# Assess capacity building strategies

Capacity building is a continuous process that requires a purposeful and strategic approach to building and improving knowledge and skills. Capacity-building activities that are ad-hoc, one-off or opportunistic are not optimal; they only build staff knowledge and skills at a particular point in time. We need capacity building approaches with plans, including ways to monitor progress towards the agreed goals and objectives to continue building staff knowledge and skills as new guidance or recommendations are rolled out. All capacity building approaches should consider ways to maximize ways in which adults with various degrees of work and other experiences learn best.

The following questions are intended to guide the country team to identify existing capacity-building strategies that 1) focus on the lifecycle of a staff’s professional development and 2) include topics of child and adolescent TB. We hope these questions will facilitate larger discussions among the country team, as well as between NTPs and other MOH programs; the questions are not intended to be all-inclusive or by any means comprehensive.

**Note: To answer the questions below, we recommend the country team meets with other MOH programs/departments (other than TB), including nutrition, HIV, adolescent health, ANC, MNCH, EPI and laboratory.**

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| 1. Are there any formal and/or structured **classroom training activities** (not ad-hoc) that include topics on **child and/or adolescent TB**?

*This includes any classroom training programs for staff working at any level of the health system in the ministry of health (TB program or another health program).* ***Example (yes):*** *The HIV program has refresher trainings scheduled for district staff once every two years that include topics of child and adolescent TB.* ***Example (no):*** *The adolescent health program only conducts training for district staff when the district is poor performing, but their classroom training materials include topics of TB.*  | [ ]  Yes [ ]  No  |
|  | 1.1 If yes, staff from which programs are included? *(Check all that apply)**Verify through discussions with MOH national and/or sub-national level staff in TB, nutrition, HIV, adolescent health, ANC, MNCH, EPI and laboratory.* | [ ]  TB [ ]  Nutrition [ ]  HIV [ ]  Adolescent Health [ ]  ANC[ ]  MNCH [ ]  EPI [ ]  Laboratory [ ]  Other (please specify) |
|  | 1.2 If yes, staff at what levels? *(Check all that apply)* | [ ]  National [ ]  Provincial/regional level[ ]  District level [ ]  Health facility level |
| 1. Are there any formal and/or structured **mentorship activities** that include **child and/or adolescent TB**? *(Check all that apply)*

*This includes any mentorship programs for staff working at any level of the health system in the ministry of health (TB program or another health program).* ***Example (yes):*** *In some districts, the TB program has a ‘sister health facility’ mentorship program where health workers working in TB at a poor performing clinic are mentored by health workers working in TB at a high performing clinic to improve diagnosis of TB in children < 5 years of age.* ***Example (no):*** *The nutrition program has a mentorship program that trains health care workers on the importance of good nutrition for children < 5 years of age. However, the program does not include topics of child TB, such as TB being a possible risk factor for children losing weight or not able to gain weight.*  | [ ]  Yes [ ]  No  |

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|  | 2.1 If yes, staff from which programs are included? *(Check all that apply)**Verify through discussions with MOH national and/or sub-national level staff in TB, nutrition, HIV, adolescent health, ANC, MNCH, EPI and laboratory.* | [ ]  TB [ ]  Nutrition [ ]  HIV [ ]  Adolescent Health [ ]  ANC[ ]  MNCH [ ]  EPI [ ]  Laboratory [ ]  Other (please specify) |
|  | 2.2 If yes, staff at what levels? *(Check all that apply)* | [ ]  National [ ]  Provincial/regional level [ ]  District level [ ]  Health facility level  |
| 1. Are there any formal and/or structured **on-job-training activities** that include topics on **child and/or adolescent TB**?

*This includes any on-job-training programs for staff working at any level of the health system in the ministry of health (TB program or another health program).* ***Example (yes):*** *The EPI program has an on-job-training program that trains health workers on the importance of administering the BCG vaccine within 24 hours of birth to help prevent child TB.* ***Example (no):*** *The MNCH program has an on-job training program that trains district staff, but the training does not include any child and adolescent TB topics.*  | [ ]  Yes [ ]  No  |
|  | 3.1 If yes, staff from which programs are included? *(Check all that apply)**Verify through discussions with MOH national and/or sub-national level staff in TB, nutrition, HIV, adolescent health, ANC, MNCH, EPI and laboratory.* | [ ]  TB [ ]  Nutrition [ ]  HIV [ ]  Adolescent Health [ ]  ANC[ ]  MNCH [ ]  EPI [ ]  Laboratory [ ]  Other (please specify) |
|  | 3.2 If yes, staff at what levels? *(Check all that apply)* | [ ]  National [ ]  Provincial/regional level [ ]  District level [ ]  Health facility level  |
| 1. Are topics of **child TB** included as part of normal **supportive supervision** visits?

*Review supportive supervision checklist(s) to verify.*  | [ ]  Yes [ ]  No [ ]  I don’t know |
| 1. Are topics of **adolescent TB** included as part of normal **supportive supervision** visits?

*Review supportive supervision checklist(s) to verify.*  | [ ]  Yes [ ]  No [ ]  I don’t know |
| 1. Are there any **job aids or wall charts** that include topics of **child TB**?

*Review job aids to verify.* | [ ]  Yes [ ]  No [ ]  I don’t know |
| 1. Are there any **job aids or wall charts** that include topics of **adolescent TB**?

*Review job aids to verify.* | [ ]  Yes [ ]  No [ ]  I don’t know |
| 1. Are topics of child TB included into the agenda and discussions of periodic **performance review meetings**?

*Review meeting notes to verify.* | [ ]  Yes [ ]  No [ ]  I don’t know |
| 1. Are topics of adolescent TB included into the agenda and discussion of periodic **performance review meetings**?

*Review meeting notes to verify.* | [ ]  Yes [ ]  No [ ]  I don’t know |