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PROGRESS REPORT SEPTEMBER 2011



MEN ON THE SIDE OF THE ROAD (W O 3 4 8)

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MSR LAUNCHES LIFE SKILLS TRAINING

Introduction

Results of recent studies on the importance of soft skills indicated that the single most important soft skill for a job candidate to possess is interpersonal skills, followed by written or verbal communication skills and the ability to negotiate and resolve conflict.

MSR members face many challenges including often little formal education and training, and many have learned their hard technical skills through practical experience, but have had very little time for soft skills development.

Importance of Work Readiness and Soft Skills

Soft skills are not a replacement for technical-skills. They are, in many instances, complementary, and serve to unlock opportunity and potential.

Studies by Stanford Research Institute and the Carnegie Mellon Foundation found that 75% of long term job success depends on people skills and only 25% on technical skills. Although the study was conducted within SMME businesses and may not be specific to MSR members, the same applies within the casual labour market, where people skills and soft skills can significantly increase the opportunity for longer term employment, increased pay and more diverse opportunity.

Cont. on page 2



The first group of life skills participants hard at work developing their problem solving skills.

Cont from page 1

The key benefits of the Life Skills training include:

- Increased opportunity to extend employment
- Improved opportunity to negotiate positively and effectively with customers on rates of pay
- Better conflict resolution should they arise
- Improved service and customer satisfaction
- Improved levels of self confidence and self reliance
- Improved revenue opportunities resulting in improved well being
- Better understanding of managing money
- An opportunity to create a personal and relevant CV as a tool for finding a better job.

Overall Objective

The aim of this programme is :

- To equip members of MSR with the basic 'work ready' skills required to enter the world of formal employment.
- To identify the existing skills and attitudes of MSR members,.
- To evaluate their potential as reliable employees
- To confirm any work related (hard) skills they may already possess.

This programme will also form the basic entry requirement to being considered for any other MSR programme.

MSR statistics

July 2011: Job connections: 23 Visitors to office: 84
August 2011: Job connections: 48 Visitors to office: 123

WELCOME TO HILYA

We are pleased to welcome Hilya Kambanda to the MSR team. Her duties are two fold: she will be assisting with the administration and training, and will also be supervising the IT Drop In Centre. Hilya shares her thoughts on her first two weeks at MSR:

Being part of MSR workforce is a great pleasure. I have had the opportunity to meet people from different walks of life with goals and dreams. My joy will be to see MSR members succeed in life.

Thanks to the supportive team of MSR employees.



ENGLISH FOR THE WORLD OF WORK



One of the English classes currently underway at CABIN (Capacity Building Initiatives in Namibia). Fourteen of our members have enrolled on the first course which will run until February 2012.

Please remember to use the service we offer. We have carpentry, bricklayer and electrical graduates from The KAYEC Trust who are looking for internships. Call MSR if you can give them a chance to gain some experience.

CFLI FUNDED IT DROP IN AND JOB CENTRE

One of the long term items on the MSR 'wish list' has been an IT Drop In & Job Centre, where MSR members can come and learn how to type their CV, and undertake job search related activities. We managed to get this up and running on a small scale with a donation of computers and other items of office furniture and sundries from The Metropolitan Pinnacle Empowerment Trust, pwc and The Namibian newspaper. On the day of our launch in June 2011, we learned that the Canadian Fund for Local Initiatives had agreed to fund the startup costs of setting up such a centre, with 6 computers, all networked, and set up as both a training centre, and a resource for members to come and use in their job search.

In addition The Pinnacle Metropolitan Empowerment Trust have made funding available for consumables such as paper and ink cartridges.



The installation of the system was undertaken at greatly reduced cost by Janton Consulting cc, as part of their commitment to contributing to the upliftment of Namibians.

The centre will start the first computer course in October, with members who have completed the Life Skills course.

This is a dream come true for MSR, and we are convinced it will be a valuable tool in upskilling our members.