



ANNUAL REPORT

2018

www.thembalethudev.org

ABSTRACT: The report contains details of projects and programmes implemented by ThembaLethu Development during the period January to December 2018. The report gives narrative of the implementation processes and contained are graphs and tables illustrating progress trends. Visual evidence in form of pictures have been added.

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ACRONYMS

AGA	AngloGold Ashanti
AIDS	Acquired Immune Deficiency Syndrome
ACSM	Advocacy, Communication and Social Mobilisation
BLC	Building Local Capacity
CHDM	Chris Hani District Municipality
CCPC	Community Child Protection Committees
CoGTA	Cooperative Governance and Traditional Affairs
CSI	Corporate Social Investments
CWP	Community Work Programme
DCoG	Department of Cooperative Governance
DHA	Department of Home Affairs
DOH	Department of Health
DOTS	Directly Observed Treatment, Short-course
EC	Eastern Cape
EPWP	Expanded Public Work Programme
FM	Finance Manager
GoL	Government of Lesotho
GBV	Gender Based Violence
HASTS	HIV, AIDS, STI, TB and Silicosis
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
INSIDA	National Survey on Prevalence, Behavioural Risks and Information about HIV and AIDS in Mozambique
IR	Immediate Results
LVAC	Lesotho Vulnerability Assessment Community
NLDTF	National Lotteries Distribution Trust Fund
NW	North West
OD	Organisational Development
OVC	Orphaned and Vulnerable Children
PLHIV	People Living with HIV/AIDS
PM	Programmes Manager
PRA	Participatory Rural Appraisal
SADC	Southern African Development Community
SAPS	South African Police Service
SASSA	South African Social Security Agency
SLP	Social and Labour Plans
SO	Strategic Objectives
STI	Sexually Transmitted Infection
TD	THEMBALETHU Development
TB	Tuberculosis
VSL	Village Savings and Loans

FOREWORD

This Annual Report covers the period January 2018 to December 2018. The report provides an overview of the implementation of Themba lethu Development (TD) programmes/projects across the various geographic areas in which we operate. It has been structured to provide stakeholders with relevant financial and non-financial information.

The report is divided into four main parts:

Section 1: Provides the background information on Themba lethu Development NPC.

Section 2: Monitoring and evaluation: Results Framework.

Section 3: Areas of operation in 2018.

Section 4: Provides details of programmes and projects implemented during the reporting period.

Section 5: Provides the organisational structure and human resources management component.

EXECUTIVE SUMMARY

Programme progress to date presents a positive picture of our work. TD has maintained its overall target of securing government funding through the Community Work Programme, and also maintaining and diversifying the current funding sources.

Today, 16 years since its inception, the programmes have demonstrated improved capacity in planning, monitoring and reporting. The programmes have over-time expanded into a more comprehensive support which would lead to strengthened synergy and linkages between each other.

Through its programmes, TD registered an increase in collaboration with key partners in government, private companies, mining houses and communities we work with.

Resource mobilisation, publication and operations research remain key challenges for TD.

In the reporting period, TD has continued to re-brand and produce marketing materials to support programming and promote visibility.

Overall, TD has continued to grow and strengthen its systems, structures and programmes. With the Strategy for 2015-2019 having been endorsed by the board, TD looks forward to continue playing its niche role as client and beneficiary focused development agency of choice.

SECTION 1. ABOUT THEMBALETHU DEVELOPMENT

1.1 HISTORICAL BACKGROUND

Thembaletu Development (Teba Development until 2013) was established in 2002 as a non-profit company/non-profit organisation to play a leading role in a collective endeavour to improve the living conditions and livelihoods of mining communities. The main aim of the organisation was to facilitate development in rural communities that provide labour to the mining industry.

1.2 OUR STRATEGIC MANDATE, VISION AND MISSION

OUR MANDATE

To become a development agency of choice that lobbies and advocates social partners for integration, mainstreaming and efficient implementation of development work. In particular:

- Initiate, conceptualise, design, implement, facilitate and coordinate development programmes;
- Monitor and evaluate development interventions and assess impact, and;
- Report and engage with all stakeholders.

OUR VISION

To be a client and beneficiary focused development agency of choice that always achieves its partners' objectives through development services that meet global standards of quality, timeous, cost-effectiveness and sustainable impact.

OUR CORE VALUES

- **Integrity:** Maintaining high values, promoting ethical behaviour
- **Accountability:** Demonstrating sound fiscal and resource management to both clients and beneficiaries
- **Honesty:** In everything we do
- **Respect:** Treating people with dignity and respect

OUR CORE PRINCIPLES

- **Sustainability:** Ensuring that our interventions/projects continue to deliver benefits for an extended period after support has been terminated.
- **Quality:** Assuring excellence in development, maintenance of service standards, meeting and exceeding client expectations.
- **Innovation:** Introducing new ways of implementing impactful development.
- **Advocacy:** Understanding and promoting the needs of the communities.
- **Community-centred:** Involvement of, and service to all beneficiaries.

SECTION 1. ABOUT THEMBALETHU DEVELOPMENT [CONTINUED]

1.3 THEMBALETHU DEVELOPMENT STRATEGIC GOALS

THEMBALETHU Development has committed to achieve seven strategic goals between 2015-2019, as set out in the THEMBALETHU Development Strategic Plan:

STRATEGIC GOALS

- Diversify income streams.
- Maintain financial sustainability of TD.
- Build brand awareness in order to raise the visibility of the organisation through marketing and business development.
- Build proper reporting, monitoring and evaluation systems and tools.
- Define a sound business operating model.
- Define an organisational structure that supports the strategy and objectives of the organisation.
- Improve client satisfaction.

1.4 OUR PROGRAMMES

THEMBALETHU Development facilitates integrated sustainable development for communities in the mining sector of Southern Africa, corporate sector, government, international development agencies and communities in general through the following programmes:

- Social Infrastructure Programme
- Water and Sanitation Programme
- Social and Labour Plans Support Programme
- Local Economic Development and Job creation (Community Work Programme).
- Community-based health (HIV/AIDS, TB and Occupational Diseases) Programme
- Agriculture and Food Security Programme
- Skills Development and Training Programme

1.5 OUR BUSINESS APPROACH

THEMBALETHU Development plays a role as a development agency of choice. We do this through engagement with the beneficiary communities where we seek to understand and document their prioritised needs, identify a suitable social partner to fund the project, and implement selective and needed interventions together with the communities.

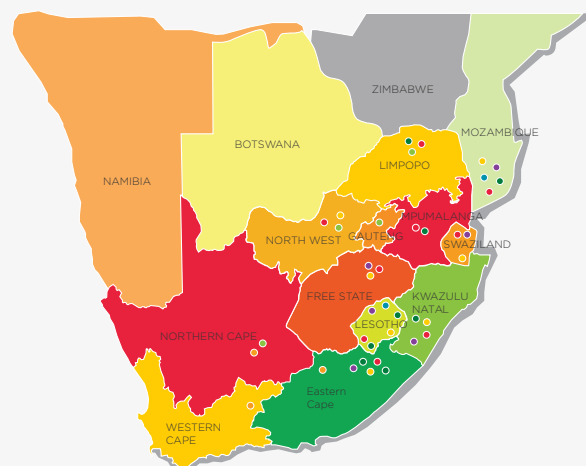
1.6 OUR FOOTPRINT

THEMBALETHU Development has based its success on working with communities where they are situated. TD programmes have been developed to address the community needs. We work in countries and communities where there is a need for interventions and programmes of TD and where these programmes will bring about change in these communities.

THEMBALETHU Development has implemented programmes and projects in countries and provinces as illustrated in the map below.

PROGRAMME DISTRIBUTION AND REGIONAL FOOTPRINT

- Social Infrastructure Programme
- Water & Sanitation Programme
- Social and Labour Plan Support Programme
- Local Economic Development and Job Creation
- Community-Based Health Programme
- Agriculture and Food Security Programme
- Skills Development and Training Programme



SECTION 2. MONITORING AND EVALUATION: RESULTS FRAMEWORK

The work of TD in community development in Southern Africa is a continuation of an established programme of activities stretching back over fourteen years. The progress accomplished in the period under review is summarised in the sections indicated as appropriate.

This report is based on information collected through monitoring and evaluation activities, reports from various programmes and projects, monitoring and support visits to project sites, and TD Head Office support visits at country, provincial, regional and site level.

The report also incorporates anecdotal information from projects and programmes, partner reports and various interactions between TD's programmes and projects beneficiaries.

The results framework of Themba lethu Development is an explicit articulation of the different levels, or chains, of results expected from our various programmes and project interventions. The results specified comprise of the longer-term objectives (often referred to as "outcomes" or "impact") and the intermediate outcomes and outputs that precede and lead to those desired longer-term objectives. The framework defines the cause-effect links of our interventions. Furthermore it provides the reasons as to why the programme or project will lead to the outputs, why those outputs are likely to lead to the immediate or intermediate outcomes, and how those outcomes are (at least hypothetically) linked with longer-term outcomes or impact.

The following table outlines the results that TD programmes and projects are to achieve.

2.1 THE RESULTS FRAMEWORK

IMPACT

VISION

To be a client and beneficiary focused development agency of choice that always achieves its partners' objectives through development services that meet global standards of quality, timely delivery, cost-effectiveness and sustainable impact.

MISSION

To render community-focused interventions in collaboration with the strategic partners in an integrated and sustainable manner within SADC.

GOAL

Improved quality of life of vulnerable communities in Southern Africa.

STRATEGIC OBJECTIVE (SO)

SO1

Improved social infrastructure in vulnerable communities in Southern Africa.

SO2

Sustainable livelihoods established in vulnerable communities in Southern Africa.

SO3

Improved health status of vulnerable communities in Southern Africa.

SECTION 2. MONITORING AND EVALUATION: RESULTS FRAMEWORK [CONTINUED]

2.1 THE RESULTS FRAMEWORK [CONTINUED]

IMMEDIATE OUTCOMES/RESULTS (IR)		
IR1.1.1 Increased capacity of communities to advocate for the effective implementation and delivery of social infrastructure. IR1.1.2 Community members have increased awareness and understanding of the need to work collaboratively with other stakeholders on issues of social infrastructure for vulnerable groups. IR1.1.3 Increased networking and knowledge sharing among communities.	R2.1.1 Community members combine their assets to achieve their livelihood strategies. IR2.2.2 Increased capacity in communities for successful implementation of sustainable livelihood projects.	IR3.1.1 Capacity of the health system is strengthened to meet the increased demand. IR3.2.1 Communities have increased health awareness.
OUTPUT	PROJECT ACTIVITIES	INPUTS
Vulnerable communities have been supported and their capacity enhanced. Cooperation between communities and government structures is supported. Ongoing fund management and administration Networking activities facilitated Information management Lessons are documented and shared Peer learning exchanges have been facilitated.	Project conceptualisation and design Capacity building and technical support Provision of grants Fund management Strategic networking and stakeholder engagement Needs analysis and understanding of community needs Strategy formulation Project implementation and management Monitoring, evaluation and reporting.	THEMBALETHU Development Funding and technical support to communities to research and analyse needs Partner communities Local government structures (Local economic development agencies)

SECTION 3. AREAS OF OPERATION IN 2018

3.1 SOUTH AFRICA

3.1.1 PROVINCES

3.1.1.2 Gauteng Province

3.1.1.2 Limpopo Province

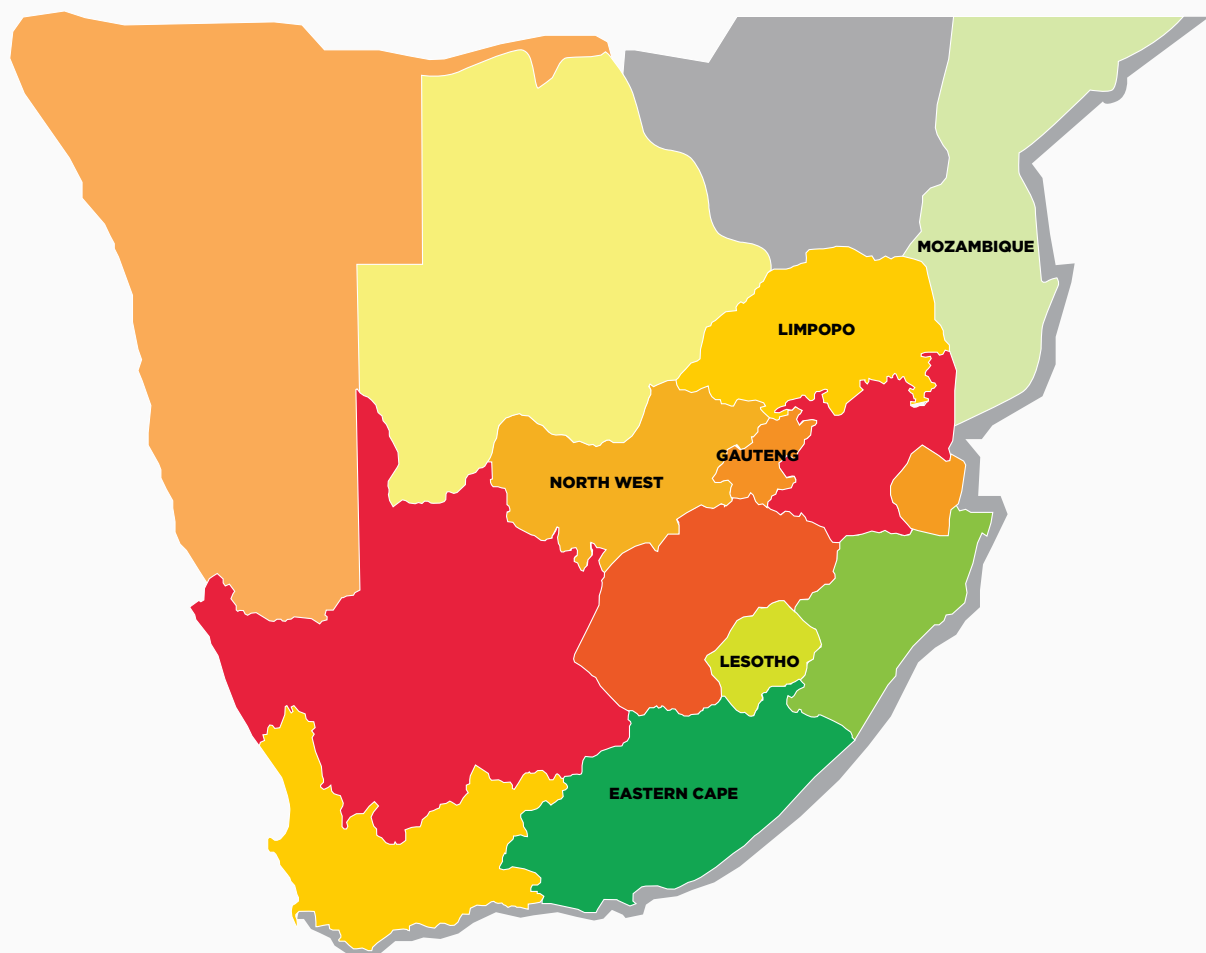
3.1.1.3 Eastern Cape Province

3.1.1.4 North West Province

3.2 LESOTHO

3.3 MOZAMBIQUE

GEOGRAPHICAL AREAS OF OPERATION





SECTION 4: PROGRAMMES AND PROJECTS

PROGRAMMES IMPLEMENTED IN SOUTH AFRICA

4.1 COMMUNITY WORK PROGRAMME

Project Funder: Department of Cooperative Governance and Traditional Affairs

Project Location: Eastern Cape & Limpopo Provinces

Project Duration: April 2018 to March 2021

4.1.1 PROJECT DESCRIPTION

The CWP is an innovative offering from government to provide a job safety net for unemployed people of working age. It provides a bridging opportunity for unemployed youth and others who are actively looking for employment opportunities.

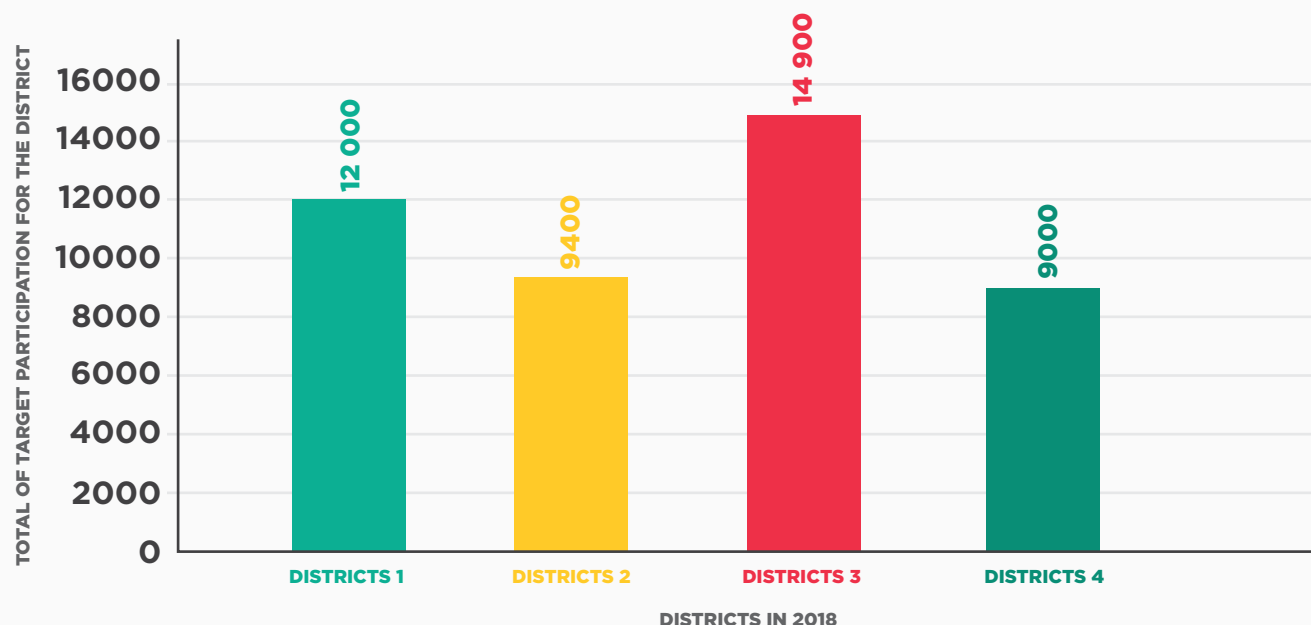
The programme provides them with extra cash to support them in their search for full-time or part-time employment. Programme participants do community

work thereby contributing to improvements that benefit all community members.

4.1.2 PURPOSE OF THE CWP

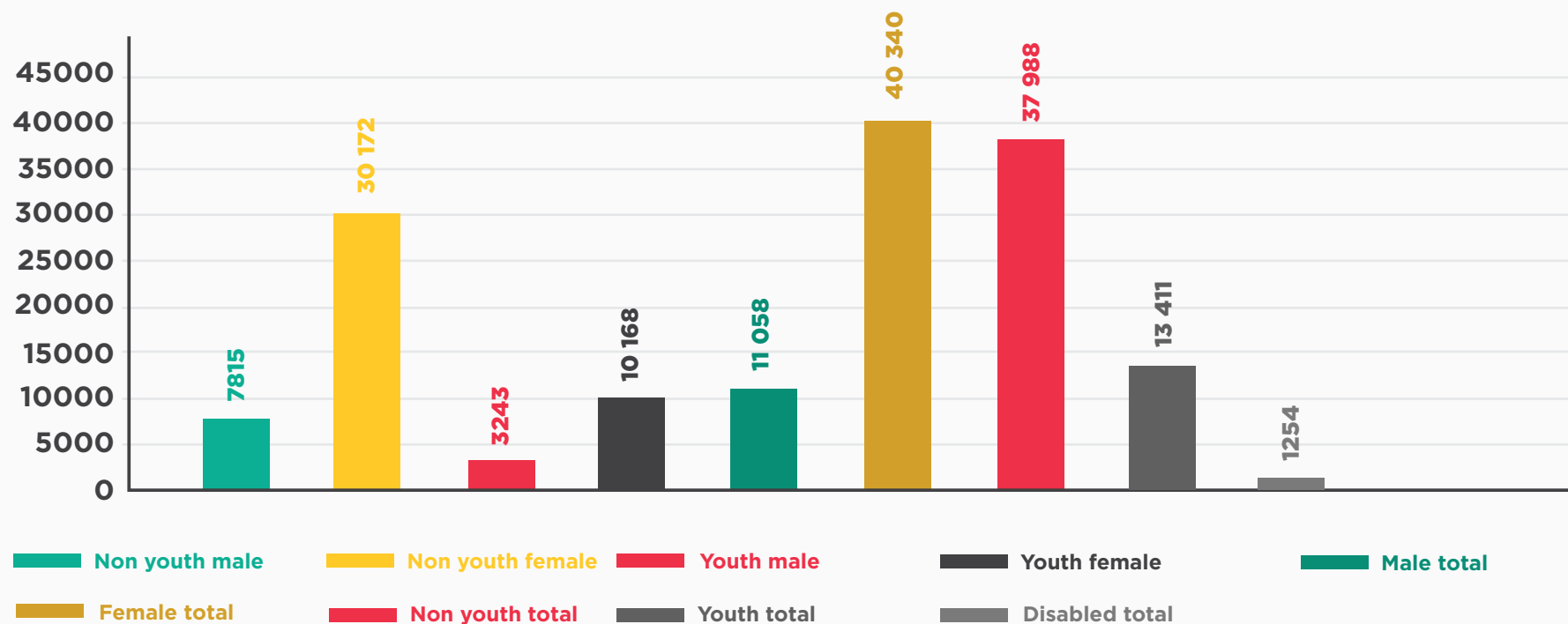
- To provide an employment safety net. The CWP recognises that sustainable employment solutions will take time, particularly in reaching marginal economic areas.
- To contribute to the development of public assets and services in poor communities.
- To strengthen community development approaches.
- To improve the quality of life for people in marginalised economic areas by providing work experience, enhancing dignity and promoting social and economic inclusion.

4.1.3 COMMUNITY WORK PROGRAMME TARGETS PARTICIPATION IN 2018



TOTAL = 45 800

4.1.4 DEMOGRAPHICS PER SITE IN 2018



Targeted Participation Rate

51 800

Accumulated participation

51 399

4.1.5 PARTICIPATION RATES AGAINST TARGETS IN 2018



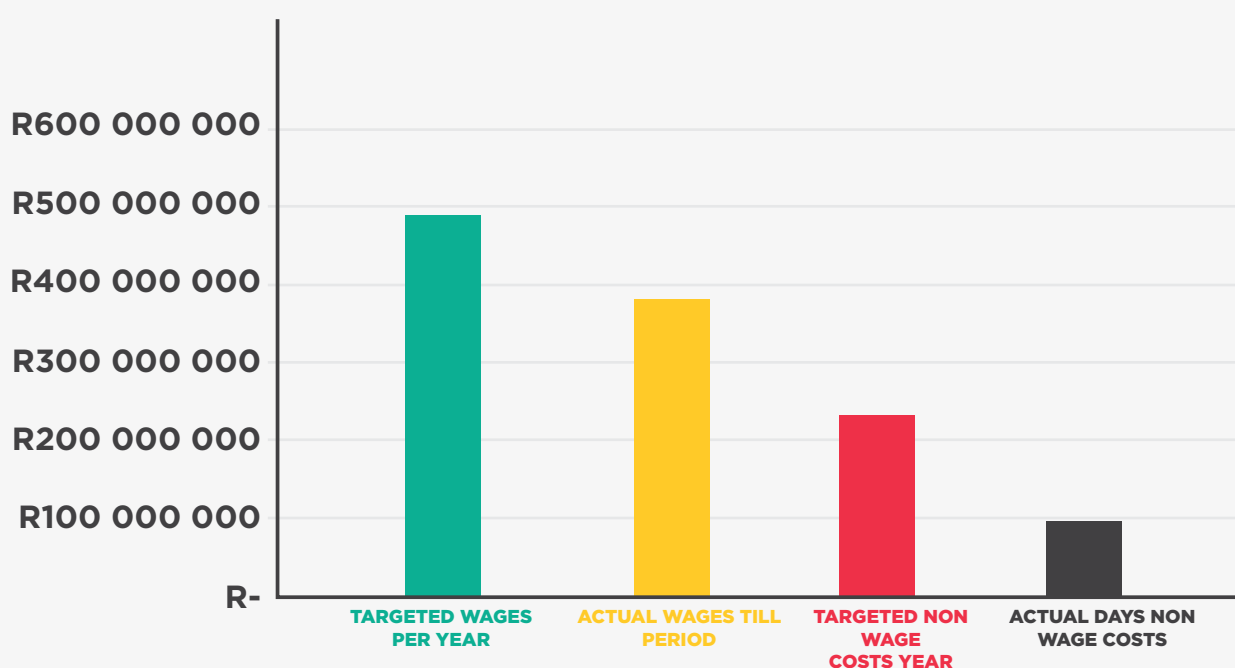
Targeted Participation Rate	Accumulated participation
45 800	49 804

4.1.6 WAGES & NON-WAGE COSTS FOR THE YEAR 2018

The table and graph below seeks to give a state of account on Financial Expenditure per site on wage and non-wage budget as allocated for the 2018 Period.

4.1.6.1 WAGES & NON-WAGE COSTS FOR THE YEAR 2018

Wage and Non-wage Costs	Targeted Wages Year	Actual wages till period	Targeted Non Wage Costs Year	Actual days non wage costs
Totals	R487 563 028	R380 117 616	R231 261 891	R96 820 391



4.1.7 PARTNERSHIPS IN 2018

4.1.7.1 PARTNERSHIPS IN 2018

Site Name	Partner	Objective
Great Kei	Waste Management Services: Great Kei	Environmental awareness to keep the town clean.
Ingquza Hill	Waste Management Services: Ingquza Hill Municipality	Environmental awareness to keep the town clean.
Ingquza Hill & Mbizana	Department of Health	To provide support related to reducing illnesses and death on male circumcision Schools
KSD LM	Axiom Education	To train CWP youth participants to be community reader mentors and coaches
Lukhanyo Mhlontlo	Mhlontlo Local Municipality	To Support CWP Exit Strategies
Elias Motsoaleadi	EPWP training partnership	Participants received certificates during the month of October in 2018
Fetakgomo Tubatse	Usaasa	Participants will receive certificate of attendance from University of Limpopo
Fetakgomo Tubatse	Department of Public works	Awaiting ECD certificates
Mtititi-Plange, Altein and Lombard villages	Community Meeting in Mtititi-Plange, Altein and Lombard villages	Identifying a plot for the agrarian revolution through goat farming
Mtititi-Plange village	Community Meeting in Mtititi-Plange village	TD was proposing a goat farming project in the area and a proposal is sent to CoGTA for approval

4.1.8 TRAINING IN 2018

4.1.8.1 TRAININGS CONDUCTED

Site Name	Area of Training	Duration	Number of Trainees/ beneficiaries	Accredited or Non Accredited
Buffalo City	Sewing – Exit Strategy	20 Days	20	Accredited
Raymond Mhlaba	Sewing – Exit Strategy	20 Days	10	Accredited
Great Kei	Agriculture – Crop Production	3 Days	15	Non-Accredited
KSD Mthatha	Agriculture – Mushroom	5 Days	10	Non-Accredited
Nyandeni	Agriculture – Crop Production	3 Days	40	Non-Accredited
iNgquza Hill	Sewing – Exit Strategy	20 Days	20	Accredited
Lukhanyo	Poultry Farming	5 Days	20	Accredited
uMzimvubu	Hygiene and Cleaning	5 Days	40	Accredited
Matatiele	Hygiene and Cleaning	5 Days	60	Accredited
uMzimvubu	Storekeepers	5 Days	20	Accredited
Greater Giyani	HBC	10 days	60	Accredited
Elias Motsoaledi	ECD	5 Days	20	Non-Accredited
Ephraim Mogale	Embroidery sewing	20 Days	20	Accredited

4.1.8 TRAINING IN 2018 [CONTINUED]

4.1.8.1 TRAININGS CONDUCTED [CONTINUED]

Site Name	Area of Training	Duration	Number of Trainees/ beneficiaries	Accredited or Non Accredited
FetakgomoTubatse	Embroidery sewing	20 Days	20	Accredited
FetakgomoTubatse	Repairing & maintain road surface renovation	10 Days	40	Accredited
Makhuduthamaga	Embroidery sewing	20 Days	20	Accredited
Makhuduthamaga	Teacher Aid	10 Days	40	Accredited
Collins Chabani	Crop & Animal Farming	3 Days	50	Non-Accredited
Makhado	OHS	5 Days	20	Accredited
Makhado	Business Management	3 Days	50	Non-Accredited
Thulamela	ECD	5 Days	59	Accredited
			654	

4.1.8.2 PARTICIPANTS IN TRAINING (PICTURES)



The picture above show iNgquza Hill CWP Participants enrolled for an Advanced Sewing Course. Picture was taken 5 December 2018.

4.1.9 USEFUL WORK FOR PROVINCES

4.1.9.1 Summary for all Sites in Provinces:

Sector	Useful Work Activity
Agriculture	Clean-ups of public spaces, rivers & canals
	Clearing of bush & overgrown areas; soil rehabilitation
	Compost heaps made
	Maintenance of community gardens
	Maintenance of homestead gardens
	Making community gardens
	Making homestead gardens
	Nursery: seedlings planted and maintained
	Planting and maintaining trees
Community Services	Assisting LM identify unemployed residents
	Cleaning of cemeteries
	Cleaning of community halls/ schools/ churches
	Cleaning of illegal dump sites
	Establishment of rubbish pits
	Making access roads and pavements
	Making and maintenance of parks
	Nursery: seedlings planted and maintained
	Planting and maintaining trees
	Repairing access roads and pavements
	Repairing water points & pipes & sanitation facilities
	Street and road cleaning
	Water & sanitation provision
Construction	Building houses
	Fencing community gardens
	Fencing homestead gardens
	Fencing schools/clinics/graveyards etc
	Making net-wire
	Renovations to schools/clinics/community halls etc
	Repairs to dongas
	Repairs to irrigation equipment & facilities
	Repairs to vulnerable homes
	Repairing homestead garden fences

4.1.9 USEFUL WORK FOR PROVINCES [CONTINUED]

4.1.9.1 Summary for all Sites in Provinces:

Sector	Useful Work Activity
Environment	Recycling - Collecting of bottles, plastic, card boxes and paper
Health and Social	Arts and crafts
	Assistance at orphanages, old age homes, hospices
	Assistance with IDs and grants
	Awareness campaigns
	Care for OVCs
	Clinic services
	Home-based care visits
	Preparing/distributing meals
	Provision of security at schools/pension paypoints etc
	Referrals to government facilities

4.1.10 PICTORIAL PRESENTATION OF USEFUL WORK

The Pictures below show CWP participants executing their useful work activities across various sectors as depicted beneath;



The picture above show a school facility renovated by CWP Participants in iNgquza Hill Local Municipality Ward 15. Picture taken 15 November 2018



The picture above show participants renovating a School (Qima Zingqayi), Mquma CWP Site. Picture taken 10 November 2018

4.1.11 COMMUNITY WORK PROGRAM: PHOTO GALLERY

SECTOR

PHOTOS

Site and ward: Ward 05 Maruleng

Participant busy with roofing a house at ward 05 Maruleng Site

Infrastructure



SECTOR

PHOTOS

Site and ward 38: FetakgomoTubatse

CWP Participants painting and making road sign visible at Mashilabele Village Ward 38 with the partnership of EPWP.

Painting and drawing at Shuping primary school at Lepelle Nkumpi site

Infrastructure



4.1.11 COMMUNITY WORK PROGRAM: PHOTO GALLERY [CONTINUED]

SECTOR	PHOTOS
Infrastructure	Site and ward 9: Inveraan village Building at Tsogang Drop in Centre. Social development complained that their building is very small and they need to extend to cover the bigger area. CWP comes in handy to assist with building and the roofing is included in the SOP. Window and door frames are donations from CWP programme.  Site and ward 2: Lepelle Nkumpi Drawing of kids pictures and simples at mgwako ramatlhodi creche mehlareng village ward 02 at Lepelle Nkumpi 

4.2 CALL CENTRE OPERATIONS LEARNERSHIP

Project Funder: Services Sector Education and Training Authority (SSETA)

Project Location: Makhado Local Municipality (Limpopo)

Project Duration: September 2017 to September 2018

PROJECT DESCRIPTION

Thembaletu Development was appointed by the Services SETA to implement a Call Centre Operations Learnership for 50 disabled unemployed youth learners in Makhado Local Municipality. The qualification focuses on the skills, knowledge, values and attitudes required to progress further within the Contact Centre industry. The intention of this qualification is to promote the development of knowledge and skills that are required in Contact Centres, to release the potential of people and to provide opportunities for people to move up the value chain.

After obtaining the qualification, the learners are expected to find employment in the following jobs: Sales Managers; Administration staff; Contact Centre Managers; Category Managers; Sales Representatives; Telesales Clerks; Sales Directors; Client Services Clerks; Quality Assurance staff; Contact Centre / Call Centre Supervisors; Contact Centre/ Call Centre Agents and IT Staff.

PURPOSE OF THE LEARNERSHIP

- The learnership serves as the entry qualification into Contact Centre operations and management.
- Acquisition of competence in the unit standards, which make up the qualification, will add value to learner's job.
- This qualification is intended to enhance the provision of entry level service within the Contact Centre Industry.

RATIONALE OF THE QUALIFICATION

The National Qualification in Contact Centre operations: Level 4 is designed to meet the needs of those learners want to progress and will assist those who make Contact Centre Operations their chosen career path, in the field of Contact Centres. Contact Centres have become key business tools - integral to the way organisations achieve their business objectives. Contact Centres are a new industry - there is a need to develop career paths in this field, and it is a high growth industry constantly in need of skilled people.

The Contact Centre industry is also fast becoming the next knowledge worker industry. All Contact Centres are currently recruiting, training and performance managing agents. Currently Call Centres sit inside of existing organisations within larger Industries, i.e. Banking, Insurance, Pay-Tv.

The Contact Centre National Certificate at NQF Level 4 will provide the broad knowledge and skills needed in the industry and to progress along a career path for learners who:

- At the higher levels needs a set of unit standards against which to align and measure themselves.
- Were previously disadvantaged or who were unable to complete their schooling and were therefore denied access to Further Education and Training.
- Have worked in Contact Centres for many years, but have no formal qualification in Contact Centre Management.
- Wish to extend their range of skills and knowledge of the industry so that they can become competent workers in Contact Centres.

SOME OF THE UNIT STANDARDS COVERED IN THE LEARNERSHIP AS FOLLOWS:

	US ID	US TITLE	NQF Level	Credits
Core	10324	Describe features, advantages and benefits of a range of products or services	Level 4	6
Core	10326	Identify customers of Contact Centres	Level 4	4
Core	10323	Implement Contact Centre specific sales techniques to generate sales through a Contact Centre	Level 4	12
Core	10321	Monitor and maintain performance standards in a Contact Centre	Level 4	12
Core	10327	Provide coaching to personnel within a Contact Centre	Level 4	10
Core	10322	Retrieve and correlate statistical data applicable to Contact Centres	Level 4	12
Elective	10331	Identify and analyse customer and market related trends impacting on Contact Centres	Level 04	10
Elective	10330	Implement and co-ordinate campaigns within Contact Centres	Level 4	10
Elective	10328	Implement and co-ordinate Contact Centre activities in a commercial environment	Level 4	18
Elective	10329	Implement and co-ordinate Contact Centre activities in an emergency environment	Level 4	18
Elective	10980	Induct a new employee	Level 4	6
Elective	114215	Mentor a colleague to enhance the individual's knowledge, skills, values and attitudes in a selected career path	Level 4	3
Elective	10327	Provide coaching to personnel within a Contact Centre	Level 4	10
Elective	10978	Recruit and select candidates to fill defined positions	Level 4	10
Elective	10981	Supervise work unit to achieve work unit objectives (individuals and teams)	Level 4	12
Elective	10171	Manage the capture, storage and retrieval of human resources information using an information system	Level 5	3

When the learnership started in September 2017, we had 50 disabled learners. After the first three months of classroom commitment, when it was time for workplace commitment, 15 learners dropped out and we had 35 that pushed till the end of the learnership in September 2018.

and other government departments. However due to limitations with regards to workplace opportunities some learners had to be placed in pairs in one job so as to give opportunities to everyone. Learners filled in log books for the work that they did. The log book is POE for our invoice to SSETA.

WORKPLACE COMMITMENT

The 35 learners were placed in various institutions within the Makhado Local Municipality for experiential learning in the workplace. The learners were placed in hospitals, clinics, Municipal offices

4.3 SUPPORT TO VEGETABLE FARMING CO-OPERATIVES IN GREATER TAUNG LOCAL MUNICIPALITY

Project Funder : ZENZELE ITERELENG NPC

Project Location: GREATER TAUNG LOCAL MUNICIPALITY

Project Location: FEBRUARY TO AUGUST 2018

PROJECT OVERALL OBJECTIVE

The overall objective of the project is to provide farming infrastructure support to the vegetable farming co-operatives in Greater Taung Local Municipality so that they improve production and become sustainable.

PROJECT SPECIFIC OBJECTIVES

- The project objectives are as follows:
- To develop 6 emerging vegetable farming co-operatives to become value adding, self-reliant and sustainable agri-businesses enterprises for both local and external markets.
- To increase food security in the Greater Taung Local Municipality.
- To alleviate poverty and improve household income for the co-operatives' members.
- To create local capacities in agricultural activities as a contributor to sustainable development targets of the region.

STAKEHOLDER CONSULTATION PROCESS

The consultation process was initiated by the Municipality. The project went through the municipal processes of project approval. All Councillors and relevant Municipal officials were made aware of the project during Council seating and how the beneficiaries were selected.

Thembaletu Development undertook a site visits with together with Municipality officials to determine the needs of the co-operatives. This was after the Greater Taung LED Unit had conducted a needs assessment exercise when the current project beneficiaries were determined. Great Taung Local Municipality initiated the setting up of a Project Steering Committee to interrogate and make decision regarding the implementation of the

project. The steering committee is comprised of the Ward Councillors in which beneficiaries reside, the Municipal Agriculturalist, the Department of Agriculture Extension Officer, Thembaletu Development Project Manager, and Programmes Co-Ordinator and will be chaired by the LED Manager.

BENEFICIARY CO-OPERATIVES

NO	COOPERATIVE NAME	LOCATION / VILLAGE	GPS Coordinates
1	Botshelo Garden	Longaneng	-27,6267 24,9468
2	Olerato Food Plot	Mogopela A	-27,4637 24,7409
3	Matlapaneng Food Garden	Matlapaneng	-27,4263 24,6846
4	Mase Food plot	Mase	-27,4563 24,6835
5	Ema o Dire cooperative	Maphoitsile	-27,5869 24,7964
6	Naledi Vegetable Co-Op	Manthe	-27,6870 24,8435

PROJECT IMPLEMENTATION

Each of the co-operatives have been supplied with the following:

- 1-hectare Drip Irrigation system
- 2 ventilated improved pit latrine (VIP) Toilets.
- A shack comprising of an office space, pack house and storage.
- Garden tools comprising of 2 Hoes, 2 Shovels, 2 racks and a wheel barrow.
- Variety of vegetable seeds and fertiliser.
- 0-meter Shade netting and 10 oiled poles.
- 250 litres of Diesel

	1-hectare Drip Irrigation system	2 ventilated improved pit latrine (VIP) Toilets	A shack comprising of an office space, pack house and storage.	Garden tools comprising of 2 Hoes, 2 Shovels, 2 racks and a wheel barrow	Variety of vegetable seeds and fertiliser	50-meter Shade netting and 10 oiled poles	250 litres of Diesel
Botshelo Garden	Provided by Dept of Agric	✓	✓	✓	✓	✓	✓
Olerato Food Plot	✓	✓	✓	✓	✓	✓	✓
Matlapaneng Food Garden	✓	✓	✓	✓	✓	✓	✓
Mase Food plot	✓	✓	✓	✓	✓	✓	✓
Ema o Dire cooperative	✓	✓	✓	✓	✓	✓	✓
Naledi Co Op	✓	✓	✓	✓	✓	✓	✓
Benefited from the irrigation that was initially meant for Botshelo	✓	✗	✗	✗	✗	✗	✗

PROJECT INFRASTRUCTURE VISUALS



OFFICE SPACE, STORAGE & PACK HOUSE AT MATLAPANENG VEGETABLE CO-OP
OFFICE SPACE, STORAGE & PACK HOUSE AT MATLAPANENG VEGETABLE CO-OP



VIP TOILETS AT LORATO VEGETABLE FARMING CO-OP

PROJECT INFRASTRUCTURE VISUALS [CONTINUED]



REPAIRED HYDROPONIC TUNNELS AT LORATO VEGETABLE CO-OP



VEGETABLE FARMING AT EMA O DIRE CO-OPERATIVE



DRIP IRRIGATION SYSTEM AT MASE VEGETABLE FARMING CO-OP

4.4 COMMUNITY ENGAGEMENT AND SOCIAL DEVELOPMENT SERVICES

PROJECT FUNDER : JOHANNESBURG WATER

PROJECT LOCATION: GREATER JOHANNESBURG METROPOLITAN

PROJECT DURATION: MARCH 2018 TO MARCH 2021

1. INTRODUCTION

Thembaletu Development NPC was appointed the service provider for the Joburg Water funded project - JW 01/16 ISD - Community Engagement and Social Development Services. The organisation has been mandated to recruit labourers for the project and conduct social facilitation and consultancy service. The areas of project implementation included Diepkloof Ward 29, Orange Farm ward 1, 2, 3, 4, 5, 131 and Poortjie. Informal settlements the targeted areas have been Driezik, Ekuphumleni, Zamimpilo, Lawley, and Finetown.

Project activities included the recruitment of project beneficiaries (Community Facilitators) through the Expanded Public Works Programme (EPWP) guidelines. Training of Community Facilitators in each area was conducted to prepare the facilitators for proper community engagement and social facilitation. Community Pre-Assessment Surveys were conducted in Diepkloof Ward 29 and in Orange Farm Ward 1 and 4, to ascertain the attitudes and practices towards water use and conservation. Community Facilitators worked in groups of an average of 10 under the leadership of a Team Leader.

In the townships the Community Facilitators did door-to-door education and awareness campaigns on the following areas:

- Water Conservation
- Willingness to pay
- Extended Social Package
- Dos and Donts on how to take care of our water and sewer infrastructure
- City Water By-Laws

In the informal settlement Community Facilitators did door-to-door education and awareness campaigns on the following:

- Water Conservation
- Hygiene and Sanitation
- Dos and Donts on how to take care of VIP toilets.

During the implementation of the project, Thembaletu Development held various community engagement meetings with community stakeholders to introduce the project and secure buy-in. Stakeholders were mainly

ward councillors, civic organisations and influential individuals.

2. PROJECT OBJECTIVES

- To encourage the involvement of local communities and community organisations in matters of water and sanitation.

To significantly reduce water consumption.

To Conscientise the public on the need to conserve water and for the public to understand the water crisis currently facing us.

- To identify, report, repair water leakages especially in public spaces.
- To raise awareness on water conservation and water infrastructure maintenance in communities.
- To provide work opportunities for the unemployed youth who will be employed to do awareness campaigns, social facilitation, education etc.
- To provide skills training to the unemployed youth who will be employed as Community Based Facilitators.
- To improve community participation and interaction to ensure sustainability of the programme.
- To create employment opportunities for the youth in the communities by using the EPWP approach to the project.

3. STAKEHOLDER BUY-IN

Thembaletu Development convened meetings with Orange Farm councillors to explain the project and get buy-ins. Community meetings were also held with other stakeholders. Stakeholder engagements were not only confined to meetings, but they also took place through phone calls and on rare occasions by email.

4. BENEFICIARIES' RECRUITMENT

Ward councilors assisted in the identification of beneficiaries for the project. CVs were collected from the communities by the councilors. Some councilors have a database of job seekers. Thembaletu Development has an HR unit that conducted interviews, recruitments and contracting of beneficiaries as Community Facilitators for the project.

SUMMARY OF BENEFICIARIES EMPLOYED

MONTH	NO. OF BENEFICIARIES	GENDER		YOUTH		NON-YOUTH		PERSONS WITH DISABILITY
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
April'18	15	9	6	7	4	2	2	0
May'18	15	9	6	7	4	2	2	0
June'18	219	59	160	53	146	6	9	0
July'18	401	161	240	149	213	12	27	0
August'18	401	161	240	149	213	12	27	0
Sept'18	528	210	318	189	289	21	29	1
Octo'18	406	149	257	135	242	14	15	1

BENEFICIARIES' SUMMARY PER AREA

AREA	NO. OF BENEFICIARIES	GENDER		YOUTH			PERSONS WITH DISABILITY
		MALE	FEMALE	MALE	FEMALE	TOTAL	
Head Office	5	3	2	2	2	4	0
Diepkloof Ward 29	15	9	6	7	4	11	0
Orange Farm Ward 1	84	31	53	28	55	83	0
Orange Farm Ward 2	124	49	75	47	72	119	0
Orange Farm Ward 3	90	24	66	23	63	86	1
Orange Farm Ward 4	81	50	31	41	33	74	0
Orange Farm Ward 5	99	39	60	31	57	88	0
Orange Farm Ward 131	88	34	54	32	48	80	0
Zamimpilo	15	5	11	4	10	14	0
Ekuphumuleni	5	2	3	0	1	1	0
Driezik	6	1	5	1	3	4	0
Lawley	5	3	2	3	2	5	0
Meriting/Finetown	8	2	6	7	7	9	0
Team Leaders	24	5	18	5	19	24	0
TOTALS	649	256	393	231	376	602	0

5. TRAINING OF BENEFICIARIES

- Project beneficiaries were training on a short course to enable them to Facilitate community engagements. Training topics covered the following:
- Demonstrate knowledge of water cycle.
- Community Dynamics & Participation through Active Citizenship.
- Relationship between Human Rights and Community Participation.
- Facilitate participatory community development processes.
- Plan and conduct community meetings.
- Facilitate a peer education intervention.
- How to conduct door-to-door public education and awareness.

6. COMMUNITY PRE-ASSESSMENT SURVEYS

Community pre-assessment surveys were conducted in Diepkloof ward 29, Orange Farm ward 1 and 4.

6.1 THE PURPOSE OF THE SURVEY WAS MEANT;

- a. To get an understanding of the Demographics of the water consumers.
- b. To ascertain how much knowledge the residents have on the Expanded Social Package.
- c. To get an understanding on water usage and usage by the respondents.
- d. To understand knowledge, attitudes and practices towards water conservation.

6.3 SUMMARY OF SURVEY AREAS

AREA	NUM-BER OF STANDS	STANDS SAMPLE SIZE -10%	NUM-BER OF SURVEYS CON-DUCTED
1. Diepkloof Ward 29	1383	140	140
2. Orange Farm Ward 1	8900	900	910
3. Orange Ward 4	8000	800	827
TOTAL	18283	1840	1877

7. PUBLIC EDUCATION AND AWARENESS CAMPAIGNS

7.1 TOWNSHIPS

In the townships the Community Facilitators did door-to-door education and awareness campaigns in order to achieve project objectives.

Campaigns were based on the following areas:

- Water Conservation
- Willingness to pay
- Extended Social Package
- Dos and Dents on how to take care of our water and sewer infrastructure
- City Water By-Laws

Education material inform of information sheets and pamphlets was issued out to the residents during the door-to-door visits.

7.2 INFORMAL SETTLEMENTS

Joburg Water is embarking on a project to improve basic services in the informal settlements. The water and sanitation services are being improved through the provision of Ventilated Improved Pit toilets, container ablution facilities and laundry facilities. Community Facilitators were educating residents on the following:

- Water Conservation
- Hygiene and Sanitation
- Dos and Dents on how to take care of VIP toilets

11. PROJECT PICTURES

11.1 DIEPKLOOF WARD 29



Consent Form Signage activity for Diepkloof Ward 29 residents

11.2 ORANGE FARM WARD 1



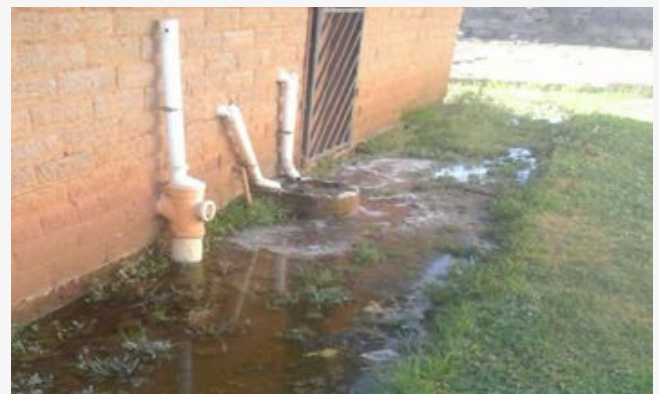
Orange Farm Ward 1 Door to Door Education and Awareness



Sewer Spillage by Thamsanqa Primary School Orange farm Ward 1



Orange Farm Ward 1 Door to Door Education and Awareness



Sewer spillage into houses in Orange farm Ward 1

11.2 ORANGE FARM WARD 1 [CONTINUED]



Educating residents to cut down on water usage by planting in containers and to use grey water effectively.

11.3 BASIC SERVICES

EDUCATION & AWARENESS CAMPAIGNS:

- Water Conservation
- Hygiene & Sanitation
- City Water By-Laws

ACTIVITIES IN DRIEZIK INFORMAL SETTLEMENT



Public Meeting on Water Conservation, Hygiene and Sanitation in Driezik

ACTIVITIES IN DRIEZIK INFORMAL SETTLEMENT [CONTINUED]



A resident in Driezik starting a food garden using old car tyres as a way of minimizing water use and finding a purpose for grey water



Seat in the recently installed VIP Toilets falling off in Driezik. Users are said to be falling off while seated

11.4 ORANGE FARM WARD 4

EDUCATION & AWARENESS CAMPAIGNS:

- Expanded Social Package
- Water Conservation
- Willingness to pay for water
- City Water By-Laws



Public Education & Awareness at a Car Wash in Orange Farm Ward 4



Ever leaking Tap at a Stand in Ward 4

11.4 ORANGE FARM WARD 4 [CONTINUED]



Ever flowing Tap at a Stand in Orange Farm Ward 4



Ever flowing Tap at a Stand in Orange Farm Ward 4

4.5 PROFITABLE BOER GOAT FARMING

PROJECT FUNDER TAUNG: ZENZELE ITERELENG NPC

PROJECT FUNDER MOGALAKWENA: DITHOLWANA TSA RENA TRUST

TAUNG PROJECT DURATION: FEBRUARY TO AUGUST 2018

MOGALAKWENA PROJECT DURATION: DECEMBER 2018 TO DECEMBER 2019

1. PROJECT DESCRIPTION

This project is designed to transform the farming practice from subsistence to profitable and commercial Boer Goat farming among farmers within the Greater Taung and Mogalakwena Local Municipalities. Targeting 5 Co-Ops in each municipality. Farmers will be required to be co-operatives comprising mainly of the youth and females. The co-ops will be supported with 20 female Boer Goats and 1 male Boer goat after they have cleared their indigenous Tshwana Goats.

The Boer Goat meat is known for its nice taste, the Boer goats grows quicker and fetches higher prices in both local and international markets.

Co-Ops will also be provided with training on profitable Boer goat farming and provided with mentoring and access to markets. Infrastructure, medicine and stock feed form part of the starter pack for the project.

2. PROJECT OVERALL OBJECTIVE

The overall projective is to support emerging goat farming co-operatives with skills on how to do sustainable and profitable goat farming, providing infrastructure support, information on breeding, feeding and medication.

3. PROJECT SPECIFIC OBJECTIVES

- To train 5 goat farming co-operatives on profitable goat farming.
- To train goat farmers on profitable goat farming.
- Train and assist goat farming co-operatives on how to set up proper infrastructure conducive to profitable goat farming.
- Delivery of feed, medicine and handling equipment to the five goat farming sites.
- Deliver at least one male Boer-goat (bucks / billy) and 20 female Boer-goats (doe / nanny) to each of the 5 co-operatives.

- Linkage to markets and sustainable models of operation.

4. STAKEHOLDER ENGAGEMENT

- Stakeholder engagements were successfully conducted and there was buy-in from all stakeholders and the communities.
- Stakeholders included the Municipality, Traditional Leaders, Ward Councillors and Communities at large

5. ASSESSMENT EXERCISE

Project implementation started off with the assessment of individual goat farming co-ops. The following goat farming co-ops were assessed to ascertain if they met the criteria to qualify them to be part of the project beneficiaries:

6. PURPOSE OF THE ASSESSMENT EXERCISE – WAS TO:

- Establish the exact location of the cooperatives.
- Ascertain the co-op registration status.
- Get information on governance.
- Capture information on the type of animals being reared.
- Observe the kind of goats being reared.
- Ascertain compliance with the stock branding processes.
- Get an understanding of safety and security for the animals.
- Obtain information on pests, diseases and predators.
- Observe availability of pastures and water supply for the animals.
- Capture information on the availability of shelter and other related infrastructure for the goats.

7. OUTCOMES FROM THE ASSESSMENT EXERCISE

The outcomes from the assessments were generally similar across all co-ops. The common outcome from all of them were as follows:

- All farmers are keeping indigenous goats oblivious of the inferiority status of these goats in the commercial markets.
- The general perception amongst the farmers is that these indigenous goats will at some point grow bigger as years go by and subsequently fetch higher prices at the market place. Hence the goats are kept for years.
- All farmers have passion for goat farming and have experience that has been passed from generation to generation within their lineages.
- Infrastructure is generally good with a lot of improvisation using locally available materials for fencing, feeding and watering troughs.
- Most of the co-ops were eliminated from the selection criteria due to lack of reliable water supply and lack of grazing pastures.
- Some of the co-ops were eliminated due to the fact that they did not demonstrate the ability, capacity and experience in handling large stock numbers which was pegged at 20 goats or more.

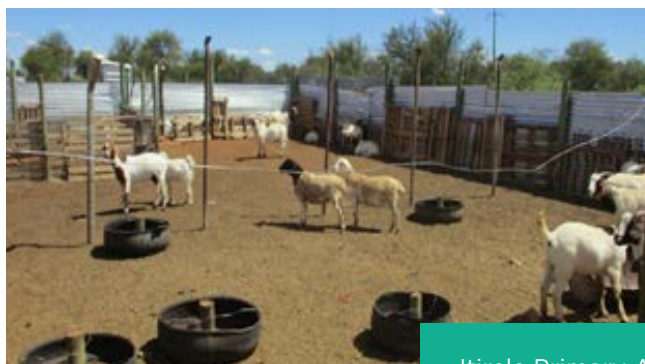
BELOW THE VISUALS OF SOME OF THE CO-OPS THAT WERE VISITED DURING THE ASSESSMENT EXERCISE IN GREATER TAUNG



Bokgoni Goat farming Co-Op



BELOW THE VISUALS OF SOME OF THE CO-OPS THAT WERE VISITED DURING THE ASSESSMENT EXERCISE IN GREATER TAUNG



Itirele Primary Agriculture Co-Op



BELOW THE VISUALS OF SOME OF THE CO-OPS THAT WERE VISITED DURING THE ASSESSMENT EXERCISE IN GREATER TAUNG [CONTINUED]



Matwe Goat Farming Co-Op



8. PROJECT ADVOCACY & TRAINING

Goat farmers attended a one-day advocacy workshop that was facilitated by the both Municipalities. Farmers were transported by the Municipalities and were provided with meals and refreshments on the day.

The purpose of the workshop was to:

- Conscientise farmers on Boer Goat farming.
- Make farmers understand the difference between the Boer Goat and the indigenous Goat.
- Identify goat farming co-ops and individual farmers.
- Clarified difference between a Boer goat and a Tswana goat.
- Advantages of breeding Boer goats.
- Explain economic value of the Boer goat over the Tswana goat.
- Outline upcoming Boer goat farming support project.
- Explain the Criteria for selecting beneficiaries.

(20 goats, Practising Farmers)

- Duration of the project (6 months)
- Way forward.



75 farmers gathered for the goat farming project advocacy

9. BOER GOAT TRAINING COURSE

Farmers were taken on a three-day unaccredited training course on Boer Goat farming. The course content covered the following topics:

Farming with Boer Goats

- Developing Infrastructure
- Fencing
- Water supply
- Handling facilities and kidding Pens
- Developing your Flock

Breeding Boer Goats (industry)

- How and when
- Male - Female ratio
- Breeding season
- Nutrition requirements during breeding
- Record keeping

Animal Health

- Inoculations
- Deworming
- Dipping
- General diseases
- Castrating and ear tagging

19. PROJECT SUPPORT INTERVENTIONS

Beneficiary Co-op Name	Number of goats prior to project	Number of Boer Goats Prior to Project	Number of Boer Goats Supported with	Boer Goat Stock Numbers after project intervention	Number of Boer Goat Kids Born as of (end of Project) 06/11/2018	BOER GOAT STOCK as of (end of project) 06/11/2018
Tapologo Goat Farming Co-op	21	20	21 (20 Female, 1 Male)	22	27	49
Masiela Goat Farming Co-op	44	4	21 (20 Female, 1 Male)	25	22	47
Matwe Goat Farming Co-Op	49	0	21 (20 Female, 1 Male)	21	05	26
Mabe Goat Farming Co-op	54	20	21 (20 Female, 1 Male)	41	36	77
Mmutlane Goat Farming Co-op	41	11	21 (20 Female, 1 Male)	32	06	38
TOTALS	209	52	105	168	96	237

To begin with, farmers were required to clear all their old indigenous goat stock before commencing with the project activities. The table above summarises the co-ops' demographics and the number of indigenous goats that the farmers had when the project commenced. Most of these goats were cleared in the informal market at very low prices with some fetching as little as R500.

The farmers themselves contributed to the project by ploughing back into the project the proceeds from selling the old stock. Money generated from selling old stock was used to buy material for infrastructure like roofing, fencing and stock feed.

11. INFRASTRUCTURE SUPPORT

This activity involved the following:

- setting up of pens and practical learning on goat farming.
- Procurement and delivery of material for fencing and roofing.
- Practical learning was done at Matwe Co-Op with all beneficiaries assisting as part of practicals on infrastructure installation.
- Beneficiaries then went on to prepare site and install equipment on their sites.
- Technical team went on to inspect at completion.
- Co-Ops also received drinking and feeding troughs

Below is an illustration of how each Co-Op benefited from the project support

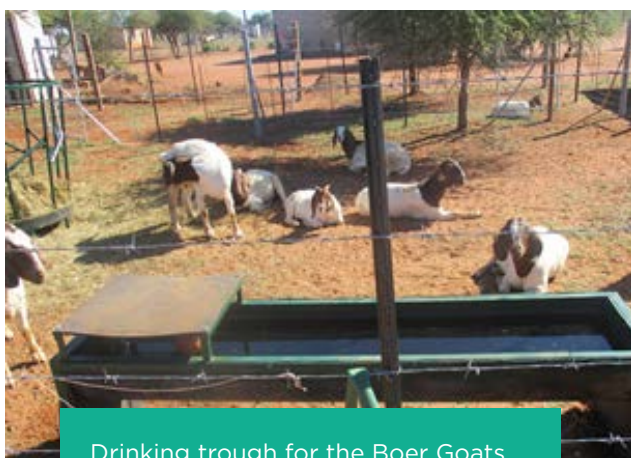
11.1 MASIELA GOAT FARMING CO-OP



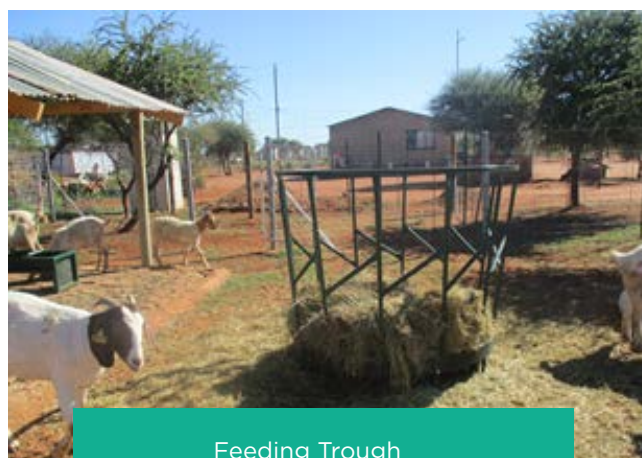
New Goat pen and the 21 Boer goats supplied



Fencing erected by the co-op after training



Drinking trough for the Boer Goats



Feeding Trough

- The 5 members co-operative started off with 44 indigenous Tshwana Goats.
- 23 of these goats were sold off at the auction, while 21 have been relocated to some place.
- They received 20 female Boer goats but the Male goat has not been delivered.
- The co-op has contributed to the project by using some of the money generated from goat sales to improve the infrastructure in the co-op.
- They received skills training and are constructing the goat pens by themselves.
- A new goat pen has been constructed that comprises of a shade, maternity ward, enclosure for the male goat and a section where only kids will be enclosed.
- The co-op has also been supplied with drinking troughs, feeding troughs, roofing and fencing materials.

Farmers' Contribution to the project

- The farmers did goat pen construction by themselves after receiving training.
- Money generated from indigenous goat sales was ploughed back to the project through the purchase of additional material for roofing and fencing.
- They have also used the money to buy additional goat feed.

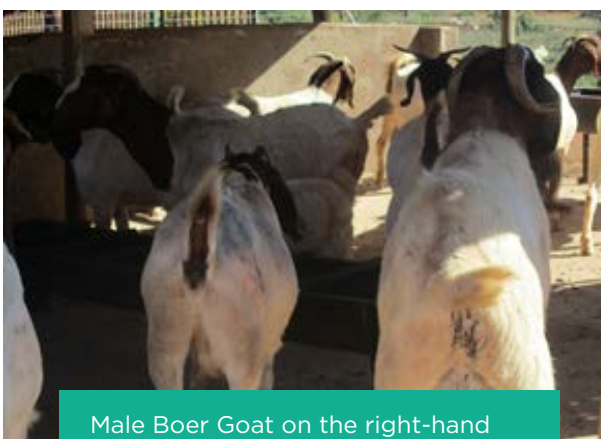
11.1 MASIELA GOAT FARMING CO-OP



Boer Goats and the new Goat Pen



Goat Feeding from the pallets Trough and other goats under the shed



Male Boer Goat on the right-hand side



Watering trough and ducks for pest control

- The 5-member youth owned Co-Op is comprised of 2 Males and 3 Females.
- The co-op started off with 54 goats, 24 of which were indigenous Tshwana goats.
- The 24 indigenous Tshwana goats were sold at the Vryburg Goat Auction.
- 30 of the goats were Boer goats so they were not sold.
- The co-op received 20 female Boer goats plus 1 Male Boer goat.
- The co-op used the money to supplement the purchase of infrastructure material for fencing, roofing and bought a water tank.
- The farmers did goat pen construction by themselves after receiving training.
- Money generated from indigenous goat sales was ploughed back to the project through the purchase of additional material for roofing and fencing.
- The farmers bought corrugated iron sheet for the construction of goat pen shade

11.3 MATWE GOAT FARMING CO-OP



Feeding Trough and Shade supplied



Security fencing erected



Goat feed



Goat feed

- 5-member goat farming Co-Op.
- Had 49 indigenous Tshwana goats. Sold all of them.
- Received 20 female Boer goats and 1 Male goat.
- Feeding and medicines provided.
- Co-Op made it to the Top Five project beneficiaries because of their experience in keeping large numbers of goats. They have abundant water supply that is pumped into a 10 000-litre tank using a home-made diesel water pump. There is a natural spring within the premises that provides endless water supply even during periods of droughts. They also have abundant large tracks of communal land where goats can graze.

Farmers' Contribution to the project

- Money generated from selling 49 indigenous Tshwana Goats was used to repair the bakkie, improve the overall infrastructure to meet the required standards, erected security fence and bought roofing material.
- Some of the money was used to purchase additional feeding.
- All infrastructure constructions were done by members of the co-op after they received training.

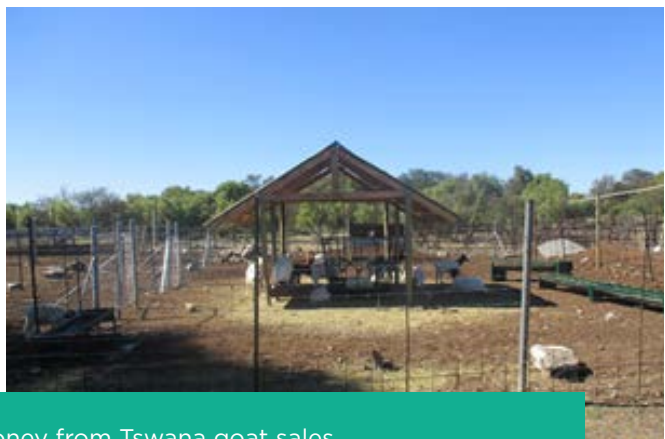
11.4 MMUTLANE GOAT FARMING CO-OP



New fence erected using money from Tswana goat sales



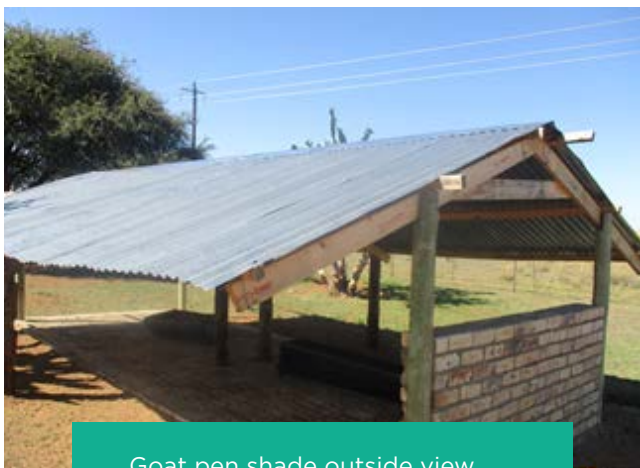
New fence erected using money from Tswana goat sales



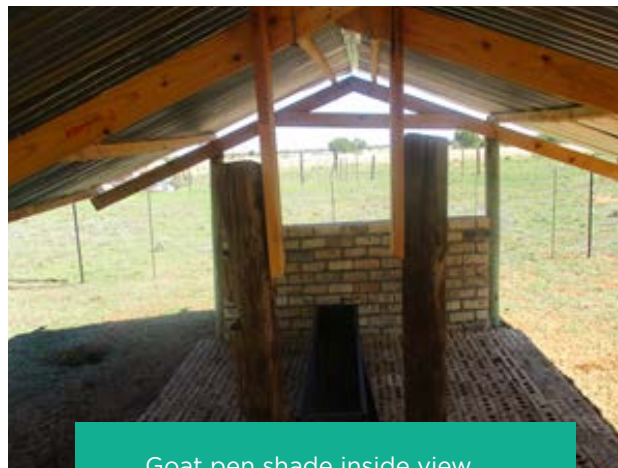
FARMERS' CONTRIBUTION TO THE PROJECT [CONTINUED]

- Started off with 41 goats and sold 31 indigenous Tswana goats, then remained with 10 Boer goats.
- They have received 20 female Boer goats and one Male.
- The 20 female Boer goats have been ear tagged differently from the initial stock that they had.
- They have received material for fencing, roofing, feeding and drinking troughs.
- The farmers did goat pen construction by themselves after receiving training.
- Money generated from indigenous goat sales was ploughed back to the project through the purchase of additional material for roofing and fencing.
- The farmers bought corrugated iron sheet for the construction of goat pen shade

11.5 TAPOLOGO GOAT FARMING CO-OP



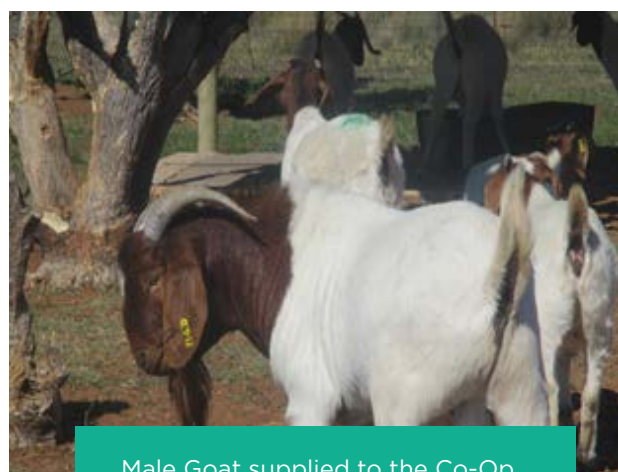
Goat pen shade outside view



Goat pen shade inside view



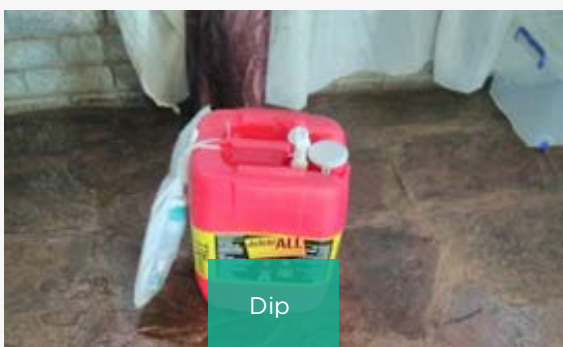
Feeding from Troughs



Male Goat supplied to the Co-Op

- 5-member goat farming co-operative.
- Located some 130km from Taung Municipal offices, making it the furthest of all the co-ops in the project.
- The Co-Op started with 20 Boer goats and 1 indigenous goat.
- They were supplied with 20 female Boer goats and 1 Male goat.
- Supplied with medicine
- The Co-Op has also received infrastructure support material for fencing, roofing and received feeding and drinking troughs.
- The farmers did goat pen construction by themselves after receiving training.
- The farmers have purchased additional goat feed and material for fencing and roofing.

12 GOAT MEDICINE AND GROOMING KIT SUPPORT



Dip



Injection syringes and needles



Ear Tag and Trimmer

EACH CO-OP RECEIVED THE FOLLOWING:

- Wound spray containing insecticide against flies and maggots.
- Hoof trimmer/shears.
- Elastrator (elastic castration pliers) and latex rubber elastrator rings.
- Ear tags and ear tag applicator.
- Burdizo (bloodless castration device).
- Spray dip machine (knapsack sprayer) for dip product application.

- Dip or pour-on product to eliminate external parasites.
- Oxytetracycline injectable antibiotic.
- Eye powder to treat infected or irritated eyes, or open wounds on the body.
- Antiseptic iodine spray.

ANIMAL FEED RECIEVED:

- Each beneficiary received 5 bags of 50kg yellow maize and 20bags of 50kg goat pellets to mix for feed

13. SUSTAINABILITY AND WAY FORWARD

The implementation for the first phase of the Greater Taung Boer Goat project is completed and awaiting phase 2. The Mogalakwena project just kicked in December 2018. Mentoring support will continue to be provided to the Co-Ops and monthly site visits conducted to ensure that the animals are adapting well, are well fed, have sufficient clean water, and are not infected with any disease and that shelters are cleaned as they should be. Mentoring will be provided by seasoned entrepreneurial goat and cattle farmers in the area.

Going forward, the plan is that our beneficiaries will start their own Boer goat clubs and sell quality Boer Goats to the general market. They will also be able to sell within existing Boer Goat clubs. The contracted entrepreneur will ensure that this happens at the time the beneficiaries are ready to sell.

- It is expected that six months after the first breeding cycle, stock in these goat farming co-ops is likely to have doubled.
- As an example, Mabe Co-Op in Taung which has 41 female goats will be having no less than 80 goats, if they decide to sell 20 at an average of between R2 500.00 and R3 000.00 per goat of an average weight of 45 kilograms, they will generate approximately between R50 000.00 and R60 000.00.
- If stock is increased to 100 then they may sell 100 at a given time and generate approximately R250 000.00 to R300 000.00 at a go.

As a way forward towards sustainable and profitable Boer Goat Farming, we have identified the need to accelerate the process of commercialisation. Commercialisation of Boer Goat farming is a game of numbers. We have to ensure that the Co-Ops multiply their stock and we source funding for additional Co-Ops to be supported.

The more Boer Goat farmers we have the more Boer Goats will be produced and farmers will be in a position to compete with seasoned commercial farmers. The process towards commercialisation will involve the following:

- Sourcing funding to support another more goat farming co-operatives.
- Identify Co-Ops that have a potential for accelerated commercialisation based mainly on the availability of grazing land, water supply and adequate infrastructure.
- The identified Co-Ops will be supported with additional female goats and males.

In the first cycle of breeding these Co-Ops it is estimated that they will have additional 30 goats each. Meaning that combined with existing stock averaging 50 each, the Co-Ops will each have a total of about 80 goats in the first breeding cycle and the number is likely rise to 200 in the second year of breeding.

- When stock numbers are increasing it's the good recipe for commercialisation and the Co-ops will be in a position group themselves into a Boer Goat club.
- This is a game of numbers, and this is the only way that the farmers can penetrate the lucrative goat meat supply market.
- The more the goat numbers the easier the access to markets. Markets require a constant supply of stock which will run uninterrupted. It will therefore be easy to secure international markets such as the Middle East where large quantities of goat meat are consumed.
- As the Co-Ops grow in business, the plan is source funding for a mobile abattoir so that only carcasses will be transported to the markets thereby maximising profit margins for the farmers.
- Goat Dairy farming is also on the cards considering the popularity of goat milk products both locally and internationally. The plan is to source funding for the procurement of milk goats, milking infrastructure and training for cheese manufacturing.
- Employment creation - each cooperative will employ two additional assistants to assist in handling the kids during the breeding season. Goat kids are very delicate in the first weeks after birth hence additional labour would be required. Labour will also be required for feeding and cleaning the goat pens.

14. PROJECT SHOW CASING

Thembaletu Development NPC has documented the successes of the Boer Goat farming project in Taung through a video documentary that can be accessed on YOUTUBE and GOOGLE DRIVE via the following links:

Full Version

<https://youtu.be/AqYMSCIQWLO>

Short Version

https://youtu.be/vsZ1wBVo_js

Google Drive Link

<https://drive.google.com/open?id=1xh-MDONfbv7xP11tqMJGBfS42oVbD9kv>

PROJECT PICTURES



Engagement with Mapela Task Team



Engagement with Mapela Traditional Council



Boer Goat farming Advocacy Workshop



Boer Goat farmers' selection processing

4.6 SMARTSTART EARLY CHILDHOOD DEVELOPMENT PROGRAMME

PROJECT FUNDER: SMARTSTART NPO

PROJECT LOCATION: EKURHULENI METRO & SEDIBENG DISTRICT MUNICIPALITY (GAUTENG)

PROJECT DURATION: SEPTEMBER 2016 TO JUNE 2020

PROJECT DESCRIPTION

Thembaletu Development NPC is implementing SmartStart Early Childhood Development programme in Ekurhuleni Metro and Sedibeng District Municipality (Gauteng), also in Sekhukhune District (Limpopo). SmartStart is a social franchise which aims to expand access to quality, affordable early learning opportunities for young children (3-4-year olds) in South Africa. Early Childhood Development is becoming recognised globally as a tool to improve the lives for children from disadvantaged population groups.

In 2015 there were 5.9 million children ages 0 – 4 years old living in South Africa, with the majority living in poverty. Approximately 46% of children in this cohort have access to any type of quality out-of-home early learning programme. It is estimated that in the poorest households, only 20% of young children attend an ECD centre. Many households in South Africa have little access to resources, services and education. The role of the home is key in providing on going stimulation that encourages and supports learning throughout a child's life.

Early Childhood Development in South Africa is also being hampered by lack of infrastructure like classrooms, play area equipment, learning material and other relevant items for early childhood development. It has also been noted that especially in poor communities and in rural areas in the mornings, working parents drop their children with a care giver, usually a granny. While at the particular drop in centre, the children do not undergo any structured learning or in some instances there is no learning at all. This practice does not benefit the children's intellectual development which impacts negatively to their future when they reach formal school going age.

The reason why many children in the country don't attain early childhood development learning can be attributed to two factors. The first one being lack of facilities specifically designed to offer the required learning especially in poor and previously marginalised communities. The other factor being that the care givers who are tasked with taking care of the children's early development are not skilled in the appropriate way to enable them to carry out early childhood development activities. SmartStart Early Childhood Development is designed to tackle the above-mentioned problems.

OVERALL OBJECTIVES OF SMARTSTART EARLY CHILDHOOD DEVELOPMENT PROGRAMME

- To provide affordable and quality early childhood development education to the disadvantaged communities.
- To create sustainable SmartStart ECD centres to alleviate poverty and reduce unemployment.

SPECIFIC OBJECTIVES OF THE SMARTSTART PROGRAMME ARE AS FOLLOWS

- To create sustainable Early Childhood Development Enterprises.
- Create a generation of enthusiastic young learners, who have the foundations in place to become the best they can be and to succeed in school and in life.
- To develop a child who is a great thinker and communicator, able to use language confidently, to listen, reason and speak.
- To develop a child who has self-control.

PROGRAMME PROGRESS

- We have to date a total of 226 Franchisees are trained and active with 171 Franchisees from Ekurhuleni and 55 from Emfuleni.
- In Ekurhuleni 171 of the Franchisees are both day mothers and ECD practitioners. In Emfuleni 12 of the Franchisees are running a piloted programme that SmartStart together with Harambee has initiated called The Play-Maker Programme and 43 are teachers from ECD Centres.
- 249 Starter licences issued so far.
- 226 Smart space certificates issued.
- 53 Smart-Starters have done the Child Progress training.
- Day mothers charge fees. The play group facilitators don't charge fees as it falls into their CWP schedule.
- 1251 Children have been registered and uploaded on the system and more registration forms have been sent to HO for capturing.
- Most children attend except during school holidays.

PROGRAMME PROGRESS [CONTINUED]

- 75% receiving full dosage, meaning the full day care.
- We have a total of 35 Clubs for both Emfuleni and Ekurhuleni.
- 58 club meetings have been recorded on Smart link since 2017.

PROJECT PICTURES



SmartStart Classes in progress



SmartStart Franchisees Training



SmartStart Day Mothers' Training

4.7 BUILDING & CIVIL CONSTRUCTION SHORT SKILLS PROGRAMME

PROJECT FUNDER : CONSTRUCTION EDUCATION AND TRAINING AUTHORITY (CETA)

PROJECT LOCATION: UMHLATHUZE LOCAL MUNICIPALITY (KZN)

PROJECT DURATION : SEPTEMBER 2016 TO JUNE 2020

PROJECT DESCRIPTION

Thembaletu Development was appointed by the Construction Education and Training Authority (CETA) to implement a short skills programme on Building and Civil Construction to 20 workers employed by the City of uMhlathuze in KwaZulu Natal.

Typically, qualifying learners are employed in the construction sector as painters, tilers, plasterers, masons, joiners, carpenters, roofers, or are self-employed as micro-enterprise owners who provide services to construction contractors and members of the public (e.g. private households). Consequently, this employment sector consists of many small and micro-enterprises.

QUALIFYING LEARNERS WILL BE ABLE TO:

- Plan construction activities using mathematical principles.
- Communicate with relevant persons.
- Plan construction activity.
- Establish work area.
- Execute construction activity.

SPECIFIC OBJECTIVES OF THE SMARTSTART PROGRAMME ARE AS FOLLOWS

- To create sustainable Early Childhood Development Enterprises.
- Create a generation of enthusiastic young learners, who have the foundations in place to become the best they can be and to succeed in school and in life.
- To develop a child who is a great thinker and communicator, able to use language confidently, to listen, reason and speak.
- To develop a child who has self-control.

RATIONALE:

As a result of past legacies, many practitioners within the building construction sector were denied career advancement and possible recognition as qualified tradesmen. This was as a direct result of poor educational opportunities at some schools, leading to a lack of entry to formal training institutions. This qualification:

- Encourages individual entrepreneurship and job creation.
- Supports redress and provide access to employment opportunities.
- Promotes career advancement and further learning.
- Results in transformation/social upliftment of individuals, communities and the South African society at large.

THE SKILLS PROGRAMME WAS BUILT BASED ON THE FOLLOWING UNIT STANDARDS:

FOR THE PAINTING:

- ID 261666: Prime and apply paint to surfaces, NQF Level 3, 18 Credits.
- ID 261697: Prepare surfaces for painting, NQF Level 3, 20 Credits.

FOR THE TILING:

- ID 261665: Prepare surfaces and apply tiles, NQF Level 3, 20 Credits.

FOR THE PLASTERING:

- ID 261657: Plaster surfaces, NQF Level 3, 12 Credits.
- ID 9971: Apply screeds to a concrete floor, NQF Level 3, 15 Credits.
- ID 9969: Prepare for plastering, NQF Level 3, 15 Credits.

FOR THE MASONRY:

- ID 261663: Build masonry superstructures using concrete hollow units, NQF Level 3, 10 Credits.
- ID 261659: Build masonry superstructures using solid units, NQF Level 3, 20 Credits.
- ID 14662: Set out, excavate, cast concrete strip foundations and build foundation walling, NQF Level 3, 6 Credits.

LEARNING PROCESS

Classroom and workplace commitments have all been completed. What is outstanding now is the assessments and moderation of portfolios of evidence.

PROJECT PICTURES



BUILDING & CIVIL CONSTRUCTION SKILLS PROGRAMME IN UMHLATHUZE
LOCAL MUNICIPALITY

PROJECTS IMPLEMENTED IN LESOTHO

4.8 LESOTHO LIVELIHOODS RECOVERY PROJECT

Project Funder : ZENZELE ITERELENG NPC

Project Location: Lesotho (Semonkong Village)

PROJECT DESCRIPTION

The project is designed to assist the Semonkong community with strategic innovations and help them recover from the effects of drought and climate change to improve their livelihoods through sustainable and commercial Agriculture that goes beyond consumption to help communities to generate income through IGAs (income generating activities), save income and by so doing strengthen accessibility to have access to finance.

The Lesotho Livelihoods Recovery through Agriculture and access to finance will ensure that the rural communities of Semonkong in Maseru - Lesotho:

- Improve their agricultural production both in crop/vegetable and livestock.
- Engage in income generation activities and that they will be able to capacitate on how to save their income and will participate in Voluntary Savings and Credits.
- Community Capacity Building: 1000 households will benefit from this intensive 12-month programme in building their capacity to produce their own food and alleviate poverty; they will sell the surpluses and save money for sustainability beyond the support.
- Provision of Training and Support: A dedicated project team will work with beneficiaries to deliver training in sustainable land use and organic farming systems. Each household will receive a resource pack of seeds for those that will form part of interest groups shall receive support of in the field cropping and to improve their small stock (sheep).
- Village Savings and Loan: The programme will also ensure community access to finance through Voluntary Savings and Credits.

Semonkong is situated in South East of the country and Maseru, the capital city of Lesotho, about 156kms from the capital city. The area is at 2,275m altitude above sea level. It is remote, mountainous and characterized with cold winters with minimum temperatures of minus 9 degrees Celsius.

The Maletsunyane Falls forms part of the area and the place has potential to attract ecotourism integrated development initiatives that can in return boost the economy of the area and of Lesotho at large. Semonkong meaning "place of smoke" is located close to Maletsunyane falls. The population is estimated at 21 962 people and majority of which depend on farming and women constitutes a large portion of the population, most of who are widows and are head of households.

OBJECTIVES

- **Assist 1000 vulnerable households in Maseru**, in the Semonkong area with farming inputs such as improved breeding stock (merino sheep), commercial crop and vegetable seeds, shade netting nets to boost for household nutrition security.
- **Support local economic development** and create jobs through establishments IGAs and manufacturing.
- **Strengthening the Capacity of women** through establishment of voluntary savings schemes.

COMMUNITY AND STAKEHOLDER SENSITISATION MEETINGS

Stakeholder meetings were held to inform all relevant stakeholders about the project. This was to ensure the sustainability of the project initiatives and continued monitoring by relevant stakeholders. Over 24 stakeholder meetings were convened.

BASELINE SURVEY

Baseline survey was conducted to assist in order to identify local innovations and skills audit. 1000 households were targeted for the baseline survey, but the survey ended up covering 1007 households. The total number of project beneficiaries from the 1007 households was at an average of 5053. This figure is calculated based on an average of 5 members per household in Lesotho.

TRAINING OF BENEFICIARIES ON BEST FARMING METHODOLOGIES

Beneficiaries were being trained on farming methods that accommodate changes in weather and climate. Focus was placed on pests and diseases that affect crops at the point of germination. These pests and diseases affect crop growth and subsequently lead to low production and lack of food for families. The initial plan was to train five (5) groups of farmers but ended up training 30 groups. This happened without any budgetary constraints as there was no need for additional budget.

PROCUREMENT AND PACKAGING OF FARMING INPUTS TO PROJECT BENEFICIARIES

Farmers were supported with vegetable farming inputs such as seedlings for potatoes and other leafy vegetables. vegetable planted gardens and potatoe fields are doing well, hotbed and trench gardening demonstrations and distribution of farming inputs are done at the homesteads. The farmers were with appropriate technology and systems to be climate change smart.

TRAINING ON MANUFACTURING ART AND MARKETING

Beneficiaries were trained on manufacturing of different products using available resources such as aloe, cactus (prickly pear) and grass. Beneficiaries were also trained on different marketing strategies. The initial target for training was 500 but up to 512 beneficiaries were trained.

PROCUREMENT OF BREEDING STOCK, SUPPLEMENTARY FEEDS AND MEDICATION

Five (5) wool growers were supported with 1 Ram each and 20 ewes. Farmers were also supported with medication and supplementary feeding. The whole idea was to improve the sheep and wool production as an income generating project. After the support to the farmers, there was a notable increase of farmers interested in wool production. Thembaletu Development participated in national vaccination campaigns against Anthrax. 12 107 sheep were vaccinated; 2 Vaccination and 2 Dipping campaigns were conducted.

VILLAGE SAVINGS AND CREDITS

The idea of village-based savings and loans schemes already prevailed in some communities; some have already started practising it in ways such as village Stokvels, while in other communities it does not yet exist. The role of the project is to build on the already existing notion and capacitate the beneficiaries on how best to practice it, and to even mobilise new groups to start the activity. The aim is that all groups and individuals with income generating activities should form part of the VSL so that their income is secure and used in a manner which will benefit and grow the projects on the ground.

Usually these stokvels last for a period of 12-month cycle, and share out at the end of the cycle; normally at the end of the year, but this time it is different because all of them started their cycle between July and September, meaning they only had 5 months at maximum. All of the stokvels have shared out and ready to start a new cycle in January 2019.

SKILLS DEVELOPMENT AND INCOME GENERATING ACTIVITIES

The table on the next page is a summary of the collections made by different communities from various income generating activities that are of interest of the beneficiaries themselves. These activities are meant to boost household and community income, and help them have access to finance.

The beneficiaries are very pleased with the income generated and are willing to expand on their activities for an improved income generation. This was a good step but the project was implemented to guide the process and to make sure that it is executed correctly to meet the project objectives. 6 villages were trained and given starter packs on the manufacturing of skin lotions (Vaseline, skin lotion and glycerine.)

VSL GROUP	MEMBERS			COLLECTIONS (RANDS)					
	F	M	TOTAL	JULY	AUG	SEPT	OCT	NOV	DEC
HA LESALA	15	14	29	R1080.00	R2800.00	R5130.00	R6250.00	R9780.00	R17050.00
Ha Mateketa	19	0	19	R00	R00	R1, 250.00	R2470.00	R6850.00	R10130.00
Ha Moahloli	2	9	11	R00	R00	R1, 170.00	R2790.00	R6510.00	R11000.00
Ha Phallang	13	0	13	R2200.00	R4150.00	R8, 200.00	R9620.00	R11200.00	R18900.00
Ha Ts'oinyana	13	5	18	R00	R1795.00	R1940.00	R3050.00	R6480.00	R18750.00

VEGETABLE PRODUCTION

The aim is to ensure that by the completion of the project, all the registered households produce fresh vegetables around their homesteads for continuous supply of fresh produce and improved household food security. The introduction of the hotbed and trench gardens in the various villages identified is responding very well, the gardens provide conducive growth medium for the plants even under the current climate circumstances; they also provide cover for plants against chilly winter nights and days, and also against scorching summer days.

At the beginning, the notion was not well adapted as winter vegetable production was never a practice in the area before the project arrived, and residents never believed it was possible; but with tangible and positive results on the ground, the model is replicating very fast and beneficiaries are very pleased with the new technology.

BLOCK FARMING

Five (5) wool growers were supported with 1 Ram. About 80% of the Country's population depend on agriculture for their living, but agricultural contribution to the Gross Domestic Product (GDP) has declined over the past five years. The project's aim is to embark on block farming for agri-business purposes and for the benefit of the communities. Six (6) sites have been identified and mobilised to grow potatoes for consumption and sale.

A total of about 41.24 acres of arable land has been fully planted with potato seeds for household consumption and sale of surplus; this is made up of 6 block sites from different villages and a local orphanage home.

95% germination rate is observed on sites that were sown earlier, those that were sown later are hopefully to show an even better germination rate, especially after some scattered rain drops hit the area. Varying planting times were decided as one way of pest and disease control within the block

areas, and it is also a marketing strategy that allows for a break in the supply for those who will sell their produce, meaning there will be a continued demand throughout the sales period.

The extended drought period brings heat stress to the crops, but the planted variety is strong enough and shows resistance to the effects. Pests were also observed in the fields, but the use of organic remedies as recommended by the project staff panned out to be very helpful in the eradication of such infestations.

ARTS AND MANUFACTURING

A group of 15 women from Ha Phallang who are already engaged in arts activities received intensive two-day training on arts and handicrafts. They were trained on making a renowned Basotho cultural hat (Mokorotlo) using grass that is native to some highlands of the Lesotho country like Semonkong. This hat is a significant part of the country's history and it is associated mostly with public and tourist attracting destinations in Lesotho. And for this reason, the hat is highly marketed and should be a good source of income for women. Another activity is the crafting of sweeping brooms, which are sold together with the hat.

Due to a multiple number of patterns available for this products, both the facilitator and the trainees urged for a follow up training to make sure they can master the practice fully.

PROCUREMENT OF BREEDING STOCK (MERINO RAMS AND EWES)

After the procurement of breeding stock, feeds and medication were provided to the five groups of 37 women and 56 men and routine monitoring is conducted on all the groups to make sure the animals have settled in properly and pregnant ewes are receiving proper management. All ewes lambed and the lambs are growing well.

Flock size tracking

VILLAGE	# OF EWES	# OF RAMS	LAMBS	TOTAL
Ha Phallang	12	1	5	18
Ha Samuele	12	1	5	18
Ha Ts'uinyana	12	1	5	18
Ha Lesala	12	1	8	21
Ha Moahloli	12	1	7	20
TOTAL	60	5	30	95

SOCIAL RESPONSIBILITIES

The project team together with the local authorities identified a very needy and vulnerable household in Semonkong (Ha Lesala) that comprises of two disabled orphans who live with their uncle and grandmother. The family depends on the old age pension grant of the grandmother for all the household needs, and sometimes have to rely on community members for their meals; the ZI project (staff) met the community halfway and bought some sanitary and food materials to ensure a proper Christmas celebration for the family.

The team again joined the community of Ts'enekeng in maintaining the Botanical gardening, sharing ideas and planting new species that were extinct in the area but are needed in their income generating activities. This garden serves the purpose of protecting the natural species threatened by today's climatic conditions and human activities that drove them to extinction.

OBSERVATIONS AND LESSONS LEARNT

- The idea of homestead food gardens is now replicating fast and positive results are now observable.
- Women form a larger portion in most of the interest groups and this is a positive sign that women are now actively engaged in developmental and income generating activities; women empowerment is one of the key project objectives and this signifies a great deal in the project.
- Block farmers are sensitive regarding the type and origin of the seeds planted, this is because of the fear of contracting and attracting new diseases and pests that come with seeds originating from outside their area. This shows a higher level of responsibility and understanding of the importance of choosing wisely when purchasing seeds, this is the reason why the ministry together with the project team identified a certified local seed breeder to supply the seeds.

- The introduced food gardens respond very well to the climate change effects as most of them have successfully maintained a fresh produce of vegetables throughout the cold winters up until now, a case which has never been witnessed in the area before the project intervention. This is sourced from the beneficiaries' testimonies during monitoring.
- Farmers are reluctant to change the time of planting as per the effects of climate change and this shows that more trainings on smart agriculture against climate change are needed.
- Beneficiaries are highly motivated by the manufacturing of skin products at their communities especially using the locally available materials.
- Beneficiaries are motivated by frequent monitoring routines and even more by the donor visits, this implies an increase in performance in different activities from now going forward.

INNOVATIONS AND/OR VALUE-ADD ADJUSTMENTS TO ORIGINAL PROJECT

- The process of compiling a photo gallery of the projects that focuses on the "Before-During-and-After" scenarios helps with tracking the progress and also in sharing progress in between reporting periods.
- Stones and other materials for erecting homestead gardens are scarce but sticks can be used as replacement for stones.
- A hotbed gardening model that was incorporated; shorter than the keyhole in height and with more straw and hay was put in place for improved heat and water drainage, this is to improvise on the keyhole for ease of work and also to grant easy access even for disabled individuals.
- The initial plan was to procure 50 ewes against the final procurement of 60 ewes. The selling procedure allowed for the purchase of 60 with the same budget allocated.

WAY FORWARD

- Documenting success stories and lessons learnt.
- Continue with monitoring and evaluation of supported activities.
- Continue with close monitoring of block sites for proper management and timely interventions when needs arise. The selling procedure allowed for the purchase of 60 with the same budget.
- Continue training farmers on best farming methodologies and climate change smart and resilience measures.
- Trainings on product development as a marketing strategy.
- Mobilizing communities to participate in dipping campaign for sheep scab prevention and vaccination.

PROJECT PICTURES



Fields of Potato plants on a block



Community Botanical garden for protection



Project staff handing over Christmas gifts

4.9 AGA LESOTHO HEALTH PROGRAMME

PROJECT FUNDER : ANGLOGOLD ASHANTI

PROJECT LOCATION: MAFETENG(TSAKHOLO) AND MASERU (MOKEMA)

PROJECT DURATION : 9 MONTHS

PROJECT DESCRIPTION

Thembaletu Development has been receiving financial support from Anglo Gold Ashanti (AGA) since 2004 to fulfil its mission through its funded programmes in Lesotho (one of the SA mine labour sending areas) in the areas of food security and agriculture, health and nutrition as well as water and sanitation in the districts of Mafeteng, Quthing and Mphahle's hoek. The funding support had impacted positively on the lives of the people and most particularly in vulnerable communities in the rural areas.

Thembaletu Development secured funding from Anglo Gold Ashanti in January 2016, a budget of **R541 000** was approved for an intensive twelve (12 months) period between April 2018 and September 2018. A "no cost" extension (three months) was requested for a smooth project conclusion and reporting.

Lesotho Has the second highest HIV prevalence rate in the world, more than 23% of the people or just under one in every four people in the country are living with HIV. The World Health Organization (WHO) states that TB is a major public health problem in Lesotho; and 64 % of TB cases in Lesotho are associated with HIV/AIDS co-infection, social problems, difficulties in patients' adherence and the threat of resistance against anti-tuberculosis control programme of the country.

The Millennium Development Goal (MDG) status report of 2013 indicates that the HIV/AIDS and TB in Lesotho is exacting a heavy toll on the country's ability to attain all of the other development goals. As a result of huge impact of HIV/AIDS epidemic, the life expectancy in Lesotho is just **48.7years**. The epidemic is concentrated in the most productive age groups, which undermines the abilities of people to feed and care for themselves and their families (UNAIDS 2014).

Thembaletu Development has a good record and experience in the implementation of programmes directly/indirectly related with HIV/TB; programmes were implemented in partnership with other relevant stakeholders such as the Ministry of Health, World Food Programme (WFP) and CARE International. The situation therefore called for an immediate intervention, and TD felt

the need to respond to the crisis in two districts of Mafeteng and Maseru in the rural areas of Mokena and Ts'akholo.

PROJECT OBJECTIVE

An amount of **R541 000** has assisted Thembaletu Development in supporting **601 households (2594 beneficiaries)** in two districts of Maseru and Mafeteng in strengthening their capacity to reduce new infections of HIV/TB through education and awareness raising. The initial agreement was to work in Mphahle's hoek, Mokhotlong and Mafeteng, but the limited funds were a challenge and the budget could not cover all the travel expenses, hence a review in areas of operation.

PROGRAMME MILESTONE AND ACHIEVEMENTS

Thembaletu Development has in the last nine months continued to develop and improve communities of Mokema and Ts'akholo on HIV/TB and Nutrition initiatives and interventions that were aimed at halting the transmission of HIV. The initiatives included the following with strong emphasis to impact and change behaviour:

- Training of Community Volunteers/Care Givers.

Driven by its principles, TD builds on existing assets, appraising the local innovation is the basis for a successful programme implementation. Thirty-five (35) all Female candidates were identified in two project areas; the Care Givers formed part of the implementation team in the sense that building their capacity was key and a priority for them. They were trained on the issues of HIV/TB and Nutrition in order for them to roll out information and knowledge to the grassroots people and to all in need of the information and knowledge.

TOPIC	#SESSIONS	TOTAL	FEMALE	Homebased Care Patients
Psycho-social support	7	35	35	326
Food Security and Nutrition	4	35	35	
HIV/TB Education	7	35	35	
Income Generation	3	35	35	R3950.00

INTERPRETATION AND CONCLUSION

As evidence regarding the impact of the programme in building the capacity of existing Community Volunteers, testimonies are attached to this report. The results of the good work done by the Care Givers shows that the programme had impacted positively on the work. Home based care patients were visited to ensure adherence of treatment, food gardens were also erected and planted under supervision of Volunteers/Care Givers, vegetable seeds packages were also supplied to ensure food security and nutrition, hygiene was also part of the training.

Community Volunteers rolled out the homestead gardening model (keyhole garden) and assisted with distribution of seeds for planting and monitoring. All the 601 households have food gardens and planted with variety of vegetables.

Women play a major role in ensuring a sustainable food security and household economy growth and with the relevant skills and resources, they make this notion possible. A good example is the thirty-five women that were trained for cosmetic/lotion manufacturing using local available medicinal plants.

The key message in the project was to advocate for regular visits to health facilities using awareness raising initiatives.

HIV/AIDS AWARENESS AND EDUCATION

In an effort for effective information and knowledge dissemination about HIV/AIDS in two districts, TD in collaboration with health partners successfully spread the message through joint community outreach initiatives using public gatherings and soccer games. During these events people were voluntarily going for counselling and they got tested on site to know their HIV status, they were taught the correct use of condoms using demonstrations and 25 700 condoms were distributed.

The table below shows the statistical report:

APPROACH	TARGET GROUP	TOTAL	FEMALE	MALE	COUNSELLING & TESTING
Community Outreach	Mixed//general	982	515	467	268
Soccer games/(Peer Educator)	Youth	1061			

INTERPRETATION AND CONCLUSION:

A majority of the youth that received the message on HIV/AIDS were reached through soccer games whereby a Trained Peer Educator facilitated the session. Among those who voluntarily tested, the self-testing kit was the most preferred, this was due to the belief that the method ensures confidentiality and avoids discrimination and stigma. The table below shows that female participation was higher than male; this was the same scenario seen in those that voluntarily went for testing. The test and treat approach works well with females because their death rate is low compared to men.

According to information from the Health Facility staff, there are more male deaths compared to those of females, this is because of the fear of visiting health facilities for testing and also because of the late discovery and treatment. This behaviour impacts negatively on the government budget in the sense that patients with non-communicable diseases such as cancer cannot be properly treated because the country has no facilities to treat these diseases and patients are referred to other countries currently outside South Africa and INDIA. The idea of advocating for regular visits to health facilities was an intervention that the project thought could contribute in remedying the situation.

HIV/TB PREVENTION AND BEHAVIOURAL INTERVENTION

This intervention mainly targeted ex-Mine Workers, following an observation that there was no pre and post-employment counselling for those who were diagnosed with TB and already on medication; the workers feared disclosing their status to their partners and families when they got back home for further support and this does not help in the reduction of new infections and the spread of the disease. TD facilitated education on the following:

- One sexual partner
- Improved treatment adherence through community outreach, and building the capacity of Care Givers for close monitoring of Home-based Care patients.
- Education on the use of condoms and supply of educational materials on family hygiene.

Knowledge of HIV/AIDS has proved to be a reducing factor, and has impacted greatly in the new infection rate and spread in the country. This calls for a joint in working together to reach out to individuals in all age groups to raise awareness in the pandemic as well as in TB. The table below shows how TD and its partners successfully work toward reducing the rate of new infections in both districts:

TARGET GROUP	INTERVENTION	#SESSIONS	TOTAL
EX -Mine Workers	HIV/TB prevention and behavioural change	3	119
	Psycho-social support and counselling	2	29
	Nutrition counselling and education	3	119

INTERPRETATION AND CONCLUSION:

For the programme to have managed mobilizing these numbers was an unbelievable achievement for us and our partners, this is because men are rarely participant in development activities, mostly the ones that include health related issues. While the government through the Ministry of Health and its partners in health, and TD/AGA among them are working hard to help people fight the pandemic, poverty and unemployment remain a challenge.

Tuberculosis is both curable and preventable. People living with TB mostly are situated in hard to reach areas and the programme was a relief and it facilitated service delivery to those areas.

HEALTH PROMOTION, FOOD AND NUTRITION



Food garden (Keyhole garden)

Food insecurity and poor nutrition result in decreased intake of nutritious foods; lack of minerals and vitamins have negative impact on human health including reduced resistance to communicable diseases, reduced learning capacity and loss of human capital and productivity (FAO).

The intervention mainly focused on ensuring there is food produced for consumption for households registered in the programme (601 HHS) and have also benefited a total of (2678) beneficiaries ranging from three (3) to ten (10) from different families. The programme used the same model (food garden inherited from past funded programmes by AGA, a model that had impacted many lives in the dry region of Lesotho and had proved itself to fight household food shortage (keyhole/“Lentloane”) as it is commonly known.

The table below shows those people who benefited and participated in health promotion through food gardens:

INTERVENTION	HOUSEHOLDS/BENEFICIARIES		
		Female	Male
Food gardening and seeds	765(3825)	454	311
Health Nutrition Training and dish preparation	667(3335)	395	272

INTERPRETATION AND CONCLUSION:

The table confirms the theory that states women are key role players in ensuring sustainable household food security and improved economy at household level. There are more women that participated in both interventions. Women do well if the resources needed are available, such as technical support, agricultural inputs and land and water for irrigation where possible.

HEALTH PROMOTION, FOOD AND NUTRITION



HIV Testing by Health Ts'akholo Health Facility Nurse

Thembaletu Development does not work in isolation, but identifies relevant partners and stakeholders for collaboration, this is done with the aim for shared expertise, information and resources. The table below shows partners/stakeholders' support and achieved results:

PARTNER	SUPPORT	RESULTS
Councillors and Chiefs	Community mobilization	601 households
Health facility staff/Nurses	Care and Treatment and technical support	982
Aids Free (USAID)	Training and provision of condoms	25 700 condoms
New Start(PSI)	Counselling, testing and family planning	320
Skills Share International	HIV education, counselling and testing	266
Ministry of Social Development	Motivational talks and life skills	1061 (youth)
Ministry of Police and Public safety	Crime prevention and drug/alcohol abuse awareness	1061 (youth)

INTERPRETATION AND CONCLUSION:

The importance of collaboration is already highlighted and the table above shows that TD partners with both NGOs and government ministries/departments. The results and coverage recorded on the table above could not have been achieved by TD alone.

MONITORING AND EVALUATION

Monitoring and evaluation is vital in every development programme, and it is a management tool that is used to ensure accomplishment of set objectives and the documentation of the impact, and above all ensuring quality and maximum results as expected by both clients and beneficiaries. This process was done during the implementation of the programme for same purposes indicated above.

Monitoring focused on food gardens and making sure production serves the purpose to address household food security and nutrition; this was done with the assistance of Care Givers who most of the time worked alone. Home-based care patients were also monitored to ensure adherence of treatment, good nutrition and hygiene. The programme invested in empowering young people at sports/soccer games to be Peer Educators and educate others on HIV prevention and stopping AIDS.



Home-based care Patients and Care-Givers

LESSONS LEARNT, CHALLENGES AND RECOMMENDATIONS

- Partnerships and collaborations play a vital role as far as information sharing is concerned, it is therefore recommended that this become a key priority in the next programmes and should be highlighted in the strategic work plan; partnerships are in one way or another a remedy in resource limitation challenges.
- Project visits by Donor representatives leaves both project staff members, partners and beneficiaries fully recharged and this motivates positive results and must be recommended and observed in programmes.
- Lesotho is faced with a serious challenge of unemployment rates that place the country at 24% of the total labour force population (Ministry of Public Service 2018), the majority of young men and women and graduated youth are struggling for survival under same situations and most of them opt to engage in activities such as prostitution, alcohol abuse and this increases the HIV infection rate. It is recommended that while TD responds to the pandemic, as well as TB, such interventions be incorporated into livelihood projects.
- The keyhole (Food garden) is responding positively to the changing climate and drought. The model should be rolled out to other parts of Lesotho with new programmes.
- Families leaving with the infected are affected greatly, mostly of the families are either child or female headed. This calls for future programmes focussing on women and youth development, and empowerment on issues of agriculture and income generation initiatives.
- Some of the non-registered households had participated during training and awareness campaigns, they also assisted in replicating the food gardens and as a motivation, they were given seed packages.

PROJECT PICTURES



HIV / TB EDUCATION (Ex-Mine Workers)



COMMUNITY VOLUNTEERS RECEIVING NUTRITION COUNSELLING AND EDUCATION



MEETING WITH PARTNERS- THEMBALETHU DEVELOPMENT LESOTHO/HEAD OFFICE AND AGA OFFICIAL



DISTRIBUTION OF CONDOMS BY PEER EDUCATORS, COUNSELLING AND TESTING BY NEW START



OUT PATIENT CONSULTATION DURING COMMUNITY OUT REACH



YOUTH RECEIVING SOCCER KITS

PROJECT PICTURES



COMMUNITY VOLUNTEERS/CARE GIVERS



Peer Educator talking with Young people during soccer game Match on HIV/AIDS



Police Officer addressing- Youth at the soccer play ground

PROJECT IMPLEMENTED IN MOZAMBIQUE

4.10 AGA MOZAMBIQUE HEALTH PROGRAMME

Project Funder: ANGLOGOLD ASHANTI

Project Location: MOZAMBIQUE (Nhancutse and Chicumbane)

Project Duration: 9 MONTHS

PROGRAMME BACKGROUND

The project is designed to improve health services in both areas of Nhancutse and Chicumbane in Mozambique with aim to bring intervention reduces the rate of new infections of TB and HIV. The programme targeted Mine Workers; Ex -Mine Workers; their families and communities they come from. The programme aims to ensure the following interventions are effectively reach out to targeted communities to improve their health status as well as empowering community role players to:

- Improve service at facility level in those health centers which were facing challenges to attend the long queues waiting Out patients mainly those on TB and HIV treatment

- Community and stakeholder sensitization on the existence of the programme, knowledge of the purpose of the programme, the implementing agency as well as the funder,
- Recruiting Community Volunteers in two areas of Nhancutse and Chicumbane post villages for TB and HIV education and messaging in order to strengthen capacity of communities on issues of both diseases to reduce increase of new infections
- Monitoring and tracking progress and results of the beneficiaries for reporting and documentation.

PROJECT OBJECTIVE

- To Increase the proportion of key Miners and Ex-Miners on TB treatment and ensure that they adhere to treatment;
- To Increase the proportion of key population with TB that are tested for HIV are enrolled for ART.

Key Activities	Approach	Indicator	Target	Actual
Discuss human and gender rights barriers to access of health services and compensation services	Discuss/dialogue by Community Actors	Number of Community sessions conducted	7	8
Empower key population on human rights and gender issues in access of health services and compensation services.	Conduct workshops for key populations	Number- of community awareness workshops	1	1
Key Activities	Approach	Indicator	Target	Actual
Advocate on human rights and gender rights barriers to access to health services and compensation services.	Community and stakeholder meetings to duty bearers.	Number of advocacy meetings conducted	2	1
Spread messages on human rights and gender issues related to access to TB, Silicosis and HIV	Community sensitization meetings and workshops by Community Actors	Number of key populations reached	300	356

Distribute IEC materials to public places	Community Campaigns	Number of IEC material distributed	50	100
Identify harmful practices that increase new infections of TB and HIV	Community dialogues	Number of harmful cultural practices identified	2	2

DOOR TO DOOR CAMPAIGNS ABOUT TB AND HIV

356 beneficiaries were reached during the door to door campaigns about TB and HIV that were conducted. This approach was interactive and it highlighted the importance of focusing on better health as top priority, and that the compensation comes at second stage when the person is healthy. The beneficiaries are encouraged to adopt preventative behavior knowing that prevention is better than cure and that the earlier TB is diagnosed the better and it becomes more easy to be treated, and silicosis can be controlled also.

The door to door campaigns in all the months has been efficient and create interactive environment, openness in terms of discussion on harmful cultural issues like multiple sex partners, purification ceremonies and myths related to limited access to the information.

# of Participants	Areas	Duration	Topics covered
21	Nhancutse and Chicumbane	3 days	•HIV and TB prevention measures. •Signs and symptoms of HIV and TB. •Values and morals that help in the reduction of new infections of both TB and HIV. •Safety precautions for Mine workers in TB preventions •Importance of treatment adherence after diagnosis.

INTERPRETATION, CONCLUSION AND RECOMMENDATIONS

All the Community Leaders that received the training showed signs of good information reception, also promised to pass on the important message for wider coverage and knowledge to other individuals.

Conducted debate on burning issues of TB and HIV opened a platform where beneficiaries freely shared ideas about the diseases, got new ideas and felt more relieved after the session.

It is concluded that the trainings will see a drop in new TB and HIV infections within these communities, proper adherence to treatment for those diagnosed and finally improved morals for safety purposes.

PROJECT IMPACT REVIEW MEETING

The meeting took place in Chicumbane post village where progress was measured against the set targets and key activities.

The meeting reviewed the achievements of the project (tabulated below), challenges encountered during the implementation and recommendations as per the lessons learnt.

CHALLENGES:

- Late salaries processing and payment to Volunteers slows down other activities.
- Some Ex-Miner Workers were reluctant to share information during the sensitization campaigns, slowing down the progress in an effort to gather relevant information.

INTERVENTIONS /RECOMMENDATIONS

- Community volunteers trained in streaming skills in order to collect data which would also be shared with health facilities.
- Ensured timely processing of stipends of Volunteers to improve quality implementation of activities in both post villages.
- Strengthen referrals systems in order to get better results for those who have defaulted from the treatment.

The following were also highlighted as major strategies in terms of ensuring efficiency in project implementation:

- Need to collaborate Community structures and Leaders for a joint information dissemination
- Address issues related to TB in the Mining sector THROUGH Community dialogues
- And strengthening the messaging systems on HIV and TB in targeted communities.



With Project Team



Evaluation meeting



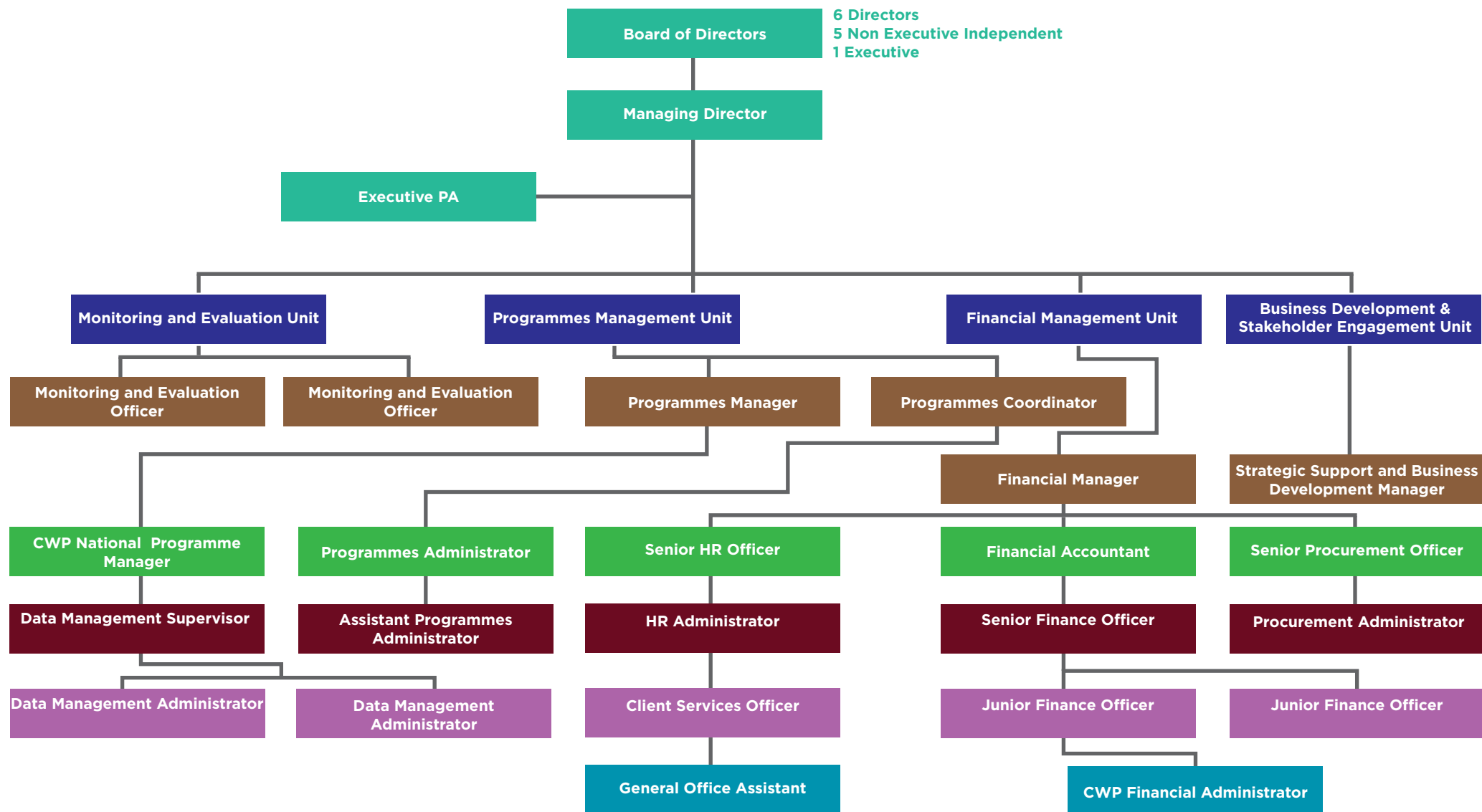
SECTION 5: EMPLOYMENT EQUITY

5.1 EMPLOYMENT EQUITY

5.1.1 EMPLOYMENT EQUITY TABLE

Category	Black			White			Total
	Female	Male	Total	Female	Male	Total	
Senior Management	1	2	3	0	0	0	0
Professional and Middle Management	7	3	10	0	0	0	0
Skilled and Junior Management	59	49	108	1	0	0	0
Other (support)	0	0	0	0	0	0	0
TOTAL	67	54	121	1	0	0	0

5.2 ORGANOGRAM - 2018



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CONTACT DETAILS AND OFFICES:

Company Registration No. 2002/007362/08

NPO Registration No: 044-791-nPO

PBO Registration No: 18/11/13/1627

info@themba lethudev.org | www.themba lethudev.org

Head Office: 21st Floor, 222 Smit Street, Braamfontein, Johannesburg, 2000, Tel: +27 10 786 0451

Eastern Cape: 1 Corner Scherwitz & Berea Terrace, Berea, East London, Tel: +27 43 721 2159

Lesotho: Christian Council of Lesotho Building, 160 Constitutional Road, Opposite South Africa High Commission, Maseru, **Tel:** 00266 27000147

Limpopo: 51 Van Der Stel St, Polokwane Ext 4, 0700, Cell: +27 15 297 1166