



Find your place in the health workforce
A career to make a difference in your community

**An introduction to health careers in Liberia for
high school students and graduates**

Ministry of Health, Republic of Liberia



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Nursing students on practical assignment at a hospital

Minister's message

I am very excited to introduce to you this career booklet, which we have made to show you the various types of careers you, as young Liberians, can do to improve the health and well-being of your family and communities.

There are many jobs for young women and men in the health sector in Liberia, most of which will require you to work in a team with other health professionals to educate people in the communities, diagnose diseases, treat sick people in the clinics and hospitals, or take care of pregnant women and children. It is a lot of work but is very rewarding when you see the results of your efforts.

As you read about the roles, choose the one that best suits your personality and interests, so that you can make the greatest impact. We want you to be passionate about the work you do, because it is really important work that will save the lives of people and make them healthy, happy and fulfilled.

There are many people who worked tirelessly to make this booklet possible, and

we would like to appreciate them. We say a big thanks to our partner German Cooperation and the Ministry of Health's Human Resources Division, who helped put the booklet together. We are also grateful for contributions by the Chief Nursing Officer and the Community Health Services Division of the Ministry, the National Public Health Institute of Liberia, the Liberian Board for Nursing and Midwifery, the Mother Patern College of Health Sciences, medica Liberia, Last Mile Health, Partners in Health, Jhpiego and Irish Aid. Finally, we would like to thank the health workers who provided information on their careers and agreed to have their pictures included in the booklet.

I hope you enjoy reading it and see yourself becoming a health professional who will make a meaningful contribution to the lives of the great people of this country.

Dr Wilhelmina Jallah, MD, MPH, CHES, FLCP, FWACP

Minister of Health, Republic of Liberia



Why should you choose a health career?

Liberia's health sector has made a lot of progress over the years but has also suffered from many problems such as the Ebola outbreak, which has reduced the number of health workers in the country. One of our biggest challenges is that Liberia has one of the highest numbers of mothers and babies who die during and after childbirth.

In 2016 there were only about 250 doctors attending to a population of 4.8 million people in the country. This means that one doctor is expected to attend to approximately 19,000 people. The shortage is not only for doctors, but also affects other health professions, especially midwives, laboratory technicians, physician assistants, and nurse specialists. Remember they all work as a team, so where one profession (also known as cadre) is short, this will affect

the ability of the others to properly take care of patients. Therefore, many people will not be able to see a qualified health worker when they are sick.

The health sector offers careers to both women and men in equal measure. Increasingly women are now working in roles previously dominated by men, such as doctors or laboratory technicians. At the same time, men enter new fields such as midwifery. A good health worker is defined by their knowledge, skills and passion for the job, not by their gender, religion or ethnicity.

There are three levels of the health system in Liberia, namely the primary (community level programs and clinics), secondary (health centers, district and county hospitals), and tertiary levels (specialized and referral hospitals). Depending on the



Health work is team work.

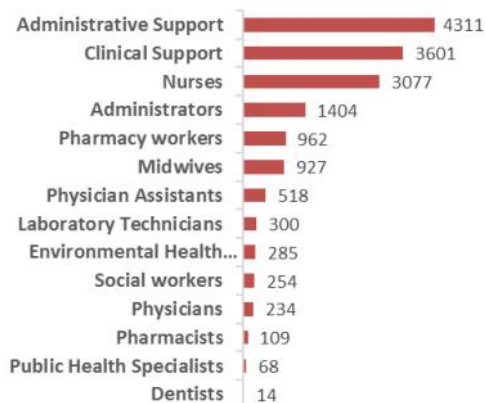


kind of illness, patients will receive care at the primary level or be referred to the secondary or tertiary levels for attention. Also, depending on the profession you choose, you may be able to work at one level or any of the three levels within the health system. While most health facilities are run by the government, there are also a lot of private facilities who are looking to recruit health workers of all cadres.

Health workers are needed in all counties of Liberia, but especially in the rural areas, to ensure all Liberians have access to good health care. Becoming a health worker will enable you join the community of around 16,000 health workers helping to prevent diseases and care for people who are ill.

The following chapters present some of the main cadres of the health workforce, although due to limited space not all cadres and specializations could be included.

Numbers of health workers in Liberia (2016)



Physicians / Doctors

What is their job?

A physician (or medical doctor) leads the medical care team in providing care to patients. They work with other health care providers such as nurses and laboratory staff to diagnose the patient's condition and to determine the correct treatment for the condition. Physicians can treat diseases through various ways, including by prescribing medication, therapy, diet and exercise, or by conducting medical or surgical procedures. As a physician, you will be responsible for coordinating the patient's treatment from beginning to the end and ensure that they get the best quality of care.

In Liberia, you will find physicians typically in health centers, hospitals and referral hospitals, as well as in administrative positions such as County Health Officers.

What training and skills do you need?

Some qualities you should have as a physician include being able to think quickly on your feet, analyze problems, and come up with solutions that are correct. You must also be able to communicate well with different people.

To become a physician, you should have a strong background in physics, chemistry, biology, mathematics, and English language, and will require many years of training after your high school diploma. The degrees you will require to become a physician in Liberia include:



Dr Siana Jackson, Hospital Medical Director



Dr Edwin Sumowar examines a patient.

- A **College or University degree (Bachelor of Science)**, which you will acquire through 4 years of studies; preferably in any of the science disciplines such as biology or chemistry.
 - A **Doctor of Medicine (MD)** degree, which you will acquire after 4 additional years of studies in the medical sciences along with observing and learning from more senior physicians in the clinical setting.
- (taking care of men's specific health issues), **internists** (diagnose and treat conditions associated with the internal organs), **surgeons** (operate on patients to treat injuries and other deformities), emergency physicians (taking care of critical injuries and other emergencies), **family medicine** (care for patients of all ages) and **ophthalmology** (care for the eye).

In addition, you will need to be licensed by the Liberia Medical and Dental Council to practice medicine in Liberia.

After that you can work as a general practitioner who diagnoses and treats general illnesses and perform common surgeries. Or you can become a specialist physician, but only after several more years of training. To name only a few of the many specialties: **pediatricians** (treat children), **obstetricians/gynecologists** (take care of women's specific health issues), urologists

Physician Assistants

What is their job?

Physician Assistants (PAs) take care of patients who are ill, usually under the supervision of a physician (e.g. in a hospital). PAs can also work alone where there is a shortage of physicians and have served a very important role in bringing healthcare to many communities in clinics and health centers that do not have physicians. In this case, PAs often serve as the Officers in Charge. Their job involves performing physical examination, diagnosing and prescribing medications for common illnesses, and performing basic medical and surgical procedures. They also assist physicians in performing surgery.

What training and skills do you need?

To become a physician assistant, you should have a High School certificate, with a strong interest in science. You should also have a good grasp of mathematics, as you will be required to pass a test on mathematics and general science before entry into the PA program.

In addition, you must be detail-oriented (as small details make a difference in treatment outcomes); you should be able to work in a team as well as work on your own; be confident and able to communicate clearly with patients.



Alpha Sanoe, Physician Assistant at a County Hospital



Physician Assistant Nyama Harris examines a child.

There are several schools currently offering **PA diplomas** and you have to complete three years of studies to obtain the diploma. You will also have to pass the Liberia National Physician Assistant Association Exams and receive a license to practice as a PA.

Physician Assistants do not currently have a defined career ladder in Liberia. However, one of the training institutions provides a Bachelor of Science Program in Post-Basic General Sciences for PAs to acquire additional knowledge to practice more independently and some PAs even go to medical school to become physicians.

Nurses

What is their job?

Nurses are the largest number of professionals in Liberia's health workforce and can be found in all hospitals, health centers and clinics. They also work in schools, the community or in administrative or policy positions.

Nurses in the hospital work with physicians to provide care to patients so they can speedily recover from their illnesses. Such care may include taking their temperature, body weight, blood pressure, and other signs of their condition. Nurses also give medications and dress wounds, bath and feed patients (when necessary), and monitor them for any changes in their condition that would require the attention of a physician. Nurses also assist the physician in performing medical procedures. Nurses are

the most frequent contact for patients and they teach patients how to take care of themselves. In a clinic the nurse can serve even as the officer in charge (head of the facility), including diagnosing and treating illness, performing common procedures, seeing pregnant women and conducting deliveries.

What training and skills do you need?

Before you can become a nurse, you will require a high school diploma and a strong academic standing in English, science and mathematics. You also should have certain qualities such as feeling concern for people, understanding their feeling and thinking, being able to communicate, being mentally and physically strong, and being willing to work in a stressful environment.





Registered Nurse Yorkpazao Ballah screens a patient.

There are three types of general **nursing qualifications** you can get in Liberia:

- **Diploma in Nursing:** a 3-year program offered at some non-college institutions
- **Associate Degree in Nursing:** a 3-year program offered at colleges
- **Bachelor of Science in Nursing:** a 4-year program (or 2-year program after diploma/associate degree) offered at universities and colleges.

After graduation you will also be required to pass the Liberian Board for Nursing and Midwifery's national state board to become a registered nurse (RN).

There are several **specialty training programs** for nurses in Liberia:

- **Nurse Educators** design and train nurses in academic and clinical programs both before and during nursing practice.
- **Nurse Anaesthetists** assist patients in dealing with and reducing pain before and during operations, for example by

calculating and giving medication (known as anaesthesia).

- **Mental Health Clinicians** (a specialized role for both nurses and physician assistants) support people with mental health issues, e.g. anxiety, depression, eating disorders, or drug addiction.
- **Ophthalmic Nurses** evaluate, diagnose, and treat patients with eye diseases and injuries and help educate people how to prevent such diseases and injuries.
- **Nurse Midwives** provide support to mothers and babies before, during and after childbirth.

There are many more career paths for nurses, although not all training programs are offered currently in Liberia. This includes, among others, **emergency nurses** (treating emergency cases to avert death), **geriatric nurses** (taking care of elderly people), **nurse informatics** (working with computers to assist treatment) or **pediatric and school nurses** (treat children).

Midwives

What is their job?

Midwives are very important health professionals needed to reduce the high number of mothers and babies dying in Liberia. They work in a team (or alone) to take care of women during pregnancy, labour, and after delivery. Midwives also care for the newborn baby to make sure the baby's health is fine. And they provide reproductive health services such as family planning advice

As a midwife, you will work with women with different social and cultural backgrounds to provide them with antenatal care (before childbirth), and to examine and screen them, so that you can determine if they have potential issues with their pregnancies. You will also teach expectant mothers about care for herself, how to feed,

bathe, and care for their babies after birth, and how to detect danger signs of illnesses in their babies and when to seek help.

Midwives can be seen at all levels of the health care system including communities, clinics, health centers and hospitals, as well as in health policy areas.

What training and skills do you need?

To become a midwife, you will require a high school diploma and a strong academic standing in English, science and mathematics with good English speaking and writing skills. You should also be caring, patient, courageous, compassionate, and mature. Contrary to common belief, men can also be good midwives, not only women!



James C. Keah III, Midwife at a County Hospital



Registered Midwife Jestina Clarke examines a pregnant woman.

There are different types of **midwifery qualifications** you can get in Liberia:

- **Diploma in Midwifery**, a 3-year program that provides hands-on training for midwives.
- **Associate Degree in Midwifery**, a 3-year program at a college/university that provides hands-on training for midwives.
- **Bachelor of Science in Midwifery**, a 2 to 3-year so-called bridging program to train registered midwives for practice at all healthcare settings. This means before you can enter this program, you should already have a diploma or associate degree and a license.

To work as a midwife in Liberia, you must register and pass the Liberian Board for Nursing and Midwifery national state board exam after graduating from an accredited midwifery school.

You can later go for further training in specialty programs, such as

- **Midwifery Educators** who design and train midwives in academic and clinical programs; must have at least a Bachelor's degree
- **Obstetric Clinicians** who perform surgery (caesarean section) on pregnant women with complications.

Medical Laboratory Technicians

What is their job?

A Medical Laboratory Technician (also known as a MLT or lab tech) works in the lab and uses complex equipment to examine and test specimens from patients to help Physicians and other clinicians determine the patient's condition and identify the best treatment course to employ based on the lab results. Lab techs can be seen as the 'medical detectives' for diseases, testing patient blood, urine, and other body fluids and tissues to diagnose diseases and monitor treatment progress. They therefore play a critical role in the health system.

Medical laboratory technicians can work in health facilities such as clinics, health centers and hospitals but also outside facilities, for example in blood banks or in public or commercial independent laboratories.

What training and skills do you need?

To become a medical lab technician, you should ideally be someone who takes time to make sure things are done correctly. You should be able to write properly, do mathematics and record your work accurately. You should be someone who does not mind working behind the scene and repeating the same set of tasks many times a day. In addition, you will require a high school diploma and a strong academic standing in English, science and Mathematics.



Elizabeth Cooper, a Medical Laboratory Technician in training



Nyan Luogon, County Diagnostic Officer

There are three lab tech training programs you can do in Liberia:

- **Diploma in Medical Laboratory Science**, which is earned after 3 years of studies.
- **Associate of Science degree in Medical Laboratory Science**, which is earned after 3 years of studies from a college/ university.
- **Bachelor of Science in Medical Laboratory Technology**, which requires additional studies for 2 years after a Diploma or Associate degree. Presently with the only program available, Lab Techs are also required to have worked in the laboratory for 1-2 years prior to seeking admission for the Bachelor's program.

After acquiring the above qualifications, you will be required to pass the Board exams organized by the Board of Accreditation and Licensure of the Liberia Association of Medical Laboratory Technologists before you are issued a license to practice as an MLT.

Pharmacists

What is their job?

A pharmacist is an expert in medicines who advise patients and medical professionals on the choice and use of medications for the treatment of diseases. Pharmacists understand how drugs work within the human body and how they interact with other drugs in the body. In some cases, Pharmacists are trained to prescribe basic over-the-counter medicines to patients. Outside the clinical setting, pharmacists also conduct research and develop drugs and other chemical products.

Pharmacists can work in hospitals but also in the National Drug Service, in community and commercial pharmacies and at drug manufacturing companies.

What training and skills do you need?

To become a pharmacist, you will require a Bachelor's degree in a science course (Physics, Biology, or Chemistry), have a strong grounding in science, and be able to communicate with people of all ages and status. You should be strongly analytical and be able to understand the relationships between various things, e.g. between different drugs and organs of the human body. You should be able to work independently and as part of a team.

The School of Pharmacy at the University of Liberia trains pharmacists over a period of 4 years in the classroom, with one additional year of internship, making a total of 9 years to acquire a Bachelor of Pharmacy degree, as follows:



Hospital pharmacist Musue Dweade checks medications in stock.



Emmanuel Cooper Agu, Pharmacist at a County Hospital

- **Bachelor of Science** (Physics, Biology, or Chemistry) degree (4 years)
- **Bachelor of Pharmacy** degree (4 years)
- **Internship** where you work as a pupil pharmacist (1 year)

After graduation, you will be required to pass the Liberia Pharmacy Board exams and be licensed to practice pharmacy in the country.

There are currently no specialty programs for Pharmacists in Liberia. There is ongoing work to extend the training of Pharmacists to 5 years and award a professional doctorate degree to graduates.

Public Health Specialists

What is their job?

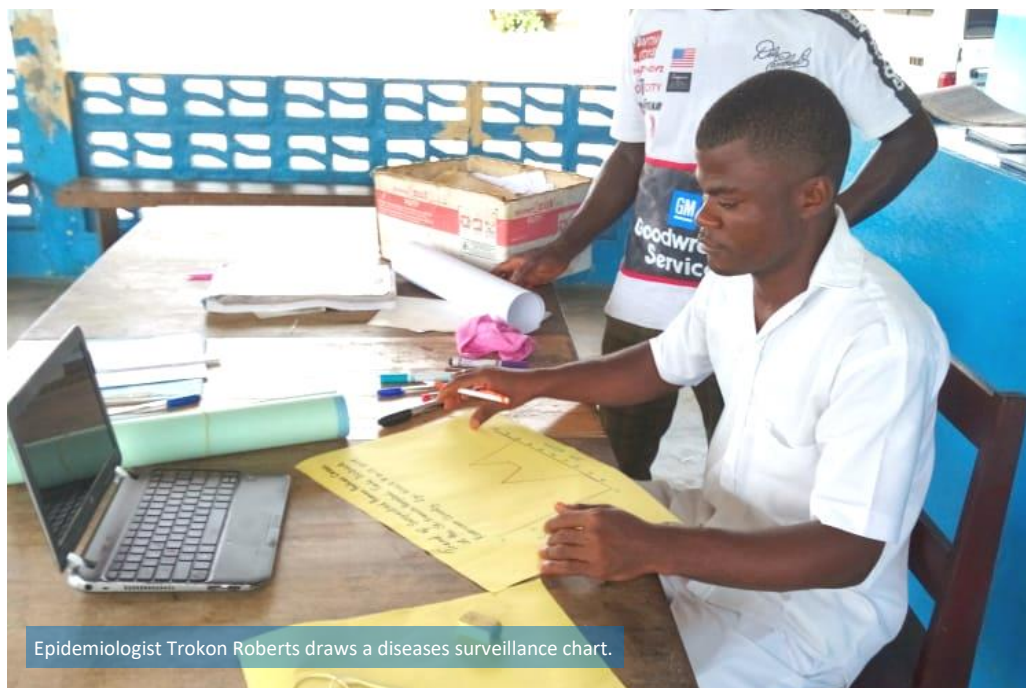
Public health professionals serve the crucial role of protecting the public from diseases affecting large groups of the population through various activities, including planning for and responding to natural disasters and epidemic disease outbreaks, the safety of food, water and air, health education, and vaccinations.

As you might imagine, there are many health professionals working in the field of public health and several different careers tracks exist. The following are examples of public health specialists in Liberia:

- **Epidemiologists** are experts in studying patterns of disease in the population and in preventing, detecting and controlling disease outbreaks,
- **Health Educators** teach people about good behaviors that promote health
- **Health Promotion and Communication Specialists** create and relay messages that help individuals and the public to understand health and illness
- **Environmental Health Specialists** monitor and improve the safety of the environment (see next chapter)
Occupational Health Specialists inspect workplaces to ensure safety of workers
- **Dietitians and Nutritionists** advise on the right combinations of food for individuals, and plan and promote healthy eating habits to improve public health



Epidemiologists doing field work



Epidemiologist Trokon Roberts draws a diseases surveillance chart.

Public Health Specialists are found at all levels and locations of the health system, including clinics, health centers, and Hospitals. In addition, they work in the communities, providing health education and disease prevention services to the population. Many professionals also work in offices at the central Ministry of Health, the county health teams and the National Public Health Institute of Liberia to plan and execute activities needed to maintain the health of the nation and to prevent or respond to diseases and disasters.

What training and skills do you need?

Because the public health roles are varied, the skills required also vary: however, most public health professionals would require the following skills: attention to details, problem solving skills, able to speak clearly to large numbers of people or to the public.

Depending on the jobs, the training requirements also differ. Jobs like Epidemiologists or Occupational Health Specialists may require many years of training to acquire the advanced technical skills required for the jobs.

You will need to research the individual requirements for entry into these programs, but many of these professions will require a high school certificate and a good grounding in mathematics, English, and basic sciences. A bachelor's degree in public health takes 4 years, a Master's degree another 2 years.

Environmental Health Technicians

What is their job?

Environmental Health Technicians (EHTs) are a specific cadre within the public health field. They promote public health and prevent diseases and injuries by monitoring and improving the safety of people's and communities' environment. For example, they inspect the safety and hygiene of food at restaurants, shops and markets; they control air quality; they look at the safety of houses, other buildings and workplaces; they analyze water (including drinking water) to ensure it is safe to use; and they work in communities on many aspects of public health.

A key aspect of their work with community people is to end the practice of open defecation. This is done through a process called community-led sanitation, in which

community members collectively decide on sanitation facilities such as latrines and hand washing. They also ensure that their communities are clean at all times.

The role of EHTs in these areas is not only to monitor safety but also to provide advice to communities, companies and the government how to reduce risks and address problems. EHTs also work with the relevant authorities in situations where a disaster has happened, for example if water is polluted after an accident. In short, as an EHT you can make a very important contribution to ensuring that the community and the nation is safe.

EHTs can be found in health facilities, county health teams, the Ministry of Health central office, the National Public Health Institute and other institutions.



Environmental Health Technician J. Leahown Tokpah (middle) visits a community to assess the use of la-



What training and skills do you need?

To become an EHT, you will require a high school diploma and a strong academic standing in English, science and Mathematics with good English speaking and writing skills. You should also have good interpersonal skills and relationships with the community, be patient and mature. You would be required to pass an entrance exam.

You will need to study for 3 years at an accredited school to obtain a Diploma in Environmental Health Technology, which is the only EHT qualification currently offered in Liberia. After graduation you must be recognized by the Liberian Association of Public Health Inspectors/EHT with authorization by the Ministry of Health to engage in professional practice and provide services as an Environmental Health Technician.

Other Clinical Cadres

What is their job?

In addition to the higher-skilled cadres in the previous sections, there are many more cadres of health workers playing various roles within the health system. These cadres largely play supportive roles to the medical teams, ensuring the sanitation and proper functioning of the health facilities, equipment, and tools; helping with care of patients (such as bathing them or disposing of their wastes, etc.); or assisting with the care and handling of surgical instruments during surgery. Without the help of these health workers, it will be impossible for the health system to function effectively.

Some of the occupations under this category are the following:

- **Nurse Aides** assist nurses in the ward by performing general duties e.g. making
- **Operating Room Technicians** assist the surgical teams with clean-up of instruments, restocking supplies, and transfer of patients to and from operating rooms (6 months on-the-job training)
- **Lab Aides** (6 months on-the-job training) and Lab Assistants (7 weeks training in a school) perform general tasks in the laboratory, including ordering of supplies, cleaning equipment and slides, perform simple tests
- **Dispensers** assemble, label, and dispense medicines based on prescriptions (a special training is needed)
- **Vaccinators** administer vaccines to children and adults (on-the-job training)

beds or bathing patients (6 months on-the-job training)



Dispenser Lucy Musu prepares medication for a patient.



Nurse aide Patrick Garnett takes the blood pressure of a patient.

What training and skills do you need?

You will fare well in these jobs if you are hard-working, listen attentively and follow instructions, are physically active, and do your work thoroughly. You also should not mind repeating the same tasks several times a day. It is important you can read, write, and understand simple arithmetic. Some of the jobs will require a high school certificate and some computer skills. A more focused training is then provided before or at the beginning of employment. Workers for these jobs are often recruited directly by health facilities so it is useful to be in contact with them.

Starting your career in one of these support cadres is a great way to enter the health workforce and get first experiences and find out what career you want to pursue. If you are talented you can later go for further study in one of the professional roles mentioned previously if you meet the requirements.

Community Health Workers

What is their job?

Community Health Workers serve the communities where they reside and play a critical role in saving lives. Although there are many types of community health workers in Liberia, two main cadres were established under the National Community Health Services Policy and are paid on a monthly basis. These Community Health Assistants (CHAs) and Community Health Service Supervisors (CHSS) receive free special trainings to extend the reach of Liberia's health care system to areas more than an hour walk from the nearest health facility.

CHAs live in the communities they serve and visit households on a regular basis to provide life-saving primary health care services and education. CHAs treat certain diseases such

as malaria, diarrhea, and acute respiratory infections in children under five years old and refer children with complicated cases of illnesses to health facilities. CHAs also provide home-based reproductive health services, including family planning and maternal health services. CHAs are Liberia's front-line healthcare workers for disease surveillance and prevention.

CHSSs are licensed practitioners who are based at the health facility level and supervise CHAs. Each CHSS is either a Physician Assistant, Nurse, or Midwife with an extensive clinical background. The CHSS works at the health facility one day a week and spends the rest of their time in the field monitoring and mentoring CHAs.



CHA Laura Gbee (right) performs a malaria test while CHSS Karana Weefar (left) coaches her.



What training and skills do you need?

Community Health Assistants is a career option available specifically and exclusively to people living in remote communities and does not require a high school degree. CHAs are selected by the communities they live in and should be trust-worthy and respected, interested in health and development matters, and have basic reading, writing and mathematics skills. Once selected, CHAs undergo a free four module training on:

- Community entry,
- Sick child management and referral,
- Provision of family planning and maternal health services and,
- Recognition and referral of communicable and non-communicable diseases.

CHSSs are trained and licensed practitioners (see chapters on nurses, midwives and physician assistants) but this cadre also undergoes training in these modules to improve their proficiency in supervising CHAs.

Administrative Professions

What is their job?

Besides the core health workers performing clinical and public health functions, there are staff in various public and private health facilities, health-focused NGOs and Ministry of Health offices performing administrative roles that support the operations of the health workers. They are responsible for planning for the provision of staffing, buildings, equipment, supplies, and services that the health facilities need to deliver healthcare effectively. Without the administrative support professionals, the clinical staff will not have the tools to work with and even their salaries will not be paid. They, therefore, play a vital role within the health system. Their specific roles are:

- **Administrators and Health Managers** oversee the day-to-day operations of departments and hospitals, provide supplies, implement policies, etc.
- **Accountants** manage the financial needs of the facilities, ensuring proper accounting for money spent
- **Procurement Specialists** oversee the procurement of goods and services for facilities and locations
- **Human Resource Managers** oversee the recruitment, posting, training, and management of staff.
- **Monitoring and Evaluation (M&E) Specialists** collect and evaluate information and statistics from programs and facilities to improve the effectiveness of health programs



Julia Doe Natt, Hospital Administrator



- **Supply Chain Managers** take care of the storage, distribution, and supply of drugs, reagents, and other items used for the provision of health services in facilities and communities.
- **Engineers, technicians and architects** design and manage the construction of buildings, fix equipment, computers etc.
- Other important non- health professional support cadres include **cleaners, security and drivers** (e.g. for ambulances).

These professionals (e.g. Administrators and Accountants) work at all levels of the health system and can be found in health facilities, County or Central-level offices. Some of the professions (e.g. IT Specialists and Architects) largely work from the central offices and support all the counties and health facilities in the country.

What training and skills do you need?

The roles are varied and so are the trainings and skills required to effectively perform them. Most of them will require many years of college-level education and training. While there are very few training programs specifically for health managers and health administrators in Liberia, general management degrees or training can prepare you for these roles (and also allow you to work in other sectors in similar roles).

The skills requirements for the jobs also vary, but generally, you would need to be strong in English, mathematics, human relations and writing of reports.

General tips for getting started in a health career

As a high school student or recent graduate, you should consider the following in planning your career (whether it's in the health sector or in other areas):

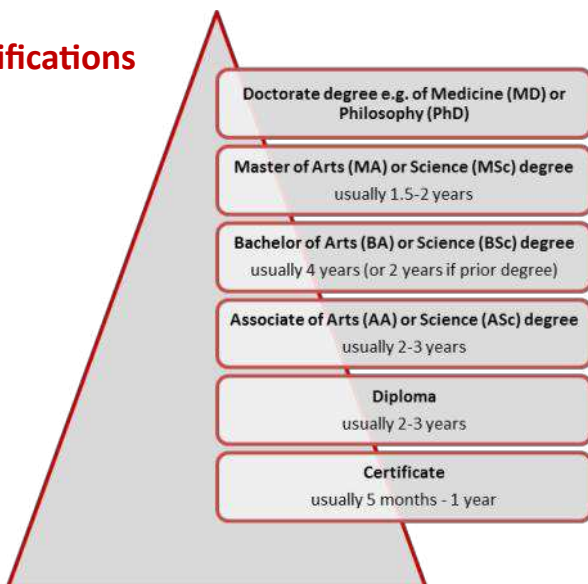
#1 Know yourself: Most health care careers are for those who are caring, analytical, science-oriented, and willing to take on a lot of physically demanding activities.

#2 Consider the career potential: There are so many careers to choose from, so it is important to consider your long-term goals and how your chosen career can help you achieve them. Where do you see yourself in future? For instance, if you want to be a Hospital Administrator or Head of the Central Medical Store, then you should be choosing courses that will give you the education and skills to qualify for those positions in future.

#3 Find out more: This book provides you with the basic information you need to begin to consider a narrow list of professions. You will need to talk to people and do more research to finally decide. A good place to start is by talking to health professionals who are already practicing in clinics or hospitals or by speaking with someone in the Human Resources for Health Unit of the Ministry of Health. You should also find out where you can study to become the health worker you want to be (see also next pages).

#4 Meet the entry requirements: Different professions require you to obtain different kind of training (see figure below). The higher the qualification that you obtain after the training, the longer it will take to study but also the higher your salary will be later.

Types of qualifications





Nursing students practice using a dummy patient.

Usually you have to first acquire a diploma, Associate or Bachelor's degree, and then gain some work experience before you can pursue a Master's degree. Some Bachelor's degrees also require you to have a diploma or Associate degree (so-called bridging programs). You should ask the specific training institution about details. You may also need to prepare for and pass an entry exam. You can look for old questions and prep manuals to guide your preparations for the exams.

#5 Plan how to fund your education: You have to consider how you will pay for your education. Some programs offer full or partially funded scholarships, but in many cases, you will have to pay out of pocket. If you need financial assistance with your studies, you will need to apply for programs that are funded by the government or look for external scholarships.

#6 Make a resume: A resume is a document that tells everyone what your qualifications

and experiences are. If you want to start a career, you need to develop one. You can begin by researching online for sample resumes for your chosen profession. Then you can develop one for yourself. Be sure to include all your achievements in high school.

#7 Get some experience: Getting some work experience in health care is always good, as it provides you with an opportunity to see the profession from a closer point, and the experience will come in handy when you begin school or graduate into the job market. For instance, you can look for hospital jobs that require only short training such as nurse aide, lab aide and dispenser jobs, before entering nursing, midwifery or laboratory technician schools. Remember that you will work for many years of your life and you have time to climb the career ladder – the important thing is to do the first step.

Where can you study to become a health worker?

Liberia has over 20 health training institutions that train and graduate hundreds of health workers each year. Some of the major health training institutions and the programs they offer are listed below. Please note that the list is not complete, as new programs are established every year. You should contact the training institutions to verify which programs are actually offered.

Make sure that the school and program you enter is accredited by the relevant professional boards and authorities, otherwise you may not be allowed to work after graduation.

County	Training institution	Programs
Bomi	Bomi Community College	Associate degrees: Nursing
Bong	Cuttington University	Bachelor of Science degrees: Nursing; Physician Assistance; Biology (pre-med)
	Baptist College of Missionary Physician Assistants	Associate degrees: Physician Assistance
	Phebe Paramedical Training Program / School of Nursing and Midwifery	Diplomas: Midwifery; Nursing; Nurse-Midwifery; Medical Laboratory Technology; Nurse Anesthesia
Grand Bassa	Grand Bassa Community College	Associate degrees: Nursing
Grand Gedeh	Deanna Kay Isaacson School of Midwifery	Diplomas: Midwifery
Lofa	Esther Bacon School of Nursing and Midwifery	Diplomas: Nursing; Midwifery
	Lofa County Community College	Associate degrees: Nursing
	Ruth Ramstrand School of Nursing	Associate degrees: Nursing
Margibi	Adventist University of West Africa	Bachelor of Science degrees: Nursing
	Cuttington University Junior College	Associate degrees: Nursing
Maryland	William V. S. Tubman University	Bachelor of Science degrees: Public Health (Community Health / Environmental Health / Health Policy / Epidemiology); Nursing; Midwifery; Biology
Montserrado	Tubman National Institute of Medical Arts	Diplomas: Physician Assistance; Nursing; Midwifery; Medical Laboratory Technology; Environmental Health Technology

County	Training institution	Programs
Montserrado	University of Liberia (various colleges)	Bachelor of Science degrees: Biology (pre-med); Pharmacy; Master degree: Public Health Doctor of Medicine (after first degree) (Advanced) Certificate: Health Systems Leadership and Management
	Lois Hemgren School of Nursing, Dujar Technical College	Associate degrees: Nursing
	Winifred J. Harley College of Health Sciences, United Methodist University	Bachelor of Sciences degrees: Midwifery
	Mother Patern College of Health Sciences	Bridging program: certified midwife to registered midwife Certificate: Lab aide to Lab assistant Associate degrees: Nursing; Medical Laboratory Technology Bachelor of Science degrees: Medical Laboratory Technology; Nursing; Biology (pre-med); Social Work Master degree: Nursing and Midwifery Education
	Smythe Institute of Technology	Associate degrees: Nursing Bachelor of Science degrees: Nursing
	Mabel McComb College of Health Sciences	Bachelor of Science degrees: Nursing
	Censil College	Associate degrees: Medical Laboratory Technology
	Cuttington University Graduate School	Master degree: Public Health (Community Health / Maternal and Child Health / Health Care Policy and Management / Epidemiology); Nursing Education
	New Sight Eye Center Ophthalmic Nursing Program	Advanced diploma: Ophthalmic Nursing
Nimba	Greater Vision School of Health Sciences	Associate degrees: Nursing
	Winifred J. Harley College of Health Sciences, United Methodist University	Bachelor of Science degrees: Nursing Associate degree: Midwifery
	Nimba County Community College	Associate degree: Nursing

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Cover photos:

Top (left to right): Ophelia Kotee, Nurse; Philip Jah, Emergency Operations Coordinator; Grace Kreejardiah, laboratory intern

Middle: Johnson Bernard, County Health Team Secretary; Dr Masuah Kokro, Physician / Hospital Medical Director; Cyrus Randolph, Physician Assistant

Bottom: Gbonoi Massaquoi, Hospital Nursing Director; Lawrence Tanwone, County Diagnostics Officer; Tomarleen Collins, Pharmacist Assistant