Model Features

Flipchart notes – HRH Workforce Planning Model Workshop

Information Needed
- Productivity
- Coverage
- Financial

Proposed features

- Explicit conceptual framework
- Overview of choices
- National model
- Sub- national model
- Linkages between models
- Demand
  - Population ratio
  - Targeted services module
  - Facility/ Health worker ratio
  - Modified service targets/ locations
  -

<u>Essential</u>- we already know
- Cost and income   direct
                                      induced if workforce is expanded
- Convert the whole model
- Pool of training recruits
- Labor market expectations (staying, leaving, migration)
- Industrial relations
- Regulation- licensure, registration, accreditation
- Policies- health sector, public administration
- Choice of methodology for determining requirements

Start with raw projection ("teaser" simple, high-level)

    ↳Costs

    ↳Production of services

    ↳Refined estimates and projections of attrition

    ↳Geographic distribution

    ↳**Public/private sector distribution**

Staffing standards by institutions – kinds of generic services, expressed as ranges