2023
ANNUAL REPORT

Stellemploy

VOORSITTER SE VERSLAG

Die bekende uitdrukking van die filosoof Friedrich Nietzsche, *"a long obedience in the same direction*", is al op baie kontekste van toepassing gemaak. Dit is verseker ook 'n raak beskrywing van die werk wat die personeel van *Stellemploy* al vir 'n baie lang tyd doen. In 2025 sal *Stellemploy* 30 jaar oud wees. Twee van die personeellede, Betta Augustyn en Gaino Seegers, werk al onderskeidelik 26 en 25 jaar feitlik alleen by *Stellemploy*. Eers onlangs is 'n derde persoon aangestel om te help met die groeiende behoeftes. Wat 'n uitnemende voorbeeld van *"a long obedience in the same direction"* ! Ons sê weer dankie en eer julle hiervoor!

Namens die direksie en personeel ook 'n baie groot dankie aan elke instansie en elke individu wat die fondse vir die opleiding verskaf. Die verhale en syfers in hierdie jaarverslag is weereens getuienis van die werklike impak wat *Stellemploy* maak met die kwaliteit opleiding wat aangebied word – tegniese vaardighede sowel as lewens-vaardighede. Groot moeite word steeds gedoen om die studente na die opleiding te help om werk te kry of self werk te skep. 'n Baie groot dankie vir donateurs wat al 'n lang pad met *Stellemploy* kom en ons help om die goeie werk volhoubaar te doen. Stukkie vir stukkie help bou ons saam aan mense se lewenskwaliteit en aan 'n beter toekoms vir Suid Afrika. *Nkosi Sikelel iSouth Africa!*

Hannes Koornhof

> *A long obedience in the same direction*

VERSLAG VAN DIE UITVOERENDE BEAMPTE

Stellemploy het die afgelope jaar heelwat aandag gegee aan die opgradering van die opleidingsentrum om seker te maak dat ons aan die vereistes vir geakkrediteerde opleiding voldoen. Ons is trots daarop dat *Stellemploy* nou geregistreer is as 'n Highfield-Kwalifikasie-Opleidingsentrum vir sjefs. *Stellemploy* kan nou self sy studente registreer vir hierdie internasionaal geakkrediteerde kursusse en eksamens.

Om te verhoed dat beurtkrag aanleiding gee tot 'n onderbreking in opleiding, het *Stellemploy* twee omskakelaars en litium-batterye by die opleiding-sentrum geïnstalleer. Sonkrag word ook ingespan om die geiser te verhit. Verder het *Stellemploy* vanjaar by die Stellenbosch Wag aangesluit om ons studente en personeel te beveilig en 'n oog op ons toerusting te hou.

Die afgelope paar weke was *Stellemploy* besig met die keuring van studente vir die jaarlange sjefkursus. Die onderhoude met die voornemende studente het aan *Stellemploy* die geleentheid gebied om saam met die studente die kortkursus op vaardigheidsvlak en die lewensvaardighedeprogram te evalueer. Die positiewe ingesteldheid van die studente was 'n riem onder die hart vir *Stellemploy* en sy personeel. Eerlike terugvoering van die studente help *Stellemploy* en sy opleidingspersoneel om gesamentlik struikelblokke wat dit vir studente moeilik maak om hulle opleiding suksesvol te voltooi, uit die weg te ruim.

My mond het die afgelope week oop gehang toe ek sien hoe twee oud- elektriese studente ons huidige studente se praktiese werk help evalueer! Albei die oud-studente staan al twee jaar in die praktyk en is besig om met hulle studies voort te gaan om gekwalifiseerde elektrisiëns te word. Ebert Erasmus het hulle as elektriese-assistente opgelei, waarna hulle dadelik in diens gestel is. Na twee tot drie jaar in die praktyk onder leiding van 'n gekwalifiseerde elektrisiën kan hulle kort toetsprogramme deurloop wat hulle kennis evalueer. Indien hulle tydens evaluering aan al die vereistes voldoen, kan hulle as elektrisiëns kwalifiseer.

Nog goeie nuus is dat het Jan Marais Fonds die afgelope finansiële jaar R640 000 aan *Stellemploy* toegeken het om die administratiewe koste te dek. Hierdie toekenning is vir *Stellemploy* van onskatbare waarde in 'n tydperk van ekonomiese onsekerheid. Die diens wat *Stellemploy* lewer in terme van vaardigheidsontwikkeling vir die jeug uit die ontwikkelende gemeenskap is goud werd. *Stellemploy* ontvang tans voldoende fondse vir opleiding en Het Jan Marais Fonds dek nou die meeste van *Stellemploy* se administrasiekoste. Die bestuur van die kursusse, fondswerwing, registrasie, keuring en plasing van werkers in werksgeleenthede word deur die voltydse personeel hanteer.
Stellemploy het verder daarin geslaag om suksesvol vir verskeie jeugvaardigheids-opleidingsprogramme van die Stellenbosch Munisipaliteit te kwoteer.

Baie dankie weereens aan al ons donateurs wat bereid is om in die ontwikkeling van ons jeug te belê en 'n bydrae tot die administrasie van *Stellemploy* te maak.

'n Groot dankie aan ons voorsitter, Hannes Koornhof wat met fondswerwing help en deurdagte leiding gee, en aan ons toegewyde tesourier, Dwight Bourbon-Leftley, 'n ouditeur wat onbaatsugtige diens van hoë gehalte aan *Stellemploy* lewer deur die bestuur van ons finansies. 'n Baie spesiale dank ook aan een van ons opleiers, Ebert Erasmus, wat *Stellemploy* vanjaar baie gehelp het om water- en elektrisiteitsvoorsieningsprobleme op te los. Dankie ook aan Nudge wat ons Jaarverslag saamgestel het.

Laastens, 'n spesiale woord van waardering aan ons ouditeure, Crowe HZK (BSO ingesluit), wat bereid is om ons finansiële state vêr onder hulle gebruiklike tariewe te oudit. *Stellemploy* voel bevoorreg om deur soveel welwillendheid oorlaai te wees.

Betta Augustyn

DIRECTORS

Hannes Koornhof
Chairperson

Dwight Bourbon-Leftley
Treasurer

Linda Jacobs

Virginia Jumat

Howard Bergins

MANAGEMENT TEAM

Betta Augustyn
Chief Executive Officer

Gaino Segers
Office Manager

Chavon Theunis
Receptionist

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

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MISSION:

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

OUTCOMES
(social impact we aim for)

- 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
(sosiale impak waarna ons streef)

- 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.

FINANCIAL REPORT

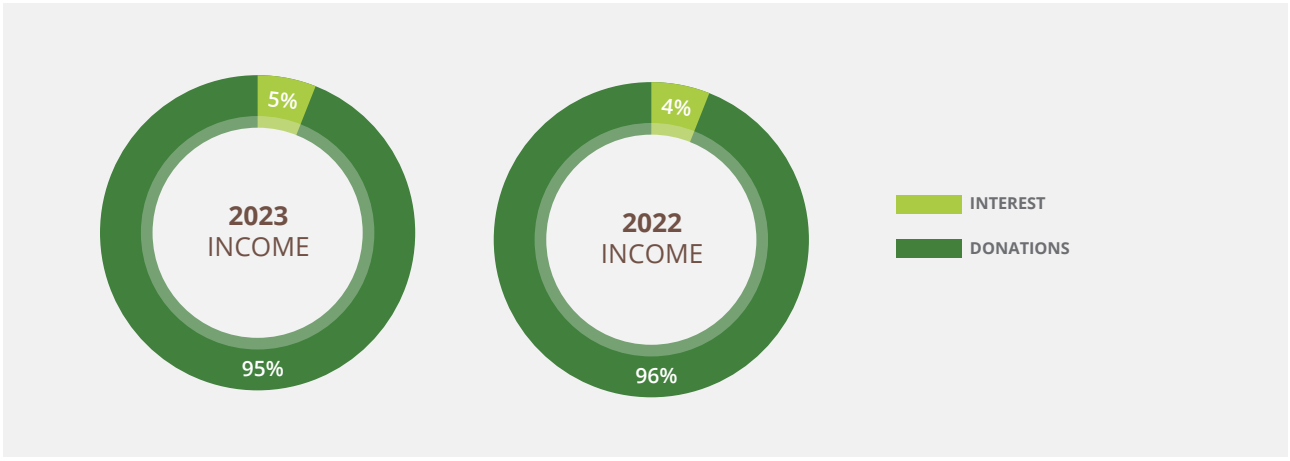
I am pleased to report that *Stellemploy* recorded a surplus of R 184 780 for the year ended 28 February 2023, compared with the previous year's surplus of R 404 600. The company's accumulated reserves on 28 February 2023 stood at R 1 901 405.

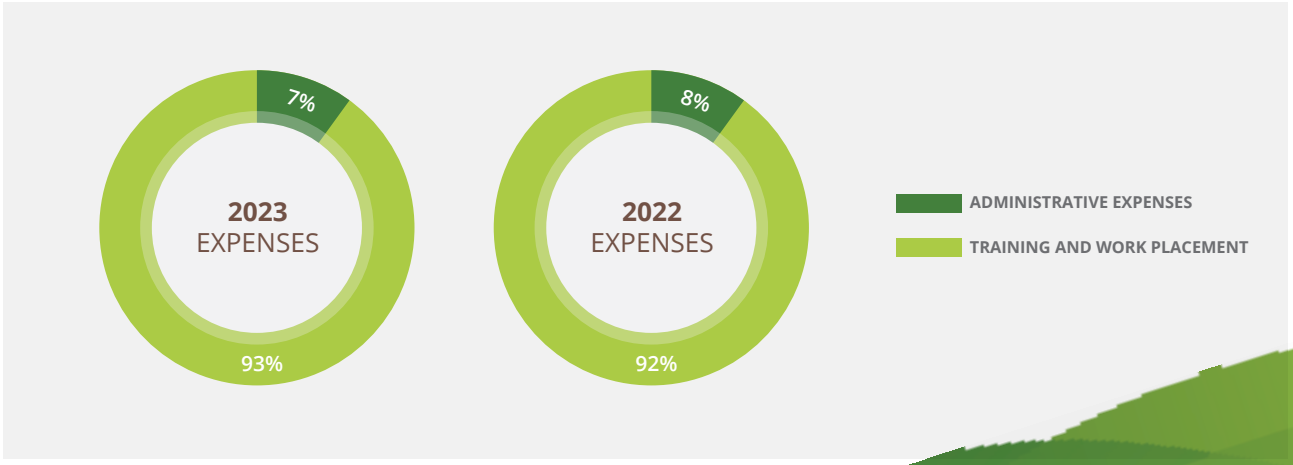
Revenue increased by 14 % to R 3.5 million, while project expenses increased by 27 % to R 3.3 million, and other operating expenses increased by 10 % to R 233 646. Interest received for the year increased by 61 % to R 200 852, because of the combined effect of the increase in interest rates and our higher bank balance.

Lastly, I would like to thank all the donors for their loyal support; without them we would not be able to train these unskilled and unemployed people for a better future.

Thank you

Dwight Bourbon-Leftley





STELLEMPLOY TRAINING - A GATEWAY TO THE FUTURE!

We'd like to highlight a few examples where our graduates have succeeded through opportunities they have utilized.

Siphosethu Mgxilwa

Siposethu Mgxilwa travelled four days a week from Franschhoek to Stellenbosch to attend the five-month long in-house modules of the Chefs Training Programme. *Stellemploy* assited her to deal with financial challenges by approaching Chef Marvin Robyn from Grande Provence for a possible position over weekends. He was prepared to accommodate her until the end of December before she started with her internship in January 2023. It turned out that she was such an asset to Chef Marvin's team that he offered her a junior position while still busy with her internship. She is still working at Grande Provence with the possibility of being promoted in future once she receives her Diploma.

Nico Smit

Nico Smit attended a welding training programme at *Stellemploy* a few years ago. After completing the training programme he was able to find regular contract jobs. In 2023 he was very fortunate to get the job he really wanted, working for a company contracted by Stellenbosch University to do maintenance at their buildings. His case is an example of someone being prepared to do anything to gain work experience until he found the position he really wants.

Aphelele Njokweni

Aphelele Njokweni was the second-best performing plumbing student in a plumbing course sponsored by the Stellenbosch Municipality in 2023. Right after completing the training programme *Stellemploy* placed him in employment at a plumbing company. Within a few weeks of being employed we were very surprised to see him in action in front of our office, assisting with fixing a water pipe. The company he works for was contracted to fix a broken water pipe that supplies water to the Ou Lückhoff Skool. He was one of the heroes of the day, being able to assist with supplying water after some offices had to close early because of a lack of water.

Marco Zacharek

Marco Zacharek completed a plumbing skills course at *Stellemploy* in 2017. He was very fortunate to find a position at a plumbing company immediately after he completed his training. Seven years later he is still working as a plumber. Marco is grateful that he gained the opportunity to do the plumbing training, enabling him to find a job to support his family. Our view is, while it is easier to sit at home waiting for the ideal job, it ultimately depends on what our students do with the opportunities that come their way.

Sibabalo Kondile

Sibabalo Kondile did an electrical skills training programme at *Stellemploy* in August 2023. *Stellemploy* always encourages students to register on the database of the Stellenbosch Municipality for possible jobs that might become available at the municipality. We also provide CVs to our students that they can use for job opportunities. Sibabalo did that and was employed in the plumbing section of the Stellenbosch Municipality. Electricians and plumbers often work together on certain projects. Again, it is very important to take any opportunity to find employment in a country where jobs are not easily available.

Ghio Klazen, Edmondo Wilson, Bronwin Elias

The current climate in South Africa is not ideal for economic growth. New positions are seldom made available and it is very difficult for young people to find employment. Ghio Klazen, Edmondo Wilson and Bronwin Elias completed the welding training programme in March 2023 but it was very difficult for them to find employment. Fortunately, *Stellemploy* was able place them in positions at a local factory where they could gain more experience and earn an income. We were very glad that we were able to help them at a time when households really struggle to keep up with increasing food prices.

CARPENTRY TRAINING

SPONSOR: REMGRO BESTUURSDIENSTE BEPERK & GRANT-IN-AID

There is a shortage of trained carpenters is South Africa. It is challenging to expose the carpentry students to sufficient skills that are required in the open labour market. *Stellemploy* combined the funding received from Grant-in-Aid with funding received from Remgro to do training over a period of five weeks. This was done to give the students additional time to practice their newly acquired skills under the supervision of their lecturer.

The students first learn to identify and do maintenance on tools and equipment for a construction carpentry site. They also had to learn to use drawings to set out a construction carpentry work area. The drawings were then applied to erect a dry wall structure with windows and doors. In the process of erecting a structure where windows and doors must be installed, the students become aware of why all their measurements and calculations have to be done correctly. The skills learned during the erection of a wooden structure can also be used in their own communities to earn an income.

The carpentry skills students also had the opportunity to practice their skills by replacing rotten wooden floor planks at the *Stellemploy* Training Centre. This is a skill needed in the process of renovating houses with wooden floors. The three best performing students received a toolbox with most of the basic tools they need to apply their skills in practice.

DIPLOMA IN FOOD PRODUCTION AND COOKING

(TWELVE-MONTHS LONG HIGHFIELD ACCREDITED PROGRAMME)

SPONSOR: THE AALL FOUNDATION

In 2023 *Stellemploy* was registered as a Highfield Qualifications centre with the assistance of June Steenekamp. June Steenekamp is the Business Development Consultant: Southern Africa for Highfield Qualifications. There is a global realization that industry, regulatory bodies and training authorities must collaborate in the design and implementation of educational systems and curricula to meet the skills requirements of countries and to assist in the transformation from education to employment. Global skills shortages and growing labour migration are increasing the demand for skills and qualifications that make it easier for people to move from one country to another to find a job. It is therefore essential to work towards a qualification that is internationally recognised. This is the main reason why *Stellemploy* decided to offer internationally recognised chefs training programmes. The Diploma for Professional Cooks opens the door for people from financially challenged communities to apply for jobs globally. As mentioned in our previous report, one of our chefs is currently working in Dubai.

All twelve students from the 2022/2023 Diploma for Professional Cooks passed their theoretical exams. Their portfolios will be ready for submission to Highfield for assessment at the end of August 2023.

On behalf of the chef students, *Stellemploy* would like to thank The AALL Foundation for the difference they have made to the quality of their lives. I want to share the heart-warming story of Siposethu Mgxilwa, who travelled four days a week from Franschhoek to Stellenbosch to attend the five-month long inhouse training modules of the course. *Stellemploy* assisted her to deal with financial challenges by approaching Chef Marvin Robyn from Grande Provence for a possible position over weekends. Chef Marvin Robyn was prepared to accommodate her until the end of December before she started with her internship in January 2023. She was such an asset to Chef Marvin's team that he offered her a junior position while she was still busy with her internship. She is still working at Grande Provence and will be promoted once she receives her Diploma.

BUILDING MAINTENANCE

SPONSOR: STELLENBOSCH MUNICIPALITY MAYORAL YOUTH SKILLS DEVELOPMENT PROGRAMME

The Stellenbosch Municipality made funding available for a Building Maintenance course to thirteen deserving, unemployed young people from the Greater Stellenbosch. These bursaries are mainly available to early school leavers, younger than 26 years of age. The Maintenance programme was presented in co-operation with Tjeka Training Matters over a period of eight weeks

During the training period the students were exposed to two weeks' training per carpentry, bricklaying, painting and plumbing module. These skills are valuable at a time when work is scarce. The multiple-skills aspect enables the trainees to work with a carpenter, plumber, painter and bricklayer, or to do private jobs in their own communities. 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. One of the most difficult carpentry skills to master is the hanging of doors. Here they were made aware of the necessity of taking accurate measurements and to apply their skills with accuracy to insert a lock in a door. Basic bricklaying skills is important, because plumbers often need to replace bricks after drilling a hole in a wall in order to fit sanitaryware. A qualified painter will always tell you that a painter's job is to do the cleaning after everyone else made a mess!

This specific group not only learned their practical skills in the *Stellemploy* artisan laboratory, but also had to apply their carpentry, plastering and painting skills to do the finishing touches at the *Stellemploy* Teraining Centre after a floor was replaced in the passage.

Councillor Adams was the guest speaker and gave an inspiring speech to all the students who used the opportunity to upskill themselves for possible available jobs. All the candidates were also advised to register on the database of the Stellenbosch Municipality.

BASIC FOOD PRODUCTION TRAINING

(Eight weeks long Highfield Qualification)

SPONSOR: REMGRO BESTUURSDIENSTE BEPERK & THE AALL FOUNDATION

Stellemploy managed to complete two chef-assistant programmes in the first semester of 2023. For the first time *Stellemploy* was able to register students for the internationally accredited Highfield Qualification ourselves, being registered as a Highfield Qualification Centre. The good news is also that all the students who qualified for the exam passed. It is necessary to complete the two skills programmes at the beginning of the year for the selection of students who might qualify for the year-long chef's diploma.

The purpose of this training programme is primarily to improve the trainees' employability in the hospitality industry. All the trainees need to pass the Highfield Level 2 Award in Food Safety for Catering exam to qualify for the Diploma for Professional Cooks. *Stellemploy* was able to accommodate eight students of the first group who completed the skills training in a salt research project for the chef industry, while they were waiting for the final selection of the year-long chef's diploma. They were able to have an income and gain some experience before the final selection took place in July 2023.

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. Chef Léta du Toit-October, an expert herself in baking, assists the students to overcome many hurdles.

ELECTRICAL TRAINING

SPONSOR: JANNIE MOUTON STIGTING

The Electrical Contractors' Association SA (ECASA) assisted *Stellemploy* with the presentation of the electrical skills training programme. We can only accommodate twelve people on a course. We accepted only candidates who scored 80 percent and above in the assessment test provided by ECASA. There is a strong correlation between the pass rate of electrical skills training and the assessment test supplied by ECASA. The course has also been extended from four to five weeks to include a module for installation of invertors and solar panels, very relevant skills in the industry at the moment. The students had the opportunity to work on solar panels and invertors supplied by an electrician for installation in a private house.

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 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. 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 two students with the highest marks are awarded prizes on the last day after writing the final theoretical test.

Stellemploy encourages students to make sure they work under the supervision of a qualified electrician to ensure he can sign off on certain tasks that form part of further training needed to qualify as an electrician themselves.

WE

SPONSOR: THE PSG GROUP BEE EMPLOYEE TRUST & JANNIE MOUTON STIGTING

The Electrical Contractors' Association SA (ECASA) assisted *Stellemploy* with the presentation of welding and manufacturing skills training programme. We were able to train thirteen young people. We can usually only accommodate twelve people in a course. However, the demand for the welding course was extremely high. We accepted fourteen candidates who all scored 80 percent 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.

During the first week of training the students were only exposed to the theory of welding skills. Only after passing the theory were the students exposed to the practical modules as first demonstrated by their lecturer. Two processes of welding were taught to the students, i.e., arc welding and gas welding. Arc welding uses electricity to generate heat for the melding of metals, but in gas welding, flammable gasses are used. If there is no access to electricity, gas welding becomes the more viable option, which is often the situation in South Africa.

Once the students mastered the basic welding skills, they assisted with the manufacture of safety gate and covers for open gutters at the *Stellemploy* Training Centre. The lecturer challenged the students to perform well with tools as prizes for the two best performing students. In the end there were three best-performing students.

PLUMBING TRAINING

SPONSOR:STELLENBOSCH MUNICIPALITY MAYORAL YOUTH SKILLS DEVELOPMENT PROGRAMME

Fourteen trainees started their plumbing training on 29 April. All the training and training material was provided by Tjeka Training Matters, accredited by the Construction Education and Training Authority (CETA).

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 assemble parts, bending pipes and, at the end, the laying of drain pipes. A lot of attention was given to calculations and making and reading drawings. It was interesting to hear how students suddenly became more aware of the importance of being able to do calculations, a skill they often neglected at school. The students were also very proud of the technical vocabulary of their trade that they mastered over such a short period.

The training programme included the installation and maintenance of showers, sinks, sanitaryware appliances, taps and valves. The installation of the geyser was a highlight for all the learners.

I need to mention that the day before the students graduated, a group of four German-speaking visitors interested in community development visited the students. They were very impressed with the students being able to explain the skills they have learned without the lecturer being involved at any time. The visitors shared with me that it was clear that the students are very proud of their knowledge and the skills they have learned. After the visitors left, I received a letter from the group, saying: “We are highly impressed by what you and your team have built up to allow young people to learn a profession which shall help them to get out of poverty. You really have inspired us to start such a skills center in the Somerset West and Hermanus area”.

LIFESKILLS TRAINING

SPONSOR: PRIVATE DONOR WHO WISH TO REMAIN ANONYMOUS

It was heartwarming to listen to the students' personal experiences of the Life Skills training programme, presented by Yolanda Viljoen. All three modules of the Service SETA-accredited Life Skills programme are included in the Diploma in Food Production and Cooking qualification. An example of the feedback that we received from the students was that *Stellemploy* warned them that the Basic Food Production programme will be very stressful because of the standard of the programme and time limits for the preparation of dishes. However, the weekly Life Skills sessions assisted them to deal with stress during training and in their private lives. They became keenly aware that they needed to rely on their own strengths and skills to deal with challenging situations. The Life Skills programme assists students to become aware of their personal strengths and how to use it to reach their personal goals.

All *Stellemploy*'s students do the first module of the Life Skills programme. Our students are from different cultural and language backgrounds and sometimes find it difficult to communicate with one another. Yolanda Viljoen teaches and guides the students in practical manners, and to communicate more effectively with one another. Good communication is a much-needed skill in the workplace and in one's private life.

Many thanks to Yolanda Viljoen for the difference she makes in the lives of our vulnerable students and the professional manner in which she deals with confidential information from the students. Ninety-three students completed the Life Skills programme in the reporting year.

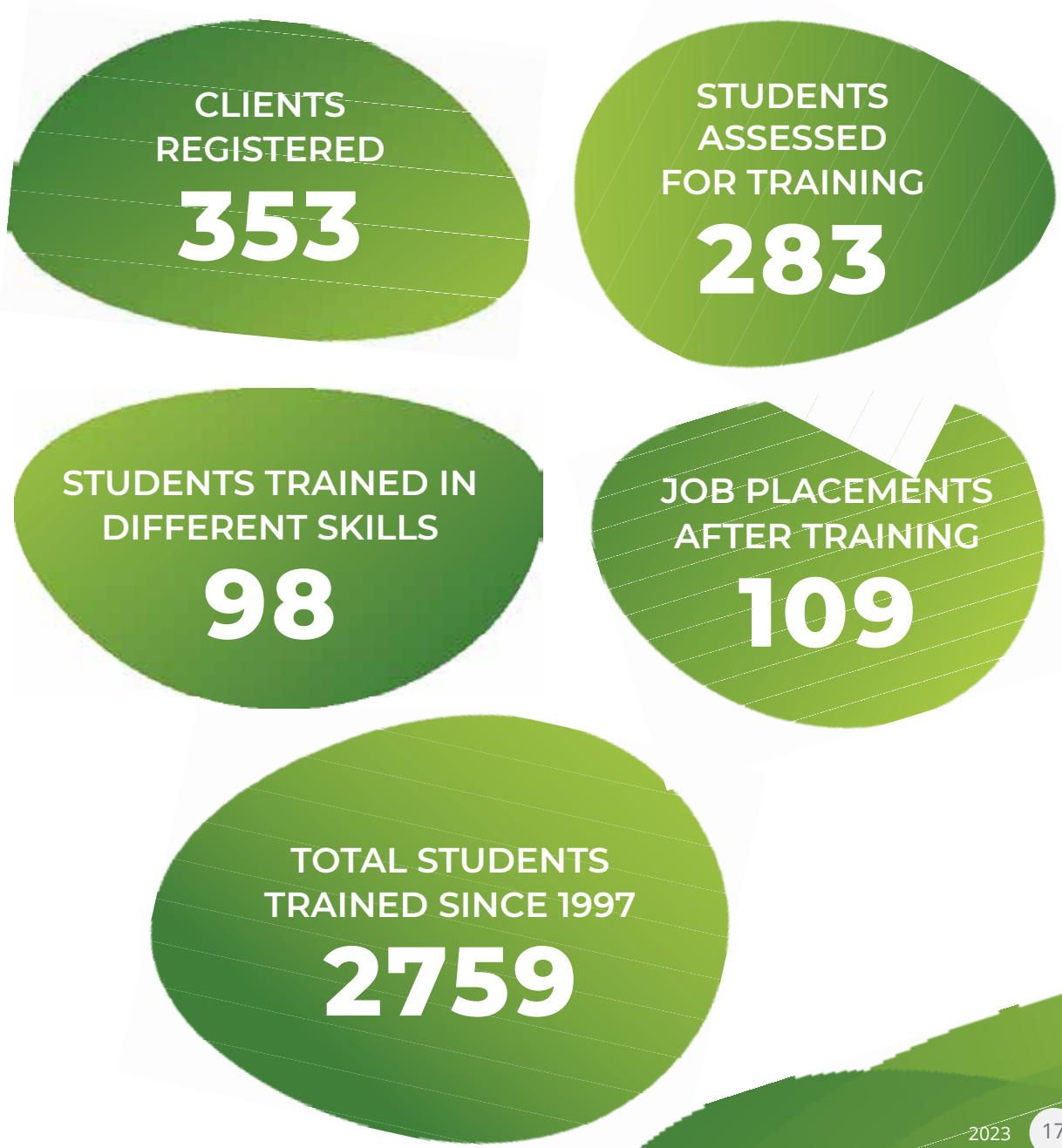
STATISTICS OF STELLEMPLOY: SKILLS TRAINING

Changes in the way Stellemploy engages with students

Access to the Lückhoff Skool, where our office is located, is restricted due to security constraints.

1. Walk-in consultations are therefore no longer permitted.
2. The registration process for training programmes has changed, with requests via WhattsApp or by appointments being made at the entrance of the building. We receive many more requests by cell phone that need to be dealt with, leading to a time-consuming process.
3. Registration appointments for unemployed people with work experience are made telephonically or at the entrance of the building.
4. *Stellemploy's* main focus remains the unemployed youth and previous clients of *Stellemploy* who lost their jobs due to retrenchments. This is done by providing them with advice, including technical- and life-skills needed in the open labour market. All our training programmes are exclusively focused on the youth.

PERIOD: 1 SEPTEMBER 2022 – 31 AUGUST 2023



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We would like to thank the following donors

- Het Jan Marais Nationale Fonds
- Cluver Markotter Ing
- Institute of Culinary Arts (ICA)
- Remgro Bestuursdienste Beperk
- Stellenbosch Municipality
- The PSG Group BEE Educational Trust
- The AALL Foundation
- Jannie Mouton Stigting
- Private donors who wish to remain anonymous

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

Stellemploy

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