10 Steps of NCC Faculty Development:

Step	1	2	3	4	5	6	7	8	9	10
NCC Courses	1		1	1	1	1		1		
Local Faculty	0		4 ICs	4 ICs	4 full trainers 4 ICs (from step 1 GIC)	4 full trainers 4 ICs (from step 1 GIC)		4 full trainers (+ ICs as available)		
Local Trainees	24 NCC candidates		24 NCC candidates	24 NCC candidates	24 NCC candidates	24 NCC candidates		24 NCC candidates		
Obligatory Outside faculty	4 instructors, one to be course director		4 outside faculty* 1 to be course director	4 outside faculty* 1 to be course director	2 outside faculty (limiting factor is the OSCE)* 1 to be course director	2 outside faculty (limiting factor is the OSCE)* 1 to be course director		No obligatory outside faculty		
Local Course Director	No		No	No	No	1 local instructor to shadow outside course director.		Yes		
Faculty Development	8 local candidates to be chosen as GIC instructor Candidates		4 local instructors to do first Instructor candidate	4 local instructors to do second Instructor candidate	4 more instructors to do 1st IC 4 Instructors doing 3rd NCC instruction (2 IC + 1 full)	4 more instructors to do 2nd NCC IC 4 Instructors doing 4th NCC instruction (2 IC + 2 full) 1 to shadow course director				
			List of suitable local candidates to be chosen for GIC (8/ GIC session)							

GIC courses	1							1	1	1	1
Local NCC Instructor Candidates	8							8	8	8	8
Local GIC Instructor Candidates								4 #	4 #	4#	4#
Obligatory Outside Faculty	All i.e. Instructors (x 4) Course Director Course Educator							2 i.e. Course director + Educator	2 i.e Course director + Educator	1 i.e Course director (1 local GIC instructor to shadow course director) Local educator possible	0
Total Local Providers Trained	24	24		48	72	96					
Local NCC Trainers trained	0	8 ICs	8 ICs	8 ICs	4 Full NCC instructors 4 NCC ICs	4 Full NCC instructors 4 NCC ICs	8 full instructors	8 full instructors			
Local NCC course director	No	No	No	No							Yes

Terminology:

NCC = Neonatal Care Course i.e. to train in provision of neonatal care

GIC = Generic Instructor Course i.e. to train trainers for NCC

IC = Instructor Candidate i.e. someone instructing on a course under supervision. NCC IC = instructing on NCC under supervision. GIC-IC = instructing on GIC under supervision.

Full Instructor = instructor who has successfully trained as a supervised Instructor Candidate (i.e. IC).

Footnotes:

*24 OSCEs required. If OSCE to be examined by pairs of two then pairs of 1 outside and 1 local trainer can be developed fairly quickly i.e. 2 pairs of outside examiners with an observer each. Each of these local observers will then join one of the outside instructors who will do the first OSCE and the local instructor will do the second.

those who have trained on 4 courses at step 6