

« Repenser la formation universitaire en nutrition en Afrique »
Symposium, World Congress of Public Health Nutrition, Las Palmas
11 novembre 2014

Organisateurs: Delisle Hélène, TRANSNUT, Centre Collaborateur de l'OMS sur la transition nutritionnelle et le développement, Université de Montréal; Sodjinou Roger, UNICEF- Bureau régional pour l'Afrique de l'ouest et centrale /OOAS (Organisation ouest-africaine de santé), Burkina Faso

Mise en contexte: La nutrition est à la fois un déterminant majeur de la santé et un objectif important du développement. Pourtant, elle n'a pas bénéficié de toute l'attention qu'elle méritait, ce qui peut expliquer que la santé maternelle et infantile n'ait pas davantage progressé dans les pays en développement. Heureusement, il y a depuis peu une mobilisation de la communauté internationale en faveur de la nutrition et pour atteindre les résultats escomptés, le renforcement des capacités est une condition critique. Même dans les pays à faible revenu, il importe de se préoccuper non seulement des troubles nutritionnels de carence, mais aussi des troubles qu'on dit « de surcharge » tels qu'obésité, diabète et maladies cardiovasculaires. La prévalence de ces maladies non transmissibles augmente à une allure vertigineuse, ce qui représente un obstacle au développement socio-économique et une menace sérieuse pour des systèmes de santé déjà fragiles. La nutrition est au cœur de la prévention et de la prise en charge de ces maladies chroniques; elle est également indispensable pour les politiques, les programmes d'intervention et la recherche. Même si ce n'est pas suffisant, la formation de nutritionnistes professionnels de niveau universitaire est indispensable au renforcement des ressources humaines en nutrition; cette formation doit se fonder sur les besoins et les compétences attendues. La pénurie de cette catégorie de professionnels de la santé est surtout marquée en Afrique francophone. La formation académique initiale et continue en nutrition d'autres catégories de professionnels, en santé mais aussi en éducation et en agriculture, est également nécessaire au progrès nutritionnel.

Objectif: Le symposium entend mettre en exergue les besoins de formation en nutrition de même que des initiatives récentes en la matière, l'accent étant mis sur l'Afrique francophone.

Description: Au cours de la dernière décennie, le renforcement des capacités en nutrition est devenu objet de préoccupations et d'initiatives variées. On décrira une approche systématique de formation fondée sur les compétences nécessaires en nutrition. On fera également un bilan des formations et des besoins pour le renforcement de la nutrition en Afrique, à la lumière des travaux menés conjointement par Unicef/HKI/OOAS. Différents programmes de formation en nutrition récemment mis en place en Afrique francophone seront enfin décrits et discutés.

Programme: 90 minutes

Introduction: Le double fardeau nutritionnel et ses implications de formation (5 minutes)	Prof H. Delisle
Pour le renforcement des capacités en nutrition en Afrique (20 min)	Dr R. Sodjinou
Vers un Master en nutrition au Mali (10 min)	Prof A. Akory
Programme intégré de formation professionnelle en nutrition au Mali (10 min)	Mme G. Julien
Enseignement de la nutrition dans les formations médicales, exemple de la Mauritanie (15 min)	Prof C. Dehah
Un nouveau programme de licence professionnelle de nutrition au Bénin (15 min)	Prof H. Delisle
Discussion et conclusions (25 minutes)	

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nutrition 2014

Las Palmas de Gran Canaria, SPAIN 9-12 November Congress
 Banjul, GAMBIA 13-15 April 2015 Post-Congress Workshops

III WORLD CONGRESS OF PUBLIC HEALTH NUTRITION
 II LATIN AMERICAN CONGRESS OF COMMUNITY NUTRITION
 X CONGRESO DE LA SOCIEDAD ESPAÑOLA DE NUTRICIÓN COMUNITARIA (SENC)

PUBLIC HEALTH NUTRITION: THE CORE OF INTERNATIONAL COOPERATION FOR DEVELOPMENT

Faculté de médecine
 Département de nutrition
 Université de Montréal

transnut

Organisation mondiale de la Santé

Centre collaborateur OMS sur la transition nutritionnelle et le développement, Canada.

RETHINKING ACADEMIC TRAINING IN NUTRITION IN AFRICA

REPENSER LA FORMATION UNIVERSITAIRE EN NUTRITION EN AFRIQUE


Hélène Delisle, professor and head of TRANSNUT

Faculté de médecine
 Département de nutrition
 Université de Montréal

transnut

Organisation mondiale de la Santé


Centre collaborateur OMS sur la transition nutritionnelle et le développement, Canada.

- **TRANSition NUTritionnelle:** team of 10 faculty members, Department of Nutrition
- **Mandate of TRANSNUT (2003-)**
 Technical support to WHO and its partners for training, research and communication on nutrition transition and *the double burden of malnutrition* (2007-....)
- **Key project: 2008-2014:** 

Nutrition, lifestyle transition

↓

↗ Nutrition-related chronic diseases



+

Persistence of undernutrition and micronutrient malnutrition

=

Double burden of malnutrition

Current Momentum for Nutrition

- SUN movement, now in 54 countries
 - Primary focus remains undernutrition and micronutrient malnutrition
- Food security and nutrition
- Nutrition in emergencies
 - Global Nutrition Cluster
- Nutrition-related non-communicable diseases:
 - High Level Meeting of UN (2011)
 - Global objective: 25% reduction of prevalence of chronic diseases by 2025

Nutrition Actions Recommended to Member States to Prevent NCDs

- Implementation of WHO Nutrition Strategy:
 - Diet, physical activity and health (2004)
 - » 🍎 fruits & vegetables, fibre, local foods
 - » 🧂 salt, sugar, saturated fat, *trans* fat
 - Infant and young child feeding (2003)
 - » Promotion of breastfeeding
- Recommendations regarding food marketing for children

WHO Nutrition Strategy 2004

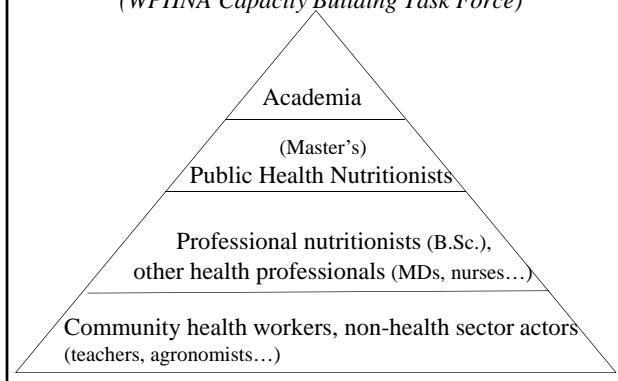
- Balance energy intake to maintain normal weight
- Limit energy intake from fat, reduce intake of saturated and *trans* fat
- Consume more fruits, vegetables, legumes, nuts and whole-grain cereal
- Limit consumption of free sugar
- Limit sodium intake but consume iodized salt.

Some Nutrition Challenges

- Lack of integration of programs targetting undernutrition, food insecurity, nutrition-related chronic diseases (and emergency nutrition)
- Insufficient coordination among donors and their programs
- Paucity of well-trained health professionals in nutrition, particularly to address nutrition related non-communicable diseases

Pyramid of Nutrition Workforce

(WPHNA Capacity Building Task Force)



Challenges for Nutrition Training in Africa

- Quality training to address the whole spectrum of 'dysnutrition'
- Undergraduate and graduate training
- Accreditation
- Continuous education
- Funding and scholarships
- Recruitment of trained professional nutritionists in public service.

Current capacity for academic nutrition training in West Africa

Roger Sodjinou

Background: There is a dearth of information on existing nutrition training programs in West Africa. A preliminary step in the process of developing a comprehensive framework to strengthen human capacity for nutrition is to conduct an inventory of existing training programs.


Objective: This study was conducted to provide baseline data on university-level nutrition training programs that exist in the 16 countries in West Africa. It also aimed to identify existing gaps in nutrition training and propose solutions to address them.

Design: Participating institutions were identified based on information provided by in-country key informants, UNICEF offices or through internet searches. Data were collected through semi-structured interviews during on-site visits or through self-administered questionnaires. Simple descriptive and bivariate analyses were performed.

Results: In total, 83 nutrition degree programs comprising 32 B.Sc. programs, 34 M.Sc. programs, and 17 Ph.D. programs were identified in the region. More than half of these programs were in Nigeria. Six countries (Cape Verde, Guinea-Bissau, Liberia, Mali, The Gambia, and Togo) offered no nutrition degree program. The programs in francophone countries were generally established more recently than those in anglophone countries (age: 3.5 years vs. 21.4 years). Programs were predominantly (78%) run by government-supported institutions. They did not provide a comprehensive coverage of all essential aspects of human nutrition. They were heavily oriented to food science (46%), with little emphasis on public health nutrition (24%) or overnutrition (2%). Annual student intakes per program in 2013 ranged from 3 to 262; 7 to 40; and 3 to 10, respectively, for bachelor's, master's, and doctoral programs while the number of graduates produced annually per country ranged from 6 to 271; 3 to 64; and 1 to 18, respectively. External collaboration only existed in 15% of the programs. In-service training programs on nutrition existed in less than half of the countries. The most important needs for improving the quality of existing training programs reported were teaching materials, equipment and infrastructures, funding, libraries and access to advanced technology resources.

Conclusions: There are critical gaps in nutrition training in the West Africa region. The results of the present study underscore the urgent need to invest in nutrition training in West Africa. An expanded set of knowledge, skills, and competencies must be integrated into existing nutrition training curricula. Our study provides a basis for the development of a regional strategy to strengthen human capacity for nutrition across the region.

Keywords: nutrition; nutrition training; public health nutrition; capacity development; mapping; curriculum development; West Africa




Current capacity for academic nutrition training in West Africa

Roger Sodjinou, Ph.D.
 III World Congress of Public Health Nutrition
 Las Palmas de Gran Canaria, Spain
 November 11, 2014

Presentation outline


- Background
- Rationale for the study
- Study objectives
- Methodology
- Results and discussion
- Conclusions

West Africa is among the regions that are most affected by malnutrition



Black RE, Victora CG, Walker SP, Bhutta ZA, Christian P, de Onis M, Ezzi M, Grantham-McGregor S, Katz J, Martorell R, Uauy R. Maternal and Child Nutrition Study Group: Maternal and child undernutrition and overweight in low-income and middle-income countries. Lancet 2013, 382(9890): 427-51.

Capacity development: a key factor to the success of nutrition programs



Adapted from UNICEF, Tracking progress on child and maternal nutrition, 2009

Momentum built on nutrition capacity development in West Africa



Dakar nutrition capacity development workshop, March 2009

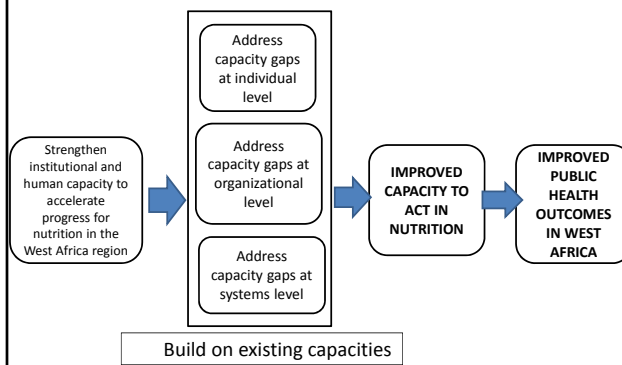
Complete consensus amongst the participants about the need to strengthen the capacity for nutrition training and research in the West African region

ECOWAS Assembly of Health Ministers, Yamoussoukro, July 2009

Adoption of a nutrition resolution calling on the West African Health Organization and partners to implement the recommendations of the Dakar workshop

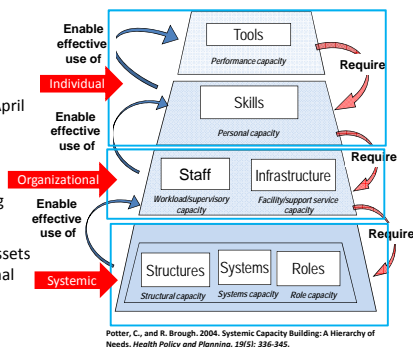


The West African Nutrition Capacity Development Initiative (WANCDI)- 2013



Region-wide nutrition capacity needs assessment

- 16 countries covered
- Data collected between April and August 2013
- Systematic capacity assessment that looked beyond individual training needs
- Focus on capacity gaps/assets at individual, organizational and systems levels



Potter, C. and R. Brough. 2004. Systemic Capacity Building: A Hierarchy of Needs. *Health Policy and Planning*, 19(5): 336-345.

Rationale for the study

- There is a dearth of information on existing nutrition training programs in West Africa
- A preliminary step in the process of developing a comprehensive framework to strengthen human capacity for nutrition is to conduct an inventory of existing training programs

Study objectives

- To provide baseline data on university-level nutrition training programs that exist in the West Africa region
- To identify existing gaps in nutrition training and propose solutions to address them

METHODOLOGY

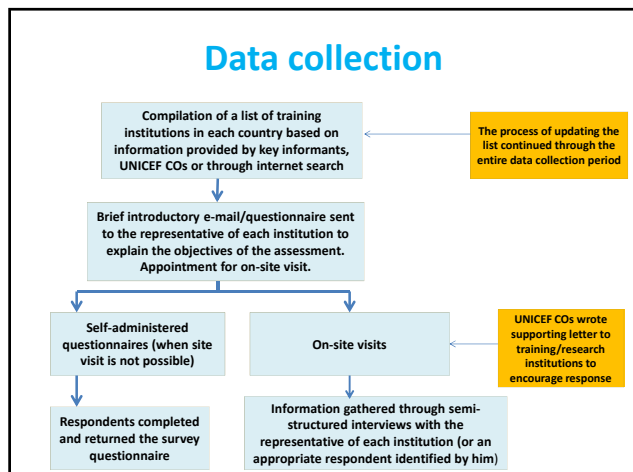
Participating institutions

- Institutions offering a degree-granting program on human nutrition at the time of data collection
- Degree programs heavily weighted to food science, food technology, and biochemistry were excluded

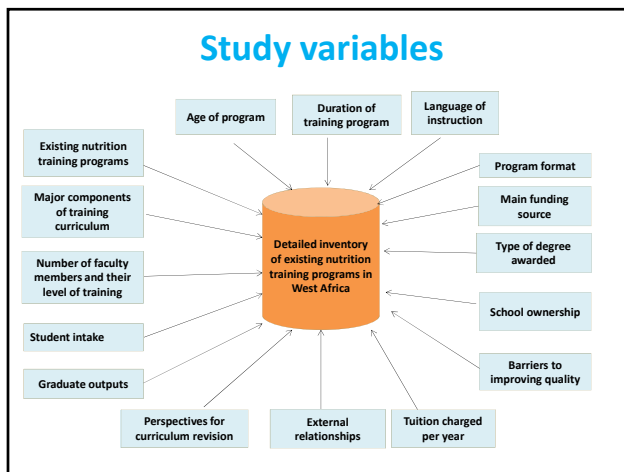
Participating institutions (2)

Language used	Countries	# of participating institutions	# of training programs assessed	Methods used to collect information about training programs	
				Questionnaire (direct interview or self-admin.)	Literature review and internet search
French	Benin	2	13	13	0
	Burkina	7	26	26	0
	CIV	4	9	9	0
	Guinea	12	24	24	0
	Mali	13	18	3	15
	Mauritania	5	15	15	0
	Niger	23	57	44	13
	Senegal	9	34	34	0
	Togo	2	2	2	0
	Sub-total	77	198	170	28
	English	Ghana	5	15	14
Liberia		2	2	2	0
Nigeria		24	68	29	39
S.Leone		5	22	22	0
The Gambia		1	1	0	1
Sub-total		37	108	67	41
Total		114	306	237	69

Data collection



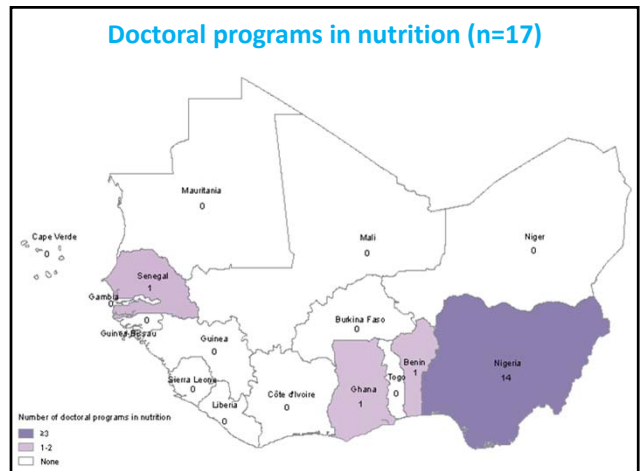
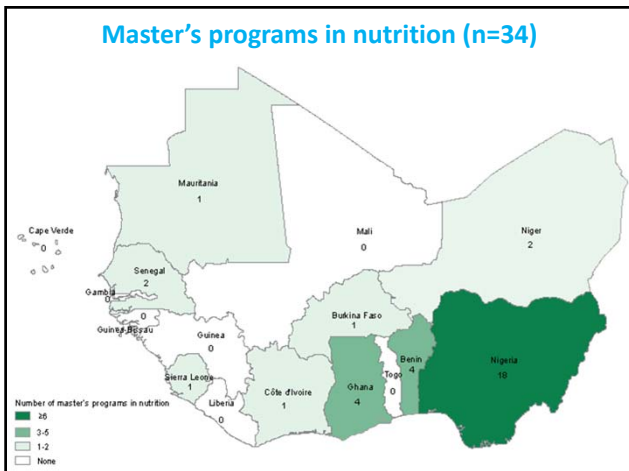
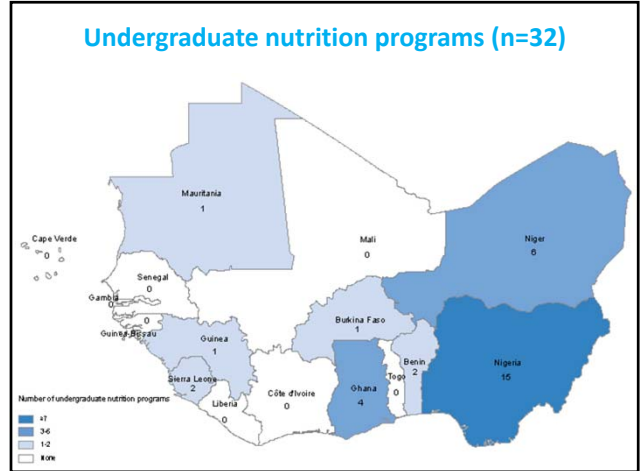
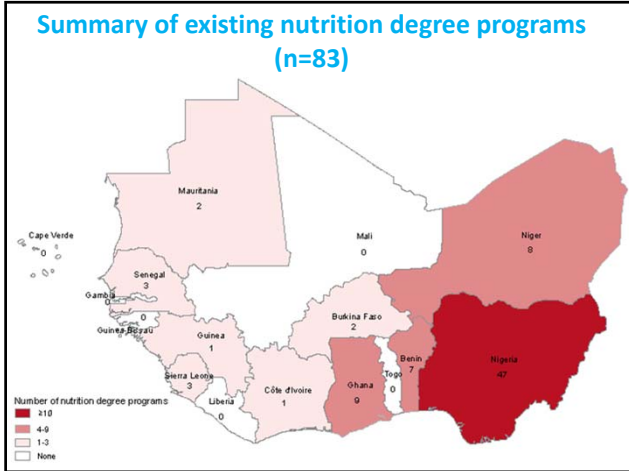
Study variables

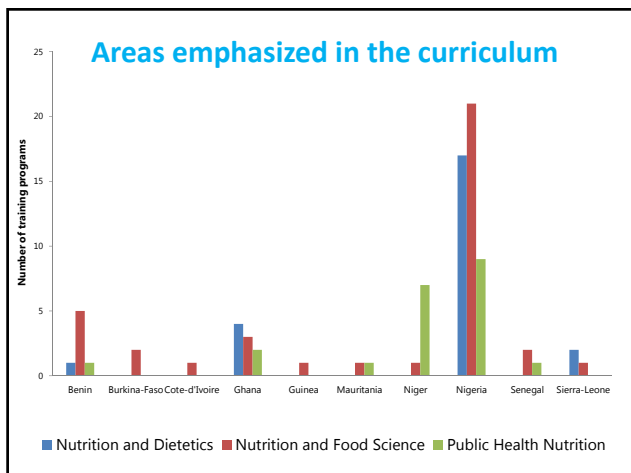
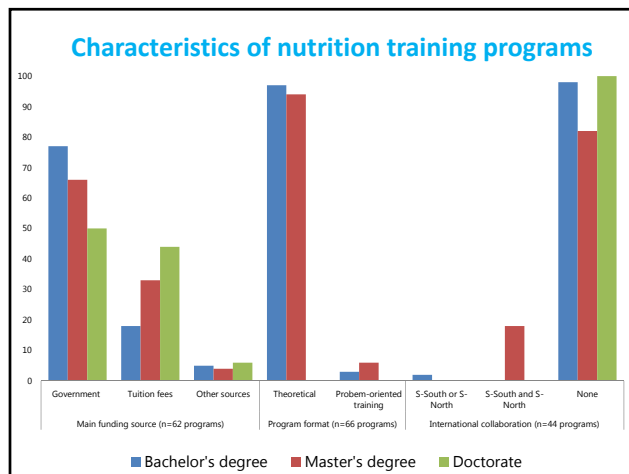
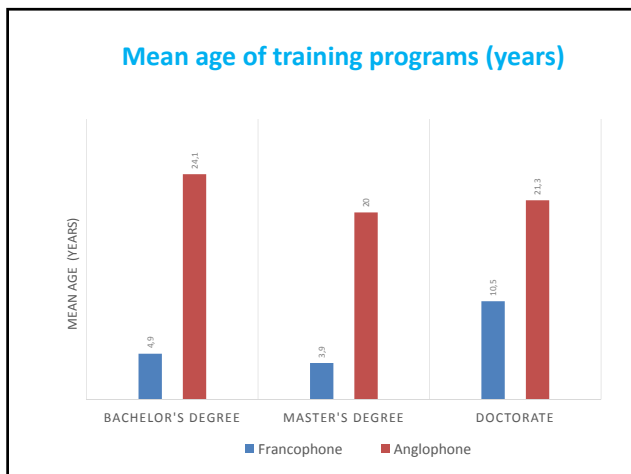


Data analysis

- Simple descriptive and bivariate analyses
- Age of training program= 2013 -Year of inception of the program
- Student intake was defined as the maximum number of participants enrolled for the program
- Graduate output referred to the annual number of graduates delivered by the program
- A recommended annual output of graduates of 300 bachelor's level, 30 master's level, and 2 doctorate level per 5 million inhabitants (UNU/IUNS 2007) and assumed a median professional life span of 10 years

RESULTS AND DISCUSSION





Annual intakes of students (2013)

West Africa countries	Student intakes					
	Bachelor's degree		Master's degree		Doctorate	
	Range*	Total**	Range*	Total**	Range*	Total**
Benin	20-25	45	10-30	75	3	3
Burkina-Faso	25	25	25	25	-	-
Ghana	20-100	275	10-15	-	ND	ND
Guinea	50	50	-	-	-	-
Mauritania	30	30	30	20	-	-
Niger	15-45	125	20-25	45	-	-
Nigeria	3-262	940	10-40	177	5-10	25
Senegal	-	-	7-20	27	9	9
Sierra-Leone	60	120	30	30	-	-
Total	3-262	1,610	7-40	471	3-10	37

* Per program; ** Per country

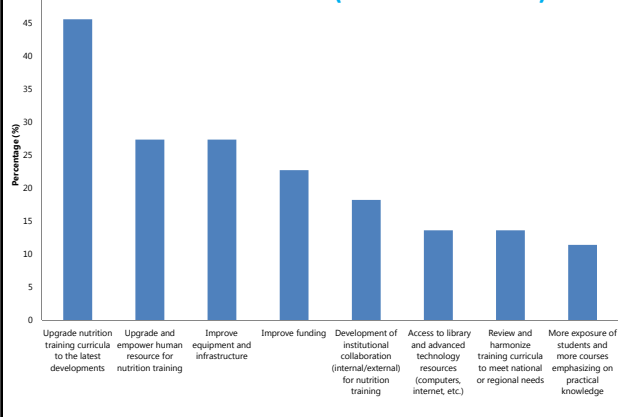
Capacity gaps-Graduate outputs

Country	Population	Bachelor's degree		Master's degree		Doctorate	
		Needs	# graduates	Needs	# graduates	Needs	# graduates
Benin	9,742,000	19-97	6	2-10	42	1-5	1
Burkina-Faso	17,323,000	35-173	-	3-17	12	2-9	0
Cape-Verde	511,000	1-5	0	0-1	0	0	0
Gambia	1,794,000	4-18	0	0-2	0	0-1	0
Ghana	26,441,000	53-264	107	5-26	16	3-13	1
Guinea	11,861,000	24-119	-	2-12	0	1-6	0
G-Bissau	1,699,000	3-17	0	0-2	0	0-1	0
Ivory Coast	23,919,000	48-239	0	5-24	12	2-12	0
Liberia	3,881,000	8-39	0	1-4	0	0-2	0
Mali	16,678,000	33-167	0	3-17	10	2-8	0
Mauritania	3,461,000	7-35	17	1-3	0	0-2	0
Niger	17,493,000	35-175	86	3-17	0	2-9	0
Nigeria	177,096,000	354-1771	271	35-177	64	18-89	18
Senegal	13,567,000	27-136	0	3-14	3	1-7	1
Sierra-Leone	5,823,000	12-58	30	1-6	15	1-3	0
Togo	6,675,000	13-67	0	1-7	0	1-3	0
Total	337,964,000	676-3,380	517	68-338	174	34-169	21

Faculty characteristics

Faculty qualification	B.Sc. (n=17)		M.Sc. (n=25)		Ph.D. (n=10)	
	Internal	External	Internal	External	Internal	External
Doctorate or above	122	56	218	61	101	22
Master's degree or equivalent	32	13	59	76	0	0
Bachelor's degree or equivalent	9	13	0	0	0	0
Total faculty per program	163	82	277	137	101	22
Average number of faculty per program	9.6	4.8	11.1	5.5	10.1	2.2

Perceived needs (n=44 institutions)



	Individual level	Organizational level	Systemic level
	Facilitate nutrition workforce preparation	Facilitate nutrition workforce planning and management	Improve systemic capacity
Short-term outcomes	In-service training of NSP and other cadres Supportive supervision, mentoring, coaching	Job descriptions review for NSP Regulation of the nutrition profession	Support to develop a nutrition capacity development strategy
Medium-term outcomes	Enrich existing nutrition training programs Improve nutrition training in health professional schools Integrate nutrition throughout agriculture school curricula	Training opportunities for nutrition faculty Infrastructure and equipment upgrade	Support to develop capacity for multi-sectoral coordination of nutrition activities
Long-term outcomes	Establish new training programs, where needed Ensure quality in nutrition training	Partnership for nutrition training Excellence center for nutrition?	Support to develop capacity for M&E of nutrition activities/logistics systems

CAPACITY BUILDING

Region-wide assessment of the capacity for human nutrition training in West Africa: current situation, challenges, and way forward

Roger Sodjinou^{1,2}, Nadia Fanou¹, Lucie Deart¹, Félicité Tchibindat¹, Shawn Baker³, William Bosu², Fré Pepping⁴, Hélène Delisle⁵ and The Regional Nutrition Working Group

¹UNICEF Regional Office for West and Central Africa, Dakar, Senegal; ²West Africa Health Organization (WAHO), Bobo-Dioulasso, Burkina Faso; ³Bill and Melinda Gates Foundation, Seattle, WA, USA; ⁴Division of Human Nutrition, Wageningen University, The Netherlands; ⁵Department of Nutrition, Faculty of Medicine, University of Montreal, Canada

Glob Health Action 2014; 7: 23247

Conclusions

- There are critical gaps in nutrition training in the West Africa region, especially in francophone and lusophone countries
- There is a lack of focus on public health nutrition
- The results of the present study underscore the urgent need to invest in nutrition training in West Africa
- An expanded set of knowledge, skills and competencies must be integrated into existing nutrition training curricula
- Our study provides a basis for the development of a strategy to strengthen human capacity for nutrition across the region

Integrated program for professional training in nutrition in Mali

Symposium: Rethinking Academic Training in Nutrition in Africa
(Stream: Building Effective Global Health Education and Training Programs)

Speaker: Gaëlle JULIEN, Project Coordinator, Institut Bioforce Développement

Description: Building capacities of regional, national and local actors is a key factor to ensure a timely and appropriate response to nutritional emergencies or to address the challenges of improving access to water in the Sahel. However, the current training offer doesn't totally match the needs in terms of qualified and rapidly operational experts in the region (both quantitatively and qualitatively).

In September 2014, the Institut Bioforce has launched two French-language trainings in Mali in partnership with UNICEF, and Action Against Hunger, and in consultation with the West African Health Organization: "Nutrition Project Manager (Nutrition PM)" and "Water, Sanitation and Hygiene Promotion Project Manager" (WASH PM).

This integrated vocational training program aims at enhancing capacity and capability among local, national and international nutrition and WASH professionals in French-speaking Africa, therefore building the resilience of local communities.

The competency-based training program is designed for professionals working both in the public and private sectors. It is also addressing both "emergency response" and "sustainable access to services" and is adapted to the regional context.

This new initiative also aims at breaking the common sectorial approach in encouraging links between the Nutrition and WASH sectors (through joint sessions, and Wash In Nut module).

Length of lecture: 10 minutes

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19 novembre 2014



Integrated professional trainings in Mali


 INSTITUT BIOFORCE AFRIQUE
SEPTEMBER 2014 : LAUNCHING OF BIOFORCE'S LONG PROFESSIONAL TRAININGS IN MALI


- + Nutrition Project Manager (RPNUT)
- + WASH Project Manager (RPEHA)

« Pour répondre au bon moment et de manière adaptée à une urgence nutritionnelle, pour faire face aux défis de l'accès à l'eau dans les régions du Sahel, c'est aussi en Afrique qu'il faut développer les compétences. »
 Abdramane Diabé, coordinateur du programme intégré de formations RPNUT & RPEHA, Institut Bioforce Afrique




 INSTITUT BIOFORCE AFRIQUE
BIOFORCE INSTITUTE : ACTOR IN TRAINING

- + **Bioforce Development Institute:** French NGO / 30 years of experience in capacity building of humanitarian aid, development, and public health actors.
- + **Bioforce Institute Africa:** non profit organization created in Burkina Faso to accompany and develop activities in Africa (improve access to professional training for French- speaking African professionals).


 INSTITUT BIOFORCE AFRIQUE
COMPETENCY BASED TRAINING APPROACH

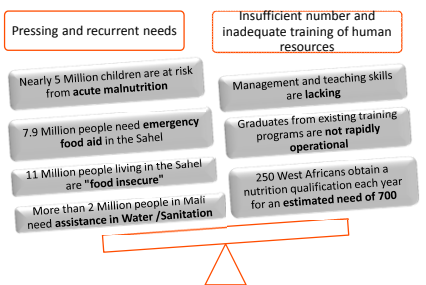
+ 1st step: **Needs' assessment:**

Pressing and recurrent needs

- Nearly 5 Million children are at risk from acute malnutrition
- 7.9 Million people need emergency food aid in the Sahel
- 11 Million people living in the Sahel are "food insecure"
- More than 2 Million people in Mali need assistance in Water /Sanitation

Insufficient number and inadequate training of human resources

- Management and teaching skills are lacking
- Graduates from existing training programs are not rapidly operational
- 250 West Africans obtain a nutrition qualification each year for an estimated need of 700





INSTITUT BIOFORCE AFRIQUE

COMPETENCY BASED TRAINING APPROACH

- + 2nd step: thinking about a **“job-oriented” response**
- + 3rd step: design of a **job/competency framework «Nutrition Program Manager»**
- + 4th step: design of a **training program** according to the expected competencies



INSTITUT BIOFORCE AFRIQUE

EXPECTED RESULTS

- + 90 public servants, individuals and local NGO, and IO professionals have access to a recognized training program
- + The integrated training program (WASH and Nutrition Managers) addresses priority needs of WASH and Nutrition sectors in an innovative way
- + Bioforce Institute Africa is able to lead the training program independently after 3 years



INSTITUT BIOFORCE AFRIQUE

RESPONDING TO THESE CHALLENGES THROUGH VOCATIONAL TRAINING

- + **General Objective:** Contribute to the improvement of sustainable access to quality public health services, thus building resilience of West African communities.
- + **Specific objective:** Enhance capacity among French Speaking African professionals in nutrition and WASH sectors to sustainably address priority needs of these 2 sectors in West Africa.



INSTITUT BIOFORCE AFRIQUE

PARTNERS





INSTITUT BIOFORCE AFRIQUE

PROJECT LENGTH AND KEY DATES

- + **September to November 2014 (3 months):** Training in Bamako (Charles Mérieux Infectiology Center)
- + **December to May 2015:** On-the-job learning period (6 months)
- + **January to August 2015 :** Capitalization, adjustments, inscriptions of the 2nd year.
- + **September 2015-2016 :** beginning of the 2nd and 3rd training cohorts.
- + **April 2017 :** end of project, sustainability through independent funding sources (training fees & scholarships) under the management of Bioforce Institute Africa.



INSTITUT BIOFORCE AFRIQUE

PERSONALIZED TRAINING PATHS AND COSTS

	Options	Content	Qualification	Duration	Modular option	Price*
1	Full program with qualification	Training at the CICM (Bamako) & on the job learning (PASP)	For the RPEHA program: level II professional qualification (equivalent to four years university study) For the RPNUT training course: Bioforce Competency Certificate.	3 months training at the CICM + 6 months on the job learning (PASP)	<i>These options can be completed in one unit of time, or by modules/ sessions, over several years (maximum of 3 years), to facilitate access for professionals.</i>	5 500€
2	Full program without qualification	Training at the CICM only	Bioforce Competency Certificate	3 months		4 500€
3	Competency-based sessions (technical module)	Completion of two or more sessions independently	Certificate of Attendance	Full technical module (5 sessions) 4 sessions 3 sessions 2 sessions		3 000€ 2 500€ 2 000€ 1 500€



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INTEGRATED TRAINING PROGRAM

		Training Program		
# of days	NUTRITION PM	WASH PM		
3	Integration (Core Module)			
10	Framework of Humanitarian Aid and Development Practice (Core Module)			
15	Management Essentials (Core Module)			
TECHNICAL MODULES				
	NUTRITION	WASH		
27	Session 1 5 days	Evaluation and monitoring of nutritional situation and food security	Hygiene promotion/ Community participation	Careers advice, assessments, Evaluation [5 days]
	Session 2 5 days	Design and implementation of activities for the prevention of malnutrition	Evaluation and management of the water resource	
	Session 3 5 days	Implementation and monitoring of programs for the management of acute malnutrition		
	Session 4 5 days	Coordination of a nutrition project with internal and external key actors	Sanitation management in emergencies and development	
	Session 5 7 days	Advanced notions and field exercise	Advanced notions and field exercise	
	WASH in NUT			
6 months	ON THE JOB LEARNING			



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PARTICIPANTS' PROFILES

		Professional expérience	
		In national/international humanitarian aid or development	In another sector
Level of Training	Bachelor degree or equivalent	Minimum 1 year's work experience in one of the required fields (project manager...)	OR Minimum 4 year's work experience in one of the required fields (project manager...)
	2 or more years of university training	Minimum 1 year's work experience in one of the required fields (project manager...)	OR Minimum 2 year's work experience in one of the required fields (project manager...)



INSTITUT BIOFORCE AFRIQUE

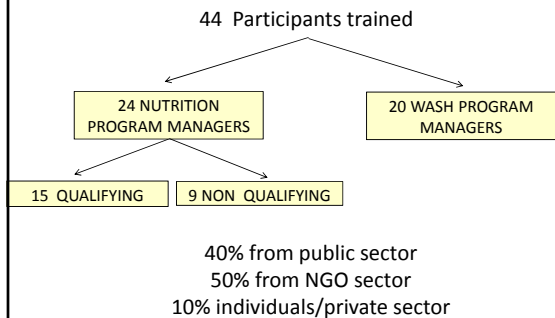
PROGRAM'S SUMMARY

- + **Integrated** vocational trainings NUT/WASH
- + **Accessible trainings** : West African territory ; personalized training paths...
- + Contents based on **recognized competency frameworks**
- + Program including both **technical and managerial competencies**



INSTITUT BIOFORCE AFRIQUE

MID-TERM RESULTS



INSTITUT BIOFORCE AFRIQUE

PROGRAM'S SUMMARY

- + Trainings allow participants to be operational right at the end of the cursus
- + **Permanent adaptation of contents** and training tools **to employers' needs**
- + Pedagogy coming from **practice** and oriented towards practice
- + **Participants are actors of their own training**



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MID-TERM RESULTS

- + **8 nationalities** : Burkina-Faso, Burundi, Ivory Coast, Mali, DRC, Tanzania, Chad, and Togo.
- + Recruitment **10 national and sub-regional trainers/experts**



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NEXT STEPS

- + From December 2014: **On-the-job learning period (6 months)**
- + February 2015 : **Improvement Committee** with all implied stakeholders
- + April 2015: launching of the recruitment of 2nd cohort of trainees