Skills training for employability and entrepreneurship in self-sustainable centres

MISSION

To contribute to a world of equality and shared wealth, YA empowers underprivileged young people with skills of the hands to make them self-reliant, skills of the heart and mind to live with dignity, skills of the soul to live with purpose.
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INTRODUCTION
INTRODUCTION

Looking at the Young Africa WORD CLOUD of 2014, generated from our social media use, the biggest font is for the words YOUNG, AFRICA and NEW. A coincidence? Certainly not.

For Young Africa in 2014, it has been all about creating NEW.

Early in the year we were invited at the Ashoka Globalizer Summit on Economic Inclusion in Chennai-India to present the YA scaling strategy. The ten year plan we presented was to expand Young Africa into six more countries in Southern Africa, to build up ten more YA centres and disseminate our YA model of youth development to hundred (N)GO’s. We will be able to train half a million young people in skills for employability and entrepreneurship. In course of the year, we worked out an organisational structure that fits the scaling operation, we defined the typical DNA of Young Africa and started conversations with potential colleague centre pioneers, donors and strategic partners.

Before we knew, expansion had already started happening. In Zimbabwe, the extension of the centre in Epworth reached completion. The mobile outreach programme was a grand success and will become a regular feature in rural Zimbabwe. At Agri-Tech in Dondo-Mozambique we officially started the agricultural skills training and expanded the assistance to farmers. YA Namibia conducted the first courses in solar technology in Walvis Bay. The end of 2014 saw a signed contract to take over an existing centre in Otjiwarongo, becoming the sixth training campus of Young Africa.

Only quantitative growth would hardly satisfy us. So we report on quality improvements as well. YA in Beira-Mozambique bravely decided to reduce the number of students to offer better and more hands-on education working with smaller groups. We finalised our life skills education manual and got it beautifully printed. Ready to empower youths all over! 90% of our youths say they make wiser choices in regard to HIV/AIDS. The gender balance tipped remarkably: now 60% of our beneficiaries are women. Perhaps the most powerful game-changer for young people is that evaluations have indicated that 83% of our graduates have increased in income after their studies at YA. Imagine the impact this has on the lives of the 2451 young people we trained this year and their families and communities.

All this has been possible through strong partnerships. Our faithful partner SERVE has opened many doors for us again through donors and volunteers, from manual printing to evaluating our results. Both in Zimbabwe and in Mozambique we signed contracts with the European Union for respectively outreach skills training into rural areas and hostels plus inclusion of youths with disabilities. Ashoka has offered us international connections and capacity support that will go a long way. Fully in line with our ideology to make local entrepreneurs co-responsible for educating their young community members, our franchisees have done well in 2014. They train, they produce, they are role models and contribute to sustaining our centres: YA in Beira reached 110% self-sustainability. YA Zimbabwe covered 83% of its operational costs through its own revenue.

“Work is love made visible” (Kahlil Gibran). We are grateful to all who have dedicated their energy, their talent, their time and their heart to produce great results for and with the young of Africa in 2014. We are happy to share them with you through this report - in NEW style.

Raj A. Joseph & Dorien Beurskens
Executive Directors
2014 HIGHLIGHTS
2014 HIGHLIGHTS

**JANUARY**

- Recruitment and enrolment of new students at all centres.

**FEBRUARY**

- 28 February, YA International executive directors present the Young Africa Scaling Strategy at the Ashoka Globalizer Summit on Economic Inclusion in Chennai, India.

**MARCH**

- YA Dondo: Finalised construction of small ‘dry’ workshop and the big ‘cold’ workshop for processing and packaging of farm produce.

- 26 April, YA Reise: Sports Festival attended by 27 teams and 3000 spectators, in association with the Provincial Director Youth and Sport.

- YA Namibia: Support from PUM Netherlands (Henk van den Berg) to professionalise the solar course developed by YA Namibia.

**APRIL**

- 21 May, YA Dondo: Official opening of the resource centre, together with Ana Monge of the European Delegation in Maputo, who visited Agri-Tech for two days.

- 2 June: Board of YA International approves scaling plans to expand to six more countries in Southern Africa over the next ten years.

**JUNE**

**JULY**

- 5 & 6 July: Africa Festival, Hartnau, the Netherlands. At this event, Mathieu Beurskens met the Minister of Tourism of Zambia, who came especially to the Young Africa stand to learn about our franchise concept.

YOUNG AFRICA ANNUAL REPORT 2014
2014 HIGHLIGHTS

JULY

13

1July, YA Dondo: Dr Mario Barbitto joins Young Africa as our newest Centre Director, coming from the Agriculture Department of ITCAT University, Beira.

AUGUST

14

1YA Namibia: Donation from US Embassy allowing for integration of solar water heaters in solar course, as well as production of training manual.

15

YA Zimbabwe: Hop on Mobile Taxi Dialogues in Epworth raising awareness of Sexual and Reproductive Health and Rights using comics to facilitate discussion.

SEPTEMBER

13

5 & 6 September, YA Zimbabwe: Young Africa Arts Festival in Chitungwiza attended by 1300 local people with the theme ‘Celebrate Life, Exploit Your Potential’. Well known Zimbabwean DJ MC Tocky Vibes, entertained the crowd.

OCTOBER

14

16 October, YA International: Strategic Partnership Planning meeting with the SERVE team in London.

15

21 October, YA Zimbabwe: 176 young people and adults participated in the 5th Chitungwiza Drug and Substance Abuse awareness campaign march. Six young people received individual therapy session on drug and substance abuse and 30 young people attended group sessions.

NOVEMBER

13

10-25 November, YA International: Ashoka Executive-in-Residence Richard Malcolm consults with the executive team to optimise the organisation for scaling. Also, Beverly Schwartz from Ashoka in Washington visits Mozambique with videographer Zoe Flood to shoot a video about the work of Young Africa.

14

16

1December, YA Namibia: Hand-over of the Clay House Project to Young Africa for establishing the next Young Africa Skills Centre in Ongwediva to train and promote green building technologies.

15

1December, YA Dondo: TV crew from Mozambican channel STV record and broadcast a documentary feature about Agri-Tech.

YOUNG AFRICA ANNUAL REPORT 2014
3. THEORY OF CHANGE

**Youth:** Young Africa is convinced that young people naturally embrace change and development, have a longing to belong to a force or cause, have a deep need for information and knowledge, look for happiness and fulfilment. This is why we believe that harnessing the abundant energy and playfulness of youth, to be constructive, is the most sensible investment for a better world.

**SEEKING**

**Integral Youth Development:** Young Africa understands that for a young person to reach their full potential, all aspects of their personality and talents need to be nurtured. That is why Young Africa aims to empower young people with skills of the hands to make them self-reliant, skills of the heart and mind to live with dignity, skills of the soul to live with purpose.

**ENABLING**

**Taking Responsibility:** “If it is to be, it is up to me”

These ten two letter words highlight our belief in each one of us taking responsibility for the change we’d like to see. This is at the core of our model and is reinforced through daily assembly pep talks and participation in student and staff fora, so that this value reaches students and staff at all levels.

**CREATING**

**Self-Sustainability of our Centres: Our Innovative Franchise Model:** Our training centres are the heart and soul of what we do. Taking responsibility at organisational level, is ensuring the financial independence of our centres. Self-sustainability is achievable through our Franchise Model. Franchisees are not merely teachers or business people, but active role-models in the development of the students.

**ENSURING**

**Local Management:** From inception, each YA branch is registered in the country it works as a local organisation and legal owner of the centres. Young Africa prepares every centre for handover to local management through capacity building of local managers. As Young Africa scales up to reach new people and places in Southern Africa, the end goal is local training centres run by local management, owned by local bodies. All YA organisations form a federation under the umbrella of Young Africa International.

**ACHIEVING**

**Embedded in Society:** All Young Africa centres and programmes are embedded in the society they aim to serve. Through that space, the needs, opportunities and markets that contribute to development are identified and met. Reaching out to the local community through activities and events ensures that every Young Africa centre becomes a familiar hub of resources available to everyone.
ORGANISATION
4. ORGANISATION

4.1 Young Africa International

Young Africa International was set up in the Netherlands as a charitable volunteer organisation. Since its founding in 1998, YA International has taken on the tasks of fundraising and publicity for the training centres in Africa through various venues such as awareness raising, marketing of products made by artists at the centres, and inspiring other organisations to replicate our successful methodologies. It also serves as an umbrella foundation of the different Young Africa organisations across southern Africa.

The board of YA International sets up the framework in which the different Young Africa local organisations work and guides the policy of the training centres so that they operate within the mission and vision of Young Africa. YA International raises funds for building new centres and contributing to the running costs until they are handed over to local management. Ongoing monitoring is carried out following the handover.

Stichting IdeYAal

YA International has a sister foundation: Stichting IdeYAal. The aim of this foundation is to facilitate the setup and capacity building of the Young Africa training centres by delegating experts to work at these centres. This Foundation has different donors to the YA International Foundation. This way, all the donations given to YA International (minus 7.5% costs), go directly to the Young Africa centres. The executive directors of Young Africa International are working for this Foundation. The salaries of the executive directors are not part of the costs of the local Young Africa organisation. The Board of YA International also forms the Board of Stichting IdeYAal.

Gonneke Campen and Mathieu Beurskens, Young Africa International

Gonneke Campen: “I want to contribute to a better world. What better way to do this by working with youth? They are full of energy and hope.”

The executive board of Young Africa in the Netherlands: Heimen van Andel (chairman), Mathieu Beurskens (treasurer) and Gonneke Campen (secretary). Members: Astrid Schouten, Ger Aafjes, Maurice Quadvlieg, Bas Beek.

YOUNG AFRICA ANNUAL REPORT 2014
Raj A. Joseph: “Having been working with youth for many years, looking back now I can see that the vast majority of young people I have met have made progress in life. What a beautiful experience, seeing young people grow up and knowing we have contributed to them becoming responsible adults.”

The board of YA International is advised by the founders of Young Africa. They are the executive directors who shape the strategy and uphold the spirit of Young Africa. They are responsible for the scaling, for PR, for capacity building of the local organisation, for coordination between the different Young Africa branches. They are currently based at YA Agri-Tech in Dondo, Mozambique.

Executive Directors: Raj A. Joseph and Dorien Beurskens.
Local organisations and training centres

Each local Young Africa organisation is registered as an independent NGO in its respective country. YA Zimbabwe, YA Mozambique and YA Namibia are owners of the skills training centres in those countries, and all have the same organisational structure. The Trust or Association monitors the centres, supported by a Management Board. Each centre has its own local team consisting of a director, administrator, programme coordinator and marketing officer. This team reports to the Board of Trustees as well as to the Executive Directors of YA International.

4.3 Young Africa Zimbabwe - Chitungwiza

YA Chitungwiza was the first ever Young Africa to be set up by YA International and handed over to local management. It has been successfully organising outreach and residential skill training programmes in the areas that are most sought after, and is now positioned to bring skills training to young people if they are unable to come to the centres.
Enet Mukurazita, Director Young Africa Zimbabwe: “I love being able to witness the journey that young people go through from the day they join YA till they graduate. Their transformation is most gratifying and makes me humble. Of course the journey continues...”

Initially planned for 120 students in 2006, the YA Epworth centre grew out of its size rapidly. In 2014 the expansion was completed with a double-storey building in the adjacent plot consisting of 3 workshops and 6 classrooms.
YA Beira is the Young Africa centre with the highest number of courses available and the highest turnover of young people. In the second semester of 2014 the centre experienced a majority of female graduates for the first time. It has a good partnership with local government and is very active in the local community of Manga, with a constant flow of young people attending classes and using the on-site sports facilities.

Aksana Varela, Director Young Africa Beira:
“What do I love about working for youth development? Lots of things! But especially changing the lives of the young people. I love to work with young people and Young Africa is an excellent project to work for.”
YA Dondo, known locally as Agri-Tech, has 200 hectares of farmland which is used to provide practical training to young people in agricultural skills. Farmer outreach also provides services to the surrounding rural community of small farmers. Big plans are underway for Agri-Tech to provide skills training across all stages of the agricultural value chain, from farm to table.

Mario Barbito, Director Young Africa Dondo: “I believe we are doing something very important for Mozambique, by creating specialised manpower to improve the quality of agricultural production that the country has to offer. Teaching is a grateful thing when you do it in a proper way, and I look forward to making the centre even more productive.”
YA Namibia runs its skills training centres energy neutral and combines its use of solar panels and solar water heaters with skills training in solar technology and promotion of solar technology in the country. Environmental awareness and behaviour change is mainstreamed in the training programme.

The newest centre in Otjiwarongo, acquired at the end of 2014, also promotes additional green building techniques, such as modern clay houses and modern dry sanitation toilets with urine diversion system. Training in these techniques will start in 2015.

Yvette and Dirk Bellens, Directors Young Africa Namibia: “We love the direct interaction with young people and see them transform from often shy insecure youngsters to skilled and confident young adults ready to take on the world and bring a positive change to their lives and their society. We are very grateful that we can contribute to this transformation. Social media have enabled us to stay in touch with many of them, following and praising their progress and giving words of advice and encouragement where needed.”
4.8 Organogram
4.9 Funding partners
4.10 Strategic partners
TARGET GROUP
5. TARGET GROUP

All of Young Africa’s programmes are targeted at underprivileged young people, with special care for the young women among them, aged between 15 to 25 years.

In particular, Young Africa targets young people who:

- Are academically not qualified to attend a formal technical training programme
- Are financially unable to pay for tertiary education
- Would be unable to attend training, unless they also have a place to stay while in training (orphans, street children, youths from far)
- Show passion and drive to make their enterprise financially viable, but lack adequate skills, knowledge and facilities.

Munashe Chatonzwa (20) received integrated skills training at Young Africa Zimbabwe in 2013. At completion he was able to start his footwear production business with a loan which he managed to repay within two months. He produces footwear for men and women. Munashe is happy that since 2014, he has been able to take the responsibility of providing for the family from his mother, who was the household head.

Filipe Chissarucua (24) heard about Young Africa Beira through his cousin and took a one-year mechanics course from 2012 to 2013. At the end of 2013, after doing intensive teacher training through the Mechanics Department, he began working there. Filipe now teaches practical and theory classes to Young Africa mechanics students.

Suzentina Mateus Moiana (22) came to Mozambique from South Africa in 2013. Despite not being able to speak Portuguese, she joined the Agricultural Mechanics course at Agri-Tech, where she picked up the language during classes and is now fluent after just one year! With such a talent for language it was no surprise that Suzie then took on the role of English teacher at Young Africa.

Isabella Ekongo (24) completed a six month course in Solar Technology at Young Africa Namibia. She is now working for a solar company in the north of Namibia.

Munashe: “It’s difficult to remain in business in this economic environment but with the vocational and entrepreneurship skills I acquired at Young Africa I am able to keep afloat.”

Chissarucua: “I hope that Young Africa continues to provide training for disadvantaged young people and that the quality of teaching remains high in order to meet market demands.”

Suzie: “It’s good to teach others, especially English. English is important for young people here, so that in a lot of different countries they can communicate with others easily.”

Isabella: “Young Africa has built my self-esteem, having equipped me with the skills and confidence to build a career in solar technology. I see myself going far in this industry, with a long-term goal to set up my own company and employing unemployed youths.”
PROGRAMMES
6. PROGRAMMES

6.1 Youth Empowerment

1. Vocational Training

Young Africa offers skills training in various technical, commercial and agricultural skills. The decision of what courses are offered is based on market demand and through ongoing evaluation with our target group of young people aged 15-25.

Course content is made up of over 70% practical training, made possible by our unique franchise model whereby all courses are franchised to a local entrepreneur who pays rent for the use of Young Africa facilities, equipment and brand name, while also training our students. The curriculum is defined, and the quality of education controlled, by Young Africa staff. The remaining 30% of lessons consist of theory lessons in skills-related theory, life skills and entrepreneurship education.

In 2014 Young Africa offered 36 different vocational subjects across our five centres in Zimbabwe, Mozambique and Namibia. A total of 2,451 students graduated from our centres in 2014.

The majority of our courses are six months, with a few stretching to 12. Where available, our courses are linked to government vocational training systems, or at least accredited by relevant local authorities. Each semester, students who pass their exams receive their certificates at festive graduation ceremonies.

2. Integrated Life Skills training, Entrepreneurship and Ecological Sustainability

By integrating life skills and entrepreneurship courses, Young Africa offers students an integral learning experience which focuses on developing skills of the hands, mind and heart.

Entrepreneurship training teaches students the skills needed to set up and maintain a small-scale enterprise. This means that graduates of Young Africa are well prepared to start their own small business, giving them even more opportunities to earn a living.

Our tried and tested Life Skills programme encourages our young people to grow in self-confidence, and empowers them to make healthy choices and have a positive influence on their communities and the world around them. In 2014, after a lot of help from volunteers and our partner organisation SERVE, we published our Life Skills manual which will be used to streamline the courses delivered across all of our centres, and which may also be adopted by other organisations who wish to use it.

In 2014 we have added a third course to the integrated training programme. Ecological Sustainability is an important element of all our agricultural courses at Young Africa Agri-Tech in Mozambique. Young Africa Namibia specialises in green building technology, with Ecological Sustainability fully integrated.

3. Entrepreneurship Promotion and Job Placement|(Self)-Employment

Marketing staff assist our graduates in finding internships and job placements with local, reputable companies. Young Africa also offers the opportunity for our graduates to apply for micro-credit loans to start their own businesses. The starting entrepreneurs are also offered coaching to build upon the skills learned through the Entrepreneurship course to ensure that they are given as much assistance as possible to make their endeavours a success.

4. Teacher Training

Many of the teachers at Young Africa centres were students themselves. Young Africa provides training for these graduates who wish to up-skill and return as teachers, as well as ongoing teacher training to ensure that the quality of teaching remains high and apt for vocational training.
6.2 Community Outreach

5. Hostel Programme
Girls coming from children’s homes and families in need are welcomed into the Hostel Programme to live and study for two years to prepare for a life of independence. A social worker and night matron guide them in this process. The Hostel Programme consists of sessions on life skills, domestic tasks, gardening, health, excursions and entertainment, as well as small income generating projects. In 2014, the Hostel Programme was run at our centres in Beira, Mozambique and Chitungwiza, Zimbabwe.

6. Community Outreach
All Young Africa Centres are rooted in their communities, offering a variety of services. Crèches provide local women and Young Africa students with a safe place for their children during the day. Our restaurants are frequented by local people as well as catering for nearby workplaces. Other services available to communities through their local Young Africa centre include libraries, internet cafés and youth clubs.

Arts and sports play a huge role at Young Africa, not just for recreation but also as an effective way to reach out to the community and educate on important issues in a fun way. Annual arts and sports festivals always have an educative theme and draw big crowds. All of our centres have facilities for football, basketball and other sports. Resources such as a recording studio help young performers and media makers to perfect their work, and regular art workshops promote the creation and sale of local art.

New in 2014 is the Outreach Programme at Young Africa Agri-Tech that has started with seminars on farming techniques and entrepreneurship for small farmers in the area.

6.3 Expansion

8. Staff Capacity Building
Staff members at all levels are provided with ongoing capacity building in a range of areas such as management, education, child protection, personal development, communication and advocacy. Regular seminars on these themes are held at our centres throughout the year.

9. Dissemination of the Young Africa Model
The Young Africa approach to development attracts attention from other (N)GOs. Through project visits to our centres and presentations by Young Africa directors, we share our franchise model and integral approach to youth development. As Young Africa is scaling its outreach in Southern Africa, dissemination is higher on the agenda than ever. In 2014 each of our Young Africa centres created links with organisations interested in learning about our unique approach.

7. Academic Training
Academic training is provided to young people in the community through some of our skills training centres. Young people can study and prepare for national secondary level exams through tuition with professional teachers following standardised national curricula.

6.4 Global Citizenship

10. Advocacy for Youth Development
Young Africa believes in promoting and influencing government, local representatives and donors to value the
importance of youth training and empowerment. In 2014, in all our working countries we interacted with government to seek more attention for the plight of young people, encouraging them to invest in youth, create employment, and improve education. We have also been promoting Young Africa as best-practice model for skills training for employability and entrepreneurship. We are therefore glad that focus on vocational training as a tool to combat youth unemployment is gaining momentum internationally.

11. Development Education
Young Africa in The Netherlands raises awareness among young people about the challenging situations of their peers in Africa. Through guest lessons at schools, talks, presence at theme markets and fairs, publishing literature, and sharing on social media and through our website, we inform and educate on the development issues facing youth in Africa. Our development education programme also includes informing people about how Young Africa contributes to youth development, and what the public can do to play a positive role in Young Africa’s approach to youth development.

12. Volunteer Placement
Young Africa International acts as a point of contact for people who want to dedicate some time as a volunteer at one of the Young Africa centres. A solid recruitment, selection and information procedure ensures the best possible match between what a centre needs and what the volunteer can contribute. Volunteers from all over the world can stay at a centre for a minimum period of three months.

In partnership with the Irish NGO SERVE, Young Africa annually hosts short-term volunteer groups and school immersion groups who come and experience life at a development project for a few weeks. SERVE’s work too has a solid preparation, fundraising, development education component. After return to their home countries, volunteers are encouraged to remain actively involved with Young Africa and SERVE, creating a pool of advocates and leaders for youth development.
<table>
<thead>
<tr>
<th>Vocational Skills Courses 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agri-business</td>
</tr>
<tr>
<td>Agricultural Mechanics</td>
</tr>
<tr>
<td>Agriculture</td>
</tr>
<tr>
<td>Beauty Therapy</td>
</tr>
<tr>
<td>Bicycle Mechanics</td>
</tr>
<tr>
<td>Car Maintenance</td>
</tr>
<tr>
<td>Car Mechanics</td>
</tr>
<tr>
<td>Carpentry</td>
</tr>
<tr>
<td>Cattle Management</td>
</tr>
<tr>
<td>Catering/ Culinary Skills</td>
</tr>
<tr>
<td>Civil Construction</td>
</tr>
<tr>
<td>Clothing Technology</td>
</tr>
<tr>
<td>Commercial School</td>
</tr>
<tr>
<td>Computer Repairs</td>
</tr>
<tr>
<td>Computer Studies</td>
</tr>
<tr>
<td>Cutting &amp; Designing</td>
</tr>
<tr>
<td>Dressmaking</td>
</tr>
<tr>
<td>Electronics</td>
</tr>
</tbody>
</table>
7. RESULTS

Youth Empowerment

Output
- 36 vocational training courses offered
- 2451 students graduated; cumulative total 26,000 graduate
- 2347 students received life skills and entrepreneurship training
- 83% of graduates are economically active of which 32% are self-employed*

Community Outreach

Output
- 720 students received academic coaching
- 730 students were trained in English and computer literacy
- 44 girls benefited from independence training at hostels
- 6000 participants at festivals made aware of various social and health issues
- 200 children received early childhood development in 3 crèches
- 411 local farmers trained (99% women)
- Resource centres available to local communities (3 libraries & 2 internet cafes)

Expansion

Output
- Donor contract signed to the value of € 4,500,000
- Collaborated with 30 funding & strategic partnerships
- Strategy to scale to 10 SADC countries
- New systems & infrastructures constructed
- Built staff capacity at 5 centres
- Maintaining media presence and online channels: 5 promotional videos, 5259 online followers

Global Citizenship

Output
- Advocacy with 220,800 people
- YA model presented to 180 global (N)GOs and social entrepreneurs
- Worked with 32 volunteers in 2 centres

Results

1) 83% of graduates have increased income
2) 90% young people make life protecting choices
3) 60% of graduates are female
4) Centres are a visible presence of youth empowerment in the communities
5) Expansion of facilities and programmes guaranteed for a term of 4 years
6) Built international solidarity
7) YA life skills manual available
8) YA model available for replication

(*Source - Internal follow up system and evaluations conducted by SERVE)

Vocational Training Graduates 2014

<table>
<thead>
<tr>
<th>Centre</th>
<th>Total Number of Graduates 2014</th>
<th>% of Female Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>YA Chitungwiza</td>
<td>707</td>
<td>60%</td>
</tr>
<tr>
<td>YA Epworth</td>
<td>52</td>
<td>98%</td>
</tr>
<tr>
<td>YA Beira</td>
<td>1604</td>
<td>60%</td>
</tr>
<tr>
<td>YA Dondo</td>
<td>70</td>
<td>43%</td>
</tr>
<tr>
<td>YA Walvis Bay</td>
<td>18</td>
<td>22%</td>
</tr>
</tbody>
</table>
YOUNG AFRICA

POLICIES

8
8. YOUNG AFRICA POLICIES

**Anti-Corruption:** Young Africa has a zero-tolerance to corruption policy. This applies to staff, franchisees, teachers, students and dealings with authorities.

**Anti-Discrimination:** Young Africa is committed to the principle of equal employment and education opportunities. We provide an environment free of discrimination and harassment on the grounds of gender, race, disability, sexual orientation, or parental or marital status.

**Child Protection:** Young Africa promotes the safeguarding of children. This is the responsibility of every adult associated with our centres.

**Data Protection:** Everybody at Young Africa that handles personal data must ensure that it is handled and processed in line with data protection principles, particularly when collecting sensitive M&E information relating to individuals.

**Financial Procedures:** Young Africa’s financial procedures aim to give full transparency in the use of all resources and to optimise the application of those resources to serve our mission at its best.

**HIV/AIDS:** Young Africa promotes non-discrimination towards those infected by HIV, the dignity of those living with HIV/AIDS, and ongoing education to ensure that our staff, students and wider community have up-to-date and relevant information regarding the transmission, testing and prevention of HIV/AIDS.

**Self-Sustainability:** All Young Africa training centres aim to be 100% financially self-sustainable with operational expenditure covered by income generated at the centres. This is achieved through our franchise model.

YOUNG AFRICA AND THE MILLENNIUM DEVELOPMENT GOALS

By fulfilling its mission and aims, Young Africa actively contributes to achieving the following Millennium Development Goals:
## 9. FINANCIALS

### FINANCIAL REPORT 2014

**Young Africa centres in Africa**

Statement of Income and Expenditure 2014

<table>
<thead>
<tr>
<th>Description</th>
<th>Mozambique</th>
<th>Namibia</th>
<th>Zimbabwe</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total cash &amp; bank balance at year start</td>
<td>96,752</td>
<td>4,698</td>
<td>4,768</td>
<td>106,198</td>
</tr>
<tr>
<td>Income</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>273,169</td>
<td>30,806</td>
<td>185,476</td>
<td>489,451</td>
</tr>
<tr>
<td>Project Revenue</td>
<td>116,453</td>
<td>2,218</td>
<td>109,600</td>
<td>308,170</td>
</tr>
<tr>
<td>Bank Interest</td>
<td>47</td>
<td></td>
<td>47</td>
<td></td>
</tr>
<tr>
<td>Total Income</td>
<td>399,674</td>
<td>33,024</td>
<td>374,976</td>
<td>797,674</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditure</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Expenditure</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Land</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>59,022</td>
<td>10,417</td>
<td></td>
<td>69,439</td>
</tr>
<tr>
<td>Equipment</td>
<td>40,206</td>
<td></td>
<td></td>
<td>40,206</td>
</tr>
<tr>
<td>Operational Expenditure</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR</td>
<td>109,140</td>
<td>18,588</td>
<td>163,519</td>
<td>291,247</td>
</tr>
<tr>
<td>Programmes &amp; Materials</td>
<td>20,919</td>
<td>11,477</td>
<td>137,370</td>
<td>169,766</td>
</tr>
<tr>
<td>Travel</td>
<td>2,444</td>
<td>2,185</td>
<td>5,100</td>
<td>9,899</td>
</tr>
<tr>
<td>Micro Credit</td>
<td>15,527</td>
<td></td>
<td></td>
<td>15,527</td>
</tr>
<tr>
<td>Local Office</td>
<td>69,924</td>
<td>1,030</td>
<td>9,713</td>
<td>81,667</td>
</tr>
<tr>
<td>Hostels</td>
<td>14,375</td>
<td></td>
<td></td>
<td>14,375</td>
</tr>
<tr>
<td>Reimbursements</td>
<td>358</td>
<td>796</td>
<td></td>
<td>1,154</td>
</tr>
<tr>
<td>Other</td>
<td>11,991</td>
<td>34,481</td>
<td></td>
<td>46,472</td>
</tr>
<tr>
<td>Total Expenditure</td>
<td>344,506</td>
<td>36,770</td>
<td>380,690</td>
<td>730,872</td>
</tr>
</tbody>
</table>

| Total cash & bank balance year end   | 141,910    | 923     | 5,017    | 147,850|
# Young Africa International - The Netherlands
## Statement of Income and Expenditure 2014

### Total cash & bank balance at year start

<table>
<thead>
<tr>
<th>Income</th>
<th>Amount (Euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>320,797</td>
</tr>
<tr>
<td>Wild Geese</td>
<td>74,070</td>
</tr>
<tr>
<td>European Union</td>
<td>14,510</td>
</tr>
<tr>
<td>Anonymous</td>
<td>9,200</td>
</tr>
<tr>
<td>Western Union Foundation</td>
<td>8,150</td>
</tr>
<tr>
<td>Interest</td>
<td>2,690</td>
</tr>
<tr>
<td>Revenue (art sales)</td>
<td>1,333</td>
</tr>
</tbody>
</table>

**Total Income** 178,353

### Expenditure

<table>
<thead>
<tr>
<th>Capital Investments</th>
<th>Amount (Euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment</td>
<td>0</td>
</tr>
<tr>
<td>Operational costs</td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td>4,855</td>
</tr>
<tr>
<td>Publicity</td>
<td>6,719</td>
</tr>
<tr>
<td>Foundation</td>
<td>1,137</td>
</tr>
<tr>
<td>Project costs</td>
<td></td>
</tr>
<tr>
<td>Zimbabwe</td>
<td>5,032</td>
</tr>
<tr>
<td>Mozambique - Beira</td>
<td>10,000</td>
</tr>
<tr>
<td>Mozambique - Dondo</td>
<td>77,665</td>
</tr>
<tr>
<td>Nambia</td>
<td>31,599</td>
</tr>
<tr>
<td>Wild Geese - Dondo</td>
<td>75,000</td>
</tr>
<tr>
<td>Others / Directors</td>
<td>1,875</td>
</tr>
</tbody>
</table>

**Total Expenditure** 213,882

### Total cash & bank balance year end

265,268

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**Note:**
- Percentage self-reliance centre YA Beira-Mozambique: 110%
- Percentage self-reliance two centres YA Zimbabwe: 83%
- Percentage management costs YA International: 6.3%

### Donors

<table>
<thead>
<tr>
<th>Donors</th>
<th>Country</th>
<th>Amount (Euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SERVE</td>
<td>Mozambique/Zimbabwe</td>
<td>164,031</td>
</tr>
<tr>
<td>EU/Wild Geese</td>
<td>Mozambique</td>
<td>135,860</td>
</tr>
<tr>
<td>YA International</td>
<td>Mozambique/Namibia/Zimbabwe</td>
<td>60,628</td>
</tr>
<tr>
<td>US Embassy</td>
<td>Namibia</td>
<td>3,582</td>
</tr>
<tr>
<td>Private</td>
<td>Namibia</td>
<td>300</td>
</tr>
<tr>
<td>Beautiful Zimbabwe</td>
<td>Zimbabwe</td>
<td>2,768</td>
</tr>
<tr>
<td>Culture fund</td>
<td>Zimbabwe</td>
<td>5,556</td>
</tr>
<tr>
<td>International Youth Fundation</td>
<td>Zimbabwe</td>
<td>25,000</td>
</tr>
<tr>
<td>Safaris</td>
<td>Zimbabwe</td>
<td>13,889</td>
</tr>
<tr>
<td>Mercy Corps</td>
<td>Zimbabwe</td>
<td>12,500</td>
</tr>
<tr>
<td>New Zealand Aid</td>
<td>Zimbabwe</td>
<td>45,338</td>
</tr>
</tbody>
</table>

*Project Revenue: income from franchised departments, venue rentals, school fees
ambiTIONS FOR 2015

10
10. AMBITIONS FOR 2015

In 2015 Young Africa plans to commence the scaling of our operations.

We aim to grow the organisation from five skills centres in three countries (2014) to 15 centres in nine countries. By sharing our methodology with other NGOs and expanding our own training capacity, we will educate **half a million youths** in employability and entrepreneurship over the next ten years.

The accelerator of the scaling, the Young Africa HUB, will open in July 2015, in Harare, Zimbabwe. From January 2015 onwards, we will formalise a detailed description of all aspects of Young Africa centres with their underlying rationale and values.

The existing Young Africa organisations will also expand in 2015:

- YA International hopes to start with a core professional team;
- YA Zimbabwe will expand its mobile skills training outreach to more rural areas throughout the country;
- YA Mozambique will construct new hostels so that youths from all over the country can come and stay at Agri-Tech while being trained, plus YA Beira and YA Dondo will adapt facilities to include youths with disabilities;
- YA Namibia will open its second energy neutral centre, in Otjiwarongo.