

Tanzania Nursing Scholarship Program, Inc.
C/o Linda van Werkhoven
P.O Box 182
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Dining for Women – Final Report

1.

Organization Name	Tanzania Nursing Scholarship Program (TNSP)
Program Title	Tanzania Nursing Scholarship Program Supplement
Grant Amount	\$35,000
Contact Person	Linda van Werkhoven, President
Address	P.O. Box 182, Blandford, MA 01008

2. Recap briefly what outcomes the program was designed to achieve.

Tanzania Nursing Scholarship Program will:

- Assist academically qualified and financially needy young women attain a diploma degree and designation as a Registered Nurse/Registered Midwife;
- Encourage gender equality, financial security and independence among our sponsored students, breaking the cycle of poverty for young women and their families;
- Increase the number of skilled health professionals in rural, underserved Tanzania;
- Align with the United Nation’s Sustainable Development Goals 1, 3, 4, 5, & 8 (previously Millennial Development Goals 1, 3, 4, 5, & 6)

3. What was accomplished in connection with this project? State each objective

a. Expand the number of nursing students sponsored by TNSP

We were able to sponsor an additional 24 students because of the Dining for Women Grant.

b. Strengthen program’s sustainability through increased visibility and a broaden-based of support.

Recognition of TNSP within the donor community has increased as a result of linkages to DFW. We find there is a great deal of respect for the DFW program and for those fortunate enough to receive a grant. We take every possible opportunity to educate people about our program and about DFW. As a direct result of the grant we have been introduced to and are partnering with another NGO on several projects and we are also working with other NGOs in the community to increase awareness. We have gained one new board member as a result of the grant and because of her introduction to us through DFW. Additionally, we have recently met a woman who is very eager to assist us with our program. She hopes to work towards sustainability in the sponsorship program and will travel to Tanzania with us next year to experience firsthand the need for and the administration of the program. Several local service organizations were very excited about the DFW grant we received and they continue to make yearly contributions to our

program. In summary, we have received increased visibility because of the grant and feel we have increased credibility for fundraising activities.

c. Increase the number of graduate nurses/midwives practicing in Tanzania.

The number of nurses & midwives per 100,000 people is 24 compared to 980 in the U.S. The lack of skilled health professionals is a problem especially in the rural areas. The majority of our sponsored students come from rural regions of Tanzania and continue to be very interested in their communities after they graduate. We are very excited that not only are our students upon graduation Registered Nurses but also Registered Midwives. Only 51% of births are conducted by a skilled attendant thus contributing to the very high maternal/infant death rate.

d. Financial security for sponsored young women leading to improved wellbeing for their families and villages

There is strong demand for registered nurse/midwives at government and private hospitals and health clinics so all our graduates are employed following licensure. They have a starting salary of \$325-\$500 **per month**. The annual cash income for a rural family is approximately \$300 **per year**. It is the cultural norm to give back to one's family and we know from communication with our graduates that they are indeed helping to provide basic needs such as food, clothing, housing, and medical care. They pay school fees for younger siblings and often they are involved with paying school fees for nieces and nephews.

4. What challenges did you face in connection with this project? How did you address these challenges?

- Tuition, board and other cost has risen from \$300 per student per year in 2007 to approximately \$875 per student per year in 2016 (including food costs described below). We have adjusted the number of students to whom we offer sponsorship to accommodate this increase.
- In 2015 the Ministry of Health put into effect a new policy excluding meal service from government-supported diploma programs. Previously students were provided with three basic meals a day as a part of their school fees. This cost shifting has significantly impacted our students who have no disposable reserves to buy or prepare food. In response, we set aside a food allowance for each student and arrange a means to ensure that these funds were not syphoned off for other purposes. This decision by the government caused a great deal of anxiety and frustration for everyone concerned.
- Our program is most effective when we have full cooperation and good communication with the staff in the nursing programs where our students are enrolled. Our procedures and expectations were fully explained to each school, but two schools failed to fully follow through on the agreed upon process. Fortunately we had graduate students at both locations and they very willingly administered the program with our guidance. Due to the lack of cooperation at two schools and the end of our DFW grant we have decided to limit our sponsorship program to three schools: Kilimanjaro Christian Medical College, Tukuyu School of Nursing and Operating Theatre Management School of Nursing in Mbeya.

5. Is your organization or program situation different than presented in the approved proposal?

No

6. What were the most important lessons learned?

Scaling up our program presented new challenges. Maintaining a high quality program after adding additional sites spread us thinner. Coordinating with five programs significantly increased administrative burden. It also became more difficult to provide the level of mentorship that we feel makes our program unique and especially valuable. In addition to financial support, students benefit from regular contact. In addition to our regular Nurse Practitioner who answers monthly emails a new board member took on part of that role. Our most exciting lesson was learning to engage nurses who have graduated from our program.

We found that working with students who have graduated from the program can be very rewarding for everyone involved.

7. What has changed within your organization as a result of this project

We were able to sponsor more students at additional schools with the DFW grant. This increase was a challenge to administer especially at two schools where communication was difficult, but with the assistance of several graduated students the program was administered successfully. The grant did not affect the way we administer our program otherwise.

Describe the unexpected events and outcomes, including unexpected benefits.

- Several of our graduates have engaged with the scholarship program and are helping to support sponsored students. They serve as mentors and strong role models for our young women in training. It is very exciting working with them and seeing their level of commitment to the sponsorship program and to their profession. Both of these young women who performed this role are currently enrolled in a bachelor degree program and intend to continue on into a Masters of Nursing program.
- TNSP arranged for the University of Massachusetts to host a visiting scholar from Kilimanjaro Christian Medical Center in Moshi. This nurse tutor/instructor learned new modalities for teaching nursing, like how to effectively use simulation skills labs. She has taken what she learned back to her home institution and instituted changes. In addition she helped to diffuse greater understanding about East Africa and the challenges of global health delivery within our local university. This visit was paid for by a dedicated donation.
- As a result of our prior work with University of Massachusetts (“UMass”) we are providing assistance to the College of Nursing at UMass to develop relationship with similar programs in Tanzania.
- Another outcome of our affiliation with UMass is that we have met 2 young PhD students from Malawi. They will be taking our Power Point Presentation on the requirements needed to enter a nursing program to use in secondary schools in Malawi .
- Establishing a relationship with Mirembe School of Nursing in Dodoma, introduced us to a nurse with the Global Health Service Partnership (Peace Corps). Upon returning to the U.S., this volunteer has joined our Board, bringing first hand experience with the nursing education system in Tanzania and spreading our geographic reach to the west coast. We have also

partnered with another woman as a direct result of our DFW grant. She plans to travel with us next year to Tanzania to see how the program is administered and meet students and staff at several schools.

- Several of our sponsored students have participated in outreach events to encourage young women in rural areas to consider a career in nursing. Raising interest among secondary students will alert them to the need to take the necessary courses for entrance to nursing programs.
- Four of our graduates are now enrolled in Bachelors of Nursing programs.
- We were very saddened in August to learn that one of our graduates died in childbirth. She and her baby became victims of the very system that she hoped to impact. In Tanzania the lifetime risk of maternal death is 1 in 44 compared to 1 in 4,000 in the U.S. This was a huge loss to her family, community and nursing colleagues.

9. Did you change your strategy as a result of obstacles you encountered? How will you address these challenges in the future?

- Due to continued increase in school fees and the end of DFW grant we will scale down the number of students we sponsor. Actual number will depend on how much revenue we bring in through fundraising.
- In 2015 the Ministry of Health put into effect a new policy excluding meal service from government-supported diploma programs. We will continue to provide additional funds for food and reevaluate the need each year.
- Our program is most effective when we have full cooperation and good communication with the staff in the nursing programs where our students are enrolled. We feel a face to face engagement is a necessity for future introduction to new schools. We will continue our sponsorship program with three schools next year.
- We will use graduated students whenever possible to support our sponsorship program.

10. Approximately how many lives have been touched, both directly and indirectly, by the program?

Since 2007 a total of 84 students have graduated and are licensed nurses/midwives. These are students who at the time we intervened were on the verge of abandoning their education due to insufficient funds. An additional 31 sponsored students will graduate in 2017. As we said earlier, following graduation, students provide financial assistance to family members. This multiplier effect would lead us to estimate that a minimum of 500 – 600 individuals have benefited. In addition these nurses go on to touch the lives of their patients. For a community health center to have a Registered Nurses/Midwife is a valuable resource: a skilled birth attendant able to provide emergency and life saving medications and interventions, immunizations, prevention, screening and early intervention for HIV, education on healthy eating, and so much more. An additional bonus is the strong, successful role model that these young women become thus encouraging other poor women from rural areas to follow their dreams.

11. What are the measures used to monitor success and how was this information measured (e.g. surveys, observation)? Be specific and include measurable results.

- Number of students graduating with a diploma in nursing/midwifery

- Number of students completing licensure
- Number of students continuing their education

12. If the program is ongoing, provide plans and expected results, including projected timeframe.

TNSP will continue to sponsor students. We currently have 39 students; 31 will graduate in 2017 and take their licensing exam. We will interview and select new students for sponsorship during a planned visit to Tanzania. The number of students selected will depend upon current exchange rate, cost of school fees plus food money, and how much we bring in through fundraising.

13. Provide a detailed list of all expenses incurred during the grant cycle, which have been paid for with Dining for Women grant.

Dining for Women Grant				
Term	School	# Students	Student Benefits	Balance
9/21/2014	DFW grant deposit		17,500.00	17,500.00
Fall 2014	KCMC School of Nursing	9	(3,807.35)	3,692.65
Spring 2015	Tukuyu School of Nursing	9	(3,509.76)	10,182.89
Spring 2015	Mirembe School of Nursing	4	(1,436.46)	8,746.43
Spring 2015	KCMC School of Nursing	9	(2,479.51)	6,266.92
9/20/2015	DFW grant deposit		17,500.00	23,766.92
Fall 2015	KCMC School of Nursing	15	(5,320.71)	18,446.21
Fall 2015	Tukuyu School of Nursing	9	(4,978.58)	13,467.63
Fall 2015	Mirembe School of Nursing	4	(1,390.00)	12,077.63
Spring 2016	KCMC School of Nursing	15	(5,117.65)	6,959.98
Spring 2016	Tukuyu School of Nursing	9	(2,827.56)	4,132.42
Spring 2016	Mirembe School of Nursing	7	(2,408.28)	1,724.14
Fall 2016	KCMC School of Nursing	4	1,724.14	-
Notes:				
1. Students benefits consist of school fees and pocket money through Spring 2015 term				
2. Starting with Fall 2015 term Ministry of Health eliminated food service to dormitory students. School fees were reduced but do not offset the cost of buying prepared meals for students. Starting with Fall 2015 term we also provided a food allowance for students.				

14. Did this grant and relationship with DFW assist your organization in obtaining other funding, partnerships with other organizations, or public recognition in some capacity?

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Below are some quotes from students that are representative of the emails we receive:

Concesa:

I am Concesa, a student Muhumbili university second year in Nursing diploma coarse. I hope you and your families are all doing fine. I would like to express my sincere thanksgiving to you and all supporters for sponsoring me. As days go on I get to see how vital this is. My family is facing a crisis financially but I am thankful you have lifted a huge load off their shoulders because my school fees were the most costly expense to them. Thank you so much for this. I can't give you anything in return for this, but I pray God he blesses you and your families more. Thank you for everything and I promise to use this chance to positively reach my dreams and help others this way. ASANTE SANA (THANK YOU VERY MUCH)."

Nanelwa:

My heart is already tired due to the to and fro of finding the helper of my education. I decide to leave school due to no paid of school fee and other contribution from the last semester and now in second year coming and go to home to my mother. Within my heart there is a tear which flow because I real like and want to be a nurse who want to help others with different condition. I was again return to principle and tell the situation and my decision of going back at home because didn't any money for payment and my principle make me calming and advice me to continue staying at school and said she will try to help me by any means in order to ensure that I have complete my studies. Until now I have no direction where can get the money and where is my direction of my education tukuyu school of nursing. Thank you.

Mwima:

It is long since we communicated but i hope that you are all doing ok. To my side am fine i thank God greatly for everything. May you be blessed abundantly for the good work you did in supporting me in college .Am now at least somebody in the community and i can now manage my daily bread and also support my family my dears. May God always be on your side and add you more. Love you and miss you all. THANKS IN ADVANCE."

Sashach:

I thanks very much to be sponsorship with you because nobody in our family can help to continue with my study. Now am continue well with my study so due to your help now I have already pay school fees examination fees, health fees also I have money for food and pocket money.

Seraphina:

" I went home when we finished exams of end semester breather for one week my parents were happy when they seen me and say God bless you because of help me and now I become like other students in the school. Now I am study well without thinking of school fees."

This last quote is from Nolasca Mtega, the principal at Tukuyu School of Nursing:

On behalf of students who are sponsored by Tanzania Nursing Scholarship Program I would like to appreciate what you are doing to our students. It has great impact to individuals, school and community in general. Most of the students who not able to complete studies even with good performance. They had economical problem but with your help there were no failures with sponsored students. Extend my thanks to all Sponsors.

The Board of the Tanzania Nursing Scholarship Program and all of the students whose lives you have touched want to thank you from the bottom of our hearts for this unique opportunity you gave us. Yes, there were challenges but the benefits greatly outweighed all the frustration. We have watched our students go from poor, down trodden young women to strong, successful role models. We see them marrying young men who are educated and who value them. We see women choosing the size of their family and expressing interest and investment in education for themselves and their families. We see them give back to family and community. When we look at all of these things we say: It is a good day!!!

Below are a couple of photos of our students with brief descriptions. Students have given us permission to use their photos.

Many blessings to all of you for your hard work.

Asante sana,

Linda van Werkhoven, President
Tanzania Nursing Scholarship Program

Martha Mbalwa, 2014 graduate of the Tukuyu School of Nursing at a rural child health clinic:



Anna Edward, 2015 graduate of the Tukuyu School of Nursing . Currently works at the Nyarugusu Refugee Camp on the Congo/Burundi border where she provides maternity care.

