



Young Adult
Development Academy

Building a Future with Inspired
& Skilled Young Adults

Business Profile



Introduction

Solving Youth Unemployment

The Young Adult Development Academy is a training organisation solving youth unemployment through apprenticeships in the construction industry.

We strive to decrease the number of unemployed youth between the ages of 18 to 35. We aim to show that even if you dropped out of school or did not have the opportunity to go to school, there is still hope for you in the working environment.

We offer two-year training programmes to prepare our youth for the working environment and place them into full-time jobs. Over the two-year period, students train for and learn everything they need to know about working in the construction industry; from planning, to construction, to engaging with clients. We also train students on business processes and its application, along with time management skills, financial budgeting, and everyday life skills. The students are trained to become reliable sub-contractors who are accountable for and proud of the work they do.



Our History

Creating a Sustainable Model

YADA was founded by Renier Combrinck in 2017. Our work is focused on the construction industry and built on the experience of Renier's own construction company, RDI.



Renier noticed that it was really difficult to find skilled artisans in South Africa even though there is such a large group of unemployed youth. Construction work is a very positive path out of unemployment, so he decided to start his own training programme to help youth build their skills and get into the working world. Renier found that short courses are not effective, and that to make a real impact, students needed real practical experience and long-term exposure to mentors and training. YADA's apprenticeships and training programmes were thus created.

YADA has been met with enthusiastic interest from the community and has been growing from strength to strength, helping youth create a brighter, stable future.

Our Approach

Preparing Young Artisans

Our approach is not only in education, but a journey to train and guide these young adults to discover their full potential with the help of the business sector.

All our programmes build a foundation with life skills training and training in how to operate in the business world, including; computer skills, marketing, client liaison, and more. Students are also exposed to the physical construction work processes and learn the discipline and skills required of them in the construction industry - through practical training, apprenticeships, and mentorship. Students eventually graduate as artisans in their field, are placed into a job, and/or create their own businesses, where we can provide a reference and support system for them.

Students are assessed during their first year and trained in their chosen area of specialisation during the second year.



The Curriculum

A Solid Foundation

Building a future with inspired and skilled young adults, over a two-year program.

Introduction to Construction Industry Compliance:

- ▶ Health & Safety
- ▶ Regulations & By Laws
- ▶ First Aid

Personal Development Training Modules 1-4:

- ▶ **Module 1:** Emotional Intelligence
- ▶ **Module 2:** Self Management
- ▶ **Module 3:** Social Awareness
- ▶ **Module 4:** Relationship Management

Computer Literacy Training & Practical:

- ▶ Introduction to Computers

Financial Literacy Training:

- ▶ Basic Financial Literacy including knowledge relating to SARS, BIBC, UIF & basic pension plans & unions

Business Skills Training:

- ▶ Marketing
- ▶ Business Finance Basics
- ▶ Entrepreneurship & Co-Operatives
- ▶ Funding

Environmental Awareness Program Modules 1-4:

- ▶ **Module 1:** Impact Studies
- ▶ **Module 2:** Waste Storage & Disposal
- ▶ **Module 3:** Noise Pollution
- ▶ **Module 4:** Compliances

Life Skills Program: Motivational Talks (On-Going)

- ▶ Pay it Forward: Community Involvement
- ▶ Social Experiences: Formal Dining Out & Theatre Visits
- ▶ English Language Basics
- ▶ Math Literacy
- ▶ Drivers Licenses

Project Management in the Construction Industry Modules 1-6:

(Including on-site Practicals and TVET Skills Link Courses)

- ▶ **Module 1:** Project Management
- ▶ **Module 2:** Plan Reading
- ▶ **Module 3:** Quantity Surveying
- ▶ **Module 4:** Budget
- ▶ **Module 5:** Time Management
- ▶ **Module 6:** Site Management

Board Members

Experts from Each Field



Renier Combrinck
Chairperson

Renier Combrinck is the Founder and Chairperson of the Young Adult Development Academy. He identified the challenges of unemployed youth in the community and YADA is an excellent solution to help alleviate the problem.

YADA is built on the experience of Renier's successful construction company, RDI.



Aniqah Desai
Marketing Coordinator

Aniqah has years of experience in the media and news industry.

YADA draws on her expertise to ensure that our students and clients are recognised for their contributions on Social Media platforms, print media, the YADA website, and other channels.



Lizelle Coombs
Secretary / Planner

Lizelle Coombs is a Social Anthropologist who started Angels Resource Centres ten years ago after investigating how different cultures conducted business and realising that South Africans face some extraordinary hurdles in entrepreneurship.

YADA is the perfect fit for the Skills Link Programmes offered by Angel's Resource Centres.



Sabine Wedderburn
Treasurer

Sabine has experience in Electrical Engineering (LC), programming, power stations, and the Food and Beverage industry. She has also been teaching and lecturing for the last 17 years.

YADA will use her experience and knowledge of teaching to help unemployed youth see their potential and growth.



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