

# **CHANGE General Report**



# **CHANGE**

**Report for the year ended 2009**

# **CHANGE - General Report 2009**

This report provides an overview of activities at the CHANGE (Criminals Return into Society - CRIS) offices, Unit 6 and 10, Tal Terrace, Wecke Street, Central Business District.

CRIS officially changed its name to CHANGE on the 19<sup>th</sup> of August 2009.

## **BACKGROUND**

CHANGE is an independent Non Government Organisation (NGO) actively involved in uplifting Namibian communities and contributing to economic and social development by re-integrating ex-prisoners into society. Our organization is not only dealing with ex-prisoners, it is also open to members of the community who come from disadvantaged backgrounds or adverse social conditions.

The task has thus been very difficult as Namibia has a great number of unemployed people and companies are reluctant to employ ex-prisoners and semi-illiterate members of CRIS.

HIV/Aids, poverty and unemployment continue to be the major challenges for the whole of Namibian society. Ex-prisoners face these and many other challenges, including:

1. Families and the community-at-large reject ex-prisoners after release and often they have no one to turn to for shelter, food and employment.
2. They are generally unfamiliar with the requirements of commercial enterprises.
3. Past and present family and social problems were and are counterproductive in their daily activities.

Our intention is to prevent recidivism of ex-prisoners by promoting zero-tolerance towards crime and providing “a culture of care” in the reintegration process.

## **TARGET GROUP**

CHANGE aims to provide much needed training to ex-prisoners and volunteers in the field of practical and commercial enterprises to enable them to become self-employed.

## **CO-OPERATION WITH WVTC**

In the year 2008/9 CHANGE consulted with the Friedrich Ebert Foundation to sponsor two ex-inmates to undertake studies at the WVTC and we are happy to report that both students passed their examinations.

## **CHANGE ACTIVITIES**

Apart from members at WVTC, CHANGE office offers daily sessions in the following areas:

- Fashion Design and Tailoring
- Basic Computer Skills and on request Advanced Computer Science
- Basic English Communication Course
- Life skills Up-Grading Course
- Entrepreneurship Skills

Apart from the training courses, counselling sessions are provided to members in need. Our counsellors are called in should the need arise and counselling sessions are provided to family members as well. Serious cases are referred to psychiatrists and psychologists.

## **JUSTIFICATION**

95% of all the training recipients are motivated to become self-employed or work in the public or private sector after graduation from CHANGE. We help members to find job placements after they finish their training with CHANGE.

Expertise gained here will hopefully enable them to contribute as meaningful members of society to a better life of all in Namibia. By meeting our goals and objectives our members will be able to sustain themselves and their families.

## **BACKGROUND TO PROGRAMME ACTIVITIES**

### **Computer Training Programme**

The computer training programme commenced in 2001 and is running to date. A total of eight hundred and fifty students have received certificates so far.

Four outstanding students were also granted the opportunity to study further at WVTC to become Junior Computer Technicians and we are proud to say that they are doing well at their respective workplaces. One of them is employed at CHANGE as our Computer.

The Basic Computer Course has three intakes per year and now students are registering for the second first session of this year. Computer training for the first intake started on the 13<sup>th</sup> of January.

Last year 2009, a total of 69 students registered for both day and evening classes of which 66 managed to pass their exams. 3 students found jobs outside Windhoek and this led them to drop the course without completion.

## **Life skills upgrading course**

The Life Skills Upgrading Course was introduced in 2001/2002 with volunteers offering to share their expertise. The focus was to prepare our trainees for the job market, build their self esteem and to assist them in dealing with the challenges of daily life.

Hanns Seidel Foundation has provided funding for the training since 2004. More than 800 students have benefited and were counselled. Ex-prisoners released from Windhoek Central Prison likewise received counselling for post-traumatic stress disorder in the past four years. The program has been expanded to include other destitute CHANGE members, recovering drug addicts and sex workers. One hundred members participated in training sessions during 2009.

Every month CHANGE has Open House meetings on a Friday morning focusing on topical issues, i.e. substance abuse, domestic violence, escalating crime etc. Since 2002 we had up to seventy participants per session. In those sessions public speaking is being promoted and often dramas, poems or testimonies are delivered.

## **Basic English communication course**

Due to the recognition of member's poor written and spoken communication skills in English, the Basic English Communication Course was introduced in 2004.

It is obligatory for members with poor language skills to undertake the course in addition to other courses that are conducted in English. A total 25 students attended the Basic English Communication Course which held in the afternoon from 2pm to 3.30pm. The programme was being conducted by a volunteer teacher from one of the schools in Katutura who would come three times in a week.

## **Entrepreneurship course**

Most of our ex-prisoners face additional hurdles such as the quest for employment. Rejection and stigmatisation due to their criminal record may present setbacks in the process of rehabilitation and reintegration into society. The objective of the course is to enable them to write a business plan, to consult with relevant authorities and to start a small business in a professional manner.

The Computer Course participants, a Business Awareness Workshop was held from the 9<sup>th</sup> - 12<sup>th</sup> of June, provided by IMLT, and the participants were able to continue with a Business Simulation course from 6<sup>th</sup> - 9<sup>th</sup> of July, Whilst the Fashion Designing Group attended theirs on the 16<sup>th</sup> - 19<sup>th</sup> of June and the 13<sup>th</sup> - 17<sup>th</sup> of July.

From the evaluation and feedback, the program is a huge success and CHANGE indicated to the facilitators to have the course as permanent fixture which is held annually to all outgoing students.

## **Fashion Designing and Tailoring**

The programme has one diploma and two certificate intakes per annum depending on how many students are enrolling. A total of forty two students managed to complete their training in the certificate level and twenty one completed their diploma course.

Most of the students attended the Entrepreneurship Training program conducted by the IMLT training officers.

## **CHANGE DESIGNERS EMPORIUM**

This is a separate entity responsible for taking orders and making clothes on the request by members. This entity will enable students to gain expertise and earn some little income for themselves. In the year 2009 this entity started at a very low pace because the two students identified to work with tutor, Jobgeth Kaeka (went to study further in South Africa) and Josephine Paporo (started her own home based business).

As from February 2010 Kanel Roodt will work on an industrial sewing machine which was sponsored to CHANGE by members of the Roman Catholic Church.

## **HIV/Aids awareness campaign**

Since its inception, CHANGE provides its members with relevant information on the pandemic. Condoms and femidoms are available at our offices. Members can submit to voluntary HIV testing at the New Start Centre, which also provides counselling, while CHANGE counsellors are called in on request to provide couple counselling as well.

Last year a number of our members showed a lot of interest in knowing their status. Femidoms are becoming popular. Women are encouraged to take the condoms along. The Ministry of Health and Social Services and the Ministry of Gender Equality and Child Welfare provide new assignments of condoms every two months – if available. On a bi-annual basis, we invite local experts to hold special counselling sessions with our members.

## **Anti-crime campaign**

The annual Anti-crime campaign is held at the end of August. Members of the Namibian Prison Service, the Namibian Police, faith-based organisations, churches and the judiciary address our members on the promotion of zero-tolerance towards crime. The session is obligatory for all members and other community members are invited to participate as well.

## **General**

- 18<sup>th</sup> of February we received a donation of from First National Bank handed over M Cassius Moetie
- Mr Klaus Liepert of Hanns Seidel Foundation visited our office on the 31<sup>st</sup> of March
- 31<sup>st</sup> March CHANGE tutor and Facilitator attended a Stakeholder's Conference which was conducted by the Ministry of Safety and Security at the NamPower Convention Centre.
- 19<sup>th</sup> of August CRIS had an official event for changing its name to CHANGE
- 24<sup>th</sup> of November CHANGE held its annual Graduation Ceremony for its students at Hanns Seidel Foundation Hall.

Ex-inmates and CHANGE tutors are interviewed regularly by NBC TV/Radio and the print media to publicize the work CHANGE is undertaking.

## **PROBLEMS**

The following problems were identified during training:

1. Since we moved to our new premises in town most students have been having difficulties with transport costs and this has led to some of them dropping out before finishing their course.
2. Many students have poor language skills and find it difficult to follow the tutor's instruction.
3. Ex-inmates who have been in prison for a long time are semi-illiterate.
4. Some members are on the books of CHANGE despite not being actively involved in any activities or training. A reason might be that many of them reside in remote areas.
5. Members who find jobs during training quit their courses and pursue the job offers.

## **OBSERVATION**

Despite problems mentioned, the majority of our trainees are happy with their training and are serious to start a new life.

## **OUTSTANDING ACTIVITIES BY SOME CHANGE MEMBERS IN 2008/9**

- Gift Kairuame secured a place to study at UNAM to study Economics.
- Hendrietha Mbaokua received a four year contract as an Office Assistant at NAMPOST.
- Tony Scott apart from his incentive School of Love to the community (how to take care of each other , the sick, the elderly and vulnerable children), is buying T-shirts and clothing from Ramatex and managed to share a stall with someone where he is selling them.
- 2 students where studying at WVTC, sponsored by Friedrich Ebert Foundation. Selma Ipinge completed her Office Administration successfully a well as Christiaan Haindongo who was studying Building Construction, Bricklaying and Plastering and is working full -time at Murray & Roberts
- Wildlife House of Materials has employed 2 more of our former Diploma Students. The company pledged to employ more of our students in years to come
- 2 students are employed at Roman Catholic Hospital responsible sewing bed linen, curtains etc
- 3 Students are working in the Ministry of Defence also in the maintenance section
- Penehafo Erasmus is providing hospitality training classes to community members.
- Engelhardt Nghatjikare started a business of supplying and delivering meat to his customers. He is doing very well such that he has purchased a car for his deliveries.
- Karel Roodt is working at an upholstery shop.
- Claudia Tjivikua an ex-inmate who attended both the fashion Designing and Computer courses opened a saloon in Khomasdal in November 2009.
- **For other achievements in the Fashion Designing programme please see the report for Fashion Designing.**

## **GRADUATION**

CHANGE Graduation Ceremony, a yearly event, was held on 24<sup>th</sup> November, 66 students graduated in the Computer Training Program, 44 students in Fashion Designing and students also received certificates for attending the Business Training Course provided by IMLT.

## **PLAN OF ACTION FOR 2010**

CHANGE opened its offices on 11<sup>th</sup> January 2010 after the festive season. **CHANGE focal point and absolute priority will be as all the years before, to provide training to our new members and to assist graduates in finding job placements on the limited job market countrywide.**

## **FUNDING**

As mentioned earlier, both tutor salaries are partly sponsored by Hanns Seidel Foundation and First National Bank. Furthermore HSF signs responsibility for our Computer training programme, Life skills training, Basic English Communication course and Entrepreneurship course. FNB is partly sponsoring the Fashion Designing Project. Two students were sponsored by Friedrich Ebert Foundation for their courses at WVTC in 2009. In addition to this a pool of volunteers is supporting CHANGE activities.

## **CALL FOR SUPPORT**

CHANGE is currently operating on a shoe-string budget. Donor agencies refuse to cover overhead costs. We therefore would like to appeal to you to support us financially in order for us continue of our programmes. We submit our financial procedures to best international practice, while our project activities are aimed at uplifting a forgotten and often ignored sector of society.

## CRIS BUDGET OF OVERHEAD COSTS FOR 2010

<b>Budget Line Item</b>	<b>Monthly Expenses</b>	<b>Annual Expenses</b>
Rent	N\$ 11 000	N\$ 132 000
Capital expenditure & maintenance	N\$ 800	N\$ 9 600
Equipment Insurance	N\$ 1 000	N\$ 12 000
Pro Force Security System	N\$ 1 000	N\$ 12 000
Office Administration (stipend)	N\$ 2 500	N\$ 30 000
3 <sup>rd</sup> Tutor	N\$ 3 500	N\$ 42 000
<b>Total</b>	<b>N\$ 19 800</b>	<b>N\$ 237 000</b>

Compiled and submitted by CHANGE Office Administration  
18 January 2010