# Comprehensive Community Health Worker Training in Nigeria



The Rotary Healthy Communities Challenge (RHCC) is a three-year multi-country project aimed at delivering integrated community case management (iCCM) to communities in Nigeria, Democratic Republic of the Congo, Mozambique, and Zambia. With funding from the Rotary International Foundation, World Vision, and the Gates Foundation, the RHCC project leverages community health workers (CHWs) to deliver iCCM services across project sites. The training and capacity of the CHW workforce are foundational to the project's goal of reducing death and severe illness in children under five due to malaria, diarrhea, and pneumonia. In Nigeria, RHCC is working with the State Primary Health Care Development Agencies to support ongoing iCCM implementation in Kebbi and Akwa Ibom states through engagement with local CHWs cadres. PATH has been working in partnership with the State Primary Health Care Development Agencies to verify, train, equip, and mentor CHWs in project areas. The process, described in stages below, results in CHWs which are effectively prepared to deliver the lifesaving iCCM services in their communities.



# VERIFICATION OF CHWS

This process is essential to the project as it maps out current CHWs, identifying any clusters, replacements, and gaps in the service delivery area. Challenges encountered during verification included undocumented replacements and clustering of agents around health facilities, leading to recommendations for improved distribution, community mapping, and recording replacements.



# TRAINING OF STATE TRAINERS

State trainers provide training support and mentorship to CHWs. The project held multi-day orientations in collaboration with key stakeholders, covering modules on maternal and child health, iCCM, supervision techniques, and data reporting through participatory learning approaches. Participants demonstrated a 30% knowledge increase after undergoing training.



### **CHW TRAINING**

The training of CHWs soon followed in Akwa Ibom and Kebbi states, supporting the reorientation of more than 700 CHWs on community mapping, household registration, conducting home visits, maternal and pregnancy care, management of sick children under five, and data recording using CHW registers. Participatory methods are used including role-plays, demonstrations, and simulations. This allows CHWs to gain confidence in using registers, identifying symptoms, providing appropriate referrals, and engaging communities.



## **MENTORSHIP PERIOD**

After the training in both states concludes, CHWs will undergo post-training mentorship alongside the commencement of service delivery in project areas.



# **GRADUATION**

The completion of the mentorship period signifies the end of the training period and marks graduation to a fully equipped CHW.