

ANNUAL REPORT

20 22



TABLE OF CONTENTS

04 Foreword	17 The Role of Young Africa International
05 Mission, Vision and Target	18 #POWERWHERE THE ACTION IS and #WOMENLEAD
06 DNA	19 Where we work
07 Results in 2022	20 Special programmes
08 Reach in 2022	22 Target 2025
09 25 years of impact (1998 - 2022)	23 Sustainable Development Goals
10 The way we work	24 Governance
11 Three Ways we Train our Youths	28 Message from the Supervisory Board
12 Our unique elements: the Franchise Business Model	29 Budget 2023
13 Mobile Training: Reaching the Hardest-to-Reach	30 Introduction to Financial Statements 2022
14 Programmatic Pillars	31 Finance SUMMARY 2022
16 Goodbye to Covid-19	32 Contact



Tackling youth unemployment will require bold leadership and an even bolder solution. This is why at Young Africa, we aim to train 500,000 young people with the skills they need for life and livelihood success by 2025.



“

I AM SO **PROUD OF MYSELF** THAT I HAVE PURSUED MY DREAM COURSE. NOW I WILL NEVER SLEEP ON AN EMPTY STOMACH AS I HAVE ATTAINED A SKILL THAT NO ONE CAN EVER TAKE FROM ME. **I AM NOW A SKILLED AND HARD-WORKING PLUMBER.**

TONDERAI CHIWAYA YA ZIMBABWE

A MESSAGE FROM OUR CEO

“Every youth in Africa deserves the opportunity to learn the skills they need to thrive. When they equip themselves with these skills, they not only transform their lives, but also those of their families and communities. We also create a world where everyone can live with dignity, equality, and purpose. This year, I have witnessed the amazing power and potential of our youths on many occasions: during the youth council sessions I regularly hold with students, at graduations, and among our young team members. Their hope and resilience inspires me - every day for the 25 years of Young Africa.

In 2022, we empowered 19,652 youths, of whom nearly 6,000 benefited from our deep-impact integral vocational training programme. Despite the challenges posed by Covid-19 restrictions, 56% of our graduates were economically active, a 9% increase over last year’s graduates. Our beneficiaries’ feeling of empowerment increased by 10%, back to the previous level of 97%, 91% of our youths felt empowered to make informed choices regarding their health. The total number of youths we have reached through our work now exceeds 300,000. This is a remarkable achievement that reflects the dedication, passion, and strength of our teams across Young Africa affiliates in five Southern African countries, two Young Africa International offices plus remote- working colleagues, and partners in various countries.

Of course, we also faced some difficulties and setbacks in 2022. As NGOs we are often reluctant to share these. Our fundraising efforts did not meet our expectations, therefore we didn’t train as many youths as we had planned. Our new governance structure proved to be a challenge for some Affiliate Board members. Resilience is what our youths taught us, so we learned from the challenges, and the learning and adapting continues. We congratulate Young Africa Botswana for becoming independent as Mebala Youth Studios from 2023. We were awarded the opportunity to build a digital platform for vocational training that will allow us to train more youths in valuable skills. Read about all of this, and more, in this Annual Report 2022.

“
2023 marks the *25th anniversary* of Young Africa. What a journey, what a milestone. Worth a celebration!

We are grateful for every single one of you who has been part of our impact, with resources, time, knowledge, connections, energy, and love.”

Dorien Beurskens

Dorien Beurskens addressing the students at Young Africa in Beira, Mozambique in a morning assembly talk.





MISSION, VISION AND TARGET

We contribute to a world of equality and shared wealth by channeling the power of young people to transform the world around them.

We empower young people with skills training for employability and entrepreneurship. We teach them skills of the hands to make them self-reliant, skills of heart and mind to live with dignity and responsibility and skills of the soul to live with purpose.

Our target: Empowering half a million youths by 2025.

DNA

To help youths reach their full potential, every aspect of their personalities and talents need to be nurtured. Over the last 25 years we have developed our expertise and resources in order to become **Youth Empowerment experts.**

- We invest in the abundant potential of youth
- We offer them an integrated set of skills to develop themselves to their full potential
- We stimulate them to assume responsibility for what they can become, guided by our motto: **“If it is to be, it is up to me”**
- We aim to be self-sustaining through our unique franchise model
- We act locally. All Young Africa branches are run by local teams, have local management and are overseen by local boards.
- We are embedded in society. We reach out to the communities in which we work in through a range of events and services



RESULTS IN 2022



01

56% of our graduates were economically active and independent despite the lasting effects of Covid-19 restrictions, an **increase of 9%** from the previous year.

02

51% of our vocational training students were female.

03

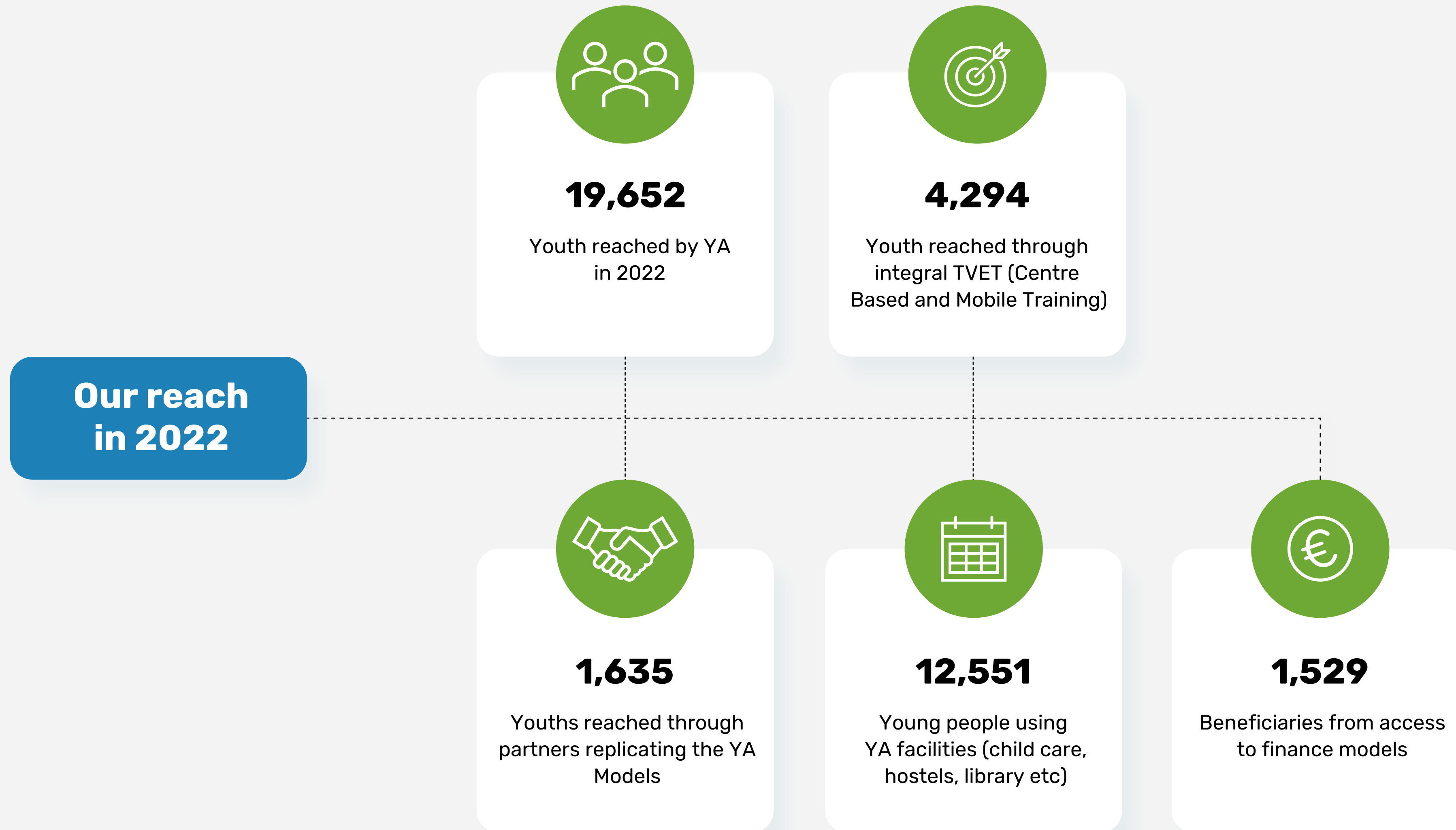
97% of our graduates felt empowered to make positive life choices, an **increase of 10%** from the previous year.

04

91% of our graduates reported they were making responsible choices regarding Sexual Reproductive Health Rights.

Student of the Poultry course, Young Africa Agritech in Dondo, Mozambique

OUR REACH IN 2022



25 YEARS OF IMPACT (1998 - 2022)

- Students enrolled for Integral TVET: **52,367**
of whom 1,936 also stayed in our hostels
- Additional young people provided with life skills training: **5,921**
- Students trained through partners using the YA Model: **15,985**
- Students provided with short courses/skills training students: **11,489**
- Students educated at our secondary schools: **7,569**
- Beneficiaries benefitting from emergency aid (eg. during cyclones incl. mental health support and food aid): **109,843**
- Community outreach beneficiaries (festivals, crèche enrolment, library and internet café): **98,047**

Total unique* beneficiaries: 301,221

**We have ensured that young people who have participated in more than one Young Africa programme have only been counted once.*



**BY COMING TO YOUNG AFRICA,
MY LIFE CHANGED. I BECAME
CONFIDENT, AND I STARTED TO
INTERACT WITH OTHERS AGAIN.
I DIDN'T WANT TO GIVE UP.**

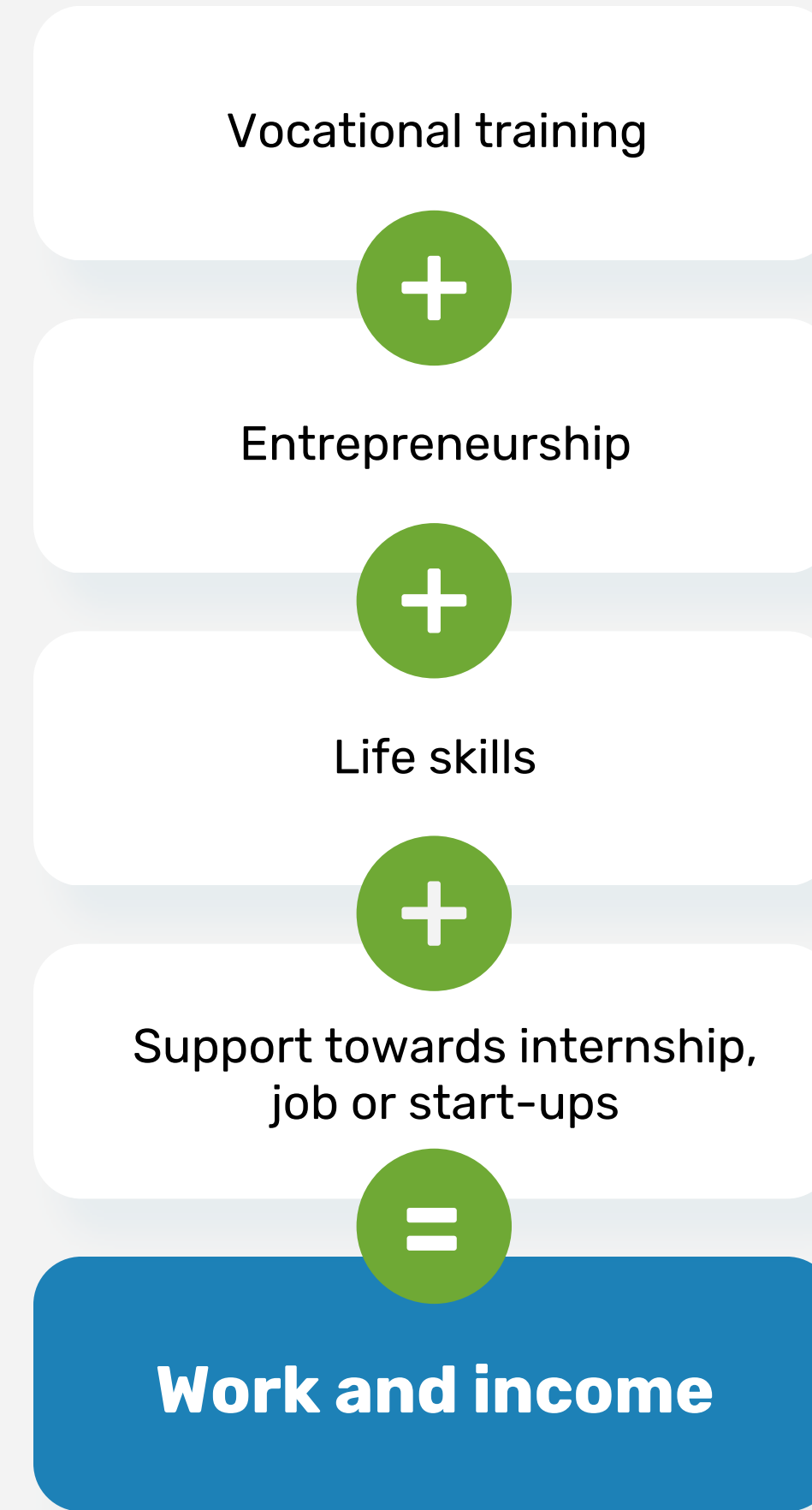
ISHEANESU CHINEMBIRI BEIRA, MOZAMBIQUE

THE WAY WE WORK

At Young Africa, we train youths in two ways: at our TVET centres or via mobile training. Through both approaches, we deliver critical life skills education, entrepreneurship training and support, business and financial literacy, and holistic well-ness services to socially and academically disadvantaged youth.

What makes our approach unique is the holistic, integral approach to vocational training. Under the Young Africa Franchise Model, **young people receive on-the-job vocational training which is 70% practical and 30% theoretical within TVET centres and 75% practical and 25% theoretical when delivered through mobile vocational training.**

INTEGRATED VOCATIONAL EDUCATION – THE FORMULA FOR SUCCESS



THREE WAYS TO TRAIN OUR YOUTHS



01

Vocational education at our own Young Africa training centres.

Training: 6 - 12 months



02

Mobile training: a truck with teachers and tools moves through the country.

Training: 3 - 6 months



03

Young Africa trains other (N)GOs to adopt the success formula.

OUR UNIQUE ELEMENTS

THE FRANCHISE BUSINESS MODEL

The aim of the franchise business model is to shape every skills training and production unit into an economically viable, self-reliant enterprise with the capacity to generate wealth and jobs for the community.

As the franchise holder, Young Africa invests in a TVET centre, and each training unit is rented out to a local entrepreneur, 'the franchisee'. Rental fees from franchisees pay for tools and equipment, workshop space, and classrooms for students.

Young people - students - pay a modest fee for training, most of which goes to franchisee who deliver the training at a well-equipped business unit within the centre. Income generated through the model covers the operational costs of a TVET centre.

THE STUDENT

It all starts with a student. Students pay fees for the training. The fees go mostly to the entrepreneur who delivers the training. Students get hands-on

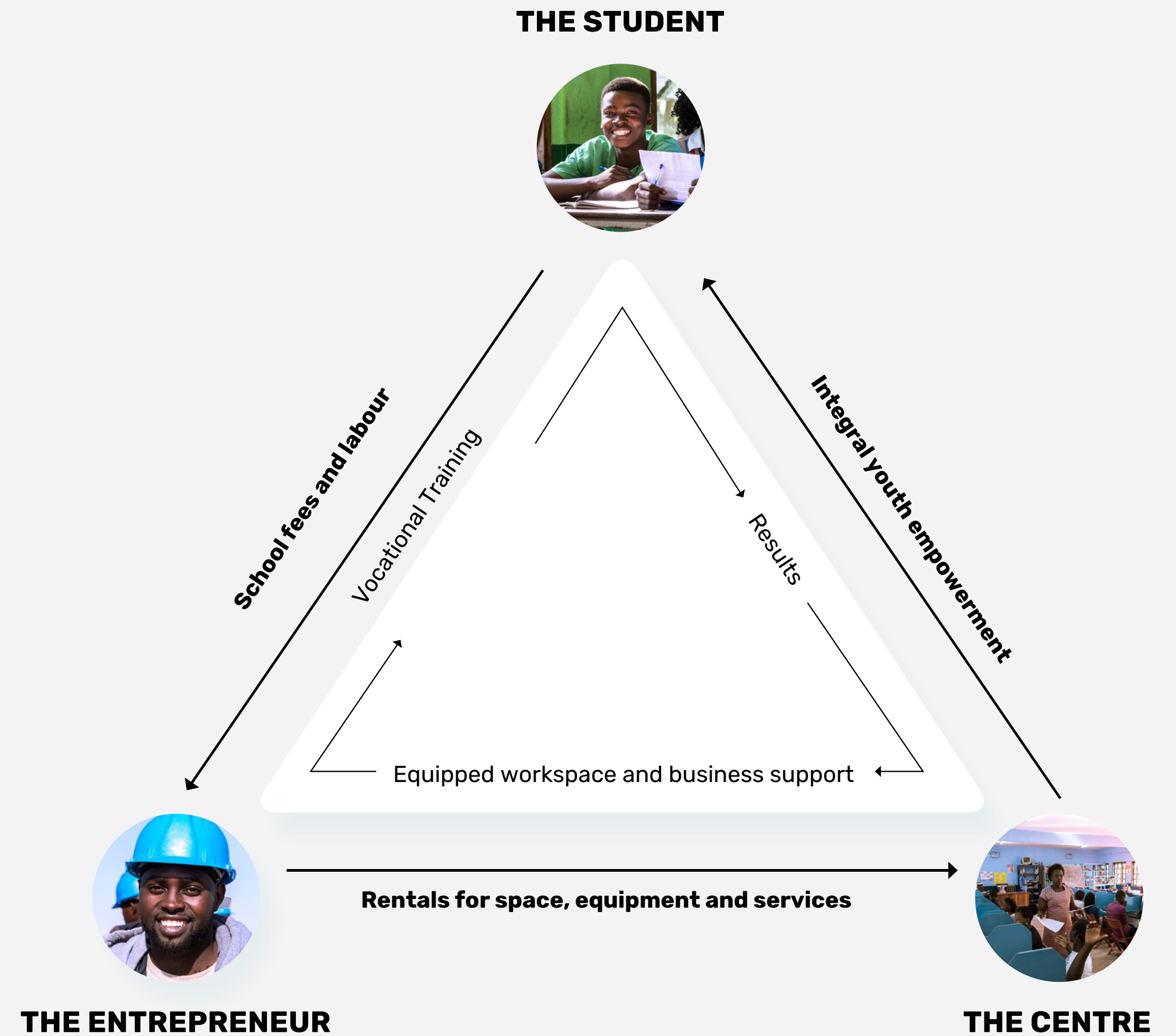
experience in their trade by working with the franchisees. After their course, students participate in off campus internships.

THE ENTREPRENEUR

The entrepreneur is the key partner to deliver on-the-job training. Local entrepreneurs franchise a well-equipped business unit at the centre. They train YA students in the production process. The franchisee pays a monthly fee to YA for using the pre-equipped business, the space and several services YA offers them.

THE CENTRE

Young Africa manages the training centre, which is the heart of sustainable youth empowerment. YA builds up the training centre with all its facilities, and equips workshops that double as training units. Management monitors quality of training sets the fees and liaises with local authorities. They also provide integral training and youths services to students.





OUR UNIQUE ELEMENTS

MOBILE TRAINING: REACHING THE HARDEST-TO-REACH

Young Africa delivers integrated skills-training to marginalised youth in rural areas, border towns with migrant communities, and conflict zones within the countries in which we operate.

Dedicated teams of trainers and support staff establish pop-up training facilities for a period of 3-6 months and deliver life skills, employment and entrepreneurship training to selected youth in the area.

Expanding the scope and capacity of our centres through **new partnerships allowed Young Africa to increase yearly enrolment by 34%.**

PROGRAMMATIC PILLARS

WHAT WE DO

We teach skills for employability and entrepreneurship to disadvantaged youth aged between 15 and 25* years in underserved communities. At least 50% of the students are female. Ideally, at least 5% are youths with disabilities.

**Depending on the national youth definition, the age may vary up to 35 years in some countries.*

01

VOCATIONAL TRAINING

We have three ways of delivering our professional education:

- (i) at our own vibrant, multi-purpose, Young Africa skills training centres;** in 2022 we operated 10 centres in 5 countries, with a total of 43 different courses.
- (ii) through mobile training:** a truck with staff and training equipment moves to an underserved area. Together with entrepreneurs from the local community, 6 different trades are taught in each location.
- (iii) on-site training at the workshop of master crafts persons:** this method was developed during Covid-19 lockdowns. Teachers visit the businesses for theory classes. All vocational courses last 3-12 months. Classes consist of 70% practical on-the-job training and 30% theory lessons. We offer government accredited programmes (formal TVET), internal certification (informal TVET) or short skills development courses. With varied results due to limited access to internet, we have piloted delivering theory lessons online.

02

INTEGRAL EMPOWERMENT

Our integral approach to youth empowerment responds to a full set of emotional, social, financial, economic needs of our students. Life skills education builds the **purpose, self-confidence, empathy, problem-solving skills, health-awareness, gender-consciousness of our students**, and much more, through weekly interactive sessions and daily morning talks.

In entrepreneurship training, students learn how to set up and run their own business. Digital literacy teaches them how to use digital devices, the internet and all its virtual tools. Talent development is a variety of extra-curricular opportunities for our youths to shine in arts, sports and school parliaments, but also to work on personal growth through our wellness centres.

PROGRAMMATIC PILLARS

03

SUPPORT FOR (SELF-)EMPLOYMENT

Internship placement, job mediation, work readiness training, financial literacy, saving and lending and access to finance are services Young Africa offers to youths after training to get work experience, transition to economic activity and earning a decent income. Through our network of employers, we assist graduates to enter the job market. Access to finance is to help budding entrepreneurs start their own businesses, either through micro-finance institutions, our own micro-credit schemes or through self-initiated savings and lending schemes.

04

SHARING OF THE YOUNG AFRICA MODEL

Our work truly empower youths. **Our model is sustainable, scalable and system-changing.** We are therefore keen to share our integral-approach, our franchise-business-model, our mobile-training and our life-skills-education methodology with other organisations. We also partner with other NGOs and governments to empower youths with skills for work and life.

05

COMMUNITY SERVICES

Wherever we work, we reach out to the community around us. Through creches that facilitate **young mothers to study or go to work, through libraries or internet cafés, by hosting sports or arts festivals, or inviting kids to our youths clubs.** As a result of the Covid-19 pandemic, we increased our services to offer emergency assistance: from soup kitchens to livelihood support, from reconstruction of houses to access to online lessons, from supplying PPE materials to HIV/Aids and Covid-19 testing and vaccination clinics.

GOODBYE TO COVID-19

In March 2020, the world locked down and we at Young Africa had to adapt to a new reality. Our Centres across Southern Africa were closed and the focus shifted from our usual training to emergency assistance of our students. 3 years later, we have not forgotten the lessons the pandemic have taught us.



2020

- Assisted 26,816 people.
- 14,566 benefitted from food parcels and face mask distributions.
- 5,735 people accessed drinking water via new boreholes.
- 676 youth benefitted from psychosocial support.



2021

- 53,070 people received emergency assistance to deal with the impact of COVID-19.
- 47% graduates had a job or business, despite lockdown.



2022

- Further developed our community services to offer emergency assistance in the face of the pandemic and natural disasters.
- Mainstreamed psychosocial support.
- Emphasized on postgraduate follow up to create economic resilience.



2023

- YA are working with SERVE, with support from Erasmus+ to develop our online training platforms and Postgraduate Support Services as the future of our youths cannot wait in the face of global challenges!

THE **ROLE** OF YOUNG AFRICA INTERNATIONAL

Young Africa International Team
in YA Chitungwiza centre for Team Week
in November 2022.

The work of Young Africa International consists of safeguarding the mission of Young Africa and expanding the number of youths we empower. While quality of our training remains key!

IN SERVICE OF THE ENTIRE CONFEDERATION, OUR WORK FOCUSES ON:

- Expanding the training capacity of Young Africa's Affiliates.
- Increasing the self-sustainability of our training centres and strengthening the application of the franchise model.
- Sharing the Young Africa model and our youth empowerment expertise with partners.
- Collecting data and conducting research to improve our programmes informed by evidence.
- Strengthening our capacity to keep growing in effectiveness, governance and transparency.
- Communicating our message and creating visibility.
- Mobilising resources for our work.

In 2022 we operated with 12 staff at the headquarters in Zimbabwe (and 1 volunteer), plus 2 at our founding /support office (and 1 volunteer) in the Netherlands and 2 remote-working technical consultants. The 3 member Managing Board of Young Africa International is based in Zimbabwe.



#POWERWHERE THE ACTION IS

We believe in the power of Africa. So, how can we have our Head Office anywhere else but where the heart of our work is: in Africa?

We are pleased that we are headquartered at Harare, Zimbabwe, close to our very first training centre in Chitungwiza. The Managing Board leads the organisation from Harare. In 2022, we have added remote working technical consultants in various African countries. Our support team in The Netherlands continues holding office at the SDG House of the Royal Tropical Institute in Amsterdam.

#WOMENLEAD

We are proud to mention that **100% of the Young Africa country directors plus the CEO at Young Africa International are women.**

What transformative role modelling for the youths we serve!

Left to right: Aksana Varela, YA Mozambique; Josephine Millionsi, YA Zambia; Susan Madodo, YA Zimbabwe; Olivia Namkomba, YA Namibia; Dorien Beurskens, YA International; not in the picture: Jelena Mitrovic, YA Botswana



BEING AROUND TO WITNESS AND PARTICIPATE IN THE GROWTH OF YOUNG AFRICA IS SUCH A GREAT OPPORTUNITY. I AM EXCITED ABOUT HOW THE MOBILE TRAINING MODEL IS STEERING THE DRIVE ON *EXPANDING YOUNG AFRICA'S* REACH, PARTICULARLY IN ZIMBABWE".

SUSAN MADODO YA ZIMBABWE COUNTRY DIRECTOR

WHERE WE WORK

YA INTERNATIONAL OFFICE

The Netherlands

YA INTERNATIONAL HEADQUARTERS

Zimbabwe

YA AFFILIATES

Namibia
Zimbabwe
Mozambique
Zambia
Botswana

YA DISSEMINATION PARTNERS

Malawi
Tanzania
Ghana
Ethiopia
Nigeria



SPECIAL PROGRAMMES

SKILLS2LIVE

Funding partner: Dutch Ministry of Foreign Affairs through the Embassy of the Kingdom of the Netherlands in Maputo.

Location: Mozambique, Zambia, Zimbabwe.

Goal: To promote sustainable livelihoods, reduce vulnerabilities and enhance resilience of at least 21,120 young people to realise their SRH outcomes through a compendium of economic empowerment and SRHR interventions.

Numbers reached in 2022: 1,697.

EMPOWERED 2 RECOVER

Funding partner: UNOPS.

Location: Mozambique.

Goal: For at least 50% of the 820 beneficiaries to be self-employed after receiving training in vocational skills and business development.

Numbers reached in 2022: 211.

SKILLS FOR YOUTH RESILIENCE PROGRAMME

Funding partner: SERVE and Irish Aid.

Location: Mozambique & Zimbabwe.

Goal: For young people to have stronger economic resilience, that is, to have more financial and personal capacity to minimise the impact of shocks to their wellbeing and be able to recover from these shocks.

Numbers reached in 2022: 1,311.



SPECIAL PROGRAMMES

EQUIPPED FOR THE FUTURE

Funding partner: Sint Antonius Stichting Projecten (SAS-P).

Location: Mozambique, Namibia, Zambia and Zimbabwe.

Goal: To enhance YA's programme quality and operations systems to increase impact on youth employability and entrepreneurship from 30% to 60% economically active graduates.

Activities supported: Post-graduation Services in Vocational Training Study, Franchise Business Model Efficacy Report.

YOUTH POWER FOR PEACE AND PROSPERITY (YP3)

Funding partner: European Union.

Location: Mozambique.

Goal: To contribute towards economically active youth with active citizenship and leadership capacity to participate in peacebuilding and stability actions in their communities.

Number reached over duration of project: 693.

SOLAR BOOSTER 4 A SUSTAINABLE FUTURE

Funding partner: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

Location: Namibia.

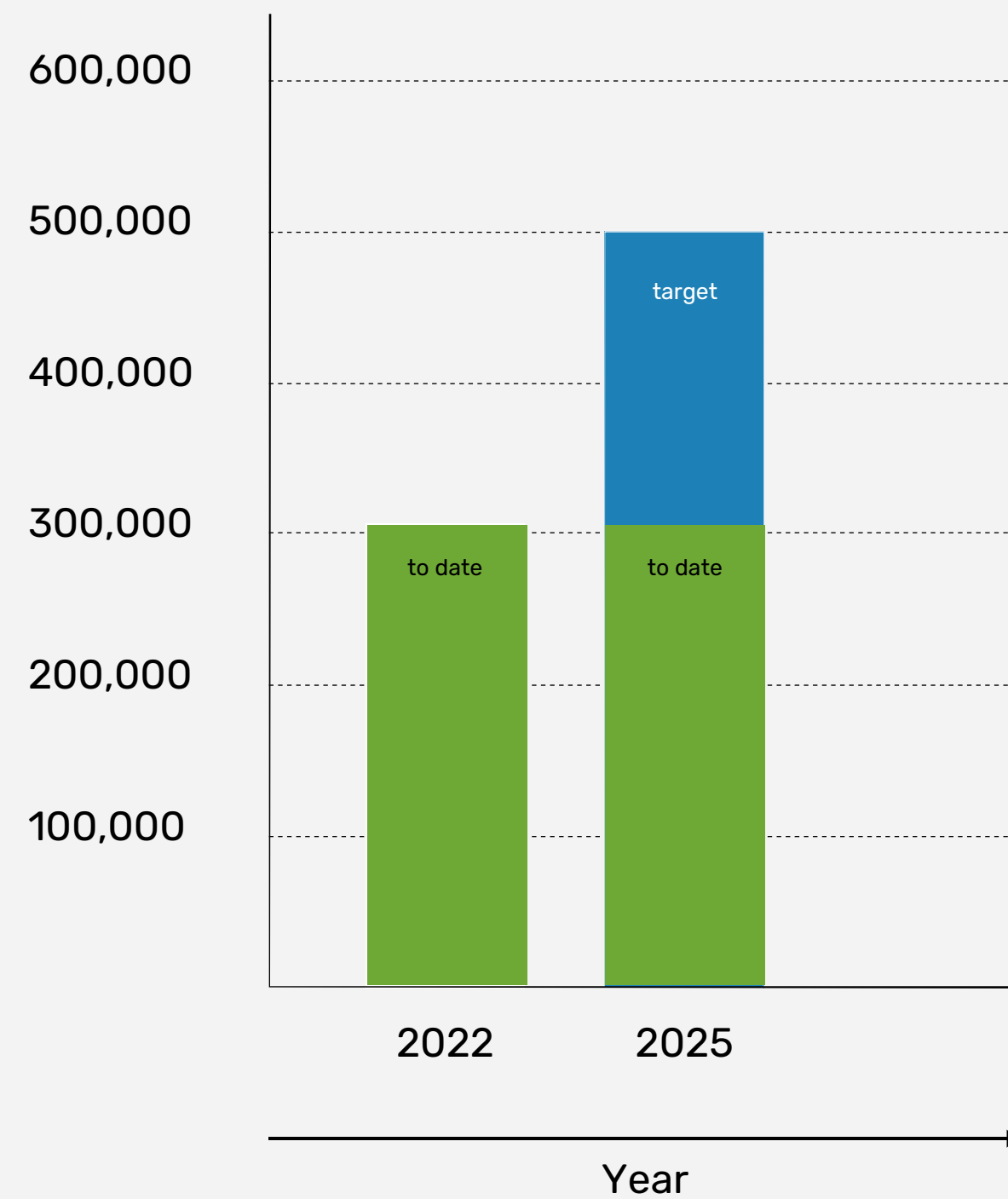
Goal: To Increase access to solar-related skills training for youths in remote and underserved areas through the set-up and roll-out of a mobile solar energy training unit and to increase the awareness of green energy among communities in Namibia. **Numbers reached in 2022:** 180.



TARGET 2025

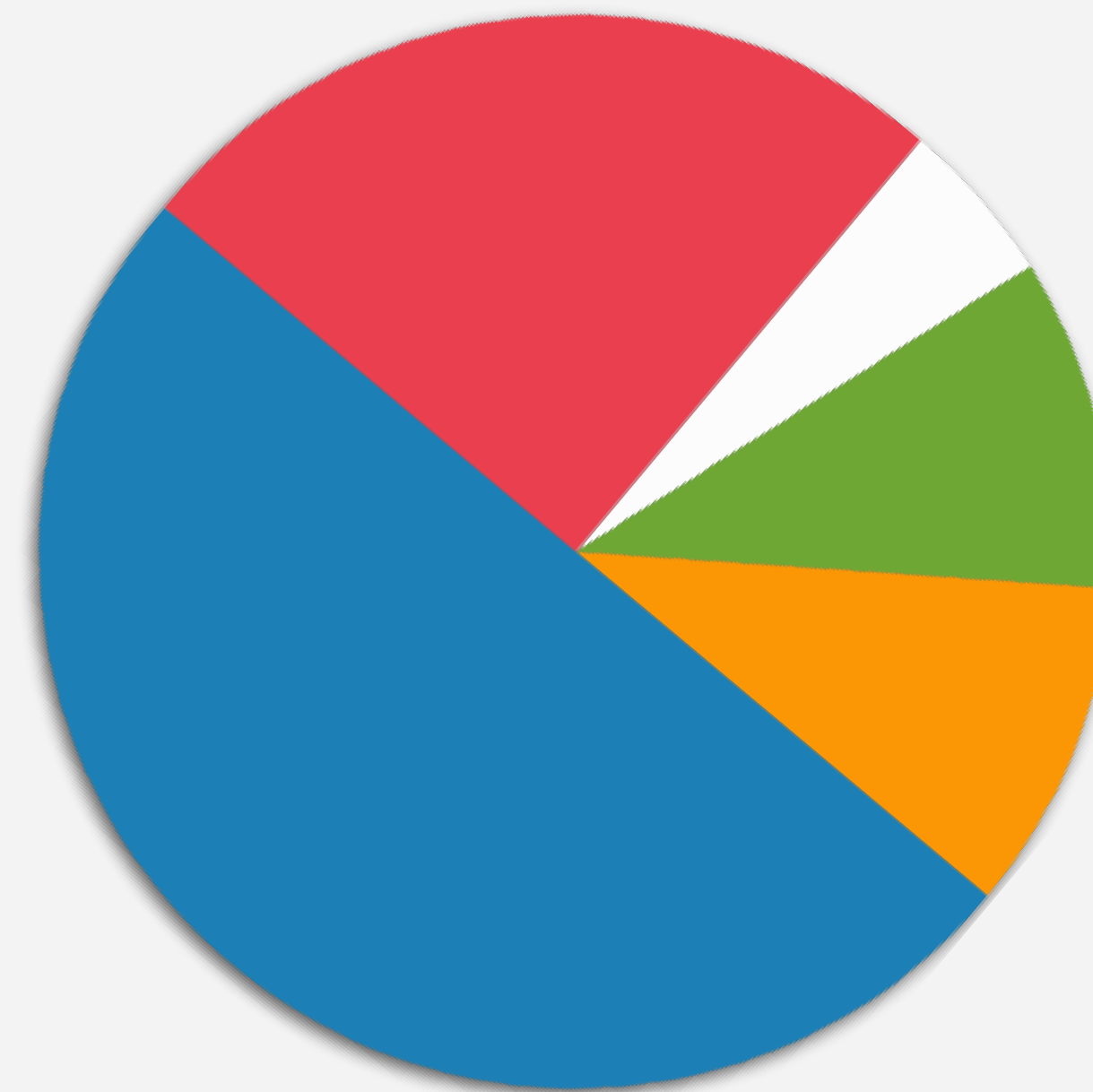
TO EMPOWER HALF A MILLION YOUTHS BY 2025

2022 - 301,221 -> 2025 - 500,000.



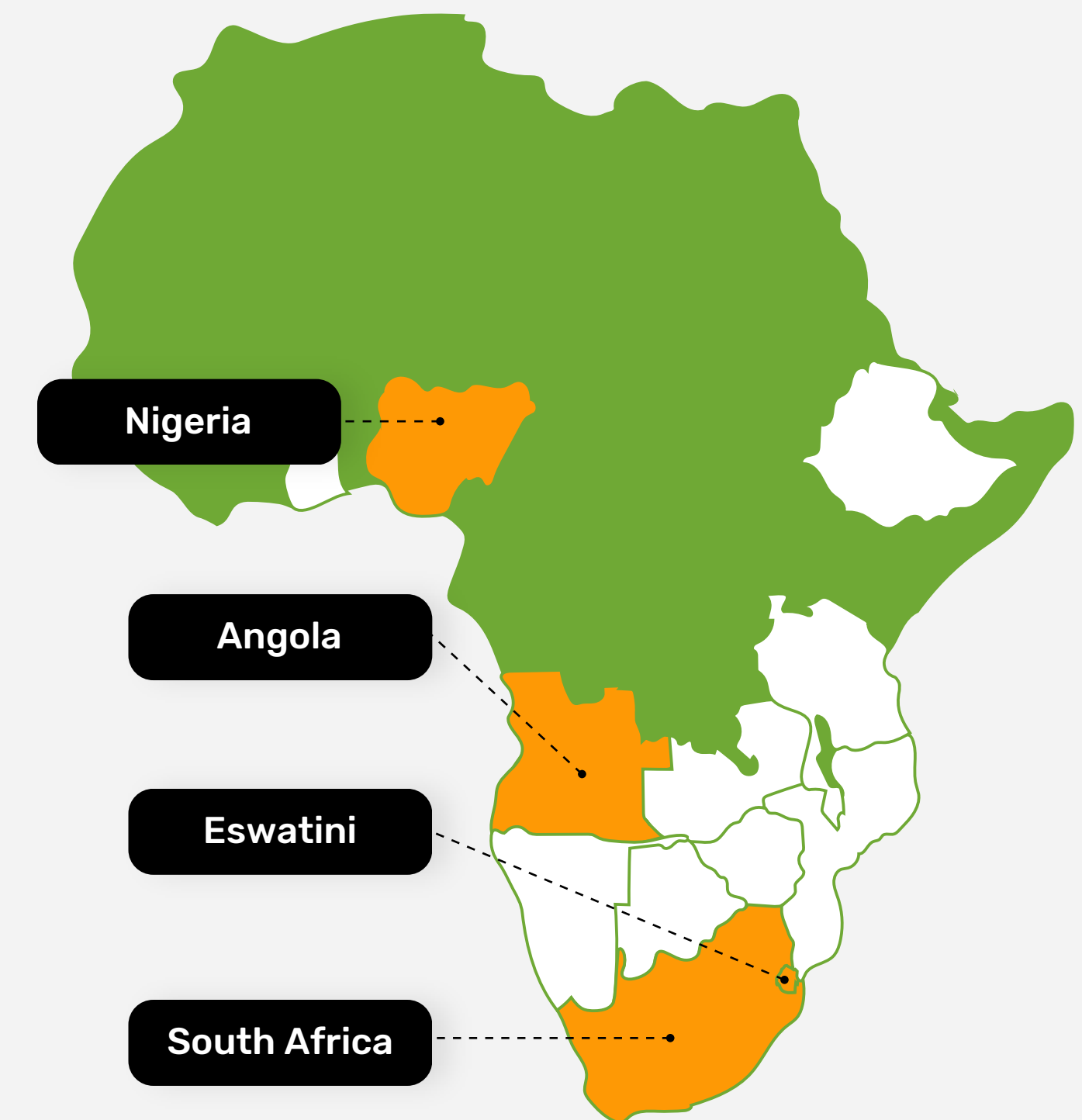
REACH 200,000 THROUGH

- Community programmes: 100,000
- Mobile training: 20,000
- Digital vocational training: 20,000
- Centre-based vocational training: 10,000
- Training through partners: 50,000



WITH EXPANSION IN THE CURRENT COUNTRIES PLUS EXPANSION TO NEW FOUR COUNTRIES:

Eswatini, Angola, South Africa, Nigeria.



SUSTAINABLE DEVELOPMENT GOALS

Young Africa strives for a more equitable and sustainable world. We directly contribute towards the Sustainable Development Goals.



GOVERNANCE

ORGANISATIONAL STRUCTURE

In 2022 the organisational structure was represented by the organogram below. Meetings and interactions took place at all levels of the organisation.

The emphasis on shifting the power from Europe to Africa, where the action is, (the YA International Head Office is in Harare, Zimbabwe), worked well and was very well received by external stakeholders.

The merging of the Supervisory Boards of Stichting Young Africa International in The Netherlands and the YA International Hub Trust in Zimbabwe reached a matured stage of collaboration in the various supervisory committees.

In the course of the year a **new Affiliation Agreement was negotiated** with the Affiliate Directors and Boards. By the end of 2022 this process was still ongoing.

YA International and the Affiliate Directors are aligned on the conditions of collaboration, but the vision of some Affiliate boards on the boundaries between accountability and autonomy as well as supervision and management have proven to be a challenge that is yet to be resolved.

At Young Africa Zambia, internal controls pointed towards the use of funds for purposes not expressly permitted under the grant agreement. We disclosed this to the donor, and subsequently made the difficult decision to not renew the grant contract with Young Africa Zambia in 2023. This ended the relationship between YA International and their Board. However, training activities continued with little interruptions.

Young Africa Botswana concluded that the regulatory framework didn't suit their working environment any longer, and decided they wanted to leave the Confederation. The process of disaffiliation was agreed upon mutually and as per 31 December 2022, they continue their operations under the name Mebala Youth Studios.



ORGANISATIONAL STRUCTURE

YOUNG AFRICA CONFEDERATION

- Supervision
- Management

Affiliation agreement
The legal document of the collaboration between YA International and the affiliated organisations.



Supervisory board of YA International
With YA Netherlands and YA Hub Trust Zimbabwe members

Managing board of YA International
Plus team in Harare (HQ) and Amsterdam

Forum of Chairs
Chairs of each Affiliation board plus chair/representative of YA International

Independent, locally, registered Young Africa trusts
Each managed by a director and team and supervised by local board of trustees.



Young Africa International Managing Board
 (L-R) YA Co-founder and Chief Executive Officer, Dorien Beurskens; Head of Programmes, Mahara Goteka; Head of Operations, Phillip Wannell.

GOVERNANCE

MANAGEMENT & COMPLIANCE

MANAGING BOARD

Young Africa International is managed by co-founder and Chief Executive Officer Dorien Beurskens, who, with the Head of Programmes, Mahara Goteka, and Head of Operations, Phillip Wannell, form the Managing Board (MB). The MB leads the team at the headquarters in Harare, the founding/supporting office in Amsterdam, and remote working technical consultants in various African countries.

GOOD GOVERNANCE

Young Africa International abides by the Dutch Code of Good Governance (Code Wijffels) for fundraising institutions and follows best practices in governance. In 2022, day-to-day leadership was in the hands of the Managing Board. The CEO attends board meetings of the Supervisory Board. The Managing Board meets bi-weekly to discuss strategic and operational matters. Supervision and management are regulated by the constitutions plus the regulations for the Supervisory Board and the Managing Board.

RECOGNITION AND COMPLIANCE

Young Africa International has the ANBI-status by the Dutch Tax Authorities as a non-profit organisation. Young Africa is recognised by the Dutch Central Bureau of Fundraising Organisations and is a member of Partos, the umbrella organisation of INGOs in development cooperation and of Goede Doelen Nederland.

RISK MANAGEMENT

The Supervisory Board continued oversight of the organisation through a risk management approach. The most imminent external risk identified has been the occurrence of disasters, such as cyclones and the Covid 19 in 2020. Unstable or emerging political situations may lead to changing registration and recognition requirements. The largest internal risks throughout the confederation is the competence level of staff to respond to the needs of young people and their skills, and of compliance with the tightening demands of funders and governments. Continuous capacity monitoring and building is our mitigation strategy in this. In 2022, the potential lack of common understanding of governance policies and procedures with some Affiliate Boards could pose a risk to the Confederation, that we hope to mitigate.



GOVERNANCE

POLICIES

Besides, being a multi-national, multi-faceted confederation, finding the right balance between standardisation and autonomy poses some challenges. As a growing and learning organisation these risks have the Management's full attention, to be mitigated and addressed collectively.

GDPR

The General Data Protection Regulation (GDPR) is an EU approved regulation established in 2018. Young Africa International has a data protection clause in its Code of Conduct. A privacy and cookie policy can be found on the website and an email disclaimer is added as a standard for all team members. No events arose in 2022.

SAFEGUARDING AND CHILD PROTECTION POLICY

A Safeguarding and Child Protection Policy is in place and implemented throughout the organisation. All current and new employees, affiliates and internal stakeholders are trained in Safeguarding and Child Protection and sign the policy which is also included in the Code of Conduct. No issues on safeguarding arose in 2022.

Our other policies and Code of Conduct are available upon request.

MESSAGE FROM THE SUPERVISORY BOARD

The role of Young Africa's Supervisory Board is to ensure that the organisation has the right strategy, resources, and governance to achieve its mission in the context in which it operates. Whereas the Management Board runs the business, the Supervisory Board ensures that it is being well run and moving in the right direction.

The Supervisory Board has three Committees that help ensure that the Board plays its role and performs its responsibilities effectively and professionally, i.e., the Audit, Risk, and Governance Committees. The Chair of the Board and the Chief Executive Officer communicate frequently to align expectations and to secure a healthy, challenging working relationship between both Boards.

During 2022, the Board passionately advocated for these principles of governance throughout the confederation but appreciated that the Affiliates require time to find the right balance between theory and practice. This work, so vital for the success of our organisation, shall therefore continue in 2023.

In 2022, we bade farewell to Godfrey Manhambara whose vision, knowledge, insights, and professionalism have greatly benefitted both the

Supervisory Board and the organisation at large, and who will dearly be missed. Godfrey's departure has left us with the challenge to recruit his replacement forthwith. To further strengthen its clout and effectiveness, the Board has also decided to recruit an additional Board Member, specifically in the field of international development programmes and impact. In its recruitment process, the Board will ensure it arrives at a fair and sound balance of members from both the North and the South.

The composition of the (non-salaried) Supervisory Board in 2022 was as follows:

- **Frans van Midde**
Chair, Internal Auditor at Cordaid and member since January 2021
- **Godfrey T. Manhambara**
Chair Governance Committee and Deputy Chair, Group Chief Executive Officer Beta Holding and member since January 2021,
- **Kees Cluistra**
Chair Audit Committee, Financial Director at VolkerWessels Infra EPC and member since January 2021,
- **Bas Beek**
Chair Risk Committee, Integration Director at Cordaid and member since January 2021,
- **Hilke Tol**
Member Governance Committee, Independent Organisational Consultant/Interim Manager and

Manager Expert Relations at Women on Wings, member since January 2021,

- **Eduard Holtz**
Member Risk Committee, Partnership Manager at Amref Flying Doctors and member since January 2021,
- **Hubert Visser**
Member Audit Committee, Partner at KPMG Accountants NV and member since October 2021.

The Board respectfully thanks all our staff, partners and donors alike for their unwavering support and commitment to achieve our mission – to unlock the transformative power of Africa's young people through integrated skills training for employability and entrepreneurship!

Amsterdam, 9 June 2023

Frans van Midde



Frans van Midde, Chair of the Supervisory Board, Young Africa International

BUDGET 2023

The budget of Young Africa International below reflects the projected income and expenditure for 2023. **Costs are allocated to the Strategic Objectives as defined in our year work plan for the coming year.** 2023 is the final year of the Strategic Plan 2021-2023.

IT FOCUSES ON THREE PILLARS:

- Enhance the impact of our youth programmes
- Increase the number of trained youths
- Strengthen Young Africa International and its Affiliates.

The consolidated budget 2023 was approved by the Supervisory Board.

The balance of **€ 326,917** will be spent on objectives, on-going obligations, organisational strengthening, innovations, and contribute to reserves.

INCOME BY DONOR	TOTAL IN EUROS
Governments	2,322,302
NGOs	349,380
Private donations /Foundations	774,000
Corporates	98,958
Consultancy	46,326
New Funding	3,242,857
Total	6,833,823

EXPENDITURE BY STRATEGIC OBJECTIVE	TOTAL IN EUROS
Training youths	3,840,016
Sustainability	58,042
Sharing the YA models	146,129
Monitoring & Evaluation	472,021
Organisational strengthening	807,247
Communications	213,925
Partnerships	113,118
Fundraising	225,240
Management and Administration	631,168
Budget 2023 total	6,506,906

INTRODUCTION TO FINANCIAL STATEMENTS 2022



The 2022 Finance Report relates to Young Africa International, which consists of Stichting Young Africa (Stichting), based in the Netherlands, consolidated with Young Africa Hub Trust (the Hub) and Sutus (Pvt) Ltd (Sutus), both based in Zimbabwe. The majority of donor funds are deposited in the accounts of the Stichting, for disbursement to the Hub, Affiliates and partner organisations. By consolidating the Stichting accounts with those from The Hub and Sutus, all activities undertaken by Young Africa International are presented.

Ratio between expenditure on objectives, and management and fundraising expenditure

We are proud of the fact that 88.1% of our expenditure is spent directly on Youth Empowerment Programmes (against a budget of 89%) and 11.9% on fundraising and management costs.

2022 Income Expenditure vs budget

Our expenditure was 35% of our budget, mainly because, although we received some contracts from our resource mobilisation activities, the majority of these efforts were for the longer term. In a similar vein, income was 30.3% of budget. Some planned projects are likely to be funded and implemented in subsequent years. The recruiting cost ratio was 9.3% against a budget of 10.6%. There was very little recruitment carried out during the year under review, as funding was not available for most of the planned additional roles.

2022 Income and expenditure compared with prior year (2021)

Income was 26.8% lower and expenditure was 27.3% lower than prior year. This was due partly to the fact that, as a result of the lockdowns during to the COVID-19 pandemic, some projects in 2020 were granted no-cost extensions.

These projects were completed in 2021, which increased the turnover in that year. In addition, some projects which were concluded in 2021 were not replaced by new projects in 2022.

Reserves and Equity

The reserves of Young Africa International are divided into:

- Continuity Reserve: to ensure the continuity of the foundation.

The Continuity Reserve rose by €8,152 from €139,812 in 2021 to €147,964. Our policy stipulates this reserve should be 6 months operational obligations of the Stichting.

- Designated Funds: which are donor funds allocated specific activities stipulated by the respective donors. Donor funds received in advance in 2021 were largely used for project activities in 2022, resulting in a decrease in designated funds from €659,256 to €216,996. The total equity reduced from €781,594 to €334,125 during the year under review.

Liquidity and solvency

We are constantly reviewing YA's financial situation to ensure we have sufficient assets to cover our liabilities and to keep our operations running smoothly. We do this by closely monitoring our cash position, reserves, and working capital.

Fundraising

Our resource mobilisation focused on building relationships and raising funds to allow Young Africa to increase the reach and input of our interventions during subsequent years. We have welcomed the donation of Tesla shares but have not yet traded them due to volatility of the market.

Communication

During the year, we focused our communications activities on keeping our target groups, donors, sponsors, partners and network informed about our ongoing and upcoming activities.

Full Financial & Auditor's Report 2022

Read the full, signed consolidated Finance Report as well as the Independent Auditor's Report [here](#).

FINANCIAL SUMMARY

20 22

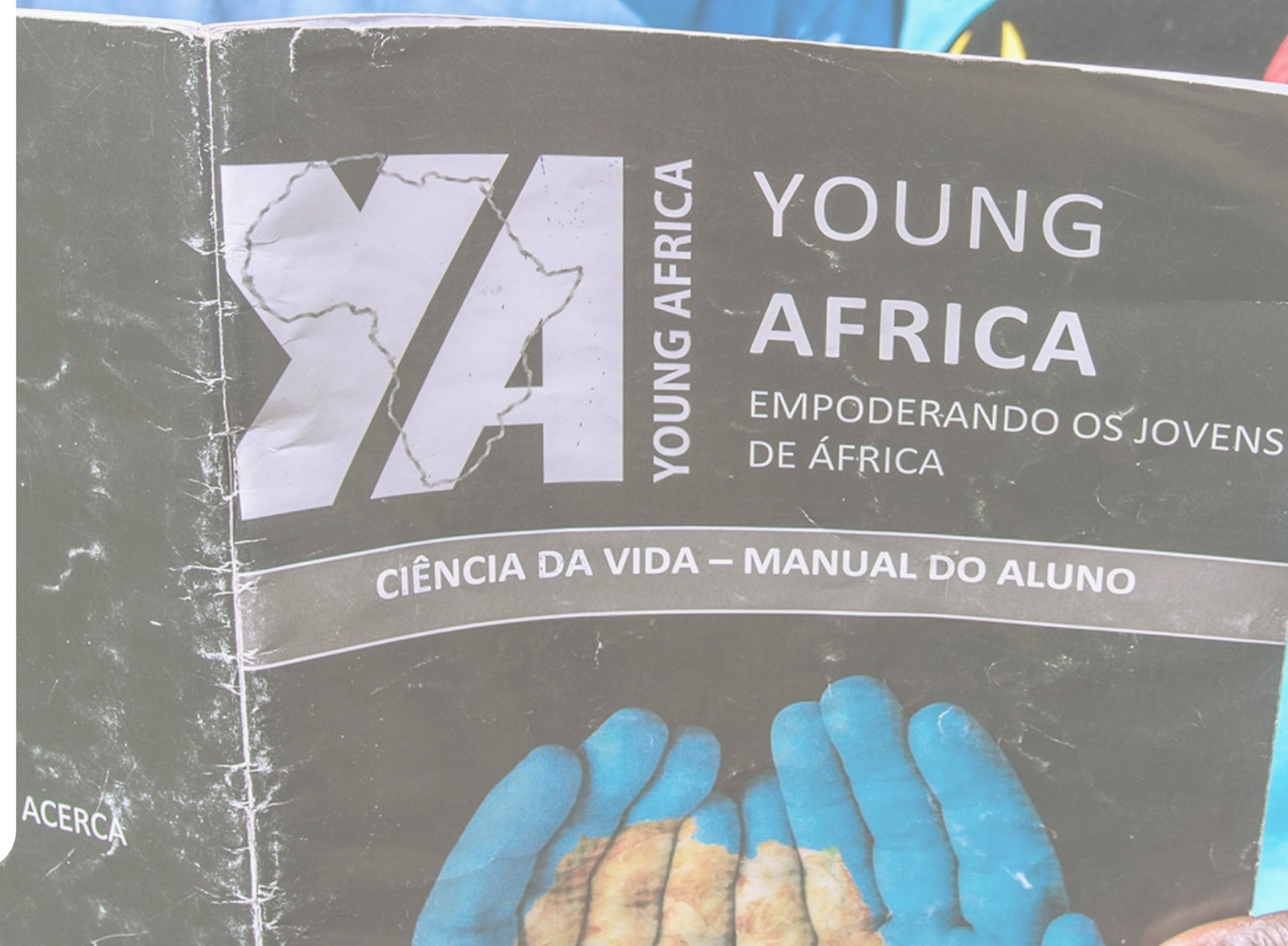
INCOME 2022

Grants	€ 2,106,477
Donations & other	€ 360,331
	<hr/>
	€ 2,466,807

EXPENDITURE 2022

Programmes	€ 2,468,044
Management & Fundraising	€ 331,997
	<hr/>
	€ 2,800,041

RATIO: 88% programmes | 12% management





GET IN TOUCH TO **JOIN** OUR IMPACT



youngafrica.org

HEAD OFFICE

Young Africa Hub | 147 Greendale Avenue, Harare, Zimbabwe
ya.hub@youngafrica.org

FOUNDING & SUPPORT OFFICE

Young Africa | Linnaeusstraat 2C, 1092 CK Amsterdam, Netherlands
ya.int@youngafrica.org

