



# YOUNG AFRICA ANNUAL REPORT 2013

ZIMBABWE  
INTERNATIONAL  
NAMIBIA  
MOZAMBIQUE



YOUNG AFRICA

FOR THE EMPOWERMENT  
OF YOUNG PEOPLE IN AFRICA

## Colophon

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## 1. INTRODUCTION

“My goal is this: always to put myself in the place in which I am best able to serve, wherever my gifts and qualities find the best soil, the widest field of action...to serve within the frame work of possibilities.” – Herman Hesse in ‘Narcissius and Goldmund’

And that exactly reflects Young Africa in 2013, with celebrating what we have done and planning where we could do more. The year saw new beginnings and opened new world-wide contacts.



Figure 1.1 Raj A. Joseph & Dorien Beurskens by visit Mayor YA Dondo March 2013

We celebrated 15 years of Young Africa in Zimbabwe, in Mozambique and in The Netherlands. As part of the celebrations, the management teams of our 5 centres in Chitungwiza, Epworth, Beira, Dondo and Walvisbay came together at Young Africa Beira, to share, to evaluate and to draw up plans for a vibrant Young Africa in the next 10 years to come. In Zimbabwe, where YA started its first projects, we had invited our students and network to join in the festivities. In The Netherlands, the celebrations brought together a big number of donor partners, volunteers and well-wishers making it an eventful 15 birthday party of YA.

The new avenues that opened up for YA in 2013 promise to reach out to ever more young people in the future, with a growing impact: Young Africa took its roots in Namibia when Yvette and Dirk Bellens moved to Walvisbay. Under the zealous leadership of

Enet Mukurazita, Young Africa Zimbabwe expanded its vocational training programmes with a mobile unit to teach youngsters in rural areas. Aksana Varela has taken full leadership of the team at the Centro de Formação in Beira-Mozambique when we moved to the new Agri-Tech centre. We started off with a new team and could launch the first courses.

Being part of the Ashoka fellowship brought in new contacts all over the globe. With their input we are developing a strategy to extend the YA hand to more youths, more organisations in more Southern African countries. With hard work of YA International the new website gives us a fresh face in the digital world.

The achievement of Young Africa is the success of each of our youngsters trained. The real satisfaction of the 15 years of YA therefore springs from the success of over 20,000 youngsters who have been trained in various skills in Zimbabwe and Mozambique, of whom more than 80% are now self-reliant and out of poverty.

As we present the annual report of 2013, we thankfully remember all the donors, volunteers, staff and students who have made YA to live up to its mission of empowering young people in Africa. Continue with us as we journey to do more and better in the years to come.

**Raj A. Joseph & Dorien Beurskens**  
**Executive Directors**

## 2. YOUNG AFRICA (YA)

Young Africa (1998) is a group of local NGO's in Africa, with a base in The Netherlands for empowerment of underprivileged young people between 15 and 25 years. YA sets up demonstration empowerment projects that can be replicated. Integral empowerment of young people is accomplished through offering 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 programme. 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. YA intends to set up a model project in several countries of Southern Africa and lobby with relevant authorities to see the importance of professional education for economic development and poverty alleviation and to allocate more funds to youth development.

As of 2013, Young Africa runs two skills training centres in Chitungwiza and Epworth, Zimbabwe and two in Beira and Dondo, Mozambique. A fifth centre in Kuisebmond, Namibia is in preparation. The centres have educated over 24.000 underprivileged young people in peri-urban areas. Evaluations have shown that 88% of the graduates are employed or self-employed (Mozambique, 2013). Graduates of YA Zimbabwe indicate a 31% raise in income thanks to the skills they have learnt at YA. 86% says their training has been useful to get economically active (Zimbabwe, 2013)). Partnerships with the private sector in the training departments ensure a cost-effective way of running a vocational training centre. In Beira, Mozambique, 100% of self-reliance (operational income covering operational costs) has already been reached. In Zimbabwe, in spite of prohibitive economic conditions, this figure is 70%. The teachers training manual and the manual on the franchise model developed by Young Africa are being used by other organisations.



Figure 2.1 YA Beira Hostel girls

Thanks to the positive results booked at these centres, Young Africa has become a visibly successful actor in the field of youth development and youth employment creation. YA has extended its success in industrial vocational training to the agricultural sector by setting up an agricultural skills training centre in Dondo, Mozambique.

## 2.1 One international and three local foundations

Young Africa was born from the dream of two visionaries, Dorien Beurskens and Raj A. Joseph. A small team of dedicated supporters joined in with their hearts and hard work. Dorien and Raj founded Young Africa in the Netherlands (1998), Zimbabwe (1998) and Mozambique (2006). Nowadays, they are the executive directors of Young Africa International. They set up the Young Africa Skills Training Centres till they are ready to be handed over to local management. After handing over, they keep monitoring them.

Young Africa International was set up in the Netherlands as a charitable organisation, duly registered under no. 08077496. Consisting of volunteers, it is advised by the executive directors of Young Africa who are in charge of setting up the Young Africa Skills Training Centres in Southern Africa and coordinating between the different YA's. Since its founding in 1998, YA International has taken up the tasks of fundraising for the projects in Africa, marketing the products made by artists from the project, 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.

Young Africa Zimbabwe is an independent non-governmental organisation and a Charitable Trust, registered with the Registrar of Deeds, no. M.A. 1343/98. It is the legal owner of both the Young Africa Skills Centre (YASC) at Unit L, Seke, Chitungwiza, and its satellite centre in Epworth, both high density areas near the capital Harare. The Centres are recognized by the Ministry of Youth Development, Gender and Employment Creation. YASC, on 2 hectare, was opened in 2001 and handed over in 2006, as was Epworth.

In Mozambique, the legal owner of the Young Africa Skills Training Centres is the local association Young Africa. It is an independent non-governmental organisation and registered with the "Conservatório dos Registos da Beira", under number 60/31/Q-UM. The Young Africa Centro de Formação in Beira, also on a plot of land of 2 hectare, donated by the Municipality, opened in 2007 and was handed over to local management in 2011. The executive directors have been setting up the Agricultural Skills Training Centre in Dondo, 30 km from Beira, where in February 2014 the first agricultural courses started. The 200 hectare of land for this Centre was given by the Municipality as well.

Young Africa Namibia was founded in 2011 by Dirk and Yvette Bellens, former capacity building advisers of Young Africa Zimbabwe. In 2013, the Bellens family settled down in Walvisbay. Preparations for the centre have started in Kuisebmond, a township near Walvisbay. Facilities for the course in solar technology have been set up this year.

In 2013, Young Africa USA has remained dormant.



Figure 2.2 YA Beira Metal Works

## 2.2 Umbrella organisation

Young Africa international serves as an umbrella foundation of the different Young Africa's. See below the organogram. The organisational structure as elaborated for YA Centre 1 is exemplary for the structure of each centre.

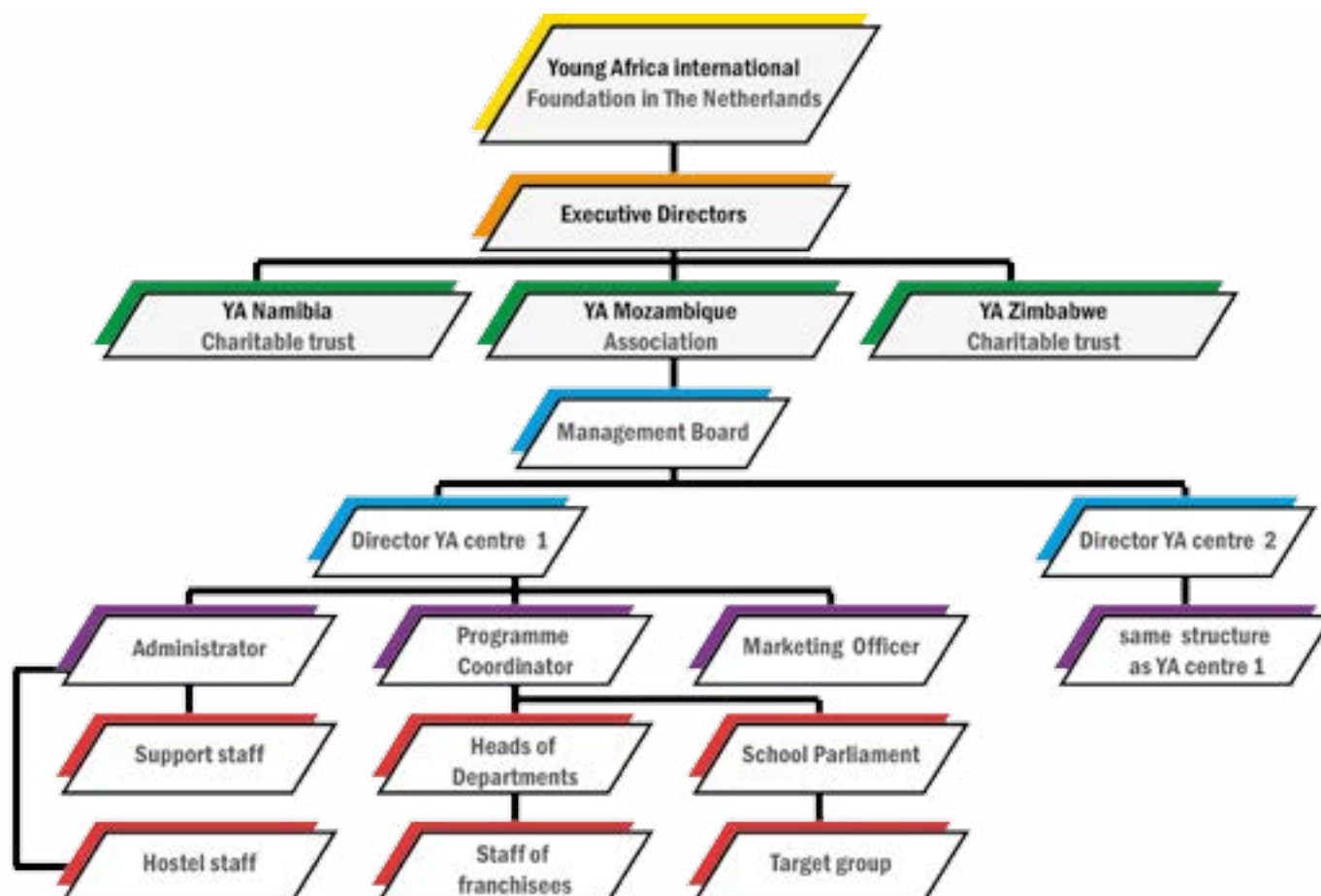


Figure 2.3 YA Organogram

The board of YA International sets up the framework in which the different Young Africa's work and guides the policy of these Young Africa's, so that the projects operate within the mission and vision of Young Africa and the premises and buildings are not to be alienated.

All Young Africa's are set up as independent NGO's. Young Africa Zimbabwe, Mozambique and Namibia are owners of the Young Africa Skills Training Centres. All NGO's have the same organisational structure. The Trust or association is owner of the Centres and monitors them, supported by a Management Board. Each Centre has its own local team consisting of a director,

administrator, programme coordinator and marketing officer. This team reports to the Management Board and Board of Trustees.

## 2.3 Result-oriented

The most important successes of 15 years Young Africa:

- 3 Young Africa Skills Training Centres constructed, equipped and handed over to local management, 2 in Zimbabwe, 1 in Mozambique
- 24,000 Youngsters trained
- Average of 1000 beneficiaries per year per Skills Training Centre are trained
- Evaluations in Zimbabwe and Mozambique have shown that 80% of the educated youngsters feels economically and socially enriched after their training
- 88% Of the graduated students in Mozambique find a job, apprenticeship or start a business
- 90% Of the youngsters makes responsible choices in regard to HIV/AIDS
- The innovative franchise concept has been replicated by GO's and NGO's
- Centre in Beira started touching 100% self-reliance (centre's income covers running costs)
- Both skills centres in Mozambique supported and recommended by European Union



Figure 2.4 YA Beira - Womens' empowerment

## 2.4 Young Africa's Mission

### 2.4.1 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. We teach them skills of hand to make them self-reliant, skills of heart and mind to live with dignity and responsibility, skills of the soul to live with purpose.

### 2.4.2 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

### 2.4.3 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 and job placement 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 advocacy
- Promote replication of our projects and methodology with governmental and non-governmental authorities



#### 2.4.4 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:

- 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)
- Show passion and drive to make their enterprise financially viable, but lack adequate skills, knowledge and facilities

#### 2.4.5 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:

- Eradicate extreme hunger and poverty
- Achieve universal primary education
- Promote gender equality and empower women
- Combat HIV/AIDS, malaria and other diseases
- Environmental sustainability
- Develop a global partnership for development.

### 2.5 YA's implementation methodology

#### 2.5.1 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, 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. Entrepreneurship development 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 programme 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. Survey studies have proven this to be true: in the latest evaluation of YA Mozambique 90% of our past-students indicates to make responsible choices to stay alive based on the knowledge and skills they gained during their training. All this leads to increased employability of young people and helps create youth employment.

#### 2.5.2 Participation

The set-up of each educational centre is influenced by the participants and the local community. Because Young Africa is applying 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 vocational centres. With the centre's management 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 Franchisees are powerful tools of capacity building and shared responsibility of all participants of the centres.

### 2.5.3 The franchise model

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. The franchise model has every potential to turn a development project into a self-sustainable enterprise.

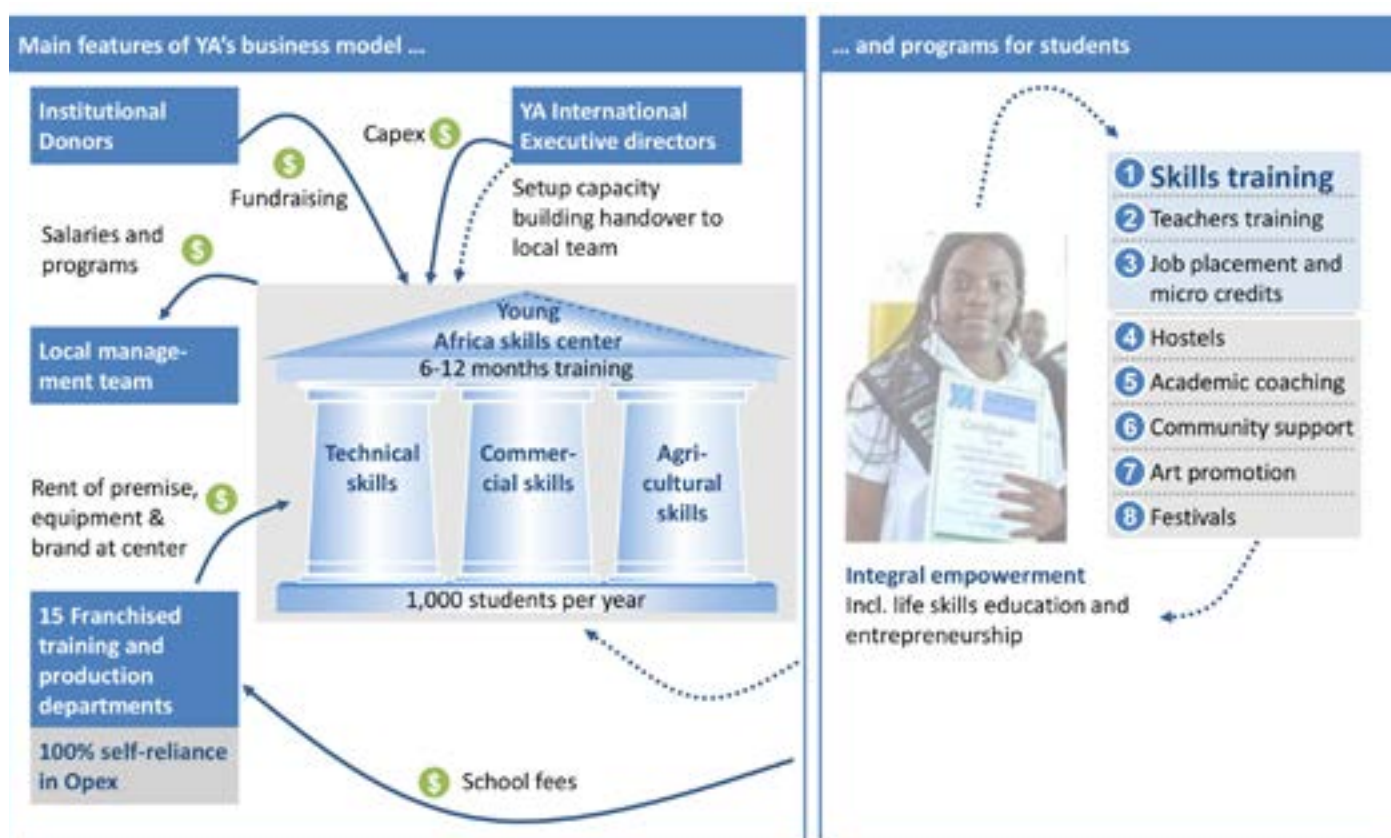


Figure 2.5 Main features of YA's business model

Production and service delivery are done as part of the training process. The admission procedure, policies, curriculum, timetable, fee structure, etc, have all been laid out in a legally binding contract between Young Africa management and the local entrepreneur as “franchisee” of the department. In this way each department of Young Africa As for the running of the educational centre by local management without the support of the executive directors from Young Africa International, the franchise model has an added advantage as well: each department has its own management and runs its production and training programme independently. The expenses of the overall 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.

### 2.5.4 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 at the Young Africa centres 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.



Figure 2.6 YA Beira Soccer training

### 2.5.5 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? On a continent where youth unemployment is rampant the skills training centres address 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 eco-system as well and provides society with a strong base of productive young people.

The educational centres themselves have the 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 2013. In Mozambique, in Beira, in 2013, the fourth year of being fully operational, the centre runs at 100% self-reliance.

Young Africa intends to set up at least one model skills training centre in nine countries of Southern Africa and to lobby with relevant authorities to formulate policies and direct resources towards integral 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, experience with YA has shown that the Young Africa centres receive an enormous amount of visits of governmental and non-governmental organisations interested to learn from the YA experience and methodology, as UNICEF, ILO, the World Bank, UNAIDS, Embassies, private enterprises and networking NGO's. During the 3 years of EU support to the YA centre in Beira for instance, it received 24 GO's and 84 NGO's on the premises to learn from the YA methods. The Minister of Education and his team visited the centre as well and requested YA for more information and further dialogue on the franchise concept, with the intention to research it for government TVET centres.

To reach out to governmental and non-governmental authorities, we continue building extensive networks of stakeholders and other interested parties. 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.

## 3. YOUNG AFRICA INTERNATIONAL

### 3.1 Activities in 2013

The activities we have undertaken have been directly linked to our five statutory objectives:

- To serve as an umbrella foundation for the current and future Young Africa organisations
- 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 setting up of self-reliant Young Africa Vocational Training Centres
- To act as a go between for people who want to work some time as a volunteer at one of the Young Africa educational centres.

### 3.2 Umbrella Organisation

Young Africa international serves as an umbrella foundation of the different Young Africa's. The board of YA International sets up the framework in which the different Young Africa's work and guides the policy of these Young Africa's, so that the centres operate within the mission and vision of Young Africa and the premises and buildings are not to be alienated.

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#### Tasks of the board of YA International:

- Establishing frameworks within which the different Young Africa organisations operate.
- Setting up skills training centres and get them self-reliant: thus raising the funds for building the centre and a contribution to the running costs until the centre is handed over to local management. This support is achieved through awareness-raising, fundraising and deployment of volunteers to the projects.
- Monitoring the centres that are handed over to local management.
- Coordination of the different YA' s.



Figure 3.1 YA International Festival Hertme July 2013

#### Tasks of the executive directors of YA International:

- To set up skills training centres:
- They set up a centre themselves (e.g. now YA Dondo in Mozambique)
- They delegate to others the setting up of a centre and monitor the proceedings (e.g. now YA Namibia).
- To monitor the independent skills training centres (now YA Zimbabwe)
- To intermediate: coordination between the various YA's
- To fundraising abroad (e.g. through YA USA)

Three milestones were reached in 2013: we celebrated our 15th anniversary, YA Namibia started with its first courses and we commenced the formal partnership with the EU in cooperation with the Wild Geese as applicant and Young Africa Mozambique as local partner. After 15 years we restyled our look and decided to put more emphasis on our unique selling point: we empower youth by setting up self-reliant educational centres. To promote our unique method better, we aimed at renewing our communication tools, starting with the upgrading of the website and redesign of our logo and slogan. We had been noticing for some time that the word 'underprivileged' is no more apt, so we decided to change into "for the empowerment of young people in Africa". Thanks to our new volunteer, Ronald van der Beek, we were able to draw up a marketing plan, upgrade the website, logo and letter head, and start a Dutch Facebook page. Further, we renewed our newsletter the Young African Touch as well, using the online programme for newsletters Mail Chimp.

The 26th of October, we celebrated 15 years of Young Africa in Apenheul, a special location in Apeldoorn where guests could attend the YA celebration and visit primates in their natural surroundings. We received a hundred guests, talked about our successes and plans for the future. We renewed the involvement of YA volunteers at this celebration and asked them to fulfil tasks for Young Africa International. Nine persons offered their services.

Our board member Maartje ten Brummelaar could not stay on the board. She started working in Madrid, Spain from July onwards. We thank her for her work and welcomed our new member of the board Maurice Quadvlieg the 7th of October. Maurice shares his financial expertise with us whenever necessary.

A lot of work was put into the procurement of machines for YAgri Tech Dondo. Since agricultural-, milk- and food processing machines were not available in Mozambique and Holland is a supplier of good quality second hand agricultural machines, we set out to purchase them in Holland. Two PUM experts assisted us in selecting and buying the right machines, loading them into a container and shipping them to Mozambique.



Figure 3.2 YA International - Festival Hertme Public July 2013

### Executive Directors

Raj A. Joseph and Dorien Beurskens, executive directors and founders of the organisation are the key people to kindle the spirit of Young Africa. Therefore, their work in 2013 has rotated around:

- Being the link between Young Africa International, Young Africa Zimbabwe, Young Africa Mozambique, Young Africa Namibia
- Advise and capacity building of the different Young Africa branches
- Policy advise to Young Africa International
- Lobby to spread the vision of Young Africa on youth development
- Carry out or guide expansion of new Young Africa centres
- Be instrumental in mobilising resources, justifying their use and evaluating their impact.

The 15th anniversary of Young Africa was a great occasion to celebrate the success of Young Africa and the people who are instrumental in creating our impact on empowerment of young people. The executive directors designed a fitting programme to strengthen the ties between the different Young Africa's internationally. On the 10th of April 2013 we held a Board meeting in The Netherlands to commemorate the very first board meeting on the same day in 1998. In Mozambique we placed the anniversary of YA central to the Arts Festival. It was reflected in the theme 'Empowered Youth. Sure of the Future'. In Zimbabwe, mid-September a student fun day and a network gathering were hosted to festively remember the first project country YA started its work and share our methodology with the current partners. Early October brought together management teams and key franchisees of YA Mozambique, YA Zimbabwe, YA Namibia and YA International. We spent 3 days together reflecting on common values, SWOT analyses, learning points, job exchange and strengthening relationships. It was YA family spirit galore! The final celebration was with the network of partners, benefactors and volunteers in The Netherlands. We honoured the contribution of each one who made YA possible from its beginnings. The executive directors were the voice of the history and future of YA.

Coordinating between the different YA branches and giving support to its directors and building the capacity of the same was carried out through project visits, emails and via skype sessions. The executive directors made two project visits to Zimbabwe where they attended a meeting of the Board of Trustees, met with the management of YA, visited the new building in Epworth. During the two visits to The Netherlands, Dorien Beurskens was part of management and board meetings, worked with the executive board, met donors, network and sponsors. She also met with the coordinators of YA Namibia before their departure to Walvisbay. In Mozambique, while being in charge of the set-up of the Agri-Tech centre in Dondo, they spend ample time guiding the management of the centre in Beira in programme design, strategic management, fundraising and administration. They attended all three board meetings of the Association YA Mozambique. In 2013, four executive reports were produced, in which management of all Young Africa branches share progress on activities, organisation and finances. During the year, the executive directors hosted several visitors from YA International and YA Namibia.

International networking and public relations received the necessary attention as well. In September a journalist from a Dutch newspaper came to Mozambique and Zimbabwe to write a feature article on the impact 15 years YA had on the lives of the youths it served. Based on an interview by Ashoka's VP Global Marketing, Forbes published an article on YA as a solution to the youth unemployment crisis in Africa. Networking with international donors that partner with more than one YA centre, has been part of the executive directors' work, SERVE Ireland and Wilde Ganzen being the strongest of them.

Being part of the Ashoka fellowship brought new and interesting opportunities for Young Africa. Raj A. Joseph and Dorien Beurskens were selected to develop a scaling strategy to spread the YA model of youth empowerment globally. Guided by coaches from McKinsey and Ashoka, they defined a strategy to expand YA's operations in Southern Africa, with replication possibilities all over the world. This exciting plan will be presented at the Ashoka Globalizer Summit in India in 2014. Ashoka brings with it an impressive network of accomplished social entrepreneurs and international contacts YA can now tap into. It will facilitate bringing Young Africa to a new level of impacting the lives of young people.



Figure 3.3 Vocational training

### 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 Vocational Training Centres by delegating experts to work at these centres. 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 7,5% costs), go entirely to the Young Africa Centres. 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. At the end of 2013, we had a website built for Ideyaal: [www.ideyaal.nl](http://www.ideyaal.nl)

### 3.3 Creating awareness

Bringing awareness to the people of the Netherlands is an on-going process: in every activity of YA we tell of the situation of youngsters between 15 and 25 in southern Africa and our approach to empower these young people. We make people aware that YA International supports Young Africa Zimbabwe, Mozambique and Namibia. These independent NGO's create opportunities for youngsters, so that they get a chance to earn their own income and take their lives into their own hands. Young Africa has developed an affordable method of vocational training, franchising the different departments of the vocational training centres to local entrepreneurs. This innovative style of running an educational centre leads to organisational and financial self-reliance in 5 years' time, from the start of the trainings till hand over of the centre to local management.

We created awareness through presentations and newsletters, our presence at (cultural) markets and conferences, publicity in newspapers, and on the local radio. We gave talks at various secondary schools, charity foundations, rotary- and other clubs. We continued the very interesting cooperation with OOM (the educational fund for metal works) which took over from OBMech, de umbrella foundation for agricultural vocational training institutes in the Netherlands. Seven agricultural institutes are refurbishing agricultural machines to send them to Dondo, Mozambique.



Figure 3.4 Presentation Thorbecke College (secondary school)

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 are setting up the Agricultural Skills

Training Centre in Dondo, Mozambique and with the directors of Young Africa Zimbabwe, Mozambique and Namibia. We visit the Young Africa centres on a yearly basis. Executive director, Dorien Beurskens visited Young Africa International in the Netherlands in April and October. Through emails and Skype calls, we keep informed. Through our newsletter, our website and meetings, we share this information with other Young Africa supporters.

### 3.4 Sharing expertise

#### Platforms for Development

YA International took part in the annual Platform Zimbabwe day in January 2013 where Mrs Joziase, Dutch Ambassador in Harare, paid a visit as well. 33 organisations working in the development field in Zimbabwe are member of this platform. They share expertise and inform each other of their work in Zimbabwe. Young Africa International continued its membership of the Mondial Foundation, a platform of 40 different organisations in the city of Apeldoorn which work together in the field of development work. We share our knowledge and experiences. In September the annual cultural festival was organized in Apeldoorn: Festival Mondial. We are an active member of Partin as part of the board of this association of Dutch NGO's. We visited the annual Partin day and participated in networking days organized by the Wild Geese.

### 3.5 Fundraising

The year 2013 was for Young Africa International the first year of formal partnership with the EU in cooperation with the Wild Geese as applicant and Young Africa Mozambique as local partner. We have been granted € 840.000 to set up the Agricultural Technical Skills Training Centre (Yagri Tech) in Dondo, Mozambique in four years' time (2013- 2016) on condition that we will fundraise € 288.000 ourselves. Wild Geese will contribute € 158.000. Our aim was to find new ways of raising funds within the Netherlands and expand the institutional fundraising. We succeeded in the last: In cooperation with Bureau Internationale Samenwerking, we put in a proposal to the Achmea Foundation and raised € 108750,- for the construction and furniture of one of the two workshops and the sheds for poultry at the YAgri Tech premises.

Foundation SR located in B donated € 4000,- for the BioGas installation and handtools at YAgri Tech and € 1000 for equipment of the poultry sheds. Foundation ABCD donated the money to install a fish pond at YAgri Tech Dondo. Together with SERVE we put in a full proposal to the Global Poverty Action Fund (GPAF) of the English Department for International Development (DFID) for upgrade of machinery and programmes of the YA centres in Beira and Dondo. In cooperation with Light For the World we put in a concept note to the EU delegation in Mozambique for expanded access to TVET training: making the centres and programmes of YA Dondo and YA Beira accessible for and inclusive of youngsters with different disabilities, and construction of hostels at the YA centre in Dondo so that youngsters from all over Mozambique can follow agricultural skills training while staying on campus. Several organisations have been asking Young Africa to offer such a service, as the need for basic agricultural skills training is high throughout Mozambique. We will hear in 2014 if these proposals are accepted or not. We put in our yearly proposal to the Dutch Foundation ABCD, this time for support to buy milking machines for YA Dondo.

During the year, we had several fundraising activities. We were, as usual, present at various cultural fairs in the Apeldoorn region. We continued our contact with Volker Wessels, a construction and energy company that is supporting us to incorporate solar energy into the projects of Young Africa. Two secondary schools had, again, a special YA action day: the Waerdenborch in Holten and the Thorbecke College in Zwolle. We launched a new fundraising campaign: 'Buy a tree and let YA flourish'.



Figure 3.5 Fundraising activity at Waerdenborch (secondary school)

### 3.6 Volunteers

YA International acts as a go-between for people who want to work some time as a volunteer on one of the Young Africa Skills Training Centres. 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 September, two Dutch volunteers started working for YA: Adrian van Eekelen went to YA Zimbabwe to do his internship on research of the franchise concept of Young Africa. He will be staying till January 2014. Elke Op 't Root started as executive assistant of executive Director Dorien Beurskens. She will be staying for one year.

### 3.7 Results

For 2013 we had set the following goals:

- Continue to fundraise for the Yagri Tech in cooperation with Wild Geese: as part of the contract with Wild Geese and the EU, we have the obligation to raise € 75000 per year. We succeeded in raising this amount.
- To set up an administration and monitoring system according to EU standards: we succeeded in monitoring the progress of the EU project at YA Dondo: the narrative we wrote was considered excellent. We didn't succeed in implementing an online double entry bookkeeping system, due to the lack of internet at YA Dondo.
- Further improving our marketing and communication: we succeeded in writing a marketing plan and restyling our logo, slogan, website and newsletter.
- Further extend the YA team: we succeeded in finding a personal assistant for one of the executive directors and a marketing expert to help us restyle and focus more on our unique selling points. At the end of 2013, we started conversations with a new volunteer, willing to help us out with communications tasks. At our 15th anniversary celebration, nine persons offered their help for different tasks.
- To get other private companies interested and connect them to the goals and activities of YA: We have ongoing conversations with different parties that will hopefully result in supporting activities.
- To get other secondary schools interested in the goals and activities of YA we have ongoing conversations with different parties that will hopefully result in supporting activities.



## 3.8 Resources

### Human Resources

YA International is a charitable organisation, consisting of volunteers. Because of this, the Foundation has at most 7,5 % overhead costs. In its work, it is advised by the founders / executive directors of Young Africa International, Dorien Beurskens and Raj A. Joseph, who are in charge of setting up the Young Africa centres in Southern Africa and coordinating between the four Young Africa foundations in Africa and The Netherlands. They are informed by the director of Young Africa Zimbabwe, Enet Mukurazita, the director of YA Beira, Aksana Varela and the directors of YA Namibia Yvette and Dirk Bellens. The day-to-day management of YA International in The Netherlands is in the hands of three board members, Mathieu Beurskens (full-time), Gonneke Campen (half-time) and Heimen van Andel (part-time).

In 2013, The board of Young Africa International consisted of:

- Ing. H.A. van Andel, chairman, retired chairman of the board of the ROC Aventus Apeldoorn, Deventer, Zutphen.
- M.M.J. Beurskens, treasurer, retired adviser human resources.
- Drs. G. Campen, secretary, office manager
- Drs. A. Schouten, member, school manager.
- G. Aafjes, member, entrepreneur
- Drs. M. ten Brummelaar, member, Ministry of Foreign Affairs, (till the first of July)
- Drs. M. Quaadvlieg, member, Audit Director Deloitte Accountants (from the 7th of October)

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 assist at cultural fairs and festivals.
- A designer for our annual report
- A communication expert for advise and writing of our newsletter Young African Touch
- A marketing expert advising on website use and social media

## Financial resources

### Balance sheet at 31 december (in euro's)

Current Assets	2013	2012
Cash and Banks	320.532	174.289
Debtors	266	2.000
<b>Net current Assets</b>	<b>320.798</b>	<b>176.289</b>
<b>Restricted Funds</b>		
Provisions	245.048	116.051
Cred.	0	0
<b>Net current restricted funds</b>	<b>245.048</b>	<b>116.051</b>
<b>Total current assets less restricted funds</b>	<b>75.750</b>	<b>60.238</b>
Capital and Reserves	60.238	49.836
Capital movement in 2013	15.512	0
<b>Total Equity</b>	<b>75.750</b>	<b>49.836</b>

### Statement of Income and Expenditure

Income	2013	2012
Various Donors	198.998	74.239
Grants	394.173	50.050
Interest	3.060	3.634
Sale of products	1.815	9.470
<b>Total Income</b>	<b>598.046</b>	<b>137.393</b>
<b>Expenditure</b>		
Capital Investments	0	0
<b>Funraising costs</b>		
Management	16.208	3.710
Publicity	11.566	5.605
Foundation	942	2.823
<b>Project Costs</b>		
Zimbabwe	18.853	15.084
Mozambique Beira	4.450	7.945
Mozambique Dondo	275.755	1.783
Namibia	36.398	0
Wild Geese	87.230	38.813
Directors	2.135	-
Others	128.997	51.228
<b>Total Expenditure</b>	<b>582.534</b>	<b>126.991</b>
<b>Capital Movement of the Year</b>	<b>15.512</b>	<b>10.402</b>

### 3.9 Challenges and Lessons learnt

The biggest challenge of 2013 was how to manage growth: With the start of the first projects of YA Namibia, the continued setting up of YA-Agri Tech Dondo in Mozambique, the monitoring of YA Zimbabwe and the YA centre in Beira, we are confronted with a bigger workload. And with plans to develop a scaling strategy to spread the YA model of youth empowerment globally, we will continue to grow. We have learnt that we are able to do this: for instance, in 2013 the international institutional fundraising has increased with Young Africa as formal applicant in two calls for proposals from the European Commission. Our 15 th anniversary reminded us that we have been able to face challenges in the last 15 years.

### 3.10 Goals for 2014

- Continue to fundraise for the Yagri Tech in cooperation with Wild Geese
- To find new ways of fundraising
- To set up an online double entry bookkeeping system
- To update our leaflet, format for the financial report and annual report
- To write Dutch version of the annual report
- To increase the involvement of volunteers
- Support fundraising activities of all branches of YA
- Present expansion strategy of YA International to experts (f.i. Ashoka)
- Change expansion strategy into action plan and set execution in motion
- Standardise annual audit

## 4. YA ZIMBABWE

### 4.1 Activities in 2013

The year 2013 was a phenomenal year for Young Africa in terms of technical skills training for young people. A record 867 young people were trained in various hand skills. A mobile vocational training unit was established and Goromonzi was the first place to have young people trained through this unit. A total of 281 students were trained in Goromonzi. Internship for a period of 2 months were introduced for all the students in Goromonzi which resulted in 20 of the young people securing employment.

Course	Duration	Hours p week	Certificate	Pre requisite	Number of students 2013	Number of students 2012	Pass rate
Capentry	8 weeks	4 Hrs	Young Africa	2 years secondary education	76	0	96%
Carpentry	6 months	20 Hrs	Young Africa	2 years secondary education	12	3	100%
Carpentry	1 year	20 Hrs	HEXCO (NFC)	0 Level	1	1	100%
Welding	6 mths	20Hrs	Young Africa	2 years secondary education	19	4	86%
Welding	8 weeks	4Hrs	Young Africa	2 years secondary education	103	0	90%
Welding	1 year	20Hrs	Young Africa	2 years secondary education	9	4	98%
Welding	1 year	20Hrs	HEXCO (NFC)	0 Level	8	4	76%
Catering	6 months	20Hrs	Young Africa	2 years secondary education	51	26	88%
Catering Advanced	6 months	20Hrs	Young Africa	0 level	18	3	96%
Catering	8 weeks	4Hrs	Young Africa	2 years secondary education	131	0	87%
Panel Beating	1 year	20Hrs	Young Africa	0 level	21	15	90%
Car Maintenance	1 year	20 Hrs	Young Africa	0 level	40	12	98%
Car Maintenance	1 year	20Hrs	HEXCO (NFC)	0 Level	31	22	100%
Hairdressing	6 months	20hrs	Young Africa	2 years of secondary education	83	72	90%
Hairdressing	8 weeks	4hrs	Young Africa	2 year of secondary education	73	62	88%
Cutting & Designing	8 weeks	4 hrs	Young Africa	2 years of secondary education	33	0	98%
Cutting & Designing	6 months	20Hrs	Young Africa	2 years of secondary education	55	20	94%
Clothing Technology	1 year	20Hrs	HEXCO (NFC)	0 Level	45	6	94%
Interior Decoration	8 weeks	4 hrs	Young Africa	2 years of secondary education	7	0	100%
Interior Decoration	6 months	20hrs	Young Africa	2 years of secondary education	31	24	98%
Beauty Therapy	6 months	20Hrs	Young Africa	2 years of secondary education	11	10	100%
Wedding Deco	6 months	20Hrs	Young Africa	2 years of secondary school	6	0	100%
Leatherworks	1 Year	20Hrs	HEXCO (NFC)	0 Level	3	1	100%
Computers	4 months	10 hrs	Young Africa	2 years of secondary school	119	113	98%
Commercial School	6 months/ 1 year	12 hrs	HEXCO, CIS, IAC, IBAZ	0 Level	83	86	96%
<b>Total vocational training</b>					<b>1069</b>	<b>443</b>	

### School Parliament

The school parliament was selected in February 2013. The selection process involved the competition of academic and technical students in public speaking. The school parliament was composed of 22 students (54% female). All the school parliamentarians participated in a 3 day leadership training workshop held from 23 to 26 May 2013. The school parliamentarians assisted in raising funds towards the 2013 Arts Festival. At the sports festival the school parliamentarians teamed up with Young Africa in carrying out peer education activities such as distribution of HIV/ AIDS pamphlets to people who attended the sports festival. The parliamentarians also carried out a clean-up campaign in collaboration with Green Africa called the 3 Rs Campaign (i.e. Reduce, Recycle, Reuse) raising awareness on environmental issues in Chitungwiza Community.



Figure 4.1 YA Chitungwiza - students

### Micro-enterprise

In 2013, a total of 41 graduates (66% female) received loan funding under the YA Micro-finance facility. The 2013 micro-loans for Young Africa were supported by Serve Ireland. The micro-loans were disbursed in two cohorts. The first 27 graduates received their funding in April and the rest after July. The YA graduates received loans ranging from \$150 to \$800. The average loan repayment rate as at the end of December 2013 by the loan recipients stood at 88%. In the first cohort 17 beneficiaries have paid up their loans and they have since been referred to Micro-King for bigger funding. All 2013 YA micro – finance beneficiaries were trained Generate Your Business Idea (GYBI) and Start Your Business (SYB) which are both International Labor Organisation (ILO) products.

A feedback workshop for all loan recipients was convened on the 13th of September with the objective of getting feedback from the loan recipients on how their IGAs were performing post funding.

### Teachers Training

A total of 10 technical trainers enrolled for the Further Teacher Education Certificate (FETC) which ran from January to November 2013. The teacher training increased the capacity of the teachers to review course syllabus and curriculum as well as aligning it to the labor market requirements. In addition, 15 staff members (12 teachers and 3 programme officers) participated in a Training of Trainer (TOT) for the ILO products Generate Your Business Idea and Start and Your Business. The 15 trainers who were capacitated trained 867 young people on the two (2) ILO products.



Figure 4.2 YA Epworth-choir at 15 year celebration

### Festivals and Events

The 2013 edition of the Arts Festival was held on the 17th and 18th September 2013. The theme for the Arts festival was “Celebrate Life, 15 Years of Youth Empowerment.” Over 2500 people from the local community attended the two (2) day festival. The guest artist was Sebastian Magacha, who is a renowned gospel artist in the music circles in Zimbabwe. YA was supported by US Public Affairs (publication, posters and other promotional materials) and Chipaz Promotion (finding and negotiating with artists and they were part of judges free of charge). The guest of Honor was Mr. Nyekete from Chitungwiza Arts Centre. Participants competed in drama, poetry, music and dance.

A dance workshop was also done at the Arts Festival facilitated by Jibilika, a dance group that disseminates information on HIV/AIDS through drama and dancing. A drama workshop was also done and it was facilitated by Mr. Lloyd Nyikadzino from International Drama Theatre was attended by 50 young people.



Figure 4.3 YA Chitungwiza-15 year festival banner

The 2013 sports festival was done on the 18th of May supported by Stop Aids Now. The theme for the Sports Festival was “Fighting HIV and AIDS through Sport.” The guest of honor was Mr. Moyana from Telecel. Participating schools competed in five sporting disciplines i.e. soccer, volleyball, netball, basketball and chess. 50 peer educators from different colleges disseminated information on HIV & AIDS to their peers who participated at the Sports Festival. Voluntary Counseling and Testing was also available for spectators and participants presented by New Start Centre at the Festival venue.

### Academics

The department had 130 students from Form 1 to Form 6. There was an increase in the enrollment compared to 2012 because the department introduced school uniforms for all students which was a request made by parents. As an O level examination centre in the community the Zimbabwe Examinations council asked us to employ an Examinations Officer because the number of young people using our centre was increasing each year. They also advised us to install a strong room for the examination papers which we complied by. We have since applied for A level examination status. In addition, we are pursuing the Cambridge O Level examination status.

### Hostel

In 2013 we housed a total of 23 young girls. The majority of these girls came from orphanages and a few came from the community. 10 girls were enrolled in 6 months cosmetology course, 4 in the commercial school, 2 in 6 months catering course, 3 in 6 months dressmaking course and 3 in academics. All the hostel girls passed all their courses. The tuck-shop and the chicken run were rented out during the year and revenue from rentals were used to purchase a four plate gas stove, new curtains and tiling of the bathroom and kitchen floors. The hostel received a food donation of Grain Marketing Board of mealie-meal, rice, sugar, soya means, jam, salt, dried kapenta, cooking oil, toiletries and cleaning detergents.



Figure 4.4 YA Epworth academics

### Life Skills

Serve Ireland assisted us in designing and administering questionnaires on SRHR (Sexual and Reproductive Health and Rights). In addition, they capacitated the programmes staff with M & E skill of analyzing questionnaires as well as ensuring the life skills teachers are resourced. This assisted in ensuring that counseling services were always available for the students throughout the year.

ICCO partnered with Young Africa to train 100 peer educators and selected ten schools in Chitungwiza and 10 in Epworth. Each peer education club received a startup toolkit to assist them with their various activities. This programme popularly known as YAPEN (YA Peer Education Network) increased access to SRH information to young people in Chitungwiza and Epworth as most schools do not have active SRHR clubs.

Schools not involved in the programme came to find out how they could be included in the programme. In Epworth YAPEN reached out to over 7000 young peer to peer interaction, debates, outreaches (sports galas, International day of the African Child) of the 10 YAPEN clubs.

SAFAIDS continued to offer refresher trainings and support our students on SRHR. Each SRHR champion was given a branded bag containing a note book, pen, a referral book and an SRHR manual. The key result of the programme was the referral of young people to local health centres by the SRHR champions which they acknowledged as the key reason in the increase of young people at their institutions.

International Youth Foundation introduced Passport to Success (PTS) to 20 young people at Young Africa as a pilot programme. Two (2) staff members were trained and certified as PTS trainers by IYF. The programme had 40 life skills sessions with topics that include money, time management, how to be a good employee, interviewing for a job, curriculum writing and healthy behaviors. In addition to equipping young people with skills to succeed, the participants had to plan and implement civic engagement activity. The objective of the civic engagement was to inculcate a spirit of voluntarism among the participants and the youths in the community. The civic engagement activities included a cleanup campaign at Unit L shops and donation of litter bins to YA campus.

### Epworth

Serve Ireland supported Young Africa Satellite centre to construct a double storey building consisting of three workshops on the ground floor and three classrooms on the first floor. The building could not be fully completed by December because the building inspector added other safety features to the building like steel beams to support the first floor which was not on the original quotation of the constructor. Windows were also added on the first floor classrooms as the rooms were too big and not enough ventilation would be available for the students in the classroom. This resulted in funds not being enough to complete 2 workshops on the ground floor. However, the building inspector assured us that we would be able to occupy the building in the beginning of the year and give us the rest of the year to complete the other workshops.

## 4.2 Results

### Activity Results

- Skills training: 867 young people trained in technical courses on campus and mobile outreach. They also received training in computer training and entrepreneurship as part of their training.
- Life skills: Each month 39 people visited VCT units. Piloted Passport to SuccessR and 20 students were trained 100 peer educators from 10 different schools capacitated with SRHR
- Teacher Training: 10 teachers trained in FETC 15 staff members trained to deliver GIYB,SYB
- Festivals: Sports festival attracted 1000 young people Arts festival attracted 2500 people over 2 days
- Fundraising: Contracts were signed with International Youth Foundation, ICCO, Serve Ireland.
- Epworth: Constructed a block with 3 classrooms on first floor and 3 workshops on the ground floor

## 4.3 Human Resources

### Board of Trustees (Name, Profession, Nationality, Function)

- Jacqui Joseph, Finance Executive, Zimbabwean, Chairperson
- Dhansukh Shah, Managing Director, Zimbabwean, Treasurer
- Dorien Beurskens, Executive Director Young Africa International, Dutch Secretary
- Raj A Joseph, Executive Director Young Africa International, Indian, Member
- Wellington Mbofana, Director Civic Education Trust, Zimbabwean, Member
- Farai Mpfunya, Executive Director, Zimbabwean, Member
- T. D Muskwe, Lawyer, Zimbabwean, Member
- Goof de Jong, Business Owner, Dutch, Member

### Management Board (Name, Profession, Nationality, Function)

- Jacqui Joseph, Finance Executive, Zimbabwean, Chairperson
- Farai Mpfunya, Executive Director, Zimbabwean, Member
- Admire Ndumo, Marketing Executive, Zimbabwean, Member
- Chris Timbe Consultant, Zimbabwean, Member



Figure 4.5 YA Chitungwiza - chairman Jacqui Joseph at 15 year celebration

#### Management and staff (Name, Gender, Profession)

- Enet Mukurazita (F), Director
- Tendai Mudyarabikwa (F), Youth Coordinator
- Cathrine Mandeya (F), Youth Assistant
- Arnold Kwaramba (M), Administrator
- Michell Chitsinde (F), Administrative Assistant
- Annastancia Mbanje (F), Hostel Matron
- Jessie Antonio (F), Janitor
- Tawanda Gumunyu (M), Groundsman
- Tonderayi Chisango (M), Caretaker
- Susan Madodo (F), Epworth Satellite Manager
- Maggie Mukokota (F), Epworth Secretary
- Steven Chinakidzwa (M), Epworth Janitor
- Karen Munyayi (F), Life Skills Instructor and Counsellor
- Praise Kasambira (F), Epworth -Life Skills Assistant
- Dominic Nyakuenda (M), Epworth Computer Trainer
- Additionally YA employs a total of 10 security guards for both Chitungwiza (6) and Epworth (4).

#### Interns

Young Africa had two unpaid University interns in 2013: Portia Dombojena, a 3rd year BA in Business studies from Chinhoyi University continued from 2012 and completed in July. Tracy Mutswiri, a 3rd year Midlands State University and a 3rd year BA Development Studies student was attached to the Youth Development Office from January to December. Adrian Van Eekelen, a Dutch student, came as a volunteer in September to assist in our administration department.

#### Academics department

Mr. Phineas Mataranyika (Principal), Mr Muringai (Examination Officer). The other teachers in the academics department were Mr Mandishona, Mr Mharapara, Ms Dhliwayo, Mr Mukombami, Mr Chatonzwa and Mr Chimbeu as a the Academics Administrative Assistant.



Figure 4.6 YA Chitungwiza - team

#### Heads of Department

Young Africa has a total of 7 HODs as follows Mrs. Huye (Catering), Mr. Mabuto (Panel Beating and Motor Vehicle Mechanics- HOD Forum Secretary), Ms. Refu (Creche-HOD Forum Chairperson), Mr. Zindoga (Computers), Mr. Machana (Carpentry and Welding), Mr Goteka (Commercial School), Mr Batirayi (Academics Epworth- HOD Forum Vice Chairperson).



## 4.4 Financial Resources

### Statement of Income & Expenditure (in US dollar)

	2013	2012
<b>Total cash &amp; bank balance at year start</b>	<b>81,990</b>	<b>51,658</b>
<b>Income</b>		
<b>Donations</b>		
Beautiful Zimbabwe	2,989	7,087
Stop Aids Now	1,089	16,834
Serve Ireland	140,636	60,913
International Youth Foundation	158,738	
King Boudin		21,563
ICCO		59,379
YA International	20,991	19,000
<b>Project revenue</b>	<b>200,964</b>	<b>212,243</b>
<b>Exchange rates adjustment</b>		<b>(283)</b>
<b>Allocated donations for investments</b>		
<b>Total income</b>	<b>525,407</b>	<b>396,736</b>
<b>Expenditure</b>		
<b>Capital investments</b>		
<b>Land</b>		
Construction	128,727	49,000
Equipment	21,901	23,700
<b>Project Costs</b>		
Human resources	182,660	131,913
Programs & Materials	195,362	51,393
Travel	3,435	2,742
Micro Credit	10,100	
Local Office	12,989	11,878
Other	47,074	95,778
<b>Total expenditure</b>	<b>602,248</b>	<b>366,404</b>
<b>Total cash &amp; bank balance year end</b>	<b>5,149</b>	<b>81,990</b>

## 4.5 Challenges and Lessons Learnt

- We were not able to meet our goal of maintain structures at Young Africa due to limited operational funds. We managed to at least paint the buildings which changed the outlook of the institution
- We had planned work internships only for the mobile vocational courses but the urban youths also required internships as we discovered that not every young person wants to start a business. We had to try and secure attachments after their graduations
- Following the success of the 8 week courses in the mobile vocational unit we introduced them for the urban youth. The uptake was not as quick as we had introduced them in the middle of the year and young people only knew of the traditional 6 months and 1 year. The lesson learnt is to introduce them earlier on in the year.
- Fewer students enrolled in the 1 year HEXCO courses. The shorter courses in the end cost less especially with the economic hardships in the country.
- The numbers of students in the hostel were low. The reason was attributed to most orphanages having lost most of their personnel and new staff was not really aware of how we operate as Young Africa. We learnt that the Hostel matron needs to make annual visits to these organisations to report on the young people and appraise new staff about the hostel.
- Courses such as leatherworks and carpentry had a low turnout of students in Chitungwiza. Young Africa did not view these professions as high income earners. As YA we learnt that we need to adjust and offer courses with relevance to the current trends in the labor market.
- Our tracking system for post training graduates in 2013 was not effective. We were not able to effectively follow up on students after graduating.
- We learnt that young people in the rural areas are hungry for skills training
- We learnt that in the rural areas we must also bring agricultural skills for the young people

## 4.6 Goals for 2014

- To partner with more international and local partners
- To reach out to more young people in rural areas with skills training
- To start a plumbing course
- Every student attending vocational skill training must attend a work internship before graduating
- To design and implement an M & E system that tracks all YA graduates
- To deliver life skills to staff at Young Africa
- To offer three new hand skills at Epworth
- To introduce educational tours for students
- To introduce civic engagement activities in life skills for students
- To introduce other short courses in skills training
- To increase the capacity of all staff members by ensuring that each staff member attends at least 1 training that enhances their job
- To set in place a 3 year strategic plan for Young Africa Zimbabwe
- To implement recommendations from evaluation
- To introduce Internal Savings and Lendings training to young people
- To build a bigger and safer security wall around Epworth campus



Figure 4.7 YA Zimbabwe Sports

## 5 YOUNG AFRICA MOZAMBIQUE

### 5A Young Africa Centro de Formação Beira

#### 5A.1 Activities in 2013

##### Skills training

The following courses took place:

Nr	Course	Duration	Hrs p/week	Entry-qualifi- cation	2008-2012	2013	pass rate 2013 %	Total students all years
1	Dressmaking	6 months	20	7th Class	148	28	100%	176
2	Cooking(chef)-day	6 months	30	7th Class	328	196	99%	524
3	Hardware repairs	6 months	35	10th Class	271	58	98%	329
4	Auto Electricals	6 months	35	10th Class	55	74	97%	129
5	Motor Mechanics	1 year	35	10th Class	231	198	94%	429
6	Turning & Fitting	1 year	35	10th Class	87	55	90%	142
7	Electricals	6 months	35	10th Class	364	123	98%	487
8	Plumbing	6 months	35	7th Class	201	68	98%	269
9	Air Conditioning	6 months	35	7th Class	305	79	100%	384
10	Electronics	6 months	35	10th Class	118	40	100%	158
11	Beauty & Hairdressing	6 months	20	7th Class	71	43	100%	114
12	Child Minding	6 months	35	7th Class	102	58	85%	160
13	Business Management	6 months	10	10th Class	23	10	100%	33
14	Human Resources Management	6 months	10	10th Class	108	59	100%	167
15	Secretarial	6 months	10	10th Class	72	68	98%	140
16	Accounting	6 months	10	10th Class	144	122	95%	266
17	Customs & Excise	6 months	10	10th Class	209	164	94%	373
18	Sound engineering	6 months	10	10th Class		13	100%	13
19	Work place hygiene & security	6 months	10	10th Class		30	86%	30
<b>TOTAL VOCATIONAL TRAINING</b>					<b>3263</b>	<b>1578</b>		<b>4841</b>
<b>Auxiliary courses:</b>								
20	Computer Applications	3 months	10	Literacy	1895	649	89%	2544
21	Basic, medium, commercial English	3 months	10	Literacy	288	181	98%	469
<b>TOTAL AUXILIARY COURSES</b>					<b>2183</b>	<b>830</b>		<b>3013</b>
<b>TOTAL ALL STUDENTS</b>					<b>5446</b>	<b>2408</b>		<b>7854</b>

This year, two new courses were started: Work place hygiene & security and Sound engineering. YA is the first one who introduced both courses in Beira. There is much appreciation for the course Sound engineering, which apart from engineering the sound for live performances, encourages people to promote art. Both new courses take 6 months.

In 2013, 2.699 young people enrolled and 2.548 people were admitted to do the exam with a positive outcome of 95%. This means that 2.408 youngsters completed the courses successfully and unfortunately, but only, 5% dropped out, which is 138 people. This is a positive outcome of the selection interviews at the beginning of each course, therefore it is important to continue interviewing the students before enrolment.

It should be noted that our student population consists of 54% males and 46% females. The majority of the 46% women followed a professional training. We have had two graduations at Young Africa Beira. Due to the weather conditions we postponed the December graduation to January 2014. VIP's who participated at the ceremonies are the Director of EDM, Delegate of INEFP, different employers of graduates, families members of the graduates.



Figure 5A.1 YA Beira - assembly

A survey showed that nearly all students have been satisfied by the quality of training. With the high increase of students there was an urgent need for an anonymous survey to determine the satisfaction of the level of training that we offer. The survey was showing information on our curriculum model, profile of the trainer, terms of teaching and training equipment. The survey gave us a clear overview of how we are performing, and fortunately the outcome was positive. 98% of the 1300 surveys were very satisfied with the training, and 27% requested YA to increase the amount of equipment in the departments with higher technologies. They also indicated the request to introduce IT and English subjects as compulsory subjects of the courses.

One new challenge we took up in 2013 was the introduction of 'inclusive education', inviting youngsters who are mentally and/or physically disabled into the vocational training. They mainly came from a partner organisation called Amjude. After the training at YA the graduates got an offer to follow a post-professional training course and benefited from a credit fund to start their own business.

We introduced in 2013 for all students who complete their course a workshop in Job market guidance. The workshop was given

by the micro-enterprise promoter, the marketing officer and the programme officer together. Approximately 92% of the students attended the workshop.

The school parliament was active again in 2013. They spoke up for students rights and helped in the organisation of the sports and arts festivals.

Besides our regular vocational training courses YA gets sought more and more for specialised training on location. We trained 77 workers from a sugar company in Marromeu. The workers got trained in short-term intensive courses in mechanics of trailers, mechanics of small vehicles, oiling cars, BELL mechanics, mechanics for heavy machines. We also offered a special mechanics course to about 23 beneficiaries of partner NGO ESSOR, where 18 students successfully passed, 2 failed and 3 dropped out.

#### School Parliament

The school parliament is elected by students. Each course elects a class representative and a deputy. In a plenary session where 5 students present themselves as candidates, they choose a president, deputy and head of information.

During their time 'in office' they have involved themselves in various activities of YA, especially during the preparation of the festivals of sport and art, during this very frenetic period all members were ready to collaborate pasting flyers on the busiest arteries of the city of Beira, in order to attract more spectators to the events and give information. In the days of festivals members were part of the protocol and security teams and assisted in the preparation of food for the competitors.

#### Community Service

**Library** – Students have frequently been using research material of the library. YA has been very pleased about this. The results of surveys and the high approval rate by students showed that the library is of great importance. This year we received new books on HIV/AIDS, offered by the US Embassy under the PEPFAR programme.

**Crèche** – We have been very pleased about the crèche, this is due to the hard work of our franchiser Anita Cardoso and very attractive activities (development of language, sport, art, literature etc). The crèche has 88 children, and more than 50 are on the waiting list, but our franchisee has submitted a proposal to expand the crèche to Manga Mascarenhas (15 km from YA).

**Scholarship** – We are happy that the heads of departments are getting involved; especially on graduation day they gave scholarships to students who had good school results and good behaviour at the end of training. SERVE and the directors of Young Africa funded 34 scholarships to students who submitted a legal proof of income.

#### **Art promotion at Studio Don Bosco**

**Studio** - The studio has been undergoing a renovation. It has been taking place in parts so that the current activities were not hindered. The live sound engineering course started without problems. In total we had 13 students. Fortunately, this came out the way we expected.

We have successfully finalized the activities, which we carried out together with PEPFAR (The U.S. President's Emergency Plan for AIDS Relief) in 2012/2013. This consisted of the following: 1: Production of 8 songs, reproduction of 600 CDs, and publishing on the radios. 2: production of 1 film & 1 documentary, creating discussions and interviews at community events. 3: 5 community events, entertainment and reconcile transmission of information, production and testing of HIV. The project has an enormous impact, because through these activities we will reach more people. Discussing topics on HIV – AIDS is changing people's attitude towards themselves. A higher number of people felt the need to do a test. About 4000 visitors joined each event, and the film had a partnership with the Catholic University - Faculty of Medicines. We distributed CDs with 8 topics to institutions working in the area of the HIV pandemics, and the artists who composed the CD were on a live programme on the radio in a HIV- debate with questions and answers. The project was a great asset, because it benefited all students, instructors, and lectures on HIV and free testing. The CDs and movies were offered free of charge.

#### **Hostel**

This year we changed the admission policy of the hostel slightly, admitting also girls from families in need instead of only referred by NGO's. This resulted in 25 new girls, bringing the total number of girls to 32.

In general the girls are doing well in the hostel. The programme adequately prepares them for and independent life outside. The two girls who left the hostel in December are working and live by themselves. Other girls are still doing training or internships.

The regular programme that has taken place in the hostel consist of sessions with the matrons on life skills, domestic tasks, gardening, health, dancing and entertainment. Activities that have taken place in the hostel have been arts lessons together with Irish volunteers, helping organising festivals, exchange visits, a visit to YA Agri-Tech in Dondo and running the chicken project. The project teaches the girls to create small income through poultry. Lessons were given by the micro-enterprise promoter of YA.

A constraint that has kept facing us is that orphanages do not reserve funds to support the girls. They place them at YA and then back off paying for the girls' upkeep. Fortunately, revenue from the chicken project and twice a donation of food helped enormously.



Figure 5A.2 YA Beira - Festival of Arts Public

#### **Festivals**

The sports festival was a great success again. It was attended by about 3000 spectators. 38 Teams of boys and girls competed in 3 different sports: soccer, volleyball and basketball.

The Provincial Director of Youth and Sports joined the festivity and offered balls to the winning teams.

The first of August we started a fund-raise for FAYA (Young Africa Arts Festival), during this time our staff worked with enthusiasm to achieve the objectives.

The festival was held on the 14th and 15th of September with the theme “A protected youth. A sure future”, the theme was chosen to secure more jobs for the near future. Together with the US Embassy/PEPFAR, we created productions of music, films and events on HIV. Famous Mozambican singers as Dama do Bling and Azagaia gave concerts, which were very much appreciated by the audience. Eventually, the festival attracted around 13,000 visitors. Besides concerts, we had many educational workshops, and various exhibitions of African culture. With only limited means, we succeeded above expectations. We got sponsorship from local mobile telephone provider Mcel, and other suppliers and companies that benefitted from the festival by doing promotion work.

### Micro-enterprise promotion

With a financial injection from SERVE, in 2013 we ran two micro-credit schemes: one for past-students and one for franchised heads of departments.

	Description	Numbers	
		Franchisees	Students
1	Total amount spent in Meticaais	677,032	235.500
2	Number of beneficiaries	8	25
3	Gender	1 female /7 males	15 females /10 males
4	Reimbursement rate	60.2%	29.9%
5	Total reimbursement amount	407.500	67.500

**Students** – In 2013, 25 students have benefited from the micro-credits, coming from 26 different courses administered by us. The amount has increased from 10,000 to 15,000 Meticaais, which is still a small amount to start a business. The follow up of micro-credits still need our attention. One of the difficulties we have encountered is that repayments are still not satisfactory, despite periodic visits made to the beneficiaries by the entrepreneurship promoter. Visits he made were mostly concentrated on the economic activities

beneficiaries carried out, overcoming weaknesses, giving suggestions for improvement.

**Franchisees** – To enhance quality of education and improve volume of production we started a fund for heads of franchised departments as well. Eight proposals were selected this year for a loan. The activities financed by the loan can be only run at YA. Repayment period is ten months. Evaluation, approval and monitoring will be done by the management team of Young Africa. Projects such as the development of a mobile workshop, a capital injection into fabricating uniforms and items with logos, children’s toys for mental development, acquisition of machinery that need service, have been funded.

### Job placement and micro-credit programme

Our vocational training together with life skills training and entrepreneurship promotion resulted in 88% of graduates being economically active, in employment (60%), internships (25%) or activity in the informal economy (3%). It is a full-time task of the marketing officer to strike links with employers in public and private sector to settle students in the job market.

Together with our partner organisation SERVE Ireland an evaluation was conducted on how the job placement, micro-credits and the education in general at YA impacts the income and self-reliance of graduates. See a summary at the end of this chapter.

## 5A.2 Results

- Graduated in 2408 young people in vocational training in 25 courses taught by professionals . Balanced between the sexes: 46 % female , 54 % male , 89 % economically active.
- Of the 7854 young graduates from 2008 to 2013 , 87% of students are economically active.
- We offer training to 77 employees of a large sugar producing industry;
- We provide 25 Micro credits to students.
- Started 08 Micro credit for franchisors that culminated in the expansion of the auto mechanics department to Marromeu (with funding from the mobile workshop department began a course in Mechanics).

- 92 % youth become responsible if the option in relation to HIV / AIDS
- The survey, created in partnership with SERVE, 88% of young people who have graduated in 2013 saw their financial situation after the course change, become able to support their families .
- We achieved 90 % of project sustainability
- We provide 34 scholarships;
- 24 Girls inserted in the hostel making the maximum capacity and self sense of responsibility;
- We have been named Gala merit the border town in the category of Social Solidarity;
- Started 02 courses which are monopoly in Beira (Hygiene Safety at work and sound live ;
- We create mandatory and anonymous surveys to determine the satisfaction level of training and income 92 % are satisfied;
- Productive exchanges between Ya zimb , Moz , Namibia and International , celebrating 15 years of its existence . Shared funding partners and uniform models of transmission of the report;
- Training inclusive (Handicap, auditory, and visual);
- Appearing in the television medium, radio and newspapers at no cost in order to promote our services;
- We offer 05 seminars with exciting themes and interventionist power and stimulating changes and interdepartmental seminar, which aims, cause departments to exchange practices and experiences among themselves visible;
- Sports and Arts Festival exceeded the planned target with over 10,000 spectators



Figure 5A.3 YA Beira - Graduates

- Involvement of Heads of Departments / Franchisees improved. Contributed to the funding of the festival of Art, and offer scholarships and quits the best student to start their own business.
- General painting of the centre

### Self-Sustainability

The self-sustainability of the organisation is 90%. For 2014 we want to reach 100%. Inhibitors factors to reach the target were: Debts of department of Carpentry only paid 33 % of the predicted value, what culminated in the unilateral termination of the franchise contract. Poor uses of our facilities. We only managed to raise revenues by 11 % of 100% planned. In our opinion, there is an urgent need to invest in our facilities, in order to be more competitive.

### 5A.3 Human Resources

Unfortunately, one of our guards passed away; therefore we hired three new guards. This is because we ended the contract with the private security company. In return, we increased the number of police officers who guard at night from one to two policemen. With funding from SERVE (micro-credits), there was a possibility to hire a micro-enterprise promoter (Edson Massango), who performs his duties with dedication. Because our former programme officer ended the contract, we hired Rita Uane. She is trained in this area and she is doing an excellent job.

### Management and Staff

In 2012 the staff increased from 13 workers to 16 workers because we directly employed 2 security guards and hired an entrepreneurship promoter under a project with SERVE/Irish Aid. Our management and staff are (Name, Profession):

- Aksana Varela, Director
- João Fambira, Administrator
- Eurico Lopes / Rita Uane, Programme officer
- Miguel Barreira, Marketing officer
- Edson Massango, Entrepreneurship promoter
- Zamila Mustafa, Life skills teacher/matron
- Maria da Silva, Night matron
- Jacinta Chicangatelo, Secretary
- Jaime Ofece, Caretaker

- Nicolão Albano, Maintenance
- Gaspar Capece, Driver
- Arminda Lazaro, Janitor
- Gaspar Semente, Night Guard
- Bernardo Fonseca, Night Guard
- Fernando Massimbe, Day Guard
- Carlos Jemusse, Day Guard

- Cesar N'solo, Chair Management Board, Finances/private sector, Mozambican
- Conceição Proença, Member, NGO/education, Mozambican
- Raj A. Joseph, Member, Executive Director YA, Indian
- Dorien Beurskens, Member, Executive Director YA, Dutch

### Volunteers

This year the YA received 3 volunteers of short-term ( 3 months to 1 year ) , and groups of volunteers ( 2 weeks ) from different nationality, all contributed significantly in the activities of the centre. All volunteers who are not sent by our partners undergo an interview, and rated the importance and necessity of the organisation.

Successfully completed voluntary Luisa from German November/12 until February/13 , where she assisted in organizing the database of graduate students in printing certificates. She was also in control of the presence of instructors and trainees and also assisted the staff in formatting documents some packages from Microsoft, and served as interim officer upon termination of the contract prior to the official programme.

In January we received volunteer Jakob, student of Mechanical Engineering at the 11th semester that would provide volunteer services in a period of one year with the locksmith Mechanics and Civil department. In addition to its activities that are proposed to develop at the time of his interview , he helped the ongoing activities of the centre, assisted in making fundamental tool for the hostel girls , a stove industrial coal, introduced math classes free of charge targeted a training course for each student.

SERVE (a partner entity) sent in 2 volunteers specifically to evaluate the sexual and reproductive health programme and evaluate the impact of training and integration in the labour market ( Sustainability post course student). The results were satisfactory, outside the function which had been assigned the volunteer helped produce semi-annual report to a donor PEPFER ( emerging plan of the president of the united states of America), indication of student achievement, printing certificates, preparation of festival, organisation of students cards. SERVE also sent a group of 15 volunteer who gave a new image to the centre with an overall paint. We are happy with the quality of volunteers we get.



Figure 5A.4 YA Beira - Team

### Board of Trustees

The Board did not change in 2013, the six members remained, and all volunteers from different companies and different professions as well. 90% is present in the meetings and contributing their knowledge. The meetings have been very productive, and they are a great added value to YA.

The Board met three times in 2013. Issues brought to the table were programme progress YA Beira and YA Dondo, budgets and financial reports, human resources, dealing with franchisees, etc. A special brainstorming session was held on increasing income of the centres. Individual members have been readily available to stand by the centre directors with assistance and advice.

Our Board of Trustees are (Name , Function , Expertise , Nationality):

- Hemma Tengler, Chair Assembly, NGO/AIDS, Austrian
- Neli Nhassengo, Member, Networking/agriculture, Mozambican



### Heads of Department/Franchisees

All contracts of the heads of department from 2012 got renewed, although some with reservation after poor performance evaluations.

As heads of departments play a vital role in the organisation, they continued to take part in the management of the organisation through the Forum of Franchisees. Clemente Romao, head of the Customs & Excise course, English and dressmaking was once again unanimously elected as Chairman of the Board. The Forum had weekly meetings and a regular monthly meeting with the management team in order to implement greater accountability and create more dynamics. Many issues were discussed between the parties. The requested tuition increase of 50% for the year 2014 has been accepted. It went from MT 400,00 to an equivalent of USD 20,00 (MT 600). Teachers requested a forum of teachers, to which effect they submitted a proposal for to YA. The board rejected the request, because trainers are working under the departments and is therefore not their responsibility. YA is concerned about the teachers' situation though, because teachers should have the right to share their concerns to the HoDs.

We faced a major challenge with the carpentry department in 2013. It was closed by the management for non-payment of rent. The department owed YA an estimated MT 135,575.00 in rent. Legal efforts to recover the amount are being undertaken.

### Capacity building

The HoDs have had the opportunity to follow several seminars with themes like the 7 Habits of Effective People, by the Executive Director of YA International, an interdepartmental seminar about stimulating departments to exchange their knowledge and experiences, facilitated by head cookery teacher Manosso Faera. Edson Massango, the entrepreneurship promoter hosted a seminar on business management. A seminar on professional ethics and educational psychology was given by Dr. Hilary Proença, independent learning coordinator of the Catholic University.

Besides the regular seminars, in 2013 Young Africa celebrated its 15th years birthday. For this reason we organized an exchange programme in which the management teams and selected department heads of Young Africa International, Namibia,

Zimbabwe and Mozambique took part. The festive gathering was functioning as a celebration, but as well to share knowledge and experience together. During the three programme, we had sessions on shared goals, shared values and formed groups of each job description, so we could share contacts, partnerships, shared proposals, projects, successes and failures. The exchange was productive and characterized by interactivity of all participants, which allowed each one to know and improve new cultures, and knowledge and experiences. Young Africa Beira felt much honoured to be the host and hoped that this exchange may be continued for the following years.



Figure 5A.5 YA Beira - computer hardware

### Organisation development - Public Relations

In 2013, we managed to increase the number of our public and private sector partners, but as well as to reinforce the bond between the existing partners. This resulted into graduates of YA getting easier access to the job market. Companies and organisations have been getting in touch with Young Africa for employees, instead YA asking them to place students.

The Irish ambassador in Mozambique visited YA in order to know what our daily activities are, and as well to do the inauguration of the car funded by SERVE. During this visit he congratulated the management of YA on how the centre is managed and the way graduates are getting into the job market. Furthermore, representatives from the U.S. Embassy in Mozambique visited YA, in order to see whether the project financed by the US embassy under PEPFAR is carried out.

We received several NGO and donor visitors as well: among them DFID (UK Department For International Development), SLV, The German Welding Institute Mannheim (International Certification in welding), Asetec (communication), Amjude, FHI360, FHI-ASF, PROJECT ROAD, Light for the World and others.

A national Theatre Festival took place in the main hall of Young Africa, called “FestiBeira”. This free event had a participation of 84 artists of 9 groups from Sofala, Maputo, Inhambane, Tete,

Furthermore, Young Africa creased their presence in the media, about six times we spoke about our products and services. It must be said that we currently receive contacts from radio, TV and newspapers to publish upcoming events.

#### Maintenance of the centre

The centre needed some maintenance work. Painting of the centre is still in progress, 75% of the work was finished in 2013. The first phase was done and funded by volunteers of SERVE and the



Figure 5A.6 YA Beira - car mechanics workshop

Nampula and Zambezia. Within the province, YA was one of the public venue preferences for the festival. We participated at gala Merits in Beira to participate in a competition for the category “social solidarity” together with the Catholic University of Mozambique and the Rotary Club. Unfortunately, the Rotary Club has won the price, but was already important that our work is recognized.

We took part in Maputo’s International Trade Fair (FACIM), which was from the 26th till the 31st of August 2013. During this fair we had the unique opportunity to present our products and services and increase the range of users of our services on a national level.

remaining part by Young Africa. The house on the property of YA, which is the former house of the executive directors, is now used by the programme officer, Rita Uane.

## 5A.4 Financial Resources

See chart below:

Statement of Income & Expenditure (in euro's)		
	2013	2012
<b>Total cash &amp; bank balance at year start</b>	<b>39.138</b>	<b>52.855</b>
<b>Income</b>		
<b>Donations</b>		
Serve-Ireland	40.500	45.500
Coca Cola		7.823
Wilde Ganzen	22.591	
Pepfar	9.445	9.720
Commercial school contribuit and Catering	3.177	
Essor Micro Credit		7.813
<b>Project revenue</b>	<b>144.658</b>	<b>105.210</b>
<b>Cash adjustment</b>		
<b>Bank interest</b>		
<b>Allocated donations for investments</b>		
<b>Total income</b>	<b>259.509</b>	<b>228.921</b>
<b>Expenditure</b>		
<b>Capital investments</b>		
Land		
Construction		
Equipment		
<b>Project Costs</b>		
Human resources	70.236	54.221
Programs & Materials	52.411	53.070
Travel	0	457
Micro Credit	32.805	9.292
Local Office	51.301	58.188
Pepfar	9.488	
Other	35.877	14.555
<b>Total expenditure</b>	<b>252.118</b>	<b>189.783</b>
<b>Total cash &amp; bank balance year end</b>	<b>7.391</b>	<b>39.138</b>

## 5A.5 Challenges and Lessons Learnt

- We achieved 90 % of the sustainability project - effective control of budget lines, collections of rents in the prepaid system, non-compliance with sanctions immediate payment of rents, revenues from commercial department went to Ya. Cuts some expenses.
- Dealing with people of different disabilities - social inclusion Inclusive Education;
- Improve the quality of the facilities provided (catering hall for parties, seminar, services, guest house for lodging, tables, chairs , among others ) to become customers' preference .
- Promoting entrepreneurship by students from the Centre - Boosting self employment
- Improve the productivity of departments to balance budgets in order to improve the sustainability of the Centre;
- Balancing the courses according to the requirements of the market as the current and demand trend products and services according to economic development
- Find Head of Internet Café department which had not head of department all year,
- Some machinery or equipment began to decays. Next year we will prepare proposals for funding request;
- Find an entity for routine maintenance of machinery;
- The forum departments still does not work the desired level,
- There is a weakness in management capacity in some franchisees. Production and the quality are very low. We need to focus on production and quality of our service.
- We need to focus on good quality of education - teachers qualified trainer profile.
- We need to monitor the programme of micro - credit as the repayment rate was very low.
- Avoid misuse of application of funds by beneficiaries of micro credit.
- Adapting facilities for the physical, visual and hearing impaired students
- Train the trainers in sign language
- Raise the competence of students by offering multi-faceted training
- Restructuring of some courses of six months to medium level (with duration of one year)
- Promotion of short courses for businesses to increase centre's income
- More active participation of Student Parliament ;
- Introduce computer application as compulsory course for vocational courses.
- Dissemination of our programme at the community level (micro-credit, hostel , job placement and other facilities )
- Survey on level of customer satisfaction in the services provided by departments



Figure 5A.7 YA Beira - chefs course

## 5A.6 Goals for 2014

- 100% sustainability (covering the running costs of the project);
- Equipping departments with cutting edge machinery, desks, tables and a generator (finding a donor)
- Find new franchisees for departments and back up franchisees with sustainable business plans.
- Improve quality of training

## ANNEX - 5A BEIRA

### Report on Young Africa Mozambique Income Monitoring (Post Course)

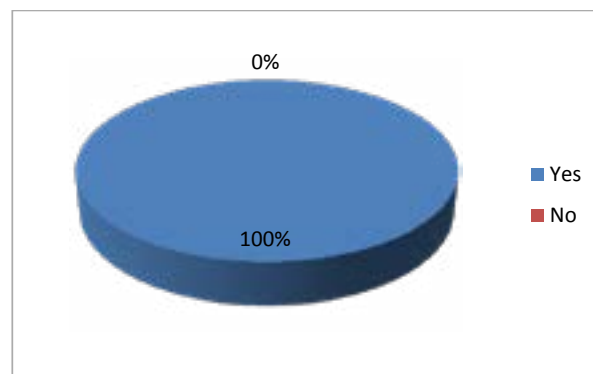
In January 2013, Young Africa Mozambique completed a monitoring exercise with new students to establish baselines related to their income, employment levels etc. This was completed with

160 new students. In December 2013 (and January 2014), YA repeated this exercise with 130 graduates to measure change in their income, employment levels etc. The following report presents the results of this work, with direct comparisons drawn between baseline and post course results where possible.

### Report on Young Africa Mozambique Income Monitoring (Post Course) - December 2013 & January 2014

In January 2013, Young Africa Mozambique completed a monitoring exercise with new students to establish baselines related to their income, employment levels etc. This was completed with 160 new students. In December 2013 (and January 2014), YA repeated this exercise with 130 graduates to measure change in their income, employment levels etc. The following report presents the results of this work, with direct comparisons drawn between baseline and post course results where possible.

#### Q 1- Consent of Participants (Dec 2013 exercise)



#### Q2 - Gender Profile of Participants (Dec 2013 exercise)

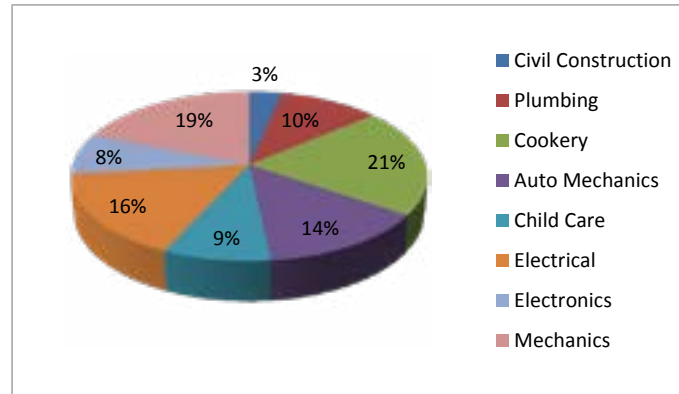
N/A - revert to YA

#### Q3 - Age Profile

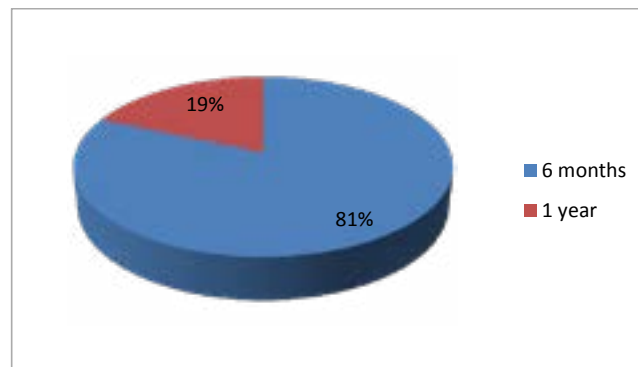
The average age of those who completed the baseline questionnaire in **January 2013** was 23.

The average age of those who completed the post course questionnaire in **December 2013** was 25.

**Q4 - What training course did you recently complete at YA?**

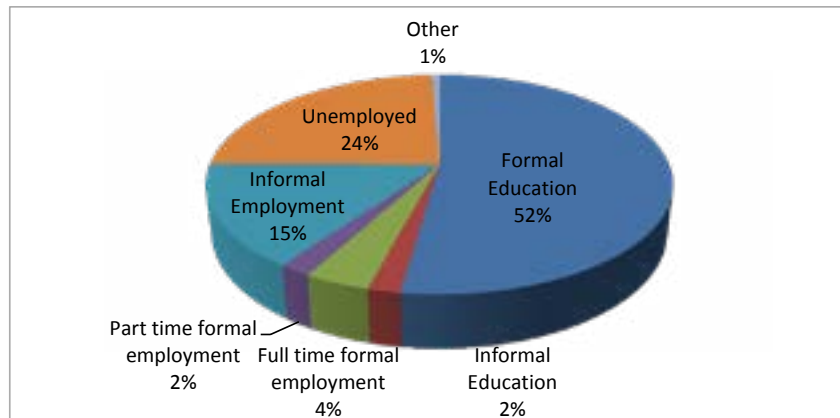


**Q5 - How many months is it since you completed your course?**

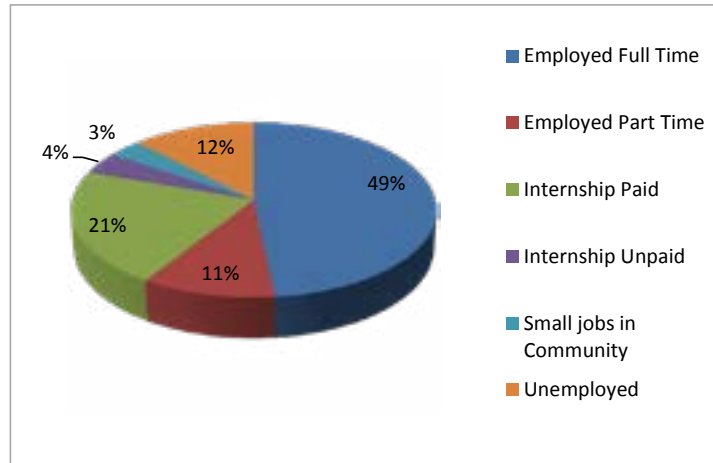


**Q6 - What is your employment status now?**

In January 2013, students reported the following:

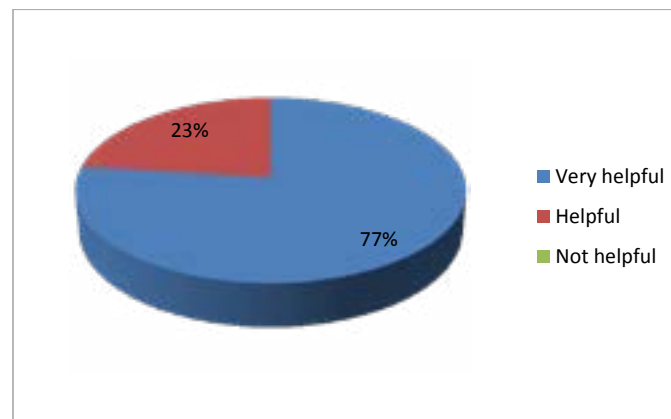


In December 2013, the graduates reported the following:

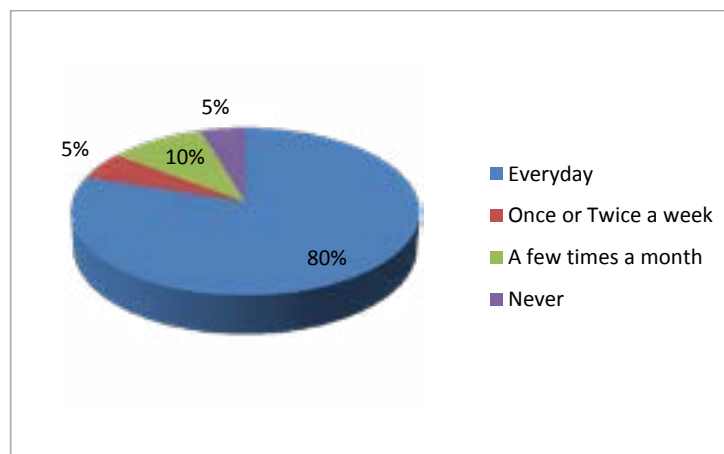


**Comment:** There is a clear move from education and informal employment towards employment (60%), internships (25%) or activity in the informal economy (3%). Just 12% of graduates are unemployed.

**Q7 - How helpful has the training programme been in securing employment?**



### **Q8 - How often do you use the skill you learned at Young Africa Mozambique?**



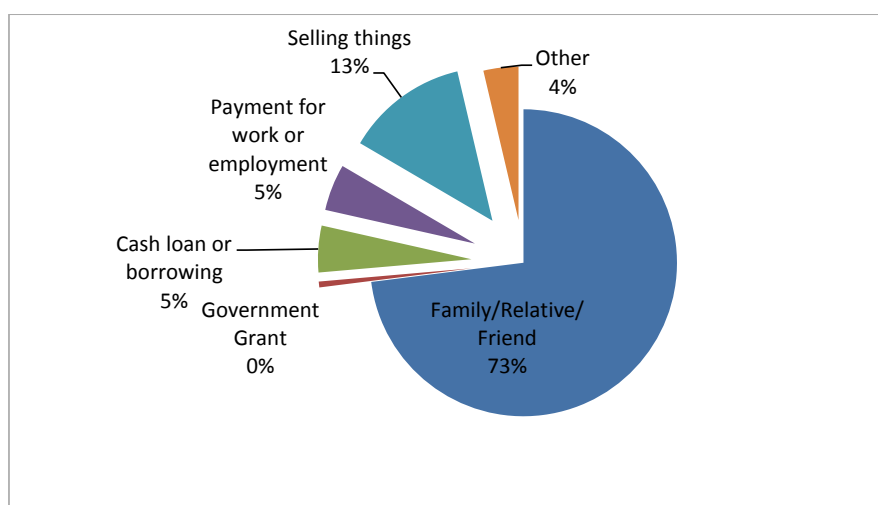
### **Q9 - What is your monthly income at the moment?**

In **January 2013**, new students reported an average monthly income of 1,870 Meticaís.

In **December 2013**, graduates reported an average monthly income of 2,437 Meticaís - a 30% increase. It is also encouraging that income amongst those who have graduated one year ago is 32% higher than income amongst those who graduated within six months. This suggests a trend of constant income growth for graduates (although further monitoring data would be helpful to confirm this trend)

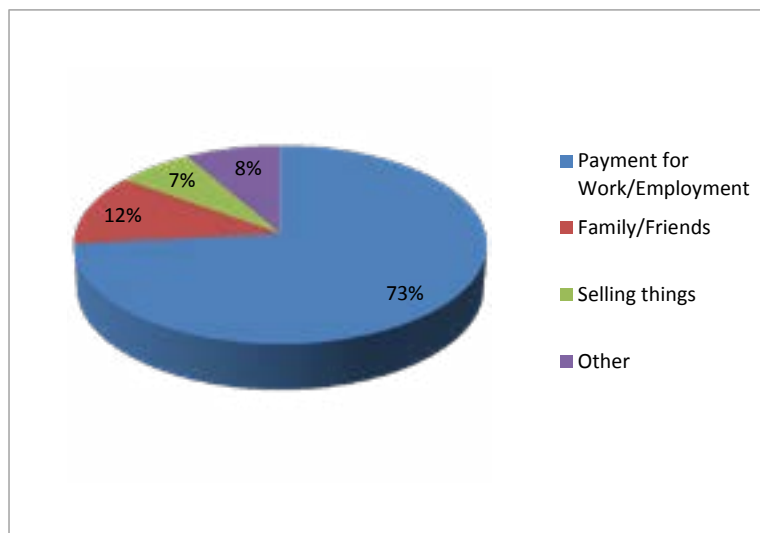
### **Q10 - Which of the following is your main source of income?**

In **January 2013**, new students reported the following:



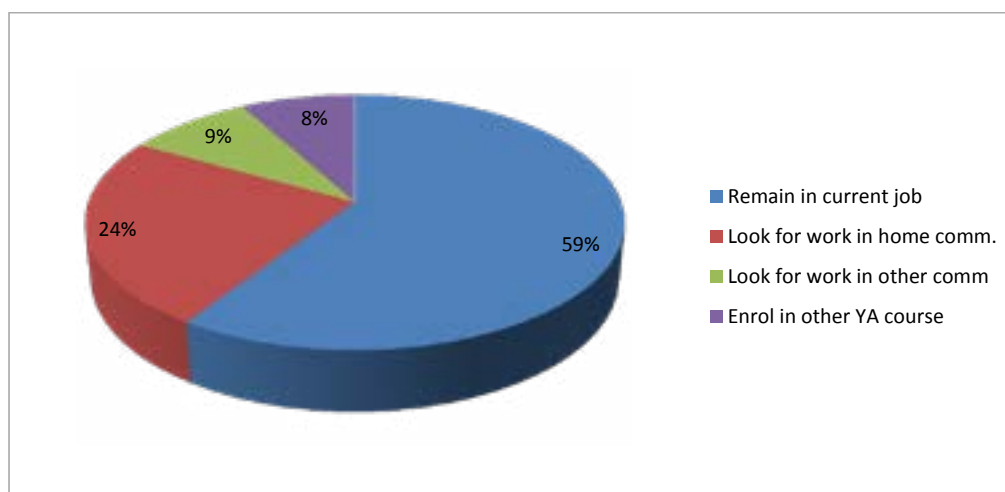


In December 2013, graduates reported the following:

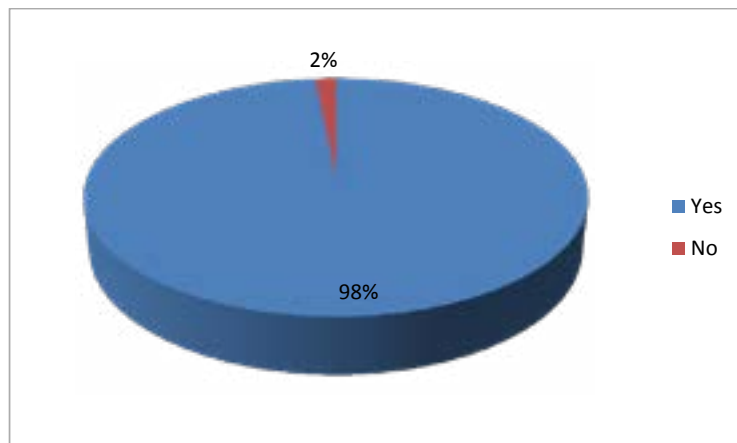


**Comment:** There is a clear and positive switch from young people being reliant on family, to young people being independent and receiving payment for employment/work.

**Q11 - What are your plans for the next six months?**



**Q13 - Would you recommend the training courses to other young people?**



## 5B. Young Africa Agri Tech Dondo

### 5B.1 Activities in 2013

In 2013, Young Africa Agri-Tech was brought to the level of being operational. More facilities were constructed, team members were selected, the office was opened, educational programme started, the executive directors started living on-site, the farm was further developed and the first animals were brought in.

The green circled facilities have been constructed as per 2013:

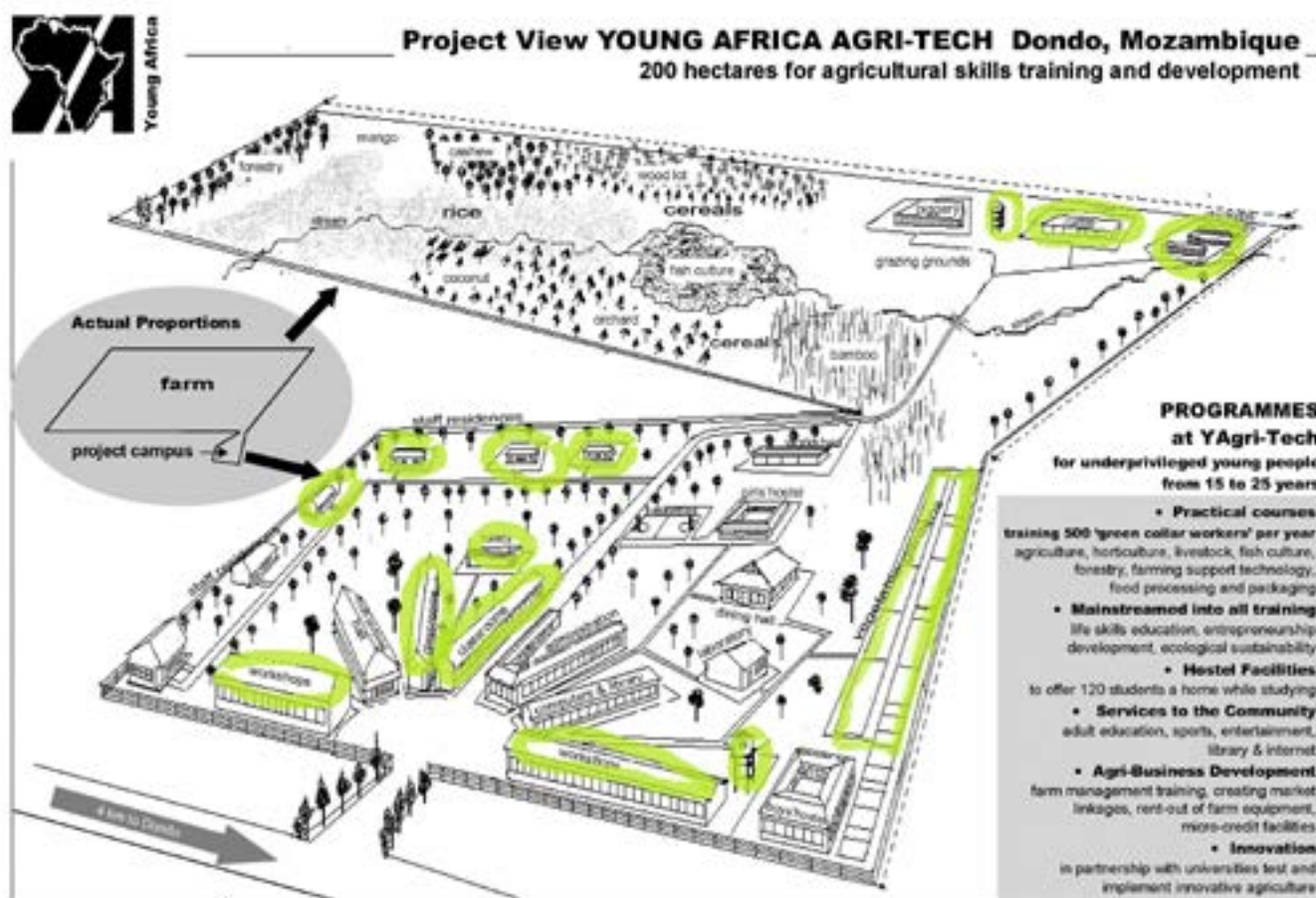


Figure 5B.1 YAgriTech Dondo PROJECTMAP-2013

#### Set-up of facilities

During 2013, **construction of the two workshops** took place and is almost ready. Power supply, plumbing and glass still needs to be done. These two workshops are: the small 'dry' workshop (number 1 on the map) is 20 x 15m (300m<sup>2</sup>) for drying, cleaning, threshing, milling, grinding, packaging and storage of all dry farm produce as cereals (incl. rice) and nuts. A small section for mixing animal feed has been

built. The big 'cold' workshop ( number 7 on the map) has 900m<sup>2</sup> (60 x 15m) of space to be divided into 4 bays for milk pasteurising, processing, packaging and storage, for fruit juice extraction, packaging and storage, for vegetable packaging and storage and for fish and meat processing, packaging and storage. The bays will house units with the processing equipment and refrigeration units for the following courses: horticulture, poultry, cattle, fish culture, food processing.

Instead of using conventional bricks, hydra-form blocks have been used. These were pressed on the farm itself, with the hydra-form technology that turns sand together with a minimum amount of cement (produced in Dondo itself) into blocks. This technology does not require cement for building as the bricks are interlocking. To this end, a hydra-form block making machine was bought.

**Two animal sheds were built**, one for holding milk and meat cattle and one for poultry, Construction started in August.

**The poultry shed** is for chickens: layers, broilers and day-old chicks. With experts renewed advice 6 chicken houses have been built, each 10 x 6 mtrs along with 3 stores attached, instead of one building of 47 x 12 metres as originally planned. It has been partly constructed from materials that are locally available and fairly inexpensive so that its design can easily be replicated by local farmers and graduates

**The cattle shed** (45.40 x 14,40) is for holding over 50 milk and meat cows. Originally was planned 47 x 9m , but the building went through some changes due to two prospective franchisees who had their designs for cattle sheds. The shed was enlarged to give space for milking, for calves, for meat cows and to provide enough space in centre for a tractor move across for cleaning and put the feed.

As usual, the executive directors feel work at a new project is led best when they live on-site. They were therefore delighted when in May their **residence** at Agri-Tech was completed. They moved in as soon as electricity and water were connected. Simultaneously, two management staff houses and two farm staff houses were built.

**The building process** was executed under direct administration by the executive director of Young Africa. YA is directly in charge of purchasing materials and hiring labourers. Experience with direct administration at the YA centres in Beira, Mozambique and Chitungwiza, Zimbabwe, proved that this saves costs compared to employing a contracting company. Advantage of this is that we had direct influence on the selection of the workers and managed to involve as much as technically responsible the target group in the construction process as well as staff and students of Young Africa Beira.

The construction process suffered a serious delay because of the electricity being connected much later than anticipated. 3 Kms of electricity connection had to be installed. The costs were to be paid, 1/3 by the electricity company, 1/3 by the municipality, and 1/3 by Young Africa. The municipality, however, claimed it could pay its third only next year, so the electricity company wouldn't connect. After extensive consultations, Young Africa decided to advance the money, while the municipality agreed to repay the money next year. The 17th of May, the electricity was connected, and through this the water supply as well.



Figure 5B.2 YA Dondo - brickmaking machine

**Equipment** has been purchased for the training departments in The Netherlands. We received technical assistance from PUM (Netherlands Senior Experts) in the Netherlands and the Austrian NGO Horizont 3000. Because of lack of availability locally, most equipment was bought in The Netherlands and shipped by sea container, which should arrive in Mozambique in March 2014. Hand tools for training, a 4,5 ton truck to transport people and materials and a pick up for administration purposes have been purchased in Mozambique.

**Books** to build up a library for staff and students have been bought in Brazil. Early 2014 they will arrive. Even with 200 books, it will be the most elaborate resource collection on practical basic agriculture in the country.

**Farm developments** carried out: set up of half a hectare of horticulture shelters, paved 500m internal roads, constructed a bridge, built a goat shed and fencing, we fenced the farm land, much ground clearing work took place, 7 ha. of animal feed was planted, ponds for water storage were dug, installed 2 water tanks. All works were completed with local labourers. In partnership with IDE we dug 4 bore wells and installed an irrigation system for horticulture but the job was not done to satisfaction and will still need to be completed. We experimented with the horticulture section though and organically produced a number of tasty vegetables as radish, lettuce, carrots, onions, tomatoes, cabbage, etc.



Figure 5B.3 YA Dondo - farm preps

## Programme

### Training

Though it was never our intention we started in 2013 with courses in English and dressmaking for youths from Dondo. The community requested the start of these two courses, we had the classrooms, had manual sewing machines and the franchisee of YA Beira was ready to take up the lessons. Thus, 20 students graduated in basic English and 16 in dressmaking.

### Seminars for local farmers

The farmers associations in Dondo as well as local authorities expressed a pressing need in training programme for the existing farming community surrounding Dondo. In the first half of 2013,

a needs assessment was held among youth groups and farmers associations. Based on information given, the newly installed staff held a brainstorm session on what courses would be possible. With this list of possibilities, the farmers' association and youth groups were consulted again to set priorities. Based on these priorities, a first seminar of one day in conservation agriculture and a one week entrepreneurship course were held.

From beginning of August, 12 weekly half-day seminars were given and attracted around 30 farmers per week (covering in total 211 farmers). The programme ran until the planting season started in November. Topics covered were: animal health, medicinal plants, conservation agriculture, fighting plant diseases, natural compost, use of grass & weeds, women's rights, gender balance, domestic violence, HIV/Aids prevention.



Figure 5B.4 YA Dondo - Seminar for farmers

### Community activities

The first on-campus **festival** took place in July: together with volunteers from SERVE Ireland we invited the neighbourhood children and youngsters for a day of sports, games and fun. It was a lovely colourful day in which around 200 kids participated.

From September onwards, a weekly **film** night attracts between 50-100 spectators a week. In an area without electricity, the film has become an event the community looks forward to.

**Curricula** have been developed for the eleven courses Agri-Tech will offer from 2014: agriculture, horticulture, bamboo cultivation and processing, poultry management, cattle management, fish culture, forestry, mechanics of farm equipment, food processing, agri-business management and farm management. The time-table of the courses will be that 70% of the course time will be spent on practical lessons at the farm or in the workshop itself and 30% of the lessons will consist of theory lessons. The main focus is on learning by doing. Because of the level of education of the target group, we have included lessons in mathematics, healthy food habits and hygiene. Besides, the curriculum for agro-ecology has been formulated. The curricula for entrepreneurship and life skills have undergone adjustments for the rural setting.

#### Advocacy for replication of the YA model

Over the past years we learnt that advocacy for replication of the YA methodology is an on-going process. At Agri-Tech we started receiving visitors interested in our work and approach already before any programme was launched. In 2013, at least 20 organisations visited Agri-Tech for various reasons:

- **Partners:** Banco Oportunidade (this bank will issue micro credits to past pupils of Agri-Tech), BAGC (Beira Agricultural Growth Corridor), Serve Ireland, ACIS (Associação Comercial e Industrial de Sofala), UDAC (network of farmers association in Dondo), Misesan Cara (co-funder of classroom block with SERVE)
- **Potential partners:** Land O'Lakes (diary production), USAID/ Agrifuturo, Baisekili / Danida, SNV (youth employment programme), GIZ (business linkages). AgDevCo (farm upgrading), Tillers International (applying simple applied technologies for working the land), GAIN (financing franchisees to start up their business)
- **(Potential) Donors:** DFID, US embassy, GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit)
- **Officials:** Governor of Sofala province, District Administrator Dondo, Mayor of Dondo and local counsellors at various occasions, Irish ambassador/director of Irish Aid
- **Organisations that came to learn of Young Africa:** Oasis, Doctors for Mozambique.



Figure 5B.5 YA Dondo - team exchange with YA Beira

## 5B.2 Results

Since the programme have only recently commenced, we cannot possibly speak of results, only outputs:

Targets 2013	Output 2013
Complete construction of the 2 workshops, 2 stables, toilet block	2 Workshops (1200m <sup>2</sup> ) reaching completion 2 Stables for cows (650m <sup>2</sup> ) and chicken (360m <sup>2</sup> ) reaching completion Adjacent toilet block to be constructed
Complete the 11 curricula for all skills training courses	11 Curricula for agricultural skills training ready
Expand cultivation of the farm	Cultivation horticulture, agriculture, animal feed started Facilities expanded with water, electricity, water storage, fencing, staff housing, bridge, roads.
Build up the Agri-Tech management team	Team operational to run the centre
Contract franchisees needed to run 11 skills training courses	Most franchisees identified. To be contracted at start of courses and upon arrival equipment
Have all facilities in place to start 11 agricultural skills training courses	Most facilities in place, some awaiting completion workshops and arrival equipment
Expand the short-term courses for local farmers	12 Seminars for farmers with 211 participants who increased knowledge in conservation agriculture, etc. 1 Course in entrepreneurship: 36 students know how to run a business
Raise funds for the hostels plus facilities, multi-purpose hall, resource centre	Proposals submitted. Awaiting results.
Have a grand opening of Young Africa Agri-Tech by November 2013.	Postponed until equipment is installed in 2014
Untargeted but achieved:	Course dressmaking: 16 students graduated Course English: 20 students graduated Sports & games festival: 200 participants Weekly films: 50-100 spectators per week 20 Organisations learnt about the YA model Completion of on-site directors residence plus 4 staff houses



Figure 5B.6 YA Dondo Graduation January 2014

## 5B.3 Human Resources

In 2013, thanks to the start of the contract with the European Union, we could start building up a project team, consisting of the following people (Name, Designation, Expertise, Since):

- Raj A. Joseph, Director Agri-Tech, Project set-up, logistic management, construction management, 1 January 2013
- Dorien Beurskens, Executive director YA International, Project writing, programme management, capacity building, PR, 1 January 2013
- Ana Ramos, Farm manager, Farm management, coordination franchisees, 1 May 2013
- Sacara Simango, Works manager, Construction supervision, 1 January 2013
- Ramilo Escova, Programme officer, Programme management, 15 August 2013
- Joaquim Estado, Farm assistant, General farm hand, 1 January 2013
- Marta Limbe, Administrator, Logistic + financial management, 1 April 2013
- Constance Mavura, Secretary, Reception + student administration, 1 April 2013
- Américo José, Caretaker, Preparing grounds, buildings, key management, students punctuality, 7 January 2013
- Filipe Dias, Storekeeper, Material management, 7 January 2013
- Fó Biassone, Driver, Driving (normal & heavy vehicles), 7 January 2013
- Dinoca Saude, Janitor, Cleanliness & hygiene, 1 March 2013

The Austrian NGO Horizont3000 has delegated Lydia Kummer to work at Young Africa Agri-Tech in the areas of curriculum development, programme management and capacity building. Siegfried Kummer builds capacity in agriculture and construction quality supervision. They bring in applicable expertise and years of experience in development work in Brazil and Africa.

Security has been taken care of by 8 guards directly employed by YA, reinforced at night by a guard of the local police force.

In the organisational structure Young Africa Dondo operates under the responsibility of the Associação and the Management Board of Young Africa Moçambique. See the chapter of YA Beira for details.

### Volunteers

Working with volunteers at the YA centres is part of our mission to build bridges of understanding between young people in Africa and the developed world. We have been grateful to have worked in 2013 with: Elke Op 't Root as executive assistant of the executive directors of YA International since her arrival in September 2013. Elke lives and holds office at YA Dondo. In 2013 we received two groups of volunteers from SERVE Ireland, in March (1 week) and in July (4 weeks). They have been involved in fundraising for Agri-Tech back home and helping out with farm developments and organising the sports & games festival. We are grateful for their enthusiasm, warmth, openness and support.

### Capacity building

Capacity building of the team has been an on-going process since the day staff was hired. It started with an apprenticeship for the administrator and secretary at the Young Africa TVET centre in Beira, when the staff was working at their office, to fully understand the methodology and organisation of vocational training. The 6th of June the first weekly management team meeting was held and from then on every Monday. On the 21st of June, an exchange took place between the YA Beira and YA Dondo team: the Beira team, consisting of management team, supporting staff and franchisees, came to visit the YA centre at Dondo. Furthermore, two seminars of one day were organised for the staff of Dondo: one on the vision and mission of Young Africa and one on project planning and affiliated tasks. A third was organized on strategic mapping the programme kicking off in 2014.

The whole team participated in the exchange programme with teams from YA Zimbabwe, YA Beira and YA Namibia in October to commemorate 15 years YA. Only the session at YA Dondo was paid from the Action). Session included SWOT analysis of the franchise model and our programme for young people, our common values and exchange of best practices in each work area, i.e. administration, management, programme coordination, life skills education, entrepreneurship development, job placement of graduates, hostel management, sports and arts, etc.



## 5B.4 Financial Resources

### Statement of Income & Expenditure (in euro)

	2013	2012
<b>Total cash &amp; bank balance at year start</b>	<b>22.909</b>	<b>10.350</b>
<b>Income</b>		
<b>Donations</b>		
Serve-Ireland	52.600	166.600
Wilde Ganzen	375.075	50.000
Stichting Indaba		13.724
YA International	107.576	
Project revenue	855	1.324
Cash adjustment	1.003	322
Bank interest	38	
Allocated donations for investments	0	-
<b>Total income</b>	<b>537.147</b>	<b>231.970</b>
<b>Expenditure</b>		
<b>Capital investments</b>		
Land	0	0
Construction	333.246	177.291
Equipment	49.449	33.961
<b>Project Costs</b>		
Human resources	27.296	6.968
Programs & Materials	7.403	1.186
Travel	2.908	0
Micro Credit	882	0
Local Office	45.491	5
Other	2.010	0
<b>Total expenditure</b>	<b>468.683</b>	<b>219.411</b>
<b>Total cash &amp; bank balance year end</b>	<b>91.373</b>	<b>22.909</b>

## 5B.5 Challenges and Lessons learnt

Main challenges at Agri-Tech have been:

- Electricity connection in May led to delay in finishing constructions
- A lower Euro Meticais exchange rate plus price hikes made especially the construction budget extremely tight
- Getting quality work from local technicians and labourers
- Purchase of the right and affordable equipment for the workshops led to delay in contracting franchisees
- The most important lesson we learnt from these challenges is that perseverance and patience are key to working in Mozambique in general and in a rural environment in particular. The challenges also tell us that we are working at the right place at the right time. A lot of work is to be done in (agricultural skills) development of rural youths. A healthy dose of optimism is required to carry on.

- Expand cultivation on the farm
- Expand the institutional network around Agri-Tech
- Get all curricula approved and published; ready for sharing.



Figure 5B.8 YA Dondo - workshop food processing



Figure 5B.7 YA Dondo - administrator setting up office

## 5B.6 Goals for 2014

- Officially open Young Africa Agri-Tech in the presence of stakeholders and dignitaries
- Start the agricultural skills training programme
- Strike partnerships to settle graduates in (self-)employment
- Complete construction of workshops, stables, toilet block
- Install all equipment in the workshops
- Start construction of hostels, multi-purpose hall, resource centre
- Elaborate the farmers' seminars and support services to farmers

## 6. YA NAMIBIA

### 6.1 Activities in 2013

For YA Namibia, the year 2013 was marked by Making it Happen. Supported by the Dutch donor organisation Wild Geese, funds were raised to allow for the start-up of YA Namibia and its first project in solar technology. The Dutch organisation Volker Wessels Telecom | Netwerk Solutions put together a mobile solar energy station, and shipped it to Namibia, together with extra spare parts, training components, fence and an elaborate assembly manual. People from the Dutch Felua Groep, assisted by local graffiti artists, decorated the fence.



**Figure 6.1 YA Namibia - People from the Felua Group proudly posing in front of 'their' fence**

Mid July Yvette and Dirk Bellens, founders and directors of YA Namibia moved to Namibia with their 2 young daughters to set up the Young Africa Skills Centre. While going through the application process with the Municipality of Walvis Bay for a permanent site to set up the skills centre in or near the location Kuisebmond, a temporary site has been found at the Walvis Bay Rural Constituency Office, based in Kuisebmond. Its outdoor premises and a vacant space indoors were offered to run the solar training from. With the help of a Dutch colleague Dick Neuteboom (sponsored by Cycling Scores for a Better Climate award 2012) the mobile solar energy station was erected and later on connected to the grid.

Aiming to implement the franchise model from the start, we looked for a local solar energy technician to run the department as an independent business while training students on the job. Despite of numerous contacts with local solar companies, other stakeholders in solar technology and advertisements in newspapers and on social

media, no capable candidate was found. It was therefore decided to temporarily employ a solar energy vocational trainer and groom this person in setting up and running the business in installation and maintenance of solar systems.



**Figure 6.2 YA Namibia - Dirk Bellens and Dick Neuteboom assembling the mobile solar energy station**

With the help of a solar energy company in the Netherlands (Pulzer), a curriculum was developed for a Level 1-course. Unit standards and curricula for vocational training in solar systems is still lacking. Training in solar systems is part of an Engineering training and is quite theoretical. A curriculum for a 3-months practical course without any entry requirements did not exist, which is why YA Namibia made its own, using existing training materials available on the Internet. A teacher and student manual will be developed in 2014, with the help of a Dutch expert.



**Figure 6.3 YA Namibia - View of Kuisebmond**

From November 2012 to April 2013 a total of 40 young people in Kuisebmond had taken empowerment courses from a local Life Skills trainer, hired by YA Namibia. A number of them showed keen interest in the first technical course in Installation and Maintenance of Solar Panels. Other young people were informed about the upcoming course through articles in local newspaper as well as radio announcements and posters hanging up at the training site. By the end of the year, over 60 young people had left their contact details, pending the application process.

## 6.2 Results

- 40 underprivileged young people took empowerment classes
- Over 60 underprivileged young people showed interest in YA Namibia's first vocational training in Installation and Maintenance of Solar Panels
- YA Namibia's first training department is set up at a temporary site
- A curriculum was developed for a Level 1 course in Installation and Maintenance of Solar Panels
- A young electrical engineer with experience in solar systems was found to train the students
- A network was built with stakeholders in solar energy, green building, vocational training.



Figure 6.4 YA Namibia - Mobile solar energy station up and ready for use

## 6.3 Human Resources

The YA Namibia Board of Trustees consists of the following people:

- Dirk Bellens, founder and trustee
- Yvette Bellens-Bosma, trustee
- Juliane Zeidler, trustee

2013 Being the pioneering year for YA Namibia, all operational tasks have been carried out by Yvette Bellens-Bosma and Dirk Bellens.

## 6.4 Financial resources

### Statement of Income & Expenditure 2013 (in euro's)

	2013	2012
<b>Total cash &amp; bank balance at year start</b>	<b>6.284</b>	<b>11.012</b>
<b>Income</b>		
<b>Donations</b>		
Wild Geese	11.177	
Wild Geese (via YA International)	5.117	
Private donations		
<b>Project revenue</b>	<b>700</b>	
<b>Exchange rates adjustment</b>		
<b>Loan</b>	<b>2.516</b>	
<b>Allocated donations for investments</b>		
<b>Total income</b>	<b>19.511</b>	
<b>Expenditure</b>		
<b>Capital investments</b>		
Land		
Construction		
Equipment		
<b>Project Costs</b>		
Human resources	7.821	390
Programs & Materials	7.215	
Travel	4.211	3.975
Micro Credit		
Local Office	901	363
Legal fees	741	
Bank charges	237	
<b>Total expenditure</b>	<b>21.127</b>	<b>4.728</b>
<b>Total cash &amp; bank balance year end</b>	<b>4.668</b>	<b>6.284</b>

NB: In addition to the above donations, Volker Wessels Telecom / Netwerk Solutions provided YA Namibia with free labour with a total value of €15,000,-

## 6.5 Challenges and Lessons learnt

Finding land to set up the permanent project proved to be a major challenge. Since our last visit to Walvis Bay early 2012, the town has grown significantly with plans to triple in the coming 20 years. The harbour will expand on the North-side of Kuisebmond. All these plans and the fact that the coastal area around Walvis Bay was declared National Park in December 2010, have reduced land availability enormously. This is especially true for land designated as Institutional Development Land, which would apply for the Young Africa Skills Centre. Only small plots were planned in, drawing up new plans in future planning areas or changing current plans turned out very time consuming processes. Best way forward proved to be YA Namibia's initial plan to apply for the use of a former Industrial building with adjacent land in the heart of Kuisebmond to turn into the YA Skills Centre. A plan that received some resistance from within the Municipality in the past, but was now advised as the way forward.



Figure 6.5 YA Namibia - Kuisebmond township

## 6.6 Goals for 2014

- To groom a vocational trainer in teaching solar technology as well as in setting up and running a business in Installation and Maintenance of Solar Systems
- To develop teacher and student manuals
- To run 3 3-months courses in Installation and Maintenance of Solar Panels, for 15 students per course
- To run 1 or 2 short commercial courses for adults wanting to learn about solar technology
- To develop unit standards with stakeholders in solar technology, set the curricula for the different levels and go for accreditation
- To finalise application process for permanent site and start operating from there
- To raise funds for expansion with other demand-driven vocational training courses



Figure 6.6 YA Namibia - General