

## **Training Need Assessment of the Post Graduate Trainees in Bangladesh to achieve Research and Clinical Skill**

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### **Abstract**

**Background:** Needs assessment activities are exercised to understand the various needs of a population. This study was done to assess the training need, perform a gap analysis and develop recommendations for prioritizing the training contents in any future re-organizing the training process in Bangladesh. The study was planned as a mixed-method cross-sectional study, using both the quantitative and qualitative approaches. A quantitative survey was conducted March to June 2021, using a structured close-ended self-administered modified Hennessy Hicks Training Needs Analysis Questionnaire. Postgraduate trainees were recruited from both Public and Private Training Institutions. The development of the recommendations to address the gap were developed through a stakeholder workshop.

**Results:** The questionnaire was administered to 702 trainees, 680 responded (response rate 97%). The mean age was 32 ( $\pm$  3.9) years, 61% males, 49% were in training for >1 year, and 71% were working with Public Health Care Services. About 33% considered that they currently perform this activity very well. The respondents observed a scope of improving performance in each subcategory of the tasks, clinical skill (92%), management and administrative skills (90%), research skill (89%) and communication skill (89%).

The qualitative approach identified weakness' in the undergraduate education system, lack of uniformity between Institutions, little scope for learning research, lack of incentives, disincentives, funds, inspiration and motivation for research. The potential solutions suggested were improving the undergraduate medical education, the introduction of Research Methodology courses, improving motivation of trainers.

**Conclusion:** The recommendation workshop identified significant gaps in the provision of the Post-Graduate Medical Training Scheme in Bangladesh in all the 5 skill domains evaluated. Potential major solutions recommended were to improve 'undergraduate medical education', 'performance supervision', 'periodic targeted skill training' and 'wider exposure of the trainees to research and clinical situations. It would be urgent to re-structure the post-graduate training curriculum in Bangladesh.

### **References (maximum three)**

1. WHO | HENNESSY-HICKS TRAINING NEEDS ANALYSIS QUESTIONNAIRE AND MANUAL. WHO. 2011

2. Carolyn Hicks P. HENNESSY-HICKS TRAINING NEEDS ANALYSIS QUESTIONNAIRE AND MANUAL For use at a local level to identify training and development needs.