



IntraHealth
INTERNATIONAL
Because Health Workers Save Lives.



KENYA

The Government of Kenya has set ambitious targets for providing essential health services to all of its population. One of the greatest challenges the country's health sector faces is ensuring all its citizens, including the most vulnerable, have access to well-trained, professional health workers. Kenya needs to produce and retain more health workers; update the skills and support the performance management system of its existing health workforce; and build capacity in its 47 counties for planning, deploying, and managing an effective health workforce.

IntraHealth International has been supporting Kenya's efforts to strengthen health workforce systems at the national and county levels to align Kenya's health workforce with the most pressing health care needs of its citizens. Our work focuses on improving the availability and quality of HIV/AIDS services; contributing to better family planning and maternal, newborn, child and adolescent health (MNCAH) services; and addressing the increasing burden of non-communicable diseases.

Human Resources for Health (HRH) Kenya Mechanism (2016-2021)

This USAID-funded program focuses on building the health workforce Kenya needs in 27 counties with high HIV disease burdens and 26 training institutions, in accordance with the country's *Health Sector Human Resources Strategy 2014-2018* and national HIV plans.

HRH Kenya is working with local partners—including national and county governments, the public and private sectors, and faith-based organizations—to increase the number of students graduating from Kenya's health training institutions and improve the quality and applicability of their training to the country's disease burden. The program is also supporting national and county-level officials to improve HRH coordination, management, and leadership and to strengthen the ability of health sector leaders to access and use health workforce and epidemiological data to make informed and effective decisions.



14,600+ health workers trained on topics such as HIV, MNCAH, family planning, and cervical cancer screening



12,500+ students received loans making their schooling to become health workers possible



58,000+ records available in the integrated human resources information system (iHRIS)

The program builds on the successes of three preceding USAID-funded projects led by IntraHealth:

- **FUNZOKenya (2012-2017)** worked with the Kenyan government to make dramatic changes in the country's health professional education and training systems, including establishing eight regional training hubs.
- **HRH Capacity Bridge (2014-2015)** and **Capacity Kenya (2009-2014)** strengthened HRH systems at the national level and, beginning in 2013, at the county level as Kenya devolved responsibility for health workforce management to the counties.

Key Cumulative Accomplishments

- Providing low-interest student loans through the Afya Elimu Fund, a public-private partnership among IntraHealth, the Higher Education Loans Board, I&M Bank, Standard Chartered Bank, and others, to increase the supply of health workers. Over 12,500 students from 103 institutions have benefited from loans.
- Helping to train over 14,600 health workers in HIV, MNCAH, family planning, cervical cancer screening, and other critical areas, through eight regional training hubs. Training is now more cost-effective than the previous hotel-based model.
- Working with health professional schools to identify and train resource mobilization committees, develop funding instruments for needed infrastructure improvements, and facilitate linkages to financiers.
- Undertaking HRH staffing audits in four counties to guide county health management team planning for informed recruitment and deployment of health workers based on identified needs and Ministry of Health HRH norms and standards.
- Assisting policy formulation at national and county levels including the Kenya Health Sector HR Strategy, county job descriptions, staff performance appraisal guidelines and tools, incentive guidelines for attraction and retention of health workers in marginalized areas, an employee relations user guide, and a disciplinary process user guide.

- Supporting training of over 300 county health leaders, including union leaders, in leadership, management, and governance; strengthening county capacity for better management of the health workforce through training 480 county staff and ensuring 40 counties have established HRH units.
- Rolling out a health workforce information system based on IntraHealth's open source iHRIS Manage software. iHRIS provides data for national and county decision-making on planning, budgeting, and other routine HR functions. County governments are regularly using its reports—including reports of staff listings, training, cadre distribution, attrition, gender, and age distribution—to inform decisions related to health workforce hiring, deployment, training, and promotion.
- Developing the iHRIS Train database, which contains records on in-service training for more than 20,000 health workers, to provide data for improving efficiencies and filling learning gaps.
- Facilitating interoperability of iHRIS with the regulatory human resource information system (rHRIS) and the district health information system (DHIS) for better linkage of health workforce and service delivery data to further goals such as the UNAIDS "90-90-90" targets.

Other past projects and funders (selected)

- Capacity Project, 2004-2009 (USAID)
- APHIA II North Eastern Province 2007-2012, supporting partner to Pathfinder International (USAID)
- Pfizer Global Health Fellows Program, 2011-2013 (Pfizer)
- Improving Reproductive Health Commodity Management, 2015-2016 (Reproductive Health Supplies Coalition)
- Measurement Learning and Evaluation, 2013-2015 (Bill & Melinda Gates Foundation)
- CapacityPlus, 2009-2015 (USAID)

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