

Utilizing Health Workforce Training Data for Decision Making

Case Study III

Background: The Sustainable Development Goals (SDG) are a universal call to action for nations to come together to end poverty, protect the planet and improve the lives of people everywhere. The government of Timor-Leste championed the Goals from their inception and, on the 22nd of May 2017, launched *Timor-Leste's Roadmap for the Implementation of the 2030 Agenda and the SDGs*, which aligns with *Timor-Leste's Strategic Development Plan (2011-2030)*. In support of SDG 3, *Ensure healthy lives and promote well-being for all at all ages*, page 41 of the Plan states that the Government “will take action to... ensure that Timor-Leste has adequate and appropriate human resources to provide the health services our people need. These actions will include strengthening the quality of training and education to meet the needs of our health sector and developing continuing education and in-service training programs.”

The Ministry of Health has been called upon to operationalize this part of the Strategic Development Plan related to improving the quality of in-service training and has a specific interest in improving maternal newborn health outcomes in the country under SDG3. UN Member States will be convening in early 2022 to review achievements and shortcomings from the implementation of the SDGs, and the Minister believes that with the right planning and implementation team he can demonstrate progress toward both Timor-Leste's Strategic Development Plan and the Sustainable Development Goals... and possibly run for Prime Minister. While the UN Convention is more than a year away, it will take months of planning to ensure that the right health workers are trained in appropriate competencies to show progress toward these ambitious goals.

The Case

- **Training:** In an effort to achieve these goals, the Minister of Health is directing 75% of the training budget towards refresher training for midwives on all standard maternal newborn health in service training by the end of 2021. This is an ambitious goal, so the Minister of Health would like to prioritize areas with higher maternal and newborn mortality rates and midwives who have not received a relevant training in the last three years. In addition, the INS may need to review and update the current trainings to ensure that they are in line with best practices.
- **Mission:** You will need to identify the relevant trainings and confirm if they need to be updated. Then, based on the past training data related to these trainings, you will need to plan a phased approach to carrying out the trainings based on the priority regions and health workers identified. You will use this plan to report regularly to the Minister and to coordinate IPs in rapid roll out of the training.
- **Resource Needs:** Though a significant amount of funding is available from the national budget for these trainings, development partners will still be needed to support both implementation and carrying out of the training to ensure that all health workers eligible for the training are identified and trained in advance of the December 2021 deadline.

<https://sustainabledevelopment.un.org/memberstates/timorleste>

https://wedocs.unep.org/bitstream/handle/20.500.11822/9800/-Timor-Leste_Strategic_Development_Plan_2011-2030-2011TimorLeste_StrategicDvlpmntPlan_2011-2030.pdf?sequence=3&isAllowed=y