

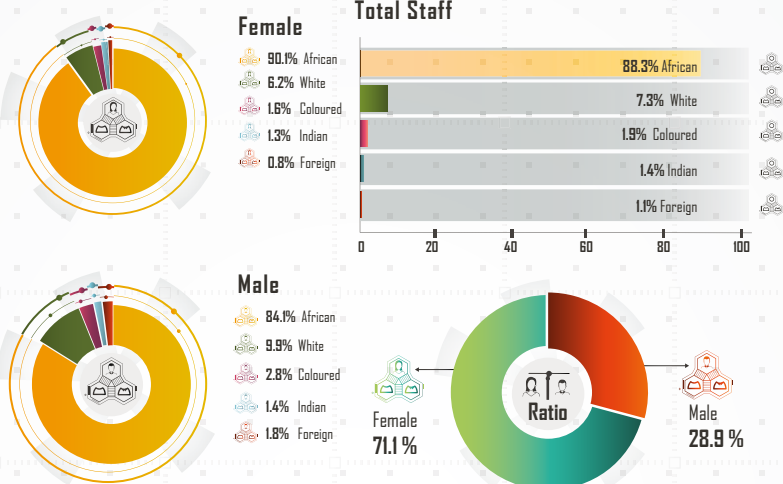


**Building a better Society through
Education & Capacity
Development.**

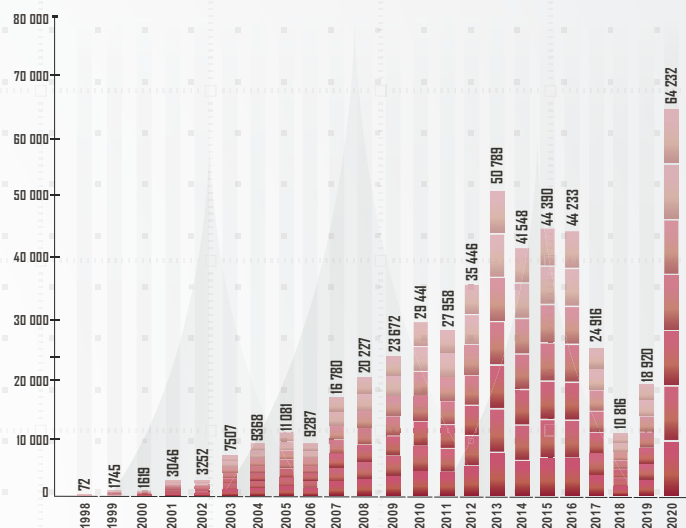
**Annual Report
2020 | 2021**



Employment Equity Results for 2020

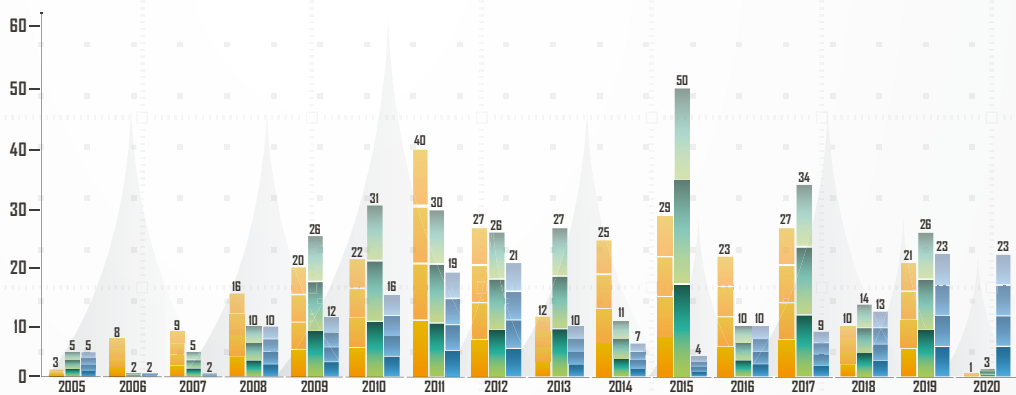


Students Enrolled 1998 - 2020



Research Output

Oral Presentation | Poster Presentation | Peer Reviewed Publication



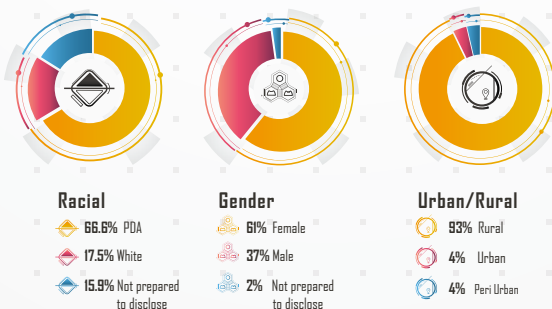
1 129 554

of individuals infected with HIV were successfully linked to treatment and care since 2005.

11 860 833

individuals received free HIV testing.

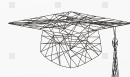
Student Demographics



Educational Support



More than **R700 Million** in Educational Support has been provided to FPD students since 1999.



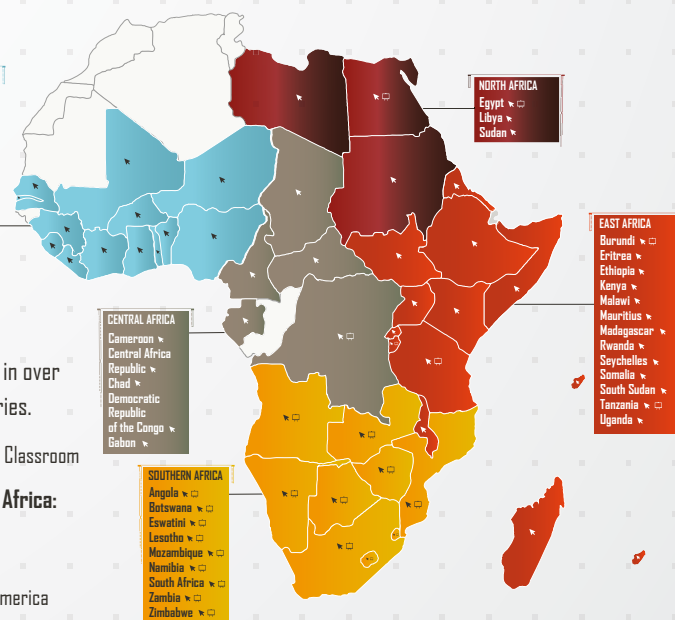
500 345 students have been Enrolled in FPD courses since 1998.

Training conducted in over **40 African countries.**

✈ E-learning ✈ Classroom

Training outside of Africa:

✈ Albania
✈ Canada
✈ United States of America



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2020 | 2021

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OVERVIEW

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Vision, Mission, Values and Strategic Direction

Building a better society through Education and Capacity Development.

Vision

The vision of the Foundation for Professional Development (FPD) is to build a better society through education and capacity development.

Mission Statement

FPD's mission is to catalyse social change through developing people, strengthening systems and providing innovative solutions.

Values

All of FPD's activities are based on, and flow from, the following core values that were developed by FPD staff through a consultative process.

- **Innovation**

FPD strives to be an innovator in society by challenging the status quo and by actively identifying opportunities to effect positive change with a view of building a better society. This is achieved by aggressively embracing growth opportunities and committing ourselves to producing leadership.

- **Integrity**

FPD and its staff adhere to moral and ethical principles in all their activities. This is reflected in honest and professional conduct, personal accountability and a commitment to not abuse the resources of the organisation or its sponsors. Most of all, FPD will not compromise its institutional principles for the sake of political expedience.

- **Quality**

FPD strives to guarantee the excellence of all its products and services. All such services are designed to meet the current needs of its clients. Underlying this commitment to quality is a continuous drive to achieve excellence and develop the systems to reward such achievements.

- **Freedom to challenge**

FPD encourages an environment where staff can voice their opinion without fear of victimisation. Constructive critique and creative debate between stakeholders and staff are encouraged.

- **Respect**

Consideration for the rights of individuals and groups is integral to FPD as an organisation. FPD honors the personal beliefs of its clients, its staff and its service beneficiaries.

- **Service to society**

All of FPD's activities are dedicated to serving the best interest of society. FPD's focus is underpinned by a strong sense of social responsibility.

Strategic Direction

The FPD strategic direction focuses on rapidly expanding FPD's educational offering (both formal qualifications at under- and postgraduate level and professional development courses) especially within the online education space. FPD will continue to leverage the FPD Group ICT capacity, to expand FPD's offering of blended and e-learning courses.

In developing new educational offerings FPD will ensure relevance to the current abnormal situation that its customers are experiencing by embracing a user-centric design. FPD will focus on courses and qualifications that will support employment within a disrupted business environment.

FPD has been a predominantly health sector focussed educational institution and while expanding our target audience we will retain our health sector focus. The massive shortage of healthcare professionals in Africa, has been highlighted respectively, by the World Health Organisation and the Academy of Sciences of South Africa's report on Reconceptualising Health Professional Education. The latter report on the potential role that the private sector could play in alleviating such shortages. FPD is responding to this challenge by entering the undergraduate health professional education market through its Nursing School. FPD will also focus on maintaining the momentum achieved with a rapid pivot to online education and student recruitment from the region to expand our educational offerings to the sub-Saharan Africa region and beyond.

Leveraging FPD's registration as a distance higher education institution is strategically important as there are substantial opportunities linked to the urgent need for addressing unemployment and the Coronavirus linked need for reskilling to promote shorter formal qualifications and scarce skills related technical training programmes as conduits for entry to the job market. In response to this opportunity FPD will expand the number of learnerships offered via the SHIPS Department and focus on registering higher certificate courses that could act as bridging programmes for entry to university for students who did not achieve "matric exemption". FPD will also leverage the IT School to offer internationally certified coding courses.

FPD will actively compete for donor funded projects to support our systems strengthening and innovation-focused activities focusing on grants that allow piloting of innovative solutions and address neglected public health areas.

Under our Innovation focus we will explore opportunities to expand regional education and management capacity development programmes in partnership with international implementing agencies. We will also keep the organisation focused on innovation through emphasising product leadership in education, leveraging the digital insights of Group Companies (Artificial intelligence, apps, digital systems and e-learning), implementing pilot projects within the NHI domain, responding to innovation grant funding opportunities, securing research grants from the National Institutes of Health and partnering with international universities.

FPD will retain its focus on supporting system strengthening projects with an emphasis on mental health and HIV.

A key component of the FPD strategy over the past year and continuing for the next two years is a focus on investing in future growth of the company rather than pursuing aggressive profit growth. As such FPD will have to be prudent in striking a balance between investing in new product development and containing costs to ensure that the company remains profitable.





Message from the Managing Director

This annual report provides an overview of one of the most challenging periods

in FPDs history. What can be more challenging than a global pandemic that is radically changing the way we work and live. Given the devastation the pandemic has brought on the local and regional economy the fact that, one year into the pandemic, we have a good story to tell, is a testament to the ability of the organization to adapt and thrive in a rapidly changing environment.

All in all, FPD is doing well, we have largely weathered the storm and managed to adapt to the new reality we are facing. The hard work and dedication of the FPD team was acknowledged in FPD being recognized as the 3rd best Private Higher Education Institution in South Africa, in the 2021 World Scholarship Forum rankings. FPD also received the prestigious 2021 Standard Bank Top Women Leaders award for being one of South Africa's top gender empowered companies. The citation on the award recognizes FPD as a South African organisation "... that demonstrates the greatest commitment to, and achievement in, the promotion of workplace equality for women."


FPD stepped up when asked to support the national COVID-19 response. Our Academic Cluster, with the generous support of a wide range of sponsors, provided high quality, mostly subsidized, education to over 70 000 students from 40 countries. FPD rapidly expanded its online education ability and launched a wide range of courses to develop the critical skills required to respond to the pandemic. Prior to lockdown FPD trained more than 6000 doctors on the clinical management of COVID-19. Parallel to this we also introduced a course for businesses to help them adapt to operating within a pandemic environment. As lockdown was implemented FPD developed courses to support the national door-to-door screening campaign and to help healthcare facilities set up COVID-19 testing and triage stations. As hospital admissions soared FPD launched, in partnership with Right to Care, under the USAID Equip Programme, the 1st massive open online course (MOOC) in the health sector in Africa. This course reached 7500 health care professionals (HCPs) across Africa, to equip them to provide respiratory support to patients with COVID-19.

FPD also expanded its educational focus beyond professionals to respond to the needs of our society through online courses to support digital literacy, improve personal financial management and to combat gender-based violence (GBV). As the world went online, we introduced courses on cyber security and doing business in a virtual environment. We also developed training programmes to support both the basic and higher education sector to prepare for opening after lockdown. In response to the parallel mental health pandemic, we launched a mental health resilience self-help training courses for HCPs and the public.

In 2020 our Academic Cluster broke several records including: highest number of yearly student enrollments at 70 000, reaching a milestone half million student ever enrolled and launching more than 40 new courses. We also had our 1st master's degree accredited by the Council of Higher Education, a milestone towards FPD's journey to become a leading private higher education institution. Another 1st for FPD was expanding our training programmes in to include courses in Portuguese and French. Lockdown derailed several conferences, but we were able to pivot our Conference Department to webinars and online conferences. Learnerships played a pivotal role in creating opportunities for young people to enter the job market and our pharmacy assistant programme brought much needed extra hands to an overburdened health sector.

💧 **The hard work and dedication of the FPD team was acknowledged in FPD being recognized as the 3rd best Private Higher Education Institution in South Africa, in the 2021 World Scholarship Forum rankings.** 💧

The Innovation Cluster continued to expand the pursuit of local knowledge and the piloting of innovative solutions. The FPD Research Unit had its best year with regard to research output of peer reviewed manuscripts both in terms of number of manuscripts published and journal impact factor. The unit also established a clinical trials capacity in Buffalo City Metro and partnered with the following acclaimed academic institutions on successfully awarded research grants: University of Bern, University of California, Los Angeles (UCLA), University of Alabama, Louisiana State University, University of Cape Town, Charles Drew University (Los Angeles), University of KwaZulu-Natal, East Carolina University, Vanderbilt University, York University, Desmond Tutu Health Foundation, Columbia University and University of Pennsylvania.



FPD is wrapping up our Reading Support Project, a four-year USAID funded project that has been dedicated to improving literacy for young learners. The 1st phase of the project, concluded in June 2018, entailed a pilot study in Ruth Mompoti District, North West Province designed to develop the capacity of Curriculum Advisors and Heads of Departments, principals and deputy principals to support teachers for better learner results. The 2nd phase helped teachers to scale-up the Early Grade Ready Study best practice through providing classroom-level coaching programme in Ngaka Modiri Molema and Dr. Kenneth Kaunda districts.

FPD continued in expanding the GP Care Cell Project (GPCC) which is aligned to the vision of the National Health Insurance to expand access to HIV testing services and antiretroviral treatment for uninsured people living with HIV by leveraging the capacity of private general practitioners (GP's) to provide subsidised HIV clinical services outside of public sector health facilities in a controlled manner. The GPCC is a product of a multi-year collaboration and co-design between National Department of Health, Gauteng Provincial DoH, FPD and PPO Serve and is co-funded by DoH and PEPFAR through CDC and USAID.

FPD also managed to successfully adapt our implementation in support of the Professionalizing Health Management in Africa Project to the realities of the pandemic. This project is implemented through a three-year subgrant under UNICEF funded by Bill and Melinda Gates Foundation. FPD's role is to support UNICEF's East and Southern African Regional Office (ESARO) on their District Health Systems Strengthening initiative. FPD works with UNICEF ESARO and local institutional partners to develop and professionalize district healthcare management in Kenya, Malawi, Tanzania and Uganda.

FPD also contributed to the Accelerating Support for Advanced Local Partners (ASAP) Project. This is a three-year USAID-funded contract, under IntraHealth, designed to rapidly prepare local partners, and national government to serve as prime partners for USAID/PEPFAR programming. FPD's role is to provide discrete training (in-person and online) in leadership development, monitoring and evaluation and other management competencies, provide M&E technical assistance and support convening and engagement including the annual USAID Local Partners meeting.

The Health Systems Strengthening Cluster, which focuses on strengthening the public healthcare system, concluded a three-year KfW funded project, that provided 1,079,267 community-based HIV tests and managed to achieve a 74% confirmed linkage to treatment. This project was also able to support the South African government efforts to increase identification of COVID- 19 cases, by procuring additional diagnostic laboratory equipment for the National Institute for Communicable Diseases and procured PPE for public sector frontline personnel.

The pandemic and resultant lockdown seriously hampered FPD's voluntary medical male circumcision (VMMC) programme, MMC SUSTAIN, implemented in partnership with Genesis Analytics. All VMMC was placed on hold and government during lockdown and the project worked with government to restart VMMC activities as the pandemic progressed ensuring that 70% of the facilities reopened.

FPD, in 2020, received funding from CDC and the Key Population Investment Fund to implement People Who Inject Drugs, Men Who Have Sex with Men, Advanced Clinical Care programmes and to provide support to National Department of Health for High Transmission Area and Pre-Exposure Prophylaxis (PrEP). Carryover funding allowed continuation of the successful Zenzele Adherence Communication program up to September that reached 50 million people through social media pages and radio campaigns. CDC also supported the development of online COVID and HIV related training programs. Direct service delivery for MSM and PWID programs continued within COVID regulations.

In support of the National HIV Think Tank, FPD received funding from Bill and Melinda Gates Foundation to strengthen innovative HIV treatment and prevention strategies. 10 innovation projects, funded under this grant, were completed allowing the Think Tank to incorporate their findings into policy and strategy debates.

Our New Businesses Development Team again responded to the challenge of securing sponsorships to allow FPD to rollout high quality affordable education and had a very successful year despite the economic realities facing our sponsors and donors. As always, I am extremely grateful for the organizations that support FPD in our mission to catalyse social change through developing people, strengthening systems, and providing innovative solutions. Without their support we would not be able to, daily, make a difference in our society. We appreciate the trust they put in us and their willingness to allocate scarce resources to our communities.

Underpinning all our work was the ceaseless dedication of our Operational Cluster who moved mountains to support our transition to remote working. These unsung heroes keep the lights on by ensuring we have the resources to do our work.

Writing this message makes me realise how privileged I am to be working with a group of dedicated and committed people. The past year has been trying, however, the FPD team rose to the challenge and demonstrated a level of commitment beyond expectation. Their tireless efforts have ensured that FPD is now a stronger and much more agile organisation.

I have the unique privilege of working with a management team who never falter in their dedication to making the world a better place. A team that daily implement Joel Barker's wise words, "Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world." To all of you and our Board Directors who support and guide our strategic vision, this annual report is a record of your dedication, vision, and actions. 2020 is a year that everyone at FPD can be proud of, we responded to the need of our society and we made a difference.

.....
Dr Gustaaf Wolvaardt
Managing Director



Background

FPD is registered as a Private Higher Education Institution in terms of Section 54(1) (c) of the Higher Education Act, 1997 (Act No. 101 of 1997) and Regulation 16(4)(a) of the Regulations for the Registration of Private Higher Education Institutions, 2002 (Registration Certificate Number: 2002/HE07/013).

Focus Areas

FPD prides itself on being one of the few private higher educational institutions that fully engages in the three scholarships of higher education, namely: teaching and learning, research and community engagement. These areas of academic scholarship provide the three focus areas of our work:

- **Developing People**

FPD provides a comprehensive curriculum of courses in clinical management and professional skills development that are customised to the needs of students in sectors such as: management, health, education and information technology. Educational products are presented through formal qualifications, postgraduate qualifications, short courses, in-house courses and conferences.

- **Innovation**

FPD's Research Unit, located in East London, Eastern Cape Province, is tasked to apply epidemiological, qualitative and implementation science methods to study, advance, and inform public health programs and policy development.

- **Strengthening Systems**

FPD does not follow the narrower definition of community engagement that is solely focused on the role of students in the community. We believe that as an institution that attracts highly skilled social entrepreneurs, we are in a position to effect positive transformation in society. The work we do, in supporting NGOs, working with the public sector on health and education systems strengthening, gender-based violence and learnerships speaks to this commitment. FPD is based on a virtual business model that places a high premium on strategic alliances with national and international organisations to increase the scope and reach of our programmes.

Formal Qualifications

Higher Certificate in Early Childhood Care and Education

HCert(Early Childhood Care & Education)

Higher Certificate in Risk Assessment and Management

HCert(Risk Assessment and Management)

Higher Certificate in Management

HCert(Management)

Higher Certificate in Practice Management

HCert(Practice Management)

Advanced Certificate in Management

AdvCert(Management)

Advanced Certificate in Health Management

AdvCert (Health Management)

Advanced Certificate in Monitoring and Evaluation

AdvCert(Monitoring and Evaluation)

Advanced Diploma in Aesthetic Medicine

AdvDip(Aesthetic Medicine)

Postgraduate Diploma in General Practice

PGDip(General Practice)

Postgraduate Diploma in Health Professions Education and Leadership

PGDip(Health Professions Education and Leadership)

Postgraduate Diploma in Distance Higher Education

PGDip(Distance Higher Education)

Masters in Public Health

MPH

FPD also offers a variety of interactive, distance-based and e-learning short courses through our Business School, School of Health Sciences, School of Education, Nursing Unit, School of Natural Sciences, School of Information Technology and Public Health. The majority of these programmes are targeted towards enabling continuing professional development and improving management competencies of our alumni.

The short courses offered slot into existing mechanisms of continuing professional development accreditation, such as the Health Professions Council of South Africa (HPCSA), the South African Council for Educators (SACE) and the South African Nursing Council (SANC).

Affiliations

- FPD is a member of the Swiss South African Chamber of Commerce
- FPD is a member of the Consortium of Universities for Global Health

OWNERSHIP

The Foundation for Professional Development (FPD) was established in 1997 as a department in the South African Medical Association (SAMA). In 2000, FPD was registered as a separate legal entity (Registration Number: 2000/002641/07). The South African Medical Association, a non-profit company, has a 90% shareholding, while the remainder of the shares are employee-owned.

The FPD Group

The FPD Group Includes



Foundation for Professional Development (Pty) Ltd
(Reg. No. 2000/002641/07)



FPD Property (Pty) Ltd
(Reg. No. 2005/014826/07)



Health Science Academy (Pty) Ltd
(Reg. No. 1994/006219/07)



Pioneer Solutions Studio (Pty) Ltd
(Reg. No. 2008/024971/07)



Brighter Futures Tuition (Pty) Ltd
(Reg. No. 2014/235180/07)



Professional Provider Organisation Services (Pty) Ltd
(Reg. No. 2015/070045/07)



Glue Plus Africa (Pty) Ltd
(Reg. No. 2012/224654/07)



Maurice Kerrigan Africa (Pty)Ltd
(Reg. No. 2008/025706/07)

FPD additionally manages the following NGO's



Skills Panda (Pty)Ltd
2018/261398/07



Foundation for Professional Development Fund
(Reg. No. 2004/002765/08)



Dira Sengwe Conferences
(Reg. No. 2003/002398/08)



B-BBEE Status

FPD's commitment to transformation is reflected in its rating as a **Level 1 Broad Based Black Economic Empowerment** organisation.

FPD Academic code of conduct

FPD endorses the principles of non-racialism, non-sexism and non-discrimination. It believes that education should be accessible, affordable and relevant to the country or centre in which it occurs. FPD students are expected to treat fellow students, faculty and administrative staff with dignity and respect. As FPD offers quality educational products, it believes that its students should act with integrity and honesty when participating in and completing programmes and courses. By registering for any FPD course or programme, a student subscribes to this Code of Conduct.



Governance and Quality Assurance Structures

FPD Board of Directors

FPD governance structures are dictated by the relevant South African legislation that applies to registered legal entities and private institutions of higher education. Currently the role of FPD's Board of Directors is modelled as closely as possible to the King IV Report and recommendations on corporate governance.



Independent Directors



MR DOUW VAN DER WALT
Chairperson
B.Com CAIB (SA), MBL, AEP
(UNISA)



MS IDA ASIA
Director
B.Cur (Hons), MA (Nursing),
MBL



Directors Representing Shareholders



DR ANGELIQUE COETZEE
Director
B.MedSci, MBChB, CAHM,
H.Cert in Criminal Justice



DR MOHAMMED ABBAS
Director
MBChB (UCT), FCFP (SA),
Dip Palliative Medicine (UTC),
C.I.M.E. (A.B.I.M.E.)



Executive Directors



DR GUSTAAF WOLVAARDT
Managing Director
MBChB (Pret), M.Med (Int)
(Pret), FCP (SA), AMP (MBS),
PGCHE (Pret)



MRS STACEY-ANN PILLAY
Head: Academic Cluster
BA, Hon Psychology, HCM,
HCert(Management)



Company Secretary



Sekretari (Pty) Ltd

Programme Advisory and Quality Assurance Committee 2020/2021

School of Education

Academic Management Representatives

- Dr Cynthia Henley-Smith
- Dr Elize Venter
- Ms Amor Gerber
- Ms Lucy Rossouw

Administrative Coordinator

- Ms Madelene Engelbrecht

Faculty/Industry Representatives

- Dr Liz Wolvaardt
- Dr Jacqueline van Wyk

Students and Alumni

- Dr Janine van der Linde
- Dr Paula Barnard-Ashton
- Ms Abigail Dreyer
- Ms Natasha Leander
- Dr Ludo Badlangana
- Ms Michelle Janse van Rensburg
- Mr Thabang Mongale
- Mr Ndotenda Ravhandalala
- Ms Rosey Yasor
- Ms Ilana Swart
- Ms Belle Ndofo

School of Health Sciences

Academic Management Representatives

- Dr Margot Uys
- Dr Elize Venter
- Ms Marolien Grobler

Programme Evaluator

- Ms Frances Kelly

Administrative Coordinator

- Ms Madelene Engelbrecht

Industry Representatives

- Dr DA Norval
- Mrs Karin Nel

Faculty Representatives

- Dr Riekie Smit
- Prof Frank Peters

Students And Alumni

- Dr Chris Visser

Business School

Academic Management Representatives

- Dr Elize Venter
- Mrs Stacey Ann Pillay
- Ms Alet Bosman
- Ms Suzanne Mabaso
- Dr Gustaaf Wolvaardt
- Dr Margot Uys
- Ms Hanlie Kapp

Administrative Coordinators

- Ms Tshagofatso Mathabathe
- Ms Stacey Smalberger

Industry Representatives

- Mr Werner Swanepoel
- Mr Dylan Newham
- Ms Bontle Mogakane
- Prof Frank Peters
- Mr Angus Westley

Faculty Representatives

- Ms Amor Gerber
- Ms Sheila Zondo
- Ms Zandile Nkabinde
- Dr Chris Visser
- Ms Sunet Jordaan

Students and Alumni

- Ms Natasha Witbooi
- Mr Jay Gounder
- Ms Tiyane Armstrong
- Ms Cheryl Walters
- Ms Loren Rabie

Nursing Advisory Committee

- Ms Annatjie Peters (FPD)
- Dr Elize Venter (FPD)
- Ms Helene Hattingh (Zuid Afrikaans Hospital)
- Mr Pinkie Lesolang (Tshwane DOH)
- Ms Rebecca Moema (Gauteng DOH)
- Prof Rebecca Risenga (UNISA)
- Prof Yvonne Havenga (Tshwane University of Technology)
- Ms Laetitia Kruger (Vista Psychiatric hospital)
- Ms Isabel Benninghoff (V&A Placement)
- Ms Marinda van Niekerk (Gauteng DOH)
- Ms Louwna Pretorius (Corobrik)
- Ms Kim Davies (South African Defence Force)
- Ms Nadia Landman (Student Experience)
- Ms Patricia Tjale (SG Lourens Nursing School)



Foundation for Professional Development Research Ethics Committee (FPDREC)

After all the recommendations of the National Health Research Ethics Council Audit Committee had been complied with the registration of the FPDREC was extended until 30 November 2023. The aim of the FPDREC is to promote the conduct of ethical research. The Committee is guided by relevant South African law, ethics guidelines, professional standards, international standards and guidelines as well as codes of practice. The FPDREC is scheduled to meet once a month to assess research proposals. During 2020 (January to November) 10 research proposals were reviewed of which 10 were approved and 0 referred back for clarification and corrections. No proposals were discontinued.

The following persons serve on the FPD REC

Mr Braam Volschenk

Chair: Legal Consultant
Private Sector

Prof Remco Peters

Vice Chair: Research Specialist
Foundation for Professional Development

Dr Mitch Besser

Medical Education and Clinical Practice
mothers2mothers

Ms Zimasa Sobuza

Economist and Community Representative
Sarima

Prof Pieter du Toit

Education Specialist
University of Pretoria

Dr Margot Uys

TB and Education Specialist
Foundation for Professional Development

Dr David Kalombo

Medical Coordinator: HIV
Foundation for Professional Development: IHSS

Mr Phuti Ngwepe

Public Health Data Analyst
Deloitte and Touche South Africa

Mr Henry Teverah

Lay member and community Representative
Educationist: Vhallyes Park Primary School

Participation of FPD Senior Managers in External Governance Structures

FPD encourages Senior Managers to participate in governance and advisory structures of other organisations that have a shared mission with FPD.

Dr Gustaaf Wolvaardt

Managing Director

FPD Property (Pty) Ltd

Member of the Board of Directors

Foundation for Professional Development Fund (Non-Profit Company)

Member of the Board of Directors

Dira Sengwe Conferences (Non-Profit Company)

Member of the Board of Directors

Africa Health Placements (Pty) Ltd

Member of the Board of Directors (until March 2020)

Africa Health Placements (Non-Profit Company)

Member of the Board of Directors (until March 2020)

Brighter Futures Tuition (Pty) Ltd

Chairman of the Board of Directors

Health Sciences Academy (Pty) Ltd

Member of the Board of Directors

PPO Serve (Pty) Ltd

Chairman of the Board of Directors

Glue Plus Africa (Pty) Ltd

Member of the Board of Directors

Qode Health Solutions (Pty) Ltd

Member of the Board of Directors

Sub-Sahara FAIMER Regional Institute (Non-Profit Company)

Member of the Board of Directors

Ms Stacey Pillay

Academic Executive

FPD Property (Pty) Ltd

Member of the Board of Directors

Foundation for Professional Development Fund (Non-Profit Company)

Member of the Board of Directors

Africa Health Placements (Pty) Ltd

Member of the Board of Directors (until March 2020)

Africa Health Placements (Non-Profit Company)

Member of the Board of Directors (until March 2020)

Ms Veena Shaik

Sales Executive

Foundation for Professional Development (Pty) Ltd

Member of the Board of Directors (until September 2020)

FPD Property (Pty) Ltd

Member of the Board of Directors (until September 2020)

Foundation for Professional Development Fund (Non-Profit Company)

Member of the Board of Directors (until September 2020)

Pioneering Solutions Studio (Pty) Ltd

Member of the Board of Directors (until September 2020)

Maurice Kerrigan Africa (Pty) Ltd

Member of the Board of Directors (until September 2020)

Mr Henk Reeder

Chief Operations Officer

Brighter Futures Tuition (Pty) Ltd

Member of the Board of Directors

Astrocyte (Pty) Ltd

Member of the Board of Directors

Pioneering Solutions Studio (Pty) Ltd

Member of the Board of Directors (from September 2020)

Participation of FPD Senior Managers in Advisory Structures

Dr Gustaaf Wolvaardt

Managing Director

National HIV Think Tank

Co-Chairperson (2017 to date)

Prof Andrew Medina Marino

Head of Research (Until 31 March 2021)

National TB Think Tank

Member

National PrEP TWG

Member

National HIV Think Tank

Member

Mental Health and TB Working Group

International Union Against Tuberculosis and Lung Disease

Member

International Society for Sexually Transmitted Diseases Research

Board Member

Dr Margot Uys

Head of Department: School of Health Sciences

National HIV Think Tank

Member

National TB Think Tank

Member

National Mental Health Think Tank

Member

Mr Barend Botha

Technical Advisor

CCMDD TWG at District, Province & National

Member

Dr Nkhensani Nkhwashu

Head of Department: Systems Strengthening

National HIV Self Testing TWG

Member

National HIV Think Tank

Member

National HIV prevention working group

Member

National HIV Nerve Centre

Member

Ms Thato Farirai

HTS Specialist

National HIV Self Testing TWG

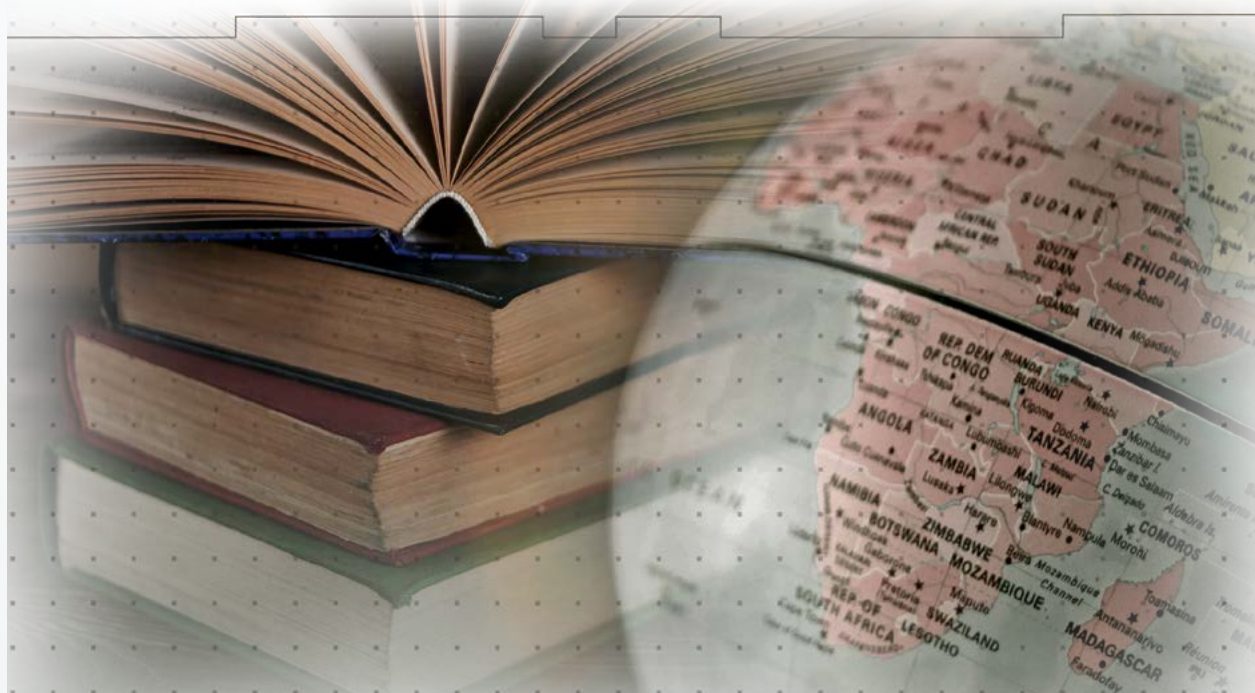
Member

National HIV prevention working group

Member

National HIV Nerve Centre

Member

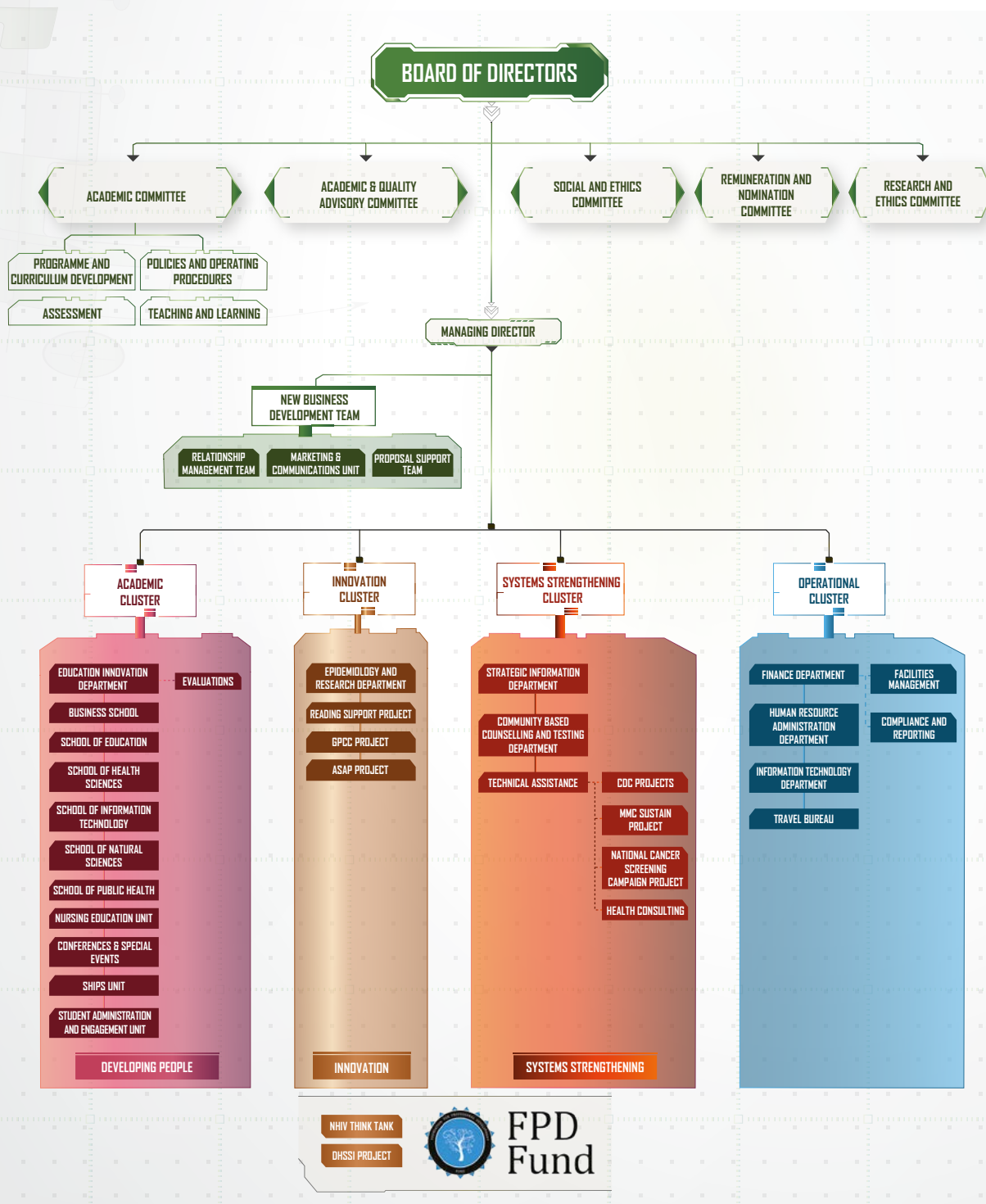




Organisational and Management Structure

FPD consists of a number of functional departments organised into clusters. All departments report via their Head of Cluster to the Managing Director.

The structure below will be applicable in **2021**.





Managing Director's Office

The Managing Director has the overall responsibility for managing FPD in accordance with the strategic direction provided by the FPD Board of Directors. Additionally, the Managing Director acts as Head of the Academic Cluster.

Academic Cluster

The Academic Cluster is the developing people component of the FPD mission. We do this mainly through three areas; training activities as an registered private institute of higher education, Conferencing and special events and Learnerships and internships.

This Cluster houses FPD's educational activities and is made up of the following schools and departments:

Business School

This school offers a wide range of management courses, including formal qualifications, short courses and in-house training programmes. The Business School has longstanding relationships with international academic partners such as Yale School of Public Health and the Alliance Manchester Business School.

School of Education

The School of Education strives to enhance the professional development of all educators and academics. Our online qualifications are designed to meet the need of educators within the basic and higher education environment. The School of Education also offers short courses, either workshop or online, that are designed to build the professional competencies of an academic.

School of Health Sciences

The FPD School of Health Sciences prides itself in being the leader in training healthcare professionals for many years. The portfolio of Health Sciences courses includes a wide range of clinical courses, including formal qualifications and short courses and is specifically designed to enhance the clinical skills of healthcare professionals. Most of our courses are accredited for CEU points by the Health Professions Council of South Africa. FPD is also an institutional member of the South African Institute of Healthcare Managers and a member of the SAMA Group.

Nursing Education Unit

To address the challenges faced in nursing in South Africa, the FPD Education Unit will offer the SANC accredited three-year Nursing Diploma and the four-year bachelor's degree in Nursing and Midwifery. FPD is in the process of developing postgraduate courses for nurses. FPD also offer a range of short courses where nurses can obtain CPD points. The aim of the unit is to ensure nurses meet the dynamic health needs of the South African community through developing clinical knowledge and practical skills. Through innovation, sound educational principles and evidence-based practice, the Nursing Unit aims to positively impact the health environment of South Africa. The Unit is committed to ensure that the standard of nursing education and practice for nurses and midwives will result in knowledgeable, competent, safe and ethical nursing care.

School of Information Technology

The School of Information Technology has been established in partnership with the Foundation for Sustainable Innovation (FSI), a member of the FPD Group IT affiliate companies and is a certified Microsoft Training Academy that offers a wide range of Microsoft certified information technology courses.

School of Public Health

The school of Public Health is a newly established school and aim to produce public health professionals that are able to adapt and localise international public health policies with the aim of promoting the population health while taking into consideration the good cultural beliefs and practices of our diverse African nations and communities.

Amongst other things that COVID-19 pandemic has taught us is that emerging diseases can occur at any time, and this can cause panic and confusion. Our current public health facility infrastructure can be easily overburdened by this, and eventually communities will draw back from pre modern medicine years including harmless cultural beliefs and practices, and apply their autonomy to take ownership of their health status, with the goal of preventing illnesses or curing themselves. The school offers a masters qualification and short learning programmes in the various disciplines of Public Health.

School of Natural Sciences

The School of Natural Sciences is a newly established school, that offers short courses, such as research methodology, to meet the professional development needs within the various disciplines of the Natural Sciences.

Student Administration and Engagement

The Student Administration and engagement Unit is a highly organised efficient team that provides quality, timely and courteous service to our stakeholders in academic success namely: our students, faculty, staff, alumni and the educational community. As we maintain student academic records and uphold academic policies, we strive to assist our customers in achieving their goals, thus making us an asset to those we serve.

The Education Innovation Department (EID)

The EID is a support department and delivers a comprehensive, coordinated and integrated academic development service. EID is tasked to create innovative, high quality educational programmes and to position FPD as a leading provider of higher education and training.

The four critical performance areas for EID are:

- Curriculum and course design
- Instructional design
- Evaluation of educational programmes
- Professional Development of Academic Staff

The EID also provides the following services to external clients:

- Evaluation of educational programmes for public and private organisations
- Evaluation of projects for public and private organisations
- Teaching and learning material development
- Instructional design for e-learning

SHIPS Unit

The SHIPS Unit houses a number of work-place learning opportunities to allow participants to gain work-based experience. These programmes accommodate students at various qualification levels ranging from programmes designed to hone the skills of university graduates by placing them in the health service, to programmes that support formal learnerships, TVET undergraduate service learning and apprenticeships.

Conferences & Special Events Department

The Conferences & Special Events Department provide a macro meeting and events management service with skilled and experienced staff working on state-of-the-art project management systems. They offer their clients a solid partnership on all aspects of events and conference management, guaranteeing the successful roll-out of projects.

Innovations Cluster

The Innovation Cluster houses FPD's Research Unit and a number of FPD innovation projects which focus on demonstrating new approaches to capacity development. The innovation Cluster loosely functions as a health think tank with the ability to pilot, evaluate and create awareness around innovative ideas. These include:

Research Department

The FPD Research Unit (FPD-RU) continues to build on previous years' experiences by increasing its research output, growing its national and international collaborations and implementing a number of large, cutting-edge research projects. The FPD-RU has a diverse portfolio of evidence demonstrating its capacity to conduct rigorous research (observational and experimental; quantitative and qualitative) and programme evaluations. Although the research unit is only five years old, its senior researchers have already been awarded, as Primary Investigators, five U.S. NIH grants (three R21s and three R01), a National HIV Think Tank/ Gates Foundation Innovation grant, are co-investigators on a multi-country NIH U19 award focused on implementing evidence based interventions to improve mental health service delivery, and were the primary South African site investigators on a USAID-funded ASPIRES study. FPD's Research Unit is also the University of California Global Health Institute's NIH-Fogarty International Center's Collaborating Site in South Africa.

Internationally, The Unit has strong and on-going collaborations with researchers at Columbia University, University of Pennsylvania, University of California Los Angeles, University of California Irvine, Charles R. Drew University of Medicine and Science, University of Washington, East Carolina University, Vanderbilt University, University of Alabama, Louisiana State University, Maastricht University, and University of Bern. Domestically, The Unit has strong and on-going collaborations with researchers at the Desmond Tutu Health Foundation, University of Pretoria, and University of Cape Town.

In 2021, the Research Unit will build upon these successes to further increase its outputs of peer reviewed manuscripts, submit additional NIH and European funded research grants, and enhance its visibility at local and international conferences.

Reading Support Project

Funded by USAID/SA, the Reading Support Project (RSP) is a project designed to improve the reading skills of primary grade learners in African Home Languages (AHLs), as well as in English as a first additional language (EFAL) in two districts in North West Province, South Africa. The project is implemented through a consortium led by FPD and including of Molteno Language Institute (Molteno) and Oxford University Press of South Africa (OUP_SA). The four-year project concluded in December 2020.

GP Care Cell Project (GPCC)

The GP Care Cell (GPCC) is a product of collaboration and co-design between National Department of Health (DoH), Gauteng Provincial DoH, FPD and PPO Serve and is co-funded by DoH and PEPFAR

through CDC and USAID. Under the GPCC model FPD and PPO Serve contract, manage and quality assure general practitioners (GPs) within their private practices to provide HTS and to initiate and manage ART patients in Gauteng Province. The GPCC has been running since 2018 in various districts in Gauteng Province, South Africa.

Professionalising Healthcare Management (PHM)

Professionalizing Health Management in Africa (PHM) is a three-year subgrant under UNICEF funded by Bill and Melinda Gates Foundation to support UNICEF East and Southern African Regional Office (ESARO) on their District Health Systems Strengthening initiative (DHSSI) grant. FPD's role is to support UNICEF ESARO and local institutional partners to develop and professionalize district healthcare management in support of improved district health governance and management performance in target districts in Kenya, Malawi, Tanzania and Uganda.

Accelerating Support for Advanced Local Partners (ASAP)

Accelerating Support for Advanced Local Partners (ASAP) is a three-year USAID-funded contract under IntraHealth. ASAP rapidly prepares local partners, and national government to serve as prime partners for USAID/PEPFAR programming in compliance with USAID and PEPFAR procedures for PEPFAR program implementation. FPD's primary role on ASAP is to provide discrete training (in person and online) in leadership development, monitoring and evaluation (M&E) and other courses, provide M&E technical assistance and support convening and engagement including hosting the annual USAID Local Partners meeting.

Health Systems Strengthening Cluster

The Systems Strengthening Cluster has a focus on strengthening South African Government (SAG) capacity for leadership, management and delivery of health services in the district health system.

The following Departments form the Cluster:

Strategic Information Department

TASI provides technical support and expertise to District Health Information Management and other programmes to strengthen collection, collation, reporting and use of data from routine health information systems and other relevant sources. The aim is to foster a culture of evidence-based decision making from the facility to district management team level.

Technical Assistance

HSS provides facility-level training, coaching, mentorship, quality improvement, and where applicable, direct services support through a roving mentor team and programme champion model. The aim is to ensure improved service delivery and quality of care with key focus on: identifying HIV positive patients and initiating them on ARTs, retention, and ongoing care for People Living with HIV/AIDS (PLHIV); TB/HIV/STI integration; provider-initiated counselling and testing (PCT); maternal and child health and reproductive health; ensuring community linkages and establishing "ideal clinics". Additionally, HSS provides technical, clinical and programmatic expertise to the above priority health programmes through programme champions with the aim of promoting a cycle of total quality management and inculcation of best practice.

National HIV Think Tank Secretariat

The NHIV TT is funded by the Bill and Melinda Gates Foundation and provides a central place for all stakeholders (government, academia, NGOs, private sector, donors, community and implementers), under the chairmanship of the NDoH, to review epidemiological, routine monitoring and economic evidence related to the HIV epidemic, identify priority gaps, and establish consensus on appropriate next steps, including research projects and pilots of new programmes and policies.

CDC Funded Programmes

The CDC funded People Who Inject Drugs(PWID), Advanced Clinical Care, High transmission Area (HTA), Pre Exposure Prophylaxis (PrEP), Men who have sex with men(MSM), Zenzele Adherence communication, es form part of the Health System Strengthening Innovation Cluster. Funding started in September 2016 and is implemented with support of the following sub award grantees: CareWorks and CAPRISA.

Operations Cluster

The Operations Cluster provides cross-cutting operational support to all FPD Departments and includes:

Finance Department

This department facilitates all financial functions for the FPD Group of Companies and ensures compliance with international and local donor and statutory requirements for both FPD and outsourced clients.

Facilities Management

Facilities Management is responsible for ensuring a well maintained infrastructure as well as managing the FPD asset register and day-to-day office management.

HRA Administration Department

The HR Administration Department facilitates and coordinates the functions related to human resource administration.

IT Department

This department facilitates and coordinates all functions related to information technology.

Travel Bureau

FPD established a commercial Travel Bureau that manages all travel arrangements for FPD staff, faculty, conference delegates and outside clients.

FPD Tree-planting Project

The Tree-Planting Project is an initiative by FPD staff to counter FPD's carbon footprint and to help combatting climate change by planting trees and raising environmental awareness campaigns.

Sales and New Business Development

Sales Team

Ms Veena Shaik

Head of Sales

MBA, PGCHE

FPD has a sales team that provides customised training solutions to both government and corporate South Africa. Sales team members engage with various organisations on implementing training interventions utilising a wide range of training methodologies.

Proposal Support Team

The Proposal Unit serves to identify, co-ordinate and submit tenders and proposals to various agencies, government entities and donors, both local and international.

Marketing & Communications Unit

The FPD Marketing and Communications Unit is the official source of FPD news and information, Providing continuous communication about FPD, its events, people, projects, programmes and research to the university community and our diverse external audiences.

FPD Management Team

Senior Management

Managing Director

Dr Gustaaf Wolvaardt

MBChB, M.Med (Int), FCP, AMP (MBS), PGCHE

Head of Clusters

Innovation Executive

Mrs Suzanne Mabaso

BSLA, MPH

Systems Strengthening Executive

Dr Nkhensani Nkhwashu

BSc, MSc, PhD, MBA

Academic Executive

Mrs Stacey-Ann Pillay

BA, Hon Psychology, HCM - HCert(Management)

Chief Operating Officer

Mr Henk Reeder

BCompt

Department, Programme and Project Heads

Academic Cluster

Academic Executive

Mrs Stacey Ann Pillay

BA, Hon Psychology, HCM - HCert(Management)

Business School

Mrs Stacey Ann Pillay (Acting Head)

BA, Hon Psychology, HCM - HCert(Management)

School of Health Sciences

Dr Margot Uys

MB.BCh (Rand); BA(Mus) Hons(Afr); HED; AHMP

School of Education

Dr C.J. Henley-Smith

PhD (Pret.), PGCert (Higher Education) (Pret.)

FPD Nursing Education Unit

Mrs Annatjie Peters

BCur (UP); BACur (UNISA); MSocSc (UFS); Diploma in Clinical Nursing, Diagnosis, Treatment and Care (UFS). RN, RM, CHN, PN, NEd, NA

School of Information Technology

Mr Roelof de Bruyn

MASP: Microsoft Accredited Service Provider

School of Natural Sciences

Dr C.J. Henley-Smith (Acting Head)

PhD (Pret.), PGCert (Higher Education) (Pret.)

School of Public Health

Ms Bontle Zuze Mogakane (Acting Head)

BSc Maths & Stats, HCM and AHMP Masters in Public Health

Registrar

Ms Amor Gerber

BCOM, DTE (UNISA), SLP (GIBS)

Student Administration and Engagement Unit

Ms Lucy Rossouw

H. Cert (Management) (FPD), B.B.A (UNISA), AdvCert (Monitoring and Evaluation)

Education Innovation Department

Mrs Liezel Wolvaardt

PMBOK (FPD), Instructional Design (Wits), HCert (Management) (FPD), AdvCert (Monitoring and Evaluation) (FPD), AdvDipPM (CraneField)

SHIPS Unit

Mrs Tiyani Armstrong

LLB, HCM

Conferences and Special Events Department

Mrs Kubeshni Nair

H. Cert. (Management) (FPD)

Innovation Cluster

Head of Research Unit

Prof Remco Peters

BA MD, PhD, MSc Epidemiology (LSHTM), Dip HIV Man (SA)

Head of Clinical Research

Prof Remco Peters

MD, PhD, MSc Epidemiology (LSHTM), Dip HIV Man (SA)

Reading Support Project

Dr Mponana Seakamela

BA, H.Dip.ED, B Ed, M Ed, Phd

GP Care Cell Project

Mrs Suzanne Mabaso

BSLA, MPH

National HIV Think Tank Secretariat

Ms Priya Reddy (Project Manager)

BA (Hons) SocWork (UDW), Senior Leadership Management (USB) Dip Business Management (UNISA), Adv Dip Project Management (Damelin)

Professionalising Healthcare Management

Ms Ernesha Webb Mazinyo

BS (Microbiology and Chemistry), MPH (Health Policy and Management)

Accelerating Support to Advanced Local Partners

Mrs Suzanne Mabaso

BSLA, MPH

Systems Strengthening Cluster

Head of Cluster

Dr Nkhensani Nkhwashi

BSc (Medical Science), MSc (Anatomy), PhD (Microbiology)

Strategic Information Department (SI)

Ms Bontle Zuze Mogakane

BSc Maths & Stats, HCM and AHMP Masters in Public Health

Community Based Counselling and Testing (CBCT)

Ms Thato Farirai

BSW, Hon.Soc.Sc

Health Systems Strengthening Support

Ms Ernesha Webb Mazinyo

BS (Microbiology and Chemistry), MPH (Health Policy and Management)

CDC Projects

Mrs Hanlie Kapp

BCur, CAHM, ACME

Operations Cluster

Finance Department

Mr Henk Reeder

BComp

Human Resource Administration Department

Ms Maureen Fourie

BMil (Human Science)

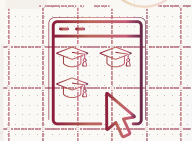
Information Technology Department

Mr Keith Pullen

A+ N+

DEVELOPING PEOPLE

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Academic Cluster

FPD's educational programmes are designed to be cutting edge and customised to the specific needs of our students. Both formal qualifications and short learning programmes are developed within the regulatory requirements of the Department of Higher Education and Training (DHET), Council on Higher Education (CHE) and the South African Qualifications Authority (SAQA). In the case of training programmes for professionals, the relevant programmes adhere to the requirements of the relevant statutory council where applicable.



Education Innovation Department

The following programme was accredited with the CHE during 2020:

- **Masters in Public Health**
MPH

During the past year, the following new short courses were developed, customised or updated:

Tutorial Short Courses

- Introduction to Project Management
- Monitoring and Evaluation
- Systems Thinking
- Spirometry Testing Techniques
- Audiometry Testing Techniques
- Vision Screening
- Paediatric Tuberculosis
- FPD / Yale Advanced Health Management Programme
- Nurse Mentorship Programme
- Nurse Initiated Management of Antiretroviral Treatment
- Pre-Exposure Prophylaxis
- Medical Evaluation for Professional Drivers
- Contraception and Fertility Planning
- Clinical management of HIV/AIDS
- Clinical management of Tuberculosis
- Metabolic Syndrome
- Prevention of Mother to Child Transmission
- Safety Preparedness in Hostile Settings
- Sexually Transmitted Infections
- Rational Use of Antibiotics
- Integrated Management of Sexual and Gender Based Violence
- Cardio and Common Vascular Disease
- Integrated Management of Mother to Child Transmission
- Introduction to Tuberculosis for Lay Counsellors

e-Learning Short Courses

- Free Management and Leadership short course package for medical students
- Monitoring and Evaluation (Accelerating Support for Advanced Local Partners)
- Introduction to Project Management
- Monitoring and Evaluation
- Professional Ethics in the South African Healthcare Environment
- Research Methodology
- South African Legal System, Health Law and Human Rights
- Relationships in the Healthcare Environment
- COVID-19 in South Africa for Healthcare Professionals
- Medical Ethics
- COVID-19 in the Workplace for SA Business Environment
- COVID-19 Response Team Training
- CPD/ CME Package in Global Health
- CPD/CME Package in International Ethics, Professionalism and Human Rights
- CPD/CME Package in Public Health
- 7 Day Mental Kit for Surviving Lockdown
- Basic Airborne Infection Prevention and Control
- COVID-19: Providing Technical Assistance for setting up a Screening, Testing and Treatment Facility
- COVID-19: How to set up a Screening, Testing and Treatment Facility
- COVID-19 in South Africa for Healthcare Professionals: An updated approach
- Evaluation of Permanent Medical Impairment Rating (Based on 6th AMA Guides)
- Audiometry Testing Techniques Refresher
- Personal Financial Skills
- COVID-19: Mental Health Resilience for Healthcare Professionals
- Law and Ethics for Nurses
- Providing Respiratory Support for COVID-19 Patients
- COVID-19 Workplace Readiness for Educational Institutions
- COVID-19 in the Workplace for SADC Business Environment
- Gender Based Violence series for Public Health
- COVID-19 for Veterinarians
- Practical ways to Protect Yourself from COVID-19
- Financial Literacy (Bubomi)
- Stigma
- Mental Health
- COVID-19: Mental Health Resilience for Doctors
- Gender Based Violence in the context of COVID-19 for Doctors
- Gender Based Violence in the context of COVID-19 for Healthcare Professionals

- Physiotherapy for COVID-19 patients in South Africa
- Caring for COVID-19 Patients at Home
- Caring for the elderly in the COVID-19 era
- Nurse Initiated Management of Antiretroviral Treatment
- COVID-19 for Frontline Workers
- Pre-Exposure Prophylaxis for Healthcare Professionals
- Employee Benefits during COVID-19
- Covid-19: Department of Higher Education and Training Workplace Readiness Programme
- Management and Leadership short course Package for Golden Key International Honour Society
- COVID-19 Classroom Readiness for Teachers
- Gender Based Violence short course for Golden Key International Honour Society

Assisted Tutorial short courses

- Preparation for HPCSA board examination FOR foreign Qualified Doctors
- Financial Management
- Project Management

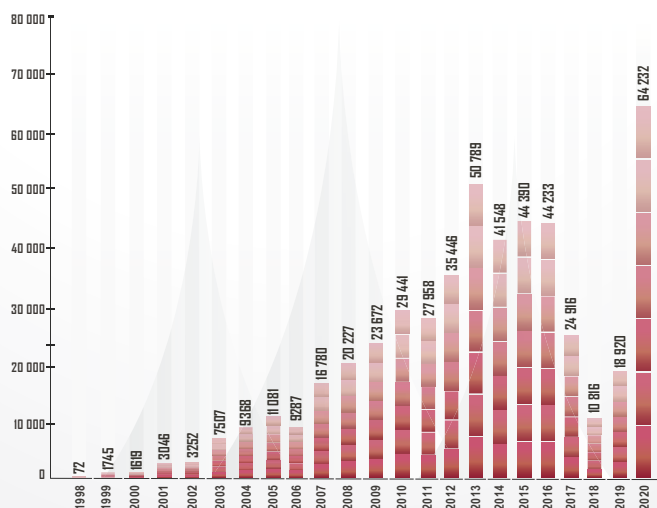


Student Enrolment

In 2020 FPD enrolled **64 232** students, bringing the total number of students who have studied with FPD to **500 345**.

Since its inception, the Academic Cluster has successfully overcome barriers that prevent students from accessing opportunities to further their studies. These include: sourcing valuable scholarships for disadvantaged groups, taking programmes to various towns and districts where the need is across Africa and offering blended learning approaches that limits time away from work.

Student Enrollment Period 1998 - 2020



Alumni Support Services

Resource Centre

FPD maintains a Resource Centre at its registered Head Office. Apart from literature associated with its programmes and courses, Internet access is also provided at the centre. Students receive the support they require from faculty and may request additional assistance from FPD if needed.

Online Support

FPD has established an Internet-based Student Support Site (SSS) to support all its enrolled students to achieve formal registered qualifications. SSS is a server programme that allows invited users to collaborate on the website by editing and downloading content from the site from their own computer and in their own time. Visitors can view the web pages and interact with fellow students and facilitators. SSS allows facilitators and assessors to mentor students online and allows students to form student assistance through the provision of assessments and assignment guidelines.

Continuing Education and Professional Support

FPD compliments its own alumni services with strategic alliances with various industry associations allowing alumni access to a wide variety of mentorship and continuing educational products such as journals and newsletters.

Scholarships

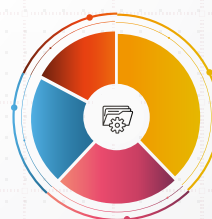
During 2020, FPD continued to support efforts to promote access to education through securing educational grants from sponsors and donors for all potential FPD students. The funding from grants and sponsorships are utilised in the form of a subsidy to enroll potential students.

This reduces costs as a barrier to education. During 2019 - 2020, educational grants and sponsorships to the value of R70 552 046 million were received. The total monetary value of scholarships awarded since 1998 is R721 506 776 million.

Faculty

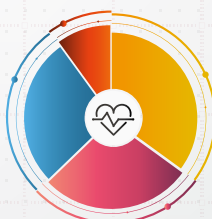
FPD employs a model of using a contracted faculty panel, which ensures access to faculty with deep contextual subject matter expertise. Most senior FPD managers also act as faculty. The below graphs provide an overview of the qualifications and expertise of FPD staff who taught on programmes in 2020.

FACULTY QUALIFICATIONS



Management Faculty

- 38% Masters
- 24% Honours
- 21% Bachelors
- 17% Doctorates

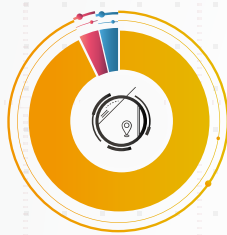


Clinical Faculty

- 35% GPs with additional experience
- 28% Nurses
- 27% Medical Specialists
- 10% Lifestyle Experts

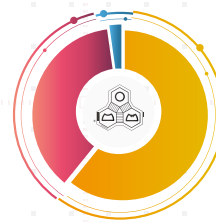
STUDENTS BREAKDOWN

This section provides a graphic overview of the demographics of students who were enrolled on FPD courses in 2020.



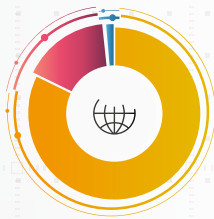
Urban/Rural

- 93% Rural
- 4% Urban
- 4% Peri-Urban



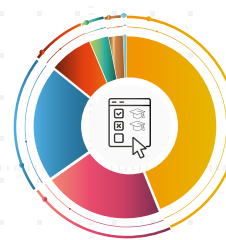
Gender

- 61% Female
- 37% Male
- 2% Not prepared to disclose



Representation

- 82.6% South Africa
- 16% Other
- 1.6% Africa



Course Enrolment

- 44% Health Sciences
- 21.1% Business
- 20.7% Information Technology
- 7.6% Nursing
- 3.4% Occupational Health and Safety
- 2.6% Education
- 0.3% Public Health



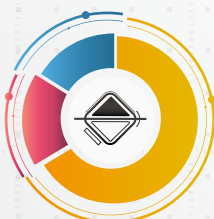
Representation (RSA)

- 33.6% Gauteng
- 11% KwaZulu-Natal
- 10.7% North West
- 10.5% Western Cape
- 7.5% Eastern Cape
- 6.4% Northern Cape
- 4.4% Limpopo
- 2.7% Free State
- 2.5% Mpumalanga
- 7% South Africa



Professions

- 91% Other
- 3.6% Professional Nurses
- 1.1% Administrators
- 0.4% Lay Counsellors
- 1.6% Medical Doctors
- 0.5% Educators/Trainers
- 0.6% Community Health Workers
- 0.04% Medical Support
- 0.1% Managers



Racial

- 66.6% PDA
- 17.5% White
- 15.9% Not prepared to disclose



Educational Offerings

FPD's educational model is designed to reduce barriers to quality education. The majority of our students are subsidised while a blended distance learning model provides contact sessions close to where students live and work, reducing geographical barriers and limiting time away from work.



FPD Business School

Aligned to FPD's vision of building a better society through education and capacity development, the FPD Business School focuses on developing transformational leaders.

The FPD Business School has a wide selection of management and business courses made up of formally registered qualifications, international short courses, short learning programmes and distance education. These management courses cater for all levels of students from entry-level managers to highly experienced executive management. Our teaching methodologies are based on cutting edge educational methodologies and include: facilitated contact sessions, case studies, group discussions, structured and unstructured group work and action research.

Our emphasis is on translating management theory into practical workplace skills. This is ensured through our educational approach, our panel of national and international subject matter experts on faculty, our alumni support programmes and the integration of action research into our curricula.

CHE Accredited Qualifications

Advanced Certificate in Health Management

This qualification is an intensive management development programme, tailored to the needs of healthcare managers and professionals. This course has been specifically customised for the South African healthcare environment and focuses on developing in-depth strategic and functional management competencies.

Higher Certificate in Practice Management

This qualification is targeted predominantly at self-employed healthcare practitioners and practice managers. The programme has been designed to provide participants with the business and management skills that are essential for managers of private practices.

Higher Certificate in Risk Assessment and Management

The primary purpose of this qualification is to provide qualified learners, namely: case managers, coordinators, reception staff and credit controllers in private hospitals, with a set of basic core competencies

within the assessment and management of risk. This programme is an entry-level qualification that will enable learners to assess and manage risks in the healthcare environment.

Higher Certificate in Management

This qualification is targeted at addressing the management training needs of participants currently in junior management positions. To provide them with knowledge and skills that will enable them to progress into middle management positions.

The Higher Certificate in Management is structured in such a way that it gives learners exposure to apply organisational management principles on an operational, functional and strategic level.

Advanced Certificate in Management

The purpose of this qualification is to equip participants in managerial positions across various sectors with the knowledge and skills to adapt and prosper in the continuously changing management environment. It aims to develop participants' managerial capacity by broadening their view of business, their specific industry and wider global forces that impact on the management environment. Managers are motivated to develop an increased appreciation of their role as a manager and a leader, while also developing the knowledge and skills required to assess and have an increased understanding of themselves as individuals.

Advanced Certificate in Monitoring and Evaluation

The Advanced Certificate in Monitoring and Evaluation has been developed to address the need of a specific target population, such as managers and subject matter experts who have identified a need to further develop their monitoring and evaluation knowledge and skills. For example, a manager at middle management level whose job includes data management functions and oversight.

International Short Courses

Alliance Manchester Business School Advanced Management Programme (AMBS AMP)

The AMBS AMP is an international short course offered by FPD, in collaboration with the Alliance Manchester Business School, and is aimed at developing the strategic management capabilities of participants. This intensive management programme is directed towards established managers who work in the private healthcare sector and who need to rapidly develop management competencies. This course is also available for managers working outside the healthcare sector.

FPD/Yale Advanced Health Management Programme (AHMP)

This international short course has been developed by FPD, in collaboration with the School for Epidemiology and Public Health at Yale. The course is aimed at public sector managers who need to develop or refresh their strategic and functional management competencies.

Formal Qualifications

- Advanced Certificate in Health Management
- Higher Certificate in Practice Management
- Higher Certificate in Risk Assessment and Management
- Higher Certificate in Management
- Advanced Certificate in Management
- Advanced Certificate in Monitoring and Evaluation

International Short Courses

- Alliance Manchester Business School Advanced Management Programme
- FPD/Yale Advanced Health Management Programme

Short Courses (Tutorial)

- Programme Evaluation for Managers
- Management of Medically Incapacitated Workers
- Absenteeism Management in the Workplace
- Implementation of Wellness & Disease Management Programme

Short Courses (Assisted Tutorial)

- Financial Management
- Project Management
- Problem Based Selling

Short Courses (e-Learning)

- Introduction to Project Management
- Monitoring and Evaluation



FPD School of Education

The FPD School of Education focuses on developing and supporting educators in the basic and higher education environment, as well as academics. To address the need of educators in the 21st century, the School of Education offers a range of short courses and qualifications to build knowledge, skills and their application.

When educators needed to return to the classrooms, with COVID-19 lockdown restrictions being lifted, the School of Education developed online courses for teachers and principals. These courses were designed with the Department of Education and the Department of Labour's Occupational Health and Safety COVID regulations to help keep the school staff and learners as safe as possible.

CHE Accredited Qualifications

Post Graduate Diploma in Health Professions Education and Leadership

The Postgraduate Diploma in Health Professions Education and Leadership aims to develop suitably qualified leaders in Health Professions Education (HPE) to meet the increasing complexity of HPE in a fast and continuously changing educational landscape. This

qualification is in response to the increasing demand for individuals with specialised knowledge and leadership skills in order to best educate 21st century health professionals and ensure the quality of healthcare in sub-Saharan Africa. The PGDip (Health Professions Education and Leadership) has been developed in partnership with sub-Saharan Africa-FAIMER Regional Institute (SAFRI).

Post Graduate Diploma in Distance Higher Education

The offering of the PGDip (Distance Higher Education) accords with a broad move towards online and distance learning at both public and private tertiary institutions in South Africa. Lecturers at distance education institutions need to acquaint themselves with the most recent developments in the field of distance education theory and practice. Furthermore, there is a broad tendency at residential institutions to supplement their face-to-face programme offerings with a range of distance and online teaching technologies. Thus, public and private tertiary institutions need to develop critical, reflective teaching practitioners and specialists in the higher education sector especially in distance and online teaching. Such lecturers will be able to contribute to the academic delivery of distance higher education in an innovative way. Against this background, the PGDip (Distance Higher Education) meets the need in the entire higher education sector in South African for the offering of postgraduate qualifications in the field of higher education studies with a specific focus on distance education theory and practice.

Higher Certificate in Early Childhood Care and Education

This programme is intended to develop educators who can support and promote early learning and development for babies, toddlers and young children up to and including four years of age. By enrolling for the HCert (ECCE) participants can gain an entry level qualification that will afford them recognition as an early childhood development (ECD) educator. Furthermore, graduates who successfully complete the HCert (ECCE), and who want to become professionally qualified, can then enrol for a Diploma (Dip) in ECCE or a Bachelor of Education (BE) in ECCE. The way to improve the quality of care during the first years of life lies in the quality of training of caregivers that will enter the field of ECD or those that are already in the field of ECD.

Short Courses

Short Courses (Tutorial)

- Masterclass on How to Facilitate
- Masterclass on Critical Thinking
- Coaching and Mentoring Masterclass
- Curriculum Development Short Course
- Assessment Short Course
- Moderation Short Course

Short Courses (E-learning)

- In-service Training on Comprehensive Sexuality Education for Educators
- Scientific Peer Review
- Work Readiness Programme for Corporate Companies
- Microsoft Certified Educator in Partnership with Microsoft
- CPD Accreditation Toolkit for Event Organizers
- Facilitation Skills & Strategies
- Gender Based Violence for Schools
- Gender Based Violence for Higher Education
- Foundation in Education



FPD SCHOOL OF HEALTH SCIENCES

FPD School of Health Sciences

The FPD School of Health Sciences has been the leader in training healthcare professionals for many years and, take pride in being recognised as the pinnacle product leaders and innovators in the health care industry.

Our research has shown that 54% of all doctors have studied with us and continue to do so by earning some of their yearly CEU points with us. Our school of Health Sciences also receives numerous yearly sponsorship grants that make it possible for us to reduce the training cost on most of our courses.

The portfolio of Health Sciences courses are specifically designed to enhance the clinical skills of healthcare professionals and are taught through a combination of assessed self-study, using detailed study material and facilitated workshops by leading national experts. The majority of our courses are accredited for CEU points by the Health Professions Council of South Africa. FPD is also an institutional member of the South African Institute of Healthcare Managers and a member of the SAMA Group.

CHE Accredited Qualifications

Postgraduate Diploma in General Practice

The Postgraduate Diploma in General Practice [PG Dip. (General Practice)] is designed to provide an easily accessible distance-education curriculum that will allow structured continuous professional development around a subject of direct relevance to doctors' practice environment. The clinical subjects address the more pressing public health issues while non-clinical subjects are designed to help general practitioners deal with a rapidly changing healthcare environment.

Advanced Diploma in Aesthetic Medicine

The Advanced Diploma in Aesthetic Medicine [Adv. Dip. (Aesthetic Medicine)] has been specifically developed for healthcare practitioners working in the aesthetic and anti-aging field. The course is tailored to take into account the time and financial constraint of practitioners working full time in a private practice. The range of course modules have been designed to develop and expand the participants' extensive knowledge and advanced skills in this rapidly evolving and sophisticated field of medicine.

Clinical Short Courses

These short courses are designed to enhance the clinical skills of healthcare professionals and are taught through a combination of assessed self-study, detailed study manuals and workshops facilitated by leading national experts.

Short Courses (Tutorial)

- Clinical Management of Cardio and Common Vascular Disease
- Clinical Management of TB Health Care Professionals
- Management of HIV for Health Care Professionals

- Dispensing course
- Metabolic Syndrome
- Emergency Medicine
- Clinical Management of Mental Health
- Clinical Management of Rheumatology
- Clinical Management of Respiratory Disease
- Clinical management of Venomology
- Toolkit- Starting a Successful Private Specialist Practice
- Medical Ethics
- Management of Diabetes: Optimising Patient Outcomes
- Adjudication of Permanent Medical Impairment
- Evaluation of Permanent Medical Impairment
- Rational Use of Antibiotics

Short Courses (Assisted Tutorial)

- Obstetrics and Gynaecology Level 1
- Basic Abdominal, Pelvic and Obstetric Ultrasound
- General Practitioner (GP) Focused Ultrasound
- Management of Diabetes: Optimising Patient Outcomes
- HPCSA Examination Preparation for Foreign Qualified Doctors
- Pain Management for Frontline Pharmacist Assistants
- Good Clinical Practice for scientists, doctors and researchers

Short Courses (Correspondence)

- Clinical Management of HIV/AIDS for Healthcare Professionals
- Clinical Management of Mental Health
- Clinical Management of Tuberculosis for Healthcare Professionals
- Dispensing for Doctors
- Professional Ethics in the Healthcare Environment
- Overview of the SA legal system, health law and human rights
- Relationships in the Healthcare Environment
- ICD 10 Coding
- Medical Evaluation for Professional Drivers

Short Courses (E-learning)

- Medical Ethics
- Ethics in the Healthcare Environment
- SA legal system, health law and human rights
- Relationships in the healthcare environment
- COVID-19 for Vets
- 7 Day Mental Kit for Surviving Lockdown
- Gender based Violence in the context of the Covid-19-pandemic for healthcare providers
- Gender based Violence in the context of the Covid-19-pandemic for doctors
- GBV series for Public Health
- COVID-19: Mental Health Resilience for Health Care Professionals
- How to provide respiratory support to COVID-19 patients
- Respiratory management of COVID-19 for Physiotherapists
- COVID-19 for frontline workers
- The Evaluation of Permanent Medical Impairment Rating (based on AMA – 6th edition)
- Certified Impairment Rater Examination
- Pre-Exposure prophylaxis
- Management of Diabetes - Optimising Patient Outcomes
- Clinical Management of Mental Health
- Clinical Management of Respiratory Disease
- Practical Stress Management
- TB/HIV in the era of COVID
- Clinical Management of TB
- Management of HIV
- FPD CPD/CME Compliance Package

Response Support Courses

COVID-19 has changed the world and the South African healthcare environment dramatically. When the president announced the state of disaster on the 14th March and before lockdown procedures were officially put in place on 26th March, FPD, through the School of Health Sciences, realised the urgent need for upskilling and information sharing of the Coronavirus and its clinical and other manifestations.

The School of Health Sciences introduced its multiple Coronavirus-linked programmes by organising the first national COVID-19 Conference on 24-25 February 2020 at the CSIR Conference Centre in Pretoria. The programme focused on the epidemiology, the infectiousness and personal protection required, the clinical aspects and management within a hospital intensive care setting as well as the public health aspects of managing such an outbreak. Speakers, all subject matter experts representing various levels of healthcare services in South Africa, provided the more than 250 delegates with a screenshot of what was to come.

Subsequently, the conference presentations were packaged into the first COVID-19 for Healthcare Professionals online course, a course that was tremendously successful and attracted more than 6000 participants in a very short time period. More than 1000 participants were sponsored by SETA for enrolment, the remainder of the participants were jointly sponsored FPD with its IT partner PSS. Due to the rapidly changing pandemic a second updated COVID-19 for healthcare professionals was developed and sponsored by ASPEN, Pfizer and ASAP and again jointly by FPD and PSS. Simultaneously, the Occupational Health School put a package together for COVID-19 in the workplace that also attracted many participants from the business world and was to a large part sponsored by SETA.

In the meantime, the NDOH required Community Health Workers (CHWs) to be trained in the necessary skills and knowledge to identify and refer members of the community and in households with COVID-19 symptoms. The COVID-19 Response Team Training course was developed in record time to equip all CHWs with the required knowledge and to protect themselves whilst doing household surveys. This course was followed up by two related courses – Providing Technical Assistance on How to Set up a Screening, Testing and Treatment Facility as well as a Short Course in COVID-19 for Frontline Workers.

Soon after strict lockdown was put in place, FPD realised the impact on the mental health and well-being of all South Africans that have to cope with this unprecedented situation. A short free online programme was developed – 7-Day Mental Well-being Kit for Surviving Lockdown. This course provided support to the public by orchestrating their day and mental stability through an hour-long engagement that covered various topics, from clinical aspects of anxiety and depression, to mindfulness, creativity, music therapy and lifestyle adaptations to cope with the restrictions of staying at home and dealing with a threatening situation.

This short free course was followed up by a more structured course that focussed on the Mental Health Resilience of Healthcare Workers and Frontline Responders. This course was sponsored by Johnson and Johnson and within 8 weeks following its launch was fully subscribed (2500 participants). The course focussed on self-help techniques and insights into the common mental health issues that healthcare workers in a COVID-19 environment have to cope with from day today.

In April and May 2020 there was considerable concern that COVID-19 would have a devastating impact across South Africa due to the high HIV prevalence and latency TB rates. Modelling suggested that hospitals would be overwhelmed with patients requiring active respiratory support. These models predicted a massive shortage of ventilators and skilled healthcare workers.

With the goal of supporting Healthcare Workers to develop the necessary skills to provide respiratory support to COVID-19 patients, including the initiation and management of ventilator based treatment, USAID partnered with Right to Care, the NDOH and FPD to rapidly implement an online learning programme (MOOC) targeted at doctors and nurses to develop the required competency around all aspects of respiratory support. Support for participants to boost completion of the course was expanded through webinar-based weekly training sessions with the subject experts.

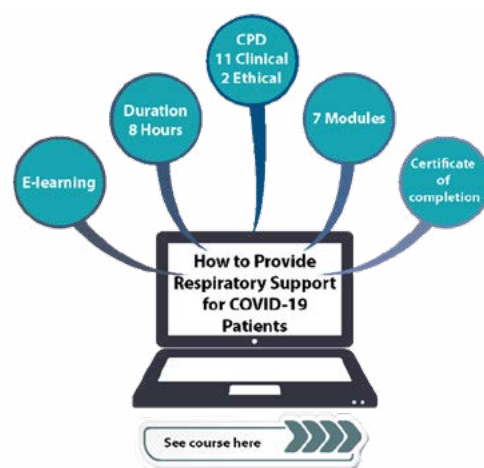


Figure 1: Overview of course design

“I thoroughly enjoyed the course. The way that the two facilitators presented it, with their interactions with each other, was very unique and really improved the quality of their presentations. It was absolutely excellent. The content of the course was also very well thought out, really complete and in the correct order.”

- Dr Lizelle Keet, Medical Practitioner,
Public sector, Eastern Cape

Training Program: The team designed the trainings to be highly interactive to improve learning outcomes, with video demonstrations, recorded expert panel discussions, narrated presentations, quizzes, and in-depth reading materials.

The original 12-hour program covered the following seven modules:

- **Module 1:** Introduction to respiratory support in COVID-19 patients
- **Module 2:** Procedures to minimise risk of contamination and transmission
- **Module 3:** Non-invasive respiratory support procedures
- **Module 4:** Understanding lung physiology, ventilation strategies and how to intubate in COVID-19
- **Module 5:** Ventilator settings: Know how to set the ventilator in different clinical settings

- **Module 6:** Monitoring patients on respiratory support
- **Module 7:** Ethical issues in respiratory support

After its launch on 23rd June 2020 it became clear that more cadres of staff were in need of respiratory support. Access to the course was soon expanded to include other cadres of staff with scope of work inclusive of respiratory support, i.e

- Medical practitioners
- Intern medical doctors
- Medical students
- Professional nurses
- Clinical associates
- Clinical technologists
- Advanced life support practitioners and paramedics

In addition, the specific requirements for physiotherapists and professional nurses differed considerably from that of the above cadres, so that two additional courses specific for nurses and physiotherapists were developed. The physiotherapy course focussed on rehabilitation and the nursing course on patient care and discharge criteria.

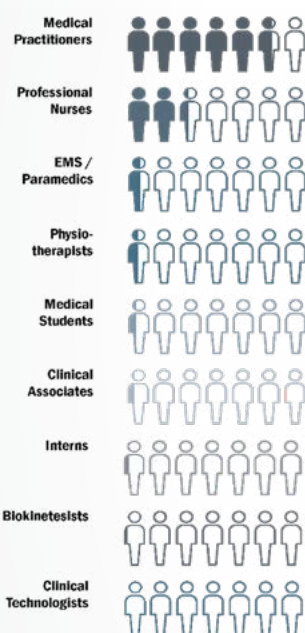


Figure 2: Participant distribution by cadre

The original sponsorship was for 10 000 participants. At going to press the final number of participants were at almost 7000 across all cadres of staff. Access was also opened up for participants from all African countries. Using the multiple-choice question assessments incorporated in the training, important gains in knowledge across all the modules were noted. Amongst the Medical Practitioners and Professional nurses, an average of 14.14% knowledge gain across all modules was observed which is higher than the knowledge gain across other cadres's. The average knowledge gain for other cadres of Healthcare Practitioners was 11.14%. It should also be noted that there are more medical practitioners that have completed the training when compared to other cadres.

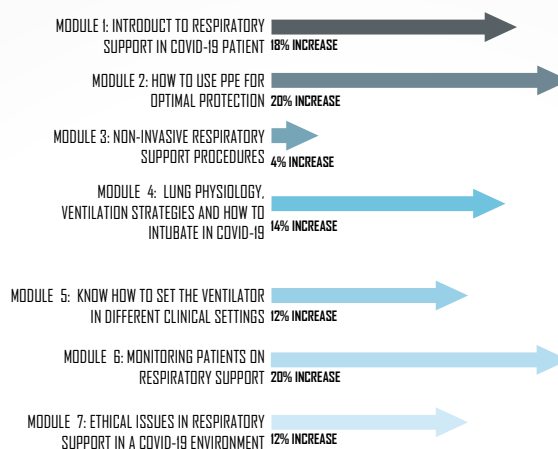


Figure 3: Increase in knowledge of participants

Participants also expressed strong satisfaction with the training program.



81%
Students satisfaction rating



96%
Percentage of students would attend an FPD e-learning course in the future

Figure 4: Course rating by participants

Hand in hand with the need for respiratory support, another consequence of lockdown was the exacerbation of incidents linked to Sexual and Gender-based Violence (S/GBV) and Intimate Partner Violence (IPV). As healthcare providers are ideally placed to identify and provide support to victims of violence in all forms, SHS developed three online courses with a focus on filling the gap and providing support to accelerate the identification diagnosis and management of these patients. The Short Course in GBV in the Context of the COVID-19 pandemic for healthcare professionals and a course with the additional forensic component (filling in of the J88 form) for doctors received sponsorship (1000) from ABSA. Enrolments soon reached saturation. A free online course with short information bytes on GBV for the public was also developed and launched to support the FPD drive to address and minimise this silent 'second' pandemic. This course was also made available for Golden Key International Honour Society members.

To address the Southern African context of a high prevalence of HIV and TB, (TB still ranks as the No1 direct or underlying cause of mortality in South Africa), SHS developed an online short refresher course with an introduction to COVID-19 followed by modules on COVID and its effect on TB and HIV in South Africa. SHS was also involved in the programmatic content of two COVID and TB-related webinars to foster knowledge and information on the management of TB in the face of COVID-19.

Apart from the above sponsorships and courses SHS also developed a short e-Learning course on Pain Management for 250 Frontline Pharmacist Assistants through the generous sponsorship of ASPEN.

To broaden access of popular SHS courses for participants in non-English speaking countries, FPD has embarked on the translation of some of its courses into Portuguese and French. These courses will be launched early in 2021.

Gender-based Violence Training

COVID-19, a scourge on its own, is associated with a much darker pandemic, that is not new to us. Since the start of lockdown South Africa (and the rest of the world), has experienced a surge in gender-based violence. In our attempts to flatten the curve of COVID-19 many women and children became trapped with their abusers, increasing their risk of these heinous crimes even more. This online interactive course was designed to equip healthcare providers with the knowledge and means to help them respond adequately to survivors of violence in any form. The course focussed on: S/Gender-based violence as a public health problem within the context of the COVID-19 pandemic; how to recognise and identify sexual and gender-based violence presentations; the obligations of the healthcare practitioner under the law and the demonstration of required skills to respond adequately to survivors of violence, inclusive of the J88 form and the evaluation of resources and support to patients and oneself.

Mental Resilience Training

The ongoing COVID pandemic with its ongoing demands on healthcare workers and first line responders, is taking its toll on everybody involved in the care and services of COVID-19 patients. Moreover, the mental well-being of all frontline workers, providing essential services in clinics and hospitals, are foremost at risk as they are in daily contact with sick patients in a potentially life-threatening situation. With this in mind FPD developed an online interactive course to promote mental health resilience and well-being. The course is accredited with the HPCSA and the learning outcomes are focussed on the following: COVID-19 in the global context; the psychological reactions to COVID-19; the strategies and methods to manage stress and build resilience.; the psychological aspects of COVID-19 in patient care; the consequences of COVID-19 and its aftermath. The rapid uptake of this course by students (>4500 within 6 months), is testimony to the need for such a course and its appropriateness. As many frontline workers are experiencing ongoing trauma by the day-to-day traumatic events, (anxiety of infection, seeing patients die, worry about family and friends to name a few) a follow-up course on Post-traumatic Stress Disorder has been included in the series on mental health support. This course will provide further assistance to all health care providers to cope with the stressful situation of caring for sick COVID-19 patients.



FPD Nursing Education Unit

FPD Nursing Education Unit overall aim is to prepare nurses to meet the dynamic health needs of the South African community through the developing of clinical knowledge and practical skills of nursing students and practitioners.

Through innovation, sound educational principles and evidence based practice, FPD Nursing Education Unit aims to positively impact the health environment of South Africa. The Unit is committed to professionalism, caring for the needs of people, improving the healthcare quality and patient safety.

Short Courses

Short Courses (Tutorial)

- Nurse Initiated Management of Anti-Retroviral Therapy
- Wound Care
- HIV Testing Services (HTS)
- Integrated Nurse Mentorship Programme
- HIV Rapid Testing Quality Improvement Initiative (RTQII)
- Introduction of HIV for Supporters, Lay Counsellors and Care Givers
- Integrated Adherence Counselling
- Case Management and ICD10 Coding
- Gender Based Violence for Lay counsellors
- Risk Assessment
- Contraception and Infertility
- Health Assessment
- HIV Nurse Case Management
- Mental Health for Nurses
- Clinical Management of Drug Resistant Tuberculosis
- Mother to Child Prevention
- Paediatric HIV

Short Courses (E-learning)

- Basic Airborne Infection Prevention and Control
- Law and Ethics for Nurses
- Mentorship
- Nurse Initiated Management of Anti-Retroviral Therapy
- Nurse Initiated Management of Anti-Retroviral Therapy (Refresher)
- Adherence Counselling
- Integrated Management of Childhood Illnesses (Refresher)
- Waste Management
- Infection Control for Health Care Facilities

- Diabetes for Nurses
- Mental Health for Non-Professional Health Care Workers
- Wellness in the Workplace
- HIV in the Workplace

Classroom

- Integrated Management of Childhood Illnesses
- Nurse Initiated Management of Anti-Retroviral Therapy (Refresher)
- Occupational Risk Assessment (not risk assessment)
- Health Assessment and Physical Examination (not health assessment)
- Diabetes for Nurses
- Mental Health for Nurses



FPD SCHOOL OF INFORMATION TECHNOLOGY

FPD School of Information Technology

The FPD School of Information Technology has been established in partnership with the Foundation for Sustainable Innovation (FSI) and is an IT Education company within the FPD Group that specialises in lecturing, interactive courseware, certifications, software licensing, and educator services in the 4th industrial revolution technology space. It is an active Microsoft Imagine Academy and GTP: Global Training Partner. It plans on expanding into Africa with the Microsoft and StanBIC relationship. In the corporate market it is working through the SDL (skills development levy), POPI act compliance and accreditation with MICT SETA. It is educating the public on cyber security through their partnership with The Cyber Academy, and already offers two cyber awareness curriculums. With IBM and CompTIA, the next two memberships this schools aims at acquiring, the choice of content and coverage of multiple career paths is the centre of focus in the foreseeable future. Bespoke online learning content on an Azure hosted Learner Management System (LMS) makes it market ready for any sector, and a more important demographic these days, any age group.

Their motto reads:

"Self-paced, globally recognised, online learning. When you want it, wherever you want it, for as long as you want it."

Worthy of mention is the School of IT's national virtual launch of its digital literacy project, called Yenza Izinto, or "Do Things" in collaboration with Standard Bank and Microsoft. The Microsoft digital literacy course was designed to upskill the whole country digitally and remotely at zero cost, trying to contribute to the communities we serve on a national scale. Regardless of age, income, geography or education. It is offered as a fully online, self-paced curriculum with conceptual training in the basics of a computer, working online, staying secure and using popular productivity applications for relevant tasks, such as creating CV's, professional presentations, or budgets. The automated certificate of completion and globally accessible cloud-based education portal are but two innovations this course boasts currently. This flagship product has 12 500 current enrolments and is the schools' potential portal into African education. This course, and the new revamped version 2.0 has been officially launched on 26 January 2021 via a virtual event hosted by Microsoft and Kahn Morbee of The Parlotones.

The School of IT offers interactive virtual classrooms via a selection of different online software suits, including Microsoft Teams, Zoom and NewRow to cater for all types and sizes of online collaborations and training.

The FPD/FSI School of Information Technology

- Empowers students to achieve industry recognised skills and reach their career potential through high-quality training and certifications.
- Provides a high quality, affordable and effective training solution that is globally accessible, self-paced and totally online with virtual and physical classrooms as required.
- Provides relevant programmes and skills to all age students to address skills gaps in the market.
- Helps students gain 21st Century skills and certifications that are globally recognised, which position and differentiate them for great jobs in the future.
- Because technology develops very fast; we aim to keep professionals up to date via CPD allocation of the popular Microsoft courses.
- Aims to secure the public with Cyber Awareness courses, and future webinars.
- Upskills the country through its national digital literacy project.

The FPD/FSI School of Information Technology has the following partnerships:

- Microsoft Authorised Education Partner
- Microsoft Imagine Academy
- Microsoft Global Training Partner
- MICT SETA accreditation [pending]
- CompTIA Authorised Delivery Partner
- Remote proctoring partner with Certiport, offering students the opportunity to certify virtually, anywhere, anytime

Courses:

Sponsored:

- **Yenza Izinto:** Microsoft Digital literacy (sponsored by Standard Bank) version 1.0 and version 2.0

Certification Courses:

MOS: Microsoft Office Specialist

- MOS - Microsoft Excel 2016 (English, French, Portuguese)
- MOS - Microsoft Excel Expert 2016
- MOS - Microsoft PowerPoint 2016
- MOS - Microsoft Word 2016
- MOS - Microsoft Word Expert 2016

MTA: Microsoft Technology Associate

- MTA - Cloud Fundamentals
- MTA - Database Fundamentals (English, French and Portuguese)
- MTA - Mobility and Device Fundamentals
- MTA - Networking Fundamentals
- MTA - Operating System Fundamentals
- MTA - Security Fundamentals
- MTA - Software Development Fundamentals
- MTA - Windows Server Fundamentals

Non exam bearing Short Courses (proficiency)

- Microsoft Teams
- Cyber Security
- Introduction to Data Science
- Working with non-relational data
- Using data in software applications
- Analysing and Visualising data with Excel
- Social Media Navigator

Courses Coming Soon

- CompTIA IT Fundamentals+
- CompTIA A+
- CompTIA Network+
- CompTIA Security+
- CompTIA Cloud Essentials+
- CompTIA CTT+ (Train the virtual trainer)



FPD SCHOOL OF PUBLIC HEALTH

FPD School of Public Health

The school of Public Health is a newly established school and aim to produce public health professionals that are able to adapt and localise international public health policies with the aim of promoting the population health while taking into consideration the good cultural beliefs and practices of our diverse African nations and communities.

Amongst other things that COVID-19 pandemic has taught us is that emerging diseases can occur at any time, and this can cause panic and confusion. Our current public health facility infrastructure can be easily overburdened by this, and eventually communities will draw back from pre modern medicine years including harmless cultural beliefs and

practices, and apply their autonomy to take ownership of their health status, with the goal of preventing illnesses or curing themselves.

The school offers a masters qualification and short learning programmes in the various disciplines of Public Health:

Formal Registered Qualification (E-Learning)

- Master of Public Health (MPH)

Short Courses (E-Learning)

- Basic Epidemiology and Disease Surveillance
- Clinical Epidemiology
- CPD/CME Package in International Public Health
- CME/CPD Package in Ethics, Professionalism and Human Rights
- CME/CPD Package in Global Health



FPD SCHOOL OF NATURAL SCIENCES

School of Natural Sciences

The School of Natural Sciences is a newly established school and will offer short learning programmes in the various disciplines of the natural sciences.

Short courses (E-Learning)

- Short Course in Research Methodology



FPD BUSINESS SCHOOL

The FPD Business School has a wide selection of management and business courses that caters for all levels of students, from entry-level managers to highly-experienced executive management.



FPD SCHOOL OF NATURAL SCIENCES

The School of Natural Sciences offers short learning programmes in the various disciplines of the natural sciences.



FPD SCHOOL OF INFORMATION TECHNOLOGY

The FPD School of Information Technology, in partnership with the Foundation for Sustainable Innovation (FSI), specialises in lecturing, interactive courseware, certifications, software licencing, and educator services in the Microsoft technology space.



FPD SCHOOL OF HEALTH SCIENCES

The FPD School of Health Sciences has been the leader in training healthcare professionals for many years and takes pride in being recognised as pinnacle product leaders and innovators in the healthcare industry.



FPD SCHOOL OF EDUCATION

The FPD School of Education focuses on developing and supporting educators in the school and Higher Education environment.



FPD NURSING EDUCATION UNIT

FPD Nursing Education Unit overall aim is to prepare nurses to meet the dynamic health needs of the South African community through the developing of clinical knowledge and practical skills of nursing students and practitioners.

ABOUT THE SCHOOLS



FPD SCHOOL OF PUBLIC HEALTH

The School of Public Health aim is to produce public health professionals that are able to adapt and localise international public health policies with the aim of promoting the population health while taking into consideration the good cultural beliefs and practices of our diverse African nations and communities.



Customised organisation Specific (In House) Course

FPD has developed particular expertise in developing customised educational programmes for the staff of various organisations.

To date FPD has provided customised in-house training programmes for staff and affiliates of the following organisations:

Public Sector Organisations

- City of Cape Town Metropolitan Municipality
- Council for Scientific and Industrial Research (CSIR)
- Department of Higher Education and training (DHET)
- Gauteng Provincial Treasury
- Matthew Goniwe School of Leadership and Governance
- Ministry of Health from neighbouring countries
- National Institute for Communicable Diseases (NICD)
- Rand Water
- Rural Development Department
- South African Agency for Science and Technology
- South African Department of Correctional Services
- South African Department of Labour
- South African Local Government Association
- South African Medical Research Council
- South African National Defence Force
- South African National Space Agency
- Statistics South Africa
- The South African National Roads Agency
- Various South African Local Municipalities
- Various South African Provincial Departments of Health

Multilateral Organisations

- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- United Nations Children's Fund (UNICEF)
- World Health Organisation (WHO African Region)

Industry

- Anglo Gold
- Anglo Gold Ashanti
- Anglo Platinum
- AVIS Fleet
- BMW
- Cell C
- Clicks Group
- De Beers
- Eskom
- Kumba Resources
- LifeLine
- Microsoft
- Oracle
- Rand Mutual
- Renaissance Capital
- SASOL
- Spar

Medical Schemes/Administrators

- Bestmed
- CareWorks
- Igolide Health Networks
- Impilo Health
- Medihelp
- Medikredit
- Medscheme
- MXHealth
- SASOL Med
- Thebe Ya Bophelo
- Umed Medical Scheme

Hospital Groups

- Netcare

Networks

- Environmental Assessment Practitioners Association of South Africa
- GP Net
- Medicross
- NACOSA
- Prime Cure
- Spesnet

Pharmaceutical and Medical Equipment Industry

- Abbott Laboratories
- Acelity
- Adcock Ingram
- Alcon
- Alere
- AMPATH
- Aspen Pharmacare
- AstraZeneca (Middle Eastern Region)
- AstraZeneca (South Africa)
- Bristol-Myers Squibb
- Eli Lilly
- Innovative Medicines South Africa (IMSA)
- iNova
- Janssen Pharmaceutica
- Mylan
- Novartis
- PIASA
- Quintiles
- Reckitt Benckiser
- Roche
- Sanofi
- SSEM Mthembu Medical
- Stryker South Africa

NGO'S and Development Organisations

- Africa Centre (KZN)
- Africare
- American International Health Alliance (AIHA)
- Aurum Institute
- Broadreach Healthcare
- CHAPS
- Community-Based Prevention and Empowerment Strategies in South Africa (COPES SA)
- Corridor Empowerment Project
- FHI360
- Health Systems Trust
- Healthi Choices
- HSM Consulting
- Impilo Medical Equipment Suppliers
- info4africa
- John Snow International
- LifeLine
- Lutheran World Relief
- Marie Stopes
- Medical Protection Society (MPS)
- MSF
- Red Cross
- Right to Care
- Royal Bafokeng Administration
- Save the Children UK
- Sizanani Outreach Center
- South African Catholic Bishops Conference (SACBC)

- St Mary's Hospital
- The Click Foundation
- The Soul City Institute
- Thohoyandou Victim Empowerment Program
- Trucking Wellness
- Tshepang Trust
- Ulysses Gogi Modise Wellness (UGM Wellness)
- Youth Care Givers
- Accelerating Support to Advanced Local Partners (ASAP) funded by USAIDWits Health Consortium (WHC)

Contracted Training Provided on Behalf of Other Academic and Research Institutions

- Centre for Infectious Disease Research in Zambia (CIDRZ)
- Columbia University – ICAP
- Health Science Academy (HSA)
- Medical Research Council (MRC)
- Regional Training Centre Eastern Cape
- Regional Training Centre Limpopo
- Regional Training Centre Mpumalanga
- Southern African Human Capacity Development (SAHCD)
- Tshwane University of Technology
- University of KwaZulu-Natal (UKZN)
- University of Pretoria
- University Research Company (URC)
- University of the Western Cape
- Walter Sisulu University





Programme Evaluation

The Education Innovation Department (EID) is responsible for the monitoring and evaluation (M&E) of donor- funded and commercial academic programmes, including short learning programmes and qualifications. M&E forms part of the programme development and quality assurance processes of this Department.

M&E of academic programmes and training interventions is a systematic process of collecting information about teaching and learning activities and their outcomes to assess the effectiveness of various educational components and guide decision making. M&E enables programme developers and implementers to ensure that they are doing things right, to improve the programme for future students and to prove that their educational programme is adding value or having the intended impact.



M&E Services Offered

- M&E of academic programmes and training interventions (including short courses and qualifications)
- M&E of academic and training innovations
- M&E of educational interventions and campaigns
- Rapid assessments and gap analyses
- Training needs assessments and skills audits
- Customer and Employee Satisfaction Surveys

2020/2021 Projects



FPD and Jesuit Refugee Services

- **Type of Project**
M&E of Training Intervention.
- **Name of Project**
Evaluation of the FPD Higher Certificate in Management Scholarship Programme.



USAID

- **Type of project**
Assessment of student satisfaction.
- **Name of Project**
Assessment of student satisfaction with the ASAP scholarship program.



Triple Eight

- **Type of Project**
Health talk in clinic.
- **Name of project**
Evaluation of the Dettol New Mum Programme.



- **Type of Project**
M&E of academic programmes and training intervention.
- **Name of Project**
Evaluation of the South African Mental Health Education Programme.



Foundation for Professional Development

- **Type of Project**
M&E of Educational Intervention.
- **Name of Project**
Evaluation of the SHIPs internship and learnership programmes.



Limpopo Department of Health

- **Type of Project**
M&E of Training Intervention.
- **Name of Project**
Evaluation of the NIMART + Paediatric HIV Courses.



Johnson and Johnson Foundation

- **Type of Project**
Evaluation of online training intervention.
- **Name of Project**
Evaluation of the COVID-19 mental health resilience short course for healthcare professionals.



SHIPS Unit

The FPD SHIPS Unit was established in 2012 to draw from the expertise developed by FPD through the PEPFAR Fellowship Programme in successfully transitioning students from academia to the workplace.



The Department has designed a number of programmes designed to hone the skills of school-leavers, graduate students and postgraduate students, to enhance their employability through workplace experience opportunities by placing them with public and private sector institutions. The purpose of these programmes is to bridge the gap between theoretical knowledge and workplace experience.

Current Projects

Learnership Programmes

Pharmacy Assistant

The Pharmacy Assistant Learnership Programme was established in 2009, to date this programme has supported over 3 323 learners at both basic and post basic level. Currently the post-learnership employment rate is at 65 % for the Pharmacy Assistant programme, with demand for qualified students at Post-Basic level exceeding the number of trained students.

Business Administration

In 2017, SHIPS introduced a new Learnership for disabled learners in Business Administration. Various private sector partners fund this learnership that aims to alleviate poverty among our disabled youth, by improving their employability through learnership opportunities. To date we have successfully trained 577 learners, and currently have a number of learners' enrolled in the business administration learnership.

Internship Programmes

- HWSETA University Graduate Internship
- HWSETA FET/TVET Graduate Internship

The SHIPS Unit also rolled out two Internship Programmes funded by the Health and Welfare SETA. The objective of these programmes is to help students to gain valuable work experience that is needed to complete their qualification and also to improve their chances of employment.

In 2020 the placements for these three programmes were as follows

- Information Technology Learnership – 590 learners Trained
- FET/TVET Graduate Internship – 16 interns placed
- University Graduate Internship – 0 interns placed

These two programmes aim to bridge the theoretical and practical aspects of newly qualified graduates, thus making the transition from classroom to workplace easier through supervised work environment exposure. These two programmes cater for youth candidates who have completed either a University degree or a registered FET/TVET qualification.

Information Technology Learnership

In 2020 SHIPS embarked on a new learnership, the Information Technology Learnership. The theoretical component of this learnership is completely taught online, there are no contact sessions. This was a first for the SETA, and the learners are excelling through this new mode of training on a learnership. To date we have trained 590 learners in Information Technology with a specific focus on Technical Support.

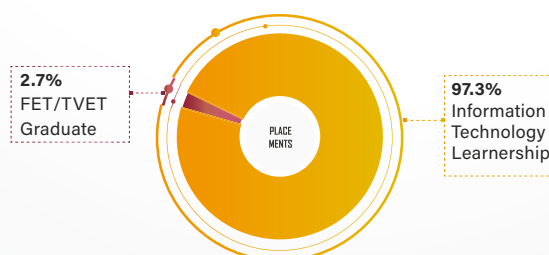


Student Enrolment

Since established in 2009, this programme has supported over **3 323** learners at both basic and post basic level.

Post-learnership employment rate is at **65%** with demand for qualified students at Post-Basic level exceeding the number of trained students.

Total Placements 2020





Conferences and Special Events

FPD Conferences and Special Events Department is a business unit supported by skilled people operating advanced information technology systems and database platforms.



Conferences & Special Events

Conferences play an essential role in the advancement of local and international responses to challenges faced by local, regional and global societies. They serve as a catalyst for education and professional development, motivation, behavioural changes and the conceptualisation and implementation of concrete actions. This is achieved through the establishment of numerous platforms, such as information sharing, training initiatives and development of business relationships to further the promotion of products as well as planning projects.

FPD's involvement in conferences dates back to the XIIIth International AIDS Conference, which took place in Durban in 2000. The organisation was instrumental in the management of the bid to host this conference and proceeded to organise the conference as the first macro international conference hosted in South Africa. This conference was a watershed event and catalysed the global movement to make AIDS treatment affordable. Today, millions of people in developing countries are able to access this life-saving treatment. The success of the XIIIth International AIDS Conference launched South Africa into the international convention market.

Building on this heritage, the Conferences and Special Events Department annually organise a number of top-level conferences on themes that resonate with the FPD vision of creating a better society. These conferences shape public perception on important health, economic and social issues.

Core Capabilities

Our comprehensive range of local and international professional conference planning and management services include:

- Strategic support services
- Strategic conference business development
- Conference risk analysis
- International conference bid production
- Conference secretariat functions
- Abstract and speaker management services
- Conference project planning and management services
- Delegate administration service (including registration)

- Exhibition management services
- Financial management
- Conference IT support services and equipment
- Event monitoring and evaluation
- Protocol services
- Scholarship management services
- Destination and tour management
- Sponsorships recruitment and exhibition sales

The FPD Conference Organising Model

The FPD Conference Service model differs substantially from traditional Professional Conference Organiser (PCO) services and is uniquely South African. We support clients in organising their conferences at various levels. This support is aimed at ensuring the success of the conference on a commercial and strategic level. All of this is performed in close collaboration with the governance committee of the conference.

FPD plays a major regional development role, as one of the premier private higher education institutions, which confers the Conference Department with a unique advantage providing access to a team of highly qualified strategic thinkers and entrepreneurs, the Conference Department is thus able to provide clients with strategic and business development advice. FPD is also in a position to underwrite new conferences through joint ventures and risk sharing models.



Outcomes and Highlights

Conferences / Webinars 2020

- 6 WITS Webinars
- 1 KPIF Webinar
- 2 Sanofi Webinars
- 1 Women's Day Webinar
- 1 FHI 360 Webinar
- 1 ASAP Conference
- 1 Long COVID Webinar (Physiotherapist)
- 1 3rd Violence Conference
- 6 ASAP COP Meetings
- 1 TB Management in South Africa's Private Sector X1
- 1 Lessons, Recovery and Reset in the time of COVID-19 X1

COVID-19 changed the way companies interact and communicate with their staff, clients, suppliers, and other stakeholders. The limitation of smaller number of people per business event, has not lessened the need for companies to be able to still interact with stakeholders.

FPD understands that meetings, trainings, team building etc has become even more important to organisations in a time where 'working from home' has become the new normal.

Therefore, in 2020, FPD's Conferences and Special Events Department gave organisations the opportunity to still interact with all their stakeholders through our on-line platforms.

As one of the biggest conference organisers in South Africa, with more than 20 years' experience in the field of event organising, FPD is assisting organisations in planning, managing, and implementing virtual and on-line events. From meetings to webinars to fully fledged conferences, FPD can organise this for you with our on-line event solutions.

FPD's Conferences and Special Events Department provided the following services for on-line events in 2020:

- Platform management, setting up the event and pre-testing
- Training and pre-event testing with facilitator
- Developing of marketing material for event
- Marketing of event
- Registration management
- Speaker management
- Database management
- Providing IT Technician during live event
- On-line entertainment and networking options
- On-line exhibition and networking solutions
- Post event recording
- Post event database
- SMS, Call and WhatsApp support during the event
- Post event reporting

EVENTS HOSTED DURING 2020

Face to Face Events Hosted



Integrated GBV & HIV Conference

The theme of the conference was "Practical Solutions to eliminating GBV and HIV in South Africa" This conference focused on how Gender Based Violence and HIV link together and how to reduce the global burden of GBV and HIV in our communities, schools and homes.

THE conference was sponsored by HW SETA and FPD rolled it out in Pretoria, Durban and Kimberley.

A total number of **648** delegates benefited from the Conference



COVID-19 Symposium

The Symposium was held on 24 and 25 February 2020 at the CSIR.

The aim was to prepare GP's, Specialist and other health workers with the COVID epidemic.

Topics like how SA should plan for the coming outbreak of COVID-19, what the Novel virus is and how to approach a patient presenting with symptoms.

A total of **217** delegates benefited from this symposium that was sponsored by HWSETA

VIRTUAL Events Hosted



SANOFI Webinars

FPD organised two webinars for Sanofi, one in June and one in July.

On 25 June the first one took place, with 849 delegates attending. The topic for this webinar was: TB and COVID-19.

 **849** delegates attended



The second one took place on 29 July, with 845 delegates and the topic was TB Preventative Therapy.


 **845** delegates attended



WITS Webinars: GBV

FPD was contracted by WITS Health Consortium to run a series of webinars sponsored by HWSETA.

FPD organise two webinars on GBV and COVID, with a total number of 856 delegates attending.

 A total number of **856** delegates attended



WITS Webinars: Infection control


A total number of 1225 delegates registered for this webinar that dealt specifically with Infection control during the COVID pandemic. This webinar was sponsored by HWSETA.

 **1225** people registered



WITS WEBINARS: Health and Safety in Schools & the COVID-19 pandemic

The Health and Safety in Schools webinar took place on 14 July with 403 delegates registering for the event. This webinar focused on how to keep children and teachers safe in the school during the COVID pandemic.

 **403** people registered



FPD Graduation 2020

The department also hosted the annual FPD Graduation on 12 November. A total of 215 people were online during the Graduation ceremony.

 A total of **215** delegates attended

VIRTUAL Events Hosted



WITS WEBINARS: HIV System Strengthening Innovation in COVID

On 17 July the HIVSSI in the context of COVID webinar took place. This webinar focused on how health facilities cope with HIV during the COVID pandemic. A total of 387 delegates registered for this webinar.

387 people registered



FHI Webinar



KPIF Webinar

KPIF Conference, the purpose of this meeting was to share achievements/challenges by partners who received KPIF funds. The online workshop was attended by 182 participants, 22 Speakers and 4 committee members.

The number of participants invited to attend the online workshop was 184. On Day 1, 105 participants attended and 98 participants on Day 2. An average of 80 participants attended both days.

An average of **80** participants attended both days



HWSETA Women's Day Webinar

FPD hosted the HWSETA Women's Day Webinar on 28 August. The theme of the webinar was to celebrate women who did extraordinary work in the Health and Social sectors during the COVID pandemic.

A total of **568** people registered



2nd Annual USAID Office of HIV/AIDS Local Partner Transition Meeting

ASAP Meeting, The United States for International Development's Office of HIV/AIDS hosted the Second Annual UASID Local Partner Meeting from October 5 to October 9, 2020. The first meeting was held in November 2019 in Johannesburg with 220 participants attending in person. Due to the COVID-19 pandemic, this meeting was held virtually, and 614 people attended the meeting.

Objectives:

- Ensure technical and operational excellence in COP 20 through sharing latest COP20 guidance and best practices by Local Partners
- Feed-back to USAID on how to improve work with local organizations
- Create communities of practice between Local organizations for continued learning

No difficulty in joining the sessions, Exhibitions, Posters and Life support worked well.

A total of **552** delegates attended

VIRTUAL Events Hosted

ASAP Webinars

Gender Communities of Practice:

- 22 October 2020
- 48 Invited
- 17 Attended

Leadership Communities of Practice:

- 5 November 2020
- 85 Invited
- 24 Attended

Leadership Communities of Practice:

- 18 November 2020
- 49 Invited
- 32 Attended

Leadership Communities of Practice:

- 19 November 2020
- 85 Invited
- 24 Attended



3rd Violence Conference

On 24 November, FPD held their 3rd Violence Conference online and had 117 delegates attending. The conference dealt with topics such as how COVID impacted on Violence in South Africa, GBV where we are and where we are going and violence against children.

A total of **117** delegates attended



Long COVID Webinar

The Long COVID webinar was hosted by FPD as part of the Launch of an online respiratory course for doctors and nurses consisting of several modules and covering various topics inclusive of non-invasive ventilation, PPE, mechanical ventilation, various ventilator settings and management of trouble shooting related to mechanical ventilation. This course was developed as part of a collaboration with Right to Care and funded by USAID.

A total of **199** delegates attended



TB management in South Africa's Private Sector

TB Management in South Africa's Private Sector Webinar.

The webinar reported on the findings of a standardised patients' study that took place among private GPs in Durban and Cape Town to describe how TB is managed in the private sector.

Objectives of the webinar:

- To report on the best practices and current challenges of TB management in SA's private sector
- To provide insights into patient preferences for TB care
- To provide guidance on the current best practices for TB management

A total of **546** delegates attended



COVID lessons, recovery and reset

The webinar focused on highlighting lessons learned from COVID, explored what needs to be done to recover affected routine services and how the lessons learned could be used to reset the health agenda in SA.

A total of **284** delegates attended

INNOVATION

Research Unit

43

Reading Support Project

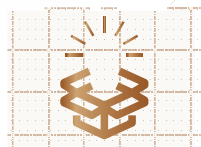
47

GP Care Cell Project

49

Professionalising Healthcare Management

50



Research Unit

FPD's Research Unit was established in 2014 to apply rigorous, epidemiologic methods and scientific approaches to study, advance, and inform public health programmes and policy development.



FPD RESEARCH UNIT

The Research Unit has a strategic focus on the following research areas:

- Prevention of Mother-To-Child Transmission of STIs
- STI screening during pregnancy
- HIV prevention in adolescents and key populations
- TB case finding and retention along the TB continuum of care
- Men's Health
- Mental Health
- Social determinants of health, with a specific focus on stigma

Our strategic goals are to:

- Develop and conduct rigorous scientific and epidemiologic research
- Advance evidence-based policy recommendations
- Develop local, regional and international partnerships that bring expertise to bear on issues of South African public health importance
- Cultivate current and next generation public health researchers and epidemiologists through training and mentorship
- Contribute to the global body of scientific knowledge that directly informs public

During 2020, FPD received funding from the U.S. National Institutes of Health, USAID and the National HIV Think Tank/ Gates Foundation to:

- Leverage community-based platforms to improve access and adherence to PrEP for adolescent girls and young women
- Investigate and evaluate STIs screening algorithms during antenatal care to optimally decrease prevalent and incident cases of STIs, and improve birth outcomes
- Explore multi-level and intersectional stigma and other social determinant effects on TB case detection, care, and treatment outcomes
- Identifying men's preferences for a male-centered intervention to improve retention in TB care and treatment
- Implement and disseminate sustainable and scalable evidence based practices to improve mental health in Mozambique as part of the Partnerships in Research to Implement and Disseminate Sustainable and Scalable Evidence Based Practices in sub-Saharan Africa (PRIDE SSA)



Unit Highlights

- FPD had its best year ever with regards to research output of peer reviewed manuscripts both in terms of number of papers published and journal impact factors.
- The Unit achieved the first milestones in establishing clinical trials capacity in Buffalo City Metro, and are preparing to engage the community in Ndevana for FPD's first clinical trial (expect to start mid-2021).
- The Research Unit senior researchers received international recognition for their roles in STI research reflected by the elections of Prof. Remco Peters to the executive committee of International Unions Against Sexually Transmitted Infections and Prof. Andrew Medina-Marino's election to the International Society for STD Research.
- Prof. Andrew Medina-Marino was appointed as an Adjunct Associate Professor at the University of Pennsylvania Perelman School of Medicine.
- The Unit partnered with the following acclaimed institutions in the successfully awarded research grants:
 - o University of Bern: to study the influence of sexually transmitted and genital tract infections, and the vaginal microbiome on preterm birth (Prof Remco Peters, co-PI; Donor: Swiss National Research Foundation).
 - o University of California, Los Angeles (UCLA), University of Alabama, Louisiana State University and University of Cape Town: to evaluate and identify STI testing algorithms to decrease prevalent and incident STI infections to reduce adverse birth outcomes (Prof Andrew Medina-Marino, co-PI and Prof Remco Peters, co-I; Donor: U.S. NIH)
 - o Charles Drew University (Los Angeles), Columbia University and University of Kwa Zulu-Natal: to conduct formative work to identify men's needs and preferences for a TB intervention to support engagement and retention in care (Prof Andrew Medina-Marino, PI; Donor: U.S. NIH)

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- o East Carolina University, Vanderbilt University, York University, Desmond Tutu Health Foundation: explore multi-level and intersectional stigma and other social determinant effects on TB case detection, care, and treatment outcomes (Prof Andrew Medina-Marino, PI; Donor: U.S. NIH)
- o Columbia University and University of Pennsylvania: Implement and disseminate sustainable and scalable evidence based practices to improve mental health in Mozambique as part of the Partnerships in Research to Implement and Disseminate Sustainable and Scalable Evidence Based Practices in sub-Saharan Africa (PRIDE SSA) (Prof Milton Wainberg, Columbia University and Prof Maria Oquendo, University of Pennsylvania, co-PIs; Prof Andrew Medina-Marino, co-I; Donor: U.S. NIH)

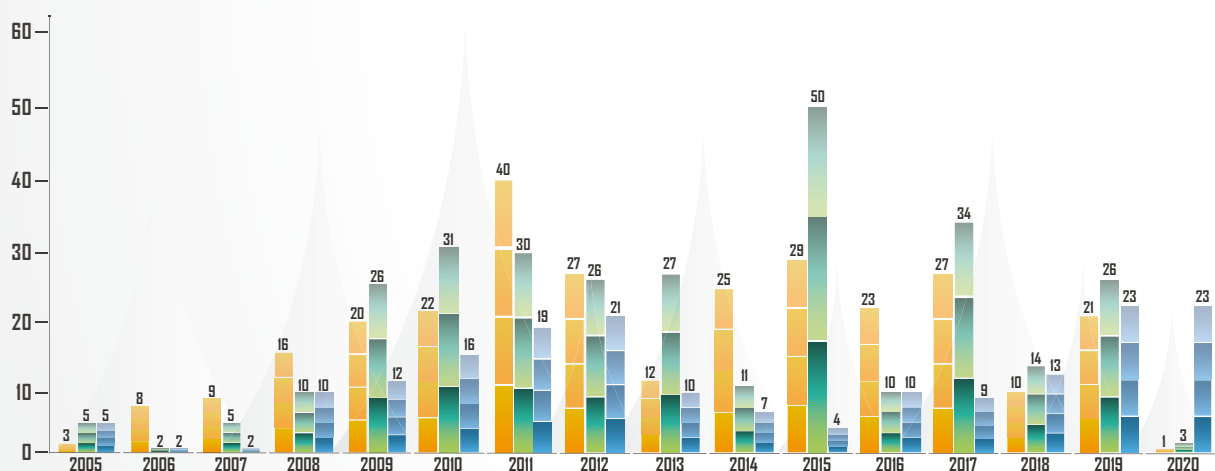


Project Sponsors



Research Output

Oral Presentation Poster Presentation Peer Reviewed Publication



Book Chapters

- **Achieving high-quality and accountable universal health coverage in South Africa: a synopsis of the Lancet National Commission Report.** Laetitia C. Rispeli, Olive Shisana, Ames Dhai, Lilian Dudley, René English, Gerhard P. Grobler, Thulani C. Masilela, Rajesh H. Patel, Adrian Puren, Russell Rensburg, Jacqui Stewart, Stuart Whittaker, Gustaaf Wolvaardt

Peer Reviewed Publications

- Peters RPH, Joseph Davey DL, Bekker LG, Myer L, Medina-Marino A, Klausner JD. **Antiretroviral therapy, sexually transmitted infections and adverse pregnancy outcomes in South Africa.** Clin Infect Dis. 2020 Oct 30;ciaa1669. doi: 10.1093/cid/ciaa1669. Epub ahead of print. PMID: 33125459
- Bresenham D, Kipp AM, Medina-Marino A. **Quantification and correlated of tuberculosis stigma along the tuberculosis testing and treatment cascades in South Africa: a cross-sectional study.** Infect Dis Poverty 2020; 9(1): 45

- Bosman A and Beke A **Outcomes of community-based HIV testing modalities in a Mpumalanga district, South Africa.** South African Medical Journal 2020;110(10):1041-1044
- Michielsen K, Larrson EC, Kågesten A, Erasquin JT, Griffin S, Van de Velde S, Tucker JD; I-SHARE Team. **International Sexual Health And REproductive health (I-SHARE) survey during COVID-19: study protocol for online national surveys and global comparative analyses.** Sex Transm Infect. 2020 Oct 20;sextrans-2020-054664 (Simukai Shamu is part of the I-SHARE Team)
- Nyemba DC, Medina-Marino A, Peters RPH, Klausner JD, Ngwepe P, Myer L, Johnson LF, Davey DJ. **Prevalence, incidence and associated risk factors of STIs during pregnancy in South Africa.** Sex Transm Infect. 2020 Oct 1;sextrans-2020-054631. doi: 10.1136/sextrans-2020-054631. Epub ahead of print. PMID: 33004610. during COVID-19: study protocol for online national surveys and global comparative analyses. Sex Transm Infect. 2020 Oct 20;sextrans-2020-054664 (Simukai Shamu is part of the I-SHARE Team)



- Maduna LD, Kock MM, van der Veer BMJW, Radebe O, McIntyre J, van Alphen LB, Peters RPH. **Antimicrobial resistance of *Neisseria gonorrhoeae* isolates from high-risk men in Johannesburg, South Africa.** *Antimicrob Agents Chemother* 2020; 64 (11): e00906-20
- Mehta S, Peters RP, Smit DP, Gupta V. **Ocular Tuberculosis in HIV-infected Individuals.** *Ocul Immunol Inflamm.* 2020 Nov 16;28(8):1251-1258. doi: 10.1080/09273948.2020.1776882. Epub 2020 Aug 18. PMID: 32809898
- Shamu S, Khupakonke S, Farirai T, Slabbert J, Chidarikire T, Guloba G, Nkhwashu N. **Knowledge, attitudes and practices of young adults towards HIV prevention: an analysis of baseline data from a community-based HIV prevention intervention study in two high HIV burden districts, South Africa.** *BMC Public Health.* 2020 Aug 17;20(1):1249
- Grant JS, Chico RM, Lee AC, Low N, Medina-Marino A, Molina RL, Morroni C, Ramogola-Masire D, Stafylis C, Tang W, Vallely AJ, Wynn A, Yeganeh N, Klausner JD. **Sexually transmitted infections in pregnancy: a narrative review of the global research gaps, challenges and opportunities.** *Sex Transm Dis* 2020; Online ahead of print
- De Pinho Queiroz R, Smit DP, Peters RPH, Vasconcelos-Santos DV. **Double trouble: challenges in the diagnosis and management of ocular syphilis in HIV-infected individuals.** *Ocul Immunol Inflamm* 2020; 13; 1-9
- Laumen JGE, van Alphen LB, Maduna LD, Hoffman CM, Klausner JD, Medina-Marino A, Kock MM, Peters RPH. **Molecular epidemiological analysis of *Mycoplasma genitalium* shows low prevalence of azithromycin resistance and a well-established epidemic in South Africa.** *Sex Transm Infect* 2020; Online ahead of print
- Burke HM, Chen N, Murray K, Bezuidenhout C, Ngwepe P, Bernholc A, Medina-Marino A. **The effects of the integration of an economic strengthening and HIV prevention education programme on the prevalence of sexually transmitted infections and savings behaviours among adolescents: a full-factorial randomised controlled trial in South Africa.** *BMJ Glob Health* 2020; 5(4): e002029
- Burke HM, Chen N, Murray K, Bezuidenhout C, Ngwepe P, Bernholc A, Medina-Marino A. **The effects of the integration of an economic strengthening and HIV prevention education programme on the prevalence of sexually transmitted infections and savings behaviours among adolescents: a full-factorial randomised controlled trial in South Africa.** *BMJ Glob Health* 2020; 5(4): e002029
- Medina-Marino A, Glockner K, Grew E, de Vos L, Olivier D, Klausner J, Daniels J. **The role of trust and health literacy in nurse-delivered point-of-care STI testing for pregnant women living with HIV, Tshwane District, South Africa.** *BMC Public Health* 2020; 20(1): 577
- Cornell M, Horton K, Colvin C, Medina-Marino A, Dovel K. **Perpetuating gender inequity through uneven reporting.** *Lancet* 2020; 395 (10232): 1258
- Medina-Marino A, Mudau M, Kojima N, Peters RPH, Feucht UD, de Vos L, Olivier D, Muzny CA, McIntyre JA, Klausner JD. **Persistent *Chlamydia trachomatis*, *Neisseria gonorrhoeae* and *Trichomonas vaginalis* positivity after treatment among human immunodeficiency virus-infected pregnant women, South Africa.** *Int J STD AIDS* 2020; 31: 294-302
- Shamu S, Farirai T, Slabbert J, Guloba G, Masihleho N, Kamera J, Nkwashu N. **A community-based HIV counselling and testing programme found a decreasing proportion of new HIV testers in South Africa.** *Afr J AIDS Res.* 2020 Mar;19(1):34-39
- Jung H, Ehlers MM, Peters RPH, Lombaard H, Redelinghuys MJ, Bezuidenhout JE, Kock MM. **Growth forms of *Gardnerella ssp.* and *Lactobacillus ssp.* on vaginal cells.** *Front Cell Infect Microbiol* 2020; 10: 71
- Smullin C, Green H, Peters RPH, Nyemba D, Qayiya Y, Myer L, Klausner JD, Davey DJ. **Prevalence and incidence of *Mycoplasma genitalium* in HIV-infected and -uninfected pregnant women in Cape Town, South Africa.** *Sex Transm Infect* 2020; 96 (7): 501-508
- Shamu S, Chasela C, Slabbert J, Farirai T, Guloba G, Nkhwashu N. **Social franchising of community-based HIV counselling and testing services to increase HIV testing and linkage to care in Tshwane, South Africa: study protocol for a non-randomised implementation trial.** *BMC Public Health.* 2020 Jan 29;20(1):118
- Peters RPH, Kestelyn PG, Zierhut M, Kempen JH. **The changing global epidemic of HIV and ocular disease.** *Ocul Immunol Inflamm* 2020; 12: 1-8
- Wainberg ML, Gouveia ML, Stockton MA, Feliciano P, Suleman A, Mootz JJ, Mello M, Fiks Salem A, Greene MC, Bezuidenhout C, Ngwepe P, Lovero KL, Fortunato Dos Santos P, Schriger SH, Mandell DS, Mulumba R, Neves Anube A, Mabunda D, Mandlate F, Cournos F, Alves-Bradford JM, Nicholson T, Kann B, Fumo W, Duarte CS, de Jesus Mari J, Mello MF, Mocumbi AO, Oquendo MA, Weissman MM. **Technology and implementation science to forge the future of evidence-based psychotherapies: the PRIDE scale-up study.** *Evid Based Ment Health.* 2020 Nov 11;ebmental-2020-300199. doi: 10.1136/ebmental-2020-300199. Epub ahead of print. PMID: 33177149

- Juliana NCA, Suiters MJM, Al-Nasiry S, Morré SA, Peters RPH and Ambrosino E (2020) **The Association Between Vaginal Microbiota Dysbiosis, Bacterial Vaginosis, and Aerobic Vaginitis, and Adverse Pregnancy Outcomes of Women Living in Sub-Saharan Africa: A Systematic Review.** *Front. Public Health* 8:567885. doi: 10.3389/fpubh.2020.567885
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- Medina-Marino A, de Vos L, Bezuidenhout D, Denkinger CM, Schumacher SG, Shin SS, Stevens W, Theron G, van der Walt M, Daniels J. **"I got tested at home, the help came to me": Acceptability and Feasibility of Home-based TB Testing of Household Contacts Using Portable Molecular Diagnostics in South Africa.** *Trop Med Int Health*. 2020 Dec 1. doi: 10.1111/tmi.13533. Epub ahead of print. PMID: 33289194.

Poster Presentations

- **Mother-to-Child transmission of curable sexually transmitted infections in HIV-infected women in South Africa.** Remco Peters, Andrew Medina-Marino. 30th European Congress of Clinical Microbiology & Infectious Diseases (ECCMID) Paris, France 18 – 21 April 2020
- **Prevalence and incidence of STIs during pregnancy in South Africa (ID 1626),** 2020 Conference on Retroviruses and Opportunistic Infections (CROI). Dorothy C. Nyemba, Phuti P. Ngwepe, Remco P. Peters, Jeffrey D. Klausner, Landon Myer, Dvora Joseph Davey, Andrew Medina-Marino, Leigh F. Johnson
- **Prevalence of *Mycoplasma genitalium* and perinatal outcomes in HIV+ pregnant women (ID 2516),** 2020 Conference on Retroviruses and Opportunistic Infections (CROI). Dvora Joseph Davey, Remco P. Peters, Carolyn Smullin, Dorothy Nyemba, Hunter Green, Andrew Medina-Marino, Jeffrey D. Klausner, Landon Myer
- **What do men want, what do men need?** Andrew Medina-Marino. Desmond Tutu HIV Foundation. Symposium on Men, Jan 20, 2020





Reading Support Project

The Reading Support Project (RSP), funded by the United States Agency for International Development in Southern Africa (USAID/SA), focused on improving language literacy skills at foundation phase level in South Africa's North West Province.

The four-year project (2016 – 2020) was implemented by a consortium consisting of FPD (lead), the Molteno Language Institute (Molteno) and Oxford University Press of South Africa (OUP_SA). The first phase of the project was concluded in June 2018 and entailed a pilot study in Ruth Mompati District, North West Province. The initial scope was a Department of Basic Education (DBE) systems strengthening intervention targeting capacity development of Curriculum Advisors at district level and Heads of Department (HODs), principals and deputy principals at the school level to support teachers for better learner results.

The second phase of the project pivoted to target teachers and aimed to scale-up the Early Grade Ready Study (EGRS) best practice of providing classroom-level coaching programme in two districts: Ngaka Modiri Molema and Dr. Kenneth Kaunda.



Projects five focus areas:

1. Professional development of curriculum advisors;
2. Development of the leadership capacity of School Management Teams (principals/deputies and Foundation Phase Department Heads) to promote a culture of reading in their schools;
3. Just-in-time (JIT) training for teachers on the implementation of Curriculum and Assessment Policy Statement (CAPS) through lesson plans;
4. In-classroom coaching of teachers on teaching literacy and reading in AHL and EFAL at 135 schools; and
5. Provision of high-quality Learning and teaching Support Materials (LTSM) packages to teachers in all participating schools.

2020 activities focused on the implementation of the above five focus areas but included a rapid pivot due to COVID restrictions. COVID restrictions brought about various challenges in the implementation of the project, including disruption to planned teaching schedules and coaching visits and in-classroom teaching and learning. To mitigate the impact of COVID on the program, **the RSP team:**

- Developed a plan to implement activities remotely and virtually during lockdown, as well as strategies for teacher engagement and School Management Team engagement to guide the provision of support to these project beneficiaries.

- Provided technical assistance to revise teaching plans and trim the curriculum.
- Developed a Booklet to provide additional notes for educators in using the lesson plans.
- Provided Big Books for Grade 1&2 educator.
- Trained 130 principals and departmental heads and implemented five Professional Learning Communities (PLCs) to share best practices and encourage each other to improve operations in their respective schools.
- Trained 1518 educators from 253 schools in quarterly training sessions for three of the four school terms (1290 - 1395 teachers per term) on the implementation of CAPS (Term 2 was cancelled as the country was under hard lockdown).
- Trained 11 Subject Advisors to promote biliteracy outcomes in the Foundation Phase.
- Provided every grade 1-3 teacher at 253 participating schools with Scripted Lesson Plans and Learning and Teaching Support Material.
- Provided coaching support to 768 educators from 128 schools either through lesson-observation or attending a school-based workshop, or both.



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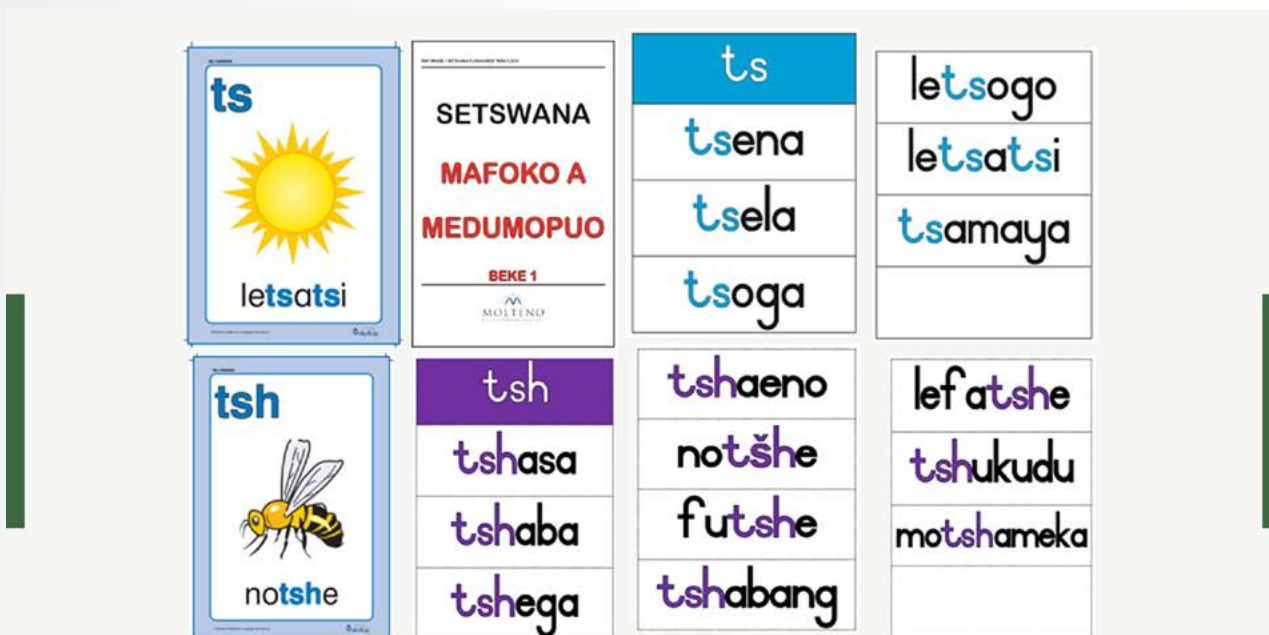


Project Partners



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



GP Care Cell Project

The GP Care Cell (GPCC) is an innovation first conceptualized under the National HIV Think Tank in 2015, and then piloted in Tshwane District, Gauteng Province, in 2018.

The GPCC is aligned to the vision of the National Health Insurance (NHI) to expand access to HIV testing services (HTS) and antiretroviral treatment (ART) for uninsured people living with HIV (PLHIV) by leveraging the capacity of private general practitioners (GP's) to provide subsidized HIV clinical services outside of public sector health facilities in a controlled manner. The GPCC is a product of a multi-year collaboration and co-design between National Department of Health (DoH), Gauteng Provincial DoH, FPD and PPO Serve and is co-funded by DoH and PEPFAR through CDC and USAID.

Due to CDC funding constraints, during 2020, the GPCC closed down in City of Tshwane and City of Ekurhuleni with the last patient transferred out by September 2020. Fortunately, new funding was secured via Anova Health Institute and USAID and the GPCC was re-launched in Johannesburg Metro Health District at the end of 2020 and is planned to scale in 2021 to 55 new GPs under a new campaign called the Your Care Network.

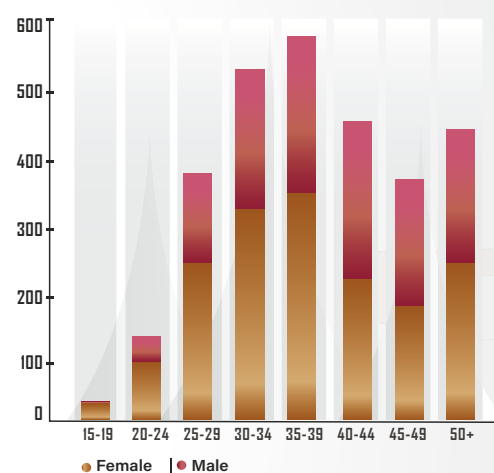
By close of program in Tshwane and Ekurhuleni Health Districts, the GPCC had contracted fifty-one GPs and nine community pharmacies into the programme in the two districts and had tested 27,896 patients for HIV and initiated 2,848 patients on antiretroviral treatment.

Overall, the GPCC programme has been successful in demonstrating a viable contracting-out model for HIV service delivery which works for both government and the contracted private service providers (GPs and community pharmacies). The current patient profile highlights the value of leveraging private sector service delivery models to reach and manage PLHIV populations, who experience higher access barriers at public sector PHC clinics. The strategic focus for 2021 will be to continue to rapidly scale up the GPCC in Johannesburg Metro Health District and introduce a targeted demand creation campaign, entitled Your Care Network, in collaboration with Anova Health Institute to mobilise uptake amongst youth, men and the working uninsured populations.

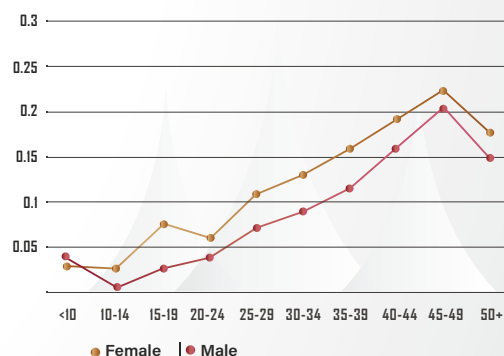
Summary statistics - GP Care Cell

Districts	2
GPs	51
Community Pharmacies	9
Tested for HIV	28 331
Tested HIV+	3 489
Started ART	2 860
Same day Initiation	1 605
Started within 14 Days	2 420

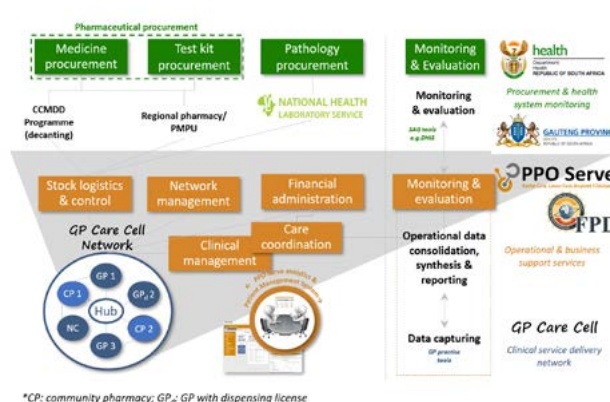
Patients started on ART by sex and age group (n=2860)

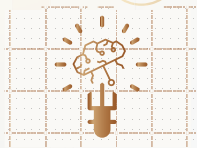


Positivity rate by sex and age (n= 28,331 tests)



GP Care Cell Model





Professionalising Healthcare Management

Professionalizing Health Management in Africa is a three-year subgrant under UNICEF funded by Bill and Melinda Gates Foundation to support UNICEF East and Southern African Regional Office (ESARO) on their District Health Systems Strengthening initiative (DHSSI) grant.

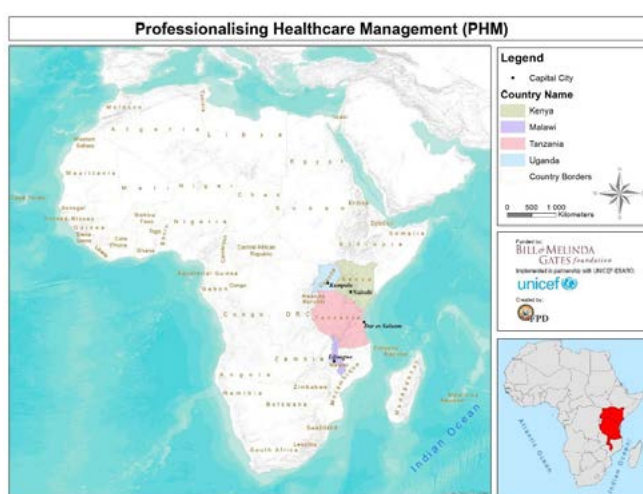
FPD's role is to support UNICEF ESARO and local institutional partners to develop and professionalize district healthcare management in support of improved district health governance and management performance in target districts in Kenya, Malawi, Tanzania and Uganda. FPD's technical approach to Professional Healthcare Management (PHM) spans three key areas: a) Educational development technical assistance and quality assurance, b) PHM advocacy, technical advice, and Higher Education (HE) technical assistance, and c) Hosting and facilitating a Knowledge Exchange.

When COVID-19 struck the Eastern and Southern Africa region in March 2020, ministries of health (MoHs) in Kenya, Malawi, Tanzania and Uganda and UNICEF teams re-gearred to address the public health emergency. With most UNICEF health systems strengthening efforts focused on supporting the continuity of essential health services, FPD adapted to changing circumstances and developed virtual products to strengthen sub-national health systems in the context of the health emergency.

While much of the planned work was postponed, UNICEF and FPD made some progress during the 2020 period. Key highlights include: 1) the revision of our evidence based planning capacity building package based on year 1 review, which incorporates several video series, 2) the design, development, ethical clearance and data collection for a political economy analysis in three countries (Kenya, Malawi and Uganda) to explore the operating environment for health management at the sub-national level, 3) Development of a leadership and management capacity building programme for sub-national health teams, 4) iteration on the District Implementation Planning (DIP) to include resource mapping and better quarterly monitoring and 5) participation in the development of protocols, tools, and baseline data collection for the DHSSI evaluation across all countries.

COVID-19 compelled us to explore new ways of implementing and enhancing our programmes through better use of online tools. For instance, the MOH Department of Planning and Policy Development has been supported to develop district detailed implementation plan (DIP) training videos that provide a detailed walkthrough of the DIP tool and Bottleneck Analysis as an innovative approach for remote capacity-building. We continue to explore remote modalities of technical and financial support to enable the DHMTs to continue the planning process during the COVID-19 disruption period. In Uganda, we developed and supported a virtual refresher training for facilitators who will support districts during the annual planning process. Through FPD initiatives, project countries have built local institutional capacity to support districts to improve data use for planning, monitoring and course correction in line with UNICEF's evidence-based planning methodology.

Project Countries



Student Training



Accelerating Support for Advanced Local Partners (ASAP)

Accelerating Support for Advanced Local Partners (ASAP) Contract; is three-year USAID-funded contract under IntraHealth. ASAP is a project designed to rapidly prepares local partners, and national government to serve as prime partners for USAID/PEPFAR programming in compliance with USAID and PEPFAR procedures for PEPFAR program implementation. ASAP has two strategic objectives:

1. Strengthen local partners as they transition to receive PEPFAR funding as USAID prime partners to comply with regulations.
2. Prepare local partners to directly manage, implement, and monitor PEPFAR programs, and maintain consistent PEPFAR program achievement and quality.

FPD's primary role under ASAP is to provide discrete training (in person and online) in leadership development, monitoring and evaluation (M&E) and other courses as defined during project implementation, provide M&E technical assistance and support convening and engagement including the annual USAID Local Partners meeting.

courses to the value of \$ 257 062.95 in tuition fees. The two most popular courses were M&E for PEPFAR (16%) and Introduction to Project Management (20%) which aligns with ASAP's focus on building management capacity in local partners.



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ASAP Regional Scholarship Programme

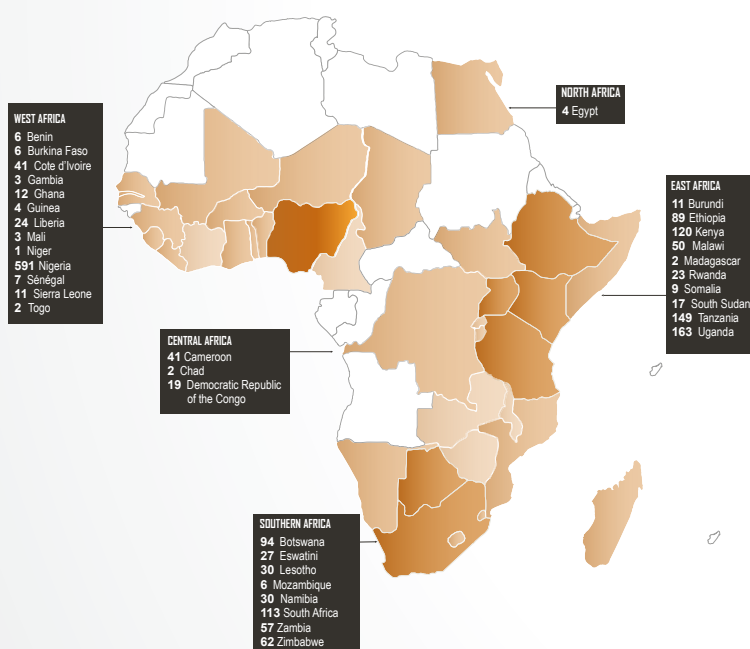
In 2020, under ASAP, FPD set up and ran a regional e-learning sponsorship program for individuals working on or in support of PEPFAR USAID-funded HIV/AIDS projects in Africa. There was an overwhelming, positive response to the scholarship program with 3 095 applications from 45 countries. Out of the 3095 applications, 1 831 applicants (59%) from 36 African countries were awarded scholarships on 26 e-learning

USAID Local Partner Meeting

FPD supported ASAP and USAID to host a 100% virtual Second Annual USAID Local Partner Transition Meeting from October 6-9, 2020, with funding from the PEPFAR. The meeting had three objectives: 1) Ensure technical and operational excellence in COP20 through sharing the latest COP Guidance and best practices by local partners; 2) Feedback to USAID on how to improve working with local organizations; 3) Create communities of practice between local organizations for continued learning. In total, 623 delegates attended the virtual LP meeting including 73 panellists and 550 non-panellist delegates. Attendees implement programs in 34 countries and represented 123 different organizations and spanned roles from HIV/Health, organizational leadership, M&E and finance. On the fourth day of the Local Partner meeting, ASAP organized a session for local partners only to explore interest in establishing local partner Communities of Practice on the following four themes: Leadership & Governance, Finance, Monitoring and Evaluation and Gender. Interested delegates were invited to break into Community of Practice areas of interest and co-design the purpose and focus of their respective communities. During the remainder of the 2020, FPD supported ASAP and Community of Practice co-chairs to plan and run a total of seven community sessions: 4 for Leadership & Governance, 1 for Gender, and 2 for M&E.

ASAP Regional Scholarship Programme

Approved applicants' country of residence (n=1831)



Project Sponsors



Project Partners



SYSTEMS STRENGTHENING

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Systems Strengthening

The Medical Male Circumcision Sustain Project.

The Foundation for Professional Development and Genesis Analytics have been contracted by the Bill & Melinda Gates Foundation to support the National Department of Health to scale-up Medical Male Circumcision (MMC) and to ensure that the programme is sustainable. This work will be carried out through the MMC SUSTAIN (Medical Male Circumcision Scale Up and Sustainability to Avert New HIV Infections) programme from October 2018 until December 2021. MMC SUSTAIN will support both national and sub-national levels to achieve the following results:

- Improved performance against negotiated MMC targets.
- Increased capacity of systems users at all levels to plan, manage and execute MMC services efficiently, effectively and at scale.
- Better planned, resourced, integrated and locally-tailored MMC programmes.
- Strengthened oversight and coordination of the MMC programme in line with the NSP, APPs, DHPs and DIPs.
- Strengthened ownership, coordination and communication between the three health system layers and with other key in support of an integrated MMC response.
- Strengthened domestic resource planning and absorption capacity, including enhanced RT35 contracting models.

- Improved quality of MMC service delivery and more efficient compliance monitoring structures.
- Strengthened MMC information management, M&E, analytics and data use.
- More resilient local systems that are better prepared for donor transition and
- Increased evidence-base and dissemination of best practices and lessons learned.

National Cancer Screening Campaign Project

FPD has been contracted by Astra Zeneca to support the NDoH to launch a National Cancer Campaign (NCC) aimed at creating greater awareness about cancer and strengthen pathways of care. The campaign aims to create awareness and educate the public, patients at risk, patients diagnosed and their families, healthcare workers, traditional healers, and civil society about cancer, its causes, services available and support during survivorship. This project commenced in October 2018 and implementation of the NCC requires collective action across government departments and sectors, including NGOs and the private sector. FPD assists in the implementation of the NCC in terms of project management as well as communications and event management expertise. This project will end in 2021.





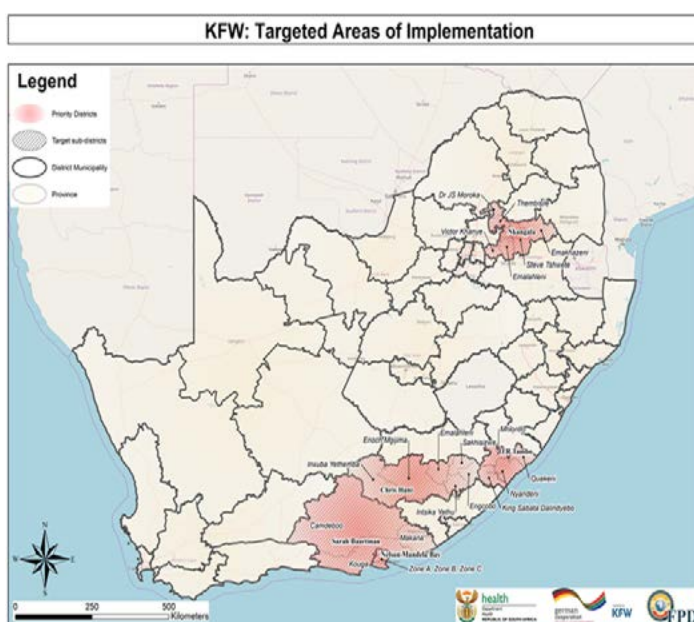
KFW Community Based HIV Counselling and Testing

Foundation for Professional Development (FPD) and National Department of Health (NDOH).

Through funding from a German development bank, KFW, the National Department of Health is funding FPD to implement community based HIV Counselling and testing (Services Contract to Provide HIV Counselling and Testing services in Eastern Cape and Mpumalanga Provinces- KFW HIV Prevention- Component HCT 2010 65 994/2012). The overarching goal of the project is to implement high yield, community-based HIV counselling and testing (CB-HCT) services with an aim to identify PLHIV and to effectively link them into HIV and TB care and treatment programmes, and identify HIV negative individuals at risk of HIV infection and to effectively link them into evidence- based HIV prevention programmes. The project is implemented in two provinces covering five districts namely Nkangala (Mpumalanga), OR Tambo, Nelson Mandela, Chris Hani and Sara Baartman (Eastern Cape). The project strategy is implemented by FPD and well-established, local South African Organisations with strong local track record, best practice models for CBHCT, and significant existing capacity at district level to rapidly scale and implement high-volume, high quality CB-HCT services (Humana People to People South Africa (HPPSA), Keth`Impilo (KI), SEAD and CCI).

Also, 21 local grassroots NGOs/CBOs/FBOs have been identified and selected for small grant contracts to implement CB-HCT services and they received a full package of organisation development support services using a "twinning approach". The organisations are contracted to increase reach to hard-to-reach areas. Basic Package of HCT services offered includes; pre-test counselling; TB, STI & NCD symptom screening & referral; male & female condom distribution; HTS as per algorithm; post-test counselling & risk reduction; referral; linkage planning and support. In collaboration with SAG stakeholders and as part of the referral SOPs and protocols, CBCT partners have developed and implemented a multitiered approach to facilitate and document success linkage and to verify service uptake. A major focus of the post-test counselling process is to underline the importance of timely linkage to HIV and TB prevention, care and treatment services, as well as to solicit consent for client follow up and tracing. This project will end on 30 March 2020.

KFW: Targeted Areas of Implementation



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KFW

Project Partner



KFW 2020

- **1 079 267** number of people tested HIV positive
- **49 370 (4,6 %)** HIV positive cases
- **36 582 (74 %)** number of people linked to HIV care and treatment



CDC Projects

Programmatic Implementation and TA for HIV/AIDS and TB Prevention, Care and Treatment Services (CDC).

Programmatic implementation and Technical Assistance (TA) for HIV/AIDS and Tuberculosis (TB) Prevention, Care and Treatment Services throughout the Health System in South Africa under the President's Emergency Plan for AIDS Relief (PEPFAR). During 2020, FPD received funds from two funding streams: CDC central initiative as well as Key Population Investment Fund (KPIF). FPD further received carry over funding approval as well as Operational Plan Update (OPU) funding.

FPD successfully applied for continuation funding from 29 September 2019 to September 2020 from CDC to continue with year 4 (of the 5-year grant) implementation. FPD is the prime recipient with CareWorks and Caprisa as sub recipients.

Carry over funding was used for upgrades to the existing android mobile phone application (the Zenzele Adolescent Adherence App) until September 2020. The Zenzele Adherence communication program was revived and FPD supported National Department of Health (NDOH) to design Welcome back Campaign materials. This includes a video and 10 Z-fold pamphlets in 6 different Languages, as well as a series of social media posts and website maintenance www.thefutureisours.co.za. The final component of the Welcome back campaign was a radio campaign implemented on regional and local radio stations across CDC funded districts during September 2020.

OPU funding, received for Advanced Clinical Care (ACC) was redirected towards training, due to COVID19 restrictions. Results are listed below:


ACC funding redirected for COVID related training courses:

- COVID-19 for Response Team Training: 15 training sessions (including 4 virtual for Mpumalanga Office of the Premier)
- Short Course on COVID-19 in SA for Healthcare Professionals: 25 training sessions
- Nurse Initiated Management of Anti-Retroviral Therapy (NIMART): 28 training sessions
- Rapid Testing Quality Improvement Initiative Course: RTQII: 13 training sessions
- Short Course in HIV Testing Services: 31 training sessions
- Short Course in the Clinical Management of Pediatric HIV and AIDS: 14 training sessions

Course	Total	PROVINCE				
		EC	GP	KZN	MP	NW
COVID-19 for Response Team Training	402	124	143	19	116	
Short Course on COVID-19 in SA for Healthcare Professionals	577	253	237		87	
Nurse Initiated Management of Anti-Retroviral Therapy (NIMART)	742	241	263	18	196	24
Rapid Testing Quality Improvement Initiative Course: RTQII	318	25	60		233	
Short Course in HIV Testing Services	709	178	127	87	297	20
Short Course in the Clinical Management of Paediatric HIV and AIDS	370	115	98		157	
Total	3118	936	928	124	1086	44

FPD provided i) comprehensive services to People Who Inject Drugs (PWID) in Gauteng and Mpumalanga (Tshwane and Ehlanzeni districts respectively), ii) supported NDOH with High Transmission Area (HTA) technical assistance and iii) above site Pre-Exposure Prophylaxis (PrEP) support, iv) provided funding for procurement of NDOH MINA and DAPLAP-meds campaign elements for CDC supported facilities, v) collaborated with Caprisa for ACC programme implementation in support of NDOH. This culminated in finalization of the ACC Curriculum and implementation of master trainer course through the NDOH Knowledge Hub, through CDC central initiative funding.

The PWID harm reduction program, known as the HARMLess program, provided services to more than 6,000 unique PWID across the two districts. Eight hundred and seventy-four of these clients were tested for HIV between January and September 2020 (quarter 2 to quarter 4 of COP19 (Q2-Q4COP19)) with another 296 PWID tested between October and December 2020 (quarter 1 of COP20 (Q1COP20)), bringing the total number tested during 2020 to 1,170. Five hundred and thirty-three (45.6%) of these clients tested positive for HIV and 429 (80.5%) of these were initiated on Anti-Retroviral Treatment (ART). By the end of December 2020, the program had retained 257 clients on ART across the two sites, pointing to a large loss of clients from the ART program due to loss of life, COVID19 lockdown displacement of clients and continued vacancies of registered nurse vacancies in both districts.



Two hundred and sixty-nine clients were initiated on PrEP during 2020. The HARMLess program distributed 562,288 clean needles and syringes to its PWID clients and 463,719 were returned at an NSP return rate of 82.5%. The return rate was negatively impacted by the displacement of client during the COVID19 level 5 lockdown as is evident on the improvement in the return rate (96.6%) seen during the final quarter of 2020.

FPD continued KPIF programs to expand PWID- and Men Who have Sex with Men (MSM) services.

FPD and CareWorks collaborated to provide MSM program implementation. This included direct service delivery (through community service organizations (CSOs) in 5 districts), national social media mobilization (through Facebook, Twitter, Instagram, Grindr and the STIR website (www.stirprogramme.co.za/home)), case management and e-pharmacy services.

The STIR (Seek, Test, Initiate and Retain) MSM program had difficulty in attaining signed MOU's from a number of districts during its first year of implementation. This, coupled with delays in finding and signing contracts with suitable CSOs, saw that two of the five districts (Dr Kenneth Kaunda and Ngaka Modiri Molema in the North West Province) commenced implementation in middle January 2020, while the Sedibeng district started partially in March, Cape Winelands in August, and Nkangala in September 2020 only. The resultant COP19 performance was therefore less than satisfactory, with the program reaching only 2,249 unique MSM during that period, testing 2,211 of these clients, finding 151 (6.8%) positive clients and initiating 103 (68.2%) of these on ART. Six hundred and five of the negative clients were initiated on PrEP during the same period. In contrast, the first quarter of COP20 (October to December 2020) saw the program being ahead of target across all indicators. Unfortunately, the Cape Winelands district was reallocated to USAID at the end of COP19 and does not form part of the STIR program anymore. During Q1 of COP20, the program provided services to 949 unique MSM, tested 671 of these, finding 87 new positives and initiating 85 (97.7%) of these on ART. Two hundred and sixty-eight of the HIV negative clients were initiated on PrEP in this time too. The Nkangala district was still awaiting its MOU and is therefore still only performing partial implementation.

FPD collaborated with Jive media to produce a unique, first for South Africa, set of twelve comic strips which is used as information, education, and communication (IEC) material for PWID clients enrolled on the comprehensive harm reduction program in Tshwane and Ehlanzeni. Collaboration with Mainline, resulted in a publication: Reducing harms in the work environment-Recommendations for employing and managing peers in harm reduction programmes in South Africa[1].

Above site PrEP support to NDOH

FPD was appointed by CDC and USAID for the procurement and supply of PrEP to PEPFAR partner sites on a national basis. Approval was received from NDOH to procure against state tender contract prices and distribute to registered facilities in South Africa for collection and distribution by the PrEP partner sites.

During this reporting period 403,667 units of PrEP were successfully distributed to partners across South Africa. In addition, 461,000 of PrEP was procured from Mylan during COP19 for the warehousing and distribution thereof from Oct '20 (COP20)

Above site Support High Transmission Area Program

FPD provided technical assistance and support to strengthen the National Department of Health's High Transmission Area (HTA) program. FPD contracted a consultant who worked closely with NDOH staff and key stakeholders to review and provide updates to the existing HTA program. The updated HTA guidelines are based on recommendations to strengthening the program.

Advanced Clinical Care:

The Foundation for Professional Development (FPD) and Wits RHI were jointly mandated to deliver HIV advanced clinical care (ACC) master training for trainers (ToT) at national level, during a structured five-day face-to-face contact session. ACC master trainers who successfully completed all curricular modules and passed all summative assessments would thereafter cascade further ACC training across all districts in South Africa. However, the global COVID-19 pandemic has caused major disruptions to planned activities, including the execution of training. An e-learning approach therefore had to be followed to deliver the ACC master training in staggered sub-modular format.

The ACC master training was delivered through Nation Department of Health's (NDOH) Knowledge Hub, which is a virtual, online training platform. Although the FPD Classroom was envisaged to be the primary online training platform, FPD pivoted to the NDOH Knowledge Hub to host the ACC Master Training. FPD collaborated closely with Aurum, the prime CDC-recipient for Knowledge Hub support, as well as their sub-awardee, Neil Butcher & Associates, during COP19.

To ensure maximum facilitator-participant interaction, real time facilitation sessions were delivered on consecutive afternoons. The pre-agreed collaboration between FPD, Wits RHI and CHAI remained applicable, with FPD and Wits RHI equitably assigning their respective facilitators to lead each module. The master training was fully CPD accredited and all medical practitioners who completed the training and passed all assessments were awarded 30 clinical CPD points. FPD provided data bundles to NDOH participants as well as tablet devices, seconded to various regional training sessions, to enable seamless access, for the duration of the master training.

The NDoH Knowledge Hub makes use of Zoom to facilitate maximum online interaction between participants, through both audio and text functions, and allows for recordings of each session. Recordings of each module can be accessed online on the NDoH Knowledge Hub after completion of the training for participants to revise and revisit sessions. The repository of recorded facilitation sessions furthermore enables future online self-study for additional cohorts of master trainers as well as sustainability of ACC capacity development.

Due to pivoting from in-person sessions to an online approach, FPD was able to accommodate additional delegates. The original target was 96 delegates, 64 NDoH delegates and 32 DSP. The result was that the 1st enrolment had 93 NDoH delegates and 31 DSP delegates respectively. Further cohorts of master trainers are envisaged for COP20. Regional Training Center Managers attended the ACC master training to familiarize themselves with the curricular contents and to draft cascaded training plans for the respective master trainers, after completion of the ToT. The following charts illustrate the progress of NDoH and DSP participants, respectively:

Figure 1: DoH ACC Master Trainer Course Progress

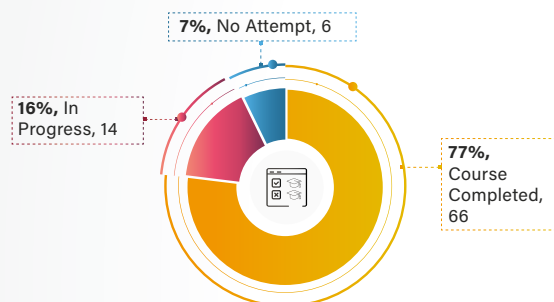
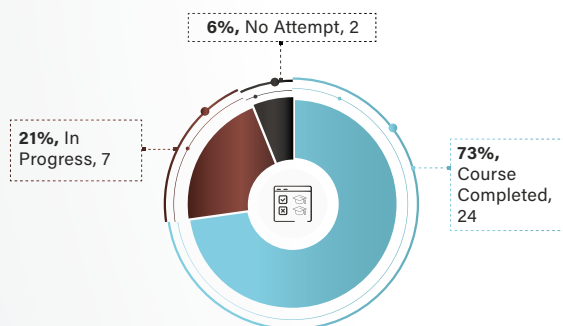


Figure 2: DSP ACC Master Trainer Course Progress



Referral pathway mapping is currently in progress and ongoing. This allows for the monitoring of ACC in terms of location, proximity, staff distribution and patient volumes. ACC services may have both receiving and referring sites. However, rather than centralising services to a physical location, the ACC approach includes capacitation and building networks of healthcare workers who see patients daily for them to be able to identify, refer and manage ACC patients depending on their skillset and available resources. Furthermore, referral pathway mapping fully supports COVID-19 home testing and screening Program, and cases requiring hospital admission, by tapping into the knowledge base of existing referral networks and local expertise.



HARMLess Program (2020)

- **1,170** individuals tested for HIV
- **429** clients initiated on Anti-Retroviral Treatment (ART)
- **533** were diagnosed with HIV
- **257** clients retained on Anti-Retroviral Treatment (ART)



STIR Program (2020)

- **2211** individuals tested for HIV
- **605** negative clients were initiated PrEP
- **151** were diagnosed with HIV
- **103** clients initiated on Anti-Retroviral Treatment (ART)



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National HIV Think Tank Secretariat

South Africa has made great strides towards achieving the 90-90-90 targets, but gaps remain, particularly among hard to reach groups. HIV prevention continues to be a challenge with an estimated prevalence of 20.4% in the general population.

Since relaunching in May 2017, the National HIV Think Tank (NHIV TT) has provided one of the platforms that brings together multisectoral stakeholders to share groundbreaking research, brainstorm new implementation approaches, and engage in policy discussions to assist the country in achieving its HIV prevention and treatment goals. By the end of 2020, the NHIV TT Secretariat has reported on the results achieved by innovative projects funded to the valued of nearly R15 million in 20219. The investment by the Bill & Melinda Gates Foundation (BMGF) has been used to fund the establishment and management of a Secretariat for the South African National HIV Think Tank (NHIV TT). The project was due to end in December 2020, however due to COVID-19 the project was extended for another six months. . The NHIV TT provides a central place for all stakeholders (government, academia, NGOs, private sector, donors, community and implementers), under the chairmanship of the NDOH to review epidemiological, routine monitoring and economic evidence related to the HIV epidemic, identify priority gaps, and establish consensus on appropriate next steps, including research projects and pilots of new programmes and policies.

The NHIV TT was restructured at the end of 2019, and the new strategy was implemented in 2020 in order to better respond to the needs of the NDOH's HIV response through the newly established Operation Phuthuma. The Treatment and Prevention Expert Working Groups, which used to meet separately, were officially combined to remove any artificial separation between HIV prevention and treatment. The NHIV TT is also supported by a Research Working Group and thematic groups, which focus on specific issues or sub populations.

One of the new thematic groups established in 2019 is the Men's Health Services Thematic Group, increased its support and this lead to the development of the National Mens health strategy . Because adult men are less likely to know their HIV status and to start and stay on antiretroviral treatment than adult women, men's health is an area of great urgency for reaching 90-90-90 targets set by the National Department of Health , by December 2020. The Men's Health Services Thematic Group started by taking stock of the state of men's health services in South Africa, producing a landscape analysis report that identified gaps in services and barriers for men in engaging with the health system. NDOH then asked the thematic group to assist with developing the National Men's Health Strategy, which was in draft at the end of 2019 and is planned to launch in April 2020.

The NHIV TT has maintained an ongoing collaborative relationship with the TB Think Tank. The two think tanks work together to ensure cross membership, share all outputs, and co- host events.



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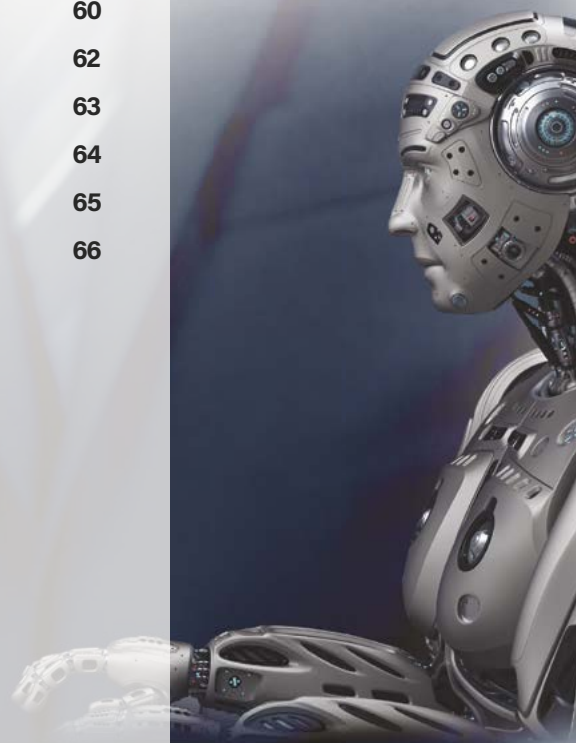
health

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Health
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SUPPORT





Business Development

The Business Development Team is made up three units: **Marketing & Communications Unit**, **Proposal Support Team** and the **Sales Team**.



FPD MARKETING & COMMUNICATIONS UNIT

Marketing and Communications Unit

The FPD Marketing and Communications Unit is the official source of FPD news and information, Providing continuous communication about FPD, its events, people, projects, programmes and research to the university community and our diverse external audiences.

The Unit works closely with the FPD's executive management and supports the corporate Vision, Mission, and strategic direction of our organization as well as its marketing activities for maximum impact.

We build the FPD brand through the development of effective internal, external, and communication programmes; creating awareness among the local, national, and international market, and identifying and developing information that strategically promotes the organization. We are responsible for events and protocol, we edit and produce all corporate print and online publications, monitor and manage the various official social media platforms, and develop and manage the content of the FPD website.

Proposal Support Team

As part of FPD's continued ability to identify opportunities, the Proposal Unit serves to identify, co-ordinate and submit tenders and proposals to various agencies, government entities and donors, both local and international. This allows FPD to diversify its sources of revenue and workflow ensuring sustainability and continuous growth.



The Unit provides the following Services to FPD:

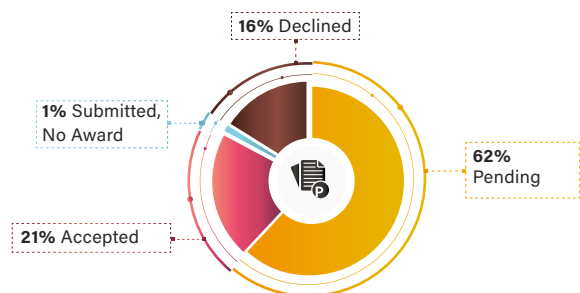
- Overall project management of the proposal development process
- Administrative support during the proposal writing process.
- Reducing the workload of staff by assisting with research, proof reading and editing
- Providing templates and examples of well-written proposals
- Submitting the final, professionally presented proposals on behalf of the proposal development team.

Despite an increasingly competitive donor environment, the Proposal Unit has shown a steady increase in income, boasting with an steady increase in total income received per year through submitted proposals and tenders from 2017 - 2020. The 2019 - 2020 Strategic direction for the Proposal Unit aimed to improve the quality of submissions and the ability to produce high quality proposals, which is shown by the improvement of the Unit's success rate and the ability to secure more non-USAID funds in comparison to previous years.

167

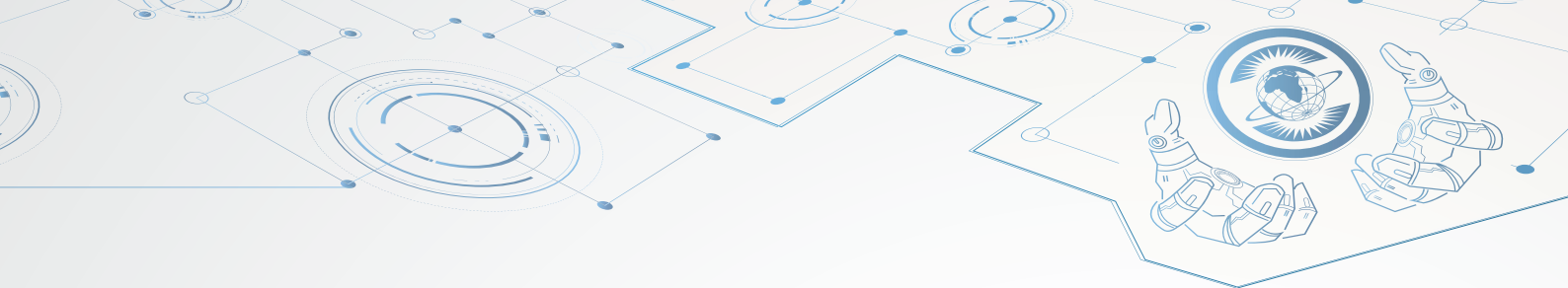
Proposals submitted during the year of 2020

All Proposals Submitted

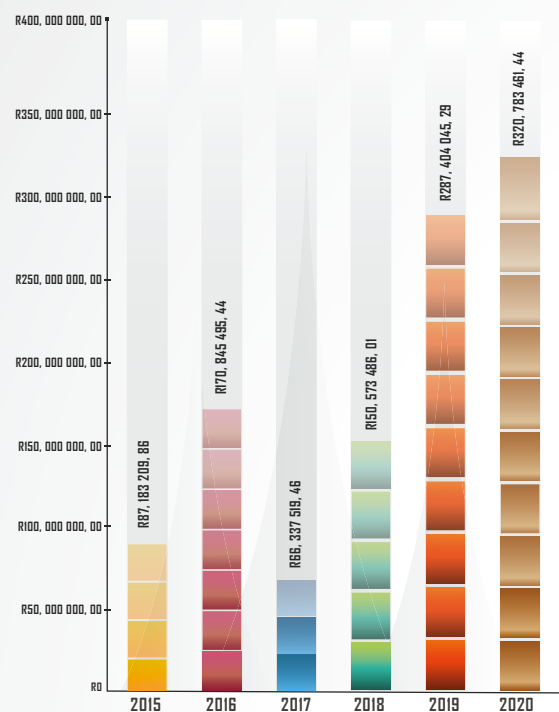


Success Rate

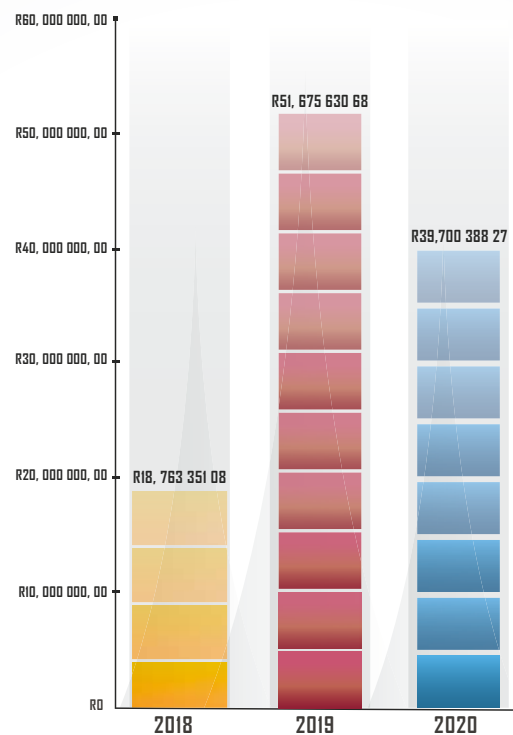




Total Amounts Accepted



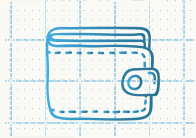
Annual Sales



Sales Team

The sales team that provides customised training solutions to both government and corporate South Africa. Sales team members engage with various organisations on implementing training interventions utilising a wide range of training methodologies.





Finance Department

FPD's finance department supports and manages the financial resources of the company and various partners. We ensure compliance with both international standards and large donor requirements including, but not limited to, PEPFAR, USAID, CDC, NIH, GlobalFund and the KFW Development Bank.

2020 saw a positive shift with substantial increase and diversified non-PEPFAR based projects being implemented. The strength of the finance department is proven by unqualified audit reports since inception and clean donor audit reports. FPD's finance department offers consulting, full financial management and pay-roll services to various partner organisations and selected outsourced clients.

Financial Services offered to:



Sub-Saharan Africa-FAIMER
Regional Institute (SAFRI)



South African Women In
Dialogue (SAWID)



Dira Sengwe Conferences
(Non Profit Company)

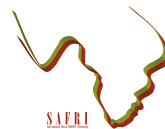


FPD Properties (Pty) Ltd



FPD Fund
(Non Profit Company)

Pay-roll Services offered to:



Sub-Saharan Africa-FAIMER
Regional Institute (SAFRI)



South African Women In
Dialogue (SAWID)



South African Agency for Science and
Technology Advancement (SAASTA)



Pioneering Solutions Studio
(Pty) Ltd



Professional Provider Organisation
Services (Pty) Ltd



Health Science Academy
(Pty) Ltd



Brighter Futures Tuition (Pty) Ltd



CDM / CJM / CPM



Human Resources Administration Department

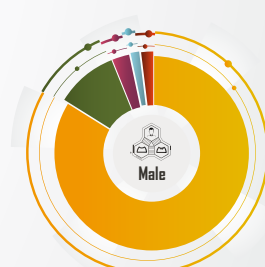
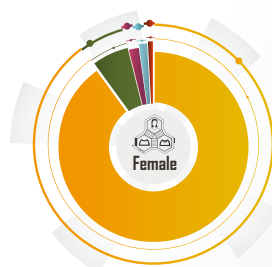
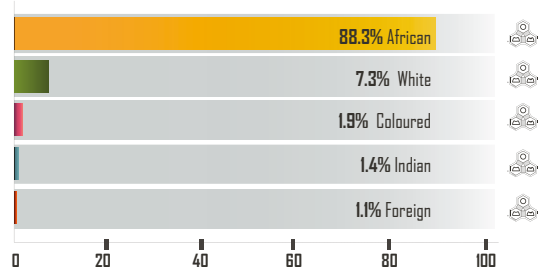
During 2020, the Human Resources Administration Department adjusted its existing procedures to effectively support FPD employees remotely. An online Induction Program for new employees was developed to ensure that new employees were appropriately introduced to FPD while telecommuting.

Excellent employment equity results were reported:

	African		Coloured		Indian		White		Foreign		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Top Management	1				2		2		1		4	2
Senior Management	4	2					10	6	1	2	15	10
Middel Management & professionals	23	13			2	2	8	7	1	1	34	23
Junior Management	16	8	1	1	1	1	13	3		1	31	14
Skilled	22		1	3			2	2	1		26	5
Unskilled	36	7	2		1						39	7
Learners	373	150	4	2	1			1			378	153
											527	214

Facts and Figures

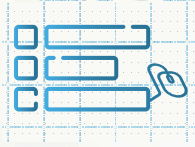
Total Staff



African: 90.1%
 White: 6.2%
 Coloured: 1.6%
 Indian: 1.3%
 Foreign: 0.8%

African: 84.1%
 White: 9.9%
 Coloured: 2.8%
 Indian: 1.4%
 Foreign: 1.8%





IT Department

The IT Department is instrumental providing FPD Business with service excellence in all areas of Information Technologies.



The FPD IT Department is responsible for the establishment of Information Technology (IT) policy and planning, for IT procurement and contracts, and for providing the computing and telecommunications infrastructure for all information systems technologies associated with FPD. FPD Management has tasked the IT Department with providing services that facilitate cost effective information technology and telecommunication solutions that can be shared with all FPD branches. It is the vision of the Department to deliver an excellent service that is in line with the FPD Core Business, Vision and Values.

IT Department Core Values

- We are united in our purpose and vision for success: To collaborate with other departments to use information technology to achieve FPD business goals.
- Our goals and objectives are clearly defined organisationally and in concert with our departments. Moreover, our roles and responsibilities are clearly defined whether within and between work teams.
- We select relevant metrics to monitor progress and ensure accountability. We communicate clearly and often with other internal departments, all other stakeholders, and external branches.
- We are disciplined, consistent, and progressive in maximising and optimising IT solutions that we provide or facilitate.
- We work with external institutions to explore emerging technologies and to set policies, standards, and guidelines.

Facts and Figures

2020:





Travel Bureau

FPD Travel Bureau in collaboration with its joint venture partner XL Turners Travel, is a self-funding business unit within the Operations Cluster of FPD. The Unit was established in 2010 and operates as a well-established Travel Management Company that provides Corporate Travel Management solutions to clients globally.

We specialise in corporate travel management and conference destination management solutions and is dedicated to ensuring your company gets the maximum value for your corporate travel budget. In collaboration with XL Turners Travel's powerful position in the industry, we are able to ensure that we offer the most competitive rates from airlines, car rental companies and hotels whilst remaining independent enough to pay personal attention to your travellers.

We offer the following services to FPD and external clients:

- Marine Travel
- Leisure Travel
- Travel Consultation and Advice
- Airline Reservations and Ticket Issue
- Hotel Reservations
- Car Rental Bookings
- Cruise Reservations
- Rail Reservations
- Coach Reservations
- Passport Assistance
- Obtaining Visas
- International Driving Permits
- Travel Insurance
- Foreign Exchange
- Preparation of Itineraries
- Frequent Flyer Management
- Incentives
- Group Travel
- Conferences
- After-Hour Services
- Document deliveries via courier service

- Travel Policy
- ISO 9001 Quality Control
- Management Reports
- Sales Support Service
- Individual Profile Management
- Supplier Corporate Agreements
- Theatre Reservations



Highlights of 2020

2020 saw significant changes in travel and related requirements in South Africa.

Despite the challenges that the Unit faced, we still celebrate the following highlights in 2020:

- Total number of Venue bookings – 402
- Total number of Accommodation bookings – 434
- Total number of Flight bookings – 219
- Total number of Car rental bookings – 185
- Total number of Transfer bookings – 85

In 2020, the Travel Bureau processed a total of 689 orders, and did a total of **R17 215 959 09** in sales.





Tree Planting Project

The FPD Tree Planting Project is an initiative to reduce FPD's carbon footprint.

During the last few years, FPD's carbon footprint in the form of paper use, fuel and electricity consumption has become a growing concern.

When, in early 2018, it was reported that FPD's monthly paper use was equivalent to about 25 trees, the decision was made to start a tree planting project. The focus of the Tree Planting Project is not only to plant trees, but also to raise awareness about climate change.

The project is led by the Tree Team, a group of passionate volunteers who are willing to give their time and energy to the project.

"Until you dig a hole, you plant a tree, you water it and make it survive, you haven't done a thing. You are just talking."

- Wangari Maathai



ABOUT FPD

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FPD Staff Awards 2020

In 2020, FPD again acknowledged individuals and FPD staff, through a series of awards, who have contributed substantially to FPD's work.

FPD Emerging Researcher Award

As an academic institution, FPD is committed to contributing to new knowledge through research.



Ms Dana Bresenham-Bezuidenhout

In 2020, Ms Bresenham-Bezuidenhout published her first first-author paper describing the role that stigma plays in the retention of patients in the tuberculosis programme, and highlighting the need to develop TB stigma interventions. This analysis forms the basis for several projects that will be

initiated in this field in the research unit.

Values Award

FPD values award is presented annually to the employee who in the opinion of their peers was the best example of someone who lives the FPD values.



Mr Keith Pullen

Keith is always available and more than eager to help staff to fulfil their IT requirements. He has a fantastic ethical manner in working with staff, colleagues, and providers. He and his staff respect each other. Keith is a worthy recipient of the Values Award and FPD would like to thank him for the contribution he

delivers to the success of the organisation.

Award for Excellence in Community Engagement

The FPD award for excellence in community engagement is awarded annually to the staff member who has made the most significant contribution towards FPD's community engagement.

Candidates are nominated by the staff and the winner is identified through staff voting from a list of nominees.



The FPD Frontline Staff

The courage and commitment of those employees who kept on providing services to the community during this pandemic is truly admirable and should be recognised. Their

willingness to put the interests of their clients ahead of their own safety is greatly appreciated. The people who stood out were the CDC PWID programme and the field staff of the Research Unit. At head office we had Academic Cluster and Ops Cluster employees who "kept the lights

on" allowing the organisation to carry on striving towards our vision of building a better society.

These employees are worthy recipients of the Community Engagement Award and FPD would like to thank them for the contribution they delivered to the success of the organisation.

Innovation Award

FPD group companies, departments, teams and individuals are invited to submit nominations for innovative projects or products implemented within the FPD group over the past year.



Mrs Liezel Wolvaardt

FPD is committed to developing its people. The FPD SEED Programme has been running since 2014 and has been a valuable resource to employees to build their skills and knowledge in a specific areas like project planning. In early 2019 Liezel Wolvaardt identified an opportunity

to restructure the SEED programme to ensure that it supports FPD's efforts to retain our Level 1 BBBEE status and better align with FPD's requirements to ensure our employees develop the skills required in a rapidly evolving business environment.

The new SEED programme will launch shortly with 10-12 compulsory modules all staff are required to complete; each year new topics will be selected to be included which can be rotated on future versions.

This will allow FPD to be able to claim back from skills levy on a yearly basis and FPD can ensure staff have efficient time available to complete all topics as well as complete topics which we deem are the most relevant skills required.

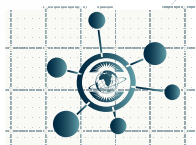


Staff Development

FPD has always been an organisation that places strong emphasis on promoting a performance-driven culture.

This has been achieved by actively recruiting highly talented individuals and building job descriptions around their unique skills and strengths. Internal promotion based on staff development has always been part of this culture.

Support has ranged from supporting formal postgraduate studies at Masters level to conference participation and short course attendants.



FPD Affiliates



Brighter Futures Tuition

Skills for the Future and Beyond

When today's high school learners are entering the workforce - ~50% of today's jobs would have been replaced by artificial intelligence. The 4th Industrial Revolution is upon us and the world of work is changing fast. Machines are replacing humans in many jobs, just as innovative farming equipment replaced humans and horses during the first industrial revolution. However, in the wake of these changes, humans are needed to create and deliver value in new ways for new business models.

That's why Brighter Futures - in partnership with FSI - have taken tech courses (programming, game development, etc) to high school learners so as to introduce to them at an early age skills for the future and beyond. In 2015, the number of jobs in programming were growing 12% faster than average - coding has become the "4th literacy".

Our Vision

To give youth a chance at a brighter future by preparing them to step into a new world where artificial intelligence, robotics, automation, and big data analytics are transforming how we live and work.

We are doing this through the following programmes and more are still to come:

- **Programming**
 - Software Development Fundamental (MTA)
 - Students are introduced to fundamental software development concepts and application lifecycle management at the same time providing them with hands-on experience, creating new software and applications as well as developing critical-thinking and computational skills for life and careers in the digital world.
 - Programming in Python
 - In this course students will learn the fundamentals of the Python programming language, along with programming best practises, covering the language from first principles to advanced concepts from functional programming and object oriented design.
- **Game Development**
 - Unity
 - Game development will be introduced using C# programming language and the Unity game engine. Throughout the course students will learn core programming concepts that apply to a lot of programming languages and also how to apply the concepts in the development of games.

- **Unreal Engine**

- In this course students are introduced to Unreal engine, an open and advanced real time 3D creation tool, continuously evolving to serve not only as a state of the art game engine but also giving creators the freedom and control to deliver cutting edge content, interactive experiences, and immersive virtual worlds.

- **Digital Literacy**

- This course focuses on everything from fundamental knowledge on how to use a computer and the internet, to keeping yourself and your computer safe online and how to use the most common productivity software applications.

Brighter Futures partners directly with high schools so that we provide relevant, complimentary extra-mural programmes to their learners. Classes are conducted in a small group setting of ~10 learners and delivered from the school campus after school and on Saturdays, making it convenient for parents. On maths and science we work closely with the maths/science department to target the key gaps that we and the schools are identifying.



Health Science Academy (HSA)

Health Science Academy (HSA) is a small to medium sized private Further Education and Training (FET) college focusing on training and education in the pharmaceutical industry and the healthcare sector. HSA students include doctors, nurses, pharmacist's assistants, front shop assistants, pharmacists and other healthcare professionals active within the sector.

The pharmacy workforce is a critical part of any health system and planning for an adequate South African pharmacy workforce is important if high quality pharmaceutical services are to be delivered to the whole population. This includes the production of pharmacists and pharmacy support workers, and the optimal use of existing pharmacy personnel. It is estimated that there are 17885 pharmacists in South Africa including interns and community pharmacists who are presently serving their community service year.

All areas of pharmacy practice in the country report shortages community, hospital, industry, and academia, with vacancy rates for pharmacists of up to 76% reported in the public sector in one province.

Due to the shortage of pharmacists, pharmacy mid-level workers, mainly pharmacist's assistants, play an important role in the provision

of pharmaceutical services in the country. The South African Pharmacy Council's vision for 2030 include 24 000 pharmacists and 22 000 pharmacy support personnel being registered and serving the health needs of South Africans.

It is estimated that there are presently 3041 learner basic and 2144 learner post basic pharmacist's assistants busy studying to achieve their qualification. The Pharmacy Council is presently finalising the curriculum for the inclusion of the qualifications for pharmacist's assistants at NQF level 4 (basic) and NQF level 5 (Post-basic) as part qualifications into Pharmacy Technician (PT) at NQF level 6.

Expertise and Services

- **Pharmaceutical Sector Training**

At any time, HSA has about 1500 learners enrolled for the National (basic) and Further Education and Training (post basic) Pharmacist's Assistance programme. COVID had a negative influence on learner numbers. The present course will see enrolments only until D 30 June 2022. Thereafter, the new course for Pharmacy Technician will be implemented. Dispensing for Healthcare Professionals Course

- This course is based on the recommended standard for the dispensing course for prescribers in terms of Act 101 of 1965 as amended, which was developed by the South African Pharmacy Council, in consultation with the other statutory health councils. Licencing with the relevant authority as a dispensing healthcare professional can only take place once the certificate is awarded. There is a notable increase in the number of healthcare professionals who enroll for the Dispensing course, which consists of four days of practical training and one day for assessments and practical exams. Industry Courses
- Industry courses include Medicine Registration in South Africa, Good Manufacturing Practice (GMP) as well as immunisation and injection techniques

HSA also addresses the needs of the Quality Assurance personnel within the pharmaceutical industry with a distance course named Quality Management Systems (QMS), which presently consist of 11 modules that can be completed as distance modules. A course covering the writing and maintenance of Standard Operating Procedures (SOPs) as well as 14 modules to expand professional development are also available.

During the period under review, HSA has also created a new portal for the training of pharmacists and pharmacy support personnel called Pharm Ed. This portal will give access to courses that addresses practice management issues as well as sponsored COVID training.

An exciting new course has been introduced addressing the practical aspects of bio-availability and bio-equivalence.

As part of our offering to the health sector, we have introduced skills programmes over 3-6 days that cover stock management, an introduction to the pharmaceutical sector and diseases as well as merchandising and sales.

- **Management**

Recently, we have received approval from LG SETA for a course in Generic Management at NQF level 4. This course is aimed at new entrants to the workforce that has an ambition to enter the supervisory or management levels. The course can be completed as distance education over 12 months.



Maurice Kerrigan Africa

Company Overview

Maurice Kerrigan Africa consistently delivers to our clients the highest level of quality and service excellence in training interventions. Our learning solutions are unique and practical. Unique because we studiously apply building blocks of learning in a measured process. Practical in that we always integrate our interventions with your organisational needs, culture, style, and processes and procedures. We follow the integrated approach because history, and our own experience, has confirmed that short skills training works best when delegates recognise the context and are able to relate what they are learning to scenarios that take place in the workplace. Also, learning is cemented when delegates are easily able to practise behaviours and skills in a context similar to their workplace.

Our vision and mission reflect our passion for achieving successful training interventions and making a real difference in the skills and lives of people attending our programmes.

What we do

Develop excellent communication skills that give people confidence and skills to address others with clarity and poise so that they are perceived as competent, confident, trustworthy and approachable. Develop effective intra- and inter-personal skills, to create strong, self-assured individuals who are motivated and ready to do their best. Also, develop relationship building skills that make for positive perceptions about you and that lead to great teamwork and contribution efforts. Well-crafted and purposeful interpersonal communication makes a difference internally and externally with your customers and suppliers and therefore quality written and face-to-face communication has become a much sought-after commodity in the modern business environment. Interactions must be purposeful rather than a default activity. Our skills courses guide delegates to understand and implement best practice standards in communication skills and intra-interpersonal skills.

Develop leadership skills among supervisors, managers and business managers, that accelerates their ability to build trust

among others, empower strong teams and grow business networks within and around their organisation. These leaders will develop a mindset that allows new leadership styles to emerge in your organisation. We help leaders to grow as strong, authentic individuals who can create vital teams that align to the purpose of your organisation.

We have demanding clients who want to see measurable results and that is exactly the way we like it. This philosophy has led to long term partnerships with all our clients. Our uncompromising commitment to measurable results and quality in all we do, coupled with our sensible and practical approach to any implementation challenge, is, we believe, what makes us unique and ensures you a return on your investment. We

will customise the content of any of our programmes to suit your specific requirements. Such dedicated company programmes would incorporate your unique company and individual needs. This approach affords you and your team the benefit of being able to reference and contextualise skills in your environment and address specific challenges.

Product delivery

Effective Speaking & Presentation skills

The ability to present is an enormous benefit in the workplace. Presentations help us to make compelling, persuasive arguments more effectively than any other communication tool at our disposal. Presentations give you time and room to make your case and, with help from your voice, face, and gestures, convince people that they should respond to your call to action. A well-crafted presentation achieves audience impact despite the multitude of distractions you are competing with. During our Effective Speaking & Presentation skills programme, we examine in detail the use of key communication elements that enable the creation and delivery of high impact presentations and speeches. This programme deploys a highly evolved and practical learning solution which ensures that you will become the most effective presenter you can be, by discovering and cultivating your own natural speaking style.

Personal Mastery and Emotional Intelligence

The ability to manage oneself appropriately and proactively in all circumstances can lead to success in all spheres of life. A high level of self-awareness and management of emotions in an intelligent and powerful manner, ie self-mastery, can optimise individual performance and relationships with others. It is about being proficient in relating to others in meaningful ways and being able to capitalise on relationships by enhancing motivation, inspiration, collaboration and influence. This programme is intense and emotionally demanding and will require you to engage in honest introspection and to open your mind to a new, revitalised and focused mode of thinking. Our goal is that this programme will leave you energised and inspired to move forward towards your goals with a more positive and enlightened approach to your life.

Coaching for Performance

The single most important performance enhancing skill any leader-manager can practise, is coaching. Coaching is the catalyst to achieving breakthrough performance through people. Our Coaching for Performance programme develops a clear understanding of the processes, benefits, pitfalls and criteria for effective coaching. The coaching tools provided in the toolkit are utilised in personal coaching during the programme, so that each delegate experiences the use of, and growth from, application of different tools.

Service Excellence

Service excellence is an attitude and it begins and ends with your people. Therefore, it requires more than a streamlined customer service department or a slogan on a wall poster. Our Service Excellence programme develops among your team members the attributes, attitudes and skills aligned to those of a service champion. Delegates will improve their skills and techniques to connect and build rapport with customers and clients. The ability to regulate and manage behaviour during service interactions results in a balance between assertiveness and responding appropriately to ensure that both the customer as well as the organisation's needs are met.

Short one day Courses

Stress and Burnout relief workshop

Burnout has become the 'modern disease' but, because of its multiple symptoms, is often confused with other illnesses such as depression, stress, or even poor performance or lack of cooperation in the workplace. The affected employee may be a former star performer who is described as having lost their drive or having become cynical. And that employee may be so fatigued and burnt out that they don't care to redress the matter. During this workshop you will learn to identify the process of how people become completely burnt out. You will understand the various symptoms and how to look out for potential burnout among different personalities and styles. For yourself, or for your team members, you will learn how to address burnout (it won't go away by itself) and how to replenish those depleted resources that have caused the 'final straw to break'. Furthermore, you will understand how to relieve the work or life demands that are outstripping your resources and causing burnout.

Values Workshop

Principles in action

Identifying and understanding your values allows you to clearly identify your personal path for decisions and for focus in your life. Knowing what you stand for is good for you, and, it is good for business - it leads to better ethics, integrity and accountability. This programme helps you to firmly identify the values that are important to you and to use them to connect, in a principled manner, with your work, life and others.

Time, Energy and Productivity

On this workshop delegates will learn to identify between activity and the false sense of accomplishment it creates, and productive performance by making the best use of your time and energy to produce results. The workshop is full of practical and fun activities, including how to discover your 'money hours', and techniques for maintaining a positive energy state.



Pioneering Solutions Studio (Pty) Ltd and Glue Plus Africa (Pty) Ltd Group

Pioneering Solutions Studio (Pty) Ltd (PSS) and Glue Plus Africa (Pty) Ltd (GPA) have concluded to join forces in a single legal entity to provide its affiliates (Qode Health Solutions (Pty) Ltd (Qode), Foundation for Sustainable Innovation (Pty) Ltd (FSI) and Property Skillz Invest 108 (Pty) Ltd (PSI)) with an optimised corporate structure, which the respective board of directors believe will simplify raising private equity investments to further support the growth that the Group has enjoyed over the last 3 years. It is expected that the merger to GPA into PSS will be concluded by the end of Q1 2020.



PPO Serve

Introduction

PPO Serve (Professional Provider Organisation Services) is a health management company that helps clinicians get organised into teams to deliver Value Based Care, with the aim of making quality healthcare more affordable and accessible to all South Africans. Private healthcare is becoming increasingly unaffordable for the majority of South Africans. This is due to a fee-for-service tariff based fragmented service model that forces clinicians to work alone, making it hard to collaborate with colleagues, and results in inefficiencies because it prevents clinicians to deliver the care that their patients really need. PPO Serve helps clinicians to form their own multidisciplinary teams by providing them with all the tools needed to set up a successful Value Based Care business.



All products are based on PPO Serve's 4 pillar methodology

- **Integrated Multidisciplinary teams:** The ICC® is an integrated clinical team that is owned and managed by the local working clinician. Production quality and costs is vastly improved because of organised, supported teamwork with standardised procedures and data driven reporting for continuous improvement.
- **Value based contracting:** Value Based Care is billed using patient / population risk based global fees plus an outcome linked portion, where clinicians are paid as a team for delivering quality health outcomes for a population rather than being paid for delivering quantity of services.
- **Population healthcare:** The team's focus is to promote good health status, identify and manage patients proactively according to their respective risk profiles i.e. to link the service intensity to the need.

Our population medicine product, **The Value Care Team (TVCT)** is structured as a multidisciplinary team of GPs, a consulting physicians and associate allied healthcare professionals, directed by a Business Manager and employs nurse care coordinators. There are subcontracts for palliative care; with a 24/7 health support call centre and a hospital case management service. The approach includes the POPI enrolling of target patient populations, and the creation of complete and accurate patient information. Care Coordinators assess severity using disease specific, frailty, mental health tools as well as the degree of social isolation. Multidisciplinary team forums then link every patient to individual care plans which are then loaded into the workflow system that specifies tasks and monitors progression. Forums include local clinical and social partners such as from subacute hospitals, the local hospice, and psychiatric facilities. Care plans provide comprehensive proactive care that improves outcomes for patient populations. A new Value Based Care Population healthcare project was launched in September 2019 in Pretoria North, with the Government Employee Medical Scheme (GEMS) as the anchor medical scheme, and this has been renewed for 2021.

The GP Care Cell is a Pepfar sponsored HIV focused product for non-Scheme members that links our managed network of GPs to the Gauteng Health Department for access to antiretroviral therapy and NHLS pathology tests for the screening, identification and management of people living with HIV. The GPCC has run projects in the Tshwane and Ekurhuleni districts and is currently building a new network in the City of Johannesburg in conjunction with the district support partner, Anova. It has the potential to be a national franchise model for public private collaboration.

The Birthing Team is our maternity product, where the team is made up of midwives backed by obstetricians, and the aim is to change the current culture of the default delivery being the caesarean section (around 80% currently in the private sector) and instead do normal vaginal deliveries whenever possible. TBT has done some 2,000 deliveries for self funded women, and two of the 3 major units have achieved 40% CS rates, with ongoing reduction as the Teams mature. TBT is now contracting with medical schemes.

The Cardiac Focused Factory is a product in development, which aims to efficiently use cardiac catheterisation laboratories to provide angiograms with or without coronary interventions plus pacemaker insertions at significantly reduced prices, based on a Team model that achieves economies of scale including staff substitutional and switching much of the work up and post procedure care from the hospital back into the PHC service.



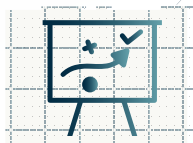
Skills Panda

Who we are and what we do:

Skills Panda is a training institution that embraces technology to ignite the skills and capabilities in the students we train. We work with corporates and SETAs to fund the learning paths of deserving South African youths to prepare them for high tech and high value careers. Skills Panda training programs are SETA Accredited and B-BBEE aligned ensuring that our clients maximize points earned under Skills Development or Socio-Economic Development. To date, Skills Panda has registered over 800 learners on its virtual campus through sponsored learnerships and short courses/ skills programs. Our learner recruitment efforts centre around learners who are township and rural based with specific preference given to black disabled youths.

Our courses offered as a learnership or structured skills programs include:

- Interactive Media
- 3D Animation
- Systems Development
- Technical Support
- Database Development
- Systems Development
- Systems Support



Strategic Partnerships

FPD has over the years developed a number of strategic partnerships with world-class academic and health development institutions. These partnerships include:

International



The University of Manchester
Alliance Manchester Business School

Alliance Manchester Business School (AMBS)

With an international reputation for top-rated teaching and research, the Alliance Manchester Business School is firmly positioned at the leading edge of dynamic business performance. Dedicated to developing effective managers for every sector and discipline, the AMBS invests in today's management the ideas and experience that will equip its graduates (since 1998) in offering an international management short course for health managers in South Africa.



American International Health Alliance

The American International Health Alliance (AIHA) is an international nonprofit organization working to advance global health through locally driven, locally owned, and locally sustainable health systems strengthening (HSS) and human resources for health (HRH) interventions.



Bill & Melinda Gates Foundation

The Bill & Melinda Gates Foundation, a merging of the William H. Gates Foundation and the Gates Learning Foundation, is an American private foundation founded by Bill and Melinda Gates. Guided by the belief that every life has equal value, the Bill & Melinda Gates Foundation works to help all people lead healthy, productive lives. In developing countries, it focuses on improving people's health and giving them the chance to lift themselves out of hunger and extreme poverty.



Columbia University/ New York State Psychiatric Institute

Columbia University Medical Center (CUMC) provides global leadership in scientific research, health and medical education, and patient care. CUMC plays a leading role in global health issues, in particular, capacity building. In collaboration with The New York State Psychiatric Institute (NYSPI) and CUMC provide world renowned care and treatment, and conduct research in global mental health.

In 2017, FPD's Research Unit and NYSPI entered into a collaboration to support global mental health research and capacity development in five Southern African countries, including Botswana, Malawi, Zambia, Mozambique and South Africa (PRIDE SSA). Funded through a major research grant from the U.S.

National Institute of Mental Health (NIMH), this five-year project will support implementation science research in Mozambique that aims to assess different models of community mental health service delivery. This project will also fund pilot research teams (Seed Teams) from the five African countries to develop capacity for implementation science research projects in their home countries.

This global mental health program is in collaboration with the University of Pennsylvania School Of Medicine, Department of Psychiatry and the Ministry of Health, Mozambique.

Seed Team representatives include the University of Botswana, the University of Zambia, and the UNC Project Lilongwe, Malawi.



Charles Drew University of Medicine and Science, Department of Psychiatry and Human Behaviour

Charles Drew University of Medicine and Science is a private, non-profit school based in California, Los Angeles with a public mission. It lends itself to actively involve the community and address health disparities particularly among underserved populations. Additionally, it strives to cultivate diversity amongst healthcare professionals with a vision for social justice, health equity and health policy. They are a leader in health disparities research focused on education, training, treatment and care in the areas of cancer, diabetes, cardio metabolic and HIV/AIDS.

FPD has been collaborating with a qualitative researcher and behavioural scientist from Charles Drew University since 2017, to support various qualitative health research activities. The qualitative studies include identifying men's preferences for male-centred TB care, investigating the acceptability, feasibility of home-based TB testing of household contacts using GeneXpert®, and STI screening, treatment and disclosure among HIV-positive pregnant women attending antenatal care at primary healthcare level.



Clinton Health Access Initiative (CHAI)

Clinton Health Access Initiative (CHAI) is an NGO with an aim to strengthen the government and private sector to create and sustain high-quality health systems. FPD works in close collaboration with CHAI to support the National Department of Health (NDOH) launch the National Cancer Campaign, a campaign aimed at creating greater awareness about cancer and strengthen pathways of care.



East Carolina University, Department of Public Health

East Carolina University strives to address health disparities including among rural and disadvantaged regions through multi-disciplinary Public Health approaches. ECU aims to improve community health through education, research, service delivery and advocacy as well as meeting environmental needs.

FPD and ECU have collaborated for two years on validating stigma measures in multiple South African languages. This collaboration included recent validation of the Van Rie TB stigma scale in Afrikaans, IsiXhosa and IsiZulu, including cognitive interviews amongst community members, symptomatic individuals and TB patients from various districts. This successful cross-sectional study and collaboration, contributing to the understanding of TB-related stigma and TB (care) management led to the application of a larger award that assesses stigma and other social determinants which affect TB case detection, treatment and care outcomes at a multi- and intersectional level.



Foundation for Innovative New Diagnostics (FIND)

FIND strives to combat major diseases affecting the world's poorest populations through innovation in the development and delivery of diagnostic tools. It is a global non-profit organization and a WHO Collaborating Centre for Laboratory Strengthening, and Diagnostic Technology Evaluation based in Geneva, Switzerland, with a regional office in Cape Town South Africa. Considering public health demands, and the need for disease prevention through early detection, FIND seeks to partner with public, private and non-profit sectors to find solutions to complex diagnostic challenges. FIND and FPD have been involved in activities relating to connectivity assessments of the molecular diagnostics machine GeneXpert Omni.



Northrise University (NU), Zambia

NU is a private, Christian, university in Ndola, Zambia in Sub-Saharan Africa. NU has local and international students who receive training in academic disciplines at undergraduate and postgraduate levels. While Northrise offers a nationally accredited education that is founded upon Christian principles, the university accepts students of all faiths. Northrise has 700 students and 77 academic faculty members. The university has produced a total of 314 graduates working in different sectors of Zambia's economy.



PEOPLES UNI

The People's Open Access Education Initiative (Peoples-uni) is a non-profit organisation established in 2007 to help build public health capacity in developing countries through low cost online education to health professionals. Peoples-uni aims to provide Public Health education for those working in low- to middle-income countries who would otherwise not be able to access such education, via e-learning. They utilise a 'social model' of capacity building, with volunteer academic and support staff and Open Educational Resources available through the Internet, using a collaborative approach and modern Information and Communication Technology.



Sub-Saharan Africa-Fairmer Regional Institute (SAFRI)

The Foundation for the Advancement of International Medical Education and Research (FAIMER) promotes excellence in international health professions education through programmatic and research activities. By working to advance health professions education in sub-Saharan Africa, SAFRI supports FAIMER's mission of improving global health by improving education. The FPD joined forces with SAFRI in the curriculum development and Council of Higher Education (CHE) accreditation of the Post Graduate Diploma in Health Professions Education and Leadership. This qualification aims to develop suitably qualified leaders in Health Professions Education (HPE) to meet the increasing complexity of HPE in a fast and continuously changing educational landscape. It is in response to the increasing demand for individuals with specialised knowledge and leadership skills in order to best educate 21st century health professionals and ensure the quality of healthcare in Sub-Saharan Africa.



IntraHealth

IntraHealth International is a global leader in human resources for health (HRH) and health workforce development. We've worked in 100+ countries to improve the performance of health workers and strengthen the systems in which they work.

We apply approaches like these to drive results:

- Using health workforce data and digital health tools to support national workforce planning & management
- Strengthening health worker education & training through better school management, innovative financing programs, and digital learning solutions
- Assisting countries to improve the availability, quality, & analysis of health workforce data
- Building the capacity of organizations & health facilities to improve health worker performance & productivity
- Improving gender equality in the health workforce through analysis & advocacy



Eastern and Southern Africa

UNICEF East and Southern Africa Regional Office (ESARO)

UNICEF has a 71-year track record of providing humanitarian and developmental assistance to children and mothers in developing countries. UNICEF's Health Systems Strengthening strategy targets national, sub-national and community levels of the health system with inter-related systems strengthening interventions. FPD is a sub-grantee under UNICEF ESARO's, District Health Systems Strengthening Initiative in East and Southern Africa (DHSSI), to support sub-national health systems strengthening and healthcare management capacity development in Kenya, Malawi, Tanzania and Uganda.



University of California, Los Angeles, David Geffen School of Medicine

UCLA's David Geffen School of Medicine is a globally elite and international leader in research, medical education and patient care. The Program in Global Health collaborates with institutions around the world for innovative interdisciplinary research to address the most pressing health issues facing today's world, including infectious diseases such as HIV, as well as the growing epidemics of diabetes, cancer, and heart disease. Since 2014, FPD's Research Unit has been collaborating with researchers at UCLA to develop and implement an STI screening programme of HIV-positive mothers with the aim of decreasing HIV transmission from mother to child. Furthermore, FPD has hosted GloCal Health fellowships including activities from this programme.

This STI screening project has proven fruitful - both in identifying and treating pregnant women for STIs and in scientific output. Work coming from this project led to the development of a five-year research plan, to improve diagnostic screening for STIs during pregnancy, and in informing global guidelines relating to the screening and management of STIs during pregnancy. This project is funded by the U.S. National Institutes of Health (NIH) and will commence in 2020.

This five-year research plan is further supported by the University of Alabama, at Birmingham. Both from the School of Medicine & School of Public Health.



University of Bern

The University of Bern is committed to freedom in teaching and research. It recognises its ethical responsibility and respects the principles of sustainable development in its academic, administrative and operational areas. The University of Bern fulfils its mission to a high standard. It is committed to self-regulation and monitors its services and functions regularly. It creates the conditions needed to respond in a flexible and differentiated manner to the demands made of it.

FPD with USC have engaged in a collaboration with the University of Bern to comprehensively study the role that the vaginal microbiome plays in birth outcomes as part of their larger effort to address the impact of sexually transmitted and reproductive tract infections on birth outcomes, and to improve newborn health in South Africa.



York University

York University believes that our diverse community, excellent learning and research, and commitment to collaboration allows us to address complex global challenges to create positive change in the local and global communities we serve.

York is committed to excellence in research and scholarship in all its forms. Informed by a strong commitment to shared values, including the promotion of social justice, diversity, and the public good, we aspire through our research to better understand the human condition and the world around us and to employ the knowledge we gain in the service of society. Intensive engagement in research is a core institutional value that permeates the fabric of the University, and it is this foundation on which York's vibrant and exciting academic environment is built.



University of Pennsylvania Perelman School of Medicine

The Perelman School of Medicine at University of Pennsylvania, or Penn Med, is the oldest medical school in the United States. Founded in 1765, it also operated the first school hospital in the nation. Affiliated hospitals include Penn Presbyterian Medical Center, Hospital of the University of

Pennsylvania and Pennsylvania Hospital. They give students the chance to get hands-on experience at leading institutes in the fields of AIDS, geriatrics and women's health.

The objectives of the Perelman School of Medicine partnership with the FPD Research Unit is to implement and disseminate sustainable and scalable evidence based practices to improve mental health in Mozambique as part of the Partnerships in Research to Implement and Disseminate Sustainable and Scalable Evidence Based Practices in sub-Saharan Africa



University of Washington

The university was founded in 1861 only a few years after the Oregon and Seattle territories were separated. It was officially opened on November 4 1861 as the Territorial University of Washington. UW is one of the oldest universities in the state and is the flagship school in Washington.



Vanderbilt University

Founded in 1873, Vanderbilt University is globally renowned for its transformative education and research. Vanderbilt is committed to the strength of its interdisciplinary research enterprise and to inclusive excellence, believing that profound breakthroughs happen when scholars of different perspectives, races, gender identities, ethnicities and socioeconomic backgrounds work together.



MEDICAL CENTER

Vanderbilt University Medical Center

The Vanderbilt University Medical Center (VUMC) is a medical provider with multiple hospitals in Nashville, Tennessee, as well as clinics and facilities throughout Middle Tennessee. VUMC is an independent non-profit organization, but maintains academic affiliations with Vanderbilt University.

VUMC also has hospitals, clinics, physician practices and affiliates covering nine hospital systems and 48 hospital locations, serving an extensive patient base. VUMC is known for its highly acclaimed teaching hospital and its groundbreaking efforts in electronic medical records.

Yale

Yale School of Epidemiology and Public Health

Founded in 1915, Yale's School of Public Health is one of the oldest accredited schools of public health. In the 1960s it was decided to merge the Department of Public Health with the Section of Epidemiology and Preventive Medicine, a Unit within the Department of International Medicine. The Department of Epidemiology and Public Health (EPH) was the result of this merger.

Today, faculty and students at the Yale School of Public Health continue to strive toward Winslow's goal of: "Preventing disease, prolonging life and promoting physical and mental health and wellbeing through organised community effort and developing the social machinery to assure everyone enjoys a standard living adequate for the maintenance or improvement of health." FPD and Yale offer a jointly certified international management short course aimed at public sector managers.

National



Aesthetic and Anti-Aging Medicine Society of South Africa (AAMSSA)

AAMSSA is a scientific non-promotional society to regulate the scientific and legitimate practice of Aesthetic and Anti-aging Medicine. They provide medico-legal support in conjunction with medico-legal societies and provide mutual support among members and improve relationships among the members and professional bodies. The AAMSSA strives to advance the growth, respectability and knowledge development in these fields of medicine in South Africa.

The FPD and AAMSSA partnership are in partnership for a postgraduate qualification in Aesthetic Medicine. This 2-year programme consisting of 4 modules with a strong practical component, is designed to give participants advanced comprehension and skills so that they can manage and treat various pathological and non-pathological conditions pertaining to aesthetics at a high level of competency and confidence.

ANOVA HEALTH INSTITUTE ANOVA

The Anova Health Institute is an NGO that empowers people and changes lives. Good health and quality of life are what motivates us to provide healthcare solutions and support for those who need it most. With a specific focus on HIV, our work is built on a foundation of research to ensure that funds are focused where we can make the most difference.

Areas of medical expertise include surveillance in key populations, clinical and social research, elimination of mother-to-child transmission of HIV, TB and HIV care and treatment (including paediatric, adolescent and adult care), health systems strengthening (mHealth, supply chain management, quality improvement and management training), eye care and mental health. Findings are disseminated through academic journals, training, conferences, seminars and workshops.



Health Economics and HIV and AIDS Research Division, UKZN

HEARD is based at the University of KwaZulu Natal. As an applied research centre it conducts, catalyses and disseminates innovative research on the socio-economic aspects of public health, specifically focusing on the HIV and AIDs pandemic. It aims to shape public health policy and practice and address health inequities in South Africa.

FPD has collaborated with discrete choice experiment (DCE) specialists from HEARD on two studies including the human resources for health study (HRH) funded by Chemonics and the male-centred TB study currently being conducted. DCEs are a quantitative tool which aims to inform programs or adapt interventions in specific communities or populations by understanding and identifying participant preferences. HEARD has provided expertise on study tools, protocol development as well as previous quantitative data analysis and manuscript development in relation to DCE findings.



Aurum Institute

The Aurum Institute is a public-benefit organisation with over 19 years' experience in leading the response, treatment and research efforts to eradicate TB and HIV. Aurum has been working alongside government, the mining industry, among NGO's and in communities to better understand the epidemics to provide real solutions and to improve the health of people and communities living in poverty through innovation in global research, systems, and delivery.



Careworks

CareWorks is a private HIV management company based in South Africa and is fully accredited with the Council for Medical Schemes in SA. CareWorks make a tangible impact, particularly in the workplace, on the degenerative effects that HIV & AIDS, as well as TB, have on individuals, organisations and South Africa as a whole. CareWorks is an implementation partner of FPD in the Programmatic implementation and Technical Assistance (TA) for HIV/ AIDS and Tuberculosis (TB) Prevention, Care and Treatment Services throughout the Health System in South Africa.



CAPRISA (Centre for the AIDS Programme of Research in South Africa)

CAPRISA was created in 2001 and formally established in 2002 under the NIH-funded Comprehensive International Program of Research on AIDS (CIPRA) by five partner institutions; University of KwaZulu-Natal, University of Cape Town, University of Western Cape, National Institute for Communicable Diseases, and Columbia University in New York. CAPRISA is a designated UNAIDS Collaborating Centre for HIV Prevention Research. The main goal of CAPRISA is to undertake globally relevant and locally responsive research that contributes to understanding HIV pathogenesis, prevention and epidemiology as well as the links between tuberculosis and AIDS care. Caprisa is a sub-award grantee for advanced Clinical Care Support in KZN, Eastern Cape, Gauteng and North West on FPD's CDC-funded PEPFAR project.



COSUP (Community Oriented Substance Use Programme)

COSUP is an initiative between the University of Pretoria's Department of Family Medicine, the City of Tshwane (which funds the programme), and the Gauteng departments of Health and Social Development. It aims to provide meaningful and effective community-based support for people who use, support or are affected by harmful substance use. It focuses on evidenced-based approaches aimed at restoring functionality, improving health and reducing the social destruction of harmful substance use. FPD works in partnership with COSUP to support with clinical and psychosocial services related to People who inject drug program in Tshwane.



CSIR (Council for Scientific and Industrial Research)

The Council for Scientific and Industrial Research, (CSIR), CSIR is South Africa's premier and central scientific research and development organisation. It was established by act of parliament in 1945 and is situated on its own campus in city of Pretoria. The CSIR and FPD have collaborated in supporting the public and private sector by offering infection control and prevention courses.



Department of Health Eastern Cape

FPD closely cooperates with the Eastern Cape Department of Health in supporting Health Systems Strengthening. During 2020, FPD's Technical Assistance Cluster provided district based technical assistance support with the following districts; Amatole district and Buffalo City Metro. FPD also provides communitybased testing in Buffalo City Metro, Sarah Baartman, Nelson Mandela Bay Metro and OR Tambo until 31 December 2018.



Department of Education North West

The partnership between FPD and the North West Provincial Education Department is relatively new and was occasioned by the funding that FPD secured from USAID to introduce a Reading Support Project to support and promote reading literacy in African Home Languages and English as First Additional Language in the Foundation Phase Schools. The project offers targeted support to Curriculum Advisors and school based Departmental Heads to enhance their skills and competencies in the teaching of literacy at Foundation Phase level (Grades 1-3). In addition, principals/deputies are also provided with the necessary training to enable them to introduce and sustain strategies that would create environments that are conducive to the promotion of reading and literacy practices/cultures in their schools. The final component of the intervention revolves around the provision of appropriate Learning and Teaching Support Materials (LTSM) packages to participating schools to support reading activities. This partnership started in November 2016 and is intended to continue up to the end of 2020. FPD is leading a consortium made up of Molteno Institute, the South African Institute for Distance Education (SAIDE), Oxford University Press - South Africa (OUP-SA) and Voluntary Services Overseas (VSO) to implement this project.



DESMOND TUTU
HEALTH FOUNDATION

Desmond Tutu Health Foundation

The Desmond Tutu HIV Foundation is an influential stakeholder within the global HIV arena. Through academic and innovative research, as an accredited research centre within the University of Cape Town (UCT), it strives with excellence to find solutions for HIV prevention and treatment. It further aims to bridge research with community development programs, to improve the health and wellbeing of communities and decrease the burden of the HIV epidemic. The Desmond Tutu HIV Foundation has extensive experience in PrEP implementation, adolescent health and community-based health delivery platforms.

In 2018 FPD and the Desmond Tutu HIV Foundation, commenced a joint research effort to assess new strategies to significantly increase access and adherence to PrEP, and inform policy recommendations and large-scale implementation programs in other low-middle income countries, especially for adolescent girls and young women. It further aims to evaluate community-based scalable interventions such as adherence counselling sessions, to achieve prevention-effective adherence to PrEP. This is a 5-year randomized control trial funded by the U.S. National Institutes of Health (NIH) which will continue until 2022.

This study is further supported by the following partner: University of Washington, Department of Global Health.



Dira Sengwe

This is one of FPD's oldest partnerships that has led to the very successful series of bi-annual National AIDS Conferences that has become one of the largest, national AIDS conferences in the world attracting over 4 000 attendees. FPD provides the Conference Secretariat for these conferences.



FPD
Fund

The Foundation for Professional Development Fund

The Foundation for Professional Development Fund is a non-profit entity whose focus area is allied to activities relating to HIV and AIDS, but it is not limited to this area. The FPD Fund's main activities are to promote community interests by the provision of healthcare, education, the prevention of HIV infection and to develop communities through capacity-building projects. FPD has partnered with the Fund to implement the National HIV Think Tank project.

G:ENESIS
UNLOCKING VALUE

Genesis Analytics

Genesis Analytics' purpose is to unlock value in Africa through using analytical capabilities to improve decision-making and, through better decisions, to unlock substantial value for our clients and society. FPD is a sub-receiptant under Genesis Analytics on a national systems strengthening project to support medical male circumcision in four provinces and at National Department of Health.



The National HIV Think Tank

FPD is the secretariat for the National HIVTT funded by the Bill and Melinda Gates Foundation. Under chairmanship of the NDOH, various stakeholders from government, academia, NGOs, private sector, donors and community and implementers come together to review epidemiological, routine monitoring and economic evidence related to the HIV epidemic. In line with the identification of gaps and next steps, HIV TT extends support for piloting of research projects and programs.

The research unit has received support from the HIV TT for the community PREP study for adolescent girls and young women, to enhance the identification of potential participants for PrEP through community-based counselling and testing platforms such as home-based testing. Support was extended to gain a further understanding of study communities in relation to PrEP uptake and adherence, with the aim of informing future interventions and programs.

IQVIA

IQVIA

IQVIA (NYSE:IQV) is a leading global provider of information, innovative technology solutions and contract research services focused on helping healthcare clients find better solutions for patients. Formed through the merger of IMS Health and Quintiles, IQVIA applies human data science - leveraging the analytic rigor and clarity of data science to the ever-expanding scope of human science - to enable companies to reimagine and develop new approaches to clinical development and commercialisation, speed innovation and accelerate improvements in healthcare outcomes. Powered by the IQVIA CORE™, IQVIA delivers unique and actionable insights at the intersection of large-scale analytics, transformative technology and extensive domain expertise, as well as execution capabilities. With more than 55,000 employees, IQVIA conducts operations in more than 100 countries.

IQVIA is a global leader in protecting individual patient privacy. The company uses a wide variety of privacy-enhancing technologies and safeguards to protect individual privacy while generating and analysing the information that helps their customers drive human health outcomes forward. IQVIA's insights and execution capabilities help biotech, medical device and pharmaceutical companies, medical researchers, government agencies, payers and other healthcare stakeholders tap into a deeper understanding of diseases, human behaviors and scientific advances, in an effort to advance their path toward cures.

To learn more, visit www.IQVIA.com.



Right to Care

In response to the Coronavirus pandemic FPD and Right to Care have partnered to launch the 1st massive open online course (MOOC) for healthcare professionals to rapidly develop the competency of healthcare professionals in Africa to provide respiratory support to severely ill patients. Funded by USAID through their EQUIP Programme this training programme reached more than 10000 participants from 40 countries.



Mainline

Mainline's mission is to promote health and fulfil the human rights of people who use drugs without a primary focus on the reduction of drug use and with respect for the individual drug user's freedom of choice and capabilities. FPD works in partnership with Mainline to support the HARMless program with needle and syringe exchange funding, community advisory group (CAG) support and consumables for meals during drop-in centre days and CAGs in Tshwane and Mbombela. Mainline is also developing guidance on human resource management of peers.



Molteno

Molteno brings to the Consortium 42 years' experience in promoting literacy in African languages and an extensive record of training and coaching district CAs and HODs using a combined training and mentorship approach as well as established relationships with national and provincial DBEs. Molteno is a consortium partner of FPD's USAID Reading Support Programme.



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

National Department of Basic Education (DBE)

The DBE has a strategic mission to provide leadership in the establishment of a South African education system for the 21st century and deals with all schools from Grade R to Grade 12, including adult literacy programmes. FPD and the USAID-funded Reading Support Project (RSP) Consortium work in close partnership with DBE to implement a coaching programme to improve language literacy skills at foundation phase level in South Africa's North West province.



NATIONAL INSTITUTE FOR
COMMUNICABLE DISEASES
Division of the National Health Laboratory Service

The National Institute for Communicable Diseases

To support government's response to communicable disease threats, the National Institute for Communicable Diseases (NICD) provides reference to microbiology, virology, epidemiology, surveillance and public health research. It is a public health institution that further supports public healthcare institutions and communities by offering surveillance, training, outbreak responses, research, proficiency testing schemes and diagnostic services. It further assists in the planning of policies and programs relating to the response of communicable diseases.

Over the years NICD has provided support on several research activities, offering expertise and support on microbiology, molecular diagnostics of STIs, creatinine testing as well as rendered services around diagnostics of collected specimens. Additional support included data collection management and access to NHLS's laboratory information as applicable to each research study.



Oxford University Press South Africa

Oxford SA bring 100 years of in-country support in developing the ability of educators to teach reading. They do not only publish materials but also support teachers through teacher training workshops, and online support platforms. Oxford SA is the first choice of thousands of teachers across South Africa for teaching resources. Oxford SA is a consortium partner of FPD's USAID Reading Support Programme.



PEN

PEN is a non-profit, non-denominational, faith based organisation. PEN works in close relation with local churches in and around Tshwane and in the inner city, as well as other organisations working with people in need. PEN operates the Sediba Hope Clinic which serves the community of the inner city. FPD decided to formalise the partnership between FPD and PEN by contracting PEN to run and implement an HIV Wellness Programme. The partnership aims to improve the quality of life of people visiting Sediba Hope by strengthening services in the following areas: medical health services, physical health of PLHIV, provision of psycho-social support and positive prevention activities of PLHIV.



PPO Serve

PPO Serve (Professional Provider Organisation Services) is a private company that creates new local healthcare systems that work for both patients and doctors, with the aim of making quality healthcare more affordable and accessible to all South Africans. Private healthcare is becoming increasingly unaffordable for the majority of South Africans. This is due to a fragmented service model and the absence of remuneration models that fund value. PPO Serve develops multidisciplinary teams, called Integrated Clinical Consortia™ (ICC™), which provide comprehensive healthcare in systems for the people they serve and are paid based on the value they deliver. PPO Serve supplies the support services and easy to use toolkits and an IT system to enable them to work together in teams. During 2020, FPD worked closely with PPO Serve to conceptualise and implement the following two innovations: 1) FPD's GP Care Cell model to contract and manage private GPs and community pharmacies to initiate uninsured PLHIV outside public sector clinics; and 2) an Ideal Clinic modelling project in line with the vision for NHI.



SANCA (South African National Council on Alcoholism and Drug Dependence) Lowveld

SANCA has a mission to be the leading and most effective Non-Profit Organisation in the field of prevention, treatment and aftercare of substance abuse and addictions. FPD works in partnership with SANCA Lowveld to support with clinical and psychosocial services related to People who inject drug program in Mbombela, Mpumalanga.



South African Dental Association (SADA)

SADA represents the vast majority of active dentists in the private and public sectors in South Africa. The Association is regarded as the voice of dentistry in Southern Africa and is the most relied on body regarding all aspects of dental practice in the region.



South African Council for Natural Scientific Professions (SACNASP)

SACNASP is the legislated regulatory body for natural science practitioners in South Africa. The natural sciences encompass a wide range of scientific fields covering all of the basic sciences and many of their applied derivatives. FPD is an accredited SACNASP training provider of endorsed CPD programmes.



South African Medical Association (SAMA)

The South African Medical Association (SAMA) is a nonstatutory, professional association for public and private sector medical practitioners. Registered as an independent, non-profit Section 21 company SAMA acts as a trade union for its public sector members and as a champion for doctors and patients. The strategic relationship between FPD and SAMA extends beyond pure ownership of FPD. The organisations collaborate on a number of projects including gender-based violence projects and a number of educational projects aimed at SAMA members.



Kheth'Impilo

Kheth'Impilo (KI) is a South African not-for-profit organisation that has provided innovative approaches to clinical care and treatment services, health and community systems strengthening with social facilitation for more than 13 years through direct program implementation and technical assistance at all levels of health and social service delivery to the South African Government and across sub-Saharan Africa. KI is a leader in public health and social services innovation working towards mitigating the social and health impacts of the triple disease pandemic impacting on disadvantaged South Africans.



University of Cape Town

The University of Cape Town is a leading university in research and education. It is the oldest university nationally, founded in 1829 and formally established in 1918. Its vision is to be an inclusive and engaged research-intensive African university. UCT aims to inspire creativity through outstanding achievements via learning, discovery and citizenship. The university has more than 80 specialist research units. It is home to many national A-rated researchers and academics considered world leaders in their fields.

The University of Cape Town has extended laboratory support over the years. These include secondary analysis and DNA sequencing of microbiome specimens from the NIH 21 STI screening and treatment study. The University of Cape Town is also a partner in the Community PrEP study for adolescent girls and young women since 2018 for the analysis of tenofovir drug-levels and other laboratory analysis activities, to support participants currently taking daily PrEP.



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA
Denkleiers • Leading Minds • Dikgopolo tsa Dihlalefi

University of Pretoria

The University of Pretoria was established as an independent university in 1930. With approximately 40,000 enrolled students, the university is a leader in higher education and is recognized internationally for academic excellence and a focus on quality. FPD partnered with the Department of Medical Microbiology, in support of secondary analysis of specimens from the R21 NIH STI screening and treatment research study, conducted in Tshwane.

The University of Pretoria was involved in ongoing laboratory support to enhance the findings of this study. The University of Pretoria worked together with Maastricht University Medical Centre (The Netherlands) to conduct various microbiological investigations of remnant specimens including molecular epidemiological analysis, antimicrobial resistance determination and assessment of virulence factors. Several manuscripts including topics relating to LGV and MG resistance have been submitted based on the laboratory work conducted. The University of Pretoria will again provide strong laboratory services and support to the five-year research plan between FPD and UCLA on STI screening in pregnant women.





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Ms L Mlanjeni



Mrs FD Mofokeng



Mrs BS Mogakane



Dr NMT Molepo



Ms R Monare



Mr IM Monareng



Mr PLP Mothotse



Mrs GA Motjale



Mr OI Moumakwe



Mrs LR Mphaka



Ms N Mtande



Ms AE Mumbauer



Mr GJ Mvuma



Mrs ME Mziako



Mr B Mzondo



Mrs K Nair



Mrs S Ndlovu



Mr MG Ndlovu



Mr MF Ngomane



Mr PD Ngwepe



Ms BJ Njoko



Mr MM Njuza



Mr TM Ngadu



Mr M Ntsethe



Mrs MC Nyoni



Mr Z Pama



Mrs S Peter



Prof RPH Peters



Mrs AC Peters



Mr IP Pitso



Mr KKE Pullen



Ms W Rasi



Ms L Rossouw



Dr MA Seakamela



Dr S Shamu



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Ms AM Smith



Mr NH Swanepoel



Mrs JY Swanepoel



Ms HS Swart



Ms I Swart



Mrs KF Tota



Dr MA Uys



Mr S van der Merwe



Mrs GW van der Walt



Mrs A van Dyk



Dr EJ Venter



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Ms FB Slaven



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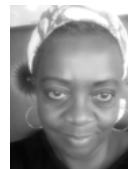
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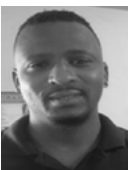
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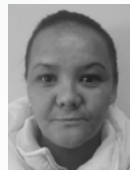
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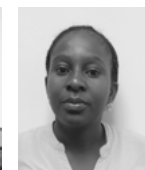
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