



# The African ReDeployment of Knowledge Programme launch in Nigeria

Nigeria faces a critical JAPPA (brain drain) crisis, with thousands of health professionals leaving annually for better opportunities abroad. Nearly 50% of Nigerian-trained doctors now work outside the country, leaving a doctor-patient ratio of about 1:4,125 for a population of 227 million.

The African Redeployment of Knowledge (A-ReDoK) Programme seeks to turn this challenge into an opportunity: mobilizing diaspora Nigerian doctors and other health professionals to volunteer one month annually in Nigerian hospitals. This redeployment will strengthen service delivery, upgrade local skills through structured training, and bridge the healthcare gap while advocating for longer-term retention policies. This proposal seeks partnerships with key stakeholders and leaders in corporate social responsibility in Africa, to co-drive a sustainable national health transformation focused on equity, education, and empowerment.

Together, A-ReDoK and key stakeholders can address Nigeria's health workforce crisis, enhance healthcare delivery, build youth capacity, and leverage digital innovation to strengthen communities—perfectly aligning with overarching CSR pillars regarding Health, Education, Youth Empowerment, and Community Development.

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*Back to my Roots is the program's slogan.*

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Nigeria (and the whole of Africa) is facing a severe brain drain crisis, with nearly 50% of its trained doctors now practicing abroad. The African Redeployment of Knowledge (A-ReDoK) Programme proposes a bold, scalable solution: mobilizing Nigerian diaspora health professionals to return for one month annually to provide care and training. This initiative strengthens local healthcare delivery, builds capacity through structured peer training, and supports long-term retention strategies. With a hybrid model of in-person and virtual engagement, A-ReDoK offers a sustainable, policy-integrated response to a national emergency.

A-ReDoK will support systemic change and equity. It leverages in-kind diaspora contributions, multiplies impact through peer professional mentorship and train-the-

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trainer models, and integrates with national health strategies. The A-ReDoK programme is rooted in cultural reconnection and long-term sustainability.

A-ReDoK is launched in Nigeria first. And will hopefully reach entire Africa in the next decade.

## 1. Introduction to A-ReDoK in Nigeria

Nigeria's healthcare system is under immense pressure due to the JAPPA phenomenon – a mass exodus of health professionals seeking better opportunities abroad. With a doctor-patient ratio of 1:4,125, the country faces a critical shortage. A-ReDoK aims to transform this crisis into an opportunity by redeploying diaspora professionals to serve and train locally.

## 2. Programme Overview

**Objective:** To mobilize Nigerian diaspora doctors and health professionals to volunteer one month annually in Nigerian hospitals, focusing on both patient care and structured peer training.

### Key Components for Nigeria:

- **Redeployment:** 1-15% of diaspora doctors return annually.
- **Training:** 1 hour/day per doctor dedicated to training nurses and assistants.
- **Virtual Support:** 75% of training delivered virtually for scalability.
- **Policy Integration:** Embedded in national health strategies.

## 3. Rationale & Uniqueness for Nigeria

- **Scale of the Crisis:** 16,000 doctors emigrated in 5 years.
- **Systemic Impact:** Overburdened hospitals, unsafe workloads.
- **Unique Value:** Combines service delivery with **capacity building**.
- **Differentiation:** Unlike other efforts, A-ReDoK is diaspora-led, culturally rooted, and policy-integrated.

## 4. Impact Projections for Nigeria

### Patient Care:

- At 2% participation (320 doctors/year):
  - Urban hospitals: ~832,000 patients/year.
  - Rural clinics: ~249,600 patients/year.

### Training Impact:

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- 8,320 hours/year → ~100,000 nurses trained.
- With multiplier effect: ~300,000 impacted annually.

## 5. Sustainability & Scaling

- **Short-Term:** Patch intervention with virtual training.
- **Medium-Term:** Improve local retention and working conditions.
- **Long-Term:** Institutionalize A-ReDoK as a permanent knowledge transfer mechanism in Africa.

**In-Kind Contributions:** Diaspora organizations provide time, expertise, and logistics — reducing funding needs.

**The A-ReDoK programme is a bold, scalable, and sustainable response to Nigeria's healthcare crisis. It empowers diaspora professionals to reconnect with their roots while transforming the health system from within. With their support, this vision can become a reality.**

## Key features of the African Redeployment of Knowledge programme

- **African ownership and perspective:** A-ReDoK is designed from an African viewpoint, increasing relevance and acceptance among local stakeholders.
- **Strategic focus on knowledge redistribution:** The programme addresses a fundamental need to redistribute expertise across the continent, emphasizing local capacity building.
- **Potential support from WHO, WAHO, and ECOWAS:** Alignment with these influential organizations provides legitimacy, scalability, and access to key policymakers.
- **Multidisciplinary approach:** A-ReDoK connects academic, political, and health sectors, enhancing collaboration and impact.
- **Strong narrative and positioning:** The pitches and strategic documents are clear, compelling, and tailored to the target audiences and stakeholders.
- **Alignment with African policy priorities:** The focus on self-reliance, knowledge development, and regional cooperation matches the agendas of AU, ECOWAS, and WAHO.
- **Global support for decolonizing knowledge:** There is growing international interest in strengthening local expertise and decolonizing academic and health systems.

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- **Digital transformation:** Emerging technologies make cross-border knowledge sharing and collaboration more accessible and cost-effective.
- **Collaboration with the diaspora:** The African diaspora can serve as a bridge between global knowledge and local application.

## Factors of Success for the A-ReDoK Programme

### African Ownership and Leadership

Ensuring that African experts, institutions, and communities lead the design and implementation of A-ReDoK. This fosters legitimacy, relevance, and long-term commitment. Strategic focus includes capacity building, leadership development, and recognition of African expertise. Risks include tokenism or external dominance, mitigated by governance structures and participatory decision-making.

### Political and Institutional Support

Securing endorsement and collaboration from key bodies such as WHO, WAHO, and ECOWAS. This enhances policy alignment and resource mobilization. Strategic actions include diplomatic engagement and alignment with regional health priorities. Risks include political shifts or lack of coordination, mitigated by multi-level advocacy and institutional anchoring.

### Local Capacity and Knowledge Infrastructure

Strengthening local research institutions, data systems, and knowledge platforms. This ensures contextual relevance and sustainability. Strategies include training, infrastructure investment, and partnerships with universities. Risks include brain drain or underfunding, mitigated by long-term investment and retention strategies.

### Cultural and Linguistic Relevance

Integrating local languages, cultural norms, and indigenous knowledge into A-ReDoK's work. This enhances accessibility and resonance. Strategies include multilingual materials and cultural co-design. Risks include miscommunication or exclusion, mitigated by inclusive design and translation support.

### Financial Sustainability and Fundraising

Establishing diverse and reliable funding sources to support A-ReDoK's operations. Strategies include donor engagement, African philanthropy, and innovative financing. Risks include dependency or funding volatility, mitigated by diversified portfolios and transparent financial planning.

### Digital Infrastructure and Accessibility

Leveraging digital tools to disseminate knowledge and connect stakeholders. Strategies include open-access platforms, mobile-friendly tools, and digital literacy programs. Risks include digital divides or cybersecurity threats, mitigated by inclusive tech design and data protection protocols.

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## Monitoring, Evaluation, and Adaptive Learning

Embedding robust M&E systems to track progress and adapt strategies. Strategies include participatory evaluation, real-time feedback, and learning loops. Risks include data gaps or rigidity, mitigated by flexible frameworks and stakeholder involvement.

## Regional Collaboration and Networks

Building strong networks across African countries and institutions. Strategies include regional forums, joint initiatives, and peer learning. Risks include fragmentation or competition, mitigated by shared goals and collaborative governance.

## Communication and Storytelling from African Perspectives

Centering African voices and narratives in all communications. Strategies include storytelling, media partnerships, and community engagement. Risks include misrepresentation or low visibility, mitigated by strategic media planning and capacity building.

## Trust and Transparency in Processes

Fostering trust through open, accountable, and ethical practices. Strategies include transparent reporting, stakeholder dialogue, and ethical standards. Risks include mistrust or misinformation, mitigated by proactive communication and integrity mechanisms.

## Inclusivity and Gender Sensitivity

Ensuring that A-ReDoK is inclusive of diverse groups, especially women and marginalized communities. Strategies include gender analysis, inclusive participation, and equity audits. Risks include exclusion or bias, mitigated by inclusive policies and continuous review.

## Impact Orientation and Scalability

Focusing on measurable impact and the ability to scale successful models. Strategies include pilot testing, impact metrics, and scalability planning. Risks include limited reach or diluted quality, mitigated by strategic scaling and quality assurance.

## Awareness video

Please be aware that document will be updated soon with an awareness video on The African ReDeployment of Knowledge Programme

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