



The Waves of Change Programme Celebrates 10 Years of Success

Introduction

Introducing Lluwellyn, a 34-year-old man who was once homeless and unemployed, living on the streets of Cape Town. His turbulent upbringing led him towards gang and criminal behaviours, with little hope for a sustainable future. However, through the Waves of Change Maritime Training Programme, Lluwellyn's life has taken a positive turn, as he now forges a bright and prosperous career on a well-known Cruise Line.


The Waves of Change (WOC) Maritime Training Programme, a flagship skills development initiative of the Salesian Institute Youth Projects, proudly marks a decade of unwavering dedication to empowering communities and underprivileged youth. Over the years, this esteemed programme has been a catalyst for numerous success stories, leaving an indelible mark on the lives of those it has touched. As we celebrate this significant milestone, we reflect on the profound and lasting impact the programme has had in transforming the lives of individuals who come from impoverished backgrounds. Through skills development, empowerment, and opportunities, the Waves of Change Maritime Training Programme has been a beacon of hope, opening doors and creating brighter futures for those in need.

The WOC Programme offers crucial assistance to young adults between the ages of 18 and 35 in obtaining Lifeskills training, as well as essential maritime training and documentation required to gain eligibility to work in the maritime sector. It has provided hope and opportunities for those who may have otherwise faced significant barriers, offering a pathway to a better future through skills development and empowerment.

“Education is the most powerful weapon which you can use to change the world” Nelson Mandela



Lifeskills Training 2016



“Similar to the growth rings of a tree, the Waves of Change Programme is a testament to resilience, progress, and achievement.”



Abraham Lottering (right) with a WOC beneficiary (left)

The WOC story began in

2010 and 2011, when several young individuals were attending the Don Bosco Hostel at the Salesian Institute Youth Projects (SIYP) and expressed a keen interest in pursuing a career at sea. During this time, the Don Bosco Hostel operated as a 12-month residential, educational, and skills development programme designed to reintegrate youth aged 17 to 24 into mainstream society. While the Hostel Programme was voluntary for young unemployed men, it was also a referral option for the Courts, Police, Social Workers, or Shelters in Cape Town.

The primary objective was to provide residential care and offer access to on-site skills programmes. The young men were subsequently referred to the Youth Employment Skills (YES) Programme, which established connections with maritime partners to facilitate maritime training. Notably, I & J played a pivotal role as one of the key partners during that time.

Although there was no formal programme specifically tailored for this group in 2011, they were included as part of the YES Programme and then redirected to the I & J training after completing the Lifeskills training. In 2012, the partnership with I & J further developed, offering a Seaman's Course, which resulted in 22 young men receiving certificates for the training. Over time, the Seaman's Project has evolved into a standalone programme, with growing interest and participation from females as well.

The Next Seven Years

In **2013**, the Waves of Change Programme (WOC) was officially established, marking a significant milestone. A dedicated office space for WOC administration was also completed, after undergoing renovations, to accommodate candidates from diverse areas such as Wellington, Paarl, and Worcester, extending the programme's reach and impact.

The Don Bosco Hostel provided a residential setting for the youth and included a comprehensive 1-week Seamen's Lifeskills training course, skilfully facilitated by Greg Berry and his team.

In **2014 and 2015**, the Waves of Change Programme further established its presence and gained momentum, garnering attention through its success stories and drawing interest from numerous youths in and around Cape Town. The goal was to prepare 200 young individuals annually for prospective careers at sea or in the fishing industry, equipping them with the requisite documentation and training to seize such opportunities.

From 2013 to 2018, the Waves of Change Programme saw a significant expansion in industry partnerships. Esteemed companies and organizations, including but not limited to I & J, the Nautic Maritime Training Academy, SAMSA, STC-South Africa, Sea Safety Training Group, Limadi Industrial Projects, Pulse Training, The Academy of Maritime Medicine, SA Coastguard Training Institute, Premier Fishing, Northlink College, and Dr. Kehoe, came on board as collaborators. This robust network of partners contributed to the programmes' growth and success during this period.

The Waves of Change Programme faced various challenges, including the impact of reduced fishing quotas on potential employment opportunities for its beneficiaries in **2018**. However, one of the most significant obstacles arose when the programme had to officially close its doors at the end of 2018 due to funding constraints faced by the Institute. Despite this setback, Mr Abraham Lottering, also known as Mr Focus, a key figure in the programme's success, remained unwavering in his commitment. Although Mr Focus was part of the 2018 retrenchment process, he voluntarily returned in 2019 and offered his services free of charge to SIYP, striving to sustain the programme by continuing with Lifeskills training and facilitating training through partners at reduced costs for the beneficiaries. Fr. Patrick Naughton, the then CEO, embraced this opportunity and took extensive measures to provide a shoestring budget for the dedicated staff. As a result, a self-funded programme was born in **2019**. Even after the formal closure of the WOC Programme and the lack of earmarked funds, Mr Focus and Caleb Daniels, another volunteer, continued to offer their time to support beneficiaries in securing employment in 2019. Despite limited resources, 127 beneficiaries, including six women, successfully completed the Lifeskills course, with 30% obtaining employment by the end of 2019.



WOC Graduation 2017

Kurt Lenard facilitator (left)

Abraham Lottering facilitator (right)



WOC Drumming Circle 2018



Graduation Event 2019 Fr Joseph Nguyen (Right)

Resilience

The Waves of Change (WOC) Programme gained significant recognition in communities as it provided opportunities for youth who aspired to work at sea. Despite facing funding challenges, the programme persisted with renewed determination, yet another obstacle arose with the onset of the Covid-19 pandemic. The pandemic resulted in various restrictions on training and reduced employment opportunities. However, despite these challenges, 119 youths successfully completed the Lifeskills course in 2020, with 36 of them securing employment or further training by the end of the year.

In **2021**, despite intermittent Covid-19 lockdown regulations, the SIYP saw some return to normalcy. Funding was secured, and a total of twelve cohorts, averaging 25 participants per cohort, successfully completed the Lifeskills training. Additionally, 238 beneficiaries received medical certificates, 201 obtained their seafarer's logbook, and 73 individuals were either employed or engaged in further training by the end of 2021.



2020 Graduation with Calib Daniels, Volunteer (left), Fr Patrick Naughton, CEO 2001 to March 2022 (right)

The participation of females in the programme showed a consistent year-on-year increase. In **2022**, a new opportunity arose with the introduction of the "Waves of Change for Women" initiative, which offered Hospitality training to women at the Don Bosco Delft Centre, aimed at potential employment in the Hospitality Industry. Additionally, a new programme called the Stitch Ahead Programme was established at SIYP, focusing on basic hand and machine sewing techniques with the goal of facilitating employment or establishing individual businesses within communities. This programme addressed the physical demands of working at sea for females, who may be away from their children, by providing a community-based alternative for economic empowerment.

The WOC office operates a dedicated helpdesk that handles queries and provides assistance to beneficiaries who may not want to attend the WOC programme. These beneficiaries are redirected to other relevant programmes or places where they can receive support and training. In 2022, an impressive total of **6358** youths were assisted through the helpdesk, demonstrating the reach and impact of the programmes' support services.

Every completion of the Lifeskills programme is commemorated with a joyous graduation ceremony, where not only the Waves of Change (WOC) participants take part, but also their immediate families, coming together to celebrate their commitment, tenacity, and hopeful futures. It is a moment of pride and joy, where the achievements and progress of the beneficiaries are acknowledged and applauded, and the sense of community and support is palpable. The graduation ceremony serves as a symbol of accomplishment and a testament to the positive impact of the WOC programme on the lives of the participants and their families, fostering a sense of hope, optimism, and shared success.

Candidates seeking acceptance into the WOC programme undergo a comprehensive 3-day orientation session, which provides them with a clear understanding of the training process and helps them assess their suitability for the job at hand. Following the orientation, participants then engage in a 10-day life skills training programme, which focuses on personal development and addresses work-related issues. This robust training

approach ensures that candidates are well-prepared and equipped for the challenges and opportunities that lie ahead in their journey with the WOC programme.

Specialized maritime training is provided by South Africa Maritime Safety Authority (SAMSA) approved training institutions, with the seafarer's medical examination and certification obtained from SAMSA-approved doctors. WOC also extends support to participants in creating their CVs and assists them in seeking further training opportunities as they arise.

The impact of the WOC programme on impoverished families and communities has been consistently positive since its inception. Many of the young men and women who participate in the WOC programme come from communities facing desperate economic circumstances and have been involved in gangsterism or have criminal records, making employment opportunities challenging. WOC offers a solution by working closely with authorities to enable employment opportunities and create positive change.

In this ever-changing environment, Waves of Change has risen to the challenges with determination, becoming a notable force within the maritime industry. By upskilling unskilled labour and better preparing individuals to face challenges in the maritime industry, Waves of Change has made a significant impact.



Fr Francois Dufour, CEO SIYP 2023

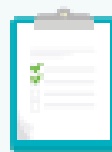
"The Waves of Change Programme is commemorating a decade of remarkable operations, a significant milestone. This success is attributed to the unwavering dedication of the Salesian Institute Youth Projects (SIYP) staff, the invaluable support of our funders, and the mission of SIYP to empower youth in need. As we set our sights on the next 10 years, we remain steadfast in our commitment to assisting young individuals, like Lluwellyn, in unlocking their full potential." - Fr Francois Dufour, CEO, Salesian Institute Youth Projects.



**Salesian Institute
Youth Projects**

WAVES OF CHANGE PROGRAMME

**Life Skills and Maritime Training
Facilitation through Network
Partnerships**



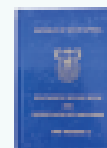
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