

PROJECTION WIZARD DATA REQUIREMENT

The **Projection Wizard** needs several data requirements to create and/or modify a projection model. The wizard has three (3) process steps.

Projection Wizard – Step 1

In **Step 1**, the parameters to be used in the projection are defined:

1. Country / Area

- > Specifies which country or area the projection model is being applied to.
- > This value is read-only out can be modified through the **Setup** module.

2. Profession

- > Defines the profession for which the projection model will be made.
- > If the profession that is needed is not in the list, a new profession may be created through the **Profession** module.

3. Inclusive Years (maximum 20 yrs)

- > Defines the scope (in years) of the projection model. The difference between the beginning year and ending year should not exceed 20 years.
- > When creating a new projection model, the starting year is set to the current year by default. Changing the starting year will adjust the **Current Population**, **Annual Population Growth Rate** and **Equity Factor** if the data for the starting year is defined in the **Country** module.

4. Title

- > Name of the projection model being created. Entry here will also be reflected as title for related reports to be generated for this projection.

5. Current Population

- > Relates to the current population of the country or areas where the projection model is being applied to. This is usually based on the most recent census or official report of the country/area.
- > This value changes whenever the starting year is modified. The default population for any year may be defined through the **Country** module.

6. Annual Population Growth Rate

- > Rate at which the country/area's population grows on an annual basis. This is usually based on the most recent census or official report of the country/area.
- > The value changes whenever the starting year is modified. The default growth rate for any year may be defined through the **Country** module.

7. Equity Factor (national Level)

- > The multiplier assigned for each country/area that is based on the proxy value Human Development Index (HDI), ethnicity and race, and economic statistics as expressed in real % growth in GDP of countries and areas. Weights have been given to these factors as determinants to the production and deployment of human resources for health. More workers are envisioned to be produced and deployed to countries/areas where their equity factors are high.
- > This value changes whenever the starting year is modified. The default equity factor for any year may be defined through the **Country** module.

8. Ratio to Other Profession

- > Ratio is based on the current number of particular profession being projected against another profession. Provides a preview of a country/area's skill mix.
- > Used only if it is necessary to do a comparative analysis of skill mix from the selected country/area.

Projection Wizard – Step 2

Step 2 requires information regarding category-specific variables. When creating a new projection model, the initial data are automatically loaded. These initial data can be modified through the **Category** module.

1. Category

- > Lists all categories available for a particular profession. Check a category to include them in the projection. Uncheck them if you wish to remove them.
- > You cannot remove categories that are selected in the **Ratio to Other Profession** field from **Projection Wizard – Step 1**.

2. Number at beginning of year

- > Estimated population of the specified profession for the current year.
- > The value should not be below zero (0).

3. Attrition Rate

- > The rate of exit (regardless of form) from a profession, computed annually for the particular profession.
- > The value should be in percentage form. (e.g. 1.0 here means 1.0% attrition rate)

4. Profession/Category to Population Ratio

- > Ratio of a particular profession/category to the country/area population for the current year.
- > The total population ratio for all categories should be less than the **Profession to Population Ratio** field from the **Projection Wizard – Step 1** form.

5. Current salary cost

- > Average annual salary of a profession at entry level post.
- > The value should not be below zero (0).

6. Current cost to train

- > Average cost to produce a graduate of a given profession.
- > The value should not be below zero (0).

Projection Wizard – Step 3

Step 3 requires the user to make assumptions that will calculate the input data needed to progressively make an estimate based on historical information.

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1. Production Pattern

- > Users will have to get the average annual production of graduates of the health worker category being projected from the previous 3-5 years. This will be used as the multiplier to estimate the production of graduates based on the desired number of years.
- > The value should not be below zero (0).

2. Max Growth allowed in budget

- > User will have to compute for the number of new entrants in the sector of a particular health worker category above the budget received for the current year. Then, make an estimate of new entrants anticipated to enter the sector based on the annual budget.
- > The value should not be below zero (0).