



ANNUAL REPORT

2020

Building.
Supporting.
Changing.



CONTENTS

LETTER FROM THE CEO	4
LETTER FROM THE BOARD	6
HOW WE WORK	8
OUR IMPACT BY THE NUMBERS	9
THE YEAR IN REVIEW	12
EXPANDING OUR FOCUS	13
FINANCIALS	17
THE WAVE BOARD OF DIRECTORS	21
THE WAVE TEAM	22
OUR FUNDERS & PARTNERS	24
OUR EMPLOYER PARTNERS	25



Building.
Supporting.
Changing.

LETTER FROM THE CEO

Dear Friends and Partners,

“When life gives you lemons, make lemonade!” This is an age old adage used to encourage optimism in the face of adversity. 2020 was a year that handed out a lot of lemons and I am proud of the amazing team at WAVE who made sure that we turned all the lemons into lemonade.

Seven years on, we continue to make strides and make a great impact in the lives of many - by training hardworking, underserved youths to gain skills to get a good job, start a career, and build a bright future for themselves and their families. WAVE has also been at the forefront of a movement that promotes hiring for competencies over credentials. Following the Covid-19 pandemic that hit the entire world, we adapted very quickly and introduced a hybrid approach to our programs so we can continue to support youths and our alumni community through a very tough season.

In 2020, we trained and supported an additional 461 youths through our direct training program bringing the total number of youths trained to over 3,800. Our Job Matching team has been able to connect over 50% of them directly with meaningful job opportunities, and our alumni have increased their income by over 300%. We onboarded 5 new growth partners who in turn were able to

reach over 30,000 young Nigerians through their programs.

Through our movement building work, we partnered with Lagos State Technical & Vocational Education Board (LASTVEB) to train over 70 TVET teachers on the implementation of Innovative Pedagogy in their curriculum to better prepare youths for the world of work. We designed a competency based hiring toolkit and trained over 150 HR and Hiring Managers on how to use the toolkit to support and promote a more inclusive hiring culture. This continues to advocate for competency over credentials when it comes to hiring to level the playing field for youths across the country.

We could not have achieved these milestones without everyone who continues to support us as we ride the waves of change in the education-to-employment system. For this, I am extremely grateful.

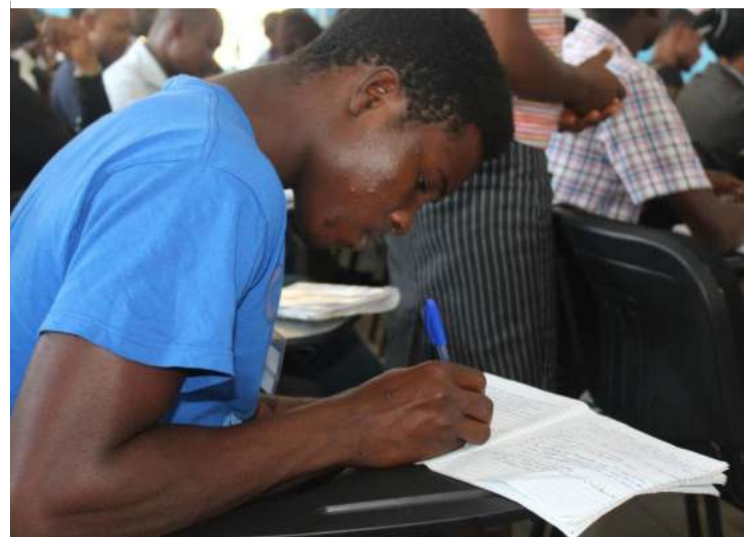
From every young person who showed up ready to transform their lives, to all our employer partners who continue to give our WAVErs the opportunity to work, to our strategic growth partners who help us scale our model, and all our collaborators and funding partners who make it possible for us to continue to make the impact that we do in our community. I say a very big thank you.

To our board for your counsel and push to keep the flag flying, thank you! Last but more importantly, none of this would have been possible without the resilience and commitment of the amazing team of people whom I am truly honoured to serve alongside. Thank you team WAVE! You are truly exceptional.

2020 was a year that shook the whole world and I am extremely proud of what we have been able to achieve amidst all the challenges. I look forward to 2021 as WAVE continues to scale her impact, and move closer to achieving her vision of a world where every young African has the skills and opportunities to become what they imagine!

Yours truly

Molade Adeniyi
CEO, WAVE



LETTER FROM THE BOARD

Dear Friends of WAVE,

2020 was an unprecedented year globally and despite the challenges, WAVE was able to continue its programming to reach over 450 young people reaching a cumulative total of over 3,800 youth over the past 7 years. Our last independent alumni survey revealed that 70% of WAVE alumni are either in full time employment or started their own businesses with an increase in income of over 300%.

Through our strategic growth partners, WAVE has reached a cumulative total of 50,000 youth and counting. This is a testament to the commitment and resilience of the amazing team WAVE and the continuous generous support from our funding partners.

Within a few weeks of the Covid-19 pandemic hitting Nigeria which resulted in a complete lockdown, WAVE adapted her program and launched a virtual offering to ensure continuity and support for the thousands of youth who are unemployed.

WAVE deepened her impact on the 'competence over credentials' movement with the completion of the competency based hiring toolkit and the training of over 120 HR and Hiring managers on how to make better hiring decisions focused on competencies and not just credentials to level the playing

field for underserved youth and give those with the right competencies access to job opportunities.

To the talented and passionate team WAVE, thank you for your commitment and grit as you support more young people to find stable jobs and improve their livelihoods. To all our donors, partners, advisors and friends who let us share in their generosity, and on behalf of our dedicated and talented Board, I express my deepest gratitude. Thank you for supporting us as we move closer to achieving our vision of a world where every young African has the skills and opportunities to become what they imagine!

We look forward to the years ahead and I am confident that with your continued support, we can achieve so much more.

Yours truly

**Nnenna
Onyewuchi**
WAVE Board Chair





HOW WE WORK

The WAVE Model



1 - SCREEN

We identify willing, self-motivated under-served youth who are willing to learn and determined to succeed.

2 - TRAIN

We train them in industry-relevant skills that employers seek, effective communication, and problem-solving.



3 - MATCH

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

4 - SUPPORT

We provide post-training support through regular workshops and mentorship.



OUR IMPACT IN NUMBERS

Alumni

Income transformation

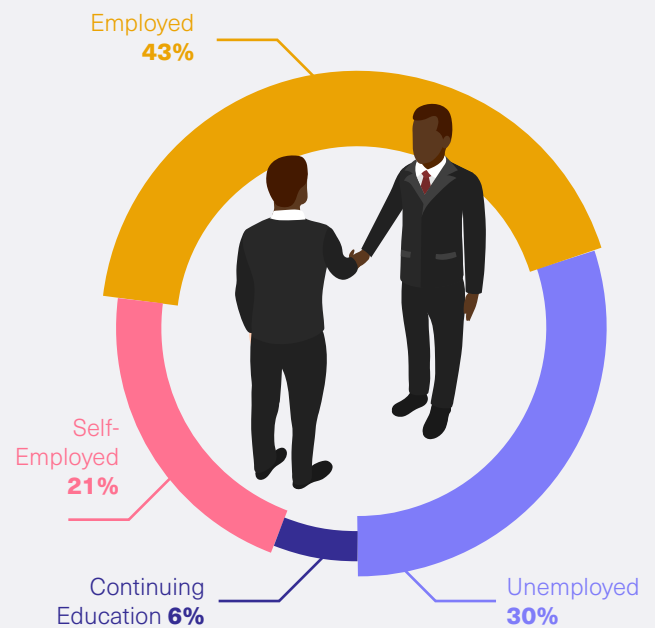
+200%

in increased income for WAVE Alumni who graduated in 2019

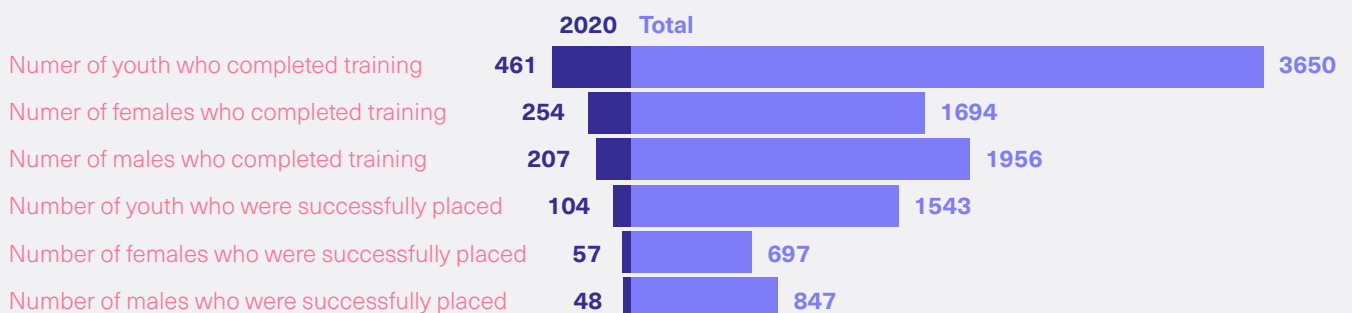
2.5x

WAVE Alumni are now earning 2.5x their pre-WAVE income

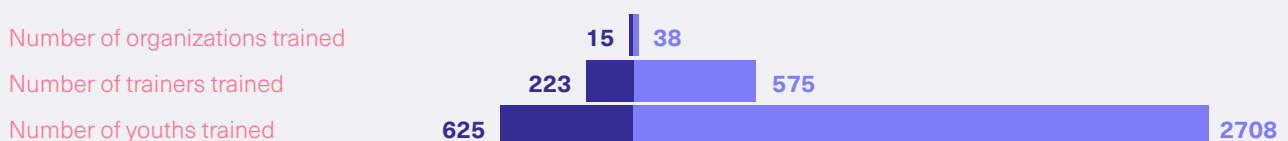
Where Alumni are today



Direct training at WAVE Academies



Growth Partner & Youth Trained



EMPLOYERS

119

Total number served in 2020



405

Total number served to date

2020 Breakdown

63

Hired WAVE Alumni

102

Participated in WAVE's
Movement Building Training &
Knowledge Sharing Sessions

4

Participated in WAVE's
Corporate Training & Knowledge
Sharing Sessions



START SMALL, LEARN FAST

Alumna Story

When Bolanle finished secondary school in 2014, she immediately started working as an assistant in her Aunt's salon, and she continued to work there even as she transitioned from one contract job to another till January in 2019, when she heard about our training program.

A friend who is also an alumnus overheard Bolanle's conversation with her aunt about the many disappointments she was facing in trying to land a job and told her about the platform to upskill herself that we provide. This piqued her interest in WAVE and she decided to register for the training.

Bolanle recounted her training with us as one that pulled her completely out of her comfort zone because most of the trainees were much older than her and it was a struggle relating with them. Also, being a shy person didn't help matters either.

One memorable experience for Bolanle was when they had their debate class, "I was chosen by Andre, our facilitator, to represent my group in a debate. In my head, I wasn't even going to attend on the day of the presentation but my Aunt forced me to go, encouraging me to say whatever comes out of my mouth. Despite my fears, I did well in the debate, and from that day forward, I started contributing in class, and this has helped my interactions with friends and also co-workers."

After the in-class training, Bolanle had her job shadow at the WAVE office in Yaba as a support assistant. It was a prime opportunity to establish an in-depth understanding of soft skills and practice it daily.

A month after her job shadow, she got a job through WAVE at Traffic Bar and Restaurant, Ikoyi Lagos as an Assistant Chef, and she is working there up to date. **"I am grateful to WAVE for the skills I have learned. It helps me with my communication skills, solve problems creatively, be emotionally intelligent and all this play into all aspects of my life."**

Bolanle dreams of being a full-time Chef and starting her own kitchen. She stated that financial constraints are the only reason she hasn't enrolled in a culinary school but she still is working towards her dream.

Her advice to job seekers is to be patient, learn skills, and, if they can, take the opportunity that WAVE provides as a starting point to grow their career.



THE YEAR IN REVIEW

2020 Major Milestones & Challenges

Our 7th year of making waves in the future of work for West African youth and the education to employment sector came with some remarkable impact as well as some challenges. Despite the challenges, we are proud to share our 2020 story which was only possible because of the support from our partner organizations, funding partners, employer partners and all the young people who took a chance on us and attended one of our programs.

WAVE Shifts Online – Innovating Our Programs for Continuity

Following the Covid-19 pandemic and the lockdown, we developed a blended learning model using zoom and WhatsApp, with our dynamic trainers quickly restructuring our physical training to a virtual model. The learning curve was steep but the team rose above the challenges and we were able to train over 450 youths throughout the year connecting approximately 20% of them to job opportunities and 30% found work on their own or started their own businesses.

Our beneficiaries faced some challenges with access and participating in the online training which we were able to support with through the generosity of our partners

**A SNAPSHOT of
our successes over
the past 7 years**

3650

WAVErs trained

1826

WAVErs matched to jobs

38

growth partners reaching
approximately **50,000** youths

57

business engaged and over
1500 employed through our
corporate training programs

890+

employer partners engaged with



Scaling Our Impact

In 2020, we were able to scale our impact through our partnerships with Rivers State agency for Mass Education where we worked with the ministry to train 100 secondary school teachers on implementing innovative pedagogy, improving their training delivery to over 15,000 youths who are better prepared for the future of work.

We onboarded 5 new growth partners from various sectors and using our Train the Trainer model trained them on how to find, train and match youth to job opportunities. These 5

new growth partners were able to reach an additional 3,000 youth through their programs. This brings our total growth partner pool to 38.

Our movement building team partnered with Lagos State Technical and Vocational Education Board (LASTVEB) to train over 70 TVET teachers on delivering their curriculum using a competency based learning approach to improve learning outcomes and increase the changes of young people accessing the available jobs.

Continuing to Advocate for Inclusive Work

We continue to advocate for systemic change by engaging employers, educators and local leaders in education and youth employment space through convenings:

- Trained 6 organisations reaching a total of 194 employees.
- Developed a competency based hiring toolkit and trained over 100 HR and Hiring Managers on how to use the toolkit to hire more inclusively, and promote competency over credentials.
- Through our partnership with the Odu'a chambers of commerce, we convened policymakers, educators, employers, social sector NGOs across 5 South West states to co-create a policy for Rethinking Talent: Rewiring the education to employment pathway post covid.
- Launched a monthly newsletter to share information around Competency Based Learning and Competency Based Hiring with our various stakeholders.



Lasting Partnerships & Sustainability

As the African proverb says 'if you want to go fast, go alone; if you want to go far, go together!' A lot of our successes in 2020 would not have been possible without the strategic partnerships that we formed.

We partnered with LEAP Africa to launch the youth day of service where we advocated and supported youth across the country to create meaningful impact in their communities. We partnered with Play Network Africa to provide relief food packs to over 200 WAVE alumni who either lost their jobs or were still unemployed when COVID-19 hit.

We strengthened our partnership with the Lagos State Ministry of Wealth Creation and Employment (LMWCE) to train 250 youths across 5 local governments in Lagos on employability skills and support them with finding employment

We partnered with Injini, an Africa Edtech incubator to recruit Edtech innovators and entrepreneurs and support them through a bootcamp to refine their ideas and support with implementation

As a result of the effects of the pandemic, our revenue collection efforts were threatened and we were unable to collect outstanding recruitment fees from our Employer Partners. Through the support of our partners and donors, we were able to cushion the effect of some of this loss and continue to provide the necessary support to our Employer Partners and alumni alike

Looking back on 2020, we have a renewed energy to continue to scale our impact and refine our strategy towards our visions of a world where every African has the skills and opportunities to become what they imagine!

LOOKING AHEAD - OUR VISION FOR 2025

CONTINUE TO SCALE OUR IMPACT

Youth reached - **120,000**

Strategic growth partners:

- Identify, recruit and train an additional **20 organisations** as growth partners
- Directly support approximately 10 growth partner organisations to reach **2,000 - 3,000 young people**

Our academies will continue to serve as innovation labs as we learn diverse ways of supporting our growth partners across Nigeria and beyond to reach many more young people.

Continue to scale our impact beyond Lagos State by partnering with other state governments within Nigeria and other West African Countries

Become an innovation hub which supports other mission minded organisations with proven principles and tools to tackle youth unemployment across various sectors and communities



INTENSIFY THE MOVEMENT TO PRIORITISE CREDENTIALS OVER COMPETENCE

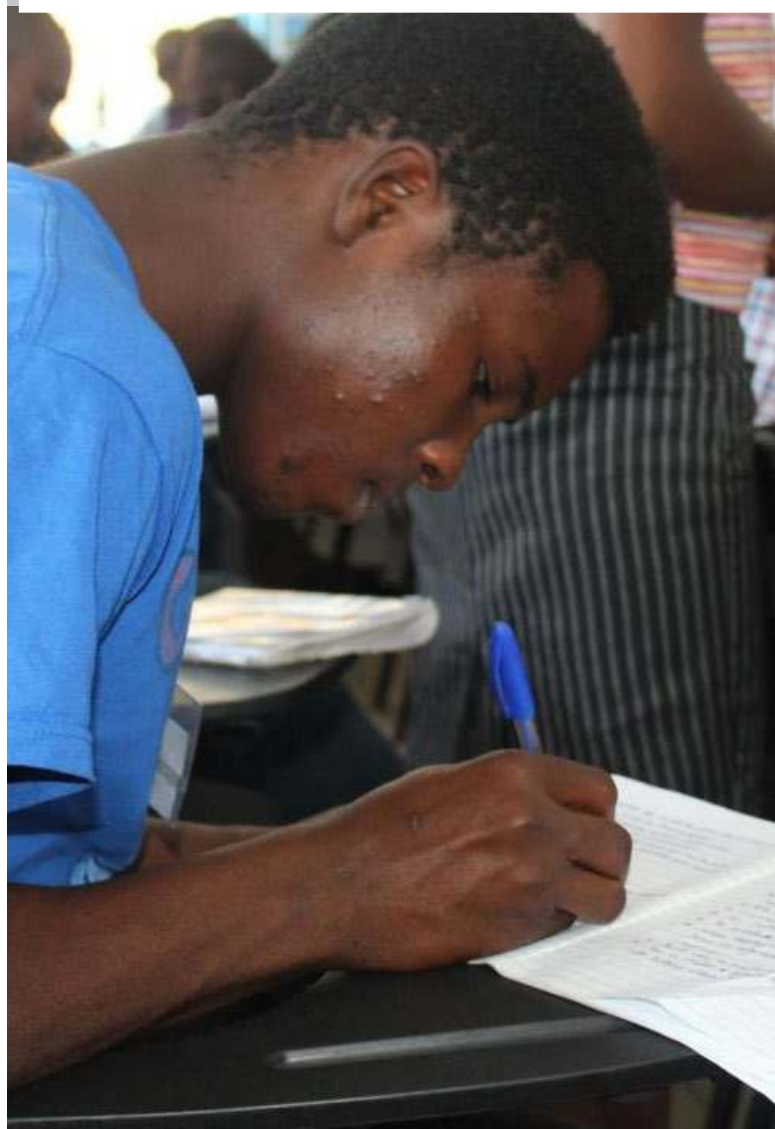
Using the competency based hiring toolkit, launch an online training program that trains HR personnel and hiring managers how to recruit, train and maintain talent using competency based hiring. We will hold a convening of HR and hiring managers to disseminate the Toolkit to as many organisations as possible. This will be part of the marketing and publicity plan to promote the toolkit.

Train 2,000 TVET teachers on the implementation of innovative pedagogy

We will continue to empower stakeholders with the competency based hiring and learning tools to change their hiring behaviour through making the Talent Accelerator Program available via various accessible channels and platforms to reach more people.

Through various channels and partnerships, we will continue the conversation on competency based learning with all the stakeholders and work with the appropriate bodies to co-create policy that speaks to this. We will continue to carry out research and publish articles to support competency based learning.

We will join several local and global events to engage and have dialogues with employers, policy makers, educators and young people.



CONTINUING LEARNING THROUGH OUR INNOVATION LABS

Our 4 academies will continue to run as innovation labs and we learn how to deliver our model more efficiently across various different contexts to grow our impact, financial sustainability and scale. Utilising technology will form a key part of the work and innovation across all academies.

We will continue to enhance our model by operating each academy with a specific agenda:

- Academy 1 will focus on maximising job placement rate through continuous innovation & improved learning support by evaluating various strategies including:
 - Curriculum and Training revamp (to include behavioural and mindset change)
 - Training of academy staff (especially training team)
 - Outreach & Admissions strategies for customer acquisition
 - Strengthening interview class to give the youth a better chance of getting employed
 - Leveraging technology to deliver the training curriculum to reach more youth
- Academy 2 will be repositioned as our online academy and focus on maximizing placement rate (ultimately increasing revenue) through curriculum revamp and incorporating more technical and entrepreneurial skills
- Our Mobile Academy AiB3 will continue to focus on testing the WAVE model across different geographies leveraging employer led partnerships. Following the success across 2 South West states in Nigeria, Academy 3 will explore other geo-political zones in 2021 and beyond, and begin to test what a West Africa expansion looks like
- AiB 5 continues to explore how to effectively work with government partners to scale impact. AiB5 will use the learnings from Lagos State to explore other State Governments with the aim to secure a similar partnership with up to 2 other state governments by the end of the year.

AMPLIFY THE EFFECTIVENESS OF SOFT SKILLS IN IMPROVING EMPLOYEE PRODUCTIVITY AND OVERALL BUSINESS PERFORMANCE

WAVE will offer a mass customization training session of critical and essential soft skills where organisations can send a couple of employees at a significantly reduced cost to running the training in-house

WAVE will deploy various strategies to engage with employer partners through needs assessments and other tools to better match candidates to their vacancies and supporting entrepreneurs and organisations with capacity development for growth through our Corporate Training Business Unit



FINANCIAL SUSTAINABILITY AS A KEY METRIC

In 2021, WAVE will continue to strengthen financial sustainability by increasing our earned income and diversifying our philanthropic contributions to include CSR from corporate organisations, increase local funding and exploring other continents.

In addition to the specific learning agenda for the various academies, the academies will continue to grow their cost coverage through cost minimisation strategies. Replication & Corporate Training Business Units will continue to support earned revenue growth through charging training and support fees to partners.

We will also strengthen our revenue collection from training and recruitment fees by making it easier for alumni and employer partners to pay the fees owed.

We excitedly look ahead into 2021 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.

FINANCIALS

2020

REVENUE	USD*	NGN*	%
Earned Revenue	\$43,488	₦15,655,621	6%
Grant Revenue	\$656,882	₦236,477,379	94%
Total Revenue	\$700,369	₦252,133,000	

PROGRAMME COSTS	USD	NGN	%
Direct Program Costs	\$184,175	₦66,302,899	29%
Indirect Program Costs	\$236,085	₦84,990,596	37%
Overhead Costs	\$221,219	₦79,638,851	34%
Total Costs	\$641,479	₦230,932,346	

NET INCOME**	\$58,890	₦21,200,654	
--------------	----------	-------------	--

COST PER GRADUATE	
Number of Graduates	537
Direct Cost per Graduate	\$400

* Exchange Rate: NGN360 to USD1

** Net Income carried forward as a part of a multi year grant. Funds fully utilised for 2020 program.

PARTNER TESTIMONIALS



Aghogho Akporido
Executive Secretary,
Knowledge Exchange
Centre (KEC)

WAVE has helped KEC in redesigning its curriculum which has improved the employability skills of our participants. Most of these participants have demonstrated these skills in their current workplace.

WAVE has also helped us to facilitate some training sessions and also mentor some of our participants. Some of these participants are now gainfully employed.

Over 80% of our participants usually secure employment 6 months after our employability training programme. Some of them secure middle management positions due to the quality of the skills they have acquired through our employability training programme.

Their monthly income has **increased by at least 100%** with an average Monthly income of N90,000 (\$250).

Lifestores has worked with WAVE for 1.5 years to carry out the recruitment of new team members. **The experience working with WAVE has been very positive** - you have responded with urgency to our requests, collaborated with us to find the right profile, and presented multiple qualified candidates for us to interview. The communication with WAVE team members has always been warm and professional. **We have now hired 3 team members through WAVE.**

I would strongly recommend WAVE to other companies, and I have already recommended you to several friends. We've had a great experience working together, **and will continue to count on WAVE as a key partner for us.** Thanks, WAVE!



Andrew Garza
Co-Founder/COO,
Lifestores



Simone Bartlett
Co-Founder, Hugo
Picture

Working with WAVE exceeded our expectations. The training is the perfect bridge between our international management team and the local university graduates we hire to represent American clients to customers across the world.

Somto, in particular **pushes our support agents to operate at a global standard**, but unlike previous training teams, uses training material and a delivery style that feels local and contextualized.

He goes above and beyond to find ways (even outside of his training contract) to be an asset to the trainees and the company at large.

Overall, Somto (Corporate Training Lead at WAVE) is **an absolute pleasure to work with.**

THE WAVE BOARD OF DIRECTORS



**Nnenna
Onyewuchi**
Board Chair



**Misan
Rewane**
Board Member



Sola Adeola
Board Member



**Shirley
Somuah**
Board Member



**Karan
Chopra**
Board Member



**Molade
Adeniyi**
CEO

THE WAVE TEAM



**MOLADE
ADENIYI**
CEO



ABIGAIL
Support Services
Coordinator



**ABIOYE
AGBAJE**
Career Services
Coordinator



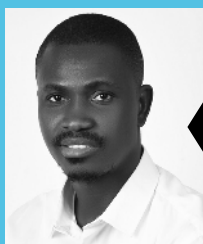
**ADEDAPO
IDOWU** WAVE
Recruiting



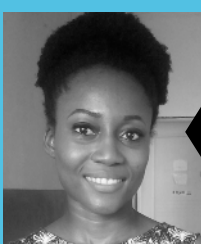
**ADEWALE
ADEBOWALE**
Outreach and
Admissions
Coordinator



**AMINA
OKHIONS**
Training
Coordinator



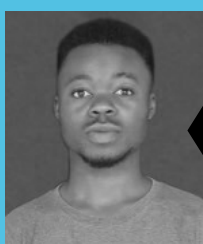
**ANDREA
GARBUTT**
Training
Coordinator



**ANTHONETTE
AGONSI**
Career Services



**CHRISTIAN
ADEGOR**
Training Operations



**CYPRIAN
OSHUS**
Training
Coordinator



**DEMOLA
ADENUGA**
Admissions
Coordinator



**EBEHITALE
UGBERAESE**
Training Operations
Lead



**EBUKA
AWANI**
Business
Intelligence
Coordinator



**EFE
ERHABOR**
Training
Coordinator
(Replication)



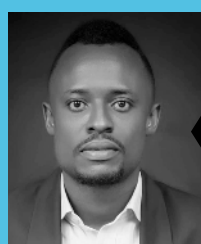
**FADEKEMI
ADETOSOYE**
WAVE Recruiting
Lead



**GRACE
OKEME**
Corporate Training
Coordinator



**IFEANYI
OKAFOR**
Replication



**ISAIAH EBERE
UGWUEKE**



JIDE KING
Curriculum
Development &
Instructional Design
Lead



KELVIN BOB-MANUEL
Communications
Coordinator



KIKE AKINTOYE
Academy
Operations



MARIAM ADEGOROYE
Recruitment Lead



MOSUNMADE
Support Coordinator



OBAANU
Traning Coordinator



LOLOADE KOLAWOLE
Business
Intelligence



ONYEBUCHI EDECHUKWU
Outreach &
Admissions
Coordinator



PATRICK IDAH
Admissions



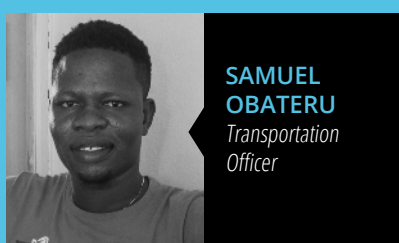
PRINCE PETER
Transportation Unit



RUTH IMADE
Strategic
Partnerships Lead



SAMUEL IHONDE
Outreach &
Admissions
Coordinator



SAMUEL OBATERU
Transportation
Officer



SEUN OKANLAWON
Finance
Management
& Sustainability
Coordinator



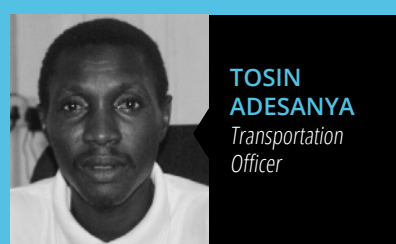
SOMTO OGBONNA
Corporate Training
Lead



TAIWO ONI
Admissions
Coordinator



TOBI ASUBIOJO
Outreach &
Admissions Lead



TOSIN ADESANYA
Transportation
Officer

OUR FUNDERS & PARTNERS



OUR EMPLOYER PARTNERS

(MOD Salon) Body Refinement

11;72 Sew Gull

16by16

A.I Services Ltd

A+B Food (Plavis Group)

ABITEL

Accessories for You

Acme Inc

Acumen West Africa

Adex Hotel

Adey Solie

Adiba Supermarket

Adunni Organics

Advantage health africa

Aimanosi Luxury Lingerie

Alistar Design & Build

Alpha Stores

Altara Credit Ltd

Appoemn

Artist and scientist

Artist and Scientist

Astana Pine Resources

Avandis Consulting Limited

Avienti

B2G Project

BathKandy Co

Baykins Pharmacy

Baytuzeenah Ltd

BBQ & Cravings

Beyond Fitness

Biofem Pharmaceuticals

Bogobiri

Bose Cards & Gifts / Visions
Opticals

Brain and Braces

Brava Apparel Production
Company

Bricks4Kidz

Britts Foods

Brookside Medical Practice

Buifabrics

Buka Hut

Buttons Limited

Cafe Jade

Cakes R Us

Capital One Investment

Cemex Project Integrated Ltd

Cherry Blossom Cakes

Chew Chew

Chinaville

ChinaWok

Chique Bridals

Clay Food Shop

Clear Essence California Spa &
Wellness Resort

Cleverclogsbooks

Commint Buka

Consem Engineering

Corporate Clotheirs

Creative Designs

Crema Coffee House

Creme and Frosted

D Orange Insider

David Wej

Daystar Cleaners Limited

Debbies delight

Debs Fray

Debsam

Decake Shoppe

Dhe Home Hotel

DolceSheriff

Donna Tyler Jewellery

Dotimi Mobile Pots&Soups

Drugs Cafe

E Interiors Studios

E'sorae Luxury

Eclectic Chique

Eko Fitness

El padrino

En Marcha Luxury Lifestyle and
Concierge

Eni's Party Supplies

Enterfive LLC

Eric Kayser

Euphoria

F&V Juicers Limited

Fara and Zara

Fenix Internationals

Fesko Elektriks

FIBRE

Fifis Oven

Financial Derivatives Company

Finicky Clean Ltd

Fitlife Cafe

Fitness Fairng	Kemedeco Design Limited	Modupe Okoisor
Fitness Fairng	Kenonyis Culinary Catering Concepts Lagos	Mogee
Flowerplus	Kili Ceramics Tiles and Bathrooms	Moneris Clothing
FoodCo	Klub Delag	Mr A.I Osakwe
Fortuna Gold Limited	Laradiamond Design	MR AWOSIKA
Fries and Flavours Limited	Latest D Hotel	My Coffee
Frozen Rolls	Lavendar	My Green Apron
Gbeminiyi Osidipe	Lekam International Pharma Nig. Ltd	My Nails & I Salon
Geo Travel	Lekki British School	Natural Nigerian
Global Landscape & Gardens LTD	Lekki Farm	Nellies
Goldielux Caterings	Life Bank	NEWREST ASL
Grandeur catering	lifebank	Newton and David
Green Africa Airways	Lifestores	Nicole Francis Scent
Greenhands Enterprises	Lightbulb EngineeringLtd	Ninos Global Techonology
Grillzone	Littlefield Investment Limited	Noir Restaurant
Hairitage	Luxxor Group	North Indian Cuisine
Hamilton Rhodes ltd	Mademoiselle	Northcourt
Hausse Hospitality	Main Events	Nubian Roots
Heritage Adoption Support & Advocacy	Maison Fahrenheit	nuSafiri
Home Pot Buka	Majik Juice	Odeva Spar Ventures
House 34 Hotel & Suites	Marsden Lagos	OfadaBoy
House 38 Clothing Co	Mattods (Snackariti)	Oma Professional Services
House of Braids	MedEx Pharmacy	Options Diagnostics
HSE Cafe	Merchant Investors Limited	Origins Beauty inc.
I-Fitness	Merging Borders	PAGE Book Connoisseurs
ISA TelGas	Metrocraftng	Papa's Grill
Ituen Basi	Milemosun	Passah & Halizter's
Itunu Rewane & Co.	MILIKI	Peaceland Hotel & Suites
Jason Davids Events	Millennium Wireless	Peaches and Co
Joan Agha Consulting	Mines	Pearl
Juicy Kitchen	Minimal Excess	Pedisbox Limited
Jumia Foods & Party ng	Miregalo Accessories	PenAid Limited
Kaptain Foods		Pentmark Global Resources LTD
		Peppered Rice

Perfume Best Buy Online Shop	Skky Dental Services Ltd	Turtle Hospitality Limited
Phoenix Eye Clinic	Sloane Kids	TwentySix Logistics
Physio Centres Of Africa	SmartMark Limited	Tys Tys
Pilgrim Brooks	Smoothie Express	UKE Stores
Pinnah Foods Limited	Smoothie Planet	Uncle Stan
Pitch and Court	Sophomore Lagos	Upbeat
POKTHO	Spanset Cakes N Events	Vista International Ltd
Primeah Pharmacy	Student Technology Resource Limited	Viviano Beddings and More Ltd
Princess Momodu's Shop	Swish Ideas	VMO Lifestyle
Printing Connections	Synergy Food	Vogue Africaine
Queen Beauty Hair Salon	T Marie	Waffle House
Quramo Advisory	Tae Wool	Washline LTD
Quramo Publishing	TalentBase Nigeria Limited	WeeChops
Rainbow College/Pampers School	TalentBase Nigeria Limited	Wellrose Medical Center
Red Carpet clothing LTD	Tarragon / Culinary Academy	West Wings Clothing
Refinery Beauty Lounge	Textures and Colours	Whispering Palms Resort
Remi Abere	TFA Stores	Wikabani
Rerwod Ltd	That good Tapcoca	Wilson's Juice
Rodger Young Limited	The Cake House	Wings n Sides Kitchen
Royal Hugs	The Cerebral Hub	Wonderworks
Royal Siblings Ventures LTD	The Food Box	Work Place Centre
Rozec Pharmacy	The Grille Resturant	Wow Braids
Rustic Snackers	The Metaphor	Wow Nails
Sachlight Express	The Prince Supermarket	YEDO Ltd
Sakal GB Solutions	The Reading Corner	Yellow Danfo Ltd
SANTIFOODCO	The VIEW	Yenetti Shoes
Sari Herbal Living	Thelittlebigkidcompany	Z Kitchen
Scotch Bonnet	Tiffany Amber	Zen CoCo Women Impacting Nigeria
Seaview Interiors	TLC Cakeboulevard	Zen Cocoa
Selino Suites	Toju Foyeh	Zolene
Send Me Logistics	Traction Venture Partners	Zooma Bar
Seven Six & Ten Interiors	Tradenet International Ltd	
Simply Green Juice Bar & Cafe	Traffic Bar & Restaurant	
Skin Esthetique	Turban Tempest	



For more information,
please contact:

WAVE - Main Office
51 Hughes Street
Alagomeji-yaba
Lagos, Nigeria
+234 1 291 6586
info@waveacademies.org

This document, along with further information on our
organisation, is available on our website.

waveacademies.org

© 2021 WAVE. All rights reserved.
Reproductions and translations are authorised, provided
WAVE is acknowledged as the source.

WAVE