



TechNet-21
The Technical Network for
Strengthening Immunization Services

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Lessons Learned in locally-driven supply chain capacity development and learning

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Webinar Agenda

- Introductory remarks
- What is Supply Chain “Professionalization”?
- Example SC capacity development initiatives
 - VillageReach
 - MSH
- Q&A (20 minutes)

What is SC Professionalization?



No Regulation or Standardization of Training



Lack of Skilled Workforce



Poorly Motivated Workforce

Reduced Quality & Efficiency of Supply Chain



Stockouts



Products Expiring

Poor Access to Health Products & Services



Poor Health Outcomes



Why Professionalize your SC Workforce?



- Fill current workforce gaps
- Increase efficiencies resulting in cost savings (i.e: less product expiry/wastage)
- Reduce reliance on external donors and NGOs for supply chain expertise and trainings
- Improve health outcomes by strengthening supply chain performance



Create a pipeline of skilled, locally trained supply chain experts to manage the health supply chain

Getting Started with Supply Chain Professionalization



MoH & Partner Coordination

Coordinate:

- Interface local organizations, MoH, and training providers who can support SC Professionalization
- Engage with collaborative resources, such as the PtD Professionalization Hub
- Work with MoH to understand the SC skills and competencies needed nationally



Advocate:

- Convey benefits of incorporating dedicated, specifically trained SC staff into govt structures
- Encourage MoH to create & regulate standards for SC professionals and to absorb trained staff into govt workforce



Pre-Service Training

Curriculum Support:

- Support introduction and/or scale-up of pre-service learning in supply chain, such as creating SC certificate programs/degrees and updating existing curricula (health sciences, pharmacy, etc.) to incorporate SC modules
- Align SC curricula to build skills and meet needs articulated by the MoH



Promote accessibility:

- Encourage use of global goods for digital training
- Ensure free, open access to all curricula



Workforce Support

Job Tools:

- Support SC professionals by providing clear job descriptions, career path and supportive tools to enhance performance and increase motivation



Professional Development:

- Promote ongoing professional development by creating linkages with existing local or digital training initiatives
- Encourage engagement and strengthening of local SC professional Associations (eg: IAPHL)



END GOAL:

Pipeline of adequately, locally trained SC professionals

- ✓ Reduced reliance on ad hoc supply chain trainings
- ✓ Reliable, capacitated workforce who can respond to the needs of the country
- ✓ SCM skills integrated into relevant academic curricula
- ✓ MoH has the internal skills and competencies to tackle supply chain challenges
- ✓ Improved supply chain management outcomes

VILLAGE REACH® SC Capacity Devt Initiatives

Starting at the Last Mile



Pre-Service Curriculum Devt



- Target: students of health science/future HCWs
- Partner with local Universities/training institutions
- Design new curricula, review/harmonize existing to ensure SC inclusion, alignment, quality

Linkages to training



- Target: Existing health workforce, govt, SC staff across VR core countries
- Leverage free training courses from HELP logistics
- Will expand offerings to include other training providers

IAPHL Strengthening

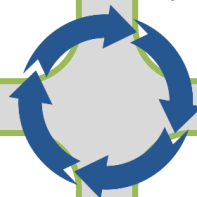


- Target: chapters in Malawi, Moz, DRC, Liberia
- Local professional association chapters for CPD
- Leadership support for country chapters, create governance, apply for grants

Training re: CHW SCs



- Target: Natl MoH, County Teams, CHWs in Liberia
- Build technical skills in inventory mgmt., basic supply chain 101 to improve CHW commodity availability in Liberia



The PtD Hub

Architecting the Journey to SC Professionalization



Digital Hub for SC Professionalization

Project visibility, impact monitoring, knowledge sharing, and tools adoption disseminated centrally.

Architect and Share

A place to gather and share best practices which are driven by an architect, measure and improve feedback loop.



Common Gathering Point

Bringing together local and global actors to foster knowledge exchange and promote best practices

Improving the performance of the district warehouses by SPARS approach in Madagascar

Implemented under the project: **IMPACT**
Improving Market Partnerships and Access to Commodities Together

Introduction

Madagascar's health commodity supply chain faces several challenges that lead to stock outs of health commodities and poor quality of health care services.

The challenges include a lack of ability of the staff of district warehouses (Pha-G-Dis) to:

- accurately estimate the needs,
- adhere to Central Medical Store's cyclical order schedule,
- coordinate commodity dispatches to health facilities served by the warehouse.

To address Madagascar's public sector supply chain challenges to improve pharmaceutical management practices, the USAID-funded Improving Market Partnerships and Access to Commodities Together (IMPACT) project introduced the MSH Supervision, Performance Assessment, and Recognition Strategy (SPARS) approach to the Madagascar context in 2020.

Background

Since 2020, Madagascar introduced the Supervision, Performance Assessment, and Recognition Strategy (SPARS) approach in 78 districts (out of 114 districts) supported by USAID with the support of MSH through the IMPACT project.

This presentation assesses the impact of SPARS in District warehouse performance over 2 years implementation.



Method (1/3)

SPARS is an indicator-based, multi-pronged intervention strategy that combines:

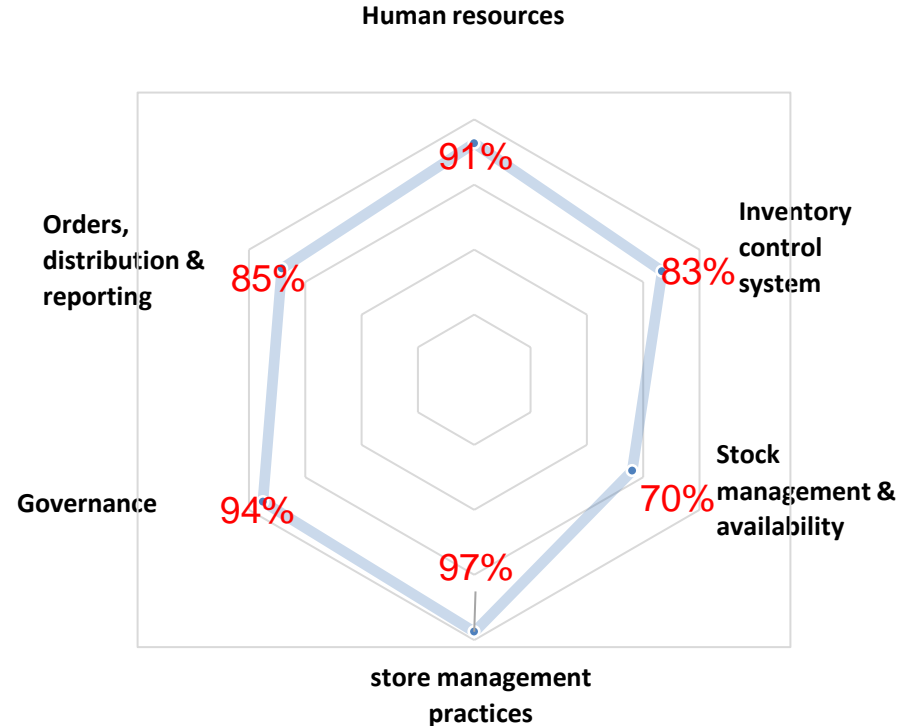
supervision

on-the-job training

provision of tools and guidelines

structured performance reviews

to identify and prioritize issues and encourage progress by rewarding improvements



Method (2/3)

- A specific evaluation tool was used for all visits : adapted from Uganda approach, consolidated with the MOPH's existing tool, tested, and finalized from March to July 2020).
- SPARS visits are carried out by trained regional or district health management teams (training on the process and on the use of the tool).
- Visits are conducted with the technical and logistical support from IMPACT Regional Logistic Advisor.

Method (3/3)

78 out of 115 district warehouses in Madagascar were visited.

The scoring grid is reviewed with the warehouse staff and District PSM Committee.

Performance category based on their composite score on the SPARS scoring matrix:

“performing” if they score 90% or higher,

“average” if they score 76%-89%,

and “weak” if they score 75% or less

Objective: 90% or higher of the composite score or improvement of SPARS scores by at least five points.

Results (1/2)

- All 78 IMPACT-supported Pha-G-Dis received a SPARS baseline assessment in April - September 2020
- At least one follow-up assessment between October 2020 and September 2021;
- 76 of the 78 received at least one second follow-up assessment between October 2021 and June 2022

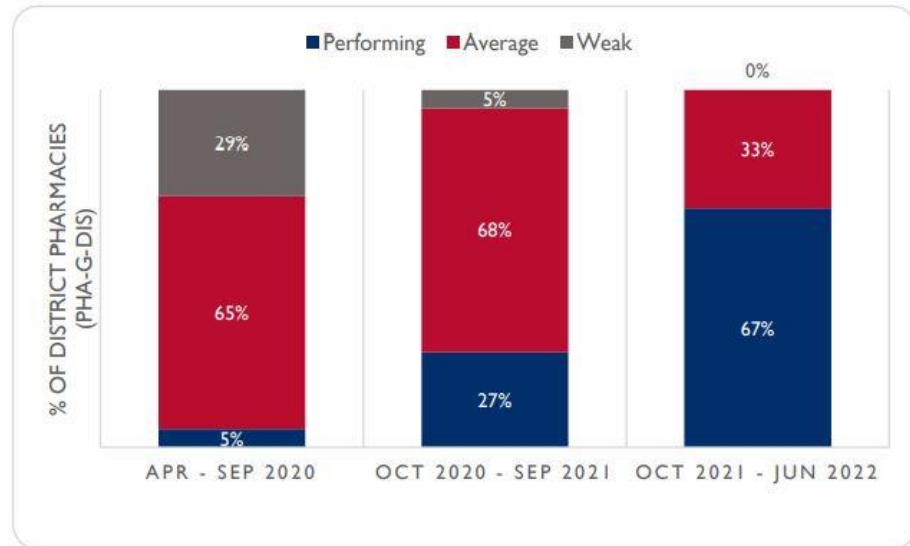


Figure 1. Pha-G-Dis performance (measured via SPARS score) improvement over time.

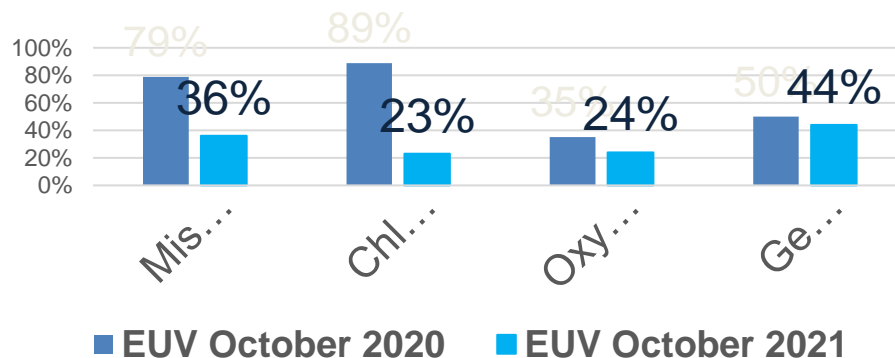
Results (2/2)

Improvement of the percentage of Pha-G-Dis out-of-stock of any antimalarial products for 3 or more consecutive days

Reduced stock out rate for maternal and newborn health commodities

Commodities	Stock out rate EUV Oct 2020	Stock out rate EUV Oct 2021
AS-AQ 25/67.5mg - 3 tab	44%	0%
AS-AQ 50/135mg - 3 tab	50%	0%
AS-AQ 100/270mg - 3 tab	20%	0%
AS-AQ 100/270mg - 6 tab	50%	0%

Stock out rate of MNCH commodities



Lessons learned and next steps

Some adaptations made:

- ✓ *Increasing the cutoff for the performing category from 80% to 90% so that the districts are stretched to attain their best levels of performance.*
- ✓ *Madagascar and IMPACT implement the SPARS approach through the existing supervisory mechanism in Madagascar.*

During the COVID-19 pandemic, IMPACT altered the frequency of supervision visits to minimize travel: virtual coaching and reduced in-person supervision visits based on Pha-G-Dis performance.

IMPACT is supporting the institutionalization of the SPARS approach in Madagascar.

IMPACT supported the MOPH to revise Madagascar's manual for stock management, integrating SPARS into the manual

Conclusion

The SPARS methodology and tool are a useful way to measure Pha-G-Dis performance, track progress over time, and plan actions to improve performance.

IMPACT will support the MOPH to document and roll out the approach nationwide.

Thank you for joining us today!





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Questions & Answers