

Strengthening Health Worker Capacitation for a Resilient HIV Response: Leveraging Training Innovations to Build Sustainable Systems

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SESSION: 12



Presentation Outline

Rationale: Why Capacitation Matters Now

The Reality Check: HRH Pressures Across the Network

Strategic Training Approaches

Selected Low-Cost Learning Models

Evidence: Why These Models Work

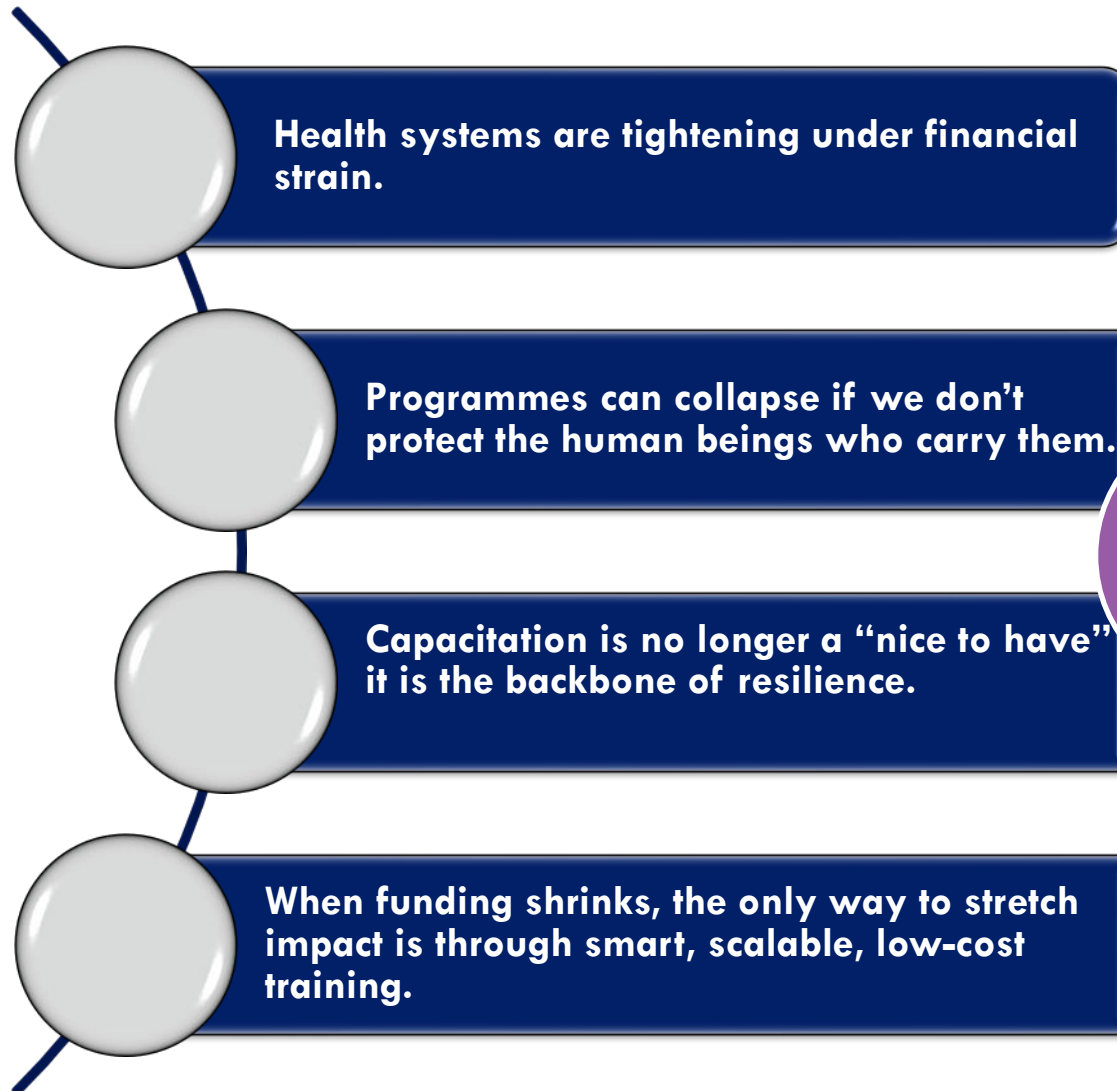
The Payoff: What Strong Capacitation Produces

Path to Sustainability

Country Actions: What We Can Start Doing Tomorrow

Closing Call to Action

Rationale: Why Capacitation Matters Now



If we don't train better, we won't deliver better.

The Reality Check: HRH Pressures Across the CQUIN Network

Fragmented training systems

Donor-funded staff not integrated

M&E systems not aligned

Global Fund 2024 – Only 42% of countries plan HRH assimilation

Truth:
Training gaps become service gaps.
No training → No quality → No retention → No progress toward 2030 to eliminate HIV epidemic as Public Health Threat

Strategic Training Approaches: The Mandate: Building a Skilled, Agile Workforce



Essence: Learning must be a lifelong discipline, not an event

Selected Low-Cost Learning Models

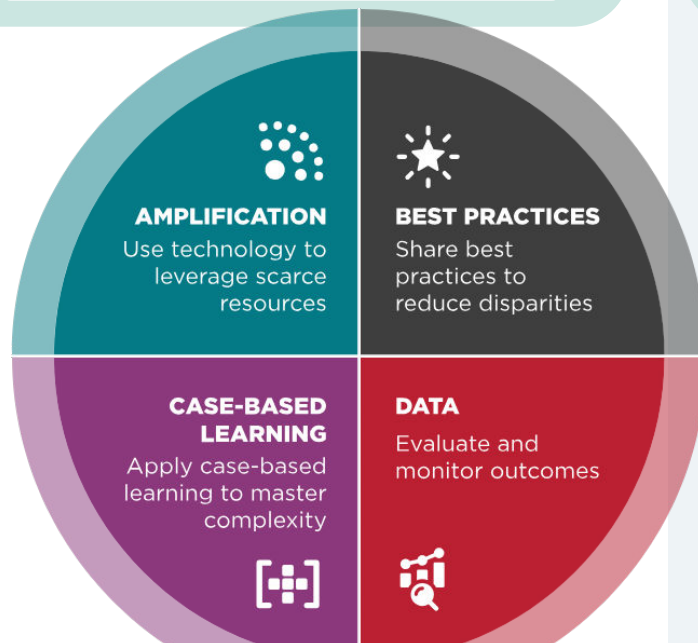
Project ECHO:

Democratises specialist knowledge

Fast, interactive, case-based

Cost-effective and scalable

Keeps peripheral sites connected to national expertise

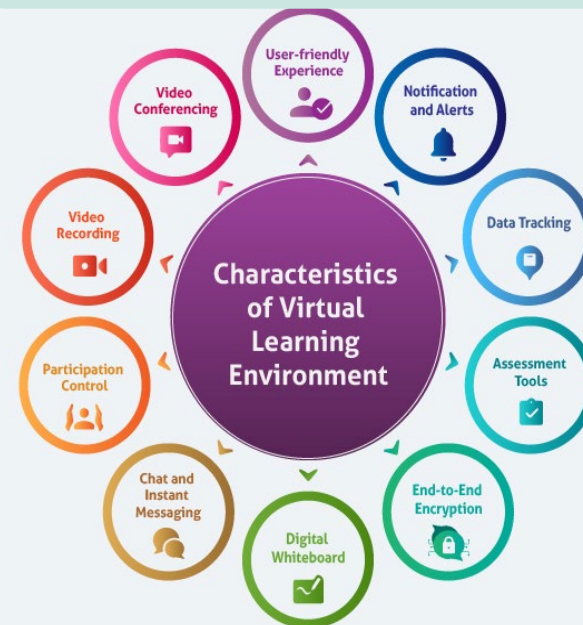


Virtual Learning:

Reaches more workers, faster

Reduces travel and downtime

Supports rapid dissemination of new guidelines



Hybrid Mentoring:

Virtual + occasional onsite

Sustains quality without overwhelming budgets

Workplace Mentorship Program



“It’s a ripple effect. When one participant in ECHO shares their expertise with their peers, each of them can go on to improve the lives of hundreds of people in their communities.” **The ECHO Model**

Evidence: Why These Models Work

Borrowing from South Africa's own cycles of reform:

National guidelines dissemination improved dramatically via virtual training (2023–2025)

Close the Gap campaign trainings reached thousands with minimal costs
ECHO arms clinicians with problem-solving skills, real cases, real solutions

Countries using ECHO show improved VL coverage, AHD screening, and DMOC fidelity

WhatsApp Micro learning for 6MMD implementation for South Africa

Register here for WhatsApp-based facility provided 6MMD microlearning:

- Registration closes 19 September 2025
- Lessons starts 22 September 2025
- Runs for 8 weeks
- Text-only, in a 'live' WhatsApp group
- 10-15 minutes at 13:30 on Mondays
- Join live or catch up in your own time

Who can join: ALL ART prescribing clinicians in public health facilities (nurses and doctors)



<https://www.surveymonkey.com/r/8SNC6DV>



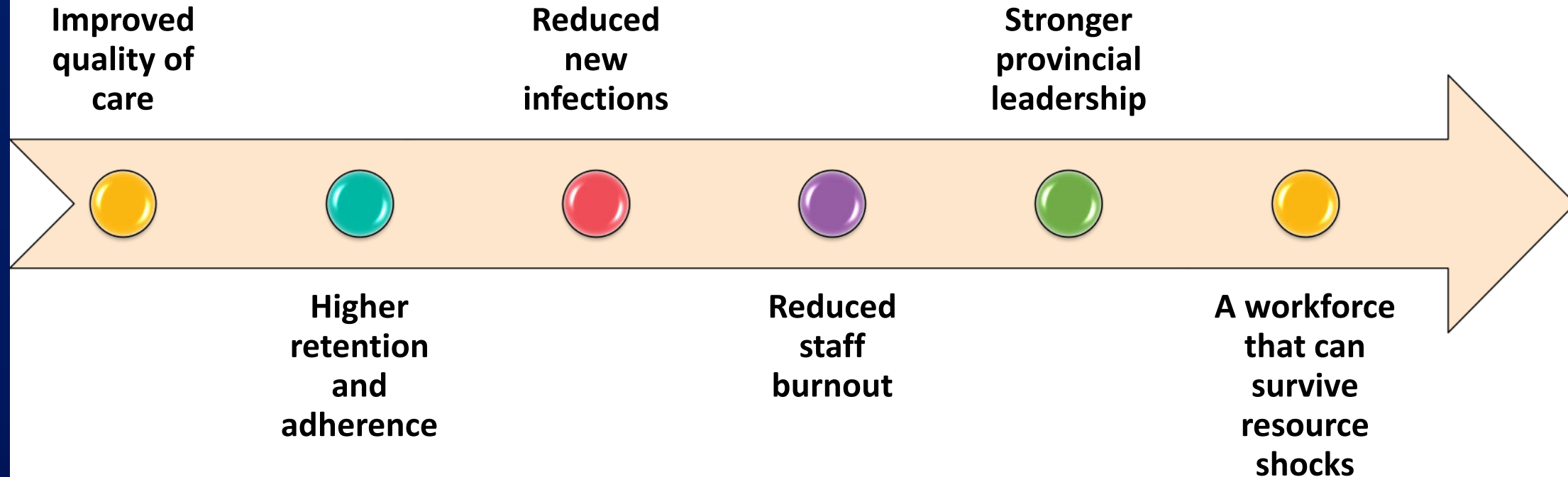
First WhatsApp microlearning attendance outcomes

Date	All	n	Live/1 hour	24 hours	1 week
2025/08/18 Session 1		834	69,3	92,7	96,6
2025/08/25 Session 2		832	58,3	88,8	93,0
2025/09/01 Session 3		828	61,4	85,9	92,6
2025/09/08 Session 4		825	57,7	81,1	90,3
2025/09/15 Session 5		819	51,5	79,7	88,4
2025/09/22 Session 6		818	51,8	78,5	85,0
2025/09/29 Session 7		816	46,6	76,0	85,8
2025/10/06 Session 8		808	54,6	80,1	86,3
		Ave	56,4	82,8	89,8

- Group 1 started with 834 registered learners and completed the 8-week course with 808, after 26 learners dropped out during the program.

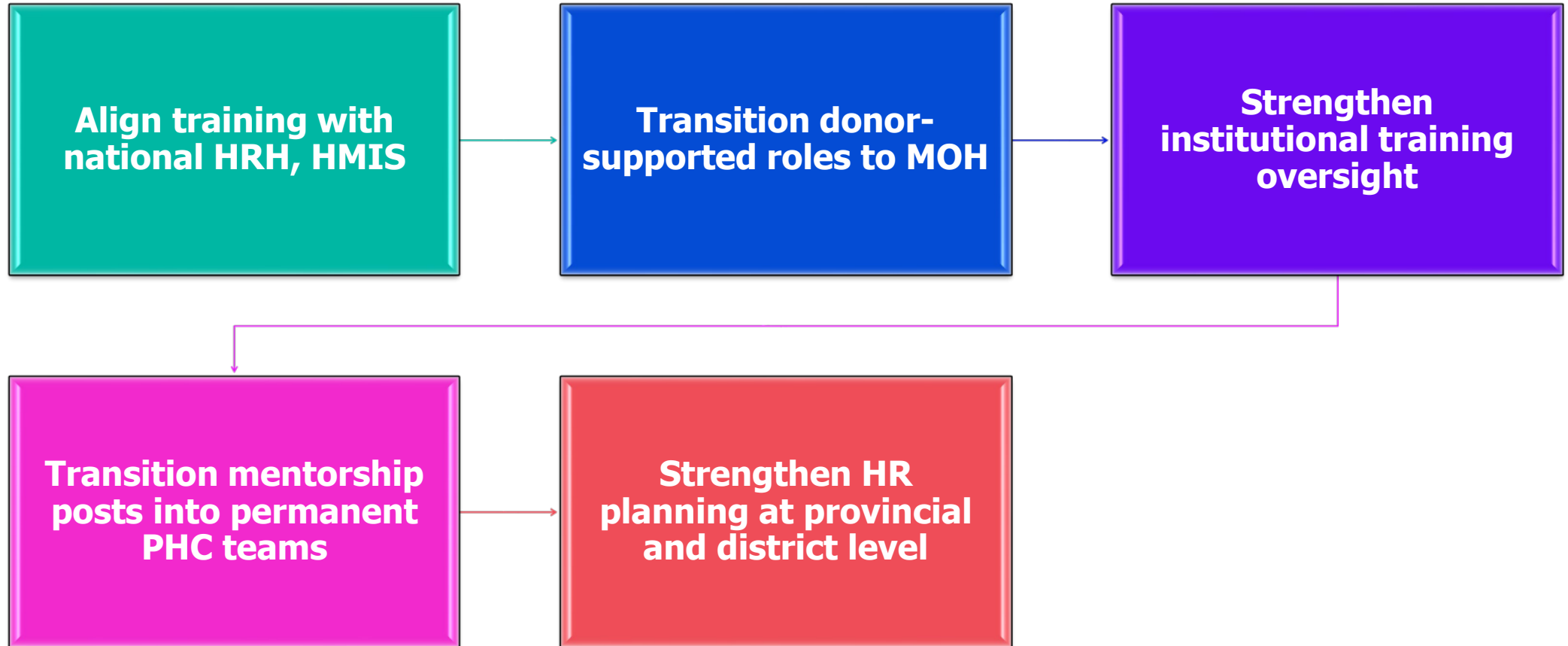


The Payoff: What Strong Capacitation Produces



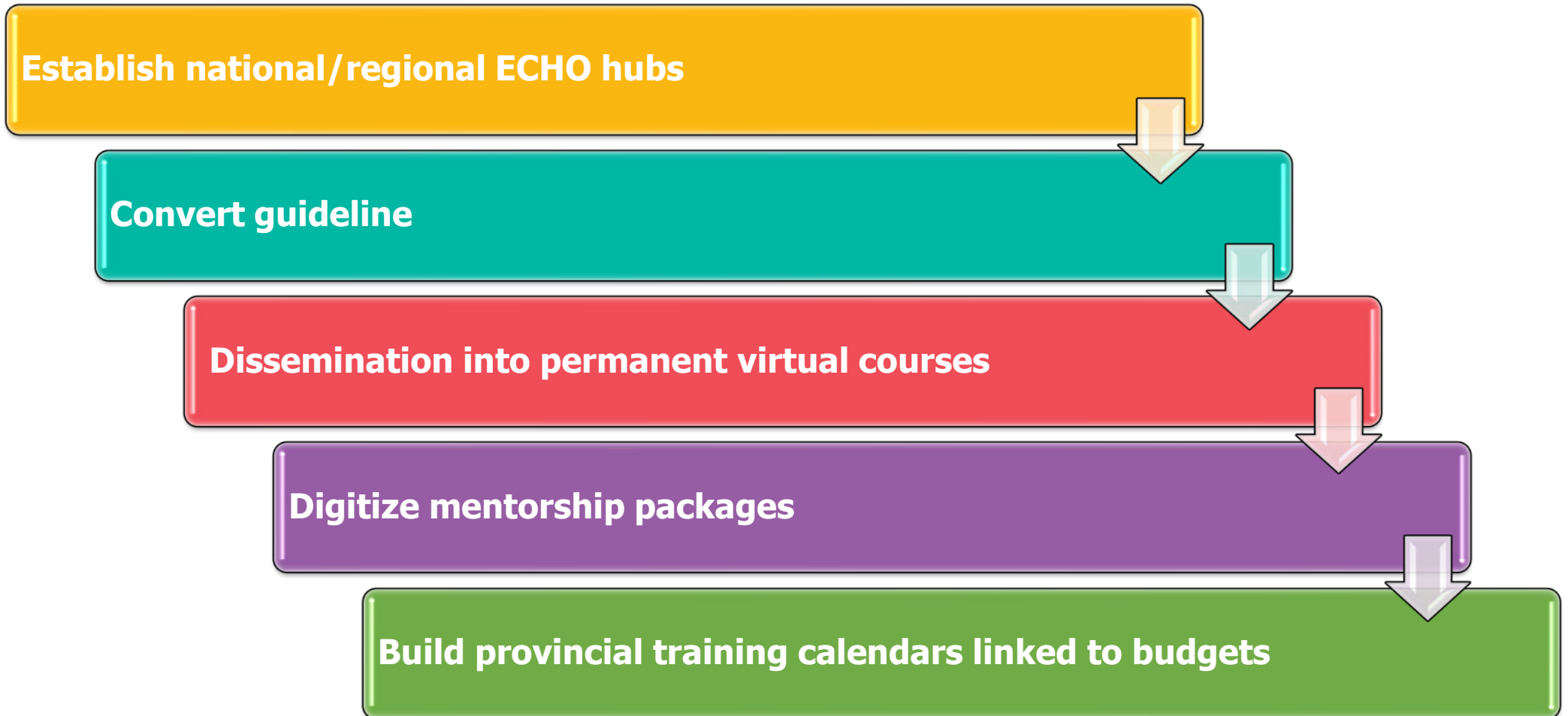
Outcome: A resilient HIV response that can outlive donor cycles

Path to Sustainability: Integrating Donor-Funded Staff Into National HRH Systems



Anchor Message: Integration is not charity, it's sustainability

Country Actions: What We Can Start Doing Tomorrow



Closing Call to Action

Let us return to the basics

Where elders taught us through presence, repetition, and shared labour

And blend them with the tools of today that stretch our reach.

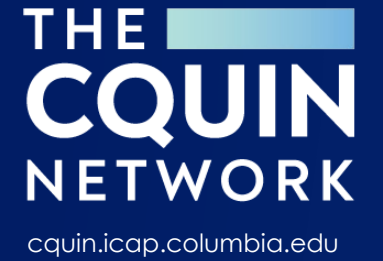
Capacitation is the seed;

Service delivery is the harvest.

If we train well, we rise well.

If we mentor consistently, we sustain consistently.

If we invest in people, they will carry the system through the storms ahead.



Thank You!

