

Onsite Mentorship to Improve Provider Skills for LARC Provision

Onsite mentorship helps to strengthen service provider knowledge and skills in the provision of long-acting and reversible contraceptives (LARCs) at the health facility level. This involves capacity building conducted at participants' place of work within a health facility and allows for ongoing mentorship support.

Key Outcomes

- Improves providers' knowledge and skills on LARC provision without incurring the costs of formal training
- Improves clients' access to the full range of contraceptive methods, particularly LARCs
- Increases LARC uptake at the facility



A mentor demonstrates how to insert an implant.

Steps

1 Identify knowledge and skills gaps of staff in family planning and contraception services

Before initiation of onsite mentorship, the health team should identify the family planning knowledge and skills gaps among service providers in the target health facilities using the [mentorship assessment checklist](#).

2 Identify potential mentors

Identify certified Reproductive Health/Family Planning trainers and available staff in the facilities who can act as mentors.

3

Conduct training sessions

Mentors and mentees will conduct practical training sessions as per national guidelines or standards using models and graduate to offering services to clients. Local government teams need to support mentees with all LARC training materials, models (Madam Zoe, Implant Arm Model and intra-uterine contraceptive device handheld model), commodities (IUCDs, implants), stationary and consumables to facilitate training and, where necessary, provide transport.

4

Provide ongoing mentorship and supportive supervision during in-reaches

Mentors are expected to schedule in-reaches for mentorship sessions in consultation with mentees and health facility in-charges.

5

Document progress

Provide mentees with [mentee log books](#) to document progress. As per the Ministry of Health guidelines, mentees are required to undergo a minimum number of contacts with clients as indicated in the mentee log book.

6

Recognize newly skilled mentees

Upon completion of stipulated minimum requirements as per the national guidelines or mentee log book and assessment, it is recommended that the city level health teams, in consultation with the Division of Reproductive Health, certify eligible mentees.

7

Quality Checks/Routine Evaluation

Review data on provision of LARCs by the mentees during supportive supervision and follow-up on any additional mentoring and coaching requirements.

Useful Tips

- Maintain list of Reproductive Health/Family Planning trainers who can be used as mentors
- [Sisi kwa Sisi approach](#) supports creation of a pool of coaches
- Provide print copies of the [learning guide](#), assessment checklist, [family planning job aid](#), mentee log book and [LARC Learning Resource package](#)