

2026

A THEMBALITSHA FOUNDATION PROGRAMME



THEMBA TRAINING

*Empowering Communities Through Skills
Development & Social Entrepreneurship*



www.hope.org.za

MISSION, VISION, & VALUES

WE ARE HOPE RESTORERS. WE ARE THEMBALITSHA.

The Thembalitsha Foundation has been working with communities in South Africa since 1997, inspiring change and offering a hand-up rather than a handout. We are a diverse team of people, committed to addressing the socioeconomic challenges of the vulnerable and marginalised people of the Western Cape through healthcare, education and training.

OUR MISSION is to transform the lives of the destitute, forgotten and vulnerable in South Africa through educational, health and training projects. OUR VISION is to restore hope and develop people to a point of self-reliance. Our CORE ORGANISATIONAL VALUES are Teamwork, Integrity, Compassion, Stewardship, Professionalism, and Loyalty.

THEMBALITSHA FOUNDATION

Thembalitsha Foundation is a registered Non-Profit Organisation that was established in 1997 in South Africa. Thembalitsha operates in the Western Cape, in Somerset West, Strand, Stellenbosch, Grabouw, and Kuyasa, Khayelitsha.

The Foundation is committed to addressing the socio-economic challenges of vulnerable and marginalised people of South Africa by developing them to the point of self-reliance through the provision of healthcare, education and training in order to restore new hope.

Thembalitsha Foundation has seven community-based programmes, including two recently launched initiatives. Our services are open to all people in need. These services embody our core values of empowerment, development and social uplifting in order to effect positive change.

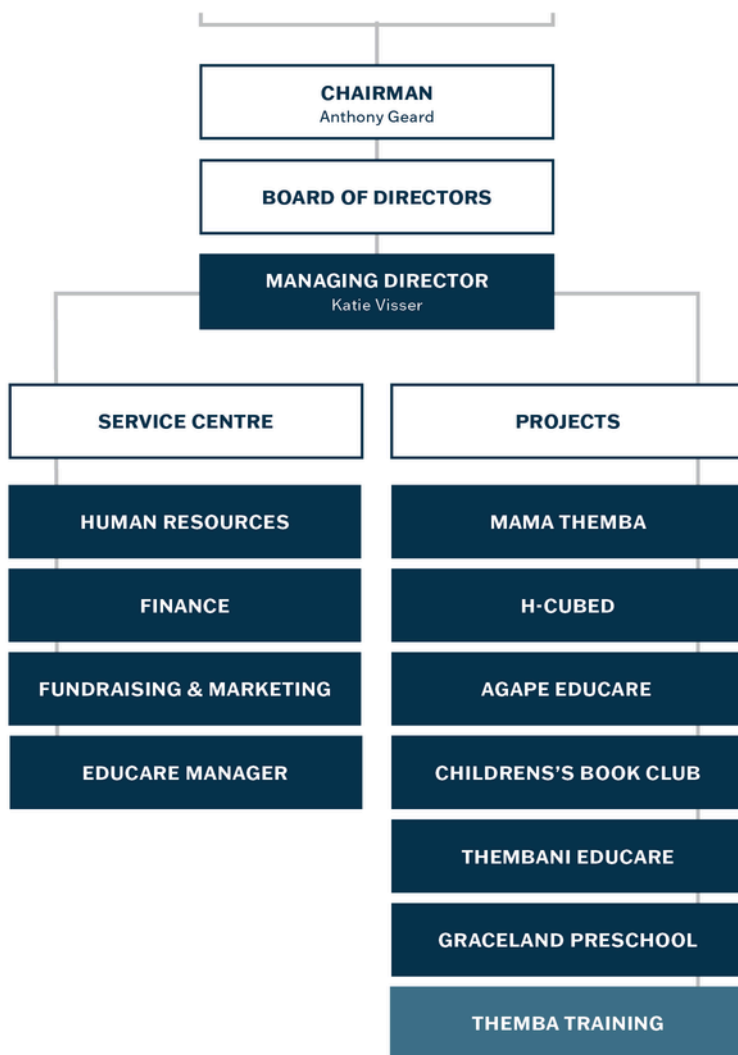
Thembalitsha's initiatives in health, training, and education equips individuals with the necessary skills, motivating their beneficiaries to contribute to their own communities, impacting positively on the economic and social well-being of South Africa.



DONOR BILL OF RIGHTS

We honour the Donor Bill of Rights. Your gift, our promise of protection, transparency and respect.

ORGANOGRAM





WHO IS THEMBA TRAINING

Themba Training is one of the seven community-based projects of the Thembalitsha Foundation, committed to restoring hope and fostering self-reliance through skills development and social entrepreneurship. Since its establishment in 2000, Themba Training has been equipping individuals in the Helderberg area with practical skills that enable them to generate an income, access employment opportunities, or start their own businesses.

Our goal is to empower communities through social entrepreneurship by providing skills training that is both practical and market-driven. Through workshops, mentorship, and access to resources such as computers, business coaching, and workspaces, beneficiaries gain the tools to support themselves and their families. Our commitment to hands-on learning ensures that those who complete our programmes are equipped with the confidence and knowledge to transition into the formal or informal job market.

OUR MOTIVATION

WHAT WE DO:

Themba Training provides a range of skills development courses, tailored to meet the needs of unemployed individuals, aspiring entrepreneurs, and those seeking to expand their skill set. Additionally, beneficiaries have access to a wide variety of craft and life-skills workshops, entrepreneurship mentorship, and workspace facilities to practice and refine their skills.

The core training programmes include: Starting a Business Courses, Multiple Sewing Courses, Barista Training, Computer Literacy, Housekeeping Courses, and Handyman Basics Courses.

WHY WE DO IT:

South Africa is facing an unemployment crisis, with the national rate reaching 32.9% in early 2023, one of the highest in the world (Stats SA). Many individuals in the Western Cape townships, particularly women and youth, struggle to find jobs or start businesses due to the lack of accessible and affordable training, limited infrastructure and resources. Language barriers, lack of formal qualifications, and limited business knowledge prevent many from entering the job market. Themba Training addresses these challenges by offering practical, workplace-ready skills development at low or no cost. Our training focuses on economic empowerment and self-sustainability, enabling beneficiaries to break the cycle of poverty and build independent futures.

The impact of our work extends beyond individual trainees. By creating employment opportunities and supporting small businesses, we are strengthening communities and fostering long-term economic stability. Through continued investment in skills development, Themba Training aims to expand our reach and increase opportunities for even more beneficiaries in 2025.

YETHEMBA PLACE

YETHEMBA PLACE AIMS TO BE A **BRIDGE BETWEEN COMMUNITIES** AND A **BEACON OF HOPE** FOR THE SELF-REALISATION OF SUSTAINABLE LIVELIHOODS, THROUGH **EMPLOYMENT, SKILLS TRAINING** AND THE **DEVELOPMENT** OF ENTREPRENEURS AND MICRO BUSINESS OWNERS.

IN 2022 THEMBA TRAINING MOVED TO A NEW, LARGER SITE (YETHEMBA PLACE) IN STRAND, CENTRALLY ACCESSIBLE TO THE SURROUNDING TOWNSHIP COMMUNITIES OF LWANDLE, NOMZAMO AND ZOLA.

CHALLENGE AND GOALS

With South Africa's current unemployment crisis, which has been severely exacerbated by the pandemic, especially women, we aim to create a vibrant, multifunctional space for changing the tide into sustainable income generation for thousands of families.

TRAINING APPROACH AND ACCESSIBILITY

We provide relevant and accessible training to the currently unemployed beneficiaries, being men, women and youths, we cater for. By completing their training with us, their skill set will have been improved, which provides them with a better opportunity to gain meaningful and dignified employment and access to practical training to empower them towards starting their own micro businesses.

OUR AIM

Overall, we aim to see people equipped with skills to enter the workspace and navigate life for themselves, their families and the community. This is done through providing a comprehensive offering of workshops, courses, workplace readiness, access to computers and workshop space, physical shops, mentoring and coaching and opportunities to enter the world of work.

BARRIERS TO EMPLOYMENT AND TRAINING

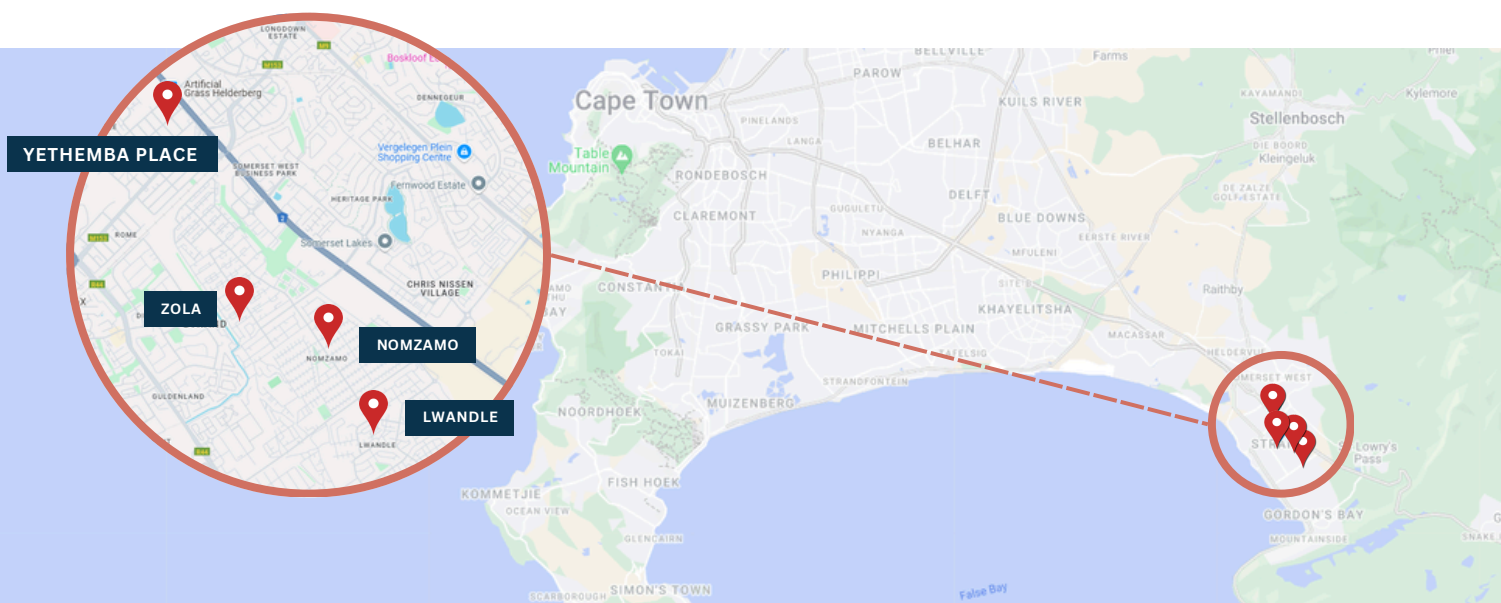
Oftentimes, training courses that are presented are aimed at individuals that have foundational knowledge already, it does not take into consideration language barriers, previous education or existing skill set, and comes at too high a financial cost for those who wish to be upskilled. Training centres also tend to be located far away from the beneficiaries in our area, thereby adding to the cost of training, as travelling to these centres is expensive.

LOCAL SOLUTIONS AND IMPACT

At Yethemba Place we cater for these individuals by keeping training groups small, easily accessible and local, at low cost and relevant to their individual goals. Specifically, in the area we work in, our beneficiaries are statistically the groups that struggle most to find jobs or start their own business due to a lack of accessible and appropriate training, and lack of infrastructure.

COMMUNITY EMPOWERMENT

These communities are all previously disadvantaged with insufficient opportunities to become skilled and employed. The population in these communities has grown exponentially because of the migration to the cities following the international trend of urbanisation, in search of better lifestyles.



PROGRAMMES AND WORKSHOPS

BARISTA COFFEE TRAINING

Up to 42 participants trained annually

A Barista is a professional who makes and serves beverages such as coffee, tea and specialty beverages. They are responsible for taking customer orders and payments. It is a growing market in South Africa, and therefore many jobs available. In partnership with Ikhofu Imnandi, this comprehensive five-day course enables participants to gain the theoretical and practical skills to become employable baristas. This course offers practical on-the-job training, access to equipment, materials for practicing skills learnt and job shadowing in a coffee shop. Graduates from this course have already gone on to start their own businesses and become employed as baristas.

Added to this course are relevant life-skills and business skills. These will include professional behaviour, customer service, time planning, stock keeping/tracking, costing & pricing, sales, bookkeeping as it relates to a barista's day-to-day activities. Trainees job shadow at local coffee shops for a two-week period after their first week of basic training, and return to Themba Training to finish their course with a two-day Job readiness and CV workshop.

PARTICIPANTS WILL BE TRAINED IN THE FOLLOWING:

- Coffee history and theory
- Equipment introduction: grinder, espresso machine, and brewing.
- Grinder calibration.
- Understanding espresso: grinding, tamping, dosing, and pouring.
- Hands-on espresso extraction.
- Basic milk preparation: steaming and texturing.
- Customer service
- Cleaning and health and safety



SEWING TRAINING

Up to 100 participants trained annually

BASIC (BSC) SEWING COURSE:

Trainees will be able to use the basic functions of a domestic sewing machine during the BSC. During this course they will be trained on using these machines and hand sewing skills to product basic products which they will be able to sell as an income. Our course concludes with a workshop on basic sewing machine maintenance and how to make sales with their new sewing skills.

INTERMEDIATE (ISC) SEWING COURSE:

During this course trainees are empowered to use more advanced functions on the sewing machine as well as receive instruction on basic dress making skills. The trainees are able to gain access to contract work in the commercial and industrial sectors, save money by making products for their own families, or start their own micro businesses.

SEWING CONTRACTS

Themba Training offers local small businesses and corporations with a sewing service, producing their own products at reasonable prices, enabling local sewing business owners to scale their services and also provides income and more training opportunities to the sewing team members at Themba Training.



SKILLS TRAINING: COMPUTER BASICS

Up to 60 participants trained annually

Through a facilitated programme in Computer Basics with slow-paced training sessions on a 2:1 teacher rate, we ensure that each trainee has adequate time to process and practice their newfound skills.

The courses under the Computer Basics Course were developed in-house to meet the specific foundational needs of our target beneficiaries. Trainees who complete the course may then use our facility to further practice their skills and may opt in to more advanced PC training of their choosing. The trainees are encouraged to join the two-day Job Readiness & CV workshop at the end of their course, to further empower them towards successful income generation.

Courses are presented in 4 main languages of our beneficiary group:
isiXhosa | Shona | English | Afrikaans

THE COMPUTER COURSE CONTENT IS DIVIDED INTO 7 MODULES:

- Computers Made Easy
- Typing made Easy
- MS Windows
- MS Word
- MS PowerPoint
- MS Excel



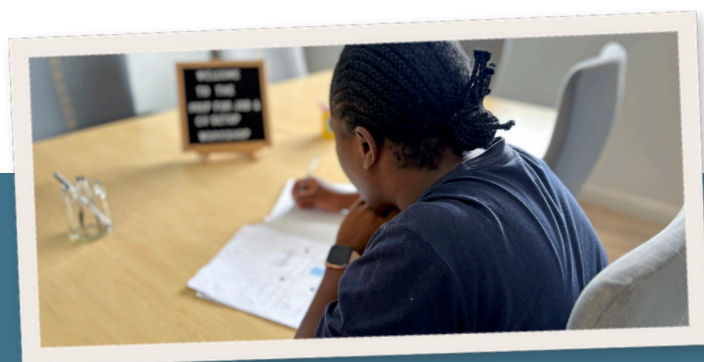
BUSINESS ESSENTIALS COURSE

Up to 120 participants trained annually

This course equips participants with the necessary knowledge and tools to start or grow their own business. Themba Training runs eight Business Workshop over four weeks, that give insight into eight fundamental concepts of starting/ running a micro business.

These beneficiaries are then further empowered during individual contact session by linking them up with industry specific mentors/volunteers in the local community. The aim is for the trainee to build network outside of Thembalitsha, and to have access to knowledgeable businessmen/women in the local area.

From 2025 onwards, we will add life-skills and other workshops as part of the Business Essentials course series: Photography, WhatsApp business, Display & Packaging, Facebook Marketplace and Branding/ Design workshop to further empower and inspire these micro business owners to develop their own businesses.



TOPICS INCLUDE:

Introduction to Business

Cashflow & Budgeting

Bookkeeping

Costing & Pricing

Marketing & Sales

Customer Service & Communication

CRAFT & LIFESKILLS WORKSHOPS

Up to 150 participants trained annually

The purpose of these workshops are always to expose beneficiaries to previously inaccessible crafts that they can use to start their micro businesses and to network with other community members around these tables: empowering all parts of the community with opportunity & learning. Our 3 hour workshops presented mostly by volunteers in the job market that aim to bring other practical skills to trainees to further enhance their training experience.

CRAFT WORKSHOPS THIS YEAR HAVE INCLUDED:

- Card making
- Essential oil body products
- Beaded & clay jewellery,
- Cake decorating
- Crochet, macrame, knitting & embroidery
- Stamp making
- Traditional African Headscarf



LIFE-SKILLS WORKSHOP HAVE INCLUDED:

- Interview skills
- CV writing
- Using WhatsApp business
- Basic product photography
- Basic display & packaging for selling at markets
- Designing a logo for business



HOUSEKEEPING BASICS

Up to 100 participants trained annually

Housekeeping Basics equips trainees with practical skills to confidently manage everyday household tasks or to successfully pursue domestic work opportunities. From thoroughly cleaning kitchens and bathrooms to carefully understanding laundry labels and maintaining proper hygiene, trainees gain valuable hands-on experience that transforms uncertainty into competence.

With clear guidance, step-by-step instruction, and practical know-how, they step into their roles with confidence, turning routine chores into meaningful opportunities for growth, skill development, and professional advancement.

PARTICIPANTS WILL BE TRAINED IN THE FOLLOWING:

- Learn how to clean kitchens, bathrooms, living areas, and other household spaces efficiently and safely.
- Laundry and Clothing Care: Understand laundry labels, wash different fabrics correctly, and care for clothing and linens.
- Hygiene and Safety: Maintain household hygiene, use cleaning products safely, preventing accidents or damage.
- Time Management: Plan and prioritise household tasks to work efficiently and maintain a tidy environment.
- Handle common household challenges, from stubborn stains to general upkeep issues, with confidence.
- Professional Readiness: Apply skills in domestic work or private households, demonstrating competence and reliability.

INTERNET CAFÉ & HOT DESKING

Up to 80 participants annually

Participants will have gained access to computers and printing of business materials to develop their employability. Unemployed and small business owners will have access to hot-desking spaces to hone their , sewing and businesses skills to develop entrepreneurs. All will gain access to markets for product sales. Our computers are available for beneficiaries who wish to practice their computer skills, job search online and print business material. This minimises the cost and enables job seekers to take the necessary steps to social entrepreneurship.



A MULTI-FUNCTIONAL SPACE IS IN DAILY USE BY LOCAL PEOPLE AND IS CONDUCTIVE TO TRAINING AND MICRO-BUSINESS DEVELOPMENT. IT PROVIDES:

- Workshops for small business owners to train and learn new skills, such as handyman work, sewing, and more.
- A physical gift shop for product display and access to new markets.
- Stations for CV training, internet access, and the use of printers and computers.
- Access to mentors and business coaching



HANDYMAN COURSE

Up to 120 participants trained annually

The purpose of the Basic Handyman Skills course is to equip course graduates with the entry level knowledge and skills required in order to find employment or start their own informal micro businesses successfully, or as plumbing, carpentry, painting, and domestic repair jobs.

MODULES COVERED INCLUDE:

- Handyman vs Skilled Tradesman
- Health & Safety in the workplace
- Time Keeping & planning.
- Client Communication & Professional behaviour
- Costing, Bookkeeping & Marketing
- Basic hand & power tool identification and use
- Basic Technical skills related to Plumbing & Carpentry



H-CUBED - YOUTH

H-Cubed (Head, Hands, Heart) is Thembalitsha Foundation's full-year GED programme for young people who have exited the formal school system. The programme combines structured academic support with life skills, work readiness, and personal development, enabling participants to complete their secondary education and prepare for the world beyond school.

Through a balanced focus on education, practical skills, and individual growth, H-Cubed supports young people to build confidence, develop responsibility, and make informed decisions about further education, training, employment, or self-employment.

OUR MOTIVATION

H-Cubed's goal in 2026 is to equip young people with education, practical skills, and personal development for a confident and purposeful future.

HEAD: EDUCATION & KNOWLEDGE

Building a strong academic foundation

- Structured GED curriculum and exam preparation
- Learning support, academic development & problem-solving
- Critical thinking, job preparation & informed career choices

HANDS: SKILLS TRAINING & DEVELOPMENT

Equipping practical, real-world skills

- Life skills & work readiness
- Hands-on training & practical experience
- Understanding workplace expectations

HEART: THE PERSON BEHIND THE POTENTIAL

Personal growth and character development

- Mentorship, guidance, & consistent support
- Confidence building & self-belief
- Emotional, social, & personal development

WHY WE DO IT:

Youth unemployment in South Africa remains alarmingly high. As of Q1 2025, nearly 60% of youth aged 15–24 are unemployed, and over 45% of youth aged 15–34 are classified as NEET, disconnected from work, education, or training. In some high-risk groups, youth unemployment exceeds 62%.

In Q2 2025, South Africa's official unemployment rate rose to 33.2%, the highest in a year, with 8.4 million people unemployed. Job losses in sectors like community services, agriculture, and finance highlight the shrinking space for low-skilled entry points. These figures expose a deep gap between young people and meaningful opportunity, driven by early school leaving, poor-quality education, and a disconnect between training and real-world work.

There is an urgent need for alternative education pathways like GED, combined with mentorship, life skills, and work readiness programmes. As Trialogue's 2024–2025 insights confirm: scalable, holistic models are essential to break this cycle and reconnect youth to the economy.

MAKING AN IMPACT

Dimpho's Story of Impact & Hope

Lindsey first met Dimpho during a community outreach programme. While speaking with her, Lindsey immediately noticed Dimpho's quiet determination and the potential she carried. At the same time, she could see the challenges Dimpho faced: limited opportunities, a lack of formal training, and the need for meaningful support to move forward.

Believing deeply in her potential, Lindsey took the first step by sponsoring Dimpho to attend the Business Essentials Course at Themba Training in August 2025. During the course, Dimpho learned the foundational skills of entrepreneurship, including budgeting, planning, customer service, and how to structure a small business. These essentials opened her eyes to new possibilities and sparked something powerful within her: a passion for food, catering, and preparing delicious meals for others. Motivated by what she had learned, Dimpho started her own braai stand, serving freshly prepared meals to members of her community. Her food quickly became known for its flavour and warmth, reflecting the pride she takes in her work and the confidence she has gained along the way.

In October 2025, Dimpho joined the Barista Course at Themba Training. By this time, the entire team could see her transformation. Her confidence had blossomed, and her personality and body language reflected someone who truly believed in her future. Each new skill she learned strengthened her sense of purpose and self belief.

Today, Dimpho continues to run her braai stand. The journey has not been easy, and like any entrepreneur she faces challenges along the way. But what sets her apart is her resilience. Each time she encounters an obstacle, she rises again stronger, more confident, and more determined.

Dimpho's story shows what becomes possible when someone is given an opportunity and the right support. Through Themba Training, people like Dimpho gain the skills, confidence, and encouragement they need to build a future for themselves. With the support of generous donors, more individuals can access the training and opportunities that help turn potential into purpose.



FEEDBACK FROM OUR BENEFICIARIES

COMMENTS FROM TRAINEES ON OUR BASIC SEWING COURSE

"I recently attended the 3 day beginner sewing skills workshop at Themba Training and I really enjoyed it. It was informative and fun, and I learnt a lot. I've already used the skills I've learnt to design and make plushies for my friends, and I plan to design and make my own clothes as my skills improve."

"I recently attended a Basic Sewing Workshop at Themba Training Centre, and I'm thrilled to share my outstanding experience! The centre's atmosphere is beautiful, clean, and relaxing, making it an ideal learning environment. The staff are friendly and professional, ensuring a warm welcome and ongoing support. A special thanks to the two ladies Rufaro and Nonqubela, our patient and helpful instructors, who made the learning process enjoyable and rewarding. I found the workshop to be incredibly valuable, and I would highly recommend it to everyone. Overall, I had a positive experience and would definitely recommend Themba Training Centre."

SUSTAINABILITY

At an organisational level, Themba Training benefits from a diverse funding base, including local government, national, and international funders. With a renewed focus on diversifying income streams, we are committed to ensuring the long-term sustainability of our core operations. We have embedded a 5% sustainability allocation into each of our project fundraising budgets to contribute to a sustainability reserve, safeguarding our future impact.

Themba Training's financial sustainability plan focuses on limiting financial risk and ensuring organisational resilience. We aim to maintain six months' operational reserves and develop realistic, needs-based budgets. Any shortfalls become clear fundraising targets, supported by close collaboration between our fundraising and project teams. Progress is monitored monthly and reported to the Board. We prioritise financial transparency, compliance, and timely reporting to build trust and sustain long-term partnerships.

Themba Training's sustainability is deeply rooted in its transformative impact on vulnerable individuals and their families. By equipping unemployed youth, women, and men—many of whom face significant socio-economic challenges—with practical skills, vocational training, and entrepreneurial support, we help alleviate poverty and foster self-reliance. Graduates of Themba Training gain the confidence and ability to enter the job market or start micro-businesses, creating sustainable income streams for themselves and their families.

The ripple effects of this empowerment extend far beyond the individual participant. Families become more stable, household incomes improve, and communities become more resilient. The skills taught at Themba Training—whether in sewing, barista services, IT, or handyman work—are immediately applicable, offering participants pathways out of unemployment and into economic activity. Furthermore, initiatives such as our physical gift shop and contract work opportunities provide practical, income-generating platforms that contribute to the programme's self-sustainability.

For nearly 30 years, Thembalitsha Foundation has provided hope and opportunity in the Western Cape. Themba Training continues this legacy by fostering economic resilience and empowerment. With your continued partnership, we will ensure that hundreds more individuals experience dignity, purpose, and the tools to thrive—laying the foundation for stronger families and more self-reliant communities for generations to come.



A HEARTFELT
THANK YOU!