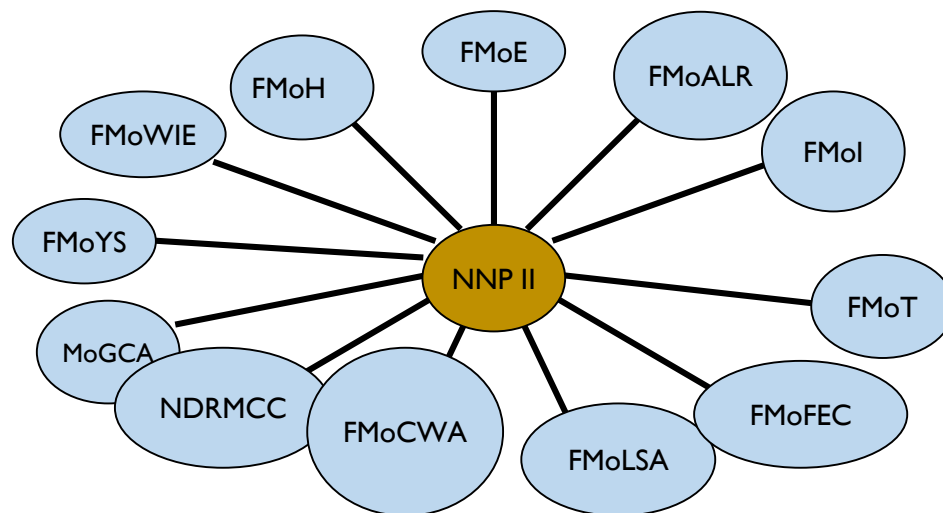




HUMAN RESOURCE NEEDS ASSESSMENT FOR EFFECTIVE MULTI-SECTORAL ACTIONS FOR NUTRITION: THE CASE OF ETHIOPIA



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BACKGROUND

- Nearly all countries in the world are burdened with malnutrition
- This burden requires multi-sectoral solutions suited to the local context.
- In Ethiopia 36.8%, 7.2%, 21.1% of Children are stunted, wasted and under weight respectively (mini EDHS, 2019)
- GoE has developed the NNP and the “Seqota declaration”
 - high level commitment of the government to end child stunting by 2030
- Human resource is a key input for implementing sectors to accelerate nutrition specific and nutrition sensitive interventions
- There was no report on national NHR needs of NNP implementing sectors



PURPOSE

- Identify the current NHR gaps and forecast the future NHR needs for all NNP II signatory sectors
- Propose workable structure for effective implementation of NNP II for all 13 government sectors at all levels
- Suggest career path progression for nutrition professionals
- Indicate the budget implication to fill an identified NHR gap (if any) and the anticipated economic return on investment in stunting reduction
- Analyze the current production of nutrition workforce by training institutions in the country and suggest the optimum supply rate to fill the short and long term nutrition workforce needs

METHODS

- A descriptive cross sectional study
- Combination of both quantitative and qualitative methods used
- 13 NNP implementing sectors (federal to district level) and 11 universities covered
- KII, FDG and desk review were used to collect data
- A total of 375 KIs from 9 regions and 2 city administrations using purposive sampling

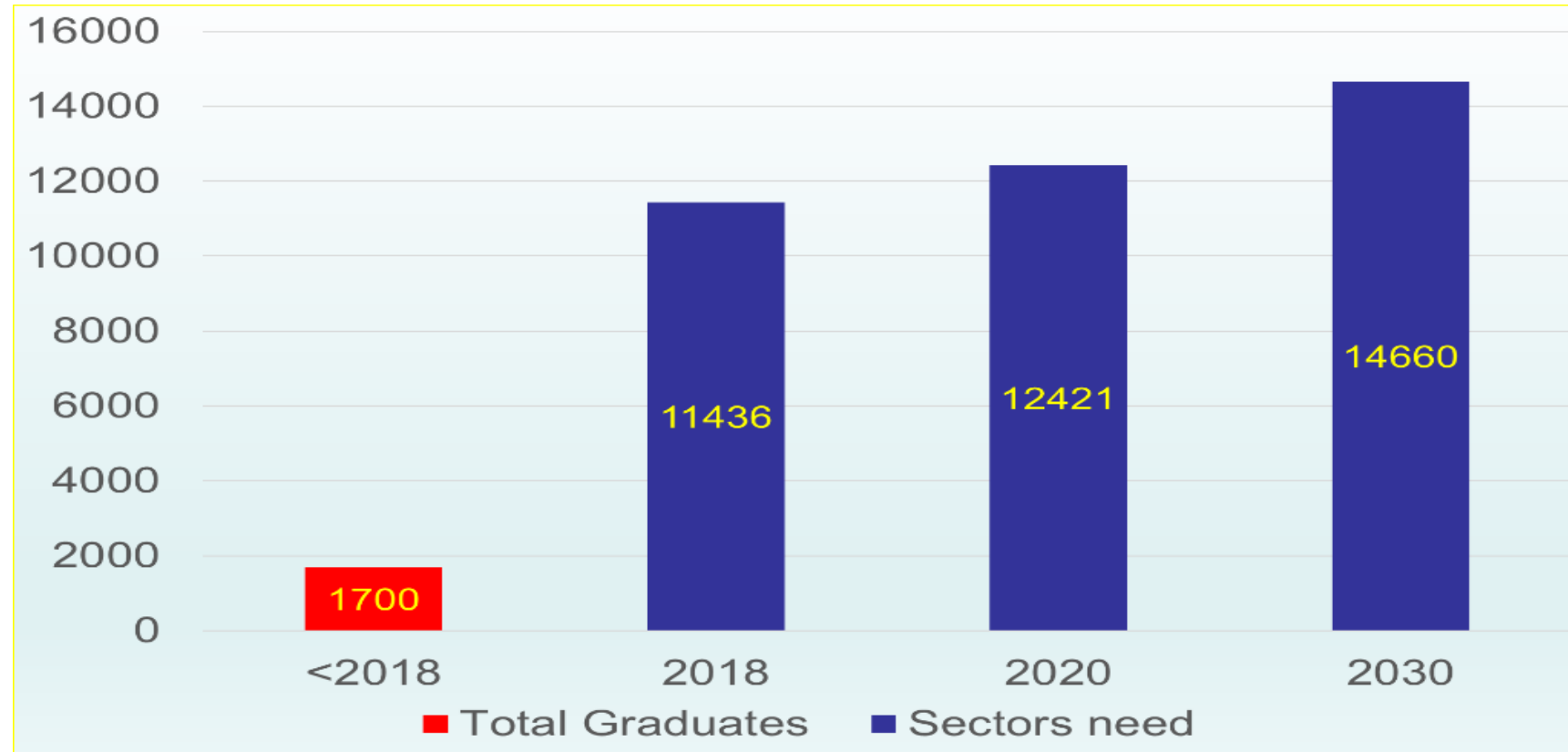
RESULTS

Current nutrition professional requirement and Gap in NNP signatory sector Ministry

Sectors	Currently required	Existing #	Existing gap(%)
Health	5139	57	99.9
Agriculture	1046	1	99.9
Education	1040	0	100
Trade & Industry	1147	3	99.7
Labour and Social Affairs	1029	0	100
Disaster Risk & Man. Coord. Com.	99	0	100
Women & Child Affairs	13	0	100
Youth and Sport	1040	0	100

RESULTS (Cont'd...)

Projected Short and Medium Term Nutrition Human Resource Requirement of the Sectors



WHO One Health Model was used

RESULTS (Cont'd..)

- Appropriate structure recommended for each sector
- A career path and progression and job description is developed
- Deploying the required nutrition workforce at all levels starting from 2021-2030 with an investment of USD 276,283,342
 - Avert a total of **161166** cases of childhood stunting
- Would result in an estimated economic value of USD **greater than 4 fold economic return by filling HR only**

RESULTS (Cont'd..)

- If the current enrollment rate continues, the deficit will continue until 2030
- The current enrollment capacity of universities needs to increase by five times in the year 2019 and 2020 so that the country can meet 95% of the total demand by 2022.

STRENGTHS AND LIMITATIONS

- Data was collected from a sample of zones and districts in each region
- The organizational structure of sectors across all regions varies from one region to another
- Generic nutrition structure that works for most regions is proposed
- The assessment does not consider private and other NG for HR need

CONCLUSIONS

- The assessment indicated that most of the NNP signatory sectors have a 100% gap
- The assessment also showed that most of the NNP signatory sectors do not have a clear nutrition structure
- Whatever the amount of investment cost to fill the identified HR gap, the economic return of the investment is positive
- The number of nutrition professionals available in the market and the annual production rate is very low

RESULTS UPTAKE

- Open up a position for nutrition professionals as most of them have a 100 % gap.
- Allocate budget for mainstreamed nutrition tasks and nutrition human resource as it is evidenced to have huge economic return
- Higher institutions need to conduct curricula analysis and develop demand based enrolment plan

ACKNOWLEDGEMENT

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- Research team members
- Growth through Nutrition Activity
- ACTION AGAINST HUNGER

QUESTIONS AND ANSWERS
AVAILABLE
ON THE R4NUT WEBSITE