

## NATIONAL HEALTH WORKFORCE ACCOUNTS WORKSHOP

Miami, Florida  
17-19 July 2019

### Concept Note

Sustainable Development Agenda 2030 sets an ambitious multi-sectoral and interconnected agenda: 17 sustainable development goals and 169 targets. The Sustainable Development Goal #3 highlights the need for substantial increase in the recruitment, development, training and retention of the health workforce. To this end, the sixty-ninth World Health Assembly endorsed the Global Strategy on Human Resources for Health: Workforce 2030 (GSHRH) and adopted a resolution (WHA69.19) in support of its implementation in May 2016.

In 2017 the Pan American Sanitary Conference approved the Strategy on Human Resources for Universal Access to Health and Universal Health Coverage intended to guide national policies on Human Resources for Health (HRH) considering that the availability, accessibility, relevance and competence of these resources are key for achieving the global mandates.

The three lines of the Strategy are:

1. Strengthen and consolidate governance and stewardship in HRH
2. Develop conditions and capacities of human resources for health to expand access and health coverage with equity and quality
3. Reorient the education sector to respond to the needs of health systems in the process of transformation towards universal health.

Reliable and updated health workforce information is the key to guide policies and plans. The need for better data and information has long been acknowledged in the Region which led to the creation of HRH observatories as a mechanism to improve information availability, analysis and use for policy-making. Regional and national HRH observatories provide a platform for sharing and disseminating information as well as create policy dialogue to strengthen health workforce capacities at the regional and country levels. However, after a decade, there is a need to review, reorient their functions, and improve HRH information and evidence.

At the global level, the National Health Workforce Account (NHWA) has been introduced to facilitate the availability and standardization of health workforce information as well as tracking HRH policy performance towards universal health coverage. The NHWA is composed of core indicators and data characteristics that can be progressively measured in order to generate reliable HRH information and evidence; to enable the planning, implementation and monitoring of workforce policies; to improve the comparability of the health workforce landscape nationally, regionally and globally; and to enable more sophisticated research about future trends regarding health workforce, systems and resilience planning.

This meeting will explore the ways of strengthening health workforce information and evidence in the Region and define roadmaps for countries' progressive implementation of NHTWA.

## Objectives

- Introduce the NHTWA concept, modules and requirements;
- Present the NHTWA implementation guide including the online platform for data storing and reporting;
- Review health workforce information challenges in the Region
- Take stock of the existing Health Workforce data sources at country level (HRIS, HRH observatories, HIS, surveys, etc.) in terms of data flows, strengths and weaknesses;
- Agree on the next steps at country and regional level to strengthen mechanisms that ensure the monitoring of HRH data and improve health workforce information
- Inform participants about The State of World's Nursing (SOWN) Report and the State of the World's Midwifery Report to be launched in 2020 and to agree about the data to be collected for the 37 indicators in the NHTWA platform related to nursing.

## Expected outputs

- Better understanding of NHTWA concept, implementation and process
- Nomination of NHTWA focal points for participating Member states
- Agreed directions to strengthen health workforce information in the Region
- Agreed actions to progressively implement NHTWA at country level
- Collect and analyze data for the 37 indicators in the NHTWA platform related to nursing for The State of World's Nursing (SOWN) Report and the State of the World's Midwifery Report to be launched in 2020.

## Participants

Representatives from each country as directed by the Ministry of Health and chief nursing officers.

## Hotel and Workshop venue

Novotel Hotels & Resorts  
1500 SW 1st. Ave.  
Miami, Florida 33129

## Organization

Pan American Health Organization/World Health Organization  
Health System and Services Department/Unit of Human Resource for Health  
525 23<sup>rd</sup> St NW  
Washington, DC 20037

**Note: Please bring a laptop for training purposes and to access the NHTWA website**

**For more information and access to relevant materials about the National Health Workforce Accounts, visit <https://www.who.int/hrh/statistics/nhtwa/en/>**

525 23<sup>rd</sup> St. NW  
Washington, DC 20037

[www.paho.org](http://www.paho.org)



## Workshop Agenda

Day 1 Wednesday, 17 July	Activity	Presenter
8:30 a.m.– 9:00 a.m.	Registration of participants	
9:00 a.m. – 9:30 a.m.	<b>Opening session</b> <ul style="list-style-type: none"> <li>• Welcome and introduction to the Workshop.</li> <li>• Briefing on background, purpose and expected outcome.</li> </ul>	PAHO (HSS/HR) and WHO Health Workforce Department
9:30 a.m.– 10:30 a.m.	<b>Setting the scene: WHO Global and PAHO commitments towards a sustainable health workforce within strengthened health systems</b> <ul style="list-style-type: none"> <li>• Global Strategy on Human Resources for Health: Workforce 2030 and UN High-level Commission on Health workforce employment and economic growth.</li> <li>• Strategy of Human Resources for Universal Access to Health and Universal Health Coverage</li> <li>• The State of World's Nursing (SOWN) Report</li> </ul>	Khassoum Diallo Karen Gladbach Silvia Cassiani &
10:30 a.m.– 11:00 a.m.	Coffee break	
11:00 a.m.– 12:00 p.m.	<b>Strengthening data on human resources for health and applications that support analytical approaches to HRH policy and planning</b> <ul style="list-style-type: none"> <li>• Status of health information in the region and challenges in obtaining valid data on health workforce in the Region</li> <li>• Discussion</li> </ul>	Lynn McNeely, Canada Andrei Chell, Belize
12:00 p.m. – 1:00 p.m.	<b>Introduction to the National Health Workforce Accounts (NHWA)</b> <ul style="list-style-type: none"> <li>• NHWA: concept, framework and operationalization</li> </ul>	Kassoum Diallo and Aurora Saares
1:00 p.m. – 2:00 p.m.	Lunch	
2:00 p.m.– 3:00 p.m.	<b>Introduction to the National Health Workforce Accounts (continued)</b> <ul style="list-style-type: none"> <li>• NHWA: indicators and data sources</li> </ul>	
3:00 p.m. – 4:00 p.m.	<b>Data sources for implementation of NHWA in Member States</b> <ul style="list-style-type: none"> <li>• Introduction to the group work: <ul style="list-style-type: none"> <li>• Data sources and stakeholders</li> <li>• National HRHIS challenges</li> <li>• Data availability, quality, gaps and limitations</li> </ul> </li> <li>• Debriefing</li> </ul>	
4:00 p.m.– 4:30 p.m.	Coffee break	
4:30 p.m.– 5:30 p.m.	<b>Introduction to the NHWA data platform – Part 1</b> <ul style="list-style-type: none"> <li>• Functions and use</li> <li>• Hands-on: Country maturity assessment</li> </ul>	Laptop with Chrome needed for this session
5:30 p.m.– 6:00 p.m.	Conclusions of the day	

Day 2 Thursday, 17 July	Activity	Presenter
9:00 a.m.– 9:15 a.m.	Introduction to Day 2 – Respond to questions from Day 1	
9:15 a.m. – 11:00 a.m.	<b>NHWA implementation approach</b> • Implementation phases and steps	
11:00 a.m.– 11:30 a.m.	Coffee break	
11:30 p.m.– 1:00 p.m.	<b>Introduction to the NHWA data platform – part 2</b> • Data entry • Visualization • Hands-on	Laptop with Chrome needed for this session
1:00 p.m.- 2:00 p.m.	Lunch	
2:00 p.m.- 2:30 p.m.	<b>How can NHWA implementation support decision making</b> • Identifying key HRH challenges and policy questions	
2:30 p.m.- 3:30 p.m.	<b>Action required to strengthen HRHIS through NHWA implementation in Member States – Group Work: Roadmap</b> • Identifying key national HRH challenges and policy questions • Development of roadmap for NHWA implementation to address identified HRH challenges (Next Steps template)	
3:30 p.m.– 4:00 p.m.	Coffee break	
4:00 p.m.– 5:00 p.m.	<b>Roadmap for implementation of NHWA in Member States</b> • Feedback from working groups • Summary	
5:00 p.m.	Depart for reception at the University of Miami	

Day 3 Friday, 19 July	Activity	Presenter
9:00 a.m.– 9:15 a.m.	Introduction to Day 3 Countries present Roadmap – Major Steps	
9:15 a.m. – 10:00 a.m.	<b>Introduction to State of the World’s Nursing (SOWN) Report</b> • Concept • Regional perspective	
10:00 a.m.– 11:00 a.m.	<b>State of the World’s Nursing Report and NHWA:</b> • timelines and approach for data collection • Indicators • Discussion	
11:00 a.m.– 11:30 a.m.	Coffee break	
11:30 a.m.– 1:00 p.m.	<b>How can WHO/PAHO support the countries in gathering data for the SOWN?</b> • Working Groups	
1:00 p.m.- 2:00 p.m.	Lunch	
2:00 p.m.- 3:30 p.m.	<b>Country plans to respond to needs for SOWN</b> • Country presentations	
3:30 p.m.– 4:00 p.m.	Conclusions and summary	