

Utilizing Health Workforce Training Data for Decision Making

Case Study II

Background: The provision of integrated management of childhood illness (IMCI) within the country has traditionally been based on the following five steps: 1) assess the child 2) classify the illness based on signs 3) identify treatment 4) treat the child and 5) provide follow-up. New guidance released last year from the World Health Organization (WHO) incorporates a 6th step, counsel the caretaker, which should occur between treating the child and providing follow-up. Given both the addition of a new step into the guidance and the importance of incorporating appropriate and effective counseling techniques into the provision of IMCI, the WHO recommends training for all health workers that haven't been trained in IMCI within the last two years.

To evaluate the effectiveness of the new guidance, the WHO has developed a study protocol to determine whether the addition of counseling caretakers improves health outcomes. The MOH has agreed to conduct the study in Timor-Leste, with site selection beginning in October of 2021.

The Case

- **Training:** Timor Leste has committed to training all doctors, nurses, and midwives in the country on the revised IMCI guidelines by May 2021. The training will take place over 5 days and be conducted in each Municipality, and three implementing partners have agreed to support the INS in carrying out this training.
- **Mission:** You will need to implement this 5-day IMCI training. To do this, based on the past training data available, you will need to identify who needs to be trained, and how you will carry out the training by May 2021 given this must be a national training and it is five days long, and only three IPs to support the training. The Minister of Health has requested a report on the number and location of every health worker trained by May 30, 2021 to comply with the WHO's timeline for site selection. Furthermore, the WHO has requested that the list include the region/district where the health workers are deployed and the name of the facilities to which they are assigned to ensure an appropriate study sample size.
- **Resource Needs:** As this request is arriving after annual budgets have been prepared and approved, there is no national budget available for this training aside from salaries of the training personnel. In addition, as the training is to be nation-wide, technical and financial support will be needed from development partners to ensure that all health workers eligible for the training are identified and trained in advance of the May 2021 deadline.