

Use of Digital Technology to Access Continuing Professional Development: Case of Tanzania Health Workforce

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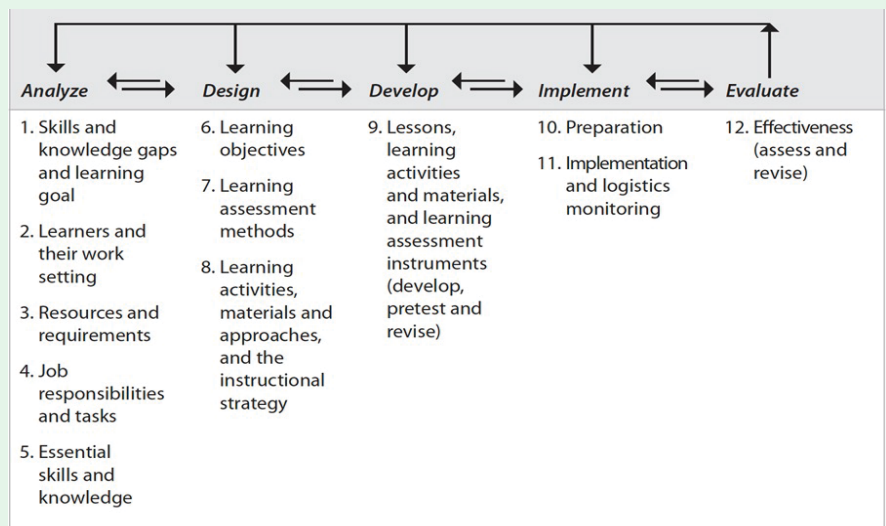
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Introduction

The Human Resources for Health (HRH) shortfall is currently estimated at 52 percent of the actual need. WHO recommends 23 clinical healthcare per 10,000 people currently Tanzania has a ratio of 5.2 clinical health workers per 10,000. In today's modern society, information and communication technologies (ICTs) occupy an important place in our lives. Education is one of the scenarios benefiting from the advances of ICTs, producing new learning environments that break the traditional schemes of barely 30 years ago (Coll & Coll, 2018)

Methods

In 2019 the National eLearning platform for healthcare workers was developed using open-source software to enhance Continuing Professional Development (CPD) among health care providers in Tanzania. The courses were developed using the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) model. Further the platform is integrated with professional councils that regulates the health care workers in Tanzania. So, the users have "single login" between the two systems; the eLearning platform and when they login into their profile at the professional councils' systems.



Results

There are more than 70 course sessions including gender and respectful care were developed and accessible to healthcare workers with more than 50,000 in-service health care workers are registered in the platform. Out of the registered more than 8,000 (17%) of health care workers received certificates after completed the courses. The platform has been integrated with professional councils' databases with user's distribution by professional councils shows that the Medical Council of Tanganyika (MCT) contributes 61% of all users, 14% Pharmacy council contributes, 20% Tanzania Nursing and Midwifery Council

Conclusion

Blended learning approach for health care workers is a cost-effective approach for accessing Continuing Professional Development (CPD) and hence improve quality of health services and well-being of Tanzanians. The way forward is to increase advocacy for implementing partners and healthcare workers to utilize this innovative platform in strengthening human resource or health.



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