

IKAMVA YOUTH TURNS

2018 Annual Report



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

CONTENTS



1. Chairperson's letter pg. **3**

2. Celebrating Joy pg. **5**

3. IkamvaYouth model pg. **6**

4. Matric results pg. **7**

5. CCP and training impact pg. **9**

6. Impact at a Glance pg. **12**

7. Q&A with Grade 9 learners pg. **13**

8. History of scale pg. **18**

**9. Reflection from
Programmes Manager** pg. **19**

10. Our 2018 donors pg. **21**

11. Financial Statements pg. **23**



01

THE CHAIRPERSON'S LETTER

Dearest Members, Supporters and Friends,

The 2018 year was characterised by strong results and change. Our founder and executive director, Joy Olivier, stepped out of IkamvaYouth as did our COO, Yasmin Bucknor, and we welcomed a new director, Lungile Zakwe who has ably taken the reins. At our strategic session in September 2018, we took the time to reflect on the fast paced nature of our growth and took care to implement a responsible approach to growth for 2019, with a keen emphasis on improving our results and sustainability. When the matric results were released in January 2019, we were encouraged that we have maintained our great results and improved on our bachelor pass rate from 2017 by 5%.

In 2018 we supported 476, Grade 12 learners to write Matric: 82% passed and 70% achieved a quality pass that enables them to access tertiary education. We also supported a number of other non-profit organisations to implement the IkamvaYouth model through our Community Collaboration programme and we were thrilled with the 90% pass rate that they obtained overall.

In spite of the tough economic times, our Business Development team managed to secure new strategic partners to ensure the organisation continues its important work and the functional teams at IkamvaYouth continue to provide effective support. Our financial systems are robust and, as a result, we have once again received another unqualified audit. Under the theme of "The Year of Care" we have improved safety at all our branches and have moved some branches to schools for safety reasons.

We have also built partnerships and a referral

network to ensure that our staff and tutors are receiving psycho-social support to help them as they navigate challenging circumstances and trauma.

Since 2003, IkamvaYouth has become a known and trusted brand that is regularly recognised for our fantastic work in the after-school space. To date, we have helped over 2,000 learners to pass Grade 12 successfully and we are continuing this work of improving and transforming the lives of young people across five provinces.

We are currently reaching over 5,000 learners per year through our various programmes. We keep these young people safe, we inspire them to learn and we assist their parents. We give opportunities to meet new people, put school lessons into practice, discover talents and explore career paths and develop the academic, social and professional skills needed to succeed in an





increasingly competitive economy. In considering how far we still have to go, it's important to bear in mind the national backdrop. As Nic Spaul highlighted in his matric update:

'STATISTICS: The matric pass rate seen in isolation is misleading, "Remember that the widely-reported matric pass rate is just the number of full-time matrics passing divided by the number of full-time matrics writing ($400,761 / 512,700 = 78\%$). However, if we look at the cohort in Grade 1 there were about 1 million learners (according to the Education Statistics at a Glance 2007). So the throughput matric pass rate from Grade 1 is around 40-43%.'

Furthermore, South Africa's townships are incredibly dense. For example, Soweto has a population density of 6,400 persons per square kilometre. These conditions make it difficult for our young people to effectively study in homes that are oftentimes loud, cramped and dimly lit.

After 15 years our model continues to prove time and time again, that quality after-school programmes lead to measurable and tangible results. After 16 years of doing this work, we know for sure that unless we put the afternoon hours to good use and give every child safe,

supervising, enriching activities, we lose a real opportunity to give children a brighter future, strengthen families and improve our economy.

I would like to extend sincere appreciation to our staff, committed volunteers and donors who make all of this possible. Your investment in IkamvaYouth is an investment in the next generation, which needs new opportunities, in new ways and at new times outside of the traditional school day.

Thank you for caring.

Kindly

Leigh Meinert
Board Chairperson

02

CELEBRATING JOY

In IkamvaYouth's fifteenth year, its co-founder and director, Joy Olivier, stepped down.

She had this to say about her journey:



“

I feel incredibly fortunate to have had the opportunity to turn a hobby into a full-time job. Nobody could have anticipated the magical story of IkamvaYouth to date... its results are another affirmation of the organisation's impressive ability to deliver, despite the many tough challenges. It gives me great pleasure to know that this magic will continue, thanks to the thousands of awesome people who learn, volunteer, donate and work to make it happen on a daily basis.

”

Joy Olivier and Makhosi Gogwana started IkamvaYouth in 2003. Back then, the education crisis wasn't well known and after-school programmes were, on the whole, unheard of in South Africa's townships. During IkamvaYouth's toddler years, everyone who was involved with IkamvaYouth was a volunteer including Joy.

As it entered childhood, and because of its impressive matric and placement results, IkamvaYouth secured funding to sustain its existence and grow. Over these 15 years, IkamvaYouth has grown to 17 branches and partners with over 10 non-profit organisations, who collectively provide after-school support to over 5,000 high school learners.

It also has an impressive army of volunteer tutors (over 700 active tutors) – most of whom are young black South Africans and a large percentage of whom are previous beneficiaries of the programme.

Whilst IkamvaYouth's magical story of success and resilience cannot be attributed to any one person but a whole army of passionate individuals, one of the biggest characters of its journey is Joy, who made sure the light shone on the power of after-



school so that IkamvaYouth grew and became the thriving teenager that it is now!

Thank you, Joy, for going above and beyond to ensure Ikamvanites thrive and soar high. We hold you dearly in our hearts as we move forward to take our beloved IkamvaYouth to the next level.

**May you continue to lift as you rise!
With love from us all at IkamvaYouth**

03

IKAMVAYOUTH MODEL

IkamvaYouth's 5 core offerings to realise the organisational values, mission and vision.

VISION

Our culture of responsibility is creating a ripple effect of thriving individuals and communities. Our intergenerational ikamvanites provide access to quality education in inspirational spaces everywhere. We are an integrated network driving change by paying it forward.



04

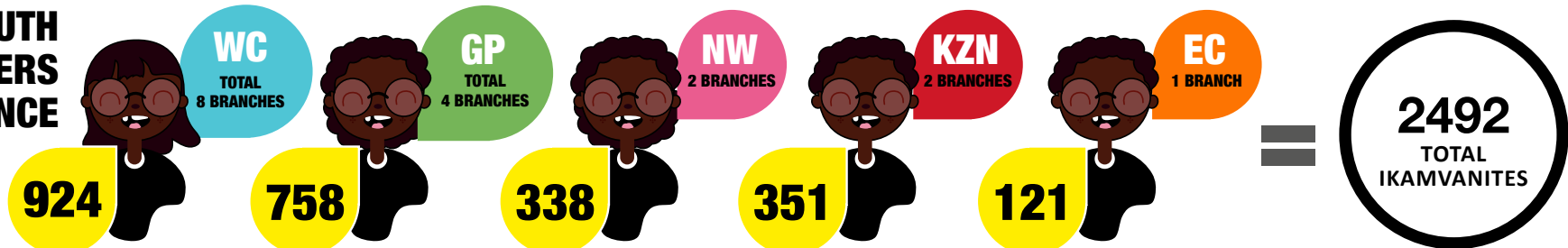
2018 MATRIC RESULTS



GRAPHICAL ILLUSTRATION OF 2018 MATRIC RESULTS ACROSS ALL FIVE PROVINCES:

				WESTERN CAPE						GAUTENG				NW	KZN		EC	NATIONAL DBE	
	2018 RESULTS IN NUMBERS (IKAMVAYOUTH NATIONAL)	PERCENTAGES OF 2018 RESULTS (IKAMVAYOUTH NATIONAL)	YEBO SITES	MAKHAZA	KUYASA	NYANGA	MASI	GUGS	ATLANTIS	EBONY PARK	IVORY PARK	MAMELODI	DIEPSLOOT	IKAGENG	MAHIKENG	CHESTERVILLE	UMLAZI		JOZA
No. learners Grade 8-11	2016		250	138	68	97	83	79	29	178	173	154	107	182	96	184	111	87	
Total no. learners grade 12	476		0	41	37	26	32	30	14	30	53	46	17	29	31	25	31	34	512735
Total learners	2492		250	179	105	123	115	109	43	208	226	200	124	211	127	209	142	121	512735
Bachelor	208	43.7%		41%	59%	31%	38%	20%	21%	63%	42%	54%	65%	31%	26%	44%	45%	62%	34%
Diploma	122	25.6%		27%	22%	35%	25%	37%	29%	17%	32%	24%	29%	31%	23%	28%	23%	9%	28%
Higher certificates	60	12.6%		15%	3%	19%	19%	13%	14%	7%	11%	13%	6%	21%	23%	4%	10%	12%	17%
Total Passes	390	81.9%		83%	84%	85%	81%	70%	64%	87%	85%	91%	100%	83%	71%	76%	77%	82%	78.2%
Eligible for tertiary (Bachelor & Diploma)	330	69.3%		68%	81%	65%	63%	57%	50%	80%	74%	78%	94%	62%	48%	72%	68%	71%	61%
Number of distinctions	177			23	28	5	12	4	1	7	13	24	10	5	4	14	15	12	
Post-school placement into tertiary and short courses against total matric cohort	221	46.4%		68%	54%	54%	50%	27%	50%	67%	26%	39%	59%	55%	39%	48%	39%	41%	
Access to internships and employment	22	4.6%		0%	5%	4%	0%	7%	21%	7%	4%	7%	18%	0	0	12%	3%	0	
Upgrading/supplementary	127	26.7%		17%	14%	27%	25%	30%	21%	17%	19%	24%	12%	34%	55%	28%	35%	44%	
Total IY placements (in percentage)	370	77.7%		85%	73%	85%	75%	63%	93%	90%	49%	70%	88%	90%	94%	88%	77%	85%	

IKAMVA YOUTH LEARNER NUMBERS BY PROVINCE



05

THE COMMUNITY COLLABORATION PROGRAMME (CCP)

This model, supported by The Learning Trust, represents the best method of scaling our model and achieving impact at the same time at a relatively low cost.

The CCP department also includes the training department which provides training support to CCP partners and internally to IkamvaYouth staff at large.

In 2018, IkamvaYouth provided training to other organisations implementing after-school programmes on our tutoring methodology. Through these trained organisations we additionally reached over 3,000 learners.



“

“I joined in 2017, it has helped me so much in improving my marks also having adults who care about you and our academics was so much of motivation. I wouldn’t have done it without the tutors. I passed with Bachelor degree admission. Now my plan is to go to Culinary School and become a chef.”

”

Fourteen organisations, were part of IkamvaYouth’s Community Collaboration programme. A social franchise which is aimed to create a sector of effective after-school programmes, implementing the IkamvaYouth model. These organisations provided support to over 200 matrics in 2018 and have achieved an exceptional 91% matric pass rate, with 58% bachelor passes and 21% diploma passes (79% tertiary eligibility).

We are very pleased to share that three of our implementing partners Bokomoso Education Trust, Mamelodi Initiative and Boys and Girls Club - Protea Glen have achieved a 100% matric pass rate!

Speaking about the programme’s support Nonhlanhla Rambuda, from Boys and Girls Club - Protea Glen said: “I joined in 2017, it has helped me so much in improving my marks also having adults who care about you and our academics was so much of motivation. I wouldn’t have done it without the tutors.

I passed with Bachelor degree admission. Now my plan is to go to Culinary School and become a chef.”

TRAINING

At the end of 2018 IkamvaYouth’s training department, was able to provide training to four organisations, who directly impacted the lives of 4030 learners. After a lengthy process of trying to get IkamvaYouth’s training approved and accredited by the Education Training and Development SETA, we were provisionally accredited in.

This means we will be able to offer short courses, which can be used towards other accredited courses. As such IkamvaYouth was able to develop a structured internship programme, with the view to recruiting 10 interns.

We plan to provide the accredited courses in 2019 and ultimately position ourselves for the Youth Employment Services (YES!) initiative provider.





This year has been about growth, in-depth analysis and reflection for all the organisations to improve their programme offering in their different communities. Due to the impact organisations are having in the communities, we are proud to see some organisations expanding to other sites and partnering with more schools. What has stood out for me this year is how some organisations have incorporated psychosocial support into their academic programmes thus having a holistic approach to impacting the learners.” **Nandi Ngubeni – Partner Support Coordinator.**

“Collaboration is key to every organisation and it is through IkamvaYouth CCP that we continue to be steadfastly committed to offering services and support efforts that improve the employability of learners in disadvantaged and marginalised communities. As we strive to brand ourselves as a formidable player on the After School sector.” **Bokang Mokoena – Founder and Executive Director, Phakamani Young Minds.**

“Thank you for making the training so educational, uplifting, boosting my self-confidence, not being judgemental, being an inspiration and lastly for being you.” **Anonymous, AVA training.**

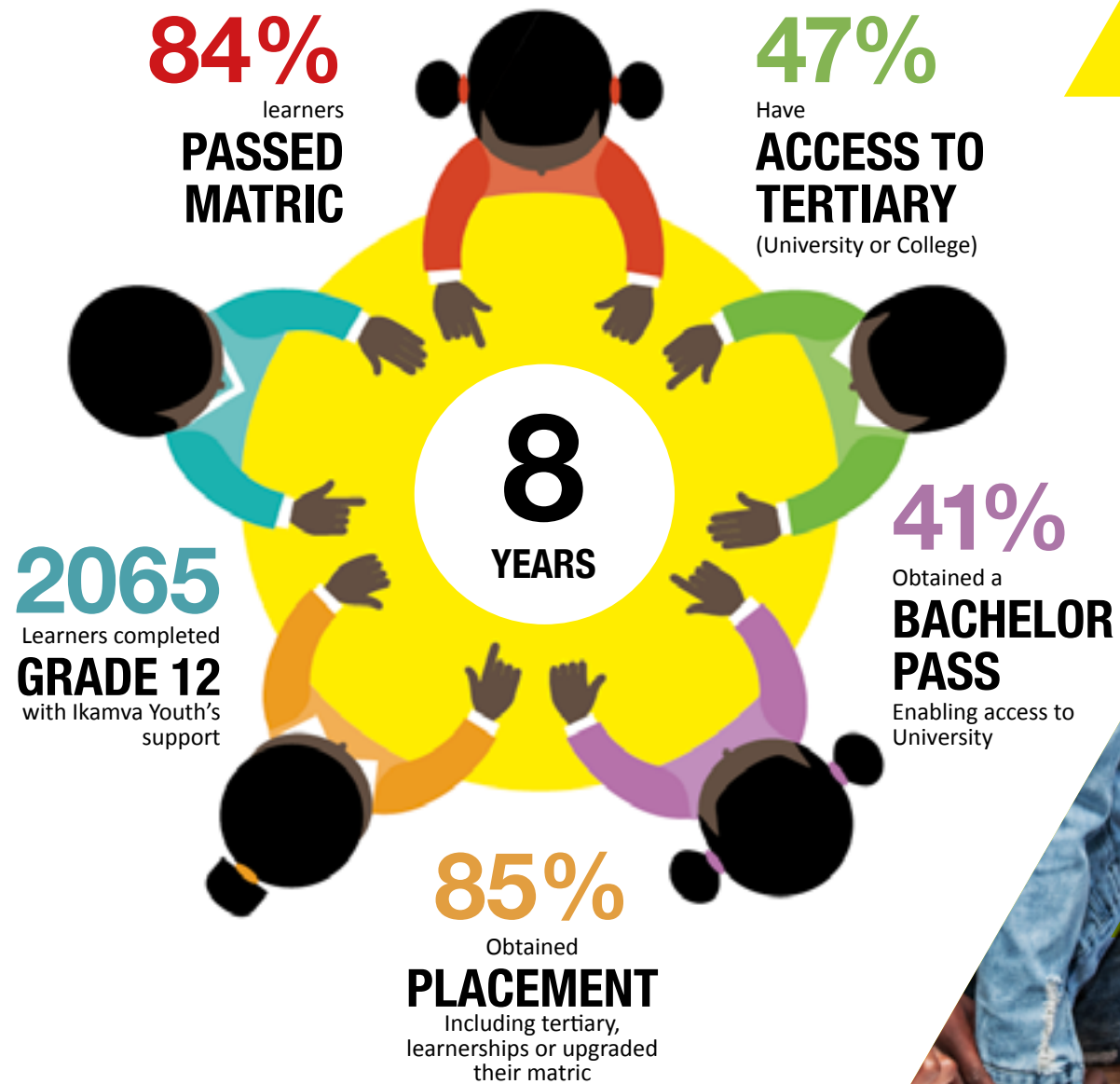
I joined Phakamani Young Minds Academy because I was struggling academically. My grade average improved from 50% to 68% and I was awarded best learner in Mathematics Literacy and Life Science. That is when I realised that working hard will make you achieve your goals and I kept that mindset through grade 12. I will be studying towards a Bachelor of Arts degree in Development Studies at the University of Venda. **Fulufhelo Malisa, Matric 2018.**



IMPLEMENTING PARTNERS	LOCATION	PROVINCE	2018
Beautiful Gates	Phillipi	WC	219
Bokamoso Education Trust	Westonaria	GP	188
Boys & Girls Clubs of South Afric: Protea Glen	Protea Glen, Soweto	GP	58
Boys & Girls Clubs of South Africa: Pimville	Pimville, Soweto	GP	77
Diakonia Aids Ministry	Jabavu, Soweto	GP	69
Emagqabini	Site C, Khayelitsha	WC	73
Just Grace	Langa	WC	189
LIV Lanseria (Refilwe Community Project)	Lanseria	GP	28
Mamelodi Initiative	Mamelodi	GP	86
Phakamani Young Minds Academy	Freedom Park, Soweto	GP	88
South African Volunteer Association Camp	Block NN, Soshanguve	GP	9
Sozo	Vrygrond	WC	100
The Assist	Alexandra	GP	50 `
Yakha Ikusasa Manje	Kingsway, Benoni	GP	179
Implementing partners total learner numbers			1413
TRAINED PARTNERS			
AVA	Wynberg, with other sites	WC	2060
City Year	Joburg, with other sites	GP	1800
Pro26Africa	Heideveld	WC	140
Yale Spirit of Africa Amandla Development	Phillipi	WC	30
Trained partners total learner number			4030
TOTAL LEARNERS REACHED THROUGH CCP AND TRAINING			5443
<p>*My Career Corner is no longer an implementing partner.</p> <p>*Refilwe from 2017 changed its name to Liv Lanseria.</p>			

06

IMPACT AT A GLANCE. 2011 - 2018



07

Q&A WITH GRADE NINES.

We spoke to some of our grade nine learners, who similarly to IkamvaYouth have turned 15, to hear what their 15-year old journeys have been like.

To find out more read below.

Q. What is the greatest lesson you have learned about the senior phase (Grade 7-9)

A. The greatest lesson I learned from the senior phase is that there are several subjects that are being done at the senior phase which are considerably more difficult.

I also discovered that at High school, there are no academic rewards we used to get to motivate us like in Primary school. Now, we do not receive rewards to encourage us, so I guess we now have to encourage ourselves from within to perform well at school. I learned that choosing subjects in Grade 9 is not as easy as it seems to be, it's very difficult to choose the right combination but all thanks to IkamvaYouth that availed us with opportunities to get involved in career guidance workshops, so we can have a clear understanding on how to choose the right subject combination.

Q. What has been the biggest surprise you have experienced being in Grade 9?

A. I was surprised to know that I have to choose subjects to do in Grade 10. I also received information about Mathematics and Maths Literacy which surprised me as I thought only Mathematics is available as one subjects I also discovered that for me to learn, I have to take responsibility for my learning at a personal level. When I started to attend IkamvaYouth in Grade 9, I was also surprised that tutors who are helping with tutoring are not paid to help us and that surprised me.

Q. What are you going to do well to ensure that you do well in the EFT phase (Grade 10-12)?

A. To ensure that I do well in my FET phase I will work harder than before and also be committed to after-school programs like IkamvaYouth, so I get help in my school work. I will make use of the study timetable to manage my time and also utilise online platforms like

Olico Maths to improve my academics. I will also do a lot of book reading to improve my vocabulary.

Q. What advice would you like to give other learners who will come into grade 9?

A. I would advise them to study hard, especially in subjects like Mathematics because those subjects are tricky to understand. I will also encourage them to grasp new concepts whenever they are being introduced by the Teachers in the classroom and also taking responsibility for their learning.

How I knew about IkamvaYouth

I knew about IkamvaYouth from my cousin, when I was in Grade 7. My cousin who was attending sessions at IkamvaYouth, and she used to tell me a lot about the programmes they participated in at IkamvaYouth. I became interested, but I couldn't join since the program only starts enrolling learners who are in Grade 9 till Grade 12. I waited patiently for me to get to Grade 9 and one day my cousin invited me to an Open Day at IkamvaYouth and on that very day, I applied.

“...thanks to IkamvaYouth that availed us with opportunities to get involved in career guidance...”

Sibongile
Learner

”

Sibongile





Kopano

Q. What is the greatest lesson you have learnt about the senior phase?

A. I have learnt that you have to work hard for what you want to achieve in life.

Q. What has been the biggest surprise you have experienced being in Grade 9?

A. You have to be serious about your work or else you will stay behind and catching up will not be easy as time would have been wasted. Laying a good foundation on hard work will carry me a long way.

Q. What are the subject choices you have made for Grade 10 and why?

A. My subject choices for grade 10 are Physical Science, Mathematics, Life Science and Business Studies because they are the subjects that will enable me to pursue a Bachelor of Engineering at the North West University.

Q. What are you going to do better to ensure that you do well in the FET phase

“
Laying a good foundation of hard work will carry me through a long way.

Kopano
Learner

”

(Grade 10-12)?

A. I am going to keep on working hard and practice my subjects every day. Staying in the IkamvaYouth programme until matric will also ensure that I improve and even maintain my good marks.

Q. What advice would you like to give other learners who will be coming into grade 9?

A. I would advise them that they must work hard and always concentrate on their school work. In doing that, the best results will be a successful and happy life.

Sipho

Q. What is the greatest lesson you have learnt about the senior phase (Grade 7-9)?

The greatest lesson that I have learnt about the senior phase is not to give up on your dreams and to keep on pressing. Though the journey may seem long but your dreams should be your guideline of where you see yourself in the next 5 years.

Q. What has been the biggest surprise you have experienced being in Grade 9?

The biggest surprise I have encountered is having to realise that Grade 9 is actually more complex and different from Grade 8, as much as the subjects are still the same but the level of information within each and every subject becomes more difficult and requires more of my time.

I began to spend more of my time studying and doing homework, unlike in grade 8 where I would come back from school and go play with my friends till the sunsets.

Q. What are the subject choices you have made for Grade 10 and why?

Based on what I want to become when I finish my studies, I chose to go under the science stream. I want to become a doctor, it is necessary that I do Physical Science, Life Sciences and Pure Mathematics so that I get admission to the higher institutions.

Q. What are you going to do better to ensure

that you do well in the FET phase (Grade 10-12)?

I will have to ensure that I put more effort in my school work and being more serious and be attentive when it comes to my studies. I will also ensure that I spend more time learning and studying and less doing what will not benefit me in the future.

Q. What advice would you like to give other learners who will be coming into Grade 9?

I would tell them that in Grade 9 things are not as easy as people make it seem, things will start to get tougher that is why I recommend that they start spending more time studying and less time playing. If you want to be something great in life you should start focusing as early as possible.

“

... though the journey may seem long but your dreams should be your guideline of where you see yourself...

”

Sipho
Learner



Q. What is the greatest lesson you have learnt about senior phase?

A. It became harder in Grade 9, but my marks with each term are increasing, which was an indication that I was improving. Grade 7 and 9 was where I was taught and advised about my career, which was helpful and insightful.

Q. What has been the biggest surprise you have experienced in Grade 9?

A. My biggest surprise was learning that I have to do well in grade 9 in my career subjects in order to be able to do them in Grade 10. Also, I am improving in my subjects better than I did in Grade 8.

Q. What are the subject choices you have made for Grade 10 and why?

A. For Grade 10 I will choose Physical Sciences, Life Sciences, and Mathematics. The reason for choosing these subjects is because I want to be a Doctor, and thus in order to reach my dream, I have to do the above mentioned subjects.

Q. What are you going to do better to ensure that you do well in EFT phase?

A. Most importantly, I have to be committed to my studies. I have to study more than I already am currently. This means I have to work harder than my peers because from grade 10-12 I am competing with the rest of the country with my marks. Also, I have to always ask questions when I do not understand than pretending that I know everything.

Q. What advice would you like to give

other learners who will be coming to grade 9?

A. They must work hard, study as much as they can. They should not be too focused on the outside world with its fun and chaos. They need to understand that they are still young and that life is unpredictable. When they are in grade 9, they should not bunk and if they are already doing that, they need to stop.

Their current actions will not reflect well for their future. Importantly, they need to respect their teachers. Their teachers are parents, so respecting them ensures their success in high school.

“

**Most importantly,
I have to be
committed to my
studies.
I have to study
more than I already
am currently.**

**Asixolise
Learner**

”

Zothile

Q. What is the greatest lesson you have learnt about the senior phase (Grade 7-9)?

Senior phase showed me how important life is, and that this is where it all starts. Moving into high school is the start of the rest of my life because this is where I need to decide what career I want to go into after secondary school.

Q. What has been the biggest surprise you have experienced being in Grade 9?

Looking at my report and the career I want to go into came as a shock for me in Term 2. I really need to put more work into my Maths in order to get into the stream that I want to do. Choosing my subjects is the first major decision I have to make for myself in my life.

Our classroom is bigger now and it is the first time that the majority of my class has girls and we are the best class in the school based on our performance and behaviour.

Q. What are the subject choices you have made for Grade 10 and why?

I would like to go into the Sciences stream. I would like to become a gynaecologist because a lot of women do not carry their pregnancies full term, I saw this in my family and I noticed it in general as well. I initially have 3 choices, to become a gynaecologist, an actress, and an entrepreneur.

Maybe I can do them all one day. These careers will allow me to represent women in the

industry. I am all for women and girl power!

Q. What are you going to do better to ensure that you do well in the FET phase (Grade 10-12)?

I will pay more attention in class, especially because I come from a classroom that does well. I will commit to a study timetable. I am a homebody so it is easy for me to go straight home after school and work. But I do well in my studies when it is quiet at home, so I enjoy studying at night.

I will continue doing that. IkamvaYouth also helps me to focus and cuts down on my homework time when I get home.

Q. What advice would you like to give other learners who will be coming into Grade 9?

Think about your subject choices and the career you want to go into now, so you can focus and work on having good grades throughout the year. Do not be like me and see your grades dropping halfway through the year. This will ensure that you are not rushed to improve your marks and make rushed decisions in term 4 to make subject choices.

Dating boys is a no-no right now, the more you entertain them the more you are derailed from your studies. Prioritise your time and energy into school and being a good person to your friends and family. The rest will come when the time is right.

“

I am all for women and girl power.

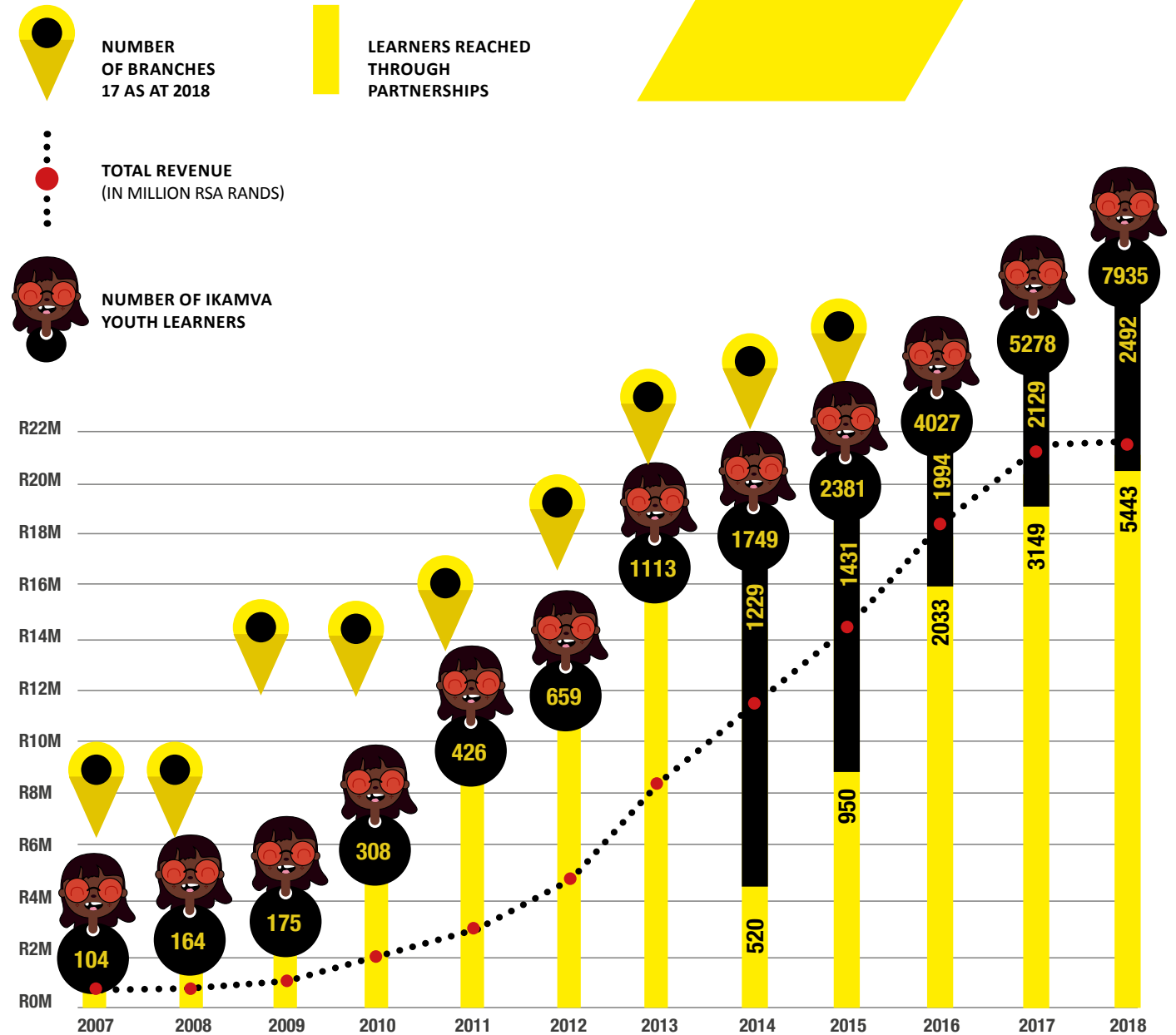
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Zothile
Learner



08

OUR HISTORY OF SCALING



09

REFLECTIONS FROM OUR PROGRAMMES MANAGER PATRICK MASHANDA



This year marked IkamvaYouth's 15-year track record of reaching more youth in under-resourced communities with our matric cohorts performing better than the national averages.

PROGRAMMES IN ACTION

We are so proud to have supported a record high of over 6,000 learners access afterschool support, which has enabled them to improve their academic scores and the quality of their school leaving results! In the Western Cape, we have developed key strategic partnerships with the Western Cape Government through the Year Beyond Programme. Through this partnership, we have reached grade 8 and 9 learners in Khayelitsha, Gugulethu and Delft communities. The primary focus being Mathematics and English. Furthermore, we have developed partnerships with schools in the communities we operate in. This has proven to be beneficial for our programme delivery. We have seven out of the eight branches hosted in high schools. These branches are operating in safer facilities, enabling easier learner recruitment and facilitation of tutoring sessions within the school. Consequently, we have seen improved performance in some of our branches such as Nyanga, Kuyasa and Atlantis.

We place a high emphasis on our relationships with stakeholders. Our branches in Gauteng continued to implement the career guidance and mentorship programme throughout the year through new partnerships and stakeholders such as Women in Engineering, the Education Agency, GirlIgnite Africa Academy, Absa, Bekezenze Leadership Foundation, Comensa, Department of Treasury, the South African Air Force and the Bhekizenzo Foundation. We have also embarked on the promotion and awareness of entrepreneurship in the region. Our North West branches once again received awards from the Department of Education and Sports Development for Excellence in Stakeholders Participation. Four of our volunteer tutors, Shaun Maduna, Boitumelo Monyele, Solomon Mahoko and Teboho Masilo were also recognised for their Excellence in Volunteerism.

In KwaZulu Natal, the Chesterville branch achieved an 88% placement rate of the 2018 matric cohort into post-school opportunities. 100% of those placed in tertiary placements obtained funding from the National Student Financial Scheme. The Umlazi branch had a 16% increase in matric pass rate in 2018 compared to the previous year. The Joza branch in the Eastern Cape, started collaborating with the Enke: Make your Mark programme in 2018. 20 learners participated in their Trailblazer programme which inspires and supports high school learners create real change in their communities through designing and running projects that address social issues that these learners are passionate about. We are particularly impressed with a group of Ikamvanites from Mary Waters who participated in the Trailblazer programme and raised funds to buy a Jojo water tank for their school.

At 15 years old, the IkamvaYouth team underwent a rigorous and meaningful exercise to identify and clarify the organisation's core business otherwise referred to as the organisation's five core service offerings. This has enabled the team to well articulate the organisation's focus areas and to be more direct about what we do best and to know where we best add value and impact and therefore be deliberate about where we focus our energy.

As a result, we can now confidently state our five core service offerings as follows:

- After-school tutoring, supported by internal workshops and transport service
- Supervised and safe premises for self-driven learning
- Placement - academic and post-school (internships, learnerships, jobs etc.)
- The Career Guidance Programme
- Community Collaboration Programme & Training - of tutors, Implementing Partners & others in the sector

MINIMUM DOSAGE RESEARCH

The first phase of the research was completed in 2018. We sought to assess the relationship between tutoring sessions attendance and matric results. For phase one of this research, we managed to get access for our Joza ►

branch in the Eastern Cape, and our Mamelodi branch in Gauteng.

The findings of this initial research indicate that higher levels of attendance are associated with performance improvements. In particular, attendance of over 18 sessions per term has the greatest impact on average performance and learners' ability to pass grade 12. The results show that increases in attendance rates improve a learner's ability to pass matric, as well as their overall average mark.

Performance in Mathematics and Physical Science also show clear improvements with higher levels of tutorial attendance. In general, the optimal level of attendance is between 20 and 26 sessions per term. Thus, if a branch hosts fewer than 20 sessions, even if the learner attends 100%, they are not receiving the "minimum dosage". The number of sessions for our programmes is therefore set in the range of 20 to 26 per term.

We are working on ensuring all branches have the minimum set number of sessions, however, it is important to note the challenges in this context in which the programme is implemented, for example, there are instances where communities, where we work in, are affected by strikes and disasters, which invariably affect learner attendance and sometimes mean we have to cancel sessions. We are currently exploring ways to obtain more access to data in the Gauteng region in order for the minimum dosage research to be further extended to include more branches.

ETDP SETA ACCREDITATION

After a lengthy process of trying to get IkamvaYouth's training approved and accredited by the Education Training and Development SETA, we are now provisionally accredited. This means we are now able to offer short courses, which can be used towards other accredited courses.

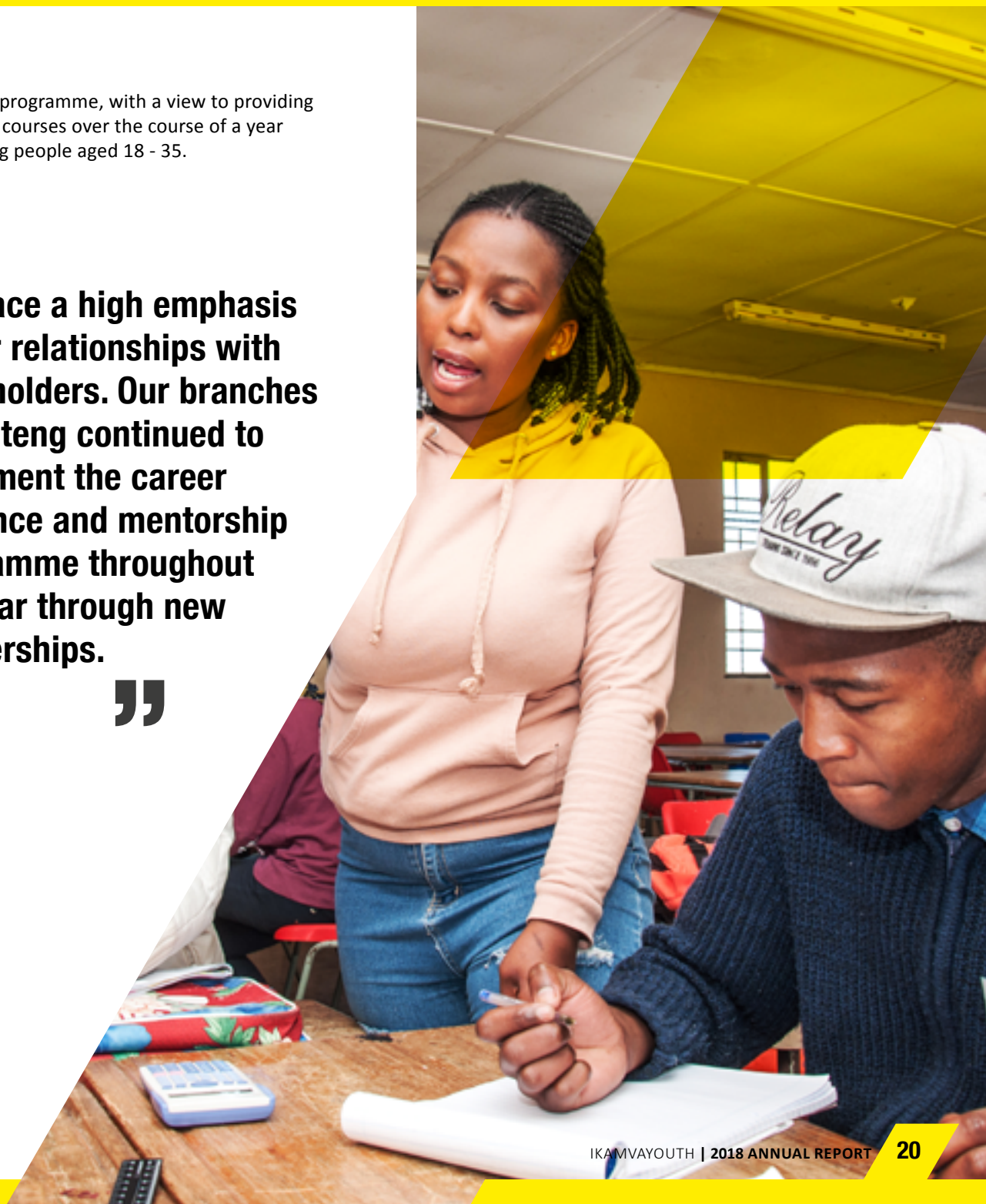
As such IkamvaYouth, has developed a structured

internship programme, with a view to providing accredited courses over the course of a year to 10 young people aged 18 - 35.

“

We place a high emphasis on our relationships with stakeholders. Our branches in Gauteng continued to implement the career guidance and mentorship programme throughout the year through new partnerships.

”



10

OUR 2018 DONORS

We would like to extend our sincere gratitude to our donors and partners who invest funds into the IkamvaYouth programme.

Thank you for your continued support, without you we wouldn't be able to do our work.



GOLD DONORS (OVER 1ML)

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& Families
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Viv Mostert



11

FINANCIAL STATEMENTS

“

I joined IkamvaYouth in 2013 repeating my grade 10 and through the assistance, I got from tutors I managed to help other learners, who were not part of the programme. I matriculated in 2015 with a Bachelor pass and three university firm offers. Since the culture of helping was instilled in me, in 2016 I came back as a tutor. Till today I am still enjoying being part of the IkamvaYouth team.

Mthobisi
Alumn

”



BALANCE SHEET

Ikamva Lisezandleni Zethu Balance Sheet for year ending November 2018

	2018 CURRENT	2017 PRIOR
NON CURRENT ASSETS	6,277 133	6,546 782
Property and Equipment	6,277 133	6,546 782
CURRENT ASSETS	9,355 094	9,108 869
Cash and Cash Equivalents	9,216 326	9,005 538
Trade and Other Receivables	138,768	103,331
TOTAL ASSETS	15,632 227	15,655 651
EQUITY AND LIABILITIES		
EQUITY	9,250 444	9,962 014
Retained income	9,250 444	9,962,014
LIABILITIES		
Non-Current Liabilities		2,000,000
Other financial liabilities		2,000,000
TOTAL CURRENT LIABILITIES	6,381,783	3 693 637
Trade and other Payables	70,672	131,410
Deferred Income	5,942,829	3,150,000
Prvision for Leave	368,282	412,227
TOTAL LIABILITIES	6,381,783	5,693,637
TOTAL EQUITY AND LIABILITIES	15,632,227	15,655,651

“

I have a passion for education and the sharing of information, and I also feel that it is my role as a citizen to be involved in actively improving my community. IkamvaYouth has given me a platform to perform my civilian duty, which is to serve. At IkamvaYouth, I get to meet with other brilliant people to share ideas with, because alone, I might not get far but through a collective, we can achieve more. Also, I like that IkamvaYouth keeps my mind active and offers me the opportunity to improve my soft skills by communicating with the learners.

Khanyisa
Tutor

”

DETAILED INCOME STATEMENT

	2018 CURRENT	2017 PRIOR
REVENUE	21 380 356,00	21 380 356,00
Grant Revenue	20 812 527	24 213 044
Investment Income	373 344	462 122
Other Income	194 485	74 966
OPERATING EXPENSES	22 138 171,00	22 063 318,00
Operating expenses		
Application and registration fees	113 326	116 444
Auditors remuneration	99 644	67 400
Bank charges	85 820	81 366
Catering	132 076	125 696
Cleaning	136 112	136 922
Communication costs	899 622	665 778
Communication collaboration programme	51 922	143 238
Computer equipment and programme expenses	184 110	319 297
Consulting and professional fees	235 360	404 063
Depreciation, amortisation and impairments	514 248	374 853
Employee costs	13 446 157	11 916 199
Employees training and development	146 228	177 587
Fundraising, marketing and annual report	310 688	673 936
Furniture and fittings	168 272	309 173
General Expenses	67 914	105 557
HR administration costs	0	2 808
Insurance	291 795	331 095
Learner materials and assessments	90 313	149 722

“

IkamvaYouth has made a lot of difference in my life. I never used to focus on my studies but ever since I joined Ikamvayouth my marks have improved and I have also found a sense of belonging within the organisation.

Lamla
Learner

”

	2018 CURRENT	2017 PRIOR
Learner career guidance and workshops	323 192	229 333
Lease rentals on operating lease	518 957	383 197
Postage	14 941	18 125
Printing and stationery	355 876	286 888
Prize giving	127 527	48 585
Repairs and maintenance	73 759	87 952
Security	75 023	84 970
Software and licensing	73 946	161 801
Staff transport, accommodation and subsistence	953 093	924 327
Strategic planning and AGM	199 986	588 175
Volunteer appreciation	148 759	179 506
Volunteer transport	1 304 465	1 391 585
Winter school	995 040	1 577 740
SURPLUS / (DEFICIT) FOR THE YEAR	(757 815,00)	2 686 814,00

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BANK DETAILS:

First National Bank

Branch code: 250655

Account number:

62358572686

NPO Reg. Number:

032-082

PBO Tax xemption

Number:

930030238

www.ikamvayouth.org

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