Young Africa
Annual report 2010

Young Africa
www.youngafrica.org
Colophon


Lay-out by: Madeleine Frelier
Cover pictures: Arts Festival YA Mozambique, Metal student YA Mozambique
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1. Introduction

Development cooperation is all about showing results these days. With public funds and private donations, we ought to be fully accountable. And we owe it to the young people we promise to empower and to the potential of Africa to achieve the highest possible impact with our work. So, in this Annual Report 2010, let us share, by way of 360-degree feedback, remarks of various stakeholders YA has received over the past years:

“Your work is magnificent, visionary and a model for sustainable development.”
Frank Sheridan - Ambassador of Ireland, Mozambique (2009)

“Young Africa helped me to be self-reliant.”

“I now make safer, more responsible decisions about sex, as I have learnt about the impact of my behavior and actions on other people.”
Clausse Nhaoda – motor mechanics student (2009)

“The model on which the centre operates is inspired and certainly fits within the classification of innovation. Their success in graduates finding employment is around 75% and they are supported by INEFP [Government of Mozambique] among other organizations, and they are well on the way to being self-funded. All in all, a great model and one which merits your attention.”
Carrie Davies, executive director ACIS (Association of Commerce and Industries in Sofala, Mozambique – 2010)

“[The graduates of Young Africa] combine professional knowledge at a high level with a technical potential and are capable to deal with technical demands in industrial activities”.

To quantify the results at the YA Centre in Mozambique, we did an evaluation measuring the impact of our programmes on the lives of the students at the end of 2010: 98% respond the information provided at YA regarding HIV/AIDS has helped them to make different choices in health and sex issues. 84% felt that their future was brighter as a result of undertaking a YA course. 76% feel that they have grown in their self-confidence. Our own past-student follow-up system shows that 77% of our students are economically active after their training. Comparing these results with a previous evaluation at YA in Zimbabwe, tells us these numbers are constant. This of course does not mean we do not meet challenges or face failure. Read about in the paragraphs dedicated to these. May we learn from them, improve and move forward.

We are excited to present to you in this report new developments initiated in 2010: the organizational move from Stichting YA to Young Africa International, the step to franchise a whole new YA branch in Namibia and the exploration of a much-needed area for agricultural skills training and youth development.

Thanks to all who have been involved in producing such encouraging and tangible results: our students, staff, donors, partners, supporters. A personal vote of thanks goes to Mathieu Beurskens, chairman of Young Africa International from its beginning in 1998 up to the end of 2010. His infectious enthusiasm, hard work and big heart have moved mountains for YA.

Enjoy the read!

Raj A. Joseph & Dorien Beurskens
Executive Directors
Young Africa International
2. Young Africa

2.1 Four Foundations

Young Africa (1998) is a group of local NGO’s in Africa, The Netherlands and the USA for empowerment of underprivileged young people between 15 and 25 years. YA sets up demonstration empowerment projects that can be replicated. Holistic empowering of young people is accomplished through offering its programmes simultaneously, geared to equip young people with the skills and facilities to build up a life of dignity for themselves and their communities. Young Africa employs the participatory development methodology through franchising and involving entrepreneurs of the private sector to run the training programmes. Young Africa sets up the infrastructures that would enable the local community to take up the management of the project. This innovative style of running a development project has the potential of attaining self-reliance in 5 years’ time.

In Zimbabwe, we run two centres: the Young Africa Skills Centre (YASC) at Chitungwiza, a high density area near the capital Harare and YA’s satellite centre at Epworth (another township close to Harare). These centres reach out to over 1000 young people daily and to over 10,000 participants per festival. The impact of all programmes is monitored closely: 80% of the beneficiaries feels better off after training; 70% of the youngsters even make more responsible decisions in regard to HIV/AIDS. Lobby, gender sensitivity and HIV/AIDS awareness are mainstreamed in action. Governmental and non-governmental authorities come to learn from us and have implemented the methodology of Young Africa into their own works.

In Mozambique, on a plot of land donated by the Municipality of Beira, the Young Africa Centro de Formação was opened on the 18th of August 2007. We offer non-formal skills training in 18 different market-oriented trades, have micro-credit facilities, organise annual awareness festivals and offer community services as sports, games, arts, and a crèche. 1000 beneficiaries visit the YA Center in Beira.

In 2010, we started with a pilot-study on teachers training and a hostel programme for orphan girls.

In the Netherlands, our umbrella organisation Young Africa was set up in the Netherlands in 1998. The aim has been to bring about awareness among the young people of the Netherlands and in Europe about young people in Africa and raise funds for setting up projects in Africa through its executive directors Raj A Joseph and Dorien Beurskens. Young Africa International is duly registered in The Netherlands as a foundation under no. 08077496. YA International is a charitable organisation, consisting of volunteers. In its work, it is advised by the executive directors of Young Africa who are in charge of setting up the Young Africa projects in Southern Africa and coordinating between the different YA’s. Since its founding in 1998, YA Int. has taken up the tasks of fundraising for the projects in Africa, marketing the products made by artists from the projects, through various venues creating an awareness about the situation of youngsters in Africa and inspire other organisations to replicate YA’s successful implementation methodologies: the franchise concept and integral approach to development. Young Africa International serves as an umbrella foundation of the different Young Africa’s. In years to come, more projects will be set up in Southern Africa with more youths in the western world to support them.

In the USA, our supporting foundation Young Africa - USA, Inc., was founded in March 2009 with the aim to raise awareness in the United States about the plight of young people in Africa and raise funds to support the YA projects in Zimbabwe and Mozambique. It expands the support base of Young Africa from Europe to the Americas. Young Africa-USA is a registered 501(c)(3) Nonprofit Foundation in the US and consist only of volunteers.
2.2 Results

The most important results of 12 years Young Africa:
1. more than 16,000 youngsters trained, of whom 6,000 in vocational training
2. an average of 1000 beneficiaries per year per project
3. evaluations in Zimbabwe have shown that 80% of the educated youngsters feel economically and socially enriched after their training
4. 67% of the graduated students in Mozambique find a job, apprenticeship or start a business
5. 70% of the youngsters makes responsible choices in regard to HIV/AIDS
6. 500 micro-credits have been issued with a repayment rate of 90%
7. the innovative franchise concept has been replicated by GO’s and NGO’s
8. average donor input for running costs: € 5 per beneficiary per month
9. 2 projects in Zimbabwe handed over to local management
10. project in Mozambique supported and recommended by European Union
11. Young Africa was voted Best Development Project in The Netherlands in 2007

2.3 Young Africa’s Mission

2.3.1 Mission
Young Africa’s mission is the integral development of underprivileged youth. We empower young people through practical skills training and by encouraging them to earn a decent living through income-generating projects. By developing their occupational skills, we teach young people to be self-reliant. This allows them to regain self-confidence, dignity and the joy of living a purpose-driven life.

2.3.2 Aims
We have identified seven aims that are essential to accomplishing our mission:
• Integral empowerment of underprivileged youth (economical, intellectual, social, emotional, spiritual)
• Enablement of youngsters to become agents of change in their society
• Active involvement of community members
• Poverty reduction
• Contribution to a fair society, including gender equality
• Youth motivation to make positive changes in lifestyle and behaviour and in relation to HIV/AIDS specifically
• Prompt governmental and non-governmental authorities to offer holistic and sustainable youth training

2.3.3 Objectives
To fulfil our mission and aims, we commit ourselves to
• Initiate and provide facilities for skills training, coaching and tutorials for youth and their future teachers
• Instil students with a clear sense of direction and purpose, as well as raising awareness about gender equality, responsible sexual behaviour, HIV/AIDS, civic society and the environment
• Provide and maintain micro-enterprise facilities for past-students
• Cater to the special needs of orphaned girls and young mothers
• Make projects self-sustainable through franchises with teacher-entrepreneurs
• Fully engage with local communities by providing information and facilities
• Create networks with local business and industry
• Establish partnerships with similar organisations to strengthen our case through joint lobbying
• Promote replication of our projects and methodology with governmental and non-governmental authorities
2.3.4 Target Groups
All of Young Africa’s projects are targeted at underprivileged young people, with special care for the young women among them, aged between 15 to 25 years. In particular, youngsters who
- Show passion and drive to make their enterprise financially viable, but lack adequate skills, knowledge and facilities
- Are academically not qualified to attend a regular technical training programme or too poor to pay for it
- Would be unable to attend training, unless they also have a place to stay while in training (orphans, street children)

2.3.5 Millennium Development Goals
By fulfilling its mission and aims, Young Africa actively contributes to achieving the following Millennium Development Goals, to end poverty by 2015:
1. Eradicate extreme hunger and poverty
2. Achieve universal primary education
3. Promote gender equality and empower women
6. Combat HIV/AIDS, malaria and other diseases
8. Develop a global partnership for development.

2.4 YA’s Implementation methodology

2.4.1 Integral approach to development
At Young Africa we strongly feel that to have a positive impact on the life of a young person, we need to approach development in an integral way. As we formulated in our mission statement, we offer skills of hands, to make young people self-reliant, skills of heart and mind to live with dignity, purpose and responsibility. Economic, intellectual, social, emotional and spiritual empowerment need to go hand in hand to offer the tools to build up a decent living. We therefore stimulate our beneficiaries to take part in the wide variety of activities available: in skills training, in academic coaching, in sports, arts and games at YAYA (Young Africa Youth Club), to perform during our festivals, to gather information in the library and the internet café, to participate in leadership in the school parliament, to reach out to the needy in fundraising, etc. Business studies for all skills training students and possibilities to borrow start-up capital and tools to set up a business assist in economic development. Life skills education is an integral and compulsory part of the training programmes at Young Africa as well. It aims at empowering young people and making them self-confident, responsible, fulfilled and purposeful citizens of their society. Every day at Young Africa starts with a morning assembly for all students and staff. In rotation, teachers give an empowering pep talk and conclude it with a short prayer.

With a special focus and heart for young women, YA has thoroughly mainstreamed HIV/Aids prevention: as a strategy to prevent HIV/Aids, we are convinced that for a youngster to choose not to get into life-threatening behaviour and thus opt for death, you need to give him/her the tools to live. A survey study has proved this to be true: 70% of our past-students now make responsible choices to stay alive based on the knowledge and skills they gained during their training.

2.4.2 Participation
The course and implementation of each project is influenced by the participants and the local community. Because the project team is working according to the participatory method, they continually consult the beneficiaries. The ‘Participatory Action for Development’ ideology makes the potential beneficiaries active participants in the initiating and implementation, in the policymaking and the evaluation of the project. With the executive directors as facilitators, the local community defines the need, the nature, the governing policies and the immediate beneficiaries of each project. An active Parliament of Beneficiaries and Forum of Heads of Departments will be powerful tools of capacity building and shared responsibility of the participants within the project.
2.4.3 Franchise
The franchise concept is a direct consequence of the participation of local entrepreneurs in the development of their own young people and community. From the initial set-up of the project onwards, each department would eventually be an economically viable and self-reliant enterprise.

The concept of franchising that will be implemented in the different skills training and production departments is a promising concept with all the potential to turn a development project into a self-sustainable enterprise. Franchising means that each department will be, though the capital investments are made by Young Africa, run as an income generating project by a local entrepreneur. He/She collects fees from students, while s/he pays approximately 10% of the income as rent for the use of the facilities (tools and equipment, workshop space, use of classrooms, services of janitors and receptionist, etc). The fees are his/her income, together with profits of the production. Production is done as part of the training process. The admission procedure, policies, curriculum, timetable, fee structure, etc, will be all laid out in a legal contract between Young Africa management and the local entrepreneur as “owner” of the department. In this way each department of Young Africa will be financially self-reliant in its running expenses.

As for the running of the project by local management without the support of the executive directors from Young Africa International, the franchising has an added advantage as well: each department has its own management and runs its training programme independently. The expenses of the overall project management are therefore limited and do not strain the (self-reliant) budget. It entails the coordination of all activities and facilities rather than the labour-intensive day-to-day running of each programme and department.

2.4.4 Involvement of the private sector
We also strongly feel that people in the local industrial and business sectors must share in the work of developing and promoting the underprivileged young people of their country. We have workshop spaces in Young Africa projects taken by various participating industries dealing in the metal and wood fabrication, dress manufacturers etc. These industries carry out their production works with a handful of their professional workers. But they have to take students as trainees to work under their production staff with due monitoring by Young Africa management. Through such a methodology, a poor student can receive a very practical training through production, paying only a small commitment fee. YA thus contributes to private sector development on micro-level by training young entrepreneurs and giving them loans as well as promoting meso-level enterprises to expand their businesses and take up their responsibilities in the development of their own young people.

2.4.5 Replicability
As described above, the integral approach and the franchise concept lend itself very well for replicability. What makes our concept so attractive that others would like to copy it? The project addresses effectively the need of young people. It offers, from formulation stage to handing-over, maximum involvement and ownership of the local community and the wider business community. It thus empowers not only the beneficiaries, but its environment as well and provides society with a strong base of productive young people. The project itself has great potential of self-sustainability. Though the initial capital input is substantial, the running costs are very low compared to the output. In Zimbabwe, despite a very harsh economic climate, the project still managed to reach 70% self-reliance in 2010. In Mozambique, the location of Beira in the centre has the highest physical accessibility in the country.

Young Africa intends to set up a model project in each country of Southern Africa and to lobby with relevant authorities to formulate policies and direct resources towards holistic development of underprivileged young people. We strongly believe in leading by example and proving in action, at the grassroots, how effective our impact is rather than by lobbying through policy documents.
So far Young Africa has inspired a number of NGO’s internationally to implement this methodology to address the needs of disadvantaged youths and their community through integral and sustainable youth projects. In Zimbabwe, we have had numerous visits of government officials, UNICEF, ILO, the World bank, UNAIDS, Embassies and networking NGO’s to study our projects. The Ministry of Youth Development and Employment Creation in Zimbabwe (responsible for non-formal vocational training institutes in the country) is seriously studying the possibility of copying Young Africa’s approach on national level in all its vocational training centres. Because of this innovative operating style, the European Union is a major donor for the project in Mozambique.

To reach out to governmental and non-governmental authorities, we are building an extensive network of stakeholders and other interested parties and, once the project is fully operational in Mozambique as well, will seek publicity in national and international media. We are ready to freely and transparently share all our written materials, organise and facilitate seminars on the several aspects of the implementation methodology, conduct guided study visits to one of the projects and offer our expertise for consultation.

Students of YA Mozambique
3.1. Activities according to our aims

The activities we have undertaken have been directly linked to our aims:

• to serve as an umbrella foundation for the current and future Young Africa's
• to bring awareness among the people of the Netherlands about young people in Africa
• to share our knowledge and experience in development work
• to fundraise for the projects in Africa
• to act as a go between for people who want to work some time as a volunteer on one of the projects of Young Africa.

3.2. Umbrella Foundation

3.2.1. Young Africa International formalized

In 2010 we formalized the new organizational structure of Young Africa International with its roles and responsibilities. What we had drafted in 2009 we confirmed: we changed the name Stichting YA (Young Africa) officially into Young Africa International, adapted our letterhead, and the chamber of commerce registration. We had the constitution formally changed: besides the change of name, we added the aim “Young Africa International serves as an Umbrella foundation” to the four above mentioned aims which exist from the start of Young Africa in 1998.

As the next step, we decided to create a formal Rules and Regulations document for the executive directors of Young Africa. In August 2010, the board of Young Africa approved this document. The Chairman of Young Africa, M. Beurskens, announced that he would step down as chairman after 12 years of being in charge of Young Africa. We found board member H. van Andel willing to take over as chairman per the first of January 2011. During 2010, we held several meetings with the chairman to be, to groom him for his new position. M. Beurskens expressed the wish to continue his very active involvement with Young Africa, but as treasurer instead of chairman. The organigram below shows our new organizational structure:
3.2.2. Executive Directors
In the revised organizational structure a new position was given to YA's founders, Raj A. Joseph and Dorien Beurskens. They now officially are the executive directors of Young Africa International, a role they before only played informally. Their tasks are coordination and communication between the different YA's, advise the board of YA International, initiate new YA organizations and projects (either themselves or by guiding others).

As such, in 2010, they have worked on:
• Project guidance (incl. visits) of YA Zimbabwe, YA Mozambique, YA USA
• Policy guidance YA International, incl. visits to the Netherlands
• Preparing the decision-making regarding the franchising of YA Namibia to new project coordinators
• Back-up of the project coordinators of the future YA Namibia
• Development of Agri-Tech projects in Zimbabwe and Mozambique
• Improving internal communication between the different YA’s by streamlining information through monthly reports, an internal forum on the YA website
• Fundraising
• Description and replication of the YA model for empowerment.

3.2.3 External and internal communication
To improve our external communication, we renewed our Young Africa website. This was done end of 2009, but we faced some problems in getting the site operational. We had the site rebuilt in a new and up to date content management system, switched providers, and added a chapter for YA USA.

One of the goals was to improve the accessibility for Young Africa in Zimbabwe and Mozambique, so that they are able to place their own news items on the site. In March, the new site was operational in English, in November the Dutch and Portuguese parts were added. We streamlined the Young Africa mail addresses. Staff members and the offices of Young Africa have gotten an email address with their names and ending at @youngafrica.org.

3.2.4 Expansion of Young Africa
Since Young Africa Zimbabwe is on its own feet and Young Africa Mozambique is at the verge of organizational independence, plans for expansion of Young Africa have been extensively discussed in 2010. Firstly, we were asked to expand into Namibia. Two former advisors of Young Africa Zimbabwe expressed their wish to establish a Young Africa Skills Training Center in Namibia. They presented their plans to the board of Young Africa International and asked for our support. We agreed to franchise the establishment of Young Africa Namibia to them. They will be responsible for setting up YA Namibia (fundraising, construction and capacity building) until organizational and financial self reliance is reached.

Secondly, the executive directors of Young Africa were in the process of defining whether expansion into the rural areas of Zimbabwe and Mozambique would be desirable and feasible. They concluded that the need for skilled agricultural workers is very high and educational opportunities very low. Besides, authorities in both countries received the idea for Agricultural Skills Training Centers (YAgriTechs) with enthusiasm. In the second half of 2010, land was offered for the YAgriTech Centers in Dondo, Mozambique and Marondera, Zimbabwe.

We found the renowned communication agency “Amazing” in Apeldoorn willing to design for free a new Young Africa leaflet. At the end of 2010 this new leaflet was ready to be printed in Dutch. It will be printed in English as well in 2011 by the same agency. We decided that the design of this Dutch new leaflet will be the starting point for a total restyling of the Young Africa look.

Concerning the internal communication, we created a new format how to handle the communication between the different Young Africa’s and the monitoring of the YA centers by the executive directors: Executive director Dorien Beurskens writes a monthly report on the progress of the different YA's and sends it to the day to day management of Young Africa. We discuss it in our monthly meetings and endorse it in our board meetings.
Both the secretary of the board, Gonneke Campen, and the chairman, Mathieu Beurskens, visited these potential locations for the YAgri Tech projects, respectively in August and in September.

3.2.5 Stichting IdeYAal
YA International has a sister foundation: Stichting IdeYAal. The aim of this foundation is to facilitate the set-up and capacity building of the Young Africa projects by delegating experts to work at the projects. The executive directors of Young Africa International are working for this Foundation. This Foundation has different donors from the YA International Foundation. This way, all the donations given to YA International (minus 5% costs), go entirely to the projects of Young Africa. The salaries of the executive directors are not part of the costs of the local Young Africa organisation. The Board of YA International also forms the Board of Stichting IdeYAal.

3.3 Creating awareness
Bringing awareness to the people of the Netherlands is an ongoing process: in every activity of YA we tell of the lives of underprivileged youngsters between 15 and 25 in Africa and our approach to support these young people.

We make people aware that YA International supports Young Africa Zimbabwe and Young Africa Mozambique. These two independent NGO’s create opportunities for underprivileged youngsters, so that they get a chance to earn their own income and take their lives into their own hands. We create this awareness through presentations and newsletters, our presence at (cultural) markets and conferences, publicity in newspapers, and radio and television.

In 2010 we had 29 awareness raising activities in which we informed the people of the projects of Young Africa. We gave talks at various secondary schools, charity foundations, rotary and other clubs. We had some interviews with the local radio of Apeldoorn and with different local newspapers.
To be able to create awareness, we need information. The day to day management of YA International has regularly contact with the executive directors who lead Young Africa in Beira, Mozambique and with the general manager of Young Africa Zimbabwe. We visit the projects in Zimbabwe and Mozambique on a yearly basis. Executive director, Dorien Beurskens visited Young Africa International in March. Through emails and phone calls, we keep informed. Through our newsletter, our website and meetings, we share this information with other Young Africa supporters.

3.4 Sharing our knowledge

3.4.1 YA model 4 development
The concept of creating awareness has expanded into sharing knowledge with other parties. In 2010 we had 33 meetings with other NGO’s to share knowledge and exchange expertise.

To improve our way of sharing knowledge, we started with a description of the Young Africa method for development. By the end of 2010, we had a complete brochure, called the Young Africa model 4 empowerment, in which we explain that the Young Africa approach is innovative and replicable. This brochure might be valuable to other organizations that focus on vocational training or are looking for solutions aimed towards sustainable development of underprivileged people.

Summarising, it covers the Young Africa integral approach to development and the franchise method: The integral approach of Young Africa originates in the conviction that economic, intellectual, social, emotional and spiritual empowerment need to go hand in hand to offer the tools to build up a decent living. YA offers skills of hands, to make young people self-reliant, skills of heart and mind to live with dignity, purpose and responsibility. YA therefore stimulate the beneficiaries to take part in the wide variety of activities available.

Young Africa has developed an affordable method of vocational training, franchising the different departments to local entrepreneurs.

The core of this franchise model is capital investment by YA, rented out to a local entrepreneur, who trains young students while producing goods and services. The entrepreneur pays rent to YA, which YA uses to pay its overhead expenses. This innovative style of running a development project has the potential of attaining self-reliance in 8 years’ time, from defining stage till organizational and financial self reliance.

3.4.2 Young Africa USA
One of the goals of 2010 was to share expertise with YA USA. We started with a visit to Chicago in January 2010. The secretary of the board, Gonneke Campen, had various meetings with chairlady B. Chopra and attended the board meeting. Throughout the year, they kept in touch through Skype for advise, support and exchange.

3.4.3 Platforms for Development
Young Africa International continued its membership of the St. Mondial platform, a platform of 40 different organizations in the city of Apeldoorn which work together in the field of development work. We share our knowledge and experiences. In 2010, the chairman of Young Africa was part of the special committee, a small group of representatives of all the connected organizations, charged with advising the board on strategical and tactical decisions. Their aim in 2010 was to restructure the management board of St. Mondial. In September the yearly cultural festival was organized in Apeldoorn: Festival Mondial. YA took part in this festival in which the municipality and the local people participated.
The chairman of YA International was also chairman of Partin, a national platform for Dutch private initiatives (that is: small NGO’s for development work, working with volunteers). The aim of this platform is to cooperate, share knowledge and to propagate the added value of private initiatives in the field of development. In 2009, Partin was officially inaugurated. During 2010, the number of participating members of the platform increased to more than 150. In November the first networking day took place with many enthusiastic participants. A lot of work has been dedicated to build a interactive website. End of the year, 72 organizations of Partin cooperated to write a collective grant proposal to the new Dutch subsidy provider SBOS.

YA International organized together with Stedenband Haarlem – Mutare the annual Platform Zimbabwe day. This networking day was to be held for the third time in 2010. 33 organizations working in the development field in Zimbabwe are member of this platform. In 2010, the Platform Zimbabwe has build an interactive website on which all the members can share their experiences and inform each other of their work in Zimbabwe.

### 3.5 Fundraising

In 2010, our aim was to fundraise for the upgrading of the machinery of Young Africa Zimbabwe. Though Young Africa Zimbabwe is operating independently since 2006 and financially self reliant, they asked our support for upgrading their machinery. YA Zimbabwe succeeded in covering more than 50% of the running costs.

A enormous accomplishment of a vocational training center in the harsh economical climate of Zimbabwe, and their goal is to raise this percentage. But depreciation and replacement of buildings and equipment need external funding. The upgrading of the machinery of the different departments will raise the production of these departments, thus their income and the income of Young Africa Zimbabwe as a whole, raising the percentage of self reliance.

Our fundraising activities were supported by Wilde Ganzen and NCDO. They increased our raised funds with 70%. Wilde Ganzen and NCDO have supported YA international since 1999. We had 31 fund raising activities during the year. Two secondary schools had, again, a special YA action day: the Thorbecke College in Zwolle and the Waerdenborch in Holten. College “Fonteijjs” in Eindhoven cooperated with a regional vocational training school (ROC) in Nijmegen to fundraise for Young Africa. Fonteijjs’ students coached the pupils of the ROC in the fundraising process.

Besides the fundraisers for YA Zimbabwe, we scouted for funds to support YA Mozambique in 2011 and 2012. We found one Dutch donor who supports Young Africa Mozambique till they are able to stand on their feet in 2013. We also started to investigate, in Europe and the USA, how to fund the expansion of Young Africa into the rural areas of Zimbabwe and Mozambique.

### 3.6 Volunteers

YA International act as a go between for people who want to work some time as a volunteer on one of the projects of Young Africa. We inform them what to expect and ask them what they can offer to the projects. If a match is made, they can stay for free in a volunteer’s house, but have to pay for the rest of their expenses. In 2010, we have had several conversations with potential volunteers. One German volunteer was selected to go YA Zimbabwe, and is to stay at the Young Africa Skills Center in Chitungwiza in 2011.
3.7 Results

In 2010 we had 146 activities:
- Umbrella Foundation: 62 activities, resulting in a formally new organization structure in which we work with executive directors, an improved internal and external communication, and expansion to Namibia and the rural areas of Zimbabwe and Mozambique.
- Raising Awareness: 20 activities, mostly talks to parties interested in Young Africa like schools, (Rotary) clubs, and others
- Sharing expertise: 31 activities, mostly meetings with other NGO’s and taking part in networking organizations like St Mondial, Partin, Platform Zimbabwe.
- Fundraising: 31 fundraising activities, resulting in € 202,900,- raised: see financial resources
- Volunteers: no Dutch volunteers were sent to Zimbabwe or Mozambique.

Please note that the activities of raising awareness, sharing expertise and fundraising are all linked. It is all about giving information about Young Africa, telling other people what we do and how we do it.

### Target group

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<tr>
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<th>form</th>
<th>Numbers</th>
</tr>
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<tbody>
<tr>
<td>Individuals</td>
<td>5 (Cultural) Fairs Apeldoorn, Beekbergen, The Netherlands, 2 festivals Apeldoorn, Hertme.</td>
<td>25,000 people</td>
</tr>
<tr>
<td>Schools</td>
<td>3 Schools with fundraising activities: Thorbecke College Zwolle, Waardenborgh College Holten, ROC Nijmegen.</td>
<td>3 schools with an outreach directly of 6,000 people, indirectly, through the press articles, of 200,000 people the inhabitants of (two cities Apeldoorn and Holten)</td>
</tr>
<tr>
<td>Companies, institutions</td>
<td>Selling of products from the projects</td>
<td>4 companies and 6 institutions, 500 people</td>
</tr>
<tr>
<td>Other NGO’s</td>
<td>Meetings with 9 other NGO’s about the YA concept 6 Meetings St. Mondial Network days: Wild Geese / NCDO, Platform Zimbabwe, Partin 3 symposiums about development work 13 meetings Partin</td>
<td>9 NGO’s, 20 people St. Mondial houses 40 ngo’s: 450 people, Platform Zimbabwe houses 30 Ngos: 90 people</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>92 different activities</td>
<td>200 people</td>
</tr>
</tbody>
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3.8 Resources

3.8.1 Human Resources

YA International is a charitable organization, consisting of volunteers. Because of this, the Foundation has only 5% overhead costs. In its work, it is advised by the executive directors of Young Africa International, Dorien Beurskens and Raj A. Joseph, who are in charge of setting up the Young Africa projects in Southern Africa and informed by the general manager of Young Africa Zimbabwe, Enet Mukurazita. The day-to-day management of YA International is managed by two board members, Mathieu Beurskens (full time) and Gonneke Campen (half time).

The board of Young Africa International consists of:

- **M.M.J. Beurskens**, chairman, retired adviser human resources.
- **Drs. G. Campen**, secretary, entrepreneur
- **Drs. M. Gonggrijp**, member, Ministry of Foreign Affairs
- **Drs. A. Schouten**, member, school manager.
- **G. Aafjes**, member, entrepreneur
- **Ing. H. van Andel**, member, chairman of the board of the ROC Aventus Apeldoorn, Deventer, Zutphen.

A team of volunteers assists the day to day management:
- a technical assistant helping with storing and exhibiting the products which are made at the projects
- an administrative assistant, composing the yearly financial statement
- a content manager attending to our website, another one taking care of the technical aspects
- a designer for our newsletter
- one volunteer is specialized in giving pep talks to secondary schools.
- Annually, an accountant composes our financial report and controls the finances.
- a pool of about 20 volunteers who assist at cultural fairs and festivals.
- In 2010, two pupils of the Gymnasium in Apeldoorn worked as an intern for Young Africa International. One of them, Stefan Voskeuil, dedicated in spring and autumn a total of 50 hours to Young Africa. He did some logistic work, informed people of Young Africa on (cultural) fairs and was interviewed by Radio Apeldoorn.

3.8.2 Financial resources

<table>
<thead>
<tr>
<th>Income</th>
<th>Amount (Usd)</th>
<th>Expenditure</th>
<th>Amount (Usd)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institutional donations</td>
<td>60000</td>
<td>Project costs Zimbabwe</td>
<td>13300</td>
</tr>
<tr>
<td>Grants NCDO / WG</td>
<td>46600</td>
<td>Project costs Mozambique</td>
<td>41400</td>
</tr>
<tr>
<td>Sale of art products</td>
<td>1600</td>
<td>Project costs Namibia</td>
<td>8000</td>
</tr>
<tr>
<td>Interest</td>
<td>5300</td>
<td>Adm / bankfees / travel</td>
<td>4000</td>
</tr>
<tr>
<td>Fundraising activities /</td>
<td></td>
<td>Costs publicity / mailings</td>
<td>6300</td>
</tr>
<tr>
<td>individual donations</td>
<td>89400</td>
<td>Earmarked for projects</td>
<td>103300</td>
</tr>
<tr>
<td>Sub-Total</td>
<td>202300</td>
<td></td>
<td>176300</td>
</tr>
<tr>
<td>TOTAL</td>
<td>202900</td>
<td></td>
<td>202900</td>
</tr>
</tbody>
</table>

YA receives donation
3.9 Challenges and Lessons Learnt

In the annual report of 2009 we defined our goals for 2010 as follows:
- To improve our external and internal communication. External: by getting the new website operational, design an new YA leaflet and streamline the design of these two. Internal: by building and using a intern forum on the website: We succeeded in improving our external communication: the website has been rebuilt and updated, a new leaflet has been designed. The streamlining of these two will be done in 2011. The internal communication has been improved as well: new Young Africa email addresses has been created which facilitate the communication through internet. We have streamlined the information of all the Young Africa’s in one monthly report. A intern forum on the website has been built, but the use of these forum proved to be difficult, mainly because of the weak internet connections in Zimbabwe and Mozambique.
- To visit YA USA to share expertise: we visited the YA USA in January 2010
- To install a new chairman: 2010 has been the orientation phase for the chairman to be. The day to day management held bimonthly meetings with him to inform him more in detail of Young Africa. He is installed as new chairman the first of January 2011.
- To decide to which countries to expand to in Southern Africa: we decided to expand into Namibia and the rural areas of Zimbabwe (Marronera) and Mozambique (Dondo).
- To fundraise for Young Africa Zimbabwe: we were successful in raising funds and reached our target of € 119,000,- with the help of Wilde Ganzen and NCDO
- To improve the administration of our organization: we made a beginning with this with the help of a new volunteer. He composed our yearly financial statement and digitalized and arranged the financial flows from 1998 onwards.

The biggest challenge we faced in 2010 was the streamlining of the organization. With more projects to manage in different parts of the world, to workload is growing and needs to be organized differently. The reconsideration of our role as Young Africa International in 2009 brought with it practical consequences: Who monitors what? How do we keep informed of the development of the different Young Africa’s in Southern Africa and the USA? How do we share our expertise built up in the last 10 years with Young Africa USA and other NGO’s? During 2010, we answered all these questions by formalizing the new structure of Young Africa International, installing two executive directors, grooming a new chairman, streamlining the flow of information, franchising the expansion to Namibia to two former advisors, and drawing up a document in which we have described the Young Africa method for empowerment.

3.10 Goals for 2011

- To fundraise for Young Africa Agricultural Training Centers (YAgri Tech Centers)
- To write a policy paper for Young Africa International
- To restyle the Young Africa design (website, letterhead, business cards)
- To spread the description of the Young Africa model 4 empowerment
4. YA Zimbabwe

4.1 Activities in 2010

4.1.1. Skills Training

<table>
<thead>
<tr>
<th>Course</th>
<th>Duration</th>
<th>Pre requisite</th>
<th>Students</th>
<th>Pass rate %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dressmaking Elementary 1</td>
<td>6 months</td>
<td>YA</td>
<td>32</td>
<td>87</td>
</tr>
<tr>
<td>Dressmaking Advanced 1</td>
<td>6 months</td>
<td>YA</td>
<td>10</td>
<td>79</td>
</tr>
<tr>
<td>Dressmaking Advanced 2</td>
<td>6 months</td>
<td>YA</td>
<td>36</td>
<td>84</td>
</tr>
<tr>
<td>Clothing &amp; Textiles</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level / Elementary</td>
<td>14</td>
<td>83</td>
</tr>
<tr>
<td>Carpentry Elementary 1</td>
<td>6 months</td>
<td>YA</td>
<td>3</td>
<td>100</td>
</tr>
<tr>
<td>Carpentry Elementary 2</td>
<td>6 months</td>
<td>YA</td>
<td>5</td>
<td>100</td>
</tr>
<tr>
<td>Carpentry Advanced</td>
<td>6 months</td>
<td>YA</td>
<td>8</td>
<td>100</td>
</tr>
<tr>
<td>Cabinet making</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level</td>
<td>1</td>
<td>100</td>
</tr>
<tr>
<td>Sheetmetalwork</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level</td>
<td>2</td>
<td>89</td>
</tr>
<tr>
<td>Machinework Engineering</td>
<td>6 months</td>
<td>YA</td>
<td>9</td>
<td>89</td>
</tr>
<tr>
<td>Machinework Engineering</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level</td>
<td>4</td>
<td>100</td>
</tr>
<tr>
<td>Welding</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level</td>
<td>4</td>
<td>90</td>
</tr>
<tr>
<td>Leatherworks College</td>
<td>1 Year</td>
<td>YA, Able to read and write</td>
<td>6</td>
<td>100</td>
</tr>
<tr>
<td>Leatherworks</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level / Elementary</td>
<td>2</td>
<td>100</td>
</tr>
<tr>
<td>Car Maintenance College</td>
<td>1 Year</td>
<td>YA</td>
<td>23</td>
<td>52</td>
</tr>
<tr>
<td>Car Maintenance</td>
<td>1 Year</td>
<td>HEXCO NFC, O Level</td>
<td>24</td>
<td>83</td>
</tr>
<tr>
<td>Panelbeating</td>
<td>1 Year</td>
<td>YA</td>
<td>42</td>
<td>67</td>
</tr>
<tr>
<td>Catering Elementary 1</td>
<td>6 months</td>
<td>YA</td>
<td>30</td>
<td>69</td>
</tr>
<tr>
<td>Catering Elementary 2</td>
<td>6 months</td>
<td>YA</td>
<td>19</td>
<td>70</td>
</tr>
<tr>
<td>Catering Advanced</td>
<td>6 months</td>
<td>YA</td>
<td>8</td>
<td>71</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td></td>
<td>282</td>
<td>79</td>
</tr>
</tbody>
</table>

Young Africa Skills Center in Chitungwiza had 536 students enrolled in the first half of the year in various skills course. In the second half of the year the students were 558. Out of these amounts in the whole year 296 of them were technical skill students. 51 of them sat for HEXCO exams and 202 graduated with Young Africa certificates. This resulted in an 83% pass rate. These technical students also received life skill lessons every fortnight and HIV/AIDS lessons also every fortnight.
The technical departments received books for their various disciplines from a grant sourced by YA International. In addition, funding for new equipment was successfully sourced for all the departments which will result in an improvement of training and production in the coming year. A small research was carried out by a cosmetologist who would like to start the cosmetology department if young people would be interested in this course. The research proved that 100% percent of the young people interviewed would like this course. The cosmetologist has committed themselves to start the course in the following year with his own equipment.

4.1.4. School Parliament
The 2010 school parliament started with 20 students in. In the last part of the year there were only 10 students as some had left after their 6 month courses. The student representatives were trained on leadership skills by Scripture Union. The parliament took a very active role in all the activities that were held at Young Africa by volunteering for all of them. As an outreach the parliament had a cloth drive where they asked all the students and staff to bring all children’s clothes that they were not utilising in their homes. They identified a children’s home in Unit O for orphaned children through Chitungwiza Social Welfare Office. The presentation of the children’s clothes was done in October.

4.1.5. Hostel Programme
The hostel was home to 53 girls in the year 2010. 24 of these girls were sponsored by SOS - Family Strengthening, 2 from SOS - Villages, the rest were sponsored by individuals. 85% of the girls were taking a course in catering, 9% were studying for a certificate in commercial courses and 6% were training for a dressmaking certificate. A grant from Rabo bank in the Netherlands assisted in the resuscitation of their food projects and purchase of furniture fittings. The kitchen was fitted with cupboards, so that each girl can store their food and kitchen utensils. This has been a great improvement as the girls no longer put food and clothes in one locker. Twenty-five new mattresses were purchased to replace the worn out ones. Three big sofas were purchased giving a total of six sofas. The current number of girls can sit comfortable during the life skills talk and in their weekend rest. In the bathrooms full length mirrors were fitted including towel racks.

In addition, the chicken project was resumed and throughout the year they reared 600 chickens and this improved the diet of the girls and at the same time they were empowered on how to run a chicken project. They also managed to sell some chickens and the rest of the money was used to keep the project running. The fish project was also resuscitated by the construction of a breeding pond which would then provide fish for the bigger pond so that the girls can enhance their diet.

4.1.2. Academic Coaching
This department encountered a challenge with the Head of Department who misappropriated funds and had to be let go in the middle of the year by Young Africa. When Young Africa administration took over the running of the department they discovered more anomalies which had to be rectified. Out of the 132 young people that came to receive Academic coaching only 18% managed to pass because of the above mentioned reason. Young Africa has resolved not to franchise this department in 2011, to ensure that students receive the education they come to the center for, and are able to pass their O level examinations.

4.1.3. Micro credit
76 students were trained by Junior Achievement Zimbabwe on starting and actually running a business. This program was paid for by SNV. In addition, 60 students were trained by ILO on Start Your Own Business. One student was given a loan to start their own income generating project. He has been able to make his monthly repayments which will end in 2011.

YASC choral group

In addition, the chicken project was resumed and throughout the year they reared 600 chickens and this improved the diet of the girls and at the same time they were empowered on how to run a chicken project. They also managed to sell some chickens and the rest of the money was used to keep the project running. The fish project was also resuscitated by the construction of a breeding pond which would then provide fish for the bigger pond so that the girls can enhance their diet.
4.1.6. Health Programme

On the 21st of May 2010, Young Africa held their first Candlelight Memorial. This is an international commemoration day for those who have died due to HIV/AIDS. This day raises awareness of HIV/AIDS and reduces stigma and discrimination associated with HIV/AIDS. It was a community event which was witnessed by over 300 people. The day was marked by inspiring speeches from people living with HIV/AIDS, drama, dance, music and poems. This event assisted us in starting a support group for HIV positive young people.

Our health program partners, New Start, brought Voluntary Counselling and Testing for HIV once a month for 11 months in 2010 which attracted 660 people. A total of 88 (47 girls, 37 boys) young people received counselling from our in house counsellor throughout the year. Five health workshops were held in the year. Two were for the young people on peer education and sexual reproductive health. The other two were for young people living with HIV/AIDS. The fifth workshop was facilitated by Youth Development Trust on the importance of circumcision. Young Africa was included in a one and a half year project by STOP AIDS NOW (SAN) that is meant to build the capacity of organisations working on life skills regarding sexual reproductive health. There are 7 other SAN partners in this project. The project is building the capacity of these 8 organisations in three areas which are volunteer management, integrating the needs of HIV positive young people and monitoring and evaluation. Young Africa is actively participating in two tracks: integrating the needs of HIV positive young people and the monitoring and evaluation. A toolkit is being developed for monitoring and evaluation, concerning sexual behaviour of young people.

4.1.7. Festivals and Events

The annual Sports Festival was held on the 5th of June 2010. The theme was “Keeping Young People Busy through Sport”. It was a fun filled day of sporting competitions witnessed by over 2000 young people. The Guest of Honour was the National Soccer coach for men, Norman Mapeza. He gave the young people an inspired speech on how he came from an underprivileged background right here in Chitungwiza and how he has made a living playing soccer.

The theme for Young Africa Arts Festival was “Celebrate Life – Discover Yourself”. Dance and drama workshops were held for young people interested in these disciplines. A new category of choral music was introduced which attracted young people from surrounding schools. Oscar Pambuka, a radio personality who was our Master of Ceremony, advertised the event on radio and television before and after the event. In addition, young people from St Giles, who are physically challenged, came to sing and perform a drama. This was quite moving for the young people who are not physically challenged.

The first ever Young Africa Twinning day was held on the 31st of August 2010. This is a day when students from Chitungwiza and those from Epworth get to meet and have a day of fun and games. The 2010 theme was “Playing and Working Together to model a healthy behaviour in the face of HIV/AIDS”. The young people participated in sporting competitions and arts activities. Epworth was the winner in netball, soccer and drama. Chitungwiza won the basketball, volleyball and singing competitions.
In the second half of the year the center had 2,800 beneficiaries. A total of 55 students were enrolled in technical skills. 93% of them passed their examinations and graduated in December. The best result in Academics from both Chitungwiza and Epworth students came from Epworth with a student, Elisha Chimusoro, earning 8 A's and 2 B's in his December O Level examinations. The health certificate for the center was obtained after installing ceiling fans. This certificate enabled the center to acquire an operating licence from the Epworth Local Board which has now paved the way to start registrations with Ministry of Education Sports and Culture (for Academics) and Ministry of Higher and Tertiary Education (technical training). This will enable us to offer more courses as well as nationally recognised qualifications.

On the 4th of November, 4 board members from Beautiful Zimbabwe came to visit Young Africa Epworth. They were very impressed with the developments and they again pledged their commitment to continue to support the center in 2011. In addition, they brought sporting equipment for the young people.

The children also received information on HIV/AIDS from our program partners New Life and New Start. At the end of the day they held a competition on the information given and young people won T Shirts, hats and pens.

4.1.8. Scholarship
Mercy Corps returned in 2010 to sponsor a total of 150 students. The first batch of 76 students came in April to start 8 month courses in hand skills. This batch graduated in December 2010. The second batch of 74 students started in September. They will continue to 2011 and they will complete their studies in April 2011. SOS came in and sponsored 30 orphans to study for a 6 month certificate in a skill. Out of these 30 orphans, 22 were orphaned girls, who were also sponsored to stay in the hostel.

4.1.9. Epworth
In the first half of the year the center had 383 beneficiaries who participated in skills training, life skills and sporting and arts activities. Out of this amount, 60 came for 6 month skills training and the rest went for academic coaching. In June, all the technical skills students passed and graduated with certificates in their various disciplines.

4.2 Results
4.2.1 Output

<table>
<thead>
<tr>
<th>Activity</th>
<th>Output/ Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skills Training</td>
<td>Over 1000 beneficiaries in skills training alone</td>
</tr>
<tr>
<td></td>
<td>95% of beneficiaries received life skills and HIV/AIDS lessons</td>
</tr>
<tr>
<td>Epworth</td>
<td>Attained Health Certificate</td>
</tr>
<tr>
<td></td>
<td>Acquired operational licence</td>
</tr>
<tr>
<td></td>
<td>Best student with O level results out of the whole YA Zimbabwe with 8 A's 2 B's</td>
</tr>
<tr>
<td>Health</td>
<td>International Candle light Memorial Commemorated with the community</td>
</tr>
<tr>
<td></td>
<td>Each month 66 people visiting VCT</td>
</tr>
<tr>
<td></td>
<td>Started an HIV support group for positive youth</td>
</tr>
<tr>
<td>Festivals and Events</td>
<td>Sports Festival attracted 2000 young people</td>
</tr>
<tr>
<td></td>
<td>YA Twinning gathered over 1300 YA students from Epworth and Chitungwiza</td>
</tr>
<tr>
<td></td>
<td>Arts Festival gathered 4000 people over 2 days at YASC</td>
</tr>
<tr>
<td>Scholarship</td>
<td>180 students received skills training through scholarships</td>
</tr>
<tr>
<td>Fundraising</td>
<td>Contracts were signed with ADF, ICCO, SAN, Mercy Corps, Wild Geese, Serve Ireland, Beautiful Zimbabwe, Rabo Bank, Culture Fund, totaling over USD $320,000</td>
</tr>
</tbody>
</table>

4.2.2. Self sustainability
Young Africa generated income that was able to cover on an average throughout the year 65% of its monthly running expenses. This could have been more if the administration had not taken up the running of the Academics department and inheriting a debt as well as running expenses for the department.

Rentals for the department heads could not be increased significantly because some of their machines are now obsolete and require replacements. Since funding for machines has been secured, rentals can be increased in the coming year which should result in an increase in self sustainability.
4.3 Human Resources

4.3.1. Board of Trustees

Young Africa is governed by a Board of Trustees initially setup in 1998, consisting of seven volunteer members from different professional fields: industries, social work, human rights and duly representing the local community. Two board members are founders and initial Project Coordinators of Young Africa Zimbabwe. Two members of this board are also members of the Management Board. The names are in the table below:

<table>
<thead>
<tr>
<th>Name</th>
<th>Profession</th>
<th>Nationality</th>
<th>Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacqui Joseph</td>
<td>Finance Executive</td>
<td>Zimbabwean</td>
<td>Chairperson</td>
</tr>
<tr>
<td>Dhansukh Shah</td>
<td>Managing Director</td>
<td>Zimbabwean</td>
<td>Treasurer</td>
</tr>
<tr>
<td>Dorien Beurskens</td>
<td>Executive Director Young Africa</td>
<td>Indian</td>
<td>Member</td>
</tr>
<tr>
<td>Raj A Joseph</td>
<td>Executive Director Young Africa</td>
<td>Indian</td>
<td>Member</td>
</tr>
<tr>
<td>Wellington Mbofana</td>
<td>Director Civic Education Trust</td>
<td>Zimbabwean</td>
<td>Member</td>
</tr>
<tr>
<td>Emmanuel Nyamayaro</td>
<td>Representative of local Chitungwiza Community</td>
<td>Zimbabwean</td>
<td>Member</td>
</tr>
<tr>
<td>Farai Mpfunya</td>
<td>Executive Director</td>
<td>Zimbabwean</td>
<td>Member</td>
</tr>
<tr>
<td>TD Muskwe</td>
<td>Lawyer</td>
<td>Zimbabwean</td>
<td>Member</td>
</tr>
</tbody>
</table>

4.3.2. Management Board

<table>
<thead>
<tr>
<th>Name</th>
<th>Profession</th>
<th>Nationality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacqui Joseph</td>
<td>Finance Executive</td>
<td>Zimbabwean</td>
</tr>
<tr>
<td>Dhansukh Shah</td>
<td>Managing Director</td>
<td>Zimbabwean</td>
</tr>
<tr>
<td>Farai Mpfunya</td>
<td>Executive Director</td>
<td>Zimbabwean</td>
</tr>
<tr>
<td>Gail Wetering</td>
<td>Public Relations</td>
<td>Zimbabwean</td>
</tr>
<tr>
<td>Prof Makhabalo</td>
<td>Consultant</td>
<td>Zimbabwean</td>
</tr>
<tr>
<td>Marijke Acket</td>
<td>Director</td>
<td>Dutch</td>
</tr>
<tr>
<td>Ronald Van der Laan</td>
<td>Director</td>
<td>Dutch</td>
</tr>
</tbody>
</table>

4.3.3. Management and Staff

Young Africa employs 10 permanent staff and 10 in house security guards.

- General Manager - Enet Mukurazita (F)
- Youth Coordinator - Mirriam Makwembere (F)
- Administrator - Petronella Tavengwa (F)
- Administrative Assistant - Michelle Chitsinde (F)
- Hostel Matron - Anna Mbanje (F)
- Janitor - Jessie Antonio (F)
- Groundsman - Tonderai Chisango (M)
- Epworth Manager - Susan Madodo (F)
- Epworth Secretary - Marginate Homera (F)
- Epworth Janitor - Steven Chinakidzwa(M)

4.3.4. Student Interns

Wilson Mutetwa, a student from Midlands State University who was assisting in the Youth Development Department, left in September to go and finish his degree in Development Studies. Catherine Mandeya, the student that was studying for a diploma in Community Development, stayed with Young Africa till the end of the year.

4.3.5. Academics

Young Africa had to employ a principal and 5 teachers from August onwards to operate the Academics department when the Academics department staff were relieved of their duties.
4.4. Financial resources

2010 FINANCIAL REPORT

<table>
<thead>
<tr>
<th>Income</th>
<th>Amount (Usd)</th>
<th>Expenditure</th>
<th>Amount (Usd)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance B/F 2009</td>
<td>40,404.69</td>
<td>Programmes</td>
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</tr>
<tr>
<td>ICCO</td>
<td>20,391.00</td>
<td>HIV/AIDS 2010</td>
<td>16,575.67</td>
</tr>
<tr>
<td>Rabo Bank</td>
<td>6,750.00</td>
<td>Hostel</td>
<td>6,531.06</td>
</tr>
<tr>
<td>ADF</td>
<td>15,000.00</td>
<td>Catering</td>
<td>14,953.00</td>
</tr>
<tr>
<td>Stop AIDS Now</td>
<td>25,764.96</td>
<td>Stop Aids Now</td>
<td>21,449.96</td>
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<tr>
<td>Municipality of Boom</td>
<td>7,740.00</td>
<td>HIV/AIDS</td>
<td>7,740.00</td>
</tr>
<tr>
<td>Mercy Corps</td>
<td>53,645.00</td>
<td>Scholarship</td>
<td>36,267.00</td>
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<tr>
<td>SOS</td>
<td>12,183.00</td>
<td>Scholarship</td>
<td>12,183.00</td>
</tr>
<tr>
<td>YA International</td>
<td>5,500.00</td>
<td>Text books</td>
<td>5,500.00</td>
</tr>
<tr>
<td>Wild Geese</td>
<td>32,500.00</td>
<td>Equipment</td>
<td>20,249.91</td>
</tr>
<tr>
<td>Culture Fund</td>
<td>4,000.00</td>
<td>Arts Festival</td>
<td>4,000.00</td>
</tr>
<tr>
<td>Serve Ireland</td>
<td>18,766.50</td>
<td>Borehole</td>
<td>16,831.08</td>
</tr>
<tr>
<td>ICCO</td>
<td>25,329.30</td>
<td>HIV/AIDS 2011</td>
<td></td>
</tr>
<tr>
<td>YA International</td>
<td>40,925.00</td>
<td>Human Resources</td>
<td>85,450.16</td>
</tr>
<tr>
<td>Beautiful Zimbabwe</td>
<td>13,700.00</td>
<td>Travelling</td>
<td>9,816.69</td>
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<tr>
<td>YA Zimbabwe</td>
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<td>Office Costs</td>
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<td></td>
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<td>Maintenance Costs</td>
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<td>Total</td>
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<td>Balance</td>
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<td>93,679.38</td>
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<tr>
<td>TOTAL</td>
<td>402,916.02</td>
<td></td>
<td>402,916.02</td>
</tr>
</tbody>
</table>

4.5. Challenges and Lessons Learnt

It has been 12 years since Young Africa was started. The economy was different and even the operating environment was totally different from today. Most of the vocational training institutions were government related, thus the regulations for non government institutions were almost non existent. In 2010 we were informed that we had to have an operational licence from the local authorities in Epworth and Chitungwiza. The requirements for these operational licences for Epworth and Chitungwiza were different and challenging. In Epworth, we succeeded in attaining the health certificate which automatically meant we had an operating licence from the local authority and now we have to receive Ministry of Education approval for Academics and Ministry of Higher Education for the vocational training. The lesson learnt from this challenge is to have good relations with government ministries and local authorities that know your work and are willing to testify of your good work.

In Epworth, other institutions that were offering Academics were closed down because they did not have an operational licence. We informed the local authorities of our plan of attaining the health certificate and we kept our word and they informed the relevant ministries not to shut us down. In Chitungwiza the year ended whilst we were still working on the operational licence from Chitungwiza Municipality. Again our good relations with Ministry of Youth Development assisted in us remaining open whilst we regularise operations with authorities. We are confident that within the first quarter of 2011 we will have received it.
The other challenge for the year in Chitungwiza was when we discovered that the Academics head had misappropriated funds meant for examinations for students. This was only discovered 2 months before the students had to sit for their examinations. The principal and the teachers had to be let go since they were all engaging in fraudulent activities. The lesson learnt from this was to be accountable for all processes that utilise our name. The operations of this department will be revamped to ensure that our mission of empowerment is upheld.

Application for additional HEXCO courses was a challenge too, because having looked at the requirements of offering the courses we realised we were unable to meet them because of the machine requirements. In addition they were also asking for the operational licence which we were still working on.

Funding for Epworth extension only yielded funding from one donor in 2 years time. The challenge has been a reduction of funds for projects in Zimbabwe because of the recession in the developed countries. The lesson learnt is to break the project down into small stages (e.g., building one workshop at a time) so that we are not looking for a huge amount.

Production in some departments remained low and some department heads struggled to pay rent in the year. Besides machinery being obsolete, we realised that they needed capacity building in their relevant businesses because they were not able to inform YA administration of their operations. In the coming year business training for HOD’s has been included in the plans.

4.6. Goals for 2011

- Fundraising for Epworth programs
- Increase self sustainability
- Further business training for Heads of Departments
- Apply for more HEXCO courses
- Regularise Academics department
- Fundraise for extension in Epworth
- Offer further training for past YA graduates
- Start a course in cosmetology
- Start a Young Africa Old Students Association
- Increase the access of the Health corner to the community
- Adhere to all regulations with the authorities
5.1. Activities in 2010

5.1.1. Departments, graduates and entry to the labour market

Over the past year the following new departments were established:

**Vocational training:** Electronics, beauty & hairdressing, child minding

**Commercial:** Accounting and Management, Public Relations and Secretarial

All of the courses that took place in 2009 were continued. The table below shows the number of graduates from 2008 to 2010

<table>
<thead>
<tr>
<th>Dep.</th>
<th>Course</th>
<th>Duration</th>
<th>Hrs p/wk</th>
<th>Entry Qual.</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Dressmaking</td>
<td>6 mnths</td>
<td>20</td>
<td>5th class</td>
<td>24</td>
<td>44</td>
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<td>2</td>
<td>Building technology - day</td>
<td>6 mnths</td>
<td>35</td>
<td>7th class</td>
<td>19</td>
<td>39</td>
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<td>87</td>
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<tr>
<td></td>
<td>Building technology - night</td>
<td>6 mnths</td>
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<td>0</td>
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<tr>
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<td>Carpentry</td>
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<td>7th class</td>
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<td>0</td>
<td>5</td>
<td>5</td>
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<tr>
<td>4</td>
<td>Welding - day</td>
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<td>7th class</td>
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<td>49</td>
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<td>80</td>
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<tr>
<td></td>
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<td>0</td>
<td>5</td>
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<tr>
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<td>Cooking (chef) - day</td>
<td>6 mnths</td>
<td>30</td>
<td>7th class</td>
<td>0</td>
<td>61</td>
<td>27</td>
<td>88</td>
</tr>
<tr>
<td></td>
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<td>6 mnths</td>
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<td>0</td>
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<tr>
<td></td>
<td>Hardware repairs - night</td>
<td>6 mnths</td>
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<td>0</td>
<td>35</td>
<td>35</td>
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<tr>
<td>8</td>
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<td>1 year</td>
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<td>10th class</td>
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<td>0</td>
<td>16</td>
<td>16</td>
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<tr>
<td></td>
<td>Motor mechanics - night</td>
<td>1 year</td>
<td>12</td>
<td>10th class</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>4</td>
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<tr>
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<td>0</td>
<td>8</td>
<td>21</td>
<td>29</td>
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<tr>
<td>10</td>
<td>Turning + fitting</td>
<td>1 year</td>
<td>35</td>
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<td>0</td>
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<tr>
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<td>10th class</td>
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<td>70</td>
<td>56</td>
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<tr>
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<td>6 mnths</td>
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<td></td>
<td>Air conditioning - night</td>
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<td>0</td>
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<td>6 mnths</td>
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<td></td>
<td>TOTAL VOCATIONAL TRAINING</td>
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<td>50</td>
<td>362</td>
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<td>1062</td>
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<td>16</td>
<td>Computer applications</td>
<td>3 mnths</td>
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<td>Literacy</td>
<td>66</td>
<td>320</td>
<td>597</td>
<td>983</td>
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<tr>
<td>17</td>
<td>Basic English*</td>
<td>3 mnths</td>
<td>10</td>
<td>Literacy</td>
<td>0</td>
<td>0</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td>Medium English*</td>
<td>3 mnths</td>
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<td>Basic En</td>
<td>0</td>
<td>0</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Commercial English*</td>
<td>3 mnths</td>
<td>10</td>
<td>Basic En</td>
<td>0</td>
<td>0</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>TOTAL AUXILIARY COURSES</td>
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<td></td>
<td>66</td>
<td>320</td>
<td>646</td>
<td>1032</td>
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<tr>
<td></td>
<td>TOTAL ACTIVITY</td>
<td></td>
<td></td>
<td></td>
<td>116</td>
<td>682</td>
<td>1296</td>
<td>2084</td>
</tr>
</tbody>
</table>
Students of the all courses, except for Computer Applications and English have received the life skills education programme with topics as gender equality, ‘responsible sexual behaviour’, HIV/AIDS awareness, personal growth & empowerment, goal setting, social responsibility and leadership. Applied business studies have been offered to the same students. All beneficiaries have taken part in seminars offered by various organisations at the centre on HIV/AIDS prevention. Young Africa offers a confidential advisory service for all health and sexual abuse on the campus.

As for the active participation in the project, a student parliament was re-elected in July. Each department has elected 2 students who represent them in the parliament for a period of 6 months. The parliament members were actively involved in representing the interests of the students in 2010.

During life skills education as well students get the possibilities to share their opinions, complaints, interests and suggestions on YA’s programmes with a project director and other officers. The daily morning assembly makes them meet with all staff and students and gives space for participating actively. For students the ‘open door policy’ of the management gives them the opportunity to come in and discuss their concerns.

Much attention has been paid in course of the year to job placement and finding suitable apprenticeships for our graduated students. In an economic environment that counts only 10% formal employment this proves a Herculean task. 77.5% of all graduates are economically active, of whom 81% on the formal job market and 19% self-employed.

5.1.2 Teachers’ Training

In January 2010 the teacher training programme started off with 10 students: The best students in each department becomes a teacher in his/her professional field. In December seven of them did their final exams. Five of them graduated. We thus create a pool of competent young teachers and respond to an urgent need for trained teachers. The drop-outs found (more lucrative) employment elsewhere and decided to discontinue their teachers’ training course. The graduates of December 2010 are all working as vocational training teachers. In July 2010 we started a second intake, with currently 8 students. They will graduate in June 2011.

The numbers of students in this course are lower than we had planned for. The content of the course is wholesome, but the organisation within the context of the centre is less obvious. Part of the success in settling graduates into the job market, is that for potentially talented teachers from the lower income group it seems more attractive to start a paid job than to pursue a one year training with apprenticeship. This is a weakness of the programme that definitely needs to be addressed.
As it is organised now is as follows: Four days a week the aspirant teachers work in their respective department at YA and participate in training and production. One day a week they follow an intensive learning programme that covers topics as didactics, pedagogy, psychology, educational competences, curriculum development, testing & preparing exams, computer applications, counselling, personal growth, health.

We had contracted a consultant to take charge of developing and coordinating the teachers’ training programme. Expert advice is given by PUM, a department of the Dutch Ministry of Foreign Affairs, who sends out retired experts to assist the capacity of enterprises and educational institution. Twice we had a two week mission of a PUM expert with a long track record in management of vocational training. His main contribution is development of the curriculum of the course, which focuses on competency based learning. The training manual that has been produced for teachers training will be used by other YA centres as well and could be adapted and used by other institutions.

5.1.4 Hostel
Young girls who lost their parents or those who have been homeless, come to stay at our campus, in our hostel, while learning a skill and completing their education. The hostel life prepares them for independence and self reliance. A live-in social worker follows up and guides.

The hostel started in January 2010 hosting 12 orphan girls- one of them left the hostel after 8 months. The hostel programme accepts girls who are between the ages of 15 and 25. All girls are referred to the programme by orphanages and other humanitarian organisations. It is expected that 24 more girls will arrive in January 2011.

5.1.3 Micro-Enterprise Promotion
In 2010, the micro-enterprise promotion has picked up momentum: thirty one people have received a micro-credit. The majority of these are graduated vocational training students, having passed the ILO-developed course in applied business studies ‘Start Your Business’. They have had 2 hours per week business studies during 6 months. There is a 46.5% repayment rate so far of the loans given out, which is much lower than previous year. Follow-up of the repayments needs to be intensified in 2011. Past-students of YA pay an interest rate of 5% per annum. To stimulate students to become producers, an economic necessity in Mozambique, we wave the interest for beneficiaries who start within their acquired trade a production-oriented business.

Conditions for receiving a loan are: graduated from YA, passed the business studies course, have a viable business plan, have a responsible guarantor sign a contract in case of defaulted loan repayment and sign a loan repayment contract.

Loans vary between € 75 and € 750. The maximum first loan a student can take is € 125; after proven repayment capacity the amount could be higher. Loan repayment periods vary from two months to seven months.

The micro-credit programme is being executed by the programme officer. He, together with the marketing officer, teaches business studies. The programme officer assists the students in applying for a micro-credit, checks the supporting documents, prepares loan approval, advises and visits the new entrepreneurs, and follows up the repayment. Final loan approval is given by the director and one member from the Board of Trustees. Going forward the marketing officer in coordination with the programme officer will do the beneficiaries follow up.
5.1.5. Services to Community

- Lessons in English for beginners, commercial and at intermediate level have helped 36 students to speak the language of all their neighbouring countries and make use of it in their workplace. They have received certificates upon passing (internal) exams.

- In 2010 the crèche moved into its own premises on the campus: two colourful buildings, with room to play and learn, a kitchen, toilets and its own play garden. Attractive facilities and providing transport to the children, made the number of the kids increase to 60. In July, the crèche became the ‘workshop’ for the childminders’ course.

- We have temporarily offered 4 classrooms to a neighbouring government secondary school ‘Matadouro’. The school dealt with a shortage of classrooms. Pupils of the 8th class were having their lessons outside, which proved to be problematic when the rainy season started. 8 groups of at least 40 students have lessons at YA since March. They come in a morning and an afternoon batch. They take part in YA activities as morning assembly, festivals, special life skills seminars. The space at YA is available because most teachers prefer to teach theory classes in their workshops as well. This shows our good relationship with local government and communities.

- Every Saturday is film night at the Cdf. In the multi-purpose hall some 250 members of the community enjoy this free entertainment. It is the only big-screen ‘cinema’ in Manga, Beira.

- We have made our facilities available to community groups and networking NGO’s, who need space to hold meetings and seminars. Depending on their financial capacity they pay a fee (or not). 4 seminars were hosted in 2010.

- The youth club JOJO (JOvens & JOgos = youth & games) opens its doors daily for games of basketball, football, billiards, table tennis, darts, for watching television and the YA theatre club. Different volunteers have contributed various courses in judo, capoeira, drawing. Children below 1.20m enter JOJO for free; those taller pay a membership fee of MT10 per month.

- A scholarship fund to facilitate the poorest students to start or continue their education at YA, has assisted over 50 students so far in the payment of their school fees. A committee, consisting of 2 staff members and 1 HoD, evaluate applications, disburse the scholarships and follow up the progress of the beneficiaries.

- In training restaurant ‘Mágico’ students get a very real experience in working as chefs or waiters in a true restaurant setting. Students and members from the public can enjoy wholesome food in a pleasant, serene ambient, while taking part in a development project. A great PR tool for YA as well.

- The internet café, opened officially in 2009, is currently not offering the services due to the inefficiency of internet service provider. 4 national internet service providers were contacted so it is hoped that the service can be resumed soon.

- The library has got 80 fee paying members. More Portuguese books from Brazil are expected to arrive soon. Two girls from the hostel will receive training in library maintenance.
5.1.6 Art Promotion

Though we received semi-professional music and recording equipment in 2010, the studio is under-utilized. The HoD who ran the department was not effective in marketing his services. We are still looking for a professional partner who can run the production in studio and promote local art. There is big demand for recording services and training in the area, so efforts are ongoing to source a suitable partner.

5.1.7 Festivals

On 31st January we celebrated Don Bosco’s Festival, in honour of the patron saint of young people with an internal sports feast. Each department, teachers and administration formed a team and competed in a day fun, which ended with a film. It gave a beautiful opportunity for new students to get acquainted with each other and with YA.

Two external festivals took place in 2010: a sports festival on the 11 and 12 June with more than 1000 participants and visitors in 40 teams who competed with each other for the football, volleyball and basketball. Shows by our Art Club and music from our own studio, cheered up the day.

Proud of the World Cup Football being held on African soil, on the 3rd July we had our very own Copa do Mundo with 35 teams who represented the countries who were taking part in the World Cup in South Africa. The Irish SERVE volunteers helped to organise the festival and joined in the festivities.

On 4 and 5 September, we had our two-day cultural festival FAYA (Festival de Arte Young Africa). This year’s theme was ‘Celebrate your Life be a winner’. 75 Young upcoming groups of artists participated in the pre-selection which was held one week before the actual festival. The 43 best of these competed on the main stage of FAYA in drama, dance, literature or music. The winning group in each category got a DVD recording of their show in our studio as the first prize. There were guest performances by popular and famous artists, workshops on the theme, information stands on HIV/AIDS prevention, food & (non-alcoholic) drinks at Mágico.

The children were kept entertained with drawing competitions, balloons, fun games and a jumping castle. The festival attracted more than 3000 visitors from communities and government authorities over two days. The organisation was in hands of our own management team with collaboration of volunteers.

5.1.8 Public Relations

As a result of extended publicity campaigns (road shows, street theatre, posters, radio spots, radio interviews, press releases) throughout 2008 and 2009, there was an increase in the number of students enrolling in courses at Young Africa in 2010. Given the popularity of Young Africa we decided to reduce our marketing campaigns. Nevertheless 600 new students attended our 26 courses in 2010.

Public relations also serve the purposes of finding job opportunities for our graduated students. This is the special task of the marketing officer. For sufficient linkage to the corporate world, we had invited several big companies to visit YA. An important step forward in this is our honorary membership of ACIS, the private sector association for industries and businesses.

YA took part in a 2-day exhibition on vocational training organised by INEFP where other organisation presented their training programmes.

In total over 1400 students enrolled in the different Young Africa courses in 2010, of whom 1296 graduated (see chart on page 2). It is recommended that a selection process is put in place to screen the students that apply. The selection process will test the student’s motivation to study and ensure they are within Young Africa’s age group (15-25 years) and target group (economically underprivileged).
## 5.2. Results in 2010

### 5.2.1. Output

<table>
<thead>
<tr>
<th>Activity</th>
<th>Output/ Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capacity building</td>
<td>Training of local staff in management and administration of the center has been on-going. Head of departments and Young Africa staff attended six training seminars on management, franchising, quality of education and strategic planning. Management had an exchange visit with colleagues of YA Zimbabwe. PUM sent experts for technical expertise to 3 departments.</td>
</tr>
<tr>
<td>Vocational training &amp; production</td>
<td>New department and two more courses established: Electronics, Human Resources &amp; Child-Minding. Technical students graduated in 22 courses: 650. Skilled workers available for the job market: 650. 77% of students economically active in job, apprenticeship or in own business. Non-technical students trained (computer literacy + English): 646. Gender balance students: 30% female, 70% male. Number of local business involved as franchisees: 17. Percentage self-reliance of the Centre: 30% (excl. bank interest). At the start of 2011, 55% self-reliance.</td>
</tr>
<tr>
<td>Teachers Training</td>
<td>5 Teachers trained; 7 being trained.</td>
</tr>
<tr>
<td>Hostel</td>
<td>11 girls from orphanages socially and emotionally empowered and professionally skilled. 18 organisations for orphans &amp; vulnerable children trained on planning a future for their beneficiaries.</td>
</tr>
<tr>
<td>Micro-Enterprise Promotion</td>
<td>Students who received applied business studies: 650. Beneficiaries who received a micro-credit: 31. Repayment rate of micro-credits: 45.5%.</td>
</tr>
<tr>
<td>Services to the Community</td>
<td>Crèche took care of 65 children. 720 Secondary school pupils follow lessons at YA. Library is equipped and open for all students. Weekly film shown to more than 250 visitors per week. Youth club JOJO has +/- 120 participants per week.</td>
</tr>
<tr>
<td>Art Promotion</td>
<td>Number of DVD’s recorded in the studio: 12.</td>
</tr>
<tr>
<td>Festivals</td>
<td>Sports festival: 35 teams participated in matches + 1000 visitors. Arts festival FAYA: 80 groups participated in competitions, of which 51 at FAYA + 5000 visitors.</td>
</tr>
</tbody>
</table>

### 5.2.2 Evaluation Summary

Below is the conclusion of an evaluation that has been carried out in December 2010. The objective of the study was to evaluate and assess the impact of the training programs and services provided.

The specific areas focused on during the study are:

1. To evaluate the training programs and services provided
2. To assess the impact of HIV/AIDS information on choices made by young people regarding their lives
3. To assess the impact of the training programs and services on the empowerment and development of the young people

In total 261 students have participated in the evaluation from fourteen different courses.

#### Findings of the study

**a) Characteristics of the students**

- 30% of the students are female and 70% male.
- A vast majority (78%) is between the age of 15 and 25.
- 29% of the students have less than O’level as educational background. People who were academically not qualified for regular technical training programs were admitted to the YA training.
- Young people who could not afford to pay for a regular training program were admitted to the YA training.
- 97 percent of students live below the poverty datum line (as defined by UN: less than $1.25 per person per day). Young people who could not afford to pay for a regular training program were admitted.
If we look at the criteria set for the target group for all Young Africa projects:

• The underprivileged young people between 15 and 25.
• Young women and men who cannot afford an education and academically not qualified to attend a regular technical training program.

Clearly the above listed criteria agree with the characteristics of the 261 students regarding gender, age-group, educational level and financial situation.

b. Evaluation of the training and services
Of the total 261 students, 74% report that the training taught them all they wanted to know. The interviewees made suggestions to improve the training program, in most cases referring to specific knowledge and skills and more practical work during the skills training programs.

A vast majority of the students rate the Life Skills Education, Skills Training and Business Studies course as very useful (77%, 75% and 67% respectively). Its impact on the lives of the students has been positive in many ways. For most of the students, it is thus justified to conclude that the knowledge and experience acquired, have contributed to their empowerment and development. There are no activities on this campus that a majority of students didn’t find useful therefore it is recommended that all activities continue and a review of the lesser used facilities is initiated by YA management.

c. HIV/AIDS awareness at YA and its impact
A vast majority of the students (98%) respond the information provided at YA regarding HIV/AIDS has helped them to make different choices in health and sex issues. Only 2% of the students answered that it did not help them to make different choices mainly because they did not attend or complete the course.

There is a fairly even gender mix in answers on abstinence from sex before marriage, staying faithful to one partner, taking HIV/AIDS tests and the importance of protected sex.

Students point out gaps in information on HIV/AIDS and health issues, in particular gaining more knowledge on HIV/AIDS and a forum to further discuss the information received. It is recommended that these suggestions are reviewed by management. It is also suggested to further study the impact of HIV/AIDS awareness among the young people in the long term.

d. Impact of the training program and services
84% felt that their future was brighter as a result of undertaking a YA Skills Training course. They have more plans for the future compared to their life before the training. In addition, a majority of the students (76%) feel that they have grown in their self-confidence and gained more strength. The charts below show the diversity of opportunities and concrete plans students now have and confirm again that the training program and services provided at Young Africa are highly appreciated and the impact on young peoples’ lives is substantial.

Thus, it can be concluded that the program has contributed positively to the empowerment and development of the students in several ways: intellectual, emotional and social.
It is recalled that the objectives of this study are to assess the impact of HIV/AIDS information on young people’s choices regarding life and to assess the impact of the training and services on the empowerment and development of the young people.

Based on the above, it concludes that YA course has made a positive impact on the empowerment and development of the young people. The students have learned a skill. They are able to set-up or improve their small scale enterprise and earn a living. Moreover, a majority of the students feel empowered at intellectual, emotional, moral and social levels and are more able to make positive choices regarding life in general and in regard to HIV/AIDS in particular. With these achievements and a 77% employment rate for all graduates, these young people are now able to build up a life and can take an active part in the development of his/her society: They have become agents of change in their society.

5.3 Human Resources

5.3.1 Associação Young Africa Moçambique
The Association is the legal owner of the projects of Young Africa in Mozambique. It is duly registered with the Conservatório dos Registos da Beira under number 60/31/Q-UM. The Association has met twice in 2010.

An important step for management control has been the installation of the Management Board, the executive committee of the Association Young Africa Moçambique. The Management Board, consisting of 4 members and the project coordinators, meets every second Saturday of the month to monitor and approve financial management, human resources management and project management. The director and administrator attend these meetings as well. In 2010, the Management Board had 5 official meetings and numerous informal meetings.

The MB consists of the following volunteer members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Profession</th>
<th>Nationality</th>
<th>Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hemma Tengler</td>
<td>Chair Assembly</td>
<td>NGO/AIDS</td>
<td>Austrian</td>
</tr>
<tr>
<td>Neli Nhassengo</td>
<td>Member</td>
<td>Networking</td>
<td>Mozambican</td>
</tr>
<tr>
<td>Cesar N’solo</td>
<td>Chair Management Board</td>
<td>Finances</td>
<td>Mozambican</td>
</tr>
<tr>
<td>Conceição Proença</td>
<td>Member</td>
<td>NGO</td>
<td>Mozambican</td>
</tr>
<tr>
<td>Raj A. Joseph</td>
<td>Executive Director</td>
<td>YA</td>
<td>Indian</td>
</tr>
<tr>
<td>Dorien Beurskens</td>
<td>Executive Director</td>
<td>YA</td>
<td>Dutch</td>
</tr>
</tbody>
</table>

5.3.2 Management & Staff
In the first half of 2010, the management of the project was jointly owned by local staff and the executive directors, Raj A. Joseph and Dorien Beurskens. In June, the local director José Raposo was appointed. J. Raposo gradually took over the day-to-day management of the CdF. It is expected that full responsibility will be handed over to local staff in 2011.
In 2010, the core project team, consisted of Aksana Varela, Administrator; José Raposo, Director of Center; Neves da Costa, Programme Officer; Jorge Rafael, Marketing Officer; Mafalda Elvira, Social Worker in the hostel; Lizette Gasolina as night mother in the hostel; Ligia Cossa, Secretary; Jaime Ofece, Caretaker; Niko Albano, Maintenance; Arminda Manuel, Cleaner, Gasper Capece, driver. Mafalda replaced N’sai Paiva who resigned in June 2010 as a social worker and Life Skills teacher.

Eva Vogl supported the staff in programme coordination and development of new activities such as teachers’ training, the child minder’s course and the hostel programme. We have had short-term volunteers assistance from Jeffrey van Gelder, Matthijs Machielsen, Lars ter Morsche and Sandra Larkin.

12 Irish volunteers led by Chris O’Donoghue of Serve spent 4 weeks on the campus doing light constructions and art work with the hostel girls.

5.3.3 Heads of Departments
Some heads of department were replaced in 2010 as the quality of their work had been poor. The existing HoDs received capacity building training in management, marketing and quality of education. This will continue in 2011. In order to improve the self reliance of the YA center, rents were increased in January 2010 and again in 2011, so that the income from the center covers at least 50% of the recurrent expenses. Rent was calculated according to space, investment and electricity. In this period more contracts were secured with business in Beira and Mafambisse. It was decided in 2010 that all heads of department should pay a deposit for use of the facilities.

A new forum has been created and they report to management on a monthly basis and look after some of the daily operations of the center.

5.3.4 Capacity Building
The focus of capacity building has been on job execution, strategic planning, skills development, team building, personal growth and the vision and mission of YA.

Capacity building of the project staff and Heads of Departments has taken place through:
- During monthly collective meetings with HoDs, as well as individual meetings with HoDs whenever necessary
- Education and formation of the HoD Forum
- Strategic planning with the project team
- Seminars on personal empowerment & attitudes, didactics and teaching methods, on quality of education, on marketing, business management, on traditional African values and youth development, on competency based learning.
- An exchange programme between the Directors and Administrators between Zimbabwe and Mozambique. This has proven to inspire both YA’s. The wish for an annual exchange was expressed.
- In 2010, a partnership has been consolidated with PUM (Dutch senior expert programme) for capacity building in the areas of teachers’ training, technical expertise of several departments, business management. So far two officials have visited the campus.
5.4 Financial Resources

<table>
<thead>
<tr>
<th>Income</th>
<th>Amount (Euro)</th>
<th>Expenditure</th>
<th>Amount (Euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance 2009</td>
<td>€ 83,308.92</td>
<td>Human Resources</td>
<td>€ 24,586.13</td>
</tr>
<tr>
<td>EU (plus Wilde Ganzen, NCDO, YAint)</td>
<td>€ 51,579.21</td>
<td>Travel</td>
<td>€ 5,480.35</td>
</tr>
<tr>
<td>SERVE hostel</td>
<td>€ 45,000.00</td>
<td>Equipment and Supplies</td>
<td>€ 25,779.18</td>
</tr>
<tr>
<td>SERVE volunteer project</td>
<td>€ 10,000.00</td>
<td>Local Office</td>
<td>€ 42,506.67</td>
</tr>
<tr>
<td>YA USA</td>
<td>€ 3,014.60</td>
<td>Audit</td>
<td>€ 3,366.86</td>
</tr>
<tr>
<td>Interest</td>
<td>€ 38.54</td>
<td>Bank fees</td>
<td>€ 132.34</td>
</tr>
<tr>
<td>Direct Income from the Centre</td>
<td>€ 23,501.00</td>
<td>Hostel</td>
<td>€ 11,601.81</td>
</tr>
<tr>
<td>Micro-Credit</td>
<td>€ 5,424.12</td>
<td>SERVE volunteer project</td>
<td>€ 8,424.99</td>
</tr>
<tr>
<td>PUM</td>
<td>€ 446.45</td>
<td>Crèche</td>
<td>€ 3,604.52</td>
</tr>
<tr>
<td>Other income</td>
<td>€ 8,173.72</td>
<td>Festival</td>
<td>€ 3,314.15</td>
</tr>
<tr>
<td>Community Services</td>
<td></td>
<td></td>
<td>€ 2,094.83</td>
</tr>
<tr>
<td>Micro-Credit</td>
<td></td>
<td></td>
<td>€ 7,271.92</td>
</tr>
<tr>
<td>Other Costs</td>
<td></td>
<td></td>
<td>€ 7,507.29</td>
</tr>
<tr>
<td>Balance</td>
<td></td>
<td></td>
<td>€ 84,815.52</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>€ 230,486.56</strong></td>
<td></td>
<td><strong>€ 230,486.56</strong></td>
</tr>
<tr>
<td><strong>EARMARKED FOR 2011</strong></td>
<td><strong>€ 84,815.52</strong></td>
<td></td>
<td><strong>€ 230,486.56</strong></td>
</tr>
</tbody>
</table>

Thanks to our donors in 2010 for making it possible to grow, keep growing in quantity and quality to fulfil our mission:

- the European Commission in Mozambique, in partnership with Wilde Ganzen, NCDO and Young Africa International for construction, equipment and running expenses for vocational training
- SERVE, in partnership with Irish Aid in supporting our hostel
- Young Africa – USA for the Arts Festival
- SOZM for the development of the child minders’ course and the scholarship programme

5.5. Challenges & Lessons

The challenges we faced and lessons we learnt from dealing with them were:

- The capacity of the franchisees running the departments at the Centre is a weakness. Their production volume and quality leaves room for improvement. Capacity building remains a point of attention for the management, as the education and self-reliance depend on them.
- Quality of education: now that we have growing numbers of students, we need to concentrate on the quality of our courses. See plans for 2011.
- Punctuality of Teachers: the quality of our education stands or falls with the work ethics of teachers.

Lack of this is a general problem in Mozambique, but a non-acceptable situation for YA.

- Recruitment of Director took longer than expected delaying the capacity building.
- Drop-out rates stand at 12%. Among the reasons for discontinuation are family demands, illness, enrolment at university (some students apply for studies at more than one institution), lack of motivation, financial concerns. 8% of the students do not pass their exams, even though we give them a second chance. Those who do not pass the re-examination get an individual advice from the HoD whether it might help to redo (part of) the course.
- Appropriate teaching materials for professional training are not available in Mozambique. We have imported them from Brazil, but this is a time-consuming and costly process.
- Low numbers of girls in the hostel, partly due to low capacity of the orphanages we partner with.
- Difficulties with internet connection and the provider were a major constraint in the office and in the operation of the internet café.
- Follow-up of the micro-credit programme was too lax, resulting in low repayment rates.
- In spite of having beautiful studio equipment, the recording studio produced only 12 DVD’s. The commitment of a reliable franchisee is a challenge.
### 5.6 Plans for 2011

This is the participative result of a strategic planning meeting of the project team in September 2010:

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsibility</th>
<th>Time-frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Interests of Young Africa and the HoDs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervise signed contracts with Departments</td>
<td>Director</td>
<td>every 12 months</td>
</tr>
<tr>
<td>Improvement of the Marketing (link companies with HoDs)</td>
<td>Marketing officer</td>
<td></td>
</tr>
<tr>
<td>Talks with the HoDs</td>
<td>Director</td>
<td>on-going</td>
</tr>
<tr>
<td>Contact more companies</td>
<td>Marketing Officer</td>
<td>bi-monthly field visits</td>
</tr>
<tr>
<td>Offer tailor-made courses to companies at YA</td>
<td>Programme Officer</td>
<td>when necessary</td>
</tr>
<tr>
<td>Improve the collaboration between Marketing and HoDs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual meetings</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Meetings with all parties</td>
<td>Marketing Officer</td>
<td>every month</td>
</tr>
<tr>
<td>Improve the control mechanisms concerning the timely payment of rent</td>
<td>Administrator</td>
<td></td>
</tr>
<tr>
<td>Including other factors such as production, number of students, equipment, etc.</td>
<td>Director and Administrator</td>
<td>every 3 months</td>
</tr>
<tr>
<td>Support under-performing Departments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify problems</td>
<td>Programme Officer</td>
<td>when necessary</td>
</tr>
<tr>
<td>Define support</td>
<td>Director</td>
<td>when necessary</td>
</tr>
<tr>
<td>Implement Quality Control in the Departments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Implementation of guidelines for Quality Control</td>
<td>Programme Officer</td>
<td>Monthly</td>
</tr>
<tr>
<td>Control guidelines</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve punctuality of teachers</td>
<td>Programme Officer</td>
<td>on-going</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsibility</th>
<th>Time-frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Sustainability of the Training Centre</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Verify the rent payments</td>
<td>Administrator</td>
<td>monthly</td>
</tr>
<tr>
<td>Create more income possibilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promote the use of the facilities &amp; meeting rooms</td>
<td>Administrator</td>
<td>on-going</td>
</tr>
<tr>
<td>Offer special short term courses</td>
<td>Programme Officer</td>
<td>every 3 months</td>
</tr>
<tr>
<td>Reduce costs</td>
<td>All staff members</td>
<td></td>
</tr>
<tr>
<td>Identify possibilities for reduction</td>
<td>Management board</td>
<td>on-going</td>
</tr>
<tr>
<td>Implement cost reduction</td>
<td>All staff members</td>
<td>on-going</td>
</tr>
<tr>
<td>Increase number of courses offered in the Commercial Department</td>
<td>Director</td>
<td>every 6 months</td>
</tr>
</tbody>
</table>
## Activities

### 3 Social Development and integration of youth in the society

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsibility</th>
<th>Time-frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Invite NGOs to collaborate with (HIV, Health)</td>
<td>Social worker</td>
<td></td>
</tr>
<tr>
<td>Identify organisations</td>
<td>Director</td>
<td>on-going</td>
</tr>
<tr>
<td>Contact organisations</td>
<td>Programme Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Introduce School Parliament</td>
<td>Director</td>
<td>Jan. + July</td>
</tr>
<tr>
<td>Follow-up</td>
<td>Director</td>
<td>on-going</td>
</tr>
<tr>
<td>Maintain contact with former students (alumni net)</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Keep data base updated</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Improve micro-credit follow-up</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Better communication with social organisations to improve numbers in the hostel programme</td>
<td>Social worker</td>
<td>on-going</td>
</tr>
</tbody>
</table>

### 4 Guarantee the Quality of Teaching

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsibility</th>
<th>Time-frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implement developed guidelines</td>
<td>Programme Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Guarantee the quality of teacher lesson plans</td>
<td>Programme Officer</td>
<td>January</td>
</tr>
<tr>
<td>Supervision of lessons and feedback to the HoDs and teachers</td>
<td>Programme Officer</td>
<td>monthly</td>
</tr>
<tr>
<td>Improve the selection process of the teachers (CV/Interviews)</td>
<td>Programme Officer</td>
<td></td>
</tr>
<tr>
<td>Communication with the HoDs</td>
<td>Director</td>
<td>January</td>
</tr>
<tr>
<td>Supervise the process</td>
<td>Programme Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Mediate conflicts between teachers and HoDs</td>
<td>Programme Officer</td>
<td>when necessary</td>
</tr>
<tr>
<td>Capacity building of teachers</td>
<td>Executive Directors</td>
<td>bi-monthly</td>
</tr>
<tr>
<td>Identify capacity building needs</td>
<td>Director</td>
<td>February</td>
</tr>
<tr>
<td>New intake teachers training programme</td>
<td>Programme Officer</td>
<td>July</td>
</tr>
</tbody>
</table>

### 5 Increase number of trained students

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsibility</th>
<th>Time-frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decrease drop out numbers</td>
<td>Programme Officer</td>
<td>when necessary</td>
</tr>
<tr>
<td>Identify reasons and compile statistics</td>
<td>Programme Officer</td>
<td>April</td>
</tr>
<tr>
<td>Define a plan</td>
<td>Programme Officer</td>
<td>January</td>
</tr>
<tr>
<td>Improve the selection process of students</td>
<td>Programme Officer</td>
<td>January</td>
</tr>
<tr>
<td>Increase partnership with organisations of scholarships</td>
<td>Programme Officer</td>
<td></td>
</tr>
<tr>
<td>Maintain contact with actual partners</td>
<td>Executive Directors</td>
<td>on-going</td>
</tr>
<tr>
<td>Look for new partners/organisations</td>
<td>Executive Directors</td>
<td>on-going</td>
</tr>
<tr>
<td>Administering scholarships</td>
<td>Director</td>
<td></td>
</tr>
</tbody>
</table>

### 6 Integration of the students into the job market

<table>
<thead>
<tr>
<th>Activities</th>
<th>Responsibility</th>
<th>Time-frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase number of collaborating companies</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Contact and visit companies</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Increase number of partnerships with companies concerning internship and jobs</td>
<td>Marketing Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Continue and Improvement of Micro-credit</td>
<td>Programme Officer</td>
<td>on-going</td>
</tr>
<tr>
<td>Supervise the process of Micro credit</td>
<td>Programme Officer</td>
<td>May</td>
</tr>
<tr>
<td>Evaluate improvements</td>
<td>Programme Officer</td>
<td>May</td>
</tr>
<tr>
<td>Activities</td>
<td>Responsibility</td>
<td>Time-frame</td>
</tr>
<tr>
<td>------------</td>
<td>----------------</td>
<td>------------</td>
</tr>
<tr>
<td>7 Improve information about community services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appoint a professional facilitator for JoJo project</td>
<td>Programme Officer</td>
<td>funds pending</td>
</tr>
<tr>
<td>Promote community services (crèche, internet,)</td>
<td>Director</td>
<td></td>
</tr>
<tr>
<td>8 Collaboration with foreign NGOs for financial and technical support</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transparency in administration and accounting</td>
<td>All Staff</td>
<td>in agreement with partners</td>
</tr>
<tr>
<td>Acquire new partnerships (donors, collaborations, etc)</td>
<td>Directors</td>
<td>in agreement with partners</td>
</tr>
<tr>
<td>Implementation of the YA Agri-Tech project</td>
<td>Executive Directors</td>
<td>2011</td>
</tr>
<tr>
<td>Define financial and technical partners</td>
<td>Executive Directors</td>
<td>2011</td>
</tr>
<tr>
<td>Develop project plans</td>
<td>Executive Directors</td>
<td>2011</td>
</tr>
<tr>
<td>9 Awareness of the work of Young Africa</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintain existing communication</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal communication (staff, HoDs, students)</td>
<td>Director</td>
<td>on-going</td>
</tr>
<tr>
<td>External communication (GO's/NGO's/embassies/private sector)</td>
<td>Directors</td>
<td>on-going</td>
</tr>
<tr>
<td>Improve network of contacts</td>
<td>Directors</td>
<td>on-going</td>
</tr>
<tr>
<td>Conduct external evaluation</td>
<td>Executive Directors</td>
<td>May</td>
</tr>
<tr>
<td>10 Organisational Capacity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve the financial self-reliance of Centre</td>
<td>Director &amp; Administrator</td>
<td>on-going</td>
</tr>
<tr>
<td>Attending management meeting</td>
<td>Management Team</td>
<td>Weekly</td>
</tr>
<tr>
<td>Attend board of trustees and management board meetings</td>
<td>Members of the board</td>
<td>Annually / Monthly</td>
</tr>
<tr>
<td>Fund-raising</td>
<td>Directors</td>
<td>On-going</td>
</tr>
<tr>
<td>Handing over the management of the centre to local staff</td>
<td>Executive Directors</td>
<td>2011</td>
</tr>
</tbody>
</table>

Technical education
6. Young Africa USA

6.1. Activities

Young Africa USA started the year with the visit from Gonneke Campen, Young Africa International. She brought her expertise and experience to share and get YA USA onward towards the coming year. As 2009 came to a close, YA USA began to rethink some strategic changes in terms of organization and how as a foundation we were going to proceed into 2010 and beyond. The first few months were focused on getting introduced to large foundations and organizations that were not only focused on Africa, but also specifically focused on Sustainable Development in Africa.

Redefining ourselves as Social Entrepreneurs kick started a whole new way in approaching donors, supporters and like minded people who felt the need to look at social change in Africa with a clearer vision. Networking and getting involved with other local organizations like Aid to Africa’s Children was the start of the journey that took us beyond what we had expected for 2010!

We made presentations to the International Fund for Agriculture Development in Washington DC, Echoing Green in New York and MacArthur Foundation in Chicago.

In September a call from the National Public Radio (NPR) started us on yet another journey that put us directly in the strobe light of public attention. The interview which aired on WBEZ Chicago on October 7th, 2010 was part of a series aptly named- Global Activism. And we were proud that Young Africa USA, was selected to be a part of that series. As a result of our interview, we have been invited to present Young Africa at the Global Activism Expo to be held in Chicago on April 30th, 2011.

In September 2010, students from the University of Pennsylvania approached Young Africa USA, as part of their involvement in Nourish International. Nourish International has over 32 Chapters in some of the major Ivy League Colleges in the US.

Our work and very specifically the mission of sustainability in Africa impressed the students. After many phone calls and conference calls, the students picked a project that they will fund and in addition will travel as volunteers to Mozambique in the summer of 2011 to stay and work on our campus.

A year that took us into avenues and areas that challenged and motivated us to keep the fire burning for a reason: Sustainable Development for the youth of Africa!

6.2 Results

- Official visit from Gonneke Campen- the first meeting of Young Africa USA and Young Africa International.
- The introduction and presentation of Young Africa to large Foundations in Washington DC, New York and Chicago.
- The formation of an Advisory Board to further support and help expand the base of our foundation in the US.
- Young Africa USA interviewed on NPR – Our first radio interview in the US.
- Partnership formed between Young Africa USA and Nourish International.
- Our first group of volunteers from the University of Pennsylvania heading to our campus in Beira, Mozambique in the summer of 2011.
- Talks on between Young Africa USA and Seattle University on possible partnerships merging in the coming year.
- Young Africa USA interviewed by Global Voices for Change Initiative, a group that is part of the larger United Nations Organization- Center for African Affairs and Global Peace.
6.3. Human Resources

Young Africa USA is a charitable foundation registered in the State of Illinois, USA, consisting of a group of volunteers. The Executive Board of Directors is formed of volunteers who shall not directly or otherwise be paid an income from the funds that are raised in the name of Young Africa. The Board of Directors and the Advisory Board consists of individuals who have come together to serve a common cause: a hopeful future for the youth of Africa and seeking solutions for sustainable development in Africa.

We work closely with Young Africa International in the Netherlands and are advised by Young Africa’s executive directors, Dorien Beurskens and Raj A.Joseph.

The day to day operations are handled by foundation President, Bernadette Chopra (full time) and the rest of the members lend their time on a need to basis supporting Bernadette on business development, goal setting, bringing in leads and spreading the word on Young Africa.

Board of Trustees:
- Bernadette Chopra, President
- Vivek Chopra
- Teju Deshpande

Advisory Board:
- Arlene Butler
- Lennette Meredith

6.4 Financial Resources

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6.5 Challenges and Lessons Learnt

One of the question frequently directed at us: What keeps us going in times of economic and financial downturn and donor fatigue? A question that makes us take a look at some of the challenges we have faced in the last two years. Economic downturn and donor fatigue are some of the issues we face at every turn of the way.

And it is exactly these issues that make us rethink strategy, redefine our business plan, redirect our energy and continue to move forward. We have realized along the way that we need to reach out to larger foundations and seek out partnerships that will bring people together with added resources and extended support. Our challenges became welcome opportunities of learning!
With every challenge we were forced to stop a moment and reevaluate our next step with added innovation, creativity and passion. We found that, the way to reach people is to prove our credibility in the field of Social Entrepreneurs. The way to do that was to get media and public attention to our work, to project our success in terms of raw numbers, to speak out loud on how important it is to continue doing this kind of work in Africa. And most of all to make donors and funding agents feel that they can play an active role in bringing about a long term solution to Africa. And above all making a difference in creating a more equal and a better world!

6.6. Goals for 2011

- To continue and build on the initial relationships formed with foundations and organizations in the last one year
- Establish a strong network of supporters within the Chicago area and around the country
- Build on the partnership already established with Nourish International to attract more chapters to join hands for Young Africa
- Looking forward to the outcome of an inevitable partnership between Seattle University and Young Africa USA
- Working on and mediating this relationship and aiming to reach more academic circles and Universities around Seattle and around the country.
- Establishing a strong and workable business plan for Young Africa USA in terms of how we see ourselves getting established as a foundation and how we target prospective partners, business connections, funders, donors and supporters.
- Continue to get media attention for Young Africa USA. Present Young Africa to over 3000 people who plan on attending the Global Activism Expo in April.
- Present our ongoing and future projects as we generate support, volunteers and funds to further our work and expand our base from Zimbabwe, Mozambique and beyond.
- One of our main goals for 2011 is going to be our focus on Board development.
7.1. YAgri-Tech projects in Zimbabwe and Mozambique

In 2010, the executive directors of Young Africa have been making headway developing two YAgri-Techs: training centers for agricultural skills development. In the same franchise style as that of the existing centers, ‘YA goes Green’, educating a green-collar work force.

One YAgri-Tech is to be built up from scratch in Dondo, Mozambique on a farm land of 200 ha. of pristine farm land, with an adjacent 2 hectares of indigenous forest, perfect as project area for the school, workshops, hostels and offices. The land has been made available by the Municipality of Dondo.

The other YAgri-Tech will be based in Marondera, Zimbabwe, at the Mount View Training Centre, that the Ministry of Youth Development, Indigenization and Empowerment wants to make available to YA to turn it into –quoting the Director of Youth of the same Ministry- ‘a world-class agricultural training centre’. The formalities are to be finalized early 2011.

Our main objectives at the YAgri-Techs are to train young people in agricultural and agro-based skills. Thus we want to promote economic activity in the agricultural sector, supply young skilled workforce to agricultural businesses and contribute to food security of Zimbabwe and Mozambique.

We will teach short-term courses in agriculture, horticulture, livestock, fish culture, forestry, farming support technology, food processing and packaging. Life skills education, ecology and entrepreneurship development will be mainstreamed into all courses. In short, we will educate young people in all different steps of the agricultural process, from seed to marketable product and the infrastructure needed to support it.

In 2011, building plans will be drawn up, fundraising will commence, the first seeds will be planted and the first batch of students educated.
7.2 YA Namibia

Since early 2010, YA is in the process of expanding to Namibia. With over 50% youth unemployment and very limited access to higher and tertiary education the country faces enormous challenges meeting the needs of the youth and developing a skilled labour force.

YA Namibia has been franchised to Yvette and Dirk Bellens, former capacity building advisors at Young Africa Zimbabwe. During a very productive and successful fact finding mission to Namibia in April/May, Kuisebmand location in Walvis Bay was selected as the place to set up the Young Africa Skills Centre based on the following criteria:

- The location counts over 20,000 people, the majority youth and unemployed (no student boarding facilities needed). Another slightly smaller location,Narrasville, borders Kuisebmand and is easily accessible. There is a high influx of people settling in these locations, drawn to the Industry in Walvis Bay;
- Apart from a few small-scale initiatives, there are no higher or tertiary education facilities in these locations. Most youths either not qualify for the training centres in Walvis Bay or can’t afford to attend there;
- The problems for the youth in the area are characterised by a high percentage of HIV infection in relation to prostitution, teen age pregnancies, alcohol addiction and domestic violence;
- Entrepreneurship skills are poor;
- Walvis Bay, the second city of Namibia, is an industrial city with a large sea harbour and industry (mainly fishery, manufacturing, carpentry, welding, construction and to a lesser extent tourism). Hence it offers great potential for the involvement of the private sector in training and employing the youth, access to raw materials and local market, potential for small businesses;
- As a first and main centre, given the economic hub it is based in, the centre should be able to achieve self-reliance within the estimated 5 years. This would allow YA Namibia to set up satellite centres in somewhat more challenging areas;
- The vicinity of the tourist area of Swakopmund (30km) offers potential for involvement of the tourist industry, as there is a high demand for skilled people in the tourist industry as well as in hospitality;
- The relative vicinity of the capital Windhoek (350 km), with favourite retreat Swakopmund around the corner, offers a good chance to attract Windhoek-based go’s and ngo’s to visit the centre.

In addition to the above, Kuisebmand has an active Constituency Development Committee (led by the Erongo Regional Councillor and including local government, school principals, business people, NGO’s, youth representatives etc.) which is committed towards the development of the local youth. They were already in the initiating process to transform a vacated industrial hostel kitchen (‘60s - ‘70s) in the heart of the location into a youth centre. A very fruitful meeting with the CDC led to the Walvis Bay Municipality offering YA Namibia the shared use of this building as well as adjacent land for the purpose of setting up a Young Africa Skills Centre, thereby joining forces with YA to make it a vibrant place where the youth can come for all kinds of activities.
A meeting with the Kuisebmund youth learned that they are especially interested in:

- a computer centre
- a resource centre
- a music room
- a fitness academy

And skills training in:

- computer courses & repairs
- movie making
- welding
- motor mechanics
- carpentry
- dressmaking
- cosmetology
- catering/hospitality.

While the municipality will focus on offering access to resources and healthy entertainment, YA Namibia will focus on offering demand-driven and integral skills development.

Furthermore, local architects have been approached who have experience in ecological construction and renovation, as the aim is to transform the building and adjacent land into a skills training centre in a sustainable way:

- Carbon neutral;
- Use of locally available, natural or re-usable materials;
- Optimal use of sunlight (for light and heating);
- Optimal use of natural ventilation, but please take note of the ‘strange’ weather conditions in Walvis Bay (desert storms).

In close collaboration with an attorney based in Windhoek, as well as our local Board member Juliane Zeidler and the executive directors of YA International, Dorien Beurskens and Raj Joseph, a Trust document has been drafted to register Young Africa Namibia as a local Trust. This is needed to set up our projects there and to apply for funding within Namibia.

In addition, again in close collaboration with our local Board member as well as the executive directors of YA International, a Memorandum of Understanding has been drafted between YA Namibia and the Municipality of Walvis Bay. By the end of 2010, both documents were still to be approved by the Namibian authorities.

A second visit to Namibia in August/September 2010 focused on registering YA Namibia as a local NGO, selecting local Board members and further establishing cooperation with the Walvis Bay Municipality.