



Vision: Sustainable development through value-driven learning

The Elgin Learning Foundation(ELF) /Community College (ECC)¹ has evolved from a facility created to help change lives of farm worker families as well the many migrant workers who stream to the region to seek employment either on farms during the harvesting season, or further afield in the Cape Metropole to an established, respected organization offering sustainable development programmes and projects to rural and urban communities all over the country, but mainly in the Western Cape.

Situated in the rural region of Elgin, in the Overberg, the organization has grown from humble beginnings in 1995, to a fully-fledged community development organization that has an integrated approach to development.

As the training arm of ELF, ECC offers a number of accredited training programmes, learnerships and short courses in key areas of community and rural development.on. The college is institutionally accredited by the AgriSETA and has programme approval from the Health and Welfare Seta, Services Seta, ETDP Seta as well as the Fasset and MictSETAS for the various accredited training programmes offered.

¹ Elgin Community College (ECC) is a registered private Further Education and Training college with the National Department of Higher Education

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Training programmes are highly mobile and can be offered in all provinces of South Africa. This includes an exciting new format of training using technology such as smart phones, E-Tablets and web-based E-learning.

With regard to capacity building for NGO's, FBO's and CBO's, the college has a sound record through being involved in this kind of training programme for the past 8 years.

ECC accredited training programmes include:

- Agriculture, Bio-diversity, Waste Management and Agribusiness development
- Adult Basic Education (literacy, numeracy and communication)
- Early Childhood Development training and mentoring
- Accredited learnerships in Home-based Health Care for health care workers going out into communities to administer door to door health care
- Psycho-Social training
- Further Education (AET) opportunities for school dropouts
- HIV/AIDS education, awareness, counseling;
- Peer education for youth
- Specific skills training and capacity building for un- and under-employed people in line with sustainable job creation;
- Nurturing a spirit of entrepreneurship; setting up, mentoring and coaching small businesses
- Life skills training
- Information and Communication Technology and End User computing;
- Mathematics, Science and Technology training and support for educators;
- Music, Art, Dance and Drama capacity building for educators to help them master the new CAPS curriculum
- Local Economic Development training and incubator projects which includes intensive mentoring by a panel of specialists from the business sector

Mission statement

The mission of ELF is to create wealth through innovative, integrated rural development. We do this by providing relevant accredited training and development support which is built on community participation as well as investment in human capital development. This approach is underpinned by sound ecological principles and institutional values.

Organisational Values

In everything we do at ELF, we strive to promote:

- Passion and commitment to our work
- Effective teamwork
- Professionalism in the workplace and community
- Personal and community development
- Human-centred interactions
- Respectful relationships and harnessing of diversity.

Facts and figures :

Now in its 20th year, the Elgin Learning Foundation , finds itself in the rewarding position of having made significant development interventions in the lives of thousands of people living in the Overberg Region and elsewhere in the country. As a non-governmental, not-for-profit organization, ELF programmes and services are all inclusive. ELF never turns away any member of the community who approaches us for assistance with career planning, training opportunities or possible participation in one of our 50 plus community projects.

The organizational headquarters is situated in the beautiful Elgin Valley in the Overberg, near the town of Grabouw, Western Cape. The organization works far and wide in the Overberg region, the Cape Metropole and other areas of the province. ECC has and will work in all the provinces of South Africa.

Staffing at the organization is project based and could be in excess of 100 staff members at any given time depending on project funding. Most of these staff members work off site as all our training and development activities are highly portable and happen in the communities with whom we work.

Training staff are highly skilled through having particular subject matter expertise and facilitation acumen. All facilitators are registered assessors. The college furthermore employs highly qualified, experienced moderators and runs a Quality Management Unit which deals with all the processes and procedures around accreditation, portfolio control, verification and certification.

The organization is governed and managed through a Board of Directors, the Executive Management Team. There are two core departments: Corporate Services and Operations.

In terms of the **ECC Training Portfolio**, the ECC is accredited with 13 Learnerships/ Qualifications, 30 skills programmes and 26 short courses. Through these efforts ELF has reached 1656 adult learners during the last year. Our **results-based** M&E approach already shows that these **outputs** could be translated to **outcomes** and that ELF development support has resulted in some 500 employment opportunities during the last year.

Staff composition at the organization comprises of 71% are female and 29% male which includes disabled persons. In terms of employment equity considerations, the organization has 72% coloured, 19% black and 9% white staff. Top management is all female.

Details of the Organization

Name of organization	The Elgin Learning Foundation Trust The Elgin Community College- Non-Profit Company
Physical address	9 Appletiser Road. ELGIN, 7180
Postal address	P.O. Box 654, GRABOUW, 7160
Telephone number	(021) 848-9413
Fax number	(021) 848-9414
Website address	www.elginlearning.org.za
Contact persons	MERCY MGIJIMA- General Manager mercy@elginlearning.org.za VERONICA JACOBS – Divisional Manager, Corporate Services, Fundraising and Client Relationships veronica@elginlearning.org.za NICKY HARTZENBERG – Divisional Manager, Operations
Legal status	ELF Trust: IT423394 ECC Non Profit Company: 2008/014588/08
SARS	ELF: 0716002035 ECC: 9264251175
SDL	ELF: L130723952 ECC: L050778101
PAETA SETA ACCRED.	PAET1196
NPO Number	ELF: 025-491-NPO ECC: 072-129-NPO
VAT Number	ELF 4120147634 ECC 4950255606

Multi-stakeholder processes, situational analysis and participative action research:

ELF does not embark on a project or programme without conducting a situational analysis to facilitate gaining knowledge and insight about the participant community that the project or programme would be targeting. In some cases project teams will stay in communities for extended periods while conducting participative research and multi-stakeholder processes to ensure that a good foundation is laid for training interventions and that the training content offered is meaningful and relevant to the context of the learners.

Mentorship programmes: Depending on the training intervention the college has developed and tested a mentorship model to ensure that knowledge and skills gained in the class room is transferred to practical workplace applications which will add value to the lives of learners and the organisations where they work.

Project Management: The 50 plus community development projects which the organization run on a yearly basis has led to extensive experience in project management in various provinces especially in the Western, Eastern and Northern Cape. We continuously strive for *best practice* project management. Members of our management team have completed international training courses in project management.

Research and consultancy specialists: Our staff includes research specialists in the areas of Development Studies, Information Science and Knowledge Management, Change Management, Conflict Resolution and Leadership, Business Management, Monitoring and Evaluation and Performance Management. Through funding received from the Ford Foundation we have conducted an extensive PAR action in rural areas with regard to agrarian reform.

Monitoring and evaluation: These are an integral part of all our projects and training and are a fixed component in our yearly management cycle. We are revising our monitoring and evaluation tools so that we are able to measure the outcomes and impact of our work.

ECC infrastructure and environment:

The ECC main campus is situated in the orchards of Elgin, so that it is accessible to the rural community on the farms surrounding the campus, as well as other groups who are transported to the campus. ECC has much to offer in the way of training infrastructure:

- Training venues that can accommodate groups of varying sizes
- Overnight accommodation for up to 50 people at any given time
- Catering and conference facilities
- A well-stocked library/resource centre and information service to staff and the community
- A computer laboratory
- Swimming pool and outdoor recreational areas
- E-Learning applications

The premises are situated in the Kogelberg International Biosphere. It is a joy to work in this rural setting. The seasons and climate are as sharply accentuated as the environment which boasts mountains, streams, orchards and vineyards.

Spring brings an abundance flowers as nature celebrates the end of winter and snow disappears off the mountains surrounding ELF/ECC. In summer, leafy green trees and the pool offer a welcome escape from the summer heat, while colourful autumn leaves compete with the smell of ripening fruit in the orchards and vineyards.

The vision of the original funding agency, the Wright Memorial Trust has truly materialized... a community college which has proved to be a facilitator of change and development in disadvantaged communities.

**ELGIN COMMUNITY COLLEGE'S
INTEGRATED APPROACH TO COMMUNITY DEVELOPMENT**



**Agriculture/
Biodiversity Training
Environmental
Management**



**Social and
Health
Education and
Services**

**Entrepreneurship
Small Business
Development and
Mentoring**



**FET, AET, ABET and
ECD**



**Knowledge
Management;
Resource mobilisation
Mobile library
End User Computing**