



umthombo

Youth Development+ Foundation

Incorporating the FOM Scholarship Scheme

information



Mission

The **Umthombo Youth Development Foundation** seeks to address the shortages of **qualified staff** at rural hospitals in order to improve healthcare delivery to **rural communities**.

This is achieved through the identification, training and support of **rural youth** to become **qualified health care professionals**.

Rural youth are more likely to live and work in rural areas and **know the language and culture** of their patients.

2015



229 STUDENTS

supported
covering **15** different
health-science disciplines
& achieving a



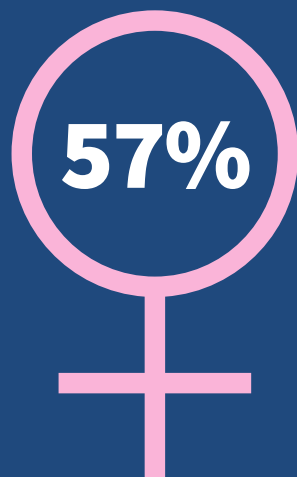
for the *past 4 years*



251

graduates

covering **15** different
health-science disciplines



achievements

GRADUATES



76

DOCTORS



4

DENTISTS

FIVE

OCCUPATIONAL
THERAPISTS



7

PSYCHOLOGISTS

one

CLINICAL
ASSOCIATE

8

SPEECH
THERAPISTS

PHYSIOTHERAPISTS

20



eight

DIETITIANS



nineteen
PHARMACISTS

14

BIOMEDICAL
TECHNOLOGISTS



1

ENVIRONMENTAL HEALTH

9

DENTAL
THERAPISTS

20



RADIOGRAPHERS



32

NURSES

14

SOCIAL
WORKERS

12



OPTOMETRISTS

one

NUTRITIONIST





Graduate Retention

The **retention** of **graduates** who have *completed* their **work-back** contracts





Specialist Doctor



Physiotherapist



Social Worker



Doctor



Psychologist



Nurse



Social Worker



Speech Therapist



Nurse



Pharmacist

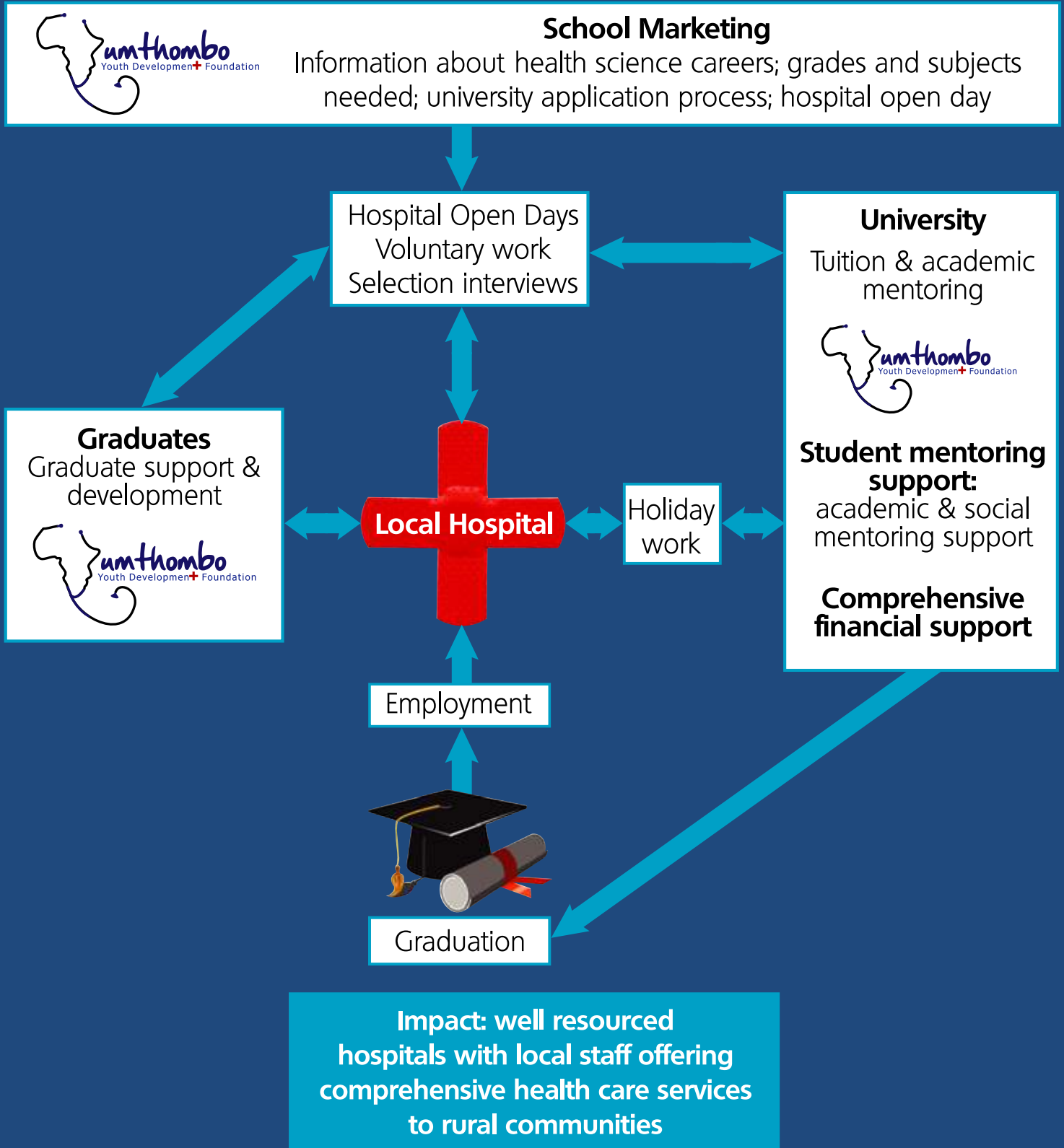


Biomedical Technologist



Dental Therapist

The Model



Key points about the Model

- The **local hospital** is in the **centre**
- The hospital is involved in the **marketing, selection** and **mentoring** of students & **employment** of graduates
- They have an **opportunity to groom** their **future employees**
- **Students** are linked to the hospital through annual **holiday work**, leading to a healthy community, **accountability** between the students & hospital staff

Support UYDF provides

- **Comprehensive financial support**

- tuition, accommodation, books, food, minor equipment

- **Academic & Social Mentoring Support**

- students meet monthly with a mentor
- includes students doing holiday work & attending the Student Lifeskills Imbizo where “soft skills” and relevant issues facing youth are workshopped

Mentoring Support at University

- **Academic and Social mentoring** support is provided to all students to assist them to overcome their challenges & succeed
- Have a **network of mentors**, who assist students to identify their challenges & develop a plan of action
- Mentors hold students account able to **implement their plan** & obtain the assistance they need
- **Holiday work** forms part of the mentoring support

Impact

- High levels of **graduate compliance**
- **New healthcare services** have been added to rural hospitals (psychology; optometry; speech therapy; laboratory)
- Increased number of health care professionals who **understand the language and culture** of patients
- Graduates serve as **role models** to the youth

The UYDF has shown:

1. Rural youth are able to succeed at university, *if provided the necessary support.*

✓ ***93% pass rate over the last 4 years***

2. That graduates **will** return and work at a rural hospital if required to.

✓ ***Majority working at rural hospitals*** – only 7% have gone into the private sector

✓ Of the 70 whose contracts are complete, ***63% are still working at rural hospitals***

Scaling for greater impact

- *HRH Strategy 2012/13 - 2016/7*

Strategic Objective 8 refers to HR **strategies to increase numbers** of HW's in rural, underserved areas

- Specific mention is made of:
 - **Targeted admission** of rural students
 - **Continuous professional development** of HW's in rural areas
 - Rural-bonded **scholarship schemes**

UYDF can assist in achieving these objectives

- **Targeted admission of rural students** – provide mentoring support to these students to ensure they have the best opportunity to succeed
- **Rural-bonded scholarship schemes** – use the UYDF Model, which has resulted in high levels of student success and graduate compliance
- We provide **continuous professional development opportunities** for rural HW's as a retention strategy

Barriers to greater impact

The UYDF Model could **potentially be used to significantly increase university success** of rural & Quintile 1 & 2 health science students & **increase compliance of graduates** bound by work-back obligations.

HOWEVER, funding an **increasing number of students** each year is a limiting factor to UYDF scaling its work for greater impact.

Overcoming the Barrier

- The Public Health Enhancement Fund (PHEF) contributes to **increasing the number** of rural origin medical students
- The National Student Financial Aid Scheme (NSFAS) & the National Skills Fund (NSF) are also **potential sources of funds** to achieve the HRH objectives

Conclusion

The **UYDF** has the **capacity, knowledge and experience** to **significantly increase its impact** on the HRH for rural and underserved areas ***should funding be made available***

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This presentation can be accessed online:

umthomboyouth.org.za/index.php/links

CREATING A RURAL WORKFORCE

Impact

Rural hospitals having adequate local qualified staff, who understand the language and culture of their patients, offering comprehensive health care services to rural communities

Graduates

- >250 graduates covering 15 different health science disciplines
- High graduate retention in rural & public hospitals
- Health workers that understand the language of their patients
- Over 200 students supported annually
- Comprehensive financial, academic & social mentoring support
- 93% university pass rate over past 4 years
- All students gain valuable experience doing holiday work at rural hospitals

Student development & support

Identify youth with potential

School Outreach

- Provides information on health sciences as career options
- Subjects and grades required
- University application process and funding options

Hospital Open Days

- Allow pupils to learn more about specific health science disciplines
- Meet and interact with graduates
 - See how a hospital works

Student Selection

- Selection done by a hospital selection committee
- Students become accountable to the hospital
- Participating hospitals

PROBLEM:

43.6% of population is rural - only 12% of doctors and 19% of nurses work rurally
UYDF is working to redress this

Registration Details

The Umthombo Youth Development Foundation is a registered

- Trust – IT 1856/95
- Non Profit organisation (010-021 NPO)
- 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

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