

Strategic Project Briefing · 2026–2030

Africa AI Academy for Nurses, Midwives and Healthcare Professionals

ANIA Academy

A Nursing-Led AI, Digital Health & Innovation Empowerment Initiative

Powered by TechNurses Africa

Prepared for partners, advisors and ambassadors

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01 The big idea

The Africa AI Academy for Nurses, Midwives and Healthcare Professionals is being developed as a nursing-led, nursing and midwifery-anchored learning, research, innovation and opportunity ecosystem serving nurses, midwives, women in healthcare and the wider healthcare workforce across Africa and the diaspora.

THE QUESTION WE ANSWER

As AI and digital technologies transform healthcare, who gets to participate in shaping that future?

Nurses and midwives represent a large, predominantly female professional workforce, deeply embedded in hospitals, maternity services, communities, homes, education and health systems.

Yet understanding healthcare does not automatically provide access to the knowledge, digital capability, research experience, innovation ecosystems, networks and opportunities increasingly shaping its future. The Academy exists to help close that gap.

They understand care.

They understand people.

They understand what happens when healthcare systems work — and what happens when they do not.

02 Our central belief

CENTRAL BELIEF

The people who carry care should help shape, build and lead the future of technology in healthcare.

We do not want nurses, midwives and women in healthcare to experience AI merely as something designed elsewhere that they are later expected to use. We want more of them to have the capability to:

- Understand it
- Use it responsibly
- Identify problems worth solving
- Innovate around it
- Contribute their professional knowledge
- Question it
- Research its implications
- Create with it
- Build and test ideas
- Help shape how technology is used in healthcare

03 Why nursing, midwifery and women in healthcare

This is not simply a workforce-development opportunity. It sits at the intersection of:

- Healthcare transformation
- Women's participation in technology
- Research and innovation
- Leadership
- AI and digital inclusion
- Future workforce readiness
- Economic participation
- Health-system development

Because nursing and midwifery are predominantly female professions, investing in their AI and digital capability creates the potential for impact beyond professional education.

FIGURE 1 — FOUR INTERCONNECTED AMBITIONS

Health

Developing healthcare professionals who can participate more confidently and responsibly in digital health, AI, research and innovation.

Gender

Creating pathways for more women in healthcare to participate in technology, AI, research, innovation, creation and leadership.

Workforce & economic agency

Helping experienced healthcare professionals build future-relevant capabilities that can support new ways of working, innovation, entrepreneurship, professional development and contribution.

Shaping technology

Increasing the participation of people who understand care in the conversations, research, design, evaluation and innovation surrounding technologies that increasingly influence care.

04 The problem

Healthcare is changing. AI, digital health, automation, health technology, new models of work and new forms of innovation are changing how healthcare is delivered, organised, researched and experienced. But access to that future is unequal.

FIGURE 2 — WHAT PEOPLE ARE ASKING

- Where do I start?
- Do I need to become a technologist?
- How do I become involved in research or innovation?
- How can I turn what I know into something useful?
- What does AI mean for what I already do?
- How can I participate in digital health?
- What new ways of working are emerging?
- How do I move beyond courses and actually demonstrate what I can do?

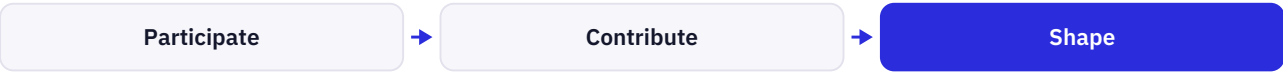
OUR STARTING PRINCIPLE

AI beginner does not mean beginner human.

A midwife with 20 years of experience may be an AI beginner while possessing knowledge that technology cannot replace. The Academy starts with what people already know and helps them build what they need next.

05 Mission and vision

To equip nurses, midwives, women in healthcare and healthcare professionals across Africa and the diaspora with the AI, digital health, research and innovation capabilities to participate in, contribute to and help shape the future of healthcare.



VISION

An Africa where nurses, midwives and women in healthcare are not left behind by technological change, but are equipped and recognised as active participants, researchers, innovators, creators, builders and leaders helping shape a more human future of healthcare.

06 Our five-year destination

By 2030, our ambition is not simply to have trained a large number of people. Our destination is to help move people:

Digital exclusion	→ Digital inclusion
Inclusion	→ Capability
Capability	→ Practice
Practice	→ Proof
Proof	→ Contribution
Contribution	→ Leadership

ULTIMATELY

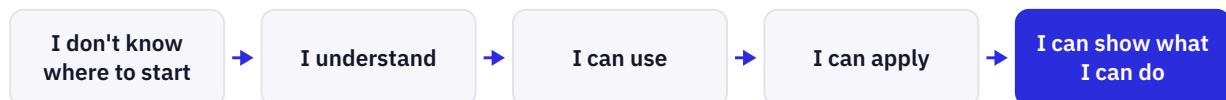


07 Two major outcomes

OUTCOME 1

Bridge the AI and digital capability gap

Create accessible pathways through which nurses, midwives and women in healthcare can develop practical AI and digital capability, regardless of whether they consider themselves “tech people.” The aim is not simply awareness. It is progression.



Because nursing and midwifery are predominantly female professions, this also creates a deliberate route through which more women can participate meaningfully in AI and digital innovation.

OUTCOME 2

Develop a generation of nurse and midwife innovators

The Academy will go beyond AI literacy. We want to develop nurses, midwives and women in healthcare who can:

- Identify real problems
- Listen to people affected by those problems
- Create
- Test
- Communicate their work
- Contribute to healthcare innovation
- Ask better questions
- Research and investigate
- Prototype
- Learn
- Collaborate across disciplines
- Find and evaluate evidence
- Generate ideas
- Build
- Improve
- Produce evidence of capability

THE DESTINATION IS NOT

Healthcare professionals who know how to use AI.

IT IS

Healthcare professionals capable of helping shape what AI, digital health and innovation become in healthcare.

08 How the Academy works

The Academy is being designed around three levels of progression.

TABLE 1 — THREE LEVELS OF PROGRESSION

Level	Movement	What it develops
Foundation	Understand + Begin	Foundational AI literacy, digital confidence, critical judgement and awareness of digital health, research, innovation and emerging opportunities.
Apprenticeship	Learn + Practise » Build + Prove	Moving from learning about something to actually doing something.
Fellowship (future)	Apply + Contribute + Lead	A future advanced pathway for people ready to contribute to research, innovation, projects, mentorship, knowledge exchange and leadership.

FIGURE 3 — OUR PRACTICAL PRINCIPLE



09 The six Faculties

The proposed Academy is organised across six connected Faculties.



Together, these recognise that there is no single future pathway. Someone may want to transform their current practice. Another may want to research, create, build, explore new ways of working, or become an innovator or leader. The Academy must make room for those different destinations.

10 The four Academy Spaces

This is where the Academy moves beyond the traditional course model.

School

Learn

Build knowledge and capability.

Innovation & Research Lab

Discover · Research · Build · Test

Take real healthcare problems through investigation, evidence, experimentation and innovation.

Creative Studio

Create · Communicate · Show

Turn knowledge and ideas into media, educational resources, communication, creative work and visible evidence.

Opportunity & Community Hub

Connect · Collaborate · Grow

Connect people to peers, mentors, leaders, projects, research, networks, opportunities and ways to contribute.

FIGURE 4 — OUR OPERATING RHYTHM

- Learn it in the School.
- Investigate and build it in the Lab.
- Bring it to life in the Studio.
- Never walk alone in the Hub.

11 How we measure success

Reach matters. Participation matters. Completion matters. But they are inputs and early indicators, not the destination. If 100,000 people enrol but cannot demonstrate anything they can now understand, use, create, investigate, build or contribute, we have not achieved the mission.

MEASUREMENT PRINCIPLE

We will not measure success by enrolment or training numbers alone.

School · Capability

How many people can demonstrate mastery or meaningful progression in AI, digital health, research and innovation capability?

Not simply: How many completed a course?

- Demonstrated capability
- Confidence
- Application
- Progression

Lab · Innovation

How many real healthcare problems are investigated, and how many evidence-informed innovations, projects, prototypes or solutions are developed and tested?

Not simply: How many attended?

- Problems investigated
- Research questions developed
- Evidence reviews undertaken
- Innovation projects developed
- Prototypes produced
- Tests completed
- Lessons generated
- Projects progressing into further research or implementation

Studio · Creation

How many useful creations are produced and shared?

Not simply: How many resources were downloaded?

- AI-assisted educational resources
- Animations
- Videos
- Health-communication materials
- Campaigns
- Presentations
- Digital resources
- Stories
- Creative portfolios
- Research communication

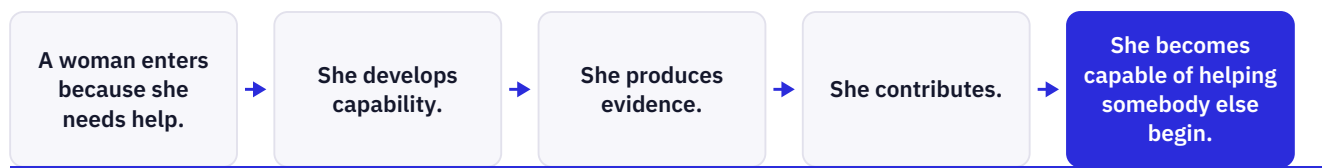
Hub · Contribution & leadership

How many people move from being learners to becoming contributors, mentors, collaborators and leaders who can support the next generation?

Not simply: How many joined the community?

- People contributing to projects
- Peer leaders developed
- Mentors and coaches developed
- People supporting subsequent cohorts
- Research and innovation contributors
- Community leaders
- Educators
- Ambassadors
- Faculty contributors
- Emerging leaders progressing towards the future Fellowship

FIGURE 5 — THE MULTIPLIER EFFECT



12 The Academy Impact Scorecard

This gives us a much stronger five-year measurement framework.

TABLE 2 — ELEVEN DIMENSIONS OF FIVE-YEAR IMPACT

Dimension	The question it answers
Access	Who are we reaching who might otherwise have been excluded?
Capability	What can they now demonstrably do?
Application	Where are they using what they learned?
Innovation	What problems have they investigated, and what have they built or tested?
Creation	What useful things have they created?
Evidence	What proof of capability, research or learning has been produced?
Opportunity	Where has capability become useful — in projects, research, collaboration, workplace application, entrepreneurship or creative work?
Contribution	How many people begin giving knowledge, time, expertise or support back?
Leadership	How many people progress from learner to contributor, mentor, innovator, researcher, educator or leader?
Gender & inclusion	Are women in healthcare gaining meaningful participation in AI, digital health, research and innovation — not merely attending training?
Public & healthcare value	What evidence suggests that projects and innovations are contributing to better experiences, practices, services, workforce capability or communities?

We should measure this carefully rather than promise that every Academy activity improves patient outcomes.

13 The five-year success question

AT THE END OF 2030, NOT SIMPLY

How many people did TechNurses Africa train?

IT SHOULD BE

How many nurses, midwives and women in healthcare moved from being excluded from the AI and digital future to demonstrating capability, creating, researching, innovating, contributing and leading within it?

FIGURE 6 — AND UNDERNEATH THAT

- What can they do?
- What have they investigated?
- What have they proved?
- Who are they now helping?
- What have they created?
- What have they built?
- Where have they contributed?
- What are they now leading?

That is a much harder measurement framework. But it is also a much more meaningful definition of impact.

14 Why TechNurses Africa

TechNurses Africa is not starting this journey from zero. Existing programme experience and internal project metrics include:

13,000+

People reached

1,300+

Community members

18+

Countries represented

5

Learning cohorts

323

Pilot participants

70+

Paid learners

87%

Increase in digital confidence

Source: TechNurses Africa internal programme metrics.

THE NEXT EVOLUTION

Counting participants

→ **Demonstrating capability and contribution**

These existing numbers help establish reach and early experience. The Academy represents the next evolution, and that distinction should become part of our institutional measurement philosophy.

15 The five-year movement

FIGURE 7 — THE COMMITMENT THE ACADEMY SITS WITHIN · 2026–2030

Leave no nurse behind
Leave no midwife behind
Leave no woman in healthcare behind
Leave no one behind

The movement is about inclusion. The Academy is one of the mechanisms through which inclusion becomes capability, agency, contribution and leadership.

16 Our strategic proposition

The Africa AI Academy for Nurses, Midwives and Healthcare Professionals is not being built simply to teach healthcare professionals how to use the latest AI tools. It is being built to help create a future in which nurses, midwives and women in healthcare have meaningful agency in the technological transformation of healthcare.

- We want to bridge the digital capability gap.
- We want to create pathways for women in healthcare into AI and digital innovation.
- We want to develop nurse and midwife innovators.

FIGURE 8 — LEARNING BECOMES LEADERSHIP



AND ULTIMATELY

We want the people who carry care to have the capability, evidence, opportunity and voice to help shape, build and lead the future of technology in healthcare.

Africa AI Academy for Nurses, Midwives and Healthcare Professionals. Powered by TechNurses Africa.