



CC - JOBS

ANNUAL REPORT

2024 - 2025

PREPARED BY :

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PRESENTED TO :

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Stitching CC-JOBS is a Dutch NGO (72964324 (Dutch Chamber of Commerce), and RGB Registration number: 000113|RGB|INGO|RC|06|2024, established to support Educational Opportunities and Community Development in slum areas in Rwanda.

Our vision

A prosperous community in which theyouthhave access to resources that will enable them to become self-sustainable and a major contributor to the development of their community.





What we do



We Sponsor Ambitious Youth; who are unable to afford tertiary education; to participate in the Youth Development Sponsorship program of CC-JOBS.

Our Programs

- **Youth Development Sponsorship Program (YDSP):**

Providing vocational training to ambitious youth, with a focus on Culinary Arts & Nutrition.

- **Student Exchange Program (SEP) :**

providing a platform for Local and International students to get experience through research projects or internship

- **Community Development Program (CDP):**

Addressing community needs through targeted visits and interventions.

- **C3 Learning Restaurant Program:**

Offering hands-on learning and internships to expand practical skillsets.



**All-inclusive Tailor-made
Research programs
and Internships**

KIGALI-RWANDA, CENTRAL-EAST AFRICA



*Get ready to
EXPLORE*

Executive Summary

In 2024, CC_JOBS achieved a significant milestone by successfully merging all its programs into its headquarters. This integration was made possible through the facilitation of our main donor, Impact Internship, supported by international student donations and a community-based tourism scheme. This year also saw a remarkable contribution from various volunteers and interns who played a vital role in our organizational growth and impact.



CC-JOBS youth development Sponsorship Program (YDSP) initial stage

1. A practical study program at established Training Centers, located within the target sector, in Culinary Arts and Hospitality.
2. Basic English and Communication Skills programs.

Intermediate stage

3. Entrepreneurship training and coaching.
4. Counseling and Career Guidance.
5. Coaching on how to successfully find employment on the labor market by advising in the application and interview process.
6. Community Development activities within the target sector-together with CC-JOBS YDSP students.

Completion stage

7. Internship placement of all students.
8. Connecting students with available job positions or help them to start their own small business.
9. Providing job opportunities in our own learning restaurant:

"C₃ Canteen"



"Celebrating success! 🎉 Mrs. Sulaina, the incredible Student House Manager at CC-JOBS, and Belyse, the talented Assistant Chef at Ti Amor Bistro, have proudly graduated from the YDSP program. A testament to hard work and achievement!"



"In 2024, CC-JOBS proudly selected 20 promising youngsters to participate in Cohort 6 of the Youth Development Sponsorship Program (YDSP).

This year, we implemented significant enhancements to the program, ensuring participants benefit from additional support such as transport, food, assurance, health check-ups, alongside school fees and other internship necessities.



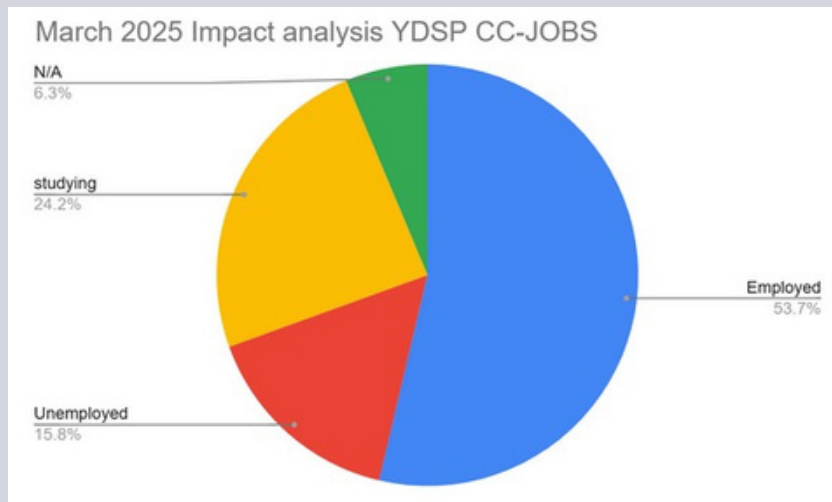
Due to a new government policy, the program's duration was extended from 10 months (4 months at school and 6 months in internship) to 16 months (10 months at school and 6 months in internship). These upgrades increased the sponsorship cost per youngster from 1,200 Euros to 2,500 Euros.

Furthermore, we successfully organized over 35 professional workshops in collaboration with volunteers, interns, and other stakeholders.

YDSP Intake 6 is set to commence its activities in September 2025, marking a new chapter of impact and growth."



Stories of Impact



“These stories illustrate the tangible outcomes of YDSP: not only securing employment but also restoring dignity, confidence, and the ability to uplift entire families.”

YDSP

The Youth Development Sponsorship Program (YDSP) continues to transform lives by equipping young people with the skills, confidence, and opportunities to thrive in Rwanda’s hospitality sector. Graduates from Intake 5 have secured permanent contracts in prestigious hotels and restaurants. Below are some of their inspiring journeys:

Donat

After successfully completing his internship at Heaven Boutique Hotel (a five-star establishment that hosted King Charles of the United Kingdom during CHOGM), Donat secured a permanent position in the kitchen department. Reflecting on his journey, he said “that before joining CC-JOBS, he never imagined himself working in such an environment.”

Remy

Having dropped out of school in Senior Two and coping with the painful loss of his mother to cancer, Remy had little hope for the future. Through CC-JOBS, he completed his internship at Onomo Hotel and later secured a permanent role at Dare Rwanda, one of Kigali’s top fine dining restaurants. He is now able to support his family financially and emotionally

Joella

After completing her internship at Hotel des Mille Collines, Joella was offered a part-time chef contract, and within four months, she was promoted to a permanent position. She is now raising her two daughters, her younger brother, and her mother in Gitega, thanks to her stable income.

Landry

Transitioned from working as a student house chef to joining BOHO Restaurant in Kimihurura as an assistant chef, showcasing how CC-JOBS training opened doors to higher-level opportunities.

Belyse and Peers

Six graduates were trained at the C3 Learning Restaurant, where they acquired comprehensive skills in kitchen management. This training empowered Belyse, who was struggling at Hotel des Mille Collines, to stabilize her career, and she is now thriving as an assistant chef at Te Amor Lounge.

“Impact in Numbers: Of 95 students currently enrolled, 51 are already employed”.



SEP Program Impact on Organizational Growth

The Student Exchange Program (SEP) has greatly contributed to CC-JOBS' organizational growth by creating opportunities for international collaboration, knowledge-sharing, and capacity-building. In 2024, several interns and volunteers joined us through various collaborations with partner universities:

January: Mrs. Nenneh (until January 26)

- **February – July:** Mr. Reins, Mr. Eric, Mr. Gijs, Mrs. Rosita, and Mrs. Mayra
- **September – December:** Mr. Travis, Mrs. Chiara, and Mrs. Tijn

These individuals contributed in various capacities, bringing their expertise and energy to help advance our mission.

“Their dedication and hard work are deeply appreciated.”

Strategic Collaborations

- In collaboration with Saxion University of Applied Sciences and the Catholic Institute of Kabgayi (ICK), CC-JOBS initiated the Erasmus K171 program, which will enable the mobility of 10 staff and students from Rwanda to The Netherlands through 2026.
- The organization also facilitated Collaborative Online International Learning (COIL) exchanges with In holland University, expanding our global engagement and enriching student and staff experiences.

“These efforts highlight the importance of SEP in strengthening CC-JOBS' international partnerships, building organizational”

Community Workshops Impact

In 2024, CC-JOBS, in partnership with different collaborators, conducted impactful community workshops across Rwanda, reaching approximately 380 participants.

Kigali City

- Workshops with youth were conducted on critical topics such as health & nutrition and effective social media usage, equipping young people with knowledge to make healthier lifestyle choices and responsible digital engagement.

Kayonza District (with URUBUTO)

- Two self-motivation workshops were delivered to 67 youth. Participants expressed high satisfaction and enthusiasm in applying new tools they had learned. Through CC-JOBS' connection, four youth were selected into the African Youth Panel, in collaboration with Mastercard Foundation, where they receive a monthly stipend of \$250 to uplift their communities.

Musanze District (with Red Rocks Initiative)

- Specialized workshops were organized for teen mothers, focusing on using cooking skills to improve their babies' nutrition. These sessions empowered vulnerable young mothers with practical skills that can directly enhance household well-being.

Overall, these workshops not only imparted knowledge but also created networks of motivated youth and mothers ready to uplift their communities.



Workshop Summary Table

Location / District	Partner Organization	Participants	Focus Areas	Key Outcomes
Kigali City	CC-JOBS & Local Partners	167 youth	Health & Nutrition, Effective Social Media Usage	Improved knowledge on healthy lifestyle and digital responsibility
Kayanza District	URUBUTO	67 youth	Self-Motivation & Personal Growth	4 youth joined Mastercard Foundation's African Youth Panel (receiving \$250/month)
Musanze District	Red Rocks Initiative	133 teen mothers	Cooking Skills for Child Nutrition	Empowered mothers to improve household nutrition

C3 Canteen Transition to Learning Restaurant

The C3 Canteen provided 9 graduates with hands-on training in business management, including finance, operations, marketing, and reporting.

This experiential learning gave them practical insights into how to manage and sustain a food-service enterprise.

Highlights of Individual Growth:

- **Florence:** Skilled in cooking but inexperienced in reporting and management, she gained valuable skills in financial and operational reporting, broadening her career potential.
- **Landry:** Previously limited to repetitive cooking, he developed competencies in teamwork, financial recording and reporting, supporting his smooth transition to a new professional restaurant role.

Despite these successes, the Canteen faced challenges due to low customer frequency and local stereotypes around the setup. To ensure long-term sustainability and maximize graduate opportunities, management strategically transitioned the Canteen into a Learning Restaurant, better aligning with CC-JOBS' mission of combining training with community service.

Financial Overview 2024

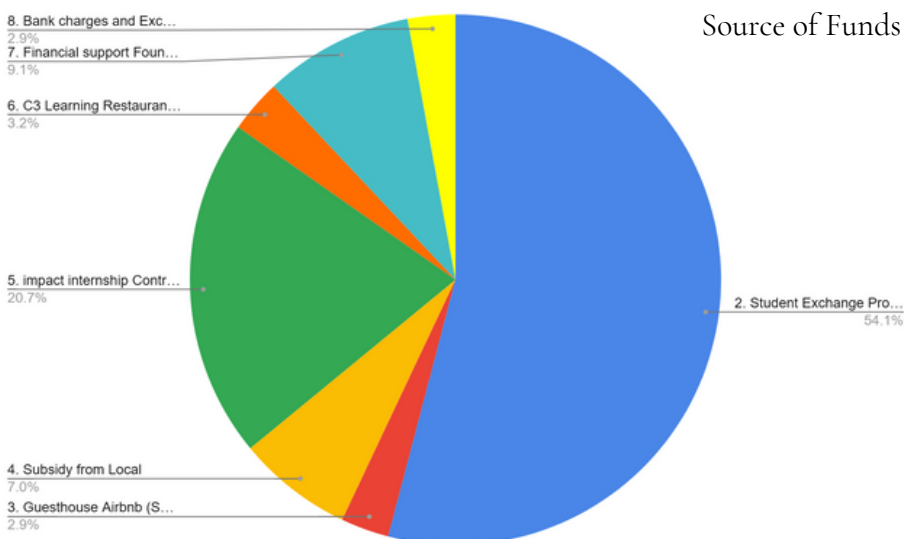
Source of Funds – 2024 (Recognition of our Donors)

#	Source	Amount (€)
1	Individual donations through fundraising & sponsorships (YDSP)	1,500.00
2	Student Exchange Program (SEP) + Community Based Tourism (CDP) via CC-JOBS Netherlands (till July 2024) + C3 Canteen Sales Revenue + Personal Contributions	24,225.00
3	Guesthouse Airbnb (SEP) via CC-JOBS Netherlands + Airbnb Income in Rwanda	1,314.63
4	Subsidy from Local Government Netherlands – Stichting Ontwikkelingssamenwerking Dinkelland (YDSP)	3,150.00
5	Impact Internship contribution to CC-JOBS Rwanda (SEP) (Aug–Dec 2024)	9,274.00
6	C3 Learning Restaurant Sales	1,452.72
7	Financial support from Founder Marijn van Rossum (HQ merge of all activities)	4,078.50
8	Bank charges & exchange rate contingency (Netherlands & Rwanda)	1,299.92
	Total	46,294.77

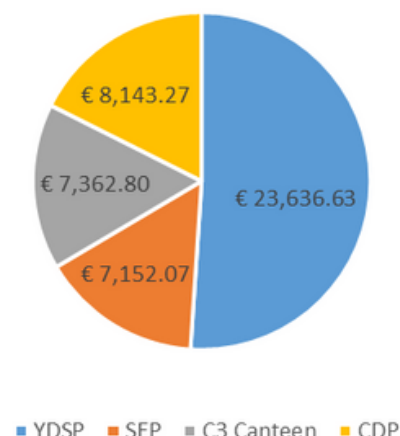
Financial Overview 2024

Use of Funds – 2024

#	Program/Activity	Amount (€)
1	Sponsorship (YDSP): CC-JOBS Youth Development Sponsorship Program – Implementation, training costs, TVET, workshops, and internship arrangements	23,636.63
2	Student Exchange Program (SEP): International students & volunteers in Rwanda	7,152.07
3	C3 Learning Restaurant Investment (YDSP training scheme for unemployed youth)	7,362.80
4	Community Based Tourism (CDP) activities	8,143.27
	Total	46,294.77
	Balance (31/12/2024)	0.00



Use of Funds - 2024





Challenges and Future Outlook

Despite our achievements, we faced challenges such as resource limitations and logistical constraints. Moving forward, CC-JOBS aims to expand its funding base, enhance program efficiency, and strengthen partnerships to increase our impact in 2025.

Conclusion

The year 2024 was a transformative period for CC_JOBS, marked by program consolidation, volunteer engagement, and impactful partnerships. We extend our heartfelt gratitude to everyone who contributed to our journey. Together, we look forward to another year of growth and positive change.

OUR PARTNERS:

