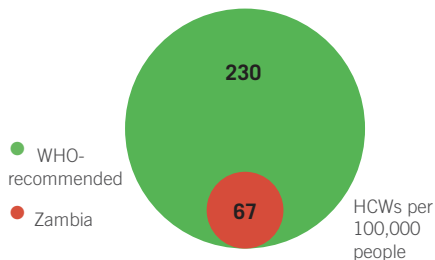


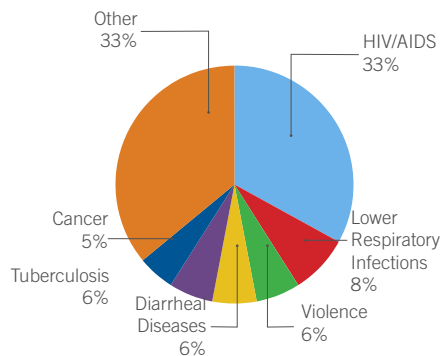
**About:** NEPI is addressing critical shortages of health care workers in six sub-Saharan African countries: Democratic Republic of the Congo, Ethiopia, Lesotho, Malawi, South Africa, and Zambia.

### Key Challenges

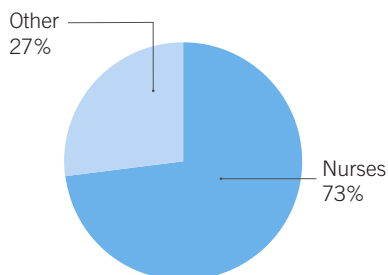
#### Health Care Worker Density in Lesotho



#### Leading Causes of Death in Lesotho



#### Health Care Providers in Rural Lesotho



### Background

In rural Lesotho, over 70 percent of health care providers are nurses and midwives. A severe shortage of health care workers, however, is placing considerable strain on the existing workforce. In Lesotho, where the HIV prevalence rate is over 23 percent, sufficient numbers of adequately trained nurses and midwives are needed to address essential population-based health care needs, including the provision of 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 Lesotho's Ministry of Health (MOH) to enhance nursing and midwifery education at six institutions:

- National Health Training College
- National University of Lesotho
- Maluti Adventist College
- Paray School of Nursing
- Roma School of Nursing
- Scott School of Nursing

In Lesotho, NEPI is addressing the following challenges to nursing and midwifery education: 1) critical shortages of nurses and midwives; 2) limited number of tutors and clinical instructors; 3) limited clinical instructor training; and 4) under-resourced teaching and learning facilities.

### Achievements

#### Strengthening Nursing Education Infrastructure

NEPI is working to expand enrollment of pre-service nursing and midwifery students by: 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 Lesotho:

- Installed clinical skills lab with closed circuit television system at each partner school.
- Improved clinical practice by providing simulation mannequins, advanced child birth simulators, and other medical supplies and equipment.
- Distributed computers to partner schools to achieve the educational standard of one computer for every eight students.
- Provided projector screens at each partner school, achieving educational standard of one screen per classroom.
- Upgraded internet servers capable of hosting e-learning platforms and school management software.

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

NEPI is expanding educational and career advancement opportunities for nursing and midwifery faculty to build capacity and address worker attrition.

# Lesotho

## *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:

**1,860**

Number of students graduating from pre-service training programs:

**1,168**

Number of students successfully completing skills labs:

**3,475**

### **ICAP HEADQUARTERS**

Mailman School of Public Health  
Columbia University  
722 West 168th Street  
New York, NY 10032  
T.212.342.0505

### **LESOTHO OFFICE**

Lancers Inn  
Corner of Kingsway and Pioneer Road  
Maseru 100  
Lesotho  
T. +226 22326599



**ICAP**  
GLOBAL HEALTH ACTION  
Columbia University  
Mailman School of Public Health

- Trained faculty members at the National University of Lesotho in educational measurements and evaluation.
- Trained clinical faculty members in clinical preceptorship to supervise students during their clinical placements.
- Trained faculty from the six partner schools using human patient simulators.
- Introduced the first online training in Option B+ for PMTCT.

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

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

- Increased enrollment by providing tuition for one-year students pursuing post-basic diplomas in Midwifery at the National Health Training College, Scott, Maluti, Paray, and Roma schools of nursing and midwifery.
- Increased enrollment by providing tuition for three-year students pursuing diplomas in General Nursing at Maluti, Roma, and Paray Schools of Nursing and Midwifery.
- Developed competency-based curriculum for the one-year basic Diploma in Midwifery.
- Implemented the first one-year post-basic diploma in Midwifery at five NEPI partner schools.

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

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

- Trained finance and administrative staff in sub-award management.
- Appointed clinical preceptor/simulation laboratory coordinators at Maluti, Roma, Paray schools of nursing and midwifery, and National Health Training College.

### **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.

- Provided financial support for NEPI and MOH staff to provide on-site follow-up and supportive supervision to newly recruited nurses and midwives.
- Hosted monitoring and evaluation training workshops for NEPI program managers from Lesotho, Malawi, and Zambia.

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.