

# Medical Education Partnership Initiative

## A Paradigm Shift: Collaboration instead of competition at African medical schools.

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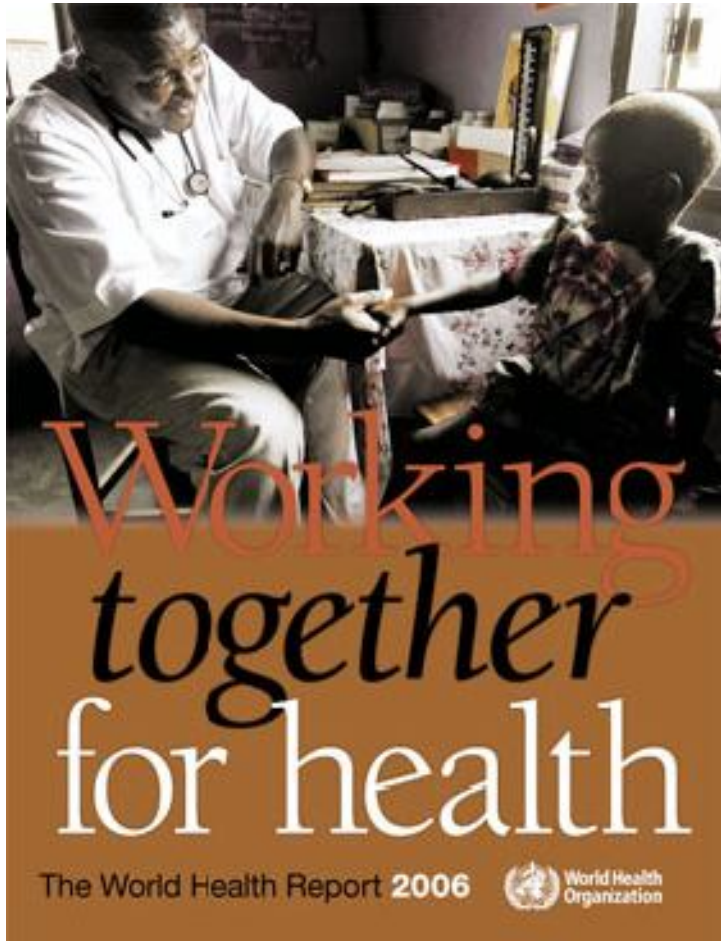


# Introduction

- African medical schools have historically turned to northern partners to provide technical assistance and resources to strengthen their education and research programs.
- Despite similar challenges African schools collaborated minimally

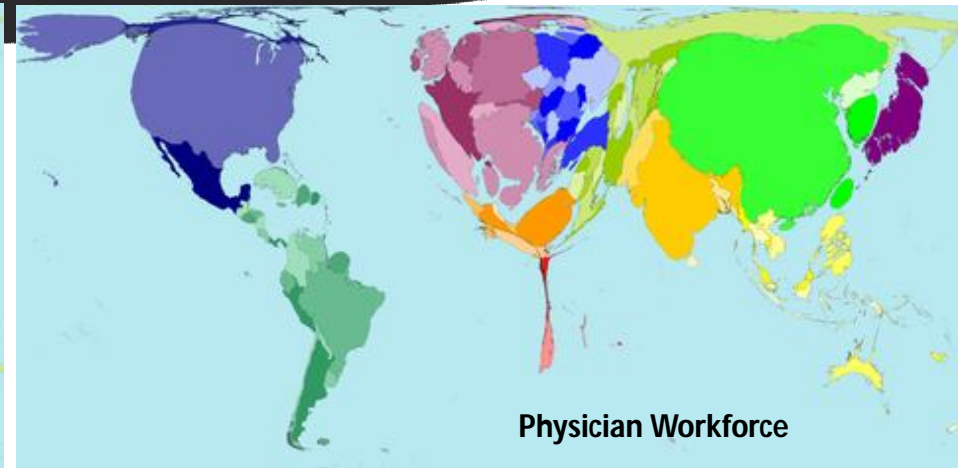
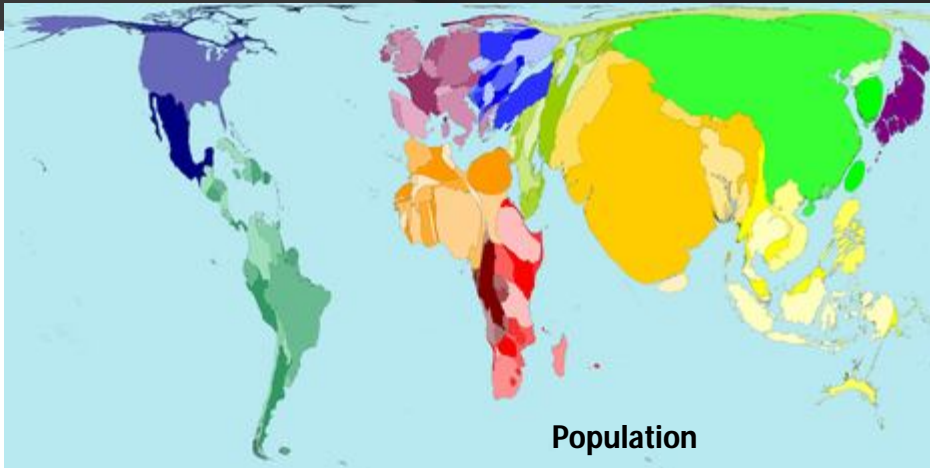


# Challenges: The Global Health Workforce

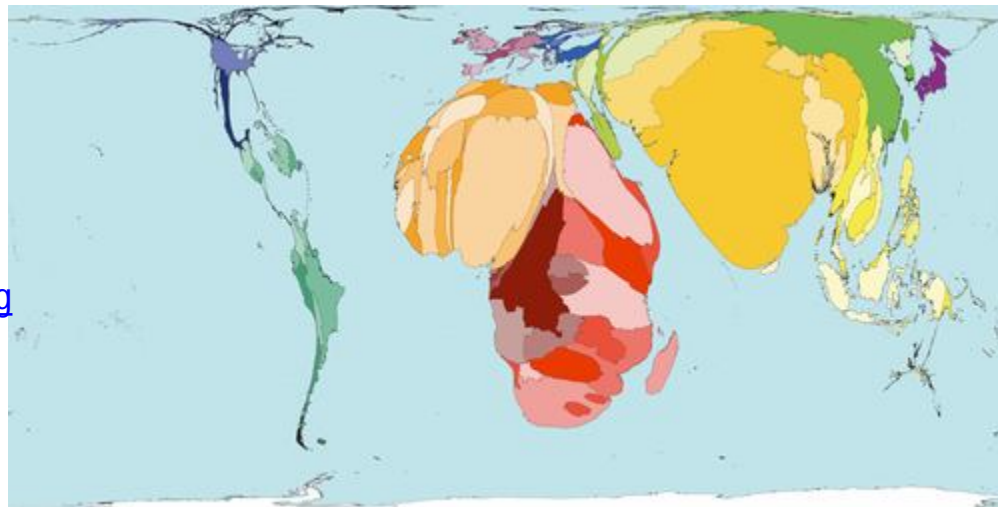


- **36 of 57** countries with a critical shortage are in Africa
- Africa has **25%** of the global burden of disease yet only **4%** of the workforce

# Need for Trained Health professions



Source: Worldmapper  
([www.worldmapper.org](http://www.worldmapper.org))



\* Includes:

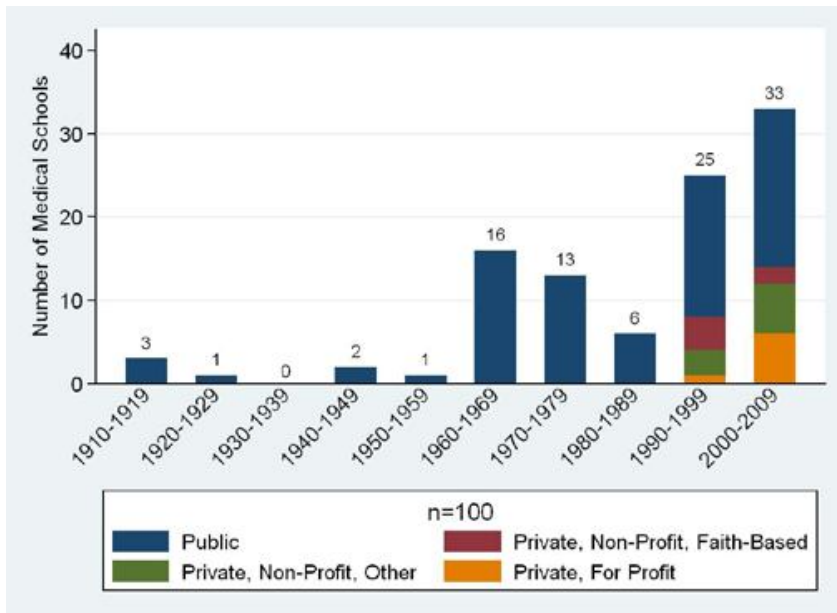
- Infectious diseases
- Parasitic diseases
- Maternal conditions
- Perinatal conditions
- Nutritional deficiencies

Burden of Often Preventable Deaths \*  
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# Challenges

- 1980- present



- SSAMS study 2010

- New schools
- Private for profit
- Illegal ones
- Big intakes >200
- Overstretched physical structures
- Low funding
- High fees
- Struggle for the fittest or richest
- Lack of faculty
- Brain drain



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- Remuneration, motivation, incentives, etc.
- Status of country's health systems
- Coordination of MOH, MOE, Training institutions
  - MOE trains, MOH hires
- Shortage of medical school faculty
- Limited and inadequate infrastructure
- Recruitment of medical students

*The Lancet, Volume 377, Issue 9771, Page 1047, 26 March 2011 , The Lancet, [Volume 377, Issue 9771, Pages 1113 - 1121, 26 March 2011](#)*

## Consortia formation

- Change with MEPI in 2010
- MEPI triggered a no of S-S collaboration



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# What is MEPI

- 130 million project funded by the US government
- 13 schools in 12 countries in sub Saharan Africa
- A network of 40 regional partners, health and education ministries and more than 30 U.S Collaborators.



# 5 MEPI AIMS

#1

## CAPACITY

Increasing the numbers and quality of HCWs trained

#2

## RETENTION

Retaining HCWs over time and in areas where they are most needed

#3

## RESEARCH

Supporting regionally relevant research

#4

## SUSTAINABILITY

Sustainability of the programs

#5

## COMMUNITIES OF PRACTICE

Creating communities of Practice

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## Objective of the study

To examine the goals of these partnerships and their impact on medical education and health workforce planning

# Methods

- Four consortia –Uganda, Nigeria, Zambia & Ethiopia
- Semi-structured interviews were conducted with Consortia leaders
- Via Skype and recorded using MP3 Skype Recorder.
- Transcribed and entered into QSR-NVivo for data analysis.

# Results

## Description of Consortia

- All initiated by the oldest school in the country
- 3 started with MEPI, 1 was formed later
- 2 have acronyms MESAU & MEPIN
  - MESAU-Medical Education for Equitable Services to All Ugandans Consortium
  - MEPIN MEPI in Nigeria

# Composition

- **MESAU- 4 schools,3 public-1 private**
- **MEPIN-6 schools and an NGO**
- **Ethiopia- 6 schools**
- **Zambia 4 school,2 public-2 private**



# Common Goals

- Influenced by their country health priorities
- Getting a unified voice to engage and influence policy
- Share scarce resources



# Delivering High Quality Education

- Establish national standards and sharing best practices e.g. MESAU CBE
- Examine, compare, evaluate, and, in some cases, disseminate education strategies. (CBE)

# Delivering High Quality Education

- Sharing the early success stories of this program through the consortium has motivated other schools, and even the Ministry of Health e.g. adoption of CBE in 3 consortia
- In Ethiopia, it spurred the formation of a national network of HPE Schools




# Sharing Limited Resources

- Working towards national goals, and sharing and distributing in-country resources to collectively achieve a robust national health workforce
- Refined relationships between public and private institutions (MESAU & UNZA)
- Sharing faculty, skills lab ( UNZA)
- MESAU Electronic IRB form
- MESAU, MEPIN- Sharing Research grants
- Sharing MEPI funds



# Implications for National Health Workforce Planning

- strengthened the relationship between academia and policy-makers
  - MEPIN-conducting a study with the Medical and Dental Council Ministry to examine current compulsory service policies. Their findings will ultimately advise the Council how to strengthen licensing requirements to improve the in-country health workforce geographical distribution.
  - MESAU, UNZA- common voice to MOE, MOH

- 
- Ugandan consortium is conducting a government-commissioned study to examine student recruitment over the last ten years.
  - In Zambia, the consortium is working with the government to avoid the duplication of training programs.

# Supporting New Schools

- Pipeline for Faculty
  - Share- Ethiopia
  - Training e.g. UNZA training basic scientists for the region
  - MEPIN- phenomenon research capacity building
  - Research grants- shared in Nigeria & Uganda

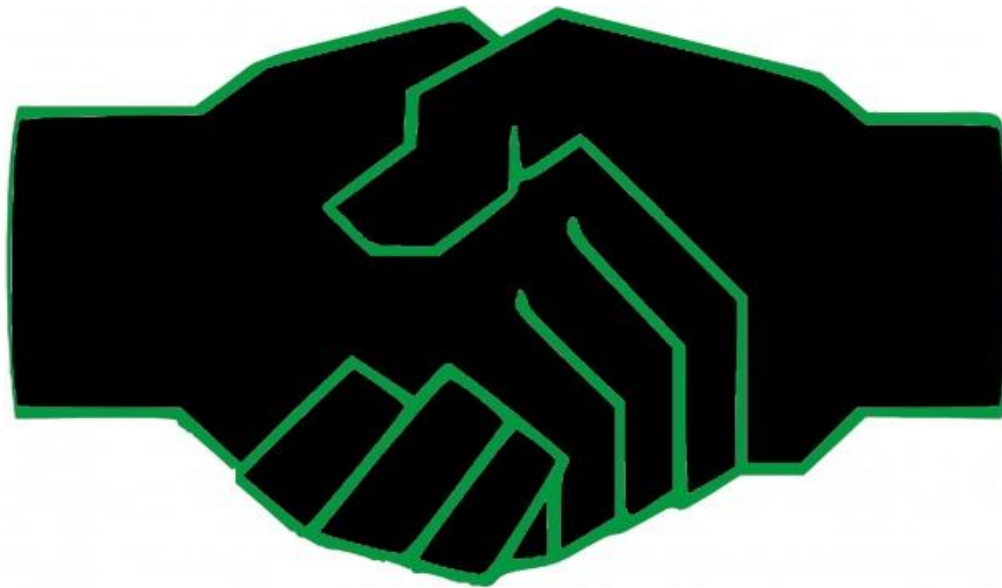
# Challenges

- transforming the culture from competition to collaboration
- policies to support collaboration across institutions
- uneven pace of different schools
- Delays because of differences in institutional cultures, hierarchies, or approval processes
- Sustainability



# Sustainability

- local ownership
- institutionalization of collaborative activities



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# Critical Success Factors

- MEPI grant
- effective management of the partnership
- sense of purpose and common goals
- interactions between schools such as site visits, meetings, and video-conferences
- senior management of the Universities involvement
- Local ownership



# Conclusion

- Providing resources for in-country partnerships has enabled schools to pool and mobilize resources creatively, standardize and generate locally-relevant curricula based on best-practices, and provide critical support to new schools.
- public and private medical schools in-country partnerships are innovative
- Funding south-south partnerships to optimize outcomes from education investments.



***“When spider webs  
unite they can tie a lion”  
– African Proverb***



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# Thank you / Murakoze



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***“If you want to go fast,  
go alone. If you want to  
go far, go together” –  
African Proverb***



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