Annual Report

2025









IKAMVAYOUTH
THE FUTURE IS IN OUR HANDS

www.ikamvayouth.org

Contents

Who we are	3
Chairperson's letter	4
Letter from the CEO	6
Theory of Change	8
2025 Year Outcomes	9
Impact at a Glance	12
Community Collaboration Programme Impact	13
Special Projects	15
Real Stories of Impact	17
Organisational Restructure	21
Thirteen Years of Dedication	22
Financial Overview	24
Corporate Partnerships	25
Looking Ahead: Our Strategy	27
A Heartfelt Thank you	29





Who We Are

IkamvaYouth was born from the need to support young people to succeed academically and transition into further education, training, and employment.

We address educational inequality through a peer-to-peer model providing learners with over 250 hours of annual academic support, alongside career guidance, digital literacy, psychosocial support, and post-school placement assistance.

Across 12 communities, we directly reach over 3,500 learners, achieving consistent outcomes of 80%+ matric pass rates and 75%+ post-school placement rates. The effectiveness of the IkamvaYouth model has also been independently evaluated, demonstrating positive impacts on educational attainment and post-school transitions.

Our model is powered by over 500 volunteers: alumni, university students, and young professionals, who deliver tutoring, mentoring, and career support. This “pay-it-forward” culture is the engine of our impact, ensuring lived experience strengthens learning and community leadership.

Through our Community Collaboration Programme (CCP), we support partner organisations delivering after-school programmes, reaching a further 3,000 learners.

We also deliver Science, Technology, English and Mathematics (STEM) programmes in rural areas in partnership with South African corporates.

IkamvaYouth is a registered NPO with PBO status, governed by a strong Board and operating across five provinces.

Chairperson's Letter



IkamvaYouth's full name means "the future is in our hands."

Yasmin Bucknor Keteku

CHAIRPERSON OF IKAMVAYOUTH

Twenty-two years ago, a small group of volunteers came together around a simple but powerful belief: that the future of South Africa's young people could be shaped not by circumstance, but by collective action. For the first two years of its existence, IkamvaYouth operated as a volunteer organisation with no funders and no infrastructure. There was only a shared conviction that ordinary people could help create extraordinary opportunities for young people.

That spirit remains at the heart of IkamvaYouth today.

What began as a small volunteer-driven initiative has grown into a national movement. More than 500 young & predominantly black and coloured South African volunteers continue to roll up their sleeves each year, giving their time, skills, energy, and belief to support young people in communities across South Africa. Their contribution reminds us that real change rarely starts with institutions or funding. It starts with people who choose to act.



Over the past 22 years, those individual acts of service have created ripples that have spread far beyond our branches. They have helped thousands of young people access tertiary education, enter the world of work, become leaders in their communities, and in many cases return to support the next generation. This is how lasting change happens: one learner, one volunteer, one community at a time.

The 2025 year challenged us to think carefully about how we ensure that this impact endures. In a difficult funding environment, the Board and management worked together to make important decisions that would strengthen the organisation's long-term sustainability and position it for the future.

While much of this report focuses on learner outcomes and programme impact, sustainable impact depends on strong institutions. It requires sound governance, financial discipline, effective risk management, and the willingness to adapt when circumstances demand it. The restructuring undertaken during the year, while difficult, was guided by these principles and by our commitment to protecting the organisation's mission for the long term.

At the same time, we have continued to evolve. The establishment of IkamvaYouth UK (to access funding in the UK), the growth of our STEM portfolio, new strategic partnerships, and investments in stronger systems and processes all represent important steps in building an organisation that can continue creating opportunities for young people for decades to come.

The Board would like to extend its sincere gratitude to our learners, whose determination and resilience continue to inspire us; to our volunteers, whose commitment of time and energy remains the backbone of this organisation; and to our donors and partners, whose belief in our mission makes this work possible. Without this collective effort, IkamvaYouth would not be what it is today: a living movement of real change, built on shared responsibility and hope.

Real change is not a single event. It is the cumulative effect of thousands of decisions, actions, and commitments made over time. For 22 years, IkamvaYouth has demonstrated what is possible when communities take responsibility for the future of their young people.

As we look ahead, we remain committed to ensuring that the future remains firmly in our hands and that the opportunities we create today continue to shape generations to come.

Yasmin Bucknor Keteku
Chairperson of IkamvaYouth





Letter from the CEO

A Commitment that Endures



The true measure of IkamvaYouth's impact is found in our branches and communities every day.

Hope Chidawanyika

CHIEF EXECUTIVE OFFICER
IKAMVAYOUTH

It is young people working through problems together. It is a volunteer explaining a concept for the third time with patience. It is a learner who stays after school again because they refuse to give up on maths. It is the quiet determination of a community investing in itself.

713
Grade 12 Learners completed matric

91%
Passed matric

81%
Qualified for tertiary education

279
Achieved distinctions

9x
Branches achieved over 90% pass rate

3,500+
Direct Learners

5,000+
Learners reached through Partnerships

That is what real impact looks like.

In 2025, IkamvaYouth marked 22 years of walking alongside young people who are often told, directly or indirectly, that the odds are not in their favour. And yet, year after year, they continue to challenge that narrative.

This year, one of our largest matric cohorts ever—713 learners—completed their final exams. The outcomes speak to what becomes possible when persistence meets support: 91% passed, 81% qualified for tertiary education, and 314 distinctions were achieved. Four branches—Diepsloot, Chesterville, Umlazi, and Khayelitsha—achieved a historic 100% pass rate.

But behind every percentage is a story. A learner who arrived at IkamvaYouth uncertain and left with options. A tutor who stayed late because they remembered what it meant to struggle alone. A branch team that refused to let circumstances define outcomes.

This is not accidental success. It is the result of thousands of small, deliberate acts of teaching, mentoring, and care.

Across our CCP, partner organisations achieved similarly strong outcomes, reinforcing something we have long believed: when quality support is embedded in communities, impact is not only possible, it is replicable.

We also continued to strengthen the substance of our programme work. In 2025, we implemented a standardised operating model across branches, expanded leadership and entrepreneurship offerings, and deepened our STEM and coding pathways. We also progressed the development of mathematics support materials that have the potential to extend our influence far beyond IkamvaYouth itself.

At the same time, our partnerships in STEM education continued to grow. Programmes supported by Sibanye and ENEL are extending our reach into rural and underserved communities, allowing us to bring structured, high-quality learning support to learners who have historically been excluded from opportunity.





None of this would be possible without the people who make this work real.

To our volunteers, over 500 strong, thank you for showing up consistently, often after long days of your own work or study, to support learners who need you. You are not an “extra” part of this organisation. You are the organisation.

To our donors and funding partners: thank you for your trust. Your investment is not abstract. It translates directly into lessons taught, confidence built, grades improved, and futures changed. It allows this work to exist at scale and with integrity.

Thank you to our Board, who are also volunteers, who work in the background supporting and guiding our organisation. We are immensely grateful for their dedication and strategic insights.

To our staff and partners: thank you for holding the complexity of this work with care and discipline, especially in a year that demanded difficult organisational decisions and steady leadership through change.

And to our learners: you remain the centre of everything we do. Your effort, resilience, and ambition continue to redefine what is possible in communities across South Africa.

As an organisation, we do not measure impact only in results, but in continuity, whether young people continue to move forward, whether systems become stronger, whether opportunity expands rather than contracts.

For 22 years, IkamvaYouth has been part of building that continuity.

And as we look ahead, our responsibility is simple but demanding: to ensure that this impact is not only sustained, but deepened and expanded.

Because real impact is not a moment.

It is a commitment.

And we are still in it.

Hope Chidawanyika
Chief Executive Officer

Theory Of Change

*Orange Text pertains to our Community Collaboration Programme that supports NPOs to deliver high-quality after school programmes.

THE NEED

PROBLEM:
- Only 50% of Grade 1 learners complete Grade 12
- Youth unemployment is 60%
- Youth lack support

- Limited capacity hinders NPOs' ability to support youth

WHO:

Young people (age 13-20)

After School Support NPOs

REASON

Every young person in South Africa deserves to reach their fullest potential

THE WORK

PARTNERS:
- Department of Education
- Schools, universities and colleges
- Volunteers

- Non profit organisations

INTERVENTIONS:
- Academic Tutoring
- Digital Access and Skills
- Career Guidance and Life Skills
- Post-School Placement Support
- Skills Development

- Capacity Building for NPOs

INPUTS:
- Qualified Tutors
- Training Materials
- Career Assessment Tools
- Skills development Curriculum
- Funding, income generation, & grants

- Collaboration with Non Profits

BEHAVIOURS:
- Active Collaboration
- Goal-Orientated Mindset
- Innovation and Adaptability
- Engagement and Participation
- Transparency in Communication
- Community Involvement

BIG IDEA:

By empowering youth through structured after-school support to improve academic outcomes, access post-school opportunities, we can break the cycle of poverty

MISSION

We use cutting-edge educational approaches to create pathways for young people from under-resourced communities to pull themselves and each other into sustainable livelihoods

THE RESULTS

SHORT-TERM OUTCOMES:
- Develop subject understanding and improve academic results.
- Self-development: Build confidence, resilience, and leadership.

- Build partner organisations' capacity.

OUTPUTS:
- Learners enrolled
- Tutoring sessions held
- Workshops attended
- Tutors trained
- Post-school applications per Grade 12 learner
- Youth trained in skills development

- Staff training and capacity-building workshops

PATHWAYS:
- SCALE: Adoption by Department of Education to provide extra classes to support learners with their academics and post school placement.

- Collective impact with our NPO partners

LONG TERM OUTCOMES:
- Access to tertiary education, improved employability, and greater youth participation in the economy and society.

- Partner organisations expand the IkamvaYouth model to impact more youth.

TARGET:
- We plan to incrementally increase our reach, with the IkamvaYouth model impacting 100,000 learners by 2030.

VISION

A world where all young people have opportunities to create sustainable livelihoods

Copyright of Mightly Ally









2025 Year Outcomes

From matric success to meaningful pathways

The 2025 results across IkamvaYouth reflect what becomes possible when structured academic support, committed volunteers, and determined learners work consistently over time — not only in completing school, but in transitioning into post-school pathways.

IkamvaYouth operates across long-standing community branches, all embedded locally for at least a decade, and some for over 20 years. This continuity has built trust, relationships, and sustained support for both learning and transition.

National overview: Matric outcomes

Across 12 communities, 713 learners completed their matric year with the support of IkamvaYouth. Overall, 91% of these learners passed. Of these, 55% achieved a bachelor pass, enabling access to university, and 26% achieved a diploma pass, enabling access to college. This translates into a combined 81% of learners achieving tertiary eligibility. A total of 279 distinctions were achieved across the network. These distinctions reflect subject-level achievements - some learners earned multiple distinctions.

Top-Performing Branches — Academic Results

Several branches achieved exceptional academic outcomes:

BRANCH	PASS RATE	BACHELOR PASSES	DISTINCTIONS
Makhaza	100%	75%	44
Chesterville	100%	75%	14
Umlazi	100%	58%	4
Diepsloot	100%	71%	39
Atlantis	97%	57%	17
Joza	95%	44%	6
Kuyasa	94%	56%	6
Nyanga	93%	65%	21
Mamelodi	91%	65%	20

Branches such as Makhaza, Chesterville, and Diepsloot stand out for combining perfect pass rates with high bachelor passes and strong distinction performance, reflecting both depth and consistency of academic achievement.

Voices from the Class of 2025



Shane Kalakgosi, from our Mafikeng branch in the North West, matriculated in 2025 with seven distinctions and is now studying towards a Bachelor of Medicine and Bachelor of Surgery (MBChB) at the University of Cape Town.

"IkamvaYouth played an important role in helping me reach this milestone. The programme provided a supportive environment where I could stay focused, receive academic guidance and remain accountable to my goals. Having people who believed in my potential gave me the confidence to believe in myself, even during difficult moments."



Azuzile Ndaba joined IkamvaYouth in Grade 8 in 2021. Four years running as a top achiever later, he's now studying Civil Engineering at Stellenbosch University.

"IkamvaYouth did not simply help me improve my marks. It helped me grow as a person, discover my potential, become more confident, learn to give back and develop a clearer vision for my future."

From School to Opportunity: Post-School Transitions

79% of this Grade 12 cohort successfully transitioned into education, training, or employment pathways.

Placement at IkamvaYouth is an intentional process that extends beyond exam results. Each learner is supported to apply for at least three eligible opportunities, strengthening their chances of successful transition. This is supported through career guidance, structured information sessions, career expos, and one-on-one support from trained volunteers.

A key enabler of this process is access to computer labs at every branch. For many learners, these are their primary access points to digital tools, enabling them to research opportunities, complete applications, prepare CVs, and apply for bursaries and scholarships.

Support continues beyond initial placement. Learners who are not immediately placed remain part of the IkamvaYouth network and continue to receive guidance on alternative pathways, including reapplication, subject upgrading, short courses, entrepreneurship, and work opportunities.

Overall placement outcomes

Of the 713 learners supported through placement, 79% were placed into post-school opportunities, including:

- **57%** accessing tertiary and skills development courses
- **9%** accessing employment and jobs
- **13%** upgrading

These outcomes reflect the breadth of opportunities accessed by learners and the importance of sustained, tailored support in enabling young people to move into diverse and meaningful post-school pathways.

Top-performing branches — Placement rates

Several branches achieved exceptional placement outcomes:

98% – Mahikeng (North West)
92% – Ikageng (North West)
88% – Gugulethu (Western Cape)
87% – Ebony Park (Gauteng)
84% – Diepsloot (Gauteng)

These results reflect strong local leadership, committed volunteers, and consistent engagement from learners throughout the placement process.

Continued support

Learners not immediately placed continue to be supported through targeted skills development programmes designed to strengthen employability and expand opportunity. These include accredited and non-accredited short courses, workplace readiness training, entrepreneurship development, and other interventions aligned with labour market needs. In 2025 alone, 259 young people participated in programmes including Cellphone Repairs and Entrepreneurship, Cybersecurity, Skills Coordination, and Call Centre Operations. These opportunities have enabled young people to pursue diverse pathways, with some starting entrepreneurial ventures and using their skills to contribute to the growth of the township economy, while others have progressed to further studies, learnerships, and entry-level employment.

What skills development courses achieve in reality

Makgatla joined IkamvaYouth in 2019 as a Grade 9 learner. She stayed on as a tutor, building leadership and communication skills while supporting other learners — and an ICT skills course sparked an interest in technology that would shape her future. Today, she's pursuing a Cybersecurity Learnership with ETDP SETA, earning a salary while she trains. Her journey is proof that opportunity, once given, compounds.

Karabo has volunteered with IkamvaYouth since 2018, becoming one of its most consistent tutors. Through the ICT Skills Development Programme, she built hands-on expertise in hardware, networking and IT support — a foundation that carried her into an NQF Level 5 IT System Support learnership. Today, she works as a Systems Support professional at Linkdpro, and is furthering her studies through UNISA. From volunteer to employed IT professional: proof that skills development leads to real careers.

Conclusion

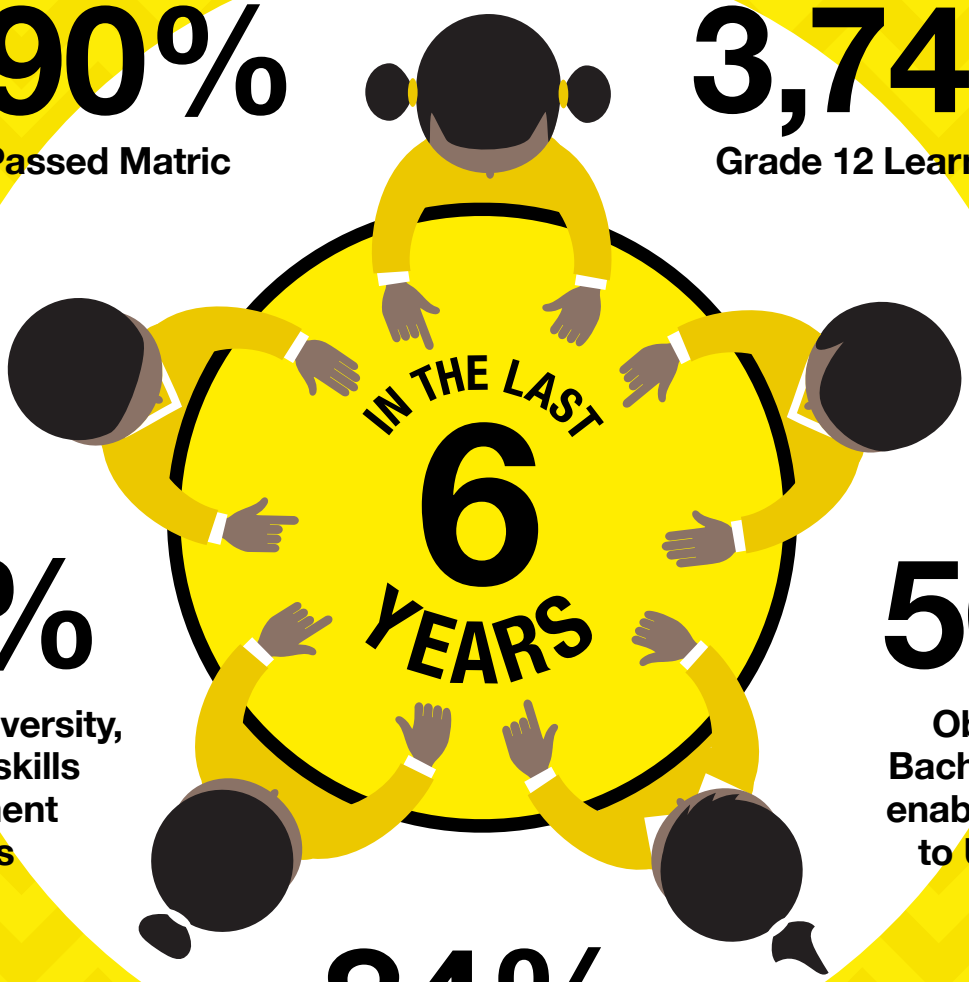
The 2025 results demonstrate the power of structured, sustained support in enabling young people not only to complete matric successfully, but to confidently transition and create the future they deserve.



Impact at a Glance 2020 - 2025

90%
Passed Matric

3,741
Grade 12 Learners



50%
Accessed university, college or skills development courses

56%
Obtained a Bachelor's Pass enabling access to University

84%
Accessed a Post School Opportunity (tertiary, learnership, short course, or upgraded their matric), putting them on a path to a dignified living

CCP Impact:

A Decade of Multiplying Impact

COMMUNITY COLLABORATION PROGRAMME · 2025



In 2015 we wrote about an idea still finding its feet: five partner organisations, ~600 learners, five Western Cape townships — a bet that what worked for IkamvaYouth could work for others too. Ten years on, that bet has paid off: in 2025 the CCP reached 4,158 learners across our partner network, and the Grade 12 cohort achieved a 93% matric pass rate, with 75.35% of matriculants progressing into university, TVET college, learnerships or employment. That is not a number — it's thousands of young people whose next chapter looks different because a network of organisations refused to work in isolation.

What is CCP?

CCP exists because IkamvaYouth learned, the hard way, what it takes to run a successful after-school programme — and we believe no organisation should have to learn those lessons alone. We offer Organisational Development (OD) support — governance, systems and staff development for partners still building their foundations — and Programme support, helping established partners strengthen delivery using our model and a decade of lessons.

In practice: site visits, one-on-one coaching, genuine thinking partnership, Communities of Practice, and open sharing of tools, curricula and institutional knowledge.

Throughout 2025, this took shape as four quarterly training and Communities of Practice sessions — covering M&E, leadership and core operational practices — reaching 98 unique participants across the year. In Q1, 30 Social Employment Fund (SEF) tutors and programme support staff were placed across 11 partner organisations, boosting tutor capacity at a critical stage of delivery so more learners received consistent, quality support. This was complemented by six site visits to engage teams directly and respond to challenges on the ground, with ongoing remote troubleshooting and guidance for partners not reached in person.

Impact achieved in 2025

- **4,158** learners reached (18 partners, Gr 8–12)
- **469** matric learners supported
- **93%** matric pass rate (78% tertiary eligibility: 49% Bachelor & 29% Diploma)
- **75%** post-school placement rate

We didn't just meet our 2025 target of 3,000 learners — we exceeded it by 39%, giving 1,158 additional young people access to tutoring, mentorship and a community that believes in their future. Of our 18 partners, 10 received full OD support in 2025; the remaining 8 — several graduates of earlier OD investment — received programme support alone.

A network carrying each other

This year's network spans Lekgoledi Arts and Culture (971 learners, culturally-rooted programming), Glow Movement (over 1,450 learners, our largest partner), and smaller organisations like Rough Diamonds, Shadow and Personal Concept Project growing their own capacity through hands-on OD support.

> ***"As a partner in IkamvaYouth's Community Collaboration Programme, ACTT has benefited from ongoing capacity-building support aimed at strengthening programme delivery and organisational learning."***
>
> — Accountancy Community Through Tirisano

> ***"They have listened to us, guided us and helped us navigate challenges we could not always solve on our own. Their support has strengthened not only our organisation, but our confidence to keep serving our communities."***
>
> — Thuto Pele

Working Through Real Challenges

Venue & partnership disputes: CCP facilitated engagement between a partner and a school over MOU terms, helping secure a clearer agreement so the programme could keep operating.

Child protection: brought in HR expertise to help a partner navigate a disciplinary process correctly and strengthen future policy compliance.

Matric engagement: as learners became harder to reach, CCP helped partners pivot toward psychosocial support and post-school planning — keeping value flowing even where contact time shrank.

Looking Ahead to 2026

Ten years on, the support has deepened; the mission hasn't changed. In 2026, CCP will grow a stronger, more connected partner network — increasing learner reach by 10%, welcoming new partner organisations, pursuing funding to bring added capacity into the network, and deepening tailored OD support, peer learning and Communities of Practice so partners can deliver quality programmes, measure impact, and sustain themselves for the decade ahead.



Special Projects:

Partnering with corporate South Africa to reach further

For the past five years, IkamvaYouth has been expanding its impact through bespoke, corporate-funded academic and skills development programmes — designed and delivered in partnership with companies and their implementing agents to reach communities beyond our core branch network, while generating income that helps sustain the organisation's broader work.

Previous annual reports have featured our long-standing partnership with Shell. That partnership came to an end in 2025, as Shell no longer has a presence in South Africa. In its place, 2025 saw two other corporate partnerships come into their own: a STEM tutoring programme with Sibanye Rustenburg Mine Community Development Trust (SRMCDT) via Tshikululu, and a national financial literacy rollout with Absa.

SRMCDT / Tshikululu: Stem Support Programme

Since March 2025, IkamvaYouth has partnered with Tshikululu Social Investments — funded through SRMCDT — to deliver after-school Mathematics, Physical Sciences and Natural Sciences tutoring to Grade 9 and Grade 12 learners across four schools in the Rustenburg mine operations area: Areaganeng, Matetenene, Tshukudu and Mojagedi.

This wasn't designed as once-off support. South Africa's STEM and post-school pipeline is failing at nearly every stage — from weak foundational Maths and Science teaching, to constrained university and TVET capacity, to a youth NEET rate of 43.2%. The programme was built to intervene across that entire pipeline: from Grade 9 subject-choice support through to Grade 12 tertiary and NSFAS applications and placement — positioning IkamvaYouth's work as a contribution to systemic change, not just another tutoring intervention.

In its first year, the programme delivered results that speak for themselves:

- **375 learners reached across four schools** — 228 in Grade 9, 147 in Grade 12 — with approximately 60% female participation, well above typical uptake in STEM programmes
- **Grade 12 learners outperformed their school averages at all four sites**, with Mathematics gaps of up to 28.2 points and Physical Science gaps of up to 40.6 points — evidence the tutoring model closes subject-level attainment gaps, not just supplements what schools offer.
- **102 of 226 Grade 9 learners (45%) progressed into STEM subjects for Grade 10**, securing their pipeline into Grade 12 Maths and Physical Science years before matric begins.
- **104+ Grade 12 learners submitted 214 tertiary and NSFAS applications** — over two per learner on average — achieving an **89.6% post-matric placement rate**, well above national averages for learners from similarly under-resourced schools.
- **15+ teachers trained** through the TPACK digital pedagogy methodology, embedding instructional capacity within the schools rather than relying solely on external tutors — with formal School Governing Body endorsement at three of the four schools.

The programme's own reporting captures what these numbers meant on the ground: an October holiday camp that turned science from theory into hands-on experiment for many learners for the first time; a virtual career panel that helped Grade 9s connect subject choice to real STEM careers; and application clinics where facilitators sat with Grade 12 learners until applications to teritary and for funding were submitted.

ABSA: Consumer Financial Education Programme

In 2025, IkamvaYouth partnered with Absa Consumer Financial Education to deliver face-to-face financial literacy training to 2,550 consumers across the Eastern Cape, predominantly in rural communities, from March to November. This closeout summary documents the training's reach, impact and outcomes.

All 2,550 participants earned under R250,000 a year, the programme's target income band. Ninety-six percent were under 35, the gender split was 53% female to 47% male, and 99% of participants were Black — reach squarely aligned with the communities the initiative set out to serve.

Pre- and post-training assessments showed a 21-percentage-point gain in financial knowledge, with average scores rising from 63% to 84%. Participants rated the training 88% overall, a strong signal that the content met their expectations and contributed meaningfully to their financial well-being.

The result: thousands of Eastern Cape consumers better equipped to make sound financial decisions — a direct expression of Absa's goal of advancing consumer financial literacy for the public good.

Why our Social Enterprise Venture Model Matters

Together, these partnerships reflect a deliberate strategic shift for IkamvaYouth: partnering with South African corporates and their implementing agents to fund bespoke support programmes — academic and beyond — in communities we might not otherwise reach, while the income generated helps sustain the organisation's core work. As the Shell partnership shows, these relationships evolve with the realities of the corporate landscape in South Africa — but the underlying model endures: turning corporate social investment into systemic, evidence-based impact, rather than a once-off CSI cheque, whether that's closing STEM attainment gaps in Rustenburg or building financial literacy across the Eastern Cape.





Real Stories of Impact

Four journeys that demonstrate how support, opportunity and determination can transform lives

FROM HARDSHIP TO HOPE

Paballo's Journey





Paballo's story is one of resilience, perseverance and determination in the face of adversity. Growing up in Pretoria, she experienced significant financial hardship. There were times when school fees were unaffordable, a proper school uniform was out of reach, and basic necessities were difficult to access. Despite these challenges, she remained committed to her education.

Her life changed dramatically following the passing of her mother. The loss brought emotional hardship, family challenges and uncertainty about her future. After relocating to Potchefstroom, Paballo had to adapt to a new school and environment while taking on greater responsibilities at home, including supporting her younger brother. At one point, she questioned whether continuing her education would even be possible.

It was during this difficult period that IkamvaYouth became a turning point in her life. Through the programme, she found a safe and supportive space to study, build friendships and receive academic support. Additional classes during school holidays helped improve her marks and renewed her motivation to succeed.

"IkamvaYouth changed that path for me. As an average learner, I finally had a space to study, make friends and get free homework help from tutors. The extra classes during school holidays pushed my marks up and kept me motivated."

With determination and the support of IkamvaYouth, Paballo completed her studies and went on to obtain a Bachelor of Education degree, followed by an Honours degree. Today, she is fully independent and serves as a Tutor and Mentor, helping other young people achieve their goals.

Reflecting on her journey, Paballo believes her experiences have taught her the value of consistency and perseverance.

> ***"I'm proof that poverty doesn't have the final say. Nothing stays the same. Consistency is key."***

Her story is a powerful reminder that, with the right support and opportunities, young people can overcome even the most difficult circumstances and create a brighter future for themselves and their communities.

CREATING A RIPPLE EFFECT OF OPPORTUNITY

Sharon's Journey



For Sharon, success is not only about personal achievement; it is also about creating opportunities for others.

As an alumna of IkamvaYouth, Sharon's journey reflects the power of support, determination and giving back. She first joined the programme as a learner seeking academic support and guidance to help navigate her educational journey. Like many young people, she faced uncertainty about her future and needed access to opportunities that would help her realise her potential.

Through IkamvaYouth, Sharon found more than academic assistance. She gained confidence, mentorship and a supportive community that encouraged her to believe in herself and pursue her goals. As her confidence grew, she chose to return to the programme as a volunteer tutor, supporting learners who were facing challenges similar to those she had once experienced.

The support she received helped her remain focused on her ambitions and achieve important milestones. Sharon completed both a Diploma and an Advanced Diploma in Human Resource Management at Tshwane University of Technology. She also participated in a Data Science programme through Explore, further expanding her skills and career opportunities.

Today, Sharon is building her professional career as an HR Data Analyst Intern at Momentum, where she combines her passion for people and data to support Human Capital initiatives.

Reflecting on her journey, Sharon credits IkamvaYouth with helping her see possibilities beyond her circumstances.

> ***"IkamvaYouth helped me see possibilities beyond my circumstances. The support, mentorship and opportunities I received gave me the confidence to pursue my goals, and today I am living proof that real support can create real change and real impact."***

From learner to tutor to young professional, Sharon's story demonstrates how investing in one young person can create a ripple effect of opportunity. By giving back to the programme that once supported her, she has helped inspire and empower the next generation of young people to pursue their own dreams.

BUILDING CONFIDENCE, ONE OPPORTUNITY AT A TIME

Kgothatso's Journey

As a Grade 12 learner, Kgothatso Rashetle understands the value of determination and hard work. Describing herself as resilient, focused and eager to learn, she has consistently embraced opportunities to grow both academically and personally.

When Kgothatso joined IkamvaYouth in Grade 10, she was looking for additional academic support to help improve her school performance. Like many learners, she faced challenges balancing her studies, staying motivated and achieving the results she knew she was capable of. Despite these obstacles, she remained committed to creating a brighter future for herself.

Over the past two years, IkamvaYouth has become an important part of her journey. Through tutoring sessions, mentorship and the support of volunteers, Kgothatso has developed stronger study habits, improved her understanding of key subjects and become more disciplined in her approach to learning.

The impact extends beyond the classroom. Through the programme, she has gained confidence, strengthened her communication skills and learned the importance of teamwork and perseverance. These experiences have helped her grow into a more self-assured young person who is prepared to take on the challenges of her final year of school.



Looking ahead, Kgothatso is motivated to further her studies after matric and pursue opportunities that will enable her to make a positive contribution to her community.

Reflecting on her journey, she says:

> ***"Joining IkamvaYouth has been one of the best decisions I have made. The support from tutors, volunteers and mentors has helped me grow in confidence, improve my studies and stay focused on my goals. Today, I believe in myself more and I am excited about the future."***

Kgothatso's story is a reminder that with the right support, young people can build the confidence and skills needed to shape their own futures.

PAYING IT FORWARD

A Family's Journey of Growth and Opportunity



For Zelda, the impact of IkamvaYouth is measured not only by academic success but also by how it has shaped the future of both her children.

After completing matric, her daughter, Montle, faced a challenging period of uncertainty. Despite her strong academic potential, she was unable to secure immediate university placement and funding to continue her studies. Rather than allowing her circumstances to define her future, Montle chose to spend her gap year giving back to her community as a volunteer tutor at the IkamvaYouth Mamelodi branch.

While she was supporting learners, IkamvaYouth was working alongside her to help unlock new opportunities. With the programme's support, Montle secured a place at the University of Pretoria and received assistance to overcome the financial barrier posed by her initial university deposit. Today, she is thriving as a second-year Biotechnology student.

Reflecting on her daughter's journey, Zelda shares:

Montle's success became a source of inspiration within the family. Motivated by his sister's example and a desire to make a difference, her brother Tebogo joined IkamvaYouth as a volunteer tutor in January 2026. Through mentoring younger learners, he discovered a passion for education and is now considering pursuing a teaching qualification through UNISA.

For Zelda, IkamvaYouth has been more than a programme. It has opened doors, created opportunities and helped her children discover their purpose. One child is pursuing a future in science, while the other is exploring a future in education, both driven by a commitment to uplifting others and creating positive change in their communities.

> ***"My daughter Montle was not able to secure space and funds to study further post matric, but she never gave up. She volunteered through the programme where she was able to give back to the community and in the end obtained an entry to the University of Pretoria."***

Organisational Restructure:

Strengthening our Organisation in 2025



2025 was a year of reflection, adaptation and strengthening for IkamvaYouth.

Ntuthu Mazwana
HR MANAGER, IKAMVAYOUTH

Like many organisations across the non-profit sector, we operated in a more challenging and competitive funding environment. In response, our Board and leadership took the opportunity to review how we operate, ensuring that our organisational structure, resources and ways of working remain aligned with our mission and long-term ambitions. This process was guided by three priorities: **protecting our impact, strengthening sustainability and improving organisational effectiveness.**

A More Focused and Effective Organisation

As part of this work, we undertook a comprehensive review of our organisational structure and workforce. This resulted in a leaner structure with clearer roles, streamlined accountability and stronger alignment between our people, resources and strategic priorities.

The process was undertaken carefully and with appropriate support, and we are grateful to our staff for the professionalism and commitment they demonstrated throughout. The new structure is already supporting greater clarity, collaboration and accountability across the organisation.

Strengthening Our Sustainability

Alongside improving operational efficiency, we are actively broadening the foundations of our financial sustainability.

This includes strengthening our international fundraising platforms, exploring new opportunities through our Social Enterprise Ventures and IkamvaHouse asset management, and developing an alumni giving programme that enables members of the IkamvaYouth community to contribute to the organisation's future.

Looking Ahead

The changes made in 2025 position IkamvaYouth to be a more focused, agile and resilient organisation. Our commitment to learners remains at the heart of these decisions, and where changes to our branch network are required, we remain focused on ensuring continuity of support.

After more than two decades of creating opportunities for young people, we are entering our next chapter with renewed focus and determination.

We remain committed to building an organisation that is sustainable, effective and capable of delivering lasting impact for young people for many years to come. We are grateful to our funders, partners, volunteers, alumni, staff and communities for their continued trust and support. Your partnership enables IkamvaYouth to adapt, strengthen and continue investing in the potential of young people.



13 Years of Dedication

Michael Tema's story of commitment and impact

This year, we are proud to feature Michael Tema, who has been part of the IkamvaYouth family for more than 13 years. Michael occupies one of the organisation's key strategic roles and has consistently demonstrated dedication, resilience, and commitment to the mission of empowering young people. His journey reflects the values and impact that continue to define IkamvaYouth.

I joined IkamvaYouth in 2013 as an Assistant, fresh from university and still finding my own path in the world of work. At the time, I knew I was passionate about youth development, but I did not yet fully understand how deeply this work would shape my life, my values, and my career.

Before joining IkamvaYouth, I had already been involved in community-based initiatives that created opportunities for young people through sport, education, and mentorship. I believed then, as I still do now, that young people do not lack potential. They often lack access, support, guidance, and people who believe in them consistently. IkamvaYouth gave me the platform to live out that belief in a meaningful and structured way.

In 2015, I became a Branch Coordinator, a role I held until 2020. This period was one of the most important chapters of my career. It taught me leadership, accountability, patience, and the true meaning of service. I was not only managing programmes; I was helping to create a safe space where learners could feel seen, supported, and encouraged. For many learners, IkamvaYouth was more than an academic support programme. It became a place where they found belonging, stability, mentorship, and hope.

Through this work, I saw first-hand how powerful consistent support can be. I saw learners grow in confidence, improve their academic performance, access post-school opportunities, and return to their communities with a desire to give back. Some of the learners who passed through the centre I managed have gone on to become doctors, engineers, professionals, and active contributors to society. Seeing them succeed remains one of the greatest rewards of my journey.

Since 2020, I have been responsible for STEM Special Projects within IkamvaYouth, a role that has allowed me to contribute at a broader and more strategic level. Through this work, I have supported STEM interventions across more than five provinces, mainly in rural communities where resources are limited and learners face difficult social and economic realities every day.

This role exposed me to a different side of education inequality. In many of these communities, poverty is high, educational resources are scarce, motivation is often low, and many learners struggle to imagine a future beyond their immediate circumstances. Unless a learner comes from a family with stronger support or financial stability, opportunities can feel far away and almost impossible to reach.

Managing these projects challenged me to rethink what impact means. It was no longer only about delivering a programme. It was about understanding the context, listening to communities, supporting schools, motivating learners, and helping young people believe that Mathematics, Science, and education can open doors for them.

This experience helped me see the importance of IkamvaYouth even more clearly. In many of the areas where we implemented the STEM projects, what was missing was not only academic support, but also encouragement, structure, mentorship, exposure, and people who consistently showed up for them.

Looking back, it has been deeply rewarding to see some of the schools we worked with become top performers in their regions. It has also been inspiring to see elements of the tutoring model introduced by IkamvaYouth being adopted and sustained locally. This shows that the impact of the organisation goes beyond learner results. It builds confidence, strengthens schools, and develops local capacity.

My journey with IkamvaYouth has been a memorable one. It has introduced me to the power of philanthropy, partnership, community, and collective responsibility. It has shown me that when people come together with purpose, young people are given a real chance to shape their own futures.

IkamvaYouth has not only helped me build a career. It has helped build my character. It has strengthened my commitment to giving back, leading with purpose, and standing in the gap for young people who need support. I am proud to have grown within an organisation whose work continues to change lives, and I remain grateful for the opportunity to contribute to that mission.

Michael Tema
Project Lead







Financial Overview

Ikamva Lisezandleni Zethu (Non-Profit Organisation)
Annual Financial Statements for the year ended 30 November 2025

Statement of Financial Position

Figures in Rand	**2025**	**2024**
Assets		
Non-current assets		
Property, plant and equipment	5,505,781	5,443,659
Current assets		
Trade and other receivables	296,240	335,767
Cash and cash equivalents	2,464,021	2,754,727
	2,760,261	**3,090,494**
Total Assets	**8,266,042**	**8,534,153**
Equity and liabilities		
Equity		
Accumulated surplus	2,532,505	4,228,126
Other non-distributable reserves	113,305	113,305
Total equity	**2,645,810**	**4,341,431**
Liabilities		
Current liabilities		
Trade and other payables	2,811,899	1,284,389
Other financial liabilities	900,000	-
Deferred income	1,908,333	2,908,333
Total current liabilities	**5,620,232**	**4,192,722**
Total equity and liabilities	**8,266,042**	**8,534,153**

Statement of Comprehensive Income

Figures in Rand	**2025**	**2024**
Revenue	23,307,614	19,588,047
Other income	488,047	4,492,743
Operating expenses	(25,508,986)	(29,734,053)
Operating deficit	**(1,713,325)**	**(5,653,263)**
Investment Revenue	17,704	279,040
Deficit for the year	**(1,695,621)**	**(5,374,223)**

**2025 reflected a positive improvement in IkamvaYouth's financial position. The reported deficit primarily reflects non-core, once-off costs associated with the organisational restructuring, including provisions recognised in the 2025 financial year. Excluding these re-structuring-related costs, the underlying operating position showed encouraging signs of recovery- Herman Jansen(Finance manager).*

Corporate Partnerships:

Weaving IkamvaYouth into your B-BBEE Journey

Across South Africa, millions of young people go to school every day with ambition and potential, but not always with the support they need to fully realise it. In overcrowded classrooms and under-resourced schools, talent is abundant, but opportunity is uneven.

IkamvaYouth exists to change that.

For 22 years, we have worked with a simple belief: when young people are given consistent academic support, encouragement, and access to quality learning spaces, their futures shift. A learner who once struggled begins to pass. A learner who once doubted themselves begins to aim higher. A learner who once saw limits begins to see possibilities.

What starts as after-school tutoring becomes something far greater: confidence, direction, and real pathways into tertiary education and employment. This is not abstract change. It is lived, daily transformation—made possible by learners, volunteers, families, and partners who choose to show up.

At scale, corporate investment through Broad-Based Black Economic Empowerment (B-BBEE) holds enormous potential to accelerate this kind of change. Each year, significant resources are allocated across Skills Development, Ownership, and Socio-Economic Development (SED). The question is not whether this investment exists, but whether it is reaching its deepest potential.

IkamvaYouth offers a direct way to ensure that it does.

Ownership

For organisations exploring transformation through ownership structures, IkamvaYouth is open to tailored partnerships under the Ownership element of the B-BBEE codes. These are developed collaboratively, ensuring alignment with regulatory requirements while supporting meaningful, long-term transformation outcomes.

Socio-Economic Development (SED)

IkamvaYouth is a registered Non-Profit Organisation with Section 18A status, enabling tax-deductible contributions under SED.

But the real value of SED investment is not administrative—it is human.

It is the extra hour of maths support that helps a learner finally understand a concept. It is the volunteer who explains something again and again until it clicks. It is the difference between a learner giving up and a learner passing matric with options.

Each contribution translates directly into improved outcomes, stronger confidence, and expanded opportunities for young people in underserved communities.

Skills Development

Skills Development partnerships with IkamvaYouth create structured, high-impact pathways in three key areas:

Training and Organisational Strengthening

Investment strengthens IkamvaYouth's internal teams—developing leadership, management, and operational capacity. Stronger teams mean stronger programmes and better outcomes for learners.

Internships and Learnerships

Funded internships place young graduates within IkamvaYouth branches and programmes, giving them structured work experience in education and community development.

Matric Bursary Programme

IkamvaYouth supports approximately hundreds of matric learners each year through structured academic support in critical subjects, at an estimated cost of R18,000 per learner.

Closing

Partnering with IkamvaYouth through B-BBEE is not just about compliance.

It is about choosing impact that is visible, measurable, and deeply human.

It is about turning corporate investment into real change in classrooms, real progress in communities, and real futures for young people.

Because when opportunity reaches a young person at the right moment, everything can change.

And that is the kind of return that lasts.







Looking Ahead: Our Strategy

IkamvaYouth is more than an after-school programme. We are building a long-term platform for educational equity, strengthening young people's pathways to post-school success while improving the quality, reach, and sustainability of after-school learning across South Africa.

Our 2024–2030 strategy positions us to expand impact at scale while deepening quality and strengthening the systems that support young people's success. It is anchored in four pillars: **Impact, Sustainability, Innovation, and Community**, supported by strong governance, systems, and a commitment to continuous learning.

A clear direction for growth and impact

Our core ambition is simple: young people in under-resourced communities should not only complete matric, but successfully transition into tertiary education, employment, vocational training, or entrepreneurship.

To achieve this, IkamvaYouth is focused on seven strategic priorities:

1 Impactful programme delivery and growth

We are strengthening and expanding our branch-based learner support model to improve academic outcomes through high-quality programme delivery, tutor training, curriculum refinement, and personalised support. A key focus is integrating future skills and STEM learning while growing enrolment and maintaining strong retention.

2 Visibility and influence

We are improving how we communicate our reach, outcomes, and learning to strengthen partnerships, increase influence, and support sector-wide learning and alignment.

3 Financial sustainability and resource mobilisation

We are diversifying income through trusts, foundations, corporates, and international donors, while developing social enterprise and consultancy offerings to strengthen long-term sustainability.

4 Innovation and data-driven learning

We are investing in Monitoring, Evaluation, Research and Learning (MERL) systems to strengthen evidence-based decision-making, improve programme design, and ensure continuous improvement.

5 Community collaboration and ecosystem strengthening

Through our CCP, we are building a network of after-school organisations that share best practice, strengthen delivery, and improve outcomes collectively.

6 Youth development and alumni success

We are strengthening post-Grade 12 pathways, ensuring learners are supported into tertiary study, training, or employment. We are also expanding alumni engagement and volunteering pathways to deepen long-term impact.

7 Alignment with the national education agenda

We are positioning IkamvaYouth as a strategic partner within the broader education system, strengthening alignment with national priorities and deepening collaboration across stakeholders.



What success looks like

By 2030, IkamvaYouth aims to support over 100,000 learners through branch expansion, partner organisations, social enterprise ventures, and digital learning.

In the near term, we are focused on:

- Strong matric pass rates and improved bachelor pass outcomes and placement results
- 90% learner retention per term
- Expansion of Career Prospect support in schools
- Growth of partner organisations in our network
- Increased income diversification through enterprise initiatives
- Stronger alumni and volunteer engagement

Enabling excellence

Our strategy is supported by strong organisational foundations across governance, finance, HR, technology, and operations. We are investing in systems and people to ensure growth does not compromise quality.

This includes stronger data systems, improved digital platforms, enhanced financial controls, strengthened HR processes, and effective governance oversight.

Looking ahead

This strategy reflects both ambition and discipline: scaling reach while deepening impact, innovating while remaining evidence-driven, and growing while staying rooted in community realities.

IkamvaYouth's vision is a future where all young people have equal access not only to education, but to opportunity, dignity, and meaningful participation in society.

A Heartfelt Thank You

As we reflect on another year of impact, growth, and achievement, we are filled with gratitude for the people and organisations who make our work possible.

To our dedicated staff, thank you for your unwavering commitment, resilience, and passion. Your hard work, innovation, and belief in the potential of every young person continue to transform lives and strengthen communities. Whether supporting learners directly, building partnerships, or ensuring the smooth operation of our programmes, your contributions are the foundation of our success.

To our tutors and volunteers, thank you for generously giving your time, knowledge, and encouragement. You embody the spirit of paying it forward and inspire our learners to dream bigger, work harder, and believe in themselves.

To our donors, funders, and partners, we extend our deepest appreciation for your trust and continued investment in our mission. Your support enables us to provide quality education, skills development, mentorship, and opportunities that empower young people to build brighter futures. Beyond financial contributions, your partnership, shared learning, and commitment to social change help us deepen our impact and expand our reach.

We are also grateful to our schools, communities, government stakeholders, parents, and alumni whose collaboration and support continue to strengthen the IkamvaYouth movement.

Every learner supported, every opportunity created, and every success celebrated is a testament to what we can achieve together. Thank you for believing in our vision and for walking this journey with us. Together, we are creating pathways to dignity, opportunity, and lasting change for South Africa's youth.

Thank you to each and everyone of our donors

2U Inc.

ABSA Group Limited

ALX Africa

Anik Gevers

Bank of America Merrill Lynch

Boston Consulting Group

Christian Hettlage

Diplomics

ELC Foundation (Estee Lauder Companies Charitable Foundation)

Elizabeth Gavin

Giusseppe and Rita Raimondo Charitable Trust (GRRCT)

Gordon Institute of Business Science

IBM South Africa Corporate Community Relations

Allan Copelyn

Intembeko Investment Administrators

Joseph Raimondo

Juniclair Foundation

Kopana Power

Kuben Pillay

Laboratory Specialists International

Leopold Bachmann Stiftung Foundation

Maria Marina Foundation

North West University Potchefstroom

Phil Alves

RGA International Corporation

Ruth and Anita Wise Charitable and Educational Trust

Sam Van Embden

Sibanye Rustenburg Mine Community Development Trust (SRMCDT)

SnapScan

SocioNext

Standard Bank (Tutuwa Community Foundation)

The Ayavuna Trust

The Frank Jackson Foundation

The Learning Trust

The Nika Foundation

The Rivera Charitable Trust

The Rolf Stephan Nussbaum Foundation

Thermo Fisher Scientific

Thomas Hunig

Thunda Fund

Tshikululu

University of Witwatersrand

Upstream Training Trust (Petroleum Agency SA)

Utolo trust

WISE Philanthropy Advisors

Contact us

Have a question, want to find out more about something in particular or just want to get in touch? We'd love to hear from you.

Cape Town Head Office

47 Westminster Road, Salt River, Cape Town, 7925

Tel: (+27) 21 820 7444

Pretoria Office

Signal House 595 Andries St, Pretoria 0001

Tel: (+27) 12 753 2166

info@ikamvayouth.org

www.ikamvayouth.org

IKAMVAYOUTH

THE FUTURE IS IN OUR HANDS

NPO Reg. Number: 032-082 | PBO Tax Exemption Number: 930030238