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NPO Number: 026-922
PBO Number: 18/11/13/1042

Wills Towers Watson (WTWDT) Report November 2020



foundation

Trustees: Robert John Williams, Lebohang Dikeledi Mehlomakulu, Richard Rhoda,
Zintle Vathiswa Ngogodo & Kevin Maurice Chaplin

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We would like to thank the **Wills Towers Watson** for grant of R250 000,00 received in November 2019 towards the ongoing funding of our **Youth Skills Development (YSD)** programme, which has enabled us to continue making a difference in the lives of our unemployed youth, as well as instil hope for a better South Africa.

Despite the COVID-19 pandemic, the implementers of our YSD programme have continued to interact with our learners, albeit in different ways.

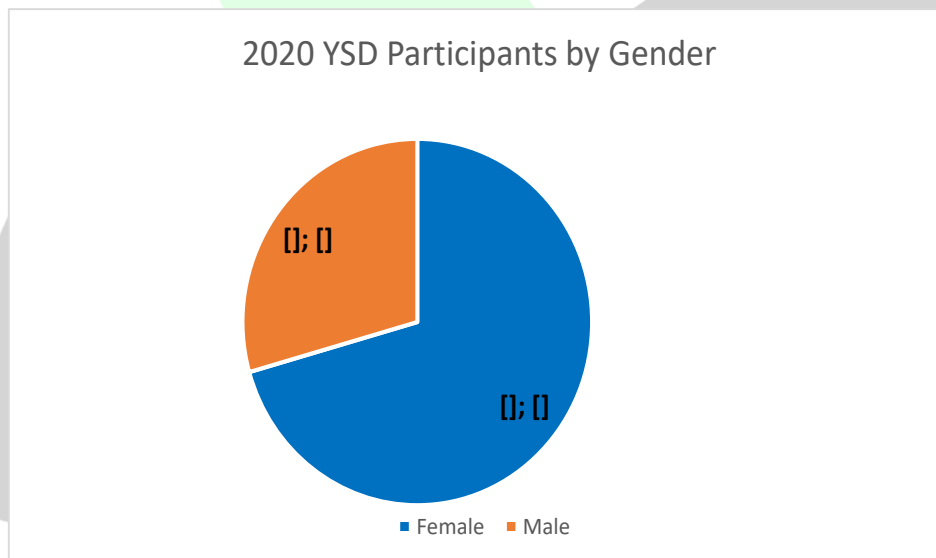
COVID-19 ADJUSTED STRATEGY 2020:

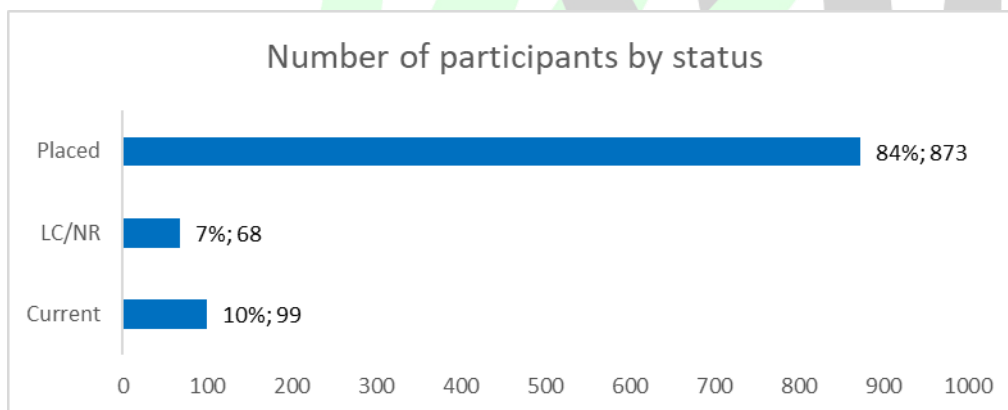
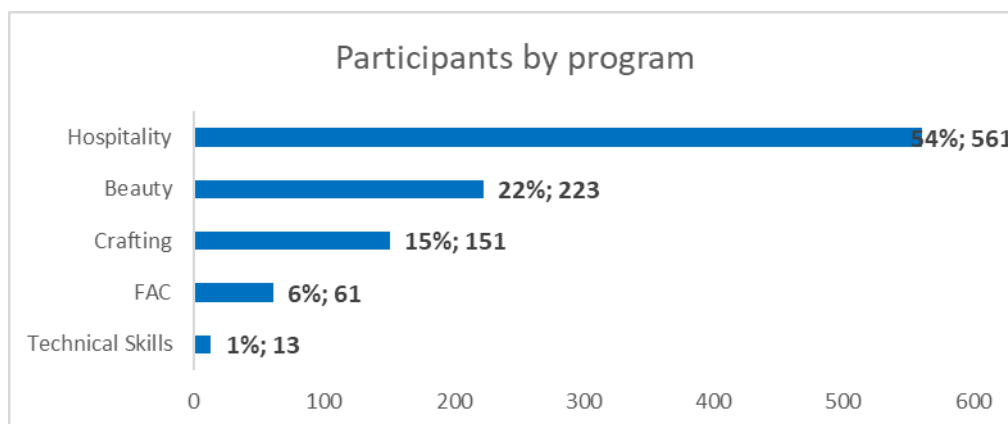
Practical on-site workshops ceased, mid-March when lock-down was first announced.

YSD had just finished its first quarter's Orientation Week (An introduction to the world of work & entrepreneurship) which was one of the most uplifting and rewarding weeks that we have ever encountered in the entire existence of our YSD programme. YSD previous learner attendance numbers of 35 for past Orientation Weeks had been more than doubled to 80. For the first time since the inception of our programme in 2015, we had to host the week-long event in the Conference room, as the classroom which we had traditionally used, was not able to accommodate such a large number of learners. We were well and truly on track to achieving an unprecedented learner intake of 350 learners for the 2020 year until COVID-19 happened.

The fact that we had to find innovative ways to reach our learners, meant that we had to effectively reinvent ourselves and our YSD programme, as evidenced below!

2020 YSD Learners/Participants by Gender





LC/NR-Lost Contact/Not recommended

Whilst the adjusted figures/targets for 2020 are now of necessity much lower, we have to bear in mind that the **EFFORT** has been far greater, than if COVID-19 had not happened! These new elements that we have introduced embrace technology and off-site interventions, which is a route we would have pursued anyway and which sets us up for future scaling up of our programmes, once some semblance of normalcy returns! This augurs well for the future and the 2021 financial year.

Below are the adjusted strategies that embrace technology and the fourth industrial revolution, which necessitates we re-think how we do business.

1. REMOTE LEARNING (& THE CHALLENGE AROUND ACCESS TO DATA):

Our biggest consideration here was that our classroom content had to be converted to tech-friendly content. This in itself was a process, but our beauty discipline embraced this challenge wholeheartedly and within a short space of time, we were able to launch remote learning. The other major consideration was the fact that learners did not have data to access remote learning. We, therefore, did extensive research and in May we were able to pilot sending WhatsApp data to our beauty learners. This has continued throughout lock-down with virtually a 100% attendance of remote workshops by our Beauty learners. We have devised and implemented measurable outcomes for remote learning, which has been fed into our monthly monitoring & evaluation framework.

We are also planning to have all our learners register on Moya Messenger (a data-free app), which allows free text messages only (unfortunately no calls, videos or images). This at least gives us an additional platform for basic communication with our learners, who don't have access to WhatsApp.

2. ONLINE LEARNING:

We collaborated with JobStarter (another NGO that was funded by a mutual funder DGMT). This is a mobile learning and career information platform for job-seekers to upload their profiles / CV's and it is also a platform where employers can try and match the skills to vacant positions in their companies. (<https://jobstarter.org.za/>)

Hospitality Discipline:

JobStarter was piloted by our **Hospitality Discipline in July and August** & whilst there were definite challenges around ease of access, JobStarter is looking into this and we are liaising with them in this regard. In future, if they can adapt this platform accordingly, we will incorporate this aspect into our job-readiness workshops, as an additional avenue for learners to get their profiles out into the market place. We are also liaising and collaborating with another online job portal called JobJack. (<https://www.jobjack.co.za/>)

See some virtual Beauty & Wellness and Hospitality classes, on our Facebook page. <https://www.facebook.com/AmyFoundationSouthAfrica/> With this grant we have been able to purchase much need data for these remote classes to continue.

The YSD programme will start piloting it during the last quarter of this year, to fully utilise it with our new learner intake in 2021. This will allow the learners to be given homework, which will in turn free up onsite training time, allowing for future scaling-up of our programmes. We plan to use the reverse-billing technology, where the Foundation will pick up the tab of the data used by the



learners, so that lack of data will no longer be a stumbling block for learners. We are also exploring ways to possibly get our website zero-rated, but this is not a given, nor will it happen overnight.

We are so very proud of our nine Hospitality learners (featured on the pic on the left side), who recently completed their one-year learnership at the Vineyard Hotel – their graduation ceremony, despite COVID-19, was very special!

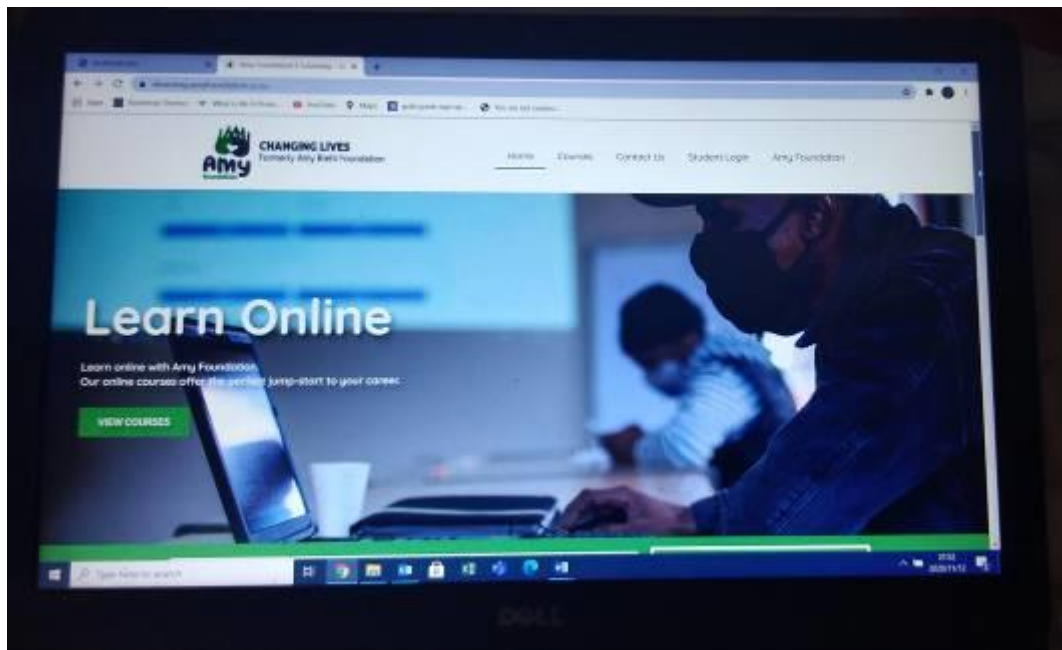
3. E-LEARNING PLATFORM:

YSD has designed an eLearning platform, <https://elearning.amyfoundation.co.za/> which we will continue to build on over the next few months. When the eLearning platform is up and running, Amy Foundation will use the **reverse-billing technology**, where the Foundation will pick up the tab of the data used by the learners, so that lack of data will not be a stumbling block for learners. The organisation is also exploring ways to possibly get our website zero-rated, but this is not a given, nor will it happen overnight.

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4. BUILDING COMMUNITIES – TRAIN-THE-TRAINER/ OFF-SITE PRACTICALS IN LEARNER COMMUNITIES:

This is a multi-pronged strategy with numerous benefits. Here we have taken the approach of using our alumni in the various communities, who have previously gone through our YSD programme and have started their small businesses, to freelance their services and train other current learners in our programmes, in their communities.

In these uncertain times, reducing travelling is a positive and this approach also allows for future scaling up of our programmes, where both on-site and off-site workshops can run simultaneously and increase overall impact/learners reached.

Beauty Discipline:



We piloted our first off-site practical workshops with our **Beauty Discipline in July** – we partnered with Bonga (Nokubonga Mandlantse - 2018 Beauty alumni) who has her beauty salon, Bonga's Hair & Beauty salon in Junxion Mall, Philippi. We then enlisted the services of Sandiso Tamba (another 2018 Beauty alumni) who has previously acted as facilitator support to the beauty discipline at our Foundation, to facilitate these once a week workshops in his community. Sandiso was briefed extensively

beforehand, workshop agendas are drawn up for him, workshop content & materials given to him, he was monitored via video calls by the beauty facilitator and visited by the beauty co-ordinator. Learners were screened for COVID-19 and co-morbidities etc., on an ongoing basis from when discussions around workshop attendance first started with each group, right up until the actual start of the workshops. Strict hygiene protocols were put in place and followed, with learners all having to wear masks and visors, throughout the workshops, along with sanitising before, during and after workshops.

We plan on building lasting relationships on a win-win basis with our partner alumni and showcasing and helping them to grow their businesses, whilst paying them for their services/facilities.

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Sewing, Craft & Design:

We rolled out off-site practical workshops in Khayelitsha in August, using the same methodology above. The freelance facilitator is Ncumisa Gope, a 2018 alumni of our Sewing Discipline, who has her own sewing business.



(Right) Sewing Learners sporting their newly made aprons.

5. PRODUCT DEVELOPMENT – INCOME GENERATION FOR FOUNDATION:



Sewing, Craft & Design:

Our Sewing/Craft Discipline focused on the making of masks, initially more than 500 masks were made for charities in April & May and then in June & July another 2000 masks were made, as an income-generating activity for the Foundation.

We are now in the process of designing, manufacturing, labelling & packaging buffs for sale as a further income generator.

6. ENTERPRISE DEVELOPMENT (ED):

Whilst this has always been a focus of our YSD programme, this period of no classroom activity, has allowed us time to focus on our strategy around ED. We have updated our data-base of business learners, and are actively working with 35 of our small entrepreneurs and establishing ways in which we can help them take their businesses to the next level.

We have incorporated new ED targets into our metrics for the last quarter of 2020.

7. FEEDING SCHEME – food parcel distribution during covid19:

➤ Hospitality Discipline:

Our Hospitality & Admin team were instrumental in sourcing, purchasing & packaging ingredients for food parcels to over 133 of our needy YSD learners & their families, since mid-May. A total of 133 food parcels were distributed – **equivalent to 10 080 meals.**



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8. THE WAY FORWARD:

YSD have slowly started hosting limited workshops on-site again at Sybrand Park, but with greatly reduced learner numbers.

We will continue with remote learning, e-learning, off-site Beauty & Craft workshops and a big focus on enterprise development.

We are embracing the new-norm and are gearing up for our last quarterly intake at our Centre in Sybrand Park, at the beginning of September, but with revised learner numbers.

**Once again THANK YOU to
Wills Towers Watson
for contributing to the success of our YSD programme and impacting the
unemployed Youth of South Africa.**



Amy
foundation

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