



JUNIOR ACHIEVEMENT NIGERIA

**ACA FOUNDATION GRANTEE ROUNDTABLE
PRESENTATION**



THE NEED

THE NEED

1.5M young people sit for WAEC annually but Nigerian universities can only absorb fewer than 500,000

Over one million secondary school graduates enter the “unemployed and unskilled” category every year, and double that number do not even get to finish secondary school...

The highest dropout rate is between junior and senior secondary school, where basic education ends and children are left to roam the streets without adequate skills for survival

Even the lucky ones that get to attend university often graduate without requisite skills for the job market and the luckier few that obtain jobs have to be retrained by employers

ABOUT JUNIOR ACHIEVEMENT NIGERIA

Junior Achievement is a non-profit economic education organization operating in 120 countries worldwide. Junior Achievement Nigeria (JAN) started operations in 1999. JA Nigeria's aim is to build a bridge between the classroom and the workplace for children and young adults between the ages of 5 and 27, with a core focus on secondary school students. Our programs are based on JA's three pillars of success:



FINANCIAL LITERACY

JAN empowers students to make smart, lifelong financial choices. Through our financial literacy programs, students learn how to create and manage wealth. They develop skills in areas such as budgeting, investing and creating financial plans.



ENTREPRENEURSHIP

JAN inspires youth to start their own businesses, create jobs and contribute to the Nigerian economy. Students gain first-hand experience in running a successful business, they learn how to create business plans, innovate, manage teams, etc.



WORK READINESS

These programs give students invaluable career building skills that they can use throughout their lives. Students learn how to communicate, network, interview for jobs and collaborate with diverse groups of people to achieve common goals.

OUR VISION, MISSION & GOALS

MISSION

To inspire and educate young people to become conscientious business leaders

VISION

Young conscientious business leaders leading a vibrant economy

GOALS

- To build a bridge between the classroom and the workplace
- To contribute to the development of young Nigerians so they can compete effectively in the global marketplace
- To foster socially responsible attitudes and spirit of patriotism among successful business leaders and companies operating in Nigeria
- To alleviate poverty in Nigeria by empowering the socially and economically disadvantaged
- To contribute to the development of positive attitudes towards business in Nigerian youth

OUR CORE PROGRAMS

**COMPANY
PROGRAM
(LEAD, NCOY)**

**MY COMPANY, MY REGION
BE ENTREPRENEURIAL**



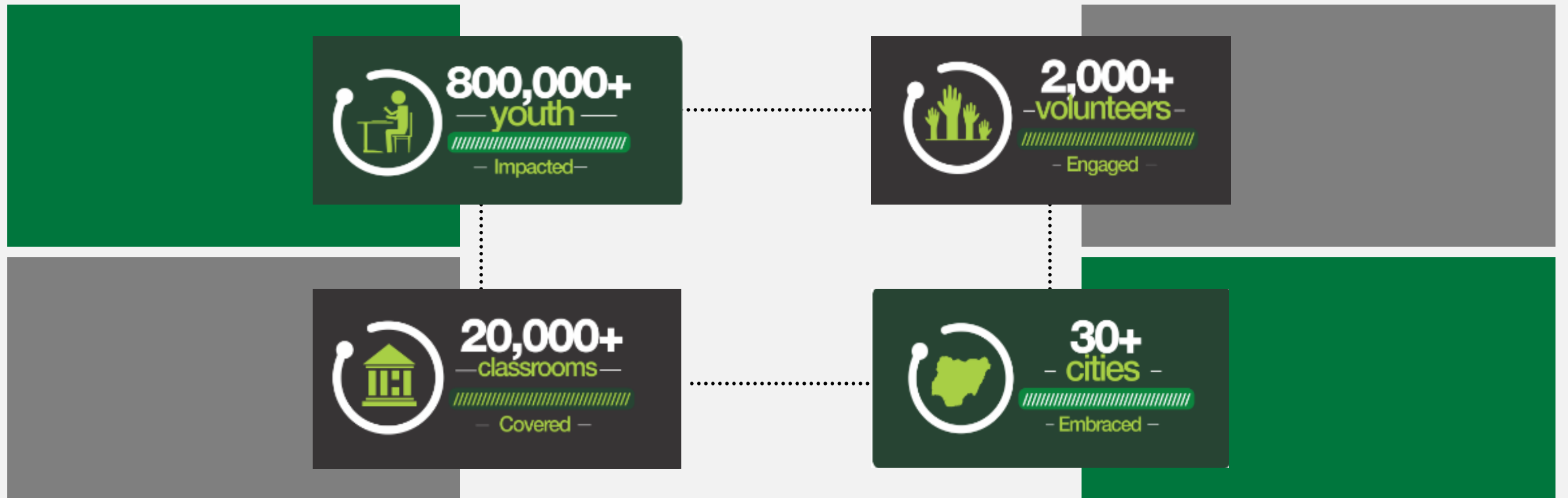
JA Nigeria

A Member of JA Worldwide

**ITS TYME
(FOR OUT-OF-
SCHOOL YOUTH)**

**VENTURE IN
MANAGEMENT
PROGRAM (VIMP)**

OUR IMPACT



OUR OBJECTIVE & STRATEGY

OBJECTIVE

To reach **one million youth in Nigeria before or by 2020** and to expand the Company Program to **reach 50,000 young people in all states of the country** in order to **create 10,000 young digital entrepreneurs by 2025** by scaling up operations in a sustainable manner:

Sustainable Partnerships with Key Institutions of Learning

Lagos Business School, Dangote Business School, UI Business School, Harvard Business School, Stanford Graduate School of Business and Stanford Design School, Oxford Strategy Group

Digital Skills Partnerships with Global Tech Firms

Facebook, Oracle, Google, Microsoft, IBM

Local Implementation Partners & Financial Institutions

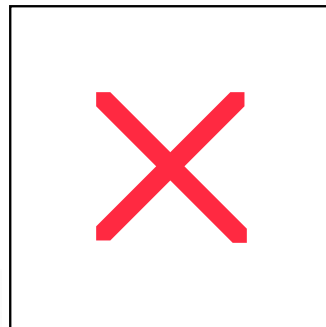
Central Bank of Nigeria Bankers Committee, Teach For Nigeria, SOS Children's Village, NEEM Foundation, FATE Foundation, NYSC, NSE, CFA Society, etc.

JUNIOR ACHIEVEMENT NIGERIA

Part II: JAN OPERATIONS & SUSTAINABILITY



OUR BOARD MEMBERS



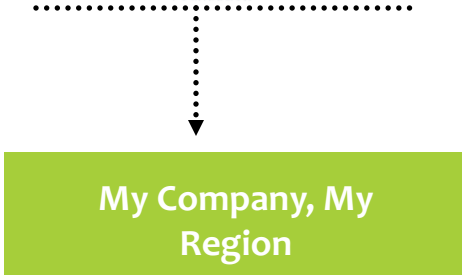
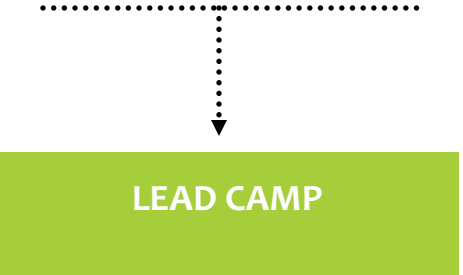
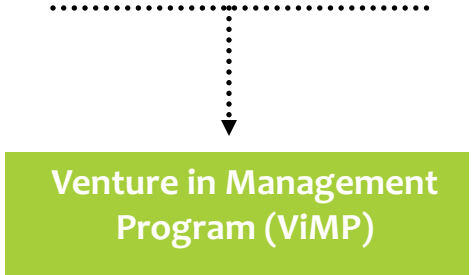
CHANNELS



**Our board members pay 4M in annual dues plus they sponsor programs and contribute in-kind services to enable JAN operations.*

OUR PARTNERS IN DEVELOPMENT

Our Partners in Development contribute 10M or more annually towards the development and implementation of a core program or for capacity building for JAN.



In addition to being Board Members, some Board companies are also partners in development.



SUSTAINABILITY

FINANCIAL SUSTAINABILITY

How do we ensure that we generate enough financial resources to meet our current needs and still save towards the future?

- Board Member Contributions
- Partners in Development and Program Sponsors
- Endowment Fund

PROGRAMMATIC SUSTAINABILITY

How do we ensure that we stay relevant in preparing young Nigerians for a successful future?

- Programs Committee → Digital Transformation Committee
- Partnerships with Key Stakeholders
- Engagement of Monitoring & Evaluation Consultants and Curriculum Developers to review programs
- What are other JA Worldwide Member Nations doing?

STRATEGY

FINANCIAL SUSTAINABILITY

We worked with our Board Members to develop strategies for financial sustainability

- Expand the Board to include only organizations that can afford to pay Board Dues
- Offer greater value to delight Partners in Development and Program Sponsors
- Develop revenue-generating programs such as a youth leadership conference
- Hire a fundraiser to help raise an Endowment Fund (Oxford Strategy Group presentation)

PROGRAMMATIC SUSTAINABILITY

We reviewed our programs for relevance and sustainability

- Developed a Digital Transformation Strategy and applied for Google Impact Challenge
- Changed impact measurement from just reach numbers to include outcomes
- Creating and implementing targeted regional strategy – North vs. South, Northeast vs. Northwest, etc.
- Developing database of alumni to track impact over time

OPERATIONS

FINANCIAL SUSTAINABILITY

We tightened operations with renewed focus on financial sustainability

- Included all staff in strategy sessions around financial sustainability
- Included financial metrics in KPIs measuring performance and incentives for raising unrestricted funds
- Investing in fundraising and financial management training for all staff
- Setting fundraising targets for all Board Members

PROGRAMMATIC SUSTAINABILITY

We separated core programs (for which we **MUST** fundraise) from non-core programs (only if funded)

- Each Core Program Manager engaged in budgeting with Finance Manager to understand costs
- Stakeholder engagement – added budgets for volunteer and teacher appreciation in program budgets
- Stakeholder engagement – involving alumni in program development and implementation
- Stakeholder engagement – partnering with key governmental institutions to create levers of change

CULTURE

FINANCIAL SUSTAINABILITY

Creating a high-performance culture

- Performance measurement system for all staff
- Clear goals aligned with organizational goals and incentives to motivate performance
- Selection of (and investment in) high potential junior staff
- Training to fill identified gaps

PROGRAMMATIC SUSTAINABILITY

VIMP Internship Program

- Cycle of high-performing young people in and out of the organization
- Keeps perspective fresh and focused
- New ideas, new ways to meet goals
- Low-cost support for expansion



THANK YOU!!! LET'S BUILD TOGETHER!

