Getting the mix right: challenges to health workforce production

Drivers influencing workforce composition:
- Health needs
- Demographics
- Disease burden
- Epidemics
- Health systems
- Financing
- Technology
- Consumer preferences
- Context
- Labour and education
- Public sector reforms
- Globalization

Challenges:
- Limited shortages
- Widespread shortages
- Maldistribution
- Homogeneity
- Missing competencies
- Ineffective competencies

Possible actions:
- Increase class size
- Shorten training time
- Select from underserved areas
- Locate training in underserved areas
- Outreach to minorities to apply
- Retention efforts during training
- New institutions, cadres
- Regional, international networks
- Evaluation and certification
- Accreditation, licensure

Desired impact on workforce production:
- Appropriate numbers
- Enhanced diversity
- Competencies ensured

Source: (1).