Reach
Report 2023

LEAP
AFRICA
leadership • effectiveness • accountability • professionalism

Raising Leaders, Transforming Africa

Acronyms and their meanings

CSOs	Civil Society Organizations
CTIP	Countering Trafficking in Persons
DAAM-4-IDPs	Defensive Action Against Malaria Infection for Internally Displaced Persons
ENVIAIDS	Environmental Aids
IDP	Internally Displaced Person
IEC	Information, Education and Communication
LAP	Leadership Accelerator Programme
LLI	LEAP Leadership Institute
LMS	Learning Management System
LTW	Lead The Way
MEC	Mater Eclesia College
NACTAL	Network Against Trafficking Abuse and Labour
NAPTIP	National Agency for the Prevention of Trafficking in Persons
NYSC	National Youth Service Corps
PWDs	Person with Disabilities
PYD	Positive Youth Development
SCALE	Strengthening Civic Advocacy and Local Engagement
SDGs	Sustainable Development Goals
TIP	Trafficking in Persons
VCoP	Virtual Community of Practice
YLDP	Youth Leadership Development Programme
SIF	Sahara Impact Fund

Impact Numbers from 2023 Projects

Project Name	Students/particpants/ Fellows/volunteers	Indirect Beneficiaries	Change Project
LTW	278		2
YLDP	1749	150,000	93
YDoS	10,801	835,470	301
SCALE CTIP	94	52,174	
e-Learning boot camp	21		
MERL Training 2023	16		
LLI LAP	2370		
SIF	18		
IHS Project Empower	99		
Total	**15,366**	**1,037,644**	**396**

YLDP– Youth Leadership Development Programme

Brief Description-

The Youth Leadership Development Programme 2023 cohort successfully equipped young undergraduates aged 18 to 30 from up to 400 tertiary institutions across 6 geo-political zones in Nigeria. This initiative gave them the necessary skills and support for Personal Leadership, Community/Sustainable Development, and Active Citizenship.

1. The Youth Leadership Programme (Sustainability Track) focused on equipping young undergraduates with the tools and resources to design and implement impactful community change projects to improve the lives of people in their communities.

2. The Youth Leadership Debate Competition (Advocacy Track) provided an avenue to reawaken student activism in Nigeria, demystify what leadership means, inspire active citizenship, and support them in collectively articulating their visions of the future while catalyzing pathways for them to decisively participate in that future themselves.

Team ENVIAIDS posing after a Climate Change Campaign walk

Cross section of the audience at the Youth Leadership Conference

Disaggregated Data Of Beneficiaries

4596
undergraduates across different higher institutions of learning participated in the programme

57%
of the participants were male

43%
of the participants were female

76%
of the participants were between the ages of 18-25

1700
participants completed the LMS course, 1500 active on the VCOP

2.2%
of the participants are persons with disabilities

22%
were between the ages of 26 – 30 years

150,000
Indirect beneficiaries impacted through change projects

400
tertiary institutions (Universities, Polytechnics, Vocational Colleges) across Nigeria were represented in the programme

Project team with a YLDP participant

Key Outcome/ Learnings

Empowering Change Through Resource Allocation:

Recognizing the importance of practical engagement, the programme empowered young people with financial support, enabling them to actively address issues of concern within their schools and local communities. This support acted as a catalyst for their projects, fostering positive change with over 150,000 indirect beneficiaries. The focus group discussions showed that providing more resources increased participants' willingness to initiate change. However, some teams even carried out their projects without financial support, reflecting a change in behaviour. Furthermore, the endline survey revealed that 98% of respondents no longer solely rely on the government for national development, compared to 56% at the beginning of the programme.

Mentors Development:

50 mentors and 10 coaches were recruited to serve as guides and mentors for the participating youth. The mentorship component of the programme had a broader impact than originally anticipated. It not only empowered the participants but also contributed to the mentors' personal and professional development by enhancing their knowledge and skills in these critical areas.

Positive Impact on Social Consciousness:

National debates play a crucial role in raising social consciousness, as evidenced by a 95% positive impact on attendees. One of the debate motions at the semi-finals was "Skill acquisition and vocational training can tackle unemployment and shape the future of youth development in Nigeria". After listening to the debate, attendees gained a critical understanding of the pivotal role skill acquisition and vocational training play in mitigating unemployment challenges and steering the future of youth development in Nigeria. The second motion debated on was "Automation and Artificial Intelligence will escalate youth unemployment in Africa". The discourse also illuminated concerns over the potential exacerbation of youth unemployment in Africa due to the accelerating impact of Automation and Artificial Intelligence. Consequently, the audience recognized the pressing need for comprehensive strategies that balance technological advancements with proactive skill development initiatives to ensure a resilient and adaptable workforce for the evolving job landscape.

Inspired Activism:

The programme successfully inspired students to commit to leading change, fostering increased activism and advocacy on campus through the showcased change projects of a few of the YLDP participants. Some of these change projects showcased include Team DAAM-4-IDPs, led by Timbee Thaddeus and Tyowua Hannah from Joseph Sarwuan Tarka University, Makurdi, which addressed the malaria challenges faced by over 70,000 inhabitants of Tse-Yandev IDP camp due to the farmer-herder crisis. Recognizing limited access to mosquito nets and funding, the team conducted a 4-day training event, empowering 100 women to create low-cost and effective mosquito repellent sprays from orange peels. Leveraging the Limonene oil in orange peels, these sprays serve as a practical solution to protect the camp dwellers from malaria, showcasing an innovative and community-driven approach to public health.

Inclusive Engagement of Persons with Disabilities (PWDs):

The inclusion and engagement of over 100 PWDs (including those with hearing impairment, visual impairment, albinism, and physical challenges) in the programme further enhanced the diversity and inclusivity of the programme. These individuals who took the virtual courses and participated in the sustainability path of the programme, designed and implemented their own community change project in the PWDs community. This suggests that the inclusion of people with disabilities in leadership programmes not only serve as an act of inclusivity but also as a strategic step toward fostering a cadre of change agents, using their voices for broader societal impact.

Recommendations

LEAP Africa team posing with one of the winners of the debate

1

Policy Frameworks for Inclusive Development and Accessibility:

In line with the inclusive engagement of persons with disabilities (PWDs) in the YLDP and positive impact on youth participation, the government and other relevant stakeholders should develop and implement policy frameworks that prioritize inclusivity and accessibility in all youth development initiatives. This includes ensuring that programmes, services, and infrastructure are designed to accommodate the needs of diverse youth populations, including PWDs.

2

Timely Communication and Inclusive Decision-Making

Some participants stressed the need for more timely communication and inclusive decision-making, considering their busy undergraduate schedules. This can help ensure that programme's schedules do not conflict with their academic and personal commitments. Although consultative surveys were shared at the beginning of the programme, it is imperative that strict adherence of the agreed timetable is paramount to ensure full participation.

3

Experienced Judges and Debate Motions:

Participants suggested the inclusion of more experienced judges who understand the intricacies of debate and recommended involving experienced debaters in crafting and testing debate motions to enhance the quality of the competition.

4

Youth Participation in Policy-Making Processes:

Inspired by the success of the programme in fostering activism and advocacy among young people, the government should create mechanisms for meaningful youth participation in decision-making processes. Establishing youth advisory councils and forums can provide opportunities for young people to contribute their perspectives and insights to policy development and implementation. Furthermore, debate councils can be constituted from the previous debaters in the programme to ensure continuity of advocacy.

Spotlight Stories

Debating for Change: From Novice to Advocacy Champion!

In his interview, Igbinosa Samuel Etinosa, a participant in the advocacy track, expressed how the debate proved to be a transformative experience for him. It's important to note that he did not possess any official prior debate experience. He conveyed that the programme equipped him with the necessary skills and knowledge, empowering him to actively engage as a responsible citizen within his community. For this debater, the journey was a dynamic blend of both personal interest and challenges, contributing to his overall growth and preparedness for civic participation.

Highlights of his experience included successfully qualifying for the debate, advancing to the quarter-finals, and the opportunity to travel for the competition. He also highlighted the chance to network and connect with like-minded individuals passionate about driving positive social change.

A significant highlight of the programme for him was the coaching sessions and the accelerator courses. He found these sessions instrumental and beneficial in enhancing his debate performance.

In summary, Samuel's experience was marked by personal growth, skill development, and the excitement of participating in a challenging debate that inspired the debaters to excel. Furthermore, he shared that he intends to carry on with his new advocacy skills within his community and feels confident in his bringing social change.

SpongeBob and Pals: Saving Ilorin from Plastic Pollution

Ifeoluwa Dada, leading the Eco Champions team at the University of Ilorin, successfully executed their project to combat plastic pollution on campus. Their innovative approach involved installing two character-themed recycling bins strategically positioned to encourage students to dispose of plastic bottles responsibly, ultimately mitigating plastic pollution in nearby water bodies and pathways within the campus. Notable figures, including the Dean of Student Affairs, the Director of Works, and the Student Union President of the institution attended the inauguration of these Character Bins.

The project team described their experience on this project as positive, engaging, and full of challenges. They expressed their gratitude to LEAP Africa for initiating such a programme for young individuals, as it shed light on various community issues and inspired them to drive positive change to address these challenges. Their project benefitted a substantial number of students, reaching up to 5,000 individuals within the university.

Regarding sustainability, a direct plan was established in collaboration with school authorities to ensure the periodic maintenance of the recycling bins..

LTW – Lead The Way

Participants of the Leadership Summer Camp during the trip to Microsoft Office

Brief Description -

Since 2016, LEAP Africa has undertaken the role of nurturing young leaders through its Lead The Way programme (LTW). The programme is designed to inspire, empower, and equip teenagers between the ages of 13 and 17 to understand and achieve their full leadership potential.

This programme has embraced the task of transforming the potential of young individuals into leaders, empowering them to uncover their self-value and inner resilience by engaging the teenagers to participate in leadership and life skill training and career pathway workshops and learn from established facilitators and trainers who will guide them on a journey of self-awareness, encourage them to lead ethically and support them in making purposeful and meaningful career transitions. Consequently, they adopt behaviours that shape them into positive catalysts for change, equipped to confront societal challenges and offer pertinent solutions to both their local communities and the global arena.

Disaggregated Data of Beneficiaries

July Cohort (LEAP AFRICA/MATER ECLESIA COLLEGE)
📍 Mater Eclesia College, Lagos

245
Participants

52%
of the participants were male

48%
of the participants were female

32
participants successfully completed the course on the LMS

August Cohort (Leadership Summer Camp)
📍 Impact Hub, Lagos

34
Participants

63%
of the participants were male

37%
of the participants were female

30
Community members
(**Indirect beneficiaries**)

2
Community Project

Leadership Summer Camp participants during the beach clean-up exercise

A student from MEC leading his fellow student during a trust walk exercise

Key Outcome/ Learnings

1. Behavioral Change in Perception of Leadership:

The programme curriculum facilitated a significant mindset shift among participants, as indicated by the increase in knowledge and perception levels observed in baseline and endline surveys. Also noteworthy is that at the end of the programme, 90% of the teenagers acknowledged that leadership goes beyond holding specific positions, reflecting a newfound understanding of self-leadership and transformative leadership. This broadly emphasizes the programme's impact on broadening leadership perspectives among teenagers.

2. Innovative Pedagogy:

The infusion of games and practical activities in the classroom as well as outside the classroom was an innovative approach to learning. It was discovered to be impactful in the learning experience of the students and was confirmed by 70% of the participants. This facilitation method aside the use of manuals was helpful in stimulating the students to reflect and identify key lessons from each exercise, buttressing what they were taught in the classroom.

3. Importance of Blended Learning Approach:

The utilization of a blended learning approach during the program underscored its effectiveness in engaging students and enhancing their learning experiences. Feedback from participants emphasized the significant role of approachable and effective facilitators in fostering class engagement and facilitating effective learning outcomes. This highlights the importance of tailoring facilitation styles and methods to meet the diverse needs and preferences of participants, ultimately contributing to a more dynamic and interactive learning environment.

4. Improvement in ethical behaviours and values and other life skills:

Participants were exposed to training on values and moral ethics and other life skills such as time management, teamwork, self-identity, self-confidence etc. Overall, there was a general increase in knowledge as well as an evident reflection of a renewed sense of value which the participants expressed after the programme. This was also quite apparent as analysed data showcased an upsurge in the competencies at endline.

5. Increased level of awareness about SDGs and community projects:

A significant part of the programme is the community project. This afforded the participants a chance to apply the knowledge they had learned in class, to develop and carry out initiatives that would address pressing issues in their local communities. More so, it provided them an opportunity to learn about the SDGs and link them to the problems they want to solve. At the end of the programme, 97% confidently know what SDGs are and 87% feel capable of identifying problems that need to be addressed in the community.

Recommendations

Extended career guidance:

1

Evidence from surveys from the programme reveals that organizing just a day of career panel sessions might not give the teenagers enough clarity needed in choosing a suitable career. Hence, it calls for a need to enhance the career pathway component of the programme.

Incorporation of in- door and outdoor learning models:

2

The evaluation of the programme uncovered the need to incorporate more hands-on activities into the learning process to keep the students engaged and involved at all times. This is putting into consideration the age demographic of the participants as they are prone to get distracted and lose interest when not actively involved in exercises or activities.

Increased funding for Teenage leadership initiatives:

3

With increased funding, teenage leadership initiatives can reach a broader audience of young people, including those from marginalized communities or remote areas who may not have had access to such programmes previously. This expansion ensures that a more diverse range of teenagers have the opportunity to develop their leadership skills and make positive contributions to their communities.

YDoS (Youth Day of Service)

Cross section of beneficiaries of the Lagos Food Bank Initiative's food donation

Description **Brief**

Initiated by LEAP Africa, Youth Day of Service (YDoS) is an annual week-long, pan-African youth-led social impact campaign that begins on August 12 every year which is also 'International Youth Day'.

YDoS is designed to ignite the agency and creativity of young people across Africa towards sustainable development and promote a culture of communal support and community development. The week-long campaign fosters the spirit of volunteerism within the youth population in Africa and inspires them to be active change agents in their communities continuously. The campaign theme for this year is 'Youthful and Useful.'

Disaggregated Data of Beneficiaries

10,801 individuals participated in the project

10,511 Volunteers

290 project leads

49% of the participants were male

51% of the participants were female

301 projects completed across Africa

3% of the participants were PWD

72% Participants from Urban areas

8% Participants from rural areas

46% - less than 24
38% - between 25 - 35,
16% - above 35 years of age.

139,245 Direct beneficiaries

18% Participants were employed

15% Participants were unemployed

22% Participants were self employed

45% Participants were students

696,225 Indirect beneficiaries

92% - had not participated in YDoS
8% - participated in previous years.

28 Africa countries

Adolescent girls with sanitary pads donated during a training session on Positive Period in South Africa by Qrate

Key Outcome/ Learnings

1. Ecosystem Building:

The 2023 YDOS programme resulted in the creation of a virtual community of practice comprising 1,577 Change agents who have impacted their various communities and also collaborated with one another. Creating platforms and avenues for collaboration among young people is a classic tool that brings to the fore the potential of young people thereby enabling them to ideate, proffer solutions, and contribute to high-impact interventions that transform their communities and nation at large positively.

2. Creating Volunteering Platforms that Enhance Youth Participation in Community Development:

The 2023 YDOS programme incited ideas and various projects from different young people across Africa. Three hundred and one (301) SDGs action projects were implemented by youth from different socioeconomic backgrounds which enabled them to harness their potential, learn, and contribute to community development. Engaging Young People about the SDGs early not only enables youth to contribute to community and national development but also allows them to lend their voice to critical issues affecting them and their respective communities.

3. Effective Collaboration is vital in Achieving the Sustainable Development Goals:

Out of 301 SDGs Action projects implemented across the 17 SDGs, 84.1% of the projects were funded through donations from individuals, family members, local organizations, regional organizations, and global organizations. This buttresses the importance of effective collaboration in meeting the diverse needs of communities.

4. Poverty, Education, and Climate Change are Priority Areas for Youth in Africa:

The majority of the projects implemented were centred on addressing poverty, the education gap, and climate change. This implies that African Youth now have a heightened awareness about the ill effects of climate change, poverty, and lack of education and have developed the agency not only to serve as Climate Change ambassadors, and Change Agents to reduce poverty and Education gaps in their communities.

5. Use of Media Tools for Advocacy, Learning and Capacity Development:

Youth from different regions in Africa employed the use of Radio, computers, and the Internet to advocate and build capacity to address various issues such as Climate Change, Eye Health Issues, and Digital skills. This affirms the resourcefulness of African youths to contribute to social change through various media tools. The project team further hosted several capacity-building sessions before and during the YDOS month. These sessions had an average of 500 views and covered impactful topics on SDGs such as "The Road to 2030: Accelerating Youth Action for the SDGs in Africa" and "From Global to Local Action: How the SDGs are Implemented in our Communities". This suggests a proactive and engaged youth population in Africa, utilizing media platforms to address pressing issues and actively participating in activities aligned with the SDGs.

E-learning for Beginners Boot Camp

Brief Description -

The boot camp was designed to equip participants with the necessary knowledge and skills to develop practical eLearning courses using the ADDIE model framework and its application in course development. The ADDIE model is a widely used instructional design framework comprising five phases: Analysis, Design, Development, Implementation, and Evaluation.

It is a systematic approach to designing and developing compelling learning experiences. The training was crafted to equip and increase participants' awareness and proficiency in eLearning, addressing the existing knowledge of eLearning gaps in Africa.

Disaggregated Data of Beneficiaries

21
participants benefited
from the boot camp

38%
of the participants
were male

62%
of the participants
were female

8thGear Hub and Venture studio,
Magodo, Lagos.

Hybrid approach,
a blend of both physical and virtual

section of participants during a physical training session

Key Outcome / Learnings

1. Improvement in Participants' technical knowledge of e-learning:

Participants were exposed to theoretical and practical skills needed to become eLearning professionals. The course modules covered included Introduction to eLearning and the eLearning industry, Introduction to ADDIE model framework, Needs Analysis and Learning Objectives, Design and Development of eLearning courses, and Implementation and Evaluation of eLearning courses. This led to Improved Course Design Skills and Use of Tools among participants At the end of the boot camp, all participants reported confidence in their ability to design eLearning courses. Additionally, 86% of participants indicated not only being able to design eLearning courses but also knowing the right tools to use.

2. Confidence in Employability in the e-Learning Industry:

At the end of the boot camp, participants felt confident that the skills they gained from the training made them employable in the e-learning industry.

Recommendations

1

Establish a Central Location for Physical Classes:

Participants recommended considering a location that is centrally located within Lagos for physical classes in future boot camps. This will create easier accessibility to venues and will enhance the learning experience, facilitate better engagement, and ensure convenience for all participants.

2

Forge Partnerships with NYSC to Expand Reach:

Acknowledging the participants' desire for broader outreach among young persons, it is recommended that LEAP Africa explores strategic partnerships with the National Youth Service Corps (NYSC). This collaboration will offer a unique opportunity to reach more youth across diverse regions, empowering them with essential digital skills and knowledge.

Positive Youth Development – SCALE CTIP

Brief Description -

The SCALE PYD 2023 project aims to tackle the problem of trafficking which negatively affects a huge part of the Nigerian population - majorly the young population of the country. The overall goal of the project is "to strengthen the capacity of CSOs countering trafficking in persons (CTIP) through positive youth development to enhance public accountability, transparency, and sustainable service delivery in Nigeria".

Disaggregated data of Beneficiaries

26
CSO Participants trained on CTIP and Positive Youth Development in Nigeria

49%
of the participants were male

51%
of the participants were female

68
Youth ambassadors trained on CTIP and Positive Youth Development in Nigeria

3%
of the participants were PWD

Direct beneficiaries
12,174

Indirect beneficiaries
40,000+
people reached via radio advocacy and social media campaign

21
Nigerian states engaged during CTIP interventions held by the youth ambassadors

Key Outcome/ Learnings

1. Creating Income-Generating Opportunities for Young People:

Tough economic conditions in Nigeria remain one of the main factors predisposing young people to human trafficking. More than ever before is the need for the Government to create an incentive and entrepreneurial system to engage young people to lessen the burdens of a tough economy so that they can have streams of income to cater to their needs and not fall prey to perpetrators of human trafficking.

2. Intensify Media awareness on CTIP Agencies:

Knowledge gaps still exist among Civil Society Organizations, young people, and grassroots persons about the frontline response agencies and mechanisms to address Trafficking in Person cases. Hence, the Government, NAPTIP, NACTAL, and Civil Society Organizations that provide services to curb human trafficking need to intensify awareness about the first steps to take to report TIP cases, contact numbers of TIP agencies via various media platforms such as Radio, Social Media, TV, and local languages in regions where TIP is predominant.

3. Collaboration among CSOs and Government Agencies can lead to More Productive Outcomes:

Trafficking in Persons is a complex issue that requires a multisectoral response. Hence, Collaboration is vital to achieve progress in reducing the menace of trafficking in persons in Nigeria. For CTIP Collaboration to work, Civil Society Organizations and Government Agencies should prioritize commitment and set aside individual sentiments.

4. Youth Involvement in CTIP is key to Galvanizing Behavioral Change and Awareness on CTIP:

Young People are agents of social change. Hence, building their capacity at an early phase is crucial in reducing their vulnerability to human trafficking. There is a need to build the capacity of more Youth Ambassadors who will train adolescents in schools, establish CTIP school clubs, and implement CTIP interventions in their respective communities' thus enhancing increased awareness and positive behavioral changes to address trafficking in persons.

Recommendations

1

Capacity Building for more CTIP Youth Ambassadors:

There is a need to carry out capacity training for more CTIP Youth Ambassadors from Civil Society Organizations in other States of the Federation that are not currently covered by the SCALE CTIP project. This is required to drive youth engagement in these regions to actively participate in Countering Trafficking in Persons interventions and increase awareness.

2

Sub-granting of Seed funds to CSOs:

A major constraint observed during the SCALE PYD project this year was the lack of access to funds, which limited quite a number of the trained Civil Society Organizations and participants in creating awareness on Trafficking in Persons in their communities. Hence, the MERL team recommends sub-granting funds to civil society organizations that have undergone a due diligence check prior to their engagement in the Positive Youth Development programme. This will enable more underserved communities and people to be reached and also cater to logistics materials, thus expanding the scope of awareness.

3

Provision of IEC Materials:

The provision of IEC materials to Civil Society Organizations' participants and Youth Ambassadors following the completion of the capacity building training to facilitate the seamless delivery of CTIP prevention interventions by the CSO participants and Youth Ambassadors in their target communities is highly recommended.

4

Youth Involvement in CTIP is key to Galvanizing Behavioral Change and Awareness on CTIP:

Effectively curbing trafficking in persons requires a multisectoral approach. Hence, continuous engagement and collaboration between Civil Society Organizations and other Government Institutions, Government Agencies, and other CTIP Civil Society Organizations is crucial to achieve this. The evaluation team recommends that at the State level, engagement activities should be created that bring together trained CTIP Civil Society Organization partners, Youth Ambassadors and Government Institutions, Government Agencies, and other CTIP Civil Society Organizations to collectively discuss, engage, and collaborate on addressing CTIP.

5

Targeting Minority Groups:

Persons living with disability and those belonging to minority groups are usually vulnerable to Human trafficking. It is recommended that more Persons with disabilities and minority groups, Networks, and Youth-Focused organizations be considered during the next SCALE PYD project to increase their participation.

6

Intensify Monitoring and Evaluation for CTIP Ambassadors and CSOs:

More In-Person monitoring and evaluation visits must be conducted to CTIP Youth Ambassadors and CSO partners during project implementation to enhance their accountability and track performance against set targets.

Leadership Accelerator Programme –LLI

Brief Description -

The Leadership Accelerator Programme (LAP) is a capacity-building initiative of LEAP Africa Leadership Institute (LLI). LEAP Leadership Institute is the center of excellence for evidence-based knowledge and resources relevant to activating and scaling youth leadership development on the African continent.

LLI through the Leadership Accelerator Programme seeks to address gender inequality in the corporate lives of high-potential young women in Africa. This is achieved by building the capacity of selected young women across the continent, exposing them to a vast network of peers and leaders, and providing handholding through dedicated mentorship over a period of six months. designed to address the gender disparity in women's leadership on the African continent. The goal of the 2023 edition of the programme is to equip selected young African women with essential leadership skills needed in scaling up their leadership careers.

Disaggregated Data of Beneficiaries

2370
completed the
LMS course

5292
female participants
across 42 African
countries enrolled
and onboarded on
the LMS platform

31
participants
from 6 African
countries
participated in
the physical
boot camp

2%
of the participants
were PWD

The physical boot camp
was held in Lagos, Nigeria.

Key Outcome/ Learnings

1. Learning Management System:

As part of the strategies to achieve the first objective of the programme, which is to empower young African women with relevant knowledge, skills, and resource tools needed to attain leadership. Participants took some self-paced courses on the LEAP Africa's LMS platform and participants were to rate their experience navigating the LMS platform and experience taking the course on a scale of 1-5, where 1 is the lowest and 5 is the highest. The data shows an average rating of 4.6 on navigating the LMS platform, and a 4.5 rating on taking the course this indicates a satisfactory ease of navigating the platform. It might be useful in the long run to incorporate an LMS system that operates offline to mitigate the challenges faced by the participants.

2. Enhanced Leadership Perception:

The programme led to an increased awareness of gender gap issues and reduced negative stereotypes about women in leadership as participants demonstrated a realistic understanding of the challenges women face in leadership. Also notable is the positive shift in the perception of the ease with which women can attain leadership positions.

3. Strengthened Self-Leadership and Personal Branding:

There was a reinforcement of the importance of personal branding. Through the programme, participants experienced a profound shift in self-perception, with 96% recognizing their image as a crucial personal brand, alongside an increase in self-identification as leaders, fostering a strong sense of self that prioritizes values, collaboration, and punctuality.

4. Effective Communication Skills:

The programme led to a notable improvement in communication skills among participants. this is evidenced by a substantial increase in the public speaking ability of the participants and a corresponding decrease in the difficulty of understanding others' perspectives during disagreements.

5. Balanced Conflict Management:

The programme facilitated a transition in conflict management, moving participants from a loyalty-driven approach towards a more balanced perspective in resolving conflicts. This shift was underscored by a tangible decrease in the number of participants unwilling to report a wrong doing, dropping from 11% at the baseline to 7% at the endline, indicating a more nuanced and principled approach to ethical dilemmas involving friends.

6. Financial Literacy and Responsibility:

The programme yielded positive outcomes in financial literacy and responsibility, as evidenced by a significant improvement in participants' financial habits, with over 58% no longer relying on sporadic saving or investing opportunities. Moreover, the initiative underscored the importance of financial responsibility and planning as integral components of personal development, equipping participants with deliberate and strategic approaches to their financial well-being.

IHS Project Empower

Brief Description -

The IHS Project Empower is a development project aimed at empowering the youth and women in Sokoto state, Nigeria through vocational and entrepreneurship training. The overall goal of the project is to curb the unemployment of out-of-school youths in Nigeria by providing them with technical and entrepreneurship skills.

The project recruited 100 beneficiaries from Sokoto North, Sokoto South and Dange-Shuni local government areas of the state, and were trained in vocational and entrepreneurship skills to equip them with the necessary tools to start viable businesses that would enable them to lift themselves and their families out of poverty, and contribute to the community and national development.

IHS Towers in its commitment to the development of women and youths, and to enable beneficiaries to establish sustainable businesses, alleviate poverty, and contribute to community and national development, set aside funds to provide grants to 20 of these participants who met the set selection criteria as Business Support Funds. At the end of the selection process, only 18 of the participants met these selection criteria, and they in turn received a grant disbursement of N500,000 each.

Disaggregated Data of Beneficiaries

99

Beneficiaries participated in the programme
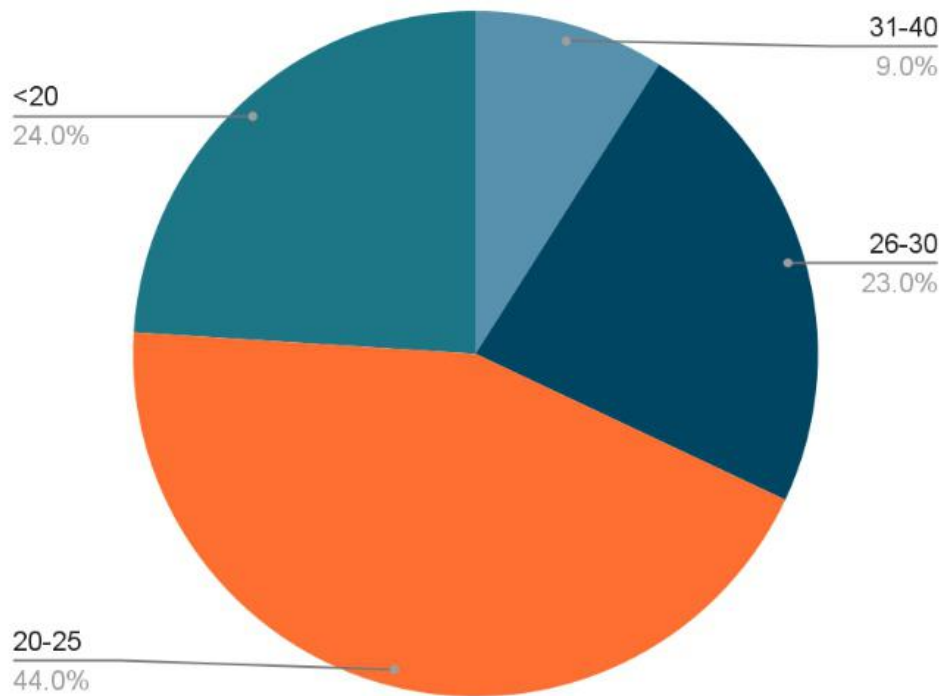
56%

Participated in were male

44%

Participated in were female

18

Beneficiaries
(First time business owners) empowered with Business Support Funds

Participants Age (in Yrs)

31-40
9.0%

<20
24.0%

26-30
23.0%

20-25
44.0%

Key Outcome/ Learnings

1. Exhibition and Networking:

Integrating exhibitions into the project provided beneficiaries with a platform to showcase their products, enhanced visibility and fostered networking opportunities. Throughout the Global Entrepreneurship Week (GEW) in 2023, participants garnered exposure, forging valuable business relationships. Real-time feedback received during these events significantly contributed to the expansion of their ventures, the growth of professional networks, and the attraction of new customers.

2. Effectiveness of Business Development Support:

The impact of business development support is clear in the significant growth observed among participants in their enterprises. This favorable transformation is directly tied to the financial assistance they received. The funds bolstered their operational capabilities, allowing them to increase production and acquire materials for expanding the range of their services. The financial support played a pivotal role in catalyzing the participants' capacity to scale up, thereby contributing to the documented success of their businesses.

3. Language Inclusivity:

The deliberate use of both English and Hausa languages in communication strategies proved to be highly effective. This approach guaranteed the full engagement and inclusion of all participants, irrespective of their linguistic background, in the project. Embracing both languages facilitated clear communication and understanding, fostering a supportive and inclusive learning environment for everyone involved in the project.

4. Effective Communication Skills:

Participants in the IHS Project Empower successfully harnessed the potential of digital platforms, including WhatsApp, for marketing their products and establishing connections with fellow entrepreneurs. The WhatsApp group formed by the participants played a pivotal role in cultivating a Virtual Community of Practice, facilitating enhanced information and knowledge exchange among the participants.

Educational Status
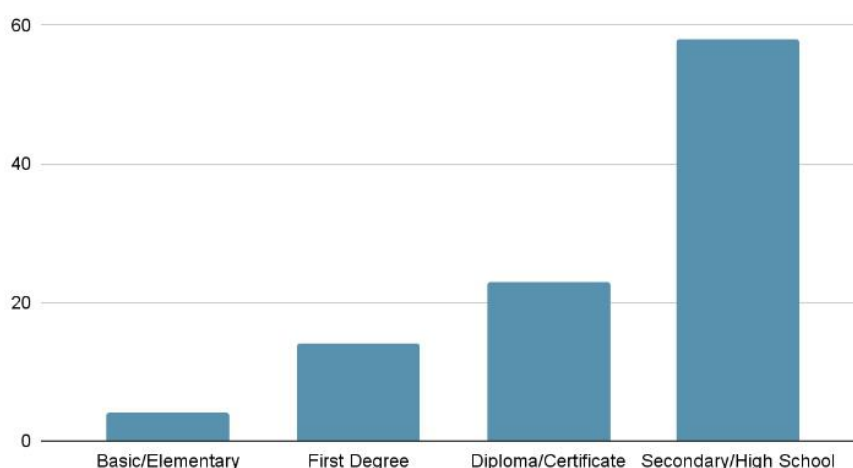
Recommendations

1

Continuous Support for Advanced Training Programme:

The Monitoring, Evaluation, Research, and Learning (MERL) team suggests earmarking funds for advanced training programs that build upon the fundamental vocational and entrepreneurship skills offered in the initial phase. This may involve specialized workshops, industry-specific certifications, and mentorship programs to further enhance participants' expertise and adaptability.

2

Establishment of a Sustainable Funding Mechanism:

It is crucial to investigate the establishment of a sustainable funding mechanism, such as a revolving fund or collaboration with financial institutions. This would ensure continuous support for successful beneficiaries, empowering them to secure additional capital for business expansion. This strategy reinforces long term sustainability and scalability of their ventures.

3

*Monitoring and Evaluation Framework Enhancement:*

It is recommended to invest in the creation and implementation of an advanced monitoring and evaluation framework. This may include harnessing technology for real-time data collection, enhancing the tracking of participant progress, conducting impact assessments, and promptly identifying challenges. A well-structured evaluation framework will offer valuable insights for the growth of beneficiaries and inform future funding decisions.

4

Leveraging Tech/ Digital Skills:

Building upon the effective utilization of WhatsApp for product marketing by the participants, it is recommended to incorporate digital upskilling for future projects. This will serve to amplify business visibility and reach. Additionally, participants can be supported with digital tools such as smartphones, data support. This provision will empower them to leverage social media and various digital platforms for marketing their products.

Skills Distribution Among Participants
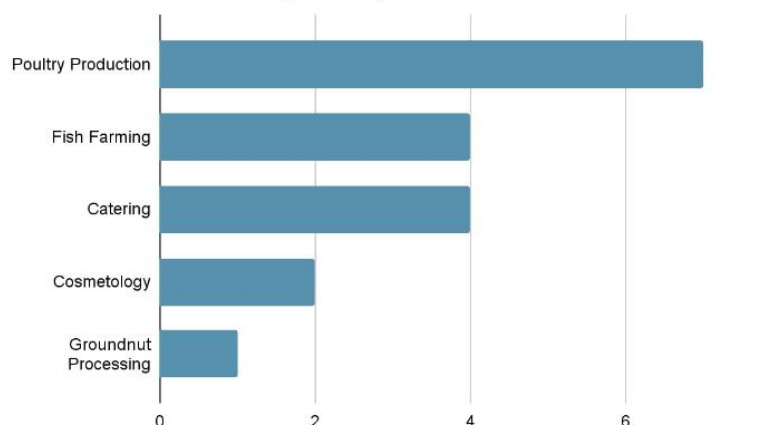
Sahara Impact Fund

Brief Description -

LEAP Africa in partnership with Sahara Foundation supported social entrepreneurs to increase access to energy, promote sustainable environments and mobilize catalytic support for tangible partnerships towards achieving the SDGs in a way that results in measurable social impact. With 20 fellows selected from nine different countries (and 18 graduating successfully from the programme), these entrepreneurs hold the potential to unlock their capacity to drive positive change, bridging the disparity and propelling the continent towards a more inclusive and sustainable future.

The Programme comprised a) virtual investment readiness course b) weekly coaching sessions c) monthly mentorship d) in-person pre-conference workshop and e) award ceremony. To enrich the programme's impact, LEAP Africa collaborated with valuable partners such as Impact Amplifier and Accounting Lab who supported and provided impactful content for the social entrepreneurs.

Disaggregated Data of Beneficiaries

20
Selected fellows

44%
of the fellows were male

56%
of the fellows were female

,9 African Countries

$5000
disbursed to 10 grantees

Key Outcome/ Learnings

1. The fellows demonstrated an increase in their knowledge as well as skills and swiftly implemented their learnings from the fellowship across diverse aspects of their enterprises. From properly measuring impact, to implementing financial plans as well as auditing processes, this newfound understanding became a cornerstone for refining their approaches. This has allowed them to navigate challenges more effectively and adapt to the ever-changing landscape of social innovation.

2. The fellowship program emerged as a powerful catalyst for sector-wide inclusion by intentionally bringing together a diverse cohort of fellows, each possessing unique backgrounds, expertise, and a distinct focus on Sustainable Development Goals (SDGs) related to clean energy. This acknowledgment and accommodation of fellows from diverse sectors shows a consideration of the distinct complexity of real-world challenges. This, in itself further added another layer of richness to the collaborative environment of the fellowship.

3. The fellowship brought about significant transformation by not only nurturing the innovative spirit of its participants but also enhancing their capacities to secure new sources of funding, cultivate valuable partnerships, and increase customer base. Through pitching lessons and workshops, the fellows gained valuable experience in articulating their vision and impact.

4. The increased support in business development through mentorship and coaching left an indelible mark on some of the participating entrepreneurs. This feat underscores the transformative power of intentional mentorship in shaping the success and sustainability of social entrepreneurship initiatives.

5. While this evaluation report occurred shortly after the grants were disbursed, preventing a comprehensive assessment of their enterprises' scaling, we acknowledge that the grants will serve as an opportunity for the social innovators to scale the impact of their enterprises. Additionally, their

Recommendations

1

Some of the fellows mentioned that they faced major difficulties in reaching their mentors which limited interactions. To address this, It is important to implement a strict system that ensures mentors and mentees are provided with fixed days and times to have their meetings. This allows for adequate planning of schedules on both ends, which enables an effective and seamless interaction between mentors and mentees.

3

The fellows emphasized the need for more physical networking workshops among all entrepreneurs within the fellowship. Beyond the virtual sessions, more physical gatherings would create ample networking opportunities for the fellows which would significantly increase the impact of the fellowship. In addition, the chance to build connections and collaborations could potentially lead to joint ventures and mutually beneficial partnerships.

2

The fellows also brought to attention, a significant concern regarding the absence of coaches and mentors from countries outside Nigeria. This observation highlights the importance of diversifying the nationalities of the coaches to enhance the programme's richness. By tapping into the expertise of individuals with varied cultural backgrounds and experiences, the programme can provide a more comprehensive understanding of social entrepreneurship on a global scale.

4

In light of the grants disbursed, it is crucial to institute a systematic and timely monitoring process for the grantees throughout the stipulated duration. To enhance accountability, transparency, and the overall success of the funded initiatives, a structured monitoring framework should be implemented. This framework should include regular check-ins, progress assessments, and reporting which would help in addressing challenges or providing additional support as needed. By ensuring proactive and consistent monitoring, we can optimize the impact of the grants and contribute to the long-term success of the supported enterprises.

LEAP
Africa
Reach Report