



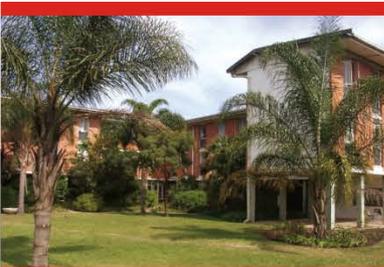
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# Nursing education challenges and solutions in Sub Saharan Africa: an integrative review

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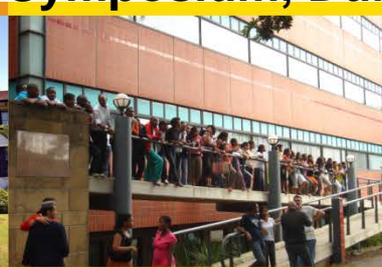
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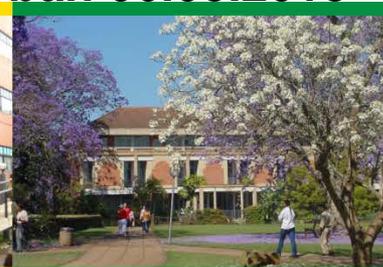
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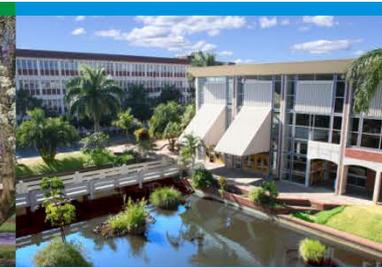
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# Presentation outline

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- Introduction
- Purpose of the review
- Methods
- Results
- Discussion
- Conclusion
- References

# Introduction

- Sub Saharan Africa continues to report
  - poor health indicators
  - challenged health systems
  - growing burden of diseases including HIV/ AIDS and non-communicable diseases
  - a severe shortage of health care workers
- Shortage of healthcare workers
  - threatens the sustainability of health care systems and
  - negatively affects the achievement of newly launched Sustainable Development Goals (SDGs) in many countries.
- Sub Saharan Africa is one of the worst hit region with a shortfall of more than 600,000 nurses needed to scale up priority interventions (Kinfu, et al, 2009)

# Introduction

- Improvements in nursing and midwifery education are recognized as essential in increasing workforce numbers and enhancing the quality of health care and health systems.
- However, globally, nursing education continues to experience
  - Underinvestment
  - static and rigid curriculum- mismatch of competencies to patient and population needs,
  - lack of inter-professional preparation of nurses
  - lack of coordinated collaboration and support from stakeholders.

# Purpose of the review

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- The purpose of this study was to review literature on status of nursing education in Sub Saharan Africa (issues and solutions) to inform development of a model for improvement of quality, quantity and relevance of nursing education at local level.

# Methods

- A search of PubMed, MEDLINE, Academic search complete, health sources on EBCSOhost and Google Scholar was conducted using the key words; nursing education, challenges, solutions, innovations AND Africa
- Inclusion criteria included
  - Primary source articles and peer-reviewed reports on nursing education in the SSA
  - Articles published between 2012 – 2016: after the Plan of action for scaling up Quality of Nursing and Midwifery Education and Practice for the African Region 2012-2022.
- A structured data extraction and quality appraisal checklist was used on each record.

# Search Results

## Identification

Records identified through search of Pub Med (58), EBSCO Host (1287) and Google Scholar (84) based on Titles: (n-1429)

Grey Literature based on expert contributions (5)

## Screening

Abstracts (n-1429) and documents summary (n-5) reviewed in two groups: (n-1429)

Abstracts excluded: (n-1380)

## Eligibility

Full text reviewed for relevance to the study (n-49) and grey literature reviewed (n-5): (n-54)

Full articles excluded after critical appraisal: (n-29)

## Included

Full articles included that met review criteria: (n-20) including grey material (n-5) : (n-25)

# Research Findings

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- Six themes emerged from thematic analysis process namely;
  - curriculum reforms
  - professional regulation
  - transformative teaching strategies
  - collaboration and partnership
  - capacity building and infrastructure and resources.

**Theme1:  
Curriculum  
reforms**

**Demand for curriculum reforms**

- Primary Health Care philosophy
- Emerging new health challenges
- Increasing burden of disease
- Need for relevant and responsive graduates

**Curricula prioritized in the SSA**

- Competency-based curricula that are based on a PHC philosophy
- Community-based curricula: relevant and responsive education; education for social justice
- Interprofessional approach to education

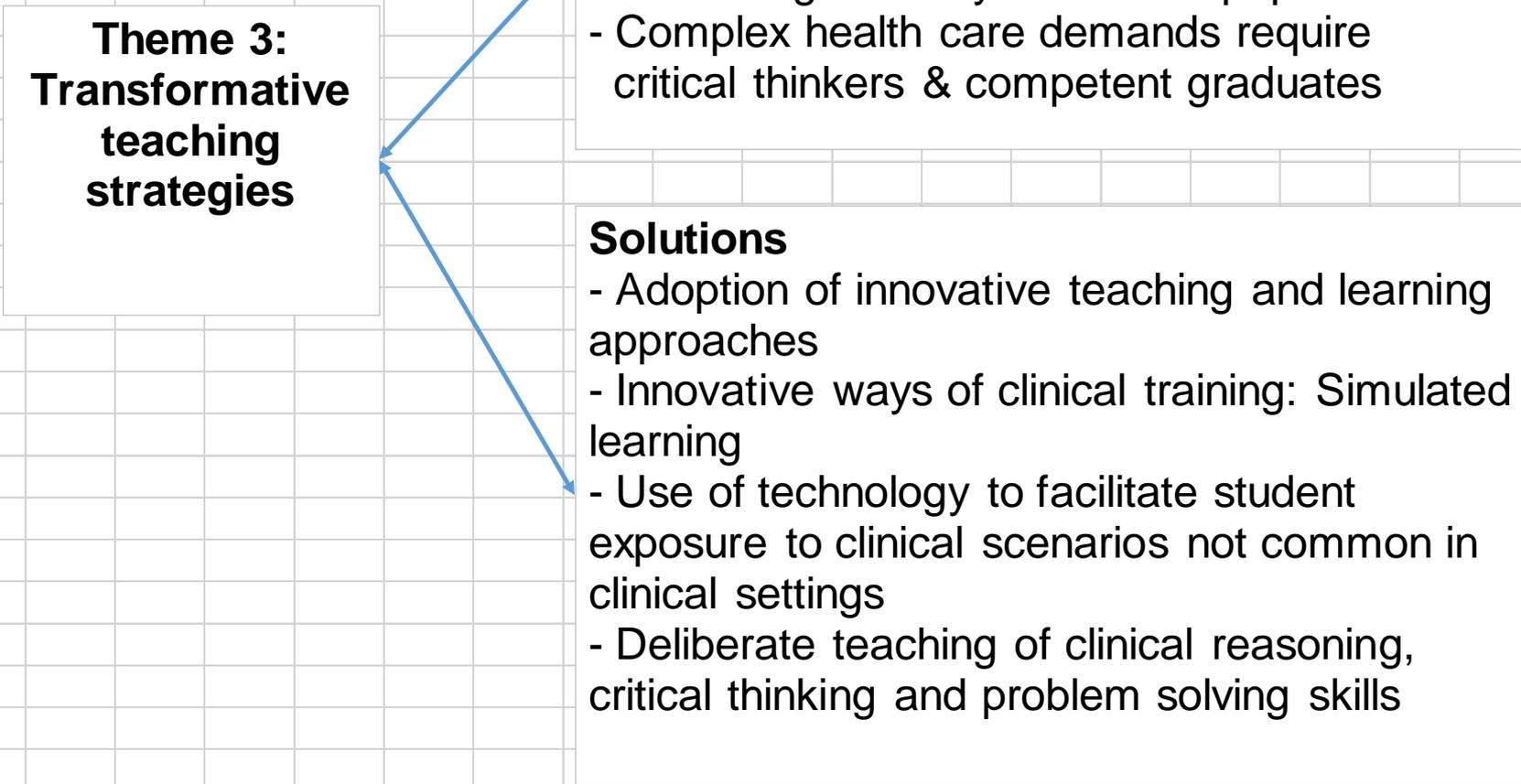
**Theme 2:  
Professional  
regulation**

**Issues:** notions of specialist and advanced practice, accountability and autonomy, competence, continuing education and delegation

**Solutions**

- Strengthening nursing councils and professional associations
- Technical support to regulatory bodies as regulatory frameworks change due to health care adaptations

**Theme 3:  
Transformative  
teaching  
strategies**



**Issues:**

- Ever growing numbers of students
- Congestion of students in the clinical learning sites- innovative ways to train
- Increasing diversity of student population
- Complex health care demands require critical thinkers & competent graduates

**Solutions**

- Adoption of innovative teaching and learning approaches
- Innovative ways of clinical training: Simulated learning
- Use of technology to facilitate student exposure to clinical scenarios not common in clinical settings
- Deliberate teaching of clinical reasoning, critical thinking and problem solving skills

**Theme 4:  
Collaboration  
and  
partnerships**

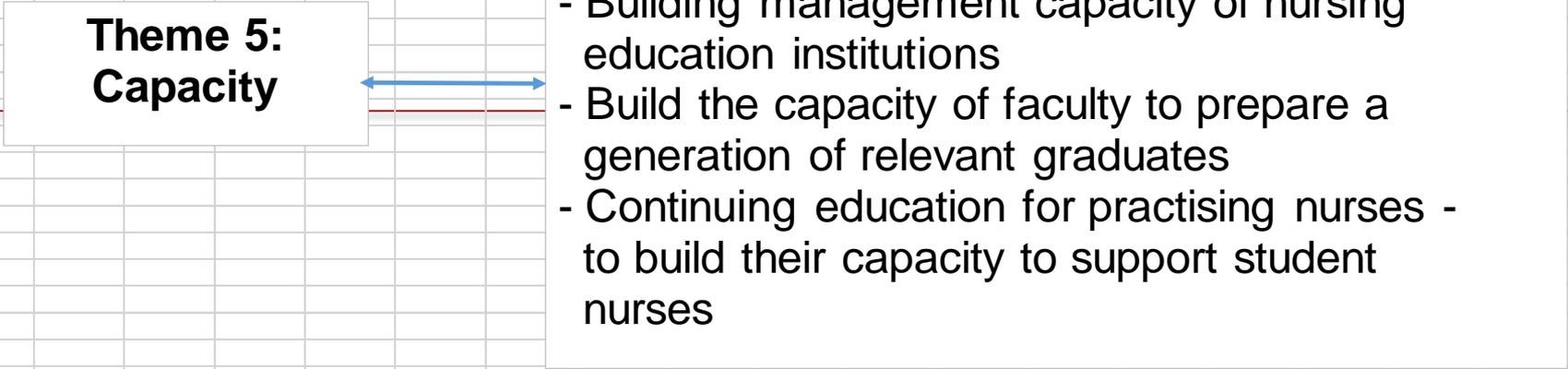
**Issues**

- Complexity of health care demands and practice environment
- Prevalence of chronic illnesses and comorbidities
- Need for evidence-based practice
- Need for partnerships in the planning and delivery of evidence-based health services

**Solution:** A coordinated & collaborative approach

- to training of health professionals including nurses
- in generating evidence that will inform practice, health systems planning and delivery of services

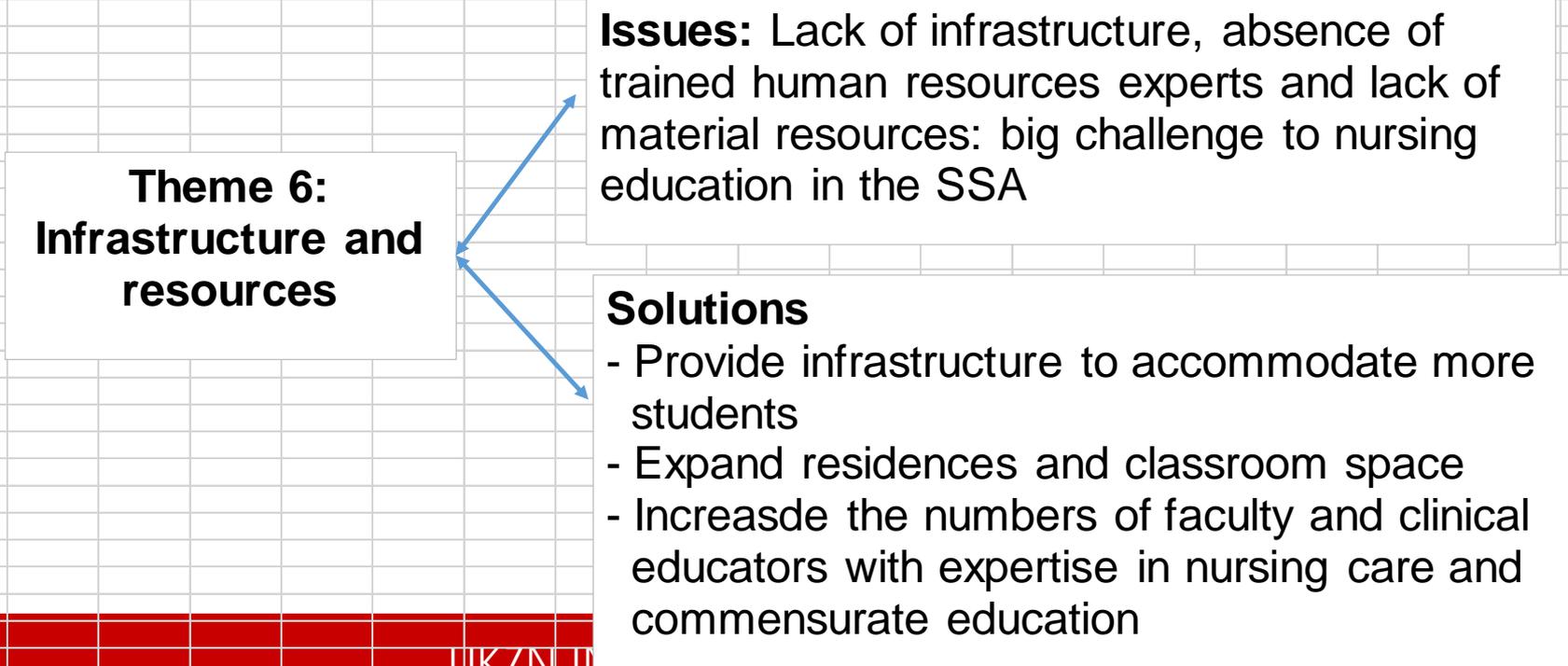
## Theme 5: Capacity



### Issues and Solutions

- Building management capacity of nursing education institutions
- Build the capacity of faculty to prepare a generation of relevant graduates
- Continuing education for practising nurses - to build their capacity to support student nurses

## Theme 6: Infrastructure and resources



**Issues:** Lack of infrastructure, absence of trained human resources experts and lack of material resources: big challenge to nursing education in the SSA

### Solutions

- Provide infrastructure to accommodate more students
- Expand residences and classroom space
- Increase the numbers of faculty and clinical educators with expertise in nursing care and commensurate education

# Conclusion

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- Literature of nursing education in the SSA highlights a number of interventions to improve the quality, quantity and relevance of nursing education.
- However, more reforms are needed to increase the capacity of educators, mentors and leaders of education institutions, responsiveness of curricula, strong regulatory frameworks, and availability of infrastructure and resources.

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- Thank You

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