



**ANNUAL**

**REPORT**

**2023**

**ORT SA CAPE  
EDUCATION**



# TABLE OF CONTENTS

- CEO report ..... 5
- Who we are ..... 6
  - 2023 Highlights..... 8
- Youth development ..... 10
  - Internships..... 11
  - Learnerships..... 14
- Education programmes ..... 18
  - Teacher training short courses ..... 19
  - ECD qualification for in-service teachers ..... 20
  - Think Equal ..... 20
  - ECD principals' network ..... 21
- Entrepreneur support ..... 22
  - Four pillars ..... 23
  - Personal stories ..... 24
  - Initiatives ..... 27
- Programme collaborations ..... 28
- Financial report ..... 31
- Meet our team ..... 32
- Looking ahead ..... 36
- Get involved ..... 37



▶  
**BEV DA COSTA**  
CEO ORT SA CAPE

# CEO REPORT

**I am pleased to present ORT SA CAPE's annual report for 2023. Over the past year, our organisation has continued its unwavering commitment to improving early education in South Africa.**

It's important to note that the benefits of a quality education are often realized in the long term, so investment in this area is a strategic and forward-looking decision for a country. It is not only an investment in the well-being of children but also an investment in the future economic prosperity and development of a nation.

We continue with our mission to provide quality education and equitable opportunities to the underprivileged children and youth of South Africa. We envision a nation where every child has access to a strong foundation in education, irrespective of their socioeconomic background.

This year, we have expanded our reach to more communities, impacting the lives of over 90 000 children and our programmes have reached over 900 ECD centres and primary schools across the Western Cape.

We have maintained our focus on quality education through teacher training and curriculum development. Our ongoing programmes have improved the skills and confidence of 3042 teachers, ultimately benefitting the learners in their care. We have implemented models that focus on play-based learning, cognitive development, and social-emotional growth. In response to the changing educational landscape, we have successfully integrated technology into our training programmes. This year we have continued to equip teachers with the skills to navigate the new digital curriculum of Coding and Robotics.

Our learnership programmes have allowed 160 students to pursue a diploma in Early Childhood Development, helping them break the cycle of poverty and create a brighter future for themselves and their communities. The youth programmes have provided critical life and employability skills training to 405 young individuals, equipping them with the tools they need to succeed in the job market and in life.

We have implemented several community engagement initiatives, fostering partnerships with local businesses, government agencies, and other NGOs. These collaborations have led to a more holistic and sustainable approach to education and have contributed to our success this year. Not only has this enabled us to reach more beneficiaries, but also a more diverse group of beneficiaries. We are working towards cementing these partnerships as well as looking at new opportunities to work with like-minded organisations.

ORT Jet continues to offer invaluable support and training to entrepreneurs. Their mentorship programmes, workshops and networking events provide tools, motivation and a sense of community to these trail blazers who are imperative to the growth and prosperity of our country.

In conclusion, I would like to express my gratitude to our board of trustees, dedicated team, donors, partners, and all those who support our mission.

**Bev Da Costa**

# WHO WE ARE

**We are a socially conscious, committed NGO that creates hope through education.**

We believe in the transformative power of education and the idea that everyone, regardless of their background, should have access to a quality education.

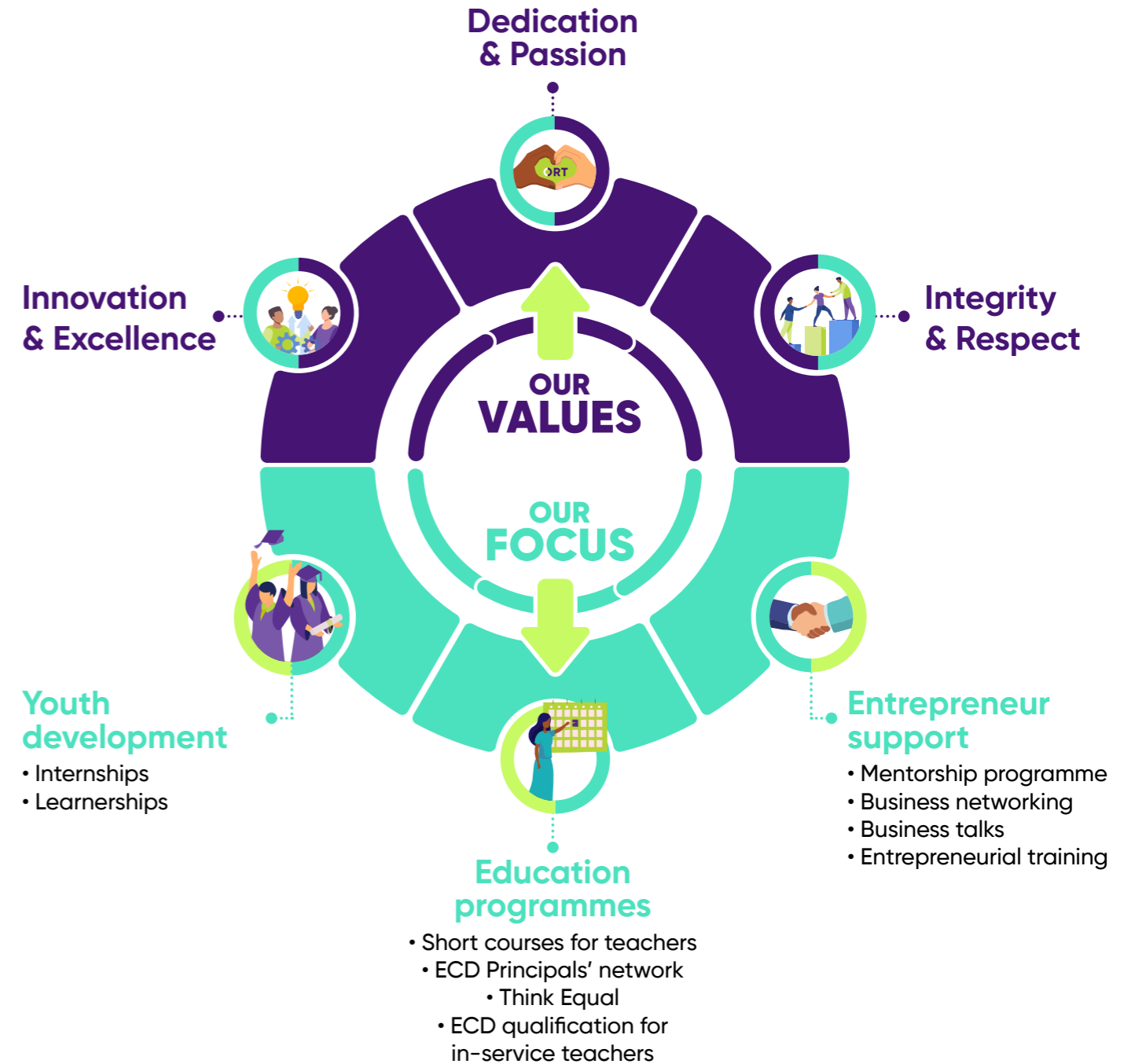
Our focus is on equipping and empowering people through training, work experience, support and networking.

ORT SA CAPE's integrated educational approach encompasses:

- Youth development
- Education programmes
- Entrepreneur support



Enjoy a short video of what we do [here](#)



# 2023 Highlights



## 1. Partnership with Think Equal

We have partnered with Think Equal, a global organisation focusing on social and emotional development in young children, on a pilot project in the Western Cape.



## 2. Principals' Network

The aim of the Principals' Network is to provide a forum for ECD principals to connect and share.



## 3. ECD qualification for in-service teachers

This course gives experienced practitioners the opportunity of obtaining a qualification in Early Childhood Development (ECD).



## 4. Food relief initiative

We continue to distribute food parcels donated by the Kolisi Foundation to under resourced ECD centres as well as vulnerable families living in poverty.



## 5. Entrepreneurs' Network

A collaboration bringing entrepreneurs together from different communities and cultures.



## 6. Celebrations of success

Celebrations were held for 280 youth, who completed their 12-month work experience.

## 7. Shining Light Awards

An annual business competition celebrating exceptional entrepreneurs.





FOCUS AREA

# YOUTH DEVELOPMENT

South Africa's large youth population represent the future workforce and contributors to our nation's development. Investing in their education, training, and employment opportunities is essential. ORT SA CAPE is addressing the high unemployment rate in this group through various youth employment initiatives.

PROJECTS & INITIATIVES

## Internships

During our one-year work experience programme, we recruit, train and place young people in schools and small businesses to gain valuable work experience.

The success of our intern placements is due to solid partnerships with our partner schools and businesses, built on trust, respect and effective communication. Through ongoing collaboration, they ensure that resources and expertise are available to our interns. Together we create an impactful experience for youth, contributing to positive change in their communities.

**Training includes:**

- Child development modules,
- Learning through play,
- Communication skills,
- Career counselling,
- CV-writing,
- Substance abuse
- GBV prevention

Youth also receive mentorship and a stipend during their placement. This opportunity affords them the chance to grow and find their passion and purpose.

**405**

unemployed youth placed on a 12 month work experience programme

**160**

partner schools and workplace hosts



“

**“Shihaam is delivering sterling work. We are so happy to have her working here.”**

**“Keelyn works very hard and always goes the extra mile.”**

**“Sinovuyo loves to learn and gets so excited when the learners share her enthusiasm.”**

– Feedback on interns from school principals and business owners





PERSONAL STORY

# Ashley April

Ashley grew up in Manenberg, Cape Town, an area notorious for crime and gangsterism. Throughout his youth, his grandfather was his role model – the man he attributes to making him the person he is today.

Ashley is a proud father, citing his son as his greatest achievement. He aspires to being a positive and inspiring example to him. Ullman Sails is an international sail manufacturing company where Ashley was welcomed and trained in sail production. Working on the intricate machines was a challenge but with perseverance and dedication Ashley has succeeded.

“This opportunity has changed my life completely. I can now provide for my family and help my friends where I can. I have really learned a lot and with these skills I am able to work in the clothing industry as a machine technician or as a maintenance mechanic.”

“

**My message to other young people is to always keep your head up no matter where you come from. Always go over and beyond to learn something new and strive for what you want to achieve.**

– Ashley April  
ORT SA CAPE



PERSONAL STORY

# Keelynn Estelle Stewart

Keelynn realised from an early age that to avoid the hardships she saw people in her community endure, the only option was for her to work hard.

The ORT SA CAPE YES internship afforded her the opportunity to move forward while gaining work experience. “It has shown me what it’s like to give of myself, selflessly.

“Teaching and helping the younger generation develop their own skills and interests is so motivating. Even on my bad days, I know that at the end of the day it will be a good day!”



“

**I am so grateful for the chance to live my dream of giving back to my community.**

– Keelynn Estelle Stewart  
ORT SA CAPE

## PROJECTS & INITIATIVES

# Learnerships

The ETDP SETA accredited Level 4 ECD qualification runs for 18 months.

Our unique programme teaches ECD students:

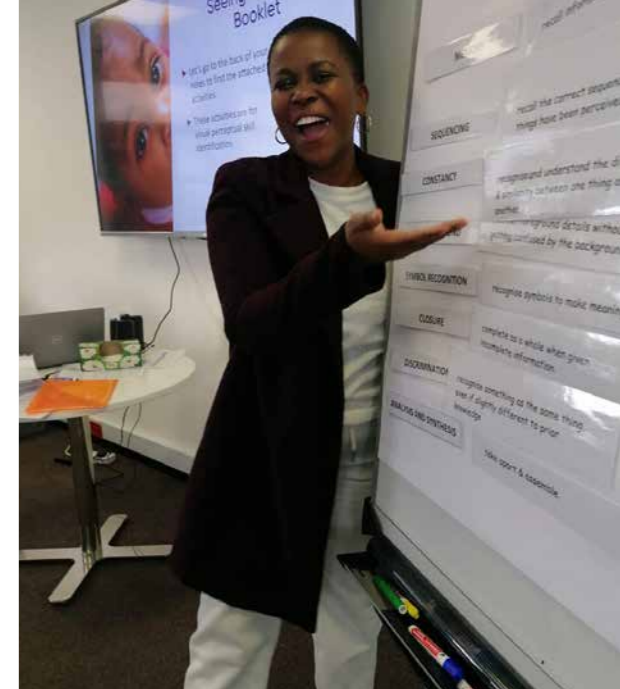
- How to create engaging learning environments.
- Develop effective teaching strategies.
- Form positive relationships with children.
- Gain knowledge and skills needed to work with young children.
- Most importantly to learn about developmental milestones of children.

Students attend training once a week with additional hours during holidays and weekends. They are placed at ECD centres identified by ORT SA CAPE for the duration of their training. This forms part of the practical component of the qualification. Learners receive a monthly stipend sponsored by a corporate donor.

Our programme assists new and existing ECD practitioners to make a difference in the lives of young children who will grow up to become positive, well-equipped contributors in our communities and society as a whole.

A team of dedicated and experienced ECD facilitators run the programme and are all registered as ETDP SETA Assessors and Moderators.

Upon successful completion, students receive an ECD Level 4 Further Education and Training Certificate.



# 160

practitioners  
enrolled in ECD  
qualifications







PERSONAL STORY

# Veronique Rhode

Veronique fondly recalls her time with her church youth group, dancing classes and leadership roles on camps. Being surrounded by young people made her realise where her passion lies.

“

**I had a burning desire to impact children’s lives and make a difference for the future generation.**

THE ECD learnership allowed her to study, gain a qualification and be financially stable to provide for her family.

Balancing life’s responsibilities was challenging, but Veronique managed to excel at her studies whilst working and taking care of her home. “It was overwhelming but rewarding in the end. I can look back and proudly say I never allowed anything to hold me back.”

Veronique hopes one day to be able to start her own ECD centre. She is motivated to make an impact on the youth in her community, acknowledging how important it is for children to have a strong educational foundation.

“

**In our areas, people take whatever they can to get by, and few get to live out their passion. ORT SA CAPE has made it possible for me to live and grow in an environment I’m so passionate about.**



PERSONAL STORY

# Zintle Mhlana

Zintle Mhlana was adamant that her background would never determine her future and believes that those who don’t give up never fail.

In 2020 Zintle completed her ORT SA CAPE internship. COVID posed unique challenges to both studying and working and unfortunately when the internship ended, she was unable to find work.

Her luck changed when she was offered a place in the Level 4 ECD learnership. This came a few months after the course had begun, and Zintle had to work very hard to catch up.

Her mentor, Theresa played an integral part in assisting her with both the practical aspects as well as providing her with emotional guidance. She also bridged the gap between Zintle and the school, creating a supportive environment to grow and thrive.

Fuelled by her sense of accomplishment, Zintle is now studying for her Level 5 and has recently opened her own ECD centre “Little Scholars Academy”.

“

**Our teacher, Sheila Martin told us that we are cycle breakers – and this meant the world to me, because that is exactly what I am!**





FOCUS AREA

# EDUCATION PROGRAMMES

Learning is something that should never stop. ORT SA CAPE is invested in upskilling and inspiring ECD practitioners. Our education programmes equip them with knowledge, challenge and inspire them to grow as well as provide a network and community.

## PROJECTS & INITIATIVES

# Teacher training short courses

Our teacher training short courses have a strong focus on learning through play and are designed to inspire educators. They help educators prepare their learners for the future.


At ORT SA CAPE we believe that learning through play empowers children to become engaged, creative, lifelong learners in an ever-changing world. It also allows teachers to explore new and innovative ways of approaching their teaching.

Play creates a platform across language, culture and context and allows growth and development in an unthreatening way.

# 3024

teachers attended short courses

# Our courses include:

-  **Perceptual Skills**
-  **Purposeful Play**
-  **LEGO Play Box**
-  **Intermediate Phase LEGO**
-  **Coding & Robotics**
-  **Emergent Literacy**
-  **Classroom Management**

We continue to develop new courses and add offerings to our teacher training based on trends in education.

# ECD qualification for in-service teachers

From mid-2024 all ECD practitioners will be required to hold a qualification at NQF level 4 or higher to retain registration as ECD practitioners. This change will effect thousands of unqualified ECD practitioners who missed the opportunity to enrol in higher education before they entered the labour market. They have been teaching for many years and have valuable experience. The target group for this ECD course represents a new direction for ORT SA CAPE - more mature practitioners who want to obtain a formal qualification. We have customised our Level 4 ECD course to offer it as a one-year part-time qualification.



**Through the ECD qualification I am acquiring a different perspective and finding the tools valuable and enriching in the development of the children in my class.**

– Samantha Booysen

# Think Equal

ORT SA CAPE is partnering with Think Equal on a pilot project in the Western Cape aimed at reaching 104 ECD centres across 5 areas. Think Equal is a global organisation focusing on social and emotional learning (SEL) in early childhood education.

Topics include empathy, gender equality, respect, tolerance, and conflict resolution. The goal is to foster a mindset that promotes equality and positive social behaviour from the early stages of a child's education.



# ECD Principals' Network

Quarterly principals' events are a new initiative to provide networking opportunities for ECD principals, as well as professional development where needs are identified.

ORT SA CAPE hosted three principals' events in 2023, where the following topics were covered:

- Mental wellbeing of ECD principals, managing stress in the workplace and maintaining a healthy work-life balance.
- South African Police Service (SAPS) advised principals on managing cases where gender-based violence is reported, involving parents or family members of learners.
- Clarification of official requirements and procedures to follow when registering an ECD centre with the Western Cape Education Department.



FOCUS AREA

# ENTREPRENEUR SUPPORT

ORT Jet empowers entrepreneurs. We advocate business growth in South Africa by igniting success through tailored mentorship, training workshops, cutting-edge inspirational business talks, and a powerful network. From startups navigating hurdles to established businesses seeking expansion, we fuel the entrepreneurial journey with the resources and community needed to thrive and unlock full potential. Together with our mentors, donors, partners, and network we are building a thriving ecosystem.

## FOUR PILLARS

### Mentorship programme

The ORT Jet Mentorship Programme provides guidance and on-going support to entrepreneurs. We capitalize on the business acumen, knowledge, skills, and resources existing within our community. We offer a unique and proactive solution to the challenges faced by businesses in a tough economic environment.

### Business networking

ORT Jet understands the power of creating a network to form potential business relationships. We facilitate regular networking events offering entrepreneurs an opportunity to network, learn, and grow their businesses through shared experiences.

### Business talks

ORT Jet is proud to partner with Deloitte, offering cutting edge talks delivered by interesting and renowned speakers.

An opportunity to meet with disruptors, innovators, and game-changers, opening our minds to new ways of thinking.

### Entrepreneurial training

ORT Jet runs various business skills training and personal development workshops.

We approach leaders and specialists in their fields of expertise to run training sessions on relevant topics, to learn, engage, and refresh.

ORT Jet also partners with Over the Rainbow, run by Lesley Waterkeyn & Dawn Nathan-Jones.

90

entrepreneurs on the ORT Jet mentorship programme

1375

entrepreneurs being supported through the ORT Jet ecosystem



PERSONAL STORIES

# Luleka Zepe

**“ORT Jet’s mentorship programme has taken my growth to another level. For the first time, I have not one, but two amazing mentors who aren’t just experts in their fields, but genuine listeners and unwavering supporters.**

My mentors empower me to break through my comfort zone and embrace the power of asking for help, a lesson that has truly transformed my business journey.

This year, thanks to the incredible support of the ORT Jet team, I’ve felt understood and encouraged like never before.

Being part of Entrepreneurs’ Network has also played a vital role in my business, offering me the opportunity to network with people from different business backgrounds.”

“

**ORT Jet’s proactive approach and genuine care have made a world of difference, ensuring I’m never alone in navigating the challenges of entrepreneurship.”**

– Luleka Zepe, Elamilima Creatives and Projects  
ORT Jet Mentorship Programme & Entrepreneurs’ Network



PERSONAL STORIES

# Janine Davimes

**“My experience with ORT Jet and Entrepreneurs’ Network has been transformative. It’s given me the confidence, knowledge, and support network to boost my business to new heights.**

It offered a supportive community connecting with like-minded individuals, sharing experiences, and gaining valuable insights. Networking among entrepreneurs provides opportunities for collaborations, partnerships, and mentorship.

It’s a space where you learn from others’ successes and failures, receive guidance. Ultimately, being part of EN significantly contributes to personal and professional growth.”

“

**Engaging within the ORT Jet network has provided a support system where experiences, ideas, and challenges were shared.”**

– Janine Davimes, Jean’s Kitchen  
Shining Light Awards & Entrepreneurs’ Network





PERSONAL STORIES

# Natalie Sternberg

**"As our mentor / mentee relationship grew, I came to understand Lari too had to constantly balance, make choices and compromises. She has guided me through it all with compassion, honesty and understanding."**

The facilitation by ORT Jet to match me with the right mentor has made a massive impact not only on my career but on how I fit my work into my life and morals."

– Natalie Sternberg, As We Are Photography



# Lari Levy

**"Together we navigated through our shared experiences and brainstormed an ever-changing ideas landscape."**

Thank you, ORT Jet for this opportunity to learn in the most unique and special way."

– Lari Levy, LCK Architects

INITIATIVES

# Shining Light 2023

The Shining Light awards is a business competition recognising exceptional entrepreneurs in the Western Cape. The 2023 award winners are Caryn Querido, Adam International (Entrepreneur award) and Helene Pam & Sheleen Lepar, Purple Splash Studios (Social Entrepreneur award).

# Entrepreneurs' Network

Entrepreneurs' Network is a 4-way collaboration with the Cape SAJBD, Entrepreneurs' Organisation, Over the Rainbow and ORT Jet Cape Town. The 2023 cohort (the pilot cohort) has benefitted from the networking, business talks and the monthly forum meetings, learning through shared experienced. The experience for all involved has been game changing and magical!

“

ORT Jet is a thriving ecosystem encouraging entrepreneurs to connect, engage, show up and be accountable to achieve business success.

By being kind, giving and living generously, we help others while enriching our own lives in the process.

– Lisa Sandler

“

It's been a privilege to work with Lisa and her super-efficient team for over 10 years. The experience has taught me to become a better listener and to focus on the words of the mentees.

– Michael Sternberg, Mentor

“

It is our pleasure to partner with a likeminded organisation like ORT Jet Cape Town who are passionate about making an impact that matters. Thank you for choosing to walk this journey with Deloitte.

– Ryan Dogon & John Masilo, Deloitte



## PROJECTS & INITIATIVES

# Programme collaborations

### 1. Care for Education

Our partnership with Care for Education and the Lego Foundation has enabled us to distribute Lego resources into under-resourced schools. We also train their teachers how to implement learning through play in their classrooms.



### 2. The Kolisi Foundation & Kolisi Connect

Since 2020 we have been partnering with the Kolisi Foundation to distribute food parcels to ECD centres and people in need. We are also so proud to be part of Kolisi Connect - a monthly gathering of organisations that The Kolisi Foundation collaborates with. This partnership has connected us with other NGOs who we support through our various projects and initiatives allowing us to broaden our beneficiary base.

### 3. TLC Outreach Projects

TLC Outreach Projects is a non-profit, welfare organisation whose purpose is to care for the elderly and destitute youth at risk in and around the Table View area. ORT SA CAPE has trained their staff in various LEGO activities which they now use regularly with vulnerable groups of people in the area.

### 4. Santa Shoebox Project

The Santa Shoebox Project is well known for its end-of-year gift drive of essentials and treats for underprivileged children. Under its SSP Legacy initiative, the project also invests in teacher training, which we have provided to teachers from impoverished communities.





# FINANCIAL REPORT

## STATEMENT OF FINANCIAL POSITION

	2023	2022
<b>ASSETS</b>		
Equipment	5	5
Other financial assets	11 670 830	10 411 812
	<u>11 670 835</u>	<u>10 411 817</u>
Trade and other receivables	390 879	264 586
Cash and cash equivalents	7 843 571	3 600 106
	<u>8 234 450</u>	<u>3 864 692</u>
<b>TOTAL ASSETS</b>	<b>19 905 285</b>	<b>14 276 509</b>
<b>CAPITAL</b>		
Trust capital	100	100
Accumulated surplus	16 502 707	12 712 355
	<u>16 502 807</u>	<u>12 712 455</u>
<b>LIABILITIES</b>		
Trade and other payables	589 445	225 438
Deferred income	2 813 033	1 338 616
	<u>3 402 478</u>	<u>1 564 054</u>
<b>TOTAL CAPITAL AND LIABILITIES</b>	<b>19 905 285</b>	<b>14 276 509</b>

## STATEMENT OF ACTIVITIES

<b>REVENUE</b>		
Project income and donations - ORT Education	9 472 438	7 333 944
Project income and donations - ORT Jet	663 680	743 300
Project services	59 278	2 090
Training services	887 460	534 372
	<u>11 082 856</u>	<u>8 613 706</u>
<b>OTHER INCOME</b>		
Dividends received	213 259	183 240
Fundraising event	-	266 161
Gains from insurance claims	16 830	-
Interest received	569 325	317 554
Sundry income	5 222	23 040
	<u>804 636</u>	<u>789 995</u>
<b>EXPENSES</b>	<b>8 967 881</b>	<b>7 257 405</b>
<b>Surplus before fair value adjustments</b>	<b>2 919 611</b>	<b>2 146 296</b>
Fair value adjustments	870 741	530 914
<b>Surplus for the year</b>	<b>3 790 352</b>	<b>2 677 210</b>



# MEET OUR TEAM



**Bev Da Costa**  
CEO



**Nomfazi Xametshata**  
Education Administrator



**Sheila Martin**  
ECD Programme Manager



**Gail Adams**  
ECD Facilitator



**Janet Bruwer**  
COO



**Lisa Sandler**  
ORT Jet Cape Town Manager



**Lisa Wingham**  
Education & Training  
Programme Manager



**Fazlyn Ajam**  
ECD Facilitator



**Bongwiwe Sishuba**  
ECD Administrator



**Bennett van Wyk**  
Compliance Manager



**Theresa Soci**  
Education Specialist



**Chantel Fernandez**  
Education Specialist



**Susan Meyer**  
Education Specialist



**Whitley Makhari**  
Projects Manager



**Talya Bachmann**  
Marketing Manager



**Nicole Friend**  
ORT Jet Marketing & Admin Coordinator



**Ronel Nel**  
Finance Administrator



**Sonja Davies**  
YES Programme Manager



**Dawn Adams**  
Mentor Coordinator



**Nosi Faleni**  
Youth Mentor



**Sanele Luthuli**  
Youth Mentor



**Anuschka Adams**  
Youth Mentor



**Chad Williams**  
Youth Mentor



**Waseemah Manan**  
Data Capturer



**Zoleka Stevens**  
Receptionist



**Phumla Matiwane**  
Office Cleaner



**Busisiwe Mcinga**  
Education Intern



**Ulithemba Soci**  
Admin Assistant



# LOOKING AHEAD

As we reflect on the milestones achieved and challenges overcome in the past year, our gaze is firmly fixed on the future with anticipation and commitment.

We are excited to celebrate our 30<sup>th</sup> year of changing lives through education in 2024.

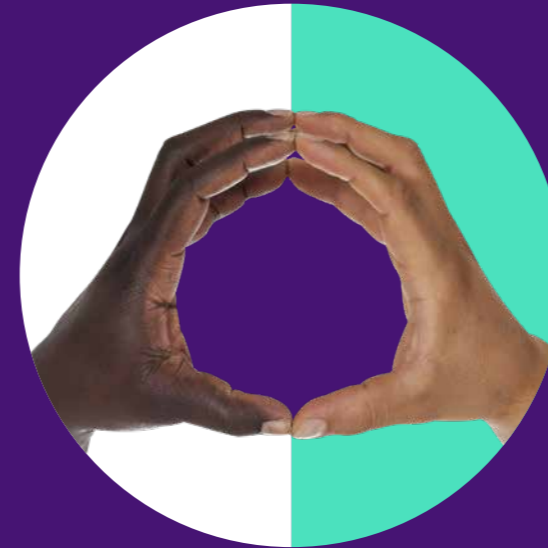
Our journey has been marked by unwavering dedication to our mission, and now we find ourselves at the threshold of new possibilities.

The coming year holds the promise of greater impact and transformative change, fuelled by the collective efforts of our passionate team, partners, and the communities we serve.

With gratitude for the support, we look forward to embarking on the next chapter of our journey, driven by the belief that positive change is not just possible but imminent.



# GET INVOLVED



## Partner with us

By partnering with us, through sponsorships and donations, you can invest in the future of education and receive points towards your B-BBEE status.



## Donate

Support us to change people's lives through education.  
[www.ortsacape.org.za/donate/](http://www.ortsacape.org.za/donate/)



+27 21 448 8516

Cape Town Science Centre,  
370b Main Road, Observatory, 7925

[www.ortsacape.org.za](http://www.ortsacape.org.za)  
[www.ortjetcapetown.org.za](http://www.ortjetcapetown.org.za)



**ORT SA CAPE  
EDUCATION**

**Bridging the Gap Between Ability and OPPORTUNITY**