IkamvaYouth was founded in 2003 by Joy Olivier and Makhosi Gogwana, who after meeting as researchers at the HSRC realised that many of the obstacles learners face are due to lack of information and support. As information and support can be given free of charge, and the principal at Makhosi’s old high school was receptive; Makhosi, Joy and their friends began volunteering as tutors and mentors, with a desire to support learners to reach their fullest potential.

19 years later and IkamvaYouth has grown from strength to strength. IkamvaYouth provides a safe space for learners to be after class ends, where they receive support with their homework, exam and test preparation and much much more. Our youth-driven, low-cost high impact programmes are learner-led with volunteer tutors facilitating peer-to-peer learning. IkamvaYouth also hosts a Winter school programme at every branch as well as Matric Week specifically aimed at Matric support. In addition to the academic support provided at IkamvaYouth we ensure that learners received career guidance and are assisted with post-school placement to prepare learners for the world beyond school.
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<tr>
<td>Contact Information</td>
<td>34</td>
</tr>
</tbody>
</table>
Our mission is to enable disadvantaged youth to pull themselves and each other out of poverty and into tertiary education or employment.

OUR MISSION

OUR DEDICATED BOARD

Putukwane Ishmael Madisha  
CHAIRPERSON

Hope Chidawanyika

Siyabulela Godwana

Yasmin Bucknor Keteku

Refilwe Simakane

Xolani Mkhize

Rufaro Mudimu

Tidimalo Nkote
Our programme was co-created with learners and tutors. Our after-school sessions offer a range of services including academic tutoring, psycho-social support, career guidance, and lots more.

The core of our programme is tutoring. Volunteer tutors support learners in small groups to ensure that they understand their school work. Our army of superhero volunteers come from a range of backgrounds, but most are studying at university or college, and many of them are our alumni.

In Grade 12, we ensure learners apply to at least three post-school opportunities, so they enroll in tertiary institutions, learnerships or jobs the following year, so they have somewhere to go when they finish school. When these learners have their matric results, we then make sure that they are actually placed in a post-school opportunity.

We also provide computer literacy and e-learning classes and during our winter school we partner with organisations to offer: health, leadership and life skills workshops and media, image and expression workshops.

But, most of all IkamvaYouth is HOME to learners who often come from difficult environments, and when they enter the doors of IkamvaYouth they feel noticed and valued. At IkamvaYouth, learners are validated and celebrated for who they are. If you join our programme, you will find someone who will believe in you, hold you accountable and ensure you reach your fullest potential.

To join our programme there are no academic requirements for entry and participation is free of charge. However, in order to keep your place in the programme, you need to meet the attendance requirements.
IKAMVAYOUTH’S FAST FACTS

2,064 GRADE 8-11 LEARNERS

543 GRADE 12 LEARNERS

250 TUTORING HOURS PER LEARNER

491 ACTIVE TUTORS

89% POST SCHOOL PLACEMENT

22 COMMUNITY COLLABORATION PROGRAMME PARTNERS

90% MATRIC PASS

79% ELIGIBLE FOR TERTIARY
Impact at a Glance 2021

- Total Learners: 20,317 (2004 - 2021)
- Total Grade 12: 3,960 (2004 - 2021)
- Average Matric Pass Rate: 86% (2011 - 2021)
- Learners with a Tertiary Pass: 74% (2011 - 2021)
- Number of Distinctions: 1,306 (2011 - 2021)
IkamvaYouth provides holistic support to learners through our after-school programme at centres around the country, ensuring the future of South Africa.

Our support ensures that the destiny of our country’s children is not prescribed by the area in which they live and the school that they attend. Today’s children will be tomorrow’s leaders. Our support is holistic in bridging past, present and future requirements. At IkamvaYouth we are committed to ensuring that young people can reach their full potential. It is our goal to establish and maintain a positive, friendly environment which focuses on the development of higher-level cognitive skills, positive attitudes and a co-operative spirit. We seek to produce young adults that are not swayed by popular opinion and herd mentality, but ones that can think critically, reason and make decisions with integrity based on facts.

Our young people deserve the best quality education in a safe, calm and disciplined environment. We expect the best from our students both in terms of work and behaviour in order to help them to meet their aspirations to be active and competent citizens of tomorrow. We seek to personalise their individual needs.

We know that as a result of our programme and with the support of schools, co-operation of parents and volunteers, our learners will succeed as they did in 2021:

- **543** Grade 12s were supported at our 17 branches
- **90%** PASSED matric
- **295** (54%) achieved a BACHELOR PASS
- **483** (89%) were placed INTO OPPORTUNITIES at the end of Grade 12 (such as tertiary placement and jobs)

IkamvaYouth has adapted well in the face of the pandemic and is now operating seamlessly in this new world of work.
Our impact is further reaching than our Grade 12 cohort, and I am happy to share that:

As I look ahead, I know that with the dedication of our young volunteers, committed donors, supportive schools and our high-performing team of staff and board members, the future shines brightly at IkamvaYouth and the young learners who continue to enrol will reach their full potential.

I extend my deepest and heartfelt gratitude to all those who are part of IkamvaYouth’s nourishing eco-system.

Putu Madisha
Chairperson

491 young people volunteered in 2021
2064 learners were supported at our branches from Grades 8 - 11
2006 learners were supported through Community Collaboration Programme (CCP)
22 NGO partner organisations were supported through our CCP
1354 learners were supported through our collaboration with Shell
89% of Grade 12 learners PLACED
As anyone who has been to an IkamvaYouth branch in full swing knows, it’s a load of fun. We provide a warm, safe environment in which young people can escape the difficulties of life to learn, socialise and feel happy and free.

The democratic way in which we run our tutoring and the activities which occur outside subject learning, mean that Ikamvanites experience a particular autonomy through which an unbridled belief in their abilities and possibilities is engendered. It is through this combination of fun and learning that the leaders of the future are born.

A massive 543 Grade 12 learners continued their journey with IkamvaYouth last year. These young people had suffered two heavily disrupted academic years because of COVID-19 lockdowns but triumphed against all odds. They achieved a massive 90% pass rate, 54% bachelor passes, 79% eligibility for tertiary and 258 distinctions. 89% of them are now placed into an opportunity that puts them firmly on the path to earning a dignified living. We will continue to support these young people where we can and they will be welcomed at our branches to volunteer tutor the next cohort of learners.

I also want to single out the team and learners at our Kuyasa and Atlantis branches for both achieving a 100% pass rate as well as bachelor passes of 84% and 67% respectively. Congratulations. Excellence must be applauded and we salute these learners, the team and volunteers who support them for a stellar job last year.

This impressive set of results is testament to how our team applied themselves to make the 2021 academic year the success that it was.
Aside from the thousands of hours of academic tutoring, holiday programming, Grade 12 placement support and workshops we provide, 2021 saw us expanding to pastures anew. Our Community Collaboration Programme (CCP), which provides training and support to other NGOs offering support to learners, expanded to Limpopo. This programme aims to connect with the many organisations and individuals that share our mission and vision. Just as Ikamvanites produce better results through peer support, so it follows that organisations working collaboratively can achieve more. The organisations that are part of CCP now reach 2006 of learners in three provinces.

We are in our second year of partnership with Shell. Through this partnership we supported 1,354 learners in 25 schools in the Limpopo, Eastern Cape, Northern Cape and Kwazulu Natal provinces. You can read more about this high impact partnership further on page 24 in this report.

The continued support of our donors allows us to reach learners in need of support and we are extremely grateful to them. This allows us to do our work and without our donors, this work would not be possible. Thank you to all those who have invested in our work and for seeing the long term value in it. In 2021 IkamvaYouth was able to fully fundraise for all of our branches, an incredible feat which would not be possible without our long term partners whose contributions are the lifeblood of our work. Despite the extremely challenging fundraising landscape, our growing capacity for scale in the most financially prudent way possible has enabled us stability and room to plan for sustainability. Thank you to our donors for walking this road with us and we look forward to continued partnership as our journey of creating impact in the lives of learners continues.

As we look forward to the future, I have confidence and belief in our team that nothing is impossible. We will continue soaring to greater heights as we make our mark on the education landscape in South Africa.

With my hearty applause and gratitude to you all.

Hope Chidawanyika
CEO
## BRANCH REACH & MATRIC PERFORMANCE

### Learners: Grade 8-11

<table>
<thead>
<tr>
<th>Branch</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAMAZA</td>
<td>145</td>
<td>75</td>
</tr>
<tr>
<td>KUYASA</td>
<td>75</td>
<td>38</td>
</tr>
<tr>
<td>NYANGA</td>
<td>129</td>
<td>67</td>
</tr>
<tr>
<td>MASI</td>
<td>92</td>
<td>49</td>
</tr>
<tr>
<td>GUGS</td>
<td>121</td>
<td>69</td>
</tr>
<tr>
<td>ATLANTIS</td>
<td>69</td>
<td>37</td>
</tr>
<tr>
<td>TOTAL</td>
<td>631</td>
<td>33%</td>
</tr>
<tr>
<td>EBOONY PARK</td>
<td>150</td>
<td>33%</td>
</tr>
<tr>
<td>IVORY PARK</td>
<td>175</td>
<td>33%</td>
</tr>
<tr>
<td>MAMELODI</td>
<td>141</td>
<td>65%</td>
</tr>
<tr>
<td>DIEPSLOOT</td>
<td>104</td>
<td>87%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>570</td>
<td>60%</td>
</tr>
<tr>
<td>IKAGENG</td>
<td>194</td>
<td>58%</td>
</tr>
<tr>
<td>MANIWENG</td>
<td>65</td>
<td>54%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>259</td>
<td>56%</td>
</tr>
<tr>
<td>CHESTERVILLE</td>
<td>156</td>
<td>50%</td>
</tr>
<tr>
<td>UMILAIZ</td>
<td>113</td>
<td>42%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>269</td>
<td>46%</td>
</tr>
<tr>
<td>JOZA</td>
<td>88</td>
<td>65%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>88</td>
<td>65%</td>
</tr>
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</table>

### Learners: Grade 12

<table>
<thead>
<tr>
<th>Branch</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ebony Park</td>
<td>193</td>
<td>33%</td>
</tr>
<tr>
<td>Ivory Park</td>
<td>211</td>
<td>33%</td>
</tr>
<tr>
<td>Mamelodi</td>
<td>178</td>
<td>65%</td>
</tr>
<tr>
<td>Diepsloot</td>
<td>143</td>
<td>87%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>499</td>
<td>90%</td>
</tr>
<tr>
<td>Ebony Park</td>
<td>194</td>
<td>58%</td>
</tr>
<tr>
<td>Ivory Park</td>
<td>65</td>
<td>54%</td>
</tr>
<tr>
<td>Mamelodi</td>
<td>141</td>
<td>56%</td>
</tr>
<tr>
<td>Diepsloot</td>
<td>104</td>
<td>60%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>400</td>
<td>56%</td>
</tr>
<tr>
<td>Chesterville</td>
<td>156</td>
<td>50%</td>
</tr>
<tr>
<td>Umilaiz</td>
<td>113</td>
<td>42%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>269</td>
<td>46%</td>
</tr>
<tr>
<td>Joza</td>
<td>88</td>
<td>65%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>88</td>
<td>65%</td>
</tr>
</tbody>
</table>

### TOTAL LEARNERS

<table>
<thead>
<tr>
<th>Branch</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>2607</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Pass Rates

<table>
<thead>
<tr>
<th>Branch</th>
<th>Passes</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor Passes</td>
<td>295</td>
<td>54%</td>
</tr>
<tr>
<td>Diploma Passes</td>
<td>135</td>
<td>25%</td>
</tr>
<tr>
<td>Higher Certificates</td>
<td>57</td>
<td>10%</td>
</tr>
<tr>
<td>TOTAL Passes</td>
<td>487</td>
<td>90%</td>
</tr>
</tbody>
</table>

### Eligible for Tertiary (Bachelor & Diploma)

<table>
<thead>
<tr>
<th>Branch</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>430</td>
<td>79%</td>
</tr>
</tbody>
</table>

### Note

- The data represents the performance of learners in different branches of IkamvaYouth in the Western Cape, Gauteng, North West, KZN, and Eastern Cape provinces.
- Learners are categorized into Grade 8-11 and Grade 12.
- Pass rates are calculated based on the total number of learners in each category.
- Eligible for tertiary education includes those who passed Bachelor or Diploma qualifications.
## Post-school placement into tertiary and short courses against total matric cohort

<table>
<thead>
<tr>
<th>National Results</th>
<th>Western Cape</th>
<th>Gauteng</th>
<th>North West</th>
<th>KZN</th>
<th>Eastern Cape</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Learners: Grade 12</strong></td>
<td>543</td>
<td>41</td>
<td>31</td>
<td>42</td>
<td>38</td>
</tr>
<tr>
<td><strong>Tertiary / Short Courses</strong></td>
<td>299</td>
<td>47%</td>
<td>74%</td>
<td>28%</td>
<td>34%</td>
</tr>
<tr>
<td><strong>Learnerships / Jobs</strong></td>
<td>49</td>
<td>5%</td>
<td>10%</td>
<td>21%</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Upgrading and/or Supp’ing</strong></td>
<td>135</td>
<td>31%</td>
<td>0%</td>
<td>22%</td>
<td>42%</td>
</tr>
<tr>
<td><strong>TOTAL LEARNERS PLACED</strong></td>
<td>483</td>
<td>83%</td>
<td>84%</td>
<td>71%</td>
<td>84%</td>
</tr>
</tbody>
</table>

Access to internships and employment: ✔️
Upgrading/supplementary/NCV: ✔️
Total IY placements (in percentage): ✔️
We are so proud of the hard work and dedication shown by Lebohang Ngubane, who achieved outstanding results in 2021. Congratulations from all of us at IkamvaYouth.

Top Learner in Accounting Spotlight:
Lebohang Ngubane
Accountancy Community Through Tirisano
University of Johannesburg - B. Com Accounting
SAICA Thuthuka Bursary Fund
At IkamvaYouth we believe that it is through learning and sharing that a community can grow as we strive for collective impact. Through our Community Collaboration Programme established in 2015 we aim to scale our model and extend our reach and investment in different communities across South Africa.

We seek to share our expertise with organizations through training and development and we have in the past six years partnered with over 20 exceptional organisations replicating the IkamvaYouth model beyond our branches. Through partnering with organisations IkamvaYouth also gains insights on best practices that we cascade through the sector.

The challenges we face in our communities were amplified by Covid-19 but through innovation and resilience we continually sought to ensure that our learners made progress towards their studies. We aim to continuously make our programmes relevant to the challenges but looking beyond the future to find solutions to improve the future of education.
<table>
<thead>
<tr>
<th>Organisation</th>
<th># OF GRADE 12S</th>
<th>% PASS</th>
<th>% BACHELOR PASS</th>
<th>% DIPLOMA PASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACTT</td>
<td>13</td>
<td>92</td>
<td>62</td>
<td>23</td>
</tr>
<tr>
<td>Assist</td>
<td>12</td>
<td>100</td>
<td>27</td>
<td>55</td>
</tr>
<tr>
<td>Bear Foundation</td>
<td>2</td>
<td>100</td>
<td>100</td>
<td>0</td>
</tr>
<tr>
<td>Beautiful Gates</td>
<td>51</td>
<td>86</td>
<td>47</td>
<td>31</td>
</tr>
<tr>
<td>Bokamoso</td>
<td>52</td>
<td>90</td>
<td>58</td>
<td>25</td>
</tr>
<tr>
<td>Diakonia</td>
<td>20</td>
<td>100</td>
<td>40</td>
<td>50</td>
</tr>
<tr>
<td>Emagqabini</td>
<td>6</td>
<td>83</td>
<td>67</td>
<td>17</td>
</tr>
<tr>
<td>Football Without Borders</td>
<td>3</td>
<td>100</td>
<td>0</td>
<td>100</td>
</tr>
<tr>
<td>Glow Movement</td>
<td>40</td>
<td>85</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>Just Grace</td>
<td>34</td>
<td>94</td>
<td>62</td>
<td>21</td>
</tr>
<tr>
<td>Lekgoledi Arts</td>
<td>46</td>
<td>91</td>
<td>54</td>
<td>28</td>
</tr>
<tr>
<td>Refilwe</td>
<td>9</td>
<td>100</td>
<td>67</td>
<td>33</td>
</tr>
<tr>
<td>Rough Diamonds</td>
<td>9</td>
<td>100</td>
<td>89</td>
<td>0</td>
</tr>
<tr>
<td>Shadow</td>
<td>12</td>
<td>75</td>
<td>17</td>
<td>50</td>
</tr>
<tr>
<td>Sozo</td>
<td>16</td>
<td>81</td>
<td>31</td>
<td>44</td>
</tr>
<tr>
<td>Thuto Pele</td>
<td>24</td>
<td>75</td>
<td>33</td>
<td>21</td>
</tr>
<tr>
<td>Yakha</td>
<td>34</td>
<td>79</td>
<td>53</td>
<td>3</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>383</strong></td>
<td><strong>90</strong></td>
<td><strong>49</strong></td>
<td><strong>31</strong></td>
</tr>
</tbody>
</table>
PARTNERING NGOS

A special thanks to our partners.
Together we can achieve more!
2021 was both a challenging yet exciting year at IkamvaYouth. The Covid-19 pandemic forced organisations to think of new creative ways of conducting business to ensure impact and IkamvaYouth was no exception.

**COVID SAFE ENVIRONMENT**

Going into 2021 it was imperative for us to ensure that we continued to provide a COVID safe work environment for staff. We ensured that we stayed abreast with government regulations, kept staff informed and rolled out COVID protocols in the work place. Through seamless IT integration the transition to digital platforms allowed us to continue to work and focus on the IkamvaYouth programmes.

IkamvaYouth partnered with FAMSA to offer support to employees as part of our Employee Assistance Programme.
We managed to promote employees, this is in line with our succession planning policy. These promotions are as follows;

- Caretaker to Branch Assistant
- Branch Assistance to HR Administrator
- Branch Assistant to Branch Coordinator
- Branch Coordinator to Alumni Coordinator

In addition to the external courses and career development study assistant budget that IkamvaYouth puts aside, HR also introduced an internal leadership training programme where line managers are guided and groomed to work optimally whilst facing operational, performance and leadership challenges within their departments. This has had great reviews as the platform provided managers from cross functional departments to come together to solve operational matters.
Sihle’s journey with IkamvaYouth has come full circle. Her story is one that embodies the ethos of our organisation. From coming through the organisation as a learner, volunteering as a tutor, to then emerging as one of Ikamva’s star employees.

After coming through the IkamvaYouth programme herself, she saw and experienced all the positive results that came from it. Sihle is currently holding the position of Human Resources Administrator within IkamvaYouth and is a testament to others who would like to follow suit - that the journey with Ikamva is challenging at times but very rewarding.

When asked why she came back to Ikamva, she believed that she saw an opportunity to assist wherever possible after having witnessed first-hand the great lengths the tutors went to help her when she struggled, she wanted to have that same impact on someone else. She believes that she has always had a deep passion for helping others in need and that she owed it to other learners coming through the programme who are in similar situations that she was in, to pay it forward to the next generation.

Sihle understands that every successful journey is not without its challenges, but through hard-work; dedication and perseverance any obstacle can be overcome - and through IkamvaYouth, learners now have a support system in place to assist them in achieving their goals. She remains grateful for the support IkamvaYouth has shown her over the years and for the positive impact Ikamva has had on her career development.

“So I can say with confidence that IkamvaYouth has definitely had a significant impact on my life and I am truly grateful for the journey it has led me on. If I could give advice to this year’s Matriculants- I would say “The future is in your hands”.

SHOWCASING THE PHENOMENAL PEOPLE AT IKAMVAYOUTH:

Sihle’s story demonstrates the impact of our work.
THANK YOU TO OUR TUTORS

Your passion, hard work and unwavering dedication to the learners you work with makes IkamvaYouth what it is.
IkamvaYouth plays a key role in redressing inequality by enabling more learners to pass Mathematics and Science.

Mathematics and science results are key not only to economic growth but for sustainability more broadly.

Learners who enroll in IkamvaYouth’s programmes are much more likely to select Mathematics and Physical Science than their counterparts. From the total Grade 9s who were with us in 2021 and enrolled in Grade 10, 80% selected pure Mathematics and 82% selected Physical Science.

At a quarter of IkamvaYouth’s partner schools, more than 50% of learners did not pass Mathematics.

Typically 38% of Grade 12 learners write Mathematics in Quintile 1-3 schools (Olivier, J. (2021). After School Programmes in South Africa: The Investment Case. The Learning Trust). By contrast, 49% of IkamvaYouth learners wrote pure mathematics.

Less than 18% achieved over 50% for Mathematics in Quintile 1-3 schools whereas 31% of learners enrolled in the IkamvaYouth programme achieved over 50%.

<table>
<thead>
<tr>
<th></th>
<th>MATHMATICS</th>
<th>PHYSICAL SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Wrote</td>
<td>253</td>
<td>185</td>
</tr>
<tr>
<td>Total Passed</td>
<td>66%</td>
<td>72%</td>
</tr>
<tr>
<td>Achieved more than 50%</td>
<td>31%</td>
<td>31%</td>
</tr>
</tbody>
</table>

Three percent of South African high schools create more Mathematics and Science distinctions than the remaining 97% put together. (Spaull 2019)
A very big thank you to our supporters who raised vital funds and awareness through their participation in cycling event in 2021.

This year, our friend Mokgatla Madisha, and our long-standing partner Cognia Law participated in the Ride Joburg, and Cape Town Cycle Tour events, collectively raising over R150,000 for IkamvaYouth.

Cognia Law, who is a long-standing donor of our Masiphumelele Branch. In the five years of our partnership, Cognia Law elevates our prize-giving days by supplying gifts for our learners. During the devastating December 2020 Masiphumelele fire, Cognia Law donated uniforms and stationery for learners in our programme who were affected. During COVID-19 the firm supported our online tutoring by providing funds to purchase data and devices for our learners to ensure they are not left behind the whole school was uninterrupted by the lockdown.

This year, four employees from Cognia Law led by the company’s CEO Janet Hall participated in the Cape Town Cycle Tour and rallied their communities to raise funds on our behalf. Over 100 people donated to the campaign raising R67,299. Cognia Law matched the funds to make the full donation R134,598.

A friend of IkamvaYouth Mokgatla Madisha cycled RideJoburg, and raised a total of R21,250. Mokgatla’s passion is to see young learners from underprivileged communities in South Africa, reach their educational goals, and go on to access opportunities that will lift themselves and their communities out of poverty.

It is up to ordinary citizens like me to do what we can to uplift others. I am really honoured to be able to do this. I hope others like me, who are in a position to support an organisation supporting fellow citizens with less opportunities, can contribute to impacting lives. I am rooting for myself to finish this race, at the same time rooting for the young people as they prepare to write the exams, pass and go on to achieve big things. I am humbled that I am a part of their journey.

Thank you to the Cognia Law team, and to everyone who backed these two campaigns. Without your support, we would not be able to do what we do.
IkamvaYouth once again partnered with Shell South Africa to implement an innovative Science, Technology, Engineering and Mathematics (STEM) support programme for rural grade 12 learners in Limpopo, KwaZulu Natal, Northern Cape and the Eastern Cape.

This project coupled the passion and drive of Shell South Africa to improve the educational outcomes for learners in rural areas with the award-winning tutoring and peer-to-peer model of IkamvaYouth. Together Shell and IkamvaYouth assisted 1,354 learners, attending 25 schools, located in very remote communities across 4 provinces. This was achieved through 708 tutoring sessions conducted by local teachers and tutors trained on the IkamvaYouth learner-led model. To ensure learners and teachers were able to engage effectively in the tutoring sessions all resources needed were provided by Shell South Africa and IkamvaYouth, including solar lamps, text books, stationery and COVID19 PPE. Learners were also provided with a meal in every session to ensure they were not studying with empty stomachs.

“IkamvaYouth has been nothing but a blessing. Just yesterday we had a problem with electricity and forced to buy candles to continue studying with my learners, only to find that we will be this fortunate to receive Lamps that will help us even for generations to come.

Mr Gumede, Principal for Nobiya Secondary School (one of the schools in Mkhuze circuit in KZN).”

Mr Gumede expresses gratitude, and notes that the school is having the sciences for the first time, and the 97% matric pass is as a result of the STEM support.
The feedback from schools reflected appreciation to Shell and IkamvaYouth for creating an inspiring learning environment. Schools acknowledged an improvement for the STEM subjects and also spoke about the inspiration this provided for their teachers to ‘believe’ that good marks were possible.

High impact partnerships of this nature are able to provide real assistance to learners and for this we are grateful to Shell South Africa. This intervention is highly beneficial to not only the learners on the programmes, but to the teachers, schools and communities they reside in.

The STEM project has availed resources we never imagined, and the first of a kind in the history of the school. While it may not immediately translate into great marks, the atmosphere is encouraging for learners, and the energy in each session assures us of a better future as a school. We have learnt new ways of learning, and it is these that will see the school getting better results in the long term.

Mr Sebope, the Physical Science educator at Makatane in Limpopo

High impact partnerships of this nature are able to provide real assistance to learners and for this we are grateful to Shell South Africa. This intervention is highly beneficial to not only the learners on the programmes, but to the teachers, schools and communities they reside in.
IKAMVAYOUTH INTERVENTION AREAS

2021

SHELL AND IKAMVAYOUTH:

IKAMVAYOUTH BRANCHES

Mkuuze & Jozini Circuits
Jozini Local Municipality

Jozini and Mkhuze, KwaZulu-Natal

DIEPSLOOT

EBONY PARK

MAHIKENG

IVORY PARK

IKAGENG

ATLANTIS

NYANGA

YEBO Sites

MAKAZA (KHAYELITSHA)
KUYASA (KHAYELITSHA)
MASIPHUMELELE
GUGULETHU

MALEGALE & SCHOOONORD Circuits
Makhuduthamaga Local Municipality

Jane Furse, Limpopo

MEN THANJENI Local municipality

De Aar, Northern Cape

Ngqushwa Circuit
Ngqushwa Local Municipality

Peddie, Eastern Cape

Ngqushwa Circuit
Jozini Local Municipality

Peddie, Eastern Cape

INSPIRING YOUNG MINDS: RESPONDING TO COVID19

BACK TO CONTENTS
In 2021, The Learning Trust (TLT) conducted research: ‘After School Programmes in South Africa: The Investment Case’. The full report is published on IkamvaYouth’s website under the Impact tab and can also be downloaded from TLT’s website. The report highlights the current cost of educational outcomes.

By calculating the cost per outcome based on the total investment spend into education, the report showed the staggering cost of outcomes in Quintile 1-3 schools. It currently cost the system R614,000 per Grade 12 matric pass and R2 million per Bachelor pass - this factors in the cost of drop-out and the number of Grade 12 learners who pass and/or achieve a Bachelor pass. If all learners in the system were to achieve a Bachelor pass, the cost to the system per outcome would be R239,000. The cost of a pass mark of over 65% for matric Mathematics would be R239,000 per learner if every learner in the system achieved this result but as so few do obtain over 65% for Mathematics the cost per outcome is a horrifying R29 million per learner.

Programmes like ours are not in a position to scale due to financial constraint, but given our low cost per learner the investment in after school programmes given the results we achieve clearly creates a cost saving per outcome. Over the last 15 years we have delivered an average of 85% matric pass rate with an average of 43% Bachelor pass. This track record of results is remarkable given that learners are generally performing at the same level or lower than their peers when they enrol (Spaull et all. 2012).

IkamvaYouth is extremely cost effective because all programme delivery is done by volunteers who, through doing what they do, are creating more volunteers. This is a big piece of the model’s financial viability. Another big piece is the strategic partnerships we have with municipalities, universities and businesses which provide in-kind sponsorships which cut our costs significantly.

Alongside the maintenance of a low cost per learner the IkamvaYouth model also grows exponentially. This is primarily because many of our learners becoming volunteers so there’s constantly more capacity being built. This capacity is maintained through experience and in-house training so does not require additional investment. Exponential growth capacity with a stable and low input cost offers an ideal business model for scale.

Without significant investment learners in under-resourced schools will continue to have a very different educational experience to those attending better-resourced schools. We cannot afford to continue with staggering school dropout rates, low literacy and numeracy levels, and less than half of our learners reaching and passing Grade 12.
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) 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.

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.

We hope the above information provides enough detail, if not, please get in touch with us.
## Income Statement for year ending 30 November 2021

<table>
<thead>
<tr>
<th></th>
<th>CURRENT: 2021</th>
<th>PRIOR: 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant Revenue</td>
<td>18 294 142</td>
<td>20 827 918</td>
</tr>
<tr>
<td>Investment Income</td>
<td>355 236</td>
<td>323 014</td>
</tr>
<tr>
<td>Other Income</td>
<td>4 661 116</td>
<td>1 747 219</td>
</tr>
<tr>
<td><strong>OPERATING EXPENSES</strong></td>
<td>21 447 413</td>
<td>19 291 603</td>
</tr>
<tr>
<td><strong>SURPLUS / (DEFICIT) FOR THE YEAR</strong></td>
<td>1 863 081</td>
<td>3 606 548</td>
</tr>
</tbody>
</table>

Please refer to our audited accounts which are on our website for a full breakdown of our expenses.
## Balance Sheet for year ending 30 November 2021

### AUDITED FINANCIAL STATEMENTS

**ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Current: 2021</th>
<th>Prior: 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non Current Assets</td>
<td>5,590,490</td>
<td>5,622,334</td>
</tr>
<tr>
<td>Property And Equipment</td>
<td>5,590,490</td>
<td>5,622,334</td>
</tr>
<tr>
<td>Current Assets</td>
<td>12,195,095</td>
<td>10,456,976</td>
</tr>
<tr>
<td>Cash And Cash Equivalents</td>
<td>11,866,174</td>
<td>10,336,249</td>
</tr>
<tr>
<td>Trade And Other Receivables</td>
<td>328,921</td>
<td>120,727</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>17,785,585</strong></td>
<td><strong>16,079,310</strong></td>
</tr>
</tbody>
</table>

### EQUITY AND LIABILITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>Current: 2021</th>
<th>Prior: 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>13,337,538</td>
<td>11,474,457</td>
</tr>
<tr>
<td>Retained Income</td>
<td>13,337,538</td>
<td>11,474,457</td>
</tr>
<tr>
<td>Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Financial Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Current Liabilities</td>
<td>4,448,047</td>
<td>4,604,853</td>
</tr>
<tr>
<td>Trade And Other Payables</td>
<td>670,643</td>
<td>89,762</td>
</tr>
<tr>
<td>Deferred Income</td>
<td>2,867,781</td>
<td>3,931,751</td>
</tr>
<tr>
<td>Provisions</td>
<td>909,623</td>
<td>583,340</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>17,785,585</strong></td>
<td><strong>16,079,310</strong></td>
</tr>
</tbody>
</table>
THANK YOU TO OUR DONORS

We have managed to impact many young learners with the support of our generous donors.

INTERNATIONAL DONORS

2U
ChristChurch Morningside
David and Elaine Potter Foundation
Estee Lauder Companies Charitable Foundation
Fonds Espoir (‘Hope Fund’) hosted by Swiss Philanthropy Foundation
Global Giving Foundation
MariaMarina Foundation
The Frank Jackson Foundation

CORPORATE DONORS

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Citadel Wealth Management
Coca Cola Beverages South Africa
Cognia Law
Evernex
Grandslots
GreenCape
McKinsey & Company
Musan Trading Enterprise
MYDO
OMCO South Africa (Ross Mould)
Specialist Mechanical Engineers (Infratech)
Thermo Fisher Scientific
Woolworths/MySchool

TRUSTS AND FOUNDATIONS

Allan Gray: Philanthropy Initiative with Employees of Allan Gray (RF) NPC
Ayavuna Trust
Capitec Foundation Trust
Giuseppe and Rita Raimondo Charitable Trust
Givengain Foundation
Mapula Trust
Nedbank Private Wealth Education Foundation
Old Mutual Foundation
Redknee SA Employees Trust
The Learning Trust
The Maitri Trust
The Oppenheimer Memorial Trust
The Rivera Charitable Trust
The Rolf Stephan Nussbaum Foundation
The Standard Bank Tutuwa Community Foundation
Upstream Training Trust

Thank you for your continued support!
A special thanks goes to our individual donors. We appreciate all our individual donors who have consistently contributed to changing the lives of many young learners in our programme. We also send special appreciation to all individuals who backed the Cognia Cape Town Cycle Tour and Mokgatla Madisha’s Ride Joburg Fundraisers.

**INDIVIDUAL DONORS**

- Aisling McGreevy
- Akhona Diba
- Alexa Crawford
- Ally Bullifent
- Amy Laird
- Andre Breedt
- Anik Gevers
- Anna Murray
- Anna Taylor
- Aphiwe Mhlongo
- Bear Foundation
- Bernie Kells
- Bram Buijs
- Caroline Finnis
- Chloe Wallace
- Christian Hettlage
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- Dineo Teffo
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- Erin Cron
- Eve Kells
- Evernex
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- James Mahon
- Jane Smith
- Jezz Tibini
- Joel Segal
- Joseph Raimondo
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- Jude Kells
- Justine Sacarello
- Keilan Tuffy
- Kerri Blumberg
- Kirstie Johns
- Kuben Pillay
- Laura Toner
- Liesel and Rob Dower
- Lineo Madisha
- Lizzy Joyner
- Lucy Bergman
- Lucy Crisp
- Luke McCormack
- Luis Cunha
- Maeve Ryan
- Mary Faulks
- Matthew Crisp
- Matthew Hilborn
- Miriam Van Vuuren
- Miriam Warburton
- Mokgatla Madisha
- Nicola Clayton
- Nontuthuko Hlope
- Ntombifuthi Madisha
- Oonagh Boyle
- Patricia Ryan
- Patrick Ryan
- Paul Kells
- Phil Alves
- Putukwane Madisha
- Rachel Sestini
- Richard Andrew
- Roberta Eggers
- Rolf Russell
- Simon Acott
- Soph Macauley-Dodds
- Stacy Rehbock
- The Dower Family
- Tumelo Mokoena
- Una Ramokgadi
- Viv Mostert
- Zoe Treasure
- Zoleka Ntshingila

**EDUCATION INSTITUTIONS**

- UCT Postgraduate Health and Sciences Council
- Wits Health Consortium

**GOVERNMENT**

- Western Cape Government
GET INVOLVED

Let’s join hands.

BANK DETAILS:
First National Bank
Branch code: 250655
Account number: 62358572686
NPO Reg. Number: 032-082 PBO
Tax Exemption Number: 930030238.

CONTACT US

CAPE TOWN

IKAMVA HOUSE
47 Westminster Road
Salt River, Cape Town
7925
T: +27 (0) 21 820 7444

Nicola-Ann Jukes
Business Development Manager
nicola-ann@ikamvayouth.org

SIGNAL HOUSE
595 Andries Street
Pretoria
0001
T: +27 (0) 12 753 2166

Patrick Mashanda
Programmes Manager
patrick@ikamvayouth.org

ikamvayouth.org