



# Annual Report 2018



An aerial photograph of a city skyline, likely Manila, Philippines, featuring numerous high-rise buildings and a dense urban landscape. The image is overlaid with a semi-transparent blue rectangle that serves as a background for the text.

***“ WAVE is great! They have continuously been our go-to when needing to hire more hands for the restaurant. The staff are well-trained and seamlessly join the culture of our working environment. A highly recommendable service! Keep up the good work!***

**– Yanate Banigo (Co-Founder, Sugarcane)**

# Table of Contents

4	Letter from the CEO
7	Letter from the Board Chair
8	2018 Impact Dashboard
8	The WAVE Model
10	Alumni Story: Opeyemi Takes Charge
12	2018 Highlights and Challenges
14	2019 Plans
16	Replicator Testimonial
17	Financials
18	The WAVE Team
20	Partners
20	Funders
21	Replicators
21	Employer Partners



---

Letter from the CEO

# Misan Rewane

Dear Friends and Partners,

2018 marks WAVE's fifth year of working towards closing the opportunity divide for thousands of young people in West Africa, beginning in Nigeria. We couldn't have reached this milestone without everyone who rides the wave of change in the education-to-employment system with us, and for your support I give my heartfelt thanks.

To every young person who showed up in our classroom ready to transform their lives, you are the waving flags of our success, and we are grateful for your trust. Since 2013, WAVE has helped over 2,000 unemployed youth get ready for the world of work, and it's humbling and encouraging to learn that our graduates are doing better and better—according to our most recent alumni survey, on average, WAVE graduates from 2013 to 2017 cohorts have tripled their current monthly income to \$150 from their pre-WAVE monthly income of \$40.

To train even more youth, the work never ends. Our four WAVE Academy teams are running "Innovation Labs" that test how best to increase WAVE's impact, scale, and financial sustainability. Our flagship Academy 1, for example, achieved a higher operating capacity at 80%, enabling WAVE to maximize its revenue to create more impact. Another is our Mobile Academy in Ibadan City that was launched to test a job vacancy, demand-driven approach. We saw early promising results with 45% of our graduates securing job offers.

To our strategic partners, without you we couldn't implement the simple and cost-effective screening, training, and job-matching processes that help us scale effectively. Through our replicator partners, we helped upskill an additional 3,905 youth in 2018. We are thankful for other collaborators like Spring Impact, IBM, Jobberman, and the Lagos State Ministry of Education for their insightful vision and technical assistance.

To WAVE's team of young people helping other young people with their heart and soul—I am honored to serve alongside you. And to every funder who wrote a check, provided counsel, and believed in us when WAVE was literally just an idea, your support continues to help us pave our path to financial sustainability. Thanks to you, we closed 2018 with a 30% reduction in our cost per graduate, giving us the ability to train even more youth in 2019.

2018 has truly been a productive year, and I look forward to working with you in the year ahead as WAVE continues to scale its model and advance the movement for competency-based hiring. Once again, we are grateful for your unwavering support.

*Yours truly,*

**Misan Rewane**  
WAVE CEO and Founder

“

*To WAVE's team  
of young people  
helping other  
young people  
with their heart  
and soul—I am  
honored to serve  
alongside you.*







**“** *Nearly six years later, with 2,600 youth trained, we remain committed to this work, but our vision is much more ambitious.*



---

Letter from the Board Chair

# Nnenna Onyewuchi

Dear Friends and Supporters,

When WAVE launched in 2013, our goal was to boost the employability of youth who, due to their lack of traditional credentials (such as degrees and work experience), are unfairly locked out of the job market. Nearly six years later, with 2,600 youth trained, we remain committed to this work, but our vision is much more ambitious. Thanks to our expanding replicator initiative, the number of youth able to gain essential employability skills will increase significantly, far outstripping what we could achieve through direct efforts. In 2018, we were in the vanguard of a movement to make Nigeria's employment landscape more equitable and inclusive, working tirelessly to raise Nigeria's awareness of competency-based hiring. None of this would be possible without your support and belief in us.

With unemployment rates in Nigeria still above 20%, the job search for underprivileged Nigerian youth is more competitive than ever. Yet through WAVE's soft skills curriculum and career guidance, our graduates are beating the odds. In 2018, 679 young people graduated from our academies and majority have landed steady jobs or are pursuing further studies. Our graduates' increased salaries post-WAVE training enable them to support their families and themselves. Our replication partners trained over 4,000 youth. As our cohort of NGO, private sector, and government partners continues to increase, so will the scale of the impact.

We strongly believe that a shift in focus from traditional credentials to core competencies in hiring practices, would open up the job market for many youth who would otherwise be at a disadvantage. Through our ongoing research on the country's hiring patterns and trends from our recently launched job-matching portal, we are establishing strong evidence for our competency-based hiring. Our intensive networking and engagement with Nigeria's businesses and schools are resulting in more employers who now know how to look past applicants' formal credentials and are considering other key factors such as soft skills and motivation. This is encouraging proof that we are going in the right direction.

As WAVE begins another year, we are excited to fulfill our biggest goals: boosting our training and recruitment efforts, forging more replicator partnerships and advancing our movement. With our talented, passionate team and lessons learned from our early years, we are confident we can reach all of them. Thank you for joining us in our journey to mold capable, motivated young workers and contribute to a prosperous Nigerian economy.

*Yours truly,*

**Nnenna Onyewuchi**  
WAVE Board Chair

# By the Numbers

## Training & Ops

### REPLICATION

7

Organizations trained on delivering WAVE curriculum

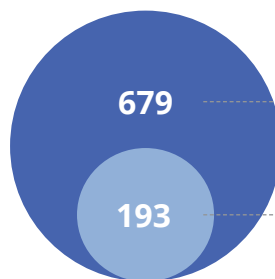
789

Trainers trained

1495

Youth who completed the step-down training

### DIRECT TRAINING



Number of youth who completed training

Number of youth who were successfully placed

## The WAVE Model

# How We Work



### SCREEN

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



### TRAIN

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



### MATCH

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



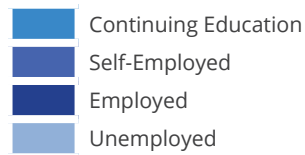
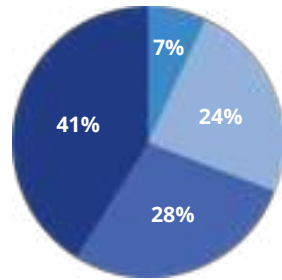
### SUPPORT

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

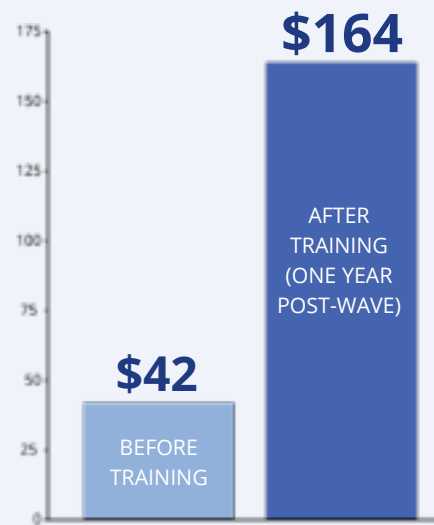


## Alumni

### WAVE ALUMNI, 1 YEAR AFTER WAVE



### INCOME TRANSFORMATION



## Employers

97

Total number served in 2018

(total # served includes employers who hired from WAVE, employers who hosted a WAVE intern, and employers who engaged WAVE to train their existing employees)

436

Total number served (cumulative)

70

Employers who hired WAVE alumni

421

Employers who participated in WAVE's movement building sessions

13

Employers who participated in WAVE's corporate training sessions



## Alumni Story

# Opeyemi Takes Charge

**Opeyemi Olowoyeye had just submitted his job application and was eager to build his career in logistics engineering.**

With his bachelor's degree in mechanical engineering, internship experience from Nestle, and one year of mandatory service in the National Youth Service Corps, Opeyemi had the skills he could harness to pave his path forward. Unfortunately, his chosen field is very competitive; most companies ask for paid work experience and prefer candidates with advanced certifications, which he cannot afford just yet.

Opeyemi's struggle is common throughout Nigeria, where the unemployed and underemployed youth account for 53% of the population. At the root of this problem is the country's education-to-employment mindset, where recruiters value traditional credentials such as professional experience over transferable skills. "Experience was a key factor. No one was willing to train, yet wanted experience," Opeyemi shared about his initial job search.

To increase his opportunities, Opeyemi sought the advice of his friend Tobi, a WAVE Academy alumni who referred him to the program. He enrolled in WAVE's flagship academy in Yaba, Lagos with a clear goal in mind: to learn the soft skills he needed to get a job and excel at it to complement his technical skills. Mindful of his career aspiration, Opeyemi knew that

patience was key, and that joining WAVE would progressively help him become the professional he would like to be.

At the Academy, Opeyemi enhanced his relationship and team-building skills through peer group workshops, and sharpened his problem-solving and negotiation competence through role-playing exercises. He also joined the job shadowing module, where he developed his public speaking and customer service skills by working in a restaurant. Thanks to WAVE's soft skills training, Opeyemi is now more confident establishing social capital and building networks for his career growth. "You don't know who has the key to the door you aspire to enter," he says.

Opeyemi currently works at Crown Logistics, a global moving company. He serves as a Sales Manager and earns over \$300 per month, which is a big leap from his previous internship stipend of \$55. Apart from allowing him to support his siblings in school, the stable income helps Opeyemi save up for additional training and certification courses, which will help him move up the professional ladder of the logistics industry. "I discovered there was more to getting a job than money. Learning is more important. You find a job that would add to you," he beams. ■



“ *Experience was a key factor. No one was willing to train, yet wanted experience.* ”



# A Look Back

**We celebrated our 5th year with the launch of WAVE 2.0, our strategy to increase our impact, scale, and financial sustainability. With the support of businesses, foundations, and partner institutions, we moved closer to our shared vision of a world where every African youth has access to the skills and opportunities to become what they imagine.**

## **EXPANDING THE DEPTH AND REACH OF WAVE'S WORK**

We continued to scale our services by identifying and on-boarding new partners to bring WAVE training to more youth.

- WAVE has cumulatively trained 2,653 youth and placed 1174, in entry-level jobs earning an average of ₦34,418 (approx. \$96) monthly—almost three times more than their income before joining WAVE—only a year after training.
- Piloted a demand-led partnership in Ibadan with large retailer FoodCo. About half of our 43 trainees (50%) secured job offers before graduation, a leap from our average placement rate (29%) in our work with smaller businesses that have more limited hiring capacity.
- Established a replication partnership with Teach for Nigeria (TFN) and trained nearly 200 TFN Fellows to teach WAVE's soft skills curriculum to primary schools where they are assigned for their two-year fellowship.
- Connected 60 youth to job opportunities by working with online portal Jobberman in helping IBM pilot digital skills training in business intelligence analytics and mobile app development.
- Supported the Lagos State Office of the Special Adviser on Education, in partnership with the ReadySetWork Program, in screening and training nearly 350 volunteers. We trained them to teach employability skills to an estimated 3,600 final year undergraduates, eight times more than the students trained in 2017.
- Prepared 500 senior secondary students for future success by helping them apply their learnings from formal education in employability skills classes, with the support of members of the National Youth Service Corps (NYSC) in Lagos.



## GROWING THE MOVEMENT FOR INCLUSIVE WORK

We developed and joined platforms for knowledge exchange to help influence employers, educators, government, and society to refocus the education-to-employment system on developing competencies that prepare young people for the 21st century world of work.

- Initiated “Winning the War for Talent” to encourage over 800 employers and train more than 80 nonprofit leaders and entrepreneurs from the Lagos Business School and the FATE School of Entrepreneurship on competency-based hiring practices and how it delivers superior results for talent selection.
- Built the case for inclusive hiring in a panel for advancing policy and global action on youth employment at the Decent Jobs for Youth Summit in Geneva, Switzerland, under the United Nation’s 2030 Agenda for Sustainable Development. The conference led to a declaration for all stakeholders and partners to join forces and engage in youth-led businesses and value creation.
- Shared insights on creating jobs and encouraging youth entrepreneurship across Africa with over 160 public and private sector representatives at the annual Africa Talks Job conference in Addis Ababa, Ethiopia. The delegation received commitments from 120 individual companies and associations to invest in youth and initiate partnerships with the education sector for improved quality and access of employment-oriented education and training.
- Convened a roundtable of TV, film production, and media experts to identify the skills gap of young people in the creative industry and define solutions to scale the quality of training programs to generate the required talent, with the support of Ford Foundation.

## BUILDING WAVE’S ENTERPRISE

We strengthened our internal capacity through new strategies and partnerships toward improved systems and sustainability.

- Conducted two one-week-long learning sessions in May and December, which included presentations from each business unit and Continuing Professional Development (CPD) classes. The end-of-the-year session was culminated with an appreciation party to celebrate members of the team.
- Launched our job-matching portal [www.wave-recruiting.com](http://www.wave-recruiting.com) which connects alumni with employer partners’ job vacancies. It factors in skills required, applicants’ interests, and other criteria, resulting in improved retention rates among users, according to recent surveys.

However, milestones can come with challenges. In 2018, we faced obstacles stemming from government changes beyond our control and from testing new operational approaches.

- Rolled with the unforeseen replacement of the Commissioner for the Ministry of Wealth Creation and Employment (MWCE), which put Academy 3 on pause from January to November as we worked to build relationships with the new leadership.
- Identified issues with our postpaid pricing model concerning self-placed alumni. Since WAVE depends on partner employers for payroll deductions, there is no enforcement mechanism in place for alumni who find work on their own or are self-employed. This led to revenue collection rates below 10% for this group.

Looking at our 2018 successes and challenges, we realize the growing strength of our organization, culture of learning, and partnerships. We are thankful to continue to be in a strong position to progress towards our goal of training 112,000 youth in the next five years. ■

## 2019 Plans

# Looking Ahead

We're looking forward to the year to come. In 2018, over 4,000 youth have been upskilled through the amazing work of our partners and our very own WAVE Academies that continue to serve as innovation labs for improving the WAVE model. In 2019, we're excited to take critical strides towards creating more impact and fulfilling bigger goals. Going forward, we will ramp up our efforts in:

## 1. SUPPORTING MORE YOUTH AND EMPLOYERS THROUGH REPLICATION PARTNERSHIPS

By working with up to 10 replication partners—organizations who can deliver our model beyond our academies—we plan to train an additional 5,000 youth in 2019. We will build these partnerships by:

- **Developing and piloting a replication toolkit:** Working with an Independent Consultant, we are creating a customizable replicator toolkit that can be adopted in other states. This will have online resources and remote training options for partners unable to attend replication workshops. We plan to pilot this in June/July 2019.
- **Integrating WAVE curriculum in schools and training centers:** We started partnering with Nigerian state governments and training centers to integrate core soft skills education in secondary schools and vocational training programs.
- **Involving replication partners in tracking impact:** To capture the impact our replication efforts, we will help partners strengthen their data collection processes. We will build tools to help them monitor their trainees' and graduates' progress and performance.

## 2. ADVANCING THE COMPETENCY-BASED HIRING MOVEMENT

WAVE will raise awareness on competency-

based hiring return on investment by authoring quarterly op-eds and case studies, join radio shows, and speak at education and youth employment conventions. Our representatives will join several local and global events, including the WIMBIZ Roundtable, Future Work Africa Summit, Concordia Africa Initiative, and the Global Philanthropy Forum to engage and have dialogues with 150 to 250 employers on hiring for competencies over credentials.

## 3. EXPLORING UPGRADES AND NEW APPROACHES THROUGH INNOVATION LABS

Our academies will continue to run as innovation labs exploring process improvements to grow our impact, financial sustainability, and scalability. We aim to bolster our model by operating each academy with a specific learning agenda:

- **Optimizing unit economics:** In Academy 1, we are innovating on customer acquisition and training operations to increase cost coverage from 30% to 50%. We are currently evaluating strategies, such as blended learning, that will help us scale our training delivery and behavioral nudges to boost WAVE admission and graduation rates (which translate to lower costs per graduate).
- **Increasing earning potential of WAVEs:** Academy 2 is testing what curriculum



innovation is required to increase trainees' earning potential by 5-10% to a monthly starting salary of NGN 44,000 (USD 125). We are forming partnerships with technical skill providers to

offer a broader range of in-demand competencies (such as digital skills, social media marketing, inventory management, etc) through alumni master classes and cross-enrollment opportunities.

- **Improving training programs that meet employers' needs:** Mobile Academy 3 is innovating on how to deliver WAVE model in new geographies leveraging employer (demand)-driven partnerships. Anchor employers have been identified in Abeokuta (southwest Nigeria) and Port Harcourt (Niger delta) with hiring needs in Q2 and Q3 respectively. We will draw on the success of our 2018 pilot with FoodCo, in Ibadan (4th most populous city in Nigeria).
- **Training youth through government partnerships:** Leveraging its success with Lagos State's Ministry of Wealth Creation & Employment, Academy 4 will continue innovating on how to scale WAVE's model through collaboration with state governments rather than local governments. We believe that their reach and resources will enable more youth to access our training, as well as improve our financial sustainability.



#### 4. ENHANCING WAVE'S FINANCIAL SUSTAINABILITY

We recognize and prioritize the need for WAVE to scale its impact sustainably to ensure long-term impact. In 2019, we aim to strengthen our financial sustainability by increasing our earned income potential and diversifying our philanthropic contributions. WAVE 2.0 will see that Academies continue to grow their cost coverage in the same way while our Replication work will grow its cost coverage through charging training and support fees to replicating partners. Broader movement building work will continue to be supported by a mix of philanthropy and corporate training fees.

Building on our progress and experiences from implementing WAVE 2.0 in the past two years, we are confident that we can reach our goals for 2019 and beyond. We now have a stronger team, improved processes, and partnerships in place to reach and support more Nigerian youth, advance our competency-based hiring movement throughout the country, and contribute to the creation of an inclusive employment system. ■

## Replicator Testimonial

# Knowledge Exchange Center and WAVE: Joining Forces to Strengthen Nigerian Youth's Competence

Knowledge Exchange Center (KEC) is a Nigerian nonprofit helping recent college graduates prepare for the world of work. Given the country's volatile labor market, KEC's mission is to give young people the skills needed to find meaningful employment through initiatives such as its Graduate Advancement Programme Network (GAPN), which gives graduates the opportunity to enhance their soft skills and plan their career goals with a mentor.

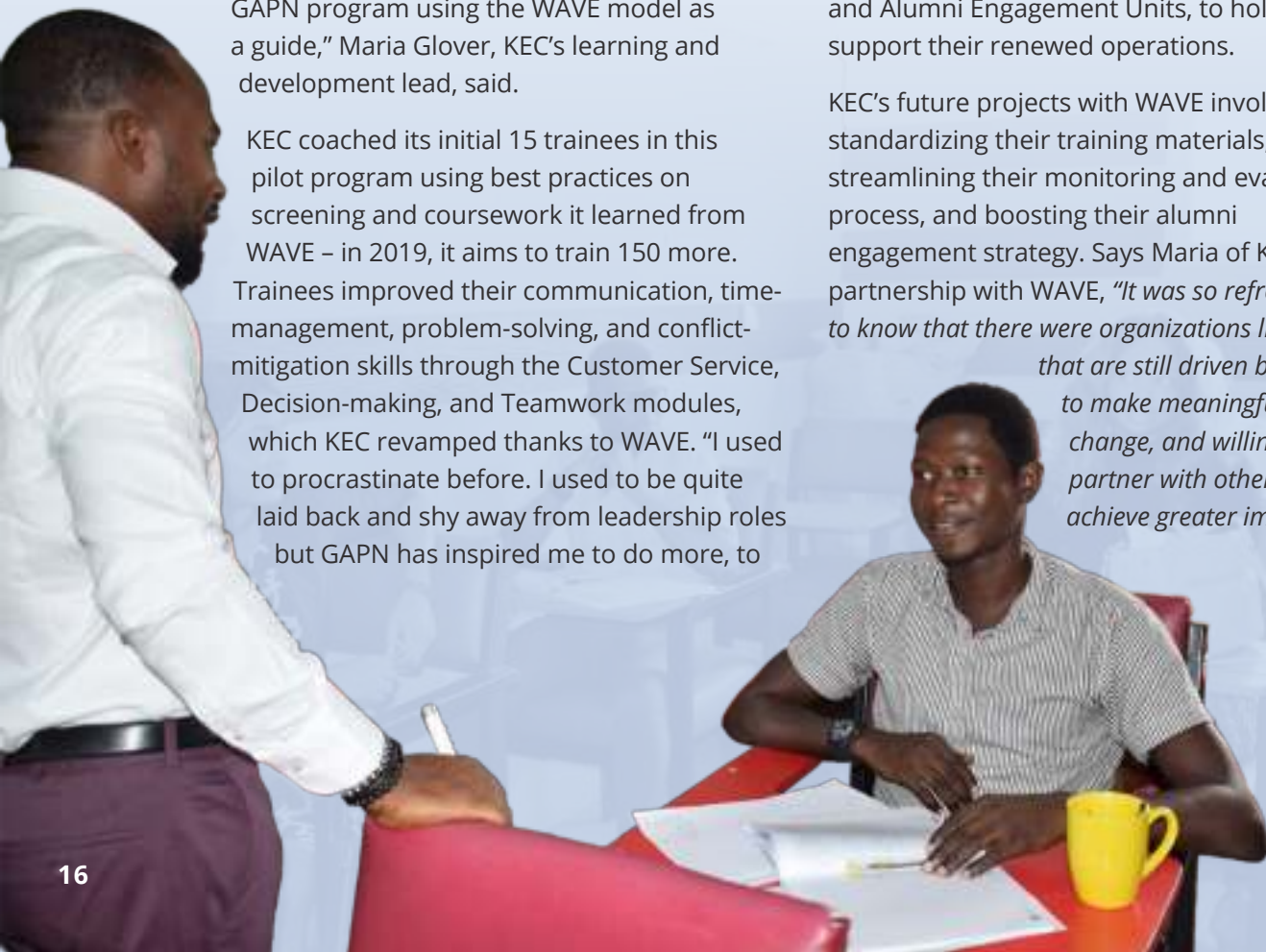
In 2018, KEC collaborated with us to replicate the WAVE model and together, efficiently upskill more unemployed youth for stable jobs. Prior to WAVE, KEC was not able to fully measure their program's impact on their trainees' career progress. Its teams also worked in silos. "Partnering with WAVE was a game-changer. We were able to refine our GAPN program using the WAVE model as a guide," Maria Glover, KEC's learning and development lead, said.

KEC coached its initial 15 trainees in this pilot program using best practices on screening and coursework it learned from WAVE – in 2019, it aims to train 150 more. Trainees improved their communication, time-management, problem-solving, and conflict-mitigation skills through the Customer Service, Decision-making, and Teamwork modules, which KEC revamped thanks to WAVE. "I used to procrastinate before. I used to be quite laid back and shy away from leadership roles but GAPN has inspired me to do more, to

actually face these challenges, and to actually want them because they make me better. I see these challenges as a good thing for me now after the program," one of KEC's trainees remarked.

For KEC, "We started measuring our impact in a different way to ensure that we are indeed making a contribution to our target clients," Maria shared. KEC's survey of some of the 15 pilot program alumni's employers found that the employees who completed KEC's training performed better than their peers. Since revising GAPN with WAVE's model components, KEC adjusted their organization's structure for efficiency and integrated learning across the teams. They created an Employer Partnership Unit to help connect its trainees to jobs. They also created the Admissions, Training, and Alumni Engagement Units, to holistically support their renewed operations.

KEC's future projects with WAVE involves standardizing their training materials, streamlining their monitoring and evaluation process, and boosting their alumni engagement strategy. Says Maria of KEC's partnership with WAVE, *"It was so refreshing to know that there were organizations like WAVE that are still driven by passion to make meaningful social change, and willing to partner with others to achieve greater impact."* ■



# Financials

REVENUE	US Dollar Amount*	Naira Amount
Opening Balance (from 2017 Grant Revenue)**	257,575	92,727,000
Earned Revenue	54,692	19,688,977
Grant Revenue**	410,313	147,712,680
<b>Total Revenue</b>	<b>\$722,580</b>	<b>₦260,128,657</b>

COST		
Direct Program Costs	277,501	99,900,263
Indirect Program Costs	102,018	36,726,417
Overhead Costs	342,557	123,320,070
<b>Total Costs</b>	<b>\$722,076</b>	<b>₦259,946,750</b>

<b>NET INCOME</b>	<b>\$504</b>	<b>₦181,907</b>
-------------------	--------------	-----------------

## AVERAGE COST PER GRADUATE

Direct Program Cost Per Graduate	Total Cost per Graduate for Academy 1***
<b>\$454</b>	<b>\$167</b>
₦163,503	₦60,000

\*Exchange rate used: ₦360 = \$1

\*\*Includes grants from The Peery Foundation, Fossil Foundation, Ford Foundation, and The Lester Fund received in Q4 2017 and allotted towards 2018 expenditures

\*\*\*Academy 1 drives our effort to innovate on how to maximize financial sustainability (cost coverage) through cost and revenue optimization



# The WAVE Team



**Misan Rewane**  
CEO



**Adewale Adebawale**  
Admissions



**Fiynfoluwa Ariyo**  
Admissions



**Oluwatobi Asubiojo**  
Admissions



**Onyebuchi Edechukwu**  
Admissions



**Patrick Idah**  
Admissions



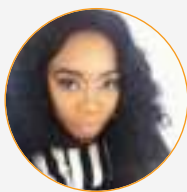
**Samuel Ihonde**  
Admissions



**Ademola Odunuga**  
Admissions



**Taiwo Oni**  
Admissions



**Salma Salisu**  
Alumni Affairs



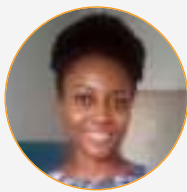
**Ololade Kolawole**  
Business Intelligence



**Oluwaseun Oshoniyi**  
Business Intelligence



**Abioye Agbaje**  
Career Services



**Anthonette Agonsi**  
Career Services



**Toluwani Aina**  
Career Services



**Kelvin Bob-Manuel**  
Communications



**Osarume Akenzua**  
Corporate Training



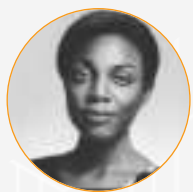
**Abiodun Musbaudeen**  
Data Analyst



**Chito Umeh**  
Employer Partnerships



**Aissatou Gaye**  
Finance



**Chide Idoga**  
Finance



**Seun Okanlawon**  
Finance



**Mercy Titus**  
Finance



**Ruth David**  
Movement Building



**Somto Ogbonna**  
People



**Noella Moshi**  
Programs/Expansion



**Mariam Adegoroye**  
Recruiting



**Fadekemi Adetosoye**  
Recruiting



**Nicolas Akposibruke**  
Replication



**Efe Erhabor**  
Replication



**Ifeanyi Okafor**  
Replication



**Tosin Adesanya**  
Support Services



**Mosunmade Epebinuade**  
Support Services



**Abigail Gbinikagan**  
Support Services



**Collins Uduh**  
Support Services



**Adebowale Ajakaiye**  
Training



**Andrea Idhegbo**  
Training



**Okwukwe Ifediora**  
Training



**Jide King**  
Training



**Amina Lawal**  
Training



**Chukwuemeka Okeke**  
Training



**Cyprian Oshus**  
Training



**Christian Adegor**  
Training Operations



**Kike Akintoye**  
Training Operations

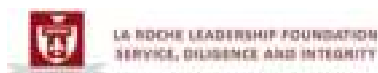


**Ebehi Ugberaese**  
Training Operations

## Partners



## Funders



Gary Ford



FIRST FRUIT

Russ &  
Debbie Hall





# Replicators

Aspilos Foundation	National Youth Service Corps (NYSC)	Ready Set Work
Chelsea Academy	One Precious Life (OPL) Academy	Switch
Edubridge Academy	Pan-Africa Strategic and Policy Research Group (PANASTRAG)	Teach for Nigeria (TFN)
FAEN Academy		Teachers Establishment and Pension Office (TEPO)
Knowledge Exchange Center (KEC)		Zest

# Employer Partners

1172 Seagull	Brava Apparel Production Company	E'sorae Luxury
360 Degrees Boutique	Bricks4Kidz	Eclectic Chique
Adey-Solie	Britts Foods	El padrino
Adunni Organics	Bubble Tii	En Marcha Luxury Lifestyle and Concierge
Aimanosi Luxury Lingerie	Cafe Jade	F&V Juicers Limited
Aimas	Cafe Neo	Fara and Zara
Alpha Stores	Cakes R Us	Fenix Internationals
Angelika's (Quality Inn)	Chique Bridals	FIBRE
Angle Villa	Chow Noodles Bar	Fifis Oven
Apples & Oranges	Clay Food Shop	Finesse Event Service
Appoemn	Confectionately Yours	Fitlife Cafe
Asaju Medical Clinic	Consem Engineering	Fitness Fairng
Avienti	Craft Gourmet by Lou Baker	Frozen Rolls
Azarai Jewelry Ltd	Crema Coffee House	Fuhler Barn Limited
Baby Studio	Debsam	Golden Bunch Schools
Barbar	Delightsome Feast Confectionaries	Green Africa Airways
BathKandy Co	D Game Place	Greenhands Enterprises
BBQ & Cravings	Dora Explorer	Grillzone
BC Garden Cafe	D Orange Insider	Hairitage
Bistro 7	Dvale Events	HANS & RENE
BOPS XPRESS		Hausse Hospitality

## Employer Partners (continued)

Hill Harvest	Nok by Alara	Student Tech Resource Ltd
Hugo Tech	Nouveau Hotel / Kaanubaru	Sub Delight
In vogue	Nylah's Catering	Sugar Cane
ISA TelGas	Odeva Spar Ventures	Sweet Kiwi
Ituen Basi	PenAid Limited	Swish Ideas
Itunu Rewane & Co.	Perfume Best Buy Online Shop	Synergy Food
Jumia Foods & Party ng	Phoenix Eye Clinic	Tae Wool
Just Fragrance	Physio Centres Of Africa	TalentBase Nigeria Limited
Kudi Cosmetics	Pinnah Foods Limited	Textures and Colours
Laradiamond Design	Pistachio Foods (RSVP)	The Children Practice Ltd
Lekki British School	POKTHO	The Food Box
Lifestores	Primeah Pharmacy	The Kofe Club (Trucadero)
Luxxor Group	Queen Beauty Hair Salon	The Lash lounge
Mademoiselle	Quramo Advisory	Thelittlebigkidcompany
Majik Juice	Rainbow College	The Metaphor
Marsden Lagos	Realtor.ng	The Orchid Bistro
Merchant Investors Limited	Red Carpet clothing LTD	The Reading Corner
Metrocraftng	Rerwod Holdings Ltd	Turban Tempest
MILIKI	Rustic Snackers	Turtle Hospitality Limited
Minibeas Bakery	Sachlight Express	TwentySix Logistics
Mint by Eat Green	Salt Lagos	Veritas Catering
Miregalo Accessories	SANTIFOODCO	Viviano Beddings and More Ltd
Modupe Okoisor	Sari Herbal Living	Vogue Africaine
Monarch Environmental Services Limited	Savvie Boutique	Wellrose Medical Center
Mr A.I Osakwe	Scotch Bonnet	West Wings Clothing
Mt Sinai	Selino Suites	Wikabani
My Green Apron	Seven Six & Ten Interiors	Xovar Lounge
My Nails & I Salon	Skin aesthetics	Xquisite
Nail Boutique	Smoothie Express	YEDO Ltd
Nellies	Smoothie Planet	Yellow Danfo Ltd
NLE	So Fresh	Yenetti Shoes
	Spanset Cakes N Events	Zenbah (SIP)

“

*I have known WAVE now for 4-5 years and I think through the years I have hired dozens of people, first at my prior job when I was working for an organisation called Generation Enterprise and here at Jumia. You know they (WAVErs) are coming up with a better attitude and really eager to get a job and have the right mindset which is something that we (employers) want.*

– Guy Futi (Managing Director, Jumia Food, Jumia Party, and Jumia Now)







© 2019 WAVE

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

**For more information, please contact:**

WAVE – Main Office

51, Hughes Street, Alagomeji-Yaba,

Lagos, Nigeria

Phone: +234.1.291.6586

Email: [info@waveacademies.org](mailto:info@waveacademies.org)

This document, along with further information on our organization, is available on WAVE's website: [waveacademies.org](http://waveacademies.org)

Produced and printed by WAVE.

