

Capacity Building for SUSTAINABILITY

Structured Capacity Building is the National Lotteries Commission's accredited training programme aimed at funded beneficiaries to assist them with financial and other skills to be able to implement their projects successfully and to sustain themselves into the future.





Paying It Forward

Structured Capacity Building is aimed at funded beneficiaries to assist them with financial and other skills to be able to implement their projects successfully and to sustain themselves into the future.

Through the **Train the Trainer** module, participants are empowered to transfer knowledge, skills and information to other NLC beneficiaries in their vicinity so that they can also benefit from this development initiative.

Train the Trainer is a comprehensive SAQA unit standard-based course intended for all persons who need to facilitate learning using a variety of given methodologies.

Formal recognition will enhance their employability and also provide a means to identify competent learning facilitators in future.



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Structured Capacity Building Training Programme

The National Lotteries Commission (NLC)'s Structured Capacity Building Training Programme is intended to capacitate funded beneficiaries in areas which include basic financial management, project management, financial and narrative reporting, record keeping, train the trainer and sustainability efforts. This is done through the appointment of accredited training service providers which are required to align relevant SAQA unit standards to design suitable programme either on NQF level 4 or 5, depending on pre-assessment outcomes.

The National Lotteries Commission empowers beneficiaries through various methods:

- Pre-funded Education and Awareness workshops for new applicants who may be interested on funding of their projects
- Post-funded Structured Capacity Building (SCB), an accredited training programme aimed at funded beneficiaries to assist them with financial and other skills to be able to implement their projects successfully.

It also enables beneficiaries to submit compliant progress reports on their NLC grants, and bring about sustainability within their organisations through skills gained. They are also taken through the process of registering their own fundraising lotteries through the NLC.

The selection of attendees to the SCB is made from the pool of newly funded beneficiaries, who go through a pre-assessment to gauge the literacy levels. This pre-assessment is to enable the training provider to align and develop an accredited

skill program using South African Qualification Authority (SAQA) Unit Standards.

Formative assessment entails facilitation in a room setting where the facilitator will be teaching participants. The programme itself takes place in a (physical or virtual) classroom setting, made up of the following modules:

- Basic financial management;
- Project management;
- Narrative and financial reporting;
- Bookkeeping; and
- Sustainable management.



In addition to the above, NLC templates such as Grant Agreement, Application Forms and others will be presented and explained in class during the training by an NLC official. Participants then receive certificates of attendance on day five of training.

Following the training phase, mentoring sessions commence with each participant at their respective organisations in the form of site visits. During these sessions participants ability to compile their Portfolio of Evidence (PoEs). Mentoring sessions will take place more than once, depending on the outcome of first visit. The last session entail collection of PoEs from the participants for submission to relevant SETAs.

SETA Verification

Training providers will conduct internal moderation by accredited moderators of the collected PoEs. The SETA then conducts verification of PoEs before issuing statement of results of all participants to be found competent.

Structured Capacity Building was initiated in 2016, following the amendment of the Lotteries Act, and kicked off in Mpumalanga, Northern Cape, Free State and the North West provinces.

In the years following, the programme has reached other provinces, and more than 450 organisations have benefitted, with approximately 1000 individuals representing these organisations have participated in this programme.

Below and left: The NLC's capacity building training workshop for newly funded beneficiaries.



GAUTENG – SEDIBENG ALCOHOL AND DRUG REHABILITATION CENTRE (SADREC)

NLC gives skills to sustain the fight against substance abuse

Sedibeng Alcohol and Drug Rehabilitation Centre's (SADREC) facility manager, Gaborone Phukuile, the NLC's capacity building programme has given them an opportunity to be trained on how effectively non-profit organisations (NPO) could be run and sustain themselves.

"This programme will help us build our resources and structures on how we can pull strings towards building the organisation with the aim of reaching more capacity with our services.

"We are grateful that as an organisation funded by the NLC, we have also got this opportunity to be trained and also to share with our people."

Phukuile says the training also provided a learning opportunity for the organisation to gauge itself with what is needed for running an effective NPO, and to also do things by the book.

"One of the topics during training was on governance, where the importance of choosing board members with skills and knowledge on running effective organisation was emphasized," explains Phukuile.

"I have learned the importance of governance, budget, financial record-keeping, administration, fundraising, tax compliance, Public Finance Management Act, understanding the financial statements, cash-flow, income and expense statement. "The organisation will be efficiently run and the confidence of staff will improve, resulting in overall high performance from staff, thus resulting in SADREC to be run effectively."

SADREC aims to empower people not to become dependent on any substances and to ensure that an educated and informed community exists regardless



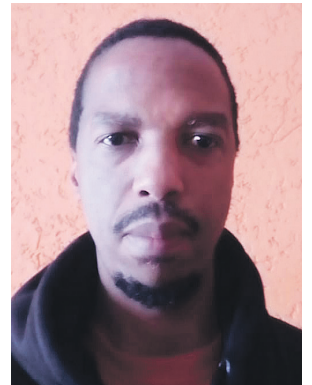
Gaborone Phukuile,
Manager



Nthabiseng Fanta,
Administrator



Retshidisitswe Hlakotsa,
Facilitator



Clive Shezi, Coordinator

"the importance of choosing board members with skills and knowledge on running effective organisation was emphasized"

of the dangers of substance abuse. The organisation was formed in 2010.

Phukuile says young people who persistently abuse substances often experience an array of problems, including academic difficulties and health-related problems.

"Drug abuse has an impact on many fronts where its consequences also affect family members, the com-

munity, and the entire society.

"Based on how we see the effects of drug abuse in our community, our youth behave in a manner that causes societal problems and such leads to many social ills.

"In addition to personal difficulties, the abuse of alcohol and other drugs by youth also results in family crisis and jeopardises many aspects of family life, sometimes resulting in family dysfunction," Phukuile says.

He adds that funding from the NLC is a big help in fighting the scourge of drugs and alcohol abuse.

"The NLC support and funding helps us continue on our fight to get our young people to live healthy and drug-free lifestyles. We are doing all we could to educate about and eradicate the abuse of drugs and alcohol in our community".

NORTHERN CAPE – DE AAR POOL PLAYERS ASSOCIATION

Good governance supports sport administration

The De Aar Pool Players Association is a youth sports initiative is based in the small town of De Aar in Pixley Ka Seme region in the Northern Cape.

Founded by Anthony Olifant in 2018, the initiative aims to remedy social ills in an attempt to build a better society.

Olifant says the NPO took part in the NLC's capacity building workshops and is happy with the skills acquired. He has expressed his gratitude and says the NPO can now work effectively in raising funds and to sustain itself.

"It was very progressive for the NLC not to only grant money to NPOs but also empower them on how to administer and manage it," he says.

"This helps with accountability and good governance. It will also result in less mismanagement of public funds."

Olifant adds that the programme also taught them about the legislation that governs the sector and the importance of financial accountability.

"We have a better understanding of the role of the NPO sector. One of our weaknesses was the financial accountability, failure to reporting accurately and correctly, but because of this workshop, we have learned the importance of doing those



Members of the De Aar Pool Players Association celebrate after winning a tournament. The NLC's capacity building workshop has further helped the NPO operate effectively

things," he said.

Olifant says since they attended the workshop, they are now able to properly prepare the budgets and basic financial statements. "We also benefited from 'train the trainers' program, which enables us to better communicate and facilitate training to our own beneficiaries. We also continue to get the after-care support from the facilitator."

"Funding from the NLC helped our rural and disadvantaged young people use the sport of pool as another tool to overcome crime, substance abuse and disadvantages in their lives.

"Coming from a community with limited to no sport facilities for youth, the NLC funding enabled us to boost self-esteem and confidence of the youth using the sport of billiards pool," he explains.

KZN – GP EDUCATIONAL FOUNDATION

Lotteries Commission's capacity building workshops a game changer for the NPO sector

Catherine De Vincenzo, the founder and director of GP Educational Foundation, a Durban-based non-profit organisation (NPO) describes the National Lotteries Commission (NLC) capacity building workshops as a game changer for the NPO sector.

"The subject content was on point and met my expectations. It covered the crucial financial and administrative aspect of running a non-profit organization. I believe that as organizations in the sector, we desperately need extensive training in financial management skills."

"I wish that NLC could give more weeks or time to the capacity building workshops, this is crucial for our sustainability," said De Vincenzo.

De Vincenzo's organisation focuses on nurturing young minds to reach for the sky through formal and informal education.

"Education is our platform for reaching high school learners. We want to see every one of our youth have a vision for their lives," she says.

"Without a vision, people perish, and we believe in an ideal that everyone is born with a purpose to live out, and our heart is to walk alongside them in realising their potential, passions and gifts and talents."

She adds that NLC funding has been their life-line, ensuring that they render effective and professional service free of charge for their audiences.



Participants in the programme were armed with skills to effectively render their services to communities

'Subject content was on point and met my expectations,' says De Vincenzo

GP Educational Foundation is underpinned on empowering and equipping the youth with the demands of the 4th and 5th industrial revolutions skills through technology and technology facilities with internet connection.

"We also offer basic computer training involving the youth in the 4IR [Fourth Industrial Revolution]. Goal-setting programmes that include a free yearly manual and free app on Android."

"Life-coaching programmes involve motivation and critical thinking like negotiation, creativity and career guidance."

"Techi Town is one of our long-term projects that assists in basic computer training and WiFi facility."

"This long-term project will allow the youth to be part of the Fourth Industrial Revolution and



The beneficiaries of the NLC took part in a programme that aims to improve the financial management capabilities of non-profit organisations to ensure that learners can continue to benefit from educational programmes

equip them with basic computer skills. We are also able to assist those who want to create CVs, get them printed and help them with Google searches," she explains.

She adds that the Techi Town Containers and Techi Town Minivan allow the organisation to reach many schools, noting they also have the platform for mentorship and coaching in the areas of goal setting and life skills, which is part of the life orientation curriculum.

"Goal Pro Solutions is a long-term project offering free yearly goal-setting planners for each student. It is a beautifully laid out book, easy to use, motivational and goal-orientated."

"The book and results have been endorsed by educational psychologists, life orientation teachers, parents and learners."

"For those that have the privilege of owning a cellphone, we also offer a free goalsetting app for all Android devices that have new content added daily," said De Vincenzo.

The organisation is strategically located in Amanzimtoti, making it accessible to the surrounding underprivileged communities of KwaMakhutha, Lovu, Umgababa and other neighboring areas.

Simon Latha, a third-year marketing student at the Durban University of Technology, heaped praises to the organisation, saying it laid a solid foundation and gave him crucial computer skills.

"I attended a short computer course for free and this opened doors for me. I was also able to lodge an application to study at varsity with ease. Before that I could not even switch on a computer," Latha recalls fondly.



KZN – ROYAL Z BEADS

Strengthening the business of beadwork

The closely knit rural community of Emolweni outside Durban in KwaZulu-Natal has rekindled the long-held African tradition of making beadwork to offer relief to the many improvised households headed by children.

Founded by Zama Mthembu, rural-based Royal Z Beads. The NPO (non-profit organisation) specialises in craft and beadwork with a targeted focus on empowering young women. The goal was to create a platform where people who do not have the qualifications to join the labour force learn the art of beading to earn a living. To date, the organisation consists of 10 women.

We also provide beading classes.

She says through the beadwork project, the NPO sees tangible differences in their community, which is ravaged by high levels of unemployment.

“We empower young women to be financially independent by teaching techniques and skills in beadwork. We also teach them entrepreneurial skills and how to access markets for their products”, says Mthembu.

“Although we offer these services, most of our volunteers are not well-equipped on effectively running successful non-profit organisations. The NLC has been of great assistance in plugging this gap,” she adds.

She explains that the capacity building workshops have helped members of the NPO.

“The NLC has trained us on how to budget properly and on how to prepare financial statements and reporting.

“In the past, we had to outsource the service to other financial bodies to balance our books at a high cost pivotal role to revitalise it”.

“The NLC has trained us on how to budget properly and on how to prepare financial statements and reporting” – Zama Mthembu

Since 2020, Royal Z Beads has recruited domestic workers who were laid off due to Covid-19 and ensured that they are able to put food on the table.

Nonhlakanipho Ndlovu, one of the beneficiaries, says the NLC capacity building programmes enabled her to run her local craft market effectively.

“When I completed matric in 2019, I took a gap year because I couldn’t get funding for my tertiary studies. So, I was recruited by the Royal Z Beads to join their mentorship programme. I spent a year with them and attended different capacity building workshops organised by the NLC. I’m now running my own craft market because of the valuable skills I gained,” says Ndlovu.

“This industry is the backbone of tourism in KZN and has a potential to create jobs. The NLC has so far played a pivotal role to revitalise this neglected industry.”



The Royal Z Beads, founded by Zama Mthembu, produces fashionable beaded accessories and traditional attire



LIMPOPO – TSWERA ADOPT-A-RIVER

Empowered to protect natural resources

Tswera Adopt-a-River, a non-profit organisation in the Thulamela Municipality, Limpopo was founded by Dzivhuluwani Netshakhuma in 2013 after feeling frustrated that community members drank unclean water because of the water pollution caused by waste that floats in the river.

They participated in the National Lotteries Commission's (NLC) capacity building programme was aimed at helping the NPOs operate effectively and successfully.

According to Netshakhuma, Tswera Adopt-a-River, the NPO has learnt a lot by the end of the training programme.

"It was a very good and informative programme. We learnt a lot from the beginning until the end. The facilitators were professional and patient with us", Netshakhuma says.

"They gave us the knowledge and skills to continue doing the great work in preserving our environment and making sure that our people drink clean water.

"Our NPO benefitted a lot because before the programme, we didn't have an idea about financial literacy and the importance of keeping financial records to make sure public funds are safe.

"We learnt about budgeting and the importance of submitting annual financial statements. They also taught us about financial accountability, expenditure and about current assets and non-current assets."

She says since the NLC training, their perspective has changed. Now they know that should they get more funding in the future, that they will be able to manage it.



The Tswera Adopt-a-River has made it their mission to keep river systems clean

"Our main role as the NPO is to clean rivers by removing waste such as disposable nappies, paper, tins, and many other things that pollute the environment.

We also conduct door-to-door awareness campaigns on environmental issues, where we educate our communities the importance of keeping

"Before the programme, we didn't have an idea about financial literacy and the importance of keeping financial records to make sure public funds are safe"

the environment clean."

However, she says Covid-19 lockdowns have posed challenges on their mission to keep the rivers clean.

The main aim of the Adopt-a-River programme is to clean solid waste from the river banks and to provide a work-based training programme that will include basic water quality testing to monitor the quality of rivers while increasing opportunities for women to participate in the workforce.

The initiative has created training opportunities that promote self-esteem and life skills development, as well as alleviate poverty and create temporary jobs.

It has also promoted the spirit of volunteerism and has enhanced the participation of the community to take part in many initiatives that aim to keep the environment clean.





Representatives of Tswera Adopt-a-River arrive for capacity building workshops

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