



basic technical training over a period of 6 months that equips them for further studies in carpentry, sewing, welding or cabinet making.

SEF and DWDE maintain a database of employers who seek employable candidates who have undergone job readiness training. The opportunity therefore exists to provide the learners with permanent employment. SEF is also committed to fill their own vacancies from the pool of learners.

The Job Readiness programme covers soft skills topics and includes physical training and assistance with manufacturing activities in the factory.

Learners are introduced to all the divisions in the factory in order to understand the nature of manufacturing and the manufacturing pipeline (including the administrative functions). The learners spend time in the various divisions to observe the activities and to assist with minor administration tasks.

Sessions conducted with the Learners include basic interview skills, behaviour and conduct, workplace ethics, team work, rules and policies, job roles and expectations etc.

Learners are encouraged to engage in participative conversations and constructive criticism from the group through role playing (as with interviewing skills). Learners are also given assignments which encourage them to engage with current factory workers and personnel in order to obtain the correct answers for the questionnaires presented to them.

The Programme was piloted in Johannesburg, Cape Town and Pretoria during August and 34 learners were trained and placed in employment. The programme focused mainly on African disabled youth candidates.

SEF is thriving under the leadership of Mr. Nondwangu and with his insight and passion for the disabled people SEF provides and networks with various stakeholders in the disability community. Assistance and support to each disabled individual is given by means of strong interpersonal relations and communication with parents, guardians, psychiatrists etc.

SEF has set targets for the creation of more job opportunities for disabled people. It has capacity within the various factories for employing 3000 employees in relation to the current 907 but is dependent on funding to train potential employees and on orders to generate enough income to carry the wages.

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