

GLEN FOREST DEVELOPMENT CENTRE

END OF YEAR ADMINISTRATOR'S REPORT 2009

1. General information

1.1 **Name of the partner organization** – Glen Forest Development Centre

1.2 **Project title and project number** – Continuation of the Glen Forest Non Formal Education and Vocational Training of the Farm workers and their families; 144-001-1038

1.3 **Reporting period** – January – December 2009

1.4 **Brief description of the genesis of the report**

The report as been finally compiled by the programmes coordinator in close consultation with the director of the project Ms Elizabeth Marowa. Monitoring and evaluation is conducted by consultation with the beneficiaries of the project who are the participants.

2. Changes in the external framework conditions and project organization

2.1 The project is operating in a framework where most people have been shifted residence due to external political forces. This has affected most beneficiaries the organization has been assisting as a target group.

2.2 While certain effects have been noticed externally, there has also been a change in the internal structures. Administration had appointed Elizabeth as the director of the organization while Christopher became the programmes coordinator. With this change, the flow of management responsibilities has been noticed as this has a very important effect in the organization. The director reports to the executive board while the programmes coordinator reports to the director.

One mentor from the staff has been dismissed from employment due to non-performance of duties. He was having affairs with the orphans and vulnerable students of the informal education within the organization. This has a negative result towards our goals as Glen Forest. Two new mentors and one teacher have been added to the staff to balance the student's teacher ratio following the Ministry of Education staff employment policy. Thomas Mabvuregudo is heading the informal education academics, Patricia Herbert supervises the Early Childhood Education while skills training activities are being monitored by the skills trainers which embrace Dressmaking, Building and Bicycle repairing and assembling.

3. Progress in project implementation

3.1 Activities implemented in the reporting period

| ACTIVITIES IMPLEMENTED | NUMBER OF PEOPLE | ACTIVITIES NOT IMPLEMENTED |
|-------------------------------------|------------------|----------------------------|
| 1. Study group academics | 235 | 1. Interior decor |
| 2. Early childhood Education | 104 | 2. Screen printing |
| 3. Adult literacy | 41 | 3. Potato printing |
| 4. Garment Construction | 71 | 4. Lotion making |
| 5. Bricklaying | 65 | 5. Tsotso stove making |
| 6. Bicycle Assembling and Repairing | 46 | 6. Sugar making |
| 7. ECD Teacher Training | 30 | 7. Abaloo making |
| 8. Knitting | 2 | |
| 9. Paraffin making workshop | 13 | |
| 10. Catering workshop | 44 | |

3.2 Overview of activities implemented since the start of the project

The project is in its first year reporting period having new organizational structure. A contrasting overview can only be made during 2010.

3.3 Glen Forest Training Centre is in competition with us in terms of education. The centre is operating a college offering professional courses at exorbitant costs and the academics charges are very high too.

4. The effects achieved by the project

4.1 Achievement of the project objective(s)

The project has contributed many changes in the lives of the beneficiaries.

Study groups

A total of 235 youth have benefited from this informal education system

The results for both internal and ZIMSEC examinations have been successful. The following indicators have proved this.

- The pass rate at form 4 has improved from 10 to 32% during the November 2008 examinations
- There has been on average an internal pass rate of 55% during first term, 54% term two and 60% during third term.

Respect for self and others have increased as compared to the past years.

- No thefts were reported during the three study terms
- No fight by study group members which has also helped parents in homes not to engage in fighting with neighbors nor by themselves as this is domestic violence.
- Every student has shown neater appearance during their study period which has also helped to improve hygiene in their homes.

Extended knowledge of responsible sexual behavior has been acquired by both the community and youth of the project

- Results of pre- and post workshop test of knowledge has helped us know about this progress.
- The number of pregnancy cases has tremendously reduced to 3 as compared to the past when we used to have an average of 16 pregnancies per year.
- Study group leavers tracked
- Has shown that most of the youth have found activities enabling survival environment.

Early Childhood Development (ECD)

A total of 104 children have benefitted from this activity in this first year of funding

Communication has been improved among children and between children and children. This has been proved by the following indicators:

- The ability of every child to respond to their teacher
- The ability to retell a told story and its message
- The ability to express talents on request

Improved nutrition has changed the health of children

- The clinic sister has performed a regular check on the health status of children and noted great improvements on health as compared to the first days when these children arrived at the centre.

Early acceptance of education by parents and children

- There has been an increased number of pre-school children
- During parents meetings, many parents has participated and the attendance has improved.

Early Childhood Development Syllabus achieved

- Evaluation reports from the Ministry of Education have been received.

Awareness of hygiene has been demonstrated

- Children have adopted a system of washing hands after using the toilet
- All children have clean hands before and after meals

Adult literacy

A total of 41 adults have benefitted from this activity in the two adult literacy centres. Two mentors from our staff have been conducting these classes.

Improved ability to read and write

- Classes at Glen Forest and Mistress Mine have improved the participants ability to read and write

Improved ability to perform simple arithmetic

- All participants in these classes have improved in the ability to perform simple mathematics
- This has also helped them to perform their daily self reliant businesses of buying and selling of goods

Vocational Training

Catering workings

A total of 44 participants both men and women have benefitted from this facility

- Participants are able to prepare new dishes in their homes
- Health status have also improved since balanced diets have been encouraged to accompany all heavy meals

Building

A total of 65 youth in school and 7 adults have benefitted from this facility

- Theory classes have added adequate knowledge to all building participants
- Practical training has transformed knowledge of molding bricks using soil from anthills
- Participants have improved living standards by constructing toilets in their homes
- Trained youth(our students) have helped the community of Mistress mine and Rhodo Mines by building toilets in the compound
- Trained participants are ready to sit for the national building examinations

Garment Construction/Dressmaking

A total of 71 youth have benefitted from this activity

- Participants have been equipped with sewing knowledge at the centre
- Participants have started income generating projects in their homes of sewing clothes for sale
- Youth have become responsible children as they are now able to sew or mend torn clothes on their own, or sew garments for sale in order to pay for their own further education

Bicycle repairing and assembling

A total of 46 youth have benefitted from this activity

- Youth have become own repairers of broken bicycles in the homes
- Acquired knowledge is being shared within the communities
- Certificates of competence have been issued, these adds life skills on employment profiles
- Bicycles are being used as mode of transport by most people, this also helps the sick to visit clinics at no transport expense

HIV/AIDS related Behaviour and Attitude Changes in Community

A total of 265 youth in schools and 70 community people have been reached by this intervention

- Many HIV/AIDS workshops have been held at the centre

More responsible behaviour

- We have been involved in the distribution of condoms
- Number of reports of abstinence outside of marriage

Improved awareness of health risks

- Results of pre-and post-workshop tests

Acknowledgement of HIV/AIDS status and acceptance by others

- Frankness about HIV/AIDS status encouraged

4.2 Observation of additional important effects

5. Conclusions

5.1 Course of the project, approach and strategy, methodology and effects

In conclusion, the future of Glen Forest has to consider human resource planning which today is seen as means of

- Obtaining the correct number of people;
- With the right skills;
- At the appropriate place;
- At the right time;
- While remaining in line with corporate strategy;
- Keeping these people competent and motivated so that they assist the organization in achieving its overall objectives;
- Becoming involved in corporate planning at a strategic level.

The organization management should also implement the nine strategic management critical tasks as these at the moment leaves much to be desired.

The quality of project management seems alright in the planning of strategies or objectives however' monitoring and evaluation techniques has to be improved, and these we assure you will have shown positive results in the next reporting period.

The participation of the target group requires extension of the Glen Forest Outreach programmes. In a nutshell, activities should be widespread to reach new beneficiaries of the Goromonzi district. In order to implement this new resource would be required.

The effects of the project to date have been affected by the shift and movement of people from the farms now invaded by new settlers. Most farm workers are not properly settled as the new farm owners have brought their relatives from rural areas to come and dwell on the new acquired farms. These people have negative attitude towards changing their lives as they are focusing on farming activities.

The availability of the funds from various stakeholders has made these activities possible. Misereor with their continued support of the main budget remains the main donor agent, while Zim-Relief has on the other hand funded scholarships for BBA degree ; "A" & "O" Levels examinations and tuition, HIV/AIDS programmes and refurbishment of the ECD playground by painting the equipments. Donation of 20 bicycles through the initiation of Zim-Relief has also found us utilizing these bicycles for the good of the centre and the community.

Harare,

December 2009

[Programmes Coordinator](#)