Guiding Principles

- Developing shared commitment among key stakeholders
- Using holistic, systems approaches to analyze and address HRH problems
- Aligning multiple efforts, sectors and systems
- Applying evidence and innovation to develop effective solutions
- Building capacity of appropriate counterparts
- Sharing and using knowledge to improve planning and decision-making
- Focusing systematically on gender issues to enhance workforce effectiveness.

Where We Work

Current: Belize, Costa Rica, Democratic Republic of the Congo, El Salvador, Ethiopia, Guatemala, Kenya, Lesotho, Malawi, Mali, Namibia, Nicaragua, Pakistan, Panama, Rwanda, Senegal, South Africa, Southern Sudan, Swaziland, Tanzania, Togo, Uganda, Vietnam

Past: Ecuador, Eritrea, Ghana, Indonesia, Liberia, Nepal, Mozambique, Romania, Ukraine

The Capacity Project Partnership

[IntraHealth International, Inc. (Lead Partner)]
[IMA World Health]
[JHPIEGO]
[Liverpool Associates in Tropical Health (LATH)]
[Management Sciences Health (MSH)]
[Program for Appropriate Technology in Health (PATH)]
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About the Capacity Project

Without strengthened human resources for health (HRH), it will be impossible to sustain gains made in family planning and reproductive health while responding to critical demands such as the HIV/AIDS pandemic, tuberculosis and malaria. An innovative global initiative funded by the United States Agency for International Development (US-AID) and led by IntraHealth International, the Capacity Project helps developing countries build and sustain the health workforce and systems needed to implement quality health programs.

In collaboration with developing country HRH leaders and stakeholders, the Project focuses on:

- Improving workforce planning and leadership to ensure that the right type and number of health workers are deployed where they are needed
- Developing better education and training programs so that health workers have the skills and knowledge to meet the needs of their communities

“This is an activity, so that people feel it is "There is this aspect of involving everyone responsible in an activity, so that people feel it is our thing."
—Khamis Khamis, Head of the Human Resource Division, Zanzibar Ministry of Health and Social Welfare, on the Capacity Project's approach to stakeholder leadership

The Challenge

In many developing countries, health systems face daunting challenges to meet even basic health care needs. These challenges include:

- Inadequate numbers and maldistribution of health workers
- Lack or poor use of data for planning and decision making
- Recruitment, hiring, deployment and retention problems
- Weak HR management systems
- Growing demand for services (especially due to HIV/AIDS)

The Capacity Project is committed to a comprehensive and coordinated response to these challenges.

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The Capacity Project provides technical expertise, knowledge and tools for planning, developing and supporting the health workforce.

Planning the Workforce

- Strategic planning for HRH
- Building and strengthening HR information systems
- Promoting data-driven decision-making
- Fostering advocacy and building alliances among stakeholders
- Improving recruitment, hiring and deployment strategies and systems
- Using a competency model to promote workforce realignment and task shifting

Supporting the Workforce

- Strengthening systems to improve and sustain health worker performance
- Developing tools and initiatives to improve job satisfaction and retention
- Improving supervision systems
- Refining licensing, accreditation and quality assurance systems
- Enhancing health worker productivity
- Assessing and removing barriers to care for HIV-infected health workers

Developing the Workforce

- Aligning training and education systems with HRH strategic plans
- Enhancing and harmonizing pre-service education and in-service training
- Strengthening faculty and teaching methods
- Ensuring appropriate health curricula and content
- Strengthening professional associations and their roles in continuing education, licensure and certification

What We Offer

The Capacity Project provides technical expertise, knowledge and tools for planning, developing and supporting the health workforce.

- Strengthening systems to support quality workforce performance and encourage workers to remain on the job
- Human resources information system strengthening
- HRH leader/practitioner development
- Worker retention, job satisfaction and productivity
- Shared global HRH Action Framework
- HRH knowledge management

"This approach is focused on the essence of what health workers need to learn in order to do their work in a hospital, a health clinic or a community health center."
—Dr. Mohamed Salia Maiga, Director of Studies, Gao Nursing School, Mali, on the Capacity Project’s approach to in-service training

The Capacity Project has worked in 32 countries since October 2004. Major technical leadership areas include:

- Human resources information system strengthening
- HRH leader/practitioner development
- Worker retention, job satisfaction and productivity
- Shared global HRH Action Framework
- HRH knowledge management

www.hrhresourcecenter.org

This online library is a searchable collection of HRH resources with librarian support. Find the information you need to plan, develop and support the health workforce.

\[The HRH Global Resource Center\] addresses the most relevant issues in such an effective manner. The valuable information is directly useful in strengthening the response to the containment of HIV/AIDS besides addressing the health system strengthening issues.

—Dr. Rahul-Gopal, Gujarat State AIDS Control Society, India, on the Capacity Project’s digital library for human resources for health

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