TO WHOM IT MAY CONCERN

The role of GAICAM in Youth Skills Development in Cameroon via its 2017 Annual Report

Presented By
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INTRODUCTION

Every strong and vibrant nation in modern history has been built by visionaries whose patriotic hearts drove them to think beyond the confines of their very own survival; few men and women who had challenged the status quo and focused on their creative and innovative abilities to create businesses/enterprises; individuals who challenged themselves to find solutions to societal problems and build a solid foundation for themselves. These are the exact type of people Go-Africa Initiative Cameroon (GAICAM) has focused all its energy training and equipping with the necessary skills in the year 2017, so they can serve as pavements to the emergence of Cameroon.

GAICAM successfully trained more than 500 young Cameroonians in 2017 through its highly professional seminars & workshops, Fellowship, study trips, community radio programs and many more; not forgetting its annual Children Christmas Parties which has brought hope and put smiles on the faces of over 1500 children this year.

ABOUT GAICAM

GAICAM is a non-profit, non-political and non-denominational organization, created in 2013 with the vision to transform lives and promote growth in Cameroon and Africa at large. Based in Buea and working in line with the United Nations Global Compact, GAICAM is known for its commitment and hard work towards youth empowerment in Cameroon, especially through its Training Programs, Professional Workshops, Seminars, life transforming books, as well projects: Active Citizens Clubs, Children Foundation, Annual Leadership & Entrepreneurial Fellowship, and weekly radio programs on CBS FM 95.3 Buea, not forgetting its great role in encouraging and sponsoring orphans and less privileged children to go to school and better their dreams. Over the years, we have been able to reach and impacted over 6500 young Cameroonians, with most of them, doing remarkably well in their respective communities, some of which are evident on our website: www.gaicam.org/gallery/

OUR OBJECTIVES

- Inspire, motivate, and empower youths with necessary sustainable skills that would enable them become innovative and visible change makers in their communities, become self-reliant, and create jobs for others, through the GAICAM Skills Acquisition Centre. Helping them gainfully improve on their communication and creative skills, as well as their positive personality traits.
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- To train and develop pace setters and true ambassadors of peace and development; young and vibrant transformative leaders who will engage directly in the development of their respective communities and cause a transformative change in the lives of their community duelers. Transformative leaders who will stop at nothing until the great continent of Africa is emerged.

- To build bridges between potential entrepreneurs and investors, helping startup entrepreneur’s source for seed capital for their sustainable business ideas through the GAICAM Business Incubator; while enabling them create and sustain new businesses.

- To significantly promote the spirit of patriotism and awaken national consciousness amongst youths, improving on their economic potentials through the GAICAM Active Citizens project and other professional platforms such as: capacity building seminars and workshops, projects, transformative books and radio programs that we operate.

- To create a common platform for orphans and needy children who lacks the means to enroll in schools like others, to be able to school and better their lives and dreams, through our Children’s Foundation and community schools.

OUR ACTIVITIES

- We organize academic, motivational, and capacity building forums for students and Cameroonian youths in different towns and communities to gainfully debate their role in sustainable development of their country, and to enhance their creativity, talent discovery, potential skills development, and good leadership skills for today’s complex environment.

- We also organize special training programmes in areas such as Leadership, entrepreneurship development, business sustainability, sales mobilization, career planning and job readiness skills, talent discovery, mindset development, and many more in our professional seminars and workshops, as well as through our projects, all happening at our Skills Acquisition Centre Buea.

- Annually, we organize the GAICAM Leadership and Entrepreneurial Fellowship as an effort to invest in the next generation of Cameroonian leaders, and potential entrepreneurs who will serve as a pavement to the emergence of Cameroon and Africa at large. During the fellowship, the fellows are effectively trained for four (4) weeks on sustainable leadership and entrepreneurship.

- Through the GAICAM Children’s Foundation, we annually visit different communities to identify children not schooling because of financial constraints, but who are willing to school if their school needs are met. In such cases we can provide them with full scholarships to study and better their lives like others.

- Through our presentations in schools and different communities, we continuously promote and create awareness on general issues that affect and impair the future young girls such as forceful and early marriages, HIV & AIDS, female mutilation,
as well as providing training programmes that seek to empower them with skills necessary to build a sustainable life.

- We continuously publish academic and life transforming books, capable of impacting and transforming the lives of the readers. Publications addressing particular problems in the society affecting the livelihood of our readers.

OUR 2017 PARTNERS & PROMOTERS

1. Multi-Purpose Youth Empowerment Centre (MINJEC) Buea.
3. University of Buea (UB).
5. Les Brasseries du Cameroun.
6. ACMAR Media Group.
7. Regional National Employment Fund Yaounde.
8. Cameroon Radio & Television (CRTV) - Hello Cameroon.
9. Taxation Center 1 Yaounde.
10. Fotabe University Buea.
11. Njorku Cameroon.
12. Value Health Africa.
13. CELBMD Africa.
15. Christian Broadcasting Service (CBS Radio)
17. Employment House Buea.

OUR ANNUAL FACILITATORS/TRAINERS

The following facilitators/trainers, some of which were our partners, greatly helped in the execution of the 2017 GAICAM plan of action. They were the few best professionals selected amongst others to facilitate the implementation of the stated 2017 objectives;

- Mr. TAMINANG Search – Founder & Executive Director, GAICAM.
- Mr. IKOME Neal Mbella, Chief of Centre - Multi-purpose Youth Empowerment Centre (MINJEC) Buea.
- Mme. NGUM Doris, Entrepreneurship Coach HIMS, Buea.
- Mr. JANYUY Joybert, Chief Executive Officer (CEO) CELBMD Africa.
- Mme. KYENG Mercy Tetur, Founder/CEO Value Health Africa.
- Mr. Mark ALUNGE, CEO Strawacademy.
- Mr. OTO Akama, CEO Makonjo Group Limited.
2017 ANNUAL ACTIVITIES
The year 2017 was one of the most successful years for GAICAM activities, though the year started with lots of uncertainty due to the ongoing Anglophone crisis in Cameroon. Despite the challenges faced in the year 2017, GAICAM still successfully carried out the following projects: The Active Citizens Project, the Annual Leadership & Entrepreneurial Fellowship, the 2017 GAICAM Mobile Training Caravan, and the Annual Children Christmas Party, impacting more than 2000 young Cameroonians so they can pavements to the growth of the nation of Cameroon.

The various activities span through from the month of January to December 2017, with the following recorded done:

A. THE ACTIVE CITIZENS PROJECT

The GAICAM Active Citizen Project is a signature effort to awaken the spirit of patriotism and national consciousness in Cameroonian youths and to enable them develops remarkable skills, capable of enabling them gainfully contribute to the emergence process of the nation. This project was launched in October 2016, for students of higher institutions of learning for the 2016/2017 academic year, slated for a five years plan with different annual phases and Action plans. The following are the preoccupation of the Active Citizens project:

- To significantly promote the spirit of patriotism and awaken national consciousness amongst youths, as well as educate them through workshops and seminars on the importance of national unity, good governance and national cooperation in order to totally unite the nation against all forms of vices that disrupt national unity, peace and security, as well as hinder growth by 2021.

- To improve the economic potentials of youths in our communities by 90% in the next five year, offering them gainful training through our capacity building seminars, workshops and others that seek to enable them skillfully prepare to undertake challenging entrepreneurial ventures for the sustainable growth of the nation.

- To inspire, develop and train the capacity of 5000 young Cameroonians in higher institutions of learning, secondary and high schools and senior primary schools in the next 2 years to fully exploit, innovate and use their full potentials, while contributing to nation building and national growth.
To develop true ambassadors of peace, unity and progress. Strong and vibrant youth population who will work tirelessly and stop at nothing until the nation attain its full capacity.

In specific guides to the strategic implementation plan of this nation building project, GAICAM signed two partnerships deals with the University of Buea (UB) and the Higher Institute of Management Studies (HIMS) Buea to create Active Citizens clubs in both institutions for the 2016/2017 academic year.

These two partnerships were milestones to the success of the project, as it offered a great opportunity for students of both institutions to register to the respective Active Citizens Clubs of their schools, so they can be trained by a pool of experts and GAICAM partners. Through the clubs of both institutions, GAICAM successfully organized and trained hundreds of university students and other young Cameroonians in its nine (9) highly professional workshops within the year, though not as expected due to the Anglophone crisis that affected the smooth functioning of schools.

These workshops were designed with specific objectives to meet the stated objectives of the project and that of the unemployed young Cameroonians who are in constant need of the right skills to either help them become self-employed, or secure their dream job.

The following professional workshops were organized as part of the 2017 activities earmarked for the Active Citizens project:

1. Workshop One: **Become Your Own Boss**

This was the first of a series of workshops to be organized by GAICAM in line with its Active Citizens project, geared towards training and challenging participant to engage in activities that would enable them be their own bosses and stop relying solely on the state for employment.

Due to the insecurity in various campuses, this workshop, together with many others was organized at Mile 17 Buea on the 18th of February 2017. The training workshop began at 8:30am and ended at 4pm with the following objectives:

- To inspire and enable participants develop sustainable business mindsets, capable of enabling them become proactive and self-reliant in the pursued of their financial independence.
- Empower and equip participants with business insights, as well as nurture and launch those ideas into profitable business ventures.
- Enable participants understand why most businesses windup their operations just within few years of operations.

The workshop was very intensive, practical, and interactively, with a total of over 40 participants in attendance. The training was centered in the light of the workshop objective, and as such, the practicality to evident the aspirations and reason of becoming a boss was
made more visual using real local scenarios of successful business and entrepreneurial tycoons who decided to be their own bosses and offer job opportunities to others. Participants were equally inspired in how to develop sustainable business mindsets following the questions and answer session, giving them a chance to air vital issues which could trigger reactivity, which is a prerequisite for business success. Participants were also called upon to practically design a frame work of their objectives and submit for appraisals. Each file submitted had a professional treatment by the expert trainers. The training outcome of the workshop was awesome, based on the following considerations:

- The program ended successful as it succeeded in clarifying the doubts brought in by participants and providing them with better approaches towards entrepreneurial ventures.
- Participants left fulfilled as they could boost of their readiness to take on gainful challenges without fear of failure.
- After the training, the organization equally had many feedbacks from participants appreciating the initiative and calling on more of such programs.

2. Workshop Two: Conducting Business Feasibility Study And Writing A Winning Business Plan

The second workshop also took place at Mile 17 on the 24th of February 2017, geared at training and equipping our Active Citizens members and potential entrepreneurs with the necessary tools for effective business feasibility study and how they can ultimately come out with a winning business plan after the study. The preoccupation of this training workshop was as follows:

- To provide participants with sustainable steps on how to conceive and effectively put their business ideas to work.
- Provide participant with a practical guide on how to examine the viability and profitability of their business ideas.
- Enable participants develop practical and sustainable business plans for their business ideas.

This workshop had an encouraging turn out of over 56 persons comprised of club members, and some entrepreneurs and potential entrepreneurs, due to the essentiality of the training topic. The training program began with a breakfast/cafés to all participants, including trainers for acquaintance and to enable them prepare for the long hours of training ahead of them.

The training session was approximately 86% interactive with lots of questions coming from the participants regarding the concepts and challenges that clouds the theme,
However, to better the flow of understanding of the training, each participant was entitled to a training booklet that contained a detailed guide of the theme, well explained.

Furthermore, a practical case scenario was used to demonstrate the structure of a good feasibility study, how to go about it and how to design a business plan.

The outcome of the training workshop was satisfactory, based on the facts that:
- Participants could demonstrate their ability to come up with business plans and bringing to practice, their dreams.
- Participants exhibited some sense of appreciation, by expressing their satisfaction for the training and opened up on their look-holes enabling the trainers to fine-tune the rhythms of their dreams to suit today’s challenges.
- Some participants came referring to the office and demanding for more of such opportunities, given that that such detailed trainings are hard to come by.

3. Workshop Three: Marketing & Managing The Sustainability Of Businesses In Today’s SMART Business World

The third training workshop was one of the most important workshops, as it was designed to answer the worries of most business failures in today’s challenging business world. This training, just like the others, the workshop aimed at targeting our registered Active Citizens club members, as well as the entire business community of Buea, and since the various campuses were not safe. The orientation of the training was geared towards the practical marketing and managerial skills that practicing and potential entrepreneurs need in order to guarantee their stay in business in today’s challenging business environment.

The objectives of this training workshop were:
- To enable participants gain a deep understanding into customers and market dynamics.
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- To develop sustainable marketing strategies and skills that would promote their stay in business.
- To impact participants with practical know-how on building a formidable work force.
- To bring out practical techniques of attracting and maintaining customer profile and many more

The workshop took place on the 4th of March 2017, from 9am to 5pm in Molyko Buea, with a turnout of 49 participants. The training session was dominated by real societal issues that better illustrate the training objectives, as well as the use of typical renowned successful businesses to advance important points. Outstanding entrepreneurs who have stood the test of time were also used to demonstrate their improved customer service, leadership and managerial skills & workforce, which are great tools in attracting and maintaining customers.

The use of such businesses as a reference point, created an impact in the minds of participants, which led to the following outcome:

- Participants could ascertain themselves of the indispensible roles of customer’s service in business.
- The workshop also succeeded in touching the weaknesses of some participants as they testified they had limited knowledge on how to improve their customers base and could now boost of their ability to do so very effectively thereafter the training.

4. Workshop Four: Understanding And Maximizing The Tools Of Today’s SMART Job Market

This was another workshop in a series of many by GAICAM, through its Active Citizens Project, all geared towards building a better society through sustainable skills development. This workshop same like some others took place in Molyko Buea on the 7th of March 2017, from 9am prompt to 5pm.

The preoccupation of this training was to:

- Enable participants recognize the value of self-assessment in career and Curriculum Vitae (CV) development, and widen their scope on the importance of a CV in Job search.
- Equip participants with the technical know-how of developing wining curriculum vitae (VC) and writing a good cover/motivational letter.
- Illustrate strategically to participants how to launch a job search, as well as empower them with interview techniques that can guarantee their employment.
- Enable participants to be more sensitive to employment opportunities, while exposing them to job maintenance techniques.

The training proper was centered on practical approaches to equipping participants with the necessary skills in line with the above stated objectives. In that light, every participant was
obliged to do a practical phase, by writing his/her own sample CV and demonstrate job search, maintenance and interview techniques. Upon submission, participants were corrected and every worry treated.

The training session’s most peculiar outcomes were the fact that:

- Many participants, whom previously could not boost of a CV, talk less of writing a good CV, could thereafter do so.
- The training session also made available, some sample CVs and cover/motivational letters and ease understanding to some participant who have never been opportune to see one.
- The exposure of such training, helped connect participants with others, thus improving on their network portfolio.

5. Workshop Five: Volunteerism and Community Youth Engagement

This was our first training of the year, centered on training young people on the importance of volunteerism and community youth engagement. This workshop was the fourth workshop organized in line with our partnership with the University of Buea and the Higher Institute Management Studies through our Active Citizens Project. With over three hundred memberships, this training and others was organized to train our members from both institutions on why they should learn to volunteer their service, as well as engage in community activities that better the livelihood of others.

The preoccupation of this training workshop was to:

- Enable the students understand the uniqueness and importance of volunteerism
- Enlighten participants on techniques of volunteering and getting retained
- Provide participants with practical guides on how to engage in community development.
- Illustrate the appropriate approaches on how to develop sustainable community engagement project and more.

This training session began at 9:0am prompt on the 25th of March 2017 in Molyko and ended at exactly 5:26pm same day. During the training session, practical exercises on youth’s engagement projects in communities were examined. There was as well amongst others, expository sessions on the modules of community development and the most appealing methods of developing community projects. At the last phase of the training, participant were grouped into four separate groups and asked to designed a community project and defend before all participants in attendance, which of course was a great success.
Finally, participants were also empowered with techniques on how they could gainfully secure a job through community volunteerism. At the end of the training session, the organization recorded several success stories and satisfactory feedbacks from participant. Some of these success stories have been very visible, based on the fact that:

- The knowledge on how to effectively volunteer and get retained has helped many who took part in the training to get retained after gainfully volunteering.
- The group project participation helped some participants to actually design and implements a community base project in their various communities.
- Practical societal cases were used to demonstrate the secrets of volunteerism, which intend helped to shape the mindsets of participants who thought otherwise.

6. Workshop six: Report and Grant Project Writing

Haven trained on community project development, as well as community youth engagement, it was of great important that we organize a training workshop to enable participants understand how they can develop grant projects to enable them benefit from available grants.
The second focus of the workshop was to train participants on the know-how of developing formal reports, vis-à-vis their grant project. The workshop went successfully, as many young Cameroonians who were interested in writing grant projects were trained. However, other preoccupations surrounding the workshop were:

- To enable participants know and be abreast with professional guides on developing formal reports.
- To show participants the chronology in developing a grant project proposal.

During the training session, participants were engaged in a serious practical phase, where each participant had to contribute to the discussions.

The training took place on the 29th of March 2017 and lasted for 8 hours from 9am to 5pm and with a turnout of over 36 participants in attendance. The participants were again emphasized on the appropriate approach on developing formal reports and how to effectively source for sponsorship. The workshop recorded the following successes:

- Participants could effectively design formal reports which they could not until thereafter the training.
- Participants left satisfied with the impact of the workshop, while promising to put the knowledge into proper use.

7. Workshop Seven: **Team Building and Public Speaking**

This workshop took place on the 12th of April 2017 in Molyko, geared towards training members of our clubs in both institutions on how to build and lead a complex team, as well as enabling them build good public speaking skills.

The main objectives of this training workshop were to:

- Enable participants appreciate the role of team building in multi-tasking.
- Train participants on how to lead a complex team and still meet the target goals.
- Enable participants develop skills on managing different mindsets.
- Equip participants on the rules of effective public speaking, the procedure of developing a speech, as well as making an ideal presentation.
- Unveil the indispensable tool of public speaking in all walks of life.

The training proper of this workshop took a different stage, especially as most of the participants were ready to learn the act of public speaking. The turnout was so encouraging,
since more members of the general public were in attendance, given that the training topic cuts across all walks of lives.

During the course of the training, participants were compelled to demonstrating public speaking skills by developing and presenting a talk in front of all in attendance. This was one of the most important parts of the training, especially as each participant had to figure out how to effectively communicate their thought and ideas without any fear. At the ended of the training session, the outcomes were satisfactory, especially as:

- Most of the participants testified how the training has greatly impacted them.
- Majority of the participants could boost of an improvement in their skills as far as managing a diverse team is concern, same with public speaking.

8. Workshop Eight: Topics covered:

- Volunteerism and Community Youth Engagement
- Team Building And Public Speaking
- Job Readiness Skills Development
- Professional Business Correspondence
- Social Media Awareness And Networking
- Gaining And Managing Financial Independence

This was a special two days’ workshop, organized in response to the request of some of the members of our Active Citizens clubs of both Higher Institutions who couldn’t attend the past workshops, due to the sociopolitical crisis in Cameroon. This special two days training program took place in the campus of the Higher Institute of Management Studies (HIMS) Buea on the 14th of September 2017, and with the following objectives:

- To reiterate the growing importance of volunteerism and community youth engagement.
- To emphasize on the idealness of team building and public speaking.
- To instill into participants, job readiness skills development techniques.
- To train participants on professional business correspondence skills.
- Emphasize and illustrate the indispensable role of social media awareness & networking.
- Enlighten participants with a practical guide of gaining and managing financial independence.

The two days of the training program were very intense, with all trainers putting up their best to achieve the above stated objectives and more. The activities were solely practical in the sense that, participants had a session to solely demonstrate their comprehension to what they have learned and more. Questions and answers session were also very productive as most
participants were able to let go of their doubts and be inspired by the responses to their questions.

The activities were coupled with demonstrated knowledge on how to gain and manage business finances as well as individual finances. The effectiveness and the practical nature of the training session led to a greater outcome as bulleted below. At the end of the two days training, participants were:

- Ready and able to engage into voluntary activities.
- Ready to network and enlarge their networking portfolio.
- Able to practice professional business correspondences.
- According to feedbacks received from some of the participants, they could now effectively manage their profitably and finances.

B. The 2017 GAICAM Mobile Start-Up Training Caravan

This was the maiden edition of the GAICAM Mobile Start-up Training Caravan, designed to train 500 Start-up entrepreneurs and business persons in partnership with the Regional Delegation of Small & Medium Size Enterprises, Social Economy and Handicraft for the South West Region of Cameroon. The Caravan was officially launched in Buea on Wednesday 20th and Thursday 21st September 2017 in Tiko Sub Division. The Caravan was
expected to visit over 12 cities/towns in Cameroon in 72 days and with the following preoccupations:

- To enable participants develop and nurture good business ideas
- To train and equip participants with the necessary skills they need to start their business ventures with what they have from where they are.
- To train participants on how to get the right personnel for their start-ups, operate and sustain their businesses in today’s challenging business environment and the legal procedures for registering a business in Cameroon within 72 hours.
- To equally train participants on the role of the social media for a sustainable business growth, as well as how they can effectively manage their financial independence.

During the two phase of the training in the towns of Buea & Tiko, we recorded a good number of business persons and potential business persons who all came in their numbers to acquire the knowledge on how to either sustain their business venture, or start one. The training also examined some very important guide to creating a business, which start with a personal evaluation of an individual ability in line with the business such as:

- Who do you think you are?
- What makes you different from others?
- What is your uniqueness?
- What is your personal statement?
- What inspires you most?

The training was well structured with some practical guidelines for evaluating business ideas, as well as providing real/tangible answers to pertinent issues like:

- Why are you so interested in that business idea?
- What are your objectives?
- What is the motive behind your aspirations?
- Who is currently doing what you want to do and how?

Though the Mobile Caravan couldn’t move to the cities/towns it had planned to visit due to the increased sociopolitical tension in the country at the time, we are pleased the following outcome were recorded:

- A good number of the participant were so satisfied with the training, especially the procedure for creating a legal start-up business in Cameroon within 72 hours.
- Potential business persons were able to conceive unique business ideas that they could invest in,
- Feedbacks and praises have been pouring in from those who successfully went through the training program.
C. The GAICAM 2017 Annual Leadership & Entrepreneurial Fellowship

The 2nd edition of the GAICAM Annual Leadership and Entrepreneurial Fellowship 2017, in partnership with the Multi-Purpose Youth Empowerment Centre (MINJEC) Buea, ACMAR Media Group, National Employment Fund (NEF), Les Brasseries du Cameroun, Value Health Africa, CELBMD Africa, and Fotabe University; was one of the biggest event of the year organised by GAICAM. For the first time, the fellowship admitted fellows from five regions in Cameroon for a three weeks fellowship program in Buea. This annual fellowship is the heartbeat of GAICAM, and which has internal recognition. It was one of the more effective fellowship training program, compared to the previous edition.

The fellowship was structured to run for three weeks (Tuesday 4th July to Tuesday 25th July 2017), and within these weeks of fellowship, each week had its own orientation and focus was dedicated to effective training comprising of:

- Week one: Orientation and personal development.
- Week Two: Leadership skills development.
- Week three: Entrepreneurial skills development.

Each week had its own training model and trainers, with a lot of other punctuated activities. It was very interactive and intense to yield the expected results. The program had two training sessions each day - being the morning and afternoon sessions from 8:00am to
11:00am and 12:00pm to 3:00pm respectively with just 24 participants admitted out of 44 applicants who solicited to be part of the fellowship.

The 2017 preoccupation of the fellowship was:

- To provide participants with sustainable leadership skills to significantly increase the number of business creation in the economy to boost economic growth.
- To help participants focus on building lasting brands that would catch the attention of investors.
- To instill fellows with sustainable leadership and entrepreneurial skills, team building skills as well as develop good governance attributes.
- To build and improve the communication skills and confidence level of the fellows, enabling them become good public speakers and mediators in their domains and community level.
- To promote co-existence, love and unity with a stronger urge for nation building.
- To undoubtedly impact and transform the mindsets of the fellows to achieve their personal goals.

The activities of the fellowship could be mapped under the following headings:

1. **Orientation and personal development**

   This constituted the first week of the fellowship. This week spotted the biographies of some selected great leaders, outstanding entrepreneurs, and innovators both local and international to shape the mindsets of the fellows. The training also dwelled on vision and dream mapping, goal setting and time management, curriculum vitae writing and cover/motivational letter writing.
2. Leadership skills and development
This was the second week of the fellowship, with a focus on leadership skills development, wherein participants were trained on sustainable leadership for today’s SMART economy, the Three Year’s Government Emergency Youth Plan, and outdoor visits to some start-ups around the Buea municipality such as the Employment House Cameroon, Evolution Printing, NJORKU, Jungo-HUB and D-Tchucks Restaurant.

3. Entrepreneurial skills development
This was the third week of the fellowship, and focused on developing entrepreneurial mindsets and giving practical guides on how to develop a scalable business idea. During this week, fellows were taught of a range of issues regarding start-ups and how they can start their own business ventures. A lot of practical scenarios were used to demonstrate this and it ended up with lot of appreciation and positive feedbacks from the fellows.

4. Final defense
The fellowship training program is designed in a way that each week has its own defense session, where the fellows have to defend before a panel and some invited personality what they have learned in the course of the week. In that same light, a final defense is organized at the end of the training to enable fellows defend before a high level panel and great personality what they have learned in the course of the three weeks training. The panelist comprised of nation builders, entrepreneurs, innovators and civil society activists. During the defense, fellows are given ten minutes each to convince the panelists, parents that truly the training has gun through them.

5. Exposure Tour to Yaounde
As a part of the tradition for GAICAM Annual Fellows, the fellows had a two days visit to our partners and promoter in Yaounde. The objective of our exposure tour is usually for fellows to create connection and expand their horizon through the visit to new structures and places, as well as expose them to opportunities which some of our have partners available to offer to them. These and promoters has for the past three years support our activities, by either offering some of the young people we train opportunities, and by referring or recommending us activities for others; they are: The Regional National Employment Fund Yaounde, Taxation Centre I Yaounde, Cameroon Radio & Television (CRTV) and One Task One Job Yaounde.
The outcome of the 2017 GAICAM Annual Leadership and Entrepreneurial Fellowship cannot be effectively articulated, given that it was a huge success such as:

- Lots of positive responses that keep coming from some fellows’ parents and guardians who saw the transformation in their lives and called on GAICAM to make sure such program run twice a year.
- Some fellows immediately began creating their own businesses while others started doing remarkable works in their various communities.
- A congratulatory message received from the South West Governor, appreciating the effort of GAICAM in training young people to be useful to their nations.
- The profiling of the fellows on all the social media platforms of the organization with the sole objective of exposing the fellows and their passionate business ideas to the world.

**D. The Annual Children Christmas Party**

The 2017 GAICAM Annual Children Christmas party was the best GAICAM organized Christmas Party with lots of activities and celebrations marking the day. This was actually the 4th edition of the Annual Children Christmas party, and it took place in one of the villages in the North West Region of Cameroon, with more than 1500 children in attendance.
Figure 7: GAICAM 2017 Annual Children Christmas Party

It was so ambiance in a way that some who came to witness the event wished they were still children. The most important part of the program was the message of the day that the Executive Director of GAICAM Mr. Taminang Search shared with the children while opening the occasion. He preached solidarity and peace to the children, and told them to develop the habit of sharing with others even when they don’t have much. He told them the special parcels, together with the Christmas valuables each of them will receive are from people who have developed the habit of sharing even when they don’t have much. It was a beautiful event that started and ended well. The party was indeed a great success.

Figure 8: GAICAM 2017 Annual Children Christmas Party
GAICAM ACHIEVEMENTS FOR 2017

The success of GAICAM’s activities for the year 2017 cannot be over emphasized, especially as over 80% of its planned activities were achieved. The following are some of the achievements recorded by GAICAM for the year 2017:

1. GAICAM successfully organized 9 workshops for the year 2017 which greatly impacted the lives of participants and improved on their living standard since most of the participants are now employed or self-employed due to the training they received from GAICAM.

2. The GAICAM Annual Leadership and Entrepreneurial Fellowship for the year 2017 was a huge success, compared to the previous years and as indicated by the level of success story we keep receiving from the former fellows. It is a privilege to point that one of the fellows is now an international business man based in Japan. Some have set up their own business and are now great entrepreneurs in the town of Douala Cameroon such as The B-Unit and Asongmezi Fashion. Others have also set up their businesses in Buea and Kunba such as The Tropical food Processing company, and the New Vision poultry Farm in Kumba just to name a few. In addition, one of our fellows also applied and was selected for the Young Africa Leaders Initiative (YALI) West African Regional conference which took place in Nigeria for five weeks.

3. The GAICAM Mobile Start-up Training Caravan in partnership with the Regional Delegation for the Small and Medium Size Enterprises (SMEs), Social Economy and Handicap, saw the training of over 60 business persons in the towns of Buea and Tiko. This training program greatly impacted the business community, especially as these business persons keep sending positive feedbacks to GAICAM for a job well done.

4. The GAICAM Active Citizen Club training programs in partnership with the University of Buea and the Higher Institutes of Management Studies, significantly impacted the lives of hundreds young Cameroonians/university students who signed up for the club activities. This training program effectively trained over 300 young Cameroonians who are now doing great in their respective fields.

5. The weekly defense slotted in the fellowship training program which is designed to improve the public speaking skills of participants have greatly impacted fellows as some of them today are now chairing occasions, sharing their ideas and leading discussions in diverse public platforms.

6. The 2017 GAICAM Annual Children Christmas party was the best party ever, with lots of activities marking the day and smiles put on the faces of over 1500 children in Babungo Village.
7. The GAICAM weekly radio programs over the Christian Broadcasting Service (CBS Radio) and the Tiko Council Community Radio have impacted lots of lives and transforming more homes, especially with its rich content.

**GAICAM 2017 CHALLENGES**

Despite the examined success for the year, Go-Africa Initiative Cameroon (GAICAM) still inevitably faced the following challenges in the course of the year 2017.

1. There was serious venue problem as far as the organizations of our event were concerned, since we didn’t have a training hall of our own and had to rent training facilities to organize our activities. Most often, there was always a clash between users for a particular venue, or a lot of administrative bottlenecks.

2. There was severe financial constraint on the part of GAICAM, limiting some of the activities that were planned for the year 2017, due to the fact that GAICAM’s activities are purely nonprofit and do not generate revenue to over most of the cost of running its activities.

3. The lack of some very essential training tools such as laptops/computers, projectors and others greatly affected some of the results of our trainings, given that it was impossible to actually practicalize some of our training focus.

4. The transportation, accommodation, and feeding of the fellows of the 2017 GAICAM Annual Leadership and Entrepreneurial Fellowship suffered a great setback, when some of the sponsors who had earlier promised to sponsor the trip to Yaounde, had to send a letter withdrawing their words just few days to the trip. This was indeed one of the biggest challenges of the fellowship, especially as our partners in Yaounde were in confirmation that we were to visit them on the agreed dates.

**RECOMMENDATION**

In consideration to the above challenges, and in line with the GAICAM plan of action for the 2018, the following recommendations have been set-aside to guide the organization for the effective implementation of its activities for the year 2018.

1. GAICAM, in collaboration with its partners should be able to rent or acquire a suitable training centre for the organization, in order to stop to clash in rented facilities and maintain a smooth functioning and effectively implement its plan of action for 2018.

2. GAICAM should solicit from partners and promoters for training materials that will help facilitate its future training programs such as laptops/computers, chairs, white board, projectors just to name a few. This will guarantee the smooth implementation of the calendar of activities for the year 2018.

3. GAICAM should during it fellowship solicit for sponsorship and funding at least 3 months before time to enable her combat limitations such as transportation, lodging and the feeding of the fellows during the fellowship.
All that started well, finally ended well and we are now looking up to what the year 2018 will hold for the organization. We sincerely think the year 2017 was a great year for our activities, yet we believe the achievements for the year 2018 will greater that of 2017.

However, our rate of achievements and activities accomplished in the course of each year largely depends on our partners and potential partners, since we are not a profit making organization. Our sole preoccupation is to empower our youth so they can be more proactive, creative, flexible, productive, industrious and resourceful to their nations.

In this regard, we humbly solicit that you support our initiative in any way you deem necessary. You could partner with us financially or materially, or better still by connecting or recommending us to other organizations who can be of great help to us, conducting a fundraising for our projects, or others you think can help us achieve our 2018 planned activities.

Best regards

Taminang Search
Executive Director-GAICAM

References:
www.gaicam.org/gallery/
www.facebook.com/gaicam.org/