People that Deliver’s Country Partnership Program is a service offering that supports Ministries of Health, NGOs and implementing partners to plan, implement and sustain reforms which strengthen human resources (HR) for health supply chain management (SCM). PtD functions as the broker of services, matching countries’ needs with funding and/or PtD member organizations who can provide the service.

Through this partnership program, PtD expects increased country engagement and coordination around HR for SCM and HR for SCM plans, activities, strategies incorporated into Ministry of Health work plans or supply chain strategies. This supports the PtD Theory of Change which articulates optimization of work performance into increased supply chain performance.

**Services include:**

1. **Initial Scoping**
2. **Development of a Comprehensive HR for SCM Strategy**
3. **Tailored HR for SCM Assessment**
4. **Development of a Capacity Building Plan**

**Building Human Resources for Supply Chain Management: A Theory of Change**

- **Health Outcomes are Improved**
  - Commodities are available at service delivery points to meet needs in the most cost effective way possible

- **Work Performance is Optimized**
  - All critical SC positions and/or competencies filled
  - Workers apply their skills as appropriate at every level of the supply chain
  - SC workers have leadership skills
  - Favorable social and emotional environment
  - Physical environment is safe and clean
  - Up-to-date relevant tools and equipment
  - SC workers understand and care
  - Good performance supported
  - SC workers motivated to do their jobs
  - SC workers have sense of ownership of their role