



REAP

RURAL EDUCATION ACCESS PROGRAMME

Annual Report 2014



REAP is a registered NPO
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in partnership with NSFAS

Our Vision

Our Vision is to see hundreds of young rural South Africans equipped with the skills, qualifications, values and motivation necessary to effectively lead and serve their communities.

Our Mission

Our Mission is to offer talented and motivated young South Africans from poor rural areas the chance to study at high quality tertiary institutions and provide them with the support and guidance they need to graduate, sustain themselves and become the leaders of tomorrow.

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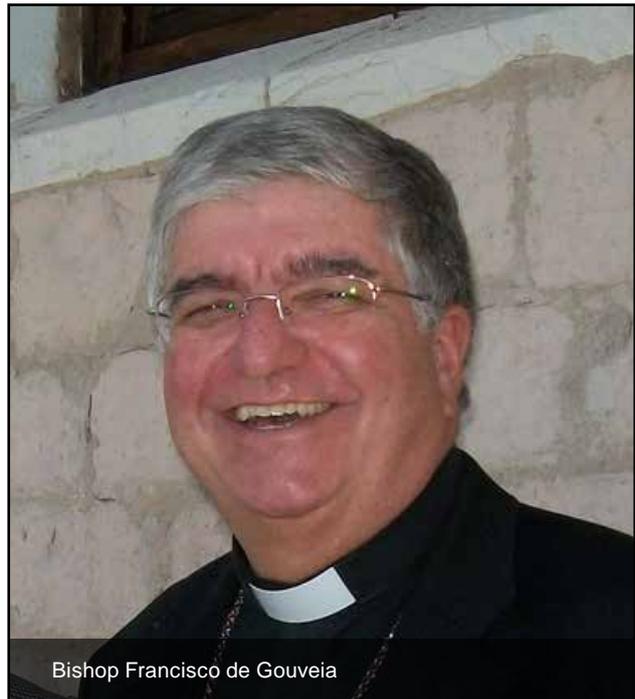
1. Chairman's Message

The world welcomed Pope Francis's encyclical letter *Laudato Si'* (Praise be To You) on *Care for Our Common Home* in June 2015. The theme of the encyclical, the environment, and the title (a Franciscan anthem) remind us of the powerful witness of St Francis of Assisi (Pope Francis's Patron Saint) for God's creation and for the poor. In the encyclical, Pope Francis makes the following appeal to the world:

“The urgent challenge to protect our common home includes a concern to bring the whole human family together to seek a sustainable and integral development, for we know that things can change.”

Pope Francis encourages us to use our skills and engagement as an instrument to “redress the damage caused by human abuse of God's creation” which he describes as an ecological crisis, noting the particular vulnerability of the poor. At REAP we have made a preferential option for the poor, concerning ourselves especially with the youth in rural areas which are particularly disadvantaged. Our programme is based on the desire to assist these young people to reach their full potential thus equipping them to lead and serve their communities.

Once our young students reach university, they are faced with many challenges which our student development advisors help them to negotiate and overcome. The strength of the programme resides, in part, in the student support and guidance offered to our students, including workshops to equip them with the knowledge and skills for responsible and ethical citizenship.



Bishop Francisco de Gouveia

We see our students as part of the broader family of REAP whose ethos rests on the principle of building community to serve humanity. We are proud to partner with educational institutions, funders, recruitment networks and other associate bodies of the Southern African Catholic Bishops' Conference who all share in our mission. We believe that at REAP we can draw on Pope Francis's invitation to join the ethical and spiritual itinerary that will be guided by his encyclical, *Care for Our Common Home*.

On behalf of the Board, I would like to thank all our partners, in particular the National Student Financial Aid Scheme (NSFAS), our funders and benefactors for supporting our programme which contributes to personal, community and national development. We are grateful for the hard and dedicated work of our Director and all staff members, so crucial to our mission.

Bishop Francisco de Gouveia
Board Chairman

2. Director's Report



REAP Director, Russell Davies, with Graduates at the Eastern Cape Awards Ceremony

Twenty one years post-apartheid, the higher education landscape continues to evolve at a pace. There are multiple inter-related factors at play which impact on REAP and our students:

- Mounting political and social pressure to increase the numbers of students entering higher education. Policy statements from the President and the Minister for Higher Education & Training indicate an intention to try to respond to this demand. Current demand for places at university far exceeds supply and only a small proportion of eligible applicants succeed.
- A sluggish economy producing rates of growth well below inflation. Growing unemployment and a loss of business confidence, resulting in a decreasing tax yield and pressure on the national fiscus. There is little budgetary capacity to increase investment in higher education commensurate with the stated policy aspirations for growth. Indeed, the Department of Higher Education and Training (DHET) subsidies at many institutions have been cut, necessitating tuition fee increases well in excess of inflation.
- Our core partner, the National Student Financial Aid Scheme (NSFAS), is in the process of introducing a centralised applications system (CAS), seeking to reduce inequities and inconsistencies in student loan administration between the various institutions and make the system more efficient for students. They have piloted the scheme at 5 Higher Education Institutions (HEIs) including DUT & NMMU where REAP supports students. It is fair to say there were some challenges experienced in this pilot process and the projected date for full roll out remains uncertain. Once fully in place, a full roll out of CAS has potentially huge implications for both REAP and our students in terms

of the way our funding is administered. However for now there has been no date set for such development.

- HEIs continue to grapple with the tensions between excellence & equity. Prof. Adam Habib, Vice Chancellor (VC) at Wits describes it as the need to be 'both internationally competitive and locally responsive', an extremely complex and difficult tightrope to walk. This speaks to admissions policies, academic staff recruitment, pedagogy, language and symbols amongst other things. Clearly there is widespread consensus that the pace of genuine transformation in our major HEIs remains sluggish at best.

- Inyathelo released a research report on student support, highlighting an urgent need for a greater emphasis on teaching and learning. HEI's still struggle to balance the research (and consequent funding) imperative with their role in developing a pedagogy that is appropriate and accessible for their emerging student demographic. A majority of current tertiary students are the products of a basic education system that, understandably given our history, sometimes fails to adequately prepare them for the demands of tertiary study.

- HEIs are increasingly offering a wider range of student support and development services, both on campus and in residence. This has implications for REAP's student support model.

2014 was another challenging but also very fruitful year for REAP. I am delighted to report that 116 REAP students (64 females & 52 males) successfully completed their studies in 2014 and will now proceed to graduation. This is by far the highest ever number of REAP graduates in a single year and we extend congratulations to each and every one of them! This is a very significant milestone and both the graduates and their families should be extremely proud.



Pretty Mathebula graduated with a Bachelor of Science Degree in Occupational Therapy from the University of Cape Town. She has been placed at the Nelson Mandela Bay hospital in the Eastern Cape for her community service year.



Regional Representatives at the National Meeting in Durban



Student Development Advisors at the National Meeting in Durban

Other highlights were:

- A successful bi-annual National Meeting in Durban, attended by 40 Regional Representatives, 12 NGO & corporate recruitment partners and the whole REAP programme team as well as our Board Chairman, Bishop Frank de Gouveia. The programme included a review of current practice and procedures, interview training, presentations by the REAP Director and Prof. Bawa (VC at DUT), information regarding the National Youth Development Agency (NYDA) & Technical, Vocational Education & Training (TVET) services, a gala dinner and an outing to Shaka Marine world. My thanks in particular go to Owen Jansen, our Recruitment and Selection Manager, for his hard work in putting this event together.
- The launch of the REAP Alumni Association, with 220 REAP graduates already signed up with full contact details on our database. We have already begun quarterly newsletters and plan to hold inaugural alumni events in 2015.
- Further consolidation of our core partnership with NSFAS with renewed Memorandum of Understanding (MOU) and funding in 2014 & 2015, and a keynote presentation by NSFAS Executive Officer Mr Msulwa Daca at our annual staff gathering.

- The strengthening of our senior management team with the appointment of Kanyisa Diamond as Head of Programme and Willem Schaap as Head of Operations. This will free the Director to focus more on external relations, sustainable & innovative fundraising and strategic planning.



Students and staff at the Western Cape Career Fair

- The introduction of career fairs and awards evenings for our final year students in four provinces. This is in line with a general recognition that we have not done as much as we could to prepare our students for the world of work and help them make linkages with employers. This is an area for ongoing attention and development.



KZN Final Year Gala Dinner and Award Ceremony

- Successful orientation camps for first year students in Gauteng, Western Cape, KZN & Eastern Cape.



Student Development Advisors and "Peer Buddies"



Gauteng Orientation Camp



First Years at the Western Cape Orientation Camp

- Refinements to our bursary administration and student payments processes resulting from a detailed time and motion review.
- New funding partnerships with Volkswagen, Lefa la Rona Trust, Lafarge, Distell, Lehumo Women’s Empowerment Trust and Mining Indaba.

As always, there were also several challenges! These included:

- Unexpectedly large increases (around 10-12%) in university tuition and private accommodation fees, which well exceeded the inflationary adjustment to our bursary pool we received from NSFAS (6%). This reduced our real purchasing power by around 5% and resulted in an overspend on our NSFAS bursary allocation of around 4%, which needed to be covered from REAP funds. We have put strict measures in place to ensure this overspend will not be repeated in 2015. However it does mean that if this trend of tuition fees increasing well beyond inflation continues, our spending power will reduce in real terms every year, which will in turn decrease the number of students we can support.

- Ongoing high staff turnover in our Gauteng regional team. This has been a challenge for REAP since the opening of that office in 2011. We are actively seeking to understand the underlying reasons for this trend and take appropriate remedial measures.
- Slow and inconsistent internet & telephone connectivity in our Cape Town office, affecting productivity across all 3 offices. Some of this is down to infrastructure limitations in the Athlone area. However we have now finally managed to identify root causes and taken appropriate rectifying action. Obviously intermittent load shedding adds to these difficulties.
- Teething problems with the NSFAS Central Applications Pilot project at DUT, resulting in duplication of payments to some students.

2014 also marked the retirement from the REAP Board of Beva Runciman. Beva was previously the Director of Catholic Education Aid Programme (CEAP) and a founding Board member of REAP since 2001. The occasion was marked by a special celebration paying tribute to Beva’s unique life and work in Cape Town, involving staff and Board members past and present as well as Beva’s friends and family. We were delighted to welcome Dr. Bongzi Bangeni (UCT) on to the REAP Board.



Beva Runciman with REAP Chairman, Bishop Frank de Gouveia (left) and the Most Rev Archbishop William Slattery at her retirement celebration.



Grade 12 Learner Interviews at Mondi in Pietermaritzburg

Looking ahead

2015 will be a significant year for REAP as we embark on a major strategic review and planning process. We believe the time is right to step back from the day to day pressures of service delivery to re-examine the nature and extent of the underlying problems REAP was founded to address, evaluate the effectiveness and efficiency of our current student recruitment & support model, and also identify and reflect upon shifts in the higher education, social policy and donor funding environments, some of which I outlined above. This is with a view to designing a programme and funding model that is fit for purpose looking forward. Penny Morrell (lead external evaluator) and Glenda Glover (REAP Programme Development, Research & Advocacy Manager) will jointly drive the programme evaluation and 'rethink' process. Parallel to that will be some structured scenario planning around our student funding model and hopefully (subject to funding approval) some research and piloting of programme interventions around enhanced employability preparation for our students and linkages with employers. It is difficult at this stage to predict what the long term implications of this process may be but I anticipate that some significant change will be in the offing.

Our 2015 student numbers will drop by around 12% from 2014 as our NSFAS bursary allocation is indexed for inflation at 5% but university tuition fee increases are 10-12%, thereby reducing our buying power by up to 7%. We are also entitled to claim a 5% administration fee on our NSFAS bursary allocation which we largely forfeited in 2014 because of our overspend on student tuition fees. Clearly this issue of tuition fees rising well in excess of inflation is a major concern and its implications and our response will be carefully considered as part of our strategic review.

Russell Davies
Director



Our Student Development Advisors play a vital role in the ultimate success of our students

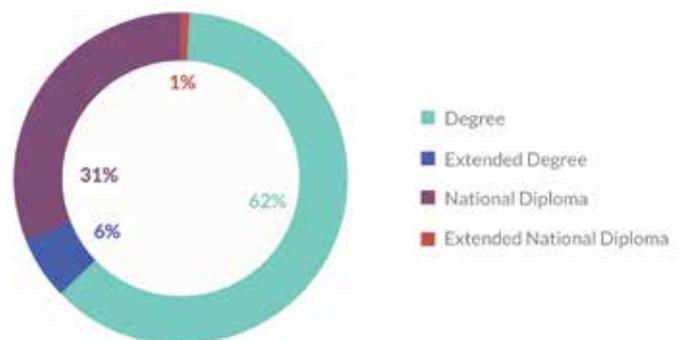
3. Student Profile and Results Analysis

Numbers

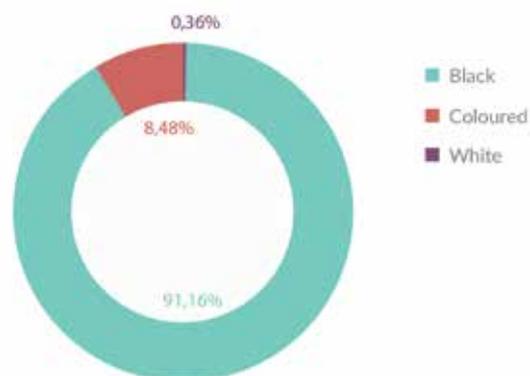
REAP supported 554 Higher Education students in 2014 of whom 150 were first years. The total number of students was 5% higher than in 2013, even though the first year intake was almost exactly the same as in 2013 (when we had 149 first years). The gender split was 49% female and 51% male in 2014 compared to 48% female and 52% male in 2013. Thanks to the higher intake of female students in 2014 a more balanced gender breakdown occurred in 2014.

62% of students were studying towards a degree (1% more than in 2013) whilst 31% were studying towards a national diploma. (1% less than in 2013). 7% of students were studying extended degrees and diplomas (same as in 2013).

STUDENTS BY TYPE OF QUALIFICATION



STUDENTS BY RACE



Racial Profiles

Household Income

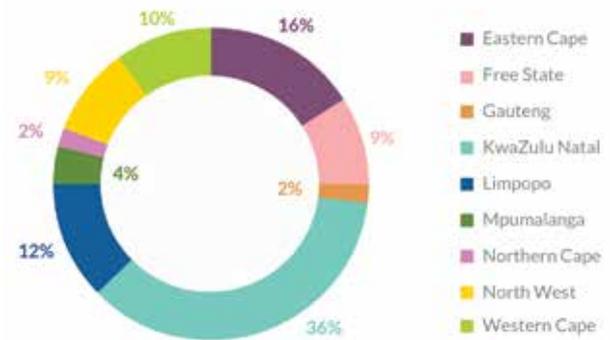
REAP’s cut off for eligible applicants is a household income of less than R140 000 per annum before tax. While data may not be 100% accurate, it does provide a picture of the economic status of REAP students. REAP applicants record income and household statistics on their application forms and finally students are required to provide up to date evidentiary documentation relating to household income. Our records show that 64% of student families live on less than R3000 per month. Almost half (48%) of the households have a monthly income of R2000 or less, probably made up largely of social grants. The average household size is 5. 4.5% of students recorded a household of 10 or more members and 14 (2.5%) of students indicated that they lived alone the year prior to commencing studies.

Extended Programmes

Universities place students in extended programmes when their Admission Points Score (APS) is lower than required for mainstream studies, or when other entrance assessments indicate risk or their early performance in the course indicates risk.

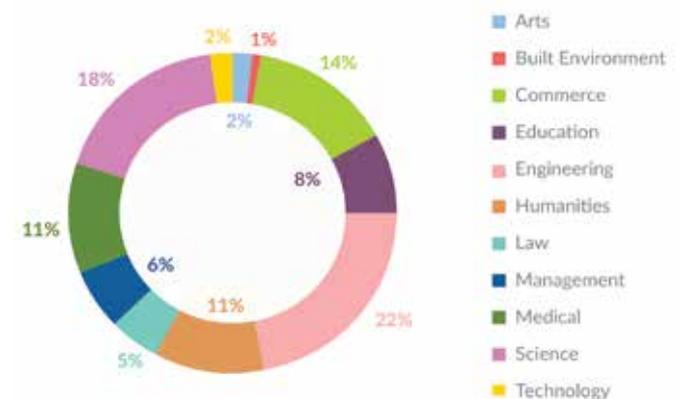
Extended programmes split the first year academic curricula over two years and add support modules. By far the majority of REAP students on extended programmes are in the Science stream, but there are a small number of students on Commerce, Engineering, Humanities, Law and Medical courses. REAP encourages students to take up extended

PROVINCIAL ORIGINS OF STUDENTS

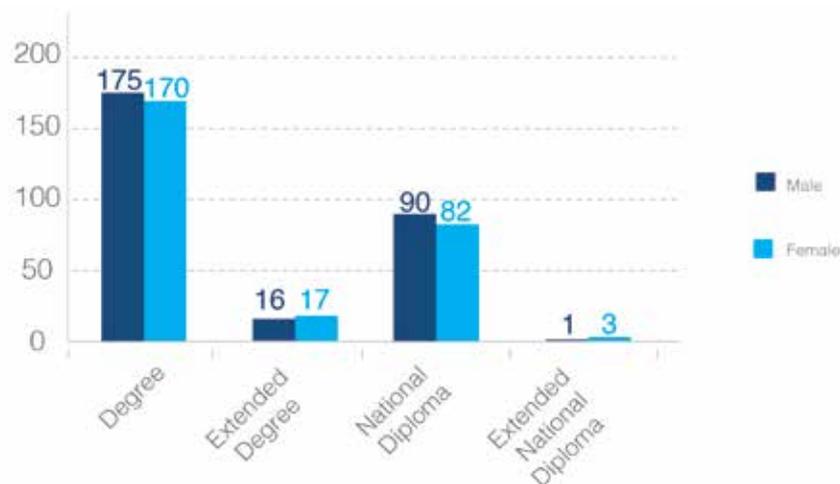


programmes believing that this reduction in workload and additional support is preferable to repeating an academic year due to failure. There is a Council for Higher Education (CHE) proposal for 3 year curricula to be extended over 4 years under consideration by DHET in response to the shifting nature of students entering higher education.

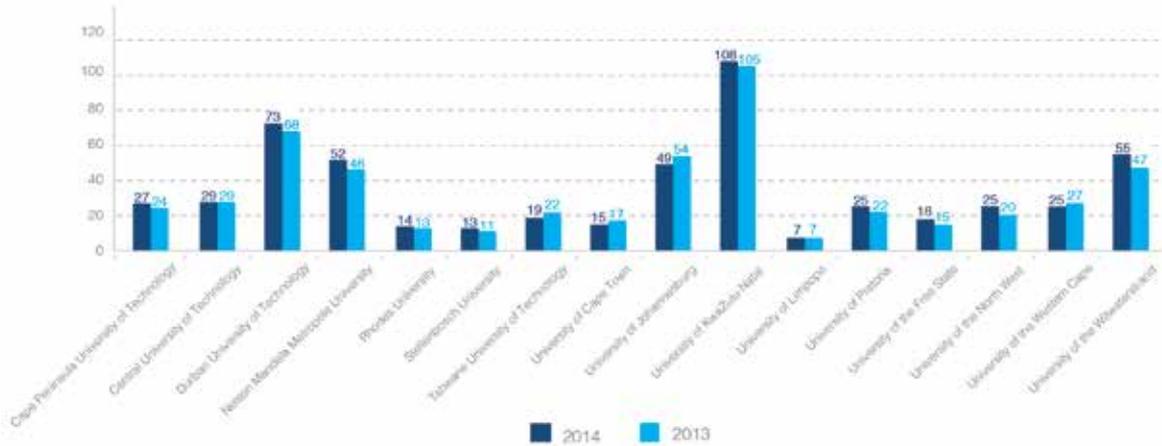
STUDENTS BY STREAM OF STUDY



TYPE OF QUALIFICATION BY GENDER



SPREAD OF REAP STUDENTS BY HIGHER EDUCATION INSTITUTIONS



There was little difference in the type of qualification taken by males and females when taking into account the fewer females on the programme. 68% of students were studying towards a degree. (1% more than in 2013)

Higher Education Institutions

The largest cohort of students was at the University of Kwa-Zulu Natal, followed by Durban University of Technology. As can be seen from the graph above, the spread across institutions remained similar to that of 2013, with no significant changes. The smallest cohorts remained to be at Rhodes, Stellenbosch and the University of Limpopo (Medunsa Campus).

Male students remain predominant in Engineering (making up 72% of Engineering students) while there are almost equal women and men studying one or other form of Science. Women are in the majority in Commerce, Education and Humanities although quite

a large percentage (43% of Humanities students and 42.5% of Commerce students) are male.

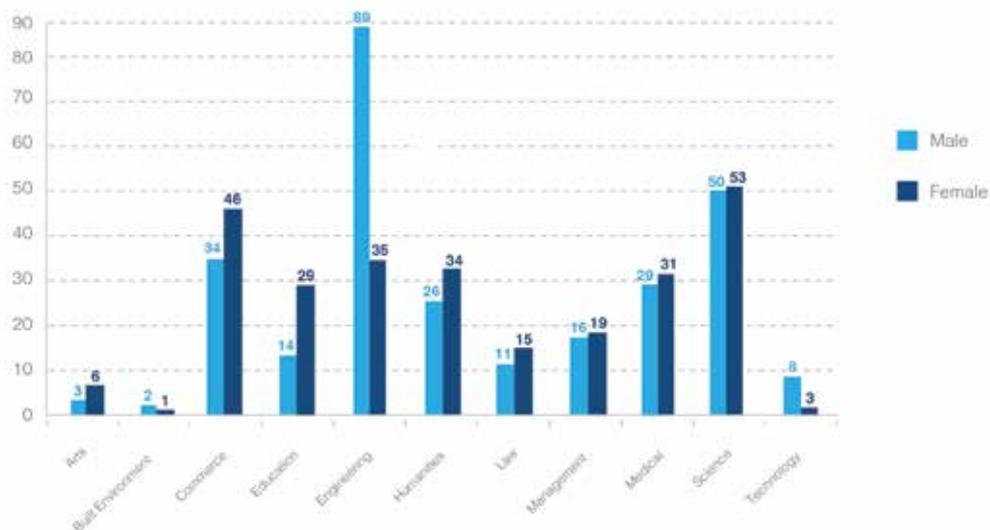
Student Performance

Graduates

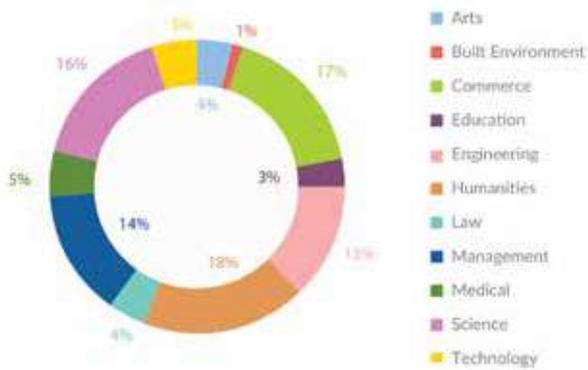
116 Students successfully completed their studies in 2014. This is by far the highest number of REAP graduates in a single year. Of the 116 graduates, 56 were doing degree courses, 4 extended degrees and 56 national diplomas. The graduates came from the following study streams:- Arts – 5, Built Environment – 1, Commerce – 20, Education – 3, Engineering – 15, Humanities – 21, Law – 4, Management – 16, Medical – 6, Science – 19, Technology – 6.

52 Graduates were male and 64 were female.

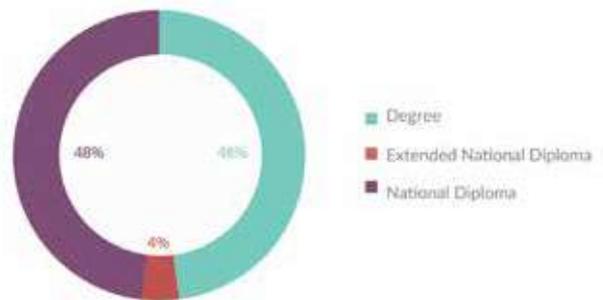
STREAMS OF STUDY BY GENDER



GRADUATES BY STREAM OF STUDY



GRADUATES BY TYPE OF QUALIFICATION



These figures include only the students who have remained with REAP for their entire undergraduate studies and were therefore active in 2014.

On this page are charts indicating the spread of disciplines, institution and nature of qualification amongst the 2014 graduates:

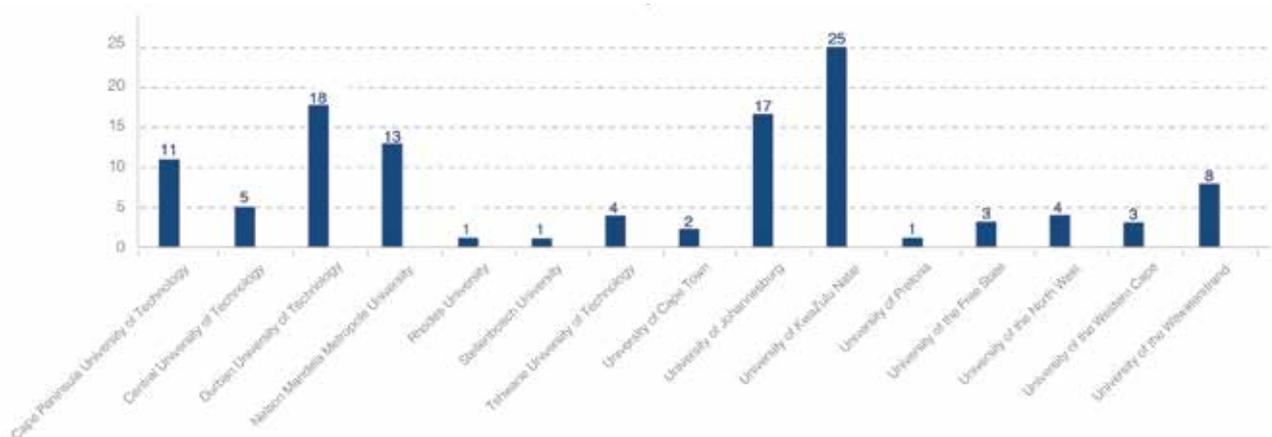
Of the 116 graduates, seventy (60%) finished in minimum time. Thirty six students (31%) required one extra year. Of these 36, most were studying Commerce, Engineering, Medical and Science. 7 Students required 2 extra years (1 in Commerce, 2 in Engineering, 3 in Humanities and 1 in Science) and 3 students (all in Engineering) required 3 extra years to complete their studies.

2014 Cohort Results

REAP classifies results as follows:

- Pass:** Student passes all courses registered for.
- Proceed:** Student passes 50% or more of the courses registered for including majors.
- Fail:** Student fails more than 50% of courses registered for or a major
- Withdrawn:** Students who withdrew from REAP during the year for a variety of reasons, from obtaining an alternative bursary, to academic exclusion.
- IST:** Students on in-service training who do not write exams.

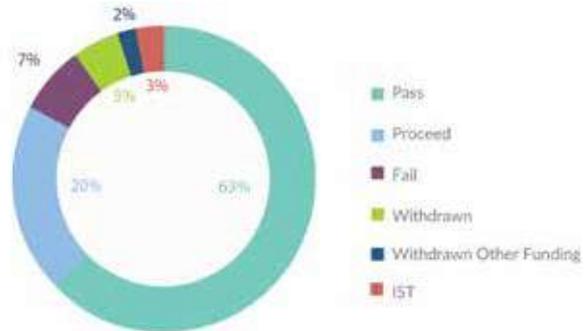
GRADUATES BY INSTITUTION



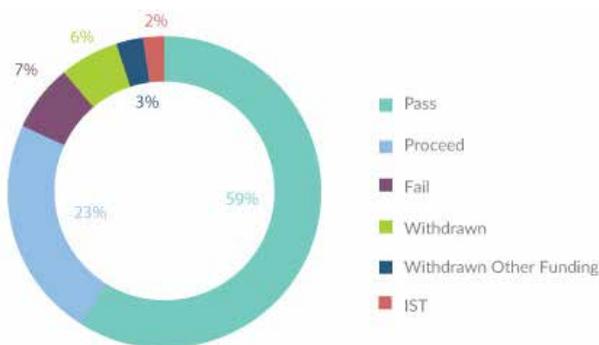
If we combine the number of students who passed and proceeded in 2014, we can record a success indicator of 82%. Adding the 16 students who withdrew from REAP because they obtained other bursaries, this is increased to 85%. If we add those students on in-service training (IST), our overall success rate is 87%. A higher pass rate was achieved (59%) in 2014 compared to 56% in 2013. Slightly more students proceeded (23%) than in 2013 (22%), whilst a much smaller percentage failed (only 7% in 2014 compared to 12% in 2013), although there was a higher Withdrawal (9% in 2014 as opposed to 6% in 2013). However, 3% of these withdrawals were students taking on other bursaries and therefore continued their studies. Only 2% of students were doing their in-service training in 2014 (compared to 4% in 2013).

Using the success indicator of combining passes, proceeds, in-service training, and those students who withdrew due to other funding, female students outperformed male students by 7%.

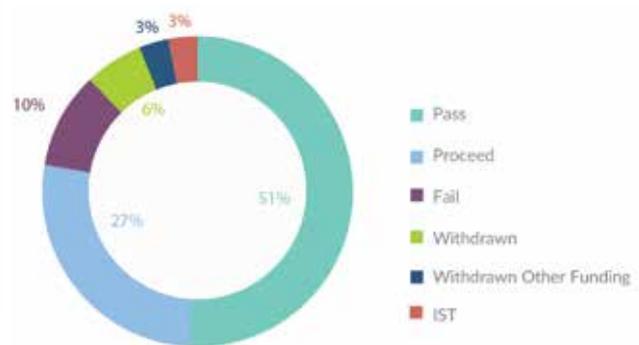
CONTINUING STUDENTS



OVERALL RESULTS

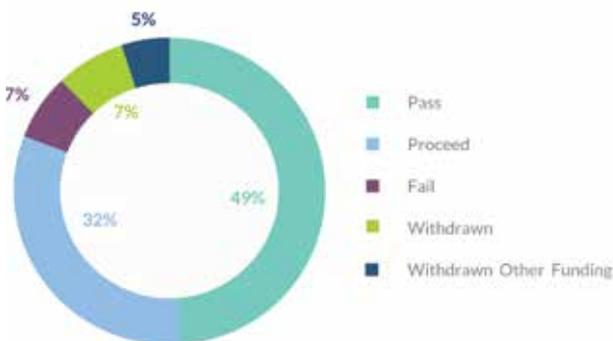


MALE PERFORMANCE WHOLE COHORT

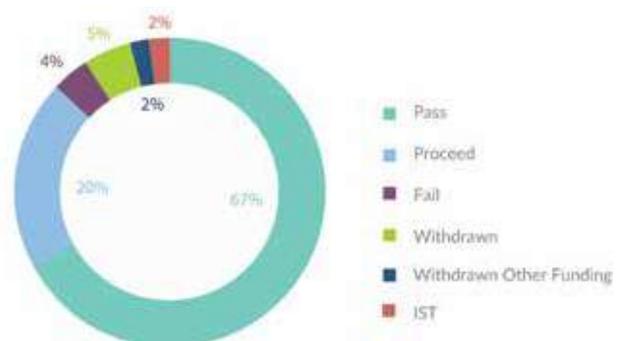


Using the success indicator of combining passes, proceeds, in-service training, and those students who withdrew due to other funding, the first years of 2014's performance was 86%, whilst the success indicator of continuing students was 88%.

FIRST YEAR PERFORMANCE



FEMALE PERFORMANCE WHOLE COHORT



Students not continuing with REAP

Besides the 116 graduates (21% of the total 2014 cohort), a further 87 students will not continue on the programme in 2015. Twenty one students (4% of the total cohort) obtained alternative bursaries, often linked to their particular discipline and with potential employment opportunities.

The other 66 students will not continue, primarily due to weak academic performance. Of the 9 students (1.6% of the total cohort) who were academically excluded from their studies by their university, the majority were studying Science and Engineering.

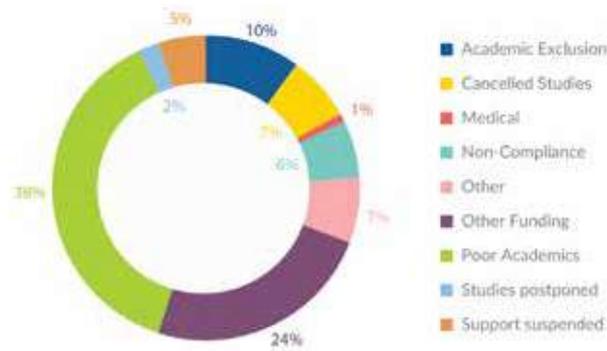
Meet our Graduates



Clive Mopeleti

Clive is originally from Kimberley and graduated with a Bachelor of Arts from the University of Cape Town, majoring in Film and Media Studies. His Student Development Advisor describes him as a well-rounded graduate, having explored a number of campus societies and engaged in community service, leadership roles, as well as vacation work that was linked to his field of study. Clive plans to move to Johannesburg, where he will live with relatives, while searching for an internship opportunity. He also has plans to pursue an honours degree in 2016.

STUDENTS WITHDRAWN



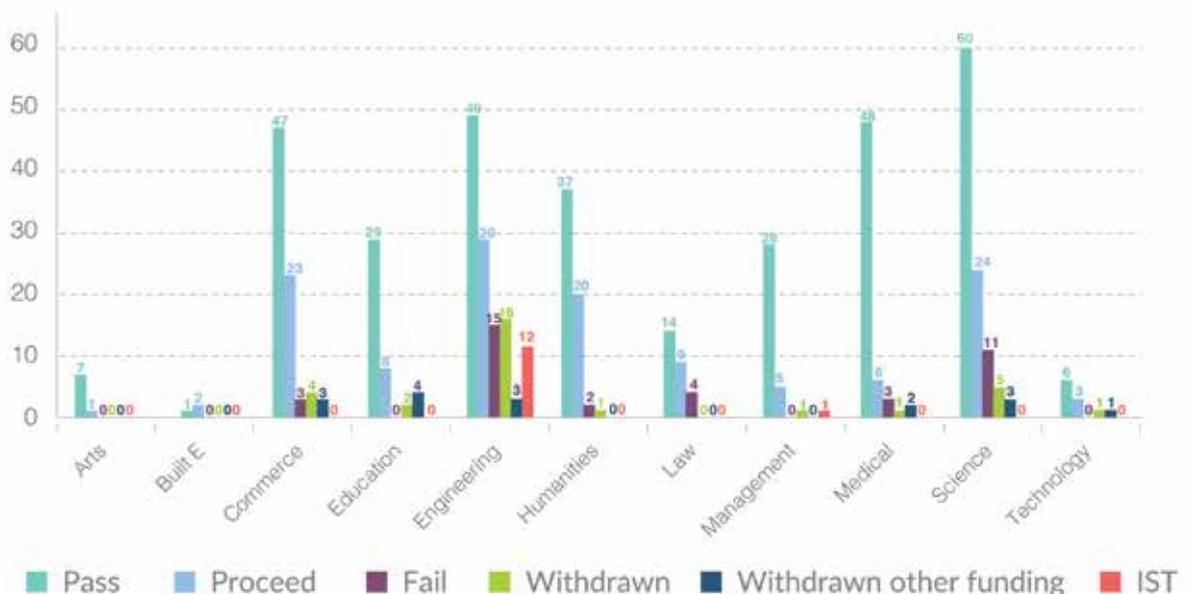
Meet our Graduates



Pfunzo Mukosi

Pfunzo is from Lwamondo near Thohoyandou in Limpopo and graduated with a National Diploma in Biomedical Technology from the University of Johannesburg. She obtained a distinction (77%) for her practicals at the Helen Joseph Hospital, in Auckland Park. REAP wishes her all of the best for her future plans.

SUCCESS BY STREAM OF STUDY



4. New Senior Appointments

Kanyisa Diamond (Head of Programme)



Kanyisa grew up in the rural Eastern Cape and studied at Rhodes University where she obtained her Bachelor of Social Science majoring in industrial psychology and industrial sociology. She joined REAP in 2008 as a Student Development Advisor and was promoted to Regional Manager (Western & Eastern Capes) in 2011 and Head of Programme in April 2014. She is currently enrolled in an MBA course at Stellenbosch University Business School and recently spent a week in Japan as part of her practical placement. Kanyisa is married with three young children. As Head of Programme, Kanyisa supervises three regional coordinators and is responsible for programme design and overseeing the effective delivery of all REAP student support services nationally.

Willem Schaap (Head of Operations)



Willem originates from Gauteng and graduated with bachelor and honours degrees in Industrial Psychology (Labour Relations) and a Master of Commerce degree in business management from the University of Johannesburg (UJ). Whilst working as Operations Manager in the Executive Education unit

of the Graduate School of Business (GSB) – UCT, he completed an Associate in Management as well as several management programmes. His career spans over 20 years in the field of academic administration in the Higher Education sector. He previously worked in the distance education section at UJ and the Executive Education unit of the Graduate School of Business – UCT.

He joined REAP in November 2014 in the newly established position as Head of Operations. Willem is responsible for overseeing NSFAS bursary administration, strategic financial management, human resources, risk management, IT and property matters.

New Board Member Dr Bongzi Bangeni



Dr Bangeni is a senior lecturer in the Centre for Higher Education Development at the University of Cape Town (UCT) where she works in the area of language development. She obtained her PhD in Education from UCT in 2012, having completed a Masters degree specialising in Applied Language Studies. Her research interests include discipline-specific writing and the formation of a disciplinary identity, multilingual interventions in various learning contexts, as well as the transition from undergraduate to postgraduate studies. She teaches a number of first-year academic literacy courses and facilitates writing workshops for Masters students in various faculties. She is also involved in tutor training in the Law faculty's Writing Centre.

Bongzi's research seeks to understand the ways in which institutions such as UCT can widen access to higher education for students from non-mainstream backgrounds. The research projects with which she has been involved in the Humanities and in the Law faculty have sought to understand how students develop as writers and the ways in which they engage with the literacy practices of their disciplines.

5. Exciting new partnerships with VWSA & Lehumo Women’s Empowerment Fund



Nonkqubela Maliza

Originally hailing from a small town in rural Eastern Cape, Nonkqubela Maliza has risen to great heights. After completing her secondary schooling in Pietermaritzburg and tertiary studies at Rhodes University and UCT Graduate School of Business, she carved out a successful career in business and is now the Director of Corporate and Government Affairs for Volkswagen Group South Africa (VWSA).

Nonkqubela’s responsibilities include developing and managing the Corporate Social Investment (CSI) strategy and budget for the whole group. This includes being the Chairman of the Volkswagen Community Trust.

VWSA’s key CSI objectives involve contributing to the development of sustainable, healthy, resilient and thriving communities. Youth and Education are the pivotal focuses, claiming around 80% of total CSI spend, which is in itself well in excess of VWSA’s BBBEE statutory requirement of 1% of net profits. Indeed, Nonkqubela points out that VWSA was a leader in CSI commitment well before BBBEE legislation came into play.

VWSA has operated its own bursary scheme for some years but in 2014, the company entered into a formal partnership with Rural Education Access Programme (REAP).

Nonkqubela is delighted with this collaboration,

believing that REAP brings ‘much needed expertise, passion, experience and provides a holistic support service to its students’. The partnership with REAP adds considerable value to VWSA’s bursary spend, leveraging National Student Financial Aid Scheme funds to be able to offer students much more generous financial support.

VWSA is co-funding with REAP in the support of 10 Eastern Cape students enrolled in science and engineering related disciplines.

Outside of Nonkqubela’s professional role at VWSA, she is also a co-founder and Director of Lehumo Womens’ Investment Holding Company. This was initiated about 10 years ago by Nonkqubela and two of her former school mates, Phumla Mnganga and Busi Mabuza Lehumo, who invested in development of empowering young women, particularly from rural areas with skills in science and engineering related disciplines. Again REAP was a natural partner for the Lehumo Fund, who are currently supporting three young women in engineering courses.

When asked what advice she would have for young black women starting out in the academic and professional careers, Nonkqubela advocates: “Hard work, focus, long term thinking and a realisation that you are busy creating your futures today!”

Nonkqubela is a worthy role model and an example of how a young woman from a rural area can achieve success in the corporate world, retain a social conscience and make a genuine difference for good!

Meet our Graduates



Zanele Ntombela

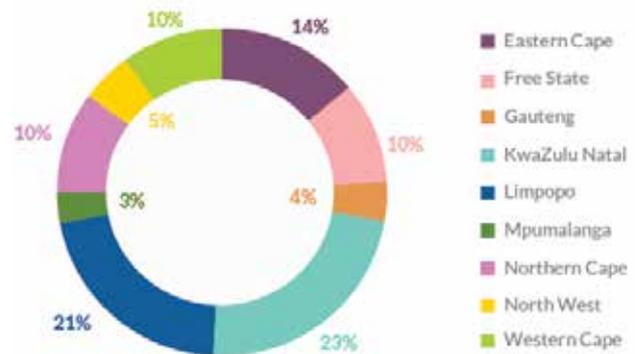
Zanele is originally from Port Dunford in Esikhawini and graduated with a National Diploma in Information Technology (Software Development) from Durban University of Technology. In 2015, she will commence work at the City of uMhlathuze as Systems Support Intern whilst doing an MCSA (Microsoft Certified Solution Associate) certification with the stipend she earns. Zanele intends to study her B. Tech in Information Technology at UNISA.

6. Tracking of REAP students entering Higher Education in 2009

This is an extract from a fuller report available on request.

Research was undertaken mid -2014, 5.5 years after students commenced their HE studies. Of the total cohort of 147 students, REAP was unable to obtain information on completion of studies for 13 students who withdrew from the programme. Information that REAP has on record indicates that 12 of these students are unlikely to have graduated. One student, however, obtained a bursary at the start of the second year.

PROVINCIAL ORIGIN OF STUDENTS



1. The student cohort profile

	NUMBER	PERCENTAGE
TOTAL COHORT	147	
MEN	77	52%
WOMEN	70	48%
NATIONAL DIPLOMA PROGRAMMES	57	39%
DEGREE PROGRAMMES	90	61%

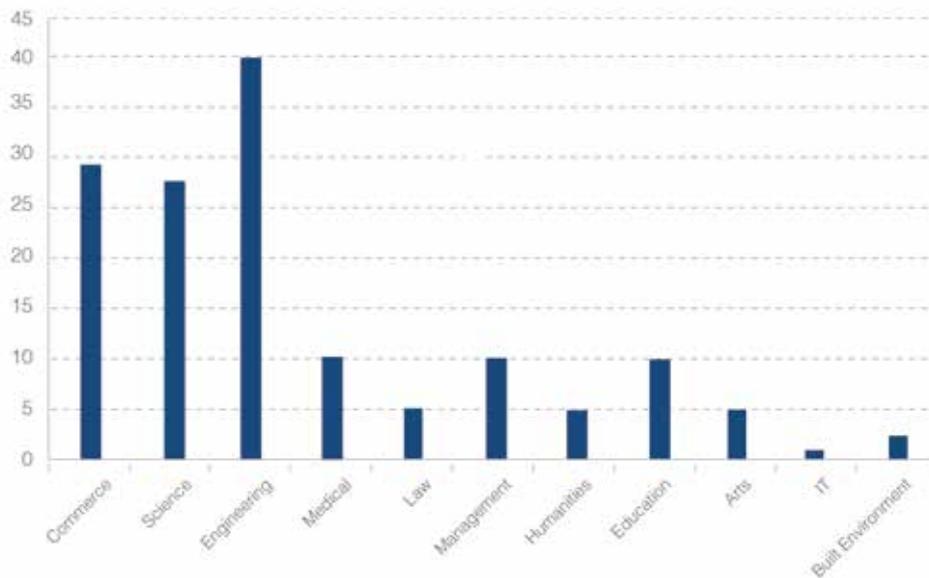
2. Results

Completion of studies

- 55% (81) of the 2009 REAP intake had successfully completed their degree or National Diploma (ND) studies by mid-2014, some five and a half years after commencing their undergraduate studies.
- 62% of the female intake completed in this period, alongside 48% of the male intake.
- 38% of the graduates completed their course in minimum time and 41% completed with one additional year or less (4 graduates required only an additional 6 months).
- Of the 41% of graduates completing in one additional year 4 changed courses and completed their new course in the minimum time.

- 59% of the graduates remained with REAP till graduating.
- 37% of the 2009 intake were still doing undergraduate studies (in some way) in the middle of 2014.
- Of these, 3 were MBChB students who were due to complete at the end of 2014 in minimum time. All 3 of these students had obtained other bursaries prior to completion.
- A further 8 were due to complete their studies at the end of 2014.
- This points to a potential completion rate of 63% in 6 years.
- Amongst the students still studying are two males who left their B Ed and ND Engineering studies to study medicine in Cuba sponsored by the South African government.

STUDY STREAMS



- 6 ND graduates had completed B Tech by the time of the study and 2 were studying for B Tech qualifications part-time.
- Of the 81 students who had completed their studies by mid 2014, 31 had completed in minimum time. If we add the 3 MBChB students who were due to complete at the end of 6 years (2014) we can record 23% of total intake completing their qualification in minimum time.

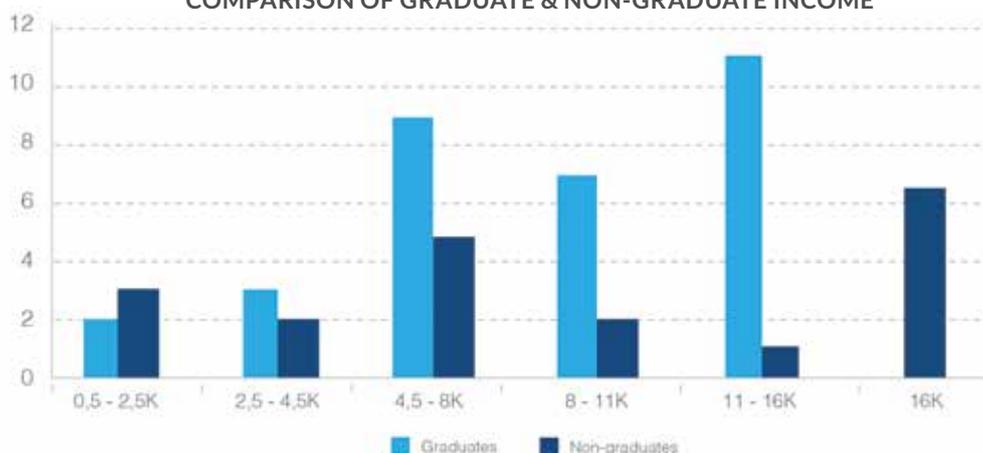
3. Employment & further studies

- Of the 53 employed graduates 14 (26%) were studying part time while working.
- 11% (9) of graduates were doing full-time post-graduate studies (2 B.Tech; 1 Hons; 4 Masters; and 2 for whom we have no data on the course).

- We have no employment information for 12% (10) of the graduate group. We know however that 2 had completed further studies, 1 B Tech and a B Sc graduate obtained a post graduate diploma in Library and Information Science.
- 11% (9) were unemployed. However 5 had just completed their studies or IST at the time of the survey and 2 of those unemployed had had some form of employment between completing their studies and the time of the survey. This group consisted of 7 ND students and 2 degree students.

- 30% of non-graduates were employed, some of whom were continuing their studies. A further 46% were still studying and not employed. We had no employment information on 32% of non-graduates.

COMPARISON OF GRADUATE & NON-GRADUATE INCOME



7. REAP's 2014 Graduates

Cape Peninsula University of Technology

Afrika, Nosiphiwo Beauty (F) ND Environmental Health
 Fieland, Herchell Jaun (M) ND Chemical Engineering
 Jonas, Grayton Christopher (M) B Sc Medical Lab Science
 Koopman, Dwayne (M) ND Public Management
 Makhanda, Yonela (F) ND Analytical Chemistry
 Mazaleni, Zintle (M) ND Nature Conservation
 Moos, Danielle (F) ND Cost & Management Accounting
 Mouton, Jason (M) ND Civil Engineering
 Ruiters, Margot Joscine (F) ND Internal Auditing
 Sengoai, Dieketseng Jessica (F) ND Accounting
 Vika, Asavela (F) ND Biotechnology

Central University of Technology

Lefefa, Dikeledi Elisa (F) ND Public Management
 Mangena, Molebogeng (F) ND Graphic Design
 Mohale, Michael Tlhokomelo (M) ND Environment Health
 Motake, Nthabiseng Agnes (F) ND Office Management and Technology
 Nhlapo, Lebohang Gloria (F) ND Electrical Engineering

Durban University of Technology

Buthelezi, Ntombifkile (F) ND Biotechnology
 Langa, Cebeni Nkosihawukile (F) ND Biotechnology
 Mafuleka, Sixolele Ziyenzeka (M) ND Information Technology
 Majola, Khumbulani Percy (M) ND Internal Auditing
 Makhanya, Nompumelelo Prospect (F) ND Cost & Management Accounting
 Mbatha, Zimiselengani Ngqo (F) ND Retail Business Management
 Mdamba, Lungisani Lungani (M) ND Office Management and Technology
 Mdluli, Mthobisi Ishmael (M) ND Office Management and Technology
 Mfeka, Nozipho Zanele (F) ND Eco-Tourism
 Mthiyane, Ayanda Sphiwe (M) ND Eco-Tourism
 Mtofile, Gcobisa (F) ND Accounting
 Ndlovu, Mzawupheli Sarrel (M) ND Internal Auditing
 Ntombela, Zanele Sindi (F) ND Information Technology

Ntshangase, Bongiwe (F) ND Internal Auditing
 Ntshangase, Nqobile Khethokuhle (F) ND Cost & Management Accounting
 Phendu, Thandazile Patunia (Miss) ND Retail Business Management
 Simelane, Brian Vika (M) ND Eco-Tourism
 Zikhali, Bongani (M) ND Taxation

Nelson Mandela Metropole University

Bans, Ziyanda (F) ND Music Education
 Dlova, Ayabonga (M) Bachelor of Administration
 Mandela, Siyabulela (M) Bachelor of Arts
 Mbadu, Lindile (M) ND Information Technology
 Mdana, Lwazi (M) ND Internal Auditing
 Ndlangamandla, Ntokozo Eunice (F) ND Travel & Tourism
 Ngcobo, Nosipho Pretty-Girl Nomonde (F) ND Agriculture Management
 Ngqokolo, Zimasa Portia (F) ND Biomedical Technology
 Nkawu, Ntombekhaya Yolanda (F) BA Psychology
 Seyise, Nolubabalo (F) ND Public Management
 Sikiti, Xolisa Duduza (M) ND Travel & Tourism
 Vava, Lwando (M) ND Mechanical Engineering
 Yeko, Thabiso Felix (M) ND Economic Management

University of the North West

Malunga, Masego Sharon (F) Bachelor Library Science
 Motaung, Thabang Gilbert (M) B Sc Biology-Chemistry
 Saul, Cleopatra Lerato (F) B Sc Environment & Biological Science
 Sebuiwa, Kediemetse Lizzie (F) B Com Information Tech

Rhodes University

Magopeni, Chumisa Cynthia (F) Bachelor of Science

Stellenbosch University

Fortuin, Shernee (F) B Sc Extended Degree

Tshwane University of Technology

Dladla, Mathomer John (M) ND Mechanical Engineering
 Machimana, Tintswalo Eugenia (F) ND Mechanical Engineering
 Mohala, Mantoa Dinah (Miss) ND Chemical Engineering
 Ndou, Takalane (F) ND Policing

University of Cape Town

Mathebula, Pretty (F) Occupational Therapy
Mopeleti, Clive Oratile (M) BA Extended Programme

University of Johannesburg

Kubheka, Mpho Vincent (M) ND Mechanical Engineering
Maaka, Reneilwe Sylvester (F) B Commerce (Accounting)
Makofane, Stanza Ntobeng (M) ND Extract. Metallurgy
Mandzisa, Nothando (F) B Com Finance
Moiwe, Mantswe Omphemetse Goodwill (M) ND Extract. Metallurgy
Molapo, Velly July (M) ND Industrial Engineering
Motsamai, Kesebonye Dorah (F) B Com Finance
Mukosi, Pfunzo (F) ND Biomedical Technology
Mwelase, Ayanda Penelope (F) B. Social Science Nursing
Ngobeni, Tlhaesani Collen (M) ND Extract. Metallurgy
Ngwenya, Sanele Ayanda (M) B Accounting
Ramafoko, Dineo Rebecca (F) Bachelor of Education
Rangululu, Nkhetheni Chris (M) LLB Law
Sekwakwa, Chuene George (M) ND Industrial Engineering
Skosana, Derrick Mduduzi (M) ND Metallurgy Engineering
Tsatsi, Innocentia (F) ND Electrical Engineering
Tshuketana, Mixo (M) BA Politics

University of KwaZulu Natal

Gambu, Samukelisiwe Portia (F) B Sc Environmental
Gumede, Nontokoze Welile (F) B. Social Science
Hlongwane, Sthembile Noxolo (F) Social Work
Khowa, Zodumo Sharon (F) Bachelor Social Science
Mafuleka, Thuleleni Philisiwe (F) Bachelor Community Development
Mane, Xolisile (F) B. Social Science
Maseko, Ntobeko Nkosinathi (M) BA Culture & Heritage
Mavundla, Muzi (M) B Sc Environmental Science
Mfekayi, Phumlani Mfanfuthi (M) BA Culture & Heritage
Mlambo, Thalente (M) Bachelor of Education
Mncube, Lungile (F) BA Drama & Perform Arts
Mngadi, Noluthando (F) BSc Main Stream
Mtshali, Nomcebo Sphesihle (F) Bachelor Community Development
Ndimande, Andile (M) B Sc Geography & Environmental Management
Ndlovu, Nontobeko Precious (F) Bachelor Social Science

Nikani, Nosiphelo Florence (F) Bachelor Social Science
Nkabini, Andile Pheneas (M) BA Drama & Performing Arts
Nkomo, Jacob Sibusiso (M) BA Culture & Heritage
Radebe, Nonhuthuko Promise (F) Bachelor Law
Royimani, Lwando (M) Bachelor Social Science
Sibeko, Zamaswazi Ayanda (F) Bachelor Law
Sibiya, Gugu Penelope (F) Bachelor Community Development
Vilakazi, Siboniso Goodman (M) B Science Computer Science
Vilakazi, Siphesihle Blessing (M) B Law
Zwane, Yamkelani Joshua (M) Bachelor Community Development

University of Pretoria

Nhlanhla, Khulekane (M) B Sc Geology

University of the Free State

Dipico, Sibongile Mpho (F) B Commerce (Accounting)
Mtukushe, Sinazo Enid (F) B Commerce Extended Programme
Ndaba, Valentino Thabang (F) BA Communication

University of the Western Cape

Koker, Elnoria Juretha (F) Bachelor Commerce Gen Ext Programme
Mashiane, Neithel (M) B Sc Geology
Thomas, Ronel (F) Bachelor of Education

University of the Witwatersrand

Kgakoa, Matjie Robert (M) BA International Relations
Kutama, Mafanedza (F) B Sc Quantity Surveying
Mcwangi, Langelihle (M) B Sc Computational Maths
Mooketsi, Tshepo Donald (M) Bachelor of Science
Ntimbani, Remember (M) B Science Computer Science
Sekwaila, Mosima Prudence (F) B Sc Geology
Shingange, Matimba Rosslyn (F) B Science Computer Science
Zuma, Sbusiso Blessing (M) B Sc Actuarial Science

Meet our Graduates



Yonela Makhanda

Yonela graduated with a National Diploma in Analytical Chemistry from CPU. She is from Umtata. Yonela completed her In-Service training at Tronox Mineral Sands in Vredenburg. She will be furthering her studies by enrolling for a B tech degree

8. REAP Board & Staff Members

REAP Board Members

Bishop Frank de Gouveia (Chair)
 Dr. Mary Nassimbeni (Vice-Chair)
 Janice Seland (Treasurer)
 Martin Mulcahy (Executive Committee)
 Bro. Michael de Klerk (Executive Committee)
 Bridgette le Shauls (Executive Committee)
 Aubrey Chabedi (Regional Representatives nominee)
 Fr. Grant Emmanuel (SACBC nominee)
 Owen Jansen (Staff representative)
 Fr. Sammy Mabusela (ACTS National Chaplain)
 Margie Keeton
 Dr. Natalie Leon
 Dr. Bongsi Bangeni
 Russell Davies (Director)

REAP Staff (2014)

Head Office, Cape Town

Russell Davies (Director)
 Kanyisa Diamond (Head of Programme)
 Willem Schaap (Head of Operations)
 Nadeema Taliip (Finance Manager)
 Kathy Lewis (Acting Business Support Manager)
 Owen Jansen (Recruitment & Selection Manager)
 Glenda Glover (Programme Development, Research & Advocacy)

Anél Wesson (Communications Manager)
 Sherol Tafeni (Bookkeeper)
 Nicholas Gobha (Accounts Administrator)
 Tammy Abrahams (Senior Business Support Administrator)
 Charné Fortune (Receptionist / Programme Assistant)
 Florence Petersen (Recruitment & Selection Administrator)
 Ntombekhaya Tutu (Housekeeper)
 Keith Africa (Caretaker)

Western Cape / Eastern Cape Regional team, Cape Town

Vatiswa Mangxola (Senior Student Development Advisor – CPUT, NMMU)
 Robyn Pritchard (Student Development Advisor – UWC, SU)
 Meekness Ayidu (Student Development Advisor – UCT, UWC, SU)
 Asanda Vumazonke (Student Development Advisor – Eastern Cape)

Gauteng Regional team, Johannesburg

Lorraine Gumede (Regional Manager)
 Mandisa Nene (Student Development Advisor – Wits)
 Phindile Hlabangane (Student Development Advisor – Gauteng North)
 Mpho Motloung (Student Development Advisor – Free State)
 Nelisa Pase (Student Development Advisor – UJ)
 Tshepiso Ndaba (Student Development Advisor – Gauteng North)
 Petunia Ralebona (Receptionist / Admin Assistant)



REAP staff 2014

KwaZulu Natal Regional team, Durban

- Nontobeko Ntuli (Regional Manager)
- Pinky Mathonsi (Student Development Advisor – UKZN, DUT)
- Phila Mbambo (Student Development Advisor – UKZN)
- Phumlani Mnyango (Student Development Advisor – DUT)
- Sebenzile Dlamini (Student Development Advisor – UKZN)
- Philani Ngesi (Intern Student Development Advisor – UKZN)
- Mabongi Mbambo (Receptionist / Administrative Assistant)

Meet our Graduates



Shernee Fortuin

Shernee is from Rosemore in George and graduated with a BSc Degree from Stellenbosch University. She is the first grandchild in her family to graduate from University. This is however not the end of her academic road. She has applied for her post graduate degree at the University of the Western Cape and Stellenbosch University. She is hoping to specialise in research on Cancer treatment. Her community service involved tutoring the Grade 11 learners in Mathematics Literacy at her previous school. Subsequently, she has been invited to return to Winter School to once again tutor learners in Maths literacy. She is happy to assist and feels privileged to sow back into the community. Shernee’s Student Development Advisor has found her an absolute delight to work with and REAP wishes her all of the very best for her future.

Meet our Graduates



Matimba Shingange

Matimba is originally from Tzaneen, Limpopo. She completed her degree in Computer Science and Computational and Applied Mathematics with an aggregate of 61% from the University of Witwatersrand. She was a hardworking student who was passionate about creating websites and developing software programmes. During her final year she was a peer buddy and also assisted students who were struggling with Programming. In 2015 she will pursue her honours degree in Computer Science majoring in Computational and Applied Mathematics.

Meet our Graduates



Dwayne Koopman

Dwayne was one of REAP’s Top Achievers in 2014 and he is currently working at the City of Cape Town. He completed his National Diploma in Public Management at CPUT. Dwayne writes: “To Vatiswa, my advisor, my guide, my friend, my extraordinary mother, my psychologist when you needed to be; my all-in-one student advisor. As our journey came to an end; our friendship started. I will be forever grateful to you and the REAP team for investing in me and my future, for always being a phone call or email away, for your ever-present presence and commitment to my education and development. Forever thankful and grateful, Dwayne”

9. Summary Financial Report 2014

Statement of financial position	2014(ZAR)	2013(ZAR)
Assets		
Accounts Receivable	353,165	126,427
Cash resources	15,825,251	15,690,985
Total	16,178,408	15,817,412
Reserves and Liabilities		
Access and support Fund	1,526,882	2,349,484
Fr Noel Stanton Fund	5,696,558	5,276,856
Total Reserves	7,223,440	7,626,340
Accounts Payable	178,968	237,072
Donor funds in advance	8,776,000	7,954,000
Total	16,178,408	15,817,412
Summary of Income & Expenditure		
<i>Income</i>		
Grants	13,297,927	12,111,855
Administration fee from -NSFAS	230,111	130,750
Reimbursement of direct student costs - NSFAS	8,837,760	6,061,909
Corporate student access funding	2,149,476	510,098
Interest	354,428	278,728
Total	24,869,702	19,135,287

Expenditure	2014(ZAR)	2013(ZAR)
Direct student costs (e.g.. meals, books, transport)	12,198,094	8,864,001
Student support services	7,493,116	6,440,035
Programme Development & Research	988,925	1,159,150
Staff & volunteer training	578,123	350,015
Managements costs	1,252,261	1,304,764
Finance & administration	1,228,185	1,107,659
Property	763,446	613,863
Fundraising	470,154	459,754
Total	25,692,304	20,299,241
Net surplus / (deficit) for year	(822,602)	(1,163,954)

Corporate Governance

The REAP Board met three times during 2014 and the Board Executive four times. The board consists of 14 members and is responsible for policy and overall governance, with the day-to-day management delegated to the Director and the senior leadership team. The Board endorses the principles in the Voluntary Independent Code of Good Governance and Values for Non-profit Organisations in South Africa. The Board abides by the principles of openness, integrity and accountability.

Systems of financial and internal control are in place and provide reasonable assurance that the assets are safeguarded, and that liabilities and working capital are efficiently managed. The financial information has been disclosed in line with latest international best practice. Nothing has come to the attention of the Board or the independent external Auditors to indicate any material breakdown in the functioning of the internal controls during the financial year.

Highlights

For the first time, REAP received a 20% upfront payment on our NSFAS bursary allocation (R28,880,000) in March 2014. This enabled us to pay out private accommodation providers in full, as well as the first 3 months student meals and books expenses. Once the advance is expended, REAP then pays student meals for the rest of the year from its own funds, claiming quarterly reimbursement from NSFAS. NSFAS pays higher education institutions for tuition fees and residence costs directly without the funds passing through REAP's account. However, REAP failed to adequately anticipate the extent of university tuition fee and private accommodation increases (around 10-12%). This resulted in an overspend on our NSFAS bursary allocation of around 4% (R1.1M) which had to be covered from REAP's own resources, resulting in an overall operating deficit for the year. Careful steps have been taken to ensure this overspend is not repeated in 2015.

Expenditure on student support services increased by 16% from 2013 mainly because of the mainstreaming of orientation camps and final year activities (careers fairs, awards evenings) across all regions. Staff & volunteer training was also higher in 2014 due to the bi-annual National Meeting held in Durban, attended by 40 recruitment volunteers and 12 NGO/corporate recruitment partners.

Grant income (exclusive of NSFAS) grew strongly in 2014 with a 22.3% increase on 2013. This level is expected to be maintained in 2015. Overall reserves decreased by 5% from 2013, mainly due to the unbudgeted over spend on student fees from our NSFAS bursary allocation.

10. REAP's Funding Partners

Supported by



J.P.Morgan



Lord and Lady Laidlaw Foundation



OPPENHEIMER MEMORIAL TRUST



Southern African Catholic Bishops' Conference



stichting voor kansverbetering van vrouwen in Zuid-Afrika



REAP is a registered NPO
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PBO Exemption no: 930 002 334
Website: www.reap.org.za
Email: reception@reap.org.za

