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International Council of Nurses

The Global voice of Nursing

ECSA Education & Labour Markets for Nurses – Opportunities & Challenges

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E.C.S.A.C.O.N
COLLABORATION FOR PROFESSIONAL EXCELLENCE

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ECSA
Eastern, Central and Southern African Region.

Education and Labor Markets for Nurses.

Challenges and Opportunities

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Context

Economic development in SSA + increased health spending & better health outcomes

COVID-19 pandemic profoundly affects nursing education & practice

Nursing workforce needs to expand & contract to improve health system coverage, responsiveness, & efficiency

Need to identify national & regional nursing education investment strategies

Both shortages & unemployment of nurses

Lack of health workforce data in ECSACON countries

The Way Forward

Countries in the ECSA region must invest in nursing education and labour markets

- ✓ Governance
- ✓ Regulation
- ✓ Data & analysis

Collaboration is critical

Recommendations - Governance & Labour Markets

- Strengthen health workforce information systems and data use for policy translation
- Monitor and effectively manage migration
- Strengthen the leadership role of the Quad in the country
- Improve accountability mechanisms for quality improvement

Recommendations - Governance & Labour Markets

- Create policy frameworks that encourage the entrepreneurship of nurses
- Build on existing regional models for planning and cooperation
- Ensure decent working conditions and occupational health and safety
- Develop, strengthen and invest in the Advanced Practice Nurse (APN) role

Recommendations - Nursing Education

- Target investments to institutions most critical for UHC and SDG attainment
- Emphasize primary health care
- Ensure high quality, transformative educational models
- Strengthen regulation of nursing education

Recommendations - Nursing Education

- Address faculty shortages through academic innovation and investment in nurse faculty programs
- Develop regional curriculum frameworks for APN education
- Establish a framework for public-private collaboration in advancing nursing education
- Establish a meaningful student loan program

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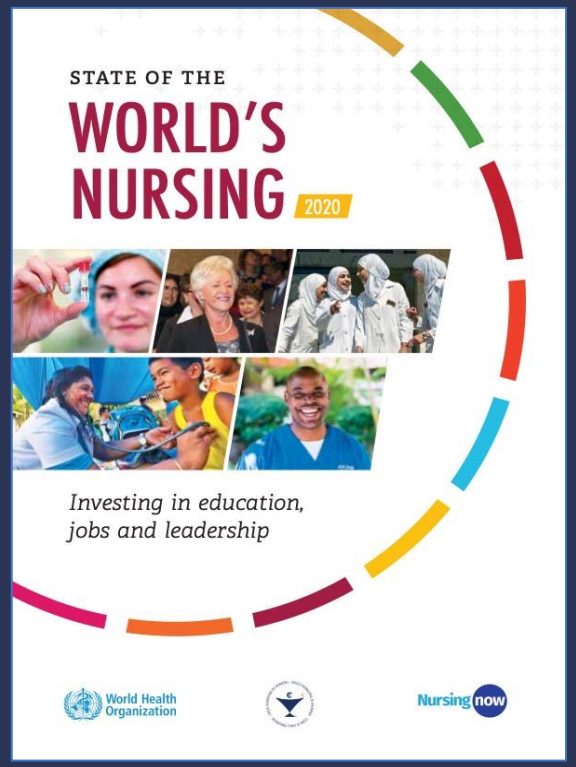

ECSA ALIGNMENT WITH TWO KEY GLOBAL DOCUMENTS

ICN Chief Nurse, Dr. Michelle Acorn, DNP, NP PHC/Adult, CGNC, FCAN

WHO GLOBAL STRATEGIC DIRECTIONS FOR NURSING & MIDWIFERY WHA 2021

1) Educating enough midwives and nurses with competencies to meet population health needs

2) Creating jobs, managing migration, and recruiting and retaining midwives and nurses where they are most needed

3) Strengthening nursing and midwifery leadership throughout health and academic systems, and

4) Ensuring midwives and nurses are supported, respected, protected, motivated and equipped to safely and optimally contribute in their practice settings

11 MAY 2021 | **IND FACT SHEET 4** | INTERNATIONAL NURSES DAY 2021

NURSING EDUCATION

NURSES
A VOICE TO LEAD
A VISION FOR FUTURE
HEALTHCARE

EDUCATION

Over half,

54%

of National Nursing Associations (NNAs) agree that the education preparation of post-gradual or doctoral nurses was disrupted by the pandemic. The disruptions led to complete cancellation of post graduate education in some countries.

73% of NNAs strongly agree or agree that the education preparation of student nurses was disrupted by the pandemic in 2020. This was particularly high in areas affected by COVID.

Close to

60%

of countries report a positive effect of the pandemic on the education sector. The biggest gains have occurred in online learning. Clinical practice had been augmented with simulation.

57% of countries report delays in student graduation, including 7% reported major delays of 12 months or more. The delays could disrupt the supply of the nursing workforce and impose serious implications for health systems.

More than 30% of NNAs reported an increase in the number of applications to nursing programmes, mainly seen in high income countries. However, the noticeable surge in industrial disputes and strike action of health workers in some countries could undermine the interest in the profession.

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HEALTH AND WORKFORCE

JOBS

15 MARCH 2021 | **IND FACT SHEET 3** | INTERNATIONAL NURSES DAY 2021

NURSE SHORTAGE AND RETENTION

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One out of six of the world's nurses are expected to retire in the next 10 years, meaning that

4.7 million

new nurses will have to be educated.

The global nursing workforce is estimated at 27.8 million[1]. The world was already facing 5.9 million of nurses shortage before the COVID-19 pandemic. Close to 90% of these shortages are concentrated in low- and lower middle-income countries.

Due to existing nursing shortages, the ageing of the nursing workforce and the growing COVID-19 effect, ICN estimates up to

13 million

nurses could be needed to fill the global shortages and replace nurses who leave in the next few years.

One year into the pandemic, a recent survey by ICN found that 20% of national nurses associations (NNAs) reported an increased rates of nurses leaving the profession in 2020. Studies and reports from ICN members across regions suggest the pandemic has significantly increased nurses' reported rates of intention to leave.

90% of NNAs are somewhat or extremely concerned that heavy workloads, and insufficient resourcing, burnout and stress related to pandemic response are the drivers resulting in increased numbers of nurses who have left the profession and increased reported rates of intention to leave this year and when the pandemic is over.

Reference:
1. State of the world's nursing 2020: investing in education, jobs and leadership. Geneva: World Health Organization; 2020

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ECSA REPORT

Countries must invest in nursing education and labour market

Lack of data on the health workforce across all stages of the lifecycle of the health worker limits government availability to plan the health workforce rationally	⟷	Countries must strengthen capacity for health workforce data collection, analysis and use
Lack of data on the health workforce across all stages of the lifecycle of the health worker limits government availability to plan the health workforce rationally	⟷	Mobility and migration must be effectively monitored and responsibly and ethically managed
Lack of data on the health workforce across all stages of the lifecycle of the health worker limits government availability to plan the health workforce rationally	⟷	Nurse education and training programmes must graduate nurses who drive progress in primary health care and universal health coverage

Strategies to address nursing workforce shortages

(Britnell, 2019; Buchan & Catton, 2020)

Reframe

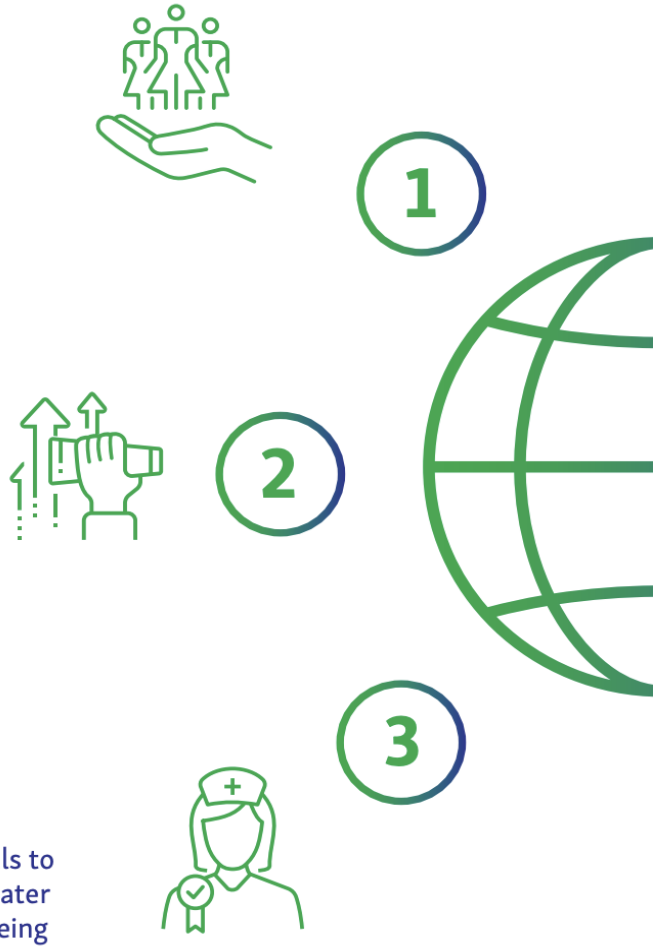
See resourcing the nursing workforce as an investiment, growing productivity, health and national wealth creation.

Stimulate

Stimulate the supply of nurses through a host of measures aimed at the domestic education system.

Promote

Provide the necessary support for individuals to be active partners in their care and take greater resposibility for their own health and wellbeing particulary in the management of their long-term conditions.



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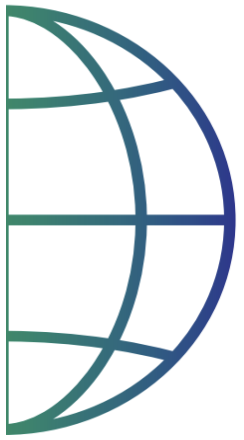

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Embrace

Embrace proven techniques and strategies to elevate the culture, thereby improving retention and ensuring that nursing is a desired profession to work.

6

Enable

Enable nurses to work to at the upper limits of their license and reduce unnecessary barriers.

5

Implement

Support the adoption of new models of care that have been already tested and proven to improve productivity and capacity to care.

4

Equip

Equip nurses with the resources and technology to increase care time and productivity.

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