

World Bank Presentation – Ghana, Africa



Dr. Hill was a specialist educational consultant and presenter to a 200+ person World Bank conference on the reduction of the uncontrolled “brain drain” from Ghana.

A substantial portion of the limited funding for advanced post high school education is applied to nurse training. Yet, after graduation and modest OJT experience, nurses leave Ghana for international employment in destinations such as Australia, Japan, the Middle East, Europe, and North America.

Hill was originally commissioned to address the development of modular training facilities that could be employed across the country to expedite the training process using advanced nurse training software. Hill defined the need for a pre-test of basic skills to better focus on both medical studies and supplementing the “learning gap” – those international cultural and basic skills that also needed enhancement.

To help reduce out migration, Hill proposed a series of financial incentives that would defer out migration through payments to family and savings accounts when in country. Additional funding would then be pay to the home country and families once the nurse worked overseas. Final payments would be kept in escrow pending the nurses return to Ghana after a pre-approved designated period of time.

The goal was to stabilize family structure and income through in country retention, reduce the duration out-of-country, and encourage return to stabilize and enhance domestic health services.