



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

ANNUAL REPORT 2014



“I am from a township called Ivory Park where the roses grow on cement and our backgrounds do not determine how far we will go in life. Being raised in a family of eight is not a walk in a park. My parents worked hard to provide us with everything we need, but a taxi driver’s salary and a street vendor’s income was never enough, so I had to learn to appreciate the little they gave me and I worked very hard to achieve my goal.

I joined IkamvaYouth because I needed someone to help me understand my studies beyond the classroom and IkamvaYouth made that true for me. My marks improved and my parents were very happy to see me improve because their only wish was to see me succeed in everything I ever wanted. My matric was challenging because of my illness but with the help of IkamvaYouth I managed to pass with a Bachelor degree and I am currently studying ITE+ and I have come back to pay it forward as a tutor at IkamvaYouth. Next year I want to study Logistics because of my interest on how things operate and how packages travel from country to country, and also manage people. In the next 5 years I want to be a Logistics manager, and one of the sponsors of IkamvaYouth because lessons I have been taught here have made me who I am and indeed if I can dream it I know I can make it.

Cherol Temba, Tutor, Ivory Park

“I joined IkamvaYouth in 2010 because I was really struggling with my schoolwork and no one at home could help me.

IkamvaYouth helped me improve my marks and changed my attitude when it came to my schoolwork. I passed my matric with a bachelor pass, even though when I joined my marks were low. Currently, I’m a student at CPUT, studying a National Diploma in Public Management. I’m the first one to study at a tertiary institution in my family and this was made possible by IkamvaYouth. Not only did IkamvaYouth offer me support with my schoolwork, but they paid for my application and registration fees at tertiary level.”

Aphiwe Sobutyu, Tutor, Nyanga



CONTENTS

03

CHAIRPERSON'S
LETTER
IKAMVAYOUTH'S
GROWING REACH

04

RESULTS AND POST-
SCHOOL PLACEMENTS
FOR THE CLASS OF
2014

07

INNOVATION OF
IKAMVAYOUTH'S
MODEL

11

WHY WE NEED MORE
IKAMVANITES

14

ABI: CHANGING LIVES,
BUILDING THE FUTURE

16

WHY OMIDYAR
NETWORK DECIDED
TO SUPPORT
IKAMVAYOUTH

18

CAPITEC BANK: WE
SUPPORT IKAMVAYOUTH
BECAUSE WE UNDERSTAND
THE IMPACT OF EDUCATION

21

IKAMVAYOUTH'S
GROWTH

23

AUDITED ACCOUNTS

24

IKAMVAYOUTH'S
DONORS

25

IKAMVAYOUTH'S
PARTNERS



We are humbled and inspired by the thousands of people locally and overseas who believe in us and contribute to our vision in any way they can. Thanks to you we've been able to grow our reach and fly South Africa's flag around the world.

CHAIRPERSON'S LETTER

IKAMVAYOUTH'S GROWING REACH

With Vision 2030 guiding us, 2014 was spent putting measures in place to grow IkamvaYouth's reach dramatically over the coming years. I am proud to report that:

- Our Grade 12 class was 63% bigger than the previous year. 244 Ikamvanites wrote their Matric exams, at nine Branches, in nine townships across five provinces.
- We maintained our high standards and achieved an 84% matric pass rate. Encouragingly, 87% of those who passed were eligible for tertiary study (51% bachelor and 36% diploma).
- Overall, 85% of Grade 12 Ikamvanites have been placed in a post-school opportunity setting them on the path to earn a dignified living and escape a life entrenched in poverty.
- We also enrolled close to 1,000 learners from the lower grades: Grades 8-11.
- Our community collaboration project (which seeks to develop a cohesive response to the education crisis by supporting other organisations and sharing best practice) also took some giant leaps forward. During

2014, IkamvaYouth's Community Collaboration Coordinator, Zoe, worked with 25 organisations who are providing after-school support to learners in townships. Collectively, these organisations reached 400+ learners.

- We entered into a pilot project with the Western Cape Government and Action Volunteers Africa. This saw us training and supporting Year Beyond volunteers in two schools with Government funding.
- IkamvaYouth was selected as one of four organisations to participate in the Bertha Centre's Social Franchising Accelerator programme, which aims to support successful social impact organisations and enable them to scale.

Our model and our achievements continue to be lauded all around the world and the support that we receive from far-flung quarters is exceptional. For example:

- IkamvaYouth was identified by panels of judges in Spain and Portugal as one of the top three innovations worldwide that provide potential for addressing these countries' education and youth unemployment crises.
- We participated in the ten-day residential boot camp at the Santa Clara University in Silicon Valley, where executives provided intense input and support with the objective of refining IkamvaYouth's business model, strategy for scale, and readiness for impact investment.

- IkamvaYouth is also part of the Askhoka Globalizer on Youth Employment in Africa. As part of this programme, we received support from experts with impressive careers in scaling education initiatives, as well as support from McKinsey consultants who volunteered their support to help us scale our impact.

Once again, none of this would be possible without the input of our remarkable donors and the volunteers who provide their time to tutor and mentor. Our volunteer tutors are not only incredible role models for our learners, but the value of the time they contributed to IkamvaYouth in 2014 is valued at R13.5million per annum.

We are humbled and inspired by the thousands of people locally and overseas who believe in us and contribute to our vision in any way they can. Thanks to you we've been able to grow our reach and fly South Africa's flag around the world.

Let's keep growing. The future is in our hands.

Leigh Meinert
Chairperson



RESULTS AND POST-SCHOOL PLACEMENTS FOR THE CLASS OF 2014

BY PATRICK MASHANDA, NATIONAL COORDINATOR

IkamvaYouth continues to prove that anyone and everyone – irrespective of the school one attends and the socio-economic status of one's parents – can achieve the results needed to access tertiary education, learnerships or jobs. IkamvaYouth's model shows that by supporting one another learners can pull themselves and each other out of poverty through education.

A matric certificate is difficult to achieve but it is often just the first hurdle in a young person's race towards a career that can catapult a family out of poverty and post matric opportunities are crucial. Nationally, the number of youth not in education,

employment of training (NEETs) has increased over the last few years and currently sits at 34% of 15-24 year olds in South Africa. This is why our placement data as well as our matric results are a most remarkable achievement – especially as many Ikamvanites have chosen to study towards careers that will advance the country's development.

IkamvaYouth's results would not be possible without our dedicated team of superheros (both staff and volunteers) and our donors. Thank you all for all you do for IkamvaYouth. I hope to see you continue to rise and wish you all the very best in everything that you do.

“I grew up in a disadvantaged family of seven where none of my three siblings (who are out of high school) have managed to get into tertiary. Tutoring and other programmes that are run by IkamvaYouth have boosted my performance and the way I perceive life. I am now at University studying Information Technology!”

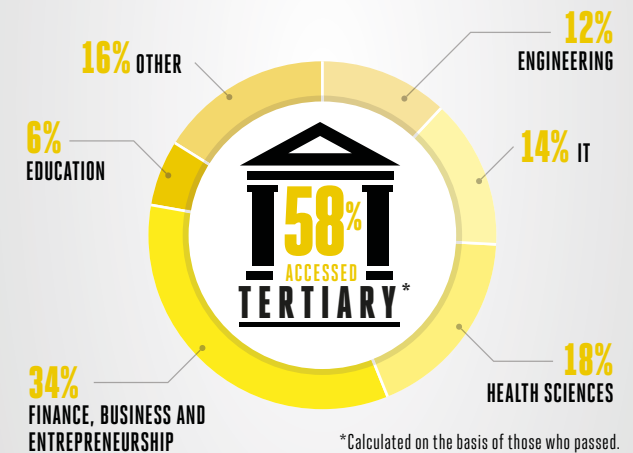
Beauty Komone, Ivory Park Branch

GRADE 12 RESULTS



*Including supp results

IKAMVANITES have chosen to study towards careers that will advance the country's development. We're encouraged to see that 6% are studying education; our hope is for many more Ikamvanites to build their careers by transforming South Africa's education system.



ACCESSED POST-SCHOOL OPPORTUNITIES



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



GRADE 12 RESULTS:

	WESTERN CAPE			KZN		GAUTENG			EC	NW	NATIONAL RESULTS
	MAKHAZA	NYANGA	MASI	CHESTERVILLE	UMLAZI	EBONY PARK	IVORY PARK	MAMELODI	JOZA	IKAGENG	
Total GRADE 12 learners	32	12	21	33	29	33	38	-	21	25	244
Matric passes (including supp results)	78%	83%	76%	88%	76%	94%	87%	-	86%	84%	84%
Diploma passes percentage	22%	17%	33%	33%	31%	21%	24%	-	33%	56%	30%
Bachelor pass percentage	44%	58%	29%	36%	31%	64%	47%	-	43%	24%	42%
Total ELIGIBLE for tertiary	66%	75%	62%	70%	62%	85%	71%	-	76%	80%	72%
Number of distinctions	5	1	3	17	13	33	7	-	2	1	82
Placed in tertiary (%) against TOTAL number of Grade 12s	47%	75%	33%	58%	31%	52%	45%	-	43%	68%	49%
Access to learnerships or employment (%)	34%	0%	43%	15%	3%	24%	21%	-	0%	8%	18%
Upgrading matric /or taking supplemental exams %	13%	8%	5%	15%	17%	15%	18%	-	57%	20%	18%
Total access to post-school opportunities (numbers)	94%	83%	81%	88%	52%	91%	84%	-	100%	96%	85%

PLACEMENTS

Placed in tertiary (%) against TOTAL number of Grade 12s

Access to learnerships or employment (%)

Upgrading matric /or taking supplemental exams %

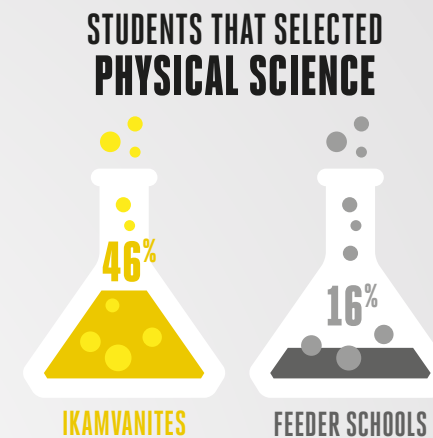
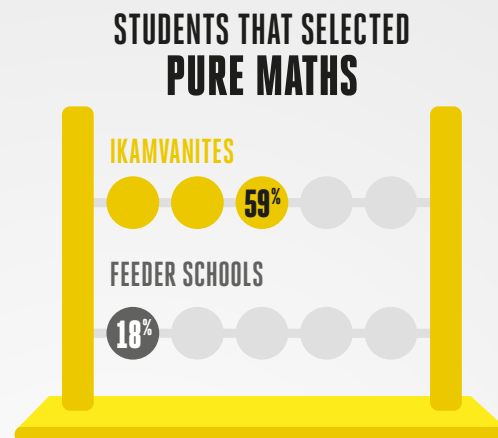
Total access to post-school opportunities (numbers)

IKAMVAYOUTH LEARNER NUMBERS BY PROVINCE



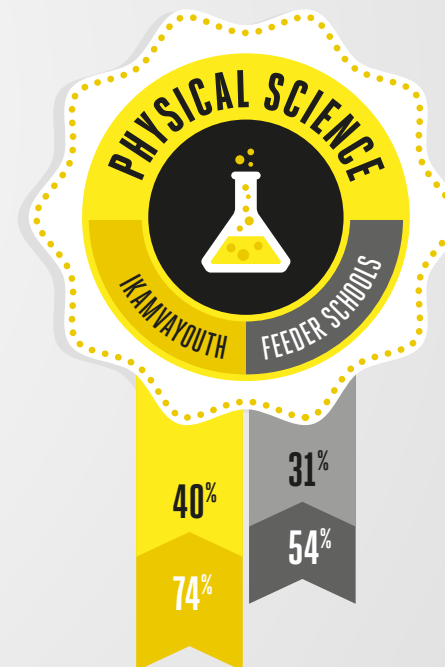
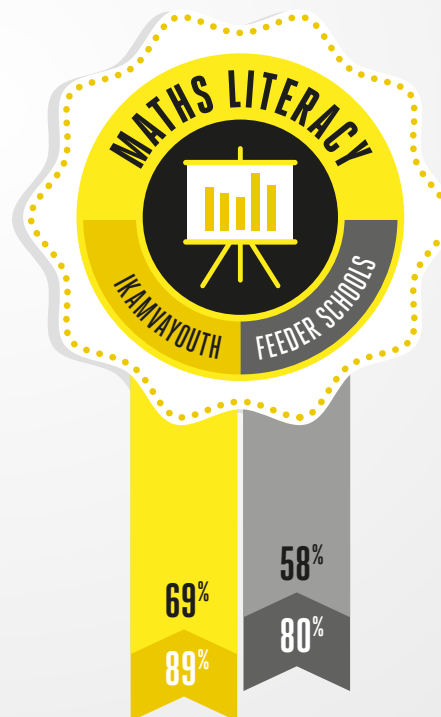
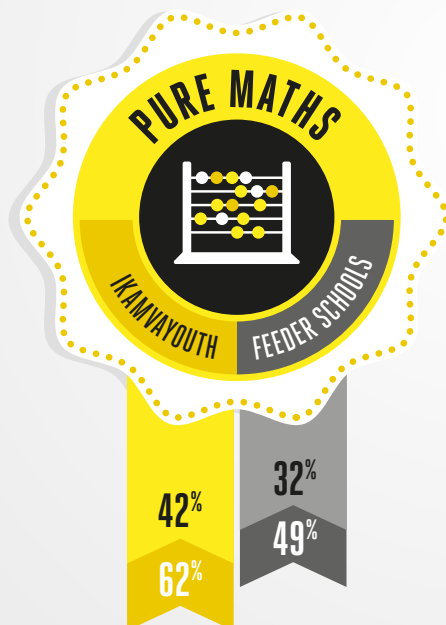
MATHS AND PHYSICAL SCIENCE RESULTS

A RESULTS COMPARISON BETWEEN IKAMVANITES AND THEIR FEEDER SCHOOLS



PERCENTAGE OF PASSES BETWEEN IKAMVANITES AND THEIR FEEDER SCHOOLS

- IKAMVANITES THAT PASSED
- IKAMVANITES THAT ACHIEVED OVER 40%
- FEEDER SCHOOLS THAT PASSED (30% and above)
- IKAMVANITES THAT ACHIEVED OVER 40%





IkamvaYouth's innovation lies in the model; youth-driven, low-cost and high impact programming which achieves results in contexts where such achievements are seldom attained.

INNOVATION OF IKAMVAYOUTH'S MODEL

**BY JOY OLIVIER, CO-FOUNDER AND DIRECTOR AND
PATRICK MASHANDA, NATIONAL COORDINATOR**



Learners from nearby schools attend after-school sessions at IkamvaYouth's Branches two afternoons a week, and Saturday morning. During the school holidays, they attend two weeks of all-day programming. Volunteer tutors (mostly university students, but also some professionals and retirees) provide intensive small group tutoring to learners in grades 8 – 12.

Learners are enrolled on a first-come, first-served basis, and while participation in the programme is free of charge, they are required to pay with their commitment, by attending a minimum 75% of the sessions in order to keep

their place in the programme. There are no academic requirements for entry, and most learners are achieving very low grades when they join.

IkamvaYouth aims to achieve a 1:5 tutor: learner ratio. At each Branch, the Branch Coordinator and Assistant oversee that these aspects are implemented correctly. When learners come in for tutoring, they are seated in small groups according to the subjects they intend to work on during the session. Tutors then go around the tables assisting learners as needed.

The volunteers facilitate peer-to-peer learning between the groups; building learners' problem solving skills and helping them learn how to learn. These groups can comprise learners in different grades, attending different schools, but doing the same or similar subjects. Volunteers encourage learners to help each other solve problems and tackle their schoolwork, drawing from the different ways the learners are taught at their respective schools. The volunteers facilitate this process; asking questions to learners and explaining concepts where the learners struggle.

"What I have experienced is that if you are part of it you must work as a team. Never judge someone or laugh at them if they don't know the answer but we must help him/her because working together, we can achieve more or we can do more". (Samkele Ndaba, Grade 12 learner, class of 2013)

Most Ikamvanites go to under-resourced schools with overcrowded classes. As a result, it is difficult to get individual attention and instruction attuned to individual needs. In these small groups, volunteers explain concepts to learners in a variety of ways including drawing diagrams, presenting hypothetical situations, getting learners to explain to one another, setting written exercises and providing direct feedback, among others. This allows the learners to start understanding their own learning process and know, for example, that they learn best when they see a

visual representation of something, or when they are allowed to read first and explain the concepts to someone else. It is through this learner-centric approach that the Ikamvanites are able to fill the gaps in their knowledge, and strengthen their grasp on fundamental conceptual basics.

"At IkamvaYouth I met other learners and we help each other with our homework. The tutors are friendly and have helped me get better marks in school." (Kamvalethu Willie, Grade 8 learner, class of 2012).

As of 2015, Kamvalethu is now in Grade 11, and is still attending sessions at IkamvaYouth. Since Grade 8, he has achieved academic honours at schools for being a top achiever in his subjects.

"I joined IkamvaYouth in 2012. I've learned at IkamvaYouth that sharing ideas with the learners is good and also giving back to the community by helping our young brothers and sisters - helping them to understand and have a clear picture in what they are doing so that they are able to apply the skill in their studies." (Richard Malesa – Tutor)

The pedagogical approach ensures that the volunteer tutors (many of whom were previous learners, and transform from beneficiaries into benefactors) are able to deliver effective tutoring programs through an innovative pedagogical approach whereby there is no teaching, only learning.

"Ever since I joined I have seen the light at the end of the tunnel. My experience last year was thrilling and fascinating. Engaging with other learners from different schools has increased my confidence and communication skills."

Sanele Sishange, Grade 12 learner, Class of 2013

"While there remains a long way to go in achieving and making our country and Africa a better place for everyone, the small effort of helping one learner at a time as we do at IkamvaYouth is a great step that must never be disparaged."

Kihisha Suleman – Tutor

"IkamvaYouth has helped me apply for tertiary education and get a place at Northlink. I also want to give back, so I came back to tutor more Ikamvanites." (Xola Booai, class of 2012; now volunteering at IkamvaYouth)

The model's foundation is a set of values, namely: a culture of responsibility for self and others, collaboration and peer-to-peer support, commitment to impact through democratic processes, integrity and openness and "paying-it-forward". These values inform both the ways of working and the key levers for effectiveness, and most have indicators that enable implementation measurement. For example, a culture of responsibility for self and others is instilled through the minimum 75% attendance requirement and is driven by the tutors as role models. Branch staff take attendance registers for every tutoring session; for both tutors and learners. The way the tutoring sessions are set up are such that all learners work collaboratively and interact with one another.

Each Branch is run by a Branch Committee, which comprises the two full-time staff members, and the most committed learners, volunteers and parents. All learners and volunteers have equal opportunity to become part of the Branch Committee. They can nominate themselves or be nominated by their peers to represent their grade, and they give a motivation for why they should be elected onto the Branch Committee. These representatives are democratically elected, and are responsible for making decisions and spearheading projects for the Branch during the year, giving feedback on decisions taken and justifications thereof to fellow learners and tutors. If learners

or volunteers become dissatisfied with the representation they have at Branch Committee level, they can elect a different representative. Branch Committee meetings are open for attendance and participation by any member of the Branch, although voting rights only rest with the elected members. This structure of the Branch Committee ensures that the Branch is run with openness and transparency, and the participation of the Branch at large helps maintain the Committee's integrity.

The democratic decision-making and transparency that these Committees strive to achieve build ownership of the Branch and the programme, and build leadership experience and skills. It was one of IkamvaYouth's first Branch Committees that decided on 75% attendance as the requirement to keep learners in the programme. This was when the organisation had one Branch only, and yet this has become a crucial aspect of the organisation's model; implemented

“What I like about being on Branch Committee is that we get to talk about what's happening at the Branch. Even though we are in Grade 9, our views matter and we all vote as equals. I like representing my grade on Branch Com.”

Asive Mangesana, Gr 9 learner & Branch Committee member

uniformly across the 10 Branches that have now been established over the organisation's 12-year history. That same Branch Committee has produced some of IkamvaYouth's most illustrious alumni: Zukile Keswa and Thobela Bixa, who have gone on to become the first alumni appointed as staff member and board member respectively. In these capacities, they have had to ensure that the model they crafted as learners is upheld and implemented consistently and uniformly.

Tutor training is conducted by Branch staff when new tutors join the team, and at two intervals during the course of the year. The staff members are trained in the model when they join IkamvaYouth, and then become responsible for the correct implementation of the model at their Branches, albeit with support from fellow team members, when they need it. The tutor training focuses on ensuring that tutors do not teach. Rather than delivering content, they are taught to facilitate learning how to learn. Learners bring the work with which they're struggling to the small group tutoring sessions. The tutors then break these problems into small chunks, through a series of questions that take learners back, and enable them to identify something that one of them does know (which is often a few grade levels below their current level). The tutor then facilitates peer-to-peer learning, whereby learners explain to one another, and the tutor constantly checks for understanding through more questions, as well as requiring that learners write down their answers, following which the tutor can provide immediate feedback and assess the progress of each individual child.

The power of peer pressure promotes learning, increases learners' locus of control, and ensures a focus on the future. Grade 12 learners are paired with mentors, who provide one-on-one support as learners identify their post-school options, apply to tertiary institutions and for financial aid, and make the difficult transitions into post-school life. It is through this aspect of the model that every learner is supported in applying for a place at a tertiary institution, an internship, or a job.

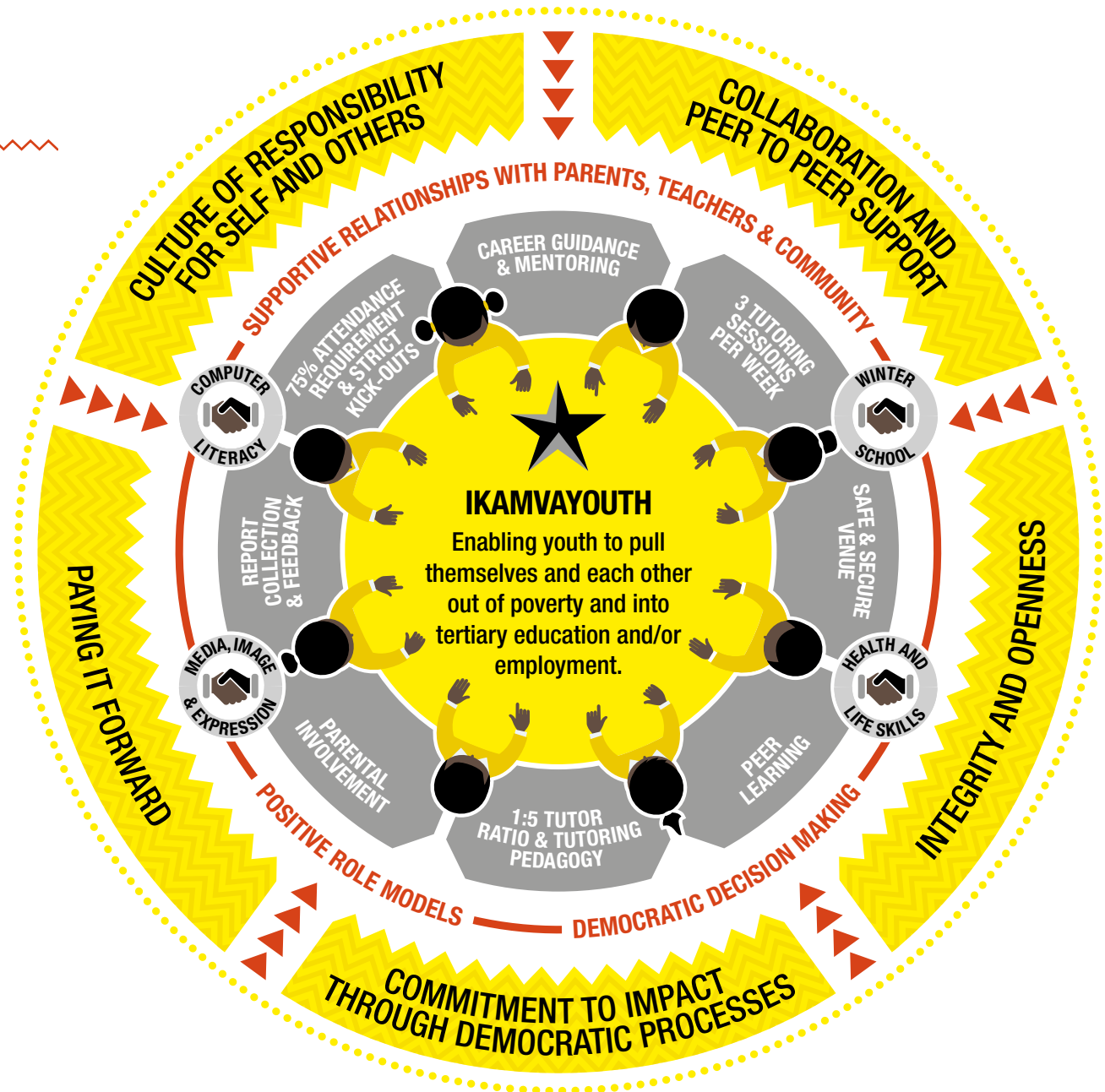


THE IKAMVAYOUTH MODEL

IkamvaYouth is guided by 5 core values, illustrated in the outer circle of the diagram to the right. These inform the organisation's operations, shown in grey. All programmes are run on the basis of these core values.

This model, which was designed collaboratively by a young group of 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 (in 2014, volunteers provided over 13.5 million rands' worth of tutoring and mentoring), and presents hope for the transformation of South Africa as these young leaders progress in their careers.



FOR MOST
OF SOUTH
AFRICA'S
CHILDREN,
THE ONLY
WAY OUT OF
POVERTY IS
THROUGH
EDUCATION.

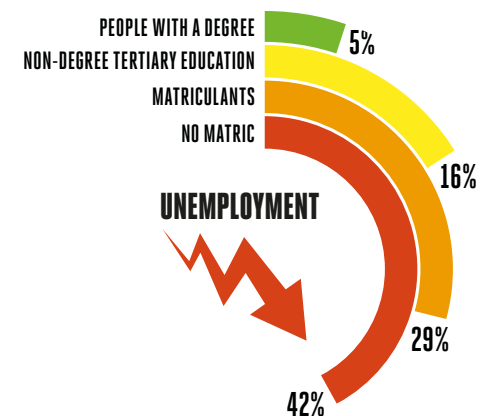
WHY WE NEED MORE IKAMVANITES

Although racial segregation has been abolished for many township schools, these schools remain dysfunctional – largely irrespective of how one chooses to define functionality. To put it bluntly, unless they are already members of the middle class and attend ex-model C or private schools, black learners in South Africa continue to receive an inferior quality of education, are disadvantaged in the labour market and are largely entrenched in a life of poverty.

The national matric results provide information about those who reach and write matric, but fail to reveal any information about the more than 500,000 learners who started school in 2002 but not did not reach Grade 12. According to Nic Spaull, an economist at the University of Stellenbosch, if we count the children that don't reach grade 12, the real matric results are closer to a 40% pass rate. That is to say, of every 100 learners who started school, only 51 made it to matric in 2013, 40 passed and 16 qualified to attend university.

A study by Servaas van der Berg and Hendrik van Broekhuizen commissioned by the Centre for Development and Enterprise (2013) shows that the popular view that possession of a university degree no longer guarantees success in the job market is simply not true.

Unemployment increases progressively
as one goes down the educational scale:





Education also underpins the potential for entrepreneurship: the Global Entrepreneurship Monitor (GEM, 2012) found that South Africa's poor-performing education system produces few individuals believing in their own levels of self-efficacy, and may explain the lack of young people pursuing entrepreneurship.

In 2014, IkamvaYouth had 244 matriculants as part of its programme. All of these Ikamvanites joined IkamvaYouth in Grade 11 or before. Of those, 84% passed and 42% qualified to attend university. More importantly, 30% have actually enrolled at university and 19% have enrolled at a college or FET.

As Nelson Mandela said himself:

"Education is the great engine of personal development. It is through education that the daughter of a peasant can become a doctor, that the son of a mineworker can become the head of the mine, that a child of farm workers can become the president of a great nation. It is what we make out of what we have, not what we are given, that separates one person from another"

Ikamvanites prove year in and year out that hard work can get you places, and that where you come from doesn't determine where you are going.


IkamvaYouth not only provides after-school tutoring assistance but also provides learners in townships with support in applying for post school opportunities, be it university, college, a learnership or a job. IkamvaYouth plays a crucial role in promoting wellbeing into adulthood, and creating more cohesive communities and societies.



An evaluation on IkamvaYouth was conducted by a team of economists, led by Servaas van der Berg at the University of Stellenbosch. The report stated that:

"...Ikamva participants not only outperform their counterparts in matric (both class mates and nationally) but do so by a considerable margin... The research team thus is confident that Ikamva's impact is quite positive and substantial, and that this impact largely lies in motivating students to take more challenging courses and to set their sights higher in terms of aspiring to tertiary (particularly university) studies."

"...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. That alone is a very valuable contribution. The extent of this contribution cannot be measured, but is visible in the fact that Ikamva was so highly praised by all who participates 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."



“At school, I was capable of good results, but I did not produce them due to the fact that I had very little support (academically) from my family and friends.

IkamvaYouth supported me very much academically through tutoring and mentoring, they led me to become one of the top achievers at my school. IkamvaYouth has supported me with my bursary applications. My future is getting brighter and brighter and my dreams of becoming a Chartered Accountant are getting closer and closer.”

Menzi Mngadi, Grade 12, Chesterville Secondary School



ABI: CHANGING LIVES, BUILDING THE FUTURE

BY TSHIDI RAMOGASE



ABI continues to support IkamvaYouth for its vision and foresight as well as consistent delivery of results.

Youth development is a key focus of ABI's corporate social investment programmes. Its partnership with IkamvaYouth allows it to make a quantifiable and significant impact on the lives of many young people, and thus on the future of the country.

The real goal of such programmes must always be to make a significant difference to the future of its beneficiaries. That is what makes IkamvaYouth an invaluable partner. It has shown that 30% for Maths or Science can be turned into a distinction and that a pass rate of 85% is possible, thus opening up the possibility of tertiary education, employability and entrepreneurship among school leavers.

IkamvaYouth's success can be attributed to its multifaceted approach. It recognises the potential of young people and in so doing helps them not only to achieve educational excellence, but also to take advantage of opportunities by building life skills and self-esteem as well as providing career counselling and mentoring. To ABI, IkamvaYouth is a symbol of what can be achieved.

Another key component of IkamvaYouth's success is strong governance. As a donor, it is important to be confident that funding is spent wisely and can be accounted for. This starts at board level, and we pay tribute to the board's leadership in this area.

By the end of the current financial year, ABI will have invested almost R20 million in its partnership with IkamvaYouth — a real vote of confidence. ABI is particularly appreciative of the willingness of IkamvaYouth's leadership to find new ways of achieving its goals. For example, ABI set them the challenge of developing new models that would reach more young people at a lower cost. A pilot model is currently in place at Mahikeng, but the main point is that IkamvaYouth is constantly evolving—a good indication of its continued success and enduring partnership with ABI.

In conclusion, we need to bear in mind that South Africa's youth is disillusioned. Youth interest in education is threatened by changing social patterns, which puts society's future at risk. ABI's work with IkamvaYouth is part of a multipronged attempt to seek solutions to this national problem.

With the same vigour that ABI supports IkamvaYouth, it remains committed to youth development initiatives that extend beyond education. These include encouraging youth entrepreneurship via the Bizniz In A Box Pilot Programme in the Free State, which aims to help young entrepreneurs acquire business skills and gives them the opportunity to run their own spaza shops as ABI customers.

The ABI Schools Recycling Programme also facilitates training for ABI Recycling Representatives (ARRs) in leadership skills, project management and business management. ARRs are unemployed youth that assist schools in the collection of recyclable material to enhance their collection performance. To date, ABI has trained and empowered 49 ARRs and nine of them have subsequently been appointed as permanent employees by ABI and other organisations.

By helping to empower youth, ABI is addressing the needs of the communities in which it operates, assisting with the implementation of the aspirations of the National Development Plan.





OMIDYAR NETWORK



WHY OMIDYAR NETWORK DECIDED TO SUPPORT IKAMVAYOUTH

WRITTEN BY VINEET BEWTRA

We decided to support IkamvaYouth for a number of reasons, and three in particular stand out. But before sharing those, we should introduce ourselves. Omidyar Network is a philanthropically-motivated organisation that starts with the basic belief that everybody has ability, but too many people lack opportunity. So everything we do through our grants and investments is aimed at helping increase opportunities for people in as transformative, sustainable and scalable a way as possible. The three biggest reasons for our support of IkamvaYouth map to each of those.

Firstly, IkamvaYouth's transformational impact: **Its learners have matric pass rates that are consistently well above both neighbouring schools and national averages - including at bachelor and diploma levels.** Ikamvanites are far more likely to then progress to (and stay in) tertiary or employment training programs. This transformation continues with Ikamvanites going on to earn 4x median monthly income of black South Africans – almost eliminating the median income gap with white South Africans in one generation. **Excitingly, IkamvaYouth does not do this by selecting learners on ability – the only thing that it asks for is effort.** Through this, every year IkamvaYouth generates

tremendous stories of success with learners who join a township programme with really struggling grades graduating within a few years with distinctions to the finest universities in the country.

Secondly, the cost-effectiveness of IkamvaYouth's model: **When we looked at IkamvaYouth's financials, we found that it was generating this impact at an annual cost of between US\$350-420 per learner. This is about a third of the roughly US\$1,200 annual school cost per learner for the South African government.** As an after-school supplemental programme, IkamvaYouth's costs are clearly additional to core school costs – but even then a total equivalent cost of around US\$1,500-1,600 struck us as very cost-effective and therefore sustainable. We also found that many of the very necessary job programmes that the South African government supports cost about US\$2,400-2,600 per job. Even if we conservatively assumed every Ikamvanite would need 4 years support from grades 9 to 12, that gives a total supplemental cost of \$1,400-1,600 – almost 40% cheaper than these job programmes. And that's before factoring in the significantly higher earnings and productivity of Ikamvanites in their post-school lives.

Thirdly, the commitment to sector-level change: **The deep conviction of all within IkamvaYouth to really help drive positive change for the entire country jumped out. The best demonstration of this has been the way that they have open-sourced their resources and been willing to support the many other organisations across South Africa who share this mission.** Instead of just focusing on its own growth, IkamvaYouth has

embraced its responsibility to be a sector organisation and support other non-profits working towards the same objective.

During our due diligence, so many Ikamvanites consistently told us that IkamvaYouth's staff, tutors and mentors helped them see what they were capable of, and made them change the way they thought about their own lives. And also made them determined to "pay it forward".

Dry things like numbers change every year. But IkamvaYouth's impact, its cost-effectiveness, and its commitment to positive transformation at scale remain undimmed every year. **We are deeply grateful to have the chance to support IkamvaYouth and the learners, and hope that many other South African stakeholders across government, treasury, corporate and philanthropy will come to similar conclusions about the importance of after-school support so that learners can transform their and their communities' lives.**

When we looked at IkamvaYouth's financials, we found that it was generating this impact at an annual cost of between US\$350-420 per learner. This is about a third of the roughly US\$1,200 annual school cost per learner for the South African government.





capitec
foundation



CAPITEC FOUNDATION: WE SUPPORT IKAMVAYOUTH BECAUSE WE UNDERSTAND THE IMPACT OF EDUCATION

WRITTEN BY NEPTAL KHOZA, CAPITEC FOUNDATION

We are committed to initiatives like IkamvaYouth that support education and increase the throughput of learners who complete and pass Grade 12.

We believe our future depends on young people with numeracy skills and financial literacy. That is why our corporate social engagement programme includes maths-focused high school education. We need learners who take mathematics at school because they will become the engineers, accountants, actuaries, scientists and bankers that take this country forward.

In this regard, the volunteer-driven, non-governmental organisation IkamvaYouth is close to our heart. IkamvaYouth offers after-school and Saturday tutoring, and winter schools. We help by sponsoring financial skills presentations and workshops at IkamvaYouth's winter schools across the country, as well as contributing financially to their programme.

At Capitec Foundation we are indeed proud of what Joy Olivier and her team at IkamvaYouth are achieving. We wish them all the best going forward.

Since the start of our partnership with IkamvaYouth in 2012, they have expanded their branches from 3 to 5 provinces and now work in 10 townships with more than 1 229 learners from Grade 8 to Grade 12 participating in the programme.

IkamvaYouth's board and team have worked hard and this has paid off.

Over the past 12 years, IkamvaYouth has celebrated many achievements – including excellent matric results and awards for the Ikamvanites.

The 2014 matric results were exceptional with a total of 244 Ikamvanites from the 9 branches in 5 provinces writing the Grade 12 exams and achieving an overall pass rate of 84%.

IkamvaYouth director and founder, Joy Olivier, received several awards for her efforts, including the 'Regional Business Achiever Award' in the 'Social Entrepreneur' category from the Business Women's Association of South Africa and 'Country Winner' for the 'Welfare & Civil Society Organisations Sector' of CEO Magazine's 'Most Influential Women in Business and Government' Award. This is a great honour for both IkamvaYouth and Capitec Foundation.

Capitec Bank service consultant Unathi Smile, who volunteered on the IkamvaYouth programme, said that this initiative is a platform for people to give back to the community. She said it felt good to know that what she was doing there was securing the future of high school learners.

We will continue to support IkamvaYouth as they grow, and we will continue to find ways in which we can help in their success.





“I joined IkamvaYouth because I saw a great opportunity and I took it. I figured out that I needed help academically and Ikamva could provide me with the extra help. The other reason I joined Ikamva is that it allowed me to show my hidden talents and made me believe that it is possible to pursue those talents. The programme also opened my eyes and made me view certain priorities in a different light. It also assisted me in realising my potential and pointing me in a favourable path.

Like each and every young person out there, I have dreams and aspirations. I dream of becoming one of the best inspirational and motivational speakers, an inspiring poet and above all to be a professional writer. All these are not just dreams when one sleeps but are dreams in action. Therefore, I burn the candle at both ends.

I dream, as well, of wearing that black gown which will declare by then that I would have graduated as a Wildlife Scientist/ Veterinary Scientist in Genetics and Geology at the University of Pretoria, since it is the centre of Veterinary Science. I would do all the above mentioned not to prove a point but to give back to the community and to change the lives of young people.”

Precious Khumalo, Grade 12, J Kekana High School

IKAMVAYOUTH'S GROWTH

Twelve years ago, when IkamvaYouth had zero rand and fifty learners, nobody could have anticipated how the organisation would grow. In 2014, it raised R11m revenue, and reached over 1,700 learners, through the following initiatives:

IKAMVAYOUTH BRANCHES

Ten branches in five provinces across South Africa provide a safe and fun space for learning and growing. Learners in grades 8 - 12 participate in supplementary tutoring sessions three times a week, and access holiday programmes, e-learning and computer literacy classes, career guidance mentoring and so much more.



COMMUNITY COLLABORATION

IkamvaYouth provided training and support to other tutoring organisations. The largest of these is the Year Beyond programme, implemented by Action Volunteers Africa (AVA), in partnership with the Western Cape Provincial Government. The other tutoring organisations reached 400 learners, while the Year Beyond programme reached 120, through an initial pilot of two schools.

IMPACT & RESOURCES AT IKAMVAYOUTH

A HISTORY OF SCALING



FINANCIAL STATEMENTS

FOR PERIOD ENDING NOVEMBER 2014

BALANCE SHEET

	2014 CURRENT	2013 PRIOR
CURRENT ASSETS	4,015,487.00	2,864,729.00
Cash and Cash Equivalents	2,262,858.00	2,055,379.00
Trade and Other Receivables	1,752,629.00	809,350.00
TOTAL ASSETS	4,015,487.00	2,864,729.00
EQUITY AND LIABILITIES		
EQUITY	2,713,500.00	2,176,911.00
Retained income	2,713,500.00	2,176,911.00
LIABILITIES		
TOTAL CURRENT LIABILITIES	1,301,987.00	687,818.00
Trade and other Payables	27,860.00	200,318.00
Deferred Income	1,274,127.00	487,500.00
TOTAL LIABILITIES	1,301,987.00	687,818.00
TOTAL EQUITY AND LIABILITIES	4,015,487.00	2,864,729.00

DETAILED INCOME STATEMENT

	2014 CURRENT	2013 PRIOR
REVENUE	11,313,467.00	8,334,011.00
Grant Revenue	11,030,508.00	8,262,636.00
Investment Income	125,125.00	71,375.00
Other Income	157,834.00	-
OPERATING EXPENSES	10,776,878.00	7,147,478.00
Advertising	5,213.00	313,877.00
Annual report expense	36,550.00	-
Application and registration fees	63,962.00	52,221.00
Auditors' remuneration	23,850.00	12,000.00
Bank charges	40,861.00	26,281.00
Catering	63,356.00	51,313.00
Computer expenses	57,720.00	45,420.00
Consulting and professional fees	-	7,382.00
Course material and consumables	156,589.00	125,910.00
Employee costs	5,961,315.00	3,950,888.00
Fundraising costs	99,596.00	-
General expanses	37,409.00	19,877.00
Gifts	11,851.00	44,775.00
Insurance	72,316.00	7,872.00
Leaner excursions	89,805.00	52,795.00
Lease rentals on operating lease	346,676.00	118,084.00
Legal expenses	6,500.00	-
Medical expenses	50,511.00	-
Office supplies	-	18,023.00
Postage	9,692.00	2,964.00
Printing and stationary	131,622.00	87,356.00
Prize giving	16,862.00	22,444.00
Repairs and maintenance	122,726.00	17,732.00
Security	201,134.00	16,057.00
Staff training	154,374.00	23,030.00
Strategic planning sessions	251,063.00	194,217.00
Teaching aids	338,575.00	282,422.00
Telephone	360,490.00	289,141.00
Travel expenses	939,828.00	611,641.00
Utilities	11,275.00	-
Volunteer appreciation	37,029.00	32,051.00
Web development and maintenance	17,031.00	26,346.00
Winter school	1,061,097.00	695,359.00
SURPLUS FOR THE YEAR	536,589.00	1,186,533.00



IKAMVAYOUTH'S 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 +)

Amalgamated Beverage Industry (ABI) • Omidyar Network • Capitec Bank

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 • Stars Foundation • African Bank • Cargill International
State Street • The Learning Trust • Raimondo Family Trust • Atlantic Philanthropies

BRONZE SUPPORTERS (contributions of less than R100k)

Mobinomix • Rotary Club • Bertha Foundation • Aptus Intergrated Systems • Ikineo • Peter Montalto
Stefan Magdalinski • Louise Geldenhuys • Richard Andrew • Olivia Andrews • Julia de Kadt • Cecile
Godlonton • Caitlin Baron • Deborah Cahill • Caitlin Comrie • A Costa • K French • Louise Geldenhuys
Nick Groll • Ross Hamou Jennings • Mignon Hardie • Christian Hettlage • Joanna Holding • Neil Isserow
Thammy Jezile • Sanet Killian • Terry MacMillan • Nontobeko Mhlono • Vicky Parker • L Mzamo •
Kamogege Panane • G&C Pearson • Peter Pmci • Dianne Robinson • Jennifer Russell • Marvin Stille • Koketso
Thlabanelo • Ian Thompson • Guy Trangos • Peter Wachtler • Robin Widdop • Marcel Witbooi • Paul Wilson

IKAMVAYOUTH'S 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.

Some of our partners engage our learners on e-learning or career guidance programmes, take our learners on excursions, provide scholarships, bring interns, take photographs, conduct research or implement innovative projects aligning with our mission and vision. Other partners 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 Umlazi Library • ABM Cato Manor • ACCESS • Activate! • AIDS Healthcare Foundation • AIESEC
Allanridge Secondary School • Amandla Edufootball • AME Africa • Andrea Sanke • Ashoka • Bechet
Secondary • Bertha Centre for Social Entrepreneurship • Bing Overseas Study Programme • Bonela
Secondary • Bowman Gillifan • Bridge • Bulumko High • Camilla Stuart • CANSA • Cape Leopard
Trust • Cape Town High • Cape Town Science Center • CAPRISA • Career Planet • Career Wise • Carl
Palmer • Centre of Science and Technology • Charles Tanton • Chesterville Extension • Children's Radio
Foundation • Chris Hani Secondary • Christine Downton • City of Cape Town • Clairwood Secondary
School • Dave Southwood • Department of Basic Education • Department of Education - Ikageng • Department
of Health • Desmond Tutu Peace Center • DSW • Dulux • Durban University of Technology (DUT) • Education
District in Joza • Education without Borders • Emasa • Enke Make Your Mark • Equisweni • Equal
Education • ERM • Eskom • eThekweni Municipality • False Bay College • FAMSA • Fezeka
High • Fundza • FunMaths • Gadra • Gauteng Province Department of Education • Graduate School of
Business • Grassroots Boxing • Groenvlei High • Graeme Comrie • H2B2 • Harry Gwala • Helen Suzman
Foundation • Hillview Secondary • Idea in a forest • Ikamva Labantwana Bethu • Ikapadata • Isibane
Sethemba • Ithembalabantu • Ivory Park Municipality • Ivory Park Secondary • Jeffares & Green • Kaalfontein
Secondary • Khan Academy • Lenarea Secondary • Livity Africa • Living Maths • Love Life • Luhlaza
HS • Makhosi Gogwana • Mamelodi Adult Education Centre • Mangosuthu University of Technology
(MUT) • Maphuta Secondary • Marion Walton • Masi High • Masiphumelele Library • Methodist Church
- Ebony Park • Midrand Graduate Institute • Mignon Keyser • Miranda and Werner Myburgh • Mmabana
Arts and Culture Centre • Murray Hofmeyer • Mziwamandla High School • Nadia Kimmie • Nebula
Skateboarding • Nedbank My Career • Nelson Mandela High • Nicholas Spaul • NICRO • Nilgiri
Secondary • North West Province Department of Education • North West University School of
Anthropology • North West University School of Design • Numeric • NYDA • Oceans Aquarium • Okumhlophe
Sec School • Olico Foundation • Oscar Mpetha • Pan Solutions • Peers in Sexual Health • Phakama
Secondary • Pick n Pay Masiphumelele • Pillaneseburg Game Reserve • Pinetown Girls High • Rhodes Centre
for Community & Engagement • Risecliff Secondary • SAAO • SAB • SAEP • SALT • SASA (Shukela Training
Centre) • Servaas van der Berg • Shakaneng Skills Provider Emergency • Services (Workshops) • Shallcross
Secondary • Simons Town High • Sinako High • Siyakhula Education Foundation • South African
Business Training Academy • Sozo Foundation • Sparks Estate Secondary • Strandfontein Sec. • Studi
Trust • Stretch Marketing • Sue Alexander • Tersia King Learning Aca • The Answer Series • The Daily
Maverick • The Herald • The Jewish Museum • The Potchestroom Gazette • Thembalidanisi Middle
School • ThoughtWorks • Treatment Action Campaign • Minister Trevor Manuel • TSIBA • Tshikulu
Investments • Tsosetso ya Afrika Sec • Tutu Mngaga • Tzu Chi Foundation • Umngeni Adventures Green Hub
Corridor • Umqhele Comprehensive • Universite of Western Cape • University of Cape Town • University of Cape
Town's Centre for Film and Media Studies • University of Johannesburg • University of Kwa-Zulu Natal • University
of Pretoria • University of the Western Cape Debating Society • University of the Witwatersrand • Varsity
College • Vuselela • Wendywood High School • Wentworth Secondary School • Witteklip Secondary • World
Chamber's Academy • World Teach • Young African Leaders Initiatives (YALI) • Youth Development Network •

Cape Town Head Office

46 Plein Street, South Africa, 8001

T +27 (0) 21 820 7444

F +27 (0) 86 514 7197

Email: alex@ikamvayouth.org

www.ikamvayouth.org

NPO Reg. Number: 032-082

PBO Tax Exemption Number: 930030238

Design and infographics by

www.skyboydesign.com



IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS