

Umthombo Youth Development Foundation  
2023/4 Annual Report



# SEEKING TO ADDRESS A PROBLEM

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## **The problem is a shortage of qualified healthcare staff at rural hospitals, whilst rural communities have high disease burdens**

Reasons for the shortages of healthcare workers in rural areas include: remoteness of location, lack of employment opportunities for spouses, poor schooling for healthcare workers' children, perceived lack of professional development opportunities and support, among others.

Reasons for high disease burdens in rural communities include: poor quality water and sanitation, poor nutrition and health education, poverty and poor preventative healthcare programmes due to the remoteness of communities.

## **How the Umthombo Youth Development Foundation addresses this problem**

By investing in rural youth, who have an interest and ability to successfully study a health science qualification, and who agree to work at a rural hospital after graduation.

## **Why rural youth?**

Since they come from rural areas, they are more likely to live and work in a rural area than their urban counterparts. In addition, they understand the language and culture of their patients, and thus are better able to communicate with, and understand the healthcare needs of the community.

## **How we support rural youth to succeed in their studies**

Rural students face many challenges at university as they are poorly prepared, both academically and socially. Challenges include poor command of English (the medium of instruction), lack of digital literacy, the fast pace of the academic programme, poor social skills – including lack of confidence – lack of support from family, pressures from family for financial support, and their unrealistic expectations of the university experience, to mention but a few.

To address these challenges and increase the students' chances of success, **we provide academic and social mentoring support to all our students, situated across sixteen university campuses**. All students are allocated a mentor, who they are required to meet with monthly. The mentor assists students with finding solutions to their academic and social problems – the mentor cannot solve their problems, but helps them strategise how best to address the issues. The mentor then holds the student accountable to implement the agreed strategies and reflect on their effectiveness. Importantly, the mentoring support is compulsory for all students, and starts at the beginning of the academic year, and continues throughout their university journey.

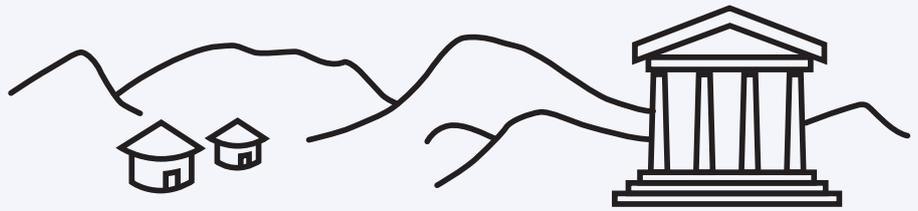
In addition to the monthly mentor meeting, all students are required to complete **4 weeks per annum of work exposure at their local hospital**. This allows them to complement their theory with practice and improve their competency.

The final component of the mentoring support is the attendance, by students, of **annual lifeskills workshops** which aim to assist them to manage themselves well, discuss current issues that youth face, gain the necessary soft skills needed in the workplace, and become financially literate, among others.

The mentoring support is complemented with **comprehensive financial support**, the majority of which is provided by the National Student Financial Aid Scheme (NSFAS), to which we provide top-up funding. This ensures that students have all the resources (books, food, accommodation and equipment) needed to focus exclusively on their studies.



1) to address the shortages of healthcare professionals, esp those willing to work in rural areas 2) provide opportunities for rural youth (NEET) to qualify as HCPs



Learners from rural schools are selected and supported to study a health science degree

They are mentored and funded to increase their chances of qualifying as healthcare professionals

2023 RESULTS

**96%**  
PROGRESSION RATE

**193 STUDENTS**  
SUPPORTED TO STUDY HEALTH SCIENCE

**180 OR 93%**  
PASSED ALL SUBJECTS

**07 PROMOTED**  
CARRYING 1 FAILED SUBJECT

**2024**



Umthombo is supporting  
**210 STUDENTS**  
covering 15 different  
health-science disciplines:

**GRADUATES**



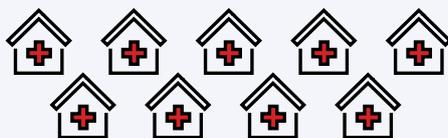
<b>231</b> DOCTORS	<b>11</b> DENTISTS	<b>nineteen</b> OCCUPATIONAL THERAPISTS	<b>7</b> PSYCHOLOGISTS
<b>44</b> NURSES	<b>one</b> CLINICAL ASSOCIATE	<b>39</b> PHYSIOTHERAPISTS	<b>2</b> ORTHOTICS & PROSTHETICS
<b>19</b> DIETITIANS	<b>6</b> SPEECH THERAPISTS	<b>2</b> ENVIRONMENTAL HEALTH EMERGENCY MEDICAL RESCUE	<b>19</b> BIOMEDICAL TECHNOLOGISTS
<b>14</b> SOCIAL WORKERS	<b>86</b> PHARMACISTS	<b>43</b> RADIOGRAPHERS	<b>18</b> AUDIOLOGISTS
<b>20</b> OPTOMETRISTS	<b>11</b> DENTAL THERAPISTS	<b>one</b> NUTRITIONIST	



**593**

**GRADUATES**  
PROVIDE STAFF FOR:

**20** rural hospitals



sufficient doctors for **20** rural hospitals



**IMPACT:** economically active young health professionals  
improved healthcare services to rural communities



Simphiwe Zulu — 4<sup>th</sup>-year medical student



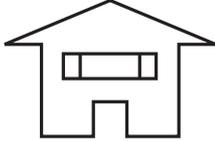
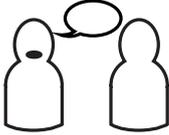
Sbonelo Dlamini — 4<sup>th</sup>-year UKZN Pharmacy student

# COST OF SUPPORT

Our work is truly transformational as young people come from financially poor families that are unable to support their children’s aspirations to study, but through our our financial, academic and social mentoring support, and their hard work, they will, in all likelihood, qualify as healthcare professionals. Through our support, 90% of our students graduate, versus the 78% national average graduation rate for health science students.

On graduation, they will go into well-paid employment and assist their siblings to access better education, whilst financially assisting their parents/guardians — lifting them out of poverty. In this way, deep-rooted generational poverty is being broken, and in a relatively short time too — 4 to 5 years post graduation.

The cost of this transformational support is broken down below, and amounts to **R52,000 per student per year**.

<b>Top-up allowances</b>			<b>R24,000</b>
FOOD  R12,000	BOOKS & MINOR EQUIPMENT  R4,000	ACCOMMODATION  R8,000	
<b>Mentoring support</b>			<b>R24,000</b>
ACADEMIC & SOCIAL MENTORING SUPPORT  R18,000	LIFESKILLS WORKSHOPS  R2,200	HOLIDAY WORK  R3,800	
<b>Organisational costs</b>			<b>R4,000</b>
FINANCIAL RECORDING 	OFFICE SUPPORT 	MENTAL HEALTH 	
<b>Total</b>			<b>R52,000</b>

## For further details, contact:

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Watch an inspiring video of our work  
 Visit our YouTube channel



# STATEMENT OF COMPREHENSIVE INCOME

Annual Financial Statements for the year ended 29 February 2024

	Note(s)	2024 R	2023 R
<b>Revenue</b>			
Donations and grants received	8	7,708,411	6,817,430
<b>Other income</b>			
Fair value gains		565,765	649,786
<b>Operating expenses</b>			
Accounting fees		(67,794)	(57,560)
Auditors remuneration		(25,000)	(25,000)
Bank charges		(153,680)	(139,072)
Conferences and workshops		(152,328)	(87,762)
Computer expenses		(18,852)	(2,789)
Depreciation		(3,865)	(2,421)
Employee costs		(2,015,350)	(1,862,340)
Fundraising expenses		(12,766)	-
Lease rentals on operating lease		(94,271)	(88,385)
Legal expenses		(14,713)	-
Printing and stationery		(25,860)	(53,240)
Repairs and maintenance		-	(1,040)
Student expenses		(6,291,728)	(4,954,187)
Student mentoring expenses		(759,219)	(651,912)
Staff welfare		(8,491)	(10,662)
Subscriptions		(37,325)	(33,280)
Telephone and fax		(27,044)	(20,331)
Training		-	(31,185)
Travel - local		(35,795)	(29,727)
		<b>(9,744,091)</b>	<b>(8,050,173)</b>
		<b>(1,469,915)</b>	<b>(582,957)</b>
<b>Operating deficit</b>			
Investment income	9	1,062,990	700,471
<b>(Deficit)/surplus for the year</b>		<b>(406,925)</b>	<b>117,514</b>
Other comprehensive income		-	-
<b>Total comprehensive (loss)/income for the year</b>		<b>(406,925)</b>	<b>117,514</b>

Throughput of students by degree length for the 2008 to 2015 cohorts n=388		
Length of degree	Lowest throughput	Highest throughput
3-year degree	50% (2011 cohort)	100% (5 cohorts)
4-year degree	75% (2010 cohort)	100% (2009 cohort)
Medical degree	81% (2014 cohort)	100% (2008 & 2009)

Time to Completion of 2008 to 2015 cohorts n=327				
Length of degree	Minimum time	Plus 1 year	Plus 2 years	Plus 3 years
3-year degree	75%	20%	5%	
Percent Complete		95%	100%	
4-year degree	58%	28%	9%	4%
Percent Complete		86%	95%	99%
Medical Degree	76%	19%	3%	1%
Percent Complete		95%	98%	99%

Reference: <https://doi.org/10.7196/AJHPE.2024.v16i2.1140>



## GRADUATES 2023

Lindeka Msane, *Dentistry*  
 Noxolo Zulu, *Dietetics*  
 Mlungisi Biyela, *Medicine*  
 Skhumbuzo Dladla, *Medicine*  
 Thembeka Masuku, *Medicine*  
 Mxolisi Mazibuko, *Medicine*  
 Ntombikhona Mdletshe, *Medicine*  
 Busani Mgabhi, *Medicine*

Lungisani Mgenge, *Medicine*  
 Samkelo Miya, *Medicine*  
 Siphamandla Sibisi, *Medicine*  
 Zinhle Sibiya, *Medicine*  
 Fanelesibonge Tembe, *Medicine*  
 Khethukuthula Zitha, *Medicine*  
 Mackayla Hanumuthoo, *Occupational  
 Therapy*

Nonjabulo Mazibuko, *Occupational  
 Therapy*  
 Asanda Ngema, *Optometry*  
 Zandisile Nxumalo, *Optometry*  
 Zandile Tembe, *Pharmacy*  
 Nomthandazo Mazibuko, *Physiotherapy*  
 Noxolo Nkosi, *Physiotherapy*

## OUR TEAM

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Dr. Gavin MacGregor



Ms. Nevilla van Dyk



MS. Cebile Zungu

## TRUSTEES

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Prof. Andrew Ross



Dr. Gloria Nkabinde



Dr. Cyril Nkabinde



Dr. Lungile Hobe-Nxumalo



Mrs. Nomusa Zulu

## MENTORS

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Left to right: Dr Lumbidzani Moyo, Ms Nabeela Sujee, Mr Ntandoyakhe Nxumalo, Dr Nokuthula Tlalajoe, Ms Liako Makhaola, Dr Jethro Nkomo, Ms Kaylene Booth and Ms Zandile Shezi.

## FUNDING ORGANISATIONS

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Bidvest Corporate Services (Pty) Ltd  
Dandelion Trust  
Discovery Fund  
Freddie Marincowitz Welfare Trust  
Fulton Trust

Investec  
Konica Minolta  
Lily and Ernst Hausmann Bursary Trust  
Nedbank Eyethu Community Trust  
Norman Wevell Trust

RB Hagart Trust  
RES Foundation  
Robert Niven Trust  
Robin Hamilton Trust  
Zululand Air Mission Transport (ZUMAT)

### Individual donors

Amy Clithero, Brian Whittaker,  
Dr Toby Waterhouse,  
Dr Zandi Rosochacki, Glenys Ross,  
Joseph John, Kayden Penhall,

Mary Burton, Prof Andrew Ross,  
Ronald and Gill Ingle,  
Stanley and Marion Bergman,  
Wendy Clarke.

**Graduates:** Dr NP Cele, Dr I Dlamini,  
Dr N Mangeni, NN Mkombo, S Dlamini,  
Dr NC Mbokazi, Dr NN Dlamini,  
T Mpontshane, T Sobazile, Dr B Xaba.

## Registration Details

The Umthombo Youth Development Foundation –

- is a registered Trust – IT 1856/95
- is a Non Profit Organisation (010-021 NPO)
- is a Public Benefit Organisation (PBO) (18/11/13/4296)
- has tax exemption on the basis of 10 (1) (cB)(i)(bb) of the Income Tax Act
- has 18A Tax exemption status

## Auditors

R.I. Kennedy & Associates  
Chartered Accountants (South Africa)  
Registered Auditors  
2 Wilford Court  
5 Miller Grove, Berea  
Durban 4001  
South Africa

## Contact Details

### Head Office

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KwaZulu-Natal

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Dr Mlungisi Biyela  
Degree completed **Cum Laude**



Dr Zinhle Sibiyi  
Degree completed **Cum Laude**



Mackayla Hanumoothu  
Occupational Therapist — Degree completed **Cum Laude**



Zandile Tembe  
Pharmacist — Degree completed **Summa Cum Laude**