

A warm-toned photograph of a man, John Ncube, smiling broadly. He is wearing a dark t-shirt and a name tag that reads 'WAVE JOHN NCUBE'. He is seated in what appears to be a classroom or meeting, with other people blurred in the background. The overall mood is positive and community-oriented.

WAVE

ANNUAL REPORT

Riding The WAVE Impact

www.waveacademies.org

20
22

TWENTY TWENTY TWO

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Partnerships for Impact! Partnerships for Good

MESSAGE FROM
THE CEO



I am pleased to share with you our progress in the year 2022. As an organisation, 2022 brought growth, learning and stretching. In 2022, we embarked on a journey of growth and impact where we focused on reaching more underserved, underprivileged youth and giving them the necessary skills with great focus on ensuring they were able to access meaningful jobs and transform their incomes.

With the tremendous support of all our partners (funding partners, growth partners & employer partners), we were able to reach and serve over 1500 young men and women with 69% of them either in meaningful jobs earning higher than the Nigerian minimum wage (many of them finding jobs within 6 months of graduation) or starting their own businesses and increasing their incomes exponentially. The impact spreads to not just our alumni but to their families and communities.

2022 saw us return to in person programming across 3 of our academies while our online academy grew in numbers and impact! Through our growth and government partnerships, we expanded into 5 new states across Nigeria (Ekiti, Kaduna, port Harcourt, Calabar & Ibadan). Our online academy shifted focus and trained on more specialised skills (Call Center Operators & Executive/Virtual Assistants)

Through our movement building work, we partnered with the Lagos State Technical and Vocational Education Board (LASTVEB) to teach the principles of competency-based education to 75 LASTVEB trainers, the post intervention impact report showed that students taught by these trainers performed better in assessments, understood the concepts taught much better and were able to teach others effectively. This has led to the ministry inviting us to expand the training to all teachers across all TVET training centers in Lagos State.

We completed the competency-based hiring toolkit which is a tool that helps hiring managers and business owners use the principles of competency-based hiring to hire appropriately. The toolkit has been used by 10 organisations in its pilot phase. We look forward to expanding the reach in 2023 as well as launching the LMS on Competency Based Hiring Principles which is in its final stage of development.

None of this would have been possible without the generosity of our donors who continue to believe in our mission and support us with the funds we need to continue to create impact. To our employer partners who take a chance on our alumni and hire them into their organisations, we say thank you and we look forward to continuing to support your business growth and aspirations. To every young man and woman who walked through one of our academies and participated in our training and coaching, we applaud you for the courage to upskill, reskill and relearn. We look forward to you doing bigger things and making a positive impact to society.

To the WAVE board, thank you for your leadership and direction, for trusting team WAVE and allowing us to soar, experiment and thrive. Last but by no means least, thank you the tenacious, elastic team WAVE, you showed that team work truly makes the dream work! I look forward to working with you in 2023 to achieve deeper impact!

Join us as we enter our 10th year of transforming lives and giving youth the skills and opportunities they need to become what they imagine. Wishing you a healthy and joy filled 2023!

**Warm Regards,
Molade Adeniyi
CEO**

Board Chair Letter

Dear Friends & Supporters of WAVE,

WAVE remains committed to move the needle in tackling one of the most pressing issues facing our continent - youth unemployment. We are dedicated to continuing to improve the livelihoods of young people in our communities, especially those from low income backgrounds and who live in underserved communities.

With your support, we were able to equip over 1500 young people with work ready skills and support over 60% of them with internship opportunities and jobs that improved their livelihoods in these very difficult and challenging times.

In 2022, we were able to grow our online academy which shifted focus and trained on more specialised skills (Call Center Operators & Executive/Virtual Assistants). Through our growth and government partnerships, we expanded into 5 new states across Nigeria (Ekiti, Kaduna, port Harcourt, Calabar & Ibadan).

This year we were put to the test as we navigated the ongoing effects of the COVID-19 pandemic, which

threatened so much of what we hold dear. I am immensely proud of team WAVE for supporting each other and constantly pivoting and innovating to stay relevant and hopeful for our community of young people, employers and growth partners.

Our progress on these difficult issues has been made possible, in large part, by the powerful partnerships we have forged over the years. We have joined forces with our generous donors and other stakeholders to magnify our impact on getting youth meaningful employment through skills training

Many thanks for standing and supporting WAVE now and always - we greatly appreciate your generosity, your partnership, and your friendship.

**Warm Regards,
Shirley Somuah
WAVE Board Chair**



Meet the board



**Shirley
Somuah**
BOARD CHAIR



**Eniola
Harrison**
BOARD MEMBER



**Karan
Chopra**
BOARD MEMBER



**Misan
Rewane**
BOARD MEMBER



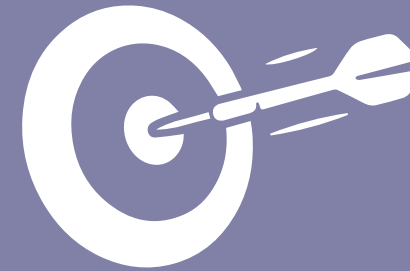
**Noella
Moshi**
BOARD MEMBER



**Molade
Adeniyi**
CEO

Our Mission

To level the playing field for underserved African youth by building an ecosystem that supports relevant skills development and increased incomes for work - ready youth.



Our Vision

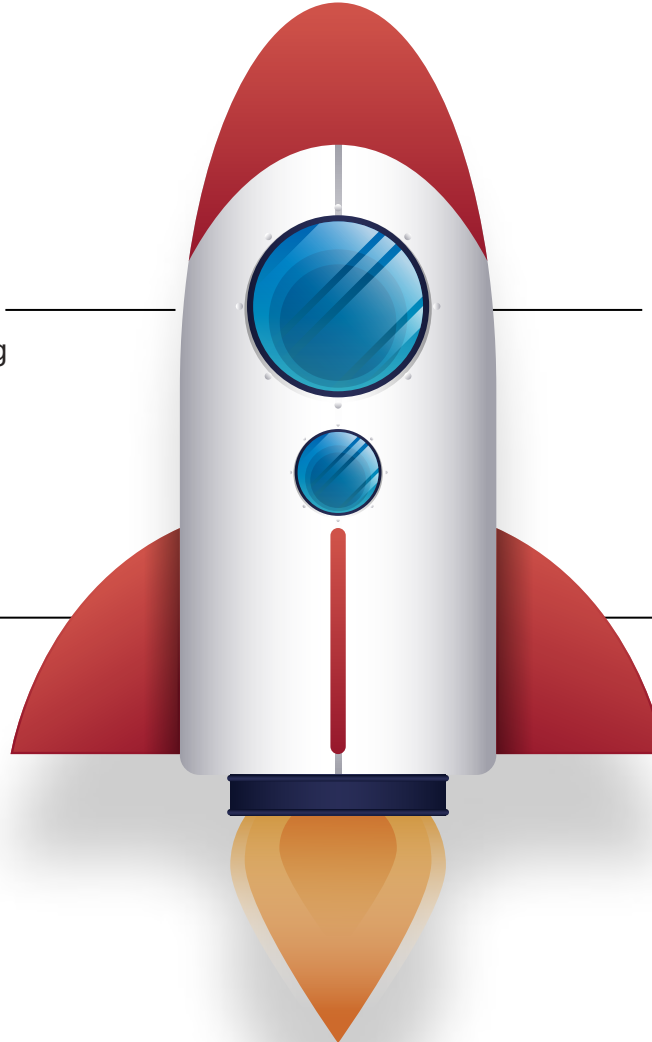
A world where every young African has the opportunity to become what they imagine.



How we work

1. Screening
We identify self-motivated,
Underserved youth who are willing
to learn & determined to succeed

2. Training
We train them in
industry-relevant skills that
employees seek, such as
effective communication
and problem-solving



3. Matching
We match work-ready youth
with our growing network of
employer partners

4. Support
We provide post-training
support through monthly
workshops and mentorship.

Target Audience Demography

**Underserved,
18 -35 male
and female.**



Reach

70%

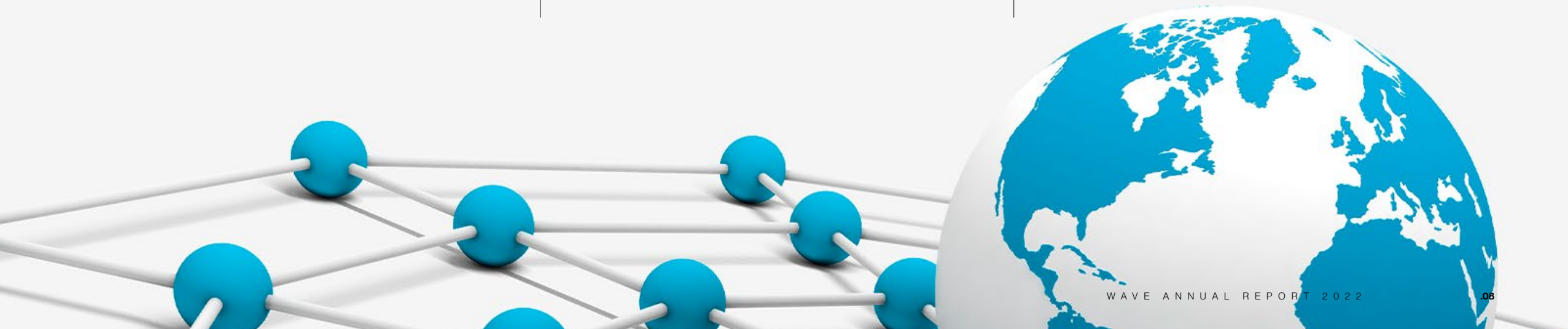
EMPLOYMENT RATE
OF WAVE ALUMNI

200%

YEAR ON YEAR INCOME
TRANSFORMATION

1500+

STAKEHOLDERS ENGAGED
THROUGH OUR "READY TO WORK"
MOVEMENT



2022 Impact KPIs



70%

Alumni employment status
for direct program

1,506

Direct impact through
WAVE Academies

2,500

Indirect impact through
growth partners

477

Alumni reached through
masterclasses/workshop

75

Technical & Vocational
teachers trained

6

Active growth partners

160

Youth engaged as part of
our Corporate Training engagement

6

Gouvernement
Partners

Alumni Employment Status



**Placement rate for
direct programs**

70%

A portrait of Samuel Iheagwam, a Black man with a beard and short hair, wearing a blue and white striped shirt and a red tie. He is looking directly at the camera with a slight smile.

How Samuel Iheagwam Moved From temporary jobs to a tech Job of his dreams

"The information session was amazing, that was where I was able to decide if I wanted to continue with the training or do something else. It was truly convincing."

Samuel Iheagwam heard about our training through a friend and he decided to be a part of it.

Getting to the training venue was a struggle for him because he had to walk some distance having little money for transportation, but the experience was worth it for him because he was learning a lot from the training.

"There was a slight change in my expectations; initially I joined with the basic motive of getting trained and getting a job but that changed to

being excited about learning skills I would not get to learn in school about the world of work.

I started changing my thinking to not just getting a job, but being the best at my job and contributing value."

After the training, although he attended several interviews, he did not get a job immediately but that process refined his interviewing skills in addition to what the training taught.

"I started working several temporary jobs and they really built my experience level."

Currently, Samuel works as a Technical Support Engineer at Appzone Group and he enjoys the job because he has always wanted to work in the tech industry, it is flexible and also exposes him to different research tools that solve people's problems.

The skills he learned during the training have also influenced his current job, "The training was an eye opener for me, I never expected a lot of the things I learned especially skills like emotional intelligence and problem solving, skills that are transferable to all kinds of jobs.

The training taught me to always prioritize customer needs, in general the training

improved my soft skills. It also built my confidence going into job interviews.

I remember an interview I went for, I was the only one that didn't have a degree at the time, but I was still very confident in my abilities. The training also taught me how to dress appropriately for interviews."

Samuel's dream is to work where is able to create solutions that help people, "I'm currently building a career as a data analyst and I try to better myself everyday by taking up courses regularly and building communities."

“

The training taught me to always prioritize customer needs, in general the training improved my soft skills. It also built my confidence going into job interviews.

”

I wouldn't have known my capacity without the training

Dada Oluwadamilola WAVE Alumna Batch 68

Can you introduce yourself, what you were doing before the WAVE program, & why you applied for the training?

My name is Dada Oluwadamilola, I recently just graduated from the WAVE training-Batch 68.

I Just concluded my Education and I was an applicant. I Initially didn't plan to apply but as an applicant I attended the Wave walk in interview and was told about the program then i decided to opt in for it.

Talk us through your training experience, what skills did you learn, what was most exciting and challenging for you?

The whole training was exciting because i got to meet with new people and learn new things and also practicalize it. Its was a whole

better adventure for me. The most important skill I was built on was the Emotional Intelligence... I now know how to manage and handle my emotion professionally. Critical thinking and being a team player wasn't left out also.

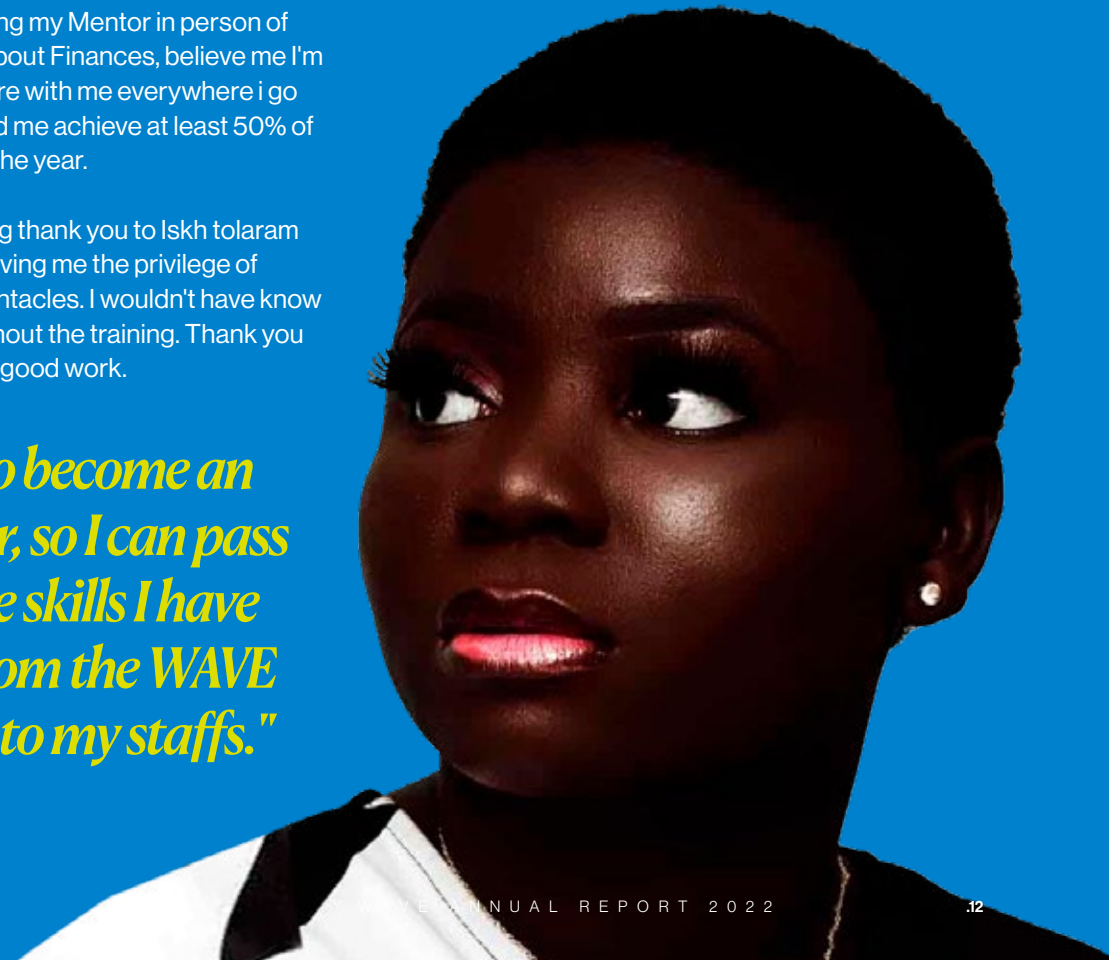
How have you Applied them since you graduated from the training, are you currently working?, what relevant skill learnt form WAVE helped you secure your current job?

Yes... I've used them for like four to five times after the training. I'm presently Teaching at Dhapniks International School..Yes it did help me secure a job. I worked at Inevitable Consulting as The Executive Assistant and it was trilling bit it

didn't last long due to unforeseen circumstances. Well i hope to become an Employer you know employ people and also pass down this skills to them. During the training my Mentor in person of Andrea talked about Finances, believe me I'm taking that lecture with me everywhere i go and it had helped me achieve at least 50% of my goal for half the year.

I want to say a big thank you to Iskh tolaram foundation for giving me the privilege of extending my tentacles. I wouldn't have know my capacity without the training. Thank you and keep up the good work.

"I hope to become an employer, so I can pass down the skills I have learnt from the WAVE training to my staffs."



Success Snapshot Spanning 9 Years



65,000+
YOUNG PEOPLE TRAINED



34+
LGA REACHED



20+
INDUSTRIES SERVED



300+
BUSINESS SERVED



35
GROWTH PARTNERS

2023 & Beyond



As we enter our 10th year, WAVE is poised to amplify her impact and work to the next level. We hope to equip more young people with the essential skills needed to improve their livelihoods and support them to realize the future they envision

We will do this through a combination of

- **Direct Training**
- **Indirect training through Growth Partners**
- **Through government partnerships**
- **Research and Learning**

We are excited to unveil our new 5 year strategy called WAVE 3.0. WAVE 3.0 has a strong focus on getting youth into gainful employment prioritising impact and influencing the ecosystem through shared learning.

Relevant Skills Training

Last year, we surveyed our alumni and unemployed youth in our communities. We wanted to hear what their specific pain points were with the unemployment crisis. We asked the following questions

"What specific issues are you facing in finding work?"
"What skills do you need to access job opportunities?"
"How can WAVE serve you better?"

We listened and we are delighted that we are putting measures in place to support both our alumni and other young people.

We want to be known as an organization that tackles youth unemployment in innovative ways with proven results (not just a soft-skills training organization) – our tangible impact and online presence will be in line with this.



From 2023 and beyond, we have expanded our training offering beyond just soft skills and we will be including tech skills, sewing machine operators and solar PV installation skills. This is in addition to our already established Customer Service Agent training and Executive Assistant training. These are high growth industries that offer Growth Opportunities, Secure Jobs and Higher Wages for our trainees and alumni

We will be onboarding technical training partners who will be working alongside us to deliver these training. We will be utilizing all that we have learnt over the last 9 years to find, screen, train and match these young people to employment. We will be supporting our partners with training tools, screening tools and monitoring and evaluation

Rethinking Talent Management

2023 will birth the launch of the WAVE Learning Management System on Rethinking Talent Management. The LMS accompanied by the competency based hiring toolkit is designed to help hiring managers through the Talent management process (finding, screening, interviewing, onboarding, performance management and retention). We have partnered with experts in the talent management field to design and develop a toolkit that helps streamline the process and make the playing field a fairer place for all youth regardless of their credentials or work experience.

This will continue to strengthen our Ready for Work movement as we continue to advocate for competence over credentials when it comes to hiring especially for entry level positions.

Research and Learning

We will be intentional about our learning this year and share these with the ecosystem as we continue to partner with relevant stakeholders to understand the youth unemployment crisis and share solutions that are proven to curb and turn the tide on youth unemployment. We will do this through thought leadership and Op Eds which will spotlight the issues, raising awareness of them and providing possible and workable solutions to them

We excitedly look ahead into 2023 and are confident that we will achieve our goals and more. As we build a stronger team, increase capacity of existing staff, improve our processes and build strategic partners, we will continue our work and contribute to bridging the education to employment gap giving more young people an opportunity to access the skills required to get gainful employment.

We plan to reach and impact over 25,000 young people in the next 5 years

Wave 3.0; by 2028



1. Enabled gainful employment of

25,000
underserved African Youth

2. Increased employment & economic opportunities for

250,000
total underserved African Youth

2022 A Financial Story

	2022 Dollar equivalent	2022 Naira amount
Earned Revenues	US\$32,551	₦14,387,460
Grant Revenues	US\$821,781	₦363,227,202
Total Revenues	US\$854,332	₦377,614,662
Direct Program Costs	US\$325,020	₦143,659,020
Indirect Program Costs	US\$186,660	₦82,503,505
Overhead Costs	US\$300,660	₦132,891,861
Total Costs	US\$812,340	₦359,054,386
Total number of graduates	1,506	1,506
Direct Program cost/graduate	US\$216	₦95,391
Total cost/graduate	US\$539	₦238,416
Net income	US\$41,992	₦18,560,276



Team WAVE Pictures & Profiles



**Molade
Adeniyi**
CEO



**Taiwo
Oni**
Government
/Project Lead



**Tobi
Asubiojo**
Outreach/
Admissions Lead



**Ebehitale
Ugberaese**
Alumni Strategy Lead



**Afoma
Uchendu**
WAVE Recruiting
Lead



**Anthonette
Agonsi**
Career Services
Lead



**Daniel
Ojeomokhai**
Communications Lead



**Jande
Tarfa**
Finance and
Sustainability Lead



**Andrea
Garbutt**
Training
Operations Lead



**Nwakaego
Ojekale**
People Experience
Lead



**Abigail
Gbinikagan**
Executive Assistant
to the CEO



**Samuel
Ihonde**
Outreach/Admissions
Coordinator



**Adewale
Adebowale**
Outreach/Admissions
Coordinator



**Ademola
Adenuga**
Outreach/Admissions
Coordinator

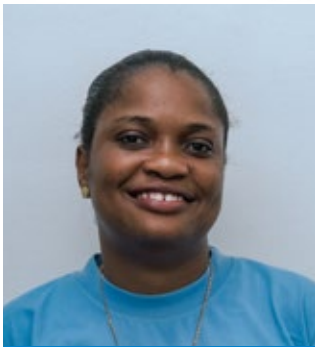


**Onyebuchi
Edechukwu**
Outreach/Admissions
Coordinator



**Christian
Adegor**
Training Operations
Coordinator





Kike Akintoye
Training Operations
Coordinator



Seun Okanlawon
Finance
Coordinator



Kelvin Bob-Manuel
Senior
Communications
Coordinator



Oba-anu Oladipupo
Training
Coordinator



Adedapo Idowu
Senior Recruitment
Coordinator



Kingsley Edwin
Outreach/Admissions
Coordinator



Patrick Idah
Outreach/Admissions
Coordinator



Adebimpe Adebara
Advocacy
Coordinator



Grace Olagunju
Career Support
Coordinator



Stanley Gbalubi
Assessment
Coordinator



Oyindamola Amao
Senior Coordinator
Employee Experience



Bright Aliyu
Career Support
Coordinator



Unorji Kingsley Chijioke
Communications



Uche Ezeani
Communication
Officer



Deborah Adereti
WAVE Recruiting



Tayelolu Owadokun
WAVE Recruiting





Queen Allison
Training Officer



Samuel Momodu
Business Intelligence and Data Analyst



Idara Akpan
Career Support Officer



Solomon Bassey
Government Project / Admissions Officer



Obehi Omelime
Career Support



Joyce Anayo
WAVE Recruiting



Zainab Afolayan
Business Intelligence



Princewill Peter
Transportation



“WAVE graduates that get placed at our organizations have improved the efficiency of our operations, reduced the amount of additional on-the-job training required, and reduced the risk of high staff turnover.”

Employer Partner



“The soft skills training and work readiness programming that they received at WAVE prepared them to excel in their job placements.”

Employer Partner

Employer Partners

- 1704 Avenue
- ADELA'S FLOWERS
- Ajoke's Creations
- Amala Kitchen
- Angel's Crest
- Artist and Scientist
- Avandis Consulting Limited
- Azarai Jewelry Ltd
- BACK OLIVE RESTAURANT
- BluBerry Cakes
- BNSL Limited
- Bricks4Kidz
- Brighter Girls Initiative
- Bui Fabrics
- Cafe Neo
- CHEERY LITTLE SOLES
- Christmas Shop Lagos
- Pondicheri Restaurant
- Poshclick Portraiture
- PRODAF
- QA NIGERIA LTD (FRANCHISEE OF KRISPY KREME, DODO PIZZA IN NIGERIA & SCOOP'D ICE
- Rainbow College/Pampers School
- Rerwod Holdings Ltd
- Rhudysplace Interior Design Limited
- Clay Food Shop
- Club Suya and Grills
- Dara's Bakes n Cakes
- Dewdrops Cakes Bake Factory
- E Interiors Studios
- Elite Box Studio
- Eltees Group
- Fara and Zara
- Femi Handbag
- FOOD CRUSH
- Food Shack
- FoodCo
- FoodShack NG
- Fortuna Gold
- Frozen Rolls
- Fynnefoto Ltd
- GAIA Africa
- ROAD 14 STUDIOS
- Rodemshore Ventures
- Salt Lagos
- Savvie Boutique
- Say Cheese Cakes
- SCHOLARX
- Nok by Alara
- Nuts About Cakes
- Ofada boy
- Givo Solutions
- Golden Bunch Schools
- HANS & RENE
- Hewewi Foods
- Honey Cupcakes
- |-Fitness
- Ikota Shopping Complex owners and operators association
- In vogue
- Island breeze
- Itunu Rewane & Co.
- Jewel Jemila
- jokotola Edu.
- Kaftan Lounge
- Kiniyidun
- Kunmi Solesi
- Lavendar
- One Page Studios
- Osychris Industries Limited
- Otepola & Associates
- Oyingbo Agro Allied Limited
- PAGE Book Connoisseurs
- Party Direct
- Party Express
- Party Perfect Stores
- Passah & Halizter's
- Local Online Garden Center
- Maamee Foods Ltd
- Manna Confectionaries & Patisseries.
- Maylins Apparel
- Merchant Investors Limited
- Metrocraftng
- Miamia Hair
- Mint by Eat Green
- Miregalo Accessories
- Moneris Clothing
- MOT BY LABEL
- MOTHER'S dream
- Mr Loye Akomolafe
- Mrs. Bunmi
- MummyMo Haircare
- Nack Clothing Line
- Noir Restaurant
- Payhippo
- Peridot
- Physio Centres Of Africa
- Pistachio Foods (RSVP)
- Plantain Restaurant
- Pondicheri Restaurant
- Poshclick Portraiture
- Smoothie Express
- Stanbury Realtors
- Styles and Alternative
- Sub DelightSwan Cape
- Sweet Kiwi
- Tayo Aina Extra
- THE ARTISAN BUTCHERY & PROVIDORE LTD
- The Children Practice Ltd
- The Lash lounge
- The Reading Corner
- The Scarlet Lodge
- Thelittlebigkidcompany
- Tradenet International Ltd
- Tres Chic Beauty Bar
- Ugo Monye
- Uncle Stan
- Veggie Victory
- Via Milano
- Viva Obioha
- Wash and Go
- WeeChops
- Wesley. S.A.M fashion store
- Wolcott-Niepce
- XO Boutique Bakery
- Xquisite

Funding Partners



Growth Partners



JAN



W&A CONSULTING



Corporate Training Partners



HUGO



