



*Building up knowledge
to break down Poverty*

Leveraging on available support programs: Participants receive training from the Avocado Vision.



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Leveraging on available support programs for the benefit of project participants

The Avocado Vision in partnership with the Sanlam Financial Services Foundation hosted a one day financial literacy workshop in Evaton. The trainings were held over a period of three days from the 17th, 18th and 19th June 2015. Using the facilities of the Bokamoso Skills and Economic Institute, a Community Based Organisation (CBO) based in Evaton, and key partner to SPII and implementation of the graduation pilot project, extended an invitation to SPII's ***'Social Protection and Local Economic Development (LED): Graduation Pilot Project'*** participants to the workshop. The training were grounded on providing basic financial management tools, and the workshops were conducted by experienced trainers from the Institute who have an explicit focus on understanding the culture of the enterprises they train.

The Sanlam Foundation's commitment to financial literacy and enterprise development is the main reason why SPII saw the value in inviting our pilot project participants to form part of the workshop. Financial literacy is an important component of the pilot project, and exposing project participants to training opportunities provided by both state and non-state actors has always been a strong focus of the pilot project. Although the workshop was open mainly to the community at large, given the short notice, only 10 project participants were able to attend the workshop. Participants received a certificate of attendance.

Participants that took part in the workshop expressed that it was learning and informative workshop which reinforced many of the lessons they had already learned from the Basic Business Management and Financial Literacy Skills training provided as part of the five interventions in the pilot project. They also went on to mention that the trainer provided for the training was someone who lived and worked in the community which made it easier for them to relate to her. Below are comments from participants that attended the training:

"Mosele ke motsebella ho tloha kgale, jwale ke ne ke phuthuhile."

Translation: "I know Mosele (trainer) from way back, so when I saw that it was her, I was able to relax and got comfortable." (Participant No.13)

*"Ba ne ba re beile ka dihlopha, tse entseng hore re kgone ho bua re le bang re thusane." **Translation:** "They placed us in groups that enabled us to talk amongst each other and be able to assist one another." (Participant No. 33)*

“Ba re ratile hore tjheleta e sebediswa jwang, le hore ka tlung o arola jwang tjhelete hore o kgone ho boloka.” Translation: “They taught us how to use money and how to distribute it in the household so that you can be able to save.” (Participant No.121)

“Nna ke kgonne ho bona hore dintho tseo le neng le re jwetsa tsona ka workshop ke dintho tseo ke nang le bokgoni bah o dietsa.” Translation: “I was made to realise that the things that SPII taught us at their trainings, are things I am actually capable to doing.”(Participant No.89)

The training workshops were structured in small informal groups, which enabled participants to engage effectively with the learning space. A participant contends that the trainer was more of a facilitator as the participants had a more active role in the learning process.



Pictured: Workshop attendees sharing and discussing emerging themes from the training


Understanding the poor attendance from project participants and community at large to the training workshop

Although the training workshop was available to all enterprise owners in the area and participants didn't have to be part of the pilot project to participate, there was still a poor turnout all-round. This emphasised the need to understand the nature of individuals and enterprise that operate in the informal economy. For those who operate in the informal economy ***“A day out of work, means a day without income”*** and training workshops that are geared towards those who operate in the

informal economy need to be cognisant of this, and notice of training workshops needs to be provided in time to allow individuals and enterprise owners to plan accordingly. Reasons cited for poor attendance by project participants were that because most of them were sole proprietary, and the short notice did not afford them enough time to find someone to take care of the business in their absence. This is a lesson that we had learned during the pilot project that participants had to be given a months' notice to enable participants to plan accordingly. Enterprise coaches/fieldworkers only heard of the workshops four days before they took place, and by the time the communication went out, there was little time afforded to project participants to plan accordingly.

Certificates for attendance and completion

One of the key lessons that SPII's learned during the training workshops that have been undertaken over the period of 18 months is that participants wanted some form of recognition for attendance in the form of 'certificate of attendance'. All the attendees were awarded a certificate of attendance and completion from the Sanlam Foundation which fuelled the excitement of the training. The participants that received the certificates say they are happy for the certificates since they have been asking for SPII to provide these to them. It appears that the certificate serves as a stamp or evidence of the training to participants. As one participant expressed below:



"Key thabetse lengolo la kwetliso leo re le thotseng. Jwale ke tla bontsha batho hore ke tswa sekolong." Translation: "I am very happy for the certificate awarded to us, now I can show people that I have been trained. (Participant No. 137)

In conclusion

One of the key objectives of the program is to link project participants with existing state and non-state support programmes. What we have found throughout the programs is that there was poor access to information regarding available support programs, and this is one of the few areas that enterprise coaches/fieldworkers intervene in an effort to improve the capacity of project participants through exposure to available training and other support programs. The late notice provided by the training institute proved detrimental to the ability of participants to attend in large

numbers, which highlights the plight of the informal economy whereby a day-out-work equals to no income for the day, thus highlighting the need to innovative around training those who operate in the informal economy where income security is a challenge.



Pictured: Workshop participants showcasing their certificates from the training