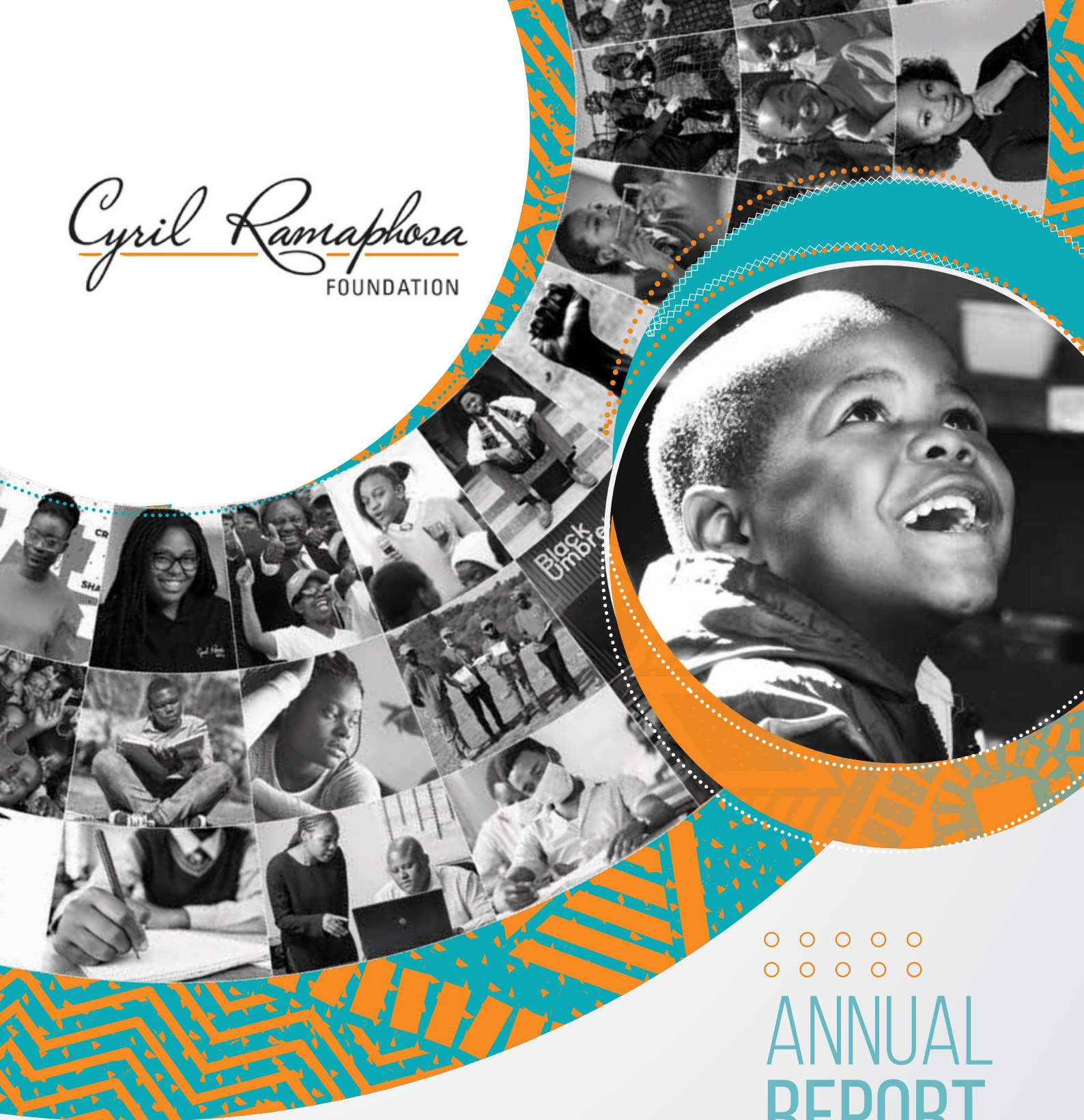


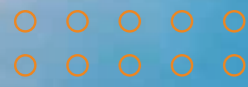
Cyril Ramaphosa FOUNDATION



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ANNUAL REPORT 2023





ANNUAL REPORT 2023



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ABOUT THIS REPORT

This report provides an overview of the work of Cyril Ramaphosa Foundation and its partner entities for the period **March 2022 – February 2023**.

The Foundation’s partner entities are:

- Adopt-a-School
- KST
- Cyril Ramaphosa Education Trust
- Black Umbrellas.

The detailed Annual Reports of the Foundation’s partner entities may be found on their respective websites:

- www.adoptaschool.org.za
- www.kst.org.za
- www.cyrilramaphosafoundation.org › cret
- www.blackumbrellas.co.za



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PATRON
President Cyril Ramaphosa

ABOUT CYRIL RAMAPHOSA FOUNDATION

Cyril Ramaphosa Foundation is an independent, non-profit organisation approved as a Public Benefit Organisation (PBO). The Foundation has its genesis as Shanduka Foundation, which was launched in 2004 as part of the Shanduka Group.

The Foundation changed its name in 2015, following Cyril Ramaphosa's divestment from the Shanduka Group, and transitioned from a corporate foundation to an independent foundation.

At its inception the Foundation set out its mandate to improve education and grow small Black-owned businesses. It determined that education and small business development are catalytic to improving the quality of life for South Africa's people, and to the purpose of the Foundation to develop an inclusive and empowered society.

The Foundation committed to spend R100 million over 10 years. By the close of the 2022/2023 financial year, Cyril Ramaphosa Foundation had contributed close to R500 million to programmes that support the development of education, youth, small Black-owned businesses, women and vulnerable children.

The Foundation has leveraged its contribution with that of its partners and stakeholders to the benefit of over 1.5 million learners, teachers, students and entrepreneurs.

R500
MILLION

Contributed by
Cyril Ramaphosa
Foundation

1.5
MILLION

Learners, teachers,
students and entrepreneurs
have benefited



MESSAGE FROM THE CHAIRPERSON



CHAIRPERSON
Dr Tshepo Motsepe

Cyril Ramaphosa Foundation is a development programmes model builder. It invests in the development and piloting of relevant projects and programmes and aims for these to be taken to scale through partnership.

In 2022 Adopt-a-School celebrated its 20th anniversary. From the humble beginnings of a donation of a fax machine to the childhood school of Adopt-a-School's Chairperson and Patron of Cyril Ramaphosa Foundation, President Cyril Ramaphosa, a full-blown Whole School Development model was evolved. Over 280 schools and 786 515 learners benefitted since. This growth and sustainability of impact, and the scaling of yet further heights, is inspiring. It is made possible by the ongoing partnership with donor partners. For this the Foundation cannot offer enough thanks and appreciation. Through collaboration we can address our socio-economic challenges more effectively, achieving scale and impact. The Foundation looks forward to the continued and greater support of funding partners in our shared commitment to socio-economic development.

A further milestone in 2022 was the five-year conclusion of the pilot of the Thari programme for the support of women and children, and its transition to a proven, evidenced-based programme. This comes on top of the conclusion of the KST District Whole School Development pilot in the Free State in 2021.

Cyril Ramaphosa Foundation is a development programmes model builder. It invests in the development and piloting of relevant projects and programmes and aims for these to be taken to scale through partnership. Both the Thari programme and KST have proven efficacy that may now be replicated.

The Foundation's own experience of the evolution of its programmes, in particular Adopt-a-School and the Whole School Development model, has confirmed the philosophy that motivates a holistic approach. Development objectives are impacted by a range of factors, and these need to be addressed as far as possible for the attainment and sustainability of development objectives. The Foundation's models are so designed for the achievement of desired results, and we motivate their support on this basis.

2022 began with a declaration of another State of Disaster in response to floods and landslides caused by heavy rainfall in KwaZulu-Natal and the Eastern Cape. Damage to roads, health centres, schools and homes was severe, with the displacement and loss of life of hundreds of South Africans.

The Board of the Foundation announced a R1 million donation to the Solidarity Fund toward the relief of affected communities.

The Foundation's partner entity, Adopt-a-School, also rallied in support with a Floods Relief Campaign and participation in the National Education Collaboration Trust's (NECT) Flood Stakeholders' Forum. NECT appointed Adopt-a-School to provide project management oversight and facilitate some technical services.

As was highlighted too during the height of the Covid-19 pandemic, cooperation, collaboration and solidarity are the hallmarks of a progressive society and enables us to prevail over our challenges.

Studies have shown that the rainfall in KwaZulu Natal that caused serious flooding was made worse by climate change. Poorer and more vulnerable communities are worst affected by climate change related events. In this regard, Adopt-a-School's implementation of green building technology and design of school facilities is an encouraging climate change mitigation initiative. We look to the further integration of climate change mitigation measures in the programmes of the Foundation.

Cyril Ramaphosa Foundation is a tried and tested partner of choice for donors committed to a thriving and equitable South Africa, and for this we give thanks.

I thank too the staff and management of the Foundation for all their hard work and sincere commitment to the work of the Foundation.





CEO
Ms Mmabatho Maboya

MESSAGE FROM THE CEO

The Covid pandemic solidified Cyril Ramaphosa Foundation's character as a resilient, agile, adaptable and pioneering organisation. The Foundation's values and value propositions served as a compass in its continued high performance while all prescribed measures were taken to protect its staff. The members of staff of Cyril Ramaphosa Foundation are its most valued asset. We take pride in the quality of our staff and their commitment to the values and mission of the organisation and, in our empowering human resources policies that makes the Foundation a "best place to work".

As the conditions of the pandemic and its containment have eased, we again engaged optimally with the tasks at hand in a less restrictive environment - yet with decisive adaptations, including in digital transformations, hybrid work arrangements, and wellness advocacy and support. Black Umbrellas' continued development of its virtual incubation (VI) offering in 2022 stands out in this regard.

The Foundation, above all, remains highly alert to the socio-economic inequities of society as was laid bare by the circumstances of the pandemic, and is re-energised in its purpose: the fostering of an inclusive and empowered society.

This recalls the warnings of the United Nations as well as South Africa's National Planning Commission, that the achievement of the respective goals of the SDGs and the National Development Plan are seriously in want. The call to action is for an intensification of efforts toward achieving them.

To this we are committed, and we call on donor partners to join with us in this effort. Education and training and small business development, the core programmes of the Foundation, remain high priorities for growth and development.

In the 2022/2023 financial year, the Foundation concluded its fifth year of implementation of Strategy 2030, its long-term strategic vision and objectives, and undertook a five-year strategy review to inform its next five-year plan: 2023-2027. The key focus areas of the revised strategic plan - in education, youth development, entrepreneurship, vulnerable children and women, and social cohesion and nation-building are highlighted in this report.

Some notable features of the renewed strategy is its strengthened alignment between the programmes partner entities; its transversal attention to women and youth empowerment across programme, including in particular through entrepreneurship; and the social justice attention to the economic participation and inclusion of marginalised groups.

In 2022, the Foundation continued to build and promote effective development models for replication and scale. The Thari Programme for the support of vulnerable children and women, and the KST District Whole School Development (DWSD) model in particular, closed their pilot implementation with proven efficacy and impact. Cyril Ramaphosa Foundation invites support and partnership to replicate and scale up its tried and tested programme models.



The Foundation implements its programmes in some of the least resourced and most marginalised communities in South Africa. Through partnership and collaboration, South Africa's socio-economic challenges may be meaningfully impacted as the Thari Programme and the KST DWSD models evidence.

Adopt-a-School, which celebrated its 20th anniversary in 2022, must also be applauded for the results it is achieving in the schools it is active in. Its Whole School Development model supported schools achieved a matric pass rate of 82%, a 2% improvement from the 80% achieved by the class of 2021.

The Cyril Ramaphosa Education Trust (CRET) continued, with innovative partnerships, to offer dynamic offerings to students as part its holistic higher education and training bursary and youth development programme.

In 2022, as in previous years, the Foundation again provided a number of interns with valuable work experience and made a tangible contribution to the human resource development needs of the country. Some of these interns found employment with the Foundation and its partner entities, and others went on, effectively capacitated, to seek placements elsewhere.

I express my deepest appreciation to the Foundation's Executive and management for their resolute work and support in ensuring an impactful 2022, and to the Board of Trustees for their guidance and unwavering oversight.





WHY EDUCATION AND SMALL BLACK-OWNED BUSINESS DEVELOPMENT

SDGS AND THE NATIONAL DEVELOPMENT PLAN

Education and training are critical to the development and self-fulfilment of people, including to function in society and earn livelihoods, and contributes to social, economic and psychological well-being.

Education is believed to be significant in interrupting the cycle of poverty and reducing inequality of opportunity and income. Education provides individuals with the knowledge and skills to make informed choices and to meaningfully participate in their communities and take advantage of opportunities.

However, access to quality education does not guarantee employment and other economic benefits because these may be limited by challenging economic circumstances. In addition to its economic and social consequences, particularly in increasing inequality, poverty and the meeting of basic needs, unemployment negatively affects individual agency, identity, mental health and well-being.

The Foundation supports the growth and sustainability of small Black-owned businesses to enable inclusive economic participation, growth and job creation. Small Black-owned business development may foster inclusion and diversity, and promote local economic and social development.

All human beings have fundamental rights and needs that are universally recognised.

This includes the enabling rights to education and work, which are vital for overcoming systemic inequalities and securing social justice.

Sound education outcomes, skills development, growth, employment, and social and economic inclusion are among priorities for eliminating poverty and reducing inequality. Cyril Ramaphosa Foundation advances this social justice commitment through the implementation of programmes in education and small business development, its strategic catalysts for transformation, as well as in youth development, women empowerment, support for vulnerable children, and social cohesion and nation building.

Through its partner entities – Adopt-a-School, Thari, KST, Cyril Ramaphosa Education Trust and Black Umbrellas – and with the partnership support of the private sector and beneficent individuals and organisations, the Foundation implements its programmes in some of the least resourced and marginalised communities in South Africa. The need however is great, and urgency is upon us to achieve a more just, prosperous, and sustainable world.

The Foundation’s mandate to improve education and grow small Black-owned businesses supports the United Nation’s Sustainable Development Goals (SDGs) to address poverty, inequality, inclusive economic growth, and decent work for all.

It is also aligned with the National Development Plan (NDP), which stresses education, skills and work opportunities as key capabilities for decent lives.

However, The United Nations (UN) has declared that the SDGs are in peril. Only 15% of targets within the goals are on-track. Many are in reverse. The UN has called for accelerated actions by all role players to meet the 2030 development agenda.

Likewise, the National Planning Commission has highlighted that insufficient progress has been made towards the achievement of the NDP goals. It too has issued a Call to Action for all South Africans to vigorously pursue the goals of the NDP over its second decade up to 2030.

Cyril Ramaphosa Foundation is responsive to these calls in the implementation of its mandate.

Many more learners, students, entrepreneurs and vulnerable children and families need to be reached, supported and capacitated.

Cyril Ramaphosa Foundation invites support and partnership to replicate and scale up its tried and tested programme models.

Through partnership and collaboration, South Africa’s socio-economic challenges may be better addressed, and the country’s contribution to making the SDG’s a reality, advanced.





VISION

To be an innovative and effective agent of social and economic change focused on improving lives and creating opportunities in the communities we serve.



PURPOSE

To foster the development of an inclusive society that is empowered.



OBJECTIVES

- Contribute to the developmental needs of education and small business growth.
- Build and promote effective models for development that can be shared and replicated.
- Establish and maintain a positive reputation as a partner of choice in development and a catalyst of change.
- Advance our founder's values on social cohesion and nation-building.
- Develop and maintain funding models that will ensure the long-term sustainability and optimal impact of our work.



VALUES

INSPIRING

We believe in the potential of our country and its people. We are committed to inspire others through our work.

PASSION

We infuse passion and precision in everything we do.

PERFORMANCE

We strive for excellence in performance through teamwork.

INTEGRITY

We are truthful, honest and respectful. We uphold the reputation of Cyril Ramaphosa Foundation in everything we do.

INNOVATION

We are creative and develop innovative solutions to enhance our impact on society.



VALUE PROPOSITION

THE FOUNDATION'S UNIQUE ATTRIBUTES:

- Develops and pilots programmes that respond to global and national development objectives.
- Executes dynamic programmes that enable the Foundation to remain relevant for generations to come.
- A pioneering spirit that enables the Foundation to make things work in difficult circumstances.
- A reputation of consistently delivering cost effective and quality products that respond to the needs of stakeholders.
- Collaborates and maintains valuable relationships with others, guided by strong values and culture.
- Programmes traverse an arc of life, from classroom to boardroom, that is distinctive in the development landscape, offering cross-leveraged value by each of the programmes as well as a rigorous development driven by the Foundation.

GOVERNANCE

BOARD OF TRUSTEES

President Cyril Ramaphosa, Patron

President Matamela Cyril Ramaphosa was born in Johannesburg in 1952. His family was moved from Western Native Township to Soweto in 1962, where he attended Tshilidzi Primary School. He completed high school at Mphaphuli High School in Sibasa, Venda in 1971.

President Ramaphosa registered to study law at the University of the North in 1972, where he became involved with the South African Student Organisation (SASO) and the Black People's Convention (BPC). He was detained in solitary confinement for 11 months in 1974 under Section 6 of the Terrorism Act for organising pro-Frelimo rallies. He was detained for the second time and held for six months in 1976 following the Soweto student uprising.

While a law clerk for a Johannesburg firm of attorneys, he continued his studies through the University of South Africa (UNISA), obtaining his B. Proc degree in 1981. He then joined the Council of Unions of South Africa (CUSA) as a legal adviser.

In 1982, at the request of CUSA, he founded the National Union of Mineworkers (NUM) with James Motlatsi and Elijah Barayi, and became its first General Secretary.

As NUM General Secretary he was instrumental in the establishment of the Congress of South African Trade Unions (COSATU), and played a prominent role in the Mass Democratic Movement (MDM).

He was later appointed chairperson of the Reception Committee to receive Rivonia trialists who had been imprisoned on Robben Island. He served as chairperson of the National Reception Committee, which coordinated arrangements for the release of Nelson Mandela.

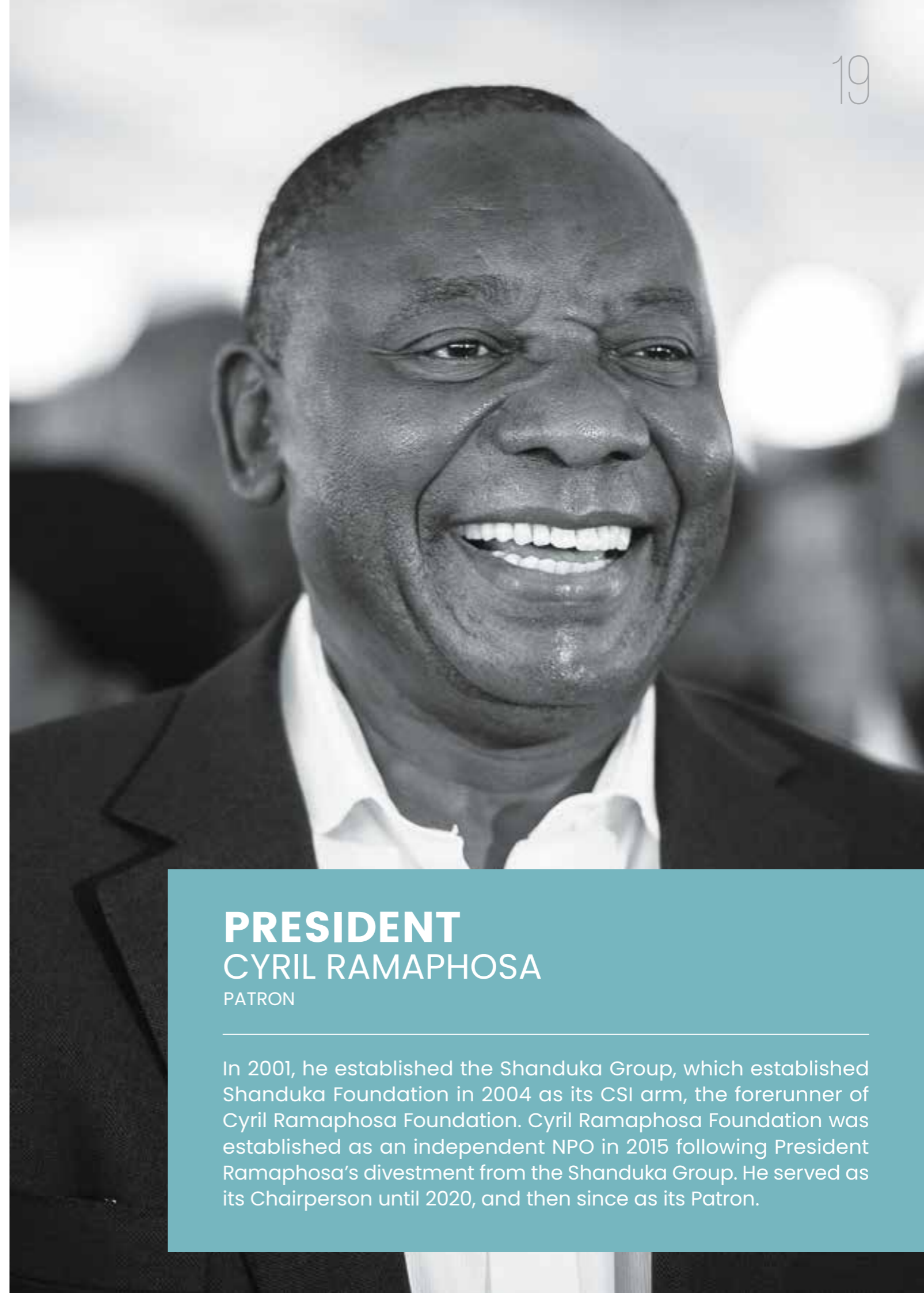
Following the unbanning of the ANC, he was elected ANC Secretary General in 1991 at its first legal national conference in South Africa in over 30 years.

He became head of the ANC's negotiation team at the Convention for a Democratic South Africa (CODESA) and the subsequent multi-party talks.

Following South Africa's first democratic elections on 27 April 1994, he became a Member of Parliament and was elected as Chairperson of the Constitutional Assembly. He was responsible for overseeing the drafting of South Africa's democratic Constitution. In 2009, this contribution was recognised with the award of the National Order of the Baobab in Silver.

President Ramaphosa resigned from parliamentary politics in 1996 to join New Africa Investments Limited. In 2001, he established the Shanduka Group as a Black-owned investment holding company, which established Shanduka Foundation in 2004 as its CSI arm, the forerunner of Cyril Ramaphosa Foundation. Cyril Ramaphosa Foundation was established as an independent NPO in 2015 following President Ramaphosa's divestment from the Shanduka Group. He served as the Foundation's Chairperson until 2020, and then since as its Patron.

President Ramaphosa has served numerous prestigious international roles and has received a number of awards, including the Olof Palme Prize in October 1987.



PRESIDENT CYRIL RAMAPHOSA

PATRON

In 2001, he established the Shanduka Group, which established Shanduka Foundation in 2004 as its CSI arm, the forerunner of Cyril Ramaphosa Foundation. Cyril Ramaphosa Foundation was established as an independent NPO in 2015 following President Ramaphosa's divestment from the Shanduka Group. He served as its Chairperson until 2020, and then since as its Patron.

**DR TSHEPO
MOTSEPE**
DEPUTY CHAIRPERSON



Dr Tshepo Motsepe is the First Lady of the Republic of South Africa. She was born in Soweto and raised in the rural villages of Mathibestad, near Hammanskraal, and in her ancestral home, Mmakau, in the North West.

Dr Motsepe is a medical doctor, and holds a Bachelor of Medicine and Bachelor of Surgery from the University of KwaZulu-Natal. She also holds a Master of Public Health in Maternal Child Health and Aging from the Harvard School of Public Health. Among other qualifications, Dr Motsepe has a Social Entrepreneurship Certificate from the Gordon Institute of Business Science (GIBS).

In her medical capacity, Dr Motsepe worked at Chris Hani Baragwanath Hospital and at Parirenyatwa Hospital in Zimbabwe. She also worked with the Wits Reproductive Health and HIV Institute and served as Chairperson of the Gauteng Health Department's Accreditation Committee. Dr Motsepe is a Patron of Early Care Foundation, which provides early childhood development support

programmes for home-based crèches in disadvantaged communities. She is also Patron of the South African Civil Society for Women's, Adolescents' and Children's Health Dr (SACSoWACH); a Patron of the Students Sponsorship Programme; and a Trustee of the Hospice Association of the Witwatersrand.

Dr Motsepe previously served as a member of the National Medical and Dental Association (NAMDA), and the boards of the Vaal Reefs Disaster Trust and the Kids Haven Foundation.



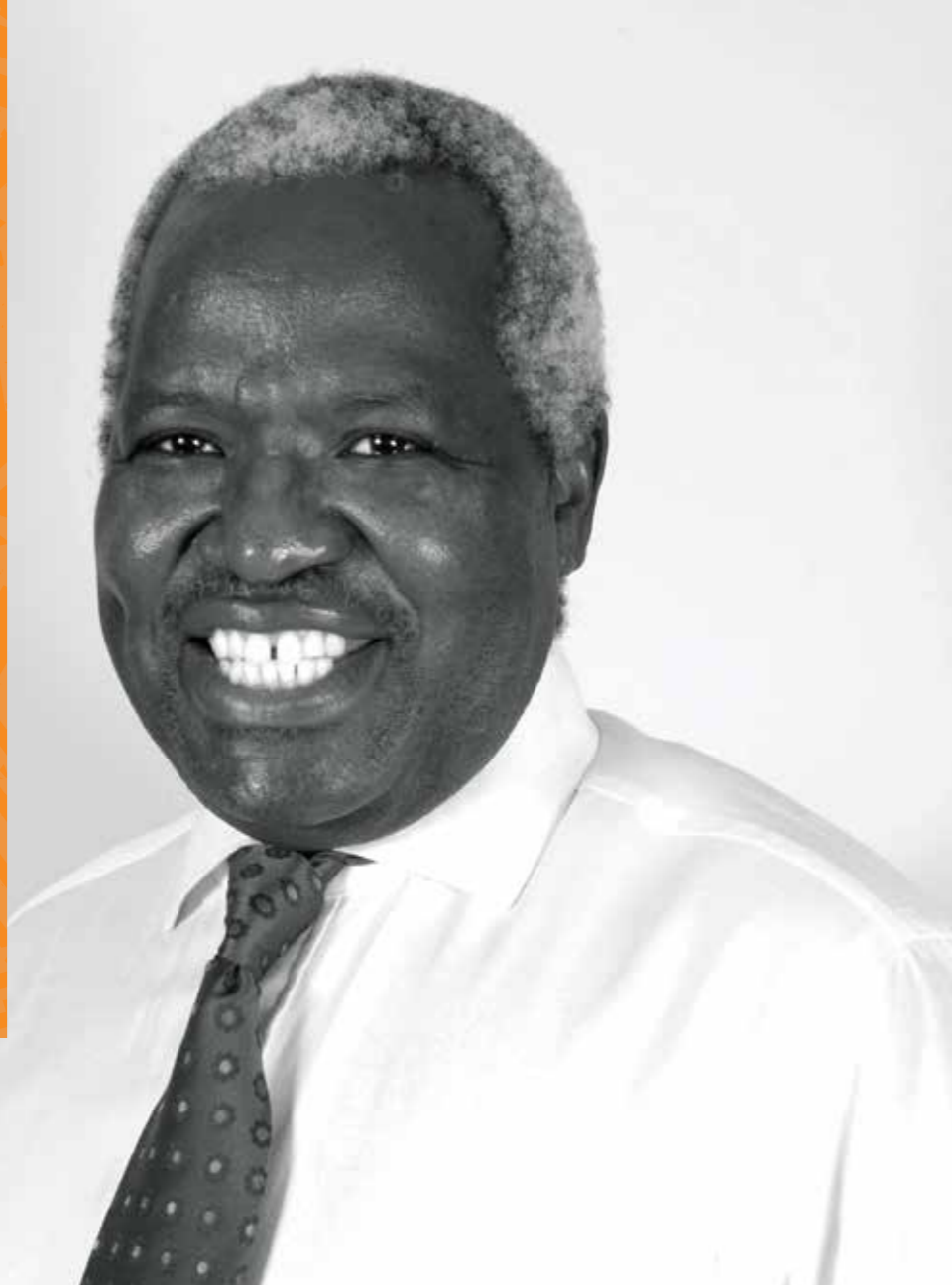
**MS PHUTI
MAHANYELE-DABENGWA**
DEPUTY CHAIRPERSON

Ms Mahanye-Dabengwa was born in Dobsonville, Soweto, and attended school at McAuley House School in Parktown. Ms Mahanye-Dabengwa holds a BA Economics from Rutgers University in the USA, and an MBA from De Montfort University in the UK. She also completed the Kennedy School of Government Executive Education programme, "Global Leadership and Public Policy for the 21st Century", at Harvard University.

Ms Mahanye-Dabengwa is the South African CEO of Naspers. She was the co-founder of Sigma Capital immediately prior, an investment holding company, and CEO of the Shanduka Group before then. Among her other positions, Ms Mahanye-Dabengwa is an independent director of the Vodacom Group; she serves on the advisory board of Stellenbosch University's business school; is on the board of the United Nation's Global Compact Network SA; and is a council member of the BRICS Business Council in South Africa.

Ms Mahanye-Dabengwa has been awarded many accolades, including the Financial Services "Most Influential Woman in Government and Business" in 2009; Forbes Woman Africa "Businesswoman of the Year" Award in 2014; and the Wall Street Journal's "Top 50 women in the world to watch".

DR JAMES MOTLATSI



Dr Motlatsi was born in Mphahle's Hoek in Lesotho. He completed his Standard 6 at Mphahle's Hoek Controlled Higher Primary School in 1969 and went on to work as a labourer at the Welkom gold mine in 1970. He was gradually promoted, becoming a driller, then a team leader, and eventually a personnel assistant.

In 1981, the Council of Unions of South Africa resolved to establish the National Union of Mineworkers (NUM) and Dr Motlatsi was elected its first President. He stood down from his trade union post in 2000 to work for AngloGold Ashanti.

In 2005, Dr Motlatsi purchased 75% of Teba, becoming its Executive Chairperson. Teba delivers services relating to health, community development, tracing for unpaid benefits, and recruitment in the mining industry. The balance of ownership was given to its employees.

Dr Motlatsi was a founder member of the Congress of South African Trade Unions, and founded the Vaal Reefs Disaster Fund as well as the Adopt-A-School Foundation, with President Cyril Ramaphosa. He served on the council

of the University of the Witwatersrand and is involved with the Nelson Mandela Children's Fund and South African Literacy Initiatives.

Dr Motlatsi was awarded an honorary Doctor of Philosophy in Social Sciences degree by the National University of Lesotho 2001, as well as the Order of Ramatseatsana by King Letsie III of Lesotho that year. He was conferred an honorary Doctor of Philosophy degree by UNISA in 2020 for his lifelong service to the cause of mineworkers.



MS DONN  NICOL

Donn  Nicol was born in East London in the Eastern Cape, and attended Clarendon Girls School. Ms Nicol is the former Chief Executive Officer of Cyril Ramaphosa Foundation. She led the Foundation since its establishment as Shanduka Foundation in 2004. She resigned as CEO in 2018 to take up a position as Special Adviser to the President of the Republic of South Africa.

Prior to 2004, Ms Nicol was Executive Assistant to President Cyril Ramaphosa for eleven years, during which she was instrumental in setting up the Adopt-a-School Foundation and acted as Executive Director for its first year of operation. While assisting President Ramaphosa in his capacity as ANC Secretary General, she facilitated the establishment of the Cyril Ramaphosa Education Trust (CRET) to provide financial support to disadvantaged tertiary students.

She was also a coordinator for the ANC National Executive Committee and National Working Committee. Prior to joining the ANC Secretary General's office, Donn  served as Deputy Secretary of the ANC Border region, which was

later amalgamated into the Eastern Cape. In this capacity she represented the ANC on the Regional Alliance Secretariat and numerous other committees.

She is a trustee of the Cyril Ramaphosa Foundation, Cyril Ramaphosa Education Trust, Mabindu Business Development Trust, and the Constitution Hill Trust. She is also a board member of the Adopt-a-School Foundation and Youth Employment Service. Ms Nicol has been a trustee of the Alexander Forbes Community Trust, the Nikela Trust, the Kagiso Shanduka Trust and Black Umbrellas.

MR MATSHELA SESHIBE



Mr Matshela is a business executive. He has worked for a variety of global Fast Moving Consumer Goods companies, including Unilever in London.

Upon his return to South Africa in 2012, Mr Matshela joined the Shanduka Group as Managing Director of Coca-Cola Shanduka Beverages (CCSB), before going on to Tiger Brands. He served as a management committee member and Chairman of the South African Chamber of Baking at this time.

In addition to serving on the Board of Cyril Ramaphosa Foundation, Mr Matshela sits on the Board of Wakanda, a business accelerator dedicated to mentoring and training entrepreneurs in the food sector. He is the founder of Dream Academy, an NGO committed to uplifting learners from disadvantaged backgrounds through academic and social engagement, financial support, mentoring and motivation.

Mr Matshela holds a Master of Business Leadership degree from the University of South Africa and a Bachelor of Commerce degree from the University of the Witwatersrand.

He enjoys mentoring, as well as reading, jogging, travel and golf.

MR RAJENDRAN GOVENDER



Mr Govender is a qualified Chartered Accountant. He is the Director at Gia Capital, a boutique Mergers and Acquisitions (M&A) advisory firm.

Mr Govender has provided support to the Foundation and its partner entities, Adopt-a-School Foundation and Black Umbrellas, as well as the Mabindu Trust since the inception of the Foundation as the CSI arm of the Shanduka group.

Mr Govender joined the Shanduka Group in 2004, where he held several positions until 2013. He left Shanduka in 2013 to practice as a consultant in investment banking.

Mr Govender has over 20 years of experience in M&A, including the entire deal-making and investment management process as well as business and debt restructuring.

In 2015, he joined Kagiso Tiso Holdings where he was the Director of Investments.

He has held several directorships over the years, including at Macsteel Service Centres SA, Alexander Forbes Equity Holdings, Mondi Packaging SA, McDonalds SA and Coca-Cola Shanduka Beverages. He currently is currently a director at Sandvik Mining SA (Pty) Limited.

MS MMABATHO MABOYA

CHIEF EXECUTIVE OFFICER



Ms Maboya is the Chief Executive Officer of Cyril Ramaphosa Foundation. She joined the Foundation in 2015 as its Strategy and Partnerships Executive.

Prior to joining the Foundation, she worked for Shanduka Group, Eskom Holdings SOC, and in local government in South Africa.

Ms Maboya serves on the boards of Adopt-a-School Foundation, Black Umbrellas, and KST. In 2022 she was elected to Chair the Council of the Independent Philanthropy Association of South Africa (IPASA), a post she held for two years.

Ms Mmaboya holds a BSc (Statistics and Geography) from the University of the Free State; a BSc Honours (Geography) from the University of South Africa; and an MBA from the University of Pretoria's Gordon Institute of Business Science.

Ms Maboya is passionate about issues relating to access to quality of education, children's rights, entrepreneurship, environmental sustainability and good governance.



MS YVONNE THEMBA

Yvonne Themba obtained her Cambridge O Levels at Waterford Kamhlaba United World College in Swaziland in 1982, and graduated with a BA in Social Science (Economics and Accounts) from the University of Botswana in 1991. She also holds an MBA from Wits Business School which she obtained in 2002.

Ms Themba was previously responsible for Human Capital at Phembani Group and the Shanduka Group. She headed the group corporate communications department at African Life Assurance Limited, and the social investment and communications department at Sanlam. Prior to that she was Deputy Director of the Life Officers' Association.

Ms Themba serves as an independent non-executive director of Pan African Resources PLC, Energy Mobility Education Trust, Sexual Violence Research Initiative, and is on the Board of Pfortner Solutions. In 2021, she was appointed as the Chief People Officer at McDonald's South Africa.

MANAGEMENT EXECUTIVE COMMITTEE



MS MMABATHO MABOYA
CHIEF EXECUTIVE OFFICER



MR MARK FRANKEL
CHIEF EXECUTIVE OFFICER:
BLACK UMBRELLAS



MR RAYMOND KEVAN
FINANCE EXECUTIVE:
CYRIL RAMAPHOSA FOUNDATION



MS MELANIE SPENCER
CHIEF OPERATING OFFICER:
CYRIL RAMAPHOSA FOUNDATION



MR FEIZEL MAMDOO
COMMUNICATIONS EXECUTIVE:
CYRIL RAMAPHOSA FOUNDATION



MR STEVEN LEBERE
EXECUTIVE DIRECTOR:
ADOPT-A-SCHOOL FOUNDATION



MS BANYANA MOHAJANE
EXECUTIVE, PROGRAMMES:
ADOPT-A-SCHOOL FOUNDATION



MS CHANTELE OOSTHUIZEN
EXECUTIVE DIRECTOR:
CYRIL RAMAPHOSA EDUCATION TRUST

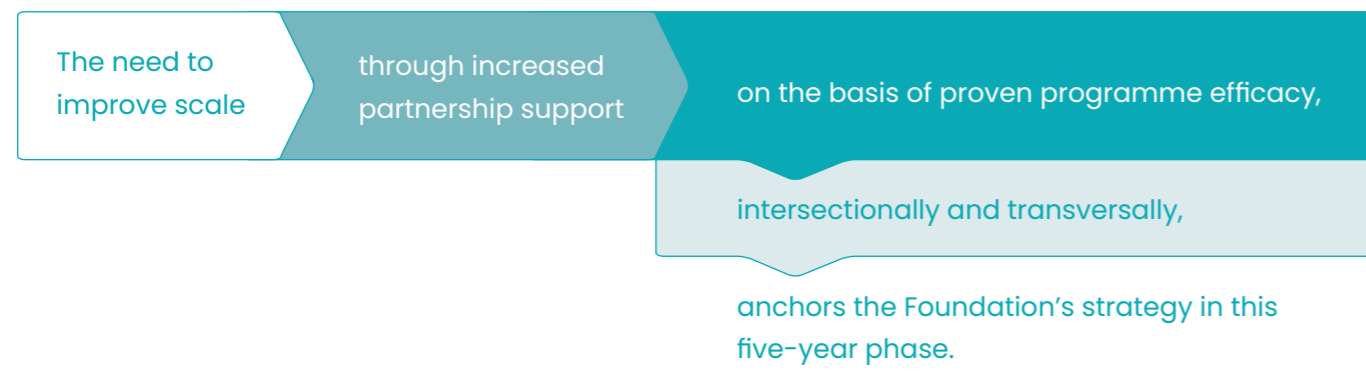


MS OLGA MALULEKE
HUMAN RESOURCES EXECUTIVE:
CYRIL RAMAPHOSA FOUNDATION

STRATEGY REVIEW

In the 2022/2023 financial year, the Foundation concluded its fifth year of implementation of Strategy 2030, its long-term strategic vision toward fulfilling its vision, purpose and objectives.

A five-year strategy review was undertaken to inform the Foundation's next five-year plan, 2023-2027.



STRATEGIC APPROACH

The Foundation's strategic approach remains to:

ADVANCE

Interventions targeting socioeconomic challenges in education, small business development, youth development, as well as those affecting women and vulnerable children.

COLLABORATE

Harness the power of partnerships to address South Africa's developmental challenges more effectively, to achieve scale and greater impact.

ADAPT

To the changing environment and deliver relevant solutions.

KEY FOCUS AREAS

The key focus areas relevant to the Foundation's programme pillars have been determined as follows:

EDUCATION

- Implementation of Whole School Development
- Address challenges in education outcomes

YOUTH DEVELOPMENT

- Support youth entrepreneurship
- Skills development programmes
- Targeted bursary programme for post-school education and training

ENTREPRENEURSHIP

- Entrepreneurial support for women and youth
- Business development support for small Black-owned businesses
- Drive economic participation and inclusion of marginalised groups

WOMEN AND VULNERABLE CHILDREN

- Strengthen the school community by creating a safe and empowering environment
- Advance gender equality and empowerment

SOCIAL COHESION AND NATION-BUILDING

- Promote through Foundation's development programmes
- Promote through social justice engagement
- Promote through establishment of Cyril Ramaphosa Library and Archives Centre

The Foundation has entered a new 3-year strategic cycle, 2023-2025, and has deepened alignment between the programmes partner entities towards a common and shared vision.

The Executive has developed strategic plans for the three year cycle in line with the recommendations of the strategy review process.

The strategic plan is aimed at ensuring that the organisation responds and retains relevance in the sectors in which it operates as well as provides a basis for setting and measuring realistic performance indicators.

IMPACT OVERVIEW

AS AT 31 MARCH 2023

Cyril Ramaphosa Foundation has contributed close to R500 million to programmes that support the development of education, youth, SMMEs and vulnerable children and women.

In addition, the Foundation has leveraged its contribution with that of its funding partners and stakeholders to the benefit of over 1.5 million learners, teachers, students and entrepreneurs.



Invested by
Cyril Ramaphosa Foundation



ADOPT-A-SCHOOL AND KST



Schools supported



Educator beneficiaries



Learner beneficiaries

THARI PROGRAMME



Children registered
with Thari



Safe Park
support services



Family member
beneficiaries



Awareness campaign
participants

CYRIL RAMAPHOSA EDUCATION TRUST



Higher education
student beneficiaries



Graduates since
inception



Post-school training
beneficiaries



Higher education beneficiaries
supported by alumni

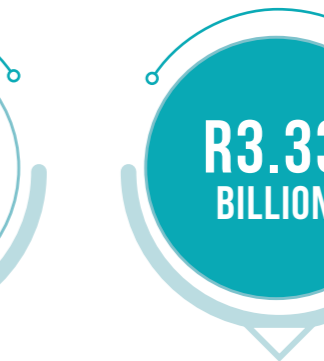
BLACK UMBRELLAS



SMEs incubated



Jobs created and preserved
by SME beneficiaries



Turnover by SME
beneficiaries

IMPACT THROUGH PARTNERSHIP



Overcoming the deep-rooted legacies of historical injustice in South Africa and achieving an inclusive society that fulfils the human rights of all, requires a combination of efforts on the part of many, including Government and the NGO, business, labour and community sectors.

It also involves a variety of approaches, including policy, legislation, grassroots mobilisation, advocacy, and practical implementation of development programmes.

Cyril Ramaphosa Foundation invests in developing and piloting projects and programmes that respond to global and national development objectives and takes these to scale through partnership to effect systemic change.

The Foundation actively facilitates and connects diverse stakeholders to amplify its reach and impact.

Through collaboration, South Africa's socio-economic challenges may be addressed more effectively, achieving scale and greater impact.

**CONNECTING PARTNERS
COMMITTED TO A THRIVING
AND EQUITABLE SOUTH AFRICA**

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PRESIDENTIAL GOLF CHALLENGE



The 2022 Presidential Golf Challenge took place on 11 February at the Atlantic Beach Golf Estate in Melkbosstrand, Cape Town.

Hosted by the Department of Public Service and Administration (DPSA), the annual event raises funds for a charity designated by the sitting President. Cyril Ramaphosa Foundation was nominated as the beneficiary of the proceeds, which it applied to the development of school sanitation projects through its partner entity, Adopt-a-School.

Ablution block projects at the two schools identified to benefit were completed. These schools were Lower Ndakana Primary School in Nqamakwe, Eastern Cape

and Mbokota Primary School in Mbokota village in Limpopo.

Learners who benefitted from the facilities numbered 747. Temporary employment opportunities were created for 33 community members, and six local SMMEs were contracted.

The event was attended by industry leaders from MTN, IDC, Huawei and many others who had pledged donations.



HUMAN RESOURCES



Women



< 45 years of age



Average Age

The Foundation continued to drive employee engagement through regular staff meetings, employee wellness sessions, and staff empowerment and development programmes.

LEARNING AND DEVELOPMENT

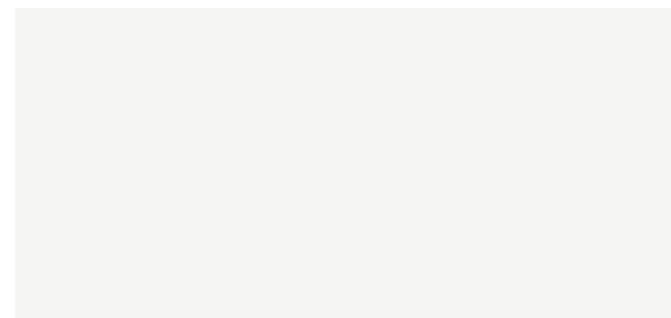
A leadership development programme was implemented in the year which included finalisation of a Leadership Charter and facilitated dialogues.

The leadership programme has been revised to introduce psychometric assessments and a pilot of 360-degree assessments. The outcome of the psychometric assessments will be used to develop custom made leadership development plans to address the unique developmental needs of each manager within the Foundation and its partner entities.

Managers participated in a two-day Leader as Coach workshop in the second quarter. The training better equipped leaders with tools to achieve work-life efficiency, and strengthened teamwork and the OneCRF vision to break operational silos.

The Foundation also invested in Udemy licenses to give managers access to short online management courses. Staff development was also supported with the continued provision of bursary subsidies.

The Foundation's career development framework allows for staff who have an interest in other areas within the Foundation or one of its partner entities to develop their skills or explore their interests through job shadowing and secondments.



WELLNESS

A wellness session facilitated by ICAS was held on healthy eating. Information sheets on various aspects of life and health are also distributed to staff weekly.

TEAM BUILDING

A team building session was held in November. Activities included refreshers about the Foundation's vision, strategy, and values. The Adopt-a-School team also held a team-building event in October, which included a re-onboarding programme. This aimed at ensuring staff knowledge of the organisation's sustainability roadmap, governance processes, its organisational values, and systems and processes.





SINIKA: WE ARE GIVING

The staff contribution programme, Sinika, established to inculcate the social commitment of staff through monthly contributions to a community development fund, was revised. Staff now form teams and propose projects, aligned to the strategic mandate and programmes of the Foundation, that they would like to work on during the year. Five proposals were submitted, with three, as per below, selected for implementation during 2022. Each of the projects were to be funded with R200 000 for implementation:

• ENTREPRENEUR DEVELOPMENT

In partnership with Indalo, the proposed project aimed to empower youth in Alexandra to run sustainable income generating recycling businesses.

• EARLY CHILDHOOD DEVELOPMENT

The purchase of 12 jungle gyms for ECD centres in Vosloorus and Orange Farm, benefitting 500 children. The project team also secured a R5000 donation from Shoprite for the purchase of toys for the ECD centres.

• EDUCATION SUPPORT

The project aims to partner with community development organisations in Nellmapius and Atteridgeville to provide uniform and stationery to orphaned and vulnerable children in the two townships. These, to the value of R67 000, were delivered to 100 children in February 2022. The second phase of the project involved the collection and distribution of winter clothing and non-perishable food by May 2023.



WHISTLE BLOWER HOTLINE

There were no whistle blower reports recorded for the reporting period. A refresher training workshop was conducted with employees to ensure that everyone is aware of the Whistle blower hotline and the anti-corruption policies.

KNOWLEDGE SHARING SESSIONS

The research team hosted a virtual knowledge sharing session with guest speaker, Cathy Duff, Director at Triologue, on 5 August. Duff delivered a presentation on the state of Corporate Social Investment in South Africa and the funding environment for NPOs.

The research team, together with the Communications department, also hosted a knowledge sharing session on 14 October with climate activist, Akhona Xotyeni. Xotyeni presented on issues related to climate change mitigation and measures the Foundation may consider.

INTRANET

The Foundation has enhanced internal communications with the launch of an intranet on 18 August.





2022 INTERN INTAKE



2022 INTERN INTAKE



LESEDI TSILEKAE

Lesedi Tsilekai is the Finance Intern at Black Umbrellas, starting February 2022.

Lesedi has a **Diploma in Accountancy** and an **Advanced Diploma in Financial Management** from the University of Johannesburg. She also has experience as a Salesperson, Educators Assistant, and an Electoral Officer for the Independent Electoral Commission.

Lesedi aspires to be a Chartered Accountant. Of her journey so far with the Black Umbrellas, she says:

"I have grown so much and discovered a lot about myself".



THALUKANYO SIBOYEBOYI

Thalukanyo Siboyeboyi is the IT Technician Intern for Cyril Ramaphosa Foundation, starting May 2022.

Thalukanyo studied a **Bachelor of Science in Information Technology, majoring in Computer Science and Business Management** at the University of Free State.

He wants to become the best Information Technologist, especially when it comes to coding and being a Technician. **He describes the Foundation as a good business environment that is enabling him to learn more when it comes to his role.**

Thalukanyo's personal philosophy is to work smart to be smart.



ZANDILE GQOBOZA

Zandile Gqoboza is the Research Intern for Cyril Ramaphosa Foundation, starting June 2022.

Zandile has a **BA Degree in Political Science and International Relations, an Honours degree in International Relations, and a Master's degree in Developmental Studies** from the University of Witwatersrand.

Zandile has prior work experience as an International relations tutor at Wits and as a language consultant. She describes the Foundation's work environment as "positive" and the staff across all entities as "really nice".

"My experience thus far has surpassed any expectations that I had", she says.

Zandile aspires to be a renowned researcher and advocate for social development.



KARABO MOTJOADI

Karabo Motjoadi is the Company Secretary Intern for Cyril Ramaphosa Foundation, starting in June 2022.

Karabo is a **Bachelor of Commerce in Law graduate**. She is currently studying toward an LLB degree and aspires to become an admitted attorney of the High Court of South Africa.

Karabo describes her experience at the Foundation as "amazing". She said that she is grateful to be employed in a healthy work environment.

Her motto is: "With hard work and dedication, there's no goal you cannot achieve".

Karabo is really good at sports, including basketball, netball, tennis and soccer.



ANTONNETTE CHAUKE

Antonnette Chauke is the Infrastructure Intern for Adopt-a-School, starting in July 2022.

She studied at Tshwane University of Technology and has a year's experience in in-service training at Dr Bongani Investments.

Antonnette aspires to be a Construction Manager or Quantity Surveyor and would love to see herself in a project management role in the coming years.

She describes her experience with the Foundation as a very "accommodative environment".

"Nothing is impossible, no target is unattainable, one just must try harder", is the philosophy she lives by.



KHANYISANA DYWARU

Khanyisana Dywaru is the Quantity Surveyor Intern for Adopt-a-School, starting July 2022.

Khanyisana has a **BSc Honors in Quantity Surveying** from the University of Johannesburg, **Cum Laude**, where she also worked as a Student Library Assistant for seven months.

Khanyisana says that everyone at the Foundation is kind, warm and welcoming, which is unusual.

"The environment is supportive, and everyone understands that I am fresh from school. I am not given tasks without guidance or assistance", she said.

Her personal philosophy is that with everything against you, you cannot afford to be against yourself.



SANELILE MKHONZA

Sanelile Mkhonza is the Infrastructure Intern for Adopt-a-School, starting July 2022.

She has a **Diploma in Civil Engineering** from the Durban University of Technology and has six months working experience in construction.

Sanelile describes her experience at Adopt-a-School as "so far so good".

"The environment is good and easy to adapt to. I'm learning new skills every day and I also get an opportunity to apply my knowledge", she says.

Sanelile's motto is: "Be you. The world will adjust". She shares that she has an extreme phobia of snakes (ophidiophobia). "I cannot even watch snakes on television", she said.



ANGELINAH MEKGWE

Angelinah Mkgwe is the Infrastructure Intern at Adopt-a-School, starting July 2022.

She is a qualified **Civil Engineer** from the Academic Institute of Excellence (AIE).

Angelinah describes her experience with Adopt-a-School as wonderful. **"I am learning a lot from a lot of different people, and I look forward to travelling and learning more on site", she said.**

She aspires to grow within the organisation and gain experience in order to someday start her own construction company.

Angelinah is trying to grow her hair naturally to her waist length, and she can't go a day without singing.



ZANELE ZWANE

Zanele Zwane is the Human Resource Intern for Cyril Ramaphosa Foundation, starting October 2022.

She has a qualification in **Administration Honours with Human Resource Management** from North-West University.

Zanele has very high expectations of herself, and she is goal oriented. Her ambition with her role at the Foundation is to earn experience while working in an environment with like-minded individuals.

Zanele is very interested in astrology and learning more about herself, others and the world around her.

"Uncovering someone's astrology chart helps me understand where the individual is coming from and how they would like to be communicated with", she said.

PARTNER ENTITY PROGRAMMES

“The Foundation’s programmes traverse an arc of life, from primary and secondary to tertiary education, to entrepreneurship and employment. This coherent development approach positions us in a unique manner.”

– PRESIDENT CYRIL RAMAPHOSA, FOUNDER AND PATRON

This report provides an overview and highlights of the role of the Foundation’s partner entities in 2022/2023. The detailed annual reports of the Foundation’s partner entities may be found on their respective websites.



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ADOPT-A-SCHOOL

Adopt-a-School implements a Whole School Development model that improves the governance, academic, infrastructural, social and security environment in some of the least resourced and most marginalised schools in the country.

It inspires the business community to invest in education and works with the Department of Basic Education, service providers, and best practice NGOs to implement long-term solutions to a school's development and educational outcomes.



WHOLE SCHOOL DEVELOPMENT

The Whole School Development Model looks to incrementally address a myriad of issues facing a school. These include:

CURRICULUM AND CO-CURRICULAR DEVELOPMENT



SCHOOL LEADERSHIP & MANAGEMENT

- Strategic planning
- Leadership development
- Management and governance
- Team building and motivation
- Youth leadership development



EDUCATOR DEVELOPMENT

- Classroom-based support
- Content knowledge gaps
- Teaching skills and tools
- Assessment and recording



LEARNER SUPPORT

- Supplementary lessons
- Study camps
- Exam preparation
- Career guidance
- Extra-curricular activities

INFRASTRUCTURE



BASIC INFRASTRUCTURE

This refers to addressing urgent building and renovation needs such as classrooms, ablution facilities, access to electricity and water sanitation, Grade R facilities and school security



SPECIALISED INFRASTRUCTURE

This refers to the building and renovation of educational spaces such as libraries, science laboratories, ICT centres, administration centres, school halls and sports facilities



LEARNER WELL-BEING & COMMUNITY INVOLVEMENT

- Assisting with access to basic social services
- Health and sanitation programmes
- Parental workshops
- Visual and auditory programmes
- Community-based building model
- Developing support systems for orphans and vulnerable children
- Development of school vegetable gardens

20TH ANNIVERSARY

DIGNITY

CARE PACK CAMPAIGN

Adopt-a-School celebrated its 20th anniversary in 2022 with the championing of a dignity care pack campaign to address learner needs for school shoes, sanitary pads, toiletries and uniforms. These requirements had been compounded by COVID-19 and the devastating floods in KwaZulu-Natal and the Eastern Cape.

Individuals and corporates were called on to partner with Adopt-a-School by donating towards these dignity care packs.

Adopt-a-School Foundation 20th-Anniversary Dignity Care Pack Campaign

Celebrate with us and restore dignity of learners
in adopted schools across the country.
Visit: www.adoptaschool.org.za



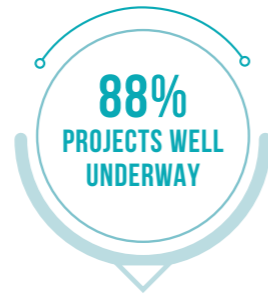
- Migration of Early Childhood Development from the Department of Social Development to the Department of Basic Education.
- Release of Thrive by Five, South Africa's first and largest representative survey of preschool children to drive action for all children to thrive by five years of age.
- Emphasis on the importance of Education Technology and digital literacy in schools, however a national strategy on ICT in education lacks.
- The importance of Social and Emotional Learning gains traction.
- Increase in violence in schools and communities, high dropout rates, and low throughput rates.
- Results from the Progress in International Reading Literacy Study (PIRLS) and the Trends in International Mathematics and Science Study (TIMSS) benchmark reports show consistent poor performance of learners in exit grades, although slight improvements have been recorded.
- Introduction of the General Education Certificate, an alternative, enabling exit to schooling at Grade 9:
 - Infrastructure development:** Implementation of green building technology and design with competitive costing
 - Leadership and Governance:** Implementation of a comprehensive, in-house, Sector Education and Training Authority (SETA)-accredited School Leadership Advancement (SLA) programme
 - Curriculum Delivery:** Recognition of school excellence, and increase of Foundation-phase and ICT programmes
 - Project Management:** Standardisation of framework



GREEN BUILDING SOLUTIONS

Continue to implement the recommendations from the water and energy efficient evaluations conducted in June. A workshop with PSP on innovative and green building solutions was held. Fifty percent of structures built by Adopt-a-School have integrated water and energy efficient solutions.

By November 2022 Goal: Implementation of green building technology, innovative designs, and competitive costing 88% of the projects are well underway with 6% (3 projects) that have been completed ahead of time and 2% (1 project) completed on time and 80% (39 projects) still on track.



Projects in progress and 3 projects completed ahead of time



39 Projects still on track



SCHOOL LEADERSHIP ADVANCEMENT PROGRAMME

The in-house programme has been accredited by the Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA), and endorsed with the South African Council for Educators (SACE). The programme focuses on personal leadership advancement to enable school leadership and educators to fulfil their roles in school improvement and development. In 2022, three programmes were run, at Sibusisiwe Secondary School, funded by Nafasi Water, and Diepsloot West Secondary School and Diepsloot Secondary School, both funded by AngloGold Ashanti. Since its inception, over 23 158 school leaders and educators have benefitted from this programme (including KST supported schools).



Over 23 158 school leaders and educators

FOUNDATION-PHASE PROGRAMMES

Foundation Phase curriculum development focuses on educator development in the knowledge of and implementation of literacy and numeracy skills in the classroom. According to Steven Lebere, CEO of Adopt-a-School, investment in Early Childhood Development (ECD) and Foundation Phase will take 12 years to mature, with the return yielding "great economic benefits" for future generations. As at April 2022, Basic Reading and Numeracy in 10 schools, and Grade R practitioner development in six schools, had been completed, benefitting 104 educators and 4 837 learners.



Educators



Learners

ICT CURRICULUM INTEGRATION

The programme has been implemented in nineteen schools, benefitting 439 educators and 12 425 learners. The programme includes robotics and coding and has involved the provision of smartboards for classrooms and computer labs, laptops for educators, and tablets for Grade 12 learners. Ongoing development programmes, certified by the Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA), provides educators with the knowledge and skills to best utilise technology in the classroom. The ICT programme employs young people as Desktop Support Technicians in support.



PROJECT MANAGEMENT FRAMEWORK

100% of projects are compliant with the standardised Project Management Framework.



Compliant



MATRIC CLASS OF 2022

The Class of 2022 achieved a pass rate of 80.1% despite the challenges of loadshedding and the Covid-19 pandemic. This was a significant improvement from the 76.4% posted the previous year. Adopt-a-School's Whole School Development model-supported schools achieved a pass rate of 82%, a 2% improvement from the 80% achieved the year before. Its top performing schools all achieved a pass rate of 90% and above. Among the programme's funders and stakeholders are the Industrial Development Corporation, SCAW Metal Group, Grindrod Limited and AngloGold Ashanti - South Africa.



The Class of 2022 achieved a pass rate of 80.1%



Pass rate achieved by top performing schools



BUY ONE, GIVE ONE CAMPAIGN

Through its Buy One Give One campaign with Chair Club, Adopt-a-School commemorated School Health Week at Diepsloot Combined School by delivering 120 school chairs, as well as sanitary pads and toiletries, which were collected at its Back to School Party fundraising event in November 2022.

The campaign with ChairClub, a local chair manufacturer, commits a donation of a school chair to disadvantaged schools for every chair sold from ChairClub's office chair range.

The campaign also delivered 213 chairs to Mhloli Maritime Secondary School in Sharpeville, which was the fifth school to benefit from school chair donations, bringing the total of chairs donated to 751.



Total chairs donated

INFRASTRUCTURE DELIVERY

- An ablution facility and a four-classroom block at the Lot Phalatse Primary School in Hebron Village, Pretoria, with the support of South African Special Risk Insurance Association (SASRIA).
- Development of dining and nutritional centres at Moses Maren Mission Technical Secondary School in Eikenhof, Johannesburg, and at Bizimali Secondary School in Nkandla, KwaZulu Natal as part of the thirty schools supported by the Industrial Development Corporation.
- Resourced media centres at Ngwathe Secondary School in the Free State and Zikhethale Secondary School in Gauteng.
- Science laboratory at Tholang Secondary School in Maluti, Matatiele in the Eastern Cape.



SOCIAL WELFARE

Adopt-a-School's ongoing social welfare interventions include health, sanitation and sexuality education, audiology and visual support, moral regeneration, assistance with access to social grants, vegetable gardens, awareness campaigns, and additional support for orphaned and vulnerable school children.

Hartbeespoort Parent and Child Counselling Centre provided psychosocial support services and health, sanitation and sexuality education projects at Boitekong and Meriti secondary schools in Rustenburg, North West, with funding support by Merafe Resources. Learners with social problems were identified and referred to external stakeholders, with follow-up of all referred cases. Twenty-five learners underwent counselling and support for substance abuse, and 10 female learners who reported sexual abuse were supported with one-on-one sessions and a mutual support group.

Eight workshop sessions, involving 775 Grade 8 learners, were also held at both schools. They addressed issues of self-awareness, values, peer relationships, communication skills, puberty, sexuality, and teenage pregnancy. Ten pregnant learners are also receiving support and motivation to continue schooling.



To address issues of self-awareness, values, peer relationships, communication skills, puberty, sexuality, and teenage pregnancy

VISUAL SUPPORT PROGRAMME

As part of its social welfare programme, Adopt-a-School provides primary eye care services to learners with limited access to medical care. The service involves eye screening, testing, referral for further treatment at a local clinic or hospital, dispensing of spectacles, and partnerships with local health care clinics.

On 28 September 2022, Adopt-a-School conducted a visual support project at Thembinkosi Learners with Special Education Needs (LSEN) in Thembisa, Gauteng with the support of African Bank. Over 460 learners received eyesight screening and testing, with 160 of them requiring spectacles which were provided. Over 30 learners were referred to their local clinics for eye and allergy treatment.



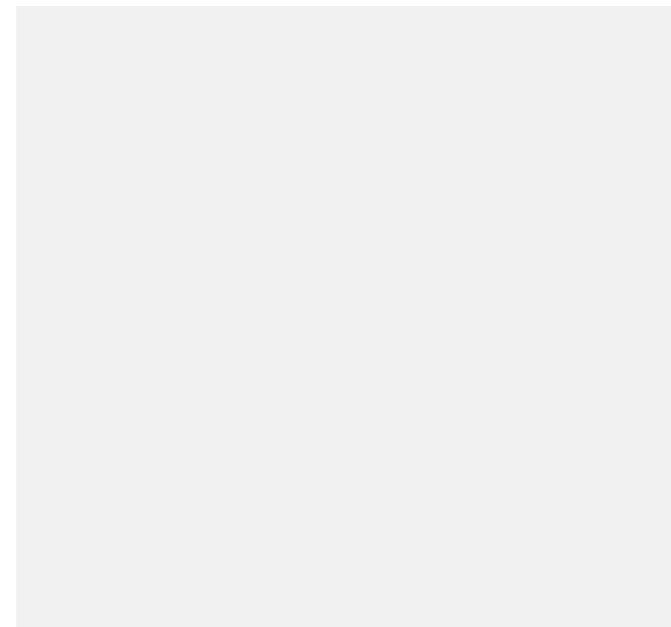
SUPPORT FOR FLOOD-AFFECTED SCHOOLS

The devastating floods at the beginning of 2022 in KwaZulu Natal (KZN) resulted in damage to some 630 schools. Adopt-a-School-supported schools were fortunately spared serious damage, but several learners were affected. Adopt-a-School detailed the losses experienced as follows:

- school uniform items
- other clothing items and dignity resources such as sanitary pads and toiletries
- educational items such as textbooks, school bags, stationery, laptops and tablets
- food items
- personal identification documents

Adopt-a-School supported learners, families and school communities through a KZN Floods Relief Campaign. It undertook a crowdfunding campaign from June to August to secure food parcels, clothing, school uniforms, and educational items such as textbooks, book bags, stationery, laptops and tablets for affected learners.

The National Education Collaboration Trust (NECT), which works to strengthen partnerships to achieve South Africa's national goals for basic education, appointed Adopt-a-School to provide project management oversight at Siphosethu Primary School which was severely damaged. Adopt-a-School is also part of the national school infrastructure recovery team.



BACK TO SCHOOL PARTY

In March 2022, Adopt-a-School undertook a Moral Regeneration programme in Boitekong and Meriti secondary schools in the North West. The programme addressed violence, drug abuse and other social ills affecting learners and promoted social, ethical, emotional, physical and cognitive competencies to enable learners to set personal goals and participate in creating harmonised learning environments.

The project was implemented in partnership with Merafe Resources. Adopt-a-School Foundation distributed 250 dictionaries at Nageng Primary School in Vosloorus, Johannesburg. Adopt-School scoped 34 schools and 38 Early Childhood Development Centres in Limpopo and the Northern Cape for JET, which is contracted to Anglo American for educational development in the communities in which it operates.



MORAL REGENERATION PROGRAMME

In March 2022, Adopt-a-School undertook a Moral Regeneration programme in Boitekong and Meriti secondary schools in the North West. The programme addressed violence, drug abuse and other social ills affecting learners and promoted social, ethical, emotional, physical and cognitive competencies to enable learners to set personal goals and participate in creating harmonised learning environments. The project was implemented in partnership with Merafe Resources.

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BACK TO SCHOOL FOR MANDELA DAY

On 18 July, a successful day of active citizenship was held at Qhobosheane Primary School in Soweto to mark Mandela Day. Adopt-a-School was joined by a host of corporate partners and national celebrities to undertake infrastructure renovations, curricular and co-curricular activities, and eyesight testing and spectacles provision at the school. Some large-scale infrastructure development at the school was funded by AngloGold Ashanti.

The day also championed Adopt-a-School's shoe drive campaign, as part of its 20th Anniversary, to secure school shoes for needy learners around the country. This campaign was undertaken in partnership with Bathu, a local sneaker brand, which donated a hundred pairs of school shoes as well as care packs to learners. Together with the support of some of Adopt-a-School's longest-standing supporters, about 900 pairs of school shoes were funded for distribution to schools across the country.

IMPACT

AS AT 31 MARCH 2023



Since inception



At active schools



Temporary infrastructure development jobs created since inception



Small businesses supported



Educators developed



Visual support programme



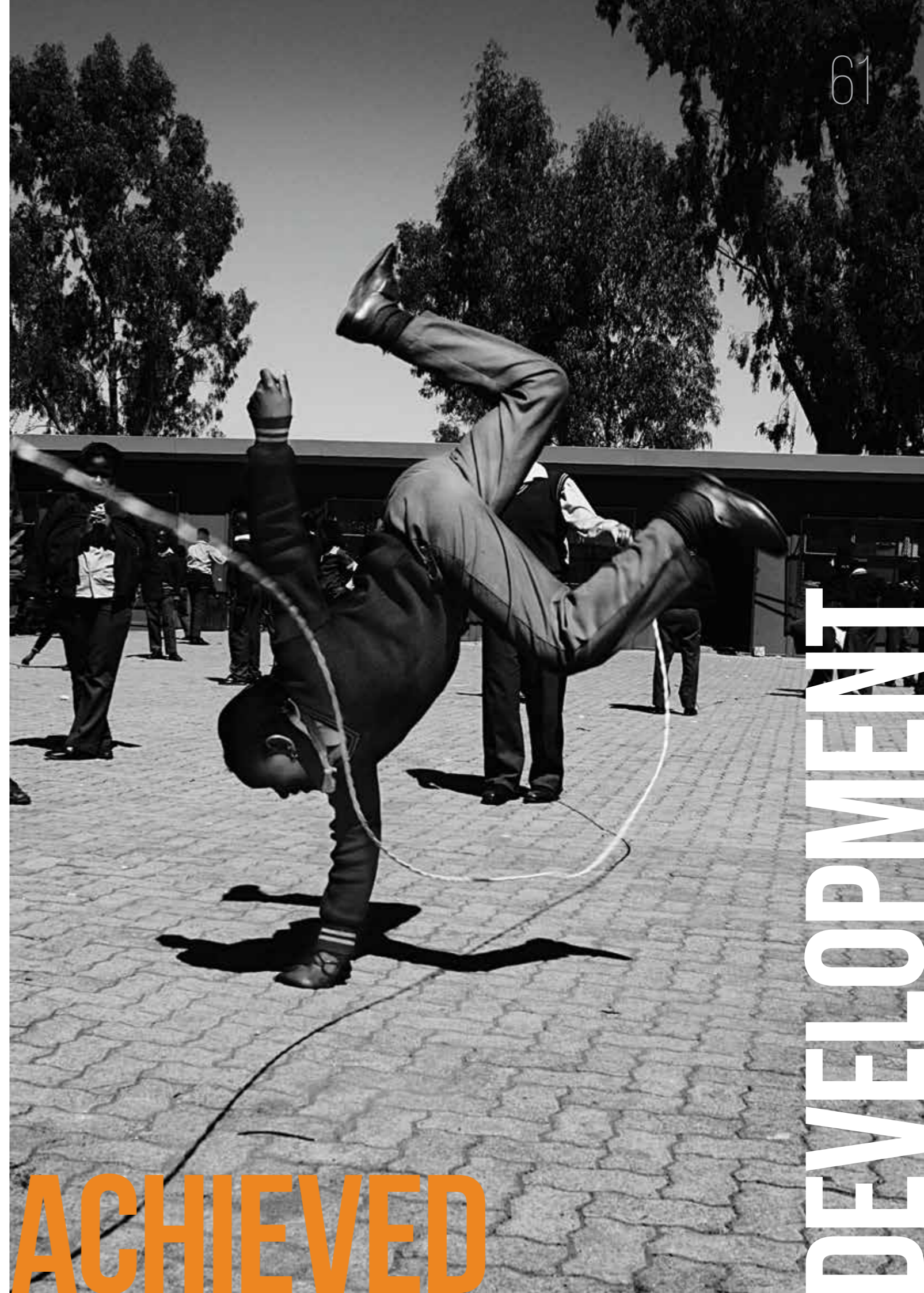
Learners received tested spectacles



Received hearing aids



Learner beneficiaries overall



ACHIEVED

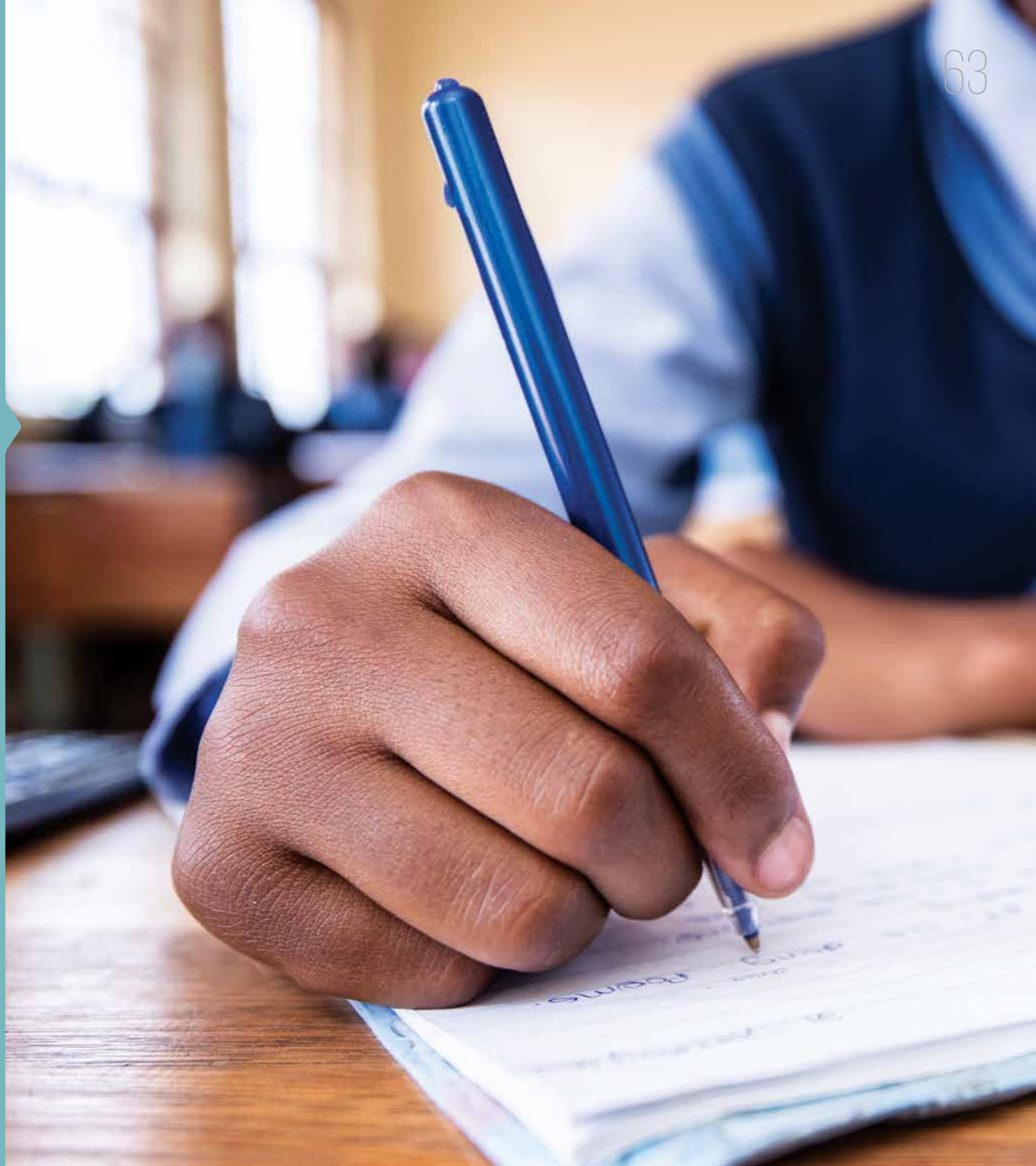
KST



KST is a collaboration between Cyril Ramaphosa Foundation and Kagiso Trust. KST leverages the strategic, technical and best practices of each organisation's Whole School Development programmes to address school infrastructure, curriculum support, social welfare and school leadership on a district-wide basis to produce systemic change.

The pilot programme was implemented on a match-funded basis with the Free State Department of Education at all schools in the Fezile Dabi district and at select schools in the Botshabelo and Thaba N'chu municipalities in the Motheo district. The partnership was joined in 2017 by the FirstRand Empowerment Foundation.

The KST District Whole School Development model is currently being rolled out for Anglo-American in Mpumalanga, Limpopo and the Northern Cape. In addition, KST is implementing the model for Globeleg, in the Eastern Cape, Northern Cape and Free State.

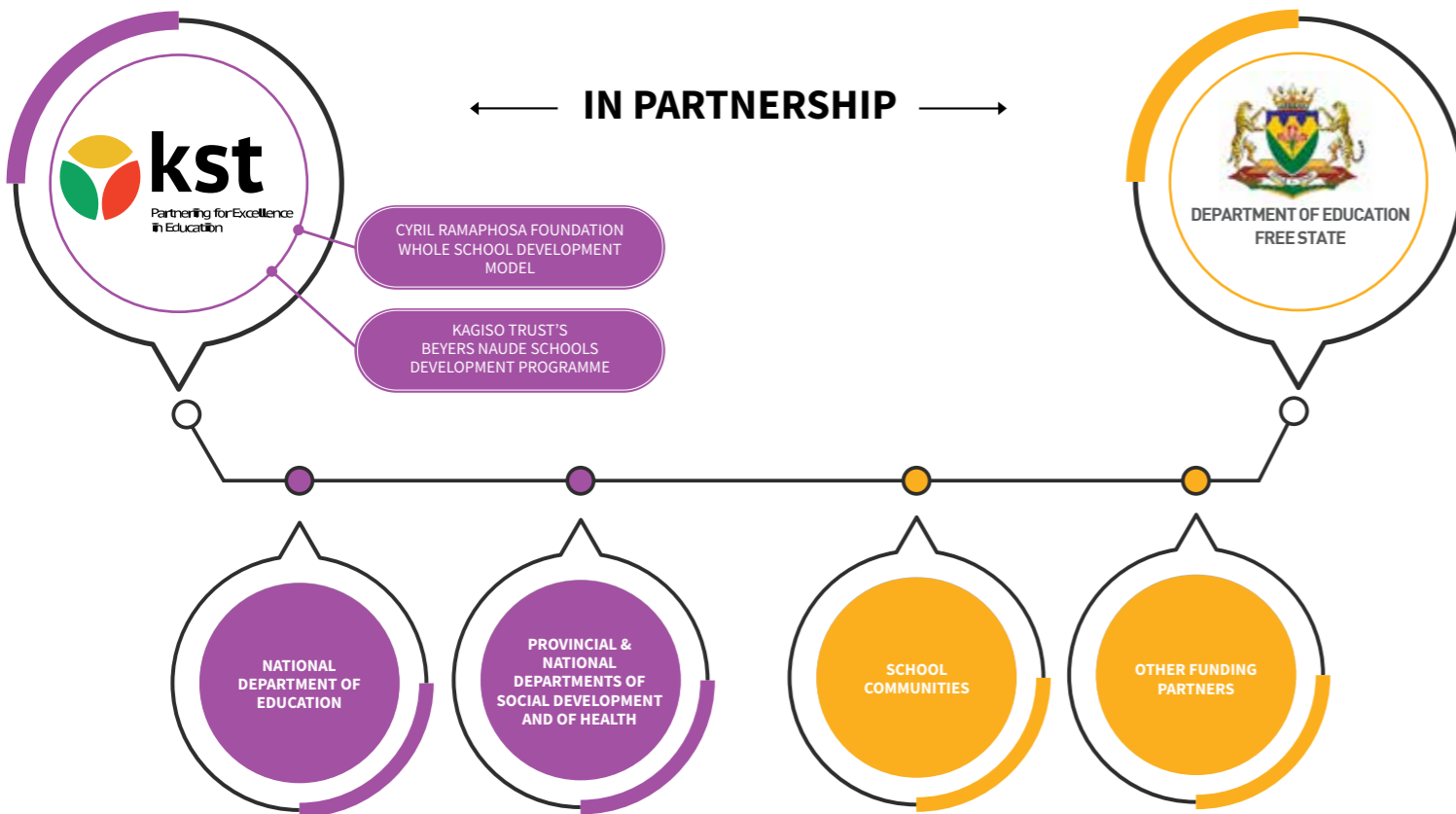




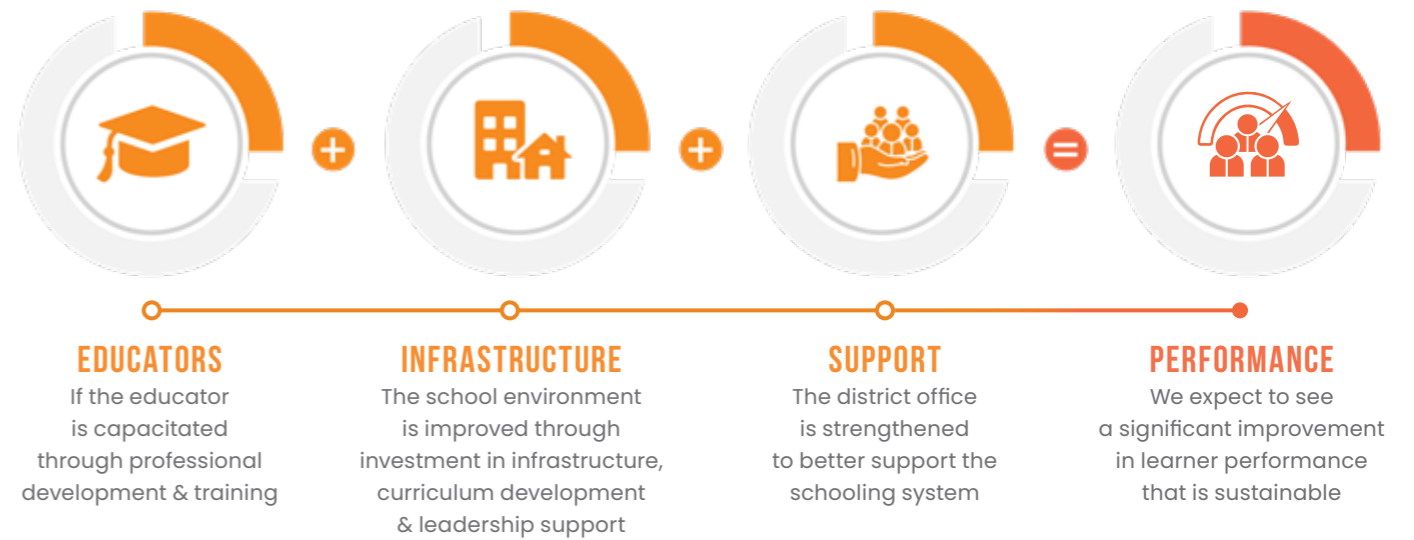
DISTRICT WHOLE SCHOOL DEVELOPMENT MODEL



KST THEORY OF CHANGE STATES



District Whole School Development is based on a strategic and co-funding partnership with the provincial government to drive institutional change at a district level. The district office has an important role to play in supporting and strengthening the schooling system. Through efficient and effective systems it may make for good resource governance; professional and developmental support to educators and schools; and recognition and incentives for best practices, performance and excellence.





At the launch of the KST partnership, from left to right: Dean Zwoitwaho Nevhuthalu (Kagiso Trust), Tate Makgoe (Free State Department of Education), Cyril Ramaphosa (Cyril Ramaphosa Foundation)



PILOT CLOSE-OUT REPORT

In 2021 KST successfully completed its pilot of the District Whole School Development model in Motheo and Fezile Dabi districts in the Free State.

The Close Out report was finalised in 2022. It details the learnings and findings from the 8-year pilot.

The programme benefitted 264 schools through a combined contribution of R576 million in the education system in the Free State. KST was an integral part of the partnership that improved the quality of education in the districts. It transformed 428 schools in the Fezile Dabi and Motheo districts and contributed significantly to the districts ranking among the top three nationally.



Benefitted from the programme



Combined contribution to schools



MATRIC CLASS OF 2022

The contribution of the KST model to the matric results in the Motheo and Fezile Dabi districts in the Free State confirmed the efficacy and proof of concept of the model.

Motheo was the top performing district in the country with a 90.8% pass rate, and Fezile Dabi came in second at 90.4%. This built on the Fezile Dabi District ranking as the highest performing district in the country for two consecutive years, in 2017 and 2018, and the Motheo District as one of the top 10 districts in the country in the 2020 NSC examinations.

The programme has been implemented at all schools in the Fezile Dabi district and at select schools in the Botshabelo and Thaba N'chu municipalities in the Motheo district.

The province achieved an 88.5% matric pass rate, an impressive increase from the previous year's 85.7%. It has been the best performing province in the country for four years during the period of the partnership.



Matric pass rate achieved by schools in select districts



PROMOTING SCALE

As a proven model, KST was approached by Globelec to assist with the implementation of the District Whole School Development model in communities in its impact area. Globelec is an independent power supplier.

KST was appointed to do a situational analysis and leadership and management program in 84 schools in the Northern Cape and Eastern Cape. The analysis will determine further interventions that can be implemented in 2023.

KST also implemented all elements of the model, save for the social programme, in Anglo American South Africa's (AASA) education programme in Limpopo, Mpumalanga, and the Northern Cape. The program is implemented in 170 primary schools and 38 secondary schools in four of its business units:

Coal in Mpumalanga, De Beers in Limpopo (Musina and Blouberg), Kumba Iron Ore in the Northern Cape, and Platinum in Limpopo (Mologekwena and SICO). Service providers were contracted to implement a leadership and management programme, a teacher development programme, and a Grade 12 mathematics and physical sciences learner support programme across the four business units.

The contract has been extended to December 2023 for implementation of KST's curriculum programme.

IMPACT FIGURES

AS AT 31 MARCH 2023



Temporary infrastructure since inception



Visual support programme

Learners received tested spectacles



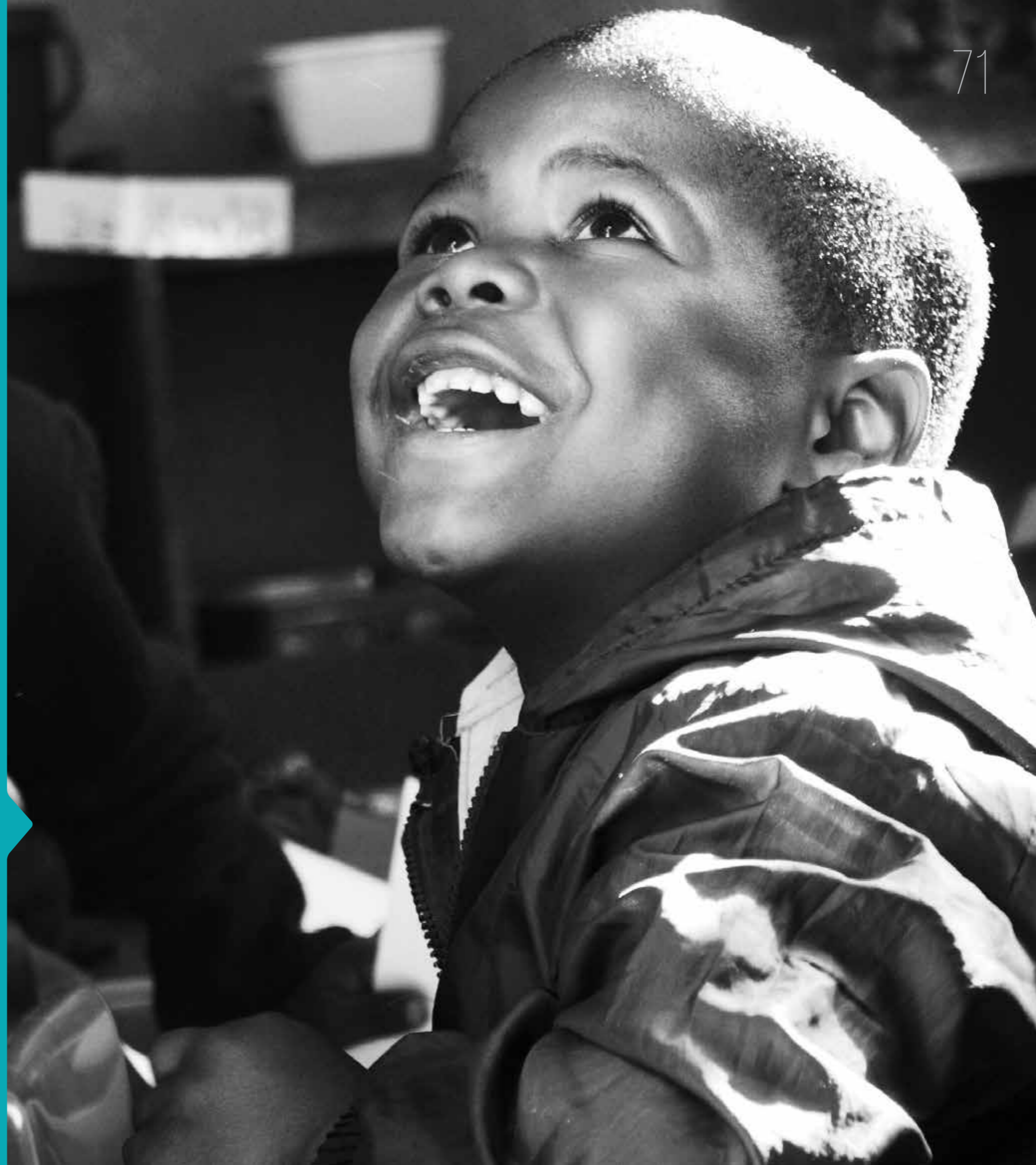
Learner beneficiaries overall

* includes Anglo-American supported schools

SOME DEVELOPMENTS CONCERNING WOMEN AND CHILDREN IN THE PAST 5 YEARS

Research indicates that the plight of women and children has worsened in the last five years, with their circumstance compounded by the COVID-19 pandemic. In some instances prior gains have been reversed.

- There has been an increase in multidimensionally poor children who are predominantly located in rural areas and located in the poorer provinces of Eastern Cape, Kwazulu-Natal, and Limpopo. Many live in households where few adults are gainfully employed, and that are female and orphan and child-headed.
- Black African women are predominantly economically vulnerable due to higher rates of unemployment and poverty. For instance, unemployment rate of Black African women exceeds the unemployment rate, which exposes this group to poverty and exclusion in participating in the economy.
- Gender-based Violence and violence against children has increased. This has further increased the vulnerability of this group.
- Government has introduced various policies and legislation to address GBV in the country.



THARI PROGRAMME



The Thari Programme, implemented by Adopt-a-School, for the support of vulnerable children and women, addresses socio-economic challenges at school, home and in the community that affect learners and impact learning out-comes. These include social ills such as:

- gangsterism among children and adults;
- alcohol and substance abuse;
- teenage pregnancies;
- dysfunctional families and high prevalence of Gender-based Violence;
- orphans and child-headed households.

Thari's goal is to strengthen school communities plagued by high rates of unemployment, poverty, crime and violence by creating a safe and empowering environment that is free from violence, academically effective, inclusive, gender sensitive and that promotes health and well-being for all.

THE PROGRAMME MODEL INVOLVES THREE PILLARS:



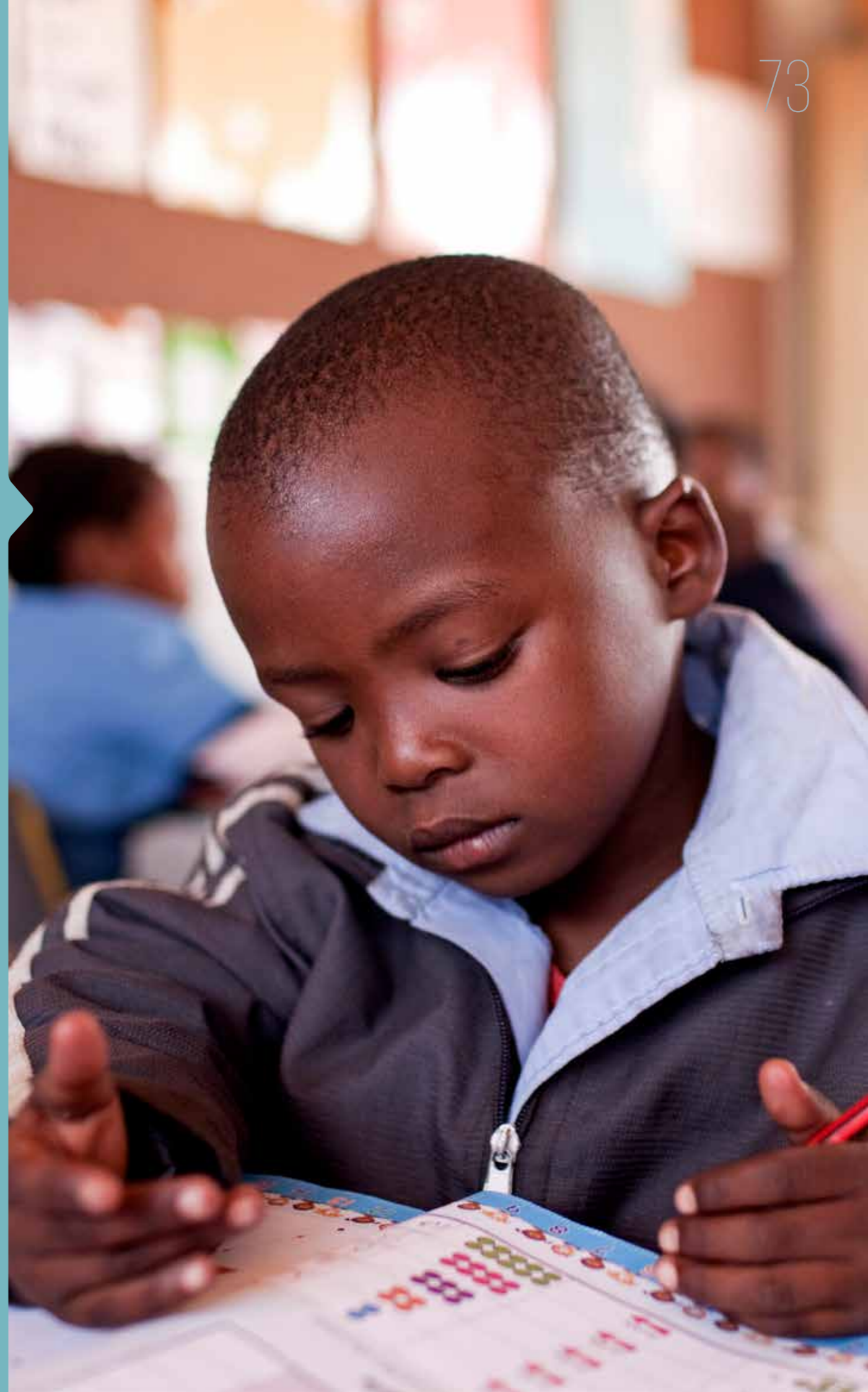
1
PSYCHOSOCIAL
SUPPORT



2
SAFE PARKS



3
MULTI-SECTORAL LOCAL
COMMUNITY FORUMS



At present, all three pillars are facilitated in Botshabelo. In Diepsloot, only the multi-sectoral approach is facilitated. The programme was developed in response to high levels of a variety of community challenges that impacted on learning outcomes:



Thari's goal is to strengthen the school community by creating a safe and empowering environment that is free from violence, academically effective, inclusive, gender sensitive & that promotes health and well-being for all.

- Through the services of Youth and Child Care Workers.
- To address emotional problems, sexual abuse, neglect, other forms of abuse and poverty related issues.



THEORY OF CHANGE

A Theory of Change (TOC) is a backward mapping formulation from goal to activities. It is crucial in understanding the profile of the programme and the environment in which the programme is implemented and how its impact will be measured.

The Thari programme's TOC outlines the goal of the programme, (including both the long term and intermediate outcomes), how they will be achieved through the selected model, core activities, interventions, knowledge and change indicators.

• ULTIMATE GOAL

Strengthen the school community by creating a safe and empowering environment that is free from violence, academically effective, inclusive, gender sensitive, and that promote health and well-being.

• LONG TERM OUTCOMES

An empowered school community with access to services, and a safe school.

• INTERMEDIATE OUTCOMES

Psychosocial well-being and resilient children, and school accessing child protection services.

• KNOWLEDGE & CHANGE INDICATORS

Change in knowledge, attitude practices and behaviour; knowledge of child protection services; and functional forums.

• INTERVENTIONS

Psychosocial support; community mapping of child protection services; mobilisation, advocacy, campaigns; and training of forums and NGOs.

• CORE ACTIVITIES

School participation; creating a safe environment; capacity building; establishment of forums; identification of children in need.

• PROGRAMME ASSUMPTIONS:

- The school community is able to access psychosocial support services.
- Teachers will actively refer children who need support.
- Primary caregivers and children are willing and able to participate in full case intervention.
- Community is able and willing to support the school in ensuring a safe environment.
- Increased community knowledge leads to behavioural change.

• IDENTIFIED PROBLEMS

- High level of gangsterism among children and adults in the community;
- High level of alcohol and substance abuse;
- High level of teenage pregnancies;
- Dysfunctional families and high prevalence of Gender-based Violence
- High numbers of orphans and child-headed families.

The programme model is to work at the local level in collaboration with all stakeholders to ensure a harmonised approach. The programme was designed on the basis of identified problems, as follows, during the feasibility study:



THARI PARTNERS WITH SPECIALISTS

Thari partners with specialists in the field of children well-being and violence against women and children.

SOME OF ITS PARTNERS INCLUDE:



basic education
Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF BASIC EDUCATION PSYCHOSOCIAL & SOCIAL INCLUSION & PARTNERSHIPS IN EDUCATION (PROVINCIAL AND NATIONAL LEVEL)



basic education
Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF EDUCATION SCHOOL SAFETY UNIT (PROVINCIAL AND NATIONAL LEVEL)



UNICEF SOCIAL POLICY AND CHILD PROTECTION UNIT



social development
Department:
Social Development
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF SOCIAL DEVELOPMENT (PROVINCIAL AND NATIONAL LEVEL)



SOUTH AFRICAN POLICE SERVICES

SOUTH AFRICAN POLICE SERVICES



health
Department:
Health
REPUBLIC OF SOUTH AFRICA

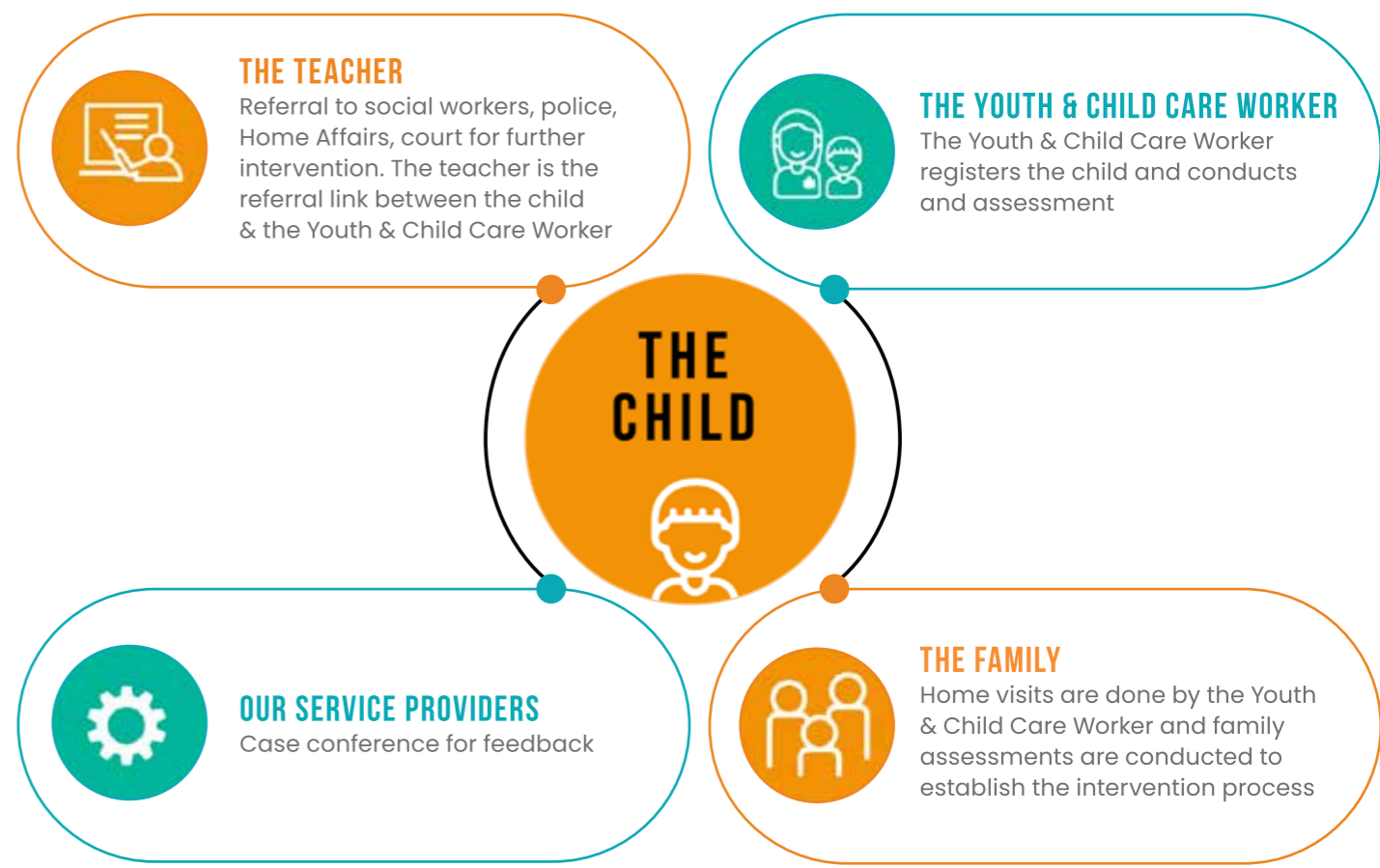
DEPARTMENT OF HEALTH

PROTECTION



GUIDANCE

PSYCHOSOCIAL SUPPORT CIRCLE OF CARE



PILOT EXTENDED

Implemented by Adopt-a-School as part of its holistic oriented offering in school communities, the programme model is fully implemented in Botshabelo in the Free State, and partially implemented at a school in Diepsloot, Gauteng.

The five-year pilot concluded in June 2022 and has been extended for a further two years to wrap it up as a pilot and to prepare for its continuation as a proven, evidenced-based programme.



STORIES OF PSYCHO-SOCIAL SUPPORT

The cases highlighted reflect the interventions of Child and Youth Care Workers (CYCWs) and collaboration with stakeholders to provide support to Grade 12 learners and their families. Thari Project Managers supervise all processes from intake to the termination of cases.

Names listed are not actual names.

HELPING SIPHO BATTLE SUBSTANCE ABUSE

Sipho was enrolled with the Thari Programme in 2019 because his teacher suspected he was on drugs. The CYCW established that he was using marijuana and glue. Sipho was referred to Kgothatsehang, a community-based organisation that specialises in substance abuse and which is a member of the programme's stakeholder forum.

Sipho undertook sessions with Kgothatsehang and was monitored in school by the CYCW. Sipho was able to reduce his drug intake and began attending school regularly, averting his risk of dropping out.

CYCWs also intervened when the family's electricity was cut off in 2020 because of nonpayment. This affected Sipho's studies. A CYCW lobbied the local councillor and the electricity was reconnected without a reconnection fee having to be paid. Sipho's performance in matric was erratic, but with the support of the school and the Thari programme he managed to pass at the end of the year.

Sipho has been referred to a social worker who is processing an application process for Sipho to be admitted to a rehabilitation centre.

INTERVENING TO STOP THE ABUSE OF SEIPATI

Seipati is an orphan and lived with her grandparents. Her grandmother passed on in 2018 and her aunt and two children then moved into their home. The aunt abused Seipati both physically and emotionally. She would shout at Seipati almost all the time and, when the cousins had disagreements, Seipati would be prejudiced against physically punished. She was excluded from family events and treated as not a part of the family.

Seipati's grandfather intervened by approaching the CYWC. He feared for Seipati's life and sought to have her placed in a place of safety.

The CYCW referred the case to a social worker, who failed to follow up with Seipati or her aunty.

When Seipati began not attending school, the CYCW called a conference with her aunt, the School-based Steering Committee (SBST) as well as Seipati. There was gradual improvement in Seipati's treatment following. She was included in family shopping outings and had new clothes bought for her just as her cousins had. Physical punishments also stopped. Seipati however continued to suffer emotional abuse.

Seipati completed her matric and began studies at Motheo TVET. Now of age, she has moved out of the house and is staying with other relatives.

A CASE OF NEGLECT

Grade 7 learner, Thato, was referred to Thari because he was always dirty, had begun smoking marijuana, and failed to come to school at times.

Thato lived with his mother and older brother. His mother relied on recycling for an income, and Thato helped her so as to supplement the family income to buy food.

The school assisted in getting Thato a new uniform set; a teacher donated him toiletries; and he was given food parcels through the school nutrition programme.

During the home visit, the CYCW engaged the mother to assist Thato to be clean for school. The family was also encouraged to apply for a social grant, which they did. The two children now benefit from child support grants.

Thato did not pass grade 7, and will receive ongoing support.

LEARNING WITH DIFFICULTY

Thando's mother referred him to the CYCW because she was concerned about his performance at school. She was trying to help him at home, but was failing. She shared with the CYCW that Thando was unable to read and write. Thando is 15.

The CYCW followed up with the SBST coordinator who notified her that Thando had had to be assessed by an educational psychologist at the district office of the Free State Department of Education. No process had been undertaken to apply for Thando's assessment, so the

CYCW volunteered to assist teachers with completing the necessary Support Needs Assessment (SNA) form.

Thando was enrolled with the in February 2019. Thando is repeating grade 7 and will continue to receive support from the programme.



NATIONAL CHILD PROTECTION WEEK

To commemorate National Child Protection Week on 1 June, the Thari Programme, in collaboration with the Botshabelo Moral Regeneration Forum, hosted an event in Botshabelo that emphasised the importance of ‘play’ in the development of children.

Research shows that ‘play’ allows children to use their creativity through imagination, dexterity and physical, cognitive and emotional strength.

The Botshabelo Moral Regeneration Forum is led by social workers, police officers specialising in child protection services, and other professionals in the child development field.

The establishment of Safe Parks is one of the Thari Programme’s pillars, and is a key intervention that introduces play as a developmental programme and coping mechanism for children.

Child and Youth Care Workers attended in-service training in June on “A Chance to Play”. The training strengthened skills in engaging children during play at Safe Parks.

SNAPSHOT OF CASES

The top five cases that Thari dealt with in June and July 2022 were:

- teenage pregnancy
- neglect
- absence of ID documents
- learning difficulties
- absenteeism

YOUTH DAY CELEBRATION

The Diepsloot Stakeholders Forum celebrated Youth Day under the theme “Youth Reclaiming the Streets”. The event was attended by 22 stakeholders and 100 young people who participated through marches and cultural dances.

PSYCHOSOCIAL SERVICES FOR LEARNERS IN THE SPOTLIGHT AT THARI CONFERENCE

Psychosocial and care support services for learners was spotlighted at the Thari Programme’s Second Biennial Conference in Botshabelo township in the Free State on 9 September.

The conference was held in partnership with the National Department of Basic Education and the Free State Department of Education. It was attended by over 250 stakeholder representatives, including from government departments, schools, unions, community councillors, and NGOs.

The conference was convened under the theme: “The impact of a multi-sectoral approach toward the protection of women and children against violence in our schools and communities: Findings from the Thari programme in Botshabelo township, Free State”.

The theme was supported by presentations from experts in the care and support field to position Thari Programme as a viable model to address social challenges that affect teaching and learning at schools.

Among the outcomes of the conference were the following:

- Psychosocial Support Services have proven to be a critical intervention to address social challenges experienced by learners and help achieve their academic outcomes.

This was emphasised by a review of the programme by Prof Roelf Reyneke of the University of the Free State.

- MEC Makgoe pledged support for the Thari Programme beyond the pilot period. He pledged to employ a Social Worker in each circuit to oversee Psychosocial Support Services at schools. This demonstrates the influence the Thari Programme has had on strengthening care and support at schools.

Monitoring and Evaluation

Research report: The last phase of data collection has been completed and the researcher, Professor Roelf Reyneke, is in the process of completing the data analysis. The report is expected in February/ March.

The conference reported on a review of the programme by Professor Roelf Reyneke of the University of Free State’s Department of Social Work, and looked to create a pathway towards the programme’s scalability and sustainability.



THARI PROGRAMME PILOT

The Thari programme's five-year pilot concluded in June 2022. The Board approved a two year extension for the wrap up of the pilot and preparation for its full implementation as an evidenced-based programme.

The first draft of the pilot's Close Out report was submitted and taken under review. The report will allow for assessment of programme implementation and inform the way forward for the extended two years period of 2023 and 2024.

CAREER GUIDANCE DAY AT DIEPSLOOT COMBINED SCHOOL

A Career Guidance Day, in partnership with Cyril Ramaphosa Education Trust (CRET), was hosted for close to 300 learners at Diepsloot Combined School on 23 August. The programme Director for the day was Julius Kgole, a TV personality.

He motivated learners to use both education and their natural talents to achieve their goals. He also cautioned learners against substance abuse and criminality.





IMPACT FIGURES

AS AT 31 MARCH 2023

1 058

Children registered with Thari

845

Family members benefitting indirectly

13 213

Awareness campaign participants

2 221

Safe Park support services

2 108

Career Expo participants

SUPPORT



AWARENESS

CYRIL RAMAPHOSA EDUCATION TRUST (CRET)



CRET implements a holistic bursary support and youth development programme that progressively reduces intergenerational poverty, changing the futures of young individuals, their families and communities. Students with potential from disadvantaged backgrounds are supported for higher education study and vocational training, and also benefit from:

- mentorship and psychosocial support;
- career guidance and work-readiness development (including driver training);
- work experience opportunities;
- development as socially committed, caring and responsible members of society, who "pay it back and forward".



MENTORSHIP AND
PSYCHOSOCIAL SUPPORT



CAREER GUIDANCE
AND WORK-READINESS
DEVELOPMENT



WORK EXPERIENCE
OPPORTUNITIES



DEVELOPMENT AS SOCIALLY
COMMITTED, CARING AND
RESPONSIBLE MEMBERS



SOME DEVELOPMENTS CONCERNING YOUTH IN THE PAST FIVE YEARS

- Youth remain a vulnerable group in South Africa. Economic participation has worsened and factors such as COVID-19 has exacerbated youth economic exclusions.
- South Africa has the lowest attainment rate for bachelor's, masters and doctoral degrees compared to OECD and G12 countries.
- In the labour market, a skills mismatch and low youth absorption rate are key challenges that contribute to a high youth unemployment rate.
- Although graduate unemployment is lower than for other education levels, education attainment has not successfully protected young people from high unemployment.
- Half of the youth between 20 – 24 years are not in education, employment, or training.
- Youth entrepreneurial participation remains a challenge, including due to apathy to participate in both the formal and informal economy.
- The Presidential Youth Employment Intervention was launched outlining five key priority areas to accelerate youth economic participation.



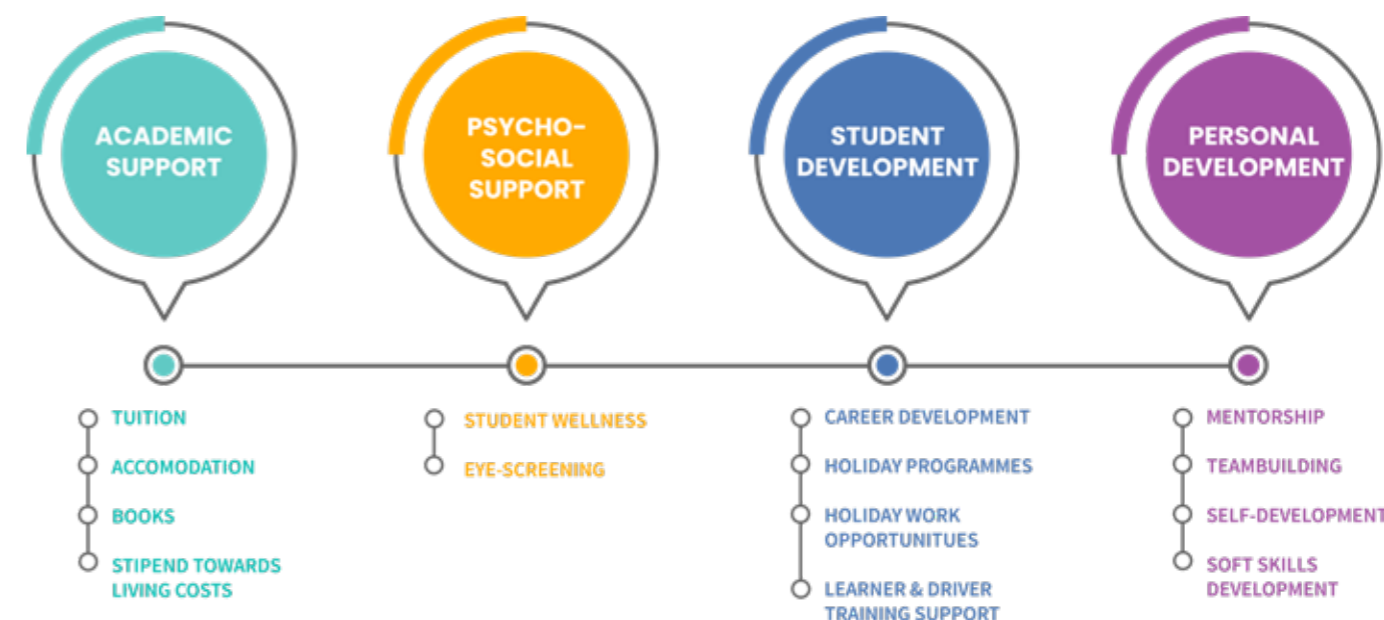
For the past two years, the pandemic, and subsequent abrupt pivot to online learning, exacerbated existing challenges within the education system. A lack of effective student engagement and the shift in remote working further impacted many students and learning institutions.

Cognisant of the various challenges, the Trust welcomed some 100 students onto the Programme in 2022 – an academic year that was to be characterised by some uncertainty as students embarked on a post-Covid educational journey of hybrid lectures and on-campus activities.

The team has continued to offer holistic support and to monitor the development and psycho-social circumstances of students during the year.

As institutions and students grappled with the “new normal,” many had modules transferred to yearly ones and class tests and examinations were erratic.

WE IMPLEMENT A HOLISTIC BURSARY SUPPORT MODEL THAT OFFERS SKILLS AND EDUCATIONAL DEVELOPMENT



OTHER SUPPORT SERVICES

ORIENTATION

- Career guidance and psychometric testing.
- Orientation support on campus for first years.
- Regular campus visits and “check-in” points.
- Ongoing career development programmes, including participation in national career expos.

STUDENT WELLNESS

- Access for students and their families to 24/7 ICAS psycho-social wellness support.
- Access to private social workers and psychological services.
- Regular eye-testing and provision of spectacles.
- A “family” orientated approach that is hands-on and utilises a strong alumni base.

WORK READINESS SUPPORT

- Learner and driver training. All CRET students graduate with a valid driver's licence.
- Career guidance, work-readiness workshops, CV and interview skills assistance.
- Holiday work opportunities.
- Internship opportunities. Community service and social responsibility commitments.

SKILLS & PERSONAL DEVELOPMENT SUPPORT

- All students receive a laptop to support their academic studies.
- On-going soft skills training, including team building, time management, budgeting, emotional quotient (EQ), personal branding and computer skills.
- Public speaking opportunities.
- Bi-annual holiday programmes.
- Annual awards ceremony.
- A one-to-one mentorship programme.
- Community service and social responsibility commitments.

ALUMNI ADVISORY BOARD SUPPORT

CRET's Alumni Advisory Board (AAB) continues to offer invaluable support to the organisation. Since inception in 2019, the AAB has assisted CRET to achieve its mandated objectives. The AAB also assists in bolstering CRET's capacity, in particular with the hosting of events and participation in CRET's Holiday Programme. A new Alumni Advisory Board and chairperson, Dr Sazi Nzama, were elected for 2023. An official handover sitting took place on 10 September, followed by a brainstorming session in October and a strategy session in December.



BURSARY APPLICATIONS

Bursary applications for 2022 opened between 1 October - 1 November on the Xhuma platform. On closing, over 10k applications were received. CRET actively promotes alternative pathways to skill development.

FUNZI/EXCEL INC ONLINE LEARNING

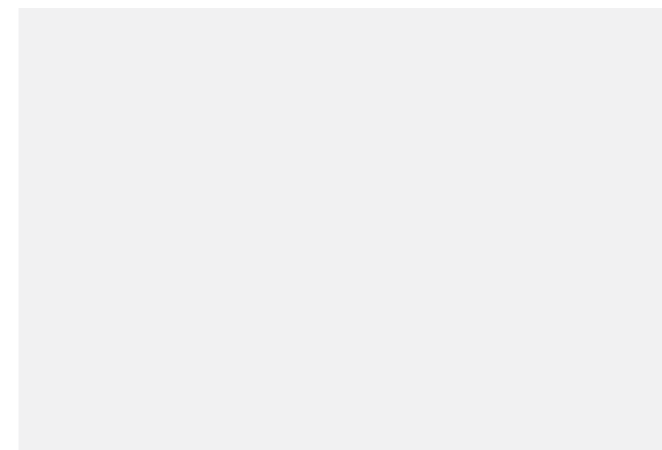
CRET empowers youth development and leadership through innovative initiatives. Additional upskilling support is provided via participation in the Funzi/Excel Inc online. This learning platform provides Pearson-accredited and certified skills courses to all CRET beneficiaries. Completion of the courses is compulsory and uptake is closely monitored via the Xhuma Student Management Portal.

To date, 207 course completions have been recorded. Over 50 students have completed the full bouquet of free training.

KASI FESTIVAL OF OPPORTUNITIES

On 29 September, CRET attended the Kasi Festival of Opportunities which was hosted in Sebokeng, south of Johannesburg. CRET partnered with Tshepo 1 Million, a Harambee initiative, to share its knowledge and insights with the over 500 youth in attendance.

CRET addressed how the job seeking process may be approached, and how the youth may take charge of their lives and futures once matriculated by volunteering, seeking entry level employment, and attaining free online skills certificates.



PSYCHO-SOCIAL INTERVENTIONS

In line with CRET's holistic support model, its psychosocial approach looks at individuals in the context of the influence that psychological factors as well as the surrounding social environment have on their physical and mental wellness.

CRET continues its partnership with Turning Point Tutors and hosted numerous online Semester Planning Sessions in the second semester.

An online Student Catch-Up meeting was hosted in September to motivate students towards the exams, and to provide a safe space for students to share their current experiences.

Together with the South African Depression and Anxiety Group (SADAG), CRET offered a mental health session in November focused on topics such as depression, stress, anxiety, and the resources students may access for assistance.

CRET hosted its annual CRET Awards event in July 2022.



ANNUAL HOLIDAY PROGRAMME

Cret hosted 82 students at Heron Bridge Retreat for its annual holiday programme. Students participated in teambuilding activities, one-on-one sessions, volunteerism, and a robust mental health session.



WHAT ABOUT THE WORLD OF WORK?

CRET continues to reach out to potential partners to support employment opportunities for graduates and final year students.

A work readiness workshop was held on 15 October to equip students with knowledge of how to conduct themselves during the work-seeking period and at interviews. The session was facilitated by the Foundation's Human Resources Executive, Olga Maluleke, the CRET team, and CRET Alumni Advisory Board members.

The Driver Training mandate has continued with three senior students having obtained their licences. Six students have commenced learner driver training, and four, driver licence training. A partnership with

driving company Drivio was re-established to ensure that all final-year students acquire their licences with a reputable service provider before embarking on their employment-seeking journeys.

CRET alumnus, Sipho Mbongo, qualified as one of the top 100 performers in a Qatari "Firefighter Physical Fitness Test". Mbongo is on a two-year contract in the country and has also successfully completed a Managing Safely course as part of his ongoing firefighting training there.

Following ongoing stakeholder interactions with Grindrod, CRET graduate Thanduxolo Vezi has been appointed as a Transport Controller at Grindrod Freight Services.



CRET GRADUATE SUPPORTS LAUNCH OF MISS SA'S ED UNITE CAMPAIGN

CRET graduate, Siphesihle Sitole, was a panellist alongside luminaries for the launch of Miss South Africa's Ed-Unite Campaign. Other notables present in addition to Miss South Africa 2022, Ndavi Nokeri, was the former Public Protector, Prof. Thuli Madonsela, and a number of SRC presidents.

CRET is proud to be a potential partner of the Ed-Unite campaign to raise awareness and funding for student and youth upskilling.

Nokeri has identified a list of campaigns, matched with specialist associate partners, that includes period poverty, bursaries and financial aid, resource provision, infrastructure, training, sport, skills development, agriculture, health education, and career guidance.



BLACK UMBRELLAS



Black Umbrellas connects and develops entrepreneurs and innovators to operate successful small businesses and meaningfully participate in the economy. It mobilises funding and resources to support the development of emerging, small Black-owned businesses.

Black Umbrellas implements business development support services through its digitally enabled incubation programme. It provides training and mentorship, access to financial services, and access to markets to drive increased entrepreneurial participation, economic inclusion, job creation, as well as diverse and inclusive supply chains.

AS AT SEPTEMBER 2022



Clients on the Black Umbrella programme



In Foundation



In Readiness



Historic in Accelerator to graduate and 21 new clients to start



SOME DEVELOPMENTS IN THE SMALL BUSINESS DEVELOPMENT SECTOR IN THE LAST 5 YEARS

- There is need to fragment entrepreneurship into subcategories of youth, women, and sector-based.
- Despite government's commitment to growing and supporting the country's SMEs, the unresponsive business environment, lack of skilled staff and entrepreneurs, burdensome regulations, tough micro economic conditions, lack of finance, and the high costs associated with employing staff have been highlighted as key challenges affecting small businesses.
- A notable increase in alternative SMME funding sources, including impact investing, government-backed lending facilities, microfinancing, and crowdfunding.
- Entrepreneurship is regarded as a transformational megatrend of the 21st century. High impact entrepreneurship continues to be an essential driver of economic expansion in rapid growth markets.
- Business development support services for social enterprises are on the rise, noting the contribution of social services to job creation.



Hoosen Essof (left) and Xolile Ndumndum (right) at the Black Umbrellas Business Lounge launch at Regent Business School campus in Auckland Park.

In 2022 Black Umbrellas continued to build impact on the momentum of its new model. In 2020/21, Black Umbrellas took its offerings to a new level of sustainability, ESD partner collaboration and digitisation with a virtual incubation (VI) platform.

The new, digital perspective and offering opened doors of opportunity to extend the organisation's reach, engage with a myriad of valued stakeholders, and develop solutions in line with Black Umbrellas' core mission.

In May, Black Umbrellas launched its Accelerator Programme. The programme aims to develop businesses that have potential to address South Africa's broader economic needs. Empowering high-growth enterprises with the right resources and opportunities, with the intention of ensuring their sustainability and increasing their capacity to create jobs, can greatly contribute to South Africa's economic growth. As an organisation that seeks to drive an inclusive and empowered economic future, Black Umbrellas looks forward to the businesses in the Accelerator Programme thriving and making a difference.

As at September 2022 - 720 Clients on the Black Umbrellas programme - 585 in Foundation, 95 in Readiness and 40 historic in the Accelerator to be graduated and 21 new clients to start.



MR MARK FRANKEL

BLACK UMBRELLAS CEO IS A DIFFERENCE MAKER

Black Umbrellas CEO, Mark Frankel, was nominated for SAICA's Chairman's Difference Makers Awards, which took place on 26 May 2022.

The South African Institute of Chartered Accountants launched the award in 2021 to showcase real-life stories of members making a sustainable difference to business, social and economic returns for all.

SAICA's board chair, Vincent Motholo, says the award recognises Saica members and associates "who truly exemplify what it means to be difference makers".

"These individuals have bridged the gap between being good and being excellent," he said.





ACCELERATOR PROGRAMME

Black Umbrellas' Accelerator Programme was launched in May 2022. The programme positions Black Umbrellas as a valued partner to potential high-growth businesses with the ability to scale and create jobs. Through the Accelerator Programme, businesses work with Black Umbrellas to identify relevant opportunities for growth. Seasoned business coaches support the businesses in preparing for these opportunities, and Black Umbrellas actively markets programme participants to its networks.

Black Umbrellas also works with these businesses to help secure funding to deliver on the opportunities that have been identified. The Accelerator Programme has been created to develop businesses that have potential to address South Africa's broader economic needs. Empowering high growth enterprises with the right resources and opportunities, with the intention of ensuring their sustainability and increasing their capacity to create jobs, and contribute to South Africa's economic growth.

STAKEHOLDER ENGAGEMENT

Black Umbrellas hosted a stakeholder engagement breakfast on 24 March, the second of a series of events which aims to strengthen old and new relationships in the Black Umbrellas ecosystem, while exploring new areas of collaboration for economic revitalisation.

The event, at Black Umbrellas' recently established business lounge in East London, was attended by representatives from the Eastern Cape Development Corporation (ECDC), the Industrial Development Corporation (IDC) and the Small Enterprise Development Agency (SEDA) amongst others.

FREE BUSINESS TRAINING

The Siyafunda portal was launched in 2022. It allows for entrepreneurs and employees to access free business training and learning content to start and grow their businesses.

BUSINESS LOUNGES OPENED

Black Umbrellas, in partnership with Regent Business School, opened two business lounges, at the Regent Business School campuses in Auckland Park and in Durban.

The Business Lounges are geared at meeting the business and educational needs of students and entrepreneurs, providing them with access to wi-fi, printing facilities, professional reception staff and boardrooms.

MENTORING CIRCLES

Continuing to explore ways to supplement its business development interventions, Black Umbrellas implements group activities that add value to the incubation experience of entrepreneurs. In 2022 it launched its Mentoring Circles, which are interactive group mentoring workshops, inspired by the experience and insights of Black Umbrellas mentors.

allowing them to learn from one another in a safe space through open conversations, bonding opportunities and collaboration. This also has value in revealing of commonalities across different business models and sectors.

The virtual sessions allow mentors to cover various business-related topics. A panel of mentors engages with entrepreneurs in the Black Umbrellas programme,

The launch Mentoring Circle, attended by more than 100 entrepreneurs, discussed Pricing Strategy as a marketing method.

IN BRIEF:

- *Black Umbrellas hosted several events over the year, including a graduation ceremony for its incubator clients in September, and a Global Entrepreneurship Event in November.
- A networking event with Afrika Tikkun was held on 24 October.
- A Global Entrepreneurship event was hosted on 17 November, with the theme: The Crucial Role Policy Plays in Supporting Entrepreneurship*.

THE YOUTH ENTREPRENEUR AND EDUCATION LEVEL

EDUCATION AND STAGE OF BUSINESS

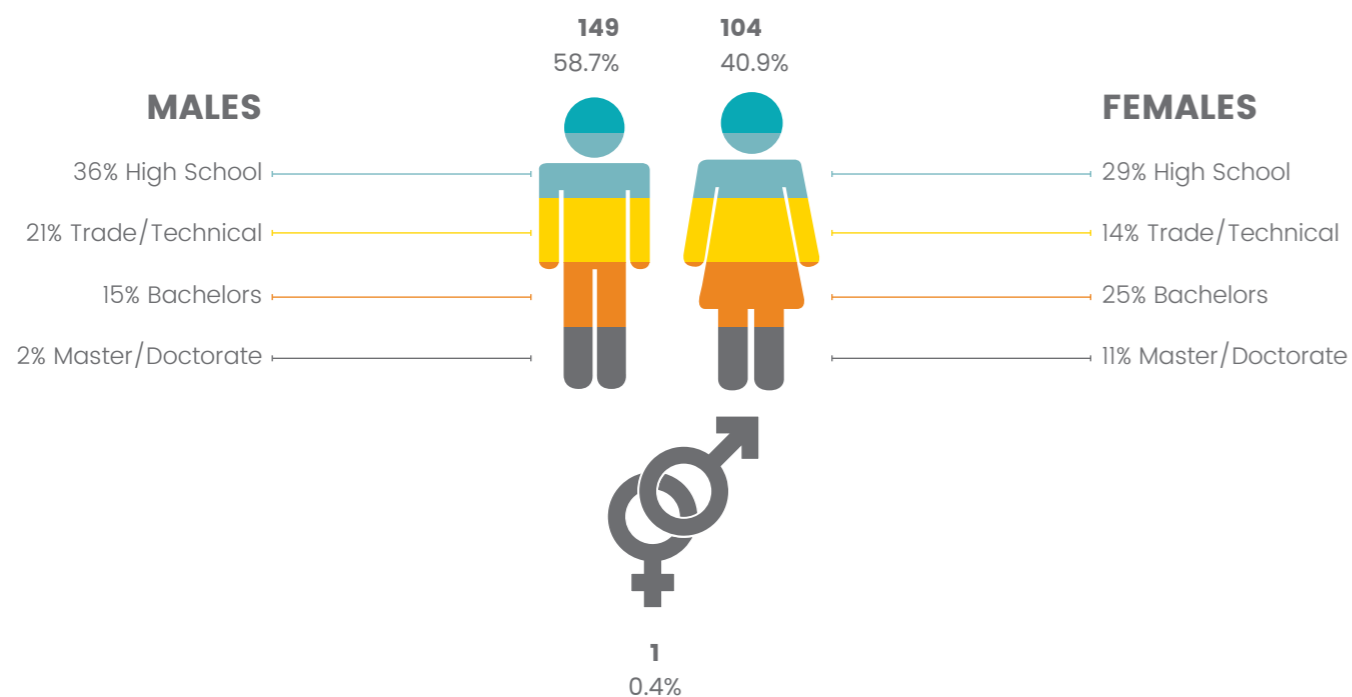
EDUCATION AND BUSINESS DEVELOPMENT

Black Umbrellas analysed 254 youth entrepreneurs within its programmes for insights on the impact of educational level on business development.

lack of formal degree qualifications does not seem to hamper business success, particularly in "rural provinces".

The results show women entrepreneurs appear to be more qualified than men. Despite this, the more established business levels are amongst women without degrees. A

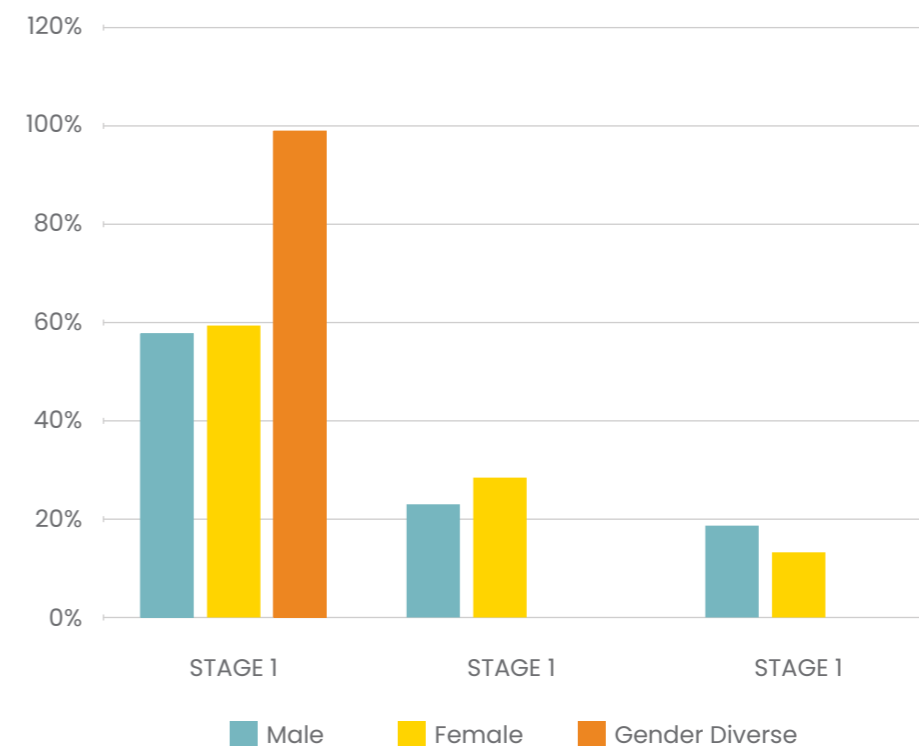
Business sector choice does not appear to be influenced by education level. Top sectors are manufacturing, other services, professional services and ICT.



QUALIFICATION AND STAGE OF BUSINESS

- Within the category of **Female**, the highest concentration of Stage 3 businesses are those with a High School or Diploma Equivalent
- **Males** on the other hand have the highest concentration of Stage 3 in the category of Incomplete Degree

Business Stages by Gender



MANDELA DAY

On 18 July, in commemoration of Mandela Day, Black Umbrellas partnered with several entities across the country to give back to communities that were close to its regional offices and the hearts of its staff. The global theme for Nelson Mandela Day was "Do what you can, with what you have, wherever you are." Black Umbrellas was honoured to give back to children's homes close to its incubator sites, namely:

- Children's home, Breath of Life, Eastern Cape.
- Education, Children of Light, Western Cape.
- School, Qhobosheane Primary School, Soweto, Gauteng
- Nwana Huis, Limpopo.
- Ward 19, KZN



Black Umbrellas*

What's on the Siyafunda portal?

- Learn to be more resilient
- Measure your startup's potential
- Understand legislation and codes that your SME is required to follow and implement
- Learn to communicate effectively in the workplace
- Play an active role in your team.

Visit siyafunda.blackumbrellas.org to get started for free!

DREAM

BELIEVE

CREATE

GROW

SHARE

www.blackumbrellas.co.za

CONCLUSION

The year was testament to the intricate balance between resilience and adaptation, against the backdrop of challenges that have tested South Africa's economic resilience and social fabric.

Social and economic projections have hinted at a nuanced narrative, with South Africa experiencing a glimmer of hope in the form of a notable drop in unemployment rates, the successful hosting of the 2023 BRICS summit and expansion of the regional bloc, increasing voter registrations, and, national successes such as the triumphant victory in the Rugby World Cup. These moments rose above societal divides, serving as catalysts for cohesion and national unity.

However, these positive developments have still been juxtaposed against a complex socioeconomic environment such as a deteriorating fiscal landscape, persistent energy and water infrastructure issues, extreme weather changes affecting various sectors, and forecasts of low growth impacting household finances and the overall standard of living.

The global landscape is also marred by continuing conflicts coupled with human rights crises, geopolitical tensions, amid slow progress towards meeting the Global Sustainable Development Goals.

During the reporting period, the Foundation's team have been driving implementation of its strategic priorities.

The strategic approach of advancing, collaborating, and adapting to the changing environment has been a valuable compass. Through collaborative partnerships, internship opportunities were created in partnership with NoviaOne and Absa.

CRET entered a new relationship with Merafe to support students with bursary programmes and Tshikululu Social Investment won an Anglo-American Platinum award for ablution projects implemented at 10 schools in Mogalakwena through the Adopt-a-School Foundation.

Through invaluable stakeholder relations the Foundation has continued to make significant strides in its sectors.

Looking ahead, the emphasis on resilience, adaptability, and proactive responses remains central to our road map. The lessons garnered from navigating turbulent times serve as guiding beacons, shaping our strategies for sustainable impact and relevance.

While the economic and social landscapes have presented formidable challenges, Cyril Ramaphosa Foundation remains steadfast in its commitment to effect positive change, to promote unity in the face of adversity, and to foster an inclusive and empowered society.



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