

# IKAMVAYOUTH 2023 ANNUAL REPORT

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**IKAMVAYOUTH**  
THE FUTURE IS IN OUR HANDS

# MISSION AND VISION

## The Mission

We use cutting edge educational approaches to create pathways for young people from under-resourced communities to pull themselves and each other into sustainable livelihoods.

## The Vision

A world where young people have opportunities to create sustainable livelihoods.

IkamvaYouth is a South African non-profit organisation dedicated to empowering disadvantaged young people through education. We believe that education is the key to breaking the cycle of poverty and creating a more equitable society. Our after-school programmes provide academic support, mentorship, career guidance, STEM support and life skills workshops to high school learners from under-resourced communities. Through our holistic approach, we aim to equip young people with the knowledge, skills, and confidence they need to achieve their full potential and become successful leaders. We do this through the power of the IkamvaYouth Model.



**IKAMVAYOUTH**  
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Locally developed with community input

Building future skills

Low-cost, high-impact programme

Learner-led, with a focus on STEM subjects

Career guidance

# THE POWER OF THE IKAMVAYOUTH MODEL

Personal development workshops

Sectoral development through the Community Collaboration Programme

Intensive exam prep

Mentoring

250 hours of tutoring per learner every year

Post-Programme placement support

Completely free to learners

Skills Development Training for young people who find themselves NEET

# INTERIM CHAIRPERSON LETTER

## To all our IkamvaYouth Supporters



2023 was a year unlike any other. As we celebrate another year of empowering young people, I'm struck by the resilience and spirit of our community. Despite the ever present challenges that come with working in under-served communities, we witnessed remarkable transformation and growth. We ended 2023 with heavy hearts, deeply saddened by the passing of our esteemed Chairperson Putu Madisha. Putu was a valued member of the IkamvaYouth community, his dedication and passion for youth development as well as his leadership will be deeply missed.

Our core mission - to equip young people from under-served communities with the tools and support they need to thrive - remains the cornerstone of everything we do. In 2023, we saw this mission come alive in powerful ways:

- **Empowering Learners:** Our after-school tutoring programme, implemented at the IkamvaYouth branches, reached a phenomenal 3,846 learners. It fostered a love of learning, a sense of responsibility for self and others, and provided the foundation for learners to succeed.
- **Igniting a passion for STEM:** Through a partnership with Shell Downstream, our innovative STEM programme sparked curiosity and ignited a passion for Life Science, Mathematics and Physical Science in 1,323 young minds. Learn more about this impactful programme on page 13.
- **Strengthening the After-School Sector:** We recognise the importance of collaboration. Our Community Collaboration programme formed by partnering with twenty-two fellow NGOs expands the reach of the IkamvaYouth model. Together, we reached an additional 5,030 learners, amplifying our collective impact. More information on this collaborative effort can be found on page 27.

2023 was also a year in which we dared to challenge ourselves. We launched a pilot Skills Development Programme specifically designed to support young people facing unemployment or disengagement from education and training (NEET). The programme's success was inspiring, with 192 NEET youth across three provinces finding their footing and achieving remarkable success. 192 young people completed their training and 192 have been placed into a post-programme opportunity. This programme exemplifies our commitment to continuous innovation and addressing critical needs within our communities.

We achieved these milestones thanks to the unwavering support of our dedicated staff, volunteers, learners, donors and partners. Your commitment to our mission is what fuels the success of IkamvaYouth. A heartfelt thank you to each and every one of our stakeholders. We are deeply grateful for your support.

### Looking ahead, we remain dedicated to:

- **Adapting and Thriving:** We will continue to adapt and innovate, ensuring our programmes remain relevant and impactful in an ever-changing world.
- **Building Stronger Communities:** We believe in the power of collaborative communities. We will continue to forge partnerships with like-minded organisations to maximise our reach and impact.
- **Empowering the Next Generation:** We are committed to empowering the next generation of young leaders and changemakers.

We invite you to join us on this transformative journey. Together, we can build a future where every young person in South Africa has the opportunity to reach their full potential and contribute to a brighter tomorrow.

With sincere appreciation,  
Yasmin Bucknor (Interim Chairperson)

# A TRIBUTE

to Putukwane Ishmael Madisha  
(02 November 1982 – 06 November 2023)



*This annual report is dedicated to the memory of Putukwane Ishmael Madisha, IkamvaYouth Board Chairperson, humanitarian, youth activist, husband and friend.*

In November 2023, IkamvaYouth lost its esteemed Board Chairperson after a short illness. At age 41, his untimely passing was a colossal loss to the financial services sector as well as the youth development sector in South Africa.

Putu led with passion, dedication and unwavering commitment to our cause as an organisation. His presence brought guidance, wisdom and a profound sense of purpose which will always be cherished. Beyond his strategic acumen and professional expertise, it was his warmth, smile, laughter and genuine care for others, especially the plight of rural and township scholars that set him apart.

Putu achieved a merit scholarship to study for the Bachelor of Business Science in Finance and Accounting at the University of Cape Town (UCT), where he graduated in 2004, and later qualified as a Chartered Accountant with the South African Institute of Chartered Accountants (SAICA). In 2016 he earned his Master of Business Administration (MBA) from Rotterdam School of Management in the Netherlands. Putu was employed by the National Empowerment Fund from 2011-2017 in various finance capacities and at the time of his passing he was the CEO of Housing Investment Partners.

Whilst at UCT, Putu's social conscience was honed when he became a volunteer at SHAWCO. Through his commitment to community service, Putu has given back to society over many years, including as a trustee of the Mahon Foundation, which trains future professionals from historically disadvantaged backgrounds, and provides financial resources and work opportunities to junior professionals.

Putu joined the IkamvaYouth board in 2019 as a non-executive director and rose to the position of Board Chairperson at the end of that year. This is testament to his remarkable leadership, integrity and selflessness.

His legacy of service and advocacy will continue to resonate within our organisation and the communities we serve. His passing left a void that can never be filled but his spirit and impact will live on in the lives he touched and the causes he championed.

IkamvaYouth extends its gratitude to his wife Ntombifuthi, the Madisha and Maduna families for sharing such a remarkable individual with us.

In deep appreciation and heartfelt remembrance.

*Tsamaya hantle mosupatsela!*



# CEO LETTER

Dear Ikamvanites

As we celebrate twenty years of serving South Africa's youth, I am filled with immense pride for the legacy we have created, and immense excitement for where this journey will continue to take us. What started as a grassroots movement now has a bold vision: a world where every young person has the opportunity to create a sustainable livelihood. It is our commitment to walk this journey side-by-side with every young person who is a part of IkamvaYouth, and we know that through the power of the IkamvaYouth model we can do this. We've seen this firsthand. This bold vision then fuels our mission: to use cutting-edge educational approaches to create pathways for young people from under-resourced communities to pull themselves and each other out of poverty and into a brighter future. Our vision and mission are brought to life through the development of our new strategy which will strengthen IkamvaYouth allowing us to reach more learners through the power of the IkamvaYouth model.

2023 has been a testament to the power of this vision and mission. Our after-school tutoring programme reached 3, 846 learners, providing them with the academic foundations they need to thrive. We sparked a true passion for the STEM subjects in 1,323 learners through our STEM programme with Shell Downstream (see page 13 for an overview of this fantastic intervention). In our ongoing efforts to strengthen the After-School Sector we partnered with twenty-two other NGOs through the Community Collaboration Programme and reached a further 5,030 learners, fostering a spirit of Ubuntu (for more on the CCP please take a look at page 27).

2023 was a pivotal year in grappling with the question of how we can better support young people who find themselves Not in Education, Employment or Training (NEET). We witnessed 192 young people, who were NEET find their footing through our Skills Development Programme, achieving remarkable success across three provinces. This pilot programme exemplifies our dedication to constant innovation and expanding our reach to empower even more young people.

Looking forward we remain steadfast in our commitment. We will continue to:

- Expand our reach
- Deepen our Impact
- Foster innovation

Achieving our bold vision as well as our goals to reach more learners while deepening our impact requires a robust and sustainable revenue model to ensure IkamvaYouth's long-term sustainability. This is crucial in enabling us to continue empowering young people for years to come.

I want to express my deepest gratitude to all our stakeholders, including our dedicated staff, board members, volunteers, donors, and partners. Your steadfast support is the foundation of our success. A special thanks to our alumni and past donors and staff whose early vision and commitment laid the groundwork for IkamvaYouth's remarkable journey to date. We are forever indebted to you.

As we move forward, we invite you to join us on this journey. Together, we can build a world where every young person has the tools, support and skills to not just access opportunities but keep a firm grip on them, creating and sustaining livelihoods, fulfilling their dreams and lifting each other as they do this.

With gratitude,  
Hope Chidawanyika



# 2023 FAST FACTS

● Active Tutors:

**573**

● Learners 8 - 11:

**3 178**

● Grade 12s Learners:

**668**

Pass rate:  
**89%**

Tertiary Eligibility:  
**79%**



**92%**

Learners placed  
(2023 cohort)

**56%**

of those learners  
placed into tertiary  
education

● **5 093**

Learners supported through the  
CCP

● **1 323**

learners supported through the  
STEM Programme

● **192**

young people supported through the  
Skills Development Programme



# RESULTS

## IMPACT AT A GLANCE

### REACH

**TOTAL LEARNERS: 26 815**

**TOTAL GRADE 12: 5 095**

2004 - 2023

### IMPACT

- Average Matric Pass Rate **86%**
- Tertiary Eligibility **75%**
- Total Distinctions **1 713**

# RESULTS PER BRANCH

	#	%	Western Cape					Gauteng					North West			KwaZulu Natal			Eastern Cape			
			Makhaza	Kuyasa	Nyanga	Masiphumelele	Gugs Comp	Atlantis	Total	Ebony Park	Ivory Park	Mamelodi	Diepsloot	Total	Ikageng	Mahikeng	Total	Chesterville	Umlazi	Total	Joza	Total
Learner: Grade 8-11	2598		148	120	168	123	163	145	867	197	210	193	146	746	207	229	436	191	193	384	165	165
Learners: Grade 12	668		46	48	58	41	65	52	310	43	41	39	53	176	60	42	102	22	36	58	23	23
Total Learners	3,266		194	168	226	164	228	197	1177	240	251	232	199	922	267	271	538	213	229	442	188	188
Bachelor		55%	77%	65%	59%	54%	65%	63%	64%	42%	41%	51%	79%	55%	25%	29%	26%	67%	53%	58%	57%	57%
Diploma		24%	15%	26%	19%	20%	22%	21%	20%	23%	27%	31%	17%	24%	52%	19%	38%	29%	17%	21%	26%	26%
HC		10%	4%	7%	12%	12%	3%	12%	8%	16%	22%	5%	4%	11%	15%	19%	17%		11%	7%	4%	4%
<b>Total Passes</b>		<b>89%</b>	<b>96%</b>	<b>98%</b>	<b>90%</b>	<b>85%</b>	<b>89%</b>	<b>96%</b>	<b>92%</b>	<b>81%</b>	<b>90%</b>	<b>87%</b>	<b>100%</b>	<b>90%</b>	<b>92%</b>	<b>67%</b>	<b>81%</b>	<b>95%</b>	<b>81%</b>	<b>86%</b>	<b>87%</b>	<b>87%</b>
Eligible for tertiary (Diploma + Bachelors)		<b>79%</b>	<b>92%</b>	<b>91%</b>	<b>78%</b>	<b>73%</b>	<b>86%</b>	<b>85%</b>	<b>84%</b>	<b>65%</b>	<b>68%</b>	<b>82%</b>	<b>96%</b>	<b>79%</b>	<b>77%</b>	<b>48%</b>	<b>65%</b>	<b>95%</b>	<b>69%</b>	<b>79%</b>	<b>83%</b>	<b>83%</b>

# PLACEMENT RESULTS

	IKAMVAYOUTH NATIONAL		Western Cape						Gauteng					North West			KwaZulu Natal			Eastern Cape		
	#	%	Makhaza	Kuyasa	Nyanga	Masiphumelele	Gugs Comp	Atlantis	Total	Ebony Park	Ivory Park	Mamelodi	Diepsloot	Total	Ikageng	Mahikeng	Total	Chesterville	Umlazi	Total	Joza	Total
Total no. learners Gr. 12	668		48	46	58	41	65	52	310	43	41	39	53	176	60	42	102	21	36	57	23	23
Tertiary/ Short Courses	375	56	67%	67%	37%	57%	47%	52%	55%	63%	54%	68%	81%	67%	73%	61%	67%	60%	53%	56%	35%	35%
Learnerships/ jobs	81	13	11%	9%	27%	14%	12%	18%	15%	0%	11%	24%	15%	13%	5%	4%	5%	10%	12%	11%	20%	20%
Upgrading/ or supp'ing	154	23	11%	2%	25%	6%	38%	22%	17%	31%	30%	3%	4%	17%	22%	35%	28%	10%	35%	23%	30%	30%
Total Learners Placed	610	92	89%	78%	88%	77%	97%	92%	92%	94%	95%	94%	100%	96%	100%	100%	100%	80%	100%	90%	85%	85%

# MATHS & SCIENCE RESULTS

It is well known that South Africa faces a significant challenge in improving mathematics and science results, particularly in under-resourced schools, which often lack adequate resources and support to help learners excel in these critical subjects. To bridge this gap we provide learners with additional tutoring in Maths and Science. Starting from this low base we are making steady progress in improving pass rate and more importantly to increase the quality of these passes (50% and above).

## Physical Sciences

Total wrote	<b>186</b>
Total Passed	<b>59%</b>
Achieved more than 50%	<b>34.9%</b>

## Mathematics

Total wrote	<b>271</b>
Total Passed	<b>52%</b>
Achieved more than 50%	<b>33.6%</b>

# TOP LEARNER

## SINOYOLO GXOTHISWA

Sinoyolo Gxothiswa is a shining example of the transformative power of education. Emerging from the challenging circumstances of Khayelitsha, she has defied the odds to become a beacon of hope for her community.

A product of IkamvaYouth's commitment to fostering academic excellence, Sinoyolo embodies the spirit of our organisation. Her journey from a young girl facing adversity to a promising computer science student is a testament to the impact of our programmes.

Raised by a single parent in an informal settlement, Sinoyolo displayed remarkable resilience and determination. Despite facing numerous challenges, including limited access to vital resources, she excelled academically. Her unwavering commitment to education led her to overcome obstacles and secure a place in the competitive science stream at her high school.

Joining IkamvaYouth proved to be a pivotal moment in Sinoyolo's life. The programme provided her with the academic support, mentorship, and resources she needed to thrive. Through consistent attendance and dedication, she maximised her time at the branch, developing essential skills and building confidence.

She achieved the following marks for her final examinations:

- Mathematics 86%,
- Physical Sciences 80%,
- Life Sciences 88%,
- Geography 85%,
- Life orientation 87%,
- English First Additional Language 81%
- IsiXhosa Home Language 81%.

Sinoyolo's aspiration to study further evolved into a passion for computer science, driven by a desire to create a sustainable future for herself and her family. Her admission to the University of the Witwatersrand marks a significant milestone, not only for her but for her whole family.

Grateful for the support she received, Sinoyolo is eager to give back. Her desire to become a tutor at the Makhaza branch reflects her commitment to inspiring the next generation of leaders. Sinoyolo's story is a powerful reminder of the potential that exists within every young person, and IkamvaYouth is proud to have played a role in her success.



# EMPOWERING RURAL LEARNERS IN STEM



Written by Nicola-Ann Jukes,  
The Business Development Manager

## Empowering Rural Learners in STEM

We would like to celebrate the transformative partnership between Shell Downstream and IkamvaYouth, fostering a love for Science, Technology, Engineering, and Mathematics (STEM) in under-resourced schools across South Africa.

### Focus on Rural Transformation:

Together with Shell Downstream we prioritise rural and township schools, where limited resources and a lack of specialised teachers often hinder STEM education. The Shell Downstream & IkamvaYouth STEM initiative bridges this gap, providing crucial support to empower students and educators in Limpopo, KwaZulu-Natal, Eastern Cape, and Northern Cape provinces.

## A Growing Legacy (2020-2023):

- |  |   |   |   |
|--|---|---|---|
| <p>2020</p> <ul style="list-style-type: none"> <li>We began with 12 Limpopo schools, impacting 400 Grade 12 learners.</li> </ul> | <p>2021</p> <ul style="list-style-type: none"> <li>The programme reached 25 schools across four provinces, serving 1,354 learners.</li> </ul> | <p>2022</p> <ul style="list-style-type: none"> <li>We maintained a presence in 24 schools in 2022, reaching 1,384 Grade 12 learners.</li> </ul> | <p>2023</p> <ul style="list-style-type: none"> <li>The programme served 1,317 learners in 26 schools, surpassing our annual target of 1,300.</li> </ul> |
|--|---|---|---|

## Beyond Numbers: Systemic Change:

Beyond reaching new learners each year, the programme's true success lies in fostering a systemic shift in the rural schools we serve. We've observed consistent year-on-year improvement, indicating a long-term impact on learning cultures within participating schools.

## Investing in the Future:

Since its inception, the programme has reached a total of 4,455 learners. In 2023, the programme composition was 59% female and 41% male, with a focus on core STEM subjects:

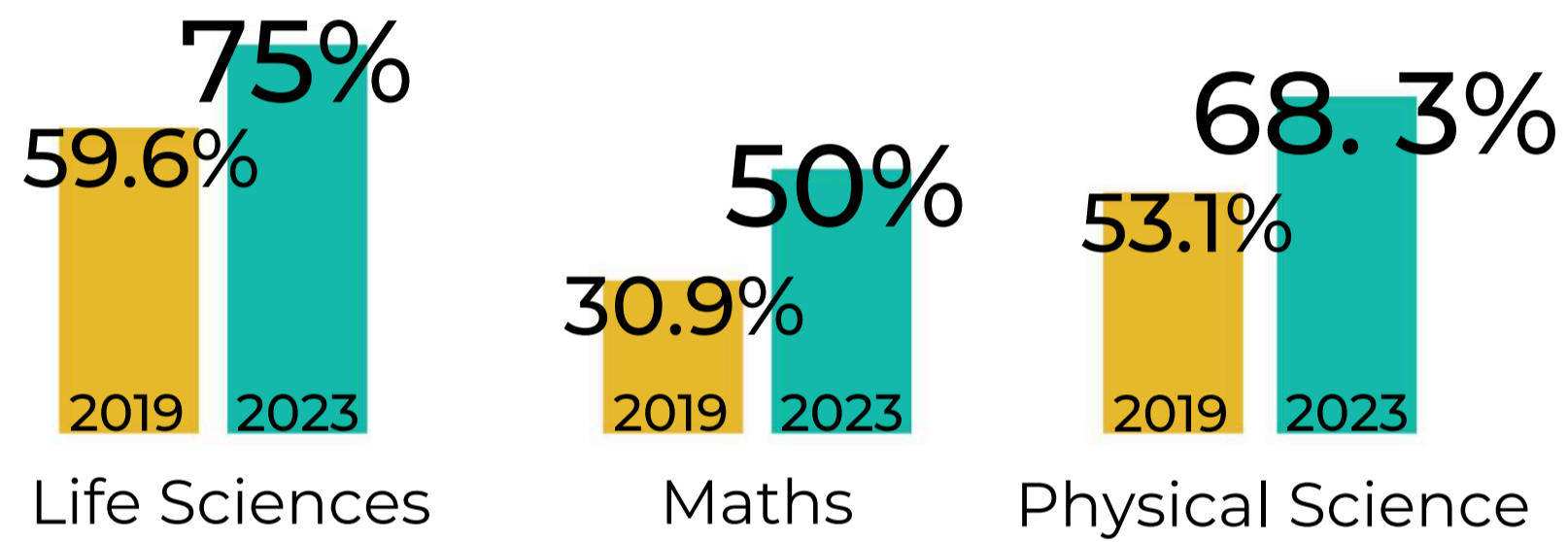
- |   |                                      |  |   |
|---|--------------------------------------|--|---|
| <p>Physical Science:<br/>696 learners</p> | <p>Mathematics:<br/>902 learners</p> | <p>Life Sciences:<br/>1,180 learners</p> | <p>Technical Science &amp;<br/>Technical Maths:<br/>47 learners</p> |
|---|--------------------------------------|--|---|

## Empowering Educators:

IkamvaYouth's learner-driven pedagogy empowers teachers through training. We provide essential resources and foster a culture of continuous learning, benefiting both teachers and students. Improved teacher motivation and ongoing professional development opportunities further strengthen programme delivery.

### Measurable Results:

The programme boasts impressive results, with a pass rate of:



This success story is a testament to the transformative power of collaboration and a shared vision for a future fueled by STEM education.

Join us in shaping the future. Together, we can ignite a passion for STEM and empower the next generation of innovators and leaders.

## The Ripple Effect:

The programme extends beyond academics, creating a positive economic impact. Local administrators, caterers, and teachers are employed, fostering job creation and sustaining local communities.

## Partnerships for Success:

The unwavering support of the Department of Basic Education (DBE) and local communities has been instrumental. Circuit managers continue to approve programme implementation across their jurisdictions. The programme has also fostered a culture of quality education delivery in previously discouraged schools.



# 20 YEARS OF EMPOWERING YOUTH:

## A Legacy of Impact



### **IkamvaYouth celebrates 20 remarkable years of transforming lives and communities.**

Since our inception in 2003, we have been steadfast in our mission to provide learners and young people from under-resourced areas with access to quality education and skills development.

Over the past two decades, we have witnessed the power of education to unlock potential and create opportunities. Our holistic approach, encompassing academic support, mentorship, and career guidance, has empowered thousands of young people to overcome adversity and achieve their dreams, lifting each other as they succeed.

From humble beginnings, of a small group of friends getting together on weekends to tutor learners at Harry Gwala High School in Khayelitsha to the movement that IkamvaYouth has grown into. We are now a vibrant network of branches across South Africa, impacting the lives of countless young people. We are immensely proud of our alumni who have gone on to become leaders in various fields, contributing to the growth and development of our nation.

As we reflect on our journey, we are filled with gratitude for the unwavering support of our donors, partners, volunteers, and the communities we serve. Your belief in our mission has enabled us to create a lasting impact on the lives of young people.

We look forward to the next chapter of IkamvaYouth, where we will continue to innovate and expand our reach, ensuring that even more young people have the opportunity to thrive and create a brighter future for themselves and their communities.



# REGIONAL REPORTS

## GAUTENG AND NORTH WEST

by Ntombi Mahlangu  
(District Manager of the  
North West and Gauteng)

### IkamvaYouth Annual Reflection: Achievements and Milestones in 2023

2023 was a momentous year for IkamvaYouth, as we celebrated our 20th anniversary and achieved significant milestones in academic and skills training across our Gauteng and North West branches. Our unwavering commitment to excellence and innovation in the community and youth space has positively impacted the lives of over 1,800 learners in Grades 9 to 12. We owe much of our success to the strong partnerships with various donors, government schools, parents, various community members and stakeholders. Our feeder schools generously enable us to access necessary infrastructure, including tutoring classrooms, office space, plenary halls, and computer labs. This collaboration allows us to effectively deliver our tutoring and skills development programmes. The mutual benefit is clear, as young people in these communities gain access to critical resources and opportunities through IkamvaYouth.

Our partners have played a crucial role in enhancing our operational capabilities. A Popular Bunch, along with other individual professionals, made significant contributions by refurbishing our operational spaces and additionally donating ICT equipment to our Ebony Park, Diepsloot, and Mamelodi branches. These contributions not only saved us money but also created an inspiring educational environment that has positively influenced staff, tutors, learners and parent's perceptions and satisfaction with our tutoring paces.

One of our core values at IkamvaYouth is "Paying-It-Forward". This value is evident in the way our former beneficiaries return to volunteer at our branches. Over 200 young people are now tertiary graduates seeking employment. They have enrolled in our accredited courses, including job readiness, cellphone repairs, ICT, and effective leadership and communication. This professional development not only enhances our tutoring model but also creates a pool of qualified candidates for internal vacancies and external job opportunities.

Ntombi Mahlangu, the District Manager for Gauteng and North West regions, emphasized the importance of creating inspirational learning spaces. She noted that these spaces are critical for academic improvement and overall wellbeing. By providing an environment that attracts and retains the best young staff and tutors, we ensure the sustainability of our quality after-school programme.



Our tutors, who volunteer their time and expertise, are instrumental in executing our programmes. Stakeholders like Whisper Media and Tipping Point Media have supported our top-performing learners by providing laptops, which help them transition smoothly into their first year of university and beyond. The top regional learner from the Gauteng/North West region, hailing from Ivory Park, received a laptop as a gift, much to the excitement of their parents.

As we look ahead, we remain dedicated to our mission of empowering young people through education and skills development. Our journey over the past 20 years has been marked by significant achievements, and we are excited about the future. By continuing to foster partnerships, invest in professional development, and create inspirational learning spaces, we aim to further our impact and help more young people achieve their full potential.

**Thank you to all our partners, stakeholders, volunteers, and staff for your unwavering support and dedication to IkamvaYouth's mission. Together, we are building a brighter future for our communities.**

# REGIONAL REPORTS

## KWAZULU NATAL AND EASTERN CAPE

by Thandazo Jafta  
(District Manager of KwaZulu Natal and Eastern Cape)

In 2023, we continued to work to ensure that young people in KwaZulu Natal and the Eastern Cape were assisted to gain access to quality academic support as well as opportunities to lead dignified lives. The year marked a significant milestone as IkamvaYouth celebrated 20 years of delivering impactful programmes and support to these young individuals, with inspiring success stories that demonstrate the transformative power of the IkamvaYouth model.

This year we supported 624 learners from grade 9 to Matric at our Joza Branch, Umlazi Branch and Chesterville Branch. These branches are located within walking distance of a number of under-resourced schools, so we are accessible to learners who need our support. A key highlight was the remarkable matric results of 2023, in which 80 matric learners across three branches sat for the NSC exams, out of which 88% passed, 59% achieved bachelor passes, 51 distinctions, and 82% were eligible for tertiary education.

We have enjoyed a number of exciting partnerships in 2023, that have enabled us to continue to provide quality programming and provide opportunities that learners would not otherwise have access to.

In KZN, we collaborated with AlgoAtWork, sponsored by CHIETA (Chemical Industries Education & Training Authority), to focus on implementing STEM education and training, specifically in robotics and coding. This programme aims to equip young individuals with foundational skills in STEM, preparing them for the future of work. Fifty Grade 9 learners from the Umlazi and Chesterville branches were allowed to participate, and they are

encouraged to come up with innovative solutions to address challenges in their communities. We are eagerly anticipating the outcomes and the opportunities this programme will create for all participants.

“My name is Sbonakaliso. I was a learner at IkamvaYouth, where I was assisted with my subjects by various tutors who were so kind and caring. This helped me to finish my matric in time and I got to go to The Durban University of Technology where I studied to be a Software Developer. Later I became a tutor at IkamvaYouth and was able to assist other learners coming from disadvantaged backgrounds. I am currently employed as a Software Developer at Umalusi Council for Quality Assurance in General and Further Education and Training, this may have not been possible without the support and exposure that I received earlier in life.”



Sibonakaliso matriculated in 2014 through the assistance of IkamvaYouth.

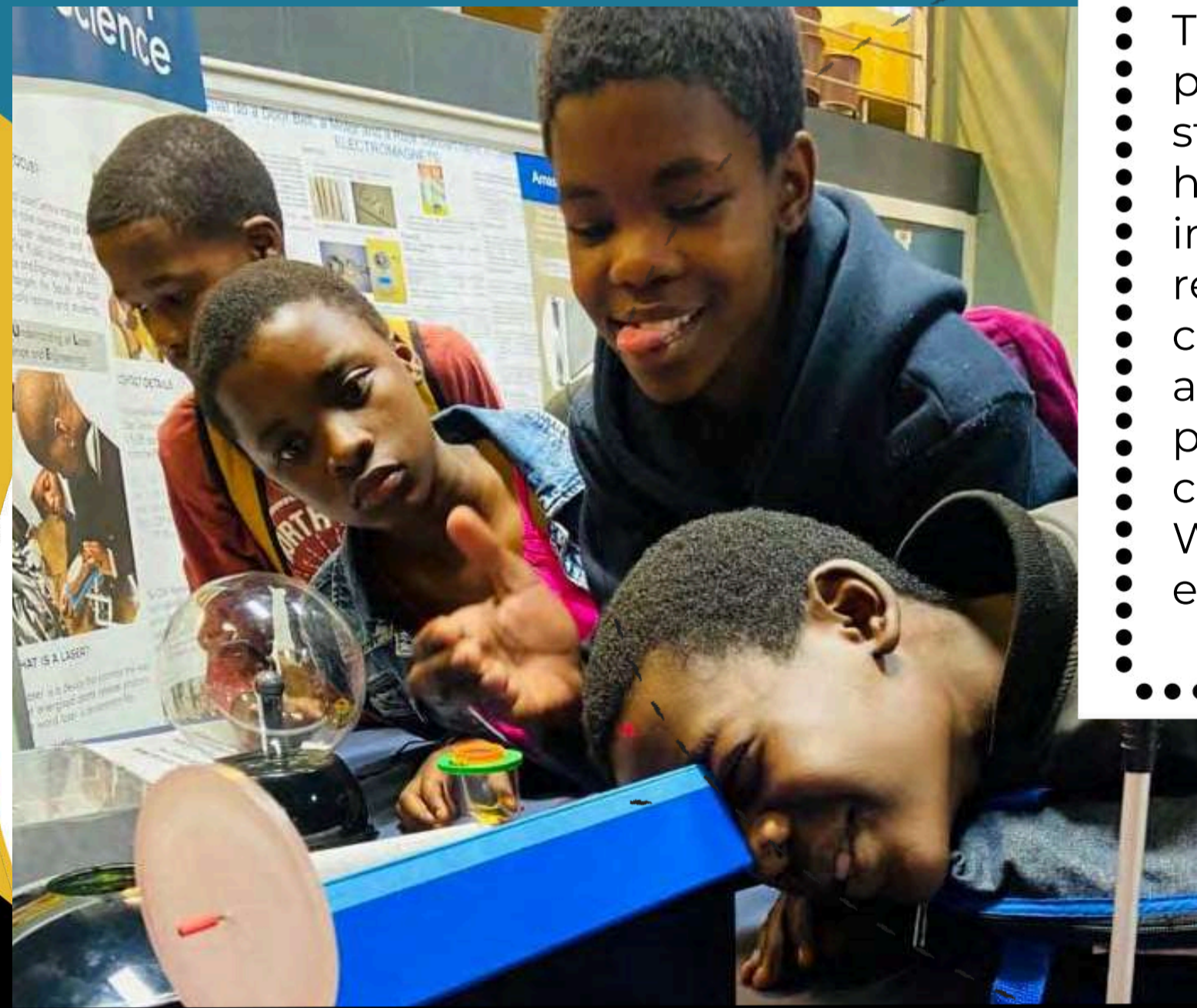
In the Eastern Cape, we were thrilled to implement the Olico programme with our grade 9 learners in collaboration with Awarenet. This programme challenges learners to engage with mathematics concepts, fostering a deeper understanding and love for the subject while improving their results. Led by a trained Olico programme facilitator, the learners had an opportunity to solve a range of maths problems, from easy to difficult. During the sessions, they learned tips and methods that they could apply when writing their termly Maths examinations. As a result, 50% of the learners who participated from term 2 to term 4 were able to improve their Mathematics results.



"I became a volunteer tutor because I wanted to live out the value I was taught as a learner, paying-it-forward. As a beneficiary of IkamvaYouth, I benefited from expert knowledge and saw it fit to do the same for the current learners at the branch. This year has taught me a lot about myself, the working environment, and the youth in general. The highlight of my days is when I see the learners understanding a concept after taking them through it, and my proudest moment is when they come with their reports and excitedly show me their Natural Sciences results. As a tutor and alumnus, I am still benefiting from the programme as I get access to all the resources. In 2023 I applied at Rhodes using the branch's computers and internet and I am glad to report that I got accepted and will be studying full-time."



It is important to acknowledge the challenges we faced. The KZN and EC branches had to navigate our programme offerings amidst ongoing floods in KZN, which unfortunately left some of our learners' homes in disarray. One of the biggest challenges has been break-ins at our Umlazi branch, resulting in the theft of laptops. This unfortunate incident meant that we were unable to continue with our computer literacy programme, which has been a major setback to our work. We were unable to provide 4IR, Tech, and AI sessions to our learners at the branch. Despite this, we are grateful for the opportunity to work with AngloAtWork and introduce our grade 9 learners to the world of technology through the Robotics Club. Despite these challenges, we remain committed to our mission and are determined to continue making a positive difference in the lives of young people.



These are just a few examples of the major collaborations and exciting programmes that took place in 2023. We are immensely grateful to all our stakeholders for their unwavering support, some of whom are not mentioned here. Without them, we would not have been able to make such a significant impact within these communities. We take great pride in our tutors, recognising them as the backbone of our programme. Their dedication and commitment are essential to our success. Without their unwavering support and voluntary contributions, it would not be possible to execute this programme. We continue to celebrate and acknowledge their invaluable contributions to our success. Our learners are equally important to us. Without them, our programme would cease to exist. We appreciate their eagerness to learn and grow, which energizes us to keep doing what we do.

Another significant focus has been the development of our volunteer tutors, who play a crucial role in implementing our programmes and ensuring our continued success. We partnered with The MakerSpace, which ran a digital skills programme alongside the United Nations Development Programme (UNDP). This programme trains unemployed youth in digital skills and job readiness, ultimately placing them in jobs or supporting them in starting their own businesses. Three (3) of our volunteers/alumni have already been placed through this initiative. This programme has been pivotal in enhancing their employability and equipping them with relevant skills for the workforce.



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# REGIONAL REPORTS

## WESTERN CAPE

by Lungile Simakade  
(District Manager of the Western Cape)

The 2U mentorship was a highlight for Nyanga branch. The mentorship sessions immensely contributed to the development of learners and impacted 150 learners. We are deeply grateful for this partnership.



In addition to mentoring, Winter School is one of the critical periods at IkamvaYouth, as it allows learners to bridge any learning gaps they may have from the previous two terms. During Winter School the branches invite external stakeholders to run different workshops for learners. In Gugulethu, hosted stakeholders like Life Choices, Epilepsy SA, and Langa For Men to facilitate different workshops for learners. Furthermore, Winter School provides an opportunity for tutors who typically can't come in regularly to continue their branch involvement through tutoring.

The implementation of the National Development Plan is not solely dependent on the government, but all the community stakeholders have a role to play in working towards the fulfillment of this long-term vision, specifically in education, training, and innovation. The offerings of IkamvaYouth contribute towards this long-term vision.

The 2023 matric results were the Western Cape's biggest highlight. This speaks to the systems that the region was able to put in place to ensure all learners are effectively supported. The commitment and passion of wanting to make a difference from the Western Cape team is noticeable.

The matric results of 2023 speak to our alignment with the 2030 vision. The Western Cape branches made this area our top performing region with a remarkable 92% pass rate, from the class of 2023, with all the branches meeting the matric pass rate target of 85 percent. Of the 92% of learners who passed matric in this region, 84% of learners are eligible for tertiary education, allowing learners to pursue their dreams. We feel these results are largely attributed to tutor dedication, teacher support, and team work and stakeholders who committed to walking the journey with learners. The mentoring and excursions as well as other activities offered to learners in addition to tutoring contributes to learner performance and getting them ready for examination. These are some of the activities that IkamvaYouth offers to learners. Our tailored support to address individual learner needs is an important part of our work.



ANATHI LANGA,  
IKAMVAYOUTH  
GUGULETHU BRANCH  
MATRIC LEARNER,  
CLASS OF 2023



IkamvaYouth made a huge academic contribution to me. I had no idea that I would one day be proud of and confident in my academic achievements. My mother is proud of me, thanks to IkamvaYouth. IkamvaYouth changed my way of thinking and inspired me to keep going.



Our work is not smooth sailing as there are external challenges that are beyond our control. The Western Cape taxi strikes had a significant contribution to our work as it affected teaching and learning. However, the team and schools have shown resilience – systems were put in place for learners to make up for the time they lost during the taxi strikes.



My name is Sisipho Mtingane and I joined Ikamva youth in 2022 when I was in Grade 11. I have enjoyed my experience at IY, it has helped me a lot in my studies. Ever since I started it my academic marks have improved because I always got help from tutors at Ikamva when I needed it. It has also been a very safe space for me. The programme has helped me with my tertiary application. I'm a student now at one of those tertiary institutions. I would absolutely recommend the IkamvaYouth programme to anyone still in high school because it is very helpful.

SISIPHO MTINGANE,  
MASIPHUMELELE  
ALUMNI



The work that IkamvaYouth does is not possible without the support of our stakeholders. These stakeholders play a pivotal role in ensuring quality support to our learners and exposing our learners to a wide range of career paths post high school. Our collective efforts and collaborations bring hope to learners in historically disadvantaged communities. These efforts motivate learners to use education as a way out of poverty.

As said in the National Development Plan 2030, “collaboration across the South African education system and with internationally accredited institutions should lead to higher levels of innovations.” We are committed to continue our collaboration work with our stakeholders again this year.



# SHINING THE SPOTLIGHT ON OUR **ALUMNI**

For over 20 years, IkamvaYouth has continued to play a pivotal role in facilitating the smooth transition of thousands of young people from high school into various post-school opportunities. Many of our alumni return to volunteer with us and earn valuable experience at our branches, to enrich their time with us we offer our volunteers training and access to other opportunities. Through the Alumni & Volunteers Programmes, the organisation has delivered the following social benefits:

## Promoting continuous personal and professional development:

By inspiring alumni to pursue higher education and fostering a lifelong learning mindset, the programme has equipped them with the skills and knowledge to continually advance their careers

## Breaking the cycle of poverty:

By providing opportunities for upward career mobility, the programme has effectively contributed to the reduction of youth unemployment, thereby fostering a more stable and productive society.

IkamvaYouth is dedicated to nurturing and empowering resilient leaders of the future. These leaders are not only equipped to transform their own lives but are also poised to make a significant impact on the economic landscape of South Africa. Through our programmes and initiatives, we provide the support and resources needed to cultivate individuals with the skills, knowledge, and drive to effect positive change in their communities and beyond.



# A TUTOR'S STORY

I'm Welsh Dube, a social and tourism entrepreneur deeply committed to youth and community development. My journey with IkamvaYouth has been incredibly fulfilling, spanning nearly a decade of growth, learning, and transformation. Witnessing firsthand the impact of IkamvaYouth's work on young lives has been nothing short of inspiring.

One of the reasons I resonate so deeply with IkamvaYouth is its culture of innovation and openness to new ideas. This environment has allowed me to thrive and contribute in various capacities, both at the Ebony Park branch and organisation-wide.

At IkamvaYouth, I've had the privilege of initiating and participating in numerous transformative projects. I've leveraged the skills I've developed through my start-ups to organise events like the Tutor Hiking Event, Online Alumni Quiz Night, and Heritage Day Fundraiser, all aimed at engaging our community and raising funds for our cause.

I've also taken on the role of rebuilding our branch's social media presence, recognising the importance of connecting with young people and stakeholders online. I've worked diligently to showcase IkamvaYouth Ebony's tremendous work and impact.

Another aspect of my role has been training tutors and Matriculants on crafting compelling CVs, cover letters, and LinkedIn profiles. I believe these skills are crucial in helping them stand out in the job market and prepare for interviews. We're currently exploring ways to scale this initiative to benefit more Ikamvanites across the region.

Throughout my time at IkamvaYouth, I've had the privilege of serving in various leadership roles at the Ebony Park Branch, including Head of Tutoring, Head of Media Image and Expression, and Head of Mentoring. These roles have not only allowed me to lead by example but also to impart wisdom and best practices to my colleagues and the young people we serve.



One of the most rewarding aspects of my work at IkamvaYouth is seeing the tangible impact of our efforts

What keeps me rooted at IkamvaYouth is the organisation's core values, particularly the concept of "paying-it-forward". I've been fortunate to have received mentorship and support from others, and I'm committed to investing my time, energy, and talents in nurturing the next generation of leaders.

My time at IkamvaYouth has been a journey of personal and professional growth. I've had the opportunity to learn from my colleagues, mentors, and the young people we serve. Every interaction, whether it's a tutoring session or a community event, has taught me valuable lessons about resilience, empathy, and the power of education to transform lives.

One of the most rewarding aspects of my work at IkamvaYouth is seeing the tangible impact of our efforts. Whether it's a student going to university or landing their first job or a tutor gaining confidence in their abilities, these moments reaffirm my belief in the power of education to break the cycle of poverty and create a brighter future for all. Looking ahead, I am excited about the possibilities that lie ahead

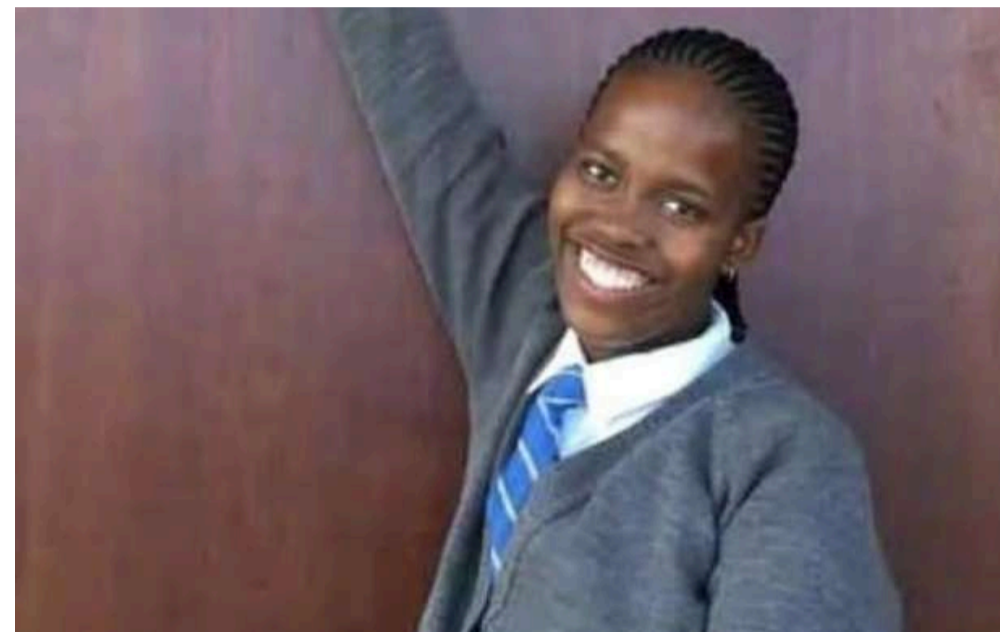
for IkamvaYouth, especially as we celebrate our 21st anniversary in 2024. This milestone marks a significant moment in our journey, and I believe that our work is more important now than ever before. I am committed to continuing my work with IkamvaYouth and to finding new and innovative ways to empower young people to reach their full potential.

In conclusion, I am incredibly grateful for the opportunity to be a part of the IkamvaYouth family. My time here has been nothing short of transformative, and I look forward to many more years of making a difference in the lives of young people in our community.

Thank you to everyone at IkamvaYouth for your support, encouragement, and dedication to our shared mission. Together we can continue to change lives and build a brighter future for all.



# LEARNER QUOTES



"I joined IkamvaYouth in 2020 when I was in Grade 9. I joined because I heard that IkamvaYouth helps students with their assignments and homework. I was interested because I wanted to pass grade 9 with flying colours. I became a top achiever in 2020 as the tutors really helped me through my Grade 9 journey. I decided that I would attend IkamvaYouth until I finished my matric. The programme really helped me to improve my marks in High School. I became a top achiever in 2020, 2022 and 2023. It changed my academic life. I passed my matric with a bachelor's pass and one distinction. I am now a student at The University of Western Cape and doing a Bachelor of Social Work. My dream is to finish my degree on time so that I can break the chain of poverty in my family. I want to make a change in the life of my people. I am also coming back as a tutor because I also want the learners of IkamvaYouth to get the opportunity that I got."

-Lathitha, IkamvaYouth Nyanga Branch  
Matric Learner, Class of 2023



"IkamvaYouth made a huge academic contribution to me. I had no idea that I would one day be proud of and confident in my academic achievements. My mother is proud of me, thanks to IkamvaYouth. IkamvaYouth changed my way of thinking and inspired me to keep going."

- Langa, IkamvaYouth Gugulethu Branch  
Matric Learner, Class of 2023



"IkamvaYouth has helped me to improve my academics. With the help of the tutors in the previous year, I was guided into making the correct subject choices for me where I found myself flourishing. Two possible career paths that I would like to follow are Nursing or Chartered Accounting."

-Olerato Molwantwa, IkamvaYouth Mahikeng  
Branch, Grade 10



"My name is Kwanda and I am an Ikamvanite. IkamvaYouth has helped me improve my academic results. When I started I was struggling with Maths but today I am getting good marks. I can now also trust myself to confidently speak in front of my peers. Thank you to IkamvaYouth and my tutors who did not give up on me. I am excited for my sister to also be part of this programme and experience this."

-Kwanda, IkamvaYouth Learner, Early  
Intervention Maths Programme



"I'm Cindy-Lee and I became a member of IkamvaYouth in 2021. I was a proud member of the matric class of 2023, achieving a bachelor's pass and securing admission to Stellenbosch University for Bachelor of Medicine and Surgery. To the class of 2024, Continue giving it your all and never cease your efforts. All the hard work and dedication pay off in the end." I am incredibly grateful to the IkamvaYouth community for their invaluable support and guidance. Without your assistance, none of my achievements would have been possible."

-Cindy-Lee, IkamvaYouth Atlantis Branch,  
Matric Learner, Class of 2023



"IkamvaYouth is an organisation that assisted me in shaping my future in a way that enabled me to lay a vigorous foundation as I enter the second phase of my life. I joined IkamvaYouth when I was in Grade 10. It was one of the hardest grades as we are introduced to new subjects, but IkamvaYouth made it easier for me by helping me with the subjects I found difficult. IkamvaYouth kept me off the street and enforced discipline in me which is one of the key things that played a role in me achieving good marks. I passed Matric with an average of 84% and I have been admitted to Sefako Makgatho Health Sciences University in Pretoria to study Medicine. Being a medical doctor has always been my childhood dream. Situations that I encountered in my upbringing are also a reason for me taking this path. The urge to help people has always been there. I once found myself in a situation where I felt helpless as I could not do anything due to lack of experience but because of the route I'm taking I aim to bring change."

-Alizwa Khwaza, IkamvaYouth Nyanga Branch Matric Learner, Class of 2023  
\*Top achiever and achieved an 84% average in her final results



"IkamvaYouth has helped me a lot and because of it, I was able to do well and pass grade 9. I am more confident at school now and I'm looking forward to doing even better in grade 10. I am currently a Tourism learner and after I complete matric, I would like to venture into the food and beverage industry."

-Tlotlego Kgaje, IkamvaYouth Mahikeng Branch, Grade 9



"IkamvaYouth has helped me to improve my marks as a Grade 10 learner. In addition to the academic assistance I have learned to work with other learners, helping each other to better understand our school work. I have made friends with learners who are also focused. I am mostly grateful for the examination preparation sessions and the encouraging words to always put my best foot forward"

-Ibanathi, IkamvaYouth Joza Branch, Grade 10 learner in 2023



"Being part of IkamvaYouth helped me pass my Grade 10 well. IkamvaYouth has become a part of my life and doing homework at the branch has become a regular habit. With IkamvaYouth's guidance I can safely say that I now have a clear vision of what career path I would like to pursue in the future"

- Akhanani, Grade 10 learner in 2023, Joza Branch



# THE SKILLS DEVELOPMENT PROGRAMME

Over a year ago, IkamvaYouth expanded its reach by introducing a Skills Development Programme with two main objectives: reducing the number of young people not in education, employment, or training (NEET) and equipping them with the necessary tools to secure work or establish their own businesses. The pilot programme was implemented in four provinces: Limpopo, Gauteng, North West, and the Western Cape.

A total of 192 young people received training through the programme, with 112 of them being black women. The primary aim was to prepare them for various employment opportunities, and as such, the courses offered were tailored to meet the specific needs of their respective fields. A wide range of recognised skill development courses were made available, including Drill Rig, Boiler Maker,

Tracked Dozer, Electrical Aide, Competent A and Blasting Assistant, Occupational Health and Safety, Appliance and Smartphone Repairs, System Development, and Technical Support.

Following the completion of the training, the participants were recognised at formal graduation events, and IkamvaYouth continues to assist them in securing jobs, internships, or learnerships where they can fully utilise their newly acquired skills. Well done to all the Skills Development Programme participants for all your hard work. We would also like to extend our thanks to Absa, Bank of America Charitable Foundation and the Tshikululu Trust.

# THE COMMUNITY COLLABORATION PROGRAMME

## FORGING FORWARD TOGETHER

In reflecting on the strides made by the Community Collaboration Programme at IkamvaYouth over the past year, we find ourselves amidst a tapestry of accomplishments and learning experiences. From navigating challenges to celebrating triumphs, our collective dedication has proven instrumental in fostering positive change. Through collaborative efforts, we not only weathered challenges but also fine-tuned our programming to ensure a more engaging and effective community collaboration. Having collectively supported over five thousand learners across nineteen different communities spread through three provinces, and reaching five hundred and thirty-seven matric learners, we are filled with pride and encouraged to do even more!. As we approach the new year, the matriculation results of 2023 stand as a testament to our shared impact—boasting an 81% pass rate, with 39.7% achieving Bachelor Pass Types and an additional 26.3% obtaining Diploma Pass Types, collectively contributing to a remarkable 66% tertiary eligibility. This commendable achievement underscores the potency of our commitment to empowering underserved learners across South Africa. As we extend heartfelt congratulations to each participant, tutor, volunteer, and partner involved in this transformative journey, it is essential to recognize the diverse pathways that lie ahead.



PROGRAMME COORDINATOR  
OF BOKAMOSO, ZAKES  
MATSIMBE, WITH  
BOKAMOSO EDUCATIONAL  
TRUST BENEFICIARY AT  
WEST RAND DISTRICT  
AWARDS



On behalf of Just Grace NPC, I would like to congratulate IkamvaYouth for 20 years of excellent leadership in the after-school sector. Just Grace has grown tremendously through the IkamvaYouth Community Collaboration Programme. Since 2012, we have achieved an average of 93% matric pass rate. This is a testament to the years of sharing best practices and constantly improving our academic support models together. For the next few months and years, it is going to be important that we shift in the quality of pass rates, especially in under-resourced communities. The future is exciting, and we are looking forward to more meaningful impact for the under-resourced communities.

-Delphino Machikicho - Just Grace NPC  
Executive Director

Bokamoso Educational Trust has streamlined its offerings over the years, focusing solely on STEM subjects. This approach has proven to be successful, maintaining an average matric pass rate of 100% and a combined bachelor pass and diploma pass rate of over 95%. Matric learners at Bokamoso are consistently among the district's top achievers in the West Rand District in Gauteng. In 2023, they continued this trend with a 100% matric pass rate **and** 100% bachelor passes, achieving 33 distinctions, primarily in Physical Sciences, Mathematics, and Business Studies. Phumlani Ntusi, a learner from Bokamoso Educational Trust, achieved 97% in Physical Sciences and 93% in Mathematics, stating that "As a current student pursuing Electrical Engineering at Wits University, I extend my heartfelt gratitude to the Bokamoso Educational Trust for the invaluable additional mathematics and science lessons provided. These sessions proved instrumental not only in strengthening my proficiency in maths and physics but also in facilitating improvement across various subjects. Moreover, they played an important role in guiding me toward making informed life choices, fostering a sense of responsible citizenship, and altering my outlook on the future."

This year, the Community Collaboration Programme has embarked on a journey of providing organizational development support initiatives, aimed at bolstering the capacities, resilience, and sustainability of our partner organisations. With an unwavering dedication to fostering sustainable livelihoods and creating pathways for youth to access opportunities, we pledge to expand our reach and impact, ensuring that more individuals can benefit from comprehensive educational empowerment. Together, let us continue to build a future where knowledge, resilience, and opportunity converge to create lasting positive change in the lives of learners in South Africa.

Having worked with all the matric learners with our partner school, I have been able to observe a few things, one of the most prominent challenges was the varying academic abilities among learners, which required tailored approaches to meet individual needs. Additionally, engaging some learners proved challenging initially, especially those who lacked confidence in the academic abilities. However, witnessing the transformation in these learners over time was incredibly rewarding. One learner, Tshegofatso, initially struggled with math concepts and often felt discouraged, but through consistent support and encouragement, Tshegofatso gradually gained confidence and began to excel in Mathematics! Seeing his newfound enthusiasm for learning was a powerful reminder of the impact of dedicated support and mentorship in after-school programmes. Gaining a deep understanding of the diverse needs of learners, and the importance of flexibility and patience in addressing those needs has been the game changer for working with an entire grade in a school.

Collaborating with the dedicated staff and volunteers at Willow Crescent High School has been a highlight of my experience in the sector! Together, we formed a cohesive team committed to supporting the learners and fostering a positive learning environment. Through open communication and shared goals, we have been able to overcome challenges and celebrate successes together!"

-Founder of Glow Movement NPO, Amanda Mokoena

# JUNIOR HIGH LITERACY AND MATHS MASTERY PROGRAMME

Written by Unathi Maqhula

Junior High Literacy and Maths mastery Programme is strategically designed to boost literacy and numeracy skills, encourage continuous learning, promote STEM subjects, prevent school dropouts, and improve matriculation results, entrepreneurial skills, and ultimately employability.

Last year marked a remarkable journey for our staff, tutors, and learners. Across our five branches in Makhaza, Nyanga, Gugulethu, Kuyasa, and ID Mkhize, we enrolled over 500 learners from diverse backgrounds. Beyond academic tutoring and career guidance, we provided crucial psychosocial support to help them navigate challenges at home.

Our standout achievement was creating a safe learning environment and exposing learners to opportunities beyond their communities. Excursions, like visits to Kirstenbosch Botanical Gardens, expanded their knowledge. Subject selection workshops and career guidance prepared them for higher grades and helped them envision future careers. Engaging in Math Olympiads, such as Olico's Times Table Challenge, and activities with Ubuntu Maths Institute from UCT enriched our curriculum. Prize giving days celebrated learners' academic achievements, emphasizing their overall well-being.

A challenge we faced was securing enough tutors for the lower grades. However, we addressed this by recruiting university students proficient in math and English, providing them with training in session facilitation and management skills. Our heartfelt thanks go to our donors, whose support makes our work possible. Your contributions play a pivotal role in shaping the success stories of our learners and the impact of our program in the community. Thank you for making a difference in the lives of those we serve.

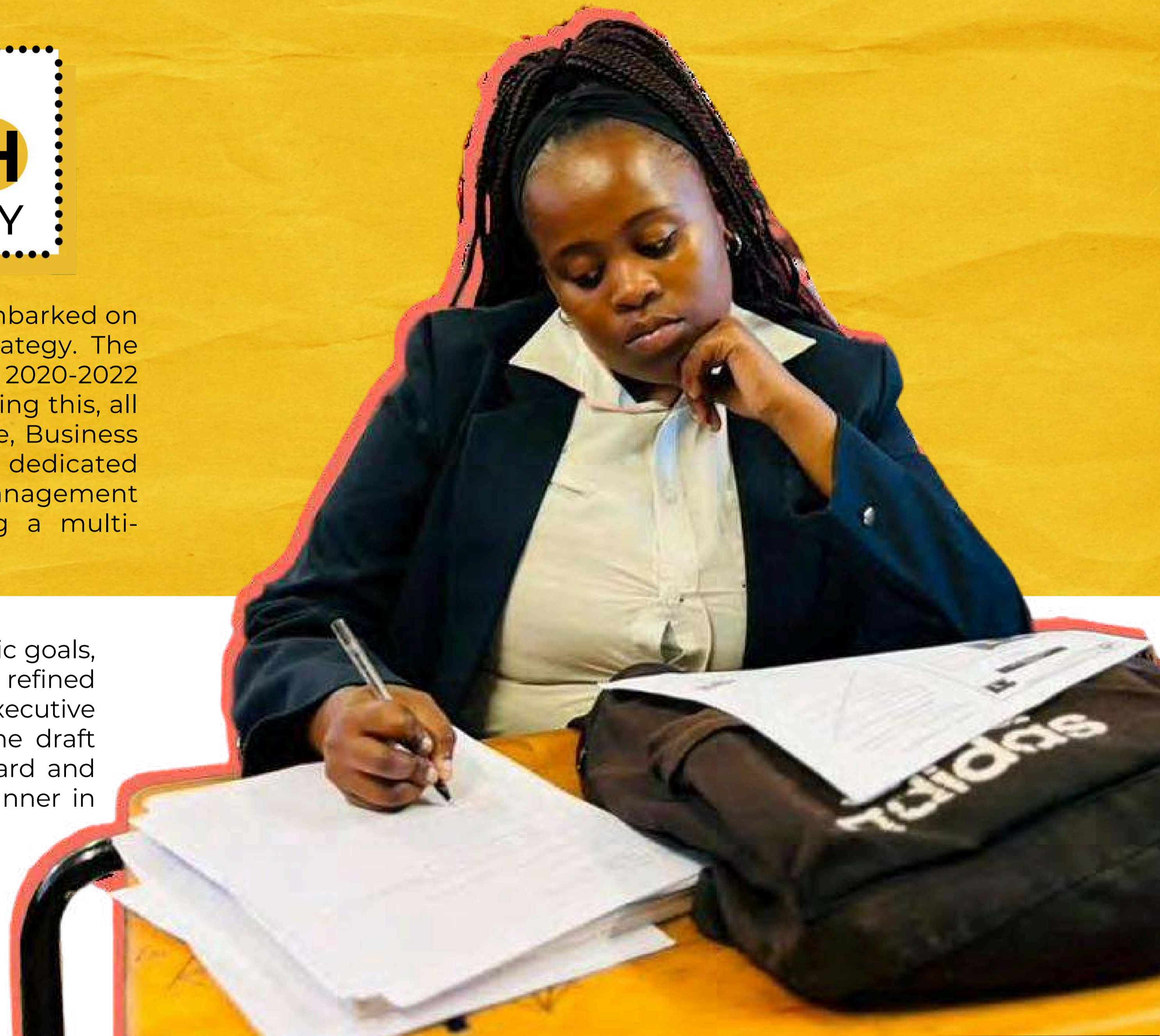


After leaving Stellenbosch University's medical school, I found joy in enrolling for Bed Senior Phase & FET at CPUT. Throughout my journey, I've remained optimistic, firmly believing that every learner possesses the capacity to understand and excel in mathematics with the right mindset. Tutoring students with diverse backgrounds and skills has presented challenges, but I am a strong advocate for inclusive education. My motivation for tutoring stems from a desire to exercise and develop the potential of less fortunate learners. I see tutoring as an inherent part of who I am, much like a lion that doesn't realize its own ruthlessness—it's simply in its nature. Among my tutoring highlights are the continual learning experiences from my students, the honor of leading a team for two years, and being voted as the best tutor of the year.

# AN OVERVIEW OF **THE IKAMVAYOUTH** VISION 2030 STRATEGY

Recognising that sound strategy underpins impact, we embarked on a comprehensive process to develop the 2024-2030 Strategy. The process started in the middle of 2022 with a review of the 2020-2022 strategy, coupled with a deep environmental scan. Following this, all the IkamvaYouth departments (programmes, HR, Finance, Business Development, ICT, MEL, Tech and Training) participated in dedicated strategy sessions. These sessions were reviewed by the management team and facilitated by external consultants, ensuring a multi-faceted perspective.

Next came a rigorous interrogation of the proposed strategic goals, ensuring clarity and alignment with our mission. The refined strategy then went to the board strategy session with the executive team for final panel beating to achieve a robust plan. The draft strategic report was then drawn up, presented to the board and signed-off. The IkamvaYouth values are evident in the manner in which this strategy was developed.



THE FOUNDATION  
**FRAMEWORK** OF THE  
VISION 2030 STRATEGY

IMPACT

IMPACTFUL  
PROGRAMME  
DELIVERY  
AND GROWTH

SUSTAINABLE

FINANCIAL  
SUSTAINABILITY

INNOVATION

DATA AND  
INSIGHTS  
DRIVEN  
INNOVATION

COMMUNITY

ENGAGED  
IKAMVAYOUTH  
COMMUNITY



# THE IKAMVAYOUTH VISION 2030 STRATEGY



Through the 2024-2030 Strategy, 100,000 learners will be supported through the power of the IkamvaYouth Model. This expansion will be realised through several strategic initiatives, including enlarging the enrolment at our branches, extending support to additional after-school programmes, expanding our Social Enterprise Ventures, and establishing Career Prospect Offices in schools alongside online learning opportunities.

## GROWTH

IkamvaYouth is poised for remarkable growth in the upcoming year, with plans to increase its learner base from 5,000 to over 13,000 in 2024. As explained above, this expansion will be realised through several strategic initiatives, including enlarging the enrolment at our branches, extending support to additional after-school programmes, expanding our Social Enterprise Ventures, and establishing Career Prospect Offices in schools alongside online learning opportunities.

# THANK YOU TO OUR DONORS



As we reflect on the impactful journey of IkamvaYouth throughout 2023, we are compelled to extend our deepest gratitude to you, our esteemed donors. Your unwavering support has been instrumental in driving the mission of IkamvaYouth to use cutting-edge educational approaches and create pathways for young people from under-resourced communities to build sustainable livelihoods.

Amidst the formidable economic and social challenges faced by South Africa, your generosity has enabled us to make a profound difference in the lives of thousands of young individuals. Together, we have achieved remarkable milestones, and we are thrilled to share some of the key highlights from the past year.

Through our after-school tutoring programme, we have reached 3,665 learners, providing them with invaluable educational support. Additionally, our STEM-focused programmes have empowered 1,323 learners to explore the realms of Science, Technology, Engineering, and Mathematics, paving the way for future leaders in these critical fields. The Community Collaboration Programme, in partnership with 18 emerging organizations, reached 5,030 learners, fostering a sense of community and collaboration. Furthermore, our Skills Development programme engaged a cohort of 192 young people, equipping them with essential skills for a dynamic and evolving job market.

Celebrating 20 years of existence, IkamvaYouth has continued to extend its impact beyond academics. We have addressed the holistic well-being of our learners through mental health awareness workshops, and partook in a learner documentary programme in collaboration with Eh!Woza focuses on relevant social issues in their communities. Our commitment to continuous career guidance support, workshops and mentorship reflects our dedication to preparing young individuals for the ever-changing working environment and economy.

One of the most remarkable takeaways from our recent alumni survey is the growing culture of giving back that IkamvaYouth has fostered. An astounding 87% of alumni who completed the survey are currently engaged in volunteering activities or pursuing further education. This not only exemplifies the transformative power of education but also underscores our commitment to touching lives and empowering our youth.

Your belief in our mission has made all of this possible, and we want to express our sincere appreciation for your invaluable contribution. Together, we are creating a positive ripple effect in the lives of young people, helping them realize their potential and build brighter futures.

Thank you for being a beacon of hope and catalyst for change.

Written by Natasha Smit the  
Fundraising Coordinator

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Lori Joffe  
Louie Eggers  
Luisa Ashworth  
Marc Davido  
Margaret Clarke  
MariaMarina Foundation Mariel Kaplan  
Marion Bakker  
Mary-Lou Thompson  
Mieke Steyn  
Momentum Metropolitan Holdings  
Murray Duncan  
Nicola Clayton

Ninety One  
Pete Hutchings  
Peter Hall  
Phil Alves  
RGA Reinsurance Company of SA  
Richard Andrew  
Robert Otty  
Roberta Eggers  
Romy Kruger  
Rowen Souls  
Sally Guyer  
Sarah Davis  
Shaun Reznik Shell Downstream SA  
Sibanye-Stillwater  
Simon Beissel  
The Bank of America  
The Bishop Simeon Trust  
The David and Elaine Potter Foundation  
The Estee Lauder Companies Charitable Foundation  
The Frank Jackson Foundation  
The Giuseppe and Rita Raimondo Charitable Trust

The Learning Trust  
The New Settlers Foundation  
The Oppenheimer Memorial Trust  
The Rolf-Stephan Nussbaum Foundation  
The Ruth and Anita Wise Charitable and Educational Trust  
The Standard Bank Tutuwa Community Foundation  
The Tshikululu Trust  
The Utolo Education Trust  
Thermofisher Scientific  
Thomas Hunig  
Tipping Point Media  
United Way Worldwide  
Vanessa Kingsmill  
Whisper Media  
Wise Philanthropic Advisors



# IKAMVAYOUTH MENTORING PROGRAMME WITH 2U



Grade 12 learners from IkamvaYouth Nyanga Branch partook in an enriching mentorship programme as a result of our ongoing partnership with 2U, inc. The mentorship programme with 2U, inc. has been transformative for the learners as it encourages them to dream beyond the confines of their immediate environments. The excursions to the 2U offices instil a sense of possibility, fostering improved attitudes towards academic careers and personal development. This programme focused on job shadowing, interview preparation, CV writing and providing valuable insights beyond the classroom.

Through this partnership and 2U's guidance, learners gain the confidence to reach for ambitious goals and discover their true potential. Partnerships like this one assist our organisation to provide a holistic learning experience for our learners and we would like to thank 2U for your on-going investment and partnership.



# COGNIA AT MASI

Since 2015, Cognia Law has been a supporter of IkamvaYouth and has developed a strong partnership with our Masiphumelele branch. Employees from the Cognia Law team volunteered to create CauseFit, an online fundraiser to support IkamvaYouth. The participants were challenged to cycle, run, swim or hike for IkamvaYouth during February and March in the build-up to the Cape Town Cycle Tour which took place on the 12th of March 2023. As a result of their efforts they managed to raise a phenomenal R86 970.96.

Cognia Law also organises and facilitates Career Day events with the Masiphumelele Branch annually. Learners experienced a day in the office and joined workshops deep diving into different roles in the sector including those in Human Resources, Information Technology, Legal and Project Management. These sessions provided an invaluable platform for learners to explore these various career paths, be inspired and interact with professionals. Thank you to Cognia Law for your dedication and unwavering support for young people in Masiphumelele over the year.



# HR UPDATE

**NTUTHU MAZWANA**  
- HR MANAGER

If I were asked to sum up IkamvaYouth in one sentence I would say:

**“IkamvaYouth is my professional home”.**

Staff development and growth at IkamvaYouth Since we are celebrating 20 years of IkamvaYouth’s existence this year, we found it also befitting that we celebrate career milestones that our staff have reached whilst in the organisation. Guided by our values, especially that of paying-it-forward, we as an organisation have been intentional in professionalizing and developing our workplace’ skill set to competently manage the challenges we face from the ever-challenging NPO environment. The non-profit sector no longer operates in the traditional sense due to continuous economic and socio-economic challenges. NPOs are expected to be as competitive, professional and strategic as any other organisation if not more. We know that for us to remain relevant and sustainable we need to prioritize our people, and so a human capital strategy underpins our overall strategy.

We are proud to report that during this past year, about 90% of our vacancies were filled by internal staff who have been groomed and prepared for various supervisory and managerial positions. The organisation has been intentional about creating a culture of continuous learning and excellence and this is evident in each and every staff member’s upward career trajectory plans and ambitions. With that being said, we would like to shine a light on one such employee, Shuvai Finos who has grown in leaps and bounds since joining our organisation in 2012.

I joined IkamvaYouth in 2012 as a Branch Coordinator for the Nyanga branch in the Western Cape. For two and half years, I was immersed in the core of the organisation’s work, engaging directly with our learners and volunteers in the community. That gave me a deep appreciation of why IY exists through knowing and engaging directly with the amazing young people the organisation works with.



**SHUVAI FINOS**

New opportunities opened up within the organisation and I took on the role of Executive Assistant to the Director and Head of Internal Communications. This role had a very different focus from my previous one and required that I sharpen other skills within my arsenal. The focus shifted to working with the Director, Executive Team and Board, which enabled me to understand how an organisation is run and governed. This was very eye-opening and provided me a holistic picture of this entity that is IkamvaYouth.

Currently, I work as the Project Manager with my most recent pursuits including the running of the organisation’s newly minted Project Management Office (PMO) supporting the various Social Enterprise Ventures (SEVs) the organisation is running.

I am in the enviable position of having done so many different things in my career in an environment that has consistently supported my professional growth and given me a chance to try new and different things. I am also grateful for the vibrant internal ecosystem at IkamvaYouth, which includes our motivated learners; dedicated volunteers and driven staff members who have all come together because we believe that our future truly is in our hands.

# FINANCE OVERVIEW

## Statement of Financial Position as at 30 November 2023

Figures in Rand	2023	2022
<b>Assets</b>		
<b>Non-Current Assets</b>		
Property, plant, and equipment	5,575,938	5,592,214
<b>Current Assets</b>		
Trade and other receivables	1,036,116	287,592
Cash and cash equivalents	9,650,077	12,868,810
	10,686,193	13,156,402
<b>Total Assets</b>	<b>16,262,131</b>	<b>18,748,616</b>
<b>Equity and Liabilities</b>		
<b>Equity</b>		
Accumulated surplus	9,715,654	12,930,363
<b>Liabilities Current</b>		
Liabilities Trade and other payables	853,487	876,807
Deferred income	4,934,956	4,262,569
Provisions	758,034	678,877
	6,546,477	5,818,253
<b>Total Equity and Liabilities</b>	<b>16,262,131</b>	<b>18,748,616</b>

## Statement of Comprehensive Income

Figures in Rand	2023	2022
Revenue	19,759,638	18,672,744
Other income	8,222,883	8,102,321
Operating expenditure	(31,886,704)	(27,619,328)
<b>Operating surplus / (deficit)</b>	<b>(3,904,183)</b>	<b>(844,263)</b>
Investment revenue	689,474	437,088
<b>Surplus/(deficit) for the year</b>	<b>(3,214,709)</b>	<b>(407,175)</b>

2023 was a difficult financial year for us at Ikamvayouth. We were extremely fortunate to have healthy financial reserves built from income received from various initiatives. We drew on these reserves in 2023 to plug the funding gaps. We would like to thank all our donors for your ongoing support and belief in our mission.

# WEAVING IKAMVAYOUTH INTO YOUR **BBEE JOURNEY**

To all our Corporate Partners, 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.



# CONTACT US

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### **BANK DETAILS:**

First National Bank

**Branch code: 250655**

**Account number: 62358572686**

NPO Reg. Number: 032-082

PBO Tax Exemption Number: 930030238

Thank you to Whisper Media for the production of this Annual Report