

Department of Community Safety

1 May 2021 – 31 August 2021

First Quarterly Report



Table of Contents

| Item | Details | Page Nr |
|------|--|---------|
| 1 | Chief Executive Officer's overview | Pg 4 |
| 2 | Service Delivery Environment | Pg 4 |
| 2.1 | 21 ALPHA Statistics for 21 ALPHA and socioeconomic analysis | Pg 4 |
| 2.2 | Overview of Weeks 1- 10 | Pg 9 |
| 2.3 | Random Drug testing for students | Pg 16 |
| 2.4 | Random Drug Testing for staff | Pg 16 |
| 2.5 | Life Coach services: Weeks 1- 10 | Pg 16 |
| 2.6 | Family Integration programme: Weeks 1-10 | Pg 18 |
| 2.7 | Primary Health Care: Weeks 1-10 | Pg 18 |
| 2.8 | Therapeutic Care: Weeks 1-10 | Pg 20 |
| 2.9 | Exit report | Pg 21 |
| 2.10 | Placement Summary for 21 ALPHA | Pg 22 |
| 3 | Community Liaison/ Aftercare Support | Pg 23 |
| 3.1 | Recruitment information sessions | Pg 23 |
| 3.2 | Tracking of graduate placements | Pg 24 |
| 3.3 | Post-graduate Mentor and Refresher programmes | Pg 27 |
| 3.4 | Feel good stories | Pg 27 |
| 3.5 | Visits to placement organisations | Pg 29 |
| 3.6 | Youth Hubs: Progress report | Pg 35 |
| 3.7 | Learner Management System update | Pg 43 |
| 3.8 | Peace Officer Training | Pg 43 |
| 3.9 | Graduates | Pg 44 |
| 3.10 | Graduate training programme | Pg 44 |
| 3.11 | Social Entrepreneurship | Pg 46 |
| 3.12 | Recruitment for 21 BRAVO | Pg 46 |
| 3.13 | Graduates referred for psychosocial support | Pg 47 |
| | Hotspot strategy | Pg 47 |

Annexures

- Picture Gallery
- Media Reports
- Student Registers
- 21 BRAVO Training programme
- 21 BRAVO Student Programme
- DOCS TPA Reporting Template

| | | | |
|-------|----------|---|----------|
| Pg 48 | 4 | Overview of the organizational environment | 4.1 |
| Pg 48 | | Vacancies, Filling of posts, Contract extensions | 4.1 |
| Pg 49 | | Staff Training/Policies/Performance assessments | 4.2 |
| Pg 50 | | SLA's/new partnerships | 4.3 |
| Pg 50 | | Staff team building initiatives | 4.4 |
| Pg 50 | | Outdoor camp | 4.5 |
| Pg 51 | | Accreditation | 4.6 |
| Pg 51 | | WOW report | 4.7 |
| Pg 53 | | General upgrading/upkeep of facilities/special projects | 4.8 |
| Pg 53 | | Special projects with other youth development organisations/Partners | 4.9 |
| Pg 54 | | Junior-instructor-in Training | 4.10 |
| Pg 54 | | Western Cape Safety Plan | 4.11 |
| Pg 56 | | Construction of Tented Camps | 4.11.1 |
| Pg 56 | | Construction of Road to Outdoor camp | 4.11.2 |
| Pg 56 | | Preparation of Office Space for Project Manager and Project Administrator | 4.11.3 |
| Pg 57 | | Youth Safety Ambassador programme (Pilot) | 4.11.4 |
| Pg 57 | | Follow up Counseling | 4.11.4.1 |
| Pg 58 | | Preparation for the leadership and resilience building for the 1000 | 4.11.4.2 |
| Pg 58 | | Safety Youth Ambassadors | 4.12 |
| Pg 58 | | Porter Estate: Additional land under the Management of the CA | 4.13 |
| Pg 58 | | Implementation of Lockdown Regulations and COVID-19 Management at the Academy | 4.14 |
| Pg 59 | | Resource Hub usage | 4.14 |
| Pg 59 | 5 | Summary of Financials | |
| Pg 59 | 6 | Fundraising and donations | |
| Pg 60 | 7 | Marketing, Communication and new partnerships | |
| Pg 60 | 8 | Hiring of facilities | |
| Pg 61 | 9 | Conclusion | |

1. Chief Executive Officer's overview

This report covers the period **1 May till 30 August 2021**. Covid-19 is still very much the determinant of the number of students per course, as well as the duration. **21 ALPHA** commenced on **8 May** as a **twelve (12)** week course. However due to the rise in Covid-19 numbers of infected persons and deaths, the course ended on the **15 July 2021**, two weeks before the intended closure, which was scheduled for **31 July 2021**. Students however completed most of the curriculum. The Peace Officer students however have to return for the completion of the course, as the Metropolitan Police Academy terminated contact teaching after **two (2)** weeks into the course. Most placement took place on time as agreed with DoCS and Placement Organisations.

Two Trust meetings took place during this period, on **21 April and 21 July 2021**. The CA is pleased to report that it received an unqualified audit during the **2020/2021** annual audit conducted by Mazars. The Trustees adopted the audit report and annual financial statements at its meeting on **21 July 2021**.

2. Service Delivery Environment

21 ALPHA

2.1. Statistics for 21 ALPHA and socioeconomic analysis

The **21 ALPHA** intake took place on **Saturday, 8 May 2021**. Young men from various areas in the province made their way to the CA to register as students on the first course for the **2021/2022** financial year.

After registering all successful candidates, space was still available for **ten (10) Primary** waiting list candidates who were slotted in on a first-come-first-serve basis. Following the intake weekend, from the Monday to Wednesday, another **eight (8)** students joined the programme. As a result, **one hundred and eighteen (118)** young men were registered from areas listed hereunder.

| | | |
|-----------|--------------|--------------|
| No | Town | Total |
| 1 | Allant's | 4 |
| 2 | Belhar | 1 |
| 3 | Brackenfell | 2 |
| 4 | Caledon | 1 |
| 5 | Delft | 4 |
| 6 | Gansbaai | 3 |
| 7 | George | 2 |
| 8 | Gugulethu | 2 |
| 9 | Hanover Park | 3 |
| 10 | Hawston | 4 |

| Total | | 118 |
|-------|----------------------|-----|
| 11 | Hermanus | 3 |
| 12 | Khayelitsha | 14 |
| 13 | Kleinmond | 4 |
| 14 | Kraaifontein | 1 |
| 15 | Kuils River | 4 |
| 16 | Langa | 1 |
| 17 | Lavender Hill | 4 |
| 18 | Lotus River | 1 |
| 19 | Maccassar | 1 |
| 20 | Malmesbury | 1 |
| 21 | Mamre | 2 |
| 22 | Manenberg | 1 |
| 23 | Mtufeni | 4 |
| 24 | Mitchell's Plain | 4 |
| 25 | Mossel Bay | 1 |
| 26 | Nyanga | 7 |
| 27 | Ocean View | 2 |
| 28 | Oudtshoorn | 1 |
| 29 | Paarl | 3 |
| 30 | Phillippi | 6 |
| 31 | Piketberg | 1 |
| 32 | Plettenberg Bay | 2 |
| 33 | Prince Alfred Hamlet | 1 |
| 34 | Ravensmead | 2 |
| 35 | Retreat | 1 |
| 36 | Robertson | 2 |
| 37 | Seawinds | 1 |
| 38 | St. Helena Bay | 1 |
| 39 | Stanford | 1 |
| 40 | Steenberg | 1 |
| 41 | Stilbaai | 2 |
| 42 | Strand | 2 |
| 43 | Struisbaai | 1 |
| 44 | Touws River | 4 |
| 45 | Vredendal | 2 |
| 46 | Wellington | 1 |
| 47 | Wesbank | 1 |
| 48 | Worcester | 1 |

The data further show that although both parents of **eighty-five (85)** students are alive, **sixty-one (61)** students live in female-headed households

| Mother | |
|-----------------------|-----|
| Yes | 108 |
| No | 10 |
| 118 | |
| Father | |
| Yes | 94 |
| No | 24 |
| 118 | |
| Both parents deceased | |
| | 1 |
| Both parents alive | |
| | 85 |

Listed hereunder are statistics pertaining to the question "are both your parents alive?"

| Number of people in household | |
|-------------------------------|----|
| 1-5 | 73 |
| 6-10 | 42 |
| 10+ | 3 |
| 118 | |

Recruitment data are analyzed to identify trends. In terms of the number of people per household, the data illustrate that on average **one (1)** to **five (5)** people live in a house, with the exception of **three (3)** students who live with **10 or more** persons.

| Highest Grade Passed | |
|----------------------|----|
| Grade: 12 | 68 |
| Grade: 11 | 20 |
| Grade: 10 | 11 |
| Grade: 9 | 19 |
| 118 | |

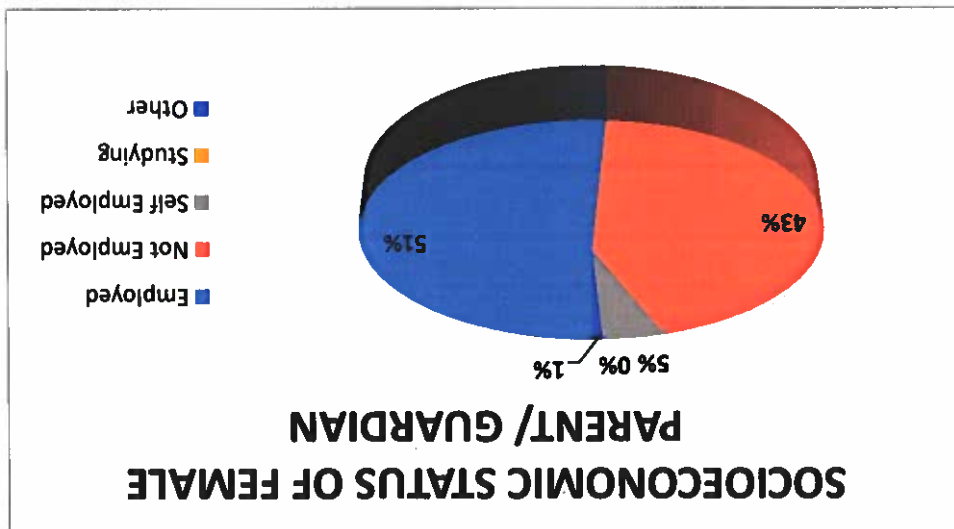
The table illustrated below, represents the academic achievement of **21 ALPHA**:

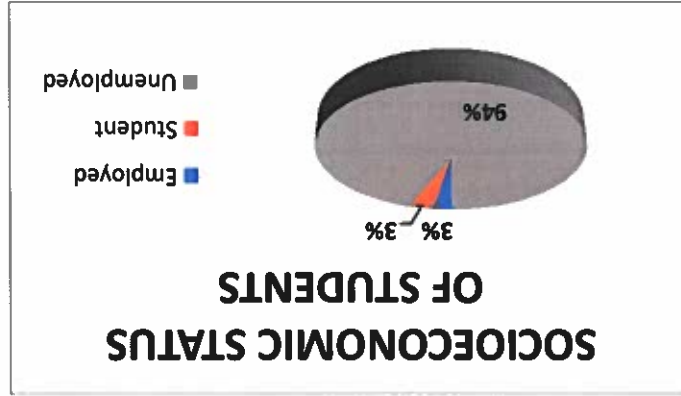
| Demographical Analysis as at 14/05/2021 | | | |
|---|-------|-------|-----|
| | Rural | Urban | 2 |
| Black: African | 10 | 41 | 51 |
| Black: Coloured | 33 | 34 | 67 |
| Total | 43 | 75 | 118 |

| Mother/ female guardian source of income | |
|--|------------|
| Salary | 60 |
| Business Profit | 6 |
| Pension | 12 |
| Disability grant | 1 |
| Child support | 15 |
| None | 24 |
| Total | 118 |

The data further illustrate that out of the **one hundred and eighteen (118)** students, only **ninety-four (94)** female guardians/parents receive some sort of income as reflected in below table.

The occupations of mothers/female guardians range from domestic workers, general workers, administrators, cleaners, and educators among others. The chart illustrates that **51%** of students' mothers/female guardians are employed, **5%** are self-employed, with **43%** being unemployed

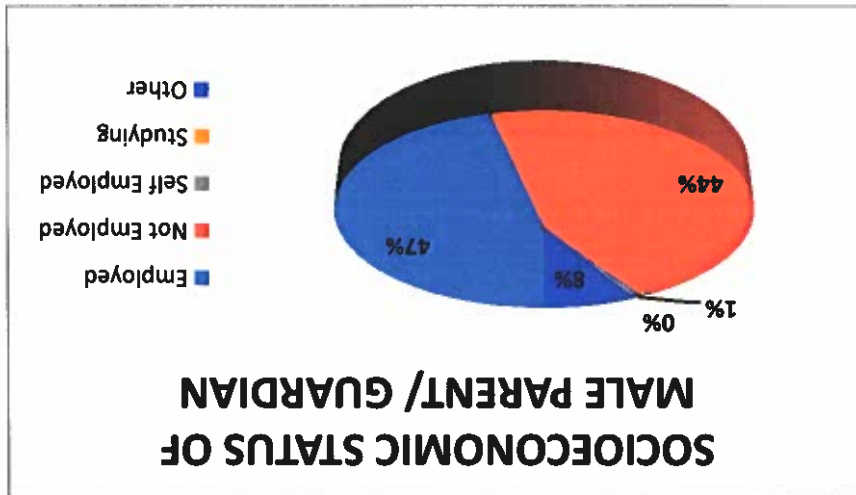




| Father/ male guardian source of income | |
|--|------------|
| Salary | 55 |
| Business Profit | 1 |
| Pension | 11 |
| Disability grant | 2 |
| Child support | 0 |
| None | 49 |
| Total | 118 |

The data further illustrate that out of the **one hundred and eighteen (118)** students, only **sixty-nine (69)** students could confirm that their male parent/guardian received some sort of income as reflected in the table hereunder.

The chart shows that **47%** of the students' fathers/male guardians are employed. Their occupations range from general workers, drivers, farm workers, supervisors and educators among others. In addition, the graph also demonstrates that **44%** of the male parents/guardian are not employed, while **1%** is self-employed.



| Course | | Facilitators |
|-------------------------------|---|--------------|
| Week 1 | | |
| Induction Programme | CA Staff | |
| Personal Mastery | CEO | |
| Diversity and Inclusivity | Training Admin Clerk and Training Operations Manager(A) | |
| Emotional Intelligence | Life Coach | |
| Leadership | Training Operations Manager (A) and Project Manager | |
| Week 2 | | |
| Environmental Literacy | City of Cape Town Parks and Recreation Facilitators, Youth Hub Ambassador | |
| Emotional Intelligence II | Social Worker | |
| Anger and Conflict Management | Mr. Leonard Marthinus, African Skye | |
| Healthy Living | Training Coordinator & Intern Sports Coaches | |
| Placement Administration | Community Liaison and Department of Community Safety (DOCS) Officials | |

courses:

The Orientation Phase consisted of the following courses, following a similar format to former

Orientation Phase

On 8 May 2021, one hundred and eighteen (118) students were enrolled in the 21 ALPHA course. Intake procedures followed the Academy's Covid-19 protocols. Parents and Municipal officials who dropped students received a welcome pack which included information about the course, contact details, information about the forthcoming parent workshops and information on positive parenting approaches. On 9 May, the opening ceremony was held, where students shared their intentions and commitment to completing the course. The theme for this course was **RE-IMAGINING RESILIENCE IN THESE TIMES**. This theme is an appeal to all students in our care to think "out of the box", see new possibilities, and boldly step into this period which requires deeper resilience and creativity.

2.2 Overview of Weeks 1 - 10

The data illustrated, show that out of the one hundred and eighteen (118) students registered for the course, only 3% were casually employed, while 94% were unemployed, and a further 3% were students at the time of making application to the CA.

The 21 ALPHA student outdoor phase commenced on **Saturday 29 May 2021**, with **one hundred and fifteen (113)** young men crossing the threshold into their 2-week experience. The Academy was delighted to once again offer a 2-week outdoor programme, as in the previous financial year, only a shortened version could be offered.

The team was unable to use the CA campsite due to construction of the road leading to the campsite. However, all students were hosted in our newly completed tented camp site named **Elephant's Rest. 21 ALPHA** students felt privileged to be the first group to enjoy this newly erected and newly named campsite.

Outdoor Phase

Students adapted well to the Academy's protocols, character code and way of working during the Orientation Phase.

| Sessions | | Facilitator/s |
|---|--|---------------|
| Introduction to Therapeutic Care & Silence | Life Coach and Social Worker | |
| Affirmations and Intentions | Junior Instructor | |
| Personal Fitness Goal Setting | Training Coordinator and Intern Sport Coaches | |
| Substance Awareness | Social Worker | |
| Character Code: CA Values | Instructors | |
| Food Gardening Training (this training commenced in Orientation Phase and concluded in the Community Phase) | Mr. Mark Myburgh, Community-based Food Security Activist and Trainer | |

In addition, the following afternoon programme activities took place during the Orientation Phase:

| Week 3 | |
|---|--|
| First Aid Level 1 (3 days, accredited training) | Emergency Medical Training |
| Placement Administration | CA EPWP Overview |
| Outdoor Preparation | Instructor Team |
| Introduction to Blood Donation Drive | WBCS |
| Gender Programme | Instructor Team (lead by GERI Facilitator in training) |

Not all activities during the outdoor phase require high energy and for those experiences which required a softer touch, a special group of skilled external facilitators were called on to hold our students and their stories during the circle of life and solo process.

Both Ms Noble and Ms Botha were instrumental on the 10th of June when the Academy celebrated its 21st birthday. Staff and students mixed in various groups to celebrate this great achievement by way of playing fun interactive games and having an all-round good time.

Students had the opportunity to meet a dynamic group of facilitators who facilitated innovative base activities designed to cultivate leadership, team building, personal goal setting and personal mastery. This was facilitated by (two) 2 experienced group and process facilitators namely **Sinethemba Botha** and **Wendy Noble** who are registered on the Academy's Outdoor Facilitators' Database. Both these facilitators have international experience working with youth at camps, mountain guiding and facilitating rope's courses which they put to good use. The activities and engagement with the groups were rich, high in energy and as competitive as they generally tend to be. The day's activities were debriefed and students were given the opportunity to reflect on the lessons and obstacles they overcame as a group and as individuals.

Students were also exposed to environmental teachings at St James and Muzizenberg beach, ably facilitated by members of the City of Cape Town's Park and Recreation staff. They were also assisted by one of the senior instructors, Mr. Vermeulen who did some beach activities with the groups.

All of the above sites allowed for a longer journey on foot and gave students the opportunity to walk where their feet had never taken them before. Both Rotary Camp and Apostle Battery were used for a single night per group, whilst the Soetwater Environmental Education Centre was used for **two (2)** nights as part of their environmental education on day **(two) 2**, focusing on the local ecosystems as well as information on different snake and bird species. The groups also did some community service where they helped with fire breaks, beach clean-up and waste management. This forming part of their giving back and the importance of taking care of our surrounding and nature.

Overnight Accommodation

| No. | Camp Site | Area | Fees |
|-----|--|------------|---------|
| 1 | Soetwater Environmental Education Centre | Soetwater | Charged |
| 2 | Rotary Camp | Glen cairn | Charged |
| 3 | Apostle Battery | Hout Bay | Charged |

The students were also able to venture out to make use of some of the campsites the Academy has used over the years. This was a highlight for many, as it was the first time in lockdown that the Academy was able to use external sites. The sites used over the 2-week period are as indicated in the below table.

| | | | |
|-----------------------|----------------|--|-----------------------------|
| SKILLS PHASE COURSE | No of Students | Service Providers | Accredited / Non-accredited |
| BASIC COOKERY | 7 | Tsebo (Fedics) | Accredited |
| FIRE FIGHTING | 23 | EMT, Be Alert | Accredited |
| PEACE OFFICER | 16 | Metro Police Academy | Accredited |
| OFFICE ADMINISTRATION | 21 | Kika Community Projects and Computer Fundamentals: Genesis Community IT Initiative | Non-accredited |

The following skills phase courses were offered to the 21 ALPHA course:

Skills Phase

The overall experience for the students was a good one even though we had to say goodbye to two of the student during the **(two) 2 weeks** (one chose to exit the programme and another was dismissed for cigarette smoking). The total number of **one hundred and eleven (111)** students completed the outdoor phase.

The experiences and journey were still shared in joyous fashion as the students concluded their experience on **11 June 2021** in song after their closing ceremony, paying tribute and thanks to their group facilitators and all those who had played a role in their outdoor phase.

All of the above facilitators held space for our students ensuring that their sharing and experiences would be honoured and held with the highest regard. Beautiful poems and stories were shared. The land and the animals also played their part as many animals featured in their stories, none more than our neighbours the baboons.

- Mr. Ruben Coetzee, a former staff member, volunteer counsellor and service provider.
- Mr. Reuben Plet, a former student, staff member, wilderness guide and process facilitator
- Mr. Rian Esterhuizen, former student, staff member and outdoor volunteer for many years.
- Mr. Tristan Johannes, a former student, staff member and Gender Equity and Reconciliation Facilitator.
- The **internal facilitation team** included the CEO, the Head of Training and Development, the Outdoor Leadership Unit's Project Manager and the Social Worker.

They were:

- This course was facilitated by ASK Training and Development and African Skye, on behalf of the Academy.
- Students who selected this course had to complete **three (3)** modules out of the **five (5)** while they were on course. Once found competent in these modules, they will complete the other **two (2)** at a later stage.
- The modules covered were **Facilitation, Team Building and Project Management**. Each student had to complete formative and summative assessments during their training.
- The first module covered Facilitation skills using a variety of methodologies for learning. Once accredited with this unit standard they can already enter the market as qualified facilitators.
- The second module covered teamwork which is aimed those working as managers who have to lead a team and manage conflict and incidents as part of their work responsibilities.
- The third module would have taught the learners how to effectively manage a youth development project. They also learned how to develop processes with maximum effectiveness.
- Each student had to complete formative and summative assessments during their training.
- As the weeks progressed, they have developed their ability to work in teams and how to work with individuals while evaluating themselves.

Youth Development

- FEDICS, the Academy's Catering Provider, facilitated this accredited course as part of the Service Level Agreement they have with the Academy.
- Other training during this phase included working in a safe and hygienic kitchen. They were trained in various methodologies in food preparation.
- They were assessed on weekly basis and staff was invited to their practical's for formal assessments.
- The students enjoyed the practical time in the kitchen and presented various food items which they prepared.

Basic Cookery

| TOTAL | 111 | 6 : Accredited | 1 : Non-accredited. |
|-------------------|-----|------------------|---------------------|
| SECURITY | 22 | Ukhuseliso | Accredited |
| WELDING | 13 | Northink TVET | Accredited |
| YOUTH DEVELOPMENT | 9 | Chysalis Academy | Accredited |

Welding

- A total of **thirteen (13)** students selected this course and was trained by Northlink College.
- The students learned how to use all the tools in the workshop correctly and had to wear protective clothing at all times. Safety training is done before the students enter the workshop.
- They also learned how to use the tools to bend, cut and join different types of metals together. They were taught how to clean metal and how to prevent metals from corrosion
- As part of this course the learners also received career guidance and how to further their studies in welding and other related courses.

Office Administration

- This course was facilitated by Kika Community Projects.
- The students learned various skills for the office environment. This included filing systems, working with different equipment like the fax and printer.
- As part of this course, students completed a 5-day Computer Fundamentals Programme, facilitated by Genesis Community IT Initiative. They were taught the fundamentals of a computer and how to use Microsoft Office. They also learned how to create email accounts and how to safely use the internet.

Peace Officer

- Learners who have Matric were given the opportunity to write the entrance exam for Peace Officers. A total of **thirty-seven (37)** learners wrote this diagnostic test, of which **sixteen (16)** passed.
 - This course was facilitated by City of Cape Town Metro Police who has signed a Memorandum of Understanding with Chrysalis Academy for the current financial year.
- The learners only completed half of their training due to the country moving to Adjusted Level 4 Lockdown restrictions. Metro Police was instructed by their directors to stop all training within the City. The learners attended alternative classes in the computer lab to start with their Portfolios of Evidence.

Fire Fighting

- The Fire Fighting part of the training was conducted by Emergency Management Training and Be Alert Training.
- The students learned the various techniques used to combat fires safely. They learned to use different equipment and what are the necessary regulations to fight fires. They enjoyed working with the different equipment, especially the fire extinguishers.
- Emergency Medical Training (EMT) trained the students in First Aid Level 3
- They also completed an Occupational Health and Safety course as well as a career development course for firefighting careers.

The graduation programme was an internal event. The usual graduation performances could not take place due to the limited time available for graduation performances. Top students were acknowledged and students were urged to remain safe and committed to their potential. Students left with a vegetable garden starter kit. The Academy supported a few students with transport arrangements, both due to the fact that parents were unable to arrange transport and due to the ongoing taxi and transport violence prevalent during this period. Students all arrived home safely and were grateful for the support of the Academy.

A fair amount of counselling took place during this phase both virtually and in-person.

The community phase programme was facilitated by internal and mainly residential staff only. Some classes were held virtually, and these were well received and supported by the instructor team. No external facilitators were invited due to the Academy's approach to the programme during the adjusted Lockdown level 4.

An amended Community and Exit Phase course was offered to 21 ALPHA students. The main focus of this phase was work-readiness, preparation for placement, supporting and sustaining the change, Covid-19 awareness, computer literacy, peace building and gender awareness. TRE sessions were also offered to all students. Some areas that could not be covered due to the shortened course duration included Democracy Education, graduation preparation and an extended violence prevention/peace building programme. No blood donation drive could also take place.

Community and Exit Phase

As the country has moved to Adjusted Level 4 Covid-19 Lockdown during the Skills Phase, all skills classes had to stop at the end of week 8. We therefore had to extend the daily hours in order for the Training objectives to be reached. The Peace Officer training could not complete, but will continue once regulations makes allowance for this. The CA is currently in discussions with Metro Police to confirm when the graduates will complete the course.

- This course started with the First Aid Level 3 with Emergency Medical Training. This is a much needed skill in this environment as a first responder.
- The theory training for Security was facilitated by UKHUSELO Training Academy and Security.
- All the learners have complete their Grades E, D and C. This is the minimum requirements to be registered as a security officer.
- All the learners passed all their assessments and have been registered with Private Security Industry Regulatory Authority (PSIRA). This is the institution responsible for quality assurance on the Security Industry Act.
- Due to the Lockdown restrictions, the service provider arranged that the learners could be allowed to write their exam at Chrysalis before the course completed.

Security Training

The Life Coach Services offers individual Counselling, as well as Group Counselling, Therapeutic Care facilitation, and a Family Integration Programme. About **fifty (50)** students requested counselling and life coaching services. The primary presenting issues remained anger management, gangsterism, grief and loss. **Thirty-three (33)** students and **(two) 2** staff member received **forty-two (42)** counselling sessions, largely focused on anger management, violence generally, bereavement and poverty. Many of the students came from crime hotspots, and if not directly experienced, had witnessed, crime, with many having lost friends and brothers to gang and drug related activities.

2.5 Life Coach services: Weeks 1- 10

As per the Academy's disciplinary code, the Intern who tested positive for THC was dismissed from the EPWP programme. Members who tested positive for nicotine were offered counselling to assist with their nicotine addiction.

| Members | Tested | COT (Nicotine) | THC (Marijuana) | OPI (Opiates) | BZO (Benzodiazepines) |
|-----------------------------------|-----------|----------------|-----------------|---------------|-----------------------|
| Staff Members | 19 | 2 | | | |
| Interns/Casuals | 3 | 3 | 1 | | |
| Youth Hub Ambassadors/ Supervisor | 10 | 3 | | | |
| TOTALS | 32 | 8 | 1 | | |

The following schedule gives an indication of the drug testing that was conducted during the period under review:

2.4 Random Drug testing for staff

| Testing Indicator | Number of Students |
|-------------------|--|
| AMP | 5 |
| BZO | 3 |
| COT | 70 |
| | 35(COT Only) |
| MET | 7 |
| OPI | 2 |
| THC | 33 |
| Negative | 41 |
| | 74 (negative including cigarettes/COT) |

Below are the results of the drug testing conducted on Intake Day and the students that arrived a few days later:

2.3 Random Drug testing for students

During the community and exit phase, counselling was offered both virtually and in-person. Counselling rooms were set up to make provision for virtual counselling. Virtual counselling guidelines were drafted and circulated to the team of counsellors. Much learning took place during this period with this new way of working. A counselling review meeting is scheduled to take place before the start of **21 BRAVO**. There has already been an increase in virtual and telephonic counselling for graduates.

One student requested specific counselling support in relation to harm inflicted on others while involved with gang activities. Given his needs, the Academy consulted with social and restorative justice practitioners with experience in this particular area, to guide the Academy and work directly with the student. Two practitioners led a healing-centred consultation with the student and the Head of Training and Development. The main focus of the session was on the ongoing healing work that the student needs to do and the need to work on restoring relationships with his family. The student's role in terms of supporting his community and motivating other young people as a means of making reparations was also the main discussion area. The Academy foresees that more reconciliation work may need to be done with students going forward given that some have a history of being involved with gangs and come from homes where there are intergenerational gang members. A detailed report which included valuable resources was submitted to the Academy which will help to frame our work going forward.

| | |
|----|---|
| 33 | Number of 21 ALPHA students counselled |
| 42 | Number of Counselling sessions |
| 11 | Number of Graduates counselling sessions |
| 4 | Number of Staff counselled |
| 2 | Number of students referred |
| 0 | Family counselling sessions (for 1 student) |

Prior drug use for this cohort was high, with some of them abusing more than **three (3)** substances. Concerns for loved ones at home due to the spread of Covid-19 was high among students. The two week Outdoor programme and Solo experience were regarded by the majority of the students as the highlight of the course, with many reporting back that it had been an amazing experience.

Motivational measures have been put in place, which resulted in a decrease of excessive use of the clinic, enabling the students to fully participate in the Chrysalis Academy program.

The most common ailment dealt with was razor rashes, heat rashes and boils.

and risk. Wegenaar was unavailable. Students were sent to a private Dental Clinic to minimize exposure required referral would be sent first to Dr. Wegener and secondly to Tokai Medicross if Dr. Medical care was provided to students of **21 ALPHA**, by a qualified nursing sister in the clinic on site. Treatment for minor injuries and illnesses has been provided. Due to Covid-19, students who supplements.

This course commenced with a Covid-19 awareness session facilitated on Intake day by the Nursing Sister and the Head of Training and Development. To strengthen and boost the health of our students, they were supplied with Vitamin C, Calcium, Magnesium and Vitamin D

2.7 Primary Health Care: Weeks 1-10

There was much sharing, questions and messages of appreciation extended to the Academy. Parents were understanding of the changes made to the course in order to adhere to the lockdown regulations.

| | |
|---------------------|---|
| 14 July 2021 | <ul style="list-style-type: none"> ◇ Update on student progress ◇ Support the change process ◇ The 5-year after care programme ◇ Graduation |
|---------------------|---|

While the workshop was well-received by parents, there were a number of technology challenges experienced by both the Academy staff and parents.

A second parent workshop was held on **14 July**. Approximately **sixty (60)** parents and family members joined the workshop. The workshop focussed on:

| | |
|---------------------|--|
| 23 June 2021 | <ul style="list-style-type: none"> ◇ Update on student progress ◇ The change process ◇ The young adult brain ◇ Parenting the Young Adult |
|---------------------|--|

The first Parent Workshops was conducted via Zoom, in Week 7, as no face-to-face parent workshops could be held due to Lockdown. **Fifty-eight (58)** parents and family members joined the online workshop. This is the CA's highest number of online participants to date. The workshop focused on the following:

2.6 Family Integration programme: Weeks 1-10

| | | | | |
|--------------|---|--|----|----------------------------|
| | | Chrysalis Academy employee consultations | 52 | |
| | | Youth Hub Ambassadors | 2 | |
| | | Youth Hub Covid-19 Risk Assessment | 1 | |
| | | Youth Hub Referrals for Covid-19 Testing | 0 | x 1 positive |
| | | Staff Covid-19 Risk Assessment | 9 | |
| | | Staff Referrals for Covid-19 Testing | 2 | x 3 negative, x 1 positive |
| Notes | Number of consultations/ Referrals | | | |

Besides our students making use of the clinic, the following were attended to:

| | | |
|-------------------------|-------------------------------------|--|
| 21 ALPHA (Males) | | |
| 105 | Total Students Consulted | |
| 110 | Total Number Of Allments Dealt With | |
| 2 | Referrals To Private Dentist | |
| 3 | Referral To Private Doctor | |
| 0 | Referrals To Hospital | |
| 1 | Medically Discharged | |
| 1 | Covid-19 Risk Assessments | |
| 0 | Covid-19 Isolation Monitoring | |
| 0 | Covid-19 Tests | |

2.8 Therapeutic Care: Weeks 1-10

It was decided at the outset of this programme, that bodywork would form the basis of the Therapeutic Care offering, and hence only TRE was offered to all **21 ALPHA** students. Feedback from students with regards to TRE has been overwhelmingly positive, as the therapeutic care programme promotes silence, self-care, self-awareness and overall well-being. These sessions were facilitated by certified Chrysalis Academy TRE Providers as reflected in table below.

| Therapeutic Modality | Number of Students | Facilitator/s |
|----------------------|--------------------|--|
| TRE | 40 | Mr. A. Van Wyk Ms. S. October, Ms. A. September |
| TRE | 25 | Dr. L. Meyer Ms. R. De Beer Ms. L. Tucker (Staff support) Ms. B. Leukes (Staff Support) |
| TRE | 9 | Mr. C. van Wyk Ms. N. Wildeman (Staff Support) |
| TRE | 15 | Ms. J. Turner Ms. N. Isaacs |
| TRE | 15 | Mr. G. van der Berg Ms. R. Jansen |
| TRE | 25 | Mr. M. Piet Ms. V. Mgyijima |

In addition to TRE being offered to students on Thursdays, **three (3)** yoga classes were offered to all. International Yoga Day was also celebrated with an outdoor class on **21 June 2021**.

2.9 Exit report

Seven (7) students have exited the programme for reasons listed hereunder.

| Date | Surname | Name | Age | Area | Comments |
|------------|---------|-----------|-----|---------------|--|
| 13/05/2021 | Arendse | Simpthiwe | 19 | Chatsworth | Medical Exit: Student displayed abnormal behaviour, and the view was that the student needed specialist medical care. The student was seen by the Social Worker and the nursing sister on site. A referral letter was given to the family/student for further support. |
| 17/05/2021 | Bantom | Ian | 21 | Kleinmond | Exit without permission: Student was placed in the isolation ward as he expressed that he was not well, and without permission, left the Chrysalis Academy for home. |
| 17/05/2021 | Simpson | Deon | 25 | Lavender Hill | Voluntary Exit: Student requested to leave: Despite the student being spoken to by room instructors, two (2) juniors and two (2) senior instructors, Acting Training Operations Manager and the CEO, the student insisted he wanted to leave. |
| 18/05/2021 | Yon | Rouson | 19 | Kleinmond | Voluntary Exit: Student requested to leave: The students was seen by a Senior Instructor and Acting Training Operations Manager, and still wanted to leave. |
| 26/05/2021 | Wessels | Conway | 24 | Struisbaai | Voluntary Exit: Student requested to leave: Student requested to leave, despite the Training Coordinator and the Social Worker seeing him. |
| 04/06/2021 | Daniels | Dilano | 20 | Hanover Park | Voluntary Exit: The student felt that he was not medically fit to continue, but all indications were that the student did not wish to complete the course. |
| 08/06/2021 | Botha | Cheslyn | 24 | Kulis River | Dismissal: Despite talks with the student after multiple disciplinary issues, counselling and medical support, the student did not seem to cope with the pressure caused by his drug addiction. The social worker provided a referral letter to a rehabilitation centre as a form of support. |

2.10 Placement Summary for 21 ALPHA

Listed hereunder is a summary of placements organisations for 21 ALPHA.

| # | Placement Option 1 as at 23 June 2021 |
|----|---|
| 3 | Bellville Clinic - DOH |
| 1 | Bitou Municipality |
| 4 | Breede Valley Municipality |
| 4 | Chrysalis Academy - NGO |
| 2 | Claremont Improvement District |
| 2 | Delft CHC - DOH |
| 2 | DOCS Hotspot Office |
| 1 | Eerste River Hospital - DOH |
| 2 | Falaise Bay Hospital - DOH |
| 2 | George Municipality |
| 2 | Groote Schuur Improvement District |
| 1 | Gugulethu Community Health Centre - DOH |
| 2 | Hessequa Municipality |
| 1 | Karl Bremmer Hospital - DOH |
| 2 | Khayelitsha Hospital - DOH |
| 2 | Kraaifontein Clinic - DOH |
| 2 | Little Mowbray ID |
| 2 | Michael Mapongwana CHC - DOH |
| 1 | Mitchells Plain Day Hospital - DOH |
| 2 | Mitchells Plain District Hospital - DOH |
| 1 | Mossel Bay Municipality |
| 24 | National Prosecuting Authority |
| 2 | New World Foundation - NGO |
| 2 | Nolungile CHC - DOH |
| 1 | Nomzamo Clinic - DOH |
| 1 | Nonceba Family Counselling Centre |
| 1 | Northpine CID |
| 1 | Nyanga Clinic - DOH |
| 3 | Orion Organisation Atlantis - NGO |
| 1 | Oudtshoorn Municipality |
| 14 | Overstrand Municipality |
| 3 | Paarl Hospital - DOH |

| No. | Date | Amount | Area | Venue | Contact person | Purpose | Guests |
|-----------------------------------|-----------|--------|--------------|-------------------|----------------|--|--|
| Quarter 1: May 2021 - August 2021 | | | | | | | |
| 4 | 04-May-21 | 1 | Bishop Lavis | FSD Hall | YHA G Johnson | YHA: Overall promotion of the CA, vision, mission and 3 month programme and parents from area. | YHA, CA Official, Community leaders, youth |
| 5 | 11-May-21 | 1 | Kraaifontein | Bloekompos | YHA G Johnson | YHA: Overall promotion of the CA, vision, mission and 3 month programme and parents from area. | YHA, CA Official, Community leaders, youth |
| 6 | 24-May-21 | 1 | Goodwood | Goodwood Civic | YHA N. Jonas | YHA: Overall promotion of the CA, vision, mission and 3 month programme and parents from area. | YHA, CA Official, Community leaders, youth |
| 7 | 25-May-21 | 1 | Nyanga | Fezeka HS | YHA S. Falake | YHA: Overall promotion of the CA, vision, mission and 3 month programme and parents from area. | YHA, CA Official, Community leaders, youth |
| 8 | 01-Jun-21 | 2 | Tokai | Chrysalis Academy | C Tolo | 21 BRAVO Recruitment CA, vision, mission and 3 month programme | CA Officials, Candidates for 21 BRAVO |
| 9 | 02-Jun-21 | 2 | Tokai | Chrysalis Academy | C Tolo | 21 BRAVO Recruitment CA, vision, mission and 3 month programme | CA Officials, Candidates for 21 BRAVO |

At the time of this report, the Graduate Fieldworker, is doing presentations in areas of the Cape Winelands district. Details of those presentations will be provided in the next report.

3. Community Liaison/Aftercare support
3.1 Recruitment information sessions

| | |
|--|------------|
| Portia Primary School | 3 |
| Rural Agricultural Community Development | 1 |
| Saldanha Bay Municipality | 1 |
| Stikland Hospital - DOH | 1 |
| Swartland Hospital - DOH | 1 |
| Thelma Susan Block Dumas Institute - NGO | 3 |
| Victoria Hospital - DOH | 3 |
| Vredendal DSD | 1 |
| Westfleur Hospital - DOH | 2 |
| Witzenberg Municipality | 1 |
| Total | 111 |

Moegamad Ubaid Solomons was assaulted and died of a head injury on **15 February 2020**.

The table above shows that there have been **three (3)** graduate re-appointed on the EPWP since the last quarter. The table further shows that only **fifty (50)** graduates, managed to stay in/find employment, learnerships and/or are studying.

| Status | Jul - Sept 2021 | Apr - Jul 2021 | Jan-Mar 2021 | Oct - Dec 2020 | Jul - Sept 2020 | Apr - Jun 2020 | Jan - Mar 2020 | Oct - Dec 2019 | Jul-Sep 2019 Initial Placement |
|-----------------------------|-----------------|----------------|--------------|----------------|-----------------|----------------|----------------|----------------|--------------------------------|
| EPWP Employment Opportunity | 8 | 5 | 147 | 150 | 162 | 179 | 186 | 197 | 205 |
| Employed | 35 | 33 | 20 | 18 | 11 | 10 | 19 | 0 | 0 |
| Unemployed | 159 | 165 | 38 | 37 | 34 | 20 | 4 | 13 | 5 |
| Learnership/Apprenticeship | 4 | 5 | 2 | 2 | 1 | 0 | 0 | 1 | 1 |
| Student | 3 | 2 | 3 | 3 | 2 | 1 | 1 | 0 | 0 |
| Deceased | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 0 |
| Number of graduates | 211 | 211 | 211 | 211 | 211 | 211 | 211 | 211 | 211 |

19 ALPHA
Tracking year two, graduates fourth quarter

3.2 Tracking of graduate placements:

| | | 14 | | PRESENTATIONS | |
|----|-----------|----|---------------|--------------------------|--|
| 14 | 22-Jun-21 | 1 | Riversdal | Riversdal Library | Mr. Van Wyk Overall promotion of the CA, vision, mission and 3 month programme CA Official, Community leaders, youth and parents from area. |
| 13 | 22-Jun-21 | 1 | Riversdal | Riversdal Community Hall | Mr. Van Wyk Overall promotion of the CA, vision, mission and 3 month programme CA Official, Community leaders, youth and parents from area. |
| 12 | 16-Jun-21 | 1 | Valhalla Park | Community Hall | YHA G Johnson YHA: Overall promotion of the CA, vision, mission and 3 month programme YHA, CA Official, Community leaders, youth and parents from area. |
| 11 | 16-Jun-21 | 1 | Delft | Roosendal HS | YHA M. Williams YHA: Overall promotion of the CA, vision, mission and 3 month programme YHA, CA Official, Community leaders, youth and parents from area. |
| 10 | 08-Jun-21 | 2 | Tokai | Chrysalis Academy | C Tolo 21 BRAVO Recruitment CA, vision, mission and 3 month programme Candidates for 21 BRAVO CA Officials, Community leaders, youth and parents from area. |

| Status | Jul - Sept 2021 | Apr - Jun 2021 | Jan - Mar 2021 | Oct - Dec 2020 | Jul - Sept 2020 | Apr - Jun 2020 | Initial Placement April 2020 |
|-----------------------------|-----------------|----------------|----------------|----------------|-----------------|----------------|------------------------------|
| EPWP Employment opportunity | 137 | 155 | 179 | 191 | 193 | 202 | 202 |
| Employed | 23 | 13 | 7 | 0 | 0 | 0 | 0 |
| Unemployed | 46 | 29 | 11 | 9 | 7 | 0 | 0 |
| Learnship/Apprenticeship | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Student | 2 | 3 | 3 | 2 | 2 | 0 | 0 |
| Deceased | 2 | 2 | 2 | 0 | 0 | 0 | 0 |
| Number of graduates | | | | | | | |

19 CHARLIE

Tracking year two, graduates second quarter

19 BRAVO Graduate, *Nomsa Zwellinjani* passed away during **March 2021** after being ill. She was reported to have complained about severe ongoing headaches.

The EPWP contracts for **19 BRAVO** ended on **24 November 2020**, leaving the majority of graduates unemployed. **One (1)** of the graduates has confirmed that her contract had been extended and **fifteen (15)** graduates have found permanent or temporary employment. The table further shows that **four (4)** more graduates have taken up their studies since the last quarter.

| Status | Jul - Sept 2021 | Apr - Jul 2021 | Jan - Mar 2021 | Oct - Nov 2020 | Jul - Sept 2020 | April - Jun 2020 | Jan - Mar 2020 | Initial Placement Oct - Dec 2019 |
|-----------------------------|-----------------|----------------|----------------|----------------|-----------------|------------------|----------------|----------------------------------|
| EPWP Employment opportunity | 1 | 1 | 16 | 187 | 191 | 199 | 204 | 206 |
| Employed | 15 | 10 | 9 | 1 | 2 | 2 | 0 | 0 |
| Unemployed | 181 | 190 | 178 | 16 | 11 | 4 | 1 | 0 |
| Learnship/Apprenticeship | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 |
| Student | 6 | 2 | 1 | 2 | 2 | 1 | 1 | 0 |
| Deceased | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Number of graduates | | | | | | | | |

19 BRAVO

Tracking year two, graduates third quarter

During this monitoring and tracking period we have learnt from **Yongama Soko's** mother that he has passed on. We have no further details pertaining to his passing.

| Status | Jul - Sept 2021 | Apr - Jun 2021 | Jan-Mar 2021 |
|-----------------------------|-----------------|----------------|--------------|
| Number of graduates | 103 | 107 | 107 |
| Employed | 3 | 0 | 0 |
| Unemployed | 1 | 0 | 0 |
| Leamership / Apprenticeship | 0 | 0 | 0 |
| Student | 0 | 0 | 0 |
| Deceased | 0 | 0 | 0 |
| EPWP Employment Opportunity | 103 | 107 | 107 |

Tracking year one, graduates second quarter

20 BRAVO

The table above shows that **two (2) graduates** are no longer on EPWP, **one (1)** resigned from the EPWP for an employment with the Department of Social Development and the other started her own business at home. The table further shows that **one (1)** graduate is unemployed. All other graduates remain in their placements.

| Status | Jul - Sept 2021 | Apr - Jun 2021 | Initial Placement |
|-----------------------------|-----------------|----------------|-------------------|
| Number of graduates | 118 | 120 | 121 |
| Employed | 2 | 1 | 0 |
| Unemployed | 1 | 0 | 0 |
| Leamership / Apprenticeship | 0 | 0 | 0 |
| Student | 0 | 0 | 0 |
| Deceased | 0 | 0 | 0 |
| EPWP Employment Opportunity | 118 | 120 | 121 |

Tracking year one, graduates first quarter

20 CHARLIE

Mr. Ruyardt Amsterdam passed away in **October 2020**. **Mr. Likhona Alam** also passed away during **2020**. Details of their passing are unclear, as we have not been able to communicate with the families.

Two (2) graduates are studying, whilst **forty-six (46)** others are unemployed.

Due to the Lockdown, graduates from **19 CHARLIE** only commenced their internship in **July 2020**. Although their contracts ended at the beginning of **June 2021**, most graduates have been called back onto the EPWP. Graduates have also reported that they have been appointed onto the municipal EPWP projects.

Mr. Athenkosi Ngindo, an 18 ALPHA graduate, standing proudly in front of his new office building in Johannesburg where he has recently started a career. He has also recently applied for further acting classes at AFDA College.



3.4 Feel good stories

No refresher courses were held during this quarter. A combined Refresher programme for courses **20 ALPHA** and **20 BRAVO** was scheduled for **4-6 August 2021**. Due to the increase in Covid-19 infections in the country, and pending further information from Government, CA Extended Management agreed to the postponement of the refresher. Alternative means to make contact with graduates are underway.

3.3 Post-graduate Mentor and Refresher programmes

The table shows that most of the **20 ALPHA** graduates remain part of the EPWP, and **six (6)** graduates have found permanent employment.

| Status | Jul - Sept 2021 | Apr - June 2021 | Jan-March 2021 |
|-----------------------------|-----------------|-----------------|----------------|
| EPWP Employment Opportunity | 75 | 75 | 93 |
| Employed | 6 | 4 | 0 |
| Unemployed | 10 | 12 | 0 |
| Learnship / Apprenticeship | 1 | 1 | 0 |
| Student | 1 | 1 | 0 |
| Deceased | 0 | 0 | 0 |
| Number of graduates | 93 | 93 | 93 |

Tracking year one, graduates second quarter

20 ALPHA

The table shows that most **20 BRAVO** graduates remain part of the EPWP and **three (3)** graduates have found permanent employment.

while later.

Ms. Ndumane has recently shown so much bravery and put her newly learnt First Aid level 3 skills into action when she successfully delivered a neighbour's beautiful little baby in an emergency birth at home all by herself. She says that she is so proud of herself and thanks God for giving her the strength to do this. She is grateful to the Chrysalis Academy for giving her the confidence to do this. Baby and mommy were both healthy when then paramedics arrived a



Mr. Riano Jacobs, a 19 **CHARLIE** graduate who recently started his new internship opportunity as a School Safety Ambassador at the Forest Heights Primary School.



Ms. Lovedelia Swatboo, a 14 **BRAVO** graduate who has just graduated from Northlink College with her level 4 Safety in Society Training.

| Placement organization: Parow Traffic | | |
|---------------------------------------|----------------------|--------------------|
| Date visited | No. Graduates placed | No. Graduates seen |
| 11 May 2021 | 1 | 0 |

The purpose of this visit was to assess the well-being of graduates, and to remind them of the importance of good conduct in the workplace.

Graduate Feedback

Only **one (1)** graduate was placed at the Parow Traffic Department. Unfortunately, the graduate was absent on the day of the placement visit.

Supervisor Feedback

The supervisor, Ms. Fredericka du Preez, was happy to meet with the Graduate Fieldworker and advised that she is very happy with the graduate as an intern. She had advised that the intern was friendly and dedicated. She had some challenges with attendance and attitude at the beginning of her internship. However, this has improved. The supervisor advised that the **CA needs to focus more on telephone etiquette**. The supervisor feels that the graduate is extremely helpful and she sees potential in the intern.

At the time of this report, the Graduate Fieldworker is doing a number of placement visits in the Cape Winelands District Municipal areas such as Drakenstein, Breede Valley and Langeberg. Detailed feedback on each visit will be provided in the next report.

3.5 Visits to placement organisations

- Mr. Corbin Gertze 19 CHARLIE
- Ms. Jo-Nic Fillips 19 BRAVO
- Mr. Lodewickus Fortuin 19 ALPHA
- Mr. Dillon Fortuin 19 ALPHA
- Mr. Zurich Esau 19 ALPHA

Furthermore, the students listed hereunder successfully obtained their driving license during this quarter.

| | | |
|---|----------------------|--------------------|
| Placement organization: Groote Schuur Improvement District | | |
| Date visited | No. Graduates placed | No. Graduates seen |
| 27 May 2021 | 14 | 14 |
| <p>The purpose of this visit was to assess the well-being of graduates, and to remind them of the importance of good conduct in the workplace.</p> <p style="text-align: right;">Graduate Feedback</p> <p>Fourteen (14) graduates were placed at the Groote Schuur Improvement District and all graduates were present for the Placement Visit. Graduates reported that they have learned to be humble, and not to judge people during their placement. They have learned to work with all kinds of people, and feel good when they assist others. They have learned some</p> | | |

| | | |
|---|----------------------|--------------------|
| Placement organization: Claremont Improvement District | | |
| Date visited | No. Graduates placed | No. Graduates seen |
| 25 May 2021 | 2 | 2 |
| <p>The purpose of this visit was to assess the well-being of graduates and to remind them of the importance of good conduct in the workplace.</p> <p style="text-align: right;">Graduate Feedback</p> <p>Two (2) graduates were placed at the Claremont Improvement District and all graduates were present for the Placement Visit. Their experience included learning to work with the homeless and also other people. Challenges they have experienced thus far has been with homeless people who are often rude to them or sometimes tries to attack them. Both graduates have volunteered. Their community service activities included assisting with the distribution of food by local community leaders. Skills they use daily that they have learned at the Chrysalis Academy are waking up early and staying fit. They are taking responsibility for themselves and not waiting on others. One of the graduates advised that sometimes it is difficult to get to work because of the shootings happening in his area.</p> <p>Drug testing was done on both graduates, and both tested positive for COT, but no other substances.</p> <p style="text-align: right;">Supervisor Feedback</p> <p>The supervisor, Mr. Theodore Arendse advised that he was more than happy with the interns. Compared to the other interns he has hosted, they are eager to learn and more disciplined. They respond and communicate well and definitely add value to the organisation. He recommended that CA does more work around being flexible.</p> | | |

communicate confidently. Another graduate informed the Graduate Fieldworker that he had done some community service activities, which included assisting in a soup kitchen and at an old age home.

Supervisor Feedback

The supervisor, Ms. Carlin Box advised that she was very satisfied with her interns especially Ms. Jodie, a 20 CHARLIE intern. She is helpful and more disciplined than other graduates. Ms. Box has recommended that more computer skills training be provided to all students.

| Placement organization: Hessequa Municipality - Riversdal Office | | |
|--|----------------------|--------------------|
| Date visited | No. Graduates placed | No. Graduates seen |
| 22 June 2021 | 5 | 5 |
| <p>The purpose of this visit was to assess the well-being of graduates, and to remind them of the importance of good conduct in the workplace.</p> <p>All five (5) graduates were tested for substance use. Out of the five (5) graduates, four (4) tested positive for COT, but no other substances.</p> <p>Graduate Feedback</p> <p>Five (5) graduates were placed at the Hessequa Municipality at its Riversdal office and all were present for the Placement Visit. Graduates have learned how to protect themselves and to lead, to have respect for others, and to motivate others. They have advised that there have not been any real challenges in their placements. They have just experienced some anxiety when experiencing things for the first time, for example a call out to a scene (Law Enforcement).</p> <p>Supervisor Feedback</p> <p>The supervisor, Mr. RW. Rossouw advised that he is very satisfied and that the quality of the intern group compared to other interns were similar, although he acknowledged that they are working in different times now. He is satisfied with their performance and advised that they definitely add value to the organisation. He proposes that the Academy does more work around ethics and communication, as well as basic computer skills. He would also like more Law Enforcement orientated graduates to be placed with him.</p> | | |

| Placement organization: Children of Light School | | |
|--|----------------------|--------------------|
| Date visited | No. Graduates placed | No. Graduates seen |
| 27 May 2021 | 2 | 1 |

The purpose of this visit was to assess the well-being of graduates and to remind them of the importance of good conduct in the workplace.

Graduate Feedback

Two (2) graduates were placed at the Children of Light school and one (1) graduate was present during the placement visit. The second graduate however had resigned from her internship quite soon after starting, as she was offered an employment opportunity with the Department of Social Development doing administrative work. The graduate was very happy in her placement and advised that fitness was one of the skills she still practiced. She shared about all the good learning experience as well as the guidance and mentoring she receives from her supervisor. She is thankful for what the supervisors have done for her thus far. She also shared that she is going to study further in ECD sector, and has made a few applications already.

reporting skills through making notes in their pocket books, and have learned that they need to respect themselves and protect themselves by being aware of their surroundings.

One of the graduates advised that doing Office Admin at the Chrysalis Academy gave her the opportunity to be a senior to her colleagues in her placement because of her skills. Another graduate added that he wishes he could come back to the Chrysalis Academy, as there is a lot happening in his community that somehow he has not been able to keep the promises he made to himself.

All graduates agree that time management, discipline and team work are the skills they use most at their internship. **Siphelo Mantuntuta (21 BRAVO)** and **Bongani Zazaza (20 ALPHA)** returned to school to complete their National Senior Certificate.

Three (3) graduates listed hereunder are doing regular community service.

- Valone Solomons **20 ALPHA** who assists with cleaning the local church
- Sindo Makhwayiba **20 CHARLIE**, actively volunteers on a programme working with children
- Athule Ngqwayimbana **20 BRAVO** - tutors after school and facilitated with workshops teaching them about HIV and Aids.

Supervisor Feedback

The supervisor, Ms. Ingrid Frieslaar, rated the group 7 out of 10 in terms of performance. She advised that compared to her previous groups, these graduates were a fair group. There has been no disciplinary action with the current group of graduates.

| | | |
|---|----------------------|--------------------|
| Placement organization: Theewaterskloof Municipality | | |
| Date visited | No. Graduates placed | No. Graduates seen |
| 21 June 2021 | 3 | 3 |
| <p>The purpose of this visit was to assess the well-being of graduates and to remind them of the importance of good conduct in the workplace.</p> <p style="text-align: right;">Graduate Feedback</p> <p>Three (3) graduates were placed at the Theewaterskloof Municipality and all graduates were present for the Placement Visit. The graduates advised that they have learned how to work with people and to handle conflict situations. One (1) of the graduates indicated that they were very shy before and it was hard for them to communicate. However, he is now able to</p> | | |

| | | |
|--|----------------------|--------------------|
| Placement organization: Traffic Department Theewaterskloof Municipality | | |
| Date visited | No. Graduates placed | No. Graduates seen |
| 21 June 2021 | 2 | 2 |
| <p>The purpose of this visit was to assess the well-being of graduates, and to remind them of the importance of good conduct in the workplace.</p> <p style="text-align: right;">Graduate Feedback</p> <p>Two (2) graduates were placed at the Theewaterskloof Municipality Traffic Department and they were both present for the Placement Visit. The graduates' experiences in their placements thus far have taught them how to interact with people, some admin skills and how to communicate with difficult customers. One (1) graduate who had done the Peace Officer and Traffic Warden Course at the CA, is currently on a short course to get his gun license.</p> <p style="text-align: right;">Supervisor Feedback</p> <p>The supervisor, Ms. Valencia Bronn advised that she is totally satisfied with the interns and that they carry out all tasks as instructed. They are very disciplined and give excellent service to the public. She has made a recommendation that learners and Driver's license will help graduates get job opportunities.</p> | | |

| |
|--|
| Supervisor Feedback |
| <p>The supervisor, Ms. Nushreekah Levendal, stated that she was 100% happy with her intern and that she definitely adds value to the organisation.</p> |

| Placement organization: Overstrand Municipality | | |
|---|----------------------|--------------------|
| Date visited | No. Graduates placed | No. Graduates seen |
| 24 June 2021 | 11 | 11 |

The purpose of this visit was to assess the well-being of graduates and to remind them of the importance of good conduct in the workplace.

Seven (7) of the **eleven (11)** graduates were tested for substance use. **Five (5)** out of the **seven (7)** tested positive for COT, but no other substances.

Graduate Feedback

Eleven (11) graduates were placed at the Overstrand Municipality and all were present for the Placement Visit. Graduates have indicated that they have learned many lessons during

| Placement organization: Cape Agulhas Municipality - Bredasdorp | | |
|--|----------------------|--------------------|
| Date visited | No. Graduates placed | No. Graduates seen |
| 24 June 2021 | 3 | 3 |

The purpose of this visit was to assess the well-being of graduates, and to remind them of the importance of good conduct in the workplace.

All **three (3)** graduates were tested for substance use. Out of the **three (3)** graduates, **two (2)** tested positive for COT, but no other substances.

Graduate Feedback

Three (3) graduates were placed at the Cape Agulhas Municipality in Bredasdorp and all were present for the Placement Visit. They have learned about the duties of patrol officers and control room operations within the Law Enforcement. They have learned how to work with people, and how to control their anger. Their volunteering activities included assisting with Law Enforcement duties over the weekend, and also cleaning the local church.

Supervisor Feedback

The supervisor, Mr. Denver Braat advised that he is very satisfied with the interns and that they are highly appreciated. He also commended them on their professionalism in the workplace and that they are much more focused than groups before them. The interns are willing and eager and want to learn. The interns have met his expectations. They are disciplined and motivate one another. They are also responsible and professional. He also added that they definitely add value to the organisation and provide excellent services to the community. He always gets positive feedback from the community members.

| | | |
|--|----|---|
| Policing Area: Alliantis | | |
| Youth Hub Ambassador | | |
| Emma-Jo Arendse | | |
| Number of sessions | 76 | |
| No. of applications received during this quarter | | 3 |
| Comments | | |
| <p>A total of seventy-six (76) sessions took place, which consisted of projects, presentations and meetings with community leaders/organisations, graduates and other youth. The YHA for this area is still doing her weekly radio slot on Radio Alliantis, and she has been working closely with Project 7349 art crew doing murals across Alliantis with positive messaging which include Anti-bullying and/or GBV messaging. There are requests from organisations and residents for their private residential fences. Project 7349 art crew through the YHA, have also assisted other YHAs in their respective community projects during this quarter.</p> | | |

3.6 Youth Hubs: Progress report

For this reporting period, the Youth Hub Ambassador programme focused on monitoring and tracking of graduates which took place in **July 2021**, as well as the recruitment of potential students for the three-months programme. Specific Youth month activities also took place in the respective areas.

| | |
|---------------------|---|
| Supervisor Feedback | <p>The supervisor, Mr. Zingani Tshetu rated the interns seven (7) out of ten (10). He advised that he is experiencing some challenges with interns who fail to report for duty; however, there are interns who have great attitudes and give their 100%. He is pleased how Chrysalis Academy has now structured the skills phase as it is in line with the needs of the placement organisation. The interns however do become frustrated when they do not receive their stipends on time, as they perceive it a salary. The interns add value to the organisation and they are assisting with many functions within the institution. They are also hungry for knowledge.</p> |
| | <p>their internship. These include time management, team work, better communication, and professionalism in the workplace.</p> <p>They have also had the opportunity to learn some basic computer skills. They have learned to keep their workstations neat and tidy, as well as to have a positive attitude. They have also advised that they have learned how to work under pressure during the Covid-19 pandemic. They practice emotional intelligence and patience daily, as well as listening skills as they have to listen carefully to the community. They must also have lots of patience when trying to teach the community members. In addition, anger management skills and respect are also often used.</p> |

| Policing Area: Delft | | |
|-----------------------------|-------------------|---|
| Youth Hub Ambassador | Monolito Williams | |
| Number of sessions | 44 | No. of applications received during this quarter |
| Comments | | 0 |

The Youth Hub Ambassador for Delft was appointed on **1 April 2021**. A total of **forty-four (44)** sessions took place, which consisted of assisting with projects, presentations and meetings with community leaders/organisations, graduates and other youth.

The YHA reported that it is challenging to get support from SAPS and/the Youth Desk, other organisations and community leaders as some officials cannot seem to put their personal agenda aside for the greater good of the young person and/or youth based programmes in the area. There is also the fear of persons who are introducing/ implementing new programmes/projects potentially outperforming existing projects. The YHA did a presentation at the Roosenstal HS on **16 June 2021**.

Current Environment for Delft / Challenges

Like most areas where gang violence is widespread, the notion of territories even applies when it comes to youth who are not in gangs. This means that attending any youth activity, or visiting a family or friend who lives on the opposite side, could result in the young person being harmed by a gang member as a means to "call out" the rival gang. As a result, the YHA finds it difficult to host programmes in certain areas of Delft (where the need is greatest) as these sessions may or may not be attended by youth for fear of being out of his/her "territory". The YHA is however making it his duty to walk and meet graduates and other youth in their residential spaces.

No immediate intervention required

Emma Jo will be attending an art course in order to be trained as an art facilitator. She will also continue to work closely with graduates and non-graduates as well as the organisation called Center for Youth Development & Upliftment.

Environment of Policing Area

The Youth Hub Ambassador reported that surveys have been done by UCT students that have confirmed that Atlantis is in need of employment and other opportunities for youth. The area remains unsafe for all residents, particularly young men / boys regardless of them being affiliated with a gang or not.

The Manager: Community Liaison and Supervisor for the Youth Hub Ambassadors will arrange a meeting with Officials and Community Leaders to explore how some of the challenges can be resolved.

| | | |
|--|---------------|--|
| Policing Area: Esiess River | | |
| Youth Hub Ambassador | Nehemia Jonas | |
| Number of sessions | 33 | |
| No. of applications received during this quarter | 26 | |

Comments
 The Youth Hub Ambassador for Esiess River was appointed on **1 April 2021**. A total of **thirty-three (33)** sessions took place, which consisted of projects, presentations and meetings with community leaders/organisations, graduates and other youth.

Ms. Jonas is working very closely with the Ward Councillor for Leonsdale, Youth Development Practitioners in the area and the Esiess River SAPS. She has been requested to serve as the Volunteer Project Manager for youth programmes/projects for the SAPS Youth Desk. Ms. Jonas has done at least **two (2)** presentations, **one (1)** for Esiess River Youth in Leonsdale and another for youth from Ruyterwacht; which had taken place after a door-to-door drive in Ruyterwacht during Lockdown Level 1.

Furthermore, the YHA arranged transport for **twenty-four (24)** young men to the recruitment for **21 BRAVO**. She also hosted her community project on **26 June 2021**, where she focused on Anti-Bullying messaging and other educational activities.

Environment of Policing Area

As the YHA and resident of Esiess River, Ms. Jonas reported that Esiess River has become even more unpleasant due to an increase in youth using drugs and other dangerous substances. The most prevalent drugs (which is also easily accessible) are Meth and Mandrax which cause psychosis and violent behavior in youth. The general public's safety is constantly infringed by robbers and gangsters daily. According to a SAPS source, there was a decrease in gang related shooting, but on the other hand, a spike in domestic violence related cases.

Ms. Jonas continues to work closely with the Station Commander and regularly reports pickpocketing by young men (who use substances and/or are gangsters) on school going youth on their way to school in the morning and back home in the afternoons. The SAPS officials do respond to these alerts and send out VISPOL to the identified hotspots.

No intervention required.

| | | |
|--|--------------------|--|
| Policing Area: Khayelitsha | | |
| Youth Hub Ambassador | Siphenkosi Shumane | |
| Number of sessions | 20 | No. of applications received during this quarter |
| | | 12 |
| <p>Comments</p> <p>A total of twenty (20) sessions took place, which consisted of projects, presentations and meetings with community leaders/organisations, graduates and other youth. Although Mr. Shumane has not been successful in securing a separate space to host sessions with YH participants, he continues to assist Jam Jam Project, who then makes space available for the YHA to facilitate meetings with graduates and non-graduates on the YH Programme. The Community Project on 24 May 2021, focused on positive messaging through murals in Khayelitsha. Mr. Shumane was assisted by other YHAs with the painting of the mural, and has</p> | | |

A presentation which was arranged by the Ward Councillor was facilitated by the Manager: Community Liaison on the **22 June 2021**. The YHA and Supervisor were in attendance, and assisted with the administration and Covid-19 protocols. Continued support will be given for the success of the YHA programme in Hanover Park.

| | | |
|---|-----------------|--|
| Policing Area: Hanover Park | | |
| Youth Hub Ambassador | Fagan Adendorff | |
| Number of sessions | 14 | No. of applications received during this quarter |
| | | 0 |
| <p>Comments</p> <p>A total of fourteen (14) sessions took place, which consisted of a presentation and meetings with community leaders/organisations, graduates and other youth. The YHA facilitated most contact with graduates by means of WhatsApp. He also attended a youth camp which was facilitated by CoCT for children from Hanover Park from 18 – 20 June 2021.</p> <p>Environment of Policing Area</p> <p>Like most areas where gang violence is widespread, the notion of territories even applies when it comes to youth who are not in gangs. This means that attending any youth activity or visiting a family or friend who lives on the opposite side, could result in the young person being harmed by a gang member as a means to "call out" the rival gang. As a result, the YHA finds it difficult to host programmes in certain areas of Hanover Park as these sessions may or may not be attended by youth for fear of being out of his/her "territory".</p> <p>The YHA is however advised that he remains in contact with graduates via social media.</p> | | |

No intervention required.

| Policing Area: Kraaifontein | | | |
|---|----|--|----|
| Youth Hub Ambassador | | Giovanni Johnson | |
| Number of sessions | 60 | No. of applications received during this quarter | 35 |
| <p>Comments</p> <p>A total of sixty (60) sessions took place, which consisted of projects, presentations and meetings with community leaders/organisations, graduates and other youth.</p> <p>The Youth Hub Ambassador continues his contact with graduates and non-graduates in person and virtually. He also remains in contact with, and participates in programmes hosted by the Kraaifontein Community Forum.</p> <p>Mr. Johnson has during this quarter focused on information sessions on request by both Community Leaders and graduates, and have brought in several application forms from youth who are interested in the programme.</p> <p>The YHA did a presentation which was planned by 20 CHARLIE graduate, Ms. Mariam Walters in Valhalla Park on 16 June 2021.</p> <p>Environment of Policing Area</p> <p>No challenges reported by YHA.</p> | | | |

No intervention required

| | |
|--|--|
| <p>involved youth in the area so that they can have ownership, take care of and take pride in their community resources.</p> <p>Environment of Policing Area</p> <p>Khayelisha remains unpredictable and prone to violence. One moment, the area seems peaceful and the next without warning; regardless of the time, a sudden outburst of gunfire can be heard. Children as young as ten (10) years old are recruited into gangs. The lack of employment opportunities and positive role models are feeding more and more youth into becoming school dropouts, which could potentially lead to gangsterism.</p> | |
|--|--|

| | | | |
|---|----|---|---|
| Policing Area: Mitchell's Plain | | | |
| Youth Hub Ambassador | | Nathan Wildeman | |
| Number of sessions | 13 | No. of applications received during this quarter | 0 |
| Comments | | | |
| <p>The YHA for this area has never had a secure indoor facility since the start of the YHA programme in August 2020 to host session with YH Participants. Sessions and meetings took place in the Westridge, botanical gardens which consisted of fitness sessions. Due to the changing weather conditions in this quarter, many sessions have been cancelled. The YHA Mitchell's Plain WhatsApp group is extremely active where he engages with youth daily. There are currently thirty-three (33) active members on the chat which includes the Manager: presentations and meetings with community leaders/organisations, graduates and other youth.</p> <p>A total of thirteen (13) sessions took place, which consisted of community service activities, presentations and meetings with community leaders/organisations, graduates and other youth.</p> | | | |

No immediate intervention required.

| | | | |
|--|----|---|---|
| Policing Area: Mtunzi | | | |
| Youth Hub Ambassador | | Wiseman Sonyoni | |
| Number of sessions | 12 | No. of applications received during this quarter | 0 |
| Comments | | | |
| <p>Mr. Wiseman Sonyoni has reported that the death rate and car hijacking has increased in Mtunzi between the months of April 2021 and May 2021. The local municipality also failed to deliver sufficient services to the communities which resulted in the increase of garbage and sometimes human waste in the streets, and in play parks. The public servants are however afraid to work in this areas, as they are targeted and intimidated by the local gangs.</p> <p>The YHA is still hosting sessions for YH Participants (graduates and non-graduates) at the Nobantu center and also assists them where he can. On days when the center is not available, the YH activities include community service activities with YH participant, which are attended by both graduates and non-graduates.</p> <p>A total of twelve (12) sessions took place, which consisted of community service activities, presentations and meetings with community leaders/organisations, graduates and other youth.</p> <p>Environment of Policing Area</p> | | | |

No intervention required.

| Policing Area: Nyanga | | | |
|---|----|--|---|
| Youth Hub Ambassador | | Siphelele Falake | |
| Number of sessions | 41 | No. of applications received during this quarter | 0 |
| <p>Comments</p> <p>A total of forty-one (41) sessions took place, which consisted of community service activities, presentations and meetings with community leaders/organisations, graduates and other youth.</p> <p>The YHA continues to do community service projects in Nyanga, and is assisting Phakama soup kitchen with feeding people. The drilling programme at Mkhanyeseli PS has come to an abrupt stop with the recent announcement of the President that the country was moving to lockdown Level 4.</p> <p>Mr. Falake conducted a presentation to Matriculants of Fezeka HS on 25 May 2021.</p> <p>Environment of Policing Area</p> <p>Nothing reported by YHA.</p> | | | |

No intervention required.

| | | | |
|--|--|--|--|
| <p>Environment of Policing Area</p> <p>Nothing reported by YHA.</p> | | | |
| <p>Community liaison and YH Supervisor. Daily motivation, check-in and employment and learning opportunities are posted in the group</p> <p>The YHA also invited Project 7349 art crew to Mitchell's Plain, where collectively with the Atlantis YHA, and Mitchell's Plain YH participants, they painted murals with positive messaging in Mitchell's Plain.</p> <p>A secure venue for the remainder of this calendar year has been sourced where sessions will take place as of 27 July 2021. Contact sessions are however on hold for now, as per adjusted Level 4 lockdown regulations.</p> | | | |

No intervention required.

| Policing Area: Steenberg | | | |
|---|--|----|---|
| Youth Hub Ambassador | | | |
| Ian Van Der Schyff | | | |
| Number of sessions | No. of applications received during this quarter | 51 | 0 |
| Comments | | | |
| <p>A total of fifty-one (51) sessions took place, which consisted of community service activities, presentations and meetings with community leaders/organisations, graduates and other youth. The YHA remains proactive and has arranged arts and craft activities for CA graduates as part of therapeutic care. The YHA continues to liaise with organisations such as New World Foundation and Butterfly Art Project for work with YH participants. Community project on 16 June 2021, included a variety of youth activities such as art. This project was supported by New World Foundation, Butterfly Art Project and Lavender Hills Sports and Recreation. Mr. Van Der Schyff reported that DOCS is considering appointing graduates who are in the HUB onto EPWP. He provided the Department with names of seven (7) graduates and have sent them their résumés and supporting documents on 19 August 2021.</p> <p>Environment of Policing Area</p> <p>Although the YHA witnessed how a young man from Lavender Hill was gunned down by gangsters, he still remains positive, and keep pushing for positive opportunities for the young men and women in his area.</p> | | | |

No intervention required.

| Policing Area: Samora Machel | | | |
|---|--|----|---|
| Youth Hub Ambassador | | | |
| Unathi Dikani | | | |
| Number of sessions | No. of applications received during this quarter | 26 | 0 |
| Comments | | | |
| <p>A total of twenty-six (26) sessions took place, which consisted of community service activities, presentations and meetings with community leaders/organisations, graduates and other youth. The YHA continues to meet graduates and non-graduates who are part of the Hub at the Tsonga Centre during this quarter. The YHA has participated in the GERI workshop at the CA during this quarter, and also held her community project on 16 June 2021, focusing on Gender Based Violence and Bullying.</p> <p>Environment of Policing Area</p> <p>The YHA reported that teenage pregnancies and substance use are on the rise in Samora Machel.</p> | | | |

| No. | Graduate Name and Surname | Course | Area |
|-----|-------------------------------|------------|-------------|
| 1 | Simon Cweni | 01 DELTA | Nyanga |
| 2 | Sesethu Soko | 17 CHARLIE | Mtleni |
| 3 | Thornton-Lee Emile Damons | 18 ALPHA | Lotus River |
| 4 | Adrian Van Wyk | 11 ALPHA | Wolseley |
| 5 | Cynthia Jeanetta Filippes | 06 CHARLIE | Worcester |
| 6 | Mphuthumi Mcaaciso | 12 CHARLIE | Phillipi |
| 7 | Lovedelia Andisive Swaartbooi | 14 BRAVO | Langa |
| 8 | Vernon Geswind | 19 CHARLIE | Francshoek |
| 9 | Wandile Kayingana | 15 CHARLIE | Nyanga |
| 10 | Zonika Wishire | 19 BRAVO | Hermanus |
| 11 | Thuliswa Mhlokaza | 16 BRAVO | Strand |
| 12 | Stephan Junior Prinsloo | 16 CHARLIE | Mossel Bay |
| 13 | Onesimo Spani | 14 BRAVO | Fish Hoek |

Thirteen (13) graduates participated in the Peace Officer Skills Phase Training. The training has been suspended due to the lockdown Level 4 restrictions. All graduates listed hereunder will be given the opportunity to continue with the course to complete their qualification.

Graduates

The Mou between the City of Cape Town's Metro Police Academy and the Chrysalis Academy was finalized in **May 2021** for this calendar year. **Sixteen (16) 21 ALPHA** students are currently registered for the Peace Officer training course. The training was suspended at the start of **Week eight (8)** due to the Lockdown Level 4 restrictions as all City of Cape Town training centres closed. This course will be concluded once further direction is received from the Metro Police Academy. It is hoped that **21 ALPHA** students would conclude this training alongside **21 BRAVO** students in October-November this year.

Students

3.8 Peace Officer Training

Nothing new to report in this quarter.

3.7 Learner Management System update

On **25 June 2021, eight (8)** Youth Hub Ambassadors attended a bicycle Maintenance training sessions which was facilitated by the **Pedal Power Association**. The CA provided each Youth Hub Ambassador with a bicycle and safety gear for more mobility in and around their Youth Hub Area. Furthermore, Youth Hub Ambassadors have also participated in two-day Peer Counselling workshop over a two-day period on the **16 and 17 August 2021**. This workshop was facilitated by the **Hope House Counselling Centre**

3.9 Graduate Training Programme

High Angle Training

A total of **eight (8)** graduates participated in the High Angle Training. **Seven (7)** have successfully completed the training and **one (1)** **19 CHARLIE** graduate, Mr. Danton Karollis, was afforded the opportunity to complete his training on **24 and 25 June 2021**, as he needed to leave the training early due to a family emergency.

| No. | Graduate Name and Surname | Course | Area |
|-----|---------------------------|--------|------------------|
| 1 | Johannes Truter | 19C | Bergriver |
| 2 | Donovan Scholtz | 20A | Bergriver |
| 3 | Greyden George | 18A | Bergriver |
| 4 | Jason Damples | 19A | Veldrift |
| 5 | Kenneth Frans | 19C | Mossel Bay |
| 6 | Keanau Gerhadus | 19C | Mossel Bay |
| 7 | Ferdinand Daniels | 02A | Groot Brak River |
| 8 | Danton Karollis | 19C | Grassy Park |

CV Writing and Entrepreneurship Workshop

Twelve (12) people participated in the CV Writing and entrepreneurship training facilitated by the HR Intern, Ms. Lesley Bentham.

| No. | Name and Surname | Course | Area |
|-----|---------------------|---|---------------|
| 1 | Shie Malili | 13 BRAVO | Samora Machel |
| 2 | Zubenathi Kornelius | 19 CHARLIE | Khayelitsha |
| 3 | Wandle Solomons | Undisclosed and not on the LMS. He may be a graduate from before 2011 | Gugulethu |
| 4 | Stifanie Solomons | 20 CHARLIE | Westlake |
| 5 | Buswana Lindani | 18 BRAVO | Phillippi |
| 6 | Bongi Nenzani | 13 BRAVO | Samora Machel |
| 7 | Donay Alfreds | 19 BRAVO | Seawinds |

| | | | |
|----|--------------------|------------|-----------------|
| 8 | Siphenkosi Shumane | 15 ALPHA | Khayelitsha |
| 9 | Emma-Jo Arendse | 12 ALPHA | Atlantis |
| 10 | Monolito Williams | 12 CHARLIE | Delft |
| 11 | Nehemia Jonas | 16 BRAVO | Eisies River |
| 12 | Nathan Wildeman | 12 CHARLIE | Mitchells Plain |

Learning and growth opportunities sourced for graduates after the 12-month internship

Listed hereunder are opportunities which graduates have been informed of and could apply for.

| No | Description | Partnership / Opportunity through | Comment |
|----|--|-----------------------------------|---|
| 1. | Summit Developing Peak Performance Learning opportunity: Bakery (Shoprite / Checkers) | DEDAT | Five (5) graduates have been appointed onto the 1 year learnerships with the possibility of permanent employment. <ul style="list-style-type: none"> Lwandile Boloti – 18 ALPHA Emmanuel Mdingi – 18 ALPHA Khanyisa Pele – 18 CHARLIE Luvo Bokwana – 15 CHARLIE Bonisle Zicini – 18 ALPHA |
| 2. | 1 Year administrative internship opportunity This internship requires that interns capture and update case files of | DSD | Details of graduates who have completed the Office Administration & Computer Literacy training have been sent to the relevant DSD Officials. At the time of this report, the TPA has not been finalized and no one has been appointed. The Manager: Community Liaison will continue to follow up. |
| 3. | Cape Town Environmental Education Trust (CEET) River Ambassador Learning available for young people who are interested in completing a Further Education and | CEET | At the time of receipt of the advertisement and the application form: which was a week before the closing date, students for 21 ALPHA was on outdoor and extension for applications could unfortunately not be granted. Graduates however did not show any interests and/or the closing date was too tight |

Due to the Covid-19 pandemic, special attention was given to thorough screening of all forms to ascertain whether the basic application criteria were met, and if the applicant has comorbidities. All precautionary measures were put in place to prevent the spread of the virus during the recruitment process. **Six hundred and thirty (630)** young men went through the recruitment process over the **three (3)** days.

Recruitment for **21 BRAVO** was scheduled over a **three (3)**-day period from **1-8 June 2021**. The Community Liaison Department invited **eight hundred and ninety (890)** applicants who have applied from **October 2020** until **May 2021**.

3.11 Recruitment for 21 BRAVO

Similar exploratory discussions took place with Mhanti Gingi that strives to provide innovative agricultural and business solutions that are sustainable and profitable and contribute towards alleviating poverty within local communities. This culminated in a meeting at the Academy on **3 August 2021** during which possible areas of collaboration were discussed. A site visit to the Saartjie Baartman centre, where Mhanti Gingi is operating from was held on **24 August 2021**.

The Academy is in the planning stages of identifying possible social entrepreneurship projects and have embarked on several "fact finding missions" to gather information on those projects which might be viable and sustainable on the long run. Certain members of management for instance visited the Yes4outh project in Vredenburg where they have implemented projects like hydroponics, barista training linked with a coffee shop, chef training linked to an operational restaurant, drone pilot training and manufacturing of sanitary pads. The latter project was further explored with the NGO, Blossom Care Solution who is involved with this project. Management is reconsidering this option given the large capital investment involved. Subsequently a meeting was held with the innovation hub of the Westlake TVET College to find out about their new developments in terms of entrepreneurship training.

3.10 Social Entrepreneurship

| | | |
|--|---|---|
| | <p>Training Certificate: Nature Conservation: Natural Resource Guardianship Terrestrial at NQF Level 4 and is willing to partake in outdoor practical work in nature.</p> | <p>The Manager Community Liaison together with Graduate Placement Officer and EPWP Administrative Clerk met with Toshca-Lee Gilliland via Microsoft Teams on 13 July 2021 to discuss future opportunities and how students/graduates can benefit. A request will also be made to inform CA of opportunities well ahead of the closing date.</p> |
|--|---|---|

The medical health screening and fitness assessment of candidates was facilitated by **ASK Training and Development** and **SISSA**. The screenshot hereunder provides a detailed summary of the data recorded during the health assessment.

Day 1: (165 candidates)

| Description | Number of students | Percentage |
|--|--------------------|------------|
| Number of candidates that uses drugs | 17 | 9% |
| Number of candidates that are smokers | 75 | 41% |
| Number of candidates that suffered a broken bone injury or ligament damage | 19 | 10% |
| Number of candidates that suffer from Asthma | 2 | 1% |
| Number of candidates that uses alcohol | 91 | 49% |
| Serious injury either gunshot or stab wound | 16 | 9% |
| Number of candidates with allergies | 4 | 2% |
| Number of candidates with HIV | 1 | 0.5% |
| Number of candidates with Diabetes | 1 | 0.5% |

Day 2: (205 candidates)

| Description | Number of students | Percentage |
|--|--------------------|------------|
| Number of candidates that uses drugs | 12 | 6% |
| Number of candidates that are smokers | 71 | 35% |
| Number of candidates that suffered a broken bone injury or ligament damage | 28 | 14% |
| Number of candidates that suffer from Asthma | 4 | 2% |
| Number of candidates that uses alcohol | 81 | 40% |
| Serious injury either gunshot or stab wound | 14 | 7% |
| Number of candidates with allergies | 8 | 4% |

Day 3: (240 candidates)

| Description | Number of students | Percentage |
|--|--------------------|------------|
| Number of candidates that uses drugs | 33 | 14% |
| Number of candidates that are smokers | 103 | 42% |
| Number of candidates that suffered a broken bone injury or ligament damage | 26 | 11% |
| Number of candidates that suffer from Asthma | 6 | 3% |
| Number of candidates that uses alcohol | 127 | 53% |
| Serious injury either gunshot or stab wound | 18 | 8% |
| Number of candidates with allergies | 12 | 5% |
| Number of candidates with Epilepsy | 3 | 1% |

3.12 Graduates referred for psychosocial support

Mr. Clinton Smith, a **20 ALPHA** graduate requested counselling and was referred to the Life Coach and Social Worker on **12 May 2020**. Mr. Smith did not disclose the nature of his counselling request. No other graduates were referred for counselling during this quarter.

3.13 Hotspot strategy

All contracts of graduates allocated to the Hotspot Project based in Khayelitsha came to an end on **1 April 2021**. Despite several attempts to get information from colleagues at the Department of Community Safety, none of the officials the Graduate Placement Officer has been referred to have been able to advise if the project was discontinued or if any Chrysalis Academy graduates have been deployed again. This matter is still being pursued.

4. Overview of the organizational environment

4.1 Vacancies, filling of posts and contract extensions

CEO's Office
 Finance & Admin
 Training & Development
 Community Liaison
 Western Cape Safety Plan

| | Male | Female | Totals |
|----------|------|--------|--------|
| White | 2 | 4 | 4 |
| Coloured | 11 | 2 | 19 |
| African | 2 | 1 | 7 |
| White | 1 | 2 | 3 |
| Coloured | 3 | 1 | 4 |
| African | 1 | 1 | 2 |
| Coloured | 16 | 17 | 47 |
| White | 2 | 4 | 4 |
| Totals | 47 | 47 | 47 |



During the period under review, the Academy received **four (4)** resignation letters from a Laundry Assistant, Maintenance Assistant, Senior Instructor and a Junior Instructor. In addition, **two (2)** employment contracts concluded and **six (6)** employment contracts were extended during the period.

The following vacancies were advertised:

1. Admin Clerk Maternity post (was filled in **June 2021**)
2. Laundry Assistant (Interviews in **August 2021**)
3. Maintenance Assistant (Interviews **August 2021**)
4. Admin Officer (Interviews in **August 2021**)
5. Senior and Junior Instructor (Interviews in **August 2021**)
6. Life Coach / Counsellor (Shortlisting currently in progress)

Youth Hub Ambassadors

Number of positions filled: **10** (9 Youth Hub Ambassadors and 1 Supervisor)
 Number of vacancies: **2**

| Male | | Female | | | Total |
|----------|---|----------|---|---|-------|
| White | 0 | Coloured | 5 | 2 | 0 |
| African | 2 | White | 0 | 2 | 0 |
| Coloured | 5 | Coloured | 2 | 1 | 10 |
| African | 2 | African | 1 | | |

During the period under review, **two (2)** Youth Hub Ambassadors' contracts concluded. Both positions were advertised with a closing date of **25 August 2021**.

4.2 Staff Training/Policies/Performance assessments

All policies were updated and implemented as of **01 April 2021**. In addition, the Academy drafted **(two) 2** new policies, namely, POPI Policy and a Waste management plan. In terms of compliance with the POPIA Act, the CEO was appointed as the Information Officer and the HR Practitioner and the Community Liaison Manager were appointed as Deputy Information Officers to deal with staff/interns and student information respectively.

During the period under review, the following staff development training interventions were held:

| Date | Training | Service Provider | Number of Staff & Interns |
|--------------------------|---------------------------------|--------------------------------------|---------------------------|
| 17/04/2021 to 22/05/2021 | GERI | GenderWorks | 3 |
| 07/05/2021 | Soundbath Workshop | Kensho Makyo | 55 |
| 14/05/2021 | Brushcutter Training | Global Learning Services | 4 |
| 21/05/2021 | Chainsaw Training | Global Learning Services | 5 |
| 17/06/2021 | Paintball Marker Training | NCC Environmental Services | 10 |
| 23/06/2021 to 17/07/2021 | Youth Development Module 2&3 | Ask Training & Development | 6 |
| 29/06/2021 to 02/07/2021 | Mental Health First Aid | Zeal Health | 16 |
| 15/06/2021 | POPIA Media Works Webinar | Media Works | 2 |
| 14/06/2021 to 22/06/2021 | Youth Development Module 1 | African Skye | 6 |
| 30/07/2021 to 28/08/2021 | Module 1: Personal TRE Process | Scholarship received from Global TRE | 1 |
| 06/08/2021 | Writing for Publishing Workshop | Prof Chetty (UWC) | 5 |
| 16/08/2021 to 17/08/2021 | Wildland Fire Fighting | Emcare Training | 8 |
| 16/08/2021 to 17/08/2021 | Peer Counselling | Hope House | 16 |

As previously reported, the contractor responsible for the road construction to the outdoor camp damaged the main water line three times. This happened another three times leaving the Academy without any water. In addition, the electrical cable leading to the outdoor camp was also damaged on more than two occasions. These challenges were eventually sorted out and it can be reported that the paving of the road commenced in all earnest. The project was completed before end **July 2021**. Given the above stated construction the Academy was not able to make use of the outdoor camp during its outdoor phase. Fortunately, **21 BRAVO** will be able to make use of the outdoor camp in **September 2021**.

4.5 Outdoor camp

On **10 June 2021**, the Academy celebrated the Academy's 21st anniversary. It was commemorated in a fun filled student and staff team building exercises, which was followed by an acknowledgement ceremony.

4.4 Staff team building initiatives

There were no new partnerships that the Academy entered into during the period under review, except for a new collaboration with the Yes4youth NGO from Vredenburg who expressed an interest in the leadership skills training that the Academy offers. This potential partnership is still in its infant stages and will be formalized in an agreement once all the expectations of both parties have been clarified. The CEO and Head of Training and Development have been working with Clear Mind International and independent consultant, Dr S. Isaacs for a period of over two years to finalise a plan and fundraise in order to train Yoga teachers under the umbrella of the Awesome project. Agreements will be formalized soon.

The Head of Training and Development and the Social Worker presented on the Academy's approach to trauma counselling to DSD's Youth Cafe Network Meeting. The presentation took place virtually on **13 August 2021** and was well-received by meeting attendees.

4.3 SLA's/new partnerships

| Session | Number of staff/Interns | Number of sessions |
|----------------------|-------------------------|--------------------|
| Counselling Sessions | 4 | 4 |
| TRE Session | 1 | 2 |

Counselling sessions held with staff members and interns:

4.6 Accreditation

The verification of results of the first cohort of students of the National Certificate in Youth Development did not take place in **April 2021** as initially expected. We are awaiting the date of the onsite visit and verification. The SETA has assured the Academy that due to the Lockdown and the backlog in the verification process, the Academy would not be disadvantaged in terms of their accreditation status.

4.7 WOW report

Student Wellness programme:

Due to Covid-19, the Academy had to adjust its Fitness Programme.

- Groups were not bigger than 34 students. This allowed for the required physical distancing of 1.5m.
- All students were required to wear facial buffs as this made breathing easier during fitness.
- All students were issued with fitness mats to do ground or floor exercises. They remained with them and students were required to sanitise their mats before and after use.
- No heavy running exercises for the morning fitness routine took place, to prevent phlegm building up in the chest and lung area, thereby reducing coughing.

During the first week of the course students completed a baseline assessment to assess their levels of fitness. This information was used to split the learners into three fitness categories of Foundation, Intermediate and Advance fitness groups.

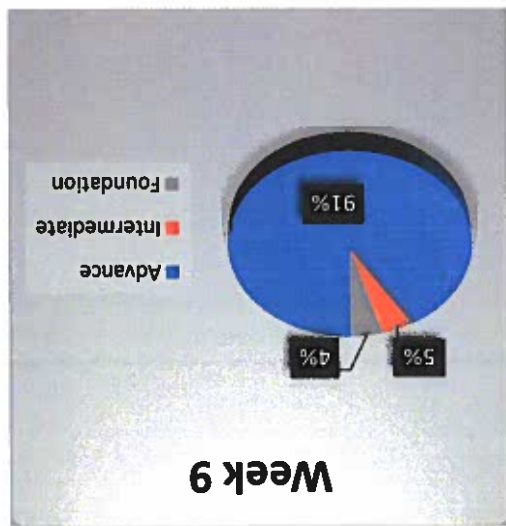
The morning routine consisted out of **four (4)** stations:

- Floor exercises, Speed training on an incline, Strength training and Rope skipping. The afternoon rotation included hiking, cardio and high intensity exercises. The morning routine consisted out of four stations: Floor exercises, Speed training on an incline, Strength training and Rope skipping. While the afternoon rotation included hiking, cardio and high intensity exercises. While doing the afternoon hikes students could relate to the environmental classes they attended as they took in breath-taking moments in the mountains.
- Yoga was also introduced during the Orientation Phase and International Day of Yoga was celebrated on **21 June 2021** by all students who participated in an outdoor yoga practice.

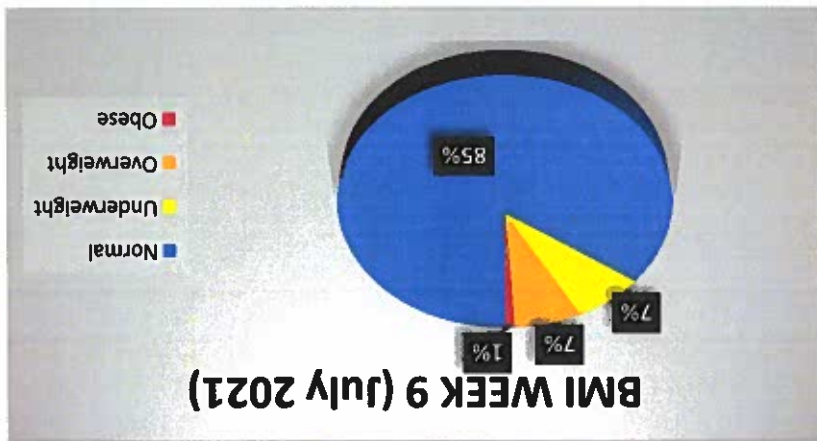
After students returned from the Outdoor Phase training, an improvement in the fitness level of students was noted. The fitness program assisted the students to prepare for their Outdoor program.

Fitness sessions were adjusted during the rain and indoor venues was used to continue fitness. Every week the students had to partake in a fitness assessment to monitor their progress as they advanced into the next level fitness groups.

The graphs below show how students' fitness levels improved over the weeks:



It is evident in the recorded data how the development of the students' physical wellbeing and strength is progressing as a result of the fitness program. The next set of graphs show the students Mass Body Index indicate how students' weight management has improved from the day of their recruitment interviews until Week 9 of the course. There was no further data recorded after this week due to the restrictions of level 4 lockdown. Even though there was no formal fitness during the last week, the students still exercised on their own to keep up their fitness.



Currently there are **four (4)** Intern Fitness coaches in the team. Three of them are part of the Academy's intern programme while the other one falls under DoCS. Ms Qangiyeza who has been trained by ETA College as well as Sport Science Institute of South Africa, used her skills to add improvements to the fitness program. All the coaches are currently training in the National Certificate in Youth Development. They have also completed training in First Aid level 1 and Fire Fighting. One of the coaches will be leaving the team as he has found fulltime employment as a Wildland Fire Fighter.

4.8. General upgrading/upkeep of facilities/special projects

Some of the lecture rooms at the Academic Block received a coat of paint and blinds were also installed.

The Academy suffered a lot of baboon damage. This ranged from breaking off CCTV cameras and cables, damaging roof sheeting and even ceiling boards of different buildings, ripping fibre cables to shreds, etc.

In addition, the Protea Hostel's recreational room was damaged in a recent storm with the result that roof sheets either blew off or were damaged. This was repaired by an external contractor due to the extent of the damage.

The quality of the road leading to the Academic Block has also deteriorated to such an extent that it has become an occupational hazard which could have easily caused someone to sustain an injury. It was therefore decided to appoint a contractor to fix this road. The appointed contractor commenced with the resurfacing project on Wednesday, **30 June 2021**, but due to inclement weather only managed to finish the project at the beginning of **August 2021**.

4.9 Special projects with other youth development organisations/partners

SAEP

The NPO, SAEP (South African Education Programme) approached the Academy to support **three (3)** of their staff members (all women) who were hijacked in Phillipi East in early May. Their work vehicle was stolen and they were left at the side of the road during peak hour traffic. Fortunately, they were able to get support from an ECD centre close by. They requested TRE which was offered over **three (3)** weeks and one-to-one TRE was offered to each of them as a follow-up. At the start of the third session, all **three (3)** participants reported that their overall well-being had improved in terms of sleep, flashbacks, management of anger and rage and general workplace functioning. The staff member who drove the vehicle at the time of the hijacking, reported that she was able to step back into the vehicle during that week and drive the work vehicle for the first time on the day of the 3rd TRE session. This can be attributed to other factors as well, but the **three (3)** staff members attributed their general improved sense of well-being to TRE. It is hoped that all **three (3)** of them will continue to practice TRE as a self-care tool. SAEP would like the Academy to offer TRE to the entire team of staff, starting with the

| No | Name | Surname | Course | Area |
|----|-----------|-----------|------------|--------------|
| 1 | Thuliswa | Mhaza | 16 BRAVO | Strand |
| 2 | Sikhule | Ndongeni | 18 ALPHA | Khayelitsha |
| 3 | Bonga | Tase | 18 CHARLIE | Phillippi |
| 4 | Banathi | Mzamane | 19 BRAVO | Khayelitsha |
| 5 | Zimkhitha | Ngetelo | 19 BRAVO | Phillippi |
| 6 | Mfaniso | Twayisa | 19 CHARLIE | Robertson |
| 7 | Gaydon | Ludeke | 19 CHARLIE | Villiersdorp |
| 8 | Junaid | Williams | 20 ALPHA | Bishop Lavis |
| 9 | Lionel | Zembi | 20 BRAVO | Swellendam |
| 10 | Dylan | Adams | 20 BRAVO | Oudtshoorn |
| 11 | Metrick | Olliphant | 20 BRAVO | Caledon |
| 12 | Sihle | Nconjana | 20 BRAVO | Khayelitsha |
| 13 | Someleza | Sikali | 20 BRAVO | Nyanga |

These were the newly recruited Junior Instructor in Training candidates:

Training was facilitated by the Acting Training Operations Manager, Mr Gibson Jannecke and Co-facilitated by Senior Instructors and Team Leader Mr Fazley Vermeulen.

The 21 ALPHA JIT programme was offered to new JIT recruits as well as JITS recruited in 2020, and only partially trained due to time constraints. The training focussed on the Academy's holistic approach to Youth Development, the CA mission, vision and core values as well as the three-month student programme. A Leadership workshop was facilitated by an external facilitator (Mr Earl Mentor). The specific focus for this training was to equip participants with the necessary leadership skills and knowledge unique and specific to the work they would be required to do as Youth leaders. Other modules focused on the roles and responsibilities of an instructor in the work place, the explanation of the command chain within the CA Management structures, the student character code and parade and drill protocols. Training further included a fitness programme and a one-on-one interview with new recruits and overall feedback of the individual's performance during the training period.

4.10 Junior-Instructor-in Training

The CEO and Head of Training and Development formed part of the 3-day Online GERI Workshop for UWC students. They played the roles of Facilitator and Tech Facilitator. It was good to work with university students and interesting to see how universal gender-woundedness and the need for gender healing is. The Academy is committed to working with broader youth groups using the GER methodology.

Gender Equity and Reconciliation Training

fieldwork team. An appropriate way of structuring this offering given the Lockdown Level 4 regulations will be designed.

| No. | Name | Surname | Position |
|-----|-------------|-----------|-------------------------------|
| 1 | Gisbon | Jannecke | Acting: Training Ops. Manager |
| 2 | Abongile | Memke | Instructor |
| 3 | Anga | Kom | Instructor |
| 4 | Phiwokhule | Situba | Instructor |
| 5 | Wendy | Gangiyeza | Sports Coach |
| 6 | Nastassja | Stuurman | Junior Instructor |
| 7 | AJ | September | Sports Coach |
| 8 | Mandulell | Bakubaku | Junior Instructor |
| 9 | Siphamandla | Poto | Junior Instructor |
| 10 | Gaydon | Koopman | Sports Coach |
| 11 | Lionel | Zembi | Sports Coach |
| 12 | Mfanelo | Twayisa | Instructor |
| 13 | Sikhulule | Ndongeni | Instructor |
| 14 | Melrick | Olophant | Instructor |
| 15 | Junda | Williams | Instructor |

For the period of **April to July**, the following members of the Instructors and Sports coaching team started their studies towards the National Diploma in Youth Development provided by Chrysalis Academy.

| No. | Name | Surname | Course | Area |
|-----|------------|-----------|----------|-------------|
| 1 | Anga | Kom | 19 BRAVO | Phillippi |
| 2 | Phiwokhule | Situba | 19 BRAVO | Mfuleni |
| 3 | Nicole | Pietersen | 19 BRAVO | Strand |
| 4 | Nastassja | Stuurman | 19 DLP | Erste River |

The following Junior Instructors in Training and Junior Instructors participated in the April extended Training Programme:

1. Melrick Olophant.
2. Sikhulule Ndongeni.
3. Junda Williams.
4. Mfanelo Twayisa.

Successful candidates who moved on to join the Chrysalis Academy Instructors-core were: identified and selected four successful candidates who reported back at the Academy for duty on **03 May 2021**, in preparation for the **21 ALPHA** course.

The standard Chrysalis Academy selection process concluded on **Monday 19 April 2021** and

- 4x office chairs still outstanding for both Mr Piet and Ms Leukes's offices
- On campus signage for House Ndlovu and Elephant's Rest already in process for completion before month end.
- Other items are structural and in process e.g. panels of entry doors to be changed

Outstanding items include

Most of the items required to set up the office space has been received and the office is now operational. Outstanding items are very few.

4.1.1.3 Preparation of Office Space for Project Manager and Project Administrator

Please see par 4.5 above.

4.1.1.2 Construction of Road to Outdoor camp

The construction of the tented camp is near completion, with only the sewerage system to be finalised. Unfortunately, due to heavy rains the Academy suffered damage to certain paved areas which had to be fixed again.

4.1.1.1 Construction of Tented Camps

4.11 Western Cape Safety Plan

Please see attached 21 BRAVO training programme.

The training was led by the Acting Training Operations Manager, Mr Gibson Jannecke.

This training period largely focussed on preparing the team for crisis management and ensuring that everyone has an understanding of holistic development. Apart from the administration and preparation towards 21 BRAVO, a Wildland fire fighter training course was facilitated by an external facilitator (EMCARE Training Academy), High Angle and Rope Access L-1 training was facilitated by High Angle Training and lastly Peer Counselling Training was facilitated by the Hope House Counselling Centre. Other training workshops focused on the roles and responsibilities of an instructor in the workplace, the explanation of the command chain within the CA Management structures, the student character code, and parade and drill protocols. Training further included a fitness programme and a one-on-one interview and overall feedback of the individual's performance during the training period.

The 21 ALPHA course ended on 15 July and the instructor team went on leave. The training programme for 21 BRAVO commenced on 10 August 2021.

4.11.4 Youth Safety Ambassador Programme (Pilot)

4.11.4.1 Follow up Counseling

After having reviewed the YSAP pilot project with specific regard to the counselling component, counsellors indicated the need for further counselling of some YSAP pilot graduates. Based on this feedback and in line with our ethical obligations regarding termination, it was decided that each counsellor continues counselling those who are willing and who most require ongoing support.

Follow up counselling was done online and/or offline based on what suited the graduates' needs and accessibility. Due to Covid-19 safety regulations, sessions were all completed online or via WhatsApp call.

Counselling sessions run in cycles. **One (1)** cycle amounts to **four (4)** sessions. A maximum of four sessions per individual followed by a review was recommended.

Follow up sessions commenced on **1st of June 2021 and are still ongoing.**

Eleven (11) out of the **twenty-four (24)** graduates who received counselling were identified by counsellors for follow up. Counsellors checked in with all of the eleven graduates. Not all of those identified agreed to ongoing counselling as it was voluntary. **Six (6)** out of the **eleven (11)** graduates identified agreed to follow up sessions.

| | | | | | | | | | | | |
|----|--|----|--|---|---------------------------------|---|------------------------------|---|---------------------------------|---|-------------------|
| 24 | Received counselling during YSAP Pilot | 11 | Received follow up / check in (post pilot) | 6 | Agreed to follow up counselling | 1 | No longer attending sessions | 2 | Currently receiving counselling | 2 | 1 Cycle Concluded |
|----|--|----|--|---|---------------------------------|---|------------------------------|---|---------------------------------|---|-------------------|

Practical Challenges

Due to the challenges brought about by the third wave both contact, as well as virtual counselling have been adversely affected in the following ways:

- Minimization of contact and physical meetings.
- Graduates not having the environment in which to have a confidential conversation telephonically.
- Unequal access to Wi-Fi for virtual meetings.
- Insufficient data for virtual meetings.

Those who are currently receiving follow up sessions are benefiting from them immensely. Counsellors submit a brief summary report monthly. Two graduates have completed one cycle and will be concluded with termination at the **end of August**. Another **two (2)** graduates will continue with counselling at the Academy which is aimed to resume in September.

The Academy's staff, students and visitors continued to adhere to the normal Covid-19 protocols. However, subsequent to the President's announcement on 27 June 2021 that the country will be moving to a Level 4 lockdown situation due to the increased threat of the Covid-19 Delta-variant, management reassessed the current situation with its students in its 7th week of the residential programme. It was decided to continue with the CA programme given that the Academy has become an isolation site in a sense, despite the announcements that schools will have to close earlier for the school holidays on Friday, 2 July 2021. Measures were put in place to limit contact from external parties, which involved external facilitators to finish tuition classes on **Friday, 2 July 2021**, non-residential staff to work according to a rotational programme and all catering staff to remain on campus at all times up to **11 July 2021**. It can be reported that since mid-July 2021 Extended Management had weekly meetings to assess

4.13 Implementation of Lockdown Regulations and COVID-19 Management at the Academy

Nothing to report on this item.

4.12 Porter Estate: Additional land under the Management of the CA

The proposed date for the start of the programme is the **13th of September** but will be confirmed once the programme has been approved for implementation. In addition to the YSAP programme, the Ministry of Community Safety has requested a women's camp at the Academy towards the **end of August 2021**. Preparations are underway and full details will be contained in the next report. Some of the participants will be Youth Safety Ambassadors.

- The draft project plan included a Gantt chart highlighting the various phases broken down per area and week, an area breakdown for both urban areas and rural areas highlighting the suggested areas for training.
 - Municipal venues for rural areas still to be confirmed, but alternative venues are being looked at.
 - Further guidance will be given on the suggested curriculum for finalisation of facilitation, detailed programme and implementation as content needs to be prioritised based on the available time left.
 - Submissions, additional material and stationary request will be done once final dates are confirmed.
 - Registers for daily Covid-19 screening have already been completed and only requires the details of the participant for the various area groups.
- Preparation for the 1000 youth safety ambassadors is well on the way. A draft project plan was sent to senior members at the Department of Community Safety for final inputs and approval of the programme.

4.11.4.2 Preparation for the leadership and resilience building for the 1000 Safety Youth Ambassadors

- 6.1 Mr. Graham Abrahams from SABC Supersport donated 300 litres of sanitizers with the estimated value of **R11 154.00** and 1000 face masks to the value of **R21 740.00**
- 6.2 Mr. Markus Arnold donated **R1000.00** towards the student programme Tsebo Solutions (Fedics) donated 200 cupcakes to the value of **R3850.00** towards the CA's 21st birthday celebrations
- 6.4 A donation of books from a resident in Constantia valued at about **R7500.00**

6. Fundraising and donations

May 2021.

Cash at hand as at **30 August 2021** amounted to **R5,077,379**. This cash balance is mainly the result of a transfer payment of **R5 million** from the Department of Community Safety during

Notes 1: These are preliminary figures as certain accounts are still outstanding at time of reporting.

| SUMMARY OF FINANCIALS | | PERIOD: 1 APRIL 2021 - 31 AUGUST 2021 |
|--|--------------------|---------------------------------------|
| Total Income | R 10 306 541 | 1 |
| Less: Direct costs | R 1 352 201 | |
| Gross Surplus | R 8 954 340 | |
| Day to day expenses: | | |
| Apr-21 | R 1 000 618 | |
| May-21 | R 1 686 058 | |
| Jun-21 | R 1 629 450 | |
| Jul-21 | R 1 329 646 | |
| Aug-21 | R 714 310 | 1 |
| Total expenses | R 6 360 082 | |
| Surplus/deficit (excluding accruals, capex) | R 2 594 258 | |
| YTD Capital expenditure | R 420 272 | |
| Net surplus/deficit (after capex) | R 2 173 986 | |

5. Summary of Financials: 1 April 2021-31 August 2021

To date **2181**views took place on the Resource Hub.

4.14 Resource Hub Usage

and monitor the Covid-19 situation in the Western Cape and devise a plan of action for the following week. Staff is constantly kept abreast of any developments.

Note 1: The figures for August 2021 are estimates as the month has not finally been closed off.

| NET INCOME FROM RENTING/ HIRING OUT FACILITIES | | | |
|--|------------------|------------------|------------------|
| MONTHS | GROUPS/ CAMPS | TENANTS | TOTAL |
| Apr-21 | R 538 | R 46 607 | R 47 145 |
| May-21 | R 20 140 | R 46 607 | R 113 892 |
| Jun-21 | R 66 326 | R 46 607 | R 226 825 |
| Jul-21 | R 70 209 | R 46 607 | R 343 641 |
| Aug-21 | R 59 513 | R 50 955 | R 110 468 |
| TOTAL | R 216 726 | R 237 383 | R 454 109 |
| | | | YTD |

For comparative purposes it does not make sense to compare income generated from facilities hire to that of 2020/21 as the Academy did not make available its facilities due to Covid-19 lockdown during the period under review. Therefore, as depicted in the table below, for the first **five (5)** months of the financial year the Academy only managed to generate income from renting/hiring its facilities of **R454k** compared to the **2019/20** financial year when **R917k** was generated. It is estimated that this 50% decrease is due to a lower demand from organisations for facilities for groups/ camps due to the COVID-19 lockdown.

8. Hiring of facilities (and income generated)

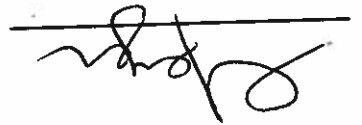
An interesting new partnership that has been developed is with Dr. Malik Vazi and Zeal Health Innovations who delivered the CA's First Mental Health First Aid course from **29 June – 2 July 2021**. It is anticipated that the partnership will yield positive results for both organisations. The CA's Facebook continues to attract many followers. The CA's Annual Report was finalized in **August 2021**. A new partnership that has also been initiated is with DP Marais hospital that will be the site to accommodate 21 BRAVO students who wish to be vaccinated.

7. Marketing, Communication and new partnerships

- 6.5 A donation of Yoga manuals, books, CD's and Nefti pots from SevalUnité valued at approximately, **R35 000.00** (as it includes the intellectual capital which is hard to put a value on)
- 6.6 Ms Desiree English extended a scholarship to the Academy for TRE Provider training to the value of **R96 000.00**.
- 6.7 Peddle Power Association provided bicycle maintenance training to the **eight (8)** Youth Hub Ambassadors to the value of **R 2000.00**

Despite the restrictions posed under Lockdown Regulations, CA staff continue to deliver a high quality service to students and staff. We remain humbled by the keen interest shown by young people to don the Chrysalis Academy logo, and staff and Trustees remain committed to deliver a programme of excellence. We are deeply grateful for the funding received by the Western Cape Departments of Community Safety and Social Development, without whose support we would not be able to perform our function.

9. Conclusion



**Dr Lucille Meyer
Chief Executive Officer**

Date: 30 August 2021