Building a predictable and interoperable capacity for rapid response to public health emergencies

The GOARN Training Programme
…to enhance international rapid response capacity for outbreaks and public health emergencies…

…entire Network, including both academic and operational response partners..
What?

3-tiered training programme, based upon:

- Competency model for GOARN deployees
- Rationale and concept document
- Budget and resource plan to build and maintain programme
- Timeline for implementation & scale up; short/medium/long
- Evaluation framework
- Baseline principles to franchise the training to external partners to scale up the running of the training.

Programme has been endorsed by the 24 partner institutions in the GOARN Training Network
Competency Model

GOARN Core Competencies
1. Communicating in a credible and effective way;
2. Knowing and managing yourself;
3. Producing Results;
4. Moving forward in a changing environment;
5. Fostering integration and team work;
6. Respecting and promoting individual and cultural differences;
7. Setting an example;
8. Building and promoting partnerships;
9. Creating an empowering and motivating environment;
10. Ensuring the effective use of resources;
11. Promoting innovation and organisational learning;

GOARN Managerial Competencies

Individuals deployed as team leader or field coordinator

Every individual deployed with GOARN
3-Tiered training programme

**Leadership Training**
- For team lead and field coordinator employees
- Blended learning approach
- Disease specific technical training

**Outbreak Response Scenario Training**
- 5-day scenario driven simulation exercise
- Orient team member employees to the processes, realities and challenges of working in an international multidisciplinary emergency response.

**Introductory essentials for pre-deployment**
- Short self-directed online courses and classroom-based workshops
- Introductory topics on GOARN, WHO, emergency response etc.
- Mandatory for pre-deployment, and for participation in Tiers 2 and 3.

GOARN (Global Outbreak Alert and Response Network)
Tier 1 – Basic-Entry Level Training

Objective
Minimum set of training modules for pre-deployment. Short online self-directed modules, open to public.

Topics
- GOARN & WHO, Safety and security
- Emergency Response Landscape & Architecture
- Working in an international multidisciplinary team
- Communication and social mobilisation skills
- Cultural awareness and respect for diversity

- Hosted on the GOARN Knowledge Platform
- As needed, just in time modules
- Exploring options for online gaming and VR
Tier 1.5 – Classroom based workshops in technical training programmes

- Workshops in technical programmes, such as the FETP
- Endorsed by TEPHINET at Scientific Directors Meeting, Aug 2017
- Pilot-tested – Australian FETP with 2-day introductory workshop to GOARN and international outbreak response (Aug, 2017).
- Coming up – 1 day GOARN workshop at EPIET RAC, May 2018, Japan FETP Nov 2018
- Exploring options with AFENET, EMPHNET and Brazil FEPT.
Tier 2 – Intermediate Training

GOARN Outbreak Response Scenario Training

- Adaptation training for public health technical experts, in readiness for future international deployment to outbreaks and public health emergencies.

Purpose of the course

- Orient future GOARN deployees to the processes, challenges and realities of working as part of an international multidisciplinary team in outbreak response;
- Facilitate the adaptation of the existing technical skills of future GOARN deployees to a field response context;
- Build and assess the vital soft skills of future GOARN deployees, as per the GOARN Competency Model for team members;

*Turning the technical into operational*
Outbreak Response Scenario Training

- 5 day scenario driven training in the fictional land of Gornali
- Participants work in 3 teams of 8 individuals
- Over the entire training, teams work together to explore the technical, operational and logistical challenges of coordinated response to an evolving outbreak of unknown origin
- Each team has a dedicated team champion who facilitates daily team debriefs, and consistently observe and assess participant performance against the GOARN competency model.
Participants – screening and selection

- **Target audience:** mid-level GOARN partner institution staff
  - technical expertise in a relevant field
  - previous outbreak response experience (at a national or international level)
  - commitment

- **Application**
  - CV
  - personal letter of motivation
  - institutional support letter endorsing deployment

- **Competency-based interview**

*Final selection to ensure diversity in gender, discipline, nationality, culture, age across each team*
Recent and Future Dates, & key partners

- **Mexico City and Cuernavaca, Mexico: May 2017**

- **Lisbon and Evora, Portugal: July 2017**
  - GOARN OST, WHO EURO, Portugal DGS & NIH, NUH Singapore, US CDC, UNICEF, INMI Lazzaro Spallanzani, EPIET, EURO.

- **Manila, Philippines: October, 2017**

- **Cairns, Australia: November, 2017**
  - GOARN OST, James Cook University, NUH Singapore, US CDC, UNICEF, Griffith University / Australian College of Infection Prevention Control, Australia National University, Government of Western Australia, MSF.

- **Brazzaville, Congo: April 2018**
**Tier 3 – Advanced Training**

- **Leadership Training for GOARN Outbreak Response Team Leads and Field Coordinators**
  - Will be developed to build and test the GOARN Competencies for leadership
  - Individual self-leadership skills and small team leadership skills
  - Conducted minor scoping study, with development expected to start in May 2018

- **Advanced Technical Trainings for response to specific diseases**
  - Building rapid response capacity to outbreaks of MERS-CoV.
    - 1.5 day table top workshop for high level assessment missions for investigations on Mers-CoV
  - Other advanced technical trainings will be developed as needed.
How...

GOARN Training Network: collaboratively building and implementing the GOARN Training Programme.
Key areas of current Partner Engagement

Tier 1
- Existing course for adaptation
- Existing relevant material for inclusion
- Subject Matter Expertise
- Instructional Design Expertise
- Technical Development Expertise

Tier 2
- Course Faculty
- Translation of materials
- Host/co-hosting trainings
- Contributing to revision of teaching and learning content and materials
- Commitment to sending participants to courses.

Tier 3
- Subject Matter Experts
- Contribution to development of teaching and learning content and materials
- Course Faculty
- Translation of materials
- Sending participants
Progress in the last 24 months...

- 160 experts trained
- 3 new training workshop packages
- 80 partner institutions engaged in Tier 2 training from 57 countries
- 48 new trained faculty members
- 5 online training modules
- 24 partner institutions in the GOARN Training Network

Next steps...

Ongoing Implementation & Monitoring of developed courses

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<th>Development Phase</th>
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Opportunities for engagement and synchronisation

**Tier 1/entry level**
- e-modules
- compulsory and optional

**Tier 2/intermediate**
- Scenario based
- focus on teamwork, soft skills and application

**Tier 3/leadership**
- Field coordinators, IMS, specific skills.

Use of standardised GOARN training opportunities in technical training

Applied training on use of key tools

Base Skills → Deployment
Engagement and synchronisation

International outbreak response

- Sharing approaches/content for what is being taught on international outbreak response
- Use this to inform content/standards of the Tier 1 eModules and the Tier 1 FETP workshops we do
- Encourage FETPs (and others) to access and complete these collaboratively developed and standardized commonly available modules.

Integration of training on select tools and approaches

- Support development of training on use of select tools
- Create basic-level eModules for use of select tools
- Test use of tools in the GOARN Outbreak Response Scenario training, including development of new and varied scenarios

New training? – tool specific? Advanced technical training?

Welcome to join the GOARN Training Network…!
Thank you.