



ACHIEVE END OF PROGRAM REPORT - 2018

Executive Summary

Young Africa got support from Serve- Erasmus+ to implement the Achieve Project. The Achieve project is an innovative outreach programme targeting young people who are socially excluded and previously have no access to informal and non -formal education opportunities. The project reached out to 21 young people though it was initially aimed at reaching out to 20 young people providing skills and training to access education, employment and/or training. The young people who participated were mobilized through partner organizations that YA works with which are Shamwari yemwanasikana, Leso and Dreams Zimbabwe. The mobilisation targeted underprivileged young people without parents who had no academic qualifications and resources to access academic or vocational training. The program had two facilitators and it was implemented for 12 months from January 2018-December 2018. The activities comprised of 3-day camping, monthly life skills sessions, one on one mentoring, presentation, end of year one day camping and graduation. Participants were 15-25 years of age. Sessions were done once a month.

Participants profile

88% of the participants were either double or single orphaned. For those who had parents, either their parents are living positively or the participants are living positively themselves. 98% of the participants did not do well in their examinations for the formal school and 2% did not write due to lack of resources and support.

The program

The 21 selected participants were called for introductions where the program was explained in detail on its aims, training methodology and topics expected to be covered. Following the program inception session, the participants went for a residential camping in Domboshava at Ochi City Safari Lodge. This was done from the 16-18th of March 2018. The camping was for team building so that participants get to know each other and share hopes and expectations from the program. The camping was a three-day session with outdoor activities doing team building exercises and in door sessions which were meant to know each other as the participants shared their background and challenges they met in life as a way to encourage each other.



participants on the team building balance

Activities done included playing on the Berlin wall, team building balance, monkey rope and spider web and mountain climbing. The activities required the participants to work together, supporting each other which was a skills required for all the participants during the course of the program. A relay race was also done to promote a healthy competition amongst the participants. On the last day after a morning session the participants went for sightseeing at a local Dam at Ochi City, where some did fishing. All the activities at camping gave the participants an opportunity to interact with each other.

The indoor training at the camping covered on self-awareness, health and wellbeing and interpersonal skills. The topic self-awareness gave participants an opportunity to present about themselves having a self-introspection and envision their future. During the exercise everyone discovered that they were coming from similar backgrounds which assisted in creating a bond amongst the participants.

Participants came out with their personal action plans which were reviewed during one on one mentoring during the course of the program. Different methodologies were used on delivering the sessions which include group discussions, role plays and presentations. During the presentation majority of the participants had challenges in presenting in front of the class.



: participants during a group discussion

In April the session focused on facing barriers to employment and learning and building resilience. Participants got an opportunity to discuss on what they have experienced as barriers to learning and employment. Issues that came out included lack of family support, lack of resources for paying school fees or for starting income generating project, lack of interest in pursuing school work and peer pressure. Others even mentioned witchcraft as they believed they had not done well at school because they were bewitched. The lesson was conducted using the Global Youth Work Tool kit.

After discussing barriers to learning and employment the participants were shown a slide share on George Washington Carver who had a background which was similar to most of the beneficiaries to show how he has overcome his challenges. He developed a mobile school for agriculture despite coming from a poor background. This was done to motivate them to keep on working hard despite the challenges they were facing. Afterwards they were taught how to become resilient. They were encouraged to practice resilience by speaking and thinking positively. They were encouraged to keep doing so even under difficult circumstances and to keep on pursuing their goals.



: Participants watching a slide on George Washington success story

In May participants learnt about identifying and dealing with conflicts and stress management. A questionnaire was given to all the 21 young people to assess themselves on how they normally deal with conflicts. 40% of the participants indicated that they normally cry when they are faced with stressful situations; 10% indicated that they indulge in taking in alcohol and unnecessary behavior such as overspending the little finance that they have, and 50% showed that they want to be alone when they face stressful situation - they do not want to talk about it but they want to be in closed rooms alone.



guest speaker addressing participants

During the lesson three (3) of the participants showed that they were always distressed because their parents had passed on HIV to them. Some of these young people's parents were either living positively or had died because of HIV/AIDS hence this made the facilitators talk further about Hiv and Aids

To address this, a guest speaker who is also living positively was invited to share a testimonial with them. She

shared with them her life history, how she had become infected, how she had managed to overcome the situation and become a successful career woman and a mother. She also discussed with them on issues of boy/girl relationship whilst living positively and HIV status disclosure. Misconceptions on living positively were also corrected. The session appeared to have had a positive impact on the participants. Through this session 3 young people managed to disclose their HIV status to the facilitators and this was the first time since the program inception. Following the session, the guest speaker was able to give the young people living positively psycho social support and linked some of the participants with organizations that give Psycho social support such as the Zimbabwe Aids Prevention Project (ZAPP)

In that same month Young Africa held a Sports Festival were the achieve participants also took parts as volunteers and four (4) participated in soccer balls competitions.



Achieve participant vetting a player



Through volunteering, a sense of responsibility was created among participants. The participants were responsible for the Young Africa information table, carrying of the furniture, running errands, vetting and First Aid. One male participant has a Red Cross certificate and he was useful during the event. During the event they were given T-shirts for easy identification and also as a way of motivating them.

Four (4) out of the 21 participants participated also in the competitions playing soccer and volleyball. This boosted their moral and to realise that through YA programs they can also exhibit their talents which is the opportunity that most of the young people do not get when they are not going for formal or non-formal education.



Other than the young people participating in the cited sporting disciplines and doing voluntary work the achieve participants also had an opportunity to learn the importance of safe sex and condom use from one of the stakeholders who were exhibiting on YA sports festival such as Population Services Zimbabwe (PSZ) and Youth Advocates Zimbabwe. The peer talk and presentation that was done by the stakeholders made the young people to correct the misconceptions on sex and condom use through the



Achirve participant in blue playing basketball

Figure 1 Participants being taught on condom use by PSZ employee

question and answer sessions that they had with resource people from Population Services Zimbabwe

In **June** the participants came for a Young Africa tour, they visited the 13 departments that are at Young Africa. They had a chance to speak to the Head of Departments and trainers and understand the opportunities available when they get trained in those trades. The tour was an eye opener to all the Achieve participants as all of them did not know what is offered at Young Africa even if some of them live in the nearby communities. One of the participants Esnath said *“I did not know that Young Africa had a wide range of services, I am repeating my O levels at the moment but I had passion in catering which I will pursue as soon as I finish my O levels that I am repeating.*



The tour made the young people realise that it is possible to get trained at Young Africa without 5 Ordinary levels which is a pre-requisite in many colleges to pursue further studies. For those who had lost hope after failing their formal school Ordinary level their hopes were restored after the tour. However, 60% indicated that they are keen to go through the skills but they do have challenges of getting school fees.

In **July** two sessions were held as the participants had requested two (2) sessions during their midterm evaluation which was done with the evaluator (Deborah Erwin) with the participants to enhance the training. In this month sessions covered on Job interviews and CV writing for a Job.



: Participants rehearsing for the interview skit

The participants were put into groups of four and were given an opportunity to do rehearsal in preparation. During facilitation on the topic they had been taught on key learning points such eye contact, body language, dressing appropriately, answering asked questions clearly and displaying confidence. Participants were requested to display these key characteristics practically which

they did in groups. The International Youth

Foundation Passport to Success Manual was used as a source of information for these topics.

90% of the young people performed very well. The interview concepts that were taught were used during the practical session and it came out quite well though 10% of the participants were shy to be interviewed as it was their first time to do practical session on such a topic. The participants were also given a task to go and prepare CVs which they later submitted the copies to YA for filling. Even though it was their first time to do the CV writing, 60% did well and those who were corrected made the correction and resubmitted the copies



Participants doing an interview skit whilst others are watching.

On the 23rd of **August** the participants were preparing for group presentations on of what they had learnt in the program since its inception. A recap session was done through presentation on power point by the facilitators. This was done to refresh memories of what they had learnt in the previous months.

Presentation preparations were done in groups each group covering different topic. In September presentation sessions were held. The presentation gave participants confidence and self-esteem. Whilst doing so they were encouraged to engage their audience, communicate clearly and properly manage their time. After presenting, each participant received feedback from peers and facilitators on areas that needed improvement hence refining their skills.



Giveth participant for the presentations

In the month of **October**, the participants came for the last individual mentoring sessions to review and evaluate their action plans. Some had already come in September hence all the participants were mentored separately depending on their availability. The review was done individually to allow the participants' time to individually review their lives with the facilitators.

In **November** facilitators visited some participants who got employed during the project period



Tinashe Gijima working as an assistant mechanic

and got an opportunity to speak to their employers. One of the participants is now working as an assistant mechanic at a local company named Lead construction. The company owns trucks which export goods in and out of the country. The participant underwent a mechanic course before at a local college, but he did not complete the course due to lack of resources.

However, upon speaking to his supervisors they highlighted that he was a very obedient young man

and a hard worker. One of the supervisors highlighted "He is a very hard working man and he never sits down as he is always working"



Figure 3 Participants celebrating

graced by the Young Africa Director Susan Madodo and Karina from Serve.

On the 8th of **December** participants went to Stephen Margolis resort in Chitungwiza for their graduation and 19 participants attended the event. One (1) could not attend because she had gone to work and one other had relocated to stay with her aunt in rural areas. Parents came to celebrate with participants. The occasion was



Successes during project implementation

Sex	Job description	Participants Name	Number
F	Working in a local tuck –shop as a DSTV agent	Kuda Maereka	1
F	House maid	Dyne Navhaya	1
F	Art school	Nancy Tsimba	1
M	Mechanic at Lead construction company	Tinashe Gijima	1
M	Untrained Nurse aid, taking of an elderly person	Innocent Maereka	1
M	Packs food at Nestle	Given Panoda	1
F	Cook at Little feet preschool	Memory Rateyiwa	1
F	tuck-shop keeper at Chitungwiza hospital	Nyasha Masimu	1
M	Gone for form three at a local college	Nyasha Muganhu	1
M/F	Not doing anything or part time jobs		11
	Total		21

CONCLUSION

The program was successful implemented from January - December 2018. Behavior changes were noted among the all the participants in terms of confidence building, resilience and even contact of the participants to each other. 10 out 21 young people had ventured into economic activities after going through one on one mentoring sessions with the facilitators. However, the program needs to be integrated with vocational courses if greater impact is to be realized. Those who have not yet secured jobs (part time and full time) by the end of the program had no qualification or skills to venture into economic activities. There are possibilities that the participants had high chances of being sent off to the rural areas with the economic challenges because most of them were orphans and were being taken care of by extended family members.