



# Annual Report

2021-2022

# Foreword



## ***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!



# OUR IMPACT



With the support of the  
Erasmus+ Programme  
of the European Union

# 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

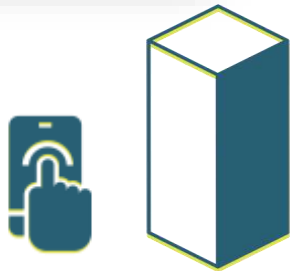


Applied learning experiences demonstrating mastery of competencies

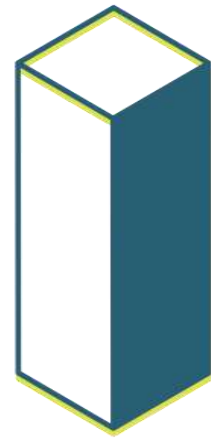
**200,000**

With **130,000 teachers**  
**85,000 volunteers**

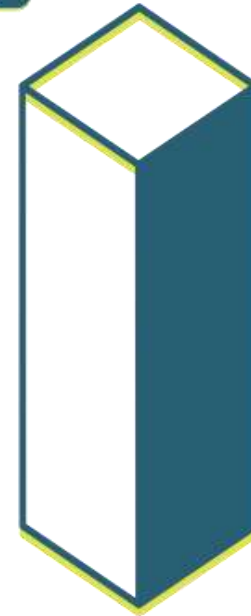
# Inspire



Mobile App



Event



Social Media Content



Online Resources

# Inspire



# 28% Social Media Reach Increase

2021 - 2022



**jaemp** What does financial capability look like?  
Hear perspectives from our friends and colleagues @pacnraion, @epa\_france, @juniorachievementth SAR—China, @prestasijuniorindonesia, @juniorachievementmalaysia, @jameico, @jaye\_malla, and @juniorachievementtinsingapore. Learn more about #financialcapability and #futureskills with @jworldwide and @tsbc  
[Link in our bio!](#)  
40 retweets · Visualize Institute

# +1.2 Million Increase



# Prepare



Graduate/University

48,181



Secondary/High School

2,025,495



Middle Grade

605,597



Primary/Elementary

1,084,858





# 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**

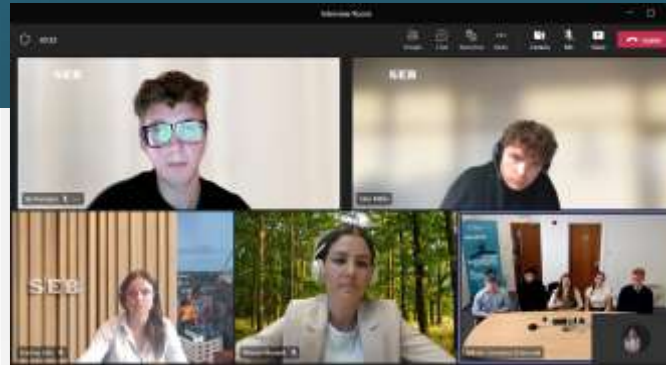
# Prepare



**83%**

of JA Europe courses are

**Digital or blended**



**46%**

Increase in

**Digital courses**



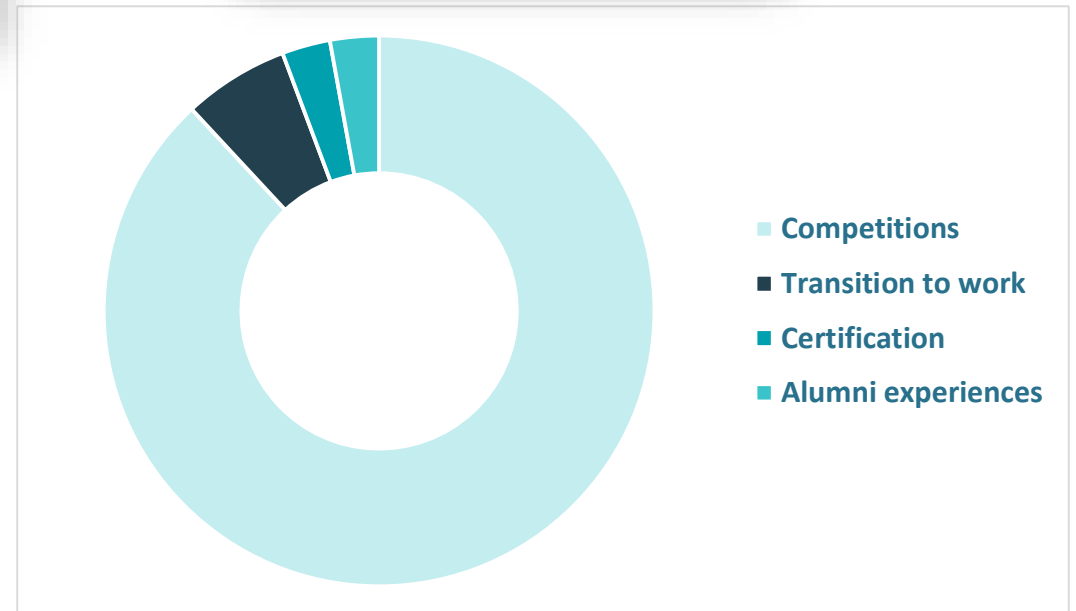
# Succeed



# 110%

Increase in

# ESP Participation



# System Change



*"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



With the support of the  
Erasmus+ Programme  
of the European Union

# Social Return on Investment



## TRANSVERSAL SKILLS

**+37%**  
TEAM WORK

**+32%**  
COMMUNICATION

**+30%**  
PROBLEM SOLVING

**+30%**  
ORGANIZATION

## ASPIRATIONS

**+74%**  
MOTIVATION TOWARDS SCHOOL

**+25%**  
CAREER CERTAINTY

## ATTITUDES

**+21%**  
SELF-EFFICACY

## TECHNICAL KNOWLEDGE

**+59%**  
BASIC FINANCIAL  
KNOWLEDGE

**1€**



**4,30€**

INVESTED IN THE COMPANY  
PROGRAMME

ECONOMIC RETURN FOR THE SOCIETY (students)



Member of  
JA Worldwide



# 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 are 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

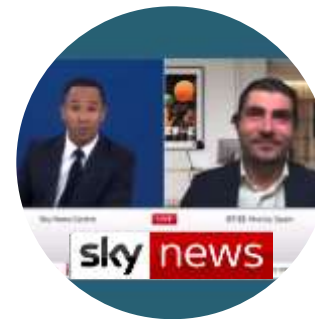
TARGET REACH 221,000+



## 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

# NEETs in Entrepreneurship



## Final Conference on 21 September 2021

**NEETs**  
in Entrepreneurship

"It is our duty to create opportunities to young Europeans who have suffered the consequences not only of the current pandemic, but also the previous financial crisis."

**TZAFEL BENTURAJA**  
MEMBER OF EUROPEAN PARLIAMENT

**SALVATORE NIGRO**  
CEO OF JA EUROPE

**NEETs**  
in Entrepreneurship

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

**MILENA STOYCHEVA**  
CEO OF JA BULGARIA

**NEETs**  
in Entrepreneurship

Implemented by:

- JA Europe
- JA Bulgaria
- JA Italia
- UNGT ENTREPRENEURSKAP
- JA Romania
- Junior Achievement

## Online communication

**Empowering YOUTH through Entrepreneurship!**  
24 September 2021

"NEETs in Entrepreneurship" project wraps up with final conference!

JA Europe (@JA\_Europe)

Happening today - our virtual conference Empowering #YOUTH through Entrepreneurship!

#NEETsinEntrepreneurship #NEETs #opportunities #success

@EEANorwayGrants @jaitalia @JABulgaria @JARomania @IASPAN @UE\_Norge @jyk\_z @ManpowerGroup @NN\_Group

**Empowering YOUTH through Entrepreneurship!**  
24 September 2021

"It is crucial to embrace the ability to keep learning, keep growing, pivot fast and stretch to find new opportunities to build new skills and be ready for work."

Today our People & Culture Regional Director Emanuele Gobato joined the JA Europe Empowering YOUTH Through Entrepreneurship Conference, sharing our latest research on the most in-demand job skills, including adaptability, resilience and learnability. #NEETsinEntrepreneurship #NEETs #youthentrepreneurship #learnability

Salvatore Nigro and 20 others

**CHECK OUT THE FULL NEWS ARTICLE**



# Ukraine Refugee Response



Nikita Khmylevskiy (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)

# Our Partners supporting Ukraine



Just for JA Ukraine:





# **INNOVATION & DIGITAL TRANSFORMATION**



With the support of the  
Erasmus+ Programme  
of the European Union

# Partnering with European Institute of Technology (EIT)



## FOODATHON



## GIRLS GO CIRCULAR



## 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.

The Skills for Future program is structured as follows:

- EIT Sectors:** EIT Digital, EIT Food, EIT Raw Materials, EIT Manufacturing.
- Target Countries:** Hungary, Italy, Slovenia, Portugal.
- Focus Areas:**
  - Hungary: Circular Economy and Climate Change
  - Italy: Circular Economy in the Food System
  - Slovenia: Circular Economy in the Raw Materials Sector
  - Portugal: Circular Economy in the Manufacturing Sector

Key challenges for the next generations include Food losses and waste, Agriculture 4.0, and Healthy nutrition. The program involves creating mini-companies established by students.

COUNTRY	BUDGET	NEW COMPANIES	TECHNICAL
HUNGARY	100	2	16
ITALY	100	16	6
PORTUGAL	100	25	5
SLOVENIA	100	104	26

# European Innovation Agenda



Empowering youth with the necessary AI skills for employability

**DIGI EDU HACK 2021** AI IN THE CLASSROOM:  
EUROPEAN YOUTH SHOWCASE  
ONLINE | 9 NOVEMBER | 14.00-15.30 CET

**REGISTER!**

 <b>Maurits Tichelman</b> Intel Vice President Sales and Marketing	 <b>Diana Filip</b> Deputy CEO JA Europe	 <b>João Costa</b> Secretary of State of Education, Portugal
 <b>Isidro Laso Ballesteros</b> Cabinet Expert of European Commissioner for Innovation, Research, Education, Culture, Youth	 <b>Victor Negrescu</b> Member of the European Parliament	 <b>Salvatore Nigro</b> CEO JA Europe

intel digital readiness | JA Europe | We're supporting the Digital Programme of the European Union

JA Europe  
@JA\_Europe

We fully agree with MEP [@negrescuvictor](#), 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](#)

**DIGI EDU HACK 2021** AI IN THE CLASSROOM:  
EUROPEAN YOUTH SHOWCASE  
9 November 2021 | Online | 14.00-15.30 CET

**"We need Europe to be a driver in AI in education"**

**Victor Negrescu**  
Member of the  
European Parliament

[#AI](#) [#ARTIFICIALINTELLIGENCE](#) [#AI4YOUTH](#)

intel digital readiness | JA Europe | We're supporting the Digital Programme of the European Union

DigiEduHack and 3 others

3:13 PM · Nov 9, 2021 · Twitter Web App

# 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

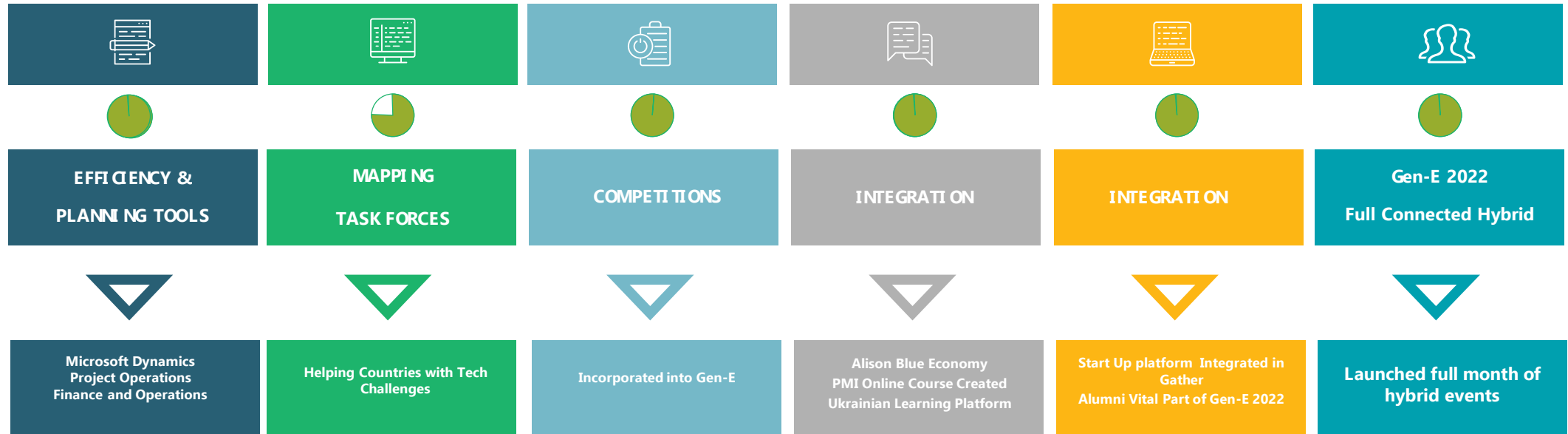
#3 ONLINE COMPETITIONS

#4 TEST TECH CONTENT PARTNERSHIPS

#5 SUPPORT ALUMNI PLATFORM

#6 KEY 2021 EUROPEAN EVENTS ONLINE

## MAIN Programs





# European Virtual Career Hub



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

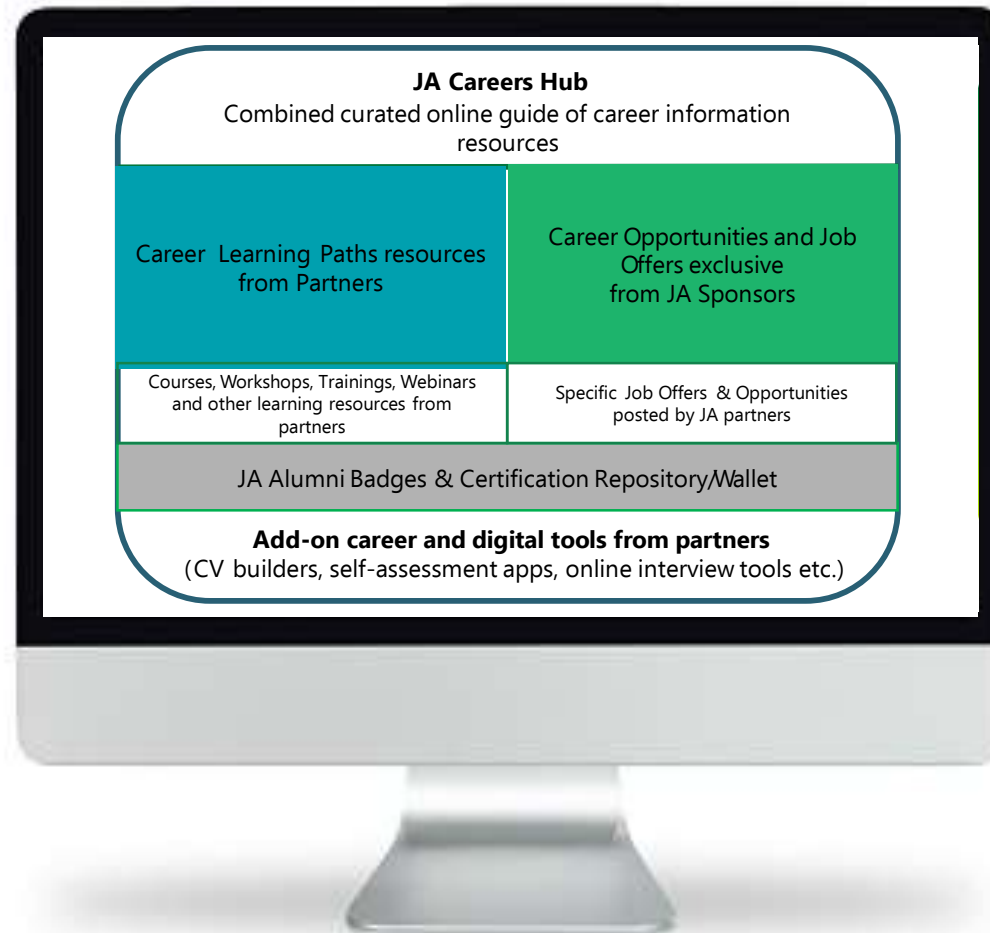
**Unique opportunity** for JA partners and sponsor to deliver exclusive educational career related content and material to more than **4 Million** JA students around Europe.

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

Sponsored by:



Potential Partnerships



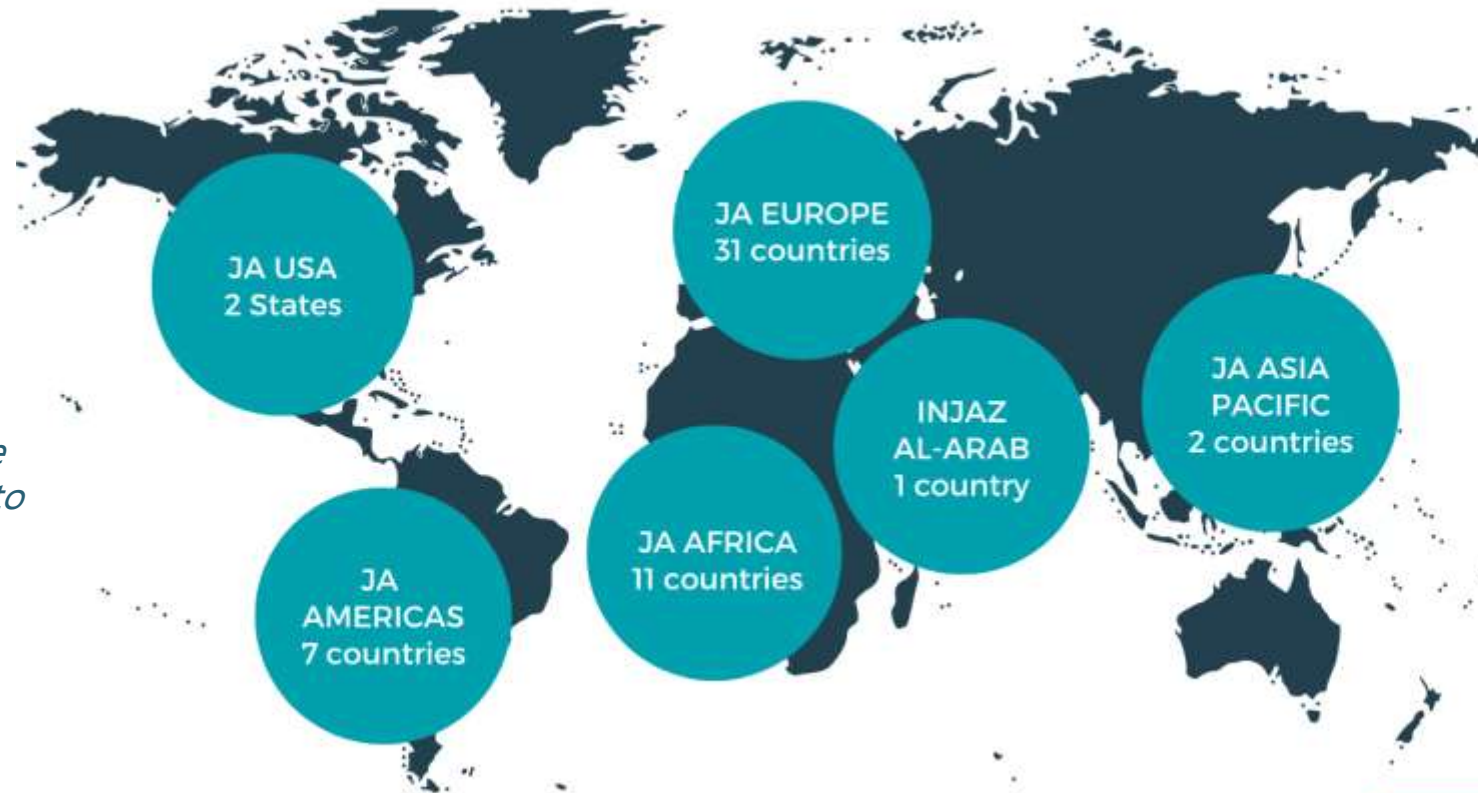
# Entrepreneurial Skills Pass



+ 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



"Getting this kind of experience and respect—the people who build things, who create jobs—is very important for our country in particular and for every country in the world. The JA experience continues to shape young people for the future, and now all over the world."

Donna Shalala,  
Former Secretary,  
Health & Human  
Services, US  
Government

37,211 ESP holders

# New skills with PMIEF



## CAPACITY BUILDING

**2** European Countries improved PM processes and procedures

**1**  
**+10** JA staff trained

**1**  
**2** Enhanced versions of the Company Programme (PM module)

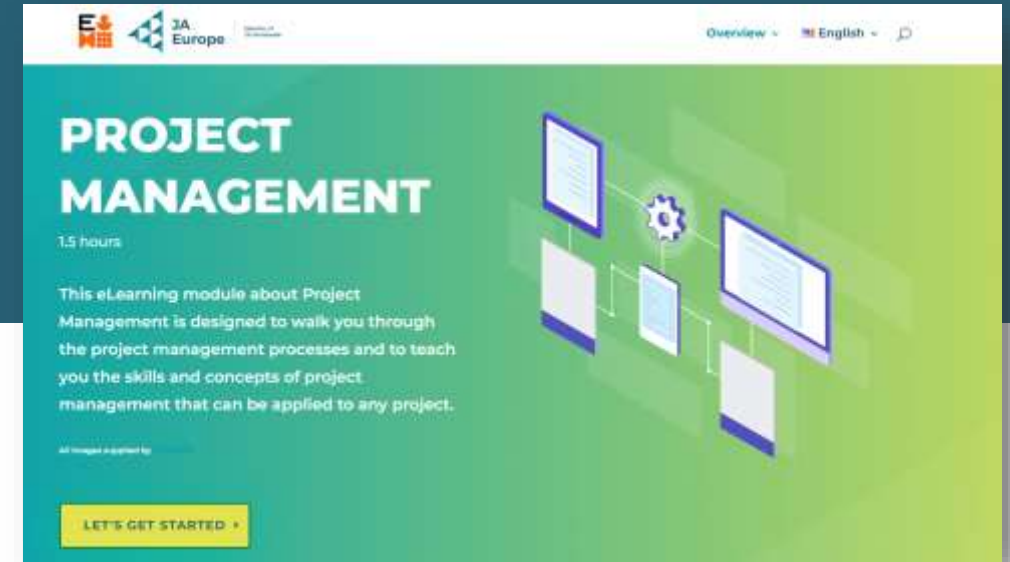
**1**



## YOUTH ENABLEMENTS

**233,725** Students involved improved PM skills

**340** PMIEF and partners employees satisfaction improved



# Blue Economy with Euronext

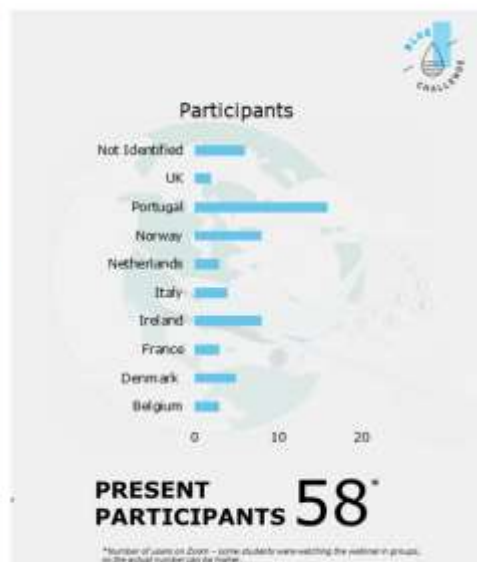


Winner



B.O.A. JA, Italy

B.O.A. JA aims to reduce the amount of microplastics creating an innovative and eco-sustainable solution: Dimidio. It is a marine buoy which can purify sea waters from microplastics.





# EUROPEAN COMPETITIONS & EVENTS



With the support of the  
Erasmus+ Programme  
of the European Union

# GEN-E Marathon of Hackathons



**Building Stronger Minds**  
Online Innovation Camp



**Salesforce I-Camp**



**Foodathon**



**Zalando**  
D&I Conference



**STEMEduHack**  
J&J Product of the Future



**Sept 23-30**

**Oct 4**

**Oct 13 - 16**

**Nov 4**

**Nov 09 - 10**



# GEN-E Marathon of Hackathons



**Mobility for All**  
Online Innovation Camp



**Nov 18-19**

**TOYOTA**

**FERD's List**  
FERD and JA Europe initiative



**Nov 24**

**FERD**

**Global Money Week**  
Online Innovation Camp



**March 21-25**

ARROW  
Bloomberg  
BNP PARIBAS  
PERSONAL FINANCE

HSBC  
MUFG

**Sci-Tech Challenge**  
Online Innovation Camp



**May 11-12**

**ExxonMobil**

**Social Innovation  
Relay**



**June 21**

**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

**11.40**  
**0**  
Visitors at the  
Virtual Expo

**13.000**  
Visitors at  
gen-e.eu



# 2021-2022 Media Coverage



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](#)

Il Sole **24 ORE**



**Startups.**

How to recruit in a hiring crisis

Lots of vacancies and a lack of top candidates, it's not easy to hire staff right now. We've spoken to the experts and got some great advice on how to stand out and get ahead.



THOMSON REUTERS FOUNDATION NEWS  
**OPINION: How do we get more young people into the workplace?**

By Sarah-Jane Duggan | @sarahjane\_duggan | 14 October 2021 | 10:30 AM GMT



INDEPENDENT PREMIUM  
**Will the omicron variant further decimate the job market?**

Businesses need to adopt a culture of learning and give overqualified people the right position and training at work and to shift across the border, pressure for education across [Business Week](#)

Business Week | 12 October 2021



elEconomista

Las oportunidades laborales de los jóvenes con mayores dificultades para encontrar un empleo empeoran debido a la pandemia



The Greek Herald



ONLINE EXAMS

School children in England are set to take A-level and GCSE papers online under new plans by the country's biggest exam board AQA

sky news.com

News: Džoković has fastest return after he being given a medical exemption to

# Policy & Advocacy



## GEN-E 2022 Speakers



**Alar Karis**  
President of Estonia



**Roberta Metsola**  
President of the  
European Parliament



**Kaja Kallas**  
Prime Minister  
of Estonia



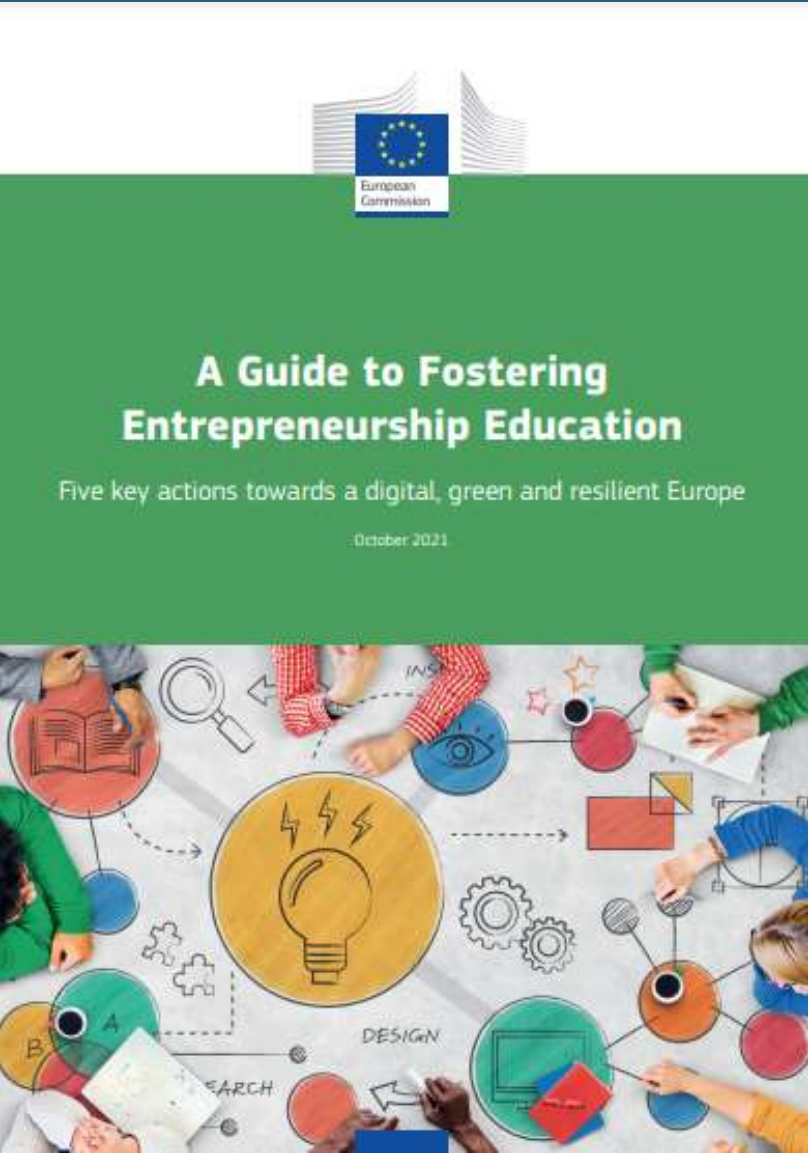
**Mariya Gabriel**  
EU Commissioner for  
Innovation, Research,  
Culture, Education  
and Youth



**Martina Dlabajová**  
Member of the  
European Parliament



# New EU Guide with JA Europe



Read full document [here!](#)

### Key actions to foster entrepreneurship education in Europe

Europe needs more people who seek pressing societal challenges, share all the best practices in a digital and green society, as well as pandemic recovery. Entrepreneurship education (EE) can unleash the potential of Europeans to create climate change and digitalisation and to build a more resilient economy. In order to enhance business cooperation and strategic thinking in EE, the European Commission implemented the project 'Five Learning Activities in Entrepreneurship Education and in Women's Entrepreneurship' (2019-2021). This guide is a final output of the project. The target groups in Germany include in government officials, teachers and higher education and society and business on local, regional, national and European level.

The report identifies **five main areas** where decision makers could become action strategy implementation, ensuring stakeholder cooperation, sharing knowledge, raising awareness of EE benefits, as well as evaluating research and analysis about EE. These areas are identified and mutually related to each other:

- 1 **Increasing EE competence of teachers and teachers in education institutions:** Increased uptake of EE depends on the degree to which entrepreneurship competence of teaching staff and teachers at schools and in higher education are developed through both initial and continuous teacher training. In addition, a new European plan to open network of EE agencies could be useful.
- 2 **Encourage cooperation of EE stakeholders about policies and practice:** Starting an EE requires collaboration between multiple stakeholders at local, national and European level. Government bodies, education institutions, businesses, and civil society actors could help to develop strategies, policy agendas, and EE curricula. A strong European plan could help to develop strategies, policy agendas, and EE curricula. A strong European plan could help to develop strategies, policy agendas, and EE curricula.
- 3 **Communicate what EE is and what benefits it brings:** When EE builds the necessary competence for the future success of students as all ages, education institutions, parents, government officials and the wider community need to better understand what EE is and what its benefits are. EE is about entrepreneurship in how it can help society for the benefit of society.
- 4 **Research and compare EE practice and impact to gain European research:** Collecting and analysing data about EE could support evidence based policy making. It will allow EE to contribute to key policy agendas, the Green Deal, a Digital Europe, the European Skills Agenda, and the Social Economy.
- 5 **Share EE knowledge and experience to enhance teaching and learning:** EE stakeholders could initiate their efforts to share insights on how to improve EE teaching and learning. They could build best practices, of practice as well as national and international networks. They can draw from each other's knowledge, methods and content, including innovative digital approaches such as virtual intelligences.

Member States like the European Commission, the Bank for Social Entrepreneurship, and for regional funding institutions can support EE under 10.

### Using entrepreneurship education to build a green, digital and resilient Europe

We need more citizens with entrepreneurial competence. Europe needs more citizens who can tackle the challenges on face – people with the right knowledge, skills and attitudes to lead about the green, the digital and the resilient of our society to other sectors. People with entrepreneurial competence can lead Europe to meet the digital transition, the climate crisis, and recovery after the pandemic. We need them in government, enterprises, civil society, schools and higher education. To develop the required competence, the right education and the way. This calls for entrepreneurship education.

Entrepreneurship education (EE) is essential to build a green, digital and resilient Europe. EE builds the necessary competence for the future success of students as all ages. Education institutions, parents, government officials and the wider community need to better understand what EE is and what its benefits are. EE is about entrepreneurship in how it can help society for the benefit of society.

EE can have substantial benefits. Studies suggest that, compared to their peers, EE students are at lower risk of unemployment, they earn more and are more often in high-value positions. Moreover, young people involved with EE are more likely to set up their own companies. Businesses started by people who received entrepreneurship training were able to grow to more ambitious.

**The European Skills Agenda** sets the path for building skills for the green and digital transitions. EE builds the necessary competence for the future success of students as all ages. Education institutions, parents, government officials and the wider community need to better understand what EE is and what its benefits are. EE is about entrepreneurship in how it can help society for the benefit of society.

**Unlocking Europe's green transition** requires Europe to take the necessary challenge of climate change. In order to attract them to function as a transition to become more environmentally sustainable, we have to equip them with comprehensive digital, green, science, technology, engineering and mathematics (STEM), digital and entrepreneurship competences in general. These and technical skills are needed to consistently think about solutions to environmental challenges such as climate change, pollution and resource depletion. Entrepreneurship education provides a holistic approach that has the potential to contribute to the objectives of the EU Green Deal.

# JA Alumni Europe



## NEW European Board



**Moris**  
Vandevyver



**Ragna** Jebesen



**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

Various **online networking and fun formats** to engage members.& **#alumnispirit** Event in Salzburg, Austria in March 2022 with 35+ participants

**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**

**Growth on Gather** of 2100+ members ( overall 4300+ EU alumni)

**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

# FERD'S List 2021



## FERD's List Honourees in Brussels

NOVEMBER 2021





# **ANNUAL ACCOUNTS 2021-2022**



With the support of the  
Erasmus+ Programme  
of the European Union

# Balance Sheet 2021/2022



(EUR)	30/06/2022	30/06/2021
<b>Assets</b>		
<b>Fixed assets</b>	<b>11,501.20</b>	<b>15,699.60</b>
II. Intangible fixed assets	1,713.35	2,185.79
III. Tangible fixed assets	2,381.55	6,107.51
C. Furniture and vehicles	2,381.55	6,107.51
IV. Financial fixed assets	7,406.30	7,406.30
C. Other shares	7,406.30	7,406.30
<b>Current assets</b>	<b>5,885,227.40</b>	<b>3,248,738.93</b>
V. Amounts receivable after one year	920,823.28	87,000.00
B. Other amounts receivable	920,823.28	87,000.00
VI. Stocks and contracts in progress	5,459.34	6,116.56
VII. Amounts receivable and payable within one year	1,260,252.70	1,582,333.76
A. Amounts receivable trade debtors	770,178.65	666,928.39
B. Other amounts receivable	490,074.05	915,405.37
VIII. Current investments	3,724.25	3,724.25
B. Shares	3,724.25	3,724.25
IX. Credit institutions	2,674,146.89	1,243,208.75
X. Deferred charges and accrued income	1,020,820.94	326,355.61
<b>Total assets</b>	<b>5,896,728.60</b>	<b>3,264,438.53</b>

(EUR)	30/06/2022	30/06/2021
<b>Liabilities</b>		
<b>Equity capital</b>	<b>709,560.14</b>	<b>363,068.46</b>
I. Capital	100,689.27	100,689.27
IV. Reserves	123,448.87	123,448.87
A. Legal reserves	106,506.93	106,506.93
C. Untaxed reserves	16,941.94	16,941.94
V. Accumulated profit (+)/ loss (-)	485,422.00	138,930.32
<b>Amounts payable</b>	<b>5,187,168.46</b>	<b>2,901,370.07</b>
VIII. Amounts payable after one year	674,440.38	0.00
IX. Current portion of amounts payable after one year	1,628,546.99	1,331,592.33
C. Trade debts	1,030,718.85	836,225.78
E.1. Taxes	11,436.65	962.86
E.2. Remuneration and social security costs	95,972.67	99,662.96
F. Other amounts payable	490,418.82	394,740.73
X. Deferrals and accruals	2,884,181.09	1,569,777.74
<b>Total liabilities</b>	<b>5,896,728.60</b>	<b>3,264,438.53</b>

## Financial analysis

(EUR)	30/06/2022	30/06/2021	30/06/2021
<b>Equity capital to capital</b>			
Equity capital	709,560.14	363,068.46	363,068.46
Capital	100,689.27	100,689.27	100,689.27
<b>Equity capital to debt capital</b>			
Equity capital	709,560.14	363,068.46	363,068.46
Debt capital	5,187,168.46	2,901,370.07	2,901,370.07
Equity capital %	12.03%	11.12%	11.12%
Debt capital %	87.97%	88.88%	88.88%
<b>Solvency</b>			
Financial independence	0.12	0.11	0.11
Debt ratio	0.88	0.89	0.89
<b>Liquidity</b>			
Liquidity (sensu lato)	1.10	1.09	1.09
Liquidity (sensu stricto)	2.42	2.12	2.12



# P&L 2021/2022



(EUR)	30/06/2022	30/06/2021
<b>Income statement</b>		
<b>I. Income</b>	<b>6,989,438.99</b>	<b>6,206,976.88</b>
A. Turnover	6,975,555.23	6,187,633.76
B. Increase/decrease in stocks and work in progress	0.00	5,459.36
D. Other operating income	13,883.76	13,883.76
<b>II. Charges</b>	<b>-6,677,926.10</b>	<b>-6,061,703.10</b>
A. Goods for resale, raw materials and consumables	-3,551,006.90	-3,552,352.31
B. Services and other goods	-1,888,542.38	-1,318,662.60
C. Remunerations, social security costs and pensions	-1,221,727.13	-1,180,481.52
D. Depreciation, amounts written off	-4,198.40	-7,785.23
G. Other operating charges	-12,451.29	-2,421.44
Operational profit/loss	311,512.89	145,273.78
<b>IV. Financial income</b>	<b>59,869.12</b>	<b>69,153.59</b>
A. Income from financial fixed assets	4.41	6.93
B. Income from current assets	0.00	64.20
C. Other financial income	59,864.71	69,082.46
<b>V. Financial charges</b>	<b>-24,890.33</b>	<b>-76,032.89</b>
A. Interest and other debt charges	-384.98	-441.22
C. Other financial charges	-24,505.35	-75,591.67
Profit/loss of the financial year before taxes	346,491.68	138,394.48
Profit/loss of the financial year	346,491.68	138,394.48

A large, stylized graphic on the left side of the page, composed of various shades of blue and teal geometric shapes (triangles, squares, and polygons) that form a pattern reminiscent of the European Union flag's stars.

# THIS IS JA EUROPE



With the support of the  
Erasmus+ Programme  
of the European Union

# 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
- Italy
- Lithuania
- Luxembourg
- North Macedonia
- Malta
- Moldova
- Portugal
- Romania
- Spain
- Sweden
- Switzerland
- Türkiye

## TJ Bata Quality Award

## Model Organisation Awards







## Leadership Awards



# JA Europe Board 2021-2022

A distinguished and passionate group of high-level impact individuals committed to youth empowerment



 <p><b>Adam Warby</b> Chairman Awards CEO Emeritus</p>	 <p><b>Michel De Wolf</b> Secretary of the Board / Vice-chair DOIT Revenue Entrepreneur CPA, Managing Partner</p>	 <p><b>Johan H. Andriessen</b> Member FED Owner and Chairman</p>	 <p><b>Janis Krievane</b> Chair of JA Europe Board of Executives CEO JA Latvia</p>	 <p><b>Olivier Lazar</b> Member Vice President Strategic Alliances, Project Management Institute</p>	 <p><b>Christophe Lelercq</b> Member EuActicum Founder, EuActicum Media &amp; Fondation EuActicum</p>
 <p><b>Nikolaas Baeckalmans</b> Member Euronext Vice President / European Union Affairs</p>	 <p><b>Riccardo Barberis</b> Member President of Northern Europe at ManpowerGroup</p>	 <p><b>Jeff Bullwinkel</b> Member Microsoft Europe Assistant General Counsel and Regional Director of Corporate, Legal &amp; External Affairs</p>	 <p><b>Stefan Limpens</b> Ex-Officio / Treasurer Deloitte Accountancy Associate</p>	 <p><b>Laurence Morvan</b> Member Accenture Chief of Staff to CEO Europe &amp; CSR Officer</p>	 <p><b>Lieve Moatrey</b> Member CEO of Eurostar</p>
 <p><b>Grant S. Carson</b> Member CS Division Executive - Cluster Head Turkey, Russia, Ukraine &amp; Kazakhstan - KPMG Internal Tax Executive</p>	 <p><b>Irene Carvellera Micheli</b> Member Angel Investor for startups</p>	 <p><b>Peter Daly</b> Member AT&amp;T Vice President, Customer Advocacy</p>	 <p><b>Kees Roka</b> Member Head of the European Strategy Business Innovation</p>	 <p><b>Anna di Silverio</b> Member Awards President Europe</p>	 <p><b>Shane M. Spyak</b> Member Staff Vice President - EMEA Sales Delta Air Lines, Inc.</p>
 <p><b>Mike Feerick</b> Member CEO &amp; Founder of Allon</p>	 <p><b>Nuria Garcia Schwab</b> Member SVP Deputy Head EMEA McKin</p>	 <p><b>Leonique van Houwelingen</b> Member BNP Mellon CEO of BNP Mellon European bank</p>	 <p><b>Julie Linn Teigland</b> Member EY EMEA Area Managing Partner and EY Global Leader - Women, Post COVID</p>	 <p><b>Salvatore Nigro</b> Ex-Officio JA Europe CEO</p>	
 <p><b>Henk Hulsmann</b> Member WV Group Head of Public and Government Affairs</p>	 <p><b>Helena Jansson</b> Member FedEx Express Senior Vice President Finance - International</p>	 <p><b>Maximilian Koch</b> Member JA Alumni Europe President</p>			

# JA Europe Team



**Salvatore Nigro**  
CEO



**Diana Filip**  
Deputy CEO &  
Chief  
Development  
Officer



**Kristina  
Velkowska**  
CFO



**Vera Martinho**  
Director for  
Education and  
Impact



**Vanda Franciscy**  
Director for Special  
Events &  
Senior Project  
Manager



**Minna Melleri**  
Director of  
Advocacy &  
Growth



**Boris Kolev**  
Head of Digital  
Transformation



**Sophie Norman**  
Head of  
Marketing



**Sergio Branca**  
Corporate  
Partnerships  
Manager



**Monique Wong**  
Senior Business  
Development  
Manager



**Davide  
Coppaloni**  
Network  
Services  
Manager



**Bojan Pavlovic**  
Senior Monitoring,  
Evaluation &  
Learning Manager



**Emma Kiraly**  
Senior Project  
Manager



**Antonina  
Bulgakova**  
Senior  
Associate for  
Ukraine



**Göktürk Başar**  
Multimedia  
Graphic  
Designer



**Noah  
Delophon**  
IT Development  
Associate



**Maryna Parfenchuk**  
Senior  
Development  
Associate



**Laura Rossy**  
Finance Assistant



**Olta Konda**  
Finance Associate



**Julia Naeve**  
Special Events  
Associate



**Gaia Zanella**  
Social Media  
& Online  
Community  
Associate



**Bruno Porcidonio**  
Events Intern



**María Pérez Cano**  
Intern, Education  
and Impact Team



**Yaël Silber**  
Executive  
Assistant & Office  
Manager

# Our European Partners



## Institutional Partners

## Gold Partners





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