



*The mission of PAAJAF is to support orphans, children, youth and women in rural communities.  
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PAAJAF – *Providing Adolescents and Adults Jobs for Advancement in the Future*

Subject: Pathways to Success through Education

PAAJAF has a mission to lift adults, youth and children out of the cycle of poverty and end illiteracy in Ghana through education and job training. We have exceeded our capacity to continue educating our youngest community members – children in preschool and primary school.

Our goal is to raise \$60,000 to purchase, begin the construction of a new school, and rent a temporary location until we can occupy the new school.

The time is now to ensure all children have an education. To bring tools to women and youth so they can break free from the cycle of poverty.

***Become a part of the solution. Be a partner in alleviating the suffering of others.***

PAAJAF is dedicated to raising children in a community rich with opportunities. We have a vision to build a school that offers opportunities from preschool to a university level education.

We are dedicated to offering women literacy courses and skills training to lift their confidence and provide a foundation for life-supporting community engagement.

We believe an educated community encourages civic engagement, entrepreneurship and contributions that ensure sustainable growth and a future lined with pathways to success.

*Education is the catalyst.* Your partnership opens the path upon which young children, youth, and women can begin their journey from poverty to prosperity.

***Who We Are...***

In a world that is struggling with social upheaval and violence, we choose to focus our efforts on what we, as individuals and a community, can do to make a better world. Our vision for a stronger, more caring global community that values education and the promise of health and prosperity for our children starts locally.

Since 2007, the PAAJAF Foundation has worked tirelessly on behalf of orphans, underprivileged children, youth and women in rural Ghana. We accepted our mission to end poverty and illiteracy through education and job training programs. We recognized these as the pathways upon which our community will grow and thrive. These programs were run by Philip Kyei Appiah and Juliet Adusei.



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Philip, current CEO of PAAJAF, explains:

*“I was inspired to establish the PAAJAF Foundation with Juliet Adusei. She was a teacher and we had the same vision to help neglected children, so it made perfect sense to start off the best way we could. As a young man, I had to work many jobs to support myself from junior high school and upwards. Due to extreme poverty, I had to wait four years after completing junior high before I could consider entering senior high and later complete a diploma course. I wanted to study and work, but there were no resources available to progress and I could see others around me struggling too, with no access to school, books and uniforms. This motivated me to help other young, underprivileged people. I want to provide them with an opportunity to be educated and end the cycle of poverty in order to lead a better life.”*

The programs started with five participants in the adult education program. Ten (10) and sixty (60) students, respectively, enrolled in the afterschool programs in Gbawe, and Benkasa.

In Ghana, more than a quarter of all children live in poverty. That is 3.5 million children. Three out of every 10 children of primary school age do not attend school. Approximately six out of every 10 children of secondary school age are not enrolled. Families can't afford to send their children to school.

Even with the government of Ghana now offering free education for all in public schools (primary to high school), resources are not sufficient to enroll all of Ghana's children. We must recognize that in order to implement this initiative there must be a shift in our culture to make education a priority. This indicates the probability of years of implementation and funding initiatives.

### ***PAAJAF Stands as a Conduit for Progress and Partner for Community Development***

Today, PAAJAF's work has affected the lives of countless community members. We have created fifteen (15) jobs; educated 145 children; provided skill development and job training for twenty (20) women, and awarded fourteen (14) scholarships for underserved children.

We serve 145 meals daily and ensure all students have school uniforms.

We develop and implement collaborative solutions for urgent social challenges in Ghana. We work to end poverty and illiteracy among underprivileged children, youth and women in our community.

PAAJAF Foundation is staffed by online volunteers from around the world. Local community volunteers round out and support our needs. We share our vision of a better world and seek to bring opportunities and progress to the lives of our children through education and community engagement.

Our volunteers design and improve our website, build our social networks, fundraise, bring awareness to the status of education and poverty in our community, and travel to Gbawe to teach our primary school children.

### ***Our Focus***

We focus on the following core areas of work:

- **Education** - Education is key to upward mobility. As a disadvantaged urban ‘sprawl’ community, Gbawe’s schools are amongst the most under-resourced. Public schools in the area are overcrowded. Classes are typically twice the size of those considered acceptable in the Developed World. We serve the needs of those who are not able to attend local schools because of the overcrowding.
- **Youth Resilience** - PAAJAF strongly believes that youth deserve an opportunity. We believe youth engagement and development will reduce and prevent poverty and unemployment in Ghana. In 2007-2009, in cooperation with our local Gbawe Methodist School, we sponsored and staffed an after-school tutoring program for English and mathematics as well as other subjects on an as-needed or requested basis. Over the course of the program, 45 youth have benefitted. We have also developed a Journalism program which led to the creation of NKABOM which means – *Togetherness*. When we team up we can make a difference. Later we changed the name to **Kids Voice and Young Journalist Adventure**. Our youth have developed critical thinking skills, improved their writing, and learned project management while developing as future journalists. We intend to reinstate this program as part of our growth. (Here are two videos about the program: <https://www.youtube.com/watch?v=GfsuoihVm-g> and <https://www.youtube.com/watch?v=yMsQSrcu1nk&t=6s> ).
- **Child Welfare** – Many children in Ghana live in extreme poverty. Education is the long-term path out of poverty but some children can’t even afford to go to a free school. We, along with our donors, sponsor children through scholarships so they have the support and supplies to attend school. (Here are two videos: <https://www.youtube.com/watch?v=Hiiit6yTOPk> and <https://www.youtube.com/watch?v=Hiiit6yTOPk> ).
- **Adult Education and Training** –PAAJAF also has the PAAJAF Foundation where the Adult Education and Training program is managed. We started with five (5) students in cooperation with the Gbawe Methodist School. Through this program, we begin literacy development for women and youth who did not have access to educational opportunities. They learn the English alphabet, reading and fundamental mathematics. The program has improved reading and writing skills as well as business management skills. PAAJAF will continue this program to support the surrounding community.

- **Healthcare** - Good health is a basic human right. We believe that strong families begin with community. Strong communities foster healthy families. Healthcare is a cornerstone of our vision and will be developed and integrated into the Gbawe community through PAAJAF by 2021. Funds for this initiative will be used to employ at least one (1) nurse and to teach Basic First Aid to our teachers, staff, students and, eventually, the community.

### *Phases for Development*

#### *Impact*

Improve the quality of education for the Gbawe community.

#### *Objective*

- 2019 – educate 320 poor, underprivileged and orphaned children; and, educate and train 50 adults
- 2025 – Establish a Sustainable Learning Community with fully functioning facilities and enrollment in all levels of primary and secondary education. Fully staffed Adult Education and Training program and a program for Entrepreneurs.

#### *Phase 1 (January 2019 – December 2019)*

Phase one of our goal is to raise \$60,000 (U.S.) in 2019 to purchase the land, begin construction of the new school and rent temporary space for the school until the new one is ready for occupancy.

- 1 June 2019 - we have a goal to raise \$46,000 is needed for the land and any associated fees. As soon as the land has been secured, the second half of phase one will commence.
- 1 August 2019 - \$14,000 will be used to begin construction of the foundation.
- 1 December 2019 - the ground floor of the first building will be done.
- We will also seek small grants to sustain operations until the first building is open and operational.
- Architectural rendering – Attachment A

#### *Phase 2 (January 2020 – December 2020)*

- Building is ready for occupancy (date for occupancy is TBD)
- Enroll Pre-school (ages 1-6)
- Enroll Primary school (ages 7-12)



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- Adult Education and Training – focus on Literacy
- Beneficiaries (estimates): 200 children; 14 adults

*Phase 3 (June 2021 – June 2022)*

- Enroll Junior High School (ages 13-15)
- Adult Training and Development – Entrepreneurship training
- Beneficiaries (estimates): 75 Junior High Youth; with continuing enrollment, 145 pre-school and 100 primary school; 50 Adults (literacy and basic education program); 100 Adults - Entrepreneur Training

*Phase 4 (June 2022)*

- Begin High School education program (ages 16 - 19)
- Planning phase begins to build a permanent High School
- Ongoing enrollment in Pre-school, Primary and Junior High
- Adult Education and Training – program expands to second location
- Entrepreneurship Training – Begin Train-the-Trainer program

*Phase 5 (2025)*

- High School construction complete and approved for occupancy
- Begin offering University level curriculum
- Conduct Feasibility Study for construction of University Campus

***Budget (Phases 1 – 3)***

Available Upon Request

***Community Impact – Phases 1 – 3***

We want to ensure we have the best qualified labor force during each of the phases of development and for sustainable, long-term employment opportunities. We will first seek local labor to work on the construction of the buildings. Apprenticeships and journeymen program development will be required and cannot be restricted by gender.

Contractors and subcontractors will be required to offer the opportunity for work to local citizens first. At least 20% of their workforce must be hired from the local community.

School administration must also offer positions to the local community. However, we will not require a minimum percentage of employees be from the local community. The quality of our administration and teachers is our priority. Therefore, we will hire the best qualified who meet



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our standards. Support staff must have a minimum of 20% of employees from the local community.

### *Primary and Secondary Education*

School year (SY) 2018 enrollment is: 130 preschool and 15 primary school.

We provided scholarships for two youth in the Gbawe community. One of the girls is in Primary 5 and the other is in Junior High School - Form 1.

Our goal is to increase the literacy rate from 59% to 80% by 2025.

### *Adult Education and Training*

Our adult education program has helped participants who could not identify the English alphabet reach a level of literacy necessary to identify each. They now have rudimentary reading skills. This achievement ensures adults can read basic documents such as: newspapers, business forms, banking statements, and the Bible. They are now more likely to seek the advice of others for documents they can read but may not understand.

Adults in our program have learned basic business accounting and fundamental mathematics. Fundamental business and community engagements are elevated as adults improve their skills. Engagement with each other and the surrounding communities increases. The opportunity to grow their businesses, expand their network, and gain new customers is enhanced.

The women and men who participate in our programs move from one stage of learning to the next as a group. This process builds trust and respect in business and civic dialogue.

Information technology (IT) training will be offered as we continue to create our curriculum.

### *Our Community*

PAAJAF employs six (6) teachers, one (1) kitchen staff, and two (2) facility management staff for a total of nine (9) employees. We anticipate, with the building of the new school, to increase our teachers and staff by twenty (20) over the next four years.

### **Our Mission**

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With education and your financial support, we can end poverty and illiteracy. We can build a new school. We can provide scholarships. We can offer adult education and training. We can ensure the growth of a healthy community.

PAAJAF is a conduit to success. We are a resource to fill the gap in service for education.

We can continue our mission and impact generations in the community, the country, and the world.

***Your sponsorship. Our partnership. The world's gain. Education is the key.***

Thank you for your support.

Respectfully,

Philip Kyei Appiah  
CEO, PAAJAF

**ATTACHMENT A (ARCHITECTURAL RENDERING)**

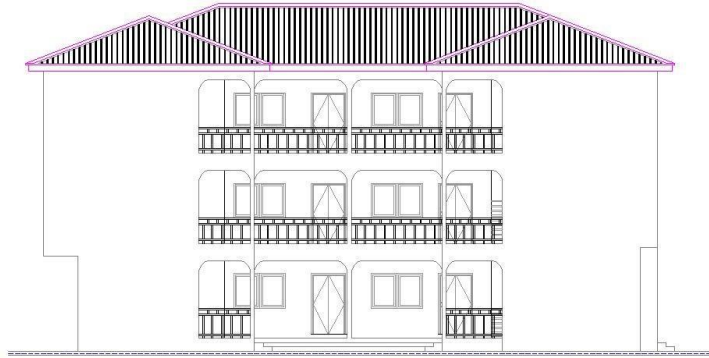






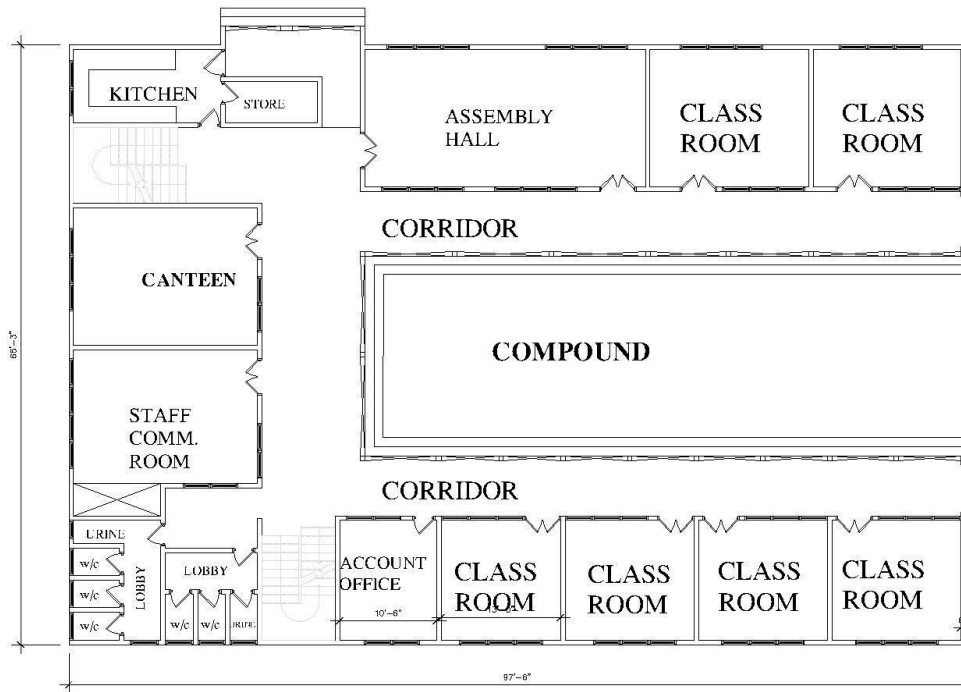
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ATTACHMENT A (ARCHITECTURAL RENDERING)



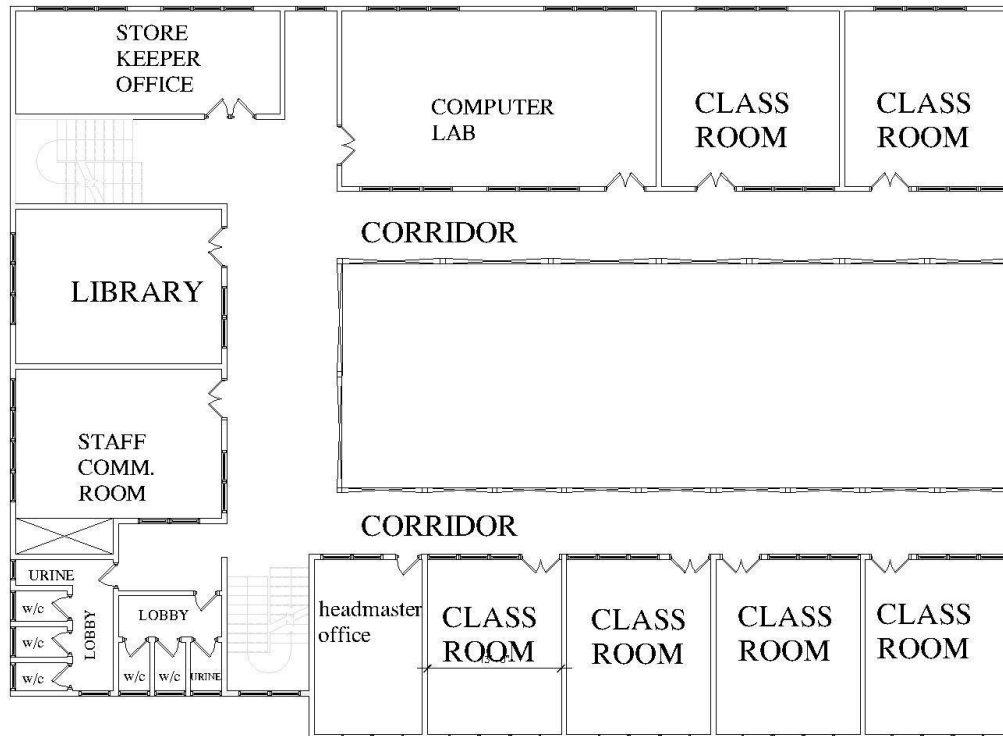
**FRONT VIEW**

ATTACHMENT A (ARCHITECTURAL RENDING)



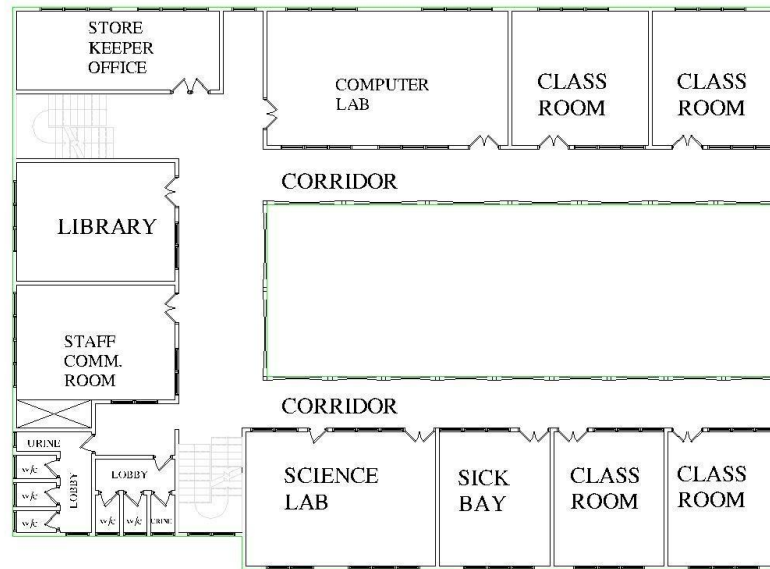
**GROUND PLAN**

ATTACHMENT A (ARCHITECTURAL RENDERING)



**FIRST FLOOR PLAN**

**ATTACHMENT A (ARCHITECTURAL RENDERING)**



**SECOND FLOOR PLAN**



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ATTACHMENT B (ESTIMATED BUDGET)