

## Hilltop Empowerment Centre

### Proposal & Concept for Platfontein

#### Long term empowerment for Platfontein Youth

The various skills the young ones learn at Hilltop would be related to **specific forms of enterprises** that they would have a **hands-on exposure** to help them decide the type of businesses likely to **work in their community** as well as to look at opportunities that could even spread to **beyond Platfontein**.

#### Skill Training for 10 young leaders of Platfontein

##### Preparation Phase: Communication, Selection & Facilitation of Outcomes

- agreements with funders and Community leadership
- Development of relationships
- Key understandings
- Selection of 10 youth leaders from the community of Platfontein as targeted beneficiaries - **with the entire community seen as the ultimate beneficiaries** – through its youth development.
- Facilitation of programme

##### Phase 1: Training of 13 youth at Hilltop for a period of 6 months

- Training in **Computer skills**: computers would be specially set up for every trainee to have their own personal computer during their entire period of stay
  - IT literacy with certification
  - use of software applications and educational software (e.g. English, Maths, ...)
  - software & technical maintenance & repairs
  - Trainer skills**All skills to be demonstrated during the set up of the Platfontein centre as their primary test and outcome**
- **Administration of a fully operational computer centre** with Post Net type operational services
- Training as **trainers in computer literacy & educational support** in schools and for adult literacy using modern PC programmes of Maths, English etc.
- Training in **basic business plans, with exposure to various forms and types of business** that could be implemented and facilitated in Platfontein – exposure to various institutions for financing and funding operations and their requirements.
- **Business training and Financial** training in terms of
  - book keeping and
  - record keeping
  - applied Excel Skills
  - facilitation of business funding
  - facilitation and development of business plans – with Hilltop Support also after training

- **Communication skills** including
  - command of **English**, both written and spoken (daily training)
  - understanding basic forms of communication via
    - letter writing skills
    - formatting of business letters
    - job applications
    - CVs
    - personal history
    - understanding body language
    - dealing with conflict forms of behaviour through creative communication
    - handling a job interview etc
  
- Additional **Personal skills** in terms of:
  - conflict understanding & management
  - self defence mechanisms and techniques to prevent abuse
  - abuse prevention
  - gender awareness
  - social training
  - applied leadership skills in the process that would lead into the facilitation aspect
  - basic facilitation skills
    - handling a group
    - facilitating discussion and managing a meeting
    - taking minutes of a meeting
    - meeting procedure
    - drawing up an agenda for the meeting
    - chairing a meeting

#### **Additional Skills**

- Gardening
  - food budgeting
  - basic catering & menu design – as a possible business
- **Health**
    - Basic cooking & food elements
    - sports

#### **Phase 2: Application of skills in Platfontein - 2 months**

- **Setting up a centre** including
  - building with own budget
  - complete set of equipment and PCs (20 sets)
  - Technical supervision & testing Programming of computers – using trainees under supervision
  - programming of computers & networking with cabling & server
  - backup server
  
- Setting up all equipment needed for a **fully operational service centre** with fax, photocopying etc.
  
- **Running a computer training facility**
  
- **Facilitation of business plans and funding for businesses** with a direct support link to Hilltop E.C. to **assist with registrations and funding proposals to various institutions** that exist to assist depressed communities like IDC entrepreneurial fund, Dev. Corporation in each province, SEDA etc

- Setting up and running ...
  - **special adult education** and
  - **children's educational programmes** - designed to assist with subjects and English
  - **IT library facility**

## Planned outcomes

- The empowerment of the selected youth in all of the skills indicated in the programmes
- Training and effecting the planned applications as indicated - implemented in Platfontein in the planned applications to be
- Direct long term impact on the Platfontein community as a whole including both social and economic benefit and the available of a hitherto absent resource centre

## Sustainability aspects of the programme as a planned outcome

This aspect impacts on the whole outcome - based on the initial training investment - and targets direct **planning for financial sustainability** of the individual as well as the community through the **development of a sustainable organisational platform** that would be a key launching pad that would impact on **improving applied leadership skills** in terms of better planning and operational aspects in the their community.

The Mondragon model in Northern Spain had this amazing impact.

It started with the training of 6 persons by a catholic priest and developed into a massive enterprise that included business and social and spread throughout the entire Spain.

- **Formulation of a basic develop plan** (done by Hilltop with their support and input) for their own community based on a comprehensive analysis of the situation that would look at all resource elements, understand the potential, look at market potential in terms of the community and the surrounding areas, identify points of possible starter impact projects, also the youth development centre basic business plan –  
**the planned outcome would be a basic framework business plan,** where one looks at an entire village or town and also includes a strategic resource survey of every family and business in the area so that the framework plan would be able to draw on all possible resources in the formulation of its **economic development framework plan.**
- **Formulation of strategic business plans and related structures** for marketing to funders which would include:
  - **Setting up of a Youth structure and organisation** which would be registered and fully operational by the time the youth group have completed their training – this would take the form of either a section 21 company or an NPO but with a comprehensive business plan and proposal for funding targeting The Department of Social Development, the Municipality and other funds that are specifically orientated toward youth development including the National Youth Development Fund
  - **Formulation of strategic business plans** for specific targeting of specific funds that are currently available for specific forms of development initiatives which would include
    - the planned Youth Centre,
    - specific businesses planned for the region tailored to certain funds like the IDC social entrepreneurial fund, Ashoka Development Bank and other institutions.

**The setting up of some of the links would already start before the youth group even starts their training and would be done via setting up a form of partnership in development between the international organisation financing the start up costs (the training) and getting the IDC to partner**

**in the development plan**

to which they would come up with support funding  
making a commitment to support projects growing out of the training programme  
- this should start already in early January 2015 –

**the municipality should also be involved**

as IDC have a specific targeted funding model for local development agencies  
that they fund, but must be linked to a municipality buy in programme–  
it will obviously be more than just Platfontein  
but would include it in the overall plan and

**release a great deal of funding for long term sustainability**

as it would also include more sophisticated marketing of products,  
product development etc - IDC have a link to the department of trade and industries  
which also has its own levels of direct and indirect financing of local initiatives  
(research the IDC – Industrial Development Corporation and then  
check their development agencies and special entrepreneurial fund)

## Summary

**In summary, the sustainability of the entire Platfontein development hinges on the successful outcome of the training, commitment and application of the selected youth that would form the platform for the community's whole future development.**

Hence the selection criteria and application would be of vital importance  
as well as a clear communication with the leadership of Platfontein and  
the inclusion of all of its sectors in that community in the selection process and participation

## Reference:

### Example for long term planning

#### Alicedale Project

... I was able to **structure a deal** which included,  
municipality, IDC, the development corporation, the private enterprise and the community  
which was signed in the presence of Gary Player and included several conditions  
that included ...

... the development of a local Trust and

... harnessing of funds from social development, the municipality, the private enterprise

... plus the development corporation.

Essential to this was a **long term strategy for product and business development based on a total resource analysis of the entire community and local businesses in the area.**

The model would be something that needs to be looked at seriously within the long term planning.