



Learn to Earn

December 2012

a hand up - not a hand out

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

Indlala Iphelile-Poverty is Over!

This edition is about journeys – the journeys of our students and graduates and the journeys of LtE’s various departments. We hope that our student’s journeys - from poverty to employment and from brokenness to wholeness inspire you along your life journey. Central to all of their stories is the willingness to make a difference in their own life circumstances, to make the first step on a journey to who God purposed them to be.

Hopolang Bolofo
Bake for Profit 2012, Hermanus



Bake for Profit graduate Hopolang Bolofo

My name is Hopolang Bolofo, I was unemployed for long time. I came to Learn to Earn to register for the Bake for Profit course in February 2012. During the course Learn to Earn gave us a start-up kit to use to make things to bake and sell during weekends

It has gone well since then, I’ve been baking for school kids. I have my own spaza shop and it is very busy, especially on the weekends, baking vetkoek and scones. I have orders from people who are going to the Eastern Cape, to bake for them and I am making money.

I registered for the sewing course for next year to expand my business and I have someone who helps me when I need to go buy stock.

Thank you Learn to Earn and Nicole for the skill you gave me. Now the people of Zwelihle know me and my business, they order birthday cakes from me. I hope everyone who does the baking course can use their start-up kit wisely.

Mawethu Malangene
Cater Care 2012, Hermanus

Before coming to Learn to Earn, Mawethu felt useless, even though he passed grade 12, he could not find a job. He went to study in Queenstown, Eastern Cape and returned to the Western Cape and applied for jobs everywhere, yet could still not find a job. This made him feel like the government was failing him. They promote education as being important, yet when he applied for jobs, he was not able to get one.

One day Mawethu and a friend were chatting about cooking as he was very interested in preparing food and had always wanted to be a chef, but never thought that it could be a career. The friend then told him about LtE and the Cater Care course offered. He then joined the Cater Care course and after graduating, had a number of interviews and job offers. He has accepted a job at Hermanus Col’Cacchio restaurant.

He is very grateful to LtE for the opportunity. The experience has also changed his outlook on life. He sees life differently and is more positive and hopeful about his future.



Cater care graduate Mawethu Malangene

Gladstone Daweti
Woodwork 2012, Khayelitsha



Woodwork student Gladstone Daweti

My journey at Learn to Earn started with my wife. She was doing the Bake for Profit course with Mrs Yolande and every time she baked a cake she would bring it home and share stories about Learn to Earn.

On the 19th of June it was my birthday and she baked a big cake and a big pizza. I will never forget that day. She put a cloth on the table and surprised me with cake and pizza and we both had a great time. After that miracle, I then decided to come and learn at Learn to Earn.

This was an opportunity to learn about life as well as Christianity. I really enjoyed my woodwork course and loved it. We both believe in 5 years we will own our businesses. For now we both work to gain experience.

I really think Learn to Earn has played a big role in my life, my wife’s life and the whole community.

Viollah Chiminya
Bake for Profit & Sewing Course
2012, Khayelitsha



Bake for Profit graduate Viollah Chiminya

My journey was very difficult and I am still working on it, to make my life the way I want it to be – to make my life the way I wish. I believe with God everything will go well and my dream will come true.

I started at Learn to Earn in May 2012 with the course called Bake for Profit. I was doing nothing at the time. The course was for 2 months - then I did it well - trained by Yolande. At the end of June I graduated from Learn to Earn and I thank Learn to Earn because now I can make scones, muffins and cakes for the family and also for my clients.

Then I decided to join the sewing class with some of the money I made from scones and muffins. This course I also enjoyed and especially as I was studying together with my husband who is currently doing a woodwork course finishing at the end of the year.

Our lives have definitely changed; we are better human beings because of Learn to Earn. Our family life is smooth and we understand each other even better. Thank you to everyone at Learn to Earn for assisting and even though I have not reached my goal as yet, but I believe with the direction of all departments I will be ok.

Thank you Learn to Earn for the foundation. I will always remember that God is my Provider of everything. He will forever provide. I pray Learn to Earn to remain with its good spirit and keep up the good job.

Tamara Sithole
tfgP Retail graduate

“After Learn to Earn, life started at the feel good Project for me. I completed the training programme and was placed on an internship within Donna Claire, in Cape Town.”

Whilst on internship, Tamara made a huge impression on store manager Clemencia Scheepers, “Tamara was simply brilliant, she was such a star to have around, her interaction with the clients almost always resulted in sales”

Tamara has triumphed over many of life’s “curve balls,” but has remained focused, held her head high and has a positive outlook towards life. She is a true role model to her son, who is the inspiration for what drives her. Says Tamara “It is God’s grace that sustains me, I am where I am today because of His love for me”

Tamara is now employed as a sales associate at Foschini Bayside Mall, she says opportunities always exist and believes more doors will open for her as she realises her passion for retail. She also reflects on her challenges and how she had to work really hard to prove her worth, being humble helps a lot - its then when we discover the blessings of God.

“My dreams and goals are to be the best mom to my son and to excel beyond a sales associate; I believe I will grow within TFG (The Foschini Group)”, says Tamara, “believe in yourself, seize the moment because you don’t know what tomorrow holds, never give up, never give up on your dreams and don’t forget where you come from.”



The Feel Good Project graduate
Tamara Sithole

Anelisa Nonali
tfgP Warehouse and Distribution
Centre Graduate



William Bent tfgP Manager & Anelisa Nonali

“Dream Big, Start Small” - my motto I developed at Learn to Earn. I remember so clearly the words “don’t put off what you can do today for tomorrow” - with this I took on every task assigned to me, it enabled me to rise above any of the challenges I faced. Whilst on the tfg Project I pushed hard to complete my duties to required standards and set expectations. During this time I was asked to volunteer and work within the TFG Tygerberg Distribution Team. I made sure that I did everything as per instructions, I learnt to be humble in my approach but remain vigilant and thorough, to succeed in this new team, not realising that I have found favour with the DC management.

When my training period with the tfg Project ended, I walked away with a set of skills which included the full warehouse concept, health and safety and three machine licenses. I was immediately offered a fixed term contract via a staffing agent. I worked with one of the best managers at TFG, Ricardo Fortuin who inspired me to do my best at all times.

Some permanent positions became vacant, I was encouraged to apply and with the recommendation of Ricardo, I was successful and am now a proud TFG logistics employee.

Today, I know that I have realised my dreams only because others have inspired me to excel in the small things. I am grateful to Learn to Earn, the feel good Project and TFG for changing my life for good.

10 Years' of Volunteer Service

Over the past 23 years we are honoured at LtE to have had many wise and visionary men and women serve on our various management boards.

This year we are thrilled to be able to celebrate the 10-year anniversary of involvement of 3 such men. To Mark, Alex and Charles many thanks for all the time you have put into Learn to Earn, for all the wisdom you have shared with us and for all the laughs...

We asked them to share with us their LtE journey

Mark Anderson

How did your journey with LtE start?

We were family friends with the McDonalds (Ian McDonald was a previous LtE Board Chairman). Through Janet (Ian's daughter) we "discovered" LtE. I was so impressed with the concept of a "hand up, not a hand out" that I decided to become involved

What has it meant to you?

It has been a truly amazing journey for me, to see the impact of Learn to Earn on so many people over the years, both staff and students. The holistic approach of LtE, to develop the whole person, is so much more powerful than simply imparting a skill.

Where has the journey taken you – as a person?

For me the meaningful cross-cultural relationships among the staff at LtE have been something which has impacted me deeply. I have met some special people from very different backgrounds to mine, and have been enriched by these experiences.

A favourite thought, saying or impression of LtE over the years.

My favourite thought is how faithful God has been over the years. We have been able to pay salaries to staff every month for the past 20 something years, and as a non-profit with limited income, it has been amazing to see how individuals and corporates have made financial contributions which have changed the lives of thousands of people.

Alex Cotchobos

How did your journey start?

I was asked by Neil Macdonald, who was the Chairman of Learn to Earn at the time, whether I would be interested in getting involved with LtE in some way. It's difficult to believe that ten years have passed and I still thoroughly enjoy being a small part of the LtE family.

What has it meant to you?

LtE has served as a constant reminder to me of the social, spiritual and employment needs in South Africa of which we are generally unaware or exposed to. The most fulfilling and gratifying aspect of being involved with LtE has been the incredible impact which the organisation has on the economic, social and spiritual aspects of peoples' lives and the difference which this makes to restoring their dignity and self-esteem.

Where has this journey taken you?

My time with LtE has taught me the importance of being grateful for my many privileges and blessings and to being aware and sensitive to the needs of others who are less fortunate. LtE has remained focused on its primary purpose of serving unemployed people and yet has always been mindful of the importance of it being relevant to the needs of the communities which it serves.

My impression of LtE

My overwhelming impression of LtE is the tangible love and care which staff and students have for each other and for its faith, dependence, gratitude and trust in the Lord in all that the organisation does.



Khayelitsha Branch 10 years ago

Charles Amos

How did your journey with LtE start?

Neil Macdonald asked me to organise insurance brokerage services for the organisation. I then slowly got more involved.

What has it meant to you?

I find it encouraging to see the enthusiasm of the staff and students as they create hope for the country. It is great to be involved with an organisation with such a positive energy.

Where has the journey taken you – as a person?

It has been good to see how the partnership with the community has worked. Many opportunities have been created by being faithful to the vision of partnering with students and the wider community. I have also seen how the faith people have in God is honoured in the challenges that they and LtE faces.

A favourite thought, saying or impression of LtE over the years.

God is faithful



Charles Amos, Mark Anderson and Alex Cotchobos at the 2012 LtE AGM

Branch Reports

Khayelitsha

It is such a privilege to work in an environment where you form part of a team whose key objective is to ensure that hope and dignity is restored in the lives of people we serve. Romans 15:1 says that, "We who are strong ought to bear the infirmities of the weak and not to please ourselves".

Students were afforded the opportunity recently to attend workshops presented by the Law Clinic, The Department of Economic Development and Fetola on key subjects which empowered them to manage their lives more positively. Themes covered during the workshops included personal money management, domestic violence, the Consumer Protection Act and basic conditions of employment

The Woodwork students attended their job shadowing program at five different companies in late September. Preparatory counselling and workshops were conducted with the students equipping them for the working environment. Factory managers were very impressed with the performance our students at the end of the second week and four were offered job opportunities pending the completion of the course. Students reported that the job shadow had provided good practical experience and had prepared them well for the working environment.

The introduction of the Alpha Course has deeply impacted the lives of many of our students and has provided an opportunity for them to come to grips with the challenges faced in their lives. To support and further entrench this experience, students were taken on an outing on 5th October to the Little Stream Conference Centre in Constantia, to attend the Alpha Course module on the Holy Spirit. Pastors' Dave Smit and Eleanor Gaunt from the Mowbray Presbyterian Church facilitated the proceedings and for many, it was a memorable event in their lives, learning about and experiencing the gentle touch of the Holy Spirit for the first time.

Martin Isaccs ~ Khayelitsha Branch Manager



Khayelitsha Students at Little Stream, Constantia



Khayelitsha Sewing Students hard at work



Khayelitsha Woodwork Students

Hermanus

Raising the standard!

The Learn to Earn Hermanus branch has seen a great improvement in the numbers of students trained, placed and finding employment. This is ultimately what we aim to achieve.

With the increase in students and diversity, came an increase in the number of communication issues which has challenged the staff to higher standards of engaging, not only among themselves, but also with the students. All learning to communicate interculturally.

We are reminded on a daily basis to raise our standard of interaction amongst staff, students and visitors as the bible exhorts us in Romans (12:9-18), to let our love be genuine, to be dedicated to one another with passion, be of the same mind and associate with the poor.'



Monica Pike and Basic Computer Students

There has also been a significant increase in the amount of work that has come through our Zakhele and E3 departments allowing for greater economic opportunities for our graduates.

There have also been some additions to the Hermanus branch in the form of new staff appointments. We would like to welcome Rayvon Joemath as our new Life Skills & Discipleship trainer and also Gary Parkins as our Computer Skills trainer. They have already added much value to the team.

Edwin Brooks ~ Hermanus Branch Manager



Hermanus Bake for Profit Students



Matthew Clement and Cater Care Students

The Feel Good Project (tfgP)

Business Resource Centre



tfgP Staff Thandeka Kulati, Nobom Ntsunswana & Cynthia Mramvra

Our leadership team has grown not just in number, with the addition of Basil Carelse, but also in character. We have all been challenged with adjustments, whether it be in management style and preferences or individual characteristics being re-shaped to allow others to impact our lives, influence our intimate thoughts and searching our hearts in becoming better servants equipped for service in His kingdom.

Team leaders have attended Microsoft training courses and are now implementing and showing off their new found skills. Ronald Takavengwa, our warehouse & distribution supervisor remains instrumental in his team's success. Simphiwe Abraham, one of his Warehouse learners was head hunted by TFG for their Tygerberg Distribution Centre. We have also engaged Prestige Clothing in association with their FET training company to further develop and possibly place our repair centre trainees in the clothing trade. After completing the TFG 'Wind in our Sales' training programme with our retail learners they are excited about implementing their new knowledge and skills.

The tfgP look will introduce a new colour scheme and change of logo to align with our project partner TFG. We are thankful to Colleen Carstens of the CSI department for her input and design ideas.

We are excited about what God is doing in the tfg Project and lean on Him for guidance and direction. God is faithful and we will continue to trust Him. We wish all our customers, board members, LtE and TFG support staff, a blessed Christmas and prosperous 2013. May you experience God's love, provision and faithful hand upon you and your loved ones.

William Bent ~ the feel good Project Manager



tfgP shop staff Helen Magazi, Asanda Fokazi & William Bent

tfgP Manger William Bent

tfgP's Basil Carelse & Ronald Takavengwa

The BRC management team has recently undergone some changes and now features an all-woman management team, each blessed with her own special gifts and have been given the opportunity to put it all into practice in the BRC.

Just like our Lord selected his disciples each with their own unique abilities, He put our team together. Our goal is to manage the department as a team, putting aside our differences and allowing our gifts to complement one another.

We continue with the BRC journey set-up by Christopher Rutledge, who has now returned to the E³ programme after blessing us with his organisational skills for six months.

The main challenge we face at the BRC is combining a production environment and customer service with graduates fresh out of the training centre.

We thank God for the blessings in our department and pray that we grow much more. We greatly appreciate the continual loyal support of our regular customers, as well as new customers who assist us in equipping our graduates with skills to enable them to compete in a challenging job market.

Charmaine Mauritz ~ BRC Sewing Production Manager



Happy to be working on our new machines

BRC employee cutting conference bags



BRC employees with our award-winning Khanya Bags

E³ Report

Welcome to Happy Hands Catering, our newest E³ mentees. The ladies of Happy Hands are two of our Bake for Profit course graduates, who beat off a list of other contenders through a rigorous application journey, to win the right to provide food services to the LtE Odd Cup Coffee Shop in Khayelitsha and to receive the benefits of the Enterprise Enabling Environment (E³) Mentorship Program.

They are truly committed individuals who have made enormous sacrifices and who are very determined to make a success of their business. They currently manage the Odd Cup Coffee Shop as well as provide catering services to local businesses and organisations in the Khayelitsha area. They have also provided catering services to an American tour group in a city hotel, and received fantastic reviews.

Ablly assisted and mentored by our technical mentor Matthew Clement, who is a qualified chef and who has years of experience in both local and international kitchens, Thomokazi and Amanda have started from humble beginnings but their love for what they do is evident not only in their slogan, "We Express Love through our Work", but also in their attention to detail and the desire to satisfy their customers needs.

We wish them well in their new venture with the Odd Cup Coffee Shop and know that their "Happy Hands" and abundance of love expressed in their work will be a blessing to their customers, to LtE and to the community.

Christopher Rutledge ~ ED facilitator



Amanda Mkwela and Thomokazi Mvimbi
of Happy Hands Catering



A tasty salad from the ladies of Happy Hands Catering

LtE Association



Association members Bake for Profit Trainers with Yolande Fransman

A significant milestone was reached in September when GetOn moved into their new premises in Pretoria. The building was converted from "about to be demolished" to "open for business" in 2 months! The lessor, ArcelorMittal, could not believe the transformation and are keen to partner with GetOn through their CSI programme.

LtE also completed a marathon undertaking - its 16-month management contract with GetOn. We were pleased with what was achieved and learnt a lot about leading organisational change. We look forward to our continuing partnership with GetOn through the Association.

Fisantékraal Centre for Development (FCD) has run its first Bake for Profit (BfP) programme. There are always lots of lessons to be learnt with new courses. However, 4 students completed the course and are excited to be able to earn an income for their families.

Yolandé Fransman, LtE's Bake for Profit trainer, ran a very valuable Train the Trainer workshop for BfP trainers from our Associate members. The instructors appreciated gaining new insights and being able to find solutions for challenges they were facing.

I recently visited Ethembeni in Mpophomeni, outside Howick, KwaZulu-Natal. It was humbling to walk in their shoes for 3 days and to experience their love for the people they serve who are HIV+ or have AIDS. In spite of huge challenges they have a hope that flows out of knowing God's love for them.

The journey continues and we are grateful to God for these partners.

Paul Sturrock ~ LtE Association Co-ordinator



Computer training at GetOn Skills Development Centre

Director's note



During our recent staff retreat, as has been the ritual for years, new staff shared their life stories to help us appreciate and understand what has shaped them. What has struck me over the last 17 years is the role fathers have played in the lives of the current 35 staff and those who have gone before - this includes my own story. I think I can count on two hands those who have shared stories of a positive father figure - one in which the father's presence is welcomed, embraced, enjoyed and not despised or regretted. Unfortunately, this small sample is representative of a national problem I believe we face. We all know that a nation with unhealthy family units leads to an unhealthy nation.

Many would offer some form of biblical advice as to how to solve this problem, imploring men to rise up and assume positive roles in the family. Although the problem does exist to a varying degree in the church, it mainly exists beyond the church. Although the church is a part of this society, it seemingly does not have a voice or a platform from which to address these issues.

In a society of idols and followers, who generally operate off a base of convenience, immediacy, relativity and a reboot mentality (like playing a video game, when things go wrong, let us just reboot), the question is when and how will this problem be addressed.

We cannot lay the blame on the current generation of young adults, for they conduct themselves only according to the values and norms we have allowed them to develop. In lamenting the activities of the "youth of today" we must realize that such activities have everything to do with previous and current political ideologies and the philosophies we adopted 15 to 30 years ago. We allowed this to occur because we gave up our platform, we left raising our children to the media and we have rationalised things by saying "they are going to do that in any case, rather let it be in the open". We say that we cannot speak out because they are adults, or we may be accused of being judgmental but we seem to be happy to try and deal with the consequences of a fatherless nation.

At a time when we are swamped with self-help books and courses and mentoring sessions, what is clear is that these have little impact in an age of immediacy. We have to work to build a new frame of reference. The "how" is fundamental in establishing this frame of reference or else the future is bleaker than ever before.

As we reflect on these issues may I wish you all a blessed Christmas and a rich time together as families, may it be a unique time of being together. Thank you for your support throughout the year and may God bless you with a fantastic 2013!

Roché van Wyk ~ Director

The LtE City of Cape Town Project



LtE City of Cape Town Project Manager Lloyd Williams (far right) and Life Skill trainers

In June 2012 Learn to Earn entered into a partnership with the City of Cape Town's (CoCT) Economic and Human Development Department to implement a Skills Development Programme designed to impact the lives of two-hundred unemployed people from nine different communities across the City. The aim of the City Training Project is to create job readiness through Life Skills training, increase the employability of participants through Market and Product related skills training and to link programme graduates to potential employment and entrepreneurial opportunities.

During the next nine months Learn to Earn will deliver training in Nyanga; Sir Lowry's Pass; Strand; Kraaifontein; Westlake, Hangberg, Du Noon, Ravensmead and Uitsig. In September we conducted a Life Skills Train the Trainer Workshop to orientate trainers to the project and our revised Life Skills curriculum.

The mobile nature of this training project is a first for Learn to Earn and builds on our experience in Khayelitsha, Hermanus and the methods of best practice gathered from the LtE Association. Through this project we aim to provide quality replicable services that meet the needs of the poorest communities in Cape Town.

As we journey in this project we invite you to share the news of the project in the areas listed above and to pray with us for these poverty ridden communities.

Lloyd Williams ~ LtE City of Cape Town Project Manager



Job search time at the LtE City of Cape Town Project

These shoes

For each Learn to Earn staff member on the 2012 Retreat, a pair of shoes – possibly ill-fitting, broken, uncomfortable or maybe particularly beautiful and fitting ‘just right’ - will be the abiding memory of this time away.

Our shoes – chosen in a flurry of competition at the Hermanus campus - became familiar to us over the course of the three days we spent at the Volmoed Centre in the Hemel-and-Aarde Valley. We walked in them – the high red stilettos, the broken knee-high boots, the flimsy sandals – along the cliff path in Hermanus on a rainy blustery day – some gamely for the whole journey. We contemplated them in reflective time, imagining the journeys already taken in the shoes or journeys that could or should have been taken. We wrote our stories, our poems, our thoughts, and we used them to remind ourselves of other peoples’ journeys – those of our colleagues and those of our students.

In the shoes of the fishermen - our theme for the Retreat, gave us the opportunity to examine our own journeys, our motivations and gifts and how we can best use these in the obedient day-to-day service of the Lord, that we are so privileged to be involved within our work at Learn to Earn. Our time together of sharing life stories gave us the opportunity to understand the journeys and motivations of our fellow workers and to be mindful of why they have the gifts they have and how we can complement each other on this journey together. With 10 new staff members having joined over the past year, we took time to hear these stories – in parts hilarious, in parts immensely painful and I am grateful that we are able to build such a strong bond of trust in this group of people.

Back in beautiful surroundings – staff members found time for reflection on the God’s creation – the mountains, river and spring flowers reminding us of His creative powers. Challenged to choose our ideal way of spending such time and then being asked to swop that choice with another person emphasised the focus on understanding the way in which other people praise, worship and pray. Many chose to walk alongside the river to the waterfall or climb up the mountain behind the centre while others found the small stone prayer hut, half-way up, a place to share and to pray together, or fishing.

We are grateful for the funding from the Mergon Foundation that allowed us this time of refreshing, for the preparation and planning by Roché as he lead us and, mostly, to our Lord as he kept His hand on us in this time.

Susan Wishart ~ General Manager

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.

SA SUPPORTERS

Please send your donation to:
Learn to Earn, P.O. Box 18123, Wynberg, 7824 South Africa.
Tel: (021) 671 2230
Fax: (021) 671 0773
email: donordev@learntoearn.org.za
(All donations received from SA tax-payers are tax deductible under Section 18A of the Income Tax Act)
N.P.O. No.: 005-073
VAT Reg. Number: 4210 172 468

SA BANK DETAILS

Account: Learn to Earn Bank: ABSA, Plumstead
Branch No.: 631 509 Current Acc. No.: 450 151 424

IRELAND SUPPORTERS

Please send your donations to:
Learn to Earn c/o Don and Janet Casey
Brides Glen,
Rathmichael
Co. Dublin 18
Ireland

CONTACT PERSON IN IRELAND:

Don and Janet Casey
Tel: (353 1) 2822765
Fax: (353 1) 2826696
email: bridesfield@eircom.net

(all gifts are tax recoverable under Gift Aid Scheme).

UK SUPPORTERS

Please send your donations to:
Stewardship Services
FREEPOST (EDO 5086),
Loughton, Essex, IG10 3BR
Clearly indicate that your gift is for Learn to Earn
(all gifts of £30.00 or more are tax recoverable under Gift Aid Scheme).
(Reference no.: 2003 6471)

USA SUPPORTERS

Please send your donations to:
Learn to Earn South Africa
c/o Bruce Otto
Unit # 200
1519 N. Mohawk St.
Chicago IL
60610-3045

Learn to Earn is now registered as a section 501 (c) 3 tax exempt organisation & has a US-based account number

CONTACT PERSON IN THE UK:

Susan Sochart
Tel: +44 7958 749296
email: susan.sochart@brandlearning.com

CONTACT PERSON IN USA:

Bruce Otto
Tel: +1 (312) 642 7515
email: baotto@worldnet.att.net



Volmoed Centre at the Hemel-and-Aarde Valley



Roché van Wyk encouraging staff on the cliff path, Hermanus