

# The Fit for Life, Fit for Work Programme

## Etafeni Trust Strategies

The Etafeni Trust runs a multi-purpose centre offering support to the AIDS-vulnerable community of Nyanga. One of the Trust's strategies to prevent the high rate of HIV infection amongst young people in Nyanga is to identify unemployed youth with potential. We engage them in intense work on themselves, help them to find employment, and continue support for them for a twelve-month period after they have started work.

This is our 'Fit for Life, Fit for Work' programme.



## Overview of Training

The 'Fit for Life, Fit for Work' model is based on a similar programme in India, where 80% of unemployed youth find employment or start their own small businesses upon completion.

The Life/Coping Skills course involves six weeks of personal development including self awareness, setting personal goals, and how to resist pressures that will handicap achievement of one's goals.

Another focus of the course is mechanisms to cope with – amongst other topics – sexuality, depression, conflict, and substance abuse.

The final part of the programme is work preparedness. Here students learn how to develop their own work ethic and integrity, how to compose a CV, prepare for interviews and choose a career. The aim is to build the capacity of the individuals to be successful at work.

The Etafeni Centre also provides the following training programmes: conversational English, driving lessons to licence level, basic computer courses and basic typing.

We outsource workskills training in a number of different fields including electrical engineering, hospitality service, tourism and customer service.

**A Success Story:** From 2007 to 2009, 240 trainees have completed the programme. 80% are now in paid employment.

## Selection Criteria

We interview all candidates before the course and only take those whom we feel have the potential to reach the exacting standards of the 'Fit for Life, Fit for Work' ethos. During the course we get to know the trainees well. The young people who graduate from the 'Fit for Life, Fit for Work' training are young adults who we feel we can recommend for their attitude and integrity. They – and any prospective employers – also know that we commit ourselves to a twelve-month period of support for them.



## Etafeni Day Care Centre

The Etafeni Day Care Centre Trust has developed a model of holistic community-based care for AIDS-affected children and their caregivers. This is being pioneered in Nyanga which has a high unemployment rate and a high HIV prevalence.

The Day Care Centre is a resource centre for the community in their struggle against AIDS. Our programmes include:

- Infant Care, Preschool and Afterschool Care
- Vegetable Garden and Nutrition
- Income Generation
- HIV/AIDS Counsellor Programme
- Mobile VCT and TB Screening Programme
- Community Caregivers and Social Worker
- Fit for Life, Fit for Work Programme

### Interested in hiring an Etafeni Graduate?

We welcome new partnerships with employers. We can be contacted via email or telephone to arrange this. Please visit our website for more information: [www.etafenitrust.org](http://www.etafenitrust.org)



### 'FIT FOR LIFE, FIT FOR WORK' CONTACT PERSONS:

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**We welcome visitors and contributions  
to the Centre. Donations can be made to**

The Etafeni Day Care Centre Trust  
at Standard Bank, Rondebosch  
Account number: 071 430121  
Branch code: 025009  
Swift code: SBZAJJ

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Non-Profit Organisation Registration



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Unemployed Youth Training Programme



*etafeni*  
—at the open space—

etafeni day care centre, sihume road, nyanga