



Global Health
Supply Chain Summit

ABSTRACT #5
TRACK #3
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VALUE CHAIN INNOVATIONS FOR UNIVERSAL HEALTH COVERAGE



Girls on the Move: Empowering young women in supply chains

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Women in supply chain- Globally



- Consistently under-represented in the SC workforce, especially in leadership positions
- This impacts ability for SCs to be designed and managed in a way that is people centered
 - Supply chains should serve women as beneficiaries/consumers and thus need female staff and leaders to
- Women face many barriers to entering and excelling in the SC workforce
 - Recommendations from VR analysis included increase in mentorship and internship opportunities for women
 - *This presentation will focus on one exemplary internship program that aligns with those recommendations and we think is a model for how women can be supported in the supply chain career path*

About Girls on the Move Project



Girls on the Move (GotM) aim to introduce female graduates to career opportunities in the supply chain sector in Kenya and beyond.



Piloted by Pamela Steele Associates (PSA) in collaboration with the County Government of Kisumu



Initially sponsored by the Reproductive Health Supplies Coalition (RHSC)-currently seeking funds for continuation and scale up



PSA aim to scale the program in other geographies within Kenya and one additional country in collaboration with VillageReach

What issues does Girls on the Move address?



01

Lack of adequately skilled health supply chain professionals

02

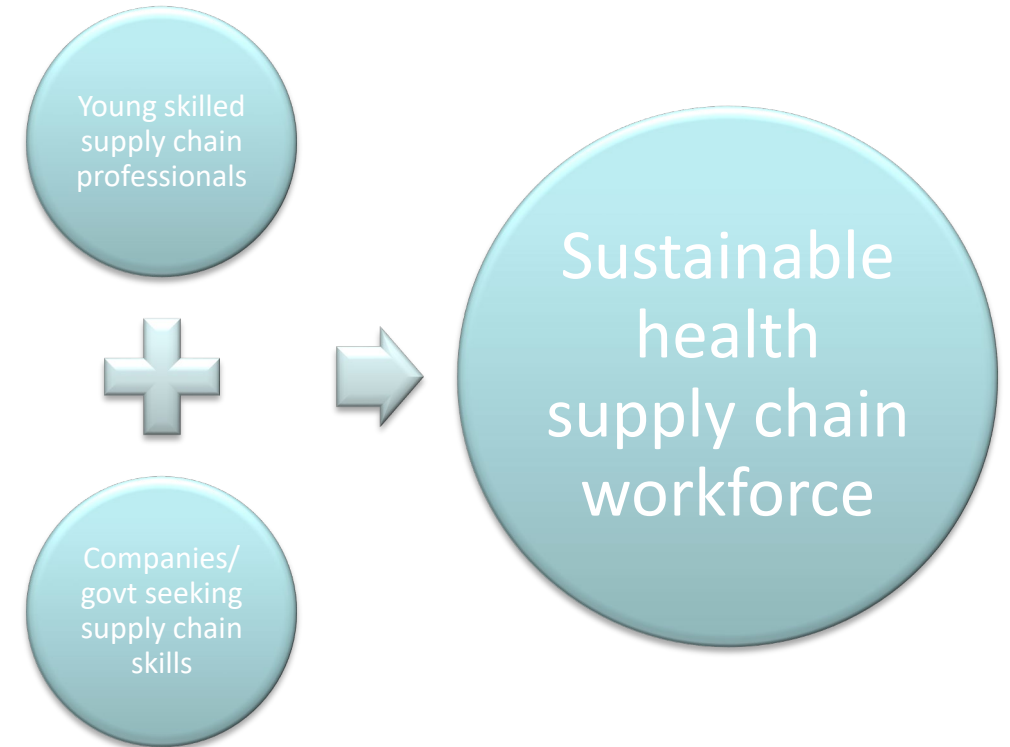
Under-representation of women in health supply chain roles

03

High Rate of Youth Unemployment

Project Objectives

1. Bridge the supply chain skills gap
2. Facilitate women's professional development and employment in the health supply chain sector.
3. Link internship graduates to career paths that will provide consistent employment.
4. Provide graduates with marketable skills and a professional network that catalyse career growth in health supply chain management.



Program Overview



Girls on the Move: Program Components

Preparation

- Identification/confirmation of internship partners- private sector, MoH and other
 - Partner workshop to clarify roles and responsibilities of partners
- Screening & identification of internship candidates
 - 1 day induction workshop to introduce GoTM program, support CV and interview prep for matching with internship

Internship Program

- Interns matched with organizations and initiate 12 month internship
- Receive virtual mentorship from experienced professionals and bi-monthly workshops
 - Sessions to cover supply chain skills, business skills, & leadership
- Monthly feedback sessions conducted with employers and interns

Intern follow up/support

- Host intern graduation ceremony
- Collect detailed feedback from employers and interns to inform future program management
- Create graduate cohort for continued engagement:
 - Track employment
 - Host events for interns to continue to connect for networking and learning

Training Workshops and Mentoring

Bi-monthly training workshops covering supply chain topics and soft skills.

On-the-job and distance mentoring was provided.



Intern receiving a training certificate



The interns express their GoTM experience in one word: Change, Innovation, Path, Opportunity, Chance



Kisumu County Referral Hospital (KCRH)



KCRH

Public Hospital

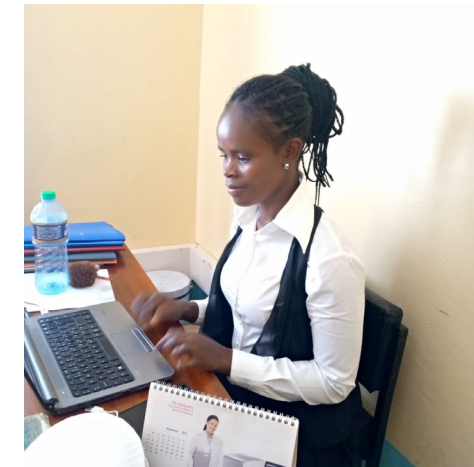
Hosted 3 interns



Interns disposing of expired drugs



Interns updating the physical stock records.



Intern inputting stock data into the DMS



The Aga Khan Hospital



Intern with a colleague preparing for dispatch

St. Jairus Hospital



Intern with her supervisor and Pam during courtesy visit

Aga
Khan

Private
Hospital

Hosted
1 intern

St.
Jairus

Private
Hospital

Hosted
1 intern



Mission for Essential Drugs & Supplies (MEDS)



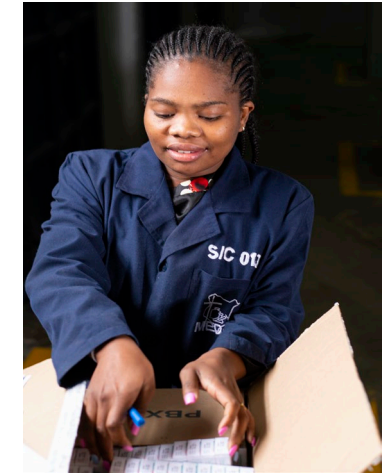
MEDS

National health products distributor

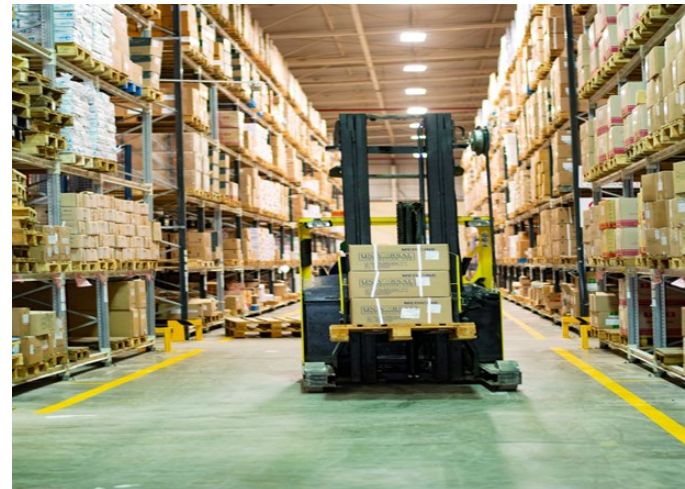
Hosted 16 interns!



A photo of interns within the warehouse



Intern receiving drugs



A photo of the MEDS warehouse



A photo of interns in front of the MEDS headquarters



Reflections on Program implementation



- The project creates a valuable bridge between graduation and employment; encourages girls to pursue and succeed/grow in the SC career path
- Not only is the program beneficial for the interns, but employers are also benefitting and asking for more interns
 - The Girls on the Move has pre-empted a need in the market, as evidenced by the increased demand for interns by MEDS in Nairobi (16 interns)
- A very high proportion of the girls were retained subsequently gained employment in supply chain (22/36=61%)
- Interest coming from countries as far as away as Thailand, Malawi,
 - VillageReach to support PSA to scale the project within and beyond Kenya



Testimonials from Beneficiaries



“At Girls on the Move, we found a safe haven. We found a place where we could gain experience and begin our professional journeys. Today, I am employed at MEDS Nairobi and I am not alone. Many of the girls have secured jobs and others are close to finding employment.”

Margaret Achieng, Intern GotM



“This was not just an internship opportunity, because we were able to benefit in different ways. We were also able to meet as a cohort from time to time for training on skills development, emotional intelligence, and communication. This has greatly impacted us and I know that even wherever we go, we will carry the same spirit of learning.”

Johana Ochieng, Intern GotM

What's next for the project?



Demand: Employers already requesting for the next batch



Supply: More girls requesting internships and endorsement from county governor to scale. VillageReach and PSM ready to collaborate to replicate the project and increase impact



Resources: Donor engagements needed in Kenya/global to fund scale up

Thank you to our 2024 Sponsors!



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