

MAPPING AND ANALYSIS OF CAPACITY BUILDING INITIATIVES ON HUMAN RESOURCES FOR HEALTH LEADERSHIP

Human Resources for Health Observer Series No. 23

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Mapping and analysis of capacity building initiatives on human resources for health leadership

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Abbreviations and acronyms

CC	collaborating centre
ECTS	European Credit Transfer and Accumulation System
GSHRH	Global Strategy on Human Resources for Health
HQ	WHO headquarters
HR	human resources
HRD	human resources development
HRH	human resources for health
ICT	information and communication technology
LMICs	low- and middle-income countries
MOOCs	massive open online courses
ToR	terms of reference
UHC	universal health coverage
WHO	World Health Organization

Executive summary

Introduction

The performance of health-care systems depends ultimately on the knowledge, skills and motivation of persons responsible for delivering services. Hence, the WHO Global Strategy on Human Resources for Health: Workforce 2030 (GSHRH), adopted by the 69th World Health Assembly in May 2016, identifies as one of its four strategic objectives, “to build the capacity, stewardship, leadership and governance of actions on human resources for health (HRH)”. Among the responsibilities envisaged for WHO, the GSHRH includes the “development of an internationally recognized, postgraduate professional programme on HRH policy and planning, with international mentoring and a professional network to support the implementation of workforce science”.

Objectives

The objective of this survey was to identify and analyse human resources development (HRD) courses and training materials globally, in order to inform the development of a WHO strategic and sustainable approach to build countries' and stakeholders' capacity in HRH governance, policy and planning, management, metrics and evaluation, in alignment with the priorities and vision of the WHO GSHRH, contributing to developing a more harmonized and visible platform of courses for general and specialized topics in the field of HRD improvement.

Data collection strategies

The data collection strategy involved key informants, internet searches and two types of questionnaires/data extraction tools.

Key findings

We have identified and analysed a total of 107 training programmes from 67 institutions in 28 countries. Of these programmes, 14 had been discontinued; further, we identified plans for 26 new programmes.

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