



Addressing paediatric healthcare gaps through targeted competency based training

2025



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Let's meet Momoh 🤝🤝 A Mentor in Sierra Leone



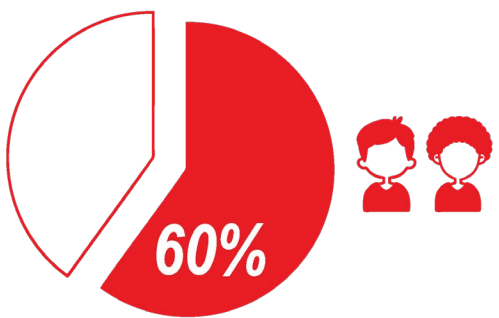
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Why Paediatric Training Matters ?

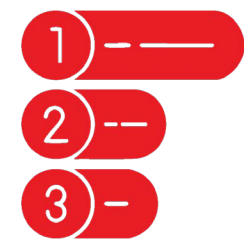
Children under 15 make up 60% of MSF's patient population.



Yet healthcare workers face significant obstacles in delivering paediatric care :



Limited access to paediatric - specific training



Competing priorities



Systemic constraints

THIS ISN'T TO BLAME - IT'S ABOUT RECOGNIZING THE REALITIES ON THE GROUND.




MSF ACADEMY FOR HEALTHCARE



Who We Are ? MSF Academy for Healthcare



 More than **3000** enrolments since 2018
Over **1400** graduates

 Currently present in **8** countries (in-person) & **26** countries (distance learning programmes)



There are participants of our blended and online learning programmes



We have in-person projects and field teams



We completed in-person programmes



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Who We Are ? MSF Academy for Healthcare



Maternity

4 countries (SL, Mali, SSD, BF)

4 MSF academy projects

3 OCs: OCB, OCP, OCBA

BemONC & CemONC

+ 5 500 babies born



2023/2024

Nursing

5 countries (SL, Mali, SSD, Yemen, CAR)

14 Basic Clinical Nursing Care MSF Academy projects

5 OCs: OCB, OCBA, OCP, OCG, OCA

4 paediatric hospitals

+ 18 000 discharged paediatric patients



2023/2024



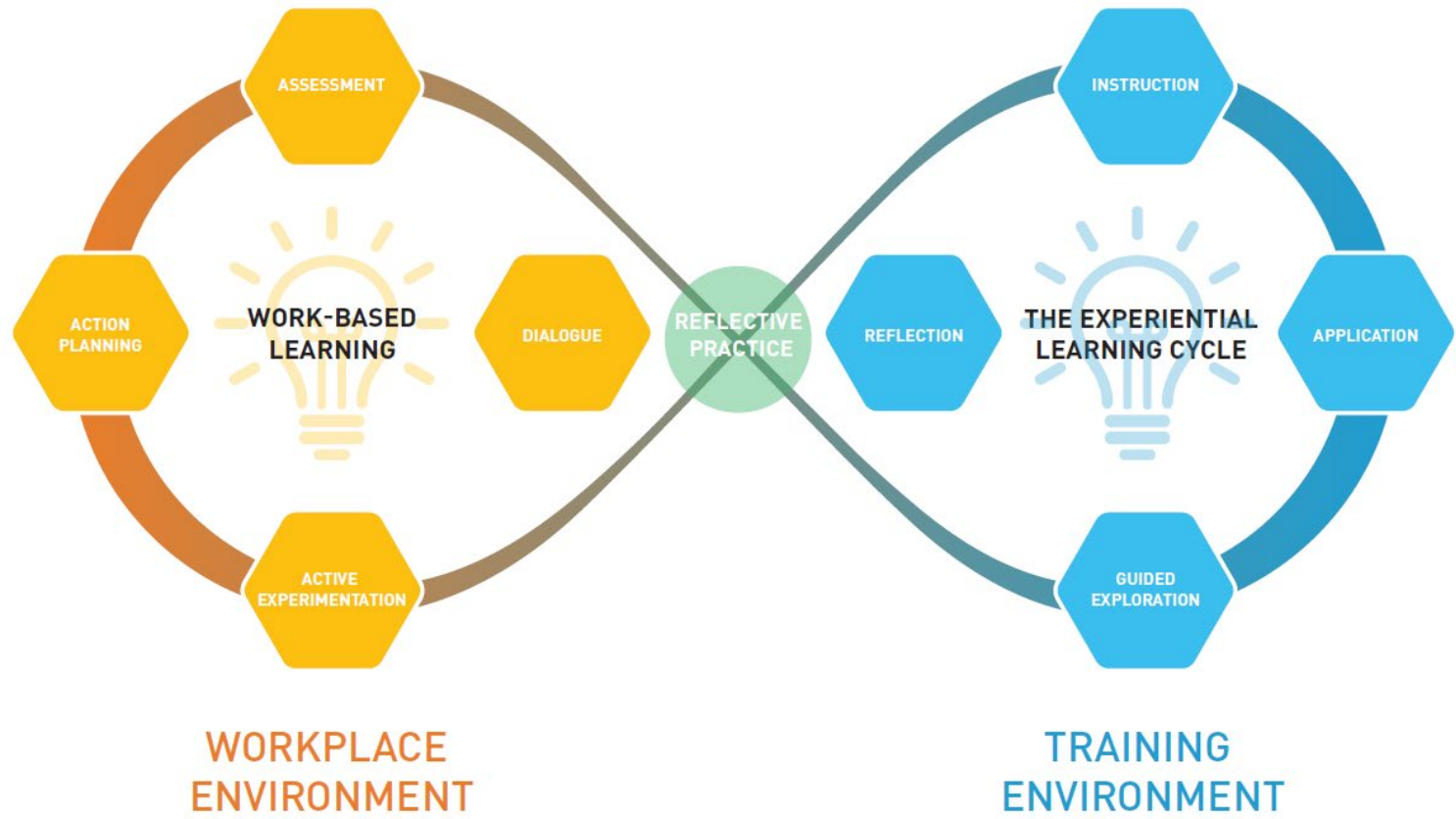
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Our Approach

GOAL : Behaviour Change

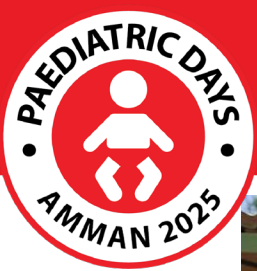
A learner's knowledge, skills, attitudes and application to the workplace



Structured training aligned with MSF guidelines.

Bedside mentoring builds confidence and competence.

Hands-on practice transforms behavior.



Voice From the Field



 **MEDECINS SANS FRONTIERES**
ACTIVITE MSF POUR LES SOINS DE SANTE

 **Ministère de la Santé et du Développement Social**

PROGRAMME DE FORMATION CONTINUE
Soins Infirmiers Cliniques de Base - " SICB "

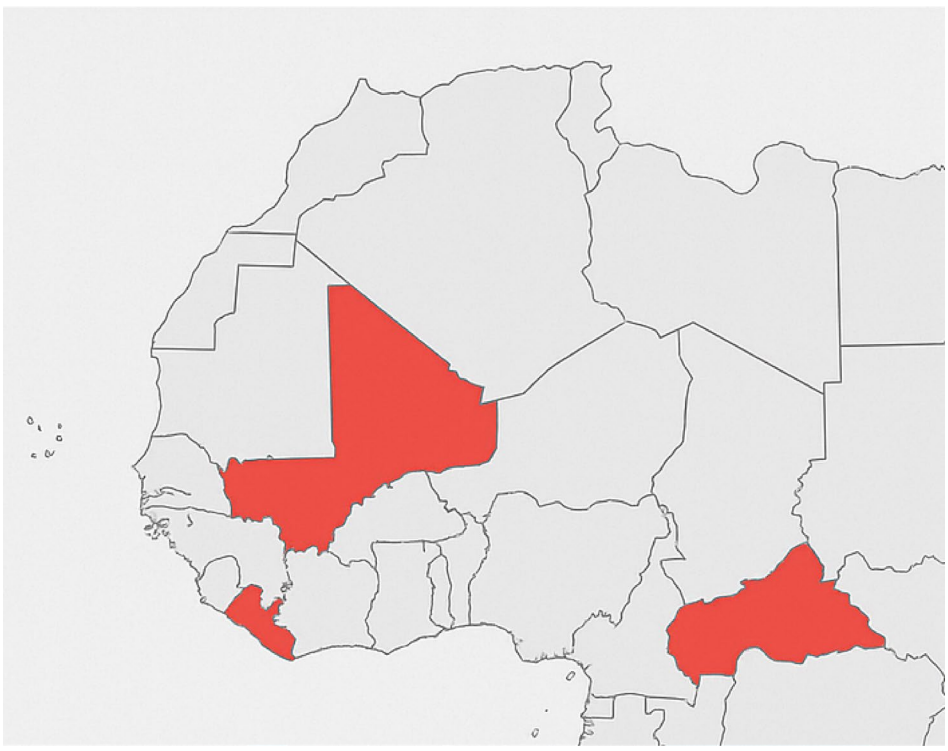
Validé au chevet du patient

Objectif :
Renforcer la capacité du personnel soignant,
en vue d'améliorer la qualité des soins prodigués aux patients
dans les structures où MSF intervient





Field Implementation






Participants Status by Year End (or Month)



In three MSF hospitals - busy mother and child facilities

373 nurses and midwives participated in paediatric-adapted training

We faced challenges :

-  High turnover
-  Constrained resources
-  The need to respond to local realities

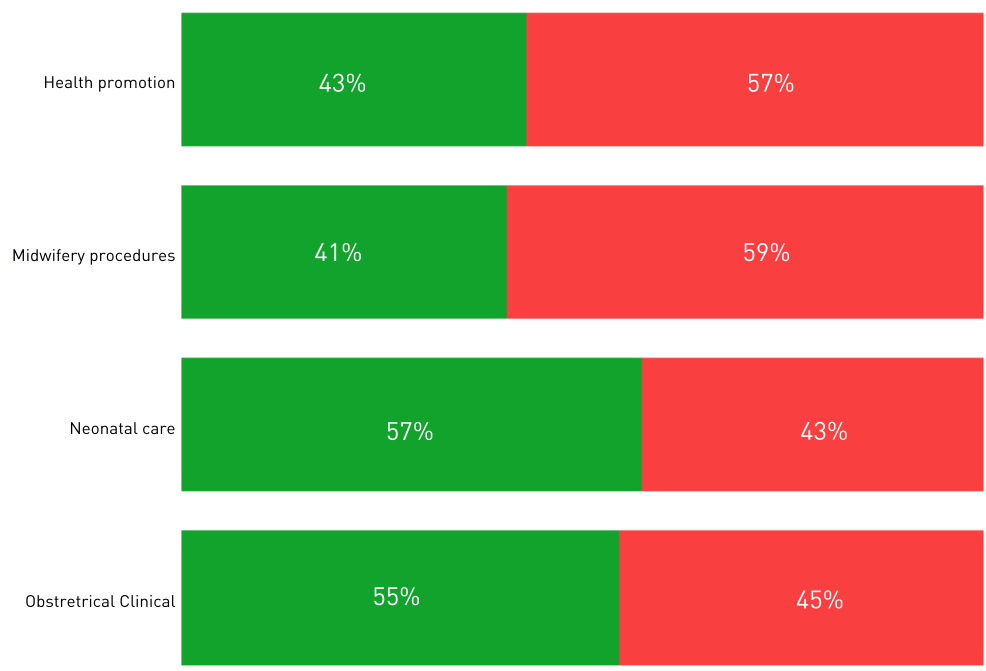




Impact & Outcomes

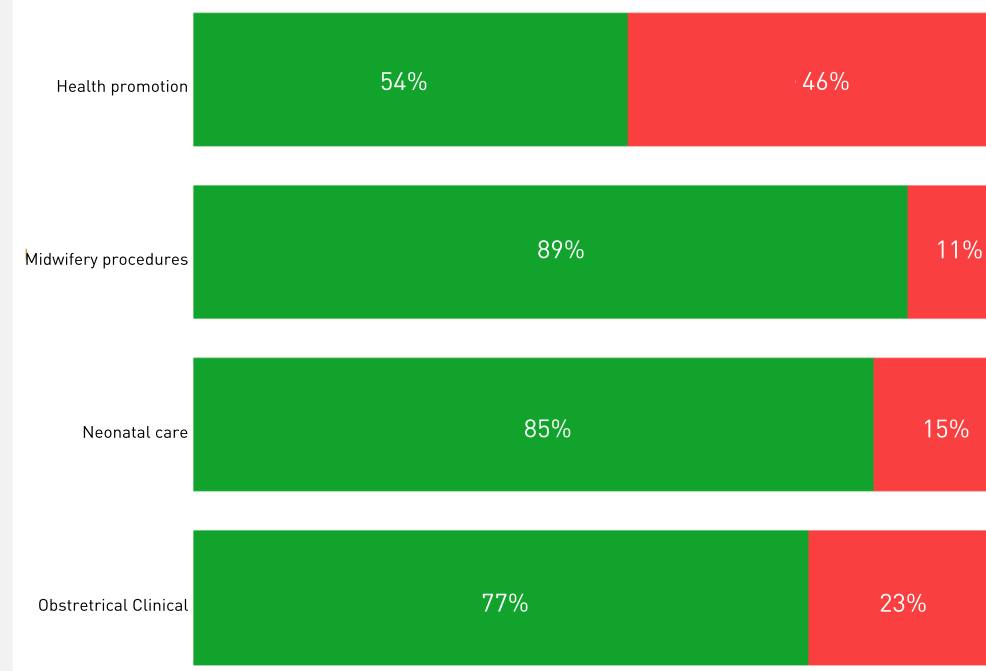
Maternity

Performance per Key criteria at Entry CGA N=31
Normalised Status ● Passed ● Failed



Entry CGA

Performance per Key criteria at Exit CGA N=31
Normalised Status ● Passed ● Failed



Exit CGA

CEmONC
+5500 Babies
1 Training cohort

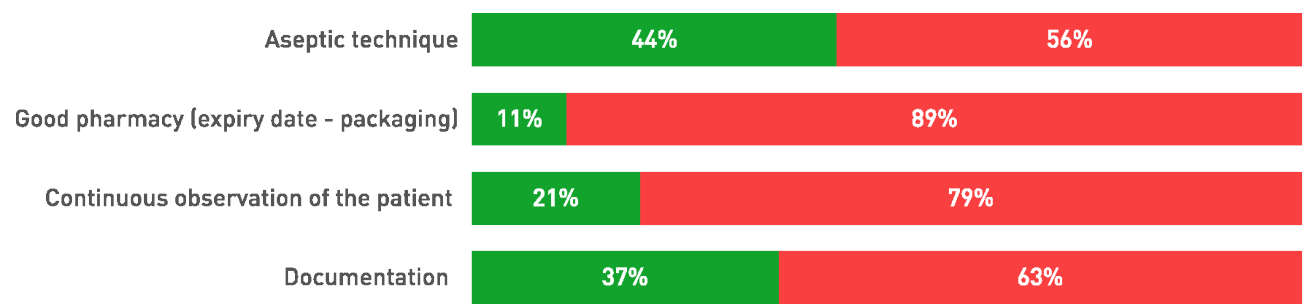
*CGA = Competency Gap Assessment





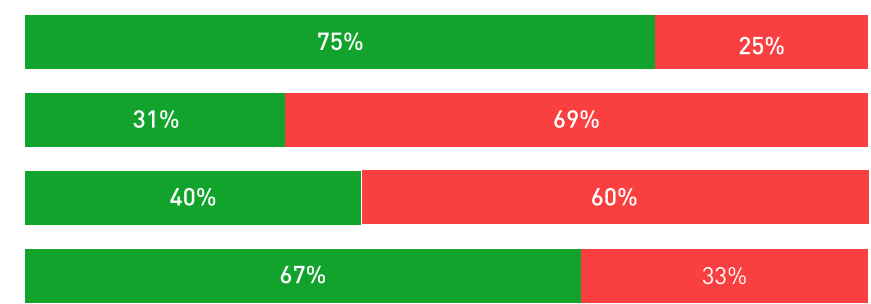
Nursing - immediate result at program end

Performance per Key criteria at Entry CGA N=229
Normalised Status ● Passed ● Failed



Entry CGA

Performance per Key criteria at Exit CGA N=229
Normalised Status ● Passed ● Failed



Exit CGA

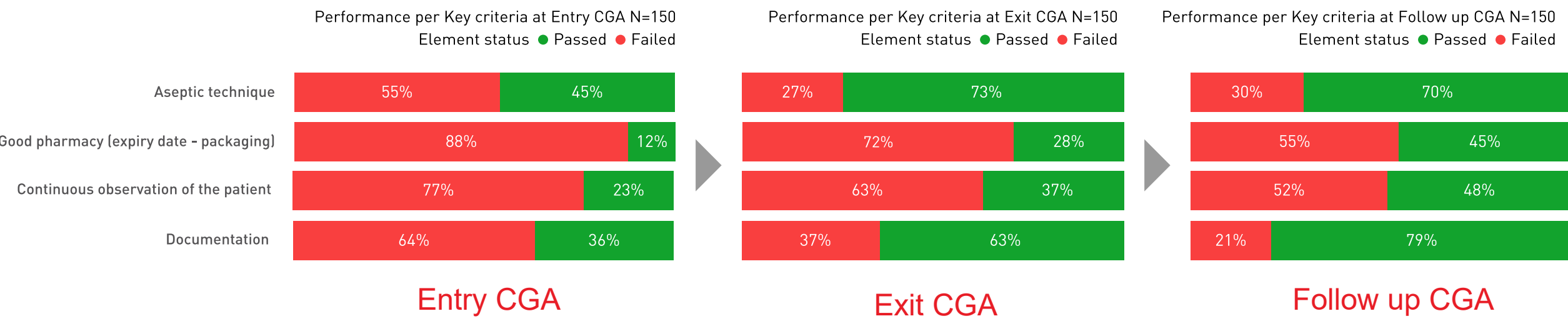
Paediatric : 7 training cohorts
+15 000 paediatric patients discharged

*CGA = Competency Gap Assessment





Nursing - Impact one year later



Paediatric : 4 training cohorts

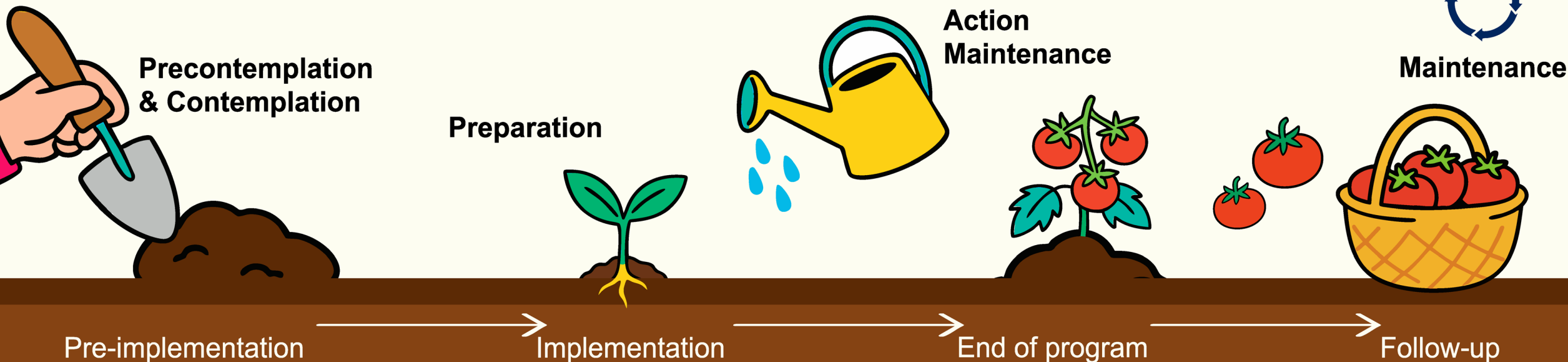
*CGA = Competency Gap Assessment





Behavior Change Framework

Improved Quality of Care



Behavior Change Theories & Techniques

Preconditions

- Operational priority
- Management engaged with process
- Learning time included in working hours
- Project remains present and active during training
- Gap fillers
- Project clinical mentor
- Hosting & accommodations
- Cohort is full department, not single individuals



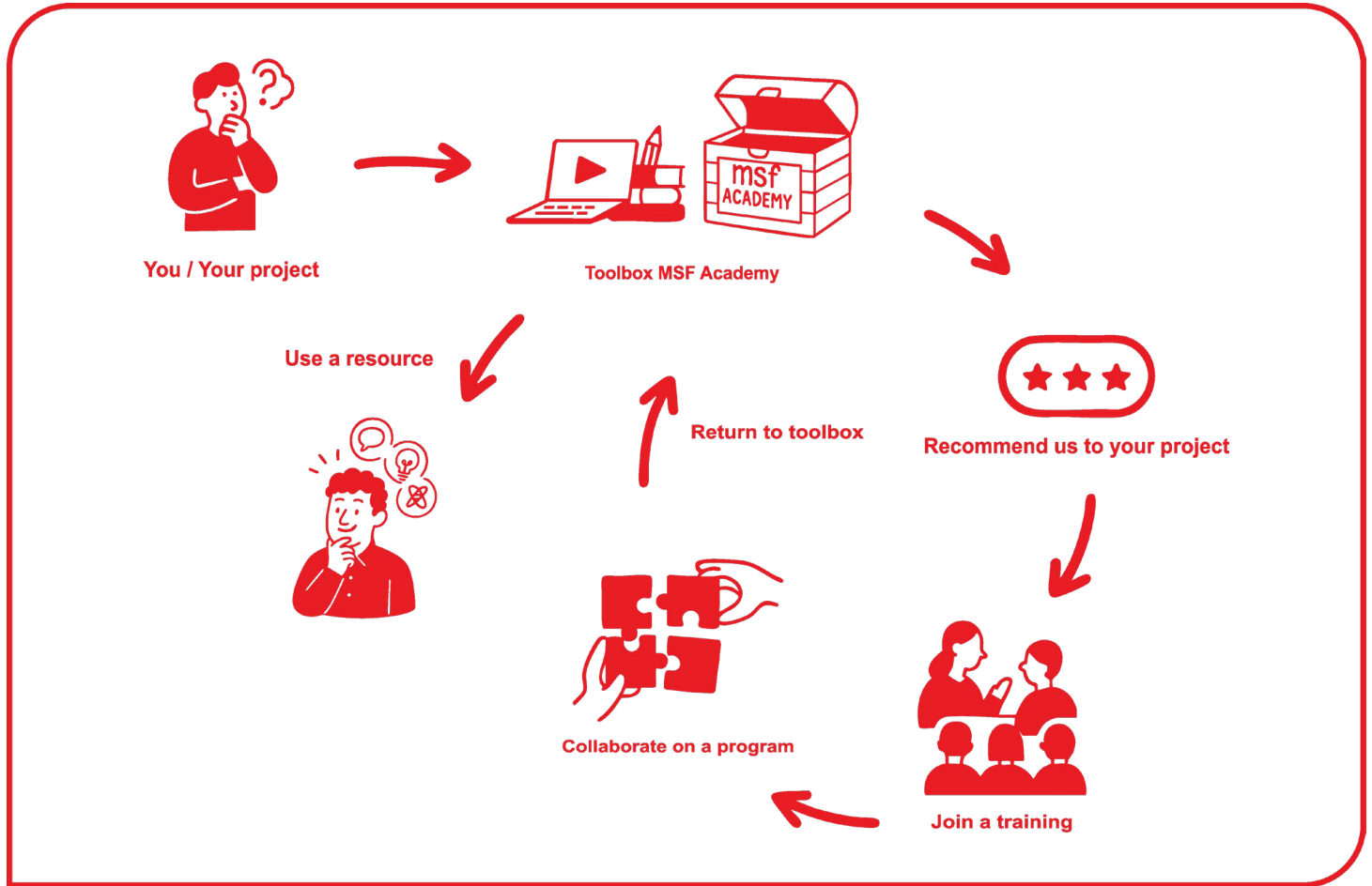
Post-program



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Start Where You Are



The MSF Academy is more than a curriculum - It's a flexible strategic resource. You're at the center.





Final Reflections

Learner Journey



“ Previously, when I was working in maternity post natal ward, I was in charge of the mother. But now, I realized that I have 2 patients, and that I have to care the baby as well as the mother.

”

-Word of a trainee, Kenema December 2024.

Come & see us

Booth



ACADEMIE MSF POUR LES SOINS DE SANTE