

Consolidated Report

January to September 2020



This report provides an update on our Career Development and Placement Programme, which is the concluding phase of the Afrika Tikkun Cradle to Career 360° model. The programme provides career guidance, job readiness training, specialised training (Retail, Hospitality and ICT) as well as sources learnerships, job placements (entry level jobs and work place experience) and bursaries for further learning.

Through the programme, we seek to provide unemployed youth with access to opportunities that will develop them into participating economic players. The aim is to break the cycle of poverty by ensuring they have the appropriate hard and soft skills necessary to succeed in the workplace. The fundamental differentiator of our programme is that it actively leverages 26 years of experience, networks and social capital to facilitate economic empowerment of unemployed young people through active placement in income generating opportunities post training.

Our mission is **to be the most effective provider of skills and placement services by building beneficial relationships that drive economic empowerment and transformation**. Following is a description of our progress towards achieving our mission as well as some success stories and challenges encountered along the way.



ORGANISATIONAL ACHIEVEMENTS

- The country wide lockdown that was imposed to contain the spread of Covid-19 seriously disrupted our plans for 2020. However, we were quickly able to adapt most of our training programmes to online and virtual learning, Using the same approach, we were also able to provide psychosocial support to our beneficiaries, many of whom found the isolation of lockdown really challenging.
- The ATS management team and heads of department have finalised the strategic goals for 2020 - 2023 for all the divisions. The next phase is to develop the implementation plan for each goal, which will define the actions to be taken, how these will be measured, who is responsible for each action, and by when it needs to be completed.
- Under the guidance of our Monitoring and Evaluation (M&E) team we have completed the standard operating procedures (SOP) and process maps for all divisions within ATS.
- Although we are behind in operational targets relating to placements and specialised skills as a result of the Covid-19 lockdown, we have made excellent progress in the implementation of our specialised skills, bursaries, and learnerships, and are confident that with continued support from partners we will close any shortfalls by the end of the financial year.
- Our targets for our work readiness, accelerated work readiness and alumni programmes are, in most cases, exceeding targets – see our year-to-date performance in the table below.
- Microsoft has selected us as the implementing partner in South African for their Global Skills Initiative project which is bringing digital skills to 25 million people worldwide. This initiative provides free access to content in LinkedIn Learning, Microsoft Learn, and the GitHub Learning Lab, and couples these with Microsoft Certifications and LinkedIn job seeking tools.
- UNDP and UNICEF appointed us to pilot a youth mobilisation and activation project that seeks to create task-based employment for approximately 100 youth. Their job is to register vulnerable households to receive food vouchers that are redeemable at Spaza shops within local township communities.
- We partnered with Harambee in the 3 Million in 3 Weeks Communications campaign during Levels 5, 4 and 3 of lockdown, and more recently to pilot the implementation of the presidential youth service, benefiting 300 previously unemployed young people in service roles.

OUR REACH (JAN 20 – SEPT 20 STATS)

PROGRAMME TYPE	2020 TARGET	TOTAL (YTD)
Work Readiness	1 000	1 000
Specialised /Demand Driven Training	1 045	711
Bursary Management	100	26
Placement (Work Experience, YES, Self and Direct)	782	454
Learnerships	500	219
Alumni Network	3 000	2 749



PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

RECRUITMENT

Objective:

To source, screen, assess, shortlist and place candidates for learnerships, bursaries, work readiness, work experience placements and specialised training in a programme.



CHALLENGES

- Placing candidates in work experience opportunities proved to be difficult during the first two levels of lockdown because of restrictions placed on businesses.
- Candidates wishing to enter any of our programmes are required to undergo a series of cognitive and personality assessments to determine their potential to complete the courses selected, as well as a criminal check and an interview. Currently only about a third of all applicants meet the requirements and can proceed to the next stage.
- We are always on the lookout for more companies/SMEs/NGOs that would be willing to host our young people and give them a meaningful work experience.

ACHIEVEMENTS

- Our improved assessment and selection criteria ensures that candidates identified for the various programmes are motivated, committed and well matched with their chosen career path.
- Despite all the challenges imposed by lockdown, we have found new opportunities, particularly in the digital economy, which has broadened the prospects for our youth, both in direct roles, and in support services, for e.g. scooter delivery drivers.
- To date we have successfully recruited 3 103 candidates who are in various stages of onboarding, contracting and training.
- We have managed to increase our pool of disabled candidates, most of whom have are quickly placed in different opportunities



PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

WORK READINESS PROGRAMME

The work readiness programme is offered at four ATS centres in Gauteng – Alexander, Braampark, Diepsloot and Orange Farm, and one in the WC – Mfuleni. We also offer an accelerated programme at our Hyde Park and Houghton Hotel facilities.

Objective:

To prepare young people for the workplace by providing them with the critical skills needed to prepare them for the working world.



CHALLENGES

- Network and electricity problems remain an ongoing challenge at the centres but this is being addressed by issuing key staff with dongles and installing generators at the more problematic sites.
- Social distancing has meant that the number of candidates attending the centres each day has to be limited. This has required groups to be split rather than everyone attending at once.
- The centres are struggling to recruit suitable candidates for the various programmes as many of the applicants fail at the assessment phase.

ACHIEVEMENTS

- In the early stage of lockdown the centres had to remain closed and all activities offered virtually. To assist access, data was distributed to candidates which promoted participation in all online activities – course completion, Zoom check-in's, master classes and a health and fitness programme. Candidates demonstrated maturity in using the data received responsibly.
- Another barrier – access to smart devices, was partially overcome with the purchase of tablets and android phones. Fortunately, with the move to level 3 the centres could re-open, allowing candidates access to computers and wi-fi to continue with their studies.
- Thanks to the generosity of our donors, we were able to supply our unemployed alumni with food parcels during the hard lockdown period.
- We have launched the use of a loyalty app – Zlto – which rewards positive behaviour. Candidates that engage in activities that contribute towards personal growth like learning, or in community upliftment e.g. volunteering, receive redeemable vouchers for food, electricity and other essential items



PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

SPECIALISED TRAINING

Objective:

To offer specialised/demand driven training for candidates interested in the retail, hospitality, finance and IT fields.



CHALLENGES

- Technology is a major barrier for many of our young people, as most have had little or no exposure before enrolling in one of our programmes. Before they can get started, they first need basic training to be able to access course content, which does delay the process.
- Covid-19 forced us to adapt our programmes to function within the changing landscape, most notably transitioning to offering training virtually during lockdown. This led to an additional challenge – ensuring our young people had access to smart devices and data to participate in the training courses. We were faced with unplanned expenses as we had to buy android phones for some learners and data for most of the participants, particularly during the initial hard lockdown phase.
- Booking slots for candidates to take their learners licence test as part of the Driver Training programme is proving to be very difficult. Only a limited number of slots are released every day so staff are taking it in turns to check availability during the night and early mornings.

ACHIEVEMENTS

- Graduates from the work readiness programme have been presented with opportunities to enrol in a selection of demand-driven skills training courses, including:
 - Retail
 - ICT
 - Fintech
 - Driver's license
 - Hair and beauty
 - Hospitality – scooter delivery drivers and baristas
- So far this year 711 candidates have enrolled in one of the specialised training courses on offer.
- We have developed a blended learning approach to training that offers online educational material and exercises combined with traditional face-face classroom teaching, as this has proved to be the most successful form of learning for most candidates. The formal learning is followed up by practical workplace experience and/or learnerships.

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PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

WORKPLACE EXPERIENCE (INCLUDING YES4YOUTH)

Objective:

To provide opportunities for youth to gain practical work experience by being placed with host organisations for six to twelve months, where they receive on-the-job training as well as guidance and support in adapting to a working environment.



CHALLENGES

- Lockdown interrupted the work experience for many candidates, but we were able to identify opportunities to keep candidates involved during this time. These included completing and submitting their training modules on the YES4Youth app, enrolling in online training opportunities, and assisting with food parcel distribution.
- As the lockdown regulations began to ease, candidates who were still unable to work were encouraged to volunteer in their communities. Most embraced this opportunity but surprisingly there were a number of young people who were resistant to this programme.
- A frequent challenge is transport, with candidates struggling to get to their host sites. In some instances alternate hosts have been sought, but we are now trying to place candidates in areas that are more accessible in relation to where they live.
- As some of our YES programmes are coming to an end, there is increasing pressure to sustainably exit the candidates. To achieve this, we are looking at how we can strengthen the absorption strategy to encourage host sites to retain the candidates after their work experience placement ends.

ACHIEVEMENTS

- We have successfully retained 95% of our YES candidates. The main reasons for attrition are finding permanent employment and pregnancy, neither which is attributed to any problems within the programme.
- To assist candidates impacted by the lockdown, we launched the 'Qinisela Vuka Uyosebenza' campaign to place 114 candidates at new host sites on a voluntary basis to ensure they could complete their work experience.
- 10 YES candidates participated in the Afrika Tikkun Alumni Network Annual Business Summit/ Entrepreneurship 2020 competition. For more details of this programme please see the Alumni section below as well as a case study at the end of this report.
- Valuable lessons have been learnt from the "YES" experience, enabling us to continuously improve our workplace experience programmes.
- We have approximately 1 300 candidates in our workplace experience programme, and have onboarded an additional 454 new young people this year.

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PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

LEARNERSHIPS

Objective for corporate learnerships:

To bridge the gap between classroom learning and on-the-job practice.

Objective for SETA funded learnerships:

To secure SETA funded learnerships for eligible candidates covering a range of vocations: end-user computing; child and youth care; social auxiliary work; project management; business administration; and generic management.



CHALLENGES

- We are awaiting our final accreditation certificate as SETA still has to conduct a site visit of the training centre. We are exploring the option of a virtual site visit to try speed up the process.
- Due to the large number of SETA candidates we are anticipating that we may not have enough host sites for all the generic and project management learners, so are focusing on recruiting additional partners.



ACHIEVEMENTS

- To achieve our 2020 mandate of obtaining accreditation with various SETA's, we applied to QCTO in April and received a letter of intent for six qualifications: Project management; Generic management; Business administration; Hairdressing; New venture creation; and Contact centre. The quality management systems and learning materials were finalised back in June so now just waiting for SETA to do a site visit.
- All our corporate learnerships are progressing really well. To ensure all requirements are met we have adapted aspects of the programme to meet the recently revised SETA regulations
- All our SETA funded programmes are progressing smoothly:
 - Generic management and project management – theoretical training reports show steady, progressive learning
 - Social auxiliary work – all candidates are benefiting from work place experience at various NGOs/CBOs in Alex
 - Child and Youth Care – on track
- All our learners are being offered additional opportunities to be multi-skilled through UDEMY licences and the Global Skills Initiative



PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

BURSARIES

Objective:

To identify young people with tertiary acceptance who meet funders' criteria and offer end to end Bursary funding, academic and psychosocial support.

CHALLENGES

- Due to staff vacancies this division is behind on its financial and headcount targets, but a new department head was appointed in July so we expect to start getting back on track in the next few months.
- Need to secure more funding in this division to enable us support the pool of young people awaiting bursary funding.

ACHIEVEMENTS

- We have begun building relationships with tertiary institutions to improve bursary networks and opportunities.
- Working towards improving internal delivery strategy for this division.
- Our current 26 bursary candidates are doing well and progressing satisfactorily with their studies.



PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS

ALUMNI NETWORK:

Objective:

To offer a platform for Afrika Tikkun's youth beneficiaries which enables them to share experiences, offer and receive support, get updates and information about job opportunities, and career guidance.



CHALLENGES

- Unfortunately, some alumni candidates lost their jobs as a result of Covid-19 or were already unemployed at the start of lockdown. They had to be referred to the Social Services Support Department for assistance with food parcels and basic necessities.



Business Summit Top 10 Finalists

ACHIEVEMENTS

- The Afrika Tikkun Alumni Network Annual Business Summit/ Entrepreneurship 2020 competition was launched in June, with entries submitted by 30 ATS alumni. The top four candidates were selected from this group, each receiving a tablet and a Start Up School entrepreneurial mentorship contract.
- The top ten entrants each received a free Udemy online learning license to advance their skills in a field of their choice.
- By joining the Alumni programme, our young people receive the support they need – psychosocial, material aid and mentoring, and are matched to any new job opportunities. Because of this the Alumni network is steadily growing and already has 2 749 members.



PROGRAMME DELIVERY

PROGRAMMES / DIVISIONS



CHALLENGES



ACHIEVEMENTS

This year 1 000 youth have completed the work readiness programme.

The topics covered have included:

- **Work Skills:** A basic introduction to finding and securing employment, how to conduct oneself in a work environment, and what a job description entails.
- **People Skills:** Building confidence in communicating with diverse people in the workplace by improving the soft skills that provide them with insight into how to behave and communicate with others in a professional manner.
- **Entrepreneurial Skills:** How to start up their own business through a series of sessions based on business and business management.
- **Money Skills:** Learning how to create a personal budget and manage their finances effectively.
- **Effective Communication:** Understanding and practicing effective business communication skills.
- **Diversity Management:** Working with diverse people in the workplace.
- **Interpersonal Skills:** Creating a cohesive working environment.
- **Customer Service:** Understanding the needs of a customer and providing excellent service.
- **Presentation Skills:** Confidently presenting to a wider audience.
- **Leadership:** Developing self-leadership skills

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CASE STUDIES

Below is a selection of case studies submitted by our young people. We have kept the editing to a minimum to retain the essence of their stories, so please forgive the occasional grammatical or other errors – for many of our candidates English is not their first language.

CASE STUDY 1: MPHO CHERYL MUDZIWA

My name is Mpho Cheryl Mudziwa (25), Alexandra Career Development Programme (CDP) Work Readiness Program candidate. Months ago, I was an unemployed and a hopeless young person who had just completed her studies. I was only looking for a chance to be part of something productive. I was eager to learn, meet new people and be impacted. In my quest to finding a platform that caters for what I was eager about. I joined Afrika Tikkun Services (Phuthaditjaba Centre) and little did I know that I had just found a home away from home. I was immediately taken by the "can do" spirit that the facilitators influence and the welcoming gestures from the rest of the staff.



It has been quite an informative journey right from the beginning till this day. The Work Readiness Program has been eye opening in a sense that it offers vital skills for the workplace and not only that but it helps you grow as an individual. The most important thing that made me feel impacted was the future leadership journey. This is where I had to sit back and self-introspect. I had to reflect on my past decisions and how they have influenced who I am today. It is an essential course I can recommend for young people to rediscover themselves right from character traits, passion, drive, goals and basically where they would want to be in future.

We are living in country where a lot is going on with the global pandemic that has befallen us. Life hasn't been easy as it has put a strain on our economy. The pandemic has resulted in a high rate of socio-economic issues amongst other things and that's where Work Readiness Program comes in handy as it tackles some of these issues during the training.

President Ramaphosa has also mentioned that gender-based violence should be considered the second pandemic in South Africa. This alone emphasizes the seriousness of it and how badly it is continually increasing. After the gender equality lesson, I am now much more informed about accepting people and not victimize them because of their gender. In the spirit of celebrating women's month let us celebrate women and strive to acquire knowledge because when we know better, we will do better.

In a nutshell this career development program has played a huge role in my life. I can confidently say that it is a life changing experience that broadens up your perspectives as well as challenge you as an individual to be better. If we educate young people, we stand a chance of securing a well-informed generation that will bring forth change.



CASE STUDY 2: SAM MAKGOSHING

My name is Sam Makgoshing (28), a Public Relations Management graduate from the University of South Africa and a member of Alexandra's Afrika Tikkun Phuthaditjaba centre, Career Development Programme (CDP) Accelerated Work Readiness Program. I heard about the Afrika Tikkun Accelerated Work Readiness Program from a friend of mine and decided to take a look and see what I can learn. I was mentally ready to learn, and interact with a new mind-set and a different perspective on life, wanted a difference in my life, with the understanding that a better version of myself is better for everyone around me. I then submitted my documents at the Phuthaditjaba Centre, here in Alexandra Township.

I am a young person with a passion for youth development within my community and want make a positive impact with the lives of young minds in my community. I needed to associate with people who are already doing that, who are passionate about youth development and who does a better job than Afrika Tikkun Services? "No one", and most importantly I needed to develop myself first before I can inspire the next person to do so.

The Accelerated Work Readiness Program has been very eye-opening in a sense that it offers vital skills for the workplace, but not only that, it also helped me grow immensely as an individual. My self-esteem and believe has gone up in a positive manner. I had to sit down and reflect on my past decisions and how they have influenced the person I am today.

To the young persons in my community I challenge you to take on the Work readiness program, you will walk out as a totally different person, with a new mind-set and equipped with much needed skills to take on life's challenges. With the current unemployment rate striking high numbers, one needs all the skills they can get and a strong mind. The global pandemic (COVID-19) hasn't done us any favours in fact it has worsen things.

In conclusion, the Accelerated Work Readiness Program was exactly what I needed, I am now confident, believe in myself more, ready to make a positive impact in my community and little did I know that the program comes with Drivers Program, now I am in possession of a learner's license and busy with my driving lessons all thanks to Afrika Tikkun, I came here for self-development and walking away with so much more. I will leave you with the words from our president Mr. Cyril Ramaphosa "it is in your hands" whatever you want, whatever you need, it is in your hands.



CASE STUDY 3: SHIAMUKERISIWA NKHWASHU

The keys are in the ignition. Just like driving through the misty mountains of George's Valley in Limpopo Tzaneen that is home, it is courage, blind faith and trust in the process that has allowed me to come this far on the journey with Afrika Tikkun Services. The start was as a candidate and now, proudly so, an alumnus at Uthando Centre. All thanks to the completion of the Career Development program with the help of dedicated facilitators, caring social workers, caring staff and members of the Centre that often went the extra mile to make me feel at home. I can safely say I have a new family, a new home, and a new take on life as a whole.

Uncertainty can breed a lot of fear, and fear can hinder us from realizing our full potential. I was not so sure about what to expect from the Centre when I first came to do an assessment and only hope to be accepted into an initiative that could possibly help bridge the gap between unemployment and prosperity. With the unemployment rate so high in our country and not knowing how to get your foot through the door in this market, or where to go, as the youth we find ourselves in desperate situations and ultimately being defrauded by chance takers and criminals at large taking advantage. I saved myself by believing in the organization, and trusting in the process, no matter how bumpy the ride became at times.

Out of this experience I take out a lot of knowledge and wisdom, some new found courage and abilities that have been unlocked. Throughout the course I have learnt and gained valuable insight into the working world and the new world at large. These are ever changing times and whatever it is that you need to do to have a competitive edge, you need to grab that opportunity with both hands and adapt to changes. It's principles that serve as the building blocks for our prosperity.

With the Future Leaders Journey Principles, I have reached a new understanding and appreciation for Self-regard, Self-initiative, Character, Perseverance, Adaptability and Communication which stand out the most. It is important to realise and work on these aspects individually in order to be a true leader. These are in line with People Skills that one needs in order to get into, and stay in the working environment. How you present and conduct yourself around stakeholders matters a great deal. Thus, it was always important for me to be impeccably well groomed, courteous and open-minded during the journey.

Taking these principles into consideration and pairing them with Money skills and Entrepreneurial Skills which stem from being economically and financially aware, one sees the importance of not knowing but understanding the jargon used in these sectors. We are exposed to making decisions that are responsible and smart, both professionally and personally.

As much as your People Skills and Money Skills give you a competitive edge, one still needs the Technical Skills to secure their place in the working environment. Computer Skills are important and need to be renewed as much as technology changes and advances. I believe our course on Digital Literacy will go a long way in keeping us relevant and equipped to adapt and advance as systems do the same. Fun, motivation tears and laughter.

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Developing Young People
from Cradle to Career

However, the journey wasn't always so serious, there were laughs, smiles and good times had with my colleagues that have now become good friends and I consider to be family. Any outdoor activity can facilitate team-building. Sports and Fitness days did exactly that for us. Team work, having fun and keeping fit all wrapped into one. Just the same way a Career Day should be, multifaceted and that it was. We had motivational speakers, success stories and empowerment from people who have benefited from Afrika Tikkun Services. This was the proof and motivation we needed to keep on trusting in the process.

This journey was never about reaching a destination, neither is the pursuit of happiness; along with prosperity, finding purpose and peace of mind. It is all about the journey. I can proudly say that my securing a position in the Yes Program is not my final destination, but a tremendous building block towards the life I wish to live. I conclude with the words from a song by American singer Miley Cyrus. "There's always going to be another mountain, I'm always going to want to make it move. Always going to be an uphill battle; sometimes I'm going to have to lose. It isn't about how fast I get there or about what's waiting on the other side - It's the climb."

It is with heartfelt appreciation and gratitude that I continue my journey from Afrika Tikkun into the working world, not to leave but to go out there and represent this magnificent organization. To promote it and embody its values as I enter this new world equipped and ready to work.

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CASE STUDY 4: LEBOGANG PORTIA MKHWANAZI



Lebohang (26) is a young woman residing in Evaton. She completed her primary schooling in 2007 at Letshego Primary School and finished her secondary schooling at Tsolo Secondary School in 2012. The following year she went to study at Flavius Mareka FET College in Sasolburg where she completed three months studies towards an N3 in mechanical engineering. She later completed a basic computer literacy course at Bophelong Community Centre.

Lebohang recently graduated from the Career Development & Placement Programme at Afrika Tikkun Arekopianeng Centre. She recalls learning what ubuntu is and how one should treat others in a respectful manner. She also learnt about resilience, time management and punctuality, especially at the workplace. "I also learnt much from the "future leader" programme. The principles really helped me a lot especially when it comes to my real life, helping me to be always motivated, to boost my self-esteem when I am around people. Future leaders also helped me to know and how to apply those principles in my life and in a workplace" Lebohang said.

After her successful completion of the CDP programme, Lebohang participated in the Annual Alumni Business Summit because she realised that she is passionate, innovative and loves solving problems in her community, hence she opted to start a small enterprise. Her business idea was opening a hair salon and beauty shop for selling cosmetics. "I also noticed that a lot of young people in my community are unemployed and I would like to use this business to transfer skills to them by teaching hair and beauty services to young girls who are not working and create jobs in my community. I have worked selling sim cards as well as selling Botle Buhle products for the past 5 years, so this has enabled me to interact with different customers and further gave me experience in working with different clientele" she said.

The Business Summit was not easy but it motivated me to open my business in a short period of time and I managed to win the competition. I am very grateful to Afrika Tikkun and would like to thank everyone who supported me during the competition. The prizes are very nice and they include a start-up Schools Flagship Entrepreneurship Course worth R18 900 and one on one mentorship sessions, among others. I am very blessed to have Afrika Tikkun and also very humbled to say thank you for everything you have done for me, from helping me with food parcels to helping me in getting new skills. I appreciate your help and your effort Afrika Tikkun, what I would do without you in my life, I will forever be grateful, thank you Afrika Tikkun "Lebohang concluded.



CASE STUDY 5: PHUMZILE VALASHIYA

COFFEE CHANGED MY LIFE.

Difficult roads can sometimes lead to beautiful destinations. This is so true of my life journey so far. My Name is Phumzile Valashiya and I come from a township called Orange Farm out in Vereeniging.

I have been brought up by my family and they have shown me the true meaning of love, respect and support. Growing up in a township is never easy especially when there's less opportunities for one as a young individual to unleash one's potential, it takes a lot of self-discipline, respect and vision to survive in a township and above all determination to succeed.



I have always been a go getter, someone that despite the adversity could always see the light. But it's what one does with that little ray of light that makes a difference. I strongly believe in grabbing opportunities with both hands when they are presented to you. I was given an opportunity to go unleash my potential through a triathlon as a swimmer in London, Germany and Out in the USA/Las-Vegas back in 2014 for an NGO called Afrika Tikkun. This was an incredible experience for me, and I am extremely grateful for that incredible opportunity.

Africa Tikkun presented me with a Barista learnership and that's where my life changed for the better, and that's where I fell in love with Coffee.

There was a group of 12 that were selected to be trained one of the best Barista trainers known as Belinda Flynn who established Flynn Coffee. This was a real privilege. Her passion and enthusiasm and love for coffee is incredible. She really shares this knowledge with her students and creates such a passion within each one of us. Belinda gave us such insight into the various flavours of coffee and even mentioned that coffee comes from cherries. The knowledge I have gained from her training has laid such a strong foundation for me in the coffee industry and I am forever grateful for this. I guess when life gives you lemons, trade them for coffee and this is exactly what I have done.

I am now one of the head barista's of Flynn Coffee and the manager of our new store in Braamfontein. We have a fantastic team who knows the importance of serving an excellent cup of Coffee and about exceptional customer service.

It doesn't matter where you get your start — it matters where you end up. I am truly blessed to have ended up part of the Flynn Coffee Group and I am so grateful to all those who have made this possible for me. The Flynn Family have embraced me into their lives and Flynn Coffee Co is my second home. I know we are on the road to success and growth and I look forward to travelling this exciting journey with all those amazing people and helping others who started out like me.

There is hope and opportunities out there we just have to have Patience, persistence and perseverance and perspiration as these make an unbeatable combination for success. I hope to see you at one of our branches – either in Kramerville or Braamfontein.



FUTURE PLANS

- Accelerate the entrepreneurial training programme for all YES candidates with an interest in setting up their own business and becoming self-employed.
- Strengthen our strategic alliances and partnerships to scale up programmes and ensure a national reach.
- Plan a networking event for partners and investors.
- Secure additional facilities for training that are safe and accessible to our youth.
- Accelerate implementation of additional specialised training and bursary programmes.
- Launch Microsoft's Global Skills Initiative.
- Launch the pilot Presidential Youth Service Programme in partnership with Harambee
- Increase the pool of companies who would like to make use of our BBEE, Skills Development Facilitation and Employment Equity Consulting Services

CONCLUSION

Youth under 35 years are the most vulnerable in the South African labour market with the unemployment rate amongst this age group reaching 59,0% in the 1st quarter of 2020. Youth unemployment has already reached crisis levels, and this crisis will intensify as the country struggles to recover from the impact of the Covid-19 pandemic. Unless youth are afforded the opportunity to learn skills that will help them earn an income in the "new normal" society that is emerging, South Africa will be left with more than 17 million young people living on the margins of the economy with limited earning potential. This will result in prolonged joblessness and an ever-growing number of people reliant on state grants, placing significant pressure on government's resources.

ATS recognises that by working with members of our communities, as well as private and government sectors, we can effectively address key youth employment gaps and give young people the opportunity to not only survive, but thrive in adulthood. Thank you for being a part of their journey. On behalf of all the young people receiving the skills needed to prepare them for the workplace and economic empowerment, we extend our heartfelt thanks for your ongoing support.

Sincerely

A handwritten signature in black ink, appearing to read 'Onyi Nwaneri', is written over a circular stamp or seal.

Onyi Nwaneri
Chief executive officer