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# VACCINE MANUFACTURING CAPACITY EXPANSION – AN APPROACH TO MEET GLOBAL NEEDS BASED ON COVID-19 LEARNINGS

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Key Words: capacity building, workforce development, training

COVID-19 has spurred the deployment of large sums of capital and major multilateral involvement in building vaccine manufacturing capacity in LMICs; however, manufacturing facilities will not be functional or sustainable without a skilled workforce to operate them. The Bill & Melinda Gates Foundation has developed a three-pronged approach to (1) Understand manufacturer needs; (2) Train via innovative and accessible materials; and (3) Build a sustainable ecosystem through linked initiatives.

## EXPANDING VACCINE MANUFACTURING CAPABILITIES THROUGH A THREE-PRONGED APPROACH

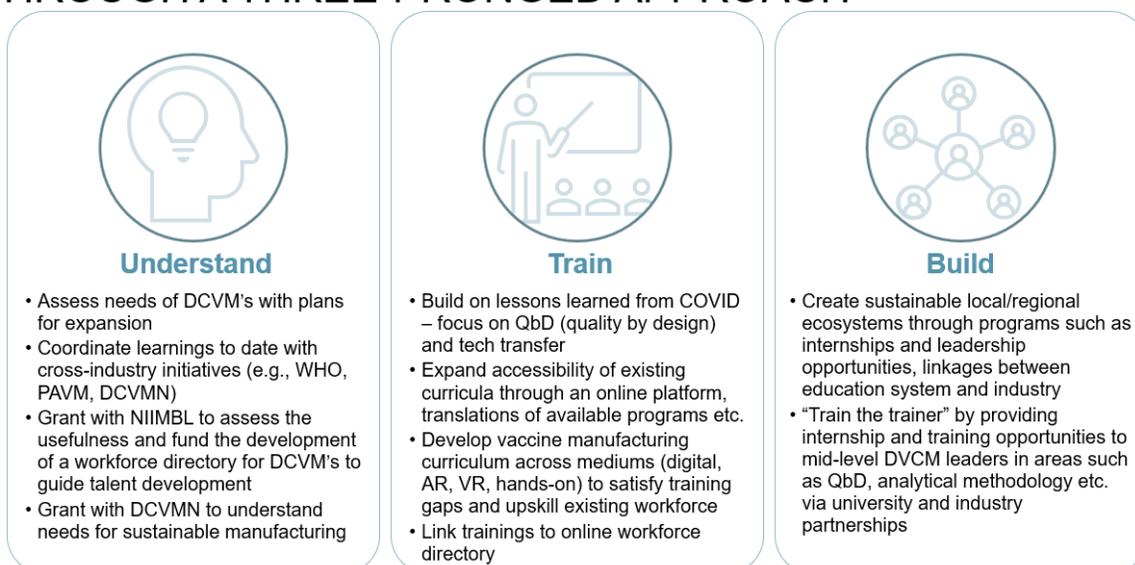


Figure 1 – Workforce development strategy overview

Needs assessments have consistently flagged that there will be a gap in vaccine manufacturing workforce capacity due to an increased demand for talent over the next few years. Input across regions and companies of all experience levels has led to main themes:

- Manufacturers recognize need for increased trainings and are interested in accessing curriculum developed by outside organizations, not just internal trainings
- A stronger relationship is needed between education and industry and identifying distinct core competencies and critical skills for newly emerging manufacturing jobs would help to strengthen the relationship between the education system and industry by preparing students for a successful career in vaccine manufacturing

A variety of methods will be important to adequately upskill employees and meet workforce demand such as a combination of theoretical and hands-on training.