Health Supply Chain Professional Career Pathways

Barriers around building and advancing a career as a supply chain (SC) professional

**THE CHALLENGES:**

**PATHWAY A**
- Formal SC education or degree program for logisticians and managers (less common)
- Young student considering career options
- Limited awareness of SC as a profession, and specific barriers that inhibit women's participation
- Few SC education and degree programs
- Limited on-the-job SC training and few incentives to motivate health care professionals to seek out existing trainings
- Few continued professional development opportunities and professional associations for career growth
- Lack of clear job prospects and no defined SC job descriptions
- Few entry level SC courses included in current health professional education

**PATHWAY B**
- Health care professionals who are tasked with SC duties (more common)
- Future health care worker (i.e., pharmacists, nurses, etc.)
- Limited on-the-job SC training and few incentives to motivate health care professionals to seek out existing trainings
- Assigned routine SC duties in their job
- Need resources and solutions to reach this goal
- Established, skilled, supported and motivated SC professionals

**FUTURE HEALTHCARE WORKER**
- Begins career as health care worker (i.e., pharmacist, nurse, etc.)
- Health professional education
- Few entry level SC courses included in current health professional education

**BEGINnings**
- Attends college/university
- Degree in SC field or program completion
- First job
Health Supply Chain Professional Career Pathways

Resources and approaches available for supporting SC professionals along the career pathway

**THE SOLUTIONS:**

**PATHWAY A**
- Formal SC education or degree program for logistics and managers (less common)
- Young student considering career options
- Sensitize youth & women about SC as a profession via internships, career fairs, student outreach
- Attends college/university
- Degree in SC field or program completion
- Create and refine SC academic programs and certifications; building university capacity in SC
- First job
- Institutionalize SC as a profession and integrate clear career pathways into private sector and government/Ministry of Health structures
- Strengthen IAPHL chapters or other professional associations for ongoing learning, networking and continued professional development
- Promote and increase access to skills development and professional accreditations in LMICs
- Established, skilled, supported and motivated SC professionals

**PATHWAY B**
- Health care professionals who are tasked with SC duties (more common)
- Future health care worker (i.e., pharmacists, nurses, etc.)
- Health professional education
- Begin career as health care worker (i.e., pharmacist, nurse, etc.)
- Update health professional training curricula to have entry level SC courses, & update job descriptions to include supply chain responsibilities
- Assigned routine SC duties in their job

**RESOURCES:**
4. VillageReach: [https://www.villagereach.org/project/supply-chain-professionalization/](https://www.villagereach.org/project/supply-chain-professionalization/)