

**ANNUAL REPORT &
FINANCIALS, 2023**

**PARTNERSHIP
FOR
SUSTAINABILITY**



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OUR CORPORATE DNA

Our corporate DNA anchors our mission, vision, and values. We pride ourselves in being a youth-focused organisation driven by passionate and dynamic young professionals breaking the status quo by raising a new cadre of leaders to transform Africa.



VISION

An inclusive and thriving Africa built through dynamic, innovative and ethical youth leaders.



MISSION

To inspire and empower African youth by developing capacity and providing resources for transformative personal, organisational, and community leadership.

Core Values (ARIISE)

A

Audacity:

We believe in being bold and challenging the status quo to catalyse the change we want to see in Africa.

R

Respect:

We are committed to working at the highest level of professionalism and upholding the dignity of all our stakeholders.

I

Integrity:

We consistently demonstrate transparency, truthfulness and strive to be ethical in all our dealings.

I

Innovation:

We leverage new technologies and think out-of-the-box in order to boost the effectiveness of our programmes and interventions.

S

Synergy:

We collaborate strategically and in unison to achieve greater impact towards leadership development for youth.

E

Excellence:

We are result-oriented and go the extra-mile to deliver the highest standards in our programmes, products and processes.



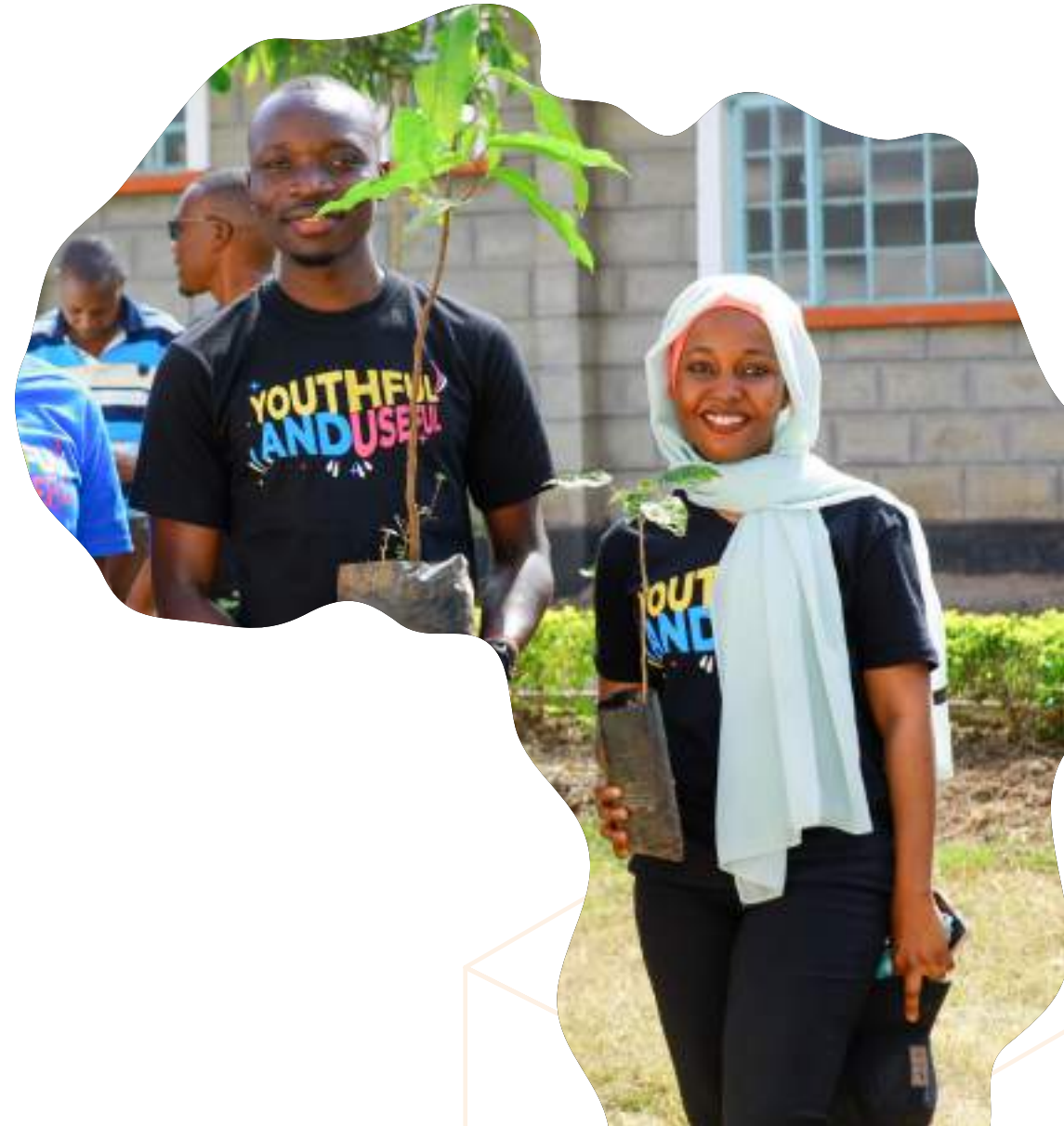
WHO WE ARE

Leadership, Effectiveness, Accountability, and Professionalism (LEAP) Africa is a pioneering youth-focused leadership development organisation committed to raising leaders who will transform Africa; through interventions for young people, that bridge the gap in five areas: Education, Entrepreneurship, Employability, Active Citizenship, and Health and Wellbeing.

Our cutting-edge programmatic thrusts inspire and equip young people, changing their mindset to lead ethically and motivating them to deliver positive change in their communities. We also support social entrepreneurs in building systems and structures crucial for business sustainability, contributing to livelihoods and social and national development.

As a foremost youth-focused non-profit in Nigeria, LEAP Africa actively contributes to the youth leadership body of knowledge by leveraging our strategic direction of ecosystem building, thought leadership, and advocacy.

With millions of direct and indirect beneficiaries and footprints across Nigeria and 48 African countries, LEAP Africa is committed to our mission of raising leaders and empowering youth agencies across the continent to bring about the Africa we want and deserve.



OUR BOARD MEMBERS



Mrs. Clare Omatseye
Board Chair, LEAP Africa; Managing Director, J.N.C. International Nigeria Ltd.



Mr. Larry Ettah
Vice Chair, LEAP Africa Board; Executive Chairman, Barracuda Capital Partners Limited



Mr. Chike Maduegbuna
C.E.O., Afrinolly Limited.



Mrs. Ndidi Okonkwo Nwuneli (MFR)
Founder, LEAP Africa, Co-founder, AACE Foods, Director, Sahel Capital.



Mrs. Uche Pedro
Founder, BellaNaija.



Mrs. Amal Hassan
C.E.O., Outsource Global.



Mrs. Adesola Sotande-Peters
CFO, Africa, USA & Middle East, Godrej Consumer Products Limited



Ms. Micheline Nturu
Business Advisor, Stanford Institute for Innovation in Development Economies (Stanford Seed).



Mr. Tola Adeyemi
Senior Partner and Chief Executive, KPMG Nigeria and West Africa



Mr. Abasiama Idaresit
CEO, Wild Fusion



Mr. Waziri Adio
Former Executive Secretary, NEITI



Dr. Joe Abah
Country Director, DAI



Mr. Sadiq Usman
Head of Strategy, Flour Mills Nigeria



Ms. Kehinde Ayeni
Executive Director, LEAP Africa



Youth Day of Service 2023 Rally in Kenya



BOARD CHAIR STATEMENT

Dear Stakeholders,

It gives me immense pleasure to address our esteemed stakeholders and share highlights of 2023 in this Annual Report, themed, “Partnering for Sustainability”. Following the vibrant festivities of our 20th anniversary celebrations in 2022, 2023 was a retrospective year to reflect, reinvent, and relaunch. As ecosystem builders who for over two decades have designed and deployed bespoke programmatic solutions to tackle the prevalent challenges in Africa, it became imperative for us to scale our impact to new heights.

During the course of the year, we engaged in deep reflection on how the profound impact of our efforts spanning two decades has propelled us closer to the vision of the Africa we aspire to see. We meticulously evaluated our vision, mission, goals, objectives, and core values—the very pillars that define LEAP Africa. Through a critical lens, we scrutinised our programmatic solutions, aligning them with the dynamic demands of our ever-

evolving world. Recognizing the importance of staying current to drive meaningful impact and effectively empower our communities positively, we embraced contemporary approaches.

This season was characterised by a comprehensive examination of our programmatic efforts and methodologies. We dissected every aspect of our initiatives, approaches and strategies with precision. This introspective process was followed by a strategic rebuilding phase aimed at enhancing our effectiveness and efficiency at not just addressing, but overcoming the unique challenges peculiar to our continent. Throughout this transformative journey, our dedication to innovation and reshaping the narrative of Africa remained unwavering. We embraced creative thinking and bold ideas, pushing boundaries to pave the way for positive change. Our commitment to excellence served as a guiding principle, anchoring our actions and decisions as we navigated through this period of evolution.



**Mrs. Clare
Omatseye**

BOARD CHAIR, LEAP AFRICA



Embedded in African wisdom is an adage: “If you want to go fast, go alone, if you want to go far, go together”. Our goal at LEAP Africa is not to create superficial solutions but to forge enduring legacies that transcend generations. This level of **sustainability** can only be achieved with **partnerships**. With our sights set on new territories, we sort out collaborations that would enable us to deepen and broaden our impact across the continent. Strategic collaborations paved the way for us to enter into new territories and collectively empower communities with the knowledge, skills, and tools required to create sustainable change, build ecosystems that thrive and begin the journey to transformative leadership. It was a year of **Partnering for Sustainability**.

The 2023 annual report stands as a powerful reference of the transformative capacity of partnerships and audacity to deconstruct and rebuild for impactful development. It embodies the resilience to forge ahead in the face of emerging socio-economic challenges, and the indefatigability of our stakeholders, our esteemed partners, funders, volunteers, and staff of LEAP Africa.

I would like to extend my unreserved appreciation to all past and present board members for your undeterred commitment to seeing LEAP Africa evolve and ascend, our donors and partners whose unwavering support through the years have propelled us to greatness, and the management and staff of LEAP Africa who tirelessly to execute our impactful interventions. Our achievements this year would have been impossible without the support of everyone.

As we set our sights on the horizon of possibilities, we are excited for the myriad of opportunities that await us. We remain committed to our resolve to not only innovate but also execute interventions that carve a distinctive path in shaping our future. As ecosystem builders, we will continue to explore connections and forge **partnerships** that transcend boundaries, all while embracing our role as catalysts for transformative thought leadership that propels us and others towards excellence.





EXECUTIVE DIRECTOR STATEMENT

To Our Dear Stakeholders,

It gives me immense pleasure to address you and share highlights of 2023 in this Annual Report. This year marked a pivotal moment in LEAP Africa's journey, a year of introspection and transformation fueled by a commitment to building a more sustainable and impactful future for Africa. 2023 presented an opportunity to reflect on our achievements and refine our vision for the future. As ecosystem builders who for over two decades have designed and deployed bespoke programmatic solutions to tackle the prevalent challenges in Africa, This introspection allowed us to identify areas for growth and ensure our interventions remain relevant in an ever-evolving landscape.

The challenges facing our continent are vast – a growing youth population, limited economic opportunities, and persistent social inequalities. Addressing these issues requires a multi-faceted approach, and as I reflect on the past year at LEAP Africa, one single word resonates: partnership. 2023 has been a year of collaboration, a testament to the collective power we achieve when we

join forces for a common purpose. Hence, the theme of this year's Annual Report, "Partnering for Sustainability," to underscore this core principle that drives our work in developing Africa's next generation of leaders

As usual, we continue to track our footprints in Africa over the last two decades to evaluate what we have achieved, where we currently are and what we need to put in place to attain more impact across Africa. This report provides a comprehensive overview of our accomplishments in 2023, such as strengthening youth-led innovation through training and partnerships, funding and building the capacity of innovative social entrepreneurs in scaling their solutions across Africa, building a community of skilled female professionals and empowering them with financial literacy and career skills, and amplifying young people to be partners for social development from their local community. Throughout 2023, we remained steadfast in our commitment to our mission by constantly expanding our programmes, equipping young people with the skills to deal with their current realities and preparing them for the future.



Ms. Kehinde Ayeni

EXECUTIVE DIRECTOR, LEAP AFRICA



This year, our annual Youth Day of Service campaign reached over 10,000 participants from more than 25 African countries, and benefitting about 835,000 persons. Through The Sahara Impact Fund, we supported 20 African changemakers to broaden their skillset and scale the impact of their enterprises. We had more special projects, with our SCALE CTIP reaching over 100 participants, the IHS Project Empower, a development project aimed at empowering the youth and women in Sokoto with vocational and entrepreneurship skills that would enable them to lift themselves and their families out of poverty. Our e-learning unit also spearheaded an 8-week intensive training initiative that equipped participants with the knowledge and skills to develop practical e-learning courses. These are some of the activities that we embarked on in the year 2023 and which were not done in isolation.

With these numerous programmes and projects comes collaboration and impact. From long-standing partners to newer partners, our impact remains visible and wide-reaching. Through our programmes, projects, events, and initiatives, we reached 1,037,644, directly and indirectly from 396 change projects. We supported individuals and organisations with over N150,000,000 in subgrants and provided technical support through training to improve the capacity of individuals and organisations to deliver impact.

None of these would have happened without strategic partnerships. Collaboration has always been the core

of our work. In 2023, we strengthened and appreciated existing partnerships, while forging new ones with like minded organisations. Additionally, through the different courses on our e-learning platform, we used technology and creative solutions to enhance young people's experience with our different programmes. This forward-thinking approach allowed us to adapt and provide hybrid learning support across the continent.

As we move forward, LEAP Africa remains committed to fostering a collaborative ecosystem that drives a sustainable future for Africa. We will continue to build strong, strategic partnerships that leverage the collective expertise and resources of diverse stakeholders. We will explore innovative approaches to accelerate progress towards the Sustainable Development Goals (SDGs) in Africa. We will invest in programmes that empower young Africans to become active participants and leaders in building a sustainable future. We believe that by working together, we can address the most pressing challenges facing the continent and unlock its immense potential.

In closing, this Annual Report provides a detailed account of our achievements and the unwavering dedication of our staff, board members, partners, and supporters. I invite you to explore it to better understand our organisation's impact and accomplishments in 2023. As we plan and prepare for 2024, we are filled with anticipation and enthusiasm to take our mission to even greater heights, working hand in hand with

our dedicated team and valued stakeholders. I extend my deepest gratitude to all those who have contributed to our success. From our Founder - Mrs Ndidi Nwuneli (MFR), board members, donors, funders, partners, staff, interns and volunteers, whose unwavering commitment guides our path, our donors and partners whose support fuels our initiatives, the exceptional LEAP Africa team whose tireless efforts translate vision into reality and volunteers, or their unwavering support and dedication to our cause. Together, we have achieved remarkable results in 2023, and I am energised by the possibilities that lie ahead. We remain committed to our mission and look forward to continuing to make a positive difference in the lives of those we serve.

Thank you for your trust in LEAP Africa.





YDOS project 2023 by Lagos Food Bank Initiative



IN PICTURES



RAISING TALENTS FOR THE ACTUALIZATION OF THE SUSTAINABLE DEVELOPMENT GOALS





SAHARA IMPACT FUND (SIF)



20

Selected
Fellows



44%

of the fellows were male



56%

of the fellows were female



9

African
Countries



\$5000

disbursed to 10 grantees





SAHARA IMPACT FUND (SIF)

The Sahara Impact Fund is specifically designed to support innovative social entrepreneurs in scaling their solutions across Africa, particularly in the sectors of renewable energy and sustainable environments. Its goal is to strengthen and advance youth-led innovation and entrepreneurship in Africa, through comprehensive training and collaborative partnerships that enhance the sustainability of the social ventures.

For the 2023 edition, LEAP Africa in partnership with Sahara Foundation supported social entrepreneurs through the Sahara impact Fund to increase access to energy, promote sustainable environments and mobilise catalytic support for tangible partnerships towards achieving the SDGs in a way that results in measurable social impact.

20 changemakers were selected from over 100 applicants across Burundi Kenya, South Africa, Uganda, Malawi, Tanzania, Zambia and Nigeria. The selected innovators were taken through a virtual investment readiness course, weekly coaching sessions, monthly mentorship, in-person pre-conference workshop and an award ceremony. Throughout the programme, the fellows were immersed in a diverse array of activities that enriched their learning experience and broadened their skill sets.

The fellowship created a dynamic ecosystem where fellows were continuously challenged, inspired, and equipped with the skills necessary for success.

At the end of the programme, a \$5000 grant, provided by the Sahara Impact Fund was disbursed to ten participants. The grants served as an opportunity for these social innovators to scale the impact of their enterprises, as well as make them more resilient to economic fluctuations and external challenges. The 2023 Sahara Impact Fund advanced youth-led innovation and entrepreneurship in Africa. It also equipped social entrepreneurs with the necessary skills, knowledge, and networks to scale their impact and achieve sustainable development goals, thereby fostering a new generation of resilient and impactful social ventures across the continent.





SIF 2023 FELLOWS



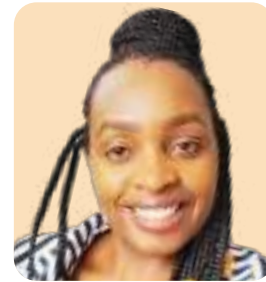
Ainomugisha Shifra
SOLAFAM, Uganda



Andrew Mpashi Twalima
Agro Solutions Limited,
Zambia



Jolis Nduwimana
Wege Company,
Burundi



Joyce Rugano
EcoRich Solutions,
Kenya



Kehinde Fasola
Fizzle Power Tech
Nigeria Limited, Nigeria



Dozie Igweilo
Quadloop, Nigeria



Kachigo Zulu
Ecocube Technology,
Zambia



Muideen Adegoke
DigitAgric Integrated
Limited, Nigeria.



Muofhe Ratshikombo
Oumies Grande, South
Africa



Paul Nnaluo
Gasmonkey, Nigeria



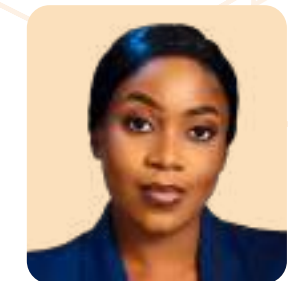
Tukwatanise Bonnita
Treescape Planet
Organisation, Uganda



Oluwaseyi Mojoe
U-Recycle Initiative
Africa, Nigeria



Joshua Attat
Printy & Packer, Nigeria



Osato El-Osemwingie
El Gazelle Foods, Nigeria



OUTSTANDING FELLOW'S FEATURE



Winner of Seyi Bickersteth Prize
for Financial Accountability



Jolis Nduwimana

What was the driving force for starting your enterprise? Why social innovation? What is your vision for your company?

Back in 2019, I witnessed firsthand the devastating effects of poverty and environmental degradation in my community. I also saw three of our cows lose weight until they died because they swallowed plastics. These disastrous effects motivated me to pursue a career in sustainability. To that end, I came up with an innovative and sustainable business idea of making sustainable packaging materials.

I chose social innovation because it goes beyond my satisfaction and touches my community through job creation, reducing carbon dioxide that could affect human health, and keeping the cities clean while contributing to economic growth.

We envision a plastic-free world where everyone has access to eco-friendly packaging for environmental protection and sustainable development.

What motivated you to apply for the Social Innovators Fellowship (SIF), and what did you hope to get out of it?

Due to a lack of entrepreneurship skills, go-to-market strategies, pitching ability, and the lack of adequate equipment, I was motivated to apply for the Social Innovators Fellowship (SIF) since it is a very great opportunity that supports social initiatives all over Africa.

And I hoped that it would help me to reach my objectives:

1. It would equip me with relevant leadership and entrepreneurship skills,
2. It would enable me to form new partnerships with other fellows,
3. It would allow me to build a strong network that will assist me in breaking into new markets across the world,
4. I would communicate effectively with my WEGE colleagues if I worked with my fellows from different industries, and countries with different backgrounds.
5. As a result of the skills gained during this program, I



would be able to develop WEGE Company by accelerating the profit and its vision and build it not just on a national level, but also on a continental level, before expanding globally.

Would you say you achieved the purpose of applying to the fellowship?

I can confirm that my purpose of applying to the program has already been achieved by 70% since some changes cannot manifest themselves immediately.

How would you describe your experience with the SIF, starting from the workshop, mentorship and the entire fellowship year?

I had a transformative experience during the Social Innovators Fellowship. The workshops have provided valuable insights and skills, while mentorship has offered guidance and support. Throughout the fellowship year, I gained knowledge, networked with other innovators, and refined my business model to create a more significant impact in Burundi's eco-friendly packaging industry.

What major lesson(s) did you take away from the SIF, both the workshop and the yearlong fellowship?

The major lessons from the SIF Fellowship are so many:

1. Go to market strategies
2. Investment readiness
3. Investment model canvas
4. Pitch presentation

5. Problem statement
6. Growth strategy

How have you applied these lessons or knowledge to your enterprise? How would you say the learning has helped you personally and in your social entrepreneurship journey?

As the CEO and founder of WEGE Company which promotes the green economy in Burundi, I have effectively applied the knowledge acquired from workshops and training sessions to enhance my enterprise's performance and effectiveness. Through these learning opportunities, I have gained insights into sustainable packaging solutions and how to minimise costs. Additionally, the knowledge gained from workshops and training, helps me streamline operations, optimise resource allocation, and improve overall efficiency. This has resulted in increased productivity and marketing strategies, customer satisfaction, market competitiveness, and measuring our impact, but also in expanding our impact environmentally, socially, and economically. This learning opportunity has transformed my entrepreneurship journey since it has changed my way of thinking, strategies, and operational systems.

What did you do with the cash reward from SIF?

The SIF grant significantly boosted WEGE Company's growth and impact. Firstly, we used 50% for increasing our production capacity by buying equipment, 20 % for constructing a covered working space, 20% for establishing new 10 selling points, and 10% for increasing our marketing effort. Here are some expected results as an impact of this SIF grant:



1. It will enable us to replace 978.6 million kg of plastic packaging materials, which will result in a reduction of 821.8 million kilograms of carbon dioxide (CO2) that would have polluted the air.
2. One thousand (1000) job opportunities for unemployed youth in Burundi and for local communities who collect the raw materials we use in our production will be created.
3. It will enable us to treat 2,662 tons of agricultural waste such as banana waste, and rice straw that would have been burned by farmers and contribute to gas emissions, and turn them into affordable eco-friendly packaging materials.
4. It will enable us to recycle 234.5 tons of paper waste that could end up in landfills and transform it into 100 % eco-friendly packaging materials.
5. Finally, as we source our raw materials from different local farmers, 20,000 local farmers will be impacted including women cooperatives that raise banana and rice plantations.

What other opportunities has participating in the fellowship helped you to achieve?

My participation in the SIF fellowship helped me win another USD 10000 in grant award from the Africa Diaspora Network in California.

What is the one thing you would say about LEAP Africa based on your experience in the fellowship?

Based on my experience, LEAP Africa is a great organisation that is transforming the world by equipping and supporting African social initiatives.





SOCIAL
INNOVATORS
PROGRAMME
AND AWARDS



2023 Social Innovators Programme and Award



MAXIMISING AFRICA'S POTENTIAL THROUGH DISRUPTIVE LEADERSHIP AND INNOVATION

Social Innovators Programme and Awards (SIPA)

The 2023 Social Innovators Programme and Awards (SIPA), marked the 10th anniversary of the event and this significant milestone was celebrated over a two-day ceremony, from the 26th to the 27th of October at the Abuja Intercontinental Hotel. This milestone event, the first to span two days, adopted a hybrid format with an average daily attendance of 290 physical and 280 virtual participants.

This year's theme, *Maximising Africa's Potential through Disruptive Leadership and Innovation*, guided the event's discussions. The keynote speech was delivered by Dr. Jumoke Oduwole, the Special Adviser to President Bola Ahmed Tinubu on PEBEC and Investment in the Office of the Vice President. We had three insightful panel sessions. One of the sessions was themed, *Galvanizing Private Sector Participation in Countering Trafficking in Persons (CTIP)* with Lawrenta Igoh, Technical Adviser to the Director General National Agency for the Prohibition of Trafficking in Persons; Imaobong Ladipo-Sanusi, Executive Director, Women Trafficking and Child Labour Eradication Foundation and Timothy Ejeh, Director of Programmes, Justice Development and Peace Commission, Abuja.

We also had a session themed, *Unlocking Impact*

Investment for Scaling Social Innovation with Tosin Dabiri, Investment Manager, Strategic Investments Chapel Hill Denham; Adeolu Adewumi-Zer, Board Member, Global Center on Cooperative Security and Mayowa Kuyoro, Partner Head of West Africa Financial Services, Mckinsey. The final session was themed, *The Role of Value Driven Leadership in Facilitating Systems Change in Africa* with Ejiro Gray, Executive Director, Governance & Sustainability of the Sahara Group; Lola Adekanye, Anti-Corruption Program Officer, Centre for International Private Enterprise; Olufunmilola Aluko, Chief Marketing and Branding Officer, Union Bank and Ronnie Murungu, Regional Director, International Youth Foundation.

The fireside chats with Jonas Tesfu - CEO, Pangea Accelerator, Amal Hassan - CEO Outsource Global, Kola Masha - CEO, Babban Gona, and

Khadijat Abdulkadir - CEO, INGRYD Academy and Microtalk Session by Iyinoluwa Aboyeji - Founder, Future Africa emphasised the role of technology, artificial intelligence, and digital solutions in social innovation, reflecting on how these advancements can address societal challenges more effectively. The conference highlighted the significant contributions of our partners Sahara Foundation (Special Recognition Award) and Union Bank (Long-Standing Partner Award). Other highlights of the event were the Alumni showcase, the SIPA anniversary documentary and presentation of ecosystem awards, clinched by Ashoka Africa (Ecosystem Builder of the Year).

Over its ten-year history, SIPA has equipped about 270 social innovators with the skills and resources to transform their innovations into sustainable enterprises, impacting over a million people across Africa. As we look to the future, the commitment to fostering innovation and leadership across Africa remains steadfast, with the aim of continuing to create a brighter, more innovative, and socially responsible continent.



2023 Social Innovators Programme and Award



“
**Be a visionary disruptor.
 There is no room for
 small dreams...**”

Dr. Jumoke Oduwole
 Social Innovators Programme
 Awards 2023



PARTNER AWARDS



Special Partners Recognition Award
 In recognition of their support of the
 Social Innovators Programme



Long Standing Partner Award
 In recognition of their dedicated
 support of the Social Innovators
 Programme over the years



Enterprise Impact Enabler Award
 Mr. Tomi Davies
 Collaborator-in-Chief (CiC),
 TVC Labs

YOUTH DAY OF SERVICE (YDOS)





YOUTH DAY OF SERVICE (YDOS)

In commemoration of International Youth Day, LEAP Africa held the fourth edition of its Pan-African 'Youth Day of Service' (YDoS) campaign, a week-long initiative themed "Youthful and Useful." This initiative was designed to empower young people to become proactive agents of change in their communities by tackling pressing social issues.

The 2023 campaign saw the participation of over 10,000 young volunteers across 28 African countries, implementing hundreds of projects that directly and indirectly benefited more than 835,000 people. Youth-led projects focused on key areas such as poverty alleviation, education, and climate change, showcasing the increasing role young people are playing in shaping Africa's future.

Data from the 2023 YDoS highlights the significant impact of the campaign, with over 8,000 trees planted across nine countries, 800,000 metric tons of waste collected in eight countries, and 4,000 individuals equipped with employability skills across three countries. Additionally, the campaign improved the lives of 306 people with better eye care services and supported 554 adolescent girls with menstrual health education. The campaign's broad reach was amplified through traditional and

social media, with over 1 million people engaged and educated on these crucial issues.

The success of YDoS 2023 underscores the importance of partnerships, with 84.1% of the projects funded through collaborative efforts between individuals, families, local organisations, and global institutions. Partners such as Dow, Susty Vibes, World Learning, Child Fund, African Climate Reality Project, Strategic Youth Network for Development, Eco Willow, Emerging Leaders Foundation, Darlton Consult, 8thGear, Global Shapers Community, The Forgotten Bottom Millions, SOY Africa, Kids Beach Garden, Legit, Bella Naija, Dreams Defender, Ank'izy and YALI Regional Leadership Centre, Nairobi, and many more played a pivotal role in driving the initiative's pan-African reach and impact.

This year's theme of partnerships resonates strongly with YDoS, as these collaborations were essential to expanding the programme's scope, mobilising resources, and delivering tangible results that fostered sustainable development across Africa. Through strategic partnerships, the YDoS initiative demonstrated the power of collective action in shaping a brighter future for communities across the continent.

Want to partner with us on the next edition of the Youth Day of Service 2024? Please reach out to our Programmes Unit via programmes@leapafrika.org.

Picture gallery showing Youth Day of Service 2023 Projects & Engagement





YOUTH LEADERSHIP DEVELOPMENT PROGRAMME (YLDP)



4596

undergraduates across different higher institution of learning participated in the programme



57%

of the fellows were male



43%

of the fellows were female



1700

Participants Completed the LMS course, 1500 active on the VCOP



22%

were between the ages of 26-30 years



76%

of the participants were between the ages of 18-25



400

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



2.2%

of the participants were PWD

150,000

Indirect beneficiaries impeccable through chnage projects



YOUTH LEADERSHIP DEVELOPMENT PROGRAMME (YLDP)

In 2023, the Youth Leadership Development Programme (YLDP) was launched as a merger of the Youth Leadership Programme and the Youth Leadership Debates, aimed at empowering undergraduates (aged 18–30) to become active participants and positive changemakers in Nigerian society. The programme offered a comprehensive virtual learning experience focused on personal leadership, community development, sustainability, and active citizenship. With over 4,500 participants from 400 tertiary institutions across Nigeria’s six geopolitical zones, the 2023 YLDP saw remarkable engagement.

The programme featured two key tracks: the sustainability track and the advocacy track. The sustainability track equipped participants with the skills to design and implement community projects. A highlight of the year was the project by Team DAAM-4-IDPs, led by Timbee Thaddeus and Tyowua Hannah from Joseph Sarwuan Tarka University, Makurdi. Their initiative tackled malaria challenges affecting over 70,000 residents of the Tse-Yandev IDP camp by training women to produce low-cost mosquito repellents from orange peels. With the support of mini-grants, 93 teams successfully implemented impactful community projects across the country.

The advocacy track, through a national debates competition, aimed to demystify leadership concepts and energise student activism. This

year’s edition featured 32 debate teams, speed talks on youth leadership, and a career fair connecting students with potential employers. The grand finale, held on October 2, 2023, at The Platform Nigeria, saw the University of Ilorin emerge as the winner, earning a grand prize of N2,500,000. The University of Ibadan and the University of Lagos secured second and third places, respectively.

YLDP’s success is a testament to the power of partnerships, which played a crucial role in the programme’s impact. Partners such as Luminare, Future Works Africa, JONAPWD, Ford Foundation, MacArthur Foundation, and Budget were instrumental in providing resources, expertise, and funding to drive positive change. Through grants and accelerator courses, participants were empowered to address pressing issues in their



communities, resulting in over 150,000 direct and indirect beneficiaries across the nation.

Want to partner with us to foster more conscious and proactive individuals in 2024?

Please reach out to our Programmes Unit via programmes@leapafrika.org.

Picture gallery showing Youth Day of Service 2023 Projects & Engagement



TESTIMONIALS



"The Youth Leadership Development Programme 2023 (Debates) provided an opportunity for me to test my critical thinking skills and win even when the odds were against me. It strengthened my ability to work in a team as, very often, my partner and I realised that we could only make a mark if we understood and played to our individual strengths. I looked forward to each round as a challenge in research and strategy and am more refined now for it."

"Beyond the debates themselves, however, the commitment of the organisation and the team we interacted with in particular to training future leaders using carefully designed mediums was a highlight. I was privileged to have undergone thoughtful modules as part of a leadership training course and observed leaders across political, economic and intellectual spectrums in Nigeria speak on topics that shape our society today. I also experienced the fervour of young people like myself towards creating change, a facet I found very inspiring to say the least."

"Months after the competition, I have now applied myself to training secondary school students in the art of debates with hopes that they will discover, like myself, the role of critical ideas in transforming our country into the Nigeria that we all want."

Abdulhabeeb Akorede

University of Lagos

Second Position, Debates Competition



"My name is Timbee Thaddeus, and I'm from Makurdi, Benue State. I was one of the thousands of students selected for the 2023 Youth Leadership Development Programme."

In my opinion, there's nothing as exciting as having the opportunity to demonstrate your purpose and passion. As a young fellow who is immensely concerned about up-lifting the living conditions of people in underserved communities, I can boldly say that the Youth Leadership Development Programme was a great opportunity for me. I had the privilege of learning a lot of important things which have continued to reshape my decision making

ability and approaches to life today.

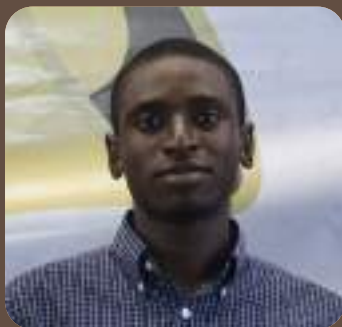
My greatest moment in the programme was the sustainability project, Defensive Action Against Malaria for Internally Displaced Persons (DAAM-4-IDPs) which I had the opportunity to implement with my team. Imagine meeting a group of people today who complain so bitterly about a problem and after 4 weeks, those people become so happy as a result of a solution you have given to them! It was quite emotional!

Being able to lead a team of 9 students to start and implement a project that impacted over 100 people within a month was another great feat for me. It's a testament to the impact of the online course I took on leadership before starting the sustainability project, and I believe I have more to do as I move further in life.

Project DAAM-4-IDPs was just a project but today it has become a program of its own and we hope to continue partnering with other organisations to extend our impact across many other underserved communities."

Timbee T. Thaddeus

Team Lead, Project DAAM-4-IDPs



Participating in the Youth Leadership Development Programme (YLDP) in 2023 has been one of the most impactful experiences of my university life. Every section and aspect of the programme had a positive impact on me.

Before joining the 2023 YLDP, I was already involved in various social impact projects and

volunteering activities. However, this programme offered me the opportunity to learn even more. The virtual courses were amazing, with fantastic facilitators, and the live review sessions were particularly wonderful. I thoroughly enjoyed every bit of them.

As part of the programme, I joined the sustainability pathway team, where we formed "Green Future." Our project focused on the Sustainable Development Goal 13: Climate Action, targeting secondary school students. We aimed to engage these students in climate action and environmental sustainability. Our activities included climate education, donating trash cans, planting trees, and recycling plastic waste into interlocking bricks. We implemented this project across five secondary schools in Gombe State.

The feedback from the schools has been overwhelmingly positive, and they continue to benefit from our efforts. With LEAP Africa's support, we revisited one of the schools to evaluate the project's impact, and the results were encouraging. Despite some team members moving on to national youth service, we have remained in touch and continue to work on social impact projects in our community. Recently, a community-based organisation in Gombe, recommended by someone from Abuja, invited our team to facilitate a session on waste-to-wealth, focusing on transforming waste into valuable resources.

Overall, the YLDP has shaped my approach to community change, and I am passionately committed to continuing this work. I have learned a lot and I am deeply grateful to LEAP Africa for this wonderful opportunity.

Linus Daniel

Team Lead, Green Future

the platform

Africa



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MAKING SECONDARY EDUCATION WORK





LEAD THE WAY (LTW)

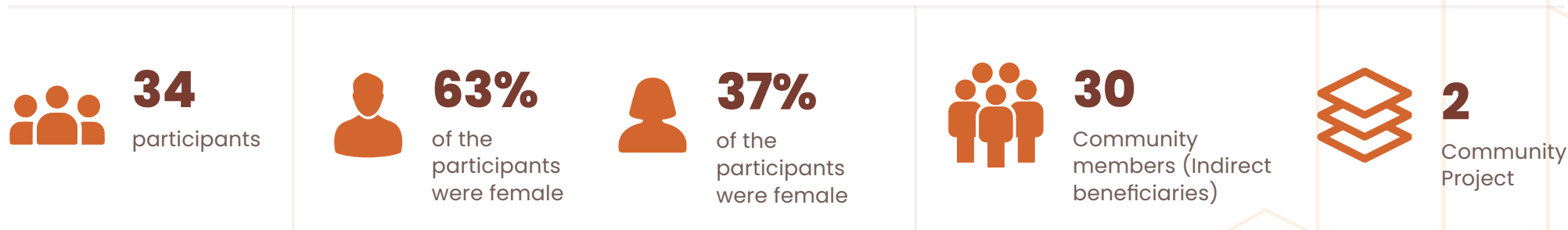
JULY COHORT (LEAP AFRICA/MATER ECLESIA COLLEGE)

 Mater Ecclesia College



AUGUST COHORT (LEADERSHIP SUMMER CAMP)

 Impact Hub, Lagos





LEAD THE WAY (LTW)

The Lead The Way programme was designed to harness the leadership potential of young individuals by cultivating self-awareness and value-driven leadership skills. By empowering participants with the knowledge and tools to become constructive agents of change, the programme prepares them to address societal challenges and provide relevant solutions to their communities and the broader world.

In 2023, the *Lead The Way* programme was successfully implemented at Mater Ecclesiae College from 10th - 20th July for virtual participants (JSS3 students), who engaged in courses through LEAP Africa's Learning Management System and Zoom classes, and from 17th - 20th July for the physical participants. A total of 245 students at Mater Ecclesiae College received training on critical leadership areas including *Self-Identity and Self-Confidence, Values and Ethics, Visioning and Goal Setting, The Art and Act of Leadership, Communication, Teamwork, Choosing a Career Path, and Leadership for Change*. In addition, 33 teenagers participated in a Summer LTW programme held in Lagos state.

By the end of the programme, 278 teenagers had not only acquired essential knowledge but also developed practical leadership and life skills that enabled them to recognize and activate their full leadership potential. The participants executed two change projects, directly benefiting 35 individuals and indirectly impacting 105 others.

The success of the *Lead The Way* programme was greatly bolstered by the support of key partnerships, underscoring the importance of collaborative efforts in delivering high-impact results. By leveraging resources, expertise, and shared commitment, these partnerships were integral to achieving the programme's objectives, helping to cultivate a generation of young leaders ready to make meaningful contributions to society.



Picture gallery of 2023 Lead The Way activities





Lead The Way participants having a brainstorming activity

LEAP LEADERSHIP INSTITUTE (LLI)





LEADERSHIP ACCELERATOR PROGRAMME

 <p>2370 completed the LMS course</p>	 <p>5292 female participants across 42 African countries enrolled and onboarded on the LMS platform</p>	 <p>31 participants from 6 African countries participated in the physical boot camp</p>
 <p>3% of the participants were PWD</p>	 <p>The physical boot camp was held in Lagos, Nigeria</p>	





LEADERSHIP ACCELERATOR PROGRAMME

As part of its mission to activate and scale youth leadership development across Africa, the LEAP Leadership Institute launched the Leadership Accelerator Programme to address the pressing challenges faced by African women, including their underrepresentation in leadership roles. The programme aims to create a community of highly skilled female professionals by equipping them with the tools needed to excel in their careers, achieve financial independence, and thrive on the global workplace stage.

In 2023, LEAP Africa partnered with the Women In Leadership Advancement Network (WILAN) to roll out the cohort, which comprised four key phases: virtual courses, a physical boot camp, capstone projects, and mentorship. The programme saw over 5,000 young women from across Africa engage in the first phase of self-paced courses on LEAP Africa's LMS platform. Following this, 31 diverse participants from Zimbabwe, Sierra Leone, Uganda, Kenya, Cameroon, and Nigeria advanced to the accelerator boot camp, held in Lagos. These participants were engaged in intensive training sessions and subsequently executed capstone projects, guided by experienced mentors who provided valuable insights and support throughout the journey.

The significance of this initiative is reinforced by the 2021 World Economic Forum's statement that the underrepresentation of women in leadership roles is a missed opportunity for organisations to benefit from diverse and effective leadership. Programmes like the Leadership Accelerator serve as a vital bridge, steering tangible progress toward gender equality, sustainable development, and the realisation of the SDGs by 2030.

Collaborative partnerships were central to the success of this year's Leadership Accelerator Programme, with organisations like WILAN playing a critical role in amplifying its impact. These partnerships are pivotal in addressing gender disparity in leadership and fostering the advancement of women in their respective



fields across the African continent. As LEAP Africa continues to champion gender equity in leadership, it remains committed to working with ecosystem builders to ensure sustainable, transformative change for women in Africa.

2023 Leadership Accelerator Program for Young African women.





E-LEARNING FOR BEGINNERS BOOT CAMP



21

participants benefited from the boot camp



62%

of the participants were female



38%

of the participants were male



8thGear Hub and venture studio, Magodo, Lagos



Hybrid approach, a blend of both physical and virtual





E-LEARNING FOR BEGINNERS BOOT CAMP

LEAP Africa launched the inaugural cohort of the E-Learning Boot Camp for Beginners, an 8-week intensive training programme in partnership with 8thGear Hub, Alula Learning, Organizational Learning & Development (OLxD), and the Corporate Instructional Design Mastery Institute (CIDMI). These strategic partnerships were key to the success of the programme, reinforcing the theme of our annual report: the importance of collaboration in driving innovation and sustainable impact.

Together, we provided participants with the skills and knowledge necessary to excel in the growing field of e-learning design, using the globally recognized ADDIE model—an instructional design framework encompassing five essential phases: Analysis, Design, Development, Implementation, and Evaluation.

The programme was structured as a hybrid learning experience, with theoretical sessions complemented by hands-on projects, hosted at 8thGear Hub and Venture Studio in Magodo, Lagos. A total of 21 participants engaged in comprehensive training that enabled them to master each phase of the ADDIE model, equipping them with the

tools to create practical, engaging, and effective e-learning courses. By the end of the boot camp, all participants successfully developed portfolios, showcasing their ability to apply the principles learned in real-world scenarios. The programme was designed not only to build technical skills but to give participants a competitive edge in the job market by improving their understanding of global and local demands for e-learning expertise.

The data from the boot camp underscores its significant impact. At the baseline, 62% of participants felt unprepared for employment in the e-learning sector, but by the end of the programme, this number dropped to just 5%,

highlighting a significant increase in confidence. Additionally, while only 43% initially understood the market demand for e-learning skills, 95% left the programme with clear insights into industry needs. Moreover, 86% of participants felt confident about their employability by the end of the training—a substantial improvement. These outcomes demonstrate the programme's effectiveness in enhancing both skills and career prospects, made possible through our valued partnerships.





eLearning Bootcamp 2023



**NIGERIA YOUTH
FUTURES FUND
(NYFF)**



NYFF GRANTEES UNVEILING

The Nigeria Youth Futures Fund (NYFF) is a groundbreaking initiative aimed at nurturing a new generation of leaders across Nigeria by tapping into the civic engagement momentum ignited by the #EndSARS movement. This five-year collaborative fund, launched by the Ford Foundation and MacArthur Foundation in 2021, is designed to empower Nigerian youth to address critical challenges within their communities, amplifying their voices and contributions to national development.

Now in its third year, the NYFF project has awarded over 150 grants to individuals and organisations working across diverse sectors, with a focus on issues unique to their communities. These grants have catalysed youth-led initiatives that span various societal challenges, including civic participation, education, economic empowerment, and social justice. The programme embodies the essence of youth-driven change, enabling young leaders to design and implement impactful solutions tailored to their communities' specific needs.

The 2023/2024 grant cycle, held on December 4th, 2023, in a hybrid format, attracted over 600 attendees, including Persons with Disabilities (PwDs), further reinforcing the programme's commitment to inclusivity. Through these collective

efforts, the NYFF is not only fostering leadership but also advocating for a more equitable, participatory society.

Partnerships have been integral to the success of the NYFF project. The collaboration between the Ford Foundation, MacArthur Foundation, and other key stakeholders has been pivotal in sustaining the programme's impact. Together, these partnerships have empowered young Nigerians to take ownership of their future and drive systemic change in their communities. As the programme continues into its subsequent years, LEAP Africa remains committed to nurturing youth leadership and advancing the principles of equity, inclusion, and sustainable development across Nigeria.





SPECIAL PROJECTS





STRENGTHENING CIVIC ADVOCACY AND LOCAL ENGAGEMENT (SCALE)



26

CSO Participants trained on CTIP and Positive Youth Development in Nigeria



51%

of the participants were female



49%

of the participants were male



3%

of the participants were PWD



21

Nigerian states engaged during CTIP interventions held by the youth ambassadors

12,174

Direct beneficiaries

40,000+

Indirect beneficiaries people reached via radio advocacy and social media campaign



68

Youth ambassadors trained on CTIP and positive Youth development In Nigeria



STRENGTHENING CIVIC ADVOCACY AND LOCAL ENGAGEMENT (SCALE)

The SCALE Positive Youth Development (PYD) 2023 project tackled one of Nigeria’s most pressing challenges: human trafficking, which disproportionately affects the country’s youth. The primary objective of this year’s project was to harness the collective strength of the ecosystem by fostering strategic partnerships aimed at enhancing the capacity of Civil Society Organisations (CSOs) engaged in Countering Trafficking in Persons (CTIP). By integrating positive youth development strategies, the project empowered these organisations to develop and implement innovative solutions that directly address the scourge of human trafficking.

In 2023, the project trained approximately 100 participants, including representatives from 26 CSOs and 68 youth ambassadors, who were equipped with best practices in CTIP and positive youth development approaches contextualised for Nigeria. These workshops and training sessions fostered collaboration among participants, creating a unified and effective network within the anti-trafficking community. The strong bonds formed during these sessions were essential for collective action in combating trafficking and amplifying impact.

Through the active engagement of youth ambassadors across Akwa Ibom, Bauchi, Benue, Borno, Cross River, Delta, Edo, FCT, Gombe, Jigawa, Kaduna, Kogi, Kwara, Nasarawa, Niger, Osun, Oyo, Plateau, Lagos, Sokoto, and Yobe states, over 21,174 individuals directly benefited from interventions addressing human trafficking. The youth ambassadors played a key role in raising awareness, identifying 17 trafficking cases, and contributing to a broader social media campaign that reached over 2,000 people with critical information on trafficking prevention.

The SCALE PYD 2023 project highlighted the significance of partnerships in tackling complex issues such as human trafficking. Working in concert with local and global organisations, youth ambassadors, and CSOs, this initiative demonstrated the power of collective action in creating sustainable solutions to counter trafficking. As LEAP Africa continues to engage with partners and stakeholders, the program will further amplify its impact, empowering youth and CSOs to drive systemic change in the fight against human trafficking in Nigeria.



IHS PROJECT EMPOWER



99

Beneficiaries Participated
in the Programme



56%

Participants were
female



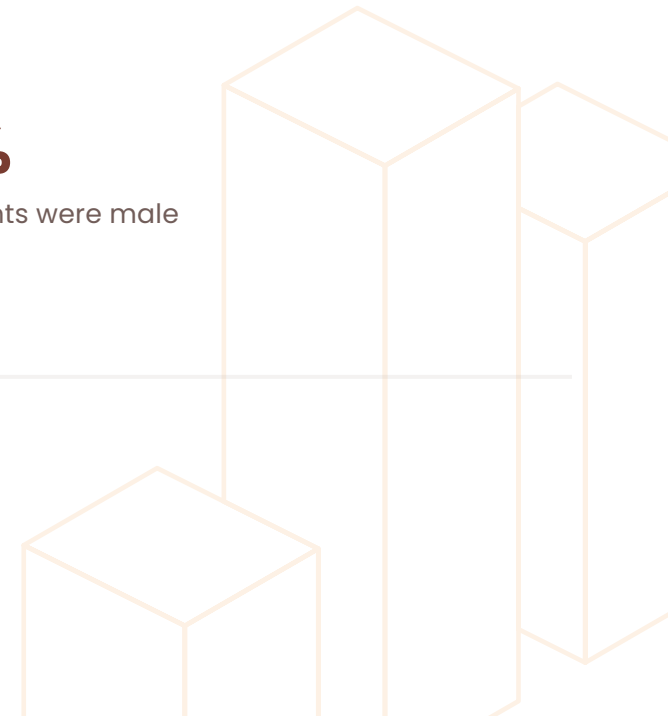
18

(First time business owners)
empowered with Business Support
Funds



44%

Participants were male



IHS PROJECT EMPOWER

The IHS Project Empower, a development initiative aimed at empowering youth and women in Sokoto State, Nigeria, has made significant strides in addressing unemployment and fostering entrepreneurship. Through vocational and entrepreneurship training, 100 beneficiaries from Sokoto North, Sokoto South, and Dange-Shuni local government areas gained technical skills to establish sustainable businesses. The programme's primary goal is to equip out-of-school youth with tools to lift themselves and their families out of poverty while contributing to community and national development.

Partnerships were crucial to the project's success, particularly the collaboration with IHS Towers. IHS provided Business Support Funds to 18 participants, each receiving a grant of N500,000 to help scale their businesses by acquiring necessary tools and working capital. This partnership ensured that participants not only launched their businesses but also received the financial backing to sustain and grow them. The role of partnerships in achieving these outcomes was instrumental, offering both resources and opportunities for beneficiaries to succeed.

Data from the programme highlights its impact. Participants collectively generated N4,203,560 in revenue, with 70% participating in the Global Entrepreneurship Week (GEW) 2023 Marketplace, selling out their products and



networking with over 2,000 attendees. Mentorship was key to business growth, with all participants registering their businesses with the Corporate Affairs Commission (CAC), securing Tax Identification Numbers (TIN), and opening operational accounts for long-term sustainability. These outcomes underscore the importance of targeted training and partnerships in driving meaningful, sustainable development.

ENGAGING WITH LEAP AFRICA'S AMBASSADORS





LEAP AFRICA ALUMNI NETWORK (LAAN)

This year, the LEAP Africa Alumni Network (LAAN) witnessed the rise of new executive leaders through the election which was held in April. The community celebrated the outgoing leaders and embraced the new leaders with a commitment to collaborate with them in creating and delivering value to the network.

LAAN executed a variety of events designed to engage and support its members and the broader community. LAAN collaborated with LEAP Africa to deliver a webinar which focused on self-awareness and its impact on productivity. Demonstrating a strong commitment to community service, LAAN launched the impactful mini-grants initiative and awarded a total of N750,000 to five organisations, including Literacy for Mothers (LIT4_MUMS), Ayeni Idowu Sickle Cell Foundation, Asido Foundation, Alpha Peace Initiative, and Youth Health and Leadership Network. In addition, the alumni community also distributed free electric pumps to members in need, supporting new mothers within the network. There was also the Children's Day Quiz and Awards which saw active participation and winners awarded N40,000 in prizes.

To foster a sense of community and encourage collaborations, LAAN organised town hall meetings, TGIF Games and Chat Nights, maintained consistent engagement through interactions on the Virtual Communities of Practice (VCoPs) and spotlighted members making significant impacts in various fields.

LAAN was well represented at the LEAP Africa's Navigating Your Teenage Year Book Launch celebrating the organisation's contributions to literature and education. In commemoration of The Youth Day of Service, the network supported initiatives like the "LEAVE NO TRACE" and "CAMPUS CLEAN UP DRIVE" projects, promoting environmental sustainability and community service. LAAN collaborated with the Aramide Atinuke Bakare Foundation (AABF) to award the

Aramide Bakare Prize for Education to a deserving LEAP Africa alumnus during the Social Innovators and Programme and Awards (SIPA). Additionally, the network launched the "Share Your Story" initiative, encouraging members to share their achievements, including graduations, promotions, scholarships, and other milestones.

In addition to these activities LAAN's other strategic initiatives to enhance its engagements include article features, scholarship opportunities, training webinars, a dedicated LAAN Day of Service, and a virtual alumni hangout to reflect on the year's achievements. With a determined team and a clear vision, LAAN is more committed to achieving its mission and making a lasting impact among its members and the wider community.

THE NEW LAAN EXECUTIVES



President
Amina Ayodeji-
Ogundiran (Ph.D)



Vice President
Kehinde Adedeji
Abayomi



Director of Administration
Taiye Adeshina
Abayomi



**Director of Monitoring
& Evaluation**
Oluwaseyi Ebire



Director of Public



Director of Projects



Director of Account



Legal Secretary



Alone, We Can Do So Little; Together, We Can Do So Much

We are dedicated to empowering and increasing opportunities for young people to creatively lead and find solutions to some of Africa's biggest problems; one community at a time.

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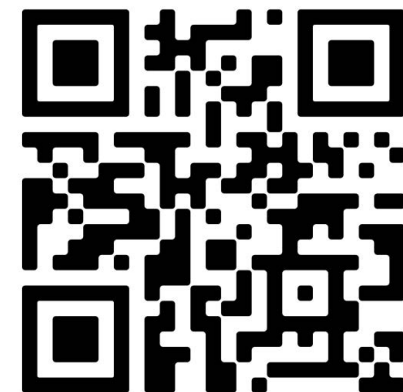


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US based donors can now make a tax deductible contribution to LEAP Africa. We have established a LEAP Africa US Fund at the King Baudouin Foundation United States (KBFUS). Because KBFUS is a public charity, within the meaning of Section 501(c)(3) and 501 (a)(1) of IRC, donors may claim the maximum tax benefits allowed by US tax laws for their contributions.

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- Africa Youth SDG Summit
- All Nigeria Universities Debate Championship (ANUDC)
- Alula Learning
- ANDE East Africa
- Aramide Atinuke Bakare Foundation
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- Impact Investment Foundation (IIF)
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- International Youth Foundation
- Interswitch Group
- Joint National Association of Persons with Disabilities (JONAPWD)
- Lagos Comic Con (LCC)
- Lagos State University FM (LASU FM)
- Live4Life Youth Initiative
- MacArthur Foundation
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- Peace Education and Practice Network (PEPNET)
- Policy Shapers
- SiidAfrica Initiatives for Youth Development
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- SpooF Animation
- StartUp Kano
- STEMi Makers Africa
- Sterling One Foundation
- Trace Academia
- The 4gotten Bottom Millions
- The Irede Foundation
- United Nations Development Programme (UNDP)
- University of Lagos FM (UNILAG FM)
- W4 Immerse
- WINBOX Centre for Behavioural Change
- YIAGA Africa

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