

WVE ANNUAL REPORT 2021

BUILDING . SUPPORTING . CHANGING.



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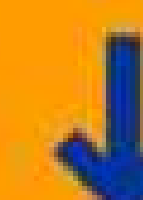
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WEST AFRICA VOCATIONAL EDUCATION

**START SMALL
LEARN FAST
GROW BIG**



Riding the WAVE Impact

Dear Friends,

Coming into 2021, we had great expectations about what the year will hold and looked forward to some semblance of normalcy. We learnt very quickly that normalcy was never going to be what we knew 2 years ago and we had to quickly embrace our new reality as the way of working that has come to stay. The way we work may have changed because of Covid-19 but we never stopped creating impact by equipping youth with the relevant skills to make them job ready and successfully connecting over 700% of them with job opportunities, transforming their lives and incomes as we continue to advocate for a more inclusive hiring landscape so that more underserved youth can access the available jobs.

In all of the uncertainty, we want to express our profound gratitude from the entire WAVE family to all of our partners and stakeholders. We want to use this annual report to pause and share the progress and impact that we made together in 2021.

Our vision at WAVE is “A world where every young African has the skills and the opportunities to become all they imagine.” In 2021, we achieved this through partnerships! As the African proverb says “If you want to go fast, go alone; if you want to go far, go together.”

This proved especially true this year as we entered uncharted water, steering through the storm and riding on waves of strategic partnerships who supported us to reach over 650 youth directly connecting over 50% of our alumni with job opportunities. Due to strategic partnerships, we were able to reach over 70 TVET teachers working with them to deliver innovative pedagogy to TVET students helping them adequately prepare for the world of work. We also expanded our government partnership in 2021 reaching over 400 youth through government partnerships

I invite you to read on and learn more about our work.

We are excited about the future as we continue to give African youth the relevant skills required to improve their livelihoods. We continue to ride the waves of impact and we hope you will join us.

Yours Truly
Molade Adeniyi
CEO, WAVE



Board Chair Letter

Dear Friends of WAVE,

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.

With your support, we were able to equip over 500 young people with work ready skills and support over 70% of them with internship opportunities and jobs that improved their livelihoods in these very difficult and challenging times.

This year, we grew our partnerships with government organisations to reach the grassroots and enter new geographies and territories. The testimonials have been welcoming and truly inspiring.

We could not have done this without the support of our funding partners and all our other stakeholders. Many thanks for standing and supporting WAVE now and always - we greatly appreciate your generosity, your partnership, and your friendship.

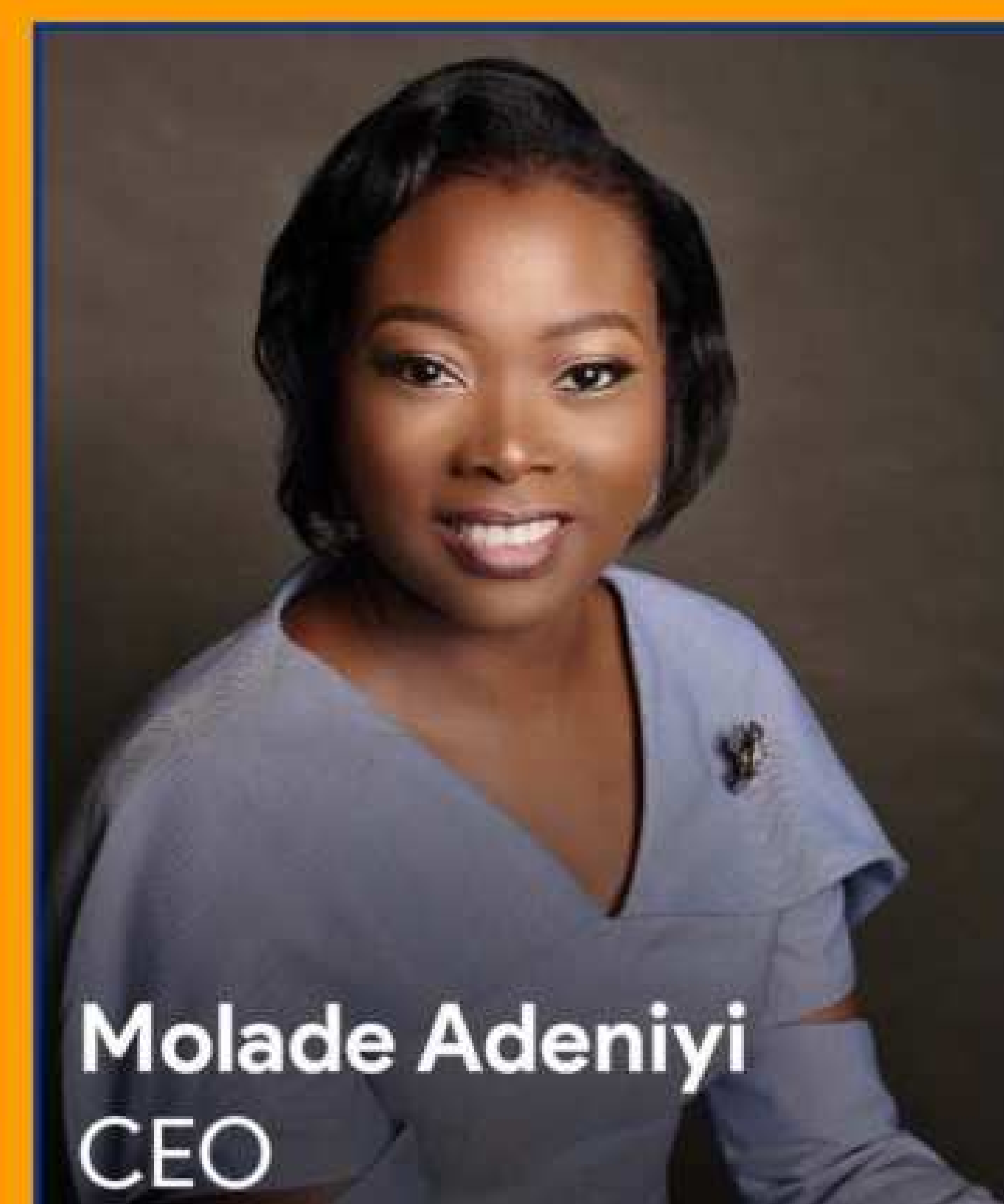
We invite you to join us as we continue on this journey of empowering young people across Nigeria and beyond .



Warm Regards,
Shirley Somuah
WAVE Board Chair



Meet the Board



How We Work



SCREENING

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



TRAINING

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



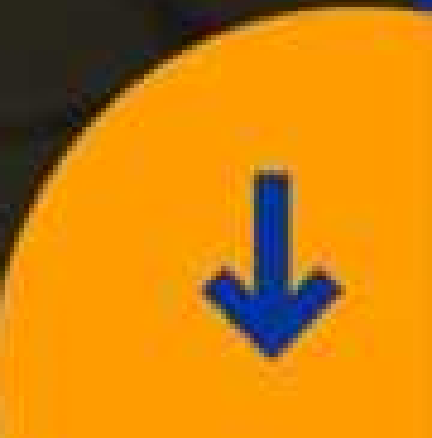
MATCHING

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



SUPPORT

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



Alumni Impact story



Miriam Adigun started her WAVE journey after graduating from a vocational school where she learned about makeup. At first, she taught since there was a “vocational” in the WAVE’s name, they also teach technical skills or more advanced skills than what she had already learned.

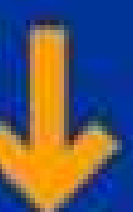
During the WAVE information session, she realized that they were going to learn soft skills, something different from what she thought. At first, she opted to redraw but seeing the facilitator discuss how the skills would help them in any job they find themselves in the future, she decided to give it a try.

The challenges Mariam faced during the training were having to wake up early and get to the training center to avoid punishment. She isn’t used to leaving her bed till around 10 or 11 am and this was new to her. Over time, she was able to get a hang of it and it’s something that has helped her to date. Mariam’s excitement during the training was having to sell a paper bag that has no value to people. She said the exercise taught her that she can sell anything to anybody as long as she has a convincing and emotional story behind the product. She said the exercise taught her that she can sell anything to anybody as long as she has a convincing and emotional story behind the product.



After graduation, Mariam had to stay home for 3 months before getting a job. Since she is now used to waking up early she decided to start up a small fashion business called Mises Empire while job hunting. She later got a job as a Sales Representative at Aso Oke ti Dupe at Ikoyi and was running her business at the side. The business was later relocated out of the country and Mariam was unemployed again after working there for a year and 2 months. Being someone who is industrious, she focused fully on her business again and won a competition at WAVE where she got money to buy a sewing machine and capital to import fashion goods to scale her business.

Things were going well for Mariam until Covid struck in early 2020 which affected her again. This time, she couldn’t import goods and clients were not patronizing her. This made her go job hunting again to ease the financial burden. Due to her persistent job search, she got a job, again through WAVE, as a backend sales rep at LSA company, Lekki where she works till today, and has also helped her with finances to boost her business which she still runs by the side.



she got a job, again through WAVE, as a backend sales rep at LSA company, Lekki where she works till today, and has also helped her with finances to boost her business which she still runs by the side.

She is very grateful to WAVE for all the support that she received during her tough times and also the skills she learned during the training. Listing Problem Solving, Communication, and Listening skills as the top skills out of many skills she used every day at her workplace.

Her dream job is to become an international customer care representative and she feels the experience she is learning on her current job and also enrolling in the University of Lagos to get a BSc would take her one step in achieving her goal. She also supports her family financially which has been a big relief to her parents because she now has to take care of her school finances.

Her advice to job seekers is to be patient. She said that in all her experience in the labor market, patience is key to be successful.



**Mariam
Oluwanifemi
Adigun**

Linens Scent and Accent
(LSA) Home



2021 Major Milestones & Challenges

On our 8th year of empowering West African youth toward employment and securing brighter futures, WAVE celebrates the more than **53,000 Nigerian youth** we have supported to become workforce ready and capable of securing stable jobs and a better future.

Upskilling Youth through Screen-Train-Match Model

WAVE reached over 650 Nigerian youth (ages 18-35) through our Screen-Train-Match-Support model, made possible by the following:

- ➔ **Direct implementation:** We directly trained 657 youth on employability skills training in 2021. To comply with COVID-19 preventive measures in Lagos, 25% of the training was conducted on Zoom and WhatsApp. WAVE resumed in-person training in April, after the easing of restrictions, in four different locations in the region.
- ➔ **Growth partnerships:** We reached an additional 1200 youth through three of our new eight growth partners. The growth partners used innovative WAVE teaching methods that integrated employability training into their capacity-building programs or lectures.

- ➔ **Employment rate:** We were able to maintain an employment rate of 70% rate among alumni (WAVErs) as evidenced by the number of vacancies filled. WAVErs work in high-growth industries as sales representatives, hotel and restaurant kitchen staff, customer service personnel, and fashion designers. They earn an average ₦48,028 (\$117), 220% higher than pre-training income.

More Learning Opportunities for Entrepreneurs and WAVErs

In our bid to innovate and give Nigerian youth other opportunities to improve their income and livelihood, WAVE launched the following programs this year:

- ➔ **Entrepreneurship training:** We organized our first entrepreneurship training program in July with 40+ participants. The week-long program, in partnership with Street Business School, helped small businesses, organizations, and individuals learn how to successfully run a business. The training was held via Zoom, and covered customer service, business planning, money management, market research, record keeping, and business opportunity identification capital. Within 3 months of training, over half of the participants have improved the performance of their businesses and increased their incomes by 50%.



- ➔ **Alumni workshops:** We started hosting monthly workshops with various experts and topics so WAVEs can continue to develop themselves in their careers. The first workshop, “Becoming a Good Virtual Assistant,” was a Zoom session facilitated by Samuel Akinlotan, a talent management professional who detailed the steps to get opportunities to be a virtual assistant and succeed in this profession. Other sessions covered interviewing tips and personal grooming and hygiene.

Strengthening WAVE Online Presence

We strengthened our online presence by revamping the website. The upgrade includes a seamless navigation and easy access to frequently asked questions to better connect to our intended beneficiaries, and for more people to understand the work we do.

We also officially launched version 2.0 of the WAVE Recruitment Portal. As part of our initiative to create the best match for our partner employers and trainees, we included a new do-it-yourself feature that allows employers and hiring managers to filter their preferences based on set criteria.

Challenges amid the COVID-19 Pandemic

- ➔ **Shorter training sessions:** With training hours and days shortened, we rolled back program activities that are not particularly tied to a module but are essential for job placements, such as the elevator pitch review and CV reviews. We used WhatsApp as a substitute for missed discussions, and introduced handouts and other resources for self-directed learning as a further supplement.

- ➔ **Halting some of our advocacy work:** We postponed Phase 2 of our Competency-Based Education and Learning research, the launch and completion of our competency-based recruitment toolkit, and our advocacy media tour after business owners, educational institutions, and government agencies reprioritized their activities to remain operational amid the pandemic. We hope to complete and launch these in 2022

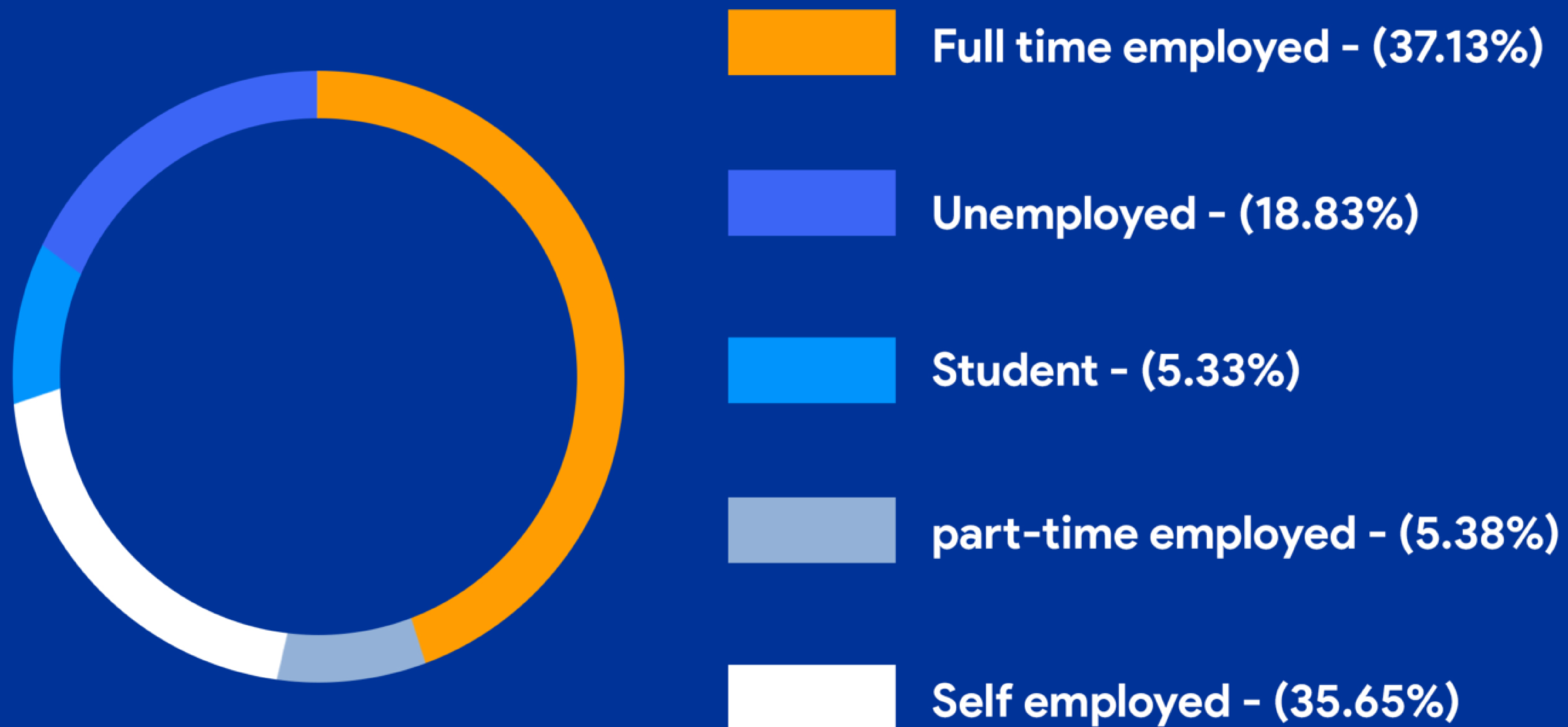
Despite these challenges, we continue to operate as usual, and will continue to scale our impact in the coming year through existing partners who can help us scale to new states and reach thousands more youth.

Conclusion

We still have a lot of work to do in Nigeria and we are optimistic that we will find more ways to reach more underserved African youth and equip them with 21st century skills needed to land gainful careers, while transforming the employment landscape in West Africa and beyond with the ongoing support of all our partners.



ALUMNI EMPLOYMENT STATUS



A SNAPSHOT of our successes over the past 8 years

4312

Total number of youth reached to date
through direct training

52,844

Total number of youth reached to date
through growth partnerships

42

Growth partners WAVE has in total to date

1935

WAVErs matched (includes walk-ins)



2022 Plans

What The Future Holds!

Bridging the Gap

As the world of work is changing, employer's needs from employees are also changing. We are working with our growing employer partner pool to identify the critical skills now needed by youth to thrive and succeed in the workplace and ensure that we are able to equip them with these necessary skills as we continue to bridge the skills gap.

Our 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.

Partnerships for Impact

We continue to grow our strategic partnerships portfolio to scale our impact. We are especially expanding our work with government partners to reach many more states in Nigeria to upskill youth.

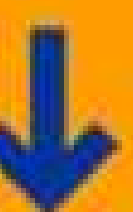
We will multiply our impact through strategic network of growth partners and onboard new growth partners across various sectors and geographies as we continue to improve the access of skills acquisition to more young people.

Leveraging Technology for Scale and Impact

As we leverage more opportunities online to reach the young people, our biggest question is how we continue to ensure equal access for all. We will re-design and upgrade our Hybrid training to incorporate low bandwidth elements to give more youth access.

We will identify and build partnerships with key stakeholders to make access cheaper and more accessible (telcos, WhatsApp).

Using technology, we will make our expertise around designing programs and our teaching pedagogy available to a wider audience so we can work together to strengthen youth training programs and reach more youth.



Evaluate WAVE Programs for impact

We will revamp our monitoring and evaluation process and incorporate advanced data tools to inform continuous program improvement.



Intensify the movement to prioritise competence over credentials!

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 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 excitedly look ahead into 2022 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

	2021 Dollar equivalent	2021 Naira amount
Earned Revenues	\$53,419	₦22,435,873
Grant Revenues	\$544,917	₦228,865,200
Total Revenues	\$598,336	₦251,301,073
Direct Program Costs	\$199,718	₦83,881,646
Indirect Program Costs	\$189,951	₦79,779,376
Overhead Costs	\$250,416	₦105,174,709
Overhead Costs	\$640,085	₦268,835,731
Total number of graduates	563	563
Direct Program cost/graduate	\$355	₦148,990

Net income	-\$41,749	-₦17,534,658
Grant Revenue brought forward from 2020		
Vitol/Dubai Expo2020	\$52,000	₦22,360,000
Ford Foundation	\$167,457	₦72,006,510

Please note exchange rate used is N360 to \$1



Corporate Training Testimonial



WAVE

CLIENT TESTIMONIAL

“

One of the things we realised as the team began to expand was we needed to optimise ourselves, so we reached out to WAVE to help us design a time management class.

We had engaged other corporate training organisations in the past, but we were not satisfied, so the reason we went with WAVE was that they first of all did a needs assessment which informed the bespoke solution that matched our needs.

”

Folakemi Oloye

*Creative Director/ CEO,
Teal Harmony Designs*

TH **TEAL**
HARMONY



Growth Partner Impact Story

**WAVE**

GROWTH PARTNER IMPACT STORY

“

Working with WAVE gave me the confidence to reach out to our partners. The train the trainer program gave me clarity on what I needed to do. I knew that was a problem but didn't know how to solve it. After the program, I am able to identify the kinds of people and organisations we would like to partner with.

Also, the after support has been very helpful too. Anytime I reach out to anyone for advice, the support has been very encouraging.

”

Collins Azuiké

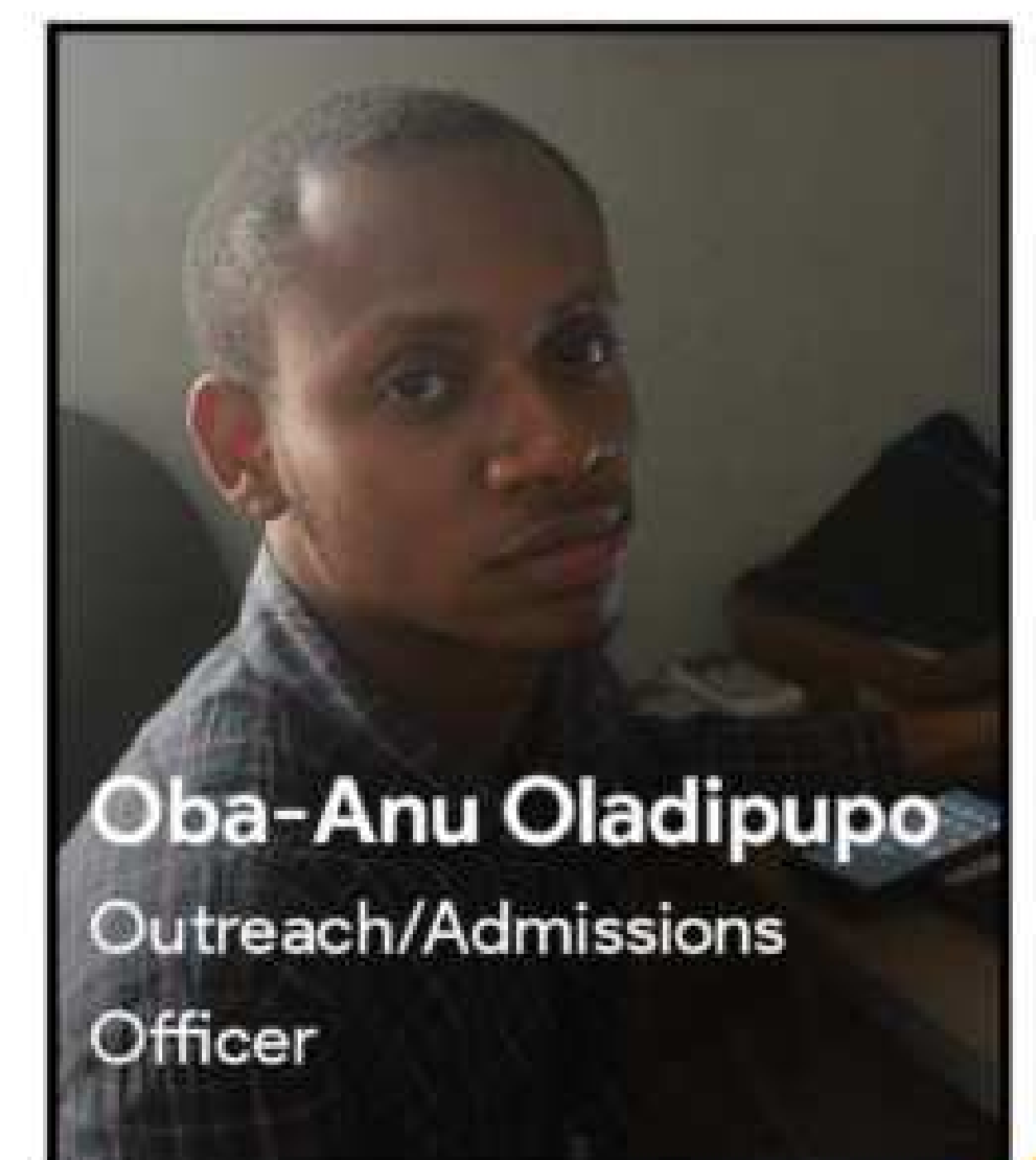
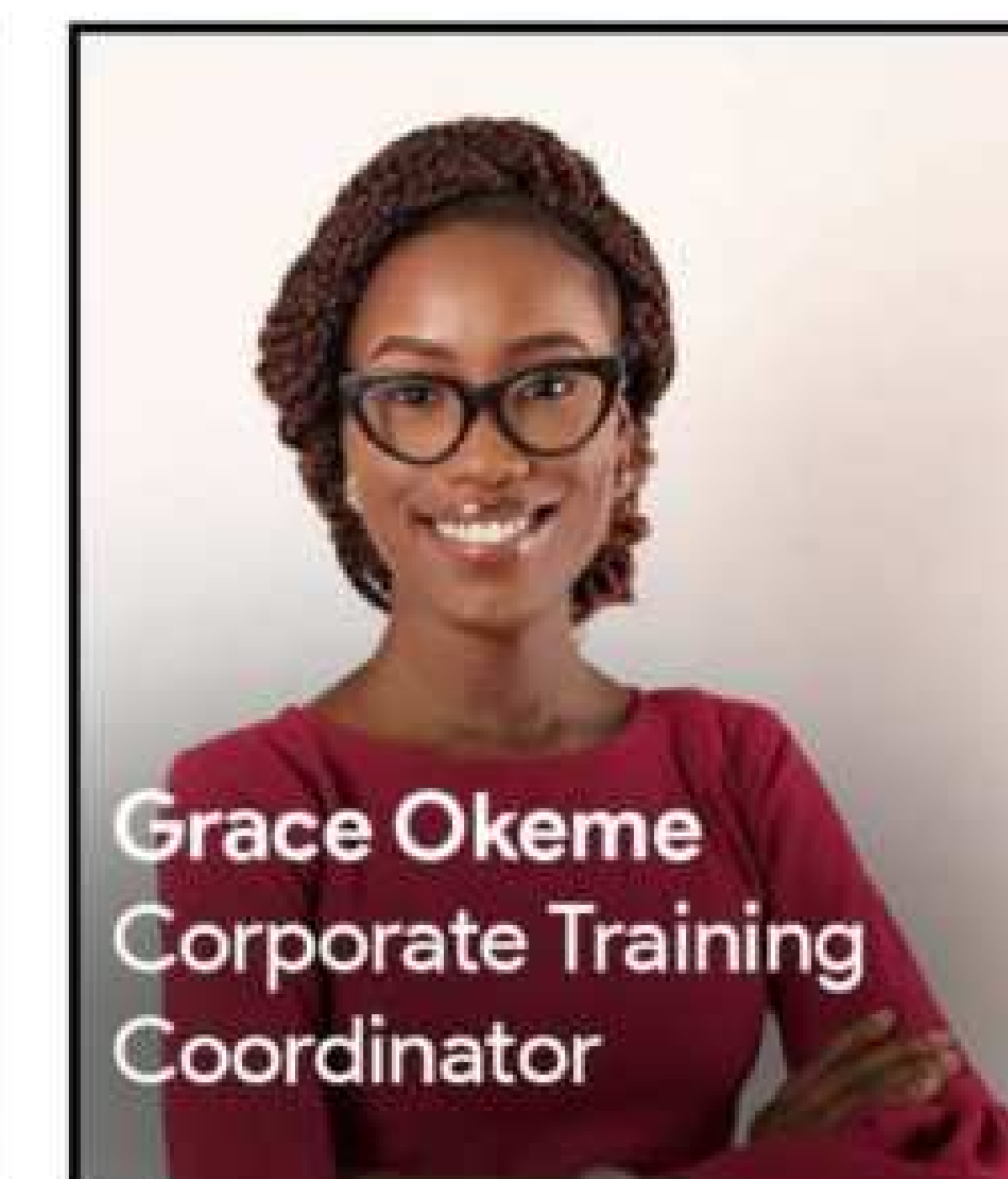
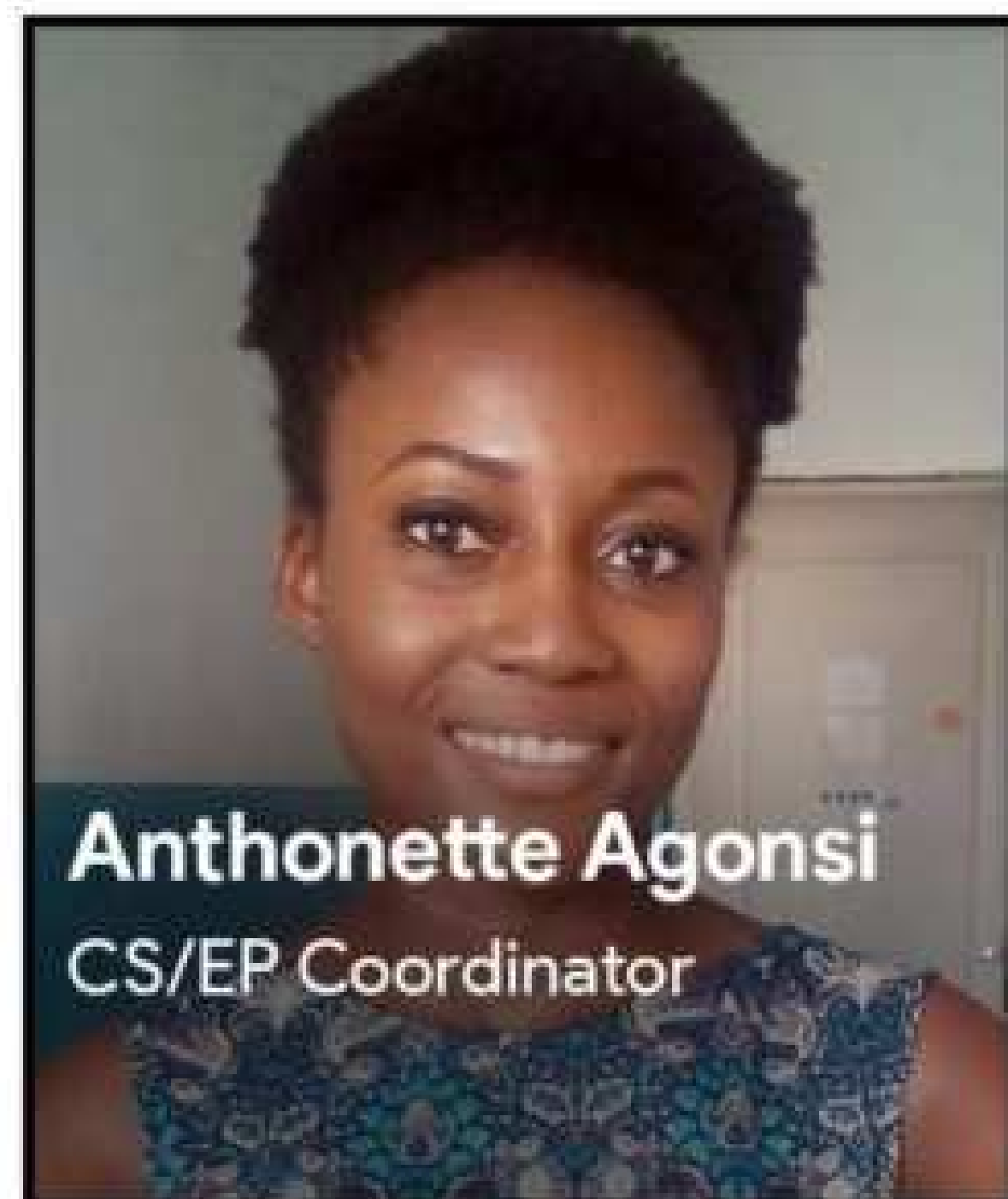
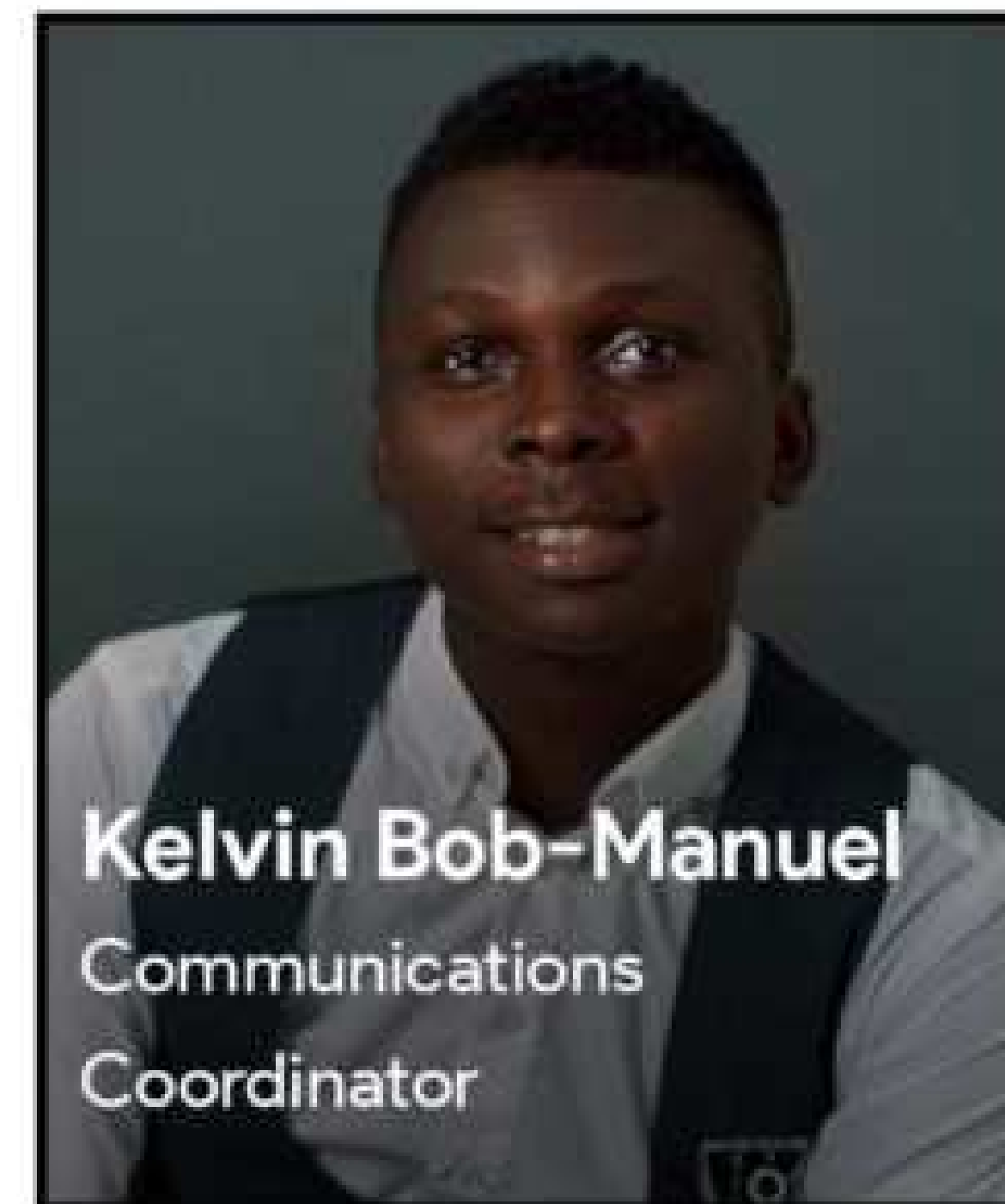
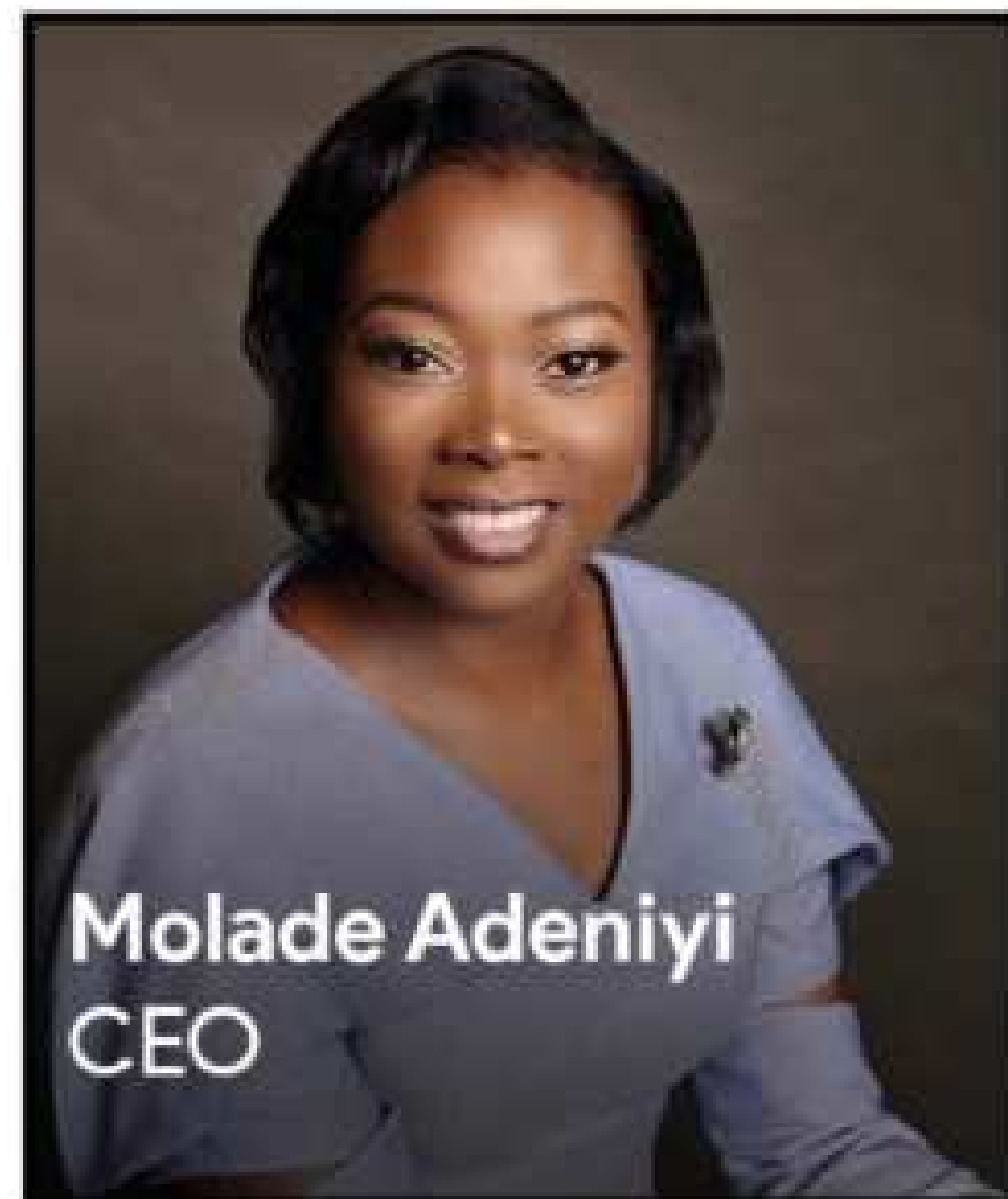
Clean Warri Environmental Organisation
(Growth Partner)



THE WAVE TEAM



WAVE Team 2021



WAVE Team 2021



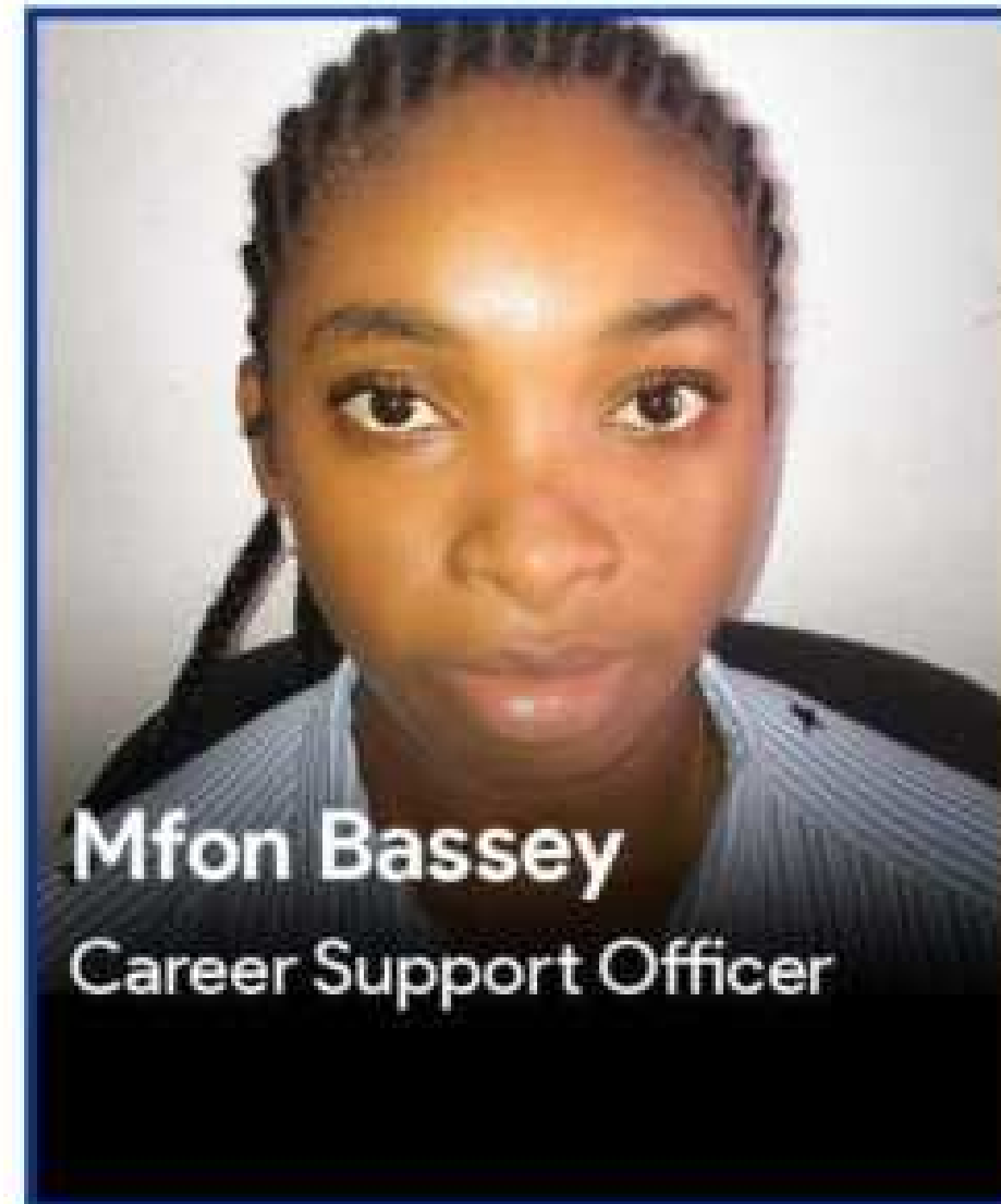
Kingsley Edwin
Training Coordinator



Isaiah Ugwueke
Senior Coordinator,
Movement Building
Partnership



Adedapo Idowu
WAVE Recruiting Officer



Mfon Bassey
Career Support Officer



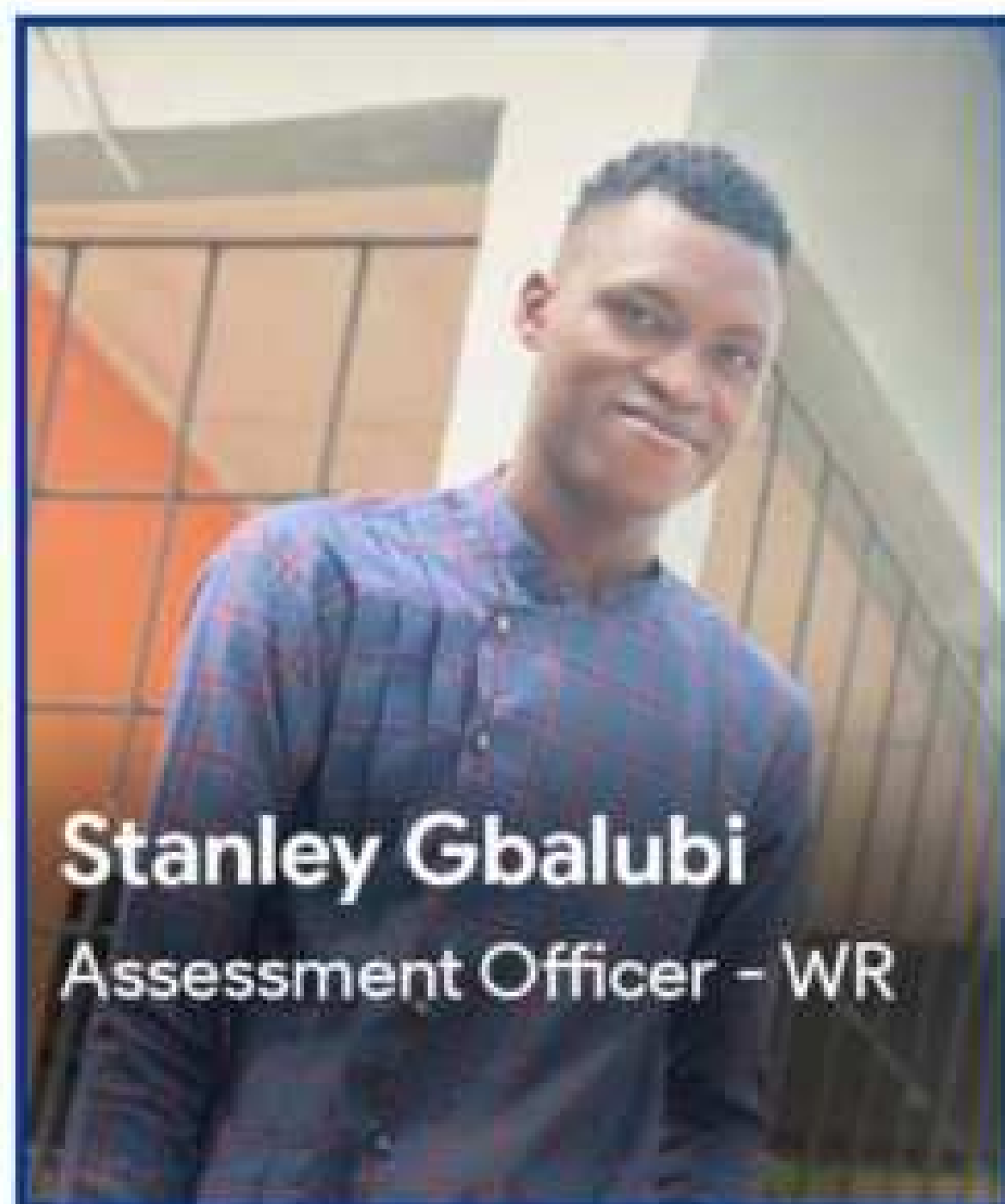
Kingsley Unorji
Communications Officer



Uche Ezeani
Communications Officer



Jande Tarfa
Finance Management
& Sustainability Lead



Stanley Gbalubi
Assessment Officer - WR



Deborah Adereti
Recruitment Officer - WR



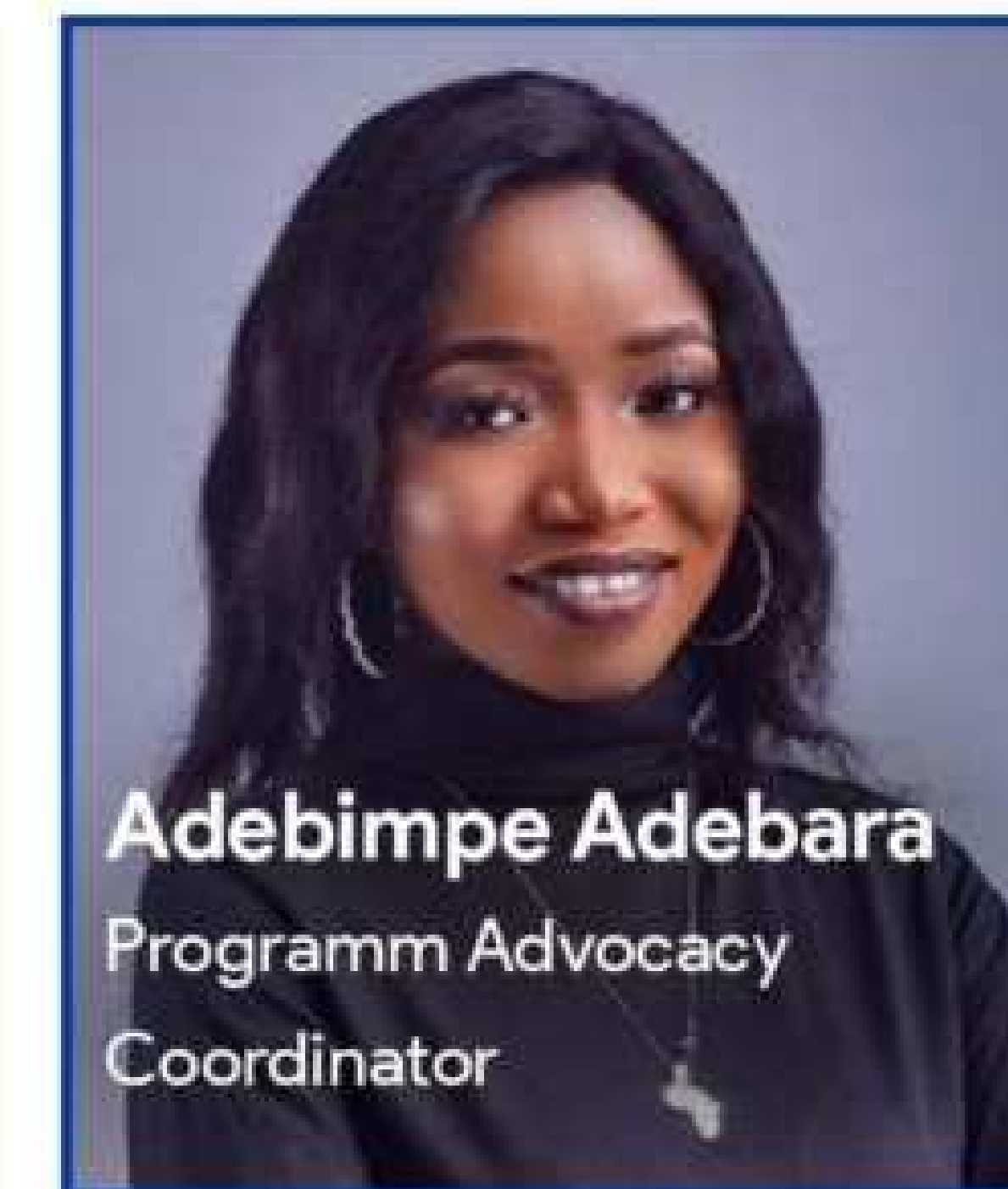
Tolulope Adeyewa
Recruitment Coordinator



Daniel Ojeomokhai
Communications Lead



Oyindamola Amao
Employee Experience
Coordinator



Adebimpe Adebara
Program Advocacy
Coordinator



Employer partners

1704 Avenue	Clay Food Shop	Givo Solutions
ADELA'S FLOWERS	Club Suya and Grills	Golden Bunch Schools
Ajoke's Creations	Dara's Bakes n Cakes	HANS & RENE
Amala Kitchen	Dewdrops Cakes Bake Factory	Hewewi Foods
Angel's Crest	E Interiors Studios	Honey Cupcakes
Artist and Scientist	Elite Box Studio	I-Fitness
Avandis Consulting Limited	Eltees Group	Ikota shopping complex owners and operators association
Azarai Jewelry Ltd	Fara and Zara	In vogue
BACK OLIVE RESTAURANT	Femi Handbag	Island breeze
BluBerry Cakes	FOOD CRUSH	Itunu Rewane & Co.
BNSL Limited	Food Shack	Jewel Jemila
Bricks4Kidz	FoodCo	jokotola Edu.
Brighter Girls Initiative	FoodShack NG	Kaftan Lounge
Bui Fabrics	Fortuna Gold	Kiniyidun
Cafe Neo	Frozen Rolls	Kunmi Solesi
CHEERY LITTLE SOLES	Fynnefoto Ltd	Lavendar
Christmas Shop Lagos	GAIA Africa	



Employer partners

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

Nok by Alara

Nuts About Cakes

OfadaBoy

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

Payhippo

Peridot

Physio Centres Of Africa

Pistachio Foods (RSVP)

Plantain Restaurant

Pondicheri Restaurant

Poshclick Portraiture

PRODAF

QFA NIGERIA LTD (FRANCHISEE
OF KRISPY KREME, DODO PIZZA
IN NIGERIA & SCOOP'D ICE

Rainbow College/Pampers
School

Rerwod Holdings Ltd

Rhudysplace Interior Design
Limited

ROAD 14 STUDIOS

Rodemshore Ventures

Salt Lagos

Savvie Boutique

Say Cheese Cakes

SCHOLARX



Employer partners

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

The little big kid company

Tradenet International Ltd

Tres Chic Beauty Bar

Ugo Monye

Uncle Stan

Veggie Victory

Via Milano

Viva Obioha

Wash and Go

WAVE

WeeChops

Wesley. S.A.M fashion store

Wolcott-Niepce

XO Boutique Bakery

Xquisite



Partners and funders



Growth Partners



JAN



W&A CONSULTING



Corporate Training Partners



HUGO

