



MISSION

To deliver an AIDS-free generation with accountability, transparency, and impact.

LATEST RESULTS



Training for more than 140,000 new health care workers



Advanced HIV service task-sharing in over 11 Eastern & Southern African countries



Developed Human Resources Information Systems in 17 sub-Saharan African countries



Strengthened national regulation of nurses and midwives in 19 countries



Established 19 national epidemiology training programs & an African network of epidemiologists

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PEPFAR

U.S. President's Emergency Plan for AIDS Relief

Human Resources for Health

What are Human Resources for Health?

Human Resources for Health (HRH) are defined as people whose primary intent is to improve health. The U.S. President's Emergency Plan for AIDS Relief (PEPFAR) focuses on health workers who support HIV/AIDS service delivery, including both facility- and community-based clinicians and non-clinicians.

Why is PEPFAR investing in Human Resources for Health?

HRH are critical components of PEPFAR's investment to reach sustained epidemic control. HRH shortages are common in most countries with a high HIV/AIDS burden and in many of these settings, the health workforce is neither allocated efficiently nor according to disease burden. PEPFAR resources help partner countries improve the quantity and quality of the health care workforce, which strengthens systems for HIV/AIDS training, education, and supervision.

A health workforce that delivers high-quality HIV/AIDS services to those in need is essential to achieving an AIDS-free generation. PEPFAR is committing its resources and support to scaling up HIV/AIDS services at health delivery sites with a high-volume of HIV-positive patients, communities that link patients to those sites, and geographic areas with a high burden of HIV/AIDS. Meeting demand in those settings requires an adequate supply and appropriate mix of HRH skills to provide quality HIV services along the continuum of care. This effort requires recasting PEPFAR's HRH investment approach to more directly support HIV/AIDS services and populations where the highest impact gains toward an AIDS-free generation will be felt.

Implementation of PEPFAR's HRH strategy will ensure all PEPFAR programs supporting HRH use a common framework to make the highest impact on the epidemic, improving efficiencies in the HRH dimension of national HIV/AIDS responses, and setting the groundwork for sustained services delivery. Data-driven implementation of the HRH strategy will also provide a basis for meeting PEPFAR's annual reporting requirement to provide a description of efforts by partner countries to train, employ, and retain health care workers, including efforts to address workforce shortages.

What is PEPFAR's Human Resources for Health Strategy?

The overarching goal of PEPFAR's HRH Strategy is to ensure adequate supply and quality of HRH to expand HIV/AIDS services in PEPFAR-supported sites. To support this goal, PEPFAR's HRH investments at the country and headquarters levels will focus on five interrelated objectives targeted for PEPFAR-supported moderate- and high-volume sites and/or high HIV-burden areas:

1. Assess HRH capacity needs to deliver HIV/AIDS services.
2. Support adequate supply and appropriate skills mix of health workers to deliver HIV/AIDS services.
3. Establish recruitment, deployment, and retention strategies to ensure a consistent and sustainable supply of trained health workers.
4. Establish sustainable financing for health workers, which ensures adequate local financing for health workers that provide HIV/AIDS services and sustained capacity for sites where PEPFAR salary support has been transitioned.
5. Improve health worker performance for service quality.