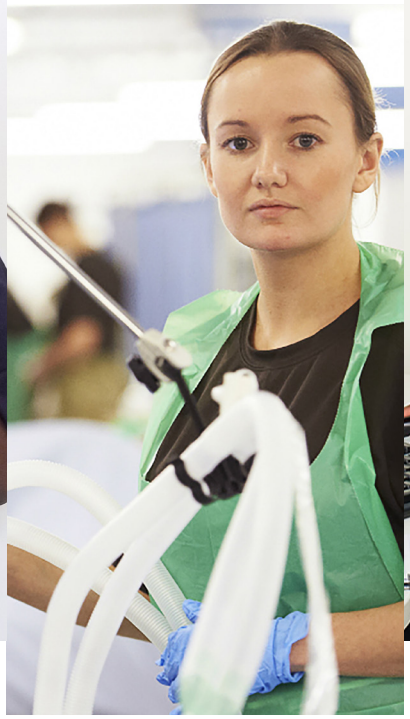
The Nightingale Challenge






Investing in young nurses and midwives is essential for improving health and health care globally. The Nightingale Challenge offers you an opportunity to be part of a global movement to equip and empower the next generation of nurses and midwives as leaders, practitioners and advocates in health.

Why 2020?

- 2020 has been declared by the World Health Organisation as the Year of the Nurse and the Midwife.
- 2020 celebrates the 200th anniversary of the birth of Florence Nightingale: nurse, innovator, reformer and leader of improved health care.
- What better time to begin this new journey with colleagues across the world?

The Nightingale Challenge asks every health employer around the world to provide leadership and development training for a group of their young nurses and midwives during 2020.

The aim is to have at least 20,000 nurses and midwives aged 35 and under benefitting from this in 2020, with at least 1,000 organisations taking part.

The purpose

The purpose of the Challenge is to help develop the next generation of young nurses and midwives as leaders, practitioners, and advocates in health, and to demonstrate that nursing and midwifery are exciting and rewarding careers.

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Each employer will determine how best to respond to the Nightingale Challenge and Nursing Now will use its global platform to help promote the activities and developments undertaken. The Nightingale Challenge is an opportunity for all participating organisations to be part of a great global movement to develop nursing and midwifery. It will enable them to maintain and enhance their reputation, externally and with their own staff, for investing and championing nursing and midwifery at a time when the two professions will be enjoying global attention through the Year of the Nurse and the Midwife.

Outline

The Nightingale Challenge is straightforward and simple:

- All employers of nurses and midwives are encouraged to take part. Each employer is asked to provide a leadership and development programme for nurses and midwives aged 35 or under. We are asking large health employers to provide development for at least 20 young people but recognise that some employers may only be able to support a smaller number of young people.

- Your programmes can be any mix of formal courses, mentoring, shadowing or learning from other professionals or sectors. You decide the content and format so that they are relevant to your own workforce and local needs. You may wish to include other professional groups in your programmes, as well as staff over the age of 35, or students – however these will not contribute towards Nursing Now's 20,000 goal.

- There are only two requirements of participating employers:

  - Your programmes include an opportunity for personal development, to learn about leadership, management or the wider organisation, and are not purely clinical.

  - You share your plans with Nursing Now at the start of 2020 and report back on your experience by the end of the year.



- Nursing Now will offer guidance on programmes, research evidence and good practice, should you want this. We will also offer to supplement your local programmes with optional global content, such as regular webinars with internationally recognised leaders talking about their career path and lessons learned.

- Nursing Now will also provide linking platforms for both employers and the nurses and midwives on the programme to connect with others in their locality, country and around the world. This will enable ideas and learning to be shared, as well as collaborative events and the creation of networks that can be used for mutual support and to strengthen the voice of nurses and midwives regionally and globally. Specific networks will be established as particular countries and localities reach a critical mass, and will use the most appropriate platforms for that group.

- Employers in high and most middle-income countries will fund their own programmes. For low and lower middle income countries that cannot fund programmes locally, Nursing Now will work with you to find the resources needed.

Visit www.nursingnow.org/nightingale/ to find out more and sign up your organisation to the Nightingale Challenge, or write to us at nightingale@nursingnow.global

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With support from NHS England.

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