

## 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 Oct – 31 Dec  
**2023**



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# 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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## Visitors & Volunteer experience



René(left) receiving the Hi5 book from **Michel**.

## Achmea Volunteers

04 Oct

René, from ACHMEA (financial insurance company in the Netherlands), met with Michel, the founder and director of SPICA, a foundation that works closely with the, ACHMEA, by providing volunteer connections between their vast employee pool and African non-governmental organisations.

To help streamline the Jobortunity marketing strategy for different stakeholders, Michel linked Rene with Joie Grace, the Jobortunity marketing and fundraising personnel.

We have the honour of partnering further with two more additional ACHMEA experts in 2024 (Lori Kuiper and Jan Wiercx ), specifically in the area of marketing and communication. We eagerly expect their arrival in March 2024. They will come to train Jobortunity and HIMD (Health Integrated Multisectoral Development) staff for two weeks.

## Visitors & Volunteer experience



## PUM Representatives 13 Oct

The PUM representative and country director came to Jobortunity to find out more about the services we provide. Our Finance and Administration Manager sat with them and updated them on Jobortunity numerous accomplishments and objectives. Furthermore, they also had a glimpse of Hugo's advisory responsibilities during his scheduled visit to Jobortunity in November 2023.



## Visitors & Volunteer experience



### Hugo Snabille 13 - 24 Nov

In the latter part of November, Hugo Snabille, the treasurer of the Jobortunity Dutch Board, paid us a visit. In the Netherlands, he celebrated his 69th birthday and raised 2,500 euros from friends and relatives. He wanted to use the funds to increase funding for lunches provided as part of Jobortunity youth training programme. Additionally, 500 euros were given to him by the Dutch Rotary Club. Jobortunity would like to express its heartfelt appreciation for Hugo's and the Dutch board's collective earnest efforts in raising money to support the Jobortunity initiative.

Hugo briefly met with the Jobortunity staff during his visit, which allowed him to hear about the organization's accomplishments and challenges to date. The Dutch board arranged for the team and Hugo to go out to dinner in recognition of the team's efforts and firm perseverance in working with the youths at Jobortunity. The team commits to keep working harder in order to accomplish additional targets and is really grateful to the Dutch board for this.

# Hi5 Lesson



## Projects 11 October

The unique and intuitive lesson on project development involves an amalgamation of several other lessons during its 2-week period. Students make use of communication, planning, money planning, team work and work ethics to work on their projects.

There were four projects undertaken by the class 2023B:



**1** Cooking



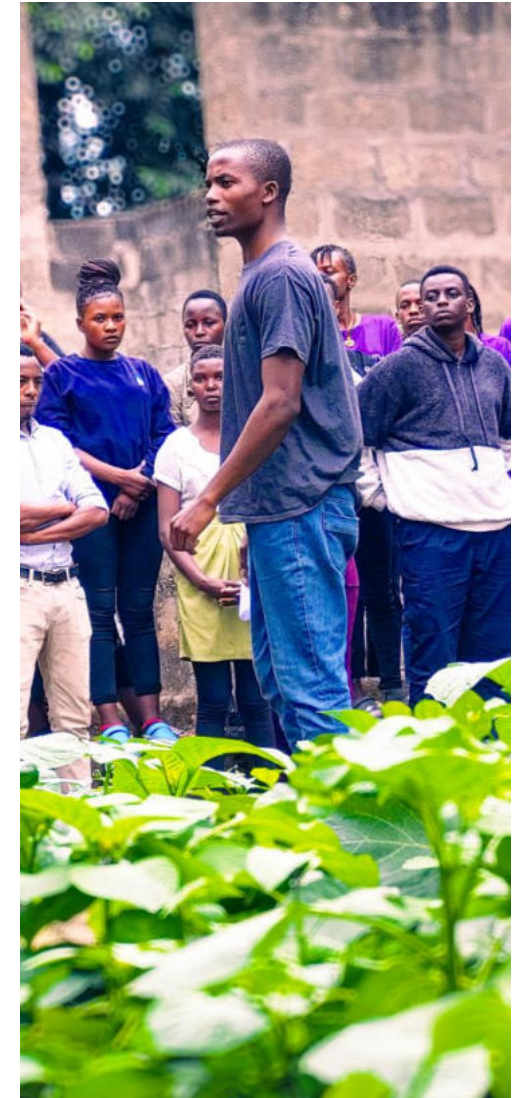
Entertainment **2**



**3** Gardening & decoration



Vegetable farming **4**



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# Parents' Meeting



## Class 2023B 11 October

We enjoy inviting parents and guardians to Jobortunity so they can get a progress summary of the current class and learn more about what we do. Parents of class 2023B attended in the middle of October, and both the staff and the students gave them a warm welcome. As usual, feedback, inquiries, and recommendations were welcome and would help motivate the students to give their all while they were at Jobortunity. At the culmination, one-on-one meetings between each student and their parent or guardian were held in order to delve deeply into the individual details of each student and create action plans where necessary.





## Extension Program



## Inherit Your Rights Certification: 12 Oct

The students in class 2023B were given certificates to commemorate the end of the complementary training programme by Inherit Your Rights. Students gained knowledge of the numerous laws governing women's rights and land issues in general during the three-month training period. The main objective of IYR is to combat gender inequality in communities by means of advocacy and education.

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# Class Trip



## Trip to Arusha National Park 20 October

Thirty-one 2023B students and approximately six staff members visited Arusha National Park. The principal objective was for the students to acquire an understanding of the park's flora and fauna. We learned more fascinating facts about the park because of the knowledgeable guides and some students' prior experience with wildlife. We started the game drive with a quick introduction at the main park entrance, attempting to capture as much of the park life as we could. We passed the "Small Serengeti," which is often teeming with warthogs, dik-diks, giraffes, and other grazers and browsers. Thereafter, we entered a dense, wet forest with expansive canopies. There were many different species of monkeys here, including the blue and colobus monkeys.

We came to a stop halfway through the trip and got off the buses in preparation for an hour-long walking safari through the park's western section. We saw buffalos and the extremely old skeleton remains of extinct hippos, rhinos, and buffaloes along the route. A stunning waterfall was the breath-taking sight at the end of the walk. Anyone nearby was cooled by the cool vapour that entered the surrounding area after it splashed into the hard ground. After snapping a few pictures, we walked back to the buses and headed north to the Momela lakes. We were drawn to a lovely lakeside picnic area.

Under the pleasant lake breeze and the sound of birds chirping, one of the trainers completed the Hi5 "secret friend" exercise with the students on the overflowing cabin. Our fantastic day trip came to an end when we finished our lunch and made our way back to the buses and drove towards the main exit.





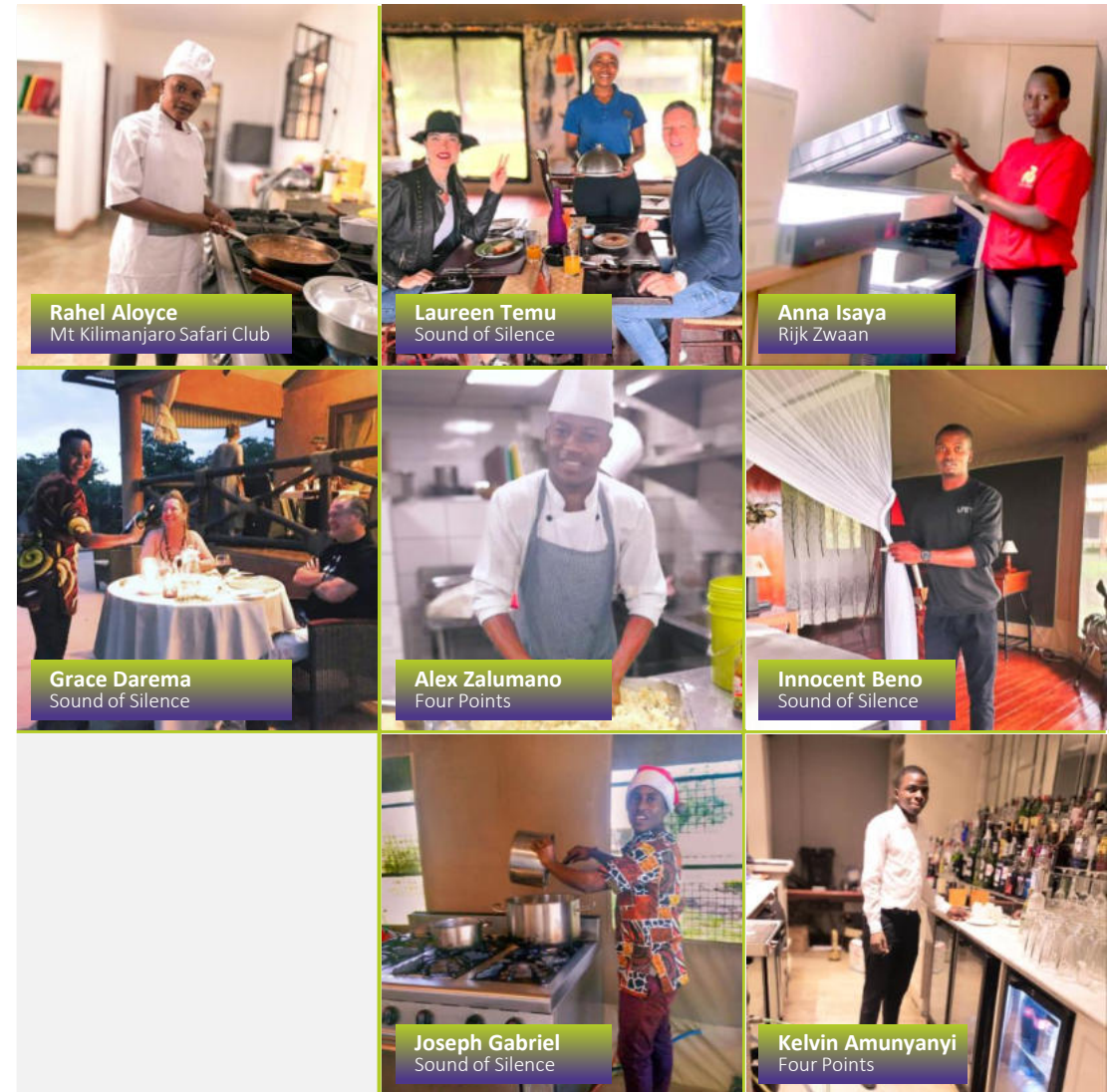
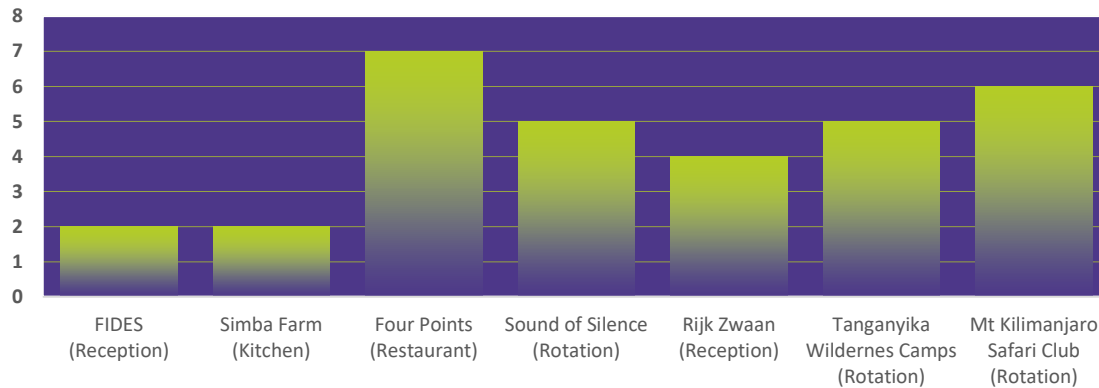
# Practical Training



## Apprenticeship 13 Nov

Class 2023B students began their technical skills training after four months of in-house training. All thirty-one students were assigned to seven partner companies. While some will be assigned to permanent departments, others will take advantage of departmental rotations to learn more about their line of work. It is expected of students to use their Hi5 skills in their day-to-day tasks and interactions with co-workers and customers.

No. of class 2023B students placed in partner companies

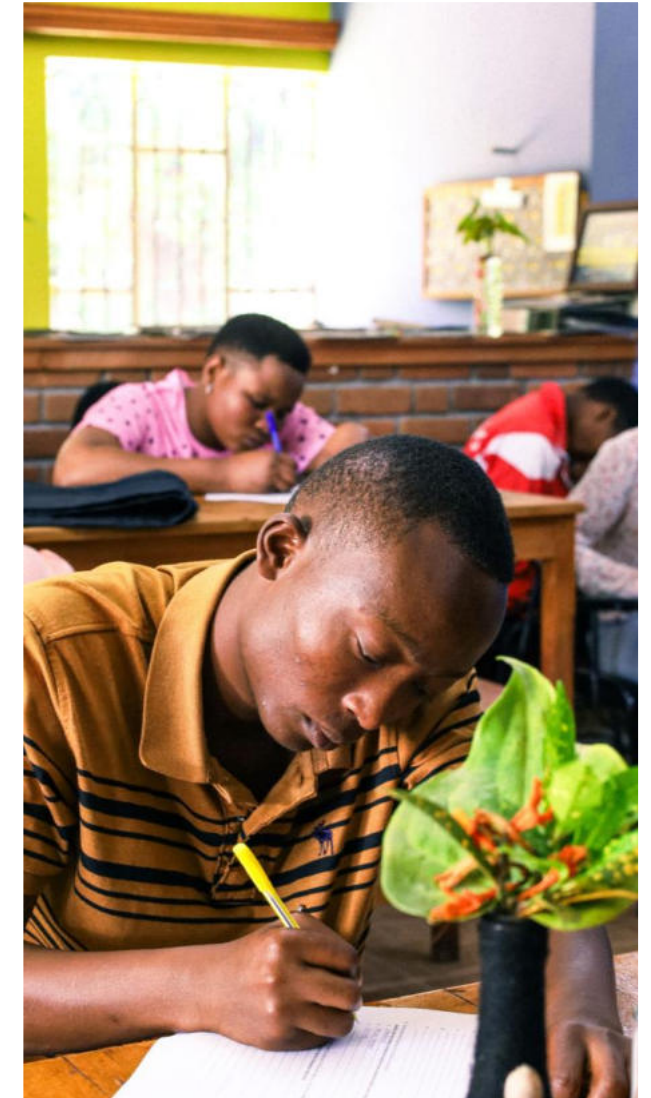


# Selection exercise



## Class 2024A 20 – 24 November

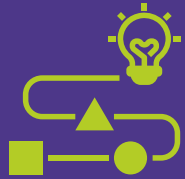
The customary 3-day Hi5 selection programme saw a total of 109 candidates in attendance for the upcoming class 2024A, which is set to begin on January 15, 2024. 17 distinct selection exercises were prepared and administered to gauge candidates that would fit the Hi5 criteria. A total of 35 candidates were eventually identified and informed promptly by trainers. We are very excited to receive the new lads in January and introduce them to the world of Hi5 training.



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# Strategic Meeting



23 November



Jobortunity witnessed a crucial moment as its dedicated staff and newly appointed board members from Tanzania (Mr. Emmanuel Makwabe, Mr. Emmanuel Mawere, Ms. Monica Ndege and Mr. Bashir Mallya) and the Dutch board treasurer, Mr. Hugo Snabilie gathered for a transformative meeting at the organization's premises. The primary agenda was to strategize and implement a comprehensive restructuring plan for Jobortunity.

The event kicked off with engaging quizzes and lively presentations, providing the new board members with valuable insights into Jobortunity's operations, mission, goals, and its distinctive Hi5 approach. They also gained a deeper understanding of the organization's notable achievements.

Mrs. Kim Groeneweg, the founder and moderator, revealed a new organigram that charts the course for Jobortunity's new organizational structure. The restructuring includes the addition of crucial roles, such as social work and business development, aimed at addressing challenges the organization has faced.

One significant announcement that resonated with enthusiasm was the introduction of a new director, Mr. Ansbert De Valk addressing a key challenge of leadership void within the organization. The collective brainstorming during the meeting paved the way for a collaborative effort to outline steps for Jobortunity's successful future.



# Support



## Financial support



Rotary Club of Arusha

RCA has consistently contributed to the operation of Jobortunity by giving whatever they can to the running of our programmes. We want to express our gratitude for their ongoing cooperation and support. This time, they gave **Tsh. 5,600,000** to Jobortunity which will cater for girls' scholarships.



**Everence**®

**\$10,000 USD** has been donated to Jobortunity by Everence Foundation Inc. They donated to Jobortunity for the second time after being introduced to us by our good friend Hans Bassing, who is from the Netherlands and is the author of the book "Hi5 as a Key to Life." Jobortunity is very grateful for their support once more. With more youth participating in the Hi5 programme and having the opportunity to find employment, the funding will significantly improve our operations for the upcoming year.

## Food support



Our friends and partners, Rijk Zwaan, donated vegetables to Jobortunity. Veggies are an important part of the nutritious meals served at Jobortunity. The entire team and students would like to thank the Rijk Zwaan management for their support.



## Success Story



**Kantona Jacob**  
Fifi's Restaurant

A dedicated member of the Service Department at Fifi's Restaurant, brings four years of invaluable experience to the table.

His remarkable journey owes its roots to Jobortunity, the organization that not only trained him but also played a pivotal role in securing an apprenticeship that ultimately led to a promising job contract. Kantona's transformation began with his training at Jobortunity, marking a profound shift from a challenging background to a life where he could independently sustain himself.

Born in Karatu, with no support network at home, Kantona found himself living independently in Arusha. His early days involved hustling to make ends meet. Thanks to Jobortunity, his life underwent a significant transformation. The organization instilled in him the values of Hi5 approach with which, young Tanzanians are given an opportunity for a better life. His three years on-the-job experience were invaluable lessons in themselves. He learned to think creatively and "outside the box," a concept deeply ingrained in him by Jobortunity. "I am eternally grateful for the life lessons I acquired, which continues to guide me in my daily life." Kantona

Kantona is always upholding the Hi5 values in his daily work. His four-year journey at Fifi's Restaurant is a testament to his commitment to a future filled with opportunities, even if they unfold at a pace reminiscent of the little finger of Hi5. He approaches his path with a strategy of taking little but smart steps, a philosophy that serves him well in navigating his career and life's journey.

# Closing For the holiday



## End of year party 15 December

We decided to update the paint on our office walls in order to improve our spirits and remember the fantastic year 2023. All of the staff and a few students took part in this exciting do-it-yourself project.

In order to acknowledge our accomplishments and wish everyone a happy new year in 2024, we finally hosted a small, enjoyable party.





Please check  
our platforms  
for more news!!!







Asante sana, and until next time —  
**March 31<sup>st</sup>, 2024!**



Happy  
Holidays