

The Southern Africa Human Capacity Development Coalition



Building sustainable local capacity in human resources for health systems to deliver comprehensive HIV and AIDS services



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Overview

The Southern Africa Human Capacity Development (SAHCD) Coalition emerged as a response to the human resources for health crisis facing the region, particularly in managing the HIV/AIDS epidemic. The urgent need to expand human capacity demands that health planners and managers adopt a new paradigm of advanced teamwork and collaboration, strengthened systems, stronger problem-solving skills, creative thinking and thoughtful sharing of information. At the same time, national and regional organizations must be strengthened so they can lead the effort to build the human capacity needed to provide HIV/AIDS prevention and care.

The Coalition aims to:

- Establish a strong, coordinated regional response to the HIV/AIDS epidemic in Southern Africa, with more African organizations and networks effectively providing human capacity development assistance to national programs.
- Be the regional leader in building sustainable local capacity in human resources for health systems to deliver comprehensive HIV and AIDS services.

What We Offer

Launched in October 2006, the Coalition is led by IntraHealth International and draws on the technical expertise and experience of five other partners and many regional and local organizations. The Coalition partners share complementary experience in HIV/AIDS, other health issues and human capacity development, and they can provide high quality technical assistance and help build the capacity of other Coalition members and country implementers. The coalition's rich basket of expertise includes:

- Providing technical assistance in human resources for health planning, policy and advocacy
- Contributing to the development of training programs, curricula, standards and policies
- Strengthening human resources information and management systems
- Building local capacity in policy development and implementation
- Bringing leadership in Quality Improvement and Quality Assurance
- Enhancing knowledge management and best practices programming.

Goal and Vision

The Coalition's main goal is to improve the capacity of the public and private sectors to deliver HIV/AIDS services; this includes health workers, policy makers and planners, program managers, educational faculties and institutions, and communities and families.

Our vision is to see:

- **Southern African health and development leaders** increasing commitment and resources to improve human capacity for HIV/AIDS programs.
- **Stronger mechanisms allowing regional and national organizations** to provide a unified response to the HIV/AIDS epidemic by sharing information and coordinating planning, and by fostering, developing, adapting and implementing state-of-the-art approaches and evidence-based best practices originating in Southern Africa.
- **Public- and private-sector health advocates, policy makers and planners** routinely sharing information and working collaboratively (across ministries, educational and training institutions, organizations and communities) with a synchronized approach to the human capacity and HIV/AIDS challenges; identifying and promoting best practices and innovative solutions across countries and sectors; adopting a holistic systems view; providing a supportive policy and regulatory environment; and producing efficient, effective and mutually reinforcing workforce plans.
- **Public and private service delivery and program managers** who are creative problem solvers and possess the skills to deploy health workers more efficiently and to improve provider performance and quality and use of services.
- **Human resources management systems** that enable managers to effectively and efficiently plan, recruit, develop and retain an appropriate mix of health workers.
- **Public and private educational leaders and faculties** working with national health plans to produce skilled health workers who can respond to changing health needs; and graduates who are supported in their commitment to lifelong learning and to providing quality services to all in the prevention, treatment and care of HIV/AIDS.
- **Health workers** in priority areas and services (e.g., primary care providers in rural areas) who are more satisfied with their jobs (feel safe, valued, treated fairly and supported) and are less likely to leave, and are able to deal with the increasingly complex requirements of their work environment.
- **Communities and families** that are better informed and more involved in the health care system—providing feedback as valued consumers, partnering with the health system as informal providers of services and advocating for the services they need—and have improved access to high quality HIV/AIDS services.

How We Work

The Coalition collaborates with national leaders from the public and private sectors to:

- Assess human capacity
- Build partnerships and stakeholder buy-in to address identified needs
- Develop and execute practical and innovative solutions
- Build capacity of local stakeholders and partners.

Guiding Principles

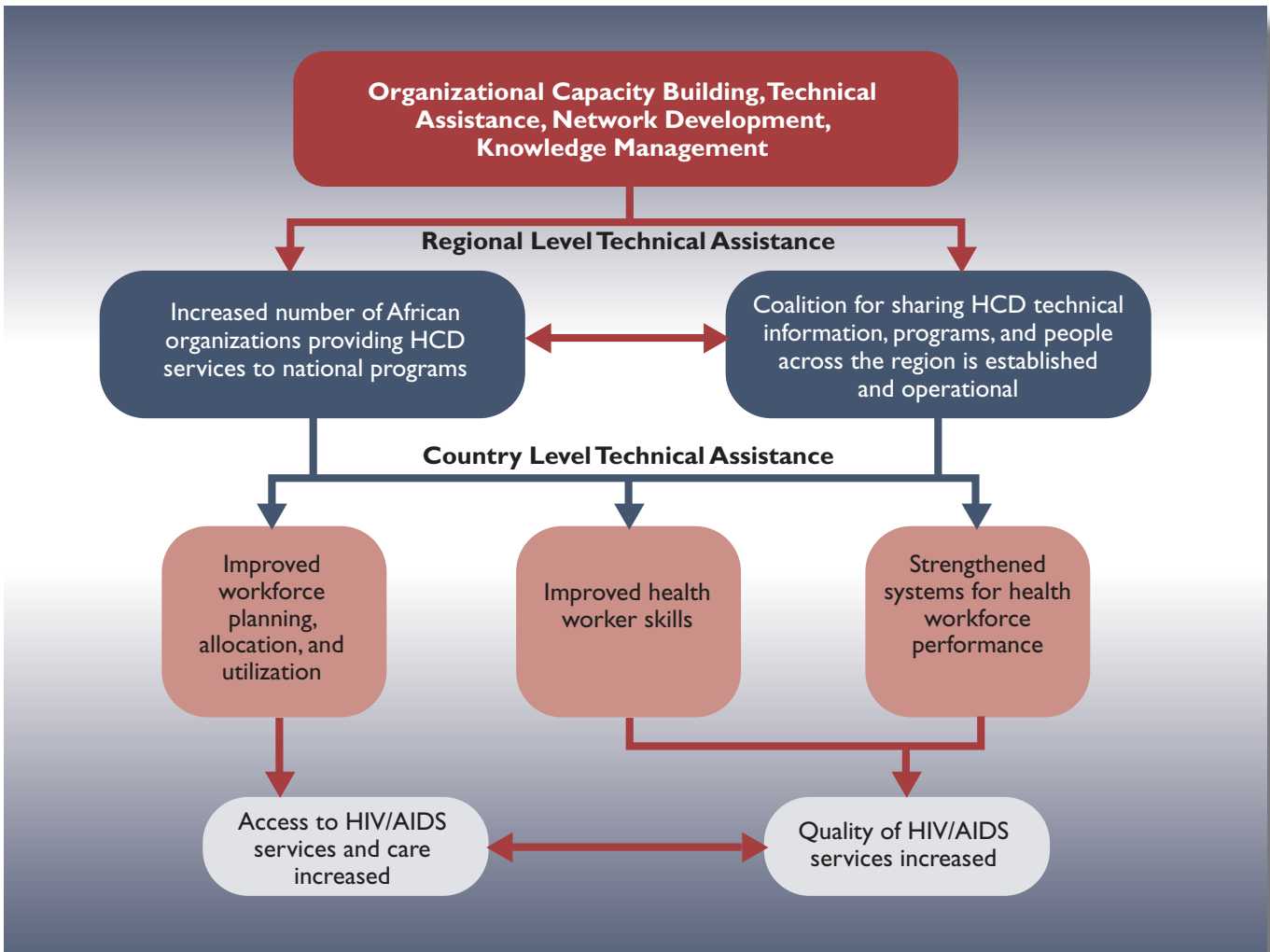
- Mutual commitment among key stakeholders
- Systems approaches to explore human capacity challenges
- Capacity building to transfer skills to local talent
- Knowledge sharing to inform planning and decision making
- Promoting gender issues to augment workforce effectiveness

Strategic Approach

The Coalition takes a tiered approach to monitoring and evaluation. Direct results are the Coalition's immediate outcomes, supported results are results emanating from the work of the Coalition and sub-coalitions in specific countries, and indirect results describe the desired positive impacts on the quality and availability of HIV/AIDS services.

Clients of the Coalition

- Governments
- Nongovernmental organizations
- Faith-based organizations
- The private sector
- Academic sector
- Professional associations
- Regulatory councils
- Training institutions
- Community leadership
- United States government partners
- Donors helping to improve delivery of health services



FOR USAID MISSIONS

The Coalition provides technical assistance, models and tools, knowledge sharing and project implementation services to USAID missions, other U.S. government agencies and host country patrons, including public- and private-sector agencies. The Coalition can accept Field Support buy-ins or Associate Awards from USAID missions, and is eligible for all types of funding from USAID Bureau for Global Health. For additional information relevant to USAID missions, visit the USAID missions' website: <http://www.usaid.gov/missions/> or contact the person listed below.

For more information on the Coalition, contact:

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The Coalition Partnership

Intrahealth International, Inc. (lead partner)
www.intrahealth.org



INTRAEHEALTH
INTERNATIONAL

Council for Health Service Accreditation
of Southern Africa (COHSASA)
www.cohsasa.co.za



East, Central and Southern
African Health Community (ECSA)
www.crhcs.or.tz



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



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



Foundation for Professional
Development (FPD)
www.foundation.co.za



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