



LIFT AS WE RISE



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

ANNUAL REPORT
2015



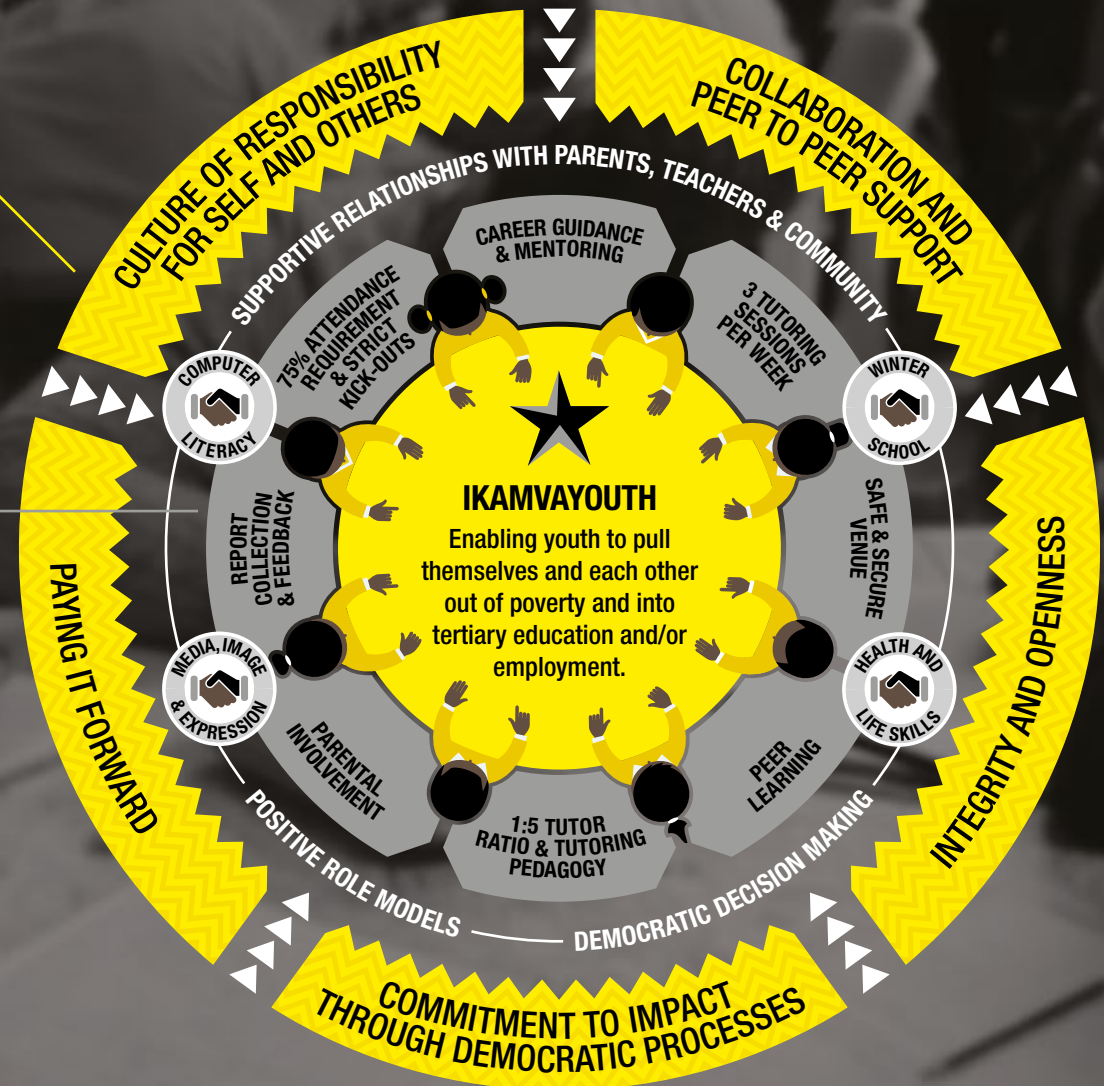
THE IKAMVAYOUTH MODEL

IKAMVAYOUTH IS GUIDED BY 5 CORE VALUES.

THESE INFORM THE ORGANISATION'S OPERATIONS, SHOWN IN GREY.

This model, which was designed collaboratively by a group of young volunteers and learners during the first few years of IkamvaYouth's operations, continues to be improved upon and applied in different environments and contexts. **This iterative and agile approach to programme design, implementation and scale ensures that IkamvaYouth is constantly integrating the lessons learned about how to reach more learners and improve the quality of its results.**

As more matriculating learners become the volunteer tutors and mentors who implement the IkamvaYouth programmes, the greater the potential for sustainable, replicable scale in more communities. It is this transformation of beneficiaries into benefactors that drives the financial and social sustainability of the IkamvaYouth model and presents hope for the transformation of South Africa as these young leaders progress in their careers.



CONTENTS

THE IKAMVAYOUTH MODEL	02	CELEBRATING OUR VOLUNTEERS: The heroes who make this all possible	12
CHAIRPERSON'S LETTER: Transformational Education	04		
INFOGRAPHIC: How IkamvaYouth is addressing the education crisis	05	SUPPORTERS: A few words from our supporters	14
RESULTS & POST-SCHOOL PLACEMENTS: Class of 2015	06	INSPIRING IKAMVANITES	16
IMPACT AT A GLANCE: 2011-2015 Results	09	HOLISTIC SUPPORT	20
IMPACT EVALUATION: Succeeding against the odds – A quantitative assessment of the effectiveness of IkamvaYouth	10	COMMUNITY COLLABORATION	22
		FINANCIAL STATEMENTS	24
		DONORS	26
		PARTNERS	27
		CONTACT US	28



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS



CHAIRPERSON'S LETTER

TRANSFORMATIONAL EDUCATION



“

Thank you for everything you have contributed during this pivotal time in our growth. With the help of our supporters and friends, we are confident that we will continue to exceed our expectations and open up bright futures and dignified livelihoods for the youth of South Africa.

At IkamvaYouth we genuinely want to change the trajectory of all South African youth whose socio-economic and educational backgrounds make it really tough to reach matric, pass and go on to enjoy successful post-school careers. For this reason, a few years ago now, we set a vision for 2030, whereby “ALL learners who begin grade 1 in 2018 will pass matric or the equivalent in 2030 and access post-school opportunities that put them on the path to earning a dignified living within four years of matriculating”.

This is a big job that requires multi-sectoral collaboration, and a lot of players. IkamvaYouth's contribution is in the high school space, and so in 2015, we stretched and reached to bring even more learners and tutors into the IkamvaYouth family. Our learner numbers increased by 24% from 2014 to 2,381, and we opened a new branch in Mahikeng in the North West Province, thanks to the support of Coca Cola Beverages SA (CCBSA) and the North West Department of Education and Sports Development.

This is the 5th branch we've opened in partnership with CCBSA. We also did the groundwork to ensure a further three branches would open in early 2016; IkamvaYouth will soon have 14 branches in 5 provinces across the country.

Despite extending ourselves in 2015, we managed to maintain our high standards and results. Yet again, although 87% of Ikamvanites attend no-fee schools in townships, they managed to succeed against the odds and consistently beat the national average matric results:

- ▶ 80% of Ikamvanites passed the matric exam compared to 71% nationally;
- ▶ 69% of Ikamvanites are eligible for tertiary study (achieving either bachelor or diploma passes) compared to 55% nationally;
- ▶ 40% of Ikamvanites qualified to study for a bachelor's degree at university compared to 26% nationally.

However, we recognize that IkamvaYouth branches will always be a small contribution towards achieving vision 2030, and so while continuing to ensure that these branches are centres of excellence (and the mechanism by which we continue to learn and iteratively improve), we are pursuing a strategy that we call

Community Collaboration, whereby we work with other after-school tutoring programmes, towards achieving collective impact. Following this approach, in 2015 we worked with 14 sister organisations, providing training and support to reach more learners and replicate results.

The first cohort of matrics from our CCP partners did remarkably well too, achieving a 93% matric pass rate. While few partners had matrics in 2015 (a collective total of 48 matric learners), we hope that this is the beginning of remarkable academic achievement for many more learners.

Furthermore, the results of an independent evaluation conducted by Lewis McLean and Servaas van der Berg showed that the IkamvaYouth programme is associated with dramatic improvements ranging from 6% for Physical Sciences up to a high of 10% for Life Sciences, where a 5% difference in scores is approximately a year of learning (Spaull & Kotze, 2015).

We succeeded because we worked as a team and practiced our values of collaboration, paying it forward and peer-to-peer support. This includes not only the entire IkamvaYouth staff, our remarkable volunteers, advisors whose expertise fundamentally shaped our growth plan and of course, the donors whose generous support enabled this massive growth but also other non-profit organisations who continue to be willing to share best practices and lessons learned with us.

Yours in transforming education,

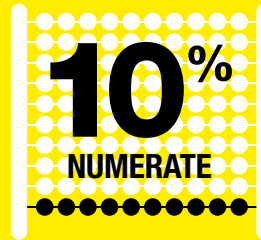
Leigh Meinert
Chairperson

HOW IKAMVAYOUTH IS ADDRESSING THE EDUCATION CRISIS



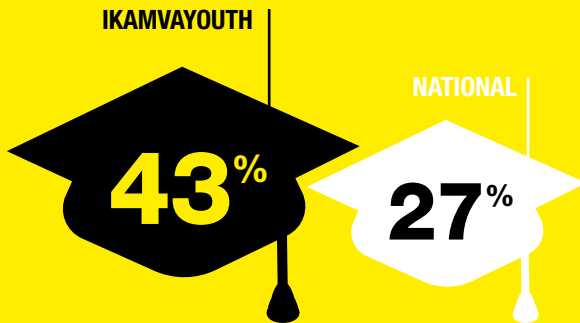
85% OF WHITE CHILDREN WHO SAT MATHS PASSED WITH 40% AND ABOVE IN 2015 AS OPPOSED TO JUST 26% OF AFRICAN CHILDREN *Source: Fast Facts*

44% of Ikamvanites (most attend no-fee schools) achieved over 40% for maths



BY GRADE 9 ONLY 10% OF CHILDREN IN QUINTILE 1 (THE POOREST SCHOOLS) ARE NUMERATE TO THE REQUIRED STANDARD. IN QUINTILE 5, THE FIGURE IS JUST 21% *Source: Fast Facts*

Supplementary tutoring means our learners tackle their numeracy problems



NATIONALLY, APPROX. 70% PASS MATRIC AND 20-30% PASS ELIGIBLE FOR ADMISSION TO UNIVERSITY. THIS DOESN'T INCLUDE THE HALF A MILLION CHILDREN WHO DROP OUT BEFORE MATRIC *Source: Fast Facts*

Over the last 5 years, IkamvaYouth's Bachelor pass rate has been 43%



NATIONALLY, FEW ADULTS HOLD POST-SCHOOL QUALIFICATIONS – 5.3% OF THE TOTAL POPULATION AND LESS THAN 3% OF THE BLACK POPULATION. *Source: Fast Facts*

By contrast, almost 48% of the Ikamvanites who matriculated in 2005, 2006 and 2007 (and were part of the survey) now hold post-matric qualifications – in other words they are over 15 times more likely to hold such qualifications!



ONE OF THE OBSTACLES FACING YOUTH IS THE LACK OF POST-SCHOOL GUIDANCE *Source: Child Gauge*

Through IkamvaYouth's mentoring programme and career guidance workshops our learners make informed decisions about their future

ANOTHER OBSTACLE IS THE FINANCIAL CONSTRAINTS IN PAYING NOT ONLY TUITION FEES BUT APPLICATION FEES & FEES FOR THE NATIONAL BENCHMARKING TEST (NBT) *Source: Child Gauge*



IkamvaYouth covers the application and NBT costs for learners



OF SOUTH AFRICAN SCHOOLS DO NOT HAVE A COMPUTER CENTRE *Source: Equal Education*

All IkamvaYouth branches have computer labs and learners are computer literate by Grade 12



RESULTS AND POST-SCHOOL PLACEMENTS

FOR THE CLASS OF 2015

BY JOY OLIVIER, YASMIN KETEKU AND PATRICK MASHANDA

IkamvaYouth is pleased and proud to share the class of 2015's great results. We are pleased not only because these individual learners have shone and shown what success is possible, but also because these results show that:

▶ Peer-to-peer learning works!

Our tutors and mentors can be proud about the great results of the many, many hours they've volunteered. And the learners can be proud of the achievements that their peers have reached thanks to the collaborative and supportive learning environment they create.

▶ Anyone who's willing to put in the time can achieve

IkamvaYouth enrolls learners on a first-come, first-served basis. There are no academic requirements for entry. But, to keep one's place in the programme, learners need to show up consistently, and meet a minimum 75% attendance requirement (3 times per week in the term, every day for two weeks in the holidays).

▶ Success is also about giving it another go when you don't get there the first time

We are proud of the learners who don't let a first time fail get them down. Although some learners failed, and others didn't achieve the results they needed to access the courses they wanted to, very few of these joined the 43% of young South Africans not in education or employment (NEETs). Instead, they're re-writing, upgrading, joining post-matric support programmes, and giving it another go.

▶ These results are replicable

The communities in which our branches are based are each very different. And while we need to tweak our approach slightly to meet contextual realities in each place that we work, the core aspects of the model are relevant and effective in varied places.

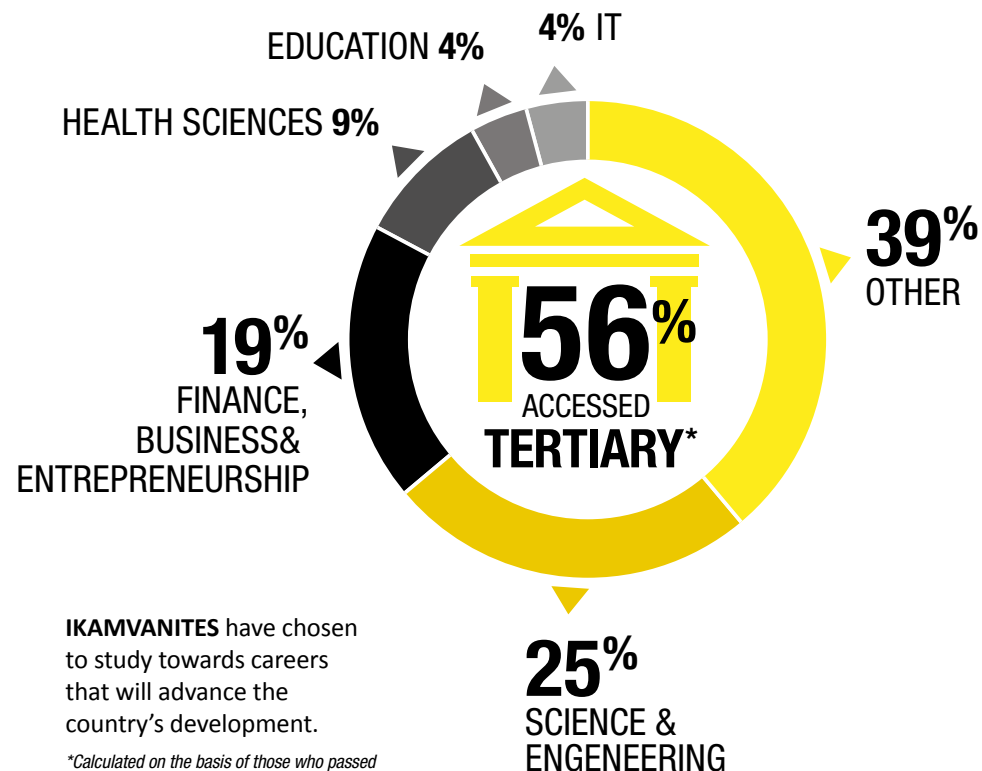
► By-youth, for-youth education is powerful

Each IkamvaYouth branch is run by a Branch Coordinator and a Branch Assistant, with the support of a branch committee comprising learner reps, committed volunteers and parents. The average age of our talented branch staff is 25 and the average age of our volunteers is 21; these dynamic young professionals are showing us what's possible.

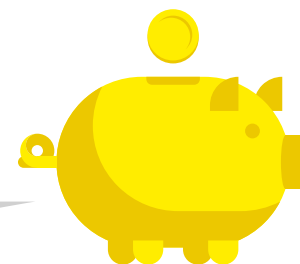
► We still have a way to go, with a lot of room to improve

Although these results are a remarkable achievement, this is IkamvaYouth's lowest matric pass to date. We are very disappointed about our Mamelodi branch's first matric cohort's poor performance, and have our work cut out for us in terms of quality assurance, and ensuring that we continue to deliver results while scaling.

GRADE 12 RESULTS:



ACCESSED POST-SCHOOL OPPORTUNITIES



...which will see them on the path to a dignified living

GRADE 12 RESULTS:

Total GRADE 8-11 learners

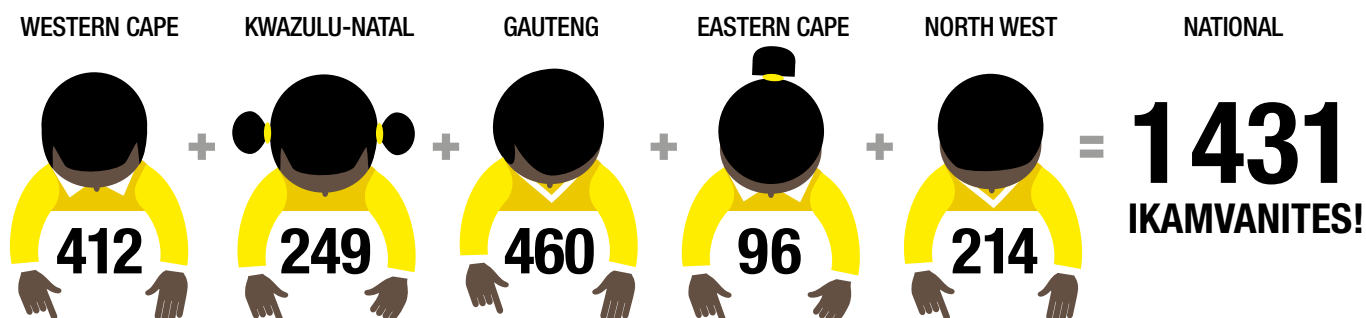
QUALITY OF PASSES

Total GRADE 12 learners

	WESTERN CAPE			KZN		GAUTENG			EC	NORTH WEST		NATIONAL RESULTS
	MAKHAZA	NYANGA	MASI	CHESTERVILLE	UMLAZI	EBONY PARK	IVORY PARK	MAMELODI	JOZA	IKAGENG	MAHIKENG	
Total GRADE 8-11 learners	170	90	71	115	89	130	146	110	75	110	84	1190
Total GRADE 12 learners	37	20	24	22	23	40	24	10	21	20	*	241
Matric passes (including supp results)	84%	80%	80%	86%	87%	78%	88%	40%	82%	85%	*	81%
Diploma passes percentage	38%	25%	38%	50%	35%	13%	21%	10%	24%	45%	*	30%
Bachelor pass percentage	43%	50%	38%	27%	39%	48%	50%	30%	33%	25%	*	40%
Total ELIGIBLE for tertiary	81%	75%	76%	77%	74%	61%	71%	40%	57%	70%	*	70%
Number of distinctions	11	1	3	12	7	25	3	3	0	2	*	67
PLACEMENTS												
Placed in tertiary against TOTAL number of Grade 12s	54%	35%	45%	36%	61%	48%	42%	40%	24%	55%	*	45%
Access to learnerships or employment	16%	25%	13%	45%	4%	20%	21%	0%	0%	0%	*	16%
Upgrading matric /or taking supplemental exams and NCVs	19%	20%	29%	9%	30%	32%	25%	50%	76%	20%	*	29%
Total access to post-school opportunities (numbers)	89%	80%	87%	90%	95%	100%	88%	90%	100%	75%	*	90%

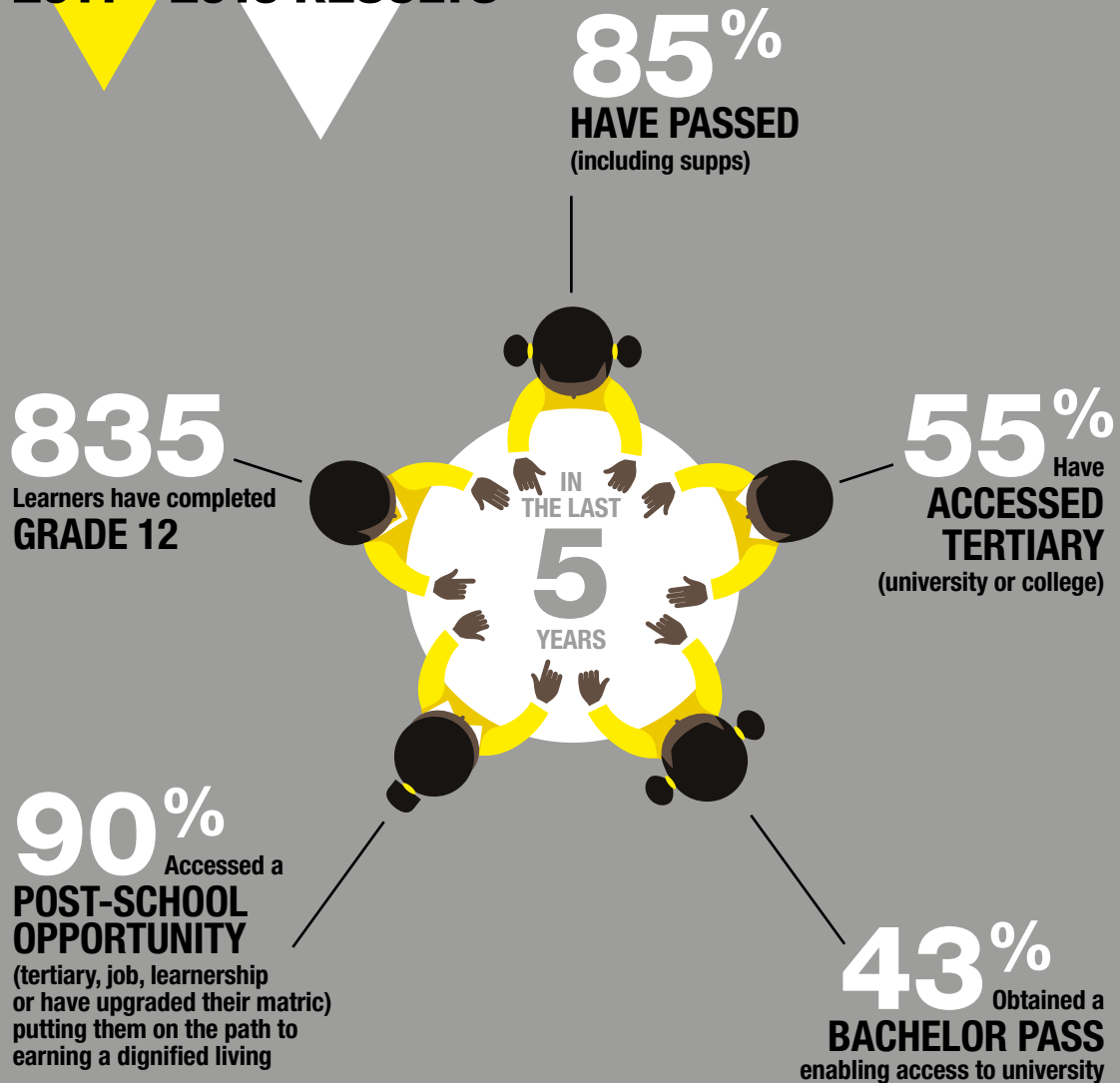
*Mahikeng has its first matric cohort in 2016

IKAMVAYOUTH LEARNER NUMBERS BY PROVINCE:

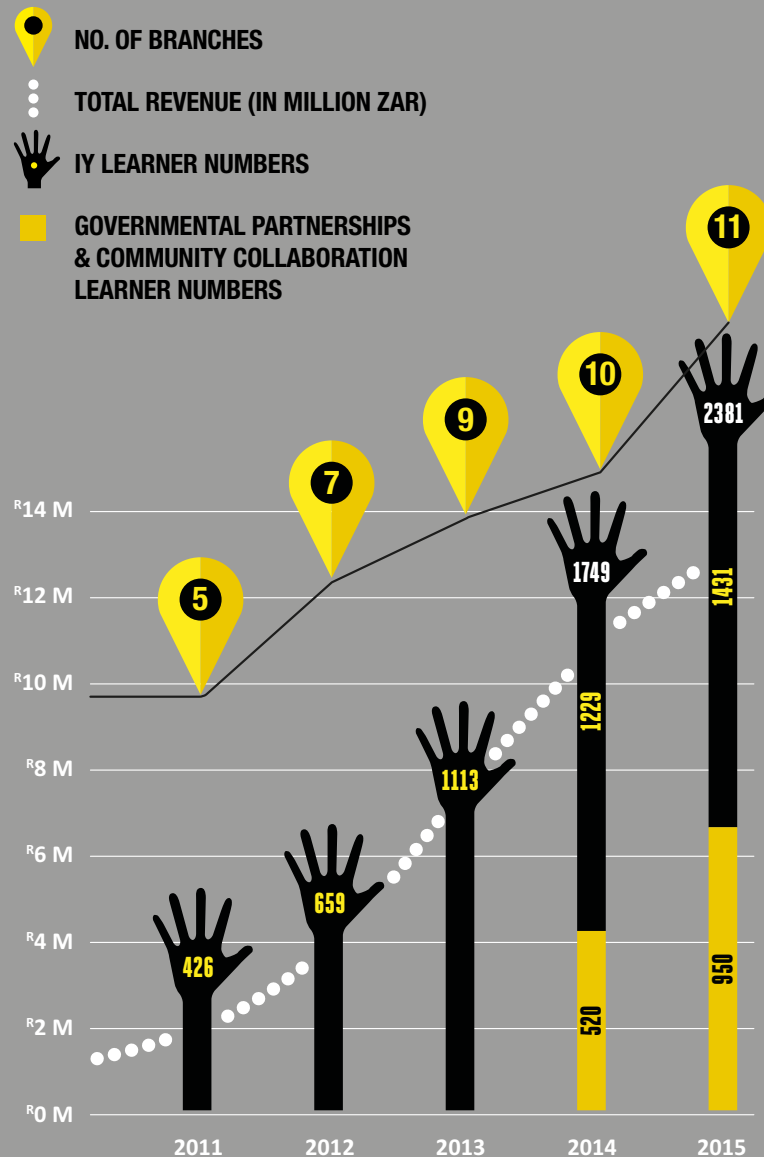


IMPACT AT A GLANCE

2011 - 2015 RESULTS



A HISTORY OF SCALING





IMPACT EVALUATION

SUCCEEDING AGAINST THE ODDS: A QUANTITATIVE ASSESSMENT OF THE EFFECTIVENESS OF IKAMVAYOUTH



This new assessment yielded impressive results, which suggest that the IkamvaYouth programme is associated with dramatic improvements ranging from 0.29 standard deviations (about six percentage points) for Physical Sciences up to 0.50 standard deviations (about ten percentage points) for Life Sciences. Given that 0.30 standard deviations is considered equivalent to one year of learning (Spaull & Kotzé, 2015:20), one can see that their involvement in IkamvaYouth led to an improvement of between 1 and 1.5 full years' worth of learning.

Education economists at Stellenbosch University returned to IkamvaYouth in 2015, to conduct a more rigorous follow up of their 2012 study, *Against the Odds*. Back then, the researchers found that “what IkamvaYouth...successfully manages to do is to encourage learners from across the ability spectrum to raise the bar, by entering for subjects which the typical student from weak schools would usually avoid, and then to achieve success which is at least comparable to that achieved by candidates that often are more selected in terms of ability and from higher socio-economic groups. This is a truly impressive achievement.”

While *Against the Odds* provided a range of very useful insights, for example, into learners' socio-economic situations, their performance in Maths and Science compared with the feeder schools, and the challenges they face at tertiary institutions -- a major limitation of the study was the lack of realistic comparator groups that could serve as counterfactuals. A big challenge was finding an appropriate benchmark against which to measure the ikamvanites' achievement.

In *Succeeding Against the Odds*, the economists have deployed a more rigorous approach. In the first section of their report, they analyse ikamvanites' 2014 matric results in five key subjects: English as a First Additional Language, Mathematics, Mathematical Literacy, Physical Sciences and Life Sciences (see yellow box for results).

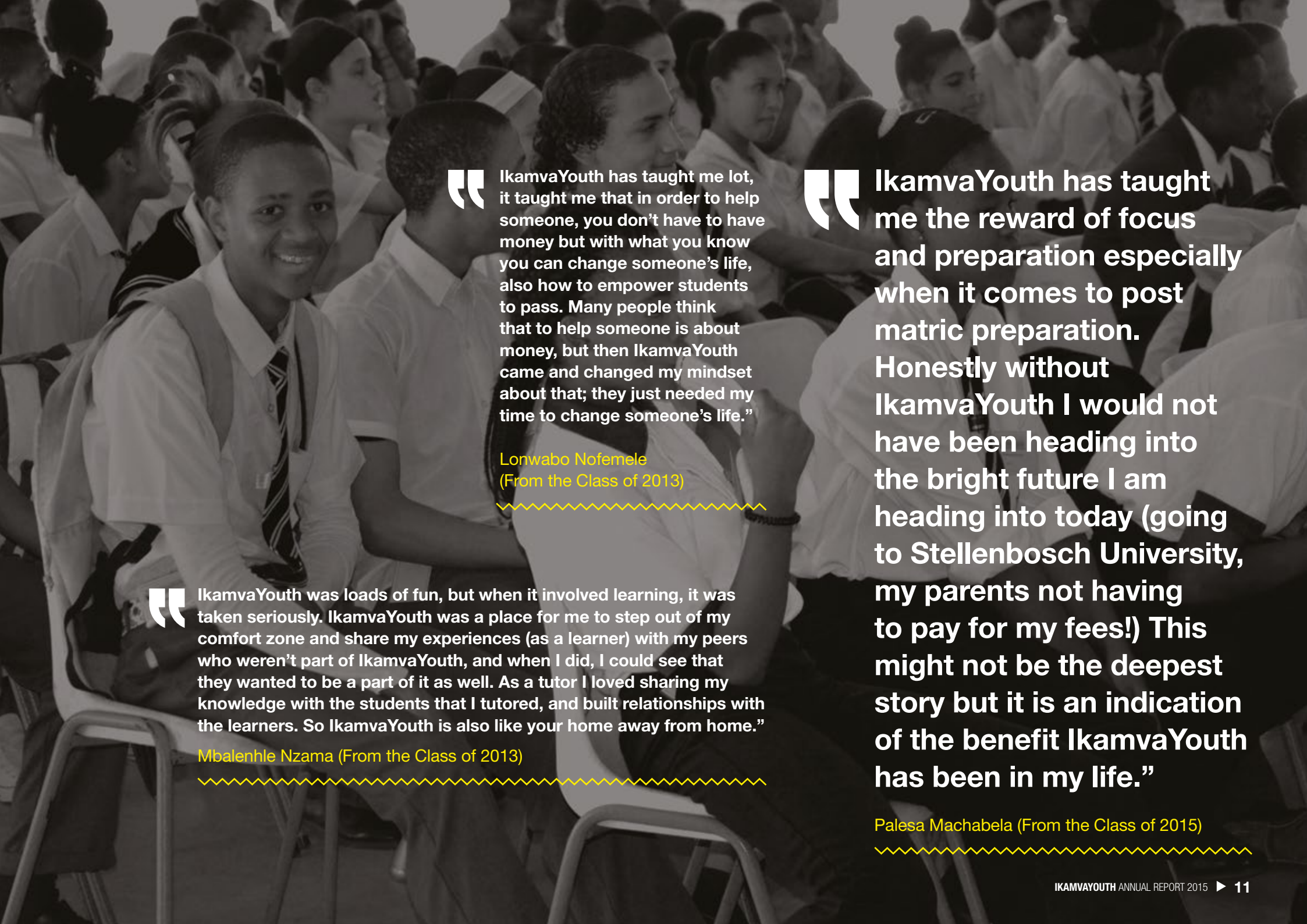
In the second section, they checked the robustness of their results with a subsample of Western Cape learners who could be matched with their 2011 grade 9 Systemic Evaluation Test results. Matching made it possible to control for learners' prior performance and thus for factors such as students' pre-programme motivation and ability.

McLean and van der Berg (2015) found that when using the Systemic Evaluation results and matric results, the lower-bound estimates of the impact of IkamvaYouth range from a high of 0.30 standard deviations (about 5.5 percentage points) for Life Sciences, to a low of 0.036 (about one percentage point) for Physical Sciences.

The researchers explain that as the matching process restricts the sample to a subset of high-performing learners (learners who reached matric without failing a grade between grade 9 and matric), the effectiveness of the programme is under-reported. They suggest that these estimates should be treated as lower-bound estimates, and argue that the true impact of the IkamvaYouth programme probably lies well in excess of these estimates; probably closer to those presented in Section 1. However, even these conservative lower-bound estimates show that Ikamvanites are gaining the equivalent of a full year of learning in Life Sciences as a result of being part of IkamvaYouth.

Thus, in sum, the findings suggest that IkamvaYouth does indeed add substantially to the performance of its learners, helping them to succeed against the odds.





“ IkamvaYouth has taught me lot, it taught me that in order to help someone, you don't have to have money but with what you know you can change someone's life, also how to empower students to pass. Many people think that to help someone is about money, but then IkamvaYouth came and changed my mindset about that; they just needed my time to change someone's life.”

Lonwabo Nofemele
(From the Class of 2013)

“ IkamvaYouth was loads of fun, but when it involved learning, it was taken seriously. IkamvaYouth was a place for me to step out of my comfort zone and share my experiences (as a learner) with my peers who weren't part of IkamvaYouth, and when I did, I could see that they wanted to be a part of it as well. As a tutor I loved sharing my knowledge with the students that I tutored, and built relationships with the learners. So IkamvaYouth is also like your home away from home.”

Mbalenhle Nzama (From the Class of 2013)

“ IkamvaYouth has taught me the reward of focus and preparation especially when it comes to post matric preparation. Honestly without IkamvaYouth I would not have been heading into the bright future I am heading into today (going to Stellenbosch University, my parents not having to pay for my fees!) This might not be the deepest story but it is an indication of the benefit IkamvaYouth has been in my life.”

Palesa Machabela (From the Class of 2015)

CELEBRATING OUR VOLUNTEERS

THE HEROES WHO MAKE THIS ALL POSSIBLE

It's easy to look at the dysfunctional educational system and the inequality and poverty it perpetuates, and be overwhelmed to the point of paralysis.

However, there are ordinary South Africans out there from all walks of life, who have decided to pull up their sleeves and get on with making things better. Many of these people volunteer for IkamvaYouth, and we would like to take this opportunity to celebrate these amazing people.

Heroes at IkamvaYouth take a variety of forms; tutors, mentors, staff (who put in a lot more than just working hours), board members or committee members, or those who facilitate workshops, teach computer literacy, host learners at their work places, or take them on trips to museums and national parks. The results achieved are thanks to the collective effort of the individuals who contribute their time, talents and passions.

At IkamvaYouth we have over 500 regular tutors who are mostly young, black South Africans. Many of these volunteers are previous learners of the IkamvaYouth programme and the majority are university or college students. At IkamvaYouth, these volunteers are responsible for the significant impact achieved. The pride and admiration we have for these incredible people is almost impossible to articulate.

South African youth are often represented negatively, with the media highlighting mainly their more controversial responses to injustice and inequality in education. However, while in some places tertiary institutions and schools have been burned, in many others, young people are consistently volunteering significant amounts of time to tutor and mentor disadvantaged learners.

Take, for example, Deppa Mfuneko who dedicated over 60 hours during term 4 and Mbaliso Xhakekile who dedicated 57 hours to learners at the Makhaza branch over the same period.





IkamvaYouth has over 200 mentors, most of whom are professionals, who spend at least two hours per month with their grade 12 mentees, assisting them to figure out what they want to do after school, and to apply for tertiary studies, financial aid, learnerships and jobs.

There are also volunteers from South African corporates such as CCBSA, GetSmarter, State Street and Cognia Law who are mentoring Grade 12 learners. **It is thanks to these amazing people that 90% of the class of 2015 accessed post-school opportunities, in a context where 42% of South African youth are not in education, employment or training (NEETs).**

Take, for example, Mike Mulcahy (CEO of GreenCape) who was a mentor to matriculant, Chumisa Yaphi from Makhaza. After the matric results were released he shared his joy for what his mentee had managed to achieve:

Chumisa Yaphi was my mentee, and she managed 6 A's for matric. I had nothing to do with her success, that was her hard work and the support that she has received from Ikamva, her teachers, her family and her own determination and hard work. I just wanted to say thanks for the opportunity for getting to meet and spend time with her. I am bursting with pride for how well she has done."

Mike also shared some of his reflections on IkamvaYouth and what it provides:

▶ **I remember when I was in Grade 11 or 12, to get me to show up to do school work out of school hours would have been almost impossible.**

Ikamva has overcome this by creating a safe social space. This space is focused on post-school opportunities, but provides these students with the social network of like minded peers, all of whom are trying hard to access opportunities for a better life.

▶ **Ikamva creates positive peer pressure and enables high expectations.**

One of the biggest values I think IkamvaYouth has, is to change the expectations of what the learners, can or should do. After attending IkamvaYouth, applying to a college or a university, applying for scholarships and financial aid become the normal thing to do and consequently an expectation.

▶ **The IkamvaYouth methodology puts the onus and responsibilities onto the learners. This is forcing them to behave like adults and take control and responsibility for the choices, and direction of their lives. This sort of individual empowerment is rare in the South African cultural context. The ability to take individual agency from a young age will empower these learners to take responsibility to succeed later in life.**

I think Ikamva is designed as an educational intervention, but has far reaching ripples into the social and societal development.



A FEW WORDS FROM OUR DONORS

We are grateful to have had the chance to help IkamvaYouth these last two years. The independent evaluation shows that their model has a statistically significant impact. The energy of IkamvaYouth's staff, tutors, mentors and of course the learners themselves drives these learning gains, and shows that large improvements can happen with the right type of after-school support. It will be exciting to see what happens next in this sector over the coming years."

VINEET BEWTRA, OMIDYAR NETWORK



The youth remain an integral part of our society and there is no better foundation than education for a successful future; whether as employees or entrepreneurs. Through our partnership with the IkamvaYouth programme, we are able to extend a helping hand to ensure that this vision manifests into reality. We are able to make a quantifiable and significant impact on the lives of many young people, and thus on the future of the country."

GAOPALELOE MOTHOGAE, COCA-COLA BEVERAGES SA





We are proud to be supporting an organisation that is tackling one of South Africa's biggest inequalities head-on – an education system where white school-leavers are more than double as likely to qualify for University than their black peers. IkamvaYouth's graduates consistently buck this trend, with an inclusive, pay-it-forward model."

LOUISE BUSSON, MONTPELIER FOUNDATION



We believe that by partnering with IkamvaYouth we are investing in a better future for our youth, empowering them to realise their full potential and to create a better future for themselves. We wish them well on their journey."

NEPTAL KHOZA, CAPITEC FOUNDATION



IkamvaYouth is addressing one of South Africa's toughest educational challenges by addressing academic deficit and helping high school learners realise their potential. It has proved itself as an organisation that provides real hope to our youth. ELMA is proud to be an IkamvaYouth partner."

KIRSTIN O'SULLIVAN, THE ELMA PHILANTHROPIES



INSPIRING IKAMVANITES



Q&A WITH TOP LEARNER CHUMISA YAPHI

On the 6th of January 2016 (Matric results day) we had a laughter-filled chat with Chumisa Yaphi from Makhaza in the Western Cape. She obtained 6 distinctions (including in Maths and Physical Science) in the final exams and is planning on studying towards a BSc degree. Chumisa joined IkamvaYouth in Grade 9 and has been attending regularly for four years. Here at IkamvaYouth we couldn't be prouder of her impressive results!

So, you got very good marks. 6 Distinctions, that's amazing! Did you know it was going to happen?

No, when I was writing the exam, I wasn't sure if I was doing great but I expected to get a bachelors pass. I just wasn't sure what my marks would be. It was a big surprise when I checked my results from my phone and saw I had 6 distinctions.

What do you want to study?

I applied to study Geology or Pharmacy at UCT, UWC and WITS.

You aren't worried that you'll get into WITS and have to move far away?

(Chumisa laughs) No I'm not worried.
(More laughter) It's fine. I'll look at what seems like the better offer and pick that.

What role did IkamvaYouth play for you to get these really good marks?

IkamvaYouth has helped me to be able to express myself in English, and be confident to share my views. It has also improved my computer literacy in terms of how to search for information. IkamvaYouth has also provided me with extra material like Answer

Series study guides, question papers, online videos and material etc. That has helped me improve my grades. IkamvaYouth has given me opportunities to visit different universities to get a better understanding about my career choices. Through tutoring, I have gained the spirit of giving back because I see how dedicated our tutors are, they ensure that they take out their time just to come and help us. I also help my peers as much as I can, and therefore have been able to get an understanding as I explain to them.

Did you apply for NSFAS?

Yes I did but I also got a scholarship from UCT

Well done! We wish you all the best.

Thank you.

Chumisa Yaphi is currently studying at UCT and was awarded an entrance bursary to study towards a BSc degree.



Q&A WITH PHUTANG MAKHUPANE



How did you become a tutor?

When I started at university, I met a friend, Phillip Mcelu, at my residence who was from the same township as me and was already a tutor at IkamvaYouth. When we started talking more, he told me about IkamvaYouth after noticing my academic strengths and desire to help my community. I immediately took an interest in joining as this was exactly what I wanted to do in the community. Long story short, the first session I attended showed me the need for tutors was real and I realised my value as a volunteer.

When he's not tutoring, Phuthang is a Java Developer for Truworths.



What does it mean to be a tutor?

It doesn't mean teaching!

It means guiding.

It means respecting the learners, for the respect easily reflects back to you from them.

It means being able to adapt to different speeds of understanding.

It means trust. The brain of a human being is designed to be receptive through practice, so your focus is on offering guidance through exercises, trusting that the mind of the learner will create firm connections in it, and it does.

It means being open and approachable.

It means being patient.

It means communicating clearly.

It can also mean being a role model.

What do you enjoy the most about being a tutor?

What I really enjoy the most is being able to help a learner, and then see them help other learners around him/her with confidence and enthusiasm.

Why do you do it?

Every child has a dream, and in a world where education is often the foundation for success, learners need tutors and people to guide them and be their role models. They may need people like us now, but in the future we will need them to be the professionals to take over the world from us.

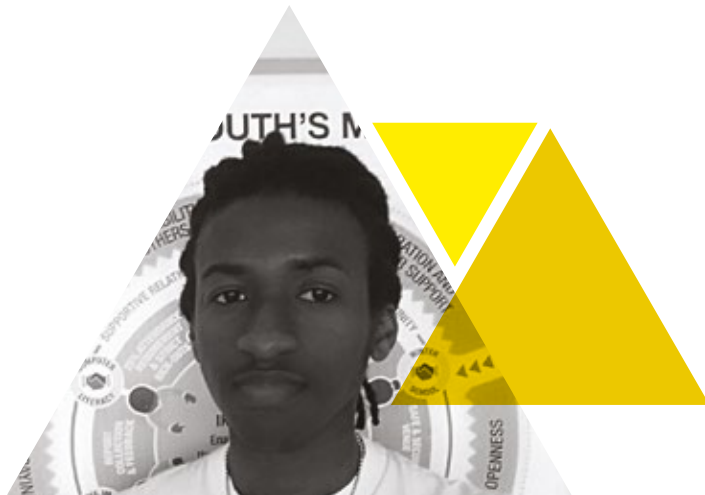
NTEBALENG MORAKE



I joined IkamvaYouth in 2011, upon realising that it would take more than my individual sweat and dedication for my dreams to manifest. I needed help with my academics and a mass of people to draw inspiration from; and it is without any doubt that both these objectives were met. In my matric year, I managed to obtain 4 distinctions and a place of study at the University of Cape Town in International Relations, Public Policy and Administration and Gender Studies. IkamvaYouth, through the mentor assigned to me; enabled me realise my passion for Diplomacy, International Law and the emancipation of women- hence my field of study. I am currently completing my final year at UCT, and I have used some of the skills afforded to me by Ikamva to represent South Africa in International conferences in Norway and China respectively."



Ntebaleng Morake has since graduated from the University of Cape Town and is currently pursuing her honours degree.

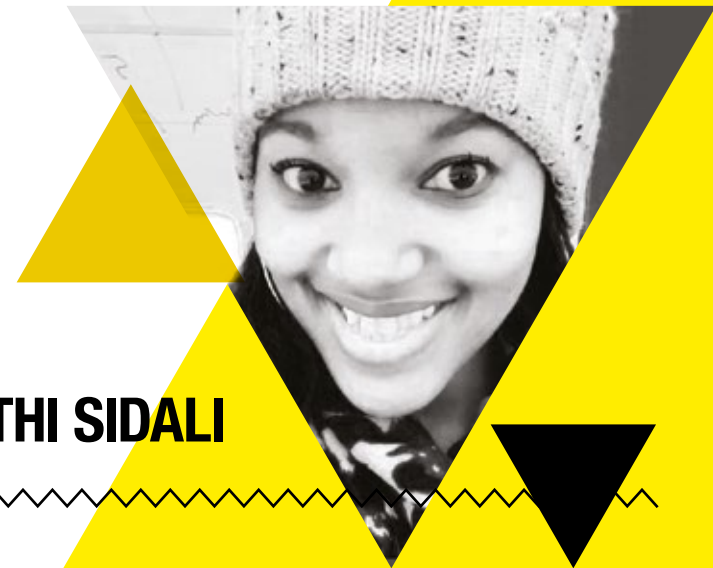


EMELEO NJABULO

I joined IkamvaYouth in 2013 in need of extra classes, and I was welcomed with open arms. For me it has been a great journey with all the experiences I have had until now. I am now a tutor giving back to IkamvaYouth; like the first video I was shown when I first joined - Get help, help the others help others (a continuous cycle of helping hands)."



Emeleo Njabulo is now pursuing a BCOM in accounting through Regent Business School.



UNATHI SIDALI

I joined IkamvaYouth when I was in grade 11 in 2004; at that time one of my older sisters was in matric. The following year there was no money for her to go to school and I was in my matric year. I attended tutoring classes at IkamvaYouth, and my parents were both struggling to make ends meet. I had no idea where I was going to get money for registration fees for tertiary, but all I knew was that I wanted to study further and make something out of my life. With the help of IkamvaYouth tutoring sessions I passed my matric with an exemption. IkamvaYouth helped me apply to various tertiary institutions and I got accepted into UWC. In January 2006 Joy personally went to the university's offices with us, stood in the long queues and negotiated our registration fees which IkamvaYouth then later paid for us and also assisted us with financial aid applications. IkamvaYouth played a huge role in my life, when I look back to those days I don't know what I would have done had it not been for Joy and Susie's help (not forgetting all the tutors who sacrificed their Saturday mornings to help us)."

Unathi Sidali is a Junior Analyst at the Competition Commission South Africa





SHELTON CHADYA



I joined IkamvaYouth in 2010, during the nationwide teachers' strike, when I was in grade 11. I completed my matric in 2011 and came back as a tutor through to 2015. IkamvaYouth has helped me to achieve the great things I have in my life."

**Shelton Chadya
is a Senior Phase
Coordinator
at Olico**



BULELWA XOBISO



I joined ikamva Youth at the age of 16 in 2010; I was in grade 10 at that time and was struggling with accounting. I remember the first assignment where I received assistance from a tutor was an Accounting assignment in June 2010, the results came back I had received the highest mark in the grade at School which was 46/50 (92%) and after that I barely missed any sessions. In Grade 11 (2011), at the end of the year I received a certificate from IY for best results in life sciences together with a R200 Voucher to buy textbooks for the next grade. In Grade 12 (2012) exams were hectic and I was the only matric student who was doing Afrikaans. IkamvaYouth provided me with a tutor who was of great assistance to me, I ended up getting the highest marks for Afrikaans at my school in Matric. In 2013 IkamvaYouth got me a learnership programme with an IT Company which I now officially work for. All in all, IkamvaYouth had a huge impact on my academic performance and tertiary education as well."



**Bulelwa Xobiso is now
pursuing a diploma in Financial
Accounting through Varsity
College in Durban North**



HOLISTIC SUPPORT



It takes a village to raise a child... IkamvaYouth has been a second parent to my child, guiding and mentoring him to become disciplined and improve his marks. ”

Mrs Khumalo parent of Mbuso Khumalo at the Makhaza branch

Most people know about IkamvaYouth because of its great academic track record, and so we're often thought of as just an academic programme but behind the numbers and results, there is an integrated community of stakeholders supporting the Ikamvanites. Parents are engaged with their child's future with the branch staff actively involving them in the happenings at the branch. The parents' perceptions of what's possible have shifted as they know what it will take for their child to access tertiary education and/or employment and how to support them to achieve success. IkamvaYouth therefore provides a platform for important relationships and interactions to take shape.

Some other stakeholders who form relationships with IkamvaYouth and branch staff are:

- ▶ Teachers
- ▶ Principals
- ▶ Tutors
- ▶ Mentors
- ▶ Community Leaders
- ▶ Organisational partners and donors
- ▶ Education Institutions
- ▶ Government departments
- ▶ IkamvaYouth Alumni



While the tutoring aspect is important and the most critical aspect of what we offer, the academic results and post-school opportunity placements would not be possible without the following additional programmes:

▶ Computer literacy and e-learning

Many learners leave school not knowing how to use a computer; this further disadvantages them when they enter the workplace or tertiary institutions. All learners at our branches are provided with computer literacy training and access to elearning platforms. It is essential that Ikamvanites leave school knowing how to use a computer.



► Career guidance and mentoring

One of the obstacles youth face in accessing post school education is the lack of post-school guidance which is one of the many factors that contributes to students dropping out of tertiary institutions. Another obstacle is the financial constraints in paying not only tuition fees but application fees & fees for the National Benchmarking Tests (NBT). Grade 12 Ikamvanites are paired with a mentor who guides them through the post-school options as well as provides assistance in relation to applying to universities and colleges.

We also run career indabas which expose the learners to their options after school and also pay for NBTs, application and registration fees.

► Health, wellness and life skills

Through this programme learners know their HIV status and get professional support in dealing with it. Learners have the information and a safe space to get support on a range of issues, from sexuality to drug addiction and teenage pregnancy.

► Media, Image and Expression

Learners are given the opportunity to creatively express themselves, build a positive view of themselves, and have their identity validated by a non-judgemental and supportive community

► Additional ad-hoc support

This ranges from ensuring all learners get ID books, to referrals to social workers and legal advice.



Before I attended IkamvaYouth I was a shy person who was not able to speak in public and not able to work with other people, but today I have grown because of IkamvaYouth. Today I am one of the leaders in the SRC at school. IkamvaYouth was far from home, I had to walk long distances, at times I arrived late but I never gave up."

Lobabalo Somakahle
(From the Class of 2014)

COMMUNITY COLLABORATION



The Community Collaboration Programme (CCP) aims to replicate the results of improved academic achievement and access to post-school opportunities through collaborative partnerships with other organisations. We have partnered with The Learning Trust (TLT) to support other organisations to implement the IkamvaYouth model.



In 2015, our CCP partners enrolled around 600 learners in 5 townships in the Western Cape. These organisations collectively achieved an impressive 93% Matric pass rate and of that, 46% were bachelor passes, 26% Diploma passes, 28% Higher Certificate and there was a total of 12 distinctions.



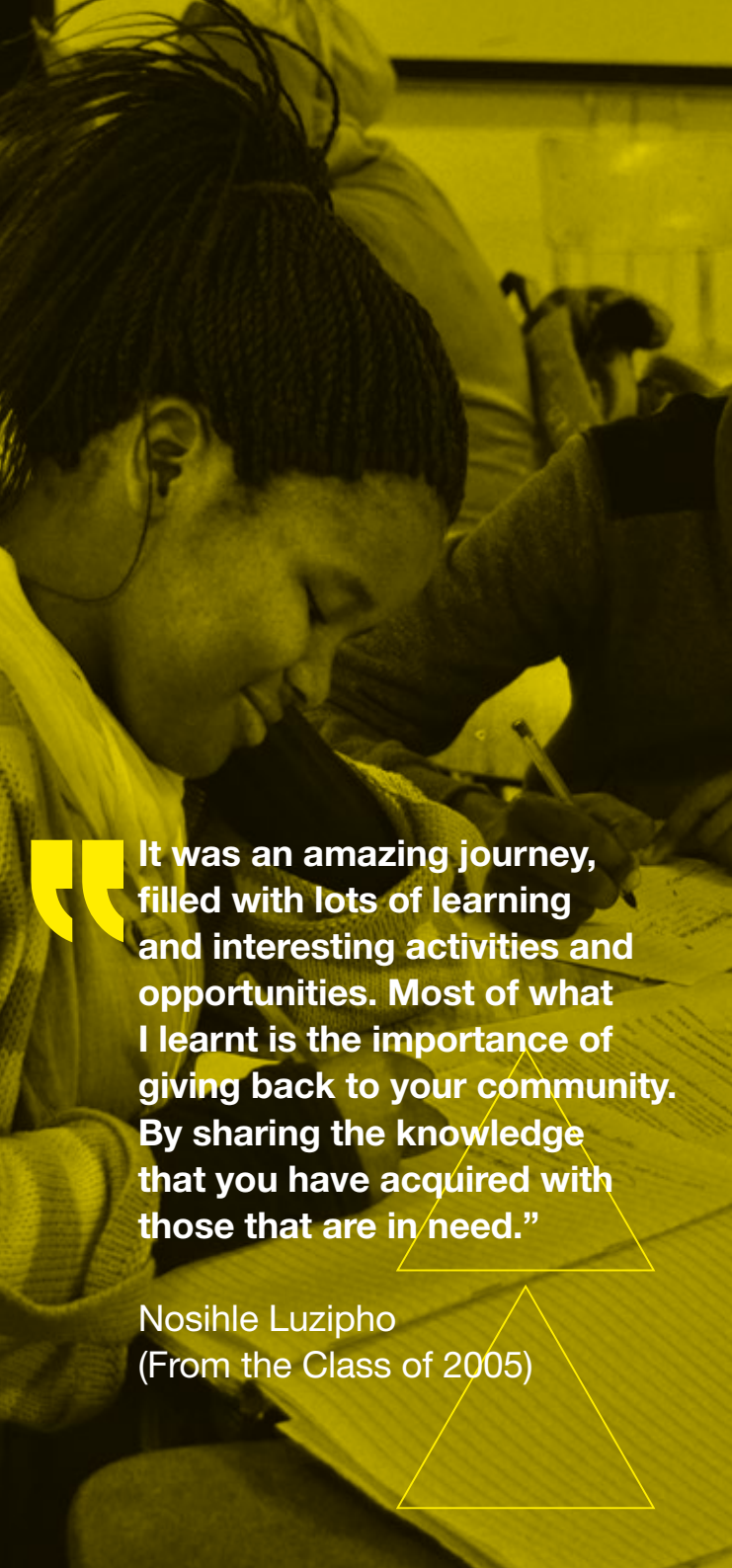
“CCP has created an opportunity to network and be exposed to a greater network of organisations that are doing similar work to what we are doing. Being able to share knowledge is another advantage of being part of the programme.”

VAUGHAN STANNARD



“CCP has made us realise that many other tutoring NGOs face very similar challenges to us. This has motivated us to keep inventing creative solutions to our shared problems. It has made us rethink our methods and processes as we have been exposed to other organisations’ models.”

LAURA EDMOND



“It was an amazing journey, filled with lots of learning and interesting activities and opportunities. Most of what I learnt is the importance of giving back to your community. By sharing the knowledge that you have acquired with those that are in need.”

Nosihle Luzipho
(From the Class of 2005)



“The best thing about running a tutoring programme is knowing that the work that we do is positively affecting the learners’ lives, knowing that our intervention might change someone’s destiny and providing a safe space for learning, growth and a place to create and nurture dreams. The most amazing aspect of the programme was meeting other like minded leaders who are interested in seeing the same change I seek, and who have supported me to succeed.”

PEARL BIKO



“The best thing about running a tutoring programme is knowing that you are part of the solution; assisting young people to reach for their dreams and that you engineer experiences for them that they probably would not have likely to come across if they were not part of the programme. Within the South African context, where there are some people that are constantly complaining about the challenges of our country and the results that our education system produces, it feels really good to contribute in tackling the education challenge and experimenting to expand models (like the IkamvaYouth one) that have been proven to make a difference.”

CINDY MKAZA-SIBOTO

FINANCIAL STATEMENTS

FOR PERIOD ENDING NOVEMBER 2015

BALANCE SHEET

	2015 CURRENT	2014 PRIOR
NON CURRENT ASSETS	343 359,00	-
Property and Equipment	343 359,00	-
CURRENT ASSETS	9 215 669,00	4 015 487,00
Cash and Cash Equivalents	7 032 764,00	2 262 858,00
Trade and Other Receivables	2 182 905,00	1 752 629,00
TOTAL ASSETS	9 559 028,00	4 015 487,00
EQUITY AND LIABILITIES		
EQUITY	4 708 093,00	2 713 500,00
Retained income	4 708 093,00	2 713 500,00
LIABILITIES		
TOTAL CURRENT LIABILITIES	4 850 935,00	1 301 987,00
Trade and other Payables	6 590,00	27 860,00
Deferred Income	4 685 639,00	1 274 127,00
Provision for Leave	158 706,00	-
TOTAL LIABILITIES	4 850 935,00	1 301 987,00
TOTAL EQUITY AND LIABILITIES	9 559 028,00	4 015 487,00

DETAILED INCOME STATEMENT

	2015 Current	2014 Prior
REVENUE	14 318 168,00	11 313 467,00
Grant Revenue	14 082 613,00	11 030 508,00
Investment Income	190 103,00	125 125,00
Other Income	45 452,00	157 834,00
OPERATING EXPENSES	12 323 575,00	10 776 878,00
Advertising and Annual report	137 802,00	58 794,00
Application and registration fees	78 898,00	63 962,00
Auditors' remuneration	56 539,00	23 850,00
Bad debts	12 871,00	-
Bank charges	52 764,00	40 861,00
Catering	63 572,00	63 356,00
Computer expenses	125 023,00	57 720,00
Consulting and professional fees	33 637,00	-
Course material and consumables	116 602,00	156 589,00
Employee costs	6 538 672,00	6 011 826,00
Fundraising costs	394 720,00	99 596,00
General expanses	65 527,00	37 409,00
Gifts	3 800,00	11 851,00
Insurance	73 437,00	72 316,00
Leaner excursions	52 421,00	89 805,00
Lease rentals on operating lease	404 730,00	357 951,00
Legal expenses	-	6 500,00
Postage	11 336,00	9 692,00
Printing and stationary	147 267,00	131 622,00
Prize giving	29 698,00	16 862,00
Repairs and maintenance	195 143,00	122 726,00
Security	214 110,00	201 134,00
Special Project - Community Project	179 035,00	-
Staff Accommodation	41 905,00	-
Staff Training & Strategic Planning	595 991,00	405,437,00
Teaching aids	341 129,00	338 575,00
Telephone	361 726,00	360 490,00
Travel expenses	1 045 447,00	939 828,00
Volunteer appreciation	32 352,00	37 029,00
Winter school	917 421,00	1 061 097,00
SURPLUS FOR THE YEAR	1 994 593,00	536 589,00



IkamvaYouth inspired me and taught me to go after my dreams and not let anyone deter me. IkamvaYouth gave me courage to accept myself as a gay guy, everyone was accepting of me and IkamvaYouth always felt like my second home.”

Kamogelo Bakai
(From the Class of 2015)

DONORS

Thank you for all you do for our learners. We at IkamvaYouth are continually inspired by the dedication and generosity of our donors and there is no way to fully express our gratitude for your support. We hope that you will continue to partner with us – either as a repeat donor or even as a volunteer, tutor or mentor. Thank you for sharing your commitment to a better, brighter future for South Africa’s learners.

GOLD SUPPORTERS (CONTRIBUTIONS OF R1MILLION +)

Coca Cola Beverages SA • Omidyar Network
• Capitec Bank • Montpelier Foundation •
ELMA Philanthropies

SILVER SUPPORTERS (CONTRIBUTIONS OF R100K TO R1M)

TK Foundation • David and Elaine Potter
Foundation • Claude Leon Foundation
• EMpower • DG Murray Trust • Anglo
American Chairman’s Trust • SA Airlink •
Industrial Development Corporation • Cargill
International • State Street • The Learning
Trust • Raimondo Family Trust • Ayavuna
Trust • Jackson Foundation • Western Cape
Provincial Government

BRONZE SUPPORTERS (LESS THAN R100K)

Deloitte • Get Smarter • GDF Suez • Rotary
Club • Bloomberg • Bertha Foundation •
Shell • Nedbank • Communities Foundation
of Texas • Mobinomix • Ikineo • Cognia Law
• TransUnion

Marcel Witbooi • Mary Lou Thompson •
Lauren Stewart • Joanna Holding • Gail Roberts
• Caitlin Baron • Bassier • Megan Pydigadu
• Kirsten Pinel • Edwin Cameron • Philip
Cohen • Nicholas Middelman • Heiko van
Wynagaaden • Susan Brink • Sergio Colombo
• Nick Rockey • Stewart Truswell • Zandile
Mabizela • Linda van Arkel • Kevin Wayne
Joselowitz • Gavin Butcher • Peta Feinstein
• Cecille Godlonton • Benjamin Zvomuya •
Blake Robinson • Mike Silver • Danielle Silver
• Richard Andrew • Olivia Andrews • Christian
Hettlage • Laura Cohn • Peter Montalto • Gavin
Butcher • Tshepi Chadyiwa • Nick Middleman
• Stefan Magdalinski • Bronwen Lee • Joanna
Holding • Louise Geldenhuys • James Irlam
• Jennifer Russell • Carmia Schoeman • Felix
Seuffert • Sarah Simpson • Andy Simpson

PROBONO HELP

Cognia Law • Bowman Gilfillan •
Petanque • Stretch Marketing •
Utterly Content • Sam Devito French
• SA Airlink • Enke • Bankers without
Borders • Capital Group

THIS VIDEO IS FOR YOU:



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 and creative expressions workshops are implemented by our collaborating partners.

Others engage our learners in e-learning or career guidance programmes, take our learners on excursions, provide scholarships, bring interns, conduct research and implement innovative projects aligning with our mission and vision. Still others support our organisation with pro-bono or discounted services ranging from facilitation and staff development to workbooks and

legal services. We thank the following collaborative partners who ensure high-quality programme delivery and access to opportunities and support for our learners. Apologies, there are so many partners that we have definitely missed a few; probably some really important ones. Please forgive our error and let us know so that we don't do it again in next year's report.

AA Library • ABASA • ABM • ACCESS • Activate • Aganang local radio station • AIDS Healthcare Foundation • AIESEC • Amandla Edufootball • AME • Ashoka • ASN Teambuilding • Bankers without Borders • Bertha Centre for Social Entrepreneurship • Bing Overseas Study Programme • Bloomberg Financial services • Bridge • Bright Start Kinako • Brothers For Life • Cameron Dugmore • Camilla Stuart • CANSA • CAO • Cape Leopard Trust • Cape Town Science Center • Cape Town Libraries • CAPRISA • Career Planet • Career Wise • Carl Palmer • Centre of Science and Technology • Charles Tanton • Chesterville Clinic • Children's Radio Foundation • China direct • Christine Downton • Community Engagement-Rhodes University • Connect Consulting • Container • Councillor's Office- Chesterville • Councilor Mabotja - Ivory Park • Dave Southwood • Desmond Tutu HIV Centre • Desmond Tutu Peace Center • Dr. Nicholas Spaul • DSW • Dulux • Durban Solid Waste • Durban University of Technology • Easy Link Transport • Education without Borders • Emasa • Encyclopedia Britannia • Enke Make Your Mark • Eqinisweni • ERM •

Ernestine Meyer-Adams • Exelcius Nursing College • Extreme arts • False Bay College • FAMSA • Fresh • FUNDZA/Nal'ibali • GADRA • Graduate School of Business • Graeme Comrie • Grassroots Boxing • Gugu Ximba • H2B2 • Hands and Heart • Hope to Educate • Ikamva Labantwana Bethu • Ikapadata • Ilana Wetzler • Impucuzeko Skills and Training Development • Investec • Isibane Sethemba • Ithembalabantu • Iziko Museum • Jeffares and Green • Julie Goodness • Khadeeja Bassier • Khan Academy • Khanya Matlala • Live Magazine • Lorrain Mbongo • Love Life • Malibongwe Luyenge • Mamelodi Adult Education College • Mamelodi State Centre for Adult Education • Mangosuthu University of Technology (MUT) • Marion Walton • Masi Corp • Methodist Church - Ebony Park • Midrand Graduate Institute • Mignon Keyser • Miranda and Werner Myburgh • Mmabana Arts and Culture Centre • Morne van Lil • Ms Suraksha Maharaj • Mangosuthu University of Technology • Nadia Kimmie • Nebula Skateboarding • Nedbank My Career • New Start • NICRO • Niks Mapha Movement • North West Agricultural College • North West

University • Numeric • Olico • Open Door • Pansolutions • Phumza Magwaza • Pick'n Pay Family store • Pilanesberg Game Reserve • PIPA • Potchefstroom Youth Center • PPN Eye testing • Peers in Sexual Health • Reggie Majola • Rheinmetal • Rosebank College • Rhodes University • SAAO • SACTWU Workers health program • SAEP • SAPS • SASA (Shukela Training Centre) • Spongiseni Khoza • Science Spaza • Servaas van der Berg • Servest Group • Services (Workshops) • Shakaneng Skills Provider • Sindiswa Jonas • Siyakhula Computer School • Siyakhula Education Foundation • Smartworx • Sonwabile Dwangu • South African Business Training Academy • Studi Trust • Sue Alexander • Tasha • Tersia King Learning Academy • The Answer Series • The Herald • The Playhouse company • The Potchefstroom Gazette • The Rhodes Centre for Community Engagement • ThoughtWorks • Tiisetso Leadership Foundation • Training Force • Treatment Action Campaign • Tshikululu Investments • TSIBA • Tumelong HIV/AIDS programme • Tshwane University of Technology • Tutu Mngaga • TVG • Tzu Chi Foundation • Umngeni Adventures Green

Hub Corridor • Uncediswano • University of Cape Town • University of Johannesburg • University of Kwazulu Natal • University of Pretoria • University of the Western Cape • University of the Witwatersrand • UPSTART • Varsity College • Vuselela FET • Women In Action • World Chamber's Academy • Young African Leaders Initiative (YALI) • Zolani Centre

GOVERNMENT DEPARTMENTS: City of Cape Town • City of Johannesburg • City of Johannesburg • City of Tshwane • eThekweni • Tlokwe • Mahikeng local municipality • Ngaka Modiri Molema district municipality • Makana municipality

COMMUNITY COLLABORATION PARTNERS: AVA • Etafeni Day Care Centre • Sisaya Phambili • Just Grace • Beautiful Gates • Emaqgabini • African legends • The Dream Factory • SALT • SOZO Foundation

SCHOOLS: There is a long list of schools who also work with us to achieve these incredible results. Thank you to all the principals and teachers whose support we could not do without.



CONTACT US

Cape Town office:

Ikamva House
47 Westminster Road,
Salt River, Cape Town,
7925

T +27 (0) 21 820 7444
alex@ikamvayouth.org

Johannesburg office:

Office BF1
Gallagher Business Exchange,
688 Gallagher Avenue, Midrand
1685

T +27 (0) 11 028 7682
patrick@ikamvayouth.org

Western Cape

Simone Peinke
District Manager
simone@ikamvayouth.org
071 490 9854

North-West Province

Cheryl Nzama
Ikageng Branch Coordinator
cheryl@ikamvayouth.org
084 885 6622

Gauteng

Patrick Mashanda
Programmes Manager
patrick@ikamvayouth.org
074 673 1215

Kwazulu-Natal & Eastern Cape

Buyisiwe Khumalo
District Coordinator
buyisiwe@ikamvayouth.org
079 885 4372



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

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

Design and infographics by www.skyboydesign.com

www.ikamvayouth.org