



The Strategic Value of HRH Enumeration Data

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Shared Vision: Data-Driven Health Leadership

Imagine having the power to.....

- Predict health workforce shortages before they impact care
- Deploy limited resources with precision across our islands
- Respond to health crises with confidence
- Make funding cases backed by irrefutable evidence

This isn't just possible – it's within reach through comprehensive HRH enumeration data.

The Current Reality



"I have neither foresight nor hindsight.
I was going to hire somebody with
those qualities, but it turns out I didn't."

What We Know

- Our islands face critical health workforce shortages
- Distribution is uneven across jurisdictions and specialties
- External migration creates continuous recruitment challenges
- Training investments don't always address our most urgent needs

What We Don't Know With Precision

- Where the most critical gaps will emerge next
- Which retention strategies are most effective
- How efficiently we're utilizing our existing workforce
- Whether our training investments are yielding results

The Cost of Flying Blind

Reactive Crisis Management

- Responding to shortages after they impact care
- Rushing emergency recruitment at premium costs

Missed Opportunities

- Training programs misaligned with actual needs
- Preventable turnover of valuable staff

Inefficient Resource Allocation

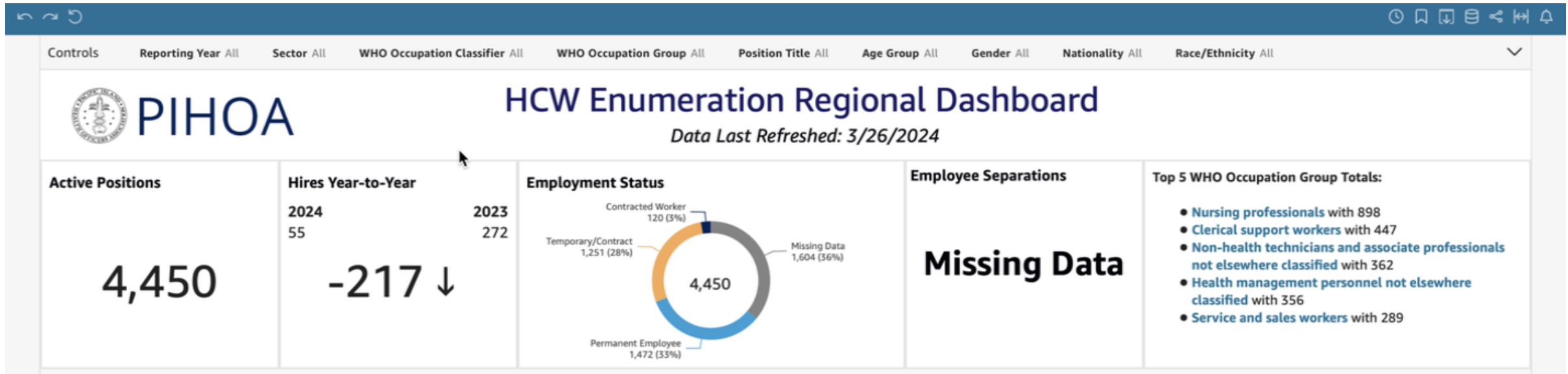
- Duplicated efforts across jurisdictions
- Inequitable distribution of specialized care

Essential Dashboard Metrics

Core Metric Category	Key Examples	Value to Leadership
Staffing Levels	Staff-to-population ratios by territory	Quickly identifies critical service gaps
Skills Coverage	NCD management capability distribution	Aligns workforce with our leading health challenges
Geographical Distribution	Provider density in outer islands vs. urban areas	Addresses reach and access issues
Workforce Dynamics	Turnover rates by profession and location	Highlights retention priorities
Training Pipeline	Students in specific fields with completion timelines	Enables proactive planning

Essential Data Elements

Data Element	Formula	Importance
Current Staffing Level	$(\text{Current FTEs} / \text{Approved FTEs}) \times 100$	Provides immediate visibility into capacity gaps
Staff-to-Population Ratio	$\text{Number of staff per category} / \text{Population} \times 1,000$	Enables comparison to WHO/ benchmarks
Geographic Distribution	$\text{Staff count by location} / \text{Total staff} \times 100$	Reveals access issues between islands
Skills Coverage	$\text{Staff with specific skill} / \text{Required staff with skill} \times 100$	Shows capacity for NCD management, emergency response
Turnover Rate	$(\text{Number of separations} / \text{Average number of employees}) \times 100$	Key stability indicator; triggers retention interventions
Time-to-Fill	Average days from position approval to acceptance	Indicates recruitment efficiency and market challenges
Training Compliance	$(\text{Staff with up-to-date certifications} / \text{Total staff requiring certification}) \times 100$	Ensures quality and safety standards
Local vs. Expatriate Ratio	Local staff / Expatriate staff	Indicates sustainability and localization progress

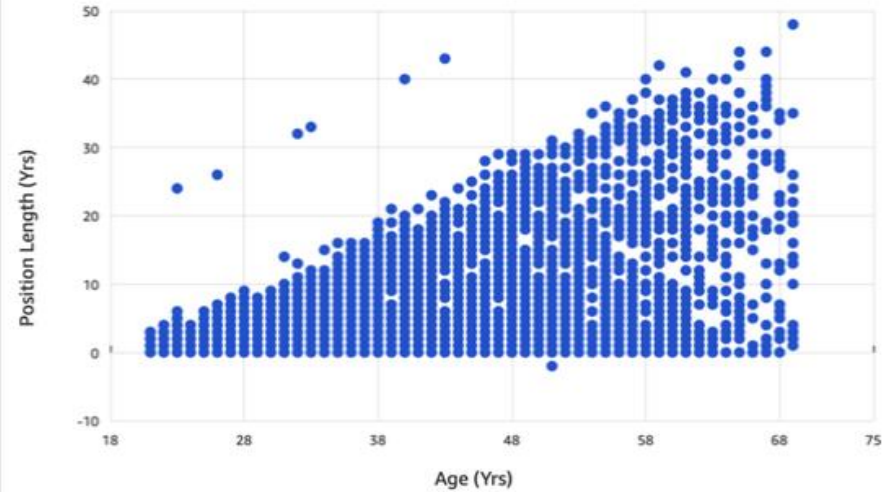


Active Employees by Nationality

Missing Data represents data that was not provided or unable to be classified.

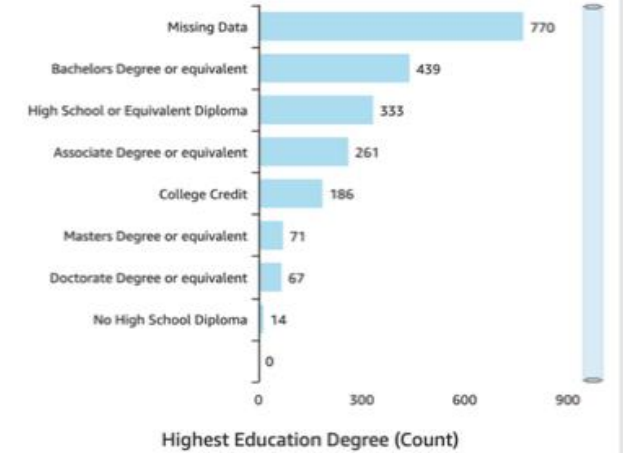


Age and Years of Service Correlation



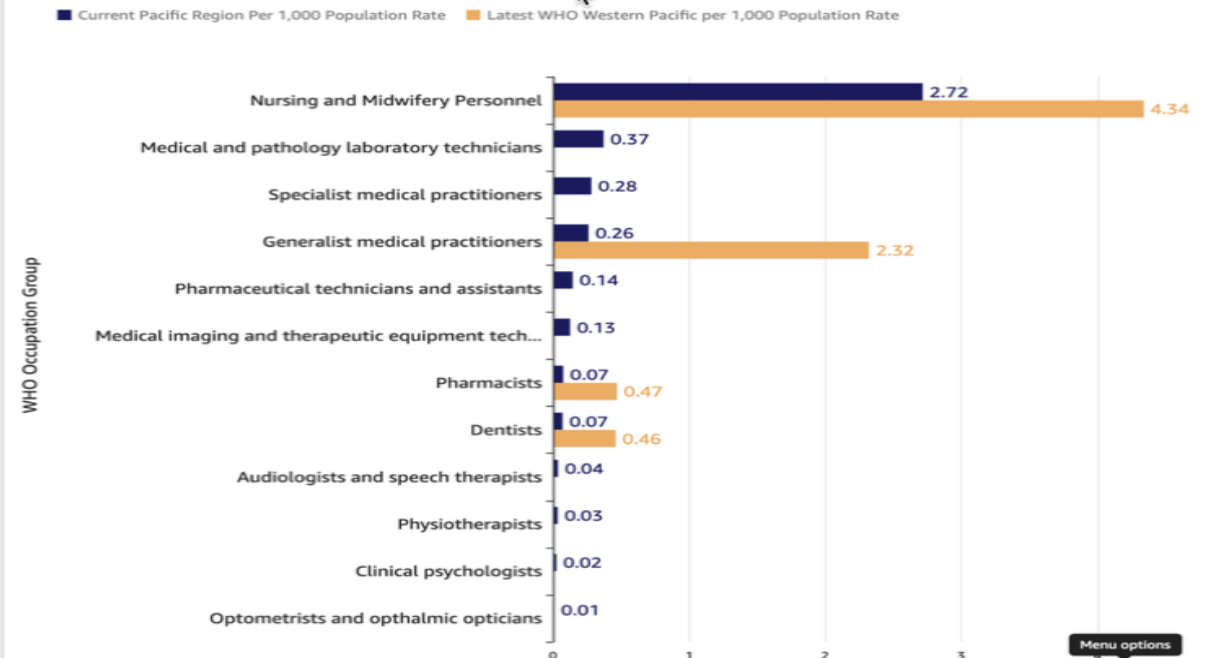
Highest Educational Degree

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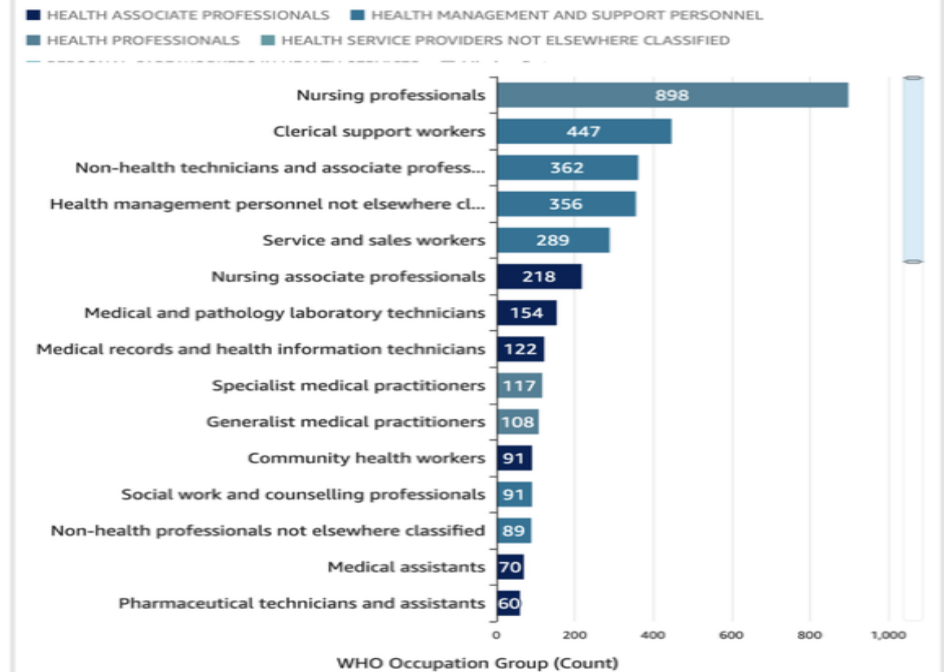
Number of Providers per 1,000 Population

Calculation: (Number of Positions/Total Population) * 1,000



Active Employees By WHO Occupation Group

See Additional Resources section below for more information related to WHO Classification groupings



For Board Consideration and Discussion

1. Support the PIHOA HRH Enumeration Initiative in line with:
 - a. **PIHOA Resolution #2021-69-01** – Concerning the Enumeration and Profiling of the USAPIs Healthcare Workforce and Assessment of the Nahlap Human Resources for Health Action Plan
 - b. **PIHOA Resolution #2024-75-01** – Concerning the Establishment of a USAPI Health Workforce Development Technical Working Group
2. Identify a data champion from each jurisdiction
3. Commit to a 12-month implementation timeline to complete the baseline enumeration data collection
4. Allocate resources for sustainable data collection
5. Provide guidance on how you would like the data to be utilized

Beyond the Numbers: Our People

This initiative is ultimately about...

- Ensuring everyone in our islands have access to quality care
- Supporting our dedicated health workers with sustainable workloads
- Building resilient health systems that can withstand crises
- Creating fulfilling career pathways that keep our talent in the region

**Better data doesn't just improve our systems—
it transforms lives.**

Consider Including Workforce Data to Address NCDs

- **Establish comprehensive workforce data systems** that track healthcare provider numbers, specialties, and distribution alongside NCD burden metrics to identify critical gaps and inform resource allocation
- **Develop standardized competency frameworks and assessments** to evaluate provider knowledge and skills in NCD prevention, screening, and management appropriate for Pacific Island contexts
- **Create integrated data dashboards** linking workforce metrics with NCD outcomes to drive evidence-based recruitment, retention, and training initiatives targeting high-need areas
- **Incorporate traditional healers and community health workers** into formal workforce data systems while implementing cultural competency metrics to ensure culturally appropriate NCD care delivery
- **Establish regional partnerships and telehealth models** with appropriate data tracking to extend NCD expertise across island jurisdictions and to remote communities

Next Steps

1. Complete first round of baseline data collection
2. Endorse data sharing agreement
3. Establish the Regional USAPI Health Workforce Technical Working Group
4. Develop standardized data definitions
5. Full regional implementation with reporting during PIHOA Executive Board Meetings





THANK YOU!

**“Together, we can transform
workforce data from an
administrative burden into our
most powerful strategic asset.”**