

DIFFERENT?

A SPOON IS STILL A SPOON.



DISABLED?

WE SEE THE POSSIBILITIES.

YOU COULD BE THE 2% THEY NEED!



DISABLED?

WE SEE THE POSSIBILITIES.



DISABLED?

WE SEE THE POSSIBILITIES.

GET THE
BEST OUT OF
YOUR 2%.



1 APRIL 2023 - 31 MARCH 2024

ANNUAL REPORT

MESSAGE FROM THE CHAIRPERSON



I, as Chairperson, would like to thank all the Staff, Board members and a special thank you to all our Stakeholders who make up DWDE. Our endeavours continue to be consistent according to all progress reports for the organisation this year.

Firstly, we would like to remember with fondness Roger Fritz, a very Stalwart colleague of our organisation, who sadly passed away on 6 April 2024.

We indicate our positivity by having been able to upgrade our company vehicle and other important office equipment for our operation. All of this indicates our stability because we are planning to grow so that we can continue to provide our services to persons with disabilities. However, we must not become complacent and therefore I am of the opinion that we must also be careful not to lose sight of our goals.

We are looking forward to enhancing all this wonderful enthusiasm which is shown especially by the staff. And let us not forget that two of our staff members “Thembi Madela and Jade Makinson” have recently each one received new life to add to their families and we wish them all the enjoyment with their new bundles of joy.

I would like to wish you all the very best for the ensuing year 2025 and hope and pray that we will continue to forge on in this wonderful ocean of endeavour.

Sincerely,

Vincent Daniels
Chairperson

Disability Workshop Development Enterprise (DWDE)
Annual General Meeting
27 November 2024

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DISABILITY WORKSHOP DEVELOPMENT ENTERPRISE ANNUAL REPORT 2023 - 2024

FOREWORD

This report summarizes the activities of the Disability Workshop Development Enterprise (hereinafter referred to as "DWDE") implemented from April 2023 until March 2024.

ACKNOWLEDGEMENTS

The Board of Directors of DWDE and its beneficiaries wish to express their sincere gratitude to the funders for the financial support given to the organisation.

THE MANDATE OF DWDE

The mandate of DWDE is to facilitate and promote the economic empowerment of persons with disabilities.

VISION STATEMENT

DWDE aims to be an effective organization designed to facilitate the integration of persons with disabilities into the mainstream economy.

MISSION STATEMENT

DWDE's mission is to facilitate and promote the economic empowerment of persons with disabilities through the transformation of collective work schemes and the development of innovative employment support services.

DWDE (THE LEADING DISABILITY EMPLOYMENT SUPPORT SERVICES PROVIDER)

DWDE is one of the leading players in the disability employment support services arena and offers a one-stop solution to positively address learning and employment opportunities for South Africans with disabilities to become integrated into the workforce. Through education, empowerment and networking opportunities between employers and people with disabilities, the DWDE Disability Employment Support Services makes a significant contribution towards enriching lives, building an inclusive society and inspiring young people on their way towards finding opportunities for work. Furthermore, DWDE seeks to create awareness amongst employers about the employability of people with disabilities and to give people with disabilities exposure to employment opportunities and guide them in the right career choices.

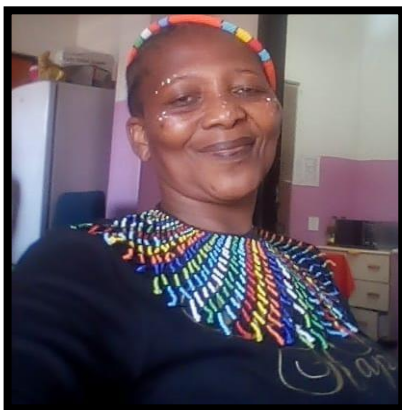
DWDE BOARD OF DIRECTORS:



VINCENT DANIELS
Chairperson



JENNY ALEXANDER
Treasurer



FROZIE HITI
Member



BELINDA LEWENDAL
Member

DWDE STAFFING:



Fairuz Abrahams
General Manager



Thembi Nxiba
Program Co-Ordinator



Jade Arendse
Project Assistant/
Administrator



Wonke Sofika
Community Liaison Officer



Nontseko Mjubajuba
Housekeeping/Tea Lady

SHORT TERM EMPLOYMENT

INDEPENDENT DEVELOPMENT TRUST (IDT) EPWP PROGRAMME

DWDE implemented the Expanded Public Works Program in partnership with The Independent Development Trust (IDT). In the financial year 2023/24 the program commenced on 03 July 2023 and closed out on 20 February 2024. We received an allocation of 150 work opportunities for unemployed persons with disabilities in the Western Cape. The Program enabled us to expand and offer work opportunities in more areas such as Gugulethu, Crossroads, Cape Town International Airport, Claremont, Khayelitsha, Philippi, Dunoon, Mfuleni, Nyanga, Fish Hoek-Masiphumelele and Strand. The total of 150 Apart from the Protective Workshops were based at varied sites which included Early Childhood Development Centres; Day clinics; Public schools, Special Schools, disability organisations, a community food garden and a public library.

The demographics of the 150 were 89% persons with disabilities, 55% Women and 59% Youth. The work opportunity roles included 6 site supervisors and 144 general workers doing different roles from office administration; cleaning; recycling, sewing, woodwork, food gardening, teacher Assistants and community development workers. The beneficiaries and hosting partners gave positive end-of-program feedback, stating that the program is of great benefit to the disability community. The EPWP has allowed unemployed persons with disabilities to be exposed to potential employers, to gain work experience and to be financially independent through stipends received. The program has also allowed DWDE to establish and strengthen relations with more communities where the workers were based and indirectly facilitated disability awareness practically.

Village Work Centre: Production Line, General Worker



Vukuhambe: General Worker



Kwanontuthuzelo Protective Workshop: Recycling, Admin, Supervisor



FISH HOEK: General Worker/ Gardening



Phillipi: General Worker -Supervisor Gardening/Cleaner



Dunoon: General Worker – Teacher Assistant



Strand: General Worker



Kwanothemba: Sewing/Woodwork/Cooking



DSD FUNDED PROGRAMMES: SKILLS DEVELOPMENT & JOB READINESS TRAINING

For the financial year April 2023 - March 2024, DWDE has successfully facilitated skills development programs that reached a total of 300 unemployed persons with disabilities from various disadvantaged areas in the Western Cape. The 300 unemployed persons with disabilities benefited through our different programs such as Job Readiness Training, GBV Awareness, Recruitment and Placement onto Call Centre Learnership and short-term employment opportunities.



PROTECTIVE WORKSHOP MANAGERS FORUM

DWDE served as a Secretariat to the 42 Provincial Protective Workshop Manager's Forum and the Vredenburg Subforums in the Western Cape. The purpose of the Forum is to bring together and strengthen the collective voice of Managers and Coordinators of DSD Funded Protective Workshops in the Western Cape. At the quarterly engagements, the Managers discuss matters affecting the overall being of the Protective Workshops i.e. Governance, Compliance, operational matters, Capacity building, Sustainability, and Alternative funding.

The Protective Workshop Managers Forum successfully held its Annual combined Hybrid Summit. The theme of the Summit was Sustainability & Alternative Funding Going Forward. The objective of the summit was to equip Protective Workshop Managers /Coordinators with knowledge on how to work together towards the sustainability of their organisations amidst the reduced government funding.

Guests Speakers Invited were:

Ms. Phuti Mabelebele Chief Director:

Advocacy and Mainstreaming in the Rights of Persons with Disabilities from the Dept of Women, Youth and Persons with Disabilities.

Suleiman Appoles a Trustee and Head of Projects:

FADI (the Fisheries & Aquaculture Development Institute) - a non-profit trust active in the blue economy space, benefiting mostly coastal communities and

Frank Julie an author, activist, and organizational development practitioner in the NPO Sector in SA:

Addressed the Forum on Alternative Funding Solutions, The Importance of Social Media Awareness, Online Profiling and the Drafting Funding Proposal.

All the planned quarterly engagements for the financial year April 2023 until March 2024 were successfully held with the option of physical and online attendance.



EMPLOYMENT & GOLF CART SERVICES

AIRPORTS COMPANY OF SA (ACSA)-CAPE TOWN INTERNATIONAL AIRPORT

DWDE successfully continues to provide courtesy golf cart services at the Cape Town International Airport from the terminal building to the Car Rental Companies, which commenced on 15 December 2023 and will terminate on 15 December 2026. This is a huge breakthrough for the NGO sector in forming partnerships with private companies.

DWDE currently employs 1 Project Manager and 6 permanent staff members throughout this project.



**DWDE GRATEFULLY ACKNOWLEDGES THE FOLLOWING FUNDERS
& PARTNERS DURING THIS PERIOD:**

