The Thogomelo Project

Thogomelo Training

What Next? Enablers and hindrances to further training towards a qualification for community caregivers of orphaned and vulnerable children in three provinces of South Africa

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Methods

The study had 2 phases:
1. This consisted of a review of the records of the HWSETA’s training database. This was followed by telephone surveys to confirm the database records, and invite participants to join in the focus group discussions (FGDs) planned for Phase 2.
2. This consisted of 14 FGDs in Gauteng, Mpumalanga and Limpopo.

Results

Phase 1

The HWSETA database of accredited training showed a small number of caregivers registered for further training: Gauteng (12/100) 12%; Mpumalanga (19/99) 19%; and Limpopo (42/131) 32%. The telephone survey revealed that a large number of caregivers continued training: Gauteng 64%; Mpumalanga 97%; and Limpopo 74%. This suggests that some community caregivers undertook unaccredited training.

Accredited vs non-accredited trainings

<table>
<thead>
<tr>
<th>Province</th>
<th>Accredited</th>
<th>Non-accredited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gauteng</td>
<td>12%</td>
<td>88%</td>
</tr>
<tr>
<td>Mpumalanga</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>Limpopo</td>
<td>32%</td>
<td>68%</td>
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</tbody>
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Phase 2

The FGDs identified self-motivation, financial resources, and sufficient information and support from family and colleagues as enablers of their training. They also identified inadequate financial resources, failure to meet entry criteria, personal perceptions of being too old and family obligations as hindrances to further training.

Factors enabling further training

- Availability of information
- Availability of funding
- Self-motivation
- Personal resources
- Initiative to find out about training
- Prerequisites (credits/experience)

Hindrances to further training

- Information flow from outside sources to the organisation
- Distances
- Necessity in job competition
- Training info flow within the organisation
- Participant selection process
- Supervisor/colleagues not always supportive
- Heavy workload

Conclusions

Among those learners who were reached, the majority had done further training. Lack of financial resources is a major hindrance. Caregivers would like training to be subsidised within a clear career path for a specific qualification, and a transparent system to track credits received for training. Divergence in training results requires further investigation and highlights the need for optimal systems for obtaining and tracking accreditation data. There is need for systematic and effective communication about training opportunities for caregivers. Ways of addressing constraints to further training within clear career pathways for specific qualifications should be explored.

This project is made possible by the generous support of the American people through the United States Agency for International Development (USAID) South Africa and PEPFAR under the terms of Task Order GH - 01-07-00061-00-PATH. The contents are the responsibility of the project consortium and do not necessarily reflect the views of USAID or the United States Government. Health and Welfare Sector Training Authority (HWSETA) conducted a study to document experiences of caregivers two years after completing Psychosocial Support training.