ARTICLE: COmmunity Based Development Programme: FOR SANAM

Most pupils in South Africa have been subjected to a form of fascist education called National Christian Education.
As a result a whole new generation of Africans have grown up deprived of the basic tool of a decent education. Since the 70's and the Soweto uprising, this education disaster has come onto the national political agenda. Industry has also become increasingly concerned about the poor quality of human resources available to it. Despite this, the scale of the problem does not seem to have been understood and as yet no serious attempt has been made to respond to it.

Although by 1987 50 percent of total matriculant were African (100,000), a five fold increase over the previous ten years, 95 percent of these graduates had a general educational background for which there was a very limited absorption capacity in the market place (only 20 percent). In the same year there were only 600 African matriculants with an exemption in mathematics; the basis requirement to go on to study science, social science or business studies at University. It is from these subject graduants that the managers of a modern economy come. Already it has been estimated that the South African economy is short of 100,000 managers and 400,000 professional and technical cadres. Even more significant, is the fact that Anglo American and its subsidiaries picked up half of the 600 with scholarships and job options if successful in their tertiary studies. So the question is, where will the manpower come from that is needed to maintain the present South African economy let alone develop it?

At another level and one just as important if not more so to the succes of a modern economy is the crisis of technical training. There are only three Technikons (1600 students and 43 Technical Colleges) for Blacks in South Africa as opposed to 8 Technikons (5100 students and 72 Technical Colleges) for Whites. Although the number of Blacks enrolled in Technical Colleges has increased there has been no corresponding increase in the number of Black apprenticeships. In fact, the real number has declined from 666 in 1985 (the best year ever) to 557 in 1987 while at te same time the intake of White apprenticeships has actually increased!

Unemployment is high, it is estimated at 5 to 6 million. Further, the unemployed are concentrated amongst those between the ages of 15 and 29 (57 percent). While only 11.5 percent of the unemployed are 45 years and over. Fifty percent of South Africa's Black population is less that 15 years old. Thus the vast majority of those who have matric have a paper qualification that is not only of little value to the modern sector but neither has it prepared them with the skills necessary to survive in the cold winds of the market place. The scale of the crisis facing South Africa begins to be discerned.

As national educaional reform is dependent upon change of regime; that is the abandonment of segregation as the ideology of the state, something that the Nationalist party refuses to do, any attempts to change the situation have to take place either in the private sector or after people have graduated from the formal state system.

As society cannot await necessary change various initiatives have been

developed to respond to existing needs and a great deal of foreign funding has gone into those initiatives.

One such programme is the Community Based Development Programme (CBDP) which is being funded by the EEC Special Programme to assist Victims of Apartheid. With the growth in NGO initiatives and associated increase in funds, there has been a dramatic increase in demand for managerial skills amongst popular organisations. As access to these skills has been highly restricted in the past, few within the South African NGO's have then and those that do tend to come from a small racial and sexual minority.

It was in attempting to respond to this management problem that CBDP was set up jointly by Kagiso Trust and the University of Witwatersrand School of Business Studies.

The aim of the programme is to train the leadership of community-based organisations in the skills required to effectively manage their organisations so that they can realise the aims for which their organisatons were set up.

The programme lasts for two years operating as an in-service training programme. Participating students attend one day a week and three full weeks during the year. The course of study is so designed as to inter-relate with the organisation sponsoring the students. In this way the effects of the course go beyond the student and are immediately contextualised in the participating community-based organisations.

The programme is open to any student who is sponsored by a community-based organisation. However, for the programme to be effective, the student should be sufficiently senior in the organisation to be able to cope with the programme and to be able to indtroduce concepts learnt in the programme into the sponsoring organisation. Participating students should also have a level of literacy and numeracy which would allow them easily to participate at a tertiary level.

The programme is inter-active with participating community-bassed organisations. It is therefore expected that the organisations will co-operate with the programme at the following levels:

* ensure that the participating student is able to attend the classes one day per week; three week-long sessions during the year and two weekend orientations at the beginning of the year;

* appoint a 'mentor' who will interact with both the student and the programme to ensure that the student is supported, fairly assessed and able to bring ideas back to the sponsoring organisation. The mentor will also be expected to attend some of the earlier orientation sessions, as well as three meetings during the year;

* to facilitate the participating students' research programme for assessment by ensuring access to people and information within the sponsoring organisation as well as being available for discussion with the students;