

## **Nursing Scholars Program Logic Model**

Program: Nursing Scholarship Program

Malawi has extreme shortages in its healthcare workforce, evident in all health worker cadres. The shortage of nurses, the largest group of healthcare workers providing the majority of care, is particularly problematic. Malawi has 3 nurses per 10,000 people compared to 51 in South Africa and 10 in the US. The nurse shortage has been exacerbated in the past two decades by the loss of nurses to HIV/AIDS, emigration of nurses to Situation: developed countries where wages and working conditions are better, and limited government budgets for human resources for health. Currently, 65% of government nursing positions vacant. GAIA introduced the Nursing Scholars Program in 2005 to address this shortage, working to support nurses to succeed academically, graduating on time, pass licensing exams wuickly and sign a service commitment to work in the public sector for as many years as they were sponsored. GAIA has supported more than 570+ health workers to date.

Outputs Inputs Outcomes Impact Activities Participation Medium Long esults achieved with Partners A1 - Establish relationships with nursing colleges and partners and obtain MOUs A2 - Establish Scholarship Committee to review applications, determine eligibility, and select scholars A3 - Arrange scholarship logistics: 1. Inauguration ceremony 2. Supplies procurement 3. Stipend and fee payment Qualified students are able Nurses remain working in 5. Exam Fee payment/prep to attend nursing school Malawi nurse workforce the public sector beyond A4 - Monitor in school increases with new their agreed upon service Scholars: 1. Review semester grade Increase female Nursing College Improved academic graduating GAIA scholars commitment Funding reports, exam results Administration and Faculty progression empowerment 2. Obtain academic help for Nurses remain working in Well-trained nurses GAIA Staff in US and failing students Qualified, financially under-Improved passing rates on malawi public sector become leaders in the Improved access to a A5 - Monitor GAIA Scholar Malawi resourced individuals Nursing council exam due through the end of their profession quality health care Graduates: (mostly women and to exam prep service commitment L3 services 1. Confirm MoH/CHAM In country partners: MoH, orphans) who have Women empowered deployments Nursing Colleges, Nursing 2. Contact every 6 months achieved admission to Nurses take pride in being Quality of care provided at through increased Improved health for and Midwifery Council during service commitment Malawi nursing colleges a GAIA scholar and in Malawian health faciltieis opportunities available to Malawian population and annually thereafter strengthening healthcare improves those with a college 3. Provide Quality capacity in Malawi degree. Improvement/Grant application training 4. Provide Scholar Quality Improvement grants for graduates to improvement quality of care at their workplace A6 - Hold periodic scholar reunions A7 - Establish Alumni network to support graduates and maintain contact Monitoring & Needs Assessment **Process Monitoring** Outcome Evaluation Impact Evaluation

## Assumptions (Program Focused):

- . All Colleges continue operation.
- Costs do not increase dramatically.
- Government underwriting of students in the nursing field continues.
- 4. Demand for nursing scholarships continues.
- Students agree to service commitment requirement.
- It remains possible to maintain contact with graduates.
- 7. Nursing colleges maintain working relationship with GAIA, and hire qualified and effective faculty members.

## **External Factors (Environment Focused):**

- 1. Country remains politically/economically stable.
- 2. Other governmental and nongovernmental partners maintain programs to sponsor scholars in nursing and other cadres.
- 3. Infrastructure and supply chain sufficient to support quality healthcare.