Figure 1: Illustration of the rationale of the Mozambique HRH costing model

**Source/bases**
- Expenditure analysis of initial training course curricula
- Objectives: Initial training
- Objectives: Personnel
- Salaries Policy
- Incentives Policy

**Inputs:**
- Cost of initial training per student/course
- Number of students
- Number of personnel
- Monetary value of salaries and allowances per worker
- Number of beneficiaries
- Monetary value of incentive package per worker

**Outputs:**
- Cost of initial training
- Wage bill
- Cost of incentives package