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LEVERAGING THE PRIVATE HEALTH SECTOR TO EXPAND THE HIV/AIDS WORKFORCE

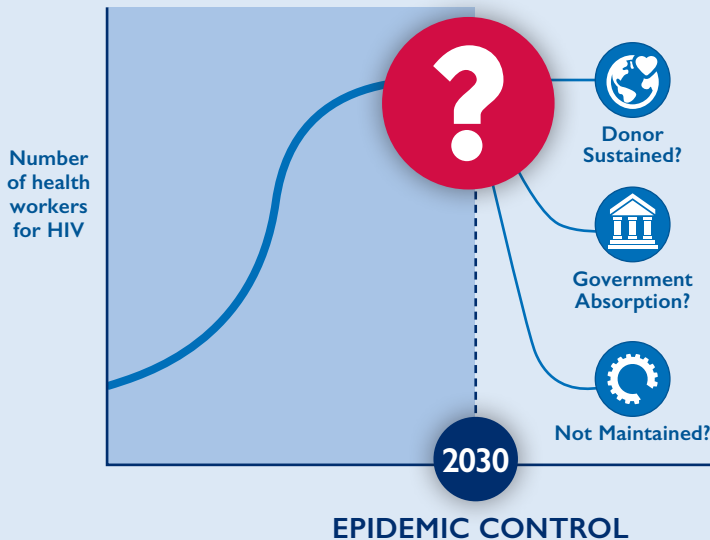


THE CHALLENGE

To make headway in the fight against HIV/AIDS, many countries have received donor support for employing health workers in the public sector to provide HIV testing, treatment and follow-up. These health workers have been instrumental in the progress against HIV/AIDS, and are essential for achieving epidemic control.

But how will the workforce required for maintaining HIV epidemic control be supported? As countries continue to face fiscal constraints for human resources for health, sustainable financing requires going beyond the public sector.

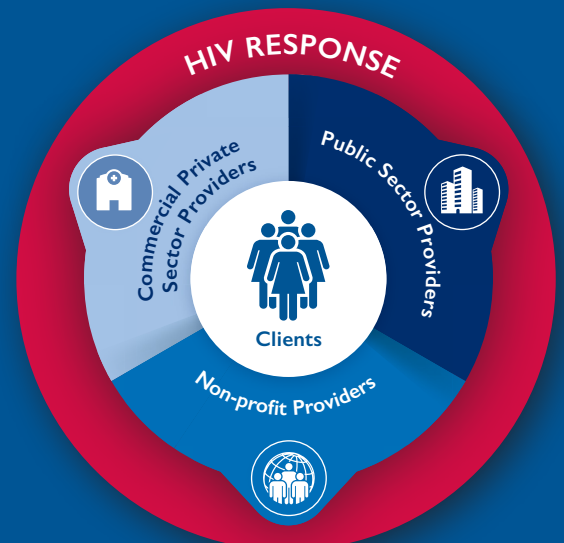
Sustainability of donor-supported health workers for HIV is uncertain



THE OPPORTUNITY

Can we involve the private sector? A total market approach to the HIV response incorporates the commercial private sector alongside the traditionally used public and non-profit sectors. The private sector has not yet been fully tapped to employ health workers for the delivery of HIV services. There is opportunity to leverage private providers to recruit health care workers and maintain their employment outside of donor funding.

Total Market Approach to HIV Response



FRAMEWORK FOR ACTION: LEVERAGING THE PRIVATE SECTOR HEALTH WORKFORCE TOWARDS 95-95-95¹

In a study of the private healthcare sector in India and South Africa, SHOPS Plus found that private providers are already active in many service areas, including HIV. There are many opportunities to further leverage the private sector for the 95-95-95 goals. **The private sector is innovating in both its service delivery models and how it employs health workers.**

It is sustainably serving clients from every income quintile, in both urban and rural areas. The private sector's involvement in HIV service delivery, however, depends largely upon having an enabling environment that creates a market for the private sector.

Based on the study findings, there are four recommendations that policymakers, donors and implementing partners should keep in mind as they seek to leverage the private sector to employ health workers for a stronger and more sustainable HIV response:

FRAMEWORK FOR ACTION

- 1. Recognize a role for the private sector in HIV service delivery**—the private sector will not participate in unless they see a market opportunity, such as high demand or low barriers to entry. Public-private contracts, capital financing opportunities, and policies that incentivize entry and increase access to required resources (such as the ARV supply chain) can encourage market entry and expansion.
- 2. Leverage the full range of the diverse private sector to provide differentiated care across the HIV clinical cascade to clients of all income tiers.** Private providers have established sustainable models that are ready to scale and absorb additional health workers to deliver HIV services. Partnering with the private sector opens opportunities to reach clients not normally reached through the public sector and to better serve existing clients.
- 3. Determine how to pay the private sector.** Models can include the public sector wholly paying for private sector services, clients with the ability and willingness to pay completely covering the cost of their care, or a combination of payment mechanisms. The payer arrangements will impact how the private sector employs and utilizes their health workforce for HIV service delivery.
- 4. Support regulation that allows the private sector to innovate in service delivery.** The ability to innovate is one of the private sector's greatest strengths, particularly for developing differentiated care models. Policymakers can put in place regulations which allow innovative or flexible business practices and assure quality, but should be mindful of policies that might inadvertently discourage start-ups and small companies. Too many regulations of all kinds may discourage private sector growth.

With coordinated encouragement and investment from all stakeholders, the private sector's health workforce can make a significant contribution to sustaining HIV services.

¹ Fast Track: Ending the AIDS epidemic by 2030 (UNAIDS 2014) set the goal that by 2030, 95% of people living with HIV know their HIV status; 95% of people who know their status are on treatment; and 95% of people on treatment have suppressed viral loads. The abbreviation "95-95-95" is a modification of UNAIDS global goals to strive for greater progress around identifying positives, linking patients to treatment, and ensuring that patients are virally suppressed.

The following infographic portrays various models of private sector engagement and how those models may contribute to improving HIV cascade results as countries strive for 95-95-95.

LEVERAGING INNOVATIVE PRIVATE SECTOR MODELS OF HEALTH WORKER EMPLOYMENT ACROSS 95-95-95

KNOWING HIV STATUS

95



NURSE-OWNED PRIMARY HEALTH CARE CENTERS

Train and incentivize private nurse owned primary health centers to conduct provider initiated testing and counseling and link positives to HIV programs



MOBILE MEDICAL UNITS & POP-UP CLINICS

Sponsor mobile medical units and pop-up clinics to integrate testing and counseling into outreach in remote areas



WORKPLACE PROGRAMS

Contract private providers to conduct workplace-based counseling and testing and link to HIV programs



PRIVATE SECTOR COMMUNITY HEALTH WORKERS

Utilize private sector community health workers to conduct case-finding for difficult to identify populations

SUSTAINED ART

95



HEALTH CENTER NETWORKS, PROVIDERS SUPPORTED BY ARTIFICIAL INTELLIGENCE

Establish public-private partnerships with health center networks conducting NIMART and complex case management with the support of artificial intelligence



HEALTH MANAGEMENT COMPANIES

Utilize health management companies to ease private providers' entry into HIV service delivery to facilitate interactions between providers, labs and pharmacies



PHARMACY CHAINS, MOBILE MEDICAL UNITS & WORKPLACE PROGRAMS

De-congest public clinics through authorizing ARV distribution by private pharmacies and service providers

VIRAL LOAD SUPPRESSION

95



LAB NETWORKS

Contract with private lab networks to conduct viral load processing for public and private HIV providers



HEALTH CENTER NETWORKS, HOSPITALS

Partner with health center networks and hospitals for long-term patient management



HEALTH MANAGEMENT COMPANIES

Hire health management companies to coordinate access to viral load processing services for private providers



COMMUNITY HEALTH WORKERS

Establish private community health workers to support adherence

About SHOPS Plus

Look for the forthcoming report and watch animated videos of the findings and recommendations from this study at SHOPSPlusProject.org.



Sustaining Health Outcomes through the Private Sector (SHOPS) Plus is a five-year cooperative agreement (AID-OAA-A-15-00067) funded by the United States Agency for International Development (USAID). The project strategically engages the private sector to improve health outcomes in family planning, HIV, maternal and child health, and other health areas. Abt Associates implements SHOPS Plus in collaboration with the American College of Nurse-Midwives, Avenir Health, Broad Branch Associates, Banyan Global, Insight Health Advisors, Iris Group, Population Services International, and the William Davidson Institute at the University of Michigan.



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