



HEALTH WORKFORCE DEVELOPMENT

CapacityPlus is USAID's global health workforce project. CapacityPlus partners with education and training institutions and organizations to accelerate and improve the supply of quality health workers by strengthening preservice education and developing strategic approaches to in-service training and continuing professional development that meet health workers' needs.

CapacityPlus leads a large initiative to scale up health worker production via improved management efficiency of health professional schools, targeted investments to overcome bottlenecks in health worker production, and expanded funding for preservice education via innovative financing. In collaboration with partners, CapacityPlus offers technical assistance services to governments, ministries of health, and health professional schools seeking sustainable solutions to overcome local challenges in health workforce development.

Examples of Technical Expertise

- Improving the management of preservice education institutions
- Identifying bottlenecks and strategic investment opportunities for scaling up
- Suggesting innovative sources of funding for preservice education
- Setting targets and implementing plans for increased production of high quality graduates
- Integrating health professional schools into the health system and local communities
- Conducting assessments for improved student selection and retention; faculty development and retention; and the development, delivery, and evaluation of curricula
- Reorienting education and training to better prepare graduates for professional practice in rural and underserved areas
- Bridging education and professional practice
- Maximizing the impact of a country's health Diaspora
- Developing and delivering demand-driven, high quality Internet and mobile phone-based in-service training that meets the real needs of health workers

Tools and Resources

- [Scaling Up Health Worker Production: The Bottlenecks and Best Buys Approach](#)
- [Innovative Financing Options for the Preservice Education of Health Professionals](#)
- [Strengthening the Health Worker Pipeline through Gender-Transformative Strategies](#)
- [Keeping Up to Date: Continuing Professional Development for Health Workers in Developing Countries](#)
- [Bridges to Health Worker Employment](#)
- [Spaced Education: An Innovative Learning Methodology for Health Workers](#)

- [Learning for Performance: A Guide and Toolkit for Health Worker Training and Education Programs](#)
- Strengthening school management package (in development)
- Dean's Dashboard software for tracking school management goals (in development)

Current Partners in This Area

Global Health Workforce Alliance, International Finance Corporation/World Bank, WHO, PEPFAR, Foundation for Advancement of International Medical Education and Research (FAIMER), International Council of Nurses (ICN), Training for Health Equity Network (THEnet)

Experts

Kate Tulenko, IntraHealth International, Director

Kate Tulenko has worked at the highest levels of health workforce, health financing, and health policy development with institutions around the world. She has been an advisor to national governments on health policy and reform, and served on expert panels for the World Bank, World Health Organization, AFRO, American Public Health Association, Global Health Workforce Alliance, American Hospital Association, and more. Tulenko has published on a wide array of topics. She also holds academic appointments at the Johns Hopkins School of Public Health and the George Mason College of Health and Human Services. Tulenko holds an MD and MPH from Johns Hopkins University, and an MPhil from the University of Cambridge, Emmanuel College.

Rebecca Bailey, IntraHealth International, Health Workforce Development Team Lead

Rebecca Bailey is a global health and education specialist with over 20 years of experience working in Africa, Asia, Europe, and the US. She has contributed to a number of key global health workforce initiatives, including the WHO/GHWA task force on scaling up health workforce education and training and the global consensus statement on the social accountability of medical schools. Bailey leads CapacityPlus's work with the Nursing Education Partnership Initiative (NEPI) and is developing and applying needs-based and competency-based approaches, assessments, and tools for improving the preservice education, in-service training, and continuing professional development of health workers.

For More Information

- Contact Kate Tulenko, ktulenko@capacityplus.org, or Rebecca Bailey, rbailey@capacityplus.org.
- Visit www.capacityplus.org.

CapacityPlus Partnership

IntraHealth International, Inc. (lead partner), Abt Associates, IMA World Health, Liverpool Associates in Tropical Health (LATH), Training Resources Group, Inc. (TRG)

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)

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