



**MOT**  
SHOW COURAGE!



**ANNUAL REPORT 2021**





**Courage  
to live**

**Courage  
to care**

**Courage  
to say no**

A w a r e n e s s   a n d   c o u r a g e

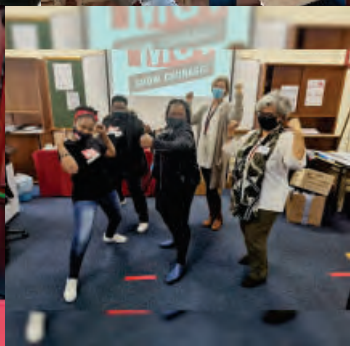
Work  
proactively

Give  
culture-builders  
responsibility

Reinforce  
the positive

See the  
whole person









# MOT South Africa Concept, Strategic Mandate & Purpose

- 🔧 Founded in October 2008.
- 🔧 Public Benefit Organisation (PBO nr: 930028 579) registration with SARS.
- 🔧 Section 18A approval from the South African Revenue Service (SARS).
- 🔧 Non-Profit Organisation (NPO nr: 078690) with the Department of Social Development.
- 🔧 Tax Clearance Certificate.
- 🔧 Level 1 B-BBEE Contributor.
- 🔧 Service SETA Accredited Training Provider (Nr. 12129).



The purpose of MOT South Africa is to ensure that the youth of South Africa have the awareness, courage, resilience and life skills to make conscious choices for them to develop to their full potential and become positive role models and leaders in their communities.

MOT was started by Norwegian top athletes after the Winter Olympics in 1994 with the objective to prevent social problems in society.

The MOT Concept is based on the purpose of creating a safer society by strengthening youth's robustness, awareness and courage – courage to live, courage to care and courage to say no.



The MOT Concept is like a keycard that is lent to schools and municipalities on a partnership premise.





# MOT's CORE VALUES & METHODOLOGY

## MOT's CORE VALUES







-  COURAGE to Live
-  COURAGE to Care
-  COURAGE to Say No

LIVE

CARE

SAY NO

## MOT METHODOLOGY

-  Group discussions
-  Role-plays
-  Practical exercises
-  Stories
-  Games
-  Self-reflection







**Active MOT schools,  
colleges and  
organisations  
Statistics:**

**14 TVET  
College  
Campuses**



**4 High Schools**



**9 Community  
Organisations**



**8458 Youth  
Reached**

# MOT South Africa 2021 Statistics

Despite the consequences of COVID-19 and the impact it had on the structured MOT Programmes, our MOT SA team and our partners continued to share courage and kindness to all those around them. Here's how:



Impacted 48 MOT Coaches at 2 MOT Coaches Basic Education in March and December.



Hosted 2 MOT Coaches' Refresher Training to 25 MOT Coaches.



Impacted 26 MOT Youth in Northern Cape as part of our project with Scatec Solar.



Impacted over 50 learners with MOT Sessions through the JP21 Foundation project.











# TABLE OF CONTENTS

The MOT Concept	i
MOT SA 2021 Statistics	ii
Chairperson's Report	iii
Country Director's report: Julia Benjamin	1
Country Directors Report: Viola Manuel	3
Board of Directors	5
Meet the MOT SA Team	9
Giving thanks and gratitude to MOT Partners	11
MOT Brand Ambassadors	13
MOT Coaches' Basic Education	15
MOT Coaches' Feedback	17
MOT Principal Feedback	19
JP21 Foundation Holiday Programme	21
MOT Youth Feedback	23
MOT Youth and MOT Coach Feedback on the MOT Programmes	25
MOT SA's 12th Annual General Meeting (AGM)	27
Courage to Care Day	29
MOT SA creating positive impact in Northern Cape	30
FETI Research Report	31
MOT SA Financial Report	39
MOT Partner Colleges, Schools & Community Organisations	43



# CHAIRPERSON'S REPORT



The year 2021 was welcomed in a slightly different way than we usually do on New Year's Eve! Despite tight COVID19 safety protocols, public gathering prohibitions, and social distancing, the MOT SA team approached 2021 with newfound vigour, exemplifying not only our MOT values of Courage to Live, Courage to Say No, and Courage to Care, but also testifying to our 2021 theme: #CourageToConquer

As the world faced and adjusted to the effects of another year of COVID-19 pandemic, our MOT family delivered.

In the first quarter of this year, our new MOT logo was unveiled in South Africa. Furthermore, we trained 26 MOT Coaches for our first MOT Coach Basic Education for our Courage to Care Global Project in collaboration with Rotary International and Wynberg Rotary.

In our second quarter, we worked with the JP 21 Foundation on their holiday programme and facilitated MOT programmes for over 50 learners. Furthermore, we welcomed four of our MOT Coaches back from Northlink TVET College and held a MOT Coaches' Refresher Workshop. We had 65 local and international participants at our second virtual AGM.

## **In June the following winners were announced at our AGM:**

- Darren Maybe of False Bay TVET College received the Are Hovstad Award.
- MOT Brand Ambassador of the Year, JP Duminy,
- MOT Courage Award was given to the Sakhisizwe Youth Development Programme.

Julia Duminy-Benjamin, MOT SA Country Director, who joined MOT SA in 2016 with a passion for youth



---

development, marketing and communications, left us in June.

The third quarter began with our first virtual MOT Coaches' Refresher Workshop, which 22 MOT Coaches attended. In addition, we started a seven-week radio interview series with Radio Cape Pulpit, which ended in September. Six stories from our youth were also submitted for our Courage to Care Day campaign. Viola Manuel, our new Country Director, joined us in August, bringing with her a wealth of experience and eagerness to join the MOT family!

Our final quarter of 2021 was undoubtedly very busy, as we began our Scatec Youth Leadership Training in Northern Cape in October, training 26 young adults. We continued our MOT Introductions and MOT Sessions to over 200 grade 8 students as part of our Wynberg Rotary Club Courage to Care Project. We had MOT sessions with the Northern Cape youth leaders. We finished the year by hosting the final MOT Coaches' Basic Education for 18 MOT Coaches.

Despite the obstacles, the MOT SA team once again demonstrated Courage to Care!

I'd like to express my heartfelt gratitude to the Board Members for their dedication and time spent in support of the MOT team and strategic vision. Thank you for your contribution, which is greatly appreciated.

MOT would not exist or thrive in our communities without the help of our MOT Associates. Our success, experience and impact are made possible thanks to the contributions of our key stakeholders, which include students, colleges, schools, community organisations, the Western Cape Education Department and dedicated MOT sponsors and

funders.

The MOT Foundation has been by our side with grace and guidance as we navigate the impact, growth and expansion of the MOT programmes in South Africa. We appreciate you being a steady pillar on which MOT SA can always rely. The MOT SA Board has changed and grown and we thank and say goodbye to Nana Aston and welcome Ency Litsoane, Murshid Obaray and Odwa Ndesi to the fold. We are delighted to have them contribute to MOT's expansion in South Africa.

On page 19 you will find the MOT youth's feedback, which reflects the loving and caring nature of our trusted educators. On behalf of the MOT SA Board of Directors and Office, I would like to thank all our inspiring MOT Coaches who volunteer their time to facilitate MOT life skills sessions with the youth.

We sincerely appreciate your dedication, perseverance and enthusiasm. You are the organisation's backbone.

We will continue to steer this ship by keeping the flame burning, to sustain our courage to lead, to sail with strength, to take decisive actions, trust our human instincts, and be Leadership embodying love, compassion, empathy, conscious communication with humanity, and care as we continue to navigate in an uncertain sea in search of calmer waters.

Thank You for being part of Our Journey.

Thank You for Your **#CouragetoConquer**

**Yasmin Forbes**

Chairperson  
MOT South Africa



# COUNTRY DIRECTOR'S REPORT

The year 2021 was the start of a 'new normal' which, for the Global MOT Team, meant that the MOT countries continue to find innovative and creative ways of delivering the MOT programmes and values to the youth in the second year of the COVID-19 Pandemic.

MOT SA was proud to launch the new MOT logo which symbolises a new direction and a season of growth for MOT globally. This began a series of MOT Basic Educations and collaborative projects, as restrictions eased and the need for the MOT programme grew. We all needed a courage boost!

The MOT SA team is proud to welcome back Northlink TVET College and welcome the following new implementing partners to the family: Zeekoevlei, Lotus Secondary Schools and Dreamspire.

Although the pandemic brought along many challenges in all spheres of our lives, it pushed us to take a new and fresh approach to our events. The MOT SA team hosted our second virtual AGM with a total of 65 local and international participants. It was a wonderful celebration of all the MOT Coaches, sponsors, board members, staff and partners and all they have achieved. All participants were left with a feeling of renewed energy and positivity as we move into the future.

It was indeed an auspicious occasion but a bit of a heartsore one indeed. It was to be my last MOT SA AGM and event as the Country Director. With a grateful heart, I proudly handed over the baton to Andiswa Makha who held the interim position until the new Country Director, Viola Manuel, took over in August. Thank you Andiswa for managing the MOT SA office and bravely leading the team during this transition period. I wish you everything of the

best and much success, Viola, as you steer the MOT SA ship into, what promises to be, a very exciting chapter.

I started my journey with MOT in 2016, where I managed MOT SA's digital communications and public relations. I had the honour of meeting the founders Atle and Sigrun Vårvik and working with the global management team throughout my MOT journey. It was a privilege and a time I hold very near and dear to my heart. I would like to thank the board members for their leadership and guidance and the staff, volunteers and youth for contributing to a wonderful work environment and creating many magical MOT moments that have contributed to the person I am today.

It is onward and upward for MOT SA and I am proud of all it has accomplished and the thousands of lives the programmes have impacted in the last 12 years. I look forward to witnessing the local and global teams and programmes grow from strength to strength.

Once a part of the MOT family, always a part of the MOT family.

MOT SA's biggest fan and cheerleader,  
**Julia Duminy-Benjamin**









# COUNTRY DIRECTOR'S REPORT

---



WOW what an exciting few months it has been. As a newcomer to the NGO/PBO/NPO sector, there was so much to understand, appreciate and learn. What made the transition so much easier, was the amazing handover work done by Julia Duminy-Benjamin, as the outgoing Country Director. She left me with big shoes to fill but she was gracious enough to make sure they were as comfortable as possible. Thank you, Julia.

Also, a deep, sincere debt of gratitude to the staff for welcoming me and allowing me to bring my measure of crazy enthusiasm to MOT SA. I appreciate the patience you showed while I found my feet in the day-to-day operations.

A huge thank you to MOT Foundation, MOT SA Board of Directors, Implementing Partners, Funders, MOT Coaches and MOT Youth for the confidence you placed in me to continue the great work being done by MOT SA. I have committed myself to this journey and I am so excited about the results we have been able to achieve.

The work done with The Rotary Club of Wynberg, Haugaland Upper Secondary School, Karmøy Rotary Club, Rotary Districts 2250 and 2275 and the Rotary Foundation as an implementing partner and training service provider was challenged by the rotational system implemented by The Department of Education due to the COVID protocols. I am happy to say that despite those overwhelming challenges, the MOT team together with all the stakeholders were able to move and push the implementation and we are comfortable with the level of implementation. All three Grassy Park high schools who were identified to partner with the organisation in the rollout of the project: Fairmount Secondary School, Zeekoevlei High School, and Lotus High School, have done a tremendous job.

One of my personal highlights on the project delivery must be the meetings we had with all the parents of these three schools. The parents' meetings were inspirational and humbling at the same time. It was sobering to hear of the challenges the community faces daily, but I was so inspired by their determination to support their children on the MOT journey.

I invite you to visit MOT SA's website and social media platforms to receive updates on the Grassy Park Courage to Care Project.



---

The work done in the Northern Cape with SCATEC was a new experience for the team, travelling for hours to get to the Northern Cape Town of Hanover. It was great to see the MOT programme in action with the SCATEC interns and to see them grow and thrive as they internalised the values, we presented to them.

Significant challenges in our country and COVID 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 for March 2022 (view on page 17).

Another big milestone in 2021 is the appointment of three new MOT SA Board Members, Mr. Odwa Ndesi (Chair of Nomination and Governance subcommittee), Mrs. Ency Litsoane (ex MOT ambassador, now member of the Operations and Fundraising committee) and Mr. Murshid Obaray (member of the Audit and Risk committee) 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.

But 2021 also brought a chance for us to say a warm “thank you and so long” from the MOT family to 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 were strengthened, and

risk management and mitigation increased. We are sad to see the partnership with Low & Schreiber come to an end, but we are always mindful of the time they gave us, and the pleasant attitude displayed by Mike and his team. Thank you, Mike. MOT SA continues to work with our auditing partners RSM South Africa Incorporated, and we will be internalising our financial management and reporting with the additional capacity in the MOT SA office.

We feel honored 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 (the MOT SA heart beat who has grown in leaps and bounds over the last year), Jacqueline Carolus (a young woman with an amazing work ethic and a real team player), Bernelee Luke (the quiet soul that makes her contribution felt by all) and our college intern: Shouneez Dearham (who has come into the family as a MOT coach and has assisted us all by just making the overwhelming workload, lighter), 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 this challenging time of growth.

The MOT SA team looks forward to working with funders and partners on the new and exciting journey that lies ahead.

**Viola Manuel**  
Country Director - MOT South Africa



# BOARD OF DIRECTORS



## **Yasmin Forbes**

Yasmin Forbes, a Chartered Director, MBA and savvy technology industry executive with over 35 years of extensive professional expertise and significant executive leadership track record. Before starting her own business, Yasmin worked with Technology multinationals such as WordPerfect Corp, Novell, Hewlett Packard, Microsoft and Oracle predominately in Strategy, Sales, Technical and Business Development. Yasmin has supported many NPOs bringing together student, academic and business leaders to improve lives and address the Sustainable Development Goals. She is passionate about people development and consistently makes use of her tech-savvy skills to empower, uplift and transform the lives of women and youth all over the globe.



## **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.



## **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.





### **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.



### **Brian Dalton**

Brian Dalton has extensive experience in all aspects of management with a specialisation 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.



### **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.

# BOARD OF DIRECTORS



## **Malerato Goba**

Malerato is a qualified Chartered Accountant with over 10 years corporate experience in both the public but largely the private sector, in Audit (local and international), Transportation, FMCG and now in a company in the Environmental industry in the capacity of CFO.

Malerato is passionate about South Africa and its sustainability, its people, development and growth. This needs to be carried forward and therefore, she's greatly passionate about all things youth empowerment; not only as youth leader in her church and now looks forward to further driving this passion through MOT SA.



## **Ency Samkelisiwe Litsoane**

Ency is dedicated to using her strength and expertise in empowering women, youth and entrepreneurs by equipping them with the skills necessary to become leaders of change in their communities.

A multi-talented lady, Ency still lists relationships and balance as core values in leading an enriched life, and family life rates high on her list of priorities. As part of a truly influential team, she and her husband, 'Oppa' Mhloimi Litsoane are a powerful force for change.

As a Founder and Director of THERATO HOLDINGS (Therato Guest House and Therato Training), she is passionate about purpose and dedicated to teaching, mentoring and training clients to attain the lifestyle they desire. Her corporate experience and diversity of skills that foster cultural understanding have made Ency a credible and respected leader.

Through focus and sheer commitment, she has now made a name for herself as a transformation speaker, leadership strategist,

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





### **Odwa Ndesi**

Odwa Ndesi is an admitted Attorney and has more than 10 years of combined experience in the legal sector and community volunteerism. Odwa has a passion for human rights and youth development.

He is also a founder of a non-profit company, Men Moving Mountains, which organizes community engagement forums to provide discipleship, mentorship, and values-based training for boys and young men in rural and township schools. The program has adopted two schools in South Africa's rural Eastern Cape.

Odwa seeks to inspire values that build up young boys and girls to become the next generation of African leaders and be the best version of themselves and enjoy life to the full. He is a Mandela Washington Fellowship Alumni 2021 and an active member of the International Leadership Association. Odwa holds an LLB (NMU) and LLM (UWC).



### **Murshid Obaray**

Murshid holds a BCom Honours degree from the University of the Western Cape as well as several courses across business, management, sales and training across various industries. He is also a certified educational assessor and moderator.

Murshid has owned and managed several businesses, worked in Retail, Healthcare and IT in various roles across a career that has spanned nearly four decades. He has been a credit and branch manager in retail, a Regional Manager in IT and a Managing Director in healthcare.

With a passion for education, Murshid has taught business and strategic management at 3 different tertiary institutions. He has also designed and delivered business courses to informal traders and taught adult basic literacy and numeracy in a formal educational environment.

# MEET THE MOT SA TEAM



From Left: Andiswa Makha,  
Shouneez Dearham, Bernelee Luke, Jacqueline Carolus, Viola Manual

## **Viola Manuel, Country Director:**

The past few months of being involved with MOT has been amazing. Seeing the positive impact that MOT has on our youth and in the community inspires me to continue doing the work that I am doing. It all just reiterates what I share in my Country Directors' report. With the support from MOT Foundation, MOT SA Board of Directors, Implementing Partners, Funders and MOT Coaches, I know that we will continue to set out MOT's vision and mission, of making a warmer and safer society for all.

## **Andiswa Makha: Programmes and Training Manager:**

2021 has been a thrill and nerve wrecking at the same time,

in that the past two years have really shown just how essential MOT programmes are in helping address mental health issues which were quite pronounced during that period.

Our MOT partners have continued with implementation despite hurdles that have come with the pandemic. We welcomed a new cohort of MOT coaches in the past year, joining our mission to positively impact over 9000 Youth enrolled in the MOT programme in 3 provinces.

Another highlight for MOT was expanding MOT to the Northern Cape, in partnership with Scatec Solar, which has roused interest in taking MOT further to local high schools. Lots of exciting work ahead!



---

We appreciate our MOT coaches and everyone who has contributed to MOT's efforts, bringing to life our shared mission of creating robust youth who include all. Everyone's contributions brings us a step closer to creating a warmer and safer society for our youth and communities at large. #ShowCourage!

**Jacqueline Carolus, Office and Social Media Administrator:**

I've been a part of the MOT Family since 2013 as a MOT Youth and joined the MOT Office in 2016 and I can truly say that I've become a part of the good gang who always sees the best in me and who encourages me to be the best version of me that I can be.

One of the MOT tools that really stood out for me is the invisible backpack. This is having the awareness that everyone has an invisible backpack where they carry their burdens. I use this tool daily. It helps me show empathy, to have patience and to always try to believe the better of others.

I am grateful to be a part of the MOT Family and all the magical MOT moments I've experienced and what is to come!

**Bernelee Luke, Programmes and Training Assistant:**

I've been working at the MOT Office since 2018 and since being a part of the MOT family, I have learnt so much about myself, my colleagues and the youth I had the privilege of meeting during the 4 years I've been working at the MOT SA office.

During every MOT Coaches' Basic Education, the exercise that stood out the most to me was the 1:6, for each positive complement/feedback we receive, we receive 6 negatives. So basically, what this means is that one positive compliment may not make a difference because the person receiving it won't believe it. With the help of MOT's values and principals, the MOT Programme is able to create awareness amongst our youth and even adults to change that 1:6 to 6:1.

**Shouneez Dearham, Finance Administrator:**

I was introduced to MOT in 2019 during my first semester and was selected to become a Young MOTivator. Inspired by the great work that MOT does, I kept in contact with the MOT Office, and thereon attended the MOT Coaches' Basic Education and finally becoming one of the MOT staff members in 2021.

I would always reflect about my life I had pre-MOT and post-MOT. Once before I would only see the negative, but by using one of the MOT Tools - *the Chest of Development*, I can now use the negative experiences and turn them into positive lessons which develops my growth as an individual and empower others as well.

Each day is a learning, and I am more aware that those negatives does not define me and that I can grow from it and be the best version of myself.

Lending that smiles to brighten up someone else's day. The simple things are what motivates us.

# MOT BRAND AMBASSADORS



## **Ayanda Dlamini**

*Radio & Television Presenter.  
MC. Voice over Artist*

“Be careful with your words and thoughts as they have power. I will create, as I speak.”

Credit of photo to:  
@kayjayphoto or Kim Julie



## **Hlonela Minnie**

*Actress, Dancer, Model,  
Musician and TV Host*

“Each of us is special and different hence the different fingerprints. No one has your print therefore no one can print like you. Make sure to colour the universe with your print, the universe awaits.”



## **Carl Wastie**

*Radio Presenter and Media  
Personality*

“Your vulnerability is your strength... don't fear it, share it and own it. It's what makes you, you!”



## **Alana James**

*CEO, Strategist, Business  
Coach*

“I want good leadership to be contagious, and I'll do my bit to spread it”

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 commitment to ensure that our youth are equipped, empowered and strengthened with awareness, resilience and courage;

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





### **MJ Li**

*World Kungfu Champion, TV and Radio Host*

"A true master dwells within, whom only you can choose to liberate"



### **Robin Banks**

*International Motivational Speaker*

"Don't forget to be awesome"



### **Janice**

*Singer/Songwriter*

"I know you might feel lost, but remember that the strong have Battle Scars! You were born to fight and live in the light."



### **JP Duminy**

*Former Professional Cricket Player & Founder of JP21 Foundation*

"Never give up! Failure and rejection are only the first steps to succeeding."



### **Ency Litsoane**

*Businesswoman and Entrepreneur*

"God has designed each of us for an enthusiastic, purpose-driven life. Tap into the self-greatness that is within you."



### **Sharief Hendricks**

*Rugby Player, Senior Lecturer, Researcher and Editor*

"Chop wood, Carry water" What it basically means is do the necessary every day, consistently well, and the success will come.

# MOT COACHES' BASIC EDUCATION

Every child deserves a champion—an adult who will never give up on them, who understands the power of connection and insists that they become the best that they can possibly be. – Rita Pierson

This is exactly what a MOT Coach embodies. A MOT Coach reaches the youth in a Youthful, Innovative and Sincere (YIS) manner, connects with them, and allows them to be vulnerable and to be themselves. MOT Coaches are our youth's role models whom they whole-heartedly admire and who creates a warmer and safer space for them to feel good about themselves and to be vulnerable.

This year MOT South Africa hosted 2 MOT Coaches' Basic Education workshops for 44 aspiring MOT coaches from Western Cape TVET Colleges, High Schools and Community Organisations.

MOT SA has re-formed and formed partnerships with three new and current High Schools from Mitchell's Plain: Fairmount, Lotus and Zeekoevlei Secondary Schools as part of our Courage to Care Global Grant Project with Wynberg Rotary Club and Rotary International. MOT SA continues to strengthen its partnerships and development of courageous youth in South Africa.

We forward to building and strengthen our partnerships with more schools, colleges and likeminded organisations. Through it all, we will remain true to our core focus; to empower and develop our youth in South Africa to be courageous, active citizens and community leaders.

All the best to our MOT coaches, who will work with the youth to create positive change in our country.

We've also hosted our first successful Virtual MOT Coaches' Refresher Workshop via Zoom for 22 MOT Coaches.



Knowing about the impact MOT has on the youth of our country has inspired me to do more for my learners and youth under my care.



The youth need this kind of positive influence and encouragement to prevent many socio-economic problems and behaviors that have become the norm.



The 3-day workshop was informative, encouraging and makes me feel like I am a part of something bigger than "just" a teacher.



A very strong message to pass on to youth and the suffering in terms of their confidence, to be able to change their weakness to become their strength just by believing in themselves.



Keep on doing the great work and keep on inspiring the youth to become the best versions of themselves. Keep it up.



The impact that MOT brings to the youth and changing the life of the youth of South Africa.



MOT is a powerful weapon for our youth to fight and to face anything that challenges them in their life's.





# MOT YOUTH FEEDBACK

My name is Sage Jay Brown and I'm a learner at Zeekoevlei Secondary. I started the MOT Programme last year and the three core values: Courage to Live, Courage to Care and Courage to Say No is what we as youth really relate to. It has helped me have a better attitude when it comes to my future in terms of goals and realising that my choices now, can affect my future.

MOT has also been a great help with regards to eatables and has resulted in a food drive where eatables are given to the learners as many have nothing to go home to.

A big thanks to our Principal, Mr Prinsloo and the MOT Coaches at our school. It has really impacted our goal in a great way.

My name is Leah Crouster and I joined the MOT Programme last year. Ever since being a part of the MOT Programme, I have learned so much about myself. It focuses on bringing out the real you.

My public speaking enhanced tremendously, and I know for sure that without the MOT Programme I wouldn't be able to share my story.

The MOT Programme teaches you to become more courageous. It helped me to speak out and to escape self-doubt through the values: Courage to Live, Courage to Care and Courage to Say No. Moreover, it helped me to be strong and independent.

Ever since joining MOT, our classroom culture has changed for the better, as it encourages a warm and safe space to all present.



From Left: Sage Jay Brown and Leah Crouster



# MOT PRINCIPAL FEEDBACK



We, at Fairmount Secondary School are so grateful for the Introduction of MOT to South Africa. Our school was the first Secondary School where the MOT programme was instituted together with False Bay and Northlink TVET Colleges. Our team of facilitators did an excellent job at school, so much so that many of them was selected as monitors, represented our school on the Learner Representative Council and

also in their Matric year, most who participated in the programme became Prefects. They achieved all of this despite the negative influences in the communities our learners come from.

The MOT programme also developed their Leadership Skills and ability to make informed choices so that they could achieve their goals and dreams, remain in school, not get involved in gangs and drugs or get pregnant. The proof of this is in Darren Maybe who was a learner at our school, did the MOT Programme, and continued with the MOT Programme at College where he became a Young MOTivator. He, besides being a MOT Ambassador became the College Vice President of their Student Representative Council, became more involved with MOT in becoming a MOT Coach and thereafter won the Are Hovstad Award this year, despite his home and community circumstances.

The MOT program when it was introduced also assisted us in bringing down the dropout rate, helped with our Anti-Bullying and Anti-Racism Campaign. Our School became the go to school for learners of Refugees, as they felt welcomed and were treated with dignity by our learners. When the Western Cape Education Department introduced their Values Driven Education Programme, we at Fairmount were ahead of the curve as our learners in the programme already were primed through the MOT programme.

When the opportunity arose to be part of the 3 High Schools (Fairmount, Lotus River and Zeekoevlei) to introduce the programme to our grade 8s in 2021 we were very excited. Unfortunately, Covid-19 happened with its hard lockdown and learners attended school on a Rotational Base. The Covid-19 protocols of limiting the number of learners and social distancing had its impact. The program was stalled and our present grade 9's now need to play catch up while we introduce the new grade 8's. The situation of the staff and experienced MOT Facilitators also had an impact. New educators and Assistants had to be trained.

We are hopeful that we will be able to see the difference that the program makes in the lives of these young people if our past experience is anything to go by.

Yours in Education

**Terence Klassen**  
Fairmount Secondary School Principal



# MOT YOUTH AND MOT COACH FEEDBACK ON THE MOT PROGRAMMES

## 1. What have you learnt about yourself during the MOT sessions and the MOT Coaches' Basic Education / Young MOTivators Education?

### Julleen Goliath (MOT Coach)

I have learned that I am in the right profession - dealing with young people. As an educator, my legacy I will leave in the lives of young people are my strength, that I take them seriously, I listen to them, and I encourage them to reach for the stars.

I have a vision to courage the development of confident and unique young people to strive for excellence.

### Marlyn - Lee Van Diemen (Young MOTivator and MOT Coach)

I learned that life is short and that you should take every opportunity presented to you to make a positive difference and to be impacted.

To be the change you wish to see in society in order to continue to create that warmer and safer environment for the robust youth, who includes all.

I have learned that with the information application I then have power, because applied knowledge is power.

## 2. How have the MOT sessions & the Young MOTivators Education impacted on your social skills, outlook on life, attitudes, thoughts & behaviour?

### Julleen Goliath (MOT Coach)

My social skills have improved in making me a more empathetic person. At the MOT Coaches' Basic Education, I realised that our youth can be empowered and that my life can be a testimony to them to change their attitudes towards life. Being a product from Lavender Hill (a gangster infected community), my attitude, thoughts and behaviour was formed and developed by telling the learners of my experiences and how it led me to become who I am today.

### Marlyn - Lee Van Diemen (Young MOTivator and MOT Coach)

MOT has impacted my life in such a significant manner that holistically I have been transformed in my thought process.

I have gained knowledge and understanding in way I view life, bringing perspective when it comes to behaviour change.

The purpose my experience is to increase the communication level in order to bridge certain gaps when it comes to attitude.

## 3. What are your thoughts on MOT and its benefits for the youth of South Africa?

### Julleen Goliath (MOT Coach)

I am very excited about MOT's benefits to the youth, and this is definitely a part of my vision – to encourage the development of confident and unique young people to strive for excellence. This can be done through academics, culture, sport and service.





**Marlyn - Lee Van Diemen**  
**(Young MOTivator and MOT Coach)**

The youth will now have a bigger voice and not only on multiple platforms to express that powerful voice.

The youth will have more to give back and they will be even greater roles models and the MOT programmes assists them to reach their full potential.

**4. How have the MOT sessions developed you as a leader amongst your peers, in your community and/or at your College?**

**Julleen Goliath (MOT Coach)**

Other educators was developed as leaders amongst our MOT group. It further developed me amongst my Lotus River Parents' and Community. The turnout at the MOT Introduction to Parents was encouraging, because parents trust me, they will trust the MOT Programme, which will encourage their learners to become leaders.

**Marlyn - Lee Van Diemen**  
**(Young MOTivator and MOT Coach)**

This is a personal impact question that allows the individual to reflect on their journey of how far they came.

As a leader, it does not limit my thinking when it comes to adding value on a conversational level with my peers and in my community.

To simplify things MOT has changed my life for the better, for the latter part of the efficiency of the MOT programme, it makes me feel proud to be a product of the effectiveness of the programme.

**5. Other Comments**

**Julleen Goliath (MOT Coach)**

Thanks for investing in the lives of young people. They need to feel special. I feel special to be a part of the development of the learner, the school and area. Well done.

**Marlyn - Lee Van Diemen**  
**(Young MOTivator and MOT Coach)**

Thank you, MOT SA, for granting the opportunities and platforms to create change and bringing about safer and warmer environments to the youth of the nation of South Africa.

# MOT COACHES' FEEDBACK



One of the MOT Ambassadors, Ency Samkelisiwe Litsoane attended our annual events for Strenity YGN in March 2021. Immediately when she realised that the vision of our organisation runs parallel to the MOT philosophy and values, she invited me to come and sit in at one of the MOT Coaches' Basic Educations training that was held in Grassy Park same year. I must admit I was sold to the idea of working closely with such an organization that has

such an appetite and passion for the youth. I started enquiring and getting involved in the programme to an extent that we had some of our facilitators trained as MOT coaches. Since then we have not looked back. We introduced the MOT programme to the youth in our organization. What caught my attention the most about MOT is the values that are instilled in the development of the young people, helping them and strengthening them to become better versions of themselves.

MOT SA is an organization that promotes everything we believe in; in the hope of the youth, we want to build in our communities. We are a community-based organisation therefore this programme allows us to bring a structured approach to the transformation we're hoping for in our youth. The layout of the MOT sessions is very easy to follow and quite inclusive that it accommodates all the age groups and even the coaches are left motivated and empowered all the time. I'm so glad to have partnered with MOT in our vision to bring information and resources that will influence the youth in better decision making and positive transformation. Our commitment is to uphold and carefully implement the values of MOT and merge it together with

our vision of building a more resilient/robust youth who will take up positions as leaders that will promote and influence positivity in their areas of influence.

I find pleasure in spending my time with the youth, giving them a platform to express themselves and offering advice and I'm delighted to have the backing of MOT programme. It has really given me a comprehensive solution to my approach.

## **Neliswa Ngxabani**

STRENITY Young Girls Network, Langa.





# COURAGE TO CARE DAY

---

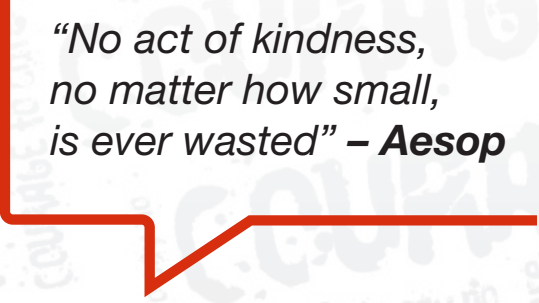
Courage to Care Day is a day that is celebrated annually by our MOT Family. This day is about expressing kindness and love to friends, family and strangers by spreading joy.

The day aligns with MOT's core values – Courage to Live, Courage to Care and Courage to Say no, as well as MOT's Vision to create a warmer and safer society.

We believe that each person has the power and courage to make a difference in the lives of others, no matter how small.

We have received a total of 6 courageous stories we are super inspired and in awe by them!

Read their stories in detail here: <https://mot.org.za/>



*“No act of kindness,  
no matter how small,  
is ever wasted” – Aesop*

## Submission by: Gloria Nkgetheleng Bocheletsana

I would like to share a story of how someone showed me the courage to care when I was in need.

I have started selling raw unprocessed honey this month, and I needed honey containers. Instead of having my business partner buy them, I decided to go instead, so that I would how to find the factory in future.

When I reached Maitland fisheries, I tried to request an Uber to take me directly to the place I needed to be, but the app kept on showing “no service”. I kept on trying, with no luck. I then decided to ask one of the taxi drivers to direct me to the place. They dropped me at the nearest point, just to realize that it was the wrong address.

## Submission by: Marshall Bantom

My name is Marshall Bantom and I am a MOT Alumni. I was trained as a Young MOTivator in 2019.

Kindness is not always what we do for others, but it can be as easy as just saying “thank you” or “I’m here when you need to talk about anything”

I’ve experienced it first-hand. A mutual friend of mine invited me to a Youth Day event.

The programme for the day which was organized by Pastor Emeul Sauls was so blessed. The theme was, “BRING THE GLORY INTO YOUR STORY”.



Marlon van Diemen



Jerimedio Jacobs



Marshall Bantham



# JP21 FOUNDATION PROGRAMME FEEDBACK

We empowered over 50 youth learners with Courage through our partnership with JP21 Foundation – founder being our MOT Brand Ambassador and Former Professional Cricket Player, JP Duminy through their Cricket Skills Holiday Programme.

The purpose of the holiday programme is to empower our future cricket stars in developing skills of cricket as well developing and strengthening life skills, and that is where MOT South Africa comes in.

The learners were empowered with necessary leadership skills to reinforce the good in themselves and others.

Our MOT Coaches, Cheslyn Rippenaar and Shouneez Dearham, who were first trained as Young MOTivators (Youth Leaders) facilitated the sessions to become robust, show courage and become active citizens and role models in our society. Our youth are after all the next generation!





**Darren Maybe**



**Darryll Fredericks**



**Gloria Nkgetheleng  
Bocheletsana**

We as the youth had an opportunity to stand on the platform & share our stories of courage and testimonials. Watching the other youth sharing their stories to a group of 40–50 people was so inspiring to me and this gave me the courage to share mine.

### **Submission by Marlyn – Lee Van Diemen**

I can almost remember it like yesterday – the year 2012, my final high school year.

I had an assignment for one of my favourite subjects, that required me to have it typed out. The object of the assignment was to assess my computer skills, however, at that time, I did not know how to operate a Word document or Excel or any of the other MS Office suite applications.

In that same year, I became friends with one of my neighbours, Dani who showed me the true meaning of

having the courage to care. I was feeling overwhelmed and hopeless, and I shared my frustrations with her. She then offered to mentor me on how to make use of MS Office and how to type out a report.

Dani exercised one of the 3 MOT core values, showing the Courage to Care.

### **Submission by Jerimedro Jacobs**

Hi there! My name is Jerimedro Jacobs and I'm a MOT Alumni and Young MOTivator from West Coast TVET College, Malmesbury Campus.

For my Courage to Care Story, I would like to share with you about the people I've met and what I have experienced while visiting in Moss Norway, at Kirkeparken Upper Secondary School as part of the MOT Programmes.

They were all accepting of me, with no regard to my



# COURAGE TO CARE DAY

---

background and culture. They showed me love, respect and I could feel that they cared.

## **Submission by Darren Maybe Boy in uniform**

The following content will be the events that were the highlight of my week. These events were random acts of kindness and showing support to some total stranger or person I know.

On August 10th I decided to pack in extra lunch with fruit and water for a homeless gentleman that I greet every day on my way to campus. I spent approximately 5-10 minutes in conversation with him. The man looked extremely grateful not just for the goodies I gave him but for the fact that someone spent time talking to him. As I walked away, I could see he was standing in the corner with tears rolling down his cheeks.

Then on August 13th, I bought myself a takeaway coffee at KFC and witnessed one of the general workers at Maynard Mall in Wynberg being rebuked by a lady and I thought to myself buy him a coffee just to put a smile on his face.

## **Submission by Darryll Fredericks**

My story is about my friend Mitchell Highburg who showed the Courage to Care in my community.

Mitchell started a soup kitchen in our community because he saw that there were many people that did not have food for themselves and their families. There are also many without jobs and he saw this as an opportunity to help others with a meal.

The soup kitchen started before the pandemic hit us in last year and is still going strong.

He has a station where he served his meals, but this place got looted, as well as some of his products that were stolen, which led him to serve in the community.

He now has a sponsorship to help him prepare and serve meals as he was using his own food items and which allows him to serve them regularly.

I find his story really inspiring because, despite his daily struggles and challenges, he still finds the strength and courage to serve the community with warm meals. I admire his courage.

Thank you and well done to Young MOTivators, MOT Youth and MOT Coaches for playing your role as active citizens in your community and for showing the courage to care for others. Thank you to the MOT Coaches and staff for assisting the Young MOTivators with their projects as needed.

We are so proud of all of you for spreading happiness,

# MOT SA CREATING POSITIVE IMPACT IN NORTHERN CAPE

This year MOT SA started impacting 26 youth within Northern Cape as part of the Youth Leadership Training.

MOT SA has been appointed by Scatec Solar to implement a Youth Leadership Programme over a period of 6 months to support Youth Development which forms part of their companies' strategic development goals.

## Comment from one of the youth leaders-in-training:

I have come across several enrichment programmes over my time in education, but none have impacted me as much on a personal level as the MOT Programme.

Sanelisiwe Sikweyiya, Secretary of Sinako Engagement & convenor of the Youth Pillar has been engaging with the MOT office and stakeholders from the Burgersdorp community in efforts to take the MOT programme to the youth of Burgersdorp.

Like in many communities in our country, unemployment has become a problem, this has crippled and demotivated our youth immensely. As a result, our youth has resorted into a life of crime, drugs, alcohol, and prostitution. We also have a huge challenge of teen pregnancy and dropouts. When I enrolled in the MOT Programme, I saw an opportunity to motivate and empower our youth and to bring a sense of meaning back into their lives. The young people in our community feel like they do not belong anywhere, and I feel this programme can change that.

The MOT Programme will help them to understand that they are the future of our town, and they have the right to dream and the power to make those dreams come true.

The training has taken me to the next level in terms of being a community leader. I am bolder now in terms of making decisions, my confidence is boosted, and I can SAY NO without fear of rejection!









# MOT SA'S

## 13th ANNUAL GENERAL MEETING (AGM)

The theme for our 12th AGM was #Courage2Rise, which means to rise above one's circumstances, challenges and tribulations, and this is exactly what MOT SA did when being hit by the pandemic.

Due to the COVID-19 pandemic, the prohibition of public gathering and social distancing, it was not possible for our stakeholders to attend this year's AGM in person and was therefore held via virtually via Zoom with over 65 attendees including MOT SA Founders from Norway and MOT Enthusiasts from South Africa!

### Award Winners

#### The Are Hovstad Award Winner

Darren Maybe was the ultimate winner and reflects and embodies the spirit of our beloved Are Hovstad, lives life by being and accepting themselves sincerely and apologetically, respects and care for himself and others, speak out when needed and stands by his values.

The Are Hovstad Award is named after a Norwegian community activist, Jarl Are Hovstad, who became a permanent South African resident. He was honoured

by HRH King Harald of Norway for his work in education and health on the Cape Flats.

He was also awarded Western Cape provincial honours in the form of The Order of the Disa, bestowed various Rotary International awards and was instrumental in the establishment of a life-skills programme for students and learners in TVET colleges and schools. He was also one of the initiators of bringing MOT to South Africa.

The nominees of this award reflect and embody his spirit, lives life by being and accepting themselves sincerely and apologetically, respect and care for themselves and others, speaks out when needed and stands by their values, who have gone over and above, and positively impacted their communities, especially during the pandemic and after.

The nominees for this award were: Cheryl Martin, Caleb Mutombo and Lorraine Platjies

#### MOT SA Brand Ambassador of the Year Award

JP Duminy was awarded the MOT SA Brand Ambassador for his courage, for being a part of conflict resolution, for always acknowledging MOT wherever his goes, for





going over and above to assist the MOT Office always and for putting MOT in contact with different partners and sponsors.

The Top Final nominees for this award have been (including JP Duminy) were, Ency Litsoane, Janice and MJ Li.

We appreciate you so much! We thank you for your courage, for being a part of conflict resolution, for always acknowledging MOT wherever you go, for going over and above to assist the MOT Office always and for putting us in contact with different partners and sponsors.

### The MOT Courage Award

The Courage Award was started to honour and highlight our partners and organisations for all the work that they put into delivering the MOT Programme and for always going over and above and having the #Courage2Rise.

And the winner of this award goes to Sakhisizwe Youth Development Programme.

The nominees in place for this award were: JP21 Foundation and Mbekweni Youth Centre.

Comment from Lelothando Bokuva, MOT Coach from Sakhisizwe YDP:

On behalf of Sakhisizwe YDP, I would like to thank MOT for selecting Sakhisizwe YDP to receive the Courage Award. The award is one of the significant events for the organization. We sincerely appreciate your thoughtfulness; this recognition is another example of the great support that the MOT team have given our coaches throughout the year to run successful sessions.

The award is encouraging us to even run more successful sessions in the years ahead!

### Farewell and Welcome to new Country Director

After 6 years at MOT SA and 3 years as Country Director, Julia Benjamin has decided to step down. We thank you for being a part of the MOT journey, your commitment, values, principles and belief. You are still a part of the MOT Family.

We welcome the new Country Director, Viola Manual!

Viola is an accomplished senior executive in both strategy and implementation, has sat on numerous boards and been nominated for multiple awards.

The nominees for this award were: Cheryl Martin, Caleb Mutombo and Lorraine Platjies



**Top Final Nominees**



**Winner of the Courage Award**



**The Are Hovstad Award Winners**

# MOT Student Success - A comparative case study

## RESEARCH REPORT

**Institute for Post School Studies**  
Report prepared by Tim McBride and Joy Papier

March 2022



Find the full report online at  
<http://mot.org.za/wp-content/uploads/2022/09/mot-research-report-2022.pdf>



UNIVERSITY of the  
WESTERN CAPE





## INTRODUCTION AND BACKGROUND

This research was undertaken by the Institute for Post School Studies (IPSS) of the University of the Western Cape, in terms of a study requested by MOT. The project sought to evaluate the impact of the MOT programme on TVET college students, particularly with regard to academic performance.

Whilst the MOT programme was not specifically designed to have an academic impact, one of the areas of potential impact identified from previous student feedback on MOT, had been anecdotal evidence of a positive influence of MOT on student outcomes. This study therefore focused on comparing MOT and non-MOT TVET college students' results in an attempt to empirically ascertain the impact of the programme on academic success.

## Research Design and Methodology

### Scope of the study

Public TVET colleges offer a range of vocational and occupational programmes. National officially funded programmes are the year-long, full-time National Certificates Vocational (NCV), and trimester or semester NATED programmes. In the period under review, each of these levels were certificated individually. The NCV and NATED programmes however have different pass marks and progression requirements.

The research was intended to cover all public TVET colleges in the Western Cape where the MOT programme had been delivered over a number of years.

### Targeted Sample

The population for this study was TVET students enrolled for NATED and NCV programmes, that included MOT and

non-MOT students. The unit of analysis for the study was the individual result obtained per student, per subject, at each level of their studies. Students within the study would typically have enrolled for more than one subject per level, and in many cases, students would have enrolled for many levels as well. Thus, several subject results (as the unit of analysis) exist per student. Students who were absent, failed or passed were included in the sample.

The sampling frame for the study was the TVET management information systems located at the colleges involved in the MOT programme. Colleges maintain their own databases (management information systems) of student results, primarily for administrative and managerial purposes. These management information systems have increasingly been used to report student progress to the national DHET, and are captured on the national TVETMIS system. A comprehensive sample (census) was taken from the sampling frame consisting of all students within the identified population.

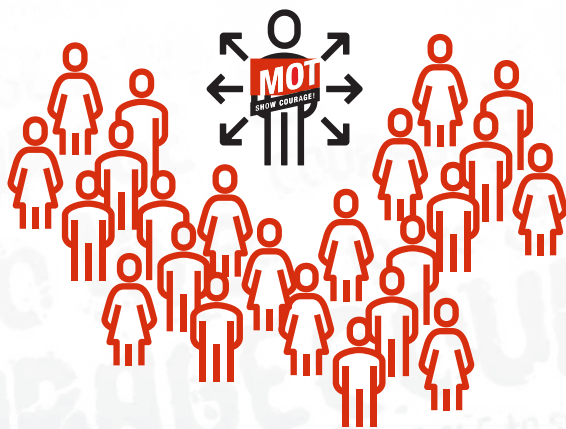
Colleges identified programmes which involved MOT students and the time frames within which these students attended the college. The student results for these identified programmes were selected for inclusion within the sample.

In consultation with MOT staff and Management Information Systems (MIS) staff at the colleges, results were provided for students in the following programmes for the period 2018-2020.

- Business Management N4 - N6
- Educare N4 - N6
- Financial Management N4 - N6

- Public Management N4 - N6
- Electrical Infrastructure Construction NCV2 - NCV4 2016-2018
- Office Administration NCV2 - NCV4 2016-2018
- Primary Health NCV2 - NCV4 2016-2018
- Safety In Society NCV2 - NCV4 2016-2018

Students who participated in the MOT programme were identified and were coded as MOT students within the final dataset. All MOT students were coded in the sample as a simple dichotomous variable, and no differentiation was made with regard to the duration or quality of student participation on the MOT programme. Non-MOT students, by default, were those students in the same programmes as MOT students, attending college over the same time-period.



***“The MOT culture has passed down from the MOT office to our MOT Coaches into the classrooms and throughout the communities we serve.***



## Research population

As indicated above, the unit of analysis was individual subject examination results. The table below shows the number of examinations that were written per subject. Note that these have not been disaggregated by level and reflects the total number of examinations for which students were registered. Sample sizes were above 25, so normality was assumed. Equal variances were

assumed following a Levene test for equality of variance  $F(4627)=158.96$  ( $p<0.001$ ).

The table below shows the size of the comparison groups. In total 641 individual students were included, 309 MOT and 336 non-MOT students spread across five TVET college NATED programmes.

Programme	MOT	Non-MOT	Total
BUSINESS MANAGEMENT	86	124	209
EDUCARE	64	54	118
FINANCIAL MANAGEMENT	43	42	84
MANAGEMENT ASSISTANT	41	49	90
PUBLIC MANAGEMENT	75	67	140
Total	309	336	641

**PRESENTATION OF FINDINGS**

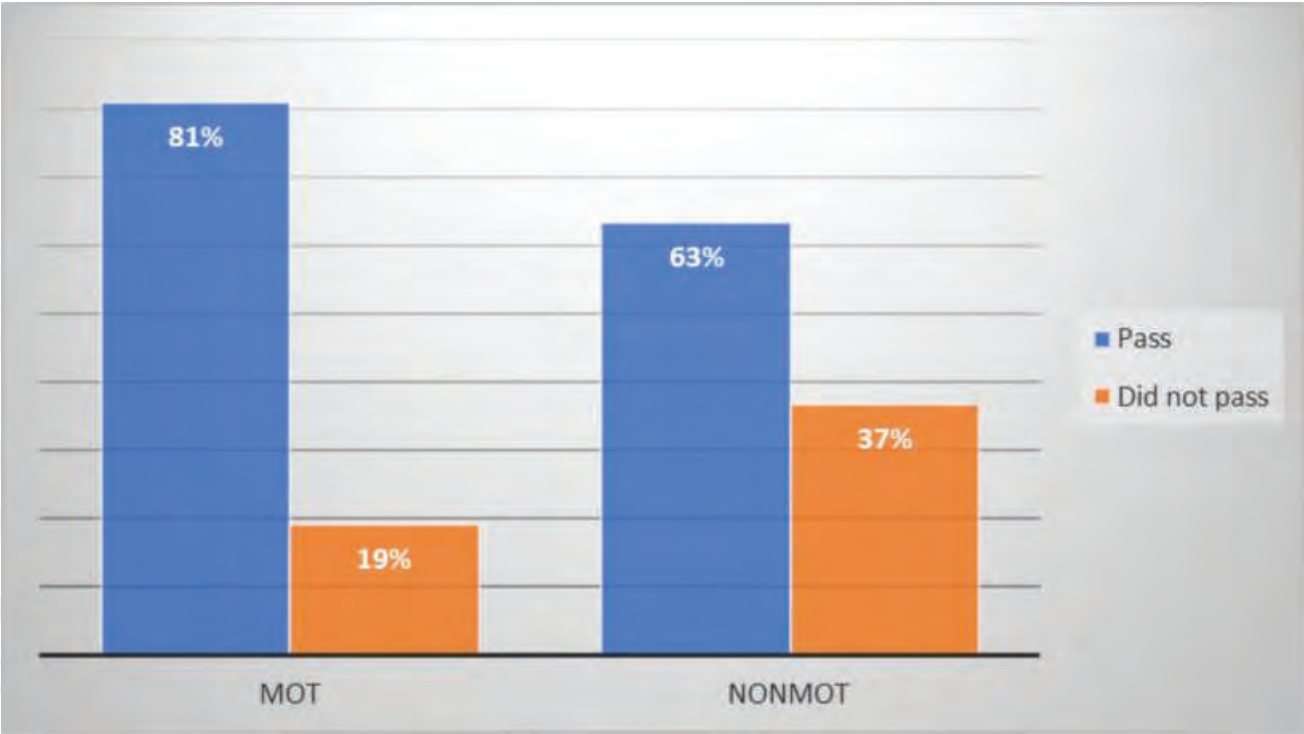
This section presents the data according to the three research objectives of differences in pass rate, average performance, and completion rates between MOT and non-MOT students.

**Research Objective 1: Differences in pass rate**

This first research objective was to establish whether there were differences between MOT and non-MOT student passes. The study sampled 4636 exam results and evaluated whether exam results

differed by MOT status. In order to assess difference, the total number of exams written by MOT and non-MOT students were taken, and the percentage of passes in each case was calculated. The results obtained from the preliminary analysis percentage of exams passed are compared in the figure below.

As shown in the Figure, MOT students passed 81 % of their subject exams, whereas non-MOT students passed 63%, a difference of 18%. From the results it is apparent that MOT students performed better.

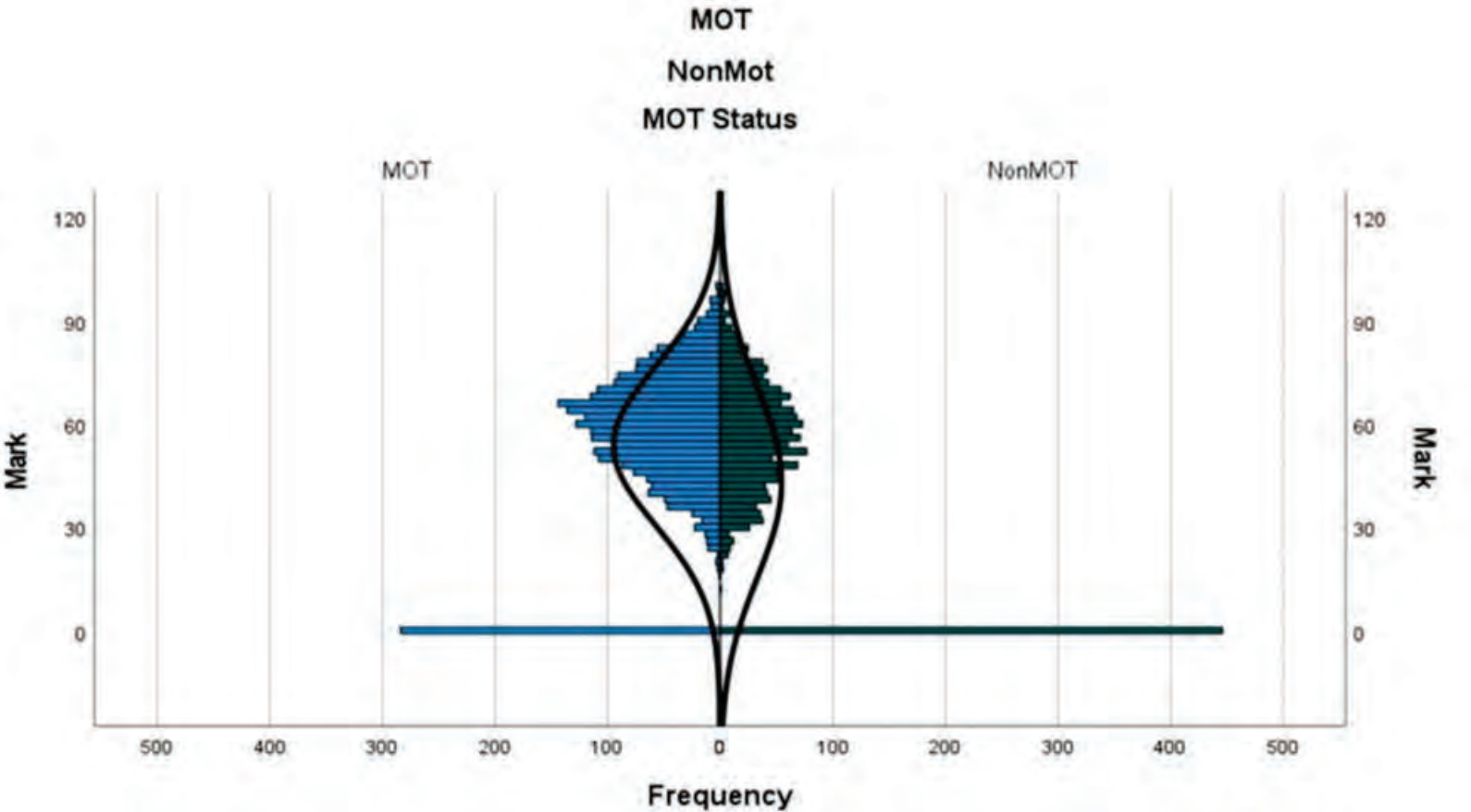




**Research Objective 2: Difference in quality of passes**

The second research objective was to establish whether there was a difference between MOT and non-MOT exam scores. As indicated earlier, the

study sampled 4636 results. The figure below depicts a histogram of MOT and non-MOT results. 74 out of the 328 N6 students (distinct count) had one or more result over 75%.

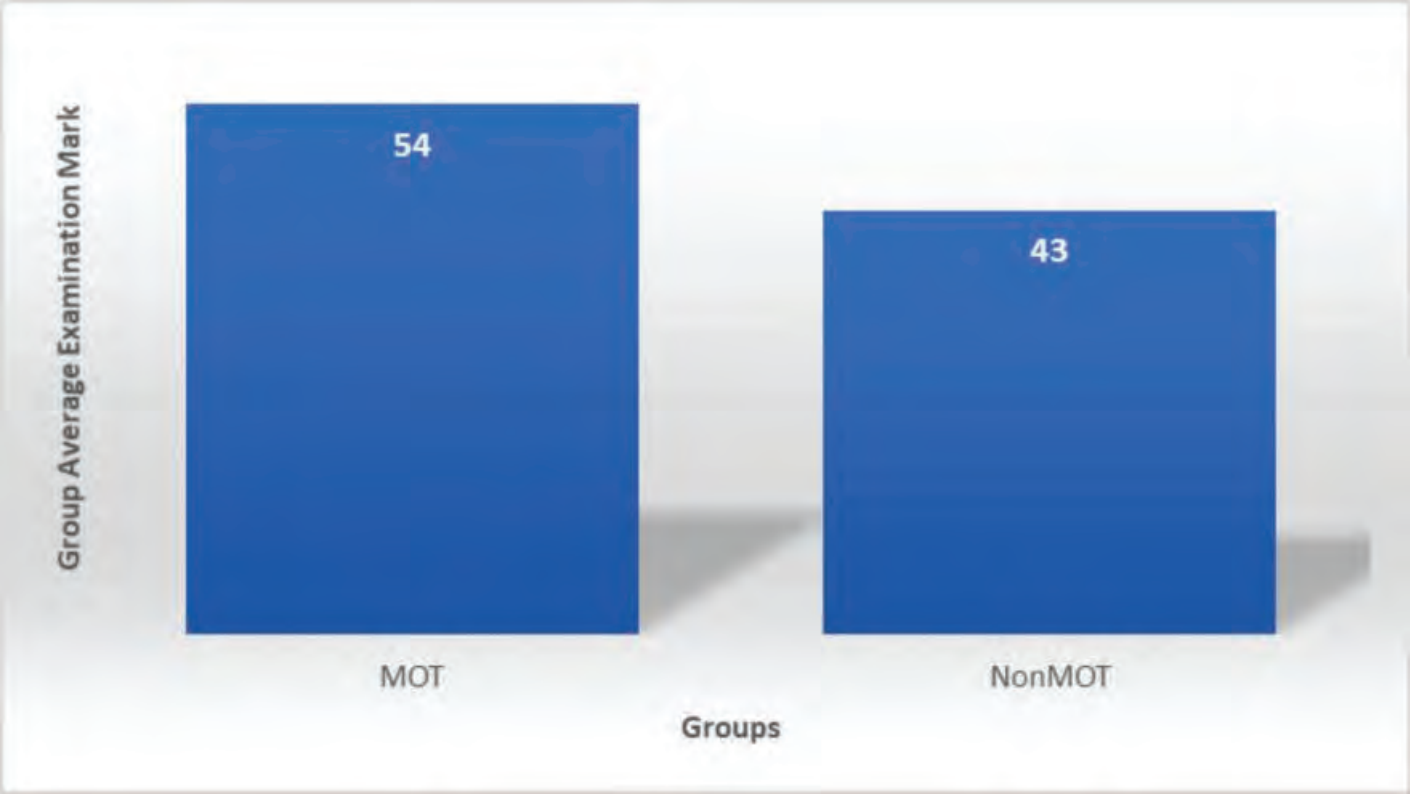


The average mark for MOT programme students was 54%, whereas the average mark for non-MOT students in the sample was 43%. This represents an 11% point difference (or a full grade difference) between the two means. The difference between the marks is provided in the figure below for emphasis.

However, there are a few cautionary notes. Both figures contain a high number of absentees, with the non-MOT group containing a higher percentage of absentees. Such absenteeism is not

limited to a small number of individuals as a number, 306 students out of the 641 have missed one or more examination over the course of their programme (excluding subjects where they had dropped out). A number of students wrote some subjects and did

not write others. This observation makes an assessment complex. Curbing absenteeism itself seems to be an issue within the TVET college sector, so in that sense the difference in the results are valid, also students may have self-excluded.





### Research Objective 3: Differences in Level Completion

The third research objective was to determine whether there was a difference in level completion between MOT and non-MOT students. As indicated earlier, there were 641 distinct students in the sample. In order to assess level completion, a number of variables make the assessment difficult, as is explained below.

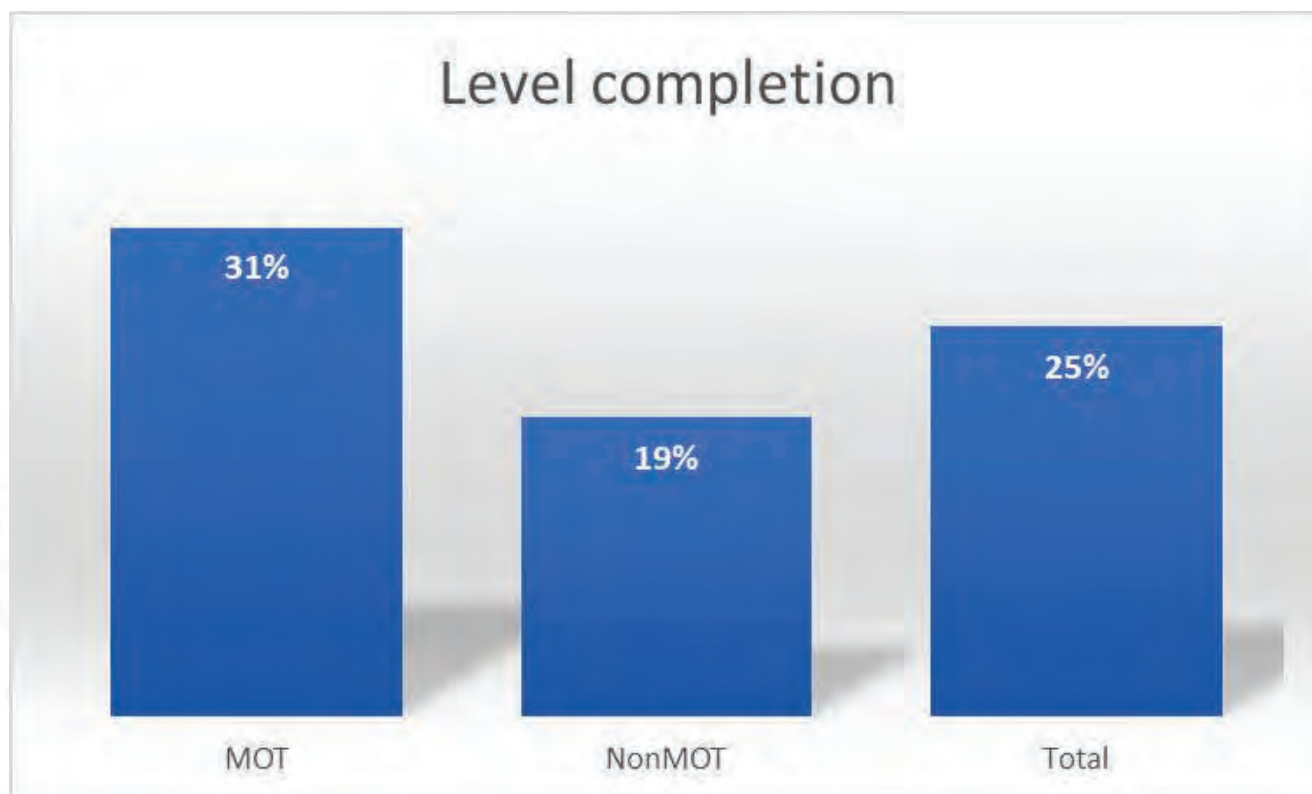
TVET students enter and exit the TVET system flexibly, leaving early or entering late. Thus not all students do the full complement of subjects. The

matter was approached by using the 'distinct count' function in order to determine the total number of students entering via the MOT route, regardless of when students entered or left the system. Secondly, a distinct count was done of students who had not passed all their N6 subjects, since students who had passed had not necessarily passed all their subjects. This system has a margin of error for students who repeated N6, and this had to be eliminated by visual inspection of the data. Students who had failed subjects were deemed not to have passed the N6 level, unless they had repeated. The table below represents the results of the calculation.

Group	Incomplete	Passed N6	Enrolled	Level completion
MOT	213	96	309	31%
Non-MOT	269	63	332	19%
Total	482	159	641	25%

Next, the figure below compares the level completion as per the extrapolated calculation given above. MOT students in the sample were found to have a 31% completion rate - that is, 31% of all MOT students who enrolled at any point would

have completed their studies in the period under study. By contrast 19% of non-MOT students in the sample completed their - a 12% difference in the number of students completing their qualification.



As indicated earlier, level completion rates are low for a number of reasons. These reasons include the strenuous TVET criteria for progression, as well as the diverse and divergent trajectories that TVET students' life trajectories take.

As shown in the figure above however, the completion rate of MOT students in the sample was

considerably higher than that of non-MOT students. A chi-square test for association was conducted between completion and MOT participation. There was a statistically significant result,  $\chi^2(2) = 12.5$ , at  $p < .01$ . There was thus a substantial and significant difference between the level completion of MOT students and non-MOT students in the sample.



## CONCLUSION

This study set out to evaluate differences in student success between MOT and non-MOT students. This larger task was evaluated in terms of three research objectives: First, whether there was a difference between pass rates of the comparative groups; second, whether there was a difference in terms of marks; and third, if there was a difference in terms of completion rates.

The study found that in terms of all three objectives MOT students performed better, and that the results were statistically significant. In the first instance, MOT students had an 81% examination pass rate compared with 63% of non-MOT students in the

sample. In the second instance, students performed on average one letter grade better than their non-MOT classmates (though this may be affected by the higher exam absenteeism of non-MOT students). In the third instance, 31% of MOT students completed their programmes, compared with 19% of non-MOT students.

Whilst the MOT programme has not solved the whole of the TVET college sector's student success problem, the evidence garnered for this study suggests that MOT students' indeed performed significantly and substantially better overall than their non-MOT counterparts studying the same TVET programme.

# MOT SA FINANCIAL REPORT

Find the full Financial Statements at:

<http://mot.org.za/wp-content/uploads/2022/12/financial-statements-of-mot-sa-2021.pdf>

**MOT SA**

(Non-Profit Organisation: 078-690)

Financial Statements for the year ended 31 December 2021

## STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2021

Figures in Rand	Note(s)	2021	2020
<b>Assets</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	2	4 349	2
<b>Current Assets</b>			
Trade and other receivables		4 080	239 269
Cash and cash equivalents	3	46 728	83 105
		<b>50 808</b>	<b>322 374</b>
<b>Total Assets</b>		<b>55 157</b>	<b>322 376</b>
<b>Funds and Liabilities</b>			
<b>Funds</b>			
Accumulated funds		(196 346)	61 355
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables		1 503	11 021
Other financial liabilities	4	250 000	250 000
		<b>251 503</b>	<b>261 021</b>
<b>Total Funds and Liabilities</b>		<b>55 157</b>	<b>322 376</b>



# ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

MOT SA

(Non-Profit Organisation: 078-690)

Financial Statements for the year ended 31 December 2021

## STATEMENT OF COMPREHENSIVE INCOME

Figures in Rand	Note(s)	2021	2020
Revenue	5	772 510	1 091 690
Other income		30 435	11 304
Operating expenses	6	(1 062 350)	(1 177 256)
<b>Operating deficit</b>		<b>(259 405)</b>	<b>(74 262)</b>
Investment revenue		1 704	1 761
<b>Deficit for the year</b>		<b>(257 701)</b>	<b>(72 501)</b>
Other comprehensive income		-	-
<b>Total comprehensive loss for the year</b>		<b>(257 701)</b>	<b>(72 501)</b>



# GIVING THANKS & GRATITUDE TO MOT PARTNERS

Corporate Partners, Funders & Brand Ambassadors



UNIVERSITY of the  
WESTERN CAPE

Lombardi Family  
Charitable Trust





## BANKING DETAILS FOR ALL DONATIONS TO MOT SA

**Account Name:** MOT SA

**Cheque Account number:** 4072600581

**Bank:** ABSA

**Branch swift address:** ABSAZAJJ

**Branch clearing code and International code:** 632005

All financial donations made towards MOT SA are tax deductible in terms of Section 18A of the Income Tax Act, and qualifies for Socio-Economic Development points in terms of the B-BBEE Code of Good Practice.

# MOT PARTNER COLLEGES, SCHOOLS & COMMUNITY ORGANISATIONS

## TVET COLLEGES



## HIGH SCHOOLS



**GARDENS COMMERCIAL  
HIGH SCHOOL**





## COMMUNITY ORGANISATIONS



**CHANGING LIVES**  
Formerly Amy Biehl Foundation















 Twitter  
@MOTSouthAfrica


 Facebook  
MOT-SA


 Instagram  
@motsouthafrica

 Youtube  
MOTSouthAfrica

 LinkedIn  
MOT South Africa

 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)  
Web: [www.mot.org.za](http://www.mot.org.za)

