

PEOPLE that DELIVER

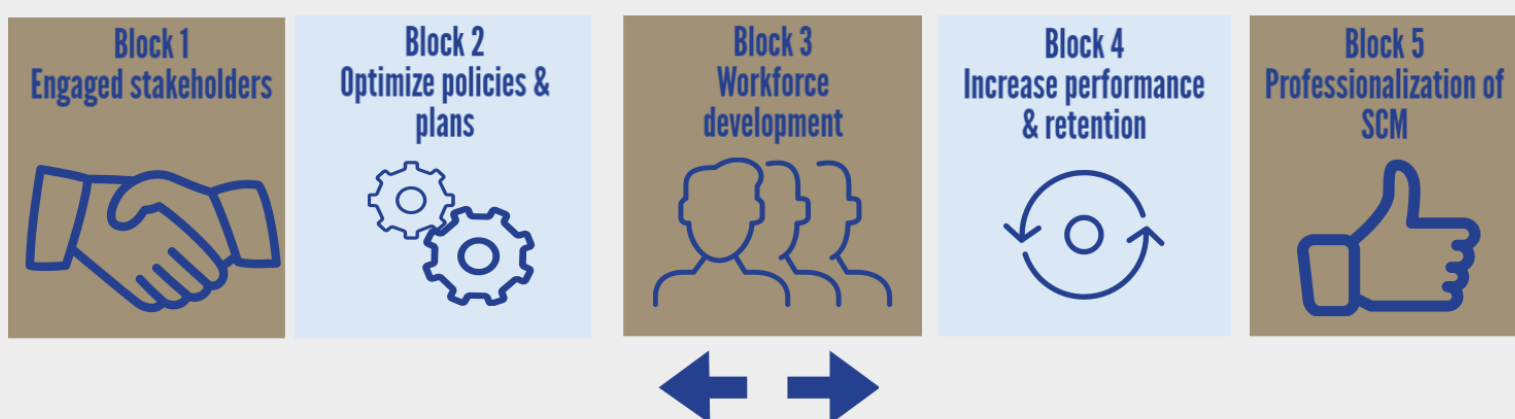
Improving Access to Health Commodities by Strengthening the Supply Chain Management Workforce: The People that Deliver Initiative and the Country Partnership Program

Author: Dominique Zwinkels, The People that Deliver Initiative

BACKGROUND

People that Deliver (PtD) has successfully built awareness at a global level for the public health supply chain workforce by advocating for country-based interventions that strengthen the five building blocks. PtD has applied, through member organizations, some of its tools and approaches in select focus countries (Burkina Faso, Dominican Republic, Ethiopia, Indonesia, Liberia, Mozambique, Namibia).

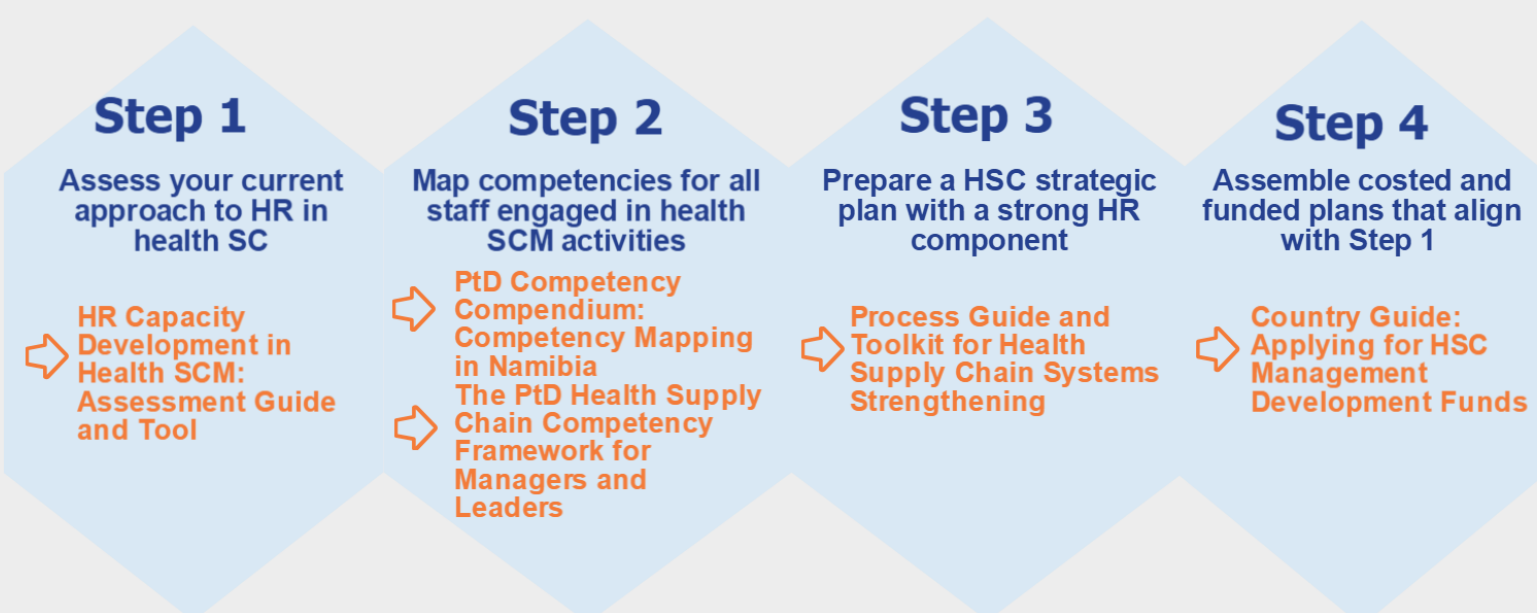
The FIVE building blocks of HR for SCM



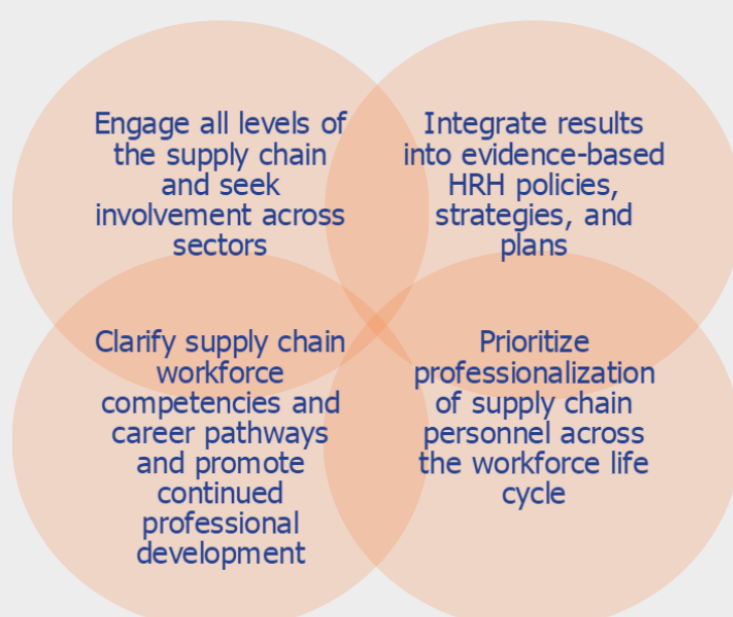
METHODS AND RESULTS

In Namibia, PtD leveraged the expertise of member organizations to provide technical assistance in planning, deployment, training and retention of the SCM workforce; documented the process and lessons learned; and drafted a case study on the process for PtD to share globally. Namibia and PtD collaborated on four key interventions: development of a SCM competency framework, identification of number and types of SC personnel required, targeted capacity building, and identification of context-specific incentives to encourage staff retention.

The following **FOUR steps** for systematic capacity development of HR for SCM were developed by PtD through in-country activity in its focus countries including, Ethiopia, Liberia and Namibia.



RECOMMENDATIONS FROM NAMIBIA



PtD has created the "Country Partnership Program" where it acts as a "broker of services", matching country partner needs with PtD member organizations that can supply the service, to effect real sustainable country-based change. Some of the services included:

- tailored HR for SCM assessment,
- development of a comprehensive HR for SCM strategy,
- development of competency frameworks,
- development of a costed and resourced annual training plan etc.