EQUIP: context and aims

CONTEXT
Rapid expansion of trainings for psychosocial support and psychological interventions in real-world settings

CHALLENGE
Quality control in real-world settings in a timely process to ensure that persons delivering psychosocial support and psychological interventions:

- Do No Harm
- Achieve the needed skills

Promote quality in MHPSS services

Identified needs:
- Provide tools for assessment of essential skills
- Provide resources and guidance for addressing identified gaps in skills
Geneva, May 2018

The Problem
- Lack of access to evidence-based, effective MHSS interventions and activities contribute to the mental health treatment gap, particularly in low-middle income countries.
- Inconsistency in terminology, training, and supervision approaches contribute to inconsistent mental health care.
- Inconsistent quality of MHSS programs and competence of helpers applying MHSS interventions and activities may cause harm or be unsustainable.

Outputs for EQUIP and its audiences; using new & existing material
- An online framework (EQUIP) collates tools, guidance and materials for competency-based training and supervision of MHSS helpers.

Process Outcomes
- Increased # of MHSS helpers that meet minimum competency standards.
- Increased # of organizations / institutions / commissioners / funders demanding competency-based assessment and standards of MHSS helpers.
- Increased # of quality non-specialist helpers deliver scalable psychological interventions & psychosocial support activities.

IMPECTS
- Quality, effective and scalable MHSS interventions / activities available to individuals with MHSS needs.
- Increased & reduced in need of mental health care.
- Improved individual client outcomes.
- Reduced suffering and improved mental health and psychosocial wellbeing.

Theory of change for competency-based training

Identify core competencies (non-specific elements)
- Interventions & activities (accounting for context, age, gender, etc.)

Identify specific competencies (specific practice elements) for selected scalable psychological interventions.

Assumptions
- *Market* is a term more commonly known in emergency response and may need to be changed to represent wider contexts.
- 1. Some MHSS programs and implementers are unfamiliar with current evidence and best practices.
- 2. Agreement on key terms and definitions can be reached.
- 3. Tool criteria are available to help public health programs identify and prioritize interventions.
- 4. Adequate evidence is available to inform core and specific competencies to be extracted and assessments generated.
- 5. Buy-in from organizations, institutions, commissioners, and funders result in take-up of recommended EQUIP approaches.
- 6. Additional community initiatives support improved access to care.
- 7. MHSS helpers are competent in integrated care approaches.
- 8. MHSS helpers collaborate with improved client outcomes.
- 9. MHSS helpers receive certification from training programs implementing EQUIP.

Competency framework developed and available online
- Core & specific competency assessment tools validated for a) Helpers of different levels (e.g., Trainers, Supervisors) b) Professionals

WHO core competencies training package
- Guidance & training on conducting competency assessments.
- Guidance & training on integrating competency assessment for quality improvement in organizational workforce development.

IMPLEMENTATION GUIDELINES AVAILABLE: a platform for easy utility and scalability. WHO programme guidance for MHSS focusing on psychological interventions.

- Links to evidence-based MHSS interventions & activities.
- Links to relevant & selected (i.e., not a document “holy” supplementary tools such as, e.g., reviews, referral forms, assessment tools, advocacy & funding guidance, provider selection, client outcome measures, supervision guidelines, etc.)
Selection of foundational helping & intervention-specific skills

Common factors in psychological treatments delivered by non-specialists in low- and middle-income countries: Manual review of competencies

Gloria A. Pedersen, Pooja Lakshmin, Alison Schafer, Sarah Watts, Kenneth Carswell, Ann Willhoite, Katherine Ottman, Edith van’t Hof, Brandon A. Kohrt
Consortium Sites for **EQUIP** Platform Development

**Peru**  
THP – Thinking Healthy Program for maternal depression

**Lebanon**  
EASE – Early Adolescent Skills for Emotions

**Ethiopia, Jordan, & Nepal**  
PM+ - Problem Management Plus

**Uganda**  
IPT – Group Interpersonal Psychotherapy

**Kenya**  
TF-CBT – Trauma-Focused Cognitive Behavioral Therapy for adolescents

**Zambia**  
CETA – Common Elements Treatment Approach
EQUIP: Ensuring Quality in Psychological Support

EQUIP enhances training and supervision for improved mental health and psychosocial support services.

LEARN MORE
Register for EQUIP

Already have an account? Log in

Full Name
Write your full name

Email
psych_interventions@who.int

Password
Write your password

Confirm password
Write your password

I agree to EQUIP’s Terms of Use and Privacy Policy

REGISTER

Welcome to EQUIP

We are here to help you learn the basics of how to get started using digital EQUIP.

Getting started with digital Equip

GETTING STARTED

Skip for now
E-learning provides self-paced courses that cover topics such as:

- Competency assessments
- Role plays
- Using competency assessment results to tailor feedback during training and supervision
- Ways staff can prepare and tailor trainings to organizational needs....and more!
Set up training with your choice of assessment tool

**Foundational helping skills**
- ENACT (adult)
- GroupACT
- WeACT (child/adolescent)

**Intervention competencies**
- Thinking healthy
- PM+

**Treatment specific skills**
- Behavioural activation
- Cognitive
- Interpersonal
- Motivational enhancement
- Problem solving
- Stress management and relaxation

<table>
<thead>
<tr>
<th>Name of competency tool</th>
<th>Select actor</th>
<th>Submit assessment</th>
</tr>
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<tbody>
<tr>
<td>ENACT</td>
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**Save on your device if offline**

**Rate your selected trainees**

**Select the level and attributes observed for this competency**

1. Non-verbal communication
   - **ANY HARMFUL BEHAVIOUR**
     - **LEVEL 1**
   - **RISK OF HARM**
     - **LEVEL 1**
   - **BASIC HELPING SKILLS**
     - Engages in other activities (e.g., answers mobile, completes paperwork)
     - Laughs at client
     - Uses inappropriate facial expressions
     - Inappropriate physical contact
   - **ADVANCED HELPING SKILLS**
     - Varies body language throughout session to match client’s content and expression
Gambella ENACT Results

View results in individual or group format

Number of trainees scoring each level

Number of trainees with level 1 scores: 3

Number of level 1 scores per trainee:
- 7
- 1
- 2

Competencies with level 1 scores:
- Promotion of confidentiality: 7
- Assessment of harm to Self, Harm to others: 2
- Demonstration of Empathy, Warmth & Genuineness: 4
- Nonverbal communication: 1
Scaling EQUIP to all organisations

- Easy and quick assessment of skills
- Set up trainings to assess groups of non-specialists at multiple training timepoints
- Train raters and actors if standardized evaluations are needed

- Use EQUIP assessments with flexibility and incorporate as a checklist into any training or supervision (e.g. quick and ‘on-the-go’, with training role-plays, with recorded or live client sessions).
- Use the EQUIP platform in various ways to monitor progress over time (e.g. at the start and end of training, over multiple supervision sessions, or as part of pre-service training).
- Establish standardized use of EQUIP tools at your organization and train staff as raters and actors using EQUIP guidance and materials.
Competency assessment tools can be used...

before, during or after training...

during role-play practice...

during supervision...

with client sessions...

and much more!
Example: EQUIP competency-based training

Non-specialist workers selected for psychological treatment
Pre-training role-play competency assessment
Mid and post-training role-play competency assessments
Practice and supervision
Role-play assessment, after seeing persons, under continued supervision
Helpdesk

Support for organizations in using and/or integrating EQUIP in new or existing trainings, supervision or pre-service training.
Benefits of Competency-Based Training

COURSE

Feedback in competency-based training

In this course, we will focus on the practical elements for giving helpful feedback in competency-based training. This includes when and how to provide feedback, how to prepare it and how to manage common challenges that may arise.
Next Steps

Expand the suite of competency tools.

Establish competency benchmarks and minimum training standards for organizations based on client needs.

Expand platform resources and global expertise for competency-based training and supervision.
Contact

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