Tool 2 (Optional): Human Resources for Health Context Worksheet

Suggested Use: This tool is optional. It is intended for situations where a learning intervention is required to address human resources for health (HRH) issues (e.g., training for task shifting or to prepare a new cadre). The purpose of the tool is to help the training developer understand the human resources context in order to design learning interventions that are appropriate to this intended use. For example, if a learning intervention is part of a plan to rapidly mobilize a thousand new health workers, it will look significantly different from an intervention to integrate a new content area into pre-service education.

Instructions: Discuss the human resources for health context for the learning intervention with one or more persons who are in charge of the human resources effort. Consider the questions and factors listed in the column on the left below. Use the column on the right to describe the programmatic context of the learning intervention. Answer as many questions as you can now. Keep adding information to the worksheet as you identify it. Describe the most promising program strategies in the last box.

Other Related Tools and Resources: See Key Companion Resources on page 8.

Resources Used: List data sources used in completion of this worksheet. (Refer to Tool 1.)

Issues to Consider	Record Answers Here
A. What are the known HRH issues? - Too few qualified providers - Uneven rural/urban distribution - Unfilled positions and attrition - Need to upgrade the skills or a cadre - Need to create a new cadre - Need to shift tasks among cadres - Need to improve retention of workers - Need to improve compensation - Others	

Tool 2 (Optional): Human Resources for Health Context Worksheet *(continued)*

Issues to Consider	*Record Answers Here*
B. Approximately how many qualified health workers are needed (based on the best available data)? ▪ Hint: Query the Global Atlas of the Health Workforce (http://www.who.int/globalatlas/) ▪ If good data are not available, make a reasonable rough estimate based on the best available expertise.	Current number of qualified workers: _____ Current population in need of services: _____ *Calculations* Current density: _____ per 1,000 population Desired density: _____ per 1,000 population Number of additional workers needed _____
C. For task shifting: ▪ What cadres presently deliver services? ▪ What other cadres could do the job? (Who are the least specialized workers? Who would the individuals served trust? Who is most likely to stay on the job where they are most needed?)	
D. What HRH strategies are needed and how do these strategies support each other? ▪ Performance support and improvement ▪ Recruiting workers who are already qualified ▪ Training new cadres with specialized role ▪ Recruiting individuals from the community ▪ Increasing incentives and improving workplace safety to reduce attrition ▪ Others	