



YOUNG AFRICA

YOUNG AFRICA

EMPOWERING YOUNG PEOPLE IN AFRICA



ANNUAL REPORT 2016

1. 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.

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2. HIGHLIGHTS 2016



2,274 graduates in a vocational skill.



Young Africa expanded into 2 more countries and 2 others were explored.



Average weekly income from graduates in Zimbabwe increased from \$7 to \$68 and in Mozambique from \$25 to \$60.



YA method nominated by UNESCO-UNEVOC as one of the most promising practices for TVET.

Young Africa International hosted a seminar about the Young Africa method.

Young Africa Zambia registered.

Young Africa Botswana hosted its first festival, 'Shine Arts Festival'.

Young Africa Agri-Tech Dondo opened hostel facilities making skills training for rural Mozambican youths a reality.

Young Africa Beira secured £180,000 from JOBA to re-tool departments.

302 Zimbabwean youths graduated from Young Africa Zimbabwe's Outreach Programme.

Young Africa Namibia became the implementing partner of MAXX Solar Academy in Namibia.

The Young Africa HUB hosted successful capacity building events including Directors' Week and Life Skills Training of Trainers.



3. INTRODUCTION

FROM OUR FOUNDERS AND EXECUTIVE DIRECTORS DORIEN BEURSKENS AND RAJ A. JOSEPH

It has been quite a year for Young Africa, 2016! It saw us spreading our wings to two more countries. It made us strengthen our organisation. It confronted us with internal weaknesses. It put us face-to-face with external threats to our work. It gave us the joy of training staff and related NGOs. Most importantly, it offered the opportunity to graduate thousands of youths in skills for employability and entrepreneurship.

The expansion of Young Africa to Botswana and Zambia was a milestone in our scaling throughout Southern Africa. Our two pioneer teams got firm feet on the ground in Gaborone and Lusaka respectively. They found offices and residences, they recruited local volunteer boards, registered the organisations and built up networks with partners and authorities. Soon enough they will start training young Batswana and Zambians.

The expanding Young Africa family required a more formal organisational structure. We can now call ourselves the *confederation* of Young Africa *affiliates*. Young Africa International as the *founding organisation* signed affiliation agreements with all local YA *branches*. This agreement clearly defines the values behind and the quality of services we all aim to deliver. In the chapter of this report on our organisation you will find the organogram.

Growth often comes with growing pains. We faced challenges this year we never encountered before: our agricultural centre in Dondo, Mozambique, YA Agri-Tech, suffered interference from political authorities. Our impactful outreach programme in Zimbabwe was partly shut down because of an adverse audit report. In the face of these challenges we have given *FEAR* wholeheartedly the meaning of *Face Everything And Rise*. We

are working hard to overcome both situations and take them as opportunities to strengthen our system. After all, as long as there is youth unemployment in Africa, we've got work to do! In 2016 our unique approach to solving the gargantuan problem of youth unemployment in sub-Saharan Africa gained international recognition (see chapter 4). UNESCO-UNEVOC nominated the Young Africa model as a promising practice for technical vocational education and training.

As for our students, they did us proud again. To name a few of our most significant results: we graduated 2,274 youths in skills training through six centres. All of them followed life skills education and entrepreneurship lessons. We taught 1,259 youngsters in academic subjects in 2016. We reached the tipping point in gender with 51% of our students being female! Average income after training increased enormously. The results chapter will give you the details. You will read powerful stories of impact throughout the pages that follow.

We express sincerest appreciation to our youths. Their post-graduation progress determines whether we are successful or not. We are nowhere without our colleagues who are absolutely instrumental in creating the impact we seek. We are grateful to our partners and supporters who stand with us to learn and grow towards our ambition: train 500,000 young Africans in skills for employability and entrepreneurship by 2025.

Raj A. Joseph & Dorien Beurskens, Executive Directors

MILESTONES 1998-2016



- 6 Skills training centres are up and running
- Expansion to Botswana and Zambia in 2016
- 33,000 youngsters trained in vocational skills since 1998
- An average of 1000 beneficiaries per year per country
- 90% of graduates makes responsible choices in regard to HIV/Aids
- 53% of graduates are female
- Young Africa's unique method has been nominated by UNESCO/UNEVOC as most promising practice for TVET
- Training packages on the Young Africa model are available at the Young Africa HUB
- Young Africa Life Skills Manual published and available to other organisations

4. OUR METHOD

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:

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).
4. Show passion and drive to make their enterprise financially viable, but lack adequate skills, knowledge and facilities.

INTERNATIONAL RECOGNITION

In 2016, Young Africa's solution for youth unemployment in southern Africa was nominated to be added to the UNESCO-UNEVOC Promising Practices database.



THEORY OF CHANGE



MEET OUR GRADUATE

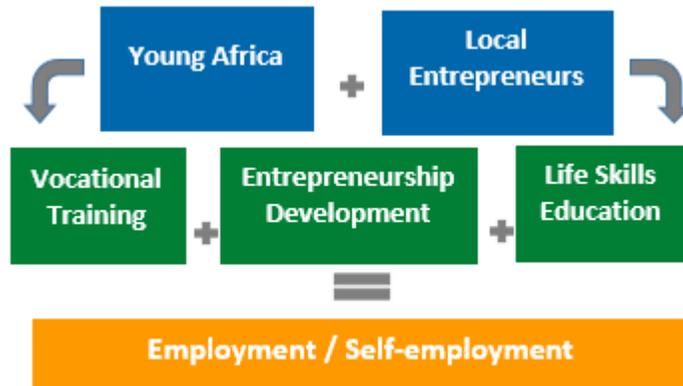


My name is Simeon Kamati. I am 23 years old and come from Northern Namibia. In 2015, I failed grade 12. Shortly afterwards, my mother died and I moved in with my aunt in Walvis Bay. In June 2016 I heard about Young Africa and the Solar Technology Course they offered. When I was in high school, I wanted to be an electrician. I asked my aunt if I could enroll in the course, she agreed as long as I promised to work very hard. I passed with distinction!

Just two months after my graduation I got a job at Taati Solar. I work as a technician for solar installations. I really thank Young Africa as it was their certificate and their contract with the employer that secured the job for me. Young Africa has changed my life.

4. OUR METHOD

INNOVATIVE IN EVERY ASPECT



Young Africa empowers young people through skills training, entrepreneurship development and Life Skills Education for employability and entrepreneurship.

TARGET GROUP

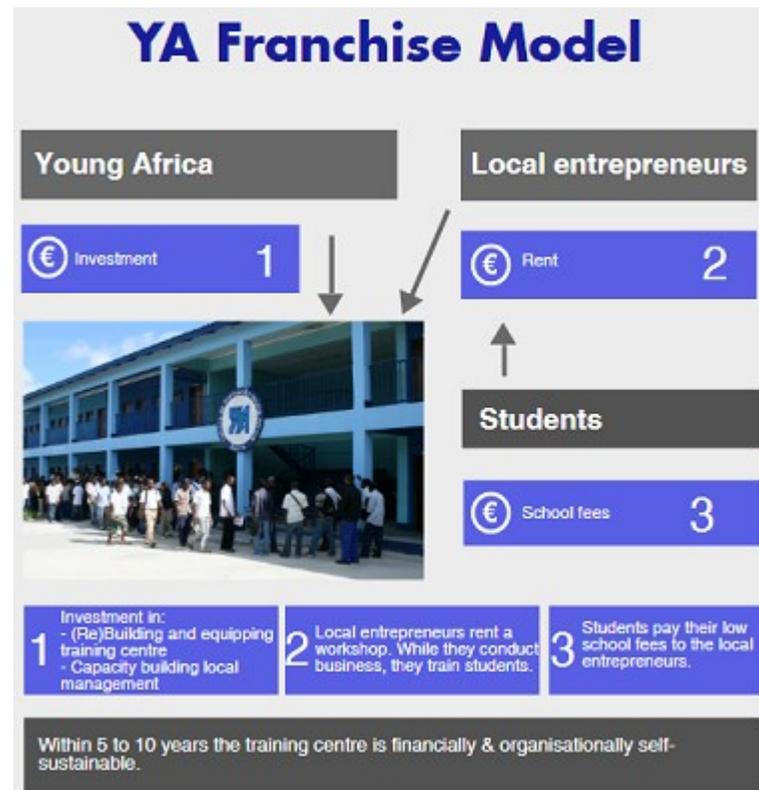
Young Africa programmes are targeted at underprivileged young people aged between 15 and 25.

ORGANISATIONAL SUSTAINABILITY

Self-sustainability in every country we work in by establishing a NGO as owner of the YA centre(s), and handing over to a local team within 5 years. *Four out of six of our current training centres are handed over to local management.*

FINANCIAL SUSTAINABILITY

Financial sustainability through renting out our vocational training departments to local entrepreneurs. They educate our students and act as role models while running their businesses on-site. The rent coupled with the percentage of student fees that Young Africa receives should cover the running costs of the training centre. (See Chapter on Financials).



MEET A FRANCHISEE



Unotida Huye joined Young Africa Zimbabwe in 2011 as franchisee for the Catering department. Her business had a rocky start as Unotida was not able to attract internal or external customers. YA assisted her by purchasing more equipment for the department and guaranteeing her catering business from anyone who used YA for workshops and conferences. Unotida also enrolled in the Improve Your Business Training. After this training Unotida's business turned around and she started contracting for catering jobs outside Young Africa.

Today, the Catering department trains around 120 students per year. Unotida enjoys training young people and says: "I take pride in training young people because that is the stage they need help in shaping their future".

5. 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. Technical and Vocational Education and Training (TVET) is integrated with Life Skills and Entrepreneurship education. Where available, our courses are linked to government vocational training systems or accredited by relevant local authorities. Each semester, students who pass their exams receive their certificates at festive graduation ceremonies. We deliver training in three different models: centre-based, mobile outreach and industry-attached.



Students in class: 70% of classes are practical.

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.

Our Life Skills Programme encourages 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.

Entrepreneurship Promotion and Job Placement|(Self-Employment

Young Africa assists graduates by placing them on attachment 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 entrepreneurs are also offered coaching to make their endeavours a success.

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. Young Africa also provides ongoing teacher training to ensure that the quality of teaching remains high.

MEET OUR STAFF



Joana Vaz, Entrepreneurship Promoter at Young Africa Beira.



Jonathan Joseph, Solar Technology teacher Young Africa Namibia, former student.

5. PROGRAMMES

COMMUNITY OUTREACH

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, excursions and entertainment. In 2016, 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

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.

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. 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,



Children at the crèche at Young Africa Beira.

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.

MEET OUR STUDENTS



Academics students at Young Africa Skills Centre, Chitungwiza, Zimbabwe.



Students at Young Africa Agri-Tech Skills Centre, Dondo, Mozambique.

5. PROGRAMMES

EXPANSION

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.

Dissemination of the Young Africa Model

The Young Africa approach to development attracts attention from other organisations. The Young Africa HUB works to support the existing Young Africa centres, co-ordinates the expansion of Young Africa and aims to inspire other organisations to replicate the Young Africa model of integral youth development.



Life Skills Train the Trainer graduate class 2016! All Life skills teachers from all our locations earned their certificates.

Advocacy for Youth Development

Young Africa actively promotes and influences government, local representatives and donors to value the importance of youth training and empowerment. We have also been promoting Young Africa as a best-practice model, nominated as most promising by UNESCO-UNEVOC, for skills training for employability and entrepreneurship.

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. In partnership with the Irish NGO SERVE, Young Africa annually hosts short-term volunteer groups.



SERVE volunteers at YA Mozambique.

MEET OUR VOLUNTEERS



Caroline and Pieter Schelvis, from The Netherlands, decided to take a couple of months off and join the YA Namibia team. Caroline and Pieter:

“We have done so many things! From renovation to giving Life Skills lessons. We have enjoyed our time at YA Namibia. The way in which Young Africa works is amazing and innovative. We are so thankful we could be a part of that.”

Young Africa wants to thank all volunteers working with us in 2016!

5. PROGRAMMES

TECHNICAL, VOCATIONAL AND COMMERCIAL COURSES AT YOUNG AFRICA CENTRES

MEET OUR GRADUATE



Young Africa Skills Centre, Walvis Bay, Namibia.



Trish (22), graduated with a certificate in Cutting and Designing from the Hatcliff Outreach Program offered by YA Zimbabwe. Trish was a housewife who relied on her husband's salary for all her basic needs. Her dream was to work in a clothing factory. This had not materialised because she had no training in the area. After graduating from the Outreach Program, equipped with her certificate, she started to work part-time for her neighbour who had a small sewing business. From her earnings she was able to save money and managed to purchase a sewing machine and start her own business. With micro-credit, Trish was able to purchase two more sewing machines and her business grew to an average monthly net profit of \$300. She is now financially independent.



Young Africa Skills Centre, Chitungwiza, Zimbabwe.

5. PROGRAMMES

OUR TRAINING LOCATIONS

COMING IN 2017



YA Chitungwiza: our first training centre started training in 2001.



YA Epworth: our second location in Zimbabwe opened its doors in 2006.



YA Beira: our first location in Mozambique opened in 2007.



Founded in 2016. Young Africa Botswana will start ICT training in mid-2017.



YA Walvis Bay: our first location in Namibia started in 2014.



YA Dondo: our second location in Mozambique started training in 2014.



YA Otjiwarongo: our second location in Namibia opened its doors in 2015.

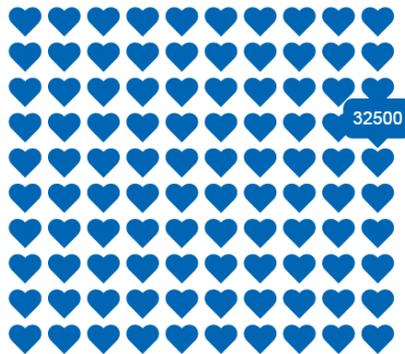


Founded in 2016. Young Africa Zambia will start an outreach ICT, Life Skills and Entrepreneurship Programme in May 2017.

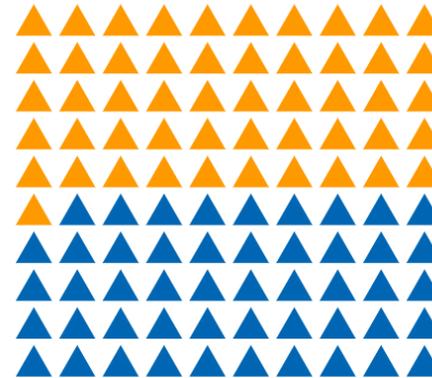
6. RESULTS 2016

MEET OUR GRADUATE

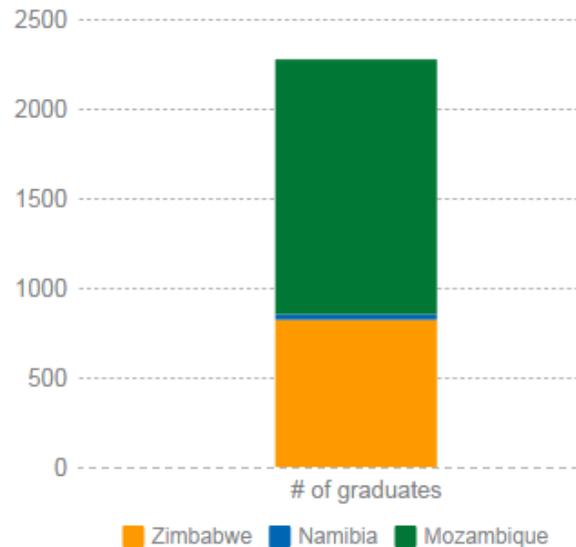
Number of graduates.
In 2016: 2,274. Cumulative: 32,500



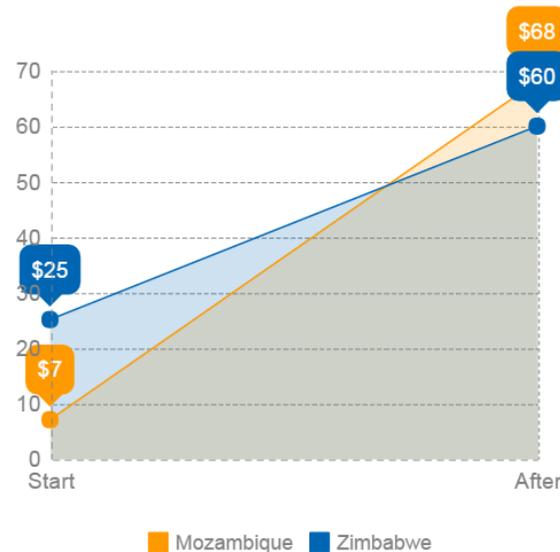
In 2016, 51% of our students were female,
49% were male.



Number of graduates per Young Africa
country.



Increase in average weekly income at the start
and after training.



Esperança could not save enough money to attend University. Still eager to learn and develop, she decided to follow training at Young Africa Beira. She chose Human Resource Management, which she completed successfully. After training she did her three months internship at the Municipal Council of Beira and was hired immediately after her internship period as Head of the Secretariat! Her younger sister can attend school as well now.

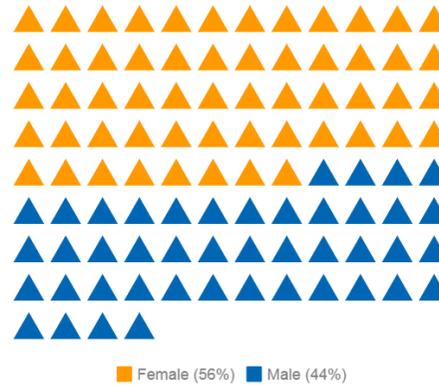
Esperança: "I can't find the words to thank Young Africa. I ask myself sometimes what would have become of my life, if I couldn't receive the training as I did. It changed my life, as well as that of my little sister."

6. RESULTS 2016

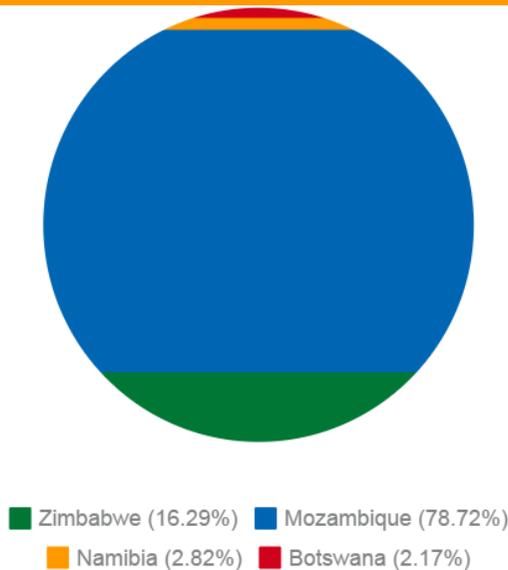
Percentage of students at YA Namibia who are more confident about their future after their training at YA.



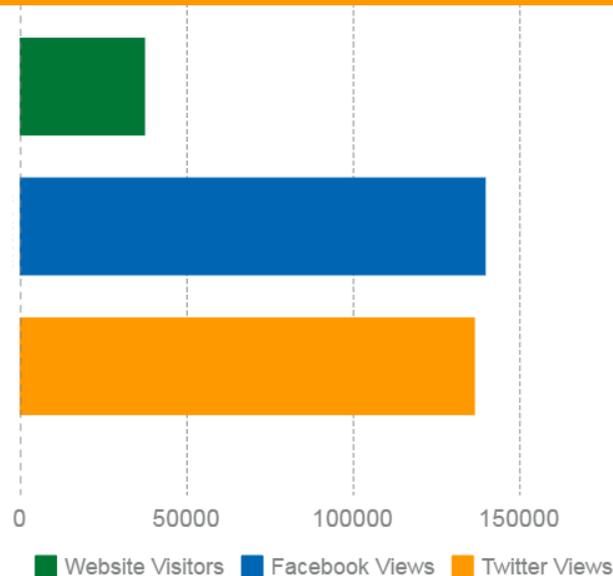
Total of 1,259 received academic training at YA in 2016.



Total number of festival visitors: 9,210.



YA reached out to 314,434 global citizens.



MEET OUR GRADUATES

Anonymous from Young Africa Zimbabwe, Motor Vehicle Mechanics: 'Not yet employed but through teachings I managed to stop emotional abuses that I experienced in my marriage'.

Miriam Chinyani studied Catering at Young Africa Chitungwiza: 'I am now an independent empowered girl and I am now acquiring assets in my own name. I can now help taking care of my mother and my siblings who are at school.'

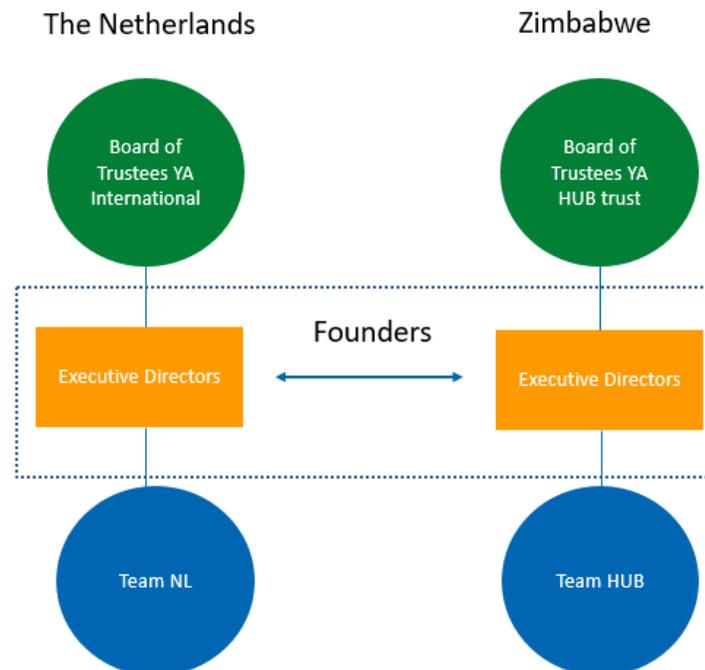
Tafadzwa Kunaka studied Panel Beating at Young Africa Chitungwiza: 'I also gained life skills. This has been very good for me. I have realised the value of working hard to be successful.'

7. ORGANISATION

CONFEDERATION

Young Africa is a confederation of independently and locally registered affiliated organisations. They all operate under the name Young Africa. In 2016, the organisational structure of Young Africa was reviewed and revised. YA International is the founding organisation of the confederation Young Africa. It has an affiliation agreement with each YA branch. Young Africa International is based in the Netherlands. The board of 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 mission and vision of Young Africa. The board of Young Africa 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. All Young Africa branches are set up as independent NGOs. Young Africa Zimbabwe, Mozambique and Namibia are owners of the respective Young Africa Skills Training Centres. All NGO's have the same 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. This gives the following organograms:



MEET OUR DIRECTORS



Raj. A Joseph | Executive Director



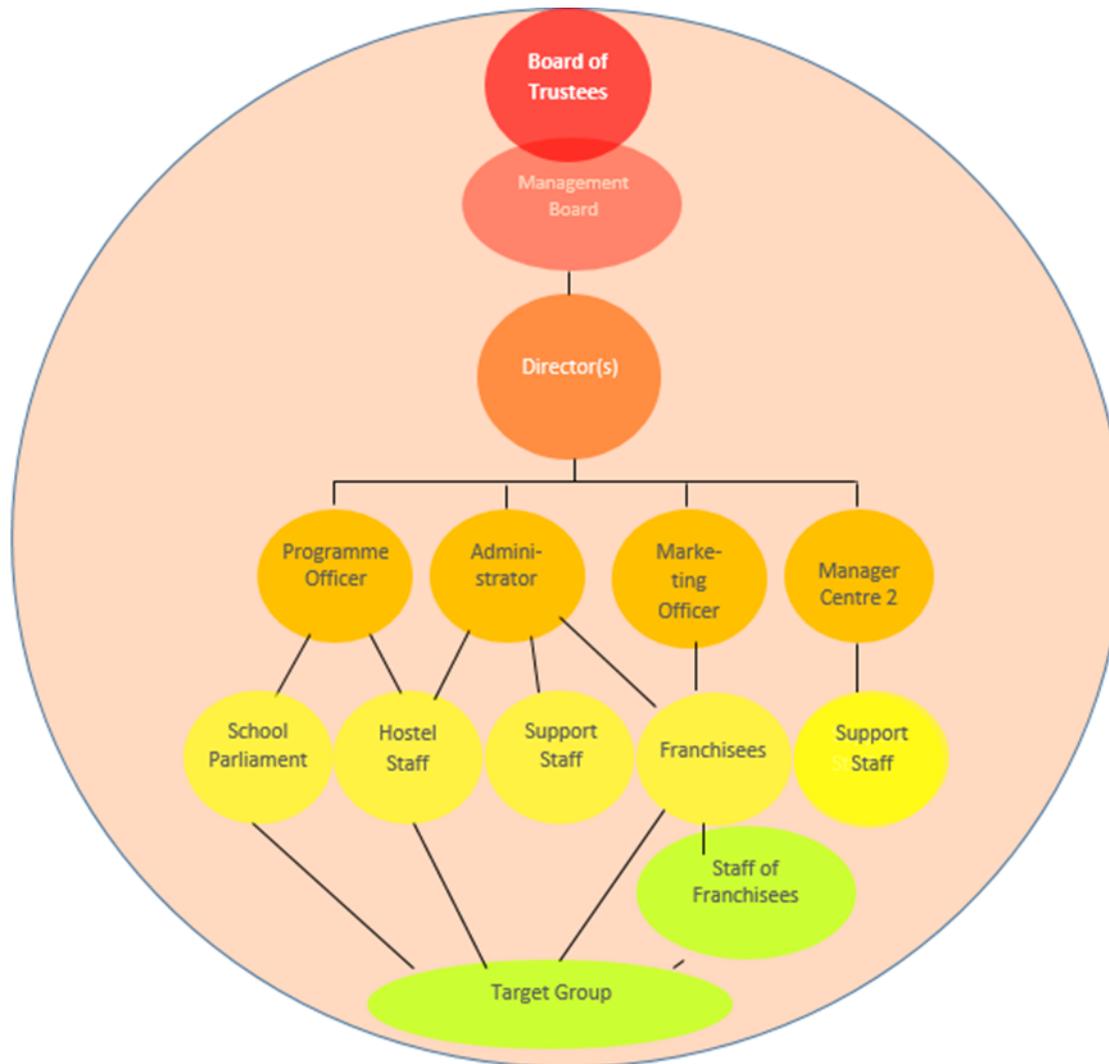
Dorien Beurskens | Executive Director



Gonneke Campen | Director Young Africa International - Netherlands

7. ORGANISATION

STRUCTURE YA BRANCHES



MEET A BOARD MEMBER



Nkuruma Chama Kalaluka, Chairperson Young Africa Zambia.

I joined YA because of its interest in developing Zambian youth. I think a country cannot have a future if its youth don't have one. Many Zambian youth are shut out of job markets because of they lack an opportunity to advance their learning. Several are underemployed because their skills do not match the expertise required by labour markets. I hope to be able to contribute to the future of the youth by helping YA impart critical skills to Zambian youth.

I am excited about 2017! I hope to see YA up and running first with its Outreach Programmes.

7. ORGANISATION

MEET OUR LOCAL DIRECTORS



Enet Mukurazita
Director YA Zimbabwe



Aksana Varela
Director YA Mozambique



Dirk Bellens & Yvette Bellens-Bosma
Directors YA Namibia



Maarten Weers & Jelena Mitrovic
Directors YA Botswana



Linday Cleary & Mark O'Dwyer
Directors YA Zambia

OUR BOARD MEMBERS

YOUNG AFRICA HUB TRUST

Godfrey Manhambara, Pedro Rodrigues, Raj A. Joseph and Dorien Beurskens.

YOUNG AFRICA INTERNATIONAL

Heimen van Anandel, Ger Aafjes, Bas Beek, Kees Cluistra and Maurice Quaadvlieg. Board Advisor and Founding Chairperson: Mathieu Beurskens.

YOUNG AFRICA ZIMBABWE

Jacqui Joseph, Dhansukh Shah, Wellington Mbofana, Farai Mpfunya, T.D. Muskwe and Goof de Jong.

YOUNG AFRICA MOZAMBIQUE

Carlos Roque, Nely Nhasengo, Irene Ruth and Hemma Tengler.

YOUNG AFRICA NAMIBIA

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

YOUNG AFIRCA BOTSWANA

Mmapula Modise, Topiwa Chilume, Sam Dintsi, Augustin Sebinyanea Sebinyanea, Jelena Mitrovic and Maarten Weers.

YOUNG AFRICA ZAMBIA

Nkuruma Chama Kalaluka, Marko Mulenga, Leon Lemba, Batuke Barbara Waluwiku, Mark O'Dwyer and Lindsay Cleary.

8. POLICIES



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



Transparency: Young Africa's procedures aim to give full transparency in the use of all resources and to optimise the application of those resources to serve our mission.



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



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.



Gender Equality / Gender Mainstreaming: Young Africa advocates for gender equality and mainstreaming by encouraging young women to receive training at our centre. We do this through innovations such as the Hostel Programme, crèches, and reduced fees for women doing male-dominated courses.



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 the wider community have up-to-date and relevant information regarding the transmission, testing and prevention of HIV/Aids.



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

SUSTAINABLE DEVELOPMENT GOALS

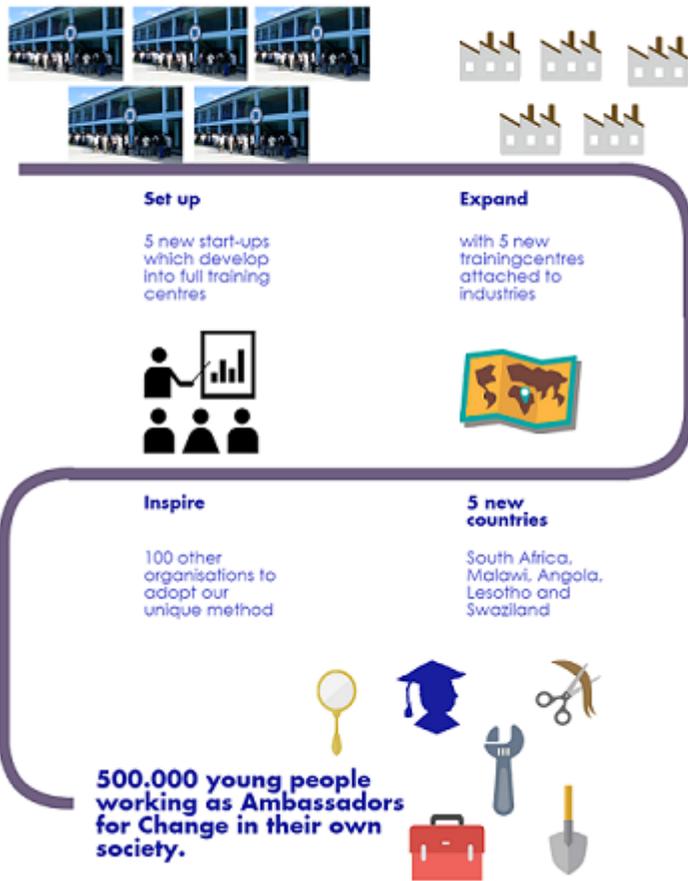
The work of Young Africa contributes to the following Sustainable Development Goals:



9. STRATEGY 2025

STRATEGY

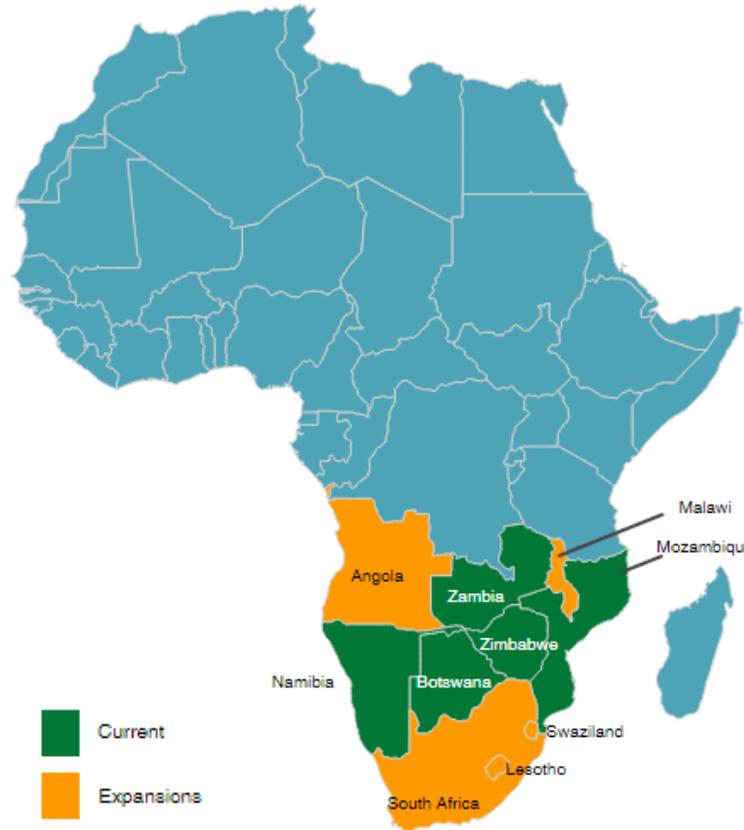
How Young Africa will have educated 500,000 young people in 2025:



EXPANSION



Founding organisation and support office – The Netherlands.



If you are interested in helping Young Africa achieve its ambition of training 500,000 youths by 2025 please contact ya.int@youngafrica.org.

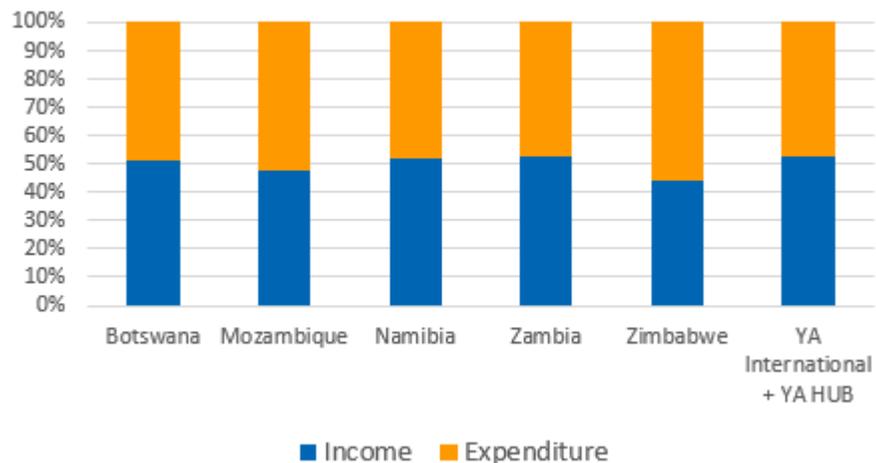
MEET OUR VOLUNTEER



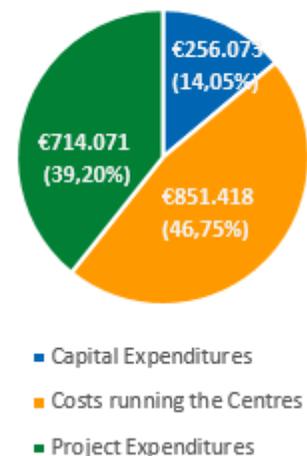
Kopo Meswele is a volunteer for Young Africa Botswana. Kopo's interest in Young Africa stems from her passion for development, especially youth development. She was part of the organising committee for the Shine Arts and Crafts Festival. The organisation of this event presented Kopo with the opportunity to hone her planning skills. For her final year research for her Sociology degree, Kopo has decided to explore the employment rates of TVET graduates who have been exposed to Life Skills Training. Kopo is looking forward to the opening of the Young Africa Botswana centre and is proud to be part of a creative and passionate team.

10. FINANCIALS

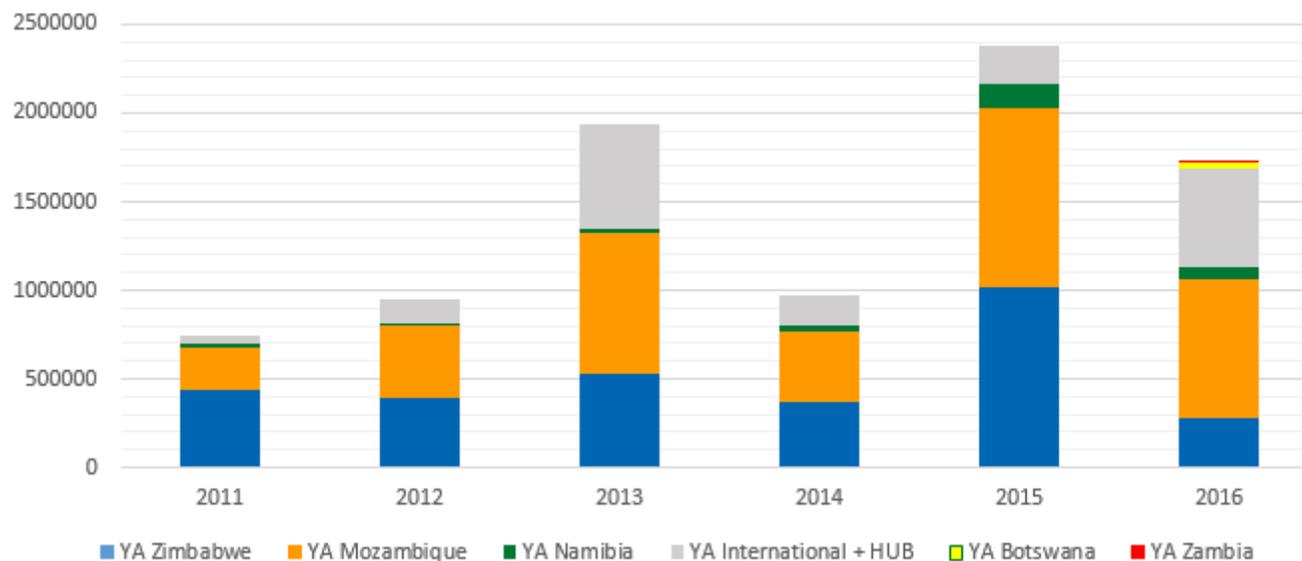
Income and Expenditure YA Affiliates 2016



Total Expenditure 2016



Total Income all YA Affiliates (2011-2016)



COSTS PER STUDENT



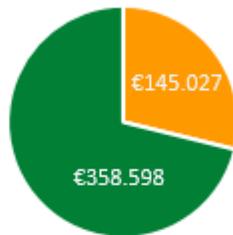
Average costs per student is \$200. With this investment they can participate in a vocational training of 6 months including:

- 70% training on-the-job
- 30% theoretical classes, including Life Skills Lessons and Entrepreneurship Training.
- Services offered at the Training Centre, including: job placement, library, crèche and sports facilities.

This investment enables (self-) employment. Young Africa graduates are well-placed to find internships, jobs and become entrepreneurs after their graduation.

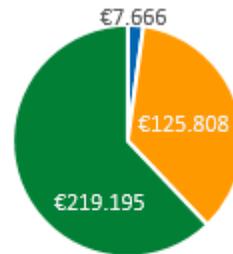
10. FINANCIALS

Total Expenditure YA International + HUB (€)



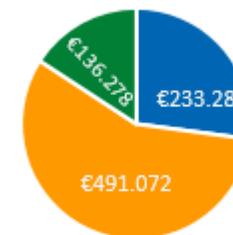
- Capital Expenditures
- Costs Running the Offices
- Project Expenditures

Total Expenditure YA Zimbabwe (€)



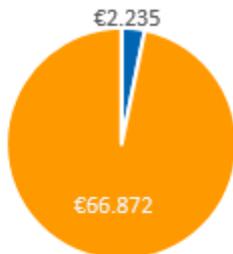
- Capital Expenditures
- Costs Running the Centres
- Project Expenditures

Total Expenditure YA Mozambique (€)



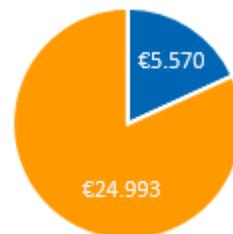
- Capital Expenditures
- Costs Running the Centres
- Project Expenditures

Total Expenditure YA Namibia (€)



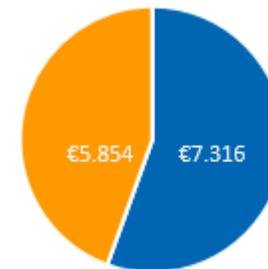
- Capital Expenditures
- Costs Running the Centre
- Project Expenditures

Total Expenditure YA Botswana (€)



- Capital Expenditures
- Start-up Costs
- Project Expenditures

Total Expenditure YA Zambia (€)



- Capital Expenditures
- Start-up Costs
- Project Expenditures

N.B. Project Expenditures: temporary and extra activities organised and coordinated from YA Centres.

YA HUB SERVICES



Young Africa has over 15 years of experience in empowering youths in an integrated and self-sustainable model. We are happy to share our expertise with you at the Young Africa HUB in Harare, Zimbabwe. We offer consultancy services and training packages on-site, at the HUB or through online platforms in English, Portuguese, Dutch or Shona. Go to www.youngafrica.org for more information or contact us.

Henri Jansen, Woord en Daad: "The conversations with staff at the HUB and the training centre were the deciding factors for us to go ahead with adopting Young Africa's approach at our partner's training centre in Benin."

11. OUR PARTNERS



THANK YOU PARTNERS

With heartfelt thanks to our partners and donors without whom our work would be impossible and our goal of training 500,000 southern African youths using the Young Africa method by 2025 would be unattainable. With your help, we could help Faith Mudandirini (30) who studied Catering at Young Africa Chitungwiza in 2016. Faith attributes the change in her life to: "Young Africa's integrated vocational training helped me to become what I am today. I had a negative attitude towards working and I did not have any goals in my life. Through life skills lessons I managed to change my attitude towards work and life in general. The training enabled me to be a more focused person in life and I started to set personal goals. I am so grateful to Young Africa for bringing these courses to my community where I had no hope of getting money to pay for my own school fees since my husband was not working, I had lost hope that things were going to be normal in my home."

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OF THE YOUNG OF AFRICA**

