

# Selected Health Workforce Tools from CapacityPlus

## iHRIS Health Workforce Information Software and Tools

Open source software and tools for strengthening the health workforce. [www.ihris.org](http://www.ihris.org)

- **iHRIS Manage**, HR management software
- **iHRIS Qualify**, training and licensure tracking software
- **iHRIS Plan**, a workforce planning and modeling tool
- **iHRIS Retain**, a tool to cost health workforce retention strategies
- **iHRIS Train**, for managing data on the education of health professionals

## Rapid Retention Survey Toolkit

Allows managers to determine health workers' motivational preferences for accepting posts in rural and remote areas. [www.capacityplus.org/rapid-retention-survey-toolkit](http://www.capacityplus.org/rapid-retention-survey-toolkit)

## HR Management Assessment Approach

Assists policy-makers, managers, and HR practitioners to assess and respond to underlying HR management issues facing the health system. <http://bit.ly/hrmanagement>

## Strengthening School Management: A Guide for Optimizing the Use of Health Workforce Education Resources

Enables school leaders to critically examine and improve practices in nine management dimensions. [www.capacityplus.org/school-management](http://www.capacityplus.org/school-management)

## Guide for Applying the Bottlenecks and Best Buys Approach

Helps schools identify obstacles to increasing the production of competent, qualified health workers that can be overcome through limited yet strategic investments. <http://bit.ly/btlbbs>

## Health Workforce Productivity Analysis and Improvement Toolkit

Describes a process to measure the productivity of health workers and identify potential interventions. [www.capacityplus.org/productivity-analysis-improvement-toolkit](http://www.capacityplus.org/productivity-analysis-improvement-toolkit)

## Guidelines for Forming and Sustaining HRH Stakeholder Leadership Groups

A practical set of actions for countries. <http://bit.ly/stakeholderleadership>

## Gender Discrimination and Health Workforce Development: An Advocacy Tool

Builds capacity and leadership to understand and act on gender discrimination in health education. [www.capacityplus.org/gender-health-workforce-development-advocacy-tool/](http://www.capacityplus.org/gender-health-workforce-development-advocacy-tool/)

## Promoting Gender Equality in the Health Workforce: An Advocacy Tool

Shows how gender discrimination can negatively affect the workforce, and describes how to take action. [www.capacityplus.org/gender-health-workforce-advocacy-tool](http://www.capacityplus.org/gender-health-workforce-advocacy-tool)



## HRH Global Resource Center

The world's largest online digital library dedicated to human resources for health (HRH) issues in developing countries. [www.hrresourcecenter.org](http://www.hrresourcecenter.org)

### eLearning

- HRH Global Resource Center eLearning platform. [www.hrresourcecenter.org/elearning](http://www.hrresourcecenter.org/elearning)
- Gender and health systems strengthening. <http://bit.ly/genderhss>
- Health workforce productivity. <http://bit.ly/hwproduc>

## Population Growth and the Health Workforce Crisis

An approach to help meet families' health needs. [www.capacityplus.org/technical-brief-1](http://www.capacityplus.org/technical-brief-1)

## West Africa's Regional Approach to Strengthening Health Workforce Information

Provides recommendations for other regions and countries. [www.capacityplus.org/technical-brief-2](http://www.capacityplus.org/technical-brief-2)

## Governance Approaches to Reducing Absenteeism

Discusses the cost of health worker absenteeism and offers recommendations. [www.capacityplus.org/technical-brief-3](http://www.capacityplus.org/technical-brief-3)

## Occupational Safety and Health for Health Worker Productivity

Outlines ways to make safety a higher-level policy issue and how to create environments that prioritize health. [www.capacityplus.org/technical-brief-4](http://www.capacityplus.org/technical-brief-4)

## Continuing Professional Development for Health Workers in Developing Countries

Summarizes best practices and innovative ideas in CPD for health workers. [www.capacityplus.org/technical-brief-6](http://www.capacityplus.org/technical-brief-6)

## Strengthening the Health Worker Pipeline through Gender-Transformative Strategies

Describes how gender discrimination affects health students and faculty, and offers recommendations. [www.capacityplus.org/technical-brief-7](http://www.capacityplus.org/technical-brief-7)

## Innovative Financing Options for the Preservice Education of Health Professionals

Describes innovative solutions for financing PSE. [www.capacityplus.org/technical-brief-8](http://www.capacityplus.org/technical-brief-8)

## Health Informatics Education and Training Programs

Introduces the concept of health informatics and describes considerations for designing education and training programs. [www.capacityplus.org/technical-brief-10](http://www.capacityplus.org/technical-brief-10)

## Exploring Contraceptive Use Differentials in Sub-Saharan Africa through a Health Workforce Lens

Identifies factors that may have helped some countries to achieve gains. [www.capacityplus.org/technical-brief-11](http://www.capacityplus.org/technical-brief-11)

## Applying the HRH Action Framework to Develop Sustainable Excellence in the Health Supply Chain Workforce

Describes how a tool can be applied to strengthen the supply chain workforce. [www.capacityplus.org/technical-brief-12](http://www.capacityplus.org/technical-brief-12)

## Establishing and Using Data Standards in Health Workforce Information Systems

Reviews organizational, national, and international standards that can help ensure data quality and provides country examples. [www.capacityplus.org/technical-brief-13](http://www.capacityplus.org/technical-brief-13)

## Health Professional School Leadership and Health Sector Reform, Performance, and Practice

Highlights instances in which educational institutions and professional associations have shaped national responses to health system needs. [www.capacityplus.org/technical-brief-14](http://www.capacityplus.org/technical-brief-14)

## Using Evidence for HRH Decision-Making: An Example from Uganda on Recruitment and Retention

Offers six recommendations to help national stakeholders transform evidence into policy decisions and subsequent action. [www.capacityplus.org/technical-brief-15](http://www.capacityplus.org/technical-brief-15)

## Partnering with African Faith-Based Organizations for a Strong Health Workforce

Brings to light FBOs' efforts to integrate into national health systems. [www.capacityplus.org/technical-brief-16](http://www.capacityplus.org/technical-brief-16)

To access additional tools and resources or request printed copies, visit [www.capacityplus.org/knowledge-library/all](http://www.capacityplus.org/knowledge-library/all)