

poor healthcare infrastructure that may compel trainees to practice beyond their level of training, healthcare services delivered that may compete with local services and deplete limited resources. We aim to increase educational programming to try to minimize these potential pitfalls.

Structure/Method/Design: At the University of Florida students participate in two models of global health trips. The first model is a one-week STMM to Central and South America offering trainees experiences in high volume clinics focusing on practicing clinical decision-making in low resource settings. The second model is a two-month trip to Peru focusing on a health education program, allowing students to improve their communication skills with patients and experience cultural immersion while building capacity with possible longer term impact. Due to the proven effectiveness of the educational program, some of the STMM trips have begun to implement educational programs into the clinical programs.

Outcome & Evaluation: We are still evaluating the impact of the clinical trips. However, the STMM trips that have begun to implement educational programs into the clinical programs demonstrated a positive effect on the local population healthcare knowledge. These programs have the potential to continue after they are initiated and create a lasting impact on health knowledge in the community.

Going Forward: The educational model in STMM may provide additional long-term benefits in the partner community through increased medical knowledge and educational program capacity building, while continuing to provide a culturally immersive learning experience. The focus of the trip is transformed from clinical service to public health education. This model may minimize many of the ethical problems faced by STMM trips and is more in accordance with best practice guidelines for global health programming.

Source of Funding: None.

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Continuing Education and Job Satisfaction in a Rural Haitian Hospital

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Program/Project Purpose: UCSF School of Nursing, Partners In Health (PIH) and its affiliated Haitian organization, Zanmi Lasante (ZL), collaborated to develop training and mentorship programs in a low resource setting. To date, the partnership has completed two years of nurse education, leadership development and quality improvement training.

Program objectives: develop sustainable models for strengthening the nursing role in the delivery of health care in Haitian hospital settings; increase access to continuing education opportunities for nurses in low resource settings.

Evaluation objective: Understand nurse's desires and perceptions about their jobs and work environment.

Structure/Method/Design: An academic-community partnership of global health nursing professionals evaluated a continuing education program for nurses in a Haitian hospital.

Program evaluation components include:

- Advisory Committee engagement in evaluation design and implementation, interpretation of evaluation results and development of recommendations
- Survey of 31 nurses and nurse auxiliaries
- Focus groups discussions with 15 nurses and nurse auxiliaries

Outcome & Evaluation: Evaluation results highlight working conditions and educational opportunities as the most important factors influencing nurses' job satisfaction. Other themes included recognition and interprofessional team collaboration. Haitian and American partners on the evaluation's Advisory Committee interpreted the results and formulated recommendations for future program planning.

Going Forward: This information, utilized by nursing leadership and educators, informs the development of educational programming and organizational improvements that respond to nurses' needs, with the aim of increasing satisfaction and retention of nurses.

Source of Funding: Private philanthropy.

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Motivating Factors Contributing to Retention of Community Health Workers in Rural Liberia: A Qualitative Study

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Background: A shortage of doctors, distance to health facility and poor infrastructure make accessing healthcare difficult for communities in rural Liberia. In order to provide basic healthcare to Liberians living more than 5 kilometers from the nearest health facility and strengthen its health system weakened by civil war and Ebola, the Liberian Ministry of Health plans to scale up a community health worker (CHW) program piloted by Last Mile Health, and recruit 4000 CHWs over the next five years. We aimed to understand the factors which contribute to CHW retention, as worker retention is key in building a sustainable CHW program.

Research question: What are the intrinsic and extrinsic motivating factors which contribute to the retention of community health workers employed by the Last Mile Health program in Liberia?

Methods: Using purposive sampling, we conducted 27 semi-structured interviews with CHWs exploring their reasons for becoming CHWs, how they feel about the work they are doing, and the ways in which their work impacts their lives and their families' lives. The interviews took place over six weeks, from May 2016 to June 2016, in Grand Gedeh and Rivercess Counties, Liberia. The interviews were coded and analyzed using thematic analysis and Dedoose software.

Findings: Five major motivating factors contribute to CHW job satisfaction and retention: income, knowledge and aspirations, pride, serving their community and support from Last Mile Health.