

*Pushing the boundaries,
creating opportunities.*



ANNUAL
REPORT

2024



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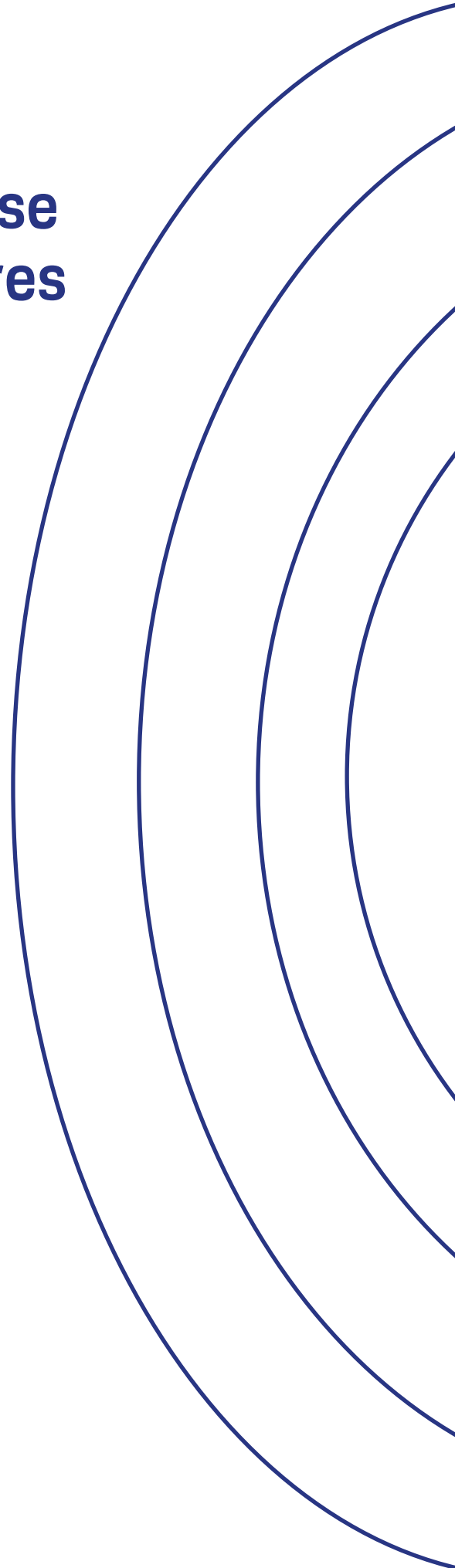


Lessons learned and vision for 2025

SUMMARY

An Introduction to Job Booster Chad Enterprise and Its 2024 Key Figures

01



Job Booster Chad Entreprise, an innovative and caring social enterprise focused on impact.



Job Booster Chad Entreprise is a social, innovative, and impact-driven organization committed to fostering economic and industrial development in Chad. As a subsidiary of Job Booster Netherlands, the enterprise operates under Chadian law, with a mission to enhance young people's access to employment and self-employment opportunities.

Aligned with the Chadian government's «Vision 2030 – The Chad We Want,» Job Booster Chad aims to improve the employability and productivity of young men and women, thereby contributing to national stability, security, and socio-economic development.

Through tailored programs, technical and entrepreneurial training, and strategic partnerships, the enterprise plays a pivotal role in advancing youth and women's professional integration and entrepreneurship. In 2024, Job Booster Chad facilitated internship placements for first-time job seekers, supported young agripreneurs in scaling their businesses, and reinforced local economic initiatives through the Booster Impact Fund.

Additionally, its commitment to structuring agricultural value chains and fostering a dynamic entrepreneurial ecosystem continues to drive significant transformation in Chad's economic landscape.

► Our key figures

1 Employment support



Support for entrepreneurship **2**

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**A Word from
the Manager**

02

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2024: Turning challenges into opportunities

The year 2024 has been one of challenges, lessons, and, above all, victories. Every project, collaboration, and success this year has been a testament to one thing: the collective energy we have harnessed to turn ideas into action and actions into impact.

At Job Booster Chad Enterprise, we firmly believe that when a young person finds their path, a family breathes easier, a community grows, and a country moves forward. This year, we have seen that belief come to life once again. We have witnessed young women, agripreneurs, and interns take charge of their futures with the same boldness and determination that we bring to building our programs.

From the Koskilna Landscape Coalition to the expansion of our training programs and the launch of Chad's first-ever impact investment initiative—the Booster Impact Fund—we have pushed the boundaries of what once seemed possible. And this is only the beginning. Our mission goes beyond job creation; we are building generations of problem solvers and change-makers.

I am profoundly grateful to my dynamic, resilient, and passionate team, as well as to our partners, without whom none of this would be possible. Together, we are not just meeting needs—we are shaping a new narrative for entrepreneurship in Chad: one that is more inclusive, sustainable, and ambitious.

The future holds immense promise—green jobs, digital innovation, and the transformation of rural economies. And we will be there, at the heart of every step forward, amplifying our impact.

This is not just another year coming to a close; it is a momentum that continues to build. To our grantees, partners, and colleagues—you are the true architects of this success, and I am honored to walk this journey with you.

Together, let's keep breaking barriers and dreaming bigger.



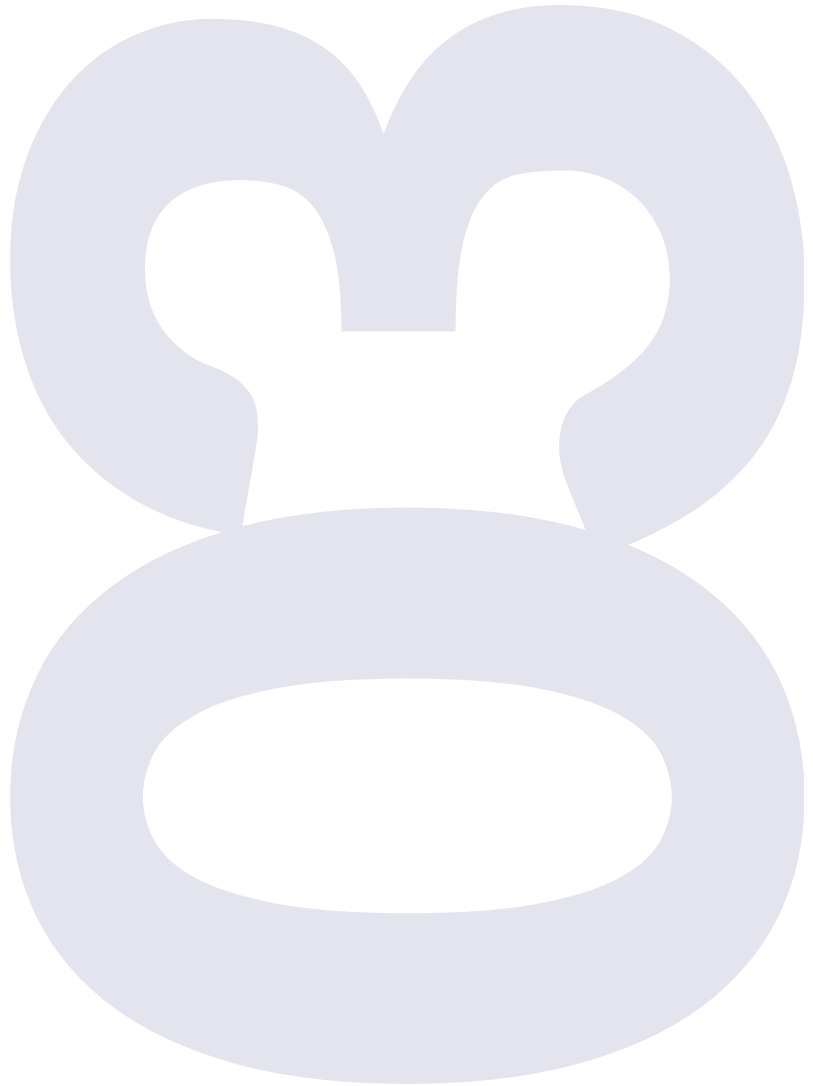
Ndolenodji Hyacinthe
Manager, Job Booster Chad





**Support for
entrepreneurship**

03



Job Booster Chad Enterprise (JBC-E) provides entrepreneurship support through three strategic and complementary initiatives that reinforce each other to maximize impact on entrepreneurs and rural communities in Chad:

Agri Job Booster Chad (AJB-C) Project: Led by Woord en Daad in collaboration with JBC-E, ANADER, CRIPT, and N-Bio Solutions, this initiative aims to create 3,000 decent jobs within the market gardening and poultry farming value chains, primarily in the Logone Occidental and Tandjilé regions. Co-financed by RVO, this five-year project will conclude in 2025. JBC-E plays a key role in training young agripreneurs and supporting them in business management to ensure the sustainability and growth of their activities.



Improving Rural Services through Agribusiness Development : This initiative is part of the Koskilna Landscape Coalition, led by IDH alongside 20 organizations from the private, public, and civil society sectors. It integrates three key pillars—Production, Protection, and Inclusion—to enhance agricultural productivity, diversify income sources through local product processing, and promote sustainable agricultural practices that reduce environmental impact. JBC-E is implementing this initiative in Gounou-Gaya (Mayo-Kebbi East) and Doba (Logone Oriental), providing training, technical, and financial support to entrepreneurs for sustainable rural development.

Training and Coaching Services : JBC-E collaborates with local actors to deliver training tailored to entrepreneurs' needs. For example, in partnership with ONAPE and with technical support from the International Labour Organization (ILO) in Chad, JBC-E has provided entrepreneurship training using the «Start and Improve Your Business» (SIYB) tool. These programs offer targeted, locally adapted support to enhance entrepreneurs' skills.

Booster Impact Fund (BIF) : Designed and implemented by JBC-E, the BIF is an innovative financial mechanism that addresses financing challenges faced by micro and small enterprises. By providing accessible financial solutions—such as loans and equity investments—it helps businesses overcome the rigid conditions imposed by traditional banking institutions. This initiative strengthens financial resilience and promotes business growth.



Activities and achievements

Selection and structuring of entrepreneurs

- ▶ Entrepreneurs were selected based on rural-appropriate criteria and grouped by sector and locality to foster collaboration and collective project implementation.
- ▶ This approach strengthened producer networks and facilitated resource-sharing.

Training and development of entrepreneurial skills

- ▶ 1,300+ rural entrepreneurs received training and coaching in financial resource management, strategic planning, agricultural diversification, and local product processing.
- ▶ 70%+ of beneficiaries adopted natural biopesticides, reducing harmful chemical use while improving productivity.
- ▶ Support programs enabled the expansion of cultivated land from 88 hectares to 124.5 hectares (+36.5 ha) and growth in livestock activities (+15 large ruminants, +26 small ruminants, +152 poultry) in Gounou-Gaya and Doba.

Networking and stakeholder engagement

- ▶ Networking workshops connected entrepreneurs with local financial institutions, government authorities, and service and input providers.
- ▶ Six community savings groups were established, increasing their collective savings from 300,000 CFA francs to 2,491,000 CFA francs in Gounou-Gaya.

Financial support and project monitoring

- ▶ The Booster Impact Fund (BIF) approved 09 financing applications, benefiting 26 entrepreneurs, including five women. Disbursements are scheduled for early 2025.
- ▶ Technical monitoring ensured that funded projects remained on track for success.

Job creation and sustainability

- ▶ The various support programs contributed to the creation and maintenance of 1,400+ direct and indirect jobs, both seasonal and permanent, strengthening livelihoods and stabilizing family incomes.

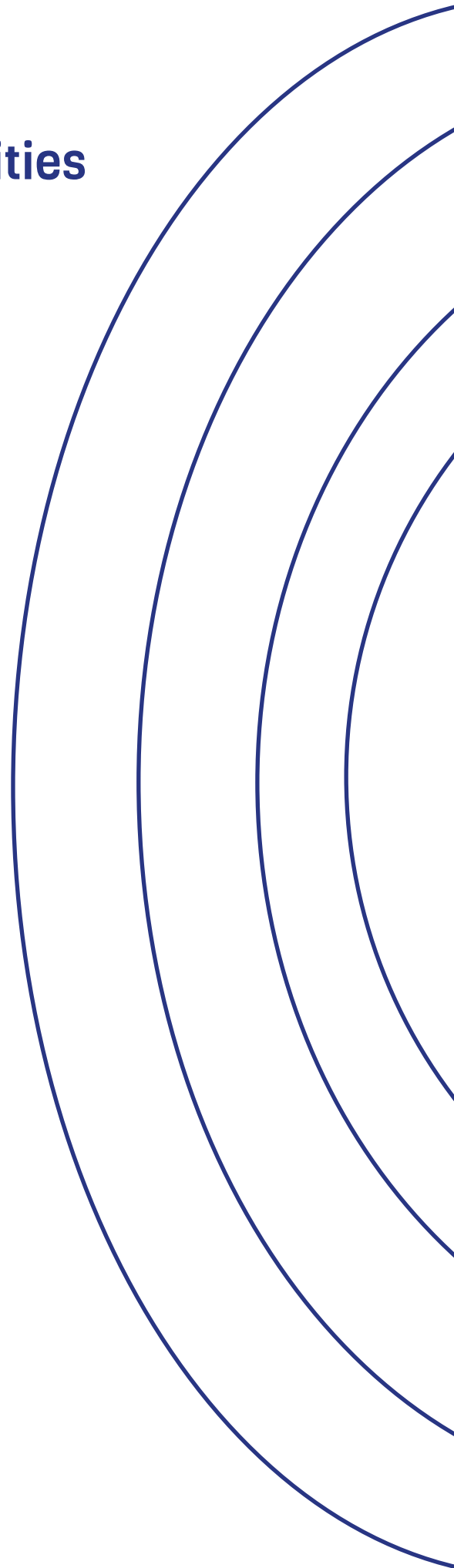
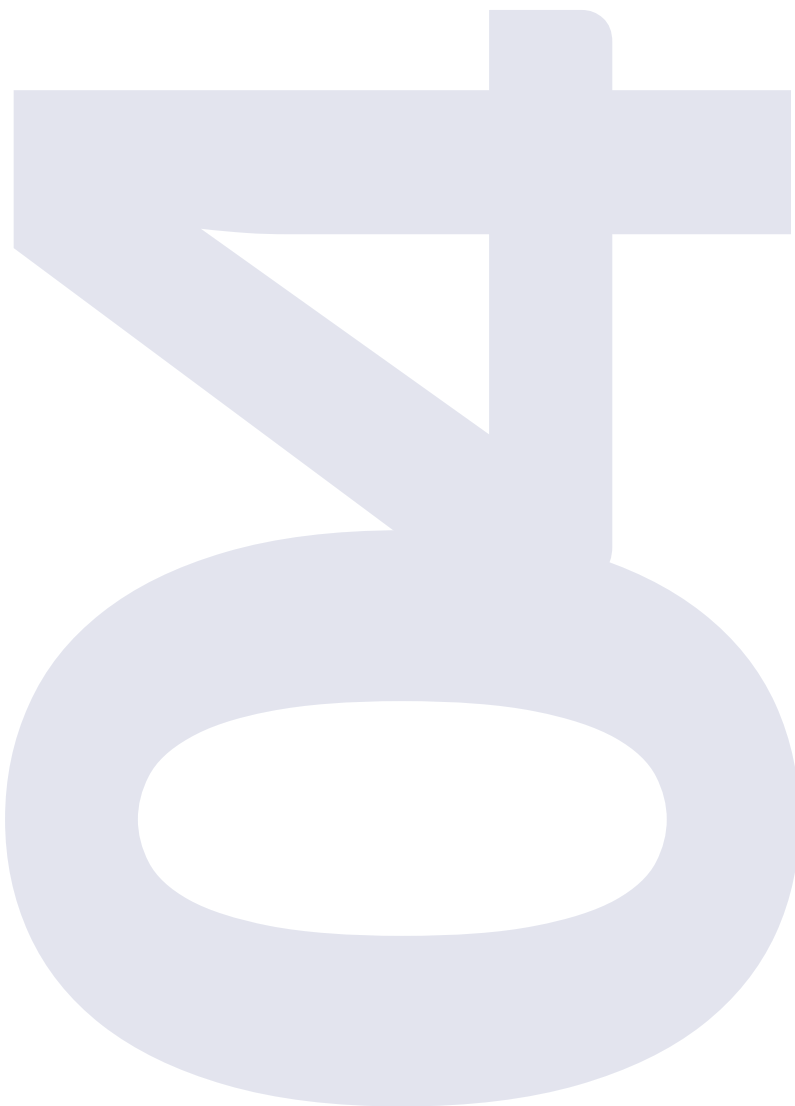
Increased female participation

- ▶ 38% of training participants were women.
- ▶ 19% of funded entrepreneurs were women, enhancing their role in local value chains.



**Connecting Job Opportunities
and Job Seekers**

04





« Youth Towards Sustainable Employment » Project

In 2024, the « Youth Towards Sustainable Employment » (JED) Project was Job Booster Chad Enterprise's flagship initiative for bridging the gap between job seekers and employment opportunities. Led by ESSOR and implemented by JBC-E through an intellectual service contract, this project aligns with Chad's Vision 2030 and seeks to transform vulnerable youth (ages 18-35) into key contributors to socio-economic development. Over three years, it aims to facilitate the professional integration of 150 first-time job seekers through paid internships, providing them with practical experience to enhance employability.

This initiative helps address the mismatch between academic training and labour market needs, while also reducing the prevalence of informal employment. Beyond JED, JBC-E has supported select youth through individual coaching, enabling them to secure job opportunities. Additionally, some local companies have received tailored support in recruiting key profiles outside of the JED framework.



Activities and achievements

Selection and Placement of Interns

- ▶ Job seekers were selected based on partner companies' needs.
- ▶ Briefing sessions prepared interns for their roles, optimizing their workplace integration.
- ▶ 59 interns were placed in 12 partner organizations, 28.8% of whom were women.
- ▶ 13 interns secured permanent jobs in 2024, including six women.
- ▶ Two job seekers were directly connected to employment contracts.



Training and coaching for employability

- ▶ Sessions covered CV writing, interview preparation, and adapting to job opportunities.
- ▶ Individual coaching helped participants enhance their professional skills and workplace readiness.
- ▶ 177 young people received training and career coaching to strengthen their employability.



Raising awareness among employers

- ▶ Meetings with company leaders emphasized the value of internships as a strategic workforce development tool.
- ▶ Employers were encouraged to adopt best practices that

facilitate interns' transition into full-time roles.

- ▶ 12 partner organization leaders participated in sensitization sessions, leading to improved internship quality and better opportunities for young people.





KHIDIME SPACE

05

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KHIDIME SPACE is a modern and dynamic coworking environment, providing a flexible and cost-effective alternative to traditional office spaces. Located in a quiet and accessible area, it serves entrepreneurs,

freelancers, startups, students, and job seekers. By offering critical infrastructure and fostering a collaborative community, KHIDIME SPACE has become a go-to hub for young professionals in N'Djamena.



▶ Key activities and achievements in 2024

Development and Provision of Tailored Services

- ▶ **Standard workspaces**
12 desks equipped with high-speed internet for research and project management.
- ▶ **VIP areas**
4 dedicated workstations and 2 private offices for a premium experience.
- ▶ **Meeting room**
Fully equipped for up to 15 participants, suitable for workshops, strategic meetings, and training sessions.
- ▶ **Additional amenities**
Reliable electricity, high-speed internet, and complimentary coffee to enhance productivity.

Community engagement and development

A vibrant community of 60+ members, including

- ▶ **Freelancers & Consultants** : Leveraging structured environments for improved productivity.
- ▶ **Entrepreneurs** : Engaging in networking, idea exchange, and project management.
- ▶ **Job Seekers** : Accessing job search tools, career guidance, and networking opportunities.
- ▶ **Students** : Utilizing a quiet professional space for academic projects and online learning.

Around 20 members use the space regularly, helping to energise the community.



Usage Statistics (2024)

200

Annual visits recorded at standard space, reflecting regular use.

+400

Annual visits recorded to the VIP area, underlining a growing preference for premium services.

30

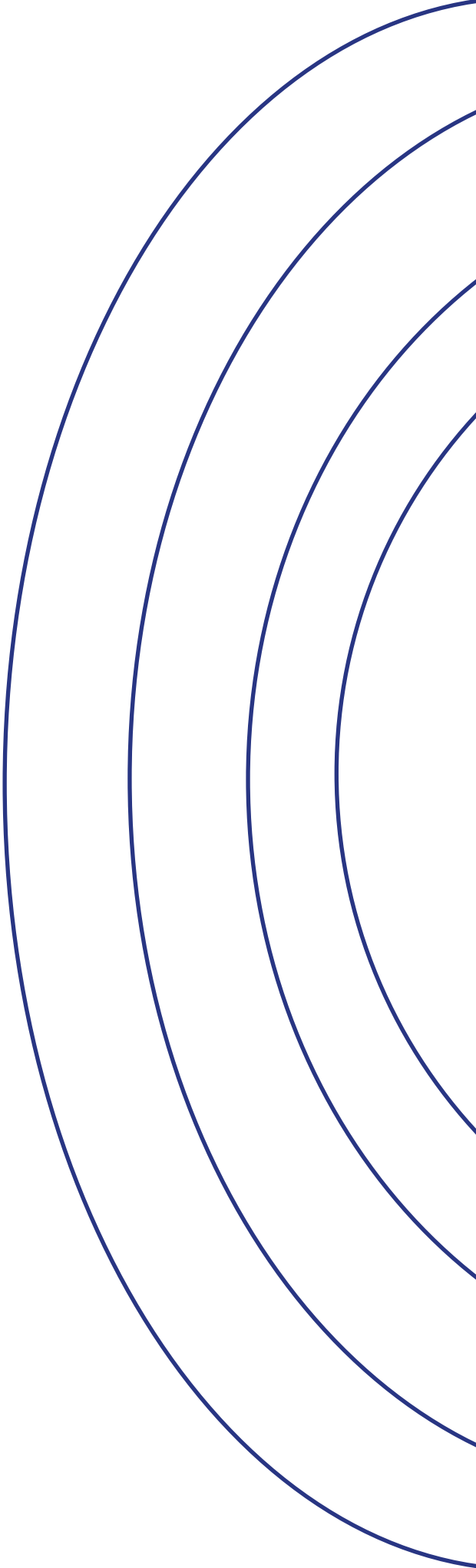
subscriptions, demonstrating the demand for flexible short-term solutions.

14

subscriptions, meeting the needs of users with ongoing requirements.

Other Services

06





In 2024, Job Booster Chad - Entreprise (JBC-E) broadened its scope of intervention through several missions and strategic contracts, responding to the diversified needs of its partners in sustainable agriculture, entrepreneurial development, and improving the

performance of small businesses. These initiatives have helped to consolidate JBC-E's efforts as a trusted partner for the private and public sectors and civil society organisations. Here are the key missions carried out and the results achieved.



► Koskilna Landscape Coalition

The Koskilna Landscape Coalition, a strategic multi-stakeholder pact supported at grassroots level by IDH and Cotontchad Société Nouvelle, is an essential instrument for sustainable development in the cotton-growing areas of Chad. Based on collaboration between the public and private sectors and civil society, it aims to establish a climate-resilient agricultural system, based on the three fundamental pillars of Production, Protection and Inclusion (PPI). In line with Chad's Vision 2030, the coalition integrates initiatives that promote sustainable productivity, natural resource management and socio-economic inclusion of rural communities.



JBC-E plays a central role as the coalition's Executive Secretariat. As such, JBC-E is responsible for the strategic coordination of activities, stakeholder engagement and monitoring the implementation of the objectives defined in the Koskilna Landscape Pact.

The year 2024 was devoted to structuring and coalition by setting up the governance bodies, adopting the governance charter, and finalising the signing of the Memorandum of Understanding (MoU) by the stakeholders. In 2025, the coalition will focus on implementing concrete activities on the ground to achieve the on the ground to achieve the set objectives.



activities and achievements

Governance and stakeholder engagement

Two workshops were held to define the strategic priorities and adopt the governance charter. This led to the MoU being signed by 21 organisations and the integration of four new members, guaranteeing greater cohesion and a shared commitment.

Monitoring and evaluating progress

A monitoring, reporting and verification (MRV) framework has been launched to assess results related to the PPI pillars, with the establishment of a results system to measure the impact of activities on climate resilience and economic inclusion.

Development of agricultural value chains

Thematic groups have been set up to structure and develop the shea and sesame value chains, facilitating the optimisation of production systems and access to markets.

Expanding local and international partnerships

The coalition raised its profile by taking part in forums such as World Cotton Day in Cotonou, and actively participated with a stand and as a panelist in the exhibition on climate financing, opening the door to partnership opportunities with players such as the UNDP and the British Embassy in Chad, the WFP, Swiss Cooperation and AFREXIMBANK.

Communication and resource mobilisation

A dynamic communications strategy has been put in place, accompanied by responses to four calls for proposals from institutional donors, two of which are still being evaluated, to ensure ongoing financial support.

► **Mission to train trainers in Climate-Smart Agriculture**



activities and achievements

In collaboration with the CTSN and the African Cotton Foundation (ACF), the aim of this mission is to train CTSN trainers and equip them to take their turn in training farmers to adopt climate-smart practices in response to the challenges of soil degradation and biodiversity loss in cotton-growing areas.

Training for technical agents and farm leaders

Agents took part in sessions combining theoretical learning and practical demonstrations in the field. The training covered techniques such as the use of organic compost, natural biopesticides and sustainable crop management.

102 technical agents and agricultural leaders trained, able to pass on their knowledge to local producers.

Adoption of sustainable practices

The training encouraged widespread adoption of the techniques taught, in particular the use of Bokashi compost and natural biopesticides, reducing dependence on costly and harmful chemical inputs. This adoption has contributed to better soil management and improved agricultural productivity.

Reduced use of chemical inputs through the adoption of natural biopesticide techniques.

Improved agricultural productivity thanks to enriched soils and optimised crop management.



► The Boissons Rafraîchissantes du Tchad (BDT) point-of-sale (POS) satisfaction survey

The Boissons Rafraîchissantes du Tchad (BDT) satisfaction survey, conducted by JBC-E, was carried out as part of a service contract aimed at improving the commercial performance of points of sale (POS) and optimising BDT logistics chains. The survey, covering 117

outlets between N'Djamena and Moundou, provided valuable data on the operational challenges faced by challenges, particularly in terms of stock management quality of service and customer satisfaction.



Effect of the survey

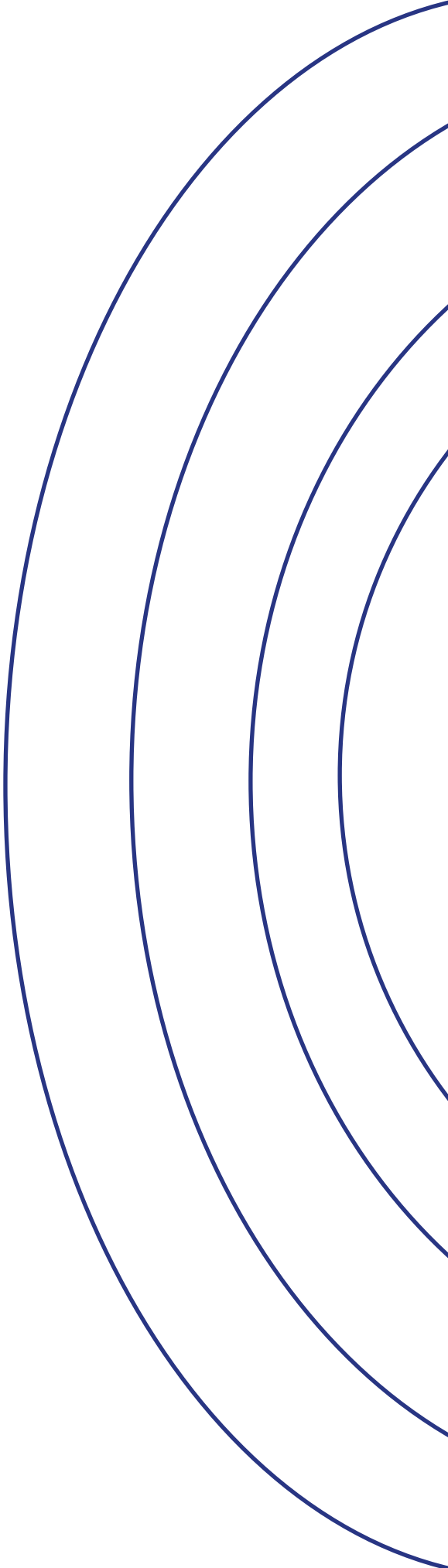
- Reducing stock shortages by optimising logistics chains supply chains and regular deliveries.
- Increased sales that have generated new local employment opportunities for POS teams.
- Training and practical advice provided by BDTs to POS managers, increasing their autonomy in managing management of stocks and deliveries.
- Stabilisation of managers' incomes, strengthening the economic security of families dependent on the POS.
- Improved satisfaction among commercial with greater support for BDTs.



**What they say about us
and our actions**

07

10





Djenoyom Félicité
Entrepreneur (Catering)

The support I received was incredibly beneficial and opened my eyes to many important aspects of my business. Thanks to the training, I was able to improve the hygiene standards of my premises and enhance the quality of my dishes. This led to more refined recipes and allowed me to establish tontine savings groups to better manage and increase my income. I sincerely thank Job Booster for their support and hope that these training sessions will continue to help me improve and grow my business.



Lissouna Ngassou Abel
Agripreneur

Before joining the Job Booster Chad Enterprise support program, I was farming on 2.5 hectares with modest yields. Thanks to their support, I was able to expand my cultivable land to 7 hectares and adopt sustainable farming practices. Today, with an estimated annual production of 200 bags of 100 kg, I can ensure food self-sufficiency and financial independence for my family. This support has not only increased my production but has also allowed me to achieve financial autonomy.





Djibersou Idriss

Participant of the Youth Towards Sustainable Employment Project

Thanks to Job Booster Chad Enterprise and its JED project, which focuses on young unemployed graduates in Chad, I was able to gain my first professional experience in a law firm. I feel extremely fortunate because all the support I received helped me grow both personally and professionally. At the end of my internship, I was offered a permanent position at the firm, and I am incredibly happy because my dream of becoming a lawyer is now coming true.

I would like to express my deepest gratitude to the dedicated, rigorous, and highly professional team that guided me through this journey and played a crucial role in promoting youth employment.



Nebeye Véronique Livestock breeder

The support from Job Booster Chad Enterprise allowed me to diagnose and treat my animals more effectively. With daily monitoring, I was able to prevent losses, and the training taught me the importance of maintaining an optimal male-to-female ratio for productive breeding. Starting with 8 goats, I have now expanded to 15 small ruminants. This newfound knowledge has completely transformed my livestock business.



DOBNEL Oline
Agri Job Booster Chad Client

The Agri Job Booster Chad project has significantly strengthened our skills. Before, we had little to no knowledge of good practices in market gardening. Thanks to the training we received, my sources of income have increased. For instance, my okra field alone now generates an average of 7,000 CFA francs per week, which has greatly helped me navigate through the lean seasons.

IDH
Partner

Collaborating with Job Booster Chad Enterprise has been an absolute pleasure. The quality of the services provided is exceptional, and the team stands out for its diligence and professionalism. Every interaction is seamless and enjoyable, thanks to a team that is enthusiastic, responsive, and exceptionally reliable.

We particularly appreciate their ability to understand our specific needs and respond to them with precision and efficiency. We are delighted to continue this successful partnership, confident that it will yield even greater results in the future.



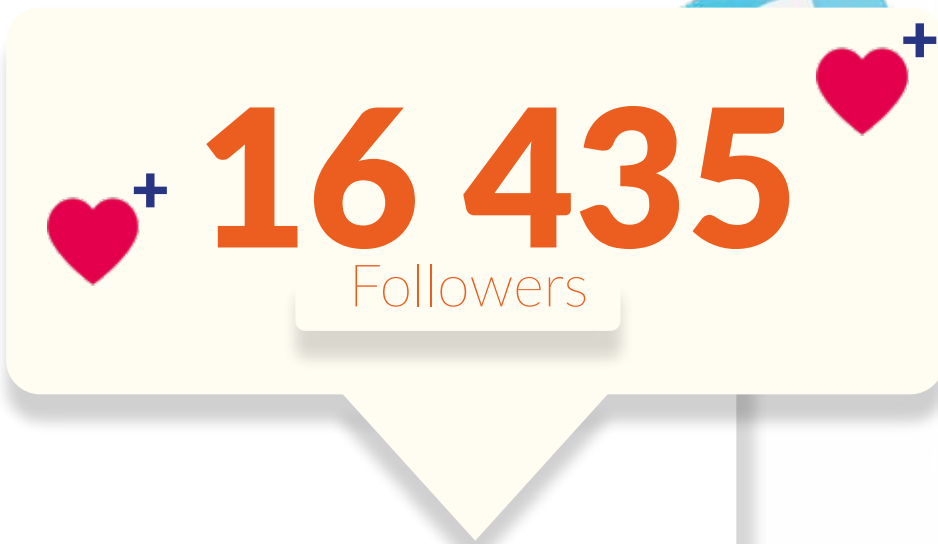
CRIPT
Partner

As part of the Youth Towards Sustainable Employment Project, we had the pleasure of welcoming eight interns across various fields. Their dynamism, adaptability, and competence brought immense value to our organization.

We particularly commend Job Booster Chad Enterprise's rigorous selection process and the emphasis on soft skills training for these young professionals. These elements have played a vital role in their smooth integration and effectiveness within our organization.

Overall, this has been an enriching and beneficial experience for our structure.

More and more people are joining us on our social media!



8.813



7.180



212



204



19



06





**Lessons learned
and vision for 2025**

08



► Lessons learned from 2024: A year of growth, resilience, and impact

The year 2024 pushed us to give our very best—to be resilient, to adapt, and, above all, to learn. Every challenge we faced and every success we celebrated reinforced a fundamental truth: progress is impossible without collaboration, and sustainable success cannot exist without inclusion. Here are the key takeaways from this transformative year:

1. The Power of strategic alliances :

This year, we witnessed the impact of strong partnerships, from the Koskilna Landscape Coalition to the Booster Impact Fund. One key lesson emerged—great achievements are never built alone. When local, national, and international actors unite, obstacles turn into opportunities.

2. Staying rooted in local realities :

Our interventions succeed when they align with the daily realities of our beneficiaries. By tailoring training and financing solutions to the specific needs of young agripreneurs, we saw first-hand that a localized, customized approach delivers results. This is not just a strategy ; it is our commitment.

3. Inclusion as a driver of social transformation :

The growing presence of women in agricultural value chains has been a defining success. With 38% of our training beneficiaries being women, we know we are moving in the right direction.

But we can do more. When women are empowered, they transform not just their own lives, but also their families and communities.

4. Training must lead to market opportunities :

Training without real-world opportunities is an empty promise. Through the « Youth Towards Sustainable Employment » (JED) project, we fine-tuned our approach to connecting trained youth with employers. The result? Internships turned into full-time jobs, and careers began to take off.

5. The strength of community networks :

Whether through community savings groups or entrepreneur networks, we saw the power of collective action. When people work together, they support each other, innovate, and grow. This dynamic will remain a core focus in the future.

6. The vital role of government engagement :

Engaging government institutions at the central level posed challenges, but working with local authorities proved highly effective in supporting our activities on the ground. **The lesson?** Local partnerships are crucial, but sustainable impact requires stronger collaboration with the central government from the outset.



► Vision for 2025: Ambition, Action, and Collective Energy

As we look ahead to 2025, we see limitless potential. The foundation is strong, but there are still many doors to open. This year will be about consolidating our achievements while venturing into new, transformative areas.

1. Making sustainability our core pillar : Green jobs are not just a trend; they are the future. In 2025, we will expand our agro-ecological initiatives, focusing on reducing chemical inputs and promoting local product processing. Our young agripreneurs will not just be producers—they will be stewards of the environment.

2. Accelerating the digital transition : Technology is not a luxury; it is an essential tool for progress. We will integrate digital solutions into our programs, offering online training and creating digital platforms that connect youth to economic opportunities. Our goal is to equip young people with the tools they need to thrive in a digital economy.

3. Expanding access to finance for entrepreneurs : Great ideas should not be limited by lack of funding. In 2025, we will enhance the Booster Impact Fund, introducing more flexible and accessible financing solutions, particularly for women and rural entrepreneurs. No one should be left behind in their entrepreneurial journey.

4. Strengthening women's participation : We have seen what women can achieve with the right support. Our goal for 2025 is clear: **at least 45% of our beneficiaries will be women.** This is not just a statistic—it is a strategic imperative for Chad's sustainable transformation.

5. Building stronger partnerships with the central government : To scale our impact, government engagement is crucial. In 2025, we will establish regular consultations with government authorities, involve them directly in project implementation, and develop structured collaboration frameworks. Strengthening this relationship will ensure that our initiatives achieve national reach and long-term sustainability.

6. Measuring what truly matters : Data is important, but human impact is what truly counts. Every job created, entrepreneur supported, and training delivered tells a story. In 2025, we will implement rigorous monitoring systems while also creating spaces for experience-sharing. Learning from both successes and failures will be key to improving our impact.



*Every job created, every entrepreneur supported brings
Chad closer to a more inclusive and sustainable future.*

Join us in this mission !



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