



A Cross-Sectional Survey of Medical Students and Early-Career Practitioners in Angola: Perceptions and Barriers to Sustaining the Healthcare Workforce

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Abstract

The retention of young medical professionals is a critical challenge for healthcare systems across Africa, including Angola. Understanding the perspectives of the next generation is essential for developing effective workforce strategies. This study aimed to assess the perceptions, career intentions, and perceived barriers to retention among medical students and early-career practitioners in Angola. A cross-sectional survey was conducted using a self-administered, structured questionnaire. A convenience sample of final-year medical students and practitioners within five years of qualification was recruited from major academic and clinical institutions across multiple provinces. Data were analysed using descriptive and inferential statistics. A significant proportion of respondents expressed an intention to seek work opportunities outside Angola within the next decade. Key barriers to retention included concerns over remuneration, working conditions, and limited opportunities for specialisation and career progression. There is a substantial risk of a continued drain of young medical talent from Angola's healthcare system, indicating a misalignment between career aspirations and the health sector's current capacity to meet them. Urgent policy interventions are required to improve remuneration packages, invest in postgraduate training infrastructure, and create clear, attractive career pathways within the public health sector to enhance retention. Medical workforce, Retention, Brain drain, Medical education, Angola, Health policy This study provides focused empirical data from Angola on the career intentions of its emerging medical workforce, offering evidence to inform national human resources for health planning.

Keywords: *Medical workforce retention, Cross-sectional survey, Sub-Saharan Africa, Health human resources, Medical education, Healthcare system barriers, Angola*



ABSTRACT-ONLY PUBLICATION

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