

**Table 5 Themes emerging from interviews with stakeholders and focus group discussions with healthcare professionals**

Major themes identified	Key findings
Professional performance	<ul style="list-style-type: none"><li>• Impatience toward patients</li><li>• Limited practical skills</li><li>• Inability to deal with modern equipment</li><li>• Deficiency in job ethics and occupational safety</li></ul>
Career development	<ul style="list-style-type: none"><li>• Diploma program is not matching needs</li><li>• Diploma holders are in need of upgrading</li><li>• Healthcare professionals are not satisfied with their career development</li></ul>
Academic preparation	<ul style="list-style-type: none"><li>• Weakness of academic and professional preparation</li><li>• Deficiency in practical training</li><li>• Shortage of and lack of updating to equipment and tools of practical training</li></ul>
Linking the outcomes to the needs of the health sector	<ul style="list-style-type: none"><li>• Remote governorates not covered</li><li>• Shortage of female healthcare providers</li><li>• Inadequate linguistic competencies</li><li>• Outcomes of the health training institutes are not linked to the plans of the health sector</li></ul>