



IKAMVAYOUTH

ANNUAL REPORT: 2011



IKAMVAYOUTH



IkamvaYouth branches. ★ Stars show new branches – 2013

Of the 2.8 million South Africans between the ages of 18 and 24 who were not in education, employment or training in 2007, 2 million had not matriculated

(SNRI, 2009).

IkamvaYouth drives social change in South Africa by enabling disadvantaged learners to lift each other out of poverty and into tertiary education and/or employment. Volunteer tutors (many previously beneficiaries of the programme themselves) provide after-school supplementary tutoring, career guidance, mentoring and computer literacy training free of charge to learners from township schools in grades 8 to 12. Established in Khayelitsha in 2003, the low-cost, high-impact model has been implemented with remarkable results in seven townships in three provinces.



“What ikamvaYouth manages to do is to encourage learners to raise the bar, by entering for subjects which the typical student from weak schools would usually avoid, and then to achieve success ... This is a truly impressive achievement.”

(Servaas vd Berg et al, 2012).

IkamvaYouth provides after-school support to learners in grades 8 to 12 three times a week, as well as intensive two-week holiday programmes. Learners self-select and enroll in grades 8 to 11. There are no academic requirements for entry, but learners need to meet a minimum 75% attendance in order to keep their place in the programme.

Learners drive the learning agenda by bringing questions and problems for small group discussion (tutor: learner ratio is 1:5). The pedagogical approach aims to instill a culture of hard work, peer-learning and responsibility.

IkamvaYouth has a democratic youth-led structure. Each branch's management committee (branchcom) is voted annually and everyone (including parents, partner organisations, learners, community leaders) is welcome to participate in biweekly meetings where decision-making is transparent and inclusive.

This has led to community ownership and support of the project, and enabled the beneficiaries of the project to become its leaders. This youth-centred decision-making model builds participants' leadership capacity and work experience.

FROM THE CHAIRPERSON



In November 2011 Minister Trevor Manuel presented his commission's National Development Plan. The challenges facing South Africa today are succinctly captured in his fictitious example of Thandi, an 18 year old who finished matric in 2010. 46% of Thandi's peers who began high school with her dropped out before they reached this milestone, yet Thandi's prospects remain bleak. Only 12% of those who write matric obtain a pass that is sufficient for them to gain access to university and another 13% obtain a pass that allows them to enter a college and get a diploma. As a young African woman from a poor school, Thandi's chances of getting into university are only 4%. Even if she did beat the odds and get accepted, Thandi might not be able to attend due to financial and other reasons. So Thandi stays at home and looks for a job, but her chances are only 1 in 4 of getting a job within the first five years and 1 in 50 of earning more than R4,000 per month. Indeed, the first time that Thandi is likely to earn more than the minimum wage is when she takes a government pension at the age of 60.

It is in the context of this dismal landscape that IkamvaYouth brings hope. After nine years our model is tried and tested and our results are extraordinary. We intervene at the point where it matters most, at Grade 8 level when young people begin to contemplate dropping out of the schooling system and we support them all the way through matric. 77% of our learners have been able to secure a post school opportunity. No wonder we are inundated with requests to replicate branches across the country.

I recently heard the (now former) Commissioner of the Metro South District of the Western Cape Education Department, Eugene Daniels, urge young Grade 11 learners not to accept the "lie" that their province had one of the best pass rates in the country. This is only made possible, he explained, because matriculants are allowed to pass 3 subjects with 30% and 3 subjects with 40%. Indeed, South Africa is apparently only one of 5 governments in the world that consider less than 50% to be a pass.

Eugene, a strong supporter of Ikamva, has now left the Department to engage in a more activist approach to education because he believes that his former employers are mired in bureaucracy and intractably stuck. We applaud his courageous spirit. IkamvaYouth will continue to work with Eugene and the many others who refuse to accept the current state of affairs and who are willing to take bold action to address the serious challenges that face Thandi and her peers.

We need to expect more of our youth and of ourselves because we are capable of it. Ikamva has proven this. The future is in our hands.

Leigh Meinert



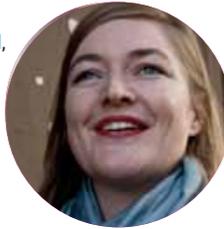
“Corruption is not going to kill this country; crime is not going to kill this country; a poor schooling system is going to kill this country”

Jonathan Jansen, speaking to ikamvanites at the Masi library



FROM THE CO-FOUNDER/ DIRECTOR

Ikamvanites got through some really rough times in 2011: [our office was petrol-bombed](#), a devastating [fire in Masiphumelele](#) destroyed 1000s of homes, and learners [spent a week rioting](#) after their classmate was badly injured while beaten at school. 2011 was also a year of tragic loss: three heroes ([Mphumzi Klaas](#), [Nomzamo Kali](#) and [Dave Eadie](#)) all passed away before their time, but not before they'd each made significant contributions to IkamvaYouth and South Africa at large.



There were some good times too: 560 ikamvanites (learners & volunteers) spent their holidays at one of the five winter schools (hosted by TSiBA, UWC, Masi library, DUT and SEF), and 426 learners achieved more than 75% attendance, three times a week, through all four terms. 100 tutors regularly spent their spare time tutoring at the five branches. The ikamvanites' hard work paid off: 99% of learners in grades 8-11 passed onto the next grade, and 85% of our matrics passed (41% Bachelor, 39% Diploma passes). 69% of matriculants are at tertiary institutions, and 9% are in learnerships and/or employment.

IkamvaYouth's track record of impressive results has led to some important and exciting attention. We were [visited by the Minister of Basic Education](#) (twice!) and mentioned in her [budget speech](#); the [Duchess of Cornwall popped in](#), and Jonathan Jansen [inspired our learners](#) at the Masi branch. We were featured in national media including [Business Day](#), SAFM and [SABC2](#) and MNet, made our own [Live magazine](#), went to [Slovenia](#) and won a bunch of awards.

A key organisational objective for 2011 was consolidation, and despite the challenges, we've managed to achieve this; thanks to the support from our visionary donors. We ran our first-ever [national](#)

[strategic planning week](#) (when many of us met the colleagues with whom we collaborate online on a daily basis in person for the first time); open-sourced our model through the [ikamvanitezone](#) (where you'll find [shared information and resources](#), how-to guides, tools & templates); had an [independent evaluation](#) conducted by Servaas van der Berg and his team of education economists, and grew [our team](#).

Over the past year, IkamvaYouth has received 28 requests from communities in all provinces to establish more branches. And after our year of heads-down consolidation, we're ready to step up and respond. 2012 has seen two new branches established: African-Bank-funded [Ivory Park](#) and ABI-funded [Umlazi](#). Next on the horizon are [Grahamstown](#) and another two Gauteng branches. We've also begun thinking about ways to [generate income](#) and sustainably scale expansively, without entirely relying on donor funding in the future.

Ultimately though, IkamvaYouth's sustainability lies with the ikamvanites. During our first few years, people would often tell us sagely that "initiatives that rely completely on volunteers aren't sustainable". We don't get that anymore. And indeed, ikamvanites have shown that not only is the model sustainable due to the learners becoming tutors, and the tutors being so committed, but that volunteers produce results in contexts where few can. We invite you to get involved in whatever way, and be a part of the change we need in many more communities throughout the country.

I hope you'll enjoy the 2011 Annual Report multi-media experience we've curated for you, and make the most of the hyperlinks providing detail behind the headlines to youtube clips, blog posts and reports.

Thanks again to every individual who played your part in enabling all that was achieved and overcome in 2011, and to those who're boosting us to ramp it up for 2012.

Joy Olivier

“IkamvaYouth is such a great place for youth that are aiming high in life, who wish to reach great things in future. As ikamvaYouth we are trying to improve the education in our community and in the province so that tomorrow the youth can go to the university they dream of with such high qualifications as that they can give back to the community at large.”

Sinawo (Tutor)





“The evaluation team is confident that ikamva’s short term impact is considerable. This lies not only in the improved matric performance, but even before that in helping to create an environment where children from often very disadvantaged circumstances feel a sense of belonging and that someone cares about their needs and ambitions. The extent of this very valuable contribution cannot be measured, but is visible in the fact that ikamva was so highly praised by all who participate in it, or have done so in the past. As an evaluation team we have not seen such universally high praise of an organisation before.”

Servaas vd Berg et al, 2012

NATIONAL



**from Zamo Shongwe,
national coordinator**

In the twelve months I have been at IkamvaYouth, I have seen the organisation grow, and become stronger. What continues to strike me as amazing is the volunteers’ commitment. At the end of last year, we attempted to convert volunteer time into money: that is, if IkamvaYouth was to pay for the level of support volunteers were freely giving, how much would it cost us? This was estimated to be well over R3 million annually, a significant percentage of our overall budget.

Our volunteers vary from tutors who assist learners up to three times weekly, to law firms that provide advice and pro bono services, individuals who keep the libraries well stocked and sorted, the “geeks” lending IT support, those who raise funds in interesting ways (last year we had a [cross-continent cyclist](#) and a [foodie auction](#)) and others who regularly supply learners with stationary or snacks.

In the past, tutor numbers would deteriorate toward the end of the year as tutors attended to their own studies, but last year the numbers seemed to have stabilised. We began 2012 with a record number of tutors, with some branches able to reduce the tutor learner rate to 1:3 – lower than the expected 1:5. We aim to keep the tutor numbers up throughout the year. Our past matriculants also continue to sign up as tutors. In KZN, 77 % of past learners returned as tutors, 80% in GP, and 50% in WC. Besides being inspirational, Branch Coordinators report that, on the whole, former learners are easier to manage, more aware of expectations and therefore require less training, and are committed to the success of their old school mates.

This year, having increased our branches to seven, IkamvaYouth continues to attract a very special bunch of volunteers in all respects. We salute all our supporters, and as the organisation grows, may you grow with us: encouraging us, advising us, teaching us, and making us continually proud.



IMPACT TO DATE



Results

IkamvaYouth's matric results have consistently far-exceeded national averages annually since 2005 (figure 2). The academic achievement is particularly significant given that learners attend generally poor-performing township schools and make more difficult subject choices. Learners are almost twice as likely to select Maths and Physics than the national averages (see figure 4) and yet 44% achieve Bachelor passes. Data from the National Assembly (2006) and Snyman (2011) show that between 2005 and 2008, an average of 11.95% of black matriculants achieved exemption or bachelor passe

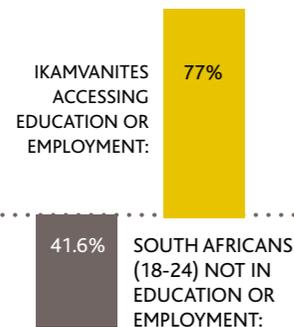


FIGURE 1: 77% of IY learners enrol in education or employment. 41.6% of 18-24 year-old South Africans are not in education or employment (StatsSA, 2007).

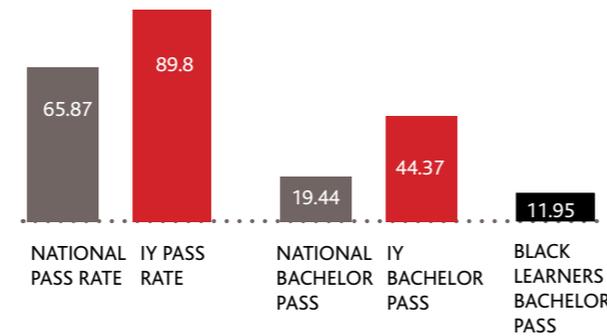


FIGURE 2: Average Matric results: % (DoE, 2005 – 2011); (IkamvaYouth, 2005 – 2011); Bachelor passes for black matriculants (Snyman, 2011).

Academic achievement is the key objective of the tutoring programme. However, career guidance and mentoring are essential for ensuring access to tertiary education and/or employment.

The General Household Survey (STATS SA, 2011) found that only 4,2% of South Africans aged 18 to 29 were enrolled at higher education institutions. Whereas 17,4% of white youth were enrolled at university, this was true for only 3,1% of black Africans and 3,5% of coloured persons.

I want to give back to the community so [they] do not forget 'generous Solly'. I want to help people, especially those from poor backgrounds. I never had a chance to grow like other children because of my background. It was really sour. When I finish my matric I want to see myself at university. I want to be a journalist and a radio personality. I am the first one in my family to be in grade 12.
(Solomzi, Grade 12 learner)

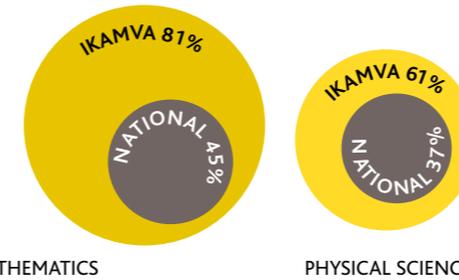


FIGURE 3: Subject selection (Van der Berg, 2012)

IkamvaYouth supports learners as they learn about, apply to, secure financial aid for, and enrol in universities, universities of technology, learnerships, internships and jobs. Between 2005 and 2011, 66% of the programme's 403 matriculants have enrolled in tertiary institutions. Overall, 77% of IkamvaYouth's matriculants since 2005 have enrolled in education, a learnership or a job 2.5 months following matriculation.

Research has shown (Branson et al, 2009) that with a matric pass, 25-year-old South African youths are less likely to be unemployed. The higher their post-matric qualification, the better their average monthly income. Those with incomplete schooling who are employed earn an average of R1000. With a matric they earn R1600, but with a tertiary certificate or diploma this jumps up to R3200. Armed with a degree, young South Africans earn an average of R5 500 per month; over three times the average township household monthly income in Khayelitsha (URDR, date unknown).

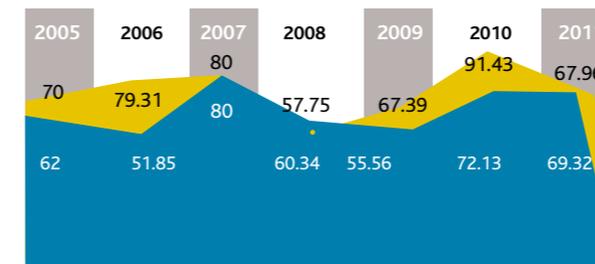


FIGURE 4:
■ % IY matrics (passed), who accessed tertiary education
■ % IY matrics (all) who accessed tertiary education, learnerships or employment

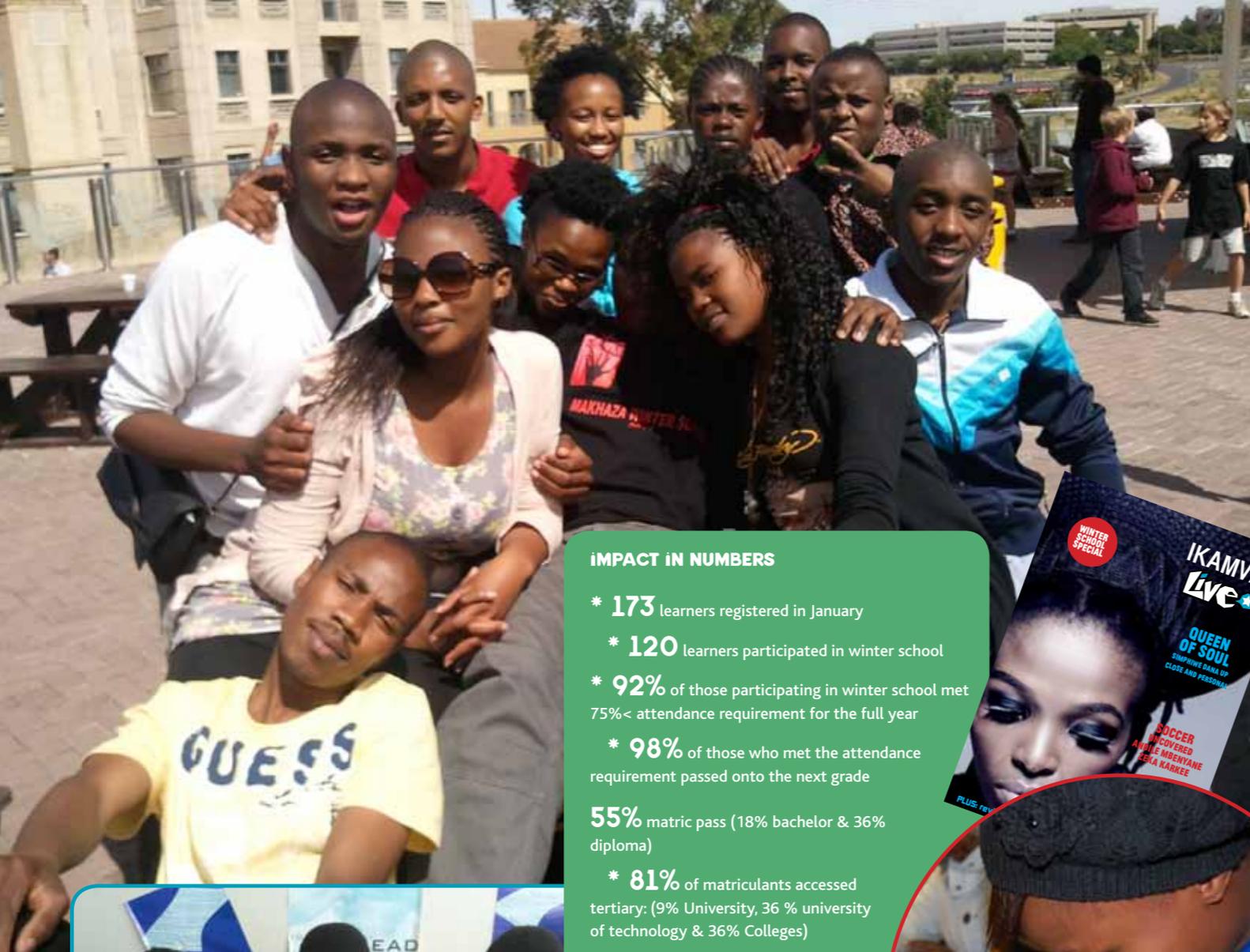
“We are really amazed at the work ikamvaYouth is doing”.

Black Sash, who donated desks for our new space in the Zolani Centre

IkamvaYouth's programmes enable its learners to achieve opportunities that will significantly increase their earning potential. This is achieved at a very low cost by leveraging strategic partnerships and volunteerism. With public libraries, tertiary institutions and community centres providing free access to venues and infrastructure, and volunteers responsible for all programme delivery, the overall expenditure per IkamvaYouth learner per year between 2004 and 2011 has been R4422.00. The programme's sustainability is ensured by the 50% of matrics who become volunteers, transforming from beneficiaries into benefactors. In 2012, volunteers will provide over 3 million rands' worth of tutoring, career guidance mentoring, computer literacy training and workshop facilitation to over 700 learners.



Feedback from IkamvaYouth learners in an independent evaluation (Van der Berg, 2012).



Makhaza

NAZEEMA ISAACS LIBRARY

from Liesel Bakker, branch coordinator

2011 saw many significant events for Makhaza, some wonderful and exciting, some devastating and challenging. Reverberations of the happenings at Makhaza were felt nationally, and internationally, this year as people from all corners of the globe (stretching from University of Singapore to Princeton) united around our branch.

Freedom Day in late April saw a [petrol bomb devastate our office](#) – a cowardly late-night attack leaving us with nothing but our determination to [rebuild](#), to rise above, to go "higher and higher" and be bigger and better than before. As hundreds of people around the world opened their hearts to help us rebuild, excitement for the future set in. Branchcom set its plans for 2012 at the [Strategic Planning Weekend](#) (SPW).

In June [winter school](#) approached with all the excitement and determination that comes with organising an event of this scale. The day before it was to begin, [Mphumzi Klass](#), our colleague, tutor, mentor and friend passed away tragically. An integral part of the branch since 2005, he impacted hundreds of lives. The branch collectively mourned this huge loss while courageously juggling office rebuilding and the intensity of winter school.

During winter school, at TSIBA's campus, learners got a taste of tertiary life, spending two weeks in intense tutoring sessions, lively debates and [workshops](#) and [excursions](#) to get them thinking about the world and their place in it. 95 learners and 22 tutors participated in voluntary HIV counselling and testing. The winter school ended in Makhaza, showcasing our considerable talents in debating, soccer and through singing, acting, poetry, dancing and rapping at the talent show, and with the publication of [Ikamva Live](#) - a magazine created by our learners and volunteers, in collaboration with Live and the Masi branch.

Once we could catch our breath and begin to comprehend the loss of Mphumzi, he was memorialised outside our office in a [mural](#), a way for us to always remember.

Despite all the challenges, attendance remained at great heights with only a handful of students not making the minimum attendance. Learners formed [book clubs](#), met [astronauts](#), and despite [school riots](#) and teacher strikes, never gave up on their commitment to making it happen for themselves – showing their community how no one can stand in the way of being the change in their lives.

In fact, two learners won a competition to meet [Janet Jackson](#), in honour of their extraordinary contributions to their local community. Tutors were also recognised, in the first project providing some committed tutors with employment opportunities through Ikapadata.

A few seminal pilot projects this year transformed the results

and attitude of the lower grades. Partnering with [Education without Borders](#), grade 8s participated in an intensive basic numeracy program. Most of the class increased their initial term one result by at least 40% by the end of the year. Grade 9s participated in our first online numeracy program, [Khan Academy](#), run by new non-profit [Numeric](#), which also completely revamped our lab, with support from the [Potter Foundation](#). Our tutors even got involved in a [Khan translation project](#) during the December holidays!

The matrics had it tough. Due to previous years' abysmal pass rates, their schools implemented after school and Saturday classes. We lost over 40% of our matrics in February 2011, to these classes. When they stopped in August, we implemented the Matric Success Project in a desperate effort to fill the gaps in learning. Although learners buckled down, for many it was too late. The lessons we learned the hard way in 2011 at Makhaza were firstly, that for improved results, proven commitment and attendance from Grade 10 needs to be shown, and secondly, that with the stress that matric brings to our learners, letting them come back after missing months of tutoring brings backward steps in the culture of peer-to-peer learning, with learners less likely to identify for themselves the gaps in their own understanding, and to arrive at tutoring with specific problems. However, while Makhaza's class of 2011 may have had a much lower pass rate than expected, 63% of those who wrote supplementary exams passed and are accessing tertiary institutions in the upcoming semester.

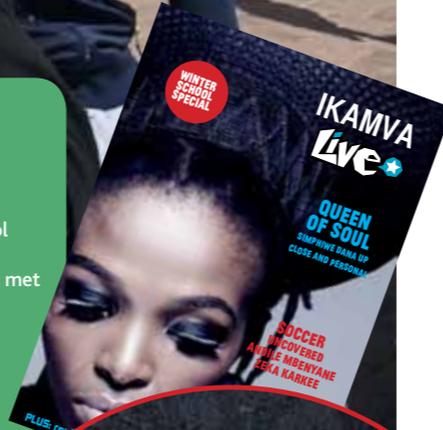
We ended off our turbulent year with a celebration at [Prizegiving](#), acknowledging the achievements of learners and volunteers (112 certificates were awarded, 50 for 100% attendance throughout the year), and set off for the December holidays with the knowledge that IkamvaYouth is bigger than any one person, and that there are things in life that pull you down, but only if you let them. We lift our hands up to all the Makhaza learners and volunteers – this year has shown that the pure strength and unity of a group of people can make things happen!

IMPACT IN NUMBERS

- * **173** learners registered in January
- * **120** learners participated in winter school
- * **92%** of those participating in winter school met 75%+ attendance requirement for the full year
- * **98%** of those who met the attendance requirement passed onto the next grade

55% matric pass (18% bachelor & 36% diploma)

- * **81%** of matriculants accessed tertiary: (9% University, 36% university of technology & 36% Colleges)
- * **100%** of learners who wrote matric are enrolled in post-school opportunities (54% tertiary, 9% learnerships and upgrading results, 40% supplementing)



“At first the experience was overwhelming; i didn't know whether i would fit in. As time passed by i could feel the warmth of ikamvanites and their tutors, receiving individual attention and moral support. i have learnt a lot in this 3 months, more than physics and maths: acceptance, group work and a warm family.

Luyanda Jarana, Grade 11 learner



“it’s not just the tutoring that makes us keep on attending at Ikamva but the support and the love we receive from all tutors”

Vuyiseka Melani

IMPACT IN NUMBERS

- * **103** learners registered in January, **89** were still attending in February.
- * **60** learners participated in winter school
- * **48** learners met 75% attendance requirement for the full year
- * **100%** of these learners passed onto the next grade
- * **93%** matric pass (**29%** bachelor & **57%** diploma)
- * **71%** of matriculants accessed tertiary (**13%** university, **13%** university of technology & **33%** colleges)
- * **86%** of those who wrote enrolled in post-school opportunities
- (**71%** tertiary, **25%** learnerships, internships or employment)

Nyanga

recently moved from **NYANGA LIBRARY TO ZOLANI CENTRE**

from **Asanda Nanise, branch assistant**

2011 has been a tumultuous year with staff changes, venue changes and all the while supporting our **first cohort** of grade 12s. However, the changes and commotion did not derail the committed Grade 12s from excelling in the matric examinations, with 93% passing matric and 29% achieving a bachelor pass. 80% of the grade 12s who wrote the exams are now in post-school placements.

The 2011 Winter School at UWC was the branch’s first independent winter school (previously we joined up with Makhaza), and involved 60 **learners** in 2 weeks of exciting workshops and excursions. Nyanganites were involved in a range of workshops and projects, and even made a radio show with the Children’s Radio Foundation. Lovelife ran a number of vibrant workshops, all learners got Answer Series study guides, and of course targeted tutoring. The last day of the Winter School brought all Western Cape branches together in a Fun Day. Nyanga competed in the debating challenge, the football tournament and the talent show, and won!

A highlight of 2011 was the help and assistance of **Sabrina Sinn**. Sabrina joined as an intern in August 2011 and became a valuable asset to the Nyanga branch, assisting with daily programme implementation and organising **life skills workshops**. In September, I joined as branch assistant and at the end of 2011 Nombysielo Dbiza left the IkamvaYouth family. Amidst this, we held a moving prize giving ceremony and planned our move from the Nyanga library to the Zolani Centre, which came to fruition at the beginning of 2012. With our new branch coordinator Shuvai Finos joining in May, 2012 is shaping up to be another high-achieving year.



“All your hard work shows at the end of the year, receiving a prize simply means i must work harder than i have before”

Benfilda Mwindini, grade 12 learner who received a full scholarship to study at St Augustine’s in Johannesburg



“I learnt that as people we must look after each other and help someone if she/he needs help.”

Phumza Kibi, Grade 11

Masiphumelele

MASIPHUMELELE LIBRARY

from Nicolas Commiegnès, branch coordinator

2011 has been an amazing year for the Masiphumelele Branch. It was our first year with a full grade 12 cohort, and we **planned our interventions carefully** to minimise our learners' stress and ensure that they were well-prepared for the looming examinations, despite horrendous challenges including a **devastating fire** which destroyed 8 learners' homes.

Career guidance, life coaching, **carnivals**, circus visits, a French exchange, **philosophy**, drama club, **HIV awareness day**, **Ladies club**, **Man club**, camps, and many many hours of tutoring helped to relieve the stress and ensure fun learning. We also held an action-packed **winter school**, during which 20 World Teach volunteers participated for three weeks. As a result we saw a huge increase in learners' academic and **social confidence**, and an improvement in their commitment. Our team of dedicated tutors assisted learners, and enabled 100% to move into the next grade and 96% of the Grade 12s to pass matric, with 65% achieving Bachelor passes.

We had a steep learning curve around tertiary admissions. The matrics, mentors and staff stood patiently in queues that stretched around the sides of admissions' buildings. Forms were frantically filled in when first choices were denied. The patience and determination paid off, however: 70% of Masiphumelele's class of 2011 have now accessed post school placements, 45% of which are at tertiary institutions.

A special treat was having Professor Jonathan Jansen **engage with our learners**. He was thoroughly impressed with IkamvaYouth and on the spot offered 5 full bursaries to the University of the Free State. Two Masinites, Zintle Mtakati and Buhle Mashiyi applied and were accepted to the university. They have had a **whirlwind first term**, adjusting to their new life in their new environment, but the professor has been hugely supportive and has even had them to dinner. It is encouraging to see someone in a high position in the education system taking such an interest in IkamvaYouth as an organisation as well as in the individual ikamvanite.

Something that is very encouraging and fuels me with confidence for the future of the Masi branch is that almost half of the 2011 matrics have committed themselves to tutoring at the branch, and to participating in winter school 2012. The concept of paying-it-forward has obviously resonated with many, and feeds into our larger aim of lifting each other out of poverty.

The core staff team; Nicolas Commiegnès, **Zoe Mann**, and Susan Alexander, have supported learners throughout the year, and numerous volunteers have offered all manner of activities, workshops, and courses to empower Ikamvanites. The start of 2012 has built on the excellent foundations that were laid in 2011 and has positioned the Masi branch to implement all core programmes, to recruit additional learners, and to improve local partnerships.



“I have learnt that if I persevere hard enough I can obtain the power to achieve my goal. And that other people are kind enough to help you”

Anonymous, Grade 12

IMPACT IN NUMBERS

- ***100** learners registered in January
- ***80** learners participated in winter school
- ***54** learners met 75% < attendance requirement for year
- ***100%** of learners passed onto next grade
- ***96%** matric pass (64% bachelor & 27% diploma)
- ***45%** of matriculants accessed tertiary (**23%** University, **4.5%** university of technology & **18%** Colleges)
- ***68%** of matriculants enrolled in post-school opportunities (**45%** tertiary, **18.2%** learnerships or internships, **4%** employment)

MASIPHUMELELE SHACK FIRE DESTROYS HOMES

The Masi Massive (Zoe Mann, Nico Commiegnes and Sue Alexander) garnered significant support from donors, volunteers and the learners themselves who've literally rebuilt ikamvanites' homes. The Masi Massive have (as always) gone way beyond their "job descriptions" and "working hours" to be the support structure our learners have needed to manage their way through this awful experience.

In the face of adversity...

Tandazwa Nocanda was one of the 8 learners who lost their homes and possessions in the May 2011 fire that swept through Masiphumelele and destroyed 1000 shacks.

After her house and all her possessions were burnt, Tandazwa displayed an unbelievable resolve and determination in the face of adversity. When someone loses all their school books and uniform, as well as personal possessions, it would be very easy to give up and to get angry at the situation. Tandazwa refused to let this horrible event deter her from passing matric.

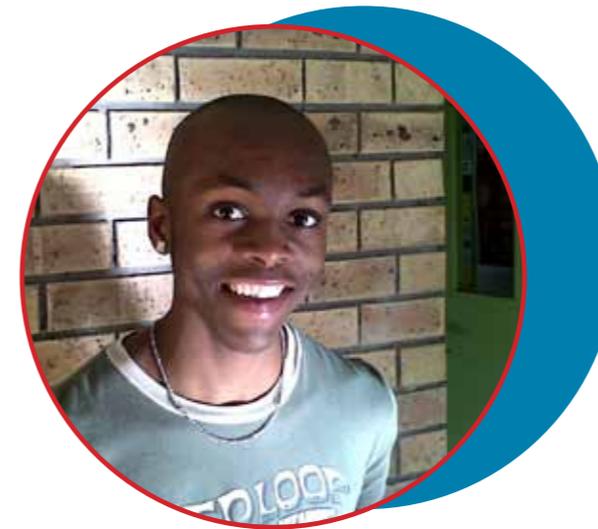
Being part of the IkamvaYouth community was paramount in supporting her through this ordeal. Firstly, ikamvanites who could donate clothes and brought blankets to keep the fire victims and their families warm through the winter months. The Foschini Group donated R50,000 towards the fire relief. This grant was used for rebuilding homes, buying school equipment, and supporting families to get back on their feet.

It was truly magical to see how a community comes together when faced with a crisis and it really showed within the IkamvaYouth community. Tandazwa went on to pass her matric and is now studying at False Bay College.

"My experience of ikamva has been a very positive one, it's been most rewarding to witness ikamva's progression in terms of improving the way the organisation is run and improvement of the learners' marks."

Thobelani Msimangu, Tutor

BUHLE MASHIYI MATRIC LEARNER FROM MASI, 2011



"IkamvaYouth is one of the places I can call home"

The transition to university is full of fear. The unknown environment, new people, new knowledge, and a wealth of opportunities. Buhle Mashiyi began at University of the Free State at the beginning of 2012 and sent a letter to IkamvaYouth after his first term:

"Everything is going well for now. I'm enjoying the LLB programme. I have not done anything hardcore yet but as of next week I begin with tests until the end of the semester. The University is great it also has plenty of leadership opportunities. In August there are going to be

elections for the ES which are the people who work for the SRC and the following year those people who are in the ES get a chance to be elected for the SRC its wonderful opportunity, maybe you going to think ahem 'Buhle what about your studies' and to answer that one of my dreams is to be heard I want my voice to be heard, I want to make a difference and opportunities like this can help me to do that, there's also a leadership course in the March holidays and there's also this 101 programme where they take about 70 students to go internationally but academics are taken into consideration. I am also currently attending a church called the CRC only on Sundays and believe me when I say that they praise the lord in a very wild different way but it's wonderful. I am missing my mom but I think she pretends that she does not miss me, I'm missing you even though you also pretend you don't miss me, I miss Nico, Zoe, Cynthia, Siki, Zinathi, Sino, Buti, Zintle etc. I just miss the home. Hope everything is going well at Ikamva one of the places I can call home. Enjoy the rest of your weekend.

Love Buhle"

Buhle has been part of IkamvaYouth since its beginning at the Masiphumelele Library. He was a keen member of the 1st ever Careers Indaba that was held in 2008 at the library and has been involved ever since. At first Buhle was not the ideal student, showing apathy toward his studies and maintaining the minimum attendance requirements and results.

Over his time at IkamvaYouth Buhle has developed from a quiet, shy boy to a very mature and conscientious young man. His involvement as a church leader, as a key member of Fish Hoek High's soccer team, and a committed learner in the IkamvaYouth programme has developed his sense of responsibility and encouraged his future ambitions. He is now studying Law at University of the Free State.

Buhle truly exemplifies the vision of IkamvaYouth: to enable learners to access university and contribute to South Africa's development. This is done by instilling them with a sense of personal worth, improving their academic performance, giving access to information, improving their social skills and confidence, and fostering an awareness of social responsibility.





Chesterville

VUYANI NKOSI YOUTH CENTRE

Thobile Mthembu, branch coordinator

"Lift as you rise" was IY KZN's motto for the year 2011, co-created during our SPW, and what a year it was.

Starting the year as part of the Branch Committee and ending off as the Branch Coordinator has been nothing but a humbling experience, giving me the chance to be on both sides of the team – staff as well as a volunteer, working hard to continue our vision of uplifting youth through education.

Continuing our relationship with DUT's Faculty of Applied Sciences, we started the year working within their offices on campus, and holding our Saturday tutoring sessions in their library basement. A new group of enthusiastic learners joined the 2010 ikamvanites whose attendance landed them a place for 2011.

As usual, we had a successful winter school catering to almost 100 learners. These ikamvanites got a chance to participate in activities such as pottery classes at The Bat Centre, a visit to KwaMuhle Museum, HIV testing by Ithemba Labantu, an organization based in Umlazi, as well as a Career Guidance Day where we had various presentations from different professionals, including an Orthopaedist, Biomedical Technologist and personnel from the SANDF.

Through word of mouth IkamvaYouth gained a large number of tutors, especially during winter school where we were joined by learners from Durban High School (who tutored the lower grades), student teachers from UKZN's Edgewood campus, as well as students in various faculties at DUT. This saw us with over 35 regularly attending tutors.

A major challenge during 2011 was the loss of most of our Matric learners due to schools conducting their own Saturday classes, as requested by the Department of Basic Education. This meant altering our timetable to cater for many learners, who would join us late, after their classes at school. Another challenge that we faced in the latter part of the year was finding space to accommodate our new programme – Matric Success - which was aimed at providing extra help to matric learners during their study break as well as their exam period, to assist them in preparing for final exams.

We found a home at the Bat Centre in August – the same period during which I took over from Khona Dlamini as Branch Coordinator. It was during this time that I discovered a new respect and understanding for the work that we do. During the first 2 months that I was based at the Bat Centre, S'bonelo Cele (Umlazi's new Branch Coordinator for 2012) played a vital role in helping me achieve all that was expected for the branch, and still ensuring that all our programmes were well implemented.

On the 1st of November 2011 we moved to our much-awaited offices in Chesterville at the Vuyani Nkosi Memorial Youth Centre, where we are now based. These new offices come fully equipped with



a computer lab kindly donated by AME Africa and Cato Manor ABM, ensuring that we continue running Operation Fikelela during the week.

Learners were given the Answer Series early in the year and this played a huge role in improving their results - evident not only in our matric pass rate, but also in our 100% pass rate in lower grades. Our 2011 matric class achieved an 82% pass rate with a 79% post-school placement rate.

“Being at IkamvaYouth has had a great influence on me socially and academically. I am able to interact with different people from different backgrounds. I feel confident and comfortable with who I am. I especially loved the winter school: I discovered more about myself. It has really made a difference in my life.”

Nokukhanya Ngcobo, Learner

IMPACT IN NUMBERS

- * **101** learners registered in January
- * **89** learners participated in winter school
- * **63** learners met 75% attendance requirement for the full year
- * **100%** of learners passed onto next grade
- * **82%** matric pass (28% bachelor & 45% diploma)
- * **78%** of matriculants accessed tertiary (6% University, 17% university of technology & 56% Colleges)

Ebony Park

SIYAKHULA CENTRE

Joe Manciya, branch coordinator

IkamvaYouth Ebony Park is thrilled to report a **100% matric pass rate** for 2011. Perhaps more importantly, it pleases us to report that half of these passes are Bachelor level passes, and 40% are Diploma-level passes. Since then, 83% of our matric learners have gained access to tertiary education and are now studying at institutions such as Wits, UJ, UCT, St Augustine's and TUT.

True credit for these results must go to our awesome learners, volunteers and donors, and the branch team for pulling this all together. The learners have put in countless hours of hard work and study, the volunteers have continuously poured their hearts and souls into assisting our learners, and the donors have provided the means for this to take place. In particular we are especially grateful to ABI, Hatch and African Bank for their contributions to the programme this past year.

Twenty-Elevation (as 2011 was affectionately known) certainly lived up to its billing, beginning with a **packed open day**. The Ebony Park branch's **Strategic Planning Weekend** was graced by the presence of the National Minister of Basic Education, mama Angie Motshekga who spoke highly of the commitment displayed by the IkamvaYouth tutors in her budget speech a few weeks later. Min. Motshekga visited again when we hosted our inaugural **Careers Indaba**, and this is a relationship we look forward to strengthening in the future.

The **winter school** saw learners going places; including Constitution Hill, the Roof of Africa and the ABI Depot. There were workshops on a range of topics, from public speaking to computer literacy. 41 learners and volunteers participated in voluntary HIV counselling and testing.

We also began to witness a steady increase in the active participation of the parents in their children's education. One unemployed parent baked cakes for the learners during midweek sessions, another parent took two learners to her workplace to shadow her and gain workplace exposure while another helped the organization with his administrative skills. The involvement of parents in the affairs of IkamvaYouth saw the completion of the third foot of our key stakeholders, committed to taking township learners from the dusty streets of Ivory Park to higher education campuses around South Africa.

It is a great pride and honour to mention that our learners have collected numerous accolades in their respective schools, and in provincial science and accounting competitions. Three ikamvanites were selected to be part of the Helen Suzman Foundation township youth mentorship programme. The branch's strategic operational partnership with Tzu Chi foundation went beyond serving fruit to the facilitation of life skills and public speaking workshops. To top it all they offered six deserving learners bursaries to the value of R20 000 each; a hugely important contribution and greatly appreciated.

I am particularly grateful to have been given this opportunity to journey with young people to help improve their future prospects, and I have been humbled by the many invitations from parents to join in the celebrations of their child's achievements. It is especially rewarding to share in the joy of a family whose child will be attending university in 2012 for the first time in that family's history. We are especially grateful to the Siyakhula Education Foundation, whose commitment and hard work has enabled IY Gauteng to grow and prosper. The future is in our hands – let's grab it!



IMPACT IN NUMBERS

- * **134** learners registered in January
- * **104** learners participated in **winter school**
- * **94** learners met 75%+ attendance requirement for the full year
- * **99%** of these learners passed onto next grade
- * **100%** matric pass (**48%** bachelor & **35%** diploma)
- * **83%** of matriculants accessed tertiary (**26%** University, **9%** university of technology & **48%** Colleges)





AWARDS & RECOGNITION

IkamvaYouth has won at least one award every year since 2006, and 2011 saw recognition of some of the individuals behind the organisation.

After 2010's Mail & Guardian "Drivers of Change" Award, in 2011 ikamvanites were once again on the receiving end of the *Mail & Guardian's* recognition. Chairperson **Leigh Meinert**, co-founder **Joy Olivier**, and the co-founder of the original KZN Branch, **Julia de Kadt** were featured in the *M&G's list of top 200 young South Africans to take to lunch*.

It seems that a place on one list leads to more, and **Joy Olivier** was also profiled in the *Nedbank Book of South African Women* and was a finalist in the Shoprite / Checkers *Women of the Year* award.

IY Gauteng regional coordinator, **Andrew Barrett's** Action Learning Project (ALP) about "Scaling IkamvaYouth" was awarded *best ALP for 2010* at the Gordon Institute of Business Science.

Thobile Bixa, our first ex-learner turned board member, was awarded the prestigious *Telluride Sidgwick Miller Scholarship*.

And so many learners and tutors won awards that there are too many to list here! Refer to the branch reports for highlights.



SHELTON CHADYA GRADE 12: ACHIEVED 5 DISTINCTIONS

Shelton first joined IkamvaYouth during 2010's protracted Public Servants strike as he sought out a place to continue studying while his teachers weren't teaching. His determination and commitment to his school work has paid off handsomely in that he has jumped more than two symbols in 3 of the subjects he ultimately received distinctions for. He also won his region's Accounting Olympiad and with these skills, he is now studying a Bachelor of Accounting Sciences at WITS. Shelton has already been working with younger learners helping them improve their understanding of their school subjects and he is now looking forward to being part of the IkamvaYouth volunteer team to help others follow in his footsteps.



TSHEPO LESEJANE

GRADE 12: ACHIEVED 1 DISTINCTION

When Tshepo first joined IkamvaYouth he had 39% for Maths Literacy but after two years of intensive hard work and tutoring he managed to score a distinction (over 80%) in his matric exam. This means that Tshepo has more than doubled his Maths Literacy result in the two years that he has been with IkamvaYouth - a notable achievement indeed. Tshepo hopes to work in the media industry, and is studying media and journalism in 2012.

There are also further notable achievements from the individual results: **Masabatha Rambuwani** scored a distinction in Life Orientation, 73% for English (second language) and went from 30% in Accounting to 72%. **Thabang Thabiso Simelane** also scored a distinction in Life Orientation and went from 31% in Accounting to 56%. He also went from 14% in Pure Maths to 49% which was condoned to 50%. He is now at St Augustine's College where he is studying a BCOM PPE.



NOMBUSO NDALA

GRADE 12: ACHIEVED 4 DISTINCTIONS

Nombuso has been part of the furniture at IkamvaYouth this year as she has used every opportunity to work on improving her understanding of her school subjects. Often Nombuso (sometimes with fellow ikamvanites) could be found working in the matric room trying to solve difficult problems. Nombuso has made ample use of the tutoring sessions, the learning channel and the Answers Series booklets. On discovering how she had fared on the matric exams she had this to say, "I was so over the moon to receive my results and so happy. I immediately told my mom and she started crying. I worked so hard and practiced and practiced and practiced to get these results. I am so happy." During her time with IkamvaYouth, in addition to her 4 distinctions, Nombuso also lifted her maths mark from 32% to 62% and is studying a BCOM at Wits this year. Her mother is unemployed.

DONORS & SUPPORTERS

IkamvaYouth's work is made possible through our partnerships with funders, in-kind sponsors, and collaborating partners.

The ikamvanites send a huge shout-out of massive thanks to the following special groups of people who made it all possible in 2011:

FUNDERS

DG Murray Trust
 Capitec Bank
 EMpower
 ABI
 AME
 African Bank
 The David and Elaine Potter Foundation
 Anglo American Chairman's Fund
 Raimondo Family Trust
 The Learning Trust
 Western Cape Education Department
 Hatch
 The Bertha Foundation
 Ria & Aurthur Dietschweiler Stiftung
 Foschini
 Masi Corp
 Education Without Borders
 iKineo
 Tzu Chi
 Peralex
 Global Load Control
 Zonke Monitoring Systems
 Sudborough Foundation
 Mobile Network Project
 Harfield Village



IN-KIND SPONSORS

We've calculated that if IkamvaYouth were to pay for all the in-kind sponsorship it receives from key strategic partners, the total budget amount would have to double.

IkamvaYouth is greatly appreciative for the ongoing support of our key in-kind partners, without whom we would be unable to implement a high-impact, low-cost model:

The Answer Series
 Siyakhula Education Foundation
 The City of Cape Town's Department of Libraries and Information Services
 Masiphumelele Library
 Nazeema Isaacs Library
 Nyanga library
 Zolani Thusong Service Centre
 Ethekwini Municipality - Cator Manor ABM
 AME Africa
 Durban University of Technology
 Tertiary School in Business Administration (TSiBA)
 University of the Western Cape
 Bowman Gilfillan
 Ikapadeta
 St Augustine
 Calvary Methodist Church
 Fedics
 Cameraland

COLLABORATING PARTNERS

IkamvaYouth greatly appreciates the partnership, collaboration and support of our learners' parents,

teachers and principals, as well as that of the Department of Basic Education.

IkamvaYouth's leadership, health, media and creative expressions workshops are implemented by our collaborating partners. Others take our learners on excursions, provide scholarships, bring interns, conduct research and implement innovative projects aligning with our mission and vision. We thank the following collaborative partners who ensure high quality programme delivery and access to opportunities and support for our learners:

ACCESS
 Cape Town Science Centre
 Cell Life
 Childrens Radio Foundation
 Desmond Tutu Peace Centre
 Education Without Borders
 Equal Education
 Helen Suzman Foundation
 Khan Academy
 Ithembalabantu - AIDS Healthcare Foundation
 Lucca Leadership
 Live Magazine
 Love Life
 Metro East Educational District
 Metro South Educational District
 Mindstir
 Newstart
 Numeric
 Peer Power

SAEP's ADT Teach
 Sci-Bono's Discovery Centre
 Treatment Action Campaign
 University of Cape Town's Centre for Film & Media Studies
 University of KwaZulu Natal's Student Dynamix
 University of Pretoria's Gordon Institute of Business Science
 University of the Witwatersrand (Wits)
 WorldTeach
 Youth Development Network

INDIVIDUALS

The donors contributing most substantially in their personal capacity to IkamvaYouth are our tutors. In 2012, these volunteers' time has been calculated as worth over R3 million for the year.

However, not everyone is able to contribute significant time, and the ikamvanites greatly appreciate the donations from individuals' personal funds, which greatly boosted our capacity to meet our learners' needs. We send out a thanks to all the countless individuals who gave once-off donations towards core programmatic costs, participated in the Foodie Auction, encouraged gifts from your friends to celebrate your birthdays, and responded to our appeal to rebuild the office post petrol bomb. Thanks also to everyone who contributes via MySchool, and to our regular monthly debit donors: Stefan Magdalenski, Susan Godlonton and Dicko Sekhu.



FINANCIAL STATEMENTS

BALANCE SHEET AT 30 NOVEMBER 2011 (ZAR)

* This report does not include IkamvaYouth Gauteng's finances, which are administered by SEF

ASSETS	2011	2010
Non Current Assets	147993	
Current Assets	793401	500968
Trade and Other Receivables	2038	370000
Bank balances and cash on hand	791363	130968
Total assets	941394	500968
EQUITY AND LIABILITIES		
Reserves		
Retained Income	920537	497531
Current liabilities		
Trade and other payables	20857	3437
Total equity and liabilities	941394	500968
DETAILED INCOME STATEMENT FOR YEAR ENDED 30 NOVEMBER 2011		
	2011	2010
Donations received and sundry revenue	2207525	1160993
Less:		
Expenses	1789728	1055912
Accommodation	43050	
Applications	4582	
Audit Fees	6840	12540
Bank Charges	22047	9101
Bookkeeping Charges	46899	7508
Catering	132791	128757
Computer Expenses	22451	20710
Consultants fees	23755	
Consumables	9004	898
Depreciation	15821	
Donations	59106	
Entertainment	1788	
General expenses	3970	
Gifts	16967	
Insurance	6888	14632
Postage and Courier	1904	918
Printing and stationery	34069	31655
Repairs and maintenance	26692	7194
Rental of equipment	3771	8225
Rental of office	3692	
Staff costs	933101	564784
Subscriptions		350
Telephone	76528	63226
Training	17010	51576
Transport and Travel expenses	233335	133838
Website	38667	
Operating profit for the year	417797	105081
Interest received	5209	1762
Net profit for the year	423006	106843

THE TEAM



Nyasha Mutasa
Ebony Park Branch
Coordinator



Shuvai Finos
Nyanga Branch Coordinator



Charles Tanton
Web Developer



Snenhlanhla Shabangu
Assistant: Ebony Park



Patrick Mashanda
Gauteng District Coordinator.



Andrew Barrett
Gauteng Regional Manager
(outgoing)



Cheryl Nzama
Assistant: Chesterville



Asanda Nanise
Assistant: Nyanga



Thabisile Seme
KZN District Coordinator.



Zamo Shongwe
National Coordinator



Zukile Keswa
Assistant: Makhaza



Joy Olivier Director



Sthembiseni Phoswa
Bookkeeper



Liesel Bakker
WC District Coordinator



Thobile Mthembu
Chesterville Branch
Coordinator



Dennis Clarke
Accountant



Ntobeko Dlamini
Assistant: Umlazi



Sbonelo Cele
Umlazi Branch Coordinator



Nicolas Commeignes
Masiphumele Branch Coordinator



Joe Manciya
Ivory Park Branch Coordinator



Modjadji Selowe
Assistant: Ivory Park



Lazola Ndima
Assistant: Masiphumelele

JOY OLIVIER PHOTO BY LEILA STAASI

Board of Directors

Colin Beck	Member	Manager of Special Projects at Standard Bank
Thobela Bixa	Member	Masters student at UCT (Chemistry)
Susan Godlonton	Member	PHD student and researcher in economics at University of Michigan
Leigh Meinert	Chairperson	Managing Director at TSiBA Education
Denham Trollip	CFO	Head of Business Development at Jam Warehouse
Sbusiso Khumalo	Member	Head of marketing at Capitec

CONTACT US!

Come visit or give us a call,
follow us on facebook and twitter
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twitter.com/IkamvaYouthSA

To donate:
<http://ikamvayouth.org/get-involved/make-donation/contributions-individuals>

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ANNUAL REPORT 2011

A big-up thanks to [Lynne Stuart](#) for design and layout and [Julia de Kadt](#) for proofreading this beautiful annual report!