

2021 Impact Report

CONTENTS

2021 IMPACT SUMMARY	2
OUR THEORY OF CHANGE	3
TRAILBLAZER	4
CATALYST	6
COMMUNITY PARTNERS INITIATIVE (CPI)	9
IGNITION	10
ENKE ONLINE LEARNING	11
COLLABORATION & VISIBILITY	11
SPECIAL PROJECTS	12
THANK YOU	14

Snapshot of Program & Project Impact in 2021

743
people trained in enke
2021 programs & projects

TRAILBLAZER

Trained **206 high school learners** in 6 chapters in Limpopo, Gauteng and Northern Cape.



COMMUNITY PARTNERS INITIATIVE

Launched our newest program to train, equip and support organisations to implement enke youth development program models. We have **10 organisations** that have completed 8 sessions.



IGNITION

Trained **44 youth** with facilitation skills. Revised the Ignition Program and launched Trailblazer Community Champions, youth facilitating and supporting Trailblazers in 9 communities.



CATALYST

Launched program intakes in Gauteng & Northern Cape reaching **282 unemployed, post-school youth**.

YOUTH FOR SERVICE

Partnered with Harambee Youth Employment Accelerator to pilot a youth service and volunteering initiative. A total of **375 volunteers** completing **57,779 hours** of community service.

ALUMNI NETWORK

Grew alumni engagement by **10%**, holding **8 Alumni engagement activities** via WhatsApp, Facebook and Zoom.

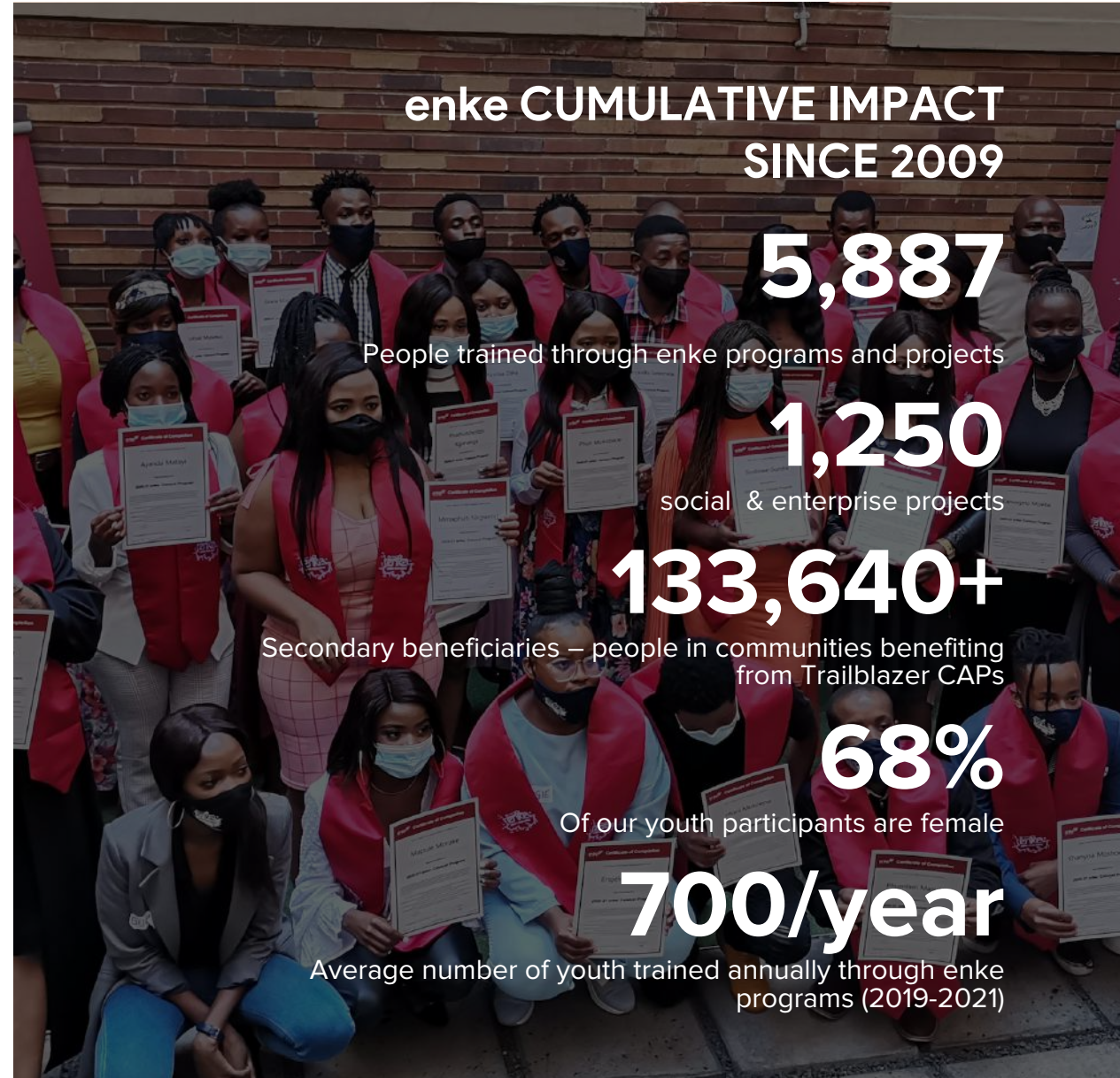
2021 IMPACT SUMMARY

If 2020 was a life-altering hurricane, 2021 could be described as the beginning of the aftermath. The aftermath is when everyone starts to recover from the shock, assessing the changes wrought and starting to figure out whether to go “back to normal” or lean into a new normal. At enke, we did the latter. We leaned into the new program approaches developed, continued to apply rapid design thinking strategy to solve for each new lockdown, and leverage blended learning methods to achieve our impact targets.

It certainly hasn't been easy – there was a lot of what we knew we did well that we had to let go of in 2020. But, what we have built in this new normal, though different, is producing more consistent impact aligned to our Theory of Change and vision of a world that is an enabling environment for young people to recognise their own value, thrive and mobilise for meaningful change.

We come to the end of 2021 with a mindset of abundance for this inflection point as we poise to scale our reach. This report is a celebratory summary, sharing highlights of what we have been able to accomplish in 2021. These include:

- A revised Theory of Change Diagram and Narrative that informs our program design, implementation, monitoring, adaptive management and evaluating transformation change at all levels of our model.
- Launch of the Community Partners Initiative (enke: CPI), a test of our planned social franchise model to train and equip organisations to each more youth with enke youth leadership development programs.
- Continuing our blended learning methodology which enabled the launching and implementation of Programs despite multiple lockdowns.
- Our CEO (Rufaro Mudimu) and Head of Programs (Skhumbuzo Moodaley-Mpisane) co-authored a chapter in “Youth and Development” published by MISTRA

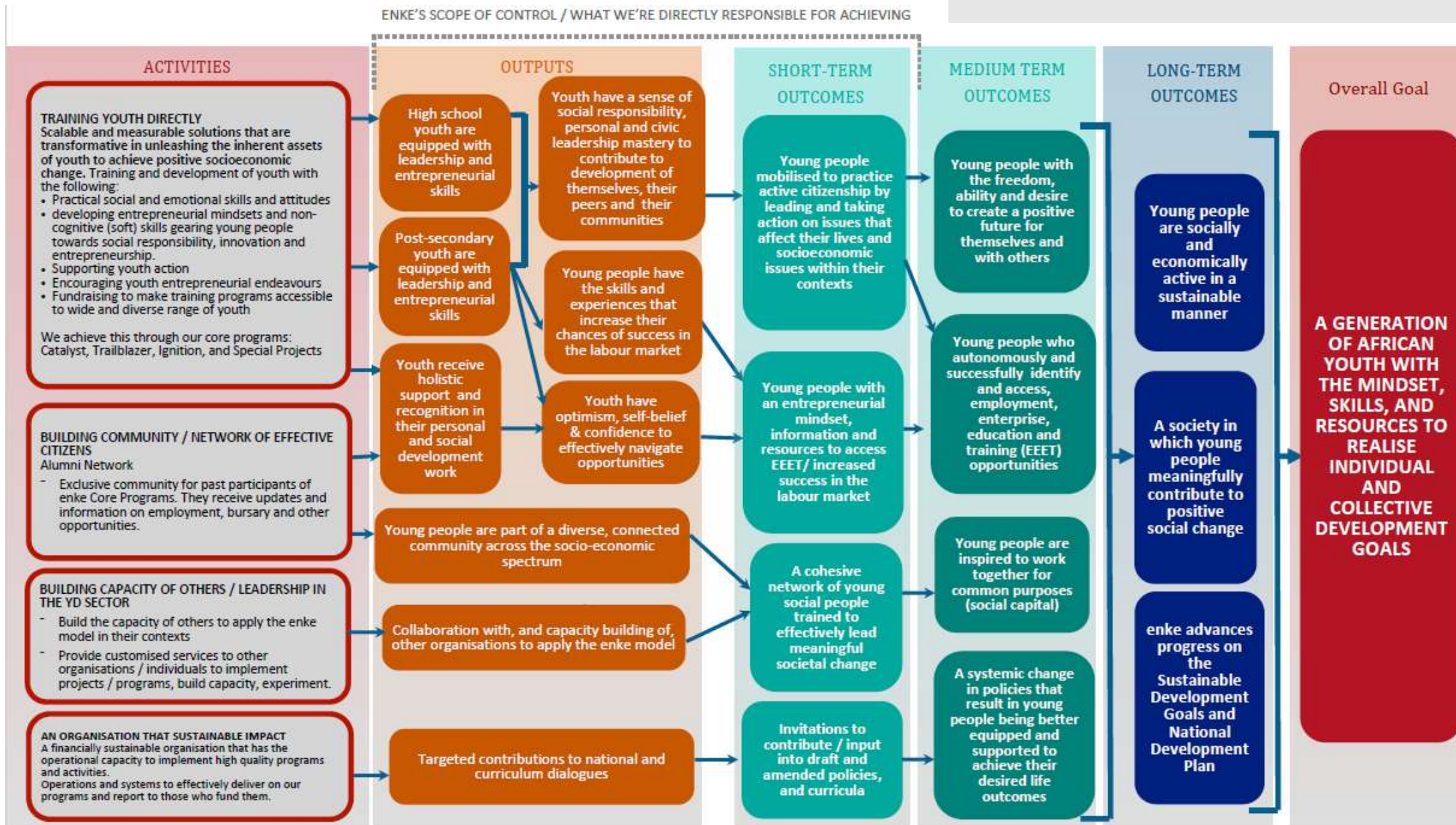


enke: Make Your Mark (enke) is a leadership development organisation that generates and incubates youth-led social impact and enterprise. enke means “ink” in SeTswana and “take it” in SeSotho. That’s what we’re about – empowering youth to be authors of their futures by taking opportunities to change their lives and communities (making their mark).

Our vision is a world that is an enabling environment for young people to recognise their own value, thrive and mobilise for meaningful change. We work towards achieving this vision through leadership and entrepreneurial skills development programs that provide youth (15-35 years old) with theoretical and practical skills to be active engaged citizens that thrive socio-economically.

OUR THEORY OF CHANGE

A theory of change is a comprehensive description and illustration of how and why a desired change is expected to happen in a particular context. Our ToC guides program design, implementation, monitoring, adaptive management and evaluating transformation change at all levels of our model.



TRAILBLAZER

The enke Trailblazer Program is a 6-month leadership and social action program for high school learners (Grade 9-11). Each participant receives personal mastery training, uses design thinking to create a solution to a social issue they feel passionately about, and implement a project in their

Class of 2020-21

307

High school youth trained

9

Trailblazer Chapters in 4 Provinces: Limpopo, Free State, Northern Cape & Gauteng

218

Community Action Projects (CAPs)

91%

Conversion Rate
% of Trailblazers starting CAPs

100%

Completion Rate
% of Trailblazer's starting CAPs that are completed / outgoing

76%

Engagement Rate
% of participants consistently engaging in program support

12,829

Secondary beneficiaries:
(people benefiting from Trailblazer CAPs)

In 2021 we completed the Trailblazer Class of 2020-21 which took place in 9 chapters in 4 provinces: Gauteng, Limpopo and Northern Cape. Our Class of 2020 Trailblazers were the first to participate in our new community-based model, starting in October 2020. The dedication and innovation of these amazing youth blew us away as they implemented Community Action Projects (CAPs) adapting through 2 national lockdowns. The results showed the effectiveness of our new implementation model, achieving the highest conversion and completion rate in the history of the Trailblazer Program.

Class of 2021-22

206

High school youth completed 5 days of community workshops

6

Chapters in 3 Provinces: Limpopo (125), Northern Cape (34) and Gauteng (47)

The Class of 2021 launched in July – just after the announcement of a national lockdown. This was our first Program to launch 100% online, leveraging WhatsApp and Facebook to deliver our training workshops. We're proud of our Trailblazer team and Trailblazer Champions for their quick adaptation in a challenging time.

enke | 2021 Impact Report

Trailblazer Program Cumulative Impact since 2009

2,998

High school youth trained

1,202

Community Action Projects

133,648

Secondary beneficiaries – people in communities benefiting from Trailblazer Community Action Projects (CAPs)

“The enke Trailblazer Program deals with things that will make a country, companies and communities a better place like confidence, innovation, integrity, careers, leadership, teamwork, hard work discipline, selflessness and thinking out of the box.”

Mr Peter Sebake, Founder & Director Kodumela Bokamoso
Trailblazer 2019-20 Implementation Partner

The 2020 & 2021 Trailblazer Program intakes were made possible by:

Funding Partner(s):



Implementation Partner(s):

Kutlwanong Mamelodi, Kutlwanong Dobsonville, Ramatema High School, Phagamang High School, Kgolouthwane High School, Mphengwa Secondary School, Mabea Secondary School, Mahadikane Secondary School, Kgalushi Secondary School, Yakhisizwe Secondary School, Phehellang High School, Barnard Molokoane Comprehensive School, Weiveld Agricultural School, Kgabareng Technical Secondary School, Kgolagano Secondary School, Thabang Secondary School, Rehauhetswe Secondary School, SS Paki Secondary School, Boiphihlelo Secondary School, Yakhisizwe Secondary School, Barnard Molokoane Comprehensive School, Phehellang High School, Monwabisi High School, Orion High School



TRAILBLAZER STORIES OF IMPACT



Trailblazer(s): Maite Molapo
Program Intake: Class of 2020
CAP Name: Women's Soccer Project
School: Mphengwa High School
Chapter: Bochum, Limpopo

Maite started a girls' soccer team that was aimed at empowering and encouraging young girls in her school and her community. This project aimed to help give young girls something to do in their spare time and to help prevent social issues like teenage pregnancies and having them drop out of school at a very young age. Maite saw that young girls do not have any extracurricular activities at her school, and they had too much time on their hands which could lead them to do wrong things. She managed to put together a group of beautiful and talented young girls and formed a soccer team. They play on weekends with other girls from the community. Maite mentioned that the girl's playing soccer is also a way of getting them to live a healthy lifestyle. Her goal is to make it a norm in her community where girls play soccer and growing the culture in other villages as they now have 8 teams in different schools and villages. The other impact that the CAP has created in bringing the community together, when they have games parents and the community at large come to watch and those who have informal businesses can sell different things and make money.



Trailblazer(s): Tebatso Maifo and Lesedi Morapedi
Program Intake: Class of 2020
CAP Name: Readers Development Project
School: Mabea Secondary School
Chapter: Bochum, Limpopo

Teboho and Lesedi came up with an amazing idea of creating a mobile library that was set to help learners from their school who are struggling with reading and writing in English. The Trailblazers have partnered with Nal'ibali, an online library that offers free books which consist of reading speech, poems and many more interesting and informative books which can be of help to the learners. They aim to also include primary school and preschool learners in their community so that they can also benefit from this new and exciting project which will help them with their vocabulary and reading. As part of their CAP they go to the aftercare preschool in their community to read books and play with the kids. They hope that through their CAP they will be able to improve literacy and reading in their school and community and to get more learners to enjoy reading and writing.

Trailblazer(s): Parys Chapter
Program Intake: Class of 2020
CAP Name: Siyasebenza Donation Project
School: Phehellang High School, Weiveld High School, Yakhisizwe Secondary school and Bernard Molokwane High School
Chapter: Parys, Free State



Trailblazers from the Parys Chapter decided to form a group project and address a community issue that they all agreed on and maximise resources since the project was started during Covid-19. The group consists of Trailblazers from 4 different high schools (Phehellang High school, Weiveld Agriculture and Hotel School, Yakhisizwe Secondary School and Bernard Molokwane High School) located in Parys and around the Tumahole Township. Members of this dynamic group pointed out that what was most exciting about the Program was the different workshops and how these workshops have sparked creativity amongst the group members. Above everything, the activities allowed them to unite and tackle issues in their community together. Through their CAP implementation, the group has learned how to communicate better, deal with group dynamics, and do project management. They have become more aware of issues that the youth in their community face and are working together to develop solutions for these challenges.

The core principles that formed the foundation of this group of young people is Ubuntu, trust and honesty. One key element highlighted by the group members was that the perspective of the whole group changed as they attended the weekly workshops. Members started to commit to change and stayed disciplined so that the group could achieve its goal. At first, the Trailblazers had different ideas on tackling issues in their community at the beginning of the Program. But, towards the end, they realised they all had the same goal: to help people in need, and that's how the group CAP was formed. What attracted this group of young people to the Trailblazer Program was their desire to learn and contribute to changing their lives and the lives of others in their communities.

The Trailblazers started the "Siyasebenza" donation drive project, where they collect clothes and food and donate to people in need. The CAP was motivated by the impact that the Covid-19 pandemic had on many families in the area, worsening the unemployment and food securities in many communities. The group has donated clothes and food to 22 families around the Tumahole township, Sisulu Informal settlement, and school uniform at Aha Sechaba Primary School and Phehellang High School. The group is continuing to collect more clothes and food as they identify more families that need help. This has been inspired by their ability to offer a helping hand in their community.

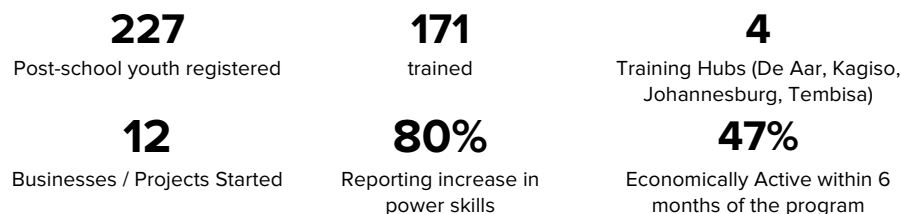
CATALYST

The enke: Catalyst Program is a 6-month immersive and experiential program for youth (18-35 years old) who are not in employment, education or training (NEETs). Through Catalyst, youth are equipped with mindset, skills, information and resources to go from being a discouraged work-seeker to an economically active, engaged citizen.

Training is delivered by Catalyst Facilitators assigned to each hub, and is a blend of in-person and online workshops that include facilitator presentations, readings, individual activities, group discussions and skill application exercises. We then partner with various companies and organisations to provide “exit opportunities” (facilitated placements and/or leads into employment, enterprise, education or training).

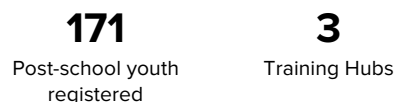
2020-21 has been challenging for our Catalysts participants due to significantly reduced opportunities for post-school unemployed youth due to the economic impact of multiple COVID-19 national lockdowns.

CATALYST 2020-21 TOTAL IMPACT

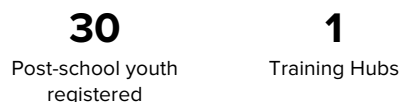


CATALYST 2021-22 ONGOING IMPACT

Northern Cape Cohort 2:
Jul 2021 – Jan 2022



Gauteng Cohort 8:
Sept 2021 – Apr 2022



“The positive changes in my plans for future life are because of the Catalyst Program. From starting the program empty and not knowing if my own personal world is coming or going, to fully being the driver of my dreams and goals. I have gone from stressing about unemployment to stressing about what to do to maximize customer satisfaction for my business. Being able to handle failure and disappointment. And mostly the importance of volunteering. Catalyst made me realize that life's purpose is not entirely about securing the bag but helping other people who need help in our communities is what we must strive for as humans.”

Samkelo Sikweqe, 2021 Catalyst Participant



Catalyst Program
Cumulative Impact since 2016

616

Post-school unemployed youth registered

531

Post-school unemployed youth completing training

66%

Conversion rate – percentage of trained youth becoming economically active within 12 months.

70+

Businesses and/or Social Projects Started by Catalysts

The 2021 enke: Catalyst Program implementation was made possible by the following partners:

FUNDING PARTNER(S)



IMPLEMENTATION PARTNER(S)

Gauteng: Get Informed Youth (Tembisa), City of Johannesburg, Translead Africa (Kagiso), West Rand Youth Development (Kagiso)

Northern Cape: Ethembeni Trauma Centre, Lead Academy, SEDA, De Aar TVET College, Department of Public Works and Hospice Nightingale



CATALYST STORIES OF IMPACT

Northern Cape Cohort 1: Nov 2020 – Apr 2021



34

Post-school youth
registered

25

trained

1

Training Hubs

75%

Reporting increase in power skills

60%

Economically Active within 6 months

Magdalene Wiltshire

2020-21 Northern Cape Cohort 1

25-year-old Magdalene decided to join the enke Catalyst Program after hearing about it on a local radio station. Her childhood and early adulthood were not easy, and her family have had many challenges. These challenges are her motivation to create a better future for herself.

Magdalene matriculated from Orion High School in 2013. In 2014, she enrolled in college but dropped out because of external influences that made her believe that she needed a gap year. Upon reflection, Magdalene now feels the gap year was not a good idea because she struggled to continue her studies and figure out next steps since dropping out.

"I can now say I am confident and able to express myself in a more confident way"

For Magdalene, the enke Program came at the right time as the whole world was faced with COVID-19 and she had lost interest in most things and life in general. Catalyst tapped into what she aspired to achieve, which was to have her own beauty parlour business. With the Reboot component, she now understands herself better and is now able to identify opportunities around her. Through the Generate Component, she has gained knowledge on how to start her business.

What she enjoyed most in Catalyst was attending the retreat and the workshops. Through this experience, Magdalene now is connected to a new group of young people that she is likely not to have met otherwise. She appreciates that her new friends and community in Catalyst have vision and have learned how to navigate through similar challenges. Magdalene has decided to pursue her studies before starting a business and is currently doing her N5 in Assistant Management at De Aar TVET College.

Jo-Ann Pere

2020-21 Northern
Cape Cohort 1



Growing up, 25-year-old Jo-Ann struggled with her education and was forced to change schools many times resulting in poor performance. After finishing Grade 12, she struggled to find work. She did a security course in the hope that it would make her more employable, but it didn't help and she continued to struggle.

She was on the verge of giving up when she heard about the enke: Catalyst Program and decided to give it a try. Jo-Ann's dream was to run her own business, but due to societal pressure she thought she should first focus on getting a job. Being in Catalyst has given her renewed belief that her dream of running her own business is possible.

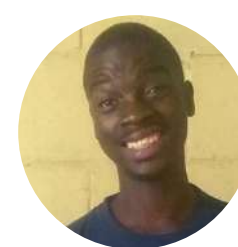
Through Catalyst, Jo-Ann has more faith in herself and focus on her goals. She identified the need for a Day Care Centre in her community as a business opportunity, which she has been able to get started and formally register. The most significant takeaway is that she now knows how to identify opportunities and how to enhance her social capital in order for a business to thrive. "In the past my biggest challenge was not knowing how to go about starting and where to get information. Now I know what to do."

Jo-Ann has been excited to learn about concepts such as grit, growth mindset, self-esteem and social capital. She looks forward to continuing to apply the skills learned from Catalyst in both her personal life and business.

So what's next for Jo-Anne Pere? She plans to continue running and growing her Day Care business and becoming the success she has always dreamed of.

Siphiwo Mtshazi

2020-21 Northern Cape
Cohort 1



Siphiwo Mtshazi defines himself as a curious and conscious young person. For 24-year old joining the enke Catalyst Program was one of the best decisions he has made in his life. Siphiwo's dream is to become a qualified Social Worker. After completing matric in 2017, Siphiwo had hoped to start with the Auxiliary Worker Certificate Program at Huguenot College. But, he didn't have the funding to pursue his studies and started to lose hope of accomplishing his goal.

This changed with the Catalyst Program. Siphiwo has gained confidence that things will fall into place and is better able to identify opportunities. The program has also sparked ideas on how he can play a more active role in preparing for opportunities that may come his way. For example, he has started to save as much income as possible from his job at a car wash to put towards his realising his academic plans.

The Catalyst Program has helped Siphiwo connect with people from different backgrounds, religions and personalities. This has improved his understanding of people, expanded his social capital, expanded how he sees life as a whole. He has learned how to deal with the challenges he has faced in the past and how to navigate those he may face in the future.

Simphiwo continues to save as much money as he can, so that he can fulfil his goal of studying of to become a qualified Social Worker.

Gauteng Cohort 6: Oct 2020 – Apr 2021

183

registered

146

trained

3

Training Hubs (Kagiso, Johannesburg, Tembisa)

3

Businesses / Projects Started

80%

Reporting increase in power skills

47%

Economically Active within 6 months of the program

Gauteng Cohort 7: Sept – Nov 2021

103

registered

103

trained

2

Training Hubs (Kagiso, Tembisa)

9

Businesses / Projects Started

90%

Reporting increase in power skills

51%

Economically Active within 6 months of the program

Thato Mukhavuli

2020-21 Gauteng 6

Thato Mukhavuli a 23 year old young woman, born and bred in Chiawelo Soweto, where she still resides. Growing up in a community that is plagued by high levels of unemployment and school drop outs, her hope and dream was to complete her high schooling and pursue a qualification in law at a higher learning institution. In 2018, the year she matriculated and dad lost his job, that was a challenging time for her as it meant that she would not be able to pursue her studies. Her family had no income and could therefore not finance her schooling. Her dream of becoming a lawyer had to be put on hold. In 2019, after numerous attempts of finding the required financial backing with no luck, she decided to sign up for short courses and doing part time jobs to finance the courses.

In 2020, she signed up for the enke Catalyst program and says the name of the organization is what attracted her to the program at first, The Sesotho meaning of enke means to take it and she wanted to find out what the organization has to offer that she could possibly take. Upon hearing what the program is about, she signed up for it and has not looked back ever since.

Thato registered a marketing and events company and with no skills or knowledge on how to run it, She looked forward to the Generate component of the program as she believed it would aid in her growing and running her business to success.

The program helped shape her as an individual she says, it built much more than just her ability to start and run a business. Her confidence improved, she has become more courageous and also understands the value of social capital especially in her business. The Catalyst program helped her improve on her communication skills which she required due to the nature of the business she started, This has helped her in getting companies to work with her because of her ability to sell her brand. She plans to venture into tourism with her business, not only to market the industry but to create access for people from her community with affordable traveling packages.



"Through the Catalyst program I now believe in myself and what I have to offer, knowing that success is inevitable because of the skills I obtained."

Nqobile Mvubelo

2021 Gauteng Cohort 7



Nqobile Mvubelo is an entrepreneur at heart, with her passion for business leading her to starting her first business during her matric year. The 19-year-old from Kagiso, West of Johannesburg had planned to study further after matriculating but due to being financially excluded and not securing space at any other learning institution she encountered a setback with pursuing her studies.

She learned about the Catalyst program from her mom who saw the application poster on social media and shared it with her, her desire to learn more about entrepreneurship is what led her to applying for the program. Her objectives within the program were to enhance her knowledge about business, learn about what it took to run a business and becoming a successful entrepreneur.

The program did more than just equipping her with business skills, she learned more about herself, what she values, dealing with failure and helped her discover her strengths. She is also now better equipped to work and reach the goals she sets for herself. The program has had a positive impact on her life which she sees through the relationships she has built since being in the program. She is now more confident in herself and her craft and is equipped to contribute meaningfully to her business ventures.

Nqobile has since started another business called Sweets R Us where she provides assorted packaged sweets, her long term goal with the business is to open a candy store in her township and offering bulk packages to local stores at an affordable price. She is currently working in retail and enrolled in a BA Degree in Psychology.



Samkelo Sikweqe

2021 Gauteng 7

Samkelo Sikweqe is a 24-year-old youngster born and raised in Tembisa, coming from a school in the township where career development exposure was limited meant that he did not know which career to study towards upon matriculating in 2014. He enrolled for a B.com (specializing in accounting) after seeing his peers enrolled and did not want to be left behind and graduated in 2018.

With not being able to secure employment and not being clear about his life plans he's mental health got affected, he became discouraged, felt stuck and less confident. Upon visiting his community skills centre he learned about the program and was encouraged to apply. He was not clear about how the program would help him but became curious about what it could offer him.

The Catalyst program transformed his life, he has gained confidence, realized his worth and feels good about himself, he has also been able to understand his purpose and discover his passion which he attributes to the Reboot component. He now has clear goals and knows which path he wants to follow and mentions that the program provided him with tools and support in restructuring himself.

He has founded a business, co-founded an NPO and is an aspiring financial planner and portfolio manager. He has also enrolled with UNISA to pursue his second B.com in Financial Management which he is looking to complete by 2023 and plans to get licensed for financial planning within the next 4 years. Through his business he aims to grow his client base to 15 clients by next year and turn his prototype into an App as he continues to work on his sales skills.



COMMUNITY PARTNERS INITIATIVE (CPI)

At the end of 2020, we made a commitment to scale our impact through a social franchising model, and designed the enke: Community Partners Initiative (CPI). The enke: CPI is an opportunity to collaborate with community initiatives and organisations to provide leadership and social action programmes to young people by leveraging enke's Youth Leadership Development Program Models. There are 4 components of the enke: CPI –

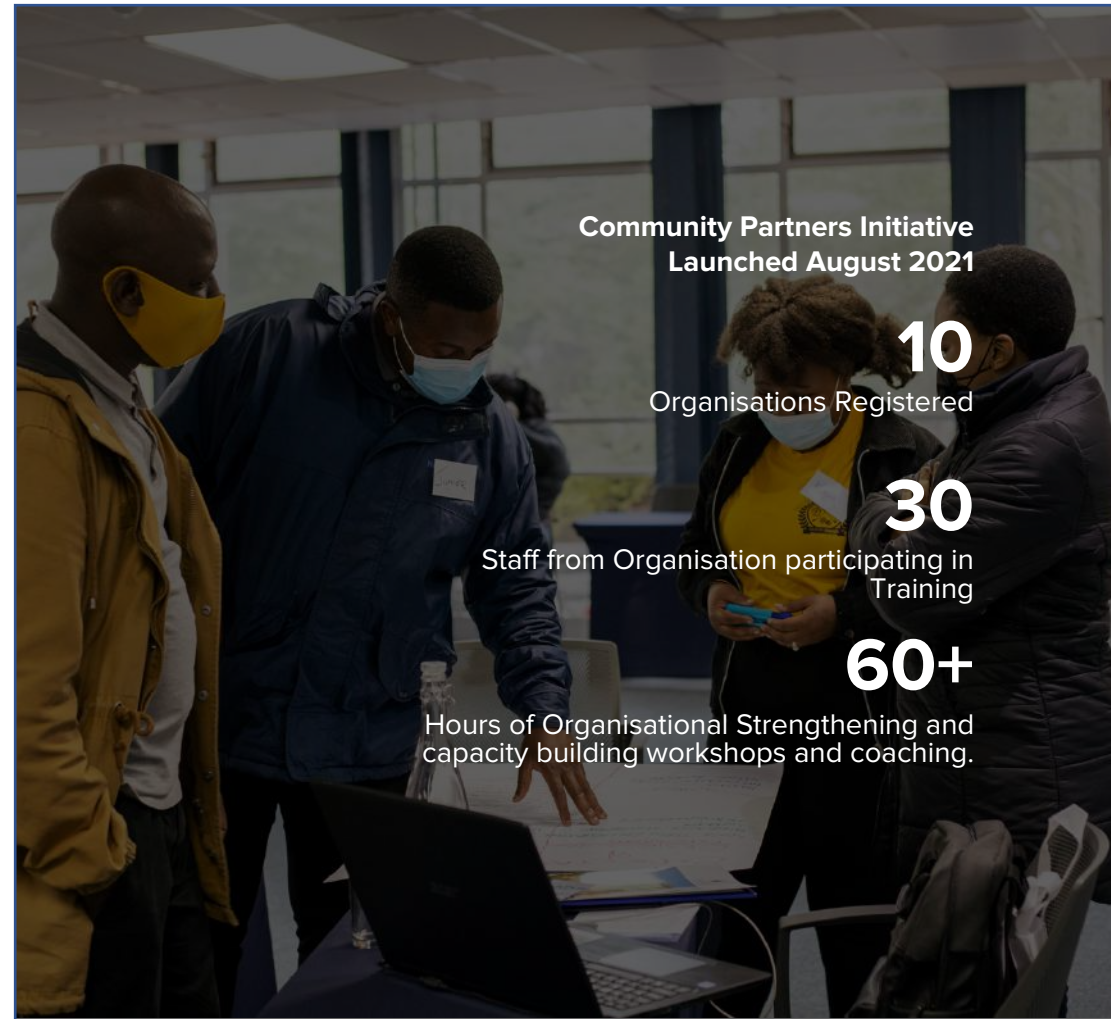
- **Organisational Strengthening Training:** Assessment and development of the foundational internal operations
- **Experimentation, Refining and Stabilisation:** Training in program coordination and implementation, including training the trainers
- **Program Implementation Support:** Throughout the program, enke will be providing support through calls and quarterly training
- **Financial Support:** in the form of R25,000 cash grant per year to support operations and implementation.

In August 2021 we launched recruitment for enke: Community Partners Initiative, receiving 25 applications for the 8 spaces in the pilot of the enke: CPI. We finally selected 10 organisations – 5 in Gauteng and 5 in Northern Cape – to be part of this initiative, through which we hope to build the capacity of organizations to become implementing partners directly implementing enke programs.

Northern Cape enke: CPI Organisations



Gauteng enke: CPI Organisations



Community Partners Initiative
Launched August 2021

10
Organisations Registered

30
Staff from Organisation participating in
Training

60+
Hours of Organisational Strengthening and
capacity building workshops and coaching.

The 2021 enke: Catalyst Program implementation was made possible by the following partners:

FUNDING PARTNER(S)



IGNITION

In 2020, the enke: Ignition Program evolved from a specialized volunteer program for young adults, into enke's facilitation skills training hub. The Ignition Program is an intensive 4-day transformative facilitation course that qualifies individuals for selection to become an official facilitator of enke programs. At enke, we have developed specialised, research-backed curriculums for each of our Programs, which are standardised to ensure replicability and consistent results across contexts. Thus, the delivery of the training components of our Programs requires specialised training to apply our transformative facilitation practice and experiential learning methods. Ignition training includes theoretical and practical training and assessments that are delivered virtually and in-person. We select facilitators (program delivery team) of the Catalyst and Trailblazer Programs from the pool of individuals trained through Ignition.

Catalyst Facilitators

Our Catalyst Facilitators lead virtual and in-person workshops delivering the Catalyst curriculum, and are the primary contact point for Catalyst Program participants. The Catalyst Facilitators are paid part-time contractors, who are reliable, committed, young professionals with advanced facilitation experience, project coordination skills, and employment/entrepreneurial experience that they can impart to, and inspire, Catalysts.

Trailblazer Champions

Trailblazer Community Champions (referred to as Trailblazer Champions) facilitators and community-based support volunteers that deliver the learning and engagement experience to high school learners in the Trailblazer Program. We select youth (18-30 years old) with a passion for youth and community development from the targeted Trailblazer implementation locations. Typically, Trailblazer Champions are beginner- to intermediate-level facilitators building their first work experiences within enke Programs. Trailblazer Champions are receive a volunteer stipend commensurate to set monthly deliverables for training, monitoring and supporting Trailblazers and their community action projects.

2021 Champions & Facilitators

18

Post-secondary youth trained
with Facilitation Skills

3

provinces

300+

Workshops delivered by
Trailblazer Champions & Catalyst
Facilitators



Our 2021 Catalyst Facilitator & Trailblazer Champions

Catalyst Facilitators

Gugulethu Zondo, Busani Moyo, Sinekaya Manciya,
Michael "Sello" Mmane, Nkateko Matlou, Thembi
Joja, Lindisipho Zanja, and Ivy Ngoepe.

Trailblazer Champions

Esmey Koko, Selaelo Monama, Sinesipho
Skaal, Tintswalo Masimbyi, Mhlahli
Khetshube, Ntokozo Msibi, Tlou Boloka,
Masilo Mathase and Karabo Monoko.

ENKE BLENDED LEARNING

The pandemic challenged us to fast track our plans to offer our training and development programs online. In 2020 we adapted our programs to be delivered both using blended learning model. Since September 2020 all participants across all programs (Trailblazer, Catalyst and Ignition), have been able to access learning materials, watch videos, complete online activities and submit their progress reports using their smartphones or computers, anytime they want. Online learning was further extended with integrations on dedicated Facebook Groups and improving our support and engagement via WhatsApp.

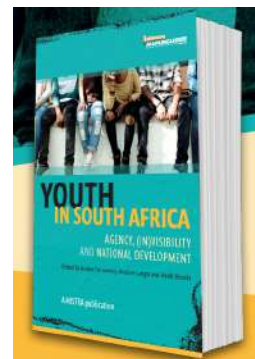
We also provide data and airtime to all participants on a monthly basis to ensure their ability to engage and learn throughout. Through our Facilitators and Champions and on the ground support those who don't have smartphones or access to the internet also get to access the enke learning cloud. In 2021 we have continued and improved our blended learning model, embedding the online platform directly on our website, and getting our site zero-rated to increase access by participants.



COLLABORATION & VISIBILITY

When building our 2016-20 strategy, we realized that there was no way to achieve the large-scale reduction in youth unemployment rates without collaboration. Over the last 3 years we have prioritized reaching out to others for partnership and proactively contributing to building collaboration in the youth development sector.

We also engage in programs and activities to increase visibility and awareness of our work and that of the youth in our community. participated in discussion and design groups for the Basic Package of Support for Youth NEETs (led by DGMT), as well as attended and shared knowledge at various conferences.



Co-Authors on MISTRA Book on Youth in South Africa

Our CEO (Rufaro Mudimu) and Head of Programs (Skhumbuzo Moodale-Mpisane) co-authored a chapter in "Youth in South Africa: Agency, (in)visibility and national development" published by MISTRA. Theirs is the 2nd chapter of the book and explores young people's contribution to development and the need for meaningful engagement. Visit <https://mistra.org.za/mistra-publications/youth-in-south-africa/> to purchase.



Youth Spotlight Campaign

In July we shared spotlights on enke alumni doing wonderful work in the youth development space via all our Social Media Platforms. Follow us on [Instagram](#) and [Facebook](#) to see updates on the long-term impact of enke in young people's lives.

enke Ecosystem Affiliations



enke is a member with the National Association of Social Change Entities in Education (NASCEE). Visit <https://nascee.org.za> for more information about the association.



enke is a member of the Youth Development Collaboration South Africa (YD Co-Lab), and Rufaro (enke CEO) is the chairperson of the YD Co-Lab Steering Committee. Visit <https://ydcollab.org.za> for more.

SPECIAL PROJECTS

With our special projects we collaborate with other organisations and companies to implement programs that align with our core work and extend impact.

YOUTH FOR SERVICE

The enke: Youth4Service Initiative is a 6-month part-time volunteer initiative for young people (18-35 years old) to build their skills and CVs through volunteering.

We partnered with the Harambee Youth Employment Accelerator for this project, which contributes to the Presidential Youth Employment Intervention that has identified delivering youth service at scale to be an essential way of engaging large numbers of youth in economic activity.

The project allowed us to:

- Increase the number of applications received, and branch out in other parts of Gauteng (include youth who could not be selected to participate in the full Catalyst Program due to funding limits).
- Provide an opportunity for participants to start gaining practical work relevant experience, as they conduct service in fields that they are interested in.
- Provide a monthly stipend of R1,050 to the participants . Feedback from previous cohorts indicated that some drop out was due to socio-economic struggles and that the transport and data assistance amounts were not sufficient for participants.

"Having the volunteers assisted a lot, their help contributed in a major way towards our outputs related to admin work and keeping things moving within the organization. Through their outreach and community mobilisation activities the community now has more information about the organisation. They assisted with reaching a greater audience and we reached our organisational targets, a lot of people have knowledge about WRYD and this has led to greater interaction with us from the members of the community."

Boitumelo Modisane, Project Manager
West Rand Youth Development

2021 Youth 4 Service Impact

375

Youth Volunteers, unemployed post-school youth 18-35 years old
(100 also in Catalyst Program)

57,779 Hours

Total number of hours of community service completed by Y4S volunteers

R865,259.90

Total amount of stipends paid out to volunteers

34,410

People impacted by volunteer actions
(reported on ZLTO)

in partnership with





VOLUNTEER WITH ENKE PARTNER OR SELF-DIRECTED SERVICE PROJECT

Youth4Service Placement Partners - We have partnered with organisations around Gauteng that have existing volunteer service programs for youth. Placement partners provide volunteers with a meaningful volunteer experience, in-person support as youth serve their community and assist the volunteer and enke to track and report volunteer hours.

Self-Directed Service Project - Youth who are not directly placed with a partner are required to identify an area of service that they would like to implement in their community. Service activities must be one or more of the identified 8 service areas (see below).



ENGAGE WITH TRAINING TO DEVELOP SKILLS & MINDSET

- enke In-Person & Online Workshops:** enke will provide in-person workshops, online courses and other support for Youth4Service program participants (volunteers) to develop skills and mindset to thrive as volunteers and how they can use this experience to enhance their chances of obtaining future employment.
- SAYouth.Mobi Hustle:** Complete online **Hustle Content** to learn how volunteers can use their volunteer experience as a building block to their future hustle in employment or as an entrepreneur.



STIPEND TO REWARD SERVICE

All Youth4Service volunteers will receive a maximum R1,050.00 per month for proven service activities. To receive the stipend volunteers are expected to:

- Submit weekly online reports, which will be used as evidence of service. All reports must be submitted by 5:00pm every Friday.
- Only volunteers that have submitted their weekly activity reports will be eligible to receive their stipend.
- A dedicated enke person will conduct site visits and assist volunteers in reflecting on their experience and growth.

Service Criteria

Service activities by Youth4Service volunteers must benefit other young people or the community at large. The following are acceptable service activities:

- Social Support Services, Solidarity and Care
- Early Learning, Early Childhood Development
- Food Security and Nutrition
- Community works, Revitalisation and Greening
- Surveys and Digital Mapping
- Sports and Recreation
- Arts, Culture, Entertainment
- Learner Support Programmes



Youth Volunteer

- Complete minimum 16 hours per week of community service in one or more of the target service areas
- Provide weekly proof of service activity (photo & short reports)
- Attend bi-weekly enke update meetings
- Be available for monthly service verification visits



Placement Partner

- Provide volunteers with meaningful service experience
- Assist with tracking & reporting on volunteer activities & hours
- Provide volunteers with information, resources and support to complete their volunteer service



enke

- Ensure admin and contracting between all stakeholders - volunteers, placement partners & enke
- Process & distribute volunteers' monthly stipend of R1,050
- Support an enriching experience for Youth4Service volunteers & partners

enke Y4S Placement Partners:



Africa Children's Feeding Scheme (ACFS)



a world class African city

City of Johannesburg Economic Development



DGN Save an African Child Initiative



West Rand Youth Development

THANK YOU

We would like to recognise the incredible support and generosity of our partners who make our work, and that of our participants possible.

2020-21 FUNDING & IN-KIND DONOR PARTNERS



2021 PROGRAM COLLABORATIVE PARTNERS

Trailblazer & Ignition: Kutlwanong Mamelodi, Kutlwanong Dobsonville, Ramatema High School, Phagamang High School, Kgolouthwane High School, Mphengwa Secondary School, Mabea Secondary School, Mahadikane Secondary School, Kgalushi Secondary School, Yakhisizwe Secondary School, Phehellang High School, Barnard Molokoane Comprehensive School, Weiveld Agricultural School, Kgabareng Technical Secondary School, Kgolagano Secondary School, Thabang Secondary School, Rehauhetswe Secondary School, SS Paki Secondary School, Boiphihlelo Secondary School, Yakhisizwe Secondary School, Barnard Molokoane Comprehensive School, Phehellang High School, Monwabisi High School, Orion High School

Catalyst: Get Informed Youth, Translead Africa, West Rand Youth Development, Ethembeni Trauma Centre, Lead Academy, SEDA, De Aar TVET College, Department of Public Works and Hospice Nightingale

Youth4Service: Harambee Youth Employment Accelerator, SAYouth.Mobi, ACFS, West Rand Youth Development, DGN Save an African Child Initiative, City of Johannesburg Economic Development, ZLTO

Alumni Network Moderators: Lwazi Khumalo, Manhlakhe Marwanqa, Bensley Moyo, Inga Nodali, Mhlali Ngweni.



Board & Advisory

Board: Chrischar Rock (Chairperson), Kgomotso Mokoena, Lunga Boyana, Lungile Mahluza, Phyllis Byars, Rufaro Mudimu.

Advisory: Graeme De Bruyn, Pip Wheaton, Thamsanqa Masingi, Mojaki Mothibi, Mashudu Modau.

Staff Team

Asanda Xhashimba, Dwaine Fish, Freddy Makuwa, Gontse Moalafi, Jabulani Mthombeni, Lesego Kobuwe, Londeka Khoza, Lindokuhle Mkhize, Malilomo Nkhabu, Ngata Holele, Nosipho Mabaleka-Nongogo, Prudence Erens, Rufaro Mudimu, Skhumbuzo Moodaley-Mpisane, Tidimalo Moeketsi, Zama Mokoena, Zamokuhle Dlamini.

Key Suppliers/Service Providers

Printgility (*printing*), The Social Genie (*digital marketing*), Pogiso's Tours (*transport*), ZLTO (*volunteer monitoring*), Zayds Transport (*transport*), MYM Training & Development Services (*curriculum development*).

CONTACT US

Address (*we've moved*):
Sunnyside Office Park, Building D
32 Princess of Wales Terrace,
Parktown, Johannesburg



more@enke.org.za
info@enke.org.za



+27(0)11-403-1241



enkeMYM



@enkeMYM



+27(0)68-210-7426

DONATE

**MAKE YOUR MARK - SUPPORT OUR
WORK AND THAT OF THE YOUTH
WE WORK WITH.**

Bank Name: First National Bank (FNB)

Branch Code: 251-905

Account Number: 62310748390

Account Type: Cheque Account

Swift Code: FIRNZAJJ

Donation/Payment Reference:

Donation – Full Name - Email

Contact partnership@enke.org.za to find out how you can get involved or you can make a direct donation into our bank account and receive a tax certificate.