

Annual Report



Employable | Empowered | Healthy



20
22

*A leading African **youth empowerment** organisation
harnessing the workforce of the future*

About Youth Health Africa

We are a pioneering youth development organisation that tackles the dual challenges of youth unemployment and public health in Africa through transformative programs to develop holistic growth in young leaders across the continent.

OUR VISION: A leading African youth empowerment organisation harnessing the workforce of the future to create sustainable communities.

OUR MISSION: To create holistic youth development opportunities to strengthen public health for empowerment and employability.





Table of Contents

Chief Executive Officer's Report	8
2022 Highlights	11
<i>Programmes and Operations Report</i>	16
Youth Work Experience	
Partnerships	
Community Projects	
Training and Development	
Business Development and Grants	
Social Incubation Bizz Nest 2022	29
Outreach Initiatives	33
Human Resources	35
Marketing and Communications	36
<i>2022 Financial Report</i>	37
YHA 2022 Partners and Sponsors	41

Board Members



Paula Fray
Board Chairperson



Joshila Hari
Executive Director



Bulelani Kuwane
Executive Director



Shakira Choonara
Non-executive Director



Thandiwe Nhlapo
Non-executive Director

Newly appointed board member



Thandiwe Nhlapho – Non-Executive Director LLB, LLM (Witwatersrand University)

Thandiwe is an Attorney of the High Court of South Africa and a Senior Associate at Cliffe Dekker Hofmeyr in the corporate and commercial practice.

Thandiwe obtained her LLB, Masters in Business and Commercial Law and a Competence certificate in Advanced Company Law I & II at Wits University in Johannesburg. She is currently pursuing a PhD degree, her dissertation focuses on the declaration and payment of disproportionate dividends.

Thandiwe's experience includes advising profit and non-profit companies, listed and unlisted companies in the local and international arena on various corporate transactions and corporate governance, as well as drafting and vetting transaction documents. She conducts legal due diligence investigations. She also oversees a training programme for junior lawyers.

With her passion for teaching the law, she has conducted training and lectures on company law and other private law topics.

She is registered with the Legal Practice Council and is a member of Women in Mining South Africa (WiMSA).

Senior Management



Bulelani Kuwane
Chief Executive Officer



Joshila Hari
Chief Financial Officer



Farai Mzungu
Chief Operations Officer



Victoria Magomani
Programme Manager
Operations



Danai Nyagani
Programme Manager
Training and Development



Thandeka Nxumalo
Programme Manager
Business development and grants



Madoda Mtshali
Programme Manager
Entrepreneurship and Innovations



Mbali Mbatsana
Project Manager
Youth Work Experience



Nelson Mudau
Project Manager
Community Projects



Lillian Monji
HR Executive



Millicent Mboniswa
HR Business partner



Rakesh Sewlall
Financial Accountant

Newly appointed senior management



Victoria Magomani

Programme Manager
Operations



Thandeka Nxumalo

Programme Manager
Business Development



Madoda Mtshali

Programme Manager
Entrepreneurship and
Innovations

Employment Equity Committee

The Employment Equity Act 55 of 1998 states that an Employment Equity Committee should be diverse, representing all races, genders and occupational levels in the company. The committee's purpose is to ensure that all employees are treated fairly, that the plans make business sense and can be achieved and that sufficient consultation takes place with a holistic view from representatives of all employees in the company quarterly.



Danai Nyagani
Employment Equity
Manager



Millicent Mboniswa
HR Representative



Thandeka Nxumalo
Professionally qualified



Nelson Mudau
Technically skilled



Fezile Thompson
African Male
Project Officer



Teboho Kabai
African Female
Project Officer



Nobuhle Sibanyoni
Semi-skilled group
Project Officer



Martha Sello
African Female
Technical specialist



Nadine Chetty
Indian Female
Provincial Officer



Magata Kola
LGBTQIA+ Representative
Project Officer



Sharon Matthee
Coloured Female
Project Officer



Thembalihle Mkize
African Male
Project Assistant

Chief Executive Officer's Report



Chief Executive Officer Bulelani Kuwane


“Our team of innovative and resilient young leaders continued to make strides in creating employment opportunities for job-seeking youth in South Africa. “

The year 2022 brought about many unfortunate imbalances and inequities within our country. For the first quarter of the year, the youth unemployment rate stood at a staggering 63,9% for youth aged 15-24 and 42,1% for those aged 25-34 years indicating that youth unemployment remains the biggest economic challenge facing our country and unfortunately young people are carrying the burden of the disproportionate labour market. However, even with the various challenges that plagued our nation and worldwide, YHA is proud to have employed over 800 youth in different learnership and internship roles within the healthcare and agri-preneurship sectors.

In navigating these challenges, our organisation exercised one of our core values of resilience by remaining committed to its mission, adapting strategies as needed, and demonstrating a capacity to learn and grow as we celebrated our 2nd anniversary. Our team of innovative and resilient young leaders continued to make strides in creating employment opportunities for job-seeking youth in South Africa.


One of our greatest highlights for 2022 was the program evaluation conducted by the University of Washington in collaboration with The Aurum Institute. The overall premise of the study was to evaluate how innovative strategies can be used to bridge the gaps in human resources to support and expand the response to HIV service delivery. It is no secret that a major contributing factor in the lack of adequate service delivery in public health within our country is due to a shortage of qualified healthcare workers – especially within rural areas. The study methodology included assessing the healthcare workers perceptions of YHA youth within healthcare facilities and the appropriateness of our flagship program.

It is encouraging to review the positive response from healthcare professionals and their acceptance of young people within their working environment. A major part of the success of this program lies in the mentorship of healthcare professionals who are willing to guide our youth to succeed within the demanding field of public healthcare. To further deliver on our mission, we strengthened our team in 2022 by creating and resourcing three functions, namely the program operations, entrepreneurship and innovation and monitoring and evaluation. The Entrepreneurship and Innovations department was created to foster youth entrepreneurial skills, cultivate innovation, and empower young individuals to create positive community changes.



In 2022, YHA also launched our pilot smart farming initiative in the Phola Park Community Health Centre in Thokoza Ekurhuleni District, Gauteng. Aquaponics is a sustainable farming method that combines aquaculture and hydroponics in a communal environment. It creates a closed-loop system where fish waste provides nutrients for plants, and the plants help purify the water for the fish. This integrated system is based on resource efficiency and reduces the environmental impact of traditional farming methods. The premise behind launching this initiative at Phola Park CHC is to introduce smart farming to youth within the community and provide them with comprehensive agri-preneurship skills that will empower them to explore various employment and entrepreneurship opportunities. In addition to developing the youth of Thokoza, we have also established a working relationship with the facility where we donate part of our produce to identified chronic patients.

After the COVID-19 pandemic spread around the world and everything was at a standstill, there were critical lessons that we all learned as healthcare workers and public servants. For YHA, the pandemic provided key lessons and insights regarding the uptake of vaccinations and the different dynamics of demand creation and community engagement. This year YHA continued to be involved in various COVID-19 vaccination projects in and around the City of Tshwane. I was particularly impressed by the impact that young people had within their communities and how their willingness to meet their targets combined with their desire to increase vaccine uptake resulted in outstanding numbers. In times of crisis, young people can demonstrate impressive resilience and adaptability. Engaging youth in vaccination efforts not only addresses the public health crisis but also contributes to building a culture of health and resilience for the future.

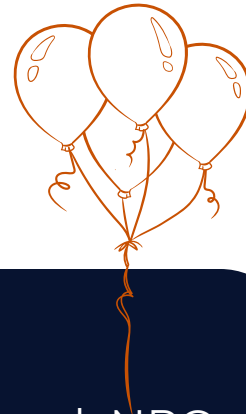


YHA is continuously dedicated to fostering strategic partnerships and relationships with stakeholders around the continent as youth development programs such as ours remain a global need. Our team travelled and attended various events and conferences including the African Philanthropy Forum in Senegal, the Conference in Public Health in Africa in Rwanda and the Devex Conference in the United States.

Although we had an increase in revenue in 2022 compared to 2021, the non-payment of the Employment Tax Incentive from the South African Revenue Service(SARS) has had a tangible impact on our organisation's financial health and consequently our ability to fulfill our mission effectively. As we navigate these and other such financial challenges, we remain steadfast in our dedication to the youth we serve. It is with sincere appreciation that we acknowledge the commitment and support received from our various partners, funders and sponsors this year. Your continued support and investment has allowed us to create meaningful impact and empowerment of future generations.

Lastly, I would like to appreciate the vibrant and youthful YHA team that have been consistently committed to making a difference within other young people's lives. The innovative and resilient spirit continues to inspire us all.

2022 Highlights



Celebrated 2 year anniversary

YHA celebrated its second year as a registered NPO since 2020. As of 2022, we have seen over 4000 youth come through our programme and gain meaningful working experience



Raised R62 million in revenue to support youth employment

In the year 2022, we received a total of R63m in funding from new and returning funding partners, which contributes directly to our core operations as well as the key fundamentals of employing our youth.

Enrolled 817 youth in total

Through our flagship programme Youth Work Experience and Community projects, we onboarded a total number of 817 youth total in 2022



2022 Highlights

Youth Work Experience programme evaluation

YHA was involved in a research study with the University of Washington where they conducted a convergent mixed methods study to assess healthcare worker acceptance and perceived appropriateness of YHA as implemented in Gauteng and North West provinces

Sarraounia Public Health Trust VAX-Scenes research project

YHA collaborated with Sarraounia Public Health Trust in implementing a nine-week intervention in Wentworth, KwaZulu Natal to increase vaccine literacy and uptake among high-risk groups within the community. The training team worked closely with key members of the community in designing context specific training materials that would capacitate 14 youth from the Wentworth community to be effective communicators.

YUM/Pizza HUT LeadHERship initiative

Youth Health Africa was one of four host implementing partners involved in the LeadHERship initiative launched by Youth Employment service and Pizza Hut, providing support for 26 young women within the healthcare sector.



2022 Highlights

Aquaponics , Phola Park CHC

In September 2022, YHA launched its first official Aquaponics smart farming site in Phola Park, Thokoza. This project combines the exploration of both agri-preneurship and food security in an attempt to further empower developing communities. The nature of the project is employing 6 youth directly from the Phola Park community whose daily responsibilities include taking care of the aquaponics unit and all its needs, including harvesting, and selling the produce.



YHA at the national youth day event with President Cyril Ramaphosa

During the 2022 national youth day commemoration event held in Mthatha Eastern Cape, Youth Employment service (YES) invited one of our YHA Youth Nasiphi to represent the programme alongside President Cyril Ramaphosa and other delegates



Nasiphi Mnganga, a YHA intern and YES candidate placed at the Kuwane Foundation Centre at Joe gqabi district shares her experience travelling to Mthatha to represent YES4youth at the National Youth day event

"Upon arrival I was introduced to different people and briefed on what's expected from me. I did my first interview with NYDA along with other guest speakers. Later in the day, I was fortunate enough to shake hands with the president after delivering my speech on my experience as a YES candidate. I was extremely nervous and a bit shaken , but grateful for the opportunity. This experience has boosted my self-confidence and shown me what I am capable of"

2022 Highlights

R150 000 Informa Markets donation

As part of their CSR initiative which involves donating part of their revenue to a local honorary charity, Youth Health Africa was honoured to receive a generous donation to the value of R150 000. This donation will be used to contribute to the expand the smart farming sites that we are developing to empower young agri-preneurs



SAMED Conference

Youth Health Africa, alongside other delegates and industry professionals, was invited to be part of a panel discussion at the September 2022 South African Medical Technology Industry Association conference on the topic *"Purpose Driven Medtech - Partnering to reform Healthcare"*.



YES4Youth x SA Youth Mangaung Opportunity roadshow

As part of their Career Opportunities roadshow, Youth Employment Service (YES4Youth) invited our YHA youth based in Mangaung district to participate in the activities of the day, and share their workplace experiences with other job-seeking youth within the Rocklands community. The roadshow provided an opportunity for us to connect with unemployed youth and provide career counselling and support on how to find employment.



2022 Highlights

African Philanthropy Forum - Kigali, Rwanda

The YHA team attended the African Philanthropic Forum under the theme “*African Philanthropists Closing the Gender Gap*” in Kigali, which aimed to bring philanthropies, donors and implementors in establishing areas of collaboration whilst providing an opportunity for co-learning.



2nd Annual Conference in Public Health in Africa (CPHIA) - Kigali, Rwanda

The focus of the conference was on strengthening collaborative and innovative efforts in building more health systems in Africa. YHA was afforded an opportunity to connect with various health organisations and professionals who are passionate and dedicated to advancing public healthcare systems in Africa.





Programmes and Operations Report



Youth Work Experience



As the world began to pick up the pieces of the devastation from the COVID-19 pandemic, YHA was fortunate enough to continue to be involved in youth development initiatives that empowered more young people. In the year 2022, we enrolled a total of **618** youth into our flagship Youth Work Experience (YWE) program sponsored through a total of **16** corporate sponsors. It has been tremendous to witness the growth and expansion of this programme from when it started in 2020. In collaboration with corporate funding partners Yes4Youth and Skills 123, The Aurum Institute and Broadreach, we were able to expand the capacity of the YWE programme to provide a comprehensive working experience.

Engaging with our youth throughout their internship programme remains a priority for us. It is an essential component in how we ensure that their working experience is meaningful for them and for their host implementing partners. As we expand our operations across the country, we have expanded our core staff to include the role of “provincial officers”. The role is unique in that it upskills successful YHA Alumni candidates into the role of representing YHA within the various districts, whilst also ensuring the YHA youth are taken care of. In 2022, the team welcomed three additional provincial officers to supervise the operations in Free State and parts of North-West. Through collaborative efforts and additional support from the newly appointed staff, we managed to conduct over 900 visits within the over **533** healthcare facilities where they are placed.

From the 618 youth that were enrolled on the program, we achieved a **93% successful program completion rate**, with the remainder having dropped off to pursue more permanent roles elsewhere or further their education. There were also 9 youth that were absorbed by YHA into the YWE department and other departments within the organization. Of the 9 absorbed youth, 6 were deployed as provincial officers for YHA in KwaZulu-Natal, Free-state and the North- West.

Although we have worked hard as a country to try and recover the economy , various socio-political factors such as the economic impacts of the Russia-Ukraine war resulted in a lower absorption rate compared to 2021. The overall absorption rate from youth cohorts who completed in 2022 was 8% -indicating that about 50 youth received permanent employment within 3 months of exiting the program.



During her YHA internship Kgothatso Mtshali was placed at Suurman Clinic in Hammanskraal as a tele-tracer and data capturer, with WITS RHI, sponsored by MSD.

"Because of my consistent determination, I was fortunate enough to receive an extended contract after the internship with the same clinic for a period of one-month. I was then given the opportunity to continue volunteering at the clinic , while I look for a permanent post. Thanks to the amazing team at WITS RHI, I eventually received a permanent post as a data capturer.

A message to my sponsors at MSD – "Words cannot explain how grateful I am for such an opportunity that I was given. The development and the stipend to fulfil my day to day financial needs has really assisted me long term - thank you so much. I could not succeed without the generosity of supporters like you."

Partnerships Unit



**6 new host
partners**



**327 youth
placements with
new host partners**



**New partnership in
hospitality industry**


The partnerships team is responsible for stakeholder engagement - ensuring that all youth placed with our host employers or implementing partners gain meaningful work experience and are adding value to the daily operations of the host employer. Performance management remains essential in strengthening the program, tracking the impact of the program and the progress of the youth. All youth supervisors are expected to submit a KPI for each youth they are supervising, detailing data on the targets achieved by the youth in the month and their responsibilities as well as their attendance, teamwork, and growth within the organization.

The role of partnerships also includes supervising recruitment and interviewing processes based on host needs and requirements, as well as monitoring the compliance of host and implementing partners via KPI compliance tools, direct engagements, and consolidated feedback from youth on their working experience within their placed facility.

In the year 2022, we welcomed various new host partners which allowed us to expand our footprint and provide more work placements for our youth:

1. WITS eFundanathi,
2. Mothers2Mothers
3. Mindful Transformation
4. South African Positive Women Ambassadors
5. Ezintsha
6. DoubleTree Hotel *

Subsequent to these new host partners, The Aurum Institute hosted additional youth in their IRD and CRD divisions under the CUT TB and Probe TB projects.



Through the longstanding partnerships we have garnered with our valued funding partners, YHA has been able to expose our youth to dynamic working environments that provide them with the skills required gain employment. Through these new hosting partners, we placed **327 youth** in various facilities nationwide.

As long-term employment opportunities are a key component in the overall success of the YHA internship programme, another vital role played by the partnerships department is to monitor and assist the Absorption department to influence absorption opportunities. This would typically require a consistent evaluation of the youth performances compared to the requirements of the host partners within the facilities. It is always encouraging both to ourselves as an organisation and the youth we contract when their diligent work-ethic is recognised and rewarded in this way. Under some of our placements for 2022, we received several positive absorptions from host partners. Aurum Pop Inn absorbed 35% of the 20 cohort that started with them in 2021 sponsored by BWIE, 3 in KZN, 2 in Mpumalanga and 2 in Gauteng.

TBHIV Care, who are currently one of our largest host partners in KwaZulu-Natal, absorbed around 80% of the cohort placed with them in permanent roles within their operations. Considering the various devastating tragedies that the province experienced between 2021/2022, it was extremely inspiring to have been able to connect youth to meaningful and long-term working experience.

New Partnership in the Hospitality Sector (Double Tree Hotel)

Although our foundation and flagship programme are based on the dual challenges of youth unemployment and public health, our primary focus is that of eradicating youth unemployment in communities. As we continue to diversify our portfolio to offer a wider variety of opportunities for youth, we are proud to have entered into a new partnership within the hospitality sector with Double Tree Hotel by Hilton in Cape Town, Western Cape. Double Tree Hotel is a 4-star chic hotel that offers a variety of services.

Community Projects



**15 youth
onboarded**



**Aquaponics Smart
farming project
launch**




**38 420 vaccines
administered**



**5444 vaccines
through demand
creation support**

On the road to recovering and rebuilding following the COVID-19 pandemic, there was a significant series of activities within the community projects department for the year 2022. We were one of various partners involved in the ZWAKALA campaign – a 2021 key youth focused campaign supporting the National Department of Health’s vaccine demand acceleration strategy which officially closed off in 2022. Our youth were placed in North-West (Bojanala), Gauteng (Tshwane; Ekurhuleni, West Rand; and Sedibeng); and Eastern Cape (Joe Gqabi). In total our team were able to support the administration of 57 395 vaccines under this campaign through our demand creation efforts and multi-media support. Of those 57 395, 50 760 (88. %) had not previously been registered on EVDS. From those 50 760 (88%), 49 670 (98%) were successfully registered following the interaction with our youth on the ground.

Centers for Disease Control and Prevention (CDC) has provided continuous support to the National Department of Health in its efforts to combat the spread of COVID-19 through vaccine administration and education. As research indicated, vaccine hesitancy seemed to be more prevalent in the younger population at some stage - especially those from rural communities. In December 2021, we commenced with CDC Rural Vax 1 in the Dr Kenneth Kaunda District up until April 2022 - which finished at a total of 15 208 vaccines administered. The success of this project paved the way for an extension by Centers for Disease Control and Prevention (CDC) vaccination project to Tshwane district where the vaccine hesitancy level was still quite high. YHA joined the CDC Vax project in Tshwane Regions 5,6 and 7, to provide additional support to The Aurum Institute who is a CDC-funded implementing partner.



The various roles given to our vaccinations teams consist of experienced professional nurses, Enrolled Nurses, youth officers as data capturers, EVDS administrators, drivers and demand creation agents. Since the inception of Tshwane CDC Vax in July 2022, we have vaccinated a total of 15 733 people- which is 90% of our total target. In November 2022, Tshwane CDC Vax 3 project was initiated under Region 6, where 15 305 people have been vaccinated to date.

Smart Farming (Aquaponics, Hydroponics and Aeroponics)

The word “aquaponics” is the combination of *aquaculture* (raising fish) and *hydroponics* (growing plants with water), describes a sustainable food production method where the waste produced by fish is broken down by beneficial bacteria and converted into nutrients that plants absorb. The plants, in turn, filter the water, which is then returned to the fish. This creates a closed-loop system that uses 90% less water than traditional agriculture and can produce fish and vegetables in a small space.

In an aquaponic system, the fish and plants work together in a symbiotic relationship where the fish waste provides the necessary nutrients for the plants to grow while the plants filter and purify the water for the fish. The result is a self-sustaining closed system that requires very little maintenance.

In diversifying our portfolio and to further address both youth unemployment and food insecurity in communities, we have launched the first Youth Health Africa Aquaponics unit in partnership with British High Commission and Ekurhuleni District Health services at Phola Park CHC, Thokoza. This project makes use of a hybrid farming model which is the combination of both smart and traditional farming. The nature of the project is employing six youth directly from the Phola Park community whose daily responsibilities include taking care of the aquaponics unit and all its needs, including harvesting, and selling the produce. The youth are equipped with traditional agricultural skills and expertise, as well as career development in agri-preneurship.

Training and Development



610 youth trained



**110 SETA Youth
onboarded in 2022**



**98% SETA completion
rate for 2021 cohort**

With YHA's goal of creating employable youth, the training programs are designed to improve youth knowledge and skills to ensure youth have an immediate and meaningful impact in their workplace and communities. In addition, the training team plays a supportive role throughout the youth journey in creating spaces for learning and challenging which leads to personal and professional growth and development. The training program includes three different structures, namely Work-readiness training, Development days and Learnership Training programs.

Work-Readiness Training

The Work-Readiness training is designed to prepare youth for the professional working world by introducing them to the values of YHA and the appropriate behaviours and attitudes that are required to be successful in the workplace. In addition, it focuses on developing transformational working habits that ensure our youth play a pivotal role in improving the public health care system. In 2022, the WRT was facilitated through a hybrid method to expose youth to digital platforms whilst supporting the youth on their journey. The training team engaged with over 610 youth through the hybrid work readiness training model. Key lessons and takeaways including moving towards a fully in-person model because of loadshedding on connectivity and engagement rate. Moreover, the addition of new provincial officers in Free State and North-west.

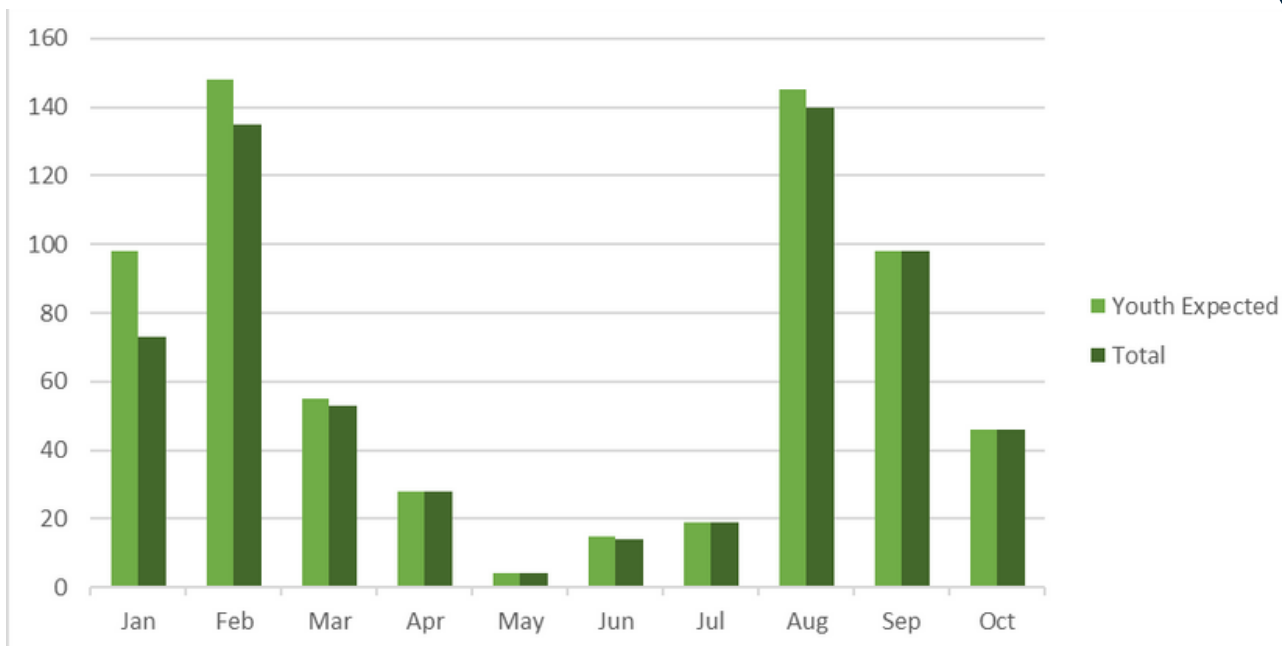


Figure 1: Graph reflecting the attendance rate of onboarded youth in 2022.

Development Day Training

The Development Day trainings are monthly complementary sessions offered to all YHA youth, that aims to facilitate the enhancement of youth as active citizens within their communities. These sessions enable youth to provide the team with feedback on their journey on the program, solve problems faced within the workplace and identify opportunities for collaboration. A highlight of the developmental training was the establishment of the Mass Development sessions. Based on the feedback from the youth, the training team in collaboration with YHA Marketing and Communications department hosted quarterly mass development sessions to create additional opportunities for youth to engage with subject matter experts on key topics.

A prominent barrier that influenced the attendance rate was the training logistics and host partner buy-in coupled with youth's financial ability to travel to the selected location. Subsequent to the partner engagement meeting in quarter 4, there were considerable process changes made which resulted in November trainings being postponed.

A strategy emerged to further support the training team which included delegating more responsibilities to provincial officers and communicating with youth during the planning stages to take their financial positioning at different times of the month into consideration. For example, youth based at the outskirts of major towns prefer travel for developmental sessions days after payday due to the transport costs and reliability.

We would like to thank our speakers Tebogo Kgomotso Kekana, Kenny Rajah, Bilal Kathrada, Nizaam Ramathoolal and Nomathemba Mnisi; for contributing to the development of youth through our mass development day sessions. Your insights and tips have resulted youth in being more knowledgeable about their personal finances, their digital presence and are motivated to being better version of themselves.



Samokelo Sithole, a YHA intern and YES candidate working within the Training and Development department based at the Aurum Institute Head Office in Parktown as a youth training facilitator, shares his first time facilitating a session, and how he has improved since then.

"My first training session was a development day session with the youth from City of Johannesburg and EKN. Knowing that I couldn't talk very well in front of people, I remember sharing my fears with my colleague, who later reassured me that I should not worry and make this opportunity my own. Ever since that first day, I never looked back. My skills and self-confidence have improved a lot since then. I have since learned new things from the various departments and have gained insight from my colleagues at YHA. I strive to always be better than yesterday and I'm always seeking improvement in myself and the work that I do."

SETA Learnership program

The SETA Learnership Program aims to empower youth by bridging the gap between their formal education and the needs of the workplace, through a combination of theoretical and workplace learning. In 2022, YHA supported **110 youth**, with 20% being different-abled, in completing a Business administrative program in Gauteng and North-West through our partners The Aurum Institute and Training Force. This cohort achieved a completion rate of **98%** that afforded youth being able to effectively understand the role and importance of managing resources, people, and time within an organisation.



Thembelani Ramango

During his internship with YHA, Thembelani was fortunate to get an opportunity to work with the Training and Development department at the YHA head office , before being placed directly with Training Force

"I am so grateful to have joined the SETA programme under YHA , because earning a stipend assisted me to take care of myself and buy things like food and other needs. Now that I have completed, my future plans are to continue developing myself and my career and I am hoping to be able to start my own business one day. "

Business Development and Grants



**R61.9 Mill. in
revenue**



**R150 000 cash
donation**



**16 corporate
sponsors**

In the year 2022, we received a total of R63m in funding from new and returning funding partners, which contributes directly to our core operations as well as the key fundamentals of employing our youth. *The Aurum Institute* was the biggest funder in 2022 and *Youth Employment Service (YES4Youth)*, through 11 corporate sponsors, was the second biggest funder. The new funding relationships that we had established in the year 2022 included *Skills 123*, *Broadreach HealthCare*, *Accenture SA*, *DG Murray Trust* and *Sarrounia Trust*.

YHA was impacted by the changing socio-economic landscape which has seen a reduction of national funding being prioritised for youth development within the health and youth employment place. As a result, more emphasis has been placed on youth employment models actively demonstrating long term sustainability beyond the donor funded period. YHA has chosen to diversify its service offering to include programs that address food security and innovative farming with a strong focus on entrepreneurship.

In 2022, YHA was nominated by Informa Markets, a global market connector, to receive a donation of R150 000. This donation will support the scaling up of the food security project in the Free State.

In addition to establishing sustainable funding partners, YHA began engaging with the Health team at Mastercard Foundation to create an opportunity to align the Supply Chain Management program with their Young Africa Work strategy. The continuous engagement has led the business development team in investing additional resources in refining our business and programmatic strategy to encompass greater elements of sustainability and innovation. Moreover, situating the youth work experience program within supply chain strengthens YHA's niche within the youth development space.

New units and departments



Entrepreneurship and Innovations department

YHA is proud to introduce its Entrepreneurship and Innovations Department, which is focused on fostering innovation, promoting entrepreneurship, and diversifying the YHA portfolio. This department will play a pivotal role in creating new opportunities for the youth and empowering them to contribute positively to their communities and South Africa's socio-economic development.

The Entrepreneurship and Innovations Department aims to harness the creativity, energy, and potential of young people by offering support, mentorship, and resources to transform their innovative ideas into viable businesses or social ventures. The department focuses on identifying promising youth-led initiatives, providing tailored guidance, and connecting them with potential partners, investors, and markets.

The Entrepreneurship and Innovations Department is instrumental in diversifying YHA's portfolio by:

- Expanding the range of projects and initiatives supported by YHA, thereby increasing its impact and reach.
- Fostering innovation and promoting the adoption of new technologies, approaches, and best practices in addressing health and social issues.
- Encouraging public-private partnerships and collaborations, which can help leverage additional resources, expertise, and support for YHA's programs.
- Enhancing YHA's visibility and reputation as a hub for innovation, entrepreneurship, and youth empowerment, making it more attractive to potential partners, funders, and stakeholders.

The Entrepreneurship and Innovations Department at Youth Health Africa is a vital addition to our organization, as it enables us to tap into the immense potential of the youth and promote a culture of innovation and self-reliance. By nurturing and supporting youth-led ventures, we aim to create a lasting impact on South Africa's social and economic landscape and empower the next generation to shape a brighter future.

Monitoring and Evaluation unit

In October 2022, Youth Health Africa officially developed a Monitoring and Evaluation unit that is responsible for developing and monitoring our data collection tools including our youth database based on monthly onboarding's and offboarding's, development of dashboards, project plans, workplans, logic model, logic framework, theory of change and supporting with M&E inputs and writes up for funding proposals.

The M&E unit's function within YHA is to provide additional support to the Business Development and Grants department in development of proposals and funding applications. The team has also been involved in community projects in monitoring the data that has been collected in the field. In the year 2022, assisted the Tshwane CDC Vaccination Drive in monitoring the use of Epicollect5 as a data collection tool, and the type of data that has been collected. Through weekly visits, gaps were able to be identified and addressed promptly, which allowed the team to process data efficiently and more accurately.

Social Incubation Bizz Nest

2022



The Social entrepreneurship incubation program is a training program which equipped emerging and established youth businesses with business knowledge and key fundraising and operational skills. The program aiming to capacitate youth with business acumen, marketing strategies, financial management skills, and knowledge needed to establish and sustain existing small businesses. The training program targets youth between the ages of 18 and 34 years who are current or alumni YHA youth interested in entering entrepreneurship as an avenue for employment. The program's primary goal is for youth to recognise their entrepreneurial potential, identify market opportunities and have the necessary skills to operate their business. Youth submit assignments and complete evaluation tools that help track knowledge transfer by assessing the degree of application of critical concepts. In addition, the team provide individual guidance to ensure that key concepts are applied to youth businesses. At the end of the program, youth integrate their knowledge gained in submitting a business plan used to compete in a Bizz Nest. Bizz Nest is a platform where young entrepreneurs pitch their business to a panel of established entrepreneurs to compete for seed/expanding capital valued at R10 000.

In the second year of the program, the team increased the social media activities to attract more youth onto the program. The training team collaborated with the marketing team in creating social media posts about the program on all the YHA social media platforms. What was beneficial about marketing the program was that some of the previous participants were able to share their experiences and encouraged other youth to participate.

In collecting information from youth interested in the incubation programme, we discovered that 51% of the youth businesses have been in operation for less than a year and 29% of the youth businesses have yet to be established. The location of the youth businesses coincides with the ratio of youth placements in YHA as most of the businesses are physically located in Gauteng, Eastern Cape and Mpumalanga. 45% of the youth businesses currently do not have a business plan and most of the youth indicated that they would like assistance with fundraising and financial management.

Training Element

The virtual training element of the incubation program commenced from the 10th of June – 29th July 2022 on the following topics: Introduction to entrepreneurship, Business Canvas Model, Financial planning, SWOT Analysis, Marketing and Media, Fundraising, Business Plan, and Elevator Pitch. Each session was 2 hours long on Fridays and a virtual 1-hour catch-up session on Saturday for youth who had other work commitments. At the end of each session, youth submitted short assignments to assess their knowledge and apply the theoretical components to their business idea. In addition, they were added to provincial WhatsApp groups to ensure that there was a community of support from the youth and the training team. The groups also served as a reminder for youth to submit their weekly assignments given that it was criteria to participate in the Bizz Nest. The feedback from the youth regarding their reasons for wanting to engage in entrepreneurial activities included wanting to access information about funding, overcoming their fears of failure and gaining a support system. In addition, some youth mentioned that their current business plan was too optimistic as they expected to make sales whilst other highlighted that needed help accessing market.

Provinces	Number of youths per province	Attendance rate for 1 st session
Gauteng	133	55
North West	65	32
KwaZulu Natal	50	16
Mpumalanga	6	4
Free State	7	6
Limpopo	6	2
Western Cape	3	2
Eastern Cape	11	10
Total	281	123

Although we started with a total of 281 applications which was a 25% increase from 2021, only 29 participants met the final criteria by means of completing and submitting assignments and were given the opportunity to pitch. For the 2022 social entrepreneurship program, the team invited judges from different sectors to be able to provide the youth with suggestions and understanding on they can better their business or business proposal moving forward. During the final stage, the youth pitched their business proposals virtually and in person, in different provinces where they were judged by the YHA panel and through that the youth are allowed to pitch fairly and they are given time slots that suit their time as they still ensure that their tasks at facilities are not affected by their business activities.

Social Incubation Bizz Nest

2022 winners



Lerato Mokati

City of Johannesburg, Gauteng

Pregnancy Matters

**NGO addressing teenage pregnancy
and safe sex education**



Kabelo Morris

Dr Kenneth Kaunda, North-West

Teddy'sTech.com

Software engineering agency



Hlengiwe Nkosi

Gert Sibande, Mpumalanga

Lady H Beauty Salon

Mobile make-up and beauty salon



Sibusiso Msimango

Tembisa, Gauteng

TSM Interior Decor

Carpentry and Interior design company

Social Incubation Bizz Nest

2022 winners



Zanele Dira

City of Tshwane, Gauteng

Beverly Catering

Mobile catering and events company



Sergio Hendricks

City of Cape Town, Western Cape

SSH Construction

Construction Company



Odwa Jokiwe

Joe Gqabi, Eastern Cape

Odwa Cleaning Solutions

Mobile cleaning services

Outreach Initiatives

Jagersfontein Dam wall collapse

In response to the tragic Jagersfontein dam wall collapse in September 2022, we partnered with the Free State department of Health to provide relief through food parcel distributions within the community. We were privileged to be able to assist about **35 families** with non-perishable goods that could provide relief to them and their families as they rebuild their houses and communities. The FSDoH has been closely working with our community projects team to try and establish a food security project to be based in the area to assist the community.



Sanitary pad drive

The YHA team distributed sanitary pads to schoolgirls in Katlehong Primary school and educated them about the importance of personal hygiene.



Masabatha Segane, A YHA Youth and YES candidate in the Operations department recalls when she travelled with the team to Katlehong Primary School in Katlehong to distribute sanitary pads to schoolgirls and educate them about personal hygiene.

"For me, it was a great opportunity to get out of my comfort zone, because I always had a fear of large crowds, so having to address more than 200 school kids forced me to confront my fears. The initiative on its own was amazing, it was humbling to see young girls who were excited to see us as an organization, it also felt great to give, because honestly, no child should miss school, or any other commitment because they are on their period."

Outreach Initiatives

MSD Nelson Mandela Day

During the 2022 Mandela Day, YHA was privileged to be part of the visit with the MSD South Africa site visit where we got to interact with our WitsRHI YHA Youth and community based at Kgabo Clinic in Tshwane where MSD is hosting 34 youth through our programme. Part of our activities for the day were distributing soup and bread to the patients within the facilities as they waited in line to be receive healthcare services



Human Resources



**Total
number of
youth**

as of Dec 2022

817

71%

**% of
female
staff**



**% of staff
between
the ages
of 18 -29**

88%



19%

**% of
differently-
abled
youth**



As an organisation, Youth Health Africa is dedicated to supporting the development of young people within rural and developing communities with the necessary and relevant skills and resources required to improve their own lives. The YHA brand is centered around developing innovative initiatives that are youth-focused and youth-led.



Social Media followers

+27 929



Communities Reached
700



Financial Report



Chief Financial Officer's Report

Joshila Hari Chief Financial Officer



"As we navigate the complex economic landscape, we will focus on optimizing our project execution, managing costs and enhancing our overall financial stability."

The financial year, ended 31 December 2022, is the organisation's third year of operations. After the severe COVID-19-induced downturn, the organisation recorded a 23% increase in revenue from R50,3m in the prior year to R61,9m in the current year. This achievement was made possible through the recovery in the wider South African economy and YHA's ability to consistently deliver value to clients- both corporate sponsors and the youth.

As with most NGOs, the cost of employees remains our biggest expense, which came in at R9.6 million, 61% up on the prior year, due largely to an increase in our headcount to support project related supervision and oversight, with some added CPI-related increases. Internship stipend costs increased by R18,1m; this is in line with the increase in revenue. The other operating expenditure of R9.0m (2021: R7,7m) increased due to higher costs associated with executing projects, inflation, and other operational factors. The non- receipt of employment tax incentives (ETI) refund from SARS in the 2022 financial years resulted in the organisation reporting of a deficit of R5,7m, in contrast to a surplus of R6,9m in 2021.

YHA cash balance as at 31 December 2022 was R9,2m million compared to R28,2m in the prior year. The decrease in cash is a result of increased operating expenses, non-receipt of ETI refund from SARS and project-related investments during the year. The total liabilities decreased from R26,4m in the prior year to R13,8m in the current year. The reduction reflects our ongoing financial commitment of payment to our suppliers, funders and other stakeholders.

The 2022 financial year demonstrates a mix of both opportunities and challenges. While we achieved growth in revenue, increased operating expenses and a deficit for the year highlighted the need for effective cost management and operational efficiency.

YHA remains committed to addressing these challenges through prudent financial management, operational improvements, and strategic decision-making. As we navigate the complex economic landscape, we will focus on optimizing our project execution, managing costs and enhancing our overall financial stability.

Oversight

Governance of our financial performance and reporting is overseen and monitored by the Audit and Risk Committee on behalf of the Board.

External Audit Rotation

For the period 2019 to 2021, our external auditor was Ernst and Young Inc (EY). The Company has appointed Nexia SAB&T as the external auditor with effect from the financial year 2022. The change in external auditor was initiated by the decision to adopt the 3-year mandatory rotation.

Acknowledgement

I wish to record my gratitude to Shared Services team in YHA and across the Group which includes the Finance, Supply chain, Grants management, Payroll, Risk, HR and IT functions for continuous contribution in ensuring the organisation has robust financial systems and strong internal control environment to proactively manage risk and place us in a good position to secure unqualified audits.

Financial Report



Statement of Profit or Loss and Other Comprehensive Income

31-Dec-22

	2022	2021
	R	R
Project revenue	61 883 022	50 281 394
Total revenue	61 883 022	50 281 394
Total other income	592 319	1 768 355
Total income for the year	62 475 341	52 049 749
Internship Stipends	49 586 893	31 438 059
Employee costs	9 554 597	5 916 650
Other Operating costs	9 040 023	7 706 154
Total operating expenses	68 181 513	45 060 863
(Deficit)/Surplus for the year	-5 706 172	6 988 886
Other comprehensive income	-	-
Total comprehensive income/ (loss) for the year	-5 706 172	6 988 886

Financial Report

Statement of Financial Position 31-Dec-22

	2022 R	2021 R
Assets		
Non-Current Assets		
Property, plant and equipment	714 125	657 294
	714 125	657 294
Current Assets		
Project funds receivables	4 721 367	4 044 879
Cash and cash equivalents	9 252 126	28 298 798
	13 973 493	32 343 677
Total Assets	14 687 618	33 000 971
Equity and Liabilities		
Equity	902 143	6 608 317
Liabilities		
Non-Current Liabilities		
Long term loan	-	1 089 201
	0	1 089 201
Current Liabilities		
Trade and other payables	1 935 057	5 820 390
Funder advances	10 561 217	16 543 063
Provisions	200 000	940 000
Current portion of long term loan	1 089 201	2 000 000
	13 785 475	25 303 453
Total Liabilities	13 785 475	26 392 654
Total Equity and Liabilities	14 687 618	33 000 971

YHA Partners





Contact Us



010 590 1300



info@yhafrica.org



www.yhafrica.org

