

# Professionalization of the Supply Chain Management Workforce

*A Life Cycle Approach*

Uche Ekenna, IntraHealth International

Dr. Kate Tulenko, *CapacityPlus*

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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



## ***The CapacityPlus Partnership***

*IntraHealth International, Inc. (lead partner)*

*Abt Associates*

*IMA World Health*

*Liverpool Associates in Tropical Health (LATH)*

*Training Resources Group, Inc. (TRG)*



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