2019

ANNUAL REPORT

Stellemploy

Chairperson's Report

Daar is iets wat my elke keer aan die hart gryp wanneer ek dit sien. Dit is wanneer lang toue jongmense in die gang voor Stellemploy se kantoor staan of sit met die hoop om gekeur te word vir een van die kursusse wat aangebied word. Jy besef dan hoe belangrik die werk is wat Stellemploy doen - en jy wens dat ons die kapasiteit gehad het om dubbel soveel te kan doen.

Therefor: thank you very much to all our donors. You make it possible for Stellemploy to invest in the lives of the young people we train. Your financial investment makes a real difference in the students' lives and eventually it makes a significant social impact in the South African society. Please continue supporting us and, if possible, try to increase your donation annually so that we can retain the high standard of training.

Stellemploy is volgende jaar 25 jaar oud! Dit is 'n merkwaardige prestasie vir enige nie winsgewende diensverskaffer. En ons streef deurlopend daarna om die kwaliteit van die opleiding verder te verhoog. Indien ons ekstra fondse kan bekom, wil ons graag van 2020 af die studente benewens die lewensvaardighede ("life skills") ook toerus met entrepreneurskaps-vaardighede.

'n Bewys van die kwaliteit werk wat gelewer word is dat die Munisipaliteit van Stellenbosch vir Stellemploy onlangs gekies het as voorkeur-diensverskaffer om sekere kursusse (wat deur die Munisipaliteit befonds word) vir die volgende 3 jaar aan te bied. Weereens baie geluk en baie dankie aan Betta Augustyn, Chavon Theunis en Gaino Segers wat die kantoor en die opleiding met soveel onderskeiding bestuur.

Verslag van die Uitvoerende Beampte

Ek dra hierdie verslag aan Dos Blok op, wat een van Stellemploy se stigterslede in 1995 was. Dos het altyd baie goed voorbereid na al die vergaderings gekom en kon deurtastende vrae vra om alle onsekerhede uit die weg te ruim. Terselfdertyd het hy die personeel te alle tye ondersteun. Hy het in September 2018 sy bedanking as direkteur ingedien en in Desember na Israel op sy laaste lewensreis gegaan.

Dit laat my hart sommer warm klop toe ek sien dat al elf die studente wat 'n vaardigheidskursus in Voedselbereiding in Maart 2019 voltooi het óf deel van ons 12-maand-sjefprogram is, óf reeds begin werk het. Dít nogal in 'n tydperk waar meer as 50% van die jeug bo 24 jaar oud werkloos is in 'n land waar die werkloosheidssyfer tans 29% is. Die helfte van die jaarprogram-sjefstudente werk ook reeds nog voordat hulle hul finale uitslae ontvang het. Ons sien soortgelyke indiensneming-tendense by die loodgieter-program, waar die jeug werk begin kry net na voltooiing van 'n kursus. Dit bevestig dat Stellemploy op die regte pad is met die keuses van kursusse wat hul aanbied. Selfs in 'n stagnerende ekonomie in Suid-Afrika vind daar steeds geringe groei in die gasvryheidsbedryf in die Wes-Kaap plaas. Daar moet dus nie net gekyk word na opleiding in voedselverwerking nie, maar ook na vaardighede waarmee fasiliteite in stand gehou kan word.

Stellemploy is baie trots op Hoofsjef Marvin Robyn, wat in 2011 Stellemploy se loodsprogram van 12 maande gevolg het om 'n sjef te word. Na voltooiing van die City & Guilds-geakkrediteerde kursus in 2012, wat hy met onderskeiding geslaag het, het hy sy loopbaan by Cuveé restaurant begin. Daarna het hy by Makaron gaan werk vir 'n verdere drie jaar. In 2019 is hy as hoofsjef by Grande Provence, naby Franschhoek, aangestel. Wat sy reis vir Stellemploy nog meer besonders maak, is dat twee van ons sjefstudente vanjaar hulle internskappe onder sy leiding gedoen het en dat beide ook aanstellings by Grande Provence gekry het. Op Stellemploy se nuwe webblad, wat aan die einde van die jaar gaan verskyn, sal daar meer van ons positiewe stories op video te siene wees.

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 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. Dankie ook aan Chris Bester wat leiding geneem het met die hernuwing van Stellemploy se webblad.

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

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 werksgeleenthede 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.

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

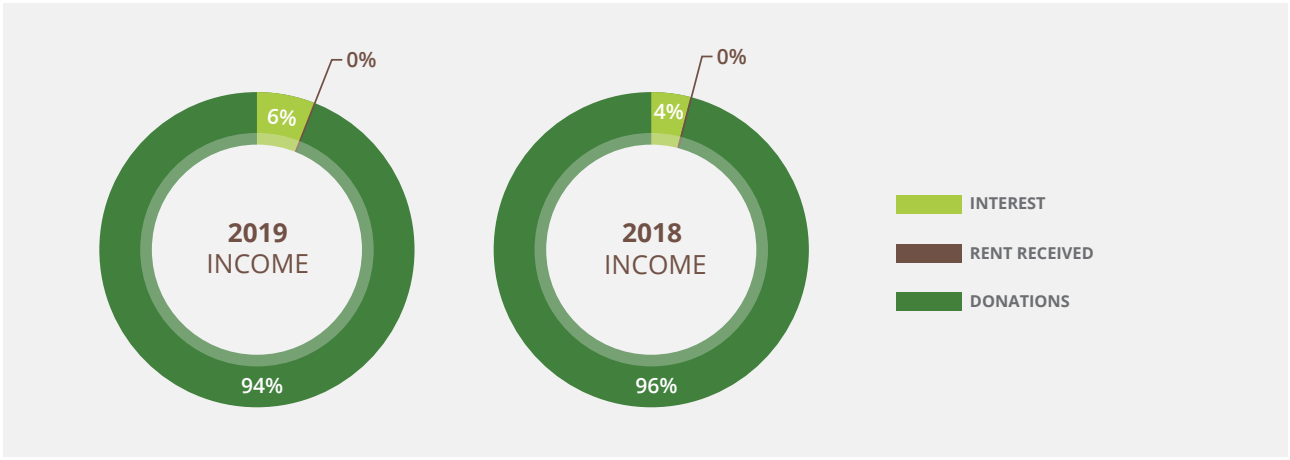
Financial Report

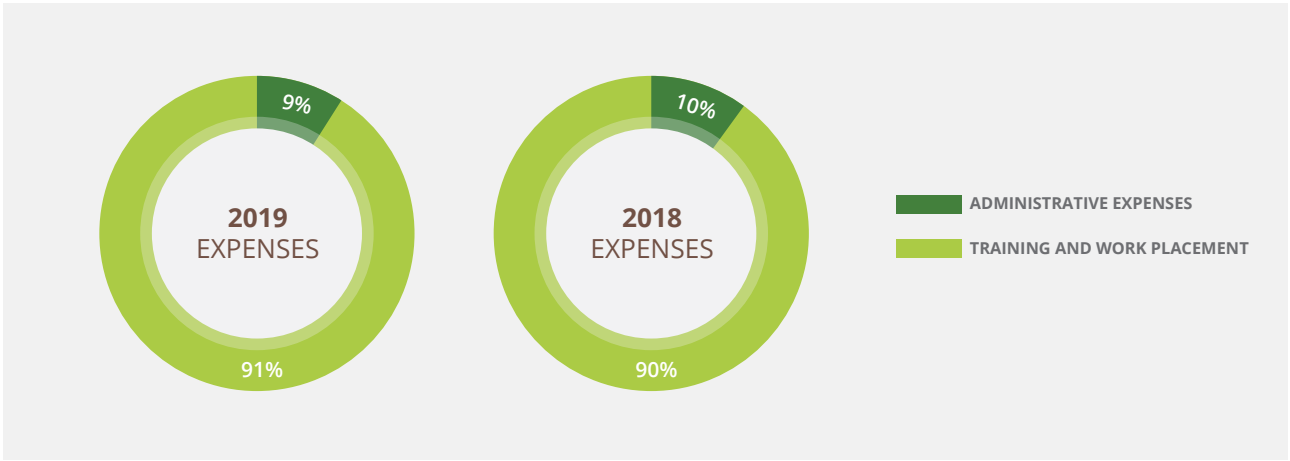
I am pleased to report that Stellemploy recorded a surplus of R 185 291 for the year ended 28 February 2019, compared with the previous year's surplus of R 253 558. The surpluses over the past few years have increased the company's accumulated reserves to R 927 680 as of 28 February 2019.

The donation income increased by 6% from the previous year to R 2.19 million. Project expenses increased by 14% to R 1.95 million, while other operating expenses decreased by 1.5 %. Interest received for the year increased by 40 % to R 130 215, as a result of a higher average bank balance during the year.

Lastly, I would like thank all the donors for their loyal support. Without them we would not be able to fulfil our main objective of training unskilled workers to become skilled and productive members of society.

Dwight Bourbon-Leftley





Placements

Randall Daniels

While I was writing this year's Annual Report, a very excited Randall Daniels walked into my office. He just had to share with us that he had been promoted to Senior Chef de Partie at Boschendal Estate! This is a really heart-warming story about someone who registered at Stellemploy in 2017 as an orphan, with limited support from friends. Just after completing the Certificate in Food Preparation and Cooking, he started working at Boschendal Estate. Not only did his salary nearly double after he started working, but he is very proud of what he was able to achieve with hard work.

Sophia Adriaanse

Stellemploy advise people to attend a training programme only if it will enable them to find employment. Women are not often employed as painters in the private sector. Sophia Adriaanse had already gained some painting experience while working as a cleaner. She mentioned that she might be able to find employment at a professional painting company once she completed her painting training. She was a very dedicated learner and came top of her class. Two months after completing her training Sophia was employed by Paint & Décor, a professional painting company. According to Paint & Décor they prefer to work with women only groups because they usually leave the projects in a much neater state than the men!

Luciano Francis

The Luciano Francis case represents a parable of the lost youth who often knocks at the Stellemploy door. They just want to attend the first possible training programme, without knowing what it comprises. Luciano was very unsure of himself when he approached us to enroll for the Food Preparation and Cooking programme. Gaino Segers used her human resource skills to guide him to a point where he had to admit to himself that he does not want to work in a kitchen at all. During the interview he mentioned that he had a driving-license and would try to think in a more goal-oriented way about his future. A month later, a logistics company contacted Stellemploy with a request for a driver. Luciano was very keen to take this opportunity. Just one month after working as a driver the company promoted him to a data-capturer position. The company then also employed another young unemployed person from Stellemploy, Riaan Julius, to replace Francis in the driver position.

Laurenzo Newman

Laurenzo Newman was the best performing student in the Plumbing programme. This programme is part of the Mayoral Youth Skills Development Programme in Stellenbosch. Laurenzo did not wait for Stellemploy to assist him with finding employment. Just after completing the training he approached the Stellenbosch Municipality and was able to find employment in the division which is responsible for the maintenance of historical buildings. The additional skills added by Tjeka Training Matters in First Aid and Power Tools on a Construction Site at own cost was of great value to him when he applied for the position.

Juan van der Walt

Life can be very tough at home when you are unemployed in a family with a disabled farther and a mother working as a care-giver for the aged. This caring family encouraged Juan and supported him to attend the plumbing programme under difficult financial circumstances over a period of six weeks. He worked very hard and came third in his class. It was quite an emotional experience to see how proud his parents were at the graduation. Just after the graduation he received the good news that GD Installations offered him a position to assist with the installation of air-conditioners and the fixing of refrigerators. Skills training can change the life of an unemployed person and his whole family.

Nomboso Mbuli (Bonny)

Nomboso Mbuli (Bonny) is one of those people who can remain positive under difficult circumstances. She first trained as a tourist guide and travelled in Southern Africa as such. After becoming a mother, she decided to enroll for one of Stellemploy's Food Preparation courses. Bonny did very well and was selected for the 12-month long Diploma in Food Preparation and Cooking. She did her internship at Delaire Graff until the end of June 2019. The feedback from her chefs were always very positive. Before receiving her final results, Bonny was able to find employment at the restaurant at the Rupert-Rothchild estate.

Carpentry Training

Sponsor: Stellenbosch Municipality (Grand-in-Aid)

Stellenbosch Municipality made funding available to train 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. 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, in order 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.

Carpentry

Painting Training

Sponsors: Remgro & Cape Winelands

Remgro and Cape Winelands District Municipality made funding available to invest in the development of twelve deserving young people from the developing communities this year.

We are proud to report that twelve students started and completed the training programme with the assistance of Tjeka Training Matters. 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 their chances are of becoming positive change agents within their communities.

During the recruitment period Stellemploy worked closely with other organisations also involved in youth development, e.g. ABBA (drug and alcohol abuse) and Usiko (leadership development). We provide two meals a day to all our trainees to level the playing fields for all those selected. Having been involved in training for 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 they are given the opportunity to paint a classroom in the training centre under the supervision of their trainer. Students also learn to paint neatly on the outside of a building and to take the well-being of plants on the outside into consideration while painting. This is done to offer more practical experience to the students and helps to maintain the training centre. The trainer also assists the students to mix the preferred colours.

Basic Food Preparation Training

(Eight-weeks long Highfield Qualification)

Sponsors: Remgro & Distell Ltd

Stellemploy presented two Basic Food Preparation courses at the beginning of 2019. The first one was sponsored by Remgro and the second one by Distell. 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 Diploma in Food Preparation and Cooking. Stellemploy had to change the required accreditation from City & Guilds to a Highfield Qualification. This was done because both the skills and certificate programmes from City & Guilds were discontinued. The group who completed their training in March 2019 are all either employed or part of the current Diploma in Food Preparation and Cooking.

The diploma 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 lets 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 lasagna. 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 always surprises to them to find out that the main ingredients are flour, eggs and water.

Food Preparation

Plumbing Training

Sponsor: Mayoral Youth Skills Development Programme (Stellenbosch Municipality)

Recruiment for the Mayoral Youth Skills Development programme started in April 2019. We worked in close collaboration with other organisations also involved in youth development, e.g, ABBA, Usiko, Department of Social Development and Correctional Services. This is done to assist young people who dropped out of the formal school system.

All the selected students were exposed to a numeracy and literacy test. Tests marks were aso used to advise students about alternative training programmes. Only students who attended the visit to a training site were allowed to attend the plumbing training programme. The site visit is organised by Stellemploy.

Tjeka Training Matters decided to add additional skills to the plumbing course at their own cost. The additional skills of First Aid and Power Tools on a Construction Site, proved to be very valuable at the workplace. 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 implement the Construction SETA-accredited plumbing training course. This energetic trainer puts a lot of emphasis on theory and once the students were tested on their theoretical knowledge he teaches them to install sanitary appliances. Again they 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, a scarce resource, is wasted.

Plumbing

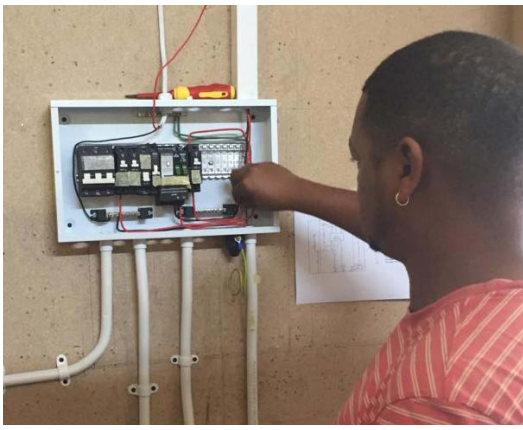
Electrical Training

Sponsor: Jannie Mouton Stigting

The Electrical Contractors' Association SA (ECASA) assisted Stellemploy with the presentation of an electrical skills training programme. Twelve young people completed the training. The first week was used to cover most of the required theory. Students were often tested and also given the opportunity to rewrite tests until all of them were theoretically on more or less the same level of understanding. We can only accommodate 12 people in a course. The demand for this 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. Two student did not pass the theoretical tests in the class or even the supplementary test. After the first week of only theory and testing, the next phase of integrating theory in practise begins.

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 can be quite a stressful experience, and the student with the highest mark is rewarded with a prize on the last day after writing the final theoretical test.

Electrical



Diploma in food Preparation and Cooking

(Twelve-months long Highfield accredited programme)

Sponsor: The AALL Foundation

On behalf of the chef students over the last four 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 the students who completed their training in 2018 are employed and two were already promoted to better paid positions.

Stellemploy had to change the accreditation of this training programme from a City & Guilds to a Highfield Qualification in order to accomodate students on skills level and in a twelve-months long programme. City & Guilds dicontinued both these programmes. As a result we also have to wait longer to receive the final results of the 2019 group. Attending Life Skills is also compulsary in the new training programme. Stellemploy expects to receive the final results only in September. Although the final results are not available yet, 50% of the group are already employed.

The fourth group of diploma trainees have started with their training on 1 August 2019. They will continue with their in-house training until the middle of December 2019 and only start with their internships at various restaurants in January 2020. We decided to add more practical skills to the training programme than expected 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-October. During the selection process over a period of three weeks, 18 candidates were short-listed of which 12 were 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.

Statistics Of Stellemploy: Placement And Skills Training

Work Placements

PERIOD	PLACEMENTS
FEB 1997 – DEC 2013	3558
JAN 2014 – DEC 2014	170
JAN 2015 – AUG 2016	275
SEPT 2016 – AUG 2017	249
SEPT 2017 – AUG 2018	273
SEPT 2018 – AUG 2019	252
TOTAAL	4777

Skills Training

PERIOD	SKILLS TRAINING	
FEB 1997 – AUG 2017		1792
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	
SEPT 2018 – AUG 2019		102
Carpentry Skills	12	
Basic Food Preparation Skills	24	
Painting Skills	12	
Plumbing Skills	14	
Electrical Skills	14	
Certificate in Food Preparation	12	
Building Maintenance Skills	14	
TOTAAL		2029

Support

We would like to thank the following donors

- Het Jan Marais Nationale Fonds
- Cluver Markotter Ing
- Distell LTD
- Institute of Culinary Arts (ICA)
- Private donors who wish to remain anonymous
- Remgro Bestuursdienste Beperk
- Stellenbosch Municipality
- Amicus Trust SA
- The PSG Group BEE Employee Trust
- The AALL Foundation
- Cape Winelands District Municipality
- Jannie Mouton Stigting
- PAY AT SERVICES (PTY) LTD

Thank you for the support of local churches, financially and in kind

- Gereformeerde Gemeente
- Hervormde Kerk
- NG Moedergemeente
- NG Welgelegen
- Stellenbosch United Church
- VGK Stellenbosch