



Finding any reason to celebrate and have fun, Job Readiness and Office Administration students dressed up for a Wacky Wednesday.

"The best way to predict the future is to create it." - Peter Drucker, the father of modern Management. Although life is unpredictable, we can certainly take steps to create positive progress. Our aim at Fisantekraal Centre for Development is to help people, especially the unemployed, to lead meaningful lives.

Apart from the **Office Administration** and **Bake-for-Profit** course, we plan to launch a **Frail Care** course in the next quarter. We are moving away from offering computer skills training in isolation, but rather a more integrated approach, offering a comprehensive **Job Readiness programme**. Now all learners gain computer skills with the Life Skills, but also the key skills needed to enter the job market. Candidates are more marketable and it enables us to assist them more effectively with placements.

The Job Readiness course, with its strong emphasis on guiding candidates on the journey from unemployment to leading a meaningful life, has thus merged three courses which were previously run separately, namely:

- * **Pre-employment Life Skills** - developing self-esteem, improving relationships and equipping for life in general.
- * **Customer Service & Retail POS** - with practical teaching on dealing with customers, the importance of effective teamwork and maintaining a positive attitude. This training is complemented with Point of Sale familiarisation and basic maths skills for the cashier.

- * **An Introduction to the World of Computers** - specifically the internet and email - with a focus on job searching, preparation of CV's and email-based job applications.

Candidates who successfully complete the course are offered an opportunity to participate in a 3 to 6 day work experience opportunity.

This new format covers a period of 3 intensive weeks of full-time training. The success of the program has been evident in the increased placement results that we are seeing, as well as the feedback received from learners on completion of the course.

Eighty eight learners completed this programme from January to June 2015; thirty six of whom qualified and participated in Mr.Price's Jumpstart 6 day work experience training - opening the door to an opportunity for employment with Mr Price. The remaining candidates were granted opportunities to participate in job shadows at our various partners, while others elected to participate in either the Office Admin or Bake for Profit courses.

IMPORTANT: We're currently equipping up to 35 students per month for employment across all courses.

- Cost is on average R4000 per learner
- Learners pay a small commitment fee (less than 10% of the actual cost), but we depend on the support of the community.

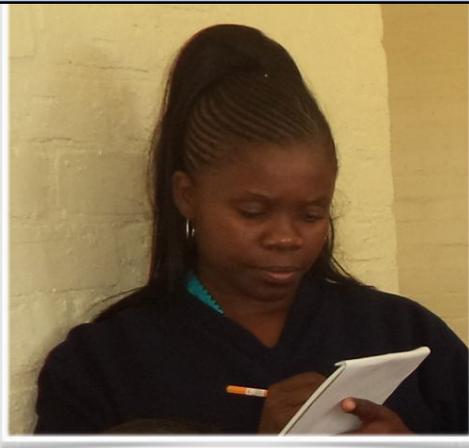


Time to celebrate at the Awards Ceremony!

The accomplishments of our most recent learners were celebrated at our mid-year Certification & Awards Ceremony on 24 June. Ninety nine certificates were issued to learners who successfully completed courses in Job Readiness (88), Office Admin (9) and Bake for Profit (7).

Along with the celebration of these achievements, we were delighted to present Star Awards to students who demonstrated very special qualities during their time with us:

Hellen Chidawanyika was awarded **The Most Motivated Student to Succeed**. She attended the Bake for Profit course while working full-time as a waitress at the Spur, often getting up before sunrise to bake. Helen took the opportunity to market her baked (and other goods like shoes, popcorn, etc) to the staff at the Spur – thus turning a weakness (of not having time to market her products) into a business opportunity. Hellen's commitment and desire to succeed has led to a job offer from Tessa's Bakery, where she completed her job shadow.



Elizabeth Hayes (above), was awarded **The Sunshine Award**. She participated in our Job Readiness Programme, in May 2015 –a few months before her 50th birthday. She was very eager to learn how to use a computer, and did not allow the foreign technology to intimidate her. Elizabeth's parents failed to send her to school as a child, but at the age of 8, she decided to venture off to school with an older cousin to find out what she was missing; registering herself at the local school. She attended without uniform or shoes, but thrived in the classroom. Today, Elizabeth still demonstrates a hunger for learning and a love of life. She is currently doing the Bake for Profit course.

DID YOU KNOW?

- Every unemployed person who finds a job, contributes to the well-being of roughly 7 other more needy people.
- **FCD is certified in terms of B-bbee legislation** as an organisation for which SED donations are fully recognised
- All donations received from SA tax payers are **tax deductible** in terms of Section 18A of the Income Tax Act.
- **Currently, less than 15 people make regular monthly donations, covering approximately 5% of our monthly operating expenses.**
- We'd love to see this number increase . Please consider signing a debit-order to make an immediate and meaningful contribution to the less privileged in our community. (See banking details on page 4)
- **R150** per month covers **50%** of a student's fee, **R300** pm covers **100%** of a student's fee

Graduate news



Valentia Daniels used her newly developed internet job searching skills to apply for and "land" a job at the Friendly Grocer.

Andisiwe Mjiqiza was recently promoted to a cashiers position at Pick n Pay, Graanendal. She was offered employment on completion of her job-shadow.

Magdalena Stys, top student of our first term's baking course, said of the experience at The Velvet Cake Company: "I enjoyed myself so much and feel proud to have achieved the success that I have." Magdalena was recently invited to participate in the monthly Betesda market of the NG Bergsig church for the sale of her home-made rusks.

Dumisani Lilani and Sanele Njoli were offered employment contracts at Mr Price Home Tygervally directly after completion of their work experience training.

Henwill Moses, May 2015 trainee, shared: "While I was unemployed and at home, I started to believe that I was useless and that no one will ever talk to me.

The life skills program made me realise who I really am and I gradually developed the confidence to socialise with my classmates.

The discipleship helped me to stop doing the wrong stuff and get back on the track where I was before in my younger days. I like that!"



Sigongiseni Gqiba: "Sharing my life story impacted my life as it helped me to talk about things I haven't revealed in the past. It has helped me to heal and gave me a chance to talk again. To move on with my life."

Riyaad Sayed, from the same class, said: "FCD is a great organisation and I'll recommend it to anyone. We were more of a family than classmates. The Who Am I session led me to a point where I can now confidently say, I am Riyaad Sayed - soon to be a world class businessman. Due to FCD, I believe in myself once again and I know that I will reach all my dreams and goals! I am a person who hates conflict. FCD also helped me learn how not to burst out and react out but to be calm and patient."

Our job shadow partners - Thank you!

We are immensely grateful to the companies who generously offer our learners an opportunity to experience the benefits of a job shadow. It is this kind of partnership with the community which assists FCD to provide learners with an enriching training experience. Our current job shadow partners are:

Alwyn Laubscher and Associates (PTY) Ltd

Pick n Pay, Graanendal

The Creative Council Group

Spar, Sonstraal and Kraaifontein

Little Biz Hub Chartered Accountants

Francor

Cape Pulpit

Radio Tygerberg

Cab Foods

Signa

The Velvet Cake Company

Bea's Rusks

Mr. Price

Durbanville Gemeente

Badisa

Nostic Asset Management

Tessa's Bakery

Local Businesses are invited to participate in our job shadow programme, not only as an investment in our community, but also as an opportunity to assess staff for future potential recruitment needs. Please contact our director, Jane Gelderman, for more details.

Focus on volunteers

Our volunteer network remains a vital factor in the success of FCD, enabling us to offer quality training from experienced industry specialists. We are grateful for the support of the churches in the Durbanville area for continuing to support the work of FCD - financially and by mobilising volunteers and support. In this newsletter, we wish to highlight just four of the stars.



Left: Well done, **Chris Laubscher!** He is one of our board members (but works for AL&A) and completed the Freedom Swim from Robben Eiland to Bloubergstrand and raised a whopping R7,000 for our work.



Right: A huge thank you to **Heinrich Jemane** who volunteered his time right at our outset in 2008 to do our auditing pro-bono. As the owner of Little Biz Hub, we were proud to be associated with a man of such integrity. After 7 years, he has decided to step down. All the best Heinrich!



Deidre Straiton (left) joined the Fisantekraal Centre "volunteer force" towards the end of 2013 and has faithfully been serving us up to twice a week ever since. Deidre generously gives of her time and HR experience, assisting us with the job readiness training, CV preparation and interview skills. In addition to the time Deidre spends doing volunteer facilitation of our training material; she is also a networker of note and has opened the door for us to several business partners. As a free-lance recruitment consultant, Deidre also constantly keeps her eyes open for employment opportunities for our learners.

Rhoda van Schalkwyk (right) is trained in the study of language and education. She is particularly interested in the way that society uses language as a tool for success. She is helping at Fisantekraal Centre for Development to assist the learners to discover their innate ability to cope with the demands of a literate society, based on the principle that adults have a richness of experience which makes it easy for to learn virtually anything.

Rhoda is currently assisting Job Readiness learners to master the maths concepts they need for success in the retail industry. She is well loved, and learners have shared that these basic maths concepts have FINALLY become understandable to them with her help.

This success has prompted us to involve Rhoda in the Bake-for-Profit business skills training as well. Rhoda herself attended Chef School a while ago, and fully understands what the learners require in order to run a profitable business. She supports our Baking students in understanding the various principles they need to comprehend in order to accurately cost their products and keep meaningful records. Rhoda enjoys working in our environment where respect and responsibility result in very exciting growth.



Please send us your contact details in order to receive a tax receipt at the end of the tax year.

N.P.O. Number: 067-127 P.B.O. Number: 930030601

BANK DETAILS

FISANTEKRAAL CENTRE FOR DEVELOPMENT

ABSA, Durbanville Current Acc. No. 40-7240-8860

Reference: Donation / Your name

Spring Day Celebration

When: 1 September, between 6pm and 9pm

Where: Durbanville Spur

NOTE: Join us for dinner and 10% of your total account will be donated to our work!

Meet our students who will be shadowing the waiters that evening!

Tel: 021 975 7764 E-mail: info@fisantekraal.org.za

VISIT OUR NEW WEBSITE: www.fisantekraal.org.za

