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# Strengthening Quality of Health Professionals' Education and Training at a Scale to Improve Maternal and Newborn Health in Ethiopia

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# Outline

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  - Key Human Resources for Health (HRH) issues in the country
  - Status of health profession education
- HRH project description
- Key Achievements, with a focus in quality improvement
- Conclusion

# Background

## Country profile:

- Ethiopia is the second most populous country in Africa
  - ~ 96 million and a growth rate of 2.6%/year
- One of the 57 countries in the world with severe health workforce crisis
- The National health worker ratio per 1000 population is 0.84 (*WHO 2.3/1000*)

## Background (... cont'd)

### Key HRH issues in Ethiopia:

- Inadequate numbers and skills mix
- Inadequate training quality/standard
- Low retention and motivation of health workers
- Mismatch between urban and rural distribution
- Lack of organized HRIS
- Weak HRH management structures and systems
- Inadequate HRH regulatory framework

# Background (... cont'd)

## Status of health profession education:

- Massive expansion
  - Limited availability & poor management of existing resources
  - Substandard infrastructure & learning materials
  - Inadequately prepared and inexperienced faculty
  - Limited faculty attraction, motivation & retention schemes
  - Outdated and static curricula
  - Poor teaching, learning & assessment processes
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- All of these factors adversely affect the quality of health professionals education and training

# HRH Project Description

- In order to improve the HRH challenges in Ethiopia, Jhpiego is implementing a USAID-funded bi-lateral program to Strengthen HRH and support the efforts of the Government in meeting the HSDP/ HSTP and HRH strategy
- The goal of the HRH program is to improve health outcomes for all Ethiopians with emphasis on the reduction of infectious disease and gender-focused disparities in maternal and newborn mortality

# HRH Project Description (... cont'd)

## The objectives of the HRH project:

- **IR1:** Improved HRH management
- **IR2:** Increased availability of midwives, anesthetists, HEWs and other essential health workers
- **IR3: Improved quality of pre-service education and in-service training of health workers**
- **IR4:** Conduct program learning and generate research and evaluation evidence on critical HRH issues

# HRH Partnership

- Jhpiego established an effective partnership to implement the HRH project to improve the quality of education
  - FMOH, MOE, Higher Education Relevance and Quality Agency (HERQA), Food, Medicines and Healthcare Administration and Control Authority (FMHACA), 31 universities and 24 colleges and Professional associations
- The quality improvement approaches included:
  - Internal quality assurance
  - External quality audit
  - Accreditation
  - Licensure

# Key Achievements

## Faculty development

- 5956 instructors, preceptors and students were trained on:
  - **Pedagogic:** Effective Teaching Skills, Instructional Design Skills, SBMR, Clinical teaching skills, Problem Based Learning, Student performance assessment...
  - **Technical updates:** HIV/PMTCT, BEmONC, IMNCI...
  - **Student:** gender and life skills course ...

## Infrastructure

- Buses, computers, reference books, anesthesia machines, skills lab equipment, furniture, website, gender office ...

## Curriculum development and/or review

- 16 curricula for 8 cadres (including PhD and MSc.)
- Supported design and start-up of MPH in Health Economics and HRH Management

# Key Achievements (...cont'd)



# Key Achievements (...cont'd)



# Key Achievements (...cont'd)

## Internal quality assurance

- IQA guideline developed
- Health Science Education Development Centers established in 52 HEIs on Health
- Internal quality assessment conducted periodically
- Annual review meeting conducted (Health Science Colleges Forum)

## External quality assurance

- 11 national program standards developed
- Spot checklists for 4 health programs
- Spot check visits for 24 programs at 10 private colleges
- Recognition guideline for foreign qualifications developed

## Key Achievements (...cont'd)

- The results of the spot checks were:
  - 1) institutions were guided to address specific quality issues identified
  - 2) findings were communicated with relevant stakeholders like FMOH, MOE which led to problem solving and supportive discussion with the schools
  - 3) Schools submitted enhancement plan to improve the gaps identified

# Key Achievements (...cont'd)

## Accreditation

- HERQA's qualified QA assessors' pool expanded
- 11 program level accreditation standards developed
- Supported decentralization of HERQA to regions
- Legislative amendments to give authority to accredit public HEIs

The new program specific standards are currently being used for internal quality assurance at institutional level and program quality audit.

Preparations are underway to use the standards for new accreditation and re-accreditation requests

# Licensure

- Implementation guidelines developed
- Pool of exam developers, assessors & administrators trained
- Introduced licensure exam for 4 disciplines
- Over 5,000 newly graduated health professionals sat for licensure exam in 2015
- The national licensure exam will roll-out to all categories of health disciplines in a year or two.

# Key Achievements (...cont'd)

## CPD and IST

- CPD directive and guideline developed
- In-Service Training (IST) strategy and guideline developed
- 35 IST sites established in the country
- IST materials for priority health problems standardized

## Policy and strategies

- National health policy
- National HRH strategic plan and policy (2009 – 2025)
- National Ethical Code of Conduct reviewed
- Scopes of Practice for 15 health cadres

# Key Achievements (...cont'd)

## Evidence generation

- Research Studies Conducted:
  - National study to obtain baseline information on the **competency of midwifery and anesthesia students**
  - **Task analysis** study focusing on midwives, general practitioner, anesthetists, HEWs, health officers, nurses, pharmacy and medical lab professionals
  - Factors affecting **job satisfaction, motivation and retention** of health workers
  - **Regulation** of health workers
- Conducted joint supportive supervision in all regions

# Key Achievements (...cont'd)



# Key Achievements (...cont'd)



# Conclusion

- The quality improvement schemes being supported are expected to contribute to graduating competent and committed health professionals who are ready to be deployed in the world of work
- As maternal, newborn and child health are priority health outcomes in Ethiopia, the availability and quality of health professionals is imperative for changes in these outcomes

**THANK YOU!**