

Progress Report

Project: Youth Employment Skills Programme
Project Reporting Dates: 1 August 2016 – 15 December 2016
Project Leader: Ms Mbuyi Jongqo

Summarise Project

The Salesian Institute Youth Projects through its Youth Employment Skills (YES) programme addresses the lack of vocational skills and training opportunities for youth at risk, as well as job placement assistance. The grant from Forix Foundation was a contribution to part of the salaries of the YES Programme Staff. The YES Programme provides training and job placement assistance to 320 disadvantaged, unskilled and unemployed female and male youth per year, all between 18 and 26 years of age. Student intake groups of between 60/70 youth are admitted five times during the year. All learners complete a compulsory and intensive three-week Life Skills course before undergoing a five-week vocational skills course. The lessons from past experiences have indicated that attendance of Life Skills training results in reduced drop-out rates from all the YES courses. The staff at the YES programme interact closely with the learners, helping them to make the correct life choices.

Lack of training results in unemployment, which in turn results in a low household income, generating additional problems, including the inability to access training opportunities. The staff at the YES Project ensure that this mandate is achieved. The provision of Life Skills training addresses the youth's lack of motivation, self-esteem and capacity to make healthy life choices. Vocational skills training provides the youth with a specific skill to be gainfully employed. Job placement assistance is provided for the 65-75% of graduates being placed in employment annually.

Progress

As part of the Forix Foundation funding, listed below is the 6 months' milestone from 1 August 2016 to 15 December 2016.

Training

Out of 119 youth who enrolled for Cohort 4 (10th August - 30th September) 78 students attended the training. A total number of 12 dropped out of the courses. Their reasons varied from medical prescriptions and others having to look after their elderly sick grandparents. The group was a bunch of fairly good youth who were eager to learn. They were a vibrant and energetic group with

many showing leadership qualities and if guided and groomed well they will surely be a force to reckon with in their communities. **66** of them successfully completed the eight weeks training and graduated on the 30th September 2016. It was all smiles on the graduation day as the theme was “Our Heritage”. All learners dressed up in their diverse cultural attires. Making the ceremony a marvel and joyous celebration. To entice the students we introduced SIYP engraved medals for the outstanding top three students from each course. These were handed out by the Rector, Fr. Jeffrey Johnson. The medals will be a lifetime memorabilia for recipients who will speak of SIYP in years to come.

Cohort 5 of 2016 commenced on the 10th October with 65 students in attendance. This group was goal driven and their energy levels were amazing. Most were reserved and kept in their shells at the beginning of Life Skills but upon graduating their mindset shifted for the better while motivated to seek employment. During the course, 8 students dropped out of the training due to unforeseen circumstances. While others capitalized on seasonal jobs as the festive season was upon us. A total number of 57 students successfully completed the training and graduated on the 02nd of December 2016. The mood was jovial as the students sang in celebration with some shedding a tear for their first ever graduation in their lifetime.

Job Placement

Job placement figures increased in the second half of the year compared to the first 6 months. 2015 employment figures are currently at 85% and 46% for 2016. Being the festive season many companies are recruiting.

We have established concrete and solid partnerships with employers who intend to recruit talent from us on a regular basis. This would surely boost our ever rising employment figures. Some of our students are placed in various institutions for learnership opportunities.

Below is a graph illustrating 2015 and 2016 employments figures. The percentage will increase steadily throughout 2017 as youth trained 2016 remain on our employment database up to 12 months from date of graduating.



Don Bosco Hostel

Students identified as being at risk and in need of assistance are accommodated in the DB Hostel for the duration of the YES training course. On average 18-20 youth stay in the hostel for the 8 week duration of training throughout the 5 x 8 week courses per year.

Staffing

Account for staffing which has affected the project: who is involved, what needs are going unmet, if any, and the dollar cost of any additional personnel required.

YES Programme Staff under the Forix Budget;

- a. Job Placement Officer
- b. One Life Skills Facilitator
- c. One Computer Literacy and Office Management Facilitator
- d. One Computer Maintenance and Repair Facilitator
- e. One Tiling and Laminating Floor Facilitator
- f. One Bricklaying Facilitator

Budget

1. Attached please find a copy of the original budget.
2. Copies of receipts of payment

Other Funding

The YES Programme receives funding from the following donors;

1. Community Chest
2. Lord and Lady Lurgan Trust
3. Department of Social Development (Western Cape)
4. Donations in Kind
5. European Commission
6. Sticking Porticus
7. Elma Philanthropies
8. State Street

We do not have problems with other sources of funding.

Milestones Current

Discuss milestones and/or actionable items which have been achieved at the writing of this report. Flag issues, if any, which came up in achieving this goal.

1. Job Placements – We are on track with job placement. We are confident that the 65-75% employment rate will be achieved within 12 months of training. Our partnerships with employers are solid and ongoing.
2. Youth Trained – We have successfully trained 298 youth in 2016. Our objective was to train 320 youth. Unfortunately due to unforeseen circumstances throughout the year 49 youth dropped out of training. There are quite a few students who do not start the course although they have successfully enrolled and paid where applicable. The cost of travelling to Cape Town for many of the tiling and bricklaying students remains a major factor. We assist wherever possible.
Substance abuse remains a major challenge and youth using drugs become destructive and fail to cope in class. We have interventions in place that assist students who accept their addiction while most opt not to take the offer
3. Life Skills is the most important aspect of our training as many youth realize their potential during the sessions. Below is a graph showing youth ratings of life skills. It has been proven that life skills is the pulse of our training.

A sample of a Group rating – See Graphs attached



SUCCESS STORY – MLONDOLOZI MADYIBI

Born and raised in the rural area of Viedgesville near Qunu in Umtata Eastern Cape Mlondolozhi is the last born from a family of 5 children. A hardworking single mother was never at home hence he was raised by his grandmother. In order for them to have clothing and food on the table his mother worked tirelessly in different towns as a general worker. It was never glitz and glam because the mother's income was too little. They lived from hand to mouth. An absent father didn't make things easier. He did his primary and secondary education in Umtata. "I was an average student who worked hard to achieve good grades. It was a bit difficult for me to juggle between school work and herding cattle as that's a priority in rural areas for boys."

In 2011 he decided to seek greener pastures after a lengthy consultation with his sister residing in Cape Town. "She gave a green light for me to come, on condition that I

would look for employment and help my struggling family.” Upon arrival in Cape Town he enrolled at CPUT Granger Bay campus for Maritime short courses. He completed the short course and started job hunting in the Maritime and Fishing industry. After several attempts and being declined for not having all the required documentation a friend referred him to SIYP WOC. He enrolled and completed WOC life skills and Pre Sea course. “I acquired all the required documentation and was excited for the first sea trip under Die Beers Marine. This was only a three months contract with the good salary but not sustainable.”

He came back to SIYP in 2013, where he was guaranteed of assistance. He enrolled for Bricklaying Course. “During life skills training my mindset changed for the better. I believed more in myself and started dreaming big.” The bricklaying course cemented my big dream as I decided to start a construction company upon graduating. In order to shoot two birds with one stone I enrolled in tiling to solidify my skills.” Being well groomed and mannered, Wiesiek offered him a part-time position within the maintenance department. “This excited me as I knew that knowledge gained would one day help me when I start my own business. Life wasn’t rosy for me as my family was expecting a piece of the pie I was earning. It was not much but I sacrificed to send the little I could afford. I benefited a lot from the institute spiritually, financially, educationally and most importantly getting three meals a day.” This didn’t stop him from seeking permanent employment. Fortunately for him he was offered an administrative position at Amaqhawe Construction. After gaining sufficient administrative skills, he further knocked on doors until an opportunity availed at TCC Construction where he was employed as a store-man. Due to his dedication and determination he was promoted to a junior fore-man. This opened the flood gates for him as he was sent for a Construction Management Course. Upon completing the course he decided and believed he is ready to partake on a journey of becoming an entrepreneur in the construction industry. He registered his business with CIPC and as soon as the documents were received he ventured into sub-contracting. “I was delighted and honored to sub-contract for my former employee TCC Construction. From there on, the list is endless. And I never looked back.”

Mlondolozzi’s business has grown with seven employees including himself and have penetrated the market. There are doing amazing work and big contracts with well-established companies. He invested in assets which will help grow his business.

“I would forever be indebted to SIYP for the educational and spiritual support they offered me. Who would have known that a rural Qunu boy would one day own a business in Cape Town and rub shoulders with the elite business owners? If an opportunity avails for me to give motivational talks to students at the institute, I would be grateful to do so. I have also started a football team in Khayelitsha where I use soccer as a tool to curb social ills and draw youngsters to developmental projects such as Salesian Institute”.

SUCCESS STORY

Below is a success story of **Cyril Diale**. A Bricklaying student for cohort 3 of 2016:

Cyril Diale an orphan was born in a family of six children. His parents passed away at a very tender age. Hence he was raised by his sister. Growing up as an orphan was not easy for him as he could not withstand the pressures teenagers face without parental advice and guidance. “Due to peer pressure, I made wrong choices in life which affected my studies. Amongst them were alcohol and drug abuse.” Leading him to him to be a father of two at a very young age.



With a huge responsibility on his shoulders Cyril decided to relocate to Cape Town to seek greener pastures so as to be a responsible father and give his children a better life than he had. Brave and bold he boarded a bus to Cape Town, on arrival he stayed at The Salvation Army in Green Point paying R10.00 per night. Waking up very early to job hunt at the Cape Town Harbour. Things turned sour when he exhausted all his savings and couldn't afford to pay the R10.00 accommodation at The Salvation Army. Forcing him to live in the street of Cape Town. It was rough and tough because in the street is survival of the fittest. His belongings were stolen and he had to beg at the robots for money and food. “There were days where I only had water from the tap at the park to drink. Gallivanting from Adderly Street to Sea Point on a daily basis, one day as I was passing Somerset Road the waving Salesian Institute flags drew my attention and I decided to walk in and find out what services they rendered. To my delight I was warmly welcomed and this was the first time I felt human in Cape Town.” Fortunately for him it was during the registration period and the courses were to commence in a few day. With an odor and dirty clothes I sensed that he is of no fixed aboard and asked him where he stays. He replied looking down “I live at The Salvation Army”.

The course commenced and on my arrival at work just after 6am Cyril was sitting outside wearing the same dirty clothes. Soft spoken and well-mannered he started opening up, shedding light on his life experience. I was moved by his story and bravery hence I liaised with DBH for accommodation. He was delighted to be accepted at the hostel and the first thing he requested was to bath. He was one of the outstanding learners in bricklaying and won the hearts of his classmates. Sharing his life experience with them motivated him and them to soldier on and dream big. At the hostel he made friends who then introduced him to their families. Upon graduating they welcomed him in their home and made him part of the family.

Through his dedication and hard-work Cyril was selected for McDonald's job interviews where he went and excelled. Kim, the supervisor at McDonald's Observatory was blown away while interviewing him. It was not long before he received a call stating that his job application was successful. “I'm a God fearing person and having been drawn by the SIYP flags makes me believe that the institute was heavenly sent for me. I'm a living testimony of Don Bosco's vision. Today I boast as a proud father of two who provides financially for my children. This is through perseverance and assistance form

Salesian Institute Youth Projects. I will forever be grateful to the staff who shaped my life and played parental role I never had”

Milestones Future

List milestones and/or actionable items expected to be completed by the next reporting period. If any complications are expected, raise them here as well as any possible resolutions.

1. We need to complete 2 courses during the latter part of 2016, one starting on the 10 August and ending 30 September (which is theoretically full with a waiting list) and one course starting on 10 October and ending 2 December. Although many students register for the courses, on average about 100, about 50-60% arrive for class. We do advertise through the local media, social media and via local radio stations on a regular basis. We regularly drop of pamphlets at clinics, libraries, police stations, community centres and churches in the communities that we target.
2. All types of substance abuse have increased significantly during the last year. We have one day specifically dedicated to this topic during life skills and offer counselling to any student requesting help. We offer referrals to drug rehab centres, where we have formed a good relationship with the staff of these centers. Unfortunately, the social ills that these youngsters have to deal with on a daily basis are sometimes too overwhelming and they are unable to disconnect from the negative forces in their communities.

Opinion

The project leader should include his/her analysis on the overall progress of the project, weigh in with any issues or variations which have occurred or are expected to occur. Include the next date of reporting due, if applicable. Photo inclusions are encouraged whenever possible.

It has been a fruitful year with 298 youth successfully trained. Our objective was to train 320 youth but due to circumstances such as substance abuse, gang related activities and family responsibilities we had a variance of 22. In order to avoid the variance in future we have to go all out in underprivileged communities advertising the courses on offer. By so doing our recruitment drive target would be met. All media platforms always come in handy hence we advertise through them. We will also advertise through live radio broadcasting at Bush Radio, CCFM and SmileFM. This will surely draw numbers to attend the training hence meeting the target.

We intend to partner with more community based organizations so as to put Salesian Institute Youth Projects on the map. By so doing we shooting two birds with one stone.

We have successfully placed 85% of youth trained in 2015 and 46% trained in 2016 which is a remarkable achievement. Some youth placed in entry level positions last year have grown within the ranks and are now holding managerial positions.

We have solidified partnerships with various companies who regularly recruit our hardworking trained students on a regular basis.

Life skills are yielding positive results as some trained youth are taking initiative and showing leadership skills. Youth showing leadership potential will be trained to become mentors and responsible members in their communities

We have earmarked additional/new communities where youth unemployment is high and where we will advertise our courses. This is a time consuming operation and the resources are not always available to do this.

Youth need to be empowered and better equipped to deal with the social issues they face on a daily basis in their communities. We will continue to adapt the life skills curriculum in order for the content to remain relevant.

Photos of students during life skills and vocational skills training at the YES Project



Life Skills - Gender & Domestic Violence

Life Skills - Trust Building



Vocational Training - Bricklaying Students

Vocational Training - Computer Literacy & Office Management students



P.C Repairs and Mobile App Development Student



Cohort 5 Graduation Ceremony

Date of report: 15 December 2016