

ELEVATORS CAREER GUIDANCE & YOUTH EMPOWERMENT ORGANISATION

STAKEHOLDER INCEPTION MEETING MINUTES



Date: 17 January 2024

Venue: Maguta Hall, DDF, Plumtree

Time: 10:00 am

Chair: Ethel Bvekerwa (PAO @ DDC's office)

Minutes taken by: Olga Sibanda

Attendees: The following stakeholders were present

Name	Organization	Role/Position
Dube Brighton	Hand in Hand Zimbabwe Organization	Area manager
Musikavanhu Rudo	Veterans of the liberation struggle affairs	DFO
Sibanda Foe	Ministry of Women Affairs Community Small and Medium Enterprise Development (MWACSED)	Intern
Bwanya Crispen	Department of Social Development	SDO
Munjda Vongai	Environmental Management Agency	Assistant
Dube Sifiso	Bulilima Rural District Council (BRDC)	SSO
Bvekerwa Ethel	Local Gvt	PAO
Mswela Nkosilathi	Ministry of Youth, Arts, and Recreation	ACHO
Msingo Prince	Jointed Hands Welfare Organization	Volunteer
Mbewe Bekimpilo	Zim-parks	DFO
Dube Bekithemba	Track-back media (Community Business man)	Public Relations Officer
Mahlangu Aberson	Ministry of Youth, Arts, and Recreation	DDO (Also Board Member @ ECGYEO)
Msipha Samantha	Elevators Career Guidance and Youth Empowerment Organization (ECGYEO)	Health worker (Volunteer)
Mazhelo Banele	ECGYEO	Administration officer (Volunteer)
Nkomo Cynthia	Matabeleland AIDS Council	IWGV
Nhawu Simbarashe	UAN-DREAM-RISE	DPO
Mpofu Withus	MWACSED	CDO
Mulauzi Biliati	BRDC	CEO
Ndebele Bongani	ECGYEO	Board Member
Ngwenya Ngonile	Ministry of Transport	Admin Officer
Phiri Moreblessing	MOIPBS	DIO
Zogara Onisimo	Local Gvt	DDC
Mhlanga Andile Z	Plumtree Bakery Cash & Carry (community Supermarket)	Representative

Nzarambiri Owen	ECGYEO	Grant Application Officer
Sibanda Olga	ECGYEO	Intern
Dodzi M.S	Ministry of Lands	CLO
Mafa Nsikelelo	ECGYEO	Manager of Legal Affairs (Board)
Mafa Sibonganjalo	ECGYEO	Visitor
Ndlovu Blessings	ECGYEO	Executive Director

Meeting Agenda

1. To introduce ECGYEO to the stakeholders of Bulilima District
2. To give an outline of the Beyond School Project (The first project that the organization will implement in the district)
3. To answer any questions or concerns that the stakeholders may have about the organization.

Introduction

The meeting started with the chair greeting everyone. She then asked for a volunteer to give an opening prayer. Mr Ndebele (the ECGYEO Board Member) prayed. After the prayer, the chair asked everyone to introduce themselves. After everyone's introductions, she then requested the ECGYEO Exec Director to give an introduction of Elevators Career Guidance & Youth Empowerment Organization.

The Exec Director's Presentation on ECGYEO Introduction.

The Exec Director started by thanking everyone for attending.

She mentioned that ECGYEO is a registered no-political and non-governmental youth association organization. It was registered in February 2023 with the Zimbabwe Youth Council (ZYC) on a national level. She explained that ZYC registrations have an option of either registering on a provincial level or on a national level; ECGYO chose the national level because it

plans to spread its programs all over Zimbabwe in the near future. She mentioned that the Headquarters of ECGYEO will be established in Plumtree.

She stated the mission, vision, values, and objectives of the organization as follows:

Mission Statement

Catch them young, for an empowered and resilient future generation

Vision

Creating communities whereby youths take responsibility for their problems, pursue their careers with empowered minds, and create their businesses.

Values

Youth empowerment, Professionalism, Integrity, Innovation, Patriotism.

Overall Aims and objectives

1. To empower young people with knowledge about building a defined career path.
2. To implement programs which ameliorate high-risk behaviors (e.g. drugs and substance abuse), strengthen resiliency, formulate fundamental life skills.
3. To sensitize youths on sexual reproductive health and rights.
4. To develop an entrepreneurial culture among youths.

The Exec Director then went on to talk about the history of the organization:

ECGYEO History

She stated that ECGYEO has been an initiative making an impact in the lives of youths in Matabeleland South Province (Gwanda) since 2016. It conducted career guidance sessions in schools like Manama High School Gwanda High School, Collen-Bawn High School and JZ Moyo High School. She mentioned that upon seeing the gap (lack of career guidance in schools) she

started the initiative. She recruited a number of volunteers and they first went to Gwanda high school, after that the School headmaster kept on requesting them to come back. They were also invited to give the same service to other schools around Gwanda. This then led to her founding this organization realizing how much of a need this service is. Now that it is officially registered, and most of the Board members are either from Plumtree (the likes of Mrs. Chanza Mr Ndebele, Mr. Chance N. Ncube) or have worked in Plumtree (the likes of Mr Mahlangu, Miss N. Khumalo and herself), they have decided to start the implementation of the organization's programs in Bulilima District, seeing that there is a great need.

Her explanation as to why this initiative was started is summarized below:

1. Personal experience (from high school she never had a single career guidance session)
 2. New and reviewed Youth Policies: NDS1 - the main outcomes under the NDS1 are: increasing youth participation in decision-making and development processes. The goal is to increase Youth participation in the Economic Governance of the country
1. "Ilizwe lakhiwa ngabantu balo" she mentioned this statement by his Excellency President E.D Munangagwa, emphasizing that she is one those people who have come to build the nation (together with ECGYEO team) just as the president encourages.

FUNDING (for the organization)

- Fundraising Committee
- Grants writer
- Community sponsors
- The Pollination project (the organization has received \$1 000 USD so far)
- USAID (**application in progress**, \$2 million USD distributed in 5 years)
- Partnership with Private schools and universities (they understand that this service is also needed | elite schools as well)

Question and answer

The Exec Director then gave the opportunity to everyone to ask questions.

Mr. Zogara (The DDC) asked "how do you intend to make the youths participate I the economic growth?"

The Exec Director replied saying "Through entrepreneurship; youths who run their businesses are able to contribute to the economic development of the country. Also, youths who chose their careers with empowered minds are able to contribute to the economy of the country. Part of our programs also invests encouraging youths to do civic participation, meaning they will be participating in the policy making and changing of the country..."

Mr Mahlangu (the Board member, also on the fundraising committee) added on by saying a youth with a business is able to contribute to the GDP of the country.

Mr. Dube (one of the local business man who supports the ECGYEO initiative) made a comment saying he would like to appreciate what ECGYEO has started in the community of Plumtree. He further stated that when he looks at how youths are turning out to be out there, he gets heartbroken, it's a pity.

Advocate Mafa (Manager of legal affairs) added by saying this initiative is not just going to target the youths, it will also target the parents, to make sure parents also understand why the current generation is behaving in a manner that it does and how to assist them.

There were no further questions at this point. The Exec Director then moved on to the next item on the agenda

The Exec Director's Presentation on the Beyond School Project.

The summary of what the Exec Director said about the Beyond School Project is stated below:

Beyond School Project

Looking Forward!

High School Then What?

WHY? She explained why the project is being implemented

- Need for encouragement to learners study and pass: e.g. The O'level pass rate since 2018 has been 19, 78%. It then went up to 24, 26% before dropping to 11, 15%, and then went up slightly to 11, 73%, then went down to 11, 01%. She stated that these numbers are very low. This could be caused by lack of knowledge on what they will do after school, lack of understanding that education is still important even though there are high rates of unemployment, lack of entrepreneurial culture and the after effects of COVID 19.
- Need to give hope and Guidance
- Need for teachers capacitating on career guidance skills.
- In support of the new curriculum
- Need to reduce drugs and substance abuse

HOW?

- Needs assessment + Implementation. She stated that they will carry evaluation forms to research and understand if this project is actually needed in this community and if they are making an impact.
- Projector presentations (visuals)
- Drama (Plays/skits)
- Ice breakers
- Q&A sessions
- One-on-one sessions

OBJECTIVES

- To help high school learners to start thinking about what they will do after (beyond) high school.
- To give them career guidance through presentations, short educative and entertaining skits, a question and answer sessions, and one-on-one interviews.
- To encourage youths to move away from the culture of seeking employment in a country with high unemployment rates to a culture of seeking to create businesses that does not only benefit them, but benefit their communities as well.

- To teach youth about how to become everyday leaders.
- To create mentorship relationship between high school learners and Trained mentors
- To educate and enable High School Learners to reject illicit drugs (drug awareness).

INPUTS

- Pollination project grant
- Community resources
- Partnership with other NGOs and Stakeholders
- Board member Contributions
- ECGYEO skilled team

OUTPUTS

- Reaching the target of 2200 youths
- Pass rates increasing in schools
- Drug abuse cases reduced by at least 20% by Q4
- Reduce Idleness
- Reduce the spread of STIs
- Reduce Crime

She then gave a moment for question and answers

Question & Answer session

Madam Nkomo Cynthia (IWGV at MAC) asked what will happen to those learners who have dropped out of school. She said that these kids seem to be doing “production” early (meaning that they fall pregnant early), how then does the organization help those.

Exec Director responded by saying, the organization has been funded to go to schools for now, however they have had conversations with other NGOs (e.g. ZHI) that they will partner with them when they are going to communities so that their organization get a chance to reach out to those youths who are out of school. She also mentioned that the organization has other programs that it has planned for the community; it hopes to be able to implement them in the near future.

Mr Bongani Ndebele (Board Member) also added by saying, part of those planned projects include dealing with SRHR issues, partnering with the Ministry of health and other organizations in implementing prevention and crisis management programs relating to that issue.

Mr Dube (from Hand in Hand) asked a question saying how do we know that this issue is as crisis in the district, and the organization seems to be covering a lot of issues what if it ends up bringing a half backed cake.

The Exec Director replied saying; first the organization will focus on the Beyond School Project, which is where most of its focus is, however in partnership with other organizations it will be doing other activities, for example ZHI can have trained girls whom they have assisted to start a chicken business however those girls lack psychosocial development or emotional intelligence. EGYEO then comes in to assist in that regard, making sure that a client gets help in a holistic and systematic approach. To answer the first part of Mr. Dube's question, she said; a lot of (If not all) organizations in the district are here to respond to a crisis, a problem that is fully fledged and out of control, however what ECGYEO is doing is more of a prevention measure. Evidence is there to show school leavers who are doing nothing, graduates who are sitting waiting for employment. she further stated that she has been privileged to live in Cape Town South Africa, and she has been privileged to live in China, Asia as well; she has seen how developed countries approach community development, they are proactive, meaning that they tackle a problem before it even starts, they prevent it. We on the other hand in underdeveloped countries are reactive; we only act when the problem is there and out of control. We wait for it to be a crisis in order for us to take action, all that has to change. ECGYEO is here to demonstrate that change.

Advocate Mafa further added that the mindset of people has to be changed, a lot of these youths are idle and are failing at school because of the mindset they have which is to go to Johannesburg once they finish school, they do not know that there is more to life than just going to South Africa without proper education and proper documentation.

After that there were no further questions, and there were no further contributions. The Exec Director thanked everyone for attending and gave the opportunity for the chair to do closing remarks.

Concussion

The chair gave closing remarks thanking everyone for coming she asked for announcements to be given. Exec Director told the attendees that lunch will be served at African Delies, people can go immediately or later in the day; the list will be there in the restaurant. She mentioned that they had organized for the restaurant to bring the food to the hall; however it seems that they are facing transportation challenges, therefor they request everyone to come and dine at their premises. There were no objections to this proposal.

The chair then asked for a closing prayer. Mr. Ndebele prayed.

Meeting adjourned at 11:45

Minutes Reviewed by:

ECGYEO Executive Director: B Ndlovu  Date 19/01/2024
