

Learning & Development of Vaccine Workforce in Global South

Ms. Barbara Ngouyombo, Associate Director Partnerships, IPD
DCVMN 2023 Annual Meeting,
Cape Town Sept 19th-21st



**Initiative KWAME
Knowledge
&
Workforce for Africa
Manufacturing's Equity**



>35 partner organizations participated in Biomanufacturing Workforce Development Workshop in Senegal in February 2023



IVI, WHO Biomanufacturing Unit, WHO Academy, McGill University, KEMRI-Wellcome Trust Research Programme, Empower School of Health, NCTM Texas, NIBRT, University of Cape Town, South Africa's Council for Scientific and Industrial Research (CSIR), International Centre for Genetic Engineering and Biotechnology, Afrigen Biologics & Vaccines, US Pharmacopeia, Global One Health Academy, Technological University of Dublin, BTEC

KINA Foundation, DEK Vaccines Ltd (Ghana)






BARDA, US Department of Health and Human Services

CEPI, DCVMN, GIZ, PATH, Bill & Melinda Gates Foundation, Mastercard Foundation, EU Commission

Partners from >10 countries were present, with the entire African Union represented as well



Four immediate next steps followed IPD workshop

Next steps	Description	Responsible partner
Finalization of RCCCN design & operating model	<ul style="list-style-type: none"> Finalization of RCCCN design & operating model (governance & coordination) Sustainable financing model for RCCCN hubs 	 
Selection and endorsement of pilot RCCCN hub	<ul style="list-style-type: none"> 3 potential talent RCCCN hubs based on adherence to hub selection criteria identified : Institut Pasteur Dakar (SN), Medical Research Council (SA), Africa Biomanufacturing Institute (RW) 	
Competency framework, needs assessment & curricula development	<ul style="list-style-type: none"> Competency framework: Document detailing the responsibilities of each employee in the Vx manufacturing and R&D organizational structure, while clearly outlining the capabilities of a basic, semi-skilled and specialist FTE Needs assessment: Prioritization of the immediate training needs of manufacturers & researchers along the competency framework to inform curricula development Curricula development: Development of curricula which will act as template for RCCCN hubs to adopt 	 PAVM Talent workstream
Support & launch of funded short-term trainings	<ul style="list-style-type: none"> Launch of PAVM-sponsored short-course trainings (e.g., NCTM, Hilleman Laboratories) 	

IPD- Mastercard Foundation partnership

The Mastercard Foundation's partnership with [Institut Pasteur de Dakar](#) reflects a commitment the Foundation made in 2021 to support vaccine manufacturing in Africa through workforce development. The partnership will help to advance the Foundation's Young Africa Works strategy, which aims to enable 30 million young people, particularly young women, to access dignified and fulfilling work by 2030. <https://bit.ly/43zHNO3>

[#SavingLivesandLivelihoodsAt2](#)

[#HealthSystemsStrengthening](#)

"This partnership builds on the game-changing intent of the Saving Lives and Livelihoods initiative. That is, to keep everyone safe by rolling out COVID-19 vaccinations while ensuring Africa's long-term health security by building vaccine manufacturing expertise and workforce on the continent."

Reeta Roy
President & CEO
Mastercard Foundation



IPD aims at achieving impact in Health, Human Capital Development and Job Creation



KWAME focus for talent development in biomanufacturing will be youth and women



Accelerate the development of a workforce that is formally trained in Africa through collaborations with African countries and manufacturers and with a long-term vision at the level of the higher education system to support manufacturing projects on the continent

Focus on MADIBA's recruitment needs

8

Key functions

Tech ops/MSAT

Operations

Quality

Automation

Regulatory Affairs

Supply Chain

Maint/QHSE

Support

4

Level of competencies

Operators

Technicians

Team leads

Managers

300

FTE to recruit in the next 3 to 5 years

including

75%

youth i.e ~225 young recruits

and

40%

Women i.e ~120

Key

+100 FTE

30 - 10 FTE

30 -100 FTE

>10 FTE



It is clear that we must find an African solution to our problems, and that this can only be found in African unity. Divided we are weak; united, Africa could become one of the greatest forces for good in the world.

— *Kwame Nkrumah* —



“
IT ALWAYS SEEMS
IMPOSSIBLE
UNTIL IT'S DONE.

—*NELSON MANDELA*

