



BUILDING A FIT FOR PURPOSE, FIT TO PRACTICE HEALTH WORKFORCE

Photo credit: Alain Ngann (2018)

HRH2030: Strengthening Community Health Worker Programs

In a world of ever-changing diseases, environmental change, and shifting populations, health systems enable nations to maintain economic productivity and growth. At the crux of health systems are health workers. How can we ensure the right kinds of health workers with the right skills are where they need to be to keep health systems functioning?

The USAID Human Resources for Health in 2030 (HRH2030) program supports low- and middle-income countries worldwide to develop the health workforce for more accessible, acceptable, affordable, and reliable health services needed to prevent maternal and child deaths, reach the goals of Family Planning 2020, control the HIV/AIDS

epidemic, and protect communities from infectious diseases.

As USAID's global health workforce flagship program, HRH2030 is optimally placed to provide strategic thought leadership, communication, and implementation support to strengthen community health worker (CHW) programs and promote more integrated health workforce development.

When the role of communities is fully harnessed, health system performance can be optimized.

Well-trained, managed, and motivated CHWs are vital to supporting comprehensive primary care, contributing to population health outcomes, strengthening health systems, and ensuring health for all.

In October 2018, the World Health Organization (WHO) released the WHO Guideline on health policy and system support to optimize community health worker programs ("CHW Guideline") with important recommendations for professionalizing CHWs across their career life cycle. The enclosed infographic links the CHW Guideline recommendations to our HRH2030 health worker lifecycle approach, focusing on:

- Building the community health workforce, from selection to training and certification
- Managing, planning, contracting, supporting, and retaining professionalized CHWs
- Optimizing and integrating CHWs within health systems for greatest impact

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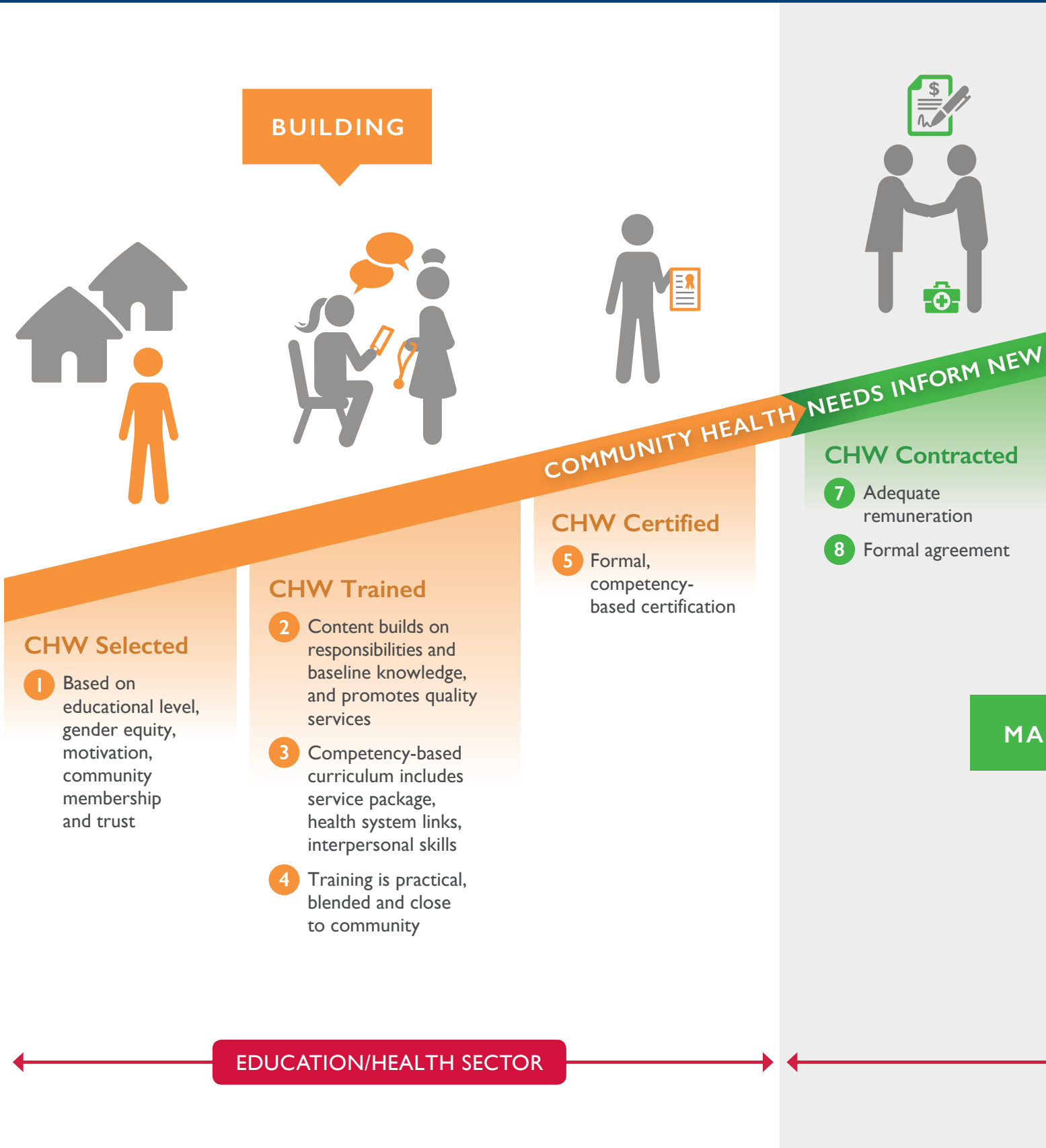
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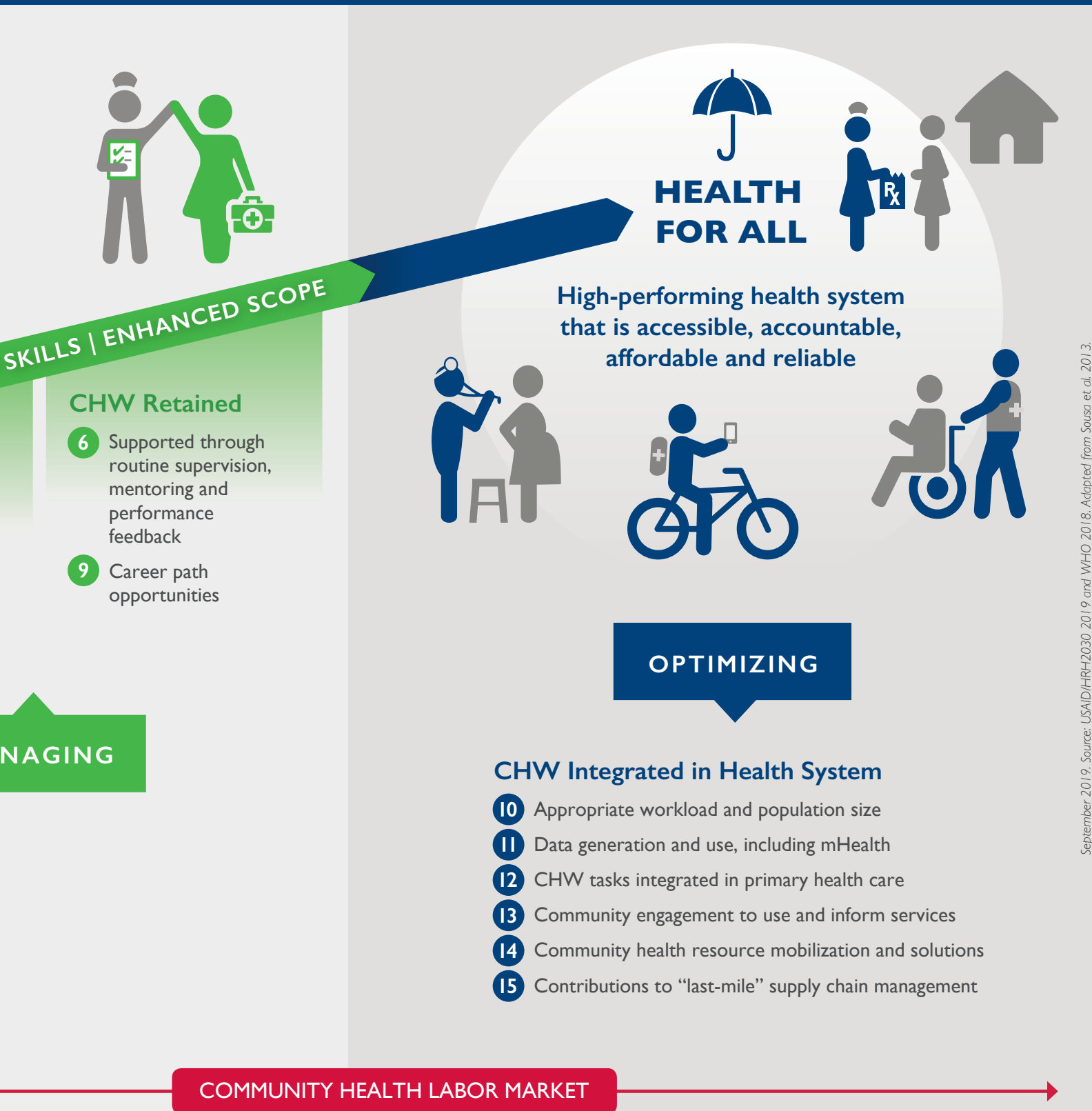
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WHO Community Health Worker Guideline Recommendations



Using Lifecycle Approach



Select HRH2030 Resources for Strengthening CHW Programs

Local Leaders: Untapped Resources for Family Planning

New and different partnerships and strategies are needed to improve the acceptability and accessibility of family planning so more people can satisfy their desired reproductive health intentions. In Cameroon, HRH2030 applied a local leadership and management approach to build the capacity of recognized community leaders to engage them in sensitizing and mobilizing community awareness, acceptance, and use of family planning services. HRH2030 developed implementation guidance based on this experience.

USAID Global Flagship Convenings on CHW-Focused Investments

In an effort to support USAID's broader efforts to coordinate and align key investments in community health,

HRH2030 has been holding regular convenings for USAID, global flagship representatives, and other global actors to collaborate, share resources, support operationalization of the WHO CHW Guideline, and reduce health workforce fragmentation. A Flagship CHW Resource Package is forthcoming.

HRH Optimization Tool

The HRH Optimization Tool for Differentiated ART Service Delivery (HOT4ART) was developed with funding from PEPFAR to help health facility staff and program managers optimize the health workforce for "Test and Start" using differentiated service delivery models. It includes modeling options where CHWs may support antiretroviral treatment. HOT4ART is also available in French and Bahasa. Additional HRH

Optimization tools for family planning (HOT4FP) and primary health care (HOT4PHC) are in development.

Health Workforce Skills Mix and Economic, Epidemiological, and Demographic (EED) Transitions in LMICs: Analysis and Econometric Modeling

HRH2030 created a new econometric model called the Comprehensive HRH Assessment, Modeling, and Planning Solution (CHAMPS) to offer HRH decision- and policymakers a way to calculate country-specific demand and supply estimates for their health workforce, including CHWs—accounting for changing economics, disease burdens, and population figures. While knowing CHW numbers has been a challenge in the past, this understanding is vital for formalizing and strengthening the role of CHWs in national health systems.

About HRH2030

HRH2030 strives to build the accessible, available, acceptable, and high-quality health workforce needed to improve health outcomes.



A group of women in Mali discuss family planning, reproductive health services, and health information. Photo Credit: HRH2030

Program Partners

- Chemonics International
- American International Health Alliance (AIHA)
- Amref Health Africa
- Open Development
- Palladium
- ThinkWell
- University Research Company (URC)

Global Program Objectives

- 1. Increase Health Workforce Performance and Productivity.** Improve service delivery models, strengthen in-service training capacity and continuing professional development programs, and increase the capacity of managers to manage HRH resources more efficiently.
- 2. Increase Number, Skill Mix, and Competency of the Health Workforce.** Ensure that educational institutions meet students' needs and use curriculum relevant to students' future patients. This objective also addresses management capability of pre-service institutions.
- 3. Strengthen HRH/HSS Leadership and Governance.** Promote transparency in HRH decisions, strengthen the regulatory environment, improve management capacity, reduce gender disparities, and improve multi-sectoral collaboration for advancing the HRH agenda.
- 4. Build Sustainability of Investment in the Health Workforce.** Increase the utilization of HRH data for accurate decision-making with the aim of increasing investment in educating, training, and managing a fit-for-purpose and fit-for-practice health workforce.