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### **Chapeau**

*Building a strong nursing and midwifery workforce is essential for ensuring health access and delivery. The aim of NNC is to build a global network of early career nurses and midwives and provide support in capacity building, by enriching their leadership skills and by providing them with platforms to influence the impact needed for a robust, competent and empowered frontline healthcare workforce to deliver health and social care to the communities in need.*

*The Nursing Now Challenge (NNC) works with various partner organizations globally to create leadership development opportunities for 100,000 early career nurses and midwives in more than 150 countries. The NNC mostly utilizes social media to develop networks of health professionals learning from each other's experiences and expertise across the world.*

*The NNC has built a global network of early career nurses and midwives, providing support in capacity building, by enriching their leadership skills and by providing them with platforms to influence the impact needed for a robust, competent and empowered frontline healthcare workforce to deliver health and social care to the communities in need.*

*To accelerate the growth at pace of early career nurses and midwives, it is crucial to invest, retain and support nursing and midwifery professionals right from the beginning of their careers. Hence, throughout this document, as early career professional nurses and midwives who are part of the NNC movement, we*

*provide specific action oriented recommendations relating to achieving the Sustainable Development Goals (SDGs), particularly SDG 3: recruiting, retaining and financing for professional development of early career nurses and midwives; role of youth in maintaining international peace and security in terms of global health; supporting and funding youth led innovation in scientific projects utilizing digital and non digital platforms to help resolve global health challenges; and lastly, welcoming the early career professionals in health to have space at policy table and transform global governance.*

## **Chapter I. Sustainable development and financing for development**

*In a globally interconnected world, the Nursing Now Challenge (NNC) advocates for equity and inclusiveness in healthcare policies, emphasizing the fundamental human right to health. With nurses and midwives constituting 59% of the health workforce (State of the World's Nursing 2020 Report, WHO 2020), the NNC prioritizes their education, job opportunities, and leadership roles to shape robust healthcare systems. To address such challenges, it is important to provide them with development opportunities.*

*The acute shortage of nurses and midwives is a global health crisis, despite recent global policy guidance. The shortage of over 8 million nurses and midwives threatens universal health coverage and progress towards Sustainable Development Goal 3. To address these challenges, the NNC aims to invest in the development and creation of leadership opportunities for 100,000 nurses and midwives in over 150 countries. However, more decisive action is needed to address this emergency and strengthen an essential global health workforce.*

*The adoption by all Member States of the Global Strategic Directions for Nursing and Midwifery (SDNM) 2021-2025, through Resolution 74.15 of the seventy-fourth World Health Assembly (WHA) in Geneva, has provided an opportunity to address this critical issue and take action.*

*To do so, recommended concrete-oriented actions are:*

- *As per the 5th Global Forum on Human Resource for Health, "Solidarity and cooperation at the multilateral, regional and domestic levels is needed to secure sufficient and sustained investment to retain the health workforce".*
- *Oversupply of health and care workers is the only solution to current challenges and only top-level political leaders' commitment can secure investment in the health and care work workforce on the scale needed*
- *Finance global research projects to investigate how to face the main challenges particularly that affect the youth in different disciplines and professions.*

## **Chapter II. International peace and security**

*The NNC recognizes the link between health and global peace, asserting health as a universal right essential for peace. As advocates for nursing and midwifery, it must be highlighted the importance for integrating health diplomacy into global health and peace development and the recognition of healthcare workers in the achievement of international peace and security.*

*Concrete-oriented actions recommended are:*

- *To forge alliances for the future, where civil society is included, promoting interconnection through online networking or presential events, and where the youth can meet and start developing those connections that can foster future coordinated activities and initiatives to promote Health For All*
- *To reinforce international laws protecting healthcare workers, including nurses and midwives. This is crucial for enabling them to deliver humanitarian care and ensuring their safety in conflict areas.*
- *To include those young healthcare workers and organizations, specially those from LMICs, in the main humanitarian responses, to let them participate in the big decisions that will affect their countries and environment. If they are the main actors in the humanitarian crisis, they also must be the main protagonists of the high decision-making meetings.*

## **Chapter III. Science, technology, innovation and digital cooperation**

*Digital transformation is key in today's discussions. The interweave between science and technology and the role it plays in improving health outcomes cannot be ignored. The NNC is leading the way in the use of digital tools in nursing and midwifery, to enhance global connectivity and collaboration among early-career nurses and midwives.*

*Programs that allow young people to network and collaborate, provide platforms for digital innovation and peer-to-peer learning. This allows for the exchange of ideas and the improvement of technologies.*

*To continue doing so, it is vital to endorse the establishment of global standards for digital health. This will build a foundation for interoperability and equitable access to healthcare technologies, paving the way to accessible and equitable health for all.*

*Concrete and action-oriented recommendations are:*

- *Designing and implementing one to one mentorship platforms between early career and senior professionals.*
- *Partnering among various institutions to co design and introduce digital learning platforms for early career professionals to develop their professional, personal and leadership skills.*
- *To make strategic investments towards healthcare infrastructure in low-resource settings. This targeted support will enable nurses and midwives to harness the potential of science, technology, innovation, and digital cooperation, thereby elevating healthcare standards and enhancing patient outcomes in resource-constrained environments.*
- *To ensure accessibility and availability of science, technology, innovation, and digital cooperation for early-career nurses and midwives, especially those working in low-resource healthcare settings, is a crucial initiative. This effort will empower nurses and midwives with essential tools*

*for delivering high-quality healthcare and contribute to the attainment of global health and reduce health inequalities.*

#### **Chapter IV. Youth and future generations**

*Young people are the leaders of tomorrow. They are the heart of the NNC Mandate. They need to be actively involved in shaping tomorrow, we cannot build a future for them without them. Investing in the emerging healthcare workforce is crucial in making sustainable decisions for global health.*

*Young empowered and skilled nurses will make a strong healthcare workforce of the future and help generations to develop the same qualities to work in partnership to achieve SDGs and health for all.*

*Concrete and action oriented recommendations are:*

- *To create networking opportunities for early career professionals through direct mentorship with a lead in their respective organization .*
- *To invite youth representatives from different organizations around the globe in policy oriented and strategic discussions. Call for consultation with early career professionals should be mandated while proposing new policies or reports.*
- *Establishment of youth councils in all present professional bodies and providing robust visibility, resources for youth councils to debate and represent policy change and implementations.*

#### **Chapter V. Transforming global governance**

*Recognizing the need for a reinvigorated multilateral system, it is important to be committed to enhance collaboration between Member States, international organizations, and non-state actors. The inclusion of early-career nurses and midwives in global health governance structures is the best way to shape the policies of the future with the main actors of tomorrow.*

*Concrete and action-oriented recommendations are:*

- *Allocation of funds and mandatory spaces for early career professionals to attend strategic discussions and meetings so that the youth is empowered to contribute with partner institutions in and out of their local communities.*
- *Creation of opportunities for collaboration within youth councils with different state and non state actors and stakeholders.*
- *To enable youth led innovation that directly contributes to global governance in forms of partnership and monitoring among different local and global institutions.*
- *To acknowledge the inherent leadership capabilities of early-career nurses and midwives by providing them with seats at decision-making tables on a strategic level.*