Nursing & Midwifery Education/Training & Enterprise
Nigerian Perspectives

Emilia Iwu Iwu MSN, APNC PhD(c)
Rutgers University & Institute of Human Virology Nigeria

IOM Workshop on “Empowering Women and Strengthening Health Systems Through Nursing and Midwifery”. September 9-11, 2014 Bellagio Center, Italy
Overview

- Nurses and Midwives Constitutes 60-70% Health care Workforce in Nigeria
- Actual #? -----Human Resource Information System (HRIS) in progress

Per Nigerian National Strategic Health Development Plan [NSHDP], 2010: About
- 124,629 Nurses
- 88,796 Midwives

- Regulation – Ministry of Health (through Nursing & Midwifery Council of Nigeria)

- Nigerian Nursing Stakeholders often welcome collaborative & innovative ideas that promote nursing education, practice and professionalism
  - Curriculum – ICN Standardized with integration of country specific guidelines
    - Last Revision – Less than 2 years
  - Regulatory Body, Educators & Practice Leaders - Work closely with NGOs on In-service Continuing Education & pre-service curriculum updates
Education

- About 150 Schools – Nursing, Midwifery, Post Basic Nursing, Univ. based programs
- Diploma (Basic) Nursing – 3yrs
  - Multiple Certificate Post Basic Specialty programs - 2yrs
- Diploma (Basic) Midwifery – 3yrs
  - Need to regain its Identity as a stand alone Profession (not subsumed by Nursing)
  - Shift direction to community based to improve maternal child indicators
- Baccalaureate Nursing – 5yrs (17 Schools)
  - Masters (2-3yrs)
  - PhD (3 Universities)

- Faculty: Student Ratios
  - 1:10 Diploma/BNS
  - 1:6 Post Basic Specialty
Education

- Faculty Challenges
- Shortages - Recruitment & Retention challenges
- Need for Teacher Preparation & Contd Education for Teachers
- Faculty Career Progression strategies and incentives

- Clinical Education of Students
  - Both Community & Hospital Based

- Online Programs (BNS)
  - National Open University (Hybrid Online program)
  - Need for North-South Collaborations with other Universities Abroad
    - Especially Hybrid formats where students stay & Study in Nigeria within local Universities
    - Much needed for BNS, Masters & Post Masters
Education

- **Entry – Post Secondary**
  - Advantages – competitive same qualification as University entry
    - Too Many apply but only few admitted – faculty challenges
  - Disadvantages for Women & Girls
    - Non Secondary school graduates
    - Married & with children?

**Opportunities**

- **Early Recruitment plans**
  - Avoid complacency due to high numbers applying for admission
  - Succession planning is highly needed (Baby boomers will soon exit employment market)
- Community advocacy to support girls & women to do Nurses/Midwives
- Provide assets and enabling environment to support at risk groups girls & women
- Infrastructure and Partnerships increase school capacity to admit & retain students
Practice

- Majority Employed at Government & Faith Based facilities
- Salary in Government systems up-reviewed in last 3yrs
- Professionalism – coming along gradually!
  - Image negatively affected by “everyone in Uniform as a Nurse” to the public

Opportunities:
- Enhanced Nurses/Midwives’ Roles in HIV care – highlighted enormous contributions to Health Systems
- Nurse Entrepreneurship – Own community based healthcare businesses
- Need Training, mentoring and Access to Loans to help them grow
- Great ideas & opportunities for business models/Innovations
Opportunities Contd

- Other MOST NEEDED EMPOWERMENT AREAS
  - Skill Empowerment – Advance Nursing Roles (Task Sharing)
  - Academic Progression – A serious challenge with:
    - Diploma to BSN programs
    - University adoption of Diploma and Post Basic Schools
    - What’s in it for Proprietors of Nursing and Midwifery Schools?
  - Viable North-South Collaborations could enhance sharing of Lessons learned with academic progression
Reference

Thank YOU