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Background

To ensure contraceptive security—guaranteed access to family planning and reproductive health supplies, when and where clients need them—a country must have a well-performing health supply chain system. Skilled health workers are a vital component in facilitating high supply chain performance.

The Challenge

Health workers responsible for supply chain management (SCM) tasks often—

- lack formal education in SCM
- require intense, sometimes costly in-service training.

This can impede their performance which can lead to stockouts and poor contraceptive service delivery.

Our Solution

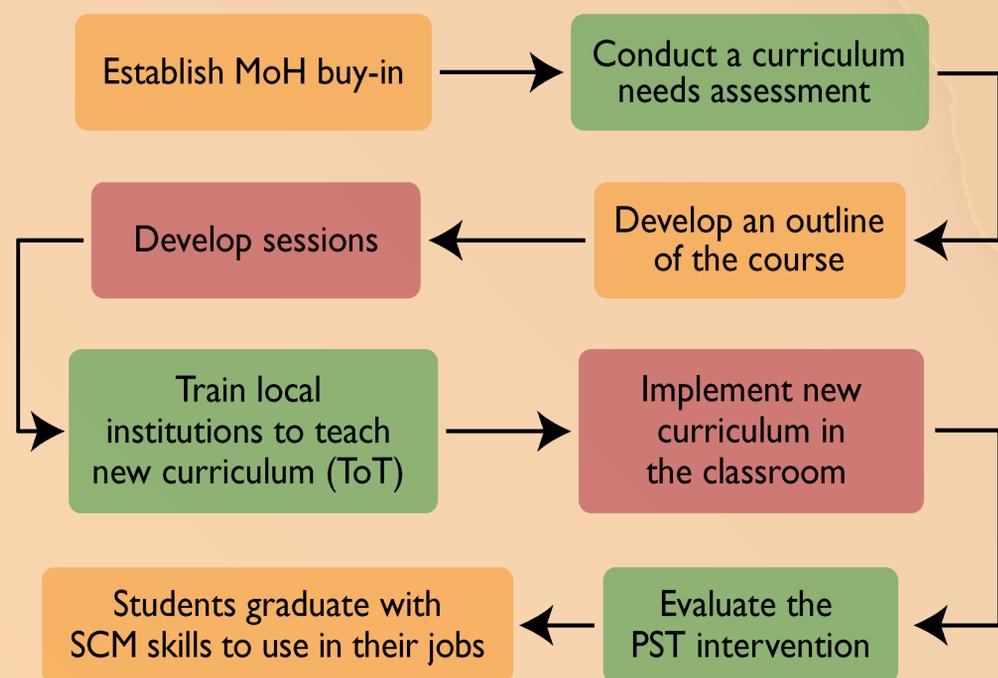
USAID is investing in pre-service training (PST) as a cost-effective and sustainable approach to building a health workforce competence in SCM:

- Local universities partner with the USAID | DELIVER PROJECT to develop SCM curriculum.
- SCM curriculum is integrated into graduate health degree programs, including pharmacy and nursing.
- Content builds the competency of future healthcare workers who will have supply chain responsibilities.
- Introducing SCM into healthcare worker degree programs provides a first step in the professional development of future supply chain managers.



PST in Practice

A standard PST curriculum comprises 60 hours of classroom-based content, supplemented with field visits. It is designed according to a county's supply chain and then implemented using this process:



Curriculum focuses on providing health workers with a solid foundation in the basic principles and importance of supply chain management to ensure contraceptive security. PST is currently being implemented in Ghana, Ethiopia, Malawi, Pakistan, Rwanda, Tanzania, Zambia, and Zimbabwe.

Rwanda's National University of Rwanda (NUR) School of Pharmacy just completed its third year of PST training. A recent evaluation of this program found that respondents—

- rated content as highly relevant to SCM job duties
- rated content as very effective in preparing them to complete SCM tasks on the job
- learned and retained key concepts post-graduation.

Together, pre-service and in-service training provide a comprehensive approach to learning. Together they create a supportive learning environment where health workers are able to build and then expand their competency in SCM in such a way that it improves contraceptive availability.