



**Training & Professional  
Development Centre**

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 – 21<sup>st</sup> Century Skills Training, youth are given an opportunity for a better life.

**Quarterly**  
Report

1 April – 30 June  
**2023**

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# Vision & Mission

## Statements



### Mission

Our **mission** is that disadvantaged youth aged 18 to 25 secure decent employment in companies, feel professionally fulfilled in their working environment and live balanced and meaningful lives. In addition, we contribute to overcome the skills gap between youth (with and without formal education) and companies' employability needs. We provide companies with professional staff to strengthen the service industry in Tanzania.



### Vision

Our **wider vision** is that these young people can provide a dignified livelihood for themselves, they support their families and impact their communities in a positive and sustainable manner.

In order to achieve this, we developed a 5-year strategic plan entailing 6 main goals (2019 – 2024). On 1<sup>st</sup> September 2019, we embarked on our 11<sup>th</sup> year as Jobortunity and started the 1<sup>st</sup> year of the 5-year strategic plan.



### Values

- ◆ Youth gain new **knowledge** during the Hi5 training and 8 months apprenticeship in a company.
- ◆ Youth acquire relevant **skills** during their 8-month apprenticeship.
- ◆ Youth achieve the right **attitude** to be successful workers through the Hi5 program.

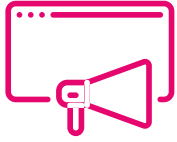




# Strategic

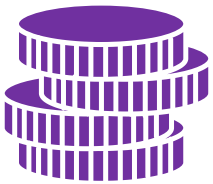
## Goals / 1 Sept 2019 - 31 Aug 2024





## Little by little campaign / 2 - 7 April

We participated in a brief campaign period through the global giving platform called Little by Little for the project empowering Tanzanian youth through education. We were able to collect \$2,873 from 16 different donors before the window closed. Out of the 6,306 other NGOs that participated in the campaign with their own unique projects, we came in at number 60. Global Giving increased the amount raised by matching it with an additional \$354. Given the time constraints, this milestone was incredible. We anticipate more chances to raise money through global giving in the future.



**\$3,227**

littlexlittle

*Celebrate the power  
of the crowd*

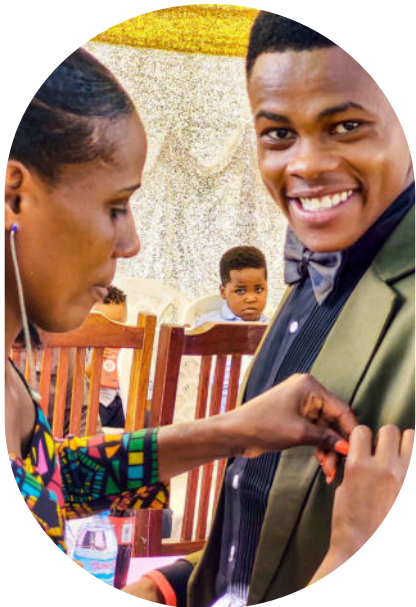




# Graduation

## Class 2022A / 16 April

In a formal ceremony marking the 20th graduation, 28 members of the class of 2022A joyfully accepted their Hi5 certificates in front of their parents and legal guardians. Mr. Isaack Titus, a Jobortunity Class 3 alumnus who was the guest of honour, gave the keynote address and emphasized the value of working hard and maintaining a persistent mindset.



Mr. Issack ... , class 3 alumnus, who was the guest of honour together with Mr. Johnson Kiwangu, Jobortunity board member, officiated the presentation of Hi5 certificates and other special certificates to class 2022B candidates. Other representatives from our esteemed partner companies were present as well.





# Outreach

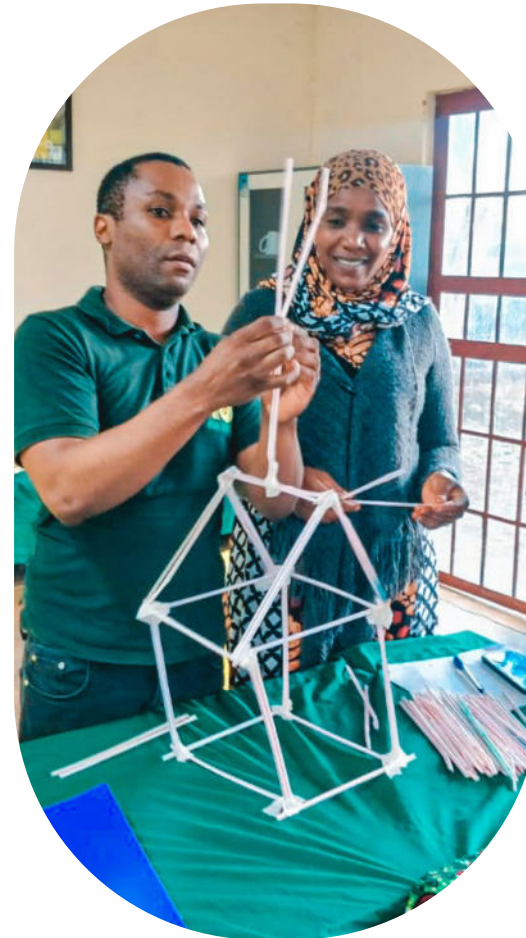
## Program

### Rijk Zwaan / 11, 12, 13 April

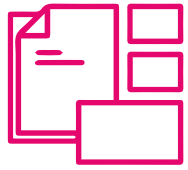
Two Jobortunity trainers, Neema Samwel and Happy Kaaya trained 36 of Rijk Zwaan staff on Meeting Management whose core objectives were: Meetings to be understood by team members, ensuring effective work and time management, and that everyone's roles are clearly defined.

Training participants understood the learning process through videos, roleplays, tests, and group discussions, with a bit of energizers to ensure enthusiasm and engagement throughout the process.

Participants requested ongoing training in meeting management for supervisors, as they were enthusiastic and eager to learn more.







## Capacity building

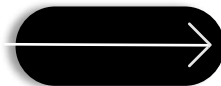
**20 - 21 April,  
18 - 19 May,  
15 - 16 June**



We took part in Mighty Ally's final online portfolio acceleration training session on branding. This 10-month commitment was required of us so that we could learn how to effectively promote the Hi5 product while building our brand. We came up with an insightful theory of change. On May 25, an overall presentation of the pitch decks from the NGOs affiliated with the program served as the program finale.



**Workshops**  
attended



**Messaging &  
Storytelling  
Workshop**



**Positioning  
Strategy  
Workshop**



**Theory of  
Change  
Workshop**



**Marketing &  
Communication  
Workshop**



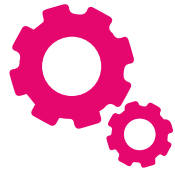


## Hi5 projects & evaluation / 25 April – 11 May

An engaging Hi5 fortnight in which students worked on four subprojects, including cooking, promoting Hi5, gardening, and entertainment (dancing and drama). They stopped midway through the task and assessed themselves to determine their individual contributions within the groups. Each student got the opportunity to provide both positive and constructive criticism to the members of their respective teams.

Very entertaining and inventive presentations with teachable moments marked the project's culmination.



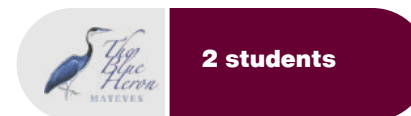
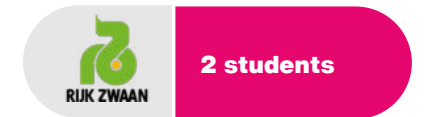
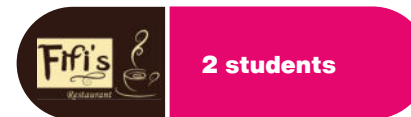
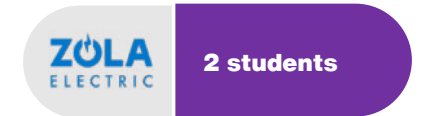
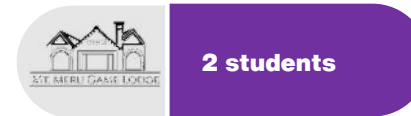
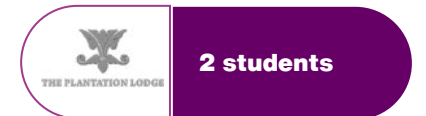
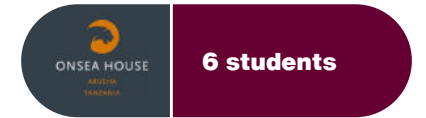
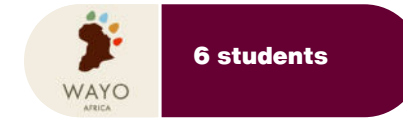


# Apprenticeship

program / **01 & 29 May respectively**



For students completing their Hi5 training at Jobortunity, hands-on training takes up a significant amount of time. This is a purposeful setup that enables students to become fully immersed in the various industry departments before they are certified. Classes 2022B and 2023A had overlapping attendance when the latter started their apprenticeship session at the end of May. When the students returned for their feedback sessions, the trainers had more time to devote to class 2022B. We are thankful as always, as twelve partner companies took in the new class for technical training. These are: →







# Selection of

## class 2023B / 29, 31 May & 2 June



We completed the standard three-part mid-year class selection exercises. This came after a previous campaign that involved door-to-door promotions, ambassadors from the alumni and student body, and our social media channels. This was successful because a lot of young people expressed interest in joining the Hi5 program. In comparison to the prior class promotion, we sold 121 application forms, a slight decrease of 3. Eventually, 96 of these candidates showed up for the first round of selection. Ultimately, we chose 34 young people who we felt were sufficiently fit: 15 girls and 19 boys.





## Consultancy & volunteer work



### Joie Grâce Ruzibiza



Marketing &  
Outreach

Joie Grâce is joining Jobortunity to support in the area of outreach and marketing. She has more than ten years of experience in the area of communications as well as marketing. She will coordinate all efforts towards revamping our image and brand strategies. She will also coordinate partners' relationship.



### Mr. Gordan Emmanuel



Training  
Assistant

Gordan came in to volunteer for the position of a training assistant. He has a background in community activities but is also a teacher by profession. He is set to work on front office tasks as well as assist trainers in the general training of youth programs.



# Reporting

## New class 2023B / 26 June

The 34 candidates for class 2023B who were selected reported being prepared to begin their Hi5 training. We began by having each trainer share their pearls of wisdom in an effort to increase the students' enthusiasm and motivation. They were then led through the orientation module, where they learned how to approach trainers and interact with one another comfortably.

We are incredibly eager to teach the students 21st-century soft skills. Our goal is always to develop a new generation of skilled workers who will enter the workforce with the proper attitude and mindset.





## Financial support / 4 May

We received a generous donation from a Canadian organisation, Redekopp family endowment, to help in the running of the Jobortunity programs.

This will tremendously boost our morale in the quest to help more youth become professional employees, and eventually live balanced and meaningful lives.

We cannot thank Redekopp enough, for recognizing our impact to the Tanzanian community youth.



# \$16,500





Asante sana, and until next time –  
**September 30<sup>th</sup>, 2023!**