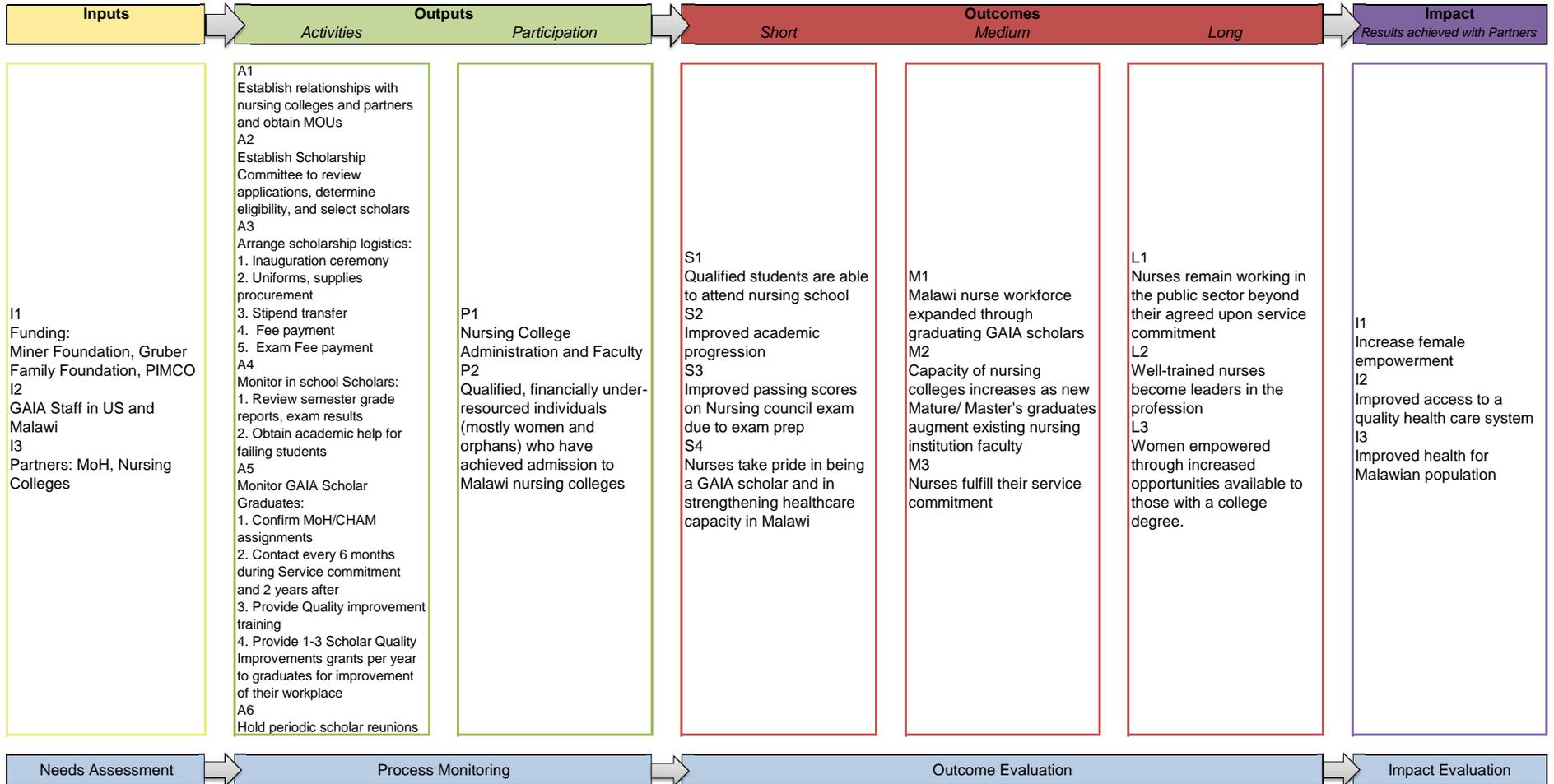




Nursing Scholarship Program Logic Model

Program: Nursing Scholarship Program

Situation: 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 and by emigration of nurses to developed countries where wages and working conditions are better. In 2005, the Malawi Ministry of Health implemented a 52% increase of nurse salaries funded by the United Kingdom Department for International Development (DFID). This initiative has helped to slow emigration of nurses, and the advent of antiretroviral therapy (ART) has improved the productive working life of HIV+ nurses. Yet the shortage of nurses remains severe, with 65% of government nursing positions vacant. GAIA introduced the Nursing Scholarship Program in 2005 to address this shortage, working to train nurses who would graduate on time, pass licensing exams and be deployed to the public sector workforce for the same number of years they were sponsored. GAIA has received roughly 3 million dollars since 2010 to expand this program, training both bachelor's level nurses and nurse midwife technicians. GAIA has supported more than 500+ nurses-to-be to date.



Monitoring & Evaluation

Assumptions (Program Focused):

1. All Colleges continue operation.
2. Costs do not increase dramatically.
3. Government underwriting of students in the nursing field continues.
4. Demand for nursing scholarships continues.
5. Students agree to service commitment requirement.
6. 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.