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REPORT TO NORDIC OPERATION DAYSWORK:

KHUPHUKA STEP PROJECT _K-Ste

During 1993 K-Step received the final instalment of the Nordic Operation Dayswork grant, being GB Pounds 29,502.

K-Step is a pilot project based in Durban which seeks to provide skills training and employment opportunities for disadvantaged youth using the methodology of concurrent training and production. The aim is to create long-term income-generating opportunities for trainees on a-multiplier basis. The trainee beneficiaries are selected from the following three categories: returning exiles, ex-political prisoners and community'youth. The programme is targeting those whose present level of skill is insufficient to enable them to participate effectively in productive employment. The mix of these groups is intended to ensure general support from communities and NGOs and assist the groups to integrate into community life.

K-Step expects to be fully operational by the end of 1994. At this stage, the organisation will run courses in approximately 15 areas of vocational and technical training. The project is in the process of setting up Enterprise and Extension Units in order to provide trainees with a range of services on completion of their training. These services include a tools grant, loan capital, links with development agencies which are able to use trainees' newly-acquired skills and follow-up monitoring and advice. It is also expected that the Enterprise Unit will be in a position to provide a comprehensive training and follow up service for trainees by the end of 1994.

_By the end of 1994 the project will be producing over 1000 graduates each year. Graduates will be capable of running their own community-based production enterprises, implementing entrepreneurial and management systems and accessing sources of finance.

. Report on 1993 Activities

At the end of 1992, K-Step undertook a major planning exercise which resulted in the establishment of a very rigorous implementation schedule for 1993. Given the considerable difficulties encountered by K-Step in acquiring appropriate premises for the Project and suitably skilled personnel, the targets originally set during the planning exercise were over-optimistic. Training in metal work and electrical technology began two months behind schedule in October 1993, after K-Step had effectively equipped the training venues and designed the pilot curricula. Sixty trainees are presently participating in the above-mentioned courses.

During 1993 K-Step engaged an Organisation Development consultant to assist in setting up a management structure and systems and procedures. The resultant management policies and systems are in place and most are functioning, apart from those that are

dependent on staff who are still to be recruited into the organisation. Unfortunately, the evaluation of course implementation scheduled for 1993 was delayed due to the postponement of the first intake of trainees. This evaluation has been rescheduled to take place during the first quarter of 1994. It will be undertaken with the assistance of an external consultant. A monitoring system has been designed and will become fully operational once all systems are on stream.

Another initiative in which K-Step was involved during the year was a joint initiative with the Centre for Community Development: the Work Integration Programme - 'a three-year programme aimed at integrating returnees into community development projects. This Programme has been comprehensively planned by the joint implementing agencies and training is scheduled to begin in the first quarter of 1994.

During 1993 K-Step finally resolved its problem of finding appropriate premises for the Project. It also managed to find suitable candidates for some of its available posts; although a number of key positions are yet to be filled.

INTERFUND Secretariat Comment:

establishment three years ago. It should, however, be noted that most of these problems were outside the project's control. Whilst K-Step successfully initiated a number of planned training and production programmes during 1993, it is still too early to appraise either the progress or the impact of the project. As things stand, K-Step is poised to deliver, in accordance with its potential. In this event, the Project is bound to have a very positive spin-off effect on similar initiatives in other parts of the country which are currently at an early stage of conceptualisation. In this regard, K-Step's experience could be a model for other projects.