

D. Scale-up and sustainability of training

1. Amplifying the training cascade

Sufficient master trainers should be trained to provide coverage of all targeted geographic areas and professional groups. Master trainers should commit to conducting a specified number of train-the-trainer workshops and facilitator workshops (or training a certain number of trainers and facilitators) within a defined time period. Similarly, facilitators should commit to conducting a specified number of provider workshops (or training a certain number of birth attendants). National planning should establish an overall timeline and training objectives that achieve the national training goals.

2. Maintaining training coverage

After initial training in HBB has taken place, changes in personnel may require that facilitators train new or relocating birth attendants as they enter a workplace.

3. Revision and renewal cycle for HBB materials

HBB educational materials are revised on a five-year cycle (next in 2015) following the cycle of revision of neonatal resuscitation guidelines by ILCOR (International Liaison Committee on Resuscitation). Planning and budgets at the national, regional, and local level should incorporate time for training updates and funds for distribution of revised materials. Revisions assure that the latest scientific evidence in neonatal resuscitation can rapidly reach birth attendants and benefit babies. Updated information – including the most recent versions of this manual – is regularly posted on the Helping Babies Breathe website: www.helpingbabiesbreathe.org.

4. Maintaining trainer, facilitator, and provider (birth attendant) credentials

National-level stakeholders, HBB mentors, and program managers are charged with establishing criteria for maintenance of credentials in neonatal resuscitation. Trainers at all levels and facilitators generally maintain their credentials by actively facilitating courses in HBB.

Some national programs may require documentation of a supervised training or recertification every few years. Birth attendants may be required to participate in a renewal course or submit evidence of continued self-learning at a pre-specified interval to maintain their credentials. Birth attendants should also be encouraged to seek out supervision by peers or facilitators if they note a deficiency in their skill level or a death audit indicates a problem with resuscitation skills.