



eDEAF
EMPLOY & EMPOWER

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eDeaf Activity Report

The first quarter of 2010, has been a positive period in which we have cemented our strategic plan for 2010 and 2011. We had the privilege to attend a 4 day, strategic planning session, through the brilliant facilitation of the Dream Team.

This report aims to provide a holistic view on the 5 focus areas of the next 18 months and the challenges to get support for eDeaf.

The eDeaf team consists of 9 Deaf and 1 hearing members who are focused and determined. We welcomed Irene Makhutla into our IT Department and Jeanette Mamabolo is back after her maternity leave. She heads up the administration of the W&R SETA/ Shoprite project. We have employed Petri Du Toit, as our Sign language interpreter, an essential role in our team, with 9 Deaf staff members. Petri brings experience and will add value to the team and our clients.

eDeaf strategically focus on areas where Deaf people can excel, in areas of work where they could find job opportunities and compete on par with hearing staff in order to add value to their employers. Simultaneously the Deaf person is empowered.

1. IT Training:

Deaf people excel in this environment due to their ability to focus - they are not easily distracted and they enjoy the challenges given to them.

eDeaf is the only Deaf owned and managed IT training Academy which is registered with Microsoft world wide. We have 3 accredited trainers in our team.

We provide IT training to unemployed Deaf people 4 days a week. A total of 27 Deaf people completed their training last year (see certificate below.) Thirty students have been enrolled for the first half of 2010, with a planned 50 for the 2nd half of 2010.

Two of our trainers were sent to Nigeria earlier this year to train Deaf trainers up in Africa.

DELL has provided us with desk tops, laptops and training tools



This is to certify that

Chinhengo Martin

I.D.No. 800121 0342 085

*Has officially passed the Microsoft® Digital Literacy Certificate Test :
Computer Basics, Computer Security and Privacy, Digital Lifestyles,
Productivity Programs and The internet and the World Wide Web*

Date of Issue: 25 November 2009



(Instructor Signature)

Facilitator
eDEAF Learning Centre

Digital Literacy Certificate

2. ABET training:

The historical lack of thorough Deaf education resulted in a legacy of very low literacy. The ABET (Adult Basic Education & Training) reading and writing English classes are essential to empower Deaf people. The Media Works electronic ABET training program is used to train Deaf adults. The unique program has a Deaf facilitator who is signing SA Sign Language to make the program accessible for the SA Deaf learners.

We have successfully completed training on levels 1 & 2. All eDeaf staff members also improve their own literacy levels with these programs which provide great enjoyment and positive empowerment. The trainers constantly undergo further training from Media Works to ensure exceptional facilitation/training to our Deaf clients.

Students only pay for their work books, and eDeaf subsidizes the rest of the cost, through the kind donations we receive from various businesses. Pauline heads up the program, and we have 50 learners signed up for 2010.

3. Sign Language training:

Various businesses have requested SA Sign language training, in order to communicate with their Deaf staff. eDeaf continuously conducts Deaf Culture/Sensitization workshops to hearing staff in every business employing Deaf people. The natural next step is to provide Sign Language classes to a minimum of 10 people to improve internal communication. The training is SAQWA registered, and accredited.

Vuyo who heads up the training is one of the best Sign Language trainers in South Africa. He is passionate about the language and it is an exceptional experience to see him in action!

4. Wholesale & Retail SETA, Shoprite project:

This flagship project is funded and supported by the W&R SETA, and hosted by Shoprite. 38 Deaf workers were trained and are employed by 11 Checkers stores in Gauteng. They are presently completing their last 3 skills programs, to ensure a full learnership by obtaining the NQF level 2 qualification.

This unique qualification has been adapted to be Deaf friendly and all wholesale and retail training was executed by the eDeaf trainers, under the brilliant leadership of Nazereen Bhana. We are grateful for the fantastic support provided by the W&R SETA and the Shoprite Group.

The Shoprite group plans to appoint 200 more Deaf learners countrywide by the end of 2010, to be trained by eDeaf. The learners will be placed in 5 provinces in SA, with the aim to increase the number of Deaf staff to 1000, over the next 4 years. To all parties involved, it is a very important project that will make a big difference in the lives of Deaf people who now have a career path in the W&R sector.

5. Learnership Management & Recruitment:

The downturn in the economy the past 18 months have allowed eDeaf to make a definite shift to more learnership programs. This allows the unemployed Deaf person to receive training and work experience, whilst receiving an income (stipend).

Planned learnerships for 2010:

- Business Practises NQF level 1, provided to 50 unemployed Deaf learners in Gauteng. Services SETA provides bursaries. Siyaya Skills Institute is the training provider, and Gauteng Provincial Government the host employer. The project started in April 2010.
- ISETT SETA, 50-80 unemployed Deaf learners to receive NQF 1 IT training, under the auspices of CTU, and hosted by the Gauteng Provincial government.

6. Recruitment

During the past year, eDeaf has increased the number of Deaf candidates on our database to 2350. We have placed 21 people in the past year, far less than the 250 in our first 2 years. This is due to the economic recession.

Conclusion

"The concept of a caring society is strengthened and deepened when we recognise that disabled people enjoy the same rights as we [hearing people] do, and that we have responsibility towards the promotion of their quality of life. We must stop seeing disabled people as objects of pity but as capable individuals who are contributing immensely to the development of society.

We must play an active role in working with them to find joy and happiness and the fulfilment of their aspirations.

***Despite these worthy goals, after 16 years into this new era, the disabled sector of our community is still greatly marginalised in many respects. "* ***

We must play an active role in working with them to find joy and happiness and the fulfilment of their aspirations.

eDeaf express our sincere appreciation to all role players who assist us in achieving this worthy goal!

* Quote from the Foreword to the White paper on an INTEGRATED NATIONAL DISABILITY STRATEGY (November 1993)

