 days financial and business training)
 - ✓ 14 trainers/tutors were trained, 7 from each training institution, one of whom was the principal



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Results (3)

- Three ADS trainings were conducted by institutions
 - 4 week classroom training with 1 week attachment to health facilities
 - 101 ADS sellers trained from FINS (2 trainings were held, 63 1st training, 38 2nd training)
 - 26 sellers trained from IIHS Jinja
 - Institutions ready to train more sellers
 - Each trainee pays a total of 600,000 UgX (\$230)
 - First trainings were subsidized by MSH/SDSI
 - The institutions have capacity to train 50 participants at a time twice annually



What does SDSI leave behind? (1)

- Increased number of trained ADS sellers and owners; in effect also increases the potential number of ADS outlets
- Sustainable model to ensure continuous availability of ADS sellers through institutionalized ADS trainings
- Increased number of capacitated and competent trainers for ADS seller trainings
- ADS training curriculum, reference materials and training methodology



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What does SDSI leave behind? (2)

- Skills and knowledge on managing the business and finances of an ADS
- Sustainability of the ADS business - ensuring that the business remains a going concern
- Business linkages with other stakeholders e.g. banks, pharmacies etc.



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What gaps/challenges remain? (1)

- Sustainability of the training for the training institutions in relation to availability of trainees
 - ✓ Affordability of the training by the sellers
 - ✓ Limited ADS districts
 - ✓ Restricted entry for the training
 - ✓ Mechanism needed for mentoring ADS sellers after the training to reinforce the acquired technical and business concepts
- Availability of approved cadres for ADS training
 - Nursing assistants, who are currently qualified to be trained as ADS sellers, are not continuously available



What gaps/challenges remain? (2)

- Career development paths for the trained ADS sellers
- Long term future of ADS outlets
- Models for incorporating the business and financial management curriculum in the institutionalized nursing programs
- Continuous business linkages with other stakeholders e.g. pharmacies, banks etc. to support ADS businesses (can be done at the institutionalized training)
- Need to translate training materials into local languages
- A mechanism to accredit more drug shops should be put in place to eliminate the gaps that will exist between the trained ADS' and the non-trained ones



Lesson learned from implementation

- Close supervision and support from SDSI/MSH, PSFU and Makerere University was very critical in ensuring the achievement of the objectives of the program
- The trainees are eager to learn and attend such trainings to improve their knowledge and skills
- Private institutions appeared to be more receptive to carry out ADS training than public institutions



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Conclusion/take home messages

- Institutionalization of the ADS training is a feasible approach to ensure the long term sustainability of the ADS trainings
- The training institutions are capable of carrying out such functions as ADS training as long as they receive the right guidance & technical support
- Future programs could think of using this model as way of minimizing costs of training and achieving sustainability

