



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

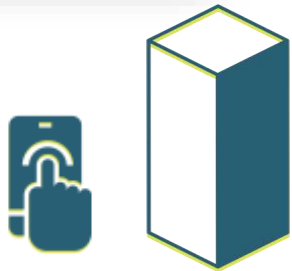


Applied learning experiences demonstrating mastery of competencies

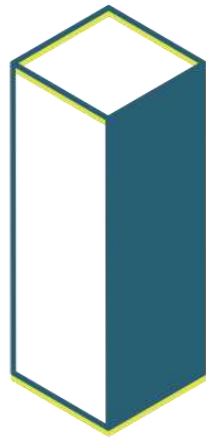
200,000

With 130,000 teachers
85,000 volunteers

Inspire



Mobile App



Event



Social Media Content



Online Resources

Inspire



28% Social Media Reach Increase 2021 - 2022



+1.2 Million Increase



jaeumpe What does financial capability look like?
Hear perspectives from our friends and colleagues @pacentrailon, @epa_france, @juniorachievementth SAR—China, @prestasjuniorindonesia, @juniorachievementmalaysia, @jamexico, @jaye_malla, and @juniorachievementtinsapore. Learn more about #financialcapability and #futureskills with @jeworldwide and @hsbc

[Link to our bio!](#)
40 rets · Visualize traditiove



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

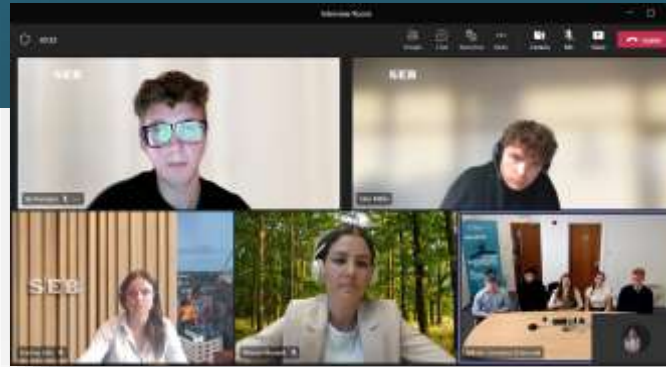
Prepare



83%

of JA Europe courses are

Digital or blended



46%

Increase in

Digital courses



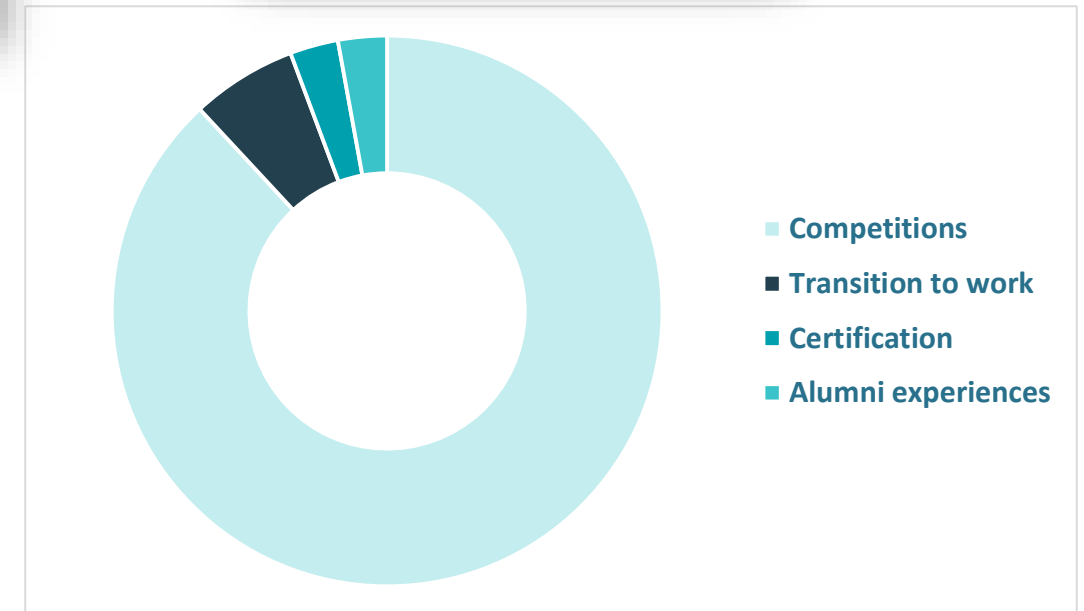
Succeed



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 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

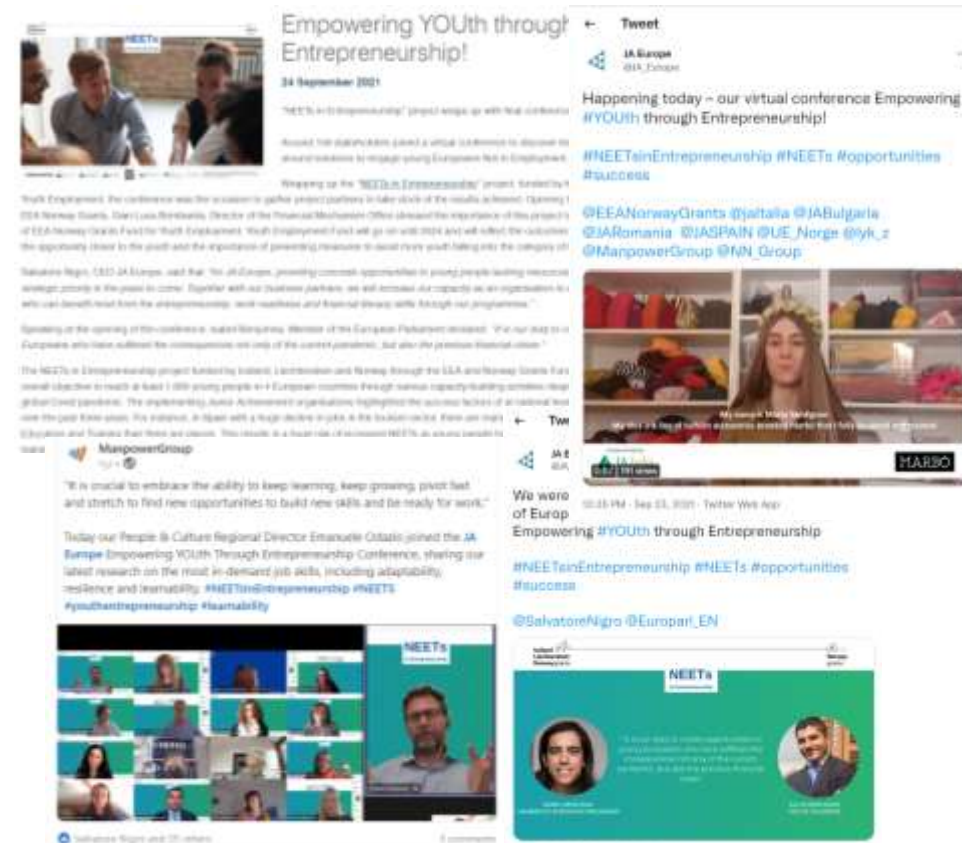
NEETs in Entrepreneurship



Final Conference on 21 September 2021



Online communication



CHECK OUT THE FULL NEWS ARTICLE

Ukraine Refugee Response



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)

Our Partners supporting Ukraine



accenture

avanade

EURONEXT

EY
Building a better
working world

FINASTRA

FERD

GAM
Investments

giz
Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



JA
Worldwide®

L:A BRUKET

Microsoft

MUFG

ORIFLAME
SWEDEN

PM
Project
Management
Institute.

E
Educational
Foundation
Project
Management
Institute.

seldia

Think Human
FOUNDATION

TOYOTA

UBS

ung
Unternehmensgruppe
Unglück

unicef



Just for JA Ukraine:

citibank

MetLife

UAA

Western NIS
Enterprise Fund



INNOVATION & DIGITAL TRANSFORMATION

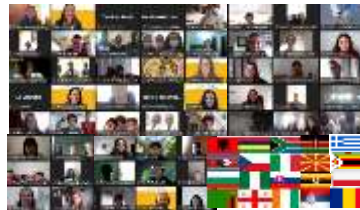


With the support of the
Erasmus+ Programme
of the European Union

Partnering with European Institute of Technology (EIT)



FOODATHON



Together with @EITFood, we are organising an intensive two-day Innovation & Creativity hackathon to give an opportunity to more than 100 students to find innovative ideas to solve the burning issues faced by agri-food systems.

#WorldFoodDay #SDGs #Gen E #FoodHeroes



What do edible cups, worm floor and plant sensors have in common? These are three innovative ideas young people from Africa and Europe have come up with during the World Food Day Foodathon.

More here jaeurope.org/medias/news/10...

#WorldFoodDay #SDGs #Gen E #FoodHeroes



GIRLS GO CIRCULAR



Our Chairman @AdamWorby, attend the event of #WomenandGirlsinSTEMForum as a speaker:

"Junior Achievement believes in the importance of giving young people unique experiences. Bringing more girls into STEM careers is a matter of Equality, Fairness and Business"



Our Deputy CEO @DianaFilip1, attended the event of #WomenandGirlsinSTEMForum as a moderator:

"You need to dream big, you need to have the passion for what you do and really love your work. You need to build a network in order to be able to have contacts to help you later on"



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.



European Innovation Agenda



Empowering youth with the necessary AI skills for employability



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](#)

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

EFFICIENCY & PLANNING TOOLS

MAPPING TASK FORCES

COMPETITIONS

INTEGRATION

INTEGRATION

Gen-E 2022
Full Connected Hybrid

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



360°

European Virtual Career Hub



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

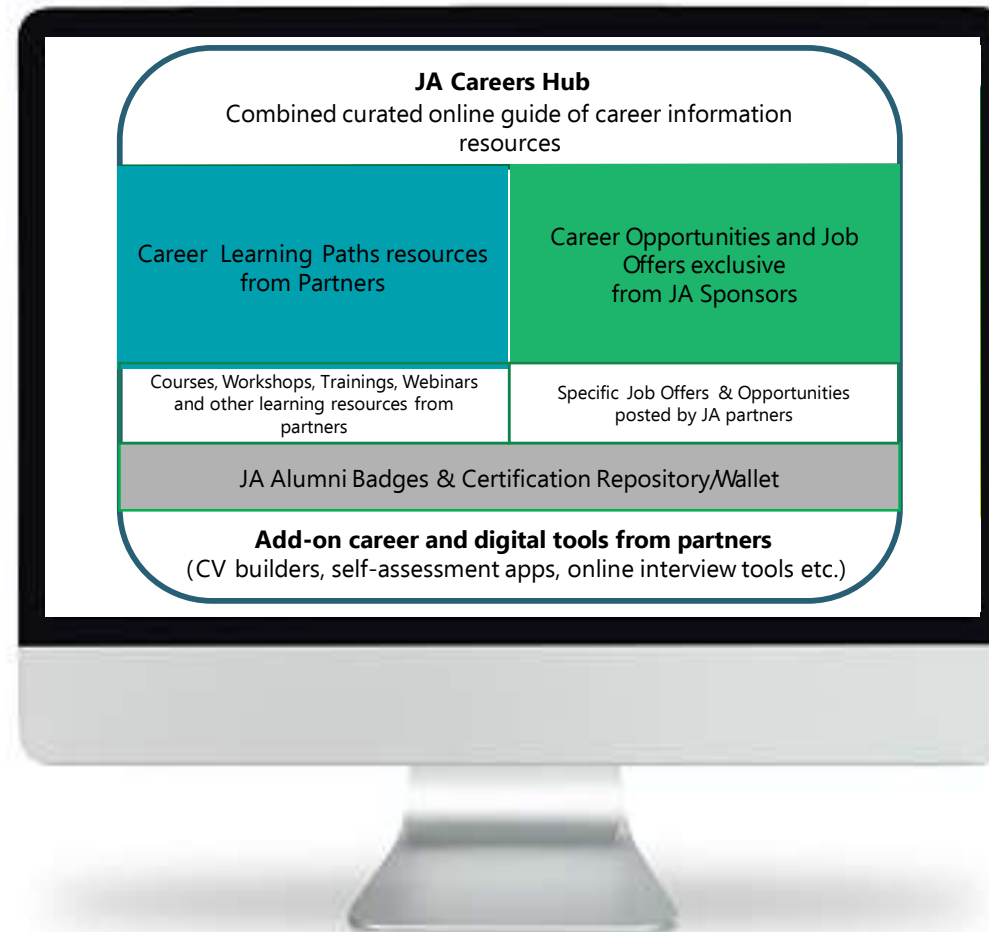
Unique opportunity for JA partners and sponsor to deliver exclusive educational career related content and material to more than **4 Million** JA students around Europe.

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

Sponsored by:



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



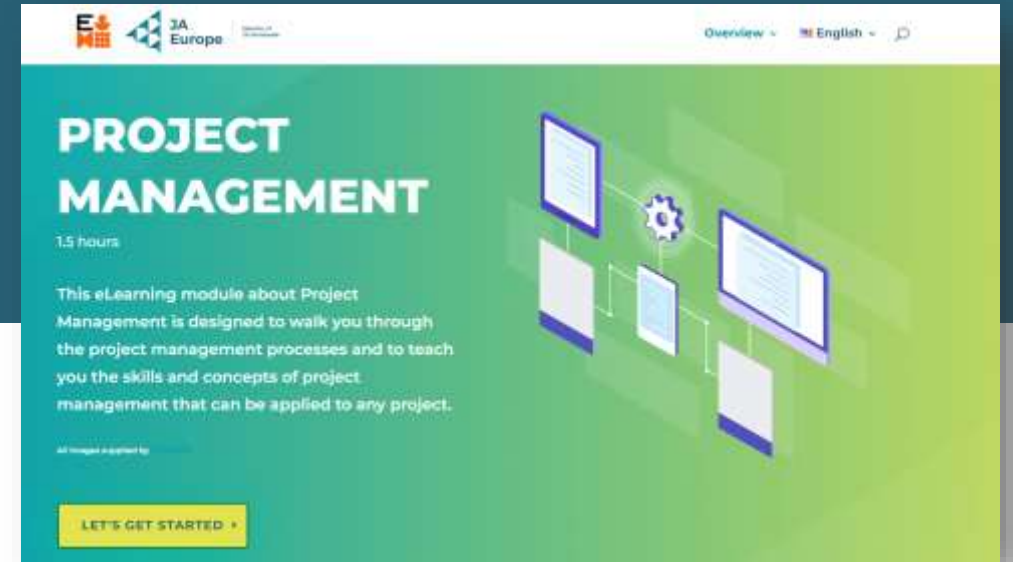
YOUTH ENABLEMENTS

233,725

Students involved improved PM skills

340

PMIEF and partners employees satisfaction improved



Blue Economy with Euronext

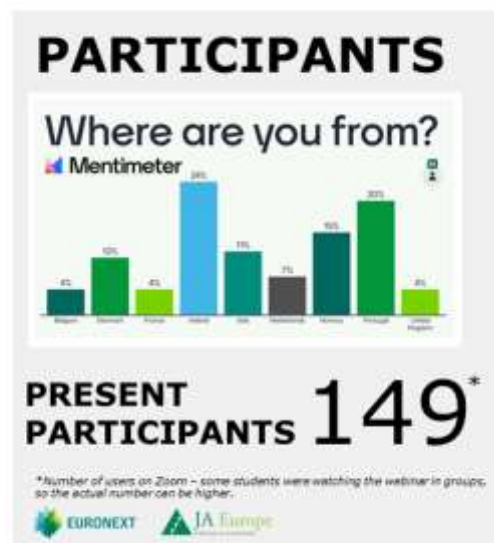


Winner



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



Sci-Tech Challenge
Online Innovation Camp



May 11-12

ExxonMobil

Social Innovation Relay



June 21



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](#)

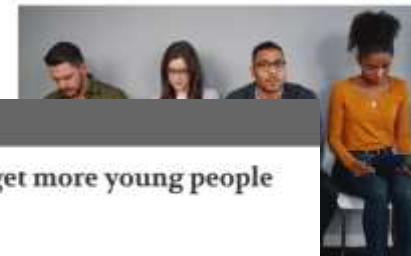
Il Sole **24 ORE**



Startups.

How to recruit in a hiring crisis

I loads 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 Al-Jarrah | [@sarahaljarrah](#) | UK Editor
Monday, 1 December 2021 | 10:45 AM



The Greek **Herald**



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

Businesses need to select a culture of hiring and give overqualified people the right position and training at when and a which actors the forward pressure to diffuse, writes [Sally Kegan](#)

Published on December 10th 2021 | [View Article](#)



elEconomista.es

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

El desempleo juvenil continúa creciendo en España, especialmente durante la pandemia, lo que genera graves consecuencias para el futuro de los jóvenes. En este artículo, analizamos las causas de este fenómeno y ofrecemos algunas recomendaciones para mejorar la situación.



Policy & Advocacy



GEN-E 2022 Speakers



Alar Karis
President of Estonia



Roberta Metsola
President of the
European Parliament



Kaja Kallas
Prime Minister
of Estonia



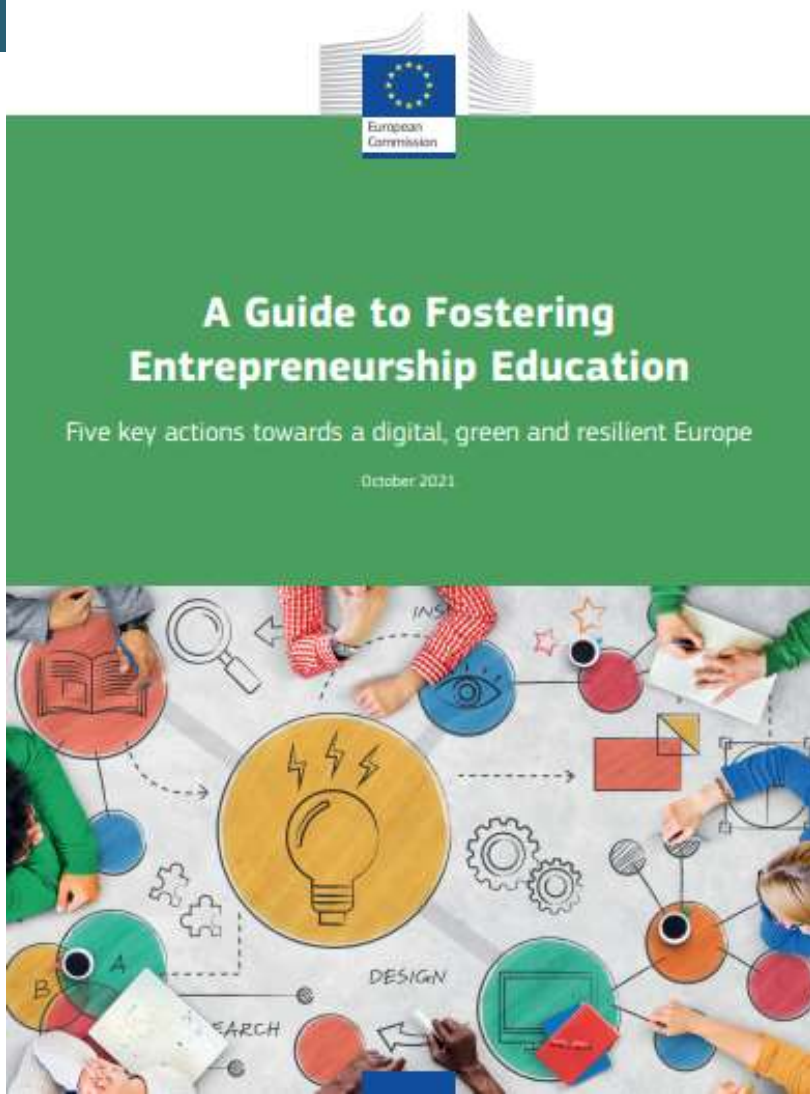
Mariya Gabriel
EU Commissioner for
Innovation, Research,
Culture, Education
and Youth



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 along all its own transition to a digital and green society as well as pandemic recovery. Entrepreneurship education (EE) can unleash the potential of Europeans to master climate change and digitalisation and to build a more resilient society in order to enhance European cooperation and strategic thinking in EE. The European Commission implemented the project 'Five key actions towards a digital, green and resilient Europe and a resilient Entrepreneurship' (2019-2021). This guide is a first output of the project. The target group is decision makers in governments, schools and higher education, and society and business – on local, regional, national, and European level.

The project identified **five main areas** where decision makers could become action training enablers, ensuring stakeholders' cooperation, sharing knowledge, raising awareness of EE benefits, as well as conducting research and analysis about EE. These areas are identified and mutually reinforce each other:

1. **Strengthen EE competence of teachers and teachers in educational institutions:** Increased number of EE depends on the degree to which entrepreneurship competences of teaching staff and leaders at schools and in higher education are developed through high quality and continuous teacher training in addition, a new European plan to open network of EE agencies could benefit training.
2. **Encourage cooperation of EE stakeholders about policies and curricula:** Working as EE requires collaboration between multiple stakeholders at local, national and European level. Governmental bodies, education institutions, businesses, and civil society actors could link up to develop strategies, policy agendas, and EE curricula. A strong European platform for EE would be helpful.
3. **Communicate what EE is and what benefits it brings:** When EE is built the necessary competences for the future success of students as citizens. 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 these may apply for the benefit of society.
4. **Research and compare EE practices 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 enhance their efforts to share insights on how to improve EE teaching and learning. They could build local communities of practice as well as national and international networks. They can draw from each other's knowledge, methods and content, including innovative digital opportunities such as artificial intelligence.

However, mechanisms like the European Commission, the Next Generation EU Recovery Fund, and European funding instruments can support EE action.

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

We need more citizens with entrepreneurship competences

Europe needs more people who can tackle the challenges on how to people with the right knowledge, skills and attitudes to face the future. The action for the development of the skills to shape society, people with entrepreneurial competences. We need them to master the digital transition, the climate crisis and recovery after the pandemic. We need them in government, businesses, and society, citizens and higher education. To develop the required competences, the right education will be key. This calls for entrepreneurship education.

Entrepreneurship education (EE) is about more than problem solving and the five Cs (communication, collaboration, creativity, and critical thinking). Such education contains essential learning, competence building and social responsibility in relation to EE. It is for all levels of education, at all ages from kindergarten via primary and secondary school to vocational, higher and professional education. EE is not only about starting a business but for employees and the self-employed. EE is for all who are interested in business, for all who are interested in business, for all who are interested in business, for all who are interested in business.

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 leadership positions. However, many people trained with EE are more likely to set up their own companies. Businesses created by people who received entrepreneurship training were also found to be more profitable.

In recent years, EE has become a significant area of policy development in European countries. In Europe, EE is part of the European Skills Agenda (see box) and in the future, EE development will be closely linked to Europe's green and digital transitions and the post COVID-19 economic recovery.

The European Skills Agenda (see box) building blocks: effective action, right skills for jobs, consistent growth in lifelong learning and innovation in public sector. It is the key to the green transition and digital transition. It is the key to the green transition and digital transition. It is the key to the green transition and digital transition. It is the key to the green transition and digital transition.

Unlocking Europe's green transition Europe's transition to a green economy is one of the most pressing challenges of our time. In order to achieve this, Europe needs to transform its economy from fossil fuels to clean energy, from fossil fuels to clean energy, from fossil fuels to clean energy, from fossil fuels to clean energy. Europe needs to transform its economy from fossil fuels to clean energy, from fossil fuels to clean energy, from fossil fuels to clean energy, from fossil fuels to clean energy.

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

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

SHAPE JA Alumni Europe Conference in Strasbourg, France from Aug 24-28 2022, with 180 participants from 39 countries

Supporting JA Europe on various programs such as "Gen-E 2022"

Simplifying and **improving internal KPIs and processes**

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
Assets		
Fixed assets	11,501.20	15,699.60
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
Current assets	5,885,227.40	3,248,738.93
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
Total assets	5,896,728.60	3,264,438.53

Financial analysis

(EUR)	30/06/2022	30/06/2021	30/06/2021
Equity capital to capital			
Equity capital	709,560.14	363,068.46	363,068.46
Capital	100,689.27	100,689.27	100,689.27
Equity capital to debt capital			
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%
Solvency			
Financial independence	0.12	0.11	0.11
Debt ratio	0.88	0.89	0.89
Liquidity			
Liquidity (sensu lato)	1.10	1.09	1.09
Liquidity (sensu stricto)	2.42	2.12	2.12

(EUR)	30/06/2022	30/06/2021
Liabilities		
Equity capital	709,560.14	363,068.46
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
Amounts payable	5,187,168.46	2,901,370.07
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
Total liabilities	5,896,728.60	3,264,438.53

P&L 2021/2022



(EUR)	30/06/2022	30/06/2021
Income statement		
I. Income	6,989,438.99	6,206,976.88
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
II. Charges	-6,677,926.10	-6,061,703.10
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
IV. Financial income	59,869.12	69,153.59
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
V. Financial charges	-24,890.33	-76,032.89
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



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>Adam Warby Chairman</p> <p>Avanade CEO EMEA</p>	 <p>Michel De Wolf Secretary of the Board / Vice chair</p> <p>DOOT Partners Entrepreneur CPN Managing Partner</p>	 <p>Johan H. Andriessen Member</p> <p>PERO Owner and Chairman</p>	 <p>Janis Krievane Chair of JA Europe Board of Executives</p> <p>CEO JA Latvia</p>	 <p>Olivier Lazar Member</p> <p>Vice President Strategic Alliances, Project Management Institute</p>	 <p>Christophe Leclercq Member</p> <p>SpAxi.com Founder, Europe media & Fondation Euraxi</p>
 <p>Nikolaas Baeckelmans Member</p> <p>Ernst & Young Vice President / European Union Affairs</p>	 <p>Riccardo Barberis Member</p> <p>President of Northern Europe at ManpowerGroup</p>	 <p>Jeff Bullwinkel Member</p> <p>Microsoft Europe Associate General Counsel and Regional Director of Corporate, Legal & External Affairs</p>	 <p>Stefan Limpens Ex-Officio / Treasurer</p> <p>Deloitte Accountancy Associate</p>	 <p>Laurence Morvan Member</p> <p>Accenture Chief of Staff to CEO, Europe & CSR Office</p>	 <p>Lieve Moatrey Member</p> <p>CEO of Euroclear</p>
 <p>Grant S. Carson Member</p> <p>CS Division Executive - Global Head Turkey, Russia, Ukraine & Kazakhstan - EMEA, Select Travel Solutions</p>	 <p>Irene Carvella Micheli Member</p> <p>Angel Investor for start-ups</p>	 <p>Peter Daly Member</p> <p>AT&T Vice President, Customer Advisory</p>	 <p>Kees Roks Member</p> <p>Head of the European Strategy Business Innovation</p>	 <p>Anna di Silverio Member</p> <p>Avanade President Europe</p>	 <p>Shane M. Spyak Member</p> <p>Staff Vice President - EMEA Sales Delta Air Lines, Inc.</p>
 <p>Mike Peerick Member</p> <p>CEO & Founder of Alton</p>	 <p>Nuria Garcia Schwab Member</p> <p>BNP Deputy Head EMEA McLife</p>	 <p>Leonique van Houwelingen Member</p> <p>BNP Mellon CEO of BNP Mellon European bank</p>	 <p>Julie Linn Teigland Member</p> <p>EY EMEA Area Managing Partner and EY Global Leader - Women, Post COVID</p>	 <p>Salvatore Nigro Ex-Officio</p> <p>JA Europe CEO</p>	
 <p>Henk Hulaman Member</p> <p>WPG Group Head of Public and Government Affairs</p>	 <p>Helena Jansson Member</p> <p>Pedigo Express Senior Vice President France - International</p>	 <p>Maximilian Koch Member</p> <p>JA Alumni Europe President</p>			

JA Europe Team



Salvatore Nigro
CEO



Diana Filip
Deputy CEO &
Chief
Development
Officer



**Kristina
Velkovska**
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
Delophont**
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





This Is JA Europe

www.jaeurope.org

