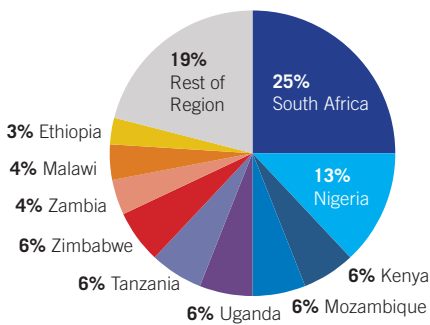


**About:** NEPI is addressing critical shortages of health care workers in six sub-Saharan African countries: Democratic Republic of the Congo, Ethiopia, Lesotho, Malawi, South Africa, and Zambia.

## Key Health Challenges

People Living with HIV in sub-Saharan Africa



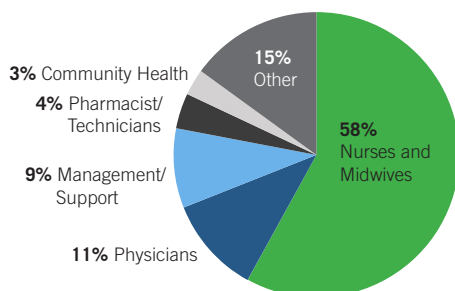
Source: UNAIDS 2013 Estimates

HIV Treatment Cascade in South Africa

	All	Women	Men
HIV + population	6.4 m	3.39 m	2.54 m
Proportion of HIV + in care	53%	60%	43%
Proportion of all HIV + on ART	46%	51%	37%
Proportion of all HIV + virally suppressed	26%	30%	20%

Source: AIDSMap

Health Workforce in South Africa



Source: WHO

## Background

HIV is the leading cause of death in South Africa. Although 25 percent of people living with HIV in sub-Saharan Africa reside here, many people living with HIV in South Africa are not receiving care. Even fewer are on treatment, and fewer still are virally suppressed.

Nurses and midwives make up the majority of the health workforce in South Africa, where the HIV prevalence rate is over 11 percent. Sufficient numbers of adequately trained nurses are needed to address essential population-based health care needs, including antiretroviral treatment for HIV. Ensuring that nurses and midwives are skilled in HIV prevention, care, and treatment is critical to promoting access to care and ending the HIV epidemic in South Africa.

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

- Prince Mshiyeni School of Nursing
- Free State School of Nursing
- Mpumalanga School of Nursing

In South Africa, NEPI is addressing the following challenges to nursing and midwifery education: 1) low health worker recruitment 2) low faculty retention 3) under-resourced teaching and learning institutions; 4) under-resourced teaching and learning facilities; and 5) limited opportunities for advanced study and career development.

## Achievements

### Strengthening Nursing Education Infrastructure

- Installed classrooms, libraries, computer labs and clinical simulation labs at three partner schools.

### Improving the Capacity of Nursing and Midwifery Faculty

- Supported training of 12 nursing and midwifery faculty in a nurse-initiated and managed antiretroviral treatment (NIMART) course offered by the University of Kwa Zulu Natal.
- Provided study tour for nurse educators to the University of the Free State to learn how simulation laboratories are designed, organized, and operated.
- Provided online training in HIV and TB management to nursing and midwifery faculty from each of the three partner schools through a six module semester long course offered by the University of Cape Town.

# South Africa

## *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 and more than 2.5 million people have received HIV treatment through ICAP-supported programs.

### Key Achievements

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

**1,972**

Number of students graduating from pre-service education programs:

**325**

Faculty, nurse educators, mentors and administrators trained to plan or manage nurse workforce development activities:

**194**

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**ICAP**  
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Columbia University  
Mailman School of Public Health

- Sponsored clinical preceptor training for 42 nurses completing training and certification by the University of the Western Cape, School of Nursing Centre for Teaching and Learning.
- Provided scholarships for 12 faculty from each of the three partner schools to study towards their Master's Degree offered by UKZN School of Nursing and Public Health.

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

- Developing innovative teaching techniques such as clinical simulations, web-based distance learning, and e-learning techniques.
- Supporting the development of competency-based curriculum for each of the three partner schools: Bachelor in Nursing developed by Prince Mshiyeni College of Nursing; Advanced Diploma in Midwifery developed by Mpumalanga College of Nursing (MCON); and National Diploma in Nursing developed by the Free State School of Nursing (FSSON).
- Expanding clinical practicum rotations to ensure exposure of students to HIV high burden sites.

### **Developing Policy and Regulations for Nursing Education**

- Finalize and pilot the development of a **National Nursing Education Policy Framework** that supports the capacity of NDOH to provide an enabling environment for the implementation of nursing education programs that are responsive and relevant to South Africa's national health priorities, including HIV/AIDS.

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

- Provided program management and evaluation training for staff from each of the three partner schools.
- Supported workshop for academic and policy experts on funding; clinical teaching; governance; human resource development of nursing education; and provision of nursing education.

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

- Promoted south-to-south technical assistance partners with: East, Central and South African College of Nursing (ECSACON), Forum of University Nursing Departments in South Africa (FUNDISA).
- Organized a two-day nursing pre-conference at the International AIDS Society (IAS) Conference held in South Africa in July 2016, in partnership with NDOH, the CNO, DENOSA, CDC, ANAC and ICN, to engage students, faculty and nursing organization partnerships to improve the focus on nursing education and HIV service delivery excellence.

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