

MID-YEAR REPORT 2013



TRAINING FOR
TRANSFORMATION

A PROGRAMME OF THE GRAIL CENTRE TRUST

Dedication

Zanele Ngcobo (2013) from South Africa 'now late' worked with three tribal authorities with a population of 16 000 people through 24 school. Zanele worked to challenge negative cultural practices such as girl child abduction into early marriages. She was a victim of this practice. In 2012, for the first time in the history of the three tribal authorities there was zero girl child abduction. When Zanele died in April 2013 the three tribal authorities had banned the practice.



1. FORMAL DETAILS

1.1 Name of partner Organization

The Grail Centre Trust

1.2 Reporting Period

January – June 2013

1.3 Brief description of how the project report was prepared

This report is compiled by the Training for Transformation programme director, the accountant and, communication officer. The report input comprises of (i) conversations with participants and facilitators during the course, (ii) telephonic conversations with students, mentors and leadership from the sending organizations, (iii) follow-up telephonic conversation with Tft graduates from previous courses and articles for the newsletter written by students, (iv) home-phases assignments submitted by students during constitute part of the report as well, (v) discussions with mentors and directors especially during home phases inform the reporting significantly.

2. CHANGES IN THE PROJECT SETTING

2.1 Important Changes in the project setting

All the 11 countries represented in the 2012 – 2013 Diploma Course are experiencing common social and economic challenges. Such challenges include high levels of unemployment among the youth, according to www.africaneconomicoutlook.org the world's 60 per cent of the population are young people who account for 45 per cent of the labour force. On the other hand, it is also estimated that 50 per cent of these young people are either illiterate or have no vocational skills to secure employment. The 8 African countries, Sudan, South Africa, Swaziland, Kenya, Nigeria, Uganda, Zimbabwe, Zambia that are participating in the course are experiencing increased crime, drug and substance abuse and migration 'skills drain'. A Sudanese student reported that 60 000 young professionals migrate with signed contracts to Saudi Arabia, the United States, and Europe annually.

The Southern Africa region, where the majority of students are drawn from, has 70 per cent of the young people unemployed. South Africa bears the burden as most young people in this region migrate to this country in search of employment. In retaliation increased xenophobic attacks on foreign nationals are sporadic throughout the country. Seeking for alternatives civil society organizations recognize the need to work with young people helping them recognize their potential and create economic alternatives. As a result there is increased demand for Tft skills for organizing and engaging communities. The organizations in need of Tft experience insurmountable financial difficulties because their Northern funding is dwindling. The effect on Tft was that four of the six students who dropped out of the course during the second in residence phase could not secure financial resources to travel to South Africa.

Responding to the challenges Tft developed a process that combines the long term training, Certificate and Diploma with Introductions Courses. However, the new approach needs strategic planning that will match the demand. The Diploma and Certificate Courses are more expensive and focus on skilling individuals enhancing their capacity to train others. The Introduction Courses maximize the use of resources by ensuring that the majority of the people within organizations acquire the basic skills for community activism at minimal costs. For instance, fifty thousand used to train women on farms for one week would be used to pay for one participant from an organization to take part in the Certificate Course.

The strategy will be further developed at the Think Well in September this year during which a road map for Tft decentralization will be conceptualized.

2.2 Important Changes within the Partner Organization

Two programmes *Mthimkhulu Village Centre* and *Community Development Programme* were combined into one programme *Mthimkhulu Community Development* under the Leadership of Doreen February. This means that The Grail Trust has two programmes including Training for Transformation. Training for Transformation courses are facilitated with the support from outsourced labour because the programme cannot afford fulltime staff under the leadership of Ntombi Nyathi. The Grail Centre and Mthimkhulu Village Centre are properties of the Trust and under the responsibility of the Trustees. The Grail Centre remains a conference and retreat centre as well as an eco-holiday place between the Tft courses under the leadership of Joan Daries.

3. IMPLEMENTING THE PROJECT

Objectives	Implemented Activities	Additional Effects	Evaluation
To facilitate the final in residence phase of the Diploma Course 2012 - 2013	23 [4] males and [19] females participants from 11 countries attended the last residential phase of the Diploma Course.	Out of the 36 enrolled 13 participants dropped out, 7 in the first phase and 5 in the last phase. Sadly one of participants Zanele Ngcobo passed on. All the participants that dropped out were financial challenged because the organizations lost funding.	First , nonrefundable enrolment fees should be introduced to all Tft applicants. Second , enroll more than 40 participants so that by end of the course Tft would have 36 participants. Third , organize cluster funding for countries such as Sudan. Tft is already working with Gihad Eissa, a Sudanese student to this effect. Lastly , Angola and Mozambique proposal was initiated and approved.
To facilitate two Introduction Courses in Zambia with Christian Brothers and in South Africa with Women on Farms Project	Two Introduction Courses were facilitated. The workshops were attended by a total of 59 participants: 25 in Zambia and 34 in South Africa.	The increase in attendance from the Women on Farms Project is due to the rising need for women who live on farms to organize and mobilize for change. Another workshop is scheduled for the second week of July.	Tft is negotiating a separate three year process that will facilitate the training of change agents on farms with Women on Farms Project.
To complete recruitment for the 2013 -2014 Certificate Course by end of July	A brochure was produced and circulated to more than 300 people. Tft received 21 applications responding to the online advertisement.	The enrollment has been extended to 16th of August. The extension is intended to create space for Tft staff to focus on the enrolment post the Diploma Course an recruit more participants to curb for dropouts.	Tft may need to revisit the facilitation of Certificate and Diploma Courses within a year, especially considering the fact that organizations are financially challenged.

Objectives	Implemented Activities	Additional Effects	Evaluation
<p>To recruit Tft facilitators for the final in residence phase of the Diploma and Introduction Courses in Zambia and South Africa</p>	<p>A total of 10 facilitators were recruited for the Diploma and Certificate Courses.</p> <p>One facilitator was outsourced for the Introduction Course in South Africa.</p> <p>The Introduction Course in Zambia was jointly facilitated by Tft core staff and one of the Christian Brothers (Paul Mutuku) who is also a participant of the Diploma Course.</p>	<p>Most of these facilitators are renowned scholars who volunteered most of their services to Tff. Tft caters for the facilitators' transport, food, and accommodation.</p> <p>Among the facilitators are core team members Jude Clark and Zunaid Moolla who are remunerated at an agreed rate within the budget limitations.</p>	<p>Using volunteers for the facilitation helped Tft to work with minimal budget and achieved the set goals.</p> <p>For instance, even if we pay for the transport of the Gender facilitator from India, Mercy's Kappen sessions with students would cost Tft three times more when using a local consultant. Further, Tft courses are facilitated by people who are conversant with the participatory methodology.</p>
<p>To develop and sign long term contracts with two senior trainers end of March</p>	<p>The two senior trainers did not sign long term contracts with Tft because Tft did not have adequate financial resources.</p>	<p>As noted above Tft relies on outsourced labor from the alumni and professional facilitators.</p>	<p>Short term contracts are not strategic because outsourced facilitators leave as soon as they secure fulltime employment.</p> <p>Tft is negotiating with the core long team facilitating team based in South Africa, Zunaid Moolla and Jude Clark to commit to the course schedules for the next 3 years [2014 – 2017].</p> <p>Tft is waiting to confirm funding after which the contracts will be drafted discussed and signed.</p>
<p>To follow up with Tft alumni through email, Skype, telephonic conversations and 'success stories' to put on our Newsletter and website</p>	<p>A Tft Facebook page was launched in May. It attracted some of the people who engaged with Tft in the 70s and since 2002. So far it gets between 50 and 500 hits per day, from at least 15 countries.</p> <p>Tft collected the best practice stories and published in a booklet: 'Tft Graduate Stories Community Indicators 2013'.</p>	<p>We use Facebook to provide updated views and ideas from facilitators and share stories from participants work. We also post about courses taking place, with insights, comments, photos and art from the participants' and facilitators work. Tft plans to publish best practices from the alumni annually on the blog and short videos on our YouTube page.</p>	<p>Online tools are effective. However, Tft is challenged to follow up constant contact on a daily basis.</p> <p>The marketing strategy seeded Tft in new countries such as Papua, Sudan, Mozambique.</p> <p>For impact stories, See annex 'Tft graduate stories community indicators 2013'.</p>

4. OBJECTIVES ANALYSIS

4.1 To facilitate Tft second in residence Diploma Course with 29 participants from 11 countries

The highlights of this course include the demand for Tft in new geographic area such as Indonesia, Sudan, Angola, Mozambique and Portugal.

Organization for the Indigenous people of Papua Indonesia is negotiating a long term partnership with Tft [2014 – 2017] and has a generous budget that could set up the foundation for Tft as a social business. The partnership may mature into a three year partnership with the possibility to generate more than R 600.000 per annum. The agreements will be clarified after the first Introduction Course in July this year.

There is growing Tft interest in the Arab speaking countries starting with Sudan through the participation of the Sudanese students. Tft is working on a regional proposal for Sudan with a special focus on South Sudan with Gihad Eissa, a Sudanese student attending the Diploma Course. The first Introduction Course is scheduled for April 2014.

4.2 To facilitate two Introduction Courses with Women on Farms Project and Christian Brothers

Feedback under this section was obtained through telephonic conversations with Programme Officers and the Christian Brothers district leader.

Trained women who live on the farms are setting up health committees that have a responsibility for ensuring effective health delivery on the farms by means of introducing mobile clinics. Another group of farm change agents is working on women and land rights. The women are still to write their stories. The stories will be included in the Annual Report.

4.3 To follow up with Tft alumni and collect stories or testimonies of best practices

In addition to the blog 'Our Stories' and Gr@ilvine newsletter, Tft launched a Facebook page that attracted participants from the original courses in the 1970s. Tft is also able to post latest events and receive prompt responses. For example, the key sessions facilitated summarised and posted attract a lot of response.

Tft collected the best practice stories and published the stories in a booklet – check 'Tft Graduate Stories Community Indicators 2013'. More stories will be collected and shared in the 2013 Annual Report.

4.4 To translate Tft books into Portuguese by end of July

The translation of the first three volumes was by end of June. The first volume will be ready for printing by end of July. The first Introduction Course will be facilitated in August. A three year funding agreement is to be finalized with Misereor by end of July.

4.5 Analysis, comments

- Increase demand for Tft requires a new approach that would balance the needs of the organization without compromising the long term courses.
- Even if Tft requires minimal contributions from participants, high dropout due to financial constraints remains a challenge.

- Long term strategic partnership with institutions could be the foundation of Tft sustainability. As a result Tft is challenged to explore the balance Introduction and main courses without compromising output and impact.
- Outsourcing facilitators could be effective as a short term strategy, for long term sustainability Tft should secure long-term services for at list one full time person with combined administration and training skills.
- The economic recession's impact on organizations affects Tft as illustrate under section 1 and 2. It is for this reason that Introduction Courses should be imperative for Tft's sustainability. **The following table illustrates possible financial resources mobilization mostly through Introduction Courses.**

Courses July - Dec 2013	Amount in Rands
Christian Brothers Ghana	80 000
Women on Farms Project	40 000
United Church of Zambia	50 000
Indonesia	150 000
Students contributions for the first phase of the Certificate Course	180 000
Student's transport contribution	180 000
Total	680 000

From this table more than half a million would be raised through Introduction Courses. It is imperative to explore more partnership because resourced secured could be used to support students and organizations in need to attend Tft Certificate and Diploma courses.

4.6 Challenges for the work to be done in the future

- Monitoring and evaluation of alumni' work remains a challenge for Tft. In addition to email, Skype, Facebook, newsletter, blog, Tft needs to explore possibility of a fulltime former Integrated Development Training intern – Noksie Booi – who will be enrolled to attend the Certificate Course in November 2013 after which she will be responsible for fulltime follow up with Tft alumni.
- Two senior trainers were on contracts. Due financial insecurity their contracts could not be renewed beyond March. Tft relies on outsourced labour from alumni for Introduction Courses. There is still dire need for one full time person.

The following observations from the 2012 Annual Report need to be redressed thus they have been returned as challenges of the period in reporting.

- Facilitating two courses Diploma and Certificate overlapping annually places overwhelming pressure on the minimal human and financial resources of Tft. The Diploma Course might be considered for every third year, and more time may perhaps be allocated to Introduction Courses because they can serve as both recruitment and remuneration base for Tft.
- There is overwhelming request for Tft Introduction Courses, consequently calling for a strategic approach in training regional and country teams to facilitate Introduction Courses. Further a marketing strategy will be developed for the Introduction Courses by the end of March 2014.
- Respond to response noted above a Tft Thinkwell is scheduled for September 2013. The outcomes of this think well are twofold (i) a booklet for the Tft best practices from the alumni (ii) Impact study instruments produced for Tft impact study to be carried out in 2014.

5. EVALUATION

No evaluation has been implemented in this reported period. However, a major evaluation will be discussed and carried out after the Think Well.

Conclusions

- There is overwhelming request for Tft Introduction Courses, consequently calling for a strategic approach in training regional and country teams to facilitate Introduction Courses. Further a marketing strategy will be developed for the Introduction Courses by the end of March 2014.
- Even if Tft requires minimal contributions from participants, high dropout due to financial constraints remains a challenge.
- Long term strategic partnership with institutions could be the foundation of Tft sustainability. As a result Tft is challenged to explore the balance Introduction and main courses without compromising output and impact.
- Outsourcing facilitators could be effective as a short term strategy, for long term sustainability Tft should secure long-term services for at list one full time person with combined administration and training skills.
- The economic recession's impact on organizations affects Tft as illustrate under section 1 and 2. It is for this reason that Introduction Courses should be imperative for Tft's sustainability. The following table illustrates possible financial resources mobilization mostly through Introduction Courses.
- Facilitating two courses Diploma and Certificate overlapping annually places overwhelming pressure on the minimal human and financial resources of Tft. The Diploma Course might be considered for every third year, and more time may perhaps be allocated to Introduction Courses because they can serve as both recruitment and remuneration base for Tft.
- Tft Thinkwell is scheduled for September 2013. The outcomes of this think well are twofold (i) a booklet for the Tft best practices from the alumni (ii) Impact study instruments produced for Tft impact study to be carried out in 2014.

ACKNOWLEDGEMENTS

We are grateful to the following donor partners who supported the Tft process

BREAD FOR THE WORLD

MISEREOR

PORTICUS

UN WOMEN

ANONYMOUS

We are grateful to Paddy Reilly and the team at Kimmage Development Study Centre for the continued support and mentorship to ensure that the course delivers credible acceptable learning standards in development education.

Images

January – June 2013



Introduction Course
Christian Brothers
Zambia, April 2013



Introduction Course
Christian Brothers
Zambia, April 2013



Introduction Course
Women of Farms Project
South Africa, April 2013



Introduction Course
Women of Farms Project
South Africa, April 2013



Diploma Course, May – June 2013
Residential Phase II
Sharing after Home Phase



Diploma Course, May – June 2013
Residential Phase II
Eco-Spirituality session

Images

January – June 2013



Diploma Course, May – June 2013
Residential Phase II
Gihad Eissa, Sudanese participant



Diploma Course, May – June 2013
Residential Phase II
Group discussion



Diploma Course, May – June 2013
Residential Phase II
Group drama



Diploma Course, May – June 2013
Residential Phase II
Zunaid Moolla, Economics Session



Diploma Course, May – June 2013
Residential Phase II
Jude Clark, Final Celebration



Diploma Course, May – June 2013
Residential Phase II
Group with Certificate of attendance