The Fleming Fund
Fellowship Scheme

UKaid
from the British people

The Fleming Fund Fellowship Scheme: Building the One Health Workforce

Key findings from the Legacy Review

The Fleming Fund, a UK aid programme, provides funding to strengthen national surveillance systems for antimicrobial resistance in 25 countries across Africa and Asia. The Fleming Fellowship Scheme was launched in 2018 to build sustainable expertise among health professionals in AMR and antimicrobial (AMU).

Fellows working on AMR surveillance in hospital and veterinary laboratories, and pharmacies, disease surveillance centres, and policymakers, were competitively selected. These fellows were then trained and mentored by leading universities and training institutions subsequently developed bespoke workplans for each fellow.

At the end of 2023, we examined the impact of the scheme to understand the experiences and careers of 119 of the 181 fellows who completed the programme from 41 government institutions across 20 countries.

181 Fellows

41 Government Institutions

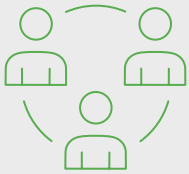
20 Countries

The report highlights changes at three key levels:

Individual shifts in the professional lives of fellows: Laboratory scientists, epidemiologists, pharmacists, physicians, and veterinarians attributed shifts in their career trajectory to skills acquired during the fellowship. This has enhanced their ability to produce, analyse, share, and use AMR data and secured them as leading professionals for AMR in their sector and countries.

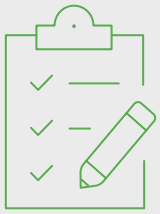
66%

of fellows have new roles or additional roles and responsibilities relevant to AMR surveillance and response.



84%

of fellows are actively involved in AMR data sharing.



75%

of fellows are actively involved in improving AMR data production.

Institutional shifts in quality standards and partnerships: Representatives from government departments, ministries of health, ministries of agriculture, veterinary and human health services, food safety, and pharmaceutical departments, alongside public health laboratories, hospitals, and tertiary institutions confirmed the Fellowship Scheme contributed to capacity improvements within their institution.

83%

improved leadership in AMR

80%

improved quality of AMR data production

76%

increased AMR training opportunities for other staff

National systems shift to strengthen AMR response: By leveraging their fellowship experience, they advocate and provide technical inputs to inform national action plans and regulations on antimicrobial use as well as laboratory standards. As national AMR focal points, and members of AMR governance committees, fellows sustainably influence the direction of their country's response to AMR. Collaborative research projects initiated during the fellowship also provide evidence for shifts in policies and decisions on antimicrobial use.

82%

of fellows are more actively involved in AMR use data for decision/ policymaking.

76%

of fellows are applying their new skills to AMR advocacy and awareness-raising at the community and national level.

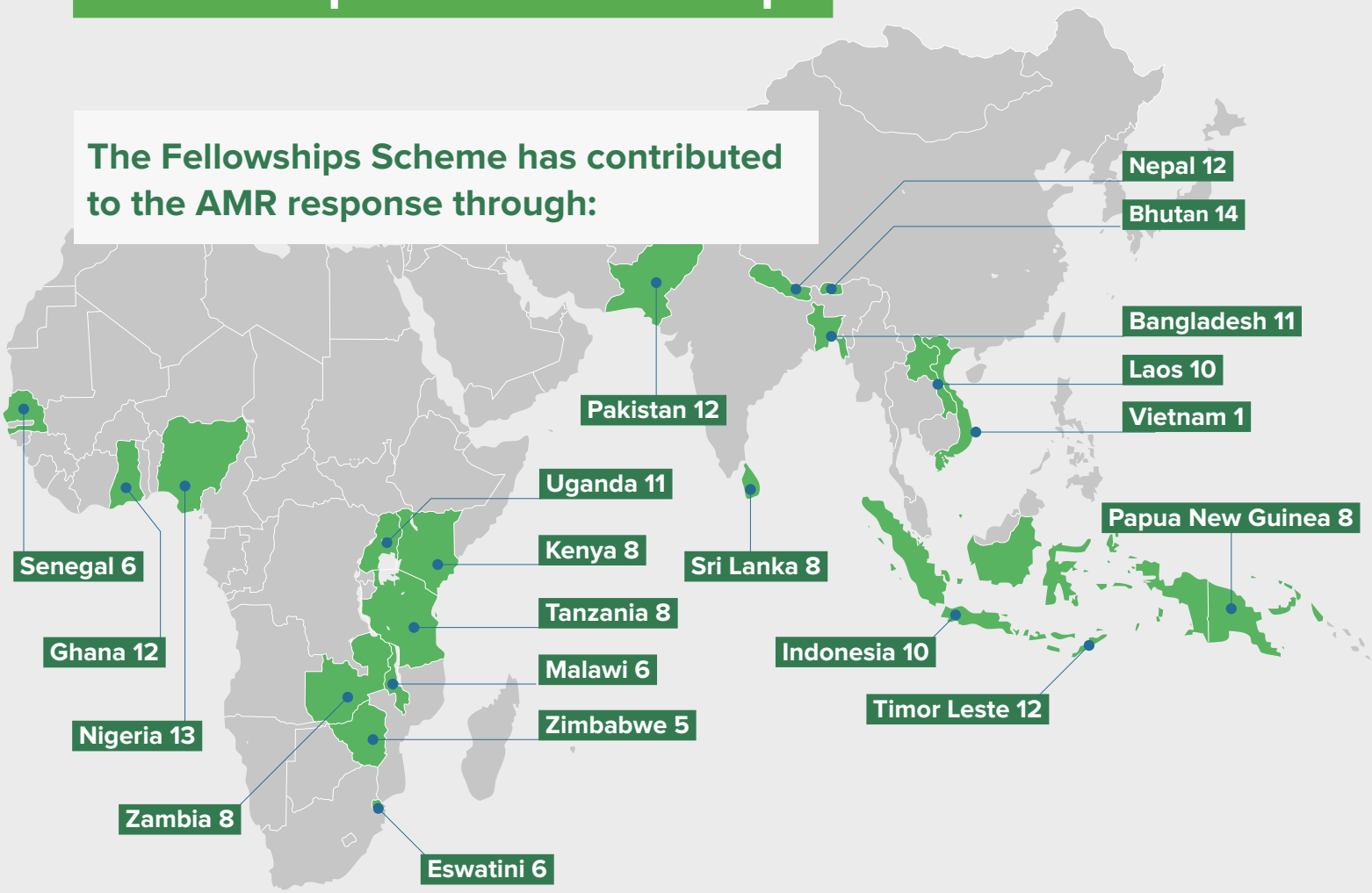
76%

of fellows are part of AMR technical committees/working groups.

> *"I have used the knowledge gained through the fellowship to improve the data management activities at the Ministry of Health. I have also participated in the technical working groups as a resource person and contributed to the WHONET training programs, the development of the National Strategic Plan, budgeting, costing, WAAW activities, and data analysis."*
>
> **Male, Professional Fellow, Sri Lanka**

Fellowship Fund Fellowships

The Fellowships Scheme has contributed to the AMR response through:



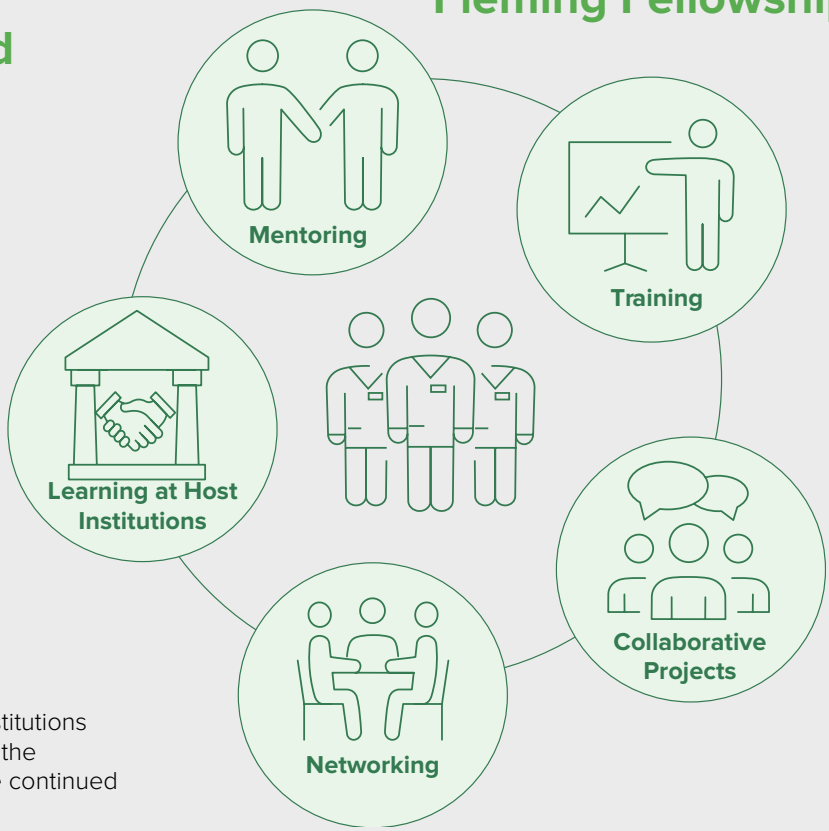
The Legacy Review provides strong evidence that improved technical capacity and leadership within the AMR One Health workforce has contributed to improved standards in laboratories, raised national awareness and understanding of AMR, and strengthened country AMR governance structures.

> *As a member of the National Technical Working Group on Residues of Veterinary Drugs in Foods and the AMR Community of Practice, I have collaborated with stakeholders across sectors to develop and implement comprehensive strategies for combating AMR in Nigeria. This involvement has allowed me to contribute to policy formulation, regulatory frameworks, and capacity-building efforts to promote antimicrobial stewardship, strengthening regulations, and improving supply chain management practices.*
>
> **Female, Human Health, Professional Fellow, Nigeria**

The Fellowships provided the following benefits to participants:

- Enhanced National capacity to collect, analyse and report AMR data.
- Technical contributions to the development of National Action Plans to tackle AMR.
- Fostering AMR Stewardship through AMR Technical Working Groups and AMR Committees.
- Multisectoral and International Collaboration through Fellowship Networks.
- Raising awareness of AMR for practitioners and the public.
- Informed guidelines on AMU and AMR through Fellowship Collaborative Projects.

The suggestions from fellows and government institutions involved in the legacy review have contributed to the Fellowship Scheme in phase 2 and influenced the continued development of alumni fellows.



Conclusions

Learner-centred approaches to health workforce capacity development build ownership, capacity, and motivation for improved performance.

The fellowships have supported individuals from within the national system and enhanced the sustainability of the response to AMR.

Inter-professional and institutional collaboration drives continuous professional development and system strengthening leading to sustainability.