

ANNUAL REPORT



MARCH 2019 - FEBRUARY 2020

OUR VISION

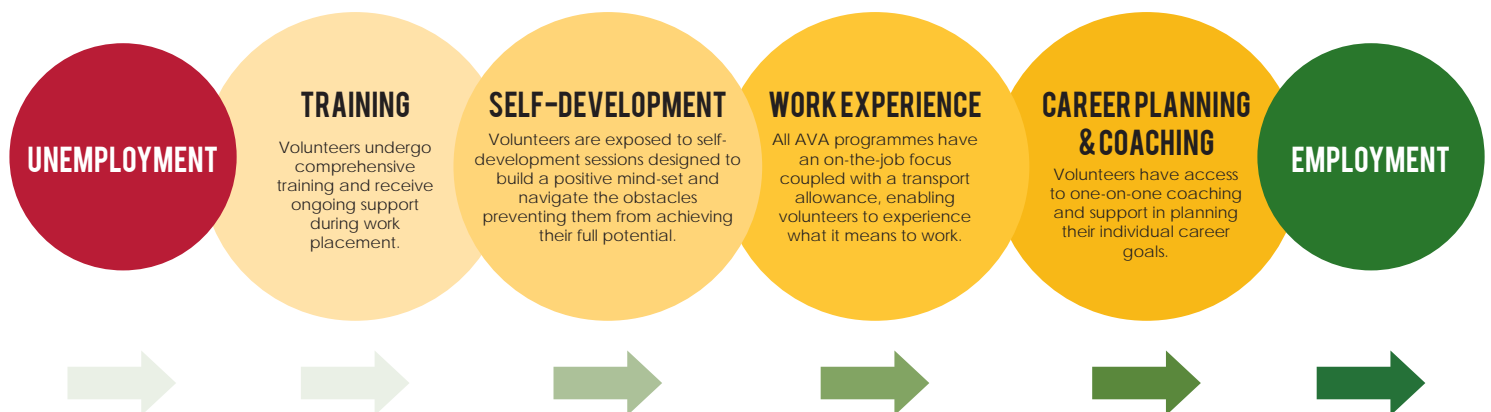
Contributing to a society where every unemployed young person is empowered to build a sustainable future.



OUR MISSION

AVA embraces volunteering as a tool to unlock the potential of unemployed youth (18-25 years) by training and placing them in full-time volunteering positions in a variety of contexts. Through these sustained volunteering opportunities, enriched by a unique personal development programme, the volunteers gain experience and are empowered to become economically independent and socially responsible citizens.

OUR MODEL



➤ CONTENT



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STAFF

Ms Janine Hansen
Ms Charnré Taylor
Ms Noluthando Godlo
Mr Asemahle Dyaphu
Ms Erica Burger
Ms Babalwa Bobo
Ms Charnelle Kotze
Ms Tiffany Jane Schouw
Mr Siphamandla Papani
Ms Sethu Ngqiva
Ms Vicki Badenhorst
Mr Cameron Kleinsmith

BOARD OF DIRECTORS

Vuyiswa Doo (Chairperson)
Moira Jones (Treasurer)
Mandla Sifumba
Pule Keswa



➤ CHAIRPERSON'S REPORT



VUYISWA DOO
CHAIRPERSON



2019 was a year we could not have anticipated! Action Volunteers Africa 's (AVA's) board and team were committed to ensuring the consolidation and growth of the organisation. Reality would jolt the whole AVA family back and require deep reflection on the challenges faced whilst acknowledging the year's considerable achievements.

On a macro level, South Africa's economy declined during 2019. Stats South Africa reported that the country's economy slips into recession; "The South African economy contracted by 1,4% in the fourth quarter of 2019, following a contraction of 0,8% (revised) in the third quarter." This economic environment has a direct impact on the availability of funding for Non-Profit / Non-Governmental organisations. AVA like many other organisations in this sector found the funding landscape difficult. AVA's secured funding has dropped over the last three years from R 11 207 900 in 2017 to R 6 350 594 in 2019. Institutional growth is difficult in this environment and AVA has demonstrated resilience and agility in these difficult times.

The Director has put considerable effort into trying to diversify AVA's funding streams. A number of funders have indicated that AVA needs to expand to other provinces to secure funding from them. As a result, expansion to the Eastern Cape through a pilot project is being explored.

A key strength of the organisation is the team's commitment to its raison d'etre and a deep understanding that the current economic reality impacts young unemployed South African's the hardest. The belief in our mandate is the institutional glue which also provides a clear programmatic focus. Four programmes were successfully implemented this year with 156 beneficiaries participating in AVA's programmes. It is commendable that many of the beneficiaries are either employed, studying or in internships as detailed in the Director of Programmes report.

Team capacity has been in flux during this year. Three key appointments were made, all meeting the minimum competency requirements for their respective roles but they left the organisation with less than a year's service. Recruitment is expensive, from many perspectives. On reflection, competent team members were recruited without a review of the emerging organisational culture and therefore individual's actual motivational fit. Limited focus has been placed on the transition from a founding Director who framed the organisational culture to a new Director, who is introducing more formalised management systems. Formal articulation of AVA's values and value proposition would assist in ensuring a shared organisational framework.

AVA benefits from the strong working relationship forged between the Director and the Director of Programmes as Charnre Taylor holds solid institutional knowledge allowing AVA to retain the best from its earlier years whilst crafting a new way of working.

At board level, we were pleased when Pule Keswa agreed to serve on AVA's board. His contribution is only beginning to be felt. His training background is aligned to our core business. I would like to thank all the board members for their professional input, guidance, support and overall oversight.

AVA's financial year end with the President instituting a National Lockdown on 26 March 2020, due to COVID 19. International experience of managing and dealing with the virus prepared South Africa for the impending health, social and economic issues that the country was in all likelihood about to experience. Noting COVID 19 national developments, management had already instituted plans to ensure beneficiary and staff health and safety as well as optimal programme delivery.

On behalf of the board, I would like to thank the team for their contribution to AVA work in 2019. The partners and excitement of beneficiaries at the annual graduations bears testament to the positive impact your work makes in many young lives.



➤ EXECUTIVE DIRECTORS REPORT



JANINE HANSEN
EXECUTIVE DIRECTOR



Youth unemployment is a sad reality in South Africa. The future prospect of a 19 year old, living in South Africa today is bleak; and 30% of them will never enter the formal employment sector. According to the Minister of Labour, Thulas Nxesi, the number of youth (15 - 24 years) not in employment, education or training (NEET) increased from 33.2% in Q1:2019 to 34.1% in Q1:2020. With 10.3 million South Africans in that age category, it equates to approximately 100 000+ more youth NEETs. This data does not include the national lockdown caused by the Covid-19 pandemic and numbers are expected to increase significantly in Q2 and Q3 of 2020. In times of economic hardship, youth are the first to lose their jobs and when the economy recovers again, they are the last to get employment. AVAs work is therefore more important now than ever.

STRATEGIC DEVELOPMENTS IN OUR PROGRAMMES

The Afterschool Programme Office (under the Western Cape Department of Culture, Arts and Sport) has taken over more aspects of the management of the Year Beyond (YB) programme compared to previous years when AVA solely managed the programme. Their aim is to expand YB in the province and, from January 2020, AVA has increased the number of schools they manage from 11 to 17. AVA is, without doubt, the NPO with the most experience in managing the YB programme and could manage more schools. But, with the significant cut in funding (33% less) received for the implementation of the programme in 2019, AVA is cautious to expand beyond what is possible to ensure a quality programme.

The full report on the different programmes implemented by AVA is provided under the Director of Programmes Report in the Annual Report. A summary of the different programmes with the number of youth who started and completed the programme; and their progression beyond AVA, is reflected in Table 1.

TABLE 1. SUMMARY YOUTH PARTICIPATION AND PROGRESSION IN 2019

Description	YEAR BEYOND	KHANYISA	W4P	LIFE MATTERS
Youth that started programme	55	23	27	11
Youth completing programme	52	19	14	7
Progression post programme				
Employed	25%	32%	50%	36%
Studying	27%	5%	36%	18%
Learnerships	12%	11%	7%	28%
Unemployed	27%	26%	7%	18%
Not reached	9%	26%	0%	0%

OUR TEAM

Collectively, the 5 staff members involved in the YB programme, have an average of 3.5 years' experience each. And this in a programme that is only 5 years old. Most of the AVA staff have also completed the YB programme themselves and have a strong understanding of the target group. Their love for and belief in the programme is their key driving force. AVA is therefore best suited to run and implement the YB programme. AVA also appointed a new Development Manager to oversee the self-development training modules and explore accreditation with a relevant Seta.

With the onset of the Covid-19 pandemic, the strategy to not rush into re-appointments proved very effective and contributed to a very lean staff structure in the face of the biggest challenge faced by NPOs. The AVA staff became a small, but agile team who did not restrict themselves to job descriptions. This attitude and flexibility, coupled with a strong sense of team amongst the staff, is a great asset in AVA and will ensure the sustainability of the organisation. It is a privilege to work with such a dedicated team at AVA.

In 2019, AVA partnered with a new organisation, The Trust Connection, who invested in the training of all AVA staff in Neuro Linguistic Programming (NLP). This new relationship with the Trust Connection developed into courses also being offered to AVA volunteers.

FINANCIAL SUSTAINABILITY

"If you think education is expensive - try ignorance" - Eppie Lederer. AVAs programmes are not cheap as it is labour intensive and offered over a minimum period of 10 months, but consider the cost of society ignoring it's responsibility to offer youth the promise of a decent job and economic independence as adults. This year AVA achieved a significant surplus and it is truly remarkable considering the fact that AVA has seen the biggest cut in financial support from the WC Government since inception. The funding to implement the programme in schools was reduced by 36% or R1 045 000 for the year. A strategic step for AVA was to focus on becoming as lean as possible without compromising quality and growth. AVA carefully considered re-appointments of staff who resigned due to anticipated changes in the Year Beyond programme. It was a conscious decision as a team to be as lean and agile as possible. This cautious approach proved hugely beneficial for AVA at the onset of Covid-19.

➤ EXECUTIVE DIRECTORS REPORT



JANINE HANSEN
EXECUTIVE DIRECTOR



In addition AVA contracted its services to the ASPO for hosting, facilitating and catering for the youth during workshops. The staff went the extra mile and worked on Saturdays to make this possible. Our contracted services increased by 200% (R464 512). With less staff employed in 2019, AVA generated income by sharing office space with another NPO. Smart investments of reserve funds generated 132% more than the previous year. As part of the Work4Progress programme, AVA places youth at SMMEs to gain work-based experience. A placement fee was introduced to help cover training expenses; especially as the funding from the DG Murray Trust was in its third and final year. The business partners are increasingly supporting of AVAs work.

A key development for AVA was the partnership with the Youth Employment Service (YES) Initiative. This private initiative was started by President Ramaphosa and launched in 2019. Large corporates now donate funds to pay for the salaries of unemployed youth to gain work experience in various industries. This implies that AVA no longer needs to secure funding for stipends as well. In December 2019, the first group started on the YES Initiative.

The AVA Board of Directors forms an important part of the organisation that brings skills and expertise needed to foster optimal performance. Due to their commitment to the organisation, they have assisted greatly in areas such as HR management, financial management and overall governance. Our thanks go to the Board, under the leadership of Vuyiswa Doo, for their support and contribution.

FUTURE PLANNING

In 2018, AVA received funding from the National Lotteries Commission to investigate the potential expansion of the organisation to the Eastern Cape. In 2019, AVA established potential partnerships with various organisations in the Eastern Cape keen to see the AVA model implemented. The next step in making this happen is to secure the funding for expansion.

NPOs need to start collaborating more aggressively and should even consider merging to save unnecessary operational costs. AVA will continue to explore potential new partnerships and innovative collaborations that contribute to its sustainability. W4P deserves to expand and there are exciting developments with some businesses such as Home Choice.

CONCLUSION

There can be no doubt that AVA is best suited to expand and take their winning model of a first time work experience for unemployed youth, whilst addressing a need such as literacy, beyond our current scope of work. There is greater emphasis on youth service and youth employment, but the greatest challenge will be securing the resources required to scale and expand. In this rapidly changing world of work, we need to harvest the lessons from the experiences of the past year and harness the benefits of technology to work smarter in future.

There are many more challenges ahead, but facing and overcoming them is what builds our character, both personal and as an organisation. AVAs goals will remain the same, but its strategies will develop to pivot AVA and turn those challenges in opportunity. Einstein said: "In the middle of difficulty, lies opportunity".

ZITHA MPANGEVA

Zitha Mpangeva from Khayelitsha joined AVA just after completing her matric. This is what she had to say about her journey at AVA: "I came to AVA empty and at times, felt overwhelmed with all the new things I was taught. I learnt how to work with and use computers. But most of all, the programme made me find my purpose in life, what I really wanted to do. I became aware of the fact that there was more in me than I ever realised. The programme built my self-confidence a belief that I am capable. Before joining AVA I thought I wanted to study Law, but as I progressed throughout the year, I realised I wanted to study psychology. I now had the confidence to apply to study further. Fortunately, I was accepted at the University of the Western Cape and I am now studying psychology. The organisation where I worked for a year, is supporting me with my studies. I am grateful to AVA for the opportunity they gave me to shine!"



➤ DIRECTOR OF PROGRAMMES REPORT



CHARNRÉ TAYLOR
DIRECTOR OF PROGRAMMES



"Character isn't something you were born with and can't change, like your fingerprints. It's something you weren't born with and must take responsibility for forming." – Jim Rohn

2019 was a year of forging character and resolve. This was a year of celebrations as we celebrated new team members and outstanding successes for volunteers and Alumni. However, 2019 was also a year of facing challenges and disappointment as we lost team members, and faced varying challenges along the way.

AVA launched into 2019 with a new team and went full steam ahead with a series of camps and adventures. A new Schools Manager, Erica Burger, as well as Office & Admin Manager, Vicky Badenhorst, joined AVA in January 2019. In September, a new Development Manager – Noluthando Godlo – started and the Director of Programmes also embarked on a new adventure as a first time mother, and spent 5 months on maternity leave from October 2019 – February 2020. Katharine Eve, a previous Schools Manager of AVA, assisted in the absence of Charnre.

Life at AVA is not for the faint-hearted, and the team managed the year with enthusiasm and passion. As the Director of Programmes prepared for maternity leave, AVA produced more streamlined operational systems and processes in order to grow and expand our work. Various members of the AVA team have had to take on more responsibilities and have proven that AVA has immense character and resolve.

In 2019, AVA implemented 4 programmes: Year Beyond, Khanyisa, Work4Progress and Life Matters. 156 unemployed youth were part of these programmes.

• YEAR BEYOND

This was the fifth year that AVA was involved in the implementation of the Year Beyond Programme.

The Year Beyond (YB) Programme started in 2014 as a partnership between the Western Cape departments of the Premier, Education, and Cultural Affairs and Sports. What initially had been the flagship programme of the After School Game Changer, Year Beyond became a key educational programme in the After School Programme Office. Year Beyond has grown from a pilot with 20 volunteers in four schools in 2014, to a fully-fledged programme running in over 18 schools in 2019. The programme has a dual development focus: educational enrichment for learners, which is run after school hours, and leadership and employability readiness for unemployed youth (18-25 years). In this way, the model is characterised by a pay-it-forward approach. We invest in the youth volunteers, and they, in turn, invest their time in Grade 1 - 4 learners.

In 2019 the Year Beyond Programme expanded as the newly formed After School Programmes Office took over the programme management and implementation. The programme was restructured and focused solely on primary schools. As the main and original partner, AVA managed volunteer recruitment, HR matters and the payment of stipends of all 95 volunteers.

AVA also assisted in the coordination of the Leadership Development curriculum through Stellenbosch University and the preparation of volunteers for the exciting Innovation Challenge. For the Innovation Challenge, volunteers are requested to address one of the many challenges facing our education system. This year, they were tasked to research, test and present solutions to the issue of, "How do we make maths FUNctional".

AVA managed the implementation of the YB programme in 11 schools, mainly situated in Khayelitsha and Mitchell's Plain; reaching 1100 learners in the afterschool space.

Of the 95 volunteers recruited and trained in the YB programme, 55 worked in the AVA schools. Of the 55, 52 volunteers graduated from the programme and the figures below reflect the progression of these youth managed by AVA, beyond the programme:

- 25% are employed
- 27% are studying
- 12% are in learnerships
- 27% are unemployed
- 9% cannot be reached

This year's statistics reflect a lower success rate (64%) when compared to last year (71%). This is partly due to the impact of the Covid-19 pandemic and the national lockdown which have negatively affected the South African employment market.

• KHANYISA

The Khanyisa programme is an innovative partnership between AVA and Shine Literacy where youth volunteers are placed in primary schools to support Grade 3 teachers as reading assistants in the classroom. Volunteers spend their time teaching learners to read one-on-one using the Shine methodology, whilst being supported, trained and mentored by AVA.

Through this partnership we are not only creating a culture of reading in schools, but also creating employment pathways for unemployed youth.

➤ DIRECTOR OF PROGRAMMES REPORT

CHARNRÉ TAYLOR
DIRECTOR OF PROGRAMMES



This year AVA recruited, orientated and trained 23 unemployed youth into the Khanyisa programme and placed them across 11 primary schools in Khayelitsha, Delft, Gugulethu and Lavendar Hill. Of the 23 volunteers recruited and trained in the programme, 19 volunteers graduated. Below are the progressions statistics of the 19 youth:

- 32% are employed
- 5% are studying
- 11% are in learnerships
- 26% are unemployed
- 26% cannot be reached



• **WORK4PROGRESS (W4P)**

Piloted in 2017, W4P is the first AVA programme where we have had the privilege of taking our expertise into the business world. AVA recruits, orientates and trains unemployed youth and places them in uniquely designed volunteer opportunities in various Small to Medium Enterprises (SMMEs). In this programme young people have an opportunity to gain first-hand experience of the workplace and its expectations and it allows AVA the opportunity to engage the corporate sector in the ongoing growth and development of unemployed youth. W4P is the only programme in AVA that currently allows youth of all academic levels to apply and does not require a matric certificate. For this reason, AVA is touching on a forgotten target group and giving youth, who would normally not have any other options, an opportunity to engage with the workplace.

In 2019, AVA worked with 27 Work4Progress volunteers. These volunteers were placed with a total of 14 business partners, 10 of which also partnered with AVA and the Work4Progress programme in 2018 and chose to continue as they believe in the model of investing in youth unemployment and helping to create pathways of employment for these youth. AVA had 14 volunteers who graduated from the programme. Below are the statistics of the 14 Work4progress graduates:

- 43% have been absorbed by the SMME they were placed in at the start of the programme
- 7% found employment in other companies
- 7% remained unemployed (due to personal reasons)
- 36% are studying full time
- 7% are in learnerships

• **LIFE MATTERS**

AVA started this exciting partnership with the Life Matters Foundation (LMF) in 2017, and then ran it for a second time in 2019. The LMF is an educational enrichment programme that serves 5 schools in the Capricorn, Steenberg, Westlake and Retreat communities. This programme was geared at offering an opportunity to unemployed youth from these communities while simultaneously improving numeracy and literacy levels in Grade 2 and 3 learners in the 5 LMF schools. Once again, AVA provided recruitment, orientation, mentorship, and ongoing self-development training to the youth who were placed in the LMF schools. Of the 11 volunteers that were part of the programme in 2019, 7 graduated. Below are the statistics reflecting their progression post the programme:

- 36% are employed
- 18% are studying
- 28% are in learnerships
- 18% are unemployed

ALUMNI ASSOCIATION

The AVA Alumni had two wonderful events in 2019. The first event in May was a themed call centre day with a difference. The office was converted into a call centre and Alumni spent the day calling fellow Alumni dating back from 2013 - 2018. We used the opportunity to update our data base, bond with Alumni and share plans of future events. The day was a huge success with 218 calls made and Alumni bonding in a fun and interactive way. The July Alumni event focused on Alumni bringing their talents and sharing it with each other. We also shared progression opportunities available for those looking for work or study opportunities. Over 40 Alumni attended the event where they could share successes and struggles; and how they could potentially support each other going forward.

Much was achieved in 2019 in the various programmes implemented by AVA.

AMANDA NTLANTSANA

AVA impacted my life in a good way. It has given me the platform to develop myself and grow as young woman to gain more skills that will use in my career. I did not have any self-confidence. Now I can stand up and speak for myself. I developed facilitations and admin skills; and still have network connections. I received lots of encouragement and mentoring. The staff welcomed me with open arms and there's no judgement; only support. AVA helped me to understand my vision and also be able to find myself and what I really want to pursue as a career. I found that my passion is teaching. After the year in Year Beyond, I am now working at a school to gain further experience. I just want to thank AVA for the opportunity I got to be part of the programme.



WORK4PROGRESS

THE STORY OF **SIMPHIWE** AND ONE OF OUR BUSINESS PARTNERS - **KITCHEN COLLECTIVE**

The DG Murray Trust (DGMT) described Action Volunteers Africa (AVA) as “one of a very small number of organisations using the time young people spend as volunteering as an opportunity to prepare them for the working world”. In 2017, the DGMT sponsored the launch of a pilot programme (Work4Progress) in AVA to recruit, train and place unemployed young people in SMMEs. Below (Table 1) is a summary of the outcomes achieved through the Work4Progress programme for the first 3 years since the inception of the programme.

Outcomes	2017	2018	2019
Absorbed by the business/org after AVA programme	52%	44%	60%
Studying full time	18%	19%	20%
Employed by another company	5%	19%	0%
Doing learnership	5%	12%	0%
Unemployed	20%	6%	20%



Testimony from Simphiwe Poro

“After finishing Grade 12, I joined the AVA programme. I was placed in Sea Point. It is a catering business, called Kitchen Collective. I do food preparation for the chef and I make sure that the place is looking good. I discovered that I love to cook. I love being here, because the staff are passionate about food.

AVA prepared me to be in the workplace. I'd never been in such a big workplace. I now know how to take responsibility and be an ethical person. I learnt how to be a leader and to work with people. I talked at AVA about my challenges at work. They listened to me and helped me deal with them. It would have been very difficult without AVA that helped me be a team player and connect at work. I want to study further in this industry to be a chef one day. I need to learn more about spices, mixing ingredients and the theory of being a chef. I'm staying at Kitchen Collective. The AVA programme is very good. It's not easy for young people to get a job if you have no experience. AVA builds someone to get experience and learn about work. AVA gives you the platform, to find your future. It's a better choice – a very wise choice – to go to AVA”.

Reflection from a business partner: Kitchen Collective

Kitchen Collective is a specialised catering company based in Cape Town. They have partnered with AVA since 2017 and each year they have taken on a volunteer; a couple of whom have become permanent staff members. Katy Quinn, the Operations Manager at Kitchen Collective, who also serves as the direct supervisor of the Work4Progress volunteers, shared her thoughts on AVA and the programme.

Katy expressed how she has seen the growth and benefits of the programme over the years. The hospitality industry is a real luxury for people and through W4P she feels that they are able to provide employment and upskill someone who otherwise would not have had such an opportunity. She says that it's a real benefit all round as it is a way to give back and it gives them the extra hand that they need. Katy can now see that people, even those who are at first unskilled, are capable of doing things and have potential. She now knows that, despite the difficulties young people may experience when transitioning to the working world, it can be a positive experience. It is a big adjustment for young people, many of whom are carrying emotional difficulties and Kitchen Collective has found it really comforting to have AVA's support. AVA has been able to support the volunteers beyond the practicalities. They have provided the soft skills in helping young people with various issues, including relationship issues and how to deal with these relationships in a team. Although training these young people in the skills needed to perform their tasks in the business takes effort, the support from AVA is invaluable.



Simphiwe Poro has been the Kitchen Collective volunteer in 2019 and they have decided to hire him on a full-time basis in 2020. Katy feels that not only does he form part of the team; he definitely brings something extra.

The Work4Progress programme is a unique and exciting initiative to address youth unemployment through volunteering and is immensely impactful on the youth in the programme. There is a real need to expand and develop the programme further.

➤ FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT
29 FEBRUARY 2020

SUMMARY OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDING 29 FEBRUARY 2020

NON-CURRENT ASSETS	R 34 171	REVENUE	R 6 350 594
Property, plant and equipment	R 34 171	Grants and donations	R 5 663 909
		Other income	R 686 685
CURRENT ASSETS	R 2 291 168	EXPENSES	R 5 992 179
Trade and other receivables	R 114 566	Operating costs	R 780 959
Cash and cash equivalents	R 2 176 602	Programme costs	R 5 211 220
TOTAL ASSETS	R 2 325 339	OPERATING SURPLUS	R 358 415
FUNDS	R 2 251 253	Interest income	R 132 351
Accumulated funds	R 2 251 253	Finance costs	R 8 107
CURRENT LIABILITIES	R 74 086	NET SURPLUS	R 482 659
Trade and other payables	R 17 755		
Provisions	R 52 064		
Deferred income	R 4 267		
TOTAL FUNDS AND LIABILITIES	R 2 325 339		

TSHEPISO KOLELE

I am one of the young woman in South Africa who is part of the statistics of teen pregnancy. I had my son when I was 19 years old, shortly after I passed matric. I had to drop out of school and go find work to feed my son. As I come from a disadvantaged family things were difficult for them to help me out financially. I was fortunate enough to be employed in the fast food industry where I worked for years. However, I was not happy and felt depressed. I decided to go to the AVA office. That day my life changed for the better.

At first I was not sure about being a volunteer as that meant I was not going to make money. The first boot camp made me realise it is never too late to follow your dreams... The Friday reflections helped me deal with my personal issues that I had been bottling up for years, and slowly things started changing for the better. Little did I know that helping those learners improve their grades was helping me even more! I was at peace and doing something I loved. Year Beyond and AVA opened a lot of doors for me. I never imagined being at Stellenbosch University. The support system from AVA was amazing and they helped me deal with my anxiety issues. It enabled me get a better education for myself and build and secure a future for my children.

The AVA facilitators go beyond the call of duty to show support and give us volunteers resources to make our dreams a reality. Babalwa Bobo made it her mission to provide me with application forms to apply for university and any available vacancies. I was given interview skills to help me prepare for the future. Because of AVA I am now working as an intern at Forres Preparatory school and studying at UNISA doing my BED in foundation phase.



The
LifeMatters
Foundation

021712 0383 | admin@lifemattersfoundation.org | www.lifemattersfoundation.org | 14 Orlando Way, Meadowridge

To Whom It May Concern

The LifeMatters Foundation (LMF) and Action Volunteers Africa (AVA) have been partnering together since 2017. AVA has provided LMF with volunteer interns for our Literacy and Numeracy Centres.

AVA has been a pleasure to work with. They vet and interview the potential candidates thoroughly but also commit to training and up-skilling every young person on their programme. We find AVA's approach to thoughtful, intentional work with these young people from very disadvantaged backgrounds to be the key to their success. They are committed to providing the best possible training and work experience for young job seekers to have a decent chance to enter the work force. Every young person who has been on the programme is followed-up and assisted in whatever way possible to ensure future employment.

AVA's commitment to making sure young people are not just work-ready, but ready to face the responsibilities of adult life, is what sets them apart from other youth upliftment organisations. We cannot recommend AVA highly enough. They take a genuine interest in every one of the young people on their programme and are committed to seeing them succeed.

Please do not hesitate to contact me should you require any further information

Kind regards



Alneré Turck
Executive Director

Directors: Keith Jenkins, Peter Withey, Shelley Smuts, Tendai Chigwida, Anthony Adams, Kim Abrahams
Executive Director: Alneré Turck

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OLDMUTUAL



Western Cape
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BETTER TOGETHER.

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