



A project of the Churches in support of aspiring small entrepreneurs

The Projects Centre provides training and practical support to unemployed people who wish to engage in economic activities



*Hairdressing & beauty therapy class for 2018*

# Annual Report 2018

## MISSION AND VISION

### 1.0 Vision

To be a Christian Faith based entrepreneurial Centre for capacity development of the underprivileged members in our society.

### 1.1 Mission

To provide assistance, support and encouragement to the underprivileged members of our society through entrepreneurial capacity development using a biblical and holistic approach, thereby contributing to employment creation and poverty alleviation.

## 2. Highlights 2018

- 204 trained in vocational skills
- 4 Skills training Centres are up and running
- 10 trained in entrepreneurship
- 13 trained in renewable energy
- 170 were monitored
- 100 rural youths underwent mentorship

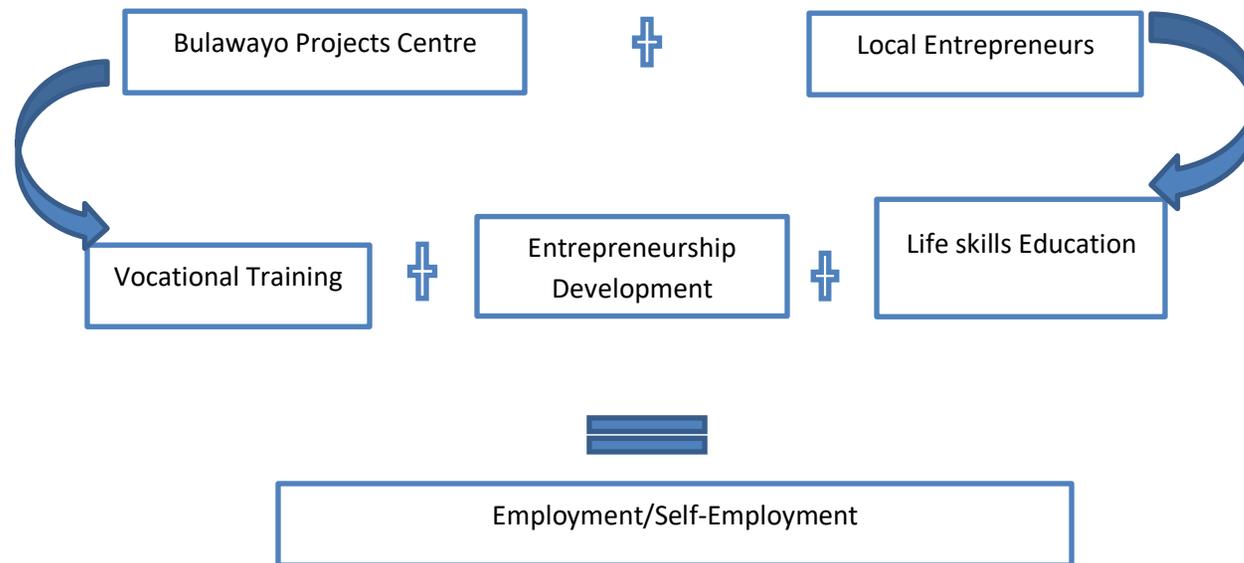
- 20 urban youths were mentored under incubated members
- 25 New start ups
- 280 Small holder farmers trained in garlic, potato and groundnut production
- 20 farmers benefited from groundnut seed input
- 170 Graduated in a various skills

### **3. Introduction**

Bulawayo Projects Centre (BPC) is an organisation founded by churches to render support through entrepreneurship development to the less privileged and disadvantaged members of our society. BPC works with different churches around Bulawayo in this noble cause. This report outlines the collective activity across the Bulawayo Projects Centres namely, Thorngrove (main centre), Njube, Nketa, Cowdray-Park and the rural programme within the year 2018 (January to December ). In the first quarter of the year, activity was rife at all Centres. Centres opened for business on the 8th of January 2018 with most efforts directed towards marketing of various vocational training programs on offer. Other activities which took place included personal selling visits, distribution of flyers, cleaning of the centres, registration of new members and assisting new students with the registration process. In the period under review BPC has been able to conduct vocational and entrepreneurship trainings in the urban areas while increasing rural youths' resilience through business support mentorship and market linkages. The Centre also supports rural smallholder farmers through farmer business development, extension services and market linkages

## 4. Our Methods

INNOVATIVE IN EVERY ASPECT



BPC empowers adults and young people through various skills training, entrepreneurship development and Life Skills Education for employability and entrepreneurship

**Target Group**

All of BPC's programmes are targeted at adults and underprivileged young people, with special care for the young women among them, aged between 16 to 35 years. In particular, BPC targets adults and young people who:

1. Are academically not qualified to attend a formal technical training programme
2. Are financially unable to pay for tertiary education.
3. Show passion and drive to make their enterprise financially viable, but lack adequate skills, knowledge and facilities.
4. Who have a skill to start an enterprise.

### **Financial Sustainability**



### *Njube incubation Centre*

BPC's financial sustainability is through renting out workshops to local entrepreneurs. They educate and mentor our students and act as role models while running their businesses on-site. The rent coupled with the student fees that BPC receive should cover the running costs of the training centre. (See table on projects income).

### Overview of 2018 Business environment

Business environment wasn't favorable for our members during the year 2018. The national multi-currency and multi-pricing regime continued, although illegally so. To safeguard against any illegal activity and fluctuations within this national financial regime, all

Bulawayo Projects Centres continued to accept course payments in American dollars and Bond notes using the government approved rates of 1:1. Furthermore, the liquidity crisis continued in the first quarter of 2018. As a result, all BPC Centres experienced a growth in preference for eco cash payments by clients. In effort to support government efforts to encourage the use of non-cash based payment modes, BPC centres have embraced eco cash payments. Despite BPC moving with the national wave, the collective of small business owners who are internal members of various BPC centres were affected by the continuing liquidity crisis. Lack of access to and low preference for electronic-money (e-money) technology such as swiping machines and eco cash made non cash based transactions less profitable. Various members stated this was because they often had to absorb the extra costs associated with non-cash based payments.

## 5. Programs

### **Youth Empowerment**

BPC offers technical, business management and renewable energy skills training. The courses offered are based on market demand and the environment we are operating in. Course content is mainly practical training and less of theory training this is to accommodate those who are could not manage to further their secondary studies. Technical and Vocational Education and Training (TVET) is integrated with Life Skills and Entrepreneurship education. We deliver training in three different models: centre-based, mobile outreach and industry-attached.

### **Integrated Life Skills and Entrepreneurship Training**

By integrating Life Skills and Entrepreneurship training, BPC offers students an integral learning experience which focuses on developing skills of the hands, mind and heart. Entrepreneurship training teaches students the skills needed to set up and maintain a small-scale enterprise. This means that graduates of BPC are well prepared to start their own small business, giving them even more

opportunities to earn a living , our Life Skills Programme encourages young people to grow in self-confidence, and empowers them to make healthy choices and have a positive influence on their communities and the world around them.

### **Entrepreneurship Promotion and Job Placement((Self)Employment**



#### ***Youths attending work readiness course***

BPC assists students by placing them on attachment with local, reputable companies but before they go for attachments, they are trained on work readiness course. This is to equip them with work related skills. There are a number of students who have attained jobs through our trainings especially those who would have done till operation, catering and baking. The organisation is also in partnership with micro finance institutions who offers those who may want finance to start their own businesses although not much encouraged especially to youths as loans are known to be stressful. The entrepreneurs are also offered mentorship and coaching to make their endeavors a success.

## 6. Programs Report

### New Membership

The Bulawayo Projects Centre operates on a membership basis. BPC clients are either registered as internal members running small businesses, or as external members who come to BPC to undertake vocational and entrepreneurship development training and other related services such as business advisory. During the period under review a total of three hundred and eighty three (383) members joined in all our different Centres with Cowdraypark having the highest membership. This is a huge figure considering that last year the total annual membership was 280. The major cause for this surge in membership is likely due to our track record as a training institution and aggressive marketing by the Centres. Another reason could be the attachment component of the courses which students find very interesting as they get to the practical side of the training. The tables (table 1.1 to table 1.4) below show the statistics of monthly enrolments per centre.

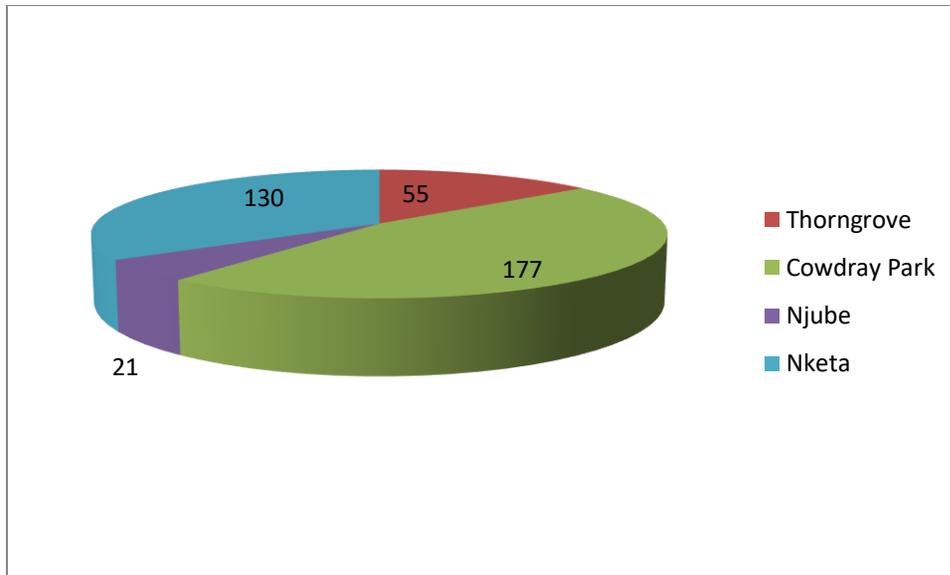
Table 1: Membership by Centre

Centre	January	February	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Thorngrove	14	5	1	2	2	15	1	11	1	2	1	0	55
Cowdray Park	26	24	27	10	13	10	15	8	16	14	8	1	177
Njube	9	1	2	1	3	5	0	0	0	0	0	0	21

Nketa	14	16	10	13	15	10	12	12	13	9	6	0	130
Total													383

**Pie Chart 1: Membership by Centre**

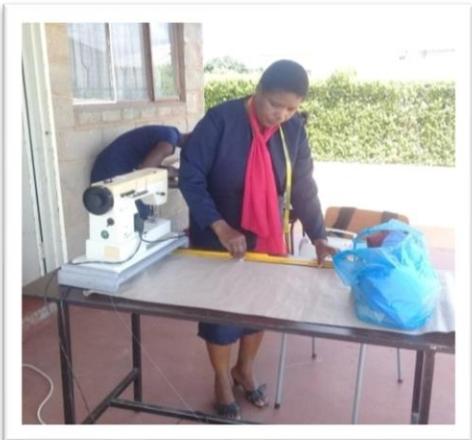
The chart below shows the comparison of enrolment amongst the four (4) Centres.



It is observed that the ratio of female members is much higher than that of male this was noted during registration. There are more females joining than males. Sometimes it is a case of the males not getting adequate information or getting ill advice. Centres should try and encourage these sectors of our population to attend trainings, both vocational and business. It is important for the adults to realise that as they get older they need vocational skills.

## 2. Skills Training

BPC offers a number of courses mainly vocational and business courses. Centres offer courses which their communities demand. These are demand driven since members pay subsidized course fee for them to run



*In picture: Cutting and Design students in class*

**Table 2: Skills training by Centre**

Activity	Thorngrove	Nketa	Njube	Cowdray park	Rural	Total Trained
Skills Trainings	26	58	65	55		204
Monitoring	40	65	30	35		170
Mentorship	10	2	1	7	100	120

**Table 3: Vocational Skills training by course**

Course	Number of participants	Course Duration	Attachments and Mentorship
Catering & Baking	61	4 month	6 months
Hairdressing	80	4 months	6 months
Beauty Therapy	11	4 months	6 months

Cutting and Designing	30	4 months	6 months
Computers	2	3 months	3 months
Computerized Till	2	1 months	3 months
Welding	7	4 months	6 months
Carpentry	3	4 months	6 months
Motor Mec	8	4 months	6 months
<b>Total</b>	<b>204</b>		

Graph 2: Skills training by Centre



The table below (table 5.0) shows the list of courses offered per Centre.

**Graph 2: Courses offered**

**Table 5.0**

<b>COWDRAY PARK</b>	<b>THORNGROVE</b>	<b>NJUBE</b>	<b>NKETA</b>
Hairdressing	Hotel & Catering	Hotel & Catering	Hotel & Catering
Beauty Therapy	Motor Mechanics	Welding	Hairdressing
Cutting & Designing (Dressmaking)	Cutting & Designing (Dressmaking)	Cutting & Designing (Dressmaking)	Cutting & Designing (Dressmaking)
Home Décor	Welding	Home Décor	Beauty Therapy
Welding	Carpentry	Carpentry	Work Readiness
Computerized Till Operation		Computerised Till Operation	

Projects Income

Projects income consists of membership fees, course fees, internal members' rentals and venue hire. For the period under review, the total income from all centres was \$30563.55.

The table below (table 3.0) shows the monthly income for all centres and their totals. We can observe that Cowdray- Park has the highest income with monthly income exceeding \$1500.00 on average

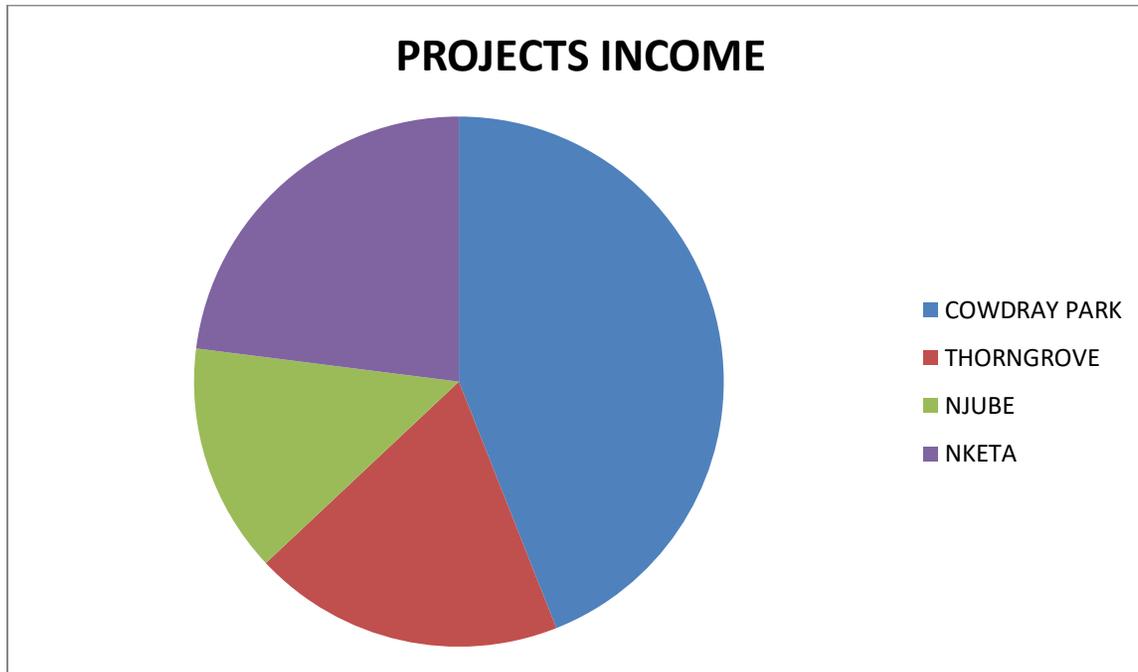
**Table 7: Projects Income by centre**

CENTRE	JAN	FEB	MAR	APR	MAY	JUN	July	Aug	Sept	Octo	Nov	Dec	Total
	\$	\$	\$	\$	\$	\$							
<b>COWDRAY PARK</b>	1718	2768	2600	2045.13	2443.85	1924.36			<b>1734</b>	<b>1782</b>	<b>2067</b>	<b>558</b>	
<b>THORNGROVE</b>	800	1320	1174	741	733	1023							
<b>NJUBE</b>	726	716	785	661	640	695							
<b>NKETA</b>	1005.00	1029.00	1160.00	1223.59	1467.62	1165.00	<b>1278</b>	<b>1285</b>	<b>1274.16</b>	<b>1372</b>	<b>1317.86</b>	<b>747.93</b>	<b>14,998.17</b>
<b>TOTAL</b>	4249	5833	5719	4670.72	5284.47	4807.36							

## Analysis of Projects Income

The pie chart below shows the analysis of projects income. From the projects income, we can observe that Cowdray-Park has the highest amount and Njube has the lowest. We can say that projects income is affected by membership. As the centre enrolls more members, income tends to increase. Cowdray-Park contributed 44% of the total income, followed by Nketa with 23%, then Thorngrove with 19% and Njube 14%.

**Pie Chart 2: Projects Income by Centre**



## Entrepreneurship

Youth Entrepreneurship Project sponsored by Welthungerhilfe

During the October 2017 – December 2017 Quarter, MELANA signed a six-month contract with Bulawayo Projects Centre (BPC) who will lead in the training of the youth. The objective of the training is for youth in business to be able to plan and run their businesses better and thus earn more income and build resilience. Off farm income is important when it comes to resilience building. Key to better management is improved forecasting of potential shocks and stressors to the business and improved ability to mitigate against them. The focus of the January 18 – March 18 Quarter was as follows.

- Continued mobilization and recruitment.
- Youth Entrepreneurship trainings
- Youth mentorship sessions

**Table 5: Entrepreneurship training self-funded**

Course	Number of Participants	Duration
Entrepreneurship training Micro – Mba & Financial Literacy	10	3 days

## The Incubation Model

Table 7: Incubated members by Centre

<b>COWDRAY PARK</b>	<b>THORNGROVE</b>	<b>NJUBE</b>	<b>NKETA</b>
13	13	11	13

Every BPC centre is set up as a social enterprise with Business Incubation facilities where young people benefit from skills training through local entrepreneurs, who assume the responsibility to train young people to be entrepreneurs or to be skilled enough to be employed by entrepreneurs or to be able to start a small enterprise. In addition to taking responsibility to pass on their artisanal skills to the young people of their communities, local entrepreneurs pay rent for using fully equipped workshops from BPC. Rentals paid by members contribute to the financial and operational self-sustainability of Centres. The Incubation model ensures (i) financial sustainability of BPC centres, (ii) opportunities for on-the-job exposure to trainees, (iii) availability of local entrepreneurial role models, (iv) participation of BPC centres in the local economy.

### Monthly Turnover from internal members in businesses

As per the BPC requirement, internal members are to submit their monthly turnovers to the centre managers. This helps in getting an idea as to how their businesses are faring. Members tend to be secretive about cash matters and sometimes give inaccurate information but it's the only window we have through which to view and have an insight at what is going on in their businesses. For the period under review, the total members' turnover from the (4) four centres was **\$111 161.28**

**Table 4.0**

<b>CENTRE</b>	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>Jul</b>	<b>Aug</b>	<b>Sept</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Total</b>
	\$	\$	\$	\$	\$	\$	\$						

COWDRAY PARK	2816.70	5696.85	4736.40	4223.75	5159.85	3420.55			2215	4006	1451		
THORNGROVE	7907	10749.50	7371.60	11184	9681	11648							
NJUBE	619	749	1402	3995	3650	4715							
NKETA	1545.43	1439.95	1892.95	1974.90	1914.85	2668.00	2651.3	1002	1481.28	2219.50	4193.4		
TOTAL	4981.13	7885.80	8031.35	10193.65	10724.70	10803.55							

### Major achievements are as follows.

The table below shows the number of youth (organised into 118 groups and 18 individuals ) that have received training in the following topics: Entrepreneurship, Group Development, Money Management, Business Planning, Marketing, Record Keeping, Costing and Pricing and Buying and Selling.

**Table 8: Youth Entrepreneurship**

District	Females	Males	Total Trained
Umguza	122	45	<b>167</b>
Umzingwane	191	58	<b>249</b>
Bubi	64	46	<b>110</b>

Nkayi	179	89	<b>268</b>
Total	556	238	<b>794</b>



*Figure 5: Youth Entrepreneurship Training in Umzingwane District (left), mentorship session Umguza (right).*

- **Mentorship**

5 groups were selected for mentorship. These are groups who have been identified with potential for expansion and to access loans and who can gain from improvement in product quality. During the reporting period 2 of the groups were mentored (see table 8 below)

## **1.2 BPC'S SUCCESS STORIES**

A number of young people who have gone through various courses at BPC have either started their small enterprise or got employed after industrial attachments. 50% of those who may have done hairdressing are either working from home or realizing an income or they are renting a chair in hair saloons and paying rentals. Below are some of BPC's products who have excelled in running their businesses.

**“Entrepreneurship and Financial Literacy Training Brought Professionalism to my Business”**

*Figure 1Thabani Maphosa*



My name is Thabani Maphosa and I am thirty six years old. I joined Bulawayo Projects Centre in 2008 when I was making leather products that included handbags, wallets, purses, belts and jackets among others.

The organization assisted in shaping my future and my present is mostly credited to it. The organization provided me with affordable and good working environment space. The advisors constructively criticised my products up to the level of perfection. It is also in this organization where I learnt a lot about marketing both theoretical and practical. This was achieved through Business management course as well as business expos organized and facilitated by the organization. These gave me knowledge to run my leather business effectively and I was exposed to a lot of customers as well as awareness of my competitors hence networking. In 2010 I was offered a chance to exhibit my products at Zimbabwe International Trade Fair where I gained customers from countries like South Africa, Zambia, Botswana and Namibia.

In 2011 the organization facilitated my participation in Ndola Trade Fair in Zambia where I also got exposed to what my competitor from other countries as far as India produced. In that trade fair I also gained more customers. In 2012 I attended the Sanganai Expo in Harare where I further gained popularity and expanded my market base. Both practical and moral support motivated me to push and expand business. Initially I used old and ineffective machinery, however as I got more customers I saved capital and bought effective and strong machines whose effect were neatly sewn products.

Business Advisors in the organization advised me to pursue and acquire academic qualifications having seen my potential. Because I wanted to self-actualize I took the advice and sat for my ordinary level in 2013 and my Advanced level in 2014. I then desired to train as a Secondary teacher at Hillside and the organization supported the gesture by paying in full my first term college fees. As I write today I am a qualified teacher hence all this began as a dream with the help of BPC. When I embarked on my studies I diverted into another business so as to sustain and finance them. I began selling electricity tokens and became an Eco cash agent and I am still in that business. Because of the knowledge I acquired I am running my business professional. I am keeping my records of all the transactions. I am looking forward to open a private college which I intend to impart the knowledge that I gained to others. I am also willing to mentor other youths so that they can be successful in running their own businesses.

*Thabani's contact number is: 0712392835*

### *Economic Empowerment of Women Through Technical Skills Trainings*

#### **THE MOVING MOTHERS( Paper recycling business)**

Bulawayo Projects Centre being a church initiated organisation, also provides training to different church members in vocational and business management skills. The women below call themselves The Moving mothers are from Assemblies church of God in Njube. The women attended Micro Mba training in 2013 where they were trained on how to start a business and in marketing by BPC. Soon

after training they were equipped with skills in recycling old magazines into nice hand bags and accessories by one of their church members who had gone to Kenya to be trained in making these bag.



*The Moving mothers displaying their recycled products*

Being equipped with marketing skills, the moving mothers were able to exhibit their products at the International Trade fair in 2015 where they got customers and contacts as far as America. These two ladies in between them are from United Kingdom, they networked until they got business from them. BPC also facilitated their attendance to a Women in Business and Mentorship training which was provided by Proweb. This sharpened their business management skills to the extent of acquiring a stand to sell their products at the City hall flea market. They were also encouraged by BPC staff to formalise their business by registering it with the Deeds office. This business is reducing waste at the same time providing an income to these families. BPC has been walking through with these women till today.

You can find some of their products at the Large City Hall flea market. Their contact person is Esnath Dube 0783094741

In the framework of economic development in recent years, vocational training has become a significant importance as it has empowered people and also gave a vital boost in small and medium enterprise development in Zimbabwe. Entrepreneurship reduces poverty and unemployment. Entrepreneurs with their innovative ideas establish their enterprises, provide their products or services to the market and positively affect the country's economy and development by hiring employees and most important by sustaining themselves

Back in 2013, Xolani thebe enrolled for vocational training at Bulawayo project centre for cutting and design and a year later he started on the job training and mentorship as part of his training to perfect his skill in a more practical way under Heaven Rose, due to his hard working and determination, fast learning skills well behaviour at work place he was then employed after the completion of his vocational training as a Pattern designer and cutter.

After a year of acquiring necessary knowledge and skills on the cutting and design industry BPC assisted him to set up his own business at the main centre, as a member of the Bulawayo project centre he was incubated and helped to build his own empire. The project centre assisted him with the necessary machinery and other tools for him to start working and he later own got his own machinery as the business expanded



*Picture of Xolani's work shop and machinery*

2015 he advanced his knowledge and enrolled with BPC's MBA Business training program to enable him to properly run his new business, this helped him on how to manage his small business and how to do his record keeping on expenses and income and all record keeping as the essential fundamentals of day to day running of the business. Xolani Thebe has established his self in the industry and covered a huge customer base and he has went on to pass his knowledge to other people in need, he is now helping the centre in training and mentoring young people, some of which have went on to start their own businesses has trained

Cutting and design is a very competitive industry but his quality products makes his work to stand out as his makes a range of products like uniforms, hats, dresses etc. .Some of his products are shown in the pictures below .

*School uniforms designed by xolan*



Due to the business training he had with us he says it taught him a lot from how to managed his own business and how to stay relevant in a very competitive market and he has done that by product diversification hence the designing of different products to attract a wide range of customers

*Tracksuit's designed by xolani*



Uniforms are a very relevant product in the market and are being sold all year round but he also dose fashion designs and alterations, he has also been called to relieve big organisations like edgars when they have pressure



*Some of the products designed by Xolani*

*You can contact Xolani on :*

First class furniture contact details

0774920411

By Newboy Sibanda

First Class Furniture is a sole owned company by Newboy Sibanda & it was established in year 2016. No-matter where you go remember the road that will lead you back home. If it was not for BPC I would not have managed to do what am doing now & is

located at BPC Nketa at Nketa 7, Macmillan road. Our company specializes on all wood household furniture made of Teak, Mukwa, Pine, & super woods.

As young & growing so far I have employed four guys as assistance & two are skilled while the other two are semiskilled on different levels on knowledge. Yes business life is difficult sometime, but we are proud that we are seeing the hand of God in this business, surely God blesses the good work of our hands.

Well yes we are young in business but we have told ourselves that we are a force to be reckoned & we can do it until we get it right. We are one year now operating from BPC, We have managed to buy some of the tools that are so useful in our industry. We have managed to buy An electric machine, Ripsaw Bench Vice, electric drill, router & a grinder.

We thank the BPC for affording people like us to run our businesses. This is a place to be and we are still looking forward to do more business with organization. No-matter the economy crisis

My name is Josphat Siziba residing at number 3692 Cowdray park, and I am into metal fabrication, manufacturing window frames, preschool equipment, door frames, sliding gates and braai stands. I would like to thank the Cowdraypark Project Centre team by giving us an absolute lesson on business management. In business management I learnt a lot of things on how to run my business. What I learnt was, marketing, advertising and make people know what I am doing and the way I handle customers. We learnt how to make quality products and price must be competitive as compared to our competitors. I also learnt that the place of operation must be visible so that its accessible to customers. I learnt that I must not disappoint my customers to be reliable and respectful. My communication skills were improved and was taught the power of networking.

*My contact details: 0716166293*

