

The "Girls On the Move" Initiative

Pamela Steele

The Problem Statement

01

Lack of adequately skilled health supply chain professionals

02

Under-representation of women in health supply chain roles

03

High Rate of Youth Unemployment

About Girls on the Move Project



[Girls on the Move \(GotM\)](#) aim to introduce female graduates to career opportunities in the supply chain sector in Kenya and beyond.



Launched on the 6th of July 2022



Piloted by [Pamela Steele Associates \(PSA\)](#) in collaboration with the County Government of Kisumu



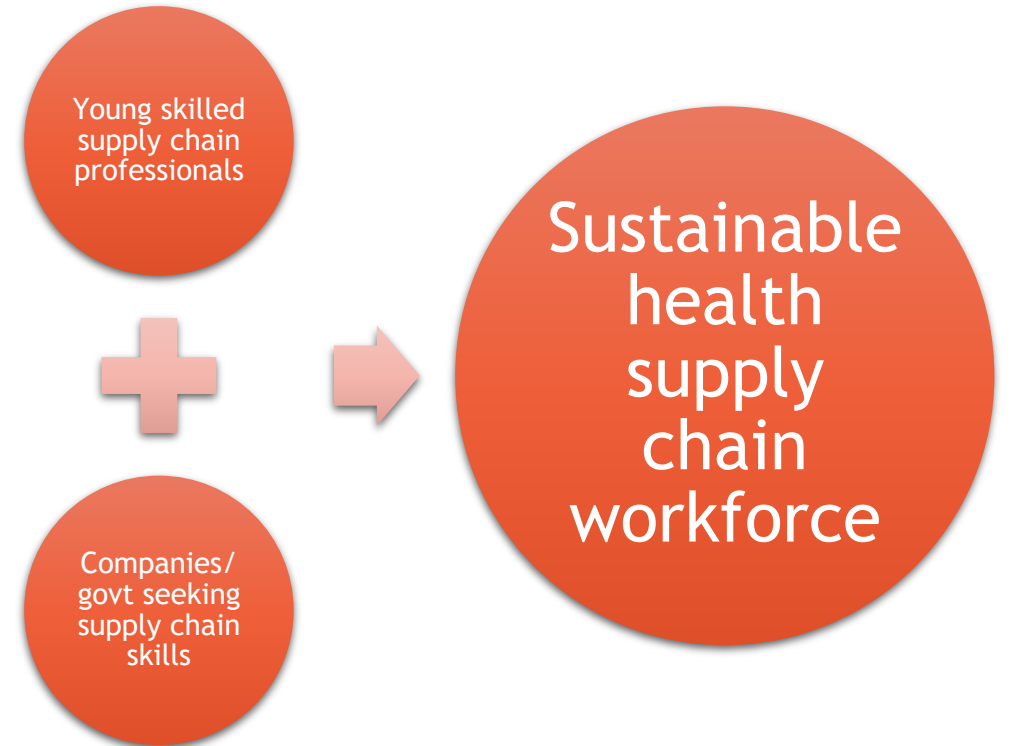
Sponsored by [the Reproductive Health Supplies Coalition \(RHSC\)](#)



PSA aim to scale the program in other geographies within Kenya and one additional country in collaboration with [VillageReach](#)

Project Objectives

1. Bridge the supply chain skills gap
2. Facilitate women's professional development and employment in the health supply chain sector.
3. Link internship graduates to career paths that will provide consistent employment.
4. Provide graduates with marketable skills and a professional network that catalyse career growth in health supply chain management.



Value Proposition

Targeting young women

Solving the HRH for supply chain supply and demand gap

Addressing the supply chain gender gap

Holistic approach

Project Accomplishment



Launched in **Kisumu County, Kenya**



30 + 6 young women introduced to career opportunities in the supply chain sector for **8 months**



Geographical reach extended to **Nairobi, Kenya**



16 interns secured employment.



Mentorship and skills-building training

Intervention Description

Girls on the Move: Program Components

Preparation

- Identification/confirmation of internship partners- private sector, MoH and other
 - Partner workshop to clarify roles and responsibilities of partners
- Screening & identification of internship candidates
 - 1 day induction workshop to introduce GoTM program, support CV and interview prep for matching with internship

Internship Program

- Interns matched with organizations and initiate 12 month internship
- Receive virtual mentorship from experienced professionals and bi-monthly workshops
 - Sessions to cover supply chain skills, business skills, & leadership
- Monthly feedback sessions conducted with employers and interns

Intern follow up/support

- Host intern graduation ceremony
- Collect detailed feedback from employers and interns to inform future program management
- Create graduate cohort for continued engagement:
 - Track employment
 - Host events for interns to continue to connect for networking and learning

Review of the Pilot Project

- The program was launched on the 6th of July 2022 by Pamela Steele Associates in collaboration with the county government of Kisumu.



The Deputy Governor of Kisumu County chatting with the interns shortly after the launch

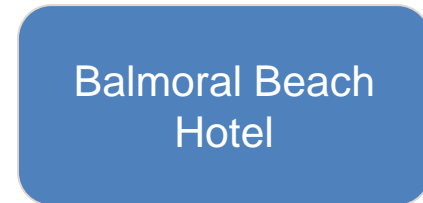


A photo of all attendees led by the Deputy Governor of Kisumu County

Host Employers



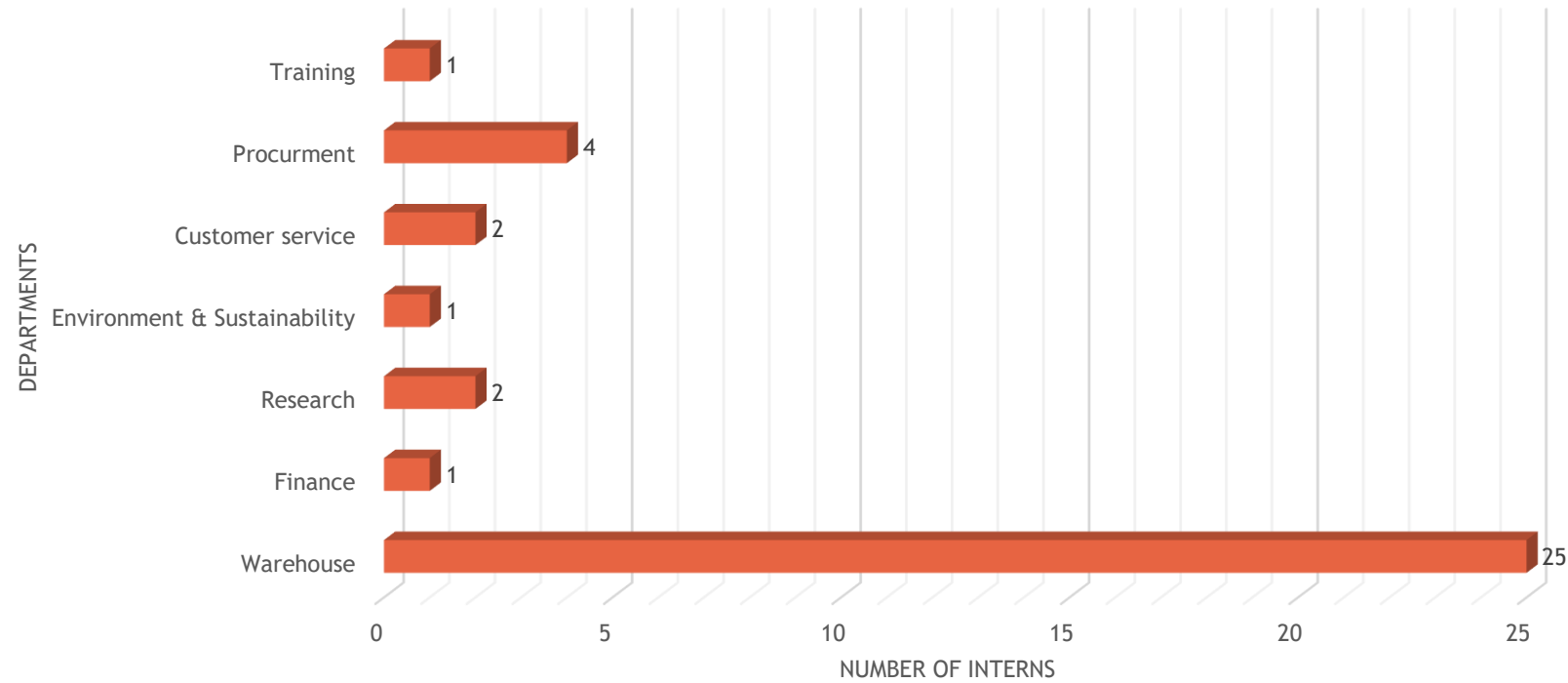
The Aga Khan Hospital, Kisumu



The interns were hosted in **10 organizations** including medical supply companies, hospitals and leading hotels in Kisumu and Nairobi.

Intern Placement

Interns Departmental Placement



A summary of the interns' departmental placement

Mission for Essential Drugs & Supplies (MEDS)

MEDS

Health products distributor

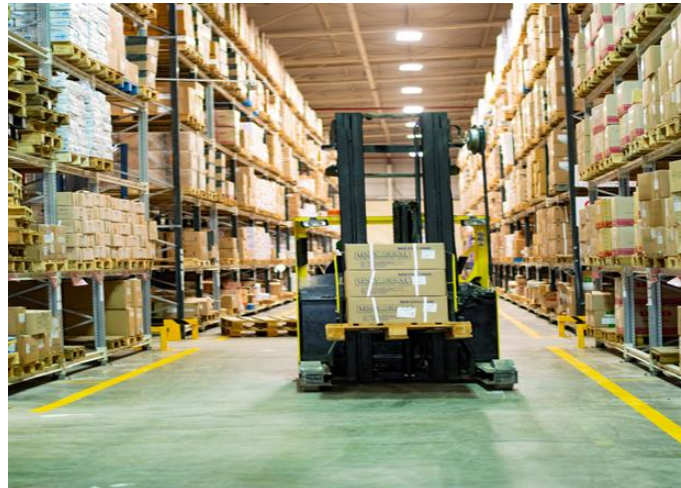
Hosted 16 interns



A photo of interns within the warehouse



Intern receiving drugs



A photo of the MEDS warehouse



A photo of interns in front of the MEDS headquarters

Kisumu County Referral Hospital (KCRH)

KCRH

Public Hospital

Hosted 3 interns



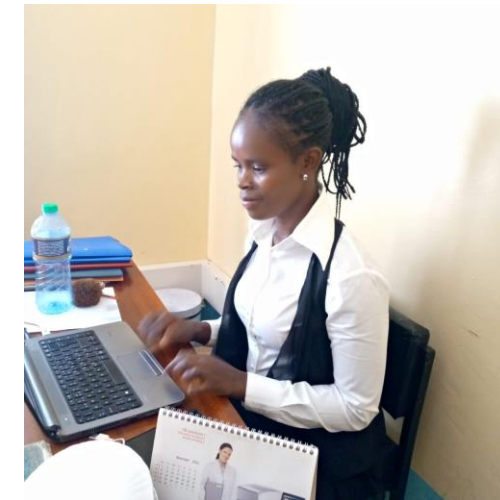
Interns with their supervisors



Interns updating the physical stock records.



Interns disposing of expired drugs



Intern inputting stock data into the DMS

The Aga Khan Hospital



Intern with a colleague preparing for dispatch

St. Jairus Hospital



Intern with her supervisor and Pam during courtesy visit

Aga
Khan

Private
Hospital

Hosted 1
intern

St.
Jairus

Private
Hospital

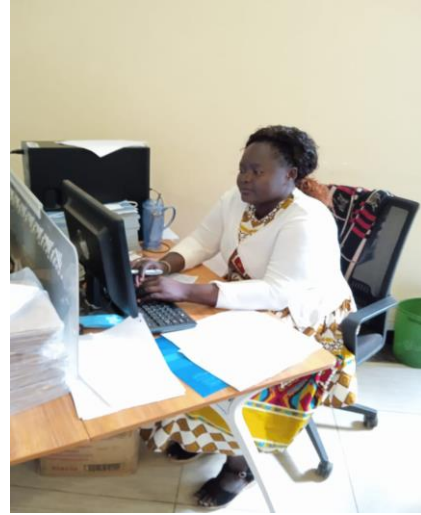
Hosted 1
intern

Ciala Resort Girls

Ciala

Hospitality
industry

Hosted 5
interns



Above are photos of interns at their workstations



Interns pose for a photo within the premises



An ariel view of the Ciala resort



Interns in the stores

Acacia Premier Hotel

Balmoral Beach Hotel



Intern inputting stock data



Intern issuing products with the support of supervisor



Intern at workstation

Acacia

Hospitality industry

Hosted 1 intern

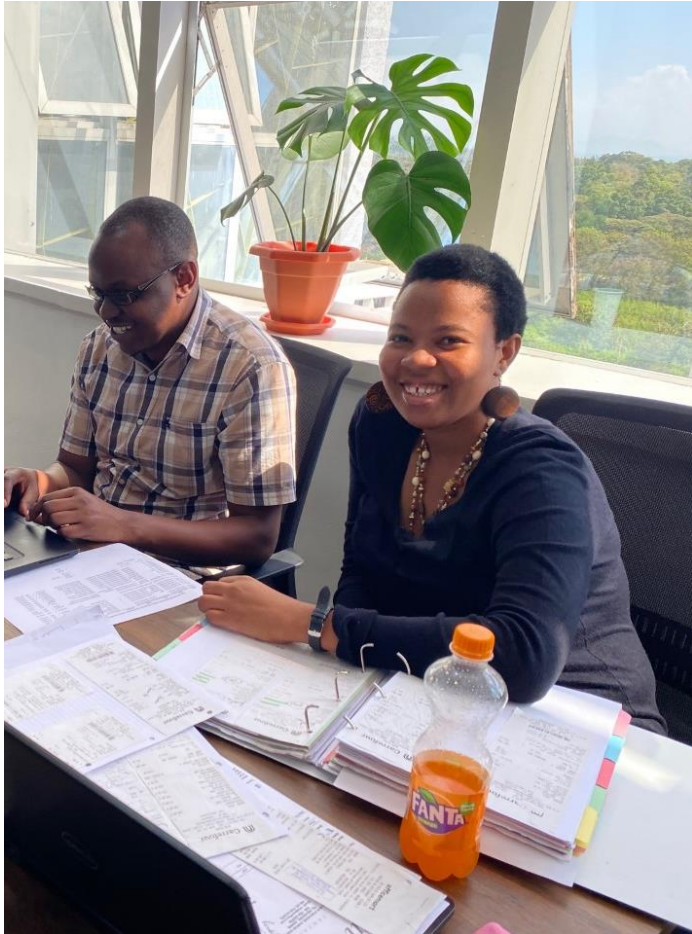
Balmoral

Hospitality industry

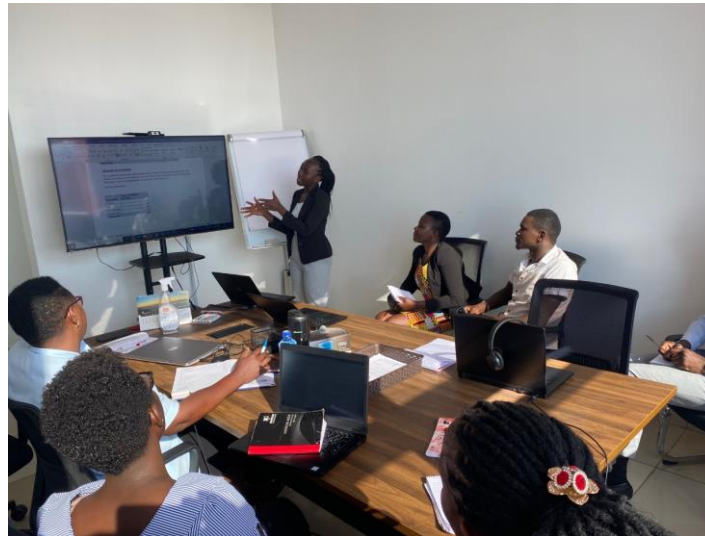
Hosted 1 intern

PSA

During Finance Training & Mentoring Session



During Research Presentation



PSA

Supply Chain
Consultancy

Hosted 5 interns

Kajicon Enterprise

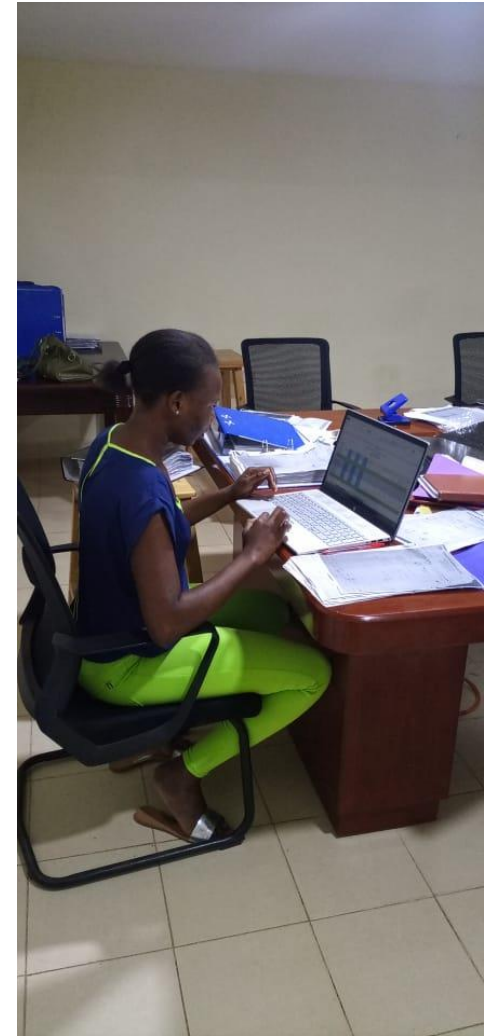
Kajicon

Procuring
Agency

Hosted 1 intern



Pam meets the intern and her colleague during a courtesy visit



Intern at workstation

Kentons Limited

Kentons

Pharmaceutical
distributor

Hosted 3 interns



A photo of Pam, Recky (PSA Business Support Officer), and Dr Neel the Managing Director at Kentons, during a courtesy visit

Bimonthly Training Workshops and Mentoring

- ❑ PSA supported interns through bimonthly trainings and mentorship.
- ❑ Conducted 4 bimonthly training workshops covering supply chain topics and human skills.
- ❑ On-the-job and distance mentoring was provided.



the GotM interns during a bimonthly training session



Intern receiving a training certificate



The interns express their GoTM experience in one word: Change, Innovation, Path, Opportunity, Chance

Graduation of the first cohort

The program officially ended in March with the graduation ceremony held on the 10th of March 2023



A picture of an intern receiving her internship certificate during the graduation ceremony



A picture of graduation ceremony attendees led by the County Government Representative Mr John Awiti



A picture of the new graduates with one of the county government representatives

Testimonials from Beneficiaries



“At Girls on the Move, we found a safe haven. We found a place where we could gain experience and begin our professional journeys. Today, I am employed at MEDS Nairobi and I am not alone. Many of the girls have secured jobs and others are close to finding employment.”

Margaret Achieng, Intern GotM Cohort 1



“This was not just an internship opportunity, because we were able to benefit in different ways. We were also able to meet as a cohort from time to time for training on skills development, emotional intelligence, and communication. This has greatly impacted us and I know that even wherever we go, we will carry the same spirit of learning.”

Johana Ochieng, Intern GotM Cohort 1

What next post the pilot project?



Demand-Employers already requesting for the next batch



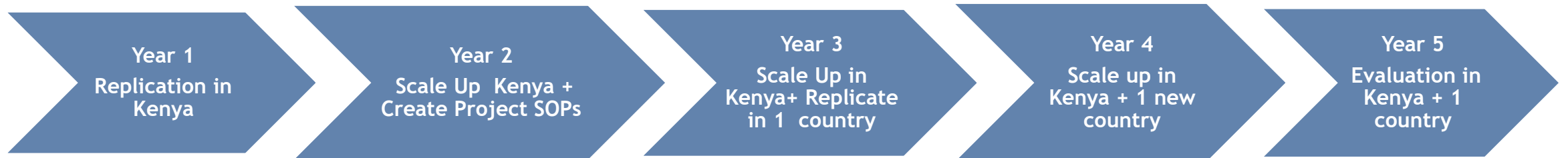
Supply: More Girls visiting PSA office to be included, and the County governor would like project to continue post the pilot



Resources: Lack of finance to plan ahead

Project Scale-Up

- Vision: Train and graduate 500 interns across 5 counties in Kenya and one additional country in 5 years.



Desired Impact of this project

Scale

- 500 female graduates trained and matched with professional SCM opportunities

Replication

- Replicate program in one additional country
- Create thorough program documentation to position for further replication

Quantify Impact

- Generate results of Impact Evaluation to quantify program impact as per program goals & objectives

Monitoring & Evaluation

A three-pronged M&E;

1. Annual Internship Cohort Evaluations at the end of every 12 months
2. A **Mid-term** Project evaluation at the end of Year 2
3. The **Final** Project Evaluation conducted by an external partner at the end of year-5.

