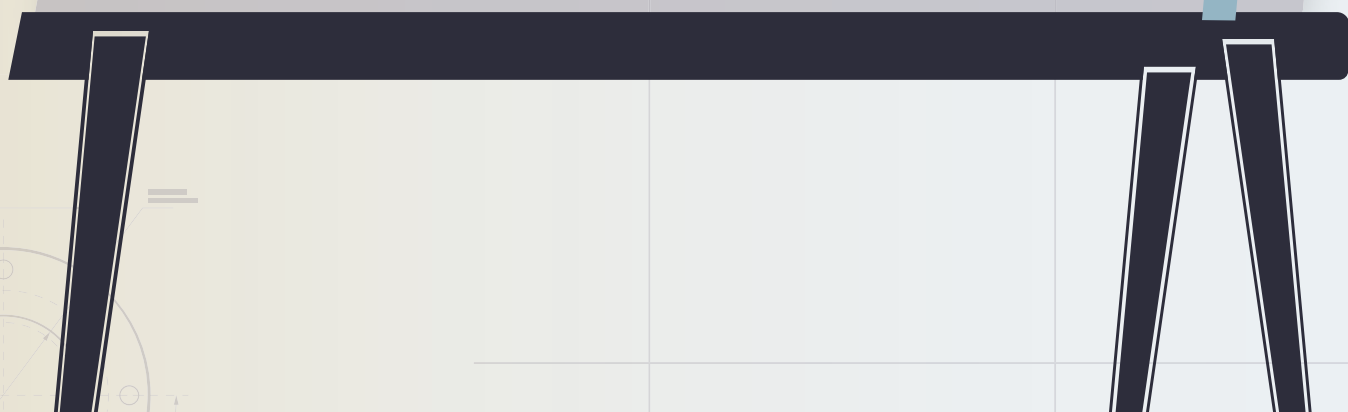
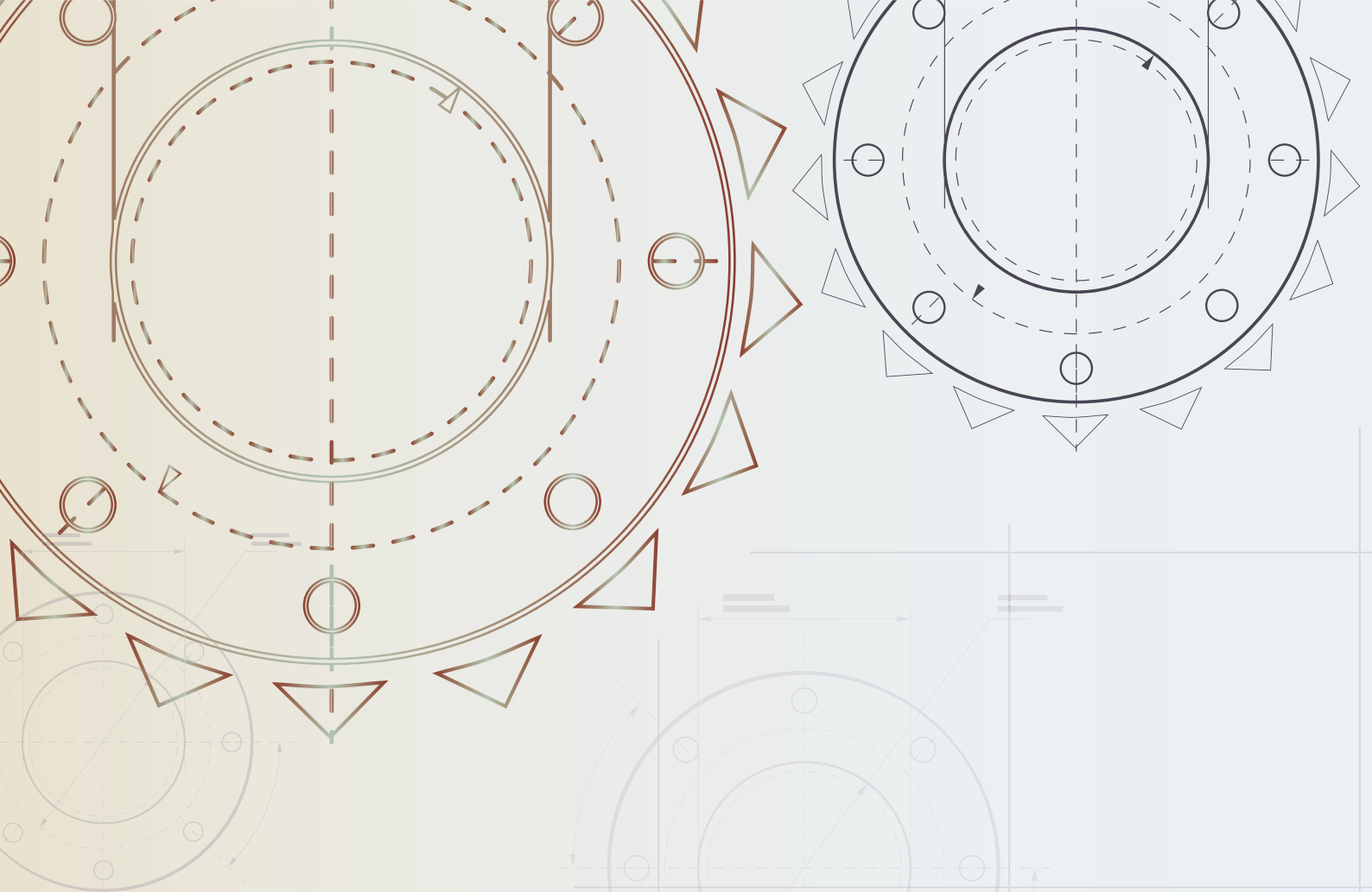




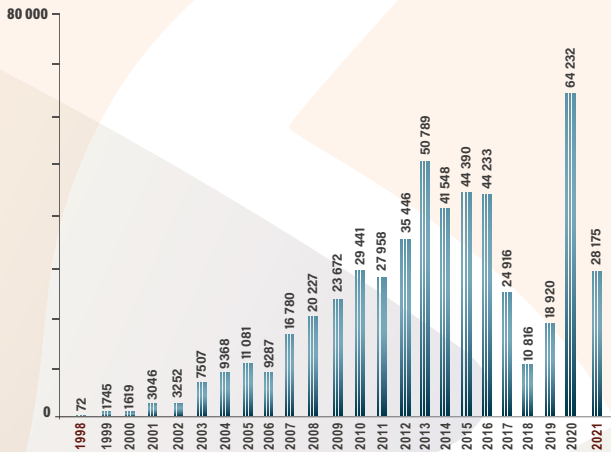
Building a better society through
Education & Capacity Development



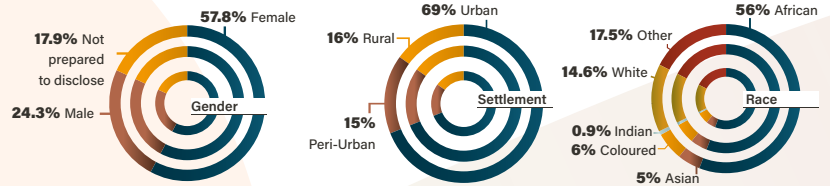
ANNUAL OVERVIEW

2021

Students Enrolled 1998/2021



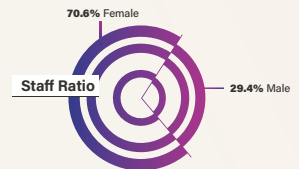
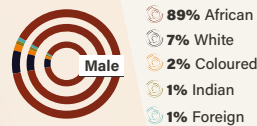
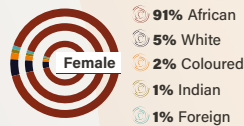
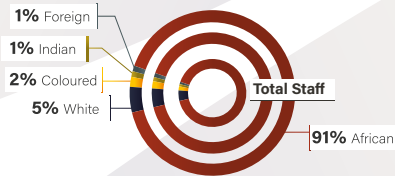
Student Demographics



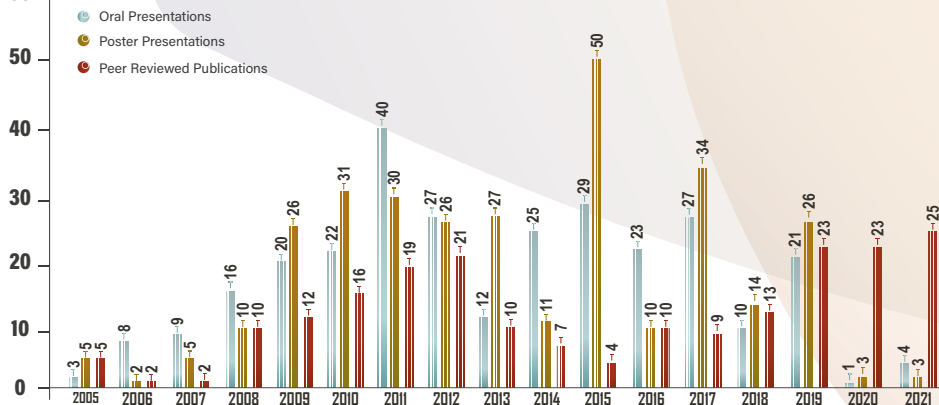
MORE THAN
R740 MILLION
IN EDUCATIONAL SUPPORT
HAS BEEN PROVIDED TO FPD
STUDENTS SINCE 1998



528 520
AMOUNT OF STUDENTS
ENROLLED SINCE 1998



Research Output



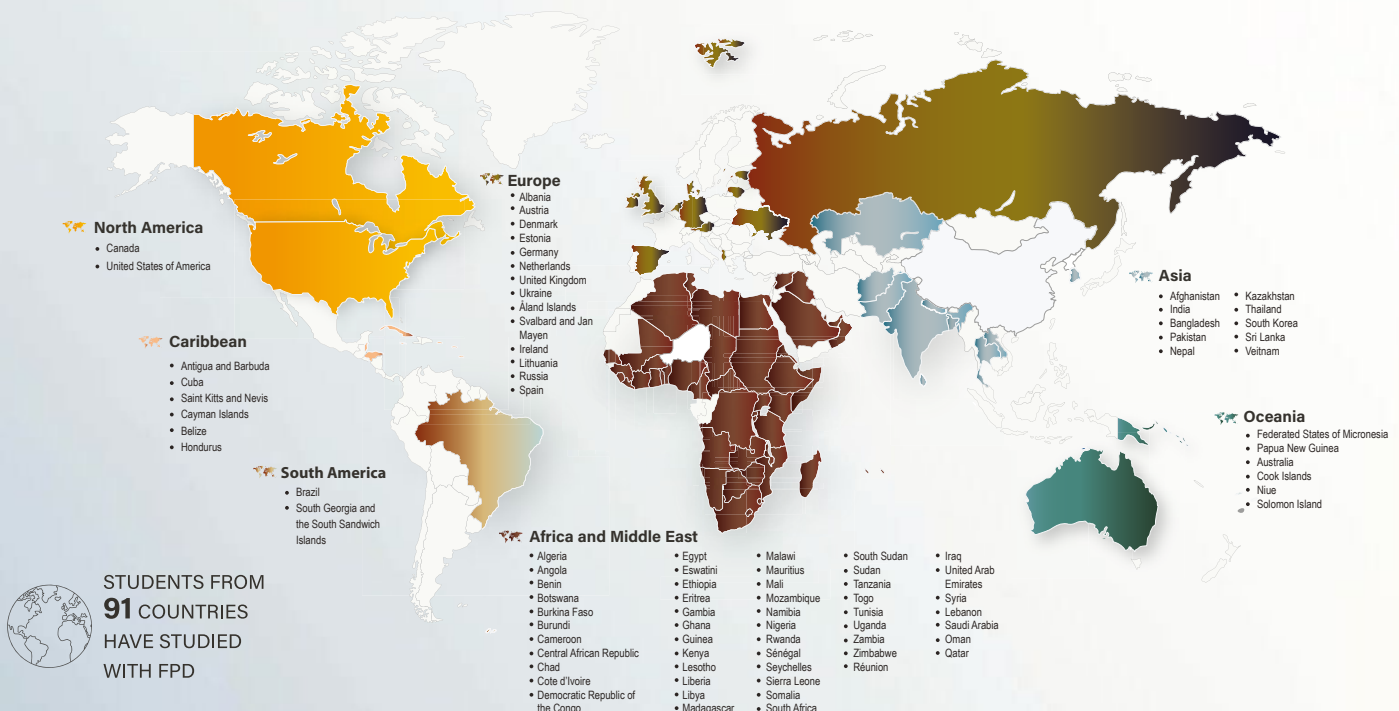
Health Systems Strengthening



1 129 554
OF INDIVIDUALS INFECTED
WITH HIV WERE
SUCCESSFULLY LINKED TO
TREATMENT AND CARE
SINCE 2005.

11 860 833
INDIVIDUALS HAVE RECEIVED
FREE HIV IN SOUTH AFRICA
TESTING.

STUDENT FOOTPRINT



STUDENTS FROM
91 COUNTRIES
HAVE STUDIED
WITH FPD

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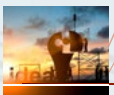
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Vision, Mission, Values and Strategic Direction

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 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 partnerships ICT capacity, to expand FPD's offering of blended and e-learning courses.

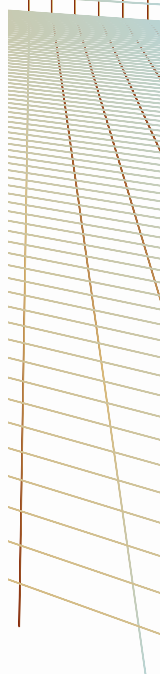
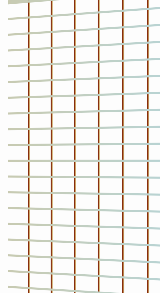
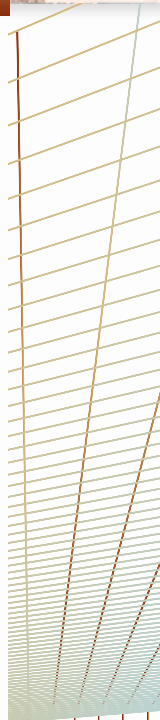
In developing new educational offerings FPD will ensure relevance to the current abnormal situation that its customers are experiencing by embracing a user-centric design. FPD will focus on courses and qualifications that will support employment within a disrupted business environment.

FPD has been a predominantly health sector focussed educational institution and while expanding our target audience to consumers 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 Education Unit. 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. 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 such as Mental Health.

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 Strategic Partners (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 future is a focus on investing in future growth of the organization 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 organization remains profitable.





Message from the Managing Director

This annual report provides an overview of year two of the Coronavirus pandemic, a period that has been extremely challenging for everyone in the world. As we enter 2022 we all are more optimistic that thanks to sustained vaccination efforts the world is moving to a more favourable economic and social environment. All in all, FPD is weathering the storm and has adapted to the new norms that we have to operate in. This message provides a high level overview of our activities in 2021 and provides a brief overview of the plans for 2022.

Developing people is one of the core FPD pillars. In 2021 our Academic Cluster, thanks to the kind support of our funders, and also drawing on our own resources, worked hard to ensure that our training programmes are responsive to the needs of our core customers (the healthcare sector) and the public especially to help them respond to the pandemic. Over the past two years FPD has provided free online training to almost 74 000 participants from 45 countries in Africa and 84 countries globally. Training programmes focused on supporting healthcare professionals and the public to adapt to realities of living in a pandemic. Programmes aimed at the public focussed on developing digital literacy skills, financial literacy, dealing with gender based violence and dealing with the mental health pandemic that parallels the Coronavirus pandemic. In this rapid pivot to a digital, rather than a physical training environment, FPD learned a number of lessons. The biggest was an acute awareness of the massive digital inequalities that exist in our region. Internet access is still far from universal and data costs are prohibitively expensive for the majority of people in the region. With the support of Right to Care we were able to demonstrate that, despite these inequalities, massive open online courses (MOOCs) are a viable approach to rapidly upskilling health care professionals in the African region. The global demand for our online training programmes also necessitated a need to expand our language of instruction to include Portuguese and French. As the world migrated to operating in an online environment FPD expanded its focus to include topics like cyber security and doing business in a virtual environment. To support the opening of educational institutions as lockdown restrictions were lifted we developed training programmes to support both the basic and higher education sector. The limitations on in-person conferences necessitated the FPD Conference Department had to operate in a virtual environment. In 2021 this department organized 49 virtual events. Despite disruption in the issuing of learnership contracts the SHIPS Department managed to keep providing the much needed learnerships that play 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 Innovation Cluster continued to expand the pursuit of local knowledge and the piloting of innovative solutions. FPD's research output again exceeded previous year targets with regard to research output of peer reviewed manuscripts both in terms of number of manuscripts published and journal impact factor. To expand our clinical trial capacity the Ndevana Community Research Site (CRS) was established in the rural Ndevana community in the Buffalo City Metropolitan (BCM) Municipality in collaboration with the Desmond Tutu Health Foundation. This is a major achievement as conducting clinical trials in these rural, resource-constrained settings is highly challenging, and requires high infrastructure and regulatory standards. The Unit received SAPHRA approval to conduct two HIV prevention trials of long-acting HIV pre-exposure prophylaxis (PrEP) in adolescent girls and young women. The FPD research portfolio was diversified this year with new grants received from the University of Washington, the National Institutes of Health, the Foundation for Innovative Diagnostics (FIND), the Foundation for a Smoke-Free World, and the Global Antibiotic Research and Development Partnership (GARDP). Pilot programs included the continuation of the GP care Cell (GPCC), a product of a multi-year collaboration and co-design between NDoH, Gauteng Provincial DoH, FPD and PPO Serve and is co-funded by DoH and PEPFAR through CDC and USAID. In 2012, the GPCC had contracted 47 GPs Johannesburg and 9 GPs in Sedibeng (56 in total), provided 48,391 HIV tests, diagnosed 2,158 clients HIV positive and started 2,336 clients on ART. During 2021, GPCC also secured funding from PSI to implement the "PrEP for Men in South Africa" project. The pilot was implemented at ten participating GPs with recruitment over the period of September – December, 2021, and provided free PrEP to men for up to seven months follow up. Marketing was supported by PSI and Matchboxology and driven by fieldworkers in the GP catchment area. During the recruitment period, 552 men started PrEP at the pilot GPs. 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. FPD has a long standing commitment to professionalizing health management in Africa. In 2021 FPD supported 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. In 2021, building on the work in ESARO, FPD expanded our partnership to include support to the UNICEF South Africa and Mozambique Offices. FPD also continued an existing partnership with IntraHealth on the Accelerating Support for Advanced Local Partners (ASAP) Contract. ASAP is a project designed to rapidly prepare local partners, and national government to serve as prime partners for PEPFAR programming. 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, and providing secretariat services to three Local Partner-led Communities of Practice (current COPs include: Leadership and Governance, Monitoring and Evaluation and Gender).

The System Strengthening Cluster successfully secured a new 5-year CDC grant, starting in 2022, designed to support mental health system strengthening with a particular focus on vulnerable and at-risk individuals and PLHIV. Additionally, this project will also focus on improving access to care for health care workers suffering from stress and burnout. This funding allows FPD to expand our longstanding commitment to health system strengthening that over the past few years have included a focus on mental health (MH). From 2019 to 2021, FPD implemented the South African National Mental Health Education Programme (SANMHEP) in partnership with the National Department of Health (NDoH) Mental Health Directorate, and Provincial Mental Health Directorates. This project was funded through an educational grant from Sanofi that ended in 2021. Thanks to generous funding from a number of sponsors FPD has also been supporting HCWs on mental health resilience and dealing with stress and burnout through sponsored self-help training programmes that have proved to be extremely popular. FPD is wrapping up our previous 5-year CDC grant that had a focus on service delivery to People Who Inject Drugs, Men Who Have Sex with Men, Advanced Clinical Care programmes and to provide support to NDoH for High Transmission Area and Pre-Exposure Prophylaxis (PrEP). As part of this programme the very popular Zenzele adherence communication program reached around 30 million people through social media pages and radio campaigns. FPD continued to support the SA Government through providing technical assistance for the national voluntary medical male circumcision (VMMC) programme through MMC SUSTAIN, implemented in partnership with Genesis Analytics. The highlight for 2021 was the restarting of VMMC programmes which were suspended during the initial phase of lockdown. The longstanding support to the National HIV Think Tank, with funding by the Bill and Melinda Gates Foundation, came to a

conclusion in 2021 with the successful transition of the secretariat function to the NDOH. In support of increasing national laboratory capacity, the German Government, through the KFW HIV Prevention Program that FPD was closing out at that time, provided additional funding to FPD to procure urgently needed equipment's to assist in COVID-19 diagnosis and surveillance and to provide personal protective equipment's to be used by healthcare personnel.

Working behind the scenes our New Businesses Development Team again responded to the challenge of securing sponsorships to allow FPD to rollout high quality affordable education and system strengthening projects. Despite the economic realities facing our sponsors and donors this team secured substantial funding for the next year. 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.



Hard work and dedication was recognized through FPD being recognized as the 3rd best Private Higher Education Institution in South Africa, in the 2021 World Scholarship Forum rankings while our commitment to transformation was recognized through the prestigious 2021 Standard Bank Top Women Leaders award for gender empowered and the renewal of our Level 1 BBBEE recognition.

This message is also an opportunity to express my personal appreciation to the incredible team at FPD who again in a difficult year rose to the challenge and demonstrated a level of commitment beyond expectation. I am also extremely grateful for the support of the FPD Board Directors who continue to provide strategic direction in these tumultuous times. Their vision and commitment has helped ensured that FPD is now a stronger and much more agile organisation.

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)

SAQA Qualification ID: 112139

Higher Certificate in Risk Assessment and Management (in development at present)

HCert(Risk Assessment and Management)

SAQA Qualification ID: 96743

Higher Certificate in Management

HCert(Management)

SAQA Qualification ID: 73498

Higher Certificate in Practice Management

HCert(Practice Management)

SAQA Qualification ID: 96726

Advanced Certificate in Management

AdvCert(Management)

SAQA Qualification ID: 74379

Advanced Certificate in Health Management

AdvCert (Health Management)

SAQA Qualification ID: 96725

Advanced Certificate in Monitoring and Evaluation

AdvCert(Monitoring and Evaluation)

SAQA Qualification ID: 91831

Advanced Diploma in Aesthetic Medicine

AdvDip(Aesthetic Medicine)

SAQA Qualification ID: 90571

Postgraduate Diploma in General Practice

PGDip(General Practice)

SAQA Qualification ID: 50143

Postgraduate Diploma in Health Professions Education and Leadership

PGDip(Health Professions Education and Leadership)

SAQA Qualification ID: 102056

Postgraduate Diploma in Distance Higher Education

PGDip(Distance Higher Education)

SAQA Qualification ID: 109941

Masters in Public Health

MPH

SAQA Qualification ID: 117086

FPD also offers a variety of interactive, e-learning and classroom (virtual and physical) based 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

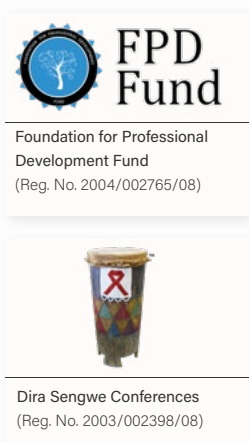
- The Swiss South African Chamber of Commerce
- The Consortium of Universities for Global Health
- The South African Private Higher Education Association
- The South African Monitoring and Evaluation Association

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.



FPD additionally manages the following NGO's



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.

Ms Ida Asia

Director

B.Cur (Hons), MA (Nursing),
MBL



INDEPENDENT DIRECTORS



Mr Douw van der Walt

Chairperson

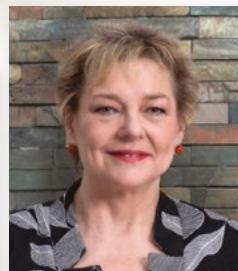
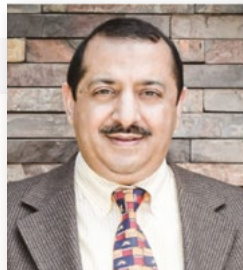
B.Com, CAIB (SA), MBL, AEP
(UNISA), TGM (INSEAD)

DIRECTORS REPRESENTING SHAREHOLDERS

Dr Mohammed Abbas

Director

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



Dr Angelique Coetzee

Director

B.MedSci, MBChB, CAHM,
H.Cert in Criminal Justice

Mrs Stacey-Ann Pillay

Head: Academic Cluster

BA, Hon Psychology, HCM,
HCert(Management)



EXECUTIVE DIRECTORS



Dr Gustaaf Wolvaardt

Managing Director

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

Sekretari (Pty) Ltd



COMPANY SECRETARY



Programme Advisory and Quality Assurance Committee 2021/2022

School of Education

Academic Management Representatives

- Dr Cynthia Henley-Smith
- Mrs Liezel Wolvaardt
- Ms Amor Gerber
- Mrs Lucy Rossouw

Administrative Coordinator

- Ms Chantelle Maharaj Bharuth

Industry Representatives

- Prof Dianne Manning

Faculty Representative

- Dr Carol Allais
- Ms Viwe Dokoda

Students and Alumni

- Mrs Stacey Ann Pillay
- Dr Paula Barnard-Ashton
- Ms Laetitia Crause
- Ms Debbie Pillay
- Ms Zizipho Dom
- Ms Michelle van Heerden

School of Health Sciences

Academic Management Representatives

- Dr Margot Uys
- Ms Marolien Grobler

Programme Evaluator

- Ms Frances Kelly

Administrative Coordinator

- Ms Suzette Visser

Industry Representatives

- Dr DA Norval
- Mrs Karin Nel

Faculty Representatives

- Dr Riekie Smit
- Dr Chris Visser

Students And Alumni

- Dr Chris Visser

Business School

Academic Management Representatives

- Ms Amor Gerber
- Mrs Stacey Ann Pillay
- Ms Suzanne Mabaso
- Dr Gustaaf Wolvaardt
- Dr Margot Uys

Administrative Coordinator

- Ms Stacey Smalberger

Industry Representatives

- Dr DA Norval
- Mrs Karin Nel

Faculty Representatives

- Ms Alet Bosman
- Dr Margo Uys
- Ms Maureen Fourie
- Dr Chris Visser
- Ms Sunet Jordaen

Students and Alumni

- Mr Nkagisang Ntwagae
- Ms Fahemah Carelse
- Mr Pedro da Silva
- Ms Pearl Tlakula
- Dr Catharina Engelbrecht
- Mr Malesela Makhafola
- Ms Dimakatso Khiba
- Ms Nobesutu Sompini
- Mr Mvumelwane Sikhotha
- Dr Makgabo Setati

Nursing Education Unit Advisory Committee

- Ms Annatjie Peters (FPD)
- Ms Carien Meintjies (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)

School of Public Health

Academic Management Representatives

- Prof Dianne Manning
- Dr Gustaaf Wolvaardt
- Mrs Stacey Ann Pillay
- Ms Bontle Mogakane
- Ms Alet Bosman
- Ms Amor Gerber

Administrative Coordinators

- Ms Stacey Smalberger

Faculty Representatives

- Ms Joy Ebonwu

Students and Alumni

- Ms Lucinda Dippenaar
- Dr Petronette Mbandazayo

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.

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

Prof Pieter du Toit

Education Specialist

University of Pretoria

Dr Margot Uys

TB and Education Specialist

Foundation for Professional Development

Dr David Kalombo

HIV Specialist

NDAYE Foundation

Mr Henry Teverah

Lay member and community Representative Educationist

Vhallenges Park Primary School

Dr Raymond Moholisa

Pharmacologist

Mothers2mothers

Mr Freedom Mukomana

Data Management Specialist

Foundation for Professional Development

Dr Chris Visser

Medical Practitioner

Foundation for Professional Development

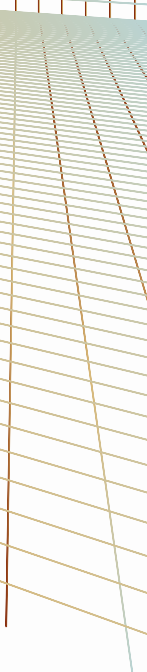
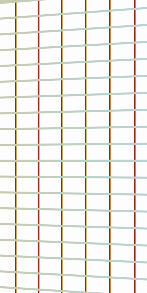
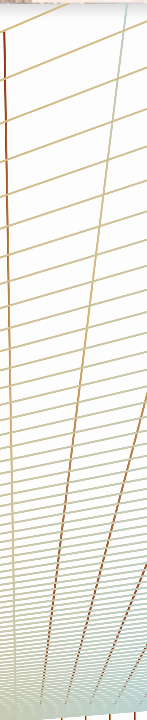
Participation of FPD Senior Managers in External Governance Structures

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 FPD (Pty) Ltd
- 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
- 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
- Qode Health Solutions (Pty) Ltd
Member of the Board of Directors
- Sub-Saharan 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

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

Participation of FPD Senior Managers in Advisory Structures

Dr Gustaaf Wolvaardt
Managing Director

- National HIV Think Tank
Member
- National Department of Health: Risk Communication and Community Engagement (RCCE) Technical Working Group
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
- FPD Ethics Committee
Member

Mr Barend Botha
Technical Advisor

- CCMDD TWG at District, Province & National
Member

Dr Nkhensani Nkhwashu
Head of Cluster: Health 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

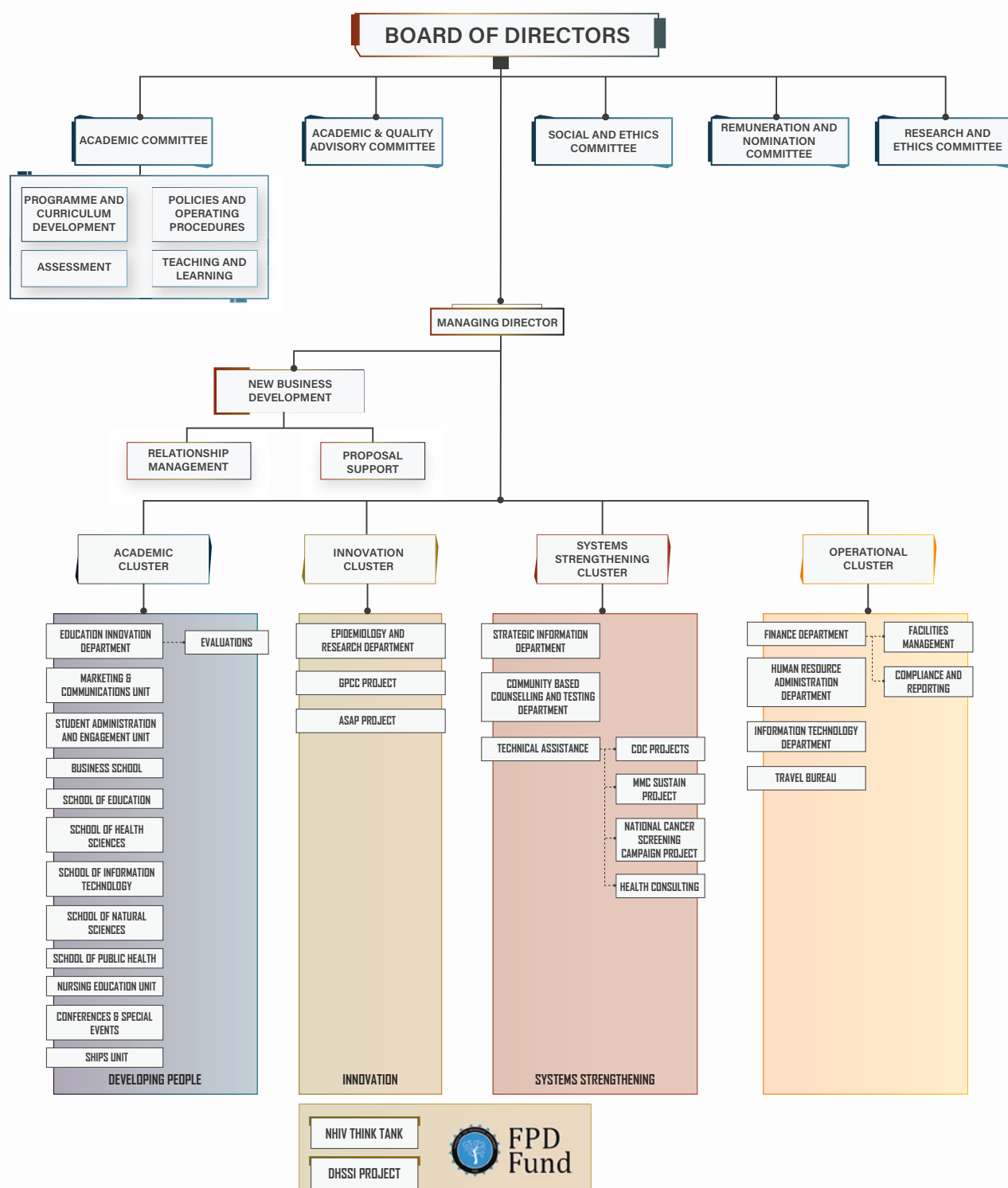
- National HIV Self Testing TWG
Member
- National HIV prevention working group
Member
- National HIV Nerve Centre
Member

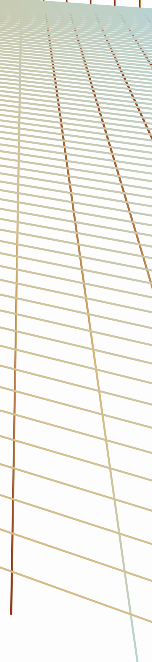
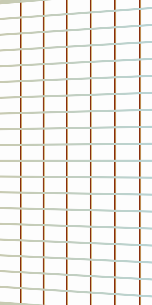
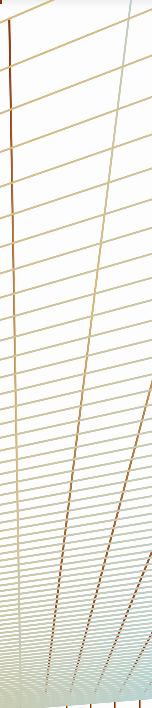


Organisational and Management Structure

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 2022





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 New Business Development Unit.

Academic Cluster

The Academic Cluster is the developing people component of the FPD mission. We do this mainly through three areas; training activities as a 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 educators across the educational spectrum. From early childhood care and education to postgraduate studies, the FPD School of Education offers a wide range of educational courses that incorporates technology enhanced learning. Qualifications and courses 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. In response to market-driven forces and the COVID pandemic, many courses have been modified in smaller knowledge chunks to accommodate the need for quick reviews and content updates targeting a broader participant base. Most of the courses are accredited for Continuous Education Units (CEU) 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

The Nursing Education Unit offers short courses targeting nurses, community health workers, the general public and other categories of health care workers. The Nursing Education Unit is in the process of accreditation to the South African Nursing Council (SANC).

To address the challenges faced in nursing in South Africa, the FPD Nursing 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 was established in 2019 in partnership with PSSG (Pioneering Solutions Studio Group), a member of the FPD IT group of affiliate companies. The school is an official Microsoft Global Training Partner (GTP), an active Microsoft Imagine Academy member, a CompTIA (Computing Technology Industry Association) delivery partner and accredited with the MICT SETA (Media, Information and Communication Technologies Sector Education and Training Authority). The school has successfully trained more than 28 000 South Africans on critical digital literacy skills through the national initiative sponsored by Standard Bank named Yenza Izinto (isiZulu for "Do things" or "Get things done") in 2021 alone. The FPD School of Information Technology strives to live FPD's mission and vision daily by educating the youth of today for the jobs of tomorrow, including productivity software (Microsoft Word, Excel, Teams etc), basics in databases, security, IT infrastructure, mobility and coding, as well as more advanced curricula like CompTIA's A+ and Network+ and Microsoft's Cloud Based certifications, like Azure and Power BI fundamentals to name but a few. Technology is becoming increasingly entrenched in our daily lives, including the workspace, and the school strives to stay current and up to date with its offerings, assisting our students in their IT career development and/or advancement.

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. The Master's degree is aimed at equipping health practitioners from a variety of disciplines, with key public health competencies and collaborative strategies to address and mitigate population-level risk factors contributing to the global and national burden of disease.

The Coronavirus has highlighted the importance of global public health issues. In particular, the role of health systems in providing care in times of pandemics has attracted major public scrutiny. The implementation of global lockdown strategies has highlighted the importance of mental health, been linked to an increase in interpersonal violence and demonstrated the challenge associated with keeping patients with chronic conditions healthy. Although not specifically developed for the COVID-19 pandemic, this series of CPD/CME Packages in Global health, International public health

and ethics and human rights courses will allow the participants to deepen their understanding of key fundamental issues that underly how healthcare systems respond to global health emergencies and public health issues.

The short course in Biostatistics introduces the art and science of collecting, analysing, and interpreting data from medical and biological studies. In public health practice, epidemiology is a tool that is essential for carrying out fundamental functions, such as public health surveillance, field investigation, analytic studies (research), and program evaluation. This short course introduces basic descriptive epidemiological concepts and principles that are useful in the surveillance and investigation of diseases or other health-related events.

School of Natural Sciences

The School of Natural Sciences is a newly established school and offers short courses in Research Methodology and in the various disciplines of the natural sciences such as Postgraduate Research Supervision and Scientific Peer Review. These short learning programmes will be endorsed by the South African Council for Natural Scientific Professions (SACNASP) and the Health Professions Council of South Africa (HPCSA). The short courses offered may also help the participant in their career path.

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 namely: our students, faculty, staff, alumni and the educational community to support them to achieve academic success. Our function covers administrative and logistical support to stakeholders, engaging with students, implementing academic policies, record keeping and reporting. The Student Administration and Engagement Unit strives to assist our customers in achieving their goals, thus partnering with our students in their life-long learning journey.

The Education Innovation Department (EID)

The Education Innovation Department (EID) is a support department and delivers a comprehensive, coordinated and integrated academic development service to the Foundation for Professional Development (FPD). EID has the vision to create innovative, high quality educational programmes to position FPD as a leading provider of higher education and training.

The six critical performance areas for EID are as follows:

1. Curriculum design of qualifications
2. Accreditation of qualifications with the CHE and SAQA registration
3. Instructional design of qualifications and short courses for e-learning
4. Professional Development of Academic Staff
5. Regulatory Compliance
6. Monitoring and Evaluation of Educational Programmes

The FPD Programme Evaluation Unit is responsible for designing and implementing monitoring and evaluation projects of internal and external donor-funded and commercial programmes. Since its inception in 2015 the Unit has conducted evaluation projects for public and private organisations across Southern Africa on health and social service programmes, focussing mostly on adult education, training, and capacity building interventions.

Our approach to programme evaluation does not follow a “one size fits all” approach but offers monitoring & evaluation services that are customised to our client’s needs, using participatory and utilisation-focussed evaluation methods.

SHIPS Unit

The SHIPS Unit houses a number of work-place learning opportunities to allow participants to gain practical 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 public and private sector hosting organisations, to programmes that support formal learnerships registered on the national framework, and TVET undergraduate in-service learning and apprenticeships.

Conferences & Special Events Department

The Conferences & Special Events Department provides event management services with skilled and experienced staff working on state-of-the-art project management systems for in-person, virtual and hybrid events. They offer their clients a solid partnership on all aspects of events and conference management, guaranteeing the successful roll-out of projects. The conference department has been successful in implementing and delivering over 50 webinars and virtual training programmes to various audiences (more than 10000) since the beginning of the Covid-19 pandemic.

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.

Innovations Cluster

The Innovation Cluster houses FPD’s Research Unit and a number of FPD innovation projects which focus on demonstrating new approaches to service delivery. 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 Unit

The FPD Research Unit (FPD-RU) is based in East London, Eastern Cape province, but conducts research projects across South Africa. The FPD-RU has a diverse project portfolio in the fields of HIV prevention, sexually transmitted infections, tuberculosis, COVID-19, antimicrobial resistance and mental health. These projects are funded by a diverse group of national and international donors, and conducted by an experienced team of investigators, clinical research practitioners, quantitative and qualitative data experts, and field workers. The number of peer-reviewed scientific publications, oral and poster presentations has increased over the years.

The FPD-RU houses the newly established, rural, Ndevana Community Research Site where clinical trials are conducted in collaboration with the Desmond



Tutu Health Foundation. Other research projects are investigator driven and in collaboration with a large number of national and international partners and stakeholders. The FPD-RU operates in close partnership with local stakeholders to ensure local relevance and impact of the research conducted.

In 2022, the Research Unit will continue to expand its portfolio, diversity its funding base, and increase its portfolio of academic outputs.

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:

MMC SUSTAIN

MMC SUSTAIN (Medical Male Circumcision Scale Up and Sustainability to Avert New HIV Infections) is a three-year investment from Bill & Melinda Gates Foundation (BMGF). The grant was awarded to a consortium comprising of Genesis Analytics (Genesis) and Foundation

for Professional Development (FPD) in September 2018. The strategic goal is to go beyond scaling-up the national MMC program and into transition toward sustainability of MMC in South Africa. The MMC SUSTAIN team is providing technical assistance to the South African National MMC program to build resilient local systems to successfully plan, effectively manage, and efficiently execute the program at scale. The project will end in 2023.

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. This Project concluded in 2021.

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, form part of the Health System Strengthening Innovation Cluster. This current cycle of CDC funding will conclude in 2022. In 2022 a new CDC funded 5 year project started. That will focus on strengthening Mental Health services for People living with HIV, at-risk and vulnerable individuals and Healthcare Workers.

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.

New Business Development**Sales Team****Corporate and Donor Relationship Manager**

Mr Marcus Wolvaardt

Government Relationship Manager

Ms Rethabile Monare

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.

FPD Management Team

- Senior Management**

Managing Director

Dr Gustaaf Wolvaardt

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

Head of Cluster: Innovation Executive

Mrs Suzanne Mabaso

BSLA, MPH

Head of Cluster: Health Systems Strengthening Executive

Dr Nkhensani Nkhwashu

BSc, MSc, PhD, MBA

Head of Cluster: 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.)

Nursing Education Unit

Mrs Annatjie Peters

BCur (UP); BACur (UNISA); MSocSc (UFS); Diploma in Nursing Administration; Diploma in Clinical Nursing, Diagnosis, Treatment and Care (UFS); Post graduate Certificate in Health Management (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)

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.

- Innovation Cluster**

Head of Research Unit

Prof Remco Peters

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

GP Care Cell Project

Mrs Suzanne Mabaso

BSLA, MPH

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

- Health Systems Strengthening Cluster**

Head of Cluster

Dr Nkhensani Nkhwashu

BSc, MSc, PhD, MBA

VMMC projects

Ms Bontle Zuze Mogakane

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

HIV Prevention Advisory Projects

Ms Thato Farirai

BSW, Hon.Soc.Sc

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)

CDC Projects

Mrs Hanlie Kapp

BCur, CAHM, ACME

- Operations Cluster**

Finance Department

Mr Henk Reeder

BCompt

Human Resource Administration Department

Ms Maureen Fourie

BMil (Human Science)

Information Technology Department

Mr Keith Pullen

A+ N+

1. OVERVIEW

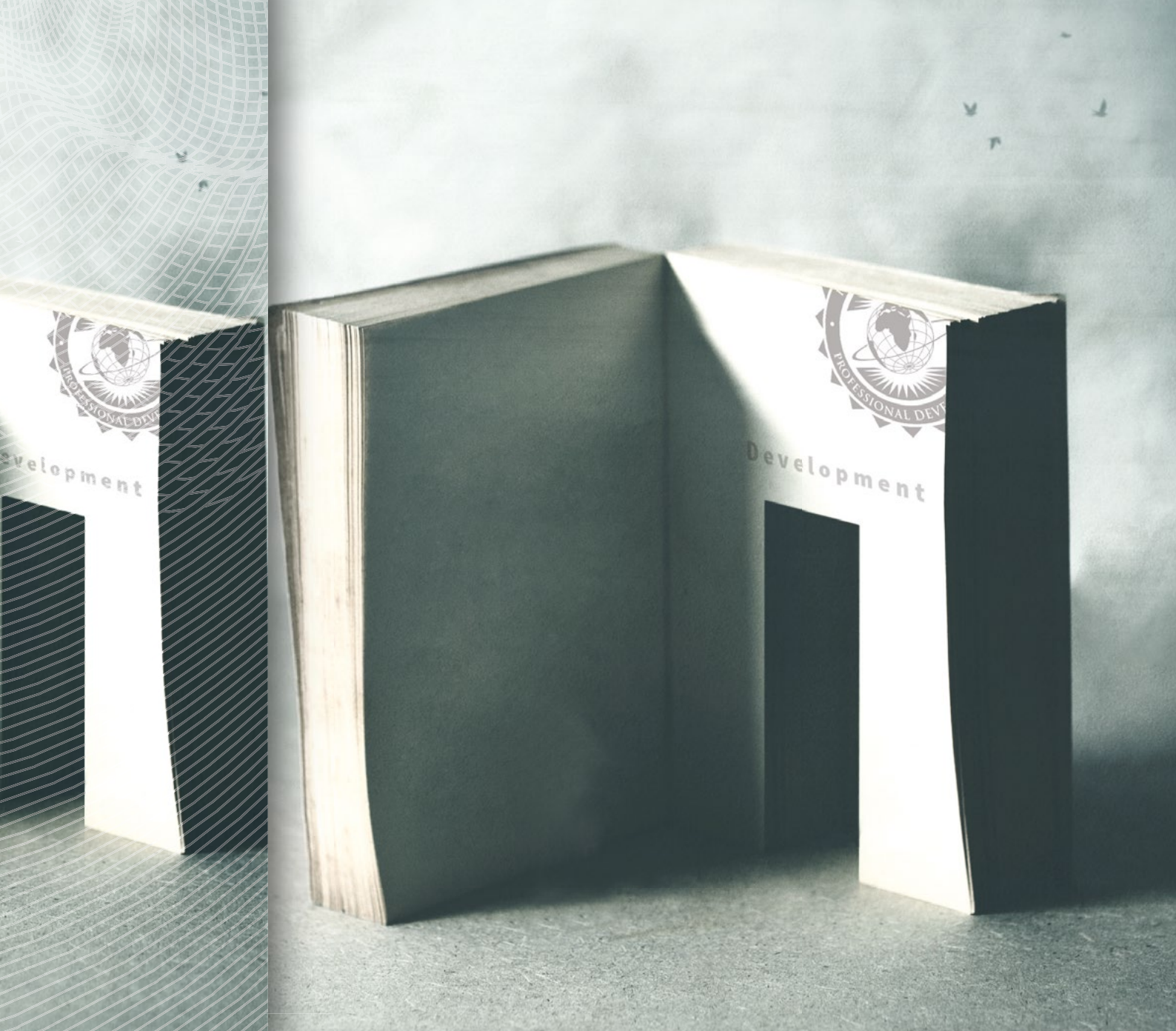
2. DEVELOPING
PEOPLE

3. INNOVATION

4. HEALTH SYSTEMS
STRENGTHENING

5. FPD SUPPORT
SERVICE

6. ABOUT FPD



2

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 programmes were submitted for accreditation with the CHE HEQC during 2021 for which an outcome is still expected:

- Higher Certificate in Dental Assisting
- Postgraduate Diploma in Monitoring and Evaluation

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

Tutorial Short Courses

- Resource Mobilisation and Donor Funding
- Health Information Management
- Emergency Management of Toxicology and Venemology
- Mental Health Package
- Gender Based Violence for Lay Counsellors
- HIV & TB in the Context of COVID-19 for Lay Counsellors
- Wellness in the Workplace
- Physical Examination and Health Assessment
- Good Clinical Trials
- COVID-19 Field Worker Training
- Medical Ethics
- HIV and AIDS for Healthcare Professionals
- Introduction of TB for Non-Professionals
- Medical Terminology and Anatomy for Non-Professionals
- Clinical Management of Sexually Transmitted Infections
- Clinical Management of Tuberculosis
- HIV Testing Services
- Integrated Management of Sexual and Gender Based Violence
- Forensic Medical Aspects of Gender Based Violence

e-Learning Short Courses

- HIV and AIDS for Healthcare Professionals
- Management of Psychiatric Emergencies
- Introduction of TB for Non-Professionals
- Business Proposal Writing
- Introduction to Epidemiology
- Introduction to Biostatistics
- Medical Terminology and Anatomy for Non-Professionals
- Wound Care for Malignant and Palliative Wounds
- Advanced Clinical Care
- Clinical Management of Sexually Transmitted Infections

- Comprehensive Care of the COVID-19 Patient
- Personal Branding
- CPD Accreditation Toolkit for Event Organizers
- Batho Pele Principles
- Leading change management
- Infection Control for Health Care Facilities
- Metabolic Syndrome
- How to Set Up an Efficient Vaccination Site
- Leader as a Coach
- 7 Day Mental Health Survival kit
- Management of Type 2 Diabetes: Optimising patient Outcomes
- Clinical Management of Tuberculosis
- Integrated Adherence Counselling
- Certified Impairment Rater (CIR)® Examination (AMA guides sixth edition)
- Masterclass on Critical Thinking
- Key Populations Sensitisation and Competency Development Toolkit
- Foundations of Education Programme
- HIV Testing Services
- Scientific Peer Review
- Nurse Mentorship Programme
- HIV and TB in the era of COVID-19
- Wellness in the Workplace
- Risk Communication and Communication Engagement
- Rational Use of Antibiotics
- Introduction of Tuberculosis for Non-Professionals
- University Teaching Skills Programme

Assisted Tutorial Short Courses

- Obstetrics and Gynaecology Level 1
- Basic Abdominal and Pelvic Ultrasound
- General Practitioner Focused Ultrasound
- Financial Management
- Project Management
- Diabetes Management: Optimising Patient Outcomes

Translated e-Learning Short Courses

- How to Provide Respiratory Support to COVID-19 Patients – French & Portuguese
- COVID-19: Mental Health Resilience for Healthcare Professionals – French & Portuguese
- Gender Based Violence in the context of COVID-19 Pandemic for Healthcare Providers – French & Portuguese

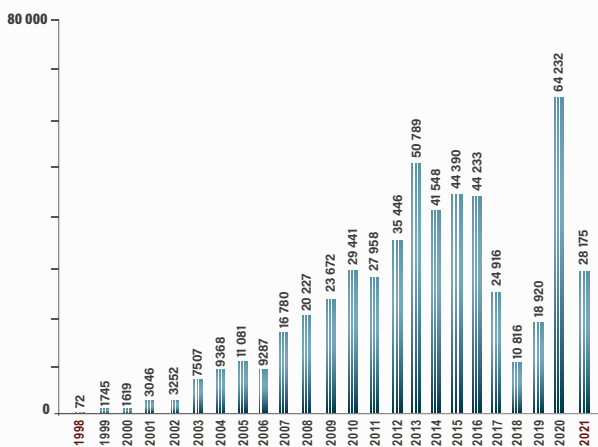


Student Enrolment

In 2021 **28 175** students, bringing the total number of students who have studied with FPD to **528 520**.

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.

Course Enrolment



Alumni Support Services

FPD strives to guide and support students in acquiring:

- sound knowledge base in the field of study concerned;
- scholarly and/or professional and/or technological dispositions, attributes and competencies appropriate to the field of study and/or future careers;
- academic, professional and employability knowledge, skills,
- attitudes and values that will enable participation in society as high-level human resources with a view to promoting growth and prosperity;
- competencies and attitudes necessary for lifelong learning.

FPD Digital Library

The Foundation for Professional Development (FPD) digital Library provides students with access to an amazing range of online resources to explore the subjects they are passionate about. We will also help students to develop skills that will support them as they study, at work, or in everyday life. The online library gives students access to quality-assured and trusted resources that are selected and assessed by subject specialists and academics.

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

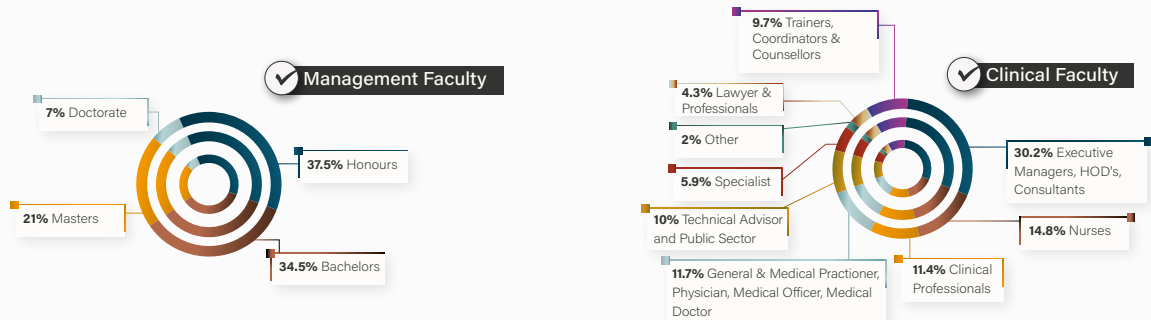
During 2021, FPD continued to support efforts to promote access to education through securing educational grants from sponsors and donors for all potential FPD students. The funding from grants and sponsorships are utilised in the form of a subsidy to enroll potential students.

This reduces costs as a barrier to education. During 2020-2021, educational grants and sponsorships to the value of R23 515 712 were received. The total monetary value of scholarships awarded since 1998 is R745 022 488.

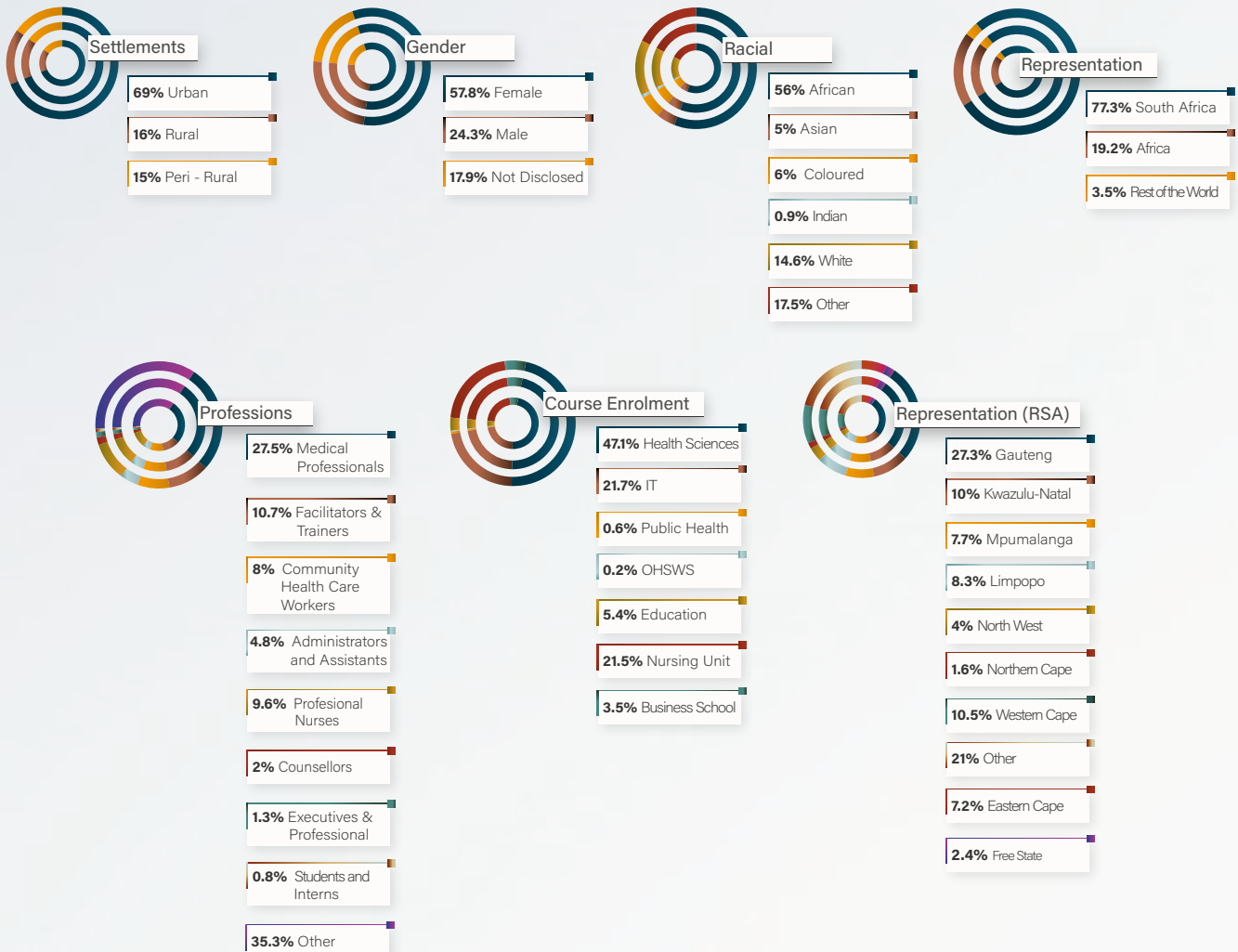
Faculty

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 graphs provide an overview of the qualifications and expertise of FPD staff who taught on programmes in 2021.

Faculty Qualifications



A graphic overview of the demographics of students who were enrolled on FPD courses in 2021.





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.



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 short learning programmes. These management courses cater for all levels of students from entry-level managers to highly experienced executive management as well as professionals. Our teaching methodologies are based on cutting edge educational methodologies and include: interactive online content that is based on international best practice with local application, facilitated sessions, practical case studies for application of knowledge, assessments to support learning and action research.

Our emphasis is on translating management and other profession theory into practical workplace skills to build valuable human capital for the labour market. This is ensured through our educational approach, our panel of national and international subject matter experts on faculty, our student support initiatives 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

This qualification is currently being reconceptualised with a focus on risk identification, management and prevention in a public and private setting. This will aid healthcare managers to minimise the risk for malpractice and litigation and provide useful tools for operational implementation.

Higher Certificate in Management

This qualification is targeted at addressing the management training needs of participants currently in junior management positions or those who aspire to be managers. To provide them with well-rounded knowledge and skills in the core aspects of management, 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)

- Advanced Certificate in Management
- Higher Certificate in Management
- Advanced Certificate in Monitoring and Evaluation
- HCert Practice Management

Short Courses (Assisted Tutorial)

- Alliance Manchester Business School Advanced Management Programme (1 Year)
- Advanced Health Management Programme (Yale) - 1 Year
- Advanced Certificate in Management
- Higher Certificate in Management
- HCert Practice Management
- Advanced Certificate in Monitoring and Evaluation
- Sasolmed Medical Trustee Training Programme
- Financial Management
- Project Management
- Problem Based Selling - Now Transforming Sales Management
- Leader as Coach: An Introduction to Coaching Fundamentals

Short Courses (e-Learning)

- Introduction to Project Management
- Financial Management
- Monitoring and Evaluation
- Monitoring and Evaluation in the PEPFAR Environment
- Personal Branding
- Leading Change Management
- Management and leadership short course package for medical registered students
- Management and leadership short course package for Golden Key
- Higher Certificate in Management
- Higher Certificate in Practice Management
- Persuasive Business Proposal Writing

Correspondence

- Higher Certificate in Management
- HCert Practice Management
- Programme Evaluation for Manager
- Advanced Health Management Programme



The FPD School of Education prides itself in selecting a faculty that understands the educational context and developing and delivering courses that are practical and relevant to the context of teachers, lecturers and academics.

The School of Education's emphasis is on translating theory into practical workplace skills. This is ensured through our educational approach, our panel of subject expert faculty and our ability to customize training programmes.

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 (Early Childhood Care and Education) 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 (Early Childhood Care and Education), and who want to become professionally qualified, can then enrol for a Diploma (Dip) in Early Childhood Care and Education or a Bachelor of Education (BEd) in Early Childhood Care and Education. 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)

- Lecturing Methods MasterClass (Formerly Masterclass on How to Facilitate)

Short Courses (E-learning)

- Scientific Peer Review
- Work Readiness Programme (for SHIPS)
- Foundations of Education (Click Learning)
- Masterclass on Critical Thinking
- CPD Accreditation Toolkit for Event Organizers
- PG Dip Health Professions Education & Leadership
- PG Dip Distance Higher Education
- Higher Certificate in Early Childhood Care and Education



The FPD School of Health Sciences has been the leader in training healthcare professionals for many years and, takes pride in being recognised as the pinnacle product leaders and innovators in the health care industry. The School of Health Sciences developed several innovative online courses in response to the COVID pandemic to fill the gap for accessible, online support and mentorship to manage patients with COVID amidst an ever-evolving pandemic with mental health and clinical ramifications.

Research has shown that 54% of all South African doctors have studied with us and continue to do so by earning some of their yearly CEU points. The School of Health Sciences also receives numerous yearly sponsorship grants which makes it possible to reduce the training cost on our courses.

The portfolio of courses is 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 (either face-to-face or virtual) by leading national experts. All of the clinical courses are accredited for CEU points by the Health Professions Council of South Africa. In addition, FPD is 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 for general practitioners. In view of the demand for online learning, this course has been adapted to include eLearning application to meet the demand. The clinical subjects address the more pressing public and private health issues while non-clinical subjects are designed to assist general practitioners to effectively manage their practice as a business enterprise within 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. Self-study assignments are supplemented with work integrated learning sessions for optimal outcomes. The range of course modules have been designed to develop and expand the participants' knowledge and to advance their 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 (both face-to-face and virtual) facilitated by leading national experts.

Short Courses (Tutorial)

- Medical Ethics
- Dispensing for Doctors
- Clinical Management of Tuberculosis for Healthcare Providers
- Evaluation of Permanent Medical Impairment Rating (based on AMA – 6th edition)
- Adjudication of Permanent medical impairment rating claims (based on AMA – 6th edition)
- Clinical Management of Mental Health
- Clinical Management of Venomology
- ICD 10 Coding
- Good Clinical Practice
- PHC Toolkit

Short Courses (Assisted Tutorial)

- Basic Abdominal and Pelvic Ultrasound
- Basic Obstetrics and Gynaecology Ultrasound
- Advanced Diploma in Aesthetic Medicine
- Management of Type 2 Diabetes: Optimising Patient Outcomes
- General Practitioner (GP) focused ultrasound
- Preparation for HPCSA Board Examination for Foreign Qualified Doctors

Correspondence

- Dispensing for Doctors and Nurses
- Clinical Management of HIV/AIDS for Healthcare Professionals
- ICD 10 coding
- Postgraduate Diploma in General Practice
- South African legal system, health law and human rights
- Relationships in the Healthcare Environment
- ICD 10 Coding

Short Courses (E-learning)

- SA legal system, health law and human rights (CPD accredited)
- Relationships in the healthcare environment (CPD accredited)
- Ethics in the Healthcare Environment
- GEMS CPD Package
- Medical Ethics
- 7 Day Mental Health Survival Kit
- COVID-19: Mental Health Resilience for Health Care Professionals
- The Evaluation of Permanent Medical Impairment Rating (based on AMA – 6th edition)
- Certified Impairment Rater Examination (AMA Guides 6th Edition)
- Metabolic Syndrome
- Clinical Management of Mental Health
- Clinical Management of Sexually Transmitted Infections
- Clinical Management of Tuberculosis
- Rational use of Antibiotics
- How to set up an ideal COVID-19 vaccination centre
- How to provide comprehensive care and support to patients with COVID-19
- HIV and TB in the Era of COVID-19
- Mental Health Emergencies

Response Support Courses

COVID-19 has changed the world and the South African healthcare environment dramatically. FPD, through the School of Health Sciences, realised the urgent need for upskilling and information sharing of the Coronavirus as it unfolded since the first strict lockdown in March 2020.

Apart from clinical-focussed COVID courses, SHS also realised the urgent need for mental health support for all healthcare workers. This culminated in the Mental Health Resilience Course that up to date has enrolled more than 6000 students. This course incorporates a substantial section on Post-Traumatic Stress Disorder, by interactive online accessible courses that focussed on information and skills development in a COVID-dominated clinical environment.

The updated the Comprehensive Care and Support for COVID-19 patients accommodated the need for cadre-specific content aligned with the different healthcare professionals' scope of practice. More than 3000 students have enrolled in this interactive and innovative online course. In response to the vaccination roll-out campaign in South Africa and Africa, SHS has developed an interactive short course that prepares all relevant role players to effectively set up and manage a vaccination site.

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.

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 were launched early in 2021.

Mental Health Training

Apart from the Mental Health Resilience online course, FPD in collaboration with the National Department of Health Mental Health Directorate and Sanofi, has continued its training and upskilling of mental health practitioners at the coalface to ensure mental health users are getting the healthcare services that they deserve. This project organised 20 virtual workshops (two in each province plus two for Heads of Health Establishments) on common mental health related presentations and the management thereof. More than 600 students were trained in this 3-day virtual workshop with ongoing mentorship and support provided by the facilitator. The SHS also provided mental health training in 6 nationwide workshops for DCS healthcare professionals that was specifically customised for this environment. More than 240 participants attended these workshops.



FPD NURSING EDUCATION UNIT

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 Mentorship Programme (Removed integrated)
- Basic Airborne Infection Control
- Nurse Initiated Management of Anti-Retroviral Therapy (NIMART)
- HIV Rapid Testing Quality Improvement Initiative (RTQII)
- Introduction of TB for Non-Professionals
- Introduction of HIV for Non-Professionals
- Wound Care
- Integrated Adherence Counselling
- HIV Testing Services
- Case Management and ICD10
- Gender Based Violence for Non-Professionals
- Paediatric HIV
- Physical Examination & Health Assessment Skills
- Physical Examination & Health Assessment Refresher
- Occupational Health Risk Assessment
- Contraception and Fertility
- Key Populations
- Medical Terminology and Anatomy (add for Non-Professionals)
- Audiometric Testing Techniques
- Audiometry Refresher
- Spirometry Testing Techniques
- Spirometry Refresher
- Vision Screening in Industry

Short Courses (E-learning)

- Basic Airborne Infection Prevention and Control
- Law and Ethics for Nurses
- Infection Control in Health Care Facilities

- Integrated Adherence Counselling in Healthcare Setting
- Nurse Mentorship
- HIV Testing Services
- Key Population sensitisation and competing development toolkit
- Nurse Initiated Management of Anti-Retroviral Therapy (NIMART)
- Advanced Clinical Care for Professional Nurses
- Batho Pele Principles
- Wound Care for Malignant and Palliative Wounds
- Medical Terminology and Anatomy for non-health professionals
- TB for Non-Professionals
- HIV in the Workplace
- National Department of Health/UNICEF Risk Communication and Community Engagement Training court

Correspondence

- Medical Terminology and Anatomy for Non-Healthcare Professionals



FPD SCHOOL OF INFORMATION TECHNOLOGY

Information Technology

The FPD School of Information Technology has been established in partnership with the Pioneering Solutions Studio Group (PSSG) and is an Information Technology education company within the FPD Group that specialises in:

- Virtual and onsite lecturing
- Interactive courseware
- International certifications
- Software licensing
- Educator services designed for the 4th industrial revolution technology space.

The school is an active Microsoft Imagine Academy and GTP (Global Training Partner), a CompTIA (Computing Technology Industry Association) Delivery Partner and is accredited with the MICT SETA (Media, Information and Communication Technologies Sector Education and Training Authority).

The FPD IT School's strategy is to expand, through its national Digital Literacy initiative, to offer training in the bigger continent of Africa with the support of Microsoft and Standard Bank. The FPD IT School is committed to supporting the corporate market through making quality training available that companies can offer via their monthly SDL (Skill Development Levy) contributions, which help strengthen their compliance regarding protection of personal information (POPIA),

reduce cyber threats and benefit from the FPD IT School's accreditation with MICT SETA (135% spend can be claimed back due to our Level 1 B-BBEE status). Bespoke online learning content on our Azure hosted, Moodle based Learner Management System (LMS) makes it sought after and market ready for any sector, and an even more important demographic these days, any age group.

Their motto reads:

"Educating South Africa today for the jobs of tomorrow."

A highlight worth mentioning is the School of IT's national virtual launch and delivery of its digital literacy project, called Yenza Izinto, (meaning "Do Things" or "Get things done" in isiZulu) in collaboration with Standard Bank and Microsoft. The Microsoft digital literacy course was proudly designed by the school to upskill the whole country digitally and remotely at zero cost, contributing and uplifting the communities we work in and serve on a national scale. Regardless of age, income, geography or education, anyone can access this fully online, self-paced, interactive curriculum, with conceptual training covering:

- Basics of computing devices, including tablets, laptops and smart phones
- Navigating online (research and tips)
- Staying secure while online (Basics of cyber security)
- Introduction into using popular productivity applications (Microsoft Word, Excel, PowerPoint) 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 17498 current enrolments and is the schools' potential portal into African education. This course, and the newly revamped version 2.0 has been officially launched on 26 January 2021 via a virtual event hosted by Microsoft and Kahn Morbee, lead singer of The Parlotones.

The School of IT offers interactive, instructor-led virtual classrooms via a selection of different online software suits, including Microsoft Teams, Microsoft Teams Live Events, Zoom and Big Blue Button to cater for all types and sizes of online collaborations and training.

The FPD/PSSG School of Information Technology:

- Empowers students to achieve industry recognised skills and reach their career potential through high-quality, globally recognised training and certifications.
- Provides a high quality, affordable and effective (measurable) training solution through our Microsoft, CompTIA and MICT SETA accredited and certified lecturers, both virtually and onsite.
- Provides relevant programmes and skills to students of all ages, addressing the skills gaps in the South African market.
- Helps students gain 21st Century, 4IR (industrial revolution) ready skills and certifications that are globally recognised, which position and differentiate them for potentially great jobs in the future.

- Aim to keep professionals current and up to date via CPD (Continuous Professional Development) allocation of the popular Microsoft courses.
- Aims to secure the public with Cyber security curricula from CompTIA and Microsoft and host continental webinars, with keynotes from experts in the industry, raising awareness of this recurring and evolving threat.
- Upskills the country through its national digital literacy project.
- Assists corporate companies with SDL (Skills Development Levy) claims, aimed at upskilling staff through education.
- Caters for remote certification exams through our exclusive partnership with Certiport's EFH (Exams-From-Home) remote examination software, staying compliant and keeping our valued students safe.
- Will leverage our more than half a million people reached monthly on Facebook and via our LinkedIn page, to create awareness of IT related topics through webinars and blogs / posts, whilst showcasing our offerings.

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

- Microsoft Authorised Education Partner
- Microsoft Imagine Academy
- Microsoft Global Training Partner
- MICT SETA accreditation
- CompTIA Authorised Delivery Partner
- Remote invigilation partner with Certiport (offering students the opportunity to certify virtually, anywhere, anytime.)

Courses

Sponsored:

- Yenza Izinto Microsoft Digital Literacy - voucher only access
- Yenza Izinto: Microsoft Digital Literacy v.2
- Yenza Izinto: Microsoft Digital Literacy v1.0

Certification Courses:

Short Courses (Tutorial)

- Microsoft Teams
- MOS - Microsoft Excel 2016/2019
- MOS - Microsoft Excel Expert 2016/2019
- MOS - Microsoft PowerPoint 2016/2019
- MOS - Microsoft Word 2016/2019
- MOS - Microsoft Word Expert 2016/2019
- MOS Excel & Excel Expert 2016/2019
- MOS Word & Word Expert 2016/2019
- MOS 2016/2019 : Word, Excel & Powerpoint
- Complete Microsoft Office 2016/2019 Certification Bundle
- MTA - Mobility and Device Fundamentals
- MTA - Networking Fundamentals
- MTA - Operating System Fundamentals
- MTA - Software Development Fundamentals
- MTA - Database fundamentals
- MTA - Windows Server Administration Fundamentals
- MTA - HTML5 Application Development Fundamentals
- NC: End User Computing NQF L3/4

- NC: Systems Support NQF L5
- NC: Systems Development NQF L5
- MCF Azure Fundamentals
- MCF M365 Fundamentals
- MCF Azure AI Fundamentals
- MCF Azure Data Fundamentals
- MCF Power Platform Fundamentals
- MCF Dynamics 365 Fundamentals CRM
- MCF Dynamics 365 Fundamentals ERP
- MCF Security, Compliance and Identity Fundamentals
- CompTIA A+
- CompTIA Network+
- CompTIA Security+
- CompTIA CASP+
- CompTIA IT Fundamentals+ (ITF+)
- CompTIA CySA+
- Yenza Izinto Microsoft Digital literacy
- MOS (Microsoft Office Specialist) exams
- MCF (Microsoft Certified Fundamentals) exams
- CompTIA Pearson VUE exams
- Microsoft Pearson VUE exams

MOS: Microsoft Office Specialist

- Microsoft Teams
- Microsoft Teams certification
- MOS - Microsoft Excel 2016
- MOS - Microsoft Excel Expert 2016
- MOS - Microsoft PowerPoint 2016
- MOS - Microsoft Word 2016
- MOS - Microsoft Word Expert 2016
- MOS Excel & Excel Expert 2016
- MOS Word & Word Expert 2016
- MOS 2016 : Word, Excel & Powerpoint
- Complete Microsoft Office 2016 Certification Bundle
- MOS: Microsoft Excel 2016 Portuguese
- MOS: Microsoft Excel 2016 French
- MOS: Microsoft Access 2016
- MOS Exam Voucher

MTA: Microsoft Technology Associate

- MTA - Mobility and Device Fundamentals
- MTA - Networking Fundamentals
- MTA - Operating System Fundamentals
- MTA - Software Development Fundamentals
- MTA - Database fundamentals
- MTA - Windows Server Administration Fundamentals
- MTA - HTML5 Application Development Fundamentals
- MTA: Database Fundamentals in Portuguese
- MTA: Database Fundamentals in French
- MTA: Windows Operating System Fundamentals
- MTA: Mobility and Device Fundamentals
- Microsoft Excel Associate 2019

CompTIA

- CompTIA IT Fundamentals+
- CompTIA A+
- CompTIA Network+
- CompTIA Security+
- CompTIA Cloud Essentials+
- CompTIA CTT+ (Train the virtual trainer)
- CompTIA Linux+
- CompTIA CySA+ (CompTIA Cyber Security Analyst)
- CompTIA CASP+ (CompTIA Advanced Security Practitioner)

Non exam bearing Short Courses (proficiency)

- Microsoft Teams for end users
- 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



FPD SCHOOL OF PUBLIC HEALTH

School 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 believes 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)

- CPD/CME package in Global Health
- CPD/CME package in International Ethics, Professionalism and Human Rights
- CPD/CME package in international public health
- Master of Public Health
- Introduction to Epidemiology
- Introduction to Biostatistics



FPD SCHOOL OF NATURAL SCIENCES

School of Natural Sciences

The School of Natural Sciences aims to offer programmes in a wide range of scientific fields covering the basic sciences and many of their applied derivatives.

Currently the School offers courses that aim to support researches to excel in an academically challenging environment. Most of the short learning programmes are endorsed by the South African Council for Natural Scientific Professions (SACNASP) for the professional development of natural scientists or the Health Professions Council of South Africa (HPCSA)..

Short courses (E-Learning)

- Short Course in Research Methodology



Customised organisation Specific (In House) Courses

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
- City of Tshwane Metropolitan Municipality
- Council for Scientific and Industrial Research (CSIR)
- Department of Higher Education and Training (DHET)
- Gauteng Provincial Treasury
- Eastern Cape Provincial Treasury
- Eastern Cape Department of Human Settlements
- Lesotho Ministry of Health
- Lesotho Ministry of Social Development
- Lesotho Ministry of Labour and Employment
- Matthew Goniwe School of Leadership and Governance
- Ministry of Health from neighbouring countries
- National Institute for Communicable Diseases (NICD)
- South African National Department of Health (Mental Health Directorate)
- Rand Water
- Rural Development Department
- South African Agency for Science and Technology
- South African Department of Correctional Services
- South African National Department of Health
- South African National 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

- Global Fund
- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- United Nations Children's Fund (UNICEF)
- World Health Organisation (WHO African Region)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)

✓ Industry

- Anglo Gold
- Anglo Gold Ashanti
- Anglo American Platinum
- AVIS Fleet
- BMW
- Cell C

- Clicks Group
- De Beers
- Eskom
- Impala Platinum
- Kumba Resources
- LifeLine
- Microsoft
- Oracle
- Rand Mutual
- Renaissance Capital
- SASOL
- Spar

✓ Medical Schemes/Administrators

- Bestmed
- CareWorks
- Discovery Health
- GEMS
- 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
- GP Care Cell
- 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 Pharmaceuticals
- Mylan
- Nestle
- Novartis
- Pfizer
- 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)
- Acquity Innovations
- ANOVA
- Aurum Institute
- Broadreach Healthcare
- CHAPS
- Click Learning
- 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
- iInfo4africa
- ITeach
- John Snow International
- Love Life
- LifeLine
- Lutheran World Relief

- Marie Stopes
- Masimanyane Womens Rights International
- Medical Protection Society (MPS)
- MSF
- NACOSA
- Red Cross
- Right to Care
- Royal Bafokeng Administration
- Save the Children UK
- Shout it Now
- Sizanani Outreach Center
- South African Catholic Bishops Conference (SACBC)
- St Mary's Hospital
- TB/HIV Care
- 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 FPD Programme Evaluation Unit is responsible for designing and implementing monitoring and evaluation projects of internal and external donor-funded and commercial programmes.

Since its inception in 2015 the Unit has conducted evaluation projects for public and private organisations across Southern Africa on health and social service programmes, focussing mostly on adult education, training, and capacity building interventions.



The Unit offers the following services:

- Development of M&E frameworks and plans, including log frames and theory of change.
- Development of monitoring systems (online and offline) to track implementation progress.
- Development of rigorous evaluation plans and research proposals to assess outcomes, efficiency, effectiveness, impact, and sustainability of a programme using social science methodologies.
- Development of quantitative and qualitative data collection tools (e.g., questionnaires/ surveys, interview schedules, etc).
- Implementation and management of programme evaluations.
- Analysis of quantitative and qualitative data using software such as SPSS and Atlati.
- Dissemination of findings through high-quality reports, data visualisations, dashboards, and presentations.
- Other services we offer:
 - Rapid assessments and gap analyses
 - Training needs assessments and skills audits
 - Customer and Employee Satisfaction Surveys

2021/2022 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. > (ongoing)



SANOFI

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



Limpopo Department of Health

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



FOUNDATION

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. > (completed)



FPD Business School

- **Type of Project**
Evaluation academic programme
- **Name of Project**
Evaluation of the Yale/FPD Advanced Health Management Programme. > (ongoing)



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 3 225 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.

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.

Internship Programmes

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

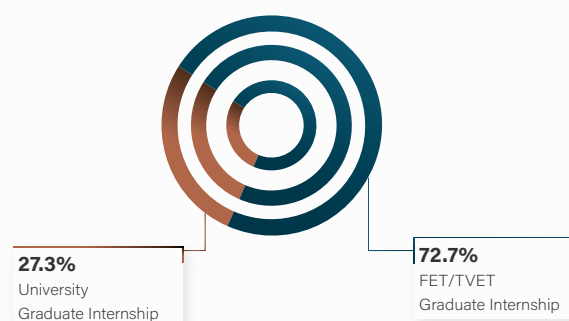
The SHIPS Unit also rolled out two Internship Programmes funded by the Health and Welfare SETA. The objective of these programmes is to help students to gain valuable work experience that is needed to complete their qualification and also to improve their chances of employment.

In 2021 the placements for these three programmes were as follows:

- FET/TVET Graduate Internship – 80 interns placed
- University Graduate Internship – 30 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.

Total Placements 2021



Student Enrolment

To date **SHIPS** has supported and enrolled **4502** University and TVET Graduates as well as School leavers to its programmes.



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.



FPD CONFERENCES AND SPECIAL EVENTS

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.



FPD is registered with the Southern African Association for the Conference Industry (SAACI) as well as with the Association of African Exhibition Organisers (AAXO). Additionally, as the largest organiser of health-related conferences in South Africa, we have extensive experience in registering our conference for CPD points with the Health Professions Council of South Africa (HPCSA).



EVENTS IN A CHANGING WORLD

- COVID-19 changed the way organisations interact and communicate with their staff, clients, suppliers, and other stakeholders. The limitation of people per business event, has not lessen the need for companies to be able to still interact with stakeholders.
- An online event, be it a webinar or virtual conference, requires a certain standard of production quality, even though it varies from an in-person event, it presents its own challenges specifically from a technological and a planning standpoint.
- FPD understands that meetings, trainings, team building, group collaboration and social events etc. has become even more important to organisations in a time where 'working from home' has become the new normal.
- FPD gives organisations the opportunity to still interact with all their stakeholders through our on-line platforms. Virtual meetings, webinars and conferences can be organised by FPD with our on-line event solutions.
- Social Media channels presents an opportunity to reach our targeted audience giving them a snippet of the event.
- Another part of a successful event is entertainment, to highlight the lighter side of events. During a live event, the entertainment is always well received, giving delegates a well-earned kick back moment, allowing them to shift focus for a bit.
- FPD's Conferences and Special Events Department provides the following services for on-line events:
 - o Platform management, setting up the event and pre-testing
 - o Training and pre-event testing with facilitator
 - o Developing marketing material for an event
 - o Marketing the event
 - o Registration management
 - o Speaker management
 - o Database management
 - o Providing IT Technician during live event
 - o Online entertainment and networking options
 - o Online exhibition and networking solutions
 - o Post event recording
 - o Post event database
 - o SMS, Call and WhatsApp support during the event
 - o Post event reporting

The FPD Conferences Organising Model

The FPD Conferences 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.

FPD's Conferences and Special Events Department provided the following services for on-line events in 2021:

- 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

Conferences / Events Hosted in 2021

Event and Theme		Date and Venue	Delegates
 Consultation Meeting: Key Populations Health Implementation Plan 	Consultation Meeting: Key Population Health Implementation Plan	13 - 14 May 2021 Protea Hotel: Marriott – OR Tambo Airport	59
	TB And COVID 2021: Virtual Conference	05 - 07 June 2021 Online	228
	10th SA AIDS Virtual Conference	09 - 10 June 2021 Online	857
	TB Think Tank Meeting	6 - 7 October 2021 Velmore Hotel Centurion	88
	10th EDCTP Forum: Hybrid Conference	17 - 21 October 2021 Hybrid Conference	1425
	FPD Graduation	29 October 2021 Online	264
	2nd Southern Nursing Conference	11 November 2021 Online	113

Webinars Hosted in 2021			
Design/Name of the Webinar		Total Attendees	Clients
	New Guideline Launch: Reducing Harms in the work environment	75	PEPFAR
	Leader as Coach	132	BS1
	Critical Thinking	29	NSE1
	Cyber Awareness	122	IT1
	Minecraft Hour of Code: Prepping for the fourth industrial revolution workplace	57	IT2
	HIP G webinar on TB	160	HG1
	Moving South Africa rapidly towards 95 - 95 - 95	215	HG2
	Drug resistance TB in the COVID era	348	NS1
	What's new in the management of Drug resistance TB	148	NS2
	What's new in the management of HIV AIDS	360	NS3
	Hepatitis B and C: Why is it important to manage these Diseases?	101	NS4

Continued

Webinars Hosted in 2021

Design/Name of the Webinar	Total Attendees	Clients
	Importance of understanding TB/HIV Radiology	330
	J & J - 1: HIV in the COVID-19 era	292
	J&J - 2: Dual Therapy A re -emergence	115
	J&J - 3: Long-acting injectable therapy	229
	J&J - 4: HIV and Weight Gain	336
	Understanding IPC in the era of COVID-19 - CSIR 1 st week	187
	Understanding IPC in the era of COVID-19 - CSIR 2 nd & 3 rd week	182
	Understanding IPC in the era of COVID-19 - CSIR 4th week	64
	Understanding IPC in the era of COVID-19 - CSIR 5th week	20
	COVID-19: The current state of PPE in South African Healthcare - CSIR 6th week	174
	Management of patients requiring second/third line ART	24



Continued Webinars Hosted in 2021

Design/Name of the Webinar	Total Attendees	Clients
	27	CoP2
	65	CoP3
	116	CoP4
	107	CoP5
	189	CoP6
	76	CoP7
	83	CoP8
	38	CoP9
	87	CoP10
	238	Sanofi-1
	59	Sanofi-2

Continued

Webinars Hosted in 2021

Design/Name of the Webinar	Total Attendees	Clients
 <p>Mentorship Master Class in Clinical Management of Mental Health Date: 27 October 2021 Time: 18h00 - 19h30 Brought to you by: SANOFI, FPD, health, and others</p>	47	Sanofi-3
 <p>Mental Health and Wellness in the Workplace Date: 23 April 2021 Time: 10:00 - 10:15 Free Webinar</p>	333	HS1
 <p>Masterclass on the Evaluation of Permanent Medical Impairment Rating Date: 4 August 2021 Time: 10:00 - 10:15 Free Webinar</p>	293	HS2
 <p>Diabetes through a COVID-19 lens Date: 18 September 2021 Time: 10:00 - 12:00 Featured speaker: Prof Paul Rhee</p>	285	HS3
 <p>Care before Crisis - Mental Health Emergencies 26 October 2021 18:00 - 19:30 Venue: Zoom Free Webinar, CPD Accredited</p>	242	HS4
 <p>USAID Monitoring & Evaluation CoP Meeting ASAP Monitoring & Evaluation Community of Practice Meeting (X3) Logos: USAID, PEPFAR, FPD</p>	132	ASAP1
 <p>USAID Leadership & Governance CoP Meeting ASAP Leadership & Governance Community of Practice Meeting (X4) Logos: USAID, PEPFAR, FPD</p>	110	ASAP2
 <p>USAID Gender Community of Practice Meeting ASAP Gender Community of Practice Meeting (X2) Logos: USAID, PEPFAR, FPD</p>	30	ASAP3
 <p>USAID Local Partner Consultation Team Meeting Local Partner Consultation Team Meeting (X4) Logos: USAID, PEPFAR, FPD</p>	43	ASAP4



3

INNOVATION

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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 Unit is based in East London, Eastern Cape, but is conducting projects across South Africa. A broad portfolio of projects is implemented including clinical trials, investigator-driven research, and programme implementation evaluations. Research ethics and values are highly regarded, and our projects provide direct benefits to the local facilities and communities in which these are conducted. We work in strong partnership with the local stakeholders and communities.

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

- HIV prevention and treatment
- Sexually transmitted infections
- Tuberculosis
- COVID-19
- Antimicrobial resistance
- Mental health

Unit Highlights

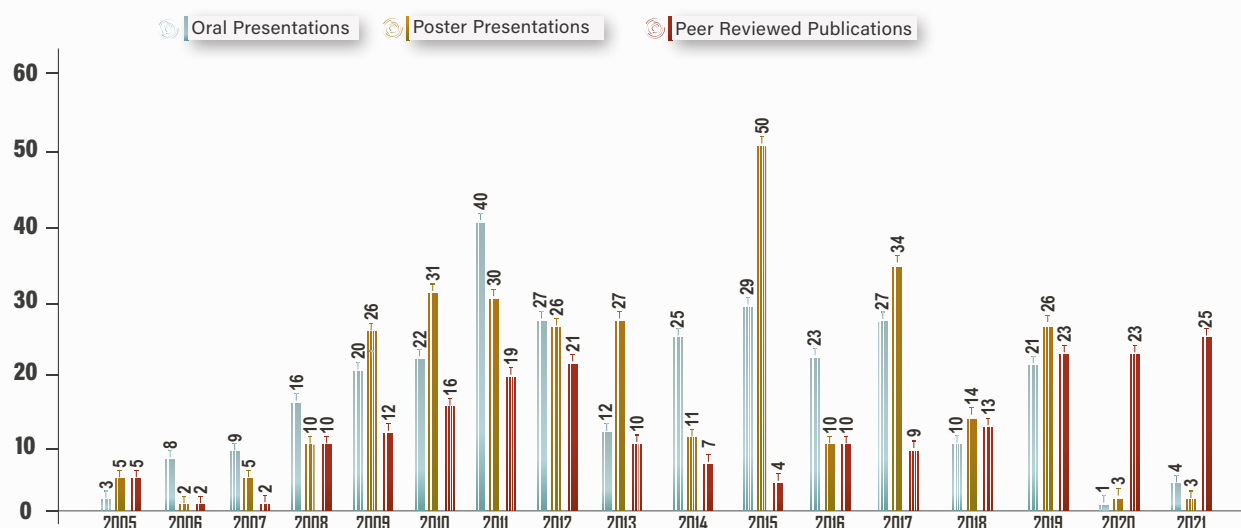
- The Ndevana Community Research Site (CRS) was established in the rural Ndevana community in the Buffalo City Metropolitan (BCM) Municipality in collaboration with the Desmond Tutu Health Foundation. This is a major achievement as conducting clinical trials in these rural, resource-constraint settings is highly challenging, and requires high infrastructure and regulatory standards.
- SAPHRA approval to conduct two HIV prevention trials of long-acting HIV pre-exposure prophylaxis (PrEP) in adolescent girls and young women was obtained; we expect to start screening and enrolment of the first participants in these trials early 2022.
- The research portfolio was diversified this year with new grants received from the University of Washington, the National Institutes of Health, the Foundation for Innovative Diagnostics (FIND), the Foundation for a Smoke-Free World, and the Global Antibiotic Research and Development Partnership (GARDP).

- Despite the impact of the COVID-19 epidemic, FPD managed to successfully complete the participant recruitment and follow-up in the NIH-funded study of community model for HIV PrEP delivery. Also, four clinical research facilities were set-up at primary healthcare facilities in BCM, subsequently initiated and enrolling pregnant women in an implementation-effectiveness trial of STI screening during antenatal care to improve birth outcomes.
- Three new projects were successfully initiated and are enrolling participants: 1) evaluation of risk factors, especially tobacco use, in the development of long COVID, 2) evaluation of a behavioural intervention to promote antiretroviral therapy (ART) adherence among men who have sex with men (MSM), and 3) evaluation of a novel point-of-care test for rapid detection of *Neisseria gonorrhoeae* infection in resource-constraint settings.
- FPD has a good year of research output, especially of peer-reviewed manuscripts in various high-ranked journals. Conference abstracts were presented at several national and international virtual meetings in the fields of HIV, TB and STIs.
- FPD's Head of Research Unit, prof Remco Peters, was elected on the World Health Organisation Technical Advisory Group for STI research priority setting.
- FPD received international recognition during the Antimicrobial Resistance Awareness Week and at the ICASA 2021 Conference for the work done on a novel point-of-care test for rapid detection of *Neisseria gonorrhoeae* in resource-constraint settings.

Project Sponsors:



Research Output



Book Chapters

- **Working towards eradicating the medicalisation of female genital mutilation/cutting.** In Degomme O, Peeters E. (eds) **Five years of global academic collaboration building evidence for sexual and reproductive health and rights policies. Ghent: Academic Network for Sexual and Reproductive Health and Rights Policies (ANSER).** Barret, H, van Ekert N, Esho T, Leye E, Pericas C, Shamu S, Kimani ST
- **The use of preventive HIV medication (PrEP) awaiting approval in Sub-Saharan Africa.** In Degomme O, Peeters E. (eds) **Five years of global academic collaboration building evidence for sexual and reproductive health and rights policies. Ghent: Academic Network for Sexual and Reproductive Health and Rights Policies (ANSER).** Shamu S
- **Sisters Spaces - Needs, challenges, and services for women who use drugs in South Africa.** Amsterdam: Mainline. Rigoni R. Rigoni R, Andrea Schneider, Angela McBride, Ayanda Nyathi, Dorica Khasalela, Elisa Parchini, Hanlie Kapp, Julie Mac Donnell, Klaas Mtshweni, Machteld Busz, Rethabile Seshabela, Unathi Tom, and Violet Maodi.

Peer Reviewed Publications

- Kelly F, Uys M, Bezuidenhout D, Mullane SL and Bristol C. **Improving Healthcare Worker Resilience and Well-Being During COVID-19 Using a Self-Directed E-Learning Intervention** Front. Psychol. 2021

- Slaven F, Erasmus Y, Uys M, Bruand P-E, Magazi B, Wadvalla R. **Can a brief training intervention help improve mental health service delivery in South Africa?** Afr J Prm Health Care Fam Med. 2021
- Medina-Marino A, Daniels J, Bezuidenhout D, Peters R, Farirai T, Slabbert J, Guloba G, Johnson S, Bekker LG, Nkhawu N. **Outcomes from a multimodal, at-scale community-based HIV counselling and testing programme in twelve high HIV burden districts in South Africa** J Int AIDS Soc 2021
- Medina-Marino A, Bezuidenhout D, Hosek S, Barnabas RV, Atujuna M, Bezuidenhout C, Ngwepe P, Peters RPH, Little F, Celum CL, Daniels J, Bekker LG. **The Community PrEP Study: a randomized control trial leveraging community-based platforms to improve access and adherence to pre-exposure prophylaxis to prevent HIV among adolescent girls and young women in South Africa-study protocol.** Trials 2021
- Peters R, Klausner JD, de Vos L, Feucht UD, Medina-Marino A. **Aetiological testing compared with syndromic management for sexually transmitted infections in HIV-infected pregnant women in South Africa: a non-randomised prospective cohort study.** BJOG 2021
- Peters R, Feucht U, de Vos L, Ngwepe P, McIntyre JA, Klausner JD, Medina-Marino. **Mother-to-child transmission of Chlamydia trachomatis, Neisseria gonorrhoeae and Trichomonas vaginalis in HIV-infected pregnant women in South Africa.** Int J STD AIDS.2021

- Mumbauer A, Strauss M, George G, Ngwepe P, Bezuidenhout C, de Vos L, Medina-Marino A, **Employment preferences of healthcare workers in South Africa: Findings from a discrete choice experiment.** PLoS One 2021
- Daniels J and Medina-Marino A, Glockner K, Grew E, Ngcelwane N, Kipp A. **Masculinity, Resources and Retention in Care: Examining South African Men's Behaviors and Experiences While Engaged in TB Care and Treatment.** Social Soc Sci Med. 2021
- Peters R, Maduna L, Kock MM, McIntyre JA, Klausner JD, Medina-Marino A. **Single-Dose Azithromycin for Genital Lymphogranuloma Venereum Biovar Chlamydia trachomatis Infection in HIV-Infected Women in South Africa: An Observational Study.** Sex Transm Dis. 2021
- Peters R, 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. 2021
- O' Grady MA, Mootz J, Suleman A, Sweetland A, Teodoro E, Anube A, Feliciano P, Bezuidenhout C, Dos Santos PF, Fumo W, Gouveia L, Pinsky I, Mello M, Kann B, Wainberg ML. **Mobile technology and task shifting to improve access to alcohol treatment services in Mozambique.** J Subst Abuse Treat. 2021
- Wainberg ML, Lovero KL, Duarte CS, Fiks Salem A, Mello M, Bezuidenhout C, Mootz J, Feliciano P, Suleman A, Fortunato Dos Santos P, Weissman MM, Cournois F, Marques AH, Fumo W, Mabunda D, Alves-Bradford JE, Mello M, Mari JJ, Ngwepe P, Cidav Z, Mocumbi AO, Medina-Marino A, Wall M, Gouveia L, Oquendo MA. **Partnerships in Research to Implement and Disseminate Sustainable and Scalable Evidence-Based Practices (PRIDE) in Mozambique.** Psychiatr Serv. 2021
- 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, Cournois 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. 2021
- 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.** E Sex Transm Infect. 2021
- Goolam Mahomed T, Peters RPH, Allam M, Ismail A, Mtshali S, Goolam Mahomed A, Ueckermann V, Kock MM, Ehlers MM. **Lung microbiome of stable and exacerbated COPD patients in Tshwane, South Africa.** Sci Rep. 2021
- Juliana NCA, Peters RPH, Al-Nasiry S, Budding AE, Morr  SA, Ambrosino E, et al. **Composition of the vaginal microbiota during pregnancy in women living in sub-Saharan Africa: a PRISMA-compliant review.** BMC Pregnancy Childbirth. 2021
- Peters R, Jung HS, Muller EE, Kock MM, Myer L, Klausner LD, Joseph Davey D. **Lack of macrolide resistance in Mycoplasma genitalium infections in a cohort of women in South Africa.** Sex Transm Infect. 2021
- 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. 2021
- Shamu S, Shamu P, Khupakonke S, Farirai T, Chidarikire T, Guloba G, Nkhwashu N. **Pre-exposure prophylaxis (PrEP) awareness, attitudes, and uptake willingness among young people: gender differences and associated factors in two South African districts.** Glob Health Action. 2021
- Singh Y, Jackson D, Gevers A, Mahlangu P, Shamu S, et al. **Electronic Data Collection in Health Research: Shared Experiences from the Field, South Africa.** J Community Med Public Health. 2021
- Sanga ES, Wyk BV, Maboko LL, Shamu S. **A qualitative study on experiences of HIV vaccine trial participants in a phase I/II double-blinded, randomized placebo-controlled clinical trial in Tanzania: lessons for COVID-19 vaccine testing.** Journal of Public Health and Epidemiology. 2021



- Michielsens K, Larrson EC, Kågesten A, Erausquin JT, Griffin S, Van de Velde S, Tucker JD on behalf of the I-SHARE Team*
The I-SHARE Team includes the following co-authors: Noor Ani Ahmad (Institute of Public Health, Malaysian Ministry of Health), Nathalie Bajos (INSERM), Peer Briken (University Medical Center of Hamburg), Sharyn Burns (Curtin University), Soraya Calvo (University of Oviedo), Pheak Chhoun (Khana Center for Population Health Research), Iliadi-Tulbure Corina (State University of Medicine and Pharmacy Nicolae Testemitanu), Thérèse Delvaux (Institute of Tropical Medicine), Stefano Eleuteri (Sapienza University of Rome), Joel Francis (University of Witwatersrand), Amanda Gabster (Instituto Conmemorativo Gorgas de Estudios de la Salud), Peter Gichangi (Technical University of Mombasa), Wanzahun Godana (Arba Minch University), Alejandra Lopez-Gomex (Universidad de la República, Faculty of Psychology), Sally Griffin (ICRH-Mozambique), Gert M Hald (University of Copenhagen), Devon Hensel (Indiana University), Felipe Hurtado-Murillo (University Hospital Valencia), Elizabeth Kemingisha (Mbarara University of Science and Technology), Samuel Kimani (University of Nairobi), Katerina Klapilova (International Congress of Psychology), Lucia Knight (University of the Western Cape), Gunta Lazdane (Riga Stradins University), Wah Yun Low (University of Malaysia), Ismael Maatouk (Clemeceau Medical Center), Kristen Mark (University of Kentucky), Caroline Moreau (Johns Hopkins University), Chelsea Morroni (University of Botswana), Filippo Maria Nimbi (Sapienza University of Rome), Pedro Nobre (Porto University), Viola Nilah Nyakato (Mbarara University of Science and Technology), Caitlin Alsandria O'Hara (National University of Singapore), Adesola Olumide (University of Ibadan), Gabriella Perrotta (Buenos Aires University), Rocio Murad Rivera (Profamilia Colombia), Juan Carlos Rivillas (Profamilia Colombia), Eusebio Rubio-Aurioles (Universidad Nexum de México), Osama Shaeer (Kasr El Aini Faculty of Medicine), Simukai Shamu (Foundation for Professional Development, University of the Witwatersrand), Jenna Strizzi (University of Copenhagen), Rayner Kay Jin Tan (National University of Singapore), Kun Tang (Tsinghua University), Weiming Tang (Southern Medical University) and Bernardo Vega (University of Cuenca) **International Sexual Health And REproductive health (I-SHARE) survey during COVID-19: study protocol for online national surveys and global comparative analyses.** Sexually transmitted infections.2021

Poster Presentations

- **Effect of an e-learning course on health worker resilience and wellbeing during COVID-19.** F Kelly, M Uys, D Bezuidenhout, S Mullane, C Bristol, L Nel and M Grobler. South African Association of Health Educationalists (SAAHE) Conference 2021
- **"They were very happy to find that I do not have TB..." : Home-based TB testing decreases health insecurities among household contacts in South Africa.** L de Vos. A Medina-Marino, D Bezuidenhout, CM Denkinger, SG Schumacher, SS Shin, W Stevens, G Theron, M Walt, J Daniel. 52nd Union World Conference on Lung Health, Virtual Event, 19-22 October 2021
- **A wide variety of intravaginal practices should be considered in research studies in rural South Africa.** L Mlanjeni, M Mdingi, R Gigi, RPH Peters. STI & HIV World Congress, Amsterdam, 14 - 17 July 2021.
- **Impact of COVID-19 on adolescent girls and young women in a community-based HIV PrEP programme in South Africa.** RPH Peters, A Medina-Marino, C Celum, LG Bekker, STI & HIV World Congress, Amsterdam, 14 - 17 July 2021.

Oral Presentations

- **Addressing the burden of sexually transmitted infections in South Africa.** R Peters. National Department of Health. Clinical Sentinel Surveillance of STIs: Findings and Recommendations Eastern Cape – 2021, 18th of May 2021.
- **The Impact of the COVID-19 pandemic on STI services in the Eastern Cape Province of South Africa.** R Maithufi, Z Pinini, T Chidarikire, N Stamper, P Dorrell, R Peters. P Dorrell, R Peters STI & HIV World Congress, Amsterdam, 14-17 July 2021.
- **Towards Global Prevention and Control of STIs.** R Peters. SANAC Prevention and Control of Sexually Transmitted Infections Strategic Framework Workshop. October 13th 2021.
- **Epidemiology of HIV infection.** R Peters. International Uveitis Study Group. Uveitis webinar. November 6th 2021.



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, and approved a program in Gauteng Province in 2019.

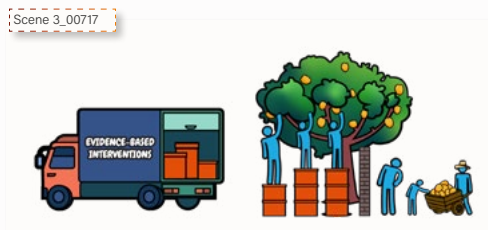
The GPCC is aligned to the vision of the National Health Insurance (NHI) to expand access to HIV testing services (HTS) and antiretroviral treatment (ART) for uninsured people living with HIV (PLHIV) by leveraging the capacity of private general practitioners (GP's) to provide subsidized HIV clinical 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.

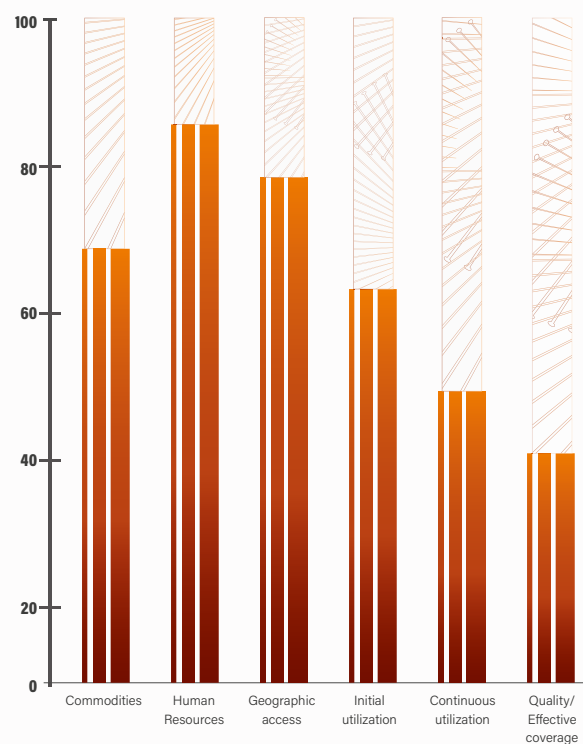
During 2021, the GPCC was rebranded as the client-facing brand of Your Care Network in partnership with Anova Health Institute and launched in Johannesburg and Sedibeng Health Districts under Anova's USAID/PEPFAR APACE grant. Information on the Your Care Network is available at yourcarenetwork.co.za. By end of 2021, the GPCC had contracted 47 GPs Johannesburg and 9 GPs in Sedibeng (56 in total), provided 48,391 HIV tests, diagnosed 2,158 clients HIV positive and started 2,336 clients on ART. YCN social media marketing and demand creation is driven by Anova Health Institute.

During 2021, GPCC also secured funding from PSI to implement the "PrEP for Men in South Africa" project. The pilot was implemented at ten participating GPs with recruitment over the period of September – December, 2021, and provided free PrEP to men for up to seven months follow up. Marketing was supported by PSI and Matchboxology and driven by fieldworkers in the GP catchment area. During the recruitment period, 552 men started PrEP at the pilot GPs. The pilot is accompanied by a research project exploring men's retention on PrEP and patient experience (in 2022).

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 2022 will be to explore diversifying the GPCC's funding base and expanding the clinical scope of subsidised services.



Bottleneck Analysis Chart





One of these guys might get HIV. **Worry about HIV? Me? Aneva.**

Find out more at www.yourcarenetwork.co.za or 011 581 5000 for any questions. YOUR CARE, OUR CONCERN

Worry about HIV? Me? Aneva.

Sex is just that much better when it's hassle free and thankfully, HIV is another thing you can stop worrying about. Now there's a pill called PrEP (short for Pre-Exposure Prophylaxis) that prevents you from getting HIV.

It is so effective you can have sex with someone who has HIV and not get infected. So, if you think that person is hot but you also fear getting HIV – well, no need to fear anymore. While you're on PrEP, you're protected.

Here's how PrEP works: By taking the pill you build up protection against HIV on the inside. To build up the protection you need to take PrEP regularly, preferably on a daily basis, especially if you're putting it out there plenty. You might decide to take your foot off the PrEP pedal when you settle into a relationship or if your sex life is in the dumps but remember not to be caught out by a surprise overnight stand [if you're not on PrEP have that condom handy].

And dude, if you think taking a pill is a hassle now, just imagine what it would be like to have to take a pill every day for the rest of your life.

PrEP works so well, the Department of Health is making it available to you free of charge. All you have to do is get in touch with your doctor or nurse and get it sorted asap.

Can you say the same?

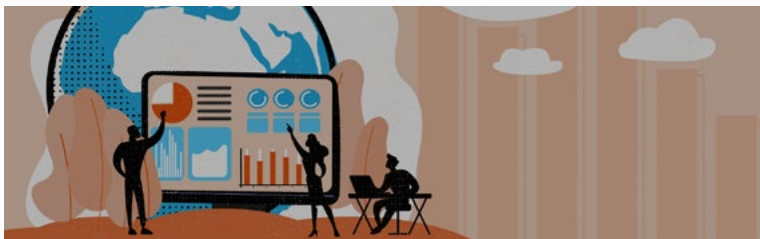


Your new journey of living a healthy life.

YOUR CARE, OUR CONCERN

Your Care is a network of private GP's who offer **FREE** HIV testing and treatment services. This means you can visit your nearest private GP for free at a time that is most convenient for you.

Whether it's to test for HIV or starting your treatment, **WhatsApp 011 581 5000** today to find your nearest doctor to book for an appointment.




New journey to a healthy life!

When last did you get an HIV test? Know your status, get an HIV Test at one of our Your Care Network doctors - It's FREE.

Go to www.yourcarenetwork.co.za
Send a WhatsApp to 011 - 581 5000 for any questions

YOUR CARE, OUR CONCERN



No medical aid?

No problem. You can still take care of your health. Our Your Care Network doctors provide FREE HIV testing + treatment.

Go to www.yourcarenetwork.co.za
Send a WhatsApp to 011 - 581 5000 for any questions

YOUR CARE, OUR CONCERN

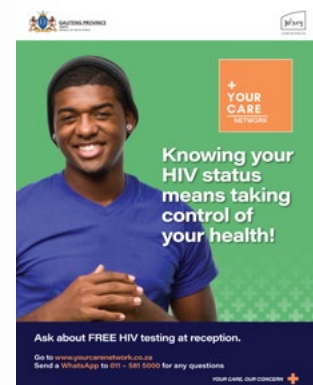


HIV-positive and in need of FREE treatment?

Visit Your Care Network, a network of private GP's who provide private GP consultations for HIV services for FREE.

Go to www.yourcarenetwork.co.za
Send a WhatsApp to 011 - 581 5000 for any questions

YOUR CARE, OUR CONCERN

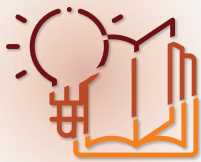


Knowing your HIV status means taking control of your health!

Ask about FREE HIV testing at reception.

Go to www.yourcarenetwork.co.za
Send a WhatsApp to 011 - 581 5000 for any questions

YOUR CARE, OUR CONCERN



Professionalising Healthcare Management

Professionalizing Health Management in Africa is a three-year subgrant with a one-year no-cost extension (2019-2022) 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. In 2021, building on the work in ESARO, FPD expanded our partnership to include support to the UNICEF South Africa and Mozambique Offices.

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. Over the past few years, we have been supporting Ministries of Health and UNICEF Country Offices to institutionalise Evidence-Based Planning using the Bottleneck Analysis (EBP/BNP) approach in the national planning process and support countries to standardize and build upon healthcare management curricula and training modalities. In partnership, we have developed a series of training toolkits, pocket guides, animations and recordings of master facilitators for face-to-face and virtual workshops. During 2021, FPD developed a series of elearning short courses to help improve quality and reach of healthcare management training across the region, including:

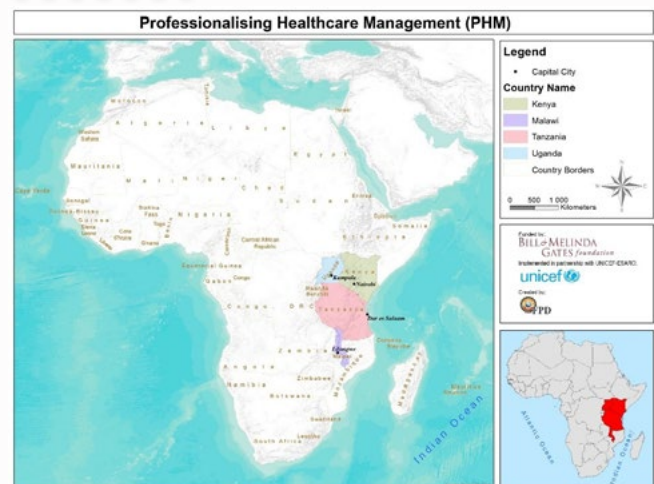
1. Short Course on Evidence-Based Planning using the Bottleneck Analysis Approach.
2. Short Course on Facilitation Skills for Adult Learners (available in English & Portuguese)
3. EBP/BNP training toolkit for in-person workshops (for download) (available in English & Portuguese)

In Malawi, in partnership with Staff Development Institute (SDI), the national training partner of Malawi Government, FPD provided healthcare management and instructional design technical assistance to improve upon the Malawi Ministry of Health's existing district health management training content and convert it for on-demand, e-learning modules. FPD co-designed eight healthcare management modules hosted on FPD's Learner Management System. Course will go live in 2022 to support the Malawi Ministry of Health to expand the coverage of healthcare management.

In Tanzania, FPD partnered with UNICEF and ENTAF to support national Ministry-led investments in Strengthening Leadership and Management Capacity for Primary Health Care. FPD provided healthcare management

and instructional design technical assistance to support mapping of existing healthcare curricula and gap analyses, consensus building on curriculum focus areas, and drafting and quality assuring training content for subnational healthcare curriculum. Pilot and iterations on training material are planned for 2022.

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, and providing secretariat services to three Local Partner-led Communities of Practice (current COPs include: Leadership and Governance, Monitoring and Evaluation and Gender).

Project Sponsors:



PEPFAR
U.S. President's Emergency Plan for AIDS Relief



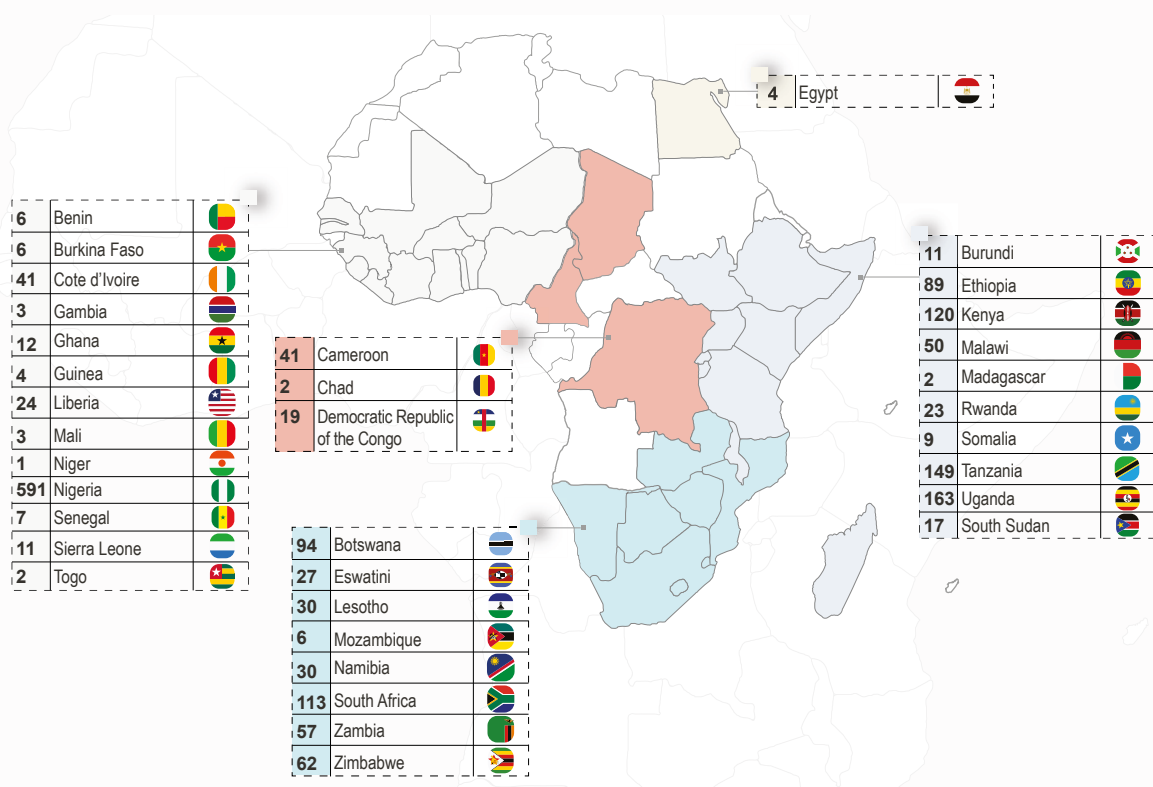
USAID
FROM THE AMERICAN PEOPLE

Project Partner:



ASAP Regional Scholarship Programme

Approved applicants' country of residence (n=1831)





1. OVERVIEW

2. DEVELOPING
PEOPLE

3. **INNOVATION**

4. HEALTH SYSTEMS
STRENGTHENING

5. FPD SUPPORT
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6. ABOUT FPD



4

HEALTH SYSTEMS STRENGTHENING

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Health Systems Strengthening

The Medical Male Circumcision Sustain Project

MMC SUSTAIN (Medical Male Circumcision Scale Up and Sustainability to Avert New HIV Infections) is an ongoing investment from the Bill & Melinda Gates Foundation (BMGF). The grant was awarded to the Genesis consortium, comprising of Genesis Analytics (Genesis) and the Foundation for Professional Development (FPD) in September 2018. Since then, the grant has been extended to end in 2023. The project through technical advice supports the national MMC program, with a below national level focus on technical assistance at eight districts in three provinces, namely KwaZulu-Natal (eThekweni, Amajuba, iLembe, uMgungundlovu and, Mpumalanga (Gert Sibande) and Gauteng (City of Johannesburg, West Rand and Ekurhuleni).

MMC SUSTAIN is utilizing a user-centred and behaviourally-informed approach throughout implementation of the MMC SUSTAIN program. User-

centred design (UCD) allows for problem solving that places the user (in this case, DOH employees) at the core of the design and implementation process. In doing so, we are able to develop solutions that are not only tailored to the users' needs, but that are also owned by the user. The MMC SUSTAIN team has taken on a lead-from-behind approach to cultivate ownership, rather than perpetuating dependence on donor programs. Through collaborative solutioning, the system users are provided with the opportunity to learn and grow.

In order to address the challenges experienced within the national MMC program, the MMC SUSTAIN team comprises several workstreams (shown in Figure 1).

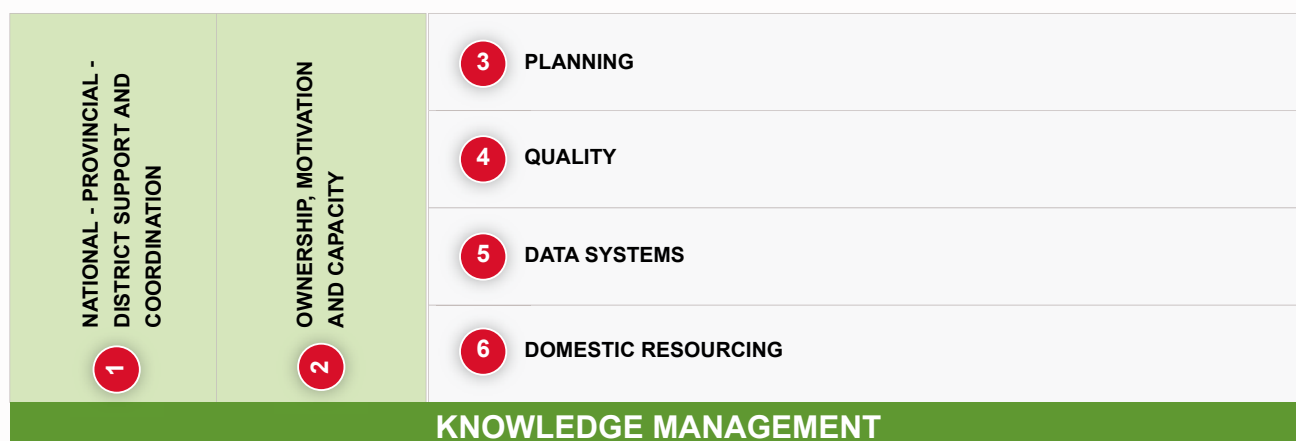


Figure 1: MMC SUSTAIN summary of areas of support

The first two workstreams are overarching and are included in the package of assistance for all geographies of focus. National, provincial and district coordination and ownership, motivation and support are aligned to our UCD approach and our strategy to lead from behind. Through these workstreams organizational change is embed at all levels of DOH and ensure that there is a resilient MMC program in place at a national and sub-national level. Knowledge management cuts across the system to ensure that there is regular dissemination to stakeholders of lessons and approaches to increase

program sustainability and effectiveness. The remaining workstreams are tailored to the geographical needs for more targeted outcomes at the different levels of DOH structures. Our focus is on building sub-national capacity to ensure that the MMC program meets its targets for each year, while increasing integration with other DOH programs, and that there is high quality data available and used to inform planning and implementation of the program at national and sub-national level.



CDC Projects

The Foundation for Professional Development (FPD) was awarded funding to implement People Who Inject Drugs (PWID) program in Gauteng and Mpumalanga provinces. FPD also received funding in support of Advanced Clinical Care (ACC), above site PrEP and High Transmission Area/Key Population Health Implementation plan (HTA/KP-HIP) programs.

The award goals and objectives align with PEPFAR's programmatic implementation and technical assistance for HIV/AIDS and TB prevention, care, and treatment services in South Africa, and in support of the South African National Strategic Plan for HIV, TB and STI's (2017- 2022) goals.

Program Goals:

- To provide program management: Above-site activities, predominantly administrative, for the purpose of managing the Implementing Partner's organizational entity and response and support National Department of Health's HTA and PrEP Program.
- To support the NDOH in management and distribution of PrEP drugs in COP20.
- To provide comprehensive services to PWID in Tshwane (Gauteng) and surrounding areas as well as Ehlanzeni (Mpumalanga).
- To successfully implement KPIF funded programs for MSM and PWID in South Africa.
- To implement Advanced clinical care program in support of NDOH.
- To Support NDOH with HTA/Key Population Health Implementation Plan.

FPD's Key Population Investment funding allowed for innovations on the PWID funding and included Men who have Sex with Men service delivery.

During 2021 the project also supported PPE procurement for DSPs, printed ECI material for health promotions campaigns, provided funding support to the National TB Think Tank, the HIV Think Tank funding and procured PrEP – buffer stock.

During the funding year, FPD with the support of sub award grantees CareWorks and Caprisa, reached various levels of success in programmatic implementation.

COP and KPIF PWID

The HARMless program continued from COP19 with FPD as prime recipient and implementer. It was based on formal mapping of Tshwane and Mbombela in terms of concentration of injecting drug users. The project followed the World Health Organization's (WHO) recommended package for People Who Inject Drugs (PWID). The harm reduction model is a public health approach which seeks to reduce the harms associated with behaviours that place individuals at high risk for the transmission of HIV and other blood borne infections, such as Hepatitis C.

The program approach differs from the abstinence model and is implemented by peers. The harm reduction model meets the individual where they are at i.e. still using drugs. It points out risks and assists clients in reducing his/her risks. Most of the service beneficiaries are homeless and unemployed; they face discrimination and stigmatization from both the general population and law enforcement. Those who have experienced violations can report these incidents to peer educators. Human rights violations were reported to SANPUD.

The comprehensive package of services offered included the following programmatic area activities:

- HIV Testing Services (HTS).
- Key Population Prevention Services (KP Prev).
- Provide Antiretroviral therapy (TX New) and maintain on treatment. (TX CURR, and VL suppression).
- Provision of Prep (Prep New) and maintenance (PrEP CURR).
- Provision of Opioid Substitution Therapy (OST) (KP MAT).

FPD maintained implementation of a three- component PWID KPIF harm reduction program during the reporting period.

FPD's KPIF funded activities, like COP funded activities, were implemented through community-based peer-to-peer outreach activities. The aim of outreach services was to identify known and newly diagnosed positives not yet on ART and initiate them. Point of care HTS, and Index testing formed the base of case finding. FPD implemented the existing real-time reporting system based on mhealth (PWID App) LYNX platform, used for data capturing. This platform allowed for capturing ART patient demographic using Tier.Net as source for tracking and reporting linkage to care and treatment outcomes.

HARMless employed peers that come from the PWID community: these individuals may be recovered injectors, on methadone, or still using but functional. As such, they are individuals that required special support and training. FPD implemented the lessons learned from a report based on literature review and insight sessions with peers and stakeholders, that took place in COP19, engaged MAINLINE who developed and implemented training of peers to align service delivery to international standards.

FPD used insights gained from COP19 communication program implementation and further developed 12 comic strips for distribution to PWID. FPD continued distribution of IEC material created in COP19 as well as new materials and used these as basis for KP_Prev service provision.

KPIF MSM (Seek Test Initiate Retain program)

Website for PrEP and ART program enrolment

FPD maintained the STIR website from where clients completed risk rating questionnaire and were referred to the CareWorks call centre from where they were linked to MSM service delivery. IEC materials developed during COP19 containing information regarding website link and contact centre numbers were distributed to direct service delivery sites and on STIR social media pages. The online system required clients to provide confirmation 1) that client is MSM, 2) that MSM client is at risk or HIV positive, and 3) lives/works in target area. Once clients contacted the call centre, they were provided with introduction packs containing HIV self- screening tests, STIR branded mask, hand sanitizer and lube, and government issue condoms via a courier service. After receiving and conducting HIVSS, clients were followed up via call centre to support

next step in health seeking behaviour. Negative clients were screened for PrEP eligibility and sent for blood test screening, whereafter they were issued with PrEP via e-pharmacy. Self-screened positive clients are prompted to visit a healthcare provider for HTS. Based on outcome were offered either PrEP or ART.

FPD and subgrantee CareWorks made use of known MSM friendly practitioner networks outside STIR supported DSD sites, to supply screening and scripting services. In addition, CareWorks had existing links to phlebotomist and general practitioner networks in South Africa.

Demand Creation for PrEP and ART

FPD used a multi-pronged approach to generate demand for PrEP and ART in areas that do not have established MSM outreach teams. Demand creation solutions included: 1) Online advertising on MSM/gay dating/cruising social media sites /geospatial apps (e.g., Grindr, Facebook and Instagram); 2) creating awareness through MSM networks particularly through civil society organizations (CSOs) and engagement of MSM through insight sessions (focus group discussions); and 3) Word of mouth within MSM sexual and social networks. FPD and subaward grantees worked with grassroots and

donor funded MSM and LGBT organizations to establish and maintain referral networks. All demand creation strategies linked beneficiaries to (CareWorks) call centre and STIR website.

Risk Perception

Creating awareness is the entry point into the first 95 goal: HIV testing. An important component of this project was to create risk awareness among MSM. Online insight sessions via website or in person with MSM/MSM CBOs and NGOs was used to identify motivators/barriers to testing as well as PrEP/ART initiation. These identified knowledge of MSM related to regular testing as well as PrEP and ART side effects, adherence, etc. CareWorks developed scripts which guided contact center agents regarding during calls with MSM.

STIR program implementation

FPD continued STIR program implementation via community service organizations who provided direct service delivery, used website and social media campaigning for mobilization and call centre for case management services.

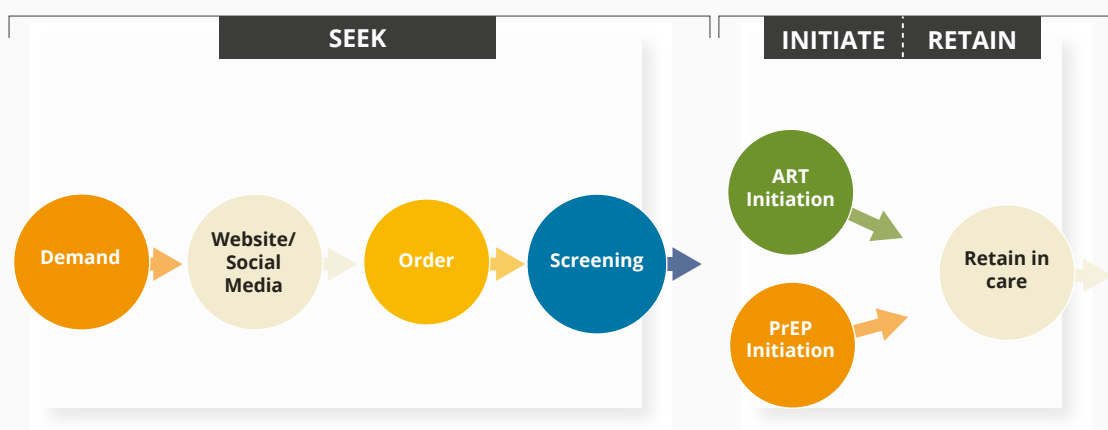


Figure 1: MSM program process flow

The MSM PrEP program aligned to South African PrEP guidelines (SA National PrEP Guidelines 2016).

FPD sites for COP 20 KPIF implementation was Sedibeng, Nkangala, Ngaka Modiri Molema (NMM) and Dr Kenneth Kaunda (DrKK) districts. FPD continued service delivery through contracted Community Service Organizations in these districts. South African telemedicine regulations have been changed during COVID-19 response, thus made utilization of telemedicine/video-based visits, home delivery of PrEP and POC testing devices supported with laboratory visits possible.

HIV Self-screening test kits was procured centrally by FPD and distributed to contracted CSO's. Blood samples were collected from clients who required additional laboratory testing and was sent to NHLS via DOH facilities.

A strong emphasis was maintained on including KP led CBOs/CSOs, DoH facilities, PEPFAR funded partner sites as well as private GP networks.

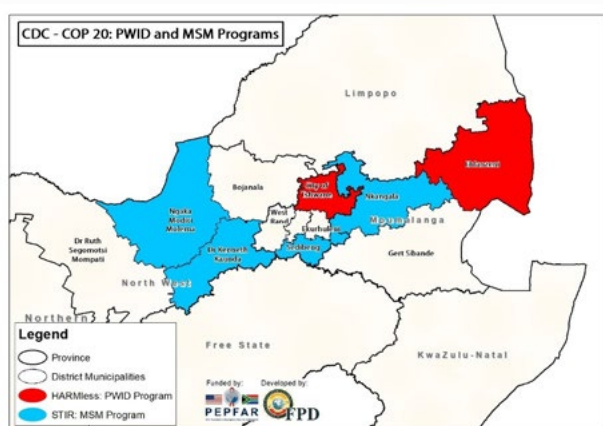
Contact Centre Case Management Approach aimed at initiation support and retention in care

CareWorks' Virtual Clinic solution is managed via the CareWorks contact centre through case managers who facilitated client readiness assessments; appointments with network GPs/pathologists/public/partner facilities to ensure that clients perform baseline and 3-monthly labs and collect, review and provide results. The clinical team and prescribing practitioner reviewed the laboratory/ POC test results and communicated way forward with the client. PrEP and ART was prescribed in line with standard treatment guidelines and delivered via courier pharmacists to the address of the clients' choice.

HIV self-screening test and STI screening kits were be dispensed with each script dispatched.

Courier pharmacy program (monthly or 3-monthly PrEP/ART)

While initial dispensing of PrEP and ART will be done as acute scripting, SOPs were developed for multi-month dispensing, which allowed for postal delivery of combined medication/prevention packs. Combined packs included either PrEP or ART, as well as IEC material, internal/external condoms, lube, self-screening test kits (HIV and STI).



Picture 1 KPIF MSM and PWID implementation

Above site PrEP

The Above Site PrEP program was able to process 130 orders for the supply of 394,111 packs of PrEP to 79 CDC/USAID partner sites to the value of R24.6m during the reporting year.

FPD cancelled its agreement with Imperial Health Sciences and sub-contracted Kawari Wholesalers (Pty) Ltd in Sep 2020 to store and distribute PrEP on behalf of FPD to all the partners sites via the government facilities. This contract was extended until Mar 2022.

Following approval of COP20 carry over funds, the FPD team procured an additional 106,848 packs of PrEP from Macleods and 45,792 from Mylan during Aug 2021 to bring the total number of PrEP in stock at the end of Sep '21 to 278,919. This stock was earmarked as safety stock by the donors which will only be distributed to Correctional Services sites, but also to government sites should the government supply chain through the provincial depots fail to provide to facilities' demand.

The FPD pharmacist and post-basic pharmacist assistant conducted 134 on site support visits to partners to monitor compliance with Good Pharmacy Practice and to provide technical advice on demand planning and forecasting to ensure sufficient stock available but to prevent any short-dated stock.

High Transmission Area/Key Population Health Implementation Program

FPD provided continued HTA/KP-HIP development and dissemination support to NDOH and provinces, in line with approved annual workplan.

Advanced Clinical care

During COP19/20, the U.S President's Emergency Plan for AIDS Relief (PEPFAR) supported the National Department of Health (NDOH) to finalize and implement a package of services for advanced clinical care (ACC) in South Africa. Foundation for Professional Development (FPD) was the prime recipient for the CDC/PEPFAR ACC award and appointed the Centre for the AIDS Programme of Research in South Africa (CAPRISA) as the sub-recipient for the implementation of ACC technical support services during the reporting period of 1 October 2020 – 30 September 2021. The geographical areas covered within the ACC programme include 11 CDC-PEPFAR funded districts, namely Bojanala, Ngaka Modiri Molema (NMM) & Dr Kenneth Kaunda (DKK) in the North-West Province; eThekweni, uMgungundlovu, uThukela & Zululand in KwaZulu Natal; Ekurhuleni in Gauteng and Amathole, Chris Hani & OR Tambo in Eastern Cape.

The goal of ACC programme was to strengthen the health care system's capacity to deliver high quality care to patients with complicated HIV and HIV/TB including those failing ART. Enhanced capacity was achieved through strengthening specialized clinical training and support, pharmaceutical services, strengthening access to specialized laboratory and pharmaceutical services, and strengthening referral pathways. The coverage of the ACC services in each of the 11 CDC funded districts was improved by building on existing virtual support platforms, referral pathways and health system activities that supported ACC delivery.

The award goals and objectives align with PEPFAR's programmatic implementation and technical assistance for HIV/AIDS and TB prevention, care, and treatment services in South Africa, and in support of the South African National Strategic Plan for HIV, TB and STIs (2017-2022) goals.

Zenzele Adherence Communication Campaign

The Zenzele ARV Adherence Campaign in South Africa was part of a global movement to create a single, unified message that helps people understand the implications of persons living with HIV attaining “undetectable” status through adherence to antiretroviral (ARV) therapy.

The campaign aimed promote awareness of the fact that a person living with HIV who has an undetectable viral load can (a) enjoy good health and b) cannot pass the HI virus on to a sexual partner.

Throughout the campaign, the emphasis was placed on living a healthy life with HIV if your viral load is undetectable. The campaign formed part of the

Zenzele antiretroviral therapy (ART) adherence communication programme. Five provinces were covered by the radio campaign, which was supported by social media campaigns. The Zenzele ARV Adherence Radio Campaign consisted of 172 coverage clips and achieved a total reach of 9 111 092. The accompanying social media campaign tracked the conversation around the hashtags #ARVAdherence, #UndetectableHIV and #TheFutureIsOurs on the following online sources: Facebook; Twitter; Instagram; LinkedIn; News; Blogs; Comments; Forums; Wikis; Classifieds; Reviews. The results for the period 1 August to 14 September 2021: Total reach: 3.2million (3 254 899) people and Total impressions: 22.6 million (22 644 045 times seen on Facebook).





PEPFAR/CDC Grant to support Mental Health System Strengthening in South Africa

In 2022 FPD received a new 5-year grant to focus on Mental Health (MH) System Strengthening focussing on vulnerable and at-risk individuals and PLHIV. Additionally, this project will also focus on improving access to care for health care workers suffering from stress and burnout. This funding allows FPD to expand our longstanding commitment to health system strengthening that over the past few years have included a focus on mental health (MH). From 2019 to 2021, FPD implemented the South African National Mental Health Education Programme (SANMHEP) in partnership with the National Department of Health (NDoH) Mental Health Directorate, and Provincial Mental Health Directorates. This project was funded through an educational grant from Sanofi that ended in 2021. The project focussed on training health care professionals (HCPs) at primary care facilities and district hospitals to recognize, treat and refer people with mental health issues. Since the start of the Coronavirus pandemic FPD has also provided free training for HCWs on mental health resilience and dealing with stress and burnout.

To continue and expand the progress made under SANMHEP and support to HCWs, FPD has been fortunate to secure a five-year PEPFAR grant through CDC that allows expansion of our MH systems strengthening activities during the 2022 to 2026 period in the PEPFAR supported districts. FPD will also try to leverage additional resources to support non-PEPFAR districts in the country.

The new grant has two major focusses namely to: i) improve access, retention, adherence and decrease stigma/discrimination for PLHIV affected by common mental health (MH) disorders (anxiety, depression), complex MH disorders (neurotic and psychotic disorders), and harmful substance use including alcohol abuse. This focus also includes a prevention component that will reach out to vulnerable and at-risk individuals and ii) decrease health care workers stress, anxiety, and burnout.

The **overarching project outcomes** are to decreased morbidity and mortality of PLHIV affected with MH issues and increased wellbeing of HCWs facing stressful working conditions.

The **technical approach focusses** on four strategies namely:

- **Strategy 1:** Strengthen Policies/guidelines/SOPs: We would welcome an opportunity to work with the NDOH to i) strengthen MH activities within NDOH PHC policies and guidelines with a view to enhanced access to quality MH services for PLHIV affected with MH disorders and ii) improve access to MH services for HCWs suffering of unhealthy stress, anxiety, and burnout.

- **Strategy 2:** Capacity building: This includes a series of training products designed to equip HCWs and clients to manage common mental health issues.
- **Strategy 3:** Strengthening of referral networks is a continuation of the work started under SANMHEP designed to strengthen referral and counter referral within the public sector but also to a from civil society organizations.
- **Strategy 4:** Stakeholder engagement is a risk communication and community engagement (RCCE) strategy designed to increased community awareness of common MH disorders, their health impact, and MH services available and to decreased stigma and discrimination against PLHIV with MH issues. Consortium partners are already involved with the NDoH RCCE Technical Working Group.

The technical approach will draw on five workstreams namely:

- **WS-1: Technical Assistance (TA).** The Consortium team has expertise across a variety of MH thematic subjects including access to global mental health experts based at Columbia University.
- **WS-2: Training** FPD, will be working with Columbia University Psychiatry Department, to offer accredited short courses.
- **WS-3: Mentoring** activities are designed to improve the capacity of individuals and organizations to provide improved MH services and we will work closely with district support partners (DSP) teams in the field.
- **WS-4 Community Engagement & Information Education and Communication (CE& IEC)** uses evidence-based stakeholder engagement approaches to secure buy in and support for public health interventions and ICE campaigns. ICE campaigns will be designed to create awareness of MH issues, decrease stigma and increase service uptake.
- **WS-5 Digital Health:** Will deploy existing digital solutions, such as the Vula Mobile app, a referral technology, deployed in all provinces that connects 18,003 health workers, across 6,002 health facilities and 53 specialties and project support technologies adopted within the PEPFAR environment including real-time reporting. Data hosting is compliant with the SA Protection of Personal Information (POPI) Act.

The FPD **Consortium** includes well established indigenous SA organizations (FPD, Heartlines, Vula Mobile) supported by Columbia University Department of Psychiatry a leader in global MH. Vula Mobile has been a FPD partner supporting the SANMHEP project. Heartlines, is a leader in behavioural communication and community engagement and serve on the NDOH RCCE Technical Working Group.



Procurement of medical equipment's to support COVID-19 epidemic response – KfW

Responding to the needs of South Africans, the German Government approved additional funding through the KfW HIV Prevention Program for emergency Coronavirus response efforts.

In consultation with the National Department of Health (NDoH) the funding was directed to support to the procurement of urgently needed equipment to assist in the diagnosis and surveillance of COVID-19 and to provide personal protective equipment (PPE) for healthcare personnel. FPD as the implementing agency of the HIV Prevention Program was responsible for the procurement process in close coordination with NDoH and GFA.

FPD worked closely with the National Institute for Communicable Diseases (NICD), national reference laboratory for SARS-CoV-2 testing. The NICD

identified a need for additional testing technology to cope with increased demands for testing. The equipment procured were used to contribute to expand test capacity including molecular tests to identify the SARS-CoV-2 virus and serological tests to detect antigen and antibodies.

The support was provided over a period of thirteen months ending in May 2021. All equipment were delivered and installed by suppliers at the national reference laboratory of NICD in Johannesburg and monitored by FPD and GFA.

The following equipment was provided:

#	Equipment	Quantity
1	BIOTEK SYNERGY HTX MULTI-DETECTION MICROPLATE READER	2
2	BIOTEK 40SLSR PLATE WASHER	2
3	BIOTEK BIOSTACK MICROPLATES STACKERS	5
4	Ensign with 50 plates stackers	1
5	HERAcell VIOS 160i CO2 incubator single chamber	3
6	FINNPIPETTE NOVUS 8 CH 100 – 1200 UL	1
7	FINNPIPETTE NOVUS 8 CH 30 – 300 UL	1
8	FINNPIPETTE NOVUS 12 CH 30 – 300 UL	1
9	E1 – CLIP TIP MULTI CHARGER STAND EACH	1
10	HILOAD 16/60 SUPERDEX 200 PG	1

Continued

#	Equipment	Quantity
11	Hamilton Robotics – STAR M AUTOLOAD	1
12	MAXAIR CAPR SYSTEM	1
13	C8800 instrument	1
14	CO2 incubator	1
15	BIOTEK ELISA WORKSTATION	1
16	AUTOMATED NUCLEIC ACID EXTRACTION MACHINE	1
17	REFRIGERATED CENTRIFUGE	1
18	REAL TIME PCR MACHINE	1
19	BIO-PLEX 200 SYSTEM WITH HTF	1



Below are examples of some of the equipment's delivered at the NICD laboratory.



Handing over of equipment's ceremony at NICD: Germany Minister of Health and RSA Minister of Health





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 a relaunch in May 2017, the National HIV Think Tank (NHIV TT) has provided a platform that brings together multisectoral stakeholders to share ground breaking research, brainstorm new implementation approaches, and engage in policy discussions to assist the country in achieving its HIV prevention and treatment goals.

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) and to fund a number of innovation challenges.

By the end of 2020, the NHIV TT Secretariat had funded a number of projects designed to test new innovations to the valued of nearly R15 million.

The BMGF funding for the project was due to end in December 2020, however due to COVID-19 the project funding was extended for another six months. To allow full transition of the secretariat to the NDoH during this abnormal period further funding was secured from CDC to extend the period of FPD support to the secretariat to the end of 2021. The NHIV TT will continue to provide 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, and policies as part of the NDoH Operation Phuthuma.

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.



Highlights of NHIVTT project

Donor Colloquia

- > Co-hosted hosting a breakfast seminar with the private sector at the 5th SA TB Conference 2018.
- > Hosted NHIV Think Tank Innovation Summit in 2019.

Pilot Projects

- > Served as an incubator for 13 innovative pilot programs.
- > Produced 2 technologically innovative pilots from Aviro Health and Sunshine Media.

Index Testing

- > Supported the development of index testing SOP's for the country as well as standardized data collection tools in the form of an index booklet.

HIV Self Screening (HIV SS)

- > Identified 233 health facilities for the implementation of HIVSS.
- > Developed HIVSS SOP's for PEPFAR, Global Fund and NDOH distributed channels.
- > Updated HTS register.





5

FPD SUPPORT SERVICES

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New Business Development Unit

The New Business Development Team is made up two units: Proposal Support Team and the Sales Team.

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 2020 - 2021 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.

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.

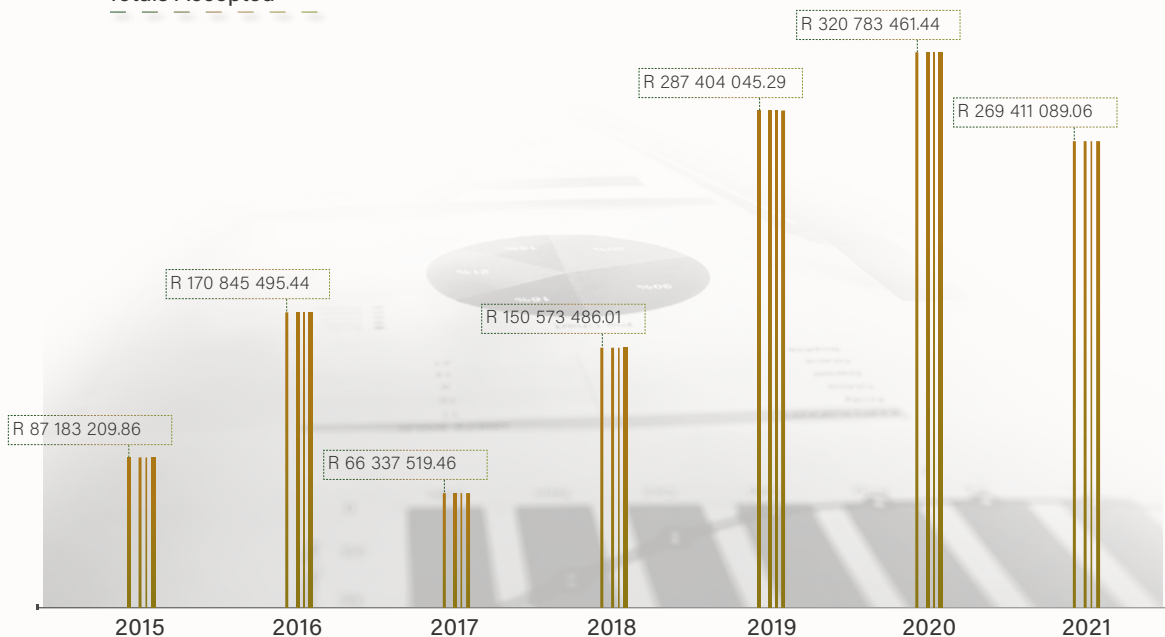




Sales Statistics



Totals Accepted





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.

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:





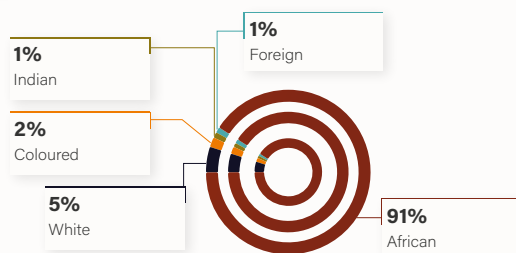
Human Resources Administration Department

During 2021, the Human Resources Administration Department ensured that all employees comply with the mandatory Vaccination Policy. A Wellness Day was hosted and well attended by employees. Flu vaccines were administered to employees. The requirements of the POPI Act were implemented. Employees were offered the opportunity to do the ACM and HCM courses. 11 Employees passed the HCM course of who 6 employees passed with distinction. The ACM course will end in 2022.

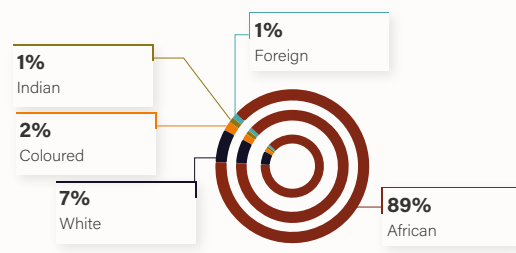
Statistics For 2021

	African		Coloured		Indian		White		Foreign		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Top Management	1				1			2	1		3	2
Senior Management	4						9	4	1	1	14	5
Middle Management & Professional	15	15			2	2	11	8	2	2	30	27
Junior Management	19	10	1		2	1	13	3	1	1	36	15
Skilled	25	17	4	4	1		1	2	1		32	23
Unskilled	62	20	1								63	20
Learners	535	208	11	2	1			1			547	210
											725	302

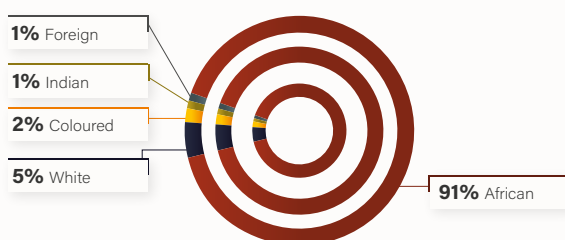
Female



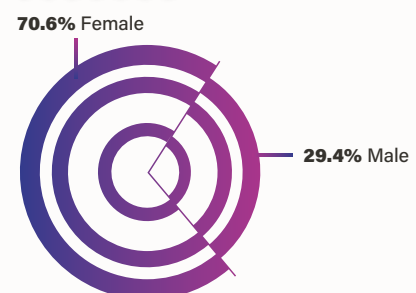
Male



Totals Staff



Staff Ratio





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.

Highlights



Number of Mails received:

3 158 921



Number of Mails blocked:

1 600 988



E-Mails sent:

3 158 921





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





1. OVERVIEW

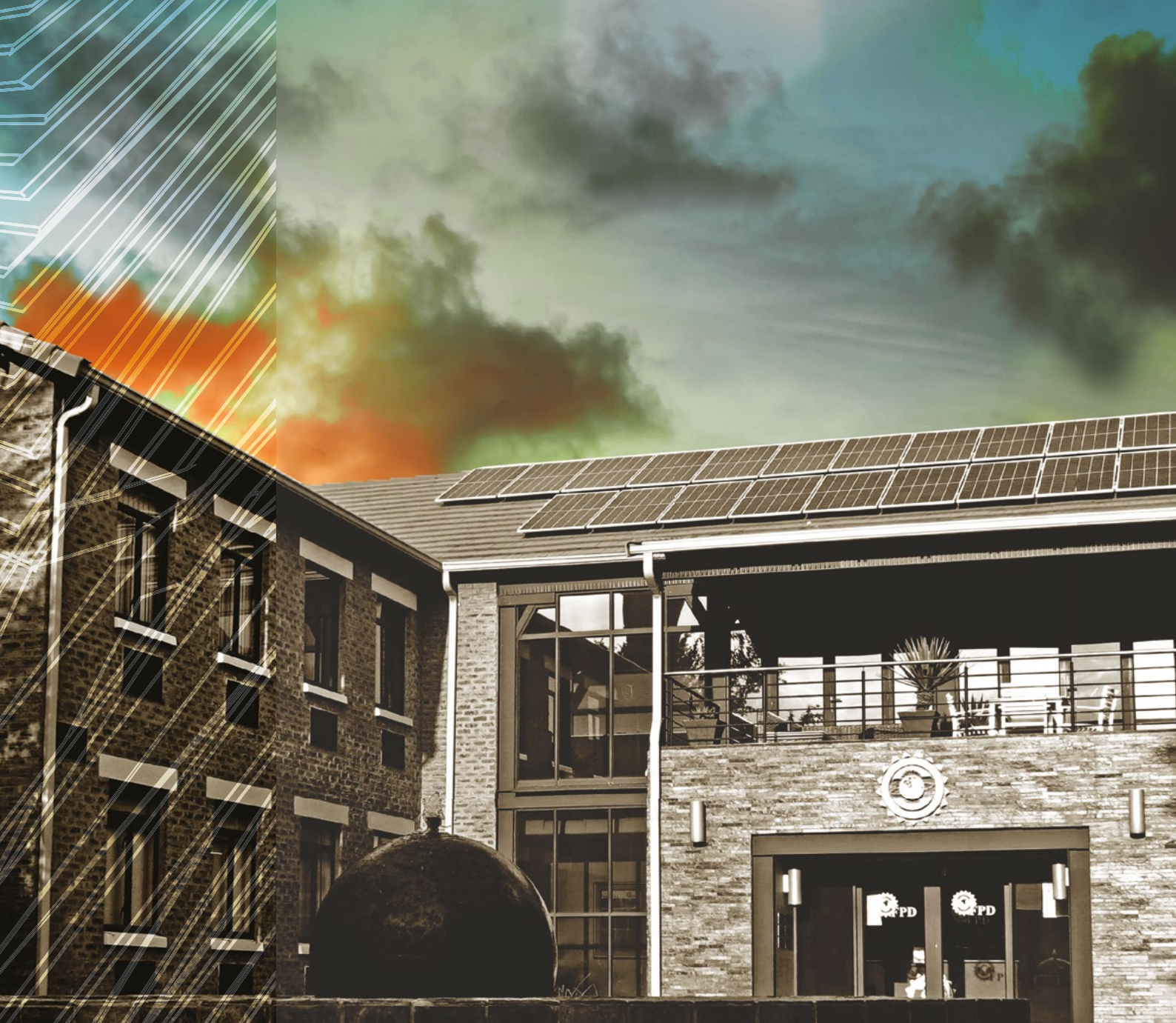
2. DEVELOPING
PEOPLE

3. INNOVATION

4. HEALTH SYSTEMS
STRENGTHENING

**5. FPD SUPPORT
SERVICE**

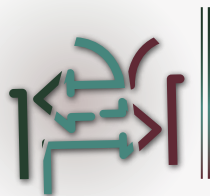
6. ABOUT FPD



6

ABOUT FPD

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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:

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

- **Programming**

- o 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.
- o 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**

- o 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.

- o **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**

- o 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.



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.

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 Pefar 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 Developmentport



Strategic Partnerships

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

✓ 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). AMBS in partnership with Foundation for Professional Development offers an international management programme for executive leaders in Africa.

BILL & MELINDA GATES foundation

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.

&Brigham ASSOCIATES, INC. Brigham and Associates, Inc.

Brigham and Associates, Inc. is dedicated to improving healthcare and the disability and claims systems to ensure accurate decisions and prevent needless and inaccurate disability claims. We accomplish this through web-based resources, training, speaking, writing, and consultation.

FPD has partnered with Brigham and Associates, Inc. to offer an online short course in the Evaluation of Permanent Medical Impairment Rating based on the Internationally accredited AMA Guides with the associated tools to support practitioners with the knowledge and skills to evaluate permanent medical impairment appropriately.



Golden Key International Honour Society

Golden Key International Honour Society (GKHS) is the world's largest collegiate honor society for graduate and undergraduate students, and has strong relationships with over 400 universities around the world. Golden Key is built on the pillars of academics, leadership, and service, and our chapters are committed to implementing service projects and leadership development for all students on their campus.

GKHS has partnered with FPD to bring its membership access to a unique set of short courses in alignment to the GKHS pillars. This includes an exclusive short course management package.



Next Gen U

NextGenU offers a learning portal invented to help democratize education and aims to educate and improve the capacity of the health workforce. NextGenU offers courses from undergraduate-level pre-health sciences, nursing, and community health worker training through medical and public health graduate training, medical residency programs, and continuing medical education at no or low cost.

NextGenU partners with FPD to exchange best practise content to make the best quality content available to more health care workers at an affordable price.

Association for Health Professions Education and Leadership (AHPLE)

The Association for Health Professions Education and Leadership (AHPLE) works to advance health professions education in sub-Saharan Africa. FPD joined forces with AHPLE 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. In addition, FPD has partnered with AHPEL to develop the short course in scientific peer review, helping participants navigate the process in reviewing scientific papers and providing adequate feedback to the editorial board of a journal.



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.



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.



Whitten Roy Partnership

Whitten Roy Partnership (WRP) is a sales consulting firm that transforms sales, management, and leadership for socially-minded organizations. WRP focuses on organizations that are genuinely concerned with the well-being of their own people and the clients they serve. WRP believes that you improve sales outputs by adjusting three critical inputs.

Increased sales results require the transformation of your sales team's attitude, competence, and execution.

FPD and WRP present a short course is Transforming Sales Management.



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.

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 healthcare managers.



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's HCP Space is a holistic networking and learning platform for healthcare professionals. FPD and IQVIA have partnered to offer their respective content to healthcare professionals through the reach of both IQVIA and FPD's online platforms.



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 migrated in 2022 to an endorsement offered by the society after six years of close collaboration for the 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.



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.



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.



Eloquent Advanced Wound Management

Eloquent Learning Health is a training company focussing on evidence based practical training in the Wound Management Environment.

FPD has partnered with Eloquent Wound Management to develop a basic wound care course as well as a course to address the management of wound care in the malignant and palliative patient



The Beauty Brand

The Beauty Brand is a consultancy serving clients who have an appreciation for authentic beauty, personal development, creativity, a passion for learning and being their best selves. The Beauty Brand offerings link together a host of products, services and suppliers that develop client's beauty and brand and ultimately unlocks potential.

FPD has partnered with The Beauty Brand to make a short course in personal branding available to you, to help you be deliberate about your personal brand so you can live out your life's mission.



The Coaching Centre

The Coaching Centre (TCC) has a 20 year history as a pioneer and leader in Coaching and Leadership Development both locally and globally. Under the leadership of Dr Paddy Pampallis, TCC forms part of the recently launched Integral U Africa Institute, an initiative to integrate leading theory and practice from Africa, the east and west, into a relevant and whole offering for integral human development. The Ubuntu Coaching Foundation (UCF), further serves our passion for integration through making coaching and leadership skills development accessible to communities and community organisations.

FPD together with the TCC offers a short course that covers the fundamentals of coaching skills, competencies, frameworks, models and tools through theoretical presentation, group discussions, practical coaching exercises and reflective processes.



FluidRock

FluidRock is the leading independent governance firm. FluidRock provides a holistic suite of services in a flexible and client-centric manner to ensure the relevant needs of every organisation and its board (governing body), executives and stakeholders are met. Each division is headed up by an industry expert with many years' experience supported by a team of passionate and energetic individuals.

In partnership with FluidRock, FPD provides an online short course in Business Ethics for all professionals.



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.



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.



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-recipient under Genesis Analytics on a national systems strengthening project to support medical male circumcision in four provinces and at National Department of Health.



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.



Health Science Academy

Health Science Academy (HSA) is an accredited provider of education and training in the South African healthcare sector and is a wholly owned subsidiary of the Foundation for Professional Development (FPD). Training is offered in the form of extensive and short training courses, continuing professional development programmes, distance learning and training for qualifications including learnerships. Health Science Academy has established an infrastructure and quality control function to meet standards required by the South African Qualifications Authority (SAQA) and the South African Pharmacy Council (SAPC).

In partnership with FPD, HSA offers a dispensing course for doctors and nurses.



Right to Care

Right to Care is a leading healthcare organization that began in response to the public healthcare emergency of HIV and AIDS in South Africa in 2001 and the pressing need to make medicine and care available to public sector HIV/AIDS patients. It was one of the first organizations in South Africa to make HIV treatment available to public patients. Its solid groundwork of service delivery, patient care and innovation in South Africa quickly attracted attention from international funders and partners.

Funded by USAID, Right to Care has partnered with FPD to provide online upskilling opportunities to healthcare professionals across Africa on topics related to the Coronavirus pandemic.



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.

In 2019 FPD assisted NICD in the evaluation of the EPI-childrens' vaccination programme by providing logistical support for the research study across all provinces in South Africa.



Pioneering Solutions Studio Group (PSSG)

PSS' TRISCOMS® framework is a leader in Education Technology (EdTech) and is used in multinational programs by organisations like the United Nations and private sector alike. FPD has partnered with PSSG to create a unique Information Technology School, that is a Microsoft Imagine Academy as well as Microsoft Global training partner and also a CompTIA delivery partner. Their dedicated online LMS (learner management system) is a platform to provide the right tools,

resources and preparation materials to certify or qualify in international IT certifications and local qualifications. The training platform includes vendor backed curricula with very exciting features promoting advancement in all IT related careers, from digital literacy to Azure and cloud management and everything in between.



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 PLHV.



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.



PSIGPC

Population Services International (PSI) is a US-based social marketing non-profit focused on strengthening consumer-powered healthcare by shaping markets, shifting policy and funding, and strengthening global capacity. In South Africa, PSI is applying market research and human-centred design approaches to better understand men's barriers to HIV services, develop and test solutions, and disseminate insights and approaches to inform strategies and programs. PSI funds a PrEP for Men in South Africa pilot project at ten GPs demonstrating men's uptake and persistence on PrEP under the GP Care Cell.



South African Dental Association

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.

SADA has partnered with FPD to gain accreditation to offer a distance Higher Certificate in Dental Assisting. This will offer a much-needed opportunity to those in rural areas to gain a qualification to improve the availability of dental assistants across the country.



South African Medical Association

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.



Avacare Health Group is a multinational healthcare company operating in 20 African countries, the Middle East, Asia, the US, Canada and Australia. Avacare provides integrated, innovative and holistic health solutions. Avacare prioritises the education and development of their employees and people across the continent.

Avacare have partnered with FPD to obtain the registration of qualifications that FPD holds in South Africa, in other African countries as well as to offer a myriad of short courses in partnership throughout the continent.

Indlela

Indlela is a collaboration between the University of Witwatersrand's Health Economics and Epidemiology Research Office (HE2RO) and the University of Pennsylvania Center for Health Incentives and Behavioural Economics (CHIBE). Indlela was established in 2020 to design and test nudges and other behavioural solutions to improve the effectiveness of health services and achieve better health outcomes in South Africa. There are two objectives of Indlela (1) To increase knowledge and application of key behavioural economics insights, and (2) Strengthen the technical capacity of local institutions in developing & testing behavioural economics solutions.





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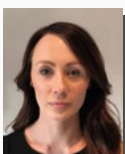
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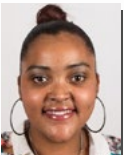
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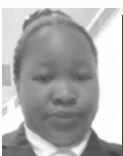
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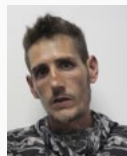
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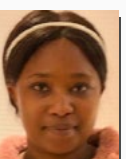
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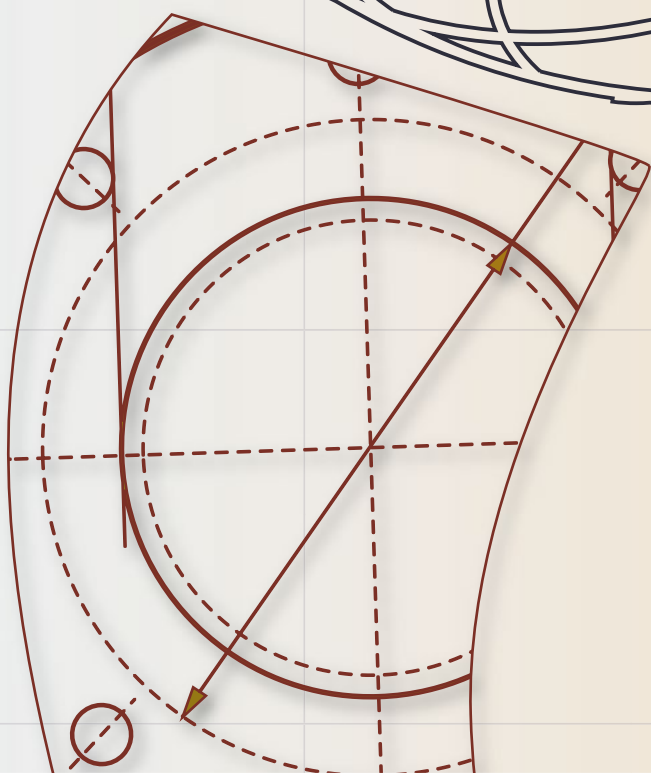
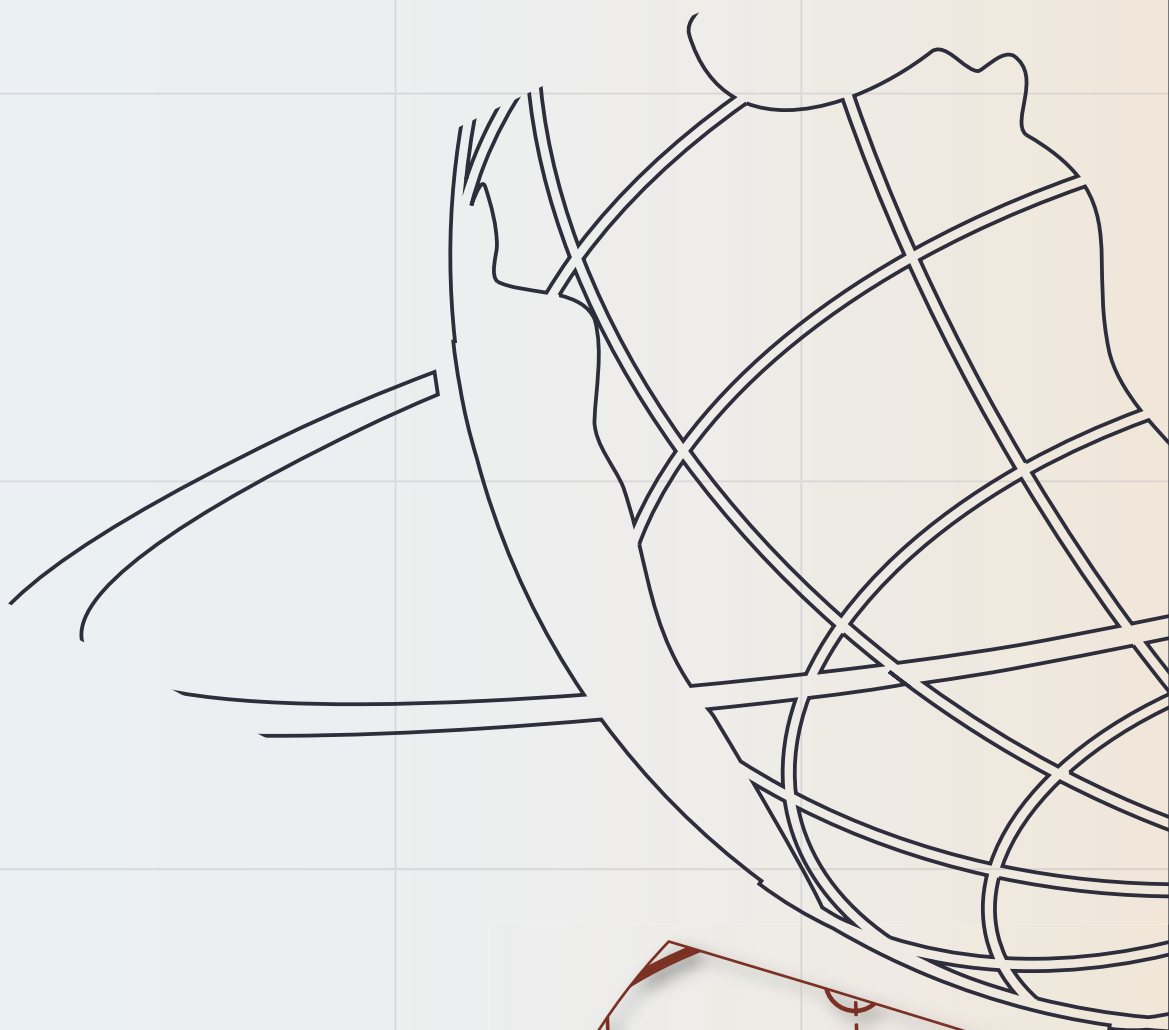
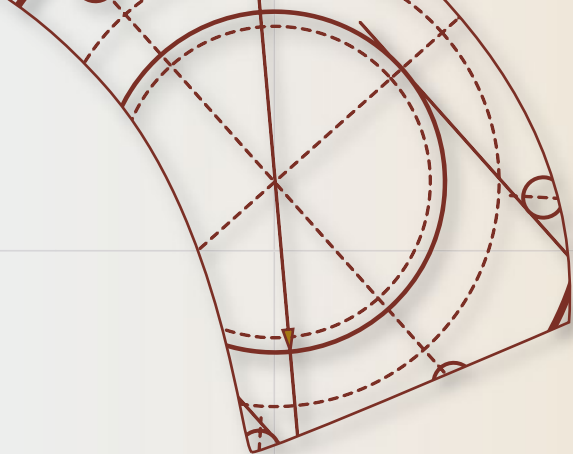
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