



**IntraHealth**  
INTERNATIONAL  
Because Health Workers Save Lives.

# KENYA

A health worker consults with a client at Lodwar County Referral Hospital in Turkana province in Kenya. Photo by Patrick Meinhardt for IntraHealth International.



**20+ HRH policies and guidelines developed, including the 3rd Kenya HRH Strategic Plan**



**42,000+ health professional students given school loans; 15,400+ health workers trained on HIV, RMNCAH, and more**



**69,000 health worker records tracked in iHRIS**

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

## **Improved Delivery of Primary Healthcare Services Through Strengthened Leadership Capacity of Kenya's Health Workforce (2024–2025)**

This 12-month project awarded by the Tropical Health and Education Fund Global Health Workforce Programme and funded by the UK Department of Health and Social Care (DHSC) is developing Kenya's health workforce and health system to recover from the COVID-19 pandemic and advance progress toward universal health coverage and primary health care. Partnering with Primary Care International and Strathmore University Business School, we are strengthening leadership, management, and governance (LMG) capacities of health managers at all levels to improve service delivery and health worker productivity, retention, and representation. So far 63 health managers from ten counties are participating in a seven-week modular training accompanied by coaching and mentorship with the aim of strengthening the functionality of primary care networks at the county level.

## **Developing Capacity to Establish Specialist and Advanced Practice Nursing Roles in Kenya (2024–2025)**

Led by IntraHealth in collaboration with the Nursing Council of Kenya, the Nursing and Midwifery Council of Ghana, and Ideal Health Organization, this 12-month project supports implementation of Kenya's Primary Healthcare Strategy by expanding the roles for specialist and advanced practice nurses so they are empowered to deliver quality health services at all levels. This Global Health Workforce Programme project is also awarded by the Tropical Health and Education Fund and funded by the UK Department of Health and Social Care (DHSC). Currently the project is supporting the Ministry of Health (MOH) to conduct a country readiness assessment for introduction of advanced practice nursing in Kenya and training nurse educators in clinical leadership.

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

This USAID-funded program partnered with the government of Kenya, county governments, and 26 training institutions to build the health workforce in accordance with the country's HRH strategy and national HIV & reproductive, maternal, newborn, child, and adolescent health (RMNCAH) plans. HRH Kenya led partnerships and mobilized resources at the country level—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 health worker training, ensure better and more harmonized HRH practices, and help health-sector leaders access and use health workforce and epidemiological data to make informed, effective decisions.

## HRH Kenya:

- ▶ Grew the Afya Elimu Fund (AEF)—established by IntraHealth and partners during the FUNZOKenya project to provide low-interest loans to health professional students—and transferred it to the Higher Education Loans Board in 2021. The project mobilized US\$30.6 million for AEF, providing financial assistance to 40,000+ students, of whom 13,920 had graduated and were ready to provide HIV, RMNCAH, and primary care services at the end of the project.
- ▶ Helped the MOH roll out **iHRIS**, IntraHealth's open source software to track and manage health workforce data, to all county governments.
- ▶ Tracked 69,000 health worker records through iHRIS, and 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.
- ▶ Supported the MOH and partner efforts to achieve interoperability among iHRIS, DHIS2, the Master Facility List, and the regulatory HRIS for more accurate and harmonized HRH data.
- ▶ Built on the work of previous USAID projects and trained 1,100+ county health leaders and union leaders on LMG and mentored 612 county staff on LMG for improved service delivery, health workforce management, and iHRIS.
- ▶ Established work councils in 25 counties for regular engagement between trade unions and health leaders to improve collaboration and prevent strikes.
- ▶ Following devolvement of HRH management to the county level, helped establish HRH units in 40 counties staffed by 123 qualified HR managers. Utilizing a county HRH maturity score, tracked improvements in seven key areas (HRH capacity, strategy, policy and practice, performance management, HRH data, training, and gender) to support sustainability.
- ▶ Established and strengthened the national HRH Interagency Coordination Committee, 9 intercounty HRH stakeholder forums, and 35 county HRH technical working groups, which link to the national level.
- ▶ Coordinated Workforce Indicators of Staffing Need (WISN) exercises in 15 counties to inform HRH plans and budgets and use the data to support National Health Workforce Accounts.
- ▶ Partnered with medical training institutions and others to improve the quality of preservice and in-service training by developing training and accreditation

standards and standardizing the core curricula for key cadres of health workers—nurses, laboratory technicians, and clinical officers.

- ▶ When COVID-19 spread around the world, rapidly trained 1,000 new health workers on disease surveillance, infection prevention, triage, and COVID-19 case management.

## 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 critical information with frontline health workers. With funding from USAID, IntraHealth supported the development of a COVID-19 response training curriculum, converted it to eLearning, 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 mHero and approve all messages, with support from the MOH COVID-19 Communication Committee. With funding from USAID and Johnson & Johnson and in partnership with the MOH, we enhanced mHero and broadcasted key messages to 24,000 health workers via SMS:

- ▶ 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 more than 24,000 health workers in iHRIS.
- ▶ Sent 1,246,988 bulk messages through the mHero communication platform.

## Additional Projects and Funders

- ▶ **Promoting the Quality of Medicines Plus** (2020-2025, USAID)
- ▶ **Global Health Supply Chain-Procurement and Supply Management** (2016-2025, USAID)
- ▶ **Accelerating Support to Advanced Local Partners (ASAP)** (2019-2022, 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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QR code links to technical briefs from Kenya  
[www.intrahealth.org/countries/kenya](http://www.intrahealth.org/countries/kenya)



*IntraHealth International partners with governments and local organizations to improve the performance of health workers and strengthen the systems in which they work. IntraHealth is a subsidiary of **Global Communities**, integrating a broad range of international health expertise across the humanitarian and sustainable development sectors. Together, we envision a world where crises give way to resilience and all people have the health care they need to thrive.*