

ANNUAL REPORT



DWDE

DISABILITY WORKSHOP DEVELOPMENT ENTERPRISE



20 24
25



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FOREWORD



2024 – 2025 | LOOKING AHEAD TO 2026 AND BEYOND

We see possibilities. Creating Opportunity: Advancing inclusive employment pathways for persons with disabilities.

This report summarises the activities and achievements of Disability Workshop Development Enterprise (DWDE) for the period April 2024 to March 2025 and reflects DWDE's ongoing commitment to inclusive employment pathways and meaningful economic participation for persons with disabilities across the Western Cape.

The report serves a dual purpose:

- as a statutory annual report providing accountability to stakeholders, funders, and partners; and
- as a forward-looking document positioning DWDE as a trusted disability employment support services partner for government, the private sectors and funders.

MANDATE

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

VISION

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

MISSION

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.

YOU MIGHT BE ALL
NUTS & BOLTS...

YOU STILL HAVE
A SKILL.

SO PLAY YOUR TUNE.



MESSAGE FROM THE CHAIRPERSON



IN A WORLD FULL OF
DAISIES ...

... DARE TO BE
A ROSE.

— UNKNOWN

The 2024–2025 reporting period was one of transition, resilience, and consolidation for Disability Workshop Development Enterprise (DWDE). Operating within a constrained socio-economic and funding environment, the organisation undertook strategic restructuring to strengthen sustainability while maintaining delivery and impact.

During this period, DWDE streamlined its staffing complement and premises to align with operational realities. We extend our appreciation to Mr Wonke Sofika, who elected to take voluntary severance, and wish him well in his future endeavours. We are pleased to report that DWDE successfully relocated to Plumstead, a move that better supports the organisation's current operational needs.

I wish to acknowledge the professionalism and commitment of our staff and management during this period of change. Our General Manager, Ms Fairuz Abrahams, ensured continuity of operations through flexible coordination, while our Acting Chief Executive Officer, Mrs Jenny Alexander, provided steady leadership and direction.

DWDE continued to strengthen its programme portfolio and strategic partnerships. Our collaboration with Airports Company South Africa (ACSA) progressed well, demonstrating the viability of inclusive employment models within commercial environments. In addition, the National Skills Fund (NSF) project reaching implementation marks an important milestone for the organisation's future growth.

The year also marked the transition to a new Board of Directors. I am encouraged by the constructive working relationships and shared commitment demonstrated by the Board, and I am confident that DWDE is well positioned to build on its mandate in the years ahead.

On behalf of the Board, I thank our staff, partners, funders, and stakeholders for their continued trust and support. With a strong foundation in place, DWDE is on a path toward sustained impact in advancing inclusive economic participation for persons with disabilities.

Adv. Alan Small
Chairperson
Disability Workshop Development
Enterprise (DWDE)



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MESSAGE FROM THE CEO

“The secret of change is to focus all of your energy; not on fighting the old, but on building the new”

– Dan Millman



The 2024–2025 period was a defining year for DWDE as we balanced continuity of delivery with organisational consolidation. Management focused on safeguarding partnerships, maintaining programme quality, and strengthening internal systems to ensure long-term sustainability.

Despite financial and operational pressures across the non-profit sector, DWDE successfully delivered all planned programmes, supported over 230 unemployed persons with disabilities, and sustained meaningful employment opportunities through strategic partnerships such as Department of Social Development and Airports Company South Africa (ACSA). These outcomes reflect the commitment and adaptability of a small but dedicated team.

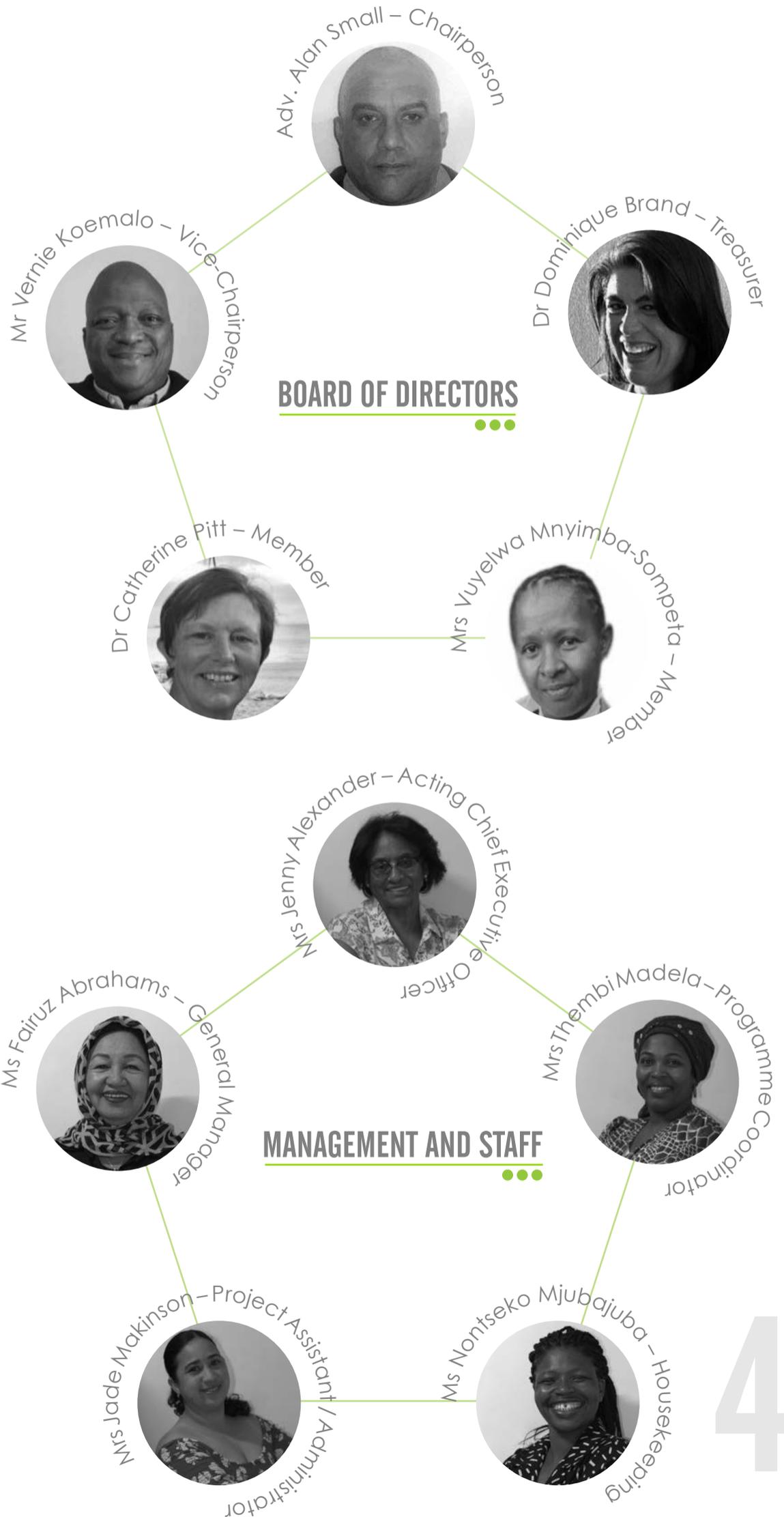
Equally important was strengthening governance, accountability, and operational resilience. The relocation of premises, staff realignment, and continued Board support enabled DWDE to operate more efficiently while remaining responsive to beneficiaries and partners.

Looking ahead, management remains committed to building on proven models, deepening partnerships, and positioning DWDE as a reliable delivery partner for inclusive employment initiatives grounded in evidence, collaboration, and the capabilities of persons with disabilities.

Jenny Alexander
Acting Chief Executive Officer



GOVERNANCE AND MANAGEMENT



IMPACT OVERVIEW (2024 – 2025)

PROGRAMME REACH

During the 2024–2025 financial year, DWDE advanced its strategic objectives of **economic inclusion, sector strengthening, and sustainable partnership development** through three core programme areas: DSD-funded skills development and employment support, sector coordination of Protective Workshops, and an inclusive public–private employment partnership with Airports Company South Africa (ACSA).

Collectively, these programmes strengthened pathways into employment, enhanced institutional capacity across the sector, and demonstrated practical models of inclusive economic participation.

IMPACT OVERVIEW (2024 – 2025)

DSD-FUNDED SKILLS DEVELOPMENT AND JOB READINESS PROGRAMME

Advancing Economic Participation

Through funding from the Department of Social Development (DSD), DWDE implemented structured skills development and job readiness interventions aimed at improving labour market access for persons with disabilities.

During the reporting period:

- 230 unemployed persons with disabilities were reached
- Participants were drawn from communities including Masiphumelele, Fish Hoek, Dunoon, Gugulethu, Mitchells Plain, Khayelitsha, Claremont, and Wynberg

The programme combined practical employability preparation with social empowerment components, ensuring participants were supported holistically.

Key interventions included:

- Job readiness training
- Career guidance and peer support
- Gender-Based Violence (GBV) awareness
- Recruitment assistance
- Placement into learnerships and short-term employment opportunities

All quarterly targets were achieved as planned. Beyond delivery compliance, the programme strengthened participants' confidence, work readiness, and access to economic opportunities — directly contributing to DWDE's objective of increasing meaningful economic participation for persons with disabilities.



IMPACT OVERVIEW (2024 – 2025)

SECTOR COORDINATION: PROTECTIVE WORKSHOP MANAGERS FORUM ADVANCING ECONOMIC PARTICIPATION

Strengthening Institutional Capacity and Collective Voice

DWDE continued to serve as Secretariat to the **Provincial Protective Workshop Managers Forum**, representing **42 DSD-funded Protective Workshops and sub-forums** across the Western Cape.

Aligned with DWDE's strategic objective of sector strengthening, the Forum provides a structured platform for collaboration, peer learning, and coordinated problem-solving. Engagements focus on governance, compliance, operational effectiveness, sustainability, capacity building, and alternative funding strategies — all critical to improving long-term viability of Protective Workshops.

Quarterly Engagements (April 2024 – March 2025)

All planned quarterly engagements were successfully convened through hybrid (physical and online) formats, ensuring inclusive participation.

Quarter 1

- Committee Meeting – 13 May 2024
- Forum Meeting – 23 May 2024

Quarter 2

- Committee Meeting – 13 August 2024
- Forum Meeting – 03 September 2024

Quarter 3

- Committee Meeting – 05 November 2024
- Forum Meeting – 21 November 2024

Quarter 4

- Committee Meetings – 11 February & 13 March 2025
- Annual Hybrid Summit – 18 March 2025



IMPACT OVERVIEW (2024 – 2025)

A key milestone was the successful facilitation of the **Annual Hybrid Summit**, themed “*Skills and Capacity Building*.” The Summit strengthened knowledge exchange and sector cohesion, with contributions from:

- The National Development Agency (NDA) Western Cape, outlining funding requirements and processes
- Mr Thembile Gcukumeni (Tembaletu Workshop), presenting on greener communities and sustainability

Through its Secretariat role, DWDE reinforced sector coordination, enhanced shared learning, and strengthened the collective advocacy and sustainability of Protective Workshops across the province.



IMPACT OVERVIEW (2024 – 2025)

STRATEGIC PARTNERSHIP: AIRPORTS COMPANY SOUTH AFRICA (ACSA)

Inclusive Public–Private Employment Model

DWDE continues to implement the Courtesy Golf Cart Services project at **Cape Town International Airport** in partnership with Airports Company South Africa (ACSA). The three-year contract, running from 15 December 2023 to 15 December 2026, represents a significant achievement in inclusive public–private collaboration.

The initiative delivers accessible transport services to airport users while creating sustained employment opportunities for persons with disabilities.

The project currently sustains:

- **1 Project Manager**
- **6 permanent staff members**

This partnership demonstrates the viability of inclusive employment within mainstream commercial environments and reflects DWDE's capacity to secure and manage long-term strategic partnerships. The project contributes directly to sustainable job creation, workplace inclusion, and visibility of disability inclusion in high-profile public spaces.



Why Disability Employment Matters

Persons with disabilities continue to experience disproportionately high levels of unemployment and exclusion from the open labour market. While skills development is essential, skills alone do not guarantee access to employment. Structural barriers, limited employer exposure, and inadequate support pathways often prevent capable individuals from translating training into sustainable work opportunities.

Organisations such as DWDE play a critical intermediary role by bridging the gap between skills development, employment readiness, and inclusive labour market participation. By working with both job seekers and employers, DWDE facilitate practical, demand-responsive solutions that align individual capability with labour market opportunity.

This work directly supports public policy priorities, inclusive growth strategies, and corporate commitments to environmental, social, and governance (ESG) objectives.



ACKNOWLEDGEMENTS

“Communication is merely an exchange of information, but connection is an exchange of our humanity.”

– Sean Stephenson

The Board of Directors, management, staff, and beneficiaries of DWDE extend sincere gratitude to our funders, partners, and stakeholders for their continued support. Your contributions enable DWDE to deliver meaningful programmes, strengthen sector coordination, and advance inclusive employment opportunities.

FUNDERS AND PARTNERS

DWDE gratefully acknowledges the support of its funders and partners, including the Western Cape Department of Social Development, Airports Company South Africa, and other public and private stakeholders whose contributions enable the organisation's work.



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