



# USAID | DELIVER PROJECT

## Success Story

# In Zambia, Future Pharmacists Learn Logistics for Life-Saving HIV/AIDS Drugs



USAID | DELIVER PROJECT 2010

Lecturers at Evelyn Hone College participate in an orientation in April 2010. They will soon teach supply chain management to students at the pharmacy school, preparing them for stewardship of Zambia's HIV/AIDS logistics system.

**“My eyes and mind are now opened to appreciate that the logistics system as a whole must be at the center of SDP (service delivery points) to our clients.”**

**– Evelyn Hone College Pharmacy Department lecturer evaluating the training course**

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Zambia has one of the highest HIV and AIDS prevalence rates in the world. In 2008, the disease affected about 15 percent of the population between ages 15 and 49, according to the Centers for Disease Control and Prevention. Of the approximately 330,000 people who needed antiretroviral treatment, fewer than half were receiving it.

A principal factor in distributing antiretroviral (ARV) drugs is a strong supply chain, which depends on well-trained staffs at local clinics, hospitals, and pharmacies. In February 2010, Zambia's Evelyn Hone College of Applied Arts and Commerce and the USAID | DELIVER PROJECT agreed to integrate a supply chain management curriculum into the college's pharmacy program.

The success of a similar logistics curriculum for laboratory management at the Biomedical Sciences Department caught their attention, and, alert to students' needs, the pharmacy school faculty wanted to implement such a curriculum for pharmacy technologist students.

Lecturers realized that, without supply chain management training, students could not maintain the country's pharmacies and serve the needs of customers. Given the USAID | DELIVER PROJECT's expertise in supply chain management, the college requested the project's assistance to specifically address the special need for training on HIV and AIDS health product distribution.

Training lecturers and integrating logistics into the education system will prepare each class of graduating students to maintain the supply chain before entering the workforce. Curriculum and instruction that allow students to learn the basics of logistics before becoming public health practitioners, also known as pre-service training, offers a sustainable way to train the public health workforce. Working with the college provided a great opportunity to disseminate supply chain management knowledge to the country's pharmacies.

Evelyn Hone, one of two recognized pharmacy training institutions in Zambia, trains approximately 120 of the country's estimated 180 graduating pharmacy students each year.

Project staff members had already integrated health commodity logistics curricula into university programs in Ethiopia and Rwanda. In Zambia, they would focus on ARV logistics system functions. The project would train the teachers in curriculum content and supply teaching materials, including a trainer's guide and the participant workbook. College staff members assumed responsibility for working with the trainers to prepare faculty to teach the course and for obtaining the college's approval to integrate the curriculum into its pharmacy program.

In April and May 2010, three of the project's senior advisors, specializing in training and public health logistics, conducted a two-week lecturers' workshop for thirteen college lecturers, covering the basic principles of supply chain management for HIV and AIDS health commodities by specifically teaching about the ARV drug logistics system.

Aside from technical areas, the lecturers were trained in adult learning theory. This participatory teaching methodology incorporates adult students' life experience and knowledge and is widely believed to be more effective for adult learning than the traditional lecture-style class. "The lecturers were very appreciative of the materials presented and the blend of facilitators who demonstrated teamwork," Senior Advisor Ignatio Chiyaka said. The advisors expressed concern that teaching training methods to faculty members who had been teaching for years might seem offensive, but the faculty proved to be open and enthusiastic about learning new methods and was excited about integrating adult learning methods into all classes.

According to the trainers, the reaction was overwhelming. One participant, a Pharmacy Department lecturer, said of the course, "My eyes and mind are now opened to appreciate that the logistics system as a whole must be at the center of SDP (service delivery points) to our clients." With their new knowledge and training, the lecturers will be able to integrate supply chain management themes into their curriculum.

The program is scheduled to be fully implemented for all pharmacy students at Evelyn Hone by fall 2011. This will benefit not only the pharmacy technologists as they embark on their new careers but also will help to improve the lives of patients, who can receive needed treatment, whether ARV drugs or any other medicine.

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The authors' views expressed in this publication do not necessarily reflect the views of the U.S. Agency for International Development or the United States Government.

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