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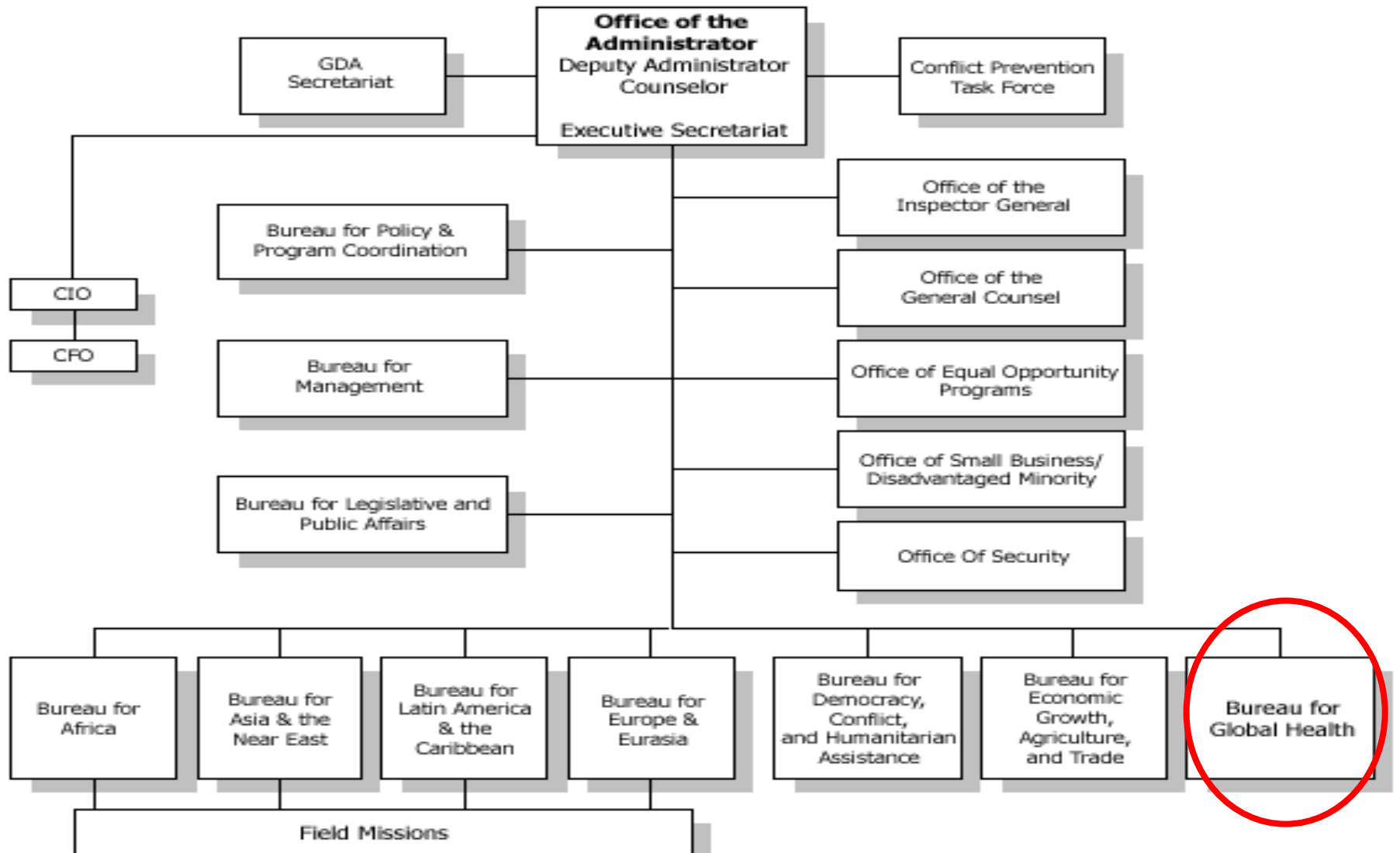
# Capacity Building to Support Human Resources for Health: USAID Efforts

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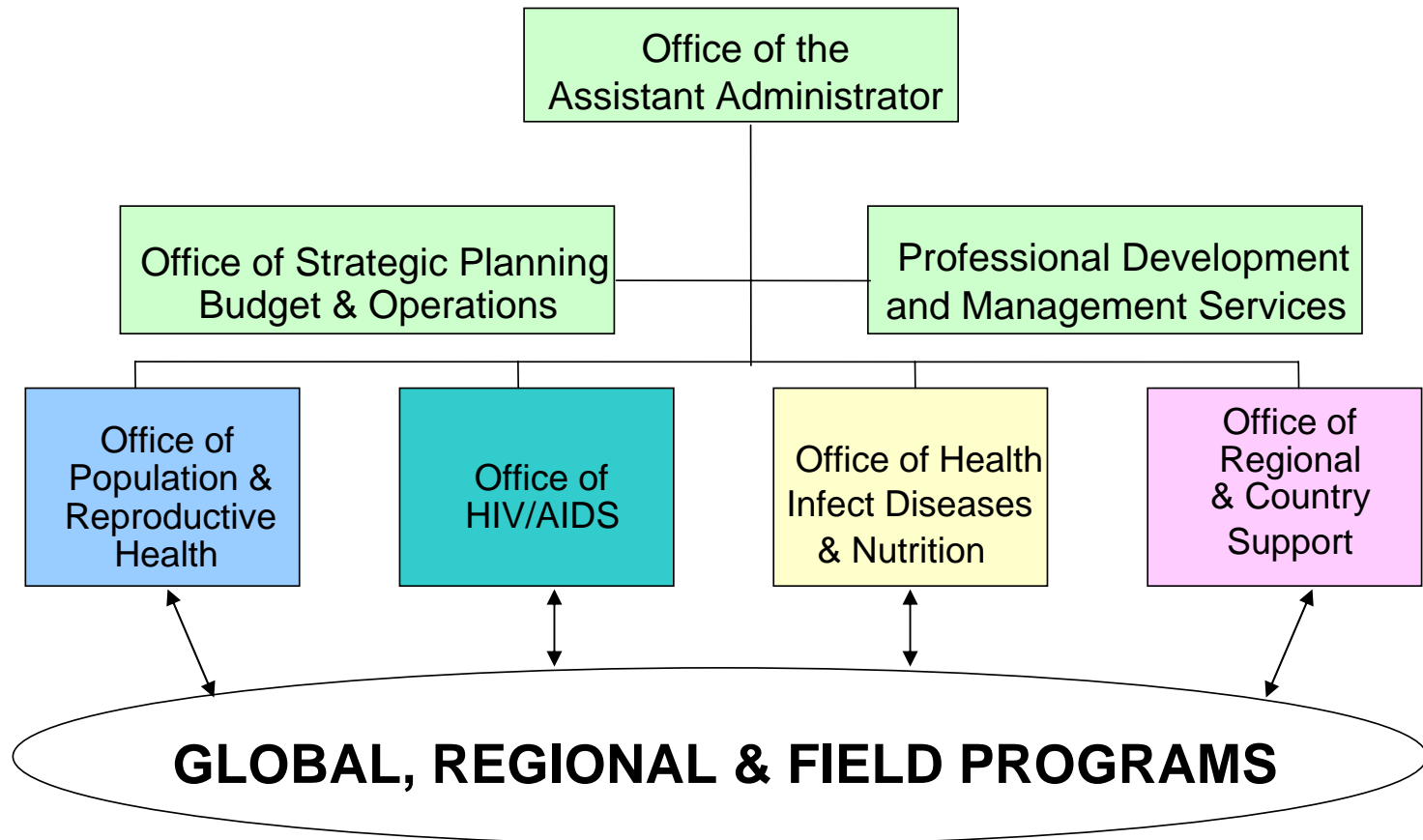
## **USAID Strategic Objectives**

- Improving family and workforce health
- Protecting the environment
- Building democracy
- Encouraging broad-based economic growth

## **USAID: Core Strengths**

- 40 years development experience
- Established “in country” partnerships
- Contractual mechanisms with public & private sector organizations
- Transfer research findings to programs
- Transfer successful programs to other sites/programs
- Can integrate across health programs & with other development sectors (education, government policy, microfinance, education, etc)

## Bureau for Global Health Organizational Structure





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## How We Implement

- USAID/Washington (GH and regional bureaus)
  - Direct technical assistance to advance state-of-the-art and support country-level implementation
  - Competitive procurements (contracts, grants) for world-wide projects and commodities
  - Agreements with multilaterals
- Field missions - approximately 60 countries
  - Provide technical expertise to guide US investments
  - Ensure responsiveness to country needs and realities
  - Facilitates coordination with local public and private sectors and other donors
  - Formal agreements with host governments, PVOs and other entities



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## Who We Work With: Partners

- Bilaterals: (DFID, GTZ, JICA, CIDA)
- Multilaterals: (WHO, UNICEF, UNFPA)
- Host Governments: (Ministries of Health and Finance, President's Office)
- Academic Institutions (Columbia University, Johns Hopkins University)
- Foundations: (Gates, Packard, Clinton)
- U.S. Government Agencies (CDC, NIH, Dept. of State, Dept. of Defense)
- President's Emergency Response Plan for AIDS Relief (PEPFAR), Office of the Global AIDS Coordinator (OGAC)
- Private Sector
  - Profit: (Proctor & Gamble, Bectin Dickenson)
  - Non-Profit: (CARE, FHI, IntraHealth, PSI)
- Community and Faith-based Organizations



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## Health Systems/Enabling Environment Bridge (Developed by Office of Health, Infectious Disease and Nutrition)

### HEALTH SYSTEMS CAPACITY BUILDING

Behavior Change/  
Communications

Information

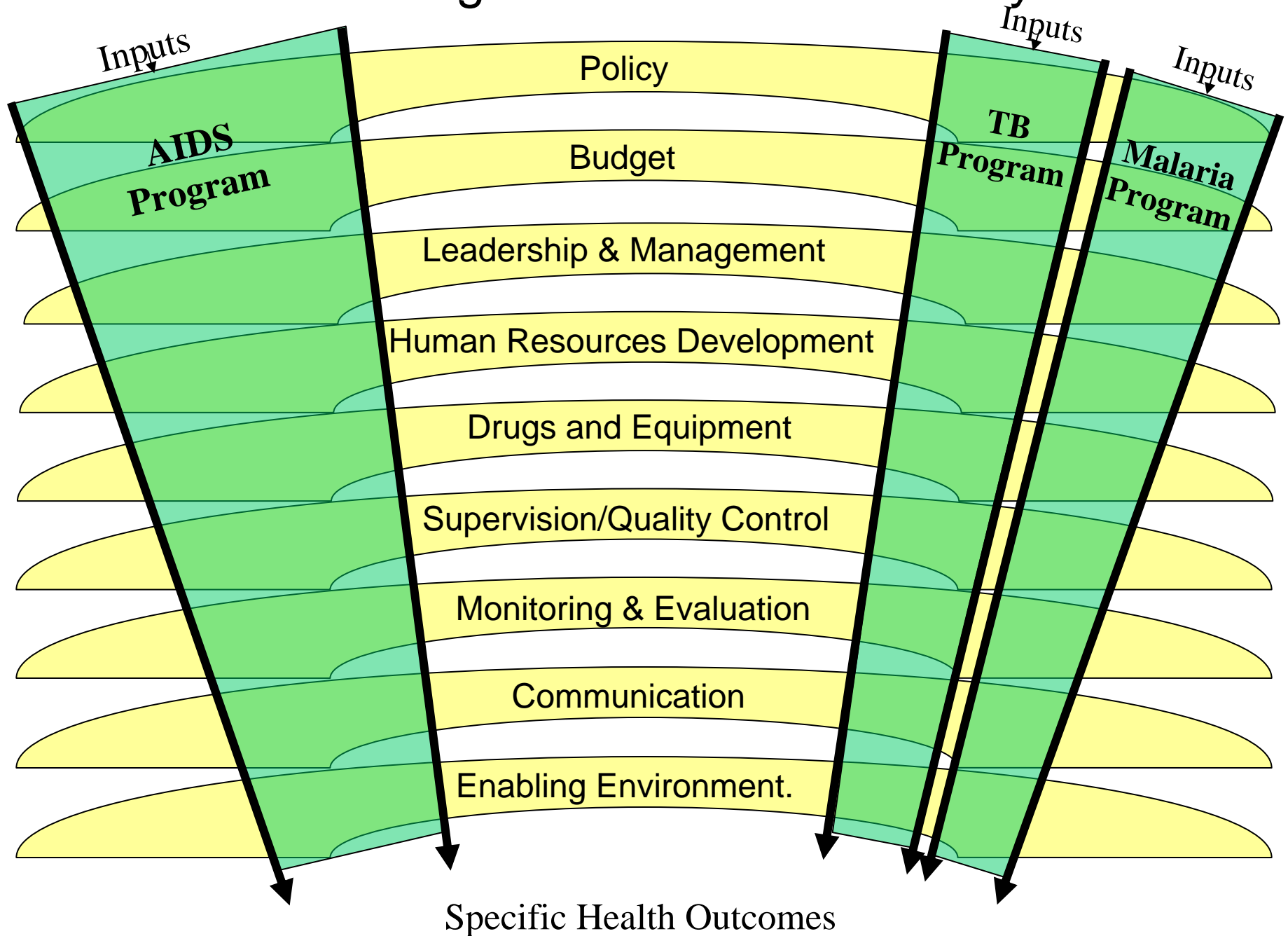
Financing

Commodities

People and  
Performance

Policy and  
Advocacy

# Focused Programs within a Health System





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## **The President's Emergency Plan for AIDS Relief (PEPFAR)**

- 15 focus countries with the goals of:
  - Preventing 7 million new infections
  - Treating 2 million HIV-infected people
  - Caring for 10 million people infected and affected by HIV/AIDS, including orphans and vulnerable children
- Implemented through USG inter-agency collaboration
  - US Depts. of State, including USAID, Defense, Commerce and Labor
  - Health and Human Services, including CDC, FDA, HRSA, NIH and OGHA
  - Peace Corps

## PEPFAR (continued)

### USAID's HIV/AIDS Programs

- Focus country support
  - Procurements, TA to the field
  - Staff to OGAC
  - Country Operational Plans (COPs), 5 Year Strategies
  - Working groups
    - HCD – guidance to the field for COPs, COP review
- Non-focus country support
  - USAID HIV/AIDS country strategies, some with USG-wide support
  - Program/strategy implementation



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## PEPFAR – The Biggest Challenges

- Resource-poor nations face significant limitations in capacity
  - Physical infrastructure
  - Human resources
  - Systems
    - Management, financial, supply chain, quality, strategic information
- But capacity building is often difficult to align with the 2-7-10 goals
- Must acknowledge that those who contribute to capacity building contribute to the prevention/treatment/care of individuals



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## USAID/W Health Systems/Enabling Environment Projects (GH)

### **Policy and Advocacy\***

**PHR*plus***  
**POLICY**  
**RPM Plus/PSP**

### **People and Performance**

**QA/WD**  
**CAPACITY**  
**LMS**  
**PSP**

### **Commodities**

**RPM Plus**  
**USP DQI**  
**DELIVER**

### **Financing**

**PHR*plus***  
**POLICY**  
**PSP**

### **Information**

**MEASURE**  
**HCP**  
**PHR*plus***

### **Behavior Change Communications**

**MEASURE**  
**HCP**  
**ALL**



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# Policy and Advocacy

## POLICY II Project

- Helps develop policies and plans that promote and sustain access to high-quality FP/RH services, including maternal health and HIV/AIDS
- Also works in health systems financing

## Partners for Health Reform Plus (PHRplus)

- Focuses on improving the design and implementation of health policy and system innovation to contribute to improved health system performance in delivering PHN priority services

### Known for:

- National Health Accounts
- Community Based Health Financing
- System wide effects of the Global Fund (SWEF)
- AIDSTREATCOST analysis – ARV and HR scale-up costs
- Support to decentralization



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# People and Performance

## **Quality Assurance/Workforce Development Project (QA/WD)**

- Assists health systems to improve their performance through technical assistance to increase the quality and efficiency of services.
- Develops improvement collaboratives
- Provides specialized technical assistance to analyze human resource issues, to develop and test potential solutions and apply best practices



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## The Capacity Project

- Works to improve human capacity to implement quality health programs by improving workforce planning, allocation/deployment and utilization
- Improves health worker skills so that workers have the correct complement of knowledge and skills needed to meet the needs of the client populations
- Works to strengthen the environment in which workers function in order to improve and sustain performance over time and keep them on the job
- Strengthens systems both within and across these key areas and ensures capacity building within in-country organizations and institutions for sustainability



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## **Leadership, Management and Sustainability (LMS)**

- Strengthens the performance of management systems
- Increases the leadership capacity of organizations
- Improves the performance of leaders and managers
- Improves planning and management of human resources
- Builds capacity to anticipate and respond effectively to changing external environments



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## Private Sector Partnerships (PSP)

- Works to support, expand and improve private sector service delivery
- Facilitates scale up of proven private sector models and strategies as well as public/private alliances
- Upgrades private provider performance
- Improves the policy and regulatory environment
- Expands financial mechanisms to improve access to health products and services
- Promotes behavior change through targeted health communications



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# Commodities

## **Rational Pharmaceutical Management Plus (RPM Plus)**

- Improves the availability of health commodities (pharmaceuticals, vaccines, supplies and equipment)
- Promote their appropriate use in both the public and private sector
- Provide technical leadership in pharmaceutical management to global initiatives such as PEPFAR, GFATM, Stop TB, Roll Back Malaria
- Actively foster operational donor coordination and strategic planning globally and at the country level



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## **US Pharmacopeia Drug Quality and Information Program (USP DQI)**

- quality assurance for health commodities and their appropriate use

### **Deliver**

- Focuses on improving the availability of health commodities including contraceptives, condoms, and other essential medicines at service delivery points



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# Information

## MEASURE Projects

- Bureau-wide effort to improve collection, analysis and presentation of data for use in planning, policymaking, managing, monitoring and evaluating population, health and nutrition programs



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# Behavior Change/ Communication

## Health Communication Partnership (HCP)

- Works to create an environment that supports individuals, families, and communities to act positively for their own health and to advocate for and have access to quality services.



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For more information, visit:

[www.usaid.gov](http://www.usaid.gov)