



Developing and implementing an academic programme with the private sector for the training of industrial pharmaceutical personnel

Support towards Industrialisation and the Productive Sectors in the SADC Region (SIPS)

The SADC Secretariat, the European Union and the German Government (BMZ) are collaborating through the Support towards Industrialisation towards and the Productive Sectors (SIPS) programme, hereinafter referred to as the Joint Action SIPS, which aims to enhance business, entrepreneurial and subject matter knowledge skills by facilitating the development of effective industry-knowledge clusters involving companies active in the antiretroviral (ARV) value-chain and knowledge institutions (e.g. by developing a curriculum for industrial pharmacists based on private sector needs). To improve the production standards of locally produced ARVs, certified production facilities must meet international standards, and a highly qualified workforce is essential.

Within the SADC Member States, there are established universities and/or relevant TVET institutions that offer a variety of programmes pertinent to the pharmaceutical manufacturing process. However, pharmaceutical programmes predominantly focus on hospital and community pharmacy to counteract the existing shortage of qualified pharmaceutical personnel in the healthcare sector in relation to the population.

The main objective of this intervention is to facilitate dialogue, build and support linkages between pharmaceutical manufacturers and academic institutions to develop and/or improve academic programmes that address the existing skills gap in the industrial pharmacy sector. The Joint Action SIPS is supporting the development of a regional SADC Industrial Pharmacy Fellowship Programme (IPFP). Universities and training institutions in at least 3 SADC Member States will partner to jointly educate and train students in courses related to industrial pharmacy. The universities, training institutions and the private sector will jointly develop the fellowship programme to ensure that the skill needs in the regional pharmaceutical manufacturing sector are met. In addition, close participation with private sector pharmaceutical companies will form a core programme component to establish a needs-based curriculum and establish Fellow residency posts for advanced practical training.

The three selected pilot institutions already have existing programmes in industrial pharmacy. The University of Witwatersrand

Objective	Facilitate the development of effective industry-knowledge clusters involving companies active in the ARV value-chain and knowledge institutions (e.g., by developing a curriculum for industrial pharmacists based on private sector needs.
Pilot countries	Zambia, Tanzania, South Africa
Partner institutions	The University of Zambia (UNZA), Kilimanjaro School of Pharmacy (KSP), The University of the Witwatersrand (Wits), Regional private sector companies
SDG and Regional Strategies targeted	SDG 3,4, 8 and 9, SADC Industrialization Strategy and Roadmap

(Wits) will be the anchor university due to its world-class facilities and pioneering work in pharmaceutical sciences. The University of Zambia (UNZA) has a new MSc Industrial pharmacy programme that aims to sustain the advancement of the local pharmaceutical industry in Zambia. The Kilimanjaro School of Pharmacy (KSP) has previously hosted the Advanced Industrial Pharmacy Training Programme that was supported by the global UNIDO project. The partnering private sector companies will help build an ecosystem to support specialist training, develop career maps for Fellows, and allow seamless career transition into industry within SADC.

The intervention is in the inception phase, and after the kick-off meeting, the Joint Action SIPS will facilitate and coordinate with the stakeholders to develop a joint project proposal and action plan.



The intervention will support academic institutions' infrastructural and human capacity development to equip institutions and enhance their course delivery. The SADC IPFP will develop short courses which seek to upskill the workforce in the regional pharmaceutical industry. In addition, the development of a Joint Masters', between the institutions to create the next generation of industrial pharmacy leaders will be supported. The SADC IPFP will catalyse the realisation of a highly skilled and interconnected pharmaceutical workforce within SADC.

