Introduction

Equipping the current and future generation of AMR technical experts, policy makers and laboratory managers is critical to preserving the legacy of the Fleming Fund and safeguarding its investment. Given the complex nature of bacteriology and the public’s relative lack of familiarity with AMR, a cadre of global leaders is needed. Our commitment to sustainability and country ownership guides our training and development initiatives. We seek to build capacity of key individuals in positions of influence or technical excellence to provide them with the support they need to take their country’s AMR agenda forward.

Our Approach

Each of our grant streams includes some aspect of training, coaching or mentoring. Our Country Grants portfolio supports training in microbiology techniques, data management and biosafety and biosecurity procedures. Our Regional Grants support advanced microbiology training and build capacity in leading whole genome sequencing facilities across Africa. And our Fellowship scheme provides bespoke coaching and mentoring across a variety of training components, including core technical skills, policy implementation and leadership. We have also provided funding to the Open University to develop an online curriculum in AMR governance, laboratory management skills and One Health.

Biosafety & Biosecurity Training

We support biosecurity and biosafety protocol development and train laboratory staff to follow relevant procedures. Staff learn how to properly dispose of solid and liquid waste, follow safety procedures, and use appropriate PPE and laboratory safety equipment.

Quality Management

We support quality management training to help laboratory managers improve testing results within their site. Staff learn minimum standards for equipment use and maintenance and data collection and reporting.
AMR Policy, Communication, Leadership & Governance
Many fellows receive training and support on engaging with key government stakeholders and policy makers. Technical staff learn to improve writing skills, communicate findings and present results and recommendations convincingly. Fellows also receive leadership and networking training to help them gain access to key influencers.

Online Learning & Curriculum
Given the diversity and geographical scope of our beneficiaries, we support the Open University to develop online curriculum around AMR governance, One Health, laboratory management skills, data management and policy making. These courses will be open to all beneficiaries and will help laboratory staff and policy makers fill gaps in existing knowledge.

Workforce Capacity Development in Practice

Eme Enkeng, Fleming Fund Fellow
Nigeria’s public health reference laboratory sits just outside the city centre in Abuja. That’s where Eme Enkeng, a medical laboratory scientist for the Nigerian Centre for Disease Control, works. Growing up in Lagos, Eme was fascinated by biology, even as a child. “I love biology. I love the colours, the colour changes and seeing how bacteria grows over time. It was also always easy for me to understand.”

She went on to study medical bacteriology because it was a hands-on profession. She could read about a disease or pathogen and then go use a microscope and run tests on in the laboratory. “I prefer seeing, I prefer practical application - bacteriology gave me that picture,” she said.

After working in Lagos for several years, her managers saw potential in her and asked if she would move to Abuja, Nigeria’s capital, to help set up a National Reference Laboratory. Only the best scientists were chosen for the move, a decision aimed at improving the whole country’s microbiology capacity.

From the beginning, working in Abuja was a learning experience, she learned new testing methods and laboratory skills and was recently awarded a Fleming Fund Fellowship. The Fellowship programme provided her with bespoke scientific and leadership training and expanded her perspective on microbiology.

“The Fellowship programme has completely changed the way I think on the job,” she said. In the past, she used to run a standard panel of susceptibility tests to determine whether a specific drug could be used to fight a particular organism. But through the Fellowship, she has learned about the intrinsic or natural resistance of certain bacteria, meaning different bacteria should be tested against different drugs, depending on their natural resistance.

In the coming months, Eme hopes the knowledge from the Fellowship will help her support the laboratory to get accreditation and improve the quality management system, nationally and locally. “When we are up to standard, doctors and laboratories across the country will believe in us.”

Eme Enkeng, Fleming Fund Fellow

Our Activities | Workforce Capacity