

The Thogomelo Project

PROVINCIAL IMPLEMENTATION STATUS: NORTH WEST

“Building South Africa’s capacity to care for its community caregivers and protect vulnerable children”

The Thogomelo Project aims to build the capacity of community caregivers (CCGs) to care for themselves and in turn to enhance the quality of care and protection they provide to vulnerable children and families. The project was initiated in 2008 by the national Department of Social Development with the support of USAID. The project is implemented by a consortium consisting of PATH, Health and Development Africa (HDA) and the International HIV/AIDS Alliance (IHAA) in close partnership with community caregivers (learners) and their

supervisors; provincial training service providers (TSPs); and district and provincial Departments of Social Development.

The Thogomelo Project is now in the third year of its five-year pilot phase. This document profiles the provincial achievements, reach and impact as reflected in the Mid-term Process Evaluation of June 2011. This information aims to support decision-making, quality assurance and sustainability of project results.

Thogomelo curricula

Curriculum	Child protection
Thogomelo Psychosocial Skills Development Programme for CCGs	<p>Levels: 1 & 2 of National Qualifications Framework</p> <p>Target: Community caregivers</p> <p>Content: Understanding and dealing with psychosocial stress; maintaining psychosocial wellbeing and sources of psychosocial support; and basic child protection skills</p>
Thogomelo Child Protection Skills Development Programme for Supervisors of CCGs (and other child caring occupations)	<p>Levels: 3 & 4 of National Qualifications Framework</p> <p>Target: Supervisor/coordinators of community caregivers</p> <p>Content: Knowledge and skills to respond to child abuse, neglect and exploitation; and referral networks</p>
Thogomelo Supportive Supervision Skills Development Programme	<p>Levels: 3 & 4 of National Qualifications Framework</p> <p>Target: Supervisors of community caregivers</p> <p>Content: Supportive supervision skills; enhancing caregiver and organisational wellbeing</p>



social development
Department:
Social Development
REPUBLIC OF SOUTH AFRICA

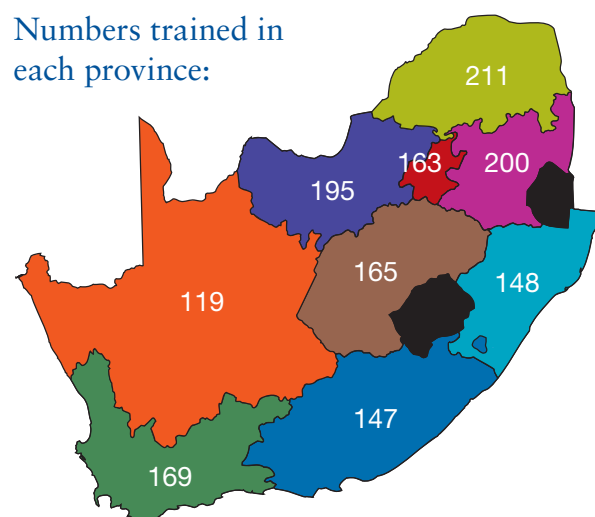


National project achievements to date

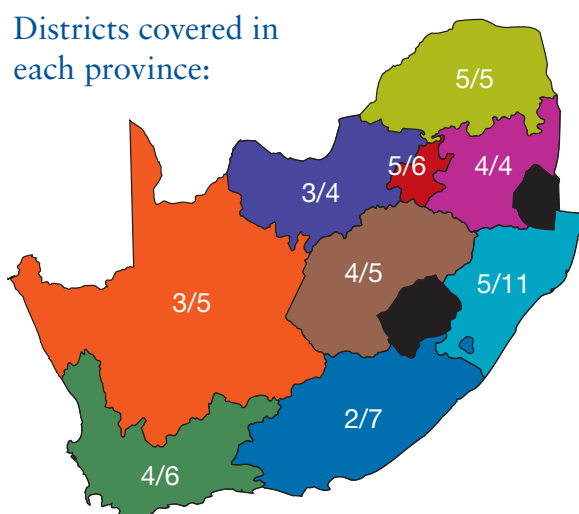
- Development of three curricula registered with the Health and Welfare SETA (see table on previous page).
- Capacity development of 12 provincial training service providers in curriculum content, facilitation methodology and accreditation requirements.
- A total of 1 526 community caregivers and supervisors were trained. In Psychosocial Support 1 289 learners were trained, in Child Protection 207 were trained and 21 learners were trained in a Field Review of Supportive Supervision for Supervisors of community caregivers (Years 1 to 3), verification of 193 community caregivers in Year 3.
- Production of three good practice case studies on the development of accredited curricula, capacity development of training service providers and incorporating gender in capacity development.
- Resources for community caregivers: a child protection CD-Rom containing relevant policy and legislation; a psychosocial support diary for caregivers; resource guides in child protection and psychosocial support; and a costing model for use by the Department of Social Development, training service providers and stakeholders to accurately cost the Thogomelo accredited training.

National reach

Numbers trained in each province:



Districts covered in each province:



Provincial status: North West (Years 1-3)

Development of provincial accreditation capacity in psychosocial support

Training service provider	Facilitators	Assessors	Moderators
RAGOGA	2		2
CHILDLINE	3	1	

Total learners trained in psychosocial support SDP:

Year 1	Year 2	Year 3	Total
57	28	42	127

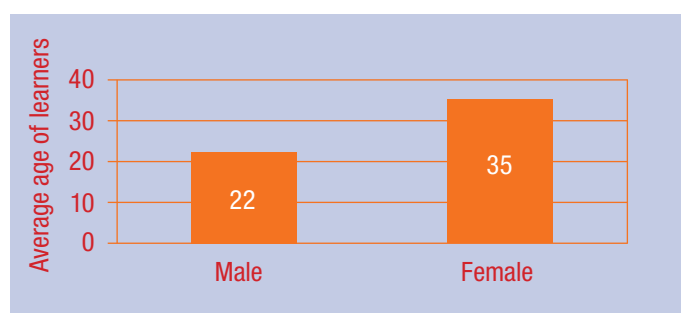
Total learners trained in child protection SDP:

Year 1	Year 2	Year 3	Total
	32	36	68

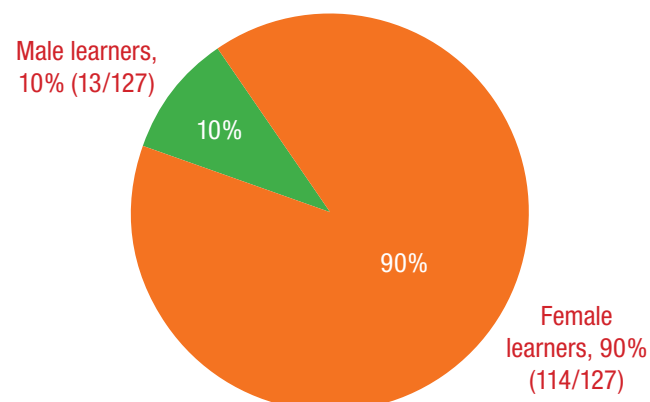
District reach

Three out of the four districts were targeted in North West: Bonjanala, Dr Kenneth Kaunda and Taung. District Dr Ruth Segomotsi Mompati (Dr Rsm) will receive training in Year 4.

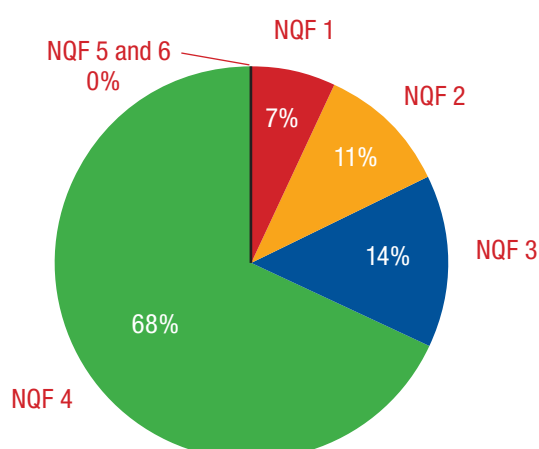
Average age of male and female learners 2010



Percentage of male and female learners trained in PSS



Educational (NQF) levels of PSS training learners in Year 2



Province specific findings of the mid-term process evaluation

Conducted with national, provincial and district Departments of Social Development, training service providers, home community-based care organisations and learners through a qualitative stakeholder analysis, including focus group discussions with learners.

What are the project successes in North West?

- The TSPs facilitation, assessment and moderation capacity has improved with accredited training offered in these competencies.
- The Thogomelo Project directly supports the DSD community caregiver capacity development programme.
- Learners reported positively on the level and quality of support received from the TSPs and facilitators.
- Provincial DSD staff reported that the project fills a gap by providing accredited training for community caregivers.

What needs to be strengthened in North West?

- TSPs involvement in project planning and assessment.
- Adherence of provincial and district offices of DSD and the TSPs to learner selection criteria and targets.
- Orientation of learners and HCBCs to the objectives and operation of the Thogomelo Project.
- Follow-up support from DSD staff and the TSPs to learners after training.
- Accessibility of materials for learners who have difficulty understanding course materials written in English.

Action required in Years 4 and 5

- DSD and TSPs to provide follow-up learner support. The relationship between DSD and the TSPs to be developed to ensure the sustainability of the project.
- DSD to focus their training in certain areas rather than selecting learners from multiple areas in order to reduce cost and increase impact (depth vs. breadth).
- The Thogomelo Project to explore affordability and sustainability of various implementation models.
- TSPs to engage with a tendering process to prepare for the handover.
- Strengthen learner and HCBC organisation understanding of the Thogomelo Project objectives and selection criteria.

Evidence of impact

- Learners were very positive about the opportunities for job creation associated with accredited training.
- Learners reported increased levels of self care and ability to manage stress associated with work demands and personal problems. Learners were able to apply the skills learnt in the training to their own contexts.
- Caregivers/learner networking has improved.
- Caregivers/learners know who to talk to and what to do when confronted with child-protection violations.

Cost of training

- The cost to train 30 learners excluding materials, travel, accommodation, venue hire and catering is R134 484. The cost per learner is R4 482.80 (including assessment, moderation and verification costs).
- The cost for TSP staff to attend accredited facilitator/assessor/moderator training is a minimum of R3 000 per trainee (excluding travel, accommodation, venue hire and catering).

What our learners say

The training helped me cope with stress and everything around me. It showed me how to look after myself, and make time for myself.

The enjoyable part of the training is that we can apply for jobs. They see that we are trained. It opens doors for us.



The training has helped me grow. After the training I actually practise what I preach to them.

This training helped me at work. We opened a support group with the caregivers. If you have a problem, you speak out and get help from other caregivers.

Contact details of Thogomelo Project Team: Candy Msimang (National coordinator); Sbusiso Malope (North West provincial coordinator); Email: sbusiso.malope@hda.co.za; Tel: 087 310 5000