



Volunteer Dr. Stephanie Garbern facilitating a training simulation with FAME nurses

Education and Capacity Building at FAME

Sub-Saharan Africa bears nearly one-quarter of the global burden of disease, yet has only three percent of the world's healthcare workers. Millions of people across the continent suffer needlessly because they cannot access medical care from trained personnel in well-equipped medical facilities. Following five years of medical school and a one-year internship, doctors sent into the field to work typically find themselves treating the sickest of patients, without specialty training or the professional support of seasoned colleagues. New nurses face the same challenges, often caring for patients who require the level of care found in an ICU.

The Tanzanian government has made concerted efforts in recent years to produce more skilled healthcare providers. However, Tanzania continues to have one of the world's lowest clinician-to-population ratios: three physicians for every 100,000 people (WHO 2012); 24 nurse/midwives for every 100,000 people (WHO 2012); and an estimated 253 surgeons for 55 million people (World Bank 2016). Due to adverse working conditions, only 20% of doctors practice in rural areas where they are most needed. Poor retention in rural areas has been repeatedly linked to under-resourced and broken work environments, inadequate professional support, poor

compensation and lack of educational opportunities.¹



Volunteer Surgeon, Dr. Jean Gillon, teaching during wound care procedure

Education and capacity building are central to FAME's mission. From the beginning, we have endeavored to equip our Tanzanian doctors and nurses with the knowledge, skills and resources they need to serve their patients well. Today, FAME takes a four-pronged approach to continuing education, including a rigorous on-campus training program, an overseas medical volunteer program, an online specialty consulting program and a selective scholarship program for FAME employees.

On-Campus Training Program

Our culture of life-long learning and our medical volunteer program uniquely position FAME to provide on-campus multi-day

trainings relevant to the most pressing needs of our patients. Thus far, trainings have covered everything from the management of chronic diseases to trauma response and palliative care. With the rollout of labor and delivery services in 2014, we have prioritized training in emergency obstetrical and newborn care, and implemented programs in Advanced Life Support in Obstetrics, Structured Operatives in Obstetrics, Helping Babies Breathe and Advance Nursing in Obstetrics. Thus far, 52 healthcare providers have completed training in these critical skills.



Head Nurse Siana Nkya awarding Helping Babies Breathe (HBB) Certificate to FAME Nurse, Christopher

¹ *Modeling Solutions to Tanzania's Physician Workforce Challenge*, Muhimbili University of Health and Allied Sciences, Dar es Salaam, Tanzania and the University of California, San Francisco, Global Health Action, 2016.



Volunteer doctors Reed Shnider and Israel Alter with FAME doctors Waali Musya, Frank Lisso and Ivan Mwaluko

On-Campus Volunteer Program

Volunteerism is central to FAME's mission and building local capacity. The Volunteer Program at FAME is a rich and collaborative learning experience for both our Tanzanian medical team and our international volunteers. It fosters an exchange of knowledge and a sharing of expertise between specialist doctors and nurses from overseas medical communities and our Tanzanian healthcare providers who are in the trenches every day caring for patients. Working side by side with members of our Tanzanian team, volunteers also help to tackle the enormous clinical challenges we face day in and day out. Since

2011, FAME has hosted 230 volunteer doctors and nurses. The minimum stay is three weeks, with a handful of volunteers remaining for six to 12 months. While we welcome volunteers across areas of specialty, we currently give priority to those from the following specialties: Obstetrics and Gynecology, Pediatrics, Internal Medicine, Family Medicine and General Surgery. Volunteers conduct lectures, participate in weekly clinical conferences, attend morning rounds and work with their Tanzanian colleagues in both outpatient and inpatient settings.

Online Consulting Program

FAME's overseas online consultants are another contingent of medical professionals who share their time and expertise with our team. Between our limited referral options and the enormous economic challenges faced by our community, accessing specialty care can be next to impossible for patients living in rural locations like ours. Time after time, our consultants save the day, providing life-saving expertise via email case conferencing and digital images. While we don't yet have the IT infrastructure necessary to engage in real time telemedicine, our current technology allows us to access the expertise and guidance of doctors from the following specialties: Cardiology, Dermatology, Diabetes, General Endocrinology, ENT, Hematology/Oncology, Internal Medicine, Neurology, OB/GYN, Orthopedic Surgery, Pediatrics, Psychiatry (Adult), Radiology, Urology. These professionals help us diagnose and treat our most complicated cases – people who have often spent years searching for definitive answers and/or treatment recommendations.

FAME Scholarship Program

The FAME Scholarship Program dates back to 2004, with our first sponsored student graduating from medical school in 2009. Over the years, the program has been fine-tuned. Today, our program provides continuing education to FAME staff who have demonstrated a commitment to patient centered care and serving rural communities, as well as a passion for medicine and an exemplary work ethic. Educational opportunities currently include scholarships that enable select staff to upgrade their skills in nursing, clinical medicine, laboratory technology, pharmacy and health systems management.



FAME scholarship recipient, Dr. Anne Ghati

Programs of study have been carried out at Kilimanjaro Christian Medical School, the Tanzania Training Center for International Health, Nkinga School of Nursing, Dareda School of Nursing, Mount Ukombozi College and the Institute of Sonography in New Delhi, India. Thus far, the FAME Scholarship Program has enabled 13 staff members to train in Tanzania and abroad to advance their skills.



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