



Creating a sustainable biomanufacturing workforce development programme

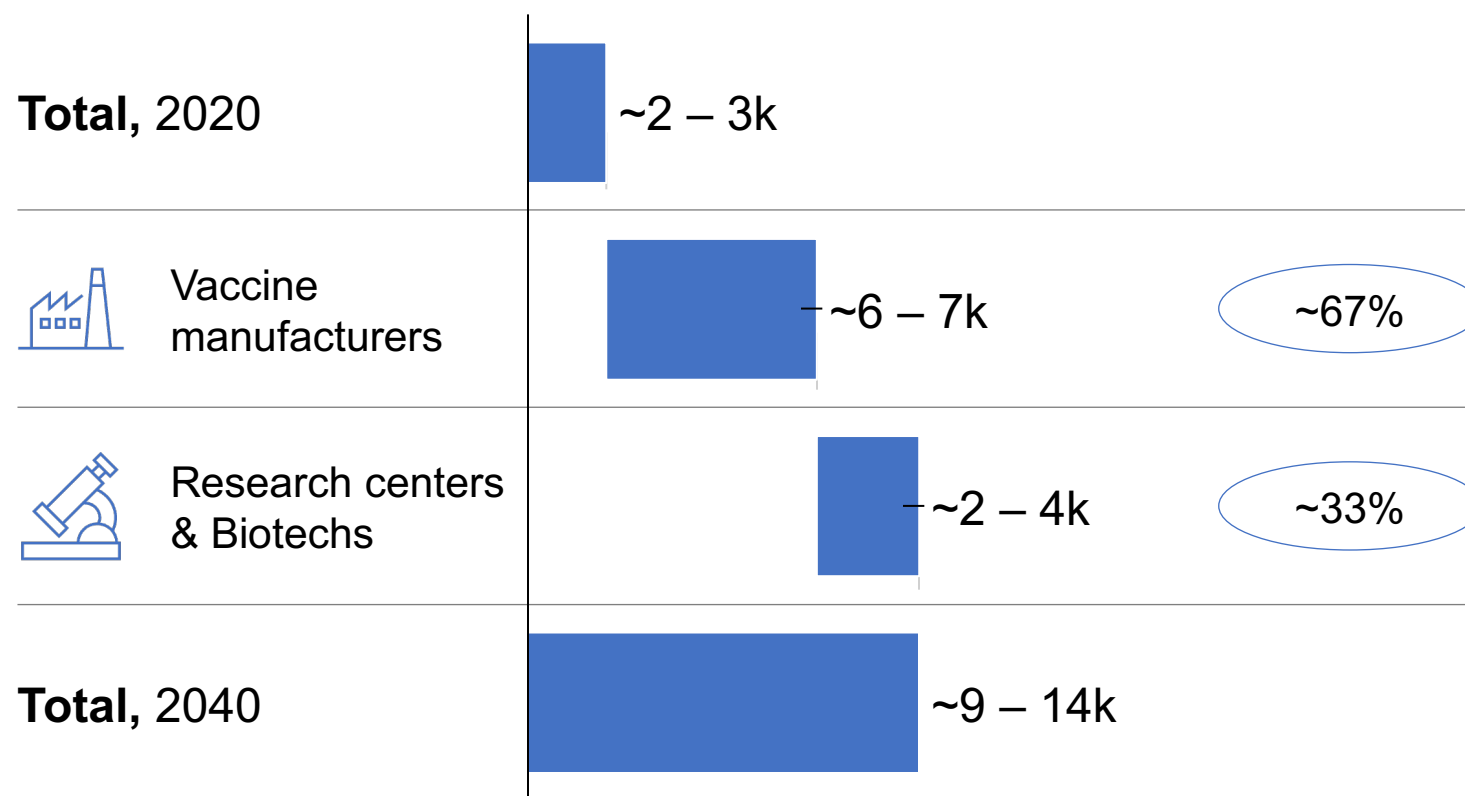
- September 2023 DCVMN AGM

Africa Centres for Disease Control and Prevention (Africa CDC)

For Africa to reach its 2040 ambition, we need ~9-14k FTEs, with ~67% of the growth in manufacturing

% Share of FTE growth, '20 – 40, %

4x increase in FTEs required by 2040 to achieve the continent's 60% goal...



...with 3 key challenges facing talent development in Africa



Scarcity of local talent development initiatives

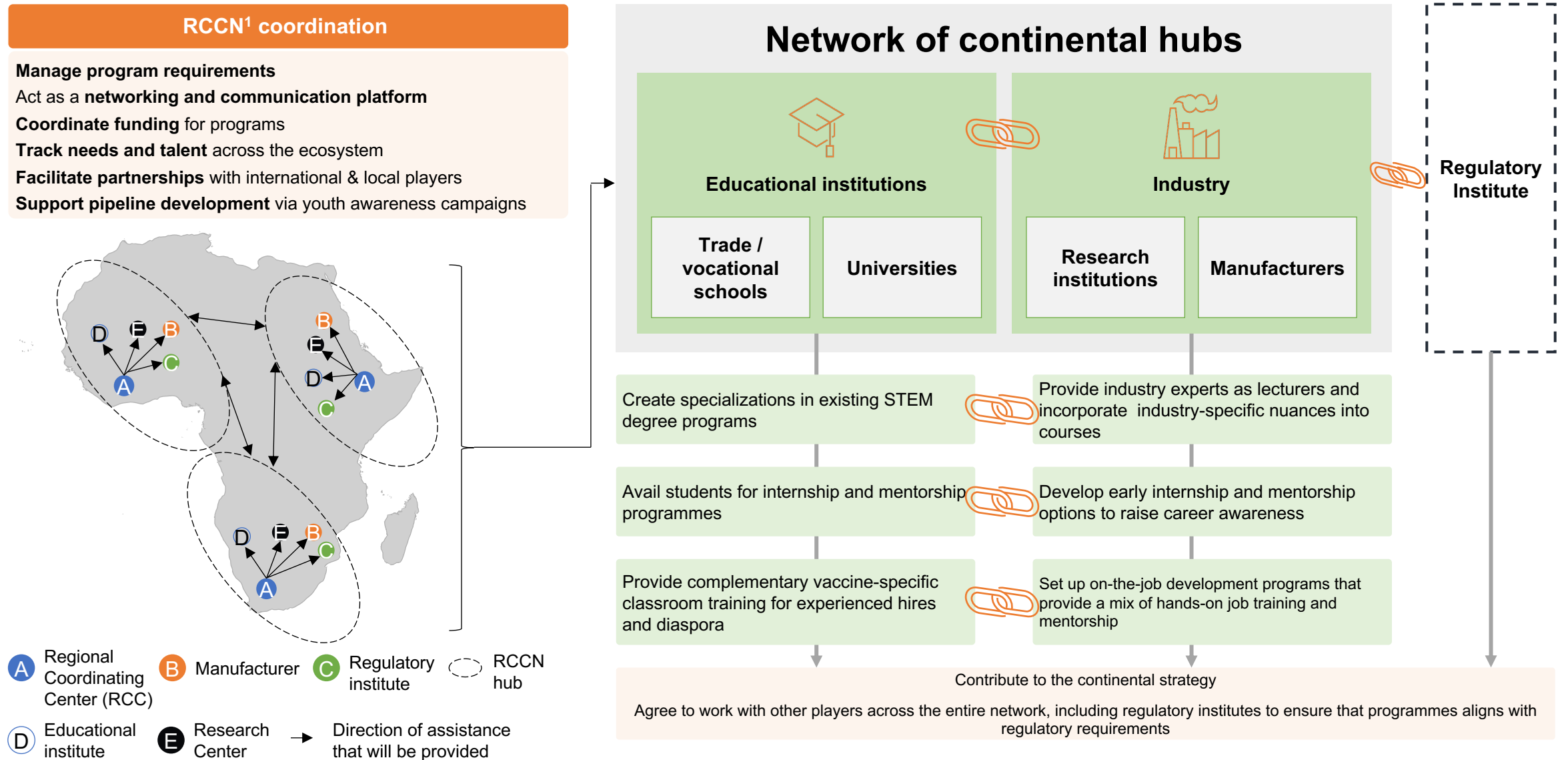


Brain drain of local talent



Sustainable financing models

The RCCN is being established to address challenges facing vaccine ecosystem talent



1. Regional Capability And Capacity Network

The RCCN has 3 key objectives, against which several talent development initiatives will be implemented

NOT EXHAUSTIVE



Objectives of the RCCN

Example initiatives¹



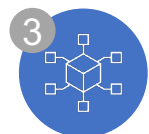
1 Build and maintain a skilled biomanufacturing workforce to enable vaccine manufacturing on the continent at scale

- Sponsor and facilitate vaccinology short courses
- Offer internships for STEM graduates to increase level of preparedness for industry
- Provide on-the-job development programs for professionals (incl. in partnership with MNC manufacturers) to increase employee motivation
- Develop diaspora talent return programs with attractive incentives for highly skilled professionals
- Offer consistent regulatory training



2 Increase the relevance of sustainably funded training & educational programs to evolving industry needs

- Develop competency frameworks for both manufacturing and research, while carrying out continuous needs assessments
- Update training curricula in line with industry needs and best practices
- Create STEM specializations/ novel degree programs and fellowship programs



3 Incentivize R&D activities across Africa

- Create a scholarship program to subsidize post-graduate programs for researchers
- Create R&D job placement programs for trained individuals

1. Entire scope of initiatives defined in RCCN concept note

Achievements since 2022



60+ biomanufacturing and regulatory professionals trained in IVI and Texas A&M university short courses in 2022



Launch of talent taskforce with ~30 local and intl. experts in biomanufacturing and research talent development



Final design and operating model of the Regional Capability And Capacity Network (RCCN)



Comprehensive competency framework developed for vaccine manufacturing and R&D



GIZ's commitment to the development of sustainable financing models for African training programs

RCCN¹ coordination

Manage program requirements
 Act as a **networking and communication platform**
Coordinate funding for programs
Track needs and talent across the ecosystem
Facilitate partnerships with international & local players
Support pipeline development via youth awareness campaigns

A Regional Coordinating Center (RCC) **B** Manufacturer **C** Regulatory institute **D** Educational institute **E** Research Center **○** RCCN hub

→ Direction of assistance that will be provided

1. Regional Capability And Capacity Network

African Union AFRICA CDC International Vaccine Institute

Africa CDC sponsored short-course training in **Vaccine Manufacturing Standard Practices (GxP)** at the International Vaccine Institute (IVI), Korea.

SUBMIT YOUR APPLICATION → shorturl.at/dnJS2

Application Period: 15 May 2023 – 30 June 2023 Training Period: 30 October 2023 – 17 November 2023

THE PARTNERSHIPS FOR AFRICAN VACCINE MANUFACTURING (PAVM)

African Union AFRICA CDC

AFRICA CDC's SPONSORED **VACCINE MANUFACTURING SHORT COURSE TRAINING** AT THE TEXAS A&M UNIVERSITY

APPLY NOW AT THE LINK → bit.ly/401eWAZ

Application Period: 14-31 March 2023

THE PARTNERSHIPS FOR AFRICAN VACCINE MANUFACTURING (PAVM)

Talent: Set-up for success in 2023 and beyond

Program milestones

Key activities towards implementation



Skilled biomanufacturing workforce

Publish report on competency framework and needs assessment to be launched at CPHIA
Launch GIZ report on sustainable financing models for talent trainings



Sustainably funded training programs

Launch/plan 1-year biomanufacturing internship and fellowship programs
Train continental trainers who will be responsible for the delivery of continental short course trainings



RCCN design and operationalization

Operationalize RCCs across the continent