EQUIP:
Ensuring Quality in
Psychological Support

unicef

World Health Organization

EQUIP

The digital platform

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

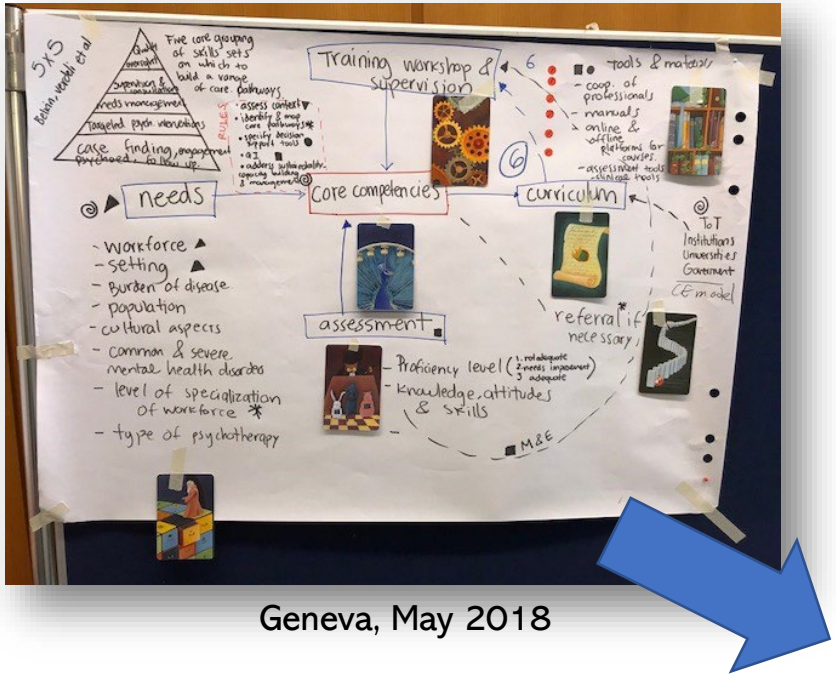
Achieve the needed skills

Promote quality in MHPSS services

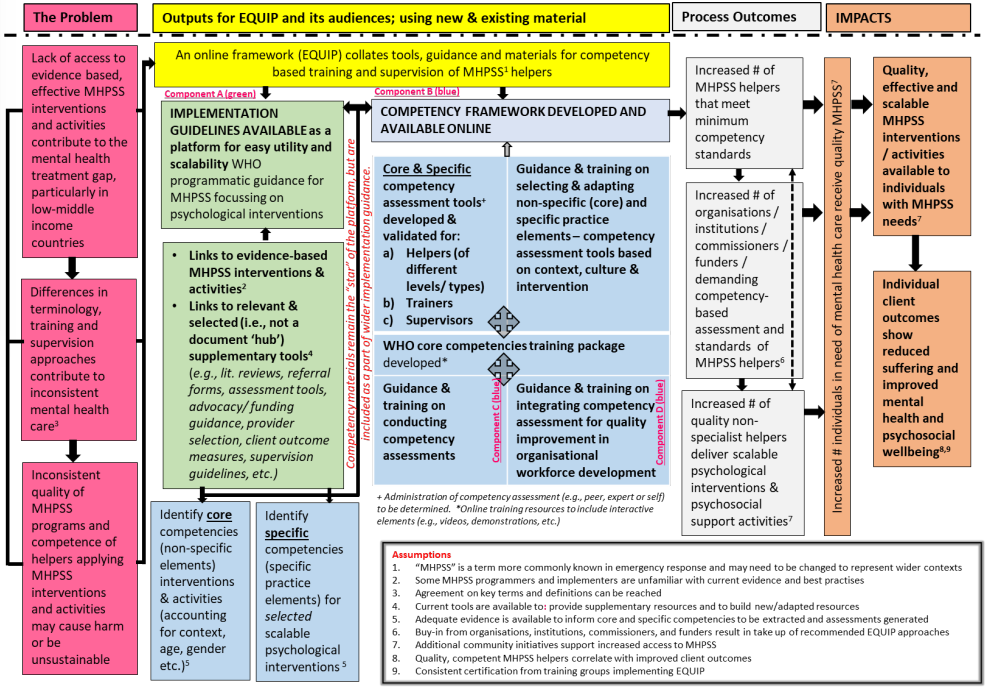
Identified needs:

- **Provide tools for assessment of essential skills**
- **Provide resources and guidance for addressing identified gaps in skills**

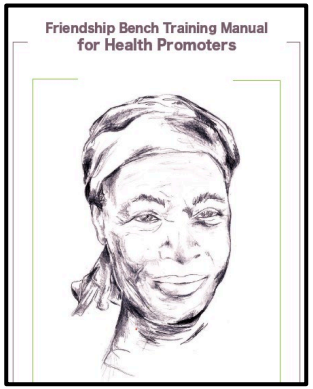
Theory of change for competency-based training

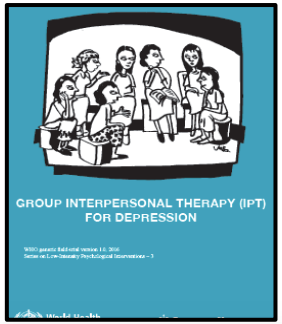


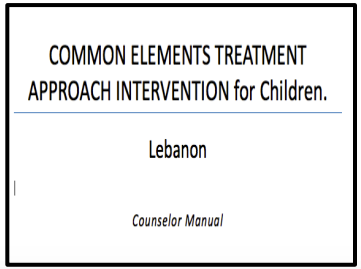
Geneva, May 2018



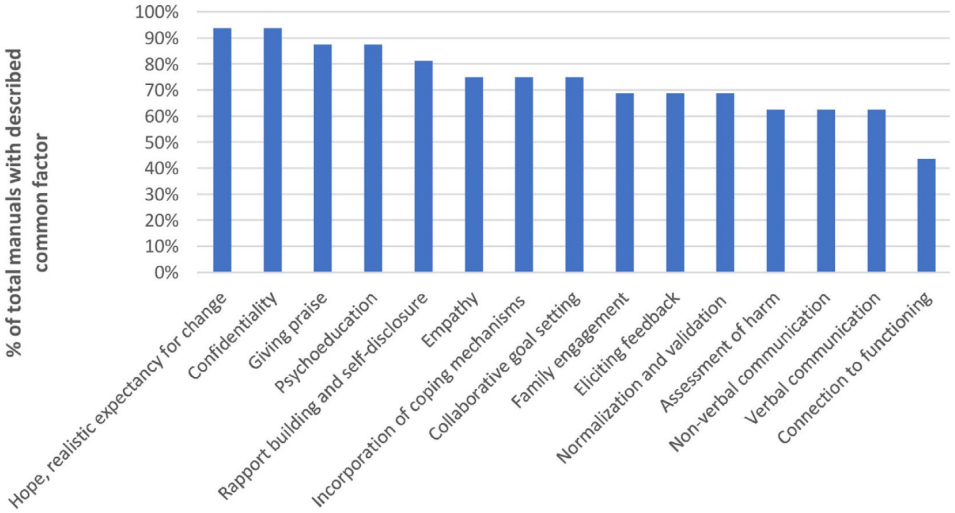
Selection of foundational helping &intervention-specific skills







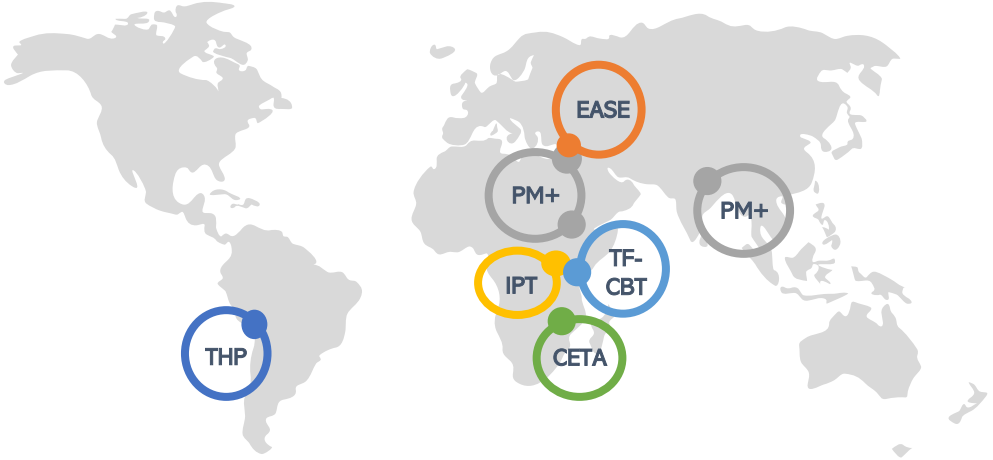
PAHO, November 2018



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

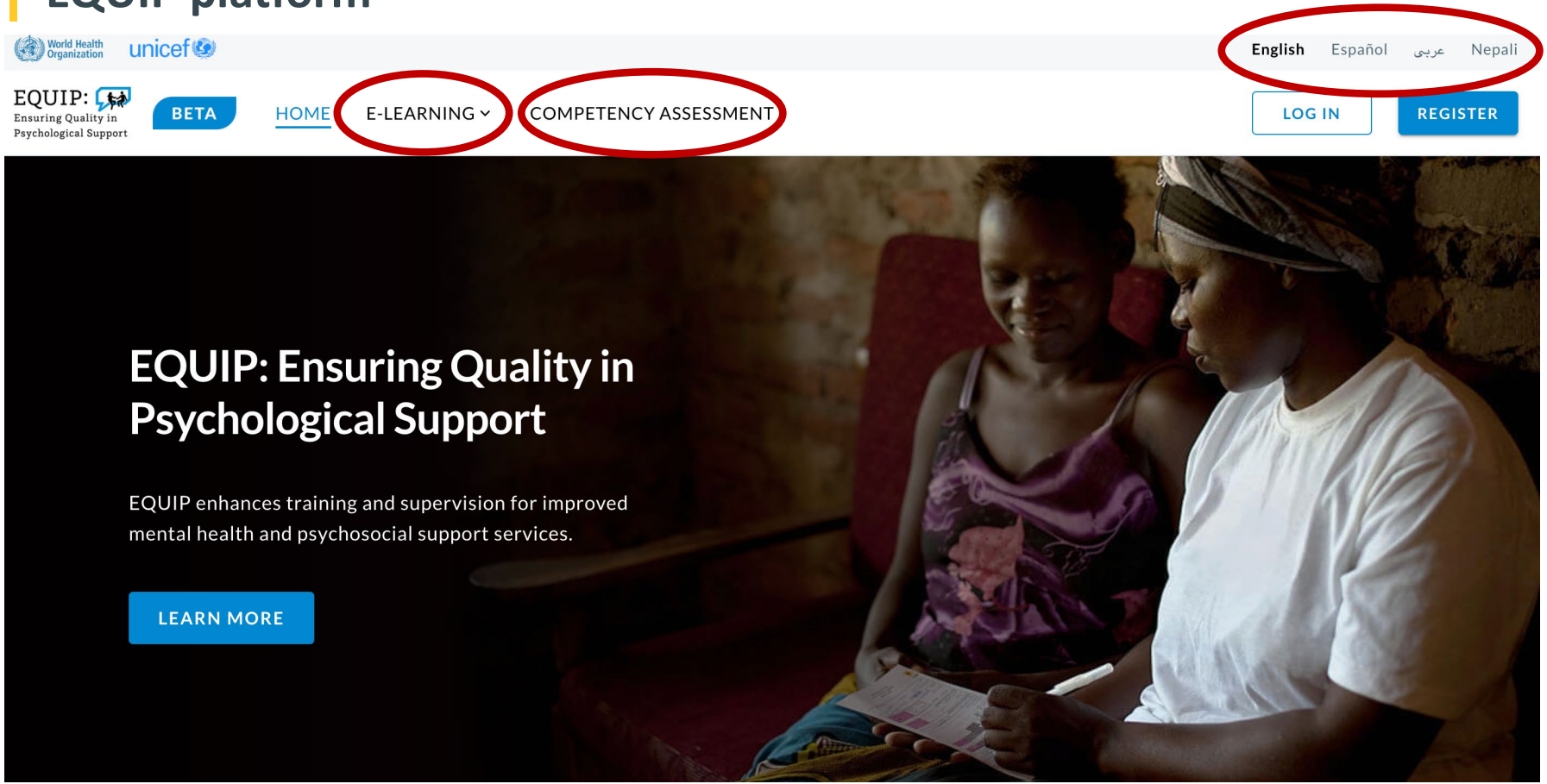
Gloria A. Pedersen[a,*], Pooja Lakshmin[a], Alison Schafer[b], Sarah Watts[b], Kenneth Carswell[b], Ann Willhoite[c,d], Katherine Ottman[a], Edith van't Hof[b], Brandon A. Kohrt[a]

Consortium Sites for **EQUIP** Platform Development

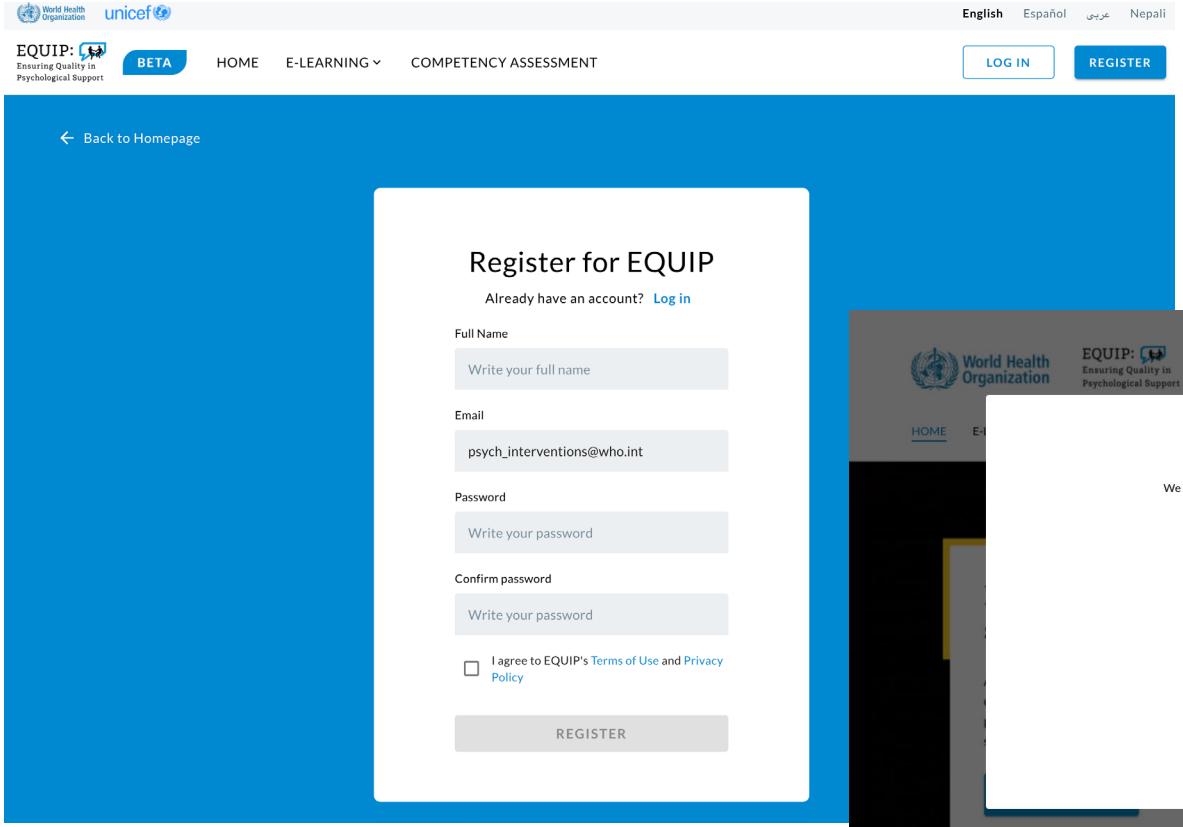


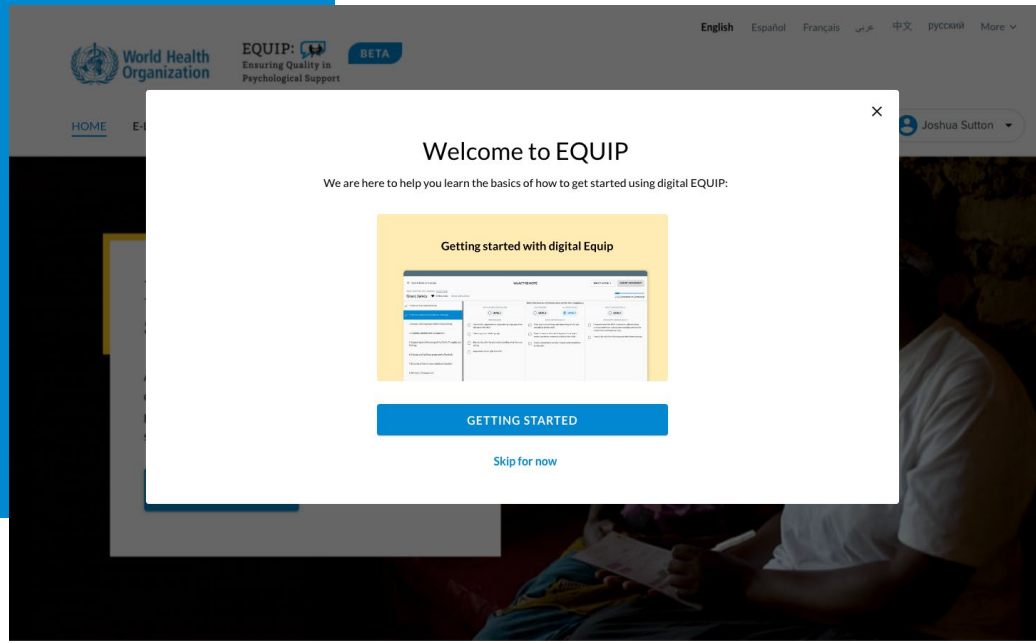
- **Peru**
  THP – Thinking Healthy Program for maternal depression
- **Ethiopia, Jordan, & Nepal**
  PM+ - Problem Management Plus
- **Kenya**
  TF-CBT – Trauma-Focused Cognitive Behavioral Therapy for adolescents
- **Lebanon**
  EASE – Early Adolescent Skills for Emotions
- **Uganda**
  IPT – Group Interpersonal Psychotherapy
- **Zambia**
  CETA – Common Elements Treatment Approach

EQUIP platform



Register online





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!

E-learning

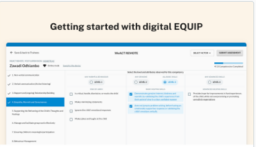
How to use Digital EQUIP

COURSE

How to use the digital EQUIP platform

The digital platform will make your assessments easier in every way. In this course we will walk you through the platform and show you how to use it, to ensure that competency-based assessment using our digital platform can be as smooth and easy as possible.

Make available offline



COURSE

Getting Started with Digital EQUIP

Everything you need to know to get started with Digital EQUIP

Make available offline

What is EQUIP Competency-Based Training

COURSE

A quick introduction to EQUIP

This course provides a brief overview of EQUIP.

You will learn details about EQUIP, the EQUIP assessment tools and different ways in which they could be applied to your training(s) and/or supervision.

Make available offline

COURSE

What is competency- based training and supervision?

In the last course you learned a bit about EQUIP. This course gives you a broader overview of competency-based training and where EQUIP fits within this area.

Make available offline

Implementing EQUIP Competency-Based Training

COURSE

EQUIP competency assessment tools

In the last course you learned about competency-based training and why this is good and why it'll change the world of MHPSS training as we know it! Now you'll learn about the tools in EQUIP.

Make available offline

COURSE

Using EQUIP assessment tools

The course starts with a brief overview of different ways in which the tools can be used and then outlines specifics of the core EQUIP tools: ENACT, WEACT and GroupACT.

Make available offline

COURSE

How to turn my training into a competency-based training

This course provides a more detailed look at the benefits of competency-based training and the practical steps of converting your curriculum into competency-based training.

Make available offline

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

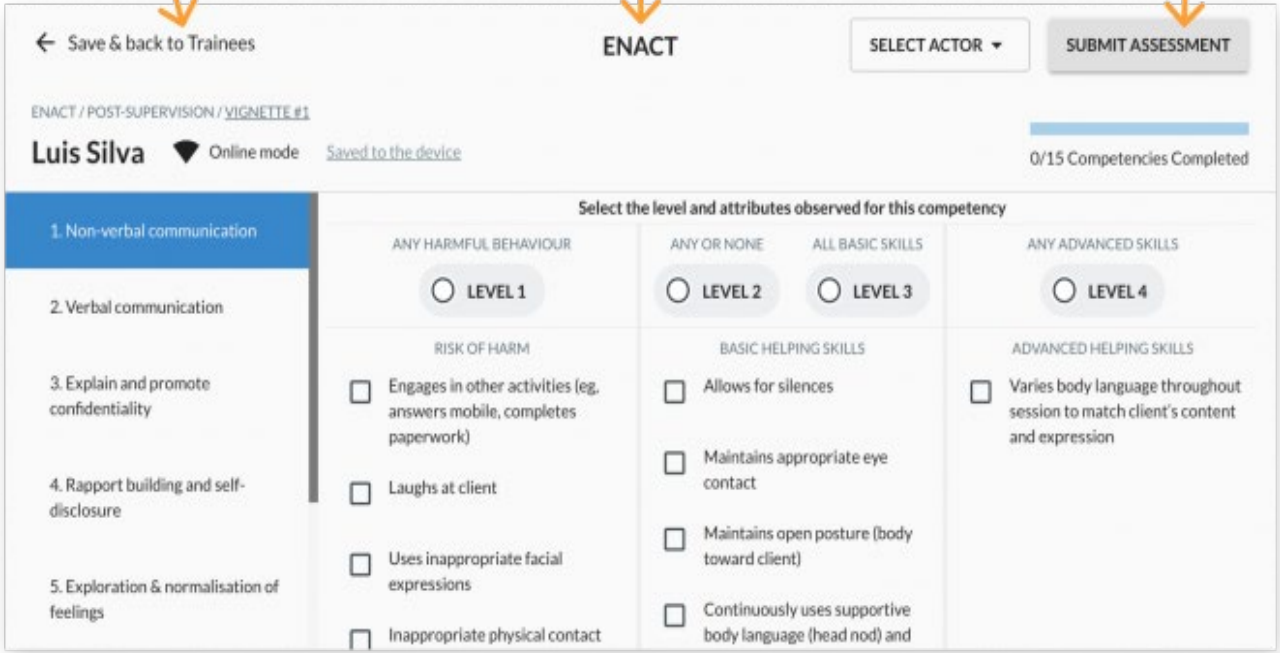
- Behavioural activation
- Cognitive
- Interpersonal
- Motivational enhancement
- Problem solving
- Stress management and relaxation

Rate your selected trainees

Save on your device if offline

Name of competency tool

Submit results when online



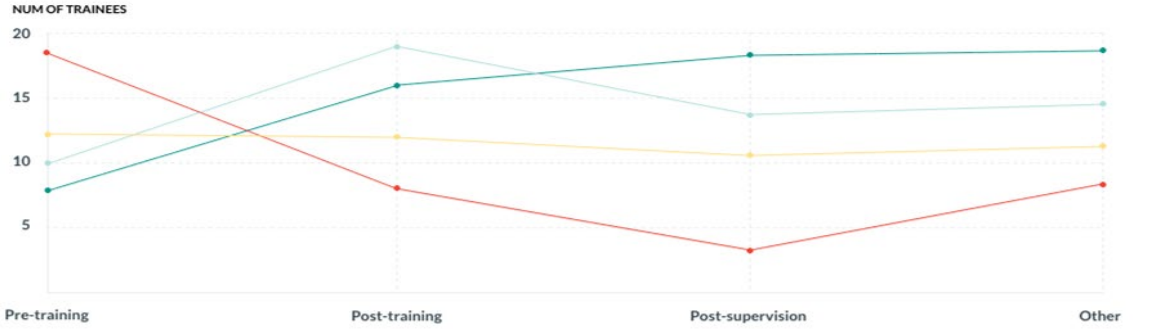
View results in individual or group format

← Back to Trainees

Gambella ENACT Results

Summary | Pre-training | Post-training | Post-supervision | Other

Number of trainees scoring each level



Total number of scores

Assessment phase	Level 1	Level 2	Level 3	Level 4
Pre-training	16	11	8	6
Post-training	7	10	18	14
Post-supervision	2	9	14	18
Other	6	9	12	17

20 out of 30 trainees assessed

Red Flags

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 & Genuiness	4
Non verbal communication	1

Scaling EQUIP to all organisations

Flexibility of platform use

Easy and quick assessment of skills

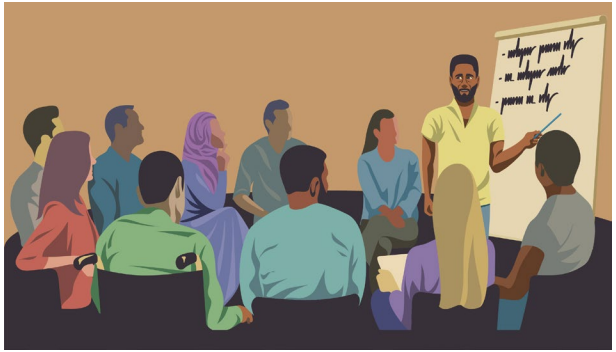
Set up trainings to assess groups of non-specialists at multiple training timepoints

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

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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- Helpdesk: EQUIP-helpdesk@unicef.org