Professionalization of the Supply Chain Management Workforce

A Life Cycle Approach

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Professionalization of Under-Recognized Cadres

- Health systems managers
- Health information specialists
- Social welfare workers and community health workers
- Supply chain management professionals



Cross-Cutting Characteristics of Under-Recognized Cadres

- No professional councils
- No voice in the Ministry of Health
- No job descriptions
- No career path



Cross-Cutting Characteristics of Under-Recognized Cadres, Continued

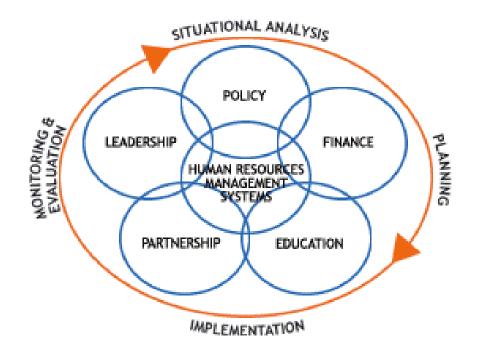
- Positions/functions often filled by nurses and physicians with no specific training
- No formal preservice education programs
- No continuing professional development programs
- No profession-wide learning agenda



HRH Action Framework

- 1. Leadership
- 2. Policy
- 3. Education
- 4. Finance
- 5. Partnership
- 6. Human Resources

Management Systems





Life Cycle Approach for Professionalization of Under-Recognized Health Workforce Cadres

- Life Cycle Approach developed to systematically address all crucial steps of professionalization of cadres
- 1) Secondary Education
 - Ensuring adequate numbers of qualified secondary school graduates interested in the field
 - Awareness raising, recruitment, and bridging
 programs



Life Cycle Approach for Professionalization of Under-Recognized Health Workforce Cadres

2) Preservice Education

- Standardization of curriculum/competencies for each cadre
- Accreditation and funding of training programs by MOH
- Ensuring adequate faculty
- 3) Graduate Certification
 - Graduate certification by professional associations
- 4) Initial Employment
 - Job descriptions and hiring by MOH and FBOs/NGOs
 - Supervision structure



Life Cycle Approach for Professionalization of Under-Recognized Health Workforce Cadres

5) Career Progression

- Creation of a career ladder in MOH to motivate and reward good performance
- Creation of training courses to enable workers
 to move up the career ladder
- 6) Continuing Professional Development
 - Creation of continuing learning opportunities
 - Creation of a learning agenda for research





THANK YOU





IntraHealth International, Inc. (lead partner) Abt Associates IMA World Health Liverpool Associates in Tropical Health (LATH) Training Resources Group, Inc. (TRG)



