



# The Rössing Foundation



**20** | **ANNUAL**  
**13** | **REPORT**

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Empowering communities

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# Introduction

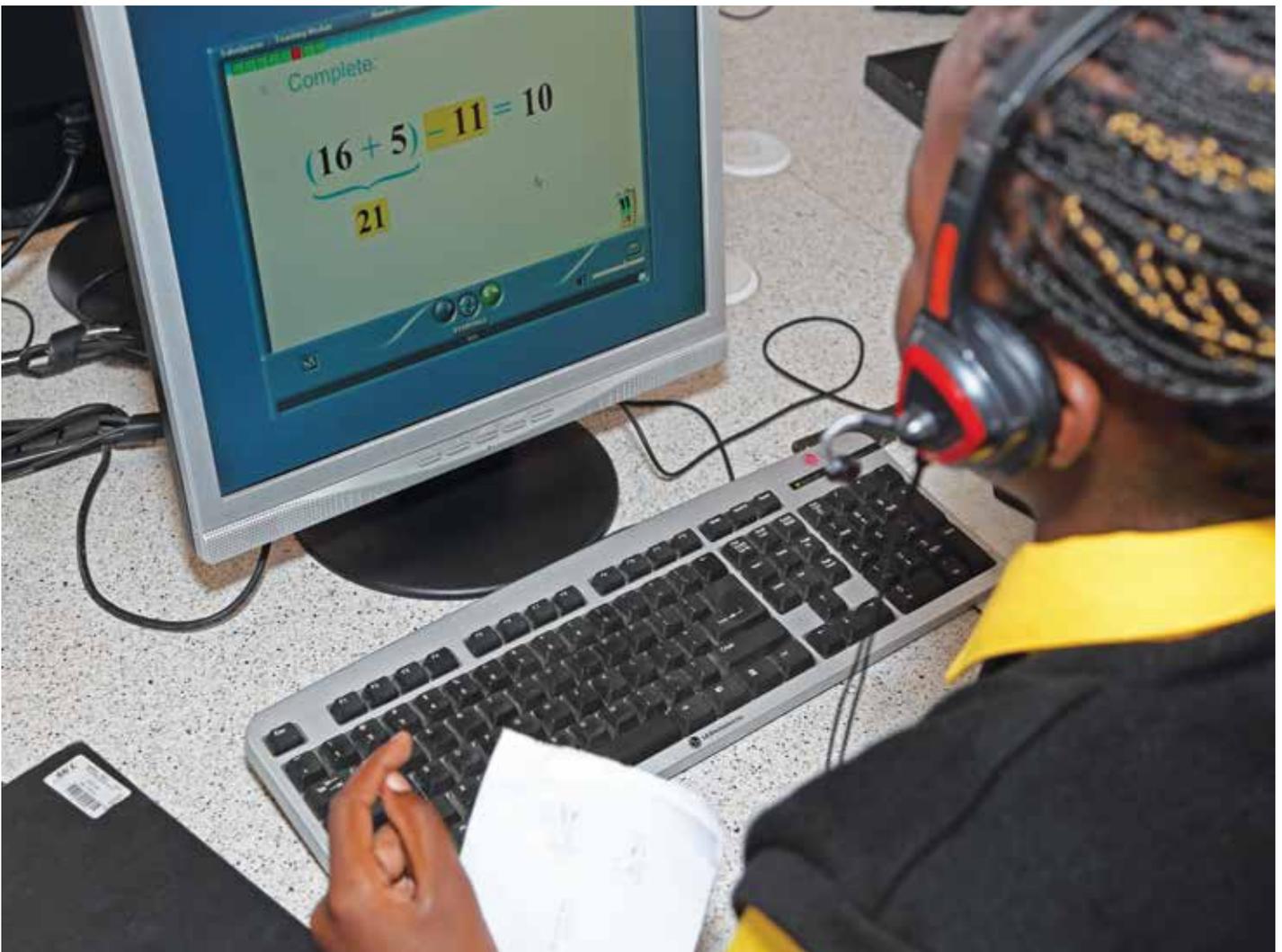
The Rössing Foundation was established in 1978 through a deed of trust to implement and facilitate the corporate social responsibility activities of Rössing Uranium Limited within Namibian communities.

The Rössing Foundation undertakes a broad range of activities across a wide spectrum of community development areas. These activities are concentrated in the Erongo Region, where the Rössing mine is located, but they also fan out to the Omaheke and Oshana Regions to some extent.

All programmes that the Rössing Foundation drives and supports involve collaboration with critical partners

such as the Ministry of Mines and Energy, the Ministry of Education, the National Institute for Educational Development, the Erongo Regional Council and the Arandis Town Council.

Our vision is to be a leader in the execution of corporate social responsibility and strive to elevate the image of the Rössing Foundation to the highest level possible.



A learner in the education centre at Arandis, busy with a Master Maths lesson.

# Message from the Chairman, The Rössing Foundation Board of Trustees

Welcome to The Rössing Foundation's 2013 Annual report. Undertaking a broad range of activities across a wide spectrum of community development areas, 2013 was indeed an exciting year in the history of the Rössing Foundation.



Rehabeam Hoveka, Chairman

These activities were concentrated in the Erongo Region, where the Rössing mine is located, but they also extended to the Omaheke and Oshana Regions.

Making these success stories are attributed to the Rössing Foundation's collaboration with critical partners such as the Ministry of Education, Ministry of Mines and Energy, the National Institute for Educational Development, Erongo Regional Council and the Arandis Town Council.

To address the educational challenges facing Namibia, including the consistently poor examination results, the Rössing Foundation assisted the Namibian Government, particularly the Ministry of Education, by supporting school learners in their quest to improve their competency in English, Mathematics and Science and offering opportunities to teachers to acquire content knowledge in these subjects.

To meet this enormous undertaking, the Foundation has built and operates three Mathematics, English and Science centres in coastal towns of Arandis and Swakopmund, and in Ondangwa in northern Namibia and also assisted schools in the areas of school management and leadership.

The excellent year-end examination results were the barometer. Learners registered with the Foundation were able to obtain better quality symbols compared to those not registered or supported by the Foundation.

Another success story is that the Rössing Foundation and Rössing Uranium continued to support the Arandis Town Council in their effort to make Arandis sustainable beyond the life of the surrounding mines.

This annual report will also show our stakeholders the success stories in the development of SMEs in the Erongo Region and the advancement made in promoting the small-scale miners in the same region.

On this note I would like to thank the Foundation's Board of Trustees and all employees in making these successes possible. These are achieved only through hard work, dedication and executing your tasks in a professional manner.

As our track record demonstrates, we are committed to our stakeholders, our neighbouring communities and to Namibia in general, and we are looking forward to the challenges in 2014.

I would appreciate your feedback on this report.

Rehabeam Hoveka  
Chairman, The Rössing Foundation Board of Trustees  
30 April 2014

## Staff members



Job Tjiho, Executive Director

### *The Rössing Foundation's Affirmative Action report approved*

*The Rössing Foundation's Affirmative Action report for 2013 was approved and we received the compliance certificate from the Employment Equity Commission office. This confirmed that the Foundation is a good corporate citizen and that we are honouring the Namibian laws.*

### Arandis



From left to right: Louisa Oosthuizen, Alina Kulo, Michael Moyo, Petra Ondingo, Johanna Muhuura, Fudeni Shalongo, Lysias Uusiku, Teun Hanemaaijer, Calicious Tatalife, Paul Oosthuizen, Linus Kambeyo, Eunice Guriras, Ndategelela Silas and Linda Beukes.

### Ondangwa



Front row (from left to right): Setson Hamutenya, Kleopas Iita, Job Tjiho (Executive Director), Enos Nampala, Liisa Kamenye and Josef Nampala; back row (from left to right): Vilho Shikoha, Josephine Iita, Michael Hercules, Liina Kuushomwa, Fillemon Vatilifa, Lydia Haimbodi, Nhlanhla Lupahla, Ndeyapo Hauwanga and Jona Mushelenga.

### Swakopmund



The Rössing Foundation Tamariskia (Swakopmund) staff: (Front row, from left to right) Rejoice Hoaes, Tomas Nekwaya, Tersia Augustyn, Saul April and Ursula Matzopoulos; (back row from left to right) Paulo Samuel, Saidu Garba, David Ajayi and Avril Cordon.

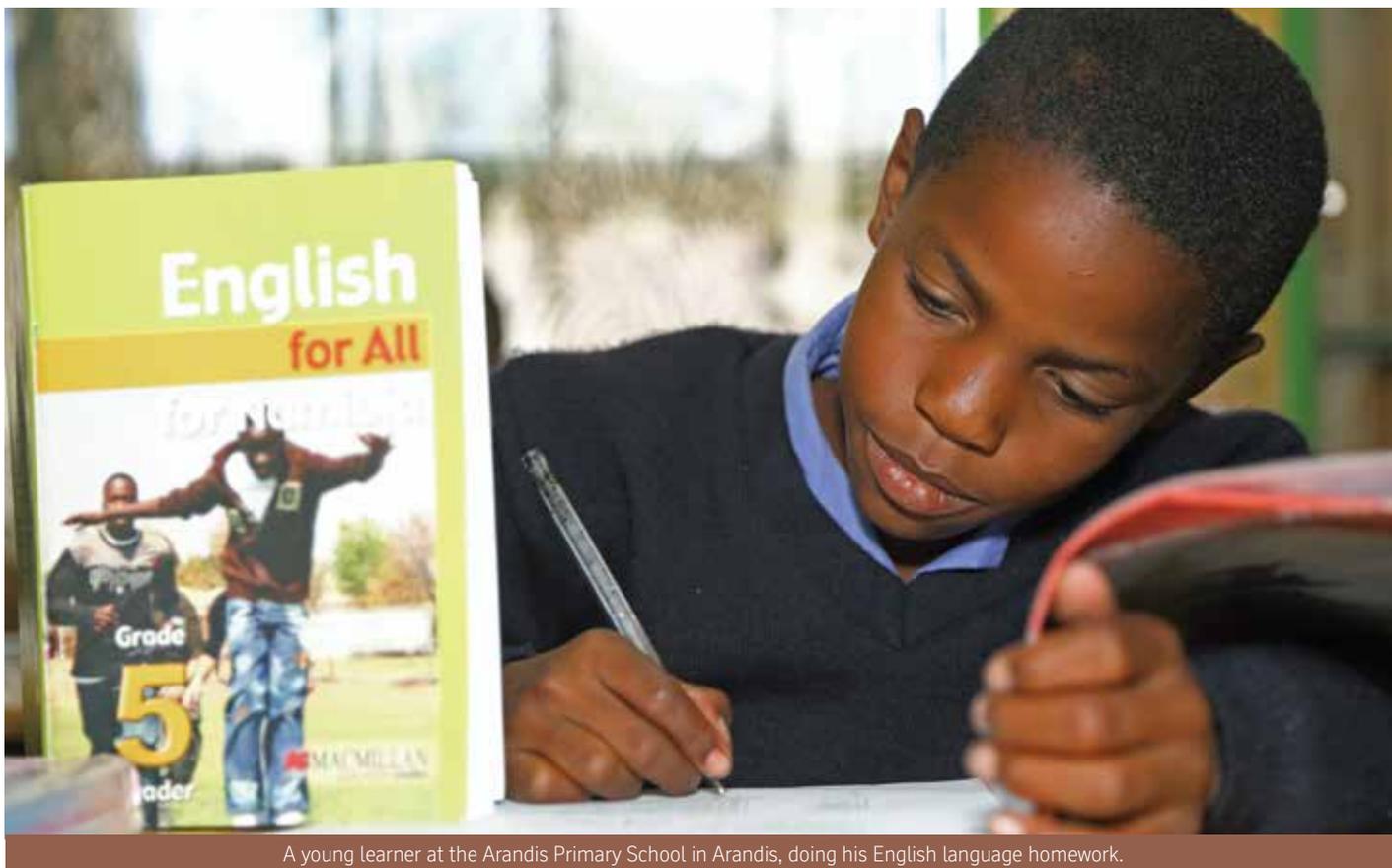
### Windhoek



The Rössing Foundation Windhoek staff: (From left to right) Job Tjiho, (Executive Director), Adri Sachse, Edmund Swartz and Leondine Arnat.

# Chapter 1

## Education interventions



A young learner at the Arandis Primary School in Arandis, doing his English language homework.

## Introduction to education interventions

Although thousands of Grade 12 learners qualified to enter institutions of higher learning at the end of 2013, the overall performance of Namibian learners in Mathematics, English and the Sciences continued to be consistently poor. One explanation for this is that some schools have, over the years, suffered from under-resourcing, limited learning materials and teaching equipment, and high learner-to-teacher ratios.

To address the educational challenges facing Namibia, including the consistently poor examination results, the Rössing Foundation assists the Namibian Government, particularly the Ministry of Education, by offering opportunities to learners and teachers to acquire subject content knowledge and to improve their skills in the areas of Mathematics, English and the Sciences.

To meet this enormous undertaking, the Rössing Foundation has built and operates three Mathematics, English and Science centres in coastal towns of Arandis and Swakopmund, and in Ondangwa in northern Namibia. The Foundation, in partnership with the

selected Regional Directorates of Education, also assists schools in the areas of school management and leadership.

The Rössing Foundation Teachers Support programme aims to improve curriculum practice and the quality of education delivery by assisting to train English, Mathematics and Science teachers to impact significantly on learners achievement at school level.

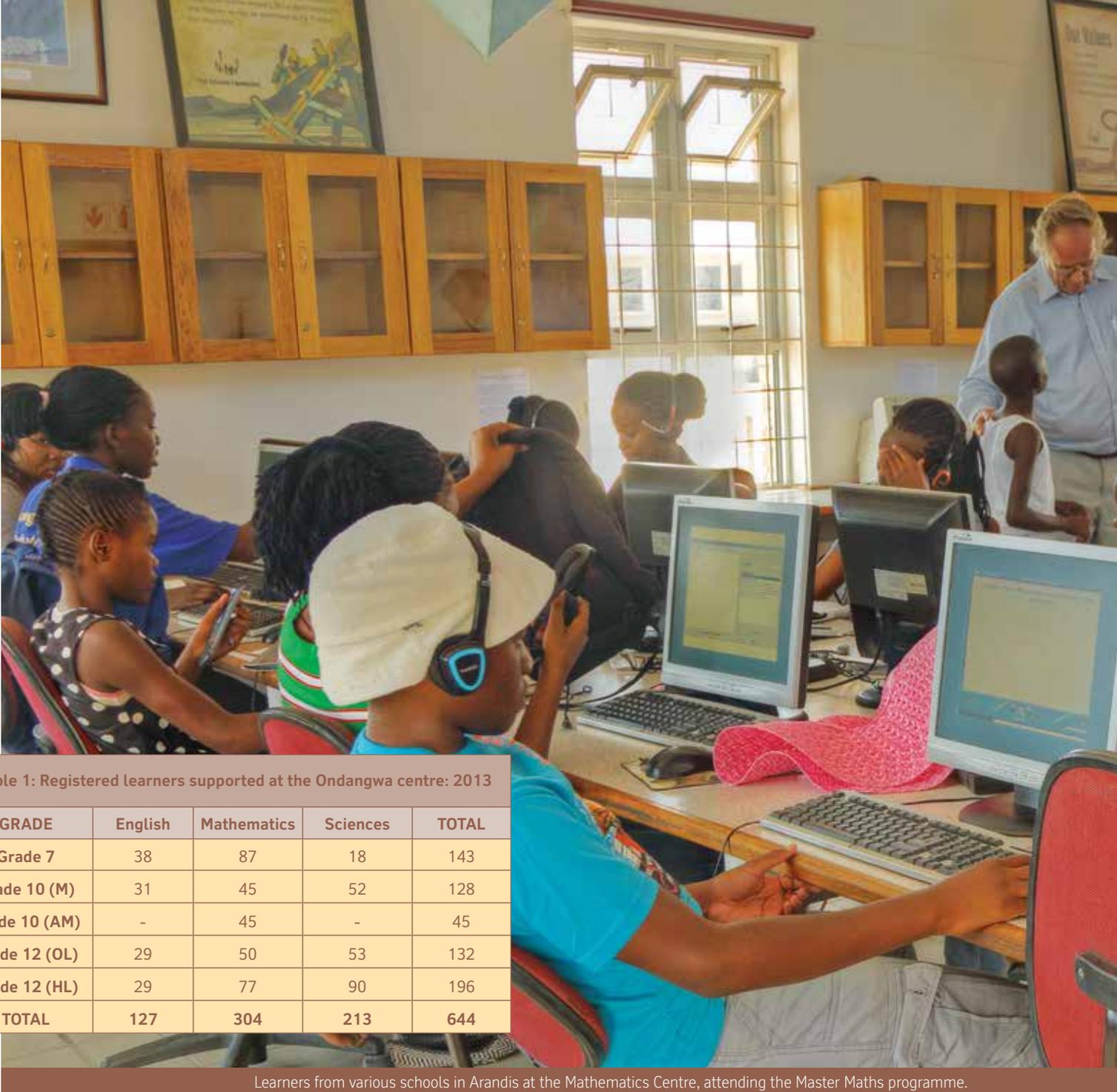


Table 1: Registered learners supported at the Ondangwa centre: 2013

| GRADE         | English    | Mathematics | Sciences   | TOTAL      |
|---------------|------------|-------------|------------|------------|
| Grade 7       | 38         | 87          | 18         | 143        |
| Grade 10 (M)  | 31         | 45          | 52         | 128        |
| Grade 10 (AM) | -          | 45          | -          | 45         |
| Grade 12 (OL) | 29         | 50          | 53         | 132        |
| Grade 12 (HL) | 29         | 77          | 90         | 196        |
| <b>TOTAL</b>  | <b>127</b> | <b>304</b>  | <b>213</b> | <b>644</b> |

Learners from various schools in Arandis at the Mathematics Centre, attending the Master Maths programme.

## Learners' support programmes

The Rössing Foundation executed various programmes to support learners in the quest to improve their competency in Mathematics, English and the Sciences.

### Mathematics centres

More than 400 learners from Grade 5 to Grade 12 registered and utilised Master Maths facilities throughout the year in Arandis and Swakopmund, while 864 Grade 5 to Grade 12 learners were supported in Ondangwa.

Key topics covered in the year included Calculus, Trigonometric identities and graphs, Algebra, Vectors and Coordinate Geometry for Higher Level students.

Ordinary Level learners and other groups covered challenging topics in Algebra, Geometry, Trigonometry and Statistics.

### English Language centres

The language centres supported numerous learners from the Arandis, Swakopmund and Ondangwa schools



Table 2: Oxford reading programme: improvement in reading ages: 2013

| Grades                | No. of pupils | Improvement in reading ages |    |    |   |    |
|-----------------------|---------------|-----------------------------|----|----|---|----|
|                       |               | 0                           | 1  | 2  | 3 | 4+ |
| Grade 2               | 20            | 1                           | 3  | 15 | 1 | 0  |
| Grade 3               | 16            | 2                           | 5  | 8  | 1 | 0  |
| Grade 4               | 18            | 1                           | 4  | 7  | 4 | 2  |
| A-Z reading programme |               |                             |    |    |   |    |
| Grade 5 - Grade 7     | 63            | 29                          | 14 | 12 | 5 | 3  |

during the reporting year. This included just over 90 learners from Grade 8 to Grade 12 at the Arandis centre, 127 learners at the Ondangwa centre (see Table 1) and nearly 60 Grade 10 to 12 learners at the Tamariskia centre in Swakopmund.

Throughout the year, learners were taken through an extensive schedule of topics ranging from reading

and directed writing, literature as well as examination preparation.

#### **A-Z reading and Oxford reading programme**

The A-Z programme remains a critical intervention in the education system as it aims at improving and sharpening of the reading abilities of upper primary learners.

In 2013, a total of 63 learners were taken through the A-Z Reading Programme during the year, mostly at the Arandis Centre. At the end of the programme, more than half of the enrolled children had improved their chronological reading age by at least a year.

The Oxford reading programme is usually organised for learners in lower grades, preferably from Grade 2 to determine backlog in reading competencies. In 2013, 54 learners from Arandis Primary School were enrolled in the programme, and as Table 2 indicates, nearly all learners had improved their chronological reading ages by at least a year.

**"Spelling Bee" competition**

A "Spelling Bee" competition was organised for 42 Grade 4 to Grade 7 learners from a diverse number of schools in Swakopmund. Learners from Westside High

School won the competition. In Arandis, 16 lower primary learners took part in the competition.

**Science centres**

The recruitment of Science Coordinators for the Arandis and Ondangwa centres meant all three Rössing Foundation centres were fully operational during the year, boasting more than 600 students overall. At the Ondangwa centre, 366 Science learners were supported. Emphasis at all the centres was placed on supporting High Level students and those in Grade 7, Grade 10 and Grade 12.

**Other interventions**

**Autumn and Spring schools**

During the first term school break, the Foundation centres in the Erongo Region hosted two visiting schools, one of which was outside the region—a testimony to the growing demand for the Foundation's guidance services in education.

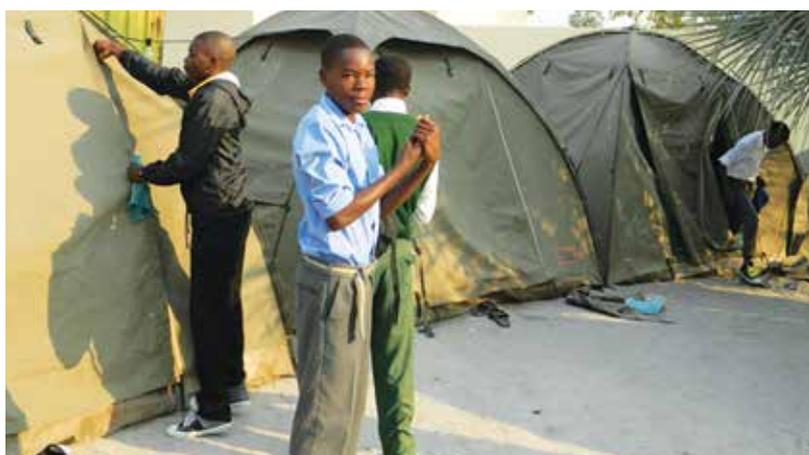
The first was a group of nearly 30 Grade 12 learners from the Martin Luther High School, accompanied by their teachers, over a two week period visit. The group consisted of 10 Higher Level and 17 Ordinary Level students, who on request were introduced to subjects such as Calculus, differentiation, integration and applications to minimum maximum, areas and volumes.

The second group consisted of 40 learners from the Dr Lemmer High School in Rehoboth, also accompanied by their teachers, on a one week visit to the Arandis Centre.

At the Ondangwa centre, an Autumn and Spring school was also held where over 350 grades 10 and 12 learners were in attendance (see Table 3). Specific focus was on Higher Level learners, who were assisted with revisions of challenging subjects. Most of the learners were from Omusati region. Based on reports from the Regional Directorate, none of the learners sitting for examination at High Level were ungraded, with more than two thirds of learners obtaining Grades 1 – 2.

Other Spring school activities included the following:

- A three-day Physical Science session for 50 Grade 10 learners at the Karibib Junior Secondary School and 62 Grade 10 learners at the Kolin Foundation Secondary School.
- A visit of more than 120 learners between Grade 7 and Grade 9 from the Nuuyoma Secondary School in Oshikuku, Omusati Region, the Donatus Primary School in Otjiwarongo and the Fransfontein Primary School in Khorixas.



At the Ondangwa centre, learners and teachers who attended holiday classes, were accommodated in tents erected next to the centre.

**Table 3: Learners who attended holiday schools at the Ondangwa centre: 2013**

| GRADE         | English   | Mathematics | Sciences   | TOTAL      |
|---------------|-----------|-------------|------------|------------|
| Grade 7       | -         | 81          | 4          | 85         |
| Grade 10 (M)  | 16        | -           | 6          | 22         |
| Grade 10 (AM) | -         | 36          | -          | 36         |
| Grade 12 (OL) | 29        | 50          | 32         | 111        |
| Grade 12 (HL) | 29        | 54          | 90         | 173        |
| <b>TOTAL</b>  | <b>74</b> | <b>221</b>  | <b>132</b> | <b>427</b> |

### Mathematics and Science fairs

The Rössing Foundation was also involved in a series of educational fairs in the Erongo and Omaheke Regions throughout the year. Interventions included assisting learners to develop projects by borrowing laboratory equipment, by topic identification and appropriate tutoring. As part of capacity building, teachers were also trained to enable them to run fairs on their own. This induced 23 teachers in the Erongo Region, who were trained to be judges at Science fairs. The key outcomes are presented in Table 4.

### Olympiads

A total of 100 learners entered for the South African Harmony Mathematics Olympiad (SAMO). Of the 100, 14 learners qualified for the second round. No one outside South Africa qualified for the third round. However, learners' participation in the SAMO provided positive exposure and served as a learning experience for the future.



Some of the English teachers who taught the learners during the holiday school at the Ondangwa centre: (from left to right) Perpetua Ekongo, Michael Hercules, Avril Cordom and Libertina Nambili.

| Field        | No. of students | No. of medals won: Regional |          |          | No. of medals won: National |          |          |
|--------------|-----------------|-----------------------------|----------|----------|-----------------------------|----------|----------|
|              |                 | Gold                        | Silver   | Bronze   | Gold                        | Silver   | Bronze   |
| Mathematics  | 4               | 2                           | -        | -        | -                           | -        | -        |
| Science      | 17              | 5                           | 2        | 5        | 1                           | -        | 4        |
| <b>TOTAL</b> | <b>21</b>       | <b>7</b>                    | <b>2</b> | <b>5</b> | <b>1</b>                    | <b>-</b> | <b>4</b> |

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“We are very pleased with the assistance we received from the Rössing Foundation, especially in terms of Higher Level and additional Mathematics to our learners. We are looking forward to continue working with the Foundation for as long as they are willing to work with us. We are also working tirelessly towards the realisation of our own Master Maths centre.” Acting Director of Education, Omusati Region: Ms Loide Shatiwa

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Teacher Herbert Ntema from the Sangwali Secondary School examining an object through a microscope at the Rössing Foundation Science laboratory.

## Teachers' support programmes

To ensure the Rössing Foundation's interventions in education remain sustainable, it supports teachers in various programmes.

Teacher support remains a key strategic focus area for the Rössing Foundation, but unfortunately it remains largely unexplored, especially the utilisation of the Foundation's centre-based resources.

The Rössing Foundation encourages schools, through the teachers and the regional education officers, to offer subjects at Higher Level mode. It is for this reason that teacher support concentrated mainly on equipping the teachers to support learners who take their subjects at Higher Level.

During 2013, the Foundation offered workshops, school-based support and other enrichment sessions to teachers by way of Spring and Autumn schools, for example. A key highlight in August of the reporting year was when 15 senior secondary teachers from the Zambezi Region attended a five-day capacity-building

session in the Erongo Region. In November, 30 primary school teachers from the Zambezi Region followed suit.

The Ondangwa centre supported 191 teachers to improve teaching methodologies and subject content knowledge in English, Mathematics and Sciences. These teachers were supported through centre based, outreach and vacation school interventions when teachers were engaged in co-teaching.

### Training workshops

A number of training workshops were organised during the year, focusing mainly on the A-Z Reading programme, the Oxford Sound Reading programme and High Level teaching of written work. In the Sciences, workshops were held for 26 Grade 8 to Grade 12 teachers of both the Omaruru and Swakopmund

circuits, focusing on the integration of scientific processes in science, laboratory safety and various practical demonstrations.

A training workshop for eight Advisory Teachers from the Ohangwena Directorate of Education was conducted to equip them with planning skills and approaches to teacher coaching.

**Centre visits**

To promote and create awareness of the Rössing Foundation programmes, the centres hosted a number of private and official visits during the year. Notable among these were a visit to the Tamariskia Master Maths centre by the Secretary General of the Swapo Party Youth League, Dr Elia Ngurare.

The Tamariskia Centre also hosted more than 60 University of Namibia international students and 13 regional managers of Teachers' Resource Centres from across the country.

**Professional forums**

The Ondangwa centre supported 150 English teachers through the Namibia English Teachers Association NETA, while 120 Mathematics teachers were supported through the National Mathematics Congress.

**Table 5: Teachers who were supported at the Ondangwa centre: 2013**

| SUBJECT      | TOTAL      |
|--------------|------------|
| English      | 17         |
| Mathematics  | 90         |
| Sciences     | 84         |
| <b>TOTAL</b> | <b>191</b> |



Teachers training each other at the Tamariskia Science centre during one of the workshops held as part of the Foundation's teachers' support programme.



Teachers from the Zambezi Region visited the Foundation's centre for a five-day capacity building sessions, pictured here with the Foundation's Executive Director, Job Tjiho, (in back row, fourth from the left) and education officers.

## Community support programmes

During the year under review, community support focused mainly on the out-of-school youth enrolled with the Namibia College of Open Learning (NAMCOL) to improve their grades for possible admission to institutions of higher learning.

Some of these young people came from as far away as the northern regions, and enrolled for most of the subjects offered at the centres.

Table 6 gives a summary of the progress made by the Grade 12 students in Physical Science during the 2013 final examinations. As can be seen, students who undertook extra lessons at the Rössing Foundation during the year made some remarkable improvements to their grades compared to those who were not.

Support was also provided to students from a variety of institutions. These included the Namibian Institute of Mining and Technology, the University of Namibia, the International University of Management and the Polytechnic of Namibia.

### Networking and partnerships

The Ondangwa centre forged partnerships with three Directorates of Education, namely those of the Oshana, Erongo and Kunene Regions. These partnerships enabled the Ondangwa centre to assist more than 300 teachers in upgrading their skills and knowledge base. In addition, over 1,500 learners honed their skills in the Mathematics, English and Science classes on offer during 2013.

The Ondangwa centre also coordinated initiatives with partners in the education fraternity through teachers training and development. Partners include the National Institute for Educational Development, the University of Namibia, The International University of Management and the Polytechnic of Namibia, among others.

## Library services

The main purpose of the Rössing Foundation libraries is to ensure that learners, teachers and other community members have access to information and books, as the improvement of reading skills in turn contributes to the attainment of good results at school and a broader range of knowledge in general.

In 2013, both the Arandis and Tamariskia libraries experienced an increased influx of visits from learners and other members of the community. However, only very few teachers took advantage of these library services, which remains a major concern. The Foundation will focus its attention on this issue in 2014.

The library at Ondangwa centre continued to serve as an important support pillar to discover and share essential information through reading and the use of the

Internet to learners, teachers as well as members of the community. Most of the learners and teachers hailed from the Oshana and Kunene Regions, who mainly attended and took part in the vacation schools.

A peak in visitors was noted during the third school term, when almost 11,000 visits were recorded. This could be attributable to many students preparing for final examinations. Table 7 depicts the utilisation of the libraries.



A young learner reading in the Rössing Foundation library at Arandis.

**Table 7: Utilisation of Rössing Foundation Arandis, Ondangwa and Tamariskia libraries: 2013**

| Centres      | Students      |               |              |              | Teachers   |            |            |            | Community members |               |            |            | Books borrowed and returned |
|--------------|---------------|---------------|--------------|--------------|------------|------------|------------|------------|-------------------|---------------|------------|------------|-----------------------------|
|              | Visits        |               | Membership   |              | Visits     |            | Membership |            | Visits            |               | Membership |            |                             |
|              | Target        | Actual        | Target       | Actual       | Target     | Actual     | Target     | Actual     | Target            | Actual        | Target     | Actual     |                             |
| Arandis      | 10,800        | 15,956        | 400          | 367          | 200        | 49         | -          | -          | 1,200             | 4,555         | 200        | 129        | 11,035                      |
| Tamariskia   | 10,800        | 16,600        | 400          | 500          | 200        | 33         | -          | -          | 1,200             | 5,518         | 200        | 79         | 5,202                       |
| Ondangwa     | 10,800        | 32,300        | 300          | 276          | 200        | 697        | 50         | 121        | 1,200             | 10,742        | 200        | 215        | 22,117                      |
| <b>TOTAL</b> | <b>32,400</b> | <b>64,856</b> | <b>1,100</b> | <b>1,143</b> | <b>600</b> | <b>779</b> | <b>50</b>  | <b>121</b> | <b>3,600</b>      | <b>20,815</b> | <b>600</b> | <b>423</b> | <b>38,354</b>               |

### Readathon and career guidance

To encourage a reading culture, especially among young library users, readathons were organised by Arandis and Tamariskia libraries during the year and attracted more than 450 junior learners. The themes chosen were, "Animal Kingdom" and "Medical Matters".

At the Ondangwa centre, the Readathon was held during the first week of October where a number of activities took place, such as story-telling, dramas,

dancing, poems and reading. The highlight of the week was on the 4 October, where four local schools participated with 120 learners and 15 teachers attending the event. Mr Angula Thomas Ndjembo, an author and translator, delivered the key note address, in which he encouraged the learners to utilise the library and read with understanding. As a token of encouragement, Mr Ndjembo awarded two of his books to two learners from Olukolo and Shinime-Shimvula Primary schools, respectively, who correctly answered questions from Mr Ndjembo's speech.

Other activities during the year included career guidance through guest speakers invited to expose learners to different career opportunities. Teachers were also assisted in the creation and supervision of Reading Corners at their respective schools, and in this regard workshops were held in Walvis Bay, Swakopmund and Omaruru.



Mr Angula Ndjembo addressing the learners during the Readathon.



Learners who participated in the Readathon day celebration at the Foundation's Ondangwa Centre.



Learners doing a cultural dance during the Readathon.



During the August holiday classes, Mandria Nandjila Niingo, a Grade 12 learner at Ruacana High School, registered for membership at the Ondangwa centre. She borrowed books to read in order to improve her English skills.



Learners studying in the library at the Ondangwa centre during the holiday classes.

“I want Arandis to become one of the most attractive towns in Namibia, so that tourists will also come here to explore our town. I would also like to see an university or technicon being built here – we already have NIMT here and they are an example for other institutions.”

Teacher at UB Dax Primary School, Agnes Kazombiaze

### Motivational talks

The Chief Education Officer at the Ondangwa centre, Mr Enos Nampala, conducted motivational talks at four schools, namely the Amakali Combined and Ontananga Junior Secondary as well as the Haimbili Haufiku and the Uukule Senior Secondary Schools.

All these schools achieved good examination results: the Amakali Combined School increased their pass rate from 50 per cent to 71 per cent, while the Uukule Senior Secondary School increased from 69 per cent to 100 per cent pass rate — the first time that the school achieved a 100 per cent-pass rate. The school management partly attributed this achievement to the teacher and learner motivation provided by the Rössing Foundation.



Participants who attended the workshop at Windhoek Public Library, among them, Ms Ndeyapo Hauwanga, a staff member at the Ondangwa centre.

# 2013 Examination results

The Rössing Foundation supported over 900 learners in Grades 7, 10 and 12 in their quest to improve their competency in English, Mathematics and Science. The year-end examination results are the barometer for performance monitoring.

Table 8 summarises the performances of learners registered and supported at the Rössing Foundation education centres, measured through their end-year examination results.

The results are then compared with the combined results from schools where the learners were registered and set for examinations. This comparison is necessary to determine possible trends and correlations between overall results of schools versus the results of learners registered with and supported by the Foundation.

Overall, of the 880 learners who were supported by Rössing Foundation, 593 learners achieved good grades, A-C at Ordinary Level or 1-4 at Higher Level, which

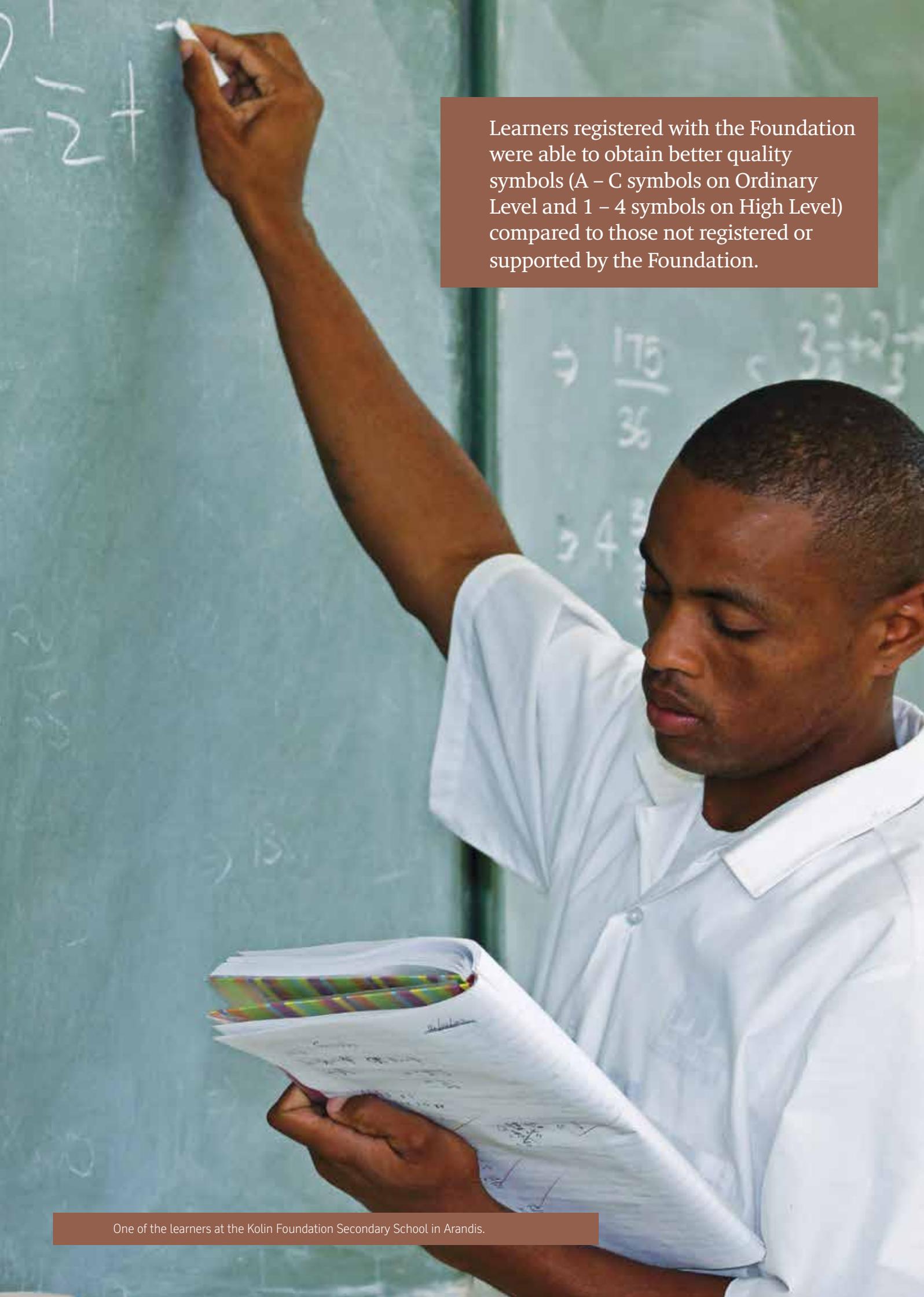
represents about 65 per cent pass rate. Of the 4,826 learners who were not supported by the Foundation, only 2,112 learners achieved good grades which represents 30 per cent pass rate.

Nevertheless, even though the Grade 12 Ordinary Level results for the Rössing Foundation registered students are generally better compared to those not registered; they are disappointingly lower than those obtained in previous years.

In contrast, both supported and non-supported High Level students achieved excellent results, which is encouraging and therefore points to a possibility for more learners to take up subjects on Higher Level.

**Table 8: Performance of learners registered with and supported by Rössing Foundation education centres, compared to students registered with Ministry of Education: 2013**

| Grade   | Subject                               | Enrolment          |                               | Attained Grades    |                               | % Attainment       |                        |                               |
|---|---------------------------------------|--------------------|-------------------------------|--------------------|-------------------------------|--------------------|------------------------|-------------------------------|
|   |                                       | Rössing Foundation | Combined results <sup>3</sup> | Rössing Foundation | Combined results <sup>3</sup> | Rössing Foundation | Non-Rössing Foundation | Combined results <sup>3</sup> |
| 7   | Mathematics                           | 81                 | 358                           | 60                 | 198                           | 74.07%             | 49.82%                 | 55.31%                        |
|   | NSHE                                  | 18                 | 302                           | 16                 | 220                           | 88.89%             | 71.83%                 | 72.85%                        |
|   | English                               | 38                 | 116                           | 36                 | 52                            | 94.74%             | 20.51%                 | 44.83%                        |
| 10  | Mathematics                           | 36                 | 91                            | 24                 | 44                            | 66.67%             | 36.36%                 | 48.35%                        |
|   | Life science                          | 40                 | 741                           | 6                  | 124                           | 15.00%             | 16.83%                 | 16.73%                        |
|   | Physical science                      | 81                 | 790                           | 37                 | 199                           | 45.68%             | 22.85%                 | 25.19%                        |
|   | English                               | 79                 | 800                           | 46                 | 299                           | 58.23%             | 35.09%                 | 37.38%                        |
| 12  | Mathematics O Level <sup>1</sup>      | 92                 | 833                           | 61                 | 273                           | 66.30%             | 28.61%                 | 32.77%                        |
|   | Mathematics H Level <sup>2</sup>      | 51                 | 82                            | 49                 | 77                            | 96.08%             | 90.32%                 | 93.90%                        |
|   | Biology O Level <sup>1</sup>          | 69                 | 315                           | 36                 | 62                            | 52.17%             | 10.57%                 | 19.68%                        |
|   | Biology H Level <sup>2</sup>          | 58                 | 98                            | 58                 | 98                            | 100.00%            | 100.00%                | 100.00%                       |
|   | Physical science O Level <sup>1</sup> | 71                 | 322                           | 40                 | 102                           | 56.34%             | 24.70%                 | 31.68%                        |
|   | Physical science H Level <sup>2</sup> | 56                 | 86                            | 56                 | 86                            | 100.00%            | 100.00%                | 100.00%                       |
|   | English O Level <sup>1</sup>          | 66                 | 658                           | 24                 | 164                           | 36.36%             | 23.65%                 | 24.92%                        |
|   | English H Level <sup>2</sup>          | 44                 | 114                           | 44                 | 114                           | 100.00%            | 100.00%                | 100.00%                       |
| <b>OVERALL PERFORMANCE</b>  |                                       | 880                | 5,706                         | 593                | 2,112                         | 67.39%             | 31.48%                 | 37.01%                        |
| <sup>1</sup> O Level: Ordinary Level<br><sup>2</sup> H Level: Higher Level<br><sup>3</sup> Combined results: Results of supported and non-supported learners from our partner schools |                                       |                    |                               |                    |                               |                    |                        |                               |



Learners registered with the Foundation were able to obtain better quality symbols (A – C symbols on Ordinary Level and 1 – 4 symbols on High Level) compared to those not registered or supported by the Foundation.

# Chapter 2

Arandis  
sustainability and  
enterprise  
development



His Worship, the Mayor of Arandis, Daniel U. Muhuura, in front of the new shopping complex in Arandis.

"We have developed our vision of making Arandis a sustainable and economically independent and we focused on finalising some of the projects that started in 2012 but continued into 2013. Our new Five Year Strategic Plan (2013 – 2017) will guide us in cementing our town's future."

His Worship,  
the Mayor  
of Arandis,  
Daniel U.  
Muhuura

## Arandis facing the future confidently

Rössing and the Rössing Foundation continue to support the Arandis Town Council in their effort to make Arandis sustainable beyond the life of the surrounding mines. A number of initiatives in this regard were carried out during the year 2013, highlighted in the sections below.

### **Arandis sustainability's strategic plan and leadership development**

The Arandis Sustainable Development project entered yet another phase during the year, with the development of a new five year strategic plan. Stakeholders from the Arandis community played a key part in the strategic plan's development, whose implementation is set to commence in 2014 following Council approval.

The reporting year also saw the conclusion of the leadership development training for Arandis town councillors. All seven councillors have now attended and

successfully completed the training. The programme which has been running since 2007 has always been deemed as an essential cog in Arandis's developmental trajectory as it provided a basis for growth of the locality through improved and stable governance.

Indeed, the Arandis town is now known for its sound governance and visionary leadership, strategic public private partnerships and community involvement. The town also continues to witness growth and vibrancy in the business sector, with the SME segment in particular and still remains a base for skilled workforce through the Namibian Institute for Mining and Technology.

“I believe in Arandis, I believe in the Rössing Foundation and I believe that Arandis will never die, because the people of Arandis are alive; we will live in Arandis, no matter what.” Arandis resident, Emily Pietersen



The team involved with the Arandis Sustainable Development Programme, consisting of the Arandis Town Council and Rössing Foundation Staff. Back row: Sakaria Haulofu, Jan Strauss, Mario Mberira. Front: Lysias Uusiku, Florida Husselmann and Calicious Tualife.

### Marketing Arandis town

Marketing Arandis is a means to fostering relationships and attracting investors to the town. A number of initiatives were undertaken in this regard.

Key among these was in the form of financial and logistical support to the second Arandis Investors' Conference, which also doubled as a Mining and Minerals Expo during the month of April 2013.

The purpose of the conference, themed “Arandis finding financial solutions for sustainable initiatives”, was to promote the town as a centre of business growth and a viable investment destination in Namibia and the Erongo Region.

The conference attracted potential investors as well as corporate and public institutions in the spheres of mining, energy, finance, fishing and education, among others, inclusive of

small- and medium-scale enterprises (SMEs). A total of 60 companies, including 30 SMEs, exhibited their products and services, whereas business leaders in both private and state enterprises presented investment ideas and plans for Arandis.

One of the aspects to emerge from the conference was the opportunities presented to Arandis in the tourism industry: the town should capitalise on its proximity to Swakopmund, being one of the main attractions for tourists.



Architectural drawings of another planned development, the Arandis Convenient Centre.



(Far top) Marketing brochure of the second Arandis Investment Conference. (From left to right) His Worship, the Mayor of Arandis, Daniel U. Muhuura, in front of the new clinic in Arandis; the SME centre currently.

“All the activities that are currently happening here in Arandis, every visible structure that is being erected, every new person that is moving into Arandis, it’s a sign of growth and it is a sign of hard work.”

CEO: Arandis Town Council, Ms Florida Husselmann

Among the key guests at the conference were the Deputy Minister of Trade and Industry and patron of the Arandis Investors Conference, Hon. Tjekero Tweya, as well as the Chairman of the National Council and the Arandis Constituency Councillor, Hon. Asser Kapere.

A second initiative was through a partnership between the Rössing Foundation and the Arandis Town Council in commissioning the Namibian Broadcasting Corporation (NBC) radio services to broadcast live from the expo, highlighting the achievements and successes of the town over the years. This also gave an opportunity to local SMEs to market their products and services through the radio country-wide thus opening doors for Arandis SMEs and creating broader awareness on the town’s offerings, its progress and challenges.



1



2



3



4



5

As part of the Rössing Foundation support to Arandis-based enterprises, seven enterprises and the ERSMA were supported to participate in the Mineral, Mining and Energy Conference and Expo held in April 2013 in Arandis. The Deputy Minister of Trade and Industry, Hon. Tjekero Tweya met with exhibitors (pictures 1 and 3), as did the Foundation’s Executive Director, Job Tjiho (picture 4). Charles Trading (picture 2) was one of the participating exhibitors, while the ERSMA stall also received many visitors (picture 5).

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"Arandis is growing fast and there is no point of return." Constituency Councillor for Arandis and Chairperson of the National Council, Hon. Asser Kapere

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### **Youth Skill Development**

The Arandis Youth Skill Assessment and profiling was successfully conducted in the year under review with 53 youths participating in the exercise.

Arandis Mayor, Daniel Muhuura, gave the young people a motivational speech, strongly urging the youth to become entrepreneurs and make full use of opportunities created by the Arandis Sustainable Development Project and the local economy.

Eight youths who participated in the skill assessment were enrolled with the Namibian Institute of Mining and Technology (NIMT). Through a joint arrangement, the youths are financially supported by the Rössing Foundation and parents on 70:30 split, respectively. They are enrolled in several courses, covering diesel mechanic, instrumentation, welding and fabrication/boilermaker, plumbing, fitting and turning.

In addition, four out-of-school youths were logistically and financially supported to undergo health and safety training at NOSA, in Swakopmund. All participants completed the training successfully, and the Rössing Foundation covered tuition, while participants contributed transport and accommodation costs.





Students Rodney Nakale, Janeel Buys and Alva Enkono are some of the Arandis youths supported by the Foundation to enrol for various courses at the Namibian Institute for Mining and Technology.

## Support to small-scale miners



Crystals, mined by the small-scale miners, and sold at the Crystal Market, are popular with tourists and visitors.

### Support to the Erongo Small Scale Miners Association (ERSMA)

Building on its long-standing relationship with ERSMA, the Rössing Foundation, on request from the ERSMA Board of Trustees, supported the association's Board by sponsoring leadership training. The training builds on similar interventions in the past with the key objective to improve governance and long term sustainability of the Association as an autonomous institution.

It is without doubt that this, among other interventions has enabled the Association and its members to scale new heights in improving its operations. It is worth noting that during the year, ERSMA initiated new business strategies and operations by setting up a Stone Purchasing committee. This initiative has since brought about improvements in the procurement process of semi-precious stones due to regular communication, mutual understanding and cooperation between ERSMA and its members. The three sites where most purchases are conducted are the Klein Spitzkoppe, Neuschwaben and XoboXobos.

Through its business arm, Topaz, the association began diversifying its products and services by introducing jewellery-making, together with other value addition ventures of cutting and polishing semi-precious stones. Jewellery making was made possible through the acquisition of a tumbling machine.

Furthermore, ERSMA secured a business outlet at the Namibia Craft Centre in Windhoek, the capital of Namibia, which now offers small miners an opportunity to exhibit and sell their products in the capital as well. The possibility of ERSMA setting up an operation outside Karibib is also currently under discussion.

To enhance the Association's exposure to both local and international markets, the Foundation supported ERSMA in terms of logistics and other technical aspects to participate in the Arandis Investor's Conference, Mining, Mineral and Energy Expo held in April 2013. ERSMA also participated by exhibiting both rough and processed stone products in the World Tourism Adventure Summit held in Swakopmund in October 2013, attended by more than 700 people from all over the world.

"We are proud of what we have achieved thus far. We believe that the Foundation's investment in terms of capacity building in the town council, the community, the youth and the SMEs has cemented a sound foundation for the sustainability of Arandis."

Chief Enterprise Officer:  
Rössing Foundation,  
Lysias Uusiku



A member of the Ûiba Ôas Cooperative, selling stones at the Crystal Market.

### Support to Ûiba Ôas Cooperative

The Rössing Foundation continued to render institutional support to Ûiba Ôas Cooperative in the form of training, business advices and by-law reviews. During 2013, 43 members completed business management training offered by the Rössing Foundation whereas mentoring services remains an ongoing initiative to the cooperative.

As testimony to the continuous growth of the cooperative, the chairperson of the cooperative was selected as one of the top six among 142 cooperatives in the country by the Ministry of Agriculture, Water and Forestry to attend a Youth Leadership Summit held in Brazil. The Rössing Foundation, being the main support organisation to Ûiba Ôas Cooperative, is indeed proud of this achievement.

Support was also extended to the Cooperative in the successful hosting of their Annual General Meetings, attended by more than 40 cooperatives members together with representatives of key stakeholders from the Rössing Foundation, ERSMA and the Ministry of Agriculture, Water and Forestry.

The Cooperative was also assisted with the development and printing of the marketing banner. The banner reflects the cooperative's vision, mission, objectives, products and services offered by the cooperative and will be used as a marketing tool at conferences and expos.



The Foundation supported the Cooperative with marketing tools such as the banner displayed at its annual general meeting, attended by more than 40 members and key stakeholders.



Members of the Ûiba Ôas Cooperative attending its annual general meeting at the Crystal Market.



Mr Jannie Philander, owner of Kiks Clothing, is one of the Arandis enterprises that is supported and mentored by the Rössing Foundation.

## Enterprise development support

### Business development support to Arandis enterprises

During the year under review, the Rössing Foundation continued to provide support to Arandis based enterprises through business plan development mainly to enable enterprises to acquire loans for expansion purposes. In this regard, seven entrepreneurs were assisted in completing business plans for submission to Bank Windhoek, out of which three were approved with at least a total of about 11 jobs were created.

The Rössing Foundation also rendered support to four enterprises involved in various manufacturing activities that were in need of equipment but could not raise enough capital to acquire such. Among these two were assisted to obtain machinery and equipment from the Ministry of Trade and Industry's Equipment Aid Fund. On the other hand, the other two were assisted with their business proposals and linkages with the Ministry of Gender and Child Welfare, after which they obtained grants of two textile production machines. It is expected that not only will these capital goods enhance the production of these companies but also create employment opportunities for Arandis.

### Support in marketing and promotion of Arandis enterprises

As part of the Rössing Foundation support to Arandis-based enterprises, seven enterprises were supported to participate in the Arandis Investor's Conference, Mining, Mineral and Energy Expo. The enterprises supported were Namibia Metal Sheet Manufacturers, Ombala Trading, Charles Trading Enterprises, Uibasen Cleaning Services, Naruu Fashion & Design, Ellie's Flowers & Vegetable Garden and Desert Trend.

Furthermore, five enterprises were assisted to participate in regional and national expos, of which two (textile based enterprises) participated in the Ongwediva Trade Fair and the rest took part in the SME Expo held in Windhoek. It is the expectation of the Foundation that this participation would have enabled the SMEs not only to promote and exhibit their goods and services but also an exposure to best practices as well as growing their customer base. To inculcate ownership, the Foundation usually undertakes to cover half the costs involved with the other being borne by participants.



Ms Penina Martin of Naruu Fashion (left) and Ms Annamarie Elletson of Desert Trend (right) are two of the progressive entrepreneurs that are supported and mentored by the Rössing Foundation in Arandis.

## The Rössing Foundation secures funding for employment creation

The Rössing Foundation has always recognised the need for partnership in pursuit of improving livelihoods of communities in which it operates. Indeed, it has always over the years of its existence to seek the support from a diversity of stakeholders both local and beyond borders of Namibia in either technical or financial means.

Thus, after going through a rigorous application process, the Foundation was among the 31 organisations awarded grant money aimed at employment creation. The grant, totalling N\$1.5 million will be utilised in support of Ôiba Ôas Small-scale Miners' Cooperative and the Dreamland agriculture project in Arandis. As part of the

grant agreement, the Foundation is expected to raise at least 10 per cent of the total grant amount as its own contribution as a development agency.

Among key initiatives for funding include, the upgrading of the Crystal Market infrastructure, to enhance value addition of the semi-precious stones and in the case of the Dreamland agriculture project, construction of a hydroponics garden.

Most, if not all, of the envisaged projects will be completed in 2014 with a sizable number of jobs and livelihoods of hundreds of Namibians secured.

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“We are fortunate that we can tell this town’s history. We want to stay here, so we can leave a legacy for the generations to come. We are very happy that the town is developing and not dependent on the surrounding mines. The future of Arandis is bright.” Deputy Mayor of Arandis, Hon. Bella Kavendji

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Rio Tinto's Principal Advisor for sustainability and economic development, Ms Tanya Martin, interacting with the local entrepreneurs at a consultative session held in Arandis.

### SME consultations and engagement

In the course of 2013, the Rössing Foundation's Enterprise Development team undertook and participated in a number of consultations and engagements with the Arandis based SMEs, organised in partnership with the Arandis Town Council and Arandis Constituency Office.

These consultations were seen as an important vehicle to once again share with the SMEs the role and programmes of the Rössing Foundation and also create opportunities for sharing ideas and issues of mutual concern as well as discuss possible solutions.

In total, three consultative sessions were organised and more than 150 SMEs attended and engaged in constructive and open discussions.

Key highlights of the sessions were through the support of Arandis' key political heads in the form of the Chairperson of the National Council, Hon. Asser Kapere, who is also the Regional Councillor of the Arandis Constituency, Chairperson of the Erongo Development Foundation (EDF) and Trustee of the Rössing Foundation as well as the Mayor of Arandis, Councillor Daniel Utapi Muhuura.

While attending at different occasions, they both delivered encouraging words to both existing and aspiring entrepreneurs and also shared opportunities available at national, regional and local levels where SMEs can apply for funding.

### External visits

The Foundation played host to a number of prominent visits from within the Rio Tinto group of companies during the year, mainly on knowledge exchange and sharing of best practices.

The first was a five day visit from a sister institution, Palaborwa Foundation with a delegation of three members headed by the Director and two heads of local enterprise and skills development.

The Foundation also had the honour to host a team from Rio Tinto Coal Mozambique on a mission to learn more about its activities and community and stakeholders involvement.

Altogether, they visited several SMEs, Rössing Foundation Education Centres and the Namibian Institute of Mining and Technology, among others.

Lastly, Rio Tinto's Principal Advisor for sustainability and economic development, Ms Tanya Martin visited during the last quarter of the year, which also coincided with one of the SME consultative sessions and thus had an opportunity to interact with the local entrepreneurs

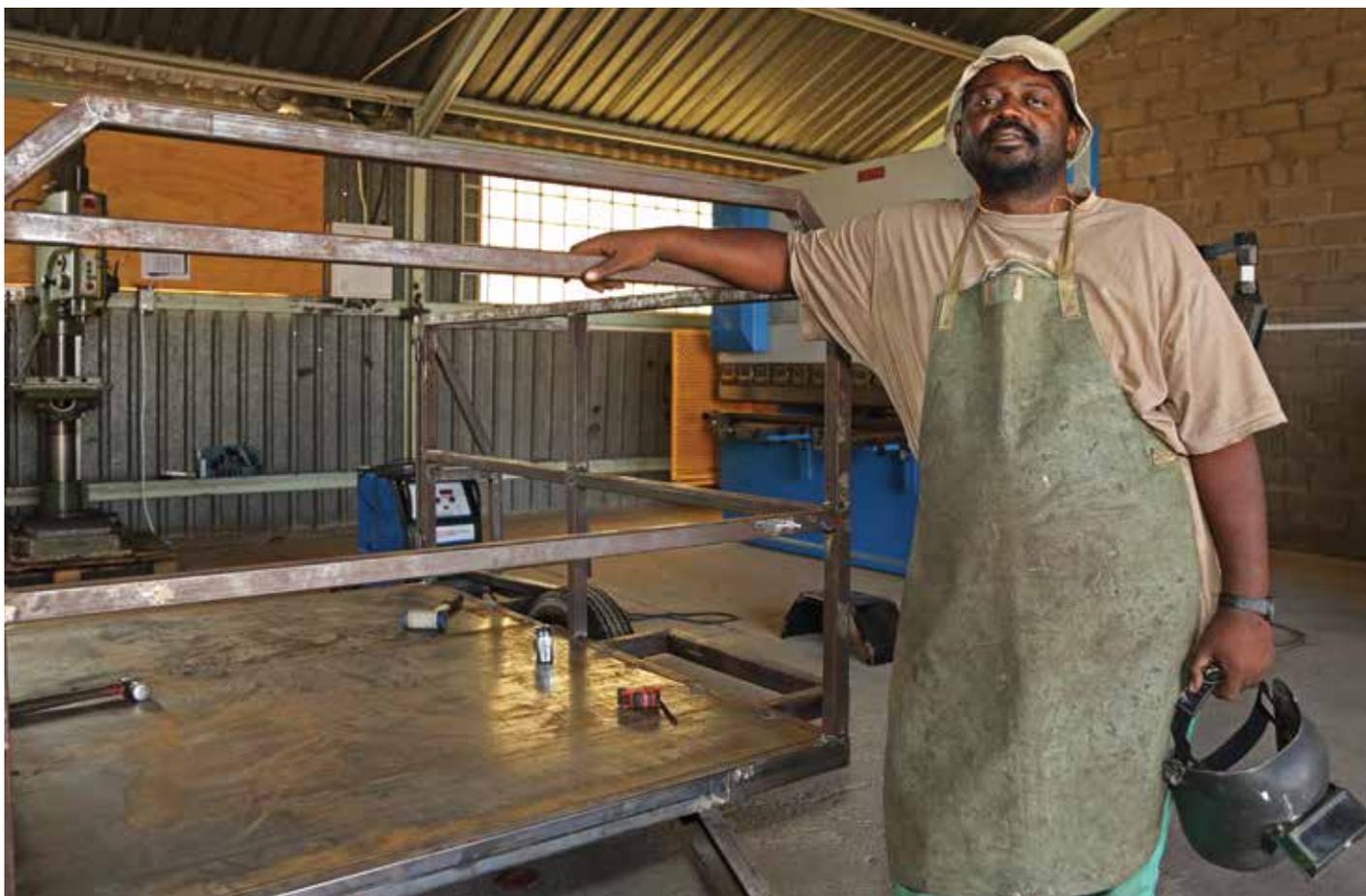
Indeed, these visits are nothing new but a continuation of old traditions which have, in the past, not only presented the Foundation with an opportunity to share its activities and achievements both past and present, but also an opportunity to learn and apply best practices.



Pictured is the visiting team from Rio Tinto Coal Mozambique in discussion with NIMT, the Foundation and Rössing mine staff members.

“What makes Arandis unique is that even the young girls and boys are trying to do something for themselves. When you visit our town, you will see that most of the young people are running their own small businesses like hair salons, and if other towns can do the same, there will be less crime and more employment and job opportunities.”

Arandis entrepreneur, Vicky Moalusi



The Foundation assisted local entrepreneur, Mr Uwe Shipanga, owner of Shipanga Trading Enterprises, to submit an application to the Ministry of Trade and Industry for support from its Equipment Aid Fund, which was successful and enabled him to expand his business.

### Enterprise development receives transport vehicle

Given Arandis' limited market, it is becoming obvious that further growth of local enterprises can only materialise by tapping into the regional market and hence the pressing need for transport to supply to regional customers.

It is therefore against this background that the Rössing Foundation approached Rössing Uranium for a vehicle

donation to assist SMEs with transport needs to advance their business interests in Arandis and the Erongo Region.

The donated vehicle will be utilised for this purpose and the Foundation would like to thank Rössing Uranium for filling the gap.

"I am amazed how people have changed over the last couple of years — from being dependent on others, now they are independent and initiate things on their own. Having the drive not to give up and having the love for Arandis, were key success factors in our journey to be a sustainable town." Executive Director: Rössing Foundation, Job Tjiho.

**Please contact us for any feedback, comments, concerns or suggestions about this report.**

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