Health Workforce Management Training Course

Professional Development Training Course Outline

Category	Public Health	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The Health Workforce Management Training Course is a cutting-edge, competency-based program designed to strengthen health system efficiency, workforce optimization, digital HR analytics, and healthcare service delivery performance. In today's rapidly evolving global health landscape, healthcare institutions face increasing pressure to manage staff shortages, burnout, workforce distribution gaps, and performance inefficiencies. Health Workforce Management Training Course equips participants with advanced skills in strategic workforce planning, HR information systems (HRIS), data-driven decision-making, and healthcare human resource optimization to ensure resilient and high-performing health systems.

With the growing adoption of digital health transformation, AI-powered workforce analytics, and evidence-based HR management in healthcare, this course empowers health managers, HR professionals, and policymakers to align workforce capacity with patient care demands. Participants will gain practical knowledge in recruitment and retention strategies, task shifting, performance management, and leadership in healthcare systems. The program emphasizes real-world applications, global best practices, and case-driven learning to enhance health workforce sustainability, Universal Health Coverage (UHC) readiness, and operational excellence in healthcare institutions.

Programme Curriculum

Health Workforce Management Training Course

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Course Duration

5 days

Course Objectives

1. Understand Health Workforce Planning & Optimization Strategies
2. Apply Healthcare HR Analytics and Data-Driven Decision Making
3. Improve Staff Recruitment, Retention & Talent Management in Healthcare
4. Strengthen Health Systems Performance and Workforce Productivity
5. Implement Digital HRIS (Human Resource Information Systems) in Healthcare
6. Develop Leadership and Management Skills in Health Institutions
7. Enhance Workforce Distribution and Task Shifting Strategies
8. Manage Healthcare Staff Burnout and Wellbeing Programs
9. Apply Evidence-Based Human Resource Management Practices
10. Strengthen Policy Development for Health Workforce Sustainability
11. Improve Performance Appraisal and KPI Monitoring Systems
12. Integrate AI and Digital Transformation in HR Healthcare Systems
13. Support Universal Health Coverage (UHC) through Workforce Capacity Building

Target Audience

1. Hospital Administrators and Managers
2. Human Resource Managers in Healthcare
3. Public Health Officers and Policymakers
4. Nursing Directors and Clinical Supervisors
5. Healthcare Facility Owners and Executives
6. NGO and Donor Health Program Coordinators
7. Medical Training Institution Lecturers
8. Health Systems Strengthening Consultants

Course Modules

Module 1: Introduction to Health Workforce Management

- Overview of global health workforce challenges
- Workforce planning fundamentals
- Health system strengthening frameworks
- Role of HR in healthcare delivery

- **Case Study:** WHO health workforce shortage response strategies

Module 2: Strategic Workforce Planning

- Demand and supply forecasting
- Workforce gap analysis techniques
- Capacity building frameworks
- Resource allocation strategies
- **Case Study:** National healthcare staffing model optimization

Module 3: Recruitment and Talent Acquisition

- Healthcare recruitment strategies
- Employer branding in healthcare
- Selection and onboarding processes
- Retention improvement strategies
- **Case Study:** Hospital nurse retention success model

Module 4: Performance Management Systems

- KPI development in healthcare
- Staff appraisal systems
- Continuous performance monitoring
- Reward and recognition systems
- **Case Study:** High-performing hospital performance framework

Module 5: Digital HR Systems & Analytics

- HRIS implementation in healthcare
- Data-driven workforce decision-making
- Predictive analytics for staffing
- Dashboard reporting tools
- **Case Study:** AI-powered hospital workforce dashboard

Module 6: Leadership in Health Workforce Management

- Transformational leadership skills
- Conflict resolution in healthcare teams
- Change management strategies
- Communication in health institutions
- **Case Study:** Leadership transformation in public hospitals

Module 7: Employee Wellbeing & Burnout Management

- Healthcare staff mental health programs
- Stress management strategies
- Work-life balance frameworks
- Occupational health safety systems
- **Case Study:** Burnout reduction in emergency departments

Module 8: Policy, Governance & Sustainability

- Health workforce policies and regulations

- Governance frameworks in healthcare HR
- Sustainable workforce financing models
- Universal Health Coverage alignment
- **Case Study:** National health workforce reform initiative

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com