

Scaling Up and Improving the Quality of Education of the Middle Level Health Workers in Brazil

Marina Peduzzi (marinape@usp.br)

Ana-Estela Haddad

Clarice Ferraz

Maria-Auxiliadora Córdoba Christofaro

Middle Level Health Workers in the Health Policy Agenda

- There were specific projects to increase the quality of Middle Level Health Workers (MLHW) such as: 'Program Larga Escala' in the beginning of the 80's but:
- The MLHW Education has been included in the Health Policy Agenda since the end of the 90's and has been enhanced in the last decade based on the diagnosis of:



- 30% of nursing workers had no formal skills at the end of the 90's
- Shortage of technical health workers in other areas, specially shortage of trained community health workers
- Majority of existing courses provided by the private sector
- Lack of pedagogical training of teachers

Police guidelines, programmes and actions

- Ministry of Health is responsible, by law, to define and improve health workers education (Art. 200 da CF, 1998)
- It was defined the approach of up-skilling technical education and training in the public health sector
- It was done through a pedagogical guideline that include:
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 - The profile developed by Izabel dos Santos in the Program Larga Escala (focus on problem solving and reflective thinking in training of health workers)
 - The pedagogical approach of Paulo Freire (Critical Pedagogy – Adults Education)
 - Improve the pedagogical training of health professionals to involve them in a teaching role
 - Develop specific didactic material to MLHW training

Police guidelines, programmes and actions (cont.)

The pedagogical guideline to MLHW also includes:



- Emphasis on ‘skilling up’ as well as ‘scaling up’ – efforts to expand human resources for health (HRH) in terms of both number and qualifications (Buchan et al, 2011)
- Articulation between education and work (enhanced articulation between MoH and MoE)
- Wide vision of technical education related to: occupational technical skills; ethical and attitudinal skills; and new skills such as: team-work, learning to learn, problem-solving
- Technical qualification based on users/population health needs
- Build a partnership between Education Institutions and Health Services

Middle Level Health Workers trained by PROFAE 2000-2009*

Degree Attained	Workers Trained
First Level of Education	12.146
Nursing Assistant	181.362
Nurse Technician	73.238
Pedagogical Specialized Nurses	13.161

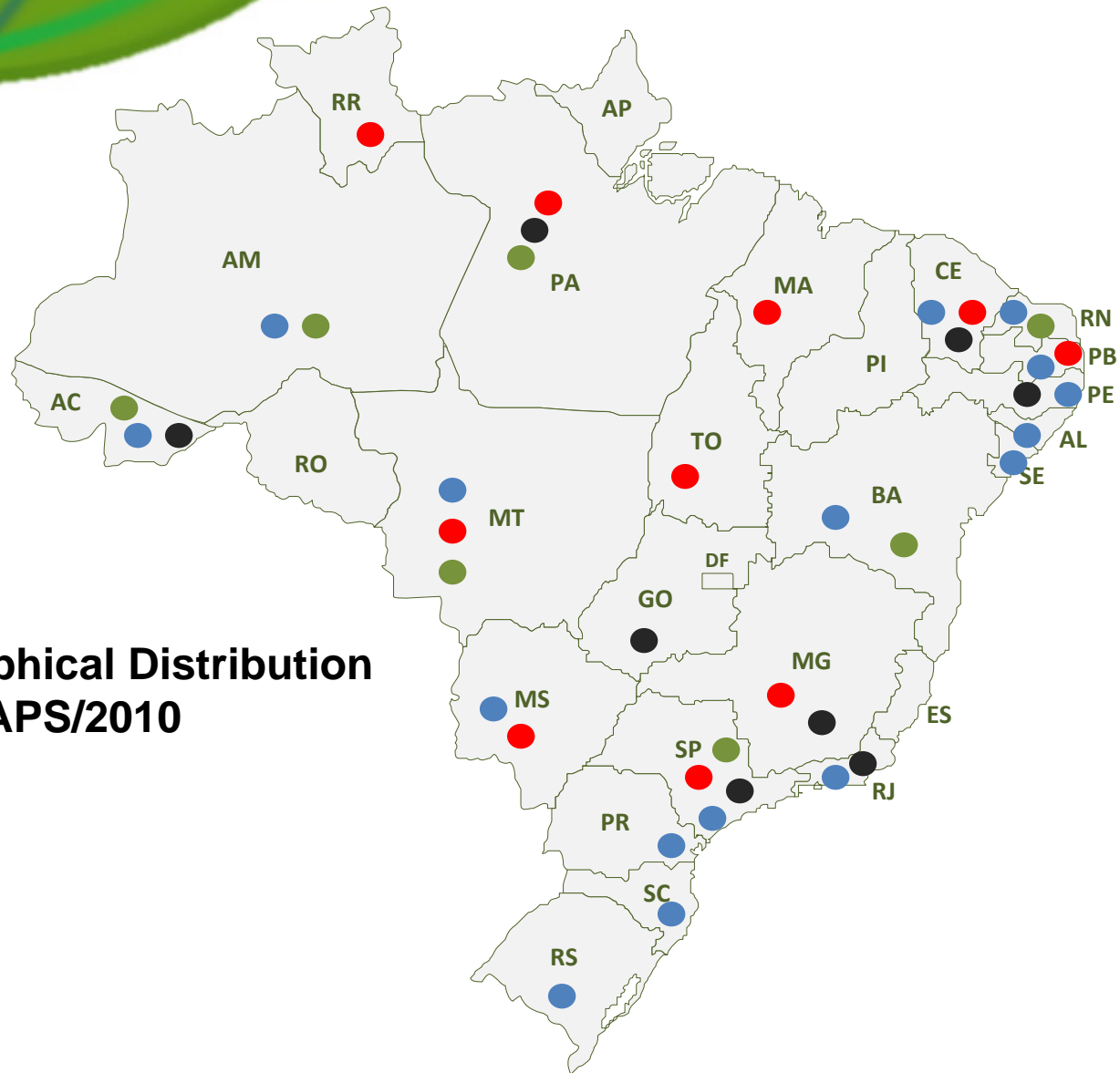
* *Malik, 2010*

Middle Level Health Workers trained by PROFAPS 2009 to now

Degree Attained	Workers Trained
Radiotherapy, Hemotherapy and other Technicians	1625
Health Surveillance Technicians	6415
Oral Health Technicians	3872
Nurse Technician	3152
Community Health Workers*	8386*
Post Technical Course to MLHW	6830
Total	30280

** Between 2005 and 2010 146.614 CHW were trained outside PROFAPS by other public initiatives*

Geographical Distribution PROFAPS/2010



National Directorate of
Health Labour and
Education

Ministry of Health

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Middle Level Health Workers in the Health Policy Agenda

- These initiatives were based on a network of 319 technical schools, public and private
- 36 public health technical schools of SUS – RETSUS
<http://www.retsus.fiocruz.br>
- Articulated with a specific continuing education policy named – Health Permanent Education
- Articulated with policies to change university education to healthcare professionals



Improve the quality of MLHW Education to improve the quality of healthcare in Brazil with emphasis of Primary Healthcare
Reorient the practice and professional training towards health population needs

References

Buchan, J., Fronteira, I, Dussault, G.: Continuity and Change in Human Resources Policies for Health: Lessons from Brazil. Human Resources for Health 2011; 9:17.

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