



10 June 2022, MSF Academy graduation ceremony in Old Fangak ©Florence Miettaux

MSF Academy for healthcare

Bringing professional medical learning to the heart of the field reality



Context

The rationale behind

In many countries where MSF intervenes, healthcare staff, including those with certified professional qualifications, often lack required competencies to fulfil their role effectively. Indeed, financing of the various medical and paramedical trainings is mostly insufficient, and the resources to frame internships or to provide continuous professional development for the trained staff are ill-equipped or inexistent.

The adopted approach

Continuous professional development for healthcare workers is becoming the norm in many countries, but this practice had not yet been established in the countries where MSF intervenes.



The MSF Academy for Healthcare focuses on **strengthening the medical and paramedical skills and competencies of frontline healthcare workers** through work-based learning and clinical mentoring, based on adapted comprehensive curriculums and innovative tools.

MSF wants to have a **long-term impact** on the quality of healthcare in the countries of intervention.

To train medical and paramedical staff working in MSF-supported facilities, MSF is **partnering with academic institutions and Ministries of Health and Higher Education** in countries of implementation.



March 2023, Martha Korok is one of only 4 female nurses working in Boma. She is one of the first women to step into the role of nurse, challenging the cultural norms in an area where women are traditionally expected to stay at home, care for children, and leave work to men. Martha now serves as a mentor for nurses in the MSF academy for healthcare and a role-model for young women in her community. Tadeu Andre/MSF©

MSF Academy for Healthcare



Aim and Focus

- 1 The main focus has been geared towards local healthcare workers providing **nursing, midwifery or outpatient care**.
- 2 A second group of projects focuses on academic training for **senior clinicians and medical managers** within the organisation.
- 3 A third group aims to address the issue of antimicrobial resistance, focusing on upskilling **supervisors in infection prevention & control**, as well as **focal points for antimicrobial stewardship**.

Where ?

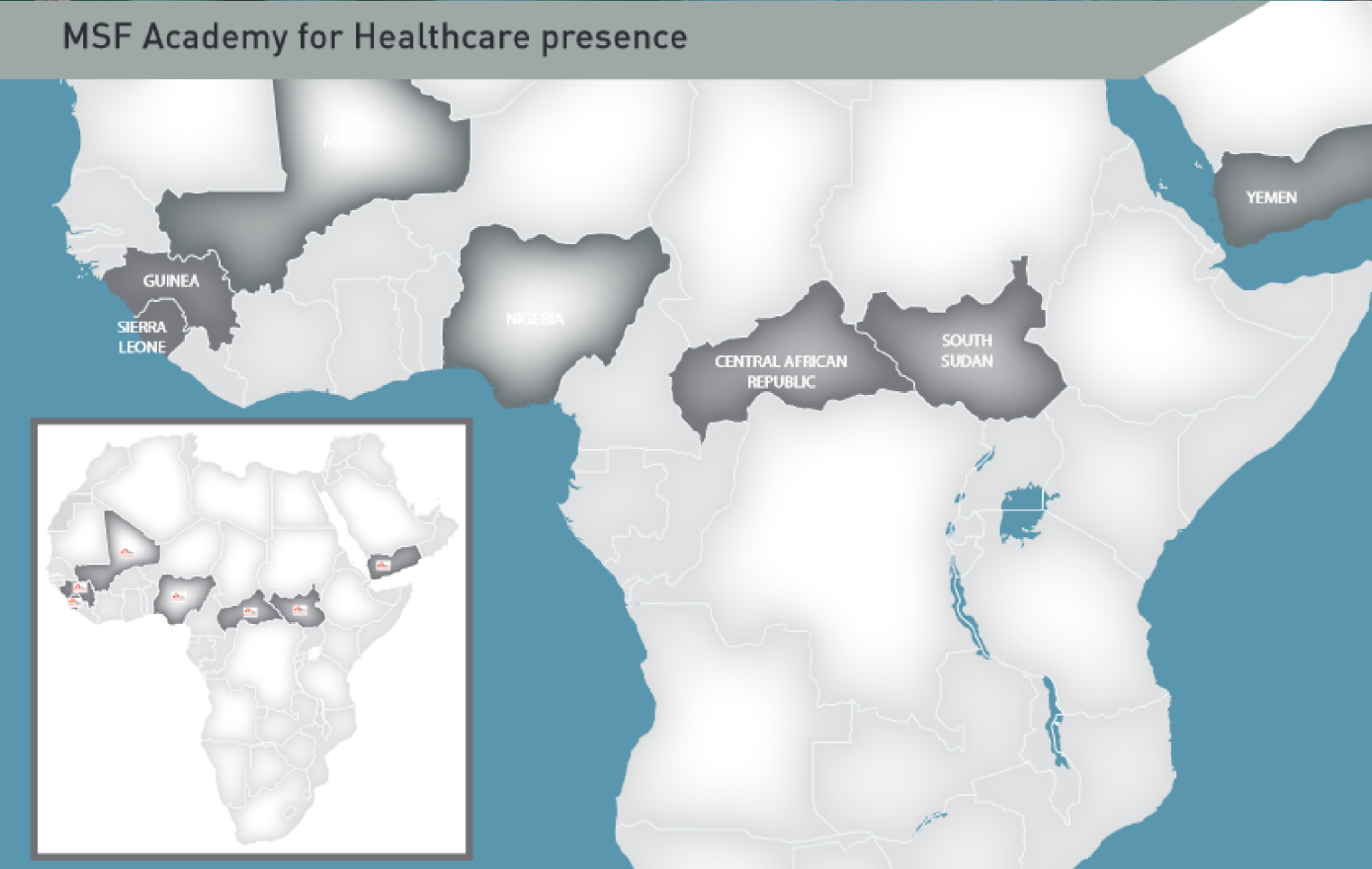
The locations in which the MSF Academy intervenes are **low-income countries with great health needs and disease burdens**:

- in **Sierra Leone** in 2018
- followed by **South Sudan** and the **Central African Republic** in 2019
- In 2021, we implemented programmes in **Mali** and **Guinea**
- In 2022, the MSF Academy started to work in **Nigeria** and **Yemen**



9 June 2022,
Gabriel Kalany, MSF Academy student, gets ready for a training session
©Florence Miettaux

MSF Academy for Healthcare presence





Ambitious & long-term impact project

Situation in 2022

Human Resources

Global Team: 17 members support the various initiatives and field implementation, carried out by:

- 18 international staff
- 10 Sierra Leonean staff in the field
- 7 Central Africans staff in the field
- 9 South Sudanese staff in the field
- 4 Malian staff in the field
- 3 Nigerian staff in the field

+ 9 tutors accompany the participants



Global budget in 2024: 6,9M€

Global Team:	926.133€
Nursing & midwifery:	3.679.433€
Outpatient care:	522.547€
Postgraduate diploma in paediatric infectious diseases:	198.832€
Fellowship Medical Humanitarian Action :	594.357€
Antimicrobial Resistance Learning:	634.622€
JCONAM scholarships:	141.718€
New - future initiatives:	250.000€

Partners

Academic Institutions
Ministries of Health
Higher Education in countries in countries of implementation

Interactions with MSF

Operations

- Learners in 6 different Operational Centers
- 10 competency-based curricula have been finalized in full



Benefiting to:



826 Active learners

- 694 for the Nursing & Midwifery initiative
- 32 for the Outpatient Care initiative
- 23 for the Fellowship in Medical Humanitarian Action
- 14 for the Postgraduate Diploma in Infectious Diseases
- 63 for the Antimicrobial Resistance Learning

479 Graduates

- 148 competence certificates for the full Basic Clinical Nursing Care
- 105 participation certificates for partial Basic Clinical Nursing Care
- 47 who became certified nurses or midwives
- 91 outpatient care providers
- 25 partial completion certificates for outpatient care providers
- 63 for the Antimicrobial Resistance Learning

Feb 2022, Clinical mentor Rebecca Lahai and members of the medical team meet daily after the morning hospital meeting at MSF's Hangha hospital, Sierra Leone, Mohammed Sanabani/MSF©

"By training national staff, the MSF Academy gives us the opportunity to become autonomous in our own country."

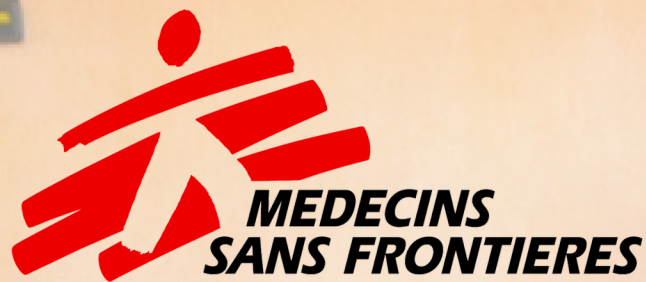
Symphorien Docteur, clinical nurse mentor in Central African Republic

"The MSF Academy's ultimate goal is to bring long-lasting improvements to the quality of care provided and to progressively diminish the footprint of expatriate personnel."

By assisting the national healthcare workers in reaching new levels of competencies and autonomy, the MSF Academy ensures immediate practice of the learnings, thus improving the quality of care in the MSF-supported structures they work in, and, in the long run, contributing to the reinforcement of their country's health system"

Bart Janssens
Director, MSF Academy for Healthcare





Focus on Central African Republic

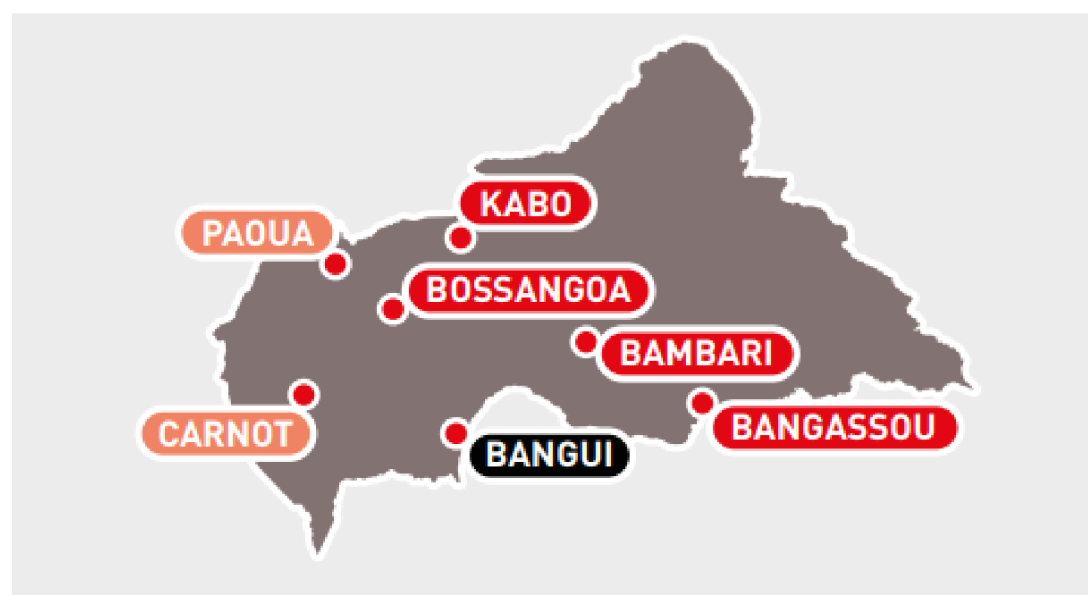
Situation in 2022

Since the civil war of 2013, Central African Republic has been marked by cycles of intensive violence. Fighting between the government and non-state armed groups, spurred by an election process, escalated in early 2021.

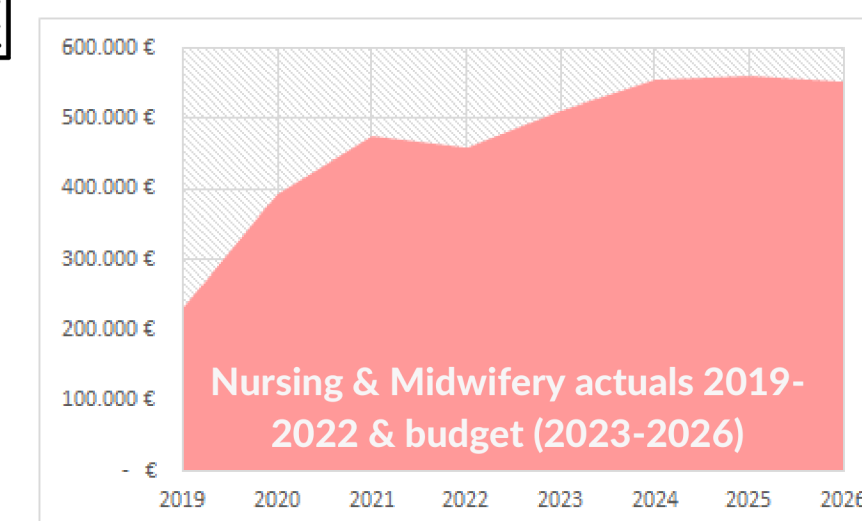
MSF sees the direct consequences of violence on the health of individuals and entire communities. **There is a severe lack of access to healthcare; trained health workers are scarce, health services are poorly resourced and often targeted by the conflict;** and patients need to travel hundreds of kilometres on dangerous roads to reach medical structures.

Despite ongoing insecurity, Médecins Sans Frontières (MSF) continues to run programmes focused on maternal and child health, and responding to conflict, displacement and disease outbreaks.

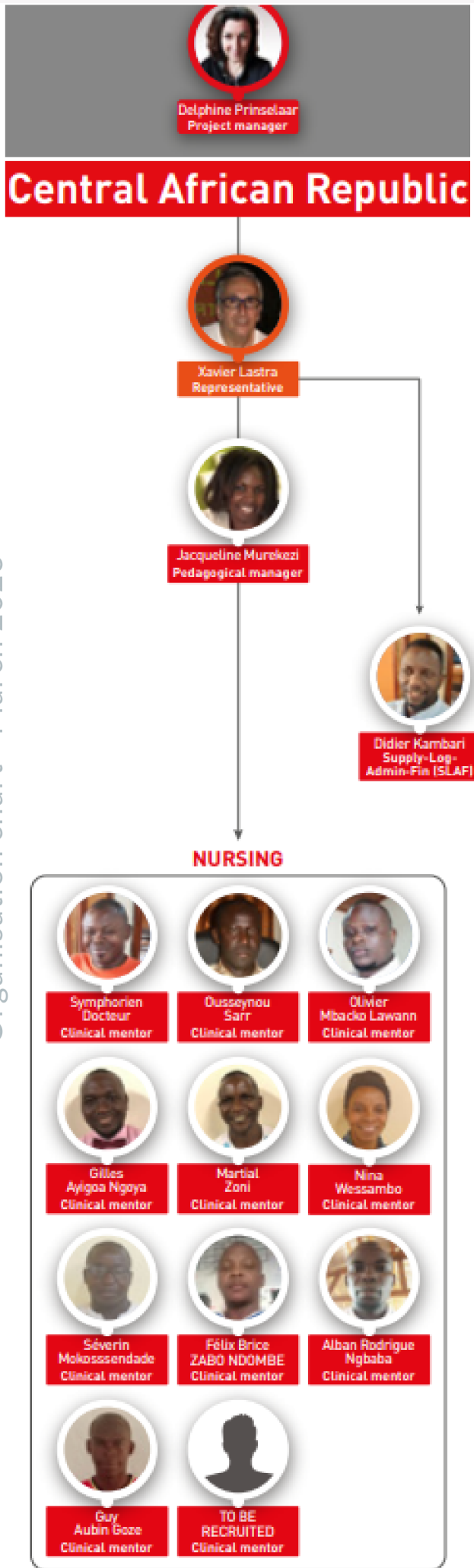
Complementing its regular projects, MSF integrate MSF Academy for Healthcare program in 4 supported hospitals :



with a growing budget since 2019



MSF nurse Rebeca Sia Lahai works with the MSF Academy for Healthcare in Sierra Leone, mentoring other MSF nurses and discussing patients' vital signs. The professional development of local health workers is one of the top priorities for MSF in Sierra Leone. Mohammed Sanabani/MSF©



MSF Academy for Healthcare team in Central African Republic



Dedicated organisation

Coordinated by Project Manager, Representative and Pedagogical manager, the Clinical Mentor Team is dedicated to train Learning Companions.

Learning companions are key nursing staff members at each project site who are trained to carry out clinical mentoring at the bedside for the skills and competencies covered within the curriculum, each to an average of four other colleagues.

This new role is taken on in addition to their daily clinical duties in the project, but specific working time is to be allocated for this.

This key staff is then supported in this mentoring role by clinical mentors from the MSF Academy, who will also be tasked with the transmission of the theoretical parts and the facilitation of the practical sessions.



As a result, in 2022, MSF Academy Nursing program in Central African Republic benefits to:

125 Active learners

50 entry Competency Gap Assessment performed

Today

- To date, 447 staff providing nursing care in nine MSF-supported health structures have undergone the initial BCNC assessment, providing a baseline of the starting-level for competencies.
- As of February 2023, a total of 127 learners are active in the four participating hospitals in Bossangoa, Bambari, Bangassou and Bangui



Contribute to a long-term impact in Central African Republic



**For training, MSF
Academy needs skilled
instructors**

Support a clinical mentor in Central African
Republic MSF project during 5 months :

23.748€

monthly unit cost: 4,710€

April 2023, MSF nurse Gilles Ayigoa is leading the “MSF Academy” programme in Bangassou, aiming to strengthen the skills of local medical staff, Bangassou MSF©



MSF Academy graduation ceremony in in Kenema on 31st January 2020.
©Vincenzo Livieri

**By supporting the MSF Academy for Healthcare,
BDO participate to empower local skilled medical staff, to care for people in need.**

THANK YOU FOR YOUR SUPPORT !

More information and the activity report on <https://academy.msf.org/>



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50 years of humanity

**International,
independant,
medical,
humanitarian organisation**

We provide medical assistance to people affected by **conflict, epidemics, disasters, or exclusion from healthcare worldwide.**

MSF is officially in December **1971**, in the wake of **war and famine in Biafra, Nigeria.**

300 volunteers made up the organisation: doctors, nurses and other staff, including the 13 founding doctors and journalists.

Today, our teams are made up over **63,000 health professionals**, logistic and administrative staff, working in **more than 70 countries.**

Our actions are **guided by medical ethics and the principles of impartiality, independence and neutrality.**

We are a non-profit, self-governed, member-based organisation.
Over **99% of collected funds** comes from **private donations.**

In **2021**, **81%** of our financial resources are allocated to **humanitarian programs** (social mission).

