

Learn to Earn[®]
Est 1989



A hand up not a hand out

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A hand up not a hand out – a basic guide to understanding Learn to Earn’s training fee structure

Within Learn to Earn’s Training & Development programme, all students contribute under 5% of the actual cost of their course. Individual contribution, however small, is compulsory because we believe in “a hand up not a hand out” approach to human development. By paying a part of their training fees, individuals become contributing partners in their own development. This addresses the problem of a disempowered, hand-out mentality and fosters good citizenship.

All Learn to Earn courses are very competitively priced in comparison to profit-making organisations, enabling about 500 unemployed people per year to enroll in any of the 14 market-relevant training courses across our two campuses. The training facilities, equipment and course materials are maintained at a high level of quality, together with daily input from suitably qualified and experienced trainers. This is essential in our aim to create a professional working environment and work-place routine to the unemployed, while aiming to positively impact their dignity and self-esteem – a core aspect of our intervention.

While the average student contribution towards their training is R300, the real cost incurred by Learn to Earn is significantly more. On average (across all courses), it costs Learn to Earn R12 000 to holistically develop one unemployed person and to connect them with relevant economic opportunities upon graduation. While Learn to Earn has over the years developed a number of income generating streams (currently estimated at between 30-40% of the operational budget), being able to provide excellent quality training at affordable rates to the unemployed means that we will always rely on external funding.

Frequently asked questions:

I know of someone who is unemployed and want to pay their student contribution for them?

This is a kind gesture, however, please consider that through taking away the individual’s financial responsibility for their training, you may (unwillingly) also negatively impact their sense of commitment to their development process, and instead reinforce the disempowered, hand-out mindset prevalent today. All our courses require a minimal deposit to be settled upon registration, while the remainder of the student contribution can be settled during the duration of the course. A student’s personal contribution influences their course attendance and completion. In addition, some of the Learn to Earn courses offer our students the opportunity to ‘earn while they learn.’ We would strongly recommend that you rather consider assisting the individual financially on a loan basis or as a payment for services rendered (e.g. car washing, sales of baked goods etc) basis. Alternatively, consider instead making a regular (tax-deductible) financial contribution to Learn to Earn, so that we are able to continue providing our services to the unemployed.

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

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N.P.O. Number: 005 -073

P.B.O. Number: 18/11/13/3455

V.A.T. Registration Number: 4210 172 468



We are a business and would like to sponsor the training of unemployed people through Learn to Earn?

The average direct cost to train one unemployed person is R12 000. This is the average cost across all courses – a more detailed course breakdown will be provided upon request. Unless otherwise specified and relevant to your business' focus, funding will be allocated on a needs basis, across a number of LtE courses. The allocation can be further guided by the company's area of focus or Corporate Social Investment criteria. Learn to Earn is a registered Non-profit and Public Benefit Organisation, which means that quantifiable (invoiced) product or financial donations from within 10% of the company's gross annual income are tax deductible. Partnering with Learn to Earn can also provide your company with a comprehensive and meaningful way of improving the company's B-BBEE scorecard. See <http://learntoearn.org.za/index.php/home/get-involved/corporate-involvement> for more detail.

We are a not-for-profit organisation and would like to send our beneficiaries to Learn to Earn for further training. What fee do we need to pay?

Learn to Earn seeks to partner with all institutions, both private and public, as well as civil society organisations, as part of the common vision to eradicate unemployment and other legacies of injustice in South Africa and Africa.

Learn to Earn applies a basic sliding scale of costings from 100% of the full direct course cost for corporates to around 10% of the full direct course cost on behalf of other not-for-profit organisations.

A number of other factors are also taken into consideration as far as determining the fee structure of referring organisations:

- How long has the organisation been in operation?
- Are vocational skills training and job creation (including entrepreneurship) part of the organisation's core mandate?
- Is the participation in LtE's programme considered as a service which the organisation would need to provide for themselves or source elsewhere?
- Has the organisation attempted sourcing or received any funding for this or similar training?
- Are the referred beneficiaries considered as part of the original organisation? (e.g. further training reported on in annual reporting, feedback to funders etc.)

We are an organisation or a business and would like to send our people to Learn to Earn for training, or have LtE run training at our premises. What fee do we need to pay?

While our campus-based training is open to any unemployed person, we are able to customise some of our training (e.g. life skills, barista skills) to be offered externally, in a shortened time-frame to specific groups of employed people. A quotation will be provided once your specific requirements have been discussed with LtE's management.

Should you have any further queries or would like to discuss your specific training requirements please do not hesitate to speak to any member of the LtE management team.

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