SELAM Children's Village



2024

ANNUAL REPORT

A better Life for Children!

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At a Glance -2024

316

# of Children & Youth Supported

94%

Children satisfied with their living situation

100%

Grade 6 & 8 promotion rate

96%

Children promoted to the next grade

3

# of SIL Youths fully integrated

14

# of SIL Youths graduated from higher education

93%

Youths scored >15 in Rosenberg Self Esteem

1452

# of community members supported

896

# of youths accessed TVET

91%

Trainees satisfied with the training at STVC

89%

National CoC pass rate

108%

Employment rate

93%

Employers satisfied with STVC Graduates

176 Mill ETB

Income Collected

151 Mill ETB

Budget Expenditure

Executive Summary

In 2024, Selam Children's Village (SCV) continued its vital mission to uplift vulnerable children, youth, and communities through comprehensive support programs. Notably, in the Family Model Village Child Care initiative, 316 children received essential care, including nutritious meals, education, health services, and psychosocial support. An impressive 94% of children reported satisfaction with the overall support they received for their well-being, and 93% of youth in the SIL program scored 15 and above on the Rosenberg Self-Esteem Assessment.

In terms of community support, SCV reached out to 1,452 vulnerable children and community members. Aligned with our strategic objective of geographic expansion, we proudly launched two satellite centers in Sheno and Wolaita Sodo. These centers are already serving underserved children and community members, bringing us closer to our goal of reaching more lives in need.

Selam Clinic provided health services free of charge during 2,342 visits and offered subsidized services to 13,656 community members. Meanwhile, Selam Technical & Vocational College provided vocational training to 844 youths through regular, extension, and short-term programs, emphasizing outcome-based training aligned with market demands. In the National Competency Assessment, 111 out of 125 trainees (89%) demonstrated competency and received certificates. Notably, 108% of graduates were linked with wage or self-employment. To assess the effectiveness of the training, a satisfaction survey was conducted, revealing that 91% of trainees and 93% of employers were satisfied with the training and the graduates' performance, respectively.

Financially, SCV planned to collect 154,715,023 ETB and achieved 176,937,214 ETB, representing 114% of the planned amount.

In terms of expenditure, SCV allocated 154,715,023 ETB for programs and the coordination office, with actual expenditures reaching 151,253,833 ETB, achieving a 97% burn rate.

As per the audit report, the administrative expenditure is 13.57% of the total revenue/income. This underscores SCV complies with the requirements of the Civil Societies Organizations Proclamation No. 1113/2019.

Overall, despite facing some key challenges, SCV remains committed to enhancing the well-being of vulnerable populations and fostering sustainable community development through its multifaceted programs.



Project 1: Family Model Village Child Care & Community Support

1. Family Model Village Child Care

In 2024, Selam Children's Village (SCV) continued its commitment to uplifting children, youth, and communities through comprehensive support programs. One of the key component of the Children, Youth and Community Support (CYC) is the family model village child care where children

Outcome 1: Children receive enough nutritious food for a healthy and active life

Key Achievements:

- In 2024, 233 children (136 male and 97 female) received comprehensive care, including access to adequate and nutritious food, which significantly contributed to their overall health and well-being.

- In addition to providing nutritious meals, ongoing training was conducted for all mothers and aunts through Selam Clinic. The training focused on balanced diets, food preparation, preservation, and handling. The goal was to educate caregivers on the nutritional value of food, as well as quality, safety, storage, processing, and preparation methods.

- During the reporting period, an annual satisfaction survey was conducted with a sample of 46 children representing diverse villages, age groups, and educational backgrounds. The survey results showed that 43 children (94%) reported being "very satisfied" or "satisfied" with their living situation in the family-model village childcare setup. This achievement exceeded the strategic plan target of 90% by 4 percentage.

94% **Children Satisfied with the care and support**

- Another notable achievement is the absence of reported cases of nutrition deficiency-related diseases linked to poor nutrition. This outcome highlights the effectiveness of

SCV's nutritional support, as further confirmed through the annual medical check-ups conducted by the SCV clinic.

- During the reporting period, 22 children (16 male and 6 female) admitted to SCV in collaboration with the Addis Ababa Women, Children, and Social Affairs Bureau. Despite the significant change in their living arrangements, the children exhibited happiness and excitement. They adapted well to their new environment, showing no signs of discomfort. The dedicated team at SCV has worked tirelessly to create a nurturing and supportive atmosphere, ensuring that the children feel safe, loved, and valued.







Outcome 2: Children accessed Quality Education and Increased Educational Outcomes

Key achievements:

- In 2024, a total of 211 children attended RoFam Academy for their education. Notably, five children (3 male and 2 female) from Family Model Village childcare units 1 and 2 completed their kindergarten education and successfully transitioned to grade one.

- Reflecting on the educational results from the 2016 academic year, 96.2% of children were promoted to the next grade. Furthermore, 80% of the children achieved an average mark of "good" or above, representing a 5% shortfall from the strategic plan target of 85%.

- In terms of national examination outcomes, all 11 children who sat for the grade 6 regional exams were promoted to the next grade, marking a 33% increase compared to the previous year's promotion rate of 75%. Similarly, all 11 children who took the grade 8 national examination were promoted, reflecting an 11% increase compared to the previous year's promotion rate of 90%.

- To enhance academic performance, various initiatives were implemented, including home- and school-based tutorial support. These sessions focused on key subjects such as English, math, and science, with an emphasis on improving literacy and numeracy skills.

- During the reporting period, 57 children (33 male and 24 female) were recognized for their academic achievements. This reward program aimed to motivate children, foster healthy competition, and inspire them to strive for academic excellence.

- Additionally, children who improved their average scores compared to the first semester were acknowledged. As a reward, they visited various places, including the newly inaugurated Adwa Victory Memorial Museum and Yaya Village.

- Special attention was given to children with special needs. For example, Ibrahim Khalid, a child with special needs, received support from a home-based teacher. Necessary materials for his educational program were acquired, with plans to purchase additional resources. Ibrahim has shown notable progress in reading and writing skills and demonstrates a high level of motivation and enthusiasm for his education.

- Moreover, three girls who joined Selam Children's Village at an older age received special awards for their success after completing their classes in the second-chance education program under the Emmanuel Organization at Meri Hidassie School.

- The annual satisfaction survey revealed that 89% of children are satisfied with the home-based educational support provided. However, more than 50% of children expressed dissatisfaction with their education at RoFam Academies. Addressing these concerns will be a key focus area for 2025, as we work closely with RoFam school management to tackle the educational challenges identified.

Grade Level	Grading	Male	Female	Total	% out of total
Grade 1 - 8	90 - 100% (Excellent)	4	1	5	5.0%
	80 -89% (Very good)	8	12	20	20.0%
	60 - 79% (Good)	39	18	57	57.0%
	50 - 59% (Satisfactory)	10	4	14	14.0%
	49% & below (Low)	2	2	4	4.0%
	Total	**63**	**37**	**100**	
Grade 9 - 12	90 - 100% (Excellent)	2	1	3	4.8%
	80 -89% (Very good)	1	4	5	8.1%
	60 - 79% (Good)	18	22	40	64.5%
	50 - 59% (Satisfactory)	6	4	10	16.1%
	49% & below (Low)	4		4	6.5%
	Total	**31**	**31**	**62**	

Table 1 **Children academic status**











Outcome 3: All children have access to comprehensive health services, including disease prevention, care, and treatment

Key Achievements:

- All children under the care of Selam Children's Village (SCV) accessed timely and comprehensive health services throughout the year. Children requiring specialized treatment were referred to government and private hospitals, with all cases managed effectively. Notably, no critical health issues were reported, reflecting the success of our healthcare interventions and referral systems.

- As part of our preventive health strategy, all children and their caregivers underwent annual medical check-ups. Children less than 10 years of age were assessed twice during the year to ensure their health and well-being was closely monitored. This proactive approach has been instrumental in identifying and addressing health concerns at an early stage, contributing to the overall well-being of the children.

- Selam Clinic played a pivotal role in enhancing health knowledge among children and caregivers. A series of workshops were conducted, covering essential health-related topics, including:
    - **First Aid**: Equipping children and caregivers with life-saving skills to handle emergencies.
    - **Balanced Diet, Food Preparation, and Preservation**: Promoting nutrition awareness to ensure children receive adequate and healthy meals.
    - **Personal, Food, and Environmental Hygiene**: Encouraging practices that prevent diseases and improve overall health.

These workshops have empowered children and caregivers with the knowledge and skills needed to maintain a healthy lifestyle.

Outcome 4: Children develop personal strength and skills to cope with life's challenges

Key Achievements:

- One of the key interventions to support children's psychological well-being involved facilitating counseling services, both in-house and through professional counseling firms. A total of 20 children (7 male and 13 female) received counseling services. Initially, many children exhibited unstable behaviors, such as restlessness, mood swings, difficulty concentrating, and aggression, which indicated emotional distress and potential trauma. Through counseling, these children have shown significant progress in their emotional health.

- In addition to counseling, targeted life skills training was provided to children across all age groups. A notable achievement was the Summer Camp organized at the Sendafa Children Development Research & Training Center (CDTRC) from August 7 to 9, 2024. A total of 28 children (9 female and 19 male), including seven prospective youths transitioning to SIL, attended the camp. The training aimed to help children explore their identities, address past traumas, and cultivate a positive outlook on their futures. The holistic approach equipped the children with valuable tools for leading self-aware and resilient lives. Feedback indicated that the training was highly beneficial, providing insights into how past experiences impact their lives and offering strategies for healing and personal growth.

Various life skills training sessions were executed, focusing on essential topics:

- Transitional Life Skills Training: Engaged 14 children in a three-day program, fostering self-discovery and healing from past traumas. Participants reported significant personal growth and improved emotional resilience.
- Responsibility Training: Conducted for 50 children, emphasizing decision-making and accountability. Feedback highlighted the relevance and usefulness of the content.

- Seven Habits of Highly Effective Teens: Involved 40 participants, teaching key habits to enhance personal effectiveness. The training was well-received, with children expressing enthusiasm for applying these habits in their daily lives.
- Financial Literacy: A two-hour session for 46 high school students provided insights into budgeting and financial management, preparing them for future independence.

Overall, these trainings have increased self-awareness, responsibility, and practical skills among participants.

- Group discussions were also held to foster open dialogue and mutual learning. Topics included entrepreneurship, the importance of education, and menstruation-related issues, engaging children in meaningful conversations and promoting a supportive community atmosphere.

- The Role Model Program featured two sessions with successful individuals from diverse backgrounds, inspiring children to utilize available opportunities and pursue personal growth. This direct engagement positively impacted the participants' outlooks on their futures.

- Play therapy events were organized to promote creativity and emotional development. These activities facilitated healthy social interactions and nurtured essential cognitive and emotional skills.

- Children also participated in holiday celebrations, including Ethiopian New Year, Easter, and Ethiopian Christmas. They organized events themselves, performing songs, poems, plays, and choreography. This engagement allowed children to showcase their talents while emphasizing the importance of spiritual understanding and personal responsibility, fostering joy and togetherness among children and caregivers.

- A significant achievement was the establishment of a Children's Parliament within the villages to empower children and ensure their participation. An election held on September 16, 2024, allowed children from grade two and above to vote for their leaders. Prior to Election Day, candidates presented their logos, mottos, and photos, engaging peers in discussions about leadership. A total of 114 children participated in the election, resulting in the following leadership:

    - **Hana Hailu:** President
    - **Yonase Demissie:** Vice President
    - **Abegya Mengesha:** Spokeswoman
    - **Embet Tekelu:** Vice Spokeswoman

  This initiative marks a significant milestone for the village, promoting inclusive engagement among children and enabling them to participate in decision-making regarding service delivery, education, and co-curricular activities. The Children's Parliament will allow them to organize subgroups focused on various issues, advocate for their needs, and empower them to shape their community and future.



Children parliament leadership members



Meet Hana Hailu,

"As the president of SCV's Child Parliament at just 18 years old, I feel honored yet a bit overwhelmed by my responsibilities. My main goal is to bridge the gap between children and the management, ensuring our voices is heard in decisions that affect us. I am passionate about promoting excellence in education, technology, and spiritual well-being among my peers.

I believe that through collaboration, we can create an environment where every child feels supported and empowered to reach their full potential. I also understand that we can participate in national issues, which gives me confidence in my voice and speech. I hope to inspire other children to engage and advocate for what matters to us." ***Hana Hailu, President, SCV Children Parliament***

- Talent development was also a key focus during the reporting period. Art therapy, which combines creative expression with psychological counseling, was facilitated by Mrs. Salome Hättenschweiler, a therapist from Germany. Over three days, 30 children participated in the art therapy program, reflecting on their creative and emotional journeys. Their artwork was showcased in an exhibition for SCV internal staff, highlighting the children's creativity and emotional growth.





- During the 2024 summer break, children participated in a wide range of activities designed to foster personal development and enhance their skills. Volunteers supported programs in various areas, including basketball, football, music keyboard training, painting, information technology, food preparation, art therapy, string art, and educational support. These activities provided children with opportunities to develop valuable skills, creating a joyful and enriching experience for all participants.





Family Tracing

Family tracing is a vital process aimed at reconnecting children with their biological parents. Beyond reuniting children with their families, it plays a crucial role in providing psychosocial support, significantly impacting the emotional and mental well-being of the children involved.

Children who have experienced separation from their families often face identity challenges, feelings of abandonment, and emotional distress. Reconnecting them with their roots through family tracing helps address these issues. During the reporting period, efforts were made to trace the families of ten children, successfully reuniting eight with their families.

- Among these stories, 12-year-old Edom Zeraye's reunion stood out. Desperate to find her mother, Edom was reunited after her mother contacted Kibebe Tsehay, the orphanage where Edom had been placed years earlier.

- Kirubel Sitotaw, recently admitted to Selam Children's Village, also inspired hope. A colleague met Kirubel's mother, who had been struggling to survive in the Abado area. While the tracing process for Kirubel's family is ongoing, the connection established provides a strong foundation for future efforts.

- Yared Ashagere's journey was particularly touching. After a year of persistent tracing, he was successfully reunited with his mother and younger brother, bringing immense joy to the family.

- Nine-year-old Abselom Tsegaye had a similar experience. His mother, after recovering from illness, tirelessly searched for him, resulting in a heartwarming reunion at Selam.

- Siblings Besufekade and Blen Biruk faced a challenging past when their mother left them alone. After tracing efforts, their mother was located. She has since rebuilt her life and is now in contact with her children.

- Teenage brothers Nehemiya and Kenean Birhanu found their father on the streets of Addis Ababa, reigniting family ties that had been lost.

- However, not all cases ended with reunions. For Birtukan Webneh, attempts to trace her family were unsuccessful. Similarly, Yordanose Dawit, who is receiving counseling for identity issues, has had her search restarted with the help of the Labor and Social Affairs Office.





A Heartfelt Journey: Mother Asegedech's Legacy



Mother Asegedech Mamo dedicated eleven years of her life to Selam Children's Village, nurturing countless children since February 2013. Her commitment to their holistic development has been inspiring. Even after her voluntary resignation, Asegedech expressed a heartfelt desire to adopt achild she had raised.

Recognizing her passion, the management team swiftly acted, gathering testimonies from staff who witnessed her dedication. A letter was submitted to the Addis Ababa City Administration Women, Children, and Social Affairs Bureau for approval. In response, the bureau issued a delegation letter, allowing SCV to finalize the adoption process in court. Asegedech was granted the opportunity to foster the children until the legal proceedings are complete.

Nahom G/Yohannes, a bright 12-year-old, expressed a strong desire to be adopted by Asegedech, who has cared for him since he was six months old. Following counseling sessions that confirmed his interest, SCV signed an agreement for Asegedech to foster Nahom while the adoption case moves forward.

A handover ceremony was held at the Family House where Nahom has grown, attended by his siblings and the village community, who celebrated this new chapter in his life. They emphasized the importance of community, highlighting that Nahom now has an extended family to rely on.

Asegedech donated her end-of-service benefits back to Selam Children's Village She also promised to maintain her strong ties with the other children at the village, ensuring her love and support continue to be felt. This story is a testament to the profound impact one individual can have on many lives and serves as a reminder of the power of community and compassion.

Children transtion to Semi Indeenedent Living (SIL) arrangement

In 2024, we facilitated the successful transition of eight children (7 males and 1 female) from family-model care into the Youth Support Program's Semi-Independent Living (SIL) arrangement. This transition marks a critical milestone in their journey toward independence and personal growth.

Preparation for Transition

Recognizing the importance of a smooth transition, the Youth Support Department organized a series of targeted training sessions designed to equip these children with essential knowledge and skills. These sessions were carefully aligned with the program's objectives, ensuring that participants were well-prepared for the challenges ahead.

Key Training Components

1. **Understanding the SIL arranegment**:

Children gained a deeper understanding of the Semi-Independent Living arrangement, including its goals and expectations. This helped them visualize their future roles within the program.

2. **Social, Cultural, and Spiritual Intelligence**:

Training sessions focused on developing social skills, cultural awareness, and spiritual intelligence, enabling participants to navigate diverse environments and build meaningful connections.

3. **First Aid Training**:

In collaboration with Selam Clinic, prospective SIL children underwent first aid training. This critical skill not only enhances their ability to care for themselves and others but also promotes a sense of responsibility and preparedness for emergencies.

4. **Cooking Skills Training**:

To promote healthy eating habits, Selam Technical and Vocational College provided fundamental cooking skills training. Participants learned essential culinary techniques to help them maintain a balanced diet and foster independence.

5. **Peer-to-Peer Support**

One of the most impactful elements of the transition process was the involvement of senior youths from the SIL program. These experienced youths shared their personal journeys with the newcomers, offering valuable guidance and encouragement. This peer-to-peer interaction proved invaluable, providing real-life insights into the challenges and successes of transitioning to independent living.



2. Youth Support

The Youth Support program operates with the mission of empowering vulnerable youth to achieve self-reliance. Through a range of interventions including education, healthcare, psychosocial support, and professional development the department addresses the multifaceted challenges faced by youth transitioning from dependent care to independent adulthood. Aligned with SCV's overarching strategic goals, the department serves as a bridge for young individuals navigating this critical phase of their lives.

Outcome 1: Youth have access to basic needs, including food, clothing, and housing allowance

Key Achievements:

- A total of 83 youths (53 males and 30 females) received monthly allowances on time to cover their food, housing, clothing, and education expenses. Group living was encouraged, which played a vital role in sharing costs and easing life's challenges. Twelve groups received additional incentives to support this approach.

- An annual satisfaction survey conducted among 38 youths revealed that 24 (63%) expressed satisfaction with the services received. However, a significant concern emerged, as 58% reported dissatisfaction with the adequacy of financial support, particularly regarding housing. Home visits confirmed that many youths faced rising rent costs. This feedback will inform adjustments to the youth service guidelines for 2025.

Outcome 2: SIL Youths Health Outcomes Improved

Key Achievements:

- All youths received timely sanitary material allowances and underwent annual medical check-ups, with any identified health issues treated promptly. Compared to previous years, there has been a notable improvement in health-seeking behavior among the youths.

- A total of 34 youths required medical attention, primarily for minor cases, and received services at Selam Clinic and other hospitals. No major health issues were reported during this period.

Outcome 3: Create emotionally and socially resilient youth

Key Achievements:

One of the key interventions to support children in their psychological well-being involved facilitating counseling services both in-house and through professional counseling firms. A total of 22 youths (14 males, 8 females) participated in counseling sessions, which proved to be instrumental in their emotional development. Feedback from the youths highlighted several areas of improvement:

- Self-Awareness: Counseling facilitated discussions that helped youths recognize and address negative thought patterns and emotions that could lead to harmful behaviors.

- Improved Communication Skills: Participants learned to express their feelings and needs more effectively. One youth noted that assignments and follow-ups from her counselor significantly enhanced her ability to communicate.

- Coping Skills Development: The counseling sessions provided essential coping strategies for managing mental health challenges. A youth in rehabilitation reflected on how counseling equipped him with positive coping mechanisms.

- Self-Exploration: Participants engaged in self-reflection, exploring personal beliefs, goals, and values. This journey of self-discovery was vital for their emotional growth.
- New Perspectives: Counseling offered a fresh outlook on life, helping youths overcome distorted views shaped by addiction or mental health issues.

Girls Empowerment Session

The youth support department conducted SIL Girls Empowerment program on "Living Our Decision" for 22 girls. This interactive session focused on decision-making processes and the societal pressures that can hinder young girls' autonomy. Participants actively reflected on their experiences, which reinforced their self-advocacy and resilience.





Youth Empowerment Session

Various initiatives were implemented to prepare youths for life after Salam Children's Village. Training sessions aimed at equipping them with competitive skills were delivered, and collaborations with organizations like Amref Africa, funded by USAID, focused on promoting economic self-reliance through saving and credit programs.

Summer Camp

A notable highlight of the 2024 was the summer camp organized by the Youth Support Department, bringing together 62 youths (41 males, 21 females) at the Child Development Training and Research Center (CDTRC). The camp featured a diverse training areas designed to equip participants with essential life skills, including:

- Life Skills Training
- Trauma Debriefing Sessions
- Youth and Community Engagement
- Spirituality
- Resilience Development
- Addiction Awareness

The camp fostered an interactive and participatory environment, allowing youths to share their personal experiences. Many expressed gratitude for the supportive atmosphere, describing the camp as transformative. One participant noted that the debriefing sessions helped confront hidden emotional scars, emphasizing the importance of ongoing support.





Self-Esteem Assessment Result

To assess the impact of psychosocial support, 45 youths were evaluated their self-esteem using the Rosenberg Self-Esteem Scale. The results revealed:

- 3 youths (7%) in the Low Self-Esteem category
- 38 youths (84%) with Moderate Self-Esteem
- 4 youths (9%) classified as having High Self-Esteem

Overall, **93% of youths scored above 15, exceeding the strategic plan target of 85%**. This finding underscores a strong level of positive self-regard among the majority of youths, indicating that they possess a favorable self-image and confidence in their abilities.

Outcome 4: Youth have access to quality education to enable them to be competent and reach their full potential

The commitment to providing quality education for youths has had a profound impact over the past year, enabling them to develop the skills and knowledge necessary to reach their full potential. Selam Children's Village (SCV) has ensured that all youths attended their educational programs regularly and covered all associated expenses.

Key Achievements:

Educational Support

- During the reporting period, SCV provided educational support to 82 youths. This support encompassed essential items such as stationery, school uniforms, and registration fees, including transportation allowance and per diem for youths who attended their education in and outside of Addis Ababa. This comprehensive educational support has been instrumental in fostering a stable and focused mindset, contributing positively to their academic success and overall development.

Supplementary Training

- Recognizing that graduates from universities and TVET institutions often face intense competition in the job market, the youth program designed interventions to connect them with training centers that offer essential skills.

- This year, three youths (1 male, 2 females) received supplementary training in graphic design, information technology, and makeup artistry. Despite challenges posed by rising training costs, this initiative aimed to enhance their competencies and improve their employability.

SIL Youth Graduation

Among the highlights of this year was the graduation of three youths, Bayush, Tsion, and Dagmawit who completed their degrees in Nutrition, Law, and Hotel Management at various universities. Selam Children's Village staff attended the graduation ceremonies, celebrating their achievements and reinforcing the program's commitment to supporting educational aspirations.





Graduation Ceremony for SIL Youths

- SCV organized a graduation ceremony for 14 youths (2 males and 12 females) from the Semi-Independent Living (SIL) program. The event, organized by the Youth Support Department, honored the hard work and dedication of these individuals. Esteemed guests, including Wro Tsehay Roeschli, the founder of SCV, and Ato Solomon Chali, SCV Executive Director, shared encouraging messages.

- Among the graduates, representatives Tsion Adwa and Ruth Dawit took the stage to express their deep gratitude towards Selam Children's Village. They highlighted the profound positive impact the organization has had on their lives and extended their thanks to the dedicated staff that supported them throughout their journeys. Tsion emphasized that while this graduation represents a significant milestone, true success will be realized when she can assist others in similar situations, indicating that her personal journey of success is just beginning.

- Special recognition was given to two female students who achieved a CGPA above 3.0, celebrating their academic excellence. All graduates received gifts, making the day a memorable occasion for everyone involved.





Full integration

Selam Children's Village held a farewell event for three young adults who had successfully transitioned into independent adulthood after being cared for at the organization. The event was attended by Ato Solomon Chali, the Executive Director of Selam Children's Village, and Ato Nigussie Eshetie, the new Director of CYC.

One of the core objectives of Selam Children's Village is to provide children with the necessary support, education, and life skills training to facilitate their transition to independent living as adults. The youths reflected on their experiences and expressed gratitude for the care and guidance they received from the organization.

"Selam is everything to me. I'm truly grateful for all that Selam has done, especially in helping me to know God as a loving Father, which has been an invaluable gift in my life. Though we've faced various challenges, I believe this is a shared experience for many young Ethiopians. The most important lessons

In his closing remarks, the Executive Director delivered a message of encouragement to the youth, assuring them that Selam Children's Village will always be their home and extending his blessings and good wishes for their future endeavors.





Rising from Adversity: Bayush Dagne's Inspiring Journey



Bayush Dagne's story began with a great loss: she lost her parents. This tragedy could have stopped her future, but instead, she found a new home at Selam Children's Village, a place that cares for vulnerable children. From the start, Bayush showed her strength and kindness. She earned the respect of caregivers and friends, and her hard work in school brought her many awards.

The support she received at Selam Children's Village was more than just shelter; it helped build a strong future for her. The village provided not only basic care but also educational resources, mentorship, and emotional support. The Semi-Independent Living (SIL) Program offered ongoing help and encouragement, giving Bayush and her peers the tools they needed to succeed.

With determination, Bayush studied hard and graduated with honors in nutritional science from Hawassa University. Her achievements reflect her dedication and the strong support she received during her upbringing.

Now, Bayush is a role model for young people in her community. She represents values like discipline, good communication, and leadership. She shares these qualities with others, inspiring them to pursue their own dreams.

SCV's support has profoundly changed the lives of many young people like Bayush. It shows that with consistent help, young people can overcome challenges and achieve their goals.

> The support I received at SCV gave me the strength and resources to build a better future for myself. I am grateful to Selam Children's Village for providing the support I needed to succeed. They helped me turn my dreams into reality.

The power of Love & Discovering Talent: The story of Abraham Dawit



Abraham Dawit, a graduate in IT and Hardware Networking, is on a quest for employment through the Semi-Independent Living Program (SIL), fueled by his passion for music composition. His remarkable journey began in 1991 when he was brought to Salam Children's Village (SCV) as a six-month-old infant from a place informally known as "Metal Bridge" in Addis Ababa. Initially named "Tamerat" by the devoted Selam Nannies who cared for him, he later embraced the name Abraham.

Growing up in SCV was a transformative experience for Abraham. It was within these nurturing walls that he first encountered the Lord Jesus, accepting Him as his personal Savior—a defining moment that shaped his spiritual journey. Despite lacking a biological family, the love and care he received from the Selam mothers provided him with a profound sense of belonging. Abraham feels deeply fulfilled, believing that God had a purpose for his upbringing.

> *I dreams of establishing a music studio and production company, and aspire to give back to those who supported him*
> **Abraham**

He unleashed his passion and talent for music at the age of twelve, inspired by the songs of renowned Ethiopian Gospel Church singer Dawit Getachew. His involvement in the choir ignited his aspirations to become a singer and serve the church. He dreams of establishing a music studio and production company, motivated by a desire to give back to those who supported him.

Abraham is grateful first to the Lord, Ms. Tsehay Roeschli, a visionary who has been a mother to many and his nurturing mothers for guiding him to a place of peace and fulfillment. He also extends his heartfelt thanks to all the supporters of Selam Children's Village, whose kindness has made his journey possible.

3. Community Support

Outcome 1: Enhance educational performance of most vulnerable children

Key Achievements:

Educational Support

- During the reporting period, 254 of the most vulnerable children (114 males and 140 females) from low-income families received vital educational support. This included access to free education at Rofam Academies, uniforms, and scholastic materials. This assistance significantly alleviated the financial burdens faced by families and caregivers, leading to reduced dropout rates and enhanced school attendance.

- Additionally, a monthly allowance was provided to 35 child-headed students (14 males and 21 females) to support their education. Notably, these students sat for the Grade 12 national examination, and 7 of them (3 males and 4 females) achieved passing marks, allowing them to enroll in public universities. This represents a passing rate of 20%, significantly higher than the national average of around 3%.

School Feeding

- A school feeding program was successfully provided for 150 students at RoFam Academies. This support has been instrumental in addressing the nutritional needs of students, promoting regular attendance, and alleviating the burden on families who struggle to provide nutritious meals for their children.

- This year as per the strategic plan direction for a geographic and service expansion, two satellite centers were established at Oromia Regional State Sheno town and Southern Ethiopia, Wolaita Sodo.

- At the Sheno Satellite Center, 226 students (109 male and 117 female) enrolled at Jobir Kindergarten provided with school meals. This program has been essential for students who previously arrived at school without lunch boxes, the availability of nutritious food has also contributed to improved school attendance and overall well-being.





- Meanwhile, in Woliata Sodo, we implemented a family-focused in-kind food assistance program, benefiting 150 students from impoverished families at Konto Medebegna Primary School. Each student received a package in kind food items. This support has been vital for families struggling to provide adequate nutrition for their children.

- The impact of these programs has been profound. Government representatives, school management, and parents have expressed their heartfelt appreciation for the support provided by SCV. Testimonials from partners and beneficiaries revealed that many students previously faced challenges attending school due to insufficient meals.



The impact of school feeding support

Mariyamawit Habtamu , (age 11, grade 6) girl who shows great strength and determination. When Mariyamawit was just three years old, her life changed when her parents separated. Her mother, who is sick and has trouble with her kidneys, works hard selling tea and coffee on the streets to support their family. Unfortunately, her income is very low and barely covers basic needs like rent, food, and clothing.

Mariyamawit often remembers how hard it was for her mother to pay for school supplies and lunch. "It was difficult for my mother to pay for school uniforms, notebooks, pencils, and lunch," she says, explaining how hunger often got in the way of her dreams.

This support eased her mother's worries about providing lunch, allowing Mariyamawit to focus on her studies without being distracted by hunger.

Having lunch at school changed Mariyamawit's daily life. "Now, my mother only worries about dinner for me," she says happily. With one less worry, she has been able to do better in school and enjoy reading. She loves going to the library to explore new books.

Hygiene Kit Support for School going girls

- Hygiene kits containing sanitary pads, laundry soap, and hair oil were distributed to 300 underprivileged and vulnerable school girls.

- The support contributes to the psychosocial and physical well-being of schoolgirls and their families allowing schoolgirls to improve their attendance in classes, enhance their hygiene practices, particularly menstrual hygiene, and enables families to allocate moneys for other essential necessities



The impact of hygiene kit support

Mahlet is a 13-year-old seventh grade student at Rofam Academy who lives with her mother under challenging conditions. Her mother works hard cooking and doing laundry, but their income barely meets their basic needs. As a result, Mahlet often struggles to access hygiene products, school materials, and proper meals, which affects her daily life and academic performance.



Before the support, Mahlet and her mother faced many challenges. Her mother's low income made it hard to afford rent and educational expenses, leading Mahlet to go without hygiene supplies and borrow clothing. This created barriers to her education and hindered her focus.

Selam Children's Village supported Mahlet with food, school fees, and hygiene kits, including sanitary items and laundry soap. This support addressed both her immediate needs and long-term well-being, allowing her to thrive academically.

The impact has been transformative. With access to sanitary kits, Mahlet gained the confidence to continue her education without embarrassment, even achieving second place in her class. The provision of laundry soap and hair oil helped her maintain her appearance, while free school meals eased her mother's financial burdens.

Now, Mahlet feels more secure and capable of reaching her academic goals. She expresses deep gratitude for the support, which has changed her life and allowed her to focus on her studies.

Day Care Service

- During the reporting period, the day care service has made a significant impact on the lives of 257 of the most vulnerable children (102 male, 145 female) particularly those from women-headed families. The day care program not only ensured that these children received quality care but also offered them nutritious meals three times a day.

- The children enjoyed the nurturing environment that included playtime and nap time, allowing them to develop socially and emotionally in a safe space. The day care service enabled their mothers to focus on income-generating activities without the constant worry of childcare. The mothers reported feeling empowered to pursue their livelihoods.

- During the reporting period, the day care center celebrated its 10th anniversary, marking a decade of dedicated service to the community. During the ceremony, Executive Board Chairperson, Ato Wondowssen and other guests attended. This milestone event featured heartfelt testimonies from grateful mothers who shared how the day care had positively transformed the lives of their children and families. The mothers emphasized the center's vital role in their children's physical and mental development, highlighting its impact on their overall well-being.







Tigist Mola is a 35-year-old woman living in Lemikura Wereda 08 with her 3½-year-old daughter, Nardos Temesgen. They reside in a rental house paying 4000 birr per month. Tigist's husband left her when he learned she was pregnant, leaving her to navigate life as a single mother. To support herself and her daughter, she currently works as a laundry washer and house cleaner in various households.

Before joining the SCV day care program, Nardos struggled with health issues. Tigist often had to carry her daughter to work, which made it difficult for her to find employment, as many employers were reluctant to hire her, fearing that Nardos would distract her. During this time, Nardos was sick, underweight, and frequently cried, lacking proper nutrition and care.

Since enrolling in the SCV day program, Nardos has experienced significant improvements in her health and development. She is now active, happy, and has started to communicate effectively with others. The nutritious diet and supportive environment provided by SCV have helped her recover well. Nardos even sings songs she has learned in daycare, showcasing her progress and joy.

Tigist is grateful for the support they have received from SCV believes that this support will prevent her daughter from returning to her previous state of health and well-being.

Outcome 2: Create economically self-supporting women

Key Achievements:

- In 2024, significant efforts were made toward empowering economically disadvantaged women in Addis Ababa and the satellite centers in Sheno and Woliata. A total of 90 women participated in a comprehensive three-day training program focused on basic savings and credit system management, as well as essential business skills.

- The training sessions were designed to equip women with the necessary knowledge and tools to manage the revolving fund effectively. The women engaged in discussions to develop and approve bylaws that would govern the management of their group's revolving fund, ensuring transparency and accountability.

- In addition to financial management, the training also covered basic business skills, allowing the women to create individual business plans. These plans are crucial for determining the appropriate allocation of loan amounts and for establishing a clear vision for their respective businesses.

- Following the training, each of the 90 women received seed capital totaling 900,000 Birr to launch their own small businesses. This financial support was a vital step toward achieving economic self-sufficiency and independence.

- During the monthly meeting, many disadvantaged women reported increased economic empowerment developed saving culture.

Empowering a Mother to Build a Brighter Future



"I used to struggle daily to save money and meet my family's needs. But thanks to Selam Children's Village, I have been able to expand my business, save consistently, and improve my life. I am so grateful for the support and training as they have made a real difference for me, my children, and my mother."

Geremech, WEEP participant

Geremech Jemal is a 25 year old mother of two, lives in Addis Ababa, supporting her family on her own. With a four year old son and a two year old daughter too young to help, she also cares for her sick mother. Geremech in the women economic empowerment program, designed to equip women with the tools and resources necessary to overcome financial challenges and build sustainable livelihoods.

Before joining the program, Geremech faced significant difficulties to meet her families demand. Paying a monthly rent of 4,000 Birr, she relied on her small business selling cabbage to support her children and mother. Unfortunately, her income was insufficient to cover all their needs, The training and seed money she received supported her to gain essential financial management skill and to grow her small business.

Outcome 3: Strengthen community structures to Support Most Vulnerable Children

Key Achievements:

- The community support program has effectively collaborated with local structures, such as Idirs, to foster community-based child care alternatives. Continuous discussions and awareness-raising campaigns were conducted to enhance Community-Based Organizations (CBOs) on the concept of Community-Based Child Care (CBCC) and to amend their bylaws to better support children through Idirs.

- As a result of these efforts, seven children (6 male and 1 female) from destitute families secured monthly support through Idirs and individual sponsors. A trilateral agreement was established between the Idirs, individual sponsors, and the Woreda Women and Children Affairs Office.

Case stories from the CBCC Program

- **Story 1**



Tewodros Gebrie is an eight-year-old grade-two student living with his visually impaired father, Ato Gebrie Melaku, and his mother, W/ro Sintayehu Wedu. The family faced severe financial difficulties, relying primarily on W/ro Sintayehu's income from labor-intensive tasks.

After she gave birth to twins, she had to stop working, leading to a decline in their income and eventually moving to her parents' rural

home with the infants. This left Tewodros and his father struggling to survive, even begging for assistance. Fortunately, Mehak Kotebe Abroadegoch Iddir began co-sponsoring Tewodros, providing a monthly allowance of 2600 birr starting in September 2024.

Ato Gebrie expressed immense gratitude for the support, stating it has eased their financial burden and allowed Tewodros to attend school without hunger distractions. Tewodros himself shared his love for learning and his dream of becoming a doctor one day.

- **Story 2**



Rediet Shifreaw, an eight-year-old grade-two student, lives with her single mother, W/ro Serke Eyasu, and two siblings, Abeba and Natan. Facing significant financial challenges as a daily laborer, Serke struggles to provide for her family. Their situation gained community attention, leading to Fiker Ehtmamachoch Iddir offering to cosponsor Rediet through the SCV program, providing a monthly allowance of 3000 birr starting in November 2024.

This support has also allowed Natan to enroll in early childhood development services, enabling Serke to pursue income-generating activities. Serke expresses gratitude for the assistance, which has instilled hope for a better future, ensuring Rediet can continue her education despite their difficult circumstances.

4. Health Service

Key Achievements:

- In 2024, Selam Children's Village Clinic made significant strides in promoting health education and services within Selam and the surrounding communities. Health education and promotion efforts reached an impressive 19,044 individuals, focusing on both communicable and non-communicable diseases, as well as emerging health issues.

- To strengthen community engagement, the clinic conducted family house visits within the compound of Selam Children's Village. During these visits, recommendations were provided to address observed gaps in hygiene practices, emphasizing the importance of preventive measures.

- As a crucial part of our health initiatives, the clinic carried out annual medical check-ups for children under ten years old twice a year, while youth and caregivers received check-ups once a year. The results from these medical assessments revealed no major health issues among the children and youth, including their caregivers. Cases requiring referrals were efficiently managed by partner hospitals.

- Additionally, nutritional assessments were conducted for daycare children using WHO child growth standard charts. The results showed that all children were in normal condition, except for two who were identified with severe wasting upon admission to the daycare center. These children were provided with Ready-to-Use Therapeutic Food (RUTF) to aid in their recovery.

- The clinic provided various health services free of charge to children, youth, caregivers, and community members, resulting in 2,342 visits, many of which were for minor cases. Furthermore, approximately 13,656 community members accessed clinic services, achieving 67% of the planned target of 20,443 individuals. However, duty was not yet

initiated, and the newly launched community-based health insurance by the government has also impacted the patient flow to the clinic.

- In addition to general health services, Selam Dental Care catered to 1,617 individuals, including SCV children, youth, caregivers, and community members. A notable achievement for the clinic in 2024 was securing approval from the Ethiopian Ministry of Revenue for the purchase of a cash register machine, a result of persistent follow-up by the Executive Director.

- One key result planned for the year was to enhance customer satisfaction. A customer satisfaction survey was conducted to assess how satisfied clients were with the services provided. The results indicated that 65% of respondents were satisfied with the services they received. Moving forward, the clinic is committed to improving this satisfaction level in 2025 by addressing feedback and enhancing service delivery.



A Second Chance at Life: Tahsasie's Transformation with Selam

Tahsasie's childhood was marked by unimaginable hardship. Living on the streets of Addis Ababa with her siblings and a struggling father, she faced constant fear and insecurity. "I remember sleeping on the cold streets, always worried about my younger brother and sister," Tahsasie recalls. "It was a terrifying existence." In 2010 E.C., her life changed when she found hope and a new beginning at Selam Children's Village.

Despite her hearing and vision impairments, Tahsasie's resilience began to shine through with Selam's support. "I felt safe at Selam for the first time in my life," she shares. "The kind people there helped me feel secure and cared for." Selam provided her with life-changing surgeries to restore her hearing, thanks to the generosity of doctors like Dr. Stefan and Dr. Es-hak Bederi. "The surgeries were a miracle," Tahsasie exclaims. "Now I can hear much better, and it's made such a difference in my life."

Selam also enrolled her in a Braille training program, empowering her with independence. "Learning Braille opened up a whole new world for me," she says. Today, Tahsasie is a confident, joyful young woman, grateful for the second chance she was given. "Thank you to everyone at Selam," she says. "You gave me a second chance at life."

Her journey is a testament to the transformative power of comprehensive care, community partnerships, and donor support. Tahsasie's story is a beacon of hope, showing how lives can be rebuilt with compassion and dedication.

Unplanned but Performed

- **Summer activity closing ceremony and recognizing volunteers**

On August 30, 2024, a closing ceremony for the CYC Summer Activity Plan took place, attended by invited guests and the Chairperson of Selam Children's Village (SCV) Executive Board. During the ceremony, over 60 summer activity volunteers were recognized and awarded certificates of appreciation.

The event featured heartfelt speeches from representatives of the children and youth, who expressed their gratitude for the support they received from the volunteers. Volunteer representatives praised the cheerful and welcoming spirit of both the children and the staff at SCV, committing to become goodwill ambassadors for Selam and eager to share the organization's mission with others.

The CYC Director expressed his gratitude to the team, encouraging more volunteers to apply in the upcoming school year to support the children academically. In his closing remarks, Ato Wondewossen, the Board Chairperson, emphasized the importance of giving back to the community, reinforcing the event's spirit of collaboration and commitment to service..





- **Motherhood Experience Sharing at Selamta Family Project**

The CYC conducted an experience-sharing program with mothers and aunts from the Selamta Family Project on September 24, 2024. The program included 15 mothers, 8 aunts, 2 social workers, and 1 educator.

During the program, participants discussed their experiences in child care and rearing, covering general upbringing practices, challenges faced, and strategies for overcoming them. They also addressed behavioral changes that occur during puberty and explored ways to strengthen their attachment to the children. Additionally, methods for supporting children's spiritual, academic, psychological, and social development were shared.

The mothers and aunts expressed their gratitude for the opportunity to participate in such a program, noting that it provided valuable insights and knowledge to enhance their caregiving skills for the children





- **Ethio telecom donation**

On September 7, 2024, Ethio telecom donated over 3,000 exercise books to Selam Children's Village. The management team from Ethio telecom personally handed over the donation to the children. The children expressed their gratitude with joyful smiles and heartfelt words, showcasing their appreciation for the generous support.







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- **Voluntary service**

Ten high school female students from two schools, Safari and Hillside, volunteered for one month at Selam Children's Village daycare. The volunteers expressed their gratitude for the exposure and experience provided by the daycare under the supervision of the nannies. They deeply appreciated the center's invaluable contribution to their personal and social development through this enriching experience.

In recognition of their service, Selam Children's Village awarded the volunteers a certificate of appreciation, acknowledging their commitment and positive impact during their time at the daycare..





Project 2: Selam Technical & Vocational College

Outcome 1: Create Access to Outcome-Based TVET Training for Youths

Key Achievements:

- To raise awareness of technical and vocational training opportunities, the college launched a comprehensive campaign across ten neighboring high schools.

- The programs were designed to emphasize the benefits of TVET (Technical and Vocational Education and Training) and address common misconceptions, helping students make informed career decisions. Sessions were conducted during the students' mini-media time to ensure maximum participation. These sessions highlighted diverse career paths, practical skills, hands-on training opportunities, and entrepreneurial prospects across various industries.

In school training

- STVC planned to deliver outcome-based training for 1,359 trainees across regular, extension, and short-term programs. A total of 896 trainees successfully completed their training, including 615 in regular and extension courses and 281 in short-term training.

- The in-school training programs were delivered according to the scheduled curriculum with minimal disruptions. The training maintained a balance between theoretical instruction and at least 70% practical, hands-on learning. This approach ensures that trainees are well-equipped for the workforce, effectively addressing skill gaps and meeting the demand for qualified professionals in key sectors.

- Prior to the hard skills training, life skills training sessions were conducted by instructors who had completed Training of Trainers (TOT) programs in life skills.

Trainees Satisfaction

Out of 152 trainees who participated in a satisfaction survey regarding the training, the results revealed that 91% were satisfied with the training and related facilities. (Trainee Satisfaction Survey, 2024).







Capacity Building Initiatives

STVC also facilitated specialized training for employees of various companies, enhancing workforce skills across multiple industries. The following table summarizes the training provided:

S/No	Name of the Organization	Type of Training	Number of Participants
1	East Africa Bottling Co. (Coca-Cola)	Essential manufacturing techniques (MIG, TIG, CNC machining)	10
2	Habesha Breweries	Essential manufacturing techniques (MIG, TIG, CNC machining)	15
3	National Tobacco Monopoly	Essential manufacturing techniques (MIG, TIG, CNC machining)	6
4	Ripple Effect	Agriculture	12
5	Ethiopian Federal Police	Culinary art, beverage service, garment making	55
	Total		**98**

Cooperative training

- The college identified 47 new companies for cooperative training across various departments, selecting them based on their relevance to our training programs. These companies have signed Memoranda of Understanding (MoUs) with the college, formalizing our partnership.

- The college successfully placed 572 trainees with various partner companies to participate in cooperative training programs. This experience was instrumental in equipping trainees with valuable real-world skills, effectively bridging the gap between classroom learning and industry practice.

- Notably, 88% of the trainees reported satisfaction with the cooperative training arrangements, highlighting the valuable hands-on practical experience they gained. This feedback underscores the importance of these partnerships in enhancing the employability of our trainees and preparing them for successful careers in their respective fields.

Outcome 2: Assure the Relevance and Quality of the Training Being Delivered

Recognizing the importance of rigorous evaluation, STVC focused on conducting both institutional and national competence assessments. These assessments are crucial for evaluating trainee readiness and ensuring alignment with national standards.

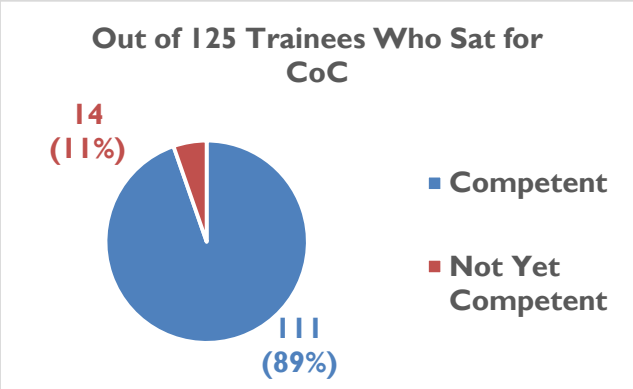
Institutional Competence Assessments

During the reporting period, institutional assessments were conducted for a total of 591 trainees, comprising 443 males and 198 females. Remarkably, all 591 trainees demonstrated competence, achieving a 100% pass rate. These assessments covered multiple fields, providing a comprehensive evaluation of the trainees' mastery at their respective levels:

National Competency Assessment:

In 2024, a total of 125 trainees sat for the National Competence Assessment (CoC), a standardized evaluation designed to measure their technical and professional competencies.

Out of this, 111 trainees successfully demonstrated competence, resulting in a pass rate of 89% (Table below).



The college acknowledges areas for improvement, particularly in the Regular AOST program. Plans are underway to enhance pre-assessment preparation, provide additional mentoring, and ensure all trainees are well-equipped to meet the demands of their assessments.

No	Training program	Assessed	Competent	%
1	Regular trainees	24	19	79%
2	Extension	43	34	79%
3	Short term	58	58	100%
	Total	**125**	**111**	**89%**

Outcome 3: Enhance Research, Innovation, and Technology Transfer

Key Achievements:

In 2024, STVC through the Research and Innovation Department has planned to copy/improve 6 innovative technologies and planned to transfer 3 of them to TRIAE for mass production. In this regard, the Research and Innovation Department has successfully developed prototypes and technologies for four import-substitute technologies:

1. **WHO Standard Wheelchair:**

A cost-effective, locally manufactured wheelchair that meets international standards.

This technology is intended for both local use and mass production, providing affordable mobility solutions.



2. **Rough Rider Wheelchair:**

Designed for rough, off-road conditions, this durable wheelchair caters to individuals in rural or challenging topographies. It has been selected for mass production.



3. **Multi-Crop Thresher Prototype:**

A portable and multifunctional device that simplifies threshing for multiple crop types.

This innovation expected to significantly enhances efficiency and productivity for farmers, especially in rural areas.



4. **Wheelchair Lifter:**

An innovative accessibility solution designed to lift wheelchairs, improving functionality and accessibility in public and private spaces. This device addresses critical accessibility needs and will significantly enhance mobility for individuals especially for chronically ill persons.

Out of the fours technologies, three of them have been successfully transferred to the TRIAE for mass production.



Outcome 4: STVC graduates successfully linked with employment

Key Achievements:

- Selam Technical and Vocational College (STVC) have made significant strides in facilitating meaningful employment opportunities for its prospective graduates in 2024. One of the major expected outcomes of the college is to link graduates with decent jobs, ensuring they are well-prepared to enter the workforce.

- To support the comprehensive development of its trainees, the college has ensured that they have access to a variety of services through its incubation center. This includes specialized training focused on essential skills such as CV writing and interview preparation, as well as career guidance and counseling tailored to help graduates navigate their career paths effectively.

- In addition to these services, STVC organized Monthly "Motivational Sessions" featuring successful guest speakers from diverse professional backgrounds. These engaging sessions aimed to instill confidence in trainees, foster a growth mindset, and emphasize the value of technical and vocational skill in achieving personal and career success. Notable figures, including Mr. Wondwossen Teshome (Chairman, SCV Executive Board), Mr. Daniel Hailu (CEO, Dan Energy), Dr. Mihret Alem (Executive Secretary, EECMY Addis Ababa Synod), and Maereg Hailemichael (Managing Director, Marast General Mechanics), motivated and inspired trainees with their experiences.





- As a result of these concerted efforts, a total of **231 graduates** were successfully linked with employment, marking an impressive **108% employment rate**.

Employers Satisfaction

At the start of the year, we anticipated that **90%** of employers would be satisfied with STVC graduates. A survey of 14 employers revealed that **93%** expressed their satisfaction. (Employer Satisfaction Survey, 2024)

Outcome 5: Strengthened Networking and Strategic Partnerships

Selam Technical and Vocational College (STVC) has made significant progress in strengthening its networking and strategic partnerships with key stakeholders, enhancing its capacity to provide quality vocational training and employment opportunities for its graduates.

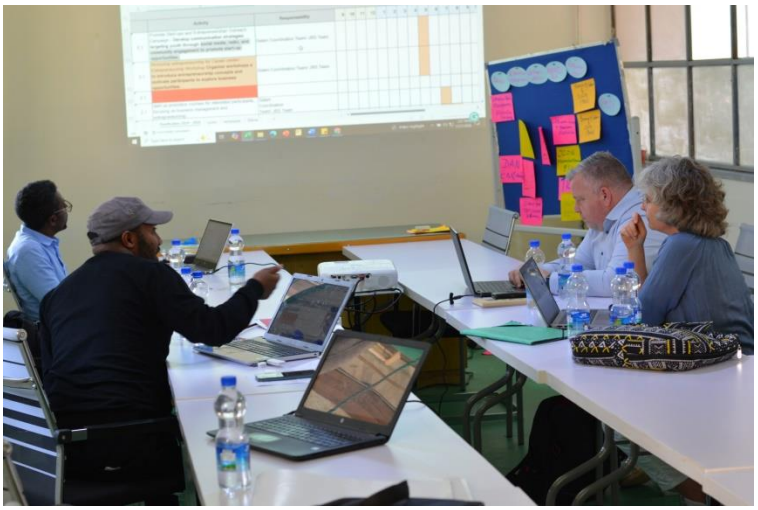
- One of the key achievements this quarter was the establishment of a partnership with **OMICRON Engineering PLC**, a reputable company in Ethiopia known for delivering state-of-the-art technology products and professional services. This collaboration, formalized through a memorandum of understanding, aims to create valuable apprenticeship and employment opportunities for students in the **Electrical and Electronic** and **Manufacturing Technology** departments. Through this partnership, trainees will gain invaluable practical experience in a real-world environment, working alongside industry professionals. The expertise and industry knowledge of OMICRON Engineering will expose students to the latest advancements and best practices in their fields, significantly enhancing their employability.

- In addition to this partnership, STVC has successfully expanded its network by adding several new partners, including the **Ethiopian Construction Contractors Association**, the **Basic Metal and Engineering Association of Ethiopia**, the **Federal TVET Institute**, the **Construction Management Institute**, and the **Ethiopia Metal Industry Development Institute**. These organizations have been

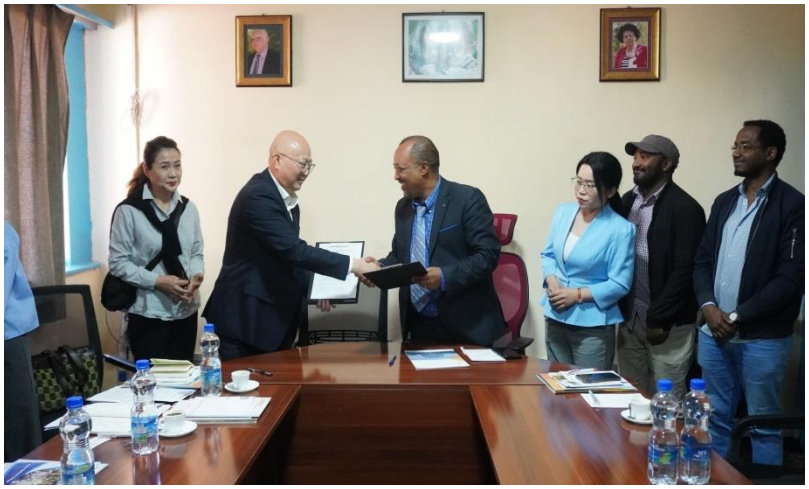
integrated into the college's youth employment platform, fostering collaboration between the college, the private sector, and higher education/research institutions. By strengthening these strategic partnerships, STVC is building a robust ecosystem that supports the development and employment of skilled TVET graduates.

- Another significant development was the signing of a project agreement for the **Bavarian Ethiopian Youth Employment Promotion Project (BEYEPP)**. This project, supported by the Free State of Bavaria, aims to improve the employability and income situation of **450 socio-economically disadvantaged youth and young adults**. With a budget of **300,000 Euros** funded by The Bavarian State Chancellery in Germany, the project will span two years. A detailed planning workshop conducted by the program management team from **bbw international** took place from December 5 to 18, 2024, at Selam Children's Village. This workshop fostered collaboration and outlined project outcomes, goals, and key performance indicators, ensuring that all stakeholders share a clear understanding of objectives.





- Facilitated through the **China-Africa Vocational Training Alliance**, STVC has also established a partnership with **Chengdu Industry and Trade College**. This collaboration aims to enhance vocational training through joint programming in key areas such as Smart Manufacturing, Electrical Automation, Information Technology, New Energy Vehicles (EV), and Modern Services. The President of Chengdu Industry and Trade College and other management members visited SCV to discuss collaborative initiatives, including international talent cultivation, faculty and student exchanges, and short-term study tours. A Memorandum of Understanding (MoU) was signed with the Executive Director, formalizing the commitment to develop a skilled workforce and enhance educational opportunities for students from both institutions.







Success Story: Yared Zergu

Yared Zergu, born in Addis Ababa in 1993, exemplifies resilience and hard work. After attending his primary and secondary schools, he joined Selam Technical & Vocational College (STVC) to pursue a career in Mechanics, and graduated.

Through STVC's Job & Business Service department, Yared secured job opportunities and is now employed as an Assistant Industrial Mechanic at Ethiopian Airlines, earning ETB 32,000 monthly. His success not only supports his family but also inspires him to encourage youth to explore technical fields.

Despite challenges, including travel distance to STVC, Yared's determination led to financial stability and future aspirations of starting his own company. He credits his journey to the unwavering support from STVC staff and emphasizes the transformative power of technical education.

In Yared's words, "I expected less, I got more," showcasing his journey from a hopeful student to a successful professional.



Success Story: Bilen Siyum

Bilen Siyum, born in Dire Dewa and raised in Addis Ababa, overcame numerous challenges as a single mother. Her passion for sewing led her to Selam Technical & Vocational College (STVC), where she enrolled a six-month short term training in Garment & Textile filed.

She received quality of training and hands-on experience through the cooperative training program, Bilen secured a loan of ETB 90,000 from SCV-LIWAY Loan and Saving Association established by the college to start her own business. With an initial capital of ETB 23,000, she worked tirelessly and grew her business to a capital of ETB 180,000, debt-free and well-equipped.

Today, Bilen is a successful entrepreneur who has significantly improved her living standards. She inspires others, especially women,

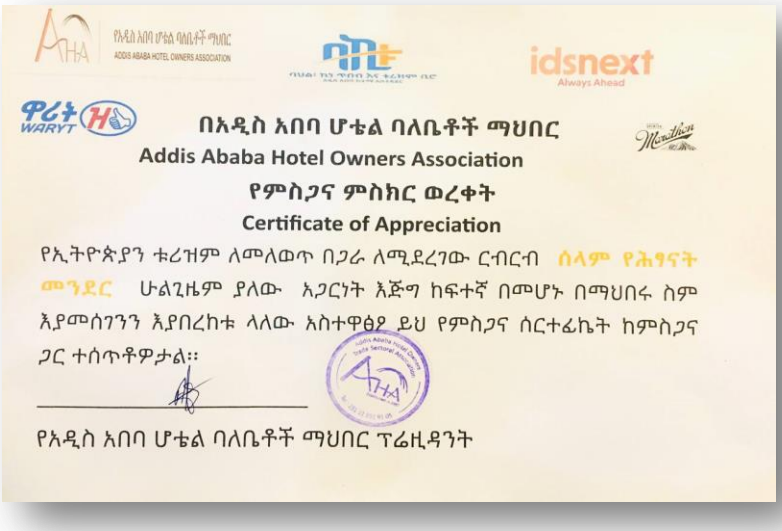
Looking ahead, Bilen aims to expand her business and create job opportunities in her community. She expresses gratitude to STVC, her family, and the SCV- LIWAY Association for their support.

Unplanned but Performed

- **Certificate of Recognition for SCV/College**

Selam Technical and Vocational College (STVC) participated in the Addis Ababa Hotel Association (AHA) General Assembly and Partners Meeting, which was attended by distinguished officials from the Ministry of Tourism. During this event, SCV/STVC was honored and presented with a certificate of recognition, recognizing the positive working relationship we have fostered with this esteemed organization in trasforming the Ethiopian tourism. The AHA is one of the associations which signed MoU with the college and facilitates employment opportunities for our Hotel Kitchen Operation and Hospitality graduates.

This recognition serves as a tremendous source of motivation for our dedicated team, spurring us to continue working diligently and striving for excellence in all our endeavors





- **A seminar on menstrual health**

Selam Technical and Vocational College (STVC) recently hosted a seminar on menstrual health where a total of 25 female Hotel and Hospitality trainees, department heads, and CYC social workers participated. The seminar was conducted by representatives from Be-A and ITOCHU Corporation, who traveled from Japan as part of their joint "Girls Be Happy" project. The primary objective of the seminar was to provide participants with essential information and guidance on menstrual health and hygiene.

This seminar served as an extension of the ongoing collaboration between STVC, ITOCHU Corporation, and UNIDO, with a focus on promoting reusable female sanitray shorts and awareness within the institution. Feedback from the participants indicated that the seminar was highly informative and had a significant impact.

The Be-A team distributed reusable female sanitray pants as gifts to all the participants. This distribution was a crucial aspect of the initiative, as it aimed to provide the trainees and staff with access to modern and sustainable menstrual products.

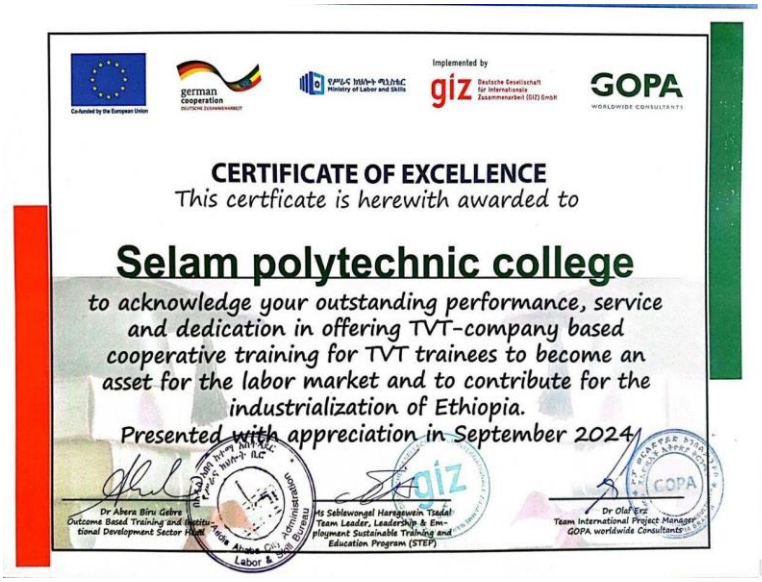




- **STVC Acknowledged by Integration /GIZ Step 3**

Selam Technical and Vocation College (STVC) received a certificate of recognition and appreciation from GIZ, Integration, and GOPA Worldwide Consultants. STVC collaborated with Integration on training youth in the Hotel and Hospitality sector across three batches. This training included Food and Beverage Service and Culinary Arts, benefiting a total of 67 trainees (61 females and 6 males).





- **STVC Participation in STRIDE Exhibition**

From May 18 to May 25, 2024, Selam Technical and Vocational College (STVC) participated in the prestigious Science, Technology, Research, Innovation, Digitalization and Entrepreneurship (STRIDE) Exhibition in Ethiopia.

STRIDE Ethiopia is an annual event initiated by the Ministry of Innovation and Technology, aimed at fostering collaboration and innovation in the fields of science, technology, research, digitalization, and entrepreneurship. The expo was organized under the theme "Science Unlocks, Technology Connects, Innovation Drives."

During the event, STVC showcased its strengths in technical and vocational training, innovation, and digital transformation through interactive exhibits and demonstrations. The college featured cutting-edge technologies such as a Virtual Welding Simulator and a Driving Simulator, allowing exhibition participants to experience the high-quality training provided at





- **Participation in Vocational Guidance and Counseling Guidelines Launching**

From June 6-8, 2024, Selam Technical and Vocational College (STVC) had the opportunity to participate in the official launching ceremony of the Vocational Guidance and Counselling Guidelines at Ellile Hotel. The guidelines had been previously developed by the Ministry of Labor and Skill in partnership with GIZ.

During the launch event, the manual was presented and discussed. Ato Yosef, the Academic Vice Dean of STVC, served as a panelist and shared his experience in vocational guidance and counseling. The official launching of these standardized guidelines is a great success in promoting consistent and effective workforce development practices in Ethiopia.





- **First National TVET Research Conference**

On June 18th, 2024, Selam Technical and Vocational College (STVC) participated in the First National TVET Research Conference held at the Economic Commission for Africa (ECA). The conference was organized by the Productivity Improvement and Center of Excellence (PICE) with the theme "The Implication of Technological and Vocational Training Development on the National Economy."

During the event, various research works were presented and different studies were showcased. The conference addressed the current state of TVET in Ethiopia, explored TVET's potential for economic development, developed policy and program recommendations, and fostered collaboration and partnerships.

The insights and connections gained from this event will help strengthen STVC's own research and program initiatives as we continue to support the growth and evolution of Ethiopia's TVET system.

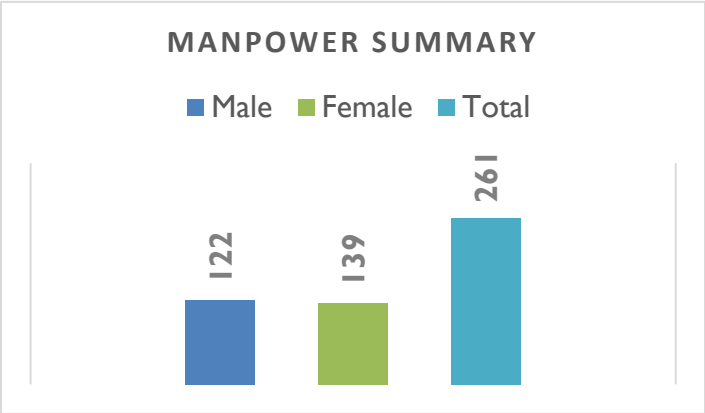




Coordination Office

1. Human Resource

In 2024, Selam Children's Village (SCV) employed a total of 261 staff members, comprising 122 males and 139 females.



- **Salary Adjustments and Staff Satisfaction**

During the reporting period, SCV implemented a salary increment and living adjustment effective from January 2025. Prior to this adjustment, a satisfaction survey was conducted among staff to assess their level of satisfaction with the current salary and benefits package. Out of 109 staff members who participated in the survey, only 16 (15.4%) reported being satisfied with their salary and benefit packages.

Following the salary increment, another survey was conducted to gather staff feelings regarding the changes. Out of 134 staff members, an impressive 93% indicated they were satisfied or very satisfied with the increment. This marked the first comprehensive salary adjustment in SCV's history, reflecting a contemporary approach to employee compensation. However, many staff members still noted that salaries remain below current market conditions in Ethiopia.

SCV has also engaged in negotiations to revise the fifth collective agreement, maintaining a positive relationship with the labor union.

- **Organizational Capacity and Technology Implementation**

One of the strategic objectives outlined in SCV's strategic plan is to enhance organizational capacity through the implementation of technology. In line with this goal, SCV has adopted an Enterprise Resource Planning (ERP) system. This software is used to preserve and record

employee data, which significantly reduces paper waste, improves the reliability of individual information access, and saves both time and money.

- **360 Degree Performance Evaluations**

To further improve organizational efficiency, SCV conducted the 360 degree employee performance evaluations using a computerized system developed by the college twice during the year.

2. Capacity Building Resource Mobilization & Partnership

Capacity Building

Key achievements:

In 2024, Selam Children's Village (SCV) made significant strides in enhancing the skills and competencies of its staff through various capacity-building training programs. These initiatives align with the organization's strategic plan and reflect a commitment to professional development across all levels.

- **Strategic Plan orientation and implementation training**

_Strategic Plan Orientation and Implementation Training

SCV successfully developed a new five-year strategic plan with the help of a consultant, which was approved by the General Assembly. To ensure effective implementation, a two-day training session was organized for 21 senior and extended management members.



This training generated buy-in and commitment among the management team and equipped them with the necessary skills for successful implementation. Following this, the training was cascaded to all staff members in both villages, enhancing overall alignment with the strategic objectives.





- **Training on women's leadership**

Two female department heads from the STVC - one from the HDECOVA department and one from the Woodwork department - participated in a 5-day women's leadership training program. This training was prepared and delivered by GIZ-Integration and was intended for female leaders across the TVET sector throughout the country.

The objective of this training was to equip the female TVET leaders, including department heads and those in higher positions, with the necessary skills and knowledge to become more effective leaders. This initiative was aimed at supporting and empowering women in leadership roles within the TVET institutions.

- **Positive Child Parenting and Ethics Training**

From April 17th to April 18th, 2024, SOS Children's Village organized a 2-day capacity-building training on Positive Child Parenting and Ethics. Two social workers attended this training.

The focus of the training was on exploring the concepts, significance, and methodologies related to positive child parenting and ethics. The training aimed to enhance the participants' understanding of effective child-rearing practices and equip them with the necessary skills to be competent educators.

Emphasis was placed on nurturing children's physical, emotional, intellectual, socio-spiritual, and overall developmental well-being through positive parenting approaches. This training was intended to strengthen the participants' capacities in creating a supportive and nurturing environment for the children under their care.

- **Care Plan, Case Management, and Supervision**

All CYC management staff and social workers attended a comprehensive virtual training session on Care Plan, Case Management, and Supervision. The training took place from April 11 to April 12, 2024, and was facilitated by Dr. Lydia. The primary objective of the training was to ensure the effective implementation of CYC's quality assurance document and tools, while also highlighting the significance and techniques involved in developing assessment care plans and conducting efficient supervision.

The knowledge and skills acquired during this training will play a pivotal role in fulfilling our forthcoming responsibilities, including the implementation of quality assurance guidelines and the provision of appropriate services to children, youth, and the community.





- **Training on IFRS/IPSAS**

Four staff members from the Finance department of Selam Children's Village (SCV)—two males and two females—attended a 60-hour training on the International Financial Reporting Standards (IFRS/IPSAS) at Addis Ababa University School of Commerce. The training took place from July 1 to July 29, 2024.

This training is crucial for ensuring that SCV's finance team is knowledgeable and skilled in implementing the latest international financial reporting standards. It will enable the team to comply with international standards, enhancing the overall financial management and transparency of the organization.



- **Training on Observation Skills**

All CYC staff participated in a one-day virtual training session focused on observation skills. The training was facilitated by Dr. Lidya a volunteer who supports SCV especillay the CYC compnenet in different asepcts. Observation skills are crucial in various situations, such as problem-solving and memorizing equations. Through observation, we gather valuable information about the world using our senses of hearing, smelling, touching, tasting, and seeing. This is especially important when working with children who may have difficulty expressing their experiences.

The training covered several topics, including the definition of observation, the importance of observation skills, the use of sensory organs during observation, and how to interpret observations. The training included practical demonstrations, where staff were divided into groups and assigned specific areas within Selam Children's Village Service Center to observe. This hands-on approach enhanced participants' knowledge of observation techniques. Additionally, environmental observations were conducted in each family house of Village I using a checklist to assess the surroundings comprehensively.





- **Training Methodology (TM) training for college trainers**

Selam Technical and Voactional college in collbaoration with the Ethiopian Productivity Improvement Center and the Center of Excellence (PIC-COE) facilitated a Teaching Methodology (TM) training for 22 college trainers.

The primary objective of the TM training program was to address the changes brought about by the new TVET policy and provide our trainers with a comprehensive and practical learning experience.

Following the conclusion of the training, the PIC-COE conducted assessments to evaluate the attainment of the learning objectives. This assessment revealed that the trainers had acquired the necessary competencies and were fully capable of implementing the updated teaching methodologies in their respective training sessions.





- **Employee Wellness Training**

The Capacity Building department organized a training program on Employee Wellness from February 20-22, 2024. The training specifically focused on enhancing the well-being of employees. A total of 20 senior and extended management members participated in the training, with 13 male and 7 female participants. The training sessions were conducted by Alta Research and Counseling.

As a result of the training, three Wellness groups were established within the organization. These groups are dedicated to ensuring employee well-being in three key areas:

- **Financial wellness:** Look for opportunities, where the emplyee can be supported in finalcial matters..
- **Social wellness:** The aim of this group is to foster a positive social environment within the organization. They organize activities and initiatives that promote team-building, work-life balance, and a sense of community among employees.
- **Career development:** This group is committed to supporting employees in their professional growth and development. They provide guidance, mentorship, and opportunities for training and advancement, fostering a culture of continuous learning and career progression.

The establishment of the Wellness groups and the development of the organizational Wellness policy are clear indications of the organization's dedication to creating a healthy and supportive work environment for its employees.





- **Building Trauma-Informed Competencies**

Selam Children's Village's CYC program sent ten professionals—6 females and 4 males—to participate in a specialized Level I Trauma Competency training. This comprehensive training, conducted in partnership with the Hope to Fatherless organization at the Sendafa Child Development Training and Research Center (CDTRC), took place over three days, from July 2nd to July 4th, 2024.

The primary objective of this training was to equip our caregivers and social workers with a deeper understanding of psychological trauma and its significant impact on children's lives. Additionally, the training provided practical strategies and tools to effectively support and assist children who have experienced trauma.

As an organization dedicated to the well-being of the children in our care, this training is both relevant and beneficial to our work. By enhancing our team's knowledge and skills in this crucial area, we are better prepared to understand the unique challenges faced by the children and implement more informed, trauma-sensitive approaches to promote their healing and resilience.



- **Empowering Caregivers**

Efoy Nanny and Housekeeping Training Center, in collaboration with Selam Children's Village , successfully conducted a training program for 54 SCV caregivers.

Over two rounds from October 14-17 and October 28-31, 2024, participants engaged in enriching sessions covering essential topics such as:

- Child Care Essentials
- First Aid
- Autism Awareness
- Personal Cleanliness
- Relationship & Teamwork
- Work Ethics

This training was designed to enhance the skills and knowledge of our caregivers, ensuring they can provide the highest quality care and support to the children at Selam Children's Village.

At the conclusion of the training, Ato Solomon Chali, Executive Director of SCV, provided a Certificate of Appreciation to Milky Mamo, founder and General Manager of Efoy Nanny and Housekeeping Training Center.





- **First Aid Training to College Staff**

Selam Technical and Vocational College, in partnership with the Ethiopian Red Cross, successfully conducted a comprehensive three-day first aid training for department heads, workshop assistants, and drivers at the college from August 5-7, 2024. A total of 27 participants—21 males and 4 females—attended the training.

The training aimed to equip participants with essential first aid skills, enabling them to respond promptly and effectively to emergencies. The sessions were highly interactive and included hands-on practice, ensuring that participants could confidently apply their skills in real-life situations.





- **Training on System Change Approach**

On December 14 and 15, 2024, Selam Technical and Vocational College (STVC) arranged a transformative training session focused on "System Change." Efrem Shiferw, the Country Representative of Woord en Daad, facilitated the training. A total of 45 senior and extended management members from SCV, STVC, ROFAM Manufacturing and Service, and Tsehay Roschili Industrial and Agricultural Engineering (TRAIE) participated in the event.

The primary objective of the training was to identify systemic aspirations at the organizational level. Participants evaluated current operational systems and determined the necessary changes to enhance outcomes for SCV. They actively engaged in developing a System Change Canvas (a tool developed by Woord en Daad) for each directorate, defining their goals and analyzing pathways for future implementation.





Partnership

- **SIDA Director General visited SCV**

On January 26, 2024, Mr. Jakob Granit, the Director-General of The Swedish International Development Cooperation Agency (Sida), visited Selam Children's Village. Accompanying him were Mr. Tomas Bergenholtz, Senior Advisor to the Director General at Sida, Mr. Ulf Kallstig, Head of the Africa Department at Sida, and Ms. Aurelia Calabro, Director and UNIDO Representative, Regional Office Hub in Ethiopia.

The purpose of the visit was to promote partnerships and explore avenues for improved synergies. The team aimed to discuss current challenges and opportunities within the areas of skills development, research, digitalization, and the role of the private sector in development.

During their visit, the team had the opportunity to tour various workshops at the college, including the Misale driving academy. This allowed them to gain firsthand insight into the vocational training programs offered and witness the impact of skill development initiatives on the lives of youths.





- **Roche Ambassadors Visit**

On October 1, 2024, Roche Ambassadors from various countries visited Selam Children's Village (SCV), welcomed by Wro Tsehay Roeschli, SCV founder; Mr. Solomon Chali, SCV Executive Director; and Mr. Amanuel Grunder, Program Director from Selam Charity Switzerland. The visit commenced with a round-table introduction, allowing the delegation to meet SCV's management team, followed by a presentation by Mr. Nigussie Eshetie that outlined SCV's mission and brief the Children, Youth & Community Support (CYC) programs.

The ambassadors then toured several key areas within SCV, starting with the daycare center, where they interacted with staff and children. They visited two of the family houses, gaining insight into daily life in the village, and spent time at the kindergarten. A significant part of their visit included engaging with youths in the Semi-Independent Living (SIL) Program, where they learned about the challenges and aspirations of the Roche supported youths.

In the afternoon, the delegation explored the Selam Technical & Vocational College workshops. The visit concluded with a feedback session, during which the ambassadors reflected on their experiences and expressed their appreciation about the impactful work being carried out at SCV.





- **Collaboration with Federal Police Commission**

On February 28, 2024, a delegation led by the Deputy General Commissioner of the Federal Police Commission and President of the Ethiopian Police University, Mesfin Abebe, paid a visit to Selam Children's Village. This half-day visit held great significance as it aimed to establish and explore possibilities for partnership and cooperation between the Ethiopian Federal Police Commission and our organization.

During the visit, the delegation had the opportunity to witness various interventions and programs implemented by SCV. They were highly impressed with what they observed and expressed their keen interest in collaborating with SCV, particularly in signing a Memorandum of Understanding (MoU) focused on providing skill upgrading training for employees of the Federal Police Commission.

Follwing the visit, Selam Technical and Vocational Training, in collaboration with SCV's Capacity Building department, conducted a skill gap assessment at the Federal Police Commission workshops. The identified areas for skill upgrading include woodwork, metalwork, food preparation, driving, and garment making. Additionally, the employees of the Federal Police Commission were given the chance to visit different workshops at STVC. We firmly believe that this collaboration will strengthen our partnership efforts and contribute to the diversification of our income sources and strenghtne our partnership efforts.









After a partnership visit and subsequent discussions, the Ethiopian Police University, Ethiopian Federal Police Logistics Department, and Selam Children's Village have entered into a memorandum of understanding (MoU) to collaborate on technology transfer and research projects. The signing ceremony of the MoU took place, and Mr. Solomon Chali expressed SCV's willingness to cooperate with the Federal Police Commission and expand its experience in providing result-oriented trainings and technology transfer.





- **Visit to Child Development Training and Research Center (CDTRC)**

On June 24, 2024, a one-day experience-sharing visit was organized at the Child Development Training and Research Center (CDTRC) at Sandafa for 16 staff members (13 female) from CYC to learn about their best practices and progress.

The CDTRC is a child-focused non-profit organization that specializes in providing contextualized training for parents, teachers, social workers, and similar stakeholders in the areas of child development, education, parenting, child protection, child rights, and trauma-informed care since 2009.

The organization also maintains an art gallery that displays motivational texts to inspire people and encourage them to overcome the problems they face. Additionally, the gallery features an African map highlighting the continent's abundant resources, conveying the message that Africa has the potential to solve its problems. The CDTRC personnel explained that these methods have been effective in healing the minds of their clients by addressing the long-term traumatic effects of their past experiences as orphans.

The CYC staff who participated in the experience-sharing visit learned that it is crucial to apply the CDTRC's approaches to address the effects of past trauma on orphaned children and youth.





- **MoU between Selam Children's Village and FANA Ethiopia**

On December 12, 2024, Selam Children's Village has signed a memorandum of understanding (MoU) with the FANA Association for Individuals with Learning and Communication Difficulties (FANA Ethiopia). FANA Ethiopia is a non-profit and non-governmental organization dedicated to raising awareness of learning and communication difficulties and providing support to children facing these challenges in Ethiopia.

The purpose of the MoU is to collaborate on addressing special needs issues among the children at Selam Children's Village through awareness raising, capacity building, and support in establishing a special needs department.

The MoU was signed by SCV Executive Director Ato Solomon Chali and FANA Ethiopia Managing Director & Founder Dr. Abebayehu Mesele. This partnership aims to enhance the support and resources available for children with special needs, fostering an inclusive environment within SCV.





- **CSO Week 2024**

SCV participated in the 4th CSO Week, held at Ghion Hotel from December 6-8, 2024. The event commenced with the presence of esteemed government officials and distinguished guests. TRIAE and ROFAM, also showcased their products during the exhibition.

The CSO Week concluded with a panel discussion and a visit from high-ranking government officials. Selam Children's Village had the honor of welcoming distinguished guests, including ACSO Director General Ato Samson Biratu. Other exhibition participants also learned about our initiatives.

SCV received a Certificate of Participation from the Ethiopian Civil Society Organizations Council and the Authority for Civil Society Organizations.







- **STVC 5th batch graduates Silver Jubilee Celebration**

Selam Technical and Vocational College's 5th Batch Former Graduates Association celebrated their 25th Silver Jubilee at Selam Children's Village (SCV), attended by Mrs. Tsehay Roechli, SCV management, and families of former graduates. Many of the graduates had grown up in Selam Children's Village.

During the event, representatives from the former graduates delivered speeches, sharing their experiences at STVC and expressing their gratitude to SCV for the opportunities that contributed to their current success. A brief presentation highlighted SCV and the resource mobilization efforts by the Partnership and Resource Mobilization Department.

To strengthen future partnerships, a team was formed, consisting of members from SCV, RoFam, TRIAE, and the graduates' association. In a gesture of support, the association donated 1,000 exercise books to SCV, further demonstrating their commitment to giving back to the community





- **Partnership with EKA Kotebe General Hospital**

A team composed of representatives from CYC, TRIAE, and RoFam, led by Ato Solomon Chali, the Executive Director of Selam Children's Village (SCV), recently visited EKA Kotebe General Hospital. The purpose of this visit was to explore potential collaboration between EKA Kotebe Hospital and SCV. Both parties agreed to work together on various initiatives, including providing counseling services for youth struggling with addiction, recruiting college graduates for employment, and utilizing SCV's existing garage for the maintenance of the hospital's vehicles.

The hospital administration warmly welcomed the team, fostering an open atmosphere for meaningful discussions. During the meeting, the teams engaged in various collaborative topics and toured different sections of the hospital.

The hospital administration expressed a strong interest in SCV's initiatives and operations, recognizing the potential for synergy between the two organizations.





On October 7, 2024, the management team from EKA Kotebe General Hospital conducted a visit as a continuation of a previous meeting held by SCV management staff at the hospital. The purpose of this visit was to explore potential collaboration between EKA Kotebe Hospital and SCV. Both parties agreed to work together on various initiatives, including providing counseling services for youth struggling with addiction, recruiting college graduates for employment, and utilizing SCV's existing garage for the maintenance of the hospital's vehicles.

During the visit, the management team toured different components of SCV, including TRIAE and RoFam, to better understand the organization's capabilities and resources. This collaboration aims to enhance support for the community and improve services offered by both institutions.





- **Visit from ITOCHU Corporation**

On December 3, 2024, representatives from ITOCHU Corporation, accompanied by delegates from United Nations Population Fund (UNFPA), visited Selam Technical and Vocational College's garment training program. The purpose of the visit was to evaluate the effectiveness of the training on priduction of female sanitary shorts and its impact on the participants. So far, a total of Through this project, a total of 52 trainees have received the short term training in two rounds.

Additionally, the visit created an opporunity for future collaboration with UNFPA Ethiopia, focusing on training initiatives aimed at empowering youth across the country. Discussiona are underway to launch a comprehensive training program, facilitated by UNFPA.





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- **EYE Business Case Presentation Meeting**

On October 15, 2024, Selam Technical & Vocational College (STVC) hosted the Employable Youth in Ethiopia (EYE) Business Case Presentation meeting, attracting over 25 industry representatives. The purpose of the meeting was to engage companies in discussions about potential business partnerships, specifically focusing on the development of tailored training programs through the Center of Excellence, with industries contributing financially to the training.

This collaborative model aims to deepen industry involvement in TVET initiatives and foster a sense of ownership over training outcomes. The meeting was successful, with many industry participants expressing strong interest in the proposed partnership.





New operational areas established

Selam Children's Village (SCV) has long been committed to supporting vulnerable children and disadvantaged communities across Ethiopia. As part of its Strategic Plan, SCV identified the need to expand its geographical reach and establish new operational areas to extend its community support services to underserved community members. This expansion aligns with SCV's mission to provide holistic care, empower women, and strengthen community resilience through targeted interventions such as school feeding programs, economic empowerment initiatives, and vocational training.

The strategic direction focused on establishing new operational areas in three regions: Oromia, Southern Ethiopia, and Amhara. To date, SCV has made significant progress, achieving two out of the three planned expansions. Below is a detailed narrative of the progress made in each region:

- **Oromia Region (Sheno City Administration)**

The Oromia region was identified as a priority area for expansion due to its high levels of vulnerability and the need for community support services. SCV's efforts in Sheno City Administration have been particularly successful:

- **Securing land**

On **January 13, 2024**, a team from the Oromia Regional State Sheno town administration visited SCV to gain an understanding of its activities. Impressed by SCV's work, the Deputy Mayor of Sheno, Mrs. Genet, pledged to support SCV's expansion efforts. True to her promise, the Sheno town administration secured **1,600 square meters of land** for SCV and issued a title deed. This land acquisition was a critical first step in establishing a satellite center in Sheno.

- **Inauguration of Sheno Satellite Center**:

On **March 9, 2024**, SCV inaugurated it's first-ever satellite center outside of Addis Ababa in Sheno. The inauguration ceremony was a vibrant event, attended by key stakeholders, including Mrs. Genet (Deputy Mayor of Sheno), Mrs. Tsehay Roeschli (founder of SCV), Ato Wondwosen Teshome (Chairman of the Executive Board), and Ato Solomon Chali (Executive Director of SCV). The event also included the signing of a project agreement with local officials, outlining the programs to be implemented in Sheno.





- **Programs Launched**:

  The Sheno Satellite Center will focus on three key interventions:

  1. **School Feeding Program**: Providing nutritious meals to schoolchildren to improve attendance and academic performance.
  2. **Women's Economic Empowerment**: Offering training and resources to help women start income-generating activities and achieve financial independence.
  3. **College Tuning Program**: Collaborating with Sheno Polytechnic College.

- **Partnership with Sheno Polytechnic College**:

SCV signed a **Memorandum of Understanding (MoU)** with Sheno Polytechnic College to strengthen collaboration and support capacity-building initiatives. This partnership includes the implementation of **Kaizen** principles to improve operational efficiency and the sharing of best practices between the two institutions.





- **South Ethiopia Region (Wolaita Sodo)**

The South Ethiopia Region, Wolaita Sodo, was another priority area for SCV's expansion. Progress in this region has been marked by strong collaboration with local authorities:

- **Project Agreement Signing**:

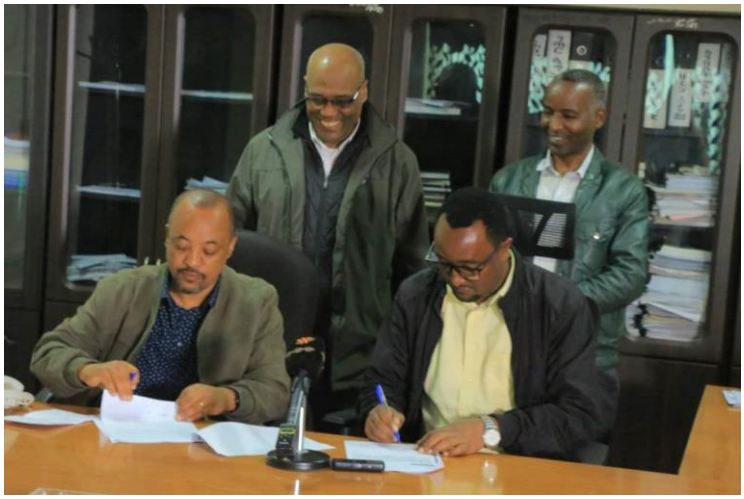
On **June 28, 2024**, SCV signed a project agreement with the Wolaita Zone Administration to establish a satellite center in Wolaita Sodo. The signing ceremony was attended by the Deputy Administrator of Wolaita Zone and Dr. Petros Olango, Deputy Chairman of the SCV Executive Board. The agreement outlines the programs to be implemented, including school feeding, women's economic empowerment, and a TVET college tuning program.

- **Programs Launched**:

  The Wolaita Sodo Satellite Center will focus on:

  1. **School Feeding Program**: Addressing food insecurity and improving educational outcomes for children.
  2. **Women's Economic Empowerment**: Empowering women through skills training and access to resources.
  3. **TVET College Tuning Program**: Enhancing vocational training to align with labor market needs and improve employment opportunities for youth.

Ato Solomon Chali, the Executive Director of SCV, signed the project agreement and provided an overview of SCV's work in general, as well as details on the specific





Resource Mobilization

In 2024, out of the total income plan of 154,715,023.00 ETB, 56,155,957.00 ETB (36%) was to mobilize resource through different local resource mobilization efforts including,

- Telebirr, Donation box, Individual donors, Biography book sale, Staff contribution
- Sponsorship from banks
- Project funds
- Skill upgrading to different organizations
- TVET College regular fee and clinic

In this regard, we were able to mobilize resource of 55,984,859.22 ETB (99%) from the plan

Income Source	Resource mobilized (ETB)
1. Local resource mobilization (telebirr, sponsorship,, Scrap sales..)	21,192,402.20
2. ROFAM Contribution	2,964,867.96
3.TVET College	
3.1. Projects	20,850,457.15
3.2. Regular training	3,780,853.52
3. Clinic	7,196,278.39
Total	**55,984,859.22**

3. Planning, Monitoring, Evaluation & Communication

Review meetings

- **Annual review meeting**

Selam Children's Village (SCV) successfully conducted its annual review meeting in Adama from January 25-28, 2024. The meeting served as a platform to present and thoroughly review the 2023 annual report, as well as the 2024 annual plan and budget. Ato Solomon Chali, the Executive Director of SCV, emphasized the key focus areas for the organization in the upcoming year and encouraged the management members to actively pursue the identified objectives while fostering collaboration to achieve the desired outcomes.

During the meeting, Ato Solomon Chali took a moment to express his heartfelt gratitude to the SCV Labor Union delegates for their indispensable presence and invaluable contributions. Recognizing the crucial role they play in the ongoing success of SCV, he acknowledged them as vital components of the organization's achievements.





- **Annual Executive Board Meeting**

The annual review meeting of Selam Children's Village's Executive Board took place in Bishoftu from February 17-18, 2024. During the meeting, the board extensively reviewd the annual 2023 report and 2024 plan of both SCV and TRIAE. Furthermore, the CYC Service Quality Assurance and policy document, prepared by the CYC, were presented for discussion and approval. Silamarly, SCV five year Startgic Plan (2024-2028) document got an approval from the board. The Executive Board also discussed on various significant organizational issues and provided direction and made decisions accordingly.







- **General assembly meeting**

On March 16, 2024, Selam Children's Village (SCV) held its 16th regular General Assembly (GA) meeting. The General Assembly began by paying a tribute to two distinguished members of the GA, Dr. Tarekegn Berhanu and Ato Mamauye Desaelgen, who had passed away. Both individuals had made invaluable contributions to SCV, and their legacy was honored with a minute of silence.

The General Assembly reviewed crucial documents, including the 2023 annual report, the 2024 annual plan, and audit reports for both SCV and TRIAE. After extensive discussions, the general assembly endorsed these documents. Furthermore, the GA approved a comprehensive five-year strategic plan that will be implemented from 2024 to 2028.

Follwing the General Asembly meeting, SCV submitted the approved reports, plan and all required documents to Authority for Civil Society Organizations (ACSO) timely.







- **Executive Board Report Review Meeting**

Selam Children's Village Executive Board held its regular meeting on August 10, 2024. During this meeting, the board conducted a thorough review of the performance of SCV and TRIAE for the first six months of 2024. The board offered constructive feedback and guidance for the management team to consider in preparation for the upcoming reporting periods.





- **Introductory session for new General Assembly members**

On August 16, 2024, Selam Children's Village organized an introductory session for the newly elected General Assembly members. Five individuals were elected to serve as new members, each bringing a wealth of experience and expertise that could significantly benefit SCV.

During the session, the new members were introduced to the Executive Board and SCV management. A brief presentation about SCV was provided, followed by visits to various development interventions of SCV and TRIAE.

After the presentation and visits, the newly elected General Assembly members expressed their gratitude to SCV for the opportunity to serve. They were impressed by the developments being implemented at SCV and showed a strong desire to support the organization in their areas of expertise to help achieve its vision and mission.







- **Joint Executive Board Meeting**

On October 11-12, 2024, Selam Children's Village successfully hosted a two-day joint Executive Board meeting in Addis Ababa with participants from Selam Children's Village and Selam Charity Switzerland. During this productive gathering, the joint board addressed high-level strategic issues and discussed and endorsed a Code of Cooperation (CoC).

Other key strategic documents, including joint board roles and responsibilities, strategic priority areas, master plan next steps, and autonomy and localization, including communication protocol, were presented. The documents were discussed in depth by the board members. The following are some of the key outcomes of the meeting:

- The Code of Cooperation (CoC) was signed.
- Strategic and operational levels of roles and responsibilities for both boards, prepared using a RACI (Responsible, Accountable, Consulted, and Informed) framework, were approved.
- Key strategic priority areas were identified.
- The joint board agreed to share any future partnership initiatives before signing partnership agreements in order to review and analyze the implications for strategy and funding.
- Following a thorough discussion, the SCS board expressed its strategic commitment to support Phase 1. However, SCS will support SCV technically and with partnership searches for the activities that SCS cannot fund directly.

The meeting concluded with a heartfelt moment as the two boards planted seedlings at the memorial park at SCV 2, honoring the legacy and major supporters of Selam Children's Village.







- **Executive Board Meeting on Salary Increment**

On December 28, 2024, the Selam Children's Village Executive Board held a meeting to review recent updates from RoFam and discuss the proposal for salary increments and living adjustments for SCV staff.

The board reviewed the RoFam update presented by Ato Embibel, RoFam General Manager. They appreciated the recent developments at RoFam, particularly in the restaurant and agriculture sectors.

Another key agenda item was the proposal for SCV staff salary increments and living adjustments. After thorough discussion, the board approved the proposal to be implemented as of January 1, 2025. The board also gave a direction





Monitoring & Evaluation

- **TVET Project Terminal Evaluation**

Selam Children's Village recently underwent a terminal evaluation for its TVET (Technical and Vocational Education and Training) project. The evaluation was conducted by government project signatories, including the Bureau of Finance, the Bureau of Labor and Skill, and the Sub City Finance Offices.

During the evaluation, the team thoroughly reviewed the terminal report and conducted visits to various workshops associated with the project. These visits provided firsthand insight into the project's implementation and its impact on the beneficiaries.

After careful examination, the evaluation team provided their feedback on the project. They noted the key strengths of the project's accomplishments, highlighting the positive outcomes and benefits it has brought to the target beneficiaries. Based on their evaluation, the team recommended an extension of the project for another three years. Following the terminal evaluation, a three years project agreement signed with cnncerned government buteaus.



- **Monitoring visit**

The Addis Ababa City Bureau of Finance, Women, Children, and Social Affairs Bureau, along with the Yeka Sub City Finance Office, conducted a monitoring visit to assess the Children, Youth, and Community Support component of Selam Children's Village. A comprehensive monitoring report was presented to the monitoring team. The team visited various elements of the CYC, including day care centers and family houses. Following the visit, the monitoring team provided valuable feedback. They acknowledged that the project implementation status was progressing well and on the right track. Additionally, they expressed their appreciation for the partnership and the smooth relationship that SCV had established with key project stakeholders.







- **Health Project Terminal Evaluation**

A terminal evaluation for the health project, implemented from 2021 to 2024, was conducted on August 26, 2024. The evaluation involved project signatories from the Addis Ababa Bureau of Finance and the Bureau of Health.

During the evaluation, a terminal report was presented to the evaluation team, who thoroughly reviewed the project's performance over the past three years. The team expressed appreciation for the impressive accomplishments and provided recommendations for future considerations. They also approved the extension of the project for an additional three years. Follwing the terminal ecvlaution a new three years project was signed with concerned government bureaus.





4. Construction & Maintenance

- **Children 's Home G+2 Building Construction**

The construction is on progress and roof work and external plastering completed. With the fund secure from Ameropa Swiss, finishing works and furnishing is underway.





- **HDECOVA Roof Maintenance Work**

STVC completed essential maintenance on the roof of the HEDCOVA workshop facility. The workshop's roofing, previously constructed with a single type of roof tile, has been prone to frequent cracking and deterioration during rainy seasons, resulting in significant and recurring maintenance costs annually. The prevalent water leaks not only posed a substantial risk to the building's existence and lifespan but also threatened the high-value machinery and equipment crucial for hands-on trainee instruction.

In response to this challenge, the college conducted roof tile replacement with EGA sheets.



- **Access road construction using coble stone**

The road connecting the main head office, college office, and Misale Driving Academy, previously in poor condition, was upgraded with cobblestone paving, improving access and mobility, especially for individuals with disabilities.





- **Sheno Satellite Center Office construction**

Foundation work, toilet hole digging, fence work and container transportation was completed for Sheno Satellite Center.



- **Completion of rental shops construction**

The construction of the rental shops has been completed and transferred to RoFam for rental and management.



2024 Achievement against Strategic Objectives

Strategic Outcome	Indicator	2024 Target	2024 Achievement	Remark
Outcome 1: Enhance holistic well-being development of children and youth	**% of children reporting high well-being outcomes (health, education, etc.)**	**90%**	**94% satisfaction rate**	
Output 1.1 Well-nourished and healthy children and youth	Number of children and youth accessed quality food, shelter & clothing	322	315 children & youth supported	
Output 1.2 Children accessed child care and early quality pre-primary and primary education	% of children who have reading and comprehension fluency and numeracy skill	80%	-	Standard test will be administered soon to comprehension fluency and numeracy skill in collaboration with Emanuel Development Association
	% of children who have early childhood education experience once enter to grade 1	100%	100%	5 children who were in early childhood education promoted to grade 1
	% of children promoted to the next grade level	100%	• 96% of children promoted to the next grade • 100% pass rate for grade 6 and grade 8 national exam	
Outcome 2: To create emotionally and socially resilient children and youth	**% of children and youth with self-esteem above 15 (Rosenberg Scale)**	**85%**	**93% self-esteem score of above 15**	
	Number of children and youth receiving psycho-social support	322	315 children & youth supported	
Outcome 3: To create economically self- supporting youths and families	**% of graduated youths employed within one year**	**90%**	**108% employment rate**	

	% of households or women whose annual income increased	**30%**	**10% increment as observed during monthly meeting**	
Output 3.1: Youths provided higher or university education opportunities	Number of youth provided education support	80	82 youths supported	
	Number of youth provided training to start their own business	12	8 youths received training in collaboration with Kefta	
Outcome 4: To strengthen community structures in the support of the most vulnerable children/ Orphans	**Number of CBOs engaged in community and resource mobilization to provide care for targeted vulnerable children/**	**50**	**7 CBOs engaged**	
	Number of targeted vulnerable children supported by CBOs	40	7 children supported	
Output 4.1: Community based organizations are identified and strengthened to mobilize community and resources for child care	Number of CBOs provided training on childcare, resource mobilization and integrated services.	50	20 CBO's and Idirs received training	
Output 4.2: New operational areas (satellite centres) established	Number of New operational areas (satellite centres) established	2	2 satellite centres in Sheno & Wolaita Sodo established	
Outcome 5: To enhance re-integration and re-unification of children separated from families or lost families	**Number of children re-unified with families**	**6**	**2 children re-unified**	
	Number of youths fully integrated in to the community	8	**3 youths fully integrated to the community**	
Outcome 6: To enhance access to and quality of TVET	% of trainees enrolment compared to the in-take capacity	95%	77% youths accessed TVET against the intake capacity	
	% of trainees satisfied with the quality of TVET Training provided to them	90%	91% satisfaction rate	
Output 6.1: Increase the number of enrolled trainees	Number of trainees enrolled	1162	896 trainees accessed TVET training	
Output 6.2: Increase the number of enrolled trainees	Improve outreach and awareness towards TVET programs to increase enrolment of underrepresented groups	1	10 outreach program conducted in neighbouring high schools	
Output 6.3: Enhance the qualifications and skills of teaching staff	Number of teaching staff participating in professional development programs	55	24 training staff received training	
Outcome 7: Enhanced employment	**% of TVET graduates who have started**	**10%**	**--**	

opportunities and entrepreneurship development for targeted youth graduates	**their own business (self-employed)**			
	% of TVET graduates who were employed by industries worked with Selam TVET College	**90%**	**108% graduates employed**	
	% of employers satisfied with STVC graduates	**90%**	**93% employers satisfied with STVC graduates**	
Output 7.1: Establish strong linkages with industry for internships and job placements	Number of industries worked with Selam TVET College	100	47 additional industries identified and signed MoU	
Output 7.2: Provide career guidance, counselling and job readiness training to trainees	% of trainees received career guidance and counselling	100%	100% prospective graduates received career guidance and counselling at the incubation centre.	
Outcome 8: To enhance organizational capacity	**% increase in budget for the program**	**25%**	**28.8% program budget increase**	
	% increase in timely execution of projects / burning rate	**100%**	**101% burning rate**	
Output 8.1: Staff and Management members of SCV are trained in strategic plan execution and identified training topics (e.g. resource mobilization, SOP, etc.)	Number of staff and managers trained	40	122 staff and management trained on different training topic	
	Number of relevant types of trainings provided	6	6 relevant types of training provided to staff & management	
Output 8.2: Equipped with required resources, system and technology	Number of improved systems put in place	2	2 systems including ERP & 360 degree performance evaluation software in placed	
Output 8.3: SCV 1 Master Plan prepared	Number of master plan developed	1	1mastr plan developed and got approval	
Output 8.4: Resource mobilized to implement the master plan	Amount of resource mobilized to implement the master plan	62 Million ETB	24.4 Million ETB	

5. Financial Performance

	2024	2023
	ETB	ETB
REVENUE		
Revenue from non - exchange transaction		
Grant contribution in cash	150,221,881	102,214,761
Grant contribution in kind	542,519	592,009
Revenue from exchange transaction	26,172,814	20,795,368
Income released from fixed asset reserve	-	-
Total Revenue	**176,937,214**	**123,602,138**
EXPENDITURES		
Program expenditure	129,642,698	102,471,304
Administrative expenditure	21,611,135	22,155,789
Total Expenditure	**151,253,833**	**124,627,093**
Net Surplus (Deficit) for the year	**25,683,381**	**(1,024,955)**

The Civil Society Organization Proclamation 1113/2019 requires administrative expenditures of organizations established for the benefit of the public or that of third parties should not exceed 20 % of the total income.

As per the report, the administrative expenditure accounts to 13.57% of the total revenue. This show SCV complies with the requirements of the Civil Societies Organizations Proclamation No. 1113/2019.

6. Major challenges and solution adopted

1. Staff Turnover and Difficulty in Attracting Talent Due to Low Salary Scale: The organization faces high staff turnover and struggles to attract qualified staff due to a non-competitive salary structure. This has led to a shortage of skilled personnel, impacting operational efficiency and long-term growth.

Solution:

A formal proposal has been submitted to the Selam Charity Switzerland (SCS) to review and adjust the salary scale to align with industry standards. After a discussion, the proposal got acceptance and salary increment was made to all staff as of January 1, 2025.

2. High Prices and Scarcity of Construction and Other Raw Materials: Rising costs and limited availability of construction and raw materials have disrupted project timelines and increased operational expenses, posing a significant challenge to the organization's ability to deliver on commitments.

Solution adopted:

To mitigate this issue, SCV has adopted a strategic approach to procurement, including bulk purchasing to secure better pricing and prioritizing materials based on project urgency. These measures ensure the timely completion of critical projects while maintaining cost efficiency.

3. Prolonged Bureaucracy in Obtaining a Business License for Misale Chora Driving School: Delays in securing a business license for the Misale Chora Driving School due to bureaucratic hurdles have hindered the organization's ability to commence operations and generate revenue.

Solution adopted:

Actively engaged with government officials to expedite the licensing process. Through consistent follow-ups and improved coordination with relevant authorities, the licensing process has been streamlined, enabling smoother operational setup.

3. Long service Vehicle Fleet and Transportation Issues: Long service vehicle fleet has led to frequent breakdowns, increased maintenance costs, and transportation inefficiencies, affecting overall productivity and service delivery.

Solution:

A comprehensive assessment of the vehicle fleet is underway to identify immediate repair needs and long-term replacement requirements. Also exploring cost-effective transportation alternatives to ensure reliable mobility for operations.

4. Shortage Potable Water Supply in Village 1: All deep wells in village 1 failed and this pose has posed significant challenges in the overall operation of the village.

Solution:

Conducting ongoing assessments to identify sustainable solutions for providing potable water. Simultaneously, efforts are being made to solicit funds and partnerships to implement long-term water supply projects that address the water need.