

Transitions

Final Report to Go Ahead! 2018



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Executive Summary

We have come to the end of another wonderfully productive year at Transitions. We began 2018 on a high note, following the very successful graduation of the Transitions Class of 2017! We are confident that the Transitions programme has been a great addition to preparing our learners for a life of success, as informed and prepared as possible. Whether it be through undertaking tertiary studies, taking the entrepreneurial path or gaining employment, once again, we are inching closer to our ultimate goal: to increase the number of empowered township youth with viable post-matric options and a belief that success is possible in their own lives.

We also began the year with the enrolment of the Class of 2020 – as a continuation of our efforts to stagger our growth and scale our work at Allanridge Secondary School. Identified and selected by their school teachers on the basis of their grit, drive and potential to excel, 20 new learners and their parents were welcomed to the Transitions family at an Orientation event in early February. Therefore, in 2018 we had a total of 40 Grade 10 and 11 learners, thereby ensuring that the Foundation is well on its way to servicing a full band of 3 cohorts concurrently by 2019.

Having reflected on the logistical and capacity challenges that came with our first year of inter-grade mixing in 2017, we made shifts in our tutor numbers, improved our programme scheduling and are building the capacity of our team. Following our Final Board Meeting in December 2018, the Foundation enters 2019 with intentions of recruiting an additional Grade 10 group (the Class of 2021) and additional staff.

In the immediate term, we wish to hire additional tutors to accommodate this growth and maintain our tutor:learner ratio, improve scheduling and expose our learners to more opportunities. In the longer term, we recommit ourselves to the vision of increasing the number of empowered township youth with post-matric options through the improvement of their academic performance and the development of crucial life skills. Our Class of 2019 is well-poised to achieve remarkable results at the end of this year and we hope that you will continue to partner with us to see their success.

What follows herewith, is a summary of activities in the latter part of 2018 (September to December), and a request for further funding in 2019. We trust that our report speaks to the great success that Transitions Foundation has seen, and assures you of an even better year ahead!

2018 Winter Programme Report

a) Minds-In-Transition:



This is our flagship tutoring programme in Mathematics and Science. As Grade 11 is considered the toughest year of high school, we focused on preparing them for preliminary and final exams to help them produce the kind of results that will allow them entry into tertiary studies. These final Grade 11 results will be important in securing provisional places at university for 2020. There is much work that lies ahead in 2019 to ensure that we achieve a 100% pass rate for our Grade 12 class.

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We have made improvements to our lesson plans and have made a greater effort to align the topics to the South African curriculum. In the Winter term, we focused on the following key topics for both grades: **MATHEMATICS** – Analytical and Euclidean Geometry, Finance and Growth, Statistics, Trigonometry, Measurement and Probability; **SCIENCE** – Gases, Stoichiometry, Electrostatics, Electromagnetism, Vectors and Scalars, Energy and Chemical Changes. The final two weeks of the Winter programme were dedicated to revision work in preparation for exams.

Overall, Transitions is able to show great results as a function of increased contact time and personal attention to our learners and their individual academic challenges.

b) Lives-In-Transition:

Our *Lives-In-Transition* programme last Winter took an interesting turn with WAME Projects joining our programming team for multiple workshops with our learners. This is an organisation whose mission is to engage adolescents in careers, sexual and reproductive health and HIV/AIDS education. They facilitated Master Classes, sharing their individual journeys in Engineering and Medicine, led Careers and Writing Skills Sessions and facilitated Sexual and Reproductive Health workshops. The Transitioners also received a Careers Resource Pack as part of the series to help them make more informed decisions about their future careers. We intend to continue our partnership with WAME Projects for 2019, with more life skills education for our learners.

In summary, our Master Classes and Skills Sessions this term included:

- *WAME Projects* Master Class led by **Terry Mwesigwa** (Medical Doctor) and **Nosipho Gumede** (Metallurgist).
- *WAME Projects* Career Skills Session.
- *WAME Projects* Writing Skills Session.
- *WAME Projects* Sexual and Reproductive Health Seminar.
- **Sibongile Khumalo** facilitated two practical *Study Skills sessions* to improve learners' timetabling, scheduling and planning skills.
- An interactive *Interior Design Architecture Skills Session* with **Bronwyn Cane** explored career options at the junction between science and creativity.



In our mentorship programme, our Grade 11 class were all matched to an individual mentor for one-on-one guidance. The focus for our Grade 10 learners continued to be on ensuring that they understand the meaning, purpose and value of having a mentor before they embark on that journey in this year. Our *Mentor Connect* team worked hard to outline the expectations of mentorship in order to help us evaluate the success of the programme on the basis of set objectives.

These sessions are very valuable for our learners as they give them the opportunity to relate with an adult other than their parents and teachers, who gives them guidance on matters related to both their personal and career development. At Transitions, we believe that young people should be guided in identifying their unique strengths and then supported in realising their dreams. We encourage entrepreneurial thinking and artisanry as well as we do employment. It is therefore important that our programming offers a balance.



Towards the end of the Winter Programme, we were visited by Rima and Tom from Go Ahead! who facilitated fun activities for our learners. We also held a celebratory picnic at the iconic Walter Sisulu Botanical Gardens where Tom joined us.

The grand finale of the term was our annual Grade 10 Camp. This 3-day long activity served as a team-building exercise for this class and was also an opportunity for individuals to discover their strengths and to challenge themselves to venture into the unknown. We took part in activities such as wall-climbing, zip-lining, hiking and various team games to awaken the child-like spirit that exists in all of us. All in all a great adventure that they will talk about for years to come!

c) Team and Governance

Our two programme coordinators who are both graduates of the Transitions programme, have now completed their tertiary studies and will be in full-time employment in 2019. As a result, Transitions is currently looking for a replacement intern. Furthermore, after three years as Managing Director, Sibongile Khumalo will be taking a break from our day-to-day programming and we are therefore also seeking a replacement for her. She will remain part of the Transitions family in an advisory capacity, especially during the leadership change. We will welcome new additions to the team by the end of February. Meanwhile, the current team is currently gearing up to begin the Summer programme on Saturday, 2 February 2019, with the enrolment of a new Grade 10 class. This is the first time in the history of the organisation that we will have up to 60 learners across all FET grades (Grade 10 – 12). This growth will be matched with the recruitment of 3 new tutors as well.



By participating in the After School network of the “Community Collaborative Programme”, we hope to access local funding from a conduit funder who has a focus on extended learning programmes such as Transitions. This funding partnership would come with organisational capacity development from The Learning Trust to support our scaling strategy of the next 5 years. We would like to increase our class sizes, offer more tutoring opportunities to young university students, and have an even greater impact on the academic results of Allanridge Secondary School. The team is looking forward to producing yet another set of excellent Grade 12 results at the end of this year, and to doing so every year thereafter.

Expenditure Report

It is all thanks to Go Ahead! that we were able to meet our commitments in 2018! We recognise that your organisation experienced some financial challenges during the year and we greatly appreciate that you were still able to support our work during that time. Below is a summary of our expenses against Go Ahead! income. Please also find attached our complete income and expenditure report for the year, the accompanying receipts and a copy of our trial balance, reflecting all banking transactions.

Go Ahead! 2018 Final Expenditure report (as at 31 December 2018)				
		Summer	Winter	Total
INCOME	Go Ahead! balance from 2017	R 71 351,71		
	Go Ahead! Tranche 1	R 123 094,00		
	Go Ahead! Tranche 2		R 108 094,00	
	TOTAL INCOME	R 194 445,71	R 108 094,00	R 302 539,71
EXPENSES	Study Guides	R 16 045,00		
	MD stipend	R 36 000,00	R 36 000,00	
	Tutor stipends	R 26 850,00	R 24 600,00	
	Intern stipends	R 5 775,00	R 4 125,00	
	Team Planning session	R 1 730,00		
	Stationery and Materials	R 8 319,73	R 602,40	
	Catering	R 30 130,54	R 30 652,60	
	Mentorship Programme	R 1 864,33		
	Field Trips	R 9 206,05	R 6 516,35	
	Book Club	R 8 600,00		
	Laptop and Website	R 11 855,61	R 2 375,00	
	Grade 10 Camp		R 31 380,00	
	Bank Charges	R 1 237,15	R 1 194,69	
	TOTAL EXPENSES	R 157 613,41	R 137 446,04	R 295 059,45
	CURRENT BALANCE			R 7 480,26

For 2018, Go Ahead! generously pledged financial support of **R246 188** and was able to disburse a total of **R231 188** in two tranches of R123 094 and R108 094. The table above shows our expenses against Go Ahead! funding (including a funding balance of R71 351,71 brought over from 2017) from **1 January to 31 December 2018**. Our funding balance is **R7 480,26**.

Funding Request

This year, Transitions begins its Summer Programme on 2 February, with a total of 60 learners – the highest number in our history! We understand that Go Ahead!'s financial circumstances have changed since 2017, and so our request to you is for a significant portion (at least 80%) of the budget to ensure that we have the financial means to see the year through. Below is our organisational budget for the current year:

TOTAL BUDGET 2019			
Description	Unit cost	Unit	Total cost
Tutors X7 (per day @R400)	R2 800	20	R56 000
Inter X1 (per day @R300)	R300	20	R6 000
Head Tutor Stipend X1 (per day @R1200)	R1 200	20	R24 000
Field Trips	R8 000	4	R32 000
Catering (per learner per annum)	R1 800	60	R108 000
Stationery & Materials (per learner per annum)	R800	60	R48 000
MD stipend (per month)	R6 500	12	R78 000
Audit	R11 000	1	R11 000
Grade 10 Annual Camp	R1 500	20	R30 000
Mentorship	R3 000	1	R3 000
TOTAL			R396 000

Conclusion

In 2019, Transitions Foundation will continue on its path to ENGAGE young people in continuous learning, EDUCATE them through maths and science tutelage and EMPOWER them through life skills development. We request and hope that Go Ahead! might be in a position to support our work this year, and to communicate its funding decision ideally by **28 February 2019**. We thank you!



MANY THANKS FROM ALL OF US AT
TRANSITIONS!