



‘Integrated Model for Supervision’

Training of Trainers in Amman, Jordan

November 2024

The Integrated Model for Supervision (IMS) project funded by USAID will be conducting a Regional Training of Trainers in Amman, Jordan in November 2024. The training will be facilitated jointly by the IFRC PS Centre and IMC Jordan. The training will be conducted in **Arabic** and is intended to include participants from the entire MENA region.

The IMS project includes a research component and participating organisations will be invited to provide input via research interviews for especially the contextual, language and cultural adaptation of the IMS material.

Venue:

TBD – Amman, Jordan

Dates:

24 November – 2 December 2024

Participants:

Staff from organisations in the MENA region - with MHPSS activities/programmes - intending to implement the IMS and plan to conduct a series of IMS trainings in their own organisation.

Pre-requisite:

To participate in the IMS Training of Trainers, it is a non-negotiable requirement to participate in an online IMS Supervisor training (Module 2 of the IMS training) in October 2024. Participants can only be exempted from this if they have previously participated in another IMS trainings. The trainers will assess all applicants to ensure a high level of expertise in the training room.

IMS Training of Trainers

This training is geared towards MHPSS staff and volunteers who are already providing supervision, have already been trained in the IMS supervisor training, and who are interested in training others on the Integrated Model for Supervision. This training aims to equip future trainers to increase their understanding of best practices in supervision and enhances essential supervisory skills. Supervision is a shared responsibility between organisations, supervisors, and supervisees, and it is envisaged that participants will walk away with a clearer understanding of how to advocate for supervision within their organisation.

Participants are expected to actively engage in all days of training and to complete follow-up supervision sessions with the IMS training team. Additionally, participants are expected to implement supervision sessions within their own organisations as part of the ToT.

In addition to the training, participants might be invited to engage in research with the IMS project team to understand more about the contextual, language and cultural adaption process in each organisation/country/region to implement and best support roll-out of the IMS.





Background

Human resources are the most valuable asset of mental health and psychosocial support (MHPSS) services. Specifically, the success of MHPSS interventions relies heavily on the capacity, competence, and motivation of its workforce to promote mental health and provide support for people with mental health, psychosocial and protection needs. A well-trained and supervised, culturally sensitive and competent MHPSS workforce, including volunteers, is therefore essential if services are to meet internationally recognized standards.

Despite important advancements in the field of mental health and psychosocial support (MHPSS), adequate supervision remained a missing link in MHPSS programming and guidelines. Specifically, inadequate, infrequent, and unsupportive supervision compromises the quality of MHPSS interventions.

The goal of the original project: *Supervision: The Missing Link. Improving MHPSS Service Delivery Through Strengthened Supervision* was to improve the quality of MHPSS and protection interventions in emergencies through the development of guidelines and tools for supervision, for use across MHPSS programming globally.

To achieve this goal, the IFRC Reference Centre for Psychosocial Support and Trinity Centre for Global Health, with support from the Office of U.S. Foreign Disaster Assistance, have partnered to develop an integrated model for supervision (IMS) for MHPSS and protection services that offers guidance on how to provide supervision for staff and volunteers across different humanitarian agencies. The aim is to improve the service delivery of MHPSS interventions, and, ultimately, improve the protection of, and service provision for, populations affected by disasters and protracted crises. The IMS will be aligned with the IASC Guidelines on MHPSS in Emergency settings with a focus on supervision for interventions in the bottom three categories of the IASC Intervention Pyramid: basic services and security, community and family supports, and focused, non-specialized supports.

The IMS project is now in its fourth phase which is focussed on the scalability of the IMS. The objective of this phase is to give organizations the capacity, technical guidance, and accompanying resources required to adapt and scale the IMS across MHPSS programming, globally. To facilitate this three IMS Training of Trainers will be offered in three different regions in Arabic, French and Spanish – respectively.

