



Overall Objective	Contribute to the improvement of the availability of qualified, competent, and equitably distributed PHC health workers cadres in Rwanda					
	Intervention Logic	Objective verifiable indicators of achievements Quantitative indicators should be disaggregated by population type, age and sex. Qualitative indicators can be included, in addition to social impact indicators.	Baseline	Target at the end of the project Target values should be disaggregated by population type, age and sex	Sources and means of verification	Assumptions
Specific objectives	SO1:Enhance self-sustainability and capability of teaching institutions and sites to deliver quality and gender sensitive pre-service academic programs	1. Percentange of Nursing and Midwifery schools and School of Health Science complying with National Health Proffessional training standards. 2. Number of universities (public and private) correctively implementing the harmonised nursing curricula as per the implementation guidelines	1. 50% 2. Not available	1. 80% 2. 10	M& E System, HEC reports, UR/CMHS faculty promotion reports, Nurses & Midwives universities supervision reports, MOH/HWD supervision reports	Project Funded, HEC, health proffessional regulatory bodies and HWDD conduct regular assesment. Harmonized nursing curriculum developed and approved by competent authorities
	SO2: Enhance quality of care through gender-sensitive continuous in-service training and mentorship of practicing nurses	The developed content is approved for CPD credits	Not available	10 credits (25% of the required CDP credits for nurses licence renew)	List of approved content for CPD by the nurses & midwives councils, RBC reports on mentorship and in-service trainings, Project M&E system	Project funded, RBC apply for CPD accreditation of the content
	SO3: Strengthen key regulatory functions of the Nursing & Midwifery and Allied Health Professionals Councils by upgrading their digital systems and integrating them with the Health Workforce Management System (HWMS)	1.Number of nurses and midwives registered and licenced 2. Number of Allied Health Professionals registered and licenced	1. 15,188 2. 6,831	1. 20,979 (disaggregated by gender and programs) 2. 8,394 (disaggregated by gender and programs)	Councils digital systems, Project M&E system	Project Funded, digital systems for both councils upgraded and integrated with the HWMS, councils personal trained to use the systems
	SO4:Strengthen the MOH oversight and coordination mechanisms by contributing to the ongoing development of the Health Workforce Management System (HWMS)	1.Number of new training programs planned based on the HWMS 2. Number of HW allocated based on HWMS	1. 0 2. 0	1. 4 2. 8,378 HW (disaggregated by gender and programs)	MOH HWMS, Project M&E systems	Project Funded, HWMS developed and integrated with other systems existing systems to manage the health workforce
Expected Results/SO1	SO1-R1- The nursing curricula will be reviewed, harmonized and taught similarly in all the nursing teaching institutions across the country	Harmonised curricula for nurses with implementation guidelines developed, validated and approved by the HEC	Not available	Approved curricula and implementation guidelines	HEC list of approved programs	Project Funded
	SO1-R2- A Pool of 25 local and 7 foreign faculty will be recruited to deliver academic and clinical teaching mainly at the University of Rwanda, College of Medicine and Health Sciences, Schools of Nursing and Midwifery and Health Sciences and also at a few other selected private universities; 19 faculty from the public and private universities will be sponsored to attend the postgraduate certificate in HPE at the UGHE.	1. Number of currently practicing and qualified local health providers hired as junior faculty. 2. Number of foreign faculty hired. 3. Number of faculty that usefully completed the post graduate certificate in HPE at UGHE	1. 0 2. 0 3. 0	1. 25 (disaggregated by gender and programs) 2. 7 (disaggregated by gender and programs) 3. 19 (disaggregated by gender, programs and universities)	Project M&E System, UR HR data, UGHE graduation reports	Project Funded, faculty are committed to attend the post graduate certificate program
	SO1-R3- A total of 480 Scholarships to attend private teaching institutions will be awarded to students in the following training programs: •Nursing (advanced diploma and bachelor's degree) •Midwifery (advanced diploma and bachelor's degree) •Biomedical laboratory technicians (BLS) (bachelor's degree) •Non-physician anaesthetists (NPAs) (advanced diploma and bachelor's degree)	1. Gender sensitive scholarship distribution plan 2. Number of students awarded scholarships 3. Number of students reached for monitoring about Training & Employment 4. Percentage of students that benefited from the scholarship programs that successfully completed the training programs	1. Not available 2. 0 3. 0 4.0	1. Existent 2. 480 (disaggregated by gender, programs and universities) 3. 480 (disaggregated by gender, programs and universities) 4. 70% (disaggregated by gender, programs and universities)	Project M&E system, HWD reports and HWMS, Universities enrolment and graduation reports, questionnaires to students	Project Funded, prospective students apply for scholarships opportunities, students awarded scholarships start courses in the first quarter of the project
	SO1-R4- Prioritized equipment for the simulation labs in the following training programs at the UR/CMHS/ Schools of health science and nursing and midwifery will be purchased, installed, maintained and used to deliver simulation-based teaching	1. Prioritised list of equipment with clear specification 3. Procurement and purchasing implemented 3. All purchased equipment installed, maintained and used to deliver simulation based teaching	1. Not available 2. Not available 3. Not available	1. Existent 2. Procurement concluded 3. All the equipment on the list installed, maintained and used for simulation teaching	RMS procurement report, UR assets and equipment inventory list, Project M&E system	Project Funded, availability of the equipment's and suppliers within the available envelope and estimated cost
Expected Results/SO2	SO2- R1- In-service mentorship and training content targeting practicing nurses aligned with the national mentorship guidelines will be developed in collaboration with other stakeholders to cover the gaps identified during the nursing curriculum review and harmonization	Content developed and validated by national stakeholders to be used for in-service training and mentorship	Not available	Validated and approved content by national stakeholders	RBC reports on mentorship and in-service trainings, Project M&E system	Project Funded
Expected Results/SO3	SO3- R1- Digital systems within the Nursing & Midwifery and Allied Health Professionals councils will be reviewed, upgraded and integrated with the Health Workforce Management System to support the councils in timely registering and licensing nurses, midwives, and other allied health professionals	Digital systems within the nurses & midwives professional and allied health professionals are upgraded and integrated with the HWMS	Not available	Upgraded and integrated digital systems fully functional	Project M&E system, Councils Digital Systems	Project Funded
Expected Results/SO4	SO4- R1- The Integrated HWMS will be developed in close collaboration with other partners and used to help the MOH seamlessly track all programs, the health workforce in general and allow better plan and allocate key cadres.	HWMS	Not available	HWMS fully functional	HWMS and project M&E system	Project Funded

Activities	<i>SO1-R1: The nursing curricula will be reviewed, harmonized and taught similarly in all the nursing teaching institutions across the country</i>
	A 1.1.1 Establishment of a core team to lead the exercise and development of a detailed work plan and working methodology
	A1.1.2 Development of the curricula through multiples working sessions
	A1.1.3 Curricula validation and approval by the HEC
	<i>SO1-R2: A Pool of 25 local and 7 foreign faculty will be recruited to deliver academic and clinical teaching mainly at the University of Rwanda, College of Medicine and Health Sciences, Schools of Nursing and Midwifery and Health Sciences and also at a few other selected private universities; 19 faculty from the public and private universities will be sponsored to attend the postgraduate certificate in HPE at the UGHE</i>
	A 1.2.1 Recruitment of the 25 National Faculty
	A 1.2.2 Recruitment of 7 international foreign faculty
	A 1.2.3 Post graduate certificate in HPE
	<i>SO1-R3: 480 Scholarships to attend private teaching institutions will be awarded to students in selected training programs</i>
	A 1.3.1 Development of a scholarship prioritization and distribution plan
	A 1.3.2 Awarding of scholarships by the MOH
	A 1.3.3 Monitoring of Student Training & Employment
	<i>SO1-R4 : Prioritized equipment for the simulation labs in selected training programs at UR/CMHS/Schools of health sciences and nursing &amp; midwifery will be purchased installed, maintained and used to deliver simulation-based teaching</i>
	A 1.4.1 Refining and actualization of the needs in equipment and prioritization
	A 1.4.2 Developing the list of equipment and their specification
	A 1.4.3 Procurement and purchasing of the equipment on the approved list
	<i>SO2- R1 : In-service mentorship and training content targeting practicing nurses aligned with the national mentorship guidelines will be developed in collaboration with other stakeholders and they will cover the gaps identified during the nursing curriculum review and harmonization</i>
	A 2.1.1 Gaps analysis and prioritization of the content to be developed
	A 2.1.2 Content development
	<i>SO3- R1 : Digital systems within the Nursing &amp; Midwifery and Allied Health Professionals councils will be reviewed, upgraded and integrated with the Health Workforce Management System to support the councils in timely registering and licensing nurses, midwives, and other allied health</i>
	A 3.1.1 Analysis of the current digital system and requirements validation
	A 3.1.2 System design and validation
	A 3.1.3 Development, testing and deployment
	A 3.1.4 Hosting
	A 3.1.5 Training of users
	<i>SO4- R1 : The Health Workforce Management System will be developed in close collaboration with other partners and used to help the MOH seamlessly track all programs, the health workforce in general and allow better plan and allocate key cadres</i>
	A 4.1.1 Analysis of the current digital system and requirements validation
	A 4.1.2 System design and validation
	A 4.1.3 Development, testing and deployment
	A 4.1.4 Hosting
	A 4.1.5 Training of users