

## Overall approach for health workforce and workforce development

National Workforce Capacity for Essential Public Health Functions

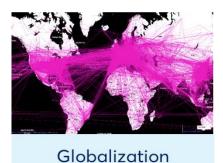
Dr. Mathieu Boniol

Health Workforce Department
World Health Organization



# Multi-dimensional demands on health systems







Conflict and war

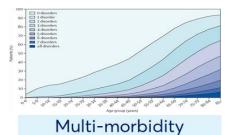
Climate change





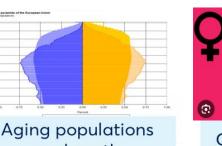




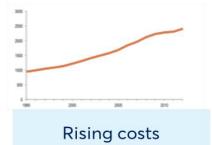


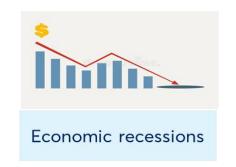
Innovation











including NCDs



## Sustainable health and care workforce: framing

Impact

**SDG1**: No poverty

**SDG4**: Quality education

**SDG5**: Gender equality

**SDG16**: Inclusive Societies

**SDG3**: Equitable health outcomes and wellbeing: global public health security and resilient societies

**SDG8**: Inclusive economic growth and decent jobs

System goals

Universal Health Coverage

Quality services without financial hardship

**Health Security** 

Detection, prevention, preparedness

System capabilities and competencies

#### One Health System

Responsive to population health and care needs Delivering all Essential Public Health Functions

#### **Health & Care Workforce**

(from across sectors and working in multi-disciplinary teams)

Educated, Employed and Enabled

Competent and Protected

Adapted from Kieny et al (2017). Strengthening health systems for universal health coverage and sustainable development



# Theory of change: Data -> Dialogue -> Decision -> Dollar. Underpinned by Workforce Science

#### Phase 1:

National public health workforce baseline capacity & gaps assessment

Phase 2:

National policy dialogue

#### Phase 3:

National public health workforce plan and strategy for next 1-2 years

**Cross cutting:** Monitoring and Evaluation

- Data analysis and benchmarking assists in identifying gaps and setting priorities across the three action areas.
- Health and care workforce monitoring: through the National Health Workforce Accounts (3-levels National,

Regional, Global)

National health workforce accounts a handbook

- **Dialogue** across sectors and partners
- **Links** with capacity development related to International Health Regulations, **National Health** Security Action Plans etc, etc.
- **Decision:** national policy / strategy / action plan



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**Domestic** 

+ other sources (e.g. The Pandemic Fund)



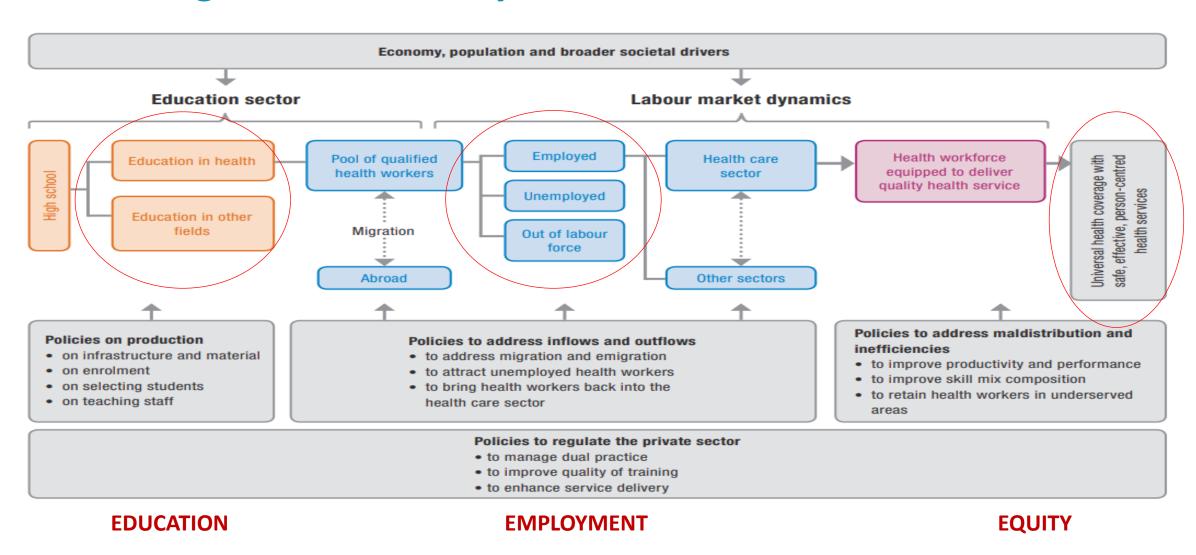
Workforce Science

**Capabilities Competencies** Change





### Closer alignment to society's needs: a health labour market lens





# Understanding the workforce

#### **Health Occupations:**

- Doctor
- Nurse
- Midwife
- Lab technician
- CHW
- ...

#### Non-Health Occupations:

- WASH technician
- Road safety personnel
- Food supply chain management personnel
- ...

# **Public Health Occupations:**

- Epidemiologist
- ....

Maternal and child health Workforce

**Surgical Workforce** 

**NCD Workforce** 

Workforce for Essential public health functions

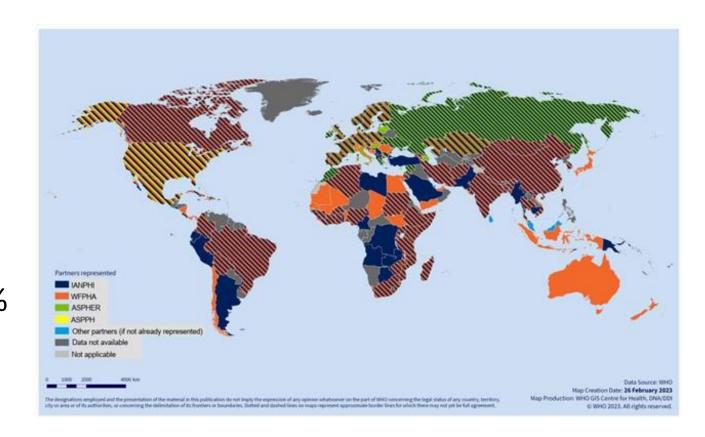


# About the Roadmap: a partnership of associations, institutions and schools of public health





- >70 partners
- Operating in >123 (63%) of the world's countries
- Covering >72% of the world's population





## A "roadmap for aligning WHO and partner contributions"



Welcomed WHO's Roadmap for Public Health and Emergency Workforce, and the opportunity to align activities and investments with the Roadmap to build national capacity for essential public health functions.



Global Outbreak and Alert Response Network

#### The Global Field Epidemiology Partnership























#### Action area 1: Defining the functions and services

What are the EPHFs and subfunctions in the post-COVID-19 era? At what service delivery and/or administrative level and setting are the individual EPHFs performed?

Action area 2: Competency-based education

What are the competencies required by the workforce to deliver the EPHFs? And how should the education and lifelong learning materials be designed and delivered? Action area 3:

Mapping and measurement
of occupations

What are the various occupations which perform the EPHFs? How do we map and measure them?

# Three interrelated Action Areas to strengthen the public health workforce



Health and care workers who perform one or more public health functions



Core public health personnel



Personnel from other allied occupations



# National Workforce Capacity for Essential Public Health Functions Collection









Scan the QR code to access National Workforce Capacity for Essential Public Health Functions Collection



www.who.int/teams/health-workforce/PHEworkforce/



# Thank You!



**Show your support: Endorse the Roadmap** 

Contact us: phewf.roadmap@who.int