The next 20 years: towards true societal impact

As we wrap up a year of unprecedented impact in 2022, we also celebrate the 20th Anniversary of JA Europe. The story of JA in Europe goes back much longer than 20 years, starting with Young Enterprise UK which was founded already 60 years ago. Since then, societal and economic changes have allowed JA programmes to be launched in most countries of the European continent, empowering each new generation of youth with the necessary skillset and mindset to build thriving communities.

The Nobel Peace Prize nomination of JA Worldwide in January 2022 and the election of a JA Alumni, Roberta Metsola, as President of the European Parliament has given our network a momentum like never before, as the role of economic empowerment and opportunities for the youth population are recognized as playing a critical role in peace, stability and economic development. JA’s mission is more relevant than ever in Europe where the year 2022 was assigned the European Year of Youth and next year 2023 will be the European Year of Skills.

As we raise a toast to celebrate our journey so far, we are also ready to design the strategy towards societal impact in 2050 when our ambition is to serve increasing numbers of European youth with programmes that leverage the latest technology and ensure social inclusion.

Significant societal impact is achieved when 10% of the population is reached and also making sure that no one is left behind, as we witnessed by the outstanding support of JA Europe and its members towards the Ukrainian youth and children. We are convinced that JA’s network in Europe has the capacity to achieve these ambitious targets, by embracing digital transformation and leveraging the power of partnerships to modernize our learning experiences as concretely put in action with the organization of the largest European Entrepreneurship Event GEN-E in Tallin. We can already see that our collective impact in learning experiences and the transformation of pan-European competitions in 2021-22 paves the way for the growth path.

In September 2022 JA Europe presented the EU Youth and Innovation Manifesto to European Commissioner Mariya Gabriel. It includes 20 concrete goals for 2030 and can be seen as a roadmap to reach our long-term 2050 targets. It requires a collective effort from policy, business and education to achieve real and meaningful change at the level of the society as a whole.

JA has the network, the learning content and the partnerships to deliver on our collective ambition. We dare to dream big because the momentum is right. We are excited about the future and empowered by our past.

If not now, when?

Adam Warby
Chairman of JA Europe Board of Directors

Salvatore Nigro
CEO of JA Europe
“Building a resilient Europe can only be done if we invest in the bright minds of the new generation. They must be given the opportunity to take ownership and control of their own future. And this is why the work that you, JA Europe, do by acting as that essential bridge between youth and the professional world is so important.”

Ms. Roberta Metsola, JA Malta Alumna
President of the European Parliament

Watch the full video message delivered at Gen-E 2022!
LEARNING EXPERIENCES FOR YOUTH IN 2021 - 2022

INSPIRE
Introductory learning experiences that pique students' interest
2,600,000

PREPARE
Core learning experiences building skills, attitudes, & competencies
3,800,000

SUCCEED
Applied learning experiences demonstrating mastery of competencies
200,000

With 130,000 teachers
85,000 volunteers
Inspire

Mobile App
Event
Social Media Content
Online Resources
28% Social Media Reach Increase
2021 - 2022

+1.2 Million Increase
Prepare

Volunteers return to classroom after pandemic

17% Increase in volunteering hours (2021-2022)

“This is our moment and our social responsibility to deliver on our purpose, help young people build the skills needed to become employable, resilient and adaptable for the future of work and reshape a brighter, better future for workers. By investing in upskilling, training and mentoring for young people and helping them unleash their potential, we are building the next generation of future leaders.”

Riccardo Barberis, President of ManpowerGroup Northern Europe
Prepare

83% of JA Europe courses are Digital or blended

46% Increase in Digital courses
Succeed

110% Increase in ESP Participation

- Competitions
- Transition to work
- Certification
- Alumni experiences
“I’m pleased to see that with the help of organisations like JA Europe, we have a talented, creative and skilled generation to look forward to in the future. The European Year of Youth 2022 is no coincidence.”

Ms. Mariya Gabriel
European Commissioner for Innovation, Research, Culture, Education and Youth

Watch the full video message delivered at Gen-E 2022!
Economic Opportunities for All
### Transversal Skills

<table>
<thead>
<tr>
<th>Skill</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teamwork</td>
<td>+37%</td>
</tr>
<tr>
<td>Communication</td>
<td>+32%</td>
</tr>
<tr>
<td>Problem Solving</td>
<td>+30%</td>
</tr>
<tr>
<td>Organization</td>
<td>+30%</td>
</tr>
</tbody>
</table>

### Aspirations

<table>
<thead>
<tr>
<th>Aspiration</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motivation towards School</td>
<td>+74%</td>
</tr>
<tr>
<td>Career Certainty</td>
<td>+25%</td>
</tr>
</tbody>
</table>

### Attitudes

<table>
<thead>
<tr>
<th>Attitude</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-efficacy</td>
<td>+21%</td>
</tr>
</tbody>
</table>

### Technical Knowledge

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Financial</td>
<td>+59%</td>
</tr>
</tbody>
</table>

1€ Invested in the Company Programme

→ 4,30€ Economic Return for the Society (students)
Focus on underserved youth

Creating #EconomicOpportunitiesForAll leads to stronger economies and more resilient societies. Together with NN Group, we build bridges between education and employment especially to those young people who marginalized, lacking resources and opportunities, or live in remote areas. By empowering this segment of youth in Europe we will increase Junior Achievement’s impact and get closer to our ambition that every young person should have an entrepreneurial experience before leaving school.

IN PARTNERSHIP WITH

YOUTH WITH LIMITED OPPORTUNITIES
IN 4 COUNTRIES
TARGET REACH 221,000+

SCOPING RESEARCH
PUBLISHED IN SEPTEMBER 2021
READ THE FULL RESEARCH

THOUGHT LEADERSHIP CAMPAIGN
TARGETING NEW PARTNERS, IMPACT INVESTORS AND MEDIA

TRANSITION FROM EDUCATION TO WORK
JA PROGRAMMES REVIEW TO BETTER MATCH EMPLOYERS NEEDS
Final Conference on 21 September 2021

"I am happy to create opportunities for young European who have suffered the consequences of the recent pandemic, but also the previous financial crisis!"

"JA CEOs emphasised the need for preventive measures to avoid young people falling out of education or employment."

Online communication

Empowering YOUth through Entrepreneurship!

"I am happy to create opportunities..."

"JA CEOs emphasised the need..."

CHECK OUT THE FULL NEWS ARTICLE
Nikita Khmilevskiy (Ukraine national who moved to Estonia): “Our team met for the first time two months ago. We created a company from scratch and began to successfully sell our product here in Estonia. Only thanks to Junior Achievement has it become possible. We felt that same entrepreneurial spirit and we are proud to represent Ukraine here in such difficult times.”
Mobilising resources for Ukrainian children and youth

350,000+ UKRAINIAN Refugees and European Youth

JA’s different efforts to support Ukrainian youth: Facilitate integration in European schools; Equip to continue education; Translate educational material; Develop eLearning platform; Support teachers in and outside Ukraine; Build Workforce Development Programme

EUR 3,2 million+ MONEY RAISED + 1 million pro-bono

From corporate Ukraine relief funds, corporate matching to employee contributions, in-kind translation support, computer and software donations etc

21+ COUNTRIES

- Ukraine
- The 5 immediate neighboring countries (Hungary, Moldova, Poland, Romania, Slovakia)
- Additional 15 European countries (Bulgaria, Czech Republic, Estonia, Germany, Greece, Italy, Latvia, Lithuania, Malta, Portugal, Serbia, Slovakia, Spain, Switzerland, Turkey)
INNOVATION & DIGITAL TRANSFORMATION
Partnering with European Institute of Technology (EIT)

**FOODATHON**

Together with EITFood, we are organizing an intensive towards innovation & creativity. Students will be given an opportunity to test new ideas for finding a path towards healthy, nutritious and sustainable food systems faced by agri-food systems.

**GIRLS GO CIRCULAR**

What do exquisite cups, warm floors and smart sensors have in common? These are three innovative ideas young people from Africa and Europe have come up with during the World Food Day Innovation Forum.

**SKILLS FOR FUTURE**

With mentorship from industry leaders, more than 1000 students per year across the EU take on the challenge to build a more sustainable European society focusing on 4 sectors.
Empowering youth with the necessary AI skills for employability

We fully agree with MEP @negrescu_victor, Vice-Chair of the European Parliament’s Committee for Culture and Education who spoke at today’s #AI4Youth event:

“We need Europe to be a driver in AI in education”

#AI #ArtificialIntelligence #entrepreneurship #education #technology
Innovation Map

OPPORTUNITIES HUB
YE-UK

JOB SHADOW
PLATFORM
LATVIA

VIRTUAL STOCK
EXCHANGE
LITHUANIA

TV PROGRAMME
ITALY

MY CARRER
GREECE
Digital Transformation Achievements

**Quick Goals**

1. Make Team More Efficient
2. Create Community of Practice
3. Online Competitions
4. Test Tech Content Partnerships
5. Support Alumni Platform
6. Key 2021 European Events Online

**Main Programs**

- Efficiency & Planning Tools
- Mapping Task Forces
- Competitions
- Integration
- Integration

**Latest**

- Microsoft Dynamics Project Operations Finance and Operations
- Helping Countries with Tech Challenges
- Incorporated into Gen-E
- Alison Blue Economy PMI Online Course Created Ukrainian Learning Platform
- Start Up platform Integrated in Gather
- Alumni Vital Part of Gen-E 2022
- Launched full month of hybrid events

JA Europe
Digital Transformation
360°
European Virtual Career Hub

Online Portal platform targeting post-secondary JA students and "first jobbers".

Unique opportunity for JA partners and sponsor to deliver exclusive educational career related content and material to more than 4 Million JA students around Europe.

Providing our partners with access to the excellent JA student talent pool

Sponsored by:

Integration

Potential Partnerships
Entrepreneurial Skills Pass

+ 11 COUNTRIES
+ 9500 ESP HOLDERS

“The OAS is pleased to collaborate with JA Americas and be part of this Program that aims to empower young people of the Americas through entrepreneurial skills. We look forward to them applying these skills to lead the economic, social and political development of the Americas.”

Betilde Muñoz-Pogossian
Director of the Department of Social Inclusion
Organization of American States
New skills with PMIEF

**CAPACITY BUILDING**

- **European Countries** improved PM processes and procedures
- JA staff trained +10
- Enhanced versions of the Company Programme (PM module)

**YOUTH ENABLEMENTS**

- Students involved: 233,725
- PMIEF and partners employees satisfaction improved: 340
B.O.A. JA aims to reduce the amount of microplastics creating an innovative and eco-sustainable solution: Dimidiq. It is a marine buoy which can purify sea waters from microplastics.
EUROPEAN COMPETITIONS & EVENTS
GEN-E Marathon of Hackathons

- **Mobility for All**
  - Online Innovation Camp
  - Nov 18-19

- **FERD’s List**
  - FERD and JA Europe initiative
  - Nov 24

- **Global Money Week**
  - Online Innovation Camp
  - March 21-25

- **Sci-Tech Challenge**
  - Online Innovation Camp
  - May 11-12

- **Social Innovation Relay**
  - June 21

Sponsors:
- **TOYOTA**
- **FERD**
- **Bloomberg**
- **HSBC**
- **ExxonMobil**
- **NN**
GEN-E 2022 IMPACT

GEN-E 2022 THE LARGEST EVER
- Impact
- Participation
- Partners
- Funding

#Gen_E

850 JA youth, teachers, staff and partners in Tallinn
11,000 + visitors at virtual expo
255 virtual expo stands
Estonian President and Prime Minister, EU Parliament President, European Commissioner.
GEN-E 2022 online reach

**SOCIAL MEDIA**
- More than **12 MILLION** of impressions

**GEN-E LIVE**
- More than **22.000** views
  - JA platforms only

**WEBSITES**
- **11.400** Visitors at the Virtual Expo
- **13.000** Visitors at gen-e.eu
JA Europe has been featured in

- The Independent
- Politico
- Reuters
- BBC Worklife
- Startups
- EuroNews
- EU Reporter
- FE News
- Sky News
- El Economista
- El Economista SIR
- FE News
- New Statesman
- HR in Review
- Il Corriere della Sera
Policy & Advocacy

GEN-E 2022 Speakers

Alar Karis
President of Estonia

Roberta Metsola
President of the European Parliament

Kaja Kallas
Prime Minister of Estonia

Mariya Gabriel
EU Commissioner for Innovation, Research, Culture, Education and Youth

Martina Dlabajová
Member of the European Parliament
A Guide to Fostering Entrepreneurship Education

Five key actions towards a digital, green and resilient Europe

Chapter: 2021

Read full document [here](#)!
NEW European Board

- Moris Vandevyver
- Ragna Jebsen
- Monika Nguyenová
- Loran Geskens
- Umut Canli
- Pauline Lachérade
- Harry Conn

- 25 member countries
- +9300 hours volunteering for JA
- +2600 active members
- +4300 EU members on Gather
- 185 national events & 10 international events

Activities 2021/22

- Two physical National Coordinators Meetings with 40+ leaders in Tirana, Albania
- Growth on Gather of 2100+ members (overall 4300+ EU alumni)
- Various online networking and fun formats to engage members & #alumnispirit Event in Salzburg, Austria in March 2022 with 35+ participants
- New active networks in Georgia, North Macedonia and Estonia
- Supporting JA Europe on various programs such as “Gen-E 2022”
- Acquisition of new partners & further development of existing partnerships with JA Europe, such as Salesforce, Amazon, Staze
- SHAPE JA Alumni Europe Conference in Strasbourg, France from Aug 24-28 2022, with 180 participants from 39 countries
- Simplifying and improving internal KPIs and processes
FERD’S List 2021

FERD’s List Honourees in Brussels

NOVEMBER 2021
# Balance Sheet 2021/2022

## Assets

<table>
<thead>
<tr>
<th>Item</th>
<th>30/06/2022</th>
<th>30/06/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I. Intangible fixed assets</td>
<td>12,861.20</td>
<td>15,079.40</td>
</tr>
<tr>
<td>II. Tangible fixed assets</td>
<td>3,713.15</td>
<td>3,845.79</td>
</tr>
<tr>
<td>III. Furniture and vehicles</td>
<td>2,818.55</td>
<td>6,007.51</td>
</tr>
<tr>
<td>IV. Financial assets</td>
<td>7,466.10</td>
<td>7,066.30</td>
</tr>
<tr>
<td>V. Other assets</td>
<td>7,406.10</td>
<td>7,906.30</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td>5,085,227.42</td>
<td>5,314,715.55</td>
</tr>
<tr>
<td>A. Amounts receivable after one year</td>
<td>500,823.28</td>
<td>97,000.00</td>
</tr>
<tr>
<td>B. Other accounts receivable</td>
<td>530,813.20</td>
<td>97,000.00</td>
</tr>
<tr>
<td>VI. Stocks and contracts in progress</td>
<td>5,459.34</td>
<td>6,016.56</td>
</tr>
<tr>
<td>VII. Amounts receivable and payable within one year</td>
<td>1,240,220.12</td>
<td>1,582,112.96</td>
</tr>
<tr>
<td>A. Amounts receivable trade debtors</td>
<td>770,276.65</td>
<td>665,288.19</td>
</tr>
<tr>
<td>B. Other accounts receivable</td>
<td>480,677.05</td>
<td>915,405.37</td>
</tr>
<tr>
<td>VIII. Current assets</td>
<td>3,714.25</td>
<td>3,714.25</td>
</tr>
<tr>
<td>IX. Shares</td>
<td>3,714.25</td>
<td>3,714.25</td>
</tr>
<tr>
<td>X. Credit institutions</td>
<td>2,674,146.89</td>
<td>2,138,268.79</td>
</tr>
<tr>
<td>XI. Deferred taxes and accrued income</td>
<td>1,020,825.94</td>
<td>326,195.11</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>5,096,728.60</td>
<td>5,354,438.53</td>
</tr>
</tbody>
</table>

## Liabilities

<table>
<thead>
<tr>
<th>Item</th>
<th>30/06/2022</th>
<th>30/06/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equity capital</strong></td>
<td>709,560.14</td>
<td>363,068.46</td>
</tr>
<tr>
<td>I. Capital</td>
<td>100,009.27</td>
<td>100,009.27</td>
</tr>
<tr>
<td>IV. Reserves</td>
<td>123,448.87</td>
<td>123,448.87</td>
</tr>
<tr>
<td>A. Legal reserves</td>
<td>106,566.93</td>
<td>106,566.93</td>
</tr>
<tr>
<td>C. Unfunded reserves</td>
<td>16,451.84</td>
<td>16,451.84</td>
</tr>
<tr>
<td>V. Accumulated profit (+)/loss (-)</td>
<td>485,412.00</td>
<td>138,510.32</td>
</tr>
<tr>
<td><strong>Amounts payable</strong></td>
<td>5,187,168.46</td>
<td>2,901,370.07</td>
</tr>
<tr>
<td>VIII. Amounts payable after one year</td>
<td>674,440.38</td>
<td>0.00</td>
</tr>
<tr>
<td>IX. Current portion of amounts payable after one year</td>
<td>1,628,546.99</td>
<td>1,331,592.33</td>
</tr>
<tr>
<td>C. Trade debts</td>
<td>1,030,210.85</td>
<td>836,225.78</td>
</tr>
<tr>
<td>E. 1. Taxes</td>
<td>11,416.65</td>
<td>962.86</td>
</tr>
<tr>
<td>E. 2. Remuneration and social security costs</td>
<td>95,072.66</td>
<td>99,662.96</td>
</tr>
<tr>
<td>F. Other amounts payable</td>
<td>490,418.82</td>
<td>394,740.73</td>
</tr>
<tr>
<td>X. Referrals and accruals</td>
<td>2,881,311.09</td>
<td>1,569,777.74</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>5,096,728.60</td>
<td>3,264,438.53</td>
</tr>
</tbody>
</table>

## Financial Analysis

<table>
<thead>
<tr>
<th>Metric</th>
<th>30/06/2022</th>
<th>30/06/2021</th>
<th>30/06/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity capital to capital</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity capital</td>
<td>709,560.14</td>
<td>363,068.46</td>
<td></td>
</tr>
<tr>
<td>Capital</td>
<td>100,009.27</td>
<td>100,009.27</td>
<td></td>
</tr>
<tr>
<td>Equity capital to debt capital</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity capital</td>
<td>709,560.14</td>
<td>363,068.46</td>
<td></td>
</tr>
<tr>
<td>Debt capital</td>
<td>2,955,370.07</td>
<td>2,955,370.07</td>
<td></td>
</tr>
<tr>
<td>Equity capital %</td>
<td>24.09%</td>
<td>12.12%</td>
<td>11.12%</td>
</tr>
<tr>
<td>Debt capital %</td>
<td>37.91%</td>
<td>28.88%</td>
<td>30.03%</td>
</tr>
<tr>
<td>Solvency</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial independence</td>
<td>0.12</td>
<td>0.13</td>
<td>0.11</td>
</tr>
<tr>
<td>Debt ratio</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Leverage</td>
<td>1.50</td>
<td>1.09</td>
<td>1.00</td>
</tr>
<tr>
<td>(Net assets/(Net assets + debt))</td>
<td>2.62</td>
<td>2.12</td>
<td>2.12</td>
</tr>
</tbody>
</table>
## P&L 2021/2022

<table>
<thead>
<tr>
<th></th>
<th>30/06/2022</th>
<th>30/06/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income Statement</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>I. Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Turnover</td>
<td>6,875,555.28</td>
<td>6,187,683.76</td>
</tr>
<tr>
<td>B. Increase/decrease in stocks and work in progress</td>
<td>0.00</td>
<td>5,459.56</td>
</tr>
<tr>
<td>D. Other operating income</td>
<td>15,885.76</td>
<td>15,885.76</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>6,999,438.99</td>
<td>6,209,970.98</td>
</tr>
<tr>
<td><strong>II. Charges</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Goods for resale, raw materials and consumables</td>
<td>-3,551,006.90</td>
<td>-3,952,592.51</td>
</tr>
<tr>
<td>B. Services and other goods</td>
<td>-1,888,542.88</td>
<td>-1,818,662.60</td>
</tr>
<tr>
<td>C. Remunerations, social security costs and pensions</td>
<td>-1,221,727.13</td>
<td>-1,180,401.52</td>
</tr>
<tr>
<td>D. Depreciation, amounts written off</td>
<td>-4,794.40</td>
<td>-7,785.23</td>
</tr>
<tr>
<td>G. Other operating charges</td>
<td>-12,451.29</td>
<td>-2,421.44</td>
</tr>
<tr>
<td><strong>Operational profit/loss</strong></td>
<td>311,812.89</td>
<td>145,273.78</td>
</tr>
<tr>
<td><strong>IV. Financial income</strong></td>
<td>59,869.32</td>
<td>60,153.59</td>
</tr>
<tr>
<td>A. Income from financial fixed assets</td>
<td>4.41</td>
<td>5.93</td>
</tr>
<tr>
<td>B. Income from current assets</td>
<td>0.00</td>
<td>64.20</td>
</tr>
<tr>
<td>C. Other financial income</td>
<td>59,864.73</td>
<td>60,082.66</td>
</tr>
<tr>
<td><strong>V. Financial charges</strong></td>
<td>-24,890.39</td>
<td>-26,082.89</td>
</tr>
<tr>
<td>A. Interest and other debt charges</td>
<td>-384.98</td>
<td>-441.22</td>
</tr>
<tr>
<td>C. Other financial charges</td>
<td>-24,505.41</td>
<td>-75,591.67</td>
</tr>
<tr>
<td><strong>Profit/loss of the financial year before taxes</strong></td>
<td>346,491.68</td>
<td>138,394.48</td>
</tr>
<tr>
<td><strong>Profit/loss of the financial year</strong></td>
<td>346,491.68</td>
<td>138,394.48</td>
</tr>
</tbody>
</table>
THIS IS JA EUROPE
JA Europe Network

- Albania
- Armenia
- Austria
- Belgium FL (Vlajo)
- Belgium FR (LJE)
- Bulgaria
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Hungary
- Iceland
- Ireland
- Isle of Man
- Israel
- Italy
- Latvia
- Lithuania
- Luxembourg
- North Macedonia
- Malta
- Moldova
- Montenegro
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russia
- Serbia
- Slovakia
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- UK
- Ukraine
20 Model Nation Awards in 2021

The JA Europe Model Nation Awards recognise the quality of JA national organisations’ leadership and operations: their impact, quality of programmes and contribution to the overall success of JA Europe’s network.

• Belgium (VLAJO)
• Belgium (LJE)
• Cyprus
• Czech Republic
• Denmark
• Estonia
• Finland
• Germany
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