Professionalization of Under-Recognized Cadres

- Health systems managers
- Health information specialists
- Social welfare workers and community health workers
- Supply chain management professionals
Cross-Cutting Characteristics of Under-Recognized Cadres

- No professional councils
- No voice in the Ministry of Health
- No job descriptions
- No career path
Cross-Cutting Characteristics of Under-Recognized Cadres, Continued

• Positions/functions often filled by nurses and physicians with no specific training
• No formal preservice education programs
• No continuing professional development programs
• No profession-wide learning agenda
HRH Action Framework

1. Leadership
2. Policy
3. Education
4. Finance
5. Partnership
6. Human Resources Management Systems
Life Cycle Approach for Professionalization of Under-Recognized Health Workforce Cadres

- Life Cycle Approach developed to systematically address all crucial steps of professionalization of cadres

1) Secondary Education
   - Ensuring adequate numbers of qualified secondary school graduates interested in the field
   - Awareness raising, recruitment, and bridging programs
Life Cycle Approach for Professionalization of Under-Recognized Health Workforce Cadres

2) Preservice Education
   - Standardization of curriculum/competencies for each cadre
   - Accreditation and funding of training programs by MOH
   - Ensuring adequate faculty

3) Graduate Certification
   - Graduate certification by professional associations

4) Initial Employment
   - Job descriptions and hiring by MOH and FBOs/NGOs
   - Supervision structure
5) Career Progression
   - Creation of a career ladder in MOH to motivate and reward good performance
   - Creation of training courses to enable workers to move up the career ladder

6) Continuing Professional Development
   - Creation of continuing learning opportunities
   - Creation of a learning agenda for research
THANK YOU
The CapacityPlus Partnership

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IMA World Health
Liverpool Associates in Tropical Health (LATH)
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