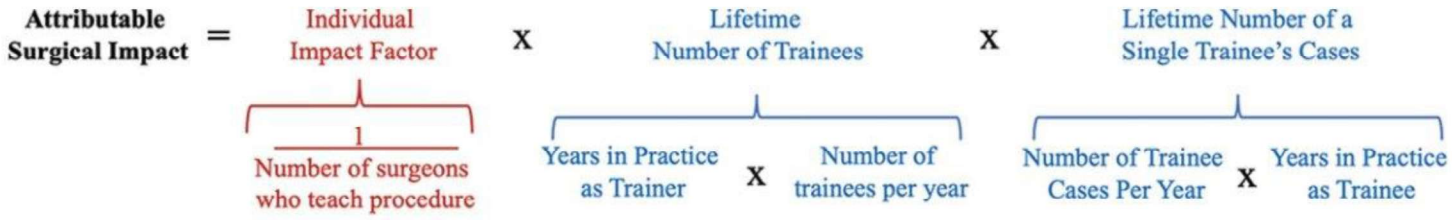
# Impact of Training Case Study: Dr. Metasebia Abebe
# Cleft Surgery Training x Champion x WIM Investment Impact

By using a 3-P strategy, we can make investments that we know will be sustainable and will lead to ongoing impact when people are working in a functional environment that enables continuing training of other health workers. Training a health care worker impacts not just the patients they directly treat, but the other health workers they train and the patients that those trainees care for.




Framework used to calculate the lifetime impact of a single surgeon's teaching.

This impact model refers to surgeons, but this pattern holds for the effect of medical training across specialties.

The story of Dr. Metasebia Worku Abebe illustrates the immediate and cascading impact of training the right people in places where they will be surrounded by a fully qualified team, and then able to train others. Dr. Meti is a plastic surgeon who was enrolled in our Cleft Surgery Training Program (about $4,000) and an externship at Operation Smile's Milan Care Center (about $3,100) She is now head of the Department of Plastic and Reconstructive Surgery at St. Paul's Hospital in Addis Ababa, Ethiopia, where she and her team received further training and mentorship through a Champion program (about $100,000)

Dr. Meti is currently enrolled as a WIM-funded Global Surgery Advocacy Fellow (est $24,000) to enhance her leadership and advocacy skills, key as head of department and lead of the residency program.

The residency program Dr. Meti leads typically graduates a cohort of three plastic surgeons per year, who move to hospitals across Ethiopia where they will work and teach. If each graduate operates on about 70 patients with cleft per year, over a typical 30-year career each will perform 2,100 cleft cases or 6,300 per class. If each graduate continues training others, through the attributable surgical impact model, this will lead to over 400,000 cleft surgeries per class.

The individual-level investment made in Dr. Metasebia of $32,000 leads to 134,000 cleft cases- $4.12 per case.

The additional investment in her hospital by Operation Smile's Champion program, enabling the ongoing delivery of quality surgical training over the next decade, leads to 4,000,000 new cleft cases treated with an original $132,000 investment: 3 cents per case.

This is the impact our educational strategy can provide and will continue to scale.

Note: The costs for the CSTP, externship, and Champion program participated in by Dr. Metasebia and her hospital are past costs included to illustrate the type of strategic investment we make in health care providers, not current grant costs.