



# Human Resources for Health Capacity Bridge Project



Human Resources for Health Capacity Bridge supports health workers to master new technology

**Presidential Initiative:**  
U.S. Global Health Initiative

**Funding Level:**  
\$20.46million

**Duration:**  
April 2014 – September 2015

**Activity Goals:**

- Develop and support the Rapid Hire Program, started under the Capacity Project, which improved the hiring process and decreased recruitment and deployment time in the Ministry of Health from a maximum 18 months to a minimum of three months
- Support national government Human Resources for Health management systems
- Support the county government Human Resources for Health management systems
- Strengthen HRH records management and install and support the **iHRIS Suite**—open source software developed by IntraHealth that helps health sector managers assess staffing problems and design and evaluate effective solutions

**Activity Accomplishments:**

- Engaged with county governments to ensure absorption of contracted staff
- Organized the Human Resources for Health success stories dissemination workshop at Kenya school of Government

**ACTIVITY OVERVIEW**

The Human Resources for Health Capacity Bridge activity partners with the Government of Kenya and health sector leaders to strengthen and transform health workforce systems in the public, private, and faith-based sectors. The goal is to enhance health service delivery and, ultimately, improve health outcomes for the people of Kenya. Human Resources for Health Capacity Bridge strengthens health workforce policy and planning; builds the knowledge and skills of national and county health workers; improves health worker productivity and retention; and supports the human resources information systems for effective planning and decision making.

**ACTIVITY AREAS**

Human Resources for Health Capacity Bridge activity supports the Kenyan health sector by:

- Increasing the health workforce in resource-poor and high-disease regions of the country. This includes forecasting community and worker needs, hiring, and retaining staff through training and motivational activities.
- Strengthening national government policy development and oversight functions in relation to health workforce. This is done through technical assistance and coordination mechanisms, such as the Human Resources for Health Interagency coordination committee.
- Strengthening county health teams to better manage the health workforce. Such interventions include capacity development for the county Human Resource for Health managers, county-level Human Resource for Health coordination activities support, and stakeholders interaction forum support.
- Providing and installing the iHRIS Suite, an open source software tool developed by IntraHealth that helps health sector managers assess staffing gaps and design and evaluate effective solutions. The activity trains local staff to use iHRIS Suite data in decision making.
- Developing a cost-effective text messaging system that allows the Ministry of Health to send health workers important administrative and human resources-related updates.

**Activity Locations:**

Nationwide

**Implementing Partner:**

IntraHealth International

**Key Partners:**

Ministry of Health, National AIDS and STI Control Programme, Kenya Medical Supplies Agency, Directorate of Human Resources Planning and Management, Faith Based Health Institutions, county governments.

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**ACTIVITY IMPACT**

Human Resources for Health is increasing the total number of qualified health workers in Kenyan facilities that need them most.



USAID/Kenya

*Access to technology and up-to-date medical software helps these health professionals provide quality service to their patients*