



**FOR THE EMPOWERMENT
OF YOUNG PEOPLE IN AFRICA**



**Annual Report
Young Africa
2015**

Mission



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

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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Cover Photo: Happy Graduation Dondo.

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1. Introduction



“The people who are crazy enough to think they can change the world, are the ones who do.” – Steve Jobs

We at Young Africa believe in the vibrant, dynamic force of young people! Channel their power constructively and we, you, they can change the world. Youth unemployment is a ticking time-bomb in Africa. Recent international events have shown what happens when young people attach their energy to a destructive sense of purpose. So, we experience a renewed urgency to scale our impact to train half a million youths in skills for employability and entrepreneurship by 2025.

Expansion was the key word at Young Africa this past year. Eight locations, 3,120 students trained, 86% of graduates economically active, two new countries

explored, replication of our model, a professional support team – significant examples of a successful first year of implementing our growth strategy. In 2015, we ourselves have moved from Dondo, Mozambique to Harare, Zimbabwe. From the YA HUB we coordinate the expansion of Young Africa, together with a small dedicated team. In The Netherlands we opened our first official office. From carrying out all our activities with volunteers we shifted to being the same with a professional core team. Events to celebrate these steps created quite a buzz around our work. Young Africa has been shortlisted by UNEVOC/UNESCO as a best-practice model of vocational training. Our colleagues of YA Zimbabwe expanded into rural districts with mobile training units. YA Mozambique constructed hostels in Dondo; while both centres, Beira and Dondo, were made accessible for youths with disabilities. YA Namibia started its first courses in the new centre in Otjiwarongo. At the HUB, two pioneer teams were trained in the YA methodology. They will start up Young Africa centres in Botswana and Zambia.

With so much outward growth, we needed to reflect inwards too. We described our methodology in the YA Blueprint. We redefined our organisational structure to safeguard the quality of the services we deliver to young people. We designed a

system to monitor and evaluate our impact throughout the organisation. With these in place, we dare to be more enterprising, have greater courage and take risks to train more youths in more ways. We highly value the pioneers we work with to expand YA. What drives us all is that crazy need to change the world for, through and

with young people, with the success stories of our graduates fuelling us.

Sincere gratitude to all our partners who risk with us, to all our colleagues who make the change, to all of our young people who trust us, and to all of you who support us.

Raj A. Joseph & Dorien Beurskens
Executive Directors





2. Theory of Change

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

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

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

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

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

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

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





3. Target Group



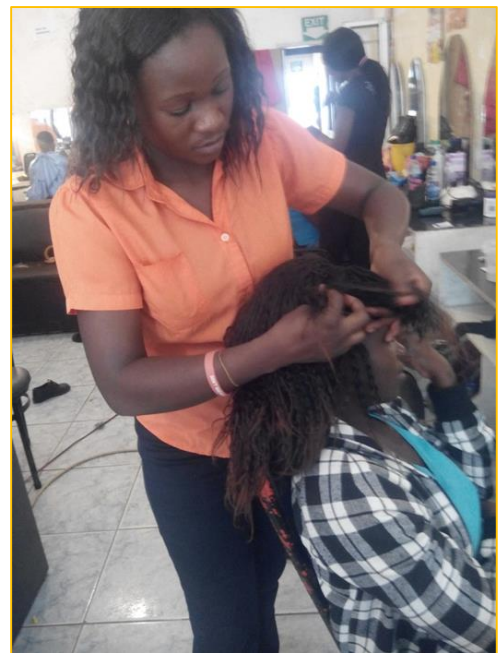
All of Young Africa's programmes are targeted at underprivileged young people, with special care for the young women among them, aged between 15 to 25 years. In particular, Young Africa targets young people who:

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

Stories of Change

Young Africa Zimbabwe

Graduation at the end of 2015 saw a total of 30 young females graduating in hairdressing, among them Christine Mhasvi (24). Due to financial constraints she could not proceed to high school. This resulted in her getting married at just 17. At 23, Christine changed her destiny when she was enrolled for a course in hairdressing and bought a dryer and a set of towels with her savings, to kick start her business. Christine was a part of the mentorship programme which, she says, "opened doors for me to professional hairdressing and was instrumental in exposing me to a wider client base. It was during the two months of mentorship that I also learnt the current trends of hairstyles". She has already started her business and is currently renting a chair at Makoni shopping centre in Chitungwiza.





Young Africa Namibia

Faustinus Ita (23) completed the course in solar technology at the end of 2014 and has been working as a solar technician for a solar company since March 2015. He enjoys it a lot and is thankful to Young Africa for having taught him the skills that made his dream come true, i.e. working in the field of solar technology and electricity. Young Africa has also helped him to proceed to the next level. Currently he is aiming to gain more knowledge and skills to grow in his profession. In the future he hopes to start his own solar company.

Young Africa Beira

João Mucupe completed the course of Electrical Installation at Young Africa Beira and was considered the best student in his class. After graduation he began a paid internship with the company Mozalite. During this internship stage he stood out, and was invited to join the Mozalite team full time. He currently attends first year Adventist University, paying the training expenses through his salary. He supports a family of two children. The training at Young Africa had a major impact; he learned to relate to other young people, raised his level of responsibility and discipline and above all developed his self-esteem and self-confidence.





Young Africa Dondo

Sisters Maria and Flora Vitorino Zondani studied Agriculture at Young Africa Agri-Tech, Mozambique. After graduation they entered the Incubator Programme, where they received a micro-credit loan with a difference; instead of getting a cash loan, they were provided with a quarter of an acre of land each, seeds and a drip irrigation system. On this land they were able to start running their own small business, and have already progressed to Stage Two of the programme whereby they are producing enough to earn a living, and will soon leave the incubator to work on their own pieces of land. Having successfully sold lettuce at the market, the women are now rotating the soil and growing tomatoes. These days they are selling two boxes of tomatoes each week in nearby markets of Dondo and Beira. Their next wish is to have a full acre of land to work on, and to employ other young people graduating from Agri-Tech.



4. Our Unique Elements



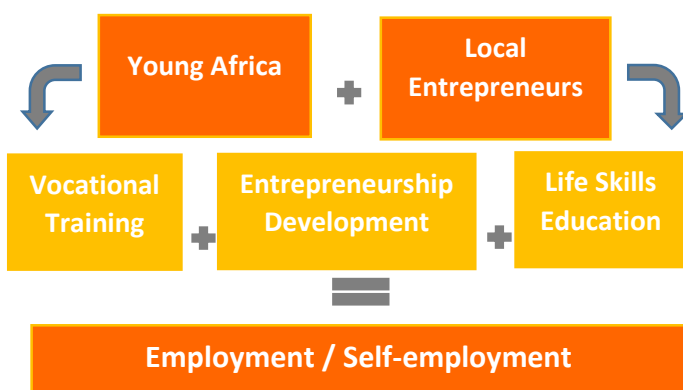
The Integral Youth Empowerment Programme

Our integral approach to youth empowerment recognises the multi-dimensional nature of the development needs of young people; hence we seek to address the personal, social and economic needs of young people in a highly synchronised way. Accordingly, we integrate vocational skills training in market-related technical, commercial and agricultural trades, small enterprise development services, life skills education, inspirational morning assembly talks, academic coaching and promotion of talents in art and sport. Through the student parliament, the target group have a say in YA programmes.

The Franchise Model

The uniqueness of YA's employability programming is in its highly innovative and sustainable franchise business model. Our franchise model enables us to harness local resources for youth empowerment. Every YA centre is set up as a social enterprise which provides skills training through local entrepreneurs, who assume the responsibility to train young people to be entrepreneurs or to be skilled enough to be employed by entrepreneurs. In addition to taking responsibility to pass on their artisanal skills to the young people of their communities, local entrepreneurs pay rent for using fully equipped workshops (or land) from YA. Rentals paid by franchisees contribute to the financial and operational self-sustainability of centres. The franchise model therefore offers a cost-effective and efficient solution to youth employability programming in resource constrained Africa where traditional and cost-intensive approaches are generally failing. The YA franchise model ensures (i) financial sustainability of YA centres, (ii) opportunities for on-the-job exposure to trainees, (iii) availability of local entrepreneurial role models, (iv) participation of YA centres in the local economy.

Our formula for success reads as follows:



The start-up capital is the highest expense of a Young Africa Centre. However, Young Africa offers value for money as these start-up costs are used to invest in up to 15 different enterprises as well as the training centre. Through our Franchise Model, YA Centres act as business incubators, with the added value of setting up spaces and coaching local entrepreneurs to grow local enterprises, all the while providing our Integral Youth Development Programme at a fraction of the cost of a traditional TVET centre.



5. Programmes

(I) Youth Empowerment

1. Vocational Training

Young Africa offers skills training in various technical, commercial and agricultural skills. The nature of courses on offer is based on market demand and through on-going evaluation with our target group of young people aged 15-25. Course content is made up of over 70% practical training and 30% trade-related 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. Our integrated TVET has evolved over the years and is now being delivered in three different models: centre-based, mobile outreach and industry-attached.

Our main way of training delivery: Centre-based training

At our six centres, young people participate in the integrated TVET training programme for periods ranging from 8 weeks to 12 months depending on the course and level. The 70% practical exposure is made possible by our unique franchise model whereby all courses are franchised to local entrepreneurs who pay rent for the use of YA facilities, equipment and brand name, while also training our students on-the-job. The curriculum is defined, and the quality of education controlled, by Young Africa staff. Life skills education and entrepreneurship training form a part of the curriculum.

Mobile outreach training

In response to the growing demand for TVET and employability programmes among disadvantaged young people in marginalised, remote and outlying areas, YA Zimbabwe has been implementing an outreach TVET programme where a mobile unit comprising equipment, trainers and training consumables moves from one remote site to the other delivering 12 week-long TVET programmes, fully integrated with entrepreneurship development and life skills education. After training, students undertake an attachment and, where necessary, YA offers post-training support such as linking graduates with micro-financing institutions.

Industry-attached training

This new approach to delivering TVET was piloted by Young Africa Namibia in 2015 as a way to influence channelling of corporate social responsibility resources towards job-related skills training. Young Africa joins forces with leading local industries with interest in offering job-related skills training at their industrial sites. Through this model, small groups of up to six unemployed



young people receive practical job-related skills training over a certain number of days per week at the industrial site for period of up to three months. During the three months period, Young Africa joins in to offer Life Skills Education and Entrepreneurship skills training to this group of students. Trainees do not pay for their training. All training costs are borne by the training company. The company pays Young Africa a fee for conducting Life Skills and Entrepreneurship training.

2. Integrated Life Skills training, Entrepreneurship and Ecological Sustainability

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

Entrepreneurship training teaches students the skills needed to set up and maintain a small-scale enterprise. This means that graduates of Young Africa are prepared to start their own small business, giving them even more opportunities to earn a living. Our tried and tested Life Skills programme encourages our young people to grow in self-confidence, and empowers them to make healthy choices and have a positive influence on their communities and the world around them. We have published our own Life Skills manual which will be used to streamline the courses delivered across all of our centres, and which is also adopted by other organisations. Ecological Sustainability is an important element of all our agricultural courses at Young Africa Agri-Tech in Mozambique. Young Africa Namibia specialises in green building technology, with Ecological Sustainability fully integrated. In 2015 Computer Literacy has been rolled out, where possible, as an additional module for vocational skills students.

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

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

4. Teacher Training

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



5. Hostel Programme

Girls coming from children's homes and families in need are welcomed into the Hostel Programme to live and study for two years to prepare for a life of independence. A social worker and night matron guides them in this process. The Hostel Programme consists of sessions on Life Skills, domestic tasks, gardening, health, excursions and entertainment, as well as small income generating projects. In 2015, the Hostel Programme was run at our centres in Beira, Mozambique and Chitungwiza, Zimbabwe, while a hostel in Dondo, Mozambique is under construction.

6. 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. This programme thrives at both centres of Young Africa Zimbabwe.

(II) Community Outreach

7. Community Outreach

All Young Africa Centres are rooted in their communities, offering a variety of services. Crèches provide local women and Young Africa students with a safe place for their children during the day. Our restaurants are frequented by local people as well as catering for nearby workplaces, while clients can access services at many of our on-site departments. Other services available to communities through their local Young Africa centre include libraries, internet cafés and youth clubs. Arts and sports play a huge role at Young Africa, not just for recreation but also as an effective way to reach out to the community and educate on important issues in a fun way. Annual arts and sports festivals always have an educative theme and draw big crowds. All of our centres have facilities for football, basketball and other sports. Resources such as a recording studio help young performers and media makers to perfect their work, and regular art workshops promote the creation and sale of local art. The Outreach Programme at Young Africa Agri-Tech involves seminars on farming techniques and entrepreneurship for small farmers in the area.

(III) Expansion

8. Staff Capacity Building

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



9. Dissemination of the Young Africa Model

The Young Africa approach to development attracts attention from other (N)GOs. Through project visits to our centres and presentations by Young Africa directors, we share our franchise model and integral approach to youth development. As Young Africa is scaling its outreach in Southern Africa, dissemination is higher on the agenda than ever. In 2015 each of our Young Africa centres, as well as Young Africa International in the Netherlands, created links with organisations interested in learning about our unique approach. We are equipped to build the capacity of other organisations in our model of youth empowerment, youth work, vocational training, leadership and more. Young Africa has been shortlisted by UNEVOC/UNESCO as a best-practice model of vocational training.

(IV) Global Citizenship

10. Advocacy for Youth Development

Young Africa believes in promoting and influencing government, local representatives and donors to value the importance of youth training and empowerment. In 2015, in all our working countries we interacted with government to seek more attention for the plight of young people, encouraging them to invest in youth, create employment, and improve education. We have also been promoting Young Africa as a best-practice model for skills training for employability and entrepreneurship. We are therefore glad that focus on vocational training as a tool to combat youth unemployment is gaining momentum internationally. Vocational Training has been recognised in the Sustainable Development Goals set out by the UN in 2015, particularly in Goal 4.4: *'By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship'*.

11. Development Education

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



12. Volunteer Placement

Young Africa International acts as a point of contact for people who want to dedicate some time as a volunteer at one of the Young Africa centres. A solid recruitment, selection and information procedure ensures the best possible match between what a centre needs and what the volunteer can contribute. Volunteers from all over the world can stay at a centre for a minimum period of three months. In partnership with the Irish NGO SERVE, Young Africa annually hosts short-term volunteer groups and school immersion groups who come and experience life at a development project for a few weeks. SERVE's work too has a solid preparation, fundraising, development education component. After return to their home countries, volunteers are encouraged to remain actively involved with Young Africa and SERVE, creating a pool of advocates and leaders for youth development.

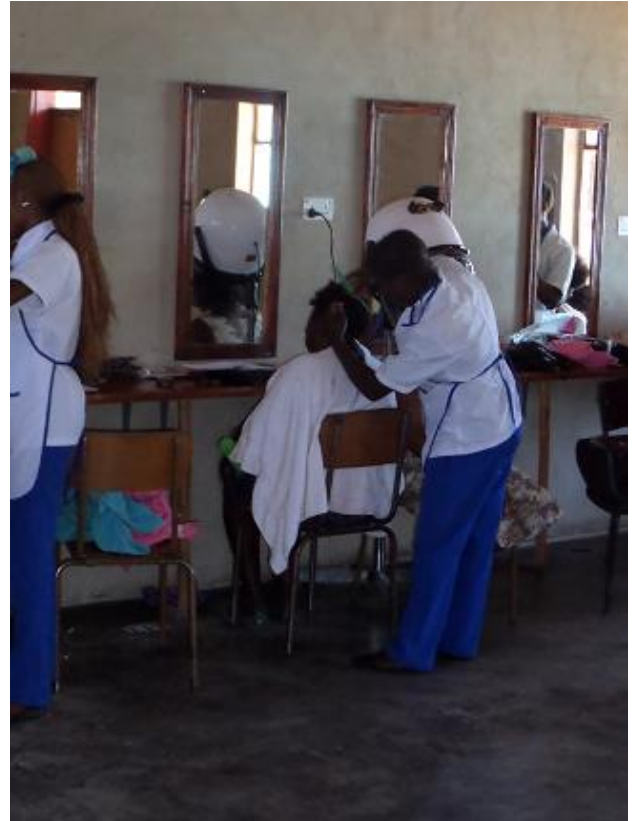




6. Results

Courses in 2015

Agri-business	Electrical Installation
Agricultural Mechanics	English
Agriculture	Farm Management
Bamboo Processing	Fisheries
Beauty Therapy	Hairdressing
Bicycle Mechanics	Heavy Machinery Operation
Camera Operation	Horticulture
Car Maintenance	Hospitality
Car Mechanics	Indigenous Chicken Rearing
Carpentry	Interior Decoration
Cattle Management	IT
Catering/ Culinary Skills	Leatherworks
Cement Works	Metal Works
Civil Construction	Panel Beating
Clothing Technology	Pig Farming
Commercial School	Plumbing
Computer Repairs	Poultry Management
Computer Studies	Solar Technology
Cutting & Designing	Sound Mixing
Dressmaking	Tractor Operation
Electronics	Wedding Deco
	Welding



(I) Youth Empowerment

Output
43 vocational training courses offered
3120 graduates; cumulative total of almost 30,000 graduates
3120 students received life skills and entrepreneurship training
27 girls benefited from independence programme at hostels
833 students received Academic Coaching

Centre	Total Number of Graduates 2015	% Female Graduates	% Economically Active
YA Zimbabwe	1698	74.5%	88%
YA Mozambique – Beira	1139	51.3%	88%
YA Mozambique – Dondo	239	43.5%	62%
YA Namibia	44	41.8%	65%

Sources: YA International Internal Follow-Up System and SERVE 2015 External Evaluations

(II) Community Outreach

Output
7100 participants at 8 festivals and made aware of various social and health issues
226 children received early childhood development in 3 crèches
187 local farmers trained (44% female)
Free Resources available to local communities (3 libraries & 3 internet cafés)



(III) Expansion

Output
Opened YA Hub in Harare, Zimbabwe to accelerate expansion
Opened an office in Apeldoorn, the Netherlands with a core team of three professionals
New donor contracts signed to a combined value of €520,000. Total amount of on-going contract values of over €5,000,000
27% increase in number of vocational training students
Collaborated with 280 local & international funding & strategic partnerships
Strategy to scale to 10 SADC countries: research begun in Botswana and Zambia

(IV) Global Citizenship

Output
25 awareness raising activities at schools, fairs, churches, companies and other organisations, reaching out to at least 50.000 individuals
Worked with 30 volunteers in 5 centres
Participating in 5 international networks focusing on development
Talks given to 40 different organisations about the work of Young Africa
6,452 social media followers
96,548 Twitter impressions



Results

Results Young Africa worldwide
86% Of graduates are economically active (employed or self-employed)
69% Income increase among graduates of technical and commercial courses; 25% income increase among graduates of agricultural courses
In Zimbabwe, 90% of young people make life protecting choices, 25% increase from baseline. In Mozambique, 75% of young people make life-protecting choices, 10% increase from baseline
Average 53% of graduates are female
Self-reliance YA Beira, Mozambique: 104% Self-reliance YA Zimbabwe: 82%
Centres are visible presence of youth empowerment in their communities; youth aware of YA programmes
Including on-going contracts from previous years, expansion of facilities and programmes is guaranteed for a term of at least 4 years
Built international solidarity
Raised awareness and advocating for the Young Africa Franchise Model and Integral Youth Empowerment Programme
Identified organisations interested in replicating the Young Africa model





7. Organisation



YA International

Young Africa is a confederation of independently and locally registered affiliated organisations that all operate under the name of Young Africa. Each one runs skills centres and youth (self-) employment programmes in Zimbabwe, Mozambique and Namibia.

The founding organisation of Young Africa is Young Africa International, 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. This team reports to the Management Board and Board of Trustees.

In 2014 the board of Young Africa International had approved of our ten year scaling plan to educate 500,000 young people. The first necessary step for scaling was

strengthening Young Africa International with a professional core team, after managing for years as a volunteer organisation. Our Board of Trustees was adapted to comply with the current governance code, '*Code Wijffels*'. Thanks to Stichting DOEN and an anonymous donor, we were able to open two offices, one in Harare, Zimbabwe (1 July 2015) and one in Apeldoorn, The Netherlands (1 September 2015).

The executive directors moved from YA Agri – Tech in Dondo Mozambique to the Harare office, the Young Africa HUB, to coordinate the scaling of YA.

The division of tasks between HUB and the Dutch office is as follows:

In The Netherlands, YA International:

1. establishes the frameworks in which the YA branches operate (mission & vision, methodology and non-negotiable elements);
2. supports and facilitates the existing and future YA Centres with fundraising, financial expertise, donor justifications, PR and communication.



Through the HUB in Harare, Zimbabwe it:

1. monitors the operations;
2. takes care of the coherence of all YA branches;
3. implements the scaling strategy;
4. disseminates the YA Model and monitors and evaluates progress and impact;
5. selects and trains new YA project coordinators;
6. controls quality and further builds capacity of existing YA teams;

7. advocates for youth entrepreneurship & employability skills.

The HUB in Zimbabwe is governed by the Young Africa International Africa HUB Trust.

In the past 17 years, YA International has raised funds for setting up four skills training centres until the centres were running sustainably and independently through the franchise model. This model, active in all YA Centres, is what makes Young Africa unique: all training departments are rented to local

In the next years we will expand with more centres in more countries of Southern Africa. Through the HUB, we will train project coordinators to set up new YA branches and start skills training centres. These project coordinators, called YA Pioneers, are co-responsible for raising start-up capital. YA international supports and facilitates them.



Raj A. Joseph
Executive Director



Dorien Beurskens
Executive Director



Gonneke Campen
Director YA International - NL

Executive Directors YA International: Raj A. Joseph & Dorien Beurskens.

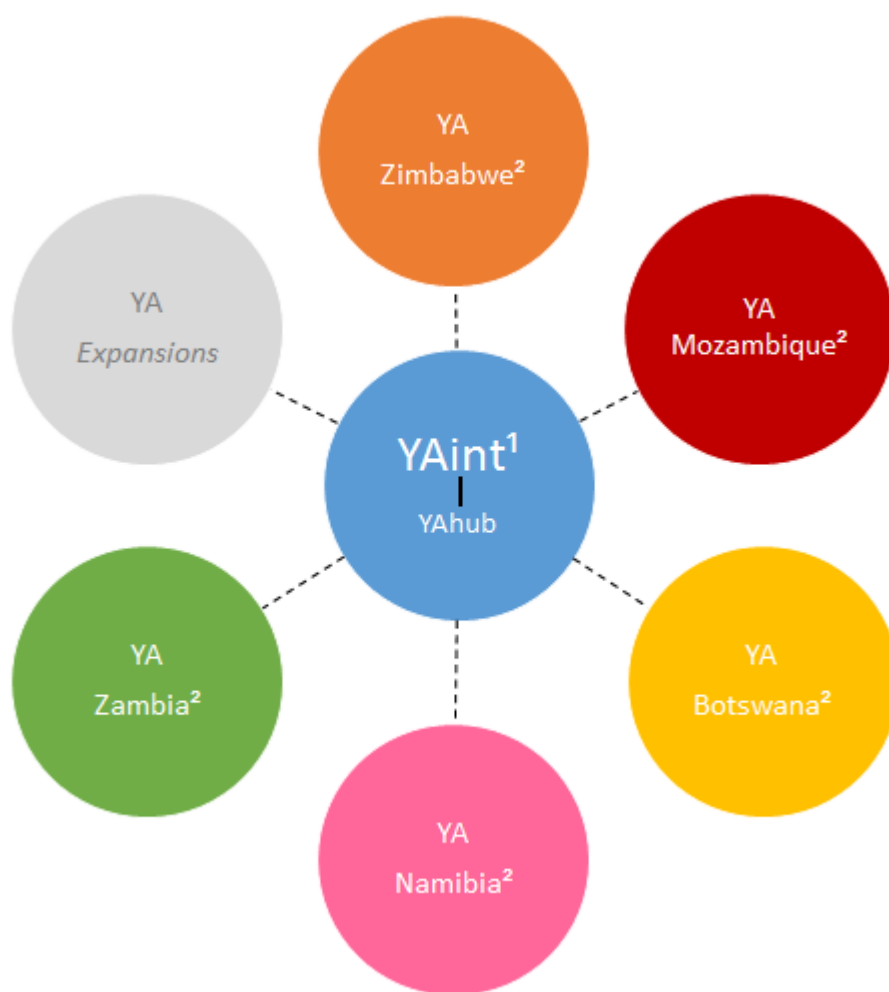
Director YA in The Netherlands: Gonneke Campen. **Board advisor:** Mathieu Beurskens

Board: Heimen van Andel (chairman), Mathieu Beurskens (treasurer, until June 2015), Kees Cluistra (treasurer, from October 2015), Gonneke Campen (secretary, until September 2015), Bas Beek (secretary, from September 2015), Astrid Schouten (until September 2015), Ger Aafjes, Maurice Quaadvlieg.

Organogram

After these changes in structure, the Young Africa International organisational structure is as follows:

Confederation Young Africa



= consolidated relationship

= affiliation relationship

1 Internal Structure Young Africa International



2 Internal Structure of each of the Young Africa Affiliates



Highlights of YA International, Hub

July 1: The Young Africa (YA) Hub office opens in Harare Zimbabwe to launch 10-year plan to scale YA work to reach half-a-million youths in Southern Africa.

August 18: The YA Hub hosts the first Directors Meeting to discuss capacity building needs of centres, how to improve the entrepreneurship training programme and possibilities/areas for exchange learning across centres.

October: The YA Blueprint is launched and shared with YA Directors.



August: Directors Day – YA Hub

October: Maarten Weers and Jelena Mitrović (Pioneers for Botswana) successfully complete their induction into the YA family and make their study visit to Botswana in preparation for their work to set up YA in Botswana.



November: YA Hub Official Opening

November 25: The YA Hub office is officially opened by the EU Ambassador to Zimbabwe Philippe Van Damme. Deputy Minister of Youth Development, Indigenization and Economic Empowerment Mathias Tongofa and representative of the Dutch Ambassador, Agnes Koppelman give key note address. Forty-two officials, representing 29 organizations; embassies, local and international NGOs, including YA Zimbabwe staff attended the event.

Highlights of YA International, Netherlands

We are proud that we have reinvented ourselves and are able to work in a productive way with the new core team, a renewed board of trustees, both advised by founding president Mathieu Beurskens.

January, 2015. Project visit YA Mozambique by Gonneke Campen as member of the Board.

June, 2015. Visit by Director Enet Mukurazita to YA International in the Netherlands.

June, 2015. Stichting DOEN approved our proposal for expansion.

22 September, 2015. The official opening of the new Young Africa office in Apeldoorn, the Netherlands.



September: YA International
Netherlands Opening

Young Africa Zimbabwe

Young Africa in Chitungwiza was the first ever centre to be set up by YA International and handed over to local management. It has been successfully organising outreach and residential skill training programmes in the areas that are most sought after, and is now positioned to bring skills training to young people if they are unable to come to the centres. Young Africa Zimbabwe also runs a satellite centre in Epworth. Initially planned for 120 students in 2006, the YA Epworth centre grew out of its size rapidly.

In 2014 expansion was completed with a double-storey building in the adjacent plot consisting of three workshops and six classrooms. In 2015, students attended classes in Epworth in Vocational Skills and Academic Training.



Enet Mukurazita, Director YA Zimbabwe



Young Africa Chitungwiza



Young Africa Epworth

Greatest achievement in 2015?

We were able to train young people in Chitungwiza, Epworth, Chipenge, Nyanga, Makoni, Hwange, Binga and Lupane through our two training centres and our outreach programme.

What is new at your centre in 2015?

We have been making the Training Centre at Chitungwiza more accessible for people with disabilities. The outreach programme has expanded, meaning we are reaching more young people around Zimbabwe than ever.



Highlights of YA Zimbabwe in 2015

March 26: Official launch of the EU funded programme to train thousands of youths in over three years. This includes outreach training to rural areas in Zimbabwe.

June: Conducted a music street bash in the SAfAIDS project. The theme of the street bash was 'Ending Early Child Marriages is my Responsibility'. Over 2,000 members of the community were reached.

September: Construction of a disability friendly Computer Laboratory started. The Lab has two wings with a capacity of accommodating 36 students at a time. The other wing will have 18 computers installed with software for use by students with disabilities.

October 3-4: Young Africa Arts Festival was successfully conducted on the Chitungwiza campus. The theme was 'Celebrate Life, The Future Begins Now'. Over 1,000 young people from local community of Chitungwiza attended the two day festival.



March: Launch of EU funded programme



September: Accessible Computer Laboratory



October: Young Africa Arts Festival

Director YA Zimbabwe: Enet Mukurazita

Board of Trustees: Jacqui Joseph (chair), Wellington Mbofana, Dhansukh Shah, Farai Mpfunya, T.D. Muskwe, Govert-Jan de Jong, Raj A. Joseph, Dorien Beurskens.

Young Africa Mozambique - Beira

YA Beira is the Young Africa centre with the highest number of courses available and the highest turnover of young people. Since the second semester of 2014 the centre has been producing a majority of female graduates. It has a good partnership with local government and is very active in the local community of Manga, with a constant flow of young people attending classes and using the on-site sports facilities.



Aksana Varela, Director YA Beira



Young Africa Beira

Greatest achievement in 2015?

Promoting the Entrepreneurship Fair and providing training to industries

What is new at your centre in 2015?

In our centre in 2015 there have been many innovations. These include the introduction of two new courses: Heavy Machinery Operation and Camera Operation. A new kitchen for the Crèche has been built by SERVE volunteers from Ireland alongside students of the construction department.

Highlights of YA Mozambique – Beira in 2015

July 8: successfully organized the launch of new initiatives and partnerships of civil society in the vocational training sector, supported by the European Union, in the provinces of Sofala, Manica and Zambezia.

October 14-15: Participation in the 2nd Nordic Conference on Inclusive Growth, joining Denmark, Finland, Iceland, Norway and Sweden. The Government of Mozambique was represented by the Ministry of Economy and Finance. The conference was in the presence of His Excellency the President of the Republic of Mozambique, Filipe Nyusi, and His Excellency Erkki Tuomioja, Member of Parliament and former Minister for Foreign Affairs of Finland.

October 30: Our first Entrepreneurship Fair, creating an opportunity for students to interact with entrepreneurs demonstrating what they do, and to advocate for themselves. We had more than 100 visitors from public and private companies, speakers, and NGOs.

November 15: Signed an agreement with MG Construction, the company carrying out the work of making the centre more accessible with the construction of ramps, accessible toilets and paving of paths.



October: Nordic Conference



October: Entrepreneurship Fair



November: Construction of Ramp

Young Africa Mozambique - Dondo

YA Dondo, known locally as Agri-Tech, has 200 hectares of farmland which is used to provide practical training to young people in agricultural skills. Farmer outreach also provides services to the surrounding rural community of small farmers. Agri-Tech provides skills training across all stages of the agricultural value chain, from farm to table.



Mario Barbito, Director YA Dondo



Young Africa Dondo

Greatest achievement in 2015?

Preparing 30 hectares of land which is now being used for practical teaching of students, harvesting crops as part of the incubator programme for graduates, and for producing feed for our livestock.

What is new at your centre in 2015?

We have installed a 'drip-irrigation' system - with thanks to Ari Bons of PUM in the Netherlands - which is contributing towards solving the water problems and allowing our students and graduates to grow vegetables for training and income generation.

Highlights of YA Mozambique – Dondo in 2015

April 28: Received a container from the Netherlands after over a year of waiting to release it from the port in Beira. With new agricultural equipment we can now offer more comprehensive courses to young people!

May 22: Beginning of the building of the hostels and refectory, funded by the European Union and in partnership with Light for the World. The ground-breaking ceremony was held at the site of the refectory and a blessing was led by Fr. Cesar from the local St. Ann's Parish.

July 23: Opening of the IT Lab. With thanks to our SERVE volunteers from Ireland for painting, decorating and furnishing the room, and thanks to Deltion College in the Netherlands for donating the computers.

October: Addition of five cows, a calf and nine piglets. Our Jersey cows produce milk for the food processing department, as well as for local sale. Already the number of pigs in the piggery has grown.



May: Ground-breaking ceremony



July: Opening of IT Lab



October: Addition of livestock

Director YA Beira: Aksana Varela; **Director YA Dondo:** Mário Barbito

Association Members: Hemma Tengler (chair), Irene Berger, Carlos Roque, Gladwell Chaluma, Neli Nhassengo, Raj A. Joseph, Dorien Beurskens.

Young Africa Namibia

YA Namibia runs its skills training centres energy neutral and combines its use of solar panels and solar water heaters with skills training in solar technology and promotion of solar technology in the country. Environmental awareness and behaviour change is mainstreamed in the training programme. The newest centre in Otjiwarongo, acquired at the end of 2014, also promotes additional green building techniques, such as modern clay houses and modern dry sanitation toilets. In 2015, Young Africa Namibia introduced a new approach to the integral training of young people. We joined forces with a leading, local welding company, who took interest in offering training. During a period of three months, a small group of six unemployed young people receive practical skills training twice a week at the industry. Young Africa joins in to train this group of students in Life Skills. In this case the young people are selected by the welding company, who looks at motivation as well as representation from different ethnic backgrounds, with at least one female student and at least one student with a disability. The students do not have to pay for their training; the company pays Young Africa a small fee for training Life Skills to the students. Both the company and the students are very enthusiastic, experiencing the effects of Life Skills on their daily actions and communications within the workplace.



Dirk Bellens & Yvetter Bellens-Bosma, Directors YA Namibia



Greatest achievement in 2015?

Two-year funding from the Embassy of Finland to promote the knowledge and use of green building techniques in Namibia.

What is new at your centre in 2015? Our new centre in Otjiwarongo. With budget from the owner of the premises, the Clay House Project Trust, we renovated all the buildings using green technologies. We also housed the Otjiwarongo Arts Centre who provides after-school visual and musical arts classes to school-going children.

Highlights of YA Namibia in 2015

January 5: New training centre in Otjiwarongo. The Clay House Project Trust has made their premises in Otjiwarongo available to us for the purpose of skills training of underprivileged young people. We have trained young people in Solar Technology, Welding and Cement Works, the production of dry sanitation toilets, and accommodated the Otjiwarongo Arts Centre which offers afternoon arts classes to young people.

February 1: Start teacher training course in solar technology. With the start of the new Solar Technology course in February, we also started with the teacher training course in solar technology, as we were in need of an additional trainer. Jonathan Joseph was selected for this course, being the best solar student from the 2014 graduates and having indicated his wish to become a trainer himself. Being trained on the job by the solar instructor, Petrus Kashinduka, he received extra mentorship on didactical skills from Catrina Durning.

July 1: Start pilot project with Kraatz Marine to join forces in the integral development of underprivileged young people. Kraatz Marine offers them training in basic welding skills at their own workshop, with Young Africa adding training in Life Skills. In 2015 ten young people were skilled through this cooperation.

July 28: Signing funding agreement with the Embassy of Finland to promote the knowledge and use of green building technologies in Namibia. With the support of the Embassy, Young Africa will set up a training-through-production, demonstration & marketing centre in green building technologies at our centre in Otjiwarongo.

November: Pieter and Caroline Schelvis joined our team for a period of three months to assist us on multiple levels, from furnishing the office to setting up a digital school management database. Together with a group of students they also did a great job in giving the centre its new Young Africa look.



February: start Solar Technology course



July: Signing funding agreement with the Embassy of Finland

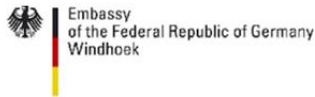


November: volunteers Caroline and Pieter

Directors YA Namibia: Dirk Bellens & Yvette Bellens-Bosma

Board Members: David Jarrett, Sharita Wentworth, Monica Tjehiua, Rapikama Kandikura, Juliane Zeidler, Dirk Bellens, Yvette Bellens-Bosma

Partners





8. Policies





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



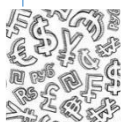
Anti-Discrimination: Young Africa is committed to the principle of equal employment and education opportunities.. We provide an environment free of discrimination and harassment on the grounds of gender, race, disability, sexual orientation, or parental or marital status.



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



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



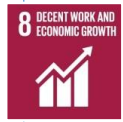
Financial Procedures: Young Africa's financial procedures aim to give full transparency in the use of all resources and to optimise the application of those resources to serve our mission at its best.



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



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



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

Other United Nations Sustainable Development Goals (SDG's) Young Africa's work contributes to:



- Current
- Expansions
- YA Hub Africa in Zimbabwe
- Launched in 2015



9. Expansion



Young Africa Botswana

Why Botswana?

Despite the fact that Botswana is doing relatively well compared to other African countries, 26% of the population struggle to cover the minimum daily calorie intake. Prevalence of HIV/aids is very high: Botswana is ranked second in the list of countries with the most HIV-infected people (25.2% of the total population is infected). As a result, it is estimated by UNICEF, that there are about 130,000 orphans. Young Africa really can make a difference in Botswana. More than 60% of inhabitants are under 30 years old, meaning huge potential for our Integral Youth Empowerment Programme.

Our Centre Pioneers

Maarten Weers, a social worker from Holland, and Jelena Mitrović, an artist from Serbia, met in Holland ten years ago working on a social project and soon realised that they share the same dream of working with underprivileged youth in Africa. Jelena & Maarten run an NGO called Kunst in de Straat in Holland & Umetnost Ulice in Serbia both translates to 'Art in the Street'. The work involves empowering people through art projects such as graffiti art and street mosaic installations in Rotterdam and street theatre to enable literacy in Serbia.

Achievements so far

- Invitation from the Ministry for Youth, Sport and Culture to come to Botswana and prepare a tailor made Young Africa proposal;
- Wonderful support of the lawyer family Chilume with starting local NGO Young Africa Botswana;
- Indispensable first three youth volunteers;



- An invitation from the Social Studies department at the University to cooperate and involve their student on the project;
- Invitation from two eminent humanitarian organizations operating in Botswana: SOS Children's Villages Botswana and BOFWA, to add our life skill programme to their youth programmes.

Young Africa Zambia

Why Zambia?

Despite great mineral wealth and a peaceful society, Zambia is among the poorest countries in Southern Africa (UNICEF 2013). Zambia has massive potential and with a large youth population in need of opportunities to make use of this potential.

Our Centre Pioneers:

Lindsay Cleary, YA International Monitoring and Evaluation Officer, and Mark O'Dwyer, YA Zimbabwe and YA Namibia Development Assistant, will lead the launch of Young Africa Zambia. Both are from Ireland and began their Young Africa journeys through our Irish partner organisation SERVE.

Achievements so far:

- Initial planning visit to Zambia by Young Africa Executive Directors;
- Begun pioneer training at YA Hub;
- Begun process of registering Young Africa Zambia .





10. Financials

Statement of Income & Expenditure 2015					Euro
	<i>Executing Branches</i>			<i>Supporting Branches</i>	TOTAL
	Mozambique ³	Namibia	Zimbabwe ⁴	Netherlands + HUB	
Total cash & bank balance at year start	141,910	923	5,017	285,268	433,118
Income					
Donations	883,028	123,670	860,866	199,644	2,067,208
Project revenue	118,976	17,784	160,648	0	297,408
Exchange rates adjustment	0			45	45
Other Income	0	1,199		10,626	11,825
Interest	172	97		2,750	3,019
Total income	1,002,176	142,750	1,021,514	213,065	2,379,505
Expenditure					
Capital Expenditures					
Land	0	0	0	0	0
Construction	236,815	0	28,259	0	265,074
Equipment	41,339	16,607	149,962	0	207,908
Other	28,460	0	0	0	28,460
Operational Expenditures					
Human resources	114,395	10,438	294,379	2,485	421,697
Programs & Materials	31,179	11,498	381,972	0	424,649
Travel	4,486	6,957	19,224	0	30,667
Micro Credit	14,671	0	0	0	14,671
Local Office	70,084	12,802	17,148	6,293	106,327
Hostels	0	0	0	5,745	5,745
Reimbursements	6,016	12,341	0	0	18,357
Other	309,725	12,910	32,592	565	355,792
Project Expenditures					
Project Expenditure Zimbabwe				5,500	5,500
Project Expenditure Mozambique (Beira)				21,758	21,758
Project Expenditure Namibië				3,627	3,627
Project Expenditure Agri-Tech Mozambique				129,043	129,043
Expansion costs (HUB Harare)				108,025	108,025
Expansion (office Apeldoorn)				3,546	3,546
Project Costs Directors				2,640	2,640
Project Costs YA International				6,100	6,100
Total expenditure	857,170	83,553	923,536	295,327	2,159,586
Total cash & bank balance year end	286,916	60,120	102,995	203,006	653,037





11. Ambitions for 2016

Firstly, a quick checklist on whether we turned our **ambitions for 2015** into reality:

Ambitions 2015	Achieved?
The accelerator of the scaling, the Young Africa HUB, will open in July 2015, in Harare, Zimbabwe	✓
From January 2015 onwards, we will formalise a detailed description of all aspects of Young Africa centres with their underlying rationale and values	✓
YA International hopes to start with a core professional team	✓
YA Zimbabwe will expand its mobile skills training outreach to more rural areas throughout the country	✓
YA Mozambique will construct new hostels so that youths from all over the country can come and stay at Agri-Tech while being trained	✓
YA Beira and YA Dondo will adapt facilities to include youths with disabilities	✓
YA Namibia will open its second energy neutral centre, in Otjiwarongo	✓

This gives us confidence to set major **goals** again for 2016:

Ambitions 2016
Expand Young Africa to Botswana
Expand Young Africa to Zambia
Explore expansions to two more countries: South Africa and Malawi
Disseminate the YA model
Pilot the industry-attached training model in Namibia
Expand YA Zimbabwe with an agro-processing training centre
Start the hostel facilities in Young Africa Dondo, Mozambique
Start Academic Training at Young Africa in Beira, Mozambique
Focus on inclusion of youths with disabilities in all YA centres



For more information, go to www.youngafrica.org.

If you have any remaining questions about our work, get in contact with our offices:

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Young Africa



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