



## 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.



TRAINING & PROFESSIONAL  
DEVELOPMENT CENTRE

# Quarterly Report

1 July – 30 Sept  
**2023**

# Table of Contents

01		Vision & Mission Statements	3
02		Strategic Goals	4
03		Hi5 Lessons	5 – 8
04		Entrepreneurship Training Program	9
05		Apprenticeship	10
06		Financial Support	11
07		Segal Family Foundation Annual General Meeting	12
08		Visitors & Volunteer Experience	13 – 14
09		Strategic Meeting Workshop	15
10		Graduation	16
11		Outreach	17
12		Success Story	18
13		Md Departure	19



# Statements

Mission | Vision | Values



## 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

## Strategic Goal 1

We run a successful and **recognised in-house Hi5 TOY** (Training of Youth) programme for disadvantaged youth

## Strategic Goal 2

We have an innovative student/graduate tracking and organisation **database system**

## Strategic Goal 3

We employ innovative **E-learning** for soft, technical, English language and entrepreneurial skills to enhance the soft skills training program and boost technical skills development

## Strategic Goal 4

We reach **more youth** through expansion of the Hi5 approach in collaboration with partners in the social sector (public and private)

## Strategic Goal 5

We expand our Hi5 approach towards the for-profit sector to enhance **self-reliance**

## Strategic Goal 6

We run our operations in a **youth hub** shared with like-minded and compatible organisations and companies



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# Hi5 Lessons



## Fashion Show 10 July

The new class of 2023B was introduced to the lesson on professional grooming, and as a lesson experience, a fashion show was conducted to showcase the different types of attire to be worn at specific times and situations. Both the staff and students participated in this, which was not only educational but fun for the students.



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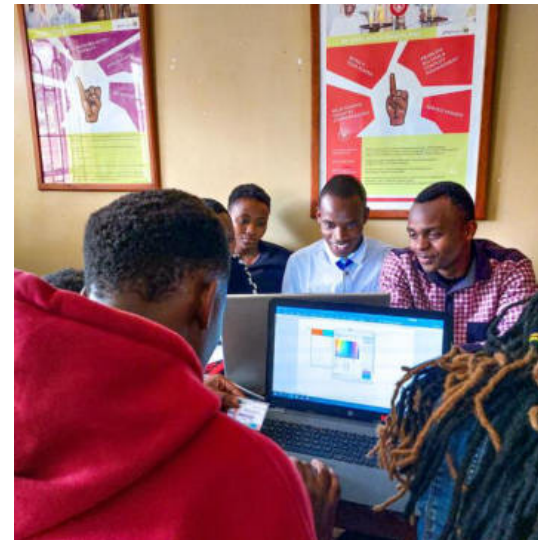
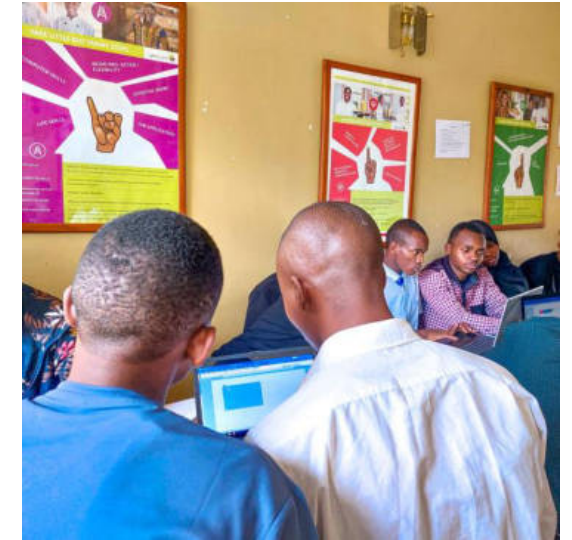


## Hi5 Lessons



## Computer classes 25 July – 15 August

Class 2023B began their 2-weeks basic training on computer applications (MS Word, Excel, Internet, email, and social media applications) to develop their careers. This was a very fun experience for the students, as this was the first time for some to dive further into the workings of a computer system. The aim is for students to have a basic grasp of mainstream computer applications and apply them to their digital assignments as well as when they eventually get employed.





## Hi5 Lessons



# Hi5 Traditional Games

## 4 September

In the Hi5 traditional games lesson, we had a fun selection of games and an intuitive experience as usual. Classes 2023A and B had the opportunity to demonstrate their skills and abilities by competing in several events, including sack racing, egg racing on a spoon, eating contests, and fashion shows including various traditional clothing.



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# Hi5 Lessons



## Customer Service 6 – 7 September

This session aims to familiarize class 2023A students with the three key areas of operation that involve the kitchen, service department, and customers in the customer service sector. Students in class 2023A were highly open to the session because they had just finished their second round of apprenticeship and appeared to be aware about most important concepts.



The main objectives of the lesson are for students to:

1

Recognize the meaning of customer service.

3

Understand and put into practice the fundamentals of giving excellent service.

2

Determine and address customer service challenges.

4

Have the capacity to recognize various types of customers.



## Skill Development



## Entrepreneurship training program 14 July

Two of Jobortunity staff (Neema Omari and Maboni Nick) began imparting the entrepreneurship skills that they acquired in a 2-weeks session they attended at Somo Africa. Two Somo representatives (Dennis Maanga and Josephine Msangi) paid the class 2023B a visit and taught them about the Digikua and Digisomo platforms, which are effective online teaching tools and for registering businesses, products, and services using custom Somo templates.





# Practical Training



## Apprenticeship Program 14 July

After finalizing their last month of apprenticeship, class 2022B returned to Jobortunity in preparation for their graduation ceremony, which was set to take place on September 15, 2023. During this time, they are to complete several assignments, including CV preparation, searching and applying for at least three job openings, and doing a pay-it-forward activity in their community.



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## Financial Support



### Youth scholarship support by Rijk Zwaan



*Stanley Mathayo, Esther Emmanuel & Aziza Mussa. Class 2023B students benefiting from the Rijk Zwaan scholarship support.*

Rijk Zwaan, who is one of our close partners, has continued to support Jobortunity youth by donating 1650 dollars to three students for their scholarships. Jobortunity appreciates their heartfelt effort to ensure that we keep helping the youth in our communities by making them professional and sustainable employees.

## Operational funding

### 16 August

We received 10,000 Euros from **MW De Hoop Foundation** from the Netherlands as a donation to help Jobortunity program sustainability.



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# AGM

## Attendance



## Segal Family Foundation Annual General Meeting in Rwanda

17 July

Our Finance & Administration Manager, **Robert Lyaruu**, made the trip to Rwanda and attended the three-day event. This was an opportunity for Jobortunity to learn and create networking opportunities to be able to scout for funders and collaborate with other NGOs in the region.



## Visitors & Volunteer experience



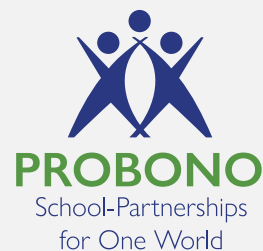
### Rotary Club New Zealand 25 August



Stuart & Faye from Rotary Club Usa River and Rotary Club Papanui respectively. This was their second time visiting us and we were very proud of hosting them. Robert Lyaruu, our finance, and administration manager, had a chance to sit and chat with them, echoing out our progresses and plans thus far in helping the youth navigate the Hi5 life.



### PROBONO School Partnership for One World 10 July



We had a great talk with Probono (a charitable organization that has been supporting school partnerships between schools in Germany, Tanzania, Uganda, and Kenya since 2004 to promote education in Eastern Africa) about the possibility of a partnership between our two organizations towards helping Tanzanian youths find jobs. Thanks to Barbara Kausch, Amelie Lohse, and Eliet Senkoro.

They were fascinated with our idea of introducing the Hi5 club, which entails going to schools around the community and teaching them some of the Hi5 lessons. They promised to work with us closely on this project, and a project plan has already been submitted to them.

## Visitors & Volunteer experience

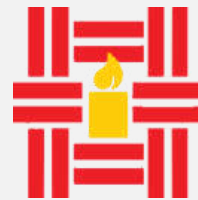


### Miriam 4 – 19 Sept.

When Miriam, a German high school graduate, came to work as a volunteer at Jobortunity for about two weeks, she was a big assistance. She got the opportunity to interact with students in class and help staff with a range of duties, including creating training materials and supporting with exams and student observations. She was a terrific team player and was constantly prepared to provide her opinions and recommendations during group discussions.



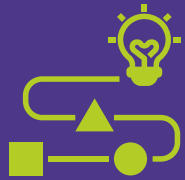
### The Foundation for Tomorrow (TFFT) 22 August



We had a visit from about eight TFFT staff members. The TFFT is a nonprofit organization with headquarters in Arusha that uses education to combat vulnerability. They provide individual orphans and vulnerable kids with the chance to succeed by giving them access to top-notch education, medical and psychosocial assistance, and life skills programs. They were incredibly enthusiastic about our program and offered us to visit their facility to get to know them better and explore the prospect of forming a partnership and working together.

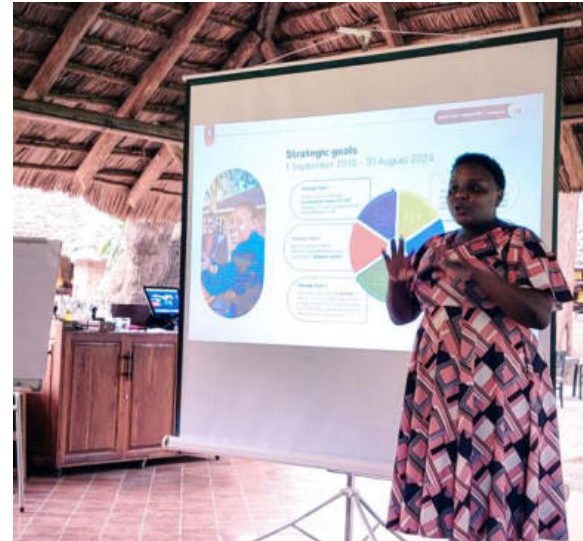


# Strategic Meeting



## Restructuring Workshop 9 September

At River Trees Country Inn, we conducted a one-day organizational strategic planning exercise. The following important topics were on the agenda: Job opportunity successes and achievements, various ways we can increase revenue, leadership and governance, the best ways to enhance the efficiency of the finance and human resource departments, and the leadership structure. We invited a few impartial participants to participate and share their ideas on these important topics.



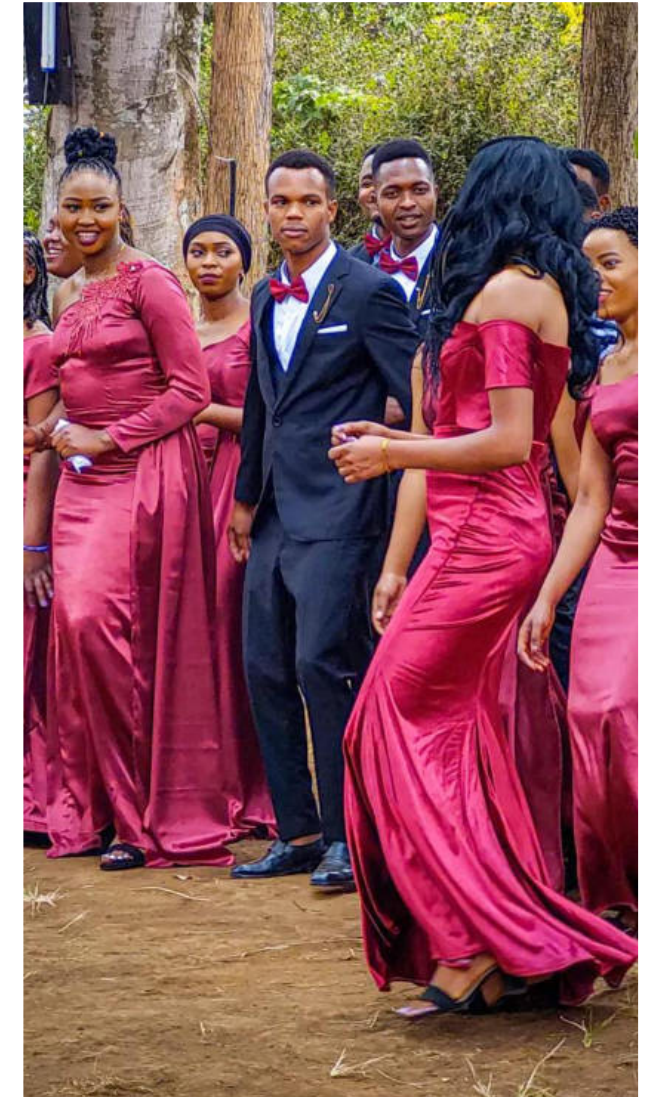


# Graduation Ceremony



## Class 2022B 15 September

This September, 25 members of the class 2022B graduated after completing their one-year professional skills program. In the presence of their parents, distinguished visitors from Jobortunity partner firms, and the guest of honour, Mieke Oxner, the director of Kili Villas and Rhotia Valley Tented Lodge, they all received their Hi5 diplomas. Five of the graduating students received special diplomas in recognition of their remarkable effort, diligence, and positive attitude.



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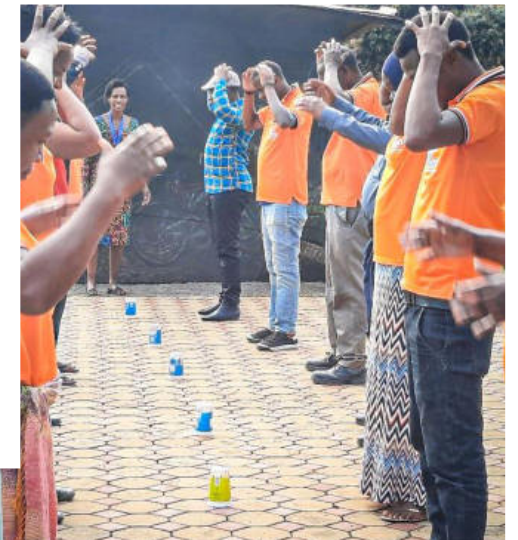


# Outreach Program



## Fides 6, 13 & 20 Sept

The management of Fides approved the start of the training after the earlier TNA (Training Needs Analysis) was accepted. Effective communication, offering and receiving feedback, comprehension, and instructions-following were among the lessons covered. A group of 12 to 14 supervisors were taught these, led by two Jobortunity trainers, Happy and Yonaza.





# Success Story



## Graduates & Students at Wayo Africa

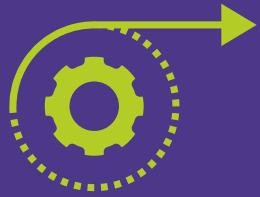
Four Jobortunity graduates enjoy working and being apprentices at Wayo Africa Tour Company in Arusha. We are very proud to see such enthusiastic youth put their energy and Hi5 training into building their careers. We wish them the best of luck.



*Fredy Justine (crew camp), Adamderick Eliyona (Restaurant waiter & guide), Morise Temu (Restaurant supervisor), and Calvin Essau (Class 2023A student - waiter apprentice)*



## Change in Management



## MD Departure 1 July

After working with us for 1.5 years now, **Annade Nnko** decided to step down as the Managing Director at Jobortunity, effective July 1, 2023. She was an energetic leader, full of exciting ideas and a vibrant work ethic. Her friendly, innovative, and welcoming nature geared Jobortunity through many achievements during her tenure.

Please check  
our platforms  
for more news!!!





A group of diverse young people are gathered in a circle, looking upwards with their hands raised in a gesture of unity or celebration. They are outdoors, with a dense canopy of green trees in the background. The image is oriented vertically, with the people's heads at the top and their hands reaching towards the center. A purple banner with white text is overlaid on the right side of the image.

Asante sana, and until next time —  
**December 31<sup>st</sup>, 2023!**