

MIG-H TRAINING

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MIG-H Training Dissemination Workshop

Preconference to the 11th European Public Health Conference (EPH)

Syllabus

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1. Introduction

Within its past Work Plans the EU Health Programme supported the development of training modules for health and front line professionals working with migrants and refugees. The EU-funded service “Development of specific training modules for health professionals, law enforcement officers and trainers, on migrants' and refugees' health, addressing communicable diseases and mental health problems” (**MIG-H Training**) complements these training modules with specific training packages on the areas indicated by evaluators as needing further development.

The MIG-H Training was awarded to develop and make available a comprehensive training package on communicable diseases and mental health issues for frontline health, police and related professionals. The MIG-H Training developed and piloted training modules for health professionals and law enforcement officers working with migrants and refugees in ten countries: **Bulgaria, Croatia, France, Greece, Italy, Malta, Norway, Serbia, Slovenia and Spain.**

The training material was initially presented in a Training-of-Trainers (ToT) Workshop and subsequently revised for use in the ten pilot countries, and within such adapted to the local context by the respective trainers. Ultimately feedback by trainees has been provided after the training, and materials were once more adapted for future use.

The Dissemination Workshop will present the results of the pilot training.

2. Objectives

The Dissemination Workshop aims at illustrating training material development and pilot trainings to a wide group of stakeholders.

The core group of stakeholders invited to the event consists of representatives of relevant national authorities from the piloting countries and trainers who participated in the action. The workshop is also open for registration to further participants interested in the field of migrant health and is advertised accordingly by the EUPHA conference organizers.

To this audience, the workshop will present the training modules and reflect on their piloting, and provide a forum to discuss and share lessons learnt and strategies for implementation of such trainings. The debate will touch upon how the implementation of such materials can contribute and support the work of Member States and their professionals involved in such areas.

3. Content

The Workshop will present on the overall scope and design of MIG-H Training, the developed training packages as well as the outcome of the evaluation exercise specific to the piloting of training.



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The introductory session on the European strategy for migration health will provide participants with the necessary background and overall context of the presented action.

3.1 Presentation of MIG-H Training

The introductory presentation of MIG-H Training will provide an overview on the scope of the service, outlining core aspects of the pilot training as well as their role in the delivery of the final outputs, the training packages on mental health and communicable diseases, as well as provide a short introduction into the preparatory work for development of the training packages.

Overview

The presentation will outline the work packages that are covered under the action:

Work Package 1: Review of migrants' mental health status and review regarding prospective risks for communicable diseases in migrants and refugees

Task 1: Preparation and connection with previous and on-going EU work

As a basis for the training packages to be elaborated, previous and current EU-funded initiatives focusing on the areas of mental health and infectious diseases for migrants and refugees were reviewed. This review was conducted based on EU databases and additionally consulted key experts and stakeholders in order to identify additional sources of datasets, training packages and other relevant information. Selected experts were invited to join the Experts' Panel for the evaluation of existing training materials through a Delphi approach.

Task 2: Reviews (a) on the migrant and refugee mental health; and (b) on prospective risks for communicable diseases in migrants and refugees using data and realistic scenarios and depending on the routes through which migrants and refugees come to the EU Member States

Further, two separate reviews were carried out for mental health and communicable diseases, to identify and synthesise the latest evidence since 2012 from all EU Member States and the countries participating in the 3rd Health Program (Iceland, Norway, Serbia and Moldova). The reviews found and consolidated a large amount of material according to pre-defined exclusion/inclusion criteria.

Work Package 2: Development of training materials – review of existing programmes

Task 3: Review of existing training materials on mental health and communicable diseases

An extensive review of existing training programmes was conducted to identify training material appropriate for use or adaptation for the purpose of this action. This review took into account training material developed over the last 10 years and was to a great extent based on work commissioned or funded by the Directorate for Health / CHAFAEA, and programmes in which IOM and/or ECDC and ASPHER had been involved. The detailed review of the identified training packages was presented to



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the Expert Panel consulted under Work Package 1, stakeholders involved in Work Package 2 as well as national trainers to be involved in the pilot trainings.

Work Package 3: Preparation of Training Programme

Task 4: Development of the training material and preparation of the training package

Based on the results of the above reviews and following the priorities established by the Expert Panel, training materials were tailored and further elaborated in order to create comprehensive training packages for the field of mental health, and communicable diseases respectively. The design of the modules aimed at drawing from adult-education and professional education techniques and include interactive elements such as group discussions and exchanges based on the experiences of the trainees, games and role plays.

The two packages were elaborated separately, but according to defined criteria covering

- A curriculum model, aims and learning objectives, specification of the target audience, methods of delivery and approach to training based on pedagogical approach;
- A training needs assessment tool;
- A pre and post-test evaluation (learning assessment) tool;
- A trainers' guide
- Training materials in form of PowerPoint presentations plus instructions for activities and recommendations for additional reading.

In each of the packages, a core component was elaborated for both health and law enforcement officials, while separate specific modules were developed for each of the target groups.

Work Package 4: Training of trainers, Pilot training programmes & evaluation

Task 5: Selection of trainers and trainees

The identification and selection of 30 national trainers and their local trainees was conducted based on already established networks of trainers and partnerships with relevant institutions in both health and security sectors in the pilot countries.

The selection of trainers and trainees took into account organizational aspects, institutional background and country context.

For the selection process of trainers, the criteria **included demonstrated expertise and practical experience of work in the context of training of health professionals and law enforcement officers in health of migrants and/or refugees**. As trainers were pre-selected already in the planning phase of the action, the recruitment of trainers was possible in the available timeline.



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The identification of the trainees took place through close coordination between IOM and the trainers/their institutions in the piloting countries. Due to the national and local restrictions, in some countries **more time would have been requested to properly advertise and ensure that participants could receive the due clearances to attend**, which is a major learning point of the action.

Task 6: Training of trainers

The selected national trainers participated in a training-of-trainers (ToT) workshop in Athens. In addition to the future trainers, the workshop was also attended by representatives of all the Pilot Training countries, FRONTEX, ECDC, UNAIDS and further stakeholders.

The ToT served to collect comprehensive feedback on the materials for respective revisions before the pilot trainings. After participating in demonstration sessions of all the modules, participants provided feedback which was collated and used to inform the subsequent revision of materials.

At the same time, the ToT aimed to develop the participants' teaching capacity and skills to conduct their own training workshops using the training manuals developed as part of this project. Thus, the workshop also covered guidance on teaching skills:

- Introduction to the Trainer and trainee guides;
- Specificities of adult learning;
- Participatory approaches for optimal learning;
- Familiarisation with the training guides;
- Practice: delivering a training session.

Following the ToT, the materials were revised based on the evaluation conducted in order to create an updated version of the materials to be used for in country piloting, and translated into the national language for this purpose.

Task 7: Piloting of training programmes

The training programme was piloted in the 10 selected countries participating in the 3rd Health Programme (**Bulgaria, Croatia, France, Greece, Italy, Malta, Serbia, Slovenia, Spain, Norway**), following the implementation of the training of trainers' workshop, the subsequent translation, review and adaptation of the modules, and the selection of trainees in each country.

The ten pilot trainings were implemented over a period of two months, based on the unitary packages provided but subject to adjustments based on the national context and local circumstances. Participants were also asked to complete a short 'pre-training' 'needs assessment', as recommended in the 'Adult Education' elements of the Athens ToT workshop, completed the 'pre- and post- test' assessments and scored each module using a standard feedback sheet.



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Methodology for replication

The methodology followed to ensure replication through systematic piloting was based on the following setting:

- While adaptation at local level focused on specific country situations, migrant and refugee entitlements to healthcare, health system characteristics, health professionals' and law enforcement officers' training needs, the **overall architecture of the final materials produced in English was maintained** by all the national trainers to ensure reproducibility whilst adjusting to specific needs.
- Adaptation of the training materials to the local contexts was achieved e.g. **through inclusion of national guidelines, SOPs and contextualization**. The adaptation of the materials was done in close coordination between IOM and the trainers/their institution. **Partly adaptation also affected overall length of the piloting**, based on the respective trainers' decision to reflect local needs/assessment and trainees availability, which is also seen as a learning point for the future use of these materials.

Evaluation

In order to assess the piloting, a series of evaluation tools were developed and used during the implementation of the activities, with the aim to assess the pre- and post-test knowledge, gain overall feedback on relevance of the training/training materials and on the logistic of the event. The following **levels of evaluation** were applied:

- **To evaluate organization and logistics:** an evaluation form with closed questions and space for comments was administered at the end of the training to evaluate the logistic, travel arrangements, accommodation, meeting venue, etc.
- **To evaluate content,** for both modules evaluation forms for both health professionals and law enforcement officers were provided, collecting feedback on the relevance of the contents, quality, expectations, usefulness, teaching methods
- **To evaluate learning** in order to measure the increased in knowledge of trainees, pre- and post tests were administered.

Task 8: Evaluation of the training programme and module development

Following the pilot training implementation, an evaluation was conducted to review the processes of development in creation of the training packages, to monitor progress and findings, and to consolidate lessons learnt and respective implications for future similar activity.

Task 9: Dissemination of the results from the Training Programme Module implementation



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Results of the training package development and pilot trainings are presented at this Dissemination Workshop in order to inform interested stakeholders.

Task 10: Finalisation of the Training Programme Module materials (Training Package)

The finales training packages based on the feedback rounds provided and modified per country based on the local context are submitted.

Task 11: Peer Review of the Draft Final Report

A peer review on the action is conducted.

Major steps in development of preparatory work

The session will also review the training package development process along the major steps of early development as foreseen under the action to lead over to the two dedicated sessions on the training packages

3.2 Presentation of modules on mental health

The following session on the developed package on mental health issues will show the structure and an outline of the training materials. The following elements will be illustrated:

i. Curriculum Model

The materials consists of 11 training units which are structured as follows:

Common module:

- Unit 1 Introduction to Mental Health and Migration
- Unit 9 Migration and Substance Abuse Linkages
- Unit 10 Sexual and Gender Based Violence
- Unit 11 Occupational health and self-care

Module specific for law enforcement officers (LEOs):

- Unit 3 Mental health and psychosocial support (MHPSS) assistance to migrants at sea, shores and borders for LEOs
- Unit 6 Psychological First Aid (PFA)
- Unit 7 Communication skills with Migrants for LEOs
- Unit 9 Migration and Substance Abuse Linkages
- Unit 10 Sexual and Gender Based Violence

Module specific for health professionals (HPs):

- Unit 2 MHPSS assistance to migrants at sea, shores and borders for HPs
- Unit 4 Access to Mental Health Services
- Unit 5 Migrants self-support and coping mechanism
- Unit 8 Cultural Mediation



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- Unit 9 Migration and Substance Abuse Linkages
- Unit 10 Sexual and Gender Based Violence

The training package was developed in several “drawers” that can be isolated and integrated separately into other trainings, depending on the needs or time constraints.

The unit 9 Substance Abuse is composed of one common part and specific sections for HPs and LEOs as displayed in the training manual.

The unit 10 SGBV targets both groups, HPs and LEOs. It can be taught as a common module or separately according to each group specific needs. This is due to the specificity of the topic: It is needed for both target groups but some aspects can be more emphasized for each group. It can therefore be organized either in common module or separately with a selection of available materials.

ii. Training Needs Assessment Tool

A short training needs assessment is included within the training package. This questionnaire has to be filled by potential participants and will help trainers identify training units more relevant for the audience.

iii. Trainer’s Guide

The trainer’s guide is a general template that gives directions on how to use the different parts of the training package. In the guide, both rationale and logic are explained for each unit, together with some comments/tips for the trainer. Main resources are also integrated in this guide to facilitate the work of the trainers, and for the interest of the participants. Specifically, the trainer’s guide provides the following information for each of the modules:

- Objective
- Targeted Group
- Content and time frame
- Supporting documents

iv. Training materials

The training is organized with a series of pragmatic activities and theoretical concepts. For each of the 11 training units, the provided material consists of a PowerPoint Presentation, materials for activities and further background materials.

Training material will be illustrated in the presentation.

v. Training outcome evaluation tools

Pre and post-tests are included in the training package, which aim to evaluate the learning process and therefore the usefulness and effectiveness of the training materials. The tests consists of 5 questions per each training unit to be filled by trainees before and after the training.

The training package also provides an evaluation form to be filled by trainees after each training unit.



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Following the presentation of the materials, the developed training package will be discussed with the participants. A further aim is to share lessons learned from the development and delivery of the training materials and exchange ideas with relevant stakeholders on the use of the developed packages in future trainings. Here, information will be provided on

- Feedback provided regarding relevance of units
- Feedback provided regarding structure and participation opportunities of the units

With a view to future use, reference will be made to an ongoing EU-funded service devoted to the implementation of trainings for health professionals, social workers and law enforcement officers working at local level with migrants and refugees and training of trainers (TRAIN4M&H).

3.3 Presentation of modules on communicable diseases

The following session on the developed package on communicable diseases will show the structure and an outline of the training package, compiled of a trainers' and trainee's manual, training needs assessment tool, curriculum model and structure of provided training materials, and evaluation tools.

i. Curriculum Model

The communicable diseases curriculum includes a combination of common core modules and specific sectoral modules. The core modules aim to facilitate shared learning and identify opportunities for developing joint and co-ordinated strategies, while the specific modules address specialist knowledge and gaps, and provide specific tools for specific sectors. Specific sector modules occur to a greater extent than in the mental health modules, due to the extent of relevant pre-existing education in infectious diseases for medical officers.

The training package consist of 16 training modules, organized into one common core module, 13 modules for health care workers (HCW) and 4 modules for law enforcement officers (LEOs).

Core Common Module:

- Unit 1 Understanding infectious diseases in the refugee context

Module for health care workers:

- Unit 2 HIV, Hepatitis B, and Hepatitis C
- Unit 3 TB and acute respiratory infections
- Unit 4 History Taking
- Unit 5 Gastrointestinal parasitic diseases
- Unit 6 Malaria
- Unit 7 Skin Infections
- Unit 8 Sexually transmitted infections
- Unit 9 Infection prevention and control



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- Unit 10 Introduction to high-consequence pathogens and multi-resistant organisms
- Unit 11 Outbreak, Surveillance and Investigation Reports (OSIR)
- Unit 12 Mock OSIR Scenario

Module for law enforcement officers:

- Unit 13 Basic concept of infectious diseases and transmissions
- Unit 14 Recognizing and triaging the unwell person
- Unit 15 Infection and prevention and control
- Unit 16 Disease outbreaks

ii. Training Needs Assessment Tool

A short training needs assessment is included within the training package, consisting of three questions to potential participants. This questionnaire will help trainers identify training units more relevant for the national context.

iii. Trainer's Manual

The Trainer Manuals provide information for trainers how to use the above materials. There are three manuals provided:

- Manual for health care workers training
- Manual for law enforcement officers training
- Manual for both trainee groups

The trainer manuals provide background on the service, an overview of the curriculum framework, and information per training module on:

- Specific objectives of the module
- Required reading prior to facilitating class
- Required materials
- Summary of main points
- Guide to slides
- Additional resources

They also contain information on tests, evaluation and feedback forms per trainee group.

iv. Training materials

For each of the training modules, there is a folder containing a PowerPoint Presentation, materials for activities and further background materials. The materials have been designed for adult learning and based on professional education techniques, and involve keynote lectures, case studies, seminars, role-plays, simulations, and group discussion.

Training material will be illustrated in the presentation.



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v. Training outcome evaluation tool

Pre and post-tests are included in the training package. The objective of the test is to evaluate the learning process and therefore the usefulness and effectiveness of the training materials. Pre and post-tests are provided separately for health care workers and law enforcement officers. The tests are to be filled by trainees before and after the training.

The training package also provides evaluation sheets for the health care workers training and the law enforcement officers training.

Following the presentation of the materials, the developed training package will be discussed with the participants. A further aim is to share lessons learned from the development and delivery of the training materials and exchange ideas with relevant stakeholders on the use of the developed packages in future trainings. Here, feedback will be presented on

- Adaptation to audience background
- Structure and participation opportunities of the units

Also here, reference will be made to an ongoing EU-funded service devoted to the implementation of trainings for health professionals, social workers and law enforcement officers working at local level with migrants and refugees and training of trainers (TRAIN4M&H).

3.4 Evaluation and Panel Discussion

a) Evaluation

In the final session, a presentation of the evaluation of the training material development and piloting process will point out the most important observations on the pilot training implementation.

The evaluation has been compiled by an internal 'Training Development and Evaluation Expert' which was engaged in the action throughout its duration. The evaluation was conducted primarily using the techniques of 'Participant Observation', (taking part in relevant activities, discussions and workshops including the delivery of some elements of the training, insofar as possible), use of survey techniques, and interviews (personal or telephonic where possible, or by use of e-mailed 'topic guides' and written responses from participants in the development and training projects. While the evaluation report also covered the MIG-H Training in its entire scope concerning questions of efficiency, effectiveness and achievements, concerning the Training Programme Modules' it focuses on:

- how the results of the training programme module development were achieved;
- the lessons learnt from delivery of the pilot training programme;
- relevant findings from the activities implemented; and



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- recommendations for future trainings.

In the following, the major findings and conclusions and the pilot training implementation will be presented:

- Materials developed are based on a consensus derived from the best possible selection of academic and practitioner expertise in public/migrant health and cultural competence training across Europe
- There is considerable potential for wider use of these materials and the approach presented in the Action in addressing issues of health equity, and the specific needs of migrants and minority populations.
- Capacity has been built through the Action, not only in Human Capital (skills, knowledge) but also Social Capital (awareness/collaborative practice and commitment to addressing the issues) and also Organisational Capital in relationships between agencies
- Action involved all relevant and available key high-level actors and national or international bodies in directly involved member states, which facilitated piloting in various aspects (logistics, release of staff for training etc.)

Finally, lessons learnt and respective recommendations of the evaluation report will be discussed which comprise:

- The use and structure of materials should be explained at an early stage in presentation of the training, with a focus on the need to adapt to local circumstances; there is no alternative to local adaptation ('localisation') prior to final delivery of any materials centrally produced.
- Evaluation showed not only the importance of practical exercises and examples, but also the need to adapt/provide these against the local context of the respective country
- Enough time/resources should be dedicated to Training Needs Assessment and Learning Assessment Tools as valuable parts of the training, the TNA allowing the level or training and content to be carefully chosen based on trainee profiles and knowledge
- Materials such as these training modules and their associated manuals, guides and case-study materials (basic materials as well as locally created resources) should be publicly available to ensure a broad use

b) Panel discussion

Following the presentation of evaluation outcomes, the workshop will provide a forum to country representatives to share their views on these materials and the pilot training implementation and to provide feedback on the best possible use in the respective country contexts. The Panel discussion will bring together representatives from selected MIG-H Training pilot countries. The countries chosen for the panel will represent different geographical contexts.

The Panel is structured into two parts.



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Part 1 will ask the country experts to comment on their country context, impressions of the MIG-H training project and reflections on the evaluations – particularly focused on what may or may not apply to their home country.

Part 2 will be the core of the panel discussion focusing on the exchange of ideas and recommendations for implementation, sustainability and scale up of relevant actions plans and strategies. Representatives from the European Commission (a core financing body), IOM (which offers technical assistance), and ASPHER (which provides infrastructure for training) will be in attendance and available to speak to issues of further implementation and specific outcome-oriented strategies.

4. Format

09:45 – 10:30	Overview on MIG-H Training Presentation
10:45 – 12:30	Presentation of modules on mental health Presentation followed by discussion
13:15 – 15:00	Presentation of modules on communicable diseases Presentation followed by discussion
15:15 – 16:50	Evaluation and Panel discussion Presentation followed by panel discussion with country representatives

5. Materials

Training materials are now available at the EU Health Policy Platform via the Agora network at:

<https://webgate.ec.europa.eu/hpf/group/index>

Once browsing Agora (Login required), follow the path below:

- “Library”
 - “Tools for training of health professionals working with migrants”
 - “MIG-H Training” (in 10 languages)

Further materials:

- Syllabus
- PowerPoint presentations covering 1) overview of MIG-H Training, 2) presentation on module for communicable diseases, 3) presentation on module for mental health and 4) presentation of evaluation outcomes

