



Leadership as a Strategic Lever for
Foundational Learning Outcomes in
Vulnerable Youth



OCODE
Organisation for Community Development

The Bonga Back-to-School Initiative

Organization overview (who are we)

OCODE -Organisation for Community Development. A Grassroots Organisation established in 1999 under the Society Ordinance Act, registered under the 2002 NGO Act.

OCODE seek to:-

- Improve Lives Across Tanzania
- Empower & Build Capacities of less privileged communities

Through Three Thematic Areas: Education, Youth Empowerment and Community Empowerment

Approach: Concentrated Approaches, Peer Learning, Community Led

The Challenge (The "Why")

The Gap: Out-of-school Adolescents and Youth (ages 9–20) face systemic barriers.

The Reality: Many have never attended school. Others leave before gaining basic literacy or numeracy.

The Mission: Creating practical pathways for re-entry and life-building skills.

Our Strategic Approach

Leadership-Driven: Leadership isn't just at the top; it's a connection between communities, schools, and program structures.

Two-Pronged Strategy:

- i. Formal Integration:** Working with authorities via government pathways (COBET for primary, SEQUIP for secondary).
- ii. Community-Based Readiness:** 6-month life skills sessions and mentorship in community learning centres.



The 6-Month Bridge

Goal: Rebuilding the "Learning Mindset."

Key Components:

- i. Life skills sessions.
- ii. Personalised mentorship.
- iii. Confidence and motivation building.

The Result: Youth don't just go back to school; they are prepared to stay in school.



Leadership at Every Level

The Animators: Driving the boots-on-the-ground identification and capacity building for learners.

The Teachers: Managing the transition and academic support.

Local Leaders: Ensuring community buy-in and following up on attendance.

The Theme: Shared responsibility = Continued participation



Our Impact

2025 (6 Primary School, 1 Secondary School)

Total Learners Supported:

- i. 284 (117g, 167b)
- ii. Primary (COBET) 178 (81g, 97b)
- iii. Secondary (SEQUIP): 106 (36g, 70b)
- iv. Critical Reach: 90 learners started with zero literacy/numeracy skills (23g, 67b), where 34% from Community integration and 76% through Formal integration

Primary School, 1 Secondary School)

Newly Identified: 252 Learners
129g, 123b

The Trend: Increasing boys' participation.

Insight: Consistent mentorship and follow-up are the primary drivers of these sustained numbers.

Beyond the Classroom

Collective Endeavour: Foundational skills are a community-wide responsibility.

Navigating Barriers: Leaders help youth bypass socio-economic hurdles (poverty, distance, social stigma).

Empowerment: Success is measured by both academic gains and social confidence.

Leadership as a Catalyst

Shift the Narrative

Move "Back to School" from a remedial measure to a strategic catalyst.

The Vision

Vision + Strategy + Leadership = Attainable learning for all.

Prior schooling history should not dictate future potential

Thank You

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