

Workforce Development in Jordan

Global Health Security Agenda



Dr. Ibrahim Iblan

Director of Jordan Field Epidemiology Training Program



“Step towards Regional Strategic Collaboration in Asia-Pacific on
Workforce Development, National Laboratory System Strengthening &
Antimicrobial Resistance Prevention to Respond Global Challenges”
GHSA Meeting

Bangkok, Thailand

6-8 May 2015

Global Health Security Agenda

Aims to elevate political attention and encourage multi-stakeholder participation to:

- Address challenges of new emerging microbes, drug resistance and biosecurity in laboratories
- Accelerate progress toward a safe world and promote global health security as an international priority

Workforce Development

GHSA Action Package

- National target of workforce that includes physicians, veterinarians, biostatisticians, laboratory scientists, farming/livestock professionals, and at least 1 field epidemiologist per 200,000 population
- Intended impact of prevention, detection, and response activities conducted effectively and sustainably by a fully competent, coordinated, evaluated, and multi-sectoral workforce

Jordan Demographics

Population and demographics

- 🎯 89,342 km² of land
- 🎯 6.5 million population
- 🎯 1 epidemiologist per 200,000 population
- 🎯 4.4 million animal units
- 🎯 1 veterinarian per 4,000 animal units



**IHR and PVS core competencies require 1 epidemiologist per 200,000 population and 1 veterinarian per 400,000 animal units; Jordan meets these requirements.*

Health Providers in Jordan

The public health sector includes the following:

1. Ministry of Health
2. Royal Medical Services
3. Medical services in public universities
 - Jordan University hospital
 - King Abdullah University hospital

The private sector includes the following:

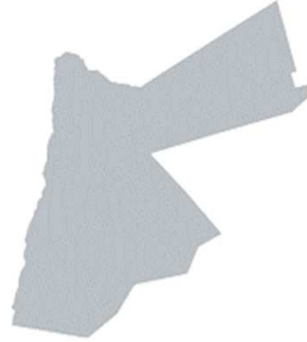
1. Private hospitals
2. Private doctors' offices
3. Diagnostic and Therapeutic Centers and medical support services

International and charitable centers

1. United Nations Relief and Works Agency for Palestinian Refugees in the Near East (UNRWA)
2. Clinics and health services of the charitable organizations

Workforce Development in Jordan

The importance of workforce development in national context

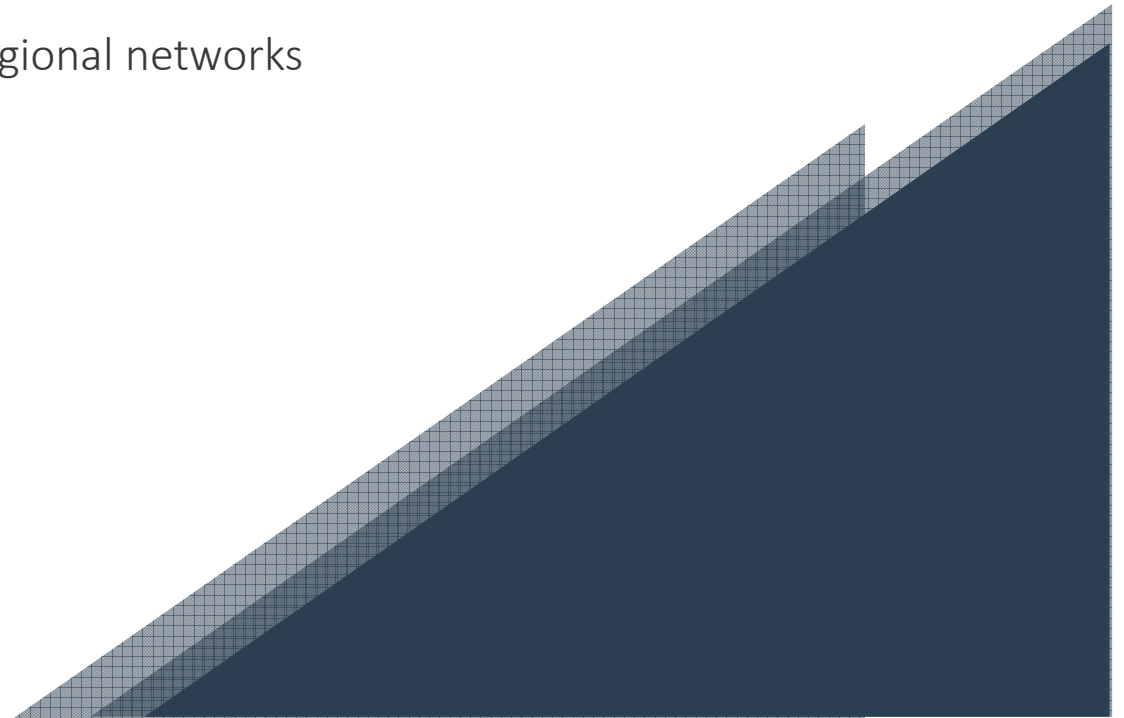


1. Regional conflicts and instability have resulted in the presence of armed groups, stockpiles of chemical and biological weapons, and enhanced threat of intentional misuse of biological agents
2. Emerging and re-emerging infections, such as MERS-CoV, H1N1, and Polio have caused recent outbreaks in Jordan and/or neighboring countries
3. Large population migrations as a result of regional conflict pose a challenge and burden for the Jordanian government to meet the security and health needs of its population and refugee populations
4. The misuse of antimicrobials and the unnecessary and inappropriate use of antibiotics favors the emergence and spread of resistant bacteria in Jordan

Workforce Development Systems

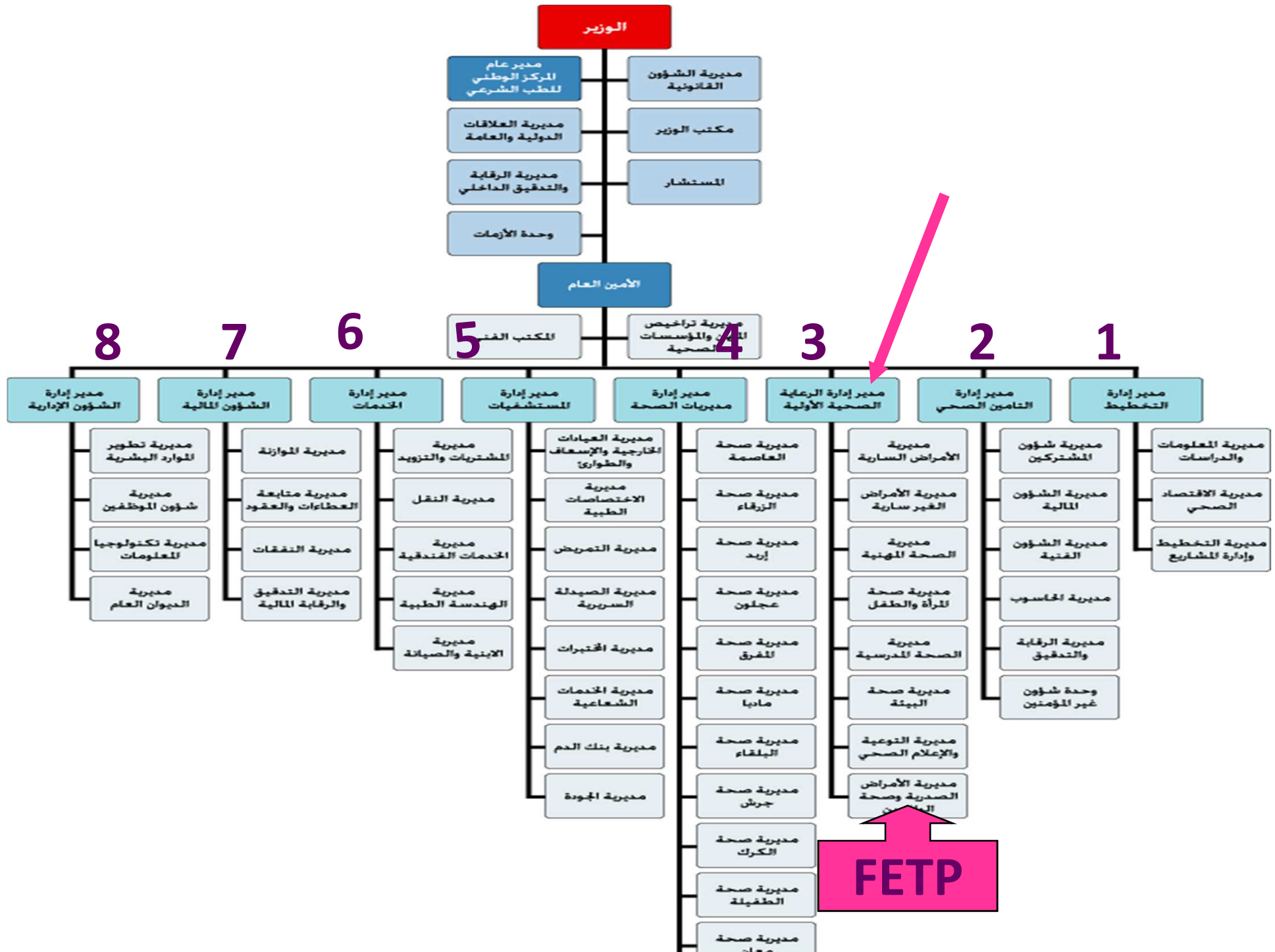
Jordan's programs for strengthening workforce development

- Jordan Field Epidemiology Training Program at Ministry of Health
- Emergency Operations Center
- Coordination with regional networks



Jordan Field Epidemiology Training Program [J-FETP]

Jordan Ministry of Health Program



Minister of Health

Secretary General

Primary Health Care

Environmental Health

School Health

Health Promotion

**Chest diseases &
heath arrivals**

FETP

Communicable Diseases

Non- Communicable Diseases

Occupational Health

Women and Child Health

J-FETP

A regional and global model for field epidemiology training programs

DEFINITION

FETPs are two year training programs in applied epidemiology modeled after the Centers for Disease Control and Prevention (CDC) Epidemic Intelligence Service (EIS)



MISSION

The mission of the Jordan FETP is to increase epidemiologic capacity of a the national public health workforce.

Major Activities

The J-FETP focuses on strengthening workforce capacity in:



Surveillance
Improve reporting and surveillance systems

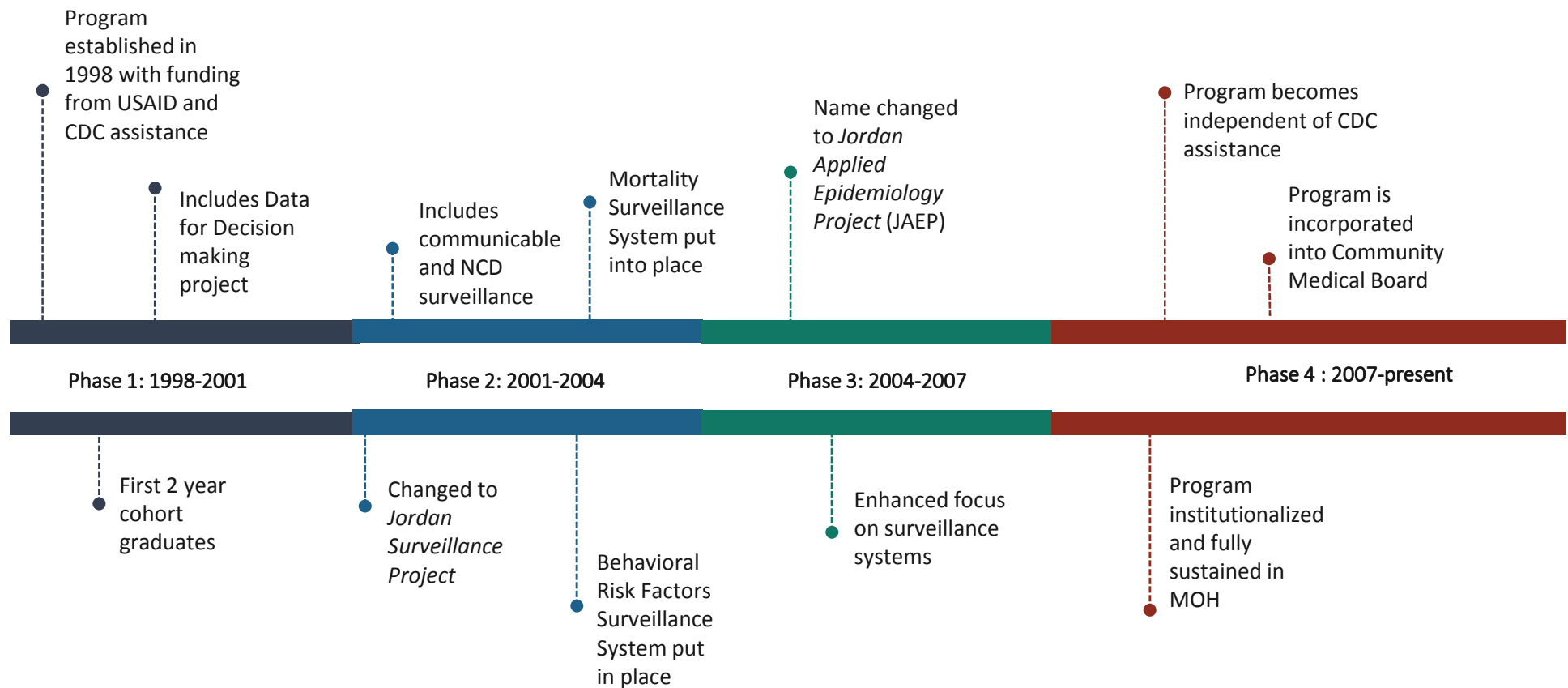


Outbreak Response
Prepare the country for detection and response to outbreaks



CDs and NCDs
Address trends in communicable and non-communicable diseases

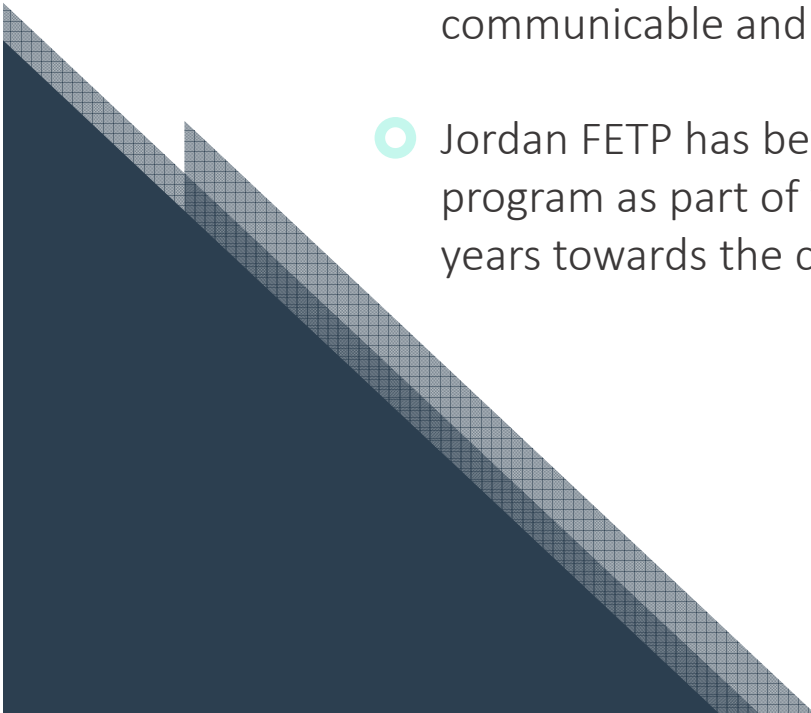
History of J-FETP



J-FETP Today

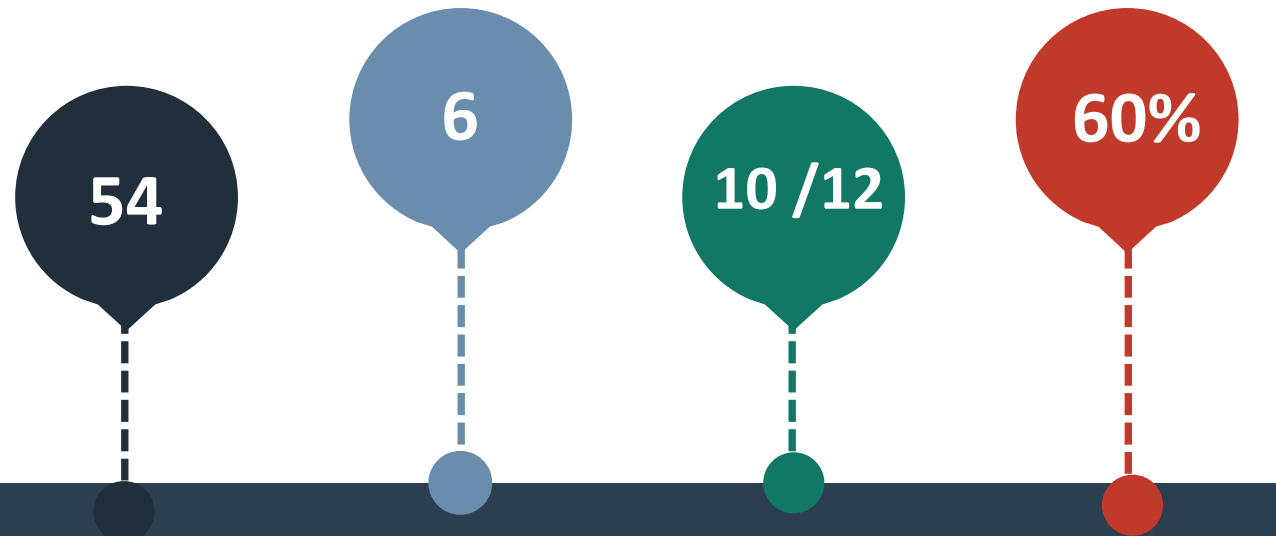
Functions of the program in 2015

- Uses the standard CDC FETP curriculum with modifications and case studies based on needs assessment of Jordan's public health status
- Residents are engaged in many levels of MOH during FETP; communicable and non-communicable disease directorates
- Jordan FETP has been incorporated into the medicine residency program as part of the Jordan Medical Council; FETP counts as 2 years towards the community medical board



FETP Graduates

FETP graduates apply their public health skills to the national workforce



Physicians have graduated from the program

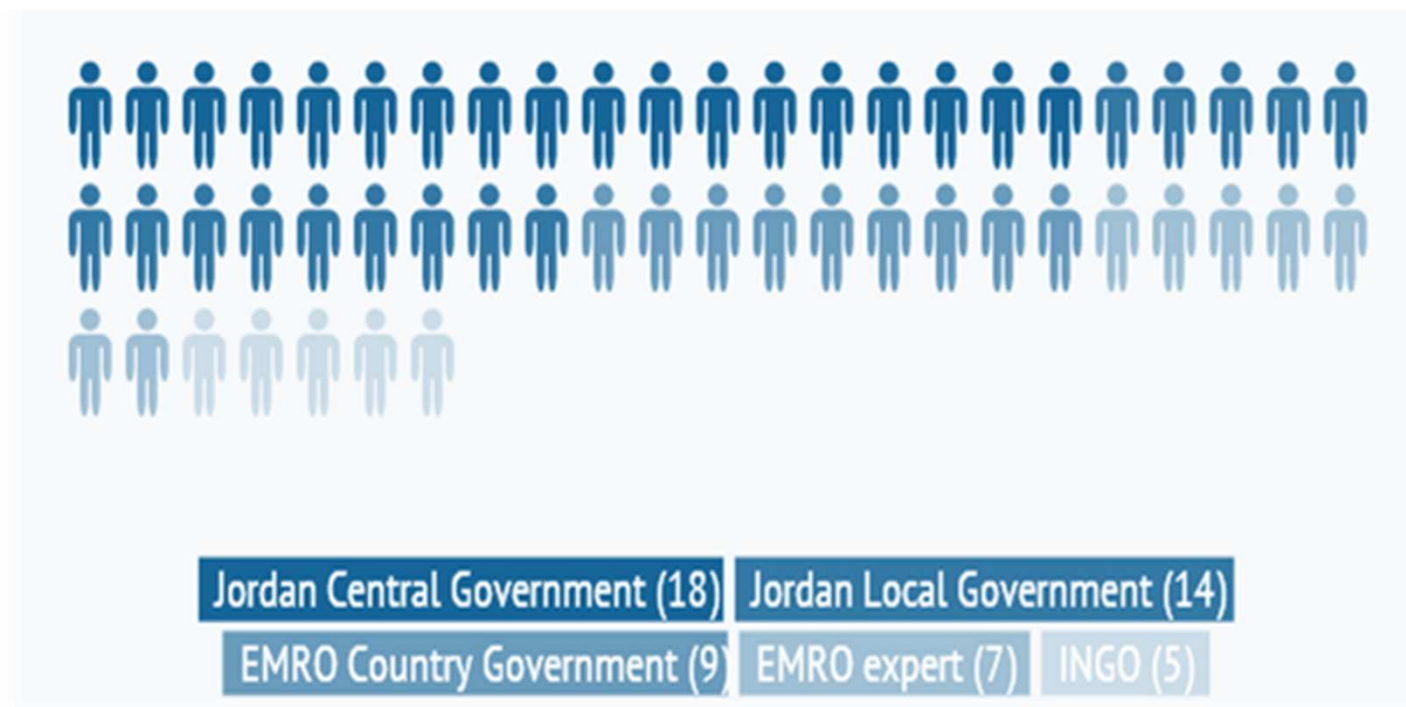
Residents are currently in training

Governorates have at least one FETP graduate as part of its local health workforce

Graduates work at the central or governorate level of national health system

FETP Graduates by Profession

All graduates work in Jordan health system or in some capacity in EMRO



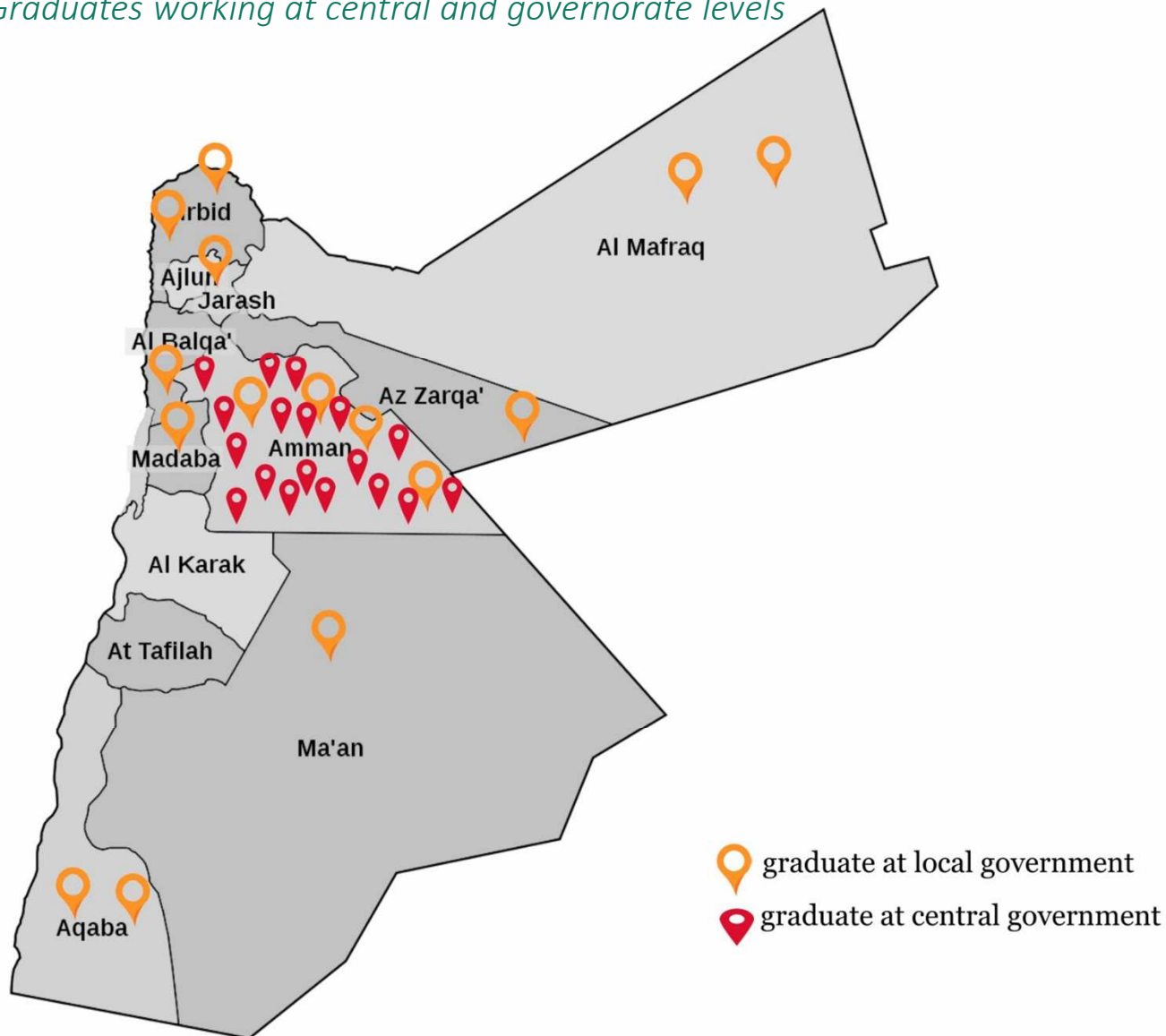
Profession by number of graduates

FETP Graduates in Jordan Workforce

Graduates working at central and governorate levels

Population*

Amman:	2,419,600
Irbid:	1,112,300
Zarqa:	931,100
Mafraq:	293,700
Karak:	243,700
Balqa:	201,200
Jarash:	187,500
Madaba:	156,300
Ajlun:	143,700
Aqaba:	136,200
Ma'an:	118,800
Tafiela:	87,500



* <http://www.jordan.gov.jo/> 2011 data

FETP Role in the Ministry of Health

The FETP supports workforce capacity at the MOH

RESIDENTS

Residents are a resource for the MOH throughout their residency period and have the capacity to conduct activities and address urgent needs.

GRADUATES

As highly qualified and well trained professionals, bring higher level of skills to MOH at the central and governorate levels.

J-FETP Activities

Program residents contribute to national and regional public health activities

Surveillance

Outbreak
Investigations

Emergencies

Regional
Support

Surveillance

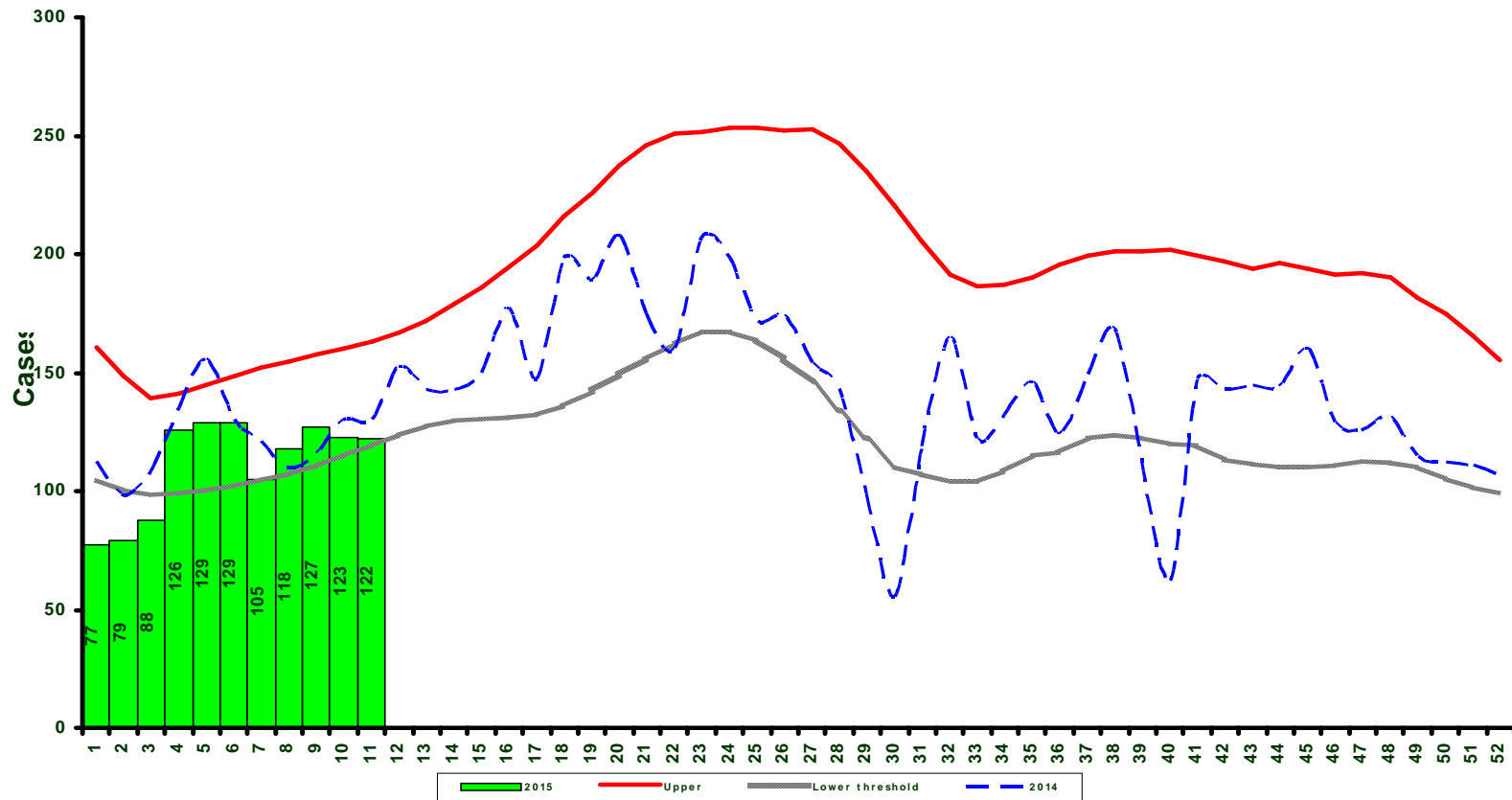
Program residents have supported surveillance activities

- Implementation of 3 BRFSS surveys; identified behaviors contributing to NCDs; findings prompted establishment of NCD Directorate
- Mortality Surveillance: examined and revised mortality data systems and death certificates
- Installed and provide ongoing support to Jordan Infectious Disease Information System (JIDIS); collect, examine, organize, and present data from JIDIS



Occurrence of Diarrhea cases In **East Amman** through Week Nr. 11
 Compared to the upper & lower threshold During the last 5 years 2010 – 2014
 and cases during the last year

Reported sites 45/45



Outbreak Investigations

Program residents are trained in outbreak investigations

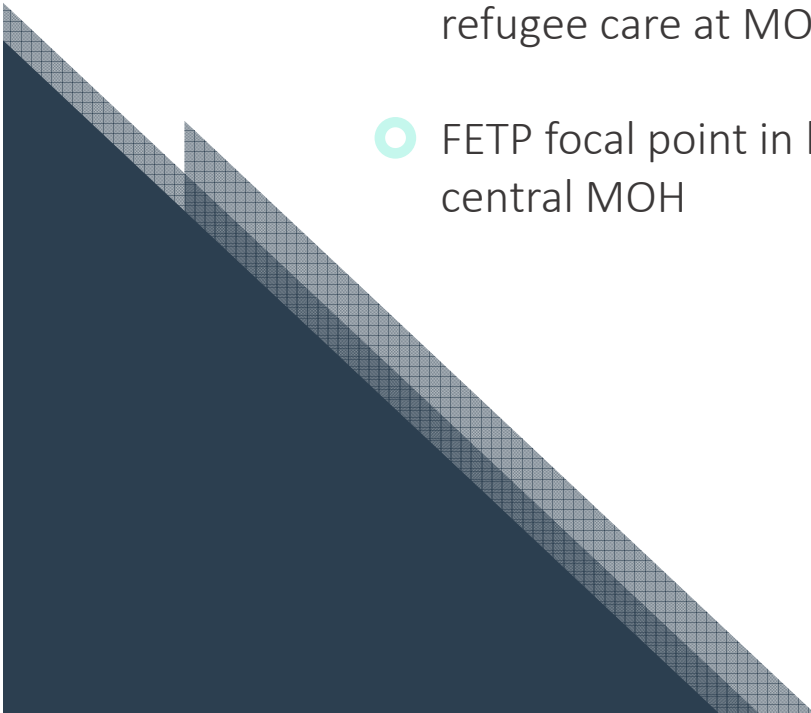
- Residents and graduates are able to quickly detect outbreaks, conduct data collection and interpretation and communicate with primary health administration, due to program training
- Examples of outbreak investigations include measles, food poisoning, and MERS-CoV outbreaks
- Formed MERS-CoV outbreak investigation team and conducted serological and epidemiological studies; published in Oxford journals



Emergencies

Program residents are a resource during emergencies

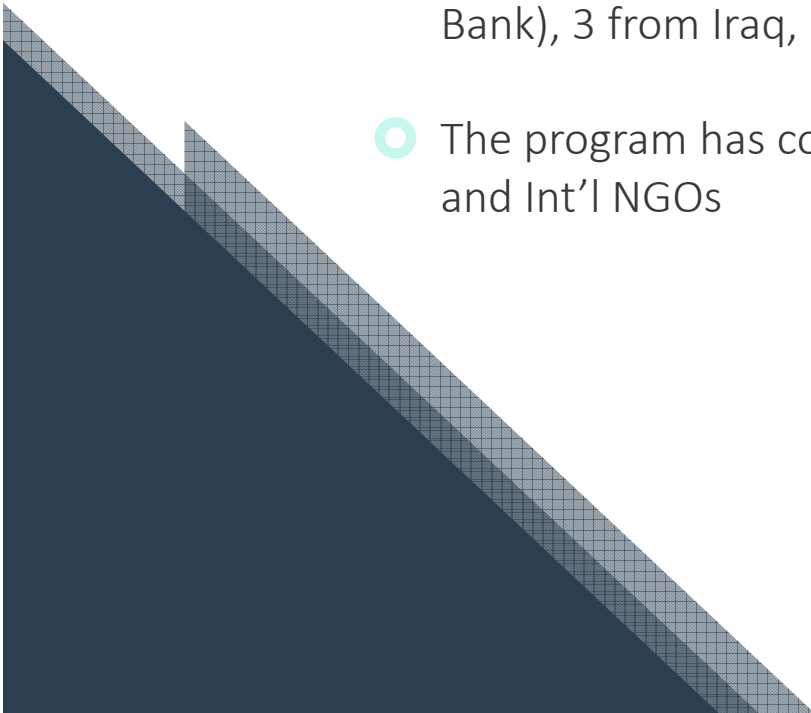
- Assist with response to health surveillance and services for the Syrian refugee population in Jordan
- Established system for collecting and reporting data regarding Syrian refugee care at MOH health facilities
- FETP focal point in local governorates reports refugee health data to central MOH



Regional Support

FETP residents and graduates participate in regional activities

- J-FETP supports regional investigations, response, and surveillance activities
- Jordan FETP has hosted 2 residents from Palestine (Gaza and West Bank), 3 from Iraq, 3 from Yemen, and 2 from Syria
- The program has conducted multinational investigations with WHO and Int'l NGOs



Emergency Operations Center [EOC]

Jordan Ministry of Health Program

Emergency Operations Center

Workforce Training

66 participants have received training and orientation to the function of the EOC, including the following topics:

- Introduction to concepts of emergency, emergency operation, risk management, and the EOC
- Standard operating procedures of the EOC
- Roles and responsibilities of participations in relation to the ICS
- Collaboration of different institutes and EOC

OVERVIEW

The EOC is part of a project started in February 2013 as a collaboration between CRDF Global, the Jordan MOH, and the CDC.

PURPOSE

To launch an EOC at MOH and operate an Incident Command System (ICS) starting in 2015

INVOLVED PERSONNEL

Health directors, assistant health directors, and emergency focal points from all governorates and Ministry of Health

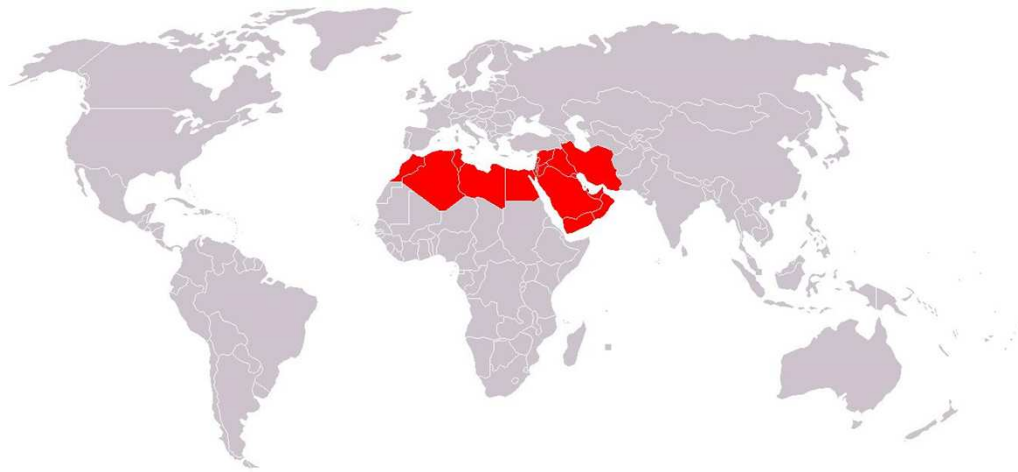
Coordination with Regional Networks

Jordan Ministry of Health and
the Eastern Mediterranean Public Health Network
(EMPHNET)

EMPHNET activities in building workforce capacity

The Eastern Mediterranean Public Health Network, with headquarters in Amman, Jordan, works to build national capacity in public health practice throughout the Eastern Mediterranean region.

The Jordan MOH and EMPHNET have an MoU to focus on collaboration for increased workforce capacity in the field of public health in Jordan and the region. A range of trainings and capacity building activities serve human and animal health professionals, MOH officials, public health professionals, and healthcare providers.



EMPHNET Areas



Applied Epidemiology



Research



Communicable Diseases



Health Security



Noncommunicable diseases



Emergencies

EMPHNET Workforce Development

Trainings and capacity building activities in 2015



Workforce Development Strategy in Jordan

best practices and challenges

Best Practices

Strategies for success in workforce development in Jordan

- 1 Strong FETP program sustained within the Ministry of Health and incorporated into the Community Medical Board; high rates of matriculation of residents into national health system
- 2 High level of coordination among ministries, including systematic communication between Ministry of Health and Ministry of Agriculture
- 3 Membership and collaboration with international associations and networks such as EMPHNET
- 4 Engagement in global initiatives such as the GHSA, with focus on meeting IHR and PVS

Challenges

Gaps and challenges in workforce development in Jordan

- Lack of strategies and plans for workforce development at sector level of Ministry of Health and other ministries
- Insufficient funding and resources allocated to workforce development

Thank-you

