

Bulletin *Quarterly*



USAID
FROM THE AMERICAN PEOPLE



FUNZOKenya
TRANSFORMING HEALTH WORKFORCE TRAINING

IntraHealth
INTERNATIONAL
Because Health Workers Save Lives.

June 2015

Emmanuel Etabo: Why I wanted to be a Health Worker

"When I was in Form One I came home for holiday only to find that there was a Cholera outbreak in my village. Two people had died and many more were sick. Everybody was running to the health center for help but there were no health worker to treat them. I was sad but helpless as people continued streaming into the local primary school which had been turned into a treatment camp. This is when I decided that I wanted to be a health worker; to help the community." These were the words of Emmanuel Etabo a graduate nurse currently volunteering at Kerio Health Centre in Turkana County.

Popularly known as the 'Cradle of Man', as a result of groundbreaking archaeological discoveries made by leading archaeologists, Turkana County is one of Kenya's driest regions. The 2014 Kenya Demographic Health Survey lists Turkana among counties with the highest poverty, malnutrition, illiteracy, and HIV prevalence. The county also faces a major shortage of health workers with the lowest health worker to population ratio in the country, according to the Ministry of Health Human Resources for Health (HRH) Assessment Report for Northern Kenya (2013).

Etabo is among 341 students who have benefited from a scholarship program run by IntraHealth International's USAID|FUNZOKenya Project. The Project also runs the *Afya Elimu Fund* (AEF), implemented jointly with the Higher Education Loans Board (HELB). AEF, established in 2013 has

advanced loans for tuition to more than 5000 students nationally.

"When I received an admission letter to the Kenya Medical Training College (KMTCC) I faced challenges in raising fees. Although I managed to convince my uncle to support me, he couldn't afford it because he had many issues to deal with including his own children who were in school. I was almost dropping out in my second year when the chance for the scholarships came." Etabo explained.



He completed his three and a half years Diploma in Kenya Registered Community Health Nursing in January 2015. He is currently a volunteer at Kerio Health Centre and says it is a fulfillment of his childhood dream.

When we visited Kerio Health Centre Etabo was going about his duties attending to patients with different health issues including respiratory complications, stomach problems among others. On a day Etabo attends to over 50 patients.

"I am grateful to FUNZOKenya for helping me pay my school fees and realize my dream of serving my people. Even though I am not earning a salary right now, I am very happy to be here."



Emmanuel Etabo at Kerio Health Centre. In this photo he is assisting a colleague attend to his mother after she suffered an asthmatic attack

Kerio Health Centre has only four qualified health workers serving a catchment population of over 6,200. Patrick Moi the facility in-charge says Etabo is a God sent addition to his team and wants the Turkana County government to absorb him into the county payroll and retain him at the facility.

The case for a strong in-service training regime for Kenya



The world is slowly recovering from the devastating effects of the Ebola outbreak in West Africa. As the various stakeholders involved in containing the outbreak reflect on their contributions, the true heroes

however, must be the thousands of health workers some of whom with very little knowledge on the disease risked their own lives to save others.

The experience in West Africa underscores the critical role played by health workers who are at the frontline during any health crisis. But how can health workers who are ever present be well prepared and ready to deal with emerging challenges in healthcare? The answer lies in a strong, well coordinated health system that is able to continuously update the health workforce skills on how to manage these occurrences.

The USAID|FUNZOKenya project works to transform health workforce training in Kenya in order to meet the growing demand in terms of numbers and skills. The project has implemented a regional training strategy that has helped to reinforce the coordination role of the Ministry of Health through the human resources development department. In addition, we have involved the various regulatory bodies to create demand for training, tapped into the experience of training institutions and ensured that health care providers and County health officials identify suitable trainees. Further, the project has established the integrated Human Resources Information System (iHRIS) Train at the Ministry of Health to facilitate training data capture and sharing.

In the last three years, more than 11,000 health workers have received in-service training in various aspects of HIV management including Adult anti-retroviral therapy (ART), prevention of mother to child transmission (PMTCT), and counseling and testing as well as new treatment guidelines. Others have been trained in Reproductive, maternal and child health including modern family planning methods, young infant and child feeding and Emergency Obstetrics Care (EmOC) through the 14 training institutions.

Dr James Mwanzia

Chief of Party- USAID|FUNZOKenya Project

View from Nakuru County

Trainings to help county meet strategic objectives in health

Rachael Kiuna- Care and Treatment Coordinator, CASCOs Office, Nakuru County.

May I first thank IntraHealth International and the Kenya Medical Training College- Nakuru for their continued support in empowering the health workforce in Nakuru County. The recently concluded training of 60 health workers will contribute enormously to the HIV response in Nakuru.



The health workers were trained on the new guidelines on treatment and will contribute to the counties targets as outlined in the strategic plan.

As a county we are committed to supporting the achievement of Kenya Vision 2030 goal of ensuring universal access to comprehensive HIV prevention, treatment and care. This training will help health workers to better manage patients as per the new guidelines which touch on HIV testing, linkage to care, treatment and retention to care.

This will result in more HIV positive patients who are eligible to ART, and who were not yet initiated on treatment, being enrolled for treatment. It will also improve patient management and increase the number of patients retained on treatment and overall improved HIV Indicators for Nakuru County.

The output will be an improved cascade of HIV response in Nakuru County and the nation at large, where new HIV infections will be reduced and the prevalence will come down.

The impact will be an achievement in MDG number six on combating HIV and other diseases through improved quality of care by empowered health workforce hence improved health outcomes for development.

However as Nakuru County, we have only achieved 30% of our targets in terms of orientation to the new guidelines hence more need for support on the same. We look forward for your continued support.

Indexing & Training guidelines for Public health Officers Gazetted

Irene Chami- CPD & Accreditation Manager- USAID|FUNZOKenya

The news of the gazettelement of the Public Health Officers and Technicians Council Indexing and Training Standards policy documents was received with jubilation. This achievement is no mean task as it comes after tremendous effort and hard work from the Council and its membership.



The development of the Council's indexing and training standards documents was undertaken by a technical working group (TWG) constituting of members from training institutions, Ministry of health, Association of Public Health Officers, Kenya Medical Research Institute and development partners. Two TWG workshops were held to develop the documents. The process was funded by USAID|FUNZOKenya Project.

PHOTC was established by an Act of Parliament in 2013 to exercise general supervision and control over the training, practice and employment of Public Health Officers and Technicians in Kenya, and to advise the government in relation to all aspects of the profession. The May 2015 gazettelement officially provides the Council with the mandate to undertake the registration of public health practitioners and accreditation of public health training institutions.

Our experience with e-learning

Albert Kinyua- Lecturer, KMTC

The Kenya Medical Training College (KMTC) was established in 1927 and has grown from a single campus in Nairobi to 41 campuses across the country. The college currently offers 17 Certificate, Diploma and Higher Diploma courses.

KMTC trains mid-level health workers and produces more than 80% of the health care workforce in Kenya.

Due to rapid growth of the Kenyan population and related health challenges, demand for training opportunities in health and health related areas has increased.

KMTC established an eLearning department with the support of the USAID|FUNZOKenya Project to offer accessible, affordable and quality training of health workers through asynchronous web based eLearning. ELearning has become the solution to meet varied training needs while maximizing on the available infrastructure and resources to admit more applicants.

The Project has supported KMTC Nairobi campus establish an electronic Learning Management System (LMS) which hosts the e-learning programs. The LMS currently hosts two Higher Diploma courses and one upgrading course with a population of about 100 students. The students use the desktops, laptops, and other mobile devices like mobile phones and tablets to access the learning materials at their convenience.

As a result, learning has become more interesting since students can now access learning without physically traveling to classroom. It is learning anywhere, anytime, everywhere! This mode of learning is especially very ideal for in-service health workers upgrading their qualifications as it minimizes disruption to service delivery.

The Project has also supported training of lecturers on content conversion using the different eLearning authoring tools. This has enabled lecturers convert course material to a self-instruction electronic mode



The New KMTC ODeL Centre established with FUNZOKenya support

that helps the student to access e-lessons with minimal supervision.

To maintain training standards, e-learning students go through the same learning material as the students on face to face mode. The e-learning mode includes an orientation session which familiarizes learners with the platform at the beginning of the semester and finally for a sit in exam and technical practical sessions which are scheduled appropriately. The students' performance in examinations has been excellent with all students in the e-learning mode attaining a mean A or B at the end of the semester.

One of the challenges that KMTC faced on e-learning was the unstable LMS brought about by fluctuations in Internet and poor connectivity making learning difficult. This hampered any progression on the e-learning approaches. FUNZOKenya has co-hosted the LMS with Kenya Education Network (KENET) thus making the platform available all the time. Students are now highly motivated and regard FUNZOKenya very highly.

As a result of all the achievements made so far, the eLearning department is now planning to engage FUNZOKenya to cascade the model to other colleges in order to deliver harmonized courses to all KMTC colleges using e-learning. This will not only create opportunities to increase the number of health workers trained but it will also increase the college income base and significantly reduce lecturers' workload.

The cooperation between KMTC Nairobi campus and the FUNZOKenya e-learning team has resulted in the establishment of learning structures that are going to push KMTC to great heights in provisions of quality, affordable and accessible digital health training.



The signage to the new KMTC ODeL Centre



At last! : After months of rigorous work involving multiple stakeholders and development partners, the Kenya Nutritionists and Dietetics Institute (KNDI) finally launched their Training Standards, Continuing Professional Development guidelines and Indexing Guidelines developed with the support of FUNZOKenya. The KNDI Chairperson Dr Julia Ojiambo thanked FUNZOKenya and other partners for the support to develop these crucial documents. The CEO of National Commission for Science Technology & Innovation (NACOSTI) Dr Rugut represented the Education Cabinet Secretary

Outspan Launch ODel Unit: FUNZOKenya transformation of the learning environment for health care students continued with launch of Outspan Medical Training College's ODel unit in February. Students will now be able to experience a more interactive learning especially as more and more courses are made available on the e-platform.



Principal Secretary for Health Dr Khadijah Kassachon (center) with other dignitaries display key documents launched at the official opening of the Kenya Health Congress held in February 2015. FUNZOKenya was one of the sponsors of the event at which the National Continuing Professional Development (CPD) Framework developed with project support was launched.

Heads Together: (Left to Right) Dr Kanyenje Gakombe CEO Metropolitan Hospital, Dr Sam Thenya Chairman of Nairobi Women's Hospital, Mr David Njoroge- MOH-HRD and Dr James Mwanzia- FUNZOKenya Chief of Party consult during a meeting of leading employers in the health sector organized to discuss ways of supporting AEF beneficiaries find mentorship and get into employment. Others who attended the meeting include representatives of Agha Khan Hospital, Nairobi Hospital, African Air Rescue (AAR), Karen Hospital among others.



Peace of Mind: Emmy Motmbet, Sawe Jepchumba and Jebet Francisca at the KMTC Lodwar skills lab. The three are among more than 5000 students who have benefited from the Afya Elimu Fund loans since the fund was established to provide affordable tuition fees for medical students

Partnership: For over 30 years IntraHealth has supported Kenya's Ministry of Health through various projects. During a visit to Kenya, IntraHealth President and CEO Pape Gaye (3rd from right) held discussions with Kenya's Cabinet Secretary for Health Mr. James Macharia (4th from right) on the partnership between IntraHealth and the Ministry. Also present were senior officials from IntraHealth HQ and Kenya Office.



Priscilla Ngan'ga: Cervical Cancer Screening is a must for all Women of Reproductive Age

Thirty three year old Priscilla Ng'ang'a has been a practicing nurse for 9 years; most of this period in the Maternal and Child Health (MNCH) clinics. But it was only after she attended a USAID|FUNZOKenya Project supported cervical cancer screening training that Priscilla now has a new calling as an advocate for cervical cancer screening among women of reproductive age.

Priscilla is a Nursing Officer at Mlaleo Health Centre in Mombasa County and was among thirty health workers who attended a five-day cervical cancer screening training supported by FUNZOKenya in May 2013. The training was facilitated by Pwani University, the National Ministry of Health with County MOH and APHIIAplus partners playing a key role in participants selection.

Speaking about the value of the training in her career Priscilla said. *"As a woman, the training opened my eyes to the dangers of cervical cancer. But the most important lesson I learned was that most women suffered in silence due to ignorance. I told myself that if I can help two or three women to take good care of their lives I will do it."*

"After the training I came back and told the officer in charge of this facility that we should start cervical cancer screening." She added.

7
Percentage of deaths estimated to be caused by cancer in Kenya annually

Cancer, previously not considered a major health problem in Kenya and in most African countries has emerged as a leading cause of death especially among women of reproductive age.

The Kenya Network of Cancer Organizations lists cancer as the 3rd highest cause of morbidity in Kenya [7% of deaths per year], after infectious and cardiovascular diseases respectively. Cervical and breast are the two predominant cancers in women.

Although the government of Kenya has listed cancer screening as a priority in all public health facilities across the country, shortage of health workers with the skills in this area has affected the roll out of the program.

"I was the first one to get this training from this facility. I am happy with the impact that I have had on women in this facility." Priscilla said.

Since the facility started carrying out cancer screening the demand has been increasing from every month.

"Due to the high demand, we have set aside Thursday every week for cancer screening. We receive between 50-100 cases monthly." She says.

Fatuma Likuyi is one woman who has a lot of gratitude for Priscilla. One day in July 2014 Fatuma was going on with her community outreach encouraging women to undergo cancer screening.

"I decided to lead by example only to turn out positive. I never thought I could be positive since I was not feeling any pain." Said Fatuma who is living with HIV and a community volunteer.

"I thank Priscilla for her interest in my wellbeing. She referred me to a facility where I underwent therapy until the cancer was gone." She added.

Priscilla says the main challenge is lack of Cryotherapy equipment which necessitates patients to be referred to the ever congested Coast General Hospital.

"My message to women is that they should come for cancer screening at least once a year especially when they are planning to have children. I want them to be sure of their health and avoid any infections to their unborn babies." She concludes.



Health workers during an in-service training



Linnet Nyakora: Rural women too need Contraceptive choices

For many women in Kenya's rural areas, the decision on how and when to start family planning is not easy. Cultural practices, religion, and other factors often stand in the way of women making choices about their reproductive health.

In Mombasa County, such cultural aspects as early marriages and the tendency for people to want to have large families especially among the Mijikenda community means that few women make own choices about family planning.

With high levels of illiteracy as well as poverty especially among women in most counties in the region family planning seizes to be a priority to many.

However a greater challenge is also the fact that poor women with desire to plan their families are not presented with many contraceptive options. Given that the various methods of family planning have different side effects for different users, having a variety to chose from is critical.

Linnet Nyakora, a nurse at Mbuta Model Health Centre in Mombasa County is helping women overcome these obstacles by expanding the choices for women who tour her family planning clinic.

During a training course on contraceptive technology use, Linnet learned how to provide and use methods such as intra-uterine devices, implants, and injectables. She was also equipped with counseling skills to help women make important decisions about reproduction.

Her training was provided by IntraHealth International's

FUNZOKenya project, which has trained more than 11,000 health workers such as Linnet since 2012 in providing services for family planning, HIV, and more.

"Before the training, we were only giving injections and the pills," Linnet says. "Unfortunately the pill is highly technical to use and requires strict adherence the cycle. This being a rural area where many women are illiterate, they often cannot use them properly."

Mbuta Model Health Centre is situated about ten kilometers south of Mombasa Island where Coast General Hospital, the nearest major hospital, is located. Poor road infrastructure makes the island difficult to reach from Mbuta. Most transportation involves the motorcycles popularly known as *bodaboda*, and even then one has to use the ever-congested Likoni Ferry. A return trip can take up to four hours.

"In 2012 there was a woman who wanted an implant," Linnet says. "But when I referred her to Mombasa, she did not make the trip because she lacked money for transport. After three months, she came back and wanted to have the injection. But when I ran a pregnancy test, she was already one month pregnant."

The Kenya Demographic Health Survey 2014 indicates that in Kenya, 17% of pregnancies are unwanted and 26% are mistimed. Women in rural and impoverished areas face particularly high risks, especially when they are unable to access the care they need.

FUNZOKenya In-service Training at a Glance



What we learned



The training on pediatric ART was very useful especially for this county. We are not only supposed to administer treatment but also take care of children some who don't have responsible adults to care for them

Sr Veronica Nyaboke
Nurse, St Patrick's Dispensary
Turkana County
Trained in Pediatric anti retro-viral therapy



"The training on Infant and Child feeding made me understand the small mistakes that mothers make and which make them frequent the hospital to treat diarrhea, constipation among other preventable sicknesses in children. Since we started educating mothers on feeding and the things to avoid we have realized a significant drop in these sicknesses"

Edna Nyamari, Nurse
Diani Health Centre, Kwale County
Trained in Infant and Child Feeding



"AIDS remains a major problem in this area and many people who come for treatment in this facility are poor and sometimes illiterate. The training not only helped me to understand how to give them drugs but also how to counsel them"

Christine Kaburu
Mbuta Model Health Centre, Mombasa County
Trained in HIV Testing and Counseling

This publication is made possible by the generous contribution of the American people through the United States Agency for International Development (USAID). The contents are the responsibility of IntraHealth International and do not necessarily reflect the views of USAID or the United States Government.