



LearntoEarn

December 2013

a hand up - not a hand out

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

Integration and Purpose *Reflections from the 2013 staff retreat*



LtE staff at the 2013 staff retreat



One of the teams in the Xbox singing competition

What do a karaoke Xbox singing competition, Paul's letter to the Ephesians, a guided tour of the Taal Monument and the Huguenot Museum, together with the baking and sharing of communion bread, all have in common?

The answer is probably very little – except that they all came together at the 2013 Staff Retreat under the theme of 'Integration' during an exceptionally cold and wet weekend at the end of August!

As with other staff retreats, 'expect the unexpected' was the name of the game. However, as we focused on some solid teaching from the book of Ephesians, engaged in the various team building activities and the newer staff members' life stories, the following lessons emerged:

- Integration of our 'faith talk' and our 'faith walk' is essential to spiritual maturity and authority
- Integration of our past and present is not only possible with God; it is also necessary for the fulfilment of our future potential in Him
- Regardless of what we may have or have not done, our salvation and righteousness come from Christ alone (Ephesians 4:1-10)

- Integration at its best takes place when different entities work together for a common purpose.

As LtE staff, each one of us is uniquely skilled*, enabling for the organisation to fulfil its mandate. We need to acknowledge and cherish this inter-dependency!

- The concept of 'putting on the full armour of God' is probably the most familiar image in the letter to the Ephesians.

The emphasis of our teaching was on a constant readiness for battle, as opposed to the occasional 'putting on' of this armour. Integration in this context implies that we cannot select which piece of armour to put on or what can be left off.

*our intense time together has shown that SOME staff members are REALLY unique and unusual... The great news is that we are ALL loved none the less!

Aleks Jablonska ~ Donor Developer

Indlala Iphelile-Poverty is Over!

Khayelitsha



Nombulelo Mangweni
Bake for Profit 2013, Khayelitsha

In May 2013, Nombulelo's employment contact was not renewed when the shop she worked at in Cape Town closed. To make ends meet, she started making vetkoek and ready-mix packet muffins – but knew that she could do better.

And better she did! After completing the Learn to Earn Bake for Profit Course (and in the process gaining lots of baking, selling and costing experience) Nombulelo started baking muffins, vetkoek & crumpets and making fish and chips to sell in the Athlone Industrial area during the week. Her sales have been so good that she has been able to employ 2 of her cousins as sales ladies. The ladies leave Khayelitsha at 6.30am each weekday morning to make it in time to sell to their customers. On the weekends Nombulelo does not rest as she sells in her community. She is extremely happy that she is now able to provide for her family and she thanks LtE for giving her a hand up and a muffin recipe that did not come out of a packet!



LtE Baking Students visit
Charly's Bakery

The feel good Project



tfgP representative Ronald Takavengwa and Simpiwe Abraham Warehouse trainee, The feel good Project

William Bent recently caught-up with Simpiwe Abraham, a graduate of the feel good Project's warehousing training programme.

Simpiwe shared that he was very grateful for the training opportunities afforded him by Learn to Earn and the feel good Project. It was not just about learning certain skills, but the fact that his life was impacted in ways he was not able to express. 'The tfgP team has made such an impression on me, it shaped my thoughts and the way I will set out to do things in the future.'

'I want to thank and commend my team leaders Ronald Takavengwa as well as William Bent and others at TFG (The Foschini Group) Tygerberg Distribution Centre, for their interest in and positive influence on me'. Says Ronald, "Simpiwe showed real interest in what he was taught; it paved the way for others to follow"

Simpiwe was noticed by the management team at the TFG Distribution Centre and was granted the opportunity to work in their teams even before he had started with warehouse training. Vanessa Petersen, TFG Tygerberg Distribution Centre Controller says "With Simpiwe's eagerness and willingness to learn warehouse concepts, he will succeed".

Simpiwe now holds three technical licenses and can operate the following machinery: power pallet operator, a hyster fork lift and a reach truck. He has been placed in an employment opportunity at the TFG Tygerberg Distribution Centre. We believe that Simpiwe will be a good ambassador for the Feel Good Project.

William Bent ~ tfgP Project Manager

Hermanus



Then LtE trainer Nicole Bekker and Nonelwa Nyaka Cater Care 2012, Hermanus

Nonelwa was born in the Eastern Cape, is married and has 4 children. Because of unemployment she came to Hermanus to look for work, but because she had no skills or experience, was unable to find any. Then someone told her about Learn to Earn. She arrived at LtE not knowing what she wanted to do. When LtE Hermanus receptionist, Monica Pike, asked her what she loved to do most, Nonelwa replied that she liked to cook, so Monica suggested the Cater Care course.

In May 2012 she started and learnt as much as she could from the trainers. 'Matthew helped me a lot with chopping skills, food hygiene and cooking skills'. She finished in July and at the beginning of September, Monica phoned to organise an interview at the Windsor Hotel as a personal cook for the owner. Nonelwa got the job!

Today at the age of 40, she is permanently employed and able to provide for her children for the first time because of Learn to Earn. 'I will never forget to thank the Lord for the people at Learn to Earn, the support we get even when you already finished the course and thank you Monica for sending me to the Windsor.'

The Feel Good Project (tfgP)



The tfgP Big Move

The past three years have been very challenging from an operational and logistics point of view. We are however grateful for our humble beginnings and ever thankful to Learn to Earn for hosting tfgP at the Khayelitsha BRC facilities for the past four and a half years.

On behalf of team tfgP, I want to again thank each person, company and organisation for their 'hand up and not a hand out' in 'Doing good, never goes out of fashion.'

William Bent ~ tfgP Project Manager



December 2008 - meet with VPUU (Violence Prevention through Urban Upgrading) to discuss possible new premises at the Harare Square development in Khayelitsha

December 2012 - offered an additional 1000m² warehouse and office space



March 2013 - move into new premises, shop fitting completed, offices were set-up



May 23rd 2013 - Khayelitsha grand opening being celebrated with tfgP Graduation ceremony.

Project Updates

Khayelitsha



Derrick Willie and Sandile Dokada (GD Students) painting Fikelela Childrens' Home

The Khayelitsha facility has been a hive of activity over the last few months with additional activities having been introduced into our programmes. Our intention is to continually empower our students holistically in order for them to become more aware of themselves, their potential and the needs of others in their community.

Staff and students spent their 67 Minutes of community service commemorating Madiba's birthday at the Fikelela Children's Home in Khayelitsha playing with the children, painting, cleaning and doing some light maintenance tasks around the home. The children loved the hugs and special attention given and played games with the students, running around and enjoying every minute of it. The experience also allowed the students to see their community differently and become more aware of the needs of others.

On 3rd & 4th October, fifteen students attended the first Khayelitsha Pre-Orientation Programme before officially starting their registered courses. The aim of the programme is to create student self-awareness by introducing three critical life changing modules: Who Am I & Life Stories; Goals & Dreams and Work Ethics. At the end of the programme students were overjoyed, bursting with excitement at their newly acquired knowledge, ready to start their course and passionately pursue their dreams.

The new Call Centre course was officially launched at the Khayelitsha facility on Monday 7 October 2013 after students completed the two-day Pre-Orientation Programme. The course can accommodate nine learners who have

passed grade twelve and is conducted over an eight-week period.

Through this course we hope to open up a new pathway to employment opportunities for our students who, with the newly acquired skills, enter the job market at a different level.

It has been a wonderful experience to see our students mature in so many different ways. The experience has left them looking at life and themselves in a different way, knowing that every decision they make is a step on the journey to a new way of life.

Martin Isaacs ~ Khayelitsha Branch Manager



New Call Centre training course

Hermanus

Good news is all around... Recently, we were faced with the challenge of working with business and industry in Hermanus and were left asking ourselves, "How do we overcome the chasm between business practice and Learn to Earn's vision."

If our vision is to 'restore dignity and to eradicate the legacies of injustice and apartheid', what is our role in society in speaking up and addressing the issue of businesses challenging this vision at every turn? - be it through handling staff inferiorly, swearing at staff and treating our graduates in a way that is contrary to our values.

One can easily get despondent and ask the question "Is it worth the trouble and heartache?" Well, I say yes it is!

When one sees how our students grow from quiet, shy individuals to being able to articulate accurately how they feel and are able to 'shout out' when they need support or help – it is worth it. When one sees how they grow from questioning their relationship with God to seven students becoming Christians through the recent Alpha discipleship course - it is worth it.

What is the point of all of this? Well, I am of the opinion that there is more good news around than bad. Because of this we are encouraged and continue to press on. As we enter the advent season, let us reflect on the good news of Christ and the access to the good life he has given us.

Here is a scripture that has been on my heart for a while now, I hope it encourages you to continue the race and bring life to those in need!

Isaiah 40:31: "But they that wait upon the LORD shall renew their strength; they shall mount up with wings as eagles; they shall run, and not be weary; and they shall walk, and not be faint."

Edwin Brooks ~ Hermanus Branch Manager



Sewing student Nosi Celu completing a garment

Business Resource Centre

LtE City of Cape Town Training Project

The BRC is buzzing with busyness and applying the 2013 'Survivor' theme that was chosen at the beginning of the year. We continue equipping LtE graduates with the necessary work experience, arming them for a better future in the challenging job market. Amidst our busy work environment and lives, we were reminded at staff retreat 2013 to constantly protect ourselves with the Full Armour of God, at all times.

Zakhele Sewing Khayelitsha has been producing conference bag orders all the way through 2013. A recent challenge has been structuring the cutting department in a way that feeds and supports the sewing production line. We have battled to find an appropriate cutting mentor - after much prayer and guidance we chose Nandipha Dini, a BRC contractor to complete a cutting training course at CPUT (Cape Peninsula University of Technology). The intention is for Nandipha to become a mentor to LtE graduates in the future.

Leeanne van Vuuren and the Zakhele Hermanus team have been used by many local businesses in manufacturing uniforms and doing regular sewing repairs for community members. This has allowed us to employ a team of three LtE sewing graduates. The Zakhele Abalone Department have been keeping busy manufacturing equipment for abalone farming. Recent projects include abalone baskets and purging bags. We are grateful for our abalone farming customers and their continued support allowing us to employ a team of four from the local Hermanus community.

LtE BRC prides itself on looking for areas of expansion and one of those is the newly established Zakhele Woodwork. Still in its infancy, the project headed by Marlon Assur, will be part of the BRC and will aim to achieve all that the BRC stands for: empowering people with work experience. The main focus of production will be the Buddy Equipment range, which is a range of space-saving work surfaces and storage facilities that fold away. See www.buddyequipment.co.za for further information.

Charmaine Mauritz - Khayelitsha, Zakhele Sewing Team Leader



Leeanne van Vuuren and the Zakhele Hermanus team



Nadia Rinquest (CoCT – LAED) and Babalwe Eleni (Call Centre Skills Graduate)

Phase 1 of the LtE City of Cape Town Project kicked off in June 2012 with the goal of training 200 unemployed individuals from six communities across the Peninsula in Life Skills.

Phase 2 (core skills training) of the project started in March 2013 with Bake for Profit (Hout Bay); Home Management (Sir Lowry's Pass & Strand); Office Administration (Kraaifontein); Point of Sale (Westlake) and the newly-developed Call Centre (Nyanga & Ravensmead) Skills training is being delivered using the LtE mobile training approach. This would not have been possible without the support of the City of Cape Town Local Area Economic Development; Westlake United Church Trust; Helderberg Development Centre; Fisantékraal Centre for Development; Computers for Kids (Wynberg); The Foschini Group (TFG); St. Simons Church Hangberg; Phambile Nge'themba; Hopley Training Solutions and Michelle Fitzpatrick. At a recent certificate ceremony, Babalwa Eleni, a Call Centre skills graduate (currently employed at TFG) shared the following: "...if it were not for Learn to Earn, I don't think I would have found employment; as a young person it is so hard to be unemployed, [especially] when you don't have money to buy something to eat; now I am able to care for myself and my family...".

Over the coming months we will continue to focus on eradicating unemployment and other legacies of injustice by providing 'a hand-up' through capacity building to unemployed individuals from Macassar, Mitchells Plain, Athlone, Kuilsriver, Du Noon and Fisantékraal. As we travel along this road we invite you to share the story of this project with your network and to pray with us as we restore hope, dignity and purpose.

Lloyd Williams ~ City of Cape Town Training Project Manager

E³ Report

There is much excitement within the E³ department as we prepare for the departure of the programmes' first graduate - Gilbert Muchanyara, who has been running Gilbert's Catering from the Odd Cup Coffee Shop at Learn to Earn Hermanus for the past 3 years.

Gilbert came to South Africa in 2004 from Zimbabwe and eventually found a job at Bouchard Finlayson Boutique Winery, Walker Bay, Hermanus. In 2006, while he was delivering muffins to a 'spaza' shop he saw a poster advertising the Bake for Profit course at Learn to Earn. Initially, when he applied he was turned down as he was employed, but he showed perseverance and convinced Rina Maree, the manager, that he was adamant in wanting to start his own business.

While completing the LtE course, he continued working full time, going to bed at 1am after preparing the next day's muffin orders. He would rise at 6am to deliver them before working at the Winery. Gilbert successfully completed the course and was nominated top student for the course at graduation. In 2008 LtE contacted and interviewed him regarding running the coffee shop at the new premises which was in the process of being built.

In 2011 Gilbert resigned from his job and started on Learn to Earn's E³ programme (Enterprise Enabling Environment) running the Odd Cup coffee shop at the newly completed LtE Hermanus site. In the early days he used to carry muffins, scones, sandwiches and pies in a bucket and try to sell them in the industrial area of Hermanus, sometimes not selling anything...

After three years of hard work, long hours and much sacrifice he will be graduating at the end of 2013 from the E³ programme with a successful and well-known catering business. Amongst others, Gilbert's Catering supplies meals to Curro Hermanus Private School, the Windsor Hotel, the South African National Space Agency (SANSA) and the Overberg Municipality. Gilbert's new premises are located in Swardon Street, Hermanus. He is currently sourcing equipment and materials to renovate his new premises - if you have any contacts or can help with this next phase please contact us.

We wish Gilbert and Melania (his wife, and behind the scenes organiser) all the best with their new adventure.

Geneviève Kruger ~ E³ coordinator



Gilbert Muchanyara and one of his tasty meals

LtE Association



Association members enjoying the Babylonstoren garden during the Workshop

The 2nd annual Association Workshop held in September was a valuable learning time focusing on the "how to". Topics included: integrating a philosophy of development, donor development, risk management, thinking strategically and managing a board. Relationships amongst the Associates have grown and it was encouraging to experience the trust in participants' sharing and to hear how the workshop motivated everyone. We welcomed Umoja, our newest member, which is in Brooklyn (Cape Town, not New York).

Fisantékraal Centre for Development (FCD) in Durbanville, Western Cape has been going through a difficult period due to a leadership challenge and the FCD board has appointed LtE to manage the organisation for 8 months. This will include building a more sustainable organisation, launching a building project for a centre in Fisantékraal and recruiting and mentoring a new director. Please pray for the recruitment of a director and a training coordinator.

Four Associates have been participating in the Mr Price Group's national Jumpstart programme which includes life skills training, a 6-day work placement at a Mr Price store and potential employment. There have been a number of challenges, especially in the dealings with individual Mr Price stores, but Associate member GetOn in Pretoria, Gauteng, has proved to have been very successful in building relationships with stores and placing graduates.

The monthly Skype calls with all the leaders of the Associates have been worthwhile. Challenges facing one another are discussed and successes and personal stories shared. In addition to encouraging one another, it is also a time of holding one another accountable.

Paul Sturrock ~ Association Coordinator



Participants of the 2nd LtE Association Workshop

Director's note



It is a key aspect of our philosophy that when you embark on developing a piece of land, you as the developer have a social responsibility, that whatever you build must make a positive contribution to the community, thus raising the profile of the organisation and enhancing the community. This should happen irrespective of the economic nature of the community.

Your premises must be an attraction and a motivation for those you seek to help, encouraging people to enter and inspiring them to bring change in their own environment. It is paramount to create an environment where a person's dignity and self-respect can be nurtured within a safe space which is better than the circumstances in which the person generally finds themselves.

I visited a centre that exists to assist young people that are at risk, couch-surfers as they referred to them. These young people are transient, living in temporary accommodation and constantly on the verge of ending up on the street if they run out of couch options.

It was quickly apparent that the centre did not reflect a positive transitional environment, as it was as chaotic as those it sought to serve. The place was messy and generally disorganised. My observation was that it did not make the 'clients' stop to think about their situation, it rather enhanced their current state than inspire them to something different. This 'almost at risk' mode carried through into their training rooms and equipment.

If an organisation's objectives are to transition people from being at risk into a position of being gainfully employed and remaining employed, then it is critical that the facilities contribute to this processing on in particular, when preparing people for work opportunities in a work environment that is an extremely precise, clean, sophisticated and high powered environment... to read the full article please log on to our website.

Tribute to Nelson Mandela

For many our image of him was shaped by political rhetoric, by fear and favour. However, as President and International Statesman he superseded both, defining himself and presented us as citizens of South Africa, with the challenge of being nation builders without thought for self. Always being present and personal in showing respect and treating all with dignity even in the midst of the tyranny of the urgent.

President Madiba, you have been to us a great challenge and inspiration. Your legacy will only underscore that which you modelled, not in perfection, but in true passion and principle.

Lala ngoxolo Madiba lala ngoxolo (rest in peace) and may the generations honour you through their actions.

As we enjoy the up-coming summer and exercise our rights as citizens of this beautiful country, may we exercise our

responsibilities too, that we all enjoy a blessed Christmas and a wonderful start to the New Year in an ever improving environment.

We are looking forward to celebrating 25 years of addressing issues of unemployment and changing lives in 2014 so do prepare to make this a special year with us. Thank you for your support through the year.

Blessings

Roché van Wyk ~ Director

GD Showcase

On Tuesday 26th November, the open evening of our annual Graphic Design course showcase took place – this year the theme was Made To Fly.

From the beginning of the year the class threw themselves into preparing for the showcase and were excited to finally have an opportunity to show off their handiwork to the rest of the world. Things heated up in the last week before the event as we raced towards the finish line adding the final touches.

The Showcase was held at the newly opened TFG Design Centre and was a perfect fit for such a creative event. The guest speaker, Janet Norman, from the TFG Design Centre, gave an inspiring talk about her humble beginnings in the design industry.

The evening was well supported with representatives from the course sponsors, Shell and ACSA, as well as from placement partner OFyt, and many LtE staff attending. The students' parents beamed with pleasure at the achievements of their children.

On this Tuesday evening our Graphic Design class truly grew wings and started to lift off.

Esaias Calitz ~ Graphic Design Trainer



Large canvases painted by the Graphic Design students

On Friday 2 August, Learn to Earn held its annual dinner dance at Suikerbossie Restaurant, Hout Bay.

The theme for the evening was The Epic Adventure with décor relating to the theme and many of the 260 guests attending dressing up in the dress theme of 'Life's Epic Adventure'. Outfits ranged from those whose adventures had already been achieved: sporting adventures such as marathons and cycling exploits and studies, marriage & babies to those still to achieve: including fishing and travel adventures.

During the course of the evening, Gilbert Muchanyara, one of LtE's E³ mentees shared his 3-year adventure with the audience. Gilbert completed the Bake for Profit course at LtE's Hermanus branch some years ago and was then chosen to participate in LtE's Enterprise Development programme - E³ (E Cubed). Gilbert is in the final year of the programme and will be exiting at the end of 2013. We wish him well in this next exciting adventure.

We also heard from Epic Adventurers, Rens Rezelman and Andrew Koen. Earlier this year, Rens and Andrew rode the Absa Cape Epic Mountain Bike Challenge, and raised funds for LtE during the process. They shared their adventures during planning and riding stages of the challenge with amusing stories and inspired many to consider doing the Epic in the future.

Our thanks go to the following organisations and individuals who supported the evening through donating either time or items: The Automobile Association of South Africa NPC / Capricorn Music / Mike Wills, Master of Ceremonies / The Oasis Books & Bric-a-Brac Shop / Suikerbossie Restaurant / streetwires / Quarters Hotel Hermanus for the raffle prize / Café Culture Wine / Deetlefs Estate / Freedom Hill Wines / Hill & Dale Wines from Stellenzicht.



A band of LtE supporter adventurers



LtE Staff in adventure mode

Learn to Earn

a hand up - not a hand out

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

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