

USAID GLOBAL HEALTH SUPPLY CHAIN PROGRAM

Procurement and Supply Management



SUPPLY CHAIN MANAGERS COHORT IN ANGOLA
Achieved 100% student completion rate and 80% graduation/certification rate

BUILDING CAPACITY FOR THE FUTURE

A case study of sustainable supply chain workforce development in Angola

By partnering with public- and private-sector stakeholders in Angola, the USAID Global Health Supply Chain Program-Procurement and Supply Management (GHSC-PSM) project provided technical support to the Ministry of Health (MOH) for the development of a national postgraduate program that focused on addressing core supply chain (SC) elements to improve competencies and efficiencies.

GHSC-PSM leveraged results from a 2017 assessment - that identified SC training and human resource needs - to advocate for the creation of a post-graduate 'Supply Chain Management' course. The course would be offered in partnership with Angola's National School of Public Health, as a first step towards professionalization and institutionalization of the SC within the Angolan public health system.

This training provides a foundation for sustainable development of SC management capacity. The program graduates are the first group of professionals in the Angolan public health sector formally trained and certified in technical SC skills and best practices, strengthening the national health workforce and laying the groundwork for improved SC infrastructure to support public health programs.

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METHODOLOGY & TIMELINE

GHSC-PSM developed a classroom-based curriculum tailored to Angola's context for delivery from April 2019 to May 2020; however, this timeline was delayed due to COVID-19 pandemic restrictions that impacted schools.

Thirty-five students were recruited nationwide, and vacancies filled in descending order of grades from entrance examination. Participants comprised health SC professionals from various government and private-sector SC organizations having a previous degree in relevant health sciences with at least five years of SC-related work experience and minimum grade of 60% in admission tests. Course content covered essential supply chain (SC) management modules from quantification to medicines distribution and was delivered comprehensively via theoretical lectures and continuous practical contextualization of themes. Course work was 1212h in total/60 credits. Instruction was 40h/week.

ENGAGING THE PRIVATE SECTOR

GHSC-PSM provided technical assistance for the course delivered by the National School of Public Health in partnership with private sector organizations.



The course was delivered by Angola's National School of Public Health in partnership with GHSC-PSM, WHO, GAVI - The Vaccine Alliance, UNICEF, and GAVI/LOGIVAC Benin.

By partnering with public- and private-sector stakeholders in Angola, GHSC-PSM supported the MOH to develop a post-graduate program focusing on core supply chain elements to improve competencies and efficiencies. SC specialists from partner organizations served as lecturers for core modules including a senior lecturer at Northwest University in Potchefstroom South Africa, a professor of transport and logistics management from the Federal University of Technology Minna in Nigeria, and a health systems strategy consultant from Hazaa! consulting firm in South Africa.

Via an express approval from the MOH, participating students who were ministry staff were granted leave from their professional activities to dedicate themselves exclusively to the course during 12 months of theoretical and practical lessons. The MOH also advocated for a budget line for lecturer remuneration. Once fully implemented, the budget line will facilitate course continuity and sustained remuneration for in-country lecturers, minimizing reliance on international resources.

INNOVATIVE PARTNERSHIP ACROSS DIVERSE STAKEHOLDER GROUP



Students were health SC professionals from various government and private-sector SC organizations. The innovative partnership across a diverse stakeholder group yielded benefits for both the process and the students comprising:

- ✓ Exposure to global best practices on health commodity logistics tailored to Angola's context;
- ✓ Engagement of seasoned lecturers from different aspects of SC globally;
- ✓ Creation of field trips and internship opportunities for students in both private and public facilities;
- ✓ Support for the creation of an SC career cadre within the MOH to facilitate professionalization.

MITIGATING THE IMPACT OF THE COVID-19 PANDEMIC

With government restrictions during the COVID-19 pandemic such as lockdowns, the project and MOH shifted to virtual classroom instruction (using the Moodle online platform), internship report evaluation, and final project presentations.



LOBBYING MOH HR DEPARTMENT TO CREATE SUPPLY CHAIN CAREER GROWTH PATH



The practicum for final projects are set up to be conducted within students' current roles. GHSC-PSM has also advocated that the MOH create a supply chain career growth path. In line with this effort, the course curriculum was updated to incorporate a gender related module to equip students with knowledge and skills to contribute to gender mainstreaming and transformation efforts within the public health supply chain.

LOOKING FORWARD

A cohort 1 graduate has already been recruited into the National Malaria Control program to lead logistics activities. Cohort 2 is slated to begin instruction in late 2021. GHSC-PSM provides ongoing mentoring to ensure consolidation of learned skills and capacity for public supply chain champions in Angola.

The USAID Global Health Supply Chain Program-Procurement and Supply Management (GHSC-PSM) project is funded under USAID Contract No. AID-OAA-I-15-0004. GHSC-PSM connects technical solutions and proven commercial processes to promote efficient and cost-effective health supply chains worldwide. Our goal is to ensure uninterrupted supplies of health commodities to save lives and create a healthier future for all. The project purchases and delivers health commodities, offers comprehensive technical assistance to strengthen national supply chain systems, and provides global supply chain leadership. For more information, visit ghsupplychain.org. The views expressed in this poster do not necessarily reflect the views of USAID or the U.S. government.