HVO Strategic Framework (2022-2025)

**Mission**
Health Volunteers Overseas improves the availability and quality of health care through the education, training, and professional development of the health workforce in resource-scarce countries.

**Vision**
HVO envisions a world where all people have access to high-quality health care delivered by local health professionals.

**Values**
- **Sustainability.** We promote activities and investments that strengthen health workforce capacity and advance health for all.
- **Equity.** We foster inclusion and cooperation through partnerships that are based on integrity, mutual respect, and open, responsive communication.
- **Stewardship.** We deeply value our partners, donors, and volunteers, and we are committed to strong stewardship of these vital relationships.
- **Innovation.** We apply creative learning approaches and technologies that align with the needs of our partner institutions to implement effective, transformative education programs.

**Guiding Principles**
HVO projects are staffed by skilled health care professionals who demonstrate the highest standards of professional and personal conduct. Sensitivity to and respect for the cultural and social beliefs and practices of the host country should guide professional and personal behavior.

Project goals, objectives, and structure vary and reflect the educational priorities of our partner institutions. However, there are certain principles that apply to all projects. HVO projects:

- Are relevant and realistic.
- Are informed by local diseases, health conditions, available resources, evidence-based practices, and institutional and national priorities.
- Train local personnel who will assume the roles of both educator and provider, whenever possible.
- Promote lifelong learning.
- Focus on disease prevention, when appropriate.
Strategic Priorities

As HVO looks forward to a post-pandemic world, we are optimistic about the future. We will continue to actively support our partners through on-the-ground volunteer activities, as well as adopt new technologies that will enable us to look beyond limits imposed by geographic boundaries. The adoption of a hybrid project model, characterized by on-the-ground volunteer activities coupled with e-learning, affords continuity in the delivery of education and professional support between in-person assignments. These advances will enable HVO to retain and expand its volunteer pool, increase the number of health professionals receiving education, and expand the scope of our training.

By reflecting on lessons learned and embracing a hybrid model, HVO is well positioned to scale our impact in the coming years. This strategic framework reflects our optimism as we aim to enhance HVO’s program model, foster a stronger sense of community, and transform HVO through technology.

➢ Enhance HVO’s program model

   Enhance HVO’s program model to improve program quality and position HVO as a leader in building health workforce capacity.
   • Explore a broad range of partnerships, methods of collaboration, and opportunities to align programs with global health initiatives.
   • Expand HVO’s programs to include nonclinical areas, such as health administration, management, and nutrition.
   • Explore opportunities to provide training in managing diseases and health conditions either emerging or exacerbated by climate change.
   • Use data to inform project design, scale high-impact projects, and communicate project impact.

➢ Foster a sense of community

   Foster a motivated, connected, and inclusive community committed to advancing HVO’s mission.
   • Invest in technologies that promote accessible and equitable opportunities for engagement.
   • Amplify the voices of our international partners and trainees through first-person storytelling.
   • Nurture HVO’s culture of volunteerism and philanthropy by increasing networking opportunities and recognition of service and support.

➢ Transform HVO through technology

   Transform HVO by implementing new technologies aimed at strengthening continuity of education, promoting connection, and increasing impact.
   • Continue to develop and scale HVO’s e-learning program and foster models of hybrid education.
   • Increase capacity to engage and support donors, learners, partners, and volunteers.
   • Continue to invest in technologies to support HVO’s internal operations.