



# Capacity Strengthening & Training:

## *Needs Assessment Survey Results*

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*First Meeting of the Strategic Group  
Accra, Ghana: 18<sup>th</sup> August 2015*

# Purpose and Procedure

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- To identify the key areas for capacity strengthening and training needs of members
- Survey among center leaders (online)
- Elicit information on priority areas where member centers frequently need assistance
- Response level was very impressive: 34 member centers (26 Africa, 8 Asia) covering about 38 HDSSs; **~81%** of the members



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## INDEPTH Network

### Capacity Strengthening and Training

#### *Needs Assessment Form*

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**Purpose:**

As a complementary tool to the INDEPTH Member Survey ([http://www.indepth-network.org/INDEPTH%20Member%20Survey\\_distributed.pdf](http://www.indepth-network.org/INDEPTH%20Member%20Survey_distributed.pdf)), the information elicited in this form is aimed at gathering specific details on capacity strengthening and training priorities at member centers. The underlying goal is to enable the INDEPTH Network to better target or to tailor capacity strengthening efforts to the pressing needs of members, and/or work with them to further strengthen their capacities.

1. Center

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2. Leader

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3. In which of the following areas does your center require specific assistance?

a) Fieldwork/Data collection..... ☐

b) Data management/quality ..... ☐

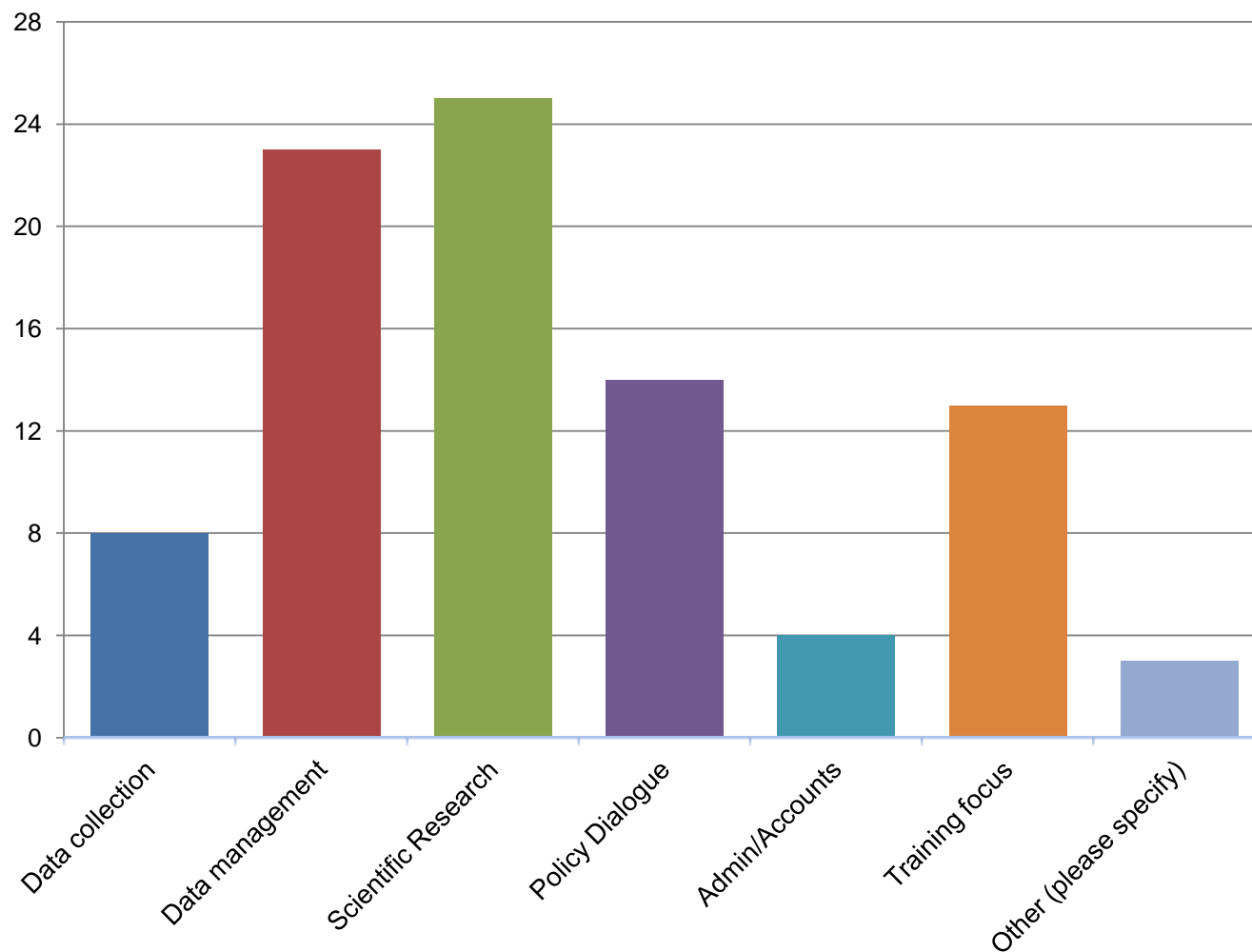
c) Scientific Research (data analysis, scientific writing, publications) ..... ☐

d) Policy Dialogue/communication and/or dissemination..... ☐

e) Administration/Accounting ..... ☐



# Broad areas where assistance needed



**Figure 1: Broad areas of capacity strengthening needs**



# Broad areas by level of importance

<i>Priority areas for assistance</i>	<i>Count</i>	<i>Extremely Important</i>	<i>Important</i>	<i>Doesn't Matter Much</i>	<i>Deal Breaker</i>
Fieldwork/Data collection	12	4	8	4	1
Data management/quality	29	15	14	1	0
Scientific Research	25	17	8	1	1
Policy Dialogue	18	8	10	1	1
Admin/Accounting	4	0	4	4	1
Training	15	6	9	3	1
Others (specify): Funding	3	0	3	0	0

**Table 1: Broad areas of needs by level of importance**



# Fieldwork and Data Collection

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- 8 centers identified this as priority area
- **Electronic data capture**
- **Data quality assurance and quality control**
- Effective monitoring with limited resources and capacity building for interviewers and supervisors
- Migration reconciliation
- Collection of time dependent covariates



# Data Management and Quality

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- 23 centers identified this as priority area
- **Electronic data capture systems**
- **Linking HDSS data with HIS**
- **Longitudinal data** quality assessment
- Training in **longitudinal data** management
- Data storage, handling, security, sharing and ownership
- Database programming and migration



# Scientific Research: Key Issues

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- 25 centers picked this as priority area
  - **Longitudinal data** management /analysis
  - Art of scientific writing and routine reporting
  - Identifying appropriate publication channels
  - Skills in research designs and proposal development
  - Training in advance statistical analysis using key packages, cluster analysis
  - Analysis of GIS data
  - Improving writing skills of junior staff
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# Specific Training Needs/Areas

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- 13 centers picked this as priority area
- Young scientists or junior staff training on data analysis and data management
- Research ethics, GCP/GLP
- Masters and PhD training
  - Main fields include a mix of: demography, epidemiology, biostatistics, information sciences, statistics and GIS
- Training for data managers
- Linguistic support (non-English centres esp.)



# Administration & Accounting

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- 4 centers picked this as priority area
- Standard structure of the center
- Skills in conducting projects audits
- Effectively managing funding
- Monitoring spending and keeping it within available budget limits
- Computer accounting
- Timely response to funders queries



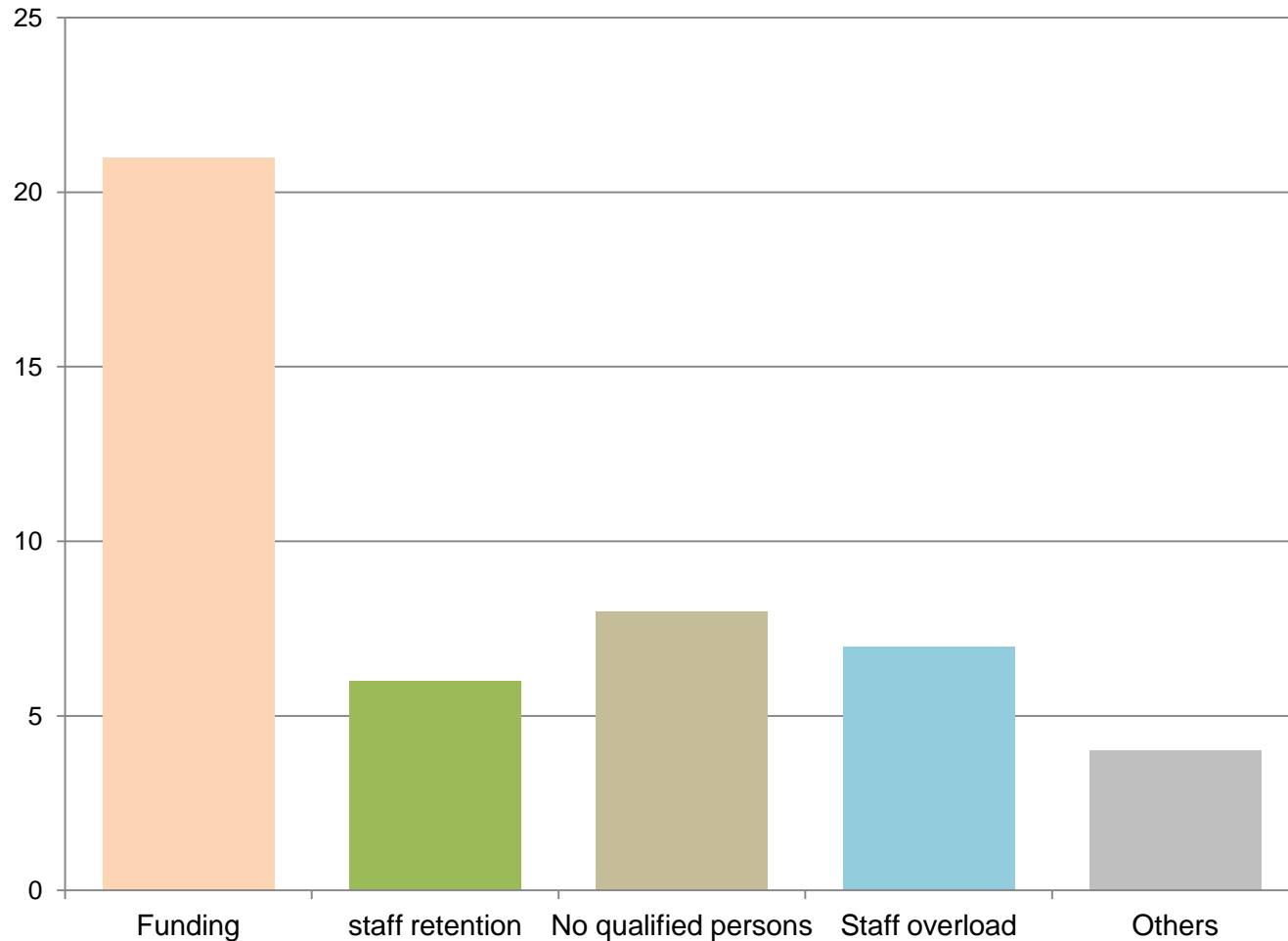
# Policy Dialogue & Communication

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- 14 centers picked this as priority area
- Strategic packaging of research findings or production of newsletters/writing of policy briefs
- Developing effective communication and policy dialogue and deciding which tools
- Engaging policymakers and translation of research findings to policy/action
- Community dissemination of findings



# Challenges to Capacity Strengthening



**Figure 2: Key challenges to capacity strengthening efforts**



# Addressing the Challenges faced

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- Seek funding (national & external funders) and developing research proposals
- Charge nested projects (~20%) to cover HDSS data collection costs
- Incentives to attract/retain qualified staff
- More efforts to strengthen capacities
- Using local experts and training of staff by experts from other centres and elsewhere



# Summary: What INDEPTH can pursue

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- Training on longitudinal data management and data analysis methods
- Data verification methods and quality control
- **Scientific writing and publications**
- Routine report production and proposal development including financial management
- Young scientists training on research design, etc
- Course in demographic surveillance, CRVS, VAs
- Training grants/support for Masters & PhDs





**INDEPTH Network**  
Better Health Information for Better Health Policy