

Management Capacity Building Activities in Vietnam

Background and Goals

The Centers for Disease Control and Prevention (CDC) is working with several partners to enhance Vietnam's organizational performance in HIV/AIDS programs and services by strengthening the leadership and management skills of mid-level public health managers in the country's public, private, and governmental sectors.

The objective of this program is to develop the capacity in Vietnam to deliver public health leadership and management development programs to provincial and district HIV/AIDS and other public health program personnel that result in specific and measurable improvements in the efficiency and effectiveness of HIV/AIDS and other public health programs and services.

Funding and Partnerships

The program is a collaborative effort among the following:

- Hanoi School of Public Health
- Vietnam Ministry of Health (MOH): Vietnam Administration of HIV/AIDS Control
- Pasteur Institute: Ho Chi Minh City
- Da Nang Center for Preventive Health

Improving HIV/AIDS Program Work Processes

To develop sustainable institutional capacity in Vietnam and strengthen the management skills of HIV/AIDS public health managers at the provincial and district levels, three regional training centers were established: the Pasteur Institute in Ho Chi Minh City, the Preventive Medicine Center in Da Nang, and the lead center within the Hanoi School of Public Health. These regional training centers are responsible for conducting management training courses for HIV/AIDS personnel from their respective regions.

The following are examples of program accomplishments between 2005 and 2009.

Developed management training capacity for five health facilities in three regions

- Five facilities' training capacity was strengthened, and they conduct training programs on HIV/AIDS program management for organizations/institutes within regions.
- A group of 30 regional trainers were trained through three Training of Trainers courses on various management topics.



Implemented and applied acquired management knowledge and skills in HIV/AIDS programs in 61 provinces and 63 cities

- A total of 1,023 staff members from the provincial HIV/AIDS prevention and control program in Vietnam were trained on Total Quality Management, Supportive Supervision, Project Management, and the evaluation of HIV/AIDS interventions/projects.
- In 2009, the Hanoi School of Public Health initiated work with U.S. Department of Defense of the U.S. Embassy and CDC/GAP office in Vietnam to expand their training program to include health staff working in facilities under the Military Medical Department within the Vietnamese Ministry of Defense.

Contributed to improved effectiveness and quality of program services and work processes in provincial HIV/AIDS programs

- The training program has strengthened the HIV/AIDS prevention and control staff skills in identification and prioritization of problems, constructing solutions, and improving the quality of work processes in their organizations to better manage local HIV/AIDS services.
- The applied projects of training participants in 61 provinces/cities have demonstrated the impact of increased management skills on improving quality of local HIV/AIDS processes and quality of services such as increasing the number of clients visiting and returning for test results in Voluntary Counseling and Testing Centers, increasing adherence to opportunistic infection treatment, and increasing outreach activities.

Building Sustainability

To build management and leadership sustainability, the Vietnam program provides management and leadership training in both pre-service (within the school of public health's Health Management degree programs) and in-service settings.

Strategic Focus

In 2010, the Vietnam program recognized the importance of increasing its focus on data-based decision making and monitoring and evaluation to better demonstrate the impact of improved leadership and management skills on health outcomes. Upcoming activities will focus on building evaluation and data use capacity, as follows:

- The Hanoi School of Public Health has formed an internal evaluation team that will enhance and expand the monitoring and evaluation activities for the management and leadership activities in Vietnam. The team will partner with existing evaluation and strategic information experts.
- In order to build managers' skills in the use of data for programmatic planning and decision making a new "data use for decision making" curriculum will be developed and implemented.



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