

**MOT**

*Show courage!*



# MOT

SOUTH AFRICA  
ANNUAL REPORT  
2018



## SUMMARY OF THE MOT SESSIONS FOR HIGH SCHOOL LEARNERS

### 1. **Show Courage: Strengthen awareness and courage:**

- Live
- Care
- Say No

### 2. **Expectations:**

- Strengthen body language and encourage use of social media in a way that:
- Ensures safety, energy and courage

### 3. **Focus:**

- Strengthen awareness and courage to:
- Reinforce the good in themselves and others

### 4. **Dialogue Strengthen Communication skills**

### 5. **Individual strength**

- Strengthen awareness

### 6. **Value Awareness**

### 7. **Strengthen awareness and courage to:**

- Prioritize
- Say no

### 8. **Dreams**

### 9. **Role Models**

### 10. **Safety**

### 11. **Values and Respect**

### 12. **The Future**

- Be prepared for the future that you want for yourself

## SUMMARY OF THE MOT SESSIONS FOR COLLEGE STUDENTS

### 1. **Insights in MOT**

### 2. **Class Culture**

- A good class spirit

### 3. **Robustness**

- Ability to focus on opportunities and solutions

### 4. **Communication**

- Strengthen communication skills in order to create more safety, energy and courage

### 5. **Values**

### 6. **Admiration (and respect)**

### 7. **Self-Respect**

- Believe in yourself

### 8. **Quality (value) of life**

### 9. **Respect**

### 10. **Awareness**

- Power of focus

### 11. **Sharing Courage**

- Show stories that strengthen other people's awareness and courage

### 12. **Courage Forever**

- Awareness of the future





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## Chairperson's Report

MOT SA has now reached the good old age of 10 years. Not yet a teenager but getting there. Reflecting on the ten years one has to step back and trace the steps and all the hard work that has gone into establishing this organization. The fact that we are growing and still expanding our footprint is evidence of a vibrant entity. The Country Director's report traces these developments in greater detail.

For me as Chairperson of MOT South Africa, I am proud of how far the organisation has come since its inception in 2008. The highlights have certainly been the MOT Basic Education and Young MOTivators' Education organised and facilitated by the MOT SA office. The team's time and efforts are acknowledged and appreciated, and the results are evident in the positive culture change in our partnering high schools, TVET Colleges and community organisations.

The success of MOT and our very important journey here in South Africa, can be attributed to our many remarkable sponsors: Pioneer Foods through their PIONEER FOODS EDUCATION and COMMUNITY TRUST, THE ABE BAILEY TRUST, OCEANA GROUP and HCI FOUNDATION.

Our key stakeholder are the students, colleges, the schools, and of course the Education Department in the Western Cape and Department of Social Development. Without them as the driving force, the MOT programmes would not exist. The UWC's

Further Education and Training Institute (FETI) assessment of the impact the MOT programmes have on our youth are clear and evident in the extensive research report compiled by Dr Joy Papier and her team.

MOT Foundation has been a guiding light and support system throughout these ten years and we acknowledge that without their contribution we would not have reached this milestone.

The MOT SA Board has changed and grown as we welcomed Mr Anthony Schreiber and Mr Blum Khan to the fold. We look forward to having them both contribute to MOT's growth in South Africa. Along with Mr Schreiber's appointment so we welcomed aboard Low & Schreiber Chartered Accountants who generously assist the MOT SA office with financial management. I would like to extend my gratitude to the Board Members for their commitment and time taken out of their busy schedules to support and mentor the MOT SA staff. Your input is valued and greatly appreciated.

In like manner the management that started a novel institution must be acknowledged as fundamental to the success of the past decade. To start a brand new organization, especially in the NGO sphere, is not easy. Together with the initial staff, Wanda Möller has been very strategic in starting to lay the foundational stones in the administrative structures. Much of the systems were initiated by Wanda and her team. After ten years and having been the first CEO of the organization, Wanda has left the organization. We want to thank her for the work she has done in laying the foundation of the administration and expanding the reach of the organization. We wish her well in all her future endeavours.

As we embark on this new journey, we welcome Ms Julia Duminy to the position of MOT SA Country Director. Ms Duminy is a youthful innovator with a sincere passion for people, community upliftment and youth development. We wish her well in taking on the responsibilities of Country Director. Having reached this important milestone MOT SA is geared to face the next ten years with resolve and commitment to share the programmes with the entire country.

I take this opportunity to thank our Stakeholders for your ongoing support and participation in the programmes of MOT SA. It is your commitment and involvement too, that has helped to build MOT SA into the organisation it is today. We are united in the mission of fostering youth who embody the MOT values of The Courage to Live; The Courage to Care and The Courage to say No. I thank you.

**Prof. Eltie Links**  
**Chairperson: MOT South Africa**

# Country Director's Report

by Julia Duminy

It's official! We've reached double digits! Happy 10-year anniversary MOT SA!

In October 2018, MOT celebrated a decade in South Africa! In this annual report we reflect on the highlights, challenges and successes of the past 10 years, as well as reflections of the last fiscal year.

Founder of MOT, Olympic Norwegian Speedskater Atle Vårvik shared a profound article, which illustrates why we need to make youth more robust: Mikael Ali was part of the criminal gang Young Guns for several years. This was one of Oslo's biggest and most infamous gangs. Today he is engaged in preventative work. Mikael says that the first thing you have to do is to notice who is drawn towards those groups. It's young people searching for acknowledgement and belonging.

As a gang leader Mikael Ali was recruiting youth himself. "You are very cynical upon doing this. You look for those who are vulnerable, need somewhere to belong and are searching for an identity. They are invited into the group to be taken advantage of and nobody tells them that there is a hell waiting for them. We are saying come join us, we have a brotherhood. In the beginning we spend money on them so they feel valued."

*This is just one of the reasons why we do what we do.*

The gang culture is immensely embedded in South African society and captures our youth due to many socio-economic factors as well as our young people's need to belong, to feel wanted and accepted. MOT aims to be the good gang and create that sense of brotherhood, a safer and warmer environment for our youth to thrive.

MOT South Africa is a registered award-winning, leading Public Benefit and Non-Profit Organisation, specialising in life-skills development among the youth. The MOT life-skills programmes align values that enable our youth to grow, excel and realise their true potential. MOT is relentless in the pursuit of our passion; tapping into the youth's energy to create positive change in South Africa.

There is a great need for academic excellence but an even greater need for social and mental wellness. Youth need to become aware of their responsibility in creating their own healthy and fulfilling life through a process of change and growth.

From 2008, MOT SA identified the need to work with youth age 12 – 35 in disadvantaged and marginalised communities and since, MOT SA partners with high schools, Technical and Vocational Education and Training (TVET) colleges and community organisations in the Western and Eastern Cape to upskill and capacitate youth, educators and people working with youth.

2018 will forever be a memorable milestone as MOT SA ushered in a new era. We said farewell to a steadfast figure in our organisation, Ms Wanda Möller. As the MOT SA team, we want to thank you Wanda for your dedication to our beloved organisation and the passion you poured into every aspect of making MOT the thriving success it is today.

2018 was a big year in terms of MOT SA's strategy for growth in South Africa and this required the MOT SA Board and Management to review, reflect and regroup and thus began the big "MOT Clean Up". It was a challenging period but necessary in order for MOT to grow and succeed in our number 1 goal: positively impacting the lives of youth. MOT SA is focused on delivering quality life-skills education, content and programmes over quantity, which meant letting go of many of our long-standing relationships with schools and colleges who no longer implement MOT effectively. We hope to revive those partnerships and establish new ones in the coming years, ensuring that we meet the high quality and standard that has been set globally.

Significant changes in the MOT SA office could not stop the great and powerful work our MOT Coaches are doing in the lives of our youth. This is evident in the positive research report results compiled by the Institute for Post School Studies (IPSS) at the University of the Western Cape (view on page 20).

Another big milestone in 2018 is the appointment of two new MOT SA Board Members, Mr Mike Schreiber and Mr Blum Khan who have come on board whole-heartedly in their efforts to take MOT in SA to the next level. We greatly appreciate all our board members for their time, commitment and for their love for MOT and the youth. We could not develop and prosper without the support, guidance and inspiration we draw from the MOT Foundation in Norway and the MOT SA Board Members.

2018 welcomed a new addition to the MOT family, Low & Schreiber as our firm of professional Chartered Accountants who have generously offered their services pro bono to the MOT SA office. With the assistance and support of Low & Schreiber as well as our external auditors RSM South Africa Incorporated, MOT SA's sound financial operations have been strengthened and risk management increased.

We feel honoured to have established long-term relationships and received support from our funders and partners. MOT SA would like to extend our sincere gratitude to our funders for their time and contributions to the development of our organisation and ongoing commitment to uplifting the youth and communities we serve. To the MOT SA staff, Andiswa Makha, Jacqueline Carolus and our Services SETA interns, Bernelee Luke, Niyaz Fortune, George Willemse, Lusanda Mafenuka, Nolwazi Dyasi and Asithandile Tokwana, I am so proud of you all for your growth and hard work. I speak on behalf of the board when I say we are greatly appreciative of your dedication and commitment to make MOT flourish at your respective MOT TVET College campuses.

A reminder of the age-old African Proverb: "It takes a village to raise a child". To our dear educators, principals, community members and youth leaders, you are the ones who make MOT a success because of your commitment to empower the next generation to be courageous, self-aware and resilient. Thank you for helping our youth to make conscious choices and to take responsibility for creating their own destinies.

To all of YOU who contribute to the development of our youth in South Africa, thank you for having the Courage 2 Conquer your fears and the obstacles that come before you. Continue to make a difference.

*We salute you!*



## PROFESSOR ELTIE LINKS

**Professor Eltie Links**, Chairperson of MOT South Africa. He was appointed Chairperson to the Board of MOT South Africa on 21 May 2008. He holds a Bachelor of Commerce degree from the University of South Africa, Master of Commerce (Economics) from the University of the Western Cape, Master of Arts (Economics) and a Doctor of Philosophy (Economics) from the University of New York, Binghamton.



## JANNIE ISAACS

**Jannie Isaacs** holds a Teacher's Diploma (Technical), a National Certificate – and a Higher National for Certificate for Technicians, a BA, Bed from the University of the Western Cape and a MBA from the University of Stellenbosch. Isaacs is the former principal and CEO of College of Cape Town and a founder member of MOT South Africa.



## KEITH LOYNES

**Keith Loynes** holds a Higher Teacher's Diploma in Commerce from the University of Cape Town and a National Higher Diploma in Management Practice from Cape Technikon. He is the founder-editor of the publication TVET College Times. He was the member of the National Landscape and the Merger Operational Task Teams that lead to the formation of the fifty public TVET Colleges in South Africa. He was among the founder members of MOT SA.



## BLUM KHAN

**Blum Khan** is a successful executive in the financial services sector. Blum has enrolled at the University of Cape Town for the Chartered Accountants qualifying course and subsequently qualified as a South African Chartered Accountant in 1980, a year earlier than the prescribed time. He then started with a stint in Namibia with Shell Oil, thereafter relocating to Australia where he worked in the Oil and Gas industry, then large scale property development and the financial services sector before returning to South Africa after 12 years. Back in SA, he lead MHG – a large health administration and man-aged care company as the CEO.

## MRS KUBESHINI GOVENDER

**Mrs Kubeshini Govender** is an experienced educationist, working in the arena of school leadership, management and governance. She is currently a Chief Education specialist, managing a provincial project for Minister Debbie Schaeffer and the Western Cape Education Department. Her strengths are in diversity and transformation management as well as invitational leadership and appreciative inquiry.



## TRISH VAN DER MERWE

**Trish van der Merwe** has been involved with MOT SA and the Board since its inception in 2008. She is volunteering for Halftime Institute SA as a life coach. She holds a M.Ed from US and is a seasoned Educationist and Strategist with 34 year experience in Youth Development in the TVET sector where she steered the diverse portfolio of Innovation and Development.

## BRIAN DALTON

**Brian Dalton** has extensive experience in all aspects of management with a specialization in human resources and talent development fields. This experience gained in diverse industries ranging from mining, manufacturing, pharmaceutical and retail and for the past 27 years as a management and business consultant.



## ZOZO SIYENGO

**Zozo Siyengo** is an experienced Educationist who has served education for 41 years. He embodies with him experience from varied educational institutions with his greatest role in Education Leadership and Management. His portfolio as Regional Manager of TVET Colleges in the Northern and Western Cape afforded him with opportunities to engage many education social and issues. One of the founder members of MOT SA.



## MIKE SCHREIBER

**Mike Schreiber** is a Chartered Accountant with experience in numerous business sectors. Having spent several years in a large audit practice, he currently runs his own accounting, tax and audit practice in Rondebosch. The practice caters mainly for smaller business entities, NPO's and individuals. He is actively involved in serving the community through his longstanding association with Wynberg Rotary, where he has served on the Board for ten years.



Show courage!



# Giving Thanks & Gratitude to **MOT Partners**



**MOT is a society builder**

**MOT strengthens youth's awareness and courage-  
Courage to live, courage to care, courage to say no.**

PBO: 930 028 579 NPO: 078-690; Section 18A

B-BBEE Level 1 Contributor; SETA Accreditation: 12129

# MOT Brand Ambassadors



**Ayanda Dlamini**  
*Actress, Radio DJ  
and Day TV Presenter*



**Carl Wastie**  
*Radio Presenter & Media Personality*



**MJ Li**  
*World Kungfu Champion,  
TV and Radio Host*



**Janice**  
*Singer/Songwriter*



**Ency Litsoane**  
*Business Woman and Entrepreneur*



**Simon Ekin**  
*Professional Public Speaker*



**Siya Kolisi**  
*Professional Rugby Player*



**Robin Banks**  
*International Motivational Speaker*



**JP Duminy**  
*Professional Cricket Player*

On behalf of our Young MOTivators, MOT Coaches, Principals, Coordinators, Community Organisations, the MOT SA Board and Staff Members, we would like to express our deepest appreciation to our Corporate Partners, Funders and MOT Brand Ambassadors for their ongoing support and dedication to ensure that our youth are equipped, empowered and strengthened with awareness and courage;

**Courage to Care • Courage to Live • Courage to say NO.**



# A Decade of **MOT Moments**



## MOT Big Bang in South Africa

- Prof Eltie Links elected as the chairperson, and tasked to establish the first international MOT.



- From 206 to 253 active MOT Presenters (now known as MOT Coaches) facilitating MOT sessions with students.



- 17 High schools in total!
- 6880 Youth participating in the MOT programme.

**2008**

**2009**

**2010**

**2011**

**2012**

- 8 055 students participated in the MOT programme.

- MOT partnered with High Schools.



# 2018 - Celebrating 10 years in South Africa



- Held our first MOT Awards Ceremony and Inspiration Event to acknowledge partner TVET Colleges, High Schools, individuals, Organisations and businesses who contribute by equipping the youth with life-skills.



- 133 Young MOTivators trained, 310 active MOT Coaches, implemented amongst 13186 young people at 73 high schools and TVET College campuses.

2013

2014

2015

2016

2017

- Our first Young MOTivators Basic Education held and 15 youth in total were selected from Northlink College, False Bay College and College of Cape Town.

- MOT employed 18 unemployed youth from Mbekweni, Paarl and Cape Town as part of a National Youth Development Agency (NYDA) and the Expanded Public Works Programme. (EPWP)

- A winner in the Mail & Guardian's Investing in the Future and Drivers of Change Awards as the best Youth Development Organisation in the Southern Africa!
- MOT received a silver award for Youth Leadership Development in the Western Cape from the Department of Social Development.







# 2008 and 2009

## 2008: MOT Big Bang in South Africa



- MOT expanded to all 6 TVET Colleges in the Western Cape: Boland College, False Bay College and West Coast College came on board
- Under the superb leadership of Prof Eltie Links and the MOT SA Board, the MOT SA office was established and hosted on the Crawford Campus of College of Cape Town
- CEO of MOT South Africa, Wanda Möller was appointed on 1 October 2008.

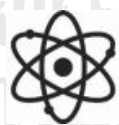
## 2009



- A Total of 206 MOT Presenters (now known as MOT Coaches) implemented the MOT programme in our partnering TVET Colleges
- West Coast College, South Cape College, False Bay College and Boland College signed partnership agreements, along with College of Cape Town and Northlink College, giving us a total of 36 College campuses implementing MOT.
- Received B-BBEE Certification which states that 75% of the MOT beneficiaries of MOT SA are from previously disadvantaged backgrounds.

# 2010 and 2011

## 2010



- 9200 students receiving MOT from Colleges and High Schools
- 6 MOT College Coordinators were identified and elected at each college to plan, monitor and support the implementation process.

## 2011



- MOT Norway and MOT Namibia assisted with the erection of MOT for Grade 8 to Grade 10 learners in High Schools (12-16)
- 120 newly trained MOT Coaches.

Sunny day with new hope  
Show courage so he or she can cope  
Share your love like it's the last  
Let them know that pain is in the past  
Like a river, let sweet words flow  
So that hearts can be white as snow  
Tell them about the future  
That they are the header and not the footer  
You can make it if you want to  
'cause MOT is the place to run to.

Poem by  
Welcome Jansen  
Show Courage to live

# 2012 and 2013

## 2012



- 378 youth completed 3-year MOT programme
- 91 new MOT Coaches
- 275 Active MOT Coaches.

## 2013



- 109 New MOT Coaches trained
- 430 active MOT Coaches
- Courage to Care Day projects were initiated
- 6491 youth doing MOT
- MOT implemented at 15 High Schools and 29 College campuses in the Western Cape
- 455 students completed MOT (3 years) and received MOT certificates.

# 2014 and 2015

## 2014



- MOT partnered with Community organisations
- 125 trained MOT Coaches from High schools, Colleges and Organisations
- 40 MOT Youth attended the Young MOTivators' Education
- 6784 youth exposed to MOT programmes and implemented at 18 High Schools and 29 TVET Colleges

## 2015



- 141 new MOT Coaches
- 265 active coaches
- 11437 youth
- 102 Young MOTivators
- 821 TVET College Students and 130 High School learners completed MOT.
- Young MOTivators who initiated 34 Courage to Care Day projects to practice being active citizens, strengthening the MOT culture and values in the community and SA!





# 2016 and 2017

## 2016



- MOT SA successfully hosted its very first International Training Convention, themed Courage2Lead Convention, where representatives from all 5 countries were in attendance.
- 20 NYDA/EPWP workers were trained to become MOT Coaches and facilitate MOT in Mbekweni and Hout Bay. 1 youth in the office as an Office Intern.

## 2017



- 117 MOT Coaches trained
- 126 Young MOTivators
- 657 students completed the 3-year programme.
- First-ever all boys camp generously sponsored by MySchool MyPlanet MyVillage with the theme "Empowering Future Father Figures".

# 2018 - Celebrating 10 years of MOT in South Africa



# MOT Coaches' Basic Education

## 75 New MOT Coaches joined the MOT Team!

In 2018, MOT South Africa hosted 3 MOT Coaches' Basic Education (life-skills training workshops) for aspiring MOT Coaches from TVET Colleges, High Schools and Community Organisations in the Western Cape, in Port Elizabeth TVET College and Eastcape Midlands TVET College.

MOT Basic Education upskills and empowers educators, and youth workers to facilitate the 3-year MOT Programmes with Youth aged 12 to 35.



### Feedback from a MOT Coach:

*"Becoming a MOT Coach is more than just wearing a MOT T-shirt and preparing for a particular session. It is a way of life. A MOT Coach becomes involved in their students' lives and getting to know the person behind the mask that they are wearing on a daily basis. You are personally reminded about better choices and being a role model to many students and making a life-changing impact on a young person's life".*

### School Feedback

*This training has developed me and has given me new friends. I am ready to face the new life!*

### College Feedback

*I feel that the values of MOT should be used in our daily lives, not only in the classroom, and that's what I am going to do!*

### School Feedback

*The workshop was very educational and inspirational. I learned a lot about showing courage in my daily life!*

### College Feedback

*It has given me a better approach with my students, which I cannot wait to apply in my classroom!*





# Young MOTivators' Education

## 123 MOT Youth trained to become Young MOTivators!

During May and August 2018, MOT SA hosted 3 Young MOTivators' Education (youth leadership and life-skills training camps) for 123 TVET College students and High school learners from Western Cape and Eastern Cape, including the second all-boys camp at Bridges Academy in Franschhoek, sponsored by MySchool MyVillage MyPlanet.

Through group discussions, self-reflections, journaling, vision boards, fun and interactive team-building activities, the Young MOTivators are equipped to be culture-builders, active citizens and young leaders at their high schools, colleges and community.

We may not be able to shape the future for our youth, but as South Africans, we can strengthen and empower the youth to have the Courage2Conquer their daily challenges and shape the future they want!

The MOT staff have witnessed first-hand the positive effect MOT has on the youth.



## A Counselling Psychologist in Metro South Education District (MSED) had this to say about the MOT Life-skills Programme:

"From a psychological perspective I would like to support this programme as their vision, principles and values contribute to the moral development of our learners. One of my biggest concerns as school psychologist working within the Parkwood and Grassy Park community is that many of the learners do not progress at the expected rate when it comes to moral development. Many of them become stuck and remain on an elementary level where they try to avoid being caught or provide some justification for their behaviour, instead of growing towards becoming responsible citizens that contribute to society.

Furthermore, the MOT programme seems to speak to all four aspects of the circle of courage by creating a sense of belonging ("I am loved"), building mastery ("I can succeed"), creating opportunities for generosity ("I have a purpose for my life") and developing independence ("I have the power to make decisions"). From my understanding of the MOT programme, it is firmly grounded in scientific theory."

## Quotes from Young MOTivators

- My time at MOT was very inspiring. It built my confidence and made me feel good about myself. THANK YOU SO MUCH!!!
- I see myself as a role model, supporter and someone that fellow students will look up to.
- MOT is fun, educational, interesting and full of experience for not only me but also for my college.
- I see myself changing other people's lives
- I will be an influence and a leader to others
- I learnt that although we're from different backgrounds and cultures we should always respect each other and never judge others.
- I've learnt not to allow any circumstances to define my future, to be able to say no and stand firm. And not to give up and be able to think outside the box.
- Be proud of who you are, never let your problems hold you back from achieving your goals.
- MOT taught me to believe in myself
- I think MOT is a wonderful and educational programme that can also benefit the students in my college by giving them a platform to see life in a different way.



# AGM 2018



On 18 June 2018, MOT SA held its 9th Annual General Meeting at College of Cape Town, Pinelands Campus. MOT South Africa Chairperson, Professor Eltie Links reflected on the 9 years of MOT in South Africa and the new direction the organization is heading.

MOT South Africa bid farewell to a steadfast figure in our organization, Ms. Wanda Möller. Wanda has been the figurehead of MOT SA for the past ten years as its CEO. Julia Duminy was welcomed to the position of MOT SA Country Director.

In bidding farewell to Wanda, MOT is deeply grateful to her for the role she has fulfilled in the establishment of MOT SA. Her work ethic, administrative prowess and attention to detail, have provided a solid foundation on which to build. We wish her well in her future endeavours and trust that she will continue to advocate the principles of MOT.

*Thank you, Wanda!*

*Wanda Thanks Prof. Links (right) for his support and guidance during her ten years as MOT SA CEO.*





# Courage to Care Day Projects

"Sometimes it falls upon a generation to be great, you can be that generation. What we need now is leadership, visions and courage."

– Nelson Mandela

As part of the trained Young MOTivators of 2018's role as active citizens, the Young MOTivators has gone out into their community and organized Courage 2 Care, Courage 2 Live, Courage 2 Learn and Courage 2 Lead projects. 5 of our 30 TVET College Campuses implemented these projects.

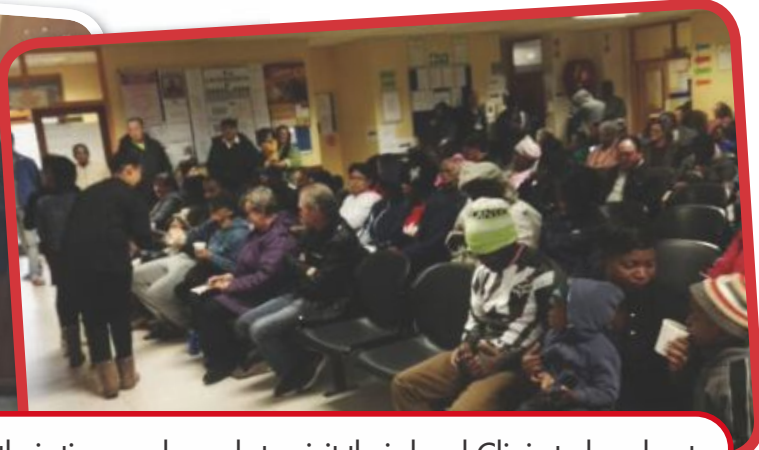


The Young MOTivators at Northlink College donated their time to spoil the children in Ravensmead. They held a Variety show and role play session for the kids to showcase their talents. They were also taught about the 3 core values of MOT as well as handed over a grocery bag to an elderly lady who was very grateful.



The Young MOTivators from Port Elizabeth College visited their local school and donated sanitary towels to the girls and deodorant for the boys that was collected throughout the month. This is also an ongoing project where items are collected for any school of their choice!

# Courage to Care Day Projects



Young MOTivators at Northlink College donated their time and goods to visit their local Clinic to hand out soup. They also collected sanitary towels throughout the month and handed it to the ladies at their campus. No one sees watch is done behind the scenes in every task we do. It took lots of preparations before everything took place.



Young MOTivators at Port Elizabeth College visited Ekuphumleni Old Age Home for Women's Day by treating the elderly by doing their laundry, offering their ears to their wisdom, warm hugs, head massages and much more!



Young MOTivators at West Coast College donated their time to sow plants in Camphill Village.



# Courage to Care Day Projects



Young MOTivators from False Bay College donated their time and goods to orphanages and visited an elderly woman living alone with toiletries and groceries that has been collected from the staff at their campus.



Young MOTivators at College of Cape Town have done amazing job by cleaning up the streets of Crawford for their Courage to Care projects.



Young MOTivators from Northlink College donated their time to treating the children to face painting, games and gifts!



# MOT Global Summit



In March 2018, MOT South Africa held our 10 year MOT Enthusiasts' Gathering. It was a celebration of 10 years of MOT and youth development in South Africa.

Our guests were treated to beautiful singing performances, great speakers and sincere and heart-warming feedback from our Young MOTivators and MOT coaches. Special guests, MOT SA funders, leadership and management from all MOT countries as well as the founders of MOT, were in attendance.

Thank you to our amazing MOT Ambassadors for your contribution and inspiration, Simon Ekin, Carl Wastie, Ayanda Dlamini and our soulful singer/songwriter Janice.

Thank you to our courageous youth for sharing your personal stories and MOT journey with us and a big thank you to our passionate and dedicated MOT coaches for sharing their best practices. We truly appreciate your time and efforts.

We are so proud of all of you for being courageous role models and leaders in society.



From 12 – 18 March, the MOT Foundation hosted a MOT Global Gathering where leaders and management from all 5 MOT countries participated in the MOT leadership training.

It was a magical week for MOT Norway, South Africa, Denmark, Latvia and Thailand as the MOT leaders worked through all 12 sessions of both the Robust Youth 12 – 16 and Robust Youth 16 – 25 programmes.

Each MOT leader focused on developing their leadership skills, inner strength and awareness as well as a true appreciation for the MOT programmes' content and the facilitators who delivered it. The MOT country leaders are driven, passionate and equipped to take MOT to the next level in their respective countries and represent MOT to the best of their ability.





# MOT Alumni Feedback

## Jacqueline Carolus

I am Jacqueline Carolus, a former Business Management student from False Bay TVET College, Mitchell's Plain Campus. I joined the MOT programme in 2014.

I started working at the MOT office as a NYDA intern in 2016 and came full circle into the role of Office and Social Media Administrator.

Working at MOT SA has been an incredible life-changing experience for me. It gave me a safe place to feel comfortable, to grow and to have the courage to be myself. MOT has become my family, my home and safe place. I even gained an endless supply of lifelong friendships! Growing up, I struggled to accept myself and suffered from depression, however working in a safe environment like MOT helped me to feel comfortable to share my challenges and weaknesses and embrace them. Because I am not my past. I look back at them and smile because I've conquered it. I will continue to lead my life with the MOT values and MOT tools and am even more grateful for the magical MOT moments that MOT continues to bring my way, one of them being selected to go to Norway to be a MOT Global Leader!

#Courage2Conquer!

## Cheslyn Rippenaar

I am Cheslyn Rippenaar and I am 21 years of age. I reside in Hanover Park, however I lived in Elsies River when I went to high school and that was a duration of 5 years.

I lived with my mother in Elsies River as my father remarried and lives in Bishop Lavis. After I had completed high school I then decided to move back to Hanover Park and lived with my grandparents. I decided to go and study and enrolled at False Bay College to do Business Management. It was not easy as I worked part time and studied. This is too where I was introduced to MOT and my life changed. Having gone through the sessions and getting better insight into what MOT was, I fell in love with the programme. I still live by the values, **COURAGE TO CARE, COURAGE TO LIVE AND COURAGE TO SAY NO.**



Despite my challenges, I enjoyed my time at False Bay TVET College and always motivated the students on Campus. I then decided to run for SRC and eventually got elected to serve on the SRC for the year 2018. This is where MOT played a role too. It gave me the strength and courage to be myself and to actually go for my dreams as I was never this confident. The reason why MOT gave me the confidence is because I was verbally and emotionally abused when I was on Primary School and High School.

A major event that happened in my life was when my grandmother passed away and that was 2 days before my final semester. I was at rock bottom, however MOT has strengthened me emotionally to accept certain things that cannot be changed, and having a support structure which was my peers and my MOT Youth.

I'm currently assisting the MOT office as the support to the Programmes and Training department, facilitating MOT sessions at College of Cape Town, Thornton Campus and during MOT Basic Education and Young MOTivators' Education.

I live by the values each day, caring for the youth and empowering them to be themselves (**COURAGE TO LIVE**)

**TO ME MOT IS A WAY OF LIFE; AND MOT FOUND ME!**

## Grizelle Cloete

I'm Grizelle Cloete, a 30 year old student from Northlink TVET College, Goodwood Campus, joined the MOT Programme in 2017. I was selected as one of 10 students at my campus to become a Young MOTivator.

I am a divorced parent with two boys, who came out an abusive marriage. MOT has helped me to live again, despite all the negative things I went through. It gave me courage to stand up for myself and do the things I would want to do. It helped me to be positive and be a good role model to my children, classmates and the community. I held many events aimed toward youth and children in my community to help them to be positive and focus on their dreams and goals, and blocking out the outside noise.

In December 2018, I was hit by a drunk driver and almost died. But using the MOT tools – the flashlight by focusing on the positive, it gave me the courage to forgive and move forward.

I am proud to say that MOT helped me get where I am today and had it not been for the MOT tools and stories I've learned, I wouldn't have made it our as strong as I am today.

I am now a first-year student doing my degree in Foundation Phase Teaching at the University of Western Cape and am using my story and the MOT tools to help others not to give up!



# TVET COLLEGE STUDENT AND SCHOOL LEARNER RESPONSES TO THE **MOT PROGRAMME**

Research Report prepared by the Institute for  
Post-School Studies (IPSS),

University of the Western Cape **2019**

## INTRODUCTION

The MOT programme has been growing steadily since it was first introduced to Technical and Vocational Education and Training (TVET) Colleges in South Africa in 2006. Since 2011, MOT SA has annually surveyed students exiting the programme to determine their experiences of the MOT programme and its perceived impact on their lives. The questionnaire has been finessed through successive iterations.

The 2019 report will be the seventh successive report since the research was piloted. The 2019 report however will be the first report on schools since the research was piloted. The report is based on responses from students who completed the MOT programme in 2017/2018 and filled out the questionnaire.

The intentions of the MOT programme are expressed in the focus areas of the questions addressed to students in the survey. These focus areas concern culture of the classroom, personal development, personal values and choices. These are in line with MOT programme curriculum themes. A copy of the questionnaire administered to students is available on request.

## Scope of Study

From the 533 students who completed the MOT programme in 2018, 364 responded to the research questionnaire.

## ANALYSIS OF THE MOT DATA

As with previous questionnaires, the questionnaire covered biographical information, and categories of questions related to how the MOT programme had impacted on students' classroom interactions with other students, personal development, personal values and choices. Students were asked to answer 'yes', 'no' or 'not sure'. A final section asked for written comments on the programme. The questions in each section were based on the content areas that were covered in the MOT curriculum. Students were asked to reflect on their behaviour and attitudes before undertaking MOT and to decide when answering the questions, whether MOT had changed the way they thought, felt or behaved. Students could remain anonymous in the hope that this might make them answer more truthfully.

Students were also asked to comment on the MOT programme in an open-ended way. These qualitative comments provided additional insight into how students experienced the programme, and importantly, it provided a window into how MOT impacted on their lives and aspects of the MOT programme which they personally valued. The array of comments provided too many themes to capture in this report, many of which are not included in the quantitative questions, but some illustrative quotes are captured here to capture the meanings that students attributed to different aspects investigated quantitatively.

The following overall findings are set out in the sequence in which questions were answered in the questionnaires.



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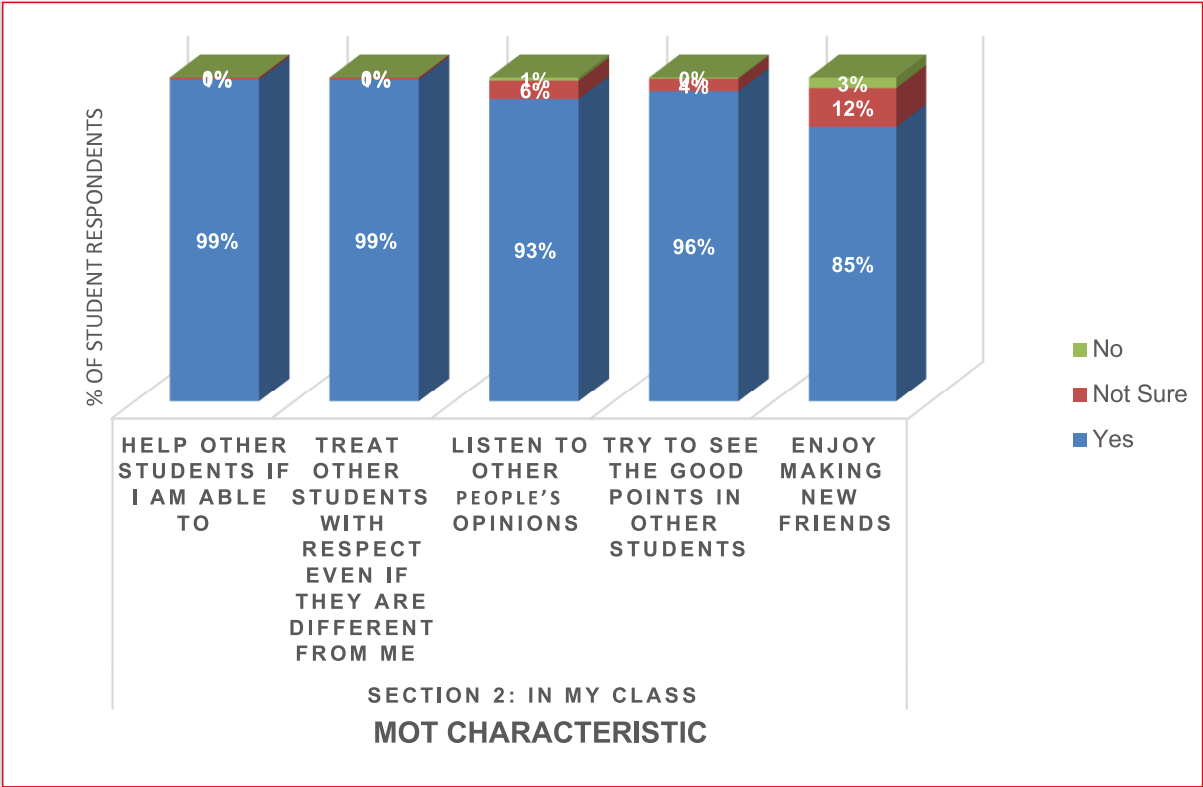


*Show courage!*

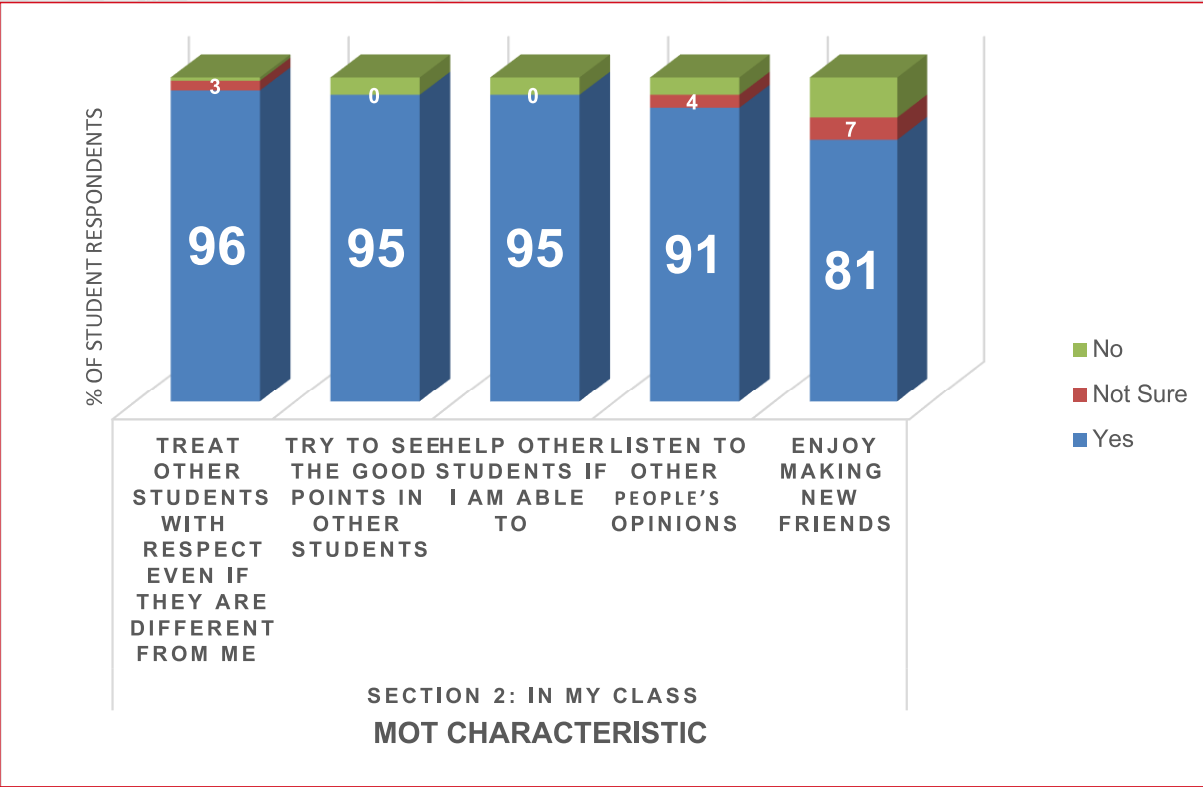


This section of the questionnaire asked students individually to assess the impact of MOT on how they treat other people. This had the overall intention of understanding how MOT contributed to the culture of the classroom. As can be seen below, the responses were overwhelmingly positive.

CLASS CULTURE FOR TVET COLLEGE

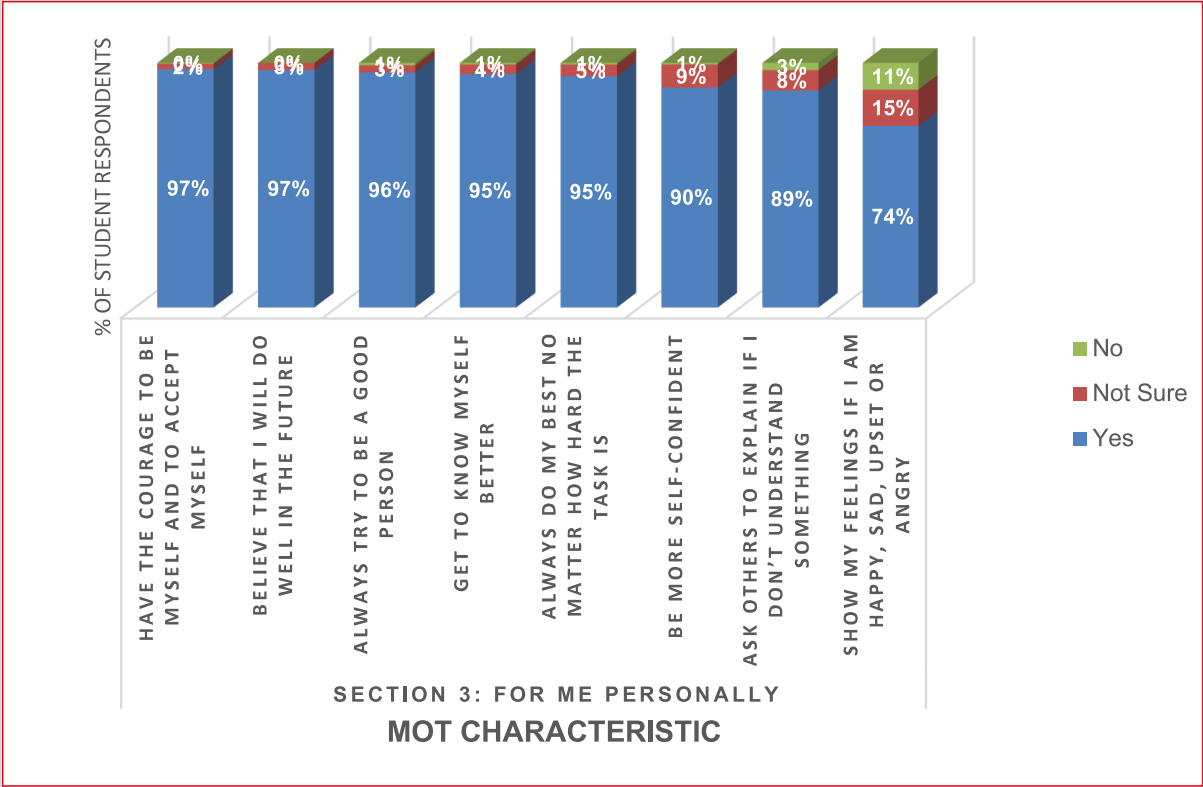


CLASS CULTURE FOR HIGH SCHOOL

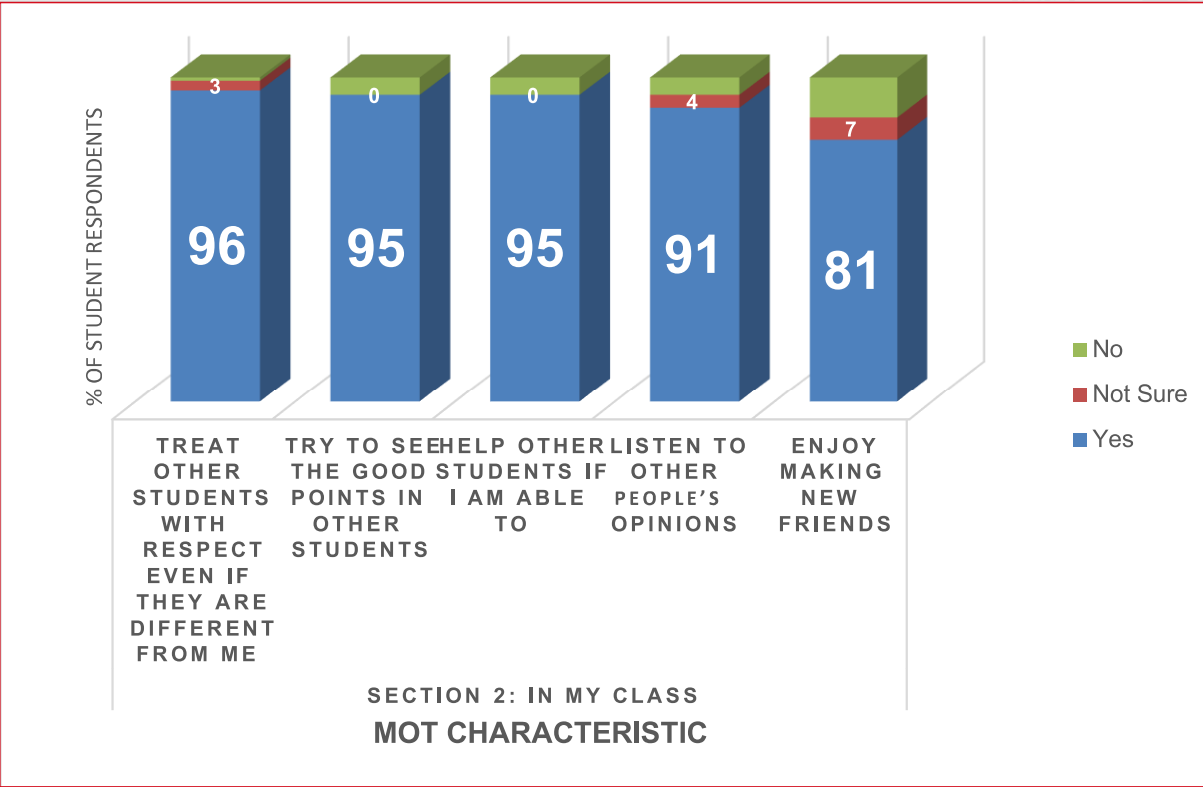


Self-knowledge and personal development were measured through student self-responses as to the current view of themselves. These constructs are held to be key elements of resilience. Figure 2 below shows the percentage of students who held positive views of themselves enabling to have the 'courage to act', a key attribute of the MOT programme.

PERSONAL DEVELOPMENT FOR TVET COLLEGE



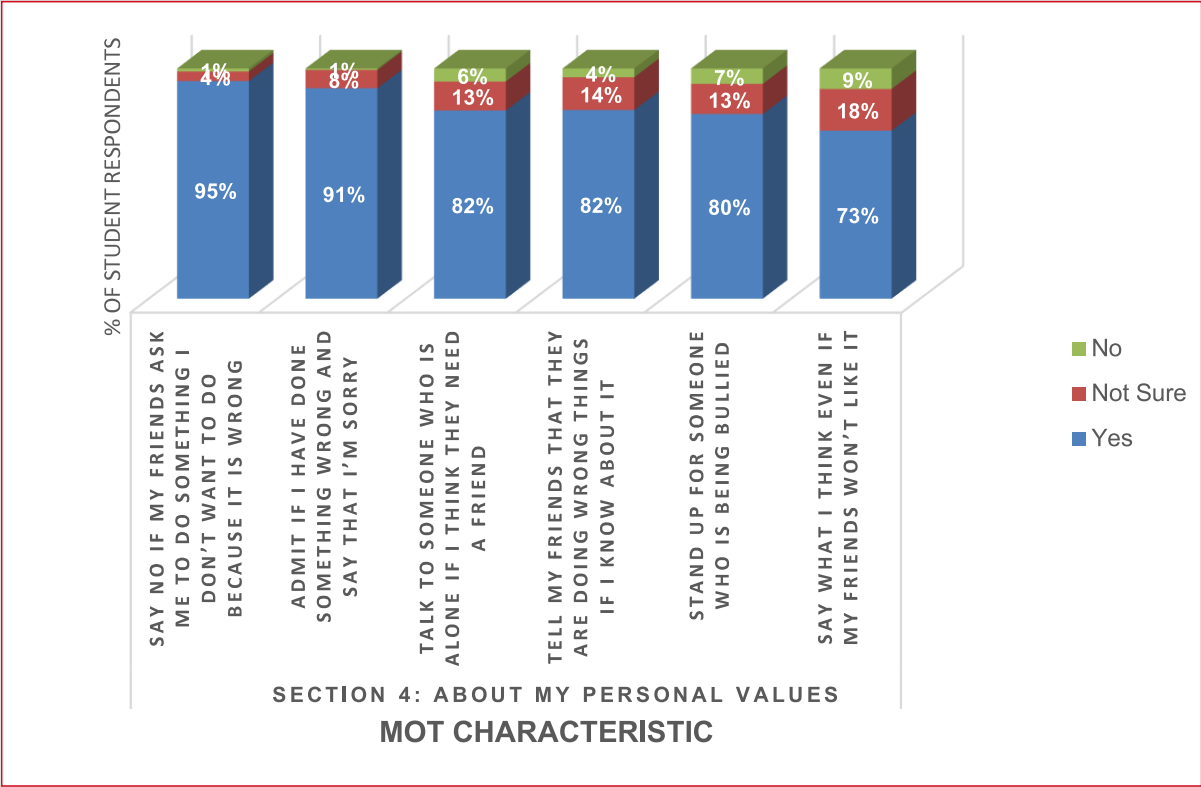
PERSONAL DEVELOPMENT FOR HIGH SCHOOLS



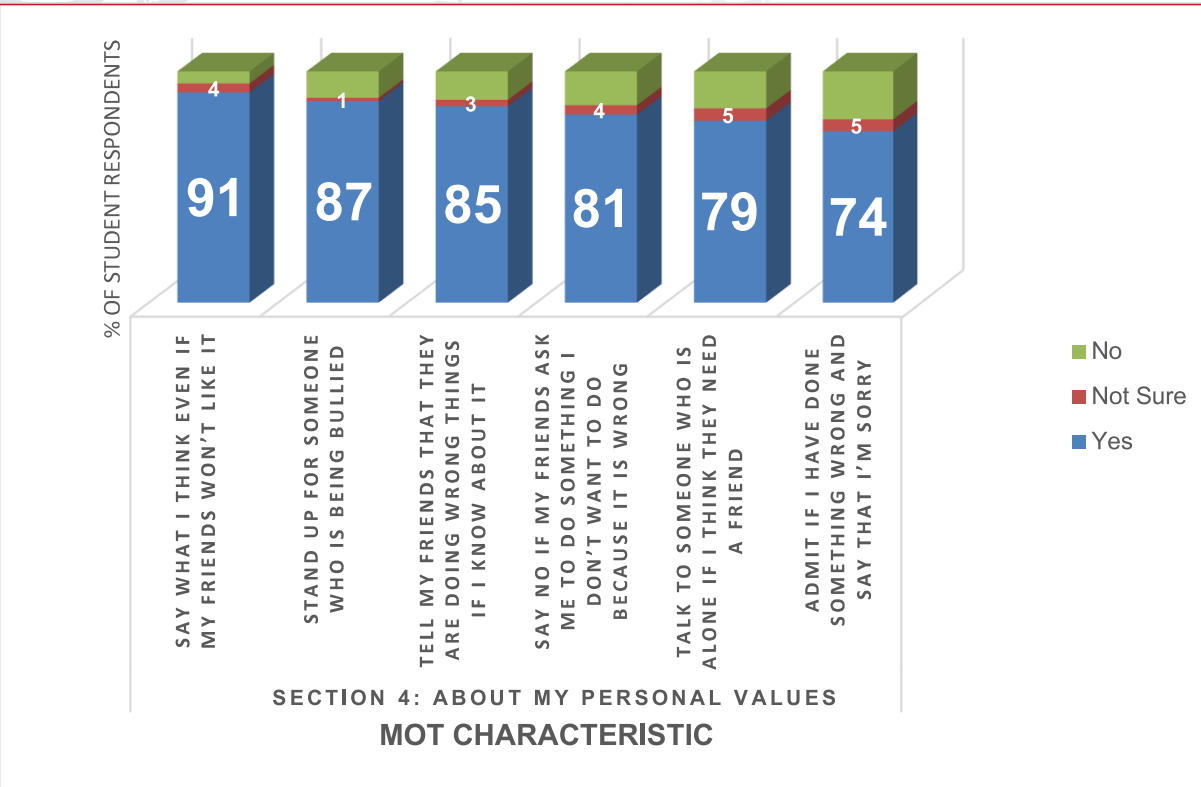


The category of personal values was measured by student self responses as to how they responded to the others and uncomfortable social situations. As can be seen from the figure, high percentages of students reported that they were able to admit to and/or resist personal wrong doing.

PERSONAL VALUES FOR TVET COLLEGES

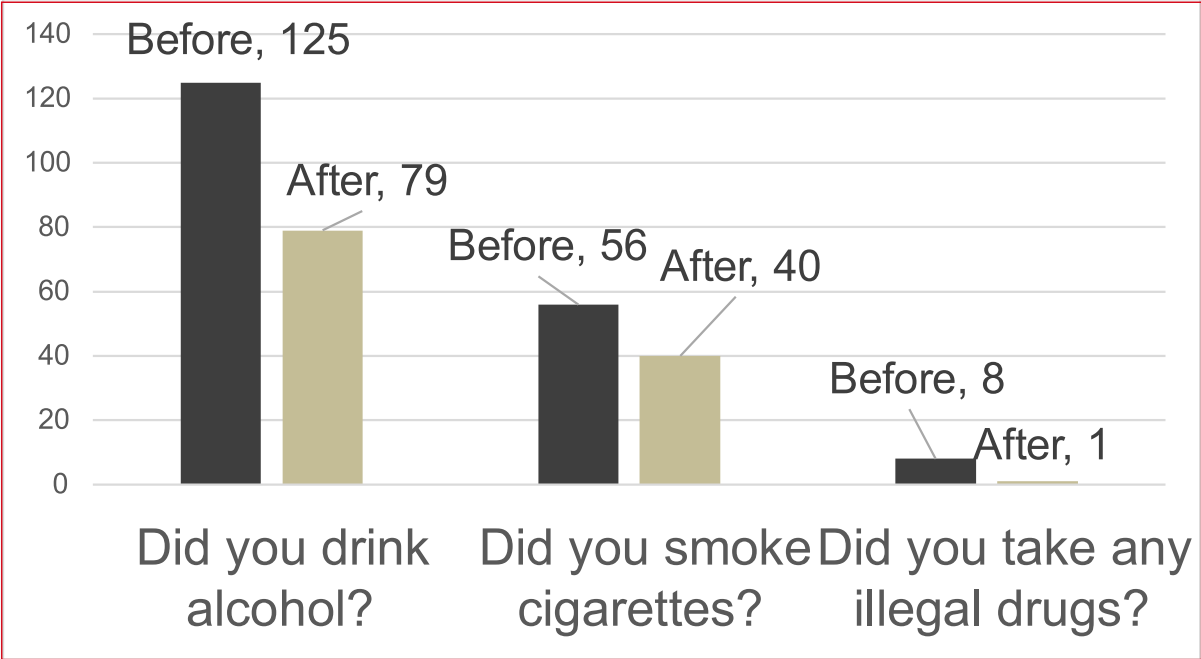


PERSONAL VALUES FOR HIGH SCHOOLS

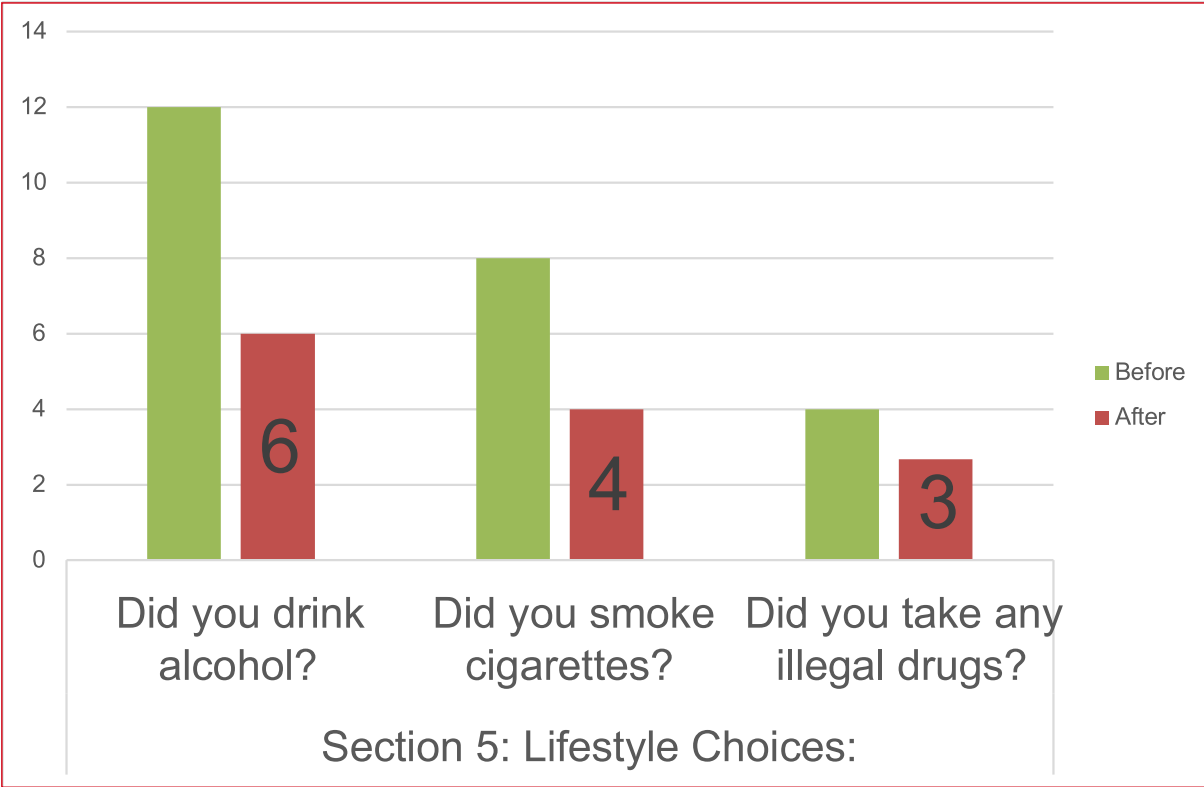


The number of students who have forsaken potentially harmful habits like smoking, drinking and drugs continues to be an area of continuing impressive achievement of the MOT programme. Students were asked whether they smoked, drank or did drugs before and after the programme. The results are shown in Figure 4. As can be seen 16 stopped smoking, 46 stopped drinking, and 7 stopped used illegal drugs.

LIFESTYLE CHOICES FOR TVET COLLEGE



LIFESTYLE CHOICES FOR HIGH SCHOOLS

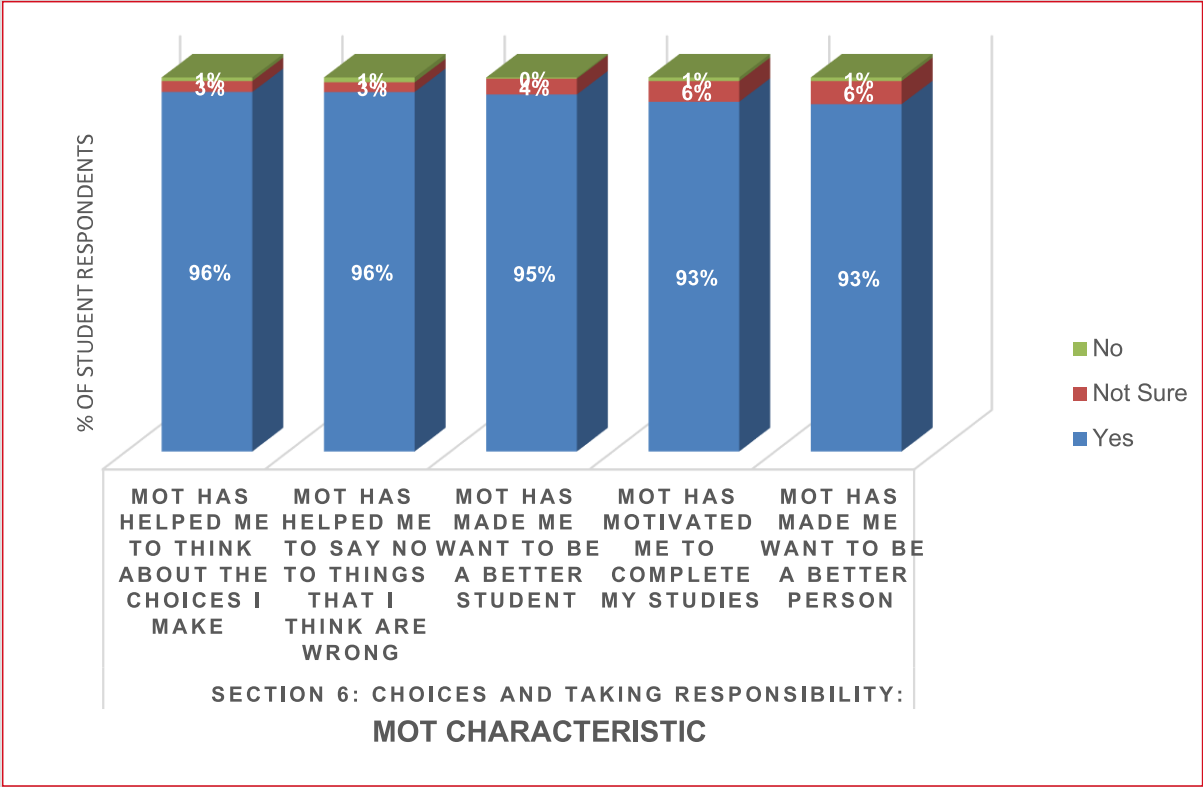


Whilst not all students stopped these habits, these are regarded as substantial personal successes in the cases of those students who did stop these habits. Given the difficulty that many experience in foregoing these habits, and the generally low success rate that many programmes achieve, the fact that students report having quit these habits at all and in so many cases attests to the impact of the MOT programme.

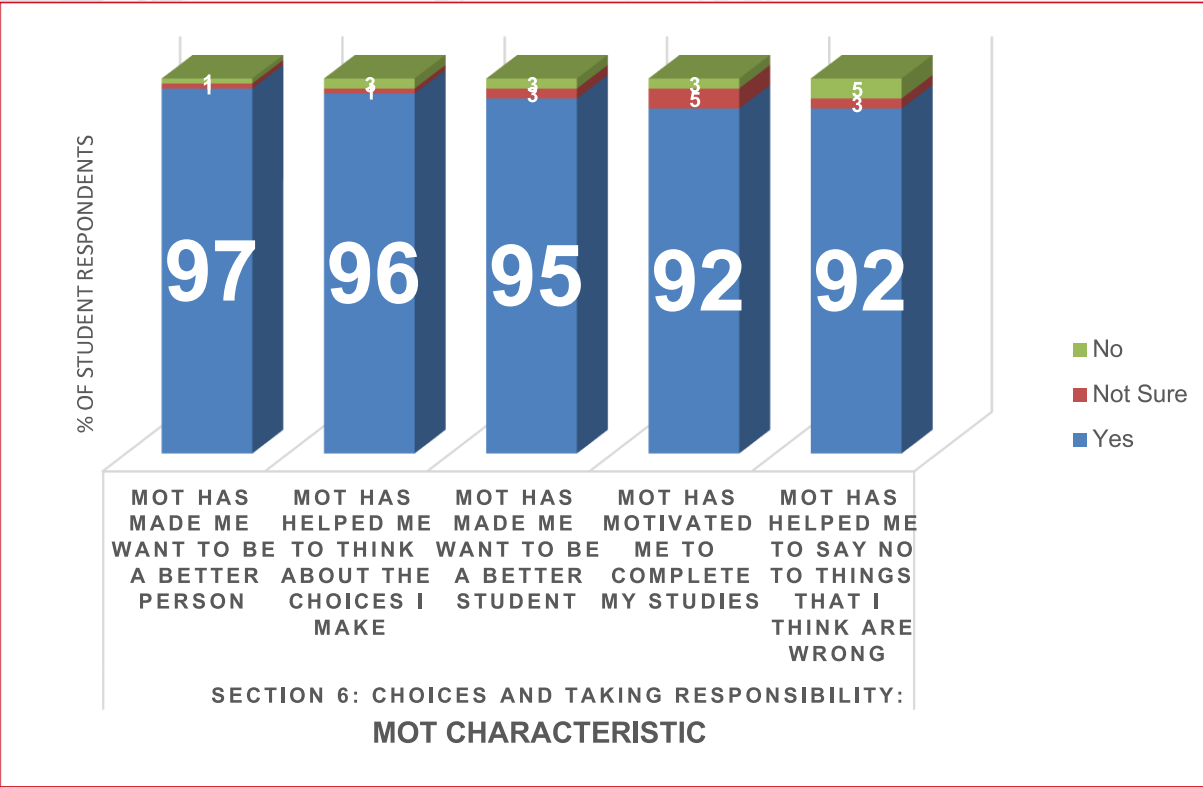


This section focused on the types of choices students made, with the academic persistence choices being particularly interesting. The questions referenced MOT's role in students making these choices.

CHOICES FOR TVET COLLEGE

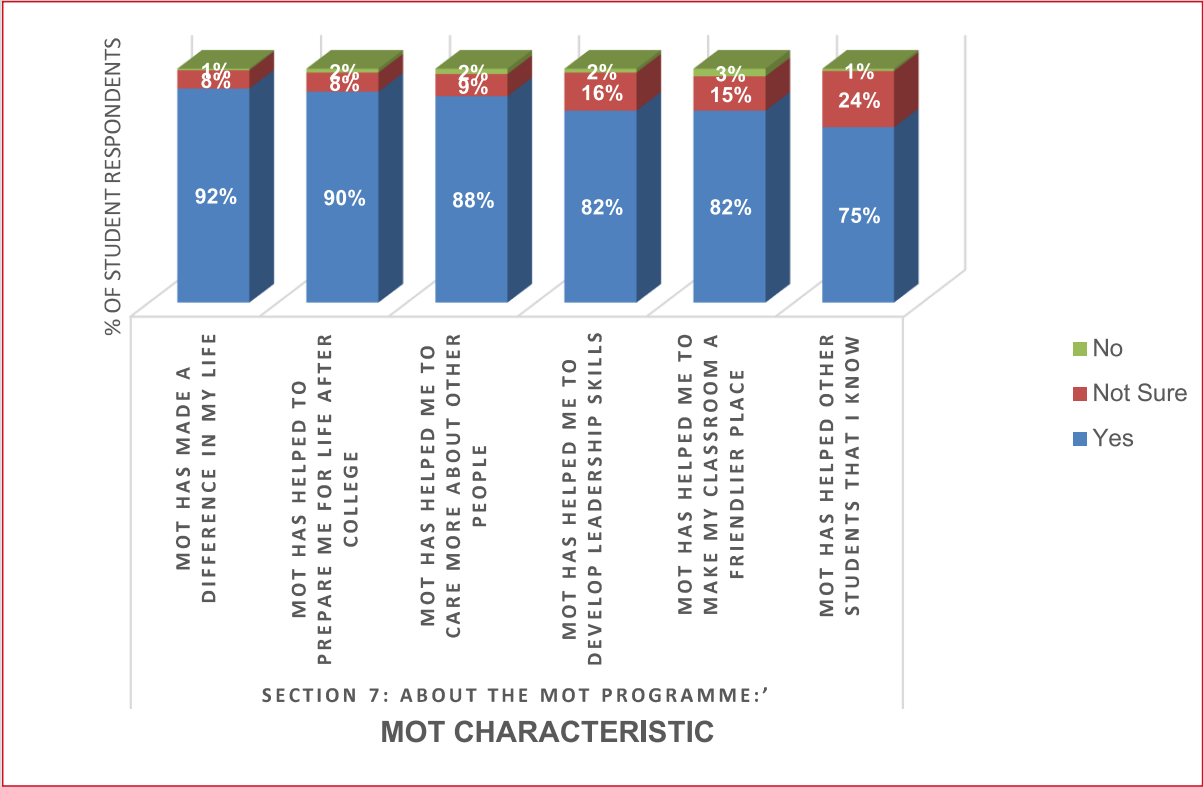


CHOICES FOR HIGH SCHOOL

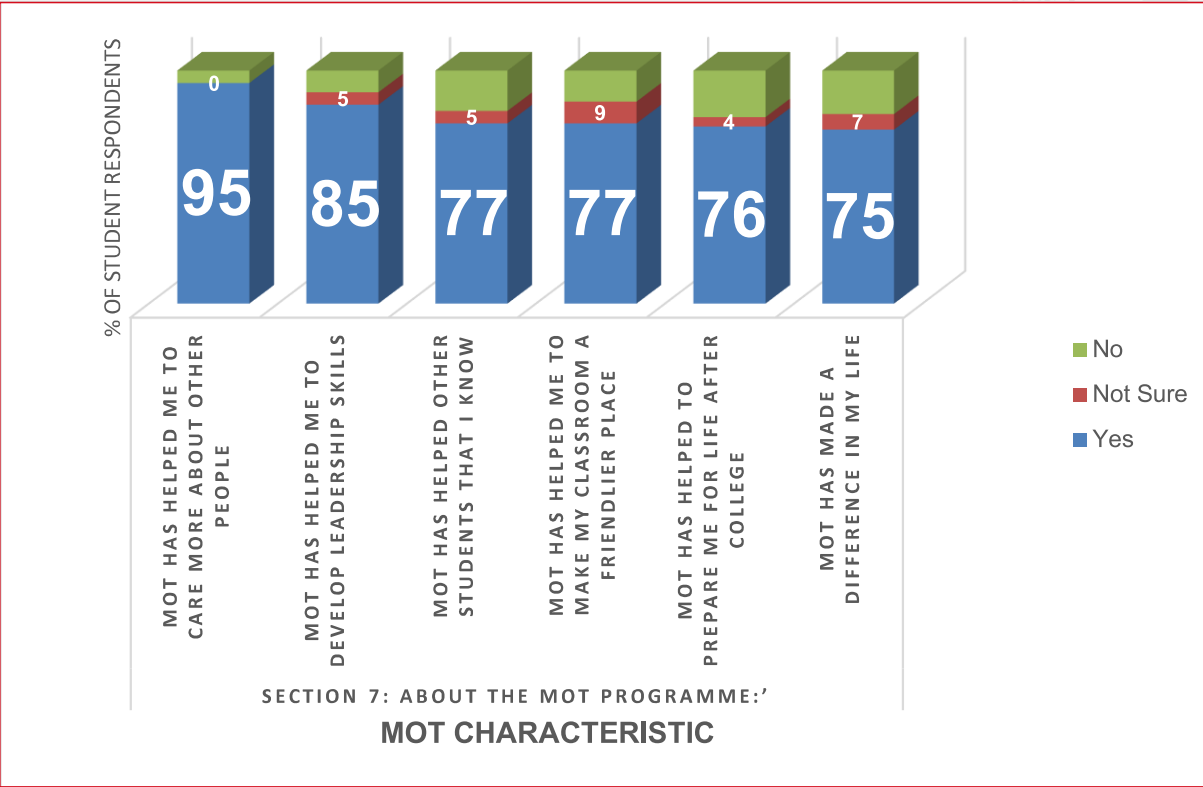


This section asks students to specifically attribute the role that MOT played in their development as reported in previous sections. Students responses are provided in Figure 6. As can be seen in descending order the number of students attributing personal characteristics' development to MOT, the responses were overwhelmingly positive.

THE MOT PROGRAMME FOR COLLEGES



THE MOT PROGRAMME FOR HIGH SCHOOLS





## CONCLUSIONS

As reported in previous reports, the results have been consistent across the reports, with marginal differences. From the results, it would appear that the MOT programme continues to make positive gains regarding how TVET college students and high school learners perceive themselves and others, building positive attitudes, increasing resilience, and influencing better choices. Students in the MOT programme have also reported being more motivated to become better students and to complete their studies, an important influence given the high dropout and failure rates at TVET colleges.

Of the 30 indicators, over 90% of students felt that they had been positively impacted upon in 19 of the indicators, a further 8 indicators had over 80% of students report a positive impact and 3 indicators reported an over 70% positive impact – and even then students had in most cases indicated that they were not sure. On a few indicators however, a number of students indicated a firm 'no': mainly in the area of showing their feelings or confronting wrong doing by peers. However, again these results should be taken in the context that vast majority of students indicated that they had been impacted, and the various qualitative comments by students who spoke of the personal value of the course in opening up that aspect of themselves.

As in previous reports, it is suggested that students who have experienced the MOT programme at college and high school are tracked at later points in their lives in order to ascertain whether there have been any lasting impacts of the MOT programme, or whether they have retained the positive attitudes that they reported so soon after their MOT experiences.

## IMPLICATIONS OF RESEARCH

The results of this report have various implications for policy and practice. The first area is that students highlighted the positive impact of MOT on their academic motivation and persistence. A sister study has been commissioned to this report to ascertain whether these perceptions had been translated into objective gains on a larger scale.

As indicated in an earlier report, another area is that the humane dimension of the curriculum has been left to chance. TVET colleges often harbour a variety of narratives of hurt with students in their comments mentioning their low self esteems, discovering their value, people believing in them and so on, and how this process of self discovery has enabled them to discover their connectedness to others too. The evidence presented by students continues to support the conclusion suggested in an earlier report that.

Older events in South Africa's history that have continued into the present suggest a strong need for South Africa and South Africans to be granted opportunities for healing. And those students who have the least protection from disruptive life events and circumstance also tragically have the least access to resources to assist them to cope.

Failure to specifically plan for such a curriculum which develops courageous, self-confident and socially aware human beings, and which provides access to a set of tools for the most vulnerable to develop a measure of resilience, runs counter to the history of this country. If the results of feedback from students reported here are any indication, then we can be cautiously optimistic that there are signs from which can be drawn seeds of a renewed national conversation about the 'what' and 'how to' of values being embedded in curriculum.

MOT has really helped me become a better person than I was before. I now have the courage which I lacked before. I am more comfortable with myself now. I have made more friends with my classmates and get to know them better.

MOT has helped me a lot. MOT gave me the courage to be myself. I've learnt so many and made alot of new friends. Thank you, MOT, for helping me find my inner voice and myself.

This was a good idea to bring MOT to us, as many of us wanted to give up. It motivated us as a group even if we don't agree on some things.

I really appreciate your session that you have done with us. This really did help us a lot. Some of us was not sure what to do after this course. So now we do believe that we are going to go further in education.

The MOT Programme has helped develop me and most of my friends in different ways. It has helped build a strong positive relationship amongst us and with others.

When I started at school, it was hard for me to adapt to other personalities and attitudes, but MOT taught me how to be peaceful with others as everyone comes from different backgrounds.

MOT has helped me in many ways. I've learned so many things about myself. I've become a better person and leader, especially after going on the camp. Being chosen as a leader made me realise a lot and that my teachers see potential in me.

MOT has helped me find myself in a way that I thought I knew myself. The MOT educators in my school have also played a big role in my change. I used to be negative, but I have built up my positivity.

# Financial Report

## Annual Financial Statements for the year ended 31 December 2018

### STATEMENT OF FINANCIAL POSITION

FIGURES IN RAND	NOTE(S)	2018	2019
<b>ASSETS</b>			
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	2	3 722	10 651
<b>CURRENT ASSETS</b>			
Trade and other receivables	3	–	7 634
Cash and cash equivalents		392 736	1 046 107
		392 736	1 053 741
<b>TOTAL ASSETS</b>		396 458	1 064 392
<b>EQUITY AND LIABILITIES</b>			
<b>EQUITY</b>			
Retained income		250 698	734 699
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	4	1 641	–
Deferred income		144 119	329 693
		145 760	329 693
<b>TOTAL EQUITY AND LIABILITIES</b>		396 458	1 064 392

### STATEMENT OF COMPREHENSIVE INCOME

FIGURES IN RAND	NOTE(S)	2018	2019
Revenue	5	1 269 721	1 486 428
Other income		–	24 547
Operating expenses		(1 777 030)	(1 642 785)
<b>OPERATING DEFICIT</b>		<b>(507 309)</b>	<b>(131 810)</b>
Investment revenue	6	24 601	40 271
Finance costs		(1 293)	–
<b>DEFICIT FOR THE YEAR</b>		<b>(484 001)</b>	<b>(91 539)</b>



## TVET COLLEGES

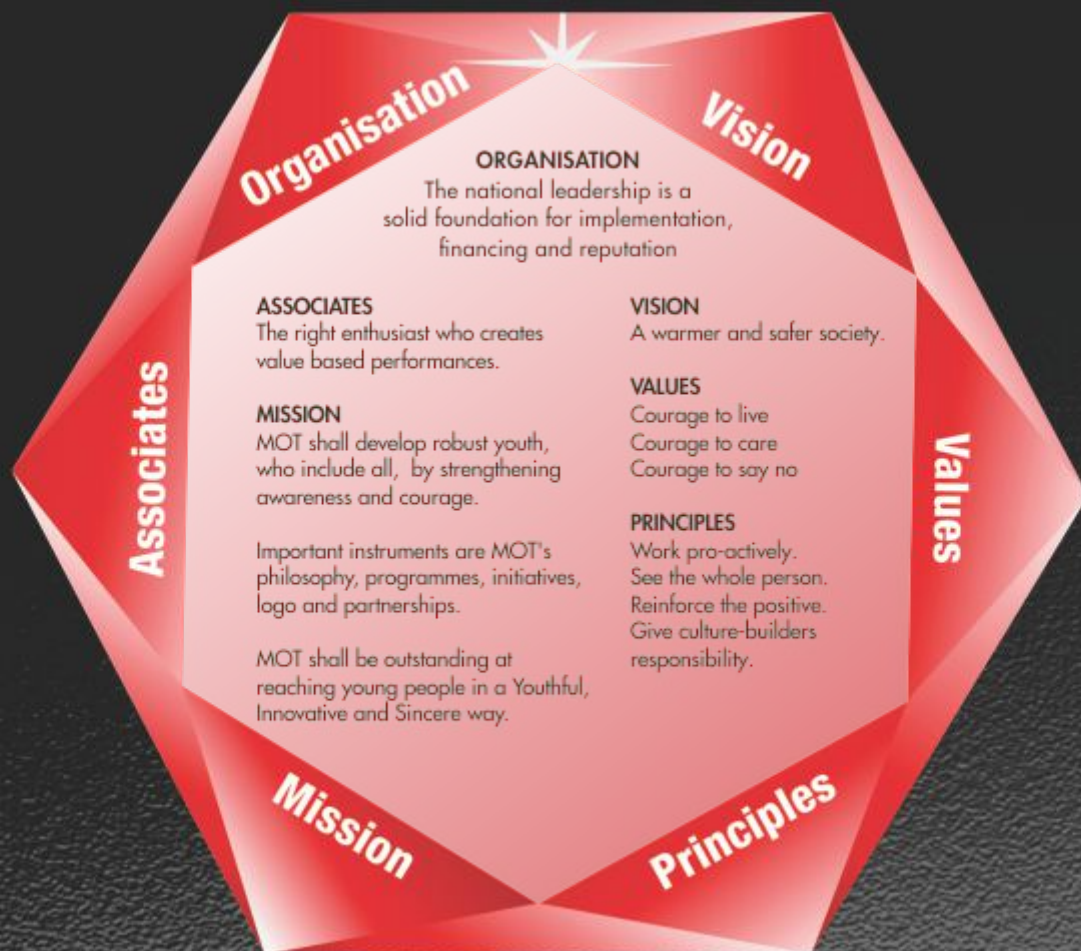


## HIGH SCHOOLS



## COMMUNITY ORGANISATIONS





**MOT**  
*Show courage!*



MOT SA  
College of Cape Town  
Crawford Campus  
Kromboom Road  
Crawford



Private Bag X1  
Athlone  
7760



Tel: +27 (0)21 696 6610  
Email: [info@mot.org.za](mailto:info@mot.org.za)  
Website: [www.mot.org.za](http://www.mot.org.za)



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