

# 2019

ANNUAL REPORT





**SPARROW SCHOOLS**  
EDUCATIONAL TRUST

**2019 ANNUAL REPORT**  
**30 YEAR ANNIVERSARY**

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Back Page Cover

# 1989

Sparrow starts as a Saturday School.

# 1993

Full-time School opens its doors in Eloff Street Ext for grade 1 to grade 9 pupils.

# 1995

The Sparrow Skills Centre opens.



# 1996

Jackie Gallagher awarded the FOYSA Award for pioneering young leaders who have made a significant contribution to South African society.



# 1997

Sparrow Schools was awarded the Presidential Educational Award for work done with children who have special educational needs.



# 30

YEAR  
ANNIVERSARY

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# MILESTON



# 1999

Sparrow Schools was nominated for the Presidential Award for our participation and contribution towards Africa's Educational Renaissance in South Africa.

Sparrow Schools was awarded a Certificate of Commendation from the Impumelelo Innovations Award Programme in recognition of the innovative project aimed at reducing poverty.

Sparrow Schools takes a cricket team to the UK on an official tour.



# 2000

The Sparrow Combined High School in Sophiatown is opened.

# 2001

Sparrow Schools was nominated for the Ministerial Award for Excellence in the contribution towards HIV/AIDS education following a successful HIV/AIDS Awareness Campaign in 2000.

ES





## 2003

Sparrow Schools was awarded the Hamlet Foundation Outstanding Achievement Award for the work we do with intellectually disadvantaged and learning disabled youth.

Jackie Gallagher was a finalist in the Clarins & Fair Lady Most Dynamisante Woman of the Year competition.



## 2004

Nelson Mandela visits Sparrow Combined School.



## 2007

Sparrow Schools achieved provisional accreditation with full compliance, and the recommendation of full accreditation as a service provider with Umalusi, our ETQA.

Nelson Mandela revisits Sparrow Combined School.

## 2011

Sparrow Schools was nominated as one of the finalists in the NGO category at the 2012 Skills Development Summit. They won the Silver Award from Impumelelo Innovations Centre for innovative work that is done to combat poverty through Education and Training in Gauteng.

## 2015

Sparrow obtained a Level 1 Certificate for Sustainability from Growth Map through the Nedbank Foundation.



# 2009

Jackie Gallagher was a finalist in the Southern Africa Social Entrepreneurship (SASE) Awards - Pinnacle Category (GIBS/ASHOKA).

Jackie Gallagher was a finalist in the Ernst & Young Social Entrepreneur Award: World Entrepreneur Awards in the Non-profit Category.



# 2010

Sparrow FET College Opens.

Jackie Gallagher is the winner of the Shoprite Checkers Woman of the Year Award: Education Category.

She was also shortlisted for the 2010 South African NGO Web Awards.



# 2017

Sparrow started working in conjunction with the Government to pilot a Technical Skills School.

Sparrow FET College won the National Skills Authority Silver Award for Programme Placement.

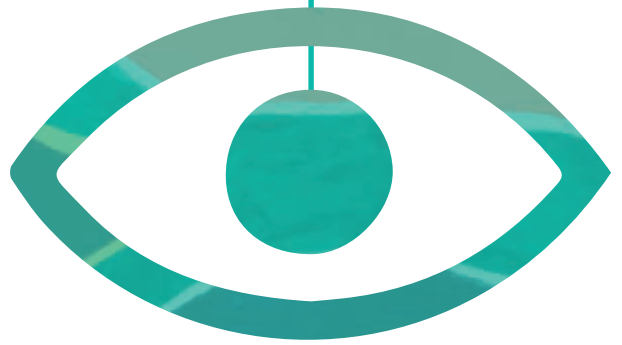
# 2018

Sparrow Schools Educational Trust is a Brand SA Runner up for most Influential NGO.

# OUR VISION

## STATEMENT

Sparrow Schools Educational Trust strives for excellence, well-being, and the capability to earn a livelihood in the lives of children and youth with learning barriers.



# OUR MISSION

## STATEMENT

Prepare children and youth who live with learning difficulties to become income-generators through comprehensive education, vocational skills training and intensive learner support initiatives.



# OUR ORGANISATION

SPARROW SCHOOLS EDUCATIONAL TRUST:

Trust Registration Number: IT 1255/93 | NPO Welfare Organisation Number: 000-401  
PBO SARS Tax Exemption Reference Number: 130001399

## BOARD OF TRUSTEES

REV EJ **ABRAHAMS**  
MRS. JW **GALLAGHER**  
(Founder)  
MR. PT **GALLAGHER**

MR GD **GAOBEPE**  
MR. G **HAMILTON**  
MRS. BA **KESCHNER**

MS NR **MABALE**  
MS K **MAKHOHLISO**  
(Chairperson)  
MRS R **NEL**

## MANAGEMENT TEAM

JACKIE **GALLAGHER**  
General Manager

MELANIE **MALEMA**  
Operations Manager

ALISON **BUTTON**  
Academic Manager

ROMELA **PILLAY**  
HR Manager

BEVERLY **VAN WYK**  
Finance Manager

RENATA **NOBLE**  
Sales & Fundraising Manager

WARREN **THOMPSON**  
Assistant Wellbeing  
& HR Manager

**THE  
FOUNDATION  
SCHOOL:**

**GRADES 1-7**

Principal:  
LEONA **KRISHNA**

**SPARROW COMBINED  
TECHNICAL  
SKILLS SCHOOL:**

**YEARS 1-4**

Managed by:  
ASHWON **LETCHMAN**

**SPARROW  
FET  
COLLEGE:**

**QCTO/DHET/SETA**  
Registered with accredited  
full qualifications.

Managed by:  
MELANIE **MALEMA**

The background of the entire page features silhouettes of several people on a rocky shore. On the left, a person stands with their right arm raised in a fist. In the center, another person is crouched or kneeling, reaching out with their right arm towards the person on the left. On the right, a third person is seated or crouching, also reaching out with their right arm towards the central figure. The sky is a clear, light blue, and the rocks are dark silhouettes.

# COURAGE – IT TAKES MORE

PHILLIPPA YAA DE VILLIERS

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It takes more than breath to be alive  
more than blood to find your line  
more than a hand to throw a stone;

it takes a heart, a heart  
beaten into bricks and built into a house  
a house where humanity finds a home.

The house is in the street and the  
street lies on the land, a land of  
corpses and speeches, a land of lies.

The lies we tell to keep  
the best for our own – family country god  
whatever we imagine is our home.

The best of us are rivers who give themselves to oceans,  
rivers who throw themselves over cliffs into oceans  
rivers who never look back never regret what they've given  
and the more they give the more flows out -

Will you won't you will you won't you walk behind Mandela -  
follow his feet along Justice street? Won't you will you  
beat your heart into a home for all humanity?

He was not alone - a million hands held him up  
colossus – and there is no house  
without mortar no wall without foundation  
no Mandela without Mbeki Sisulu Dadoo  
no Biko without Ngoyi without Sobukwe, without Goldberg  
no Fisher without Slovo without First;  
and will you walk behind them, and shout freedom  
through your thirst, spend your breath for justice  
to prison or to death?

It takes more heart than you think you have  
but you are a river and  
heroes are heroes because we make them heroes  
motho ke motho ka batho babang  
river, ocean falling, falling into the sun -  
and when languages are forgotten  
and our day of life is done  
only when we stand together  
can we say that we have won  
one heart one love

one.



# CHAIRPERSON REPORT



*In a poem called "Courage- it takes more" by Phillippa Yaa De Villiers, the poet beautifully captures the courage needed to build new "homes" for South Africa and the joy and energy that working together creates.*

**2019 IS THE YEAR THAT SPARROW CELEBRATES 30 YEARS** of becoming, of building an organisation and an educational home for South African youth.

This annual report gives us the space to reflect on our history to date. Please read and celebrate with us as we describe significant milestones in our 30 year journey.

Sparrow started as a Saturday school in 1989, with a vision to extend the educational offerings open to underserved South African communities. Those who have been with Sparrow since its inception like to reminisce about our early beginnings and how we made do when we had so little. But even at this time in our history, the idea of building communities of support was born. Many have walked alongside the organisation, helping to bridge the gap between the founding vision of using education to create a future for more young South Africans, and the practicalities of organising and building a robust educational institution.

Growing from the Saturday School in the late 1980s, in 1993 Sparrow established itself as a school for children with additional learning needs, and was able to offer daily classes to children who needed to access the new "open schools". Over the years Sparrow has continued to grow; identifying the shortfalls and adapting to the needs that exist within the education sector of South Africa.

The Combined School was built on a new property in Sophiatown, creating a place for learners of secondary

school age to thrive. This school has grown over the last few years and now offers a skills based curriculum to the learners.

In 2010, the Sparrow Further Education and Training College was added to the Sophiatown property. This facility provides funded education to South African unemployed youth through accredited skills training, helping them become contributing members in the South African economy. Many individuals, businesses, friends and employees have stood together to enable us to achieve another victory in our efforts to create a future for young South Africans.

*Please enjoy reading this report, where we will celebrate our achievements and the collaborations that have shaped us.*

---

KHOLIWE **MAKHOHLISO**  
CHAIRPERSON



# MANAGEMENT OVERVIEW

JACKIE **GALLAGHER** - FOUNDER & GENERAL MANAGER

*The closing line of the poem mentioned in the chairperson's report reads: "only when we stand together/ can we say that we have won". This line resonates for me as the general manager who has led Sparrow over the last thirty years.*

*Leadership is often described as a lonely job, but in this celebratory report I am choosing to focus on the privilege I have experienced.*

*I have been able to develop as the leader of Sparrow inside a team of support that has sustained and grown me, as I have grown the organisation.*

Few people know that while I was building Sparrow, I was also confronting my own brokenness from growing up as a child in care. My faith in God carried and sustained me during this dual process of building Sparrow and piecing myself together, or to put it another way, faith created the space to build Sparrow which has become a place for my own healing.

Part of my healing has been to learn to lead by listening to others, to validate them, and appreciate different ways of being in the world, allowing the organisation rather to be a mirror for my own ideas.

I would like to pay tribute to the Vineyard Church leaders and wider community who have walked beside me as I have built Sparrow, they have provided the emotional and prayerful support that I have needed as a general manager undertaking the difficult decisions involved in managing and growing Sparrow.



*"only when we  
stand together/  
can we say that  
we have won"*

- PHILLIPPA  
**YAA DE VILLIERS**  
Extract from *Courage —  
It Takes More*



Many of us learn to value ourselves and develop skills with others, inside a family, where parents model, nudge and cajole us into developing our sense of self and a valuing of others. I did not have this kind of support during my childhood but Dr. Aggrey Klaaste, the editor in chief of the Sowetan newspaper, played a powerful role in my life. He mentored me in so many ways to develop and believe in both myself and Sparrow.

He was the first person in a senior position to empower me by listening to my ideas, pushing me to grow my skills set and bringing my vision to fruition. I will never forget his affirming words to me after telling me how many hundreds of proposals crossed his desk every day: "I am choosing to support you because I see your heart."

One of the earliest collaborations in Sparrow's history that stands out for me is my meeting with George Marsh. When Sparrow was just 9 years old and a fledging organisation, I met George in the United Kingdom while on a fundraising trip there, and we developed a partnership and a friendship. George Marsh was the headmaster at a London private school, and I shared my vision with him of providing an affordable quality education to South African youth who didn't fit into mainstream state schooling. From this opportunity we have grown a network of support for Sparrow through the Sparrow Foundation in the United Kingdom.

This foundation has been integral to our development at Sparrow. It recognises the children and young adults at Sparrow Schools and their stories of resilience and determination; and is a space where generous donors in the UK open their hearts to our learners' needs.

Many others have walked alongside me during my Sparrow journey, supporting my dreams, and have mentored me and helped me bridge the gap between my vision and the practicalities of organising and building an educational institution.

All of you reading this report have helped to build Sparrow in many different ways, but all focused on the goal of shaping the lives of young South African's education. To everyone that has joined me on this journey I am grateful.



DR. AGGREY KLAASTE





# ACADEMIC MANAGER'S REPORT

ALISON **BUTTON** - ACADEMIC MANAGER

*It has taken courage and vision to grow the Foundation and Combined Schools over the last thirty years.*

*You will already have read in this report how Sparrow Schools Educational Trust started its life as a Saturday School in a church hall, and how our founder, Jackie Gallagher has worked to establish partners to help her build and sustain her vision.*

In this report I would like to give you a picture of the schools as they are now, and a glimpse into the hearts of those who work and learn there. The school teams have worked with the vision and skills that the principals started to hone during their participation on the “Partners for Possibility” programme in 2018.

This work has demanded agility, courage, decisiveness, grit, determination and grace, as well as the ability to work with diverse groups of people, like funders, fundraisers, learners and parents. Together we are building a unique environment where teachers can continue to learn, and learners, with additional learning needs, can thrive

In its earliest beginnings, support for learners at the Foundation School was ad hoc; one person who performed a number of other functions in the trust would find the time to work outside the classroom with a learner who needed differentiated support. Slowly this support function grew, and, with additional funding, the trust was able to hire professionals to work with some of the learners who most needed support. In 2019, we were able to re-envision learning support and ensure that all children benefit from learning and psychosocial support in creative ways across the school. Two examples of this support are



a new multi-sensory room which is used by each class at least once a week, and the Catrobatkidz programme for Grade 1s.

This exciting programme creates more opportunities for our very young learners to build coordination and muscle.

Here is a glimpse of the heart work that we are trying to do in our schools: When I interviewed a grade 1 teacher on how this new programme had assisted her learners in the classroom, I had expected to hear that learners' pencil grip had improved or that a child could sit up for a little longer in her desk. Instead, I heard how children could now





*It takes more  
than breath  
to be alive,  
more than blood  
to find your line,  
more than  
a hand to throw a stone;  
it takes a heart, a heart*

- PHILLIPPA **YAA DE  
VILLIERS**  
Extract from *Courage —  
It Takes More*

go to the bathroom unassisted because their hands and fingers were now strong enough to tie up belts and close zips and buttons, leaving the teacher free to work with the rest of the class.

This story has stayed with me; I now know that a youngster can go about their daily activities with a little more independence and autonomy and therefore dignity and that has significant benefits for learning.

At the Combined School we have seen that learners who have had few positive experiences of academic learning in their lives can flourish in the technical occupational skills programme. Now that learners follow a programme that is 75% practical and only 25% theoretical, they can begin to think of themselves as successful; as people with opportunities and a future.

The Combined School has thus, over the last three years had to rebuild itself, help teachers develop the new skills they need to teach this new kind of curriculum and help learners to reinvest in themselves. We have also had to repurpose school buildings: and now have a kitchen for Hospitality Studies, a simulation Spar Shop for learners studying Wholesale and Retail, as well as a computer centre where Office Administration is taught.

*I hope that these snapshots have allowed you a look into The Foundation and Combined Schools, to glimpse the hard work, courage and investment needed to grow something worthwhile and to realise that, in the words of Yaa De Villiers, "It takes more than breath to be alive".*



# HUMAN RESOURCES

ROMELA **PILLAY** - HR MANAGER



As Sparrow Schools Educational Trust strives to achieve its goals of building an educational home for Johannesburg's marginalised youth, its staff has grown from a handful of volunteer teachers to an organisation with a staff complement of 144. The human resources division at Sparrow has grown alongside our employees and now has a team of four members.



*"it takes a heart, a heart beaten into bricks and built into a house, a house where humanity finds a home."*

- PHILLIPPA **YAA DE VILLIERS**  
Extract from *Courage — It Takes More*

The consequences of working with the vulnerable in society mean that daily, most of our employees engage head on with poverty, hunger and alienation, which takes a heavy toll on staff well-being and morale. The challenge for the human resources team is to be flexible and responsive and develop new and better ways of replenishing and nourishing the heart of Sparrow, its workforce.

In 2019, HR celebrated the development of wellness programmes for staff. This included 81 individual therapy sessions with staff over the year. These sessions assisted them in personal struggles as well as improving various work related and planning skills. This programme is set to grow in 2020 as we look to enhance the wellness and resilience of our staff over the next few years.

Our other human resources initiatives have focused on these underlying goals:

**ENTRENCING A DIVERSE ORGANISATIONAL CULTURE.** Diversity in the workplace is important for an organisation as a diverse group of employees bring multiple approaches to issues and problem solving. A diverse employee culture also helps brings perspective to individuals as they learn to appreciate each other's motivations and points of view.

**ATTRACTING AND RETAINING EMPLOYEES THAT FIT THE ETHOS** of the organisation and who want to grow. Sparrow seeks to attract the best-qualified people who support the mission of the trust and its respective units and those who respect and promote excellence through diversity.

**IN ORDER TO BUILD AN ORGANISATION, HR MUST STRIVE NOT ONLY TO HIRE THE RIGHT PEOPLE BUT TO TRAIN THEM WELL.** An important part of the training model that we are developing involves employee performance management and appraisal. This process sees our staff having regular, open meetings with their managers in order to recognise areas for growth and development.

The appraisal process feeds into the training process as we develop programmes that better align the skills, values and attitudes of our employees with the goals of the organisation.

2019

# CONSOLIDATED STATISTICS

## FOUNDATION SCHOOL:



**225**  
TOTAL STUDENTS



**63,3% MALE**

**36,7% FEMALE**



**86,3% BLACK**

**10,2% COLOURED**

**3,1% INDIAN**

**0,4% WHITE**

## COMBINED SCHOOL:



**127**  
TOTAL STUDENTS



**73,3% MALE**

**26,7% FEMALE**



**83,5% BLACK**

**13,3% COLOURED**

**2,4% INDIAN**

**0,8% WHITE**



# VOLUNTEERS

WARREN **THOMPSON** -ASSISTANT WELLBEING  
AND HR MANAGER



Volunteerism has always been at the heart of Sparrow Schools Educational Trust. In 2019 we had 2 social workers based at the schools and FET College.



Volunteers play many roles at Sparrow and allow us to provide more than we could were we to rely only on the employees in the organisation. Over the last 30 years we have increased and systematised our work with volunteers in order to achieve concrete and sustainable partnerships.

We have developed long term relationships with many companies and individuals who create exciting school functions such as our Grade 2 "Teddy Bear Picnic" a board games day with our intermediate grades and a Grade 7 Graduation. Other programmes like The Link Program help foundation school children to develop healthy, trusting relationships with interested adults while they build up their reading and mathematics skills.

On Nelson Mandela day we celebrate Madiba's life thorough our partnerships with companies and communities who contribute to Sparrow through painting and gardening programmes, food donations and exciting extra-curricular outings for our learners.

Partnerships with the local universities have ensured that we can offer school and college placements to students for their practicals in social work and drama therapy, which assists students in creating a new narrative for their past trauma and lives. Working at Sparrow gives the students opportunities to learn about some of the challenges facing vulnerable children and youth in Johannesburg. Audiology screenings for the primary school learners ensured that learners who were identified as needing assistance with hearing issues were referred to the relevant specialists.



*Will you won't you will you won't  
you walk behind Mandela -  
follow his feet along Justice street?  
Won't you will you beat your heart  
into a home for all humanity?*

- PHILLIPPA **YAA DE VILLIERS**  
Extract from Courage — It Takes More

Collaborations with international partners in the UK, Australia and Germany harness the energy and good will of volunteers to build capacity in the organisation and turn skills and knowledge gaps into areas of strength and triumph.

The care and commitment demonstrated by volunteers continues to sustain the heart of Sparrow.

## RESULTS AT A GLANCE

# SPARROW SCHOOLS EDUCATIONAL TRUST

### STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2019

	2019	2018
<b>ASSETS</b>	<b>35 045 691</b>	<b>27 786 094</b>
Capital: Equipment	22 959 878	23 113 008
Loans to Associated School	9 363 594	2 557 898
Debtors	118 897	111 975
Bank and Cash	2 603 322	2 003 213
<b>LIABILITIES</b>	<b>382 902</b>	<b>1 214 733</b>
Creditors	382 902	1 214 733
<b>ACCUMULATED SURPLUS</b>	<b>34 662 789</b>	<b>26 571 361</b>

### STATEMENT OF COMPREHENSIVE INCOME

<b>INCOME</b>	<b>23 323 109</b>	<b>15 048 635</b>
Tuition Income	6 676 323	5 452 268
Fund Raising	14 527 304	8 372 392
Gauteng Education Department	2 675 985	2 684 888
Other income	550 392	650 672
Project funds brought forward	842 000	2 643 691
Project funds carried forward	(2 000 000)	(4 842 000)
Interest Received	51 105	86 724
<b>EXPENDITURE</b>	<b>15 231 681</b>	<b>13 927 273</b>
Salaries and Wages	10 251 689	9 102 711
Running Costs	4 572 063	4 456 661
Teaching Aids and Consumables	407 929	367 901
<b>SURPLUS</b>	<b>8 091 428</b>	<b>1 121 362</b>

### STATEMENT OF CASH FLOWS

<b>NET CASH FROM OPERATING ACTIVITIES</b>	<b>7 546 262</b>	<b>(408 161)</b>
Cash generated from Operating Activities	7 495 157	(494 885)
Interest Received	51 105	86 724
<b>NET CASH FROM INVESTING ACTIVITIES</b>	<b>(6 946 153)</b>	<b>(2 060 518)</b>
<b>TOTAL CASH MOVEMENT FOR THE YEAR</b>	<b>600 109</b>	<b>(2 468 679)</b>
Cash at the beginning of the year	2 003 213	4 471 892
Total cash at end of the year	2 603 322	2 003 213



# CELEBRATING





# 30 YEARS





# SPARROW FET ENTERPRISES (PTY) LTD.



MELANIE **MALEMA** - OPERATIONS MANAGER



There is a huge need in South Africa to curb youth unemployment, and working with youth in the FET sector takes enormous energy. Sparrow FET College has committed itself wholeheartedly to this sector, and our energy and commitment in turn create more energy and a deeper commitment.



The ocean is all the unemployed youth who have managed to get a qualification and move into paid employment. But where did this ocean originate?

In our short 10 year lifespan as an FET college, we see how the college started as an idea of offering accredited skills training programmes to unemployed youth. As our first handful of students joined us, the college idea gained momentum to become a trickle. As we garnered donor support, the trickle became a river of the sixteen accredited courses we are now able to offer.



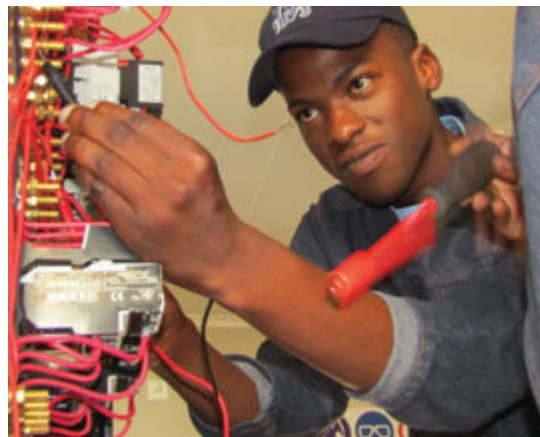


But more than individual accredited courses, we celebrate the fact that we have achieved compliance with the new legislative framework brought in by the Quality Council of Trades and Occupations which means that Sparrow can now offer students an opportunity to develop to their full potential and move beyond learnerships to a full apprenticeship.

The staff expertise and determination that we have built up in the college is integral to our success in this sphere. Our achievements here stand in contrast to many private colleges in this sector that have been closed for non-compliance with this demanding new framework.







In addition to our staff, we recognise the many partners who contribute their support to our endeavours. Corporate clients, trusted us with their money to train unemployed youth, civic organisations like the local clinics who offer job placement for students needing work experience and support from the Department of Labour have contributed to our resilience as a college.

Despite these challenges we are still able to expose young people who have been unemployed for several years to new opportunities, by giving them a skill which in turn makes them more employable. These learners are also fully funded for their training programmes and are given a stipend alongside their training.



*The best of us are rivers who give themselves to oceans, rivers who throw themselves over cliffs into oceans rivers who never look back never regret what they've given and the more they give the more flows out -*

- PHILLIPPA **YAA DE VILLIERS**  
Extract from *Courage — It Takes More*

## RESULTS AT A GLANCE

# SPARROW FET ENTERPRISES (PTY) LTD.

### STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2019

**2019**
**2018**

<b>ASSETS</b>	<b>9 506 936</b>	<b>3 001 903</b>
Property Plant and Equipment	6 901 724	762 286
Trade and other receivables	25 620	-
Cash and cash equivalents	2 579 592	2 239 617
<b>LIABILITIES</b>	<b>9 787 998</b>	<b>3 427 883</b>
Trade and other payables	424 404	869 985
Loan from associated school	9 363 594	2 557 898
<b>ACCUMULATED LOSS</b>	<b>(281 062)</b>	<b>(425 980)</b>

### STATEMENT OF COMPREHENSIVE INCOME

<b>INCOME</b>	<b>24 378 864</b>	<b>17 965 713</b>
Skills Development	23 590 029	17 085 136
Fees	385 382	228 139
Fund raising	328 212	76 027
SETA Learnerships		519 690
Interest	75 241	56 721
<b>EXPENDITURE</b>	<b>24 233 826</b>	<b>18 073 588</b>
Salaries and Wages	16 403 688	14 189 963
Running Costs	3 804 839	1 981 704
Teaching Aids	4 025 299	1 901 921
<b>PROFIT (LOSS) FOR THE YEAR</b>	<b>145 038</b>	<b>(107 875)</b>

### STATEMENT OF CASH FLOWS

<b>CASH FROM OPERATING ACTIVITIES</b>	<b>15 437</b>	<b>(124 219)</b>
Cash Generated From Operating Activities	(59 804)	(180 940)
Interest Received	75 241	56 721
<b>ACQUISITION OF PROPERTY, PLANT AND EQUIPMENT</b>	<b>(6 481 158)</b>	<b>(869 241)</b>
<b>NET MOVEMENTS IN LOAN WITH ASSOCIATED SCHOOLS</b>	<b>6 805 696</b>	<b>1 719 696</b>
<b>CHANGE IN CASH EQUIVALENTS</b>	<b>339 975</b>	<b>726 236</b>
Cash at the beginning of the year	2 239 617	1 513 381
Cash at the end of the year	2 579 592	2 239 617

# ACCREDITED PROGRAMMES

ON OFFER  
IN 2019



## OCCUPATIONAL TRADE CERTIFICATE QUALIFICATIONS

**APPRENTICESHIP:**  
Occupational Certificate Electrician NQF4  
**OCCUPATIONAL CERTIFICATE:**  
Automotive Motor Mechanic NQF4

SAQA  
91761  
SAQA  
97990

36  
Months  
36  
Months



## CONSTRUCTION

**NATIONAL CERTIFICATE:**  
Installation of Floor Coverings NQF1  
(Selected Unit Standards Only)

SAQA  
24296

12  
Months



## EDUCATION TRAINING & DEVELOPMENT

**FET CERTIFICATE:**  
Early Childhood Development NQF4  
**HIGHER CERTIFICATE:**  
Early Childhood Development NQF5

SAQA  
58761  
SAQA  
64649

12  
Months  
12  
Months



## HOSPITALITY

**NATIONAL CERTIFICATE:**  
Professional Cookery NQF4  
**SKILLS PROGRAMME:**  
Assistant Chef NQF2

SAQA  
14111  
HSP/AssChf  
/2/0022

12  
Months  
6  
Months



## SPORTS COACHING PROGRAMME

**FET CERTIFICATE:**  
Sport Coaching - Junior/Beginners NQF4

SAQA  
64369

12  
Months



## INFORMATION & TECHNOLOGY

**NATIONAL CERTIFICATE:**  
Information Technology - End User Computing NQF3  
**FET CERTIFICATE:**  
Information Technology - Technical Support NQF4

SAQA  
61591  
SAQA  
78964

12  
Months  
12  
Months



## ENGINEERING

**NATIONAL CERTIFICATE:**  
Automotive Repair and Maintenance NLRD 6410 NQF2  
**NATIONAL CERTIFICATE:**  
Welding Application and Practice NLRD 58534 NQF2  
**SKILLS PROGRAMME:** Fluid Power Hose Assembling Skills  
Phase 1 & Unit Standard 244709 & 259604 NQF2&3  
**SKILLS PROGRAMME:**  
Tyre Repairing Skills NQF 3

SAQA  
78523  
SAQA  
57881  
SP0870  
/14-7  
NLRD  
0856/13-17

12  
Months  
12  
Months  
6  
Months  
6  
Months



## SERVICES

**NATIONAL CERTIFICATE:**  
Business Administration Services NLRD 23655 NQF3  
**FET CERTIFICATE:**  
Business Administration Services NLRD 35928 NQF4  
**FET CERTIFICATE:**  
Contact Centre Operations NQF4

SAQA  
67465  
SAQA  
61595  
SAQA  
93996

12  
Months  
12  
Months  
12  
Months



2019

# CONSOLIDATED STATISTICS

SPARROW  
FET COLLEGE



**483**

TOTAL STUDENTS

## SEMESTER 1:



JANUARY 2019 -  
DECEMBER 2019

## SEMESTER 2:



JULY 2019 -  
JUNE 2020



**47,4% MALE**

**52,6% FEMALE**



**82,8% BLACK**

**12% COLOURED**

**5,2% INDIAN**

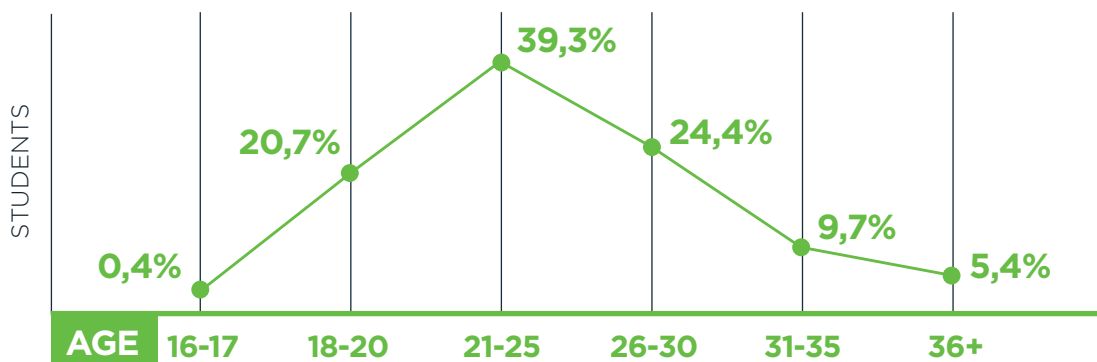


**12,4% DISABLED**

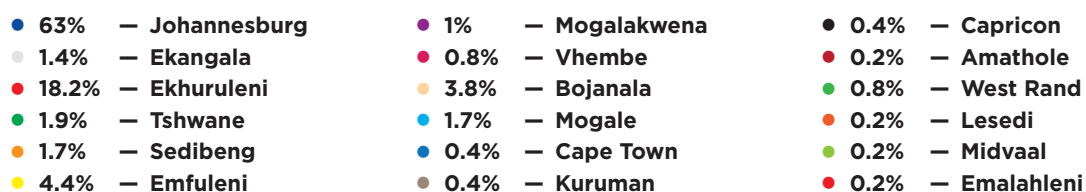
**35% ABLE BODIED**

**14,3% DISABLED**

**38,3% ABLE BODIED**



## MUNICIPALITY





## SUCCESS STORIES

# THORISO LEBOGO

Upon completing her Business Administration Services NQF3 in 2018 Thoriso Lebogo was offered an internship at Michelin Tyre Company South Africa. During her time there, she has excelled in her job and as a result was given the opportunity to undergo training in a new system developed by Michelin, called The Net Promoter.

*"...had the honour of working alongside one of the company's executives for 3 months."*

This system requires her to gather feedback from customers, which is based on the service they received at one of their dealerships. Due to the success of this system, other Michelin companies, around the world are looking for tips on how they managed their NPS system and in this, Thoriso's name is always mentioned.

From here, she was nominated by their HR department to validate invoices for their end-users and had the honour of working alongside one of the company's executives for 3 months. She has already made amazing strides in her short time working at Michelin.

While at Sparrow FET College, Thoriso was able to grow and develop who she is as an individual outside of the course she was completing, for example, Thoriso learnt how to better work in a team as she's naturally more reserved. Working with different people in her course, along with the support of Catherine Crueru, also did a lot to build her confidence, which then helped her during interviews and taught her how to stand up to sexual harassment.

Thoriso has become comfortable and settled in who she is and has found that nothing scares off unwanted attention like a confident woman. Thoriso's personal growth, hard work and determination is an inspiration.



## SUCCESS STORIES

# ALPHA METSHILE

*"...he checks the students' files,  
works on quality assurance  
and ensures the students  
understand the unit standards..."*

Alpha started working at Sparrow in 2012 within the maintenance department, where he did part-time jobs and helped out where he was needed. From there he enrolled in the FET College in 2013 studying Furniture Making and completed his course in 2014.

Alpha excelled in his course and has continued to grow and hone his skills leading to him now working full time at the Sparrow FET College in the Quality Assurance Department.

Here he checks the students' files, works on quality assurance and ensures the students understand the unit standards as well as how the FET College operates.

Alpha said that since enrolling in the FET his life is drastically different as he has grown in his understanding of how a business works and is passionate about the work he is doing.

He thoroughly enjoys helping the students and enjoys learning something new every day. He said in the job he currently holds, it is not possible to limit himself as there is always scope to learn something new.

Alpha has been at Sparrow for 7 years and has enjoyed the journey of getting to where he is now.





# INTERNATIONAL PARTNERSHIPS

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*Collaborations with international partners in the UK, Australia and Germany harness the energy and good will of volunteers to build capacity in the organisation and turn skills and knowledge gaps into areas of strength and triumph.*







The Sparrow Schools UK Foundation has worked with us for the last 20 years and ensures that Sparrow can support its diverse staff holistically.

We have worked with our German partners for the last ten years: the South African Weltwärts Network and SAGE ensure an African voice is present and clear in mutually beneficial partnerships and exchanges with Germany.

The Australian Volunteers International (AVI) is our newest international partnership which started 3 years ago. This organisation is a government-sponsored exchange program that sends fully qualified professionals to work in other countries.

The care and commitment demonstrated by volunteers continues to sustain the heart of Sparrow.



Alleyn's School	Mr Rutherford
Buxted Construction	Mr Wacey
Kings College Wimbledon	Partner's Group
Liverpool Hope University	UK Foundation

## UK

Allberry J	Mills F
Alverthorpe B	Morriss K
Bailey L	Mortimer M
Birnie C	Murphy L
Brook	Owen P
Burnapp L	Parsons M
Couldwell A	Peter Angell P
Couldwell A	Randell C
Couldwell C	Rautenbach Q
Ellison E	Reid J
Ferry C	Rogers D
Findlay-Shirras A	Rutherford M
H & H H S Cairns	Sally Bridgeland S
Holden-Brown H	Ter Haar R
Huddy H	Thornton JA
Kay P	Tyrell A
King C	Vinuesa A
King H	Walker A
Marsh G	Walters J
Mercer Y	Wauton H
	Wright B

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Weather Intelligence Systems  
Wilson Stone



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Maharaj A	Wattam SI

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010 442 5074/75



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[www.sparrowschools.co.za](http://www.sparrowschools.co.za)  
[www.sparrowfet.co.za](http://www.sparrowfet.co.za)

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& Sparrow FET College:**  
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**Sparrow Foundation School**  
32-60 First Avenue Melville, 2092

### BOARD OF TRUSTEES

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