Supporting Community Health Workers to Integrate Early Childhood Development in Mozambique
Integrate ECD into health sector: 1,000 days and touchpoints

- 1,000 days period (pregnancy to Y2) is critical for physical, cognitive, linguistic and emotional development of children
- Developmental delays in early years are often irreversible
- Health sector is the only one that reaches young children and caregivers (up to 26 touchpoints on the first 2 years of age)

- Lancet 2016 ECD series, nurturing care model
Mozambique CHWs (APEs) program: who they are, how it works

- Community members
- Primary school education, 4 months MOH health training
- Rural areas
- Link between communities and health facilities
- 80% preventative (home-based visits, community meetings), 20% curative
- Focus on treatment of child diseases, referrals, contraceptive SC and HIV drop outs
- Work with a health unit of reference (commodities, supervision, etc).
- Modest subsidy (around 23 USD current exchange rate)
PATH approach to support integration of ECD into CHWs/APEs MOH program

- Developed in coordination with MOH after initial assessment
- Since 2013
- “Minimum package” for ECD integration includes:
  - Screening for developmental delays;
  - Counseling on age-appropriate care, nutrition and stimulation
  - Referrals in case of developmental delays
- PATH provides technical and financial support of:
  - APE training
  - Meetings with community leaders
  - IEC materials for APE use
  - Mentoring and Supervisory activities
Going to scale, challenges

- CHWs/APEs is a national program, depends on MOH national policies and decisions
- Limited APEs educational background and training
- Avoid too many APES responsibilities and tasks, needs for prioritization
- Poor APEs supervision and coaching
- Motivation (poor subsidies, lack of supplies, etc.)
Enhancing CHWs/APEs retention and job satisfaction

- Subsidies
- Health system support (training, coaching, supervision, basic equipment, regular supplies)
- Community / social recognition
Methods

- **Evaluation questions:**
  - Workload + job satisfaction
  - Productivity
  - Quality of work
  - Value added

- **Data sources:**
  - Program data (intervention + control)
  - Observations (intervention + control)
  - Surveys
  - Interviews
Findings: Job satisfaction and workload

**CHW job satisfaction (n=13 of 15 CHWs)**

<table>
<thead>
<tr>
<th>Neutral</th>
<th>Satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
<td>9</td>
</tr>
</tbody>
</table>

**CHW job satisfaction, workload (n=13 of 15 CHWs)**

<table>
<thead>
<tr>
<th>Dissatisfied</th>
<th>Satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>10</td>
</tr>
</tbody>
</table>
Findings: Job satisfaction and workload

“[ECD integration] made the job more enjoyable.”
-CHW #5 (interview)
Findings: Productivity

Average CHW monthly productivity (2015), Control vs. Intervention

- # of home visits
  - Control: 77*
  - Intervention: 91

- # of consultations
  - Control: 58**
  - Intervention: 78**

- # of community talks
  - Control: 11*
  - Intervention: 14

*Average over 11 months (missing April 2015 data)
**Average over 8 months (missing January-April 2015 data)
Findings: Quality of work

CHW Household Visit Performance (2016), Control vs. Intervention

123% difference in score (p<0.0001)

Average
- Intervention: 37%
- Control: 81%
Findings: Quality of work

“[PATH’s support] has improved the way I communicate with families. It is no longer just telling communities what they should do, but also showing them how to do it.”

-CHW #3 (interview)
Findings: Value added

• ↑ relationship between CHW and families and families and children

• Change in caregiver practices

• Change in children

“I see that it has improved my relationship with families because they see that what I do is important. Families now welcome me with joy. Families are grateful to see the benefits.”  

-CHW #2 (interview)
Summary

- Workload + job satisfaction
- Productivity
- Quality of work
- Value added
Thank you! Muito Obrigado!

www.path.org

Jordi Fernández, PATH Mozambique Program Manager, jfernandez@path.org
Nami Kawakyu, Consultant, kawakyuconsulting@gmail.com