

ANNUAL REPORT 2019

A STORY OF IMPACT



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

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WHAT WE DO

We are a non-profit organisation bringing high quality after-school programmes to high school learners attending under-resourced schools in South Africa. We have a successful track record of ensuring learners pass Grade 12 and access opportunities.



CHAIRPERSON'S LETTER (OUTGOING)

Dear Friends,

2019 marked my last year as the Chair of IkamvaYouth's board. For the sake of good governance, IkamvaYouth's constitution stipulates that no director should serve longer than 12 years. I would have left sooner but I felt a sense of responsibility to ensure, together with my fellow directors, that the succession plan from Joy Olivier who stepped down in 2018 was successful.

Initially Lungile Zakwe was the brave one who stepped into Joy's big shoes but when a wonderful opportunity for a US-based scholarship arose, we had to let Lungi go on to bigger and brighter things at the end of April 2019. Alex Smith, our Acting COO at the time, generously stood up and leaned in together with the rest of the amazing team until Hope Chidiwanyika was able to join us as our new permanent CEO in September. In Hope we have definitely found a most able successor to Joy and I am so excited for what the future holds for our learners and staff under his leadership.

In 2019, we also welcomed a number of new directors who bring a wide array of skills and experience and one of them, Putu Madisha, kindly accepted our nomination to succeed me as chair. Putu stepped into the role with great ease at the same time that Hope arrived and it's been a joy to see the easy rapport that the two of them have quickly built. I stayed on for a few more months to ensure a smooth handover and then bade my farewells in November with a light and happy heart.

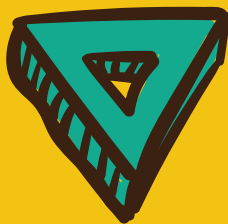
When I joined as a volunteer back in 2007 Joy was running the organisation in a part-time capacity from her kitchen table and our budget was a few hundred thousand rand. Over the years I've had the privilege of watching it grow exponentially in terms of learner numbers, national reach, personnel, professionalism, capacity and budget. Thanks to the combined efforts of our staff, volunteers, donors and of course the learners IkamvaYouth has become one of the pre-eminent educational organisations in South Africa and a leader in the after-school sector.

What I have loved most about it throughout is the steadfast adherence to its unique values and the inspiring for-you-by-youth example that it has always set.

Thank you for the memories.

Kindly,

Leigh Meinert
Outgoing Chairperson



CHAIRPERSON'S LETTER (INCOMING)

Dear Friends,

The education system in South Africa is dogged by stark inequalities that have deep roots in the legacy of apartheid. The result is that 50% of children do not complete school and many attain poor educational outcomes even if they do manage to make it all the way to Grade 12. Programmes like ours are essential if we are going to turn the tide on this grave crisis facing our country.

2019 was an excellent year for IkamvaYouth. 86% of our Grade 12 cohort passed matric with 47% achieving a bachelor pass. Our largest Community Collaboration Programme cohort to date achieved an 88% pass rate with a 47% bachelor pass rate with five organisations achieving a 100% pass rate. We brought on new multi-year funders such as WISE Philanthropies, Allan Gray Philanthropies and Maria Marina Foundation and nearly 10% of our income was from non-traditional income sources.

We ran a successful high school after-school programme with the Western Cape Government. We ensured that all our managers went on management training, introduced a new performance management tool and secured another unqualified audit.

2019 was also a year of significant changes at Board and Executive Management levels for IkamvaYouth. We said farewell to Leigh Meinert who had served on the board of IkamvaYouth for 12 years, as a volunteer. Without Leigh's dedication and commitment to IkamvaYouth, IkamvaYouth would definitely not be where it is today.

We take this opportunity to thank you, Leigh. We know you remain committed and will continue to wave our flag wherever you are!

We welcomed Hope Chidawanyika as our new CEO in September 2019. Hope has galvanised and inspired the IkamvaYouth team and also has the full support of the board behind him. Hope has finalised our three-year strategy which focuses on quality programmes and diversification of our income, to lead to a more stable and self-sufficient IkamvaYouth.

There were a number of other changes at Board and Executive Management levels and I would like to thank all those that have studiously served IkamvaYouth and wish you all well with your future endeavours. I would also like to wish the six new board members and the new Executive Managers all the best for their time as Ikamvanites. I am one of those new board members, and have taken over from Leigh, as Chair.

Whilst there has been a lot of change at IkamvaYouth, the future is bright and the team is buoyed on to achieve even greater heights and serve the youth of South Africa. I would like to take this opportunity to thank all of you that have played a role in IkamvaYouth's success. With my deepest thanks and best regards to you all,

Putu Madisha
Incoming Chairperson



**PASSED
MATRIC**



**ACHIEVING A
BACHELOR
PASS**



**COMMUNITY
COLLABORATION
PROGRAMME ACHIEVED**



HOPE CHIDAWANYIKA,
CEO

CEO LETTER

I was honoured to join the IkamvaYouth team as CEO in 2019. My journey so far has been focused on getting to know all aspects of the organisation, most importantly its staff, tutors and beneficiaries. To date, it has been an incredible experience and I would say that the most compelling parts of the IkamvaYouth story are:

WE PROVIDE HIGH QUALITY ACADEMIC SUPPORT

We recruit and train young university and college students to provide tutoring support after-school on weekdays and on Saturdays to the 2,500 young people enrolled in our programme. In 2019, if we had to have paid our tutors it would have cost us over R7m! They are therefore our biggest benefactors. Thank you so much to each and every one of you.

WE HAVE A DIVERSE PROGRAMME

Every learner has unique needs. Our young and energetic branch staff and tutors focus on building relationships with the young people in our programme to ensure that IkamvaYouth becomes a second home for them where they can access the support they need to succeed.

WE HAVE AN EMPHASIS ON IMPACT

We track our success by monitoring our beneficiaries school marks, their Grade 12 results and where we place them after-school.

OUR PROGRAMME IS LOCAL

Our current focus is in South Africa. When our work is concentrated, we can reach more people with greater efficiency. And when we know an area well, we make better long-term investments, promote greater coverage, and provide more value to the community as a whole. We have never closed a branch.

WE PROVIDE SUPPORT TO OTHER NGO PARTNERS

When we provide after-school programmatic support to other NGOs we have seen great success, we partner with carefully- chosen local experts. These partners have a community-centred approach, excellent reporting practices, and with our support, a thorough understanding of how to implement effective, sustainable after-school programmes. We are together building a sector of after-school programmes.

I would like to take this opportunity to thank the IkamvaYouth team and Board for welcoming me so well and assisting me in finding my feet quickly.

My gratitude also goes to all our collaborators, tutors and funding partners, without whom our work would not have the impact that it has. Lastly, a big thank you to our strategic partner, the Department of Basic Education and the schools that we work so closely with in the communities that we operate in.

MATRIC RESULTS

			WESTERN CAPE							GAUTENG				NW		KZN		EC
2019 RESULTS IN NUMBERS (IKAMVAYOUTH NATIONAL)	PERCENTAGES OF 2019 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	2097		251	149	112	123	93	99	61	161	188	163	106	145	113	150	84	99
TOTAL NO. LEARNERS GRADE 12	474		0	37	20	27	29	31	19	51	35	20	30	48	24	44	26	33
TOTAL LEARNERS	2571		251	186	132	150	122	130	80	212	223	183	136	193	137	194	110	132
BACHELOR	222	47%		41%	55%	48%	48%	48%	42%	57%	51%	40%	53%	46%	58%	57%	19%	27%
DIPLOMA	128	27%		27%	30%	22%	21%	6%	21%	31%	26%	35%	30%	42%	29%	16%	31%	33%
HIGHER CERTIFICATES	57	12%		8%	10%	15%	7%	13%	16%	8%	17%	10%	13%	10%	8%	16%	23%	9%
TOTAL PASSES	407	86%		76%	95%	85%	76%	68%	79%	96%	94%	85%	97%	98%	96%	89%	73%	70%
ELIGIBLE FOR TERTIARY (BACHELOR & DIPLOMA)	350	74%		68%	85%	70%	69%	55%	63%	88%	77%	75%	83%	88%	88%	73%	50%	61%

PLACEMENT RESULTS

	2019 RESULTS IN NUMBERS (IKAMVAYOUTH NATIONAL)	PERCENTAGES OF 2019 RESULTS (IKAMVAYOUTH NATIONAL)	YEBO SITES	WESTERN CAPE						GAUTENG				NW		KZN	EC	
				MAKHAZA	KUYASA	NYANGA	MASI	GUGS	ATLANTIS	EBONY PARK	IVORY PARK	MAMELODI	DIEPSLOOT	IKAGENG	MAHIKENG	CHESTERVILLE	UMLAZI	JOZA
POST-SCHOOL PLACEMENT INTO TERTIARY AND SHORT COURSES AGAINST TOTAL MATRIC COHORT	232	49%		35%	45%	45%	42%	45%	32%	69%	46%	50%	63%	73%	63%	50%	35%	15%
ACCESS TO INTERNSHIPS AND EMPLOYMENT	20	4%		3%	0%	11%	0%	0%	5%	4%	3%	5%	27%	0%	4%	2%	0%	3%
UPGRADING/ SUPPLEMENTA- RY/NCV	103	22%		24%	10%	11%	48%	26%	21%	16%	20%	15%	3%	8%	21%	16%	35%	58%
TOTAL IY PLACEMENTS (IN PERCENT- AGE)	355	75%		62%	55%	67%	90%	71%	58%	89%	69%	70%	93%	81%	88%	68%	70%	76%

LEARNER REACH





FAST FACTS



1,515
TUTORING
SESSIONS



2,571
LEARNERS
ENROLLED



474
GRADE 12
LEARNERS



55
PERMANENT STAFF



434
ACTIVE
TUTORS



49%
ACCESSED
TERTIARY



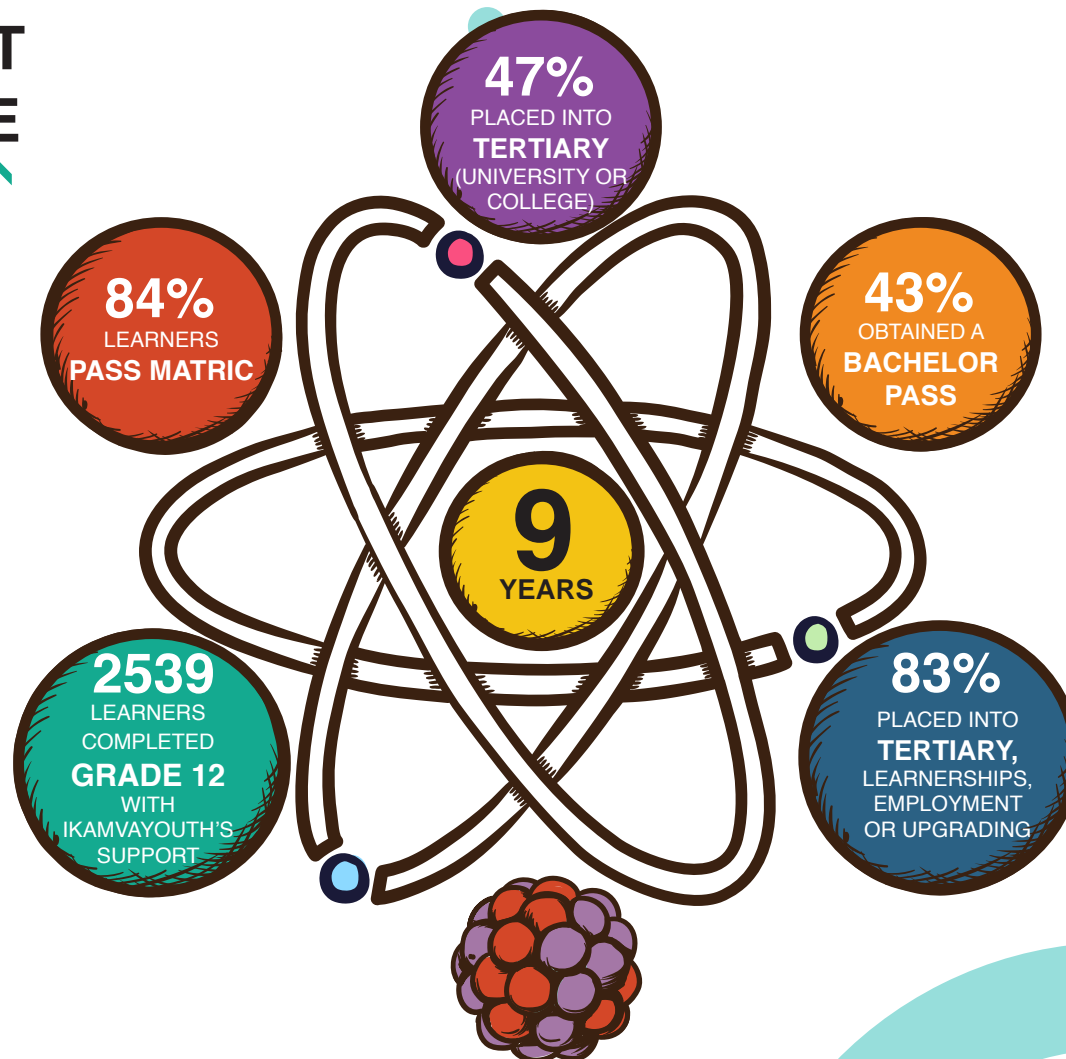
86%
OF LEARNERS
PASSED
GRADE 12



74%
ELIGIBLE FOR
TERTIARY



2011 - 2019 - IMPACT AT A GLANCE



IMPACT AT A GLANCE: CCP



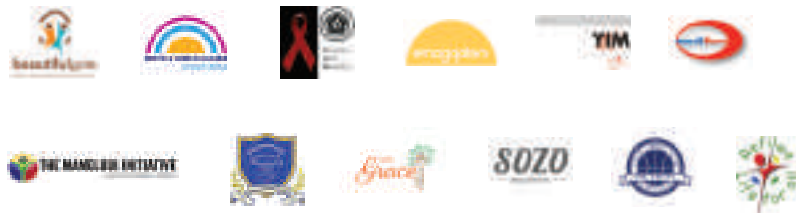
Developed and implemented in partnership with The Learning Trust (TLT), the Community Collaboration Programme (CCP) aims to achieve collective impact through a collaborative network of tutoring organisations. Through the provision of training, organisational development support, ongoing programmatic support, and funding, CCP aims to contribute towards the ever-increasing effectiveness, growth and impact of the after-school programming sector in South Africa.

IMPLEMENTING PARTNER

Implementing partners enter into a formal agreement with IkamvaYouth and TLT. In addition to free access to all training and seminars offered, these partners receive hands-on support from the CCP team, to assist with growing and developing their organisations, and providing high quality programmes to their learners. Several of these partners also receive a grant from TLT. Learner numbers for these organisations are provided in the following table.

TRAINED PARTNER

IkamvaYouth also provides training to organisations implementing after-school programmes, with which there is no formal programme implementation agreement. Learner numbers reflected here are for partners who participated in training programmes in 2019.



IMPACT AT A GLANCE: CCP



NAME OF ORG	NO. OF GRADE 12S	% PASS	% BACHELOR PASS	% DIPLOMA PASS
BEAUTIFUL GATE	80	83%	31%	30%
EMAGQABINI	8	88%	63%	
JUST GRACE	32	84%	56%	16%
SOZO	17	94%	29%	35%
BGCSA PIMVILLE	6	100%	50%	50%
REFILWE	7	71%	29%	14%
PHAKAMANI	18	83%	50%	22%
YAKHA IKUSASA MANJE	40	85%	40%	20%
DIAKONIA	1	100%	100%	
BOKAMOSO	57	100%	74%	23%
BGCSA PROTEA GLEN	13	92%	8%	62%
THE ASSIST	3	100%	33%	33%
MAMELODI INITIATIVE	18	100%	89%	11%
TOTALS	300	89%	48%	25%

THE STORY OF CCP

The Community Collaboration Programme began officially in 2015 in partnership with The Learning Trust. The mission of this programme is to make significant contributions towards the growing sector of quality after-school programmes and to learn from each other as a community where we can share best practice. Our role in this programme is to provide training and support to the organisations in this network; to collaborate with, learn from and share with each other.

The Community Collaboration Programme (CCP) has delivered on its goal to support NGO partner organisations to grow learner reach and improve results.

While many organisations have participated in various trainings provided by IkamvaYouth over the last five years, CCP focuses its long-term support on organisations committed to implementing a model much like IkamvaYouth's, localised to their particular context. Through ongoing participation and collaboration, and regular data collection and reporting, this network of after-school programmes is able to measure its collective impact, and it's impressive:

CCP ORGANISATION & INDIRECT LEARNER REACH

Over the five years in which the programme has been operating, CCP has grown the number of participating, committed organisations from 4 to 13. As participating organisations mature and stay in CCP, the average learner reach increased steadily over time:

- Participation over 3 years: 60% jump in learner reach
- Participation over 4 years: 87% jump in learner reach
- Participation over 5 years: 93% learner number increase since first joining

CCP LEARNER IMPACT

As more organisations have joined the programme, and to the most part steadily increased their grade 12 numbers, CCP's indirect matric learner reach increased by 445% since the programme's inception in 2015. The average grade 12 learner numbers also increased significantly with each year of maturation and participation in the programme.

Each year, new organisations joining CCP had an average of between 6 and 14 grade 12s. Average organisational Grade 12 learner reach increased by 63% in the first one or two years of participating in CCP; those participating over 3 or 4 years show an average increase of 83% since joining; pretty impressive!

Also very encouraging are the consistently great matric results, even while the numbers increase significantly. Over the five years of CCP's existence, the number of grade 12 passes has increased by 433%, and Bachelor passes by 526%.

CCP partners have typically delivered excellent matric results from the first year of joining the programme. Besides a (very) few exceptions, most organisations have delivered pass rates of well above 80% each year.



THE STORY OF CCP

5 YEARS OF IMPACT

MATRIC RESULTS	TOTAL NO:	% PASS	NO OF PASSES	NO OF TERTIARY PASSES	% TERTIARY PASSES (DIPLOMA AND BACHELOR)
2015	56	95%	53	28	50%
2016	97	92%	89	84	87%
2017	128	92%	118	90	70%
2018	211	87%	184	150	71%
2019	300	89%	267	219	73%
TOTAL	792	90%	711	571	72%



90%
OVERALL
MATRIC PASS



72%
TERTIARY
PASS

THE BIG PICTURE & SUSTAINABILITY:

During this time, IkamvaYouth itself has grown the number of branches from 11 to 17, and the number of participating learners from 1,431 to 2500. This, together with increased awareness of the impact of after-school programmes by Government, corporates and foundations (local and international), offers a great opportunity for advocacy and collective fundraising.

With 2030 now a decade away, CCP's impact - and IkamvaYouth's influence in the sector at large - can be leveraged to unlock big investment; the time for a large fund enabling learners to access after-school tutoring and career guidance has come; the data for those hockey-stick graphs showing exponentially increasing impact with decreasing per learner cost is in reach!



ALUMNI SURVEY

Ikamva Youth's mission is to enable disadvantaged youth to pull themselves and each other out of poverty and into tertiary education and/or employment. Not only does IkamvaYouth seek to ensure that learners reach and pass matric, and access tertiary education, we also want to ensure that they ultimately access jobs that lead to a dignified living.

Every three years, we conduct a survey to track the long-term impact of Ikamva Youth, to find out how many alumni have managed to access, tertiary education and jobs. The results from the last two surveys conducted in 2013 and 2016 showed impressive results. Most notably, that Ikamvanites are significantly less likely to be Not in Employment, Education, or Training (NEETs) than their national counterparts.¹

Between May and July 2019, all 1915 alumni of the Ikamva Youth programme who matriculated between 2005 and 2017 were invited to participate in a phone and online survey to track their progress in education and employment since they matriculated. A total of 632 alumni participated in the survey. The results of this survey provide strong indicators of the organisation's continued progress towards achieving its mission of enabling disadvantaged youth to pull themselves and each other out of poverty and into tertiary education and/or employment.

Access to tertiary education: Seventy percent of alumni who matriculated between 2015 and 2017 are currently in tertiary education and 5% already obtained a degree. Fifty-three percent of alumni who matriculated between 2005 and 2008 have obtained a degree and 24% are still in tertiary education. In comparison, not more than 12% of their parent generation obtained a degree in tertiary education. Only 6% of those who are not in employment or education say it is because of their bad grades.

Academic performance: Based on self-reported information, which needs to be treated cautiously, 95% of alumni in tertiary education are passing their classes.

Employment: As alumni become older, the more likely they are to be in formal employment as they finish their tertiary education. In the 2009-2011 cohort, 56% of alumni are in formal employment, in the 2005-2008 cohort this figure is at 73%.

NEET: About 20% of alumni who matriculated between 2009 and 2017 are Not in Education, Employment, or Training (NEET). For older alumni (2005-2008) the figure drops to 9%. In comparison, 28% of the working age population and 55% of youth in South Africa are unemployed today. At least 23% of the alumni's parents (counting only the breadwinner in their family) were unemployed at the time the alumni matriculated.

Income: While the average monthly salary of a young matriculant (2015-2017) is a modest R4,240, this figure increases four-fold to R17,111 among the oldest cohort (2005-2008). Despite these positive findings, there are also some results that point to challenges in the alumni's journey from matriculation to tertiary education and the workplace:

Time spent in tertiary education: Multiple indicators suggest that alumni in tertiary education need more years than planned to obtain their first degree; 27% of alumni who matriculated between 2005 and 2009 are still in tertiary education and 80% of alumni who have completed a Bachelor degree said it took them four years or longer to obtain that degree.

Few postgraduates: The data shows that only a relatively small minority of alumni in tertiary progress beyond an undergraduate degree. Only 12% of alumni who matriculated between 2005 and 2011 have a postgraduate degree.

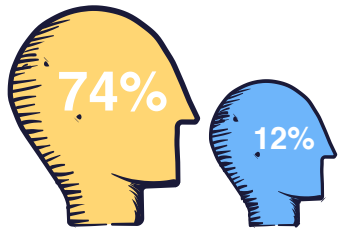
Lack of resources and family needs: "Insufficient funds" and "Trying to get into university" are among the top reasons provided by alumni who are NEET. Another 6% maintain that they have to take care of their family. In fact, between 42% (2015-2017) and 87% (2005-2008) contribute to their family's expenses on a regular basis.

¹ Only 10.4% of Ikamvanites were NEET in 2013, compared to the national 33.5%. In 2016, 13% of Ikamvanites were NEET, compared to between 31%-46% nationally depending on which age range is referenced.





ALUMNI SURVEY

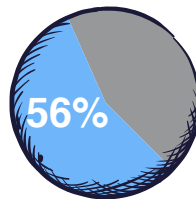


74% ALUMNI CURRENTLY STUDYING/COMPLETED TERTIARY, COMPARED TO **12%** COMPLETED SOME FORM OF TERTIARY

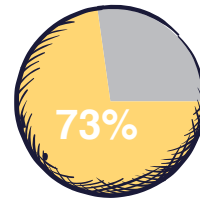
632



A TOTAL OF **632** ALUMNI PARTICIPATED IN THE SURVEY.



AS ALUMNI BECOME OLDER, THE MORE LIKELY THEY ARE TO BE IN FORMAL EMPLOYMENT AS THEY FINISH THEIR TERTIARY EDUCATION. **56%** OF THE 2009-2011 COHORT ARE IN FORMAL EMPLOYMENT, IN THE 2005-2008 COHORT THIS FIGURE IS AT **73%**.



The results of this IkamvaYouth Alumni Survey 2019 provide strong indicators of the organisation's continued progress towards achieving its mission of enabling disadvantaged youth to pull themselves and each other out of poverty and into tertiary education and/or employment. A huge thank you goes to all those who made it possible to complete this survey, in particular, the alumni who took the time to respond to the survey; ikapadata, who conducted the survey (and detective work, which enabled us to reach all these alumni), as well as the Zenex Foundation, for their financial support, without which this project would not have been possible.

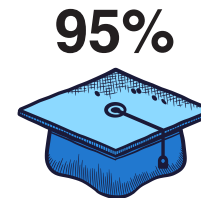


18%

ONLY **18%** OF RESPONDENTS WERE NEET COMPARED TO BETWEEN **36%-56%** NATIONALLY



56%



95%

95% OF THOSE STUDYING ARE ON TRACK TO COMPLETE THEIR STUDIES



87%

87% ARE CONTRIBUTING TO THEIR FAMILIES

A STORY OF SUCCESS WITH CCBSA

Corporate social investment (CSI) often fails. The reasons for this are many, and complex, but are often because companies are not strategic about their investments nor do they think about investing for the long term.

CCBSA's investment in IkamvaYouth is a rare story of CSI done right. Over the almost ten years of investing in IkamvaYouth as an organisation, and in the ikamvanites themselves, CCBSA has enabled the organisational power required to ensure that thousands of learners reach and pass matric, and go on to enrol in tertiary education and jobs. This success has been achieved in the face of major challenges, including a corporate merger (it was ABI that first began funding IkamvaYouth) and major restructuring.

The 'magic' behind this success is the combination of CCBSA's strategic approach to CSI, coupled with the ways in which the company has integrated its support for IkamvaYouth and its learners into the corporate culture, and the hearts of its employees.

CCBSA doesn't just write cheques, read project reports and pose for photos. Every year, CCBSA employees come to IY branches on open days, to welcome new learners.

CCBSA provides catering and sound systems for sports days and other events, they leverage their marketing budgets, ensuring their CSI funding is focused on programme delivery.

They take learners on tours around their plants and offices, and expose them to a wide range of careers. They share personal and inspiring stories; often the person behind the podium in a fancy suit comes from a similar background to our learners. CCBSA's staff are role models and proof of what's possible. And on matric results day, and at prize giving ceremonies, they are there to celebrate and congratulate (often clapping and cheering for hours!).

When ABI (now CCBSA) began funding IkamvaYouth's Ebony Park branch in 2011/2012, the organisation had 5 branches serving just over 600 learners.

The following year, ABI significantly increased its support to cover additional branches, and over the years, CCBSA has enabled IkamvaYouth to expand its reach into new provinces and new communities. Now, over 5,000 learners are served at over 30 sites across the country, and IkamvaYouth is one of the largest youth-serving NGOs in the country.

In funding IkamvaYouth over all these years, CCBSA has demonstrated its commitment to enabling and growing programme delivery that is directly learner-serving and results-producing; providing ongoing, regular support to learners over a sustained period of time. CCBSA is constantly striving to innovate, grow, and do better, and they push their partners to follow suit.

IkamvaYouth has leveraged over a decade and a half of lessons learned in developing the systems and processes required to deliver excellence, and these have been shared, through training, coaching and accelerating other organisations throughout the country.

The community collaboration project (CCP) is a form of social franchising, enabling other organisations to implement the IkamvaYouth model and replicate its results: over the 5 years that it has been in existence, the programme has enabled 13 organisations to reach 1,400 learners per year, with an impressive collaborative pass-rate of 90%.

The CCBSA / IkamvaYouth partnership; very close to a decade of collaboration; is a rare and august achievement: in an environment with a myriad of competing pressures, changing strategies, curve balls and tough times, CCBSA and IkamvaYouth can be very proud. The results are impressive, but it's important to remember that it's the hearts behind these numbers that make them possible.



CELEBRATING WITH THE CAPITEC FOUNDATION

With the growing number of young people leaving school without a qualification to their name, it is clear that young people need a long standing, solid and capable organisation to support them navigate this challenging landscape - IkamvaYouth meets young people where they are at: holding their hands and walking them to a brighter future.

MUTUALLY BENEFICIAL

In 2011, IkamvaYouth was approached by Capitec Bank (now the Capitec Foundation) with an opportunity that was mutually beneficial to both organisations. For the Capitec Foundation, it offered an opportunity to make a direct impact on the lives of young people attending under-resourced high schools. For IkamvaYouth, Capitec represented a partner that was willing to walk the journey with it, in lockstep - through the highs and the lows.

TACKLING CHALLENGES TOGETHER

Doing the work that we do at IkamvaYouth is not always straightforward; we are often presented with what seem like insurmountable problems, for example, the generally poor mathematics results and how this impacts on the economy. Capitec is committed

to ensuring that young people do well in mathematics. As highlighted in the external impact evaluation led by South Africa's leading education economist, Servaas van der Berg, IkamvaYouth's learners do better in mathematics than their counterparts.

The evaluation shows that learners improve about 7% (0.332 standard deviations) for mathematics. The magnitude of this improvement can be appreciated when it is considered that a 0.300 standard deviations change in scores is considered approximately equivalent to a year of learning (Spaull & Kotzé, 2015:20).

In the last five years (2015-2019), 47% of our learners (a total of 913 Grade 12 learners) have taken mathematics and 58% have passed. This compares to the national results of 54% passing.

The Capitec Foundation knows that poor maths results drive inequality; and programmes like IkamvaYouth's redress this imbalance. Whilst programmes that select learners are great for those learners eligible, it is vital for South Africa's economic growth and social cohesion that programmes are scaled inclusively, so that all learners get the chance to be as numerate and mathematically adept as they can be.

Given the contexts where IkamvaYouth works, its programme has achieved great results in mathematics. The Capitec Foundation is committed to provide support to the learners who need it most.

COMMITTED TO IKAMVAYOUTH

IkamvaYouth's service offering is dedicated to improving and innovation to ensure that its programme remains relevant to the young people it serves. Results in these contexts do not happen easily.

IkamvaYouth continues to commit itself to remaining ahead of the curve. Because of Capitec's commitment to IkamvaYouth, IkamvaYouth has been able to grow from a small organisation supporting several hundred learners to an organisation supporting thousands of learners. Thank you, the Capitec Foundation, we couldn't have done it without you.

“Our relationship with IkamvaYouth is more than just that of a donor and a beneficiary, we share knowledge and insights, and we collaborate in developing our youth. IkamvaYouth's vision and mission aligns with our aims of improving numeracy (maths and science) and financial literacy. Besides supporting the maths and science winter schools, we also run financial skills workshops, which help learners to have a better understanding of finances” says Neptal Khoza, the Head of the Capitec Foundation.



OUR ADVENTURES IN THE NW PROVINCE



We have had a very high-impact partnership with Coca-Cola Beverages South Africa (CCBSA) since 2012, building and strengthening our existing relationship over the years and helping us extend our footprint into the North West. Funding received from CCBSA over the past eight years has enabled the setting up of five IkamvaYouth branches in three provinces, setting a huge number of learners on a path to access post school opportunities which ultimately afford them the opportunity to earn a dignified living. We remain grateful for the continued support from CCBSA and our partnership with the Department of Education that have enabled our branches to achieve impressive outcomes and impact.

Our journey into the North West province began in 2013, when we opened our doors to the Ikageng learners, in Potchefstroom. Through the tremendous support of the Thembalidanisi Intermediate School Principal, Mr Fanie, the Ikageng branch continues to support learners from over 10 schools in the area.

The Mahikeng branch was later established in July 2015 at the Danville Secondary School through the support of CCBSA and the North West Department of Education and Sports Development. Both branches have delivered after-school programmes that have enabled the learners to achieve quality results and have shown long-term sustainable impact as the learners from these townships navigate from township secondary schools into tertiary education and employment.

The branches have been hailed by the 'area education officials' and the North West Department of Education for their partnership with the schools, their volunteers and the impact they have made in the education sector. In 2019, the Mahikeng branch scooped the 'Excellence in Recognition of Stakeholders' Award from the North West Department of Education's Quality Learning and Teaching Campaign (QLTC). This is the third time in a row that the branch received this award. We have signed an MoU with the North West Department of Education and Sports Development as well as with the main feeder schools, and have received letters of support from the area offices.

IkamvaYouth learners and alumni from the North West continue to be celebrated by their communities. In 2019, seven IkamvaYouth learners from our Mahikeng branch were amongst the Oupa Matla Foundation top 10 achievement awardees. These learners passed with bachelor passes and are currently enrolled at the North West University. In June 2019, one of the Mahikeng tutors, Kabelo Rens, received the 'Community Involvement Appreciation' Award with an accompanying cheque of R2500 for his volunteering efforts sponsored by FNB and Pico Production.

Our learners are assisted by our amazing tutors and mentors from the North West University - Potchefstroom campus, Taletso, and Vuselela FET Colleges. In 2019, the Ikageng branch had 16 alumni return to volunteer at the branch, whilst the Mahikeng branch had seven alumni tutors. These dynamic young people are showing us what it means to give back to their communities.



Maria Sikaundi



Kgotso Moroenyane, our 2017 alumnus and current tutor from the Ikageng branch wrote a Mathematics grade 8 booklet named 'Palotota' which is being used at his former school, Botoka Technical School. Gloria Seqala was mentored by a fashion designer from Klerksdorp, Jozé Carlo while she was in grade 12. He paid for her tuition fees at the North West School of Design and offered her a learnership in his fashion studio. In 2019, Gloria launched her own fashion line. Hats off to both Kgotso and Gloria who exhibited their entrepreneurial business products at our 2019 career expo.

We closed off 2019 with a celebration of our volunteer tutors, through an appreciation day. We treated our tutors and mentors to a masquerade themed luncheon and award ceremony at the North West University Art Gallery. We owe our successes to our volunteers and partners. Together, we are making great strides in changing the lives of thousands of learners to achieve our mission.

Maria Sikaundi
(Author)



THANK YOU FROM THE BOTTOM OF OUR HEARTS

We wouldn't be where we are today without these donors. Thank you for choosing IkamvaYouth, for investing in us and the lives of our beneficiaries. I look forward to more impact together.

With my kindest regards,
Hope Chidawanyika

GOLD DONORS

- The Estee Lauder Companies Charitable Foundation
- The ELMA Foundation
- MariaMarina Foundation
- The Capitec Foundation
- Fonds Espoir ('Hope Fund'), hosted by Swiss Philanthropy Foundation
- Philanthropy Initiative with Employees of Allan Gray (RF) NPC
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- The Standard Bank Tutuwa Community Foundation

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WEAVING IKAMVAYOUTH INTO YOUR BBBEE JOURNEY

The youth of South Africa are the leaders, engineers, politicians, bankers and lawyers of the future. In township schools, which are often overcrowded, learners do not have access to the resources and support they need to succeed. IkamvaYouth's programme meets learners where they are at, supporting them to do well in school and get a grip on post school opportunities.

Millions of Rand are committed to Skills Development, Ownership and Social Economic Development (SED) under the Broad Based Black Economic Empowerment (B-BBEE) policy every year by the South African corporate sector. This scale of investment holds the potential to substantially impact socio-economic transformation in the country but for many corporations it has defaulted to an exercise of B-BBEE compliance. Investing your B-BBEE spend in IkamvaYouth represents an opportunity to achieve lasting impact and unlock transformative potential.

OWNERSHIP

Perhaps your company needs more black South African shareholders? By partnering with IkamvaYouth under the ownership pillar of the codes, your organisation can also earn points. Please contact us for more information.

SOCIAL ECONOMIC DEVELOPMENT (SED)

IkamvaYouth is a registered NPO with section 18A status so not only will your investment with us earn you SED points, but you will also be entitled to a tax benefit too.

SKILLS DEVELOPMENT POINTS

There are currently three ways in which IkamvaYouth and your company could partner under this pillar: i) Training; ii) Interns/ Learnerships and iii) matric bursary programme, which are explained in more detail below:

I) TRAINING

IkamvaYouth needs to invest in training for its managers and staff. This includes some Senior Management, Middle Management and Junior Management as well as junior staff members.

II) INTERNS/LEARNERSHIPS

IkamvaYouth will be hiring interns to support our branches. By funding this programme your company can earn points under Skills Development.

Some of these interns may be absorbed into IkamvaYouth or other organisations doing similar work as Branch Assistants at the end of the internship but it will depend on what positions are available in the organisation/s at the time and, of course, how they perform during the year. If that happens then your company could also earn bonus points even if they aren't absorbed into your company. This programme could also be positioned under the YES initiative and enable you to increase your B-BBEE level through bonus points.

III) MATRIC BURSARY PROGRAMME

IkamvaYouth's matric bursary programme has been verified by Grant Thornton so you can be sure to earn points under Category A for Skills Development. Each matric learner is a black South African, the matric course is an accredited course so you can get full points under category A. Each year, we support in the region of 500 matrics, and the cost per matric is R18,000.

We hope the above information provides enough detail, if not, please get in touch with us.



AUDITED FINANCIAL STATEMENTS



IKAMVA LISEZANDLENI ZETHU

BALANCE SHEET FOR YEAR ENDING NOVEMBER 2019



	2019 CURRENT	2018 PRIOR
Non Current Assets	5 912 329,00	6 277 133,00
Property and Equipment	5 912 329,00	6 277 133,00
Current Assets	8 534 723,00	9 355 094,00
Cash and Cash Equivalents	8 354 257,00	9 216 326,00
Trade and Other Receivables	180 466,00	138 768,00
Total Assets	14 447 052,00	15 632 227,00
Equity and Liabilities		
Equity	7 937 695,00	9 250 444,00
Retained Income	7 937 695,00	9 250 444,00
Liabilities		
Non-Current Liabilities	-	-
Other Financial Liabilities	-	-
Total Current Liabilities	6 509 357,00	6 381 783,00
Trade and other Payables	24 148,00	70 672,00
Deferred Income	6 070 514,00	5 942 829,00
-Provision For Leave	414 695,00	368 282,00
Total Liabilities	6 509 357,00	6 381 783,00
Total Equity and Liabilities	14 447 052,00	15 632 227,00

AUDITED FINANCIAL STATEMENTS

IKAMVA LISEZANDLENI ZETHU

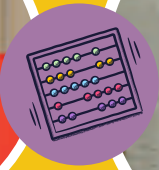
DETAILED INCOME STATEMENT FOR YEAR ENDING 30 NOVEMBER 2019



	2019 CURRENT	2018 PRIOR
Revenue	20 696 410,00	21 380 356,00
Grant Revenue	19 968 756,00	20 812 527,00
Investment Income	462 780,00	373 344,00
Other Income	264 874,00	194 485,00
Operating Expenses	22 009 158,00	22 138 171,00
Employee costs	13,974,184	13,446,157
Programme and operations costs	8,034,974	8,692,014
Surplus / (Deficit) For The Year	(1 312 748,00)	(757 815,00)

Please refer to our audited accounts which are on our website for a full breakdown of our expenses.





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BANK DETAILS:

First National Bank
Branch code: 250655
Account number: 62358572686

NPO Reg. Number: 032-082 PBO
Tax Exemption Number: 930030238.



IKAMVAYOUTH

THE FUTURE IS IN OUR HANDS