



The Capacity Kenya Project

Objective

The Capacity Kenya Project's objective is to strengthen Human Resources for Health (HRH) systems across the health sector. Capacity Kenya Project works with the Government of Kenya (GoK), faith based organizations, and other USG implementing partners to ensure improved delivery of primary health care (PHC), and health outcomes.

Project status

USAID/Kenya partnered with The Capacity Kenya Project in April of 2009 on a contract that runs through April of 2014.

Key activities

- Improving HRH planning systems
- Addressing policies on health worker capacity development by focusing on skills and competencies
- Improving health worker safety, productivity and retention
- Supporting senior technical staff at key government ministries and/or departments

Achievements:

Center of Excellence in Family Planning and Reproductive Health: The Capacity Kenya Project worked with the Kenya Medical Training College (KMTc) and the Ministry of Medical Services to create a Center for Excellence in Family Planning and Reproductive Health (FP/RH) at the Kenya Medical Training College, Kitui Campus. The center will support KMTc faculty in identification, development and application of ICT-based innovative teaching methodologies in the area of FP/RH service delivery. The center is also expected to support reproductive e-health workshops, conferences, and distance learning in the Eastern, Central and Southern Africa (ECSA) region. These services will serve as a model for replication throughout Kenya.

Scholarships for Health Workers: The Capacity Kenya project has collaborated with the GoK to recruit more students into the health care field. By providing scholarships for pre-service and in-service education, recipients are encouraged to seek employment (or remain employed) at health facilities in underserved areas.

Rapid hiring of health workers: Capacity Kenya has worked in collaboration with the ministries of health and APHIAplus to quickly deploy contract health workers and increase the number of qualified health workers at facilities located in Kenya's remote areas.

Performance appraisal for Health Workers: The Capacity Kenya Project has worked with the Ministries of Health to create a new performance appraisal system (PAS), including a toolkit that allows national and local health facility managers to better evaluate themselves and the workers they supervise. As well, the project conducted and disseminated a performance needs assessment for training needs in Kenya

Human Resource Information Systems (HRIS): The Project has developed the iHRIS for the Ministries of Health and uploaded data from Integrated Payroll and Personnel (IPPD) into the iHRIS and trained users. The iHRIS is already being used to strengthen the management of human resources. In addition, the project has installed bulk filing equipment for the GoK which has resulted in the efficient management of staff records

Improving human resource management by developing use of bulk Short Message Service (SMS): To improve human resources for health management countrywide, Capacity Kenya Project has developed a cost-effective text messaging system that allows the ministries of health to quickly send health workers important administrative and human resource-related updates. Regular communication with these workers is essential to ensure attendance, job satisfaction, and accountability.

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