

Umthombo Youth Development Foundation
2024/5 Annual Report



SEEKING TO ADDRESS A PROBLEM

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.

Mission

- 1) To address the shortages of healthcare professionals, especially those willing to work in rural areas
- 2) Provide opportunities for rural youth (NEET) to qualify as healthcare professionals

Method



Rural learners are selected and supported to study health science qualifications, with funding and mentoring, to increase their chances of qualifying as healthcare professionals

Outcomes



Over 90% of students qualify and go into employment, and serve their communities

2024 RESULTS



- 209 STUDENTS** SUPPORTED
- 194 PASSED** ALL SUBJECTS
- 11 PROMOTED** CARRYING 1 FAILED SUBJECT

2025



180

STUDENTS

GRADUATES



250 DOCTORS	13 DENTISTS	twenty OCCUPATIONAL THERAPISTS	6 PSYCHOLOGISTS
45 NURSES	one CLINICAL ASSOCIATE	39 PHYSIOTHERAPISTS	2 ORTHOTICS & PROSTHETICS
19 DIETITIANS	6 SPEECH THERAPISTS	2 EMERGENCY MEDICAL RESCUE	BIOMEDICAL TECHNOLOGISTS 19
13 SOCIAL WORKERS	91 PHARMACISTS	43 RADIOGRAPHERS	18 AUDILOGISTS
11 DENTAL THERAPISTS	23 OPTOMETRISTS	ENVIRONMENTAL HEALTH 1 NUTRITIONIST	



26

NEW GRADUATES
54% are female
300 distinctions achieved
2 Cum Laude students

623

GRADUATES TO DATE

IMPACT:

More rural-origin health workers, improved staffing, better health outcomes
Financially independent young professionals, more taxpayers, rural poverty positively impacted



Bongekile Nxumalo Bachelor of Nursing Cum Laude



Dr Hlobisile Nkosi MBChB Cum Laude

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 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 **R54,000 per student per year**.

Top-up allowances		R28,000
FOOD  R12,000	BOOKS & MINOR EQUIPMENT  R3,000	ACCOMMODATION  R13,000
Mentoring support		R24,000
ACADEMIC & SOCIAL MENTORING SUPPORT  R18,000	LIFESKILLS WORKSHOPS  R2,200	HOLIDAY WORK  R3,800
Organisational costs		R2,000
FINANCIAL RECORDING  R1,000	OFFICE SUPPORT  R1,000	MENTAL HEALTH  R1,000
Total		R54,000

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 28 February 2025

	Note(s)	2025 R	2024 R
Revenue			
Donations and grants received		7,161,983	7,708,411
Other income			
Fair value gains		1,246,181	565,765
Operating expenses			
Accounting fees		(64,953)	(67,794)
Auditors remuneration		(25,000)	(25,000)
Bank charges		(170,790)	(153,680)
Computer expenses		(3,283)	(18,852)
Conferences and workshops		(158,624)	(152,328)
Depreciation		(5,769)	(3,865)
Employee costs		(2,002,036)	(2,015,350)
Fundraising expenses		(17,531)	(12,766)
Lease rentals on operating lease		(98,653)	(94,271)
Legal expenses		-	(14,713)
Printing and stationery		(23,612)	(25,860)
Staff welfare		(10,582)	(8,491)
Student expenses		(5,791,334)	(6,291,728)
Student mentoring expenses		(846,523)	(759,219)
Subscriptions		(38,730)	(37,325)
Telephone and fax		(28,379)	(27,044)
Travel - local		(23,429)	(35,795)
		(9,309,228)	(9,744,091)
		(901,064)	(1,469,915)
Operating deficit			
Investment income	9	844,146	1,062,990
Deficit for the year		(56,898)	(406,925)
Other comprehensive income		-	-
Total comprehensive deficit for the year		(56,898)	(406,925)

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 2024

Kuhlesibonge Nhleko, *Dentistry*
Siphelele Ntuli, *Dentistry*
Andiswa Msomi, *Medicine*
Hlengiwe Myeni, *Medicine*
Hlobisile Nkosi, *Medicine*
Lindokuhle Nxumalo, *Medicine*
Lungelo Sithole, *Medicine*
Mthokozisi Ngwane, *Medicine*
Njabulo Mncube, *Medicine*

Nokwanda Ngubane, *Medicine*
Nontobeko Luthuli, *Medicine*
Sibusiso Nxumalo, *Medicine*
Siyethemba Mlambo, *Medicine*
Sizwe Ndlovu, *Medicine*
Thembelihle Nkosi, *Medicine*
Zamashazi Nzuza, *Medicine*
Bongekile Nxumalo, *Nursing*
Phindile Nxumalo, *Occupational Therapy*

Owethu Mthethwa, *Optometry*
Phelelani Mbuli, *Optometry*
Zamokuhle Vilana, *Optometry*
Nkosizwile Khumalo, *Pharmacy*
Sbonelo Dlamini, *Pharmacy*
Sthembiso Mthembu, *Pharmacy*
Thubelihle Ndlangamandla, *Pharmacy*
Wandisa Mbatha, *Pharmacy*

OUR TEAM



Dr. Gavin MacGregor



Ms. Nevilla van Dyk



MS. Cebile Zungu

TRUSTEES



Prof. Andrew Ross



Dr. Gloria Nkabinde



Dr. Cyril Nkabinde



Dr. Lungile Hobe-Nxumalo



Mrs. Nomusa Zulu

MENTORS



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

Bidvest Corporate Services (Pty) Ltd
Dandelion Trust
Discovery Fund
Fuchs Foundation
Fulton Trust

Konica Minolta
Lily and Ernst Hausmann Bursary Trust
Nedbank Eyethu Community Trust
Norman Wevell Trust
Rachel duToit Charitable 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,
Mary Burton, Mr Naidoo,

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
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Contact Details

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Dr Sipehelele Ntuli
Dentist



Sbahle Nxele
Medical student



Nontobeko Ntshangase
Medical student



Lindelwa Ntuli
Audiology student