

Indo-German Programme On Universal Health Coverage (IGUHC) Professional Programme for Health Protection (PPHP)

Capacity creation for India's journey towards Universal Health Coverage



Creating capacities ...

GIZ has been supporting the Government of India in designing and implementing social health protection programmes for more than 15 years. The rapidly evolving schemes with complex IT platforms and implementation structures necessitated a systematic approach for strengthening the workforce capacities and institutional structures within the partner agencies.

...through demand-driven support

The **Professional Programme for Health Protection (PPHP)** was established as a capacity-creation mechanism by GIZ and the Government of India to resolve existing human resource shortages in health agencies. Under the Indo-German Programme for Universal Health Coverage (IGUHC) and its predecessor the Indo-German Social Security Programme, the PPHP identifies, provides training and mentors young and mid-level professionals with specialised skills and qualifications. These professionals are then placed in the National Health Authority (NHA), the State Health Agencies (SHAs), and the Ministry of Health and Family Welfare for implementing

the national health insurance/assurance programme (PM-JAY) and to assist in other technical functions. The PPHP also provides exposure to these professionals for nuanced tasks related to their interests and skills and provides access to knowledge-sharing platforms along with continuous mentorship. After the 12-month deployment, NHA and SHAs are encouraged to absorb the professionals within their organisations, and at their own cost.

Many of PPHP alumni are now placed in the government system, thereby contributing to strengthening health systems in the country.

The professionals' profiles range from IT, finance and administration, health financing, programme management, claims adjudication, monitoring and evaluation, data analytics, capacity building, health communication etc.

Objective

The PPHP strengthens the institutional capacities, necessary to effectively implement PM-JAY, by increasing the skillset of young professionals through training on the job, workshops, and continuous mentorship; offered by senior national and international experts.



138

Professionals trained since 2012



>90

skilled professionals currently deployed



19

States and Central government supported



PPHP identifies, provides hands on training and mentors professionals



Enables Peer to peer learning & knowledge exchange



Mentors future leaders in health and Social Protection sector

IGUHC's Approach

PPHP is an innovative new approach which focuses not on capacity building but instead on "Capacity Creation". With the objective of creating capacities within the country for achieving effective implementation of the scheme, GIZ jointly with the Ministry of Health & Family Welfare/ NHA, and then in consultation with the State Governments co-created mechanisms for this purpose. Joint effort to ensure that developed solution meet all four criteria are as follows:

- new capacities are created
- these capacities are created quickly
- short-term funding challenges of Government are taken care of
- sustainability is ensured



Testimonials from PPHP Participants



Priyanka Pandit
State Health Agency, Himachal Pradesh

In 2017, I was selected as a Professional under GIZ's PPHP and was placed at SHA in Himachal Pradesh. During this period, GIZ provided me with professional trainings on various aspects which helped me to gain expertise and enhance my abilities. This helped me subsequently to become an important resource person for the State. The mentorship provided by GIZ really helped me in getting an offer to work with the State Government for implementation of the Health Protection Schemes. It has been a wonderful journey so far and I have now completed my 5 years with SHA Himachal Pradesh.

I joined the Professional Programme in March 2013 in India's North Eastern State of Sikkim. I had always dreamt of building a career in the healthcare sector. The PPHP was the right fit as it enabled me to facilitate the implementation of the scheme, working closely with the Government and directly impacting the lives of the common people of the State. PPHP provided me with the right platform where I could consistently learn and grow in my professional career.



Shikha Rai
Consultant Program, State Health Agency, Sikkim

Success Factors of the Professionals Programme for Health Protection

- **Joint initiative** between the Government and IGUHC ensures close collaboration and integration within instructional structures
- **Demand driven:** Capacity gaps are identified through consultative workshops with NHA and SHAs, professionals are recruited and new capacities are created according to the identified needs
- **High Responsiveness:** Timely and effective response to urgent short-term requests by NHA
- **Peer-learning** is facilitated between professionals and staff of the SHAs, enabling the professionals to share their knowledge, while also learning from professional experiences of SHA staff
- **Mentorship via IGUHC's** in-house capacities on Health Financing, Human Resources for Health, Quality Management, Information Technology, Monitoring & Learning, Capacity Building and Health Communications, are used for providing continuous mentoring support to these professionals
- **Sustainability ensured** through close cooperation with stakeholders and the possibility to absorb new capacities into the system

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