

# SEEDING FUTURES

## CLIMATE ACTION YOUTH PROGRAM

***Contributing to city wide climate resilience through unlocking the potential in un- and under-employed township youth growing their personal resilience and ability to transform their homes and neighborhoods and connecting them to livelihoods in the local green economy.***



*SEED is an award-winning Non-Profit (052-326 NPO) and Public Benefits Organization that operates out of Rocklands Urban Abundance Centre in Mitchells Plain.*

*SEED enjoys Section 18A Tax Exemptions Status (930024544) and issues Certificates for all grants.*

*SEED has 100% B-BEEE Certificates for Skills Development.*

*SEED is Accredited through the AgriSeta at Level 4.*

## THE PROBLEM IS THE SOLUTION

### CLIMATE CHANGE (THE WATER CRISES) – CAPE TOWN

Climate Change impacts are already landing as seen through the water crises of 2018, other impacts we have seen are increased temperatures and fires and an increasingly unstable climate that is starting to impact on our food systems.

Most of the world is in complete denial about what we as a species are facing. Our resilience intelligence is extremely low. Many of the youth we work with have awareness of this situation and related gloom and hopelessness – without knowing what to do. The government also seems to lack long term vision of what is needed - and our best local response to the drought was to drill the sacred aquifer to flush out toilets.

Cape Town is acknowledged as an arrivals city with the current population of 3,7 million predicted to hit 4.3 million by 2022. This exacerbates the situation.

### YOUTH UNEMPLOYMENT

Youth Employment is arguably the greatest challenge facing South Africa in the medium term with 60.2% of young people (18-35 years old) not working, this is further exacerbated by the 50% of each Matric cohort that does not complete schooling.

#### The Impacts of this growing cohort of unemployed youth means that:

- Young people are not acquiring the skills or experience needed to drive the economy forwards.
- The numbers requiring social grants continues to grow, further adding to the tax burden.
- The country's stability is threatened as disenfranchised young people with nothing to lose, engage in crime and national unrest.
- More than half of all school leavers don't have sufficient basic skills to get work in any sector.

#### Unemployed Cape Flats Youth:

- 400 000 unemployed youth in the Cape Flats are un and under-educated, let down by the post-apartheid struggles to rectify the education system.
- 69% of youth in poorer areas live below the food poverty line.
- 26% youth-led households
- Many don't have the money for travel to even get to an interview.
- Few have stopped to assess their strengths and how they could unlock their brilliance.

Through the successful pilots, we have found that the solution is to equip and inspire these young people with the knowledge, skills, attitudes and values to begin to educate and implement resilience systems, enabling them to look after themselves and their families and then to begin to transform the neighborhoods they live in from within. We also connect them to livelihoods in the local green economy.



*Youth map swales on contour as part of passive water harvesting strategies that replenish the Aquifer.*

## HISTORY OF SEED

SEED has spent the last 14 years pioneering the work of growing Outdoor Classrooms, for delivering the curriculum and food security, in under resourced schools. The program started in the Cape Flats and has been implemented nationally between 2009-2012. The program impacted thousands of teachers, learners and school communities.

### **The Seeding Futures youth program has grown out of direct request from school leavers for further education and green jobs.**

We have developed the current program through fine tuning it while facilitating five cohorts over the last five years. The program is developed in line with the government's National Development Plan, the scarce skills list of the SETAs (Skills Education Training Authorities) as well as learnings and feedback from Facilitators, Program Alumni, Assessors and Employers of our graduates.

### **Through facilitating five pilots, with 108 youth, we report the following results:**

#### **CLIMATE RESILIENCE**

- 105 graduates have implemented resilience practices in their homes and continually practice water, energy and food resilience.
- 105 graduates have supported a further 420 households to implement resilience practices at home at a ratio of 4 extra homes each.
- Viral education of resilience education in various forms of a further 49 324 people at a ratio of 418 people educated per graduate.

#### **WORK**

- 78 graduates have secured life enabling income streams through full time work, self-created enterprise and multiple part time income streams.
- Two youth-led enterprises launched: *Easy Peasy*<sup>1</sup>, which now employs three people and grows open pollinated monthly seasonal planting trays to support home gardeners and Guerilla House, who have gone on to teach 780 further people resilience practice.

## COMPETENCIES TO DELIVER PROGRAM

### **CLIMATE SMART**

We have been practicing resilience strategies for 14 years and are honed to teach best practice. We are equipped to offer simple solutions to the effects of climate change – including Water Resilience – which has become incredibly important in Cape Town.

### **TRAINING CENTRE**

SEED operates out of Rockland Urban Abundance Centre in Mitchells Plain where we have demonstration gardens, a running enterprise, a household resilience model (based on an RDP house design), an Outdoor Classroom and a new Classroom, built to grow the impact of this program.

### **LEADERSHIP**

SEED has capacitated leadership that has demonstrated commitment to this important work with 14 years of experience this is demonstrated through as seen through our schools' program, which went National from 2009-2012.

SEED has a committed and hard-working Governance Board with a range of complementary skills with a focus on getting SEED's work reaching bigger impact. This includes supporting employing the right people and management succession so that programs are managed, monitored and documented.

### **THE PROGRAM**

**This program is tried and tested** - we have delivered it five times over six years and improved it with each

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<sup>1</sup> *Easy Peasy* is a youth-led enterprise that produces monthly trays of seasonal, open pollinated seedlings (from seeds grown in our seed bank) that supports home gardeners to feed their families.



delivery. It is now ready to reach a bigger impact. The outcomes are realistic and based on achieved outcomes and objectives from previous delivery of the program.

**We have the facilitator, co-facilitator and assessor/moderator capacity** and experience to deliver the course competently.

**Our Alumni are behind the rollout of Seeding Futures.** We believe this speaks to the integrity and value of the program.

**We have grown our alumni capacity** - Seven Alumni are employed through the delivery of the this program. Facilitators, Speakers, Co-facilitators, Caterers and Administrators).

**The course is accredited** which indicates a level of organizational competency and opens the door to potential long-term funding from Government.

### PROGRAM UNIQUENESS

This project is unique in that it builds capacity in the most disenfranchised demographic in South Africa (un- and under-employed youth) and equips them to bring about the transition we need to survive climate change.

This is the first climate action project that educates and deals with youth unemployment and results in real, relevant and replicable on ground solutions in the communities most affected by the impacts of Climate Change.

The program is a blend of tried, tested and successful skills transfer and practical resilience methodology that we have proved works and strengthened the existing management systems with documentation, research and M&E systems that poise this program to make significant impacts on the way we deal with climate change as well as informs the way we educate for the future.

Permaculture designs and implements multiple solutions for every problem. For example; Water Resilience is integrated at a household level through Rain Harvesting, Grey water systems, Mulching, Swales and at a neighborhood level through harvesting storm water, aquifer recharge, Perennial kerb gardens and the setting up of Resilience Hubs for large scale water harvesting, compost toilets and the careful use of boreholes for food production.

Through this program 300 youth are equipped with the practical skills to tackle the water crises and then deal with all other resilience solutions, transforming the way we live from within. This grows social cohesion and the local resilience needed to survive Climate Change – and the resulting shortages of food and other shocks and stresses.



*Alumni teachers in action. Seeding Futures grows teachers from within – thereby growing more work for our beneficiaries and preparing for national impact.*

## SEEDING FUTURES

**Seeding Futures is 15-week Accredited skills program that builds climate resilience skills in un- and under-employed youth and connects them to the positive action they can take building climate resilience in their neighborhoods while connecting them to livelihood opportunities in the local green economy.**

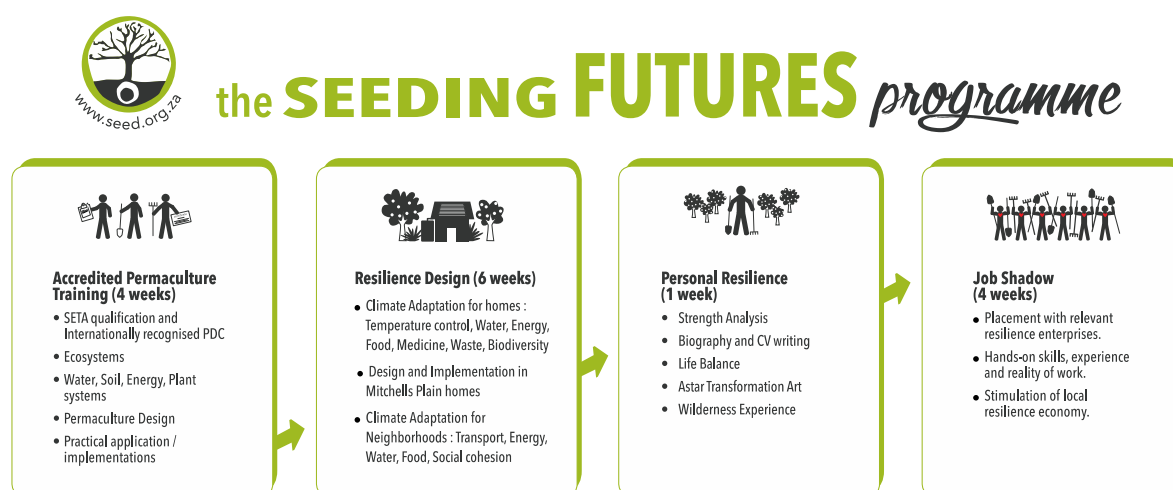
We plan is to work with 300 young over three years and set the training up for national impact and long term funding sustainability, through accessing the SETA funding.

## THE PROGRAM

### 1. FINDING THE RIGHT PARTICIPANTS

We are careful to invest in people who will make the most of this opportunity and we are inundated with applications – the last cohort saw 243 applications for 25 positions.

We spread the word through word of mouth and adverts in Community newspapers. Applicants are short listed and then interviewed by Facilitators.



### 2. ACCREDITED SKILLS PROGRAM

#### Module 1: Accredited Permaculture<sup>2</sup> Training (4 weeks)

The first four weeks of the program focus on learning Permaculture design principles. The curriculum covers ecosystems, soils, water, energy and plant systems as well as the principles and practices of good design applied to a variety of contexts. This module is SAQA Accredited, with participants also receiving the, internationally recognized, Permaculture Design Certificate.

The Assessment of The APT is incredibly thorough and ensures that participating youth have the knowledge and hands on ability to design and implement resilient systems. This is a requirement of being an Accredited Trainer provider and ensures that we deliver world class training. Participating youth have testified to the incredible value of the assessment.

#### Module 2: Resilience Design (6 weeks)

We then spend 6 weeks applying this new skill to households and neighborhoods.

**Household Resilience** focusses on designing and retrofitting local homes to be resilient to the shocks and stresses associated with Climate Change.

<sup>2</sup> Permaculture is an optimistic design system that uses Ecological principals to meeting human need. It holds many of the solutions to the Climate crises we are facing and can be applied to whole cities, farms, homes and even balconies.

Students are guided through a client interview process and then work with households to design and then implement systems that impact on water, energy and food resilience as well as temperature management, waste, fuel and medicine.

**Through the program 48 Mitchells Plain homes are retrofitted, impacting on local resilience and equipping students with the hands-on skills and the realities of working with clients.**

**Neighborhood Resilience** looks at how we design and retrofit our settlements to withstand shock and disturbance and with the service lines cut (Day Zero was a good example of this).

We explore international and local examples of best practice and look at social and city mapping and then apply Permaculture design principles at a neighborhood level.

This time the students conduct the interview and design on their own (with guidance) to implement systems at a street level – that include: social spaces, food co-operatives, food ways, storm water harvesting and compost toilets.

**Through the program 48 street systems are designed and implemented in collaboration with locals.**

**This impacts on the resilience of Mitchells Plain, starts to create a demonstration of what is possible for neighborhoods in the face of climate change.**

### **Module 3: Personal Resilience (1 weeks)**

**This week as the focus on positioning students to thrive in the working world.**

We focus on our strengths and practice articulating these, we look at our work/life balance and set ourselves goals. We learn about CV writing and also communication skills, including dealing with conflict through Non-Violent Communication. We learn self-care practices like Chi Gong, Yoga and meditation and we spend some time in wilderness in a mini-vision quest.

### **Module 4: Job Shadows (4 weeks)**

Through a database of local green enterprise partners, we have developed, we now place participants in relevant Job Shadows where they gain invaluable experience of the realities of running enterprises.

This boosts the local green economy through providing 16 000 free and capacitated hours and also we grow partners that have started to articulate their skills gaps so that we can grow the training we offer to strengthen these.

We prioritize Job Shadows that have employment opportunities and, in this way, have secured many graduates work. The benefits to the network is that they are taking on youth that are educated and equipped and have proven their commitment to this work.



*Job Shadows bring all the learning into real experience and boost the local green economy.*

## **3. GROWING MULTIPLIERS**

Facilitators identify participating youth that are interested and have the aptitude to teach and invite them to the Training of Trainers Five Day workshop. This participatory and hands on workshop is delivered by an experienced Teaching Mentor teaches methodology, methods of learning and sees youth preparing and delivering lessons to a range of audiences.

The Mentor then supports youth over the year to grow in confidence and ability for 12 full days per year. The aim is to grow a base of teachers that can deliver this course when the impact model is rolled out and also enables the development training enterprises that deliver resilience education to a range of audiences.

The line item for Alumni Facilitators allows us to employ youth to deliver aspects of the program, first in a co-facilitator role. This is essential if we are to grow a broad base of confident and competent resilience teachers.

#### 4. PARTICIPATORY MONITORING & EVALUATION

We believe in participatory methodology. We run participatory workshops at the start of the program and start by defining exactly what we mean by resilience. This is hugely empowering as we all know what we are striving for. We use the same process to map neighborhood resilience, with locals giving meaningful input.

We facilitate workshops with community members that have applied for the household and neighborhood resilience design and implementation processes so that we can manage expectation and collectively decide on what the best strategies are for growing community resilience are. This helps us to evaluate what works and distill this into best practice that grows the effectiveness of the implementations and poised it for replication.



*Students map community resilience in 3D as part of the neighborhood resilience work.*

#### 5. ALUMNI NETWORK

SEED sees the relationship we start with our beneficiaries as long term. All graduates are welcomed to the Alumni network, which meets for bi-monthly workshops that grow peer support and connection to relevant opportunities for further work, education and guide the voice of township youth in terms of what is needed for under-resourced communities in facing the realities of climate change.

#### TESTIMONIALS

*"This program changed my daughters whole outlook on life and the type of person she is. It has grown her responsibility, caring and nurturing. She's come out of her shell and now looks forward the future. Our youth are the superheroes of tomorrow who have the power to take this important work to more young people. **The change I have seen in my daughter gives me hope that we can change the mindset of the whole mass of youth and therefore our future has hope.** We need to strengthen this program."*

**. Saudiq Hartley , parent Seeding Futures intake 2017**

*"Seeding Futures has **given my daughter, Ayanda direction, purpose and a skill by which she can sustain herself and help others sustain themselves.** It also helped her take responsibility for her life by identifying where her gifts are.. I certainly support and promote the values and spirit espoused by SEED."*

**Mirna Lawrence, parent Seeding Futures intake 2017**

*"... and beyond all the amazing knowledge gained, I learnt something that changed me forever. How to see and accept myself for who I am. Connection, feedback through reflection, and acceptance was completely enforced embodied from the facilitators of the course. This quickly set me on a course of becoming aware of myself, providing a framework with which to align to my purpose in life and easily move toward it and make corrections along the way. Now, after applying the learning for over 12 months, I am well on my way to becoming resilient, as well as just about to launch my own urban Permaculture Training Centre so one seed really does start a forest."*

**Imraan Samuels, 2014 graduate**

#### **Seeding Futures Cohort #1, 2019**

*"When I came to SEED I was lost and broke and a few weeks later I felt like a human again. When I came here I did not have friends but now I have a green family. I have found myself again. I am ready to go uplift my household and look life in the eyes again."*

**Tyron Petersen**



*"This course has allowed me to be my best self. Connecting with people (People Care) has been the most meaningful to me."*  
Nuraan Goliath

*"On my first day I came into the course with a loner mentality and did not plan on befriending anyone; I never expected to meet the exact same group of people that I have desired to connect with all my life. I learned and experience what true love is. **This course has changed my life forever and made me remember who I am.**"*  
Danii Cyster

*"I am the change I want to see and want to pave it forward. **I have grown into the person I always wished to be but never thought I could be.** Super proud of myself of how fearless, brave and strong I have become. #Fulfilled #Found and living in purpose # Free #I am an infinite being."*  
Una Hector

*"This course has re-adjusted and re-wired my brain. **In essence...this course has held my heart and words will never describe the pure gratitude I feel for this course.** I promise to carry this light far & wide!"*  
Ashraf Sirkhoth

*"Before the course I had no confidence in whatever I was doing but now I am very confident of myself. **My communication skills improved and this course helped me to believe in myself as a person.**"*  
Elias Watungwa

*"This course has changed my attitude and the way I think about everything."*  
Masixole Mthini

*"The course brought about a mental, physical and more spiritual clarity to what the world truly needs, which is to go back in time to research a past connection and tradition of living with nature sustainable before the whole world kills itself by living only for the now and not for the future."*  
Kyle Kruger

*"The way I look at the world has changed; **seeing solutions to problems instead of just focusing on the problem itself.** This course had built me as a person, making me stronger and gentler at the same time."*  
Maxine Weideman

*"I'm thinking of starting my own farming using permaculture principles, not worrying about money but using the resources that I have. Before attending this course I didn't know what I am capable of but now I know. This course is the best experience of my life."*  
Aphendule Nkantini

*"I am Jade Staines. Thank you for the 3 months of a brighter goal and vision."*

*"I have a better outlook on life and I gained much more confidence, this course helped me in areas in my life that I struggled with. I have a better direction in life. This universe wants action!"*  
Maurice Spandiel

*"This course helped us to connect us to the people of the community. I changed by speaking and understanding. It changed me to connect with nature and to learn about the importance of plants."*  
Symon Kaira



*Participatory Monitoring & Evaluation sees participating youth defining what resilience means. We now measure bravery, hope, agency and capacity changes.*



## BUDGET

We are looking for funders to grow with this program over three years (2019-2021). We have already secured 60% of the R1 893 400 needed for year one, 50% for year two and 40% for year three.

Please consider supporting this program, which has the potential to grow the green army that can transform the cities and settlements we live in to survive Climate Change. This is important work – that will impact future generations.

SEEDING FUTURES CLIMATE ACTION PROJECT 2018-2020				
Line Item	Comment	Total		
		Year 1	Year 2	Year 3
Investing Wisely	Dissemination, Application, Selection	R16 000	R8 000	R4 000
<b>Accredited Skills Program</b>		<b>R899 000</b>	<b>R960 160</b>	<b>R1 020 320</b>
Lead Facilitator	Experienced facilitator holds teaching and mentors co and Alumni facilitators to grow	R288 000	R311 040	R334 080
Co Facilitator (Youth Alumni position)	Co-Facilitator grown into future Lead Facilitator	R132 000	R142 560	R153 120
Course Materials	Learner Guides, Portfolio of Evidence, Module specific material	R20 000	R21 600	R23 200
Practical Implementation	Material for 16 household resilience and 16 neighborhood resilience systems per year	R 96 000	R105 600	R101 300
Stationary	Pens, pencils, paper, chalk, mapping materials	R10 000	R10 800	R11 600
Venue Hire	Venue fee for classroom	R48 000	R51 840	R55 680
Healthy Catering (Youth Alumni Position)	Catering at R30/head (national average per day) for the first four-weeks, then porridge at tea time.	R120 000	R129 600	R139 200
Excursions	Excursions to local ecosystems, model gardens and businesses.	R20 000	R21 600	R23 200
Assessment and Moderation	Assessment and moderation against the National Qualifications Framework required for Accredited Skills Programs	R69 000	R74 000	R78 000
<b>Training of Trainers</b>		<b>R106 400</b>	<b>R117 544</b>	<b>R128 688</b>
Training of Trainers	Five-day workshop to develop trainers	R50 000	R55 000	R60 000
Mentor	Experienced mentor supports Alumni Facilitators and trainee trainers	R20 400	R23 664	R26 928
Alumni Facilitators	Alumni Facilitators teach areas where they are comfortable and grow their skill	R36 000	R38 880	R41 760
<b>Resilience Centre</b>		<b>R156 000</b>	<b>R168 480</b>	<b>R180 960</b>
Gardening/Maintenance	Growing the learning and food systems	R84 000	R90 720	R97 440
Planting Material	Compost, Plants, Mulch	R36 000	R38 880	R41 760
Security	Keeping educational assets safe	R36 000	R38 880	R41 760
<b>Alumni Network</b>		<b>R12 000</b>	<b>R12 600</b>	<b>R13 200</b>
Alumni workshops	Workshops for peer support, further opportunities.	R12 000	R12 600	R13 200
<b>Monitoring &amp; Evaluation</b>		<b>R80 000</b>	<b>R40 000</b>	<b>R30 000</b>
Monitoring & Evaluation	Participatory M&E processes, Impact assessment	R80 000	R40 000	R30 000
<b>Green economy</b>		<b>R144 000</b>	<b>R155 520</b>	<b>R167 040</b>
Green Economy	Mapping potential and gaps, growing network for Job Shadows.	R156 000	R167 520	R179 040
<b>Operational costs</b>		<b>R480 000</b>	<b>R496 320</b>	<b>R513 638</b>
Program Manager	Good management is essential to effective delivery - staff, outcomes, maintains feedback loops, documents and reports.	R156 000	R168 480	R181 958
Program Impact	Business Development, Strategic planning, financial management, audit.	R300 000	R301 920	R303 840
Admin	Logistics, communication, office admin costs	R24 000	R25 920	R27 840

TOTAL COSTS		R1 797 400	R1 867 104	R1 956 906
TOTAL COST PER LEARNER		R17 974	R18 671	R19 569

## OUTCOMES AND OBJECTIVES

OBJECTIVES	OUTCOMES
<b>CLIMATE RESILIENCE</b>	
300 youth participate in 16-week Accredited Skills Program and learn the theory and practice of: Permaculture Design and Resilience Design for homes and neighborhoods.	300 youth equipped and inspired with knowledge, skills and values to design and implement relevant climate resilience systems and transform their communities from within.
300 youth put their knowledge into practice and design and implement 72 house and street resilience designs that impact 2640 people.	Formulation of relevant household and neighborhood responses to Climate Change for research and replication through the design and implementation of 72 resilience systems in communities that need them most.
As part of the household resilience practice youth hone their skill through designing and implementing relevant climate smart systems in 48 Mitchells Plain homes.	Climate Resilient systems designed and implemented in 48 Mitchells Plain homes that directly impacts 240 people, grows local resilience.
As part of the neighborhood resilience practice youth participate in resilience design challenge that responds to the needs of 24 Mitchells Plain streets to grow climate resilience.	Climate Resilience systems designed and implemented in 24 Mitchells Plain streets directly impacting 2400 people through education and local resilience.
Strengthen the green economy in Cape Town through growing a database of 50 partners and through 96 000 hours of work into local eco-businesses, food producers and ethical retailers through the Job Shadows.	A map of the potential as well as the skills gaps in Cape Town's green economy. A database of 50 partners that maps Cape Town's green economy and provides meaningful job shadows and employment opportunities for 300 youth.
<b>WORK</b>	
Seven Alumni work positions generated through the delivery of Seeding Futures Program – Facilitators, Assessors, Caterers, Speakers, Enterprise-leads and gardeners.	Seven Alumni employed through Seeding Futures Program – enabling an inspiring cohort of role models.
300 un-and under-employed township youth participate in vocational strength analysis and CV writing support are connected to relevant 8-week job shadows that match their strengths and connected to best fit of work and enterprise opportunities.	300 un-and under-employed township youth know their strengths and how to succeed in finding work and enterprise that matches this.
75 Alumni facilitators identified and equipped through Training of training and ongoing mentoring and teaching opportunities.	75 Alumni facilitators activated as teachers educating a further 22 500 people in household resilience practice (water storage, food production, compost).
<b>ALUMNI NETWORK</b>	
Alumni participate actively in bi-monthly workshops that grow peer support and connection to relevant opportunities for further work, education and guide the voice of township youth in terms of what is needed for under-resourced communities in facing the realities of climate change.	Youth-led movement of 50 steers the program, grows opportunity and lobbying of climate resilience solutions.



PROGRAM SUSTAINABILITY/IMPACT	
Thorough M&E process and documentation systems catch and articulate the actual transformation of participating youth and their impact on city-wide resilience and outline the potential impact.	To demonstrate the potential for greater impact through articulating the success of this program in catalyzing unemployed youth as climate activists that transform our cities towards climate resilience.
To find the levers and partnerships to mainstream Seeding Futures to grow the long-term rollout at a national level.	Seeding Futures mainstreamed nationally and funded long term through the relevant Government Funding (SETA's, Social Development, Department of Environmental Affairs & Tourism).



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