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# PtD GLOBAL INDABA

## A Comprehensive Approach to Address the Health Supply Chain Workforce Capacity in Ethiopia

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

# Outline:

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# Introduction



The success of public health supply chain (SC) heavily depends on the availability, competence, and motivation of workforce

A **workforce** that

- Is capable of effectively and efficiently delivering health services and products
- Achieves its public health SC goals



Building knowledge and skills of the SC workforce should be coupled with improved HR systems and processes

Requires a holistic workforce development approach

# Background: SC training in Ethiopia

Formalized quality health SC training is limited among healthcare professionals in Ethiopia.

- Very few undergraduate courses
- Limited universities with postgraduate degree

SC workforce development was not previously standardized, contributing to country-wide SC inefficiency.

- This further resulted in operational disruptions and unavailability of essential medicines, negatively affecting patient health outcomes.

# Methods

The USAID Global Health Supply Chain Program-Procurement and Supply Management (GHSC-PSM) project in Ethiopia adapted an HR framework from People that Deliver

Following years of implementing the framework, GHSC-PSM conducted a national cross-sectional survey to evaluate the country's human resource capacity development (HRCD) approaches

The assessment also included desk review of HRCD documents from the last six years

The supply chain management (SCM) professionalization framework is comprised of five foundational components, or human resource for health (HRH) building blocks.

Collected data from 10 key informants identified as main stakeholders  
Data was collected from February 15 - March 20, 2022, using semi-structured questionnaire

The responses from interviewees were thematically categorized to correspond with results from the document review.

# Methods – HRH Building Blocks



# HRCD interventions

GHSC-PSM was providing HRCD support in many ways prior to the assessment, including:

- 25 in-service SC training modules have been developed and deployed to target SC professionals.
- Ethiopian Pharmaceutical Supply Service (EPSS) developed SC HR and gender strategies which improved HRCD investments and women in leadership.
- Staff induction and skill transfer practices were standardized and deployed to 147 health facilities following development of a guide.
- Supported preservice education in two public universities with SC theses and reference books to improve SC professionalization
- Postgraduate students were linked selected SC practice areas to enhance field-based practicums and operational research.



# Assessment results

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Health SC HRCD interventions lacked policy and strategic directions

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GHSC-PSM found that the existing interventions required additional investments

# Other findings

- Capacity development is strongly needed across a range of SC competencies.
- The assessment helped identify innovative enablers focused on integrated human resources development in the Ethiopian health SC in addition to opportunities for improvement in this area.
- This assessment also distinguished strong HRCD interventions:
  - need-based course development and training delivery
  - pre-service SC education support
  - a continuous professional development (CPD) training approach

# Conclusion

- Areas of improvement for better HRCD impacts included:
  - building powerful constituencies
  - optimizing HRCD policies and plans
  - professionalization of SC
  - the scale up of SC endeavors at EPSS to include all public health SC actors in Ethiopia

## Lessons learned and next steps

- The endeavors by GHSC-PSM have shown that HRCD should be approached in a comprehensive manner.
- Advocacy efforts are crucial to ensuring HRCD is an integral part of pharmaceutical sector policies and plans.
- Linking SC HRCD efforts with CPD creates accountability and bears better results and can boost professionalism.
- Institutionalize integrated HRCD approaches for public health SCM personnel.

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