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## Shared Action

Adapting an evaluation  
framework for capacity building  
in HIV prevention: **Moving from  
Knowledge to use**

- A Capacity Building Assistance (CBA) Program
- Funded through the Center for Disease Control and Prevention
- Work to enhance the capacity of Community-Based Organizations (CBOs) and Health Departments (HDs)

**What is Shared Action?**

- **CBA** = an activity to increase technical capacity to perform better.
- **Capacity** = the desired ability intended to last over time and increase the effectiveness and efficiency within a specific context.

**Define Capacity Building**

# Training

Knowledge

useful abilities.  
backbone of co  
quired for a tr  
today

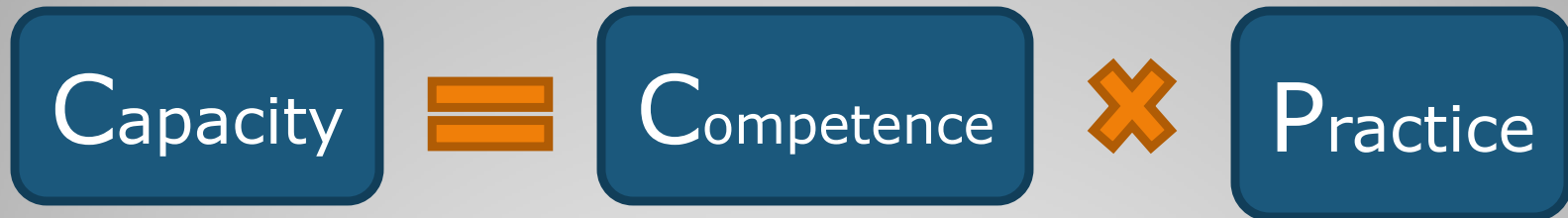
**The Issue**

- Pre/Post tests
  - Average knowledge increase of 10%
  - Average post test score 80%
- Evaluations/Satisfaction Surveys
  - Very Positive with 90% satisfaction
  - Comments include positive remarks about facilitators, activities/exercises, materials provided

## Findings

**Is this measuring  
an increase in  
CAPACITY?**

# Evaluation Framework

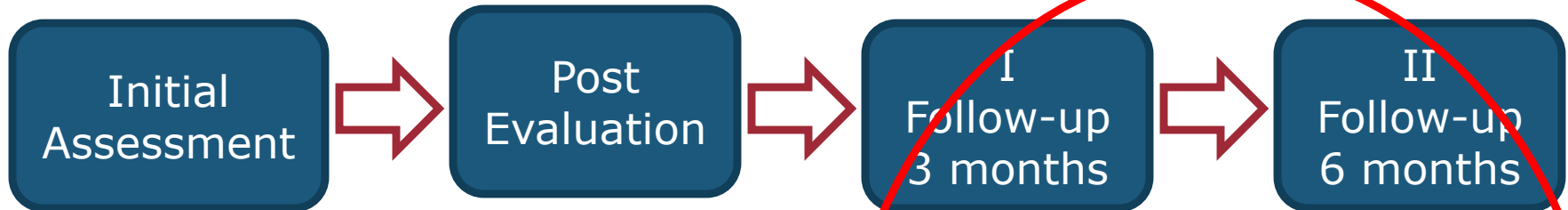


Indicators

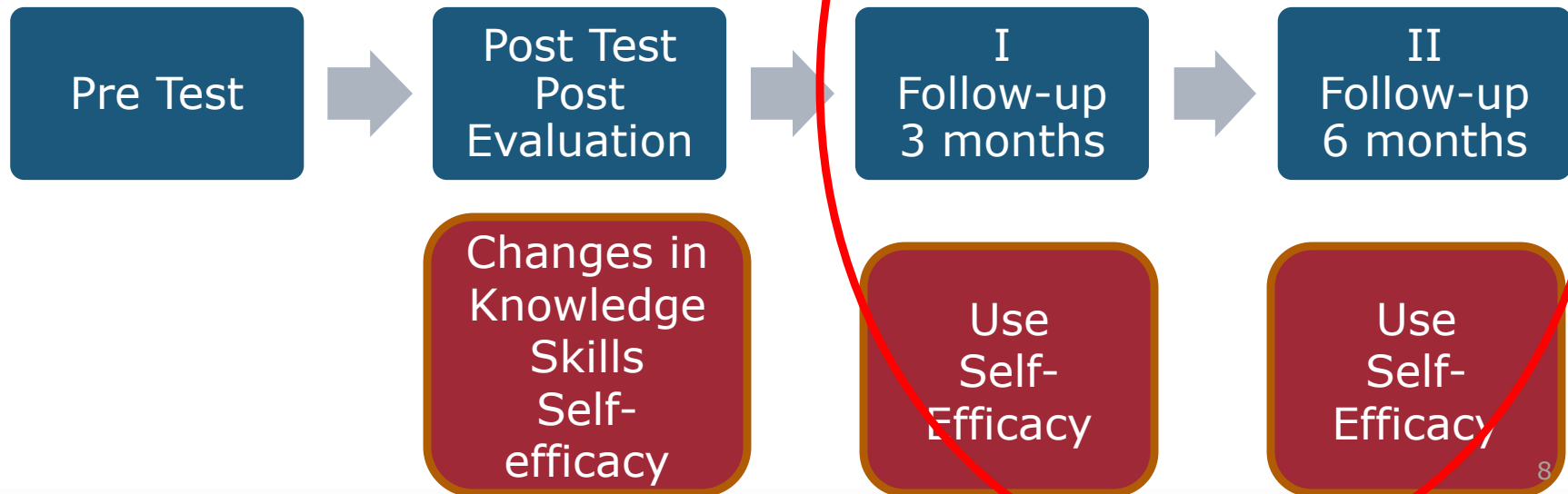
Adapted from (Kuzmin A., 2009)

# Evaluation Tools

## Technical Assistance



## Trainings





- Structured Interview
- 3 & 6 Month
- 9 Open Ended Questions
  - Highlights of Services
  - Elements Incorporated
  - Impact on Work
  - Obstacles
  - Additional Comments
- Usual Duration 10-20 minutes

## Follow Up Interviews

N= 200

- Applied Knowledge – Competency
- Self-efficacy – Competency
- Elements implemented – Practice
- Impact on services – Capacity Building

**Indicators**

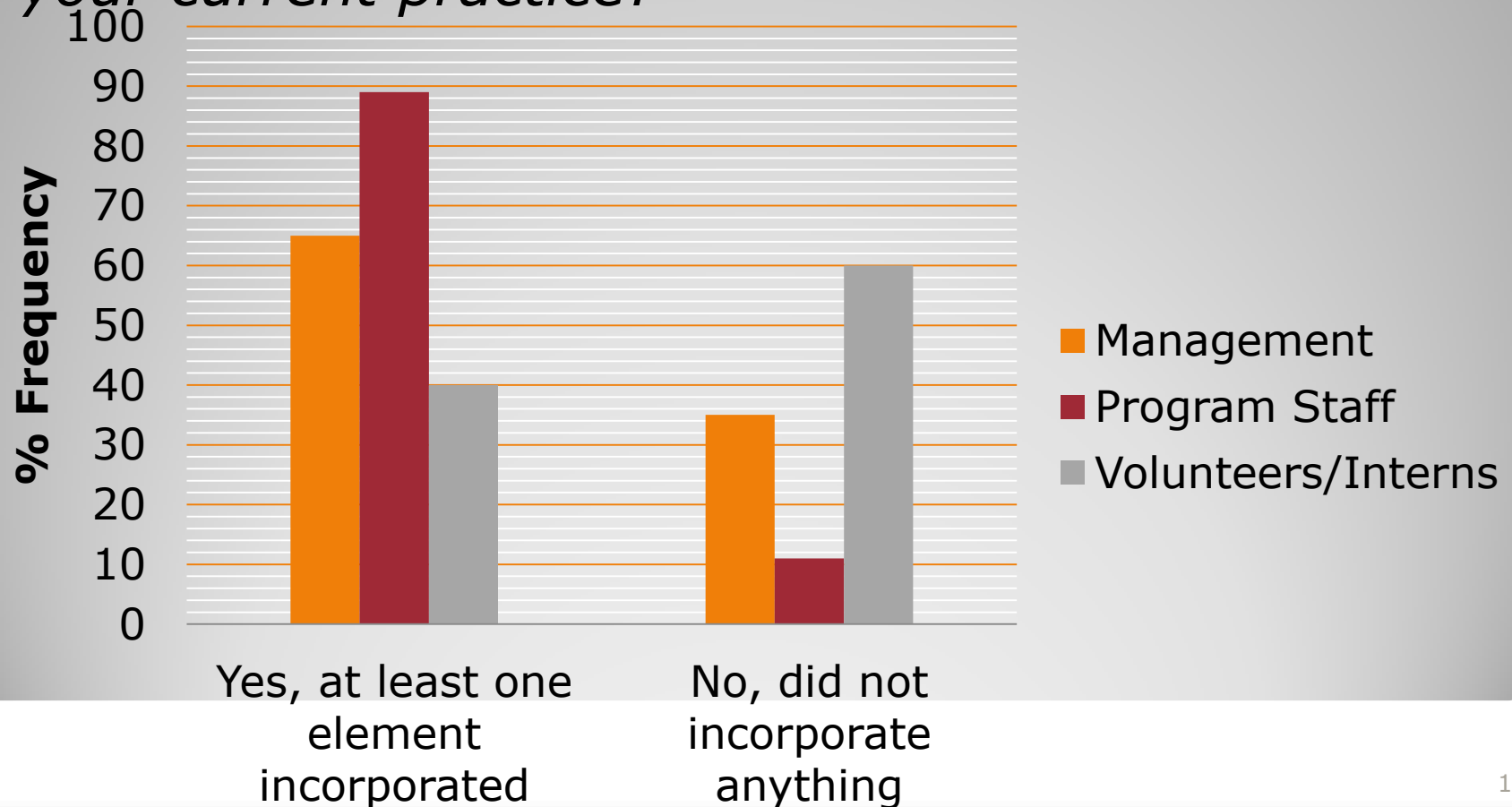


**DATA!**

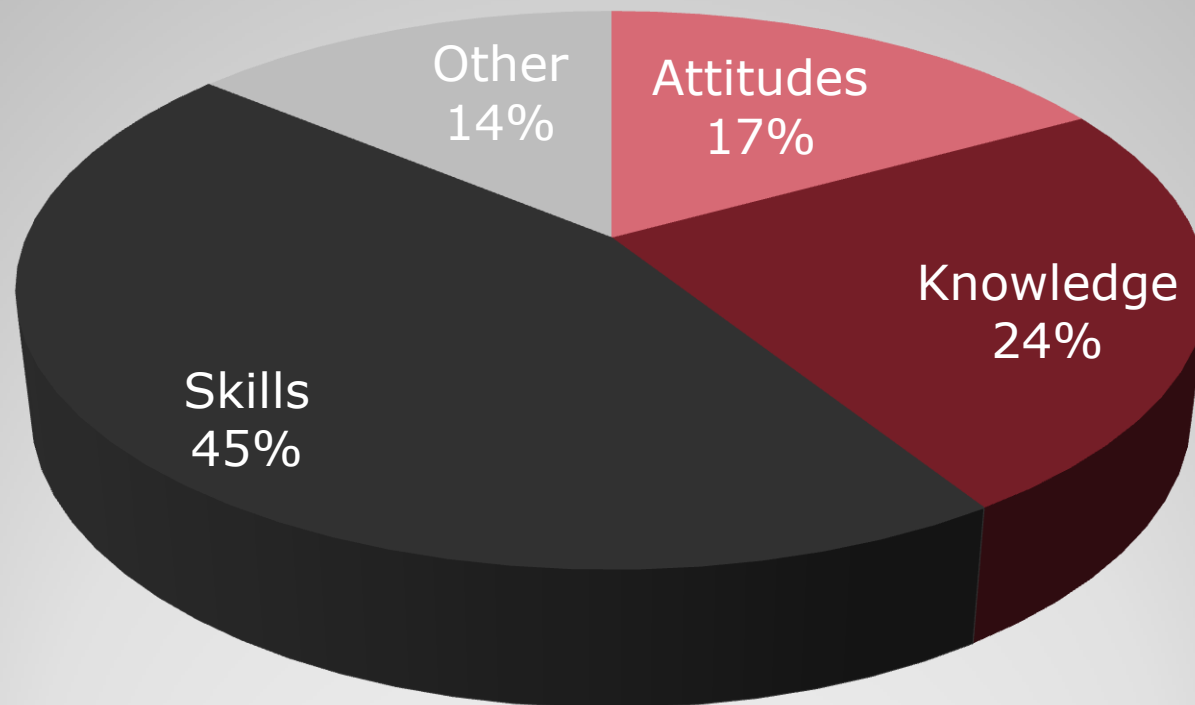
...Albeit preliminary

# Follow Up Interviews

*What elements (that you learned) from the trainings have you added or incorporated into your current practice?*

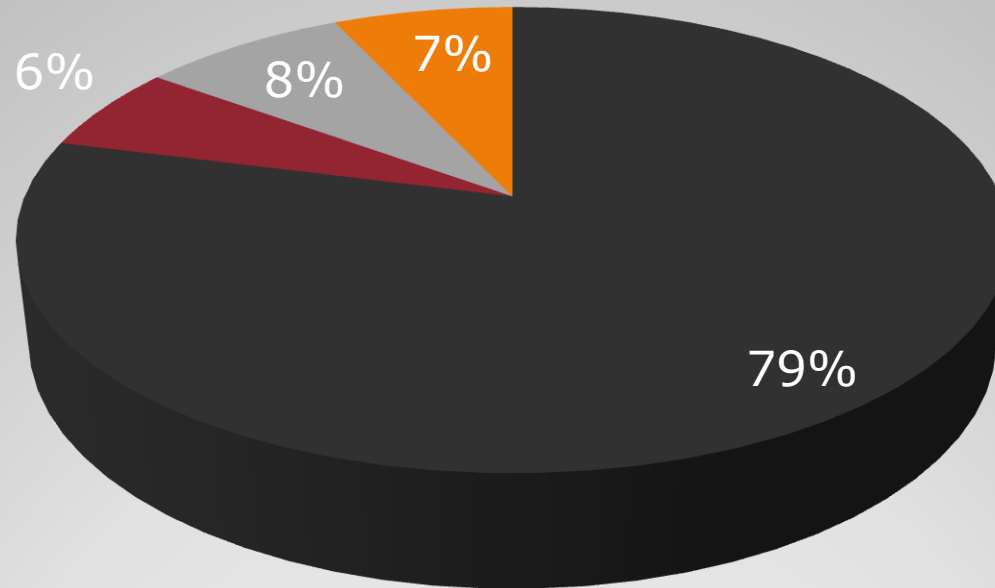


# What is Implemented?



## Impact on Services

■ Positively ■ None ■ Other ■ N/A



## Follow Up Interviews

- Preliminary Findings
- Diversity of Participants
- Multiple Platforms
- Self-Report Data
- Large Number of Non-Response
- High turn-over rates in Organizations

## **Limitations**

# Evaluation Framework



Indicators

Adapted from (Kuzmin A., 2009)



- Organizational culture and infrastructure
- KABB based line
- Availability of financial resources
- Static approach to capacity
- One dimensional Evaluation approach
- Training = Capacity building

## **Challenges and Barriers**

- Multiplatform capacity building
- Fluid approach
- Involvement of all the stakeholders
- Understanding of CBA as a dynamic evolving process

**What seems to work**

## **The Interviews gave an in-depth look at:**

- How CBA is being applied at an agency level
- What CBA providers can do to ensure information and skills are being taught effectively
- How it will be used by the individual, program, and/or organization.

## **Utilizing Framework with Interviews**

- Good Capacity Building contributes to both the development of competence **AND** to the use of competence in the ongoing practice.

## **Conclusions**

# Thank You!

**Any Questions?**

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