



Quarterly Report

01 July – 30 Sept 2025



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.



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Statements

Mission | Vision | Values






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.



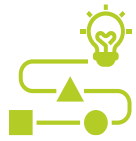
Our **wider vision** is that these young people can provide a dignified livelihood for themselves, they support their families and impact their communities in a positive and sustainable manner.

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



-  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 | Sept 2019 – 31 Dec 2026

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.





Student Events & Milestones

Participation in Hi5 Traditional Games 19 August 2025

Class 2024B and Class 2025B came together for a lively celebration of local culture through traditional games.

Activities such as sack races, spoon races, popping nails, and tug of war encouraged teamwork, creativity, and cultural pride.

The event promoted unity, physical engagement, and social connection, while reinforcing Hi5 values of cooperation and positive energy.





Student Events & Milestones

Return of Apprentices – Class 2025A

After completing their Hi5 in-house training, Class 2025A students began their practical placements. Monitoring systems were set up to track progress and ensure effective application of learned skills.

Regular check-ins with mentors and supervisors support continued growth, helping students strengthen their work ethic, problem-solving, and teamwork abilities.





Student Events & Milestones

Students' Project Showcase 23 September 2025

Students presented projects in areas such as cooking, farming, service, and entertainment. These projects allowed them to apply Hi5 skills in real settings—planning, budgeting, and innovating to deliver practical outcomes.

The initiative promoted entrepreneurship, creativity, and teamwork, while helping students build confidence and accountability..





Student Events & Milestones

Class 2024B Graduation 26 September 2025

Class 2024B celebrated their graduation from the Hi5 program in a heartfelt ceremony attended by families, trainers, and partners.

Throughout their training, they developed professional and personal growth in service, cooking, hospitality, and teamwork. The event recognized outstanding students for leadership and commitment, as graduates now step forward ready to join the workforce or start their own ventures.





Student Development and Support

One-on-One Psychological Sessions & Coaching 1 July - 15 August 2025

Following the identification of students who needed psychological support during the selection process, all Class 2025B scholars underwent individual assessment sessions with Jobortunity’s social worker.

The goal was to identify emotional or psychological challenges that could affect mental health or learning.

A total of 35 students participated in 45-minute to 1-hour sessions that assessed mental well-being, personal history, and social factors. The initiative promoted early intervention and better support for students’ emotional and academic growth.

Basic Computer Lessons for Class 2025B

22 July - 13 August 2025

This training equipped 34 students with essential digital literacy skills, enhancing their confidence in using computers for academic, career, and daily life tasks.

Students learned about computer components, MS Word and Excel, internet and email use, and responsible social media management.

Through interactive lessons and practical exercises, students demonstrated improved ability to create documents, manage data, conduct online research, and present themselves professionally in digital spaces.





Training & Outreach Programs



Fides One-on-One Coaching March – Sept

Jobortunity, represented by Ansbert, conducted individualized coaching for a junior HR Officer transitioning into a managerial role.

The sessions focused on leadership, decision-making, communication, and team management. As a result, the trainee gained confidence, improved delegation and performance tracking skills, and became better prepared to assume leadership responsibilities.



Rijk Zwaan Corporate Training Series July (Ongoing)

Jobortunity continues to train over 700 Rijk Zwaan staff across three campuses (Q-Sem Ltd., Afrisem Ltd., and Malalua Ltd.).

The modules cover professionalism, goal-setting, communication, teamwork, conflict management, and personal development.

This ongoing initiative is fostering stronger collaboration, better goal alignment, improved workplace communication, and a more positive organizational culture.



Dekker Training Programme July (Ongoing)

Jobortunity trainers delivered new sessions at Dekker focusing on team building, confidence, conflict management, meeting management, and family planning.

The program combines workplace and personal development to enhance teamwork, communication, and well-being. Over 500 participants have joined, with additional sessions planned through January 2026





Visitors and Strategic Engagements

ProBono Visit

18 July 2025

Barbara's visit focused on reviewing the progress of scholars, the quality of program delivery, and the overall impact of Jobortunity's training initiatives. She engaged with both staff and scholars through discussions, classroom observations, and a feedback meeting.

Key observations included strong learner engagement, effective delivery of in-house training, and areas for improvement—particularly in mentorship follow-ups and resource provision. Barbara provided constructive recommendations, which are now being integrated into program planning to further enhance the learning experience and student outcomes.





Visitors and Strategic Engagements



Hugo's Visit 8 September 2025

Hugo visited Jobortunity to conduct a general review of operations and assess progress across departments. He met with staff to observe ongoing activities and discuss challenges. His recommendations focused on improving departmental performance, increasing efficiency, and aligning efforts more closely with Jobortunity's strategic goals.





Visitors and Strategic Engagements

Tina's Workshop 22 & 29 August 2025

Jobortunity participated in a two-day workshop led by Tina Eisele from Aquay Consultancy Agency. The workshop reviewed Jobortunity's progress and explored restructuring opportunities for greater impact. Tina facilitated discussions on strengthening management practices, integrating team skills, and creating a more cohesive and impactful organization.





Volunteer

Experience

Leila

Joined 11 August 2025

Jobortunity welcomed Leila, a volunteer supporting the Human Resources department. She is currently pursuing her studies at the Tanzania Institute of Accountancy (TIA) and brings fresh energy and dedication to the team.





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Thanks!

Until next time –
31 December 2025

