

PROGRAMME TITLE: *CAPACITY PLUS*

Client	USAID
Partners	<p>Partners: IntraHealth International, Inc. (lead partner), Abt Associates, IMA World Health, Training Resources Group, Inc (TRG).</p> <p>Associate Partners: African Population & Health Research Center (APHRC), Asia-Pacific Action Alliance on Human Resources for Health (AAAH), West African Institute of Post-Graduate Management Studies (CESAG), Partners in Population and Development (PPD)</p>
Year (s)	October 2009 – June 2014

CapacityPlus is a five-year USAID global human resources for health (HRH) flagship project, focused on the health workforce needed to strengthen and implement quality health programs and systems in developing countries.

CONTEXT

Health workforce constraints are severely limiting progress toward millennium development goals and reducing access to quality health care for millions of people worldwide. The World Health Organization currently lists 57 countries facing a health workforce crisis, against an estimated global shortage of 4.3 million health workers; further underscored by weaknesses in the composition, skills, management, distribution and retention of the existing workforce.

PROGRAMME APPROACH

The CapacityPLUS PROJECT places the health worker at the center of its efforts to shape the global HRH agenda, aiming to achieve demonstrable progress in the health workforce in a set of selected partner countries. The project is in line with the United States government's integrated approach to public health through its Global Health Initiative and the US President's Emergency Plan for AIDS Relief. CapacityPLUS provides global expertise and technical leadership to help partner countries and multilateral organizations address the number of health workers needed and their quality and performance. As an essential component of broader health systems strengthening work, it builds contextually appropriate workforce capacity in service delivery, thereby increasing access to high quality family planning/reproductive health, HIV/AIDS, malaria, tuberculosis, maternal and child health, and other services. Key results areas include:

- Fostering global leadership and advocacy to address the HRH crisis
- Enhancing HRH policy, planning and management capacity and systems
- Strengthening performance support systems to improve retention and productivity
- Improving health workforce development, education and training

OUR ROLE

LATH has a full time 'Human Resources for Health Policy and Planning Specialist' assigned to the Project office in Washington D.C., USA. We also provide additional HRH consulting expertise on an ongoing basis. In particular, LATH is focused on providing support to strengthen HRM systems, develop and implement HRH policies and plans and to improve health worker retention and productivity. In addition LATH is leading the Project's field support work in Mozambique and Nigeria.

RESULTS TO DATE

LATH technical expertise has been instrumental in helping CapacityPlus and partners to develop various tools and guidelines, including: a HRM rapid assessment tool; a HRM systems strengthening framework; a HRM professional development program; key global messages on community health workers; a multi-professional service delivery team model, and guidelines to scale-up health worker retention. The project is actively working with the Mozambique Ministry of Health and USAID Mozambique to implement a national Community Health Worker programme, for which LATH provides both the country point person as well as a short-term technical advisor to the programme in Mozambique.