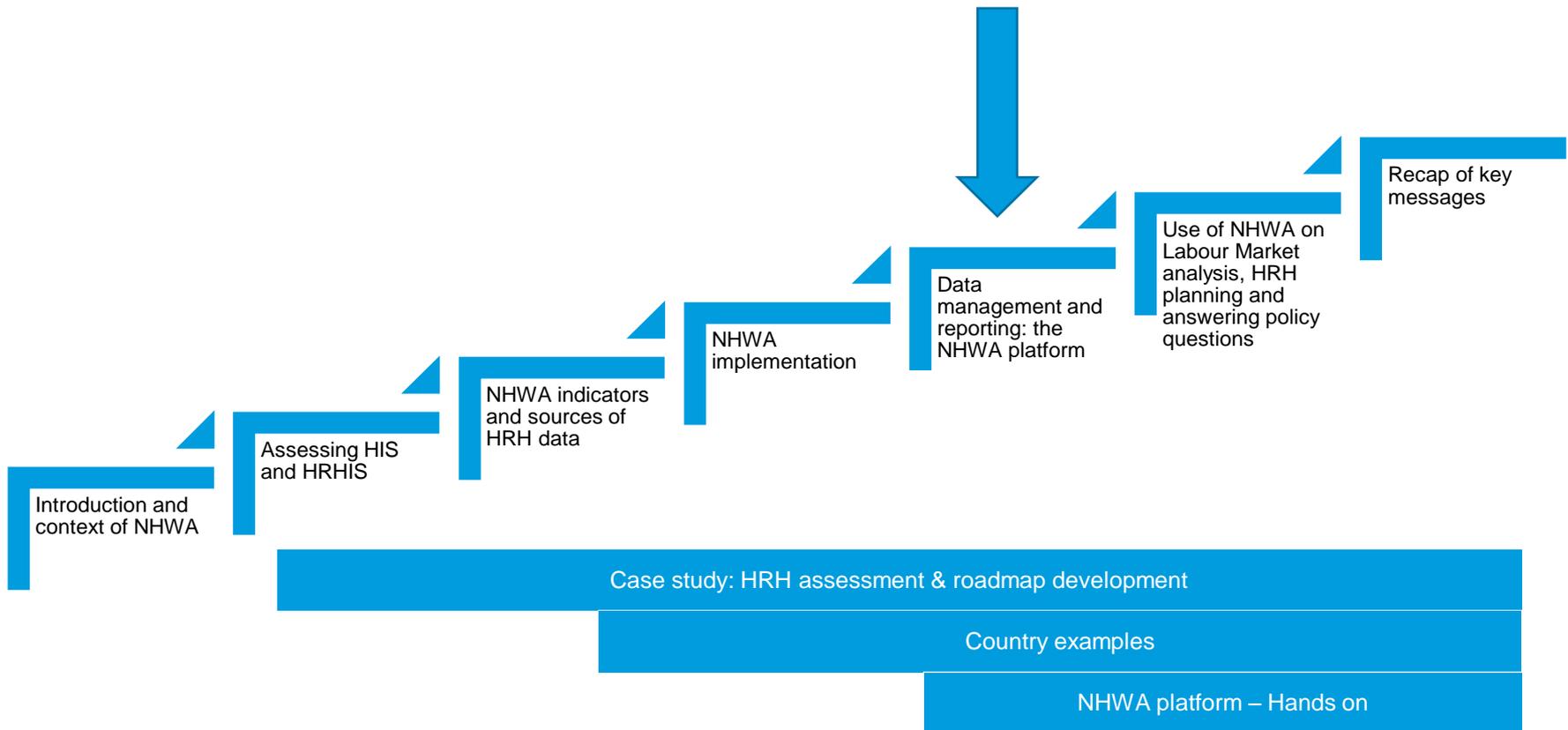


National Health Workforce Accounts Data Platform – part 1

**WORKSHOP ON INFORMATION SYSTEMS ON HUMAN RESOURCES FOR HEALTH
(HRH), 15-17 October 2018**

NHWA training - Where are we?



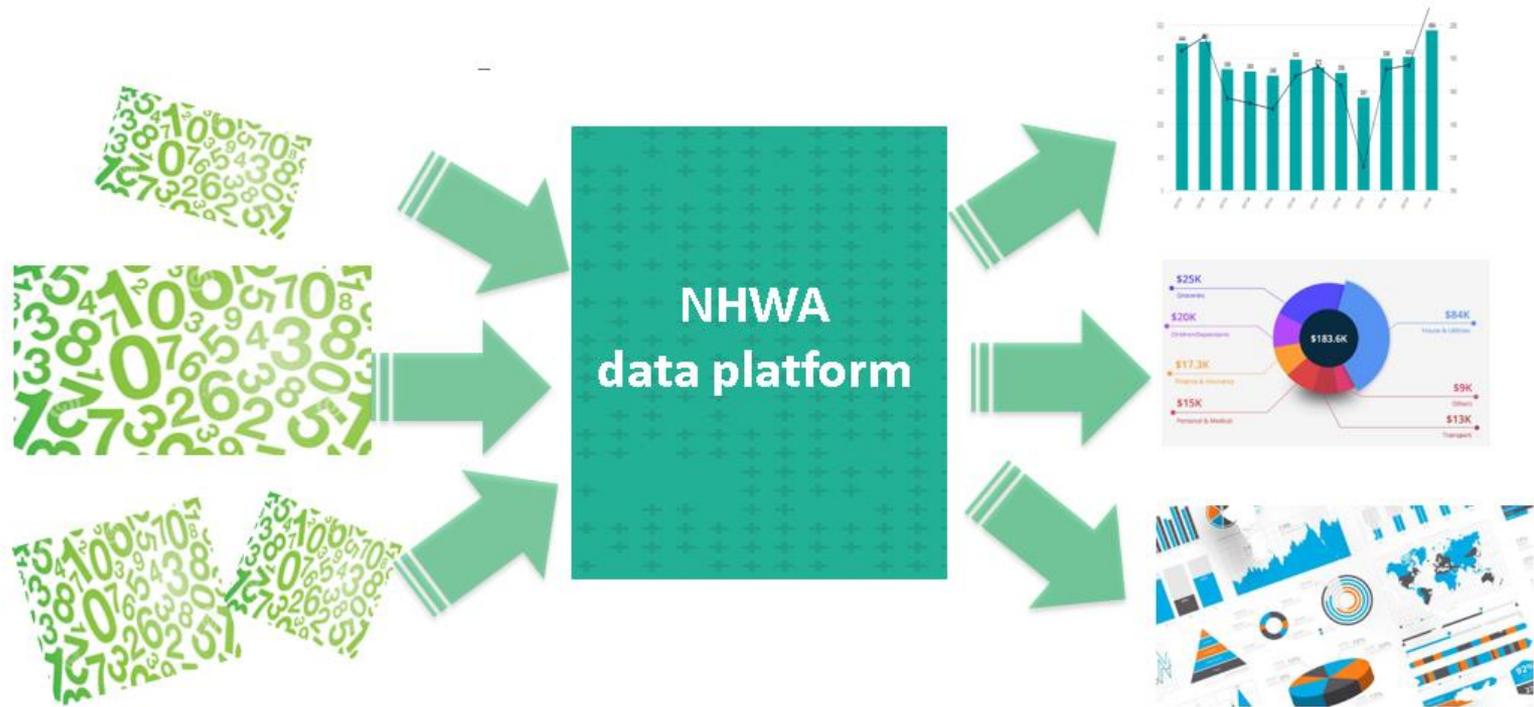
Why the need for a platform?

NHWA data platform enables users to record, analyse and visualize information and evidence on health workforce.

The data platform is developed bearing in mind a country perspective

- To have a national level system to systematically record time trend data in a structured manner
- To provide a common place for multi-stakeholder data exchange without disrupting existing stakeholder databases.
- Where all national level stakeholders can view data and visualise data graphics of the recorded national level

NHWA data platform for countries

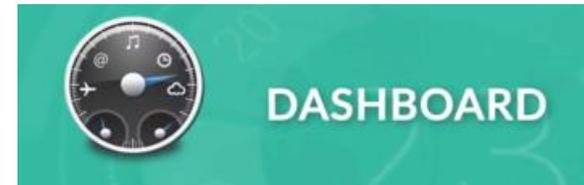
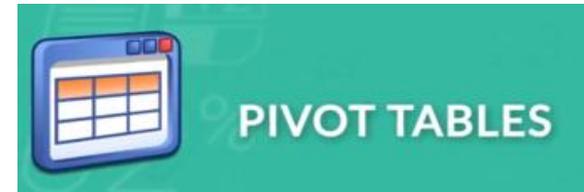
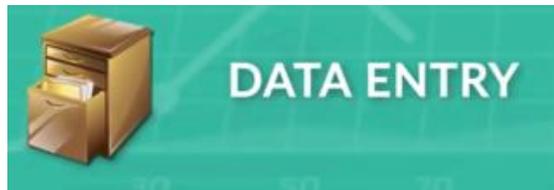
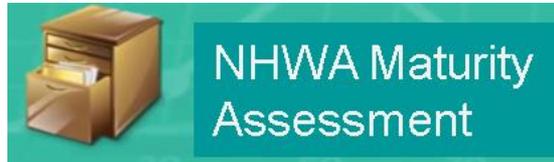


Overview of the platform architecture

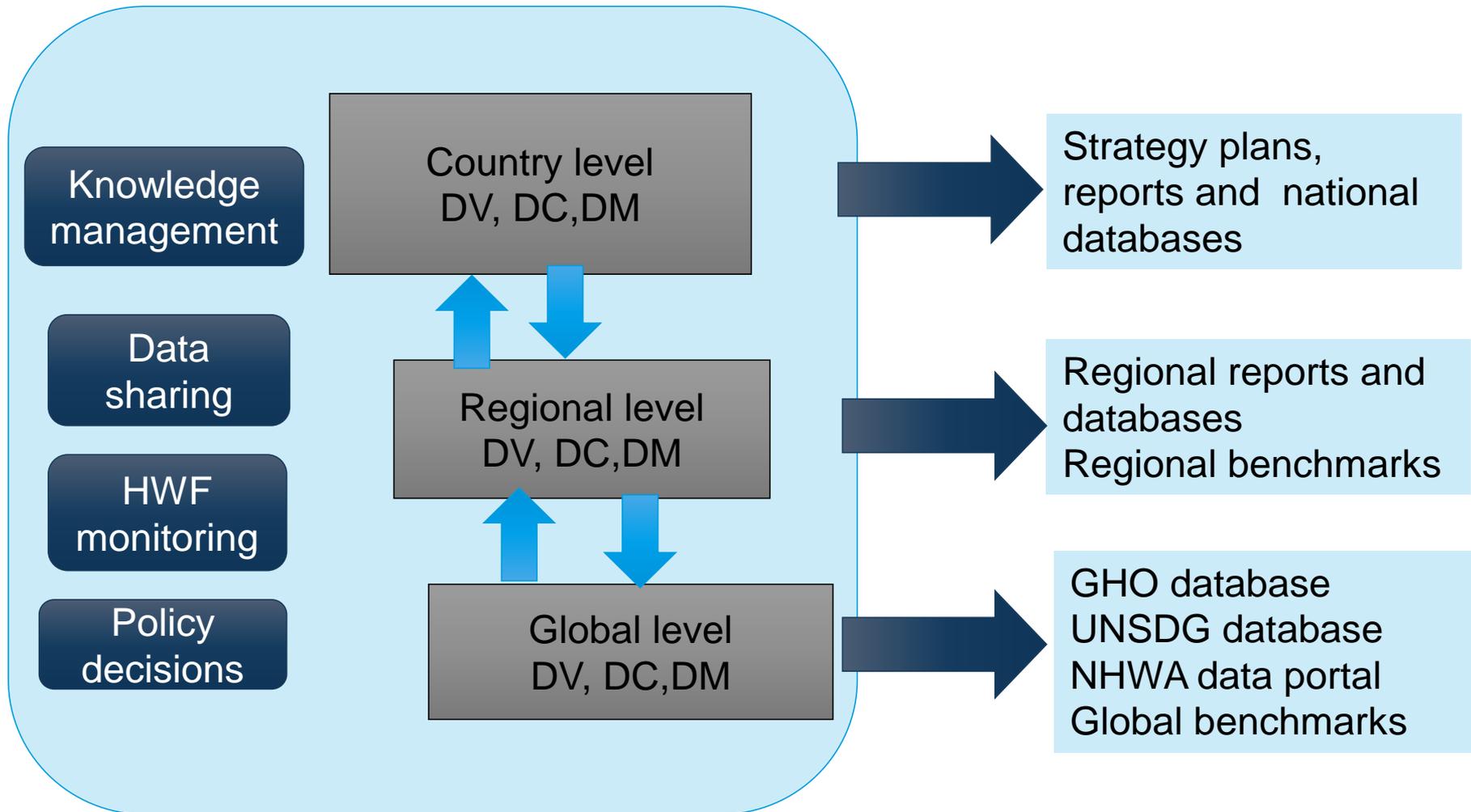


- NHWA data platform is developed on a DHIS2 instance, hosted in WHO.
- Following all the WHO security clearance and data sharing policies.
- The server is co-shared with other departments.
- 4 instances – dev, training preprod, prod
- All exercises we do will be on the dev server

What can you do in the platform?



WHO DOES WHAT ? ROLES AND DATA MANAGEMENT



Users and user access

- Access to the NHWA data platform is possible through individual password protected user accounts
- Each account is assigned a role and geographic location (country/region)
- Multiple users from the same country can access the system
- Main 2 categories of users –
 - Those who are responsible to enter and maintain the numbers
 - Those who have access to view charts/graphics and download data

Who can? What they can?

	Data viewer	Data clerk	Data manager
View data entered in the platform in pivot tables	√	√	√
Create charts and dashboards using the data visualization tools	√	√	√
Enter new data in the platform		√	√
Edit entered/existing data in the platform		√	√
Approve entered data in the platform			√

For this week, we will all be using Data Manager profiles

Data management responsibilities

Data clerk

- Enter and maintain data in the system in a periodic fashion
- Conduct basic data checks on data collection and data entry
- Complete/submit the data
- Maintain audit trail and comments
- Create and update the relevant visualizations based on the team requests

Data Manager

- In addition to all of the above.
- Responsible to validate and approve the data submitted

Data as a global public good

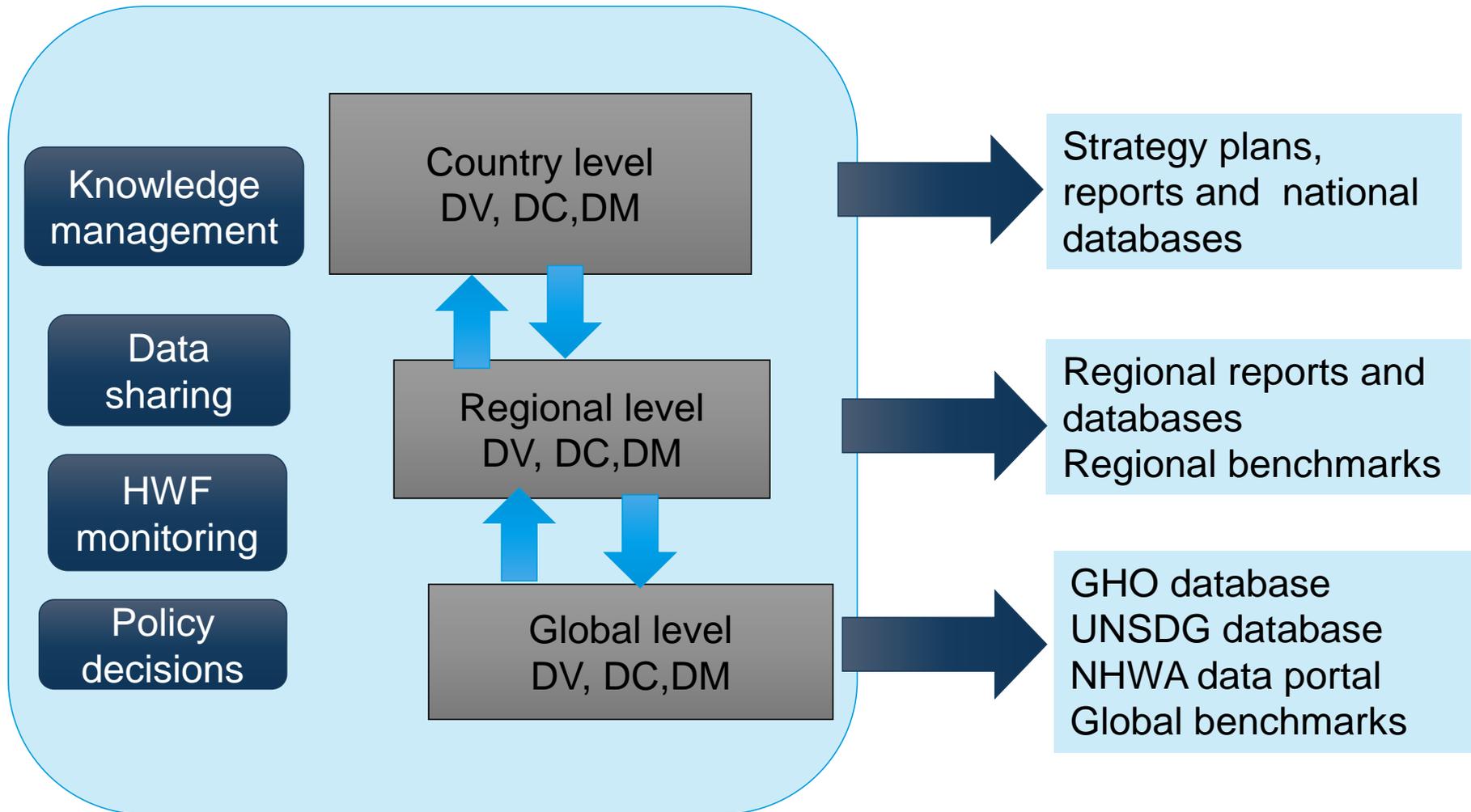
Data as a public good

- Increased collaboration with various stakeholders at national level
- Data used for monitoring trends, analysis and development of national policies

Selected indicators will then be published

- Global Health Observatory, World Health Statistics report, NHWA web portal hosted by WHO
- UN SDG database hosted by the United Nations Statistics Division, United Nations Department of Economic and Social Affairs

Multi- stake holders engagement and data sharing and data visualisation

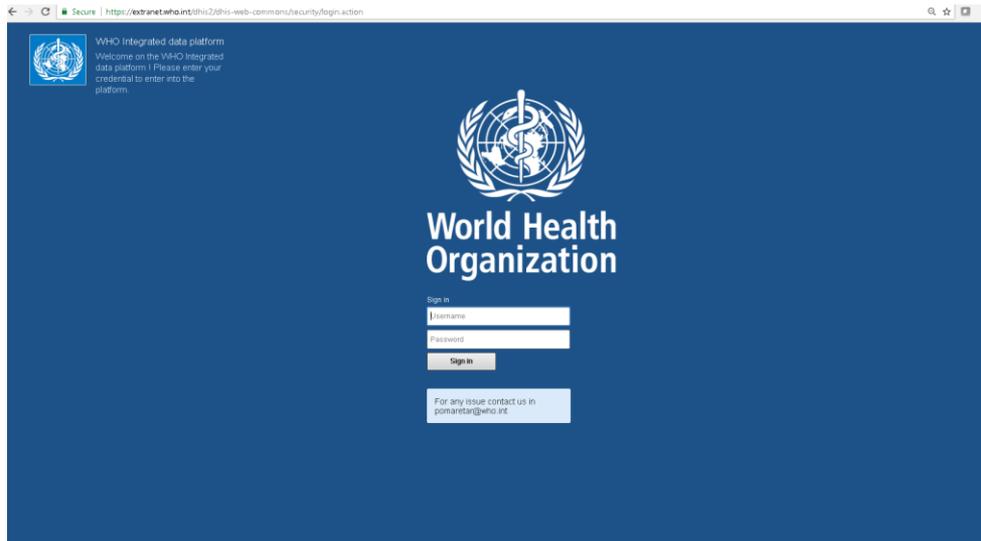


INTRODUCTION TO THE NHWA DATA PLATFORM

Login page



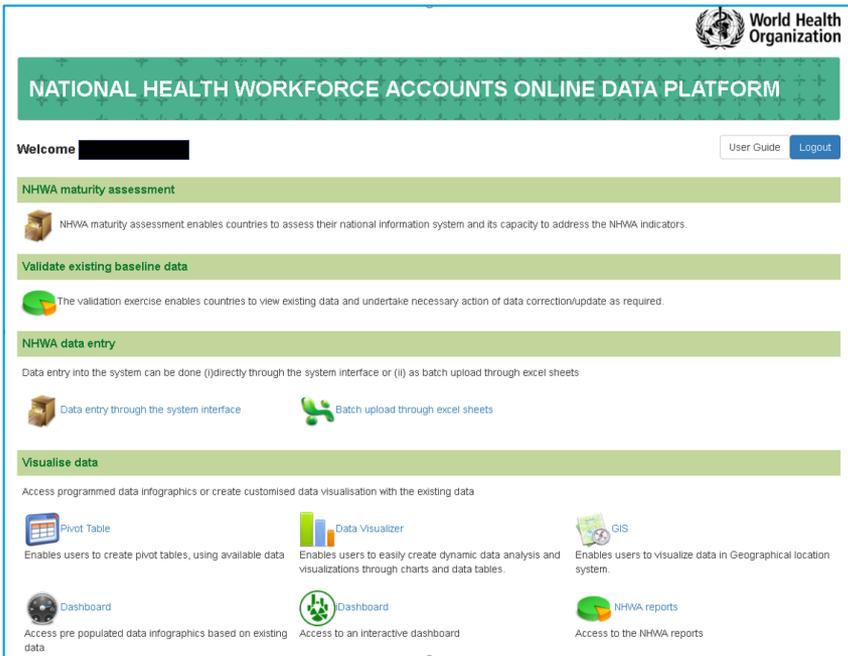
<http://who-dev.essi.upc.edu:8081>



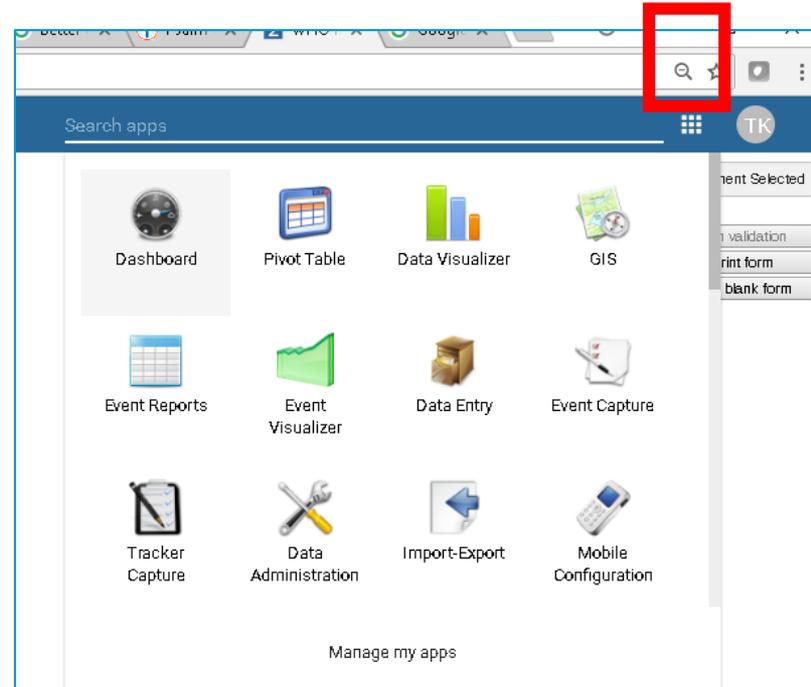
Access to functions/apps

Functions are referred to as 'Apps' in the system

Available from the Landing page , also from any other page

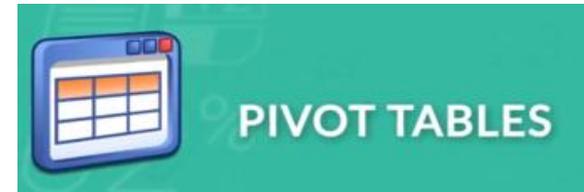
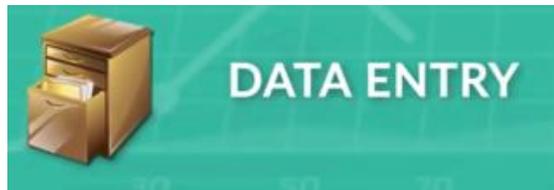
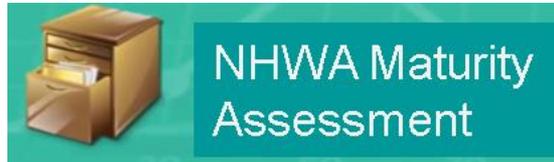


The screenshot shows the landing page of the National Health Workforce Accounts Online Data Platform. The header includes the WHO logo and the title "NATIONAL HEALTH WORKFORCE ACCOUNTS ONLINE DATA PLATFORM". Below the header, there is a "Welcome" section with a user name and "User Guide" and "Logout" links. The main content area is divided into several sections: "NHW maturity assessment", "Validate existing baseline data", "NHW data entry", and "Visualise data". Each section contains a brief description and links to related functionality.



The screenshot shows the "Search apps" interface. A search bar at the top contains the text "Search apps". Below the search bar, there is a grid of app icons. A red box highlights the search bar area. The apps listed are: Dashboard, Pivot Table, Data Visualizer, GIS, Event Reports, Event Visualizer, Data Entry, Event Capture, Tracker Capture, Data Administration, Import-Export, and Mobile Configuration. At the bottom of the grid, there is a "Manage my apps" link. On the right side, there is a sidebar with a "TK" profile icon and a list of actions: "Validation", "Print form", and "Blank form".

What can you do in the platform?



NHWA maturity assessment

NATIONAL HEALTH WORKFORCE ACCOUNTS ONLINE DATA PLATFORM

Welcome [redacted]

[User Guide](#)

[Logout](#)

NHWA maturity assessment



NHWA maturity assessment enables countries to assess their national information system and its capacity to address the NHWA indicators.

Validate existing baseline data



The validation exercise enables countries to view existing data and undertake necessary action of data correction/update as required.

NHWA data entry

Data entry into the system can be done (i) directly through the system interface or (ii) as batch upload through excel sheets



[Data entry through the system interface](#)



[Batch upload through excel sheets](#)

Visualise data

Access programmed data infographics or create customised data visualisation with the existing data



[Pivot Table](#)

Enables users to create pivot tables, using available data



[Data Visualizer](#)

Enables users to easily create dynamic data analysis and visualizations through charts and data tables.



[GIS](#)

Enables users to visualize data in Geographical location system.



[Dashboard](#)

Access pre populated data infographics based on existing data



[Dashboard](#)

Access to an interactive dashboard



[NHWA reports](#)

Access to the NHWA reports



NHWA maturity assessment

The NHWA maturity assessment feature enables countries to assess the capacity of their information system to generate NHWA indicators

Organisation Unit	France
Data Set	NHWA Maturity assessment
Period	2016 <input type="button" value="Prev year"/>
Filter on section	Show all sections

M01 - Active health workforce stock

Does your country have data on

Filter in section	Value
Health occupations at national level ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by activity level data ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations at subnational level ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by age group ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by sex ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by facility ownership?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by facility type?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by foreign-born ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health occupations by foreign-trained?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>
Health and social sector employment ?	<input type="radio"/> No value <input type="radio"/> Yes <input type="radio"/> No <input type="button" value="🗨️"/>

- A separate dataset to the Modules, to function as a baseline at the start of the NHWA implementation at country level
- List of Yes/No questions against each of the NHWA indicators
- Providing the possibility to record comments to indicate special cases , exceptions etc.

What would you country dashboard look like?



- NHWA dashboard presents the assessment results for easy interpretation and becomes a valuable resource for stakeholders dialogue at the national level.



- Green indicates that country has the country 'has data on' a particular indicators, while Red indicating that 'country does not have data' on a particular indicators

NHWA maturity assessment tutorial



<https://vimeo.com/265561781/f446326134>



Data validation & reporting



 World Health Organization

NATIONAL HEALTH WORKFORCE ACCOUNTS ONLINE DATA PLATFORM

Welcome [REDACTED] [User Guide](#) [Logout](#)

NHWA maturity assessment

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NHWA data entry

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 [Data entry through the system interface](#)  [Batch upload through excel sheets](#)

Visualise data

Access programmed data infographics or create customised data visualisation with the existing data

 Pivot Table Enables users to create pivot tables, using available data	 Data Visualizer Enables users to easily create dynamic data analysis and visualizations through charts and data tables.	 GIS Enables users to visualize data in Geographical location system.
 Dashboard Access pre populated data infographics based on existing data	 Dashboard Access to an interactive dashboard	 NHWA reports Access to the NHWA reports

Data validation & reporting



Period / Data	Medical Doctors stock Total	General Medical Practitioners stock Total	Specialist Medical Practitioners stock Total	General Paediatricians Practitioners stock Total	Obstetricians Practitioners stock Total	Psychiatrists Practitioners stock Total	PP stock Total	SSP stock Total	OSP stock Total	Nursing general stock Total	Nursing Professionals stock Total	Nursing Associate stock Total	Midwifery personnel stock Total	Midwifery Professionals stock Total	Midwifery Associate Professionals stock Total	Dentists stock Total	Dental Assistants and Therapists stock Total	Dental Prosthetic Technicians stock Total	Pharmacists stock Total	Pharmaceutical Technicians stock Total	Paramedical Practitioners stock Total	M La sc stc
2014	11 087 173	164 541	1 920	261 381	206 632	166 569	1 049 817		243 536	13 305 610			398 075			873 845	5 869	4 652	1 423 647	95 011	419	
2012	10 219 055	86 261	301	259 855	208 885	162 107	1 044 842		228 748	11 766 702			509 669			709 827	19 544	7 728	1 830 600	79 590	21 952	
2010	7 984 729			250 011	189 744	142 068	902 659		226 519	14 607 084			488 106			859 191	15 215	12 820	2 115 328	80 955	23 938	
2013	9 755 145	1 187	312	247 982	198 502	150 233	1 066 878		244 725	15 160 055			357 685			524 358	5 693	5 667	1 668 508	6 600	3 030	
2011	7 870 036			239 188	179 265	131 035	929 314		219 699	13 625 161			368 963			607 860	4 999	2 443	1 618 842	88 924	13 527	
2015	8 219 645	100 862	50 245	115 567	106 608	103 140	631 147		54 196	11 219 473			406 239			425 698	7 811	2 999	1 084 962	108 005	530	
2016	2 060 091	8 870	5 419	49 923	41 134	54 438	258 632		15 614	4 949 811			132 191			362 953	5 624	91	1 036 095	25 127	1 873	
2017	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	11	1	1	
2008	2 810 095	79 931								8 828 117			322 048			700 877	27 553	2 287	1 075 596	60 782	19 057	
2001	1 782 255									3 616 384			116 500			431 796	30 174	387	294 556	3 256	3 593	
2000	4 168 250									8 273 483			164 547			637 205	330 711	55 889	1 063 395	11 557	569 037	
2002	3 566 057									5 156 030			278 454			557 549	23 102	2 161	892 009	10 194	155 962	
2003	1 674 499									4 878 707			233 560			387 373	1 638	4 634	742 767	13 129	72 808	
2004	3 292 955									6 881 617			858 264			617 746	46 997	28 545	921 884	19 120	63 667	
2005	2 309 035									8 163 377			760 802			502 978	198	503	677 464	11 113	26 730	
2006	2 337 533									5 743 608			291 333			601 721	23 437	162	1 534 335	11 542	17 286	
2007	2 698 075									6 962 020			242 220			540 791	4 941	2 117	772 995	24 607	16 402	
2009	4 831 274									6 824 820			247 632			596 677	5 199	9 387	1 330 388	69 654	20 200	

Data entry



 World Health Organization

NATIONAL HEALTH WORKFORCE ACCOUNTS ONLINE DATA PLATFORM

Welcome [REDACTED] [User Guide](#) [Logout](#)

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 Dashboard Access pre populated data infographics based on existing data	 Dashboard Access to an interactive dashboard	 NHWA reports Access to the NHWA reports

Data entry

- Data entry through the system interface
- Data entry through excel sheets



Data entry forms

Applicable to Data Clerks and Data Managers



To enter data, choose you Data Set and year

NHWA modules are categorized into Datasets in the platform

- Within each data set, indicators are categorized into tabs as according to the NHWA Handbook dimensions

Data entry through the system interface



WHO Integrated data platform

Home ← →

Data Entry ?

Organisation Unit: Bahrain

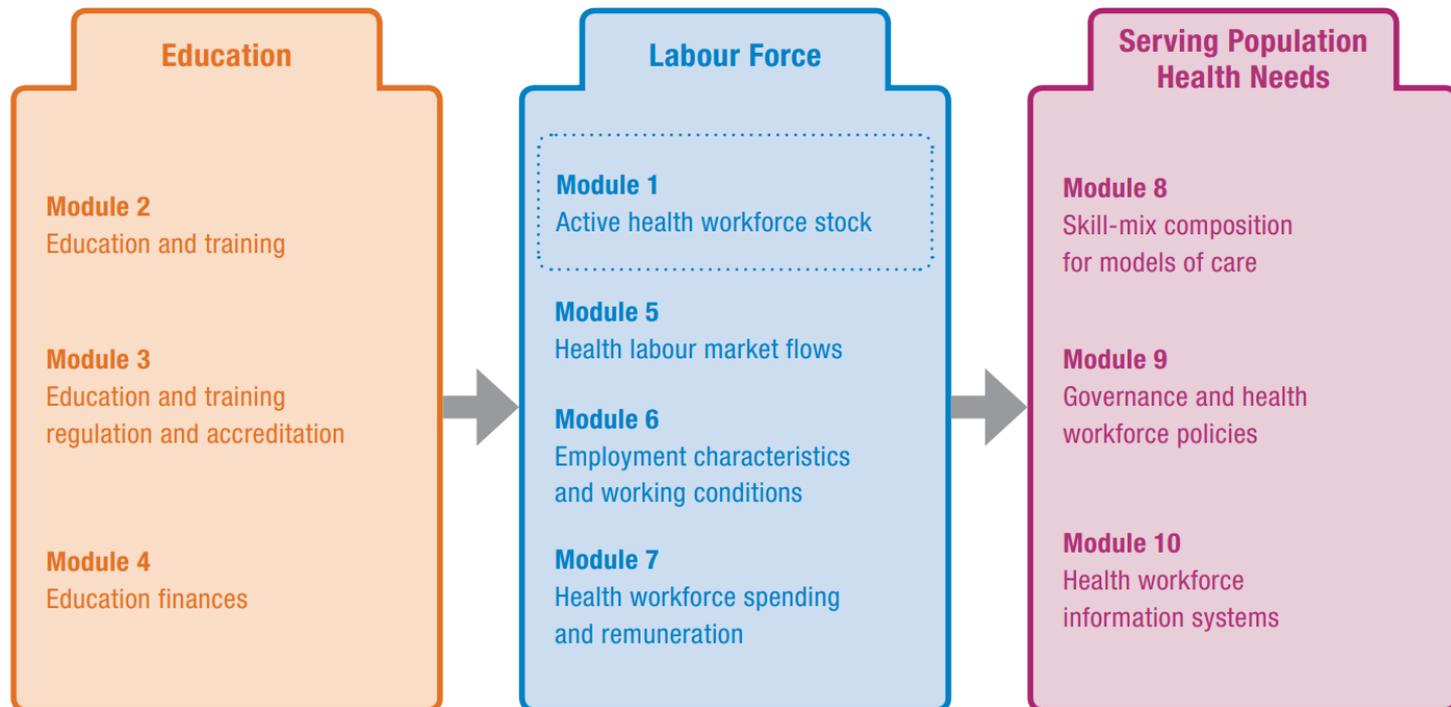
Data Set: [Select data set]

Period: []

- NHWA Maturity assessment
- NHWA Module 1
- NHWA Module 2
- NHWA Module 3
- NHWA Module 4
- NHWA Module 5
- NHWA Module 6
- NHWA Module 7
- NHWA Module 8-10
- Population UN



NHWA Modules



NHWA Indicators

1 Active health workforce stock

Stock

- Health worker density
- Health worker density at subnational level

Distribution

- Health worker distribution by age group
- Female health workforce
- Health worker distribution by facility ownership type
- Health worker distribution by facility type

Migration

- Share of foreign-born health workers
- Share of foreign-trained health workers

Distribution

- Share of workers across health and social sectors

2 Education and training

Applications

- Master list of accredited health workforce education and training institutions
- Duration of education and training
- Applications for education and training

Admissions

- Ratio of admissions to available places
- Ratio of students to qualified educators for education and training

Exit / drop out

- Exit / drop-out rate from education and training programmes

Graduation

- Graduation rate from education and training programmes

3 Education and training regulation and accreditation

Regulation

- Standards for the duration and content of education and training

Accreditation

- Accreditation mechanisms for education and training institutions and their programmes
- Standards for social accountability
- Standards for social accountability effectively implemented

- Standards for social determinants of health
- Standards for interprofessional education
- Agreement on accreditation standards

Lifelong learning

- Continuing professional development
- In-service training

4 Education finances

Financing of higher education

- Total expenditure on higher education
- Total expenditure on health workforce education
- Average tuition fee per student

Investment

- Adequate budgetary resources for investments in transformative education
- ### Education expenditure
- Expenditure per graduate on health workforce education

- Cost per graduate of medical specialist education programmes
- Cost of qualified educators per graduate

Lifelong learning

- Total expenditure on in-service training and continuing professional development

5 Health labour market flows

Entry into labour market

- Graduates starting practice within one year
- Replenishment rate from domestic efforts
- Entry rate of foreign health workers

Exit from labour market

- Voluntary exit rate from health labour market
- Involuntary exit rate from health labour market

Labour market imbalances

- Unemployment rate
- Vacancy rate

6 Employment characteristics and working conditions

Working time

- Standard working hours
- Health workers with a part-time contract

Decent work

- Regulation on working hours and conditions
- Regulation on minimum wage
- Regulation on social protection

Labour market characteristics

- Health worker status in employment
- Regulation on dual practice
- Regulation on compulsory service

Working conditions

- Measures to prevent attacks on health workers
- Attacks on health-care system

7 Health workforce spending and remuneration

Health workforce expenditure

- Total expenditure on health workforce
- Total official development assistance on health workforce

Health workforce remuneration

- Total expenditure on compensation of health workers
- Public expenditure on compensation of health workers

- Entry-level wages and salaries

- Policies on public sector wage ceilings

Decent work

- Gender wage gap

8 Skill-mix composition for models of care

Sectoral workforce composition

- Percentage of health workforce working in hospitals
- Percentage of health workforce working in residential long-term care facilities
- Percentage of health workforce working in ambulatory health care (primary health care level facilities)

Skill distribution

- Specialist surgical workforce
- Family medicine practitioners
- Existence of advanced nursing roles

International Health Regulation capacity

- Availability of human resources to implement the International Health Regulations
- Applied epidemiology training programme

9 Governance and health workforce policies

Governance

- Mechanisms to coordinate an intersectoral health workforce agenda
- Central health workforce unit

Health workforce policies

- Health workforce planning processes
- Education plans aligned with national health plan

- Institutional models for assessing health care staffing needs

10 Health workforce information systems

HRHIS for international reporting

- HRHIS for reporting on IHR
- HRHIS for WHO Code of Practice reporting
- HRHIS for reporting on skill attendance at birth requirements

HRHIS to track HWF

- HRHIS for reporting on outputs from education and training institutions
- HRHIS for tracking the number of entrants to the labour market
- HRHIS for tracking the number of active stock on the labour market

- HRHIS for tracking the number of exits from the labour market
- HRHIS for producing the geocoded location of health facilities

Data entry through the system interface



Working Details Demographic Place of Birth and training Country of training Other indicators in Module 1 Other Resources

SECTION 1: HWF WORKING DETAILS

SN	Occupation	Total	Activity Level			Source
			Practising	Professionally Active	Licensed to practice	
1	Medical Doctors	1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.1	General Medical Practitioners	2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2	Specialist Medical Practitioners	3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2.1	General paediatricians	4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2.2	Obstetricians and Gynaecologists	5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2.3	Psychiatrists Practitioners	1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2.4	Medical group of Specialists Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2.5	Surgical group of Specialists Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
1.2.6	Other Specialists Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
2	Nursing Personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
2.1	Nursing Professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
2.2	Nursing Associate Professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
3	Midwifery personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option
3.1	Midwifery Professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Select an option

Data entry through the system interface

41	Engineering and maintenance staff	99	<input type="text"/>
42	Other non-medical professional staff	99	<input type="text"/>
43	Other non-medical support staff	99	<input type="text"/>

If you have data on occupations and their source title, that are not listed

Complete

Incomplete

Run validation

Comments and audit trail



Excel data importer

Alternative way to enter data



The interface features a large green 'X' logo on the left, with the text 'EXCEL DATA IMPORTER' below it. To the right, there are two dropdown menus: 'Template' set to 'Module 1 Template' and 'OrgUnit Scheme' set to 'UID'. Below these are two buttons: 'UPLOAD' with an upward arrow icon and 'DOWNLOAD' with a downward arrow icon. A 'Help Tips' section follows, containing three bullet points.

EXCEL DATA IMPORTER

Template: Module 1 Template

OrgUnit Scheme: UID

UPLOAD  **DOWNLOAD** 

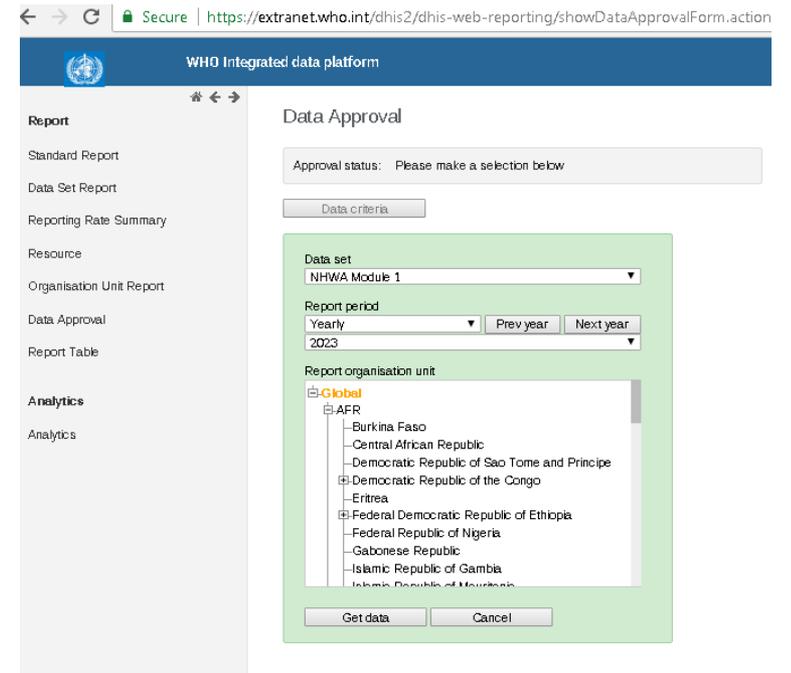
Help Tips:

- Single or Multiple xlsx data files can be uploaded using upload button.
- Template xlsx file can be generated using download button, this is useful to compare the datasheet format with actual template.
- Make sure that the template and datasheet mapping in sync, if find any discrepancies please contact admin.

Data approval

Applicable to Data Managers only

- In addition to the data entry functions, Data Approver data



The screenshot shows a web browser window with the URL <https://extranet.who.int/dhis2/dhis-web-reporting/showDataApprovalForm.action>. The page title is "WHO Integrated data platform". On the left is a navigation menu with sections "Report" and "Analytics". The "Data Approval" section is active, showing a form with the following fields:

- Approval status: Please make a selection below
- Data criteria
- Data set: NHWA Module 1
- Report period: Yearly (with "Prev year" and "Next year" buttons) and 2023
- Report organisation unit: A tree view showing "Global" expanded to "AFR", which includes a list of countries: Burkina Faso, Central African Republic, Democratic Republic of Sao Tome and Principe, Democratic Republic of the Congo, Eritrea, Federal Democratic Republic of Ethiopia, Federal Republic of Nigeria, Gabonese Republic, Islamic Republic of Gambia, and Islamic Republic of Mauritania.

At the bottom of the form are "Get data" and "Cancel" buttons.

Keywords to know



Organisation unit

Periods

Indicators

Datasets

NHWA maturity assessment

Experiences from countries in the South East Asia Region

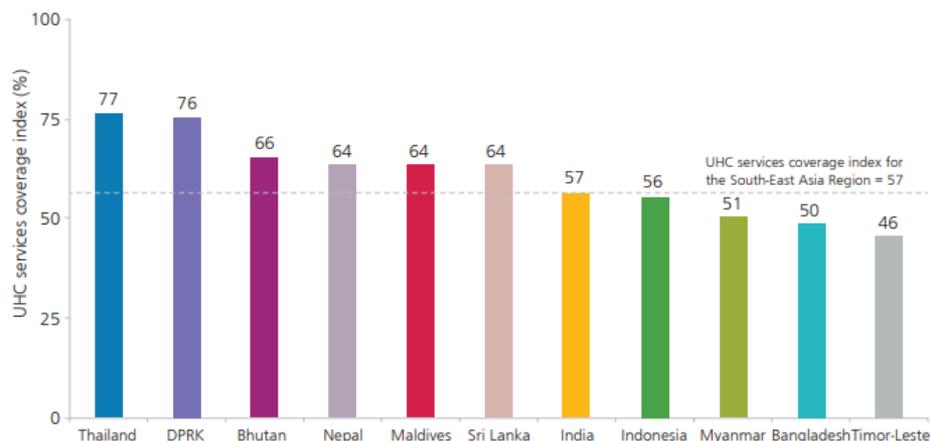
Background paper on:

Second review of progress on the Decade of Strengthening Human Resources for Health in the South-East Asia Region 2015–2024

Why this meeting and why now?

The South-East Asia Region has a number of well-known health workforce challenges. These include shortages, unequal distribution; out-migration; adapting health workers' education to fit rapidly changing health needs and health worker performance. These challenges matter, because health services cannot be delivered without health workers¹. The graph below shows the level of essential health services coverage in the South-East Asia Region, using latest data.

Box 1 Overview of essential health services coverage in SEAR.



Source: Based on the UHC services coverage index estimates, WHO 2017

14 agreed indicators to monitor progress on the Decade of HRH in SEAR

	Health Workforce indicator	NHWA*
Health worker density and distribution		
1	Health worker density	1-01
2	Health worker density at subnational level	1-02
3	Health worker distribution by age group	1-03
4	Female health workforce	1-04
Health professional education		
5	Graduation rate from education and training programmes	2-07
6	Accreditation mechanisms for education and training institutions and their programmes	3-02
7	Continuing professional development	3-08
Retention of health workers		
8	Vacancy rate	5-07
9	Share of foreign-born health workers	1-07
10	Share of foreign-trained health workers	1-08
HRH Governance		
11	Mechanisms to coordinate and intersectoral health workforce agenda	9-01
12	Central health workforce unit	9-02
13	Health workforce planning processes	9-03
HRH information systems		
14	HRHIS for reporting on outputs from education and training institutions	10-04
	HRHIS for tracking the number of entrants to the labour market	10-05
	HRHIS for tracking the number of active stock on the labour market	10-06
	HRHIS for tracking the number of exits from the labour market	10-07
	HRHIS for producing the geocoded location of health facilities	10-08

* refers to NHWA handbook

Data availability and sharing improved

2018 data so far-much improved, but more to do

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
BAN	5		1 MD, MW, DT, PH	4 PH					N/A	3 MD, DT				
BHU	5		1 MW, NS, DT, PH	1 MW, NS, DT, PH				5	5	5				
DPRK	5	N/A	N/A	N/A	N/A			N/A		N/A				
IND														
INO	5	5												
MAL	partial	MOH working	partial						partial	partial				
MMR														
NEP	5	4 MW	4 MW partial	4 MW partial	N/A			N/A		N/A				
SRL	5	5	N/A	N/A	5			N/A	5	N/A				
THA	5	5	5	5	4 (MW included NS)				3 DT, PH	4 MW				
TLS	5	5	4 MW		N/A				4 MW	N/A				

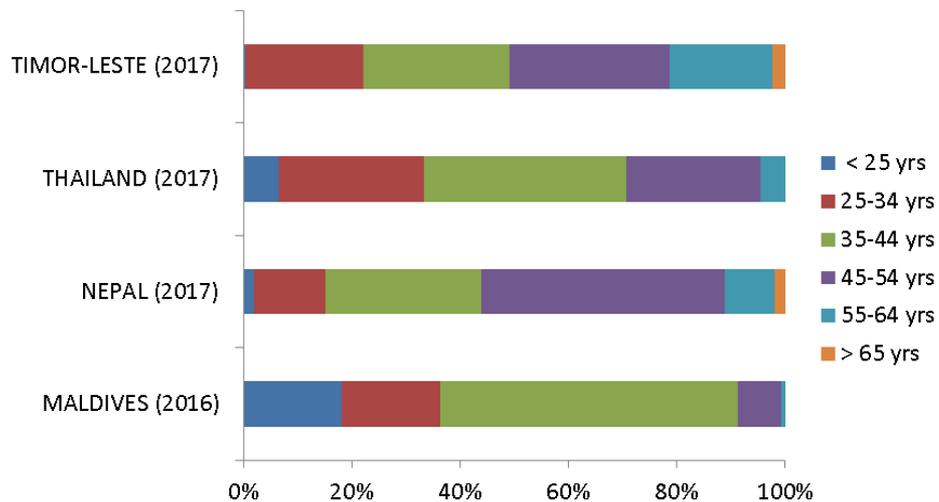
COMPLETED

NOT YET COMPLETED

NOT AVAILABLE

Health worker distribution by age group

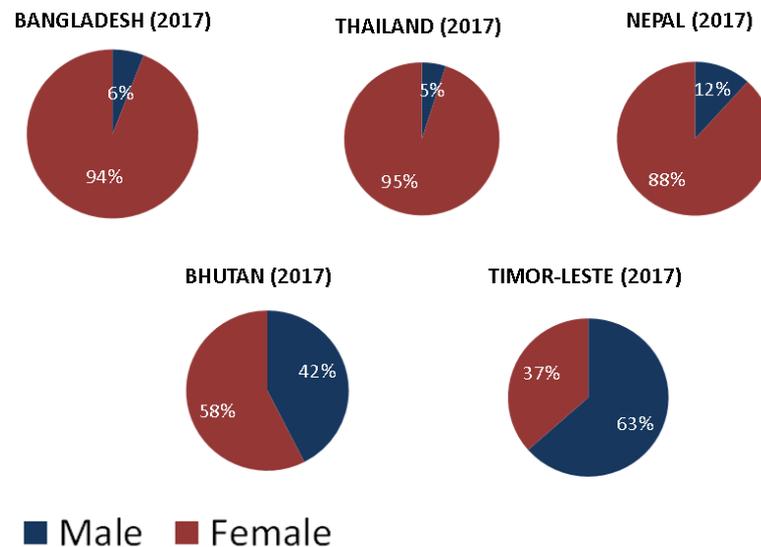
Young health workforce in SEAR (nurses)



Source: country data reported to WHO

Female health workforce

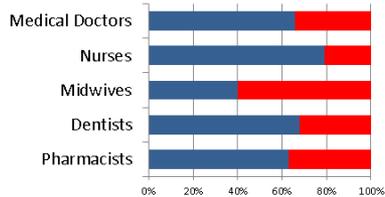
Nurse distribution by gender



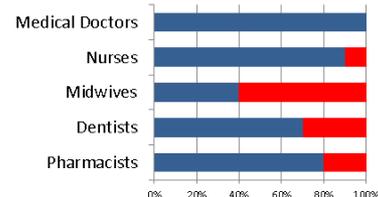
Source: country data reported to WHO

8- Vacancy rate

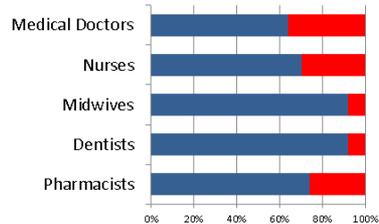
BANGLADESH



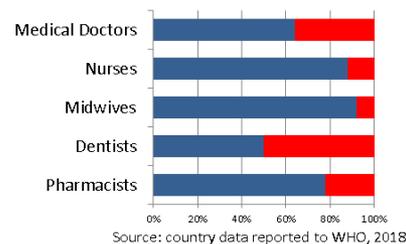
BHUTAN



THAILAND



TIMOR-LESTE



Source: country data reported to WHO, 2018



Decade for health workforce strengthening in the South-East Asia Region 2015–2024

Second review of progress, 2018



Exercises



Ex 1.1

BASELINE – NHWA Maturity assessment

- Complete and approve the NHWA Maturity assessment for your country

Ex 1.2

Data entry - Tables provided

- Enter the data provided in the exercise sheet , complete and approve

- Login URL : <http://who-dev.essi.upc.edu:8081>

NHWA data entry tutorial



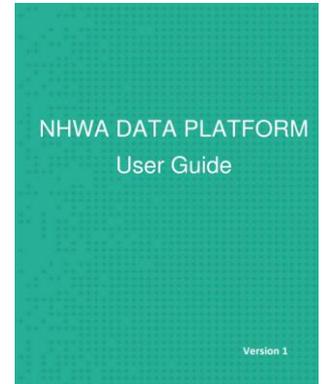
<https://vimeo.com/265561404/0e6d7301ba>



User Guide

NHWA User guide

- Guides users to navigate through the system
- Detailed steps for data entry and data visualizations
- Accessible from the NHWA data platform



Thank you



World Health
Organization

WHO

20, Avenue Appia
1211 Geneva

Switzerland

Teena Kunjumen, Technical Officer, Health Workforce department