



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

ANNUAL REPORT

2022 UNLOCKING POTENTIAL

THE FUTURE IS IN OUR HANDS

“

It is not beyond our power to create a world in which all children have access to a good education. Those who do not believe this have small imaginations.

”

Nelson Mandela





WELCOME

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.

Nineteen years later and IkamvaYouth has grown from strength to strength. IkamvaYouth provides a safe space for learners to be after school, 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 receive career guidance and are assisted with post-school placement to prepare learners for the world beyond school.



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



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Reflections on 2022:

2022 was a year of celebrating outstanding results and recognizing the transformative power of quality time spent with learners. Our dedicated team and invaluable volunteer tutors invested countless hours in nurturing young minds, understanding that each moment shared has the potential to shape their future and contribute to their personal growth.

Putu Madisha, Chairperson

17



OUR DEDICATED BOARD



Putukwane Ishmael Madisha

CHAIRPERSON



Hope Chidawanyika

CEO



Siyabulela Godwana



Yasmin Bucknor Keteku



Refilwe Simakane



Xolani Mkhize



Rufaro Mudimu

CHAIRPERSON'S LETTER

As we reflect on the remarkable year that has passed, it is with great pleasure and gratitude that I present to you the highlights of IkamvaYouth's journey in 2022. IkamvaYouth continues to thrive, empowered by our mission of unlocking the potential of South Africa's youth.

At IkamvaYouth, we believe in the transformative power of quality time spent with learners. Our dedicated team, alongside our invaluable volunteer tutors, have invested countless hours in nurturing and guiding the young minds we serve. We understand that every moment shared with a learner has the potential to shape their future and contribute to their personal growth.

I would like to express my deepest appreciation to our volunteer tutors, whose commitment and passion has been instrumental in the achievements we celebrate today. Your selfless dedication has not only impacted the academic success of our learners, but has also served as an inspiration, showing them the power of individuals coming together to make a difference. Your unwavering support has truly transformed lives, and for that, we are grateful.

Now, let us celebrate our outstanding results from the past year. In 2022, IkamvaYouth continued to deliver on its promise, empowering young people to reach their highest potential. Here are some remarkable outcomes we achieved together:

- ✓ *We are proud to announce that 84% of our Grade 12 learners matriculated. This exceptional result is a testament to their hard work, resilience, and the unwavering support they received from our dedicated team.*
- ✓ *Furthermore, an impressive 75% of our Grade 12 learners achieved results which made them eligible for tertiary education.*
- ✓ *Nationally for South African schools the pass rate for 2022 is at 80.1%, 3.7% higher than 2021. Amongst the schools in which we work the pass rate is 78%, with 63% of learners then being eligible for tertiary education. As we work in under-resourced schools we recognise the challenges they face and the disadvantages they faced when compared to other schools in the country. We will continue to strive to bridge this gap.*

These achievements are a testament to the transformative power of our holistic support model. By providing comprehensive educational assistance, personalised guidance, and a nurturing environment, we have enabled our learners to overcome challenges and seize opportunities for a brighter future.



3,393

LEARNERS

were supported
at our branches
from Grades 8 - 12

75%

ELIGIBLE

FOR TERTIARY

84%

MATRIC

PASS

Beyond our Grade 12 cohort, IkamvaYouth's impact resonated across various aspects of our work. Throughout 2022, we continued to provide support and guidance to:

- ✓ **3,393 learners across Grades 8 to 12, ensuring a solid foundation for their educational journeys.**
- ✓ **19 NGO partner organisations, reaching 2,713 learners, through our Community Collaboration Programme, enabling collective impact and fostering collaboration within the social sector.**
- ✓ **In partnership with Shell Downstream we reached a further 1,384 learners attending 24 schools situated in rural areas of South Africa. Additionally, the Shell team went above and beyond by organising a Shoe Drive for all 1,384 learners. This initiative aimed to address the practical needs of learners by providing them with school shoes.**
- ✓ **The conclusion of our three-year strategic cycle in 2022, spanning from 2020 to 2022, aligned with the emergence of the Covid-19 pandemic, which posed significant obstacles to implementation. IkamvaYouth adeptly leveraged opportunities amid adversity, resulting in not only an expansion of our initiatives but also a remarkably successful pivot. This enabled us to sustain our operations despite school closures and the learning setbacks faced by our students. The strategy proved to be a resounding triumph, setting the stage for a bold and visionary trajectory in the years ahead.**

These accomplishments would not have been possible without the invaluable contributions of our supporters, funders, and partners. Your unwavering belief in our mission and your commitment to investing in our youth have been the driving force behind our success. We extend our deepest thanks for your generosity, trust, and continued support.

Looking ahead, we are filled with optimism and determination to build upon our achievements. Together, with our dedicated team, volunteer tutors, and the incredible young learners who continue to inspire us, we will continue to break barriers and empower South Africa's future leaders.

To the staff of IkamvaYouth, I would like to thank you for continuously going above and beyond the call of duty. The extra hours are well appreciated, but more importantly, the passion and vigour with which those hours are delivered truly add value to IkamvaYouth. The staff are led by a dedicated and caring management team, with our tireless leader Hope, at the helm as CEO.

Lastly, to my fellow board members, I know we all put in many more hours than our volunteer contracts suggest, but I have never heard a whisper of complaint. Thank you for staying true to the cause.

In closing, I want to express my profound gratitude to everyone who has played a part in IkamvaYouth's journey. Without the support of our donors we would not be able to reach learners in need. We are thankful to our schools and the Department of Basic Education for championing our programmes. We are extremely grateful to all our mentors, universities and our tutors. Your dedication, passion, and unwavering support are the pillars upon which our success is built.

Together, we are shaping a brighter future for our nation.

With heartfelt appreciation.



Putukwane Ishmael Madisha

Chairperson

CEO'S LETTER

When reflecting on 2022, I am filled with an overwhelming sense of hope and inspiration for the remarkable journey we have embarked on at IkamvaYouth. It has been a year filled with growth, resilience and countless moments of triumph, and I am excited to share the highlights of our collective efforts.

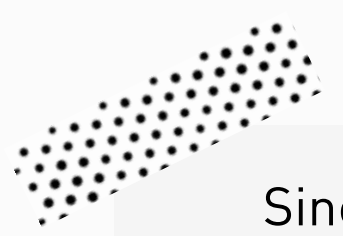
Our 2022 matric cohort of learners have shown incredible grit and determination throughout the year, and their achievements have been nothing short of extraordinary.

These learners achieved an impressive 84% matric pass rate with a total of 160 distinctions achieved. These results need to be taken in context that this cohort was the hardest hit by the Covid-19 pandemic when it broke in 2020 in their Grade 10 year. They have had to work hard and to remain encouraged, resilient and determined to achieve impressive results against all odds.

Notable achievements include the following:

- ✓ **Both the Mamelodi and Chesterville branches managed to achieve a stellar 100% pass rate. This is the first for Mamelodi since its establishment in 2015.**
- ✓ **The Diepsloot branch recorded the most quality passes achieving a 92% pass rate with 92% eligible for tertiary and the highest number (40) of distinctions obtained.**
- ✓ **Kuyasa remains the most consistent branch with a 95% pass rate in 2022.**
- ✓ **Over the past 12 years, from 2011 to 2022, our learners achieved a pass rate of 85.5% and 74% were eligible for tertiary education. This not only speaks to the quality of education and support provided by IkamvaYouth but also highlights our commitment to ensuring that no talented young individual is left behind.**

**We're celebrating
outstanding results
and the power
of time with
learners.**



Since we began our programme with Shell, our reach and partnerships has expanded and deepened. At Amazizi Secondary School we saw a 100% pass rate in both 2021 and 2022 for Life Sciences. *Emfundweni Secondary School had a baseline pass rate of 37.5% in 2019, this increased to 41.9% in 2020 and a staggering 80.4 in 2021 and 87.1 in 2022 for Life Sciences.* Moleshatlou Secondary School went from only 9.5% of learners passing Mathematics to 77.5% in 2022. Monwabisi Secondary School saw a 100% pass rate in Mathematics in 2022. Shell also demonstrated their commitment to the programme by donating shoes to all the 1384 learners who were on the programme in 2022.


In 2022, IY deepened its partnership with the department of basic education through working closely with subject advisors, especially for STEM subjects. This equipped our tutors with the knowledge and skills aligned with DBE observations and strategies around closing academic gaps in specific subjects.

In 2022 our Community collaboration programme (CCP) continued to grow from strength to strength where we supported 19 partner organisations across the country. A notable development in 2022 was IkamvaYouth's collaboration with The Learning Trust which played a pivotal role in extending the Presidential Social Employment Fund (SEF) programme to implementing partners. This successful initiative boosted the capacity of partner organisations, as participants in various communities received stipends to support their engagement in programmes.

The SEF programme not only provided financial assistance but also unlocked entrepreneurship prospects and the growth of small businesses which helps alleviate the triple challenges of poverty, inequality and unemployment.

On the financial front, 2022 was another year of significant challenges from the effects of global economic uncertainty, including higher energy and food prices, mounting inflation rates and volatile markets, and, of course, COVID-19's lingering impacts. In spite of the unsettling landscape, 2022 was another strong year for IkamvaYouth, with the organisation having a fully funded budget and a very strong pipeline of funding for future years. For 3 successive years, the organisation has turned out surpluses which is testament to the relationships built with funders and a resilient programme model. Sustainability continues to be a critical strategic pillar that the organisation is seized with at all levels and concerted efforts are being made to develop a revenue model that aligns with our growth aspirations.


2022 marked the end of our 3 year strategy cycle i.e 2020-2022. This strategy cycle coincided with the advent of the Covid-19 pandemic which made execution extremely difficult. Like the old adage goes, "Never let a crisis go to waste", IkamvaYouth managed to capitalise on opportunities in the midst of the challenges and expanded its operations as well as pivoting in a very successful way. This ensured that we continued operations despite school closures and learning losses of our learners. The strategy was a huge success and it has laid the foundation for a bold and visionary journey ahead in years to come.



50%
ALUMNI
are pursuing
further
education



487
MATRIC
learner support



37%
GRADUATES
volunteered
in 2022



170
DISTINCTIONS
ACHIEVED

Beyond academic success, we have witnessed the growth of a remarkable culture of paying it forward among our alumni and volunteers and we would like to extend our gratitude to these army of young warriors who continue to make a difference in our communities. Branch Coordinators, Branch Assistants, and our volunteer tutors create such vibrant, fun and inspirational learning spaces for the young learners in our programme. The environment they create produces great results year on year.

In the face of adversity they have remained steadfast in their dedication to empowering the youth of South Africa. Their passion, expertise, and tireless efforts have transformed the lives of many young people, igniting a spark in them and inspiring them to reach for the stars. The entire IkamvaYouth staff complement has been exemplary as they discharge their duties to ensure that this organisation achieves on its mission.

As we continue to strive for excellence, innovation and expanded impact, we have strategically partnered with IBM who brought their international technical expertise to bear with the ultimate goal being to integrate ICT into our programme offering. Based on the report produced, we are looking forward to operationalising outcomes of this groundbreaking collaboration in the years to come.

In 2021 the board approved the establishment of an advisory committee composed of eminent business and academic experts to act as a think tank for the Executive team in their efforts to build a sustainable revenue model for the organisation. Their contributions have been invaluable to the organisation and we look forward to their continued support.

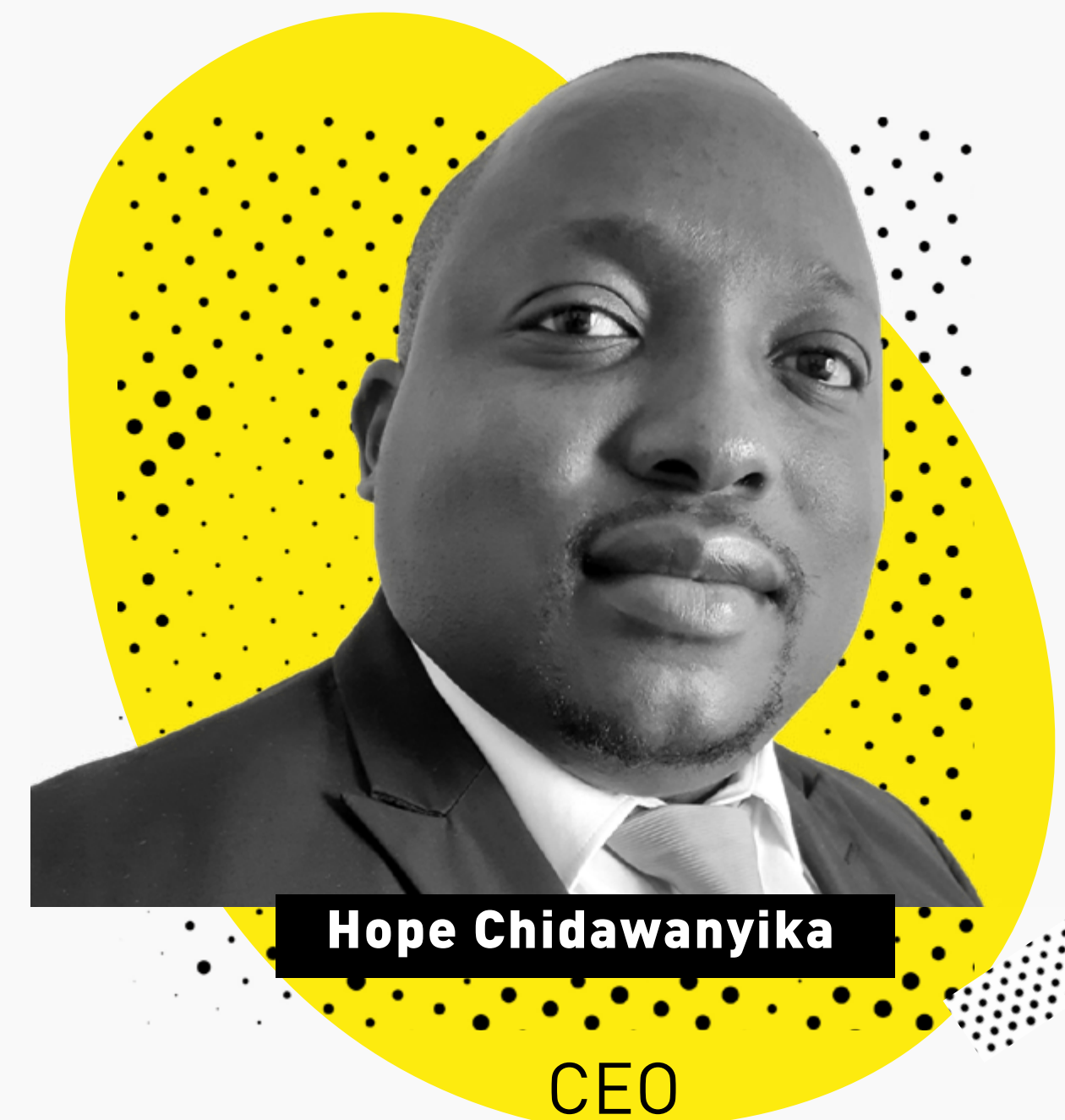
2023 marks a significant milestone for IkamvaYouth i.e 20 years of existence as an impactful change maker in communities across the country. In 2003, our first branch was established at a community library in Makhaza by a small group of friends who identified the need for assisting township learners with academic support. 20 years later, this small idea has given birth to an organisation with 18 branches and working in multiple communities in South Africa. We look forward with anticipation to celebrating this remarkable milestone with all our stakeholders.

We are indebted to the unwavering support of our donors and our communities, without whom, none of these achievements would have been possible. We extend our deepest gratitude to all those who have generously contributed to our cause and partnered with us in various ways to ensure that we deliver impact to our beneficiaries. Your continued support has been instrumental in enabling us to make a tangible difference in the lives of young South Africans, and we are truly grateful for your partnership. My heartfelt thanks also goes out to our dedicated staff, IY Board, alumni and volunteers, without whom none of these remarkable achievements would have been possible.

“

With my hearty applause and gratitude to you all.

”





OUR RESULTS

“

84% of the matric learners at our branches passed Grade 12. We take our hats off to them. They were most certainly the hardest hit by COVID-19, as they had to catch up on so much of the curriculum because schools were closed during 2020. Grade 10 is a very important year as learners cover new content for the subjects they have chosen. More than 50% of the learners who start grade 1, do not make it to grade 12; it takes serious grit and perseverance to survive the skewed schooling system in South Africa and they did it.

”

IkamvaYouth.org

IKAMVAYOUTH'S FAST FACTS

2022



610
ACTIVE
VOLUNTEER
TUTORS

COMMUNITY
COLLABORATION
PROGRAMME:

19 ORGANISATIONS

REACHING
2713
LEARNERS

2 906
GRADE 8-11
LEARNERS

487
GRADE 12
LEARNERS

84%
PASS
RATE

TERTIARY
ELIGIBILITY
75%

85%
PLACEMENT
RATE

OUR IMPACT AT A GLANCE

Average
Matric Pass Rate:
2011 - 2022

86%

Total Learners
2004 - 2022

23 637

Total Grade 12s:
2004 - 2022

4 112

Tertiary
Eligibility
2011 - 2022

74%

Total
Distinctions:
2011 - 2022

1 476

BRANCH REACH & MATRIC PERFORMANCE

	IKAMVAYOUTH NATIONAL		WESTERN CAPE							GAUTENG					NORTH WEST			KZN			EASTERN CAPE	
	#	%	MAKHAZA	KUYASA	NYANGA	MASI	GUGS	ATLANTIS	TOTAL	EBONY PARK	IVORY PARK	MAMELODI	DIEPSLOOT	TOTAL	IKAGENG	MAHIKENG	TOTAL	CHESTERVILLE	UMLAZI	TOTAL	JOZA	TOTAL
Learners: Grade 8-11	2906	86%	133	142	144	111	164	162	856	223	219	196	148	786	206	198	404	136	144	280	150	150
Learners: Grade 12	487	14%	29	20	37	32	60	23	201	40	44	23	38	145	41	14	55	32	26	58	28	28
TOTAL LEARNERS	3393	100%	162	162	181	143	224	185	1057	263	263	219	186	931	247	212	459	168	170	338	178	178
Bachelor Passes	252	52%	45%	75%	43%	38%	47%	57%	48%	48%	30%	61%	89%	55%	46%	64%	51%	69%	35%	53%	57%	57%
Diploma Passes	112	23%	24%	20%	14%	22%	18%	26%	20%	25%	36%	13%	3%	21%	41%	7%	33%	28%	23%	26%	32%	32%
Higher Certificates Passes	45	9%	3%		22%	9%	13%	4%	10%	8%	5%	26%	5%	9%	2%	14%	5%	3%	23%	12%	4%	4%
TOTAL PASSES	409	84%	72%	95%	78%	69%	78%	87%	79%	80%	70%	100%	97%	85%	90%	86%	89%	100%	81%	91%	93%	93%
Eligible for Tertiary (Bachelor & Diploma)	364	75%	69%	95%	57%	59%	65%	83%	68%	73%	66%	74%	92%	76%	88%	71%	84%	97%	58%	79%	89%	89%

PLACEMENT RESULTS

Post-school placement into tertiary and short courses against total matric cohort



Access to internships
and employment



Upgrading/
supplementary/NCV



Total IY placements
(in percentage)

	NATIONAL RESULTS		WESTERN CAPE							GAUTENG				NORTH WEST			KZN			EASTERN CAPE		
	#	%	MAKHAZA	KUYASA	NYANGA	MASI	GUGS	ATLANTIS	TOTAL	EBONY PARK	IVORY PARK	MAMELODI	DIEPSLOOT	TOTAL	IKAGENG	MAHIKENG	TOTAL	CHESTERVILLE	UMLAZI	TOTAL	JOZA	TOTAL
Total Learners: Grade 12	487	100%	29	20	37	32	60	20	201	40	44	23	38	145	41	14	55	32	26	58	28	28
Tertiary / Short Courses	213	44%	9	12	16	11	30	6	84	15	7	11	27	60	29	11	40	13	8	21	8	8
Learnerships / Jobs	50	10%	6	1	3	4	1	4	19	4	5	2	7	18	1		1	7		7		
Upgrading and/or Supp'ing	146	31%	11	3	9	15	13	2	53	19	15	6	4	44	5	3	8	3	15	18	19	19
TOTAL LEARNERS PLACED	412	85%	83%	84%	71%	84%	87%	97%	84%	95%	61%	83%	100%	84%	85%	100%	89%	72%	88%	79%	96%	96%

MATHEMATICS AND SCIENCE RESULTS

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

Learners who enrol in IkamvaYouth's programmes are much more likely to select Mathematics and Physical Science than their counterparts. Of the total Grade 9s with us in 2022 that enrolled in Grade 10, 59% selected pure Mathematics and 38% selected Physical Science. Our learners achieved 60% pass rate in Maths and 74% pass rate in Physical Science. In comparison, our feeder schools achieved 49% pass rate in Maths and 64% pass rate in Physical Science.

In the South African context, mathematics and science are particularly vital for high school learners. These subjects play a crucial role in addressing the country's skills shortage in STEM fields, which are essential for driving economic growth and technological advancement. By nurturing critical thinking and problem-solving abilities, math and science education empower students to tackle local challenges effectively and contribute to sustainable solutions for issues like water scarcity, energy resources, and environmental preservation. Furthermore, with South Africa's growing emphasis on innovation and entrepreneurship, a strong foundation in these subjects provides young learners with the tools to participate in and shape the country's evolving digital landscape.

Overall, promoting the study of mathematics and science in South African high schools is essential for nurturing a skilled workforce, fostering national development, and positioning the country competitively on the global stage.

MATHEMATICS

241

Total Wrote

60%

Total Passed

24.5%

Achieved more than 50%

PHYSICAL SCIENCE

178

Total Wrote

74%

Total Passed

33.1%

Achieved more than 50%



REFLECTIONS



REFLECTIONS ON THE 2023 TO 2025 STRATEGY

In 2022, IkamvaYouth successfully concluded the 2020-2022 strategy cycle, which proved to be a transformative period despite the challenges posed by the Covid pandemic. Against all odds, the organisation not only persevered but also achieved remarkable results. During this time we supported 8,472 learners, of which 1,573 were grade 12s who achieved a phenomenal pass rate of 87%- an outstanding achievement against the backdrop of COVID-19, national lock-downs and regular school closures.

Throughout this strategy cycle, the Covid pandemic significantly impacted how schools operated. However, we are proud to report that IkamvaYouth demonstrated remarkable adaptability and resilience. In response to the pandemic's constraints, we swiftly pivoted our programme delivery to an online format, ensuring that young people continued to receive much-needed academic support and guidance during these challenging times.

In addition to the online pivot, we also introduced special projects that enabled us to address the unique and emerging needs of our learners and communities. These projects allowed us to expand our impact beyond the traditional scope of our offerings, furthering our commitment to creating sustainable livelihoods for young people from under-resourced communities.

Moreover, during this strategy cycle, we recognised the importance of strong governance in driving our mission forward effectively. To this end, we took proactive measures to strengthen our governance by implementing policy amendments and conducting thorough reviews. By doing so, we laid a solid foundation for a more impactful and sustainable organisation.

Looking back, the 2020-2022 strategy cycle was marked by perseverance, innovation, and dedication. We owe this success to the unwavering support and collaboration of our stakeholders, supporters, volunteers and beneficiaries whose commitment to our vision and mission played a pivotal role in achieving these significant milestones.

As we embark on the new strategy cycle, we are enthusiastic about the future that lies ahead. Building upon the achievements and lessons learned, we are developing an ambitious vision for the next decade. Our renewed strategy is grounded in our core values, which continue to shape our organisational culture and drive our actions.

Our focus remains on utilising cutting-edge educational approaches to create pathways for young people, empowering them to build sustainable futures. We acknowledge the challenges posed by the current educational landscape, such as increased dropout rates and learning losses, as well as the persistently high youth unemployment rate. However, we view these challenges as opportunities to make a positive developmental difference in the lives of our learners, communities, and the education ecosystem

To address these challenges head-on, we have refined and expanded our core offerings. Our after-school academic support programme continues to provide free tutoring in all subjects to grade 8-12 learners. We understand the significance of career guidance and life skills development, and we remain committed to empowering learners with the tools to navigate the world of work post-school effectively.

Beyond academic support, we extend our commitment to our alumni and volunteers, assisting matriculants with tertiary applications and offering job placement, learnership, and internship opportunities to enhance their profiles. Additionally, our Skills development training caters to young people who are not in education, employment, or training (NEET), providing them with valuable skills for their future endeavors.

In building our new strategy, we aim to enhance our impact, sustainability, and growth over the medium to long term. Our approach involves progressive implementation of programmes and policies, while closely monitoring and evaluating their effectiveness. With the continuous support and collaboration of our stakeholders, we are confident that we can create a brighter future for the young people we serve, contributing to the transformation of our communities.

As we look ahead to the new strategy cycle, we extend our heartfelt gratitude to all those who played a vital role in making the 2020-2022 strategy a resounding success. Together, we have laid the groundwork for a stronger and more impactful IkamvaYouth, and we are excited to embark on this new journey that will take us forward towards our vision of a world where young people have access to opportunities that empower them to build sustainable futures.



IKAMVANITE'S JOURNEY TOP LEARNER

“

My name is Zinhle, I matriculated in 2022 from Diepsloot Secondary No.2. I joined IkamvaYouth in 2020 as a grade 10 learner and it has been a wonderful adventure and a source of inspiration.

My journey with IkamvaYouth wasn't just about education, it was also about meeting new people, having fun, and finding my true self. I have gained insights from my tutors and was afforded the opportunity to ask them different questions regarding their journeys with academics. Such conversations always inspire me to push even harder.

The one-on-one tutoring support has also been a key element that has contributed enormously to my journey. During my first year as a grade 10 learner, we were hard hit by the COVID-19 pandemic, the lockdown that came with it meant no schooling which also meant highly reduced contact with the teachers. Being an Ikamvanite during that time helped because the organization conducted virtual classes, which helped us stay focused and reach our full potential. I will forever be grateful for everything that I received from IkamvaYouth, the support, tertiary application assistance, and other study materials. With the assistance received at the Diepsloot branch, I have managed to be the top learner in the organization, obtaining a Bachelor pass and 6 distinctions. I have been accepted to study BCom in Accounting at the University of Johannesburg. I'm eager to start the next phase of my life and pursue my goal of becoming a chartered accountant.

Following the IkamvaYouth value of paying-it-forward, I will return to the branch as a volunteer contributing to the incredible work the IkamvaYouth tutors do, by bridging the gap that exists in the South African education system.

”



Zinhle Ndlovu



OUR COMMUNITY COLLABORATION PROGRAMME:

BEYOND INDIVIDUAL EFFORTS: EMBRACING COLLECTIVE IMPACT TOGETHER

The South African NGO sector faces complex social challenges that demand a united, collective approach. There is a well known African proverb that if you want to go fast go alone, but if you want to go far, go together. We know that collaborative efforts are essential for effective solutions within the education space as the issues we face are complex and far reaching, in many ways insidious and deeply rooted in the system. This approach, to achieve collective impact, enables NGOs to unite, pool resources, and align efforts towards common goals. By leveraging their expertise and networks, together NGOs can address challenges more comprehensively and foster synergy while avoiding duplication furthermore reaching those most in need. The benefits of collective impact extend to equitable resource distribution, engagement with other sectors, policy advocacy, funding attraction, and knowledge sharing, ultimately leading to enhanced sustainability through stronger systems and structures. Through the power of collective action, IkamvaYouth and its partner organisations are driving lasting positive change and addressing systemic issues within the communities they serve.

In 2022, the Community Collaboration programme successfully collaborated with 19 organisations across Gauteng, Western Cape and Limpopo, positively impacting an impressive 2,713 learners. The CCP matric cohort, consisting of 530 learners, achieved an outstanding 88% pass rate, with 55% attaining bachelor passes and 19% earning diploma passes, resulting in an impressive 74% tertiary eligibility. This is a remarkable achievement. Notably, implementing partners like Bokamoso, Bear Foundation, Football Without Borders, Thuto Pele, Mamelodi Initiative, and PECOP achieved an exceptional 100% matric pass rate, with an average of 65.3% bachelor passes and 86.1% tertiary eligibility.



CCP Impact over the last 5 years

YEAR	TOTAL PASS RATE	BACHELOR PASS TYPES	DIPLOMA PASS TYPE	TERTIARY ELIGIBILITY
2022	88%	55%	19%	74%
2021	88%	48%	28%	76%
2020	87%	51%	23%	75%
2019	88%	47%	28%	75%
2018	90%	59%	21%	80%

IkamvaYouth’s collaboration with The Learning Trust played a pivotal role in extending the Presidential Social Employment Fund (SEF) programme to implementing partners. This successful initiative boosted the capacity of partner organisations, as participants in various communities received stipends to support their engagement in programmes. The SEF programme not only provided financial assistance but also unlocked entrepreneurship prospects and the growth of small businesses. Beneficiaries utilised their stipends to establish projects such as community gardens, generating revenue and contributing to community economic progress and self-sufficiency.

IkamvaYouth firmly believes in the transformative potential of synchronized endeavors to tackle social challenges within diverse communities across South Africa. Through collaborative multi-sector partnerships and the reinforcement of collective efforts, their afterschool programs generate a more substantial impact, driving enduring positive transformations that shape the future of the nation.

2022 CCP Partner Learner Numbers

Grade 8	463
Grade 9	487
Grade 10	617
Grade 11	616
Grade 12	530

Total	2713
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Maribe Mamabolo

“My name is Maribe Mamabolo, a 32 year old village boy from rural areas of Limpopo Ga-Mamabolo, who later moved to Soweto finished his Matric in 2009 in Seana Marena High school. I moved to KZN in 2012 to study Theology, I got suspended twice and never got a chance to complete my studies. Little did I know that my suspension is a pathway to my passion, during my suspension I volunteered at an organisation called Diakonia AIDS Ministry, it is there that I found love for after school programmes, I grew to be a leader under mentorship of Rev SS Mugivhi, IkamvaYouth and The Learning Trust. Today I am proud to be a founder and Executive Director of Thuto Pele in South Africa, an NPO that offers after-school programme support to learners in rural areas and townships of South Africa. I have employed over 25 people and helping around 268 learners with Nutrition and Academics. Thank you IkamvaYouth, The Learning Trust and Rev SS Mugivhi for investing in me.”



Thuto Pele Founder & Director,
Maribe Mamabolo, and Volunteer Tutors



PARTNERING NGOS

**A SPECIAL THANKS TO OUR PARTNERS.
TOGETHER WE CAN ACHIEVE MORE!**

**The Assist | Football Without Borders | LIV Lanseria | Shadow | Beautiful Gate | Yakha Ikusasa Manje | Bokamoso | Bear Foundation
Lekgoledi | Just Grace | Glow Movement | SOZO | Emagqabini | PECOP | ACTT | Diakonia | Rough Diamonds**



THE STEM PROGRAMME

POWERED BY

SHELL DOWNSTREAM

In 2022, in collaboration with Shell Downstream South Africa, the STEM Programme continued its mission to provide STEM academic intervention to grade 12 learners in under-resourced communities across rural South Africa. Despite the challenges posed by the COVID-19 pandemic, the programme remained steadfast in its commitment to empowering learners and transforming their futures.

With partnerships established with 24 schools, who had a deficit of math and science teachers, across four provinces (Northern Cape, Eastern Cape, Kwa-Zulu Natal and Limpopo), the programme reached 1,384 learners and engaged 82 teachers and tutors. The programme provided essential resources such as stationery, solar lights, science kits and experiments and catering options, ensuring an optimal learning environment for learners. Tutoring sessions, holiday programmes, career guidance, peer-to-peer support and teacher development initiatives were implemented to deliver much needed academic support, all while promoting self-learning and increasing self-esteem.

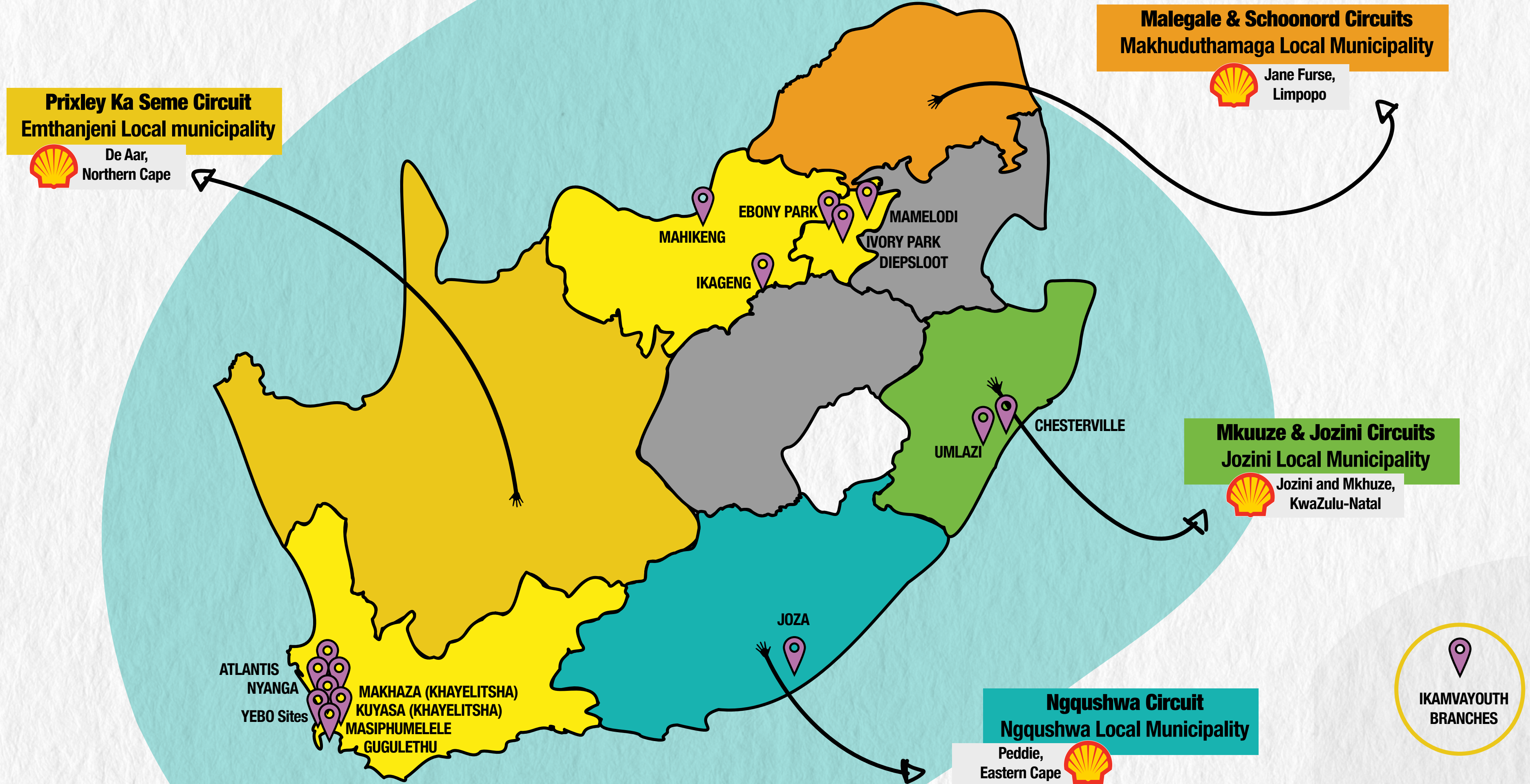
Additionally, the Shell team went above and beyond by organising a Shoe Drive for all 1,384 learners on the programme. This initiative aimed to address the practical needs of learners by providing them with school shoes. By acknowledging the challenges faced by underprivileged communities, the programme strived to make a positive impact beyond the classroom. Overall, in 2022, the Shell STEM Programme successfully empowered learners in rural areas, improved resources in schools, and fostered a collaborative and student-centered learning environment through its comprehensive approach to STEM education.



We want to Thank Shell Downstream for their substantial investment in the lives of learners in need. Your investment impacts rural development and we are extremely grateful for your support and partnership.

SHELL AND IKAMVAYOUTH: IKAMVAYOUTH INTERVENTION AREAS

2022





STEM TOP LEARNER

Mojekane Kagiso Maloma

For our STEM intervention, Mojekane Kagiso Maloma from Makatane Secondary School was the top learner. She is currently studying mechanical engineering at Witwatersrand University. She had this to say:

“The IkamvaYouth STEM programme was very helpful in a sense that they brought something that is different which made us learners engage with one another instead of relying on teachers. We were given roles which allowed learners to facilitate sessions and assume the role of a teacher but work hand in hand with other learners. I really like the approach as it helps me to understand self study as at times we don't have teachers for certain subjects and had to rely on self study with my friends. The tutoring method is very good and I improved a lot from participating in their programme.”



VOLUNTEERS' WORDS

Hello, my name is Likhona Fani, and I am proud to be an alumni from the Masiphumelele branch of IkamvaYouth. After completing my matric in 2018, I felt a strong sense of gratitude for the support I received from the organization, which motivated me to become an active volunteer tutor immediately after matriculation. It was my way of giving back to the community and helping other learners thrive just as I did.

Likhona Fani

“

In 2022, I achieved a significant milestone by obtaining a BA in Psychology from the University of the Western Cape. Throughout my journey, I've been passionate about results and success, striving to ensure that my students achieve their fullest potential. The Branch Coordinator, Lungile Simakade, has described me as one of the most results-oriented tutors within the branch, and I take great pride in that recognition.

For me, education is not just about acquiring knowledge; it's about the ability to listen and learn from almost anyone, regardless of age. I find immense joy in spaces that promote growth, fulfillment, and continuous learning. My experience with IkamvaYouth has truly prepared me for this, instilling in me the value of education and its potential to transform lives.

One quote that truly resonates with my journey is, "Education is the ability to listen to almost everything and everyone (older or younger) without losing yourself, and I really find joy in spaces that are all about growth and fulfillment. IkamvaYouth prepared me for this." This quote encapsulates my belief in the power of education to open minds, create understanding, and pave the way for personal fulfillment.

As I move forward, I am committed to making a positive impact and creating spaces where growth and learning are cherished and celebrated. IkamvaYouth has played a pivotal role in shaping who I am today, and I am grateful for the opportunities it has provided me to contribute to the success of others.

”



Tandile Ntsapo

“Hi there! My name is Tandile Ntsapo, and I am one of the tutors at the Joza branch of IkamvaYouth. I have a passion for numbers and am currently tutoring in Mathematical Literacy, Accounting, and Economics. It brings me immense joy to support and guide the learners at our branch as they navigate through High School. I’m a very ambitious and hardworking young woman, holding a Qualification in Business Management, but I aspire to continue my studies further in the future.

Joining IkamvaYouth was a no-brainer for me because I wanted to make a difference in the lives of learners, not just those who struggle in certain subjects, but also those who simply need some guidance. It’s a way for me to give back to the community I live in, and I am more than happy to share my time, knowledge, and skills effortlessly with the learners. As a volunteer,

I have found a platform to use my expertise to help the learners reach their full potential and achieve their desired goals. It has been a learning experience for me too, as I have learned to be patient and adapt to the different learning styles each learner brings during our tutoring sessions. Witnessing some learners grow in confidence about their academics has been truly beautiful and rewarding.

One quote that resonates with me is, “Falling down is part of life, getting back up is living.” This quote serves as a reminder that life has its challenges and that things don’t always go as planned, but it’s how we rise after falling that truly defines us. I find strength in this quote, and it motivates me to keep pushing forward no matter what obstacles I encounter.



Abongile Maphuthuma

“My name is Abongile Maphuthuma, and I am an alumni from the Masiphumelele branch of IkamvaYouth, graduating in 2017. I am deeply passionate about History and Social Science, which has led me to become a dedicated tutor at the branch. In 2022, Branch Coordinator Lungile Simakade praised my commitment and shared his positive experience working with me. Currently, I am pursuing my studies at Vega School of Arts, focusing on Film and Production. At the branch, I advocate for Arts-related qualifications and careers, as I truly believe in the power of the arts to shape our future.

(Branch Alumni, 2017)

Throughout my journey, I have exhibited a great deal of independence and confidence. As a result, I have taken on various roles at the branch, setting an example for others and encouraging them to deliver their best work as well. For me, education is the key to unlocking the future, and I firmly believe that tomorrow belongs to those who prepare for it today.

My favorite quote, “Education is the password for the future, for tomorrow belongs to those who prepare for it today,” encapsulates my belief in the transformative power of education. It reminds me of the importance of being proactive and investing in our knowledge and skills today, as it lays the foundation for a successful and fulfilling tomorrow.

IkamvaYouth has played a significant role in shaping my perspective and encouraging me to pursue my passion for the arts. As I continue my journey, I am determined to make a positive impact and inspire others to embrace the power of education and creativity in shaping a brighter future for themselves and their communities.

LEARNERS' & TUTORS' WORDS

“

“I have been part of the IkamvaYouth programme for nine years, I joined when I was in Grade 10 as a learner and I came back to Tutor.

I was motivated and inspired by my former tutors to come and give back to the program because it helped me a lot in discovering my true potential. I love being a tutor because I get to motivate and help learners to discover their true potential and improve their marks. This helps to inspire underprivileged young people to become better and achieve their wildest dreams. I understand the struggles of growing up in the township with no motivation around you as a resident of the Nyanga community hence I made a decision at a young age to associate myself with spaces where I will continue to grow and be inspired.

As tutors we have been practising different strategies to improve the tutoring, one of them is grouping the learners into the subjects that they do when they come in so that it can be clear for tutors to work efficiently. Emphasis on peer-to-peer support for the learners is essential in building collaboration and allows learners to know their strengths and weaknesses. After sessions, we have debriefings as tutors to discuss ways to improve and continue delivering quality tutoring that is aligned with the objectives and growth.

”

Inganathi Mantyi,
Tutor - Nyanga Branch.



Raymond Matshe, Ikageng Tutor

“The commitment of tutors is a big reason for the branch’s success. The IkamvaYouth programme is only beneficial if learners are willing to succeed in their studies.”

Lerato Moloko, Ikageng Learner

“IkamvaYouth has helped me a lot. I wouldn’t be where I am if it wasn’t for them. I plan on studying Computer Science at NWU. I would like to come back and tutor to help other learners succeed.”

Vurande Jane, Ivory Park Learner

“IkamvaYouth has contributed a lot to my results, my tutors were always there to assist me. My experience was awesome. My school did not have a lab, but IkamvaYouth had it all. When I had an assignment that I couldn’t understand, they always helped. I would like to come back to tutor. With all the information I have already I’d like to also share and assist all other learners.”

Willem, Grade 10 Ikageng Learner

“We never really appreciate the tutors for all the hard work they put into changing our lives as learners. I believe that their presence during Winter School helped me so much to become, not only a better academic but rather a better young person. Thanks a lot IkamvaYouth heroes and heroines.”

Bophelo, Grade 9 Ikageng Learner

“This was by far the most beneficial and exciting winter school I have attended. Meeting learners from other schools, them sharing their teaching experiences and resources made it all that amazing. Thank you Ikamva and the tutors that made this all possible.”

Nancy, Grade 11 Diepsloot Learner

“The winter school programme was one of my highlights for the year, I learned so much in a short space of time. Information shared by tutors and other invited visitors was both worthwhile and created a light at the end of a dark tunnel. I am more hopeful for what the future brings because of the last 2 weeks. Thank you IkamvaYouth.”

Sabani, Diepsloot Tutor

“Affirming the matrices that they had made it this far and further encouraging them to put in the work for the last leg of the year was my highlight for the 2 weeks. It always brings me joy to see young people hungry for education and striving for excellence. I am grateful for the opportunity to serve in this way.”

2022

HR OVERVIEW

2022 has been a very exciting yet challenging year for IkamvaYouth. The organisation went through a lot of changes both operationally as well at the leadership level. The rapid growth and change needed a strong people focused approach to ensure that the organisation was well equipped to handle the various changes. The HR department was at the forefront of developing and training employees to support this growth. As more opportunities for leadership position promotions became available and other positions evolving into including a more strategic focus, the staff was taken through various training and development initiatives which included, but not limited to on the job training, mentoring and coaching, external and Leadership training.

In 2022 the organisation embarked on developing a bold and ambitious vision for the next ten years. This ambitious strategy necessitated a review of our values and the introduction of culture pillars to ensure that the right environment is created and nurtured for the successful implementation for the new strategy. These values were not just formulated for IkamvaYouth employees, but for the greater stakeholder community to identify with them as well. IkamvaYouth is thus proud to share the new Values and Culture pillars with the rest of our stakeholders.



Values

1.

**COLLABORATION
AND PEER TO PEER
SUPPORT**

2.

**COMMITMENT
TO IMPACT**

3.

**CONTINUOUS
IMPROVEMENT**

4.

**INCLUSIVE
GOVERNANCE**

5.

**INTEGRITY AND
TRANSPARENCY**

6.

**PAYING IT
FORWARD**

7.

**A RESPONSIBILITY FOR
SELF AND OTHERS**



Culture pillars

COMMUNITY

EXCELLENCE

CONTINUOUS LEARNING

INCLUSIVITY

With that being said, we asked one of our employees who has been with IY for a number of years and has progressed from an entry level position into that of a manager to reflect on her time at IY.

Even when it is a true well-known notion that hard work is almost a prerequisite for career development, IkamvaYouth provided me with smarter ways to support my career growth. The organisation created a space where I could imagine what my career will look like in five to ten years.

I have been a staff member since 2016; I started as a Kuyasa Project Coordinator, progressed into a Branch Coordinator for Ikageng, and currently a District Manager GP/NW. My success in this career derives from the mentoring I have received from my line manager and the peer support roles played by myself and fellow colleagues – these attributes enabled me to learn from others the knowledge and skills further along than my own. I have learned why it matters to live IY values, and in turn define my own.

IY values constantly reminded me that I share a bigger purpose than what meets the eye. While working with learners, and various stakeholders at the branch level, it is amazing to see that we are all working towards building suitable communities through education. Together, we have recognised that enabling learners' achievement encompasses a holistic approach to support throughout their entire career journey, from schooling, transition into post matric placement – subsequently to the job market. As it takes a village to raise a child - so it is crucial for us at IkamvaYouth to continuously enhance this learning pedagogy to ignite the change we envision for all young people living in South Africa.

Thank you again for giving me a big shot at leading the GP/NW team.

With all the support and mentoring I still receive to this day; I continue to be proud working for an organisation that prioritises staff development and growth!!

Lastly, thank you for continuing to invest in my career development.

Ntombi Mahlangu
District Manager for GP&NW





FINANCIAL OVERVIEW

INCOME STATEMENT

Income Statement for year
ending 30 November 2022

Figures in Rand

	CURRENT: 2022	PRIOR: 2021
REVENUE	18,672,744	18,294,142
Other Income	8,102,321	4,661,115
OPERATING EXPENDITURE	(27,619,328)	(21,447,413)
Operating surplus	(844,263)	1,507,844
Investment revenue	437,088	355,236
SURPLUS / (DEFICIT) FOR THE YEAR	(407,175)	1,863,080

Please refer to our audited accounts which are [on our website](#) for a full breakdown of our expenses.

BALANCE SHEET

Balance Sheet for year
ending 30 November 2022

	CURRENT: 2022	PRIOR: 2021
ASSETS		
Non Current Assets		
Property And Equipment	5,592,214	5,590,490
Current Assets		
Cash And Cash Equivalents	12,868,810	11,866,174
Trade And Other Receivables	287,592	328,921
TOTAL ASSETS	18,748,616	17,785,585
EQUITY AND LIABILITIES		
Equity		
Accumulated surplus	12,930,362	13,337,537
Liabilities		
Current Liabilities		
Trade and other payables	876,808	670,644
Deferred income	4,262,569	2,867,781
Provisions	678,877	909,623
TOTAL EQUITY AND LIABILITIES	18,748,616	17,785,585

THANK YOU TO OUR DONORS

Thank you you for your
continued support!

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

INTERNATIONAL DONORS

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We would like to extend our heartfelt gratitude to all our generous donors whose unwavering support made a significant impact on our programmes and initiatives throughout the year. With your contributions, our learners have been able to reach new heights and achieve their fullest potential, making a lasting impact on their lives and our community.

We are truly grateful for your commitment to our cause.

INDIVIDUAL
DONORS

Ana Pacheco	Greg Behrens	Melissa Rehbock	Reshma Chavda
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Marion Bakker

We would like to thank Marion Bakker, a remarkable employee of IkamvaYouth, who personifies the IY values. Marion and the M&E team went above and beyond by participating in the Outsurance Gun Run in order to fundraise for IkamvaYouth. We appreciate your personal commitment to IY's mission and also are inspired by your willingness to take action and make positive change in creative ways. Thank you for leading by example and embodying the spirit of giving back.



We extend our sincere gratitude to Allan Gray for their generous donation of 99 CPUs, a contribution that has significantly bolstered our efforts. This remarkable donation, comprising 40 CPUs for Gauteng and 59 CPUs for the Western Cape, stands as a testament to Allan Gray's unwavering commitment to empowering young people. The invaluable support we have received will undoubtedly enhance our capabilities in serving the youth we engage with, ensuring they have the resources needed for a brighter future. Allan Gray's dedication to making a tangible difference in the lives of young people is inspiring, and we are honored to have them as a valued partner.

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.

GET INVOLVED

Let's join hands.



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

BANK DETAILS:

First Natonal Bank

Branch code: 250655

Account number: 62358572686

NPO Reg. Number: 032-082 PBO

Tax Exemption Number:

930030238

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THE FUTURE IS IN OUR HANDS

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