



Global Health
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Federal Ministry of
Health & Social Welfare
Federal Republic of Nigeria



GLOBAL HEALTH WORKFORCE PROGRAMME

Nigeria Sharing & Learning Event

Developing the health workforce in Ghana, Kenya, and Nigeria to build stronger, more resilient health systems and advance progress towards Universal Health Coverage



Funded by the UK Department of Health and Social Care, and managed by Global Health Partnerships, with local grant managers Ducit Blue Solutions. Delivered in partnership with the Federal Ministry of Health and Social Welfare.



Partnership | Progress | Prosperity



Department
of Health &
Social Care



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LG.130 Centre of Excellence © provided by the Health Partnership

Programme overview

Introduction

The health workforce is at the centre of every health system. However, many countries are grappling with major health workforce challenges, such as critical shortages in the supply of workers, an inadequate mix of skills in the workforce, inequitable geographical distribution of health workers, and gaps in their competencies, motivation, and performance. These strains on the health workforce have a direct impact on every individuals' ability to access appropriate, accessible and quality care that they need to live healthy lives.

Achievements towards the programme indicators across Kenya, Ghana and Nigeria*:

Capacity development initiatives:

- 90% of trained health workers involved in health workforce leadership training are demonstrating improved knowledge and/or skills post-training

Evidence for the sustainability/cascading of interventions:

- 95% trainers have demonstrated improved knowledge and skills to provide and continue providing trainings targeting health workers

Programme introduction

Funded by the UK Department of Health and Social Care and managed by Global Health Partnerships with Ducit Blue Solutions as the local grant manager, the GHWP is working to build the strength, resilience, and capability of the health workforce. In line with Sustainable Development Goal 3, to: 'ensure healthy lives and promote well-being for all at all ages', the GHWP contributes to advancing progress towards Universal Health Coverage, to ultimately ensure that everyone, everywhere has access to quality healthcare.

Improved Health Workforce Management:

- 21 health workforce management strategies supported by HPs
- 82% Stakeholders reporting to have improved knowledge and understanding of a health workforce issue
- 21 pieces of evidence that stakeholders are using the evidence generated by the project for policy development/decision making

Photo: GHWP MEL visit Abuja LG116 © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships



As this phase of the Global Health Workforce Programme comes to a close in February 2025, we will undoubtedly see more successes like these coming from the Health Partnerships who will continue to collaborate with national bodies to embed these practices.

*These results are from the reporting period 01/02/2024- 31/10/2024 for large grants and 01/02/2024-31/08/2024 for small grants, and do not capture the full scale of achievements from the programme. Further evidence and data will be available following final reporting.



LG.116, GHWP Nigeria © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships

“A strong health workforce is central to health system performance and achieving Universal Health Coverage. The Global Health Workforce Programme, funded by the UK Department of Health and Social Care, has demonstrated the power and effectiveness of equitable Health Partnerships between UK institutions and low- and middle- income countries (LMICs) counterparts, and between partners across the Global South. Aligning and synergising efforts with country leadership and other health workforce actors across the health system, Health Partnerships have designed and delivered innovative and high impact interventions that contribute to locally identified health workforce priorities and health systems outcomes. Bi-directional learning and evidence generated through the GHWP is informing global, regional and national policy and practice on health workforce strengthening, including governance and leadership, performance, health worker wellbeing, and retention, fostering learning and building resilient health systems.”

- Margaret Caffrey, Technical Director for Health Systems Strengthening at Global Health Partnerships.

Acknowledgements

The programme has been made possible by key stakeholders who have provided invaluable insight into national health workforce priorities, strategies, interventions, and sustainability measures. We would like to extend our thanks to the National Oversight Mechanism, who have provided much guidance and support to the Health Partnerships and Global Health Partnerships team throughout the programme:

- **Dr. Nwakaego Chukwukaodinaka** Director of Public Private Partnerships/ Diaspora unit (formerly Deputy Director Health Systems Strengthening) | Federal Ministry of Health & Social Welfare
- **Mrs. Hadiza Dako** Head of Human Resources for Health | Federal Ministry of Health & Social Welfare
- **Mrs. Chigozie Efobi Kasim** Assistant Chief Scientific Officer, Human Resources for Health | Federal Ministry of Health & Social Welfare
- **Mr. John Okobia** Assistant Director Human Resources for Health | Federal Ministry of Health & Social Welfare
- **Dr. Victor Gbenro** Director for Planning, Research and Statistics | Medical & Dental Council of Nigeria
- **Dr. Ebere Anyachukwu** Health Advisor | Foreign, Commonwealth & Development Office (FCDO)
- **Dr. Olumuyiwa Adesanya Ojo** Technical Officer – Human Resources for Health | World Health Organisation (WHO)

The support and collaboration of the Federal Ministry of Health and Social Welfare, National Stakeholders, and the Government of Nigeria has ensured that the programme aligns with national priorities, and that the interventions are effective, appropriate and impactful. Thank you also to the Foreign, Commonwealth & Development Office (FCDO) and World Health Organisation (WHO) for their ongoing guidance and strategic oversight, and to the Medical & Dental Council of Nigeria (MDCN), National Primary Health Care Development Agency (NPHCDA) and Nursing & Midwifery Council of Nigeria (NMCN) for their collaboration and contributions to the programme delivery in Nigeria.

Impact in Nigeria

The Global Health Workforce Programme has funded 14 Health Partnerships between Nigeria, and the UK, Ghana, and Kenya. Since the Health Partnerships' project inception in February 2024, 2,577 health workers have been trained in leadership, education, clinical skills, and Gender, Equality & Social Inclusion (GESI).

Health Partnerships have closely collaborated with Ministries of Health and national bodies to develop interventions, guidelines, and policies which address national priorities and needs. In several cases, the projects have provided evidence from the project activities to inform national strategies and plans, leading to scale-up across the country.

The progress made so far has highlighted key success factors – such as country-led initiatives, multi-sector and local engagement, and learning-orientated approaches. Developments in leadership capacity, evidence-based policy development, quality education, health

worker governance strategies, and national stakeholder partnerships, are contributing to strategies to achieve an effective and sustainable health workforce.

To spotlight training as one aspect of the programme, the Health Partnerships from Nigeria have:

- Trained **6,307** health Workers overall
 - **1,962** Male and **4,332** Female, with **113** not specified*

With:

- Leadership training delivered to **1,095** health workers
- Clinical skills training delivered to **3,379** health workers
- Gender, Equality and Social Inclusion training delivered to **684** health workers *

*data represents progress between 01/02/2024 - 31/10/2024 for large grants and 31/08/2024 for small grants



GHWP National Hospital Nigeria © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships

Health Partnerships contributing to improved motivation, wellbeing, retention, job satisfaction and health workforce management strategies

SG.41: Society of Occupational Medicine UK, College of Medicine University of Ibadan, Society of Occupational and Environmental Physicians of Nigeria, and Oyo state Ministry of Health

This Health Partnership has developed and delivered the first occupational health training for healthcare workers at primary and tertiary health facilities in Nigeria, improving health worker leadership in health security and promoting the wellbeing of healthcare workers in the workplace.

SG.60: The Institute of Applied Studies and Research Kenya, Nigeria Medical Association, Ghana Nurses and Midwives Association, and the Kenya Medical Association

This Health Partnership has conducted a wellbeing study, examining different methods for delivering well-being interventions to the health workforce in Ghana, Kenya and Nigeria - to understand their effectiveness and impact on health workforce performance and retention. Through close collaboration with Health Workforce Human Resources policy stakeholders, this Partnership has ensured that they are well-versed in the local human resources for health landscape and are positioned to facilitate effective dialogue on the research findings to support health management strategies for health worker wellbeing.

SG.48: Nigerian IDP Diaspora Support Group, Neem Foundation, and the University of Abuja Teaching Hospital (UATH)

This Health Partnership has delivered comprehensive training programmes in Mental Health and Psychosocial Support (MHPSS) and Maternal and Neonatal Child Health (MCH) through Train the Trainers courses and 'step-down' trainings. Working closely with human resources for health stakeholders, this project is building the capacity of frontline health workers in the Primary Health care Workforce to provide quality care in mental health and maternal and neonatal health.

SG.57: London School of Hygiene and Tropical Medicine (LSHTM), University of Abuja, Royal Bolton Hospital, Royal Wolverhampton NHS Trust, and Moorfields Eye Hospital

This Health Partnership has delivered specialist training to consultant ophthalmologists and senior nurses in glaucoma diagnostic testing and glaucoma surgery training, rolling out a glaucoma toolkit (with training on its use) across 27 states. Additional interventions include developing curricula for a glaucoma nurse competency framework, with training for nurses to improve glaucoma services in their hospitals. Ongoing mentorship is provided by Moorfields Eye Hospital, and support provided via an online community of practice (the Glaucoma-NET community), contributing towards health worker wellbeing, training satisfaction, and skills, to support the implementation of the new national eye health strategy in Nigeria.



GHWP SG.41a. Occupational health Training in Ibadan. Oyo State © provided by Health Partnership

Case Study

SG.41 Implementing Occupational Health training: Supporting the Health of Health Workers in Oyo State

The Partnership between the UK Society of Occupational Medicine, the College of Medicine (University of Ibadan), the Society of Occupational and Environmental Physicians of Nigeria, and Oyo state Ministry of Health has contributed towards improved motivation, wellbeing, retention and job satisfaction of the health workforce by delivering the first Occupational Health (OH) training for healthcare workers in Primary Health Centres in Nigeria.

The Partnership has established guidelines for maintaining good occupational health (OH) and infection prevention control

Project achievements so far include:

- Conducted Baseline studies on OH and IPC knowledge to identify the need by interviewing healthcare workers and targeted policy stakeholders
- Delivered training in 3 geopolitical zones, 18 local government areas, reaching 261 participants in 254 Primary Health Centres in Oyo State

Olayinka Akanni, GHWP Nigeria © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships



(IPC) in the workplace, to support health worker wellbeing and empower them to look after their safety and that of their colleagues. By holding training sessions and tasking the participants to step it down to their health centres, the partnership is promoting improved safety practices amongst health workers to ensure better health at work and to support health worker wellbeing. The training sessions were tailored to the needs of the health workers based on findings from the baseline survey conducted. The Partnership is also in the process of developing an OH policy for the Ibadan University College Hospital and has developed materials for display in Primary Health Centres to support knowledge retention and ensure good OH practices are maintained.

- Since receiving the training, participants have reported improved wellbeing and feeling valued in their workplace. Health workers involved in the training have reported that their newly acquired knowledge has instigated a change in their working practice, and that they have seen similar changes in their colleagues after stepping down the training.

Olayinka Akanni, a health worker involved in the training shared:

*“Amongst myself and my colleagues, the thinking and the attitude is not the same; **when we enter into that training venue, it's different from the way we go out. We change our sense of orientation.***

You know that someone somewhere is [looking] after your welfare at the place of your work. You feel that sense of fulfilment. And it gives us more confidence, because knowledge itself will give you confidence. If you are more knowledgeable, you'll be confident of what you are doing. This training is a very rare opportunity. That's why all the participants feel differently, not like the way we have before. Because [the training] centres on health workers and the workplace.”

Health Partnerships contributing to improved leadership capacity and mentorship within the health workforce

LG.83: Nana Girls and Women Empowerment Initiative, Medical Aid Films UK, Usman Danfodiyo University Sokoto, and the Nursing and Midwifery Council of Nigeria

This Health Partnership project has strengthened the quality of undergraduate nursing and midwifery education and training by building the capacity of health lecturers to create and use multimedia teaching materials in academic and clinical training, and to integrate these into the continuing professional development training national curriculum. They have also delivered training in GESI to Nursing and Midwifery college staff and developed GESI action plans in the colleges, embedding principles of social inclusion into college admission processes and driving equitable change in the health workforce.

LG.116: British Foundation for International Reconstructive Surgery and Training (BFIRST) UK, Ahmadu Bello University, Zaria, Korle Bu Teaching Hospital (KBTH) Accra, and Komfo Anokye Teaching Hospital, Kumasi (KATH)

This Health Partnership's project has improved the number and quality of training opportunities for the breast cancer health workforce by establishing a sustainable training and education resource in Nigeria and Ghana, including leadership training and establishing a network to support leadership skills. They have developed a knowledge sharing platform and trained 'BRITE champions' to sustain project interventions.

LG.59: Royal College of Obstetricians and Gynaecologists (RCOG) UK, African Center of Excellence for Population Health and Policy (ACEPHAP), and the Society of Obstetricians and Gynaecologists of Nigeria (SOGON)

This Health Partnership has developed

training materials on Essential Gynaecological Skills and delivered step-down training to 180 frontline healthcare providers, to increase the Nigerian health workforce capacity to deliver high-quality gynaecological care for women and girls. They have worked with the Federal Ministry of Health to validate the training manuals, (to be released in 2025) and have created an online course for GESI champions, to build capacity for future GESI trainings and sustainably upskill health workers in areas of women's health and gender equity.

LG.95: Clinton Health Access Initiative (Nigeria), and the London School of Hygiene and Tropical Medicine

This Partnership has developed and implemented the use of Human Resources for Health (HRH) tools to monitor and improve HRH distribution, improving access to quality Reproductive, Maternal, Neonatal and Child Health services by ensuring the availability of productive, motivated, and skilled birth attendants in rural and underserved communities. Project innovations in HRH management include HRH Information Management Systems, re-deployment of operational guidelines, HRH Policy, and HRH management training for health workers.

SG.61: NHS Consortium for Global Health

This project has developed a programme of system-level leadership strengthening activities across the breadth of HRH in Ghana, Kenya, and Nigeria, recruiting cohorts from all three countries to partake in the WHO Working For Health 2030 peer-learning programme. This programme is training health workers in strengthened leadership and decision-making in HRH management.



LG.116 BRITE ToT, Abuja National Hospital, image provided by the Health Partnership for use by Global Health Partnerships.jpg

Case Study

LG.116: Building Leadership Capacity in the Breast Cancer Health Workforce:

The Partnership between the British Foundation for International Reconstructive Surgery and Training (BFIRST), Ahmadu Bello University, Zaria, Korle Bu Teaching Hospital, Accra (KBTH), and Komfo Anokye Teaching Hospital, Kumasi (KATH), has made significant contributions towards improved leadership capacity and mentorship within the health workforce. Their project has established a sustainable training resource for breast cancer care in Nigeria and Ghana, strengthening health worker leadership capacity through targeted education and collaborative learning.

As part of their project the Partnership developed a structured training programme, incorporating a Multi-Disciplinary Team (MDT) approach, inter-specialty collaboration and faculty exchanges to foster bi-directional learning. Training materials were created and disseminated through training-of-trainers and cascading training sessions, and the skills acquired will be maintained through their knowledge-sharing platform and network, BRITE, – across Nigeria, Ghana, and the UK. The format of the training enables partnership engagement at facility level (local hospitals), national level (national colleges), and international level (UK BRITE partners). These activities are underpinned by a mentorship programme to ensure sustained professional growth and retention amongst the breast cancer health workforce.

Project achievements so far include:

Training Reach:

- 367 healthcare workers trained

Leadership Growth:

- 23 BRITE champions (breast cancer care experts & advocates) trained across multiple healthcare institutions

Knowledge Retention:

- 85% of trained health workers demonstrated improved knowledge and skills post-training

Faculty Development:

- 95% of faculty exchange scholars showed enhanced capabilities in providing breast cancer training

Sustainability and Knowledge Sharing:

- A dedicated knowledge-sharing platform created, along with 2 key knowledge products (guidelines and training manual)—to support ongoing education

Institutional Integration:

- The project is working with the West African College of Surgeons (WACS), National Postgraduate Medical Colleges (NPMC), and Ministries of Health in Nigeria and Ghana, to embed BRITE training into existing frameworks.



Juliet Onyes, GHWP Nigeria © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships

Juliet Onyes, Lead Oncology Nurse at Abuja National Hospital, testified to the difference the leadership training has made to her skills and practice:

"The training was an eye opener to us, a huge learning experience. After the training, I'm happy to say that nurses have been brought into the MDT. We begin to have a sense of belonging, we feel valued.

I can see everybody stepping up their game in the management of patients. I would love for more nurses to experience this training and receive the knowledge that I've gained".



LG.06 Advocacy team with the Honorable Commissioner for Health, Kano



LG.59 project team photo



LG.59 training



LG.95. FMOH staff, Niger State MOH and Stakeholders at HRH Policy Development Workshop, September 2024.



LG.116. FMOH rep. CMD National Hospital Abuja and the BRITE Faculty



SG.48. HCWs BEmONC Training Kakanfo Inn Ibadan Oyo State



LG 01. Grace N Kiraka. POCT programme, a participant in Kenya



SG.57 group photo



SG.60 Research on HCW Wellbeign and Retention Stakeholders Planning Meeting, NMA office Abuja

Health Partnerships Contributing to sustainability, and impact on quality and access of education and training activities (e.g skills/practice/ curriculum/policies)

LG.06: King's College London UK, University of Ibadan, University of Warwick UK, Bayero University, Kano, and the University of Ghana

This Health Partnership has trained primary healthcare workers and pre-service healthcare trainees in Nigeria and Ghana on remote consultation - using the REremote Consultations for primary Healthcare (REaCH) training platform, integrating the training into Continuous Professional Development (CPD), in-service training, and pre-service training curricula. This training is building health workforce capacity and supporting health coverage in underreached areas with the objective of advancing universal health coverage. Consistent engagement with Kano and Oyo State Primary Healthcare Development Agencies has been undertaken to promote sustainability and scalability of the intervention.

LG.130: Liverpool School of Tropical Medicine, Wellbeing Foundation Africa, and the National Post-graduate Medical College of Nigeria

This project has built the skills and capacity of the health workforce in Advanced Obstetric and Surgical Skills (AOSS) to improve the availability and quality of emergency obstetric and newborn care at national and sub-national hospitals. The Partnership has strengthened the capacity of the National Postgraduate Medical College of Nigeria to deliver advanced Emergency Obstetric and Newborn Care curricula to resident doctors in Obstetrics & Gynaecology, and has made significant progress incorporating interventions into the NPMCN curriculum.

LG.135: Royal College of Paediatrics and Child Health (RCPCH) UK, Obafemi Awolowo University teaching hospital complex (OAUTHC), University of Liverpool UK, and Alder Hey Children's NHS Foundation Trust UK

This Health Partnership has developed and piloted an Early Childhood Development (ECD) referral strategy from Primary Health Centres (PHCs) to Secondary and Tertiary Healthcare facilities in Osun State, for the care and management of ECD challenges. They have provided training in screening, identification, and referral of ECD issues at 19 primary centres, and triage and management of mild/moderate conditions at secondary hospitals – with evidence of improved clinical skills and an increase in childhood screenings already available. They have established an ECD specialist centre at OAUTHC, (Ile-Ife, Osun State) and developed a road-map for state wide roll-out.

SG.38: SHINE (Spina Bifida-Hydrocephalus-Information-Networking-Equality) UK, and Festus Fajemilo Foundation

This Health Partnership project has delivered specialist training to build and strengthen the skills, knowledge and capacity of healthcare professionals in Nigeria in spina bifida care. The partnership is developing sustainable resources to improve quality and access to care – such as producing jingles on spina bifida and a documentary about continence management. Their project has improved health workforce capacity and skills in this area of care and embedded a disability-inclusive approach to improve the life chances and futures of babies, children and young adults with spina bifida.

LG.01: The Royal College of Pathologists UK, National Postgraduate Medical College of Nigeria (NPMCN), The Agha Khan University, and The Ghana College of Physicians and Surgeons (GCPS)

To address the critical shortage of chemical pathologists and the lack of relevant specialist training programmes in Ghana, Kenya, and Nigeria, this Partnership has delivered training programmes, improved curricula, and supported continuous professional development opportunities aimed at the chemical pathologist health workforce. They successfully launched a Point-of-Care Testing course, mentoring programme and fellowship curriculum to support improvements to the quality of chemical pathology service provision in all three GHWP countries.

“As we celebrate the remarkable achievements of the Global Health Workforce Programme and the Health Partnerships in Nigeria, it is crucial to acknowledge the dedicated collaboration and unwavering commitment of all stakeholders, including members of the National Oversight Mechanism. Together, we are building a resilient healthcare system that ensures equitable access and leaves no one behind.

- Estelle Mbadiwe, In Country Coordinator for Global Health Partnerships and Founding Partner of Ducit Blue Solutions



Above: Nurses Leadership Training on Management of response to Care and management of patients with Spina Bifida © provided by Health Partnership

Below: MDAT Training for HCWs on ECD screening for Children at OAUTH, Ile-Ife. July 2024 © Image provided by Health Partnership



Case study

LG130: Building Surgical Capacity - Sustaining improvements in Obstetric Training

The Liverpool School of Tropical Medicine (LSTM) and the Wellbeing Foundation Africa (WBFA), in collaboration with the National Postgraduate Medical College of Nigeria (NPMCN), has substantially contributed to the improvement and sustainability of education and training activities in Nigeria. They have worked to equip medical professionals with Advanced Obstetric and Surgical Skills (AOSS) to upskill Nigeria's health workforce to meet critical needs in maternal healthcare.

To promote sustainability of their training, the Partnership has established two centres of Excellence for AOSS, updated the NPMCN AOSS curriculum to embed the course as mandatory for residents (based on learnings from the project and in collaboration with the NPMCN), and trained college faculty and examiners as master trainers in the AOSS curriculum. The AOSS training emphasized strategic leadership in obstetrics, preparing participants for leadership roles in their institutions. These efforts to embed best practice and skills in the postgraduate curriculum are significant contributions to the sustainability of health workforce improvements in maternal and neonatal morbidity reduction strategies.

Project achievements so far include:

Training Reach:

- Trained 82 examiners in the AOSS curriculum
- Trained 32 resident doctors, with 88 additional residents prepared for training, helping to build a pipeline of skilled practitioners

Embedding best practice:

- Set up and fully equipped two Centres of Excellence for AOSS in Lagos and Abuja, which will serve as the training centres for ongoing AOSS training for examiners and residents

Sustainability:

- Embedded AOSS into the National Postgraduate Medical College of Nigeria training curriculum, revising AOSS as a mandatory course for pre-part 1 residents (awaiting senate approval)

- Delivered 2-day Train the Trainers (TOT) course in the AOSS curriculum. The TOT-trained faculty are positioned to continue training new residents, securing long-term impact on the quality and access to obstetric education across Nigeria

GESI:

- The initiative has fostered increased female participation in AOSS training, by ensuring female residents attend the training. With the aim to support a future pipeline of female specialists and addressing gender imbalances within the obstetric field. The Partnership has expanded the training sites to support participation for health workers for whom travel to the centres of excellence may have been challenging



Juliet Offor, GHWP Nigeria
© Mark Akinware for Global Health Partnerships

Juliet Offor, Obstetrics and Gynaecology consultant at Abuja Federal Medical Centre commented:

"Because I was trained, I'm passing what I learned on to my residents. During morning review, when they talk about their cases, I say this is what happened in the training, next time this is what you're supposed to do. Because of the knowledge I've acquired, I've acquired the skill to teach them. In the training of trainers, all the trainers came from the six geopolitical zones in Nigeria, and everybody went back to their centres to step it down to their residents to train others. So it means that even though there are only those two centres, it's being cascaded down. So that's why it's very effective."

Promoting Gender, Equality, and Social Inclusion (GESI) in Health Workforce Interventions



Dr Fatima Adamu (centre), GHWP Nigeria © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships

LG.83 Case Study

The Health Partnership between Nana Girls and Women Empowerment Initiative, Medical Aid Films, Usman Danfodiyo University Sokoto, and the Nursing and Midwifery Council of Nigeria, has successfully contributed towards the objective of embedding GESI principles into health workforce practices and management through their GHWP project. Initially, their project set out to build the capacity of health lecturers in undergraduate nursing & midwifery to create and use multimedia teaching materials in academic and clinical training, but after receiving GHP's GESI training, they expanded the scope of the project to incorporate mainstreaming GESI into Nursing & Midwifery colleges' operations.

Project achievements so far include:

- Delivered 3 step-down GESI Sessions, involving 205 participants, including 65 nurses and 140 midwives
- Supported 7 Nursing & Midwifery Colleges to create and implement gender mainstreaming action plans, with each of the 7 Colleges delivering step-down training sessions for lecturers and students - reaching 1,996 participants
- Established GESI Committees in all 7 colleges, fostering collaboration between students and lecturers and creating mechanisms for addressing barriers to implementing GESI
- Incorporated GESI principles into college admission processes and student handbooks – reducing scope for

discrimination in admissions processes

- Delivered step-down sensitization on GESI to 19 college campuses, 4 of which developed their own action plans
- 6 Colleges conducted GESI orientation sessions for students, reaching 1,741 participants
- The Nursing and Midwifery Council have utilised evidence from the GHWP to produce a GESI policy, which will look to embed the GESI training in the practice of all the Nursing & Midwifery Colleges in the country
- 3 Colleges conducted advocacy efforts for inclusion of GESI activities, successfully engaging key stakeholders including the Federal Ministry of Health & Social Welfare, College boards, clinical sites and the Health Partnership team
- Evidence of a change in mindset amongst the college provosts and Committees for the about the importance of GESI.

**The seven colleges stated above are: The College of Nursing Sciences, Sokoto, College of Nursing Sciences, Kano, Shehu Sule College of Nursing and Midwifery, Damaturu, University College Hospital, Ibadan, College of Nursing Sciences, Gwagwalada-Abuja, College of Nursing Sciences, Abia, and Akwa Ibom State College of Nursing Sciences.*

Mrs Ekaette Akan, Provost of the Akwa Ibom State College of Nursing Sciences and participant in the Health Partnership's GESI training told us

"We never really knew about GESI, but in our own little way we were just trying [to be inclusive], but it was not backed up

by any policy. Coming from the background of nursing, we had this impression that you must not admit a handicapped person, and that for you to come to school, you must be able to pay your school fees. So, this programme has really impacted us in a way that we now look

beyond the classroom. GESI has opened our eyes, and [made us consider] that there could be some issues the student is struggling with. We should give them a chance, provided they meet the requirements. So, the impact is great because with GESI, we have come to understand that these handicapped students can have the capability."



Mrs Akaette Akan, GHWP Nigeria © Mark Akinware, Ducit Blue Solutions for Global Health Partnerships



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About Global Health Partnerships (formerly THET)

Today, one billion people will never see a qualified health worker in their lives. For over thirty-five years, Global Health Partnerships (GHP) has been working to change this, training health workers to build a world where everyone has access to affordable and quality healthcare. We do this by leveraging the expertise and energy of the UK health community and supporting Health Partnerships between hospitals, colleges, and clinics in the UK and those overseas. From reducing maternal deaths in Uganda, to improving the quality of hospital care for injured children in Myanmar, we work to strengthen local health systems and build a healthier future for all. In the past seven years alone, GHP has reached over 84,000 health workers across 31 countries in Africa, the Middle East, and Asia in partnership with over 130 UK institutions.

Find out more about our work at:
www.globalhealthpartnerships.org.

About Ducit Blue Solutions

Ducit Blue Solutions is a dynamic and impact-driven organisation dedicated to transforming healthcare through data-driven innovative solutions, strategic partnerships, and sustainable interventions. Committed to strengthening health systems, we collaborate with national and international stakeholders to enhance service delivery, workforce capacity, and patient safety.

Our vision is to be a leading solutions provider in the healthcare industry, ensuring quality service delivery and patient safety are accessible to all across our chosen markets. Through innovation, collaboration, and excellence, we strive to build resilient health systems that leave no one behind.

Find more about our work at:
www.ducitblue.com

GHWP Launch Event in Abuja © Victor Arharhire



12 February 2025

Author: Megan Clementson Cox, Communications Manager for the GHWP with Grant Managers for Nigeria Adenike Olusola Badiora and Justina Joshua-Eke, and support from GHP's in country consultant for Nigeria Estelle Mbadiwe.