

# Strategies to Sustain Health Workforce Capacity

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Presented by: Jean Moore, DrPH, FAAN, Director

Center for Health Workforce Studies

School of Public Health | University at Albany, SUNY

[jmoore@albany.edu](mailto:jmoore@albany.edu)

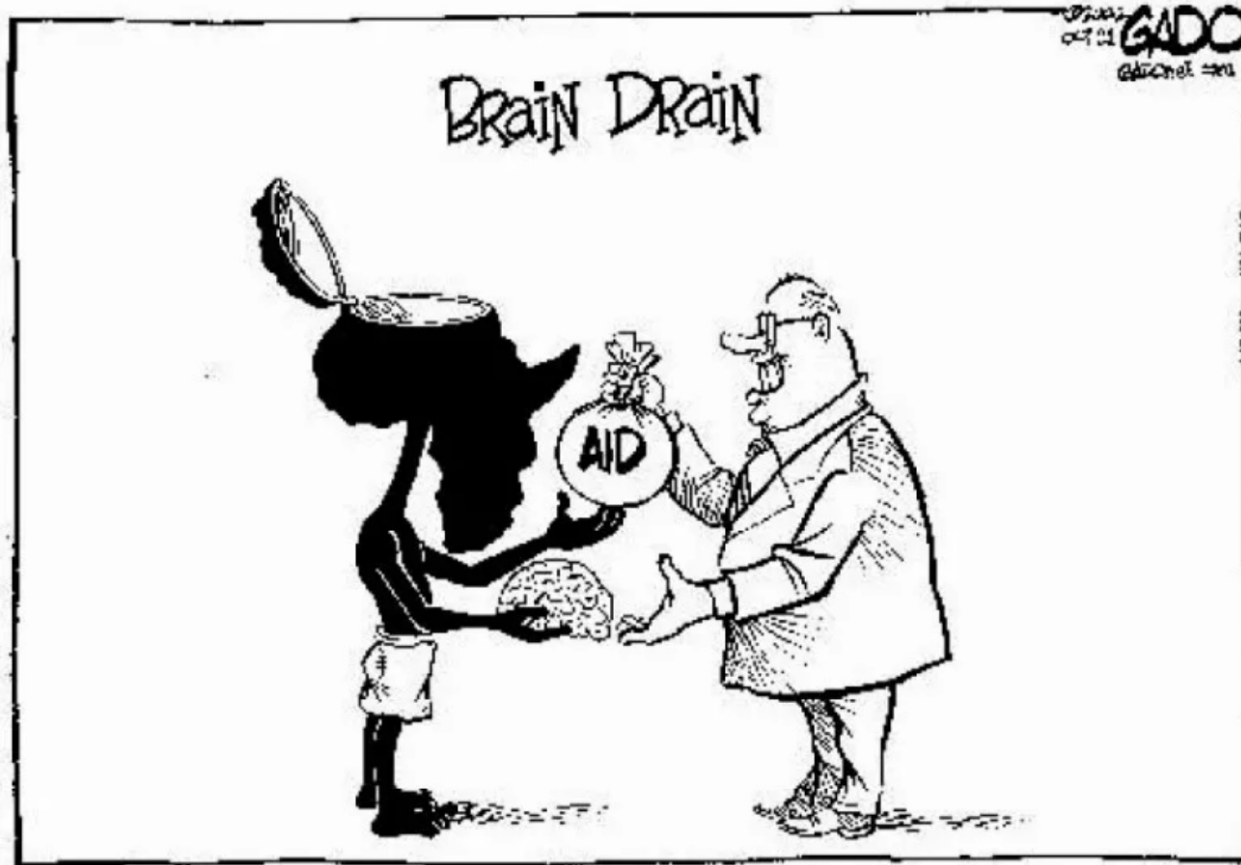
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# Stemming the Flow of Outmigration



# Developing and Deploying the Health Workforce

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- Develop career ladders that promote worker retention
- Create opportunities for incremental upskilling and upgrading
  - Basic to advanced
  - CHW-advanced CHW-nursing assistant-nursing associate-nurse
- Build a training system that supports workers' ability to learn more, enabling them to do more and be paid more
- Use team-based models of care delivery

# Recruiting and Retaining Physicians, Midwives, Registered Nurses

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- Charge tuition for government sponsored health professional education programs
- Offer scholarships and/or loan forgiveness for medical and nursing students who agree to obligated service after completing their education
- A 2-4 year service obligation can support health professionals 'growing roots' and enhances the chances of retaining them for the duration of the service obligation

# The Value of Collaboration Across Countries

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- Virtual connections
  - Project ECHO – focus on training
  - Telehealth/teledentistry/telebehavioral consults
- Exchange programs – two-way street
- Sharing ‘best practices’ in education and practice
  - Pandemic strategies
  - Recruitment and retention strategies

# Data for Workforce Planning

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- Data on the population
  - the most pressing health care needs of the population
- Data on the workforce
  - supply
  - distribution
- Develop potential workforce strategies to address these needs and assure population health

# Questions?

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For more information, please email me at: [jmoore@albany.edu](mailto:jmoore@albany.edu)

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@CHWS\_NY



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