



Butterfly House
Creating a Hopeful Future

Butterfly House Linkup

A youth internship programme to develop individual soft and practical work skills linking our vulnerable youth with local business to pave the road to the world of work.

Overview

Butterfly House is situated in the Drakenstein Sub-District within the Cape Winelands District of the Western Cape Province. Only 13.5% of children will complete senior school and 38.4% of people living in the district are on social grants.



Countrywide the youth unemployment rate is 52.2% and 30% aged 15 to 24 are NEET (Not in Employment Education or Training). These statistics are an indication of the extreme levels of poverty resulting in a low possibility of future employment.

The problem statement

The identified key barriers to a future world of work are:

- **A pervasive lack of self-worth** due to the historical and on-going impact of colonialism and poverty.
- **The unequal quality of schooling**, poor children have less opportunity graduating and finding employment.
- **Education mismatch to future work employment:** Research findings indicate that the key difficulty facing young work seekers is that South African employers favour skilled employees.
- **Lack of prior work experience**, which provides an important proof of ability to employers.
- **Weak employment social networks** (especially for black youth) which link job seekers with employers.
- **Geographical location** due to the historical policies that separated communities and forced poor people to live outside metropolitan areas, has resulted in costly travel to access education, skills facilities and employment opportunities.

Understanding and first-hand experience of these barriers at Butterfly House. We acknowledge our responsibility to provide our youth with the building blocks to pave their own road to the future world of work whilst in a safe controlled environment and a more impressionable age.

Butterfly House

BH was built in 2008 in Fairyland. This is a previous informal settlement situated 10km outside of Paarl in the Western Cape Province. BH is a community resource centre that supports

and provides care to vulnerable children living within the community of Fairyland and the surrounding area. Currently there are over 300 children registered in our programs.



Creating a Safe Space

We provide daily meals from our kitchen, access to school stationery, personal hygiene needs and transport. We have showers and hygiene facilities, homework space, facilitation and recreation space in a safe environment.

Providing Skills and Support Programs

The programs create a supportive, safe learning environment where youth and children are exposed to and can experiment with skills to optimally manage academic demands, health care concerns, social relationships and the future world of work.

How to prepare for the world of work:

1. Our program wings

Our programs are based on the Danish Youth School concept focusing on Academic Support, Professional and Social Skills development. In response to the vulnerability of our youth we have developed a Therapeutic Support Program, a speciality brought by the partnership with DPH, to ensure an individual, personalised response to each child.



2. Our development principles

Taking inspiration from Wanagri Maathai (Nobel Peace Prize winner from Kenya) and palliative care practice, we developed a set of guiding principles; accountability, self-worth (self-confidence), personal skills development, integrity and gender fairness. These soft skill principles are used to address the obstacles identified to achieving a progressive, hopeful, employed future. They guide our interactions and are an outcomes measurement tool.



Our solution



Through this program we aim to provide all BH youth with the practical work experience and soft skills to reach out of poverty with the ability to approach an employed future.

Local Business:

We partner with hospitality, agri-business, retail and trade business to give our youth a diverse set of vocational skills and experience.



Activities

1. Skills Workshops

To emotionally prepare the youth for the internship placement, weekly the business partners employees are invited to share work experience, personal stories of overcoming adversity and possible work opportunities. Practical activities such as writing an invoice, waiter training and stocktaking are learned.

2. Workplace internships

The school holidays are used to place the interns with the business partners, (for a length of time as negotiated with the business) to expose them to a variety of industries and jobs within the industry. Most importantly our youth will learn new skills, get work experience, work preparedness and gain social networks.

3. Outings

Monthly outings are planned to expand our youths horizons and to experience life beyond the borders of Fairyland. Going to the movies, eating in a restaurant, visiting the waterfront, the planetarium, the aquarium and going on hikes are all possibilities. If you can dream it... you can do it.

Selection Criteria

Youth attending the Butterfly House programs, between the ages of 14 and 17, with a completed indemnity and permission from their parents, are eligible to apply for our 6-month program. All youth may attend the workshops. Our occupational therapist and the Butterfly House team select the participating youth. Selection is based on regular attendance and participation at Butterfly House.

Items	Per Month	Per Year	Items	Per Month	Per Year	Registration	Registration No	Registration
Staff costs	R20,973.66	R251,684.00	Clothing	Once off	R35,000.00	NPO	157-718 NPO	27/08/2015
Stationery & Com	R875.00	R10,500.00	Supervision	R1,500.00	R18,000.00	NPC	2006/018395/08	08/06/2006
Shared overheads	R9,314.20	R111,770.50	Activities	R2,000.00	R24,000.00	Educare	C 13-645	20/06/2017
Outings	R1,000.00	R12,000.00	Rewards	R1,200.00	R14,400.00	Afterschool	C 13-646	20/6/2017
			Total		R477,354.50			



How we do it

Passport

Living in poverty our youth lack the soft skills of



accountability, self-worth (self-confidence) and personal skills development that are needed to prosper in the world of work. Our passport is designed to practice, record, monitor and evaluate

these soft skills through positive reinforcement and gamification. Our business partners are requested to complete a simple appraisal form which is used by our OT to provide individualised feedback. This feedback is converted into points (stickers) that are put into the passport and exchanged at the reward shop or to participate in outings.

Accountability	Self-worth	Personal Skills development
<ul style="list-style-type: none"> 1) On-time 2) Attendance 3) Completing set tasks 4) Being helpful 5) Participation 	<ul style="list-style-type: none"> 1) Ask questions 2) Physical presentation 3) Eye contact 4) Politeness 5) Appropriateness 	<ul style="list-style-type: none"> 1) Learning a skill 2) Applying set skill 3) Accepting guidance 4) Adapt to changes 5) Comfortable with environment

Uniform



The youth participants receive a specially designed golf t-shirts, a warm jacket for winter, jeans, sneakers, socks and a name badge as a uniform to address personalisation and professionalism

requirements. The BH showers are made available to ensure and encourage personal hygiene.

Our Aim

Through this program we aim to provide all BH youth with the practical work experience and soft skills to reach out of poverty with the ability to approach an employed future.