

The future isn't what it used to be

*Shaping the next generation of the Public
Health Intelligence workforce*

EIOS Global Technical Meeting - December 2024

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Unit Head

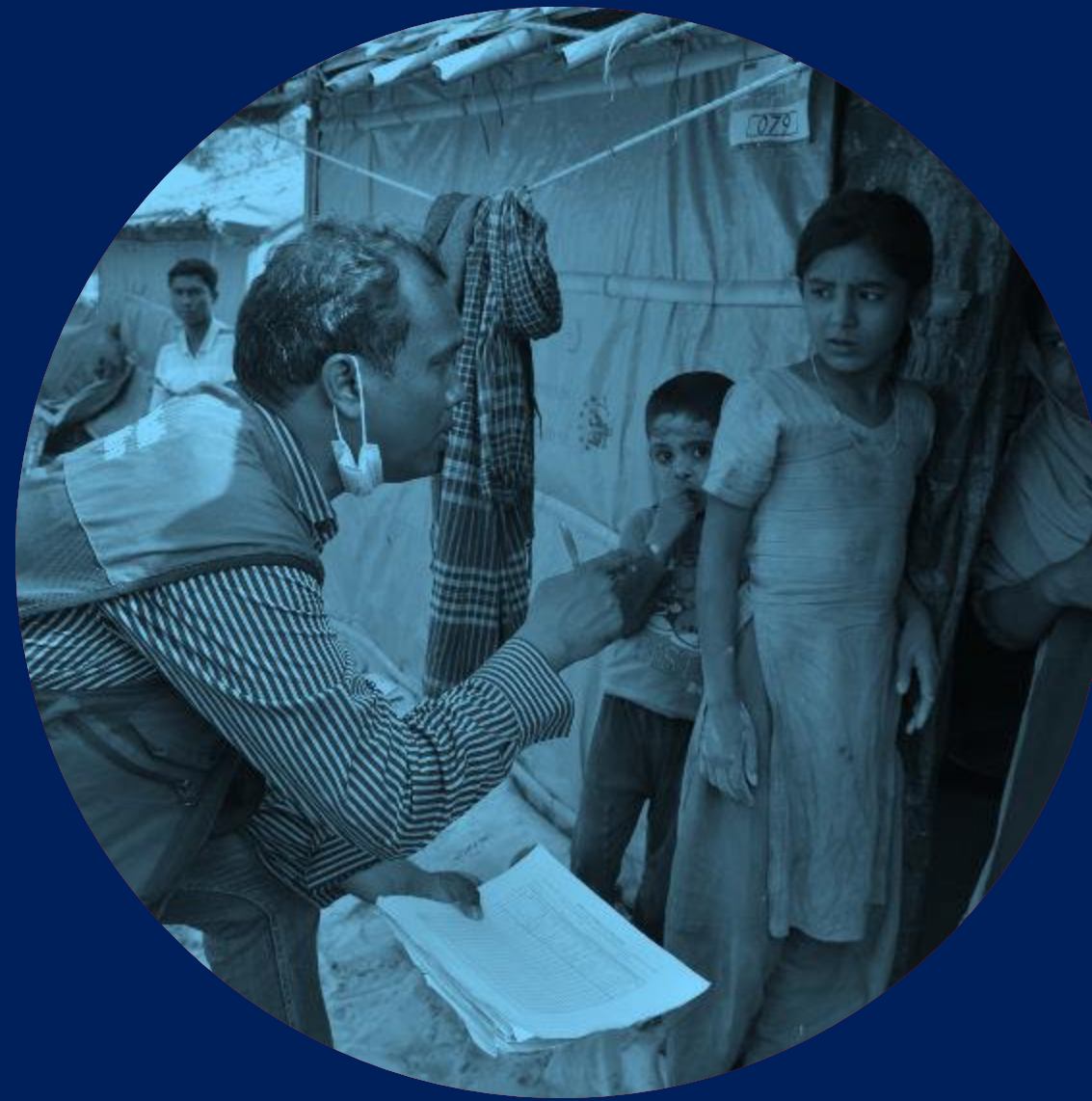
Learning Design and Production, WHO Academy





EIOS Vision

A world where health threats are identified and responded to so early and rapidly that they have zero impact on lives and livelihoods.



**Communities
protected**



**Lives
saved**



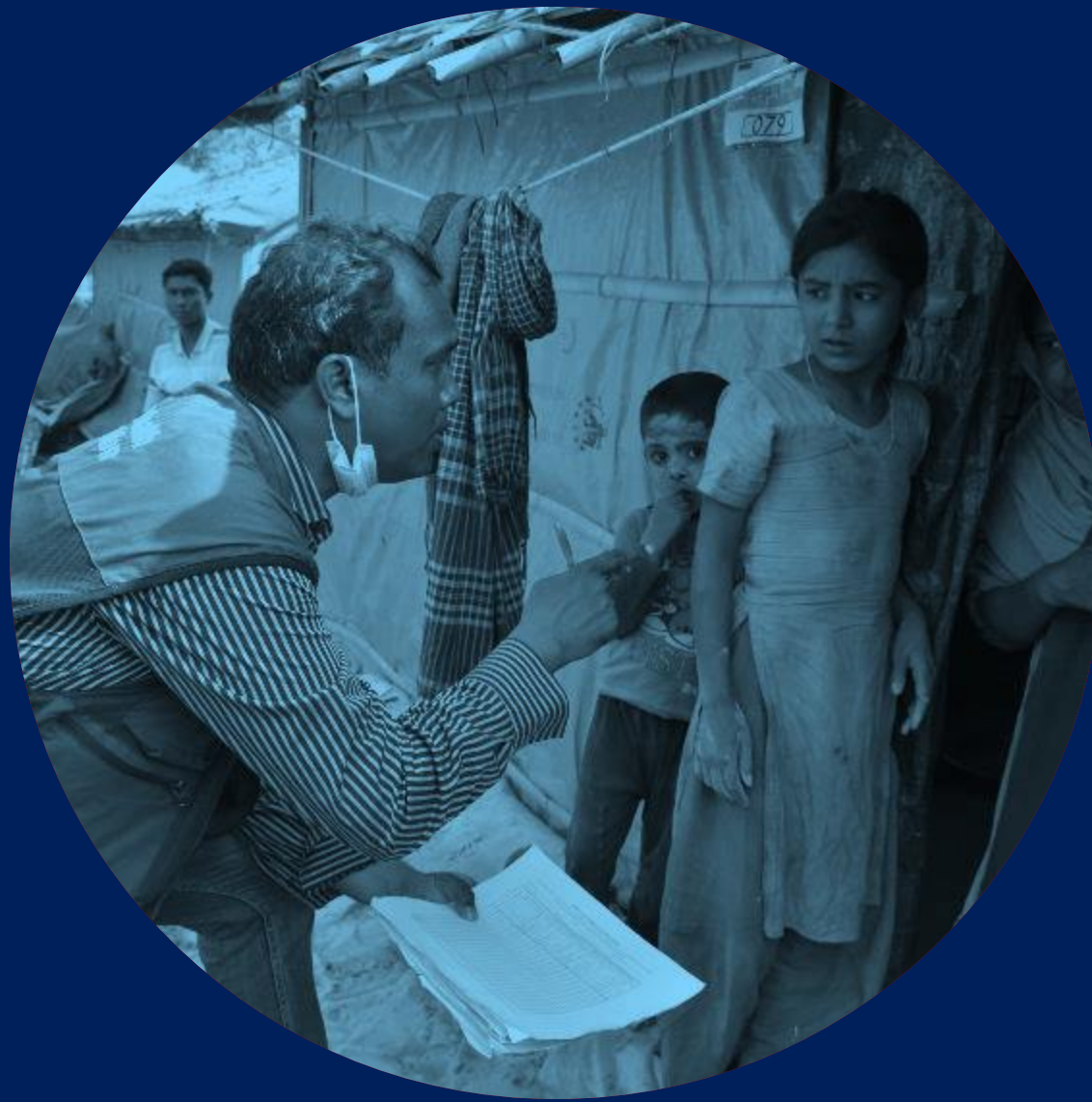
**Outbreaks
avoided**



**Livelihoods
maintained**



**Health systems
strengthened**



Global Workforce Shortage

- Projected shortage of 10 million health workers by 2030 (pre-COVID estimates)
- Workload burden during the pandemic led to significant departures from the health workforce (HWF)
- The demand on the global HWF is expected to grow substantially
- HWF will have to contend with epidemiological (e.g. greater incidence of non-communicable diseases) and demographic shifts (e.g. aging population)
- At the same time, there is the continuous threat of emerging and re-emerging infectious diseases, climate change, antimicrobial resistance



WHO Academy's vision

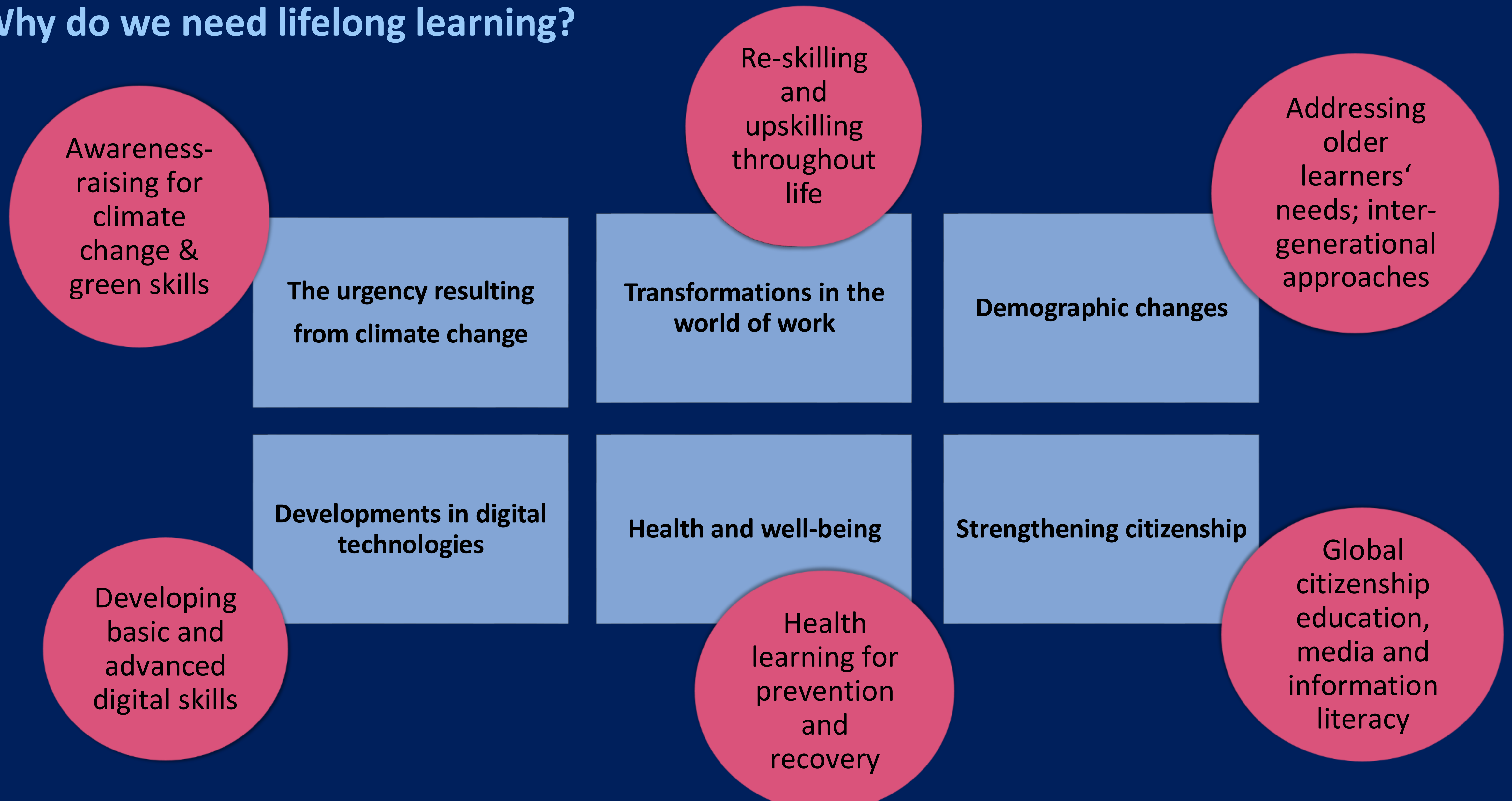
A world in which health and care workers, policy makers and WHO staff have the skills and competencies they need to achieve health for all.

... by building a lifelong learning ecosystem that enables them to develop their capabilities.



Global Perspectives on Lifelong Learning

Why do we need lifelong learning?



The new learning landscape

A woman with dark skin and hair, wearing a red shirt and a blue lanyard, is smiling and holding a black smartphone. The phone screen shows a green background with a black icon of a person with a cross, and the text 'H2H' above it. Below the icon, it says 'Click here to stop.' At the top of the screen, it says 'VTS Tracker 1.17.3' and 'IMEI 866861030407355'. At the bottom, it says 'GPS ON' and 'TEAM CODE IPD_MMC_Malsandari_291'. The phone is a Huawei model.

Encompassing the full spectrum of formal, non formal and informal learning

Less value placed on formal qualifications

Experience and lifelong learning matter

Holistic, lifelong, personalized, flexible learning - At scale



- + Ubiquitous access to learning
 - + Individualized pathways
 - + High flexibility
 - + Massive scale
 - + Delivered across diverse institutions
- = Unprecedented potential for workforce and personal development

WHO Academy in Lyon, France

Opening on Dec 17, 2024



WHO Academy Campus

Inclusive, eco-friendly facility, built around learner needs

- 9 floors | 11 000 square metres
- State-of-the-art integrated technologies
- Virtual and hybrid learning spaces
- Virtual reality labs
- Bespoke simulation centre, 360 video displays, climate controlled, settings designed to replicate real-world scenarios



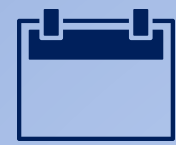
WHO Academy – the Science of Learning



Design

Science-based learning Design:

- Design based on several WHO competency frameworks
- Learning pathways
- Learning linked to development



Deliver

Technology enhanced learning:

- online courses : authoring tools
- Face- to –face, blended
- Game learning & Table-top exercises
- Skills drills in learning format
- Case based learning



Engage

Continuous learner engagement, via:

- Community of practices
- Knowledge Networks
- Mutual and thematic learning
- Forums** with peer-to peer learning
- Webinars: General and Thematic



Evaluate

Impact evaluation for improvements:

- Measure impact via behavioral change
- Wide variety of approaches from surveys, interview, quantitative analysis dashboards

Publications



**Learning
asset tools**



**Evolution of
learning
ecosystems**



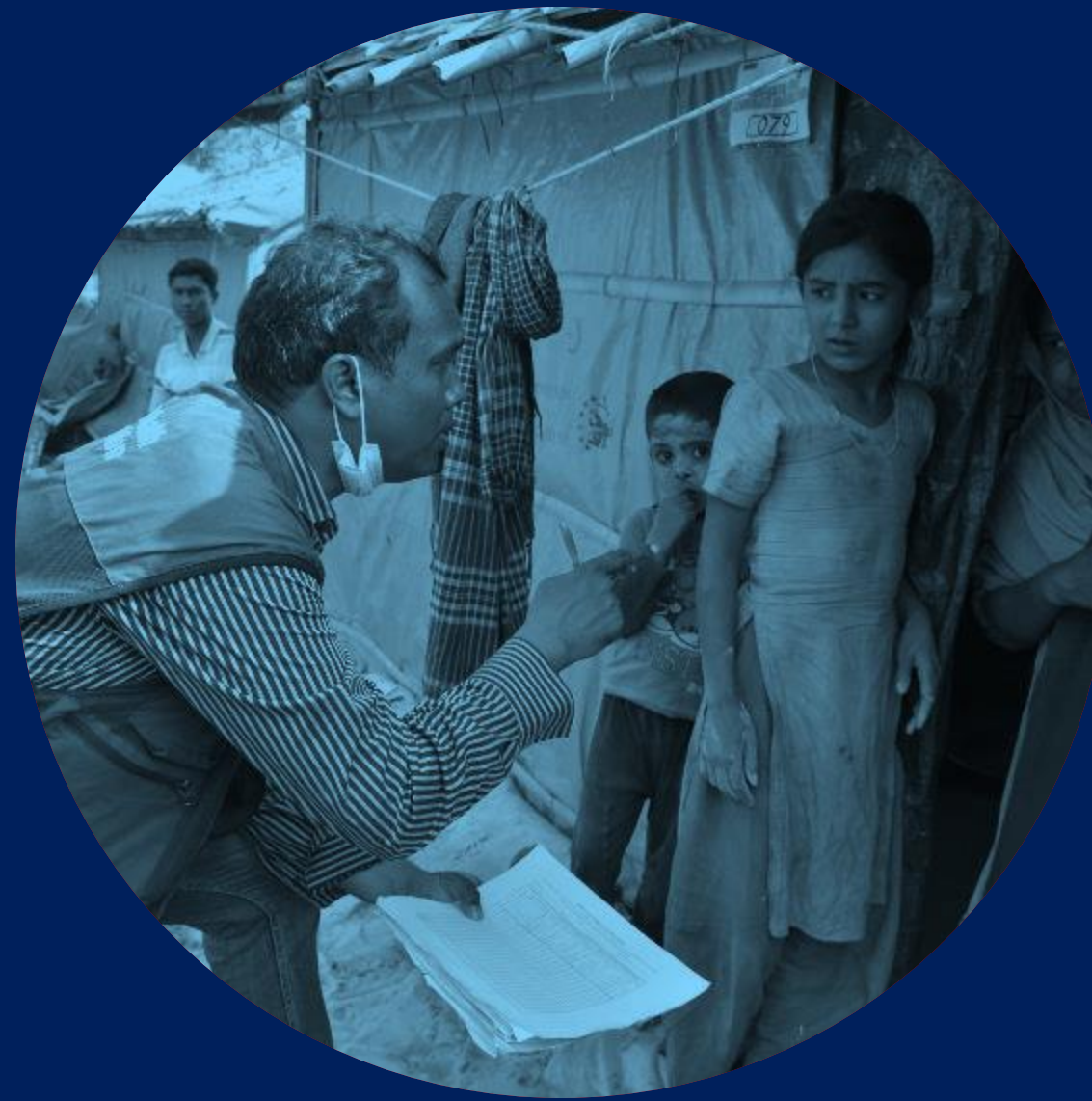
**Enhanced mentorships &
communities of practice**



**AI for learners &
course developers**



**Predictive
Analytics**



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**Lives
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The future ain't what it used to be
(The future isn't what it used to be)

Yogi Berra – US humorist and baseball player

Nit nitay garabam

(People are a person's medicine –
we need THIS community)

Senegalese Wolof Proverb



WHO Academy

