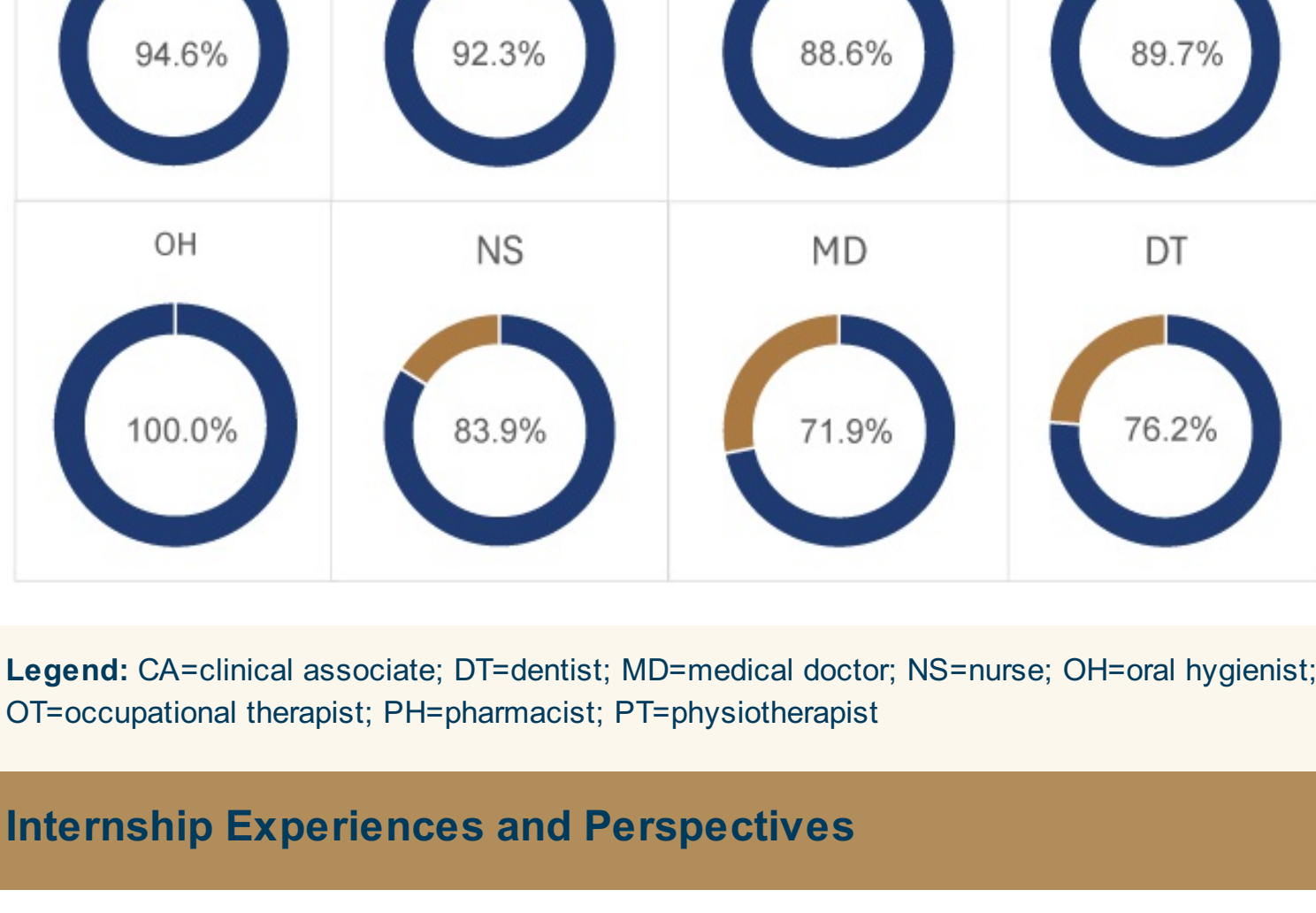


Dear Witsie,

Thank you for participating in the 2024 follow-up study, which was the first year since you graduated. We are pleased to share a few highlights from the 2024 survey, and to let you know that you will receive the link to the 2025 follow-up survey by the end of September.

## 2024 Survey Completion Rates

In 2024, 82.3% of those who participated in the baseline study completed the first follow-up survey.

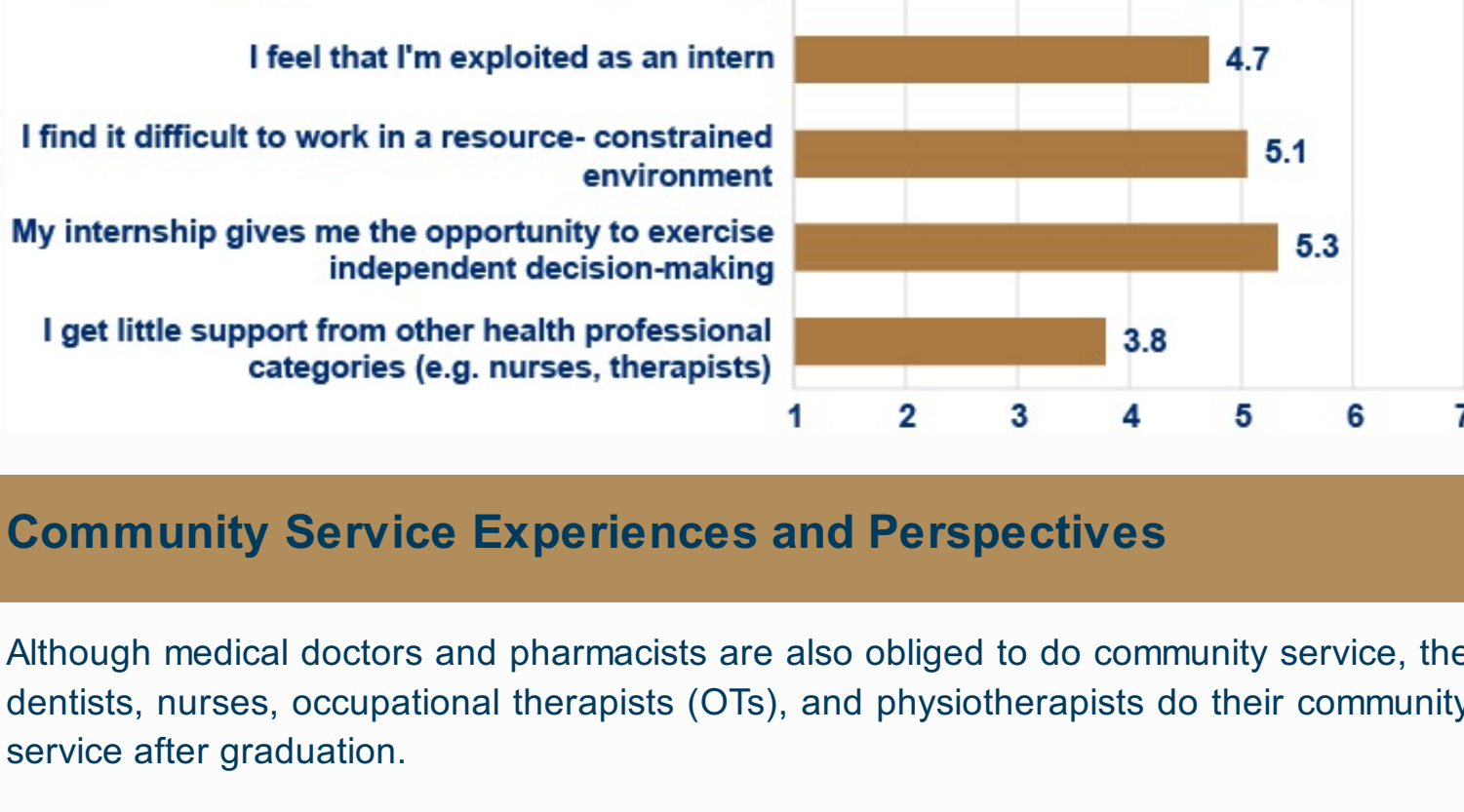


**Legend:** CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist

## Internship Experiences and Perspectives

Medical doctors and pharmacists are obliged to do two- or one-year internship respectively, before they do community service. Consequently, in 2024, 91.5% of medical doctors and 87.2% of pharmacists were doing their internship. The graph below shows the combined experiences or perspectives of medical doctors and pharmacists on their internship. The opportunity for learning or new skills development received the highest score (6.3 out of 7), whereas inter-professional collaboration received an average score 3.8 out of 7. Encouragingly, supervision received a score of 5.7 score out of 7. However, the internship experience seems stressful (score of 5.4 out of 7), with perceptions of exploitation (4.7 out of 7). Medical doctors and pharmacist also indicated that they find it difficult to work in a resource constrained environment (5.1/7).

### Experiences of internship 2024 (Agreement score out of 7)



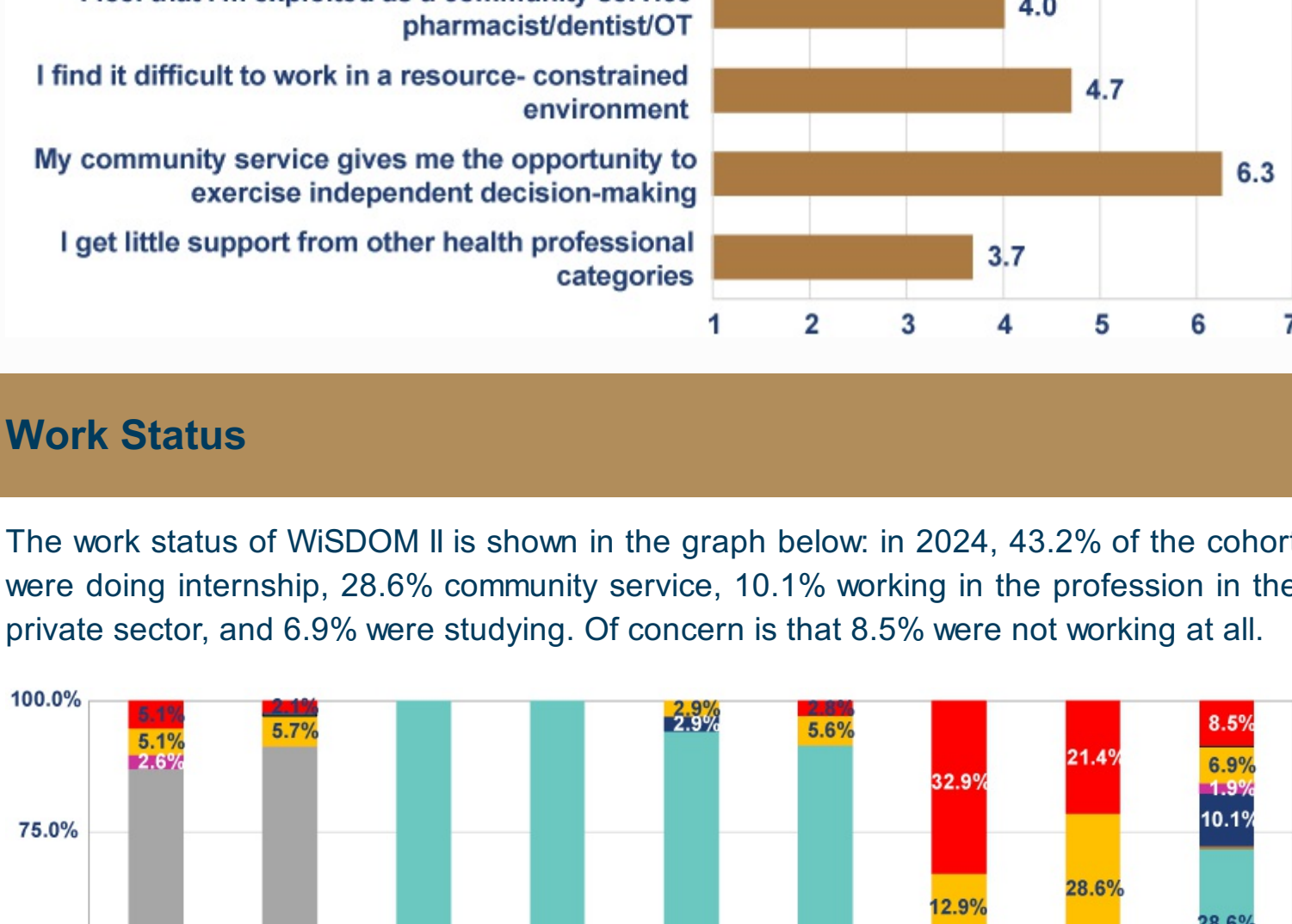
## Community Service Experiences and Perspectives

Although medical doctors and pharmacists are also obliged to do community service, the dentists, nurses, occupational therapists (OTs), and physiotherapists do their community service after graduation.

In 2024, 100% of dentists, 100% of nurses, 94.3% of OTs, and 91.7% of physiotherapists were doing their community service. The graph below shows the combined experiences or perspectives of these four groups on their community service.

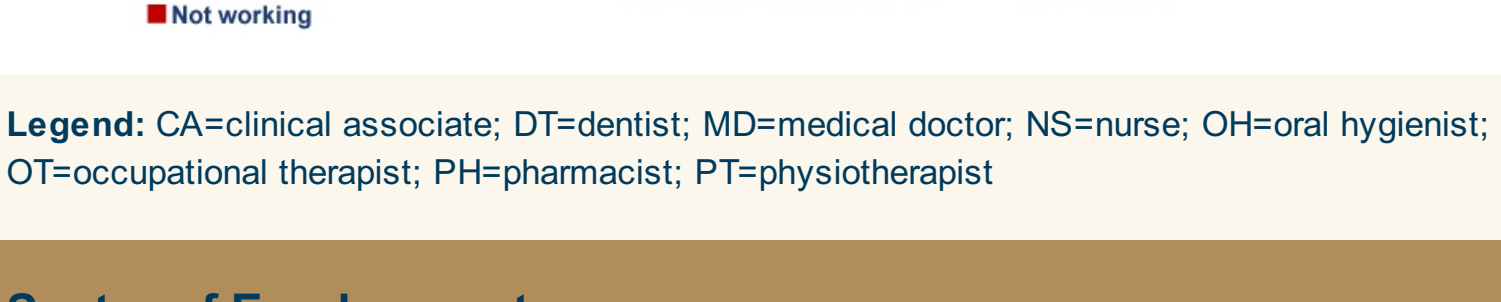
The opportunity for independent decision-making received the highest score (6.3 out of 7). Similar to the perspectives of medical doctors and pharmacists, doing their internship, inter-professional collaboration received an average score 3.7 out of 7, suggesting that this aspect needs more emphasis during pre-service training of health professionals. Similarly, these health professionals indicated that that they found community service stressful (4.3/7), with perceptions of exploitation (4.0/7). They also find it difficult to work in a resource-constrained environment (4.7/7). Supervision received a score of 4.5 out of 7.

### Experiences of community service 2024 (Agreement score out of 7)



## Work Status

The work status of WiSDOM II is shown in the graph below: in 2024, 43.2% of the cohort were doing internship, 28.6% community service, 10.1% working in the profession in the private sector, and 6.9% were studying. Of concern is that 8.5% were not working at all.

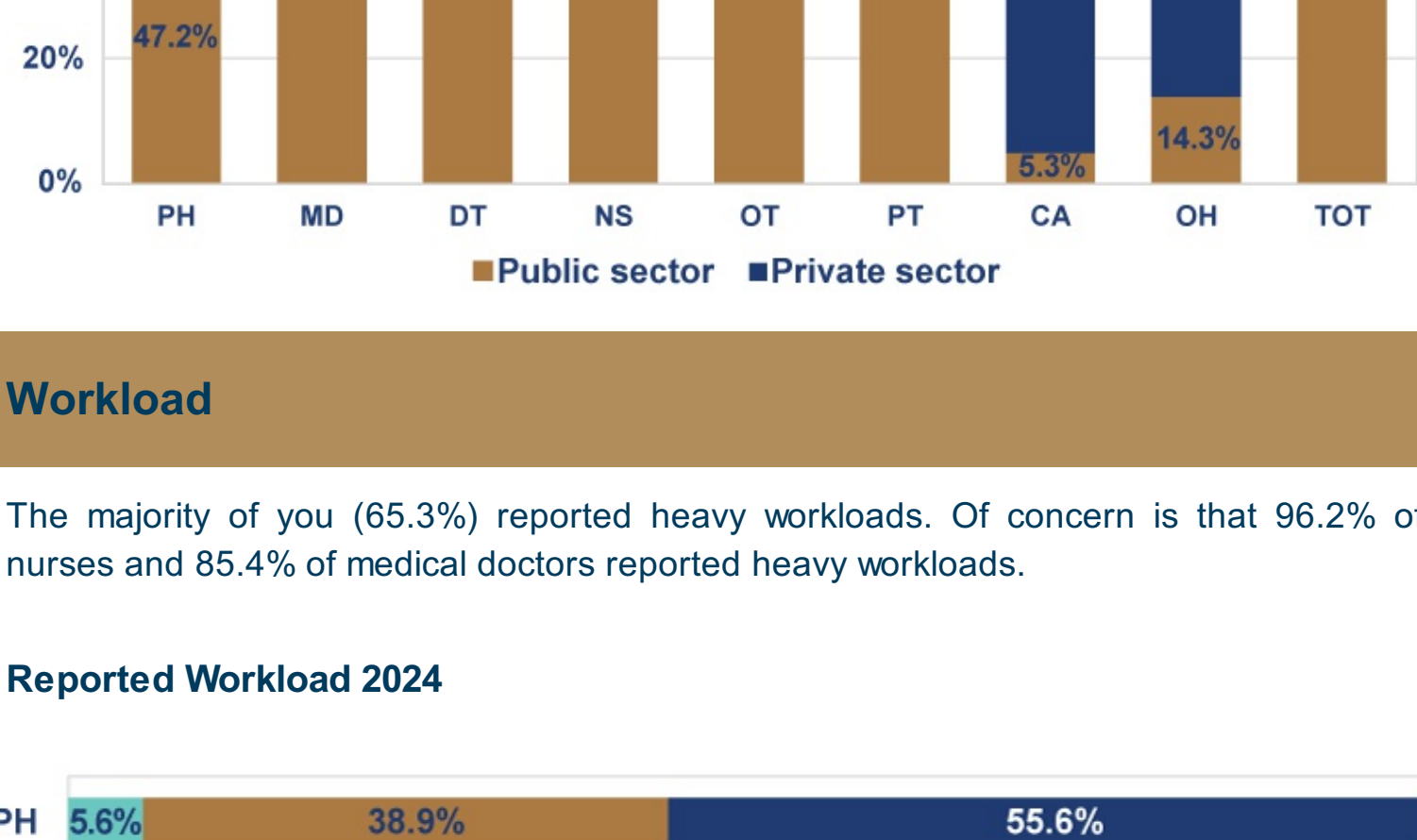


**Legend:** CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist

## Sector of Employment

Although still early in your careers, the majority (80.6%) of you were working in the public sector in 2024, as shown in the graph below. Interestingly, 94.7% of clinical associates and 85.7% of oral hygienists were in the private sector.

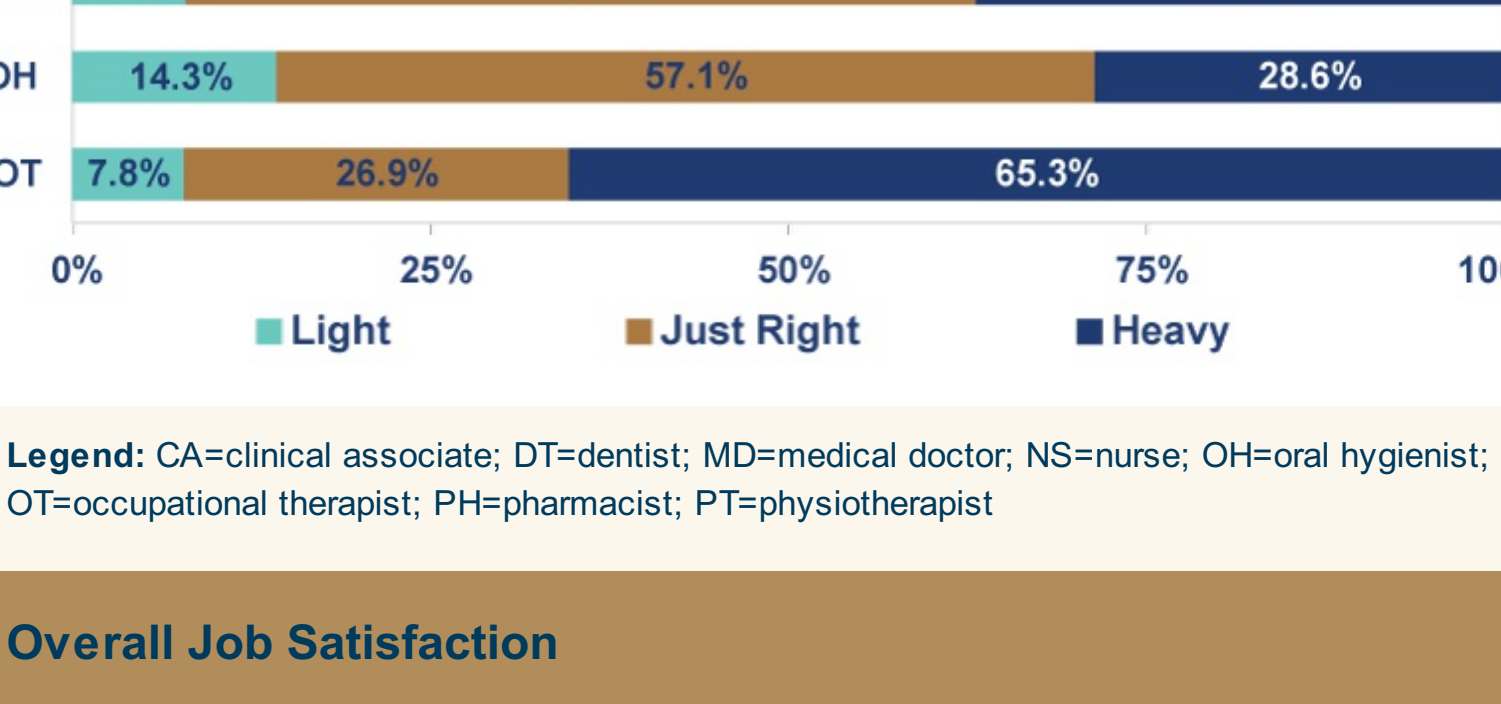
### Employment Sector, 2024



## Workload

The majority of you (65.3%) reported heavy workloads. Of concern is that 96.2% of nurses and 85.4% of medical doctors reported heavy workloads.

### Reported Workload 2024

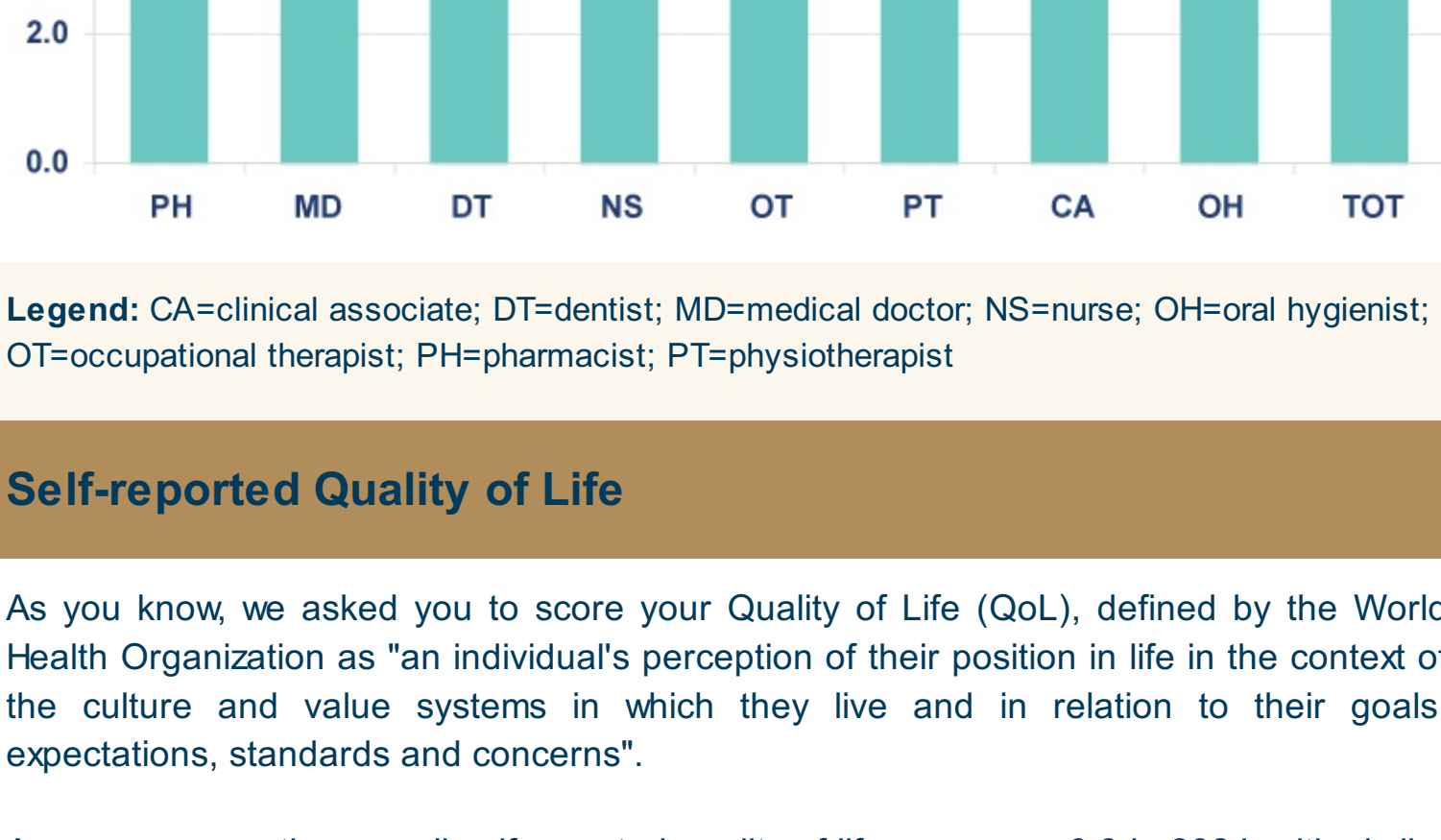


**Legend:** CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist

## Overall Job Satisfaction

The overall job satisfaction scored 7.0 out of ten, ranging from the lowest score of 6.6 out of 10 for dentists and nurses, to the highest of 8.4 for oral hygienists.

### Job satisfaction 2024 - Job in general



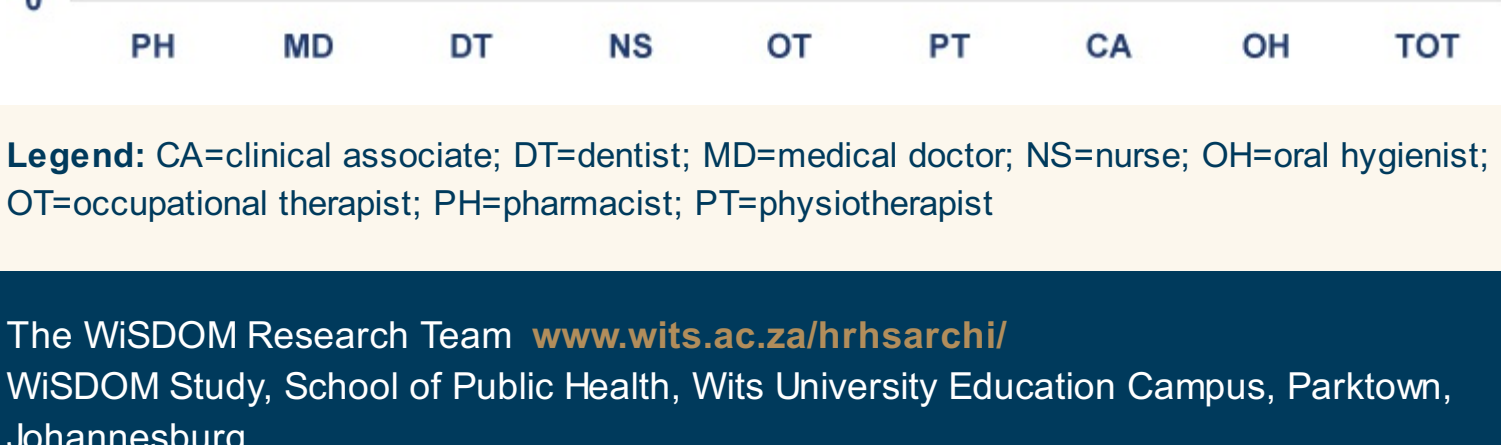
**Legend:** CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist

## Self-reported Quality of Life

As you know, we asked you to score your Quality of Life (QoL), defined by the World Health Organization as "an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns".

As you can see, the overall self-reported quality of life score was 6.8 in 2024, with similar scores for medical doctors, nurses, clinical associates and oral hygienists. The other four groups scored their QoL slightly higher.

### Self-reported Overall Quality of Life 2024 (Out of 10)



**Legend:** CA=clinical associate; DT=dentist; MD=medical doctor; NS=nurse; OH=oral hygienist; OT=occupational therapist; PH=pharmacist; PT=physiotherapist