

Abstract: Enhancing Public Health Training in Bangladesh with a Training Management Information System

In Bangladesh, the National Institute of Population Research and Training (NIPORT) is mandated to develop the skills and capacity of public-sector health and family planning (FP) service providers. Before 2017, NIPORT lacked a digital Training Management Information System (TMIS), which created hurdles in planning and managing training programs for the Ministry of Health (MoH). Each MoH agency operated its own custom-built web applications, had its own data collection mechanisms, and reporting tools in isolation. There was no consideration for interconnectivity or interoperability.

Shukhi Jibon is a USAID funded project that provides adaptive, needs-driven technical assistance and systems strengthening at national, divisional, district, and upazila levels. It reaches those most in need of family planning services and information in areas with lower modern contraceptive prevalence and populations facing the greatest barriers. Under Shukhi Jibon, a user-friendly, web-based application for TMIS was developed for NIPORT. The application manages the administration, documentation, tracking, and reporting of instructor-led training programs at NIPORT headquarters and its training institutes. Interoperability was at the forefront of developing the solution. TMIS can integrate with the national DHIS2, Human Resource Information System (HRIS), Management Information System (MIS), and Learning Management System (LMS).

All historic data was entered in TMIS. During this time, Shukhi Jibon worked closely with NIPORT to ensure they could independently manage and maintain the TMIS servers and training data. Tailored technical support was provided to institute staff, helping them with data entry and making informed, data-driven decisions. Additionally, a dedicated WhatsApp group, "TMIS Working Group," was created to facilitate real-time information exchange among stakeholders, address technical concerns, and efficiently track and resolve issues through the administration panel.

TMIS was adopted by NIPORT in all its 32 training institutes across Bangladesh. NIPORT trained all officers in its institutes to use new and updated functionalities of TMIS. NIPORT also appointed focal persons in each institute who was responsible for TMIS.

TMIS now provides a comprehensive database of 1,954 training batches, including over 56,088 health and FP service providers. There are 918 trainer profiles from all over the country. NIPORT uses TMIS to select trainees hence avoiding duplicate or overlapping training sessions. TMIS is also used to generate analytical reports and dashboards.

A standout achievement of TMIS was the successful processing of the first-ever request for a training calendar schedule, which enabled real-time data input for ongoing and upcoming training sessions. For sustainability, Shukhi Jibon successfully advocated with NIPORT for the procurement of necessary IT equipment and adequate internet bandwidth. Additionally, funding for TMIS is included in the MoH's Operational Plans, ensuring the long-term success of the initiative.