



Why Does This Program Matter Now?

Reliable medicine supply depends on strong people systems. This project strengthens the workforce and leadership that keep Ethiopia's pharmaceutical supply chain functioning—supporting quality care across the health system.



AIHA is a nonprofit that works to strengthen health systems through long-term, locally led partnerships that build leadership, workforce capacity, and institutional resilience — ensuring impact lasts beyond donor support. We've been working with Ethiopia's Federal Ministry of Health and leading hospitals, universities, associations, and other stakeholders since 2006.



LOCAL INSTITUTIONS. GLOBAL EXPERTISE. SUSTAINABLE HEALTH SYSTEMS



Strengthening Human Resources for Health in Ethiopia's Pharmaceutical Supply Chain

This project strengthens the human resource (HR) systems that underpin Ethiopia's pharmaceutical supply chain thereby ensuring medicines reach patients reliably and efficiently.

AIHA supports the Ethiopian Pharmaceutical Supply Service (EPSS) to improve HR governance, leadership, workforce performance, and professional development across national and regional levels.

Key Project Focus Areas

- HR Systems
- Workforce Planning
- Leadership Development (LIP-H for EPSS)
- Performance Management
- Supervision
- Supply Chain Governance

Twinning Partnership Promotes Peer-based Learning

In September 2024, AIHA established a twinning partnership between EPSS and Transaid Worldwide Services, a UK-based organization with significant experience working with African governments and organizations to build their capacity.

Transaid is providing technical assistance to the EPSS team to strengthen and expand its human resources capacity and processes



AIHA is drawing on the human resource and training capacity we’ve already built through our Leadership Incubation Program for Health (LIP-H) to develop strong, effective leaders at EPSS through a training curriculum adapted specifically for pharmacy sector professionals. As of December 2025, 62 individuals have successfully graduated from the program.

Evidence of Impact: HR Systems Strengthening

- HR regulations, directives, and service taxonomy developed
- Supportive supervision tools created and implemented
- Workforce satisfaction survey deployed

PROJECT PERFORMANCE OUTCOMES

455	HR-related trainings conducted
50	Staff supported for SAP certification
26	EPSS staff graduated from LIP-H Cohort 1
36	EPSS staff graduated from LIP-H Cohort 2

