

The Nightingale Challenge 2020

The Nightingale Challenge 2020 is for every large employer of nurses to provide leadership and development training for 20 young nurses and midwives in 2020.

Our aim is to have at least 20,000 young nurses and midwives benefitting from this in 2020 – **the WHO Year of the Nurse**.

The Nightingale Challenge 2020 aims to give young nurses and midwives the skills they need to play an even more influential role in global health. It will also help with recruitment and demonstrate that nursing and midwifery are exciting professions for the future.

The concept is simple:

- Each employer will provide leadership and development programmes for at least 20 young nurses and midwives aged 35 or under. These may be any mix of formal courses, mentoring, shadowing or learning from other professionals or services. Employers will decide the content and format so that they are relevant to their own context and the needs of the population they serve. The only requirement is that these programmes include some personal development and the opportunity to learn about leadership and the wider organisation and are not purely clinical.
- Nursing Now will provide regional and global links for the employers and the young nurses and midwives. This will enable employers to partner with others in their country or elsewhere in the world and to share ideas and learning. It will also allow the young nurses and midwives to create networks and platforms for learning and mutual support and enable them to have a voice regionally and globally.
- Nursing Now can also offer guidance on programmes as requested and facilitate access to regional or global leadership and development programmes.
- Employers in high and most middle-income countries will fund their own programmes. Nursing Now will seek funding to support programmes in countries where they cannot be funded locally.

