

# Free Market Training

## 1997 APRIL report

The last year saw the culmination of a 3-year pilot project for Enterprise Development, in a number of educational institutions throughout South Africa. The project had the full support of the national Department of Education as well as the Minister himself, and more than 70 institutions participated with the assistance of funding from various sponsors. A comprehensive and independent follow-up evaluation completed during May 1996, found the implementation of the programme successful, and confirmed its popularity with both students and lecturers.

The primary objective of the pilot project was to supply educational institutions with the basic methodology and material that would enable them to teach practical entrepreneurial competencies to students, and formalise the training as part of a diploma course.

During February 1997 we organised a workshop (funded by the Anglo American and De Beers Chairman's fund, the British Council, and the ODA) to discuss a possible country-wide Enterprise Education strategy with various stakeholders. The 90 invited participants included representatives from the Department of National Education, the provincial education departments, the Department of Labour, the Department of Trade and Industry, the South African Qualification Authority (SAQA), lecturers, examiners, NGOs and other service providers.

The objectives of the workshop were to (1) establish what the various role players were doing in the area of Enterprise Education (2) to find out whether it was possible to co-ordinate their activities (3) to discuss the best practices employed by service providers (4) to discuss the funding of Enterprise Education and (5) to discuss a future strategy for promoting Enterprise Education.

The conclusions from the workshop confirmed that a project of this nature was urgently required to give impetus to enterprise education on a national scale. We have consequently decided to expand the initial project to as many Technical Colleges, Community Colleges and Teacher Training Colleges as possible, to establish Enterprise Development Centres at one or more educational institutions in each province, and to create the networking required to ensure the success of the project.

The main beneficiaries of the project will be:

- the approximately 67 000 Students/Scholars attending the enterprise development programme during the project phase
- the participating educational institutions that will have a core group of lecturers/teachers who understand the process of Enterprise Development
- Local Business Service Centres (LBSCs) that will have access to a provincial Enterprise Development Centre
- Adult learners using Community Colleges to acquire the skills necessary to start and run a business successfully and
- existing teachers receiving INSET training to upgrade their competencies in the area of Entrepreneurship.

South Africa requires a huge number of new entrepreneurs to create the jobs and wealth that will help solve many of our economic problems. The proposed project will provide the educational infrastructure that is required for the promotion of an enterprise culture and the creation of entrepreneurs, and educational institutions from all the provinces will be involved.

South Africa's educational system has been, and still is, largely inadequate in supplying entrepreneurship education to the millions of scholars and students that pass through the classrooms annually. Most of our education is still aimed at producing employees rather than employers.

We trust that our contribution will make a difference to the above situation, and we thank the many sponsors who are making this important task possible.

## **1997 OCTOBER report**

There are a number of very exciting happenings at Febdev at the moment. Our Education Project is now reaching the end of the three year pilot and we can quite happily say it has been a resounding success. Having set out initially to introduce practical entrepreneurship methodology into 40 Secondary and Tertiary Institutions, we in fact ended up with 78 participating. The demand for the training and material has grown to mammoth proportions. This can be attributed to the fact that few service providers offer the same training and support services as Febdev.

In addition the face of education has changed and South Africa is moving towards OBET (outcome based education & training), bringing us in line with many countries throughout the world. For OBET to be successful, lecturers and teachers need to upgrade their teaching skills. This is where Febdevs' strength lies. We are therefore now moving into the second phase of our project. This will be aimed at setting up an Entrepreneurship Centre in each province, initially aiming at the larger provinces namely Gauteng, Western Cape and Kwa-Zulu Natal. Our objective will be to impart our skills to experienced staff that can offer training, support and counselling to many institutions within that province. Within the next four years the Centre will aim at becoming self sustainable therefore not relying on donor funding in the future.

In the Western Cape it is all systems go as soon as we get the go ahead from our sponsor. We have linked up with The Capricorn Science & Technology Centre in Muizenberg and can therefore offer entrepreneurship training to many target groups. They have invited us to join their Advisory Committee. We have also been offered full co-operation and support by the Western Cape Education Department and many colleges in the region.

Significant progress in influencing the format of the formal courses in colleges has been made. The change of the national syllabus for N4 Entrepreneurship and Small Business Management which Febdev facilitated was formally accepted in August.

We are still very active within the communities and offer two and four week courses on Entrepreneurship and Business Management. Our courses are registered with the Department of Labour and we have recently been awarded a training contract to train 90 people.

On Saturday 1st November, Prince Charles will be visiting an exhibition of projects funded by the Nations Trust – ODA. Febdev has been invited to exhibit and meet Prince Charles. All those participating students and businesses will then receive tickets to the Two Nations Concert attended by President Mandela and Prince Charles.

As we reach the end of the year it is again time for our Entrepreneurship awards. This event will take place on the 19th November and we are happy to announce that we have a very generous sponsor in Coca-Cola. They have been kind enough to cover the costs of the evening and the prizes for the winners. This will be followed by a workshop on the 20th November where lecturers / teachers and various interested parties within the education sector will be brought together to exchange new ideas, interact with one another and generally soak up as much information as possible from an array of speakers. The workshop will be part funded by Liberty Life Foundation.

We wish to thank our many sponsors for their contribution to the success we have had during the past year. We feel confident that we can rely on their continued support in the future.

## **1998 MARCH report**

We are pleased to announce that the first of our provincial centres has opened. The Enterprise Development Centre in the Western Cape received the core funding from the Anglo American & De Beers Chairman's Fund for a four year period. The launch of the centre is scheduled to take place on 13<sup>th</sup> May 1998.

The basic objective of the project is training for the lecturers and capacity building for participating educational institutions. We will, however, also establish a Resource Advice Centre for entrepreneurs as well as offer courses to school teachers and potential entrepreneurs in the community.

To ensure the sustainability of the project, it was decided to involve one of the institutions we have worked with in the past. After consultation with institutions in the Western Cape as well as the Western Cape Education Department, South Peninsula College with its satellite Good Hope Community College was chosen as the partner. Cassie Kruger, Rector of the college, views the project as an opportunity to further their links with the community.

At the start of the project the college will provide the Febdev Enterprise Development Centre with accommodation and administrative assistance where necessary. At the end of the four years the centre will become an independent business unit, with the people running the centre, the college, and Febdev as partners.

The Western Cape Education Department is playing a significant role in the establishment of the centre, as they see it as benefiting the entire Western Cape education sector. They will be seconding staff from the college of education sector to take part in the project as trainers and administrators, working mainly in INSET (In Service Education & Training) training.

The Enterprise Development Centre will be set up in Muizenberg, Cape Town and Theresa Griessel will be the Regional Coordinator. The head office in Johannesburg will continue to monitor and assist the project in addition to providing support for the other college projects.

The Enterprise Development Centre concept will be expanded to other provinces as soon as funding becomes available. We are in the initial process of setting up a centre in the North West Province possibly starting in July. Meetings have already taken place with Potchefstroom Technical College, with a further meeting scheduled at the end of March with the North West Province Education Department.

As mentioned in our October report, Febdev was invited to an exhibition organised for the benefit of Prince Charles, along with the Nations Trust and Centre for Opportunity Development. The objective was to showcase some of the projects funded by the ODA.

Febdev's stand included a "mock classroom" where students were doing the envelope game, as well as two exhibits by students who had started businesses. Our participants really made an extraordinary effort, Rhoelna Burger and Faith Ndlovu brought students from Pretoria College and the exhibiting students were from Wits Technikon and Attridgeville College. Everyone was invited to attend the Nation's Trust Concert afterwards.

Our Business Plan and Entrepreneur of the Year Awards took place on the 19<sup>th</sup> November at the Holiday Inn Crowne Plaza. With the generous sponsorship from Coca-Cola Southern Africa, we were able to change the format of the awards and hold a sit-down dinner for approximately two hundred people. Eunice Sibiya, Community Affairs Manager for Coca-Cola helped co-ordinate the event and also acted as Master of Ceremonies. With red and white as the theme, delicious food and the music of the African Maroon Women's Jazz Band, it was a festive occasion.

The Awards evening was followed by a one-day workshop on the 20<sup>th</sup> November to enable more lecturers to attend both occasions. The objective was to offer lecturers from participating institutions new insights, information on entrepreneurship, as well as the opportunity to network with colleagues from similar institutions. It also served as an introduction to Febdev, its projects and future plans for non-participating institutions. All participants found it very informative and worthwhile. The Workshop was part funded by the Liberty Life Foundation.

We believe that during 1998 we will continue to build on the sound foundation of the last few years.

### **1998 OCTOBER report**

The launch of the new Business & Economic Principles programme took place at the Balalaika Hotel on 30<sup>th</sup> July 1998. Approximately 200 people attended and many of them expressed their interest. The programme will provide much-needed economic literacy training within organisations. It can be used on an individual basis as a certificated course where a supervised examination is written and a certificate is issued by the Free Market Foundation. Alternatively, the programme can be presented as an action learning course where participants get first-hand knowledge of the practical operation of a business.

The programme will be SAQA accredited and successful participants will receive credits towards further education.

The Western Cape Enterprise Centre, funded by the Anglo Chairman's Fund and SA Breweries and officially opened during May 1998, is doing very well. We have the support of the Western Cape Education Department, and they have seconded six lecturers as full-time employees of the centre. Three of the lecturers attended a GTZ Training of Trainers course during July in Johannesburg. The centre is already presenting regular start-up workshops for lecturers/teachers at colleges and schools in the Western Cape. A Job Scene exhibition with South Peninsula College will take place from 27th - 29th August at the Good Hope Centre. This will consist of a Business Plan Clinic and an Entrepreneurship Village where Action Workshops will be run twice a day.

Start-up and Follow-up workshops on Enterprise Development are still being run in the other provinces as well. During August an Entrepreneurship Seminar was held at Centurion College. Three College examiners also attended.

We are still doing Enterprise Development in various communities for NTSIKA, the Enterprise Development arm of the Department of Trade and Industry (DTI), and we have presented Mentorship training for the DTI's KHULA. Training is also being done for the Department of Labour.

During September, we will be holding a Lunch Time Forum for various funders. The Chief Director of the DTI, Dr Alistair Ruiters, will be addressing the meeting to present their future strategy in the area of Enterprise promotion as far as it affects service providers. This will hopefully convince more funders that Enterprise Development is the most cost-effective way to help the disadvantaged.

### **1999 MARCH report**

The training division had a very successful year in promoting entrepreneurship. The yearly Entrepreneurship Awards ceremony took place at the Holiday Inn Crowne Plaza on 19th November 1998 and was attended by more than 150 invited guests.

FEBDEV was also nominated as a finalist in the 1998 North West Province Presidential and Premier Education Awards. Norma James accepted our certificate from Professor Sibusiso Bengu at a gala occasion held at the Presidential Guest House in Pretoria on Saturday 14th November 1998.

The establishment of the Enterprise Development Centre in the Western Cape at the beginning of 1998 marked the crucial beginning point for the second phase of FEBDEV 's project to build capacity for the teaching of entrepreneurship at educational institutions. The main aims of the centre are as follows:

1. To train lecturers and teachers in action learning methodology
2. To provide facilitator material for lecturers and manuals for students.
3. To establish a resource and advice centre where potential entrepreneurs and existing business people can discuss problems regarding starting and running a business.
4. To assist with the implementation of entrepreneurship programmes at colleges and schools.
5. To monitor and evaluate the projects.
6. To embark on joint projects with tertiary institutions to train potential entrepreneurs in the community.
7. To create awareness throughout the Western Cape of the importance of entrepreneurship.
8. To obtain awareness of current and relevant developments in entrepreneurship training.

At the end of the first year, FEBDEV Western Cape can confidently claim to have implemented or be in the process of implementing all of the above.

Our second regional centre has now been established in the North West Province. The first Entrepreneurship Start-up Workshop for lecturers will take place during the last week of March at the Potchefstroom Technical College.

We hope to open Enterprise Development Centres in Kwa-Zulu Natal and Gauteng in the near future. In the meantime, we are continuing to visit all the colleges sponsored in these regions.

Our community trainers have already been very busy this year. One training project funded by the Department of Labour has been completed, six programmes for the Joint Enrichment Project (funded by NTSIKA) were finalised and two projects (funded by GTZ) are currently running at Simunye and Gasewa.

We would once again like to thank our funders for their generous donations that make our projects possible. We can assure all sponsors that their contributions are making a meaningful difference in the lives of all participants.

## **1999 AUGUST report**

### **The FEBDEV vision**

The Foundation for Economic and Business Development (FEBDEV) has been providing enterprise skills to individuals, companies and educational institutions for the past eighteen years. Their innovative approach to enterprise development has meant the difference between success and failure for many entrepreneurs. They have provided educators with skills to assist students in becoming more enterprising and have contributed to creating a spirit of enterprise through workshops and networking with decision-makers. Their aim is to continue with the provision of knowledge and skills that will allow South Africa's people and economy to prosper.

### **Action Learning Methodology**

FEBDEV's Enterprise Development Programme has evolved as a comprehensive course that provides the practical and theoretical skills to start a small business. It has been field-tested by thousands of participants. The training methodology, which is based on Action Learning, leads participants to the discovery of learning points through a series of Simulated Learning Experiences. The courses are continuously improved through practical experiences and through the input of best practices from respected international training organisations.

### **Enterprise Development Centres**

Popular demand has led to the establishment of Enterprise Development Centres in Gauteng, the Western Cape and North West Province. A fourth centre will be started in Kwazulu Natal in the near future. The centres undertake enterprise development training, programme development and the provision of resources to educators and entrepreneurs. Satellite centres will serve outlying areas.

### **Schools Programme**

The expansion into Enterprise Development Centres has now made it possible for the organisation to assist schools by providing training for teachers and the development of material compatible with the new curriculum.

### **Community Training**

FEBDEV runs community courses at various levels. These courses offer people the opportunity to develop the essential skills and business knowledge that they need to survive in a difficult economic environment.

### **Business and Economic Principles Course**

The course on Business and Economic Principles provides a basic understanding of important concepts. It can be presented on an individual basis (home study) or the course can be facilitated for groups. The kit includes workbooks, textbooks and videos. Credits for completion of this course could go towards further education, in line with the philosophy of life-long learning.

## **Mentorship Training**

Mentorship courses aimed at SMMEs cover the basics of mentorship and provide participants with the necessary diagnostic tools to assist various categories of entrepreneurs.

## **2000 MARCH report**

The second half of 1999 was extremely busy and successful. The Enterprise Development Centre in the North West was set up with three staff members and discussions have taken place with the North West Education Department who have agreed to second four lecturers to the centre. Eight prospective lecturers attended the Training of Trainers that took place from 14 to 17 February and the four secondees will be chosen in the near future. The North West Regional Award Ceremony also served as the official launch, and Tony Polatajko of the Department for International Development in South Africa (DFID) unveiled the plaque for the centre.

In 1999, both the Regional and National Award Ceremonies were funded by ABSA. ABSA also selected judges to sit on the Regional as well as the National judging panels. Dawn Jefferson-Green of ABSA Head Office commented on the very high standard of the business plans that were submitted.

The Enterprise Development Centre in the Western Cape is now introducing the Febdev programme to schools and is also involved in community training.

Exciting new material is currently being developed to fit in with Curriculum 2005.

In October 1999, Sol Roets was requested by the GTZ office in Papua New Guinea to conduct a Training of Trainers course and to assist in the development of an Entrepreneurial Management course for vocational training educators. He subsequently trained there in December and again in February this year.

We are also involved in a pilot learnership project with St Anthony's Adult Education Centre. The objective of the project is to place students from the college in an environment that will allow them to use their newly acquired skills and theory within a practical setting. Industries in the surrounding area will act as "incubators" for the students who will have to do specific job-related assignments that will count towards their diplomas.

Febdev has been approached by the NBI for assistance in the design and implementation of a partnership/linkage project between technical colleges on the one hand and the industries and communities they serve, on the other. We will facilitate a number of workshops, establish a suitable curriculum, design a training course and appropriate training materials, run a pilot course for colleges, and coach the trained lecturers for a 3-month period.

We have resuscitated the old "With Justice for All" course as our new "Business and Economic Principles" course. Bigger organisations and businesses are realising the importance of economic literacy and an enterprising attitude in the workplace. Our new course addresses many of the problems that businesses and organisations experience and will be part of the ongoing adult learning process envisaged by the government. Charl Heydenrych will be marketing the programme on our behalf and we wish him luck in his new venture.

We are delighted to report that the Japanese Embassy has agreed to sponsor the Febdev project in Gauteng and the North West Province.

As in the past, our success is made possible by the generous contributions of our many sponsors as well as the competence and dedication of the Febdev staff.

## **2000 AUGUST report**

2000 has been a very busy and interesting year. In May Kadar Asmal, Minister of Education, made his announcement regarding curriculum 2005. However, the interventions at schools are outcomes-based in nature and are derived from Critical Outcomes that are still in place. FEBDEV's Schools' Strategy (April 2000) was based on research that indicated some of the same problems mentioned by the Curriculum 2005 Review Committee. Their report could therefore not come at a better time – just before the launch of the schools project in October 2000. In fact, it is evident that the recommendations underline the same concerns that FEBDEV sets out to address and it legitimises the FEBDEV approach to

entrepreneurship development. The suggested change from a Curriculum 2005 to a Curriculum 21 structure impacts positively on FEBDEV's Schools Strategy.

We believe that an entrepreneurial programme for schools based on OBE (outcomes-based) principles is essential, regardless of the Curriculum Framework. Our Schools' Strategy used the twelve Critical Outcomes as a point of departure. These are imbedded in the National Qualifications Framework and will not change in Curriculum 21. It therefore made more sense for FEBDEV to focus on the development of enterprise in all learning programmes. Exciting new material is currently being developed to fit in with Curriculum 21 and all the material has been submitted to SAQA for accreditation.

Theresa Griessel is now working as a Consultant to FEBDEV, and Dorette Steenkamp, WCED secondee, has taken the position of Western Cape Regional Co-ordinator. She is a dynamic and very proactive person and the Centre has benefited from her presence. At the end of July FEBDEV Western Cape moved to picturesque new offices in the Capricon Business and Technology Park. The vision for Western Cape is that in the near future the centre will operate as two distinct units, namely (a) an Education and Training Unit focusing on capacity building of educators and trainers in the field of enterprise education throughout the Western Cape, and (b) a Business Support Unit, focusing on the establishment of SMME incubators via projects of the False Bay College Cluster.

The Enterprise Development Centre in the North West was proud to announce that it has already trained 3/4 of the lecturers targeted in its four-year project. They have now appointed one senior full-time trainer as well as one junior trainer who is employed on a temporary basis. The Department of Education in the North West Province has decided to provide the centre with 4 seconded lecturers but due to problems experienced in re-location of the people involved, they have not yet started. However, this has not hampered FEBDEV's ability to achieve the required outputs.

GTZ funding for community projects has come to an end and our 3 Community Trainers are now working as Consultants to FEBDEV. Community training will continue under the auspices of the various colleges.

Charl Heydenrych has joined the organisation and has visited many companies to present our Business & Economic Principles Programme. He also attended the FEBDEV Start-up and Financial Workshops. Charl and Tony Roberts, from Western Cape, ran a 5 day Start-up Workshop for Gauteng Colleges in July and we received extremely positive feedback from those who attended. Charl is also representing FEBDEV at both the Entrepreneurship and the Business, Commerce and Management studies Standard Generating Body meetings. He has been elected as chairman of the latter and has submitted our application to SAQA to be registered. This will be gazetted for comment soon.

FEBDEV has drawn up two agreements for St Anthony's to use in setting up learnerships with businesses in their community. These agreements follow the guidelines as set out by the Department of Labour with regard to learnerships, but in such a way that the firms do not enter into an employment agreement with the learners. Their agreement is with the Service Provider (St Anthony's) and the Service Provider has in turn an agreement with the learners. St Anthony's has identified 16 students that they will now attempt to place with firms using these agreements. We will then have to get these arrangements approved by the relevant SETA's (some of which are in the process of being formed). Funding via the SETA's will be the next step.

As in the past, our success is made possible by the generous contributions of our many sponsors as well as the competence and dedication of our staff.

### **2001 MARCH report**

More and more schools will get their hands on enterprise in 2001! Our expansion into the Schools arena in 2000 culminated in the launch of our National Schools Programme in October in the Western Cape. The official launch in the North West Province took place on 20 March 2001. Gauteng also has 10 sponsored schools and their launch will take place later this year. The Hands-On Enterprise Programme comprises five enterprise projects that will be introduced at schools over the next five years. The Hands-On Market enterprise project starts this year. All schools running Market Days will have the chance to

showcase their most successful and innovative products. Please visit our website at [www.handsonline.org.za](http://www.handsonline.org.za).

Frightening figures just released state that 40% of the entire population in Southern Africa is under the age of 15. Within the next 5-10 years 50% of these will die of AIDS or become HIV infected. Since we are already involved in Enterprise Development at Educational Institutions and our AIDS information project fits in very nicely with our other projects, we will be including an AIDS information module in our schools project. Also, given the fact that there are more than 30 000 schools in South Africa, this avenue should be the ideal vehicle for promoting a proper understanding of AIDS prevention.

The proposed project will provide educators and children with information that will result in attitudes and activities that will effectively prevent the spread of the HIV virus. It will also result in more tolerance for and a more caring attitude towards those who already are the unfortunate carriers of the virus.

FEBDEV was requested to host a workshop for the North West Education Department from 12-16 March, in Rustenburg. 75 Master Trainers from the North West Education Department were present. The subjects covered were Project Management, Outcomes Based Education, AIDS Education, Substance Abuse and Life Skills.

The 2000 National Awards Ceremony was held on 30 November 2000. MC for the occasion was FEBDEV Director Marc Swanepoel. Norma James gave the welcome, thank you and an overview of FEBDEV's purpose and activities. Gail Campbell, Group Consultant, Corporate Social Investment, ABSA, provided an encouraging word from our sponsors. Dr Alistair Ruiters, Director General of the Department of Trade and Industry and Dr Laurine Platzky, Deputy Director General, Department of Economic Affairs, Agriculture & Tourism, gave keynote addresses.

Two students from Cape Technikon won the Best Researched Business Plan; Most Viable/Innovative Business Plan was won by a student from Natal Technikon and Best Market Day by three students from Potchefstroom Technical College. The winner of the Entrepreneur of the Year, in the Community section, was Lydia Masoleng, a part time Marketing Management student at Good Hope College.

It goes without saying that nothing of the above would be possible without the generous assistance of all our sponsors and we sincerely thank them for their contribution.

### **2001 AUGUST report**

During May, delegates from the British Division for International Development (DFID) visited FEBDEV's offices in Johannesburg and Potchefstroom to do a mid-term review of our Enterprise Development Project for Colleges. They expressed their satisfaction with our operation and presented various workshops. Basjan Reinhardt, from our North West Centre, was subsequently nominated by DFID to attend the Springfield Centre BDS (Business Development Services) training programme at the Strathclyde Business School in Glasgow from 5-24 August. The course will include training on core skills for effective BDS interventions and other issues related to business.

FEBDEV is also proud to announce that we were the runners-up in the Ministers Award for AIDS in Education, a category of the Presidential & Premier Education Awards, run by Education Africa. The announcement of finalists took place at a gala event on Saturday evening, 12<sup>th</sup> May at the Kyalami Theatre on the Track.

FEBDEV is currently running an Enterprise Development project (Hands-On Enterprise) at schools. As part of this project, participating schools identify, plan and implement an Enterprise Event that culminates in an activity that involves both educators and learners. This year, the Enterprise Event is a Market Day (Hands-On Market). For the year 2002, the Enterprise Events will concentrate on Tourism (Hands-On Tourism) and on school involvement with the surrounding Communities (Hands-On Community). For the Hands-On Community project, participating schools will be expected to identify a community activity where AIDS awareness as well as the practical application of relevant AIDS information will be the major focus. Schools will be provided with the FEBDEV AIDS information package and educators will receive training relevant to the successful identification, planning and

implementation of an appropriate community project. This project will provide educators, children and the selected community group with information and activities that will result in attitudes and practices that will effectively prevent the spreading of the HIV virus. It will also result in more tolerance for and a more caring attitude towards those who already are the unfortunate carriers of the virus.

We were fortunate to have received further funding from the Anglo American Chairman's Fund and the Rand Merchant Bank Fund for additional schools that can now join our schools project. This funding is greatly appreciated as there are many schools in the North West that are anxious to participate. IBM has also agreed to supply funding towards this end.

The FEBDEV National Enterprise awards for 2001 will take place on 30<sup>th</sup> November this year.

FEBDEV would like to thank all our sponsors and staff without whom none of the above initiatives could have taken place.

### **2002 JANUARY report**

The last quarter of the year is always an extremely busy one. The evaluation of the FEBDEV initiative in the Western Cape was received from CASE in early September. Their conclusion stated that FEBDEV's training programme for lecturers has been successful from the perspective of both lecturers and students. Our partnership with educational institutions and the education department will now lead to the next phase of FEBDEV's involvement, which is to link education and training with business development support. FEBDEV's direct contact with students has also been well received. The development of appropriate materials as well as our involvement in the adjustment of the national curriculum, have contributed greatly towards a more practical approach to outcomes-based education based on our action-learning methodology.

FEBDEV Western Cape was present at the Sanlam Business Leaders Week in Grahamstown from 17-21 September where they facilitated a number of workshops. The FEBDEV North West office had a huge presence at the Aardklop Festival that took place from 1-6 October. Many of the schools that participate in our Hands-on-Market project, operated successful stalls in the FEBDEV tent. Thuka Intermediate School were the overall winners of the FNB cash prize for institutions, and one of the learners from Potchefstroom Girls high School was an individual winner.

The North West Education Department requested our office in Potchefstroom to submit a tender for material for 120 schools in the North West Province. Their next meeting will take place at the end of January.

Gauteng was the first region to hold its Regional Award Ceremony on 14 November. They were closely followed by Western Cape on 16 November and then North West Province on 20 November. The National Awards Ceremony and the Launch of our AIDS Programme took place at the Wanderers Club on Friday 30 November. Marc Swanepoel gave a presentation on how the AIDS programme would fit into our existing enterprise development programme. Clem Sunter once again held the audience spellbound with his foxy theories.

Cape College won the Best Business Plan and the Community Entrepreneur of the Year was won by Aurelia Makhuphula from Noordhoek Valley Training Centre. In the schools sector, Yomelela Primary School in Western Cape won the Institution Merit Award; the Educator Merit Award was won by Lindiwe Hlophe and Georgene Nell from Thuka Intermediate School in North West Province and Dedri Mostert from Laerskool Garsfontein in Gauteng won the Learner Merit Award.

Ikalafeng School in the North West Province received a special Institution Merit Award. This is a school for severely mentally disabled people. Because the learners cannot progress academically, the school decided to provide their learners with the best entrepreneurial skills possible. They found that FEBDEV's Action Learning Methodology integrates easily with OBE (Outcomes Based Education) and the training the educators received empowered them to create better business opportunities for the school and learners. The educators, learners and school governing body achieved success by ensuring that these children, who would normally remain unemployed and a burden to society, have now carved a future for themselves!

We would like to thank our funding partners for helping us in our efforts towards making South Africa a better place for all.

FEBDEV would like to thank all our staff without whom none of the above initiatives could have taken place.

### **2002 AUGUST report**

FEBDEV has had a very successful year in the area of enterprise education. We are now seen as one of the leading organisations in providing appropriate action based education as well as material to educational institutions. Approximately 10000 learners received our material during the past year and some of the provincial departments of education are purchasing it for schools not funded by our funding partners.

During May 2002 the British Department for International Development (DFID) did an end-of-project evaluation of FEBDEV's work. The consultant gave a glowing report and, as a result of this, the DFID support for our Gauteng, Western Cape and North West Province centres was extended for a further year until end of June 2003. At the same time, DFID's educational division has agreed in principle to the implementation of our programme to 200 schools in the Limpopo province for a period of 5 years, starting in 2003.

One of the most important ingredients of the FEBDEV programme is the support and follow-up aspects. To this end, we are continuously doing research that will enable us to provide practical avenues where learners can utilise their training in self-sustainable ventures. The Noordhoek Valley training Centre in the Western Cape, where we play an active and constructive role, is a shining example of the type of training that will allow students to become successful members within their societies. During the next few years, we will expand on these efforts and will spend a lot of time on the development of learnerships. FEBDEV is also involved in a project similar to the Noordhoek initiative, in partnership with Centurion College. As in the past, we will work closely with the relevant education departments to ensure that our inputs are in line with the school syllabus and with outcomes-based education.

Our Hands-On Enterprise project for schools is now in its second year and is doing very well. During the first year, we concentrated on the basics of trading and marketing with our Hands-On Market module. The second phase that is presently being implemented, is called Hands-On Community. During this stage, we make sure that educators and learners understand the basics of project management through the introduction of a community project. We encourage schools to use AIDS as a focus for a community-related project. Next year we will begin with our Hands-On Tourism module that will assist schools to tap into the tourism potential in their specific communities.

FEBDEV's work has become an important aspect of practical and useful education by the various provincial education departments. We have to thank the various funders once again for partnering us in this extremely important endeavour. Without them, we could not have done it.

### **2003 MARCH report**

FEBDEV has now been awarded Institutional Accreditation for the delivery of our educational programmes. Institutional Accreditation is the status attained after the ETQA (Education and Training Quality Assurance) Committee of the Services SETA (Sector Education and Training Authority) has found that a Provider of Education and Training has the capacity to deliver quality training in line with the minimum criteria specified by SAQA.

The current DFID funding for schools will come to an end on 30th June 2003. We are currently in negotiation with DFID for a 7-year project in the Limpopo area. We have already had various meetings with the Limpopo Education Department and have run an appreciation workshop for them. The platinum mines in the Limpopo area have indicated their interest in funding the schools around their mines.

Rotary, Western Cape has approved funding for an SMME programme to start January 2004 with FEBDEV's Western Cape branch as the main implementing partner.

The North West Province has submitted another tender to the Education Department for schools training material for 2003. They accepted our tender of last year and we are hopeful that we will hear from them in the next few weeks.

All the centres are assisting Santam with entrepreneurship training and we are supplying 400 Hands-On Market Planners per region (10 regions) to them for use in the training.

We would like to thank our funding partners for helping us again in our efforts towards making South Africa a better place for all. And, of course, FEBDEV would like to thank all our dedicated staff members without whom none of the above initiatives could have taken place.

### **2003 AUGUST report**

FEBDEV's links with the various education departments continued when, for the second year in a row, the North West Education Department accepted the tender from FEBDEV North West to supply material and training in Economics and Management Sciences (EMS) for an additional 120 schools in the rural areas. The one-day training workshops were conducted in 12 districts and 10 schools identified by the Education Department were invited. The invited schools informed other colleagues about the training and in some areas 13 schools arrived. The educators travelled long distances, some over 200 km, to attend the workshops.

FEBDEV Western Cape procured the Western Cape Education Department tender for the Standard Bank Financial Literacy Training for the second year in a row. The centre also provided assistance to the Western Cape Education Department with Outcomes Based Education (OBE) transition workshops for Grade 10 educators.

It was clear through the reactions of the educators that there is a huge need for practical training and information in OBE and EMS.

Seven FEBDEV facilitators attended the SAQA Assessor Training Course in April in Durban. The course was presented by the Centre for Skills Development and Technology Transfer and was sponsored by AusAid.

It has become essential for all trainers to obtain qualifications as assessors and eventually also as moderators to be registered with one of the SETAs. This was an intensive programme that will enable FEBDEV staff to develop portfolios on which they will be assessed. If successful, FEBDEV trainers will become accredited assessors and will be registered with specific SETAs to conduct assessments. Geoffrey Phiri, Senior Lecturer, Gauteng, already received his certificate in March 2003.

In June FEBDEV submitted a proposal for Gauteng / North West Province to the Department of Labour to be selected as a pilot site for an Employment and Skills Development Agency (ESDA). The Western Cape submitted a proposal under separate cover. ESDAs will be an essential part of the government's learnership program. In essence, ESDAs will act as employers that will employ learners while managing their placement with host employers for on-the-job training and assessment. FEBDEV should have a final answer before the end of August.

As stated in a previous report, FEBDEV has been awarded Institutional Accreditation for the delivery of its programmes. On 18<sup>th</sup> July FEBDEV had a visit from the Services SETA quality assurance unit. It seems to have passed this hurdle with flying colours.

FEBDEV would like to thank its funding partners for their continued support and would also like to thank all its staff without whom none of the above initiatives could have taken place.