



E000619



Manpower and Training

The major objective of Regional Medical Programs in the area of manpower and training is to increase the effectiveness of manpower in the delivery of health services. All types of health professionals need to concern themselves with problems of access to care, reduction in costs, improved efficiency of health care, the importance of an interdisciplinary approach, the use of patient care data to define the educational problems, and the development of new yardsticks for evaluation. None of these aspects of health care can be met by one segment of the health community alone since they cut across all phases of community life.

As regions expand, the availability of manpower and the use of new skills, the requirement will become greater to help people accept the new uses of manpower. The need to understand what is happening in the process of extension of services, the importance of evaluating changes, and the skills required to monitor the quality of services that emerge will be demanding and may be carried out by people with little experience with such a responsibility. Regional Medical Programs places major emphasis on stimulating people who have the responsibility for continuing education programming to set priorities on these kinds of problem areas.

Continuing education is being redefined as a process to affect the manpower problem. Many regions are now developing programs directed to the development of a new type of manpower or expanded roles for existing manpower. Some regions have given new visibility to the manpower problem by organizing subcommittees of their regional advisory groups or establishing inter-agency

manpower committees. Others are seeking manpower expertise in recruitment of core staff or have employed consultants to provide them with this expertise. Some regions are giving serious consideration to determination of the market demand for new health occupations and the potential of these occupations for future career development.

All of the funds in manpower and training are being channelled toward the major objective.