Purpose of Observatory

- To provide broader technical assistance in a number of HRH policy, planning and management areas that would benefit from joint development and coordination.
- To strengthen and integrate collaborative HRH planning and management activities.
Why? Creates stable foundation

- A coordinated, sub-regional approach contributes to workforce stability by creating a more level playing field across the region.
- The level playing field would be created by developing consistent approaches to a range of issues such as:
  - health professional legislation,
  - intra-regional migration strategies
  - program evaluation mechanisms,
  - quality assurance
  - research synthesis
Why? Economies of Scale

- Regional consensus also attracts more donor support because it offers the promise of greater program success and long-term sustainability.
- This approach could shorten the timeline required to strengthen Caribbean HRH governance mechanisms by up to five years.
Where do we start?

The proposed Observatory would require modest resources because:

- It would utilize data readily available to both the education and health sectors
- Work would focus on establishing the reliability & validity of the data -> producing basic reports.
- The Observatory would also begin to assist in the monitoring of the progress of regional HRH targets.
Summary

HRH Observatory

Services offered
- Data collection
- Data analysis
- Stakeholder specific, evidence-based recommendations for increasing value of money
- Training
  - Training needs assessment
  - Development of stakeholder specific projects
- Dynamic point person to provide advice on HR training needs
- Data acquisition process
- Computer & secure data storage with regular back-up
- Network of engaged stakeholders/data sources
- Data entry
- Statistician
- Process monitor
- HR specialist

Resources needed
- Staff

Benefits to MoH
- Can ensure that areas with shortages are the focus for limited resources
- Enables succession planning
- Enables workforce planning
- Enable identification of priority training needs
- Enable identification of areas for resource re-allocation

Benefits to TE institutions
- Capacity building
  - Allows training tailored to MoH needs
  - Increased opportunities for training in key areas highlighted by Observatory
  - Allow course planning based on user needs
  - Enable identification of areas for resource re-allocation

Benefits MoTE
- Enable creation of high profile scholarship programme targeting MoH priority areas
- Will help retain high calibre students in country
- Enable identification of areas for resource re-allocation

Legend
- TE = Tertiary Education
- MoH = Ministry of Health
- MoTE = Ministry of Tertiary Education