



JobORTUNITY



TRANSFORMING THE LIVES OF TANZANIAN YOUTH  
We train, coach and mentor youth from vulnerable and challenging backgrounds to create professional, confident and employable individuals. Through the Hi5 – 21st Century Skills Training, youth are given an opportunity for a better life.

## Greetings from Arusha!

Here we are wrapping up our fourth quarter, which means it is time to evaluate the last 12 months of all things Hi5 and Jobortunity! Even with the uncertainty that the global pandemic has brought, we have managed to keep our core mission program on track, offering the Training of Youth program every six months with a full class. There have been new challenges, but our team has admirably faced each one with creativity and determination to fulfil our NGO's mission of supporting vulnerable youth. If anything, this moment has made our team stronger and more dedicated.

We have welcomed over 60 new students into the one-year Training of Youth program and introduced them to the world of Hi5. We have graduated 47 motivated youth bringing our total of alumni to 498 and making us proud. We have trained and coached over 30 supervisors and managers at Oasis Young Plants and Fides Tanzania. We have increased our staff by 2, adding two new trainers to the team: one in management and one entry level who is also a recent Jobortunity graduate.

Our 12-year birthday is approaching and we hope this year we can finally celebrate with the events we have been planning and postponing throughout the pandemic. We are waiting for the right time that our students, alumni, friends and family of Jobortunity can celebrate safely together. Some of my naïve optimism from the last Newsletter has been dampened by the reality of on-going global rise in cases, increased travel restrictions and forced quarantines. If anything, here at Jobortunity we have become more vigilant for the safety of our staff and students.

Luckily, we have taken lots of pictures these past 3 months, and so I will let images do a lot of the speaking for this QR 4!

Asante and Enjoy the Report!

Leslie Baxter  
Managing Director



### Updates on all things Jobortunity – Student News

**Graduation 2020A.** On July 2<sup>nd</sup>, 28 smiling faces greeted family and friends of almost 200 people on a beautiful Friday afternoon on the grounds of Jobortunity. We were proud to graduate 93% of the class, 28 of 30 students. Rijk Zwaan General Manager, Mr. Goodluck Kwayu, was the guest of honor and gave an inspirational graduation speech to the students.



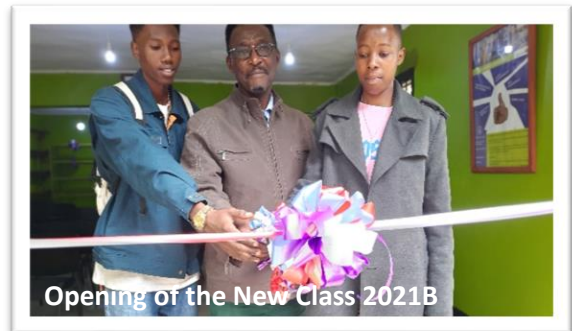
**Selection for Class of 2021B.** During the month of June, we held the Selection exercises and process for the Class of 2021B. In all we saw 75 applications sold, which was a great showing considering the weak initial applications. Over a 3-day period our team selected 32 students for the class. Following selection, the trainers visited the future students' homes to identify the best candidates for the scholarship program

**Class of 2021B.** Our second class this year began June 28<sup>th</sup>. This class has 32 students, and while the previous class of 65% girls, this class is the opposite – 20 boys are in the class, about 60%. They are

completing their second month now and are really developing into a strong team.

**Classroom improvements.** The rains had done quite a bit of damage to the classroom, and so together with our landlord and fundi, we repaired the leaky roof, made repairs to the ceiling and repainted the interiors. Next we will be doing some creative artwork!

**University of Windsor Intern.** A Tanzanian student just finishing his 3<sup>rd</sup> year at the University of Windsor (Ontario, Canada) completed his 40-hour internship at Jobortunity, learning about and supporting our efforts to bridge the skills gap. Mwombeki Rugalema participated in our selection activities and preparation for the new class by helping trainers and IT. He also integrated easily with the students of the current class who are the same age.



**English Support Fridays.** We have a renewed energy, thanks to our new Education Manager Mr. Steven Ndosi, to boost the level of English amongst our students. Now Fridays, besides being known as Furaha Day, are English Support days.

**Apprenticeships for Class of 2021A.** We found placements for this class with the following partners: Wayo Guides (6), Fifis Restaurant (2), Ngare Sero (4), Onsea House (4), Rivertrees (2), Four Points Sheraton (3), Plantation Lodge (1), Woodland Café (2), Sound of Silence (2), Mrimba Palm (1). It has been a complicated journey – but we deeply thank those partners!

**New Hi5 Graduate new hire.** Maboni Nick is one of our most recent graduates, and he is now also the newest entry to our team! He is an assistant to the Training Department, and with his intimate knowledge of the program has been able to start adding value to the team from day 1.

### Updates on all things Jobortunity – Organization News

**E-Learning** On June 17<sup>th</sup> and June 23<sup>rd</sup>, Jobortunity's Managing Director and IT Manager met with Robert van den Broek from Panta Media NL and Sam Obae from Texto Media. This steering committee created a plan for the Pilot project, choosing two Professionalism lessons to begin immediate content production. Work has already begun on the development and creation of the professional videos. In the meantime, we are analyzing platform options.

" Educating the MIND without Educating the HEART is no Education at all. " - Aristotle

**Government Leadership and Representation.** In June, Finance and Administration Manager Robert Lyaruu participated in the election of National Council of NGOs - NACONGO leaders at the District and Regional level held in Arusha region. On June 26<sup>th</sup> Robert was approved as NACONGO representative of Meru District Council as well as elected a NACONGO leader of Arumeru District.



**Rotary Usa River** (Tanzania) together with sister organization **Rotary Papui** (New Zealand) are supporting 5 disadvantaged youth to participate in the class of 2021B. Through fundraising efforts in New Zealand, the Rotary of Papui was able to raise a significant amount to support our program of training, mentoring and coaching Tanzanian youth. This was made possible by Rotary Usa River.

**Rotary Club of Arusha** held a Yoga-Thon to raise funds for Vulnerable Girls in Arusha, and Jobortunity as one of two beneficiaries of this fundraiser – as was previously reported. The event was a success and the money raised is going to support the special scholarships of 4 girls from the Class of 2021B, as well as support the building of a dedicated Girls bathroom for the classroom.

**Rotary Club of Arusha West side** is generously fully supporting 3 disadvantaged youth to participate in the class of 2021B. Through local fundraising efforts, the Rotary raised money that will support our Training of Youth program and its students that are motivated and enthusiastic to learn, work hard and change their trajectory!

**IESE MBA Intern** Yi-Ju Chen has joined our team for the month of August to develop a Strategic Marketing Plan and to help us make practical improvements to Marketing and Communication of our NGOs activities. Besides her internship activities, she has become our official photographer! She was able to participate in a team outing on Lake Duluti (see picture).



**New Board member** Victor Laiser joined the Jobortunity Board officially on August 7<sup>th</sup>. He is bringing with him great relevant experience both in the sector of Hospitality as well as in Administration. He is replacing outgoing Secretary Shermin Moledina. Shermin was one of the founding Board members and has been a great part of the team, she will be missed and Jobortunity thanks her for her dedication and all of the value she added.

**New NL Board member** Michelle de Rijk joined the Dutch Board this quarter. She has lived many years in East Africa and at the moment is in the Netherlands. She is in the sector of Training and Education, and we hope to see her and other NL Board members here in Tanzania as soon as possible.



**Newest Senior Trainer.** Happyness Kaaya was promoted to Senior Trainer August 25<sup>th</sup>. She is a Jobortunity graduate from Class 1 and has been a Hi5 trainer ever since. She is a reference for our program and for other trainers who look to her for input and support – Hongera Happy!

**Social Work Coordinator.** Neema Samwel has a new title: Senior Trainer and Social Work Coordinator. A big part of our program is individual mentoring and coaching. Our students have challenging backgrounds they are overcoming and our team wants to be able to put more focus on these individual needs for better long-term impact.



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**Visit from Tanzanian Education Support.** On July 30<sup>th</sup>, we had visitors Helle, Charlotte and Lisbeth from TES – Denmark. They are regular visitors and supporters to schools in the area, but this is the first time they have visited our Training Centre. They spent much of their time directly speaking with the students.

**Hi5 ambassador of the year.** On August 11<sup>th</sup>, a Hi5 Award was given to John Mkanda. He is an environmentalist working closely with the Meru District Council office and an employee of Ngaresero Lodge (Partners Company). He has been an ambassador of Jobortunity and our program now for many years. This year he brought a record number of youth to apply for the class of 2021B, and a large group of our current students come from his area.

#### Challenges we are facing

The on-going primary challenge is the misplaced optimism about a quick strong return to tourism, which of course has been muted by the Delta virus, by a global hesitancy to get the vaccine, and breakthrough infections. This means additional lockdowns and travel restrictions keeping potential tourists away for another season. This has impacted our organization in many different ways, but mostly impacting our placements for apprenticeships and the planned growth of our Outreach Programs which has been part of our strategic plan to create a more sustainable organization and diversify our funding. But even more than that, this has been a challenge for our staff and students. We need to stay healthy for ourselves, our families and our communities while at the same time remaining active and keeping our organization strong. We have become more vigilant but we have not been immune, we had a trainer fall ill in July and spend 4 weeks ill between hospitals and home. We were so happy to welcome her back in early August.



#### Looking Ahead to the Fourth Quarter

**New Classroom Bathroom for Girls.** We are working with our Fundi on plans to build a new bathroom for girls at the classroom. Rotary Club of Arusha is supporting us in this venture through the Yoga-Thon held in May 2021 to support vulnerable girls in Arusha.

**Swahili Course.** Jobortunity will host a two-week Swahili immersion course for beginners and those in need of a refresher. The course runs from Sept 20<sup>th</sup> to October 1, and all proceeds will go to support the Training of Youth program. This is a key part of our strategic plan to grow sustainable activities so we can help youth for another 12 years!

**Training at Miracle Experience.** Two experienced Jobortunity trainers will travel to lodges in the Serengeti in mid-September to give a one week Customer Service training course.

**Global Giving Campaign.** Jobortunity will try its hand at our first ever crowdfunding fundraiser. We have been selected to participate in a campaign running from September 13-30<sup>th</sup> on the Global Giving platform. Look for our communications in that time period and please help us through online donations!

**Twelve Month Audit.** In September we will have a 12-month audit, and will be able to post our official reports following our Board meeting in October.

Asante sana, and until next time – August 31<sup>st</sup> 2021!

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A snapshot of some of the Youth that make up the new Class of 2021B



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