

# The Human Resources for Health Learning Hub



## What is the HRH Learning Hub?

A one-stop platform for learning and resources on successful Human Resources for Health (HRH) interventions in Northern Nigeria.

## Why HRH Learning Hub?

### Learn about solutions and build skills

Whether you want to develop as a professional, or close skills gaps in your organisation we offer:

- short courses; face-to-face and online
- learning visits to successful intervention sites
- research, advocacy and technical expertise
- access to a resource library to support your learning

### Join a community of health professionals

Discuss your challenges and find practical solutions with sector professionals from across the world in our online discussion forum, or join one of our workshops in our newly refurbished premises in the Centre for Gender Studies at Bayero University Kano.

### Learn with experts

Meet with management educators who will share their experience of proven-to-work and best practice approaches through learning visits, seminars, articles, how to guides, videos and discussions.

Visit Northern Nigerian health training institutions successfully implementing proven-to-work interventions to increase the number and quality of female health workers in rural and conflict-affected areas and learn how to:

- Advocate for commitment, legislation and funds to sustain health training
- Improve the capacity and quality of teaching in health training institutions



- Increase access to health training for rural women and girls
- Promote positive attitudes towards women's education and women becoming health workers at community level
- Support the recruitment, deployment and retention of midwives in rural health facilities
- Improve accreditation status of health training institutions
- Increase the number of student places
- Implement solar-powered, e-learning classrooms

*"The learning visit was useful to see for myself, first-hand, how the health training institutions are implementing successful interventions to achieve accreditation and make it possible for rural women to become health workers."*

Learning Visit participant



## Mission

**HRH Learning Hub's** purpose is to transform Nigeria's health workforce by providing access to learning, evidence and technical advice to support the production, recruitment and retention of health workers, particularly female health workers in rural and conflict-affected areas.

The **HRH Learning Hub** will coordinate Learning Visits; however, the Hub does not provide financial support for visits, training or rehabilitation activities. Courses, training and learning visits are subject to a fee.

## Who we are

The **HRH Learning Hub** was established in September 2018 with a Memorandum of Understanding signed between Bayero University, Kano and the UK aid funded Women for Health (W4H) programme<sup>1</sup>. The Hub is based in the Centre for Gender Studies at Bayero University, Kano and will continue to be supported by W4H until 2020.

The **Centre for Gender Studies at Bayero University, Kano** is a centre of excellence for the study of gender that recognizes the significance of education and the promotion of gender sensitive policies and high-quality research to enhance the sustainable development of the nation. The Centre collaborates closely with the Faculties of Nursing and Community Medicine in the College of Health Sciences, and the Centre for Advanced Medical Research. A member of the Faculty of Nursing sits on the HRH Learning Hub Steering Committee, the body that governs the Hub.

**W4H** aims to address the acute shortage of female health workers in six states in Northern Nigeria. Funded with UK aid from the UK government since 2012, the Women for Health (W4H) programme and partners have increased the number and capacity of female health workers in Kano, Katsina, Jigawa, Zamfara and Yobe. Working closely with Midwifery, Nursing and Community Health Extension Worker Training Institutions, regulatory bodies and state ministries of health, W4H has achieved a wide range of successes across several areas:

- **20** health training schools fully accredited
- **7,646** female students enrolled in training as health workers
- Over **£1.6** million (or over **754** million Nigerian Naira) of Nigerian government funding leveraged for rural health worker training in a challenging fiscal environment
- **2,541** rural women enrolled in the Foundation Year Programme to improve skills to enter professional training
- **167** infrastructure projects to improve training facilities
- All initial 5 states have taken over the Foundation Year Programme from W4H

To date a total of **256** Foundation Year Programme graduates across the 5 states are now qualified health workers. **61%** are employed as health workers and **99%** of these are deployed in their rural home communities where the need for indigenous female health workers is the highest.

## HRH in conflict and humanitarian settings

In April 2018, W4H expanded efforts into Borno State. The nine-year conflict between government, militant and community groups has led to the destruction of two thirds of healthcare facilities across the North-East<sup>1</sup>. Reportedly leaving over 20,000 dead and displacing at least 2 million<sup>2</sup>, compounding environmental and economic pressures, the conflict has triggered a humanitarian crisis in the North-East.

In Borno and Yobe, W4H is supporting six health training institutions to 'build back better' with a comprehensive approach to gender, health and conflict, including trauma-responsive and conflict-sensitive learning approaches which address the needs of women as well as men.

The evidence, practical advice and learning generated by W4H interventions is now available for you to access via the HRH Learning Hub.

Learn how to adapt and adopt similar interventions in your state. Email [hrh@learninghub4hrh.org](mailto:hrh@learninghub4hrh.org) or visit [www.learninghub4hrh.org](http://www.learninghub4hrh.org) for more details.



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- 1 The Women for Health programme is funded with UK aid from the UK Government. W4H is led by DAI Global Health (incorporating Health Partners International and GRID), in partnership with Save the Children.
- 2 WHO Regional Office for Africa (WHO AFRO), 'Filling the gaps in healthcare services in conflict-affected North-east Nigeria', WHO AFRO news, 7 March 2018, [www.afro.who.int/news/filling-gaps-healthcare-services-conflict-affected-north-east-nigeria](http://www.afro.who.int/news/filling-gaps-healthcare-services-conflict-affected-north-east-nigeria)
- 3 M. Wilson, 'Nigeria's Boko Haram attacks in numbers – as lethal as ever', BBC News, 25 January 2018, [www.bbc.co.uk/news/world-africa-42735414](http://www.bbc.co.uk/news/world-africa-42735414)