SELAM
Children's Village

ANNUAL REPORT

2025



A better life for children

CONTENTS

Key Figures- 2025	1
Executive Summary	2
Project 1: Family Model Village Child Care & Community Support & Health Report	5
Project 2: Selam Technical & Vocational College Report	60
Coordination Office Report	82
Finance Report (Pre-Audit)	109
2025 Achievement against Strategic Objectives	114
Major challenges encountered and solution adopted	117

Key Figures-2025

348

# of Children & Youth Supported

92%

Children & youth satisfied with their living situation

96%

Grade 6 & 8 promotion rate

97%

Children promoted to the next grade

30

# of SIL Youths fully integrated

5

# of SIL Youths graduated from higher education

86%

Youths scored >15 in Rosenberg Self Esteem

1326

# of community members supported

1295

# of youths accessed TVET

87%

Trainees satisfied with the training at STVC

62%

National CoC pass rate

100%

Employment rate

94%

Employers satisfied with STVC Graduates

258 Mill ETB

Income Collected

234 Mill ETB

Budget Expenditure

Executive Summary: Annual Report 2025

Advancing Our Vision: From Vulnerable Childhood to Self-Reliant Potential

In 2025, Selam Children's Village remained dedicated to transforming the lives of Ethiopia's most vulnerable children, ensuring they received the love, care, and skills necessary to reach their full potential. We provided a nurturing family environment for 348 children and youth under the family model village child care and youth support program, offering them stability and hope. A significant operational highlight this year was the completion of a new family house, which allowed us to admit 30 additional children who were in desperate need of care. The true measure of our success, however, is seen in the 30 young adults (21 women and 9 men) who successfully graduated from our care this year. These young people have transitioned to full independent living, equipped with health insurance and the life skills to thrive, marking the successful completion of their journey with us.

Our commitment to building self-reliance extends through the Selam Technical and Vocational College, which serves as a bridge to economic independence. This year, the college created access to outcome based TVET training to 1,295 trainees and facilitated cooperative industry training for 815 of them. We are proud to report that 222 of our graduates were successfully linked to wage employment, proving that our training leads to real-world jobs. However, we are currently addressing a specific challenge regarding national assessment; while our internal assessments show a high success rate, the national competency pass rate stood at 62%. Management is actively engaging with regulatory authorities to align our curriculum with national requirements, ensuring our students are fully recognized for their skills.

Beyond our residential villages, we worked tirelessly to strengthen the surrounding community and prevent family separation. Our holistic support included daycare services for 242 children, which enabled mothers to engage in their daily lives without worrying about their children, and a school feeding program that supported 550 students. Additionally, Selam Clinic continued to serve over 14,400 patients and providing health education to thousands more.

Our impact is underpinned by disciplined financial stewardship. In 2025, SCV collected total revenue of Birr 258,944,408.58 and expenditures of Birr 234,623,387. We maintained a strict complaince against ACSO proclamation, keeping administrative costs to just 13% of total expenditure, ensuring that the vast majority of our resources were directed straight to our programs. With a strong financial foundation and strategic growth projects underway such as the new campus in Bishoftu, SCV is well-positioned to continue this vital work in the years to come.

.



Project 1: Family Model Village Child Care & Community Support

1. **Family Model Village Child Care:** Nurturing environment for children to thrive

During the reporting period, 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 live in a nurturing environment to thrive.

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

Key Achievements:

During the reporting period, 255 children (157 male, 98 female) received comprehensive care, including consistent access to adequate and nutritious food, directly supporting their health and development. This result exceeded the annual target of 252 children, achieving 101%.

To ensure the sustainability and quality of this support, a dedicated training program on nutrition and menu planning was conducted for caregivers. The session engaged 39 participants, including existing and newly recruited caregivers and cooks. The training enhanced their skills in balanced meal planning, food safety, and hygienic food handling, leading to the development of improved, culturally appropriate menus based on Ethiopian nutritional guidelines. This capacity-building initiative ensures that improved feeding practices are maintained, multiplying the positive impact on children's well-being.





New Children Admission

In 2025, Selam Children's Village successfully admitted and integrated **34 new children (24 male, 10 female)** into its care system. The admissions process was characterized by thorough preparation, including the training of four new caregivers, close collaboration with government authorities, and detailed psychosocial assessments to ensure each child's well-being. All children have been warmly welcomed, enrolled in school, and are thriving demonstrating positive psychological well-being.





SDG Alignment



This was advanced by providing regular, nutritious meals to 255 children, ensuring their food security.



The provision of balanced diets and the improvement of food safety and hygiene practices directly contributed to the physical health and healthy development of the children.

Child Satisfaction and Well-being

In 2025, an annual satisfaction survey was conducted with a representative sample of 104 children from various age groups and backgrounds. The results were highly positive, with 95 children (91%) reporting they were "very satisfied" or "satisfied" with their living situation in the family-model village. This result exceeded the strategic plan target of 90%, achieving 101% of the annual goal. (Children Satisfaction Survey, 2025).

Statistical Summery

255



# of Children

Gender Disaggregation

157



# of Male

98



# of Female

Motherhood is a Gift: Aselefech Abebe's Journey



Before joining Selam Children's Village, 48-year-old **Aselefech Abebe** struggled with a deep internal fear: she worried she could not truly love children she did not give birth to. However, a pivotal induction training shifted her perspective, teaching her that motherhood is defined by the heart, not biology. Embracing this truth, she dedicated herself to providing her village children with the same deep affection she received from her own mother.

Aselefech's care quickly transcended her job description. She took the personal initiative to celebrate every child's birthday in her family house, creating handmade posters and organizing parties to ensure each child felt uniquely celebrated. This exceptional dedication was formally recognized this year when the Executive Board selected her as the "Best Mother of the Year."

While her love drives the home, Aselefech credits SCV's holistic support for making her success possible. With the organization ensuring that nutrition, healthcare, and basic needs are met on time, she is free to focus entirely on the emotional well-being of the children.

> "When they look at me and call me 'Mother,' I feel overwhelmed with gratitude. My only wish is to see them grow up and reach a good place in life. They deserve the best, and I am here to give it to them.
>
> - ***Mother Aselefech Abebe***

Outcome 2: Children Accessed Quality Education and Increased Educational Outcomes

Key achievements

Throughout 2025, Selam Children's Village ensured all school-aged children in its care accessed continuous, quality education and implemented a robust, multi-faceted academic support system designed to elevate learning outcomes and student engagement. This comprehensive strategy successfully addressed diverse educational needs, from foundational literacy to advanced Science Technology Engineering and Mathematics (STEM) skills.

A structured Tutorial Support Program served as the cornerstone of academic reinforcement, reaching all children through tailored approaches. This included home-based tutoring for younger children, intensive school-based examination preparation at RoFam Academy, and specialized contracted tutoring for secondary school students. The program was strategically differentiated, offering Grade 12 students intensive university entrance exam preparation while providing stream-specific support for Grade 11 students.

To ensure an inclusive and equitable learning environment, targeted interventions were implemented for children with specific needs. A dedicated Home Tutor Program provided individualized, twice-weekly instruction in core subjects for 9 children with learning difficulties, helping to build their academic confidence and engagement. Furthermore, computer education classes were offered to 13 Grade 11 students, equipping them with essential digital literacy skills.

A significant innovation this year was the launch of the Ethio Robo Robotics Program. Engaging 33 enthusiastic children (29 Male, 4 Female), the program organized participants into four grade-level groups for hands-on weekend training. This initiative has successfully fostered improved technical aptitude, creativity, problem-solving, teamwork, and overall emotional well-being among participants, marking a major step forward in providing 21st-century skill development.

Children Academic Performance:

The year was marked by significant academic milestones and broadly positive outcomes. A joyful graduation ceremony was held for 26 children (12 male, 14 female) who successfully completed their early childhood education (KG) and transitioned to Grade One, celebrating this foundational achievement with the wider community.





Overall academic progression

Overall academic progression was robust, with 151 children (97.4%) successfully promoted to the next grade level. Performance in key examinations was strong, as 26 children (96%) passed their regional Grade 6 and 8 exams. At the national level, 13 children sat for the Grade 12 university entrance examination, with 4 successfully qualifying for higher education.

An analysis of annual results across all grades (1-12) reveals that the vast majority of students are achieving solid academic standards. A combined 78% of children performed in the 'Good' to 'Excellent' range. higher incidence of 'Satisfactory' and 'Poor' results suggests a need for enhanced academic support for high school students.

96%

Grade 6 & 8 Regional Exam Promotion Rate

97.4%

Overall grade to grade promotion

SDG Alignment



Ensured inclusive and equitable education by providing universal access and targeted academic support to address diverse learning needs and close achievement gaps.



Ensured inclusive and equitable education by providing universal access and targeted academic support to address diverse learning needs and close achievement gaps.

Academic Excellence Award

Thirty-five outstanding children (22 male and 13 female) were rewarded for their exceptional first-semester performance with a visit to the Ethiopian National Palace and the Zoological Museum at Addis Ababa University's 4 Kilo campus, followed by group lunches.

The children were thrilled by the experience, particularly the exposure to historical artifacts and Ethiopia's global connections, which sparked great enthusiasm

The program successfully motivated other students to strive for academic excellence, leaving a lasting positive impact.





Outcome 3: All Children Have Access to Comprehensive Health Services

Key Achievements:

In 2025, the Selam Health Clinic provided comprehensive, high-quality healthcare services, ensuring the physical and mental well-being of all children. The clinic served all children who needed medical attention.

For cases requiring advanced care, a robust referral system ensured **34 children (15 males, 19 females)** received specialized external treatment for conditions, significantly improving their specific health outcomes.

A major focus was placed on proactive health education. Key initiatives included a Diabetes Awareness Program for caregivers and staff that led to early detection and lifestyle changes; a Substance Abuse Prevention Training for 32 children that positively shifted attitudes and decision-making; and tailored Reproductive Health and Safety Training sessions that empowered 37 girls and 22 boys with crucial knowledge for informed health choices.

Preventive care remained foundational, with annual medical checkups confirming good nutritional status and a notable absence of major nutrition or skin-related illnesses across the village.

SDG Alignment



The provision of universal curative care, a successful specialized referral system, and targeted preventive health education, leading to an improvement in child health.

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

Key Achievements:

In 2025, a comprehensive and multi-layered psychosocial support (PSS) system was successfully implemented, fostering resilience, emotional well-being, and essential life skills in children and youth. The program combined professional therapeutic interventions, targeted skills training, community integration, and celebratory activities to provide holistic support for personal development.

Program Implementation and Outcomes:

- **Professional Psychosocial and Therapeutic Support:**

The foundation of support was clinical care for those with deeper emotional needs. A total of 18 children (10 Female) received professional individual counseling, addressing issues like trauma, depression, and behavioral challenges, with most cases concluding successfully due to significant improvement.

Furthermore, specialized 3-day trauma debriefing programs were conducted for 26 vulnerable teenagers (11 girls, 15 boys) at Sendafa Child Development Research and Training Center. These intensive sessions provided a safe, structured environment for emotional processing, leading to observed reductions in psychological distress and enhanced coping mechanisms and peer support among participants.

> *I liked hearing other girls' stories. It made me feel stronger and more connected. I hope we get a chance to do this again it was important for all of us.*
>
> *- training participant*

> *The training helped me realize I'm not the only one who went through something hard.*
>
> *- training participant*





- **Life Skills, Talent Nurturing & Future Readiness:**

A wide array of targeted training equipped children with crucial competencies for life and future independence.

- Pre-Independence Training: A specialized program for 16 Semi-Independent Living (SIL) youths (5 male, 11 female). Vital skills were covered including financial literacy, employment readiness, personal development, time management, and conflict resolution. This training represents a strategic component of our broader initiative to systematically prepare all children in our care for the transition to adulthood. Participants demonstrated significant progress, particularly in creating professional CVs, understanding budgeting principles, and developing interview skills, with many reporting increased confidence in facing future challenges.



- Holistic Summer Program: A diverse summer initiative engaged children in IT, coding, AI, vocational skills (food preparation, garment making, woodwork), arts, and sports, often in partnership with Selam TVET College and YMCA. As a result, all participating children will benefit not only by acquiring practical skills and knowledge but also by building confidence and fostering social connections.





- Career and Creative Exposure: A Professional Day Celebration exposed children to various careers, enhancing motivation and goal-setting. An educational visit to the Addis Ababa University Arts School inspired creativity and broadened cultural perspectives.





- **Community Engagement, Social Responsibility & Sports:**

Active participation in the community fostered empathy, teamwork, and social integration.

- **Volunteerism & Service:** Children participated in meaningful volunteer initiatives, such as a visit by 20 children to Kebebetshay Orphanage Centre and another by 15 children to support 215 elderly beneficiaries at a local organization. These experiences nurtured empathy and social responsibility, with elders praising the children as "the next hope for our country."
- **Sports for Development**: Sports were a key tool for holistic development. A three-day sports carnival with Sport Friends Ethiopia engaged over 100 children from both villages, building joy and social skills. An Under-17 tournament for 88 children integrated community peers, fostering resilience and sportsmanship. Regular activities like hiking and organized Play Days promoted physical health, teamwork, and emotional well-being.





- **Festive Celebrations:** Major holidays (Christmas, Easter, Ethiopian New Year) were celebrated through child-led performances and communal gatherings, strengthening cultural identity and village unity.





Designing His Future: Mastewal Tadesse's Journey



For 15-year-old Mastewal Tadesse, Selam Children's Village (SCV) is the only true home he has ever known. Arriving as a young child from the Kebebe Tsehay orphanage, his early memories have faded, replaced entirely by the warmth and stability of the village. He credits his dedicated Village Mother for providing the secure foundation that allows him to thrive today as a Grade 9 student.

Mastewal's experience at SCV extends far beyond food and shelter; it is about deep

connection. He describes the village as a lifelong family, noting that her happiest moments are holiday reunions when older "brothers and sisters" who have graduated return home. This cycle of connection has instilled in him a profound sense of belonging and emotional security.

Academically, Mastewal is a focused and self-motivated student with a natural aptitude for Mathematics. Enhanced by the village's practical life skills and cooking training, he has developed a strong sense of self-awareness. His vision for the future is clear and ambitious: he plans to become an Accountant to ensure financial stability, while nurturing his creative dream of becoming an Architect, combining his love for numbers with her passion for design.

> Selam gave me a mother who loves me and a community that never leaves. Because I have this strong foundation, I am not just dreaming about the future; I am planning for it.
>
> - ***Mastewal,*** *SCV Child*

- **Family Tracing and Reunification Progress**

Recognizing the fundamental importance of family as the foundation of a child's identity and well-being, The CYC program has continued to prioritize family tracing, visit program, and reunification as core activities. Throughout 2025, nine children (3 male) successfully had their family addresses traced and were able to visit their biological families, with two fully reunified and others placed with foster families in alignment with child-centered best practices.

The visit and reunification processes yielded significant positive changes in children, including improved emotional stability, increased social interaction, enhanced confidence, better focus, and greater emotional regulation. This month, family tracing efforts continued in coordination with police inspectors, and a staff member visited the relatives of three brothers Kalkidan, Amanuel, and Abrham and their youngest sibling. While some communication delays were encountered, follow-up remains ongoing.







2. **Youth Support** Transition to Self-Reliance

The Youth Support Program serves as a critical bridge for young adults transitioning from residential care to independent living. Focused on empowerment and self-reliance, the program provides comprehensive support including financial allowances, housing incentives, and financial literacy training to ensure a stable and supported pathway into adulthood.

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

Key Achievements:

During the reporting period, consistent and timely support was provided to 93 youths (34 female) to cover their basic needs. All youths received their monthly food and housing allowances timely, which significantly reduced financial stress and allowed them to focus on their education and personal development. The annual satisfaction survey revealed 94% of youths were satisfied with the support services provided.

To foster long-term financial independence, a structured savings program was successfully implemented. An impressive 93% of youths actively participated, saving 700 ETB monthly at Enat Bank and 300 ETB at Kefta Credit Association. This initiative cultivates discipline, teaches essential financial planning, and builds a foundation for future economic resilience.

Furthermore, group house living was facilitated for five youth groups (including two female groups), providing a stable living environment that encourages shared responsibility, teamwork, and mutual support.

Statistical Summary

93



# of Youths

Gender Disaggregation

59



# of Male

34



# of Female

SDG Alignment



Addressed through the provision of consistent housing and living allowances, preventing youth from falling into poverty as they transition to independence.



Supported by alleviating financial burdens, allowing youth to pursue and focus on their university education and vocational training.

Outcome 2: SIL Youths Health Outcomes Improved

Key Achievements:

The program maintained a strong focus on preventive and curative healthcare to ensure the physical well-being of all youths, which is fundamental to their ability to pursue education and employment.

A proactive healthcare system ensured all youths' well-being was monitored and supported. All youths in the Semi-Independent Living (SIL) program received timely sanitary materials to meet their essential hygiene needs. During the period, health issues were promptly addressed, with 27 youths receiving medical attention for minor ailments at the Selam Clinic and partner hospitals, with all cases successfully resolved. Furthermore, comprehensive healthcare coverage was provided for 29 fully integrated youths, guaranteeing their continued access to medical services. Critically, no major health issues were observed among the youth cohort, indicating the overall effectiveness of the support system in maintaining good health.

SDG Alignment



Directly achieved through the provision of sanitary materials, access to timely medical treatment, and sustained healthcare coverage, ensuring all youths can lead healthy lives.

Success Story: Walking Tall: Hiwot Teshome's Journey from Fragility to Independence



For Hiwot Teshome, Selam Children's Village (SCV) is not just a chapter in her life; it is the entire story. Arriving at the village when she was only three months old, she has grown up surrounded by the safety of the SCV family. However, her journey began with a critical challenge: as an infant, medical staff identified that her leg was severely twisted. Without immediate care, she faced a lifetime of permanent disability.

SCV acted instantly. "They ensured I received the necessary medical correction," Hiwot reflects. "Thanks to that early intervention, my leg is now completely normal. They didn't just give me a home; they gave me the ability to walk."

> Had SCV not acted so promptly when I was a baby, my life would have been permanently affected. Today, I stand tall, educated, and independent. My deepest thanks to SCV for shaping me into the person I am today.
>
> - ***Hiwot,*** *Youth in SIL*

Growing up, the village became her "sanctuary." She describes an upbringing defined by dignity, excellent nutrition, and a bond with her peers that is deeper than friendship.

Supported by a healthy body and a nurtured mind, Hiwot pursued her education with determination. She recently celebrated a major milestone: graduating in Marketing Management from the National Aviation College. She has transitioned from a vulnerable infant to a qualified professional ready to enter the workforce.

Hiwot sees her success as a tool for service. Her goal is to become a role model, dedicated to helping other children in need, just as SCV helped her.

Outcome 3: Create emotionally and socially resilient youth

Key Achievements:

To promote psychological well-being and resilience among youth, the SIL program implemented a comprehensive support system combining professional counseling, empowerment sessions, and personalized home visits. This multi-faceted approach has significantly enhanced participants' emotional stability, social skills, and self-confidence:

- **Professional Counseling Services**

The program provided essential mental health services, offering individual and trauma-informed therapy to 8 youths (2 female). Issues addressed included depression, identity crises, and learning difficulties.

Outcome: All counseling clients developed personalized coping strategies. A significant cultural shift was observed, as an increasing number of youths began to proactively seek mental health support, indicating a reduction in stigma and a positive trend toward viewing psychological care as a tool for strength. Furthermore, the program supported 2 youths through rehabilitation programs, with one successfully completing a two-month stay and reintegrating into stable daily life, followed by consistent monitoring.

- **Immersive Summer Camp for Spiritual and Personal Foundation**

A four-day summer camp at CDTRC Sendafa engaged 57 youths (41 male, 16 female) in a holistic blend of spiritual teaching, life skills, and therapeutic discussion. Thematic days focused on hope, self-identity, and purpose, rooted in biblical teachings. A core innovation was the establishment of gender-specific discussion groups, which created vital safe spaces: male youths openly addressed personal struggles and future anxieties, while female youths focused on challenges related to expressing femininity and post-graduation employment concerns.

The camp's impact was profound and personally transformative. Pre- and post-assessments confirmed measurable growth in self-awareness and resilience. Participant testimonials

powerfully validated the experience. Most notably, one youth, Habtamu, shared a symbolic reflection:

> When I came to the camp, I wore shorts, sandals, and a t-shirt... But after this training, I feel like I now wear shoes to walk the rough road, I hold an umbrella for the rain, and I have a boat to cross the river.
>
> - ***Participant***

This metaphor captures the camp's success in equipping youth with the internal resources to navigate life's challenges.







- **Targeted Empowerment for Young Women**

A two-day Girls' Empowerment Training themed "Empowered and Independent" was held for 20 young women transitioning to independent life. The program combined expert-led sessions on self-awareness, financial literacy, and assertiveness with spiritual fellowship and peer mentoring. Additionally, a separate personal development session for 18 SIL girls, facilitated by inspirational speaker Hana Hailu, focused on cultivating self-esteem and leadership.

The safe, women-only environment was highly effective, encouraging open dialogue and authentic connection. The practical advice from older SIL participants was cited as invaluable. Quantitatively, the personal development session resulted in a significant knowledge gain, with strong comprehension of personal growth concepts rising from 15% to 89% among participants. These initiatives directly prepared six young women for their imminent transition, significantly boosting their confidence and practical readiness.





- **Home to Home Visit**

The Youth Support Department conducted a series of home-to-home visits, successfully reaching all youth. These visits were instrumental in creating safe spaces for open dialogue within familiar environments, enabling staff to gain a deeper understanding of individual circumstances while empowering youth to share their challenges freely.

As a result of home to home visit led to a replacement of timeworn blankets specifically targeting 50 youths (35 males and 15 female) who have been part of the SIL program for over five years.

The youths expressed immense gratitude for this support, acknowledging both Selam and God as vital providers in their lives. This need-based initiative effectively met its objectives and underscored the positive impact of home-to-home visits, reinforcing the program's commitment to enhancing the well-being of youth in the community.





- **Youth participation -**International Youth Day

The program actively integrates youth into broader societal narratives and service, reinforcing their role as contributors to community well-being. In celebration of International Youth Day 2025 under the theme "Local Youth Actions for the SDGs and Beyond," the department organized a significant event that united over 70 youths from the Semi-Independent Living (SIL) program and fully integrated alumni.

The event featured a powerful keynote from Tezera Urgessa, a former SCV resident turned successful project manager and real estate owner. His tangible success story provided a relatable model of resilience and achievement, directly inspiring attendees by demonstrating viable pathways to self-reliance. The program balanced this with spiritual reflection through communal prayer and worship, strengthening group cohesion. The celebration culminated in a youth-led blood donation drive, translating the day's theme into immediate, life-saving community service.

The event successfully bridged personal aspiration with civic responsibility. Participant feedback indicated high levels of inspiration, particularly from the alumni speaker, which reinforced beliefs in their own potential. The blood donation drive served as a practical exercise in leadership and social contribution, directly embodying the Sustainable Development Goals (SDGs) in action. This experience strengthened the youths' identity not as passive beneficiaries, but as active, capable agents within their community.





Validated Improvement in Youth Self-Esteem

As a core metric of psychosocial well-being, the program annually administers the validated Rosenberg Self-Esteem Scale (RSES) to quantitatively measure youths' sense of self-worth and personal value. The strategic goal is for at least 85% of participating youth to score 15 or above, indicating a baseline of healthy self-esteem.

The RSES is a globally recognized, 10-item self-report measure of global self-esteem. Respondents indicate their level of agreement with each statement on a 4-point Likert scale ranging from *Strongly Agree* to *Strongly Disagree*.

3.3 Scoring and Interpretation Protocol

- **Scoring Range:** Total scores are calculated on a scale of 0 to 30.
- **Clinical Interpretation Bands:** As per standard RSES guidelines:



Scores of 26 and above: Signify High Self-Esteem, characteristic of strong resilience and a positive self-concept.



Scores between 15 and 25: Indicate Normal/Healthy Self-Esteem, reflecting a balanced and stable sense of self-worth.



Scores below 15: Suggest Low Self-Esteem, often associated with feelings of worthlessness, depression, and social alienation.

Assessment Results and Outcomes:

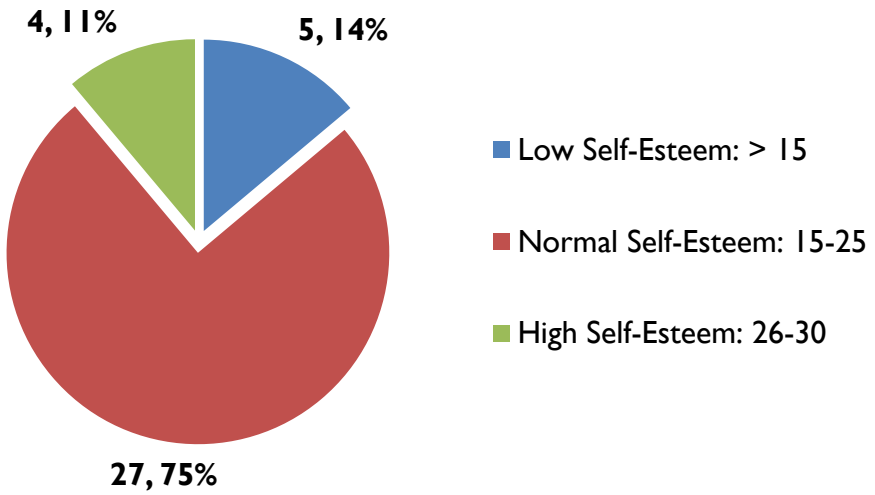
In 2025, 36 youths participated in the RSES assessment. The results were strongly positive:

- The collective mean score was 20.0 (on a scale of 0-30), firmly within the "Normal/Healthy" self-esteem range.
- Critically, 31 out of 36 youths (86%) scored at or above the target threshold of 15, successfully exceeding the annual strategic target by 1%.
- A detailed breakdown shows 75% (27 youths) in the "Normal Self-Esteem" band and 11% (4 youths) in the "High Self-Esteem" category.

Implications and Forward Action:

This data provides empirical validation that the program's holistic approach integrating empowerment retreats, life skills training, and psychological support is effectively cultivating a healthy sense of self-worth among the majority of youth. The results are directly linked to participation in structured activities like the summer camp and "Knowing Yourself" workshops, which target self-awareness and confidence.

The identification of 5 youths (14%) scoring below the threshold is equally valuable, enabling the program to direct targeted counseling and mentorship resources to those most in need, ensuring no one is left behind.



SDG Alignment



Advanced through professional counseling, trauma interventions, and activities promoting mental and emotional health.



Promoted through targeted girls' empowerment retreats and dedicated safe forums that build confidence, leadership, and agency among young women.



Addressed by providing targeted psychological support and empowerment to youth, ensuring they have the tools to overcome barriers to social and economic inclusion.

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

Key Achievements:

- **Educational Support**

The Youth Support program ensured 100% educational access for 93 youths. This was achieved through comprehensive support packages covering school fees, stationery, transportation, and tutorial assistance.

A robust close monitoring system and tailored academic support resulted in **zero dropouts**, showcasing the program's effectiveness in maintaining consistent school engagement. Furthermore, academic capacity assessments for three students identified specific challenges in English comprehension. These were successfully addressed through targeted tutorial sessions, which not only improved fundamental language skills but also boosted participants' confidence in their academic abilities, building a stronger foundation for future learning.

- **Career Launch Training for SIL Youth**

A one-day training titled "Launching Your Career Right: Professionalism, Ethics, and Excellence" was conducted for 11 (6 male) SIL-supported youth who graduated from higher education institutions. The session focused on professional development, workplace ethics, and essential life skills for successful transition to independent living. The training employed interactive sessions, experience sharing from two successful SIL alumni, group discussions, and practical exercises covering professionalism, career excellence, ethical values, and independent living skills.

Participants expressed strong appreciation for the training while emphasizing the need for job placement support, material resources relevant to their fields, continued skill development, and ongoing spiritual guidance. Their reflections demonstrated readiness for independent living

alongside clear recommendations for enhanced support in employment linkages, practical resources, and spiritual mentoring to ensure successful transition from institutional care.





- **Career Choice and Personal Growth Training – "From Struggle to Strength"**

The Youth Support department successfully conducted a career development and personal growth training titled "From Struggle to Strength." The session was tailored for 14 selected youth, chosen based on their individual counseling results.

The training was led by Daniel, a renowned young physics teacher and social media influencer, known for his dedication to mentoring youth. Drawing from his own educational and personal challenges, Daniel shared a powerful story of resilience that deeply inspired attendees. His testimony sparked open discussions, fostering hope and creating a transformative atmosphere.

Through interactive activities, participants openly shared their emotions and connected with Daniel's journey. Feedback revealed a notable shift in self-perception, with one participant reflecting, "The training helped me see myself like a mirror," underscoring its impact on self-awareness.

This session has set the foundation for ongoing support, with follow-up initiatives planned to ensure continued growth.





- **Supplementary training to enhance employability**

To directly enhance job readiness, the program facilitated short-term, employability-focused Supplementary Skill Training for 13 selected youths. These courses, offered in parallel to their university or TVET studies, were designed around local market needs and utilized interactive, participatory methods.

Participants gained practical, vocational skills that directly increased their job readiness. The training sparked concrete entrepreneurial interest, with several youths planning income-generating activities. This initiative successfully complemented their formal education with the hands-on competencies sought by employers.

Impact Story

The power of this supplementary training is embodied in the journey of Demisew Zenebe. After graduating from Selam TVET College in Heavy Duty Equipment, he faced a challenging job market. Demonstrating remarkable resilience, he began teaching himself digital skills. Selam Children's Village supported his pivot by sponsoring a short-term Digital Marketing course at the California Training Institute. This intervention bridged the gap between self-taught talent and professional certification.



Today, Demisew works successfully as a Digital Marketing and Social Media Management professional. His story underscores the program's commitment to supporting not just first choices but also second chances, validating the supplementary training model. In his words:



> *SCV supported me not just in my first choice, but in my second chance. Today, I am living my dream because I refused to give up.*
>
> *- **Demisew,** Supplementary Training Beneficiary*

Bayush Dagne: Journey of Dual Success



Bayush Dagne joined SCV 1998 E.C and known for her discipline and intellect, she excelled through the SCV school system, eventually earning a Bachelor's Degree in Human Nutrition from Hawassa University.

Following her graduation, Bayush successfully entered the professional world, securing a position as a Cashier at Ethiopian Airlines. To many, this was the finish line but Bayush had more ambition to give.



Bayush's potential for greater financial independence was unlocked through supplementary training in crochet at KIYA School of Handmade.

She successfully launched a small handicraft business, generating approximately ETB 10,000 in monthly side income. Her journey exemplifies how short-term skill acquisition can catalyze entrepreneurship and build economic resilience alongside formal employment.

> *My university degree got me my career, but the supplementary training gave me my business. Today, with two incomes, I am truly independent. I learned that every skill you acquire is a key to a new door.*
>
> *- **Bayush** Supplementary Training Beneficiary*

- **Graduation Ceremony**

A pivotal moment in this journey was the Graduation Ceremony held on November 25, 2025, for five youths (3 male, 2 female) who successfully completed their university and college studies. The event, attended by SCV leadership, honored their academic achievements and resilience.

In his address, Ato Solomon Chali, SCV Executive Director framed their success as an investment in Ethiopia's future, while graduates shared poignant reflections, with one noting, "The program gave me more than a degree, it gave me the confidence to manage my own life, my finances, and my future." The ceremony served as a powerful affirmation of the program's mission and strengthened the commitment of graduates to serve as mentors for younger peers.





Yishak Dawit's Testimony



Yishak Dawit's story with Selam Children's Village began when he was just 12 days old. Arriving in 1994 E.C. with no family support, he was one of the most vulnerable infants in SCV's care.

Like many children in his position, Yishak faced questions about his biological background as he grew older. However, through the consistent love, protection, and stability provided by the village, he came to a powerful realization: family is defined by care, not just blood. He grew up secure in his identity, known among staff and peers for his respectful behavior and strong moral values.

Yishak has turned that early support into a triumphant adulthood. He recently celebrated a major milestone: graduating from the National Aviation College with a degree in Marketing Management.

But his success isn't limited to the classroom. Demonstrating impressive personal initiative, Yishak taught himself to drive and earned his license. He also proactively secured part-time work in event organizing, allowing him to build a professional network and practical communication skills while still studying.

Today, Yishak is a confident young professional. No longer the vulnerable infant who arrived in 1994, he is now a pillar of the community, always willing to lend a hand to his younger "brothers and sisters" in the village.

> *Selam is my real family. Growing up here made me proud and confident. I once questioned where I came from, but now I know exactly who I am. Everything I am today is because Selam believed in me.*
>
> *- **Yishak,** Marketing Management Graduate*

The Ultimate Goal: Full Integration into Independent Adulthood

The ultimate goal of the Selam Children's Village is to see the successful transition of young adults from supported care to becoming self-reliant, contributing members of society. This milestone, marked by a formal farewell, represents the culmination of years of holistic support in education, life skills, and psychosocial development.

Selam Children's Village celebrated a significant milestone with a formal farewell ceremony for 30 youths (21 female, 9 male) who successfully completed their journey and transitioned to full independent living. The event, attended by founder Wro Tsehay Roeschli and senior management, served as a powerful recognition of their resilience and growth.

The ceremony fostered a warm atmosphere of reflection and celebration. In his address, Ato Solomon Chali, SCV Executive Director highlighted their journey and advised them to maintain their spiritual life as a cornerstone of future success and to serve as ambassadors and mentors for younger peers following in their footsteps. As a critical component of sustainable transition support, all fully integrated youths received three years of comprehensive health insurance to alleviate potential medical financial burdens as they establish their independence. The program also included special recognition for two exemplary youths who demonstrated outstanding achievement, setting a tangible benchmark for their peers





Selam Asaye's Journey to Confidence



For 26-year-old Selam Asaye Dawit, Selam Children's Village (SCV) has been the defining chapter of her life. Now standing at the threshold of full independence, she looks back on her upbringing with a sense of awe. Growing up in the village, the holistic care she received successfully filled the void of a biological family.

"*SCV made me never feel the lack of a mother's or father's love,*" she reflects. This support extended into her education; while attending college, SCV provided a monthly allowance that ensured her dignity was protected. "*I never felt 'lesser' than other students. I stood as an equal among my peers.*"

Moving into the Semi-Independent Living (SIL) program was a crucial step in her development. It was here that she learned the art of budgeting and financial responsibility skills that now set her apart from her generation.

"*When I tell my friends at church that I live alone and manage my own life, they are amazed and ask, 'How do you do it?'*" she shares. "*In those moments, I feel a deep sense of confidence and pride in how I was raised.*"

Selam has a clear vision for her future. She aspires to become a Psychologist, driven by a desire to heal others. Her ultimate dream is to return to SCV as a professional to serve the next generation of children, completing the cycle of care.

> *I will not forget Selam Children's Village in my whole life. I often ask myself, 'Who am I to deserve this whole free opportunity?' I am a product of your generosity, and I am ready to make you proud.*
>
> - ***Selam Asaye,*** *Fully Integrated Youth*

Senait Negash's Journey to Independence



At 26 years old, Senait Negash is stepping into the world as an independent woman, carrying with her the lessons of a childhood spent at Selam Children's Village (SCV). Looking back, it is not just the shelter she misses, but the culture of the village.

"I miss the spiritual programs and the joy of spending holidays together," she says. "I miss the feeling of community when we ate together."

For Senait, the impact of SCV is twofold: educational stability and character building. Academically, SCV provided a protective shield. "I was able to learn without hardship or ever interrupting my education," she explains. This support continued through college, where monthly financial aid ensured she stood tall among her peers. "*There was never a time in college where I felt 'lesser' than the other students,*" she recalls with pride. Beyond the classroom, the village taught her essential human values. "I learned love, togetherness, sharing, and kindness toward people," she reflects.

Transitioning to independence had its challenges, but Senait credits the Life Skills training and the Mothers' advice for helping her navigate the real world. Now fully integrated, she is ambitious and entrepreneurial, with a clear five-year plan to open her own business organization.

> *SCV taught me more than just school subjects; it taught me love, sharing, and kindness. I received an education without worry and a family without conditions. To everyone who made this possible: God bless you.*
>
> *- **Senait Negash,** Fully Integrated Youth*

3. **Community Support** Extending Holistic Support

Selam Children's Village extends its mission beyond direct care by implementing community-based programs designed to empower the most vulnerable families, strengthen social fabric, and break cycles of poverty through targeted interventions in education, health, and livelihoods.

Outcome 1: Enhance educational performance of most vulnerable children

Key Achievements:

The Educational Support program provides comprehensive, need-based assistance to orphaned and vulnerable children from low-income families, aiming to remove financial and material barriers to learning and ensure equitable access to quality education.

The program provided critical educational support to 202 students (114 female, 88 male) from the surrounding community through scholarships at ROFAM Academy. This support covered tuition and essential materials, with 25 of the most vulnerable students also receiving a monthly living allowance to ensure their basic needs were met, enabling full focus on their studies.

This investment yielded significant academic returns:

- **Promotion & Retention**: 195 of the 202 scholarship students (96%) were promoted to the next grade level, demonstrating excellent retention and consistent academic progress.
- **Exam Success**: Scholarship students excelled in critical national examinations:
    - **Grade 6 & 8 Regional Exams**: 37 out of 41 students (90%) passed and were promoted.
    - **Grade 12 National University Entrance Exam**: 17 out of 26 students (65%) achieved the passing mark for public university placement. Notably, 4 students (3 female) scored above 400 marks, a exceptional achievement.
    - This success rate is particularly remarkable compared to the 2025 national average, where only 8.4% of over 583,000 candidates met the minimum university entry requirement.

Azmeru Tolera: Academic Excellence



Azmeru Tolera's journey began with profound loss. After losing her father in infancy, she was raised by her devoted uncle. However, by the time she reached the second grade, financial burdens brought her to a devastating reality: without help, she would have to drop out of school. Her potential was on the verge of being lost to poverty.

Recognizing her fragile situation, Selam Children's Village stepped in, not with a one-time donation, but with a ten-year commitment. SCV provided full sponsorship, covering school fees at the ROFAM Academy, along with uniforms and educational materials. This holistic support ensured she never felt different from her peers and could focus entirely on her studies.

Free from the worry of school fees, Azmeru transformed from a vulnerable second-grader into an academic powerhouse. Her hard work culminated in the Grade 12 National Entrance Examination, where she achieved an extraordinary score of **454 out of 500**.

This elite result has secured her a place at a top public university, proving that compassion and opportunity can break the cycle of poverty.

> *When I was in Grade 2, I almost lost my chance to learn. Selam Children's Village stepped in and held my hand for ten years. Today, with a score of 454, I am not just going to university; I am going to change my family's future.*
>
> *- **Azmeru,** Grade 12 National Exam Top Scorer*

- **Hygiene Kit Support to Promote Health, Dignity, and School Attendance**

To address a critical barrier to education for adolescent girls, the program distributed essential hygiene kits to 300 most vulnerable schoolgirls. Each kit contained sanitary pads, laundry soap, and hair oil for the quarter. Distribution was strategic, reaching 100 girls each at ROFAM Academy, Tafo Primary School, and Kotebe Primary School.

This support directly contributes to the psychosocial and physical well-being of the girls, empowering them to manage menstrual hygiene with dignity. By providing these essential items, the program reduces family economic burden and is designed to improve regular school attendance, ensuring girls do not miss classes due to a lack of basic sanitary supplies.





Breaking the Silence: Restoring Kibat's Dignity and Education



For Kibat Tadele, a 13-year-old Grade 7 student, the transition into womanhood was not a celebration—it was a crisis. Living with her aunt amidst severe financial struggles, Kibat faced her first menstrual cycle with terror. Lacking resources and too ashamed to ask for money that didn't exist, she felt paralyzed. Faced with the inability to stay clean, she saw only one solution: dropping out of the classroom to hide her "shame" at home.

Her circumstances changed dramatically when she received a Hygiene Kit from Selam Children's Village. This timely intervention provided essential sanitary products and soap, alleviating the heavy psychological burden she had carried in silence. By removing the financial barrier to her health, SCV effectively bridged the gap between Kibat's biology and her education.

The impact was immediate. No longer terrified of staining her clothes or facing embarrassment, Kibat returned to school with her head held high. The kit restored her confidence, brought financial relief to her family, and ensured that a natural biological process would not cost her an education.

> *"I found myself full of fear, thinking I would have to stop learning because I couldn't afford to be clean. This kit replaced my shame with security. Now, I walk into my classroom without anxiety, fully focused on my lessons.*
>
> ***Kibat,** Hygiene Kit Support Beneficiary*

- **School Feeding Program to Enhance Focus and Alleviate Hunger**

A vital nutritional intervention, the School Feeding Program (SFP), reached 550 children across three locations, providing reliable meals to improve concentration and learning capacity while offering significant economic relief to families.

- Addis Ababa (ROFAM Academy): 100 students (51 female, 49 male) receive daily meals, enabling them to focus more attentively on classroom activities.
- Sheno Satellite Center: 300 kindergarten students (153 female, 147 male) participate, ensuring no child learns on an empty stomach and fostering a positive school environment.
- Wolaita Sodo Satellite: 150 primary students (68 female, 82 male) from low-income families receive monthly family food packages (including oil, flour, rice, and pasta). This in-kind support stabilizes household food security, indirectly supporting the child's educational journey by alleviating broader family stress.





Nourishing the Mind: How Lunch Saved Helen's Education



Two years ago, life for Helen Alemayehu, a Grade 8 student at RoFam Academy, was turned upside down. Her mother, the family's sole provider, suffered a debilitating car accident, leading to immediate financial collapse. Previously attending school on a partial scholarship, Helen faced a heartbreaking reality: with her mother unable to work, they could no longer afford rent or food. Hunger became a daily reality, and Helen's education was on the brink of ending.

Recognizing the severity of the situation, Selam Children's Village intervened with a comprehensive rescue package. Helen's support was upgraded to a 100% scholarship, covering all tuition and materials. Crucially, she was enrolled in the School Feeding Program. This ensured that regardless of the situation at home, she would receive a hot, nutritious lunch every day at school.

The impact of the daily meal was immediate. No longer burdened by the worry of where her next meal would come from, Helen shifted her focus from survival back to her studies. Her academic performance improved significantly, and the emotional weight of poverty was lifted. "I feel equal to my peers now," Helen notes. The shame of hunger is gone, replaced by the confidence to participate in class without hesitation.

> "Before, I sat in class worrying about food. Now, I focus on my future. Thank you for giving me the chance to be just like everyone else—to learn without hunger and to dream without fear.
>
> ***Helen,*** *Lunch Support Beneficiary*

SDG Alignment



Indirectly supported by investing in education, which is a proven pathway for lifting individuals and families out of intergenerational poverty.



Directly addressed through the School Feeding Program, which provides daily meals to 400 children and monthly food security support to 150 families.



Promoted through the distribution of hygiene kits, which support proper menstrual health management and overall physical well-being for 300 adolescent girls.



Advanced by removing key barriers: financial (scholarships), health-related (hygiene kits), and nutritional (school feeding), all contributing to improved attendance, focus, and performance.

Outcome 2: Create economically self-supporting women

This outcome strategically addresses intergenerational poverty by supporting two critical, interconnected groups: vulnerable young children and their caregivers, predominantly women. The program combines direct childcare services with economic empowerment initiatives to create a sustainable pathway toward family self-reliance.

Key Achievements:

- **Day Care Service**

The Selam Day Care Center provides a secure, nurturing environment for children from economically disadvantaged backgrounds, with a focus on single-mother households. This service delivers a dual impact: ensuring holistic early childhood development and freeing mothers from childcare duties to pursue income-generating activities.

During the reporting period, 242 children (149 male, 93 female) received comprehensive care. To ensure their well-being, two rounds of growth assessments were conducted by Selam Clinic for 140 children. Using WHO standards, the assessment found that 137 children had no significant acute malnutrition, with only 3 cases (2 moderate, 1 severe) identified for targeted support.

Furthermore, a satisfaction survey revealed that 60 out of 61 mothers (98%) were satisfied with the center's services, underscoring its reliability and quality.

- **Daycare Graduation Ceremony**

On August 27, 2025, the daycare center held a graduation ceremony at RoFam Hall to celebrate the transition of 63 children (30 boys and 33 girls) to kindergarten. The event highlighted the children's developmental milestones and the center's commitment to early childhood education and care.

Three parents offered heartfelt testimonials, expressing appreciation for the nurturing environment and the positive impact of the daycare on their children's growth.

Each graduate received a gift package containing four exercise books and two pencils to support their upcoming educational journey. The venue was decorated with photo booths and memorabilia, allowing families to capture lasting memories of this special day.

This graduation not only celebrated the children's achievements but also reinforced the daycare's role in fostering early learning, creativity, and social readiness for formal schooling.





.



How Day Care Restored a Mother's Hope



Haymanot Bekele is a woman of resilience. A determined student of Hotel and Tourism Management, her future seemed bright until the birth of her son, Abyismak Fasil, coincided with the collapse of her home life. Facing a partner struggling with substance abuse, Haymanot made the brave decision to leave for the safety of her child. However, independence came at a steep price. Living in a modest rental with no support, Haymanot fell into extreme vulnerability.

"I faced the agonizing reality of being unable to meet my child's most basic needs," she recalls. "I couldn't even afford a consistent supply of milk for my one-year-old. I watched his development being threatened by poverty, and I felt helpless."

Recognizing the severity of her situation, the Lemi Kura Sub-City Women and Children Affairs Office referred her to Selam Children's Village. In June 2017 E.C., SCV welcomed Abyismak into the Day Care Program.

This intervention was a turning point. SCV provided what Haymanot could not afford on her own: high-quality nutrition, consistent dairy, and a stimulating environment managed by professional caregivers.

The transformation in Abyismak has been visible. Access to daily nutritious meals has led to improvements in his growth and weight, while the social environment allowed his personality to blossom. For Haymanot, the impact is emotional. Knowing her son is safe with dedicated "nannies" allowed her to regain her peace of mind.

> "For a long time, my life was defined by fear for my son's safety and fear of hunger. Selam Children's Village replaced that fear with security. They didn't just save his health; they gave me back my dignity.
>
> ***Haymanot,*** *Day care child mother*

- **Women Economic Empowerment**

The Women Economic Empowerment Program (WEEP) executed a comprehensive cycle of training, planning, and financing. 30 women participated in an intensive three-day training on Basic Savings & Credit Management and Essential Business Skills.

Outcome: The training enabled participants to collectively develop and approve bylaws for governing their revolving fund, ensuring transparency. Each woman also created an individual business plan to guide their enterprise and loan utilization. Following training, each of the 30 women received seed capital, with a total of 300,000 Birr disbursed to launch their small businesses. Ongoing monthly meetings indicate positive early results, with participants reporting increased economic empowerment and the development of a savings culture.

Case Story

Hana Duguma Path: From Struggle to Stability



For Hana Duguma, a 35-year-old single mother of two, survival used to come at a painful cost. Relying on strenuous manual labor, washing clothes and baking enjera to pay rent took a severe toll on her body. Suffering from chronic health issues and a condition requiring surgery, Hana was trapped in a desperate cycle: she had to work to survive, but the work was destroying her physical health.

Hana's trajectory changed when she joined SCV's Women's Economic Empowerment Program (WEEP). The intervention was comprehensive. Following business training, she received 10,000 Birr in seed capital. But Hana didn't just spend the money; she grew it. Demonstrating exceptional initiative, she pursued vocational training in Food Preparation, passing the national

CoC exam. This certification allowed her to expand her business from simple vegetable vending to selling prepared meals.

Today, the woman who once struggled to buy food is a disciplined saver. Hana has achieved financial stability, covering her rent and household needs without stress. Remarkably, she has developed a strong savings culture, contributing 150 Birr daily to an Equb (savings circle). Her goal is now clear: to establish her own small cafe.

> My body used to ache every day from labor, but I had no choice. Today, I am not just a laborer; I am a certified cook and a business owner. I don't worry about rent anymore, I worry about how to make my future cafe the best in the neighborhood.
>
> **Hana Duguma** *WEEP Participants*

SDG Alignment



Directly targeted through WEEP's financial inclusion, seed capital, and business support, creating sustainable pathways out of poverty.



Central to this outcome; achieved by empowering women economically and alleviating the disproportionate childcare burden through reliable daycare services.

Outcome 3: Strengthen community structures to Support Most Vulnerable Children

This outcome focuses on building sustainable, community-owned systems to protect and uplift vulnerable children, moving beyond direct service delivery to institutionalize support mechanisms within the social fabric

Key Achievements:

- **Community-Based Child Care Program (CBCC)**

The CBCC program is a strategic initiative designed to embed the care of vulnerable children within strengthened community structures. It operates on a **50/50 matching fund model**, where SCV partners with local co-sponsors including individuals, *Iddir* groups, faith-based organizations, and government bodies to share responsibility and foster local ownership.

The program provided direct monthly allowances (2,000-4,000 Birr) to **46 children (29 male, 17 female)** from vulnerable families, ensuring their basic needs and school attendance were met, thereby preventing family separation due to poverty.

To institutionalize this model, the program executed a multi-pronged strategy to build and reinforce community structures:

- **Awareness & Capacity Building:** Workshops were held in Addis Ababa and Sheno, engaging a total of 48 community leaders and government officials, to build understanding of the CBCC framework and recruit new sponsors.
- **Partnership Formalization:** The program successfully secured four new sponsors in Sheno through a formal commencement event, complete with a Memorandum of Understanding (MOU), modeling transparent partnership.

- **Community-Based Child Care (CBCC) Program Acknowledgment Event**

On December 18, 2025, Selam Children's Village organized a reporting and acknowledgment program for the Community-Based Child Care (CBCC) Program, bringing together partner co-sponsors, government representatives, Iddir groups, and faith-based organizations. The event aimed to report on program progress, gather partner feedback, and express gratitude for their contributions.

A formal recognition segment included the awarding of certificates of appreciation to all sponsors, highlighting their ongoing partnership. The program featured a detailed presentation on CBCC's impact and achievements, followed by a discussion focused on sustaining and expanding sponsorship through increased stakeholder engagement. Sponsors also visited the daycare center to observe activities and express appreciation for SCV's work.





Statistical Summery

Gender Disaggregation

202



# of Scholarship

88



# of Male

114



# of Female

526



# of school feeding

260



# of Male

266



# of Female

242



# of day care children

149



# of Male

93



# of Female

4. Health Service

Outcome: Enhanced Health Outcomes for Children and the Wider Community

The Selam Clinic serves as a cornerstone of community health, implementing an integrated strategy of preventative education, accessible clinical care, and specialized dental services to improve the well-being of children, youth, and vulnerable families.

Key Achievements:

SCV Medium Clinic

Prevention

The clinic executed an extensive health promotion campaign. The health team delivered vital education to 14,655 clinic patients and attendants (7,207 female, 7,448 male) on topics including prevention and chronic disease management.

In parallel, the dental clinic provided dedicated oral health and hygiene education to 2,503 patients and their attendants, plus 1,573 students at ROFAM Academy. Targeted outreach on issues like Mpox awareness and substance abuse further empowered the community with essential knowledge for long-term health.

In addition, a systematic health monitoring system was implemented for all children under care. Two rounds of home care inspections ensured safe living environments. Scheduled general medical check-ups revealed significant improvements, notably a reduction in fungal skin infections from 17% to 9.4%, with no cases of significant acute malnutrition found among SCV children.





Medical Service

The clinic provided essential medical and specialized dental services, prioritizing direct beneficiaries:

- Free Medical Care: Provided to 723 SCV children, 136 SIL youths, and 924 daycare children and community support beneficiaries.
- Specialized Dental Care: The dental clinic treated 1,598 patients, including 243 SCV children and 80 SIL youths free of charge, and 1,188 community members at discounted rates. A satisfaction survey indicated an 80% satisfaction rate with dental services.
- Community Outreach: Included 12,856 discounted medical patient visits before a regulatory adjustment. Free services for antenatal care, family planning, TB, and HIV care continued uninterrupted throughout the year.

Other Activities Performed

- **Experience sharing at SOS Children's Village**

On March 25, 2025, a delegation from Selam Children's Village (SCV) 2 comprising 13 staff including Village 2 deputy manager, senior social workers and caregivers conducted an insightful visit to SOS Children's Village. The primary objectives were to exchange best practices in teenage management, child admission procedures, and caregiver involvement in children's daily needs.

During the visit, the SCV team observed several exemplary practices: SOS mothers demonstrated exceptional parenting skills and communication techniques, creating warm, personalized home environments that foster belonging. Children actively participated in household activities like shopping and received age-appropriate education on personal boundaries and health matters from as young as eight years old. The village also provided robust support systems including health professionals and tutorial teachers.

Key recommendations emerging from this visit include implementing a more gradual child admission process at SCV, enhancing staff training in communication strategies, increasing children's participation in care-related decisions, and strengthening our health and educational support frameworks. This knowledge exchange has provided valuable insights that will help SCV enhance its caregiving approaches to better serve our children's needs.





- **Motherhood Experience sharing at SCV**

On April 24 2025, Selam Children's Village hosted an impactful experience-sharing session for mothers and aunts who came from Hope for the Fatherless (an organization working on vulnerable children), aimed at strengthening child-rearing practices and improving the quality of care for vulnerable children. The event began with a tour of two children's houses within the village, where visiting caregivers observed clean, well-organized, and nurturing living environments. This firsthand look reinforced best practices in providing safe and supportive homes for children.

Following the tour, participants engaged in an open and insightful discussion covering key caregiving topics, including effective housekeeping, monitoring children's academic progress, fostering healthy relationships, supporting spiritual growth, and addressing behavioral challenges with compassion. The session highlighted shared struggles while also offering practical solutions, creating a valuable exchange of knowledge. One visiting mother from Hope for the Fatherless poignantly reflected on the emotional demands of caregiving, emphasizing that the profound impact on children's lives makes the effort worthwhile. Her words deeply resonated with Selam's caregivers, many of whom expressed renewed motivation and a stronger sense of purpose.





- **Caring for the Caregivers**

This year, Selam Children's Village (SCV), CYC launched an empowering initiative to enhance the well-being of our dedicated caregivers *children mothers & aunts), The initiative includes a structured physical exercise program, offering two 45-minute sessions per week (totaling 3 hours weekly) to promote physical health and overall wellness.

A professional trainer was hired on a contractual basis to lead sessions for caregivers in both villages. The initiative has received overwhelmingly positive feedback. Representatives from the child parliament expressed gratitude, stating,

> We are so grateful for this opportunity! Our caregivers work so hard, and it is wonderful to see them being cared for as well
>
> *- child parliament rep.*

> I feel so happy knowing we are taking care of ourselves while caring for the children. This initiative shows SCV truly values our well-being
>
> *- participant mother*





- **Dental Check-ups by German Volunteers**

This month, volunteer dentists from Charity Germany conducted a successful dental health campaign in Village II, providing:

- Comprehensive check-ups for nearly all children, youth, and caregivers
- Preventative education on proper oral hygiene practices
- Early intervention for detected dental issues

The initiative emphasized the importance of early detection to prevent more serious complications.

The volunteer team extended their dental health initiative to the daycare center, conducting preliminary screenings for early detection of dental issues. In a thoughtful gesture, they also donated clothes and toys to children which: brought visible happiness to children and delighted mothers and caregivers.





- **Safaricom Ethiopia Women's 5KM Run**

On March 22, 2025, 18 women from Village I partcipated in a Safaricom Ethiopia Women's 5 KM Run. This event provided a valuable opportunity for participants to engage with a diverse group of women, fostering social skills and expanding their networks.

For participants who completed the 5km race in 35 minutes, earned a certificate signed by renowned Ethiopian Athlete Meseret Defar.



- **Office of the First Lady- Ethiopia Wheelchairs Donation**

On June 12, 2025, Selam Children's Village received donation of six wheelchairs from the Office of the First Lady of Ethiopia. This invaluable contribution will directly improve the lives of women and vulnerable individuals with disabilities in our community by restoring their mobility, dignity, and independence.

During the handover ceremony, beneficiaries shared touching testimonies about how these wheelchairs will transform their daily lives.

The event also served as an important platform for discussing future collaborations with the First Lady's Office, with both parties' expressing strong commitment to advancing disability inclusion, sustainable community empowerment, and equitable access to essential resources.





- **Collaboration with Sports Friends Ethiopia**

On Friday, June 27, 2025, Selam Children's Village hosted an inspiring vision-sharing session with Sports Friends Ethiopia (https://sports-friends.org/) at the ROFAM Hall. The event brought together 13 CYC staff for a presentation by Ato Asrat Girima, Country Director of Sports Friends Ethiopia.

Sports Friends Ethiopia, established in 2002, shared their transformative mission to use sports as a powerful tool for youth development and community strengthening. The organization addresses critical challenges facing today's youth including poverty, trauma, mental health issues, and social disintegration through their innovative approach that combines sports ministry with spiritual guidance.

The session highlighted the organization's core mission to equip churches and church planters in using sports to make disciples of Jesus Christ among youth, their families, and communities. Their vision focuses on creating a global movement of churches utilizing sports for discipleship and personal transformation.

Following this productive session, we are preparing to launch a joint sports campaign for children aged 11-15 years in Village 1, scheduled for July 16-18, 2025. Both organizations are currently drafting a Memorandum of Understanding that will outline our respective roles and responsibilities in this partnership.



- **F.D.R.E Ministry of Women and Social Affairs Support**

On April 20, 2025, we had the honor of welcoming Her Excellency Dr. Ergogie Tesfaye, Minister of F.D.R.E Women and Social Affairs Ministry, and other esteemed government officials to Selam Children's Village. Executive Board leaders and management members from SCV were also in attendance.

The visit was filled with joy as the higher officials shared a meal with the children, celebrating the spirit of the Easter Holiday. The children were delighted to spend time with such inspiring leaders, creating memories that will last a lifetime.

Her Excellency Dr. Ergogie Tesfaye called for the community to celebrate the Easter Holiday by sharing with low-income community members. "It is important for all of us to support and uplift each other, especially during festive times".

The Ministry donated 500,000 ETB to Selam Children's Village, which will greatly support our mission. The Ministry has also promised to continue their support, ensuring ongoing improvements in the lives of these children.





- **International Children's Day Drawing Competition**

On November 20, International Children's Day was celebrated under the theme "My Day, My Rights." As part of the celebration, the Addis Ababa Women and Children's Bureau organized a drawing competition targeting children aged 8–13 from civil society organizations in Addis Ababa, aimed at providing a creative platform for children to exercise their fundamental rights to play and self-expression.

SCV was represented by a younger boy Leul Mekwanant, who produced a compelling piece of art depicting the intrinsic link between the right to learn and the right to play. His work argued that these rights are not mutually exclusive but are symbiotic elements of a healthy childhood. By participating, Leul not only honed his artistic talents but also gained experience in public communication, presenting his work to a jury and audience. This exposure is vital for building the self-esteem of the children and teaching them that their voices and perspectives hold value in the wider society.







- **Children Participation on Great Ethiopian Run**

On November 18, 2025, UNICEF partnered with the Great Ethiopian Run to organize a children's run promoting awareness of birth registration under the theme "For Every Child, Birth Registration." A total of 23 children participated in the event, including children and youth with special needs who completed the race and experienced significant boosts in social interaction, self-confidence, and emotional resilience.

The impact on these participants was profound. Completing the race provided a measurable boost to their self-confidence and emotional resilience, offering them a sense of belonging in a major public event. The run successfully combined physical health promotion with civic awareness regarding the fundamental right to a birth certificate. The performance of the children was notable, with one girl and two boys finishing in the top ranks. Their success served as a powerful internal narrative for the village: that with determination, barriers can be overcome.







Project 2: Empowering Youths for Sustainable Livelihoods through Technical and Vocational Skills Training

Outcome 1: Develop Skilled and Self-Sufficient Citizens Through TVET

Key Achievements:

Strategic Outreach and Awareness Raising about TVET

To enhance the visibility of vocational pathways, the Job, Business Service (JBS) Department led a standardized awareness-raising campaign. Moving beyond ad-hoc efforts, the JBS team executed a coordinated outreach initiative targeting neighboring high schools to educate students on the benefits of TVET. While the original plan targeted ten schools, the campaign successfully reached eight neighboring high schools, engaging directly with school directors and students to distribute application materials and highlight career opportunities.

To reinforce these efforts, the College produced and disseminated high-quality branded materials including over 4,000 leaflets, 400 brochures, and various banners ensuring consistent institutional visibility and messaging during the campaign.





Access to Outcome Based in-school Training

The College successfully delivered outcome-based, in-school training to 1,295 trainees (805 Male, 490 Female) achieving 93% of the target 1386. This comprised 624 trainees in the regular program and 671 in short-term projects. The training was delivered adhering to a curriculum that emphasizes more than 70% practical, hands-on learning. This strong practice-oriented approach ensures trainees acquire the immediate, job-ready competencies demanded by key economic sectors.

Furthermore, to holistically prepare trainees, certified instructors delivered Life Skills training prior to technical instruction. This integration of soft skills development with hard skills training equips trainees not only for employment but for long-term career adaptability and personal growth.

Inclusivity Access

The College reinforced its commitment to equitable access by implementing inclusive registration guidelines. Affirmative measures such as flexible screening criteria and tuition waivers were applied to support women, persons with disabilities (PWDs), and youths from Selam and Wukuro Children's Villages.

Statistical Summary



# of Trainees

Gender Distribution



# of Male



# of Female

Partial view of trainees during training







Breaking Barriers: Bement Teferi's Journey



For Bement Teferi, the path to Selam Technical & Vocational College (STVC) was a bold defiance of expectation. Despite achieving the grades to study Engineering at Dilla University, Bement turned down the traditional academic route. Inspired by her father, a truck driver, she chose to follow her passion for mechanics to prove that technical education is a prestigious career choice. Today, she is a Level 4 Trainee in Heavy Duty Vehicle Maintenance, one of the industry's most challenging fields.

As one of only two women in her department, Bement faced immediate hurdles, from peer skepticism to being restricted to "observation only" during an internship. Instead of retreating, she let her work speak. By successfully maintaining complex gearboxes and steering systems, she proved her critics wrong, demonstrating that technology and skill make the work manageable regardless of gender.

Her technical excellence earned her the ultimate respect of the student body: she was elected President of the STVC Trainees Council. In this role, she advocates for gender equality, maintaining high academic marks to demonstrate that female trainees are just as capable as their male counterparts. Looking ahead, Bement plans to become an entrepreneur, opening a workshop where gender equality is the standard.

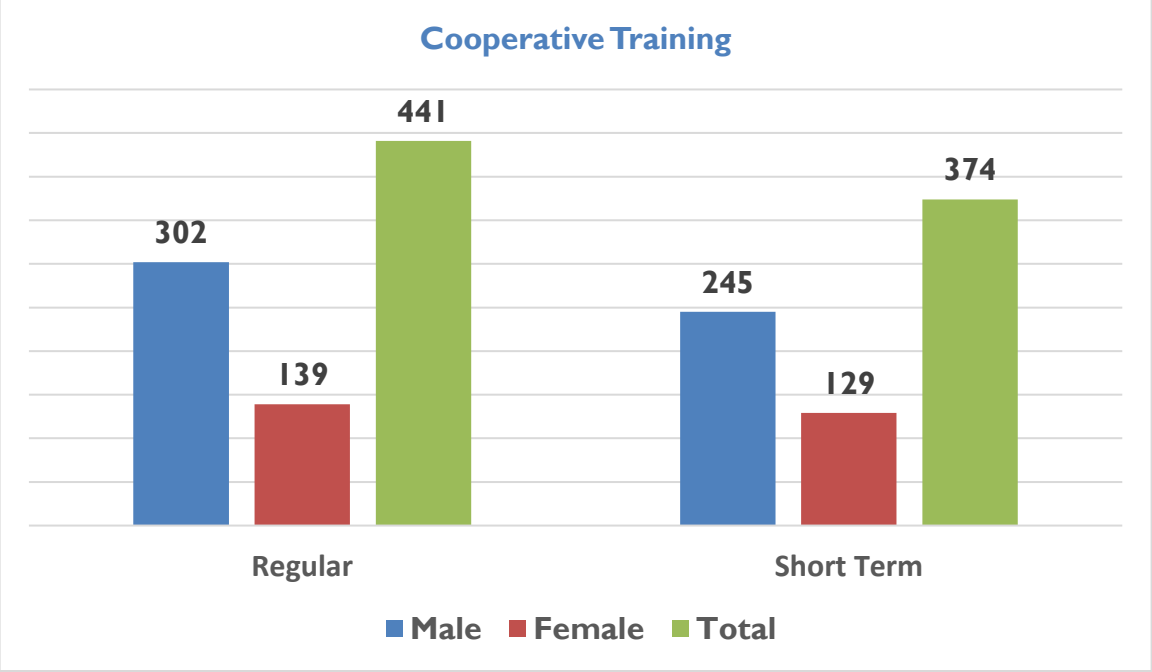
.

Industry Integration and Cooperative Training

The College executed a strategic initiative to place trainees in real-world work environments, achieving 97% (815 of 838) of its annual target for cooperative training placements. This was accomplished by formalizing partnerships with over 70 companies, including the signing of 17 new Memoranda of Understanding (MoUs), to ensure relevant and capable host institutions.

A pool of more than 50 qualified industry trainers was engaged to mentor and assess trainees. While their expertise was secured, standardizing their induction and assessment practices remains an area for improvement to ensure consistent evaluation quality.

Through systematic orientation and assignment, 815 trainees (547 Male, 268 Female) successfully completed cooperative training. This group included 441 regular program trainees across all competency levels and 374 short-term project trainees. Monitoring during the placement period was functional, though supervisory visit frequency can be increased. A noted discrepancy between company and institutional assessment scores highlights an opportunity to better align grading standards with industry partners.



Trainees Satisfaction

As one mechanism for ensuring downward accountability to project participants, we measure the satisfaction of trainees. The results of our most recent survey indicate that this accountability is being effectively maintained: 163 out of 188 trainees (87%) reported satisfaction with their overall training experience (Trainee Satisfaction Survey, 2025).

87% **Trainees Satisfied**

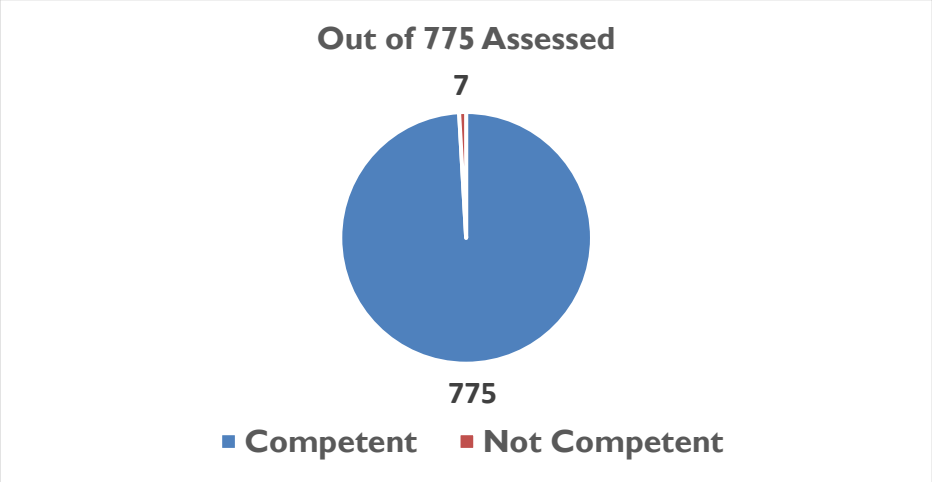
Outcome 2: Assure the Relevance and Quality of the Training Being Delivered

Institutional Trainees' Competence Assessment

The College implemented a rigorous, standards-based assessment system to certify trainee competence, achieving a 99% pass rate and exceeding the annual target of 97%. A total of 768 out of 775 assessed trainees successfully met the required competency standards for progression or graduation.

Comprehensive institutional and national assessment plans were developed and implemented, ensuring standardized, transparent, and credible evaluations across all programs.

Qualified external assessors were engaged to ensure objectivity and industry relevance. Significant progress was made in digitizing the assessment process, with multiple versions of summative tools developed and uploaded to a new online system.



National Trainees' Competence Assessment

The College's performance in the national competency assessment fell significantly short of targets due to systemic and institutional challenges. Out of 113 trainees who sat for the assessment, 71 became competent (62%). The result is above the Addis Ababa city level average result which is 44%.

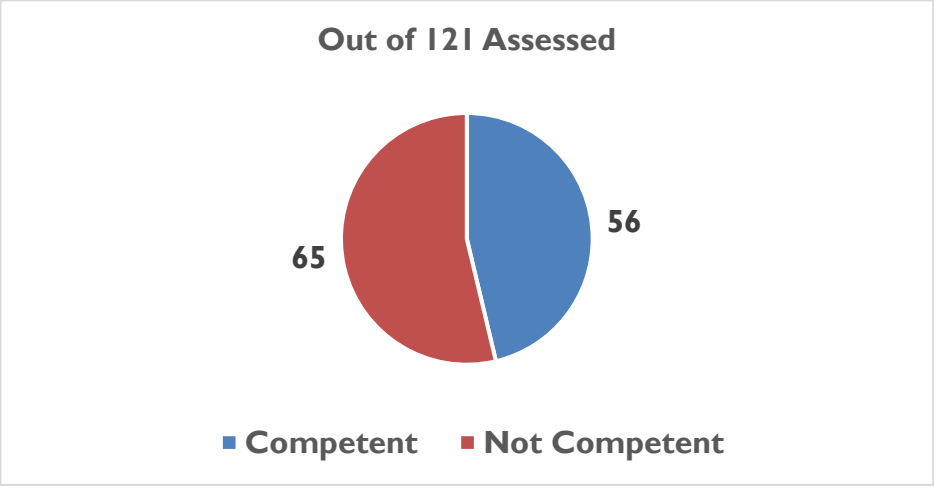
Challenges and Corrective Actions:

The low outcome was attributed to a combination of factors, including misalignment between training content and national assessment tools, limited trainee access to advanced industry machinery, and reported assessor subjectivity. This was identified as a sector-wide issue, prompting government-level intervention.

In response, the College took decisive corrective measures:

1. Immediate Suspension: Halted further national assessments and suspended new trainee intake for 2025 in affected programs.
2. Internal Accountability: Issued formal warnings to relevant academic departments to address performance gaps.
3. Strategic Engagement: Committed to collaborating with regulatory authorities to resolve external challenges and realign training with national standards.

This experience underscores a critical need for deeper alignment between institutional training delivery and the national assessment system.



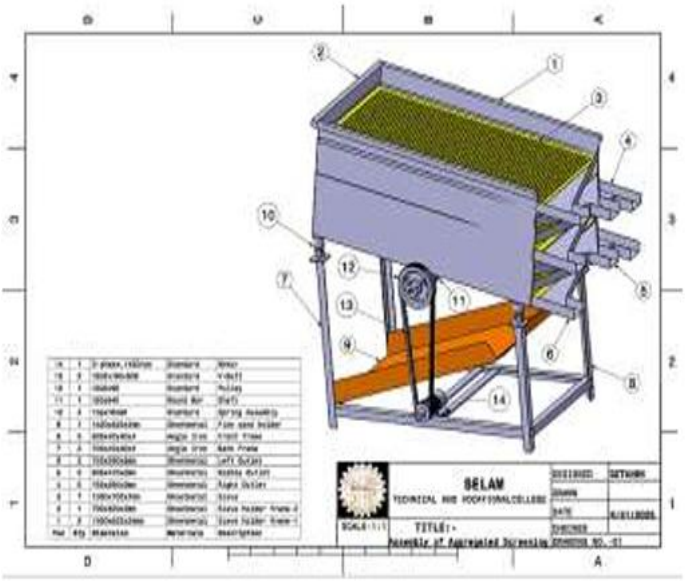
Outcome 3: Enhance Research, Innovation, and Technology Transfer

Key Achievements:

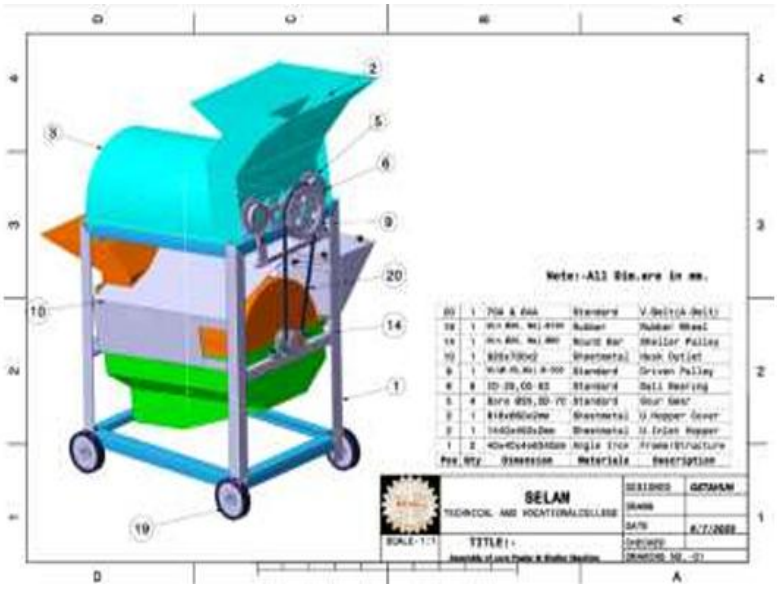
The Research and Technology Department made significant progress in developing applied, industry-relevant technologies, advancing five priority prototypes from concept to near-completion. This initiative strengthened the College's innovation capacity and aligned directly with hands-on training needs and sustainability goals.

A key achievement was the full completion and commissioning of the *Aggregate Screening Machine* for construction training. The *Maize Peeler and Sheller Machine* for agro-processing reached approximately 90% fabrication completion. Detailed design and proposal work was finalized for three other technologies: the *Pantographic Router* Machine for precision fabrication, an *Asphalt Spraying Machine*, and a *Heavy-Duty Hollow Block Machine*. Each project progressed through a structured pipeline of applied research, technical drawing, 3D modeling, and prototyping.

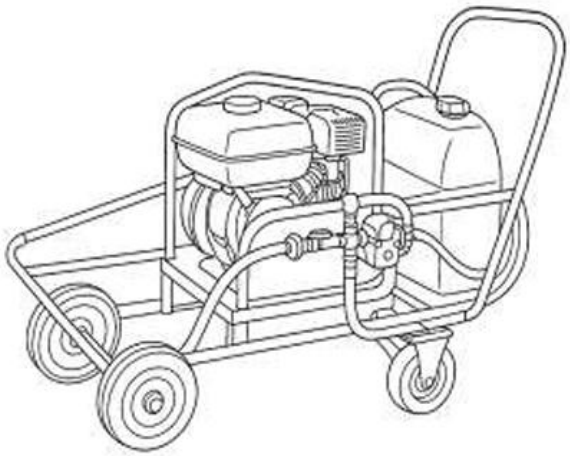
The main challenges included limited external collaboration with industry and academic partners, as well as budget constraints that paced the fabrication process. Moving forward, the focus will be on finalizing all prototypes, exploring commercialization pathways, and formalizing partnerships to enhance the impact and sustainability of the technology transfer pipeline.






Note:-All Dim.are in mm.
SELAM
TECHNICAL AND VOCATIONAL COLLEGE
TITLE:-







Outcome 4: Graduate Employment and Job Placement

Key Achievements:

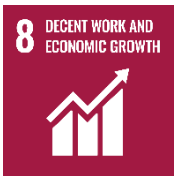
The college demonstrated outstanding success in connecting graduates to the labor market. From a total cohort of 222 prospective graduates, the annual target was to link 90% with employment. The college exceeded this goal by successfully facilitating employment linkages for all 222 graduates (173 Male, 49 Female), achieving a 100% placement rate for the cohort.

This achievement was realized through the structured coordination of the Job and Business Services (JBS) unit and encompassed both regular program and short-term BEYEPP trainees. Furthermore, proactive job reassignments were made for 30 graduates to secure improved working conditions. This exceptional performance highlights the institution's strong market alignment, while also pointing to a need for enhanced tracking of independently secured jobs to fully document outcomes.

SDG Alignment



Ensuring inclusive and equitable quality TVET and promoting lifelong learning opportunities.



Promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all graduates



Reducing inequalities in economic outcomes by providing access to skills and job opportunities for youth, including those from vulnerable backgrounds.

Redefining Success: Daric Shiferaw's Bold Pivot from University to Industry Leader



Daric Shiferaw's career began with a decision that shocked many. After securing a coveted spot at Hawassa University to study Engineering, he realized that a prestigious degree was no substitute for genuine passion. In a bold act of self-reflection, he left the university track to follow his true interest in mechanics.

Enrolling in the HEDCOVA (Heavy Duty Equipment) Department at Selam Technical and Vocational College (STVC), Daric thrived. "*At STVC, I didn't just learn a trade,*" he explains. "*I built professional competence.*"

Daric's career has been a steady climb to the top. After honing his craft at various firms, he found his home at KAKI PLC, a major industry player. Over the last four years, he has risen to the position of Workshop Control Officer.

His success is measurable: earning a net monthly salary of 30,000 ETB, he is proof that skilled technical professionals command high value in the marketplace.

Daric has become an ambassador for the college. His performance at KAKI where he is known for precision and innovation has been so impactful that the company now actively seeks out other STVC graduates for recruitment. He has proven to his employers that the "Selam Discipline" is the gold standard.

Now living an independent and fulfilling life, Daric has his sights set on opening his own garage to serve his community.



I left a university degree to pursue my passion at STVC, and it was the best decision of my life. To the next generation: Don't chase prestige; chase your dream. TVET is a powerful gateway to financial freedom.

- ***Daric Shiferaw,*** *STVC Graduate*

Driving Change: Dagmawit Feleke's Journey to Ethio-Nippon



Raised primarily by her father in Addis Ababa, Dagmawit Feleke grew up with a deep sense of responsibility. Driven by a burning desire to transform her family's future and support the man who raised her, she sought a career path that offered tangible results, not just promises. She found that path at Selam Technical and Vocational College (STVC).

Enrolling in the HEDCOVA (Heavy Duty Equipment) Department, Dagmawit stepped into a challenging, male-dominated field. However, she credits her success to more than just mechanics. She highlights the soft skills and employability training provided by the college as pivotal.

"Surrounded by supportive mentors," she reflects, "I didn't just learn tasks; I mastered the self-confidence needed to navigate a complex career."

Upon graduating, Dagmawit utilized the support of STVC's Incubation Center to secure a prestigious role at Ethio–Nippon, a leading automotive company.

While the transition to the industry was demanding, the grit she developed at college allowed her to exceed management

expectations. Today, earning a competitive salary, she has achieved her ultimate goal: supporting her father and living a life of independence.

Now a professional, Dagmawit advocates for women in trades, challenging young women to look past gender norms. "In an era of modern technology, the work is about skill, not just strength," she asserts.

> STVC gave me the technical skills to get the job and the soft skills to keep it. Today, I am proud to support my father and build a career at a top company like Ethio-Nippon. My journey is just beginning.
>
> - ***Dagmawit Feleke,*** *STVC Graduate*

."

Employers Satisfaction

To ensure the labor-market relevance and impact of our programs, we conduct an annual Employer Satisfaction Survey. This process gauges how well our graduates meet industry needs and provides critical feedback for curriculum development. Our latest survey of 17 employer partners revealed that 94% expressed satisfaction with STVC trainees' and graduates' technical skills, work ethic, and overall job preparedness. This high level of employer endorsement validates the practical effectiveness of our training model and strengthens our partnership with the local employment sector. (Employers Satisfaction Survey, 2025).

94% **Employers Satisfied**

Outcome 5: Strengthened Networking and Strategic Partnerships

Selam Technical and Vocational College (STVC) significantly advanced its strategic position and impact by deepening institutional partnerships and leading sector-wide collaboration. These efforts enhanced training quality, expanded reach, and solidified our role within the national and international TVET landscape.

Leadership in the TVET Ecosystem: STVC hosted and chaired the Addis Ababa TVET Network meeting, uniting 27 sector leaders. This initiative reactivated cross-institutional collaboration and established four strategic committees (Research, Legal Affairs, Public Engagement, and Partnership Development) to address systemic challenges and drive collective progress.





High-Level Donor Engagement: The College facilitated a strategic visit by a Swedish International Development Cooperation Agency (SIDA) delegation, strengthening donor relations and exploring future collaboration phases in innovative areas like e-mobility and logistics.





Launch of Targeted Youth Employment Project: The Bavarian Ethiopian Youth Employment Promotion Project (BEYEPP) was successfully launched, incorporating advanced trainee profiling and Trainer-of-Trainers (ToT) methodologies to enhance the effectiveness of skills-to-employment pathways.





Strategic Expansion via Joint Venture: A landmark 20-year Joint Venture Agreement was signed with Blessing the Children Development Organization (BCDO) to establish a new TVET campus in Bishoftu. This partnership leverages BCDO's provision of more than 2000m² campus compound with STVC's operational expertise, creating a sustainable model for expanding training access in high-demand fields like hospitality, construction, and automotive trades.





Special Achievement: Recognition for Training Excellence

Selam Technical and Vocational College received distinguished recognition from the Addis Ababa City Administration Training Quality Regulatory Authority for outstanding performance. The College was awarded 1st-rank **(Level 4 - Green)**, by scoring 93.05%, the highest possible level in the authority's system, and was the sole TVET College to achieve this level in Addis Ababa.

Furthermore, the College received a separate 1st-rank award for dramatic performance improvement compared to previous years, alongside a 3rd-rank certificate for successful compliance during its license renewal evaluation. These accolades collectively validate the institution's commitment to the highest standards of training quality and continuous improvement.





Other Activities Perfumed

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

Selam Technical and Vocational College (STVC) was honored with a Certificate of Recognition during the Addis Ababa Hotel Association's Annual Meeting for its outstanding contributions to the hospitality sector. The event featured presentations on the association's annual performance, elections of new board members, and discussions on key sectoral challenges and achievements.

This prestigious recognition highlights STVC's strong partnership with the association and its ongoing commitment to enhancing vocational education in hospitality. By actively engaging with industry leaders and addressing workforce development needs, STVC continues to play a vital role in strengthening the connection between education and Ethiopia's growing hospitality industry.



- **STVC Participation in Africa Skills Week-2025**

As part of Africa Skills Week 2025, held from October 13–17 and organized by the Ministry of Labour and Skills in partnership with the African Union, Selam Technical and Vocational College (STVC) was selected as a model institution to share its experience and best practices. Throughout the week, the college hosted a diverse range of visitors, including scholars and experts from various African countries, high school students, vocational trainees from TVET institutions across Addis Ababa, and professional trainers and educators.

STVC showcased its training workshops, modern equipment, and digital systems, highlighting the college's integration of practical skills training with innovative teaching and assessment methods. Visitors were briefed on STVC's competency-based assessment, industry collaboration, and digital transformation initiatives, facilitating meaningful dialogue and knowledge exchange on skills development.





- **Educational Visit to Luban Workshop in Ningbo, China**

From June 12 to 25, 2025, two staffs from Selam Technical and Vocational College (STVC) participated in the Luban Workshop for Indian Ocean Countries in Ningbo, China, alongside representatives from Entoto Polytechnic College and the Ministry of Labor and Skills. This intensive two-week program, organized by the Africa-China Vocational Education Alliance, provided valuable insights into China's successful vocational education model, focusing on curriculum development, institutional governance, and industry collaboration. The STVC team engaged in both theoretical sessions and practical training, while visiting innovative sites including Shanxi Village's eco-agriculture projects, Haitian Group's industry-academia partnerships, Hangzhou's smart city technologies, and Meikang Biotechnology's research facilities. These experiences highlighted effective approaches to integrating technical education with real-world industry needs and sustainable practices.

Building on this opportunity, STVC is now working to enhance the partnership that will enable STVC to open Eclectic Vehicle maintenance and Smart Manufacturing training.

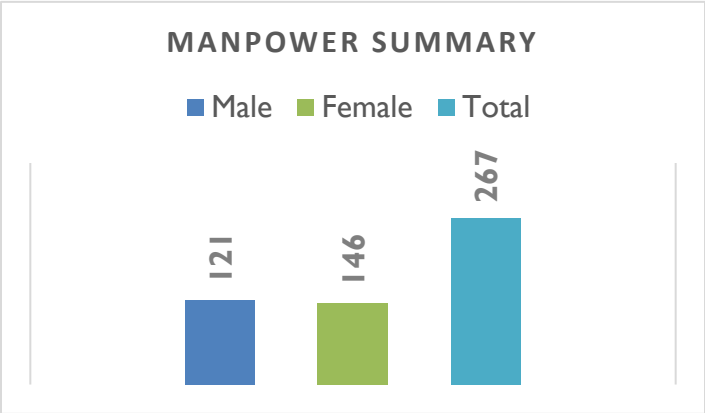




Coordination Office

1. Human Resource

The total number of employees in 2025 was 267 (121 male, 146 female),



- **Salary Adjustments and Staff Satisfaction**

During the reporting period, SCV implemented a salary increment and living adjustment effective from January 2026. Prior to this adjustment, a satisfaction survey was conducted among staff to assess their level of satisfaction with the current salary and benefits package. Among surveyed staff, The dissatisfaction level regarding salary and benefit package was 38.

Following the salary increment, another survey was conducted to gather staff feelings regarding the changes. The survey revealed the disaffection considerably decreased from 38% to only 5%.

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

- **360 Degree Performance Evaluation**

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.

360 Degree Performance Evaluation Summary

Performance Category	Score Range	Count	Percentage
Extraordinary	> 4.85	2	0.9%
Excellent	4.51 – 4.85	64	30.2%
Very Good	4.01 – 4.50	89	42.0%
Good	3.75 – 4.00	35	16.5%
Fair	2.51 – 3.74	22	10.4%
Unsatisfactory	< 2.50	0	0.0%

- **Annual Executive Board Award Ceremony**

On May 2, 2025, Selam Children's Village held its Annual Executive Board Award Ceremony, attended by Executive Board members, SCV management, and all staff. The event celebrated outstanding contributions and recognized exceptional performance across the organization for the 2023/2024 fiscal year, based on the 360-degree performance evaluation system.

The ceremony honored top-performing staff from various departments, highlighting their dedication and performance. Additionally, selected mothers, trainers, and administrative staff received special recognition awards for their exemplary contributions, as nominated by their respective departments management.

This event not only motivated staff but also reinforced SCV's commitment to appreciating hard work and fostering a culture of excellence





2. Planning, Monitoring Evaluation and Communication

Governance Meetings: Executive Board & General Assembly

The following table details the key governance meetings held in 2025, outlining the strategic topics addressed and the consequential decisions made to guide the organization's direction and ensure compliance.

S/No	Date	Meeting Type	Key Topic / Subject	Key Decisions & Outcomes
1	Feb 22-23, 2025	Annual Executive Board Review	Review of 2024 Performance & 2025 Plan	The Board reviewed annual reports and plans, providing strategic direction. During the meeting, a formal letter of appreciation was issued to Selam Charity Switzerland for its critical support in funding staff salary adjustments.
2	Mar 15, 2025	17th Annual General Assembly (GA)	GA Leadership Election & Annual Report & Plan Approval	The GA endorsed the 2024 reports, 2025 plans, and the external audit. The GA acknowledged SCV's good performance in maintaining financial discipline, including adherence to the ACSO's 80/20 program-to-admin cost ratio and effective program implementation. Prof. Daniel Kitaw was elected as the new GA Chairperson. All approved report and plan submitted to ACSO timely

S/No	Date	Meeting Type	Key Topic / Subject	Key Decisions & Outcomes
3	Mar 1, 2025	Joint Board & Management Meeting	Master Plan Development & Governance Review	The meeting generated strategic inputs for the organizational master plan. An action plan was created to review the governance relationship between the GA and the boards of the Income-Generating Activities (IGAs).
4	Aug 8 & 28, 2025	Executive Board Meetings	TRIAE Future Direction & Bi-annual Performance	The board reviewed a study on the strategic future of TRIAE (IGA wing) and assessed bi-annual performance of TRIAE, addressing operational challenges and setting corrective actions.
5	Sep 25, 2025	Executive Board Meeting	Regulatory Compliance for Clinic & College	The board passed two critical decisions regarding Selam Clinic and STVC: 1) Selam Clinic to stop all fee collections from October 1, 2025, 2) Selam TVET College to stop collection of tuition fees from trainees,
6	Oct 24-25, 2025	Executive Board Meeting	New Governance Structure & Partnership Proposals	Approved a new dual-board governance model (separate boards for Charity and a unified IGA holding). Reviewed and gave preliminary approval to several partnership proposals, emphasizing mission alignment.

S/No	Date	Meeting Type	Key Topic / Subject	Key Decisions & Outcomes
7	Dec 19, 2025	Executive Board Meeting	Approval of Joint Venture & Clinic Transition	Granted final approval for the 20-year Joint Venture with BCDO for a Bishoftu TVET campus. Approved the transition of Selam Clinic to RoFam, contingent on the legal settlement of all staff benefits.

Partial view of board meetings









Monitoring, Evaluation & Stakeholder Engagement

This section captures the essential monitoring and evaluation sessions and stakeholder engagements conducted throughout the year, demonstrating SCV's commitment to transparency, accountability, and maintaining productive relationships with government bodies, donors, and the community.

S/No	Date	Entity / Event	Purpose / Focus	Key Outcomes & Observations
1	Feb 7-8, 2025	SCV Annual Internal Review Meeting	Internal Performance Review of 2024 results and 2025 planning with senior management from all departments.	Consolidated organizational learning, aligned departmental plans, and set a clear strategic roadmap for the 2025 fiscal year.
2	Feb 20, 2025	Authority for Civil Society Organizations (ACSO) - High-Level Delegation	Familiarization & Recognition Tour of SCV's core programs and income-generating activities.	Government officials praised SCV as a model organization and commended its sustainable community impact, reinforcing a positive and supportive relationship.
3	May 10, 2025	High-Level meeting with Government. Stakeholders (ACSO, BoF, Sector Bureaus)	Strategic Partnership Dialogue to present SCV 2024 performance and the master plan.	Higher government officials praised the ongoing multi-sectoral support and endorsed SCV's strategic vision, ensuring a smooth and collaborative relationship.
4	Aug 26, 2025	Authority for Civil Society	Routine Monitoring &	The delegation expressed strong approval

S/No	Date	Entity / Event	Purpose / Focus	Key Outcomes & Observations
		Organizations (ACSO)	Supervision visit for compliance and impact assessment.	of SCV's performance and strategic direction, confirming a productive and transparent relationship between SCV and regulatory body.
5	Sep 3, 2025	Selam Charity Switzerland (SCS) Board Delegation	Donor Site Visit & Program Review at the Sheno Satellite Center.	The visit deepened donor engagement and confidence through direct community interaction, reinforcing a strong, trust-based partnership.
6	Nov 17, 2025	Joint Government Monitoring Team (Finance Bureau, Labour & Skills Bureau)	Project Performance Verification for the TVET project.	The team validated results and provided constructive feedback. Their appreciation for collaboration underscored a smooth working relationship with project signatories.

Partial view of monitoring & evaluation session









- **STVC Project Amendment Agreement**

Selam Children's Village has been implementing the project titled "Empowering Youth for Sustainable Livelihoods through Technical and Vocational Skills Training" since signing a project agreement with the Addis Ababa Bureau of Finance and the Addis Ababa Bureau of Labor & Skills in July 2024.

The project has secured additional funding from the Bavarian State Chancellery, amounting to Birr 38,994,800.00 over two years. This funding is allocated to the "BEYEPP – Bavarian Ethiopian Youth Employment Promotion Project," which focuses on providing short-term qualifications and labor market integration for Ethiopian youth. The additional funding will benefit 450 disadvantaged youth by equipping them with technical and vocational skills and supporting their transition into employment.

The overarching objective of this expanded project is to improve the employability and income prospects of socio-economically disadvantaged youth and young adults while fostering stronger collaboration between the private sector and vocational education institutions.

As required by the Addis Ababa Bureau of Finance, a project amendment document was prepared to incorporate the additional funds. The amendment was reviewed by experts from the Bureau of Finance and the Bureau of Labor and Skills. Following their feedback, the amendment process was finalized with the signing





- **Selam Charity Switzerland Board Visit to Sheno Satellite Center**

On September 3, 2025, Selam Charity Switzerland Board President Mr. Iwan Wüst and Board Member Prof. Dr. Beat Affolter conducted a site visit to the Sheno Satellite Center, accompanied by SCV Executive Director Mr. Solomon Chali and program team members. The delegation received an official welcome from Sheno City Administration, including the City Deputy Mayor and other government officials, followed by a traditional cultural ceremony hosted by community elders.

The visit included productive discussions with city government officials regarding potential program expansion, particularly focusing on the planned daycare center construction. The team also engaged directly with school feeding program beneficiaries and women's economic empowerment participants, witnessing firsthand how the support is transforming lives and receiving heartfelt gratitude for the assistance provided.





3. Capacity Building, Partnership & Resource Mobilization

Capacity Building & Training

The following tables summarize the targeted training provided across all departments in 2025 using in-house capacity and through outsourcing and partnership. These initiatives were designed to enhance the skills of caregivers and staff and strengthen the organization's overall systems and leadership capabilities.

A. Children Youth & Community Support (CYC)

S/No	Date	Training / Initiative	Target Group	Participants	Key Outcome / Focus
1	Feb 11-12, 2025	Parenting Style Training	Mothers & Aunts (Caregivers)	18	Equipped caregivers with positive parenting techniques to strengthen family dynamics and child development.
2	Feb 24-28, 2025	Nutrition & Menu Planning	Caregivers & Daycare Cooks	39	Enhanced knowledge of child nutrition and food safety; led to revised, culturally appropriate menus.
3	Jul 19, 2025	Training on Dysfunctional Youth Intervention	CYC professionals	16	The training was transformative for participants, many of whom reported

S/No	Date	Training / Initiative	Target Group	Participants	Key Outcome / Focus
					gaining new strategies for supporting different age groups effectively.
4	Jun 17, 2025	Diabetes Awareness	Caregivers Mothers & Aunts	32	The interactive nature of the session allowed for meaningful exchange of experiences and concerns. Many training 5participants shared personal stories and asked thoughtful questions about managing diabetes within family settings
5	May 20-22, 2025	Reproductive Health and Hygiene	caregivers from Villages I and II	23	The training strengthened their knowledge of puberty, menstrual health, and STI prevention, and equipped them with communication strategies to support adolescents.
6	April 29-30, 2025	Child Protection and Safeguarding	Caregivers & professional staff from CYC	19	Participants gained practical tools to create safer environments for vulnerable children in institutional care, successfully enhancing the implementation of child protection standards.
7	May 27 and 29, 2025	Special Needs Awareness	CYC Caregivers	59	The session enhanced their understanding

S/No	Date	Training / Initiative	Target Group	Participants	Key Outcome / Focus
		training	and staff		of disabilities and Emotional & Behavioral Disorders (EBD), developing practical caregiving strategies and promoting inclusion.
8	Dec 23, 2025	Road Safety Training	Caregivers and support staff	31	Participants gained essential knowledge in safe walking practices, pedestrian responsibilities, and traffic signals, equipping them to effectively model and teach crucial road safety skills to children and youth.
		Total		237	

Partial view of CYC staff during training









B. Selam Technical & Vocational College (STVC)

S/No	Date	Training / Initiative	Target Group	Participants	Key Outcome
1	Apr 7-11 & 12-16	Swiss Volunteer ToT (PLC, CNC, Arduino)	TVET Instructors from different public polytechnic colleges	42	Upgraded instructor capacity in advanced industrial automation and programming.
2	Jan 2025	BEYEPP Project ToT	STVC & Project Staff	67	Staff capacitated on vocational pedagogy and training of trainers, entrepreneurship integration. Production of image films. Quality assurance in TVET aligned with national/international standards.
3	Aug 2025	ISO 21001:2018 Standards Training	Key College Leadership & Staff	32	Built foundational knowledge for implementing an international Educational Organization Management System.
4		Total		141	

Partial view of STVC staff during training









C. Coordination Office

S/No	Date	Training / Initiative	Target Group	Participants	Key Outcome
1	Mar 26-28, 2025	Knowledge Management (KM) Training	Senior & Extended Management	22	Enhanced institutional capacity for knowledge preservation and sharing; a key strategic priority.
2	Aug & Sept, 2025	Business Email & Communication Skills	Senior & Extended Management and Professionals	49	Improved professional digital correspondence, clarity, and organizational reputation.
3		Total		71	

Partnerships

This table summarizes the strategic partnerships formed in 2025, which were instrumental in expanding program reach, securing essential funding, and fostering long-term sustainability.

Date	Partner / Initiative	Nature of Collaboration	Key Achievement / Status
May 23, 2025	LM International Ethiopia	Multi-Sectoral Program Partnership	Signed an MoU for collaboration in WASH, Inclusive Education, Women & Youth Empowerment, and knowledge sharing.
Jul 2025	Rotaract International Volunteer Association	Youth Leadership & Development	Collaboration initiated to create professional and leadership opportunities for SCV youth; an MoU is in preparation.
Sep 5, 2025	Ethio telecom	Corporate Donation & Engagement	Received a generous donation of 1.46 million ETB for SCV program implementation, followed by an in-kind donation of educational materials.
Sep 15, 2025	Deborah Foundation	Strategic Program Collaboration	Signed an MoU to collaborate on special-needs interventions, agricultural/vocational training, and sustainable community development.
Dec 2025	Blessing Children Development Organization. (BCDO)	Joint Venture	Finalized and signed a 20-year Joint Venture Agreement to establish and operate a new Selam B TVET College campus in Bishoftu.

Partial view of Partnerships









Resource Mobilization & Fundraising

Selam Children's Village continued to strengthen its financial base through diversified resource mobilization efforts. The organization's primary donor, Selam Charity Switzerland (SCS), contributed 171.4 million ETB, representing the cornerstone of our institutional funding.

In parallel, SCV actively expanded its resource base through strategic partnerships with international and local NGOs, bilateral donors, corporate sponsors, staff contributions, and income-generating activities. Despite regulatory changes that necessitated the termination of fee-based services at the clinic and college mid-year, SCV successfully mobilized significant additional resources through local fundraising most notably the village 1 borehole drilling fundraising dinner, which raised over 10.5 million ETB.

In total, SCV mobilized 370,858,413.58 ETB in 2025. Of this, Selam Charity Switzerland contributed 171,400,098.19 ETB (48%), while internal resources mobilized from local and international partners reached 193,602,520.29 ETB (52%). This achievement demonstrates successful income diversification and strong donor confidence across all funding streams. The tables below present a comprehensive breakdown of all funds mobilized in 2025.

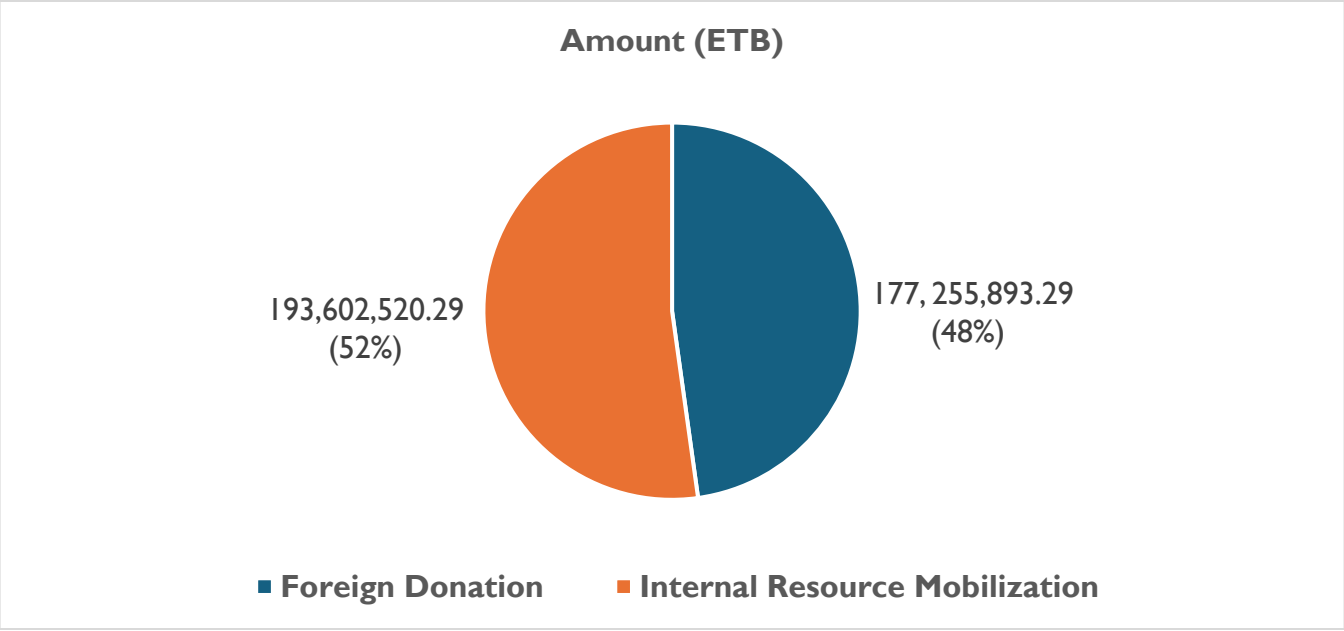
I. Foreign Donation

Source	Amount (ETB)	Remarks
Selam Charity Switzerland	171,400,098.19	Core institutional donor
Donation from German Charity	5,855,795.10	For the dental clinic support
Subtotal – Foreign Donation	177,255,893.29	

II. Internal Resource Mobilization

S/No	Resource Source / Partner	Amount (ETB)	Remarks
1	EASE Project	111,914,005.00	Youth employability on digital skills
2	BEYEPP Project (Bavarian State Chancellery)	29,508,380.34	Youth employment & TVET project
3	Bender	4,093,900.00	
4	Go-Foundation	9,633,495.56	
5	ITOCHU-Japan	3,584,823.86	
6	N3-Team	786,977.48	To support IT Department
7	Tesfa ILG	493,864.25	To support IT Department
8	IGA Contribution (TRIAE & RoFAM)	6,911,172.50	
9	Borehole Drilling Fundraising	5,346,297.40	Raised through dedicated fundraising dinner
10	Special Donations & Sponsorships	8,871,610.14	
11	Clinic Income	5,819,523.01	Fee collection prior to regulatory termination (Oct 2025)
12	STVC Income	3,778,633.27	Tuition fees prior to regulatory termination (Oct 2025)
13	Telebirr Donation	1,500,000.00	

S/No	Resource Source / Partner	Amount (ETB)	Remarks
14	Staff Contribution	1,359,837.48	Voluntary payroll donations from SCV employees
	Subtotal – Internal Resource Mobilization	193,602,520.29	
	GRAND TOTAL RESOURCES MOBILIZED	370,858,413.58	



4. Construction & Maintenance

- **Construction of G+2 Children Homes**

The construction work of the G+2 children's home finalized, and the facility accommodated 25 additional new children from Kibebe Tsehay.







- **Village I Internal Road Resurfacing**

Village I road, parking lot, playground, drainage and basketball court resurfacing work is completed. It has created a conducive environment for children to walk and play.





- **Village 2 Family House Fence Work**

Village 2 family houses constructed with mesh wire for safety and protection





5. Finance Report (Pre-Audit)

SELAM Children's Village

2025 Annual Finance Report Pre-Audit

No.	Description	Annual Plan	Accomplished	% Accomplished	Variance #	Variance %
	Income					
1	Donation from Selam Charity Switzerland	168,000,000.00	169,400,098.19	100.83%	1,400,098.19	✓ 0.83%
2	Special donation from Swiss For the Fence		2,000,000.00	n/a	2,000,000.00	n/a
3	Donation from Selam Charity Germany	4,692,522.59	5,855,795.10	124.79%	1,163,272.51	↑ 24.79%
4	Local Donations	25,392,000.00	27,767,550.79	109.36%	2,375,550.79	✓ 9.36%
5	CYC - SELAM Clinic	8,098,720.97	5,819,523.01	71.86%	- 2,279,197.96	↓ -28.14%
6	SELAM TVC	28,797,400.00	48,101,441.49	167.03%	19,304,041.49	↑ 67.03%
	Grand Total Income	**234,980,643.56**	**258,944,408.58**	**110%**	**23,963,765.02**	▲ 10%

No.	Description	Annual Plan	Accomplished	% Accomplished	Variance #	Variance %
I PROGRAM COST						
1	**CYC**					
1.1	Family Model Village Child Care 1	18,295,296.80	19,060,188.42	104.18%	764,891.62	4.18%
1.2	Family Model Village Child Care 2	7,967,199.76	7,990,415.75	100.29%	23,216.00	0.29%
1.3	Youth Support	14,783,276.00	11,692,614.30	79.09%	- 3,090,661.70	-20.91%
1.4	Community Support	19,598,878.22	18,591,531.52	94.86%	- 1,007,346.70	-5.14%
1.5	Health/Clinic	6,910,002.00	3,774,648.10	54.63%	- 3,135,353.91	-45.37%
1.6	Utilities for Children's village (*water, electricity, fuel, vehicle maintenance*)	7,000,000.00	2,474,054.33	35.34%	- 4,525,945.67	-64.66%
1.7	Maintenance, Construction (*Compound Development, Security, Maintenance*)	6,785,025.81	15,656,426.35	230.75%	8,871,400.54	130.75%
1.8	Project Monitoring and Evaluation Expenses	1,642,257.00	620,648.94	37.79%	- 1,021,608.06	-62.21%
1.9	Program staff salaries	42,773,648.34	44,555,948.71	104.17%	1,782,300.37	4.17%
1.10	Training & upgrading of program staff	1,240,245.00	395,470.52	31.89%	- 844,774.48	-68.11%
	Subtotal	**126,995,828.92**	**124,811,946.94**	**98.28%**	**- 2,183,881.98**	**-1.72%**

No.	Description	Annual Plan	Accomplished	% Accomplished	Variance #	Variance %
2	**STVC**					
2.1	Provision of Technical and Vocational Training *(In school training, cooperative training, institutional assessment, research & technology, TVC digitalization, consumables for training)*	36,731,641.00	36,736,309.03	100.01%	4,668.03	0.01%
2.2	Utilities for College *(water, electricity, fuel, vehicle maintenance)*	3,335,003.00	4,657,028.83	139.64%	1,322,025.83	39.64%
2.3	Maintenance, Construction *(Compound Development, Security, Maintenance)*	2,617,697.00	9,889,393.23	377.79%	7,271,696.23	277.79%
2.4	Program Staff Salaries & fringe benefits	30,907,874.20	27,568,369.55	89.20%	- 3,339,504.65	-10.80%
2.5	Project Monitoring and Evaluation Expenses	855,150.00	670,624.95	78.42%	- 184,525.05	-21.58%
2.6	Training & upgrading of program staff	442,125.00	723,759.00	163.70%	281,634.00	63.70%
	Subtotal	**74,889,490.20**	**80,245,484.59**	107.15%	5,355,994.39	7.15%

No.	Description	Annual Plan	Accomplished	% Accomplished	Variance #	Variance %
II. ADMINISTRATION COST						
I	**CYC**					
1.1	Salaries & fringe benefits	10,347,790.51	10,874,840.56	105.09%	527,050.05	✓ 5.09%
1.2	Training & upgrading of admin staff	593,000.00	97,982.00	16.52%	- 495,018.00	↓ -83.48%
1.3	Material and supplies	500,000.00	364,409.58	72.88%	- 135,590.42	↓ -27.12%
1.4	General utilities *(Tele, Internet, Guest & Meeting, Publicity & Communication, ED Office Expense)*	3,828,596.03	2,568,488.74	67.09%	- 1,260,107.29	↓ -32.91%
1.5	Energy & Transport (fuel, vehicle inspection, parking)	150,000.00	96,248.47	64.17%	- 53,751.53	↓ -35.83%
1.6	Vehicle Repair & Building Maintenance	700,000.00	459,656.61	65.67%	- 240,343.39	↓ -34.33%
1.7	Insurance, legal & professional *(Insurances, legal & court cases, consultancy services, Partnership, Audit Fee)*	2,027,827.23	1,791,213.00	88.33%	- 236,614.23	▼ -11.67%
	Subtotal	**18,147,213.77**	**16,252,838.96**	**89.56%**	**- 1,894,374.81**	▼ **-10.44%**

No.	Description	Annual Plan	Accomplished	% Accomplished	Variance #	Variance %
2	**STVC**					
2.1	Salaries & fringe benefits	8,172,357.31	9,084,980.81	111.17%	912,623.50	11.17%
2.2	Training & upgrading of admin staff	200,000.00	-	0.00%	- 200,000.00	-100.00%
2.3	Material and supplies	500,000.00	321,293.89	64.26%	- 178,706.11	-35.74%
2.4	General utilities *(Tele, Internet, Guest & Meeting, Publicity & Communication, ED Office Expense)*	3,557,818.13	1,932,518.41	54.32%	- 1,625,299.72	-45.68%
2.5	Energy & Transport (fuel, vehicle inspection, parking)	150,000.00	150,000.00	100.00%	-	0.00%
2.6	Vehicle Repair & Building Maintenance	700,000.00	700,000.00	100.00%	-	0.00%
2.7	Insurance, legal & professional *(Insurances, legal & court cases, consultancy services, M & E, Partnership, Audit Fee)*	1,667,934.23	1,124,323.42	67.41%	- 543,610.81	-32.59%
	Subtotal	**14,948,109.67**	**13,313,116.53**	**89.06%**	**- 1,634,993.14**	**-10.94%**
	Total	**33,095,323.44**	**29,565,955.49**	**89.34%**	**- 3,529,367.95**	**-10.66%**
	Grand Total	**234,980,642.57**	**234,623,387.02**	**99.85%**	**- 357,255.55**	**-0.15%**

2025 Achievement against Strategic Objectives

Strategic Outcome	Indicator	2025 Target	2025 Achievement	Remark
Outcome 1: Enhance holistic well-being development of children and youth	% of children reporting high well-being outcomes (health, education, etc.)	93%	91% satisfaction rate	
Output 1.1 Well-nourished and healthy children and youth	Number of children and youth accessed quality food, shelter & clothing	359	348 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%	26 children who were in early childhood education promoted to grade 1
	% of children promoted to the next grade level	100%	• 97.4% of children promoted to the next grade • 96% 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%	86% self-esteem score of above 15	
	Number of children and youth receiving psycho-social support	359	348 children & youth supported	
Outcome 3: To create economically self-supporting youths and families	% of graduated youths employed within one year	90%	100% employment rate	
	% of households or women whose annual income increased	30%	20% increment as observed during monthly meeting	

Strategic Outcome	Indicator	2025 Target	2025 Achievement	Remark
Output 3.1: Youths provided higher or university education opportunities	Number of youth provided education support	80	93 youths supported	
	Number of youth provided training to start their own business	8	10 youths received training	
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	46 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	46 CBO's and Idirs received training	
Output 4.2: New operational areas (satellite centres) established	Number of New operational areas (satellite centres) established	1	-	Due to security reason satellite centre in Amhara region not realized
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	30 youths fully integrated to the community	Due to back log for CoC
Outcome 6: To enhance access to and quality of TVET	% of trainees enrolment compared to the in-take capacity	95%	93% youths accessed TVET against the intake capacity	
	% of trainees satisfied with the quality of TVET Training provided to them	90%	87% satisfaction rate	
Output 6.1: Increase the number of enrolled trainees	Number of trainees enrolled	900	1295 trainees accessed TVET training	Due to unplanned short term projects
Output 6.2: Increase the number of enrolled trainees	Improve outreach and awareness towards TVET programs to increase enrolment of underrepresented groups	1	8 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	55 training staff received training on different topics	

Strategic Outcome	Indicator	2025 Target	2025 Achievement	Remark
Outcome 7: Enhanced employment opportunities and entrepreneurship development for targeted youth graduates	% of TVET graduates who have started their own business (self-employed)	10%	41 graduates (18%) self employed	
	% of TVET graduates who were employed by industries worked with Selam TVET College	90%	100% graduates employed	
	% of employers satisfied with STVC graduates	90%	94% 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	70 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%	51.88% program budget increase	
	% increase in timely execution of projects / burning rate	100%	99.85% 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	449 staff and management trained on different training topic.	Including repetition
	Number of relevant types of trainings provided	6	3 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 and strengthened	
Output 8.3: SCV I Master Plan prepared	Number of master plan developed	-	-	
Output 8.4: Resource mobilized to implement the master plan	Amount of resource mobilized to implement the master plan	62 Million ETB	52.1 Million ETB	

6. Major Challenge Encountered & Solution Adopted

01. Escalating Inflation and Cost of Living

The rising cost of food items, educational materials, and basic commodities in Addis Ababa has placed a strain on the operational budget. This inflation creates a risk of compromising the quality or quantity of nutritional support provided to the children.

Solution Adopted:

To counter price volatility, SCV implemented a Strategic Bulk Purchasing System. By purchasing non-perishable food grains (teff, wheat, pulses) in large quantities during harvest seasons when prices are lowest, we have successfully stabilized food costs and ensured food security for the entire year without exceeding the budget.

02. Urban Housing Affordability for Youth

The transition to Semi-Independent Living is becoming increasingly difficult due to the soaring rental prices in Addis Ababa. Finding safe, affordable housing is a significant burden for youth relying on a fixed monthly stipend, potentially causing anxiety that distracts from their studies.

Solution Adopted:

We have actively promoted and incentivized Group Living Arrangements. By encouraging youth to rent houses together, they share the financial burden of rent and utilities. Beyond the financial benefit, this strategy creates a "peer support system," where youth provide emotional security and accountability to one another, preventing the isolation often felt during the transition to independence.

03. Security Constraints Affecting Family Tracing & Reunification

Due to sporadic security instability in certain regions of the country, it has been difficult to facilitate physical family visits or reintegration trips for some children. This lack of contact with biological relatives can lead to feelings of disconnection or emotional distress.

Solution Adopted:

We prioritized the physical safety of the children by keeping them within the secure environment of the Village during volatile periods. To bridge the emotional gap, we facilitated remote communication (phone and video calls) where infrastructure allowed. Additionally, our psychosocial team provided increased counseling support to help children process their feelings regarding these separation challenges.

04. Low Trainee Performance in National Assessment

Concern in recent trainees' national assessment results, with only 62% of trainees achieving passing scores. This low performance linked to several factors, including inadequate assessment procedures, unsuitable testing environments, and insufficiently trained evaluators.

Solution Adopted:

The college is working closely with the assessment authority to improve the assessment procedures to ensure they accurately measure competencies, enhancing testing environments for better trainee comfort, and assigning qualified evaluators.

05. Water Scarcity in Village 1

Aging infrastructure and prolonged dry seasons have caused intermittent water shortages in Village 1, posing a potential risk to the hygiene and daily comfort of the children and staff.

Solution Adopted:

To permanently address this issue, the management organized a targeted resource mobilization campaign and successfully raised 10.5 million ETB, and the drilling of a new borehole has already commenced. This decisive action will soon provide a sustainable, long-term water supply for the entire village.

06. Low Salary Scale

SCV faces challenges in attracting and retaining qualified talent due to a low salary scale,

Solution Adopted:

Salary adjustments have been made to ensure that we can attract and retain skilled professionals.