



KENYA

IntraHealth International has worked in Kenya for over 30 years with the Government of Kenya and local public- and private-sector partners to provide health services by strengthening the capacity of health workers and improving the systems that support them. We help align Kenya's health workforce with the most pressing health care needs of its citizens, including by producing and retaining more health workers, improving the performance management system of its existing health workforce, and building capacity in Kenya's 47 counties for planning, deploying, and managing an effective health workforce.

Accelerating Support to Advanced Partners (ASAP) (2019–2022)

The [USAID-funded ASAP](#) project rapidly prepares local entities in sub-Saharan Africa to manage, implement, and monitor PEPFAR programming to become USAID prime partners. ASAP has worked in Kenya and 12 other countries with 6 government entities and 44 local organizations. In Kenya, ASAP has:

- Developed a training manual and curriculum for sub-award management for local organizations.
- Strengthened the board of directors of our local partner, COGRI, including revising the board charter, ethics and recruitment policies, and governance structure.
- Supported the Africa Christian Health Associations Platform's financial management system, compliance, board governance and leadership, HR management, monitoring and evaluation, and performance improvement, with funding from the New Partnerships Initiative.

Human Resources for Health (HRH) Kenya Mechanism (2016–2021)

This [USAID-funded program](#) focuses on building the health workforce in 30 county governments and 26 training institutions in accordance with the country's HRH strategy, donor, and national HIV & reproductive, maternal, newborn, child, and adolescent health (RMNCAH) plans. HRH Kenya leads partnerships and mobilizes resources at the country level—including coordinating with national and county governments, the public and private sectors, and faith-based organizations—to increase the number of students graduating from Kenya's health training institutions, improve the quality and applicability of their training, and ensure better and harmonized HRH practices between national and county governments. The program helps national and county officials improve HRH



15,400+ health workers trained on HIV, RMNCAH, family planning, cervical cancer screening, and more



35,800+ students granted loans to pay for their health professional schooling



1,000+ health workers from 47 counties trained on COVID-19 response

coordination, management, and leadership, and helps health-sector leaders access and use health workforce and epidemiological data to make informed, effective decisions. HRH Kenya will mature and eventually transfer the Afya Elimu Fund (AEF)—which supports health workforce students—to the Health Education Loans Board (HELB) in 2021.

- Mobilized US\$25.8 million for AEF, providing financial assistance to 35,895 students of whom 11,000 have graduated and 4,000 are now employed and providing HIV, RMNCAH, and primary care services.
- Under HRH Kenya and previous projects, trained 1,100+ county health leaders and union leaders on leadership, management, and governance (LMG); improved service delivery; and mentored 612 county staff on LMG, HRM, and iHRIS, IntraHealth's software to track and manage health workforce data.
- Established work councils in 25 counties and provided LMG training to strengthen employer-worker and employer-union relations to avoid, mitigate, and resolve health worker strikes and prevent service delivery disruptions.
- Following devolvement of HRH management to the county level, helped establish of HRH units in 40 counties staffed by 123 qualified human resource managers. Utilizing a county HRH maturity score, project-assisted improvements are tracked in seven key areas (HRH capacity, strategy, policy and practice, performance management, HRH data, training, and gender) to support domestic sustainability.
- Established and now strengthening the national HRH-Interagency Coordination Committee, 9 intercountry HRH stakeholder forums, and 35 county HRH technical working groups, which link to the national level.
- Enabled iHRIS users to generate reports, real-time analytics, and dashboards to manage HR data, including in the public sector and for PEPFAR contract workers.
- Coordinated Workforce Indicators of Staffing Needs (WISN) exercises in 15 counties to inform HRH plans and budgets and use the data to support National Health Workforce Accounts.
- Supported Ministry of Health (MOH) and partner efforts to achieve interoperability between iHRIS, DHIS2, Master Facility List, and the regulatory HRIS for more accurate and harmonized HRH data.

Kenya COVID-19 Response (2020–2021)

IntraHealth supported the government of Kenya's COVID-19 prevention and response efforts by strengthening health worker capacity across the country

and launching the mHero health worker communication tool to share information with frontline health workers. With funding from USAID, IntraHealth supported the development of a COVID-19 response training curriculum, converted it to e-content, and conducted online training for 402 health workers and 1,031 community health assistants. Through early planning, the team secured government buy-in to install the system and approve all messages, with support from the MOH COVID-19 Communication Committee.

With additional funding from Johnson & Johnson, IntraHealth is enhancing mHero and piloting it in Kenya to respond to COVID-19 by sending messages to health workers via SMS on mHero.

- Collaborated with the MOH and obtained permission from the Communications Authority of Kenya to use an SMS short code.
- Broadcast 63 key messages through mHero spanning 8 thematic areas to the over 24,000 health workers who were already in iHRIS.
- Sent 1,246,988 bulk messages through the mHero communication platform.

Investing in the Power of Nurse Leadership: What Will It Take? (2019)

In partnership with Nursing Now and Johnson & Johnson, IntraHealth surveyed 2,537 nurses and nurse-midwives from 117 countries, including nurse leaders at national and county levels in Kenya, and conducted eight key informant interviews of nurse leaders to provide in-depth analysis of the gender-related barriers to and facilitators of nurse leadership. [The report](#) provides recommendations for policymakers and implementers at the global, national, and institutional levels to strengthen nursing leadership and gender equality in the global nursing workforce.

Additional Projects & Funders

- Promoting the Quality of Medicines Plus (2020–2024, USAID)
- Global Health Supply Chain - Procurement and Supply Management (2016–2023, USAID)
- FUNZOKenya (2012–2017, USAID)
- Improving Reproductive Health Commodity Management (2015–2016, Reproductive Health Supplies Coalition)
- HRH Capacity Bridge (2014–2016, USAID)
- Pfizer Global Health Fellows Program (2011–2013, Pfizer)
- CapacityPlus (2009–2015, USAID)
- Capacity Kenya (2009–2014, USAID)

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