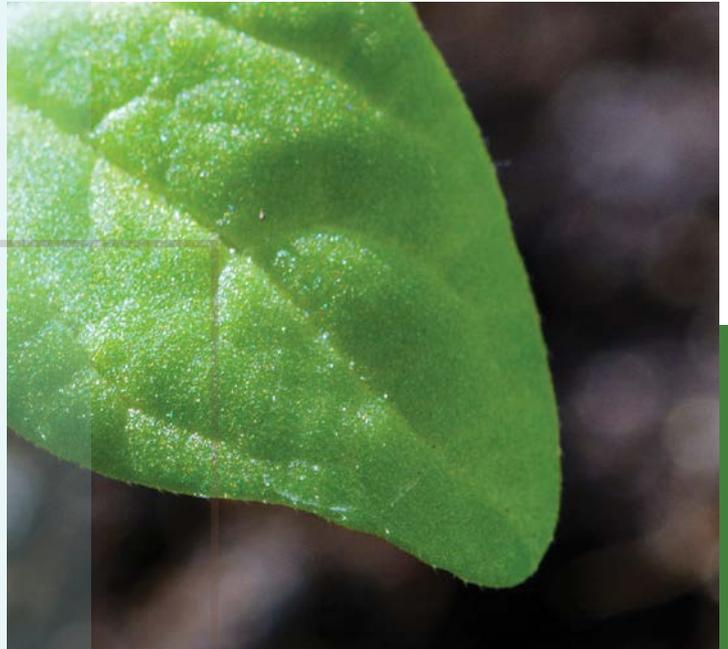


*Stellemploy* 

**2018**

ANNUAL REPORT



## CHAIRPERSON'S REPORT



Dit is 'n voorreg en baie vervullend om deel te wees van 'n organisasie wat 'n werklike bydrae maak tot een van die grootste krisisse in Suid-Afrika vandag: die omvang van werkloosheid en die feit dat baie persone se gebrek aan vaardighede veroorsaak dat hulle eintlik nie in diens-neembaar is nie.

This specific aim is clearly articulated in Stellemploy's new Vision and Mission statements.

**Our Vision:** *Helping to break the poverty cycle in the developing community of the Greater Stellenbosch Municipal Area by alleviating the causes of unemployment and improving employability.*

**Our Mission:** *Equipping work seekers with the relevant technical and life skills, thus empowering them to identify and exploit employment opportunities.*

Ons het die afgelope twee jaar 'n wonderlike groei in donasies beleef en kon daarom heelwat meer opleiding aanbied as in die verlede. Dit stel hoë eise aan die personeel, Betta Augustyn en Gaino Segers, wat dit met onderskeiding bestuur. Aan hulle weereens baie dankie - en baie geluk!

'n Deurlopende gesprek by Stellemploy tans is hoe ons die lewensvaardigheid-opleiding wat nou deel van alle kursusse vorm, substansieel kan verbeter. Stellemploy se tegniese opleiding was nog altyd van 'n baie hoë standaard. Daarvan getuig die terugvoer van werknemers asook die feit dat die werkplasing-sukses na elke kursus meer as 90% is.

But our aim is more than a first job placement.

Our ultimate goal is job retention and that the students who receive their skills training from Stellemploy would be able to ultimately create a career for themselves and be able to escape the cycle of poverty in which they were born and grew up.

Daarom is ons deurlopend op soek na maniere om die lewensvaardigheid-opleiding wat die studente saam met die tegniese vaardighede ontvang, verder te verbeter. Gesprekke wat ons met werkgewers het beklemtoon keer op keer dat dit iemand se persoonseienskappe en persoonse vaardighede is wat hom of haar in staat stel om nie net 'n werk te behou nie, maar inderdaad te vorder en uit te styg.

We once again thank all our donors who make it possible for Stellemploy to invest in the lives of the young people we train. I can assure you that your financial investment makes a real difference in the student's lives and eventually it makes a significant social impact. We would welcome it if you as donors could find the time to also visit us at the Stellemploy Training Facility and interact with the students and trainers. You will leave impressed and encouraged.

*Hannes Koornhof*

## VERSLAG VAN DIE UITVOERENDE BEAMPTE



Die afgelope jaar is Stellemploy gekonfronteer met die werklikheid in Suid-Afrika, dat dit byna onmoontlik is vir die talentvolle jeug om uit die armoede-siklus te breek. Ons het vanjaar twee sjef-studente opgelei wat weeskinders is. Dit is beslis nie 'n maklike pad om te loop as jy graag 'n jaarprogram wil volg en geen finansiële ondersteuning ontvang nie. Hierdie twee studente is deur vriende ondersteun met verblyf en kos, terwyl Stellemploy hulle met vervoerkoste uit donasies van kerke kon help. AALL-Foundation het dit moontlik gemaak vir hierdie talentvolle mense, wat uit sosio-ekonomies uitdagende omgewings kom, om 'n internasionaal geakkrediteerde City & Guilds-jaarprogram te volg.

Wat hierdie reis saam met die studente nog meer merkwaardig gemaak het, is dat beide met onderskeiding geslaag het en reeds werksaanbiedinge gehad het voordat hulle hul finale uitslae ontvang het. Hierdie ervarings bring 'n mens net weereens onder die indruk van die belang van projekte soos Stellemploy waar die werklose jeug uit sosio-ekonomies uitdagende omgewings in kontak gebring word met vaardighedsopleiding wat deur privaat donateurs gefinansier word. By ons is geen student net 'n nommer nie, en elke donateur se geld word met groot omsigtigheid bestuur.

Dit is nie net armoede wat in die pad van die ontwikkeling van die jeug staan nie, maar ook dwelms. 'n Mens is geneig om te dink dat die gebruik van dwelms bloot die oorsaak van drukgroepe is, maar hoe gemaak as jy verwerp word deur pa se nuwe vrou nadat jou ma oorlede is? Trauma en verwerping wat jy in jou eie ouerhuis ervaar, kan jou ook tot dwelmmisbruik dryf. Stellemploy werk deesdae al nouer saam met

ABBA om kliënte te akkommodeer wat rehabilitasie-programme suksesvol voltooi het. Ons het plesier daaruit gekry om 'n meisie, wat 'n rehabilitasie-program op eie aandrang voltooi het, in 'n spuitverf-kursus te akkommodeer. Sy het reeds aan die begin van 2018 vir R5 500 per maand begin werk en, ironies genoeg, word nou ook deur haar familie gerespekteer en aanvaar. Stellemploy se opleiers speel beslis 'n groot rol om ons kliënte te help om hulle selfbeeld op te bou deur hulle op 'n respekvolle manier in klein groepies te lei.

Die Stellenbosch Munisipaliteit lewer steeds 'n onskatbare diens aan die jeug deur internskappe te bied aan van die ambag-assistente wat Stellemploy veral in loodgieter- en skrynwerker-vaardighede oplei. Die privaat sektor stel weer veral persone met elektriese-, skrynwerker-, verf- en spuitverf-vaardighede aan. Dit spreek boekdele dat al die sjef-program se studente wat hulle internskappe voltooi het reeds werk gevind het voordat hulle hul finale uitslae ontvang het.

Baie dankie daarom aan al ons donateurs wat bereid is om te belê in die ontwikkeling van ons jeug en 'n bydrae tot die administrasie van Stellemploy te maak. Baie dankie ook aan ons voorsitter, Hannes Koornhof, wat help met fondswerwing en leiding. Dwight Bourbon-Leftley, 'n ouditeur en ons tesourier, lewer 'n onbaatsugtige diens aan Stellemploy deur die bestuur van die finansies.

En laastens, 'n spesiale woord van waardering aan BSO-ouditeure wat bereid is om ons finansiële state vër onder kosprys te audit.

*Betta Augustyn*

## **VISION:**

Helping to break the poverty cycle in the developing community of the Greater Stellenbosch Municipal Area by alleviating the causes of unemployment and improving employability.

## **MISSION:**

Equipping work seekers with the relevant technical and life skills, thus empowering them to identify and exploit employment opportunities.

## **OUTCOMES:**

- Trainees and other work-seekers find meaningful employment.
  - Trainees experience personal transformation (self-esteem; taking responsibility for self).
  - Trainees become positive change agents within their community.
  - 25% of trainees are equipped and empowered to leave the poverty cycle.
- 

## **VISIE:**

Om die armoedesiklus in die ontwikkelende gemeenskap in die Groter Stellenbosse Munisipale Gebied te help verbreek deur die oorsake van werkloosheid te bestry en aanstelbaarheid te verbeter.

## **MISSIE:**

Die toerusting van werksoekers met toepaslike tegniese en lewensvaardighede en hulle daardeur te bemagtig om werkseleenthede uit te soek en te benut.

## **UITKOMSTE:**

- Vakleerlinge en ander werksoekers kry sinvolle werk.
- Vakleerlinge ervaar persoonlike transformasie (eiewaarde; aanvaar verantwoordelikheid vir hulself).
- Vakleerlinge word positiewe veranderingsagente in hul gemeenskap.
- 25% vakleerlinge word toegerus en in staat gestel om die armoedesiklus te breek.

## HISTORICAL BACKGROUND OF STELLEMPLOY

Unemployment and poverty are problems that adversely affect society in Stellenbosch. In 1995 a survey by the Department of Sociology at the University of Stellenbosch confirmed the high unemployment rate in Kayamandi, Cloetesville and Ida's Valley. To address these problems, even if only partly, Stellemploy, a non-profit organization, was established in 1995 to serve the developing community of Stellenbosch.

Stellemploy soon realised that young people are often unemployed because of a lack of skills needed in the open labour market. According to Statistics South Africa, the youth (age group 18-35) in the Western Cape comprises 29,3% of the total population. Their unemployment rate is 68,2 %. Only 12,3% of those 20 years and older received any training after grade 12. Their education is at such a low level that only 28,2% were exposed to secondary education at grade 10 to 12 level.

In 1999 we started with gardening skills training to address the needs of employers. This was followed by basic accredited electrical skills training. In 2002 Stellemploy approached Swiss South African Co-operation Initiative (SSACI) for more funding and Stellenbosch Municipality for a venue, to ensure that they could become part of the Integrated Development Programme (IDP). A very positive partnership developed here to the advantage of the local community, and more training was done at Beltana, a facility made available by Stellenbosch Municipality. In 2005, Distell offered Stellemploy an old school on Groenhof farm to refurbish as a training centre. The only way we could do it was by

approaching SSACI again for skills training funding that would enable us to refurbish the building in the process of artisan skills training. SSACI agreed to fund the skills training and the old school was refurbished as a skills training centre where accredited artisan-, gardening- and chef skills can be presented. The Stellemploy Training Centre was officially opened in 2007.

While observing the training of people in food preparation and cooking and listening to their stories, we picked up a theme and message of: "I want to be a real chef, but financial resources are limited". Stellemploy approached the Institute of Culinary Arts (ICA) in 2011 to assist us with the problem. The outcome of the discussion was that ICA was prepared to register Stellemploy as a satellite campus for the Certificate in Food Preparation and Cooking if we were able to find our own donors. Stellemploy again approached SSACI and Distell successfully to finance a pilot programme. The outcome of this City & Guilds accredited certificate was that five students passed with distinction and the rest with merit and all the students are working. Today they earn enough to break out of the poverty cycle. Amicus Trust assisted Stellemploy to find a donor, AALL Foundation, to repeat this extremely successful training programme until 2019.

We are grateful for the financial support and interest of churches, private donors, Amicus Trust SA, Het Jan Marais Nationale Fonds, Jannie Mouton Stigting, CluverMarkotter and big corporations like Distell, PSG Group BEE Educational Trust, Remgro, The AALL Foundation and the Municipality of Stellenbosch.

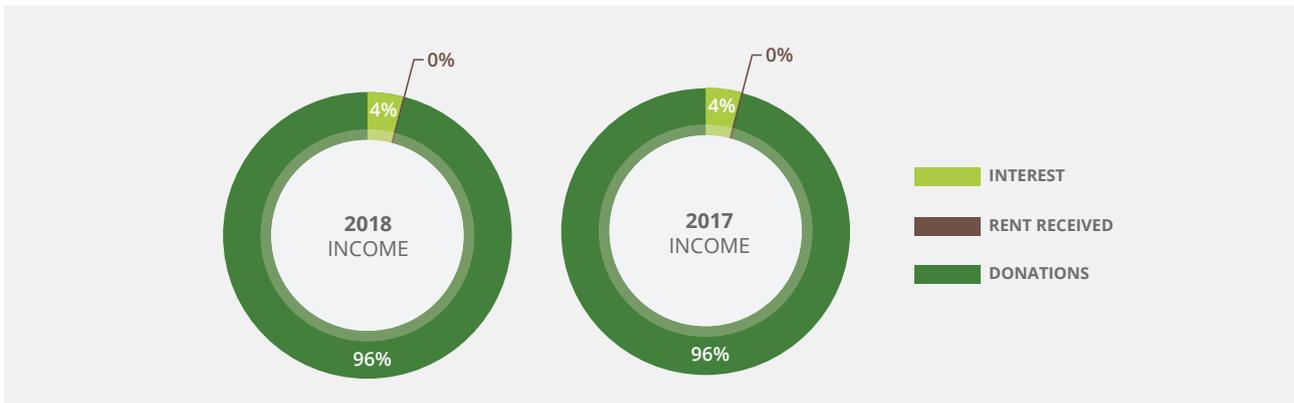
## FINANCIAL REPORT

I am pleased to report that Stellemploy recorded a surplus of R 253 558 for the year ending 28 February 2018, compared with the previous year's surplus of R 55 227. It is the fourth year in a row that Stellemploy has managed to achieve a surplus, despite tough economic circumstances. Donation income increased by 40% since to the previous year. This enabled the company to spend 26% more on training and related expenses compared to the previous financial year.

All of this was achieved despite operating expenses increasing by 58% due mainly to necessary building maintenance and higher utility costs.

Furthermore, it gives me great joy to report that the company's accumulated surplus reserves have increased by R 598 137 over the past four years, to an amount of R 742 389 as of 28 February 2018. I would like to take this opportunity to thank all our donors for their loyal support; without them we will not be able to train unskilled young people.

*Dwight Bourbon-Lefley*



## PLACEMENTS



### Aneen Moses

Aneen Moses was very determined to attend the spray-painting course. Even without previous experience in the industry, she knew it was her passion. She attended the spray-painting course at the end of 2017. Because she was so passionate about the new skills she was learning, the trainer allowed her to bring an old motorbike to the class to renovate. She first had to remove all the rust, before preparing the surface for spraying. Her new skills and passion assisted her to find a position at GP Panel-beaters. This previously unemployed young person now earns enough to attend to most of her personal needs.



### Bershin van Niekerk

Bershin van Niekerk started working at Selford's Panel-beaters in January 2018. During the training period of eight weeks it already became clear that he strove to do the perfect job. With his positive attitude and work ethic the trainer identified him as one of the best performing students and realised he would be an asset to the industry. Bershin has indicated that his employer will assist him with further training. Today he is a qualified panel-beater earning R15800 per month.



### Ethan Gabriels

Ethan Gabriels was an enthusiastic building maintenance and solar-heating student. After completing his training, he was only able to find short contracts working with his father. Stellemploy exposed him to two more job interviews where he was not successful in being appointed. Unfortunately, Ethan is very shy and finds it difficult to sell his skills during job interviews. Stellemploy has built up a good working relationship with a company, View Protect, who trusts us with the selection of their personnel. In November 2017, Ethan started working at View Protect and was appointed in a permanent position within two months of being employed.



## Jeandré Conradie

Jeandré Conradie completed a carpentry skills training programme in April 2018 and was very fortunate to be offered an internship at the Stellenbosch Municipality in July. Innocent Gxilishe, Musi Kosi, Sandile Mhlawuli and Gcinisizwe Stofile did plumbing skills training at the beginning of 2018 and were offered three-month contracts by the Municipality in April. The Stellenbosch Municipality renewed their contracts until the end of June 2019, as well of those of 2017 interns Kevin Lewis and Dereck Antonie. These internships offer opportunities to the trained youth to improve their skills and gain work experience. They are consequently empowered to compete more effectively for positions that might become available in the open labour market.



## Mary-Anne du Plessis & Natasha Nama

Both Mary-Anne and Natasha Nama were placed at challenging internships after completing their in-house training. They had to travel to Overture and Spek en Bone from Vloottenburg to be mentored by Chef Bertus Basson. Natasha had to take two taxis to Overture where she did her internship. They both realised that it was a privilege to have Chef Bertus Basson as a mentor and never complained to Stelemploy. Within three months of their six-month long internships, job offers were already discussed with these two chefs-to-be. They were both offered contracts before they wrote their final City & Guilds certificate in Food Preparation and Cooking exam. They did well in their exam while already working for Chef Bertus Basson.



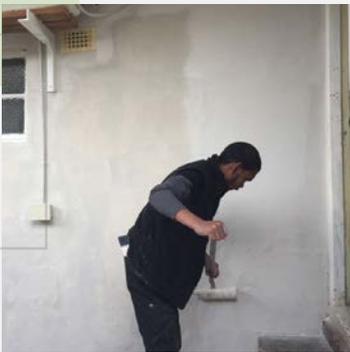
## Michelle Ebrahim & Randall Daniels

Michelle Ebrahim and Randall Daniels are both working at Boschendal Estate. They had enrolled for the 12-month long Certificate in food Preparation and Cooking, knowing they would find it difficult to study for a year without an income. As an orphan, Randall had only a little support from friends and a local church to sustain him during the training period. Michelle had to travel from Simondium to Stellenbosch during her in-house training period with the support of a single mother. They both persevered and passed their practical and theoretical exams. These two young people started working at Boschendal in June 2018, just after writing their final exam.



## Clayton Pietersen

Clayton Pietersen had previous experience of painting before he registered for the Stellemploy painting skills programme. His problem was that he had no references from his previous job as a painter and found it difficult to find new position. The painting skills training offered him the opportunity to both improve his skills and the certificate serves also proof of his ability to paint. Since completing the painting course at the end of 2017, Clayton was able to find a job as a painter and is currently working at Wynland Renovations.



## Oshwin Cornelius

Oshwin Cornelius registered for the painting course as a young unemployed person with no experience. Under the supervision of their trainer, Dienie Amadien, he was exposed to theory and many practical opportunities, e.g., painting classrooms and an old house. These skills assisted this young unemployed person to enter the labour market by finding a permanent position at Johan Rupert contractors.



## Thamsanqa Ndlwambi

Thamsanqa Ndlwambi completed the gardening skills training at the end of 2016 and was immediately employed as a full-time gardener and cleaner by Babin crèche. Knowing he is a reliable and trustworthy worker, the trainer Cobus Smit recommended him for a gardening position at a guest house on Saturdays only. Thamsanqa is happy to work six days a week and earns enough money to tend to his personal needs and at the same time both the crèche and the guest house is very happy with the quality of his work.

## TRAINING SPRAY-PAINTING

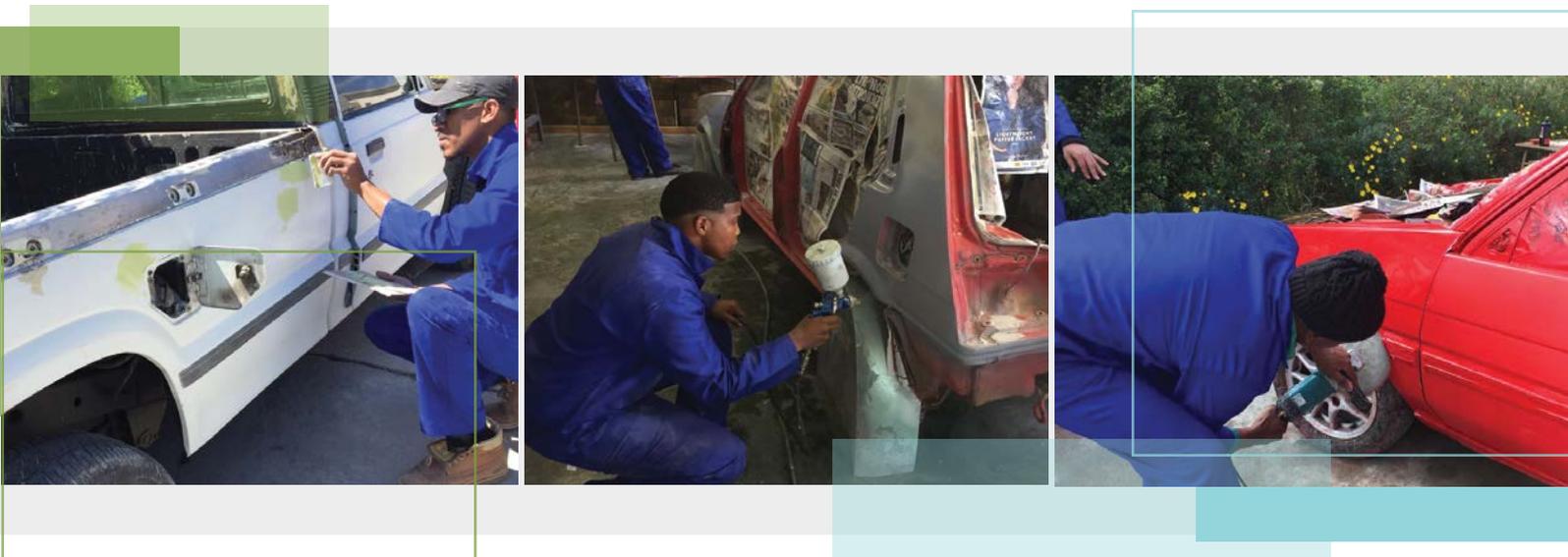
Sponsors: Amicus Trust (SA)

In 2009 Khayelitsha Auto Training Centre presented the first spray-painting course (accredited at MER-SETA) at Stelless's training centre. We were very fortunate to have the same trainer, the ever-present Mr. Bronwyn Hull in 2017. After completing two weeks of theory, he had to coach the students in skills such as using the tools for sanding, applying body putty and spray-painting. Only after the students were comfortable with the tools did he expose them to using their skills to renovate old cars we thought no one would be able to repair. Once they had completed their first projects successfully, Mr. Hull encouraged them to source vehicles in their community for renovation. He made them aware of the importance of investing in your community without expecting monetary payment.

The benefit to the students was that they were exposed to a variety of problems that they could solve under supervision. It was expected of the clients in the community to cover the cost of the paint, while the labour was viewed as learning opportunities for the

students under the supervision of the trainer. A variety of vehicles were sourced, e.g., a motor cycle, bakkie, delivery van and cars. The students were very keen to learn and the only problem the trainer had was to convince them to take a lunch break. More cars were also offered to the students for spray-painting than they were able to deal with within the eight-week training period and in the end they had to turn some down.

The 2017 training programme was extremely successful in terms of a high percentage of trainees finding employment within the first six months after completing their training. Since they were trained only as assistant-spray-painters, we were surprised to learn that they earned at least R5 500 per month. Some of the trainees who are full-time employed earn extra money over weekends with private spray-painting jobs. What we have learned from experience is that spray-painting is a valuable skill to have during a period of economic recession when people cannot afford to take their cars to panel-beaters and need to rely on the services of a private spray-painter.



## PAINTING TRAINING

### Sponsors: Amicus Trust (SA)

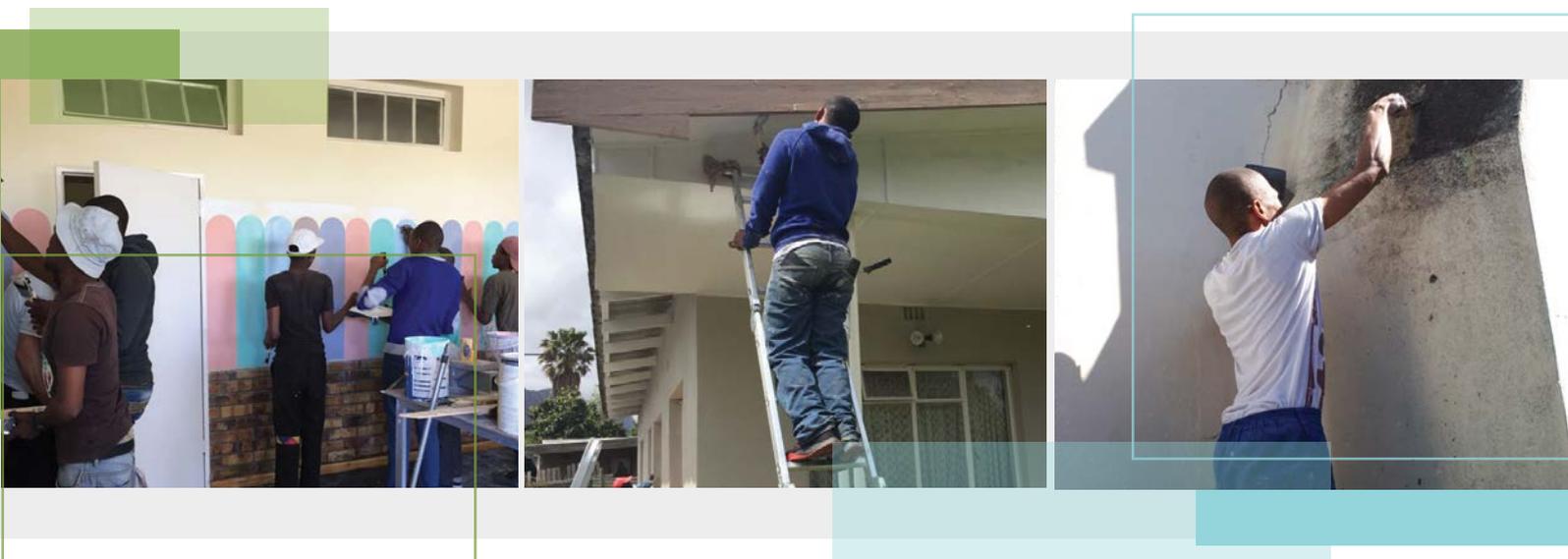
Amicus Trust (SA) made funding available to invest in the development of twelve deserving young people from the developing communities. We are proud to report that Tjeka Training Centre allowed us to accommodate fourteen trainees, because of the great demand from the community to acquire these skills. Painting skills training is available to people who only passed grade nine. This is important, since there are many different socio-economic reasons why young people drop out early from the formal school system. The sooner we are able to accommodate them again in a formal educational system the better are their chances of becoming positive change agents within their communities.

During the recruitment period we worked in close co-operation with other organisations also involved in youth development, e.g., ABBA (drug and alcohol abuse). Stellemploy provides two meals a day to all their trainees to provide equal opportunities to all the selected trainees. Having been involved in training for nearly twenty years we have observed that some of the trainees only start performing better in their second week of training. We suspect that the two main reasons are better nourishment during training and the input of our trainers to assist people to improve their skills and make them aware of their self-worth.

Training is not only about attending, but about completing accredited modules and being tested on

theoretical and practical knowledge. The painting course is accredited with the Construction-SETA and students must meet specific requirements to qualify for the skills certificate. During the first week of training attention is given to health and safety training before the students start with the theory of painting a specific surface. The next step is to apply the theory in practice. The trainees are often surprised that they are exposed to basic maths when practising cuttings. These skills are needed to ensure that the trainees can paint neatly in corners. Once the trainees have mastered the basic painting skills we give them the opportunity to paint a classroom in the training centre under the supervision of their trainer.

This is done to offer more practical experience to the students and to maintain the training centre. This is followed by exposing the students to painting a selected house in the community. Stellemploy selects state pensioners who cannot afford to repaint their own houses. We also supply all the paint from the training material used to train the students. The trainer also assists the students to mix the preferred colour. These houses are often neglected and offer ideal learning opportunities to the trainees on various surfaces. It is also important to expose the students to this opportunity, because they must learn how to conduct themselves on private property. It is important to respect the neighbours by keeping the noise levels down and to make sure that the area is cleaned up after the work has been done.



## GARDENING TRAINING

Sponsor: Remgro

The Agri-SETA accredited gardening skills training programme focuses mainly on the maintenance of gardens to address the need for trained gardeners. We realised that training in winter is the ideal time, because winter is the best time for pruning and planting. It is better to train the gardeners according to what they need to do once they leave the programme. The trainer, Cobus Smit, could illustrate more skills than usual during the training because of the ideal weather conditions. Attention was given to the difference between pruning trees and pruning various shrubs. Cuttings were made from existing plants and successfully planted.

This is a valuable skill: if gardeners can multiply plants by making cuttings of existing favourite plants or waterwise plants they can save money for their employers. These skills cannot be effectively taught in summer in the Western Cape because of the harsh, dry conditions. Since the current drought conditions began in 2016 many enthusiastic garden lovers in this area have had to redesign their gardens, by planting succulents and other drought-resistant plants that can survive without regular watering. It is no longer allowed to water a garden from the Municipal

supply and it is also important to teach trainees to abide by the rules. Many employers installed boreholes or water-tanks and gardeners must be aware of the resources they are allowed to use in the gardens. They must also be made aware of the fact that they might have to assist their employers with watering the garden from resources such as bath- or washing water stored in a bin.

Planting is not just about digging a hole and covering the plant's roots; for example, individual plants need to be planted differently with fertilizer in wet soil in a hole double the size of the plastic bag that contains the roots of the plant. Once the planting process is completed the soil needs to be covered with mulch. During the training process the trainer show experiments to the trainees to demonstrate the importance of covering the soil with mulch to minimise the loss of moisture. Although the drought forced many private households or businesses to replace their grass with alternative materials, e.g., stones or paving, we still teach lawn maintenance skills and the maintenance of the machinery. It is, however, important to realise that none of the gardeners are landscapers and still need to work under supervision.



## BASIC FOOD PREPARATION TRAINING

Sponsors: Distell Ltd

Stellemploy presented two Basic Food Preparation courses at the beginning of 2018. The purpose of these training programmes are in the first place to improve the trainees' employability in the hospitality industry. Secondly, it is also seen as part of the selection process for the twelve month long Certificate in Food Preparation and Cooking. The certificate programme is challenging on both theoretical and practical levels and students must be able to work under pressure as well as being able to work under supervision. Stellemploy tries to focus on candidates who have passed Tourism or Home Economics at school and those with a restaurant background.

Knife skills form the basis of chef's training. During training the students spend many hours learning and practicing knife skills with various knives on various media to get a specific result. Secondly, there is baking, a skill often underestimated by the students, resulting in some frustration during the learning process. Unfortunately, the current school system also let the youth down. Most of them really struggle to understand the metric measurement system and they really need to learn and absorb it to master baking and cooking recipes. Once they have mastered various skills for preparing a specific dough for a specific product, one can see how their confidence lifts and how they are prepared to take up further challenges. One of the most exciting practical experiences for the students is

when they make their pasta and afterwards prepare a dish of lasagne. During the selection period we have learned that many young people from the developing community describe pasta as their favourite dish to prepare at home. The main reason is that it is actually affordable to buy in the shops. It is always a surprise to them to find out that the main ingredients are flour, eggs and water. Most of the students find employment after being trained. Stellemploy does, however, inform them that we will select the top performers during a process of assessment and interviews to become part of the year-long Certificate in Food Preparation and Cooking programme and allow them the choice to further their studies. The final selection process only started in July and the trainees who were interested in the chef's training programme had to wait until the middle of July to find out whether they are part of the chef's programme. Unfortunately, we can accommodate only twelve students. Nine of the students from these two groups were selected to be part of the year-long course that started on 2 August 2018. Some of them had to quit their work to continue their studies with a view to a better future. One of the students is able to continue working as a barman over weekends while they are busy with in-house training until December 2018. Another student continues working at Steers on the afternoon shifts to sustain himself during the first few months of training.



## CERTIFICATE IN FOOD PREPARATION AND COOKING

(Twelve-months long City & Guilds accredited)

**Sponsor: The AALL Foundation**

On behalf of the chef students over the last three years, Stellemploy would like to thank The AALL Foundation for the difference they have made to the quality of their lives. Can you imagine the difference it has made to the lives of these young people when the youth unemployment rate is currently 53,3% (according to Statistics South-Africa). All nine the students who completed their internships in 2018 were immediately employed. Unfortunately, two students dropped out early during their internships, one as a result of difficult socio-economic circumstances after losing her mother and the other not being able to cope with the discipline and long hours.

Stellemploy has learned from this experience that we need to be even stricter with the selection process. It is very difficult for mothers of young children to follow this intense training programme as they are dependent on a very reliable support system. I am proud to say that two of the chefs who completed their internships in 2018 were mothers of young children who persevered and are now employed. A few of these talented trainees are living in challenging socio-economic conditions. We approached the Welgelegen Church to assist us with donations to support some of these students during the training period. The two orphans that were assisted

with donations during training both passed with distinction and were employed before receiving their final exam marks. The third group of certificate trainees have started with their training on 2 August 2018. They will continue with their in-house training until the middle of December 2018 and only start with their internships at various restaurants in January 2019. We decided to add more practical and life skills to the training programme to assist the trainees to cope better with the pressure of their internships. The trainees were selected from groups which were previously exposed to short courses in food preparation presented by Chef Léta du Toit, except for three students from Bergzicht Training Centre who really wanted to follow careers as chefs. During the selection process over a period of three weeks, 18 candidates were short-listed and 12 selected. The rest of the candidates were put on a waiting list. The chef training programme is one where we can help talented young people to escape the poverty cycle. None of our clients can afford to pay for chefs' training. Although the economy as a whole is experiencing challenging times in South Africa, the hospitality industry is still growing in the Western Cape. Stellemploy sees this as an opportunity to train young people from the developing community in skills needed in the open labour market.



## CARPENTRY TRAINING

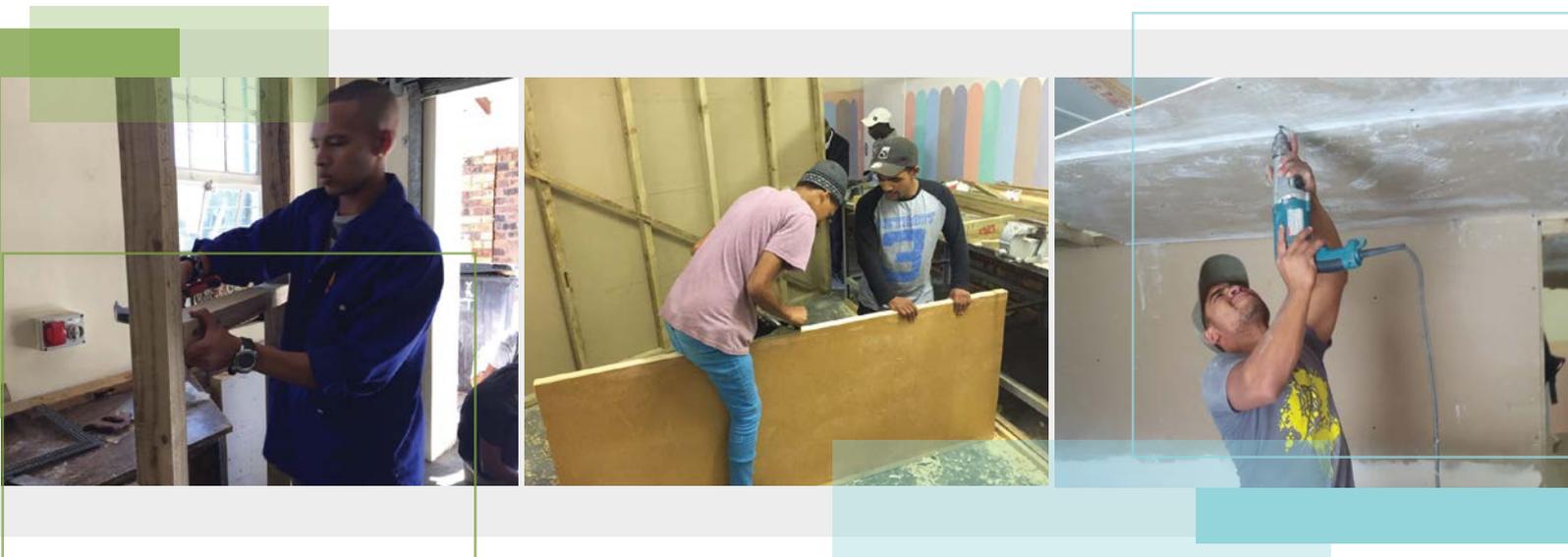
Sponsor: Remgro

Remgro made funding available to twelve deserving candidates in carpentry skills as part of their vision to invest in the development of young people from the developing communities. The Construction SETA-accredited (CETA) basic carpentry skills training was only available to young unemployed people (between age 18 and 35) from townships surrounding Stellenbosch.

Carpentry requires good numerical skills and good eye-hand co-ordination. The experienced trainer was able to assist the trainees to improve their numerical skills during the theoretical sessions. He was also able to assist trainees who are mildly dyslexic by testing them verbally. In the practical sessions the trainees first learned how to use and maintain the tools. In the process of learning basic carpentry skills, the students constructed dry walls, installed ceilings and windows in wooden frames and hung doors. This is the best way to service and check the functionality of finishing components.

All the basic skills were first demonstrated to the students in the practical laboratory and then they had to practice it before being tested on their ability to make and install functional wooden components. Attention was given to calculations and making and reading drawings. It is always interesting to hear how students suddenly become more aware of the importance of being able to do accurate calculations, a skill they often neglected at school.

Attention was also given to costing to assist students to be able to quote for subcontracts in the building sector. The carpentry trainees often find employment in factories and at the Stellenbosch Municipality to assist with the maintenance of buildings.



## ELECTRICAL TRAINING

Sponsor: Jannie Mouton Stigting & PSG Group BEE Education Trust & Amicus Trust (SA)

The Electrical Contractors' Association SA (ECASA) assisted Stellemploy with the presentation of two electrical skills training programmes during the winter. The last one will only be completed at the end of August 2018. We prefer to schedule these courses in the winter, because the training is in-house all the time and not affected by weather conditions. The electrical assistant training will then be completed before the construction sector becomes more active in spring after the rainy season. We were able to train 25 young people in two separate courses.

We can usually only accommodate only 12 people in a course. However, the demand for the present course was extremely high, with 29 candidates enrolling for the assessment test. We accepted 14 candidates who all scored 80% and above in the assessment test provided by ECASA. Unfortunately, one student did not pass the first theoretical test in the class and not even the supplementary test. The trainer felt that he was wasting his time by not preparing well for the tests and asked him to leave.

The electrical skills training involves more theory than any other artisan course. Passing grade 11 is a prerequisite for registering for the electrical skills training. It happens quite often that candidates who did pass Maths Literacy in Grade 12 are unable to pass the assessment test. The lowest mark of 60% was achieved by a matriculant. The first week of training starts with theory and writing tests every second day before the practical work begins. The next three weeks involves practical work and regular testing. Students are encouraged to ask questions if they encounter problems and are often brought back to the drawing board to discuss and explain problems. It is not only required to install wires correctly to ensure that the current will flow in the correct direction to obtain a specific result: a mark is also given for installing wires neatly. The students do their final practical test on the second last day of training. They need to do various wiring tests according to a plan within a limited time. This is a very stressful experience where the student with the highest mark is rewarded with a prize on the last day after writing the final theoretical test.



## PLUMBING TRAINING

Sponsor: Grant-in-Aid  
(Stellenbosch Municipality)

The Stellenbosch Municipality made Grant-in-Aid funds available to Stellemploy to train twelve deserving candidates in much-needed plumbing skills. These skills are very useful in a drought-stricken area where leaking pipes and taps are an issue. This contribution forms part of their vision to invest in the development of young people from the developing communities. During the recruitment period we worked in close co-operation with other organisations also involved in youth development, e.g., ABBA (drug and alcohol abuse). This is done to assist young people who dropped out of the formal school system.

Training is not only about attending, but about completing accredited modules and being tested on theoretical and practical knowledge. Stellemploy was again very fortunate that Tjeka Training Matters was prepared to bring the talented trainer, Peter Mantwa, down from Limpopo Province to do the Construction SETA- accredited plumbing training. This energetic trainer puts a lot of emphasis on theory and once they were tested on their theoretical knowledge he teaches them to install sanitary appliances.

Again, the students are made aware of the importance of being able to make correct calculations and of taking accurate measurements. In the second week of training the students started using technical terms during the practical sessions and their vocabulary improved because they had to explain their tasks to the trainer in technical terms. They were also exposed to assessing plumbing issues by doing maintenance at the Stellemploy Training Centre. The students were also made aware of the ongoing need to tend to gutters to keep the maintenance cost at their own homes as low as possible. They had to tend to leaking taps and toilet systems to ensure that no water is wasted.



## LIFE SKILLS AND WINE TASTING

Sponsor: Amicus Trust (SA)

Unfortunately, technical skills are not enough to assist an unemployed person to find a position and operate effectively at work. Additional skills are needed to assist people coming from a socio-economically challenging environment to care for themselves, to present themselves well during interviews and to sustain themselves while working. Since 2016 Stellessolve has added life skills programmes to most of its training programmes. The Life Skills programme is accredited at the Service-SETA and presented by Sorita Joubert from Bright Star Life Skills. The Life Skills programme starts with the awareness of the self and self-respect. Once you are able to value yourself more positively you are also enabled to respond more positively towards others. These skills are valuable in both their private lives and at the work place, assisting them to adapt more effectively to their workplace.

Although it is not included in the Life Skills curriculum, Sorita added budgeting and a safe life-style to the training programme. In financially challenged households budgeting does not come naturally, because it is mainly about survival. These skills are especially important when you receive your salary on a monthly basis.

Chef Léta du Toit added wine-tasting to the Food Preparation Programmes on both skills and certificate levels. Drinking wine generally has a different connotation in the developing community than experiencing wine as a medium to complement the taste of a specific dish or enjoying a glass of wine just for the taste..

Unfortunately, many of our clients have negative experiences of alcohol abuse in their families and need to learn more about wine before they enter the hospitality industry. The trainees were very excited about their new experience with wine. It was, however, very interesting to see that many of them still struggled to identify Pinotage as a wine during the final assessment test for the chef students. More attention will be given to wine-tasting in the 12-month long programme and students will be able to improve their knowledge and technical vocabulary related to wine. Chef Herman Lensing, for instance, insists that a good quality wine should be used for cooking and not only for drinking.



## STATISTICS OF STELLEMPLOY: PLACEMENT AND SKILLS TRAINING

### Work Placements

PERIOD	PLACEMENTS
FEB 1997 – DEC 2012	3389
JAN 2013 – DEC 2013	169
JAN 2014 – DEC 2014	170
JAN 2015 – AUG 2016	275
SEPT 2016 – AUG 2017	249
SEPT 2017 – AUG 2018	273
TOTAAL	4525

### Skills Training

PERIOD	SKILLS TRAINING	
FEB 1997 – AUG 2016	1666	
SEPT 2016 – AUG 2017	126	
Welding Skills	14	
Basic Food Preparation Skills	21	
Multi Skills (Handyman)	12	
Gardening Skills	21	
Solar Heating Skills	13	
Carpentry Skills	9	
Plumbing Skills	12	
Electrical Skills	12	
Certificate in Food Preparation	12	
SEPT 2017 – AUG 2018	135	
Carpentry Skills	13	
Basic Food Preparation Skills	24	
Spraypainting Skills	13	
Gardening Skills	20	
Painting Skills	14	
Plumbing Skills	11	
Electrical Skills	28	
Certificate in Food Preparation	12	
TOTAAL	1927	

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