



## Intervention: Health Worker Transformation

### IMAGINE: Inspiring Married Adolescent Girls to Imagine New Empowered Futures

#### ABOUT IMAGINE

With support from the Bill & Melinda Gates Foundation, CARE is testing a package of interventions that hold promise for delaying the timing of first birth among married adolescents in Niger and Bangladesh. IMAGINE takes a holistic approach to build married girls' capacity and agency to make decisions about their life courses, to address social and structural barriers that prevent delaying, and to present alternative economic opportunities for girls so that early motherhood is not their only option. We aim to **document and share learning** from this initiative to build the evidence base around the issue of adolescent childbearing globally.

#### Health Worker Transformation

In order to support married adolescents' access to family planning services, it is imperative that providers are able and willing to offer non-judgmental, rights-based sexual and reproductive healthcare to adolescents. Drawing on CARE's Social Analysis and Action (SAA) approach and other reflective dialogue practices, trained facilitators led health workers through a process of critical self-reflection and action planning to **transform provider attitudes and biases** around providing family planning counseling and services to married adolescent girls without children.

Health workers will follow a ten-session, participatory curriculum that **blends reflective dialogues for examining, challenging and shifting social norms with skill-building in family planning counseling and adolescent and youth friendly services**. Sessions will support providers to assess the ways that their beliefs and biases enable or impede their ability to offer high-quality, rights-based family planning services to adolescents. Providers also create **individual and facility-level action plans** to improve health services for adolescent clients. This intervention aims to complement broader health system strengthening efforts by partners in the region, to ensure adapted, responsive care for adolescent clients.

The use of peer facilitators throughout the implementation of this component and transition to full health worker leadership in 2020 in Bangladesh aims to support sustainability and ownership while providing opportunities for leadership skill development for health workers. In Niger, we will continue to work closely with health workers, district health officials, and other partners to pursue opportunities for scale up and sustainability.

Key **health worker transformation materials** in both French, English, and Bangla include:

- Health Worker Transformation Curriculum
- Health Worker Transformation Training

All project tools will be accessible at: [www.care.org/SRHR/IMAGINE](http://www.care.org/SRHR/IMAGINE)



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**Implementation timeframe:** January 2019 – October 2020

**Donors:** Bill & Melinda Gates Foundation

**Participants:** The project will reach married and unmarried adolescent girls ages 15-19, their husbands, families and communities, as well as health workers in Kurigram District, Bangladesh and Zinder Region, Niger.



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#### Key project Components:

- Girls' Collectives
- Health Worker Transformation
- Livelihoods Training
- Fada Groups (Niger only)
- Community Reflective Dialogues (Niger only)
- Couples Counseling and Couples Events (Bangladesh only)

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