

ANNUAL REPORT

Themba lethu
Development NPC
continues to empower
communities and
transform lives through
inclusive, impactful, and
sustainable development
initiatives.

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2024





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1. ABOUT THE REPORT

The Themba lethu Development NPC report is released annually and provides a summary of the organisation's accomplishments during the reporting period, as well as its current and future goals and opportunities.

Materiality

The content of this report has been chosen based on our evaluation of significant projects and performance metrics that are most relevant to our stakeholders. It is our aim to continually improve our report, and we endeavour to develop a model to ensure we understand and report on those matters that have a substantial effect on our ability to create stakeholder value in the short, medium, and long term.

Scope and boundary

The annual report of Themba lethu Development seeks to document the organisation's performance for the financial year spanning from January 1, 2024, to December 31, 2024.

Reporting Framework

This report adheres to the guiding principles outlined in the King IV Report on Corporate Governance for South Africa, 2016. As a Non-Profit Company, Themba lethu Development has followed the requirements of the Companies Act, particularly regarding the incorporation provisions specified in the Companies Act and has operated in accordance with its Memorandum of Incorporation during the reviewed year.

Approved: _____

Chairperson of the Board

Approved: _____

Managing Director





2. KEY PERFORMANCE METRICS IN 2024



6

Programmes and
Projects
Implemented



R11.9M

Funds Raised



7

Provinces Reached



34

Local Municipalities
reached



19,525

Work Opportunities
Created



97,625

Community
Members Benefited



954

People Trained



305

Local Entrepreneurs
Benefited



222

CBO's
Benefited





3. FOREWORD

Thembalethu Development marked its 22nd anniversary of enhancing community welfare, focusing on increasing its impact this year.

Throughout the year, the organisation successfully generated 19,525 job opportunities across seven provinces, benefiting 97,625 community members. This achievement would not have been possible without the support of key partners, including the Industrial Development Corporation, which funded the Social Employment Fund (SEF) programme, the Department of Cooperative Governance and Traditional Affairs, which funded the Community Work Programme (CWP), and the Services SETA, which supported our Learnership Programme.

With more support, the organisation aims to reach underserved communities and continues to inspire hope in less affluent areas, such as Zithapile village near Matatiele in the Eastern Cape province. This village is among the poorest, facing an unemployment rate exceeding 95%. Through the Social Employment Fund Programme, Thembalethu Development has created 200 job opportunities, bringing hope to its residents.

As a civil society organisation, Thembalethu Development remains dedicated to improving the living conditions of historically disadvantaged communities, as demonstrated by its programmes implemented during 2024. More information will be provided in the programmes section.





4. EXECUTIVE SUMMARY

The 2024 Annual Report of Themba lethu Development NPC highlights a year of significant advancements and impactful changes within communities. Adhering to organisation principles of community-centric approach, collaboration and partnership, innovation and adaptability, accountability and transparency and aligning with national development objectives, our efforts during the 2024 financial year were centred on fostering sustainable opportunities, empowering individuals, and enhancing communities throughout South Africa.

Our primary initiatives—the Social Employment Fund (SEF), the Community Work Programme (CWP), and the Learnership Programme on New Venture Creation—yielded concrete results in employment, education, and business development. Through the SEF Programme, which was implemented in the Western Cape, Eastern Cape, and Gauteng, we created 3,281 job opportunities than 2,500 planned, placing participants in schools, healthcare facilities, early childhood development centres, and community organisations. These initiatives benefited over 47,000 learners, contributing to safer educational environments, improved nutrition, enhanced literacy, and stronger support systems for educators and healthcare professionals.

The Community Work Programme, primarily in the Western Cape, provided part-time employment to 16,388 participants in areas such as agriculture, education, infrastructure, and environmental care. These efforts not only improved public services but also fostered a sense of dignity and responsibility among participants, many of whom had previously faced barriers to economic involvement.

Additionally, our Learnership Programme, in partnership with Services SETA, enrolled 316 young individuals in a New Venture Creation course. This programme combined theoretical knowledge with practical work experience and offered stipends to support participants and their families. Its goal is to equip aspiring entrepreneurs with the necessary skills to launch and manage successful small businesses.

Throughout all our programmes, Themba lethu Development remained dedicated to its core values of accountability, integrity and collaborative. Despite facing funding challenges and economic difficulties, we adapted to address community needs while ensuring the sustainability of our initiatives.



5. SECTION 1: ABOUT THEMBALETHU DEVELOPMENT NPC

THEMBALETHU DEVELOPMENT NPC is a non-profit organisation founded in 2002, dedicated to offering socio-economic development solutions by collaborating with partners to promote sustainable livelihoods within communities. The aim of the organisation is to facilitate development in various communities by (1) effectively implementing socio-economic development programmes; (2) effectively mobilising resources through partnerships and (3) achieving excellence in programme, resource and business management.

1.1. THEMBALETHU DEVELOPMENT STRATEGIC GOALS

Themba lethu Development has committed to achieving three strategic goals for the period 2020-2024, as set out in the Themba lethu Development Strategic Plan.

1.1.1. STRATEGIC GOALS

(a) SOCIO-ECONOMIC DEVELOPMENT PROGRAMMES IMPLEMENTATION

- Agriculture, Food Security and Nutrition
- Micro-Enterprise Development
- Environmental and Waste Management
- Local Non-Government Organisations (NGOs), Non-Profit Organisations (NPOs) and Community Based Organisation (CBOs)s Capacity Building
- Community Health Care Support
- Education Support (Schools and ECDs)
- Training and Skills Development

(b) RESOURCE MOBILISATION THROUGH PARTNERSHIPS

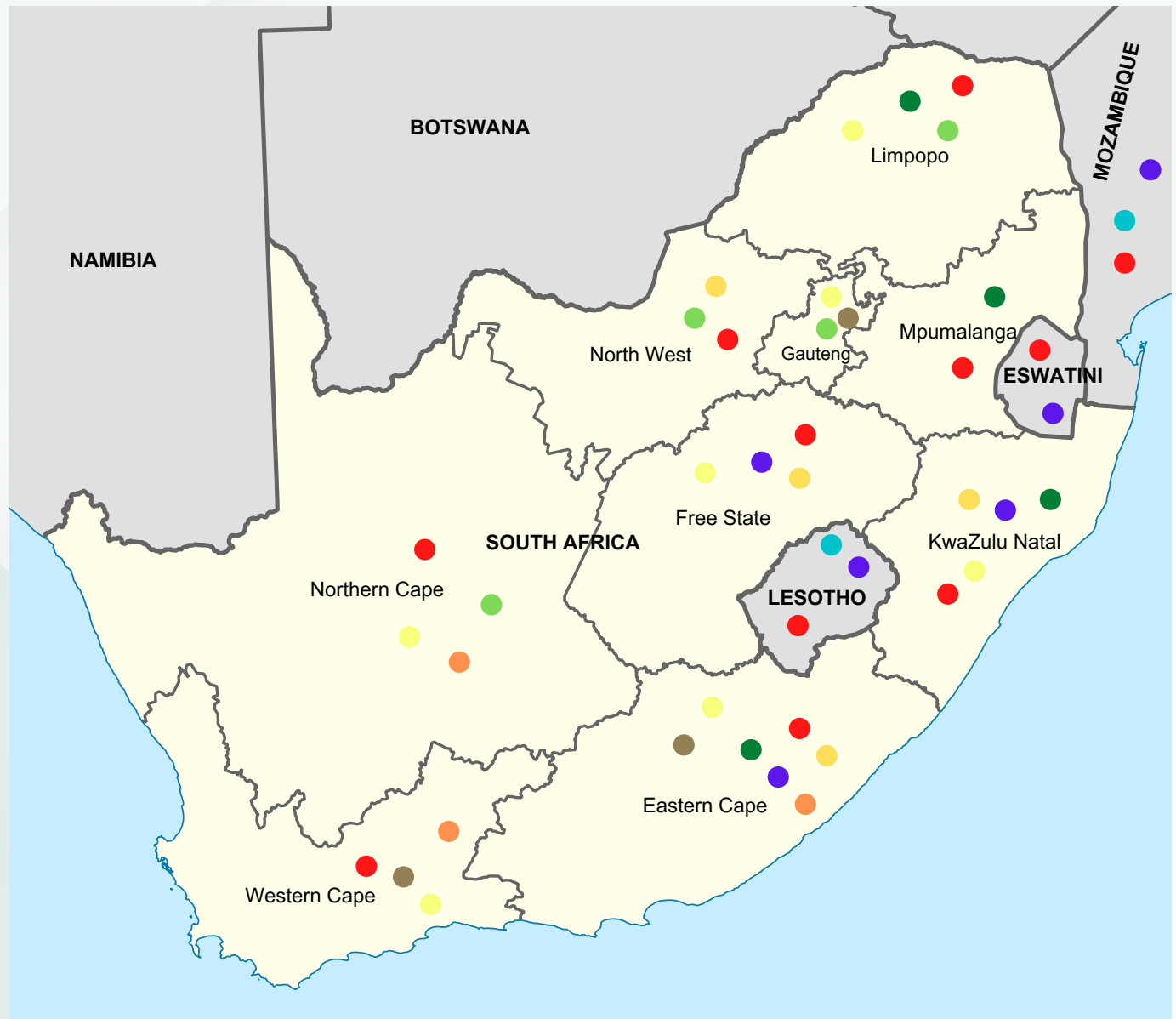
- Funding mobilisation
- Asset mobilisation
- Expertise mobilisation

(c) EXCELLENCE WITHIN THEMBALETHU DEVELOPMENT NPC

- Business management / leadership
- Brand awareness and recognition
- Resource management
- Programme / project management



6. OUR FOOTPRINT



- Social Infrastructure Project
- Water and Sanitation Project
- Social and Labour Plan Support Project
- Enterprise Development Programmes
- Community-Based Health Project
- Poverty Alleviation Programmes (Agriculture and Food Security Project)
- Competency and Skills Development Programmes
- Social Employment Fund
- Community Work Programme



7. OUR MAIN PROGRAMMES IN 2024

Programmes	Type of Programme	Province	Funding Partner
1. Social Employment Fund (SEF)	Poverty Alleviation, Job Creation and Enterprise Development	Western Cape Eastern Cape Gauteng	The Industrial Development Corporation (IDC)
2. Community Work Programme (CWP)	Poverty Alleviation and Job Creation	Western Cape	Department of Cooperative Governance and Traditional Affairs (CoGTA)
3. Learnership: New Venture Creation	Training and Skills Development	Limpopo Mpumalanga Northwest Northern Cape Western Cape	Services SETA





7.1. PROJECTS IMPLEMENTED IN 2024

Project	Activities	Province
1. Education Support	Early Childhood Development and Schools Support	Western Cape Eastern Cape Gauteng
2. Food Security and Nutrition	Community Food Gardens, Small Scale Farmers Support	Western Cape Eastern Cape Gauteng
3. Health and Care Support	Home Based Care Workers, Nursing Assistants, Community Health Care Centres Support	Western Cape Eastern Cape Gauteng
4. Environment and Waste Management	Environmental Management Cleaning of community Parks and Rivers Waste Collection and Recycling Create Economic Opportunities	Western Cape Eastern Cape Gauteng
5. Micro-Enterprise Development	Establishing of Community Micro-Enterprises Training and Mentoring of Micro-Enterprises and Entrepreneurs Support Micro-Enterprises with Equipment's, Inputs and Resources.	Western Cape Gauteng



8. SOCIAL EMPLOYMENT FUND PROGRAMME (SEF)

Since the appointment to implement the SEF 1 programme in July 2022, Themba lethu Development has made significant progress in its initiatives across the Western Cape, Eastern Cape, and Gauteng. By July 2024, the start of SEF 3, the organisation ensured a seamless onboarding process for new participants to begin their work activities in the provinces.

Our SEF programme themes, which focused on Education Support, Food Security and Nutrition, Community Health and Care Support, Greening and Environmental and Waste Management, and Micro-Enterprise Development, have continued to empower local communities by providing sustainable resources, enhancing skills, and supporting vulnerable groups.

For the year 2024, we are excited to highlight some significant achievements from Themba lethu Development's journey within the Social Employment Fund Programme. Our enduring partnership with the Programme reflects our commitment and collaboration, celebrating the milestones we've reached and looking forward to even brighter futures.

This annual report encapsulates the essence of our work—empowering communities through various sectors, including agriculture, education, healthcare, environmental sustainability, and economic resilience.

Throughout the year, we have witnessed the transformative impact of the programme on communities through job opportunities, improved economic conditions for households, enhanced learner performance via school and Early Childhood Development (ECD) support, and increased food security through community gardens and waste management initiatives, fostering a stronger sense of unity and purpose.

Despite facing challenges such as resource limitations and logistical hurdles, our commitment remained steadfast. We have notably introduced essential skills training for healthcare workers, improving access to healthcare, and expanded micro-enterprise development to help participants create sustainable livelihoods and enhance ECD programmes.





8.1. PROGRAMME IMPACTS

8.1.1. WORK OPPORTUNITIES CREATED

Province	Work opportunities allocated	Achievement	Work opportunities created (%)	Female (%)	Youth (%)
Western Cape	1500	2062	137%	66%	55%
Eastern Cape	200	270	135%	55%	44%
Gauteng	800	949	119%	70%	56%
Total	2,500	3,281	131%	66%	54%

8.1.2. Educational Support

Themba lethu Development offers a wide range of educational support initiatives aimed at enhancing learning conditions in schools and ECD centres. The Education Support centred on fostering a community culture that prioritise education, especially for learners at risk of dropping out of school. By tackling obstacles that impede access to quality education, Themba lethu Development seeks to provide children with safe, nurturing, and enriching learning experiences.

Key Activities

(a) Placement of Teacher and School Assistants

To help teachers and lessen their responsibilities, SEF participants acted as assistants in schools, assisting with administrative duties, managing classrooms, and facilitating learning activities. This support enabled teachers to concentrate more on teaching and offering individualised assistance to learners, which improved the overall educational experience and fostered a more productive learning atmosphere.



(b) Early Childhood Development Support

Investing in Early Childhood Development (ECD) is vital for the future of our young children. We actively supported ECD centres by enhancing their infrastructure, supplying necessary resources, and ensuring they met regulatory standards

In this project, we helped ECD centres manage the registration process with the Department of Basic Education. Our assistance ensured they complied with legal standards, which improved their chances of obtaining government funding and functioning efficiently. We provided professional training for ECD educators and caregivers, giving them vital skills to deliver quality early childhood education and care.

(c) Scholar Patrols (Walking Bus Initiative)

The scholar patrol, also known as the Walking Bus, involved SEF participants in high-crime regions, primarily in the Western Cape, who accompanied children to and from school each day to guarantee their safety. This initiative significantly contributed to promoting school attendance among all children of school age and aimed to reduce bullying, creating a secure and welcoming atmosphere. Additionally, it strengthened community bonds, as parents and local residents worked together to support the welfare of young students.

(d) Reading Clubs

Reading Clubs were held during school and after schools in afterschool support programmes, where SEF participants led learners in reading activities aimed at enhancing comprehension, vocabulary, and a passion for reading. These clubs were particularly beneficial for learners facing challenges with literacy, as they offered a supportive environment that fostered personalised assistance and motivation, ultimately boosting confidence and a desire to learn.

Achievements

- ✦ 301 teacher assistants were deployed at schools and ECDs
- ✦ 193 schools were supported
- ✦ 330,332 learners benefited from school support
- ✦ 225 ECDs were supported 63,198 children benefited from ECD support
- ✦ 2,212 reading clubs sessions were conducted
- ✦ 24,993 children impacted by our literacy support
- ✦ 705 books were distributed to support literacy activities
- ✦ 604,373 meals served to learners at schools and ECDs supported by our food gardens
- ✦ 56 schools supported with scholar patrol
- ✦ 42 participants who are scholar patrols were provided with Security Training (Grade E, D and C)



8.1.3. Food Security and Nutrition

SEF has spearheaded the creation and upkeep of community food gardens across various regions, transforming unused land into productive agricultural spaces. These gardens serve as a reliable source of fresh vegetables and fruits, benefiting households, schools, ECD centers, and soup kitchens.

These initiatives also empowered community members to have a sense of belonging as they are involved in their community's development. Community members were directly involved in planting, maintaining, and harvesting produce, ensuring long-term sustainability and skills development. These empowered community members to solutions of minimising food insecurity within their communities.

These food gardens grew a variety of nutrient-rich crops such as spinach, cabbage, carrots, tomatoes, and onions, improving access to fresh and healthy food. The selection of the crops to grow was based on crops that are mostly consumed by community members. As our country is one of the water scares region, most of our gardens utilise efficient irrigation techniques and organic farming methods to ensure sustainability while conserving water and maintaining soil fertility. These are techniques and skills that are taught to gardens participants. The aim was for them to transfer skills to their households in the form of backyard gardens.

SEF has also successfully established 4 hectares of chili farming in the rural area of Matatiele called Zithapile in the eastern Cape Province, marking a major milestone in supporting small-scale agriculture.

Achievements

- ✦ 8 small-scale farmers were supported
- ✦ 12 Hectares (Ha) of land used to establish community food gardens
- ✦ 51 food gardeners established/ maintained at schools
- ✦ 42 food gardeners established/ maintained at the ECDs
- ✦ 3.2 tons of foods produced from the gardens
- ✦ R70,492 of food produce sold (Rand Value)
- ✦ 49 Soup Chickens supported by food produced by food gardens
- ✦ 150 participants trained on various agricultural trainings to enhance food gardens.



8.1.4. Health and Care Support

The Community Health and Care Support aimed at strengthening the healthcare sector by delivering critical support to vulnerable and elderly individuals within our communities. Through the health and care support, we provided a range of comprehensive services that ensure communities have immediate and accessible primary care. Home-based care workers were at the heart of this initiative, delivering personalised care to those who might otherwise struggle to access health services. These workers educated community members about available health resources and equipped them with practical tools to navigate the healthcare system. By doing so, they empowered individuals to actively manage their health, overcome obstacles, and lead healthier lives.

The Health and Care Support also ensured that we build capacity within the healthcare sector by facilitating work experience placements for SEF participants pursuing careers in the healthcare sector, providing them with practical exposure and opportunities for professional growth. We also offered training for caregivers and community health workers. Some of the trainings offered included Home-based care to 35 of the participants

Key Activities

- Care support to elderly and vulnerable people
- Conduct homebased care visit
- Assist people to have access to healthcare
- Support people with mental health care
- Tracing of patients with chronic conditions for the purpose of taking medication
- Provide support to primary health care facilities through placement of nursing assistants

Achievements

- ✦ 54,530 elderly or vulnerable people cared for
- ✦ 19,425 homebased care visits were conducted
- ✦ 3,468 beneficiaries supported with mental health care
- ✦ 118 Nurse assistants and carers placed in community health care facilities
- ✦ 89 Community health care facilities (community clinic etc) supported by placement of nurse assistants
- ✦ 66,782 beneficiaries benefitted through increased access to healthcare
- ✦ 28,189 patients traced for the purposes of taking medication
- ✦ 35 participants trained on Home Based Care Support
- ✦ 30 participants trained on Occupational Health and Safety



8.1.5. Environment and Waste Management

Themba lethu Development has implemented various interventions at the grassroots level to address waste pollution, promote recycling, and create economic opportunities. These initiatives focus on environmental cleaning, recycling, river restoration, waste-based product development, and enterprise support. Through the programme, we mobilised communities to clean and maintain their local environments, ensuring safer, healthier spaces for all.

Key Activities

- Clearing litter from streets, parks, open spaces, and illegal dumping sites.
- Organizing community clean-up campaigns to foster environmental responsibility.
- Encouraging proper household waste separation (organic, recyclable, non-recyclable).
- Establishing waste collection hubs where plastic, glass, paper, and metal are sorted.
- Supported the formation of micro-enterprises focused on waste recycling.
- Providing small businesses with technical support, equipment, and training to turn waste into profit.
- Support innovative strategies that turn waste into useful products like plastic into bricks and pavers and melting aluminium cans for income generation.
- In Strand, Western Cape, Themba lethu Development is piloting the project of collecting plastic waste and converting it into durable, weather-resistant bricks and pavers for construction.

Achievements

- ✦ 187.9 tons of waste collected
- ✦ 180 tons of waste recycled
- ✦ 29 parks/public areas cleaned
- ✦ R246,133 of income made from recycled materials sold
- ✦ 80 participants trained on waste management



8.1.6. MICRO-ENTERPRISE DEVELOPMENT

Thembaletu Development's micro-enterprise model is an effective means of empowering participants by providing them with practical experience, essential skills, and the opportunity to establish industry-specific connections within local businesses. By integrating participants into these businesses, our approach not only facilitated hands-on learning but also helped them develop the skills needed to run their own enterprises in the future. This strategy laid a strong foundation for participants, improving their chances of thriving in the competitive entrepreneurial landscape.

In 2024, the organisation onboarded 287 participants into the micro-enterprise, equipping them with tools, equipment, and materials that allowed them to engage in various entrepreneurial activities and earn extra income through piece jobs. The selection of entrepreneurs was based on their existing skills and their enthusiasm for using those skills to generate income. Approximately 216 of these participants have already begun to generate income from different ventures.

Participants received training in areas such as New Venture Creation, Business Management, and Marketing. Additionally, the organisation successfully collaborated with other institutions like Small Enterprise Development and Finance Agency (SEDFA), National Youth Development Agency (NYDA), and First National Bank (FNB), which offered further training in business management, funding applications, and financial literacy to the participants.

Number of Micro-enterprises established

Basic Electrical 4	IT and Graphic design 12	Plumbing 8	Transport Service 4	Work placement 2
Baking and catering 22	IT and Graphic design 10	Printing and Design 4	Tutoring Service 4	Woodwork 5
Brickmaking/Paving 17	Mechanic 1	Sewing and Fashion Design 30	Upholstery and Woodwork 22	Hygiene/Cleaning Services 6
Haircare and Nails 23	Panel beating Spray painting 22	Fast food business 4	Welding 15	Car detailing 1



9. SUCCESS STORIES

Mary Koza's Journey of Purpose

Community Health and Care Support- Tembisa, Gauteng

Mary Koza, a Human Resources professional, took an inspiring leap in August 2024 by joining the SEF programme under ThembaLethu's Health Initiative. Leaving her HR comfort zone, she immersed herself in community health outreach—working with vulnerable groups, engaging in health awareness campaigns, and supporting caregivers. This hands-on experience opened her eyes to the urgent need for compassionate and skilled professionals in healthcare.



Despite facing significant challenges such as application setbacks, prolonged waiting periods, and various administrative hurdles, Mary's determination and unwavering commitment propelled her forward. Her perseverance culminated in securing a coveted place in an academic programme scheduled to begin in March 2025. This next step represents not only an opportunity to formalise her burgeoning skills but also a chance to further expand her impact within the community. Mary's journey is a testament to the power of resilience and the transformative influence of stepping into new roles, even when the path is fraught with obstacles.



The Inspiring Journey of David Makhura

Micro-Enterprise Development (Car Repair)- Alexandra, Gauteng

David Makhura, a determined young man from Alexandra, is a shining example of how opportunities can transform lives. Before joining the Themba lethu Development and Social Employment Fund (SEF) programme, David was unemployed and searching for a way to improve his circumstances. His journey of transformation began when he heard about Themba lethu's recruitment drive for the programme. Without hesitation, he submitted his CV and was soon offered the position in the programme.



While working in this role, David engaged in a conversation with one of the programme Coordinators, Mr. Muhammed. During their discussion, David shared his background and experience working with cars. Recognizing his passion and potential, David was provided with an opportunity to showcase his skills. The programme went a step further by equipping him with the necessary tools of trade to support his growth.

Today, David runs his own mobile car service business, offering specialised services such as flatting, polishing, spray painting, and bumper repairs. Reflecting on his journey, David expressed heartfelt gratitude, saying, "Themba lethu helped me so much. They have done a lot for me, and they really changed my life."

Today David is also transferring his skills to other participants within the programme.

David's story is a testament to the impact of the SEF programme in empowering individuals to unlock their potential, create sustainable livelihoods, and inspire others in their communities.





Nondumo Mbuntshu's Path to Empowerment

Micro-Enterprise Development (Cellphones Repair)- Tembisa, Gauteng

Nondumo Mbuntshu, a resourceful woman from Tembisa, overcame significant challenges to achieve her dream of starting a business. With limited access to capital and business training, she was determined to build a sustainable livelihood for her family. Her turning point came when she connected with the Social Employment Fund (SEF). The programme provided her with a stipend that enabled her to purchase tools and equipment for her cell phone repair business, Dudu G Repairs and Tech Solution. Additionally, SEF offered her New Venture Creation training, teaching her essential skills such as financial management, competitive pricing, and effective marketing.



Today, Nondumo's business is thriving, and she serves as a beacon of hope in her community. Her story illustrates how the right support, combined with determination and hard work, can transform lives. By empowering individuals like Nondumo, SEF is not only fostering entrepreneurship but also inspiring others to pursue their dreams and contribute meaningfully to their communities.





Bafana Dhlomo's impactful Tutoring Centre

Education Support (After School Learning Support)- Tembisa, Gauteng

Bafana Dhlomo, a participant in the Social Employment Fund (SEF) programme, turned his modest stipend and flexible schedule into an opportunity to build a thriving tutoring and printing business in Tembisa. After his initial attempt to run an internet café failed, he joined SEF and used the programme's support to start tutoring lessons, providing services like math and science tutoring, coding, and computer literacy for 120 students. His dedication goes beyond financial gain, as he offers free lessons to disadvantaged students, turning his centre into a vital resource for academic and digital skills development in his community.



Thanks to SEF, Bafana has achieved financial stability, enabling him to meet his basic needs and save enough to construct a dedicated room for his tutoring and printing business. This space has significantly improved the learning environment for his 120 students, offering them a more focused and professional setting. His plans for expansion include building a larger facility to accommodate more learners and hiring additional help to meet growing demand. By balancing his entrepreneurial efforts with SEF's flexible working hours, Bafana has steadily grown his business, creating opportunities that benefit himself and his community.





From Bricks to Community Transformation: The R&R Blocks Journey

Micro-Enterprise Development (Building Supplies manufacturing)- Moorreesburg, Western Cape

Ralph Lewies, the visionary behind R&R Blocks in Moorreesburg, transformed his humble brick-making venture into a cornerstone of local development by diversifying into vibracrete production, concrete flooring, and paving. Seizing an untapped market need, he quickly earned a reputation for delivering quality and affordability in a community that lacked such specialised services. His commitment to excellence and word-of-mouth referrals turned his business into the go-to supplier for construction materials and services, underscoring the power of adaptability and customer trust.



A pivotal boost in Ralph's journey came through the support of the Social Entrepreneurship Fund (SEF). The SEF stipend enabled him to acquire essential equipment, such as a cement mixer, and secure a steady supply of raw materials—streamlining operations and ensuring timely project completion. Beyond operational improvements, this financial backing helped formalise his business through professional record-keeping, a dedicated business bank account, and registration on the Central Supplier Database. Today, Ralph's story is a testament to how innovation, community focus, and strategic support can create lasting impact, inspiring not just business success but also local prosperity.





Sewing Success: How Olea Bloom is Stitching a Future of Empowerment

Micro-Enterprise Development (Sewing)- Moorreesburg, Western Cape

Olea Bloom, a women-led sewing cooperative, began with a shared passion for crafting modest, high-quality clothing—and a vision to uplift its members through economic empowerment. With support from the Social Employment Fund (SEF), the group took a vital step by formally registering as a cooperative, gaining the legal recognition and structure needed to thrive. This milestone opened doors to further support, including mentorship from a dedicated Small Enterprise Development Finance Agency (SEFDA) advisor. Through this partnership, Olea Bloom received targeted coaching to refine their business strategy, improve operations, and lay a strong foundation for sustainable growth.



SEF's role has gone beyond formalisation and mentorship. By providing funding assistance and essential equipment—including an industrial sewing machine, overlocker, and quality materials—SEF significantly boosted the cooperative's production capacity. Plans are now underway to launch an e-commerce website and develop marketing materials, enabling Olea Bloom to expand its reach and tap into new markets. With each stitch, the cooperative is not only producing beautiful garments but also weaving a powerful story of resilience, opportunity, and collective progress.





The Journey of Titus Community ECD Centre

Education Support (ECD), Western Cape

One of our proudest achievements is the transformative journey of Titus Community ECD Centre, a shining example of perseverance, vision, and collaborative effort. When we first met Maria, the principal of Titus Community ECD Centre, her passion for early childhood education was immediately evident.

Despite operating under challenging conditions and being in the early stages of compliance (SEF 2), Maria had a clear vision for her center. She aspired to create a fully compliant and registered ECD facility that could provide quality education and support to children in her community.



Today, Titus Community ECD Centre stands proudly as a fully registered ECD facility. This accomplishment unlocks access to monthly grants from the Department of Basic Education, ensuring sustainable financial support for the centre. This funding will enable Titus to enhance its services for the children and the broader community it serves.

One of the most heart warming aspects of this journey has been the revival of the centre's once-dormant garden. With support from SEF, the garden has transformed into a flourishing source of fresh produce, nourishing both the children at the centre and the surrounding community. This achievement symbolises growth and renewal, embodying the spirit of the Titus journey.

Reflecting on this incredible transformation, Maria shared:

"Thank you to Themba lethu Development and IDC for granting me teacher assistants and other support. As the principal, this has relieved me tremendously, allowing me to focus on the bigger tasks at hand."



10. COMMUNITY WORK PROGRAMME

In April 2024, the organisation was tasked with implementing the Community Work Programme (CWP) for a duration of six months, concluding at the end of September 2024, in the Western Cape Province. The aim of this programme is to provide a safety net for employment and facilitate access to a minimum level of consistent work opportunities for those in need, particularly in areas with high unemployment where sustainable job options are expected to be scarce in the near future.

Participants recruited for the programme were expected to engage in various meaningful work activities that positively impacted their communities for two days a week, totalling eight days or 64 hours per month. The programme was designed to allow participants to utilise additional days for personal activities and self-development. They received a monthly stipend based on the number of days they worked. The work activities were sourced from multiple sectors, including agriculture, community services, construction, education, health, and social services.

10.1. PROGRAMME IMPACTS

Work opportunities allocated	13,725
Achievement	16,388
Work opportunities created (%)	119%
Female (%)	81%
Youth (%)	19%





10.2. THE IMPACTS OF USEFUL WORK ACTIVITIES UNDERTAKEN BY PARTICIPANTS IN THEIR COMMUNITIES

Sector	Activity	Unit Description	Total
Agriculture	Establishment and maintenance of community gardens	Numbers of gardens maintained	4,082
Community Services	Cleaning of community halls/ schools/ churches	Numbers of schools/clinics/halls cleaned	11,765
	Cleaning of illegal dump sites	Number of illegal dump sites cleaned	614
	Making and maintenance of parks	Number of parks maintained	565
	Repairing access roads and pavements	Square meters (M ²)	602
Construction	Assistance in building and repairing of vulnerable homes	Numbers of families benefiting	101
	Fencing schools/clinics/graveyards etc.	Running meters (perimeter)	174
	Renovations to schools/clinics/community halls etc.	Numbers of schools/clinics/halls renovated	49
Education	Assistance at crèches / ECD centers	Numbers of learners benefitting	11,726
	Assistance in classrooms activities	Numbers of learners benefitting	17,315
	Assistance with extra-curricular activities at schools	Numbers of learners benefitting	8,498
	Cleaning of school facilities	Numbers of facilities cleaned	2,471
	Preparing / distributing meals	Numbers of learners benefitting	53,694
Environment	Recycling - Collecting of bottles, plastic, card boxes and paper	Number of tons collected	374
	Clean-ups of public spaces, rivers & canals	Square meters cleaned (area)	6,113
	Clearing of bush & overgrown areas; soil rehabilitation	Square meters cleaned (area)	4,619
Health and Social Services	Assistance at orphanages, old age homes, hospices	Numbers of people benefitting	989
	Home-based care visits	Numbers of people benefitting	489
	Preparing/distributing meals to needy people	Numbers of people benefitting	311
	Provision of security at schools/pension pay points etc.	Numbers of people benefitting	1,568
	Referrals to government facilities for any form of assistance	Numbers of people benefitting	126



11. LEARNERSHIP PROGRAMME: NEW VENTURE CREATION

In collaboration with the Services SETA, Themba lethu Development has launched a 12-month Learnership Programme for 316 unemployed individuals across Limpopo, Mpumalanga, North West, Northern Cape, and the Western Cape. This initiative began in December 2024 and will run until November 2025. Participants are engaging in three months of theoretical training, followed by nine months of practical work experience with selected Host Employers, who will offer them hands-on learning about business management. Each learner receive a monthly stipend throughout the programme. The initiative aims to equip learners with essential skills while also tackling poverty and unemployment, allowing them to earn stipends and support their families. Below is the breakdown of learners by province.

Province	Number of Learners
Limpopo Province	95
North West Province	64
Mpumalanga Province	95
Western Cape Province	33
Northern Cape Province	29
Total	316



LEARNERS DURING THE TRAINING PROGRAMME

Site Name

Northern Cape
training



Site Name

Western Cape
training



Site Name

Limpopo training





12. CONCLUSION

The 2024 Annual Report of Thembaletu Development NPC highlights a year characterised by growth, resilience, and a strong dedication to uplifting the community. Adhering to the principles outlined in the King IV Report on Corporate Governance and fully compliant with the Companies Act, our report for the 2024 financial year showcases our achievements and future strategic plans. Through focused initiatives in socio-economic development and resource mobilisation, we have consistently made a measurable impact across various sectors.

A key factor in our success has been the effective execution of three main programmes: The Social Employment Fund (SEF) Programme, the Community Work Programme (CWP), and the Learnership Programme. The SEF, implemented in the Western Cape, Eastern Cape, and Gauteng, allowed us to surpass our initial budget constraints by creating over 30% more job opportunities than planned. Meanwhile, the CWP in the Western Cape has acted as a crucial support system for individuals in areas with high unemployment, generating 16,388 job opportunities and empowering communities through initiatives in agriculture, construction, education, and environmental services.

Additionally, our Learnership Programme on New Venture Creation, in collaboration with Services SETA, has fostered sustainable entrepreneurship. By providing 316 learners with both theoretical knowledge and practical business management skills, the programme has addressed immediate unemployment issues while establishing a strong foundation for future economic self-sufficiency.





13. OUR CURRENT AND PREVIOUS PARTNERS

