



Learn to Earn

September 2014

a hand up - not a hand out

We seek to develop people, especially unemployed people, socially, economically, emotionally and spiritually.

Everything begins with the Lord...

“Everything begins with the Lord...”

Douglas Fisher, who founded the Baptist Training Project (which became to Learn to Earn in 1995) started his first newsletter with these words. Twenty five years later, we still trust the Lord as our foundation and strength and can look back at all that His faithful servants have achieved.

Douglas reported that there was a population of 390 000 people in Khayelitsha where the first LtE branch was started having been given a year’s free accommodation (with electricity and the free loan of chairs from the Council thrown in)! LtE now serves a population that is estimated to be close to 2 million people in Khayelitsha - the branch in Hermanus serves over 50 000 people and the City of Cape Town project has been working in 12 sub-councils on the Peninsula with more to come in its third year. The space available to us now is two training centres and a Head Office – all owned by the Project as well as two rented premises that house the tfg Project’s 2 stores, warehouse, repair centre and administrative hub. Courses have grown from the hand-knitting and garment making referred to in that first newsletter to 14 market-related courses including three new courses in progress for 2014 alone – Sewing Production Line, Technical Skills and Barista Skills.

The staff in place in 1991 – 3 full-time and 2 part-time people – has grown to 41 permanent LtE staff, 6 permanent tfgP staff, 4 part-timers, 50 fixed term contractors (mostly undergoing further training) and 6 external contractors – 110 people impacted and that is not even counting the more than 500 people trained in our various projects in a year or over 700 people trained by our Associates! We have also had wonderful support from Board members, individual supporters, churches, businesses, trusts and governmental organisations.

It is a difficult task to talk about 25 years in 400 words or less – maybe one way would be to say this – Gilbert Muchanyara (Catering Business Owner), Lubabalo Faltein (BA Graphic Design, Stellenbosch Academy), Cinga Samson (Artist), Nobom Ntsunswana (tfgP Repair Centre Supervisor), Teddy Sambu (Photographer), Thokozani Mpotsha (BA Graphic Design, Stellenbosch University), Thembeke Wolfkop (Secretary, UCT), Olwethu Xhanti-Hlobo (Office Administrator, Town Two Clinic), Zakhile Ngondo (Sales, Springbok Experience Store), Judy Feke (Receptionist, Gunstons Attorneys), Lusanda Slaai (Clerk, Ministry of Justice), Msindisi Khupiso (Sales, Geen & Richards),

Prince Funcuza (General Worker), Sibongile Sikele (Barista, Panorama Medi-Clinic), Nomandlovu Mzileni (Doctors’ Room Receptionist, Khayelitsha), Pumza Ndzanga (Call Centre, Woolworths), Dumisani April (Clerk, Law Offices, Hout Bay), Lusanda Vellem (Call Centre, Triolet Call Centre), Mandisa Melelo (LtE Sewing trainer), Zukiswa Mayekiso (SANCA), Nomakhosazana Sonyabashe (Grade R assistant teacher), Akhona Roli (Permanent Cashier, Engen), Thandi Tyopho (Baker, Shoprite Checkers Bakery), Noxolo Khamsholo (Administrator, Rape Crisis), Vathiswa Mali (School secretary, Ezenzele School, Khayelitsha), Gertrude Mpangele (Receptionist, Douglas Jones), Thandeka Kulati (Front Office, OFyt), Sandiswa Mapoma (Old Mutual Insurance, Wynberg), Lamla Nojekwa (Barista), Yondeka Mzoboshe (Machinist, Elliott Awnings), Lolwethu Phango (Khayelitsha Cookie Company). Just a handful of the over 10 950 people impacted by LtE over 25 years.

The words with which Douglas ended that first newsletter are no less powerful to the staff of LtE today - ‘I press on to take hold of that for which Christ Jesus took hold of me’ Philippians 3:12

Susan Wishart ~ General Manager



Learn to Earn 2014

Indlala Iphelile - Poverty is Over !

Khayelitsha



Basic Computer graduate Vatiswa Mali

Vatiswa Mali, a vibrant 29 year old woman, was born in the Eastern Cape and raised by her Grandmother. She found work in a sewing factory, Pepco, but knew that she wanted to work as a receptionist and not a seamstress. Later she found new employment at a guesthouse, working as a housekeeper and part-time receptionist for five years. Unfortunately the guest house was sold and closed down. The only thing now running through her mind was how she was going to take care of her precious baby girl.

It was at this time that God opened a door for her at Learn to Earn where she successfully completed the Office Administration and Call Centre courses at LtE. After graduating from LtE she was placed into a secretarial position at Zenzeleni Primary School in Khayelitsha. This made her family so proud, especially her mom who could not stop talking about Learn to Earn.

Vatiswa blessed her mother with a 50th birthday celebration and is currently busy renovating and extending their home.



Hermanus



Sewing graduate Nosicelo Matasima

Nosicelo is a intelligent young woman who grew up and matriculated in the Transkei area. She knew if she going to stay there she would never reach her goal of becoming a business woman.

Nosicelo came to Hermanus to look for work and heard about our Computer Course and later enrolled herself for our Sewing Course. She graduated Top Student for Sewing and after the course she started working in our Zakhele Sewing department for further training. She went back to Transkei at the end of 2013 and started her business as a seamstress.

By the end of December she had let us know that she had already made 24 dresses and has continuous work coming in for alterations and other sewing items.

This is what Nosicelo has to say ““My whole life has changed, I decided to go back home and take the knowledge that I received and teach others.”

CoCT

Kelly Shay-Nagel, is the Project’s first Retail Point of Sale graduate and currently employed by Col’ Cachio in Westlake. Kelly was trained in the 2012-2013 Programme (pictured here with her trainer - Michelle Fitzpatrick in Tri-Bakery, Bergvliet where she received further training while being employed).

tfgP



Gcobisa Nkangala, tfgP Retail graduate

tfgP recently caught up with two of their graduates; Gcobisa Nkangala (tfgP Retail) and Millicent Makaula (tfgP Warehouse).

After completing her tfgP training in August 2013, Gcobisa went on to a 2-month internship at Foschini Cape Gate and immediately thereafter was permanently employed by Foschini Tygervalley where she is still working and enjoying every minute of it!

“The moment I went to tfgP there was change in my life. I’m very grateful for the opportunities it has brought my way. I’m where I am today, and more confident, because of tfgP!”.



tfgP Warehouse graduate Millicent Makaula

In January 2014, tfgP engaged in its first Internship Programme with TFG Logistics, of Millicent which was a participant. She received complimentary reviews during her internship and impressed TFG Logistics so much that they took her on permanently!

“Working for tfgP was a privilege for me and it meant a lot. I gained so much experience because of tfgP!”.

Ground Up

What better way to celebrate Learn to Earn's 25th birthday than to extend its market-relevant, holistic impact on unemployment and poverty?

The Barista Academy is a new training intervention at Learn to Earn, in partnership with Bean There Fairtrade Coffee as key industry partner. The concept evolved out of the following:

- Unacceptably high unemployment in SA, especially among young people (over 60% among those under 30 years old)
- Rapid expansion of the local coffee industry, together with the need for suitably trained baristas.
- Learn to Earn's 25 year track record in developing unemployed people and successfully linking them up with economic opportunities across a range of industries.
- Our sincere appreciation of great quality coffee!

The Ground Up marketing campaign was designed pro-bono, through the creative and strategic input from M&C Saatchi Abel, with the aim of raising both awareness and funding for the Barista programme. The synergies are clear:

- The Barista Academy will holistically develop unemployed people from the ground up
- Learn to Earn will extend its 'Hand up, not a hand-out' philosophy through this initiative
- Both the barista (and the coffee bean) undergo an extensive developmental process... both will impact the outcome – i.e. your enjoyment of each cup of coffee served!

The Ground Up campaign was designed in a way that allows ANYBODY to play a role in getting this project off the ground... From only R25 per month (less than the average cost of two coffees!), YOU TOO can become a Ground Up project partner.

For more information on this project, as well as on setting up a monthly debit order (and getting a Ground Up travel mug together with Bean There coffee samples), please call or email me at donordev@learntoearn.org.za.

Aleks Jablonska ~ Donor Relations Manager



Yandiswa Zanazo, LtE coffee shop waitress and Sarah Robinson of Bean There fairtrade coffee

25th Birthday



Nobom Ntsuntswana cutting the Khayelitsha celebration cake

On Thursday 20 March, the staff and students celebrated the 25th birthday of Learn to Earn. The day was marked with two thanksgiving services, one at the tfgP Khayelitsha campus and the other at our Hermanus facilities. The two services were led by Learn to Earn Director, Roché van Wyk. During the service he asked the question 'How has God revealed his character to you through your time at Learn to Earn'. Many took this opportunity to share how God had shown himself to them. A reoccurring message was that of Jehovah Jireh, the Lord who provides.

After the service, birthday cake and coffee were served. At the Khayelitsha celebration the cake was cut by former student and long-time employee Nobom Ntsuntswana. Nobom completed the Sewing and Bake for Profit courses, progressed to running our coffee shop for many years and is now repair centre supervisor at the feel good Project .

In Hermanus the cake was cut by Bets Prinsloo, a long-serving member of our Hermanus Supporters' Group and Nomfuzo Gawulekapa, a graduate of the 1st course at LtE Hermanus. Nomfuzo is now the Sewing and Home Management trainer at Learn to Earn Hermanus.

Looking for a coffee shop experience with a difference?

Learn to Earn's Khayelitsha and Hermanus campuses have the answer you are looking for.

Offering a wide range of breakfast and lunch meals, Learn to Earn's coffee shops are the ideal venues to start or end a township tour, or just to enjoy meal if you work in the area. Along with regular offerings of toasted sandwiches and Amagwinya, the menu also includes a daily special.

Both venues are available for hire for meetings and workshops. The ED businesses running the coffee shops also have a range of pre-order items (birthday cakes etc). For further information please contact Khayelitsha on 021 361 5972 or Hermanus on 028 313 0564.

Branch Reports

Khayelitsha

During the first half of 2014, ninety-six students were trained through the seven different courses offered at the facility. From the first day in their pre-orientation programme to the final day of the course, a student was equipped with skills and knowledge which has significantly changed their lives. The journey through a Learn to Earn course provides opportunity for every prospective student to be holistically developed, socially, economically, emotionally and spiritually.

In May, the Graphic Design students attended a course with, 'Room to Write', on how to effectively illustrate children's books. The course covered a process of how to design a book; from the front page and story line to the back page, with all the necessary requirements for each phase. At the end of the course, five students were chosen to illustrate story books for the organisation and were financially reimbursed for their efforts.

Preparations are taking place to introduce a Sewing Production Line course which will be able to accommodate six students. The course will be held over nineteen weeks and during this time, students will be taught how to effectively work in a production environment.

Students from the Woodwork class spent three weeks working on contracts at four different factories. During this time they had the opportunity of practically applying their newly acquired skills working on factory production lines which exposed and taught them how to interlace their skills. At the end of the contract period, six of the learners were offered permanent employment opportunities.

All our students successfully graduated on 26 June 2014. Speeches from class representatives echoed the sentiments of all learners of how their lives had changed after enrolling for their courses at Learn to Earn. The keynote speaker for the event, Gill Taylor, National Manager for Maestros, shared some interesting thoughts on the important aspects of a winning attitude and how this leads to success.

Martin Isaccs ~ Khayelitsha Branch Manager



Sewing students with trainer Mandisa Melelo



Woodwork student Sizeka Piliso

Hermanus

For this edition, I would like to borrow a line from our president which he used during the recent election campaign, when he said 'we have a good story to tell'. Looking back over the last few months brings back good memories.

In April, the Hermanus Campus ran 6 courses at the same time, which meant we had very little space and had to juggle things, as not only were our training rooms all being utilised, but our hall was being rented out as well. This was good as it also meant extra income for Learn to Earn Hermanus.

After some years of planning and research, we were finally able to launch the pilot of our Technical Skills Course. This course enables us to provide training to those who want to take up a career in the maintenance/gardening industry, but cannot access the FET colleges.

At our recent graduation in June, we also celebrated the successes of our students and were encourage by the good stories that they told of their experience with us during their course. We are confident that they will go out and continue to grow and give back to their communities what they have received.

I am reminded of the letter of Paul to Timothy, when he says "I have fought the good fight, I have finished the course, I have kept the faith" and remain encouraged that we will reach the goal that has been set before us.

Edwin Brooks ~ Hermanus Branch Manager



Keynote speaker Gill Taylor



Graduation June 2014



New Technical Skills Course in Hermanus

The Feel Good Project (tfgP)

Business Resource Centre



tfgP staff with Colleen Carstens of TFG and LtE director Roché van Wyk

5 years of doing good

This year marks a great milestone for tfgP as it celebrates 5 years of empowering unemployed individuals through skills development and job creation.

Indeed a lot has happened over the last 5 years! Through the joint efforts of TFG (The Foschini Group) and LtE, we have launched stores in both Claremont and Khayelitsha; moved into our own premises that includes a Head Office, Warehouse and Repair Centre; were one of the finalists for the Mail and Guardian's "Creating the Future Award"; introduced an Internship Programme which has recently extended to several TFG trading brands and TFG Logistics; launched a Guest Lecture Programme that has enabled TFG professionals to share their knowledge and experience with tfgP trainees directly; and wait for it, turned over our first R1 million in sales at our Claremont store!

These achievements have enabled the project to graduate over 100 trainees to date, and have contributed greatly to 70% of these graduates being connected to meaningful employment and/ or further training opportunities over the last 5 years.

What an exhilarating, humbling, rewarding and motivating 5 years it has been for tfgP Board members, staff and trainees alike. We give all honour and glory to God for His favour and faithfulness toward us, and pray that He will continue to enable and equip us toward changing lives for good.

Thank you to the Project leadership, staff and individual supporters for your invaluable contributions to these achievements. To the next 5 years! Hip Hip Hooray!

**Keenan Swartz ~ HR, Trainer & Placement Officer and
William Bent ~ tfgP Project Manager**



Celebrating R1 million rand sales at Claremont tfgP Store

The BRC continues with its purpose: providing LtE sewing graduates with work experience through training, as well as running a production line. We are constantly faced with meeting tight delivery deadlines, but the team pulls together and makes this happen. We are thankful to our loyal customers who make this possible by placing regular orders, as well as for the support of management and board members.

For 2014, we have employed Nandipha Dini in a permanent position at LtE BRC as a Learner Cutter. She has a beautiful testimony of her Learn to Earn journey.

Another contract employee found permanent employment and another left to further her studies full time. Together with our placement officer, Jabulani Madlingozi, our goal for the second half of the year is to build synergies between ourselves and sewing factories, in order for us to continue with our purpose of placing more graduates into permanent employment opportunities.

Amidst the climbing inflation rate and fickle economy in our country, our BRC contract employees find ways to 'survive'. While they are 'learning & earning' at the BRC and being paid a basic minimum wage they are able to put food on their tables. At the same time they also manage to save by purchasing Shoprite stamps fortnightly. These are used for the end of the year or end of their contract employment period.

And so the LtE journey continues...

**Charmaine Mauritz ~ Khayelitsha, Zakhele Sewing Team
Leader**



Nandipha Dini

E³ Report

Meet Ntombie Macanda

Ntombie Macanda is the new E³ entrepreneur who is running the Khayelitsha Odd Cup Coffee Shop. Here is her story: Ntombie has a passion for cooking, she was always doing favours for friends, family and her church by catering for their events. After Ntombie was retrenched in 2011, she realised that these favours were actually a business opportunity. She started spreading the news of her home run business, K&L Catering, via word of mouth.

Even though she lived right across the road from Learn to Earn, she hadn't heard about the Bake for Profit course until a friend of hers introduced it to her. Unfortunately she didn't have enough money to attend the course but after a discussion with her daughter and mother-in-law, they promised to pay her fees. She attended the Bake for Profit course with only the expectation being that it would broaden her product range.

During her course she chatted to Yolande Fransman, the BfP Trainer, about her dreams for the future. Yolande encouraged her to write a letter of application to our ED department in the hope of an opportunity opening up on the E³ programme. Fortunately for her there was an opening at the end of 2013. She spent three weeks volunteering in the coffee shop and after which was given an opportunity to be on a 3-month probation period in the New Year.

Ntombie has been in the Odd Cup since January 2014. She has catered for the Khayelitsha Commission of Inquiry into Policing, our City of Cape Town Graduations, the LtE Khayelitsha June graduation and for many international teams who have visited LtE.

It is our pleasure to welcome her in the LtE family.

Gen Kruger ~ E³ Facilitator



Ntombie Mcanda, Khayelitsha
ED coffee shop entrepreneur

LtE Association



A Bake for Profit Course taking place at FCD

Getting your house in order

How are things on the home front? What's working or not working? What unwanted guests do you have: any bacteria in the fridge or furry rodents carrying off leftovers? Is everyone pulling together? How are the food stock levels? And what about the dreaded "F" word – Finance?

From September 2013 to April 2014, LtE managed Fisantekraal Centre for Development (FCD), an associate, in order to help it get its house in line. Some family members left because of the new standards and others joined and became part of the new motivated team.

Sometimes we take for granted our knowledge and experience in running a house – until we go to someone else's and see what's different. Systems and policies were strengthened and properly implemented. The staff were mentored in skills and enabled to better understand the philosophy of development and how every person has a role to play in achieving the mission and vision.

One of the memorable experiences was giving the centre a facelift with colourful paint. The staff, some volunteers and a graduate started off with great enthusiasm. By the end we were all in need of Swedish massages, but had to be content with the satisfaction of seeing the warm, vibrant learning environment that we had created.

It was encouraging to find new donors and partners. The FCD board and staff were very appreciative of the turnaround. When LtE finished its contract, FCD was in a healthy financial position and a new director was in residence.

Now getting back to your house.....

Paul Sturrock ~ LtE Association Co-ordinator



Life Skills training at FCD

Director's note



Recently I went to see a movie at a theatre, something I have not done for a number of years. Having a change of perspective and watching a movie on a big screen again did allow me to pay attention to details I would normally ignore or fast-forward through. I was bemused by the detailed list of the credits in this movie, the assistant spotlight operator, the standby carpenter, the remote VCR operator are listed amongst all the other key role players, many of whom were big names in the industry.

As we celebrate 25 years of ministering to the unemployed of Cape Town and South Africa I am critically aware, just like the credit list of the movie, that there are so many people over the years who have made a contribution to the growth, development and effectiveness of the organisation. Some are well noted however, there are many who are like the standby carpenter, or assistant spotlight operator.

From the Bible, we all familiar with Peter and his contribution to the early church, but imagine if Andrew, his brother, had not gone and called him to come and meet this person, Jesus. Owning your role and understanding its contribution to the bigger tapestry of life is a real gift. We want to thank and honour all those who have made a contribution to this ministry over the last 25 years however large or small - a real gift.

However, it has not been by our human ability or resourcefulness alone that we have reached this milestone. It is despite ourselves that God has been able to take our efforts and mould them in such a way as to bring change, transformation and hope in the lives of thousands of unemployed people for His glory. To God be the glory for He has done great things.

Certainly for me God has been the Ebenezer, our sustainer so far on this journey of serving Him.

Roché van Wyk ~ Director

Buddy Equipment

During the year Marlon Assur was hired to setup the Zakhele woodwork project, the initial focus of which is the manufacture and distribution, under licence, of Buddy Equipment. The main product in the line, developed by Allan Pike, is the Buddy bench, which is a space saving, durable work bench that can be folded up against the wall. Further information on this product can be found at www.buddyequipment.co.za. We should see the fruits of this new venture in the coming year.

The LtE City of Cape Town Project



CoCT team: Darryl Spanneberg, Bronwyn April and Lloyd Williams

Over the last 6 months, our country and more so our City has gone through significant change: from service delivery strikes to the elections. One of the realities that has experienced nominal change is the quality of life as experienced by those living in poverty. In 2014, Cape Town was rated as a top performer in the undernourishment of its poor as a result of limited access the hungry have to food. But, despite the grave conditions that can and never should be overlooked, God is still in the business of transforming lives and in so doing, communities.

Through the work of the LtE CoCT Project, we have over the last six months been afforded the opportunity to train 171 students in Life Skills & Job Readiness and provide 127 of these students from Athlone, Mitchells Plain, Kuilsriver, Mfuleni, Du Noon, Durbanville and Fisantekraal with further training in a Core Skill (Call Centre, Point of Sale, Bake for Profit, Office Administration). In addition to this, 80 students from Goodwood, Delft, Belhar and Uitsig were trained in Job Readiness and Retail Customer Care through a partnership with local Ward Councillors and Phambili Nge' Themba (a LtE Associate).

Directly impacting each of these students and indirectly impacting their families would not have been possible without the addition of Daryl Spanneberg and Bronwyn April to the CoCT Project team. Daryl joined in January 2014 as the Project Training Coordinator and Bronwyn in February 2014 as the Project Placements Coordinator.

It's hard to believe that by the time this newsletter goes to print the CoCT Training Project will be in its third year of implementation (2014-2015). In the coming months we look forward to continuing our partnership with the City of Cape Town's Department for Local Economic Development and will focus on deepening the roots we have been able to establish.

Lloyd Williams ~ LtE City of Cape Town Project Manager



For the competitive individual, a quiz night is more than just a social event. So when it came time to invite friends to Learn to Earn's 2014 Quiz night, I did not make my choices lightly! The stakes became even higher when I got wind of the fact that there would be Bean There coffee, laptop covers, board games, recipe books and other great prizes up for grabs. Choosing a well-rounded and well-balanced team was crucial – someone who knew their sport, another who would do well if any music rounds were to pop up, and people who knew their capital cities, rivers and mountain ranges.

Before we knew it, the 30 May was upon us and my team gathered at Jubilee Community Church ready to do battle! Looking around at the packed hall of 250 Learn to Earn staff, supporters, their families and friends, we realised that winning any prize would be no small feat. Teams found their seats and, after a brief welcome by LTe's director Roché van Wyk, a fish and chips supper was enjoyed by all. The quiz got underway and, judging from the body language, facial expressions, wild gesticulations and noise levels, it soon became evident that ours was not the only table with a competitive spirit!

For those with a sweet tooth or caffeine dependency, freshly brewed Bean There coffee and delicious chocolate brownies were served and Roché introduced Learn to Earn's newest initiative, Ground Up, to the crowd.

The quiz drew to a close with a couple of impossibly hard rounds and the scores were tallied. Regardless of final positions (my team was pipped at the post and took a respectable second place), it was clear that the evening was thoroughly enjoyed by all who attended, with many excited to hear that this would be an annual event on the LTe calendar. Pictures of the event can be found on our FB page.

Robyn Anderson ~ LTe Donor Relations Assistant



Quiz participants in deep thought mode

Learn to Earn

a hand up - not a hand out

INFORMATION

SA OFFICE CONTACT

Tel: (021) 361 5972
Fax: (021) 361 5957
email: info@learntoearn.org.za
www.learntoearn.org.za

See our website for additional information and back issues of the newsletter.

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Susan Sochart
Tel: +44 7958 749296
email: ssochart@live.co.uk

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