

Fisantekraal Centre for Development is a registered non-profit organization that restores dignity and builds self-esteem in unemployed people through various skills development courses.

Our vision is to significantly decrease unemployment in the vulnerable communities we serve.

Since 2010 FCD has been known to train and develop the unemployed, enabling them to become economically active. A holistic approach to training integrates life skills, business skills and spiritual development, instilling the values and attitudes required for the workplace and life in general – thus achieving our goal of “equipping people for a more meaningful life”.

We also assist in the placement of our graduates through partnerships established with potential employers.

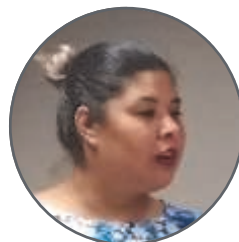
We are privileged to witness how people’s self esteem and dignity are restored when they are better equipped and able to provide for their families.

## WHAT OUR PARTNERS HAVE TO SAY



“Participating in the job shadow programme has been most beneficial. It has given us an opportunity to evaluate candidates’ performance prior to making appointments – and allowed us to identify potential that we would never have discovered without FCD’s recommendation. Investing three days of job shadow training into an individual then allows us to use them as casuals when we are short-staffed.”

Natalie van Eeden, **SPIRO'S MICA**



“During their job-shadows, the learners were very engaged and they had many “AHA” moments where they could relate their class and role-play learning to the real life environment. It was rewarding to see that Vodacom could help learners see the possibilities within the call centre industry.”

Razeena Hartley, **VODACOM SA**



Spending the morning listening to the feedback of the Frail Carers at the end of their 13 week course was a humbling experience for Corneel.

She said “dit was die lekkerste om te hoor hoe mense se selfwaarde toegeneem het. Narollah is trots daarop om by die program betrokke te wees!”

Corneel van Wijk, **NAROLLAH TRUST**



“I would absolutely recommend your Frail Care job shadow programme to other institutions. We agree on your basic, Christian principles and appreciate your sincere desire to enhance lives”.

Anita Jacobs, **HUIS ANDRE VAN DER WALT**



“I heard about FCD through one of the members of a Facebook group (CT sugar craft) and thought that it was a wonderful idea to give a Bake for Profit student the chance to see how hectic the life of a home baker can be. I have had several students and still keep in contact with them.”

Marisa van Beeck, **CAKE EMPORIUM SA**

We currently offer courses in Job Readiness, Office Basics, Frail Care, Bake for Profit and Business Skills. FCD enables candidates to become economically active by developing the values, attitudes and skills needed in the workplace.

There are many ways in which you can become involved in this community upliftment project.

### Volunteers

Our volunteer network makes a valuable contribution in providing high quality training to the unemployed.

You can share your knowledge and experience by volunteering to:

- Facilitate training (life skills, call centre, entrepreneurship, basic computer skills, English literacy)
- Interview students for their job shadow assignments
- Assist with various admin duties
- Assist with fundraising events or introductions to potential donors.

### Job-shadows

Job-shadows secured with partnering organisations provide many learners with their first exposure to the workplace.

- You can help to facilitate this process by offering a 3-day supervised job shadow to one or more qualifying students.

### Placements

FCD assists in the placement of its graduates through partnerships established with potential employers.

- Join our network of placement partners and recruit staff from our pool of candidates .

### Mentorship

On completion of the training, learners are supported for at least 18 months by follow-up phone calls and the referrals of their CVs to interested placement partners.

- Join our mentorship programme to encourage and coach our current and past learners.

## WHAT OUR STUDENTS HAVE TO SAY



"I learned many new things apart from the job skills. I learned to look at myself in a positive manner. When you are unemployed for a long time you start to think less of yourself. **Doing this course changed the way I think and helped me to believe in myself.**"  
Michelle September, JOB READINESS



"It made me understand what is more important in life; how to deal with anger or having a grudge and that I need to treat everyone around me with dignity and respect. I also learnt the importance of standing up for anything that doesn't work in my community."  
Sibabale Komanisi, JOB READINESS



"FCD had a good influence in my life because it made it easier for me to communicate with people. I felt confident to do my job shadow at Vodacom because the training covered everything I needed to know."  
Abigail Thompson, OFFICE BASICS



"I was given a computer about 8 years ago and have never used it. Now I have dusted it off and **can't wait to start using my own computer at home.** I have learnt so much at FCD and look forward to start work as a Carer. I would love to come back to learn more."  
Nozizwe Mabaleka, FRAIL CARE



Nathan Groeners completed the Office Basics course to enable him to create his own advertising material for his cake decorating business. He says that as a result of FCD, "I am a more positive person and have **more confidence in everything that I do.**" A few weeks after completing the course he informed us that he has been successful in the first round of auditions of a TV baking show competition. "Thanks for the confidence boost FCD."  
Nathan Groeners, OFFICE BASICS



"I was eager to do something good just for myself. The Bake for Profit course helps you in many ways - with the business side and the baking skills. It also leads to spiritual healing and learning a lot about yourself. It really showed me that I am much stronger than I thought I was. Doing Alpha really impacted my life. I am feeling much closer to God and I'm in a much better place."  
Agnes du Preez, BAKE FOR PROFIT



"Doing the Bake for Profit and Business Skills courses was the best thing anyone did for me or that I could do for myself. FCD forced me to face my fears and got me to do what I never thought was possible."  
Cornelia Wiegman-duPreez, BUSINESS SKILLS



"This was a very important time for me. I know how to use the computer now and **can now live life without fear.** My children were very impressed to see me coming to class every day. I felt very proud to do this course."  
Busisiwe Chithello, JOB READINESS

## PLACEMENT SUCCESSES

Neliswa Silinda is working as a Sales Assistant & Cashier at **Milady's Tygervalley**. She says that the Job Readiness course prepared her well to deliver good customer service and work effectively with the other staff.

**NELISWA SILINDA, Fisantekraal, Job Readiness**

Lunga Maki completed a job shadow at **Spiro's Mica Hardware** store and was subsequently appointed by the store as a general assistant based in the receiving department. "Lunga's versatility makes him suitable to work in all areas of the store, including relieving as a sales consultant" says Natalie van Eeden.

**LUNGA MAKI, Delft, Job Readiness**

Amy-Lee Farao has been appointed as a Fleet Admin Clerk at **Portland Quarry**. She says that she needs to handle many telephone enquiries and is grateful that the telephone and computer skills has equipped her well to cope with the job. She is finding the Excel skills of particular value.

**AMY-LEE FARAO, Denovo, Office Basics**

Throughout the Frail Care training course, Honjiswa proved herself to be an exceptional student with a huge heart for others – even though she found the studies in English to be rather overwhelming. She was offered employment at **Klaradyn Retirement home** on completion of her job shadow.

**HONJISWA NGCWANGU, Bloekombos, Frail Care**

Her Job Readiness job-shadow at **Spar Aurora** secured Juanita's appointment there. Juanita says that she's very happy to be earning her own income now. "At FCD I discovered that I need to know myself if I want to understand others."

**JUANITA FARAO, Klipheuwel, Job Readiness**

Zintle Salman has been appointed as a Call Centre telemarketer at **MSA Consulting**. She says that the training was really helpful because she often deals with irate customers and is able to remain calm throughout and end the calls with happier customers.

**ZINTLE SALMAN, Wallacedene, Office Basics**

Angelo Gallant has experienced an impressive growth in his business after completing the **Bake for Profit** course. He says that his regular tuck-shop customers are enjoying the improved quality of his products. This in turn is leading to better sales.

**ANGELO GALANT, Kuilsriver, Bake for Profit**

Chanelle has been accepted onto an admin learnership programme at **Lewis** Head Office. She says "I will tell my friends to come to FCD, because it developed me as a person. I will never regret my decision to come to FCD."

**CHANELLE BERNANDO, Kraalfontein, Office Basics**



## ADVOCATING JUSTICE

Attending the Justice Conference SA recently reminded us that it is possible for people to live justly every day—whether or not we are involved in a justice organisation. The work of dismantling the powers that keep injustice in place must be done at every level of life, and affect all the decisions we make.

Consider making a commitment to living justly in some of the areas of daily life as you seek to "Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy." Proverbs 31:8-9

### Spaces

- Make every effort to ensure spaces you occupy are welcoming to everyone.
- Join local groups to influence decision-making and be the spokesperson for justice.
- Invite those with different backgrounds for meals in your home and church.

### Food

- Do not buy products from suppliers that treat people, animals or the earth unethically.
- Always give quality clothing and healthy food when donating.
- Support organisations that help communities grow their own food.

### Education

- Volunteer at a local school, NPO or skills programme (or at FCD).
- Mentor vulnerable youth
- Start an internship or job-shadow at your company.

### People

- Make an effort to have conversations with people who are often invisible to help restore dignity and worth.
- Help people stay out of predatory debt.
- Write to relevant authorities to address issues of injustice in places where you have influence.
- Challenge your friends to pay a living wage rather than minimum wage by being an example.
- Cut down people's travel time by providing lifts to the closest transport hub.

Extracted from  
Everyday Advocacy Workshop  
at The Justice Conference 2017

## VOLUNTEERING AT FCD

"I believe that the work done at FCD has the possibility of really touching, enriching and improving the lives of every student that passes through there. It gives students the chance to be heard and to learn how to better live and cope with their circumstances while at the same time giving them skills and tools with which they have a better chance of finding a job."

**DEANNE VORSTER, Freelance Journalist, Facilitator Active Citizenship and Editorial Support**



"I find it amazing to see how the students open up with encouragement. The stories I have been able to tell about former students have been really inspiring. This is a chance to share my experiences and hopefully to make a difference in their lives—to lead SA."

**ALISTAIR HEUWEL, Pharmacist Life Skills Facilitator Work Ethics**



"Volunteering at FCD provides me with the opportunity to apply, develop and evolve my skills as a counsellor. Working with individuals who are so ready to grow and develop; hearing their stories and seeing their growth is so motivational for me to keep doing what I can to help others in all aspects of life." **SABRINA HISCOCK, Psychology Intern, Life Skills Facilitator and Counselling**



"When I am at Alpha, I get momentary glimpses of my Jesus wandering amongst the broken, amongst the hurt and I get to see Him restore, heal, encourage and lift up weary heads through my friend, the Holy Spirit. I love that I get to experience His heart for FCD students and see Him heal, touch and embrace with a grace and mercy I myself am dependent on." **MIKE MOERDIJK, Pilot, Facilitator Alpha Discipleship**



The friends of FCD have played a significant part in raising funds to ensure that we are able to continue uplifting the unemployed in our area. We are grateful for your support of our fundraising efforts.

As a non-profit organisation, we continuously look for creative ways to raise the funds needed to ensure the sustainability of this training centre.

During 2016 we raised R125 000 from a dinner and auction. We are planning to host another dinner and auction in September this year and hope to match or exceed that amount .

It costs on average R3,500 to train a single learner. Consider partnering with us in providing affordable training to the unemployed:

- Commit to a monthly donation to help us meet our monthly operating expenses.
- Encourage your company's CSI department to become a funding partner.
- Share our newsletter with friends and family to widen our network of support.
- Donate items / prizes for our auction.
- Buy tickets to our fundraising dinner.



FCD is certified in terms of B-BBEE legislation as an organization with 100% SED Recognition. As a registered NPO and PBO all donations received are tax deductible.

### Banking details

Fisantekraal Centre for Development

Absa Durbanville

Current Account No 40-7240-8860

(Ref your name & contact no).

Please email confirmation of donation to [info@fisantekraal.org.za](mailto:info@fisantekraal.org.za)

for receipt of a Section 18a tax exemption certificate at the end of the year.



**FISANTEKRAAL**  
Centre for Development



Equipping people for a meaningful life