



## HRH LABOR MARKETS COURSE

### ANALYZE & PLAN HUMAN RESOURCES FOR HEALTH

UNIVERSITY OF CALIFORNIA, BERKELEY

AUGUST 9-13, 2010

#### INTRODUCTION

*The Global Health Workforce Economics Network (GHWEN), will teach a weeklong course in HRH labor markets at the University of California, Berkeley, August 9-13, 2010. GHWEN promotes research and training in the field of healthcare workforce economics. It is housed within the Global Center for Healthcare Economics and Policy Research which is a WHO Collaborating Center and is also affiliated with the World Bank.*

#### OVERVIEW

This course will teach economic models and tools used to estimate workforce needs, demand, and supply. The course will provide an overview of key topical areas centered on increasing productivity, including skill mix, distribution, and incentives. It will analyze HRH policies that have strengthened health systems, such as improving health worker effectiveness, increasing recruitment and retention, and reducing urban-rural imbalances.

**Who should attend:** This course is for managers, planners, analysts, and others who work in the human resources for health field in organizations such as Ministries of Health, health care facilities, aid organizations, and academic institutions. The principles taught in the course will be applicable to all countries, but the case studies will focus on low-income countries. The case studies will include quantitative exercises, such as analyzing data.

**Format and language:** The format will be a combination of lectures and group projects. Specifically, lectures will occur each morning, and afternoon small-group projects will apply the tools learned in the lectures. The course will be taught in English.

**Application:** Individuals who are interested in admission to the course need to submit an application and curriculum vitae by April 15, 2010. Application can be found at:

<http://ghwen.org/training/hrh/register>

Applicants are responsible for obtaining visas.

**Fee:** \$3,200 (includes lodging, breakfast and lunch, one dinner, and course materials). Partial scholarships may be available for qualified attendees.

#### CONTACT

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#### CURRICULUM

Day 1: Health workers and labor market principles. How do health workers function within a health system? How are health workers defined (e.g., education, skills)? What factors affect the labor force supply and demand, and how are wages determined?

Day 2: Workforce need, demand, and supply. What methods are used to estimate health workforce need and demand? How is workforce supply forecasted? How can skill mix changes reduce forecasted shortages? How is inequality measured? What are the key health worker data sources?

Day 3: Incentives. How do you recruit and retain health workers? What factors affect equity and distribution, and how can you influence them? How do you recruit workers for rural areas? What incentives have been tried and to what effect?

Day 4: Financing. How do financing choices affect the health workforce? What are the different types of healthcare financing systems that exist, and what are the advantages and disadvantages of each? How do countries vary with respect to public, private, insurance, and out of pocket payments?

Day 5: Policy evaluation. How do you include an evaluation component within a policy design, for example, to test the effect of incentives? How do economists and policy-makers work together, and what are examples of how they have worked together in your home country? How do global health initiatives such as the United Nations Millennium Development Goals affect workforce planning?

#### INSTRUCTORS

**Richard M. Scheffler, PhD (Course Director)**  
University of California, Berkeley

**Marko Vujcic, PhD**  
The World Bank

**Mario R. Dal Poz, MD, PhD, MSc**  
World Health Organization

**Alexander S. Preker, MD, PhD**  
The World Bank

**Thomas L. Hall, MD, DrPH**  
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**Kate Tulenko, MD, MPH, MPhil**  
IntraHealth, CapacityPlus

**Audrey Laporte, PhD**  
University of Toronto