

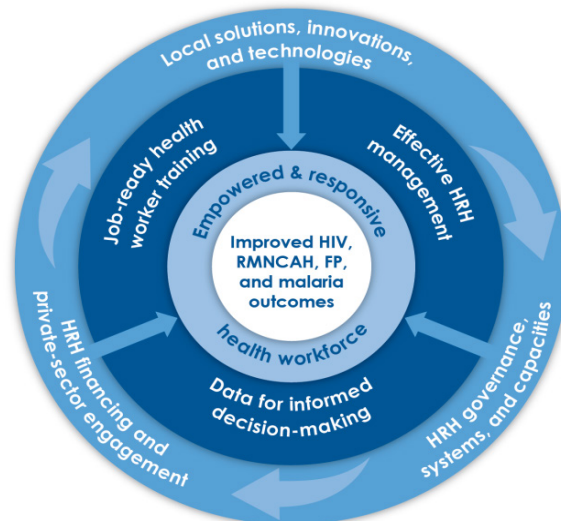
HUMAN RESOURCES FOR HEALTH (HRH) KENYA MECHANISM (2016-2021)

Brief

The Human Resources for Health (HRH) Kenya is a Mechanism funded by the Presidents Emergency Fund for AIDS Relief (PEPFAR) through the United States Agency for International Development (USAID). Implemented by IntraHealth International Inc. and its partners AMREF Health Africa and Strathmore University Business School (SBS), the mandate of HRH/Kenya is to strengthen health workforce management to achieve improved health outcomes. It is anticipated that by the end of the five-year Mechanism (Sept. 27, 2016 –Sept. 26, 2021): 1) Health workers training colleges will have increased numbers of market ready graduates who are responsive to Kenya’s disease burden; 2) National and County leadership will have efficient HRH management systems to address workforce challenges including reduction of staff shortages; and, 3) National and County Governments will make HRH decisions based on market – driven data and disease epidemiology to improve health outcomes. The implementation framework (right) provides guidance for structured and vision-centric implementation.

HRH\Kenya mechanism serves to build on the successes and lessons learned from HRH Capacity Bridge & FUNZOKenya Projects.

Implementation Framework



County-focused, needs-based, gender transformative

Results Framework

Goal: Strengthen the health workforce to achieve improved health outcomes

Objective 1: Improve quality of training and increase number of graduating health workforce

- 1.1: Support sustainable interventions that increase the number of graduating health workers
- 1.2: Improve quality of pre-service training ; faculty, environment and curriculum
- 1.3: Institutionalize in-service training at county level

Objective 2: Improve management and leadership of health workforce at the county level

- 2.1: Improve HRH management systems at the county for effective attraction, recruitment, deployment and retention
- 2.2: Improve county HR managers' technical, leadership and governance skills
- 2.3: Establish exchange of learning and information with county governments and key stakeholders
- 2.4: Improve national level HRH policy, guidelines coordination and regulation for effective county HRH management

Objective 3: Optimize data use for effective HRH decision making at national and county level

- 3.1: Institutionalize HRIS functions and use for decision making at national and county levels
- 3.2: Establish linkages between HRIS to regulatory and service delivery data systems
- 3.3: Support regular HRH assessments for evidence based planning and budgeting

Scope

HRH\Kenya Mechanism interventions will be at:

- The national level for activities related to policy, guidelines and regulation in support of HRH systems;
- Health workforce training institutions (public and select non-public medical training colleges & universities); and,
- 27 counties with high disease burden aligned to PEPFAR, RMNCAH and PMI priorities.

Saturation Counties are: Busia, Homa Bay, Kisumu, Migori, Mombasa, Nairobi, Siaya and Uasin Gishu.

Scale up counties are: Bungoma, Kakamega, Kilifi, Kitui, Makueni, Muranga, Nakuru, Narok, Trans Nzoia, Turkana, Bomet, Kajiado, Kiambu, Kwale, Kisii, Machakos, Meru, Nandi, and Nyamira.



County HRH Clusters and Lead & Satellite Training Institutions

Lake Basin Cluster	
Homa Bay, Kisumu, Migori, Siaya, Kisii & Nyamira	Maseno University, KMTC Kisumu, KMTC Siaya, KMTC Homa Bay, St Joseph Nyabondo
Western Cluster	
Busia, Kakamega, Bungoma & Trans Nzoia	Masinde Muliro University of Science and Technology, KMTC Kakamega, KMTC Bungoma
Rift Valley Cluster	
Turkana, Uasin Gishu, Nakuru, Narok, Bomet & Nandi	Moi University, KMTC Lodwar, KMTC Eldoret, MTRH Training Centre, KMTC Nakuru, Tenwek School of Nursing, KMTC Bomet, Ortum School of Nursing
Coast Cluster	
Mombasa, Kilifi & Kwale	Pwani University, KMTC Mombasa and KMTC Kilifi
Nairobi, Central & Eastern Cluster	
Nairobi, Muranga, Makueni, Kitui, Kajiado, Machakos, Kiambu & Meru	Kenyatta University, KMTC Nairobi, KMTC Kitui, Kenya Methodist University, AIC Kijabe School of Nursing, KMTC Muranga, and Outsparn MTC

Legend	
■	Counties for the comprehensive county HRH package of support (13)
■	Counties for the basic county HRH package of support (14)
■	Lead Training Institution for the comprehensive HRH training support package (8)
■	Satellite training institutions for the basic HRH training support package (18)

Progressive Activities



Monitoring and Evaluation (M&E)

- The HRH Kenya Mechanism promotes a strong culture of generating and disseminating evidence and learning using USAID's Collaborating, Learning and Adapting approach as well as county dashboards.
- Assessments and special studies on key focus areas will be periodically conducted at the county level to inform decision making.
- The Mechanism will continuously develop key messages based on USAID communications framework that enables consistency in continuous audience engagement.

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