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Recruitment and Involvement of Trainees

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Who Participates? Who Decides?

Is training organized ...

- In-house?
- Externally? (if an invitation is received)
Who Participates? Who Decides?

Criteria: formal and informal

★ Who is eligible according personnel policy?
★ Who is qualified in technical terms?
★ Who has influence, connections, or seniority?
★ Whose “turn” is it?
What Are the Incentives to Attend Training?

Both professional and personal

- Linked with promotion criteria
- Opportunity for self-actualization
- Travel and per diem are enticing
- Workshops offer a chance to SHOP
- Recognition upon return

Sometimes the wrong people attend for the wrong reasons
And What Happens on Return?

Are there opportunities to practice new skills?
- *Is there policy and supervisory support?*
- *Are there adequate resources?*

Will there be jealousy and lack of cooperation among co-workers?

Can multiplier effects be achieved by sharing and training others?
Ensuring Appropriate Recruitment

Spell out very clearly in all promotional literature:

- The desired qualifications of potential trainees
- What the trainee is expected to do upon returning to work

Nurse aides are often trained on the job in private clinics; they are least likely to receive training unless organizers specify their attendance.
Communicate well in advance with agencies that will be sending trainees so that management:

- Perceives a need for the training
- Develops a personal interest in the course and
- Expects successful performance from anyone it sends for training
Appropriate Recruitment

Work with the management to make training selection a joint process between the trainers and the agency sending trainees

Make it clear that trainees must apply for a place in the course and that their applications will be screened

Spell out the criteria for screening and selection

Actually apply the criteria
Recruiting Volunteers

Expectations must be:

★ *Realistic in terms of time, other costs, abilities*
★ *Developed in concert with:*
  • Populations the volunteers will serve
  • Professional staff with whom volunteers will work
Recruiting Volunteers

Communicated clearly to:

- Those selecting the volunteer
- The volunteers themselves
Communities and Agencies: Differing Expectations?

Both want primary care to reach grassroots

Agency expects management of village drug kit

Villagers expect that volunteer will have opportunity to improve himself

Conflicts may result
In the **learning process**

- *Adult learning principles*
  - What I hear, I forget
  - What I see, I remember
  - What I do, I understand
Two Aspects of Involvement

In the **planning process**

- *The training committee*
- *Trainee responsibilities for their own learning environment*
Training Patent Medicine Vendors

Igbo-Ora, a town of 50,000
★ 50 PMV shops

PMVs had trade association/guild

Opportunities for training explained at an association meeting

Photo by John Oribhaborise
Training Committee

Association appointed a five-member training committee to work with the trainers

Committee polled members interests
Training Committee

Trainers conducted survey and shared results with committee

Committee decided on curriculum
Committee Action

Planned times and found venue (school)

Printed handout materials

Set up the venue each session

Kept attendance, encouraged participation

Handled review and evaluation