Strengthening Capacities of Radiologic Technologists in the ASEAN region

Driven by demographic shifts, an increase in chronic diseases and the introduction of advanced medical imaging technologies, the global demand for diagnostic health services and qualified radiologic technologists is rising. In many ASEAN countries, this demand is further exacerbated by structural and educational challenges, compromising workforce development. Recognizing the need for action, Siemens Healthineers and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH joined forces: Together they aim to strengthen market-oriented qualifications of radiologic technologists in the Philippines and Thailand. This ultimately contributes to increased access to high-quality diagnostic health services for patients in the countries and beyond. The cooperation is implemented under the German Federal Ministry for Economic Cooperation and Development's (BMZ) develoPPP programme with funding provided by BMZ's "Skilled Labour Fund".

The Challenge

The demand for diagnostic healthcare services and qualified radiologic technologists is rising globally. Key drivers include demographic shifts, an increase of chronic diseases, and the expansion of advanced medical imaging technologies. In many ASEAN countries, such as the Philippines and Thailand, this demand is further exacerbated by structural and educational challenges. Gaps in education quality, capacities of instructors or practical training compromise the development of a skilled radiologic technology workforce and limit practitioner's readiness for local and international labour markets. At the same time, institutional capacities for structured, ethical labour mobility are limited, further restricting professional opportunities and posing risks to workers and partner countries priorities. For a MedTech company such as Siemens Healthineers, a strong healthcare system and well-trained practitioners are essential. Building a skilled workforce therefore is key for successful business operations as well as for high-quality diagnostic health services for patients in the countries and beyond.

Our Approach

Funded by the "Skilled Labour Fund", Siemens Healthineers and GIZ teamed up in the framework of the develoPPP programme to address these challenges. Together, they aim to **strengthen the capacities and competencies of radiologic technologists in the Philippines and Thailand**. By developing and implementing a training programme catered to local needs and international standards, market-oriented qualifications of current and future radiologic technologists will be improved. Further, the project incorporates components to develop instructor and institutional capacities in the field of Radiology Technology Education and to facilitate fair, development-oriented mobility pathways for skilled professionals. Key initiatives of the project partners include:

- **Needs Assessment:** Conducting a benchmarking study to define training needs and recognition requirements based on international and European/German standards

- **Development and Delivery of Training Programmes:** Creating and executing three vendor-agnostic training programmes - basic radiography training, advanced train-the-trainer radiography training, and expanded training on internationally relevant technical or clinical tasks and qualifications
- **Knowledge Transfer and Sustainability:** Establishing long-term partnerships and strategies for continuity of training programmes and international collaborations; strengthening institutional capacities to facilitate ethical, managed mobility pathways; conducting networking, matchmaking and knowledge sharing at local, regional and international level

In order to achieve the project objectives, Siemens Healthineers will leverage its expertise in medical imaging and diagnostic services and facilitate, amongst others, the basic training and practical applications. GIZ will leverage its expertise and local networks to foster collaborations with public and educational partners and contribute particularly to the advanced training and sustainable skills partnerships.

Outcomes (anticipated)

By implementing these measures, it is expected that the capacity and proficiency of existing and future radiologic technologists as well as further relevant stakeholders in the Philippines and Thailand will improve. Not only will this contribute to a strengthened radiologic technologist workforce in both countries but ultimately also increase accessibility and quality of diagnostic health services. Paired with strong skills partnerships, this is expected to benefit both, radiologic technologist professionals as well as national health systems. In sum, the project contributes to SDG 3 Good Health, SDG 4 Quality Education, SDG 8 Decent Work and Economic Growth and SDG 17 Partnerships for the Goals.

Development successes (anticipated)

Capacity Development

200 radiologic technologists and 50 trainers/ multipliers qualified in vendor-agnostic training programmes

Education & Qualification

High-quality training programmes and a scheme on ethical, managed mobility pathways developed

Institutional partnerships

Ensuring continuous technology and know-how transfer and future upscaling initiatives

Business successes (anticipated)

Market Development

Strong capacities in the healthcare system and skilled professionals, capable of utilizing advanced imaging technologies

Networks & Labour Market

Professional networks established and interested practitioners connected to local, regional or international labour markets

Published by:
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

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Eschborn 2026

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I www.develoPPP.de/en

Photo credits/sources: Siemens Healthineers

german cooperation
DEUTSCHE ZUSAMMENARBEIT

Funding programme
Partners in Transformation
develoPPP

Implemented by
giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

In cooperation with
SIEMENS Healthineers