



JAAARVERSLAG 2018

YOUNG AFRICA



1. INTRODUCTION

FROM OUR CO-FOUNDER AND CEO DORIEN BEURSKENS

The youth dividend. The youthquake. The global youth bulge: titles given to the world's 1.2 billion people aged between 15 and 24. The world is seeing the staggering numbers of youth unemployment and recognises the vitality of channeling the vibrant energy of young people into a productive contribution to society. For us, it's about each and every one of the youths that we empowered in 2018: we trained nearly 2,500 youths at our Young Africa training centres. We celebrated that we have been doing so since 1998, on our 20th anniversary. We held festivals at all our centres and a festive gathering with our support network in The Netherlands. The pictures further down this report will tell you of the joy and gratitude we felt.

We are proud of our Young Africa Affiliates: **YA Zimbabwe** recovered from the problems it faced in 2017 and came out stronger. It regained the confidence of partners. The economic situation in the country challenged its operations and franchisees deeply though. **YA Mozambique** equipped all its programme managers and teachers with training in competence-based learnings. It started a new programme in Dondo to train 1250 youths in agricultural skills and continued to host vulnerable youths in our hostels. Both our centres are accessible for youths with disabilities. **YA Namibia** kept its high standards in training solar technology. The organisation started the transition to local management, which is part of YA's ideology. Dutch co-founder and director Dirk Bellens handed his position into the capable hands of the Namibian Olivia Namkomba. **YA Botswana** started operating from the Lady Masire Youth Centre in Gaborone and offered its first skills development classes for youths. With a mainly young volunteer and intern team, they created great visibility by hosting art events and successful networking. They won an exciting contract to run a 'Make TVET Cool' campaign in 2019. **YA Zambia**, thanks to very active and engaged board members, managed to keep teaching ICT, life skills and entrepreneurship with minimum financial resources. They succeeded in spotting the best location for growth in the year to come.

In **Malawi** we started, together with SOS Children's Villages Netherlands, to turn three vocational training centres to the YA model. With Children's Fund Malawi we have signed an agreement to take over the

beautiful Green Malata vocational training centre near Blantyre by the end of 2020. For expansion of YA to **South Africa** we opened new avenues through partnerships.

At **Young Africa International**, from the HUB in Zimbabwe and the office in The Netherlands, we shared the unique Young Africa model with 140 organisations through workshops, presentations, coaching and webinars. We strengthened our internal system with quality assurance tools and built the capacity of our teams in child safeguarding, youth work, management, fundraising, life skills training of trainers, strategic planning and much more. We expanded our network of partners and funders and submitted several proposals to support our activities in Africa. We communicated what we achieve through social media, our magazine, this report, the website. YA being about empowerment in Africa, we made an important change in our governance structure: we moved the headquarters of Young Africa to the YA HUB in Harare, Zimbabwe. The board of YA in The Netherlands was turned into a Supervisory Board, with the Board of Directors being based at the HUB. Young Africa was honoured by winning an award for Entrepreneurship in Education by Teach A Man To Fish and the Zero-Project award as innovation in accessibility for youths with disabilities.

Big thanks to three special people who said **goodbye** in 2018: co-founder and director Raj A. Joseph, who retired; Gonneke Campen, director of YA in The Netherlands and board member from 1998, left YA in search of a new career challenge; Dirk Bellens, YA Namibia, handed over his position to local management.

As we write this report, we need to tell of **painful losses** as well: Cyclone Idai severely damaged our Mozambican training centres in Beira and Dondo. On the exact same date, YA International's founding and honorary chairman, Mathieu Beurskens, passed away, aged 77.

We believe in the power of our youths and the potential of Africa. May the stories, images and results in this report touch you the way they never cease to inspire us. Thanks to each one of you for believing in Young Africa!

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STORY OF MY LIFE



I am Mildred Makondo. A couple of years ago, I failed my O-levels. For a long time, I thought I would never get another chance in life to make something of it. I hated that feeling. Especially since I am the only girl in the family. I wanted to show that girls can also make something of their lives!

In 2015, my brother graduated from car mechanics at Young Africa Chitungwiza. He started a garage in our backyard. Watching him work, I became increasingly interested in what he was doing. And then, I was offered the opportunity to study at Young Africa and I chose car mechanics.

It wasn't an easy road as only girl in my class with 45 boys. It took a lot of courage and perseverance. Everyday, I had to tell to myself why I chose to do this. What also gave me courage was my female trainer. It made me see that I had a potential to become like her in life. Even without my high school diploma.

After the training at Young Africa, I did my internship at a local garage

named Mat Mash Motors. That went very well and after the internship I was the proud owner of a diploma!

With this diploma, I was immediately hired by Tinsol Motors. I earn \$400 per month and can take care of myself.

I decided to specialise further. Currently I am taking the course Journeyman Card Class 1. After this, I will be able to digitally analyse and diagnose cars.

Mildred Makondo

2. MISSION AND VISION

MISSION

Skills training for employability and entrepreneurship in self-sustainable centres.

VISION

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

MILESTONES



We believe in the transformative power of young people.

We make youths Ambassadors of Change in their communities.

We 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.

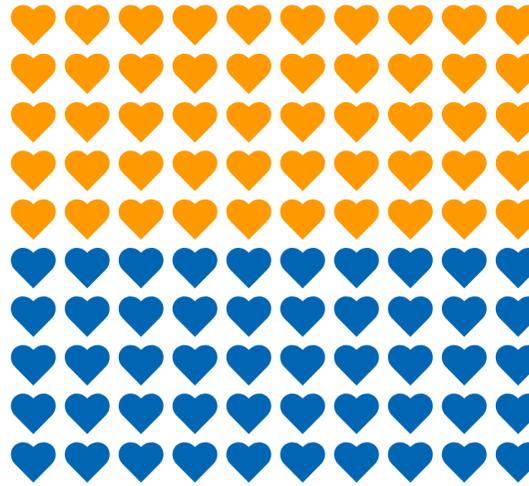
- Operating in 9 training locations in 5 countries in Southern Africa
- 36,894 youngsters trained in vocational skills since the start of YA at our centres
- Nearly 2,500 youths trained in 2018
- Higher confidence levels and healthier behavior measured from our graduates
- Started working in Malawi through partnerships
- Celebrated our 20 year Anniversary in 2018 in all the countries we work in

3. OUR IMPACT

Number of vocational training graduates.
In 2018: 2,414. Cumulative: 36,894.



In 2018, 50% of our students were female, 50% were male.



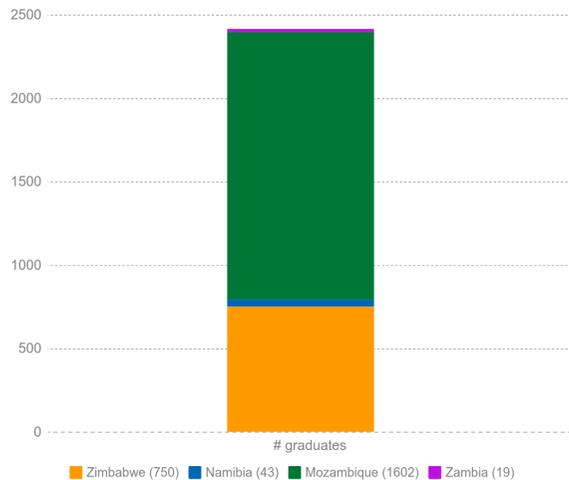
MEET A GRADUATE



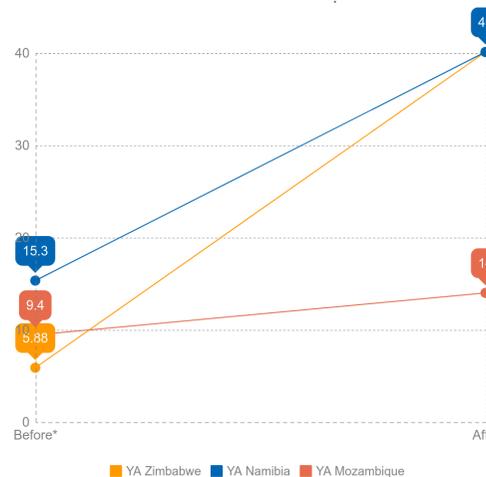
My name is Potlako and I was one of the first students of Young Africa in Botswana. I chose for ICT, because I wanted to learn how to set up my own business. That is not the only thing I have learned. I now believe in a better future for myself and I know how to deal with challenges. I have gained self-confidence. After the training, I have set up my own cleaning service company. With my income, I can take care of four other people, because I now earn €800 per month! I am curious to see how my business will develop. But above all, I am excited about the future of me and my family now my situation is so much better!

Picture: Potlako (left) with her teacher Gaolathle.

Number of vocational training graduates per YA affiliate.



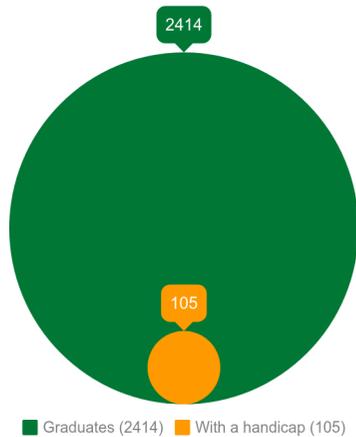
Daily income of graduates in 2018 (\$).



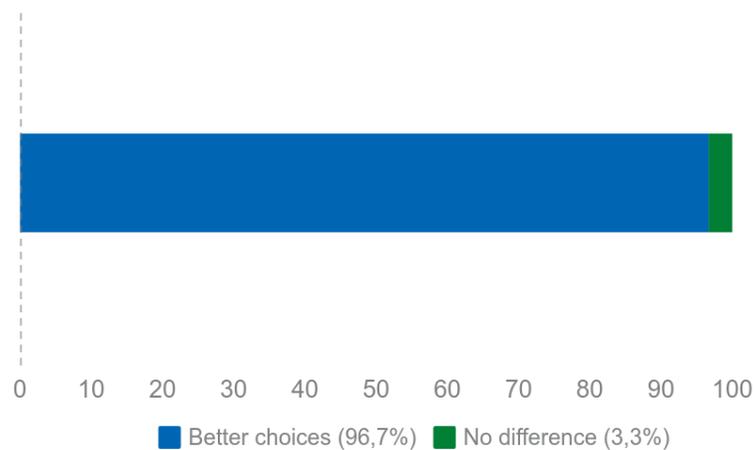
*No baseline data 2018 available, 2017 baseline data is used.

3. OUR IMPACT

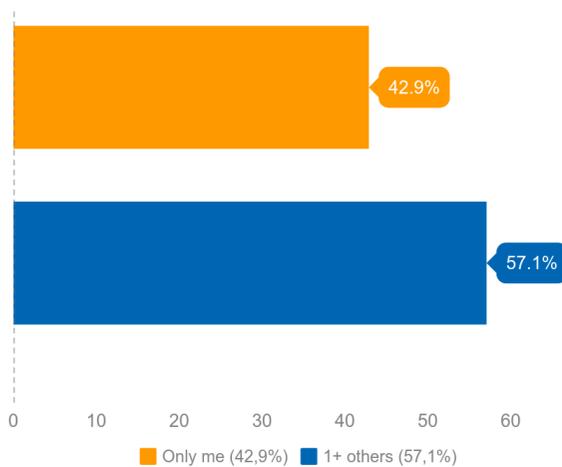
Number of graduates with a disability.



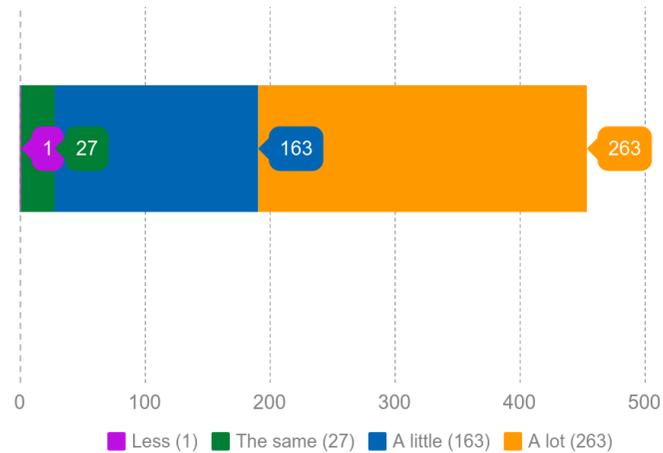
Our graduates make healthier choices regarding HIV/aids.



With their income, our graduates take care of other people.



Our graduates* feel more confident about their future than before training.



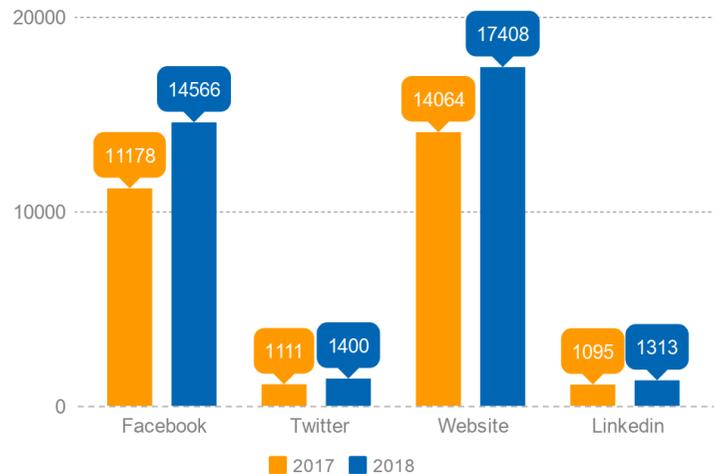
MEET A FRANCHISEE



My name is Manosso Ricardo Faera and I have been the franchisee of the Catering department at Young Africa Beira since 2008. When I started, I immediately felt at place; I could experiment, create and develop. The department was running very well, until I lost my business partner Gift in 2015. I decided to expand the department with a delivery service and modern machines. Those investments were worth it, because my training course is the most popular one at YA Beira. Almost all restaurants in Beira and surroundings have hired a former student of mine. From the income I earn now, I have built my own house and I can take care of my family. I also take care of my mother, who lives in another province. I dream of a mobile training unit for my training department, so I can train young people in remote regions.

3. OUR IMPACT

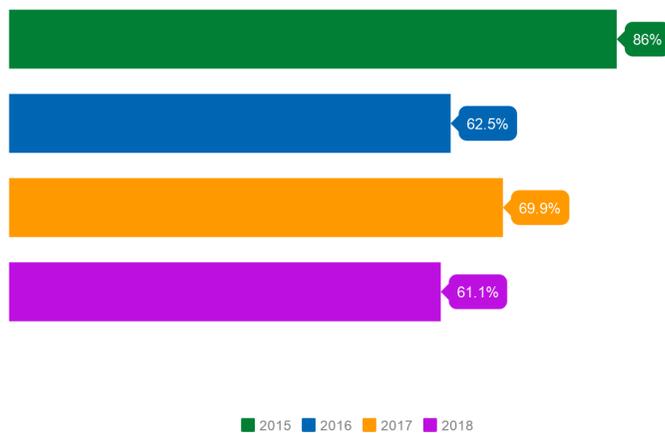
YA has a network of 34,687 global citizens and partners.



Other activities we are proud of:

- 75 children following early childhood development programmes at our crèches in Zimbabwe and Mozambique.
- 223 youths in our on-site hostels in Zimbabwe and Mozambique.
- 5,190 of visitors to one of our festivals.
- 29 Life Skills trainers certified to empower even more young people in essential life skills training.
- Disseminated our YA model to 140 organisations
- 62 organisations visited our training centres in Southern Africa
- 46 global citizens contributed to the work of Young Africa as volunteer
- 1.150 students did their high school education at Young Africa Zimbabwe

Economic activity (self-employment / employed) after graduation 2015—2018.



The percentage of graduates which have found (self-) employment within three months of graduation was in 2018 61,1%. This is lower than the last couple of years. The decrease is foremostly caused by the macro-economical situation of Zimbabwe and Mozambique, where most of our graduates are. Finding a job or setting-up a business are very difficult in these conditions.

DIRK BELLENS



Dirk Bellens, co-founder Young Africa Namibia: " I have a background in sustainable development and worked for the Nieuwegein Municipality in the Netherlands. They have a city link with Rundu in Namibia and I increasingly invested my time in this project. Yvette, my wife and co-founder of YA Namibia, started to work for Young Africa in Zimbabwe in 2006 and I joined her in 2007 as management advisor. It was an intense and inspiring period. We wanted to set up a Young Africa centre ourselves, and Namibia was a logical choice. We focused on sustainability, for example with a Solar Technology training. Five years later, it's time to handover to local management. I am the most proud of the team, with whom I shared all the highs and lows. I have full confidence in them!

Dirk, thank you so much for everything you have done for Young Africa!

www.youngafrica.org

4. HIGHLIGHTS 2018

INTERNATIONAL AWARD



Graduates 2018 of YA Namibia in welding, green construction and solar technology.



Australian Aid supports young women in Zimbabwe to choose a male-dominated course. They receive a scholarship.



Our method for inclusive education at our centres in Mozambique, in collaboration with Light for the World, earns the Innovative Practice Award from Zero Project.



In 2018 Young Africa was awarded with an international award! We received the Runner Up Award for Entrepreneurship in Education. The Awards are organised annually by the British organisation Teach a Man How to Fish. They help schools worldwide to integrate entrepreneurship into their teaching programme's. In this way, graduates have more chance to find or create (self-) employment. Exactly what Young Africa does! It was a great honor to receive this Award.



YA Botswana hand out certificates to their first graduates! Besides training in ICT, Catering and a Talent Development Programme, YA Botswana organises cultural activities with and for youths.



The teams of the training centres in Malawi from SOS Children's Villages, Children's Fund of Malawi and Habitat for Humanity are trained in our method. Supported by the European Union.



YA Zambia was established in 2016. In 2018 the second round of training took place. In 12 weeks, students are trained in ICT. 31 youths graduated.

The Pan-African Awards for Entrepreneurship in Education



4. HIGHLIGHTS 2018

CAPACITY BUILDING



The Dutch Groene Hart Lyceum celebrated her 100th birthday with a big fundraiser. All classes organised different fundraising activities. With an amazing result: €10.000 was raised for Young Africa!



Our agricultural training centre in Dondo, Mozambique, had a good year with 387 graduates in farm management, food processing, horticulture and the like.



12 teachers were trained in Life Skills by YA Namibia. They will train and guide unemployed youths to independent living. In 2018, 40 youths were trained and guided.



Continuously, Young Africa works on building the capacity of the teams in the countries we work in. In 2018, all teams were trained in, among other subjects, youth work. Chris O'Donoghue of SERVE went, financed by ERASMUS+, to all trainingcentres to deliver the training. In Zimbabwe, Namibia and Botswana he was supported by Karen Munyayi and in Mozambique by Simone Vasco Campira. All staff, franchisees and teachers are now equipped with the knowledge and skills to enhance the learning experience of the youths who are coming to Young Africa. Thank you ERASMUS+ and SERVE for making this capacity building possible!



The annual sportsfestival at YA Chitungwiza in Zimbabwe, again attracted hundreds of visitors. About 750 visitors were provided with information about HIV/AIDS and sexual health.



JOBa, a programme from the British Government, supports YA Mozambique in the coming years to empower 1.250 youths in agricultural skills.



The youth centre of YA Botswana transforms into a colourful training centre. The walls are decorated with amazing paintings. Good practice for the arts students.

Picture: Chris (in the middle) during a training at YA Namibia.

CELEBRATING OUR 20TH ANNIVERSARY

MEET A GRADUATE



YA Mozambique (left) organised a skills fair for students and community. The day ended with a spectacular music show. YA Zambia (centre) asked students and staff to describe what Young Africa means for them. YA Namibia (right) a day of games and performances. The local youth theatre crew gave their best performance.

My name is Anna Chivava. I lost both my parents when I was young. Because I wanted to be able to take care of my younger brother, I was enrolled in the hostel programme of Young Africa Chitungwiza. During the two years I lived there, I studied Dressmaking and followed a programme towards independent living. Life in the hostel was good and I discovered that I could still make something of my life. I learned how to take care of myself: cooking, washing and taking care of chickens. The hostel matron was always available for support and guidance. The hostel was like a home to me. I conducted my job so well, that I was hired at the dressmaking department. With this income I am able to rent a room and take care of my brother.



YA Zimbabwe (left) hosted a celebration for partners with an exhibition of pictures taken at YA by Roel Burgler. YA Botswana (centre) held an open day of their beautiful youth centre. The European Union in Botswana and the Ministry of Youth, Sport and Culture were present. In The Netherlands, Young Africa held an informal network and sponsor celebration at the gorgeous (sponsored) location Huize Frankendael.

5. OUR METHOD

TARGET GROUP

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:

1. Are academically not qualified to attend a formal technical training programme.
2. Are financially unable to pay for tertiary education.
3. Would be unable to attend training, unless they also have a place to stay while in training (orphans, street children, youths from far).



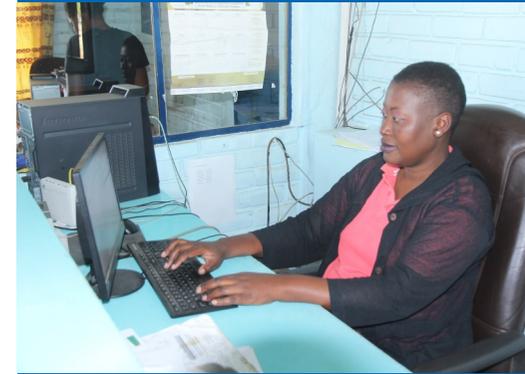
Student during his carpentry training.

YOUNG AFRICA DNA



All Young Africa's work stems from its DNA. All we do comes from our belief in the dynamic energy of young people to make the world a better place. So we offer them an integral set of skills to develop themselves. They then will assume responsibility for the change we seek. Responsibility means sustainability; of the individual student, of our staff and of the organisation. Our franchise model offers financial sustainability. Our activities reach out to communities as well as local and international stakeholders.

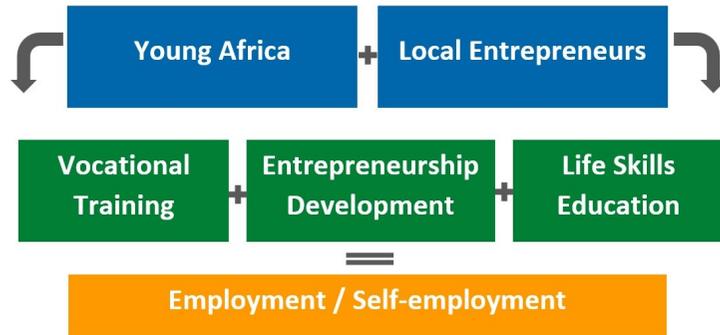
MEET A COLLEAGUE



From our very first student to our colleague: Michelle Chitsinde: "I grew up in Chitungwiza and I joined Young Africa as a beneficiary of the entrepreneurship programme in 1998. This opened a world of opportunities for me. After the programme, I started as the receptionist at YA Chitungwiza. I discovered that I had a passion for working with young people. I grew up as a shy person, but during those first years I worked for Young Africa I gained more and more self-confidence. Meanwhile, I am a lady aged 40 and I am still working for Young Africa. Currently as an administrative assistant. I would like to urge young people that the sky is the limit. If you want to gain confidence and self-esteem, you need to be around positive people, those that are nurturing you, those that are encouraging you, those that are believing in you.

5. OUR METHOD

FORMULA OF YOUTH EMPOWERMENT



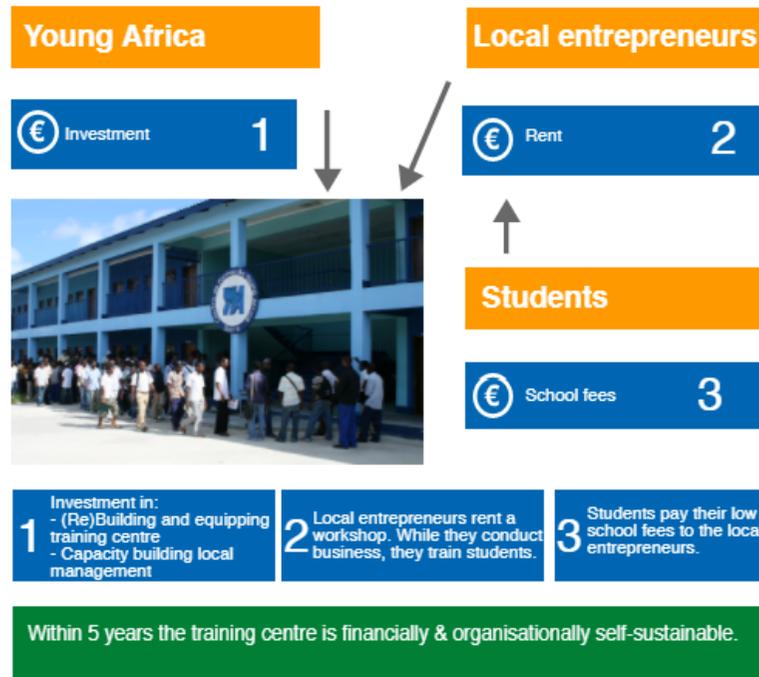
Young Africa, in partnership with local entrepreneurs, empowers young people through Vocational Training, Entrepreneurship Training and Life Skills Education for employability and entrepreneurship.

ORGANISATIONAL SUSTAINABILITY

Self-sustainability is of utmost importance to us to make our impact durable. In every country we work in, we have established a local NGO with a local Board as owner of the YA centre (s). Management of each of our training centres is handed over to a local team within 5 years after starting it.

FINANCIAL SUSTAINABILITY

Our training centres achieve financial sustainability through renting out vocational training departments to local entrepreneurs, the Young Africa franchise model. The entrepreneurs deliver the courses to our students and act as role models while running their businesses on-site. The students pay school fees to the entrepreneurs. The entrepreneurs pay rent for the Young Africa facilities they use. The income generated through rentals is sufficient to cover the operational expenditure of fully-fledged centres.



MEET A GRADUATE



My name is José Tombocua Vaju and I am 26 years old. Six years ago, I was not accepted for University so my father decided to enroll me in the car mechanics course at Young Africa Beira. I really enjoyed it and I became the best of my class. I did my internship with my teacher, at the training department and I continued working there for six years. In the evenings, I continued studying. It was hard to combine working and learning, but since I also earned money I could take care of myself and of my parents. In June 2018, I signed a permanent contract at another company! I am still not finished learning and I am now studying mechatronics. My twin brother also studies at Young Africa now. I was able to pay his tuition.

6. PROGRAMMES

YOUTH EMPOWERMENT

Vocational Training

Young Africa offers technical, commercial and agricultural skills training. The courses offered are based on market demand and through on-going consultation with our target group. Course content is made up of 70% practical training and 30% theory training. All courses are integrated with Life Skills and Entrepreneurship Training. Training is delivered at 3 different levels: 1. formal Technical and Vocational Education and Training (TVET), where available, linked to government vocational training systems and accredited by relevant local authorities, 2. informal professional training, in courses of 6-12 months, with Young Africa's own certification and 3. short-term skills development courses in an aspect of a trade (f.i. baking, digital literacy). Each semester, students who pass their exams receive their



Student of YA Dondo (Piggery Farming) feeding the pigs.

certificates at festive graduation ceremonies. We deliver training in three different models: centre-based, mobile outreach and industry-attached.

Integrated Life Skills and Entrepreneurship Training

By integrating Life Skills and Entrepreneurship lessons, 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.

Young Africa has its own Life Skills curriculum. The programme encourages young people to grow in self-confidence, enhances their soft skills and empowers them to make healthy choices and have a positive influence on their communities and the world around them.

Post-graduation support

Young Africa assists graduates by placing them on attachment with local, reputable companies. Where possible, job mentoring is given. Young Africa links graduates with micro-finance institutions to apply for micro-finance to start their own businesses. Some centres run their own micro-credit schemes but with varying rates of repayment. The budding entrepreneurs are followed up to make their endeavours a success and to stimulate repayment. At YA Dondo, Mozambique, we are piloting an agricultural incubator, in which farming graduates get financing, land and advice to start their businesses in a protected environment.

YA IN THE NEWS



Several times, Young Africa appeared in the media. The New Era (picture) from Namibia published a page-wide article about Vivian Ujamba. In 2017, she was the only female student of her class Solar Technology and she is now a teacher at Young Africa Namibia. In Zambia, board member Marko Mulenga was interviewed for the national newspaper about the importance of vocational training and what Young Africa does. In the Netherlands, Wilde Ganzen wrote an article about our successful method. And Vakblad Fondsenwerving (Fundraising Magazine) beautifully described Young Africa's growth in the past years in an article.

6. PROGRAMMES

COMMUNITY OUTREACH

Hostel Programme

Girls coming from vulnerable backgrounds and youths living far away are welcomed into the hostel programme to live and study to prepare for a life of independence. A social worker and night matron guide the youths in this process. The Hostel Programme consists of sessions on Life Skills, domestic tasks, gardening, excursions and entertainment. In 2017, the Hostel Programme was run at our centres in Beira, Mozambique, Dondo, Mozambique and Chitungwiza, Zimbabwe.



Our Hostel youths at Young Africa Dondo. There is place for 128 young people: 64 places for girls and 64 places for boys.

Academic Training

Young Africa in Zimbabwe has two fully accredited secondary schools for O'level and A'level and is an examination centre for O'levels. This fulfils a huge need of the communities we serve.

Talent Development and Community Activities

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. 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



Children at the crèche at Young Africa Chitungwiza, Zimbabwe.

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 as well as a stage area. Unique is our studio for audio and video recording in Beira, Mozambique.

MEET OLIVIA NAMKOMBA



My name is Olivia Nadula Namkomba and I was born in Tsumeb, a small but lively town in Namibia. I started my career as teacher and also was a volunteer at an HIV/aids organisation. Two years later, in 2006, I became the director of that organisation. It was in this time, that I met Dirk and Yvette. Almost ten years later, I was hired as location manager of Young Africa in Otjiwarongo. I didn't want to miss the opportunity to contribute with this unique model to the development of young people. On 1 January 2019, I took over the Directors position from Dirk Bellens. I believe that, together with the team, the community and the partners, I can continue making a meaningful impact in the community. I cannot thank Dirk and his wife Yvette enough for the trust that they have instilled in me to carry this legacy further.

6. PROGRAMMES

EXPANSION

Staff Capacity Building

The Young Africa HUB hosts staff members at various levels for on-going capacity building. In 2018, we hosted and facilitated seminars on child protection and safeguarding, youth work, management and leadership, fundraising, life skills training of trainers, strategic planning.

Dissemination of the Young Africa Model

The Young Africa model, recognised by UNESCO-UNEVOC as a promising practice in TVET, can be implemented by other organisations. In 2018, we have hosted NGOs as well government actors to replicate our franchise methodology and integral approach to development. The Young Africa HUB has ready-made and tailored training packages to disseminate our model.

Advocacy for Youth Development

Young Africa actively promotes and influences government, local representatives and donors to value the importance of youth training, addressing youth unemployment and the need for empowerment.

Volunteer Placement

Young Africa International acts as a point of contact for people who want to dedicate 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. In partnership with the Irish NGO SERVE and the Dutch NGO SAMEN, Young Africa annually hosts short-term volunteer groups. In 2018, we hosted a total of 46 volunteers.

MEET A GRADUATE



My name is Helena Maria Luis and together with my husband, I have three children. We struggled with getting by. My husband does not have a job and I tried to earn something by selling clothes but this was not enough. Through the radio, I heard about Young Africa and I decided to follow my dream and enrolled myself for Hair and Beauty. I discovered my passion! With the help of Young Africa in Mozambique, I developed a business plan and I received a micro-credit. I opened my own beautysalon 'Salão Marcia'. Business is going very well. I even had to hire two employees. With the income of my own business, I can take care of my family and we could even build our own house.



Capacity building for staff members from all YA Affiliates, 2018



SERVE volunteers at YA Mozambique, 2018

6. PROGRAMMES

TECHNICAL, VOCATIONAL AND COMMERCIAL COURSES AT YOUNG AFRICA CENTRES



COSTS PER STUDENT

The average costs per student in 2018 were €490. With this investment, a young person can follow a course of six months, including:

- 70% practical training
- 30% theoretical classes, including Life Skills, entrepreneurship and Talent Development
- Facilities on the campus like job mediation, library, creche and sport facilities

In 2017, average costs per student were €239. The increase in costs in 2018 has foremostly to do with the investments done in setting up new training programmes and departments.

7. OUR ORGANISATION



NEW IN 2018: MALAWI



After Zimbabwe, Mozambique, Namibia, Botswana, Zambia and South Africa, we can add Malawi to our list of countries we are active in. Young Africa will train teams of the training centres of SOS Children's Villages International, the Children's Fund of Malawi and Habitat for Humanity in our franchise method. The project is financed by the European Union. During the project period, 450 youths are trained and the training centres will grow towards financial self-sustainability.

7. OUR ORGANISATION

MEET OUR TEAMS



YA Zambia: Osman Daka, Charity Mutolwa Linyama, Jane Shoko Mulenga and Gibson Chigaga



YA International - the Netherlands: Gonneke Campen, Annelies Penterman and Erik Boerrigter



YA Mozambique - Dondo: Fernando Chuguane, Mhlonipheni Ncube, Claudio Munepana, Samuel Mutacha, Hortência Gustavo and Constance Mavura. Not in picture: Dalte Soberano, Marte Limbe



YA Namibia: Velemina Shishiveni, Johannes Nangwena, Charity Thebuho, Olivia Namkomba, Dirk Bellens, Valde Jona, Ruben Uezuiua, Jonathan Joseph, Yvette Bellens, Vivian Ujamba, Idonette Green and Alex Ndjandji



YA Zimbabwe - Epworth (front): Maggie Mukakota, Lydia Nyamanhindi, Curren Chingindi en Simudzai Mandava, (middle): Ngonidzashe Kagoro, Wesley Mupunga, Thubalempilo Ncube, Alice Chitakasha, Eusebia Warikandwa, Bridget Chingini, Loveness Chinyoka, (back): Peter Tembo, Funny Mutsondiwa, Tinashe Maringa, John Janhi and Welson Chikoore

OUR BOARD MEMBERS

YOUNG AFRICA HUB TRUST
Godfrey T. Manhambara, Pedro Rodrigues, Raj A. Joseph and Dorien Beurskens.

YOUNG AFRICA INTERNATIONAL
Jamy Goewie, Bas Beek, Kees Cluistra, Yolanda Jansen, Maurice Quaedvlieg, Nathan Stukker and Stefan van der Swaluw.

YOUNG AFRICA ZIMBABWE
Jacqui Joseph, Wellington Mbofana, Farai Mpfunya and Goof de Jong.

YOUNG AFRICA MOZAMBIQUE
Carlos Roque, Neli Nhassengo, Gimo Tomo Mapenda, José Caetano and Jorge Manuel Njanje.

YOUNG AFRICA NAMIBIA
Sharifa Wentworth Fernandes, David Jarrett, Monica Tjehiua, Rapikama Kasiringua-Kandukira, Yvette Bellens-Bosma, Dirk Bellens and Juliane Zeidler.

YOUNG AFIRCA BOTSWANA
Topiwa Sandler Chilume, Jelena Mitrovic and Maarten Weers.

YOUNG AFRICA ZAMBIA
Nkuruma Chama Kalaluka, Marko Mulenga, Leon Lemba and Batuke Barbara Waluwiku.

7. OUR ORGANISATION

MEET OUR TEAMS



YA Mozambique - Beira: Aksana Varela (not in picture), Rita Uane, João Fambira, Neide Pascoal, Christian Schaeffer, Inacio Macamo



YA International - HUB (Zimbabwe): Dorien Beurskens, Karina McGinley, Mahara Goteka, Memory Munema and Raj A. Joseph



YA Botswana: Maarten Weers and Jelena Mitrovic (founders YA Botswana) with their team, including the interns of the Ministry of Youth, Sports and Culture.



YA Zimbabwe - Chitungwiza: Dambudzo Manyaradzi, Alice Muluzu, Tawanda Gumunyu, Darlington Mutaurya, Lazarus Kambanga, Chrispen Mabuto, Tendai Mudyarabikwa, Michelle Chitsinde, Susan Madodo, Kudzanai Gotora, Alex Zindoga and Agnes Chihwamira

RETIREMENT RAJ A. JOSEPH



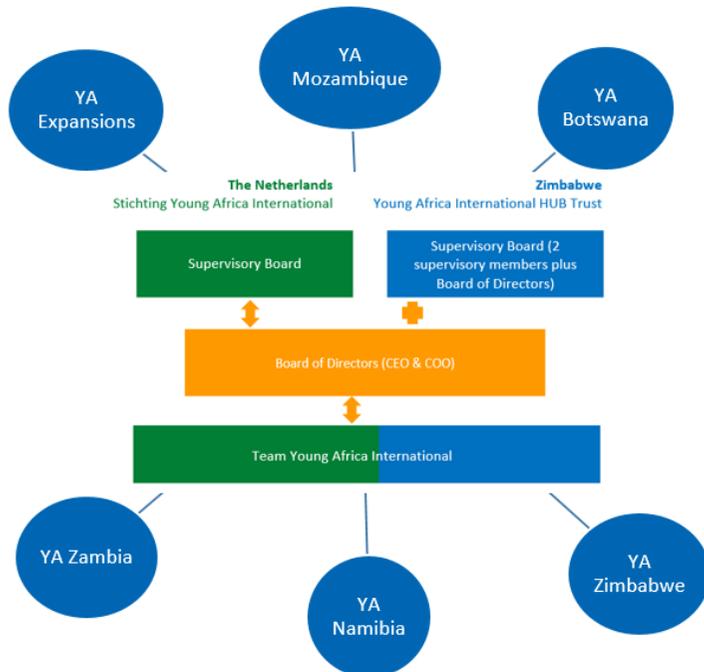
Co-founder and Executive Director Raj A. Joseph retired in December 2018. Together with Dorien Beurskens, he founded Young Africa in the Netherlands, Zimbabwe and Mozambique. He is the architect of the franchise method. Tirelessly, Raj managed the (re-)construction of the YA training centres. As a youth worker, he loved to take care of the morning assemblies. There, thousands of times, he told stories with a message and inspired thousands of students. Raj will, of course, always be part of the Young Africa community.

Raj, thank you so much for everything you have meant for Young Africa and for the youth in Southern Africa.

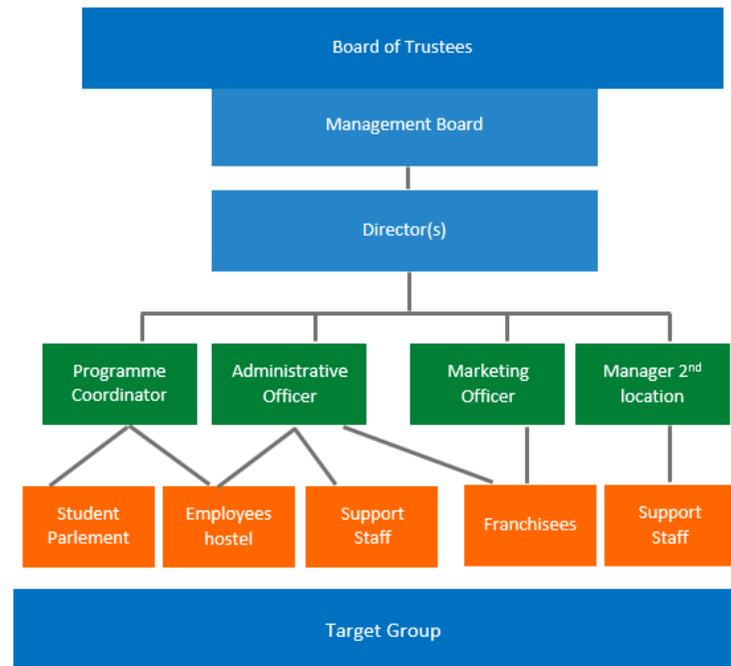
7. OUR ORGANISATION

CONFEDERATION

Young Africa is a confederation of independently and locally registered affiliated organisations. They all operate under the name Young Africa. YA International is the founding organisation of the confederation Young Africa. It has an affiliation agreement with each YA branch. YA International sets up the framework in which the different Young Africa affiliates work and guides the policy of the local Young Africa branches, so that they operate within the quality and DNA of Young Africa. In 2018, the governance structure was changed: we moved the headquarters of Young Africa to the YA HUB in Harare, Zimbabwe. The board of YA in The Netherlands was turned into a Supervisory Board, with the Board of Directors (CEO + COO) being based at the HUB.



All Young Africa branches are set up as independent NGOs who are the legal owners of their respective Young Africa Training Centres. All NGOs have a similar organisational structure. The Trust or association is the legal owner of the centres and monitors them, supported by a Management Board. Each centre has its own local team consisting of a director, administrator, programme coordinator and marketing officer. The Young Africa HUB in Zimbabwe supervises the expansion and quality of YA's organisations and programmes. The Young Africa executive directors are based at the YA HUB.



GONNEKE CAMPEN



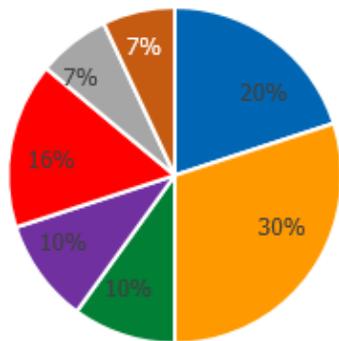
After more than 20 years of loyal commitment, Gonneke Campen decided to leave Young Africa. Gonneke was involved with Young Africa since the beginning. As a volunteer she contributed many hours to put Young Africa on the map in the Netherlands. In 2015, she joined the new team of Young Africa in the Netherlands as Director. She played a major role in professionalising the organisation and raising funds.

Gonneke, you will be missed enormously! We wish you all the best with your future endeavours.

8. THE WORK OF YA INTERNATIONAL

Young Africa International works from two offices, in The Netherlands and the YA HUB in Zimbabwe (Harare). The HUB fuels the spirit and safeguards the DNA of YA through staff training, internal audits, policy writing, curriculum standardisation and strategic partnership development. The expansion of YA is coordinated from the HUB, through growing the organisation and dissemination of the model. The team in The Netherlands facilitates the YA work through fundraising and delivering support to finance and administration systems. Network expansion, public relations and communication too are executed in The Netherlands.

YA International's investment in time:



- Organisational Strengthening
- Project Support
- Youth Employability and Entrepreneurship
- Evaluation & Impact Measurement and Communication
- Scaling the Model
- Global Citizenship
- Management / Overhead

	#1 Capacity Building in	#2 Delivery Through	#3 Resulting in
 Organisational Strengthening	Finance & Admin systems Quality Assurance Organisation Development Policy Definition	Online System Support Coaching Policies & Procedures Internal Audit Executive Reports	Functioning Quickbooks & Gsuite systems Policies and Procedural handbook Annual Internal Audits Quarterly Assessments Strengthened management
 Project Support	Project Design, Implementation & Monitoring and Reporting Donor Relations and Fundraising Volunteer Involvement	Coaching On-site Visits Webinars	Sufficient Financial Resources Effective & Efficient Implementation of projects Strong relations with (donor-) network
 Youth Employability and Entrepreneurship	Curriculum & Training Materials Development Teachers Training Programme Development & Strengthening	Handbooks On-site training Webinars	Ensured / improved quality and updating of programmes
 Evaluation & Impact Measurement + Communication	Collecting Data Impact Research Communication Results	M&E Toolkit Mobile App Annual Report Social Media & Website Partnership Development	M&E Data available and communicated Findings research used to improve programmes
 Scaling the Model	Pioneer Selection Country Research Fundraising Public Relations Dissemination	Networking On-site Visits Partnership Development Social Media	Capable Pioneers Sufficient Funds for Expansion NGO's replicate YA method
 Global Citizenship	Awareness Raising in 'the West' Development Education	School Events Social Media Partnerships Presentations PR Events Markets	Volunteer Placement Volunteer Groups at Centres Long-Term Volunteer at YA HUB Fundraisers Events Increased Network

MEET A VOLUNTEER



Jan Wiggers spent 5 weeks in Zimbabwe: "I wanted to contribute something sustainable and applicable for the team of Young Africa in Zimbabwe. In the Life Skills lessons, not much attention is being paid to subjects surrounding (health) care and welfare, like albinism, mental disabilities and post-traumatic stress disorder. During my 5 weeks in Zimbabwe, I discussed these subjects with several expert organisations and the students of Young Africa. I gathered 14 topics that are going to be translated into an extra module of the Life Skills programme. Students of the Windesheim College in The Netherlands are developing this as part of their curriculum."

9. POLICIES

We remain committed to improving the quality of our programming and administrative operations. More so as we scale our work and our operations, the need for strong systems and operations becomes more important.

Finance and Administration Policy: in an effort to improve efficient and effective use of our financial and material resources, we developed a standard Finance and Administration Policy and in October 2017, Administrators and Directors attended a one-week training/orientation to the new policy held at YA Hub in Harare, Zimbabwe

Internal Audit: YA International will be monitoring the new finance and administration policy by all Affiliates. To facilitate this, YA international launched an internal audit programme which subjects each YA Affiliate to an internal audit of its finances, administration and programmes. YA Internal Audit guidelines were developed and shared during the training in October 2017. The internal audit was rolled out in 2018.

Child Safeguarding Policy: we believe protecting the children we work with is part of the work to empower them. Our commitment to child safeguarding saw Directors and Programme Officers of all YA Affiliates participate in a Child Safeguarding training held at the YA HUB in May 2017. This training was followed by child safeguarding trainings of all staff at all YA Affiliates in Mozambique, Zimbabwe, Namibia and Botswana.

Human Resources: the people working at all our centres are the key driver of our results. To that end, we have taken steps to ensure sound management of human resources by all YA Affiliates. To this end, a standard Human Resources Policy and Travel

Policy were developed and rolled out.

Governance: sound governance is crucial for sound management and operations. To that end, we also developed a Board Policy Manual and shared it with all YA Affiliates.

Training Policy: we drafted a YA Training Policy in order to ensure consistent application of the YA model by all Affiliates. The policy was rolled out at all YA Affiliates and the inaugural Programme Audit was conducted in 2018.



MEET A GRADUATE



My name is Fanuel Shimanda and am 24 years of age. I was born in Otjiwarongo and I grew up in Kalkfield. I heard about Young Africa from my uncle and I became eager to study Solar Technology. I completed my course in November 2018. The "on the job training" assisted me a lot. Even after my training, my trainer Ms Charity Thebuho, gave me the opportunity to go out with her and install solar in the surrounding areas. After I graduated, I got a job as a Solar Technician at Surge Solar in Omaruru. Because of the intensive practical skills training, I feel very confident about my work wherever my company sends me. Young Africa opened my eyes regarding renewable energy. I would like to take this opportunity to thank Young Africa Namibia for the skills you have given me and equipping me for the future.

10. SUSTAINABLE DEVELOPMENT GOALS

1. NO POVERTY

The core of our work as YA is promoting employment and improved livelihoods among disadvantaged young men and women. This way YA is contributing to the fight against poverty among the youth population in Africa. YA recognizes the link between poverty and disability. It's growing disability mainstreaming work is aimed at creating equal economic opportunities for young people with disabilities.

2. ZERO HUNGER

With improved incomes, YA graduates are enabled to afford decent meals for themselves and sometimes for their siblings and other dependants. YA's agro-based TVET programmes are meant to ensure young people (including those living with disabilities) actively participate in food production thereby contributing to food security.

3. GOOD HEALTH AND WELLBEING

Through Life Skills Education, YA tackles HIV and AIDS awareness, Sexual and Reproductive Health and Rights (SRHR) – thereby contributing to good health and well-being of young men and women.

4 & 5. QUALITY EDUCATION AND GENDER EQUALITY

Through our crèches YA, hostel for girls and affirmative action interventions to promote girls participation in TVET, we are contributing to the target of ensuring good quality early childhood development and ensuring boys and girls have equal opportunities to participate in TVET. The secondary schools at some of our centres offer a second chance education to young people that failed to pass their secondary education. In this way we ensure that all children successfully complete secondary education.

Our work in Namibia is focused on Solar Technology and Green Building. This way, we are promoting the participation of young people in the promotion of the use of clean energy in developing countries. In Zimbabwe we also offer training in Solar Technology.

7. AFFORDABLE AND CLEAN ENERGY

Through our employability programmes, as YA, we are contributing to ensuring that young people enter job markets with skills. These job skills have potential to improve their earnings and secure decent employment.

8. DECENT WORK AND ECONOMIC GROWTH

By targeting disadvantaged young people, including disadvantaged girls and young people with disabilities, YA is contributing to the equal participation of the marginalized in mainstream economic activities.

10. REDUCED INEQUALITIES

By targeting disadvantaged young people, including disadvantaged girls and young people with disabilities, YA is contributing to the equal participation of the marginalized in mainstream economic activities.



MEET A VOLUNTEER



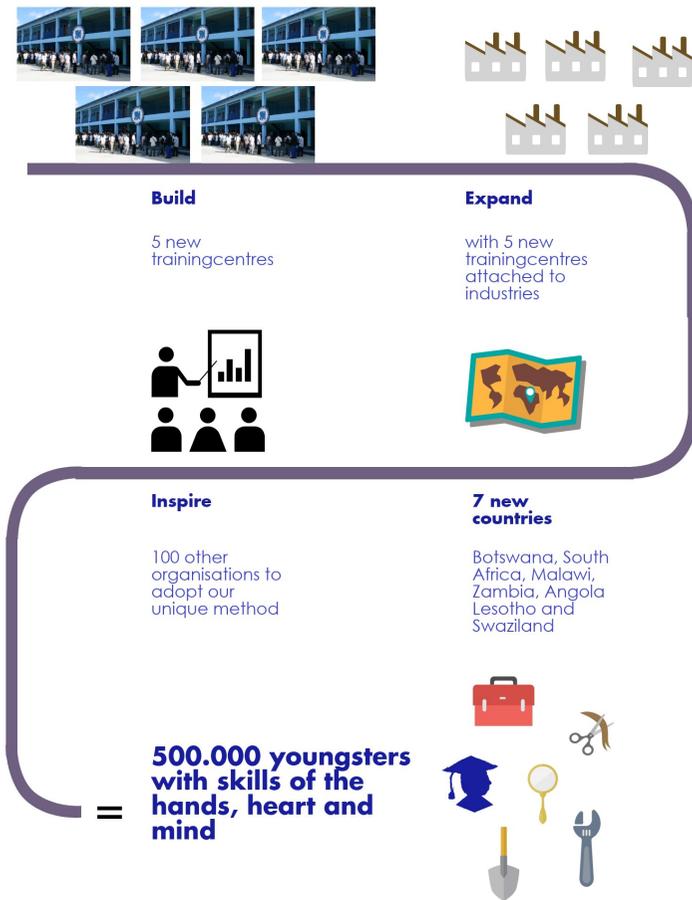
Marie-Claire Erens: "I went to Young Africa in Zimbabwe to experience the Young Africa method on the ground. This was a preparation for my longer stay with Young Africa in Namibia. I had many conversations with students and different team members and observed a lot. Together with Dorien and Susan (Director YA Zimbabwe) we came up with the idea I could facilitate a strategic planning meeting with the team. It was a nice challenge for me and I am very curious of the impact. I found living in Zimbabwe hard. The prices of commodities are sky-high, I was really shocked by it when I walked through the supermarket. I admire the people here; how they keep their heads above water and always maintain hope."

11. STRATEGY 2025

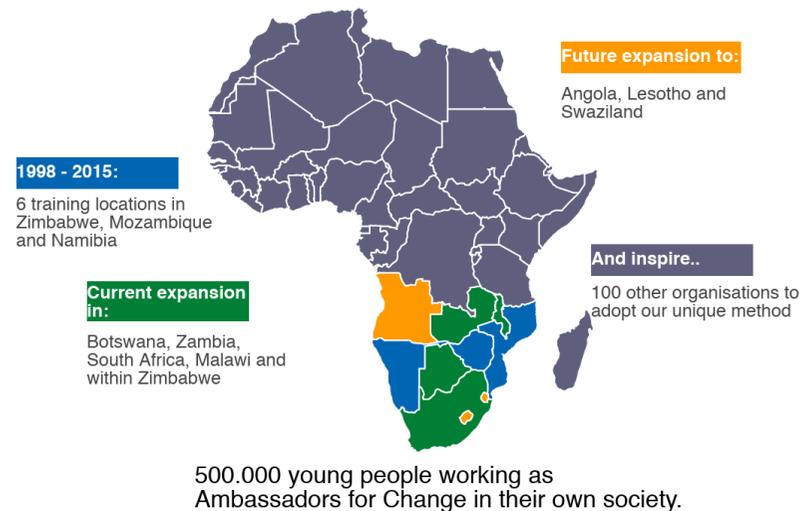
STRATEGY

In 2015, Young Africa presented its Vision 2025: the ambitious plan to have skills trained half a million youths by 2025. This would be achieved by :

1. expanding Young Africa throughout Southern Africa and
2. disseminating the YA model for youth empowerment to other organisations.



Since then, YA has expanded from 6 to 9 training locations. We had YA registered in South Africa and built up a productive partnership in Malawi. We have two YA International offices in The Netherlands and Zimbabwe. For the coming years we will focus on strengthening the organisation by building the capacity of the new Young Africa branches in Botswana, Zambia, Malawi and South Africa, support all branches in increasing their student numbers and roll out the YA model to other organisations in the whole of Africa.

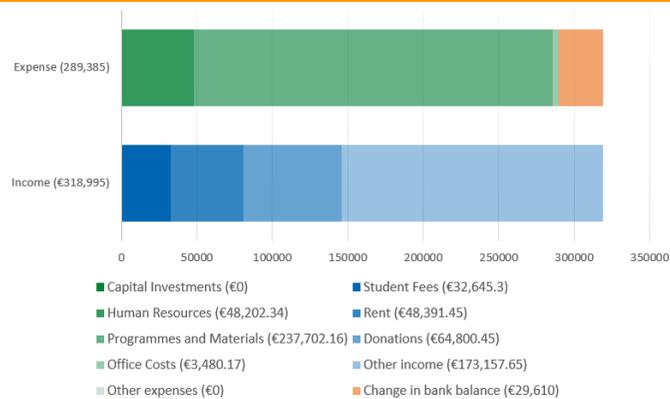


ASHOKA FELLOW

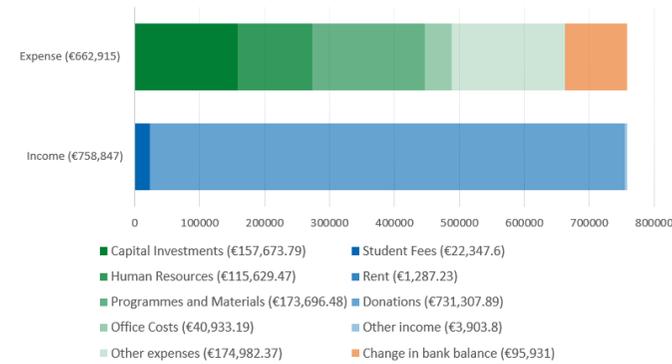


In 2012, our CEO Dorien Beurskens was elected Ashoka Fellow. Ashoka is the world's largest network of social entrepreneurs. After a thorough selection process, Dorien became a fellow for life. Through Ashoka, she has access to a worldwide network of social entrepreneurs and various experts. Ashoka offers guidance and capacity support to its fellows and their organisation. F.i. Western Union twice sent vice-directors to train YA staff. Through their network, Ashoka assisted Young Africa with the strategy in which we have mapped the route to scale and empower half a million of youths in Southern Africa by 2025.

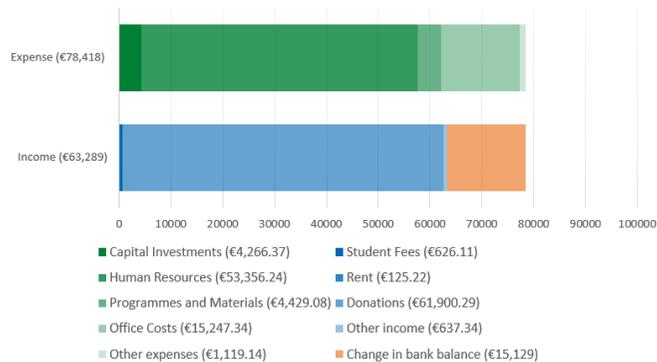
12. FINANCIALS



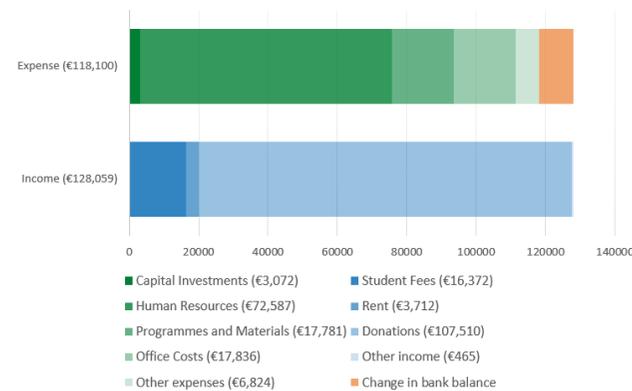
YA Zimbabwe: despite the economic crisis and lack of cash in the past few years, income of YA Zimbabwe has stabilized. This is due to the fact that YA Zimbabwe actively pursues alternative income generating activities.



YA Mozambique: donor income has increased considerably. This was mainly spent on capital investment and programme delivery to the most vulnerable.



YA Botswana: has invested in strengthening the organization and building up the team. Which has resulted in the first skills training and delivery of culture and arts programmes.



YA Namibia: was successful in continuing their programmes at two locations (Walvis Bay and Otjiwarongo). Their income compared to 2017 has increased with 28%.

YA & THE EUROPEAN UNION

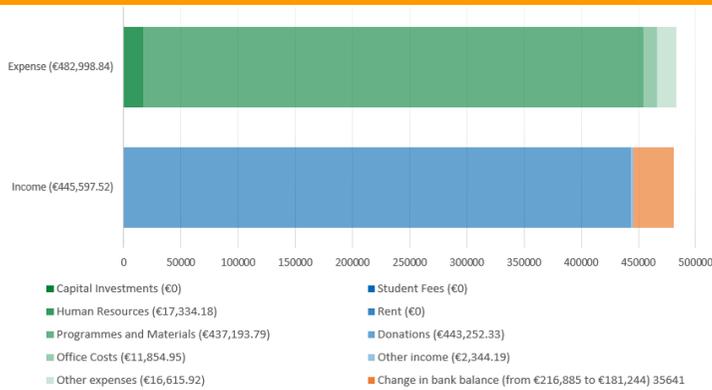


The European Union has been a very important funding partner for Young Africa for the past ten years. From the set-up of Young Africa, Beira and Dondo, Mozambique (3 contracts with a total value of over € 4 million) to a service contract with YA in Botswana and a contract in Malawi together with SOS Children's Villages Netherlands and a hard lesson to strengthen our systems with the EU in Zimbabwe. We value the productive and empathic relationship we have with the European Union Delegations and look forward to remain partners in development for years to come.

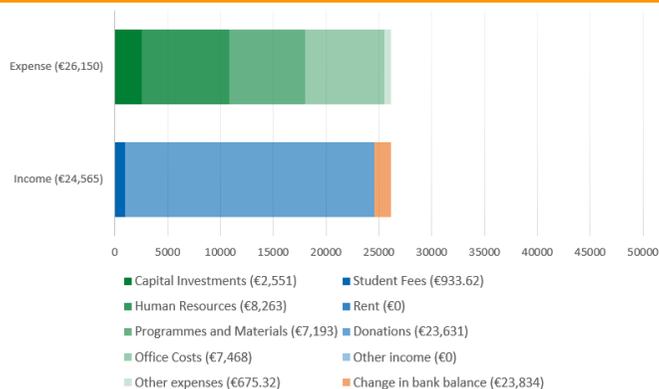
Picture: Graça Sousa of the EU Mozambique with students in Dondo

Surplus on bank balance of all affiliates are earmarked for investments and programmes in 2019.

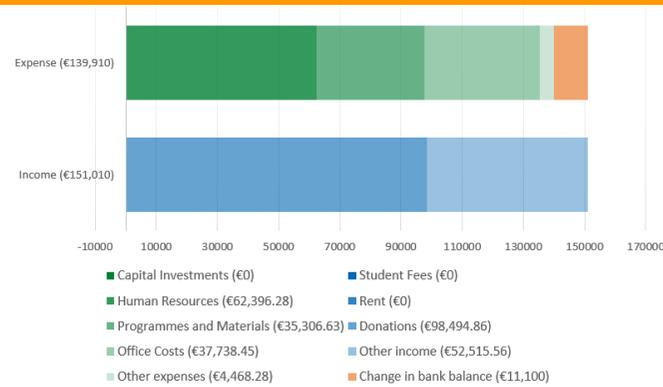
12. FINANCIALS



YA The Netherlands: 90.5% of all expenditure was towards delivery of programmes. Only 9.5% was spent on administration costs. YA NL raises funds for the centres in Southern Africa and was able to increase fundraising income with 40% in 2018.

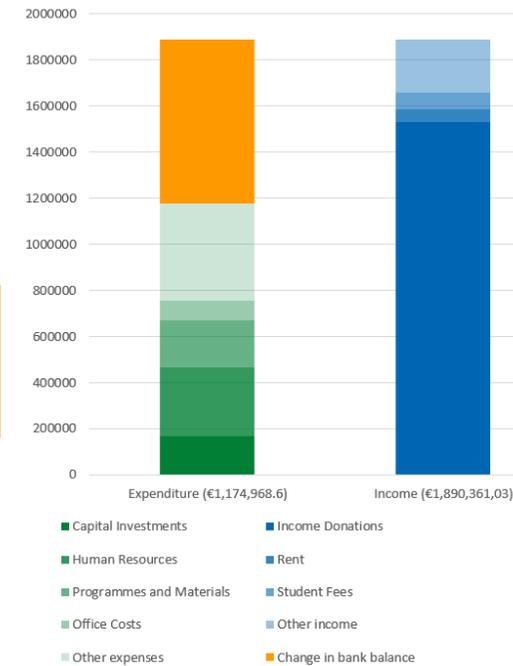


YA Zambia: with minimum resources, the team has managed to continue training young people in Lusaka in ICT, Life Skills and Entrepreneurship.



YA HUB: own revenue compared to 2017 has increased with 53% by offering technical assistance and selling services to other NGOs. Programme delivery was mainly capacity building of the YA affiliates.

TOTALS 2018



Young Africa's total income and expenditure over 2018.

The surplus of the bank balance is earmarked for investments and programmes in 2019.

Surplus on bank balance of all affiliates are earmarked for investments and programmes in 2018.

13. OUR PARTNERS



THANK YOU!



Yes, thank YOU! All the beautiful developments in 2018 would not have been possible without your support. Thanks to your help, we were able to empower thousands of youths and their families. They are capable now to work for a better future and to be an ambassador of change in their communities.

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Closing Photo: © Roel Burgler, at Young Africa Dondo, Mozambique.

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 @Dorien Beurskens

 @ Young Africa

THE FUTURE OF AFRICA IS IN THE HANDS OF THE YOUNG OF AFRICA

