

ANNUAL REPORT 2020
RESILIENCE AND INNOVATION
DURING A GLOBAL PANDEMIC

MATHEMATICS

GEOGRAPHY

PHYSICS

SCIENCE

ACCOUNTING

HISTORY



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

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WHAT WE DO

IkamvaYouth enables young people attending under-resourced high schools to reach their full potential. IkamvaYouth's branches are a safe place where learners can focus on their school work after school and on Saturdays. Volunteer tutors are young black South Africans attending college or university and many of whom are previous beneficiaries of the programme.

They role model what's possible providing hope and inspiration to the learners in the programme. We support learners to approach all academic obstacles with courage.

Our model uses peer-based support, group tuition, Grade 12 mentoring and access to computers and ed-tech products. Learners enrolled have access to over 250 hours of tutoring & workshops per year as well as a winter school programme. Our model has been replicated in seventeen sites in five provinces, and in over 30 other sites (reaching over 5000 learners) by other tutoring organisations.

COVID-19 has brought the education injustices to the forefront again, as in 2020 many learners had little access to school. We continued to show up for learners by providing online tutoring sessions and providing many learners with data and devices. If you want to know more about our work, please contact us.



FAST FACTS



2133
TUTORING
SESSIONS



2472
LEARNERS
ENROLLED



57
PERMANENT
STAFF



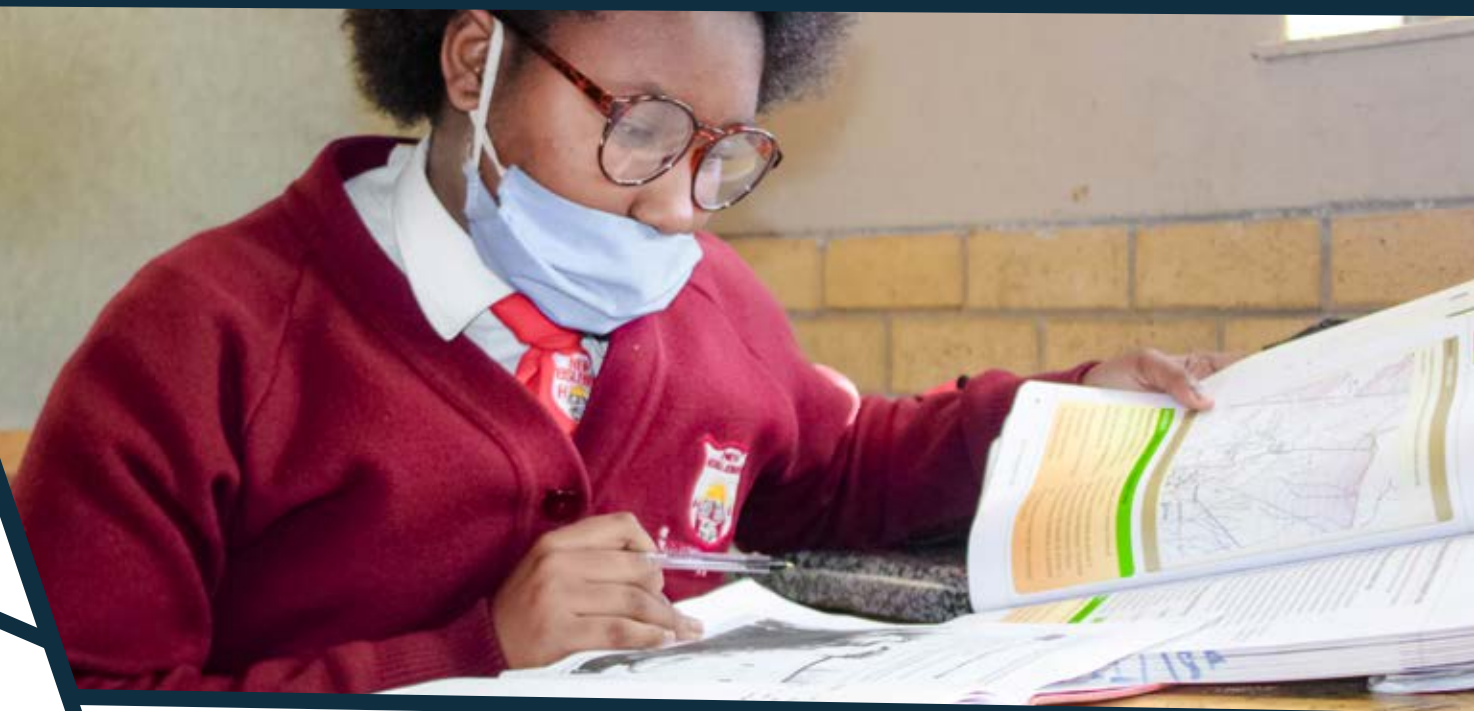
567
ACTIVE
TUTORS



88%
OF LEARNERS
PASSED GRADE 12



78%
ELIGIBLE FOR
TERTIARY

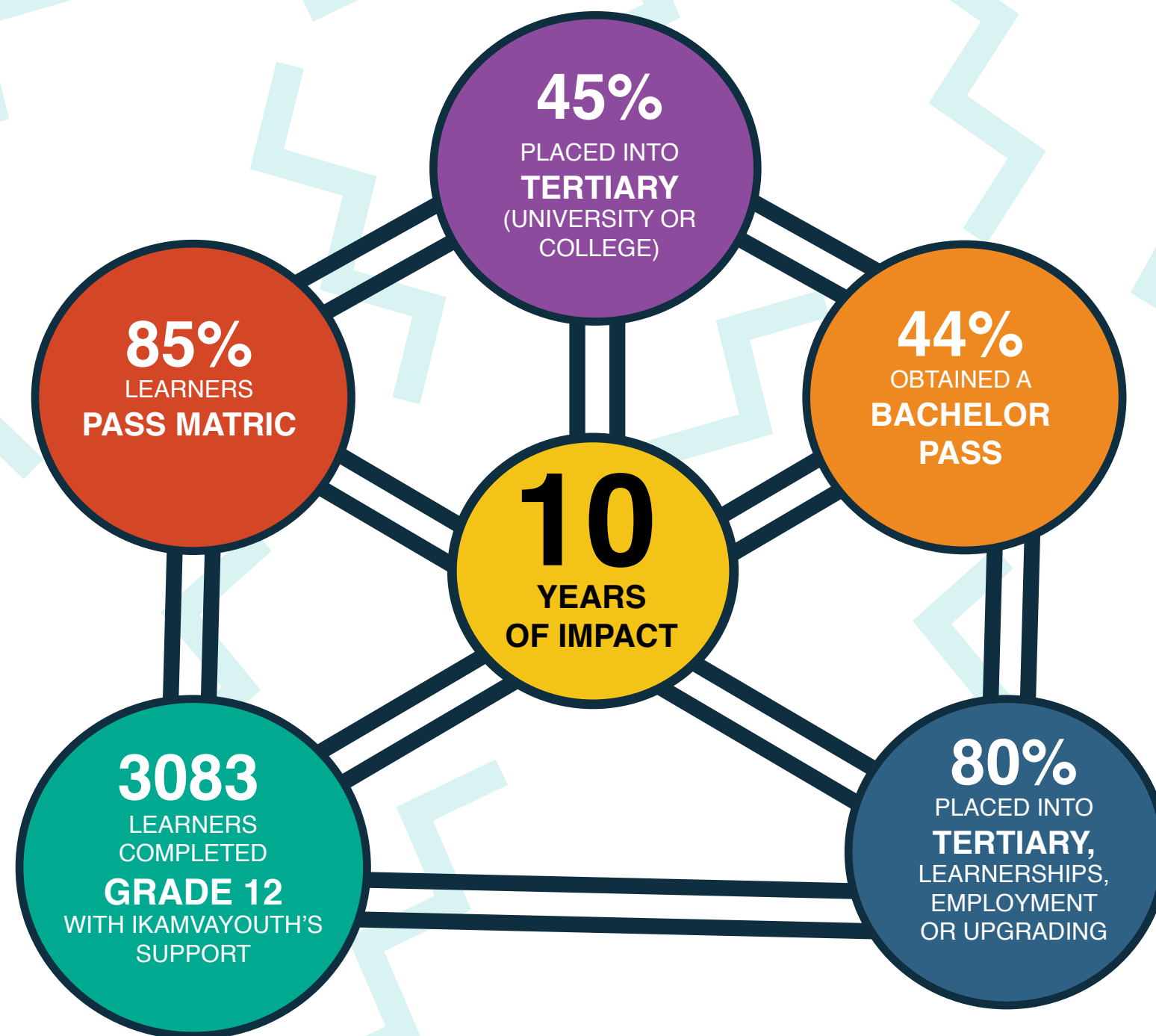


**Phelisa
Kuyasa Branch- Western Cape**



Some words of motivation for the class of 2021: Just focus, even though Covid has disturbed their year as well, they should focus and know-how to balance social and school life. They will succeed."

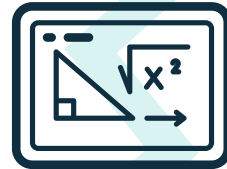
IMPACT AT A GLANCE



Mosa Michelle, Tlokwe Secondary School-Ikageng Branch

“*My words of wisdom for the class of next year: Believe in yourself, work hard, and most importantly stay focused on your school books even in the face of socio-economic challenges.*”

5 YEARS OF MATHEMATICS RESULTS



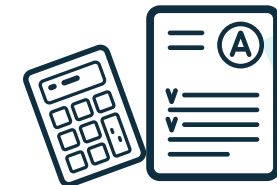
789

NUMBER OF LEARNERS
WHO HAVE WRITTEN
MATHEMATICS



64%

% WHO PASSED
MATRIC



40%

% WHO ACHIEVED OVER
50% FOR MATHEMATICS





CHAIRPERSON'S LETTER INNOVATION AND RESILIENCE

Dear Friends,

COVID-19 has had a massive impact on the education system, more so in low-income communities, further exacerbating the inequalities in our society. A very small minority of privileged learners in the country had computers and internet access, so were able to quickly shift to online learning and home schooling, but the majority had hardly any access to school in 2020.

When the COVID-19 lockdown began, many organisations were wondering what to do. I was impressed by the IkamvaYouth team who disrupted their entire model and created a new way of working.

They overcame lockdown challenges by leveraging strong relationships with learners and parents, and their robust learner management information system enabled them to be in touch with all learners enrolled.

They pivoted to online platforms to provide tutoring, and they rerouted funds earmarked for tutor transport to data and devices for learners and tutors.

This new way of working involved adapting the monitoring and evaluation system, which monitored engagement and participation in the online tutoring sessions. They were forced to adapt to the new realities of remote work and remote tutoring.

With the dramatic shifts to the programme, we were thrilled with the 2020 matric results which validated our efforts:



544

Grade 12 learners wrote Matric (this is the first time we have had over 500 matrics!)



88%

of the cohort passed



78%

passed with eligibility to study at a tertiary level



51%

achieved bachelor passes



229

distinctions were attained by the cohort

CHAIRPERSON'S LETTER

INNOVATION AND RESILIENCE

Our team had conquered, with the results validating their efforts. In 2020, despite the turmoil, we launched a new programme in Limpopo with Shell. The programme provided mathematics and physical science support to over 400 learners in Grade 12.

We continued to build the after-school sector by providing ongoing support to the partners in our Community Collaboration Programme, who are also running education programmes using IkamvaYouth's model. Through this programme, 358 Grade 12 learners wrote their matric and 87% passed, with 51% achieving a bachelor pass.

We need to continue with deep introspection of our impact, innovating and ensuring that our interventions are relevant and impactful. Above all, we need to be a learning organisation in every respect for continuous improvement.

This letter serves as an opportunity for me to send my heartfelt gratitude to the IkamvaYouth team and volunteer tutors. Over 2 000 tutoring sessions occurred last year as a result of the staff and volunteers going over and above the call of duty to assist learners when schools were closed.

You all continued to show up for our learners and support them in a time of crisis. Here's to many more years of wonderful results. Of course, this work would not be possible without the wonderful support from our reliable family of donors who continued to contribute to IkamvaYouth.

Mandisi, Mkumbane Secondary School - Chesterville Branch



I joined in 2018 when I was in grade 10. When I started with IkamvaYouth - I was not hard-working, but the tutors motivated me - they told me I can achieve more. I received seven distinctions in matric. I'd like to pursue a career in Computer Engineering."



CHAIRPERSON'S LETTER

INNOVATION AND RESILIENCE



Many donors made additional funding available to assist IkamvaYouth in adjusting to working differently in the advent of COVID-19, allowing us to continue serving our learners and communities. IkamvaYouth is eternally grateful for this donor support.

Last but certainly not least, to my fellow board members, thank you for stepping up to the plate last year and walking the journey with the IkamvaYouth management team. I know it's not easy to find the time amongst your busy schedules, but we are so grateful for your consistent and steadfast support.

Indipile, Intshukumo Secondary School - Gugulethu Branch

“

It was a difficult year, but IkamvaYouth was there for us. They supported us by any means - we never lacked anything. I know I couldn't have my matric certificate without IkamvaYouth. I am so grateful to the tutors that helped me.”

IkamvaYouth and in truth, the world, is not yet over the impact of the scourge of COVID-19 and the related imposed lockdowns. The entire IkamvaYouth family will have to continue building on the tremendous efforts made in 2020, to ensure the success of IkamvaYouth in 2021 and beyond.



IkamvaYouth continues to prove its relevance even in these uncertain times as we continue to impact many young lives across the country.

I thank you.
Putu Madisha
Chairperson



CEO LETTER

Dear Friends,

The end of 2020 marked my first complete year at IkamvaYouth. I would not have anticipated a global pandemic that could have brought IkamvaYouth to its knees! In today's times leadership requires vulnerability and not bravado.

It required our leadership team to be smart and honest and take decisions that are in the long-term interests of IkamvaYouth. In this complex environment, we have had to constantly learn and adapt.

We had to understand our limitations and have the courage to create sincere connections with others, in a way that builds an inclusive and progressive team.

I was deeply humbled by the agility of the IkamvaYouth team, the support we received from different stakeholders,

which immensely helped us to be dynamic, but also stay true to our values and goals.

Our programmes rely on face-to-face tutoring, however, as soon as the lockdown was announced, our staff shifted gears and we quickly pivoted our programmes to online platforms to ensure we continued to support over 2 600 of our learners throughout the lockdown. No easy task as the Chairperson's letter highlights we pivoted to online platforms to provide tutoring, and we rerouted funds earmarked for tutor transfer to data and devices for learners and tutors.

We did this via applications like Whatsapp and Visar (a platform developed by one of our smart tutors). The groups were sorted into subjects and grades. We engaged learners with work provided by teachers

from the schools, academic resources, past papers and Answer Series Books. We monitored engagement and participation and reached out to learners not doing so well.

To the IkamvaYouth team of superheroes, I thank you for your resilience and your true commitment to our work.

Central to our work is our team of tutor volunteers, many of whom are university students who had to deal with the many changes demanded by the lockdown.

The many lessons that you impart on the learners, you also put into practice. Lessons of discipline and grit. Thank you for consistently showing up in the WhatsApp tutoring groups and supporting our learners who are taking the same journey you once took.

CEO LETTER

Many of our donors were severely impacted by the pandemic as business operations had to stop for weeks and months on end, due to the lockdown. However, our donors pledged their continued support for us at a time when their commitment was crucial to the continuation of our work. Many set aside COVID-19 response funds, which we benefited from. Without you, our work would not be possible. We thank you for investing in our work and seeing its value.

A great validation of our efforts was the outcome of the 2020 Matric Results. We managed to achieve a stellar 88% pass rate with 51% of learners achieving a bachelor's pass, with a collective 229 distinctions. Against the odds of schooling under lockdown, what a great feat the learners achieved. While 2020 was a challenging year, many opportunities have emerged from this crisis.

Through shifting our programmes, we have managed to fully adopt a blended learning approach for 2021. We have also embarked on a thinking process of Re-Imagining the IkamvaYouth Model. While our model has yielded great results over the years, the pandemic has also triggered us to think of new ways to further incorporate digital skills to enhance our work. Out of this, we anticipate even greater impact and broader reach creating opportunities for further scaling our work.

I am full of gratitude for everyone in the IkamvaYouth ecosystem. Gratitude for the great lessons we have learnt helping to propel us to the future. Gratitude for having an opportunity to see ourselves at our best as a team, gratitude to our board, management and staff team, friends and supporters who saw us through this year.

Best regards,
Hope Chidawanyika



**Lutholwethu, Ntsika High School,
Joza Branch - Eastern Cape**



I joined IkamvaYouth in 2018 when I was doing grade 10. I still think that filling in the IkamvaYouth application form was one of the best decisions I had ever made for myself!"

OUR INCREDIBLE TEAM

It is easy to feel overwhelmed with all that is going on in South Africa. However there are ordinary South Africans out there from all walks of life, who have decided to pull up their sleeves and get on with making things better. Many of these people work and volunteer for IkamvaYouth, and we would like to take this opportunity to thank these amazing people for all their hard work in 2020!

It's really hard to quantify hope but I think the biggest impact our work made in 2020 was to give hope to our beneficiaries. The year was filled with so much uncertainty and tragedy and a lot of people needed that sense of hope. Continuing with our programmes brought some sense of normalcy and our learners had a portion of their lives that still felt hopeful despite the disruptions.

- Yanga Totyi, Atlantis Branch Coordinator

Our ability to adapt while remaining resilient was tested to the core, the entire team transitioned with caution on a trial-and-error basis. We honestly wouldn't have achieved half of what we did had it not been for the commitment and selflessness of our volunteer tutors and learners. Teamwork, trust, faith and empathy and being goal-driven got us through the year, massive gratitude to everyone who played a part in making the year a success.

- Sakhile Dubazana – Diepsloot, Branch Coordinator



IKAMVAYOUTH'S GAUTENG TEAM

The year 2020 was a true test of our metal as an organisation. Though the year was challenging Ikamva showed maturity by pivoting the model and ensured that learners accessed quality academic support throughout the pandemic. The results are a true reflection of the spirit of resilience and excellence that is embedded in the organisation.

- Delphino Machikicho - Western Cape District Manager

My work felt impactful given that we had to 'pivot' our approach to provide learner support. It was challenging but a great way to be innovative and creative, to some degree it felt good to know the team and I could overcome that.

- Lerato Khene, Mamelodi, Branch Coordinator

We are pleased to share our matric results. The table below summaries the number of learners, matric results per IkamvaYouth branch.

MATRIC RESULTS

	WESTERN CAPE									GAUTENG				NW		KZN		EC	
	IKAMVAYOUTH NUMBERS	IKAMVAYOUTH PERCENTAGES	YEBO SITES	MAKHAZA	KUYASA	NYANGA	MASI	GUGS	ATLANTIS	EBONY PARK	IVORY PARK	MAMELODI	DIEPSLOOT	IKAGENG	MAHIKENG	CHESTERVILLE	UMLAZI	JOZA	NATIONAL DBE
TOTAL GRADE 8-11 LEARNERS				135	97	122	87	95	50	166	130	138	82	142	119	118	78	114	
TOTAL NO. LEARNERS GRADE 12				32	37	35	36	26	40	42	29	34	44	23	40	44	40	41	
TOTAL LEARNER NUMBERS				167	134	157	123	121	90	208	159	172	126	165	159	162	118	155	578468
GRADE 12 MATRIC RESULTS																			
MATRIC PASSES (%)				66%	100%	83%	78%	88%	98%	90%	72%	88%	100%	100%	88%	93%	75%	93%	76.2%
DIPLOMA PASSES (%)				16%	5%	31%	17%	19%	28%	40%	41%	24%	16%	52%	30%	25%	38%	27%	26.0%
BACHELOR PASSES (%)				25%	92%	37%	58%	58%	63%	48%	21%	56%	84%	26%	33%	57%	30%	59%	36.4%
TOTAL ELIGIBLE FOR TERTIARY				41%	97%	69%	75%	77%	90%	88%	62%	79%	100%	78%	63%	82%	68%	85%	62.5%
NUMBER OF DISTINCTIONS				2	20	3	17	20	19	9	1	15	43	3	9	39	9	14	



PLACEMENT RESULTS

			WESTERN CAPE						GAUTENG				NW		KZN		EC
	IKAMVAYOUTH NUMBERS	IKAMVAYOUTH PERCENTAGES	MAKHAZA	KUYASA	NYANGA	MASI	GUGS	ATLANTIS	EBONY PARK	IVORY PARK	MAMELODI	DIEPSLOOT	IKAGENG	MAHIKENG	CHESTERVILLE	UMLAZI	JOZA
TOTAL NO. LEARNERS GRADE 12	543		32	37	35	36	26	40	42	29	34	44	23	40	44	40	41
TERTIARY/SHORT COURSES	195	36%	19%	55%	20%	36%	50%	32%	50%	31%	26%	43%	48%	33%	38%	28%	27%
LEARNERSHIPS/ JOBS	44	8%	0%	0%	0%	0%	0%	28%	7%	3%	12%	27%	17%	0%	7%	3%	0%
UPGRADING AND/ OR SUPP'ING	127	23%	37%	0%	23%	44%	12%	8%	15%	52%	27%	7%	22%	23%	23%	13%	51%
TOTAL LEARNERS PLACED	366	67%	56%	55%	43%	80%	62%	68%	72%	86%	65%	77%	87%	56%	68%	44%	78%

We take extraordinary efforts to place learners into opportunities when they have finished school including ensuring that they have applied to at least three opportunities. The table above summarises our results. The following page highlights some of the challenges encountered in placing learners.

CHALLENGES OF PLACING GRADE 12 LEARNERS

With limited access to Grade 12, it was no easy task to make sure that all of them applied to at least three opportunities that they were eligible for. We were extremely proud of the immense amount of work that was undertaken to ensure that learners applied to at least three post school opportunities (mostly tertiary).

Having completed this very difficult task, and achieved great matric results we were in a good position to achieving great placement results. However, we were faced with the following external challenges:

1. Learners did not receive feedback from Universities on the outcomes of their applications in time for registration. Learners were also not able to access university campuses due to COVID-19 regulations. All communication was done online and in many cases no response was received at all.

In previous years, learners were able to follow up on their applications in person. This has proved exceptionally difficult as we have not been able to get proper feedback about the applications submitted.

2. The majority of the learners in our programme rely on the NSFAS funding (national student funding), however many learners did not receive any feedback on their application outcomes. NSFAS challenges have been well documented in the national press.

3. One of the largest universities UNISA, from this year has reduced its intake by 20,000 and is no longer taking the second semester intake, this also reduced options for many of the learners.

As a result of the highlighted challenges, **65%** of learners have currently accessed a placement. Our branches are still continuing to support the 2020 cohort to access placements.



COMMUNITY COLLABORATION PROGRAMME

The Community Collaboration Programme (CCP) was developed in partnership with The Learning Trust. The aim of CCP is to achieve collective impact through a collaborative network of academic organisations.

- 18 organisations are part of the programme
- Reaching 2,000 learners

The results on the following page speak for themselves!

We are extremely proud of the wonderful results achieved by our CCP partners - showing what's possible if we all work together :)

The After School Programming sector has developed significantly over the past few years!

Many of the organisations who joined the programme early on are now delivering consistently excellent results. Whilst our programme is relevant to emerging organisations in 2021 we plan to revision the programme to consider how together with the other organisations in the after-school sector we can all contribute to a growing sector of high quality programmes that are well-resourced.

TRAINING

IkamvaYouth also provides training to organisations implementing after-school programmes, outside of CCP. In 2020, because of COVID-19 pandemic and lockdowns, we didn't offer any training to other organisations.



COMMUNITY COLLABORATION PROGRAMME IMPACT

NAME OF ORG	NO. OF GRADE 12S	% PASS	% BACHELOR PASS	% DIPLOMA PASS
ACCT	43	91%	60%	26%
ASSIST	5	100%	40%	20%
BEAUTIFUL GATES	93	76%	22%	30%
BOKAMOSO	45	96%	82%	7%
DIAKONIA	21	86%	43%	29%
EMAGQABINI	8	75%	50%	13%
JUST GRACE	31	94%	42%	32%
MAMELODI INITIATIVE	54	96%	74%	17%
REFILWE	3	100%	100%	0%
SOZO	14	64%	50%	14%
YAKHA	41	88%	54%	24%
TOTALS	300	89%	48%	25%

Musa, Botoka Technical School - Ikageng Branch

“

I joined Ikamva Youth while in grade 9 in 2017. This organisation, through selfless tutors, has helped me to greatly improve my grades particularly in Mathematics and Physical Science. It motivated me to believe in myself and that all my future dreams, regardless of the stumbling blocks, would one day come true.”



PROVING IMPACT IN THE GRADE 8 AND 9 PROGRAMME

The High School Academic Programme (the programme) is a partnership between the Western Cape Government, Olico, The Learning Trust and IkamvaYouth. The programme has run since 2016, offering after-school academic support to grade 8 and 9 learners with a particular focus on Mathematics and English. The programme has the following core objectives:

1. To address Mathematics content backlogs for participating Grade 8 and 9 learners (especially in light of the additional challenges resulting from the COVID-19 pandemic);
2. To increase the proportion of learners selecting (pure) Mathematics in Grade 10;
3. To ultimately create the foundations for quality (pure) Mathematics passes in matric.
4. To reduce drop out by supporting learners in this critical phase.

Like IkamvaYouth branches, the programme leverages university students, as tutors and role models, low cost tech and robust monitoring and evaluation. We adapted the programme in response to COVID-19 using technology to keep learners engaged and learning during lockdown via Whatsapp platforms with content provided by Olico.

The programme offers a blended approach, with both face-to-face and online learning, leveraging curriculum aligned ed-tech content, just-in-time feedback and assessments. Proving impact in these contexts is extremely challenging so we are thrilled with the evaluation which has recently been launched which shows that enrollment in the Programme has led to:

- Significant positive impacts on performance in the Grade 9 Systemic Assessments for
- Both Mathematics and (to a lesser extent) language.
- Increased enrollment in pure Mathematics in grade 10.
- Better performance in grade 12.



PROVING IMPACT IN THE GRADE 8 AND 9 PROGRAMME



Using data from the grade 6 and 9 systemic tests, and National Senior Certificate (NSC) exam results, the study was able to create comparative datasets for analysis. Quasi-control groups were created comprising learners attending the same schools but not enrolled in the programme, and learners attending similar schools where the programme isn't operating.

A small qualitative component (interviews with key Programme implementers) was added to provide context to the analysis. A full copy of the evaluation will be shared on our website soon. 11 learners were in the programme all the way through to Grade 12. 93% of them passed matric with 73% obtaining a bachelor pass. Nelson Bila was one of these learners and was one of the top performing learners in the province with 7 distinctions.

The Western Cape Government: Youth and After School Programme Office had this to say about the programme:

"We are grateful to IkamvaYouth, Olico and The Learning Trust for the time and energy spent working out how best to support grade 8 and 9 learners, one of the most challenging cohorts to support. Every year the programme has adapted and innovated to strengthen impact. We are delighted we now have a model that could be scaled. Well done all"

We'd like to express our sincere gratitude to the team at the Western Cape Government: Youth and After School Programme Office, specifically Jacqui Boule, Bridget Hannah (who has recently left) and William Crawford, who have walked the journey with us through all the ups and downs to prove the effectiveness of this programme.

We'd also like to thank Andrew Barrett and his team at Olico for their immense support, as well as Sibongile Kumalo and her team at The Learning Trust. We'd also like to take this opportunity to thank Estee Lauder Charitable Aid Foundation who continue to fund this high impact programme.

Without the steadfast support of these key stakeholders, this programme would not have been possible. We are truly grateful for this inspiring collaboration. This is a true example of a public, private and NGO partnership that can create great impact. We have high expectations to take this programme forward to expand and impact more learners.



Ebony Park:

Olga joined IkamvaYouth as a grade 11 learner from Tsosoloso Ya Afrika Secondary School. After graduating from the IkamvaYouth programme Olga went on to study a BCom in Financial Management at the University of Johannesburg and graduated in 2016. During her tertiary studies, Olga was one of the committed volunteers who came back to pay it forward at the Ebony Park branch, she was also a branch committee member participating in the branch strategic planning to deliver our quality programmes.

Olga says:

“

IkamvaYouth played a big role in my life helping me focus on my studies and understanding different careers in commercial studies. I was accepted to further my education at the University of Johannesburg, and IkamvaYouth paid my registration fee. IkamvaYouth assisted me in getting the Tzu Chi Foundation Bursary to fund my studies for my first year. I became a volunteer giving back to the community and caring for the needy for both IkamvaYouth and the Tzu Chi Foundation. Being able to participate in the career guidance and mentorship programmes was one of the highlights as coming from a township the only career I had thought of was the ones we are exposed to.”

INSPIRING IKAMVANITES

Mamelodi:

Lucky Gira joined IkamvaYouth when he was in grade 9 from J Kekana Secondary School. Lucky is one of the most consistent tutors at the Mamelodi branch.

Lucky says:

“

Before I joined IkamvaYouth I was an average learner, and all that changed after I joined IkamvaYouth when my marks started to improve drastically. If I could compare IkamvaYouth to a person IkamvaYouth would be a mother figure, because the programme has helped me nurture my intellectual skills and steered me to a career in Education that matched my strengths.

I learnt that at times, it is not that learners are not performing well at school but rather they lack an environment that is conducive to learning that encourages peer-to-peer support. Engaging with learners from different schools has helped me get a better understanding of the subjects I was struggling with as we shared different methods of learning at the branch.

Furthermore, the tutors at the branch played a pivotal role as they did not judge us by our report cards but rather treated all of us as equals which made learning comfortable and enjoyable. I will forever be grateful to IkamvaYouth, indeed Ikamva Lisezandleni Zethu (the future is in our hands)! Education is the passport to the future, for tomorrow belongs to those who prepare for it today.”



INSPIRING IKAMVANITES



Ikageng:

Gloria first enrolled in the IkamvaYouth programme at the Ikageng branch while in grade 9 and stayed in the programme through to her matric year. She expressed her gratitude in being part of the IkamvaYouth mentorship programme where she was paired with a fashion designer in Klerksdorp, Jozé Carlo. During her time as a learner in IkamvaYouth, Gloria was known for her unique fashion sense wearing clothes that she sewed for herself and has a magnetic personality. Four years later, she has become a qualified fashion designer, opening her new fashion line called Young Entrepreneur.

“

Since being paired with Jozé as my mentor at IkamvaYouth, he has been assisting me with building my portfolio, and funded my tertiary fees at the North West School of Design to pursue my fashion design dream. During my mentorship years I visited his studio and his fashion exhibitions for experience and exposure, and we designed my matric farewell outfit together. I have been studying and working at Jozé's fashion studio on a learnership programme, and was later hired on a full time basis. I love IkamvaYouth for the academic support and career opportunities they presented to me. IkamvaYouth has built me to become who I am, they believed in my dream of becoming a fashion designer even when I didn't know how I would reach my goal of being a fashion designer.”

INSPIRING IKAMVANITES

Mahikeng:

Omphile Mosweusweu is a versatile young man who enjoys taking on leadership roles. He is currently a Chartered Accountancy second year student at the North West University, an SRC member and a company director of Black and White photography. Omphile matriculated and is amongst the few learners that joined the Mahikeng branch when we opened.

“

I can never stop thanking IkamvaYouth for exposing me to my first love and passion that is entrepreneurship. I always thought I would be a Scientist since I was doing Physical Sciences at school, however I changed my mind after the NYDA workshop during the winter school. My mentality shifted from being a Scientist to becoming an entrepreneur. I decided I will start a small studio at my house since I won't pay rent and take pictures from there. The studio is small for now, but I am glad that I have all the studio equipment I need to take professional photographs, all thanks to the NYDA and IkamvaYouth. I am happy with the profits I make and I am hoping to take my business to a higher dimension. Had it not been for IkamvaYouth, I think my focus would have still been to become an employee as opposed to becoming an employer and contributing to our economy.”



INSPIRING IKAMVANITES



Umlazi:

Andile joined IkamvaYouth without much anticipation of what she could achieve through the programme. Through hardwork and commitment and the help of dedicated volunteer tutors, she managed to complete her high school studies and further accessed and completed a Bachelor of Education qualification at the University of KwaZulu Natal. She is now an educator at Mowart Park High School in Durban, KwaZulu Natal.

“

Here at IkamvaYouth I discovered I had to push myself as I realised I can still achieve anything, I also met friends who became family. With the help of IkamvaYouth I applied and eventually got accepted to study B Ed at UKZN.

Two years ago I received an email stating congratulations on your degree being completed. I was so happy and proud of myself for such an achievement. At the same time I started reflecting on who the major role players were, the people who, had they not believed in what I could become then, I would have not even met the criteria for getting acceptance into university. I thank IkamvaYouth because that's where the inspiration started, I felt I should say thank you to some of my tutors and also Nthabiseng Zwane who is now the Umlazi Branch Coordinator. I have been working as a teacher and in 2021, I plan to begin my journey as a part-time Law student at the University of KwaZulu-Natal Howard College whilst teaching, because I have learnt I have a passion for both law and teaching and in life the sky's the limit.”



INNOVATIVE NGO-BUSINESS PARTNERSHIP FOR LIMPOPO GRADE 12 LEARNERS

PARTNERSHIP BETWEEN IKAMAYOUTH AND SHELL

12 SCHOOLS

400 LEARNERS

LEARNER DRIVEN LEARNING

MATHEMATICS AND SCIENCE SUPPORT

TEACHERS TRAINED TO TUTOR

The impact of COVID-19 on the schooling system required innovative solutions to ensure learners, especially those in under-resourced schools, received adequate support that would bridge the learning gaps of the 2020 schooling year.

Out of that need, emerged an innovative NGO-business partnership between IkamvaYouth and Shell.

Leveraging on our successful model and existing resources, IkamvaYouth in partnership with Shell, initiated the “Last Push” Science, Technology, Engineering, and Mathematics (STEM) Support Project in Limpopo.

The project required us to innovate and customize our model to meet the urgent needs of learners in Limpopo. While the IkamvaYouth model utilises volunteer tutors, the time frame of the project required immediate alternative solutions.

We, therefore, worked with Mathematics and Science teachers from the 12 schools to offer the extra support in these subjects.

It was imperative for the learners and teachers to understand the IkamvaYouth learner-driven pedagogy, where no teaching but only learning happens, and emphasis on the importance of peer to peer support.

We familiarised the teachers and learners through practical demonstrations where learners lead the discussions and the teacher facilitates focussing on key concepts of a given topic.

Schedules were drawn up with teachers as regards when the sessions would be held. Teachers were required to work with a maximum number of 30 learners to enhance individual attention.





INNOVATIVE NGO-BUSINESS PARTNERSHIP FOR LIMPOPO GRADE 12 LEARNERS



Before we met IkamvaYouth, at my school, my learners were lacking confidence in answering questions. My learners had this fear that Mathematics is difficult but after IkamvaYouth intervention, I started to see my learners participating more, having confidence in challenging difficult questions, the slow learners also started to respond and answer difficult questions.

The intervention helped a lot. I am confident that those learners with less than 20% in mathematics will jump to 30% or 40%. It was a short time but with a huge impact. As an educator, I learned a lot of strategies on how to extract certain information. I thought working with past question papers was enough but the IkamvaYouth model can extract hidden information from learners.”

**-Mr. Ramonyai, Lamdzanvho
Mathematics Teacher**

We understood the importance of holistic intervention, all learners were provided with stationery packs, consisting of writing pads, pens, pencils, rubbers, sharpeners as well as calculators. This was set to motivate the learners and ensure they did not worry about stationery during their final examinations and during the ‘last push’ sessions.

Schools were also provided with textbooks for Mathematics and Science. The learners received a warm meal for every session to keep them energised and focused.

While there were many lessons drawn from delivering such an intervention with limited time, the project uptake from Circuit, District, headmasters, teachers and learners was encouraging. We are proud of the partnership with Shell, for the impact we had on learners, ensuring they were better prepared for the final exams. There is still a lot of work to be done in the province, and in alignment with our goals to grow our reach, we look forward to more opportunities to reach more learners in the province and ensure improved results.



IkamvaYouth methods are helpful. I never thought of working with my peers and taking the lead during group discussions. Their facilitators were not teaching but rather working with us and asking each other questions. Our teachers were also wonderful because they were not implementing what they normally do in classes instead they observe and engage where there is a need. Most of the sessions we were working together as learners.”

-Sweetness, Moleshatlou High School

WORDS FROM OUR DONORS

“

The Standard Bank Tutuwa Community Foundation would like to congratulate the IkamvaYouth team on their great work in 2020, despite the challenges faced as a result of the COVID-19 pandemic. COVID-19 exposed the inequalities in our society particularly with regard to education and required all of us to think outside the box in assisting the future leaders of our country. The IkamvaYouth team was agile in their response, and we commend them for the work that they did and continue to do, to assist our country's children. It is also impressive that they were able to exceed the targets for their pass rate and bachelor passes. We applaud their great work and effort.”

The Standard Bank Tutuwa Community Foundation



For over five years, we have been working in partnership with the Western Cape Government and Olico to support Grade 8s and 9s at three schools in under-resourced communities. The programme focuses on Mathematics and english fundamentals. Bridget Hannah, Programme Manager: Youth and After School Programme Office had this to say;

“

In 2019, as a grade 10 learner, Nelson addressed an audience of 300 representatives of government, NGO and donors. We were deeply moved as he spoke from the heart about how he had found a home in the IkamvaYouth After School Programme, an enriching environment where he was able to explore his love for Mathematics. Two years later, and emerging from a covid ravaged matric year, this young man has triumphantly achieved 7 distinctions. This incredible achievement is testament to his grit and determination and his success is credit to every individual who has believed in him and his journey. Well done Nelson, we look forward to hearing great things!”

Bridget Hannah



THANK YOU FROM THE BOTTOM OF OUR HEARTS

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- COCA-COLA BEVERAGES SOUTH AFRICA
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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



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.



WEAVING IKAMVAYOUTH INTO YOUR BBBEE JOURNEY

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

INCOME STATEMENT FOR YEAR ENDING
30 NOVEMBER 2020



REVENUE

GRANT REVENUE
INVESTMENT INCOME
OTHER INCOME

OPERATING EXPENSES

EMPLOYEE COSTS
PROGRAM AND OPERATIONS COSTS

SURPLUS / (DEFICIT) FOR THE YEAR

2020
CURRENT

2019
PRIOR

22,898,151.00

20,696,279.00

20,827,918.00

19,968,756.00

323,014.00

462,780.00

1,747,219.00

264,743.00

19,291,603.00

22,018,158.00

14,259,534

13,974,184

5,032,069

8,043,974

3,606,548.00

(1,321,879.00)

AUDITED FINANCIAL STATEMENTS

IKAMVA LISEZANDLENI ZETHU

BALANCE SHEET FOR YEAR ENDING NOVEMBER 2020



	2020 CURRENT	2019 PRIOR
NON CURRENT ASSETS	5,622,334.00	5,912,329.00
PROPERTY AND EQUIPMENT	5,622,334.00	5,912,329.00
CURRENT ASSETS	10,456,976.00	8,479,937.00
CASH AND CASH EQUIVALENTS	10,336,249.00	8,308,470.00
TRADE AND OTHER RECEIVABLES	120,727.00	171,467.00
TOTAL ASSETS	16,079,310.00	14,392,266.00
EQUITY AND LIABILITIES		
EQUITY	11,474,457.00	7,867,909.00
RETAINED INCOME	11,474,457.00	7,867,909.00
LIABILITIES		
NON-CURRENT LIABILITIES	- 1.00 -	
OTHER FINANCIAL LIABILITIES	- 1.00 -	
TOTAL CURRENT LIABILITIES	4,604,853.00	6,524,357.00
TRADE AND OTHER PAYABLES	89,762.00	39,148.00
DEFERED INCOME	3,931,751.00	6,070,514.00
PROVISIONS	583,340.00	414,695.00
TOTAL LIABILITIES	4,604,853.00	1.00 6,524,357.00
TOTAL EQUITY AND LIABILITIES	16,079,310.00	14,392,266.00



Akupheli
Kuyasa Branch- Western Cape

“

I joined when I was doing grade 10 in 2018. I have improved a lot since I have been with IkamvaYouth. I do not think I would have achieved these results had it not been for IkamvaYouth. It shows how much we are in need of this programme.”





> CONTACT US

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



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THE FUTURE IS IN OUR HANDS