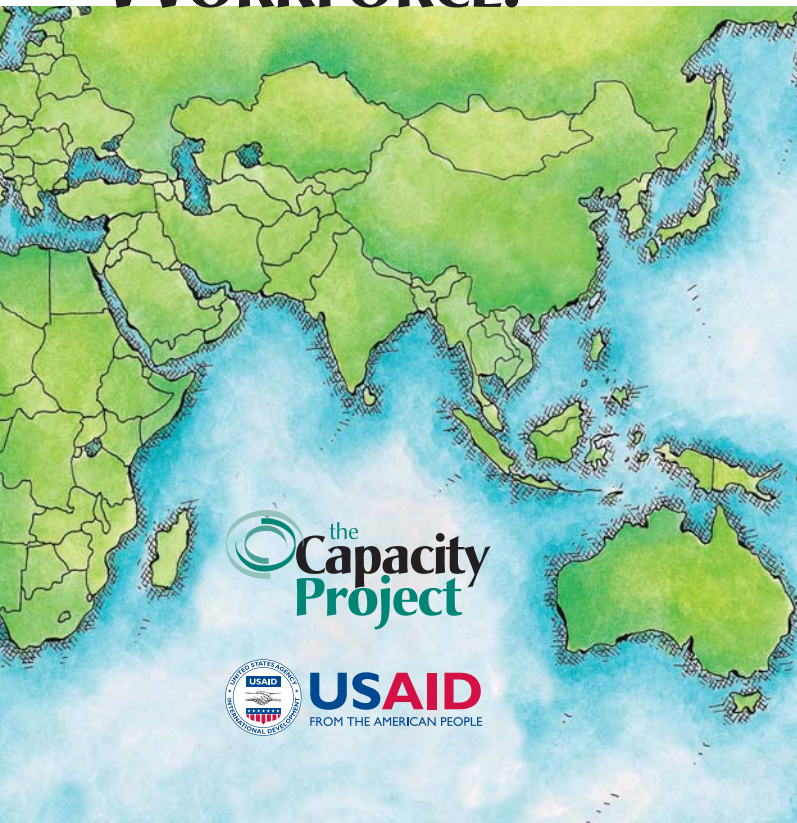
Planning, Developing & Supporting the Health Workforce.



the Capacity Project

USAID
FROM THE AMERICAN PEOPLE

Guiding Principles

- Developing shared commitment among key stakeholders
- Using holistic, systems approaches to analyze and address HRH problems
- Aligning multiple efforts, sectors and systems
- Applying evidence and innovation to develop effective solutions
- Building capacity of appropriate counterparts
- Sharing and using knowledge to improve planning and decision-making
- Focusing systematically on gender issues to enhance workforce effectiveness.

Where We Work

Current: Belize, Costa Rica, Democratic Republic of the Congo, El Salvador, Ethiopia, Guatemala, Kenya, Lesotho, Malawi, Mali, Namibia, Nicaragua, Pakistan, Panama, Rwanda, Senegal, South Africa, Southern Sudan, Swaziland, Tanzania, Togo, Uganda, Vietnam

Past: Ecuador, Eritrea, Ghana, Indonesia, Liberia, Nepal, Mozambique, Romania, Ukraine

About the Capacity Project

Without strengthened human resources for health (HRH), it will be impossible to sustain gains made in family planning and reproductive health while responding to critical demands such as the HIV/AIDS pandemic, tuberculosis and malaria.

An innovative global initiative funded by the United States Agency for International Development (USAID) and led by IntraHealth International, the **Capacity Project** helps developing countries build and sustain the health workforce and systems needed to implement quality health programs.

In collaboration with developing country HRH leaders and stakeholders, the Project focuses on:

- **Improving workforce planning and leadership** to ensure that the right type and number of health workers are deployed where they are needed
- **Developing better education and training programs** so that health workers have the skills and knowledge to meet the needs of their communities
- **Strengthening systems to support quality workforce performance** and encourage workers to remain on the job.

The Capacity Project has worked in 32 countries since October 2004. Major technical leadership areas include:

- Human resources information system strengthening
- HRH leader/practitioner development
- Worker retention, job satisfaction and productivity
- Shared global HRH Action Framework
- HRH knowledge management.

*"There is this aspect of involving everyone responsible in an activity, so that people feel it is **our** thing."*

—Khamis Khamis, Head of the Human Resource Division, Zanzibar Ministry of Health and Social Welfare, on the Capacity Project's approach to stakeholder leadership

"This approach is focused on the essence of what health workers need [to learn] in order to do their work in a hospital, a health clinic or a community health center."

—Dr. Mohamed Salia Maiga, Director of Studies, Gao Nursing School, Mali, on the Capacity Project's approach to in-service training

The Challenge

In many developing countries, health systems face daunting challenges to meet even basic health care needs. These challenges include:

- Inadequate numbers and maldistribution of health workers
- Lack or poor use of data for planning and decision-making
- Recruitment, hiring, deployment and retention problems
- Weak HR management systems
- Growing demand for services (especially due to HIV/AIDS).

The Capacity Project is committed to a comprehensive and coordinated response to these challenges.

"[The HRH Global Resource Center] addresses the most relevant issues in such an effective manner. The valuable information is directly useful in strengthening the response to the containment of HIV/AIDS besides addressing the health system strengthening issues."

—Dr. Rajesh Gopal, Gujarat State AIDS Control Society, India, on the Capacity Project's digital library for human resources for health

HRH GlobalResourceCenter
find, share and contribute

www.hrhresourcecenter.org

This online library is a searchable collection of HRH resources with librarian support. Find the information you need to plan, develop and support the health workforce.

What We Offer

The Capacity Project provides technical expertise, knowledge and tools for planning, developing and supporting the health workforce.

Planning the Workforce

- Strategic planning for HRH
- Building and strengthening HR information systems
- Promoting data-driven decision-making
- Fostering advocacy and building alliances among stakeholders
- Improving recruitment, hiring and deployment strategies and systems
- Using a competency model to promote workforce realignment and task shifting.

Supporting the Workforce

- Strengthening systems to improve and sustain health worker performance
- Developing tools and initiatives to improve job satisfaction and retention
- Improving supervision systems
- Refining licensing, accreditation and quality assurance systems
- Enhancing health worker productivity
- Assessing and removing barriers to care for HIV-infected health workers.

Plan · Develop · Support

Developing the Workforce

- Aligning training and education systems with HRH strategic plans
- Enhancing and harmonizing pre-service education and in-service training
- Strengthening faculty and teaching methods
- Ensuring appropriate health curricula and content
- Strengthening professional associations and their roles in continuing education, licensure and certification.

The Capacity Project Partnership

INTRAHEALTH INTERNATIONAL

IntraHealth International, Inc.
(Lead Partner)
www.intrahealth.org

IMA WORLDHEALTH
ADVANCING HEALTH & HEALING THE WORLD OVER

IMA World Health
www.interchurch.org

JHPIEGO
An Affiliate of Johns Hopkins University
A GLOBAL LEADER IN IMPROVING HEALTH CARE FOR WOMEN AND FAMILIES

JHPIEGO
www.jhpiego.org

LATH
LIVERPOOL ASSOCIATES IN TROPICAL HEALTH

Liverpool Associates in Tropical Health
(LATH)
www.lath.com

MSH MANAGEMENT SCIENCES *for* HEALTH
a nonprofit organization strengthening health programs worldwide

Management Sciences for Health (MSH)
www.msh.org

PATH
A catalyst for global health

Program for Appropriate Technology
in Health (PATH)
www.path.org

TRG

Training Resources Group, Inc. (TRG)
www.trg-inc.com

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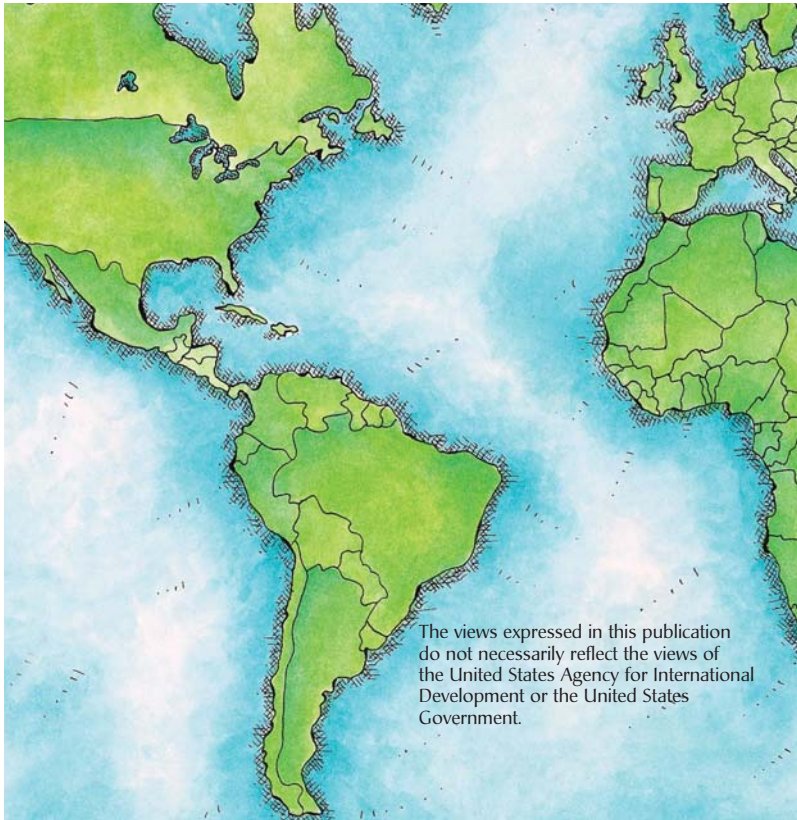

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