



Learn to Earn

June 2008

a hand up - not a hand out

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

Farewell to a Pioneer

On behalf of Learn to Earn Board members and staff (past and present), I would like to express our condolences to Yvonne and the Fisher family. We wish to tip our hats to our founder and pioneer, Doug Fisher.

“Pioneers are a special breed of people. They take the world as it exists and begin to transform it into what it could become. It requires confidence in one’s unique perception, vision, or hunch (which detractors call madness), the courage of one’s convictions (which detractors call stubbornness), perseverance, persistence, and ‘stick-to-itiveness’ (which detractors call pigheadedness), and confidence in one’s ability to succeed (which detractors call arrogance).”

Pioneers always face resistance: from those not sharing their convictions, those whose beliefs are being challenged, those with a financial interest in maintaining the status quo, and those who would steal their work. They have to have personalities able to deal with this resistance.”

Quote by Udo Erasmus

The thoughts expressed above are confirmed in a report that Doug compiled in December 1991:

“During my recent illness I could reflect on what the Lord has done in our lives and in the growth of the project. It was a very rewarding time and I came to realize that ‘Everything begins with the Lord’. Although laid low, my faith was greatly strengthened.

I could look back over the past two and half years and see just what He had done and how utterly dependant we are on Him. Every move forward was made possible by the Lord. And it is with great gratitude I have now firmly fixed in my mind and heart that ‘everything begins with the Lord’.



Anyone who has worked full-time in a township for some time has been bruised. The first 18 months were fraught with all kinds of difficulties – suspicion and sometimes anger and threats. But one has to have the conviction that this is where the Lord wants you and persevere. Criticism often comes from unexpected sources – and hurt. But the Lord told me to work in Khayelitsha – of that I have no doubt – and I’ve not yet heard Him tell me to quit.”

Quote by Doug Fisher

Thirteen years on since taking over from Doug, I continue to marvel at his perseverance, courage and commitment demonstrated every day. Most of all, I respect his obedience in following God.

Doug, your obedience and courage of conviction remain a challenge to us and your words “FAITH IN ACTION”, an inspiration. Rest in peace.

Roché van Wyk



Indlala Iphelile - poverty is over!



Pholoso Ramathokang
Aged 21, single, father of one
Khayelitsha Graduate

After graduating from a 15 week Woodwork course in June 2007, Pholoso was placed at a Woodwork business in Cape Town by Learn to Earn (LtE). After an accident, Pholoso's physical strength was compromised and he was no longer able to perform laborious tasks

at work. He decided to accompany a friend to a hotel to enquire about vacancies. There were no positions at that establishment but the Porter Manager recommended Pholoso to his counterpart at The Cullinan Hotel. Pholoso got a job as a porter and he considers it a miracle that he has this job considering that he had no prior experience or training. "I had no focus or confidence in myself before I registered with LtE. My life has improved so much since then and now, I want to build a stable environment for my son to grow up in. I pray that I will have an opportunity someday to help all the people who believed in me." Pholoso has expressed interest in LtE's Office Administration course so that he can grow within The Cullinan Group.



Mnoneleli "Mno" Mbabala
Age: 22
Khayelitsha Graduate

Having completed a Desktop Publishing course at LtE in 2006, last year Mno won a three year bursary to study at the prestigious Ruth Prowse School of Art in Cape Town. Julia Baker (Design Trainer) also recommended Mno to Snowflake Bake-for-Profit and he designed their course manuals.

"I am in my first year of tertiary study and I enjoy it very much. During my DTP training at Learn to Earn in 2006, I discovered my passion for Design. I learned how to be comfortable with a computer and to design letterheads and business cards. LtE laid the foundation for my current studies and their training will help me when I seek employment and also when I open my own studio some day."

Mno went on to say that he thoroughly enjoyed the Discipleship training because "I met people from different churches and thought it was cool to talk about God in the classroom. I also realised that I needed to live my life positively and my fellow students' input has played a role in shaping my character."



Lulamile Raru
Age: 37, married with one daughter
Khayelitsha Graduate

Lulamile was unemployed for a year when in 2002, his dad sponsored his training in LtE's Woodwork school. "After graduating in June 2002, I found a job but in 2003, Leslie (LtE Woodwork Trainer) suggested that I visit Westcape Joinery as they had vacancies. I started an apprenticeship at Westcape Joinery on the 5th July 2003." says Lulamile.

From the 3rd – 5th March 2008, Lulamile wrote his Trade Test, passed and is now a qualified artisan. When asked how he felt about this accomplishment, he said: "Firstly, the money is so much better that in March I bought a plot of land in Mfuleni and construction of my home begins in May 2008. I am so proud of the practical training I completed at Northlink College and that I passed the Trade Test on my first attempt even though it was done in English and I speak Xhosa." About LtE he says "LtE was amazing because I learned so much and the people all treated each other equally. Out of the ten students in my class, nine of us had no previous woodwork experience yet we all graduated with basic skills and found employment. Thank you LtE for training me and having faith in my abilities and I thank God everyday for who I am today."



Miselwa Nase
Age: 21
Hermanus Graduate

Miselwa was raised in a very poor home where her mother was unemployed and her father laboured on a farm in East London. She dropped out of school in Grade 11 due to financial constraints at home and moved to Hermanus to live with her older sister. It was her sister's idea that Miselwa register for LtE's Home Management course. Says

Miselwa: "I wanted an income so that I could continue with my schooling because I always dreamed of being an educated lady and I intend achieving my dream. I have enrolled at Qhayiya High School for evening classes which started on the 28th January. I commit myself to God because I know His ways are right. I also don't want to disappoint my family. I grew up in East London surrounded by women who prostituted to support their families. I thank God for saving me from that life. I thank LtE for everything and I thank the Hermanus Branch Manager, Rina who was a mother to me and took care of me." Miselwa completed her training course in July 2007. She was placed on the 1st of November 2007 as a cleaner and shop assistant at Goozi, a kitchen accessories store in Hermanus.

2

new courses offered...

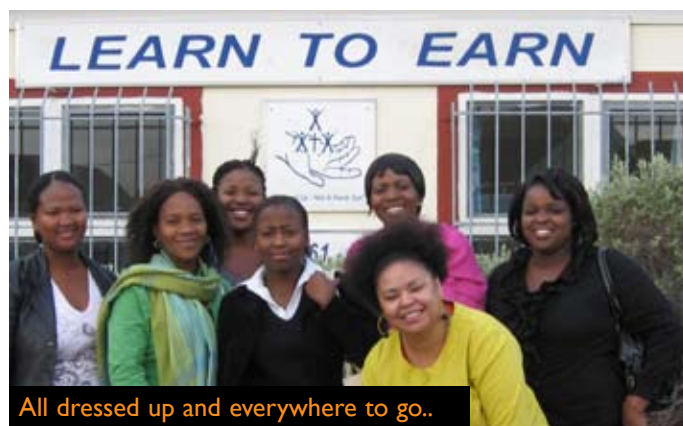
Khayelitsha has been set alight this year with trendy young people spouting colloquial phrases like “cool” and “mzantsi” who are completing a ten month long Graphic Design course and a ten week long Office Administration course.

The training was sponsored by the Nelson Mandela Children’s Fund and the capital was granted by M633, INC and the Rotary Club of Wynberg.

Office Administration

This course is offered to matriculants who wish to enter the workplace as a receptionist or office administrator with a view to grow within a company. This course is also backed by Life Skills, Business Skills and Discipleship (optional) and covers Introduction to PCs, MS Office, Using email and the Worldwide Web, Telephone Etiquette, Business Communication and Administration.

An official opening was held at our Khayelitsha campus on Friday, 16th May 2008. We had good representation from our business partner: Amperzand, members of the LtE Board and lecturers from mainstream design institutions.



All dressed up and everywhere to go..

Office Admin. students went on an excursion on the 7th May 2008 to visit two corporate companies: Psionet and Berry & Donaldson. We are very grateful to them for opening their doors to our students. Pictured here from l-r: Ncebakazi Vokwana, Yoliswa Madotyeni, Busisiwe Ganta, Sekela Cungwa, Lumka Phillip, Siyanda Xhanga and Suenique Boois (Trainer) in front



Julia Baker (Trainer) and Roché van Wyk (Director) cut the ribbon



Bongiwe Basela

Graphic Design

This course is offered to matriculants who do not have the financial resources to study further; providing them with a bridging course for tertiary study, skills for freelance and entrepreneurial pursuits or job placement/internship opportunities. The course is backed by Life Skills, Business Skills and Discipleship (optional) and covers the following topics: Introduction to the Apple Mac, Photoshop, Adobe Indesign, Adobe Illustrator, Drawing Skills, Design Skills, Critical Thinking, Visual Literacy and Art Theory. The course has been developed in conjunction with the University of Stellenbosch’s Graphic Design department and the students attend lectures at the university once a week.

Bongiwe Basela (Graphic Design student) addressed our 40 guests. She spoke on behalf of her classmates on her learning experiences thus far. She was a very eloquent speaker and delivered an impressive speech. She thanked Learn to Earn and the Nelson Mandela Children’s Fund saying “The Bible says *blessed is the hand that giveth than the hand that receiveth,*” and “Then, there are Stellenbosch University lectures which we attend once a week for an entire day. That is where we study Theory and the History of Art, including Typography and painting styles. Being at the university is really awesome. We get a thrill out of being there with our bags at our sides feeling like one of the students.”

Learn to Earn expands...



L-R Matshidiso Mogashoa (CSI PetroSA) Rina Maree (Manager LtE Hermanus) Dan Marokane (Vice President Operations PetroSA) and Roché van Wyk (LtE Director)

It is happening!

The first sod was turned on the 10th of April for the long-awaited facilities needed by the Hermanus branch of Learn to Earn. A generous donation of R3.1 million from PetroSA plus the proceeds of several fundraising local events will be used to begin construction. The contractors, Power Group, met the tendering criteria and offered the best price. Their BEE compliance was in place and a bonus is their excellent motto; Unashamedly Ethical.



Golf Day 2008

Learn to Earn's very popular fifth Annual Golf Day was held on Thursday, 20 March 2008 at the De Zalze Golf Course.

136 golfers were presented with superb playing conditions in fine weather. The day was rounded off with delicious dinner followed by an impressive prize-giving.

The fearsome foursome made up of Ian Dry, Craig Browne, Mike Brooks and Dave Rundle won first prize for the second time! They happily took home a bottle of Moët champagne sponsored by Really Great Brand Company and a Weber braai courtesy of WeberSA.

Thank you to our Presenting Sponsor, Maserati (Viglietti Motors), who partnered with us for the fourth consecutive year.

Thank you to our Sponsors: Maserati (Viglietti Motors), Fifth Quadrant, Standard Bank, Power Group of Companies, Really Great Brand Company, Dial-a-Surprize, Fairview, Petersen's, Natural Herbs & Spices, Suikerbossie Restaurant, Weber SA, Sunspray, Seidelberg Wine Estate, Avondvrede Wine Estate, Africa Geographic, Baxter Theatre, Rose Foundation, Dynamic Frames, Friedman & Cohen, Sportsman's Warehouse (Rondebosch) S w a g g , Highbury Safika Media, Tag Group, Canterbury, De Zalze Golf Club, Master Builders and Allied Trades Association, Brandhouse Beverages, Psionet

ALERT: We are celebrating our 20th anniversary by hosting a double header Golf Day with 240 players on Thursday 19 March 2009 at De Zalze Golf Course. Please contact Candice Collins (details supplied on last page) for more info.



The winning fourball





Learn to Earn's latest Association member

In 1999, a group of individuals from Durbanville Baptist Church approached Learn to Earn in the hopes of combining efforts to set up a training institution for the unemployed people of Fisantékraal, an impoverished community in Durbanville, Western Cape. The result of these efforts was a third branch of LtE, which opened in 2000 and operated from a farmhouse on Stanler Farms - 3km outside of the township. The branch was temporarily closed in 2005 and the plan was to re-open in a new building within Fisantékraal in 2006 on land owned by LtE.

In May 2007, Roché van Wyk (LtE Director) met with a group of people from Durbanville who expressed an interest in LtE and sought ways of being involved in our work in Fisantékraal. Following these discussions it was agreed that LtE Durbanville be made an Association member called the Fisantékraal Centre for Development (FCD). The FCD will operate on LtE's land in Fisantékraal on which they hope to begin construction as soon as enough funds are raised.

The people involved in FCD have united from various local churches in the community, such as NG Kerk – Bergsig, the Presbyterian Church, the Baptist Church, the Methodist Church and the Durbanville Community Church. Mr. Neville Goodwin, past chairman and member of the LtE Training Board for the past ten years, has been elected as chairperson of the FCD Board.

With greater ownership and a support base from the Durbanville community, we hope this project will be fully functional soon. It will introduce training interventions which will have been determined by our analysis of market and product needs in the community.

The community analysis for the Fisantékraal area is due to commence within the next few months.



FCD Board from L-R: Annemaré Visser, Roché van Wyk, Neville Goodwin, Linda Oosthuizen, Martin Slabbert Inset: Dale Blom



Help LtE to build a house in Mfuleni!

Habitat for Humanity South Africa is a non-profit, non-governmental Christian housing organisation dedicated to the elimination of poverty housing in South Africa and committed to making decent shelter a matter of conscience and action. Their vision is to provide "A world in which every person has a decent place to live".

We would like to invite individuals, families, groups and corporate supporters to join us on this build. The proposed building of a house in Mfuleni, Western Cape will take place on the 8th to the 12th September 2008. LtE has two targets for the build: we need to raise R68 000 and also provide at least 15 people per day for the five days. Bring your team of staff or your families and build a house for a disadvantaged family with LtE. Join us for the entire week or for a day. We want YOU to be involved!

Do you think this is a worthy team building exercise? Would you like to make a contribution with your family or do you have more questions?

Please contact Candice Collins on info@learntoearn.org.za or telephone (021) 361-5972 for more information. To make a donation please make a deposit into Learn to Earn's bank account which is supplied on the back page of this newsletter with ref: HHBlD.

Director's note...

What Pandemic?

We hear so much about the HIV/Aids pandemic facing South Africa and the world and rightly so, however, I believe that we are facing an enormous pandemic of another kind in South Africa. This pandemic has infected every level of society.

With democracy in 1994 we voted for change from abuses of power, discrimination and racism, and for a Constitution with human rights as a cornerstone and respect a hallmark for everything else. Since that optimistic start our country now finds itself, in my opinion, in the advanced stages of a total erosion of ethics, values and integrity in the individual which soon becomes institutional – business, government and then every other sector of society.

We have a major problem when a salary related teacher's strike forces a hospital to close its doors. This happened on three occasions at a hospital in Kwazulu Natal where teachers invaded the hospital forcing critically ill patients to be sent home and prevented from getting medical help. In one situation a 14 year old child was prevented from receiving emergency treatment after being run down by a taxi outside the hospital. The result was an innocent life lost in the name of "rights." Compounding this situation was that these "educators" then threatened the community with their lives if they testified against them. Therefore, it is not surprising that we can spiral into such chaos as we have seen recently with the xenophobic attacks around the country. These demonstrations have provided further opportunity for us to witness the lowering levels of ethics, morality and integrity of our society. These actions in my opinion have seriously undermined our constitution, our stand against racism and have left our national anthem void of essence.

In research done by Grant Thornton, an international auditing company, among 300 privately owned businesses that employ between 100 to 400 staff it was found that 72% of staff or their families had been affected by crime. (Source: *Business Report, Tuesday, 20th May 2008*) Even though this is down from the 84% of the previous year, it still gives us reason to lament the high levels of crime and lawlessness in our country.

I challenge that even we who are not considered to be criminals omit from our discussions our own jumping of queues in merging traffic, or our lack of acknowledgement when we have been undercharged yet when we are overcharged we seek immediate correction. Consider also our integrity in business in relation to the taxman or the buying of "bargain goods" that we know have been unethically acquired or charging for services not rendered.

Another more poignant fact is that South Africa is labelled number ONE in the World for white collar crime according to a PriceWaterhouseCoopers report.

"In SA the percentage of SA companies that said they had been subjected to white-collar crime decreased to 72% in 2007 from 83% in 2005. Globally, 43% of the companies surveyed said they had been subjected to economic crime in the past two years, down from 45% in 2005.

While fraud is committed by people at every level and in practically every department, 'figureheads' within SA businesses are responsible for 17% of all reported frauds and have been in the company for an average of seven years."

Source: Mail and Guardian: 16th October 2007

Learn to Earn completed a research project in which we interviewed 32 businesses from a central industrial and business area. Of the information gathered, 73.5% indicated that ethics (integrity and honesty) was what they looked for in an individual and expected reliability, punctuality and attendance from their employees. Capability (skills and knowledge) only came in at 17.6%. This is indicative of our pandemic and that a base ethical foundation can no longer be assumed.

It has become incumbent upon institutions and other external bodies to enforce / impose values upon people in society. Everything needs to be policed. The state of our decay is so that when your house or car is broken into, or you or your business is robbed, we make remarks such as: "Well what do you expect if your alarm was not switched on?" or "You should not have carried so much cash with you!" implying that one's conduct invites crime.

Despite having so many faith and value based organisations, businesses with mission and value statements and a majority of our population claiming a faith association is cause for grave concern in our country.

We need to heed the warning that the time for rhetoric is over and that lifestyle action and ownership is required for change to happen. So, I will start with myself and work on my internal values.



Roché van Wyk
Director



Learn to Earn news

Congratulations to Vanessa van Coller née Masencamp who married Garth on the 1st of May 2008!

We also celebrated her ten year anniversary at LtE this year. Vanessa is the Zakhele (incubator programme) Manager and is our Khanya Creations Designer extraordinaire.

Thank you for your contribution to LtE and for serving the unemployed, Vanessa. We appreciate you, love you and bless you.



The Graphic Design students were invited to attend the Western Cape Children's Parliament arranged by the Nelson Mandela Children's Fund in honour of Nelson Mandela's 90th birthday. Five students joined other youngsters on a fun weekend trip to West Coast Nature Reserve and will attend a National Children's Parliament in Johannesburg in July. Bongi says: "We had workshops, we got to know one another and we used our talents to express our opinions as children of SA."

Introducing our new Business Resource Centre Manager.....

Your full names and age: Andrew Lane, 36 years old

What is your background? I grew up in East London where I attended Selborne College. I was placed in Cape Town for a year on national conscription in 1990. I enjoyed Cape Town so much that I decided to stay and I worked in various restaurants where I began to understand the importance of service excellence and client satisfaction. In 1995 I won a competition that enabled me to travel so I based myself in London and set off



exploring Europe. This experience of self-reliance taught me independence and I learned to appreciate everything I had taken for granted in the past. I returned to Cape Town, married my beautiful wife Claire and joined her dad's medical manufacturing company, Clairemed where I helped to build up a successful business. My greatest reward was my interaction with my staff and the privilege of witnessing their growth and

development. Thereafter I managed the administration of a private school and had the opportunity to study life coaching.

What is your family situation? I am married to Claire and we have a daughter named Jasmine who is three years old and a one month old son named Jamie.

Why did you accept the job offer? The timing was perfect. I was certain that LtE was where I needed to be because of my passion for people and my personal desire to contribute positively to our world. LtE gives me the opportunity to make a difference in other people's lives.

What are your short-term goals for the BRC? I want to increase product sales under Khanya Creations, restructure the production floor and instil a sense of increased accountability and responsibility within my team of staff.

.....a note of excellence

One of the many challenges for LtE is to reconcile students to the rigours of working life in the business world. While literacy and numeracy is a huge hurdle to cross, Leslie Grimwood, the LtE woodwork instructor has reached a new level of excellence. This excellence was brought about by David Hofmeyr of Westcape Joinery who suggested that Neil and Lynne Brown donate their excess "Swiss pearwood" floor planks to LtE's Woodwork school. The raw wood which arrived still 'clothed' in bark has been transformed into individually crafted, carved dining room chairs.

For the students to achieve this, precise measurement calculations and drawing skills were required and Voila! a set of table chairs were produced that will be treasured as heirlooms by each individual's family.

Leslie Grimwood, otherwise known as "uTata" (meaning Father in Xhosa) has been a father figure to many men. Not only has he excelled in imparting his knowledge but he has tirelessly networked to secure many a job for his students. Once again, it is in partnership with our supporters that Learn to Earn has been able to offer a hand up.

Alison Prest (LtE Life Skills Instructor)



Melikhaya Ngqeza and Ndimiso Mbayi-Mbayi proudly display their unique chairs

LearntoEarn

Information

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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) 685 0540

Fax: (021) 685 0544

email: donordev@learntoearn.org.za

(All donations received from SA tax-payers are tax deductible under Section 18A of the Income Tax Act)

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SA Bank Details

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Susan Sochart

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email: susan.sochart@brandlearning.com

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Contact person in USA:

Bruce Otto

Tel: +1 (312) 642 7515

email: baotto@worldnet.att.net

Diary

Khayelitsha Graduation

Date: Friday, 27th June 2008

Venue: 30 Sixwayikati Street, Ilitha Park, Khayelitsha

Time: 11h00

Hermanus Graduation

Date: Friday, 11th July 2008

Venue: TBC

Time: 11h00

Annual Dinner and Dance

Date: Friday, 15th August 2008

Venue: Suikerbossie Restaurant, Hout Bay

Time: 19h00

Habitat Build for Humanity

Date: 8th to 12th September 2008

Venue: Mfuleni

Contact: Candice Collins on info@learntoearn.org.za or tel: (021) 361-5972