

# Bulletin *Quarterly*



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**FUNZOKenya**  
TRANSFORMING HEALTH WORKFORCE TRAINING

**IntraHealth**  
INTERNATIONAL  
Because Health Workers Save Lives.

April 2014

## Message from the Chief of Party

We are approaching the midpoint of the five year USAID funded FUNZOKenya Project, which will also be marked by a Mid-Term Review (MTR) to take place from April. Over the past two and a half years, the project has partnered with the Ministry of Health (MOH), training institutions, regulatory bodies and other stakeholders in the health sector to initiate measures aimed at transforming training of Kenya's health workforce. All partners under the FUNZOKenya project are united in their belief that an adequate and effectively trained health workforce is critical to the achievement of the country's overall development goals as outlined in Vision 2030.

The training transformation being spearheaded by the project will see an improvement in the quality of preserve and in-service health training in the country and increase the overall numbers of qualified, well trained health workers to meet the growing demand in the country.

Through the partnerships established, the project has

developed such initiatives as the *Afya Elimu Fund*, which provides affordable financing for health training, developed a health workforce forecasting system for the country, supported various regulatory bodies to develop and improve regulation standards; strengthened training data systems; and supported health training institutions to improve training systems as well as integrate in-service training in their programs.



Dr. James Mwanzia

In the second half of the project, we will continue to build on these partnerships to consolidate the gains made and ensure sustainability.

This *Quarterly Bulletin* will serve as an avenue to share progress on the various aspects of the project.

## Taking Learning to the People: KeMU avails HIV Course to Thousands Through eLearning

By Ian Wanyoike and Clarice Gathura

The use of electronic media, information and communication technology (ICT) in education is slowly gaining momentum, especially among institutions of higher learning keen to boost student enrolment. Popularly known as eLearning, this approach has broken the banks of traditional learning and aligned education with technological advances, rendering delivery of education more flexible and fast-paced. It is no wonder then that elearning has been the answer to meeting the demand for higher education within limitations of insufficient infrastructure to cater for growing number of students.

At the Kenya Methodist University (KEMU), one of the training institutions partnering with the FUNZOKenya project as a lead training institution in the Eastern hub, eLearning has enabled the university to offer many courses through open and distance learning. The university was awarded a charter in 2006, and graduates thousands of students annually through its main campus in Meru and five other campuses in Nairobi, Mombasa, Nakuru, Nyeri



Peter Milo, FUNZOKenya Acting Deputy Chief of Party, and Dr. Joyce Kinaro, Assistant Director M&E (center) went on a tour of KeMU eLearning facilities

and Kisii. FUNZOKenya identified the institution as a partner in delivery of in-service training due to its vibrant school of medicine and health sciences and awarded the institution a scope of work to train 480 healthcare workers which it successfully completed in 2013. The university is among the institutions whose capacity the project intends to strengthen open and distance learning where the university has over 4000 students.

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## Isiolo County: Achieving Training Success Through Joint Planning

Ian Wanyoike- Hub Manager, Eastern Region

Isiolo county, located in the Upper Eastern parts of Kenya is one of the counties classified as Semi-Arid for its low rainfall and sparsely populated countryside. The county has some of the most hard to reach areas with insecurity, poor infrastructure and cultural practices posing major challenges in access and utilization of health care services. The few facilities available are far apart and not adequately equipped to provide quality health services.

As acknowledged by the County's Chief Officer for Health, staffing in the county health facilities is a challenge with some facilities having as few as one staff manning them. Additionally, access to continuing professional development is limited and the need for capacity building in technical areas such as HIV is evident through reports such as the training needs assessment. Despite having low prevalence rate, HIV still rides high among the county's health priorities and the county health team has laid plans to increase access to care and treatment services.

The five day training held at the Grande Hotel in Isiolo was convened by Maua Methodist Hospital School of Nursing, one of the training institutions partnering with the project as a satellite training institution in the Eastern Hub. The training was preceded by two joint planning meetings. The role of participant's mobilization was also shared between MoH and APHIAplus Imarisha with the former nominating participants from public sector while the latter mobilized those from private and faith based institutions

The training registered a 100% turnout with a good mix of health care workers drawn from public health facilities (23) private health facilities (2) and faith-based facilities (5). Notably, the training had more nurses than any other cadre in attendance (23 participants). Health care workers from rural health facilities who rarely get opportunity to attend such update trainings were not left out either and constituted 40% of the participants in the training. This diverse participant profile was attributed to the deliberate efforts during joint planning to equitably share out the trainee slots as advised by the selection criteria earlier mentioned.

Facilitators for the training, who were drawn from MOH used the National AIDS & STIs Control Program (NASCOP) Adult ART curriculum to conduct the training. Through the use of interactive teaching methodologies, such as group discussions



**FUNZOKenya Eastern Region Hub Manager Ian Wanyoike (center) presents certificate to a participant after the training**

and experience sharing, the trainers were able to cover all areas of the training.

At the end of the training, the participants acknowledged the training had improved their knowledge and skills as evidenced by the improved post test scores. They appreciated the materials provided that included the training manuals and latest ART guidelines as well as the certificates provided at the end of the course. They were happy to learn that the training information will be uploaded to iHRIS Train database which will provide regulatory bodies with information that will be used to award them continuing professional development (CPD) points key to their re-licensure.

The County Chief Officer for Health and the County Health Director who both emphasized the critical role the health care workers play in health services delivery. Indeed as the County Chief Officer for Health pointed out, the health care workers are the face of the MoH in their facilities and should adhere to highest standards in delivering services, delivery standards as the training prepared them. Furthermore, these trainings will scale-up care and treatment services in the county facilities and improve the health of the Isiolo community.

## Western: Stakeholders discuss in-service training coordination

Allan Odinga- Hub Manager, Western Region

Stakeholders in health training from the Western region held its first meeting on Thursday 6th March 2014 at the Kisumu Hotel. The function was jointly coordinated by the FUNZOKenya project and Maseno University, the lead institution in the hub. The Western Hub comprises all the Counties of the former Nyanza Province and also includes Kakamega, Vihiga and Busia formerly part of Western Province

A key objective of the meeting was for the stakeholders to initiate the formation of a Community of Practice (COP) around health workforce training and service delivery in the region. The COP, as envisaged by the FUNZOKenya project,

is a coordinated mechanism at the regional and county level that provides a platform for strengthening access to quality and performance based health workforce training. In addition, a COP is a mechanism for both inter-county communication and local government sustainability.

The meeting also sensitized stakeholders on MOH National Health Workforce Training Policy.

The forum was attended by sixty-two participants from all the nine Counties representing various categories of health workforce stakeholders including MOH officials, private training colleges, public health training colleges, NGOs, FBOs, referral hospitals, public universities and the local media.

In his opening address, the the Vice Chancellor, Maseno University, Prof. Dominic Makawiti, emphasized the need to ensure that the positive results of the collaboration between health training stakeholders and FUNZOKenya translate in better health outcomes and improved quality of life in the region.

Ms. Grace Odwako, head of the human resource department presented MOH training Policy. She emphasized that the policy will guide development of skills, knowledge and abilities of health to develop training committees that will address training matters adequately. The next COP meeting is scheduled for June 2014.



**Head of HRD at the Ministry of Health Mrs Grace Odwako makes a presentation at the stakeholders meeting.**

# Outspan Leads The Way in Institutionalizing In-Service Training in Central Hub

Mary Kamau- Hub Manager Central regional hub

Ever-changing technologies and disease burden are creating a heavy demand for health workers across cadres to continuously update their skills to effectively serve the community

Although most healthworkers have long appreciated the value of continuous professional development through regular training and retraining, challenges such as high training fees, lack of clear curriculum, as well as low numbers of health workers in most facilities have been obstacles to to an effective CPD pursuit

Outspan Medical College (OMC), a private training institution founded in 2009; offers both pre-service and in service training programs. Since April 2013 OMC partnered with the FUNZOKenya project as a satellite training institution within the Central regional hub. A key role in this partnership is to coordinate in-service training within Nyeri and Kirinyaga Counties.

Previously, in-service trainings were conducted in hotels. This shift has made in-service trainings much more cost-effective and therefore sustainable, as well as progressing the capacity of training institutions to integrate in-service with preservice training.

It was envisioned that by the end of FUNZOKenya project in 2017, training institutions will have strengthened their technical and operational capacity to support all aspects of training systems and management. Through this partnership OMC aims to offer demand-driven courses that will improve service delivery.

One of the courses that has been earmarked under the FUNZOKenya and Outspan Medical College partnership, is a certificate course in Phlebotomy to be offered as a pilot. This course is key as it provides quality training to



Participants at the phlebotomy curriculum development workshop at the college in February 2014

health workers in laboratory diagnostic procedures that lead to accurately diagnosis for diseases such as HIV.

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Lancet, an international company with expertise in phlebotomy provided technical support whereas Outspan and FUNZOKenya provided medical education expertise. The course will be made available to applicants from April 2013.

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## KeMU avails HIV course to thousands through eLearning

Two of the staff members from the Open and Distance Learning (ODL) department attended a week long training on eContent development supported by the project; they were trained on the use of different authoring tools and management of a learning management system. By the same token, they developed their eLearning standards that would govern how courses are converted, managed and updated.

Following the training, the university has managed to convert its HIV course that is offered to all first year students to eLearning. Led by Wachuka Gitahi, a tutor in the ODL department, the institution reviewed the content of the course, improved on its outline and used the authoring tools converted it into eLearning.

The university has now commenced the process of uploading the course to a learning management system to avail it online. The students will be able to enroll and study the course from anywhere at any time. This will benefit the university by leveraging the economies of scale to offer the course to more students without physically scheduling a class. The availed classroom space can then be put to other use such, as starting up other courses. This new experience in learning is flexible and will result in more part time students enrolling for courses.

The university to gain a wider target group especially outside their five campuses giving it competitive edge over other training institutions. The cost of producing teaching and learning materials previously printed and published will also be drastically reduced.

The university has also begun to convert all its common courses to electronic format and will no longer need to be provided face-to face thus freeing up classroom space. Other courses set for conversion include those offered by the School of Medicine and Health Sciences which boasts of having a huge population of students enrolled for courses offered through distance learning. The school's courses in nursing, medical laboratory and health system management that are offered in its Nairobi campus are set for review and subsequent uploading to a management system, a development that will see the courses become more accessible.

Such innovations in learning will go a long way in making learning more responsive. It should be replicated in other training institutions in the country so as to improve the quality of healthcare training and increase the numbers of health workers trained using the fastest, cheapest and most effective methods.

## Pay as You Eat, Pay as You Sleep

The new order as KMTC move to transform its training

Provision of accommodation and catering services to all preservice trainees have been part and parcel of the Kenya Medical Training College (KMTC) Modus Operandi since its establishment in 1979. The college was able to provide these services due to heavy government subsidies given in an effort to increase the number of people graduating from the college to satisfy the demand of middle level health workers in the country. However in the mid 1990's direct government support reduced thus compromising the ability of the College to effectively provide the services.

Not only was there reduced funding from the government, but KMTC also faced many other funding challenges including wastage and over-focus on nonessential services.

To address these challenges, KMTC has partnered with FUNZOKenya to reform its training systems. Through this partnership, the college has transformed its strategic plan into a business plan which among other things, has introduced a system known as *pay as you eat* and *pay as you sleep*. Under the new system students pay directly for their own accommodation and catering services as opposed to paying the college a lump sum fees.

Speaking about his experiences providing accommodation, Benard Mavuti the principal of Machakos KMTC one of the campuses that have already implemented the new system hailed the changes as having come at the right time.

"The old system was very untenable. Some changes had to be made and I am happy this has finally happened." He said.

According to Mr. Kivuti who previously headed the Port Reitz KMTC at the Coast Province, the college was spending much more on provision of accommodation and catering than on the actual training.

Before we were spending Shs20,000 per year per student on chartering. We did not have this money," he explained.

Though some students interviewed said they were yet to fully adopt to the new system, most agreed that the system gave them a choice on whether to use the college provided accommodation stay outside the college. They also believe the system has improved the quality of services both in the catering and accommodation sections.

"The food is better now and the facilities are much cleaner. There is more choices on the menu and that is an improvement," Wambua a finalist nursing student said.

Although some had opted to rent space outside most are now returning to the college as staying in the college is more convenient for them.



Female students buy food at the college cafeteria



"This is how I did it:" Mohamed Ismail a FUNZOKenya scholarship beneficiary explains to his first year students at KMTC Machakos the procedure for applying for the FUNZOKenya Loans. Ismail is one of over 1000 medical students that have been awarded FUNZOKenya loans and scholarships in the past two and a half years.



**Certified:** Dr. Fancis Kimani, the Director of Medical Services presents a certificate to a participant to the induction training for the county health management team held at the Milele Guest House Nairobi from March 17-21 2014



**This is it:** Dr. Simiyu Taabu (standing right) the technical lead for the Post Training Assessment, carried out jointly by Moi University and FUNZOKenya, explains a point during the stakeholders dissemination meeting held at the Silver Springs Hotel in January 2014. In the photo are Prof. L. Diero (standing in the middle) Chairman Department of Medicine at Moi University, Dr Edwin Sang (seated left) and Ag. Manager AMPATH Training Institute and FUNZOKenya Focal person at Moi University, with them is Dr Joyce Kinara (Standing left) Assistant Director M&E FUNZOKenya



**:We have it:"** After months of hard work the KMLTB launched CPD guidelines for Kenya's medical lab technologists at a colorful ceremony presided over by Dr Pacifica Onyancha (5th from left) the head, Directorate of Health Standards, Quality Assurance and Regulation in the Ministry of Health.