



Global Health
Supply Chain Summit

[ABSTRACT # 9]

[TRACK # 3]

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2024

A methodical approach
How health supply chain
professionalisation became a
priority for countries

VALUE CHAIN INNOVATIONS FOR UNIVERSAL HEALTH COVERAGE



A methodical approach

How health supply chain professionalisation became a priority for countries

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What is the problem?



Target: Universal health coverage



For a country to achieve UHC, well-trained, motivated and supported health workers are needed.



People that Deliver, 2024

Target: Universal health coverage

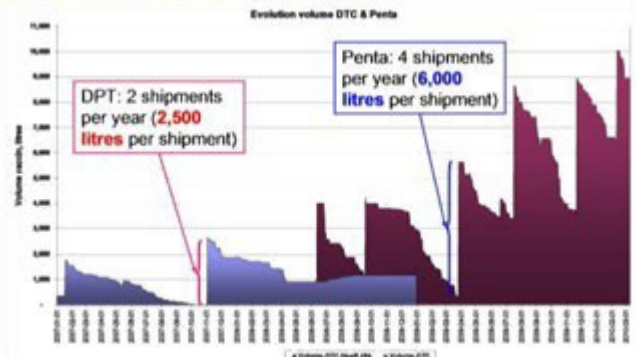


Healthcare supply chain functions in low- and middle-income countries are provided by a variety of workers ... who are often **unqualified and unskilled** for the purpose ... **These crucial functions**, which are required for the delivery of health products, technologies, and associated services, are sometimes overlooked and **not given the necessary attention** by national governments. In many LMICs health SCM is not a recognized profession.

People that Deliver, 2024



Increased workload...



New vaccine introduction resulted in a **5-fold increase of the workload** at central level!

Increased values at stake!



New vaccine introduction resulted in a **24-fold increase of the value** of vaccines stored at central level!

24-fold increase in the value of new vaccines introduced into a country...

... resulted in a 5-fold increase in the workload for supply chain management

Target: Universal health coverage



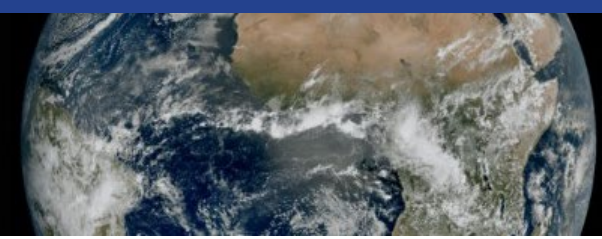
The cost of this skills gap can be catastrophic: if health supply chains are not able to deliver health commodities, patients don't receive antiviral medication to keep HIV at bay, antibiotics to fight infection, or basic vaccines that keep children alive.



VillageReach & People that Deliver, 2023



A paradigm shift



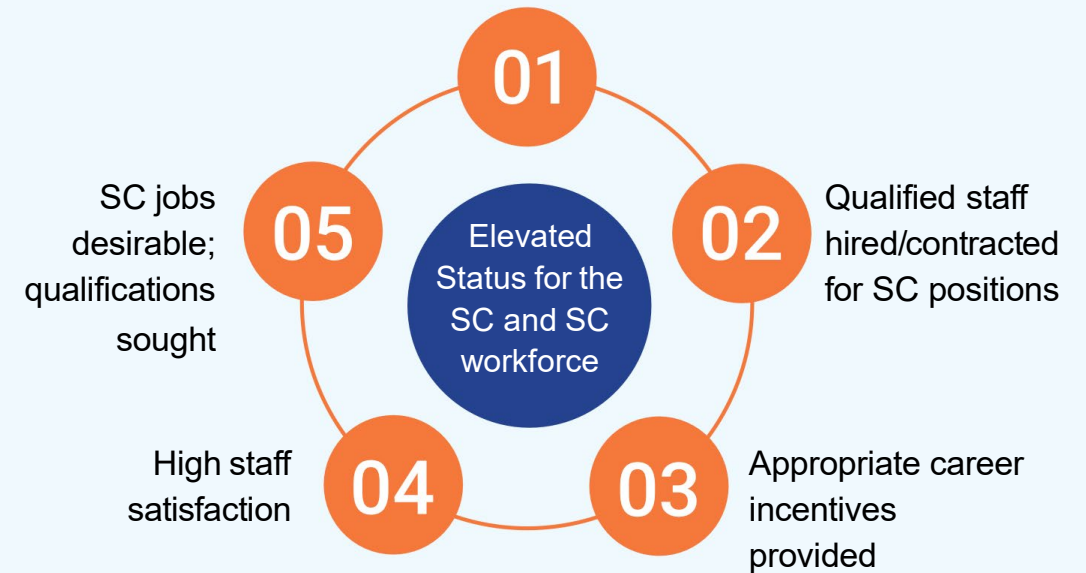
Current paradigm

Staff rotation / migration



Desired paradigm

National institutions provide relevant qualifications





What is the solution?



Supply chain management professionalisation



Professionalisation is defined as the action or process of giving an occupation, activity, or group professional qualities, typically by increasing training or defining required qualifications.



VillageReach & People that Deliver, 2023

Supply chain management professionalisation

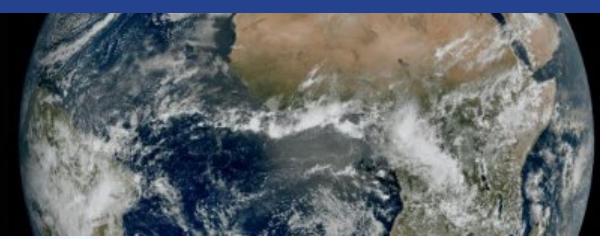


“

To improve SC performance and make health commodities more readily available, supply chain management (SCM) needs to become a recognised profession.

”

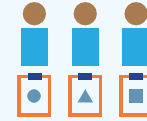
Benefits of professionalisation



Defined standard of competence for a set of tasks within the supply chain



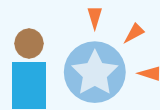
Improved supply chain management outcome



Creation of a pool of correctly skilled workforce in private and public sectors



Scalable method of creating continuous flow of correctly skilled individuals



Create a sense of identity and prestige



Exponential improvement in supply chain management practices deployed in country





The SCM professionalisation framework



Understanding labour markets



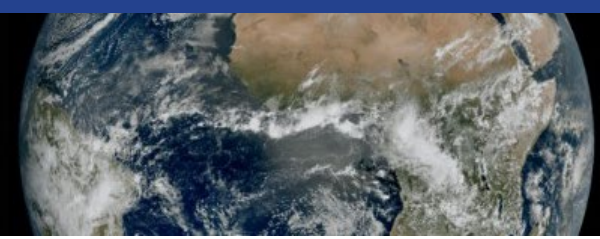
Supply

of a competent SCM
workforce: employees

Demand

for a competent SCM
workforce: employers

The guiding framework



Supply



Demand

Mapping of
Education for
Health Supply
Chains

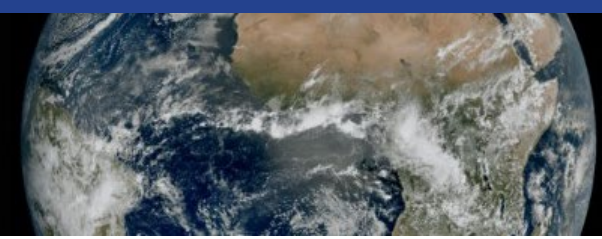
Library of
competencies
and designations
for health
supply chains

Collection of
roles and job
descriptions
for health
supply chains

Implementation approach for health supply chains



The guiding framework



**Governments to
define standards**

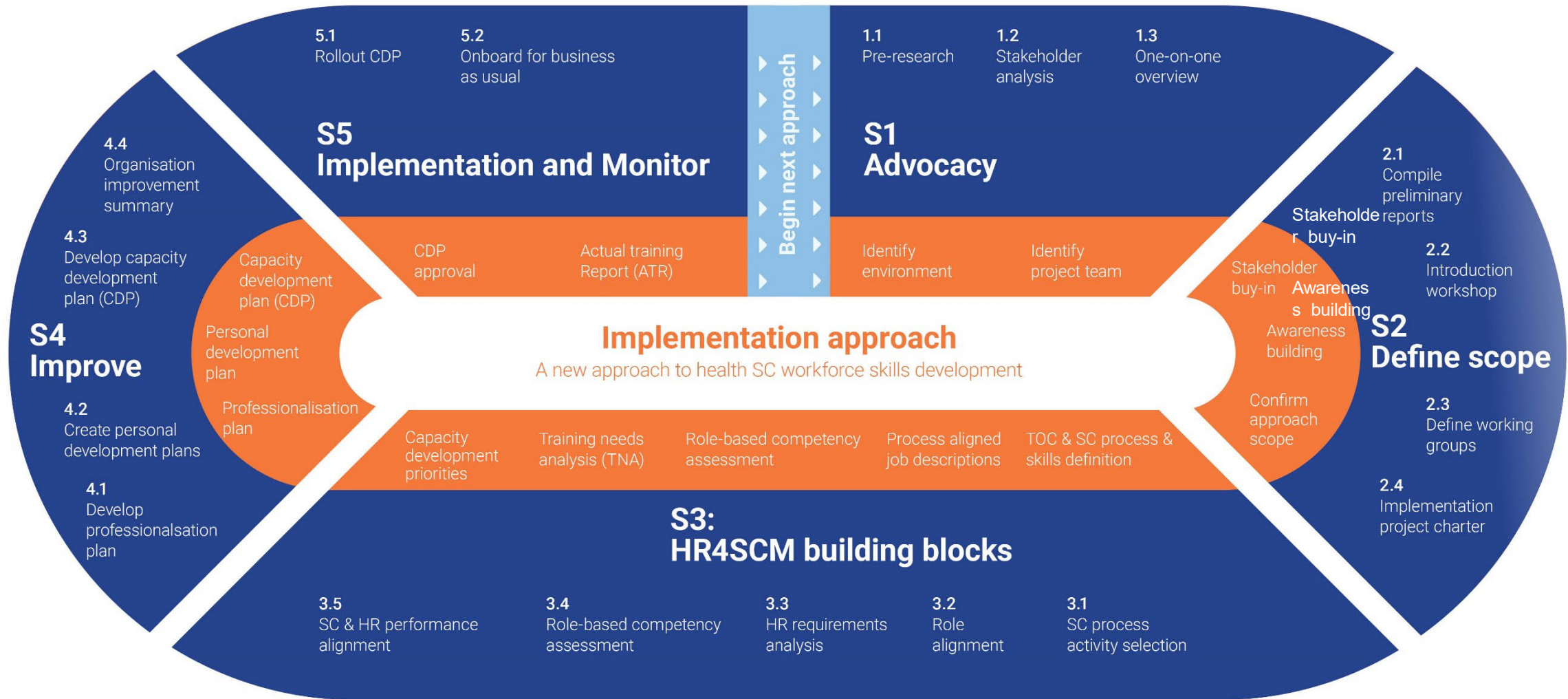
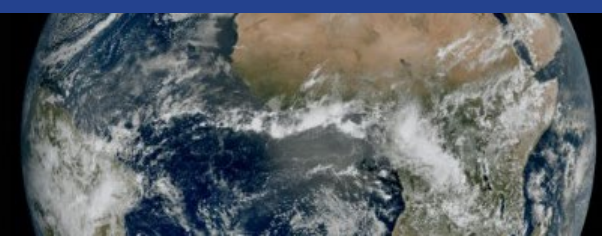


**Employers to
define
competency
needs**

**Institutions of
learning to define
teaching**

**Employees
to map
careers**

The implementation approach





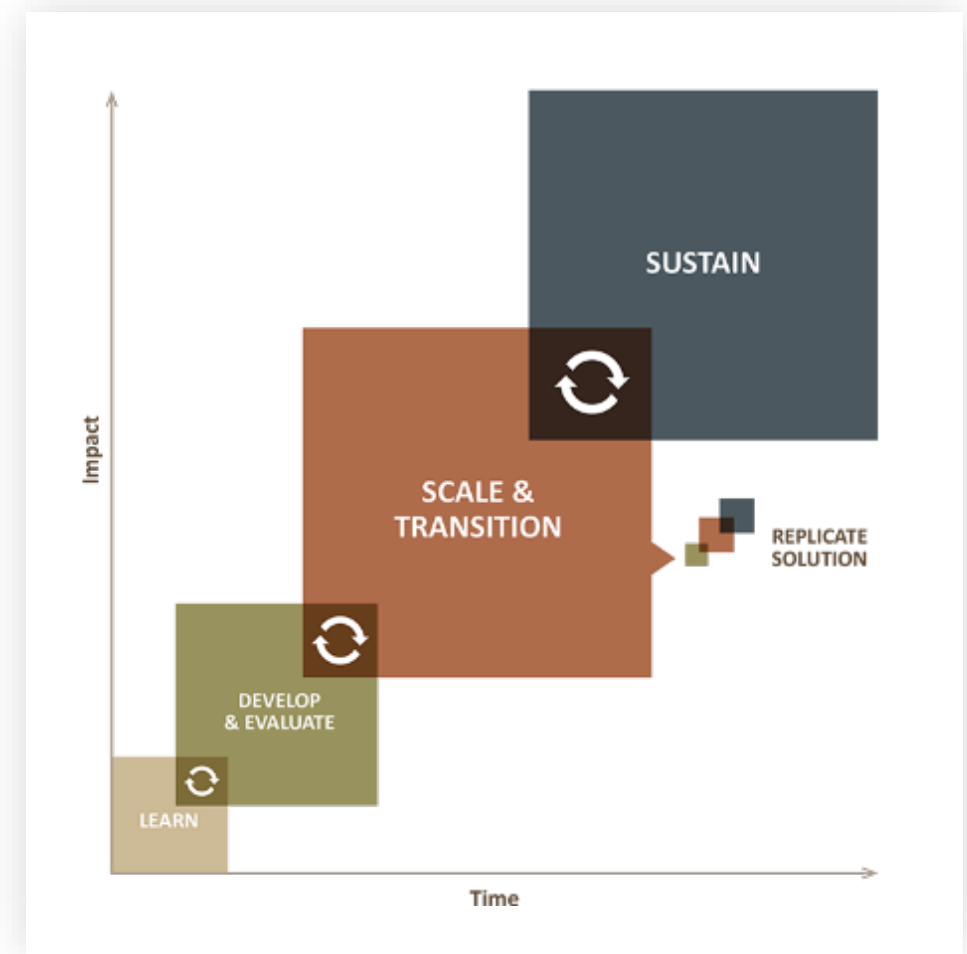
The VillageReach approach



The VillageReach Approach



- 1** We start by learning what people need from the health care system, building solutions that start at the last mile.
- 2** We develop and evaluate solutions in a small set of core countries in sub-Saharan Africa where we have deep experience, relationships and a commitment to long-term presence. We align solutions with government priorities, plans and policies.
- 3** We work with government, partners and the private sector to scale proven solutions in an efficient and sustainable way and transition our support for these solutions.
- 4** We accompany our partners as they sustain and manage the solutions over time.



We use our work in core and partner countries to **replicate** proven solutions, develop an evidence base and **advocate** for global change.

Getting Started with Supply Chain Professionalization



MoH & Partner Coordination

Coordinate:

- Interface local organizations, MoH, and training providers who can support SC Professionalization
- Engage with collaborative resources, such as the PtD Professionalization Hub
- Work with MoH to understand the SC skills and competencies needed nationally



Advocate:

- Convey benefits of incorporating dedicated, specifically trained SC staff into govt structures
- Encourage MoH to create & regulate standards for SC professionals and to absorb trained staff into govt workforce



Pre-Service Training

Curriculum Support:

- Support introduction and/or scale-up of pre-service learning in supply chain, such as creating SC certificate programs/degrees and updating existing curricula (health sciences, pharmacy, etc.) to incorporate SC modules
- Align SC curricula to build skills and meet needs articulated by the MoH



Promote accessibility:

- Encourage use of global goods for digital training
- Ensure free, open access to all curricula



Workforce Support

Job Tools:

- Support SC professionals by providing clear job descriptions, career path and supportive tools to enhance performance and increase motivation



Professional Development:

- Promote ongoing professional development by creating linkages with existing local or digital training initiatives
- Encourage engagement and strengthening of local SC professional Associations (eg: IAPHL)



END GOAL:

Pipeline of adequately, locally trained SC professionals

- ✓ Reduced reliance on ad hoc supply chain trainings
- ✓ Reliable, capacitated workforce who can respond to the needs of the country
- ✓ SCM skills integrated into relevant academic curricula
- ✓ MoH has the internal skills and competencies to tackle supply chain challenges
- ✓ Improved supply chain management outcomes

Country examples



Mozambique

- University of Health Sciences (ISCISA): Support for the development of a 4-year degree curriculum in health supply chain
- IAPHL: Strengthening of IAPHL Local Chapter



Malawi

- Malawi College of Health Sciences: Pharmacy Assistant Program; 2-year training on a new cadre of pharmacy assistants
- HELP Logistics: Support to high institutions of learning to build a sustainable pipeline of skilled SC workforce (*Pipeline*)
- IAPHL: Strengthening of IAPHL Local Chapter



DRC

- Empower School of Health: Support to high institutions of learning to build a sustainable pipeline of skilled SC workforce
- IAPHL: Strengthening of IAPHL Local Chapter



Liberia

- HELP Logistics: Workforce Development Support to Mid-Senior Level SC Managers
- IAPHL: Strengthening of IAPHL Local Chapter





The inSupply approach



SCM professionalisation in Kenya and Tanzania

Our approach to development of roadmaps for Professionalization of Supply Chain Workforce in Kenya and Tanzania

Problem we are solving

- **Lack of Clear Career Path:** Supply chain professionals in public health often lack a defined career progression, unlike other professions where experience and knowledge lead to advancement.
- **Gaps in Qualifications:** The absence of a defined supply chain professional cadre creates skills gaps in specific supply chain roles, particularly for leadership, planning, and decision-making. This contributes to the ineffective performance of supply chain systems.



- 1 Mapping regional stakeholders with the same mission.
- 2 Partnership and working with regional stakeholders
- 3 SC professionalization Assessment
- 4 Working with governments and partners advocating for SC professionalization road map development and integrations in their plans
- 5 Working with public and private training institutions for capacity building



Key engagements



EAC Professionalization Meeting held in Nairobi

Assessment of Health Supply Chain Professionalization

- Conducted Key Informant interviews to assess the current status of health supply chain management in both Kenya and Tanzania. Planned Focussed Group Discussion to be conducted with key ministry stakeholders.

EAC Professionalization platform

- EAC partner countries collaborated to draft the EAC roadmap and established the Terms of Reference for the EAC professionalization Task Force

Good Pharmacy Practice (GPP) guidelines

- Establishes a framework of practices of Pharmacy in Kenya helping to ensure safety, efficacy and appropriateness of care provided to patients
- Delineates competencies crucial to perform supply chain roles and who is responsible for undertaking these roles at various levels



Key engagements



PSK Annual Conference

Partnership with other stakeholders

- inSupply Health is collaborating with MUHAS (Muhimbili University) to facilitate session in the MSc Pharmaceutical Management course, enhancing the skills of public sector health care providers.
- Partnership with Kenya Institute of Supply Management (KISM) to advocate for health supply chain professionalization, addressing current regulatory generalizations.
- Exploring Working with USIU to develop a master's curriculum in Health SC management, advancing the pathway to professionalization in the field

Sharing insights in Key forums

- PtD Indaba: The perceptions of the supply chain profession certainly have undergone a transformation over recent years. The elevated status of supply chain management is just one of the aims behind the professionalisation of the health supply chain workforce.
- PSK Annual Conference: The roadmap preferred in the Kenyan context is upskilling of the current workforce as compared to the establishment of a Supply Chain Cadre



How can your country further professionalise the health SCM workforce?

Professionalise your SCM workforce



1. Get in touch with the professionalisation hub (info@peoplethatdeliver.org)
2. Get to know the SCM professionalisation framework
3. Identify the in-country stakeholders that need to be part of the effort
4. Build ownership within key national governmental bodies, starting with the ministry of health
5. Request technical assistance from PtD and implementers
6. Request funding from key donors





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