



 Young Africa

Young Africa
Annual Report
2006

Young Africa Annual Report 2006

Young Africa Zimbabwe

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I Introduction

The year 2006 was a year of change for Young Africa, a new step towards self-sustenance and a step towards international expansion. Dorien Beurskens and Raj Joseph, the founders of Young Africa and the project coordinators of the Young Africa Skills Centre in Chitungwiza since it opened its doors in 2001, saw it time to expand the proven success of the Young Africa concept to a neighbouring country in need. They chose Mozambique as the second Young Africa country, and the harbour city Beira for setting up another Young Africa Skills Centre. They left Young Africa Zimbabwe in good hands, still being part of the Board of Trustees, and the team was strengthened with the arrival of Yvette Bellens-Bosma in June 2006. Yvette came in as the capacity building advisor, on a contract with ICCO (Dutch development organisation), to guide the Young Africa staff, Head of Departments (HoD's) as well as the boards towards full self-sustenance.

With the departure of Dorien and Raj, also an era ended in which Young Africa supplied the departments with machines, parts and tools and equipment from overseas. With this new step towards self-sustenance, the departments have to look replacement or adding of machines and equipment themselves. Young Africa administration can support them in this, but the responsibility is now with the departments. A good example of this is that the Commercial School and Computer Centre combined forces and successfully applied for refurbished computers from Computer Aid International, with transport and handling costs being covered by the Royal Netherlands Embassy.

One of the weaknesses noticed which slows down or even threaten the self-sustenance of Young Africa was the incapability of some Heads of Departments to run a viable business. Raj and Dorien had already made some adjustments towards the criteria for new Heads of Departments. This was further accentuated by Yvette: new Heads of Departments need to be established entrepreneurs with good records and marketing skills, preferably

with an existing market for both products and job/attachment creation for the students, they need to have access to capital to make required capital investments (e.g. employ staff, buy raw materials, service machines etc.), and they need to be able to put in a collateral for taking up the workshop and machinery and equipment. Existing Heads of Departments have been given up to 2007 to produce a collateral for using the workshop and machinery and equipment. The latter measure is taken because in the past Young Africa had problems with Heads of Departments neglecting maintenance of machines and workshop, running them down until they were of no more use to them. Then they suddenly disappeared, leaving Young Africa with huge costs for repairing the machines and getting the workshop back in proper state for a new HoD to take it up. In addition to this, often small tools went disappearing, which is why Young Africa introduced a deposit on renting the workshop.

All in all, the take over went very smoothly. A number of meetings were held with staff and HoD's to get to know each other better, to do an analysis of staff and HoD's perceptions of strengths and weaknesses of YASC and their own departments, as well as opportunities and threats, and a code of conduct was introduced for everybody to abide to.

With the inflation in 2006 being officially at 1600% most departments struggled to survive. Just like in 2005, Young Africa chose to remain close to its mission, which is to develop the underprivileged youth, and to do so for a very reasonable fee. Since a number of the departments are largely dependent on these school fees (academics, commercial school, computer centre and crèche), it is not realistic to raise the rents more than the school fees. In addition, Yvette being new to this level of inflation, the rents were not corrected for the period October – December 2006, with the result that by the end of the year, income from rentals was quite low. Total contribution of the department to the running costs of Young Africa in 2006 is 22 percent.

Young Africa still needs to go a long way towards full self-sustenance, both in local management as well as in financial donor independence. Especially with the current inflation going towards 3000%(!), donor

support is still needed. On the other hand, the number of beneficiaries is on the increase again. As we write this, more students are coming to YASC than ever before. Young Africa has build up a very good name and is recognised and spoken fond of over the whole country. Many past students show their appreciation and gratitude and come with beautiful stories how Young Africa improved their lives.

The future of Africa is with the young of Africa, and especially in these challenging days we are grateful that we can give these young people hope and help them build a future which can look forward to.

Yvette Bellens-Bosma
Capacity Building Advisor

Chitungwiza - Zimbabwe, May 2007

II Young Africa in 2006

1 Location of the project

YASC (Young Africa Skills Centre)

21468 Mharapara Road

Unit L – Seke

Chitungwiza

Zimbabwe

Location of the Young Africa Satellite Centre

Overspill Shops

Epworth

Harare

Zimbabwe

2 Legal Owner of the Project

Young Africa is the legal owner of all its projects in Zimbabwe. Young Africa is a Charitable Trust in Zimbabwe. It is an independent non-governmental organisation dedicated to the development of the underprivileged young people and their community. Young Africa is registered in Zimbabwe as a 'Charitable Trust' with the Registrar of Deeds, no. M.A. 1343/98.

YASC (Young Africa Skills Centre) at Unit L, Seke, Chitungwiza is the location of its first and main project in Zimbabwe. YASC and its satellite centres are recognized by the Ministry of Youth Development, Gender and Employment Creation.

3 Project Mission

The mission of Young Africa is the empowerment of underprivileged young people. Young Africa empowers young people by educating them in a holistic way and encouraging them to build up a decent living for themselves and the society around them. Young Africa teaches young people - Skills of hands, to make them self-reliant, skills of heart and mind to live with dignity and responsibility and skills of the soul to live with purpose.

4 Aims & Objectives

4.1 Aims

Young Africa aims at:

-  The empowerment and development of underprivileged young people in a holistic way, so that they may become agents in change of their society. Economic, intellectual, social, emotional and spiritual empowerment should go hand in hand to offer youngsters the tools to build up a decent living.
-  Making community members active partners in the development of their own young people.
-  Reduction of poverty.
-  Contributing to a just society, including gender equality.
-  Stimulating young people to make positive choices regarding their life in general and in regard of HIV/AIDS specifically.
-  Inspiring governmental and non-governmental authorities to offer holistic and sustainable training to youths.

By fulfilling our mission and aims, Young Africa is an active partner in realising the Millennium Development Goals as well.

4.2 Objectives

The objectives of Young Africa are:

- ✚ Provide skills training to underprivileged young people in market-oriented trades.
- ✚ Provide young people with micro-enterprise facilities (i.e. business studies, micro-financing, consultancy, savings schemes, facilities, tools) so that they are well equipped to earn an income and build up a decent living.
- ✚ Provide for school leavers' coaching classes and facilities to study so as to reach an academically accepted standard.
- ✚ Promote young (single) mothers to take part in training by giving them crèche facilities.
- ✚ Offer girl (aids-) orphans and girls from very desperate situations, hostel facilities, so that they can learn a trade and become self-reliant at all levels.
- ✚ Offer young people a healthy outlet and the opportunity to explore their talents through art, games and sports.
- ✚ Integrate personal growth and development, gender equality and HIV/AIDS awareness into all programmes.
- ✚ Create awareness on issues as HIV/AIDS, health & hygiene, human rights, gender equality, civic education, communication, culture & customs, etc.
- ✚ Give the local community access to information.
- ✚ Offer local community organisations facilities (when available) to meet.
- ✚ Franchise as many departments as possible to local (teacher) entrepreneurs, so that they actively participate in the development of their community and the projects themselves are self-sustainable.
- ✚ Self-sustainability of the project.
- ✚ Involve the business and industry sector as stakeholders in the project.
- ✚ Network with similar organisations to take a strong position in advocating and lobbying at government level for our aims.
- ✚ Make staff and students active and responsible co-holders of the project.

5 Target Group

The target group of all Young Africa projects is the underprivileged young people aged between 15 to 25 years.

In particular, YASC shall target those young men and (especially) women:

who are too poor to pay and academically not qualified to attend a regular technical training programme elsewhere
who show initiative to shape their own future and build up a decent living for themselves and society in general, but lack adequate skills, knowledge and facilities
who need training but desperately need a place to stay while in training, e.g. children coming from aids orphanages, street children projects, etc.

6 Number of beneficiaries, staff and volunteers

In 2006 the number of direct beneficiaries of the Young Africa project in Chitungwiza reached an average of 1063 per day, with the lowest number in January (643), when the season was just starting, and the highest number in March (1666), when the national results for academics had come out and students came to Young Africa either for coaching to rewrite or continue their education. On a daily basis these 1063 young people make use of one of the facilities that YASC is offering. In addition, through its satellite programs, Young Africa helps develop the lives of underprivileged young people in Epworth (273), Highfield, and the Don Bosco centre in Harare.

We have experienced a decline in daily beneficiaries compared to 2004 and 2005. Reasons for this are the harsh socio-economic environment and the continuing effects of the government's Operation Restore Order in 2005.

During festivals and special activities the number of participants has increased over 16.000 in total. The number of indirect beneficiaries is innumerable.

For details, see Annex 1.

The number of staff members at Young Africa has been fluctuating around 70. Eight of them were paid by Young Africa – Zimbabwe. The others are self-employed or employed by the Heads of Departments. The Young Africa Project Coordinators, Raj A. Joseph and Dorien Beurskens, as well as the Capacity Building Advisor Yvette Bellens-Bosma, worked at YASC (Young Africa Skills Centre) in 2006, but fall directly under Stichting YA (Young Africa) in The Netherlands. The Capacity Building Advisor is funded by ICCO.

Directly employed by Young Africa Zimbabwe in 2006 were:

- ✚ Administrator – Tendayi Manyore (M)
- ✚ Holistic Training Coordinator – Enid Mauluka (F)
- ✚ Secretary – Michelle Chitsinde (F)
- ✚ Hostel matron – Nurse Chiwetani (F)
- ✚ Satellite manager and building teacher – Evans Chimutuwa (M)
- ✚ Satellite dressmaking teacher – Patience Tembo (F)
- ✚ Caretaker – Tonderai Chisango (M)
- ✚ Janitor – Jessie Antonio (F)

In 2006, overseas volunteers offered their tireless services at YASC for a longer or shorter period of time: Herry Lips (3 months – computer training, financial management, draft franchise document), Selma de Koning (3 months - crèche, sports festival, job interview training, general assistance), Astrid Hase (3 months - HIV/AIDS research, general assistance), Henrike Schotman (4 months – Arts Festival, life skills, first aid, general assistance). From Zimbabwe, we had volunteer assistance from students from Arrupe College who on a weekly basis support the youth through coaching, social activities etc.

7 Set-up of the Project

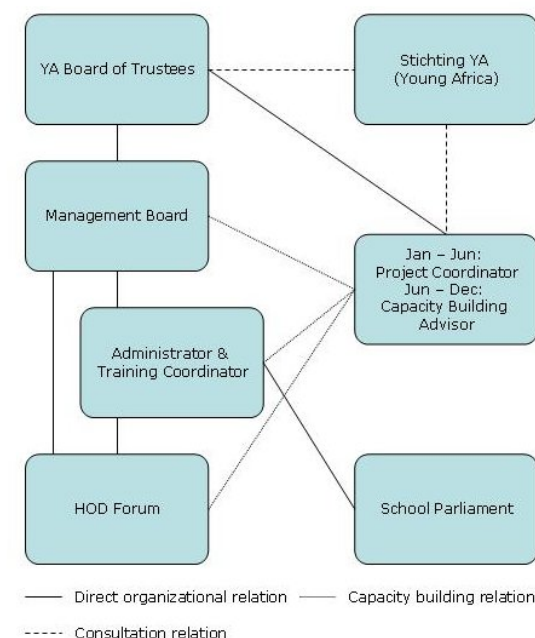
YASC (Young Africa Skills Centre) consists of: two workshops (1500 m²) divided into bays for various trades, 8 classrooms, a project office, toilets/changing rooms, 2 hostels, shed for sculptors, a computer classroom,

a library with internet room, 3 'huts' for the crèche, a conference 'hut', an open shed for the youth club. All spaces are furnished and equipped with machinery and tools, on a 2.1 hectares plot of land, owned by the Charitable Trust Young Africa in Zimbabwe.

In Epworth, YA has a building that counts 4 classrooms, a computer classroom, a hall, an office with strong room, an open shed and 5 smaller rooms in adjacent buildings. The size of the compound is about 60 x 40 m². The complex has been given in 2005 on a 15 year lease by the Ministry of Youth Development.

8 Management of Young Africa

Figure 1 Organ gram YASC's management structure in 2006



8.1 Young Africa Board of Trustees

Young Africa is governed by a Board of Trustees initially set up in 1998, consisting of seven volunteer members from different professional fields -

industries, social work, human rights and duly representing the local community. Two board members are the Project Coordinators for Young Africa Zimbabwe until June 2006. As of July 2006 they left for Mozambique to set up Young Africa Mozambique and a Skills Centre in Beira. For continuity reasons they have however pledged their membership to the Board of Trustees in Zimbabwe for another three years. Two board members are also members of the Management Board.

This gives the following schedule:

Name	Profession	Nationality	Function
Dhansukh Shah	Businessman	Zimbabwean	chairman
Jacqui Joseph	Financial Director Windmill Ltd	Zimbabwean	treasurer
Dorien Beurskens	Project coordinator for Young Africa	Dutch	secretary
Raj A. Joseph	Project coordinator for Young Africa	Indian	member
Wellington Mbofana	Director Civic Education Trust of Zimbabwe	Zimbabwean	member
Emmanuel Nyamanyaro	Representative of local community Chitungwiza	Zimbabwean	member
Sifiso Chikandi	Development Consultant	Zimbabwean	member

In 2006, the Board of Trustees (BoT) had three official meetings. Issues discussed were mainly on the policies on efficient management of Young Africa Skills Centre and this year special emphasis has been on the replacement of the project coordinators by the capacity building advisor and the continuity of Young Africa Zimbabwe as a self-reliant body, after donor funding officially ended in June 2006. The BoT kept to the important decision of 2005 to give priority to reaching out to greater numbers of beneficiaries and affordable school fees over self-reliance of the project through raising its fee structure to cover costs.

8.2 Stichting YA (Young Africa) in The Netherlands

In its development work Young Africa is supported by Stichting YA, a foundation in The Netherlands. At the service of Young Africa since its founding in early 1998, Stichting YA has taken up, among other things, the tasks of fundraising, marketing the products made by artists from the YA projects in Zimbabwe, and creating an awareness about the situation of youngsters in Africa among young people in The Netherlands. Stichting YA is a charitable organisation, consisting of volunteers. In its work, it is advised by the project coordinators of Young Africa in Zimbabwe. Stichting YA is duly registered in The Netherlands as a foundation under no. 08077496

8.3 Management Board

Keeping to the 'participatory action for development' ideology of Young Africa, YASC Management Board is an important component in its infrastructure, that consists of professionals who want to be involved in the work of the development of underprivileged young people, by assisting and guiding in the running of YASC. These members offer their expertise as volunteers and will be committed to the well running of YASC (Young Africa Skills Centre) in fields of personnel, financial and material management.

In 2006 the Management Board consisted of four members, covering four different area of expertise:

Name	Field of Expertise	Nationality	Function
Jacqui Joseph	Financial management	Zimbabwean	chairman
Dhansukh Shah	Business management	Zimbabwean	vice-chair
Scott Russel	Business management and marketing	American	member
Kingston Madondo	Lawyer	Zimbabwean	member
Yvette Bellens-Bosma	Capacity builder advisor	Dutch	member

The Management Board has been meeting every two months to monitor the progress of YASC. Its specific role and responsibility is:

- ✚ Go-between the Administration of YASC and YA Board of Trustees
- ✚ Monitor the running of YASC according to the policies of Young Africa
- ✚ Guide the YASC Administration in decision making
- ✚ Evaluate and approve quarterly budgets and monthly financial statements prepared by Administrator
- ✚ Approve staff appointments at YASC and evaluate annually the performance of YASC Administration
- ✚ Serve as an arbitrary committee to assist YASC Administration in case of grave grievances of staff and students.

To ensure sufficient linkage with the day-to-day affairs of YASC and to enhance communication, the Management Board is advised by one of the Project Coordinators; as of July 2006 by the Capacity Building Advisor. The Administrator of YASC attends the meetings. Members of the HoD Forum have access to the Management Board meetings as well.

The Management Board has taken up the special task of advising the Management of YASC how to cover operational costs with operational income. Since its set-up in 2004, the Management Board has proven to be a vital body in balanced running of YASC and its satellite centre.

8.4 Project Coordinators and Capacity Building Advisor

Under mandate from Stichting YA and later from the Board of Trustees in Zimbabwe, and reporting to both, Raj A. Joseph and Dorien Beurskens, the project coordinators, had been responsible firstly in the setting up Young Africa in Zimbabwe, and eventually Young Africa Skills Centre. Besides working on the projects in Zimbabwe, the Project Coordinators are expanding Young Africa to Beira, Mozambique.

In July 2006 they were succeeded by Capacity Building Advisor Yvette Bellens-Bosma, who is responsible for the capacity building of the local organisation, so that in the course of 2008 it can take full responsibility of the day-to-day management and the execution of the projects.

From the initial set up of the projects in Zimbabwe, this has been always an integral part of the participatory approach to development.

One other important area of attention since the initial set up of the project has been the growth towards self-reliance of YASC (Young Africa Skills Centre). In 2005 the aim to cover operational costs with operational income proved to be impossible at this stage, where YASC's income is generated mainly through rents paid by the different departments, and in a climate in which even well-established businesses collapse. Therefore, in 2006 we have chosen to strengthen the business and marketing skills of the departments, while at the same time attracting well established business(wo)men for those departments that fail to fulfil their duties in line with the Young Africa contract.

Future self-reliance of YASC is of vital importance since as of July 2006 the contract with our main donor Wilde Ganzen/ICCO has come to an end. From July 2003 – July 2006 Wilde Ganzen/ICCO has been funding Young Africa for its capital investments and its running expenses in a sliding scale down. School children and small organisations in The Netherlands raise money through fundraising campaigns. Wilde Ganzen/ICCO multiplied these contributions.

Whereas Stichting YA (Young Africa) takes charge of the fundraising in The Netherlands, the YA Project Coordinators in Zimbabwe play a vital role in the awareness building of (young) people about the plight of youngsters in Africa and in writing proposals and reporting to all donors. For our Independence Festival and Arts Festival in 2006 we received funding from the British Embassy in Harare. Beautiful Zimbabwe once again contributed to the further development of the Satellite Centre in Epworth. Pharmaceuticals & Chemical Distributors in Harare have been a great and generous local benefactor as well.

To share the successful vision of Young Africa on development of underprivileged young people, the Project Coordinators and Capacity Building Advisor have been networking with a great number of NGO's, United Nations organisations, Ministries, local authorities, embassies and

churches. They have contributed to the Young African Touch, YA's newsletter, and to updating the Young Africa website.

8.5 Administrator

Administrator of YASC, Tendayi Manyore, is charged with the day to day material, financial and personnel affairs of YASC. His tasks include manage purchase, storage and distribution of equipment and materials, keep accounts, write budget proposals and reports and organise festivals and events. The Project Coordinators and Capacity Building Advisor have groomed and coached him in improving his skills; the Management Board has monitored him. In October 2006 the Board of Trustees decided that the financial management skills were still not adequate, and therefore as of 2007, he should be released of accounting duties and continue his other duties as Franchise Coordinator. The team should be strengthened by a General Manager, who could also supervise the financial management of YASC.

8.6 Holistic Training Coordinator

Enid Mauluka, former Micro-Credit Consultant, has been appointed as a holistic training coordinator. She is tasked to see to the proper execution of all training programmes at YASC and in Epworth, monitoring and safeguarding the educational content and the holistic development approach, and to take charge of the Business Skills and Life Skills lessons. In addition, she is responsible for the day-to-day management of the Scholarship Fund, the Micro Credit Programme and the establishment of the School Parliament and its contribution to YASC and the community.

8.7 HoD Forum

The Heads of Departments (HoD) Forum was set up in August 2005 to give a formal status to the informal culture of consultation with Heads of YASC Departments by the Project Coordinators. Its Rights and Regulations were formulated by a committee consisting of elected HoD's and one Project Coordinator and cover the right of information, right of consultation and right of co-decision. In which area which right applies is spelled out as well. In 2006, the committee of the HoD Forum was changed after the one headed by Mr Mahara Goteka had served more than two terms. The new committee comprises of Mr Alexious Zindoga as the Chairman, Mr Jeremia Kumakili –

Vice Chairman, Mrs Angelica Chizengeni – Secretary and Mr Munyeki – Vice Secretary. Elected members of the HoD Forum are welcome to attend Management Board meetings.

In 2006 The HoD Forum has had four meetings. The Young Africa Administration as much as possible attends the meetings. This to strengthen the awareness of staff and HoD's being a team and together responsible for achieving YA's aims and objectives.

Main topics were the application with the Ministry of Higher and Tertiary Education to be registered as a private training centre, the subsequent improvements needed to qualify as such, and the role of the HoD Forum in increasing the self-reliance of the departments and YASC as a whole. The H.O.D Forum managed to acquire 52 computers from Computer Aid Society with the help of the Netherlands Embassy paying for the shipping and clearing costs.

8.8 School Parliament

Students of YASC have their own body, the School Parliament. It consists of two elected representatives of each department. After a sound leadership-training programme and with Mr. Zindoga (HoD Computer Dept.) and Enid Mauluka (Training Coordinator) as advisors, the School Parliament has twice held free and fair elections for its President, Vice-President and Ministers in 2006. The School Parliament has been the voice of the students in matters of their concern, such as quality of training, exams, certificates, safety of tools and equipment. All members of the Parliament have gone through a leadership course to equip them for their tasks. Members of the School Parliament have been visiting an old people's home, where they volunteered for a day, and raised funds for a school for disabled children.

III Programmes in 2006

Young Africa empowers young people through offering training and income generating projects, creates employment, gives a place to stay for the needy and serves the community in the following programmes:

- ✚ Skills Training and Production (C & E*);
- ✚ Academic Coaching (C & E);
- ✚ Micro-Enterprise Promotion (C);
- ✚ Art Promotion (C);
- ✚ Hostel (C);
- ✚ Scholarship Fund (C);
- ✚ Services to Students and Community (C & E);
- ✚ Festivals (C mainly);
- ✚ Career Guidance Day.

C = Chitungwiza; E = Epworth

For the Calendar of Activities in 2006, see Annex IV; for the overview of programmes and heads of departments, see Annex V.

1 Skills Training and Production

In 2006 YASC Chitungwiza offered the following skills training and production programmes: dressmaking, interior decoration, electronics (until June), woodwork, metalwork, leatherwork, motor vehicle mechanics, panel beating (production as of September), computer applications, various secretarial and accountancy courses.

The focus is on the practical skills and building up hands-on-experience. The timetable consists of 70% workshop practical learning & production, while 30% is theory. Theory classes have been conducted to impart theoretical knowledge on the various trades as well as business studies with basic book keeping, costing, technical drawing, customer care, so that students

immediately learn to set up an income generating project with their skill. Besides, life skills education, an empowerment programme, is included to cater to the total development of a young person. Such an overall formation involves taking up empowering issues like gender equality, 'responsible sexual behaviour', HIV/AIDS awareness, environmental awareness, democratisation, leadership, entrepreneurship, and civic education.

After having passed their exams and obtaining their certificate, there have been several options for students:

- ✚ they independently set up a micro-enterprise;
- ✚ they set up a micro-enterprise with a credit loan from Young Africa;
- ✚ Young Africa helps them to find an attachment or job in their trade.

In the past, the students who are doing skills training at Young Africa used to sit for a Young Africa certificate. Despite the fact the students could still secure jobs in different organizations, there was a demand for a competitive certificate. The year 2006 was applauded for managing to get accredited by the Higher Examination Council (HEXCO). This is a competitive government examination board, under the Ministry of Higher and Tertiary Education. Young Africa's accreditation as private training and exam centre will be effective from 2007. Young Africa Commercial School, Academics and the Computer Department were already registered from the onset.

The YASC certificate is still recognized by different companies and organizations as it has already built a good reputation for itself. The HEXCO certificate will be more effective especially in the outskirts of Zimbabwe and across our borders since most students are now moving out to look for better opportunities.

1.1 Success over the years

Young Africa has produced good results over the past years. It has also gained recognition from the people it serves; employers to some of our students have given recommendable feed back about their performance. For skills training, the enrolment for last year from January to December

was 221 students, out of these 9.5% dropped out of school due to different reasons. Of the 200 students who sat for the final exams, the average pass rate for 2006 is 64.5%.

The pass rates for other departments that sat with different examination boards are as follows:-

 Academics internal students	= 70,6%
 Academics external students	= 15,2%
 Commercial School overall pass rate for all courses	= 68%
 Computer applications	= 99%

In general, the training results are quite good and there is still room for the departments to produce much better results given all the resources.

1.2 Young Africa Satellite Centre projects

Our satellite project in Epworth - Overspill, one of the poorest townships located south of Harare, was officially opened on 1 March 2006 by British Ambassador, Mr. Andrew Pocock. This festive opening was also attended by various entrepreneurs from the Epworth community as well as representatives of the Ministry of Youth Development and Employment Creation, who leased out the premises to Young Africa for a period of 15 years to put up a skills training centre. The number of courses offered in Epworth has exceeded our expectations. Students have taken courses in dressmaking, building, carpentry, computer skills, as well as 'O' and 'A' level coaching.

Further improvements were made to the buildings and premises: water and electricity were installed, the walls were painted and the classrooms furnished according to requirements. Evans Chimutuwa has been ably taking charge of coordinating teaching programmes as well the refurbishing of the building. He also set up the Young Africa Youth Association, offering the youth of Epworth healthy entertainment through sports and weekly movies.

Stichting Beautiful Zimbabwe has taken special interest in the satellite project in Epworth. In November 2005 they paid a visit to the centre and decided to contribute to the development of the centre. In November 2006 they visited

the centre again and were impressed by the changes they saw: the adjustments to the building, the neatness of the place, the number of students and also the number of staff members working at the centre. It had grown from 4 in 2005 to 8 in 2006, while only 2 staff members are on Young Africa's pay roll. Another beautiful example how Young Africa contributes to local employment creation.

In 2006, Eco-Africa, our partner based at St. Alois Social Centre in St. Mary's – Chitungwiza, came to YASC for need of space for their paper making project. They built their own workshop at YASC for paper making and brought their own machines as well. Eco Africa makes paper craft products for the American and South-African market in a fair trade style. Though they do not offer skills training at YASC, they share Young Africa's mission, aims and objectives, and through employment creation contribute well to the development of youth and women of the community. See chapter IV-8 for more information.

1.3 Academic coaching

Young Africa Academics coaches students who dropped out of secondary school, need to pass certain subjects for their future career, need extra coaching during holiday periods and those who are talented to do 'A' level, but can't afford regular school fees.

The following programmes are conducted:

-  'O' level classes for school drop-outs during day time, in the evenings and during holidays;
-  'A' level classes for economically disadvantaged, but academically talented, youngsters;
-  Primary school coaching classes during holidays.

In 2006, Young Africa Academics reached out to a total of 803 students: 542 students for 'O' levels, 203 students at 'A' level and 58 primary school children who attended holiday revision classes. YA Academics is a recognised exam centre for 'O' level students and had 215 students sitting for exams. Next to these Young Africa students, 29 external students also sat for exams at YASC. Where the pass rate of YA students

in 2006 was at 70%, only 15% of external students passed their exams. Unfortunately, at the time of writing this annual report, national pass rates were not out yet. However, in the past these were also extremely low, in 2005 it was at just 22%.

As for 'A' level Young Africa is not a registered exam centre, our students have to sit for exams at other colleges around. Their pass rates are not known. For more information on Young Africa Academics in 2006, please see Chapter IV – 1.

2 YA Micro-Enterprise Promotion

The Young Africa Micro-Enterprise Promotion (YAMEP) has assisted graduated Young Africa students to realize their dreams. The majority of the skills training students do not want to get employed by companies after completing their courses but prefer to venture into their own small businesses. YAMEP does not only financially support them but also equip them on the effective use of their finance through Business studies in Entrepreneurship Development. The students should pass their exams in both skills training and Business Studies to be eligible for a loan. The Micro-Enterprise Consultant monitors and evaluates the progress of their projects regularly and gives advice where necessary.

The current economic situation continues to impinge on the size of the loans required by beneficiaries. In 2006, YAMEP was able to support beneficiaries with the money injected by Oak Tree Foundation in 2005, as well as the Jong Krediet (Young Credit) Scheme. Despite disturbances about operational places, the past students are operating from their places of residences since selling on the street is now illegal and renting a place has become extremely expensive. While the economic situation is harsh these beneficiaries are doing remarkable work.

The Hostel girls, who, during their stay at Young Africa are empowered into independence, to equip them for living on their own at a later stage, are also benefiting from this programme. Besides the loan facilities they get for their own projects, Oak Tree has made it possible for the girls to buy the most

basic requirements of starting a new life on their own. Items including beds, stoves, plates, blankets, pots, etc., purchased wholesale by Young Africa to ease the burden of letting them buy from shops who charge exorbitant prices/interests for goods bought on credit, since most of them can not afford to buy in cash. The girls who are about to leave Young Africa and ready to start their own lives can select the items they require and pay for them in monthly instalments.

The last group of beneficiaries is the Young Africa Departments. Departments have been finding it difficult to cope up with the rate at which raw materials are going up. Those who are in production can borrow money to buy raw materials and the ones providing services can use it for other requirements that are productive to the department. In order for a loan to be approved, there has to be concrete proof that the money will be used for departmental benefits. The interest charged is 10% per month of the outstanding amount.

The overall repayment rate in 2006 was at 77.7%, with the best repayment by the hostel girls. The current situation in the country is very challenging but all the beneficiaries are working very hard to improve their lives. The Oak Tree Programme is a revolving fund, effort is being put to improve the repayment to zero default rate, so that the programme benefits more people from Young Africa. Due to the enormous inflation however, in December 2006 at 1500%, the funds are drying up rapidly, as we do not charge inflation correction.

The Jong Krediet (Young Credit) Scheme was an incentive for the beneficiaries to work competitively. Two outstanding projects were selected and were given a top-up loan to boost up their businesses. The selected projects were a building project, comprised of three past building students, and a dressmaking project by a dressmaking past student. Both projects showed impressive results.

3 Art promotion

To promote the work of young and poor artists in Chitungwiza area, in December 1998 Young Africa arranged to market in The Netherlands, small and big stone sculptures, made by several needy young sculptors. The project coordinators also made new contacts for them to get more job orders and a regular income, Zambezi Art in Amsterdam being the biggest and most dependable partner. To date, over 100.000 small statues, big sculptures, batiks, wire works and art cards made by former street youth have been marketed. Along with these young people, a savings' scheme has been launched to stimulate them to develop their working conditions through a proper management of their own income.

Due to the harsh economic and inflationary environment prevailing in the country the saving scheme has been discouraged. The artists could better invest in raw materials or finished products. Two artists based at Young Africa received a loan from our Micro-credit scheme to buy raw stones for use of Young Africa artists as well as for re-sale to other local artists. The whole idea was foiled by the two artists who chose to convert the micro credit loan for buying the stones to their personal use and went into hiding.

Year 2006 was also tough in terms of the usual yearly orders we received from Zambezi Art and Stichting YA Netherlands. In February 2006, the 2005 order of respectively 7000 and 1600 art pieces went out. A number of sculptures delivered to Zambezi Art were of poor quality, the result of a rush job and inadequate quality control. Their new order only came end of 2006 and was not yet quantified. Production was delayed due to the failed plan to have the Young Africa artists buy raw stones in bulk. Stichting Young Africa placed an order of 300 art pieces, which were produced in 2007.

Improvements for 2007:

- Due to delays in producing the order for Zambezi Art in time for January 2007, the idea of buying raw materials in bulk should be implemented – though by Young Africa itself – to cut time and costs of buying in small quantities every time.

- A workshop to teach all artists in continuous quality control and making stone sculptures should be held with funding from interested parties to improve the quality of art for export.
- To fully develop Art Promotion it should become a separate department at Young Africa Skills Centre, with Peter Zevenhuizen of Zambezi Art as the Head of Department.
- The art garden needs to be better maintained with attractive and good quality art pieces, with the idea of marketing the art to visitors and also invite potential buyers.
- Dedicated artists will be groomed also leaving room for new trainees; they will be part of YASC staff in the Art Department and work on orders.

4 Hostel Programme

The hostel aims to be a “half-way house” between life in an orphanage and an independent life in society for girls from 15 to 25 years, who study at YASC. While the girls are followed-up by a live-in social worker, they take care of their own food. YA offers them facilities for vegetable garden, poultry and fish pond to supplement their food. The hostel guides the young women towards a life of social, emotional and economic independence. The girls live at YASC for a maximum of two years.

Apart from the regular classes Young Africa also offers the hostel girls a sound empowerment programme, loan facilities and entertainment programme.

The hostel programme supported 45 girls in 2006, of which 17 came in 2005, 24 in January/February 2006 and another 4 in July 2006. The majority of them chose training in Dressmaking (58%), followed by Leatherworks (15%) and Secretarial (13%). Only 2 girls chose training in a more male-biased profession, i.e. Carpentry and Motor Vehicle Mechanics. Out of the 45 hostel girls, 30 ‘graduated’ from the hostel in 2006, 16 in June and 14 in December. They left Young Africa with a certificate in Dressmaking (17), ‘O’ level (3), Secretarial (3),

Leatherworks (3) and Leatherworks (1). Two girls got pulled out by their sponsors before they could write their exams, and one left to go and study at University. These girls have been settled well in rented rooms or with relatives, in jobs or business. Young Africa has supported their step towards independent living by helping them move out and providing them with a basic goods (bed, blanket, stove, and pots).

In June 2006, when the Project Coordinators, who were like parents to the hostel girls, left for Mozambique, they threw a farewell party for past and present hostel girls. It was a very warm, emotional and touching experience of sharing love, encouragement, hope, home and strength. Having seen past hostel girls coming home to Young Africa as mature and independent young women, is the crown on Young Africa's mission of empowerment.

In September, the Dutch embassy invited all hostel girls to a Dutch movie "Lepel" during the Zimbabwe International Film Festival. For the end of year party they were taken to Mbizi Game Park for a game walk and picnic.

5 Scholarship Fund

Students have been coming to YASC asking for assistance, being so underprivileged that they cannot even afford our low school fees. For these talented but poor students, Young Africa decided to introduce the Scholarship Fund, which started operating in July 2006.

Accepted are those young people who are between 15 and 25 years of age, who come from a poor background and are genuinely keen in improving their skills and knowledge at Young Africa Skills Centre. Some of the applicants can be students who are already enrolled by the centre. Teachers or Heads of Departments who may notice the struggle or failure to pay school fees, buying materials, etc, can identify these students and report them to the Young Africa Administration, if the students haven't done so yet themselves. If the students' performance is desirable, they are encouraged to apply to the scholarship fund. All beneficiaries of the fund are closely monitored in their performance and progress. Donations for the Scholarship in 2006 mainly

came from an individual working at Unicef in Harare, together with past volunteers from the Netherlands.

From July to December 2006, four people benefited from the scholarship fund. Of these four, two are doing O-Level studies while the other two are doing secretarial courses. The two who are doing O-Level studies do not only benefit in terms of school fees but receive money for basic sustenance as well. These two reside at Young Africa Girls Hostel and got dumped by their sponsors, who should take care of them regarding school fees and food supply.

All four beneficiaries will be proceeding with their studies in 2007 and are expected to continue until they write their final examinations. The students' class performance is very well with the exception of one who needs extra lessons. More applicants are expected at the beginning of 2007 as more deserving situations are rising. Fundraising for this fund needs to be increased.

6 Services to students and the community

Besides the regular programme to its own young trainees, YASC has offered the following facilities to serve the students of the area and the neighbourhood community of Chitungwiza in order to empower them and stimulate them to become agents of change in their society. In 2006 as well, these activities have been an integral part of YA's holistic approach to development:

-  Supervised night study in the evening for secondary school students who lack facilities to study at home in quiet and adequate lighting
-  A canteen which serves low budget and wholesome meals for YASC and local artisans
-  A reference library, with books and magazines in different technical trades and general knowledge. This library is open to people of the area

- ✚ YAYA, the youth club provides sports, games and other recreational facilities for young people. Every Saturday, YAYA screens a movie for its members
- ✚ Crèche: quite a few young people within the target group of Young Africa are single teenage mothers. They, more than anybody else, need opportunities to better their lives and empower themselves. While studying or working at YASC, they leave their children in the crèche. This crèche is also open to 'outsiders', who pay a fee for this service. The crèche is run as an income-generating project by a group of young women.
- ✚ Internet café: students, staff and members of the community have since February this year low-priced access to internet facilities, so that they may get more sources of (objective) information.
- ✚ Meeting place: through the rent out, as and when available, of the conference room (a room built in the shape of a traditional hut, named Gungano = meeting place) at YASC, YA facilitates programmes of other local NGO's (mostly adult education, seminars on leadership, gender equality, literacy, health & hygiene, aids awareness)

NB: These programmes have been operated as franchised income-generating projects.

6.1 Career guidance day

The idea of having a career guidance day for the students came from the HoD Forum where it was noted that students lacked vision and focus on the careers that they had started and those that they had in mind. It was therefore found necessary to assist the students on avenues they could take as their careers after Young Africa.

The day was set for Friday 22 September 2006 and invitations were sent in Chitungwiza and Harare to organizations and institutions that offer training and those that offer employment. Of the 14 invitations Pharmaceutical Chemicals Distributors (PCD), the Zimbabwe Republic Police (ZRP), Chitungwiza Hospital, Kutaura Enterprises, and Zimbabwe Open University confirmed their participation. However on the day itself only the ZRP Chitungwiza and Kutaura Enterprises complimented by Young Africa Computer Centre and the Commercial School managed to come.

The Zimbabwe Republic Police presented the entry requirements to become a police(wo)man, which included height, age, academic qualifications and a clean background.

Kutaura Enterprises is a clothing manufacturing company situated in Harare's Graniteside Industrial area. They have employed 23 girls from Young Africa Dressmaking and Designing Department of which 15 are still employed.

Mr. Chihoro, who gave a presentation for Kutaura Enterprises, spoke very well of Young Africa: "Speaking as a Chitungwiza resident I am very grateful that we have such an institution as YASC in our community. YASC has helped residents of Chitungwiza in many ways such as: contributing to manpower development; Assisting our youngsters to be self reliant, especially the underprivileged; reducing the crime rate by removing the youth from the streets, as the saying goes "An idle mind is the devil's playground". For these contributions, I thank the authorities of this institution for a job well done."

The students were very pleased to hear that Kutaura maintains flexible criteria for the employment of Young Africa Dressmaking students, as long as the candidates are recommended by the YASC authorities and they have basic sewing knowledge.

He also stressed the importance of self-discipline, and urged Young Africa to help instilling a sense of self-discipline in the students, to try and minimize the rate of losing jobs because of indiscipline.

Mr. Goteka and Mr. Ganyiwa gave a presentation on behalf of Commercial School and Young Africa Computer Centre respectively. They listed the professional courses that they offer, the basic requirements to enter these courses, and the professional opportunities when they pass these courses.

After the presentations, students could ask questions for clarifications. The presenters also had some stands just outside the showroom where they met with students who wanted further information. There was an

overwhelming response from the students at both the presentations as well as the stands outside, with about 200 students attending the career guidance day.

The HoD Forum decided that this programme should be an annual event for it is a great eye opener to the students, who most of them might not be sure where to go after Young Africa. One of the students suggested for next time to invite past students to give a presentation as well about the work they do now. We will sure follow this suggestion up, and next to that we will also attend career guidance days at secondary schools to promote Young Africa.

7 Young Africa festivals and events

Young Africa is committed to the total well being of young people. So sports, art and awareness festivals on various themes and occasions have been organised with the purpose of bringing young people together to celebrate, enjoy and learn about their talents. All festivals of Young Africa are part of our comprehensive empowerment programme and therefore always have an educative slant to it. Young Africa has been lobbying extensively with donor agencies and colleague NGO's to bring their festivals to the 'ordinary people' in a township. YASC was offered to them as a venue. The result was again a remarkable increase in the number of visitors to these festive activities at YASC over 2006. The absolute climax has been at YAAF, with over 11,000 visitors over 4 evenings and 2 full days.

7.1 Minor festivals

On 31 January 2006, YASC celebrated the Don Bosco Feast. Fun games, sports and films were activities for the day. Teachers and students played against each other for fun and the day was round up by a movie screening. Young Africa recognizes this day since the centre adopted Don Bosco's way of operating.

In April 2006, international artists performing at the Harare International Festival of Arts (HIFA) came to YASC to give performances and workshops for the youth of Chitungwiza, as part of HIFA's community outreach programme.

Early September, together with YAAF (see below under Major Festivals), Zimbabwe International Film Festival Fund organised 3 evenings of film and meet and greet with the producers and/or actors, as part of the Zimbabwe International Film Festival in Harare.

On 28 October 2006 YAYA organised the Kids Entertainment Festival, with fun games, music, dance competitions and a performance by Popo the Clown, especially for the young and young at heart.

The School Parliament organized the Students for Charity day, hosted on the 25th of November 2006. The main purpose was to assist Sharon Cohen, a school for the mentally challenged. Students are stimulated to give back to the community, so every year they come up with a fundraising activity and identify a group of underprivileged people to give the proceeds to.

7.2 Major festivals

7.2.1 Young Africa Sports Festival (YASF)

As the day is hosted around Independence time, the festival was on 15th April 2007 just three days before Independence Day, also the day that Young Africa celebrates its now fifth birthday. The targeted group for this festival is the community of Chitungwiza, where young people from different schools, community clubs and colleges form teams to compete in different sporting activities. In 2006 more than 400 participants from all these disciplines competed in soccer, netball, basketball, volleyball, table tennis, pool, chess and darts. The winning teams walked away with prizes in cash. There were also fun games with smaller prizes to be won.

The festival has become popular and keeps on improving year by year. In 2006 around 4,000 youngsters came in to witness the teams competing against each other. There was a live performance to grace up the show before the Prize Handover Ceremony. This performance by popular urban grooves artist Madhizi added flavour to what had been a busy and long day, but the audience still danced with a lot of energy.

7.2.2 Young Africa Arts Festival (YAAF)

This two-day annual festival to celebrate art and life and create HIV/Aids awareness for the community at large is not only loved by the residents of Chitungwiza but also those from Harare. The sixth edition of this educative and entertaining festival, was given the theme 'Celebrate Life! Unite your Family'. It took place from Thursday 31 August to Sunday 3 September, during which over 10,000 young people came to celebrate life, expand their art skills, showcase their talents in competitions and enjoy performances by a big line-up of famous and upcoming artists. This year YAAF was also brought to our satellite centre in Epworth. As it was not budgeted for, the festival was kept at a small scale, but nevertheless was a big success with over 2,000 young people participating in the competitions or enjoying from the sideline.

As in previous years, YAAF was also part of the Zimbabwe International Film Festival (ZIFF) outreach programme, with outdoor screening of the latest films for the community to enjoy for free. More information on YAAF 2006 can be found in annex II.



Young Africa Arts Festival 2006

8 YA's implementation methodology

8.1 Holistic 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 a holistic 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. At YASC (Young Africa Skills Centre), we therefore stimulate our students to take part in the wide variety of activities available: in skills training, in academic coaching, in sports, arts and games at YAYA, to perform

during our festivals, to gather information in the library and the internet café, to participate in leadership in the school parliament, to reach out to the needy in fundraising, etc. Business studies for all skills training students and possibilities to borrow start-up capital and tools to set up a business assist in economic development. Life skills education is an integral and compulsory part of the training programmes at YASC as well. It aims at empowering young people and making them self-confident, responsible, fulfilled and purposeful citizens of their society. Every school day at YASC 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. 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.

8.2 Participation

The course and implementation of the project is currently influenced by the participants. Because the project team is working according to the participatory method, they continually consult the beneficiaries. The 'Participatory Action for Development' ideology makes the potential beneficiaries active participants in the initiating and implementation, in the policymaking and the evaluation of the project. With the project coordinators as facilitators, the local community defines the need, the nature, the governing policies and the immediate beneficiaries of each project. The HoD Forum and School Parliament are direct results of this and active partners in the management of YASC.

Even in this very Annual Report you will find contributions from the Management, HoD's, and the School Parliament.

Young Africa also invites volunteers every year to carry out a research on the impact of YASC on the students and community at large. This year, Monique Gho looked at the impact of YASC training programme on HIV/AIDS awareness and prevention. Her research showed that the students knowledge on HIV/AIDS had increased while at YASC, that 70% made personal changes in their sexual behaviour aiming to protect themselves against infection and that an increased number of students

had themselves tested while still at YASC, indicating that they wanted to know their status. For the summary report, see annex III.

8.3 Franchise

The franchise concept is a direct consequence of the participation of local entrepreneurs in the development of their own young people and community. From the initial set-up of the projects at YASC (Young Africa Skills Centre) in Chitungwiza in 2001, the Board of Trustees of Young Africa envisaged that YASC would eventually be an economically viable and self-reliant enterprise. The concept of franchising, which was implemented in the different skills training and production departments, is a promising concept with all the potential to turn a development project into a self-sustainable enterprise. As for now, in 2006, economical viability and self-reliance of the project are on their way but a great challenge in the rampant economic climate of Zimbabwe.

Franchising means that each department is, though the capital investments are made by Young Africa, run as an income-generating project by a teacher or entrepreneur. This Head of Department (HoD) pays Young Africa a monthly fee as rent for the use of the facilities (tools and equipment, workshop space, use of classrooms, services of janitors and receptionist, etc). Young Africa collects the school fees from students, and hands over 90% to the department, as part of their income, supplemented with the profits of the production. Production is done as part of the training process. The admission procedure, policies, curriculum, timetable, fee structure, etc, are all laid out in a legal contract between the YASC management and the HoD as "owner" of the department. In this way each department of YASC (Young Africa Skills Centre) is financially self-reliant in its running expenses.

As for the efficient and flexible running of the project, the franchising has an added advantage as well: each department has its own management and runs its training and production programmes independently. The role of Young Africa Management staff is therefore building of the management capacities of the departments and the coordination of all activities rather than the more labour-intensive day-to-day running of the departments.

In 2006 an extensive manual on YA's franchise concept and holistic approach has been produced, which can be requested by sending an e-mail to youngafrica@home.nl.

9 Young Africa achievements in 2006

-  Taken a further step forwards to Young Africa Zimbabwe's self-reliance by the succession of the project coordinators by a Capacity Building Advisor, funded by ICCO;
-  Kept up the programme developed in the previous years, as well as the number of beneficiaries, in spite of the challenging working environment
-  Ran the projects for an average of approximately €30,-- per beneficiary per year;
-  Hired a professional security company to guard the YASC premises on a 24-hour basis. This, together with the commercial school with all its computers being moved to a safer building within YASC, has led to a significant drop in thefts.;
-  Further improved the building and expanded the teaching programmes at the Young Africa Satellite Centre in Epworth, with the support of Stichting Beautiful Zimbabwe, who donated another 10,000 euro. During their visit in November, a sign on the dural wall, indicating Beautiful Zimbabwe's sponsorship to the satellite project, was officially unveiled;
-  Establishment of a new computer satellite project as a joint effort with the Don Bosco Society in Kambuzuma;
-  Capacity building of staff Young Africa and heads of franchised departments in Training Techniques (basic and advance course) by all HoD's and Technical Report Writing by administrator and training coordinator;
-  Inspections by a professional machine inspector in November 2006 on the maintenance of all machines in the technical departments. All departments scored (rather) well, with the exception of Metal works, whose contract as a result was not renewed for 2007;

- ✚ Electrical renovations to the technical workshops, as per safety requirements by both the machine inspector and HEXCO;
- ✚ In addition, all fire extinguishers were serviced and all departments equipped with a first aid kit, a first aid course was given to all departments as well, ensuring that each department as well as the administration has at least one skilled person to undertake action in case of an emergency;
- ✚ Intensive personal coaching of Administrator and Holistic Training Coordinator;
- ✚ Decision made for new, more sustainable structure: Administrator to become Franchise Coordinator, who together with the Holistic Training Coordinator will form the two supporting pillars of YASC. They should be led by a General Manager (or Director) who will also be responsible for the financial management, of which the bookkeeping is carried out by the Office Manager (now secretary);
- ✚ Also in line with improving sustainability, new HoD candidates should have experience in managing a business and marketing their products. In addition, they should have valuable assets to put in as a collateral for using the workshop, machines and other equipment;
- ✚ Increasing sense of responsibility amongst heads of departments, for example the effort done to acquire the computers for their departments. The changes made in departments need a continuous follow up to see that there is maintenance of machines, first aid kits are always replenished and production and training is maintained and of good quality;
- ✚ HoD Forum taken up more responsibilities, developed own letterhead and committees;
- ✚ HoD Forum, with the support of the project coordinators and capacity building advisor, managed to secure 104 computers from Computer Aid International in the UK, of which they received funding from the Royal Netherlands Embassy for the shipment of 52 computers;
- ✚ HoD Forum, with the support of the Capacity Building Advisor, organised Young Africa's first Career Guidance day, attended by 4 companies/colleges and 200 students;
- ✚ Graduated students: 145 in skills training (pass rate 77%), 84 in computer studies (pass rate 99%, in NFC courses 72%), 106 in secretarial/commercial studies (pass rate 72%), 215 in 'O' levels (pass rate 70%), 77 children in the crèche 'graduated' and got ready to go to primary school;
- ✚ Kept up pass rates that are considerably higher (some even 3 times higher) than national pass rates in exams for academics and secretarial/commercial studies;
- ✚ Settled past-students in jobs and attachments;
- ✚ Settled 30 hostel girls who completed their programme at YASC in housing, jobs or self-employment and provided them with utensils they need to be self-sufficient;
- ✚ YA Independence Festival and Young Africa Arts Festival were again more vibrant and pulled more crowds than any of our festivals before;
- ✚ YAYA received brand new NIKE sport products (sport shoes, football boots, socks, shorts, shirts, warm-ups, balls and caps) through Mercy Corps Zimbabwe;
- ✚ School Parliament carried out community service projects, such as helping out at an old people's home for a day, and raising money for a centre for disabled children;
- ✚ Young Africa students with the support of the Capacity Building Advisor, volunteer and New Life Centre introduced and carried out a course on HIV/AIDS for the other students at YASC;
- ✚ Recognised by the Ministry of Higher and Tertiary Education; Young Africa is now recognised as a private training institute and exam centre for National Foundation Certificate courses in skills training;
- ✚ Continued the lobby with relevant Ministries, authorities and development organisations to apply the holistic approach (integration of economic, social and emotional empowerment) to development of young people in the (low-budget) franchise style.

10 Challenges faced in 2006

- ✚ Financial self-reliance of YASC has reached 22% only, due to the national economic climate (e.g. inflation reached 1600%). We had aimed to at least 50% self-sustainability;
- ✚ Increasing the number of daily beneficiaries, which had dropped 50% after Operation Restore Order in 2005;
- ✚ The Administrator still struggled to adequately carry out his duties, especially on financial management. The Board of Trustees decided for 2007 to offer him a contract as Franchise Coordinator, paving the way for a general manager, who will also take responsibility of the financial management;
- ✚ Both the Franchise Coordinator and Holistic Training Coordinator received half year contracts for 2007, as the Capacity Building Advisor was not yet convinced of their capability to carry out these jobs and contribute to YA's self-reliance;
- ✚ Many students failed their Business Studies exams in December, which needs to be investigated in 2007 (content, teaching and difficulty of exam);
- ✚ Several departments of YASC also still struggled for viability, due to low production volume, low student numbers and/or bad machine maintenance. The contract for Metal works was not renewed for 2007; Leatherworks and Panel Beating received short-term contracts to prove their capability;
- ✚ The Electronics Department has been closed due to incapacity of a number of Heads of Departments as well as low student registration;
- ✚ Due to the harsh economic situation, it was hard to secure jobs for a number of students graduated in the technical skills training;
- ✚ Increased power cuts, also during daytime, affected both training and production;
- ✚ The costs for Internet subscription have risen enormously, while the connection has significantly worsened;
- ✚ Fundraising among Chitungwiza community at Independence Festival proved unsuccessful;

- ✚ After the three year funding programme of Wilde Ganzen/ICCO officially ended in June 2006, no new funding for general project support has yet been acquired.

11 Our targets for 2007

- ✚ Keep up the programme developed in the previous years;
- ✚ Employ a General Manager, coached by the Capacity Building Advisor to manage YASC and the satellite centre in Epworth, and see to a proper financial management, leading YA towards organisational and financial self-reliance in the coming years;
- ✚ Employ a full time Life Skills teacher as well as a Day Matron to guide students and hostel girls on their journey towards an improved life, and increase their self-discipline;
- ✚ Keep strengthening the capacity of Heads of Departments, YASC Management, Management Board and Board of Trustees;
- ✚ Improve the percentage of self-reliance;
- ✚ Explore additional ways to improve and strengthen the self-reliance (research on setting up a Rural Skills Training Centre plus commercial farm; work together with departments to market their products of high quality under the name of Young Africa);
- ✚ Secure the still required funding for 2007 – 2010 (period needed to achieve full financial self-reliance);
- ✚ Get the number of beneficiaries back to 1500 daily at least;
- ✚ Build an extra classroom block to accommodate the increasing number of students coming to YASC (trend as of early 2007). This will also allow us to expand in skills trainings to be offered at YASC. There is a high demand for Cosmetology and well as for Catering;
- ✚ Improve the business skills lessons as well as the strategy of the micro-enterprise promotion to serve the needs of young entrepreneurs in a changed environment;
- ✚ Further improve Epworth Satellite Centre regarding health, safety, water, sanitation etc.;
- ✚ Include Epworth in the Independence and Arts Festivals;
- ✚ Replace the Head of Department for Metal Works;

- ✚ Have capable potential heads of departments for all departments, for smooth take-over if and when needed;
- ✚ Research possibilities to have government employed teachers;
- ✚ Fundraise among the Chitungwiza Business community for the Scholarship Programme for very needy students;
- ✚ Find new donors for the Micro Credit Programme;
- ✚ Carry out a research on the impact of YASC on the life of past students compared to those young people who did not come to Young Africa for training.

IV Reports by the Young Africa Heads of Departments¹

1 Young Africa Academy Report for 2006

1.1 Target Group and Beneficiaries

School drop-outs (boys and girls who did not manage to write 'O' Levels because of high fees in other schools, etc, and school leavers who did not attain five 'O' levels and would like extra coaching to supplement their 'O' levels.

Additionally, we also have students from other schools and, when they are on other school and when they are on holiday, they need to benefit from extra holiday revision classes extra holiday revision classes conducted by the department. These include primary and secondary schools students. The depart also has 'A' level classes for those for those whose parents cannot paying high tuition fees demanded in boarding school and other institutions high learning. The following table reflects the figures of beneficiaries who passed through the busy-hands of the academics department in 2006. Usual Classes

Level	Number of Beneficiaries
'O' Level – Day Classes	458
'O' Level – Evening Classes	26
'A' Level - Form 5	90
'A' Level - Form 6	113

¹ Excluding Metal Works, whose contract ended in December 2006, as well as Leatherworks and Panel Beating, whose contracts ended early 2007.

1.2 Holiday Revision Classes

Holiday revision classes statistics are for both April and August holidays.

Level	Beneficiaries
Primary Grade 3 – 7	24
Form 1 and 2	38
'O' Level	58

1.3 Activities

Ordinary lessons were conducted for those who wrote exams in November 2006, and the holiday revision classes were conducted in both April and August. However, supervised night study sessions were conducted through out the year.

1.4 Achievements

- Enrolment figures impressively increased compared to 2005 where parents were facing harsh economic hardships to send their children to school.
- 'O' level November pass rate remained in the seventies at 70, 6 % excluding external candidates.
- The department managed to establish another academics department in Epworth, Overspill, Harare, with an enrolment of to 64 students in 2006.

1.5 Challenges

- Accommodation problem for more classrooms to unroll more academically underprivileged young stars grossly affected further progress;
- The department filed to acquire an 'A' level exam centre status because the available classrooms are only enough for 'O' level candidates, i.e. 150 candidates at one sitting per subject;
- Evening classes were difficult to conduct almost every day because of consistent power cuts.

Report compiled by: Mr. J. Kumakili, Principal Young Africa Academics

2 Oasis Commercial School

2.1 Introduction

Oasis Commercial School entered its third year operating under self-reliance with a line up of several notable achievements. Chief among them being remarkable student results from the October 2005 examinations sat under various examination boards.

2.2 Aims and Objectives

- To increase the enrolment by almost 100% from the previous year enrolment.
- To fully establish the satellite school at St Peters Kubatana.
- To set-up strong and tight control measures for cash movement and record keeping.
- To effectively advertise both projects 'Young Africa' and 'St Peters Kubatana' so as to increase publicity.

2.3 Target group and Beneficiaries

The school exist to provide skills in the areas of Business management, Information Technology and life skills. This is done through empowering development of the physical, spiritual, intellectual, cultural, social and moral dispositions of both the young and adult less privileged members of the society who come from a low income group regardless of religion, race or sex, so that they can be productive and responsible citizens.

2.4 Activities

The school provides tertiary education with the following professional institutions such as Institute of Administration and Commerce (IAC), Chartered Institute of Secretaries (CIS), Southern Africa Association of Accountants (SAAA), International Computer Driving license, Institute of Bankers of Zimbabwe (IOBZ), Higher Educational Examination Council (HEXCO), and Institute of Personal Management of Zimbabwe (IPMZ). Oasis

commercial also facilitates an annual in-service workshop, and a range of Peace Building, Grooming and Deportment and Conflict resolution workshops.

2.5 Achievements

The school managed to scoop several best student awards from various diploma courses nation wide, three of these coming from the IAC Office Administration (secretarial) students. The school also managed to grab an acknowledgeable increase in enrolment, which also saw a rise to a significant income. Successfully, both the schools are now registered under the Ministry of Higher and Tertiary Education.

2.6 Major challenges

The school began its year in shock after discovering that 7 computers from the computer lab had been striped off during the Christmas break. The major problem was to find ways of replacing these computers in order to continue operation. However thanks to Young Africa who managed to donate some of its computers to the school, we could still continue in the meantime. One major draw back was the inadequate supply of electricity mainly centred on loading shading. This mainly affected computer classes and evening lessons, which caused backlogs on administrative work.

2.7 Plans for 2007

- Creating awareness of the school and its services to the community.
- Offering tertiary education at affordable tuition fees.
- Enhancing the image of the school through cleanliness.
- Improve customer service.
- Improve all control systems.
- Improve employee attitude at work for both part-time and full time staff.

2.8 Conclusion

The school continues to strive to offer tertiary services in spite of the economic hardships. Thanks to Young Africa for their helping hand throughout the year.

Report compiled by: Yvonne Nyandebvu, Secretary Oasis Commercial School

3 Young Africa Computer Centre

3.1 Background

The computer department started in September 2001 with six computers. It was opened and run by Mr. Zindoga who trained students for two hours per session. The Computer Centre has existed mainly to offer basic computer skills to underprivileged young people of Chitungwiza. To date it has extended its services to the working class that are free to come to the evening and on Saturday.

3.2 Introduction

This report gives a brief description of the activities that have taken place in the Computer Centre, which are mainly the enrolment, acquisition of additional computers, the introduction of new courses and the addition of new staff. The report generally intends to highlight the major activities that took place in the department from January to December 2006, to state the achievements that were made and to describe the problems faced, the causes and how they can be overcome.

3.3 Objectives of the Project

-  To train 320 students on basic computer skills by December 2006;
-  To employ one competent staff member for special programs by July 2006;
-  To introduce more specialized programs to attract more students.
-  To enrol a maximum of 15 students for National Foundation Certificate in Computer Studies;
-  To acquire a higher grade of computers from the current Pentium II computers;
-  To expand the department to at least one other centre outside Young Africa complex by the end of the year;

3.4 Achievements

- ✎ The department has managed to train 360 students, 30 of which graduated in June 2006 and 54 graduated in December 2006. The remaining 276 students will finish their programs in January and February 2007 since they joined between October and December.
- ✎ National Foundation Certificate in Computer Studies examinations were written for the 3rd consecutive year by 8 students, 1 student passed 2 out of 4 subjects, the other 7 passed 3 out of 4 subjects;
- ✎ Introduced the following short period programs: Introduction to PC Maintenance & Repairs, Introduction to PC Networking, Basic Web Designing, Database Management & Design, Introduction to Computer Programming, Internet and E-Mail;
- ✎ One additional staff member was employed with the relevant skills to train all the above mentioned courses and another one was employed to teach at the new centre in Epworth;
- ✎ We managed to start communication with Computer Aid International in the United Kingdom who supply second hand refurbished Pentium III and IV computers at a low cost. We did the application in conjunction with the Commercial School and the support of Young Africa administration. The application was approved for the supply of 100 Pentium III computers;
- ✎ We further applied for the funding of the supply of the computers to the Royal Netherlands Embassy and were funded for 50 computers. The Computers arrived at Young Africa on 17 February 2007 with 1 additional one;
- ✎ Due to the establishment of a Satellite Centre in Epworth the department capitalized and established itself at the centre and started with 8 computers in March 2006. By December 2006 58 students graduated.

3.5 Challenges

- ✎ The department is lacking proper accountability of its day-to-day enrolment and financial activities because it does not have a secretary;
- ✎ The fees being charged to students are not economically viable in accordance with the current inflation rate that is continuously increasing at fast paces;
- ✎ The department does not have a strategic plan that is supposed to be followed by all staff members;

- ✎ Power cuts have greatly impacted on our targets because three quarters of the evening lessons per week were not conducted due to power cuts.

3.6 Future Plans

- ✎ To employ a secretary by March 2007 either full time or on attachment.
- ✎ To source funds to service and repair the laser printer in order to start an income generating project through typing services;
- ✎ To maintain the enrolment of three hundred and sixty students;
- ✎ To increase the number of computers at Epworth to 15 if we receive the supply from Computer Aid International;
- ✎ To replace the Pentium II computers with Pentium III when they arrive from Computer Aid International;
- ✎ To hire a consultant to assist the department to design a one year strategic plan;
- ✎ To make continuous efforts to discuss with YA administration on the provision of generator by the end of the year;
- ✎ To consult on possibilities of Zimbabwe Electricity Supply Authority (ZESA) to spare YA during power cuts by March 2007.

3.7 Conclusion

The objectives that had been set for the year 2006 had been met almost 80% that is introduction of one staff member, acquisition of computers, the target of three hundred and sixty students is indeed a great achievement. Hopefully the targets that have been set for 2007 will be met with great success.

Report compiled by: A. Zindoga (H.O.D. Computer Department)

4 Dressmaking department

4.1 Background

Norta Marketing Agency (Pvt) Limited is a company which is operating under the Young Africa Skills Centre. We started operations on 9 January 2006. Norta Marketing will primarily focus on the training of the disadvantaged in elementary dressmaking, garment construction, pattern making, embroidery and soft furnishings. We are also producing for companies around Chitungwiza and beyond. We are also focusing on the tourism market by supplying shops that are in the tourist areas. Our vision is to become a locally accepted symbol of training the disadvantaged and manufacturing internationally accepted protective clothing and soft furnishings.

4.2 Introduction

4.2.1 Our Mission

To train the disadvantaged of our society with passion and fulfil their expectations in a holistic approach and teach them self-sustenance in relentless pursuit of achieving growth in numbers and trained and to manufacture products that will make Young Africa a household name.

4.2.2 Our Core Business

To usefully face the challenges of continuously adding value for all our clients, shareholders and our Franchiser by exploiting strategies, alliances and synergies that will continuously expand our investment.

4.2.3 Our Values

- ✚ Integrity and professionalism in our day-to-day operations;
- ✚ Efficient and effective service delivery;
- ✚ Commitment to work contract;
- ✚ Transparency and honesty in all directions;
- ✚ To foster a culture of excellence in everything we do;

These characters place Norta Marketing in a strong position to develop and diversify into other business activities in the training and manufacturing sector to meet all the requirements of all our clients.

4.2.4 Products and services

Norta Marketing is still focusing on training the disadvantaged and finding a niche market for its products. We are still working on the product list.

We are currently producing:

Protective clothing: work suits, overalls, security overalls, sunhats, dustcoats.

Soft furnishings: placemats, gloves, aprons, curtains, magic pillows, toiletries.

We believe we are positioned to be the best in all aspects.

4.2.5 The team

Norta Marketing is run by a director and managing director, who is the head of department. They have employed a teacher in Garment Construction and Pattern Making, a teacher in Embroidery and Soft Furnishings, a teacher in elementary dressmaking, a production supervisor two production workers and a secretary.

4.3 The year 2006

2006 was a very difficult year for us to start a new venture given the inflation rate levels. The department was given to us to operate when there was no funding from the previous operations. We had to borrow funds for day-to-day operations of the department from our sister company.

The economic environment was not conducive to companies involved in manufacturing due to increased cost of production. Chitungwiza is a town far away from the bigger markets. Most workers are left with very minimal disposable income. This has also impacted on our business negatively.

Towards the end of the year, we saw our production team growing and being able to fulfil several orders to a number of companies.

Our turnover in 2006 was ZWD 600,000-00. Our target was ZWD 50,000,000-00. We did not manage to achieve this figure due to: failure to have enough working capital to purchase raw materials companies are not willing to pay deposit before full production of their orders. I am afraid this also will be a problem in 2007.

4.4 Training

4.4.1 Elementary

We started the year with 30 students and ended the first semester with 21 students. Some of the students could not graduate because they did not have materials. Out of 30 students from the beginning of the semester, only 20 students graduated. Our first semester runs from January to June and the second semester runs from July to early December. In July, we started the semester with 29 and ended up with 25 students.

4.4.2 Advanced

We started the year with 15 students and ended the first semester with 14 students. We started the second semester with 15 students and ended with 14 students. We must congratulate Ms. Mangwiro for her hard work. Most of her students attained very good passing marks. We reward the best students by giving them presents of either materials or towels. The most well-behaved also gets a present, as well as the second-best.

Report compiled by: A Chizengeni, HoD Dressmaking

5 Carpentry department

5.1 Introduction

Tashingirira Carpentry Project is a furniture making business situated at Young Africa in Seke Chitungwiza. The business specialises in making of sofas, wardrobes and kitchen fittings B.I.C.S. The company directors are Nyasha Kadye and Maria Vambe. It was started in 1995 and the business used to operate from the background home industry. We have five permanent workers and four contract workers. Now we have moved from background home industry to a better place of which I can say we are now into industry because all the infrastructure we need for carpentry is there. We started working at Young Africa on the 2nd of February 2006. The business has the potential of growing in to a more viable venture if given the financial support needed.

5.2 Aims and objectives

-  To increase the operations of the business;
-  To purchase adequate raw materials for use in production;
-  To increase stock of finished products for display in the showroom;
-  To increase market base and supply big customers like Nyore Nyore, OK Stores etc.;
-  To create other branches in a town like Mutare;
-  Expand business by venturing in to coffin making;
-  To create more jobs.

5.3 Target group and beneficiaries

We supply local market with manufacturing prices, which also saves in terms of transport cost. People within the community are the beneficiaries and the students we teach to be self-reliant.

5.4 Activities 2006

-  Students graduation;
-  Young Africa Arts Festival.

5.5 Achievements

- ✚ Site of working place is well established;
- ✚ Good heavy duty machinery for production process;
- ✚ Receiving big orders Young Africa and local market.

5.6 Problems/challenges

- ✚ Most of the machines were down so we had to repair them;
- ✚ Rental payment was a problem for the first four month of the year;
- ✚ market at first was also a big problem for almost five month of year starting;
- ✚ Turn-up of students was poor for the first six months;
- ✚ Teachers are claiming high salaries due to inflation.

5.7 Plans for 2007

- ✚ Quality job should be improved by employed skilled workers and buying quality material.
- ✚ Adding more machinery in the workshop.
- ✚ Looking for big market like OK stores etc.

5.8 Conclusion

All this can work if we improve our management by employing a Manager. Also we should have capital to run the business efficiently.

Report compiled by: Nyasha Kadye (HoD Carpentry department)

6 Motor vehicle mechanics department

6.1 Introduction

The motor mechanics department at Young Africa Skills Centre is a division that trains students in the fundamentals of motor vehicle service, repair and sales.

6.2 Aims and objectives

Producing motor vehicle technicians of the international standard from these underprivileged youths is our main aim. The idea is to provide these students with the skills that they will use for their own personal development and that of their immediate family and also the community at large. This will lead eventually to the economic development of the country and the region as a whole. Other objectives include imparting to students knowledge that is not necessarily technical but very important if they are to become lovable members of society. This includes HIV and AIDS awareness, sports, health and hygiene etc.

6.3 Target group / beneficiaries

Our target group is those young people who are underprivileged financially or otherwise but who have a keen interest in the motor vehicle industry. The beneficiaries are the students who have the excellent training facilities of Young Africa at their disposal. The community also benefits from having their cars fixed at very reasonable rates.

6.4 Activities and achievements

The activities of the department are mainly to service and repair clients cars and the students are very much involved in this. They get the hands on experience in servicing cars that they see being driven everyday rather than old cars that don't move as done by other training institutes. Our biggest achievement is that we are gaining more customers as compared to the time we started early 2006.

6.5 Challenges and lessons learnt

Initially we had problems where we would get a lot of comeback jobs because our monitoring of students was very close. I am glad to say this is all history now because we have devised a method whereby an experienced artisan leads in doing the job being assisted by the apprentices no matter how small the job is. After that the vehicle is taken for a road test and only released to the customer if we are fully satisfied about its performance.

6.6 Plans for 2007

Our plan is to increase our customer base, get more vehicles to repair and we all benefit. The students gain experience and we make a profit from fixing the cars.

6.7 Conclusion

In conclusion I would like to say that despite the economic problems prevailing in this country we tried our very best to get cars to repair for the benefit of our students and for our own benefit as well. We can only wish the year 2007 will be better in every respect.

Report compiled by: C. Mabuto, HoD Motor Vehicle Mechanics

7 Crèche Department

7.1 Introduction

Edward's Angels Children Centre 'Where angles tread' is our motto. It caters for children between the age of 0-6 years and is run by professional qualified staff who knows the rights and aspects of children. It opened its doors of the 7th of July 2001.

7.2 Aims and objectives

-  To build a strong foundation for children before they leave for formal school;
-  To make sure we keep the children safe during their parent's absence;
-  To make sure every child can stand on its own and socialise with others;
-  To take orphans free of charge;
-  To charge low affordable fees to the underprivileged;
-  To start a half day session.

7.3 Beneficiaries

We had a total of 109 beneficiaries that are from the students, the community and the staff of Young Africa:

-  68 children came from outsiders.
-  31 children came from the students and staff at Young Africa.

This is the second biggest group of beneficiaries since we opened our doors.

7.4 Activities

We went out for an educational tour with the children twice. First in March and second time in August. We went on the tours with 3 other pre-schools: Dambanavana, Zengeza, and Tashinga pre-school. We did this just for fun. We had some poems rhymes, songs drama and aerobic dance with the children and our theme was 'child abuse and food'. We had a recording session at ZBC for two hours in September last year and

it was successful. We had some songs and rhymes, which were recorded. We had some meetings with the parents on how to stimulate our children, which was also a success.

7.5 Challenges and lessons learnt

We had just a few problems to mention. We had problems with parents paying the school fees and due to the inflation rate we had to struggle in paying for the food, rent salaries as well as our stationary.

We learnt the lesson that we should not be too nice to the parents, for us being too nice to parents made the parents relax and paying the fees late and even not paying for more than a month

7.6 Plans for 2007

We are hoping to start a half-day separate class. We are going to stick to our constitution with the parents in fees payment. We are going to take in 5-10 orphans free in the crèche. We are to give some presents to our best students on our graduation day. We need to have more than one sport activity, at least two.

We hope we are going to have a great success in all areas as I can tell in my vision. Thanks to all who support us through the whole year.

Report compiled by: Esther Revu, HoD Crèche

8 Eco Africa

8.1 Introduction

Eco Africa Paper crafting Community was born out of Young Africa Satellite projects initiative drive in November 2003. Eco Africa is based in the less developed communities and offers Women and the Youth employment Opportunities through development of Art namely: Chitungwiza – St Mary's, Ruwa, Masvingo, Hatcliff and Rusape.

8.2 Target group

The targeted group includes the youths who are within the economically active age group (15yrs – 25yrs) and the women. The project is basically centred on women who through our traditional norms do not have equal economic opportunities to financially support themselves. The project is also helping in securing market for hundreds of Young and Established Artist's work who have got the talent which did not have much exposure.

8.3 Aims and objectives

The aims of Eco Africa are as Follows:

-  Assist the local Community to set up income generating projects that are based on the available Natural resources in their locality;
-  Help in securing outside market for the finished products of these different Art income generating projects;
-  Assist the local Community to look after the Environment – Teaching them how best they can profitably make use of the Natural resources without damaging the Environment – Sustainable Development;
-  The project is spearheading the harnessing of youth vigour, which is currently wasted as they are finding themselves with no employment at the prime of their age, hence some end up joining violent and other anti-social behaviour which led to their self destruction. In that regard the project is working towards attaining the following goals:

- Motivating the youths to consider entrepreneurship as a career and encouraging them to start small Art business that can create employment opportunities to the ever-increasing number of unemployed youths and victims of the new global economic policies such as privatization;
- Promotion of new and consolidation of existing Art business;
- Securing a balanced growth between men and women in Art business with special emphasis on the acceleration of development on women who are in most cases relatively backward hence economic and social justice for all;
- Providing Economic opportunities that had built self actualization, confidence and independence in women and youths;
- Decentralization of Art activities which are confined in urban areas but can be done in rural areas according to the availability of natural resources. In this regard we have since brought a number of “projects to the people” and not “people to the projects” namely Hatcliff – Twine Making, Masvingo – Twine and beads making, Ruwa – Wood beads making and Rusape – Plant Fiber paper making.

8.4 Achievements

Since its inception in 2003 Eco Africa had managed to create employment to 200 Artists in different fields. And to date we have managed to fulfil most of our targets mentioned above.

We have also managed to set up Cotton Papermaking project at Young Africa and this had created employment opportunity for six people.

One of our big achievements is our ability to retain our customers which therefore means our quality of work is improving with each order.

8.5 Challenges

At Eco Africa we don't have 'problems' but we do have 'situations', here is the list of our situations:

- Lack of hand tools to use for our different projects;

- Erratic Electricity supply in most of our project centres especially at Young Africa;
- Inconsistent orders, we are getting orders but in most cases they are not as consistent as we want.

8.6 Plans for 2007

We have named 2007 as a year of expansion where by we hope to penetrate into more Communities that are in desperate need of income generating projects. We also hope to expand our existing projects so that more people can benefit from them.

With the availability of funds we are in desperate need of engaging our self into Social activities for St Mary's Community which includes the following:

- Secure funds to set up a Mobile Clinic that will be free of charge and will benefit the local community. The mobile clinic will be working in conjunction with the Ministry of Healthy and Child Welfare and other Government related institutions.
- Set up HIV/AIDS awareness campaign in Local Schools, at the same time have Post HIV & AIDS test counselling for those who had been tested. We are planning to combine the following programs together – poverty reduction, socio-political development, environment protection and fighting HIV/AIDS.
- Assist People living with HIV/AIDS have access to drugs and assist them in securing food.

8.7 Conclusion

We hope through the positive hand we are getting from Young Africa management team Eco Africa projects are going to expand in size and at the same time new projects are going to be set up , therefore more people are going to be employed.

Report compiled by: Trust Marangwanda, HoD Eco Africa

9 Young Africa Epworth Satellite Centre

9.1 Introduction

The opening of Young Africa Epworth Satellite was a blessing for the Epworth community and a great achievement for Young Africa. Working with the underprivileged community of Epworth made us stay closer to our mission of serving the underprivileged young people.

9.2 Activities and Results

- ✚ Held our official opening of Young Africa Epworth Satellite;
- ✚ Secured funding from the British Embassy in Zimbabwe which comprised of 100 school chairs, 50 school desks, 9 office chairs, 4 library shelves and 3 office desks;
- ✚ The British ambassador to Zimbabwe Mr. Andrew Pocock was the guest of honour for our official opening and this also came as his first assignment in Zimbabwe;
- ✚ Opened other departments, which included Computers, Academics, Carpentry and Young Africa Youth Association (YAYA);
- ✚ Increased the number of beneficiaries by more than 100%;
- ✚ Secured funding from Beautiful Zimbabwe of 10 000 euros, these funds were used to renovate, paint and upgrade the whole campus;
- ✚ Held our first graduation with 26 graduates in Building, Dressmaking, Carpentry and Computers in June 2006;
- ✚ Installed electricity;
- ✚ Ran our first arts festival, which was a success, attracting around 2500 visitors;
- ✚ Improved sanitary and water facilities;
- ✚ Secured a donation from NIKE, who donated sporting equipment for YAYA;
- ✚ Kept good relations with the local authority, government and the community;
- ✚ Ran projects following the Young Africa mission.

9.3 Challenges faced in 2006

- ✚ Due to the bad economic climate, departments were running at a loss;
- ✚ Few and unreliable machines were part of obstacles faced;
- ✚ Constant electrical power cuts.

9.4 Our targets for 2007

- ✚ Franchise Dressmaking, Building and YAYA departments;
- ✚ Acquire a generator as back-up to power cuts;
- ✚ Source new machines for Computers and Carpentry;
- ✚ Hold our first sports festival;
- ✚ Improve our strategy and run departments at a profit;
- ✚ Be able to conduct seminars for our staff;
- ✚ Hold weekly meetings to improve our communication skills;
- ✚ Complete the remaining renovations at our centre;
- ✚ Source funding for further developments and student scholarship;
- ✚ Retain funding from Beautiful Zimbabwe.

9.5 Appreciation

We would like to thank our project coordinators for setting up a good example and we would like to congratulate for starting yet another program in Mozambique.

We say welcome on board to Yvette Bellens-Bosma who has already given a tremendous make over to Young Africa and to the hardworking staff, students, volunteers and sponsors of Young Africa, we thank you.

9.6 Summary

- ✚ The opening of Young Africa was a blessing for the Epworth community;
- ✚ This year Young Africa Epworth managed to officially open their centre and the British Ambassador was the guest of honour on the opening day;
- ✚ Young Africa Epworth Satellite secured funding from Beautiful Zimbabwe and saw their number of beneficiaries rise by 100% for 2006;

- ✚ Electricity was installed at Young Africa together with holding their first graduation in June 2006;
- ✚ Constant power cuts and the harsh economic climate were part of the obstacles and challenges Young Africa Epworth faced;
- ✚ Amongst Young Africa's targets for 2007 is the franchise of three departments, acquiring a generator and new machines;
- ✚ In appreciation Young Africa would like to welcome Yvette Bellens-Bosma and thank the project coordinators the staff, students, volunteers, sponsors and every one involved in making Young Africa a big success.

Report compiled by: Evans Chimutuwa, Epworth Satellite Manager

10 School Parliament

The Parliament was assembled late July 2006 and the members attended a two-day training by Silveira House on leadership skills. On the second and last day of the workshop the members then voted for their executive board constituting the president, Vice President, Vice Secretary, organising secretary and different ministers and their deputies for the respective ministries.

As the parliament was under the guidance of Mr Zindoga, the HoD for the Computer Department, it managed to embark on the following activities:

- ✚ On the Young Africa Students Charity day, the parliament managed to organise and host a bash in an effort to raise funds for Sharon Cohen, a school for the mentally challenged children. The bash was dismal as it rained cats and dogs and hence very few people attended the bash. Unfortunately, because for this, only ZWD 27,000 was raised, which was handed over to Sharon Cohen.
- ✚ During the Young Africa Sports Festival, the parliament helped the organising committee with all the logistics that were required for the festival to sail smoothly.

After the Arts festival many members divorced themselves from the parliament due to their examinations, which were around the corner. Still the president managed to join hands with Edward Taruwona (a non parliamentarian) and embarked on an HIV and AIDS awareness and prevention course and issued out free condoms to members of the public. This was a project that saw the formation of Young Africa Fighting AIDS network, the only club at YASC that mainly deals with the elimination of HIV and AIDS from the community, country and the continent.

Report compiled by: Innocent Muzveba, School Parliament President July-December 2006

V Financial Report

YOUNG AFRICA SKILLS CENTRE FINANCIAL REPORT 2006

The accounts have been audited and reflect a true record of the operations of the center.

The year under review was yet another difficult year for Zimbabwe. The foreign currency situation was worse than prior years and there was hyperinflation. In July last year the governor of the Reserve Bank removed three zeros from the currency. For comparative purposes we have left the numbers with the zeros.

As we move forward the situation continues to deteriorate which now presents a real challenge to the center.

It has always been the intention that the center becomes self sufficient but under the current economic conditions it is quite impossible at this stage.

Year on year inflation for December 2006 was 1281%. This figure is probably a little understated due to timing.

If we assume then that actual inflation was 2000% it means that we managed to slightly beat inflation. Even looking at official numbers the center did not do too badly under the circumstances.

Income from rentals fell slightly behind official inflation and as a result had an impact on expenditure.

Running costs for 2005 were \$1,2 billion and for 2006 \$21,5 billion. That translates to a 1602% increase on prior year.

However it can be seen clearly that without the donor funding the center would not have survived. Because we are in existence to help the under privileged it will of course defeat the purpose if fees charged are such that no one can attend classes.

For 2006 money from the rentals contributed to 10% of the running costs while 2005 the contribution was 14%.

As said earlier going forward will be difficult as current official inflation for May 2007 is 4500% while that from Pricewaterhouse Coopers (An independent audit firm) is 12 523%.

It is therefore important for all involved to strategize and think of ways in which we can continue to keep the center afloat. Planning is always difficult under these conditions so it is important to be proactive and quick to react to situations.


Jacqui Joseph

29/6/07

YOUNG AFRICA SKILLS CENTRE

INCOME AND EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2006

	2006	2005
	\$	\$
INCOME		
Grants received	-	-
Interest received	77,513,035	4,604,640
Donations - Local	17,905,858,095	1,003,934,588
- Overseas	113,235,190	179,259,552
- Festivals	1,358,949,400	
Other income (Direct Payments)	3,086,155,683	96,895,453
Festivals (ticket sales)	3,400,000	10,733,885
Rentals	2,167,908,760	188,160,070
	24,713,020,163	1,483,588,189

EXPENDITURE HUMAN RESOURCES

Casual Labour		-
Salaries & personnel costs	2,545,165,515	317,403,354
Travel - Local	22,070,000	-
Medical Expenses	723,537,000	72,953,587
Nec Co. Contribution	16,039,863	1,759,063
Nssa Co. Contribution	59,396,355	6,051,900
Paye	520,171,030	50,440,746
	3,886,379,763	448,608,649

OTHER RUNNING COSTS

Accounting & audit fees	-	11,410,000
Advertising & promotions	369,915,280	740,600
Bank charges	168,163,489	6,500,065
Donations	352,595,190	
Electricity & water	464,863,784	50,011,966
Festival expenses	1,358,949,400	90,477,853
Youth activities & clubs	99,655,000	
Fuel & oil	1,614,881,000	360,000
Insurance	78,372,200	41,196,553
Interest Paid		
Postage & stamps	3,200,000	
Printing & stationery	270,419,005	27,804,882
Protective Clothing		
Rentals & Leases		763,750
Repairs & Maintenance - Admin	932,366,555	5,322,000
Repairs & Maintenance - Computers	2,000,000	
Repairs & Maintenance - Office machines	626,036,200	716,840
Repairs & Maintenance - Vehicles	327,086,050	14,332,482
Security expenses	3,079,600,436	83,960,000
Welfare funds	406,000,000	
Subscriptions	66,447,500	1,920,000
Teas, lunches & cleaning	438,889,104	24,535,000
Telephones & faxes	858,162,066	39,094,069
Sundry expenses	4,935,600	382,171,912
Emergency staff loans	14,000,000	37,000,000
Grounds and general maintenance	734,130,675	8,469,990

Refunds	1,121,173,449	
Training	303,800,000	13,695,641,984
DEPARTMENTAL EXPENSES		826,787,962
ADMINISTRATION COSTS (EPWORTH SATELITE)		4,767,782,240
Machinery & equipment	5,115,000	
Repairs & maintenance - Office machines	667,600	
Repairs & maintenance - Vehicles		
Repairs & maintenance - Buildings	46,860,000	12,452,943
Staff teas & lunches	24,919,000	
Casuals	148,816,000	
Transport costs	37,690,000	
Furniture & fittings	500,000	
Security expenses	767,300,000	
Telephones & faxes	10,100,000	
Electricity & water	40,626,778	
General repairs & maintenance	212,006,000	1,294,600,378
GENERAL RUNNING COSTS TOTAL		23,644,404,365
		1,357,386,575

BALANCE AVAILABLE FOR CAPITAL EXPENDITURE	1,068,615,798	126,201,614
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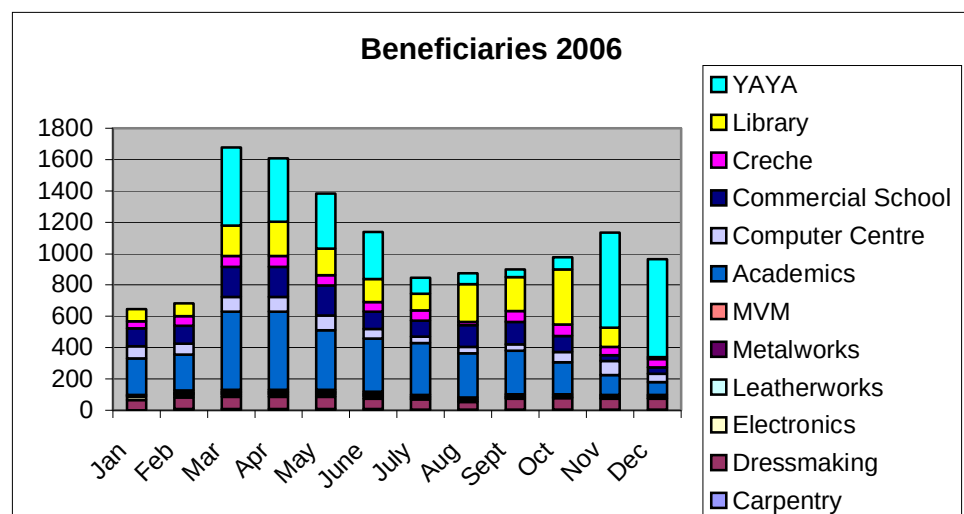
CAPITAL EXPENDITURE(EPWORTH SATELITE)

LAND & BUILDINGS	964,460,805	-
ADMIN EQUIPMENT	12,774,363	-
MOTOR VEHICLES	32,450,931	-
FIRE EQUIPMENT		6,768,900
	1,009,686,099	6,768,900
SURPLUS (DEFICIT) FOR THE YEAR	58,929,699	119,432,714

Jaqueline Bayn 29/6/07

Annex I Number of beneficiaries Young Africa 2006

no	Department	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
1	Carpentry		9	9	9	9	7	4	6	6	5	5	5
2	Dressmaking	67	71	76	76	76	65	67	46	69	71	67	67
3	Electronics	19	19	19	19	19	19						
4	Leather works	8	8	8	8	8	8	7	7	7	7	7	7
5	Metal works	5	5	5	5	5	7	9	9	9	9	9	9
6	MVM		13	13	13	13	13	12	12	12	12	12	12
7	Academics	232	232	501	501	381	341	330	283	279	202	125	81
8	Computer Centre	79	68	93	93	93	59	42	42	41	66	88	53
9	Commercial School	115	115	193	193	193	110	102	139	143	103	38	39
10	Crèche	43	63	67	67	67	62	64	22	70	74	53	53
11	Library	79	79	194	220	168	147	107	240	213	350	123	14
12	YAYA			500	405	350	300	102	70	53	78	606	625
	Total	647	682	1678	1609	1382	1138	846	876	902	977	1133	965



Annex II Young Africa Arts Festival 2006

The sixth edition of this educative and entertaining festival, with the theme 'Celebrate Life! Unite your Family', is an annual event hosted by Young Africa in Chitungwiza. From Thursday 31 August to Sunday 3 September over 11,000 young people came to celebrate life, expand their art skills, showcase their talents in competitions and enjoy performances by a big line-up of famous and upcoming artists. As in previous years, YAAF was also part of the Zimbabwe International Film Festival (ZIFF) outreach programme, with outdoor screening of the latest films for the community to enjoy for free.

This year YAAF and ZIFF also took place at our satellite centre in Epworth. Although it was not budgeted for, and therefore just a small-scale one day festivity, the about 2,000 visitors were very enthusiastic and expressed their wishes to make this an annual festival as well. There are many talented youngsters in poverty-stricken Epworth, who are very eager to showcase their talents and take it to a higher level.

Objectives, theme and impact of the Young Africa Arts Festival

The objectives of YAAF is to offer healthy entertainment to the community, to bring a positive message and celebrate life together, to offer young people the possibility to showcase their talent and stimulate them to take it to a higher level and at the same time create awareness on HIV/AIDS and other challenges and what the youth can do about it. Hence, the festival contributes to the holistic development of the underprivileged youth.

The theme of this year's festival was 'Celebrate Life! Unite your Family'. The theme aimed at creating awareness on families falling apart due to the AIDS pandemic, growing crime, a growing individual attitude, and what the youth of Chitungwiza and Epworth can do to keep their current and future families united. A number of theme workshops, competitions and performances by guest speakers and artists focused on the importance of families to overcome present-day hardships.

Though the impact of a festival like YAAF is difficult to measure and quantify, we certainly feel that we managed to reach the objectives we had set for this project.

For Young Africa, YAAF is one of its ways to fulfil its mission of holistic empowerment of underprivileged young people. Young artists of Chitungwiza were invited to exhibit their art at YASC for free. Many of them were able to sell some of their art and acquire new orders. Special incentive this year for all winners of the competitions was: for music and literature a place in the finals of Bocapa, a talent competition organised by the Book Café in town, attracting talent hunters as well as the press; and a one-day workshop for drama and dance competition winners by Savannah Arts, to further groom their talents. All prize winners were very enthusiastic with these prizes, as they brought the careers of the participating artists to greater heights. The winners of the music competition, Wellez and Madcom, also won the finals of Bocapa and are invited to perform all around.

Activities at Young Africa Arts Festival

All planned activities went on as per schedule, with the exception of the Poetry Workshop and a performance by Kuchinei, who cancelled at the last minute. Kuchinei was replaced by Madizi. Due to technical reasons the Mahendere Brothers were unable to perform on Saturday and moved to Sunday afternoon to perform as the main band. Together with the other guest artists they gave a great show.



Organisation of Young Africa Arts Festival

Young Africa aims at working in the participatory way in all its projects. The organisation of YAAF 2006 was therefore in hands of a committee of people who work (some of them as volunteers) at Young Africa. Young Africa's training coordinator Enid Mauluka and YASC administrator Tendayi Manyore headed this team of eight motivated and dedicated young people. Capacity Building Advisor Yvette Bellens-Bosma supported them.

The organising committee managed to attract quite some publicity for YAAF through television and radio interviews as well as press articles.

Although for most members of the organisation committee it was not the first time to put together a festival of this kind, it still is a learning process and capacity building experience of Young Africa's staff as well. The organisation committee works hard to get it better and reach a bigger target group each year.

During the festival itself, besides the organising committee, we had 30 volunteer helpers (mainly girls who stay at our hostel) taking care of the kids-entertainment programmes and giving general assistance. For them too, YAAF was a beautiful experience of doing community service.

Sponsorship of the festival

Young Africa Arts Festival 2006 has been sponsored by the British Embassy in Harare and organised in partnership with the Zimbabwe International Film Festival Trust. Networking organisations as Arts Paradise Trust, the Women's Trust, and Avenues Clinic contributed by conducting workshops and giving information. The Book Café offered their prize free of charge, while Savannah Arts asked a small fee only.

Partnership with Zimbabwe International Film Festival Trust

ZIFF @ YAAF hosted 3 feature films and 3 short documentaries on 31 August, 1 and 2 September, at 6.30pm on a big outdoor screen. ZIFF @ YAAF had a grand opening on Thursday 31 August evening with the screening of Zimbabwe's latest pride in feature films 'Evil in our Midst' in the presence of its director Anopa Makaka and some of the actors. The audience, about 300 youngsters, could ask questions and win T-shirts. Some of the movies screened during ZIFF @ YAAF were rather disappointing, and a local

production short movie had an error in the copy which wouldn't play. On Friday night, we even had to cancel the ZIFF screening and put on a movie of our own. Also in Epworth the movies brought forward were very disappointing, showing HIV/AIDS documentaries, which we already had in-house.

For the kids, ZIFF promoted the Art Attack drawing-competition. Also here, the short animation screened was not really suitable for the drawing competition, which was reflected in the quality of the drawings. Though we greatly appreciate our partnership with ZIFF, who also provide us with guest artists and extra publicity, for next year, we should get the movies in time, and be able to select those who are suitable for our audience.

Annex III Research HIV/AIDS awareness and prevention

Impact of Young Africa vocational training programme on HIV / AIDS awareness and prevention

Summary

As a strategy to prevent HIV/AIDS, Young Africa is 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.

There are strong indications that Young Africa has made an impact on their students and have empowered them in a holistic way. Not only with regards to employment and income and acquired skills and knowledge about HIV/AIDS as well as to the emotional and social development of the youngsters. In other words, many students were given the tools to live.

Given these findings the question remains: what is the impact of Young Africa on HIV/AIDS awareness and prevention.

First, there are indications that the students acquired more knowledge regarding HIV/AIDS issues while at YASC. Obviously, youngsters were in a better position to make the right choices towards health and sex issues than if they had not gained more knowledge.

Other indications are found showing Young Africa did make an impact on the students' sexual behaviour. Seventy percent made personal changes in their behaviour while studying at YASC. Among them, two-third choose for abstaining from sex. Others decided to have one faithful partner or started using a condom. The most frequent heard reason to do so was to avoid getting infected from HIV/AIDS.

Results on the testing for HIV show that nearly two-third of the testing took place during or straight after the period at YASC. Most interviewees just

wanted to know their status. This is a strong indication that Young Africa did have a positive impact on change of attitude towards testing for HIV.

Summarized the indications of this evaluation are:

- ➡ Improved knowledge about HIV/AIDS for youngsters while at YASC;
- ➡ Increased numbers of young people protecting themselves from infection by delaying sexual activity and abstaining from sex while at YASC;
- ➡ Increased numbers of students went to do the test on HIV while at YASC;
- ➡ Slightly increased numbers of youngsters adopted appropriate measure with regards to protection, i.e. condom use while at YASC (small sample size though).

Together with the improved intellectual, economical, emotional and social well-being, that has given most students the tools to live and the fact that a majority has plans for the future, it is unlikely youngsters will choose for a life-threatening behaviour.

It is recalled that the aim of this study for Young Africa was to do an initial evaluation and to give indications on its impact on HIV/AIDS awareness and prevention. The indications presented above demonstrate the goals of the study were met, however much is still to be done.

Further study on the impact of the Young Africa on HIV/AIDS prevention is encouraged. With appropriate resources and manpower, it is recommended to include a control group and increase the sample size, so that comparison with non-YASC students will be possible from where conclusions can be drawn.

Report compiled by: Monique Gho

Annex IV Calendar of Activities 2006

January	Mo	9	YASC office reopens				year students out				
	Fr	13	rewrite December 2004 exams (skills training)								
		13	Board of Trustees								
	Mo	16	selection & registration new students by HoD's								
	Tu	17	opening first semester 8.30am - classes start								
		17	rewrite BS exam 9am								
			Don Bosco's Feast for all dpt's: Sports, games and film								
	Tu	31	12noon								
February	Fr	10	staff seminar 9am - 3pm; no classes								
	We	15	HoD Forum meeting 3pm								
March	Fr	24	YA Board of Trustees meeting 2pm					September	Sa	2 & 3	Young Africa Arts Festival
			Fr						15	students progress reports out	
April	Sa	8	YA sports festival (YASC's 5th birthday)					October	Fr	20	staff seminar 9am-4pm; no classes
	Mo	14 - 23	Easter holidays - YASC closed								
	Mo	24	YASC office reopens; classes start again								
May				November	Sa	11	students-for-charity day				
	Mo	1	public holiday - YASC closed		We	15	HoD Forum meeting 3pm				
	We	3	HoD Forum meeting 3pm	Fr	24	overview courses first semester 2007 out					
	Th	25	public holiday - YASC closed	December	Fr	1	start applications first semester 2007				
	Fr	26	overview courses 2 nd semester out		Mo	4	exams start				
	Mo	29	start applications 2 nd semester		Fr	15	graduation & open day for all students; staff party				
June	Mo	13	exams start for 6 month courses		Sa	16 - 7	YASC closed (reopening: Mo 8 Jan 2007)				
	Th	22	exam marks release 12noon								
	Fr	23	graduation for 6 month courses; progress reports one								

Annex V Overview of Young Africa Programmes and Heads of Departments

Projects	Programmes	Head of Department
Skills training & production	a) Dressmaking (elementary, also in Epworth, + advanced + interior decoration) b) Building (in Epworth) c) Electronics (elementary + advanced) d) Computer applications e) Commercial school (secretarial + accountancy + computers) f) Wood work (elementary + advanced) g) Metal work h) Motor vehicle mechanics i) Panel beating j) Leather works	Angelica Chizengeni ¹ Evans Chimutuwa - YA Chikomo ¹ Alexious Zindoga ¹ Mahara Goteka ¹ Nyasha Kadye ¹ Shepherd Munzwa ¹ Chris Mabuto ¹ Tonderai Chirisiri ¹ Michael Munyeki ¹
Academic coaching	a) 'O' level coaching (day + evening + holiday classes) b) 'A' level coaching (evening classes) c) Primary school holiday classes	Jeremiah Kumakili ¹
Micro-enterprise promotion	a) Business studies b) Micro-credit financing c) Tools for entrepreneurs d) Micro-enterprise consultancy	Enid Mauluka – YA
Art promotion	a) For Zambezi Art b) For Stichting YA c) Incidental customers	Tendayi Manyore – for Zambezi Art ¹ Tendayi Manyore - YA Young Africa sculptors
Hostel		Nurse Chiwetani - YA
Services to students & community	a) Life skills education b) Crèche c) Library	Dorien Beurskens / Yvette Bellens – YA Esther Refu ¹ Yvonne Spanera ¹

Projects

Programmes

Head of Department

- d) Internet café
- e) YAYA (youth club)
- f) Supervised night studies
- g) Canteen
- h) Rent-out of facilities to community organisations
- i) School parliament
- j) Young Voices (human rights club)
- k) Painting classes

Fatima and Melody ³
Tendai Choko¹
Jeremiah Kumakili ¹
Nurse Chiwetani ¹
Tendayi Manyore - YA
Alexious Zindoga
Enid Mauluka
Josh Changa ¹

Festivals

- a) Cultural festivals
- b) Awareness festivals
- c) Sports tournaments

Tendayi Manyore – YA

¹ Franchised departments

² Satellite project of YASC (Young Africa Skills Centre)

³ Partly subsidised by YA; becoming fully franchised department