iHRIS Train: An Open Source Tool for Managing Health Worker Training

BACKGROUND

The education and training of a health workforce contributes to the quality of services that health workers provide to their communities. However, many countries lack information about health worker training, both preservice and in-service, making it difficult to track, plan, and manage training and deployment for the health workforce. This lack of coordination leads to health system inefficiencies and reduces health worker effectiveness.

iHRIS TRAIN

iHRIS Train, the newest open source application integrated into the Capacity*Plus* platform of health workforce information technologies, facilitates the management of health worker training programs. It enables decision-makers to collect, manage, and analyze training information for all health worker cadres. iHRIS Train supports a comprehensive view of health worker training, from preservice education at health training institutions through regular in-service trainings.

BENEFITS

iHRIS Train can be used by national governments through the Ministry of Health and Ministry of Education, as well as by colleges, universities, and examination bodies. Other potential users include implementing agencies or partners providing in-service training and professional councils.

- **Governments and facilities** can gauge the pipeline of upcoming graduates who are potentially available to enter the health workforce. Users can then draw on this information to address health worker shortages and replenish workers who are exiting through retirement or attrition. Governments can use iHRIS Train to estimate overproduction and oversupply of health worker cadres as well.

- iHRIS Train enables **training institutions** to track progress on curriculum implementation and student performance and collect information on faculty and tutors.

- iHRIS Train is also suitable for tracking and assessing the in-service training experience of **individual health workers**. The system helps identify areas of in-service training that workers may need to learn and maintain new competencies relevant to their work environment.

- The system facilitates coordination among various **in-service training partners and stakeholders** to improve in-service training efficiencies, reducing duplication of training instances and overtraining of individuals. This in turn improves equity among health workers.

- iHRIS Train helps **professional councils** track approved credit hours under continuing professional development or continuing medical education for licensure renewal.

COUNTRY EXAMPLES

A local team developed iHRIS Train in Uganda for the Ministry of Education, the Ministry of Health, and health training institutions. Kenya is also deploying iHRIS Train to track preservice education and in-service training for health training institutions and the Ministry of Health. In Nigeria, Capacity*Plus* customized the tool and presented it to the US Government Technical Working Group, which is interested in using iHRIS Train to track all in-service training provided by PEPFAR (President's Emergency Plan for AIDS Relief) implementing agencies in the country. The US Department of Defense has also expressed interest in using iHRIS Train to track its PEPFAR-funded in-service training.

GET IHRIS TRAIN

To learn more about iHRIS Train, try a demonstration, or download the software, go to **www.ihris.org**.