

Progress Report

Project: Youth Employment Skills Programme

Project Reporting Dates: 1 March 2016 – 31 July 2016

Project Leader: Ms Allison Appleton

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 February 2016 to 31 July 2016.

Training

Course 1/2016 started with Life Skills on the 25th January with 66 participants although 94 learners registered. During the course there were 12 dropouts, an 18% drop out rate and of the 12 at least 7, if not more, were on some sort of illegal substance. The others were coerced into being on course by family members, were given travelling money by them but still stayed away from class. 1 Learner



from the Bricklaying course failed assessments and the exams. Graduation for this course was on 18 March with 53 students receiving certificates.

Course 2 began on 29 March. A total of 70 students began this course and 57 students completed. There were 13 dropouts and 1 failure from bricklaying. This student was unable to do even the most basic of tasks. Graduation for this course was held on the 20 May, all students looked so proud of themselves, they certainly made all staff very proud.

Course 3 started on 30 May with 68 students. 4 Students dropped out during training due to various reasons and 2 students failed assessments and exams, 1 student from Bricklaying and 1 learner from Tiling. Graduation was held on the 22 July with 62 graduates receiving certificates.

Job Placement

Job placement is progressing much as expected. 30% of students from Group 1 have been employed and 20% of students from group 2 have found jobs. Group 3 have just graduated, their CV's have been forwarded to various organisations. It must be borne in mind that it can take up to 12 months to find employment, although of course, we do try to place students as soon as we can. Historically within 12 months of completing a course, at least 65% of students are in employment. Our Job Placement for 2015 is currently on 70% students employed.

We have formed partnerships with various organisations who employ our students on a regular basis. They all, without exception, maintain that the Life Skills that our students receive, is the reason they earmark our students for employment.

We have students attending Learnerships in various sectors.

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

Attached please find a copy of the original budget.

Other Funding

The YES Programme receives funding from the following donors;

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

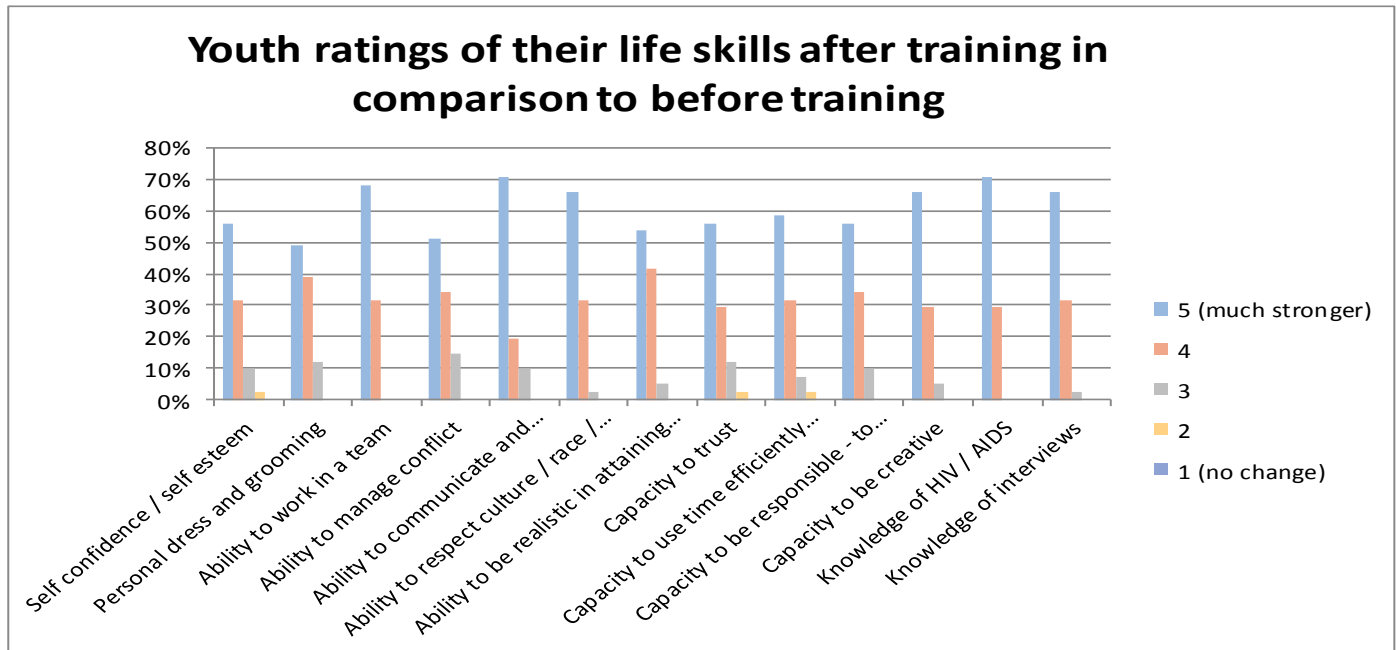
We do not have problems with other sources of funding.

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 strong and ongoing.
2. Youth Trained – We will train between 280 and 300 youth during 2016. Our objective was to train 320 youngsters. Unfortunately there has been a higher than usual dropout rate of students, we have seen a significant increase in the usage of drugs and as a result, students are unable to cope in class. We have interventions in place that assist these students, most opt not to receive help. Youth generally also seem to be more apathetic towards life, there is a definite lack of motivation, low self-esteem, self-worth and a failure to comprehend the importance of further training.
3. Life Skills has been successful in reaching and helping those who want and need to be helped. We are grateful that many of the youth realise the importance of this aspect of the training course and participate eagerly and fully.
4. The following statistics speak for themselves.

A sample of a Group rating



A success stories:

Success story of Anjohine Neleen Smith – Computer Literacy & Office Management Student

Anjohine Smith studied at SIYP during 2004. Being the first born she had to lead by an example, especially after her life took a bit of a knock.



Both her parents passed away in 2003 and 2004 respectively. During her time of grief, the Salesian Institute opened their doors for her. “The SIYP helped me to deal with my sorrow. This was through the caring, love, friendship and togetherness the institute preaches and puts into practice”.

She matriculated in 1993 but unfortunately was unable to further her studies.

Upon graduating from YES, Anjohine was placed at an optometrist where she held a position as a receptionist. Part of the burden was lifted from her shoulders as she could now provide for her three siblings. Devoted and passionate about the position she held, she showed commitment and worked hard and was promoted to the position of Office Manager. The Computer Literacy course helped to secure the promotion.

She set her goals for her life during life skills, her aim was to become a lawyer in the future. Two years later, with the experience gained at the optometrist, she applied for a position at The Department of Justice. She is currently working at the Maintenance Court. With financial stability in place, she enrolled at The University of South Africa (UNISA) for a LLB Degree. Delighted at her acceptance, she

studied hard and persevered which resulted in her achieving her goal to become a lawyer. She is graduated in June this year.

Twelve years after graduating from the Salesian Institute Youth Projects, she brought her daughter in to register for Computer Literacy and Office Management. She is delighted that her 18 year old daughter will now follow in her footsteps. "The value and ethos of the institute drove me to enroll my daughter for Computer Literacy and Office Management. I'm who I am today because the Salesian Institute opened avenues that no one will ever close. Thank you to the facilitators and the SIYP team in general."

Success story of Vuyo Mxoli - Bricklaying and Tiling student

Vuyo Mxoli is a 22 year old young man born and raised in Idutywa, Eastern Cape. He is the first born in a family of two boys. Like many, life was tough for Vuyo while growing up as he was raised by a single parent.



Single handedly Vuyo's mother tried her best to counter the poverty and challenges he and his brother faced. Vuyo attended primary school at Ngubethole Junior Secondary School where faced intellectual challenges. He was very slow in class and needed special attention, repeating grades due to his intellectual disability. It was suggested that he attended a special school. His mother, a domestic worker, decided that he should relocate to Cape Town. She enrolled him at Gugulethu School of Skills.

In spite of his intellectual challenges, he excelled in the practical work at school as he was good with working with his hands. Life took a drastic turn when his mom fell ill and passed away in 2012. Being an orphan was a challenge as he had no support or advice on what to do next. He soldiered on at the school until he graduated. Upon graduating he looked for employment with the aim of supporting himself and his brother, but unfortunately the plan didn't work out. Vuyo then sent his young brother to Eastern Cape while he hustled for employment. After a full year of job hunting, without success, he was introduced to the Salesian Institute Youth Projects by a former student.

He enrolled for a course in bricklaying. His first obstacle was during life skills training where he had to communicate in English. "Mr. Benson Arendse, our life skills facilitator noticed that I couldn't speak English. He motivated me to read and speak more and more so I would gain confidence". This was a daunting task for him as he was tasked to present the group's presentation to the class. "Strange but true, my classmates didn't laugh but corrected me when I was wrong" Slowly but surely he gained confidence and would eventually read every time he got the chance.

"I had no travelling fare and was fortunate to be granted an opportunity to stay at the hostel. It was a rejuvenating and happy experience because of the hostel setup. Mams (Nondima) played the role of a

mother figure to us all and the prayer sessions strengthened my spirituality." Vuyo built solid and positive relationships with another hostel boy. "We were like brothers and the bond is even stronger now. We supported and loved one another", and with a smile he says " I learnt how to make a bed for the first time at the SIYP Hostel as at home I slept on the floor and would just fold the blankets when waking up."

Vuyo enjoyed the practical aspects of both Bricklaying and Tiling but struggled theoretically with calculations. On successful completion of both the courses, he applied at the SA Navy for the Military Skills Development Program. He continued job-hunting for a month after graduating from YES before being called to the Military Skills Development Program - SA Navy interviews. He was successfully accepted and resumed training the following month. He successfully completed his first six months and is now gearing up for the next semester.

"I thank Salesian Institute staff for their patience and granting me a life-changing opportunity. The facilitators endeavour to be attentive, role models and offer a positive attitude for students whilst maintaining a friendly, fair and supportive discipline in the learning environment. At the Salesian Institute I learnt a lot of good values and life coping skills that opened other avenues for me. I'm earning a stipend and can financially support my family. This wouldn't have been possible if I wasn't introduced to the SIYP".

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 has 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 centres. 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.

The project is achieving its objective, ie to train youth in marketable skills and to place at least 65% of these youth trained into entry level employment.

The variance that might occur is the number of youth finishing training for 2016. Our objective is to train 320 youth per annum, the total of 320 will, in all likelihood, not be reached this year due to factors such as dropout rates and no-shows for courses.

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.

An aggressive campaign to target Gr 12 learners (before they leave school) will be undertaken in this year in as many schools as we can manage in our target areas. Those learners unable to further their education at college or at a tertiary level, will be afforded an opportunity to enhance their skills through the YES Project.

The youth need to be 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.

Next report date: 15 December 2016

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



Life Skills – Interview preparation



Life Skills – Trust Building



Bricklaying Student



Graduation – Computer Literacy & Office Management student

Date of Report: 25 July 2016