



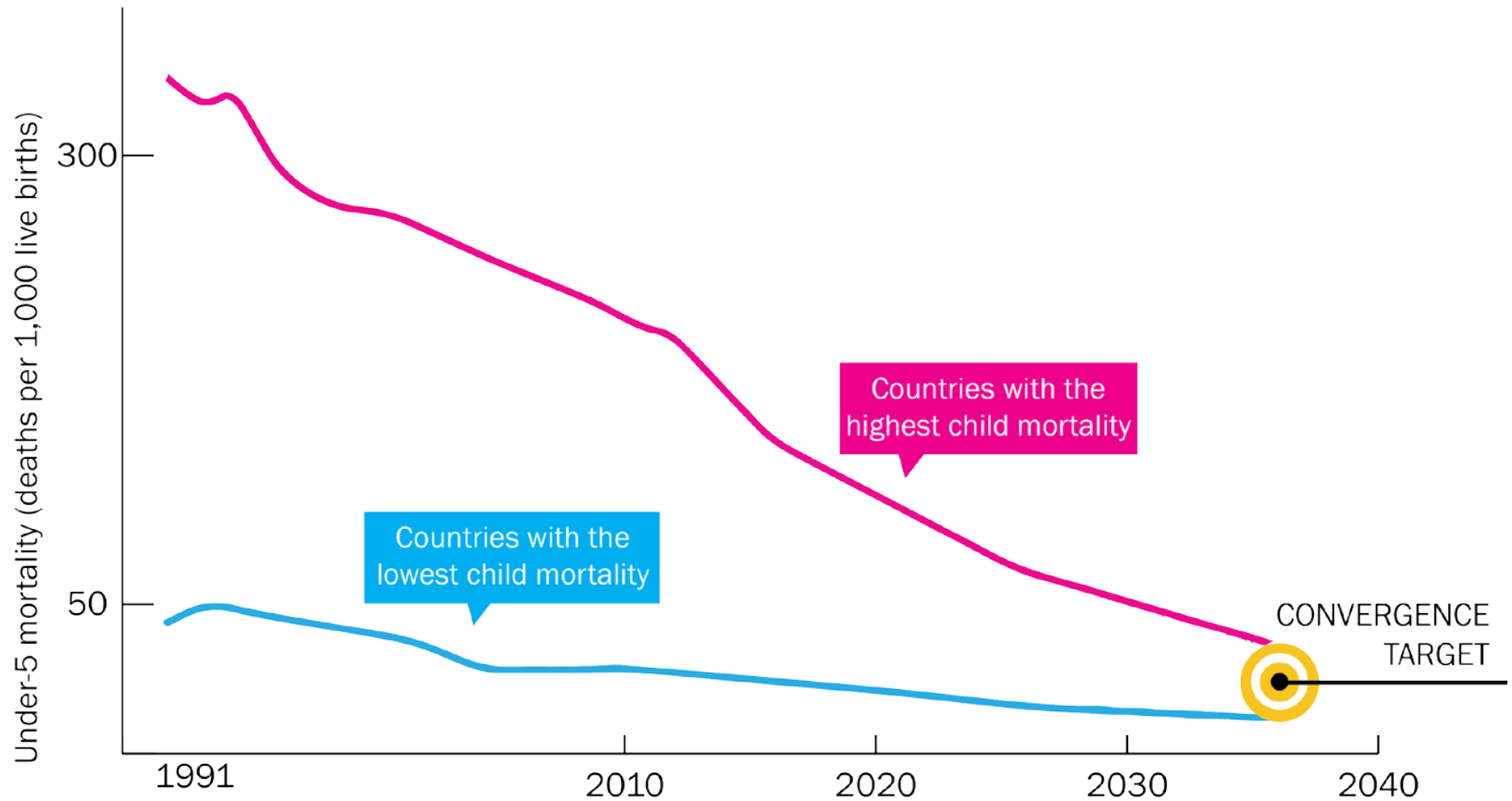
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# Human Resource for Health in Context

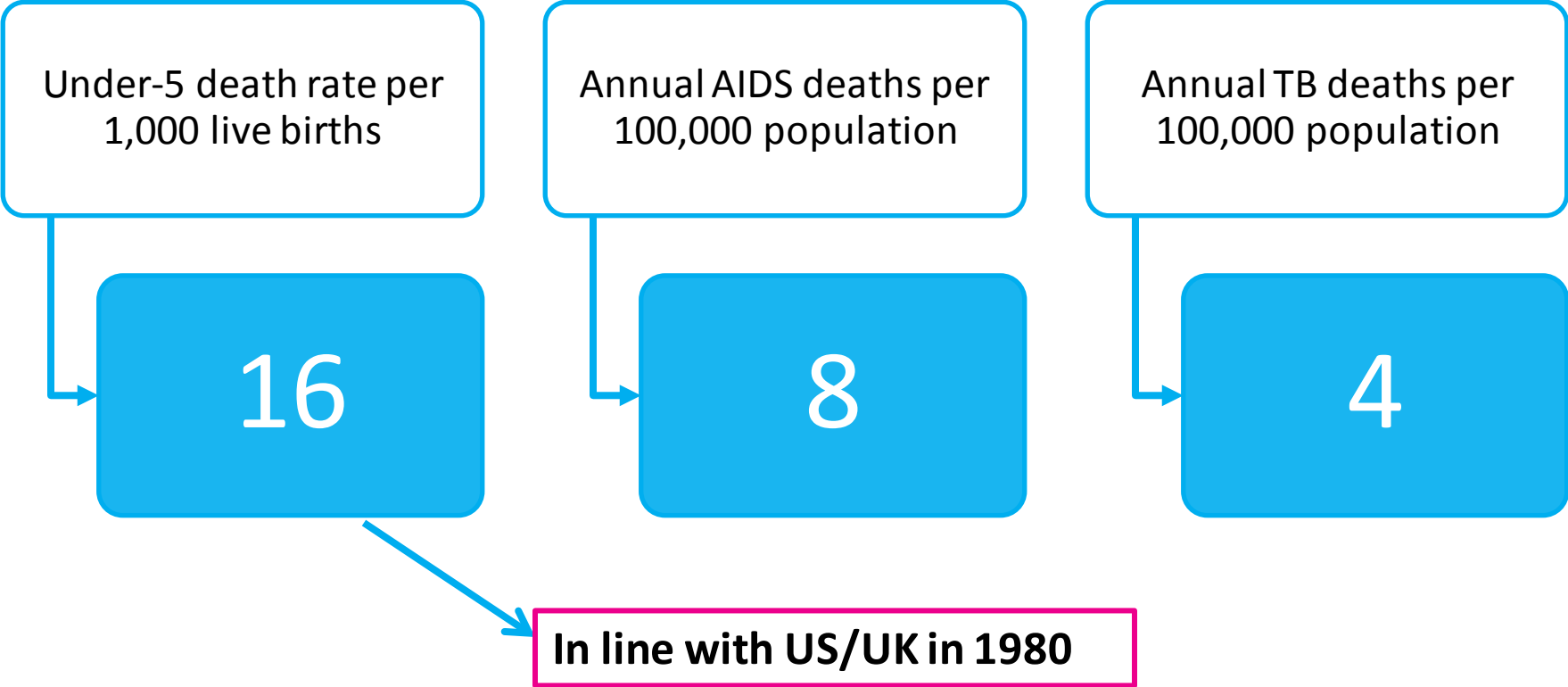
Better Data, Stronger Health Workforce  
May 5, 2014 iHRIS Dissemination Event

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Director, Office of Health Systems  
Bureau for Global Health, USAID

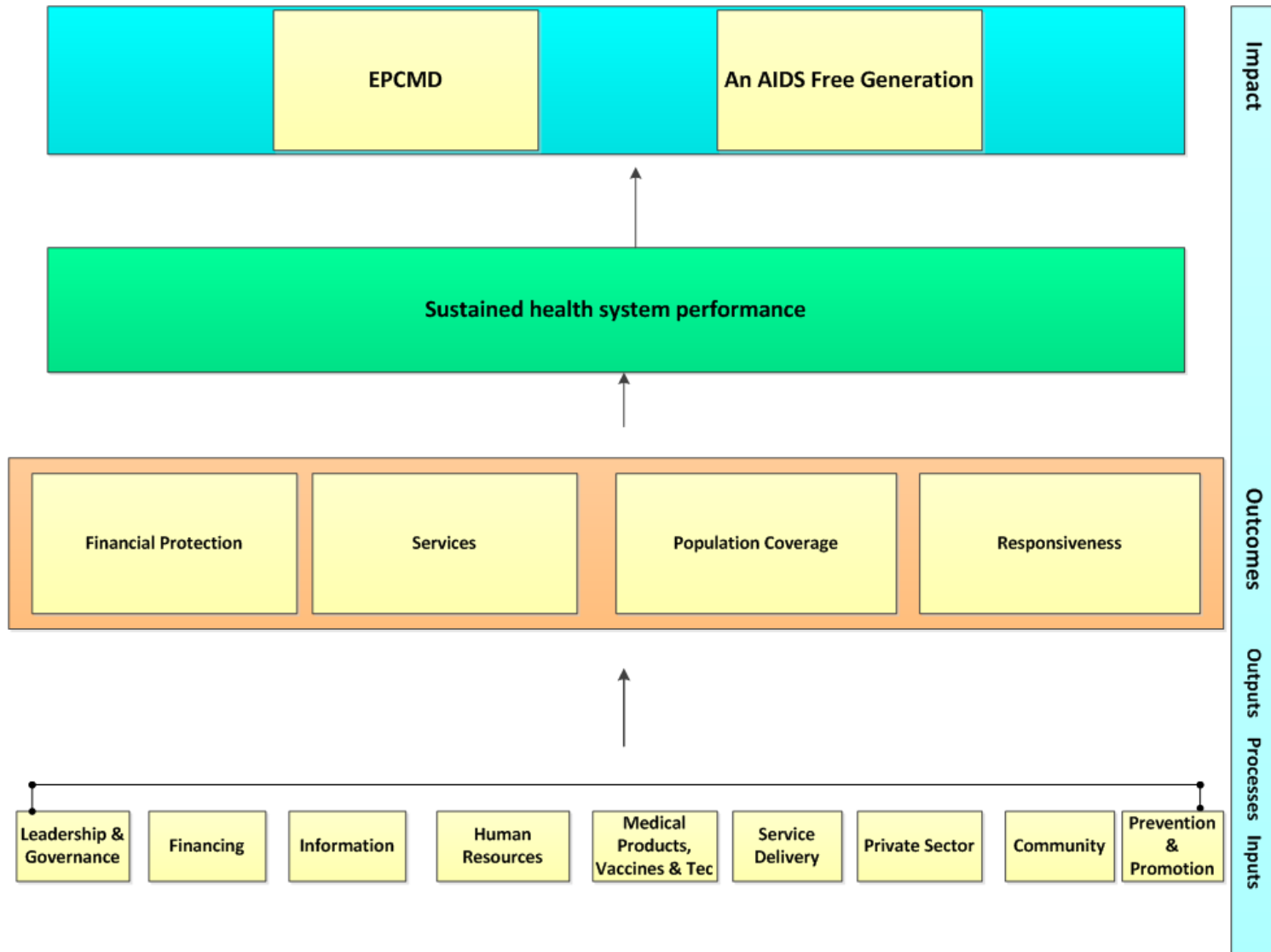
# Now on Cusp of a Historical Achievement: Nearly All Countries Could Converge by 2035



# 2035 Grand Convergence Targets are Achievable: “16-8-4”



# HSS Results Framework



# HRH and Strategic Outcomes of HSS

1

## Financial Protection

- The cost of health services neither keeps people from using necessary services nor impoverishes them.

2

## Service Coverage

- Essential package of services includes all necessary high-quality prevention, promotion, treatment and care services

3

## Population Coverage

- Equitable access to and use of essential package of services, especially for underserved, marginalized and high priority groups

4

## Responsiveness

- Ensures dignity, confidentiality, autonomy and promptness of services for poor and marginalized populations



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# Human Resources for Health:

## Ensure appropriate mix of competent HRH to deliver essential services

- Develop and implement models for addressing special HRH needs of LMICs and fragile states
- Improve knowledge base on economic, demographic and epidemiological transitions and future of health labor markets
- Develop and implement effective models for transformative education
- Improve data and measurement of impact
- Foster civil society advocacy for HRH improvements
- Improve public sector stewardship and leadership in HRH



# HRH Priorities for Essential Services

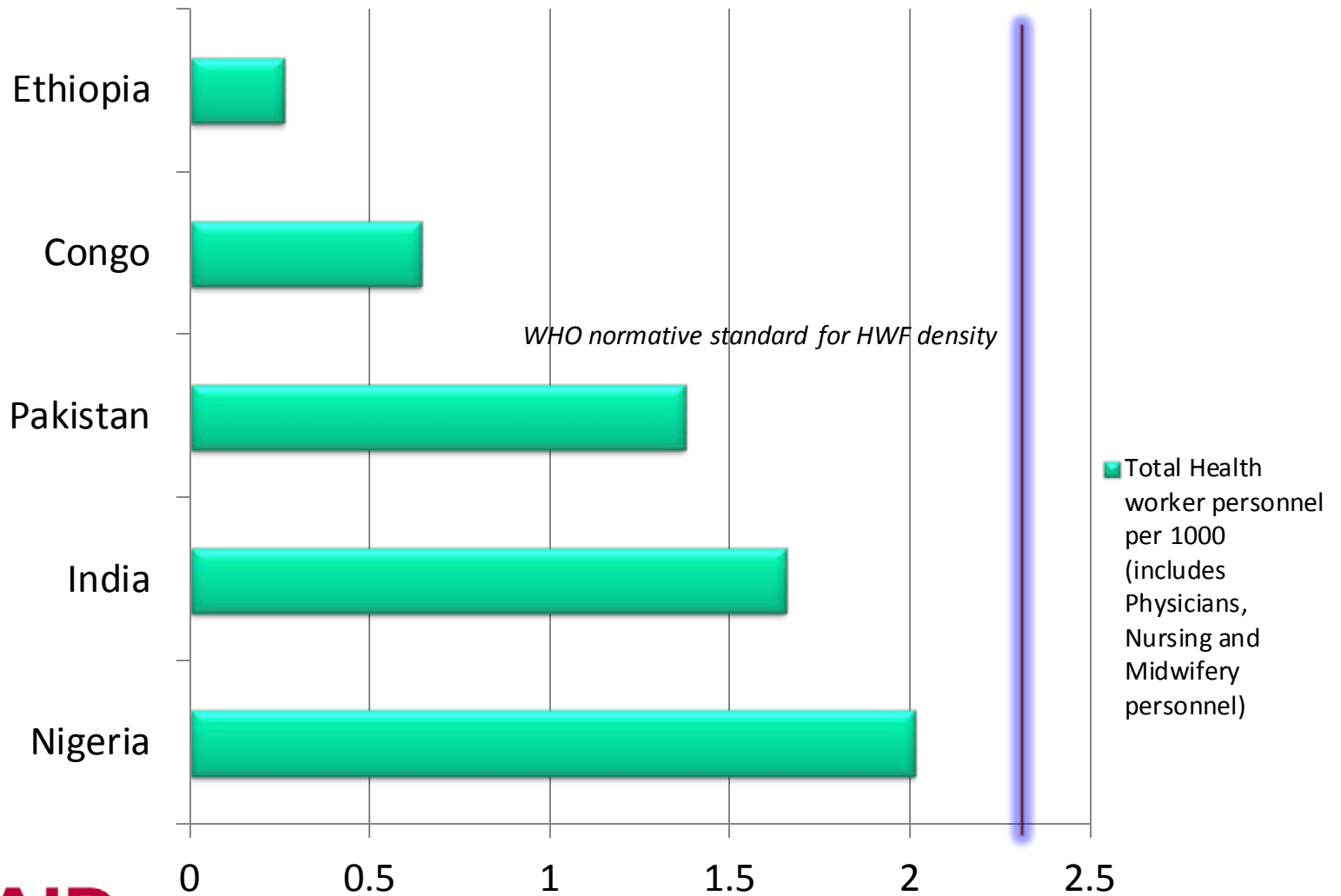
## Countries Need

- Reliable up-to-date estimates of health worker density
- Costed HRH plans for essential services

## And We Care About

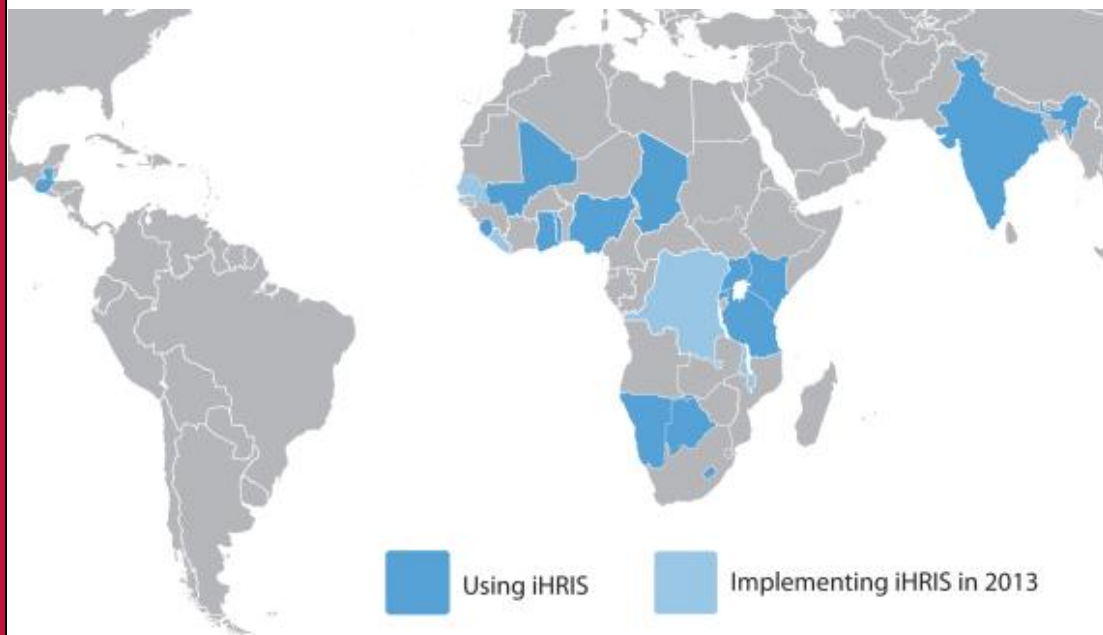
- Availability, distribution, and performance of health workers
- Availability and use of data for decision-making via HRIS
- Expanded workforce providing essential life-saving services in communities & facilities
  - new cadres/task shifting/team-based models of care
  - workforce management : job descriptions, performance management systems, professional development;
- Systems for sustainable education and training to ensure competency in essential services
- Retention and productivity schemes (incentive packages) to keep workers on the job to ensure accessibility of essential services
- Adequate focus on private sector workforce

# Global HRH Data Limited and Out of Date










# iHRIS Open Source Health Workforce Information Systems ([www.iHRIS.org](http://www.iHRIS.org))



**14** countries use iHRIS to support **over 800,000** health worker records for HRH decision-making. **6** more underway.

-  **iHRIS Manage:** helps deploy and manage health workers
-  **iHRIS Qualify:** tracks registration and licensure
-  **iHRIS Plan:** informs workforce planning and modeling
-  **iHRIS Retain:** helps plan and cost retention interventions
-  **iHRIS Train:** tracks preservice and in-service training

# Brave New Voices 2013 - Quarter Finals - Washington DC



# iHRIS at USAID's Global Development Lab Innovations Fair 3 31 14





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**THANK YOU!**

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