

12-13 OCTOBER 2022  
**PtD GLOBAL INDABA**

**Building Capacity for the Future:**  
**A Case Study of Sustainable Supply Chain Workforce**  
**Development in Angola**



**USAID**  
FROM THE AMERICAN PEOPLE



**PEPFAR**  
U.S. President's Emergency Plan for AIDS Relief

**PMI**

**U.S. PRESIDENT'S  
MALARIA INITIATIVE**

LED BY



**USAID**  
FROM THE AMERICAN PEOPLE



Presented by the **USAID Global Health Supply Chain  
Program-Procurement and Supply Management  
(GHSC-PSM) project** in Angola

# Background



Ladi Stephen, Country Director GHSC-PSM in Angola awarding a certificate to one of the participants.

- In partnership with GAVI - The Vaccine Alliance and the USAID Global Health Supply Chain Program-Procurement and Supply Management (GHSC-PSM) project, the Ministry of Health (MOH) developed a 12-month **postgraduate Supply Chain Management (SCM) course**.
- The partners also trained mentors from the private sector through a leadership module, Strategic Training Executive Programme (STEP 1.0). These mentors worked with GAVI to teach STEP 1.0 to the MOH postgraduate class to imbue strong leadership skills.
- This was the first step towards professionalization and institutionalization of the supply chain (SC) within the Angolan public health system, following a 2017 baseline needs assessment that identified significant gaps in SC infrastructure.

# Method

- 35 SC health professionals from the Ministry of Health were recruited to participate (central, provincial, municipal).
- Individuals were selected in descending order of entrance examination grades, requiring a minimum score of 60%.
- Course content covered essential SCM modules utilizing expository theoretical methodology and were delivered in a face-to-face format.
- SCM coursework was completed within 12 months following three mandatory six-week-long practicums.
- For the first time, the program used Moodle as the platform for curriculum and assignment management. It was primarily used to share course content, control attendance, and publish results and general information.
- Students were required to prepare and defend a thesis project after completing the SCM curriculum.

# Practicums



Dr. Sandra Silva - Finalist of the SC course during the practicum.

The practicum for final projects are set up to be conducted within students' current roles (especially for MOH staff). GHSC-PSM has also advocated via the MOH HR department for creation of 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.

# Results


- There was a 100% completion rate among the 35 students who enrolled in the SCM course (April 2019-March 2021).
- Of these students, 28 (20 women and 8 men) obtained certification, achieving an 80% graduation rate.
- These 28 students became the first group of professionals in the Angolan public health sector to become formally trained and certified in technical SC skills and best practices.





## More results

There were 4 finalists from this inaugural cohort that were permanently integrated into key areas of the Angola MOH SC health management system as a direct result of this training.

A woman in a blue uniform and face mask is reaching up to a high shelf in a warehouse. She is holding a clipboard and looking at a box. The shelves are filled with boxes, some of which are labeled 'USAID CDC' and 'FOSUN PHARMA'. The background shows more shelves and boxes, indicating a large storage area.

Dr. Sandra Silva - Finalist of the SC course conducting PMI's training logistics supervision activity in the province of Malange. (Sept. 2022).

# Challenges

## COVID-19 restrictions

The restrictions imposed by COVID-19 delayed planning and affected the methodology of the degree-granting ceremony and official closing of the first cohort, which only took place in June 2021 after the presidential decree allowed collective events with a limited number of people and ensuring preventive measures.



Carrying out the Fleet and Transport Management resource test in an environment restricted by the use of a face mask, hand disinfection, and social distance of at least 2 meters due to the covid 19 pandemic.



# Lessons learned – what worked



- Established innovative partnerships with diverse stakeholders
- Implemented global best practices for health commodity logistics in Angola
- Engaged seasoned lecturers representing different aspects of the global SC
- Created internship opportunities for SC health professionals
- Helped establish a MOH SC career pathway through reallocation of resources



Group of professionals in the Angolan public health sector to become formally trained and certified in technical SC skills and best practices.

## Conclusion

The institutionalization of SC training provides a foundation for the sustainable development of country-level SC management capacity. The program graduates are the first group of professionals in the Angolan public health sector to become formally trained and certified in technical SC skills and best practices, thereby strengthening the national health workforce and laying the groundwork for a competent SC cadre to support public health programs.



# THANK YOU!

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