

**OFF THE JOB TRAINING ON EFFORTS TO IMPROVE SDIDTK SKILLS
AMONG HEALTH WORKERS FOR DETECTING CHILD DEVELOPMENTAL
DISORDERS**

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ABSTRACT

Stimulation, Detection, and Early Intervention for Child Development (SDIDTK) is one of the activities for monitoring the growth and development of toddlers aged 0-72 months to detect any developmental deviations in children of this age group. If deviations are found, early intervention is conducted as a corrective measure to restore normal growth and development or prevent further worsening of the deviation. The purpose of this study is to explain the impact of providing Off the Job Training (OJT) on SDIDTK for toddlers on increasing the knowledge of healthcare workers in the Nelle Health Center work area. This research is quantitative in nature. The study design is a quasi-experimental approach with a One-group Pretest-posttest Design. The instrument used was a questionnaire. Sampling was done using purposive sampling technique with a sample size of 30 respondents. The results of the study showed that before the OJT was given, the level of knowledge among healthcare workers was at a moderate level (56.7%) and low (43.3%). After the OJT was provided, there was an improvement, with good knowledge (70%) and moderate knowledge (30%). Based on the study's results, it can be concluded that there is an impact of off the job training on SDIDTK for toddlers on increasing the knowledge of healthcare workers in the Nelle Health Center work area. It is recommended that healthcare workers who have not yet participated in the training should seek opportunities to do so through various sources, while those who have already participated in SDIDTK training should implement it in accordance with the knowledge they have acquired.

Keywords: cadres; development; growth; SDIDTK; training

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INTRODUCTION

The toddler and preschool years are critical periods for a child's growth and development. The nutritional status of toddlers and preschool-aged children is one of the key indicators of a nation's development. Currently, toddlers in Indonesia face multiple nutritional challenges, including underweight, stunting, wasting, and overweight. The 2022 Indonesian Nutrition Status Survey (SSGI) revealed that the prevalence of nutritional problems among toddlers in Lampung Province includes stunting at 15.2%, wasting at 7.0%, underweight at 14.8%, and overweight at 2.9% (SSGI, 2023). Several health development targets related to child nutrition, as outlined in the 2020-2024 National Medium-Term Development Plan (RPJMN), still need to be achieved. These targets include reducing the prevalence of stunting to 14% and wasting to 7%. Furthermore, based on the 2021 Minimum Service Standards performance, only 57.6% of toddlers had their growth and development monitored through the Integrated Early Childhood Development Screening (SDIDTK) services (Padila et al., 2019; Rizki et al., 2016).

Optimal child growth and development is one of the most important indicators of public health. Early detection of developmental disorders in children is a crucial step in preventing long-term impacts that may affect their quality of life in the future. SDIDTK (Stimulation,

Early Detection, and Intervention for Growth and Development) is a systematic approach used by healthcare workers to ensure that every child receives appropriate monitoring and intervention according to their needs (Kemenkes RI, 2022). However, in practice, many healthcare workers still face limitations in terms of knowledge and skills in effectively implementing SDIDTK. Previous studies have shown that the lack of systematic training, limited resources, and minimal experience among healthcare workers are the main factors contributing to the low rate of early detection of developmental disorders in children . Therefore, efforts to enhance the competence of healthcare workers are necessary to improve early detection and intervention for child developmental disorders(Nurlaili et al., 2021; Prastiti et al., 2022).

Stimulation, Early Detection, and Intervention for Growth and Development (SDIDTK) is an activity aimed at monitoring the growth and development of children aged 0-72 months, to identify any developmental deviations in children, follow up on parents' concerns regarding growth and development issues as a corrective measure, and utilize the brain's plasticity to ensure the child's growth and development return to normal or prevent further deviations. The coverage of SDIDTK in the East Nusa Tenggara province is still very low, at 40% compared to the target of 60%. The government has undertaken several efforts to support the implementation of SDIDTK, such as the publication of the SDIDTK Implementation Guidelines at the Basic Health Service Level. Another effort includes SDIDTK training for healthcare workers in districts, cities, and community health centers Nelle, although this has not yet been optimal. Developmental screening is crucial to detect and address developmental delays in children as early as possible. The developmental screening program at Nelle Health Center has so far been integrated with the growth screening activities under the SDIDTK program. Experience has shown that healthcare workers at the primary care level play a significant role in increasing the coverage and quality of services. However, not all healthcare workers have received training related to SDIDTK. The availability of trained healthcare workers has not yet reached all districts/cities, all of which became stunting loci in 2022. Therefore, efforts to increase capacity in a gradual and tiered manner are still needed. It is hoped that every primary care service/community health center will have trained healthcare workers who can implement services according to standards(Sugeng et al., 2019;Juherman, 2023).

One training method that can be implemented is Off The Job Training, which is conducted outside the routine work environment of healthcare workers, such as through workshops, seminars, or case-based simulations. This method allows participants to focus on enhancing their theoretical understanding and practical skills without the distractions of daily clinical duties(Noe et al., 2020). Previous studies have shown that Off The Job Training is effective in improving healthcare workers' skills across various fields, including screening and early intervention for child growth and developmental issues(Maamri et al., 2024;Mosjo & Sudirman, 2021; Nurlaili et al., 2021)With the implementation of Off The Job Training, healthcare workers at Nelle Health Center are expected to gain a better understanding of the SDIDTK concept and apply it effectively in their clinical practice. Therefore, this study aims to evaluate the effectiveness of Off The Job Training in improving the SDIDTK skills of healthcare workers at Nelle Health Center to support the early detection of developmental disorders in children.

SDIDTK service data in Kabupaten Sikka has not been found since 2019 until now. The Nelle Community Health Center is one of the health centers with a coverage presentation of SDIDTK visits twice a year. The service for child growth measurement activities reached 85%, and the coverage for monitoring the development of toddlers and preschool children

reached 54% in 2023. In early March 2024, data from Nelle Community Health Center showed that out of 60 healthcare workers interviewed, 43.6% rarely, and 42.4% never conducted SDIDTK activities either inside or outside the building, and 88.3% had never attended any training on SDIDTK during their employment. Challenges in implementing SDIDTK services include the high number of healthcare workers who are unable to provide developmental monitoring services due to the lack of competent healthcare workers in performing SDIDTK. This has hindered the implementation of services at the basic level as well as within families to detect growth and development deviations in children. To increase the number of competent healthcare workers, Off-the-Job Training (OJT) on Stimulation, Early Detection, and Intervention for Growth and Development (SDIDTK) is needed. The aim of this study is to assess the effectiveness of Off The Job Training in enhancing the SDIDTK (Stimulation, Detection, and Early Intervention of Child Growth and Development) skills of health workers at Nelle Health Center to support the early detection of child developmental disorders.

METHOD

This study employs a quantitative quasi-experimental design with a one-group pretest-posttest method to evaluate the effectiveness of Off-The-Job Training in enhancing healthcare workers' SDIDTK competencies. The study involves 156 healthcare workers and health cadres, including midwives, nurses, and posyandu cadres at Nelle Community Health Center, selected through purposive sampling. Data collection uses the standardized SDIDTK questionnaire format issued by the Ministry of Health of the Republic of Indonesia. The research follows a structured process, beginning with the Preparation Stage, in which the research team arranges all necessary logistics, assigns responsibilities, secures ethical clearance, and assesses the validity and reliability of research instruments. This is followed by the Observation Stage, where initial assessments are conducted to map participants based on their SDIDTK competencies, ensuring a targeted approach. During the Implementation Stage, the research team administers knowledge assessments using structured questionnaires and evaluates practical skills through direct observation of healthcare workers in SDIDTK implementation and reporting. Participants are categorized into three groups midwives, nurses, and posyandu cadres to facilitate a structured evaluation. The primary intervention, Off-The-Job Training, consists of seminars and practical demonstrations covering early growth detection (measuring height, weight, and head circumference), early developmental screening (assessing motor skills and identifying developmental delays), and early emotional issue detection (screening for childhood emotional problems and autism using M-CHAT). Additionally, online SDIDTK learning content is developed to support continuous education for healthcare workers.

To assess the effectiveness of the training, an Impact Measurement Stage is conducted, focusing on improvements in knowledge, practical skills, and reporting accuracy in SDIDTK services. Data collection relies on structured questionnaires and direct observations, while statistical analysis is performed using paired t-tests with SPSS 20 software to determine the significance of observed changes. The final phase, Publication and Reporting, involves documenting and disseminating research findings through nationally accredited journals and preparing a comprehensive final report for future research and policy recommendations. This study aims to enhance healthcare workers' competencies in early detection and intervention for child growth and developmental issues. The expected outcome includes improved knowledge, skills, and reporting accuracy, ultimately contributing to better child health outcomes at Nelle Community Health Center through timely and appropriate interventions for optimal child development.

RESULT

Characteristics of respondents

Table 1.

Characteristics of respondents based on age and profession

Characteristics	f	%
Age		
21-30	4	13,3
31-40	17	56,7
41-50	9	30
Profession		
Nurse	12	40%
Midwife	18	60%

Of the 30 respondents, at least 4 people (13.3%) were aged between 21-30 years, and the majority, 17 people (56.7%), were aged between 41-50 years. As for the respondents' professions, there were 12 nurses (40%) and 18 midwives (60%).

Healthcare workers' knowledge about Stimulation, Early Detection, and Intervention for Toddler Growth and Development after Off-The-Job Training (OJT)

Table 2.

Distribution of knowledge about Stimulation, Early Detection, and Intervention for Toddler Growth and Development before and after Off-The-Job Training (OJT)

Knowledge		Pre		Post	
		f	%	f	%
Good	(76-100)	0	0	21	70
Adequate	(56-75)	17	43,3	9	30
Poor	(< 56)	13	56,7	0	0

It shows that before the intervention of Off-The-Job Training (OJT), the knowledge of midwives and nurses at Nelle Health Center was categorized as poor for 13 people (56.7%) and adequate for 17 people (43.3%). After the OJT intervention, the knowledge of the midwives and nurses improved, with 21 people (70%) having good knowledge and 9 people (30%) having adequate knowledge.

Knowledge about SDIDTK for toddlers before and after Off-The-Job Training for healthcare workers

Table 3.

Results of the bivariate analysis of respondents' knowledge before and after the Off- The-Job Training (OJT)

Posttest-Preetest	N	Mean Rank	Sum of Ranks
Negative Ranks	0 ^a	0,00	0,00
Positive Ranks	26 ^b	13,50	351

There are no negative ranks or negative differences between the knowledge scores about SDIDTK for toddlers before and after the Off-The-Job Training (OJT), meaning that out of 30 respondents, none experienced a decrease in knowledge about SDIDTK for toddlers after receiving OJT. The positive ranks or positive differences between the knowledge scores about SDIDTK for toddlers before and after the training amount to 26, meaning that out of 30 respondents, 26 experienced an increase in knowledge about SDIDTK for toddlers after the OJT. Additionally, there are ties, or cases where the pretest and posttest scores are the same, with 4 ties indicating that 4 respondents had the same score in both the pretest and posttest.

The impact of Off-The-Job Training (OJT) on SDIDTK for toddlers on the improvement of healthcare workers' knowledge

Table 4.

Effectiveness of Off-The-Job Training (OJT) on knowledge about SDIDTK for toddlers in the working area of Nelle Health Center (n = 30).

Variable	Z Count	Z Table	P value
Knowledge	4,660	1,96	0,000

The results of the Wilcoxon test (output 'test statistic') show that the Asymp.Sig. (2- tailed) value of the impact of Off-The-Job Training on healthcare workers' knowledge is 0.000. Since the p-value of 0.000 is less than 0.05, it can be concluded that 'Ha is accepted' and 'Ho is rejected.' This means there is a difference between the pretest and posttest results, and it can also be concluded that 'there is an effect of Off-The-Job Training on healthcare workers' knowledge about Stimulation, Early Detection, and Intervention for Toddler Growth and Development at Nelle Health Center. Looking at the calculated Z-value of 4.660 compared to the Z-table value of 1.96 for a sample size of less than 1000, the calculated Z-value (4.660) is greater than the Z-table value (1.96). Therefore, it can be concluded that 'Ha is accepted' and 'Ho is rejected.' This indicates that there is a difference between the pretest and posttest results, thus confirming that 'there is an effect of Off-The-Job Training on healthcare workers' knowledge about Stimulation, Early Detection, and Intervention for Toddler Growth and Development at Nelle Health Center.

DISCUSSION

Healthcare workers' knowledge before and after receiving Off-The-Job Training

The lack of knowledge among healthcare workers about SDIDTK is due to more than 80% of healthcare workers not having received knowledge about SDIDTK through training programs. Additionally, capacity-building activities are rarely conducted at Nelle Health Center. The implementation of SDIDTK has primarily been carried out by village midwives who have not been provided with training. The implementation of SDIDTK does not reach all the targeted toddlers in the working area of Nelle Health Center, resulting in low coverage of SDIDTK activities in this area. This is consistent with the research conducted by Rizki et al., 2016, titled 'Analysis of the Performance of SDIDTK Implementing Officers for Toddlers and Preschool Children in the Working Area of Keramasan Health Center. which found that the performance of SDIDTK officers is influenced by their knowledge. Low knowledge among implementing officers negatively impacts their performance, affecting their approach to implementing SDIDTK and the overall results of SDIDTK outcomes (Ministry of Health, Republic of Indonesia, 2022).

Moreover, one of the challenges in implementing SDIDTK services is that many primary healthcare facilities are unable to provide developmental monitoring services. This issue is partly due to a lack of competent healthcare workers capable of performing developmental monitoring. As a result, the ability of service providers at the primary and family levels to detect developmental abnormalities is hindered (Ministry of Health, 2020). Off-The-Job Training plays a crucial role in enhancing healthcare workers' knowledge of Stimulation, Early Detection, and Early Intervention for Growth and Development (SDIDTK). Research findings indicate a significant improvement in healthcare workers' knowledge levels before and after training. Prior to the training, most participants had moderate or low knowledge levels, whereas post-training, the percentage of participants with a high level of knowledge increased significantly. These results suggest that the Off-The-Job Training method is effective in improving healthcare workers' understanding of SDIDTK.

These findings align with previous research indicating that seminar- and simulation-based training enhances healthcare workers' skills and knowledge in early detection of developmental disorders in children (Mosjo & Sudirman, 2021; Nurlaili et al., 2021). Additionally, other studies have shown that training conducted outside the routine work environment allows participants to focus more on the material and improve their practical skills without being distracted by daily clinical duties (Noe et al., 2020; Selasa et al., 2024). The effectiveness of Off-The-Job Training for healthcare workers (HCWs) has been demonstrated through significant improvements in their knowledge across various domains. Studies consistently show that structured training programs enhance HCWs' understanding of critical health issues, particularly in infection control and disease management. The following section outlines key findings from recent research. In Vietnam, HCWs exhibited a notable increase in infection control knowledge scores, rising from an average of 2.87 to 3.90 after targeted training sessions (Man et al., 2024). A training program in Pakistan led to an increase in knowledge levels on antimicrobial resistance among HCWs, from 60% to 90% (Hanif et al., 2024). Similarly, in Tanzania, HCWs' average scores significantly improved from 12.79 to 16.05 out of 28 following a comprehensive training course on non-communicable diseases (Karoli et al., 2024).

In Yemen, a training program resulted in a significant positive change in knowledge, attitudes, and practices (KAP), demonstrating that training not only enhances knowledge but also positively influences HCWs' attitudes toward infection prevention (Nassar et al., 2024). Additionally, an evidence-based medicine training program in China led to improved knowledge and attitudes, with significant score increases recorded post-training (Luo et al., 2024). Despite the significant improvement, several factors may influence the effectiveness of the training. Factors such as work experience, educational background, and active participation in training sessions contribute to variations in the extent of knowledge improvement among individuals. Therefore, a continuous and competency-based training approach is necessary to ensure that healthcare workers develop a deep understanding and can effectively apply SDIDTK concepts in their clinical practice (Nurlaili et al., 2021; Prastiti et al., 2022). With the significant increase in knowledge following Off-The-Job Training, healthcare workers at Nelle Community Health Center are expected to be more effective in the early detection of developmental disorders in children. The next step should be a long-term evaluation of the impact of this training on the quality of child healthcare services in primary healthcare facilities

Effectiveness of Off-The-Job Training in Stimulation, Early Detection, and Early Intervention for Toddler Growth and Development on the Improvement of Healthcare Workers' Knowledge in the Working Area of Nelle Health Center Healthcare workers' knowledge at Nelle Health Center before participating in Off-The-Job Training was at a level of inadequate and adequate knowledge, while after receiving Off-The-Job Training, it predominantly improved to a good knowledge level. Based on the results, a Wilcoxon Paired-Test analysis was conducted, yielding a p-value of 0.000, which is less than 0.05, indicating that the alternative hypothesis (H_a) is accepted. This result demonstrates the effect of Off-The-Job Training on improving healthcare workers' knowledge about SDIDTK for toddlers at Nelle Health Center. Thus, it can be observed that Off-The-Job Training enhances healthcare workers' knowledge at Nelle Health Center. The effectiveness of Off-The-Job Training in stimulating, detecting, and intervening in toddler growth and development has been shown to significantly enhance the knowledge of healthcare workers. Various studies indicate that structured educational programs improve the understanding and skills of health cadres and mothers, which are crucial for early detection and intervention in developmental disorders.

A study revealed that an educational package significantly increased mothers' knowledge and attitudes toward child development ($p=0.001$) (Aisyah et al., 2024). Healthcare professionals, particularly midwives, are encouraged to engage in these educational initiatives to promote early detection and intervention strategies. Training programs for health cadres have demonstrated substantial improvements in knowledge and skills related to early detection and intervention, with pre-test and post-test scores showing significant increases (Mardhika et al., 2022; Jaya et al., 2010). The use of booklets as educational tools has been validated, proving effective in guiding health cadres in conducting growth and developmental screenings (Monalisa et al., 2021).

While the immediate post-training knowledge improvement is evident, some studies highlight a decline in knowledge retention over time, emphasizing the need for continuous education and ongoing support (Liyarovitasari et al., 2023). The Ministry of Health of the Republic of Indonesia states that one of the factors influencing the success of SDIDTK for toddlers and preschool children is the performance of the implementing officers. According to a study by Rizki et al., (2016), titled 'Analysis of the Performance of SDIDTK Implementing Officers for Toddlers and Preschool Children in the Working Area of Keramasan Health Center,' the performance of these SDIDTK officers is influenced by their knowledge. Low knowledge among the implementing officers negatively impacts their performance, affecting both their approach to implementing SDIDTK and the overall results of SDIDTK outcomes. According to Cherrington (Ansory & Indrasari, 2018), Off-The-Job Training is a training technique conducted outside of working hours and in a location away from the workplace to ensure that participants' attention is more focused. Through Off-The-Job Training, participants have the opportunity to ask about job management from professionals in the field, enhancing their sensitivity and skills in managing their work after the training. This aligns with the views of Gaulke (2021) in their research titled 'The Effect of On-The-Job Training and Off-The-Job Training on Employee Performance,' which states that both on-the-job and off-the-job training play important roles in maintaining and improving employee performance. These training methods are commonly used by companies to enhance employees' skills and performance, allowing managers to make appropriate decisions in managing their staff to achieve the company's objectives (Trávníčková & Maršíková, 2023; Mersiana, 2023).

Therefore, there is still a need for gradual and tiered capacity-building efforts. This capacity-building not only equips healthcare workers with knowledge but also provides them with the skills to deliver SDIDTK services for toddlers and preschool children, including counseling services. It is hoped that each primary care facility or community health center will have trained healthcare workers who can implement services according to standards. In this regard, to increase the number of competent healthcare workers, training in Stimulation, Early Detection, and Early Intervention for Growth and Development (SDIDTK) is needed (Kemenkes RI, 2022).

CONCLUSIONS

There are still many healthcare workers who are unable to provide developmental monitoring services for children due to a lack of competent healthcare workers in performing SDIDTK. This leads to delays in the ability of service providers at the primary and family levels to detect deviations in child growth and development. To address this issue and increase the number of competent healthcare workers, Off-The-Job Training (OJT) in Stimulation, Early Detection, and Early Intervention for Growth and Development (SDIDTK) is needed.

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