The Southern Africa Human Capacity Development Coalition

Regional and Country Level Technical Assistance

Coalition for sharing HCD technical information, programs, and people across the region is established and operational

Increased number of African organizations providing HCD services to national programs

Improved workforce planning, allocation, and utilization

Improved health worker skills

Strengthened systems for health workforce performance

Access to HIV/AIDS services and care increased

Quality of HIV/AIDS services increased

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
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The Southern Africa Human Capacity Development Coalition

Building sustainable local capacity in human resources for health systems to deliver comprehensive HIV and AIDS services
The Southern Africa Human Capacity Development Coalition (SAHCD) was launched in October 2006, led by IntraHealth International and the Southern Africa Regional FDA. It is the first and main regional anti-HIV/AIDS program in Southern Africa. The SAHCD coalition moved to the next level by coordinating with other regional coalitions for the purpose of improving the capacity of other29 organizations and networks to deliver comprehensive HIV/AIDS services.

Overview

The SAHCD Coalition emerged as a response to the urgent need to improve human capacity for HIV/AIDS programs, resulting from the high rates of HIV/AIDS in Southern Africa. The Coalition partners share complementary experience in HIV/AIDS prevention and care, leading the effort to build the human capacity needed to address the region’s HIV/AIDS epidemic.

What We Offer

What We Offer is the SAHCD Coalition's main goal, to improve the capacity of the public and private sectors to deliver HIV/AIDS services, including health workers, policy makers, and program managers, educational faculties and institutions, and communities and families.

Goal and Vision

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

Strengthening human resources for health systems to respond to the HIV/AIDS epidemic 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 respond to the human resources for health systems to respond to the HIV/AIDS epidemic. The urgent need to improve human capacity for HIV/AIDS programs.

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/AIDS services.
- Strengthen human resource 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.
- Providing technical assistance in human resources for health planning, policy and advocacy.
- Contributing to the development of training programs, curricula, standards and policies.
- Establish a strong, coordinated regional response to build the human capacity needed to address the region’s HIV/AIDS epidemic.
- 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 plans, 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, practitioners 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 state-of-the-art approaches and evidence-based best practices originating in Southern Africa.
- Public and private sector 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 of their work environment.
- 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 SAHCD Coalition collaborates with national leaders from the public and private sectors to:
- Assess human capacity
- Build partnerships and stakeholders 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
The Coalition aims to:
- lead the effort to build the human capacity needed to share information. At the same time, national and problem-solving skills, creative thinking and thoughtful collaboration, strengthened systems, stronger resources for health crisis facing the region, particularly (SAHCD) Coalition emerged as a response to the human capacity demands that health planners and resources for health crisis facing the region, particularly

- Be the regional leader in building sustainable local capacity in human resources for health systems to provide HIV/AIDS prevention and care.
- 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.
- 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
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Goal and Vision
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Our vision is to see:
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The Coalition aims to:

- lead the effort to build the human capacity needed to manage 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 deliver comprehensive HIV and AIDS services. 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
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- Develop and execute practical and innovative solutions
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Goal and Vision

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Organizational Capacity Building, Technical Assistance, Network Development, Knowledge Management

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Regional Level Technical Assistance

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**Regional Level Technical Assistance**
- Increased number of African organizations providing HCD services to national programs
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