Innovative approaches for managing and strengthening HR for supply management in Vietnam: an INGO perspective

Dorothy Leab, Agence de Medecine Preventive, Vietnam
Situation of immunization in Vietnam: Remarkable achievement but challenges

As of 2015, Vietnam is one of the 24 countries graduating from GAVI support

- Maintaining EPI achievements
- Financing and supplying EPI vaccines and materials
- Disparity in coverage and quality of services in mountainous and remote areas
- Human resources for EPI
- Vaccine supply management

Source: 25 years of achievements, Vietnam NEPI
Situation of Vaccines supply chain & logistics in Vietnam
From manufacturers to under-five children: a long journey

≈ 8 millions U5C immunized (2014)

≈ 12,000 HR involved in Vaccines SCM & logistics
HR strategy for vaccine SC Managers and personnel
Specialized staff and task shifting

IVAC (BCG, DPT, tetanus vaccine)  
Vabiotech (HepB, JE, Cholera)  
POLYVAC (OPV, Measles)  
Intl vaccine manufacturer/ UNICEF

National store
Hanoi

Regional store of the North  
Regional store of the Central region  
Regional store of the Central Highlands  
Regional store of the South

Provincial store  
Provincial store  
Provincial store  
Provincial store

District store  
District store  
District store  
District store

CHCs  
CHCs

Task shifting  
Specialized staff

Cascade training

Total = 63  
Total = 696  
Total = 11132

~40% CHCs have refrigerators
~60% CHCs do not have refrigerators
Empowering HR in charge of vaccine SCM and logistics
Acknowledged professional vaccine SC managers & personnel

### Policy dialogue
- Generation of evidence & best practices for decision-making
- Advocacy campaign
- National leadership and governance
- HR policies formulation

### Multisectoral Partnerships
- Partnerships within VN Government – MoH, Education, Finance, Public service, regulatory bodies, professional associations, NGOs, private sector
- Financial & technical partners (DPs)

### Production & Utilization of SCM personnel
- Education & training
- Professional regulation and practices
- Performance management
- Networking & Community of Practices

Pharmacy Strategy to 2020 and vision to 2030 supply chain for disadvantaged areas
27th EPI/ICC meeting (May 5th, 2015)
Existing SC training packages and NEPI e-learning platform
Focusing on innovative approaches for capacity building
In service & pre service training programs

1. Training Needs Assessment
2. Capacity building of training institutes
3. Designing & developing training programs
4. Pilot testing
5. Scaling up
Focusing on innovative approaches for capacity building
Competency-based training programs for skilled HR

Harnessing ITCs

National capacity building

SCM
Knowledge & Sharing
Cloud

Community of Practices
e-Learning
Serious Games
Mobile Job Aids
Technical Resources SOPs
Reaching every children in Vietnam
91 Districts with coverage <80% in 2014