

# The Girls' Legacy



**Annual Report 2023**

## **Executive Summary**

In 2023, The Girls' Legacy boldly advanced its mission to empower vulnerable young women by equipping them with practical skills, economic agency, and renewed confidence. Through our transformative "Training the Trainers" program—implemented across four urban communities in Zimbabwe—217 young women acquired essential competencies in bricklaying and carpentry, traditionally male-dominated trades. This initiative, generously supported by the DIMES Stitching Charitable Foundation and Women Strong, directly addressed the intersecting challenges of child marriage, poverty, and limited access to education.

To ensure sustainability, each of the 20 master trainers mentored 8–10 peers, creating a ripple effect that extended beyond the initial cohort and into the broader community. By December, 13 independent groups had not only solidified their technical skills but also developed robust business plans, positioning themselves for long-term economic independence and entrepreneurial success.

The impact of this initiative reaches beyond numbers—it reshapes mindsets and restores agency. As one participant powerfully stated:

"This project has not only provided us with valuable skills but has given us hope and confidence to build our own futures. We are no longer dependent on others for our survival."

The Girls' Legacy remains deeply committed to scaling this momentum, fostering resilience, and ensuring that every young woman has the tools to shape a future defined not by circumstance, but by possibility.

## **Key Achievements in 2023**

In 2023, The Girls' Legacy made strategic and lasting strides toward economic empowerment, social resilience, and community transformation through its flagship initiative—the Master Trainer Development program. Twenty-three master trainers were carefully selected for their leadership potential and community involvement and underwent intensive training in advanced carpentry and bricklaying techniques, life skills such as communication and confidence-building, and entrepreneurship fundamentals including financial literacy, marketing, and business planning. These master trainers evolved into local change agents, catalyzing peer education and uplifting their communities.

Through a structured mentoring model, each master trainer passed on their skills and knowledge to 8–10 peers, resulting in a total of 217 additional young women trained in marketable trades and personal development. This peer-to-peer education approach proved to be a powerful and self-sustaining force—extending the project's reach and embedding empowerment as a living process within the communities. The initiative also

nurtured social bonds and expanded leadership capacity among young women who had previously been excluded from such opportunities.

In tandem with technical training, The Girls' Legacy facilitated 12 community dialogue sessions across four urban centres. These sessions engaged parents, guardians, traditional leaders, and young people in open, solution-oriented conversations that challenged harmful norms like child marriage and educational exclusion. They became spaces for shared reflection, generational healing, and collective commitment to progress.

Taken together, these achievements reflect far more than programmatic success—they mark a shift in how young women perceive themselves and are perceived by their communities. No longer defined by vulnerability alone, they now step forward as creators, leaders, and builders of their own futures.

## **OUR INNOVATIVE APPROACH**

The Girls' Legacy's 2023 success was rooted in its innovative and culturally responsive "Train-the-Trainer" model, a transformative approach designed to cultivate leadership from within vulnerable communities and amplify impact across generations. Twenty-three young women—carefully identified for their leadership potential and capacity for peer mentorship—were enrolled in an intensive, integrated training program that blended technical mastery, personal development, and business acumen. In carpentry and bricklaying—trades historically dominated by men—participants received rigorous instruction that not only imparted income-generating skills but also directly challenged prevailing gender norms. The hands-on approach emphasized safety, precision, and entrepreneurial applications of these crafts, preparing trainees to thrive in nontraditional spaces.

Complementing the technical training were dynamic workshops focused on life skills and personal growth. Through exercises in storytelling, reflection, and communication, participants developed self-awareness, leadership capacity, and confidence, all rooted in culturally resonant practices that honored their identities and contexts. Additionally, youth-friendly modules introduced the building blocks of financial literacy and entrepreneurship—from business planning and budgeting to savings culture and meticulous recordkeeping—laying a solid foundation for participants to launch and manage their own ventures.

The ripple effect of this training was profound. Each master trainer mentored between 8 and 10 peers, organically extending the program's reach to 217 additional young women and embedding a sustainable, community-driven model of empowerment. This cascade approach ensured not only that knowledge was transferred, but that leadership was decentralized and contagious. By weaving technical skills with emotional intelligence

and entrepreneurial strategy, The Girls' Legacy didn't just teach young women how to build—it empowered them to become architects of their futures.

### **Sustainable Impact**

The Girls' Legacy initiative in 2023 was designed not just to empower individuals, but to embed long-term resilience and sustainability into communities. By prioritizing capacity-building and peer-led models of engagement, the project sparked transformation that continues beyond its formal completion.

A cornerstone of our strategy was the Train-the-Trainer model, in which 23 master trainers—young women chosen for their leadership potential and commitment—were equipped with skills in carpentry, bricklaying, life skills, and entrepreneurship. These master trainers became local champions, each mentoring 8 to 10 peers, resulting in 217 young women gaining practical skills, confidence, and a sense of purpose.

This model ensured that empowerment was not a one-time event, but a self-sustaining cycle of skill transfer and mentorship. Peer-to-peer learning fostered solidarity, accountability, and continued community engagement, making empowerment contagious.

By December 2023, the ripple effects of this approach were undeniable:

- 13 independently formed groups completed detailed and actionable business plans.
- These plans reflect strategic thinking, resource mapping, and market responsiveness—positioning each group to launch income-generating ventures and move toward economic independence.
- Several groups are already collaborating with local partners to secure startup capital and access new markets, demonstrating readiness and entrepreneurial ambition.

Most importantly, the transformation went beyond economic outcomes—it reshaped identities. One participant summed it up powerfully:

*"This project has not only provided us with valuable skills but has given us hope and confidence to build our own futures. We are no longer dependent on others for our survival."* — Chipó

The Girls' Legacy remains committed to strengthening these young women's journeys, ensuring that the seeds planted in 2023 flourish into lifelong legacies of leadership, self-reliance, and community impact.

## The Challenge We Address

Zimbabwe's population—estimated at over **14 million**—presents a complex landscape of opportunity and adversity, particularly for **women and girls**, who make up **52%** of the national demographic. Within this segment, **young women aged 10–19** account for **26.5%** of the population, representing a powerful but underserved cohort whose potential is often stifled by systemic and socio-cultural barriers.

Despite growing national and global discourse on gender equity, the reality for many young women remains troubling:

- **22% of women aged 18 and above** were married before their 18th birthday (*ICDS, 2017*)—a stark indicator of the persistence of child marriage and its lifelong implications.
- **Patriarchal customs and deep-rooted gender norms** continue to restrict women's access to formal education, technical training, and leadership opportunities.
- **Limited access to financial services**, including credit, capital, and business development support, significantly undermines women's ability to pursue entrepreneurship and economic independence.
- **Political and economic volatility** has led to a shrinking formal job market, disproportionately affecting young women who face additional barriers due to limited experience, mobility, and societal expectations.

This intersection of gender, age, poverty, and marginalization forms a multidimensional challenge—one that demands not only policy reform but grassroots innovation and community-driven solutions.

The Girls' Legacy recognizes that empowerment must be **intentional, inclusive, and transformative**. Our programs are tailored to confront these realities head-on, equipping young women not just with skills, but with voice, agency, and networks of support that endure.

## Our Beneficiaries

At the heart of The Girls' Legacy lies a steadfast commitment to uplifting young women aged 16 to 25 who navigate layered and intersecting vulnerabilities—often invisible to mainstream support systems yet rich with untapped potential. The organization focuses on those who have been systematically excluded, faced scarce resources, and endured social stigma. Among them are out-of-school youth whose educational journeys were interrupted by poverty, early marriage, or displacement, and who now require alternative avenues toward learning, growth, and self-determination. There are child mothers and former child brides, whose formative years were cut short by adult responsibilities before

they could exercise their own agency, as well as HIV-positive young women courageously confronting stigma and health challenges with little access to inclusive programming or economic support.

The Girls' Legacy also reaches orphaned and vulnerable youth, many of whom shoulder caregiving roles for siblings while grappling with instability, and school dropouts who left formal education due to gender bias, financial hardship, or early pregnancy but yearn for second chances. These young women are far more than recipients of aid—they are active co-creators of change. Through programs that integrate life skills, entrepreneurship training, and leadership development with sensitivity to their unique experiences, The Girls' Legacy ensures that every story, every spark of potential, is given the space to flourish.

## **Our Solution**

At The Girls' Legacy, we believe that true empowerment begins when young women are equipped not only with marketable skills, but also with the confidence, agency, and networks to shape their own futures. Our multi-dimensional solution is designed to address the economic, psychosocial, and cultural barriers that keep girls and young women trapped in cycles of dependency and vulnerability.

We provide **comprehensive support** across three interconnected pillars:

### **1. Skills Training**

- **Life skills** that build confidence, resilience, and critical thinking.
- **Technical and vocational skills** suited to local markets and future job trends.
- **Digital literacy**, enabling young women to navigate online opportunities and access global knowledge.

### **2. Mentorship & Personal Development**

- Pairing participants with **positive role models** who guide and inspire.
- Facilitating self-awareness, leadership growth, and mental well-being.
- Creating safe spaces for storytelling, cultural expression, and healing from trauma.

### **3. Entrepreneurship Development**

- Training in **business planning, financial literacy**, and resource mobilization.
- Access to **micro-grants, savings groups**, and community enterprise initiatives.
- Encouraging innovation and value addition through locally grounded business models.

This holistic approach doesn't just teach skills—it **transforms mindsets**, builds support systems, and ignites purpose. By centering each young woman's story, context, and dreams, we ensure that economic empowerment becomes **sustainable, self-directed, and community-informed**.

Together, these pathways unlock leadership potential, drive generational change, and rebuild hope where it once felt lost.

## **Project Implementation: Master Trainer Development – Phase 1**

### ***Building Foundations of Empowerment and Technical Mastery***

This initial phase lays the groundwork for sustainable personal and economic growth by equipping selected participants with core life competencies and market-ready technical skills. It is deeply rooted in community engagement and aligned with The Girls' Legacy's holistic empowerment framework.

#### **Step 1: Community Introduction & Selection**

- Conducted 5 **consultative meetings** with local leaders, parents, and grassroots champions to build trust and shared ownership.
- Used **participatory selection processes** guided by clear vulnerability criteria to identify young women most in need of intervention.
- Selected **30 highly vulnerable young women**, including out-of-school youth, child mothers, and orphans, each bringing unique stories of resilience.
- Facilitated orientation sessions to outline the program's vision, expectations, and participant support structures.

#### **Step 2: Life Skills Foundation**

- Delivered a **two-day immersive training** in personal growth and interpersonal effectiveness.
- Modules covered:
  - **Problem-solving:** Tools for navigating daily challenges with creativity and confidence.
  - **Communication:** Empowering clear expression, active listening, and conflict resolution.
  - **Teamwork:** Fostering collaboration, leadership, and collective responsibility.
  - **Work ethic:** Instilling discipline, accountability, and a sense of purpose.

- **Emotional intelligence:** Encouraging empathy, self-regulation, and mental resilience.

This component served as a cornerstone—shaping mindsets before introducing technical craft.

### **Step 3: Carpentry Training**

- Delivered **8 detailed lessons** combining theory and hands-on practice in woodwork.
- Covered:
  - **Woodwork basics:** Material selection, measurements, and design planning.
  - **Tool operation & safety:** Training on saws, hammers, chisels, and drills with strong emphasis on safety protocols.
  - **Product creation:** Participants crafted functional items such as:
    - *Egg holders:* Promoting household utility and market value.
    - *Pot stands:* Supporting domestic use and potential revenue streams.
    - *Wooden trays:* Blending aesthetic appeal with income-generating potential.

By the end of the module, learners had tangible products to showcase—fueling pride and entrepreneurial curiosity.

### **Step 4: Bricklaying Introduction**

- Conducted **4 foundational theory lessons** to introduce the building craft.
- Key topics included:
  - **Tool identification and function:** Understanding basic bricklaying instruments.
  - **Technique fundamentals:** How to lay bricks with structural precision.
  - **Mortar mixing:** Proportions, consistency, and practical application.
  - **Site safety awareness:** Preparing for future hands-on sessions with a safety-first mindset.

This component primed participants for broader construction pathways and community-scale projects.

## **Phase 2: Skills Transfer & Business Development**

### ***August – December 2023: Advancing Craft, Confidence, and Community Enterprise***

Phase 2 focused on deepening technical expertise, fostering peer-led learning, and nurturing entrepreneurial capacity among Master Trainers and their cohorts. Through immersive sessions, collaborative workshops, and real-world application, The Girls' Legacy continued its mission to turn potential into progress.

#### **Carpentry Mastery – From Learners to Makers and Mentors**

Following the foundational Phase 1 modules, this stage prioritized skill refinement and peer-led dissemination.

- Delivered **18 targeted carpentry classes** to Master Trainers, emphasizing quality control, design improvement, and production efficiency.
- Empowered Master Trainers to **facilitate peer education sessions**, multiplying impact and encouraging leadership through teaching.
- Participants successfully produced a range of functional and marketable products:
  - **Serving trays** – polished, multi-purpose items with both domestic and commercial appeal.
  - **Egg holders** – locally resonant products with consistent market demand.
  - **Pot holders** – combining utility with creative design aesthetics.
  - **Cell phone stands** – responding to youth-driven digital needs and lifestyle habits.
  - **Spice racks** – popular household items with value in urban and rural markets.

Each item crafted was more than a product—it was a symbol of skill, agency, and income potential.

#### **Bricklaying Skills – Building Confidence Brick by Brick**

While participants initially expressed hesitation, this phase marked a steady growth in both confidence and technical capability.

- Introduced learners to **brick and block identification**, demystifying materials and structural function.
- Taught the art and science of **foundation laying and concrete curing**, setting the stage for practical construction engagements.

- Guided participants through **building layout techniques**, including measuring, marking, and alignment essentials.
- Conducted practical sessions on **boundary wall construction**, merging teamwork with precision.
- Addressed **maintenance and defect rectification**, reinforcing the value of repair, resilience, and sustainability in construction.

By phase end, many had not only acquired technical literacy but also envisioned new possibilities in community infrastructure and income generation.

### **Business Development – Turning Skills into Sustainable Livelihoods**

To ensure long-term impact, every skill was anchored with entrepreneurial training tailored to the realities and aspirations of the young women involved.

- Delivered **comprehensive sessions** on:
  - **Business management & planning** – from ideation to operational setup.
  - **Marketing & customer engagement** – identifying target audiences and crafting value propositions.
  - **Financial literacy & bookkeeping** – tracking earnings, managing expenses, and planning for profit.
  - **Risk identification & mitigation** – developing strategies for economic shocks and market fluctuations.
  - **Budgeting & investment readiness** – laying foundations for growth and financial autonomy.

This layer solidified the transformation from trainee to entrepreneur, equipping participants to lead micro-enterprises and contribute meaningfully to household and community economies.

### **Skills Development Outcomes .**

Through immersive instruction, hands-on craftsmanship, and guided mentorship, The Girls' Legacy equipped participants with a dynamic set of competencies that reached far beyond basic skill acquisition. At the technical level, young women developed strong capabilities in carpentry, gaining expertise in wood selection, tool operation, and joinery techniques, enabling them to fabricate products such as egg holders, serving trays, pot stands, phone holders, and spice racks that seamlessly blend function with aesthetic value. Bricklaying modules further enriched their practical knowledge, with emphasis on material identification, foundation laying, and core construction principles like wall layout and structural alignment. Maintenance training introduced repair skills,

empowering participants to identify defects and apply low-cost solutions to infrastructure challenges.

Equally vital was the enhancement of life skills, where participants experienced profound inner transformation. Many reported renewed self-confidence and increased self-awareness, coupled with improvements in communication, teamwork, and leadership. Time management tools and planning frameworks bolstered their ability to structure goals and navigate daily responsibilities, while their problem-solving capacity expanded through creative, collaborative approaches.

To ensure that empowerment translated into economic independence, the program embedded entrepreneurial development. Participants honed their financial literacy and budgeting skills, studied local market demands and customer profiling, and developed actionable business plans with clear revenue models. They also gained awareness of risk, crafting mitigation strategies through scenario planning and diversification. Collectively, these outcomes reflect not just technical mastery, but the emergence of young women as resilient builders of their futures—grounded in skill, guided by vision, and ready to lead.

### **Qualitative Impact**

The Girls' Legacy continues to ignite profound personal awakenings among its participants, shifting their outlook from limitation to possibility. As young women engage in hands-on training and mentorship, they are not only acquiring technical skills—they are reclaiming their sense of agency and embracing the courage to dream.

Master Trainer Rumbidzayi from Chitungwiza shared that she once doubted her ability to stand independently, but the training reshaped her self-image and empowered her with the confidence to start her own business and support her family without reliance on others.

Similarly, Peer Trainee Nicole from Glen View discovered a new dimension of possibility through carpentry; once unimaginable, the act of building now serves as the foundation for her future. She and two peers are preparing to launch a furniture-making enterprise—proof that their learning translates into action, income, and enduring vision.

These reflections illuminate the impact of The Girls' Legacy's approach: transformation that is personal, practical, and rooted in empathetic intention.

### **Sustainability Indicators**

The Girls' Legacy Master Trainer Development initiative ignited widespread enthusiasm across participating communities, evolving from a pilot into a community-led movement with strong momentum for expansion. Local leaders praised its relevance in tackling youth unemployment and gender inequity, while traditional and civic influencers

formally requested program extension to new wards and districts in light of positive behaviour shifts and guardian feedback.

Parents expressed growing appreciation for girls' economic empowerment, noting increased confidence, responsibility, and practical knowledge displayed at home, with many now viewing vocational training as a respected and viable career path rather than a fallback option. Young women outside the initial cohort began seeking enrolment following compelling peer testimonials, and alumni actively referred friends and siblings—signalling the program's growing intergenerational appeal.

Local organizations, including NGOs and faith-based groups, responded with interest in collaborative implementation, offering facilitators, resources, and programming support. Dialogue has begun around joint ventures such as youth hubs, shared knowledge platforms, and integrated referral systems for psychosocial and entrepreneurial development, reaffirming broad-based ownership and sustained investment in the girls' empowerment movement.

### ***Ensuring Enduring Impact Beyond the Project Cycle***

Our commitment to sustainable transformation is reflected in the organic growth, continued engagement, and systems integration taking root across participating communities. These indicators highlight the success of our intentional design and the local leadership driving it forward:

#### **Continued Peer Education in 2024**

- All **23 Master Trainers** have pledged to continue mentoring and training additional young women beyond the initial program timeline.
- Plans for **community-based peer education circles** are underway, reinforcing a culture of shared knowledge and ongoing capacity-building.
- Trainers are actively recruiting and orienting new cohorts, positioning peer education as a locally sustained movement rather than a one-time intervention.

#### **Formation of Business Groups**

- **13 collaborative enterprises** have emerged from the training sessions, with young women co-founding teams based on shared interests and strengths.
- These groups are preparing to launch small-scale ventures in carpentry, furniture-making, and construction services.
- Some collectives have begun exploring opportunities with local markets and municipal partnerships, enhancing economic participation and visibility.

#### **Programmatic Integration**

- Life skills and vocational modules from the Master Trainer program have been **formally integrated into regular Girls' Legacy Club curricula**.
- This alignment ensures that future cohorts benefit from tested content, while creating a consistent empowerment pipeline across age groups.

- Club facilitators are receiving ongoing support to adapt materials and host experiential sessions, keeping the model dynamic and youth-led.

### **Deepening Community Ownership**

- Local leaders, parents, and institutions have transitioned from passive observers to active advocates.
- Several communities have committed to providing **space, tools, or facilitation support** to sustain training activities.
- A growing ecosystem of support—spanning schools, churches, and local NGOs—is reinforcing Girls’ Legacy’s model as a community asset and catalyst for youth-led development.

### **Challenges encountered and adaptive solutions.**

The implementation of the Master Trainer Development program in 2023 was marked by significant achievements, but also by a series of complex challenges that demanded adaptive responses and close collaboration with stakeholders. Political instability, particularly during the pre-election period, led to heightened security concerns and increased restrictions on non-governmental operations. These constraints limited community engagement in certain areas and delayed outreach, partner mobilization, and data collection. The disruptions reinforced the importance of maintaining trust-based relationships with local leaders and adopting flexible implementation strategies to navigate volatile environments.

In Glen View, a cholera outbreak between September and December 2023 prompted public health authorities to ban all community gatherings, directly affecting scheduled training sessions, mentorship meetings, and peer education circles. The Girls’ Legacy responded swiftly by postponing activities, communicating safety protocols to participants, and coordinating with health officials to prioritize well-being and minimize risk.

Economic instability further complicated program delivery. A 15% VAT increase, coupled with persistent inflation, significantly reduced the purchasing power of target customers. This led to fluctuating demand for participant-produced goods, particularly craft-based items, and required trainees to adjust pricing strategies and explore alternative market channels. These conditions underscored the need for value-driven marketing approaches, lean budgeting practices, and diversified product offerings to ensure resilience and relevance in a shifting economic landscape.

While both carpentry and bricklaying formed essential components of the technical curriculum, participants showed a stronger preference for carpentry. It was widely viewed as more versatile and immediately marketable, especially for producing home goods and small furnishings that could be sold locally. In contrast, bricklaying generated less enthusiasm, largely due to limited visibility of viable opportunities and persistent gender biases within the construction sector. In response, The Girls’ Legacy is continually refining its delivery and promotional strategies to boost the appeal and

accessibility of both skill sets, ensuring that participants can make informed choices aligned with their interests and market realities.

## **Solutions-Resilience in Action:**

### **Responsive Strategies for Program Continuity and Participant Empowerment**

In the face of complex operational challenges throughout 2023, The Girls' Legacy team implemented a series of dynamic, context-sensitive solutions to keep program goals on track. These strategies were carefully designed to balance safety, accessibility, impact, and cost-efficiency across all areas of delivery.

To reduce risks associated with politically sensitive urban zones and maintain strong community engagement, training venues were strategically relocated to a trusted agricultural community center outside government-monitored regions. The team negotiated a consolidated schedule that allowed for intensive multi-day workshops, minimizing travel and logistical expenses. Thanks to strong local relationships and stakeholder support, the new venue provided a secure and culturally resonant environment for learners, enabling uninterrupted learning while navigating shifting sociopolitical boundaries.

During public health emergencies and periods of uncertainty, all training sessions were centralized at The Girls' Legacy training center. This controlled and hygienic space complied fully with public health guidelines, allowing for routine sanitation, temperature checks, and structured participant flow. Centralizing operations also improved team coordination and ensured continuous access to educational resources without external disruptions.

To counteract declining purchasing power and reduced demand for participant-produced goods, the program offered targeted marketing support. Participants received hands-on mentorship in branding, pricing, and product presentation. Outreach efforts focused on connecting with larger institutions, small and medium enterprises, and community networks to encourage bulk purchases and long-term partnerships. Group collaboration and cooperative selling were also promoted, enabling learners to pool resources and showcase a wider range of products. These efforts boosted participant confidence and expanded viable income opportunities.

In response to shifting skill preferences and economic realities, the curriculum was realigned to better reflect market demand. Carpentry modules were expanded with additional hours dedicated to producing high-demand items such as stools, shelving, and home accessories. Bricklaying remained part of the curriculum but was streamlined to focus on essential foundational techniques, ensuring participants still acquired a broad technical base. This adjustment honored both participant interests and market signals, reinforcing the importance of adaptability and economic relevance in vocational training.

## **Insights That Inform and Inspire Future Impact**

The 2023 programming cycle offered valuable lessons that deepened The Girls' Legacy's commitment to transformative learning, community responsiveness, and scalable empowerment. One of the most powerful insights was the effectiveness of holistic programming. By integrating life skills, hands-on technical training, and entrepreneurial development, the initiative addressed the multidimensional needs of young women. This three-pronged approach not only equipped participants with practical competencies but also nurtured their confidence, resilience, and financial literacy. The alignment of personal growth with economic opportunity fostered self-agency and opened sustainable livelihood pathways, particularly for those who had been marginalized or excluded from formal education.

Peer-to-peer education emerged as a powerful multiplier of reach and retention. Trained peer educators acted as bridges of knowledge, translating curriculum content into relatable narratives and extending learning into their communities. This model significantly boosted participant confidence and ensured that program principles were reinforced through trust-based mentorship. As alumni continued to mentor and mobilize new learners, the initiative cultivated leadership from within and strengthened its sustainability.

Community engagement proved essential in anchoring program acceptance and credibility. The intentional involvement of parents, traditional leaders, and local champions fostered trust and ownership, even during politically sensitive or health-restricted periods. Regular consultations and visibility within local structures enhanced advocacy and facilitated smoother implementation, leading to higher attendance and greater perceived value. This engagement also encouraged intergenerational dialogue, helping to reinforce key lessons across households.

Finally, the inclusion of external expertise enriched the learning ecosystem. Guest facilitators and sector specialists brought fresh perspectives, technical mastery, and industry insights that complemented the internal curriculum. Their contributions expanded participants' understanding of career pathways, market trends, and cross-cutting themes such as gender equity and resilience. This practice fostered a collaborative culture that valued both grassroots experience and professional knowledge, enhancing the overall depth and relevance of the training experience.

## Financial support

Womenstrong Unrestricted funds : \$63,008

Social Investors ( Dimes) : \$55,694



## Board Members

Ms Gloria Mutekwa	Chairperson
Ms Tendai Garwe	Vice Chairperson
Ms Cleopatra Ndlovu	Board member
Dr. Mildred Shumba- Chaisewa	Treasurer
Mrs Nomsa Sarabauta- Nyemba	Secretary

## Staff members

Judith Chiyangwa	Executive Director
Haatsari Chinyanga	Programmes Manager
Sheila Chiutare	Finance and Administration Manager

Jaqueline Mutimbe

Programme Officer

Cynthia Mukwasha

Programme officer