Youth on the program, dressed in cultural attire for interculturalism development day session. EKN North, September 2019.
WHO WE ARE

Youth Health Africa is a leading youth development and empowerment organisation in the health sector. The team of passionate, creative, tech-savvy and courageous individuals are committed to ending youth unemployment and HIV across Africa in our lifetime.

YHA actively decreases the spread of HIV and reduces the high levels of youth unemployment through a large-scale holistic program which equips youth from heavily-burdened communities with knowledge and education about HIV and AIDS; as well as work experience.

Youth are placed in entry-level roles in healthcare facilities across the country. We partner with PEPFAR and other Health Implementers especially in the 27 highly burdened HIV priority districts and the Department of Health. While youth are placed into entry-level roles, these roles are of importance in healthcare as youth directly contribute to management of HIV and TB.

Their contributions have a direct impact on South Africa achieving the UNAIDS 95-95-95 targets. This is a crucial and significant initiative as it not only addresses critical African challenges as outlined by the African Union Agenda 2063, but also aligns with the United Nations Sustainable Development Goals (SDGs).
VISION
An African youth focused organisation that is the leader in harnessing the untapped potential of unemployed youth to create sustainable opportunities for employment, empowerment and healthy choices.

MISSION
To empower and upskill unemployed youth to combat public health challenges through private and public collaboration.
OUR VALUES

INTEGRITY
EXCELLENCE
INNOVATION
TEAMWORK
RESPECT
COURAGE
TECH-SAVVY
**WHAT WE DO**

**YOUTH WORK EXPERIENCE**

Youth are placed in entry-level roles in healthcare facilities across the country. We partner with PEPFAR and other Health Implementers especially in the 27 highly burdened HIV priority districts and the Department of Health. While youth are placed into entry-level roles, these roles are of importance with healthcare as youth directly contribute to management of HIV and TB. Their contributions have a direct impact on South Africa achieving the UNAIDS 95-95-95 targets.

With a stipend of R3500 per month in a one (1) year internship program, youth are managed and their performance is tracked accordingly. To ensure that youth emerge from their 1-year work experience employable, empowered and healthy, youth are trained throughout the program. From work readiness, to technical role-specific training, to development days which focus on topics from mental health to career strategy, YHA youth emerge as active citizens. Post the program, YHA will broker an employment opportunity for the youth to an industry best suited to their skills.

**HIV TESTING CAMPAIGNS**

The Youth-focused HIV testing campaigns aim to encourage youth to know their status, stay on treatment and live healthy lives. Through these testing campaigns, major awareness about HIV is raised, as youth become champions in their communities by mobilising members to test. In these testing campaigns, masses of youth gather to see an end of HIV in our lifetime.

Working alongside health implementers, Youth Health Africa plans youth-focused HIV testing campaigns through leveraging youth completing their work experience to execute these testing events. These events take place at key locations to target key populations including taxi ranks, shopping malls, clinics and stadiums. The average number of persons tested at each event is 600 showing the results of the passion and energy of youth when empowered to change the narrative of HIV in their communities.
AYFS SUPPORT

It is well known that clinics in South Africa are often barriers to youth knowing their status and accessing treatment. Barriers at the clinics include staff attitude towards youth accessing services, feelings of embarrassment and judgement, and non-relatability to clinical staff.

As a youth-focused initiative with niche expertise in youth and HIV, Youth Health Africa supports health implementers and their respective clinics in implementing Adolescent and Youth Friendly Services (AYFS) to ensure that the Department of Health’s Adolescent and Youth Health Policy 2017-2021 is a reality.

DIGITAL MEDIA CAMPAIGNS

The youth of today are a Social Media Generation. They leverage social media not only for personal image, but also for social justice matters. The power of social media leveraged by South African youth has been seen in campaigns such as #FeesMustFall, #EndRapeCulture and #AmINext? All of these social justice campaigns have not only sparked nation-wide dialogue, but have led to a deeper level of policy change.

Noting the power of social media, Youth Health Africa manages digital media campaigns to raise public awareness about HIV and youth unemployment, to de-stigmatize HIV and to encourage youth to be champions of change in their communities by testing and knowing their status. YHA also runs educational campaigns based on the needs of its clients.

In addition to a powerful social media, YHA produces a quarterly magazine highlighting the work of the youth and their partners.
The Aurum Institute is a leading healthcare organisation that has been successfully battling the joint scourge of the HIV and TB for over 20 insightful years. With their headquarters in Johannesburg, South Africa, Aurum has grown from just 2 to over 3000 staff and in that time has become an internationally recognized, global authority on HIV and TB treatment and prevention.

Through their training, research programmes, and their clinical research trials Aurum has helped influence and advance new treatment protocols for HIV and TB and helped direct better public health policies and practices. Aurum’s journey and success in the battle against TB has led them to embark on carefully increasing their footprint and their helping hand. The Aurum Institute has now opened new clinics and offices in Ghana and Mozambique and they are preparing to expand their highly experienced staff to be able to assist and ‘take up arms,” against TB on the global stage.
OUR FOOTPRINT

North West
- Bojanala - The Aurum Institute
- Dr. Kenneth Kaunda - The Aurum Institute
- Ngaka Modiri Molema - The Aurum Institute

Gauteng
- Ekurhuleni - The Aurum Institute
- Ekurhuleni - CHAPS
- Ekurhuleni - Pulse Health
- Tshwane - OUT Wellbeing
- Tshwane - Access Chapter 2
- Sedibeng - ANOVA

Mpumalanga
- Gert Sibande - Broadreach

Western Cape
- City of Cape Town - TBHIVCare
- City of Cape Town - Desmond Tutu Foundation

KwaZulu-Natal
- KZN - The Aurum Institute/Youth@Work
I feel privileged to lead Youth Health Africa. This is a young organisation that is part of The Aurum Institute with great potential. The YHA team has done very well in 2019 under the leadership of Farai Mubaiwa, the Project Manager. The team also grew to ensure that we can serve our youth and stakeholders timeously and efficiently. We have a great team of smart, intelligent and performing young people who want to make a difference. By the end of 2019, YHA reached about 950 youths. This is a great achievement in giving unemployed youth employment opportunities and giving them a chance in life.

We believe we have a unique programme that addresses one of South Africa’s two social and economic challenges, unemployment and HIV and AIDS. Unemployment remains high in South Africa and worse among young people.

Our economy is not doing well to create jobs and other economic opportunities. We are doing our part to contribute to the fight against HIV, we are supporting our implementing partners to reach the UNAIDS 95/95/95 targets and we are supporting other HIV prevention interventions especially among young people and Adolescent Girls and Young Women.

I would like to thank our funders, partners and stakeholders. I believe that partnership is important to serving our youth. In 2020, we hope to position YHA as a leading African organisation in youth development and empowerment in the health sector. We will work harder and smarter to ensure we reach more youths. This of course requires funding and establishing strategic partnerships. YHA is open for establishing relationships with other organisations.

Bulelani Kuwane

CEO – Youth Health Africa
The biggest accomplishment for me has been to see the growth of the project from 17 youth at the beginning in August 2017 to 824 in November 2019. More than just the numbers, the biggest impact has been to see the individual growth of each youth on the project. The biggest impact is in noticing each youth as they walk in during their first training when they are anxious and don’t know what to expect - and some are at first just here to make ends meet; to see them knowing so much about HIV, and knowing their clients and knowing so much in their field. The impact is in hearing Nompumelelo at the UNICEF talking about the clients she traces is incredible, and seeing Thando who is the biggest HIV ambassador not only through his actions but through his social media spaces. The impact is in seeing youth like Thando who encourages everyone, everyday, to go and test for HIV.

The real impact is seeing the youth at the youth drive events committed to mobilising their communities and getting other people to get tested, Youth like Ni-Shan and Thenjiwe who have collectively created demand of 100 people to get tested at a single youth drive event. It is definitely how the program changes the lives of the youth and how you see it in their behavior and their drive and them wanting to achieve not only a better life for themselves but also for their patients and the people they serve.

Farai Mubaiwa
Project Manager - Youth Health Africa
OVERALL TEAM'S REVIEW

This year has been an incredible year for the youth, the managing team and the organisation as a whole with the word of the year being Growth. It has been a year filled with distinguished milestones being the reach and the expansion of the organisation into 5 provinces.

One of the biggest highlights has been the solidification of our 5 offerings which aim to ensure that our communities are capacitated with knowledge and skills needed to overcome society’s greatest social ills beyond the youth workplace experience.

This year also saw the organisation have its largest cohort of youth on the youth workplace experience program 950. This was a proud moment for the team as over 950 homes and communities became key players in cultivating sustainable change in their community. The foundation that was established this year will ensure that we continue to break boundaries and set new societal norms while developing a generation of intentional and community driven do-ers.
It gives me tremendous pleasure to contribute to this first annual report of YHA and to have been involved in the evolution of this remarkable organization and initiative.

At the core of it YHA epitomises the enthusiastic energy and potential of what youth led by youth can achieve when given the opportunity. In its short history, I have witnessed how this team knows no boundaries and how no obstacle stands in their way when it comes to serving their communities and achieving their goals. The culture instilled by its leadership is one of dynamic teamwork and a “can do attitude” that sees success with innovation as the singular outcome permissible. The flat structure and humility of the entire team, including its leaders, ensures everyone plays a part, knows their role, and contributes. It reminds me of what truly healthy organizations and leadership structures can and should look like.

YHA has contributed a fresh and unique DNA component meshed into that of Aurum. The organization has flourished in the secure and conducive environment and freedom provided by the mothership.

YHA has seen its young staff contribute energy to program delivery efforts and has provided ideas and critiques to the operating norms of Aurum. This has allowed for reflection and improvement of overall team dynamics within Aurum in terms of energy and motivation and has reminded us of the “WHY” element of operating in public health in the first place.

The communities YHA serve are often the same communities where the YHA staff originate and come from. There is a direct link and bond between the youth and wanting to uplift both themselves and improve the outcomes of their neighbours. This builds a healthy and meaningful ecosystem with true opportunities for upliftment and improvement; both at an individual and community level. This genuine mutually beneficial outcome is part of the magic of YHA’s approach. Moving forward as a board member I wait in anticipation to see what this team can achieve next. To date, they have excelled in placing and mentoring happy productive youth in health-related jobs, they have participated in highly successful HIV/TB program delivery efforts and projects; and they have, during the COVID 19 crisis, risen to the occasion by leading a food distribution project for the vulnerable. There are no boundaries but our imagination! May this team continue to imagine the impossible and strive to reach it, and may Aurum provide a fertile environment to support them.

Dino Rech
Non-Executive Director - Youth Health Africa
SENIOR LEADERSHIP GROUP

MS S REEVES - DEMAND LEAD

MR N MUDAU - HOST COORDINATION LEAD
SENIOR LEADERSHIP GROUP

MS D NYAGANI - SUPPLY LEAD

MS F MZUNGU - ABSORPTION LEAD
Youth on the program in Mafikeng, North West at a mass youth HIV testing event in October 2019.
Our Impact

850+ Youth on the program placed in Healthcare Facilities
December 2019

88.1% Programmatic retention rate
December 2019

5000 Tested for HIV during mass youth testing events
Oct 2019 - Dec 2019

250+ Communities where youth are placed for work experience
December 2019

98.3% Post program opportunities security rate
December 2019
YOUTH WORK EXPERIENCE
HEALTH IMPLEMENTERS

The role of a partnership lead is to handle the health implementer’s needs and to open up new seats within respective organizations to place youth for work experience and to ensure that youth are managed effectively. A partnership lead must build and maintain effective relationships with the management team of the organization they are working with. Through building these relationships, we are better able to monitor the progress of the youth and possible absorption opportunities. The second role is to be the mediator between the Youth Health Africa team and the implementing partner; therefore, we are able to solve problems affecting the youth on the ground.

EVOLUTION OF THE PORTFOLIO

The portfolio has evolved over the year through expansion of the program across the country, as well as the formulation of partnerships with 8 other health implementers, as well as relationships with an additional 4 healthcare organizations in the pipeline for 2020. The team has identified key challenges and solutions which has allowed the team to evolve over the last year.
NEW HEALTH IMPLEMENTERS

In anticipation for incoming funding, over the course of the past year, Youth Health Africa has researched and approached new implementing partners to ensure internship placements are created across the country. The below table outlines partners who have been engaged but youth have not yet been placed in their operations.

<table>
<thead>
<tr>
<th>HEALTH IMPLEMENTER</th>
<th>DISTRICT</th>
</tr>
</thead>
<tbody>
<tr>
<td>WitsRHI</td>
<td>Tshwane, City of Johannesburg</td>
</tr>
<tr>
<td>Shout It Now</td>
<td>Tshwane</td>
</tr>
<tr>
<td>Madiberg Centre for Research</td>
<td>Madiberg</td>
</tr>
<tr>
<td>HIVSA</td>
<td>City of Johannesburg</td>
</tr>
</tbody>
</table>

Over the last year, we have seen the most growth in placement in Aurum’s two districts, with the biggest deployments in May and August 2019 and January 2020. These deployments were critical learning opportunities for the Partner team and were critical in creating an effective sourcing process. The creation of this process evolved throughout the year and now forms a fundamental part of the partner processes. The deployments have also allowed the team to better understand the difference in deploying youth in urban district and more rural settings.

NUMBER OF YOUTH IN THE FIELD 2019

The above graph shows the growth in the number of youth deployed to Youth Health Africa over the period of one year. The program grew from 186 youth in January to 882 youth at the end of the year. The biggest deployments over the year were in May and in August and September. Decreases in deployed numbers can be attributed to cohorts leaving the program, most notably in February and September. It must also be noted that there are resignations from the program which are predominantly due to youth receiving permanent positions.
FORECAST FOR THE YEAR AHEAD

The goals for the year ahead would be four-fold, the first would see the expansion of the program to more health implementers. Secondly, the partner team hopes to place 1500 additional youth, with 1077 places already created as of April 2020. Thirdly, the team hopes to expand to other African countries to address health challenges as well as empower unemployed youth. Finally, the partner team hopes to strengthen existing partnerships to ensure that the program remains sustainable.

Within the next year, the partner team hopes to partner with more of the Tier 1 health implementers in South Africa, such as MatCH, Right to Care and Health Systems Trust. Further partnerships will ensure that more opportunities can be created for youth across the country.

Expansion Opportunities

*27 Highly-burdened HIV districts as allocated by PEPFAR and CDC*
INTERNATIONAL HEALTHCARE PARTNERSHIPS

During the year ahead, the partner team hopes to move into at least one additional African country, to place youth and ensure key healthcare challenges are addressed.

<table>
<thead>
<tr>
<th>Implementing Partner</th>
<th>District/Region</th>
<th>No. of youth requested</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurum HSD</td>
<td>EKN East</td>
<td>53</td>
</tr>
<tr>
<td></td>
<td>EKN South</td>
<td>49</td>
</tr>
<tr>
<td></td>
<td>EKN North</td>
<td>0</td>
</tr>
<tr>
<td>Aurum CRD</td>
<td>EKN</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>DKK</td>
<td>7</td>
</tr>
<tr>
<td>Aurum PHD</td>
<td>Northern Cape</td>
<td>10</td>
</tr>
<tr>
<td>Broadreach</td>
<td>Gert Sibande</td>
<td>103</td>
</tr>
<tr>
<td></td>
<td>All districts</td>
<td>300</td>
</tr>
<tr>
<td>CHAPS</td>
<td>EKN</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>Bojanala</td>
<td>33</td>
</tr>
<tr>
<td></td>
<td>NMM</td>
<td>26</td>
</tr>
<tr>
<td>WitsRHI</td>
<td>Tshwane</td>
<td>50</td>
</tr>
<tr>
<td>Unjani Clinics</td>
<td>EKN</td>
<td>7</td>
</tr>
<tr>
<td>Pulse Health</td>
<td>Polokwane</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>North West</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>EKN</td>
<td>12</td>
</tr>
<tr>
<td>TBHIVCare</td>
<td>Amathole</td>
<td>92</td>
</tr>
<tr>
<td></td>
<td>Chris Hani</td>
<td>56</td>
</tr>
<tr>
<td></td>
<td>OR Tambo</td>
<td>196</td>
</tr>
<tr>
<td>Madibeng Centre for Research</td>
<td>Madibeng</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>1077</strong></td>
</tr>
</tbody>
</table>
MONITORING AND EVALUATION

Monitoring and evaluating of the program is core to ensuring all youth placed with Youth Health Africa are growing during their work experience, and that they are meaningfully contributing to the operations of health implementers and contributing to the country’s 90-90-90 targets. The monitoring process is two-fold and is made up of the submission of monthly Key Performance Indicators (KPIs) from line managers, and monthly facility visits from the Host Coordination team.

KPI responses are analyzed on a monthly basis and progress reports are sent to health implementers. Furthermore, a list of youth who are not performing is sent to the Host Coordination team each month to ensure further support is provided to these youth.

KPI ANALYSIS

The KPI submissions are composed of the following criteria:

The percentage of the youth’s target achieved, with targets differing depending on the role performed by the youth. A score from 1 to 5, in 5 core categories that evaluate professionalism

Longer answers from line managers to understand where the youth is performing well, and in which areas they can improve. Below is a graph showing target achievement of youth.

STRENGTHS OF YOUTH

The strengths of the youth across the program are that they work hard, that have good teamwork skills, they are reliable and are able to work well with data.

DEVELOPMENT AREAS OF YOUTH

The answers from the line managers indicate that the youth need further intervention in technical and computer skills, which are developmental areas that will need to be addressed by the health implementer. The necessity for more development in leadership will be addressed by the training team.
AVERAGE PERFORMANCE OF YOUTH

The above graphs indicate that there is a trend towards most youth achieving 4s and 5s for each category and only a few youth achieving 1s and 2s. On average, 83.5% of youth receive 4s and 5s across the 5 categories.

Average performance of youth in the field, 2019

Resegofetso Maleke
Filing Clerk
Tsetse Clinic
Mafikeng

Performance Management
- Monthly site visits to clinics
- Monthly progress reports of Youth are submitted by their line managers
- This data tracks more than the performance of the youth
- It is also used to determine the direction of the youth, post-YES internship

Performance analysis of Resegofetso Maleke’s performance, 2019
**HOST COORDINATION**

**EVOLUTION OF THE PORTFOLIO**

Youth unemployment is indeed a national crisis and as YHA we are at the forefront of eradicating it through the HealthCare System. The year of 2019 started with a productive meeting in which we first discussed the roll out of this program. Farai was chairing the meeting and sharing our year plan. We conducted very first work-readiness training, which reflectively has evolved significantly from we first begun.

Youth Health Africa (YHA) was birthed and we all moved to Innova Offices. Following the successful inception of YHA, an incredible opportunity for the team to give shape and form to all our operational departments and processes gave rise to the role of Host Coordination. The main responsibilities and roles of a Host Coordinator is to manage the relationship with the line managers of the deployed youth to ensure that youth add value to the work of the implementing partner, and that the professional development of the youth is taking place at the facilities of the implementing partners.

The Host Coordination team works closely with the youth's managers at their worksites to ensure they are sufficiently assisted and supported to provide the best on-the-job training and experience possible.

Due to the ever-increasing number of the youth in the program, it was no longer possible to cover all of them and be able to mentor them successfully with only one member in the host coordination team. The team was therefore capacitated with another Host Coordinators to assist in supporting host coordination activities in the North West

In 2019 we successfully established solid relationships with Line managers and later in the year with Clinicians after realizing that they play a pivotal role in mentoring and coaching Youth.

**FORECAST FOR THE YEAR AHEAD**

Youth unemployment is indeed a national crisis and as an organisation our goal is to see the end of youth unemployment. we acknowledge that to reach this goal, we have to establish strong and effective processes to ensure we have the capacity to scale within the next year. In preparation for scaling, the host coordination team will be working towards the following objectives:

1. To have a clearly defined and easy to execute Mentorship Program which will focus on Workplace Experience (Soft Skills and manifestation of YHA values).
2. To ensure that all Host Coordinators have the elementary technical skills of all the roles they support.
3. To ensure our Support should be extended tightly and consistently to all the implementing partners, such as Broadreach.
4. To recruit a new member to the Host coordination team who will be based in the DKK and NMM district. This will help strengthen the team and help us reach all the facilities that have youth placed in them.

**SUCCESS STORIES AND HIGHLIGHTS OF THE YEAR**

Over and above all the success stories that are recorded from facilities, Youth Drive has given us an opportunity to experience firsthand the commitment, passion and dedication that YHA Youth embrace in combating the spread of HIV from their respective communities.

Further highlights for the Host Coordination team:

- Receiving appreciation messages from the youth thanking us for our support and for always being there to assist them.
- Witnessing the youth mobilize and encourage people to test for HIV during the #YouthDrive4HealthEvent.
- A major highlight for the host team was the inclusion in the rest of the team in site visits, which allowed the team to see more of the youth, and also allowed all team members to engage with youth on the ground and understand their work experience.
Various photos showing team host coordination site visits in Ekurhuleni, North West and Vanderbilj park
FORECAST

Further, going forward, more collaborations will have great impact. It is important to make the sessions more than just discussions, because at times we discuss various topics, however, we are unable to see the results. It is thus important to involve more partnerships, such as the one currently under process with Enactus. They can play a huge role in providing the practical aspects of the sessions. When the youth engage more with prominent people within the society they become inspired and motivated to start their own ventures and thus creating employment for the youth across their communities. At least every 2 months there should be sessions where different organisations are involved. This will spark attendance from the youth.

The training team has to find a way to provide psychological support to the youth. This has been a concern throughout the inception of the program, as reflected on the previous reports. The team has to work hand in hand with the host coordination team to ensure that this is implemented. It can be done during site visits as well as during development day sessions. This can be done also through the help of Aurum, considering that they have various people involved in supervising lay counsellors within the program. The training team could also play a significant role during technical training. We need to be involved more in such processes in order to gain more knowledge and understanding of various roles within the program.

In the coming year, the Training and Development team hopes to continue to create high-quality training session that results in an accreditation with a training provider. Moreover, the team aims to make key psychosocial services easily available to all the youth on the program. Due to the nature of work that the youth are exposed to, this milestone will be important as it will further improve their workplace experience. Lastly, the team hopes to partner with more organisations, initiatives and entrepreneurs to engage and inspire the youth.

REFLECTION

The training and Development team has evolved immensely since the start of April 2019. The team was originally established to conduct the work-readiness training session for all youth that were onboarded onto the program. The work-readiness training session aims to cultivate young professionals who are able to embody the following: A youth who is actively contributing to the betterment of their healthcare facility, a youth leader who is able to conduct themselves professionally in the workplace, and a youth leader who is empowering their community through the transfer of knowledge. The outcome of this training session has led to successful youth who were succeeding their workplace targets and were being acknowledged by their line managers and healthcare implementers for their innovative solutions.

We then thought about ways to make the program unique to any other youth empowerment and work experience program in the country. The outcome of this activity was a unique and important curriculum to ensure a rich on-program experience for all youth gaining work experience with Youth Health Africa. An additional need was seen to add a continuous developmental session to ensure that the youth are not only gaining professional experience but are able to develop themselves to ensure that they have the best possible chance to secure their future. This led to the establishment of the Development Day session program. This program entails that every youth attend one session each month to learn and engage among their peers. These sessions are aimed to address key issues that South African youth confront in their daily lives. The success of these session led to youth engaging on the synergies between technology and Healthcare through our collaboration with Vodacom and Microsoft. A selected group of youth were representatives of Youth Health Africa in the Democracy Works Academy 2019 cohort where they were able to engage in important dialogue on the status of leadership in South Africa. The overall success of the various training sessions had led to large cohorts of youth exiting the program with employment opportunities due to the critical soft and hard skills they acquired on the program.

While the Training and Development team have made it their mandate to create developmental opportunities for the youth, it is also aware of the psychosocial challenges that the youth face. It has made great strides in ensuring that youth have the toolkit to assist them to navigate their mental health through developmental sessions and mentorship.
<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>Objective of sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>February</td>
<td>Career Development</td>
<td>It is important for the youth to align their work experiences with their career prospects. Through this session, interns will be capacitated with skills needed to use their current Youth Health Africa experience to advance their career post-internship.</td>
</tr>
<tr>
<td>March</td>
<td>Political Citizenship</td>
<td>The rise of activism on social media has begun to change the way the youth engage in politics. This session aims to break down some of the stigma associated with politics and emphasise the importance of being politically active.</td>
</tr>
<tr>
<td>April</td>
<td>Taboo Topics</td>
<td>There are some topics that many youth feel uncomfortable discussing in their communities. This session aims to normalise the uncomfortable conversations and empower the youth with valuable knowledge that debunks community-based stereotypes.</td>
</tr>
<tr>
<td>May</td>
<td>Social Entrepreneurship</td>
<td>As youth unemployment continues to be in the rise and jobs become scarce, the youth needs to find new and innovative ways to create a sustainable income. Social Entrepreneurship creates employment for multiple people while tackling community-based social issues.</td>
</tr>
<tr>
<td>June</td>
<td>Technology and digital careers</td>
<td>The role of the Youth is important in advancing the goals of the 4th industrial revolution in Africa. Technology can be used to advance the healthcare sector in creating efficient processes that reduce the workload of health care workers and improves their ability to provide consistent care to patients.</td>
</tr>
<tr>
<td>July</td>
<td>Mental Health</td>
<td>The youth on our program often work in high-stress environments that are located in disadvantaged communities and this has a direct impact on the mental wellbeing of the youth. This theme aims to normalise conversations about mental health among the youth in the workspace and empower the youth with various coping mechanisms.</td>
</tr>
<tr>
<td>August</td>
<td>Adulting 101</td>
<td>A large portion of the youth on the program are financially supporting their families and balancing their work and personal lives. It is, therefore, important that the youth become economically active as we want to stop the cycle of the debt trap.</td>
</tr>
<tr>
<td>September</td>
<td>Intercultural relations</td>
<td>South Africa is a multicultural country filled with people from various backgrounds. As the youth are spending more time interacting with people from various backgrounds, it’s important that we understand how to coexist with people who may hold different beliefs.</td>
</tr>
<tr>
<td>October</td>
<td>Public Speaking and Sustainable Development Goals</td>
<td>As a project based in Africa, preparing the youth with effective communication skills is key to ensure that the history of our communities is passed to the next generation. It is through storytelling when a group of people are able to share ideas and work towards achieving the sustainable development goals in various communities.</td>
</tr>
<tr>
<td>November</td>
<td>Career Day</td>
<td>The annual Career event which allows corporations, social entrepreneurs and businesses to engage with youth who are seeking to propel their career. This event also enables the youth on the Youth Health Africa program to apply their skills gained throughout the year in practice.</td>
</tr>
</tbody>
</table>
Lastly, the highlight has to be the collaboration with Microsoft. This was the beginning of a great collaborative effort between YHA, Aurum and other organisations. The opportunity that some of the facilitators that were part of the program got while providing training in other provinces was wonderful, especially because some got to learn about working independently.

**HIGHLIGHTS**

- Interculturalism Development day training in Vanderbilj Park, September 2019
- Training session with the University of Virginia Students, July 2019
- Microsoft development day session, June 2019
- Vodacom development day session on digital careers, August 2019
- Leadership training with high schools for Nelson Mandela Day, July 2019
REFLECTION

The youth liaison team is an integral part of the success of the workplace experience. The team has certainly seen innovative changes throughout the year with the addition and refinement of key processes and initiatives. The team started the year with the goal of establishing good communication channels between the youth and the team. Through this, the team discovered multiple hurdles that needed to be overcome with the assistance and collaboration from the team and the youth. With the growth of the project saw the team coordinating the communication of over 900 youth. While this may be a daunting number, the liaison team has consistently been able to deliver high quality communication.

The team started the year using one communication channel which was used to only communicate training and workplace related information. While the use of one communication medium was sufficient, the team believed in order to achieve effective and intent all communication, no youth should be bound to one form of communication. As the team strives to be technologically savvy and innovative, the team adopted new communication channels including WhatsApp and other social media platforms. The challenges that many young people face regarding access to communication also felt by the youth team, and the relationship that the team has invested in creating with the youth has resulted in the youth feeling supported throughout their journey.

Over the year, the youth team has been able to establish other youth liaison members in the North West and while there have been some challenges, the team is excited to further develop this process to ensure that youth who have the desire to be part of the managing project are given this important responsibility to represent their cohort. Moreover, the team has found sustainable ways of communicating with the youth which had led to the team being in constant contact with on average 350 youth every month. One of the biggest highlights the team has had this year was their participation in the demand creation activities. Specifically, representing the project and the youth drive on Kasi FM, a local radio station in Johannesburg. This proved to be an important achievement as the team was able to represent the youth and project on such a large platform.

FORECAST

The team aims to invest more time and resources in ensuring that the communication bond that has been established continues to flourish. This will be achieved through constantly reviewing and improving their internal processes and finding sustainable solutions to the myriad of challenges that the youth face to guarantee an extraordinary experience on the project that will lead to them actualising their goals.
Absorption of youth is a fundamental pillar of the Aurum Youth Health Africa program. The two main objectives of the project are to stop the spread of HIV and to eradicate youth unemployment. With youth unemployment currently at a staggering 58.6% in South Africa, it is of crucial importance that this aspect is addressed head on and that even after the year-long work experience opportunity in healthcare facilities, youth are supported to find permanent employment opportunities.

**PROCESS**

In supporting youth in getting permanent post program opportunities, the following footmap is followed by the absorption team:

The absorption team ensures that the process is consistently tweaked to fill out gaps that may arise as different cohorts of youth exit the program. Ordinarily, when youth come to their ninth month of their internship, the absorption team begins to engage with the youth to update their CVs and for the support they may need to apply for opportunities. This support entails the provision of guidance in writing letters of motivation and references and in preparing for interviews.

An intervention to ensure that the line management that hosts the youth is also aware of the offboarding of the youth is to ensure that there is parallel communication with line managers when youth reach their ninth month of their program contract and to communicate the anticipation of the offboarding.

In terms of seeking absorption opportunities for the youth, the absorption team firstly engages the health implementers where the youth are placed for their work experience for absorption opportunities. The team then looks at the different partners of Health Implementers to determine whether there are absorption opportunities for youth to be absorbed into their operations.

The team then looks at different companies and organizations in care industries where youth can use their healthcare experience to further the different industry objectives of those companies. The team then also looks at any other company that may benefit from youth skill and workforce for opportunities for youth. In some cases, youth come to the absorption team if opportunities that they have sought in their own capacity and the application process with which they would like to have the team assist them with.
Further than this, the absorption team also looks at youth matric qualifications to determine if youth are eligible for tertiary education studies, and if so, youth are supported to apply for tertiary education through the Moshal Scholarship Program and other further studies funding opportunities.

The absorption team continues to engage with youth, even after the expiry of the youth internship contracts, up until an opportunity for employment comes up and the youth can pursue other employment, or alternatively, further development opportunity that will ultimately lead to permanent employment.

ENGAGEMENT WITH YOUTH

From the ninth month of every youth’s work experience journey, the absorption team begins to engage with youth about post-program opportunities. This engagement entails understanding the career ambitions and goals of the youth. We have realised that there is a significant difference in the ambitions of youth from when they join the program, to when they are leaving.

This engagement further allows us to ensure that the youth is equipped to submit strong applications to any opportunities that avail themselves and that the youth is especially keen to explore. The absorption team, therefore, assists the youth in composing a strong CV. This process entails having a conversation with the youth to understand their experiences and to assist them in recognising which experiences ought to be highlighted for the purpose of job recruitment. Furthermore, the absorption team further assists the youth in composing a strong cover letter and several reference letter from line management and other forms of leadership or mentorship structures.

By the time the youth is ready to leave the program in their twelfth month, most youth have already secured a form of post-program opportunity in the form of employment, an entrepreneurship venture or further studies.

Sive [left], who has been absorbed and is working for Access Chapter 2

Sharon, who has since leaving the program been absorbed for Youth Health Africa

Titus, who has been absorbed and is working for Rehab Matters
ACCOMPLISHMENTS

The first cohort of youth that began the program with youth Health Africa, a cohort of 17 including a star HIV self screener - Cassius Mathebula were all absorbed into different roles in different organisations. In December 2019, Youth Health Africa recorded an absorption rate of 98.2% with a group of over 180 youth that exited the program between November and December 2019 all having been absorbed into an exiting new project within The Aurum Institute. Smaller cohorts that exited between July and October also form part of the 98.2% statistic of success.

We have also been able to secure some opportunities for youth with different healthcare implementers as well as with different companies ranging from care organisations such as rehab centers to dentists suits. We have also had youth on the program leave to pursue their tertiary education or improve on their secondary education with the aim of studying further.

FORECAST

As Youth Health Africa grows and expands its reach in South Africa, we hope to maintain an overall absorption rate of above 60% for all the cohorts of youth that exit the program. This is an above average absorption metric for youth work experience programs across the country. We believe that this is the way we will be able to measure the success and sustainability of the program.

We further aim to develop an alumni portal that allows us to track and monitor the career trajectory of youth on the program for at least two years after they exit. It is additionally important for us to maintain a network of YHA youth post their program experience to allow these young success stories to sow back into the YHA community.

Felicia, who pursued entrepreneurship and runs a mobile laundry service

Mbali, who pursued to study an honours degree in Psychology at Wits University

Nokuthula, who was absorbed into The Aurum Institute
DEMAND CREATION ACTIVITIES
#YouthDrive4Health is an HIV awareness and demand creation campaign launched in October 2019 to contribute to Aurum’s HIV targets through mobilising youth in communities to test and know their status, and linking positives to treatment. Since the prevalence of HIV is high amongst youth in South Africa, a big part of our aim and focus is on youth knowing their HIV status and encouraging them to live a healthier lifestyle.

The idea behind the campaign was influenced by the idea of having a roadtrip to health which then evolved into an exciting initiative where youth got the chance to engage with each other youth on the program and especially the Youth Health Africa team. The campaign was planned as a short term goal to create #YouthDrive4Health events to represent Aurum across the 6 Aurum districts and the youth “driven” activations for mass HIV testing. The campaign was to encourage youth from heavily burdened areas with high HIV statistics in Ekurhuleni to get tested and know their status, if found positive, they are initiated into starting the antiretroviral treatment.

To increase the Aurum number we had to set targets for each district based on the high prevalence of HIV. Given the support and excitement created in the event, and the organised and efficient Aurum staff testing teams, the events became a success throughout the year of 2019 that Aurum extended the events into November & December in 2019.

The #youthdrive4health campaign showed us how powerful the program is in its ability to leverage the vibrancy of young people to mobilize community for public health efforts and programs.
FORECAST

Our goal for 2020 is to lead demand creation activities across the country for the different health implementers that we work with. We also hope to move into different spaces requiring demand creation other than for HIV testing. This includes activities such as voluntary male medical circumcision (VMMC).

we look forward to reaching more communities and making bigger impact through our youth focused and youth-led demand creation.

HIGHLIGHTS

Exciting moments was to see the community happily participating in the initiative and the youth excited about the work they do. The joy of having long queues to see people wanting to test and know their status is a great feeling. The generation fighting to see the end of HIV. And also to reach the target is one of the exciting highlights. another one is to see youth in the program working hard to earn some rewards at the end of the event. It is really exciting because the youth are able to go back home with vouchers after the hard work.

<table>
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<th>District</th>
<th>Location</th>
<th>Dates</th>
<th>Target</th>
<th>Achieved</th>
<th>Variance</th>
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<td>Klerksdorp</td>
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<td><strong>3550</strong></td>
<td><strong>3678</strong></td>
<td><strong>128</strong></td>
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REFLECTION

Communication continues to form an integral part of the operations of the Youth Health Africa project team. 2019 was an eventful year for our media teams who utilised the power of digital media to rolled out strong campaigns including the mass youth HIV testing campaigns and campaigns on gender-based violence awareness.

Digital media is a powerful tool to be leveraged to not only multiply the impact on the ground, but to educate social media users about important matters. The youth of today are a Social Media Generation. They leverage social media not only for the personal image but also for social justice matters. The social justice campaigns that have been sparked by social media has resulted in nation-wide dialogue, but have led to a deeper level of policy and behavioural change.

Noting the power of social media, Youth Health Africa manages digital media campaigns to raise public awareness about HIV and youth unemployment, to de-stigmatize HIV and to encourage youth to be champions of change in their communities by testing and knowing their status. In the recent #YouthDrive4Health Campaigns, social media was run as a parallel process to the on-the-ground-testing initiatives and these two processes combined mobilised youth in the community to act in the best interest of their health and to encourage others to do the same.

The primary marketing channels have continued to grow in reach, engagement and interaction throughout the 2019. We continue to use our social media platforms on Facebook, Twitter, Instagram and LinkedIn. we have also use different community and local radio stations to share the work of the project and run different campaigns.

Our Digital Media platforms have attracted a lot of attention. We are seen as an influencer in the youth empowerment and development space. Due to our large platform that attracts a lot of youth engagement on health and development issues, we have been invited to share spaces with other organisations that enjoy the privileges of working with youth in healthcare including the UNICEF.

Coupled with our different digital media platforms, we also publish a quarterly magazine that allows us to share the growth and highlights of the project as well as some of our very powerful success stories.

FORECAST

In 2020, we aim to grow the reach and following of our digital media space to allow us to use these platforms as a tool to run mass campaigns and to push our advocacy arm in the different topics of interest that we operate in. This includes youth empowerment, leadership, education and gender equality.

We look forward to sharing stories of resilient communities that our youth work in and the personal stories and journey of the youth themselves. Furthermore, we aim to develop a citizen journalism community to expand the sources of the stories and journeys we share through our platforms.
Organic growth of our following on our Facebook page in only one month
October, 2019

Examples of campaign posters developed for digital media campaigns
October - November, 2019
Women’s day event with youth members of parliament as guest speakers at The Aurum Institute headoffice in Parktown, August 2019

Development days focused on the fourth industrial revolution at Microsoft at the Microsoft headoffice in Randburg, June 2019

YHA senior leadership members representing the project at conferences at Birchwood Ekurhuleni and Capetown, May 2019
YHA end-of-year team building day in Alberton, December 2019

Community mobilisation for HIV testing through #youthdrive4health events at Tower Mall in Klerksdorp, November 2019

World AIDS Day embargoed press release with UNICEF at the UNICEF headoffice in Sunninghill, November 2019
HEALTH IMPLEMENTING PARTNERS

"BELIEVING IN THE ABILITY OF YOUTH TO MAKE A DIFFERENCE IN THEIR ORGANISATIONS"
"EMPOWERING US TO EMPOWER YOUTH"