

CAREER DEVELOPMENT

2017



EXECUTIVE SUMMARY

With some of the highest youth unemployment rates South Africa has ever seen, and an ailing economy, the need for adequate career skills and training is paramount. Afrika Tikkun, through its Career Development programme, aims to provide young people between the ages of 18 and 35 with skills that will enable them to excel in the workplace. Afrika Tikkun has ensured that the leaders of tomorrow are receiving relevant skills and computer training which will set them on the path to becoming productive citizens.

PROGRAMME OVERVIEW

The Career Development programme ensures that young people are given a chance to gain further training after school in a range of areas. The programme has been reviewed over the first half of 2017, and changes made to improve the course. Additional subject matter was added, such as coding, in order to improve the skills set of our beneficiaries. Afrika Tikkun has also entered in to strategic partnerships that will enable us to provide industry specific training. The Career Development programme is separated in to general and specialist training courses.

The Career Development general course content is described in detail below:

Ready to Work

Knowledge on how to Access Employment Opportunities

- Basic knowledge on finding and securing employment
- Confident communication in the workplace
- Personal budgeting and financial management
- Entrepreneurial skills

Basic Computing

Introduction to the World of Computers

- Introduction to the Microsoft office suite (Word, PowerPoint, Excel)
- Computer fundamentals
- Introduction to email and internet
- LinkedIn registration

Coding

Introduction to Basic Programming

- Introduction to Code Academy
- Interactive learning on how to build your own webpage
- creative design and thinking skills

Soft Skills

Understanding the Workplace

- Exploring and understanding emotional intelligence
- Communicating effectively
- Diversity management
- Interpersonal skills

After students complete the general Career Development course, they are added to the Afrika Tikkun Services database where they can be recruited and placed in internships, learnerships and contract employment. In this way Afrika Tikkun aims to help our graduates secure employment and experience in the working world.

NEW PROGRAMME DEVELOPMENTS

The specialist courses that were introduced this year include:



- ❖ Basic Web Design course
- ❖ Industry-specific training in retail
- ❖ Industry-specific training in hospitality
- ❖ Learnerships in Child and Youth Care
- ❖ Social Auxiliary Worker Learnerships



BASIC WEB DESIGN COURSE

Those who have an affinity for computers can apply to enter the Basic Web Design course running at our Belron Training Centre. The Basic Web Design course started in May 2017 and will run for 3 and a half months. Still in its pilot phase, the course aims to provide learners with programming skills that will spark their interest in computer science, and increase their employment opportunities. Most students have never been exposed to any form of programming before and are learning a lot.

The course is very practical and teaches students to be creative, think inquisitively, learn how to troubleshoot, and develop curiosity and confidence in their abilities and ideas. The course stresses independent learning and knowledge seeking and covers the following:



- ❖ Website fundamentals
- ❖ Manipulation of images using Photoshop, Gimp and Inscap
- ❖ Coding languages such as Html, CSS, and JavaScript
- ❖ WordPress competency
- ❖ Building a functional and interactive website and webpages

RESULTS

In early 2017 the Career Development programme went through some changes, predominantly in the course content, but also in the length of the programme. From January to June 2017 we registered **2118** beneficiaries, and **1242** beneficiaries successfully graduated from the course. The retention rate of **59%** is as a result of other training programmes offered by other organisations introducing stipends as part of their programmes. Without our ability to introduce stipends, many beneficiaries dropped out along the way as a result of inability to afford transport costs.

Of those that graduated, **106** young people has to date been placed in to employment opportunities across the country. These employment opportunities include internships, learnerships, and contract employment.



CHALLENGES

The challenges facing the Career Development programme are mainly infrastructural. We have a limited amount of computers available per centre since many are old, and no longer functioning. Learners often cannot practice the skills they have learnt when they encounter these issues.

SUCCESS STORY

Duduzile Nobuhle Ndaba is 23 years old and lives with her family of seven in Drieziek, near Orange Farm. Her father is the main breadwinner as her mother recently took an early pension due to illness. Attending the programme has helped her to up skill herself since some of the topics which were covered were new to her. She learnt more about how one prepares for an interview and how to write a winning CV. She also learnt a very important skill, Emotional Intelligence, which is how one should control their emotions at a workplace.

"Ready to work has also given me one of the most important lessons, which was using the education that I got from the programme and being able to apply it practically at my current workplace. The programme has made a lot of difference in all the different aspects of my life."

"I have gained more confidence on how I represent myself to people." Duduzile believes that her social wellbeing has also changed a lot because her basic needs are covered since she now has a job. She is now a Skills Development Administrator in the Arekopaneng Centre. "I am planning on finishing my degree in a Bachelor of Science which I could not finish due to financial exclusion at the University of the Witwatersrand and ended up having to drop out during my 2nd year. In the future, I see myself having started a Science programme or mentorship which will expose children to the world of Science and Technology and inspire them to start their own businesses within the Science and Technology field," she concluded.

