

20 CHARLIE students conquering the "climbing wall"



**Final Quarterly Report
Department of Community Safety
5 February 2021 – 30 April 2021**



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Registers (distributed separately)

- 20 CHARLIE Skills Phase Registers
- 20 CHARLIE Graduation Register
- Youth Safety Ambassador Training Program (YSAP) Registers

1. Chief Executive Officer's overview

This report is the **fourth** and **final** report for the financial year, **2020/2021**. It presents the Chrysalis Academy's (CA) activities from **5 February–30 April 2021**. It covers the activities of **20 CHARLIE**, from weeks 3 – 10 ½, administrative and governance matters as well as the Youth Safety Ambassador (YSA) programme.

The **20 CHARLIE** course has proceeded well and the CA Management is delighted that **one hundred and twenty one (121)** young women are now graduates of the Academy. 100% placement took place with the assistance of the Department of Community Safety (DOCS).

The Trustees met on **21 April 2021** for their first meeting of the new **2021/2022** financial year.

The Youth Safety Ambassador programme for **seventy-four (74)** School Safety Ambassadors went off well, and produced great learnings for everyone.

2. Service Delivery Environment

2.1. 20 CHARLIE

2.1.1 Overview: 3–10 and a half

On **16 January 2021, one hundred and twenty-five (125)** students were enrolled in the **20 CHARLIE** 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 **17 January**, the opening ceremony was held, where students shared their intentions and commitment to completing the course. The theme for this course was **CHOOSE HOW I LIVE MY LIFE DURING THESE TIMES**, which marks the resilience, perseverance and inner strength of all women.

Orientation Phase

The Orientation Phase saw the following courses, following a similar format to former courses:

Course		Facilitators
Week 1		
Induction Programme	CA Staff	
Personal Mastery	CEO	
Diversity and Inclusivity	Head of Training and Development and Instructors	
Emotional Intelligence	Life Coach	
Leadership	Training Operations Manager and Instructors	
Week 2		

The student 12-day outdoor phase kicked off on **6 February 2021** with the opening ceremony facilitated by our female leaders. A total of **one hundred and twenty one (121)** students crossed the threshold, and were welcomed into the unknown. The programme, was still exciting and engaging even though it was mainly facilitated on site. A big focus was placed on team building and cohesion at the start of the programme, in preparation for the circle of life and solo process.

Outdoor Phase

The Academy's values were also unpacked during the evening programme. A discussion on each value was facilitated by the instructor team. Students brainstormed the meaning and application of each value, not only within the Chrysalis context, but at a personal and community level as well. As part of the CA's holistic curriculum, a series of weekly meditation and yoga classes were completed by all students, facilitated by staff and interns currently on the year-long Integral Yoga programme.

Sessions	
Introduction to Therapeutic Care & Silence	Life Coach and Social Worker
Affirmations and Intentions	Training and Development Team
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 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	
Environmental Literacy	Youth Hub Ambassador, Instructors and Admin Clerk (T&D)
Emotional Intelligence II	Social Worker
Alternatives to Violence Programme	External Facilitators, Lesley Thomas & Xolile Zulani
Healthy Living	Training Coordinator & Intern Sports Coaches
Placement Administration	Community Liaison and Department of Community Safety (DOCS) Officials
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 female team on duty)

Course Facilitators

- "I did not like the hiking programme because I found it too difficult for me to walk up those mountains and it was so hard I can say, but it also helped me because I never thought that I could be that strong when I was hiking to the mountains, and it actually made me think that in life never to look back in your past but to look in front where your future is"
- "I did not like the zip line but I will do it again because I like challenges. The reason why I do not like the zip line is that I am afraid of heights but as I said, I will do it again"
- "Solo debrief was just what I needed. The loneliness and the time that I had was nice. It made me realise how grateful I am to be alive, have a home with love and a loving family because there are many people who don't have the opportunity to have. That is why I'm grateful"
- "The solo was scary but fun at the same time because I have found out some interesting things about myself that I didn't even know, though some of them I'm still trying to understand better"
- "I found the circle of life very useful. It helped me to share things I never thought would share, but it helped me to look into my past and release everything that I was holding in for so long. I've learned how to forgive and let go of everything holding me back. Thanks to the circle of life, I've found WHO I REALLY AM"

Below are some evaluation comments:

The overall feedback from students on their experiences were positive. All **one hundred and twenty-one (121)** students completed the Outdoor Phase and continued into the next phase with valuable connections, personal reflections and lessons learnt.

- Raft building
- Wall climbing
- Zip lining
- Water based activities
- Adventure races
- Competitive games
- Night games.

The engagements and activities overall were fun and positive with insightful conversations. The challenges that emerged during the programme were addressed, and additional measures put in place to minimise risk and injury, especially during the hikes. The hiking programme in particular needed adjustment given the fitness levels of students. All other programme items were challenging, testing the perseverance and lateral thinking skills of students and included the following activities:

Dr Lucille Meyer, Ms Janine Turner, Ms Louise Tucker, Ms Nadine Wildeman, and (**external**) Zuzanka Janse Van Rensburg, Kerisa Botha and Kenna Cormie. Deep and intense processes were had, and good sharing opened up for much needed self and group healing.

Skills Phase

The following courses were offered on 20 CHARLIE:

SKILLS PHASE COURSE	No of Students	Service Providers	Accredited /Non- accredited	Training Days
BASIC COOKERY	7	Tsebo (Fedics)	Accredited	20
ELECTRICAL CIRCUITRY	13	Northlink TVET	Accredited	20
FIRE FIGHTING	20	EMT, Be Alert & Red Watch Fire Services	Accredited	20
PEACE OFFICER	33	Metro Police Academy	Accredited	22
OFFICE ADMINISTRATION	39	Chrysalis Academy (facilitated by PPE) Computer Fundamentals: Genesis Community IT Initiative	Non-accredited	20
YOUTH DEVELOPMENT	9	Chrysalis Academy	Accredited	20
TOTAL	121		5 Accredited, 1 non-accredited.	122 Accumulated Training Days

Of the six (6) courses offered on 20 CHARLIE, 83% is accredited, while 17% is non-accredited.

During recruitment and at the start of the Orientation phase, each learner had the opportunity to make a selection of two (2) possible skills. This enabled the Academy to place them into one of their selected choices. The Academy's COVID-19 protocols affected the skills phase programme, whereby the size of classes were reduced and working procedures in the technical venues in particular had to be adapted. All external facilitators had to go through a daily screening process every day to maintain a safe learning environment.

- The fire fighting part of the training was conducted by Red Watch Fire Service, Emergency Management Service and Be Alert Training.
- The students learned the various techniques used to combat fires safely. They learned to use different equipment and what the necessary regulations are 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.

Fire Fighting

- This course is facilitated by ASK Training and Development, on behalf of the Academy.
- Students who selected this course had to complete **three (3)** modules out of the **five (5)** while they are 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.
- As the weeks progressed, they developed their ability to work in teams and how to work with individuals, while evaluating themselves.

Youth Development

- The students who selected this course were trained by Northlink College.
- The course covered safety when working with power. The students learned to connect various types of wires and how to properly install electrical cabling. They felt that they have gain lots of knowledge and that this course should be longer.
- The course also covered safety in the workplace and how to use the various tools and instruments.
- Due to COVID-19 the learners could not do their usual offsite visit to ESKOM, but instead they came to the students to do their presentation here at the Academy.

Electrical Circuitry

- FEDICS, the Academy's Catering Provider, facilitated this accredited course as part of the Service Level Agreement they have with the Academy.
- A new module was introduced on this course, namely the Barista training where the students were trained as liquid chefs. This included safety while working with the equipment, as well as how to properly clean the equipment. There were many eager staff willing to assess their products.
- 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

"Everything I learnt was outstanding and the facilitators made us understand what we were trained with patience. As for the Barista skills, I felt it was not enough. Maybe an individual can find Barista training as their new passion, so I suggest that it should be a week long."

• **Basic Cookery:**

"I now know what I can do and what I can't do. The point duty was useful to me, because one day I know what to do in my job. Learning about the law and everything that goes with Peace Officer was useful to me."

• **Peace Officer:**

"My skills phase course was good. The most useful part of the training was the computer training because before coming to Chrysalis Academy I knew nothing about the computer and it also helped me to understand the functions more. I thought it was easy but it was not so easy. You only need to learn about it to understand it."

• **Office Administration:**

"I never knew about the different fire extinguishers used in a fire. I also didn't know that you get different types of fires and that you should not store flammable chemicals or other chemicals that can start a fire, next to each other."

• **Fire Fighting:**

Skills Phase Evaluation comments:

and how to use Microsoft Office. They also learned how to create email accounts and how to safely use the internet.

• As part of this course, students completed a **five (5)**-day Computer Fundamentals Programme, facilitated by Genesis Community IT Initiative. They were taught the fundamentals of a computer with different equipment like the fax and printer.

• The students learned various skills for the office environment. This included filing systems, working Academy.

• This course was facilitated by Professional and Personal Institute of Excellence on behalf of the

Office Administration

assessments on a field before moving onto a public road for their summative assessment.

• The Traffic Warden course formed part of their training. They all had to complete Point Duty on a public road, where they had to control traffic at a busy intersection. They started with formative which was a first for this course and the Metro Police Academy.

• All the learners were found competent in all modules. **One (1)** of the learners achieved **100%** pass Academy with whom the Academy has an MoU.

• This course was facilitated over **twenty-two (22)** days by the City of Cape Town's Metro Police Officers.

Peace Officer

• Learners who have Matric, were given the opportunity to write the entrance exam for Peace

Testing Indicator	Number of Students
COT	37
OPI	4
THC Only	3
COT & THC	7
Negative	75
Pregnant	6 (students not registered on the course)

2.1.2 Random Drug Testing for students

ones. This course included an internal skills phase awards ceremony, celebrating the significant learnings and achievements of students. The graduation ceremony was an internal event, which was livestreamed to the families of **20 CHARLIE**. The programme was a celebration of song and poetry, and also saw a drill performance by **thirty-six (36)** students. Students were all looking forward to starting their placement on **6 April 2021**, after spending the Easter long weekend with their loved ones.

and safety, sexual reproductive health and intimate relationships. This course included an internal skills phase awards ceremony, celebrating the significant learnings and achievements of students. The graduation ceremony was an internal event, which was livestreamed to the families of **20 CHARLIE**. The programme was a celebration of song and poetry, and also saw a drill performance by **thirty-six (36)** students. Students were all looking forward to starting their placement on **6 April 2021**, after spending the Easter long weekend with their loved ones.

Two (2) sessions were held focusing exclusively on placement administration, and what to expect during the 12-month internship. In addition, the community phase saw the conclusion of the gender programme, which was a theme throughout the course. The concluding workshop focused on women's empowerment, support and safety on a personal and community level. This workshop was facilitated by a team of women instructors who led an open and robust conversation on sexuality and safety, sexual reproductive health and intimate relationships.

Community and Exit Phase

The **20 CHARLIE** programme included a **one and a half (1 1/2)** week Community and Exit Phase. While shorter than previous courses, the Academy still managed to focus on Work-readiness and Support strategies after graduation. Cultivating the spirit of volunteerism was also addressed with a number of service projects taking place on site. The CA commemorated **Human Rights Day** as part of the student programme. The highlight of the community service projects was the blood donation drive which attracted a large number of donors from students, interns and staff.

- **Youth Development:** "This course has built my strengths and I am ready to overcome my challenges in life. Now I can stand and talk in front of many people, and I can manage anger and conflict. I enjoyed my facilitator and my classmates were so friendly. Keep doing the good work so many lives can be changed. I am so grateful to have these opportunities in my life."
- **Electrical Circuitry:** "I really enjoyed my skills phase. Everyone was taking the skills phase serious and this really helped each other. Learning about the different tools was useful and we wrote as much tests as we could. I passed all of them."

- Ms Nadine Wildeman, our fulltime Social Worker
- Ms Kenna Cormie, qualified Clinical Psychologist
- Ms Shahana Mia, Social Worker
- Ms Keriesa Botha, qualified Counsellor, and
- Ms Yolande Hung, qualified Counsellor.

Individual counselling services for **20 CHARLIE** continued to be offered throughout the course under the leadership of Life Coach, Ms Louise Tucker, and the following team of highly experienced Counsellors:

Individual Counselling Services

The Life Coach Services coordinates Individual Counselling, Group Counselling, Therapeutic Care Groups and a Family Integration Programme.

2.1.5 Life Coach services: 3-10 and a half

A second pregnancy test was conducted during Week **three (3)** of the course. All students were tested and the test results were negative for all students. A second pregnancy test is regarded as a precautionary measure ahead of the outdoor programme in order to protect the students, potentially the unborn child and the Academy.

2.1.4 Second pregnancy testing for students

Where necessary, disciplinary action was taken in line with the Academy's policies and procedures.

Members	Tested	COT (Nicotine)	THC (Marijuana)	OPI (Opites)	BZO (Benzodiazepines)
Staff Members	27	9		1	1
Interns / Casuals	27	11	5	1	1
Re-tested (interns)	2	2	2		
Youth Hub Ambassadors/ Supervisor	5	1			
TOTAL	61	23	7	2	2

The table below represents the drug testing results conducted during the period:

2.1.3 Random Drug testing for staff

Since COVID Lockdown regulations were still in place, the CA was unable to host any in-person Parent Workshops during the **20 CHARLIE** programme.

2.1.6 Family integration programme: 3-10 and a half

The Academy's Social Worker conducted **four (4)** sessions as part of the Support Group on Motherhood, with a group of **twelve (12)** students, many of whom had become mothers at an early age. Sessions were well received and enjoyed by the group. There was a lot of information sharing and techniques on Effective Parenting, with themes such as Discipline; Budgeting; the Value of Play etc, along with a lot of laughter.

Group Counselling

The students generally responded well to counselling, and the majority were ready to return home, albeit many returning to unsafe environments. Emphasis was placed on how to manage oneself in difficult settings, and the avoidance of risk-taking behaviour.

Outdoor and Solo, held in Weeks **four (4)** and **five (5)** of the course, led to much healing of past trauma, as reported by the students, which is a common trend seen at the Academy, as a result of the holistic nature of the Circle of Life and Solo process.

The primary presenting issues were sexual abuse and bereavement, with a number of very serious cases. These called for intense counselling, with some cases requiring as many as **twelve (12)** sessions, and onward referrals for further counselling on their return home.

Check-ins were done regularly with students, including a number of peer counselling sessions by instructors and room leaders.

68	Number of 20 CHARLIE students counselled
185	Number of Counselling sessions
5	Number of Graduates counselled
8	Number of Graduates counselling sessions
3	Number of Staff counselled
6	Number of counselling sessions for staff
4	Number of students referred
0	Family counselling sessions

For the reporting period, **sixty-eight (68)** students were seen, and **one hundred and eighty five (185)** counselling sessions completed.

In Weeks five (5) and eight (8), the Academy hosted two (2) online Zoom Parent Workshops (on 16 February and 23 March), both of which were fairly well attended, especially given the challenge of technology, particularly in rural communities.

Both Workshops followed the same format as our regular live Parent Workshops' content, and a lot of appreciation was expressed by families for the information shared.

For the first time, the Second Online Parent Workshop was conducted in English, with **Afrikaans and isiXhosa translations**, which were well received.

HIV Testing and TB Screening

The Life Coaching Department organized a successful **three (3) day HIV/TB Testing** with the assistance of the Desmond Tutu HIV Foundation, during which time **sixty-one (61) students and four (4) staff** members were tested.

2.1.7 Primary Health Care: 3-10 and a half weeks

Medical care was provided to students of **20 CHARLIE**, 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 required referral were sent to Tokai Medcross, and to a private Dental Clinic to minimize exposure and risk.

The most common ailment dealt with was heat rashes and boils. Family Planning Services were well utilized.

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

20 CHARLIE (Females)	Cumulative totals
	191
	Total Students Consultations
	218
	Total Number Of Ailments Dealt With
	2
	Referrals To Private Dentist
	3
	Referral To Private Doctor
	1
	Referrals To Hospital
	3
	Medically Discharged
	1
	COVID 19 Risk Assessments
	1
	COVID 19 Isolation Monitoring
	1 (Negative)
	COVID 19 Tests

Therapeutic Modality	Number of Students	Facilitator/s
Yoga	15	Anneke Demnitz
Yoga	14	Hanlie Gordon
TRE	15	Lucille Meyer Alushka September
TRE	15	Moses Piet Rose-Mary Jansen
TRE	15	Nadeema Isaacs Carlo van Wyk
TRE	16	Janine Turner Vuyiwe Mjijima
TRE	16	George van der Berg Shadey October
TRE	15	Anvillie Van Wyk Rozette De Beer Nadine Wildeman

The **20 CHARLIE** course was placed in TRE (Trauma Release Exercises) classes, facilitated by staff trained as Agency-based Facilitators, with a small group of students allocated to **two (2)** Yoga groups for Therapeutic Care classes, which took place on Thursdays.

2.1.8 Therapeutic Care: 3-10 and a half

Notes	Number of consultations/ Referrals	
	32	Chrysalis Academy employee consultations
	3	Youth Hub Ambassadors
	4	Youth Ambassadors Safety Training Trainees
	6	Staff COVID-19 Risk Assessment
X1 Positive, x 1 Negative	2	Staff Referrals for COVID Testing

In addition to students making use of the clinic, the following were attended to:

Feedback from students confirmed that they enjoyed these sessions, and that they felt they had learnt a great deal. They found these sessions very relaxing and de-stressing, and many intend to continue using the practices they learnt in their home, communities and as part of their self-care practices.

Some of the comments made by the students include:-

"TRE has a good impact on my body and it's helpful. I love TRE and my Facilitators."

"I sleep better and I am more relaxed."

"It helped me to relieve all the stress and to bring my mindset from negative to positive."

"I now know that it is important as an individual to connect with your body and soul and that is my positive change."

2.1.9 Exit report

Four (4) students exited the programme for reasons listed hereunder.

No	Date	Surname	Name	Age	Area	Reason	Comments
1	19 Jan 2021	Delou	Mauritha	23	Riversdale	Medical Exit: due to a high blood pressure condition that prevented her from participating in physical activities.	Student was given a chance to participate in the programme, but her medical condition did not allow her to sustain her participation.
2	23 Jan 2021	Mathole	Babaiwa	25	Stellenbosch	Medical Exit: she was showing COVID-19 symptoms.	The student was put in isolation. On day four (4) she was taken for the COVID-19 test. Her results were negative, but as she still displayed symptoms, and was missing out on the course foundation, she was exited.
3	25 Jan 2021	Daniels	Jade	20	Kullis River	Medical Exit: needed a psychiatric assessment.	The Life Coach had a counselling session with the student and the nursing sister engaged with the student. Student referred for further medical/ psychological assessment.
4	2 Feb 2021	Steto	Zikhona	26	Kraaitfontein	Student requested to leave.	The student provided no reason for wanting to go home. Contact was made with her mother by the Training Operations Manager. Her mother supported her request.

3. Community Liaison/Aftercare support
3.1 Recruitment information sessions

Quarter :		February – April 2021				
No.	Date	Area	Venue	Presenter	Purpose	Guests
1	02-09 Feb 2021	Tokai	Chrysalis Academy	C. Tolo	Recruitment: Overall promotion of the CA, vision, mission and 3 month programme	Youth, Community workers, CA Officials
2	09-Mar 2021	Atlantis	Van Amsterdam Parking Area	E Arendse	YHA: Overall promotion of the CA, vision, mission and 3 month programme	Youth, Community workers, CA Officials
3	11-Mar 2021	Kulis River	90 Chapel Road, Highbury	G Johnson	YHA: Overall promotion of the CA, vision, mission and 3 month programme	Youth, Community workers, CA Officials
4	17-Mar 2021	Plettenberg Bay	Blou Municipality	A Van Wyk	Overall promotion of the CA, vision, mission and 3 month programme	Youth, Community workers, CA Officials
5	18-Mar 2021	Grootbrak River	Community Hall	A Van Wyk	Overall promotion of the CA, vision, mission and 3 month programme	Youth, Community workers, CA Officials
6	19-Mar 2021	Riversdale	Community Hall	J Michiel	Overall promotion of the CA, vision, mission and 3 month programme	Youth, Community workers, CA Officials
7	21 April 2021	Leeu Gamka	Community Hall	Community Hall	Community Hall	Community Hall
8	22 April 2021	Beaufort West	Community Hall	Community Hall	Community Hall	Community Hall
9	23 April 2021	Laingsburg	Community Hall	Community Hall	Community Hall	Community Hall

3.2 Tracking of graduate placements:

18 CHARLIE

Tracking year two, graduates fourth quarter

Status	Apr - Jun 2021	Jan-Mar 2021	Oct - Dec 2020	Jul - Sept 2020	Apr - Jun 2020	Jan-Mar 2020	Oct-Dec 2019	Jul-Sep 2019	Apr-Jun 2019
EPWP Employment Opportunity	25	25	25	25	7	143	160	163	183
Employed	38	34	27	21	16	23	5	5	0
Unemployed	111	115	118	125	148	14	15	12	1
Leamership/Apprenticeship	8	1	11	10	12	0	0	0	0
Student	2	9	3	3	1	4	4	4	0
Deceased	1	1	1	1	1	1	1	1	1
Number of graduates	185	185	185	185	185	185	185	185	185

The table shows that **twenty-five (25)** graduates remain on the EPWP, and are placed at various municipalities across the province. Some graduates have been deployed in Khayelitsha in terms of the COVID-19 Hotspot strategy. The table further shows an increase in the number of students, who have found temporary and/or permanent employment since the previous quarter.

Thulani Feleza had fallen victim to assault on 9 June 2019.

18 BRAVO

Tracking year two, graduates Fourth (final) quarter

Status	Apr - Jun 2021	Jan-Mar 2021	Oct - Dec 2020	Jul - Sept 2020	Apr - Jun 2020	Jan - Mar 2020	Oct - Dec 2019	Jul - Sep 2019	Apr - Jun 2019	Oct - Dec 2018
EPWP Employment Opportunity	28	20	20	17	0	14	20	160	150	190
Employed	33	34	31	26	24	18	10	10	7	0
Unemployed	118	125	128	137	157	156	158	18	29	0
Leamership/Apprenticeship	7	7	7	7	7	0	0	0	1	0
Student	4	4	4	3	2	2	2	2	3	0
Deceased	0	0	0	0	0	0	0	0	0	0
Number of graduates	190	190	190	190	190	190	190	190	190	190

The table shows that most graduates remain unemployed. There has however been a slight increase in the number of graduates who have found employment opportunities, since the last quarter. The table further shows that **seven (7)** graduates are still in learnerships, and a further **twenty-eight (28)** graduates have been called back into their EPWP placements, since the hard Lockdown.

19 ALPHA

Tracking year two, graduates third quarter

Status	Apr - Jun 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	5	147	150	162	179	186	197	205
Employed	33	20	18	11	10	19	0	0
Unemployed	165	38	37	34	20	4	13	5
Learnership/Apprenticeship	5	2	2	1	0	0	1	1
Student	2	3	3	2	1	1	0	0
Deceased	1	1	1	1	1	1	0	0
Number of graduates	211	211	211	211	211	211	211	211

The table above shows that **five (5)** graduates remain on the EPWP since the last quarter, as they have been granted a six-month extension on their contracts which ended on **6 February 2021**. The table further shows that only **forty (40)** graduates, managed to stay in/find employment, learnerships and/or are studying.

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

19 BRAVO

Tracking year two, graduates second quarter

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

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 has been extended, and **ten (10)** graduates have found permanent or temporary employment.

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

19 CHARLIE

Tracking year two, graduates first quarter

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

The table above shows that most of the graduates remain in their placements on the EPWP. Due to Lockdown, graduates from **19 CHARLIE** only commenced their internship in **July 2020. Three (3)** graduates are studying, whilst **twenty-nine (29)** others, are unemployed.

Mr. Ruyadi Amsterdam passed away in **October 2020** and **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.

20 BRAVO

Tracking year one, graduates first quarter

Status	Apr - Jun 2021	Initial placement
EPWP Employment Opportunity	107	107
Employed	0	0
Unemployed	0	0
Learnership/Apprenticeship	0	0
Student	0	0
Deceased	0	0
Number of graduates	107	107

The table shows that all graduates remain part of the EPWP.

20 ALPHA

Tracking year one, graduates first quarter

Status		Number of graduates	
Apr - Jun 2021	Jan-Mar 2021	75	93
Employed	Employed	4	0
Unemployed	Unemployed	12	0
Learnership/Apprenticeship	Learnership/Apprenticeship	1	0
Student	Student	1	0
Deceased	Deceased	0	0
		93	93

The table above shows that **eighteen (18)** graduates are no longer on the EPWP since their placement in the previous quarter. **Twelve (12)** graduates are unemployed, whereas **six (6)** others are either in employment, studying or in learnerships.

20 CHARLIE

Initial Placement

Status		Number of graduates	
Apr - Jun 2021		121	121
EPWP Employment Opportunity	EPWP Employment Opportunity	121	
Employed	Employed	0	
Unemployed	Unemployed	0	
Learnership/Apprenticeship	Learnership/Apprenticeship	0	
Student	Student	0	
Deceased	Deceased	0	
		121	121

The table above shows that all **20 CHARLIE** graduates remain on the EPWP as they had only commenced their placements on **6 April 2021**. There have been requests for **two (2)** transfers which the Department of Community Safety along with the CA Graduate Placement Officer is following up.

During this quarter, we sadly lost a **17 BRAVO** graduate and former JIT, **Ebith Coetzee**.

3.3 Post-graduate Mentor and Refresher programmers:

19 ALPHA and CHARLIE Refresher Courses

A combined Refresher programme for 19 ALPHA and 19 CHARLIE were held on 3 – 5 March 2021 at the Cape Times Fresh Air Camp in Simonstown.

Although (sixty-eight) 68 male graduates from 19 ALPHA and 19 CHARLIE confirmed that they would be participating, only forty-five (45) graduates arrived despite bulk SMS's and calls being made to each graduate who had sent an RSVP to update them time and venue changes. All graduates were transported by bus from the CA to Simonstown and back.

Graduates came from the following areas:

- Robertson
- Overstrand
- Esiel river
- Ceres
- Paarl
- Mitchells Plain
- Heidelberg
- Steenberg
- Vredendal
- Strand
- Maccassar
- Worcester
- Stellenbosch
- Lavender Hill
- Villiersdorp

Facilitators for the 19 ALPHA and 19 CHARLIE Refresher Courses included graduates from 00 BRAVO, 01 ALPHA and 02 DELTA.

The external partners who participated in the mini career day included False Bay College, College of Cape Town and Department of Labour. Due to Covid-19 internal protocols, many organizations were unable to participate.

Although the change in venue caused some logistical challenges, the Refresher Course was a success.

19 BRAVO Refresher Course

The Refresher programme for 19 BRAVO was held at the Cape Times Fresh Air Camp, Simonstown on 24 -26 March 2021. All graduates were transported by bus from the CA to the venue and back.

Although **eighty-eight (88)** female graduates from **19 BRAVO** had confirmed that they would be participating, only **thirty-seven (37)** graduates arrived despite bulk SMS's and calls being made to each graduate who had sent an RSVP to update them time and venue changes.

Graduates came from the following areas:

- Seawinds
- Worcester
- Elsie's River
- Strand
- Bellville
- Capricorn
- Saldanha Bay
- Bonnievale
- Khayelitsha

Facilitators for the **19 BRAVO** Refresher Course included graduates from **02 Foxtrof**, Inourisha Jantjies, **01 ALPHA** Terence Fritz and **00 BRAVO**, John Michiel. External partners who participated in the mini career day included:

- False Bay College
- College of Cape Town
- Department of Labour
- NYDA
- City of Cape Town
- Leelyn Management

En-route back to the Academy, the 60 seater bus broke down on Ou Kaapse Weg as it ran out of air. The smaller 16 seater vehicle did **two (2)** trips to bring graduates safely to the Academy. The graduates were unable to travel home as their luggage, including transport money, was trapped in the sealed air compressed luggage compartment of the bus.

Arrangements for the students to be dropped at their homes was made with the Eljose. The bus driver from Eljose will be writing a full report that will be shared with the Chrysalis Academy.

Overall the **19 BRAVO** Refresher Course was a success.

3.4 Feel good stories

Franklin Schroeder, an **18 ALPHA** graduate, was one of **five (5)** graduates given the opportunity to participate on an apprenticeship with the well-known **Edge for Men Hair Salon**. Mr. Schroeder has now successfully completed his apprenticeship, and is now part of the training team as a new stylist.

Mr. Moggamat Deen Van Keenen, a **19 CHARLIE** graduate who was also a Sports Coach at the Chrysalis Academy, was offered employment with the **Department of Culture Affairs and Sport**. He will be working as a Sports Coach for schools in and around the Lavender Hill area.

Zizipho Meyl, a 19 BRAVO graduate was accepted to study at the Walter Sisulu University. She will be studying Management, Finance and Technology.

3.5 Visits to placement organizations:

Placement organization: Kannaland Municipality		
Date visited	No. Graduates placed	No. Graduates seen
15 March 2021	4	4
<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>Graduate Feedback The most useful skill learnt at the CA, and applied during the internship is conflict management, and how to control anger. Skills used every day are mindfulness in the workplace, and communication skills.</p> <p>Supervisor Feedback The supervisor reported that he was more than satisfied with the interns, and their performance. They have been the first interns he has personally worked with, and he meets with them daily. He describes them as hardworking. They have the will to learn in all departments, and they add value to the organization.</p>		

No intervention required

Placement organization: Alan Blythe Hospital		
Date visited	No. Graduates placed	No. Graduates seen
15 March 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>Graduate Feedback The graduates reported that the skills used most are to work under pressure, and problem solving. They have learned to be on time, and to give their best in all they do. Personal mastery was something they found useful on a day-to-day basis, as they can now control their feelings and are more courteous, when communicating with others. Furthermore, the graduates have learned how to work as a team.</p> <p>Supervisor Feedback The supervisor is happy with the performance of the interns, and says that they are eager to learn.</p>		

No intervention required

No intervention required.

Placement organization: Zoar Clinic		
Date visited	No. Graduates placed	No. Graduates seen
15 March 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>Graduate Feedback The graduates reported that they have acquired more Computer Literacy skills during the internship. They have also learned to be more patient with other people; regardless of how difficult some patients may be.</p> <p>Supervisor Feedback Unfortunately, the supervisor was unable to attend.</p>		

No intervention required

Placement organization: Nissenville Clinic		
Date visited	No. Graduates placed	No. Graduates seen
15 March 2021	1	1
<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>Graduate Feedback The graduate reported that he has learnt to work as part of a team, and to respect others. He says the skills he finds most useful in day-to-day living, is to have a love for humanity and treat everyone with respect.</p> <p>Supervisor Feedback Unfortunately, the supervisor was unable to attend the session.</p>		

No immediate intervention required. The CA Graduate Placement Officer to follow-up regularly on the attendance of Christopher Williams.

Placement organization: Bilou Municipality		
Date visited	No. Graduates placed	No. Graduates seen
16 March 2021	4	4
<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>Graduate Feedback The graduates reported that they learned to work with people who are diverse in upbringing and cultural background. They also learned to work together as a team, and said that helping others was fulfilling. The challenges they have experienced, includes conflict in the workplace and working with difficult people.</p> <p>The skills they learned at the Academy which they use are anger management, time management and information received from the gender programme. They also said that they now have respect for others and are more disciplined.</p> <p>Supervisor Feedback The supervisor reported that she and her colleagues are very happy with the interns. The group has different personalities and so there are different challenges, but they are good and well disciplined. They meet on a daily basis. The supervisor advised that one of her interns, Christopher Williams has a tendency to be absent without informing the supervisor, but she has not reported this to Chrysalis Academy before. They add value to the team especially in the busy periods. Recommendations for training include: Firearm training, Skipper Training and Crowd Management.</p>		

No intervention required

Placement organization: Oudtshoorn Hospital		
Date visited	No. Graduates placed	No. Graduates seen
15 March 2021	1	1
<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>Graduate Feedback He advised that he is doing admin work at the placement.</p> <p>Supervisor Feedback Unfortunately, the supervisor was unable to attend.</p>		

Placement organization: George Municipality		
Date visited	No. Graduates placed	No. Graduates seen
17 March 2021	15	15
<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>Graduate Feedback</p> <p>Some of the useful skills graduates have used during their internship include: patience, anger management, integrity, respect, working together as a team, time management, conflict resolution, communication and to how problem solve. One (1) graduate reported that he now realizes how important hygiene is. The Graduates have experienced very little challenges, but realize that every day comes with difficult obstacles that they can overcome. One graduate wished he did Office Administration during the skills phase, as it would have helped in his internship.</p> <p>Supervisor Feedback</p> <p>The supervisor reported that the graduates do very good work. They are hardworking and willing to learn. They always want to do more and ask if they want to know something. The interns are described as excellent and he is happy with them and their performance. They meet as a team on a daily basis. His experience with the interns is positive, and he has learned from them. They also add value to the organization, and some intern's EPWP contracts were extended with DOCS.</p>		

No intervention required.

Placement organization: Oudtshoorn Department of Social Development		
Date visited	No. Graduates placed	No. Graduates seen
17 March 2021	1	1
<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>Graduate Feedback</p> <p>The graduate reported that he is learning much in his placement in Probation Child Care. He is learning to work with people, and his biggest challenge is helping people who have big problems. The skills he learned from the CA that he uses the most include: Emotional intelligence, self-confidence, honesty, respect and helping others.</p> <p>Supervisor Feedback</p> <p>The supervisor is very happy with her intern. She reported that he is a big help to the office, and is always there to assist with everything he is asked to do. He is always willing to help, never says no, and asks if he is uncertain. He has a very good personality and is someone the supervisor</p>		

can easily communicate with. There are no concerns, and the intern has met all expectations, and adds value to the organization. He is a people's person and understands the needs of others. He values life, and completes tasks without hesitation, whether it is for his own benefit, the client or the organization. He shows respect.

No intervention required

Placement organization: George Department of Social Development		
Date visited	No. Graduates placed	No. Graduates seen
17 March 2021	2	2

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

The graduates reported that they have learned to work with children during their internship. There are problems, but this also gets solved quickly. It is hard work and takes a bit of time to get it right. They do apply all skills learned at the CA. However, the skills of self-control and anger management have been most useful in the work they do.

Supervisor Feedback

Unfortunately, the supervisor was unable to attend.

No intervention required

Placement organization: George Hospital		
Date visited	No. Graduates placed	No. Graduates seen
17 March 2021	1	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

The graduate reported that he has learned to be determined always and hardworking in everything he does. He advised that the biggest challenge he has in his placement is racism. The skills he learned at the Academy that he uses every day, are to be motivated and dedicated in every situation, and to face the bad days and turn them into something great.

Supervisor Feedback

Unfortunately, the supervisor was unable to attend.

No immediate intervention required.

No intervention required.

Placement organization: Mossel Bay Law Enforcement		
Date visited	No. Graduates placed	No. Graduates seen
18 March 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>Graduate Feedback The graduates reported that they have learned how to work the cash register at the Law Enforcement offices, and how to work with people. Some challenges they experience are when people are extremely rude and they become impatient with people. They have learned that it is important to look neat. The skills they have learned at the Academy that they use every day include: communication skills, problem solving, and integrity. They are also keeping up with their fitness.</p> <p>Supervisor Feedback Unfortunately, the supervisor was unable to attend.</p>		

No intervention required

Placement organization: NPA George		
Date visited	No. Graduates placed	No. Graduates seen
17 March 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>Graduate Feedback The graduates have reported that they have learned how to work with people, although this is a challenge for them. They have also learned to be open-minded and to listen to the instructions given. Graduates have learned that they need to be responsible for every action they take.</p> <p>Supervisor Feedback Unfortunately, the supervisor was unable to attend.</p>		

No intervention required

Placement organization: Department of Social Development Mossel Bay		
Date visited	No. Graduates placed	No. Graduates seen
18 March 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>Graduate Feedback</p> <p>The Graduates learned that they must always follow the protocol and to be respectful and patient towards others.</p> <p>Skills they have learned at the Academy that they use daily include: integrity, as they believe that one must do the right thing even when no-one is watching. Furthermore, graduates remain motivated, and believe that they can change other people's life with their actions.</p> <p>Supervisor Feedback</p> <p>Unfortunately, the supervisor was unable to attend.</p>		

No intervention required.

Placement organization: National Prosecuting Authority		
Date visited	No. Graduates placed	No. Graduates seen
18 March 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>Graduate Feedback</p> <p>The graduates reported that they have learned to communicate better with their Supervisor, and to be more professional in the workplace. They have learned administrative skills such as filing, court roll preparation, transfer of documentation, directing people to the correct places and computer skills. Some challenges sometimes include a lack of communication between staff. The skills they have learned at the Academy that they use daily include: anger management, communication skills, time management and standing up against gender-based violence. They also practice professionalism, integrity and respect for humanity.</p> <p>Supervisor Feedback</p> <p>Unfortunately, the supervisor was unable to attend.</p>		

No intervention required.

Placement organization: Prince Albert Municipality – Leeu Gamka		
Date visited	No. Graduates placed	No. Graduates seen
21 April 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>Graduate Feedback The graduates were surprised and happy to see CA visiting them. They reported that they are happy in their placements, but are concerned that they will unlearn the skills acquired in firefighting and Peace Officer training during their internship. The Graduate fieldworker advised that they seek volunteering opportunities in those fields, which could make them more employable in the future. He also advised that they need to obtain their driver's licenses soonest.</p> <p>Supervisor Feedback The supervisor is happy with the performance and mannerism of the graduates.</p>		

No intervention required.

Placement organization: Hessequa Municipality		
Date visited	No. Graduates placed	No. Graduates seen
19 March 2021	8	8
<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>Graduate Feedback The Graduates reported that they have learned how to work as a team, and that they have become more knowledgeable about Law Enforcement. They have also learned how to work with people and communicate more effectively. The skills they have learned at the Academy that they use daily include: communication skills, time management, teamwork and to be respectful and honest.</p> <p>Supervisor Feedback Unfortunately, the supervisor was unable to attend.</p>		

intervention. In general, all **nine (9)** hotspots areas are under pressure and in need of serious intervention. The youth often find themselves in negative spaces, due to a lack of activities and unemployment. In general, all **nine (9)** hotspots areas are under pressure and in need of serious intervention. Kracifontein and Samora Machel suffer the same challenge which is very unpleasant for the law-abiding citizens. The youth often find themselves in negative spaces, due to a lack of activities and unemployment. In general, all **nine (9)** hotspots areas are under pressure and in need of serious intervention.

In Atlanta, there has been an increase in violence where young men are targeted and shot in drive-by shootings. This contributed to the youth and general public not being able to meet at safe places such as recreational halls and hubs. The YHA, for this area Emma-Jo Arendse, constantly receives calls from concerned parents whose children are trapped in drugs and gangsterism, and who are looking for a way out.

In the communities which are identified as Hotspots, gang violence, alcohol abuse and early teenage/childhood pregnancy are some of the visible social ills. Reports of violence and murders in the Hanover Park and Mtuneni areas are witnessed by residents, and are reported on by YHAs as they affect the work they do.

3.6 Youth Hubs: Progress report

Twenty-three (23) random drug testing were done this quarter. **Six (6)** graduates tested negative for all substances, and **seventeen (17)** tested positive for COT. No tests came back positive for any other illicit drugs.

No intervention required

Placement organization: Beaufort West DSD and Law Enforcement – Local Government		
Date visited	No. Graduates placed	No. Graduates seen
22 April 2021	7	7
<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>Graduate Feedback Only one (1) of the graduates is still on contract with the DDCS, whilst the contracts of the remaining six (6) had ended in the previous quarters. They were still keen to meet the CA Graduate Fieldworker and attend the session. The graduates reported that their supervisors had supported them greatly during their internship, and are grateful for the guidance and skills received from the CA and during the internship. The CA Fieldworker encouraged graduates to seek volunteer opportunities in the interim, while they are seeking employment opportunities. The graduates reported that they were disappointed, when they could not attend their refresher course due to transport challenges.</p> <p>Supervisor Feedback The supervisor is happy with the performance and mannerism of the graduates.</p>		

Listed hereunder is a summary of the number of sessions held during this quarter.

Kraaifontein	Total of sessions 21
Mfuleni	Total of session 10
Hanover Park	Total of sessions 16
Khayelitsha	Total of sessions 4 YHA has assisted on the YSAP programme over a two-week period
Samora Machel	Total of sessions 8 The YHA assisted with the YSAP programme and participated in the GERI programme.
Mitchells Plain	Total of sessions 10 YHA has assisted on the YSAP programme over a two-week period
Nyanga	Total of sessions 11
Steenberg	Total of sessions 13 YHA has assisted on the YSAP programme over a two-week period
Atlantis	Total of sessions 16 YHA has assisted on the YSAP programme over a two-week period

The Waves for Change App which the YHAs are using to record sessions have been challenging for some during this quarter. This has been reported to the developers, who will be meeting the YHAs to resolve the concerns raised.

One of the YHA activities included a camp for YH participants which was held at the **Cape Times Fresh Air Camp, Simonstown** on the **24 – 26 February 2021: fifty (50)** youth were in attendance.

Other YHA activities included **three (3)** presentations in Atlantis, Kulis River, and Mitchells Plain respectively.

A total of **one hundred and two (102)** young people are registered on the YHA programme for the past financial year, of which **sixty-one (61)** are graduates of the CA and **forty-one (41)** are non-graduates. All details have been sent to the Office of the Ministry for the recruitment of YH participants to form part of the **Area Based Teams** on the **YSA Programme**.

Despite all activities which have taken place during this quarter, YHAs have reported very little to sometimes "no police" visibility. It is nerve wrecking to walk and engage in activities out in the open such as in parks and sports fields. Towards the end of this quarter, the need for the YHA Programme and for Youth Work became more evident, as many more non-graduates are joining the hubs in the respective hotspot areas.

3.7 Learner Management System update

The newly appointed Receptionist at the CA received some training on capturing applicant data onto the LMS. A user account was created for her to be able to log into the LMS, capture application forms and see the application status of applicants when needed.

3.8 Peace Officer Training:

Students

See Skills report above. (Page 10)

Graduates

The CA received **seventy-three (73)** applications to do the **Peace Officer Entrance exam**, of which **fourteen (14)** applications were from graduates. Only **six (6)** graduates met the application criteria, and only **three (3)** graduates arrived to write the entrance exam on **18 January 2021**. Students also completed the **Peace Officer Diagnostic Test** on **18 January 2021**. Only **one (1)** graduate, **Devadene Antonie (17 BRAVO)**, passed the **Peace Officer Entrance Exam**. She did not complete the course and exited early, as she was offered a job, and needed to start immediately. Details on the job opportunity are still unclear.

3.9 Additional Training for graduates

Graduate opportunities

The Graduate Placement Officer met with Mr Johannes Viljoen and his training and recruitment team, Imvula Recruitment. They are interested in recruiting graduates as security guards who has passed their PSIRA grades residing in the following areas, Yzerfontein, Darling, Kleinmond, Caledon, Vredenburg, Saldanha, Langebaan, Atlantis, Melkbos Strand, Fisantekraal, Klipheuwel, Strand, Stellenbosch, Paarl, Cape Town (northern and southern suburbs). The Graduate Placement Officer advised that they could also contact the Training and Development Office to find out about how they could possibly get involved in the CA's training programme. A bulk SMS with Imvula's details will be sent to all graduates with PSIRA registration residing in the areas outlined above.

Discussions of graduate opportunities were also held with the organisations listed hereunder:

Motus Academy on **10 February 2021** for graduates who are interested in motor mechanics and spray-painting. Learnerships and Apprenticeships are available, for applicants who had passed their assessments. Follow-up on the status of graduates who had applied will be made.

College of Cape Town on **11 February 2021**, study opportunities for students and graduates who qualify for entry to the institution. No application and/or registration fee is required from applicants/students. Completed forms will be collected by College of Cape Town's Student Recruitment Officer.

Yes4Youth on **16 March 2021**, various training and placement opportunities are available for Youth in the West Coast District. A follow-up meeting and site visit was conducted at the HUB on the **7 April 2021**. Further discussions will include the possibility of Yes4Youth trainees to receive some training on the CA's holistic modules, in return for CA graduates/students being recruited and trained into their programme.

3.10 Social Entrepreneurship

Unfortunately, there were no new social entrepreneurship projects which the Academy embarked upon.

3.11 Recruitment for 21 ALPHA

The closing date for applications forms to be submitted for 21 ALPHA was 15 January 2021. The Community Liaison Department of the CA received and screened **nine hundred and sixty-one (961)** application forms, of which **two hundred and fifteen (215)** did not meet the basic application criteria. Recruitment for 21 ALPHA was scheduled over a **three (3)**-day period on **2, 3 and 9 February 2021**, to which **seven hundred and forty-six (746)** applicants were invited. **Four hundred and seventy-three (473)** young men went through the recruitment process of the **three (3)** days.

The medical health screening and fitness assessment of candidates were facilitated by ASK Training and Development and SISSA. Selection has been finalized and the programme will officially commence with **one hundred and ten (110)** candidates on **8 May 2021**.

3.12 Graduates referred for psychosocial support

Ms. Chuma Bongzoa, an **18 BRAVO** graduate, requested counselling from the Life Coaching Unit, but did not disclose the nature of her need.

3.13 Hotspot strategy

There have been no new developments and/or concerns raised regarding the Hotspot Strategy. The Graduate Placement Officer has been in communication with the Project Manager, Mr. Mansoer Lagkar who confirmed that **twenty (20)** graduates were still active. However, at the time of this report, most contracts had ended and the Graduate Placement officer is following up with the Project Manager to ascertain whether the extension of their contracts have been considered.

No.	Graduate	Gender	Course	Contract expiry date
Elonwabel Post Office				
1.	Khanyisa Ncinane	M	19 ALPHA	28 Feb 2021
2	Luvo Jikwane	M	18 CHARLIE	30 April 2021

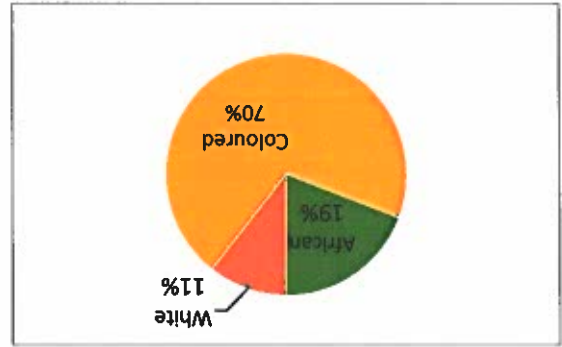
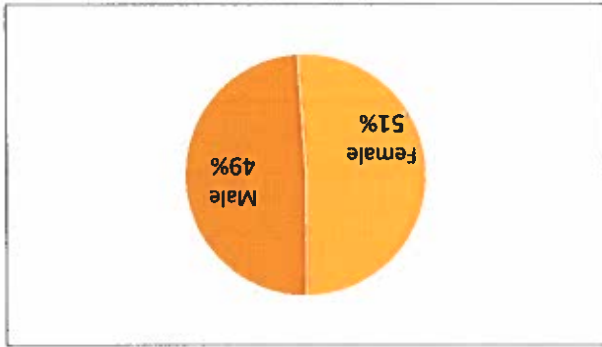
Michael Mapongwana CHC				
3.	Philasande Majezi	M	19 CHARLIE	6 Apr 2021
4.	Ayabonga Madube	M	19 CHARLIE	6 Apr 2021
5.	Siphesihle Msimbothi	M	19 CHARLIE	6 Apr 2021

6.	Wonga Mtell	M	19 CHARLIE	6 Apr 2021
7.	Siyabulela Fani	M	19 CHARLIE	6 Apr 2021
Nolungile CHC				
8.	Khanya Gaya	M	19 ALPHA	28 Feb 2021
9.	Aphiwe Geza	M	19 ALPHA	28 Feb 2021
Site B Clinic				
10.	Odwa Makeleni	M	19 CHARLIE	6 Apr 2021
11.	Lubbalo Mdingi	M	19 CHARLIE	6 Apr 2021
12.	Sonwababile Sanda	M	19 CHARLIE	6 Apr 2021
13.	Luvo Ngalo	M	19 CHARLIE	6 Apr 2021
14.	Ncedo Ncithakalo	M	19 CHARLIE	6 Apr 2021
15.	Aviwe Ngxalambiso	M	19 CHARLIE	6 Apr 2021
16.	Ayanda Sibango	M	19 CHARLIE	6 Apr 2021
17.	Olwethu Mamba	M	19 CHARLIE	6 Apr 2021
18.	Sive Paka	M	19 CHARLIE	6 Apr 2021
19.	Sihle Nogwaxa	M	19 CHARLIE	6 Apr 2021
20.	Sikelela Nyewe	M	19 CHARLIE	6 Apr 2021

During the period under review, the Academy appointed **four (4)** Senior Instructors and **six (6)** Junior Instructors.

The Academy advertised **eight (8)** positions during the period namely, that of Receptionist, Laundry Supervisor, Laundry Assistant, General Cleaner, **two (2)** Maintenance Assistants and **two (2)** Groundsman Assistants. The Receptionist, Laundry Supervisor, Laundry Assistant and the **two (2)** General Cleaner positions were filled as of **01 April 2021**. The other positions will be filled in **May 2021**.

During the period under review, **sixteen (16)** staff contracts were renewed, **one (1)** resignation letter (Junior Instructor) was received and **two (2)** staff members' contracts concluded as at **31 March 2021**.



	Male					Female			
	White	Coloured	African	White	Coloured	Coloured	African	Totals	
CEO's Office	2	9	2	1	3	1	1	18	4
Finance & Admin									
Training & Development		5	4	2	8	1	1	20	5
Community Liaison		1			3	1	1	5	2
Totals	2	15	6	3	18	3	3	47	

CEO's Office
 Finance & Admin
 Training & Development
 Community Liaison

- 4. Overview of the organizational environment
- 4.1 Vacancies, filling of posts, Contract extensions

Youth Hub Ambassadors
Outdoor Leadership unit

		Male				Female	
White	Coloured	African	White	Coloured	African	Totals	
6	3	3	2	1	1	12	
1			1			2	
7	3		3		1	14	

During the period under review, **one (1)** Youth Hub Ambassador's contract concluded during his probation period. **Two (2)** Youth Hub Ambassador Positions were advertised and were filled as of **1 April 2021**. These **two (2)** Ambassadors are servicing the Delft and Elsie's River policing areas.

In addition, the Academy appointed a Project Administrator and seconded the Training Operations Manager to the Project Manager position. These appointments were made as part of the Western Cape Safety Plan initiative. Due to this secondment, **one (1)** Senior Instructor was appointed as an Acting Training Operations Manager and **one (1)** Junior Instructor was appointed as an Acting Senior Instructor.

4.2 Staff Training/Policies/Performance assessments

On **14 April 2021, seven (7)** staff members and **fourteen (14)** interns attended a leadership and mentoring training workshop which was facilitated by Team Rise Life Coaching Seminars.

From **19 April 2021 to 23 April 2021, five (5)** staff members and **five (5)** interns attended Module 1 (Facilitation Skills) of the Academy's National Youth Development Certificate. This was facilitated by Ms. Jaqueline Tamri.

From **20 April 2021 to 22 April 2021, ten (10)** Youth Hub Ambassadors and **seven (7)** staff members attended a 3-day Basic Computing Fundamentals course. This course was facilitated by Genesis Community IT Initiative.

On **21 April 2021**, the Financial Controller attended an online training session on IFRS 16 lease accounting which was facilitated by Mazars.

On **23 April 2021, ten (10)** Youth Hub Ambassadors and **seven (7)** staff members attended an Alternatives to Violence workshop. This workshop was facilitated by GenderWorks.

On **28 April 2021, seven (7)** staff members and **one (1)** intern attended a basic firefighting course. This course was facilitated by Red Watch Fire Training.

On **29 and 30 April 2021, ten (10)** Youth Hub Ambassadors and **nine (9)** staff members attended a first Aid level one training course. This course was facilitated by FATS (First Aid Training Skills).

A policy review session was held with all staff where all the Academy's policies and procedures were reviewed. The Academy's policies were updated and signed, and took effect from **01 April 2021**.

The Academy's annual performance assessments will be completed in **November 2021**.

During the outdoor phase, the outdoor camp was used by the Academy's students. Through the use of the chalets and the hall, certain latent defects were identified and this was communicated to Public Works. The contractor subsequently came and fixed all these defects. However, baboons caused damaged to certain sections of the chalets, where bins were kept and ripped pieces of timber off to get to the bins.

4.5 Outdoor camp

Session	Number	Comments
Counselling Sessions	9	With internal and external counsellors (including a traditional healer)
TRE Session	1	

Counselling of staff members

UNITS DONATED	43 units
NEW DONORS JOINED	39 members
ATTENDANCE	58 members

On 29 March 2021, 20 CHARLIE students, staff members' and interns generously donated (forty-three) 43 units of blood to the Western Cape Blood Services. Statistics are as follows:

On 19 March 2021, staff members' and interns joined the 20 CHARLIE students for their student staff athletic fun day held on the Academy's sports field. The afternoon consisted of "suikerkaskenades" and track races.

4.4 Staff team building initiatives

The balance of the SLA's with partners are only due later in the year. No new partnerships have been established.

- Peace Jam
- Karenda du Plessis

Management reviewed the SLA's with its current partners, and as a result the following SLA's were renewed:

4.3 SLA's/New partnerships

Each coach has an appointed mentor to guide them in their internship at the Academy and to provide holistic support. **One (1)** coach who was due to complete his 1-year internship resigned in March month, to take up a position as a full time assistant coach at a school in Steenberg under DCAS.

Currently there are **four (4)** intern fitness coaches in the team. **One (1)** is a qualified lifeguard who is facilitating all water activities. The newest addition to the team is a coach trained by ETA College, as well as Sport Science Institute of South Africa.

Fitness Coaches Development Program

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.

- 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 of four stations:

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 Advanced* fitness groups. Unfortunately, we could only allocate students to the *Foundation* and *Intermediate* groups, due to the low fitness result. It was evident that COVID-19 had a huge impact on fitness prior to the course, as the results were poor, with the exception of a few students. As the course progressed, we had weekly fitness assessments to monitor their progress.

- 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 a fitness mat to do any ground or floor exercises. They remained with them and students were required to sanitise the 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.

Due to COVID-19, the Academy had to adjust its fitness program.

Student wellness program

4.7 WOW report

The verification of results of the first cohort of students of the National Certificate in Youth Development is scheduled to take place by the ETDP SETA in **April 2021**. 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.

4.6 Accreditation

4.8. General upgrading/upkeep of facilities/special projects

The Academy suffered much baboon damage to its facilities during the period under review. This involved fiber cables that were ripped off, air conditioning piping damage, roof sheeting damage, windows broken, fountain pump damage to only mention a few. All these were subsequently fixed. The Academy's waste skip was also further enclosed to prevent baboons from getting to the waste. In Streitzia Hostel, tiling was done in the kitchen and on the walls of the shower cubicles in the one abluition. This required new plumbing for the showers as well. In addition, the floor of the female abluition in Daisy Hostel was retiled, and a leak was fixed at the same time.

Air-conditioning units were also installed in one of the lecture rooms in the Academic Block, as well as in the lecture hall in Streitzia Hostel. Some of the rooms in Streitzia Hostel were also beautified with murals done by **two (2)** very talented graduates.

4.9 Special projects with other youth development organizations/partners

The Academy's Training Administrator, a certified GERI facilitator, was invited by GER International to facilitate a **four (4)** day intensive online course. The course was co-organized by GER International and the Tiriji Foundation for people in Kenya and the rest of Africa. Participants shared very deeply about their gender woundedness and in particular the oppressive role which patriarchy plays in Africa. Participants shared expressively about the need for gender work on the continent of Africa and ongoing healing.

The Academy envisages facilitating more online GERI workshops with other African countries to broaden and expand its youth work footprint.

Leadership Consultation with Youth with Disabilities, 15 March 2021

The Chrysalis Academy has prioritised working with Youth with Disabilities in **2021** and beyond, in pursuance of its strategic objective to promote social inclusion. To this end, it identified working with its 3-month residential student programme, and other related youth programmes and to be more inclusive of youth with disabilities.

Initially, a 1-week leadership camp was planned for February month. However, due to construction work taking place on the road leading up to the Outdoor Camp, rendering the camp inaccessible to everyone, this camp had to be postponed. The Academy then revised its plans and commenced with a site visit whereby **three (3)** DPSA staff assisted the Academy in assessing its accessibility to those with disabilities. A site visit took place which led to the following recommendations for consideration by the Academy:

The session was attended by over 60 United Nations Representatives on the GERI approach and methodology including participating in a 2-hour session. Participants shared very deeply in a short session on the Status of Women (CSW) conference (online) co-organized with Saphira Rameshwar, a UN Representative in the Office of Bahari International.

One of the Academy's GERI facilitators was invited by GER International to co-facilitate a 3-hour introduction to the Gender Equity and Reconciliation Project during the United Nations Commission on the Status of Women (CSW) conference (online) co-organized with Saphira Rameshwar, a UN Representative in the Office of Bahari International.

Experiential Introduction to Gender Equity and Reconciliation, 23 March 2021

Outdoor Camp have been made. In line with the Academy's APF for the new financial year 2021/22, it plans to roll-out the 3-5-day leadership camp for youth with disabilities, once reasonable alterations and modifications to the camp have been made.

One (1) participant shared, as part of his closing remarks that "just leaving their home for the day was in itself a triumph!" The Academy gained a great deal of insight from this consultation, and has become more sensitive to the day-to-day realities of people with disabilities.

A number of valuable points were raised about how the Academy could be more inclusive and work more broadly with youth with disabilities. There were views that mild to moderate disabilities could be accommodated in the 3-month student programme if it is safe to do so, and there is reasonable accommodation. Running separate programmes for youth with disabilities should also be considered, specifically skills phase offerings and digital programmes.

To start an initial conversation with the DPSA, the Academy hosted a **one (1-day)** Leadership Consultation for Youth with Disabilities, attended by **fourteen (14)** participants. The profile of the group was varied with intellectual, physical and sensory disabilities. The workshop was an introduction to leadership, the COVID pandemic and disability, as well as a consultation on the Chrysalis Academy's approach to being an inclusive organisation. The Academy learnt many lessons during the consultation session with participants on how best to serve youth with disabilities, given the Academy's holistic approach to youth development.

This feedback is being taken into account for planning for future developments, and modifications on the estate.

- A workshop focusing on disability sensitization, the principle of universal access and reasonable accommodation for all persons needs to be held for all staff, in particular for those in facilities and maintenance teams.
- The Outdoor Camp, while having some features that are considered disability friendly, would need a few adaptations, namely railings along the ramp-ways are needed at the Hall and the Disability-friendly chalet.
- The abolition facilities would need to be modified to allow for accessibility, which currently it does not fully accommodate.
- Generally, all doorways to have a smooth wedge or lip to allow for ease of movement for people using wheelchairs.

amount of time about their gender wounding, harmful gender stereotypes and the potential to

expand and grow this work in their organisations.

The Academy is very grateful for its collaboration with GERI International and exposure to facilitate more online gender equity work on a global level in recognition of the Academy's vision of being a recognized global leader in youth development.

Training of Facilitators, Module 2: Genderworks

The CEO and One of the Training and Development department's administration clerk served on the Faculty for the GERI yearlong programme which took place from the **17 - 21 March 2021**.

Innovation Hub Africa Camp (Hillsong Foundation), 3 February 2021

The Chrysalis Academy facilitated a **1-day** bootcamp for iHub Africa participants, as part of its recruitment and selection process. The purpose of the bootcamp was to assess and report on participants' leadership traits and resilience markers, through observing their participation in all adventure-based activities.

The camp was facilitated through group-based, experiential activities designed to challenge participants' lateral thinking skills, reflection skills and to deepen their resilience.

The camp was facilitated by **three (3)** experienced Outdoor Facilitators, namely Wendy Noble, Rudi Jackson and Sinehemba Botha, all of whom form part of the Academy's Outdoor Facilitators Database.

A detailed report on the findings of the facilitation team was submitted to iHub Africa the following day, as they were working according to tight recruitment and selection deadlines. The Academy hopes that all participants would be given an opportunity to enroll in the iHub Africa programme, and that they received the feedback from the report, regardless of whether they are selected or not. At the time of writing this report, Hillsong Foundation approach the Academy to facilitate an Outdoor Men's Camp, focusing on mentoring during quarter **one (1)** of the new financial year. We further hope to continue our work with Hillsong Foundation and its participants in pursuance of youth development.

4.10 Junior-Instructor-in Training

Training of new and current team members commenced between **6 and 16 April 2021**. Some of the current team members, will be afforded the opportunity for much needed instructor specific training, which could not be facilitated during the last training period. New trainees underwent normal training which included a drill assessment, fitness assessment as well as a one on one interviews which included overall feedback of the individual's performance during the training period.

The training for the new and current trainees was facilitated by the Acting Training Operations Manager, Mr Gibson Jannecke and one of the Senior Instructors and Team Leaders, Mr Fazley Vermeulen.

Current Junior Instructors - In-Training for Extended Training

No.	Name	Surname	Course	Area
1	Anga	Kom	19 BRAVO	Phillippi
2	Phiwokuhle	Situba	19 BRAVO	Mfuleni

New Junior Instructors in Training – April 2021 Trainees

No	Name	Surname	Course	Area
1	Sikhulile	Ndongeni	18 ALPHA	Khayelitsha
2	Bonga	Tase	18 CHARLIE	Phillippi
3	Banathi	Mzamane	19 BRAVO	Khayelitsha
4	Zimkhitha	Ngetelo	19 BRAVO	Phillippi
5	Mfaniso	Twayisa	19 CHARLIE	Robertson
6	Gaydon	Ludeke	19 CHARLIE	Villiersdorp
7	Junaid	Williams	20 ALPHA	Bishop Lavis
8	Lionel	Zembi	20 BRAVO	Swellendam
9	Melick	Olliphant	20 BRAVO	Caledon
10	Someleza	Sikali	20 BRAVO	Nyanga

The selection process for successful trainee candidates took place, and the following **four (4)** were recommended for placement on **21 ALPHA** as JITs:

No.	Name	Surname	Active Docs Internship
1	Melick	Olliphant	Yes
2	Junaid	Williams	Yes
3	Mfaniso	Twayisa	No, candidate to be paid by the CA
4	Sikhulile	Ndongeni	No, candidate to be paid by CA

4.11 Western Cape Safety Plan

4.11.1 Construction of Tented Camps

Construction of the outdoor tented camp started in **February 2021**. It was a **six (6)** week's project which consisted of the construction of ten wooden platforms for tents to be pitched on, a timber duty office, a shower facility and a kitchen/storage facility. All of these were completed on time, and within budget. However, certain minor "projects" still need to be done. This involve for example, landscaping, the installation of a flag pole and appropriate signage. The tented camp will be utilized for camps for youth from crime hot spot areas as part of the Academy's role in the Western Cape Safety Plan. However, the tented camp will also be used by Chrysalis students, as an alternative venue during the outdoor phase as well as for youth from schools and church groups who will pay for the use of the facility, and who may require the facilitation of an outdoor leadership programme by the Academy's newly established outdoor unit.

4.11.2 Construction of Road to Outdoor camp

The contractor appointed to do the road construction to the Outdoor camp started with site establishment late in **February 2021**, and with the road construction early in **March 2021**. According to the Contractor's project plan, the project duration is **eighty-eight (88)** working days with an estimated completion date of **2 July 2021**.

However, the project was already delayed as the contractor had to get permission from Public Works for a deviation from the initial design. In addition, the contractor did not allow for a sufficient amount in their budget to remove a huge tree which was interfering with the road construction and which caused a further delay. Unfortunately, the contractor damaged the main water line on **five (5)** occasions, resulting in the whole Porter Estate being without water. It would appear that all materials are on site and that challenges will be sorted out by end of **April 2021**. It is expected that the project will run smoothly from **May 2021**.

4.11.3 Preparation of Office Space for Project Manager and Project Administrator

Due to a shortage of office space, one of the houses on the Porter Estate allocated for use by the CA, is being transformed into an office space for use by the Project Management Team for the Western Cape Safety Plan. Work has already commenced to get the facility up and running.

Maintenance

- Water and electricity has been confirmed as working and ready for operational use
- Water filter has been installed for drinking water at the office
- The entire office has been painted white on the inside, which includes the ceiling
- The floor at the entrance of the office has been painted
- The door at the entrance of the office will be fixed at the bottom where another glass panel will be inserted
- The fire place cleaned, rust removed and repainted
- The grass in the backyard has been cut and the garden well looked after

Structural

- The storage cabinet at the entrance of the office has been removed as requested, to allow for more space in the reception area
- The old wire mess frames at the entrance of the office must still be looked at for removal / replacement
- Storage spaces will be requested in the garage area for storing of outdoor equipment

Access

- 2x sets of keys were cut for the office staff
- Alarm system yet to be connected
- The rest of the office keys for inside access is currently in the venue

Office Cleanliness

- The windows in and around the office have been cleaned, with only a few left to do
- The floors of the office have been mopped, and the backyard swept and leaves picked up
- Both bathrooms and shower spaces were cleaned, and will be sanitised before the official occupancy of the office
- Various cleaning detergents were collected at the stores for day to day use

Connectivity

- Wireless connectivity has been confirmed as ready for office/computer use, but still requires a cage around the small satellite dishes as protection from the baboons
- Telephones have been purchased but still require installation
- Yet to receive the office printer

Office Items purchased to date

- 2x Office chairs
- Microwave
- Toaster
- Kettles
- Pin boards
- Year planner
- Weekly planner
- Cutlery
- Crockery
- Glasses
- Bibs for offices and toilets
- Multi plugs and extension
- Office telephones
- Lounge suite
- Boardroom table and six chairs

Office Items outstanding

- Laptop
- 2x office desk and 4 chairs
- Carpet
- Curtains and rods
- Fridge
- Clock

4.11.4 Youth Safety Ambassador Programme (Pilot)

4.11.4.1 Introduction and Programme

The Chrysalis Academy was contracted by the Department of Community Safety to provide a holistic training programme for their School Safety Ambassadors. The Youth Safety Ambassadors' Programme commenced at the Academy on **22 February** and concluded on **25 March**. Two (2) blocks of training were offered focusing on personal mastery and peace-building, as follows:

	Block 1	Block 2	Programme Delivery
Group 1	22-26 Feb	15-17 March	Non-residential
Group 2	01-05 March	18-20 March	Non-residential
Group 3	8-12 March	23-25 March	Residential

The purpose of Youth Safety Ambassadors' Training programme was to introduce participants to a holistic and healing-centred approach to self-care, and serving in communities. The role of safety ambassadors at a community level is becoming increasingly important as communities begin to navigate its response to the COVID-19 pandemic, and the ongoing poverty and violence.

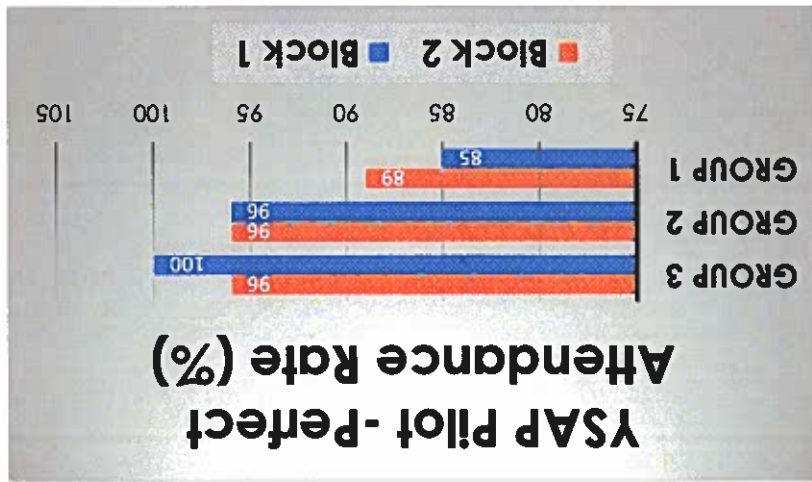
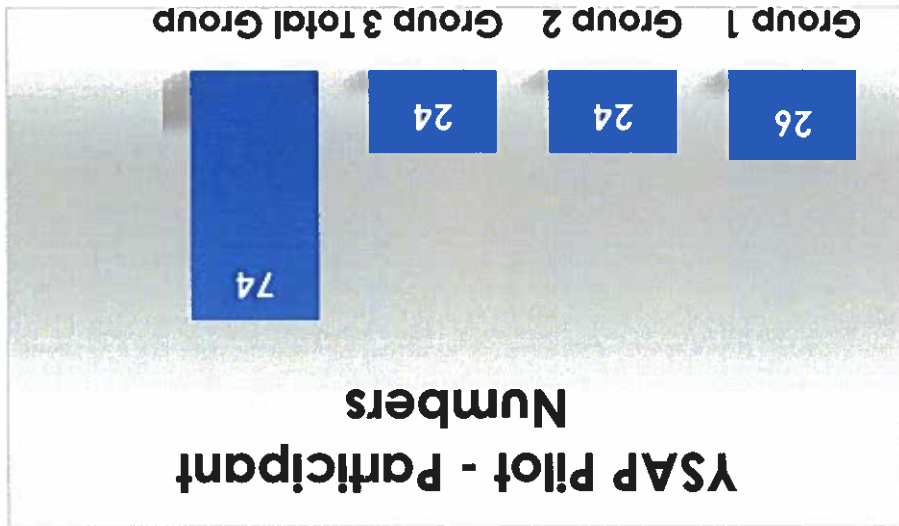
The YSAF curriculum can be seen as a distillation of the Chrysalis curriculum, whereby the following workshops and activities were offered:

Programme	Facilitator/s
Orientation Day (including a consultation with DOCS)	DOCS Ministry and Department Staff CA Facilitators
Personal Mastery	Dr Lucille Meyer
Emotional Intelligence	Ms Kenna Cormie
Peace Building	Prof Brian Williams
Leadership	Ms Janine Turner & Mr Moses Piet
Diversity and Inclusivity	Mr Earl Mentor
Yoga and Meditation	Dr Lucille Meyer and Ms Janine Turner
Fitness, Water Activities and Hiking	Fitness Coaches and Youth Hub Ambassadors
Evening Programme (motivational themes, games, recreational activities)	Youth Hub Ambassadors and Hosts

Counselling was offered to participants where requested. Detailed statistics are captured below.

Programme Attendance:

- Number of participants invited: 79
- Number of participants attended: 74



Demographics

Areas

- Belhar; Bonteheuwel; Delft; Goodwood; Hanover Park; Khayelitsha; Kullisriver; Manenberg; Mtunzi; Mitchell's Plain (Westridge, Eastridge; Rocklands, Beacon Valley, Portlands, New Woodlands, Tafelsig; Freedom Park; London Village; Lenteguur; Westgate; Colorado Park); Nyanga; Phillippi; Robertson; Ruyterwacht; Strandfontein; Steenberg

Age

- Age range = 18 to 69 years old
- Average age = 24 years old

MITCHELL'S PLAIN	
▪	West-End Primary School, Lentegaur
▪	Mitchell's Plain Primary School, Westridge
▪	Cascade Primary School, Tafelsig
▪	AZ Berman Primary School, Beacon Valley
▪	Eastville Primary School, Eastridge
▪	Rocklands Primary School, Rocklands
▪	Portlands Primary School, Portlands
▪	Huguenot Primary School, Tafelsig
▪	Parkhurst Primary School, Westridge
▪	Hillside Primary School, Rocklands
HANOVER PARK	

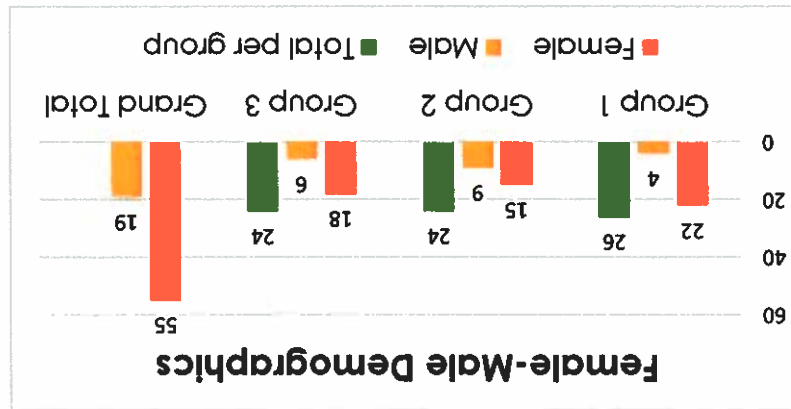
School Placements

- English (36%)
- Afrikaans (51%)
- isiXhosa (13%)

Home languages

- Matric = 81 %
- Lowest grade passed = Grade 8
- Highest Grade passed = 1-year College graduate

Education



Female-Male

- Group 1: 11/26 requested counselling (42%)
- Group 2: 4/24 requested counselling (17%)
- Group 3: 11/24 requested counselling (46%)
- Group in total = 26/74 requested counselling (35%)
- Group in total = 22/74 received Counselling (30%)

4.11.4.3 Counselling Summary

▪ Belmore Primary School	WANENBERG
▪ Primrose Primary School	
▪ Saambou Primary School	
▪ Easterpeak Primary School	STRANDFONTEIN
▪ Strandfontein Primary School	BONTEHEUWEL
▪ Cedar Primary School	BELHAR
▪ Symphony Primary School	KUILSRIVER
▪ Rouxville Primary School	KHAYELITSHA
▪ Sivyiseni Primary School	SHARED SERVICES CENTRE
▪ Nkazimlo Primary School	ROBERTSON
▪ De Villiers Primary School	
▪ Langeberg Secondary School	

Group 1
 The vast majority of Group 1 participants reported having had a significant increase in their understanding of Youth Safety after course completion. Almost all participants of this group reported a high rating for each training module i.e. Personal Mastery, Emotional Intelligence, Peace Building, Leadership and Diversity and Inclusivity. Regarding the afternoon wellness programme participants really enjoyed and gained huge benefits from Yoga, Meditation and Fitness. Yoga and Meditation in particular were activities many participants had experienced for the very first time.

4.11.4.5 Evaluation comments by YSAP participants

Some of the rooms in Streitizia Hostel were also beautified with murals done by **two (2)** very talented graduates. They were given the brief to paint a picture in each room with the *Streitizia* flower as a theme for each of the murals. The feedback on the completed murals was very positive.

Air-conditioning units were also installed in the hall of Streitizia Hostel to make the teaching experience more pleasant for the participants of the Youth Safety Ambassador Programme. A projector and screen were also installed to enhance the use of the hall as a teaching facility. Benches and a pot plants were placed at the entrance to the hostel to soften the appeal of the hostel. Picnic benches were placed on the inside of the hostel for use by the participants while having a break.

The floor in the kitchen at Streitizia Hostel was in a very poor condition. It was therefore decided to retile the floor, which will result in making it easier for the users of the kitchen to keep it clean and hygienic. Similarly, the walls at the shower cubicles of the one ablution were also retiled, and the plumbing of the showers needed to be replaced due to leakages.

4.11.4.4 Upgrades/innovations at Streitizia



Participants were generally satisfied with the classroom sessions. However, many recommendations were suggested for improvement of the afternoon and evening programmes. Particularly, there was a need for more fun activities e.g. dancing, karaoke and for the hikes to be longer. Additional training requests included Personal Mastery, Leadership, Peace Building, Marching or Drilling training, First Aid training, Career Counselling, and Stress and Anger Management. The following quote by one of the participants sums up this group's evaluations quite adequately: "I've learned so much about

participation in this segment to be optional. participants to get to know each other and aid group bonding. Also, some participants requested for feedback for the evening programme included that it was fun, a great way to end the day and for evening programme which included ice breakers, group activities, art therapy, and a games night. Due to this being a residential programme, the afternoon wellness segment, was followed by an and water activities offered.

Group 3 was the only residential group that was hosted for the duration of their training. Just as with the other two groups, this group experienced a significant increase in their understanding of matters relating to Youth Safety, and as a result, gave very high ratings to each course module i.e. Personal Mastery, Emotional Intelligence, Peace Building, Leadership and Diversity and Inclusivity. Concerning the afternoon wellness programme, it was enjoyed by most of the participants. Feedback on Yoga and Meditation showed that these modalities were among the most useful. One participant reported: "The Yoga and Meditation was phenomenally beneficial for my mind, body, and soul. I would like to recommend it to anyone". Some other participants also thoroughly enjoyed the hiking

Group 3

which they work. requests included Public Speaking skills, and how to deal with troubled students at the schools in included more on Personal Mastery, Emotional Intelligence, and Peace Building. Other training activities based on team building. The preferred additional training requested from this group, A few participants asked that more group work activities be included, and also some leading us through the programmes". There were not many recommendations for improvement from participating in all of the afternoon wellness programmes. The instructors did an excellent job of and very useful tools for self-management. One of the participants said: "I had a good time calm, grounded, and decreased stress levels. Some of them mentioned that it was much needed, afternoon wellness programme, participants reported great benefits, including feeling more relaxed, Peace Building, Leadership and Diversity and Inclusivity received very high ratings. Relating to the after completing the course. All course modules including Personal Mastery, Emotional Intelligence, All Group 2 participants experienced a significant increase in their understanding of Youth Safety

Group 2

One participant said: "I found the wellness programme very useful. It helped me a lot with my mind, body, and soul". When asked about possible recommendations and improvements, the majority of the participants said the programme was adequate in all aspects and had nothing much to add. There was a big interest in the Chrysalis Academy Facility and the group asked to be taken for a tour around the facility, which inspired the later adjustment to the programme to include a short tour of the campus. Participants were asked for any additional training they might be open to in future and Personal Mastery and Emotional Intelligence were by far the greatest demand for this group, followed by Leadership training.

At the beginning of the year, a reassessment was done of all COVID-19 protocols that were put in place previously. This required the Academy to redo certain signs to indicate social distancing, introduce more sanitizing stations, and to put up more signage in general. Isolation and screening rooms were also slightly upgraded.

4.13 Implementation of Lockdown Regulations and COVID-19 Management

The house at the stables was also given a coat of paint as indicated above, and certain old features were removed to give it a more professional and fresh appearance.

Not only was the outdoor tented camp built on the additional land, but the Academy's maintenance team started with a clean-up process, which involved pruning of trees, removing dead branches and stacking it on heaps and cutting of the grass, especially in overgrown areas. The latter proved to be quite a challenge given a very old tractor that was overheating very frequently.

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

As indicated, unfortunately **two (2)** review meetings that had been scheduled with DoCS and the Ministry could not take place to engage in a review of the pilot programme, and to commence planning for the yearlong programme that the CA has been contracted to deliver. The CA team however had its internal review on **26 March 2021**. The CA will refine the training programme for the **one thousand (1000)** Safety Ambassadors.

4.11.4.8 Management review of the pilot programme

In the initial budget allocation from DoCS, an amount of **R 527,000** was allocated towards working/training sessions with principals and educators from schools situated in the hotspot crime areas. However, due to COVID-19, and the closure of schools for a long period of time, management reconsidered the work with the principals, educators and young people "at-risk". The need was registered to train current Youth School Safety Ambassadors. It was therefore collectively decided between DoCS, Minister of Community Safety officials (including MEC Fritz) and Chrysler to use the above-mentioned **R 527,000** for this training. This allocation was used to mainly cover costs related to catering, transport, facilitation/training, stationary, course design and facility preparation.

4.11.4.7 Realignment of WC Safety Plan budget to cater for new needs of the DoCS

The pilot project with the **seventy-four (74)** School Safety Ambassadors yielded great learning for work with the upcoming Youth Safety Ambassadors. However, planning has not yet commenced, as **two (2)** planning meetings with DoCS and the Ministry had to be postponed.

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

myself and have been equipped with skills that I can use anywhere. My mind set has improved and hopefully I'll be able to impact my community."

The COVID-19 policy was also amended to provide for the situation that staff might use "COVID-19" like symptoms to go into isolation without having to sacrifice any of their leave credits.

4.14 Resource Hub

To date, 1499 views took place on the Resource Hub.

5. Summary of Financials: 1 April 2020 – 31 March 2021

SUMMARY OF FINANCIALS		PERIOD: 1 APRIL 2020 - 31 MARCH 2021	
Total Income	R 19 713 980	Direct costs	R 3 316 824
Gross Surplus	R 16 397 156	Day to day expenses:	
		Apr-20	R 701 955
		May-20	R 927 758
		Jun-20	R 881 603
		Jul-20	R 1 446 943
		Aug-20	R 1 509 968
		Sep-20	R 1 071 385
		Oct-20	R 1 031 122
		Nov-20	R 1 457 269
		Dec-20	R 1 194 401
		Jan-21	R 1 282 563
		Feb-21	R 1 421 596
		Mar-21	R 2 068 703
Total expenses	R 14 995 266	Surplus/deficit (excluding accruals, capex)	
			R 1 401 890
YTD Capital expenditure	R 1 241 052	Net surplus/deficit (after capex)	
			R 160 838

Cash at hand as at 31 March 2021 amounted to R 7,4 million. This cash balance is mainly due to a transfer payment of almost R 5 million from the Department of Community Safety which was received at the end of March 2021. The capital expenditure figure of R 1,241,052 as stated above, includes assets bought in terms of the Western Cape Safety Plan programme to the tune of R 582, 513.

NET INCOME FROM RENTING/ HIRING OUT FACILITIES			
MONTHS	GROUPS/ CAMPS	TENANTS	TOTAL
Apr-20	R 0	R 27 168	R 27 168
May-20	R 0	R 25 600	R 25 600
Jun-20	R 0	R 25 600	R 25 600
Jul-20	R 45 150	R 214 922	R 260 072
Aug-20	R 0	R 23 690	R 23 690
Sep-20	R 7 130	R 42 271	R 49 401
Oct-20	-R 39 054	R 45 839	R 6 785
Nov-20	R 35 407	R 39 213	R 74 620
Dec-20	R 0	R 39 669	R 39 669
Jan-21	R 141 791	R 39 365	R 181 156
Feb-21	R 35 392	R 39 365	R 74 757
Mar-21	R 6 473	R 38 365	R 44 838
TOTAL	R 232 289	R 601 067	R 833 356
YTD			

As depicted in the table below, the Academy managed only to generate income from renting/hiring its facilities of R833k compared to the R 1,5 million which was generated in 2019/20. This almost 45% decrease is due to the Academy not making available its facilities for groups/camps due to the COVID-19 lockdown. In addition, the Academy made use of the Strelitzia Hostel for the Youth School Ambassador Programme which prevented the Academy from hiring this hostel out to external clients. Management also took a decision to charge most of its tenants only 50% of their normal rentals up to end August 2020, as to compensate them for their inability to generate income during this time. In addition, the Academy experienced high maintenance costs during October 2020, which was offset against facilities income resulting in minimal income from this source.

8. Hiring of facilities (and income generated)

No new partnerships were entered into during this period. However the CA Management is pleased that its relationship with the Disability Sector is being consolidated through its **one (1)** day leadership engagement with officials from the DPSA, as reported on earlier.

7. Marketing, Communication and new partnerships

- 6.1 During this period, Distell made a donation of R 100 000.00 towards the student programme.
- 6.2 CA received a donation of sanitizers from Distell valued at approximately R 4365.00
- 6.3 The CA was granted a scholarship to the value of about R 7000.00 to view the global TRE summit.

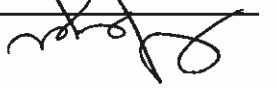
6. Fundraising and donations

The CA wishes to express its appreciation to the DOCS Management for the healthy collaboration over this financial year, as well as the funding towards the implementation of the CA's annual programme. In addition, we are pleased that despite the deeply challenging context around the world with regard to employment, and low economic growth, the CA's work was expanded via its relationship with the Disability Sector in the province, and its leadership and resilience training for (seventy-four) 74 Youth School Safety Ambassadors. The CA's Management is hopeful that a strong foundation is near completion, with minor work still required. Management is hopeful that a strong foundation has been laid for this expansion to continue throughout the new financial year.

9. Conclusion

Chief Executive Officer

Dr. Lucille Meyer



Date

29/4/2021