



# ANNUAL REPORT 2017

**YOUNG AFRICA**



# 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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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.

# STORY OF MY LIFE



I am Valde Jona, a young man age 25 from Walvis Bay, Namibia, and this is my testimony and encouragement to the youth who can't really find exactly what to do for a living. To me, becoming a solar technician is the way out. I know we have an increasing number of grade 10 and grade 12 school graduates who choose the criminal path or otherwise live on other's hard earned money and property as a full time 'profession'. This will take you nowhere.

January 2017 I took a risk and quit my permanent job at a fish processing factory to further my study and enrolled for training at Young Africa in solar technology. My former colleague and friend at the fish factory and current solar trainer at Young Africa, Jonathan Joseph, awakened my enthusiasm for solar technology and gave me the confidence and courage to take this big step. It was never easy as I had no income anymore and yet I had to pay my fees for 5 months course as well as rent for my room and other costs for living. Luckily my brother decided to support me by paying my rent. My other family members were not happy with my decision to quit my job and gave me a hard time.

*I decided not to look back but to follow my heart.*

I worked hard to get my certificate in June 2017. I graduated with distinction and as the best student of my class. I was very proud.

As my brother could no longer help me out with paying my rent, I couldn't afford to waste any time finding work

after graduation. I searched for solar jobs as well as any other type of work to be able to pay my rent. With the help of a friend, towards the end of July I got a 5 month contract. I budgeted my first month salary so I could pay my landlord, buy food for the month and even managed to get my Driver's license.

In early September 2017 I received a phone call from Young Africa stating that I was accepted into Young Africa Namibia's internal teacher training programme to become a Solar Technology trainer. I was not able to explain the gratitude I was feeling at that moment. It was like a miracle happening in my life. So I quit my temporary job and started the teacher-training programme mid September with great pleasure. In December I joined the business management training for all Young Africa Namibia staff, which was very interesting and got us as solar technology trainers enthusiastic to grow the YA solar department into a franchised training-through-production solar company.

I just want to encourage young people, especially those who want to do something in their life. Nothing comes easy, but if you want an awesome result in whatever you are doing, you need to work extra hard, as the result will be equivalent to the effort you put in.

Valde Jona

# 2. INTRODUCTION

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

**Unexpected.** That's the right word to describe Young Africa in 2017. The pictures below certainly depict a historic day in Zimbabwe: the inauguration of a new President. After 37 years, President Mugabe stepped down from office. Hope and optimism returned to this beautiful country. We photographed 100 students at our centre in Chitungwiza with their dreams for the 'new' Zimbabwe. 'Jobs' and 'peace' were mostly heard.

**Unsolicited** international recognition came to us this year, from UNESCO-UNEVOC, Zero Project and AFAS Foundation. Thanks!

And let's be brave, let's talk about the **unwanted** situations we found ourselves in. Though difficult, we turned them into strengthening lessons: at YA Zimbabwe, we had to let go of the director and administrator because of mismanagement and fraud. Incredibly shocking for us. Criminal cases have been filed against them. We placed YA Zimbabwe temporarily under the Curatorship of YA International. It forced us to set up internal systems that now strengthen the organisation. We trained all staff to comply with tighter policies. In Mozambique, authorities ordered the closure of Young Africa Agri-Tech. Officially for a lack of a license, but as seen by many, this act was politically motivated. Fortunately, we could respond fast and move most courses to YA Beira. But the fight to get reopened took us seven long months.

And then there is the challenge to finance the expansion. While capable of raising project funding and implementing a franchise model that pays for running costs, there is insufficient understanding that the people who make things happen need money to survive too. This insecurity made our pioneers in Zambia decide not to continue. The pioneer team in Botswana beat the hardships and pushed on. Our personal allowances had to be raised to the minimum wage norm of The Netherlands not to get into illegality. No way we'd end up in the league of high-paying NGOs and the scandals that come with that.

These challenges makes us shine with **unbridled** joy of our achievements in 2017: we trained nearly 2000 youths in skills for employability and entrepreneurship, at the running cost of €239 per student (2017). We started programmes in Zambia and Botswana, got registered in South Africa and found productive partners in Malawi. Namibia opened a model green house in Otjiwarongo. Our graduates increase their income well above the poverty datum line after their training at YA. We shared the YA model with 77 organisations. Enjoy the read of this and more in our Annual Report of 2017. We express **unmeasurable** gratitude to our dedicated colleagues, our energetic students, faithful supporters, loyal partners, board members and volunteers. In 2018, we celebrate 20 years Young Africa - stay tuned.

Dorien Beurskens and Raj A. Joseph

## MILESTONES

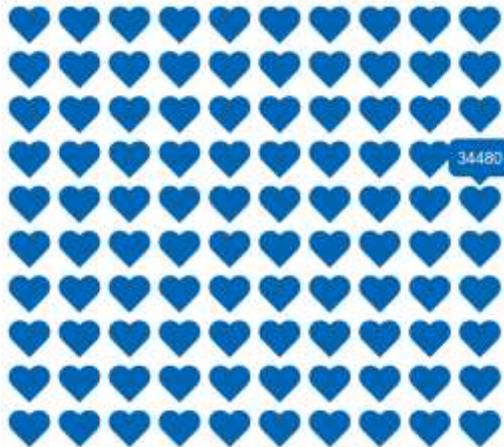


- Operated in 9 training locations in 5 countries in Southern Africa
- Started training in Botswana (Gaberone), Zambia (Lusaka) and Zimbabwe (Nyanga)
- 35,000 youngsters trained in vocational skills since the start of YA
- Nearly 2000 youths trained in 2017
- 70% of our students found a job, paid internship or started their own business
- Higher confidence levels and healthier behavior measured from our graduates
- Tipped the gender balance: 55% of our students are female
- Recognition in 2017: Promising Practice in TVET by UNESCO-UNEVOC, Best Charity by AFAS Foundation and nominated Best Practice for disability accessibility by Zero Project

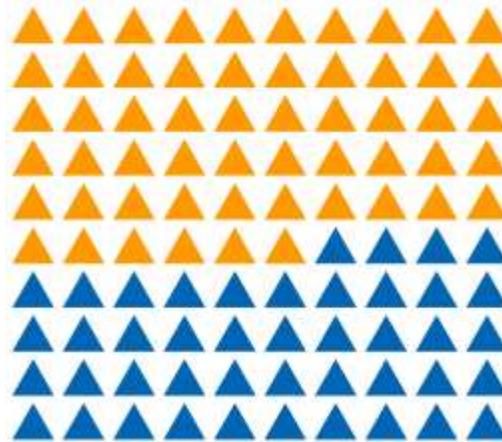


# 3. OUR IMPACT

Number of vocational training graduates.  
In 2017: 1,980. Cumulative: 34,480.



In 2017, 55.8% of our students were female, 44.2% were male.

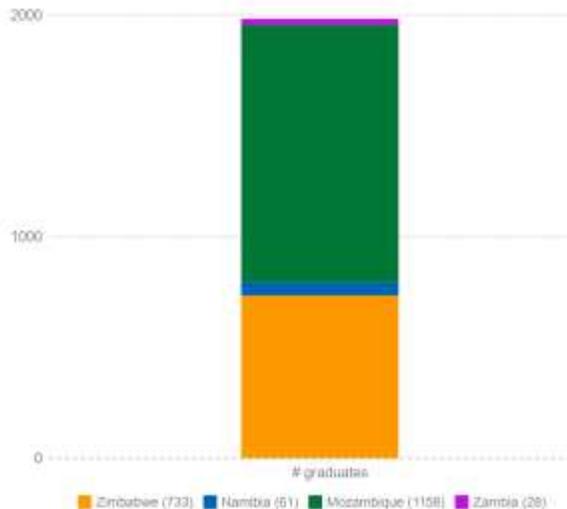


## MEET A GRADUATE

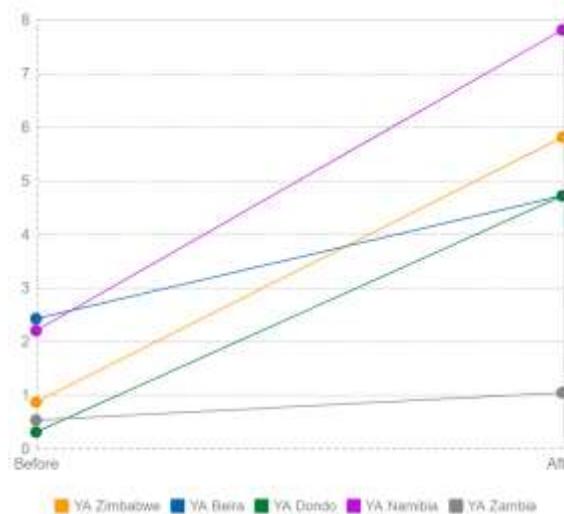


My name is Tatenda Katuruza, 29 years old. I didn't pass my O levels and the following four years I didn't do very much. It was difficult to find employment. One day whilst at church with my friends who had also not done well in their exams, we discussed what we could do for survival. One of my friends mentioned that YA offered courses for young people with no O level. Ever since I was young I had always loved cooking and baking, so I enrolled in the catering course. Now I am working and preparing to start my own business. I can take care of myself and my 16 year old sister who is doing her O level. I am particularly grateful for the Life Skills lessons. I was the shyest person in our family and I could not stand in front of people to say something, let alone to serve them.

Number of vocational training graduates per YA affiliate.

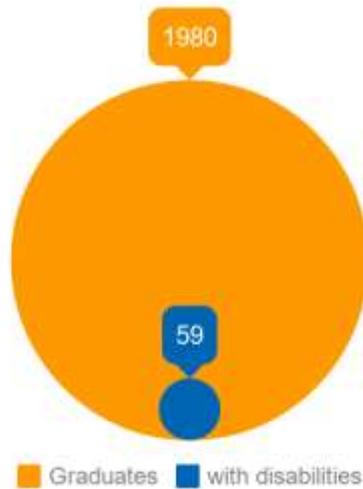


Daily income of graduates increases.

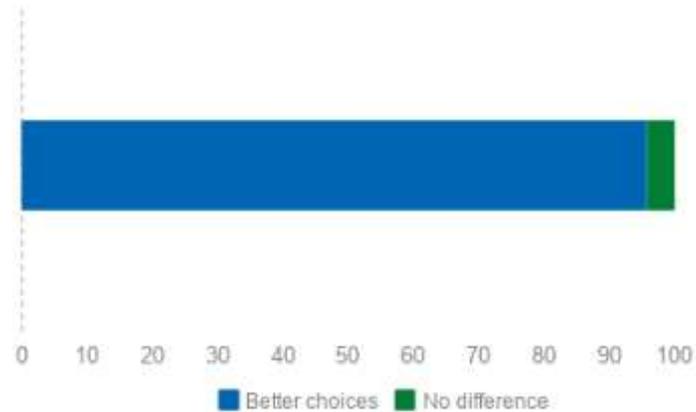


# 3. OUR IMPACT

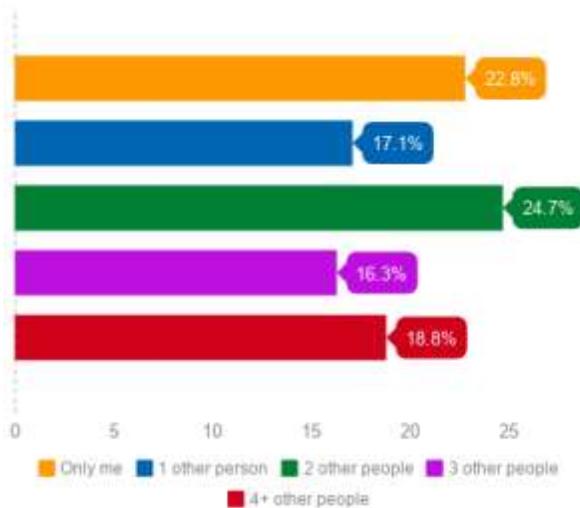
Number of graduates with a disability.



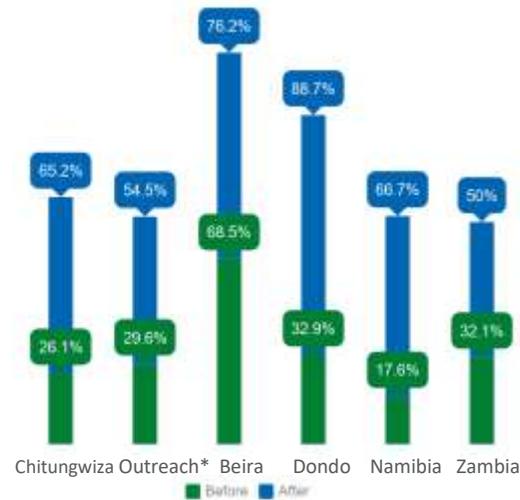
Our graduates make healthier choices regarding HIV/aids.



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



Economic activity (employed/self-employed) of our graduates before and after training.



\* Mobile training at various rural locations in Zimbabwe

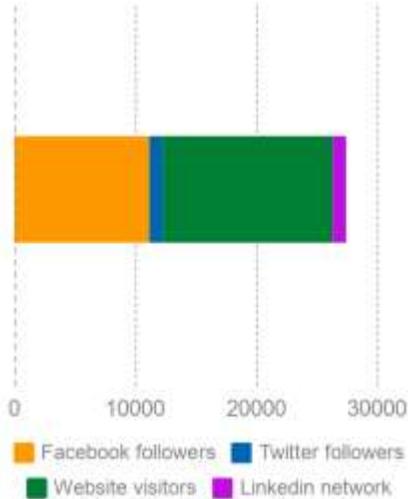
## MEET A FRANCHISEE



My name is Simon Batirai, I am 39 years old and I joined YA in 2006 as an English teacher in the Academics department at Epworth training centre. The passion to teach and coach young people inspired me to join Young Africa. I started teaching 6 students in 2006, in 2017 my department taught 550 young people! As a franchisee, I first heavily relied on the furniture and facilities provided by Young Africa. But with student numbers growing, my annual turnover increased as well. Part of the income, I invested in setting up two other schools in Hopley and Glenwood suburbs of Harare. My schools are well respected, the quality of training is high due to the guidelines from YA. I am a member of the Young Africa family for as long as it exists.

# 3. OUR IMPACT

YA has a network of 27,448 global citizens and partners.



Other activities we are proud of:

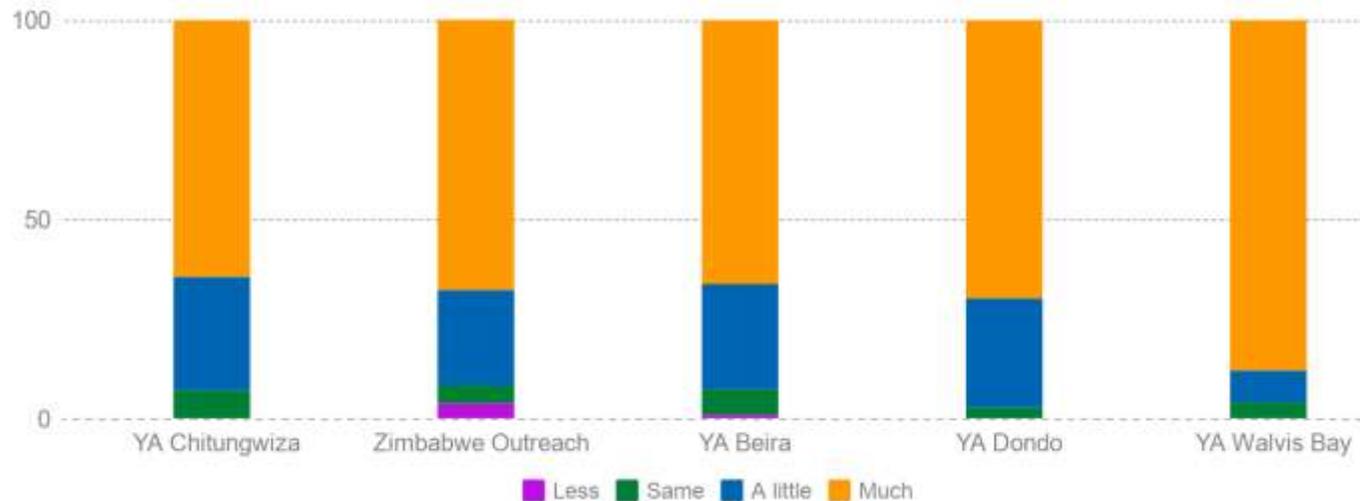
- **633** graduates in Academic Training at YA Zimbabwe
- **4,850** visitors at our Sports and Arts Festivals
- **93%** of our graduates state that training at YA was (very) useful for them to find a job
- **77** organisations have received information about YA model of youth empowerment
- **3** NGO's are trained and signed to start implementing YA model
- **3,000** youths per year are trained via organisations trained by YA before 2017

## FOUNDING PRESIDENT



MATHIEU BEURSKENS - CHAIRMAN - TREASURER SINCE THE START

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



This year, in The Netherlands, we said farewell to Young Africa icon Mathieu Beurskens. Mathieu (76) retired from YA after tirelessly dedicating himself to the work of Young Africa. Since the foundation in 1998, Mathieu has been involved in (financial) administration, building up the extensive network of YA and fundraising. His positions included Chairman (14 years) and Treasurer (17 years) and Board Advisor (2 years). He has visited the YA centres in Zimbabwe and Mozambique 15 times.

For your passion and dedication: Thank You! Obrigado! Maita basa! Kanimambo! Dank je!

# 4. HIGHLIGHTS 2017

## PROMISING PRACTICE



Opening of Green Technologies Demonstration House in Otjiwarongo, Namibia by Ambassador Anna Salorante from the Finnish Embassy. Designed and built by volunteers and students.



Financial Officer Erik Boerrigter, Director YA NL Gonneke Campen and Board Chair Jamy Goewie are all included in the top 100 of most influential people in the philanthropic sector in the Netherlands.



YA Zambia was founded in 2016 and already trained its first students in ICT in 2017. Photo shows the first graduates in Lusaka.



YA was added to the most promising practices for TVET in the World database of UNESCO-UNEVOC in 2017. A major achievement for all our work and all YA affiliates celebrated. Picture above: Gonneke Campen interviewed by Dutch television. Picture below: Yvette Bellens-Bosma celebrates the announcement with all attendees of the East, Central and South African Conference.



Three Arts Festivals (SHINE!) organised by YA Botswana in rural areas. This picture is taken in Mabule, where the local chief stated: 'I have never seen so many young people coming together in a positive way.'



Workshops at Young Africa Beira were retooled with modern machines. The retooling was financed by DFID/JOBA and has improved the quality of training offered.



The Australian Embassy in Zimbabwe has provided girls with a scholarship to undergo male-dominated courses. Pictured: Young women undertaking a practical lesson for their plumbing course.



# 4. HIGHLIGHTS 2017

## RENEWED BOARD YA INT



The YA HUB hosted two capacity building trainings for the senior management of affiliates. The training, financed by ERASMUS+ and SERVE, were in Child Protection and Safeguarding and Finance and Administration.



Signing MoU between YA Botswana and the Botswana Government. The Ministry has never before signed an MoU of this magnitude and with these ambitions with an NGO.



Pioneer Cynthia van der Hoeven visited YA Zimbabwe for immersion and training. And registered Young Africa in SA as a non-profit company.



In 2017, the board of Young Africa International in the Netherlands saw some members going and coming. We said fairwell to Chairmen Heimen van Anel, board member Ger Aafjes and Founding Father and Board Advisor Mathieu Beurskens. We welcomed Jamy Goewie (Chair), Stefan van der Swaluw, Nathan Stukker and Yolanda Jansen. Missing on picture: Nathan Stukker.



YA Mozambique ran a disability inclusiveness programme with Light for the World, supported by the European Union. This project was awarded with a Best Practice Award from Zero Project.



The Dutch volunteer organisation SAMEN organised a group volunteer trip to YA Zimbabwe. They renovated the hostel with funds raised by them in the Netherlands.



Solar Technology graduation class. The two best graduates (Vivian in front and Valde second from the top right) are trained to become teachers at YA Namibia.

Jamy (front row right): "Youths are the future and everyone knows this. Still, youth unemployment is one of the biggest issues we face today. Unemployed youth are extremely vulnerable. I have worked with Dutch youth since 2003 and currently work with donors. This knowledge I bring to Young Africa."

# 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).



Repairing a scotch cart during Welding Training at Young Africa Namibia.

## YOUNG AFRICA DNA



All Young Africa's work stems from its DNA. All we do comes from our believe 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 GRADUATE



My name is Freitas Montanha Joao. I have always wanted to start my own business but did not know how. When I heard the radio commercial about the courses YA offered, in combination with Entrepreneurship Training and English classes, I decided to enrol in the Electrical Installation course. What I enjoyed the most were the practical classes and the work I could do at several businesses together with my teacher. The Life Skills lessons taught me how to communicate and how to overcome fears and face life. Currently, I am doing my internship at a local company. After that I will start my own electrical business.

# 5. OUR METHOD

## FORMULA OF YOUTH EMPOWERMENT



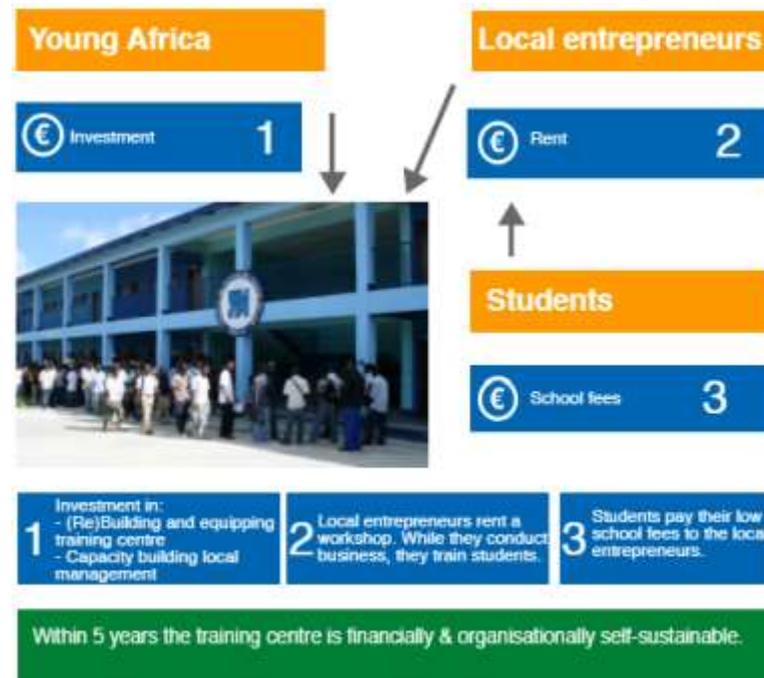
Young Africa, in partnership with local entrepreneurs, empowers young people through Vocational Training, Entrepreneurship Development and Life Skills Education for employability and entrepreneurship.

## 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). The initial set up of our centres is usually by an expat pioneer couple. 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 of all entrepreneurs together cover the operational expenditure of the training centre.



## MEET A FRANCHISEE



My name is Liberty Utseya, 39 years old and married father of two young children. I have been working in the carpentry business for 15 years. I decided to join the YA family in 2014, because I could franchise an equipped workshop and grow professionally. The past years, my business has grown significantly. Together with six employees, we make furniture for big companies. In the future, I hope to expand my business and to open another workshop in the area where I grew up.

# 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



Students of YA Dondo during their practical lesson in rural electrification

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.

### Mediation in Job Placement and with Self-Employment

Young Africa assists graduates by placing them on attachment with local, reputable companies. Where possible, job mediation is given. Young Africa links graduates with micro-finance institutions to apply for micro-credits 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. In 2017 we developed a mobile app to easily offer internships, job openings and other relevant opportunities to our graduates. It is currently piloted in Zimbabwe and Mozambique.

## MEET OUR STAFF



I am Mahara Goteka, Programme Officer of YA International. I joined Young Africa as early as 2002. I was then principal of the Oasis commercial school and in that position became franchisee of Young Africa. Since then I have been involved in Young Africa because I am passionate about youth employment. I have been training youths all my life and would like to continue doing so. I have an academic background in Development Studies & Psychology and am certified in Gender, Diversity and Social Transformation. In 2015 I assumed the position of Programme officer at the YA HUB. I deliver trainings for staff and franchisees, ensure the quality of programmes delivered, train and coach the Young Africa Pioneers as they set up new Young Africa's. At the YA HUB I am considered the expert on TVET, gender mainstreaming, disability inclusion and the YA franchise model.

# 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 A GRADUATE



My name is Felix Daka, 20 years old, and I was part of the first ever group of YA Zambia students! I joined the ICT course because I wanted to enhance my knowledge and become more conversant in computers. Being able to work with a computer is getting more important in searching and finding a job. I really enjoyed the course and graduated with distinction. Therefore, I was asked to assist the teachers in the second round of training in 2017 which I do with great pleasure and enjoyment. Currently I am pursuing Electrical Engineering at the Northern Technical College. Without my International Computer Drivers Licence (ICDL) this would not have been possible.

# 6. PROGRAMMES

## EXPANSION

### Staff Capacity Building

The Young Africa HUB hosts staff members at various levels for on-going capacity building. In 2017, seminars for directors, administrators and programme officers have included topics as management, youth development, child protection and finance & administration systems. Training for all staff on the new child protection and safeguarding policy was delivered at all centres. All YA Affiliates receive on-going support, coaching and guidance from YA International.

### 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 2017, 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.



Finance and Administration training 2017.

### 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 SAMEN, Young Africa annually hosts short-term volunteer groups.



SAMEN volunteers at YA Zimbabwe.

## MEET A VOLUNTEER



My name is Dario Meyer and I have been a volunteer for YA Botswana since October 2017. Previously, I worked in Angola. I planned on implementing a Life Skills workshop for our hospitality-students. While researching for curricula, I heard about YA for the first time and was excited about the approach of training vocational skills in combination with Life and Entrepreneurial Skills. I do all kind of work as is usual in a start-up. My main tasks are giving workshops on entrepreneurial skills, fundraising and planning. The best part of my volunteer experience is the enthusiasm of the local youth when giving the workshops. I hope to stay for the whole pilot phase, if my permit will be granted! **Young Africa wants to thank all volunteers working with us in 2017!**

# 6. PROGRAMMES

TECHNICAL, VOCATIONAL AND COMMERCIAL COURSES AT YOUNG AFRICA CENTRES



## YA IN THE NEWS



In 2017, YA Beira celebrated 10 years of empowering Mozambican youths with a 2-day event with roundtables for discussion, first-person success stories of graduates and other festivities. Youths, personell and representatives from different stakeholders were present. In 10 years, YA Beira had empowered 13,000 young people and it has reached 106% financial self-sustainability. The additional 6% is invested in refurbishment and maintainance.

The Commercial Association of Beira congratulated YA Beira on celebrating 10 years of training Mozambican youths, especially those with disabilities, in the national newspaper the Diário de Moçambique.

# 7. OUR ORGANISATION



## NEW IN 2017: NYANGA



In 2017, Young Africa welcomed a new training location: Young Africa Nyanga in Zimbabwe. There are now three training locations in Zimbabwe. The Nyanga District is a rural area where people mainly live from subsistence farming. Together with local NGO, Herbert Chitepo Trust, YA has set up five training departments: motor vehicle mechanics, welding, carpentry, food processing and dressmaking. All departments are run by franchisees. In this way, this training location will, just like our other YA training locations, grow towards financial and organisational self-sustainability.

# 7. OUR ORGANISATION

## MEET OUR TEAMS



YA Zambia: Lindsay Cleary and Mark O'Dwyer



YA South Africa (board members): Cynthia van der Hoeven, Moleboge Lekwane, Senate Ncube, Kevin Maartens and Pearl Maphumulo



YA Namibia - Otjiwarongo: Olivia Namkomba, Johannes Nangwena, Brenda Kavetuna, Clemence Kangandi, Charity Thebuho, Allan Masawi, Charmaine Vaino, Valde Jona, Gisela Saal



YA Zimbabwe - Epworth: Simon Batirai, Melody Gwanunga, Maggie Mukokota, Hazel Kutaura, Steven Chinakidzwa, Isaac Moyo and Wesley Mupunga



YA Mozambique - Dondo: Dalte Soberano, Constance Mavura, Rosa Miguel, Carlos Tirivanganhe, Samuel Mutacha and Marta Limbe.



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

## OUR BOARD MEMBERS

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

**YOUNG AFRICA INTERNATIONAL**  
Heimen van Andel, Ger Aafjes, Bas Beek, Kees Cluistra and Maurice Quaadvlieg.  
Board Advisor and Founding Chairperson: Mathieu Beurskens. After June joined: Jamy Goewie, Nathan Stukker, Stefan van der Swaluw and Yolanda Jansen.

**YOUNG AFRICA ZIMBABWE**  
Jacqui Joseph, Dhansukh Shah, Wellington Mbofana, Farai Mpfungya, T.D. Muskwe and Goof de Jong.

**YOUNG AFRICA MOZAMBIQUE**  
Carlos Roque, Nely Nhassengo, 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, Nelson Sello Jelena Mitrovic and Maarten Weers.

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

# 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): Karina McGinley, Mahara Goteka, Memory Munema, Dorien Beurskens and Raj A. Joseph



YA Zimbabwe - Chitungwiza: Mitchel Chitsinde, Isaac Matanga, Mashoko Musonza, Thubalempilo Ncube, Desire Chimbeu, Linnie Makumbe, Kudakwaishe Chizema, Munya Dambudzo, Susan Madodo, Karen Munyayi, Tendai Mudyarabikwa, Kudzanai Gotoro, Raviro Makiwa, Leanah Kowo, Alex Zindoga and Shonhai Chawonza



YA Namibia - Walvis Bay: Dirk Bellens, Jonathan Joseph, Yvette Bellens, Vivian Ujamba



YA Botswana: Joel Disele, Lefika Kgotlaetsho Selabe, Tshepiso Nelly Medupi, Phatsimo One Keseontse, Matthew Legodile Segopolo, Charity Chinsinga, Goemeone Kapaletswe, Galaletsang Dintsi, Boitshwarelo Sefo, Jelena Mitrovic, Gaolatlhe Khumo Mogatwane, Ontlametse Michelle Motshedi, Maarten Weers, Dario Meyer (missing Batshane Nguane)

## MEET A GRADUATE



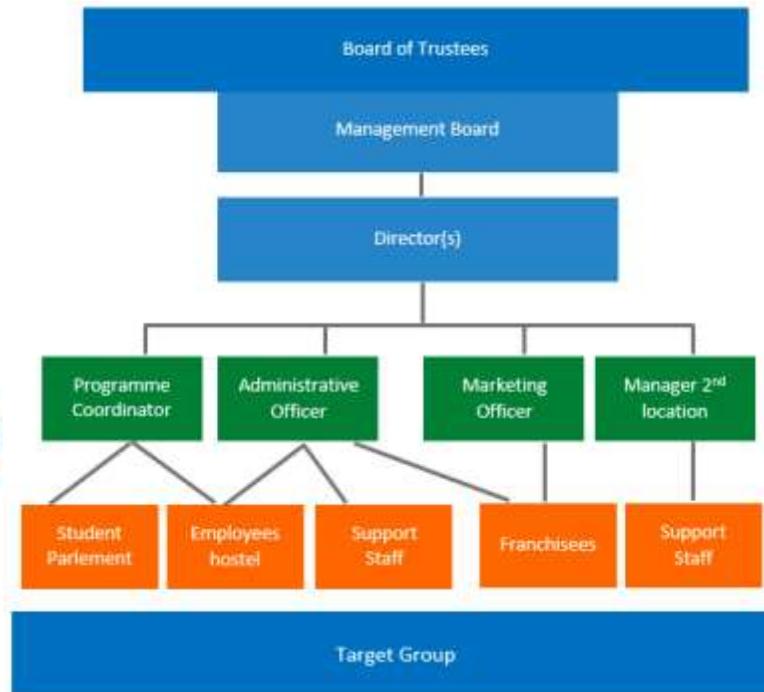
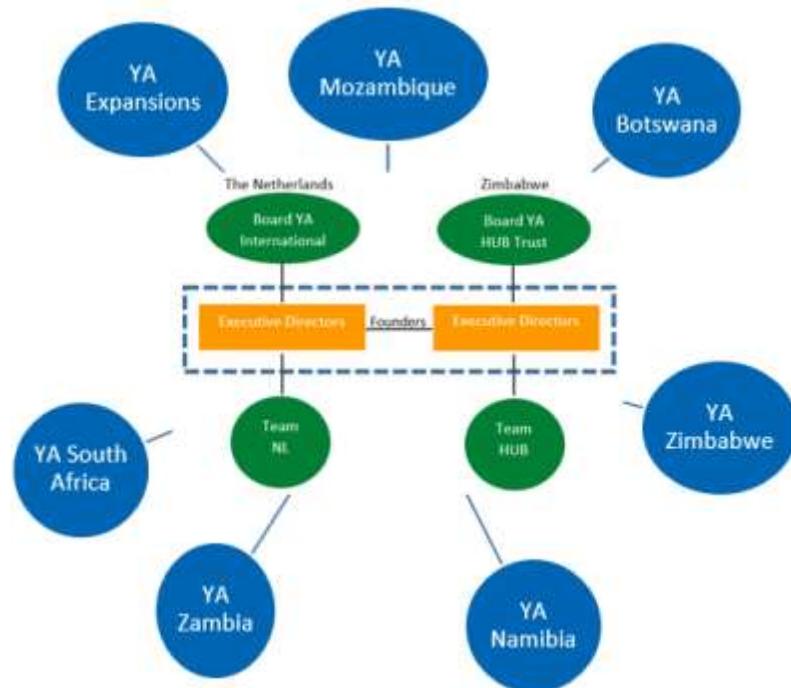
I am Spiwe Doro, a 34 year old single mother of one. I used to be a cross border trader buying and selling various items. Despite all these efforts I could not raise enough money to take care of myself and my 15 year old son. Since childhood I admired the skills of hairdressers and dreamt of being one of them. In March 2016 I enrolled for hairdressing at YA Zimbabwe. Life Skills training helped me improve my confidence and decision making skills. The business training gave me the confidence to start my own business. I am now a full time hairdresser renting a mirror and a chair in Harare central business district at Stemmy's Hair Studio. I earn between USD300 and USD500 per month, so my standards of living have improved. Through YA training earning money from parents and friends is now a thing of the past.

# 7. 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. 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 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.



## MEET OUR DIRECTORS



Raj. A Joseph | Executive Director



Dorien Beurskens | Executive Director

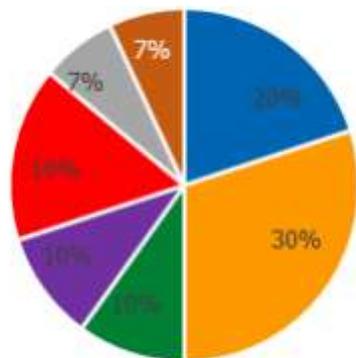


Gonneke Campen | Director Young Africa International - Netherlands

# 8. THE WORK OF YA INTERNATIONAL

Young Africa International works from two offices, in The Netherlands (Apeldoorn) 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, 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
<b>Organisational Strengthening</b>	Finance & Admin systems   Quality Assurance   Organisation Development   Policy Definition	Online System Support   Coaching   Policies & Procedures   Internal Audit   Executive Reports	Functioning Quickbooks & Suite systems   Policies and Procedural handbook   Annual Internal Audits   Quarterly Assessments   Strengthened management
<b>Project Support</b>	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
<b>Youth Employability and Entrepreneurship</b>	Curriculum & Training Materials Development   Teachers Training   Programme Development & Strengthening	Handbooks   On-site training   Webinars	Ensured / improved quality and updating of programmes
<b>Evaluation &amp; Impact Measurement + Communication</b>	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
<b>Scaling the Model</b>	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
<b>Global Citizenship</b>	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 GRADUATE

My name is Chadreque Chico Fazenda, 25 years old and I live in Sofala Province in Mozambique. From childhood I wanted to study in the area of Agriculture, but I never had the opportunity because of lack of financial resources. With the help of a scholarship through KKG, I finally could enroll in the Special Agriculture course at YA Agri-Tech in Dondo. On the day of my graduation, I was elected the best student of my course! As a reward, YA inserted me into the incubator programme. This programme takes two years and allows me to develop my skills further on the premises of YA Dondo with the guidance of the teachers. YA provided me with seed capital to buy my own seeds and equipment. I am still in the production phase and produce the following crops: Okra, Cabbage, Pepper, Tomato, Lettuce, Macarouca, Corn and Sesame. I plan on the production of sugarcane, banana and raising pigs and goats for more income and to grow my business further.

# 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. This commitment justifies the significant amount of time and resources we invested in reviewing existing and drafting new policies. Thanks to the financial and technical support that we received from SERVE and an anonymous donor, the following policy work was completed during in 2017:

**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 will be rolled out in 2018.

**Child Protection 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. The new Management Board of YA Zimbabwe was oriented to the new Board Policy and is already in use to guide the operations of the Management Board and Board of Trustees of YA Zimbabwe.

**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 will be conducted in 2018.



Child Protection Policy training at YA Beira, Mozambique.

## MEET OUR VOLUNTEERS



SERVE is a development and volunteer organisation and has a longstanding partnership with Young Africa. Every year, a group of young Irish volunteers are sent out to YA Mozambique to help them to sustain and improve the services they offer. By sharing and working together the SERVE volunteers and the local communities learn from each other. In 2017, they have renovated the crèche, attended the graduation ceremony and did some sightseeing. Heather O'Leary said about her experience: "I personally enjoy tiling the most as I find it the most satisfying to see my completed work. I'm extremely proud to have worked so hard on this as it is a necessity and it will be put to practical use."

# 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.

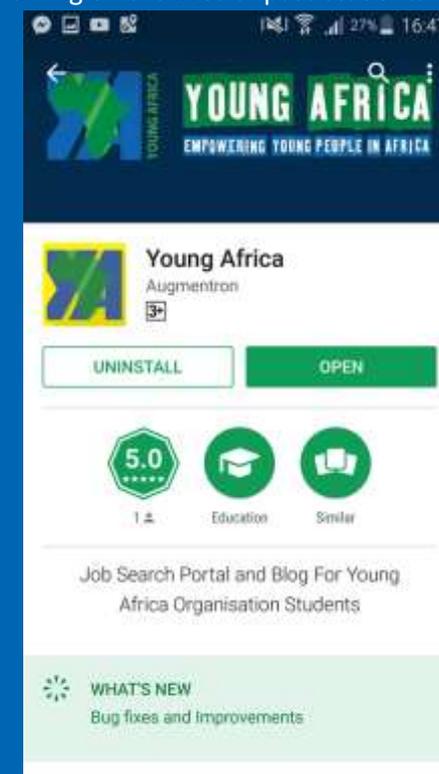
## 10. REDUCED INEQUALITIES

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.



## PILOT: YA MOBILE APP

In 2017, the YA HUB developed a mobile app for past-students. We started a pilot in December. On their graduation day, the new graduates in Zimbabwe and Mozambique received the log-in details to the YA Mobile App. The app informs on employment opportunities, upcoming courses and activities. In future, YA will ask questions on the impact of the YA training on the lives of past-students.



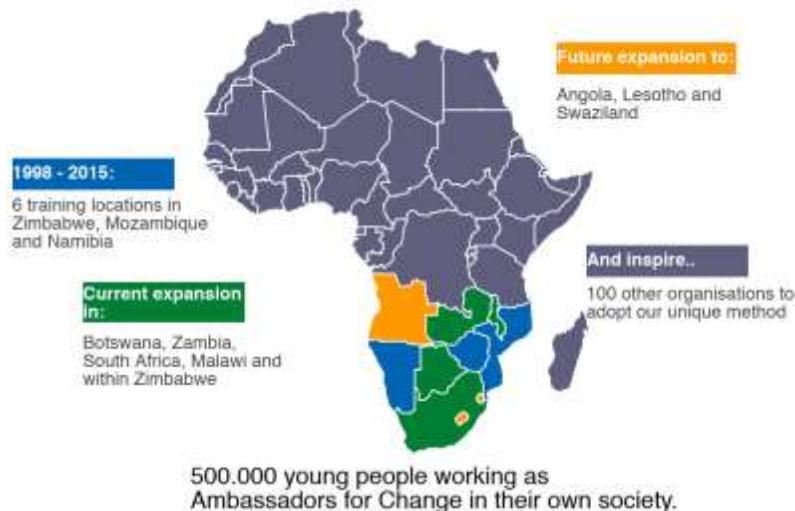
# 11. STRATEGY 2025

## 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.



## EXPANSIONS IN 2017

In 2017, Young Africa grew. In Zimbabwe, together with the Herbert Chitepo Trust, we opened a YA training location in Bonda Valley, near **Nyanga**, with skills for rural youths around the horticulture value-chain.

Our colleagues in **Botswana** worked very hard to fulfil requirements to take over the government's Lady Masire Youth Centre in Gaborone. In December they signed a Memorandum of Understanding; ready for refurbishments and to start training.

The start-up team in **Zambia** built up a good network of youth organisations around Lusaka and started educating youths in ICT, life skills and entrepreneurship.

In **South Africa**, YA was registered as a non-profit company. We trained a pioneer in the YA method to start off.

A new path for YA was discovered to have our presence in **Malawi**. Together with SOS Children's Villages The Netherlands, SOS Malawi, Children's Fund Malawi and Habitat for Humanity, we won a contract with the European Union to train youths in construction-related skills and build the capacity of the three partner organisations in the YA model. Parallel to this, we are working towards the take-over of CFM's existing vocational training centre Green Malata Entrepreneurial Village in Mulanje. As for dissemination of the YA model to other organisations, we shared our methodology with 77 (N)GOs, are preparing MoUs with 2 governments, 1 government expressed interest in rolling out the YA model as funds come in, we signed partnership agreements with 3 NGOs to use the YA model.

## YA IN THE NEWS



### 'Why would we invest in a disabled person?': fighting bigotry in Mozambique

In poorer countries, more than 80% of people with disabilities are unemployed and struggling to survive. A training scheme is helping break down barriers.

Listen to the podcast



▲ Mateus Mhoro, 22, practices football in the suburbs of Beira, Mozambique. Mhoro was given agricultural training by local enterprise Young Africa. Photo: Stephen Leckie/Photo Light for the World

**A**t 21, Mateus Mhoro from Sofala province in Mozambique faced a stark choice: starve or steal. Recently captured, with disabilities on his right side affecting his arm and leg, Mhoro had to feed himself and his two younger brothers. He had missed out on schooling, and getting a job to earn even a meagre sum was a difficult task so a life as a petty thief seemed the only option.

At his church that he heard about an initiative that would change his life: a programme offering training for people with disabilities.

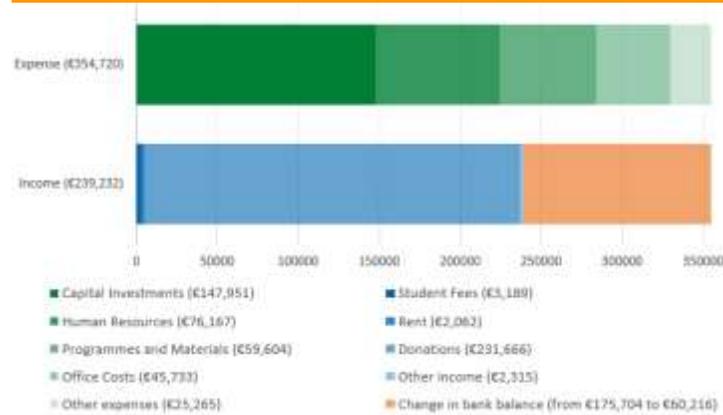
Now 23, his biggest concern is not how to provide for his family, but defending the plentiful harvest in his market garden business from local goats, who love to munch on his crops. On his carefully tended plot, lent by the landowners, cabbages, tomatoes, cauliflowers, aubergines and lettuce are flourishing.

Picture by: Carlos Litulo  
Link to full article: <https://tinyurl.com/yaj6zkec>.

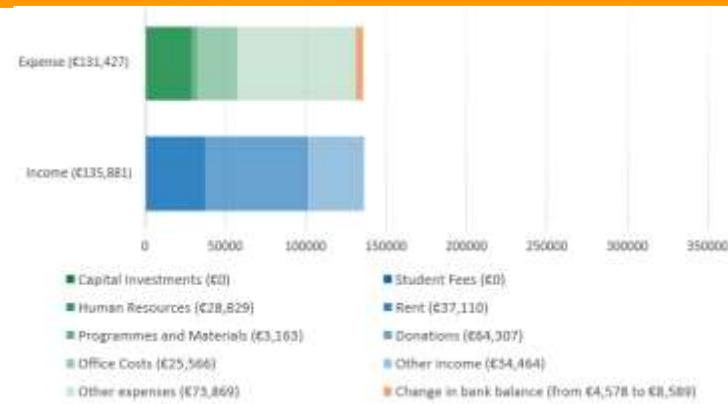
# 12. FINANCIALS



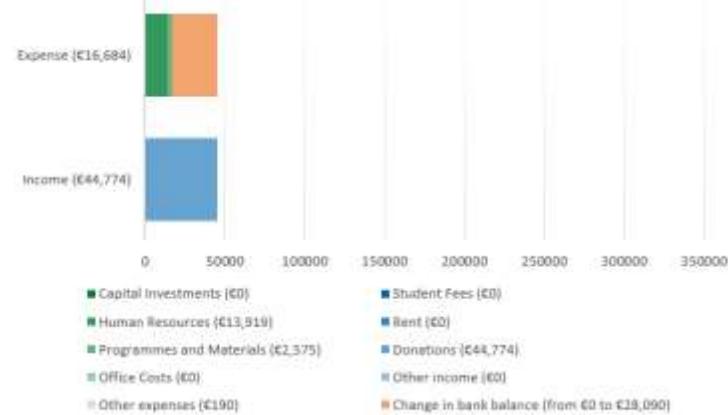
**YA Zimbabwe:** due to the economic crisis and lack of cash in the past few years, income of YA Zimbabwe has decreased. With a growing and stronger economy, own revenue will increase in the coming years.



**YA Mozambique - Dondo:** YA Dondo started in 2014 and, due to political pressure, had to close down for 7 months in 2017. Income from the franchise model was therefore limited in 2017 and is expected to grow significantly in 2018.



**YA Mozambique - Beira:** YA Beira enjoyed a good number of students and a well-working franchise model. Student fees are paid to franchisees, not the centre and are therefore not taken into the financial accounts. The 24% surplus of self-reliance will be invested in training facilities.



**YA Botswana:** YA Botswana did not start training in 2017.

## COSTS PER STUDENT



Average costs per student is €239. 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.

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

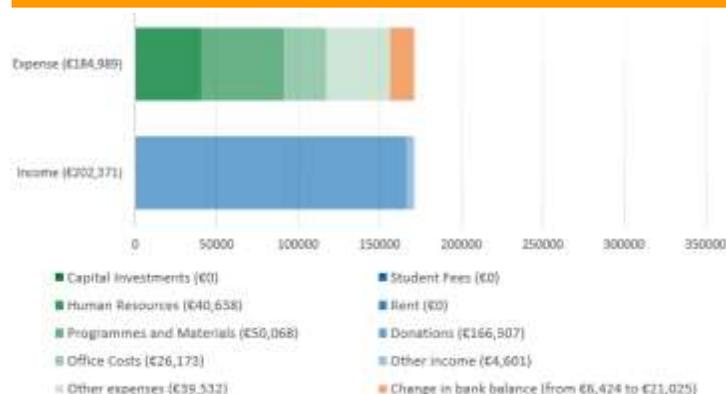
# 12. FINANCIALS



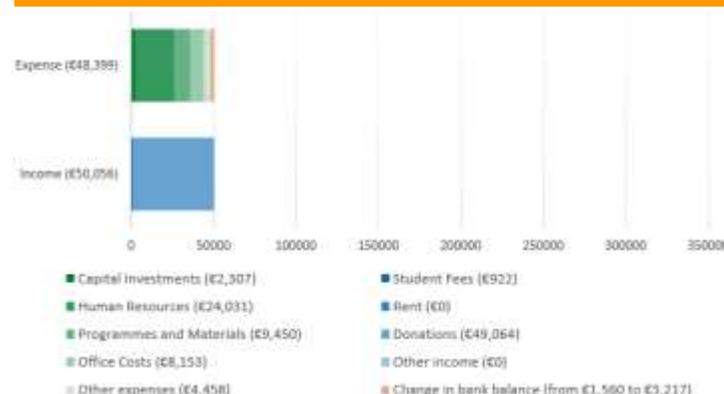
**YA Namibia:** YA Namibia has only started activities in 2014. It is a challenge to find quality franchisees. To solve this, the team started to groom high potential graduates to take over departments as franchisees.



**YA the Netherlands:** YA NL is capable of maintaining the same level of donations from foundations. YA NL raises funds for the centres in Southern Africa and passes them on to the respective training locations.



**YA HUB:** YA HUB has invested in capacity building of the YA staff and quality assurance programmes among YA affiliates. YA HUB raises funds for the centres in Southern Africa and passes them on to the respective training locations.



**YA Zambia:** YA Zambia only started its activities in 2017, with 3 informal training rounds in ICT. When student numbers will grow in the coming years, the annual turnover will increase.

## TOTALS 2017



Young Africa's total income and expenditure over 2017.

The surplus of the bank balance is earmarked for investments and programmes in 2018.

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

# 13. OUR PARTNERS

## MEET A PARTNER



Since 2015 Light for the World Mozambique works together with YA Mozambique. We bring expertise on inclusion within YA training centres through improvement of physical and social accessibility, training in sign languages, raising awareness to staff/trainers of YA on disability inclusion. Young Africa delivers technical and commercial training to our beneficiaries. Sometimes YA gives scholarships and start-up kits to our beneficiaries. In the future we hope to continue our collaboration, replication this inclusive TVET model to other (YA) training centres. Picture: Team Light for the World and Young Africa receive Award on Disability Inclusiveness from Zero Project.

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Closing Photo: Students at Young Africa Otjiwarongo, Namibia.

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

