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Improving Efficiency, Effectiveness, and Sustainability of In-Service Training in Swaziland

In-service training (IST) in Swaziland has contributed greatly to the enhancement of knowledge and skills of the health workforce but has been faced with immense challenges, including: poor coordination with no training calendar resulting in duplication of trainings and/or the same health workers receiving multiple trainings while others have none; an inability to track trainees and training programs; and ad hoc non-standardized trainings and service disruption.

In response to these challenges, the Swaziland Ministry of Health (MOH), with support from the USAID Applying Science to Strengthen and Improve Systems (ASSIST) Project, started the IST improvement project in January 2014 to improve the effectiveness, efficiency, and sustainability of training systems in Swaziland in order to help address the epidemic of HIV and TB in the country.

This short-report outlines the interventions that were part of the ASSIST IST work in Swaziland, the challenges faced, and discusses lessons learned and next steps.

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