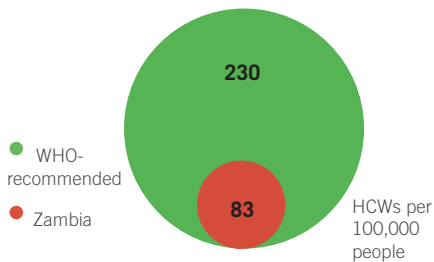


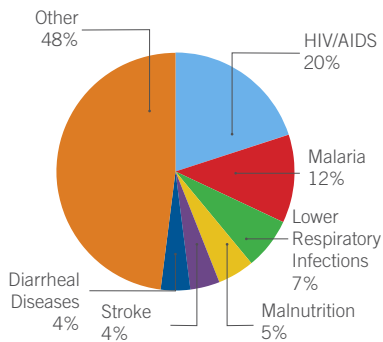
**About:** NEPI is addressing critical shortages of health care workers in six sub-Saharan African countries: Democratic Republic of the Congo, Ethiopia, Lesotho, Malawi, South Africa, and Zambia.

### Key Challenges

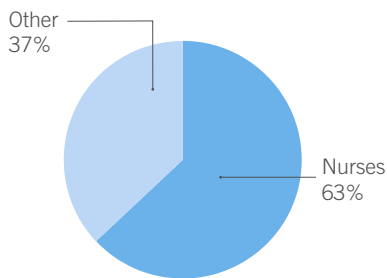
**Health Care Worker Density in Zambia**



**Leading Causes of Death in Zambia**



**Health Care Providers in Rural Zambia**



### Background

Nurses and midwives provide the majority of health care in most sub-Saharan African countries. In rural Zambia, they constitute over 60 percent of the health care providers. Yet Zambia is experiencing an acute shortage of health care workers, placing a considerable strain on the existing workforce. In Zambia, where the HIV prevalence rate is over 12 percent, sufficient numbers of adequately trained nurses are needed to address essential population-based health care needs, including antiretroviral treatment for HIV.

In 2011, ICAP launched the **Nursing Education Partnership Initiative (NEPI)** with support from the President's Emergency Plan for AIDS Relief (PEPFAR) through the U.S. Health Resources and Services Administration (HRSA) to improve the quantity and quality of the nursing and midwifery workforce. Through NEPI, ICAP is working in partnership with Zambia's Ministry of Health (MOH) to enhance nursing and midwifery education at three institutions:

- Department of Nursing Science at the University of Zambia
- Lusaka School of Nursing
- Monze School of Nursing

In Zambia, NEPI is addressing the following challenges to nursing and midwifery education: 1) Inadequate number of tutors and clinical instructors; 2) Limited clinical instructor training; and 3) Inadequate teaching and learning infrastructure.

### Achievements

#### **Strengthening Nursing Education Infrastructure**

NEPI is working to expand enrollment of pre-service nursing and midwifery students by: providing tuition for students; improving student access to rural practicum sites; upgrading classrooms; and outfitting skills labs where nursing and midwifery students complete clinical placements. Examples of NEPI's impact in Zambia:

- Installed library and skills labs at Lusaka and Monze Schools of Nursing and Midwifery.
- Established computer labs and improved connectivity for students at Lusaka and Monze Schools of Nursing and Midwifery.
- Improved classroom technology with LCD screens, PA systems and laptops for classrooms at the University of Zambia, Lusaka and Monze Schools of Nursing.
- Procured buses and provided student transport to clinical placements.
- Provided new furnishings for nursing student hostels to increase access to training.

#### **Improving the Capacity of Nursing and Midwifery Faculty**

NEPI is addressing health worker attrition in Zambia by expanding educational and career advancement opportunities for nursing and midwifery faculty.

- Provided tuition for faculty to obtain advanced degrees at the University of Zambia.



# Zambia

## *Nursing Education Partnership Initiative*

**About ICAP:** A global leader in HIV/AIDS and health systems strengthening, ICAP provides technical assistance and implementation support to governments and NGOs in more than 21 countries. ICAP has supported work at more than 5,250 health facilities around the world. More than 2.5 million people have received HIV treatment through ICAP-supported programs.

### **By the Numbers**

First-year students enrolled in pre-service education programs:

**1,321**

Number of students graduating from pre-service training programs:

**985**

Number of students successfully completing skills labs:

**1,230**

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- Trained faculty from Monze and Lusaka Schools of Nursing in Objective Structured Clinical Examination, an innovative student evaluation method.

### **Improving the Quality and Relevance of Teaching and Learning**

NEPI is improving the quality of teaching and learning through competency-based curricula, clinical preceptorship, and innovative teaching techniques.

- Developed and began a three-and-a-half year degree program in comprehensive nursing and midwifery at Lusaka and Monze Schools of Nursing and Midwifery enabling students to graduate with credentials in both fields, in half the time.
- Developed a one-year program in clinical preceptorship at Lusaka School of Nursing and Midwifery.
- Provided tuition for nurse tutor students at the Department of Nursing Sciences at the University of Zambia.
- Developed an e-learning Option B+ online training for six hours of Continuing Professional Development credit on PMTCT of HIV.

### **Strengthening Governance, Leadership, and Administrative Capacity of Nursing Education Institutions**

NEPI is providing technical assistance and capacity-building support for the regulatory council to strengthen leadership, education and financial management, and quality assurance at nursing education institutions.

- Trained staff from the three partner schools in sub-award management.
- Trained staff members from the three partner schools in financial management.
- Provided technical assistance to the three partner schools and provided on-going supervision and training in the areas of monitoring and evaluation and grants management.

### **Enhancing Partnerships in Nursing Education Networks**

NEPI is working to enhance partnerships between clinical services, and national and regional nursing and midwifery education institutions involved in pre-service education. ICAP supports the NEPI Technical Working Group, which provides oversight and direction for the NEPI project. In Zambia, the technical working group is comprised of members from:

- The Ministry of Health
- The U.S. Centers for Disease Control and Prevention
- Monze School of Nursing
- Lusaka School of Nursing
- Department of Nursing Science at University of Zambia
- General Nursing Council of Zambia
- Zambia Union of Nurses Organization

This work has been supported by the President's Emergency Plan for AIDS Relief (PEPFAR) through the U.S. Department of Health and Human Services, Health Resources and Services Administration (HRSA) under the terms of the Global Nurse Capacity Building Program, cooperative agreement #U92HA12772. The contents are the responsibility of ICAP and do not necessarily reflect the views of the United States Government.