



**We kickstart,
you drive.**

Annual Report 2023

The **go**
Group

Who We Are

We cultivate personal growth environments that shift “I need” thinking to “I can” action through collaborative leadership and business development. We’ve designed various programmes that use proven development practices from the applied science of Occupational Intelligence, to pursue our goal of enabling positive change within our sphere of influence.

In 2019, The Go Group NPC acquired a stake in Belgotex Floorcoverings Pty Ltd and is now responsible for many research and development activities that lead to economic and social development within Belgotex’ s value chain. It is now also responsible for these activities for other organisations. The same management team are responsible for activities across the entities that our programmes impact to ensure the golden thread of HOW we implement and report on impact is maintained throughout regardless of the funding entity.

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Craig Sagar
Chairman

CHAIRMAN'S ADDRESS

On behalf of the board I once again extend heartfelt thanks and appreciation for all the effort, ingenuity and passion invested by our management team, led by Bron Bainbridge, The Go Group Board, our implementation and funding partners. In particular, Belgotex Floorcoverings who initiated this venture - without their commitment, drive and energy none of the awesome details contained in this document could be realised.

As a board we are extremely proud of The Go Group's achievements and are committed to promoting the continued success and growth of our organization. Our Board have contributed their sentiments in the pages that follow. We are all excitedly anticipating the growth and development of our programs. We also are committed to providing the highest level of governance to all our Stakeholders.

While the B-EEE benefits which our programs facilitate for Funding Partners is welcomed, it is vital to note that this must NOT be the primary goal of their participation. We are seeing the benefits of our endeavours in that the humans who choose to avail of our programs are moving from A to B. This, together with the results showing up in the performance metrics of the programmes as well as the annual Greenlight surveys which measure six dimensions of each individual's quality of life.

Although we are sad to graduate enterprises every year, we enjoy receiving continued feedback on their resilience and the progress of their business operations.

As we continue our journey of adding value to the people, the environment and the business community in our areas of operation we look forward to a society freed from the chains brought about by dependency and handouts and hugely enabled through our facilitation of "I can do it" moments.

Thank you.

Craig Sagar

Edward Colle | Director
The impact that The Go Group is having on human beings is remarkable. Its relentless belief that humans can achieve more and their desire to shift people out of their own limiting beliefs is why they are able to change people's lives. The impressive part of this is that to shift others, you first need to shift yourself – and knowing that this team has journeyed their own challenges and pain means they have unlocked new opportunities for themselves. The transformation of the Management Team is testament to the methodology that they use whereby high standards are met and the next breakthrough is just 1 conversation away.

GENERAL MANAGER ADDRESS



Bronwen Bainbridge
General Manager

This is our second annual report! Last year, we presented our five-year journey from an idea through to inception and beyond - accumulating 3 years worth of programmes under our belt. During this time we were also working internally on our quality of practice in the methodology that we use - Occupational Intelligence. We have thus built self-confidence in our response to the volatile and ever-changing landscape of enterprise development, as well as the systems we have built to manage the back-office. This confidence has resulted in our renewed volition to evolve and add new projects and stakeholders to the ecosystem while delivering on shared value objectives.

We are excited to be testing our new Learner Management System – The Go Exchange. 2023 will mark our first year of recruitment through to graduation using this system that been built fit for purpose to scale the number of human beings that can operate within our ecosystem while maintaining the series of agreements we have between ourselves, enterprises and investors. The system is designed to guide the programme creator, the facilitators and the learners to meet business performance metrics and deliver on the programme goals.

We are also excited to see our relationship with the Belgotex factory evolve. We began implementing The Belgotex Programme in the factory with 4 departments and we have had the most exhilarating time! The manufacturing environment is real, it is value-adding and I have personally had immense fulfillment seeing employees contribute solutions to grassroots red flags that impact the business's performance. We scale this journey up in 2023!

To all our stakeholders – you are growing in number which provides us with validation and a sense of pride. We value your input, your honesty and what makes you tick. Together, we enjoy crafting out programmes and seeing enterprise owners rise and thrive!

Cheers to 2023!

Bronwen Bainbridge

Doc Louw | Trustee
I am extremely proud to be involved in the activities of the Go Group and wear my Go Group shirt as often as I can with a view to stimulating discussion about the Go Group, what it does and the contribution it makes to various sectors of the population and, in particular, the Early Childhood Development program which gives the young children who are pupils at the Go Group sponsored schools a start in life which they would never have had.

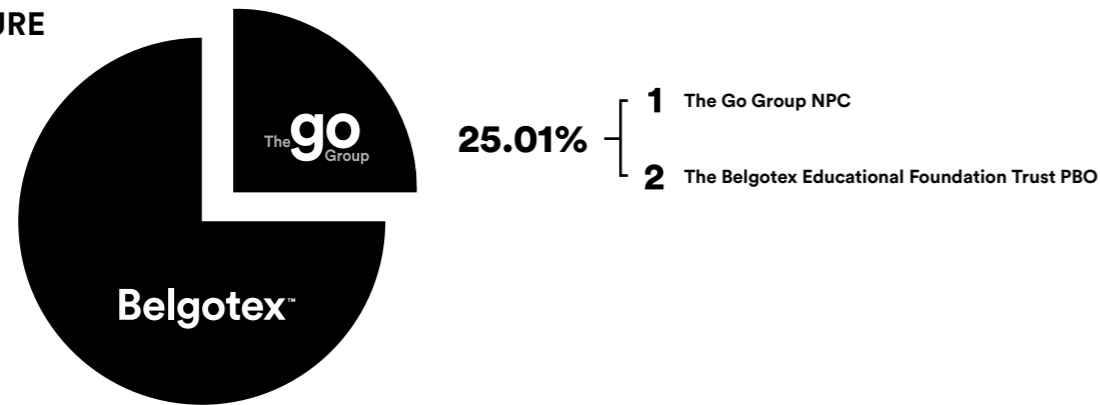
Steve Truter | Trustee
With not being involved in the day to day running of The Go Group Foundation NPC activities, I look forward to our regular board meetings where the activities of the previous quarter are reviewed and shared. Without fail, I continue to be blown away by the impact the Team are having on society, and I feel really honoured to be a small part of this special organisation. I trust you will enjoy reading the annual report, I believe the full impact of the Foundation is difficult to put into words, yet the report is still truly impressive – congratulations to All.

Smangele Tshabalala | Director
The impact of the work of the Go Group is so evident in the lives of our beneficiaries and their testimonies. You can see the real change in all those who've participated in our programmes. Lastly, the impressive commitment and passion of our amazing team is not only seen in our output, but more in the quality of the outcomes. Keep up the great work team!

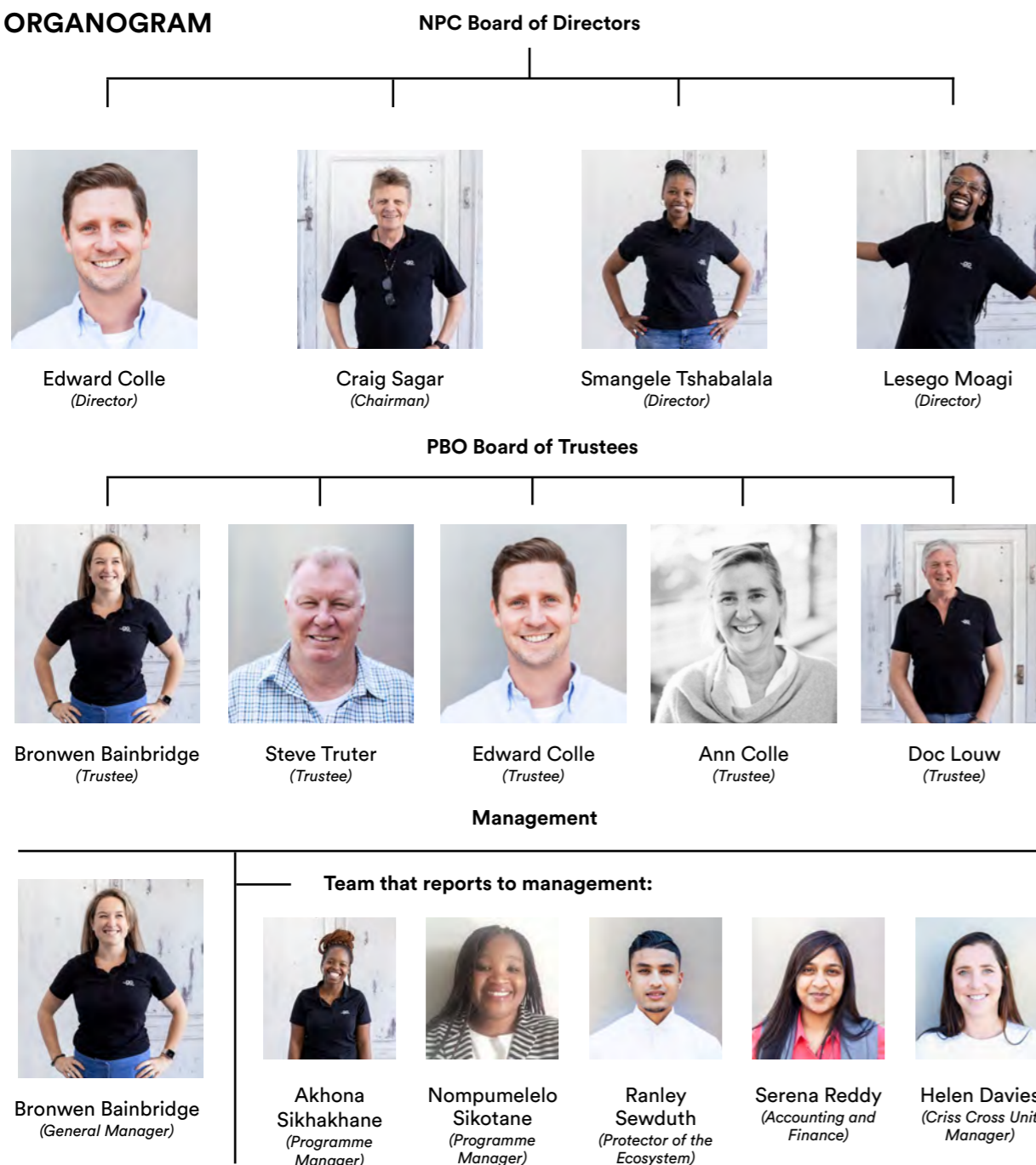
Lesego Moagi | Director
Resilience is the word most commonly used to describe the nature of South Africans. We see this resilience in our daily community interactions. Our Human Optimization programme is evidence that people don't just want a better life but want to actively create a better life for themselves. What we often see as the informal economy is actually a bustling and profitable ecosystem, rife with opportunity, not poverty.



OUR STRUCTURE



OUR ORGANOGRAM



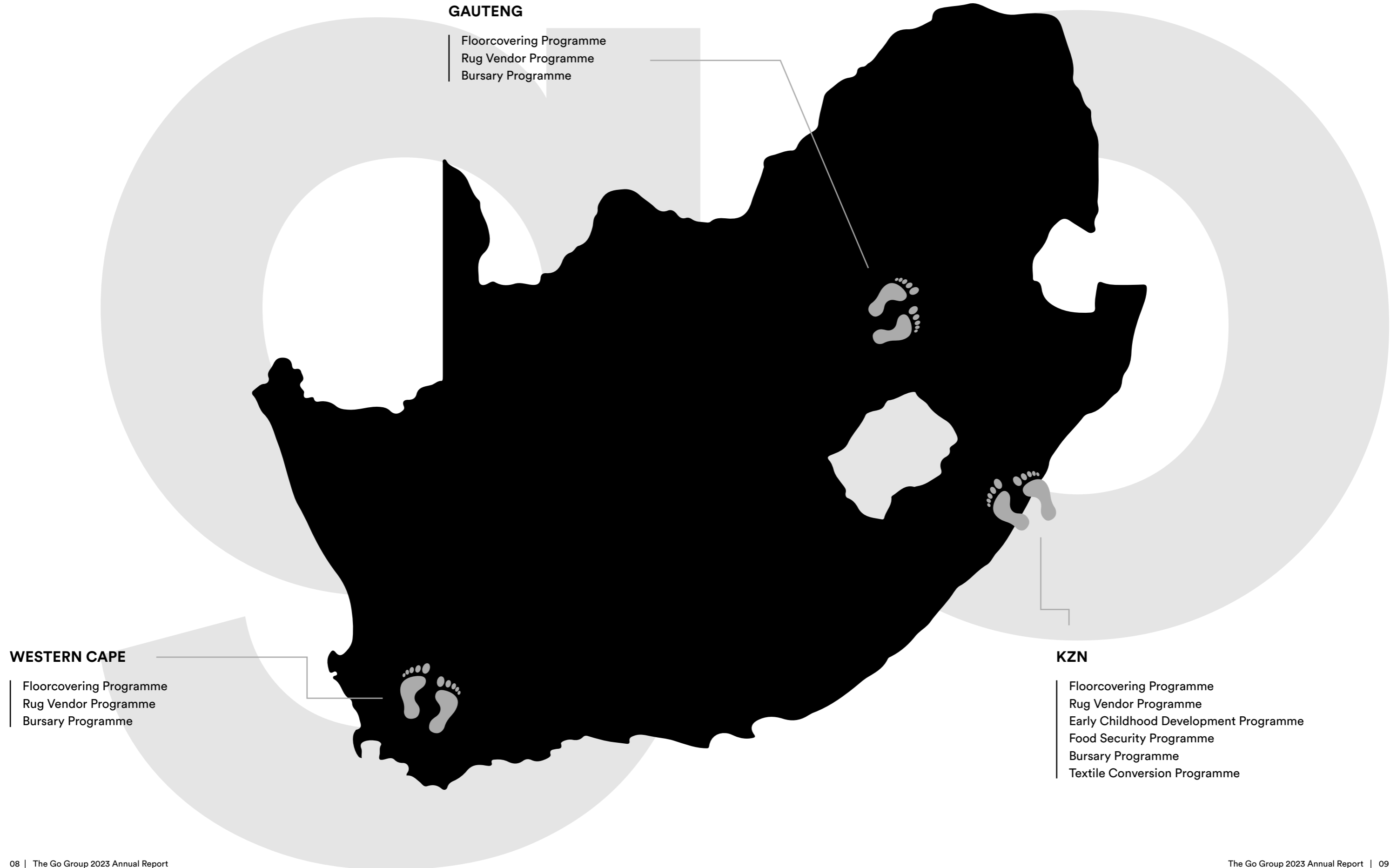
PROGRAMME AMBASSADORS FOR 2023

One of the achievements of completing a programme is to be appointed as an ambassador. An ambassador has met all the attendance and performance requirements and demonstrated a “more than self” leadership style. Ambassadors collaborate, work with others who need a crutch for competence, and they are active changemakers at home and within The Go Group. Once appointed, ambassadors join our team by offering their services where we need their energy and expertise, and they are also offered opportunities to facilitate classes for the following year’s intake. In addition, they begin the Responsive Leaders Course to understand the theory behind the methodology we use and start understanding how to design programmes and facilitate human responsiveness effectively. In 2022, 15 programme ambassadors were appointed for 2023.



‘A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.’

- Brene Brown



OUR END RESULT

The Go Group is an ecosystem made up of the community of people within our operational environments that are actively contributing toward positive changes in our society. The Go Group achieves this by financing economic development, and to secure our investment, we apply a Human Optimization methodology to each enterprise that joins us. This process cultivates responsibility within each individual by offering action steps they can use within themselves, and their business, to better contribute to the economy and society. As individuals become more responsive within a programme, the positive impact begins to ripple beyond their immediate business ecosystem.

In the Go Group, we are concerned with two responses:

1. How the individual's response to challenges is keeping them stuck.
2. How the individual's response to the programme affects their business performance.

Our programmes are designed to enhance a person's ability to respond to challenge and thereby enable change.

We achieve our End Result by:

1. Designing empowering ecosystems in partnerships. We don't work alone.
2. Approaching all things from the basis of human first, and task second.
3. We actively lean into 'out-of-comfort-zone' situations and discussions.

The collaborative nature of our work fits well with our name – The Go Group. We have found that with partners, we GO far.

THE WHY

Many people living in South Africa have experienced symptoms of dependency resulting from a society that has low levels of Occupational Intelligence. These symptoms show up in the form of crime, litter, low quality products and service delivery, poor environmental stewardship, and so on. They are indicators that a person is not responding to challenge in an able way, or at all. The view that someone else needs to 'fix' these problems is inappropriate when each of us is directly affected by or could even be contributing to the cause. Our goal is to overcome this dependency syndrome by enabling Go-Getters to be agents for change.

THE HOW

We have built our work upon **THREE RULES**, and we outline what is ok and what is not ok when applying these rules.

VALUE EXCHANGE

Value exchange is the key ingredient to combat the dependency syndrome. Each Go-Getter has a clear set of attendance and performance targets when signing up for the programme. The programme architecture ensures that anyone we invest in, builds up their self-worth by exchanging value for what they extract out of the programme.

JUST RIGHT CHALLENGE

We set gradually escalating challenges that build willpower and self-esteem. This process typically includes moments of anxiety, and the implementation team need to deal with these responses appropriately. As development practitioners it is ok if we set challenges at a level that stretches Go-Getters just outside of their comfort zone, but not too far that self-esteem is impacted.

ZERO-TOLERANCE OF RESCUING BEHAVIOUR SHOWN BY THE GO GROUP FACILITATION TEAM.

It is ok for the facilitators to support each person's journey. It is ok to walk alongside them and provide tools that help the human stand on their own feet to overcome challenges. It is not ok to rescue humans. This is a symptom of a victim mentality and creates the dependency syndrome when people compulsively give things for free (money, time, things) or validate excuses when someone is not achieving what they are capable of achieving. This behaviour is called "stealing I CAN moments". The impact is detrimental because it keeps the development practitioner in a position of "I can" and the Go-Getter in a position of "I can't unless you help me".

“Choice is where dignity starts. The world will only change when we view truly low-income individuals as participants in their economy, as producers and consumers, rather than as passive recipients of charity.”

- Dr C.K Prahalad - "The Fortune at the Bottom of the Pyramid"

HOW WE MEASURE THE IMPACT OF OUR PROGRAMMES

We measure and track our impact across multiple dimensions with 73 indicators that we have adopted from 5 sources that are relevant to how we approach our work. These indicators measure how effective The Go Group teams are at facilitating human responsiveness. All these measurement tools use self-diagnostics rather than an outside judgement of the Go-Getter. This empowers the individuals and family units to be in a position of choice to make the changes that they feel will unlock potential to achieve the goals that they have set for themselves. We offer these tools in such a way that provides agency to each human in our organisation so that eventually, they may act independently from The Go Group.



Performance

Business Optimization (4 Indicators)

This includes technical training, quality control and accountability for business performance related to each programme goal. The Go Group team are responsible for setting the challenges at the correct quantity, frequency, and size to ensure Go-Getters meet the norms and standards required in the programme. Each Programme defines these within the Go-Getter's development contract and are quantified quarterly.



Attendance

Attendance (1 indicator)

We have a strict 80% attendance requirement in order to remain in the programme.



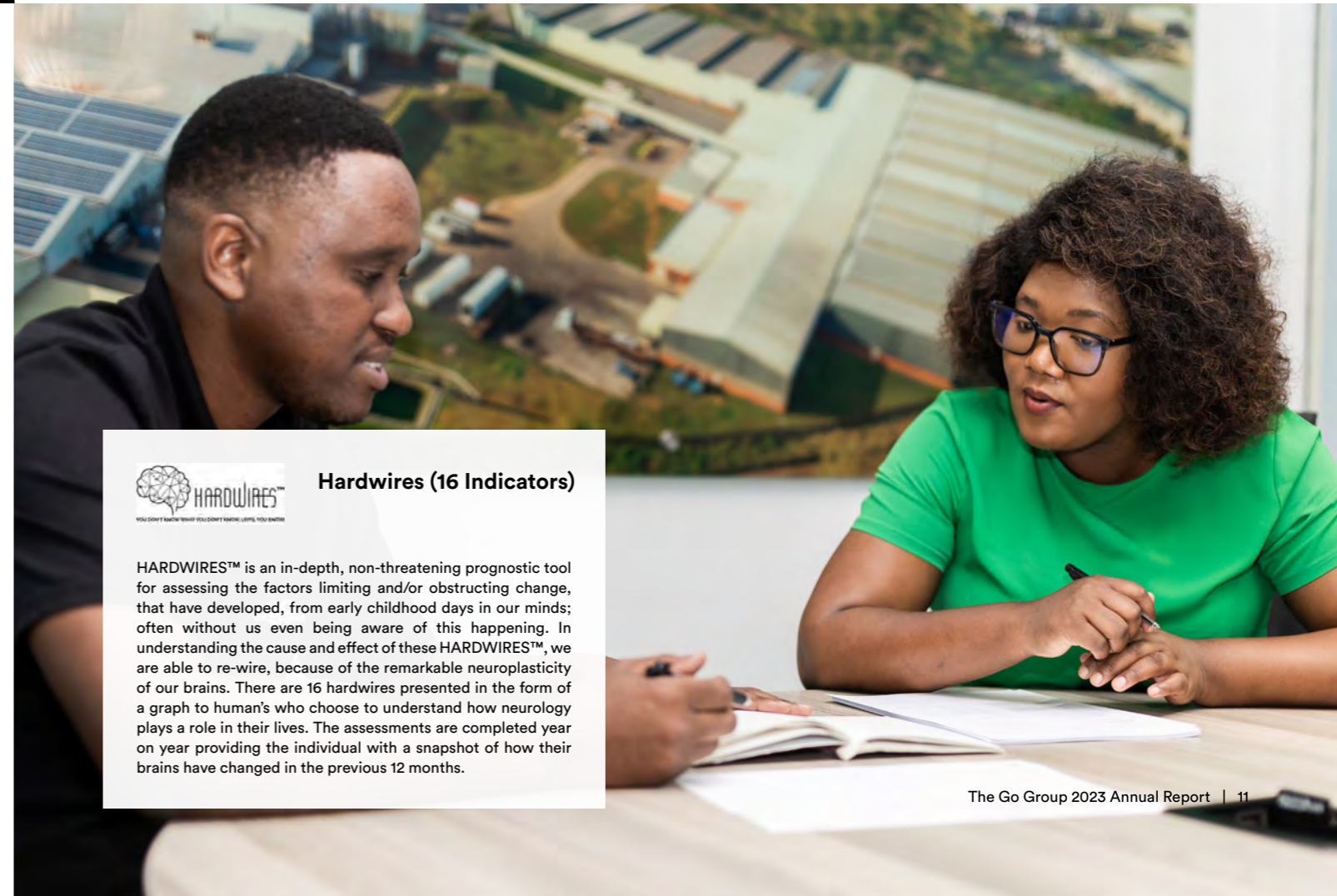
OI Appraisals

Occupational Intelligence Levels of Responsiveness (2 Indicators)



Our team are trained to implement the A2B Transformation Movement's approach to Occupational Intelligence (OI). We specialise in setting 'just-right' challenges for each Go-Getter within the programme, and evaluate each response to unlock

further personal change. In everything we do, an individual's "I CAN" moment is fundamental to growth and prosperity both in their quality of life and their business success. These "I CAN" moments build self-belief that breaks the cycle of dependency on something outside of themselves to help them. Responses to challenges evolve as Go-Getters boost their capacity to overcome challenges.



Hardwires (16 Indicators)

HARDWIRES™ is an in-depth, non-threatening prognostic tool for assessing the factors limiting and/or obstructing change, that have developed, from early childhood days in our minds; often without us even being aware of this happening. In understanding the cause and effect of these HARDWIRES™, we are able to re-wire, because of the remarkable neuroplasticity of our brains. There are 16 hardwires presented in the form of a graph to human's who choose to understand how neurology plays a role in their lives. The assessments are completed year on year providing the individual with a snapshot of how their brains have changed in the previous 12 months.

HOW WE MEASURE THE IMPACT OF OUR PROGRAMMES



The Greenlight Office and its members have created a successful movement of likeminded organizations, such as The Go Group, whose shared intelligence allows for informed decision-making and also an operational culture that is unafraid to ask whether our investments and programmes are truly moving the needle of authentic transformation.

In support of this, the Greenlight Movement created a self-assessment survey specifically designed for the South African context. Each participant uses this tool to self-diagnose their quality of life and that of their family unit over 50 indicators. When shown the results they have to consciously make a choice to shift out of their poverty status, or to stay in denial. Participants who choose to acknowledge their responsibility and agency to change often respond with statements like, "Wow I am not as poor as I thought I was" and "I can change this" (Bergh, 2019). Thereafter, upon entering a transformative

programme with facilitator support, they begin their shift out of poverty by searching within and reflecting on what their family is in denial about or may not be ready to face head on.

Our Go-Getters complete this assessment every 12 months. This tracks changes in their quality of life and also helps The Go Group to reflect on whether our programmes optimally tap into each person's will to change.

Caveat: The Greenlight Survey tool does not eradicate poverty. It is not a programme. It is a tool and a methodology that helps to activate and catalyze people on their journey out of poverty (Bergh, 2019).

THE GREENLIGHT OFFICE - RECOMMENDATION LETTER

To whom it may concern,

Letter of Recommendation for The Go Group

The Go Group is a Belgotex project that has been a member of The Greenlight Movement since April 2017, for just under 6 years. They have incorporated the Greenlight social methodology and metrics into their overall impact assessment system, using it to strengthen their M&E, reporting, and programme design.

The Go Group understands and values the importance of people-centred development, which is placing people at the centre of their own journeys to a better quality of life and being responsible for their own change. They are strong supporters of the viewpoint that all social development programmes need to measure, understand, evidence, and articulate social impact. They have held strong to the key premise of empowerment: "A hand up, not a handout". Part of their evaluation process is to use the A2B method's rigorous Occupational Intelligence Levels, which is aligned and strongly synergistic to the Greenlight approach.

As an active member at the forum sessions and Greenlight Indaba conferences, The Go Group team engages and debates on challenges around youth and empowerment, and what is working on the ground. They are recognized by their colleagues in the Greenlight Movement as a dedicated and persistent initiative, not afraid to look in the mirror, and willing to respond to include new elements into their programmes, based on what they are seeing in their M&E results.

In recent years, they have worked hard to find the 'sweet spot' of social impact and their Greenlight results for 2022 have been particularly impressive. They actively use the insights obtained from M&E to drive continuous improvement and consider selfassessment of programmes to be a non-negotiable aspect of their organisation.

They are loyal, reliable, and hard-working in their sector and we are proud to have them as a member of the Greenlight Movement.

I would highly recommend The Go Group for projects and funding, and I would work with them without hesitation.

Warm regards,

Laura Bergh
Chief Enabler

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THIS IS HOW WE DESIGN OUR PROGRAMMES



Our programmes are designed upon three frameworks:

1. The United Nations Sustainable Development Goals

Our Programmes are designed to equip Go-Getters with skills and necessary knowledge while also tackling the following UN Sustainable Development Goals:



Every programme we design is based on the UN's Sustainable Development Goals (SDGs) compass (sdgcompass.org). The SDG goals take an integrated, collaborative and participative approach to sustainable development, with the aim of eliminating poverty whilst improving quality of life on the planet. The pathway to achieve this is laid out in the 2030 Sustainable Development Agenda and Goals which seeks to encourage sustainable consumption and production, foster progression in harmony with nature and create full and meaningful lives for all (The United Nations, 2015c).

Although some progress was made with the Millenium Development Goals (MDGs) adopted in 2000, there are still 800 million living in extreme poverty, vulnerable to environmental impacts and economic degradation, with Sub-Saharan Africa and Southern Asia consistently achieving lower progress. In light of this, 2015 saw these goals revised

2. Aspen Institute's Outcome Framework

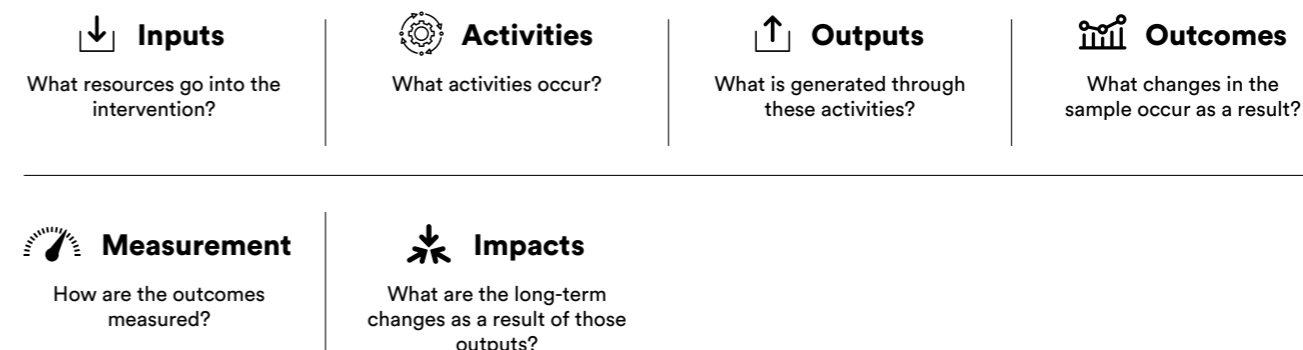
The TOC model assists investors and development practitioners to define their target market, the desired outcome of their investment (or definition of success), and the steps required to achieve this. It is used to first define a business model for solving a social or environmental problem, and then proposes a graphic representation of the change

into SDGs that actively integrate people with disabilities, indigenous groups, rural communities and women within their 17 goals, valuing that human prosperity and protecting the planet are inseparable, so that nobody should be left behind (CAFOD, 2016).

The SDGs are meant to transform development approaches sustainably. Firstly, the goals are universal and can be applied to developed and developing countries through coordinated global solutions or local solutions that impact on other parts of the world. Secondly, economic development should not increase inequality or poverty, and should be integrated with social progress that restores dignity to the marginalised and promotes environmental protection. A practical example is the ability to grow enough food without destroying the biodiversity, soil or overusing water (CAFOD, 2016).

process needed (Aspen Institute, 2004). Change pathways are mapped out with measurable inputs and outputs that are meant to achieve the desired outcomes. Once the TOC is defined, a sustainable intervention using customised value-add business principles over profits (as a social enterprise would) is implemented (Aspen Institute, 2004).

ELEMENTS OF THE IMPACT FRAMEWORK



6 YEARS OF INVESTMENT

YEAR		TOTAL
2017	Programme Investment R 10,061,857 (95.39%) Opex R 486 089 (4.61%)	R 10 547 946.00
2018/2019	Programme Investment R 6 503 041 (84.13%) Opex R 1 226 929 (15.87%)	R 7 729 970.00
2020	Programme Investment R 7 459 037 (82.46%) Opex R 1 586 718 (17.54%)	R 9 045 755.00
2021	Programme Investment R 7 461 800 (59.49%) Opex R 2 833 902 (22.59%) New Development: VEB R 589 860 (4.70%) Criss Cross R 1 657 803 (13.22%)	R 12 543 365.00
2022	Programme Investment R 8 177 731 (72%) Opex R 2 609 323 (23%) New Development: VEB R 600 125 (5%)	R 11 387 179.00

TOTAL (6 YEARS): R 51 254 215.00

TYPES OF INCOME RECEIVED

	2021	2022
Enterprise Development	12.00%	12.24%
Supplier Development	23.99%	24.47%
Skills Development	36.86%	42.71%
Socio-economic Development	12.00%	12.06%
Income from Programmes + Trade Activities	15.15%	8.52%
Total	100% R 8 794 153.00	100% R 8 940 375.00

B-BBEE SCORECARD IMPACT

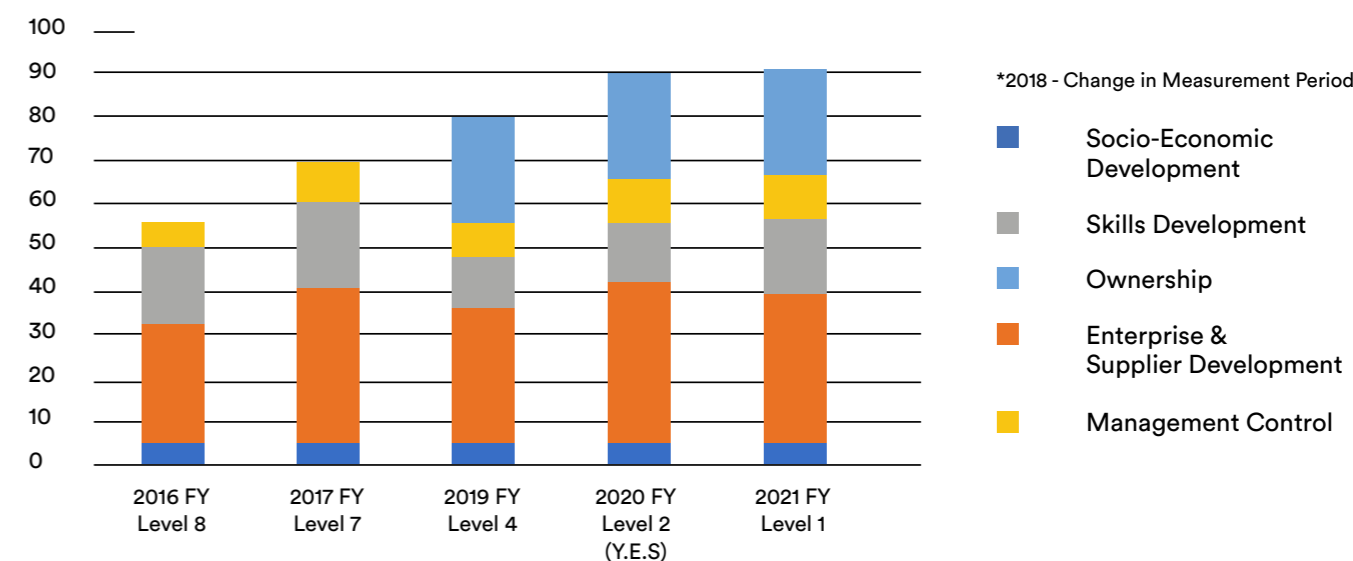
B-BBEE Scorecard Elements

Our management team work closely with our partners on their B-BBEE scorecard goals. We do our best to match a programme to the funder's value chain and set objectives that the investment needs to achieve. Each of our partners are at different stages of their journey in terms of sector codes and programme maturity. We value the partners that we work with because every single one is committed to meaningful transformation that is long term and sustainable. This approach takes time and engagement, the spirit in which this is done is where The Go Group finds fulfillment.

The Go Group is made up of two entities, with separate development agendas. The Trust addresses a socioeconomic and educational need. The Non-Profit company addresses a local economic

development need. Our programmes are housed in whichever entity's founding document meets the programme goals and objectives. Both entities have the same management team to ensure the quality of practice is carried throughout programmes and that the same occupational intelligence principles are applied throughout. In some instances, a few different types of scorecard spends are used to fund a programme holistically – in these cases our team have a great reporting tool to ensure the evidence file is accurate and transparent to audit.

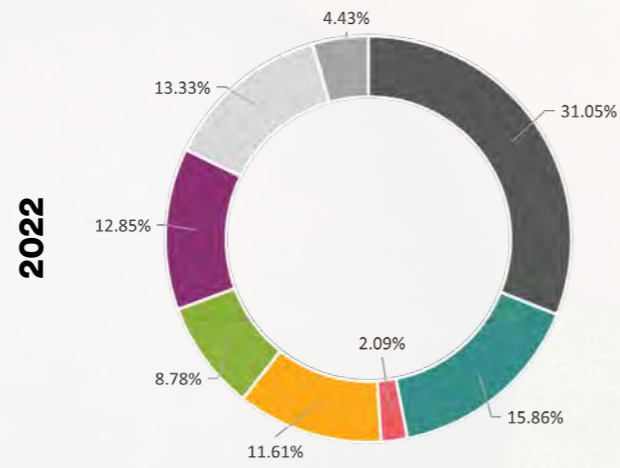
An example of the B-BBEE Scorecard Impact that The Go Group can influence is shown below in Belgotex's B-BBEE Scorecard Journey.



Please head across to each of our partner's individual websites if you would like to know about their B-BBEE approach:



PROGRAMME INVESTMENT SPLIT

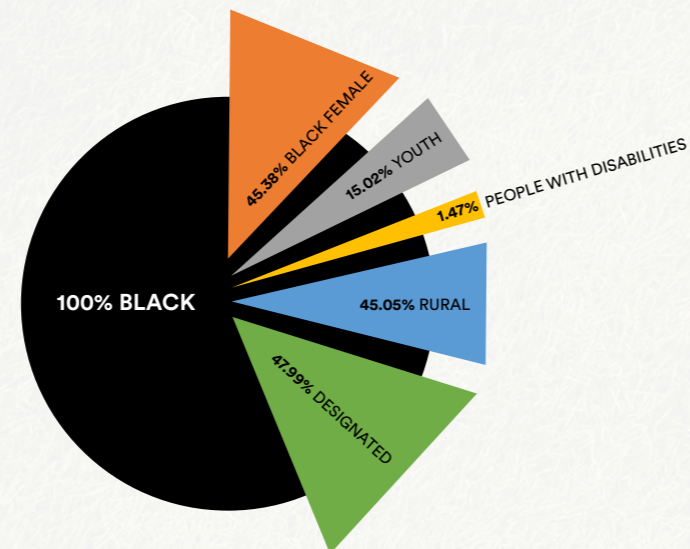


	HUMANS
The Better Together Programme	282
The Floorcovering Programme	23
The Rug Vendor Programme	23
The Textile Conversion Programme	26
The Food Security Programme	48
The Early Childhood Development Programme	199
The Bursary Programme	10
Pilot Programme (Human Optimization)	97

Invested: **R 8 052 255**

Total No. of Humans Impacted: **491**

DEMOGRAPHICS OF ALL PROGRAMME PARTICIPANTS FOR 2022



HOW WE INVESTED IN PROGRAMMES IN 2021 & 2022

	2021		2022
THE GO GROUP PROGRAMMES			
YEAR 1	128	Go Getter's who started Year 1	127
	55%	Retention Ratio for the Year	56%
	13	Number of Ambassadors Appointed at the end of the year	15
YEAR 2	41	Go-Getters who Started Year 2	23
	56%	Retention Ratio for the Year	65%

	2021		2022
PROGRAMMES WE COLLABORATE ON			
11	Environmental Design Students INSCAPE		10
11	Responsive Leaders A2B TRANSFORMATION		35
204	Early Childhood Development Employees and Children GROW EDUCARE CENTRES		199
N/A	Belgotex Human Optimization Belgotex™		97
226	Sub Totals		341

TOTAL NUMBER OF GO-GETTERS FROM 2020 TO 2022

	2020 TOTALS	2021 TOTALS	2022 TOTALS
Go-Getters In Year 1 and 2	115	172	150
Collab Programmes	90	226	341
Total Impacted	205	398	491
Annual Change	Baseline	+ 94%	+23%



X CrissCross

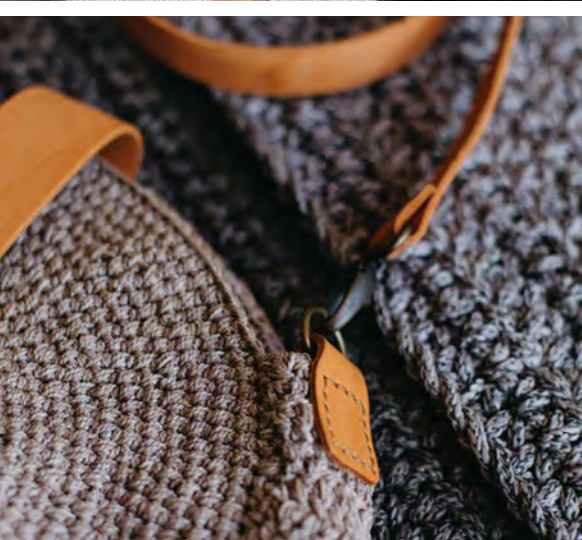
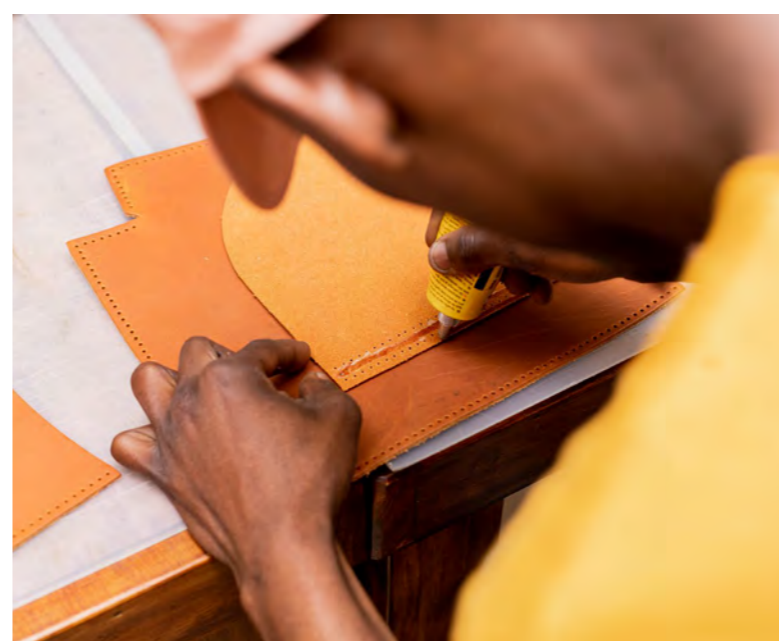
CrissCross is the brand name of our locally manufactured range of rugs, décor and fashion items. The artisans who make the products are graduates from The Go Group's Textile Conversion programme. The products are also made from locally sourced raw materials including vegtanned leather and polypropylene yarn.

Belgotex and The Go Group spent two years trialing a range of rugs, baskets and handbags made from Belgotex yarn. The products are made from two yarn types- braided and twisted. After we developed the range, technical training began with just over 20 women from the Pietermaritzburg area. Testing the stitch types and time studies began in March 2021 with all sampling complete by the end of that year. During this time, photography, videography, and digital media collateral has been built to launch the range in 2022 within a new brand called CrissCross. In 2022, Belgotex acquired its own braiding machine to bring the cost of raw material down.

In 2022, The Go Group trialed an extension of the programme – The Leather Unit - with Natal Tanning Extracts (NTE). The artisans in this programme supply the CrissCross logo in vegtan leather to finish off our product detailing and we have since added an entire leather range to the CrissCross product offering. NTE and Equator Belts are both partners to the Textile Conversion Programme as a result of this collaboration.

From a quality and pricing perspective, CrissCross products are on par with local and international markets and therefore are not positioned as an emotional purchase. This is why the CrissCross artisans who handmake the products are captured in a light of empowerment, strength, equality and freedom to set their own income goals based on market demand. We feel this has been captured accurately on our website and social media accounts.

CHECK IT OUT HERE:

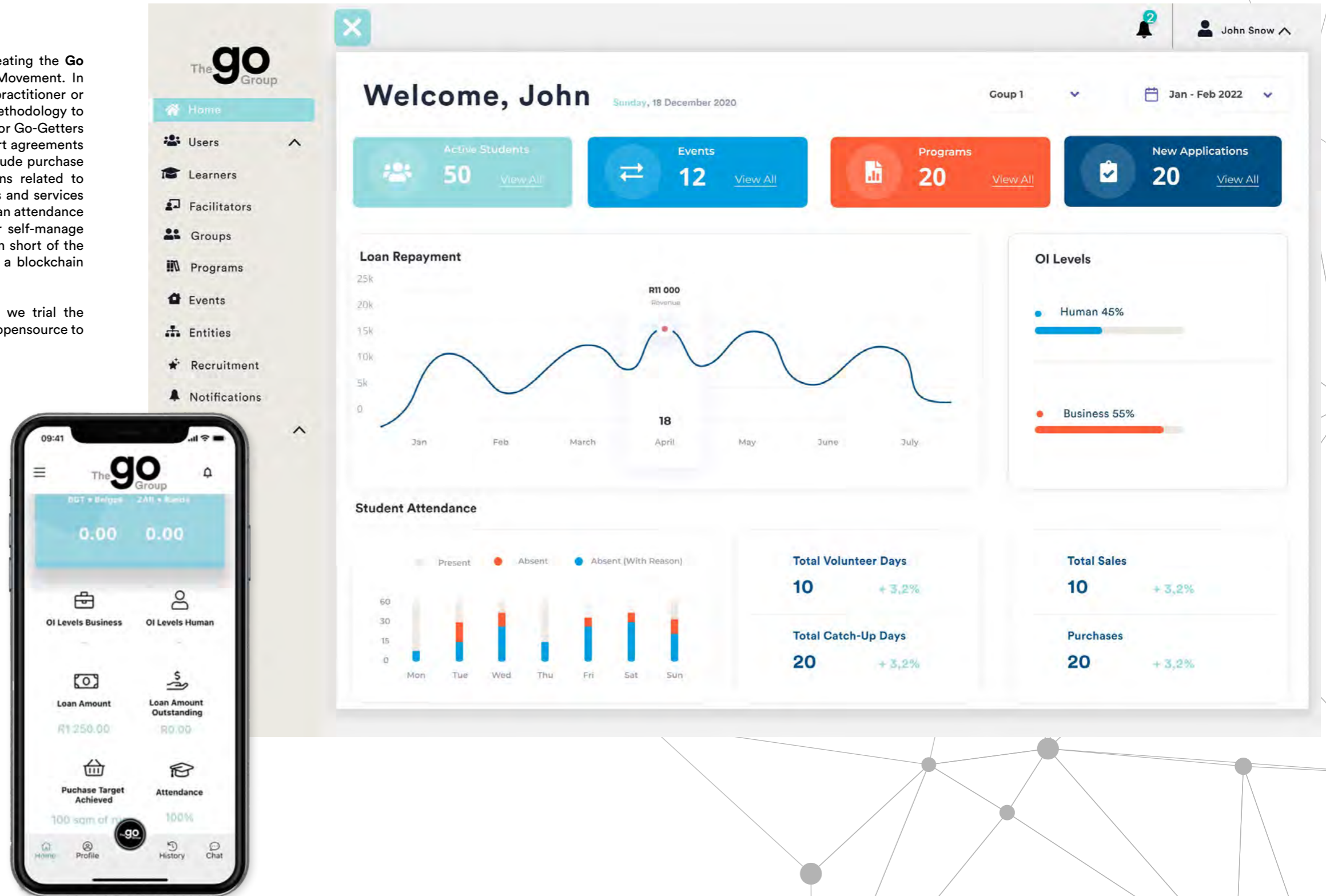


THE GO EXCHANGE

We have built our management systems which include creating the **Go Exchange** app in collaboration with A2B Transformation Movement. In time, this app will be made available to any development practitioner or financier interested in using the Occupational Intelligence methodology to facilitate human responsiveness. The purpose of this app is for Go-Getters in the ecosystem to transact with us through a series of smart agreements related to their specific programme. These transactions include purchase of business inputs, repaying start-up loans, earning tokens related to attendance and responsiveness and being paid for products and services needed by The Go Group and its partners. The app provides an attendance and performance evaluation wallet that lets the Go-Getter self-manage and self-correct when it becomes clear that they have fallen short of the terms of their development agreement. The app is built in a blockchain environment.

App development concluded in December 2022. In 2023 we trial the application from recruitment to graduation before making it opensource to other development organizations.

CHECK IT OUT HERE:





PROGRAMME IMPACT

OVERVIEW

All our programmes have core modules designed for Go-Getters to find what is keeping them from achieving their goals coupled with practical activities to assist in increasing the individual's awareness of their response to life's challenges. These modules make up The Better Together Programme and performance in these modules is evaluated through the Occupational Intelligence appraisal system that we use. A second series of modules provides the technical and business skills applicable to the enterprise that the Go-Getters are operating. These streams are called Business Optimization and we currently have 8 programme options available.

The BT programme begins on the second day of recruitment. Our recruitment process is intense to carefully identify individuals who want to make a change in their lives and are ready to learn in our ecosystem. We are skilled in catalysing change, but where we may be setting a human up for failure, we decline their application and provide truthful feedback as to why. In some cases, the applicant may not be emotionally ready to take on the programme and we invite them to apply the following year. The tools used at the start of the BT programme assist the human entering our ecosystem to become conscious of self and to take ownership of their journey in becoming responsive, adaptive, and contributive human beings.

This programme has modules that include the following themes:

1. One on One Mentorship
2. Money Management
3. Marketing Skills
4. Record-keeping Skills
5. Out-of-comfort zone Occupational Intelligence activities
6. Let's Talk Disability
7. Gender-Based Violence and Neurological Reformation
8. Quality of Life Diagnostics
9. Responsive Leaders Course and Hardwires

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Human becomes conscious of self and can make choices to become more responsive, adaptive, and contributive.



Goal 2

Tools to use money in and money out to achieve their goals, both personally and in their business.



Goal 3

For new leaders to become effective provocateurs in the ecosystem.



PARTNERS



CORE LEARNING MODULES

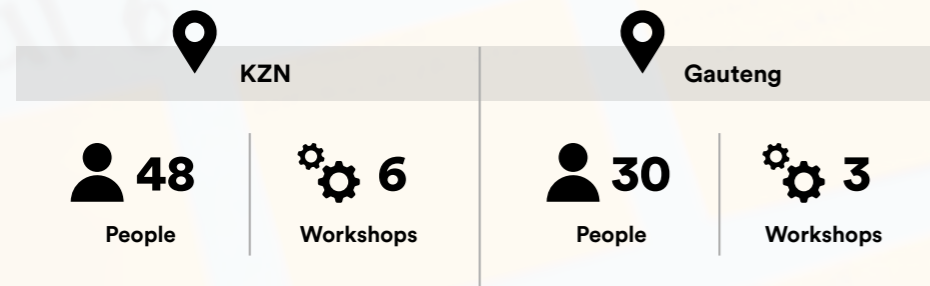
Every human who participates in our programmes completes a series of modules starting from facing fears and learning to debate difficult topics. These sessions are following up with a series of modules in financial skills, business skills, marketing, life skills and one on one mentorship. During this time the human journeys from keeping track of money in a small pocket-sized book to completing business forecasts using a tablet on excel. The implementation team that delivers on these modules engage with learners on a bi-weekly basis

both in a group and on-on-one. This team are therefore well placed and informed to discuss and assign the Occupational Intelligence appraisals from baseline to graduation. This team are also the most experienced facilitators in our ecosystem and often need to lean into courageous conversations with learners as well as other stakeholders in the ecosystem in their pursuit to always place the human above task.

GENDER BASED VIOLENCE

We have adapted to results from the Greenlight Survey in 2021 by introducing Gender-based Violence modules. These modules include self defence, trauma release and neurological reformation in collaboration with external service providers and our own team.

In 2022 we rolled out the following workshops:



LET'S TALK DISABILITY

Shonaquip Social Enterprise is our inclusion partner. The SSE believes that building ecosystems for inclusion can shift systems towards sustainable change in communities. Through facilitating community support and disability awareness programmes and equipping community partners, parents, health-care workers, and the general public with knowledge and tools, we have shown our commitment to a broad ecosystem approach and the inclusion of people with disabilities and their families (Shonaquip, 2021). The Go Group subscribes to the social model of inclusion as defined by Shonaquip as the coming together of multiple stakeholders to assume the

collective responsibility to remove the barriers that exclude people living with disability and their families from being able to participate equally with others in the environment.

In 2021, we initiated the Let's Talk Disability programme in our programmes to start talking about disability inclusion appropriately. In 2022 we focused on rolling out Shonaquip's "Ndinagona" programme at the Early Childhood Development centres that we work with. In 2023, we focus on making the remainder of our programmes inclusive starting with The Floorcovering Programme.

RESPONSIVE LEADERS AND HARDWIRES



The Go Group were excited to host 2022's Human Optimization Working Group in KZN for its leaders and network partners. This working group offered an intro into the applied science of neuroplasticity - trained by Occupational Therapist, researcher, and founder of the Occupational Intelligence methodology- Vivienne Schultz. The purpose of the working group is to learn:

1. What it means to grow intelligence at every task you occupy yourself with
2. Learn to identify the seven (7) response-ability growth levels and how to eventually use all components of the brain
3. Discover your hardwires and how it unconsciously drives your behavior
4. How to empower people with dependent mindsets and limiting beliefs about their abilities

In 2022, we funded 35 individuals to complete all 4 modules. The group was a combination of internal team members, facilitation team members, programme partners, Ambassadors, and the Belgotex Human Resources team.

Our team also facilitated modules that took a deep dive into hardwires so that Go-Getters could begin to understand the neural pathways that keep them stuck. We rolled out the hardwires assessments to our team and to floorcovering enterprise owners. In 2023, we roll out it to all Year 2 learners and Ambassadors.

FINANCIAL IMPACT

	2021	2022
Total Cost of Programme	R 2 218 595.90	R 3 024 507.00
Number of People Impacted	169*	282*

*The number of people who interacted with the Better Together Programme during the year. Not all programme participants interact with The Better Together Programme.

PROGRAMME IMPACT



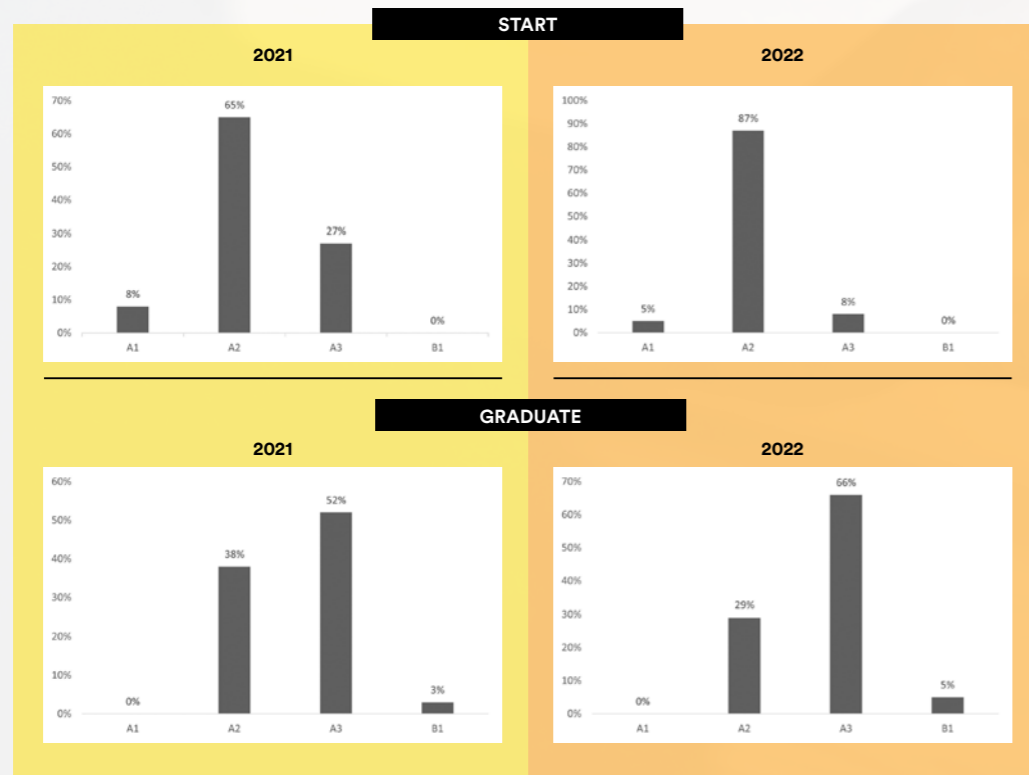
64.09%
The minimum expectation is 80%

Attendance



Out of those who graduated, the Occupational Intelligence appraisals show that Go-Getters have shifted at least 1 level and at most 2 levels.

OI Appraisals



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:

 1 NO POVERTY End Poverty in all its forms everywhere.	 2 ZERO HUNGER End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	 3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages.	 4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	 8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	 11 SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient and sustainable.	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
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GREENLIGHT SURVEY TRENDS

Greenlight Surveys are used as a metric/tool to measure the success rate of our programmes – what's working and what is not. We do not only measure success but also our focus points based on the results and the needs of the people in our programmes. We then structure our programmes to focus on solving the most critical points. Greenlight surveys have 50 indicators and the results are presented in a stoplight analogy.

Green indicates "doing well, with a sense of independence and dignity"	Amber indicates "struggling but trying"	Red indicates "stuck and requiring support"

Our baseline assessments happen at the beginning of the year, soon after the learners complete their recruitment phase: At baseline, we usually have more learners than when we do the 12-month assessment, due to attrition. With a retention ratio of 56%, the impact presented below is based on those who stayed for at least one year of the programme. We had indirect impact with those who stayed for a portion of the programme. Learners may have left for a range of reasons such as:

1. Not being emotionally ready to complete the norms and standards expected of the programme.
2. Dismissed due to non-attendance or other behaviour.
3. Offered alternative full-time employment.
4. Health related issues

GREENLIGHT RESULTS

First set of Greenlight results (baseline)

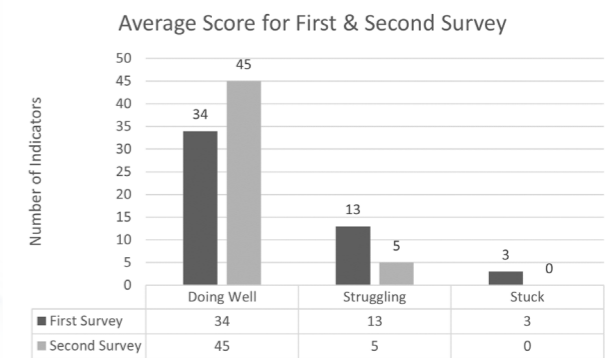
In the beginning of the year 2022, we used the average scores from our baseline results to plan how to work on the common indicators where many learners indicated they were stuck (red). After that, we focused on indicators where learners were struggling but trying (amber). The strategic activities included workshops, courses, and information sharing sessions. We managed to engage on some of the indicators in our standard Better Together classes, such as budgeting and the skills to manage finances.

- 50 participants completed the baseline (first) surveys in Feb/March 2022,
- The average score for the baseline surveys was **34 green, 13 yellow, 3 red.**

Second set of Greenlight results

To ensure a true reflection of our impact, we use only those active learners who have completed a baseline and second survey in our analysis of impact.

- The same participants completed second surveys between Dec 2022 and Feb 2023.
- The average score for the 12 month surveys was **45 green, 5 yellow, 0 red.**



GREENLIGHT SURVEY TRENDS

Amount of Change

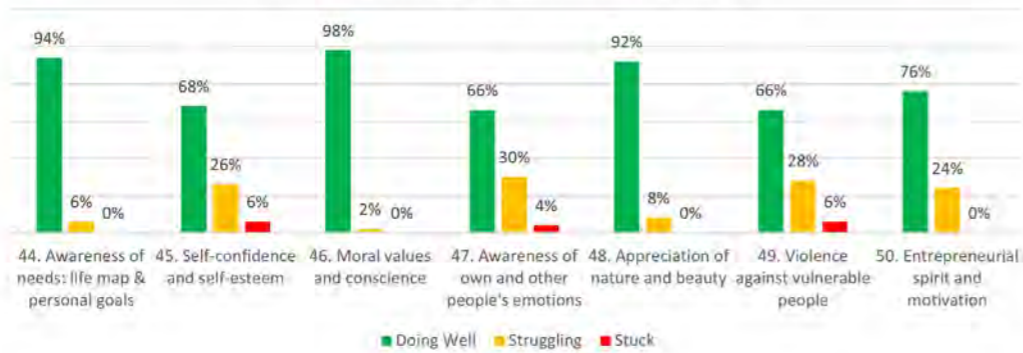
This means there was an average change of 14 points from baseline to 12 months later, per learner. This is very good movement for a single year of the programme. Almost every learner finished the year with a green score above 40 out of 50.

What has improved most this year?

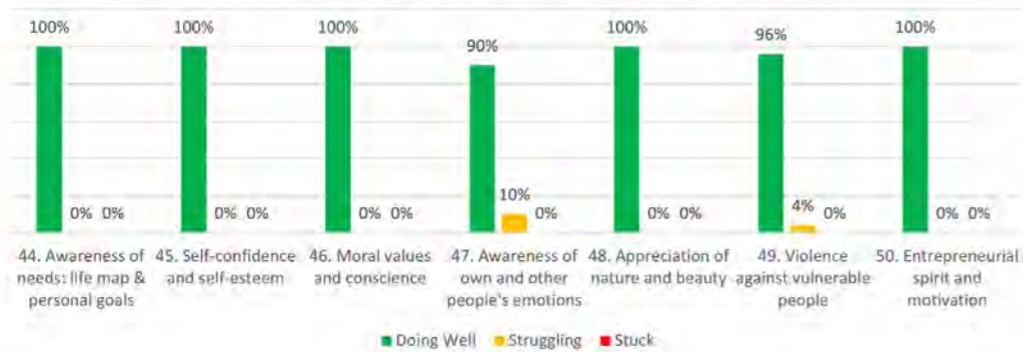
1. Self-Awareness & Motivation

We are excited to see that the indicators for the dimension called Self-Awareness & Motivation have shown strong improvement, indicating that there is much healing of the heart and mind that has taken place over the last year. We know how important this is; business and technical skills and knowledge cannot be absorbed by people who are bleeding inside which is why healing is an important part of our programme.

Self-awareness and Motivation - First Survey



Self-awareness and Motivation - Second Survey



Top 5 indicators for change

The Greenlight survey results that emerged from the surveys indicate there are specific indicators that need focus for the future. There are our top 5 indicators that need attention:

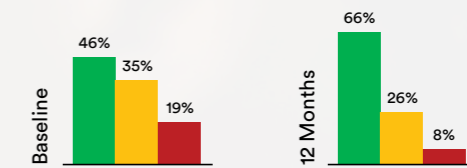
- Income/earnings above the poverty line
- Stable employment and income sources
- Nutrition
- Drugs & alcohol
- Separate sleeping spaces

GREENLIGHT RESULTS

DIRECT SOCIAL IMPACT AND SUCCESS

Income/earnings above the poverty line

2022 (Baseline) 46%
 2022 (12 Months) 66% ↑
 Change 20%

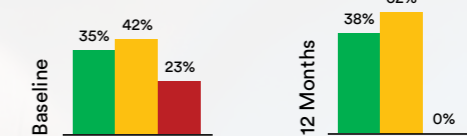


What does this mean?

Income/earnings above the poverty line has improved from 46% to 66% green. This may not seem like a significant change however most of our learners arrive at our training having no source of income or skills to generate an income, and this change is a big success for our programme. 2026% more people are now earning greater than R5000 per month. And 11% of people have moved from income of less than R2,000 to earning between R2,000 and R5,000 per month. The average change is 34 points for this indicator.

Stable employment and income sources

2022 (Baseline) 42%
 2022 (12 Months) 62% ↑
 Change 20%

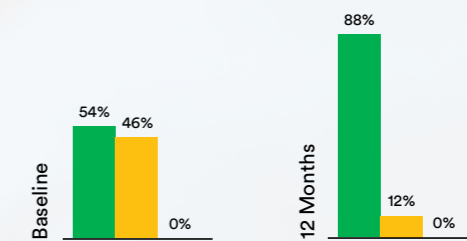


What does this mean?

This indicator has changed significantly from 23% red at baseline (unemployment) to 0% red for second survey which tells us that 0% of the learners consider themselves unemployed. At the second survey, 62% of learners are still struggling but they have some form of employment which is providing income. This may be because our programmes are business focused and it takes some time for a business to stabilize and generate a consistent income. We are pleased with the 12-month results, as the employment journey has just started for many of the learners. The average change is 16 points.

Nutrition

2022 (Baseline) 54%
 2022 (12 Months) 88% ↑
 Change 34%

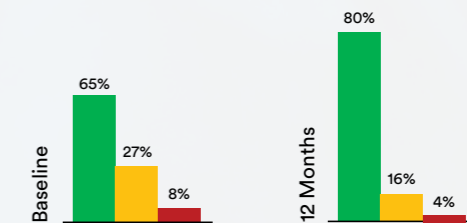


What does this mean?

At the baseline survey we saw results suggestive of malnutrition rather than undernutrition. There has since been a 34% change from amber to green in the 2022 year, with a total of 88% of learners who are now eating vastly better as a result of having access to healthy food and making better choices about what the family unit is eating. The average change is 46 points.

Alcohol and drugs

2022 (Baseline) 65%
 2022 (12 Months) 80% ↑
 Change 15%

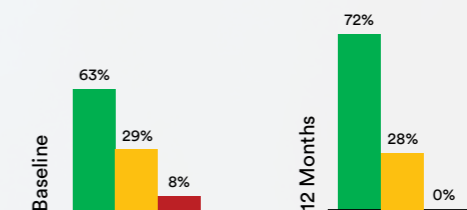


What does this mean?

This indicator has moved from 65% to 80% green, which is an excellent result. This is one of the hardest indicators to shift as most people are uncomfortable disclosing the truth and being honest about addictions within the family. Substance abuse is also hard to control in the family unit. It is still concerning that we have 16% struggling and 4% still stuck, but the learners and their families are now aware and conscious of the effect that substance abuse can have on their families. The average change is 24 points.

Separate sleeping spaces

2022 (Baseline) 63%
 2022 (12 Months) 72% ↑
 Change 9%



What does this mean?

8% of learners moved from red to yellow or green, meaning learners are no longer stuck for this indicator as people have learned to manage their separate sleeping spaces. The learners have made sufficient space in their homes so that adults are not sharing sleeping spaces with their children, and boy teenagers are able to separate from the girl teenagers. The average change is 20 points.

THE BELGOTEX PROGRAMME (A new development)

THE FLOORCOVERING PROGRAMME

THE TEXTILE CONVERSION PROGRAMME

THE RUG VENDOR PROGRAMME



Baked into our DNA, Belgotex is constantly asking hard questions of itself.

As the market shifts, how do we need to evolve, shift and invest to create more value in the future?

The Floorcovering Program is an incubator of future talent and SMME's which in time will become core to our distribution channel strategy. The Floorcovering Program meets the needs of our organisation as well as our channel partners whereby we create skilled and enlightened human beings to supplement the current ageing workforce, adds capacity in new growth nodes or upskills existing people in the industries ecosystem. With the adoption and use of tech in the services industry, we expect further decentralisation in the distribution/installation channels and therefore Belgotex see's opportunity to support, invest and facilitate this shift. We see other industries moving quickly due to consumer demand and expectations. By taking this approach – we want to be real and meaningful creator of value in the value chain. We speak internally about creating '1000 fitters' and we want to achieve this milestone by 2030. The impact in real terms that this will have on our partners will be significant – which makes the journey all that more meaningful and necessary.

Ed Colle
CEO, Belgotex



Human Optimisation created a safe space at Belgotex for people to improve self-awareness and to understand our impact and influence on others. The programme presented opportunities for critical thinking and provided the skills and vocabulary to describe one's response to tasks, life and it's challenges. The Human Optimisation journey begins with the acknowledgement of our level of responsiveness to our work and life in general and the acceptance that we are all under construction. This liberating set of principles underpins an innately human-centric approach where there is no judgement or shame for where we are in our unique journey. Inspired by the belief that we can achieve a more positive life through the right thought and actions, the programme focuses on shifting humans towards greater responsiveness to challenges and tasks. The impact of Human Optimisation is clearly evidenced in how the programme is embraced at our workplace and the shift in thinking and responsiveness levels of participating individuals and teams. The decision to extend the programme to more teams within our workplace was based on the positive outcome of the pilot project. We are hugely excited about the prospects that Human Optimisation presents for driving a positive workplace culture at Belgotex.

Jade Peter
HR Director, Belgotex



THE BELGOTEX PROGRAMME

In 2022, we launched a pilot programme with 4 departments within Belgotex. The Human Resources department in Belgotex and The Go Group plotted out the end result and then pressed the button on trying something that we had never done in Belgotex before. 97 employees were earmarked to begin the journey of personal optimization. The modules focused on personal finances and becoming aware of our brain's responses. Following the modules, each department worked on a team experiment to put into practice what had happened in class. Some of the key impact areas were: engaging in hard conversation, setting goals outside of comfort zone, recognizing task completion points and co-ownership of an end result.

We were particularly impressed with the leaders in these departments who embraced the pilot and put in an effort to make the performance metrics visible and recognizing their team members who were task masters. These areas brought about social cohesion and co-ownership which was evident in every team that we were privileged enough to work with.

In 2023 – we ramp this programme up to 150 individuals in Belgotex and “excited” is an understatement for how we feel about this opportunity.



Edward Colle
CEO of Belgotex

Ed Colle believes that “this programme is the ‘secret sauce’ for the future of Belgotex. We are unlocking value in our people that not even they knew was possible. Our world is a broken place because people are broken... I believe that with the right tools, the truth and a belief that all human beings have value to add – we can create waterfalls of light in our people, in our organisations and for future generations to come.”



OVERVIEW

The Floorcovering Programme trains candidates to become installers and contractors in the floorcovering industry. The aim of the programme is to work with candidates to develop skills required to establish and run a viable flooring business. The Floorcovering programme has two components customized to installers, and enterprise owners (those who employ the installers).

This programme has 3 phases, Accredited with Construction Education & Training Authority (CETA):

1. Phase 1 Carpet: Entry level where the learners are trained on base preparation and installation of carpets.
2. Phase 2 Vinyl: A technically advanced training only offered to installers who have mastered phase 1 of the programme.
3. Phase 3 Grass: This training is offered to small number of enterprises who have shown an interest in installing landscape artificial turf.

THE GOALS FOR THIS PROGRAMME ARE:

Goal 1  Develop the technical capabilities of self-sufficient and self-driven installers and contractors in the floorcovering industry.

Goal 2  Allocate development funds towards economically viable businesses that ultimately generate a clear ROI.

Goal 3  Enable recommendation of successful contractors.



PARTNERS



ECONOMIC IMPACT

COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP	
Technical Training	
1. Phase 1 (Carpet)	
2. Phase 2 (Vinyl)	
3. Phase 3 (Grass)	
Business Mentorship	
Accounting and Tax Compliance	
Marketing	
Training Projects	
Programme Management	
TOTAL	R 1 277 418.00

RETURN ON INVESTMENT

DIRECT RETURN ON INVESTMENT	
Sales of floorcovering products	R 873 213.00
INDIRECT RETURN ON INVESTMENT IMPACT	
Earnings made by Enterprises on Floorcovering projects	R 484 318.00
TOTAL	R 1 357 531.00

PROGRAMME IMPACT

	2021	2022
New Go Getter's joining the programme	27	23
Number of Enterprises active for the year	12	11
Graduate: Retention Ratio for the Year	41%	40%
Number of Ambassadors appointed	5	4



Attendance

81.35%

The minimum expectation is 80%



Performance

Enterprises have minimum sales targets, time that needs to be volunteered to projects and some enterprises have loans with The Go Group that they have used to purchase tools or vehicles with. At least one installer in an enterprise needs to be accredited with the Belgotex Academy in order for the enterprise to remain in the programme.

PERFORMANCE AREA	2021	2022
Flooring Installed	10 747m ²	5995.02 m ²
Business Loans in Repayment (as at end of 2022)	R 405 950.00	R 0
# Installers trained by the Academy	26	32
Value Exchange Days Used	24	15
Indirect Impact: Flooring Income made by businesses	R 988 370.00	R 601 412.00



OI Appraisals

Responsiveness in the Programme



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

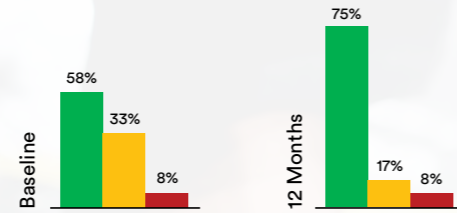


Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

GREENLIGHT RESULTS

Income/earnings above the poverty line

2022 (Baseline)	58%	
2022 (12 Months)	75%	↑
Change	17%	



What does this mean?

17% more family units are earning above the poverty line (>R5000). The travel allowance and the practical work the learners receive may have added to the family income as well. This indicator has moved from 58% to & 75%. The group has a mix of business owners and installers (employees), in the 12 months they have been in the program the green indicates that they have been able to grow their businesses and earn a decent income although 17% are still struggling, and 8% stuck.

Stable employment and income sources

2022 (Baseline)	25%	
2022 (12 Months)	67%	↑
Change	42%	

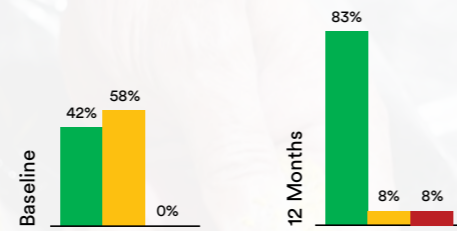


What does this mean?

This indicator had a 42% improvement at the the beginning of the year, some of the learners were struggling but as the programme has introduced the 3-Months practical training for our learners which they do with our host employers, it seems after a year being in the programme, it has made a huge change in their lives. 67% are doing well and no one is stuck 0% red.

Ability to solve problems and conflicts

2022 (Baseline)	42%	
2022 (12 Months)	83%	↑
Change	41%	

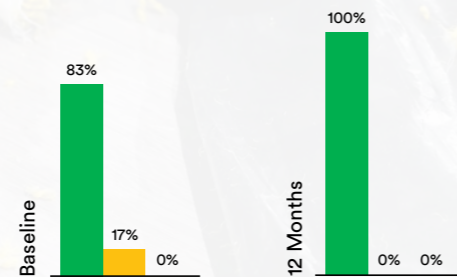


What does this mean?

There has been a great change when we compare baseline and 12 months of learners being in the programme. After a year 83% of the learners are no longer struggling with ability to solve problems and conflicts. We have 8% learners who have moved from green or orange to red, meaning they are still feeling stuck and not sure how to solve problems this could be because of the environment they are introduced too when start doing work, practical's or engaging with new clients.

Violence against vulnerable people

2022 (Baseline)	83%	
2022 (12 Months)	100%	↑
Change	17%	



What does this mean?

Violence against vulnerable people is taken serious by TGG as a result we have Gender Based Violence workshops which also address trauma release and provides the learners with a safe space to share, and additional counseling is also offered. It's great to see that 0% learners or their family members are struggling or feeling stuck when it comes to violence against vulnerable people.

SHOWCASE PROJECT FOR 2022

GAUTENG – Sandton Convention Centre

One of our Enterprise Development enterprises was selected to be part of the Belgotex new range showcase, the project entailed different types of floorcovering products, joining different material, and cutting different shapes. The project was installed by Eric Makhubela who is the owner for Makhubela Flooring Specialists and has been in the flooring industry for more than 20 years as an installer, he joined our Enterprise Development Programme in 2020.



LEARNINGS AND CHALLENGES DURING THIS PERIOD

The past 5 years have been used for planning and outline how the Floorcovering programme needs to run and 2022 has been the year where the programme was fleshed out more in an attempt to suit the industry's needs.

1. The Installer 3 month practical programme took shape and we have learned that our installers are being trained as junior Installers who need to gain experience – we have unfortunately seen that some experienced installers in the trade feel threatened. The younger installers can also enter the workplace with attitude that the more senior installers have a difficult time dealing with. We have used this programme to build relationships with the more mature installers and where possible have now become “mentors” to our junior installers.
2. The percentage of installers that were absorbed by the trade in 2022 was not what we expected with the main learners found it difficult to adapt and work for the enterprises which were far from their homes.

TESTIMONIALS FROM LEARNERS



SIPHUMEZO MBATHA



“At the beginning of the year 2022 I joined The Go Group on the Floorcoverings program. I had my week of induction which gave me insight on what to expect throughout the 2 years program. Then as we had our Better Together classes every 2 weeks or so, we began our 6 weeks Technical Training in the Floorcoverings that was happening at Belgotex PMB Showroom. During these 6 weeks we learned and gained so much of skills. After 6 weeks training, we had a project of installing carpet then after that we were placed for 3 Months Practical Training at Leicester Floors. In my 2 years being part of The Go Group Floorcoverings I have gained so much and the skills I have are of a lifetime. I can now say I can co-exist with people around me. I'm still shy but not like how I was at the beginning of the year. I have presented my experience to so many people & they always get amazed by this programme.”



NOSIMILO NKOSI



Firstly, I would like to take this opportunity to thank the Go Group for giving me this opportunity. When I joined the programme my expectations were surely floor covering, product knowledge and estimating(costing) to my amazement there was more than I expected. Furthermore before joining the programme, I had a number of business skills that I did not have as a business person. I was so confident that at the end of this training I will be a B1. What I love about this training is that it equips you with all the tools that you need to run a business. The training has opened my eyes and realise I have a passion for flooring designing. I'm greatly embracing the skills and knowledge that I'm being taught by the Go Group and the facilitators. My journey has not been an easy one due to the cancer and pulmonary embolism treatment hence, I would like to take this opportunity and thank the facilitators and the Go Group Team for the patience when I was off sick, coming late or leaving early. “Limitations are those that you set up or permit others to set for you”.



CHARLES HLATSHWAYO



“It comes with great respect and appreciation for the TGG floorcoverings, this programme has highly impacted my life and changes are happening. I act differently and present my self differently and conduct myself differently. I'm more committed to tasks I engage in set to provide and give over and above good service and quality standards. In 2022 when I started with the group, there was a touch of hope for progression and success, life being at my lowest point. TGG floorcoverings took me through a whole year of transition with a high impact change in attitude and behavior from the training we received called Better together class steered by Tanya and Anthea, these classes created an awareness in adjusting all aspects of my life living a lasting change. The future is in a process of success currently working at Top Carpet and gaining experience in the floorcoverings.”



OVERVIEW

The textile conversion programme provides the skills required for artisans to be able to make products for the CrissCross brand.

CrissCross is our locally designed and manufactured rug range. We have worked with Belgotex to create this range as an alternative to importing rugs to serve the market demand. The artisans who make the rugs are trained and graduate from The Go Group's Textile Conversion Programme. You can also buy smaller items like handbags and baskets, which are items made by Go-Getters at home because they are easy to transport and do not need to be manufactured at The Go Group's premises. All the products are made from Belgotex yarn that meets international standards. There are two ranges of product— a small range and a large range.

This programme includes two phases of technical training and is accredited with FP&M SETA.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

To create international quality products made from Belgotex Yarn to replace imported versions.



Goal 2

To skill South Africans to be able to manufacture these products.



Goal 3

Each Go-Getter to earn their income as a self-employed individual by producing locally handmade products.

PARTNERS



ECONOMIC IMPACT

COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP	
Technical Training	
1. Phase 1 – Smalls Range	
2. Phase 2 - Large Range	
Products Bought during Training Phase	
Programme Management	
TOTAL	R 934 956.00

RETURN ON INVESTMENT

DIRECT RETURN ON INVESTMENT	R 3 119.00
Yarn bought by artisans	
INDIRECT RETURN ON INVESTMENT IMPACT	R 2 637 226
Retail value of A3 products sold by CrissCross	
TOTAL	R 2 640 345.00

PROGRAMME IMPACT

	2021	2022
New Go Getter's joining the programme	23	26
Number of Enterprises active for the year	14	40
Graduate: Retention Ratio for the Year	61%	85%
Number of Ambassadors appointed	3	2



Attendance

82%
The minimum expectation is 80%



Performance

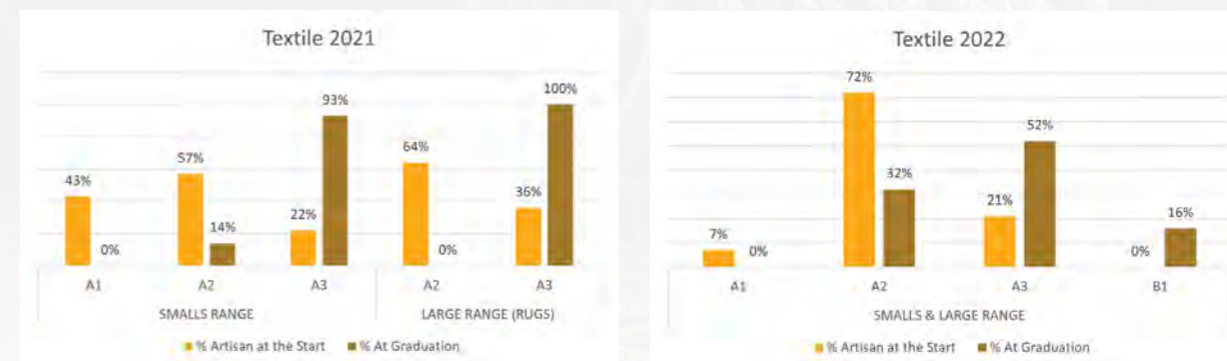
PERFORMANCE AREA	2021	2022
Kg's of Yarn used	82.4kg	266.13kg
Business Loans in Repayment	R 3650	100% Paid up
Value Exchange Days Used	45	56
Indirect Impact: Sales Made	R 267 209	R 227 682



OI Appraisals

Responsiveness in the Programme

The OI level relates to the learners ability to make the CrissCross range of products to the quality standard and within the time frame required.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:



End Poverty in all its forms everywhere.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

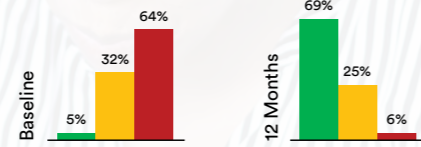


Ensure sustainable consumption and production patterns.

GREENLIGHT RESULTS

Family savings

2022 (Baseline) 5%
 2022 (12 Months) 69% ↑
 Change 54%

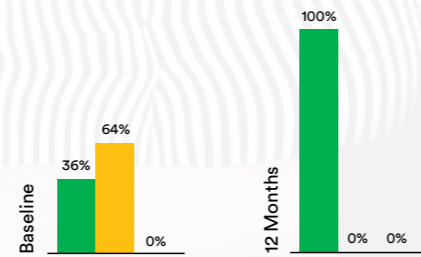


What does this mean?

This indicator has changed drastically, and this proves that our financial literacy modules are beneficial. We started the program with only 5% of the people knowing how to save and at the end of 12 months we had an increase of 54% to show that 69% of the family units had savings.

Electricity

2022 (Baseline) 36%
 2022 (12 Months) 100% ↑
 Change 64%

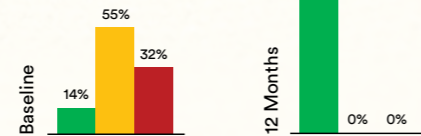


What does this mean?

The yellow graph indicates that 64% of the family units were reliant on illegal connection, but after a full year on the program 100% of the families can now afford proper and legal electricity in their households, and this can be because individuals are making enough money to be able to afford necessities.

Knowledge and skills to generate income

2022 (Baseline) 14%
 2022 (12 Months) 100% ↑
 Change 86%

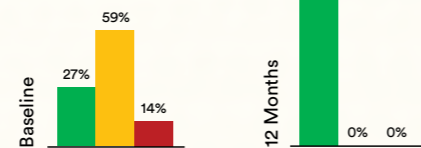


What does this mean?

When we started the program 32% did not have the skills and knowledge to generate an income. At the end of the programme, every go-getter believed that they had gained the skills and knowledge that they needed to generate an income into their family units.

Ability to solve problems and conflict

2022 (Baseline) 27%
 2022 (12 Months) 100% ↑
 Change 73%



What does this mean?

All Go-getters have an increased ability to take on and solve their issues a year into the programme and no longer feel unable to deal with conflict in their lives.

LEARNINGS AND CHALLENGES DURING THIS PERIOD

1. This programme has a high risk of dependency in comparison to our other programmes due to the CrissCross brand being the primary route to market for the artisans. This is largely unavoidable due to the labour intensive nature of this programme. We have mitigated dependency in the form of issuing purchase orders once quality standards have been achieved and only artisans who consistently meet the standard for each product, incentivising the other artisans to practice their skill in order to access the market. This operating model has caused issues when trialled because every artisan expected to receive orders despite the quality of their finished product. This has resulted in less quality control required during the process because artisans know that quality is directly related to income earning potential.
2. In 2022 the range, pricing and physical samples were complete and made a difference to the programme operating smoother overall. T-short yarn was used in training, which is easy to work with, rather than with thin Belgotex yarn as we did in 2021, and this fast tracked the technical ability of the learners. We had far less yarn production issues, although toward the end of the year when moving into the rug phase, we still had issues with either no yarn, or non-matching batch numbers. It was however minimal, in comparison with 2021.
3. We experienced higher retention this year and most learners that dropped out left for either employment or because of family pressure. The disruptive learners were dismissed very early in the program, which made a difference to the rest of the year.
4. The internal payment process was smoothed out except for payments in November which caused the year to end on a slightly low note.

TESTIMONIALS FROM LEARNERS



THANDEKA MKHWANAZI



My name is Thandeka. I've joined The Go Group program last year in March, it wasn't an easy journey but the training they gave us helped me a lot. I didn't know anything about crochet up until The Go Group taught us how to crochet and start your own business, now I have a business I benefit a lot because I get to make profit aside. I learned a lot from better together classes and mentor now I know how to budget and save and to have a good life. My life has changed now I am a businesswoman hoping that one day my business will grow and be able to train and hire young unemployed women.



NONJABULO ZULU



Before, talking about finances was taboo at home, a conversation that I didn't know how to approach and manoeuvre. Being part of the Go Group program has helped me develop personally and armed me with tools to manage my finances. The better together sessions played a huge role in motivating me to become a better version of myself. I find I am now a better sister, daughter and entrepreneur as I have started my own brand called Icikwa Designs.



OVERVIEW

This programme targets people who love to hustle! It is an opportunity for people already trading other goods and to add quality rugs to their stores. It is also an ideal opportunity for parents who are needing to trade from home. This programme is the perfect vehicle for middle to low Income populations to access Belgotex flooring. The rug vendor programme includes modules focused on trading rugs, running a customer-centred trade business, and setting a store up for success.

This programme includes 1 year of learning how to run a successful rug trading business.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Income for vendors who can hustle!



Goal 2

To use product from the Belgotex factory for maximum income earning impact.



Goal 3

For vendors who need flexible time to take care of families can buy and sell when they want to.

PARTNERS



ECONOMIC IMPACT

COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP	
Conversion Costs	
Programme Modules	
Programme Management	
TOTAL	R 168 023.00

RETURN ON INVESTMENT

DIRECT IMPACT	
Material Sales	R 171 094.00
INDIRECT IMPACT	
Estimated Sales made by Rug Vendors	R 171 094.00
TOTAL	R 342 188.00

PROGRAMME IMPACT

	2021	2022
New Go Getter's joining the programme	15	23
Number of learners active in the programme for the year	15	18
Retention Ratio for the Year	13%	44%
Number of Ambassadors appointed	2	3



Attendance

28%

The minimum expectation is 80%



Performance

Rug Vendors have minimum sales targets, time that needs to be volunteered the Go Group and loans that they have used to purchase their start-up stock with.

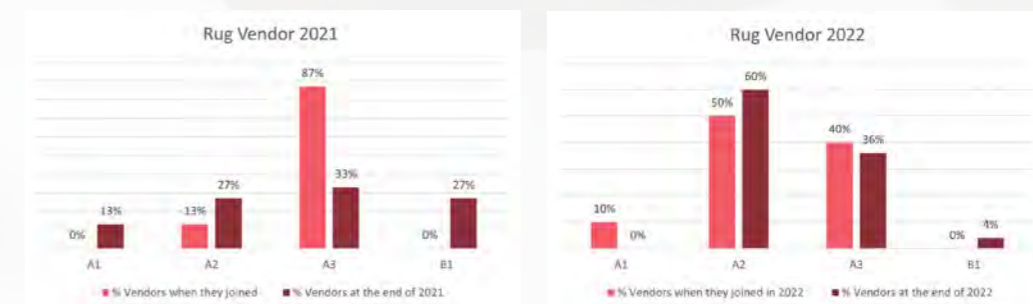
PERFORMANCE AREA	2021	2022
Rug Purchases	6804sqm	9567sqm
Sales made	R 105 435.00	R 171 094.00
Loan amount issued out at the beginning		R 20 250
No. of Vendors	15	27
Value Exchange Days Used	6	3
Indirect Impact: Sales made by vendors	R 210 870.00	R 342 188.00



OI Appraisals

Responsiveness in the Programme

The OI level relates to the rug vendor's conscious competence at running a rug trading business.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:



End Poverty in all its forms everywhere.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

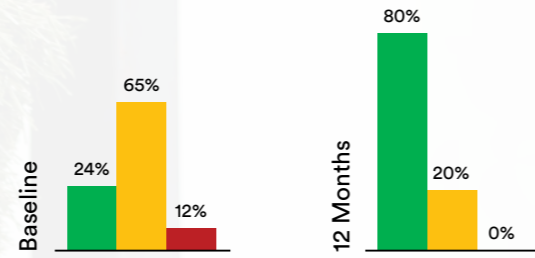


Ensure sustainable consumption and production patterns.

GREENLIGHT RESULTS

Family savings

2022 (Baseline)	24%	↑
2022 (12 Months)	80%	
Change	56%	

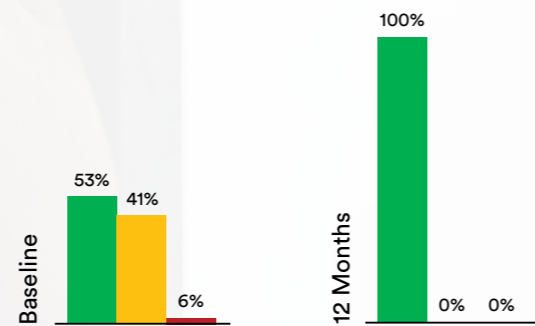


What does this mean?

12% of the family members when they joined the program had no knowledge of how to save their money, however after 12 months in the program the family members are feeling more in control of their finances although we have 20% struggling, this means that the family members do have enough knowledge and a reliable source of income and may still be struggling to pay off some debts and savings.

Ability to solve problems and conflict

2022 (Baseline)	53%	↑
2022 (12 Months)	100%	
Change	47%	

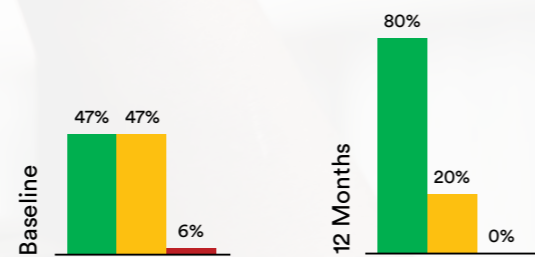


What does this mean?

At the start of the program 41% of the go-getters were struggling when it comes to the ability to solve problems and conflict and by the end of the year you can see that we have a 100% indicating that they are no longer stuck and believe in their ability to solve problems.

Alcohol and drugs

2022 (Baseline)	47%	↑
2022 (12 Months)	80%	
Change	33%	

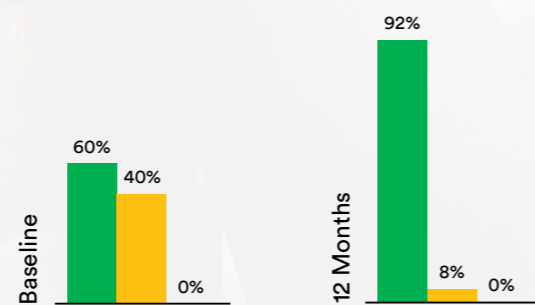


What does this mean?

47% of the families were struggling in the area of drug and alcohol use and had no idea where to turn to for help. The 2nd survey indicates that 80% are no longer stuck, 20% are still struggling and there are no families who are stuck.

Home structure

2022 (Baseline)	60%	↑
2022 (12 Months)	92%	
Change	32%	



What does this mean?

There is a 32% change from recruitment to graduation, more than 30 percent of people who had houses built with mud, the houses that were not safe, the houses that had cracks were able to gain money and profit and were able to build atleast 2 bedrooms built in blocks, and are now living in safe spaces with their families.

LEARNINGS AND CHALLENGES DURING THIS PERIOD

The process of operationalising this programme at the factory level for vendors was cumbersome with despatch and a manual delivery system. This is improving as operational teams become used to the purpose of the programme as well as vendors learning and following the ordering procedures.

- The operational issues resulted in order fulfilment issues which compromised the value of The Rug Vendor programme in the eyes of the vendors who were unable to effectively order their business inputs (Stock).
- We also noticed a lower-than-expected level of sales experience amongst new recruits. We have since created a rug vendor business support stream and created a shadow week to encourage Go-Getters in this programme to cultivate willpower to approach people and make sales.

TESTIMONIALS FROM LEARNERS



SIFISO NKOSI



Since I started joining The Go Group team at the beginning of 2022 my life has changed. Through The Go Group I learnt a lot about business, solutions, life skills, overcoming challenges and conducive parenting. I'm so grateful to work with The Go Group.



OVERVIEW

Embedded in The Go Group's Early Childhood Development investment strategy is a Food Security Program. Our primary objective is to enable small-scale permaculture farming within the communities we have invested in, starting with the educentre's own market garden as the training venue. We believe that access to local, fresh produce for meal preparation at the educentre is critical to children learning and developing into response-able adults. This is only achievable if the market garden earns an income to avoid setting it up and coming back a while later finding the garden has deteriorated and not serving its food security purpose. Family members of the children who attend the educentre are our primary target market. However, the programme is open to anybody within the immediate geographic footprint of each educentre where we have a demo garden for training purposes.

This programme includes AgriSeta credits and Agribusiness training in crop production.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

Food security at all Early Childhood Development Centres within Go Group programmes.



Goal 2

Farm enough produce for home consumption.



Goal 3

Generate income by selling farmed produce.

PARTNERS



ECONOMIC IMPACT

COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP	
AgriSETA and AgriBusiness	
Start-up Loans	
Programme Management	
TOTAL	R 706 778.00

PROGRAMME IMPACT

	2021	2022
New Go Getter's joining the programme	38	48
Number of learners active in the programme for the year	52	57
Retention Ratio for the Year	55%	50%
Number of Ambassadors appointed	3	5



Attendance

86%

The minimum expectation is 80%



Performance

Farmers have minimum sales targets, time that needs to be volunteered the Go Group and loans that they have used to purchase their startup seedlings with. Each farmer needs to make a purchase of no less than R200 worth of seedlings per month.

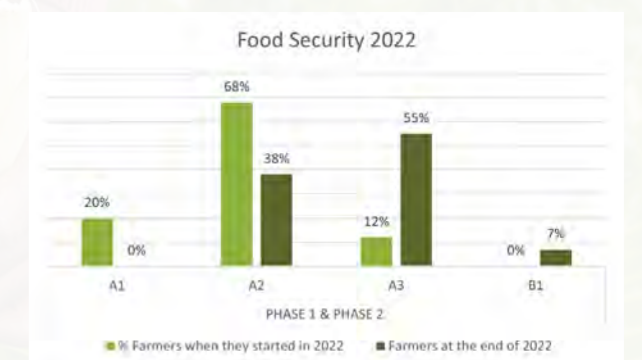
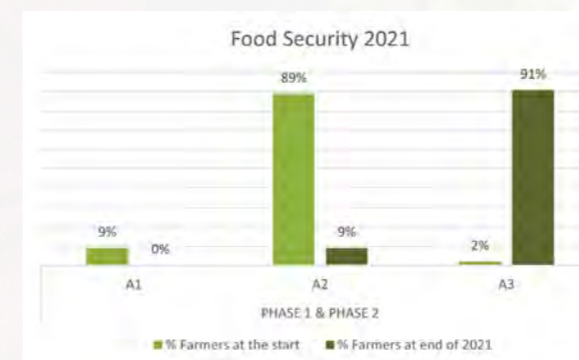
PERFORMANCE AREA	2021	2022
Seedlings Purchased	R 12 012	0
Business Loans in Repayment	R 17 943	R 9 335
Value Exchange Days Used	72	4
Indirect Impact: Sales Made	R 120 412	R 109 459



OI Appraisals

Responsiveness in the Programme

The OI level relates to a farmer's conscious competence at farming a 10m x 10m market garden and earning an income from it.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:



End Poverty in all its forms everywhere.



End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture.



Ensure healthy lives and promote well-being for all at all ages.



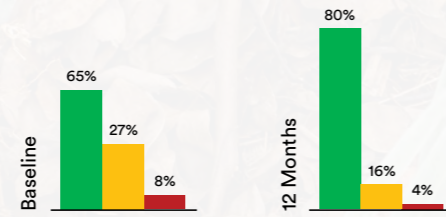
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

GREENLIGHT RESULTS

The inserted graphs are the results from baseline surveys conducted with our farmers from Hilcrest and PMB.

Alcohol and drugs

2022 (Baseline) 65%
2022 (12 Months) 80%
Change 15% ↑

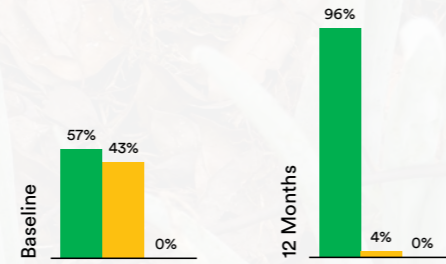


What does this mean?

After a year there is a 15% change in the lives of people who are affected with alcohol and drugs, this is one of the hardest indicators to shift as most people are uncomfortable disclosing the truth and being honest about addictions within the family. Substance abuse is also hard to control in the family unit. It is still concerning that we have 16% struggling and 4% still stuck, but the learners and their families are now aware and conscious of the effect that substance abuse can have on their families. The average change is 24 points.

Nutrition

2022 (Baseline) 57%
2022 (12 Months) 96%
Change 39% ↑

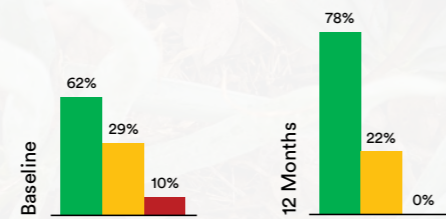


What does this mean?

Nutrition is the most important indicator in the Food Security programme, to see if people are not only selling from their gardens but are also eating healthier. After a year, we saw a 39% change in family units making better food choices and being able to afford better food.

Influence on the public sector

2022 (Baseline) 62%
2022 (12 Months) 78%
Change 16% ↑

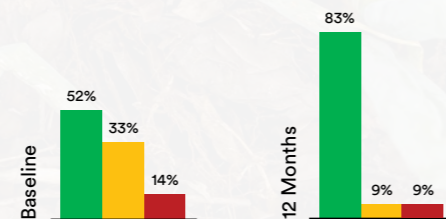


What does this mean?

Indicator 41 is usually associated with indicator number 50 (motivation), when people are being listened to in small groups, they gain confidence in themselves and they feel that their voice is heard even in their communities, hence they are even able to use their entrepreneurial skills to sell whatever they are selling, because they are motivated that when they say something, people will listen.

Income above poverty line

2022 (Baseline) 52%
2022 (12 Months) 83%
Change 31% ↑

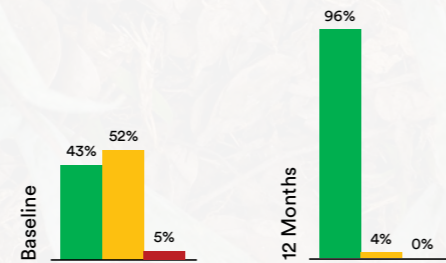


What does this mean?

This indicator shows that people were making means to find some sort of income within their first year of running a market garden at home, but it was not enough for them to supply all their needs in the much such as clothing, education etc.

Capacity to budget and plan

2022 (Baseline) 43%
2022 (12 Months) 96%
Change 53% ↑



What does this mean?

More than 53% of people are now capable of budgeting and planning, with the help of the financial literacy modules, people can plan ahead and budget for their personal and business needs.

LEARNINGS AND CHALLENGES DURING THIS PERIOD

Some of the learnings and challenges we have faced in the last year has told us the following:

1. In comparison to the other programs that are performed in parallel with Food Security, the time horizon for earning money from the first harvest is lengthy. In comparison to other students in their class, this affects the farmers' "Money In Money Out" component. We have introduced loan produce for the new farmers to sell over the fence on the days they will need to travel to class in order to lessen the issue of lack of income which affects attendance. Our goal is to convince them to buy veggies from the local farmers, sell them to their neighbors, and start building a market for when their harvest is ready.
2. We need to install a framework to accurately measure the impact of good nutrition in the household and Early Childhood Development Centre.

TESTIMONIALS FROM LEARNERS



AYANDA HLONGWA



My journey with The Go Group started a year ago and I am so glad I never looked back. The Go Group stirred up the love and passion I have always had and helped me to grow. A year ago, I was just clueless and knew nothing about farming and today I have partnered with different companies and businesses, one of them being the Food Lovers Market Musgrave of which I supply weekly with fresh produce.



LONDIWE KWENAMA MBHELE



Ever since I joined the Food Security Programme I have grown psychologically and developed in so many ways. I have gained loads of skills which are: budgeting skills, time management skills and many more. I am grateful for this opportunity; I am now an independent small-scale farmer soon to be commercial farmer because of the planting skills and knowledge I've gained. To mention that I now know and understand what to plant for which season, how to rotate plants and take good care of them until they are ready.

AMBASSADORS APPOINTED FOR 2023



AYANDA HLONGWA



BAHLE MADLALA



LONDIWE KWENAMA MBHELE



NCANE KHUMALO



THULILE CYNTHIA NDLOVU

OVERVIEW

The Bursary Programme is made up of a few focus areas. These include sports bursaries, post-retrenchment support to families, team bursaries and lastly bursaries for young designers through Inscape Education Group. The work we do with Inscape is to build capacity for future green building designers by offering scholarships for students completing their degrees in Environmental Design. We engage with students in the Bursary Programme in a myriad of ways.

THE GOALS FOR THIS PROGRAMME ARE:



Goal 1

To invest in a body of knowledge or industry that requires our focus.



Goal 2

To invest in young minds studying topics they are passionate about and want to develop their career in.



PARTNERS

INSCAPE

ECONOMIC IMPACT

COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP	
Bursaries	R 1 073 662.00

PROGRAMME IMPACT

	2021	2022
Post Retrenchment Support	15	N/A
Inscope Education Group	11	10

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

OVERVIEW





This programme is a franchise model managed in collaboration with our partner Grow Educare Centres. The programme is anchored on investing in energetic centre owners who are looking to turn their existing centres into high quality, financially sustainable early learning schools associated with a strong brand. This programme includes a tight franchisee agreement, infrastructure investment, equipment, and capacity building to reach educational and business acumen milestones. Capacity building also involves inclusive caregiver training so that children with disabilities have a higher chance of participating in the economy as adults. The Food Security Programme also starts at the Edu centre with the primary focus being food security at the Edu centre.

This programme is a 5-phase programme and includes a number of expectations as outlined in the franchise agreement.

The programme includes the following elements:

1. Educational Milestones
2. Business Milestones
3. Infrastructure investment
4. Nutrition
5. Inclusion in the form of caregiver training and appropriate devices for mobility impairments

THE GOALS FOR THIS PROGRAMME ARE:

 Goal 1 5-star rated school on strict education and business outcomes.	 Goal 2 School to be financially sustainable.	 Goal 3 Food security – through Food Security Programme and ePap.	 Goal 4 School to be inclusive of children with disabilities.	 Goal 5 School infrastructure supports an enabling environment and registered with the Department of Social Development.
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PARTNERS



ECONOMIC IMPACT

COST OF PROGRAMME

ALLOCATION OF FUNDS WITHIN THE GO GROUP	%
Business and Education Implementation	37%
Infrastructure	49%
Shonaquip Ndinagona Inclusive Caregiver Training	14%
TOTAL	R 1 034 993.00

PROGRAMME IMPACT

	2021	2022
Number of Centres Active in the Programme	7	6

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

This programme impacted the following SDG's in 2022:

1 NO POVERTY

End Poverty in all its forms everywhere.

2 ZERO HUNGER

End Hunger, achieve food security and improved nutrition, and promote sustainable agriculture.

4 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

ECD CENTRE SUMMARY

 Siyabaphephisa Since 2017	★ Star Rating at end of 2022: 2 Stars	Infrastructure 75% Nutrition Complete Inclusion 2022
 Enthokozweni Since 2019	★ Star Rating at end of 2022: 3 Star	Infrastructure Complete Nutrition Complete Inclusion 2022
 Ezizamele Since 2019	★ Star Rating at end of 2022: 4 Star	Infrastructure 20% Nutrition Complete Inclusion 2022
 Little Ambassadors Since 2019	★ Star Rating at end of 2022: Exited	Infrastructure Exited Nutrition Exited Inclusion Exited
 Siyabonga Since 2020	★ Star Rating at end of 2022: 4 Star	Infrastructure 75% Nutrition Complete Inclusion 2022
 Inkanyezi Since 2021	★ Star Rating at end of 2022: 1 Star	Infrastructure 90% Nutrition 0% Inclusion 2022
 Zuzulwazi Since 2022	★ Star Rating at end of 2022: 3 Star	Infrastructure 25% Nutrition Complete Inclusion 2022



DESCRIPTIONS OF THE ECD PROGRAMME ELEMENTS

Star Rating:

Grow Educare Centers are responsible for implementing the educational and business milestones expected of each ECD. The star rating is based on the outcomes below. The star rating is critical to unlocking the vision of the ECD programme as it keeps each center accountable to becoming a high-quality early learning center that is compliant, practices good governance and operating as an ecosystem for change where children attending have the greatest chance at success by attending a Grow Edu Centre in their neighborhood.

Outcome	What We Measure
Quality Teaching	Correct teacher child ratio 1:15 (per age group)
	Teachers and principals are qualified
	Teachers are GROW trained
	Teachers are competent - GROW assessment
Child Development	Programme is correctly implemented
	Children are being assessed regularly
	Children are developing according to milestones - GROW assessment
Business Sustainability	School is at capacity (not over 121%)
	Loan is paid on time
	Teachers are paid target salary
	Principal is earning target salary
Compliance to GROW Standards	Centre is registered with Department of Social Development
	Centre is professionally managed
	Training and Meetings are attended

Infrastructure:

The infrastructure is invested in a phased approach to match the milestones set in the star rating assessment. Compliance with the Department of Social Development is prioritized in the beginning phases alongside a high-quality learning environment using flooring products that are bright and cheerful and easy to clean. Our brief to architects for the design of ECD Centres includes:



- Meet the requirements of the Department of Social Development
- Use harvested water.
- Use minimal electricity.
- Provide safety and security for the children.
- Easy maintenance

With a design in hand, we have been able to meet with stakeholders and develop a common vision and agree ways of collaborating and communicating to support the development of an ecosystem that strives toward a common goal. Developing ECD Centres has provided an opportunity to include SMME's in the trades sector. Participating SMMEs located close to our ECD build, install turf and flooring alongside the Belgotex technical team as part of the practical component of deepening their skills in our training courses.

Nutrition:

Nutrition is a priority, coupled with income generation through small-scale permaculture farming and supplying fresh produce to the center for use in feeding the children attending the center. The programme starts with the ECD centre's own garden as the training venue for the farmers in the Food Security programme. Our implementation partners, Grow and Focus on iThemba supplement this element of the programme through collaboration with ePap and JAM fortified porridge.

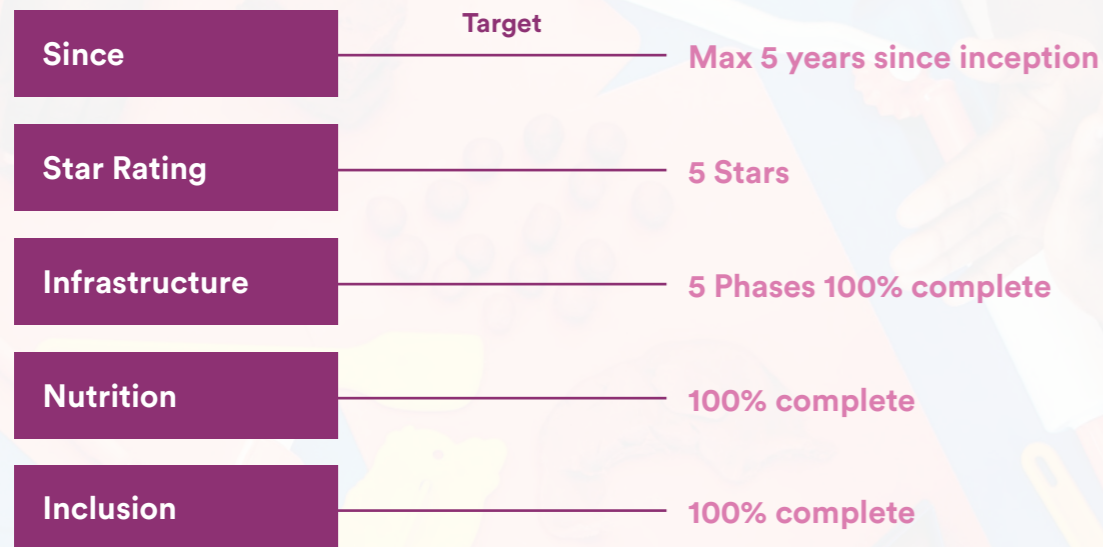
Inclusion:

The Shonaquip Social Enterprise provides training, experience and resources that empower caregivers and parents to provide equal opportunities to children with different abilities and needs. Their programme is called the Ndinagona which means "I CAN" In the Shona language. Our intention is to invest in every child's ability to be economically included as adults by paving the way into the education system through quality early childhood development and a support system within the community. Shonaquip also manufacture, supply, and provide the clinical services required for each child requiring an assistive device suited to South Africa landscape.



ECD PROGRAMME ELEMENTS:

The "perfect" score for a school would look like the below:



SIYABAPHEPHISA

	At the start	Change 1 year later	Change 2 years later	Change 3 years later	Current
Date	2017	2018	2019	2021	2022
No. of Children	28	65	27	31	47
Monthly Income to Centre	Baseline	↑ 682%	↑ 310%	↑ 246%	↓ 170%
No. of Teachers	2	4	3	3	3
Avg. Salary of Teachers	Baseline	↑ 100%	↑ 100%	↑ 100%	↓ 75%

% are based on the baseline year.

Bright Zondi enrolled her centre, Siyabaphephisa, in the ECD programme in 2017, they have received 100% of their infrastructure input, completed the Ndinagona Inclusion training and received a mobile devise for a child that was identified as requiring one. The Centre has an ongoing permaculture market garden developed during Food Security Programme initially as the demo garden for the training. This ECD has now completed the 5 years on the program and graduated. The above table shows the change, in the past 5 years since the ECD has been in the programme, from the number of children they had when they joined, there was an increase in the number of children until covid 19, but in 2022 we see a positive change also. Another change we are noticing is the decrease in the income that comes directly to the centre and average salary of teachers, might be because several parents lost their jobs during covid.



ENTOKOZWENI

Period	At the start	Change 1 year later	Change 2 years later	Current
Date	2019	2020	2021	2022
No. of Children	27	27	28	30
Monthly Income to Centre	Baseline	↑ 114%	↑ 148%	↓ 76%
No. of Teachers	4	3	1	2
Avg. Salary of Teachers	Baseline	↑ 133%	↑ 108%	↓ 100%

% are based on the baseline year.

Bonisiwe Gwala enrolled her centre, Entokozweni, in the ECD programme in 2019, they have received 100% of the infrastructure input, completed the Ndinagona Inclusion training and have an ongoing permaculture market garden developed during the Food Security Programme. This ECD has now graduated.

EZIZAMELE

Period	At the start	Change 1 year later	Change 2 years later	Current
Date	2019	2020	2021	2022
No. of Children	29	21	18	10
Monthly Income to Centre	Baseline	↓ 75%	↑ +151%	↓ 61%
No. of Teachers	2	3	3	2
Avg. Salary of Teachers	Baseline	100%	100%	100%

% are based on the baseline year.

Lunga Nkala enrolled her ECD center towards the end of 2019. She is in the 3rd year of the programme and has completed the Ndinagona inclusion training. The center has a running permaculture garden which was initially used as a demo garden for the PMB Food security programme. The infrastructure of the ECD is 20% completed, we have come across major challenges with oversaturated land from high levels of stormwater and leaks. We have had to put the infrastructure project on hold until we have found a way forward that makes sense for the centre owner, Grow and The Go Group. As a result, Ezizamele has suffered a decrease in many of the items listed on the tables above including a decrease in the number of children and monthly income that goes directly to the centre.



LITTLE AMBASSADORS

Period	At the start	Change 1 year later	Change 2 years later	Current
Date	2019	2020	2021	2022
No. of Children	56	49	29	Exited
Monthly Income to Centre	Baseline	↑ 105%	↓ 54%	
No. of Teachers	4	4	4	
Avg. Salary of Teachers	Baseline	0%	↓ -20%	

% are based on the baseline year.

Candace Myburg enrolled her ECD in 2019. Her infrastructure is 100% completed and this centre has received the Ndinagona inclusion training. Unfortunately, Candace's centre had no land for the permaculture garden aspect of our programme. This centre has opted to exit the programme.

SIYABONGA

Period	At the start	Change 1 year later	Change 2 years later
Date	2020	2021	2022
No. of Children	56	35	30
Monthly Income to Centre	Baseline	↑ 105%	↓ 98%
No. of Teachers	2	3	2
Avg. Salary of Teachers	Baseline	100%	57%

% are based on the baseline year.

Thengi Majozi enrolled onto the ECD programme in 2019. She also joined our Food security programme along with her teachers to ensure the permaculture garden at the school is well looked after. Her land was used as the demo garden and continues to fulfill the nutrition aspect of the ECD. The infrastructure of the centre is 75% completed and Thengi continues to receive the business and principal support from GROW and has completed the Ndinagona inclusion training.



INKANYEZI

Period	At the start	1 year later
Date	2021	2022
No. of Children	36	33
Monthly Income to Centre	Baseline	↓ 32%
No. of Teachers	2	2
Avg. Salary of Teachers	Baseline	145%

% are based on the baseline year.

Cynthia Cibane enrolled her center onto the programme in 2021. The infrastructure at the ECD is 100% completed. We have not been able to kick off the permaculture garden due to challenges we experienced with Cynthia during our recruitment period. The ECD has received the Ndinagona inclusion training, regrettably Inkanyezi was severely affected by the KZN floods but the work to repair the centre has been completed.

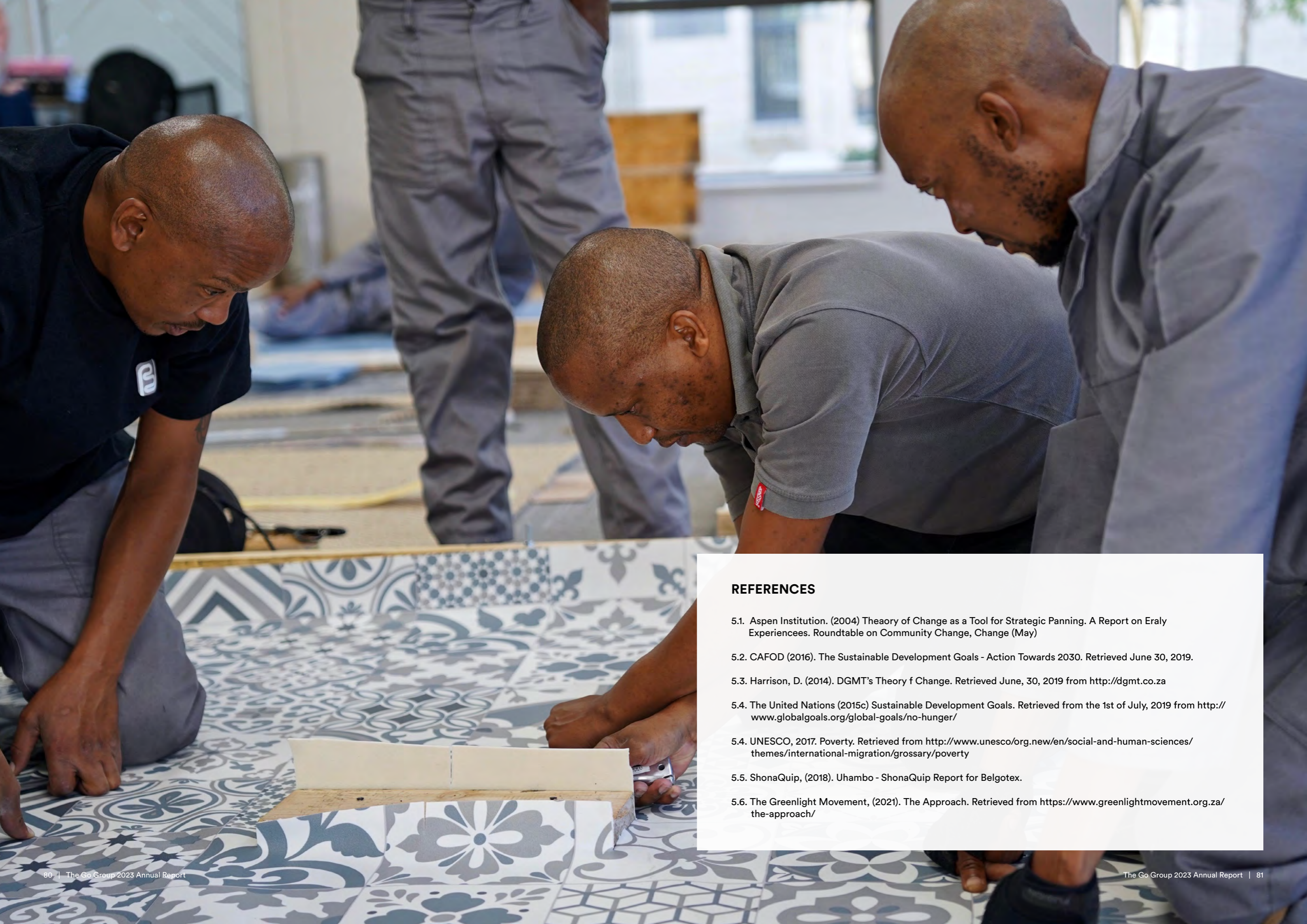
ZUZULWAZI

Period	At the start	1 year later
Date	2021	2022
No. of Children	35	35
Monthly Income to Centre	Baseline	↑ 34%
No. of Teachers	2	3
Avg. Salary of Teachers	Baseline	167%

% are based on the baseline year.

Londiwe Mbona enrolled onto the programme in 2022 as our newest centre. The centre was the host for our Food security training and has a running permaculture garden for consumption at the Edu centre and over the fence sales in line with the food security programme requirements. The ECD received Ndinagona inclusion training, and the infrastructure is at about 25% of the way to completion.





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PROGRAMME DESIGN

	Pillar Task 1	Pillar Task 2	Pillar Task 3	Pillar Task 4	Pillar Task 5
		Pre-incubation Phase			Incubation Phase
Subtasks (Inputs & Activities)					
TCP (Outputs)					
Highest OI Level					
Measurement					
Red Flags					
Precautionary Measures					
Co-ownership Role					

	Outputs Task Completion Point	Outcomes End Result	Impact
	Post Incubation		



Occupational Intelligence (OI) 7-POINT SCALE

Remember:
Being low on the OI scale at a specific task only reflects on your proficiency at that task, not on you as a person.

A0

Dependent. Incompetent. **Non-responsive** to the task.

A1

Dependent. Unconsciously incompetent. **Responsive** to the task but unaware of incompetence.

A2

Dependent. Consciously incompetent. **Responsive** and aware of incompetence in the task.

A3

Dependent. Competent within structure. **Response-able** and competent when operating in a structure.

B1

Independent. Consciously competent. **Response-able**, without structure necessary to complete the task successfully.

B2

Independent. Consciously competent. **Response-able**, competitive and fully competent.

B3

Independent. Consciously competent. **Contributive**, novel and wise, driven by a greater purpose.



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