Ensuring Quality in Psychological Support (EQUIP)
Train to a higher standard. Train for competency in psychological support.
https://whoequip.org/

What is EQUIP? Ensuring Quality in Psychological Support (EQUIP) is a platform that makes freely available a workforce package to support governments, academic institutions and non-governmental organizations (NGOs) (both in humanitarian and development settings) in training and supervising the workforce to deliver effective support for adults and children. EQUIP aims to improve the competence of helpers and the consistency and quality of training and service delivery. It is funded by USAID.

The goal of EQUIP is to provide resources, tools, and guidance for assessment and enhancement of essential competencies to ensure persons being trained to deliver mental health and psychosocial support (MHPSS) achieve the skills needed for safe and effective care. The EQUIP tools and resources offer an approach to improve competency in core skills and can be used alongside existing training and supervision programs.

The need for safe and effective psychological support is now more evident than ever: Most people with mental health conditions around the world do not receive effective care. Among people living with depression, only 1 in 5 persons in high-income countries and 1 in 27 in lower-middle income countries receive minimally adequate treatment, in part due to an insufficient number of workers well-trained in mental health care. One way to address access to care is to expand psychological and psychosocial support services delivered by diverse cadres in different settings. With appropriate training and supervision, professionals and non-professionals can provide support and effective help.

What is competency in EQUIP? The value of EQUIP is that it helps with the assessment and building of skills we can observe. Specifically, these are observable skills, such as active listening or building rapport, that helpers need to master for the delivery of any MHPSS support or any other cross-sectoral service where foundational helping skills are necessary.

EQUIP competency assessments focus on assessing skills. These assessments help inform trainers and supervisors on their trainees' progress and areas where they need more practice. EQUIP users typically pair the competency assessment tools with a brief role-play (which resembles an interaction of a helper and person using the service) before, during or after training and supervision. EQUIP assessments may also be applied to recorded or live sessions with real clients. An easy-to-use software platform supports the assessments and provides detailed feedback to trainers and supervisors. The assessments focus on demonstrated skills; they are not written knowledge tests.

EQUIP competency-based training approach: EQUIP can help trainers and supervisors transform any training into training with tailored feedback. EQUIP competency assessments help identify trainees' existing strengths, address potentially harmful behaviours, support discussions with trainees on areas for improvement, and customise training and supervision plans to help ensure quality support is provided.

What types of competencies are covered in EQUIP? Currently, EQUIP includes competency tools that cover skills typically needed by non-specialist MHPSS workers across different sectors (e.g., teachers, nurses, non-specialist helpers, primary health care workers, case managers) such as:

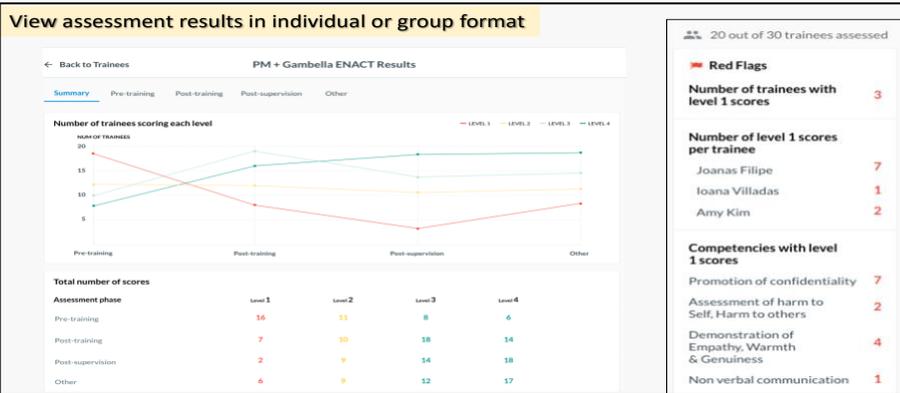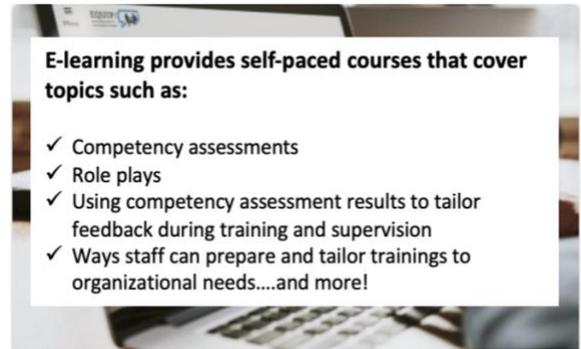✓   Foundational helping skills for working with adults (ENACT tool) or with children and adolescents (WeACT tool)
✓   Skills for facilitating groups (GroupACT)
✓   Treatment or intervention specific skills, such as problem solving/management, interpersonal, cognitive-behavioral, and trauma-focused care techniques

As EQUIP continues to build, more skills will be added to support quality MHPSS.

The EQUIP digital platform: Two main areas of the digital platform are (1) competency assessments on a digital platform with an interface for rating trainees and (2) e-learning courses for trainers, supervisors, and program coordinators EQUIP (see box).

E-learning provides self-paced courses that cover topics such as:

✓ Competency assessments
✓ Role plays
✓ Using competency assessment results to tailor feedback during training and supervision
✓ Ways staff can prepare and tailor trainings to organizational needs….and more!

Features of the platform

★ It works offline. You can save draft assessments and submit later when you have internet access.
★ Tools are available in multiple languages, and organizations can contextually adapt language and terminology for existing tools
★ Enter organizational information for training (Date, time, staff, etc.)
★ Summarize scores for individual trainees in an easy-to-review format, & obtain summaries for training at multiple timepoints

View assessment results in individual or group format

← Back to Trainees   PM + Gambella ENACT Results

Summary   Pre-training   Post-training   Post-supervision   Other

Number of trainees scoring each level   — LEVEL 1   — LEVEL 2   — LEVEL 3   — LEVEL 4

Total number of scores

Assessment phase	Level 1	Level 2	Level 3	Level 4
Pre-training	16	11	8	6
Post-training	7	10	18	14
Post-supervision	2	9	14	18
Other	6	9	12	17

👥 20 out of 30 trainees assessed

🚩 Red Flags

Number of trainees with level 1 scores — 3

Number of level 1 scores per trainee
Joanas Filipe — 7
Ioana Villadas — 1
Amy Kim — 2

Competencies with level 1 scores
Promotion of confidentiality — 7
Assessment of harm to Self, Harm to others — 2
Demonstration of Empathy, Warmth & Genuiness — 4
Non verbal communication — 1

Supported Devices and Browsers

Devices: The EQUIP digital assessment tools are optimized for use on Android tablets with screens of 10 inches and above. Optimization for smaller screens (e.g., phones, small tablets) will be available in the future.

Browsers: Testing has been done on Android tablets with the default browser, Chrome. The application may work on other browsers, though issues may be encountered that are not yet supported.

Different options for use of EQUIP

✓ Use EQUIP assessments with flexibility (e.g. quick and 'on-the-go', as a checklist, to assess role-plays before, during or after training or to assess recorded or live sessions with real clients). This is the lightest form of using EQUIP.
✓ Use the EQUIP platform in various ways to monitor progress over time (e.g. during professional training of trainers (ToT) or training of helpers, supervision, pre-service training, self-guided learning).*
✓ Invest more time and resources to establish standardized use of EQUIP tools, guidance and learning material at your organization and train staff as raters (to consistently assess the trainees' competence) and actors (to consistently role-play a person in need). This may form the basis for certification by the organization.

Diversity and flexibility of platform use

Easy and quick assessment of skills

Set up trainings to assess groups of non-specialists at multiple training timepoints

Train raters and actors if standardized evaluations are needed (e.g. for credentialing, certification)

While the platform is in BETA, an EQUIP team member will help you set up, so that you and your team are ready for your training. EQUIP platform does not offer certification, but provides organizations the standardized tools and guidance to support organization-specific certification processes

Has EQUIP been tested? EQUIP has been scientifically tested by implementing agencies in the following countries: Ethiopia, Jordan, Kenya, Lebanon, Nepal, occupied Palestinian territory (oPt), Peru, Uganda, and Zambia. Results of testing suggest that EQUIP is empirically supported. It is reliable and relevant to improve quality of training.

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