Why focus on skills mix and scopes of practice?
Global Strategy on Human Resources for Health: Workforce 2030
and the
High-Level Commission on Health Employment & Economic Growth

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Towards a more efficient use of health human resources: What lessons can we learn from innovation across OECD countries?
Paris, France
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Global Strategy HRH: Workforce 2030

“Investing in new health workforce employment opportunities may also add broader socio-economic value to the economy and contribute to the implementation for the 2030 Agenda for Sustainable Development”

United Nations General Assembly resolution A/RES/70/183
December 2015
An investment across the SDGs:

1. The health and social sectors + scientific and technological industries act as an engine of **inclusive economic growth**, boosting skills, innovation, **decent jobs** and **formal employment**, especially among **women and youth**. SDGs: 4 (education), 5 (gender equality), 8 (economic growth & employment), 9 (innovation).

2. The foundation for the equitable distribution of essential promotive, preventive, curative and palliative services that are required to maintain and **improve population health** and remove people from poverty. SDGs 1 (poverty), 2 (nutrition), 3 (healthy lives).

3. The **first line of defence** to meet core capacity requirements on the International Health Regulations (2005) & Global Health Security. SDGs 3 (healthy lives), 9 (resilient infrastructure).
1. **Optimize the existing workforce** in pursuit of the Sustainable Development Goals and UHC (e.g. education, employment, retention)

2. **Anticipate future workforce** requirements by 2030 and plan the necessary changes (e.g. a fit for purpose, needs-based workforce)

3. **Strengthen individual and institutional capacity** to manage HRH policy, planning and implementation (e.g. migration and regulation)

4. **Strengthen the data, evidence and knowledge** for cost-effective policy decisions (e.g. National Health Workforce Accounts)
Global Strategy HRH: Objective 1 and skills mix

**Optimize the existing workforce** in pursuit of the Sustainable Development Goals and UHC (e.g. education, employment, retention:

- Diverse and sustainable skills mix geared to primary health care and meeting population health needs equitably
- Prioritize deployment of inter-professional primary care teams of health workers with broad based skills
- Optimize the scopes of practice, configuration and supply of specialists, generalists, advanced practitioners, nursing and midwifery workforce, allied health professionals, other mid-level and community-based cadres
- Maximize contribution of different health worker types, fostering closer collaboration, more rational scope of practice (full scope of profession, avoid under-utilization)
Global Strategy HRH: Health labour market and skills mix

Education sector
- Pre-service health worker education
- Education in other fields

Labour market dynamics
- Pool of qualified health workforce
  - Workforce pool does not meet needs, inadequate skills mix, quality and capabilities
  - Abroad
  - Attrition and migration depletes scarce workforce pool
- Employed in public sector
  - Incentivized in public sector
- Health workforce capable and equipped to delivery quality health services
  - Informal work, lack of decent work, inequitable remuneration, demotivation and strikes
  - Other sectors
  - Unemployed
  - Out of the labour force

Labour market challenges
- Health worker production does not match health workforce needs

Policies on production:
- Infrastructure, materials, faculty
- Transformative education models (TVET, accelerated programs, rural pipeline, social accountability)
- Student selection and enrolment

Policies to address inflows and outflows:
- Investing in decent employment
- Migration
- Attract unemployed health workers
- Attract health workers back into the sector

Policies to address maldistribution and inefficiencies:
- Improve productivity and performance
- Improve skills mix composition
- Retain health workers in underserved areas
- Gender sensitive policies for equity

Policies to regulate the public and private sector:
- Uphold standards of practice (dual practice, ethics, quality)
  - Improve quality of training
  - Enhance service delivery
Building multi-sectoral engagement...

High-Level Commission on Health Employment and Economic Growth
“We believe that this Commission proposes a major political and paradigm shift to promote investment in the health sector in order to stimulate inclusive and sustainable economic growth and productive employment and decent work, in addition to ensuring healthy lives and well-being.”

Communiqué, 23 March 2016

http://www.who.int/hrh/com-heeg/en/
Baumol (1967)
- Growth in health sector employment without increase in productivity could constrain economic growth (data from USA)

Hartwig (2008 and 2011)
- Confirmation of Baumol hypothesis (data from OECD countries)

Arcand et al., World Bank (*In press*, 2016)
- larger dataset; data from low-, middle- and high-income countries
- establishes positive and significant growth inducing effect of health sector employment; multiplier effect on other economic sectors
- magnitude of effect greater than in other recognized growth sectors
Workforce 2030: Source of employment....(OECD)

Growth in health and social sector employment throughout the economic downturn

Around 42 million people across 34 countries of the Organisation for Economic Co-Operation and Development (OECD) were unemployed in May 2015, 10 million more than before the financial crisis (OECD Employment Outlook 2015)
Workforce 2030: Women’s economic participation

Source: Magar et al, WHO, based on ILOSTAT (forthcoming 2016)
High-Level Commission on Health Employment and Economic Growth. Lyon, France - 23 March 2016

“We expect that this Commission will make recommendations on education and training models, as well as on the range of skills required….to ensure that health workers’ competencies are in line with the needs of populations, taking into account epidemiologic and demographic changes, and in particular ageing and non-communicable diseases”.

http://www.who.int/hrh/com-heeg/en/