

TWEKEMBE ASSOCIATION CENTRE FOR RURAL SYSTEMS AND DEVELOPMENT (T.A-CRUSADE- UGANDA) - END OF PROJECT REPORT TO RHODES SCHOLARS' SOUTHERN AFRICA FORUM (RSSAF) - 2013



Implementing Partner	T.A- CRUSADE- UGANDA
Funding Partner	Rhodes Scholars' Southern Africa Forum (RSSAF)
Project name	Combating HIV Impact through Skills Empowerment for Self Employment
Project Start Date	20 th January, 2013
Project End Date	20 th December, 2013
Period covered in report	2 nd July, 2013 – 20 th December, 2013
Reported compiled by	Lutaaya Ronald, Executive Director

Specific Project Objectives

1. Training 120 Vulnerable Teen Mothers who wish to become Artisans with Tradable Vocational Skills in Computer Training, Knitting, Tailoring and Fashion Designing, Masonry, Welding & Metal Fabrication, Hair braiding, Weaving and Treatment for 10 months.
2. Concurrently train Illiterate Teen Mothers that are undergoing Vocational Training under this Project in both Financial and Functional Adult Literacy by

instructors with a special emphasis on new technologies such as the Internet, Email, Web Chat, Web Conferencing and In-house Satellite Training Programs are fast becoming effective tools in boosting Literacy levels for 10 months.

3. Empowering the 120 Beneficiaries who are receiving Vocational Training in Complementary Business Skills Courses, which will include Marketing, Operations, Cash Flow Management, Self-help Group Formation, Small Artisan Business Management and Basic Record Keeping for 5 months in addition to Mentorship and other supplementary services also help give program participants the skills necessary to start and successfully operate their own Business Enterprises for 5 months.

4. Attaching the 120 Beneficiaries who have received training to Master Trades Persons who own well equipped and functional workshops for Apprenticeships for 30 days each.

5. Enterprise support to 120 Beneficiaries who have benefited from the Training through Mentoring, connection to Partner Micro-finance Service Providers for low interest loans as well as linkages to identified current and emerging Markets

Project Activities

1. Training 120 new Artisans in the following trades:
 - Tailors/ knitters(x 40)
 - Welders (x 10)
 - Building and Concrete Practice (x 10)
 - Hairdressers (X60)
 - Computer Training is open to all
2. Support the 120 Graduates to take on apprentices.
3. Provide business/entrepreneurial training to the 120 trainees above for 5 months.
4. The 120 trainees will be attached to Master Artisans as Apprentices for 30 days.
5. Organise the new artisan graduates into the following groups/workshops:
 - Tailors x 8 (5 members)
 - Welders X 2 (5 members)
 - Builders X 2 (5 members)
 - Hairdressers X 12 (5 members)
6. Support trainees with business set up.

7. Monitor Graduates and provide feedback on impact of training.
8. Provide Periodical written feedback to RSSAF on the progress of the implementation of the project and the use of funds sent.
9. Hosting an Evaluation Team at the end of the project period.
10. Submit an end of project report.
11. Submit post project reports for 2 years

Activities carried out in the reporting period

The activities carried out in this reporting period (1st July – 20th December, 2013) included :-

1. Continuation of Vocational Skills Training Artisans in the following trades:
 - Tailors/ Knitters(x 40)
 - Welders (x 10)
 - Building and Concrete Practice (x 10)
 - Hairdressers (x60)
 - Computer Training is open to all
2. Supporting the 120 Graduates to take on apprentices.
3. Business/entrepreneurial training to the 120 trainees above for 5 months.
4. Attaching 120 trainees to Master Artisans for Apprenticeship.
5. Provide Periodical written feedback to RSSAF on the progress of the implementation of the project and the use of funds sent.
6. Submit an end of project report.

Please Activities that have not yet been carried out

The following activities have not been carried out during the project timeframe: -

- ✿ Organizing the new graduates into groups/workshops- This is meant to be a post project activity and it is still on course to be implemented.
- ✿ Holding Graduation Ceremony – This is a Post Project Activity.

Project Outcomes

The activities so far carried out in the project have had positive impact. The changes that have taken place as a result of the activities include but not limited to: -

- ✿ 120 previously vulnerable persons are entering the job market equipped with the required skills to compete favourably and spur meaningful all round Community development in the underserved project area
- ✿ With improved competencies, the community has witnessed quality goods and services produced and delivered by the Beneficiaries. These have included Hair dressing, Computer Applications, Construction works, Welding, Carpentry and Cloth making.
- ✿ Master Trades Persons appreciating the professionalism of the tutors who have handled the trainees with some suggesting to retain the apprentices
- ✿ An increasing number of community members have expressed interest in hiring for the services of the beneficiaries and many of them have gone a step further to appreciate the services rendered.
- ✿ Word has spread all around the project area and beyond that T.A-CRUSADE- UGANDA offers quality, affordable Tradable Skills Training and the number of inquiries about whether similar services would be offered in 2024 are ever multiplying

Key Project Successes

The key successes for this project include but not limited to:-

- ✿ Mobilizing and winning community support to implement the project
- ✿ Training 120 People in Vocational (Computer Training, Knitting, Tailoring and Fashion Designing, Masonry, Welding & Metal Fabrication, Hair braiding, Weaving and Treatment) and Micro-entrepreneurial skills that will enable them to secure formal employment or set up small business groups
- ✿ At least, 62 illiterate persons who joined the project can now read and write

- ✿ Turning 120 formerly Society's outcasts into respectable and skilled citizens that the community is now proud of
- ✿ Employing a competent team of tutors in an area where such technical persons are very rare and much on demand
- ✿ Largely, because of this project, T.A-CRUSADE- UGANDA is in final stages of securing an Assessment Centre, having submitted all the necessary paperwork after Officials from the Ministry of Education visited the facilitated and found serious training taking place
- ✿ With this project, there has come a sharp reduction in unwanted pregnancies and HIV/AIDS Infection and Re-infection due to clear emphasis accorded to Sexual and Reproductive Health Education and sensitization
- ✿ This project has fostered unity amongst the youth who had previously been so much divided as a result of Multi Party Politics

Unexpected Project Outcomes

While the primary objective of this project was to train 120 people in vocational and Micro-entrepreneurial skills, the following unexpected outcomes were realised:-

- ✿ T.A-CRUSADE Institute now has both a Soccer and Netball Team recruited from project beneficiaries that have competed in various tournaments
- ✿ Formation of school clubs like Scripture Union, Nkoba za Mbogo and more prominently a Drama and Music Club that stages shows in surrounding schools mainly promoting Vocational Skills Training.
- ✿ A new Community Based Organisation in the names of "Women initiative for Grassroots Women Advancement- WIGWA" has been formed and preparations for its formal registration are underway
- ✿ A new team of voluntary Marketers comprising of project beneficiaries is now doing promotional work to attract more paying students for sustainability purposes at the facility
- ✿ Some of the project beneficiaries are now utilizing the acquired vocational and business skills to train their peers in the community and this has led to the replication of project benefits
- ✿ With this project, T.A-CRUSADE- UGANDA's has emerged as a Local Champion in empowering Children, Youth and Women with the rights skills to counter poverty in the area.
- ✿ Now that the project has a sizable number of skilled graduates, it has started sourcing out for contracts to supply products and services within and outside the project area.

Lessons learned from this project

As an organisation, T.A-CRUSADE- UGANDA has learned important lessons during the course of project implementation and in some areas certain things need to be done differently if the project was to be repeated: -

- ❖ A sizable number of the Project beneficiaries are the poorest of the poor who in most cases have family responsibilities and this implies that they have to spare a good number of hours doing housework and also engage in income generating activities for the own and families' livelihood. These are Peasants who can't survive for a day without earning/working. Much as persons in this category have a strong desire to be part of such projects, there so many impediments to their active participation in the project. On many occasions, they have forcefully followed project time tables against their own will.
- ❖ In our project area, illiteracy is a crosscutting issue. A bigger percentage of the selected beneficiaries were illiterate and initially the preferred language of instruction had been English but management discovered that the beneficiaries couldn't understand or follow instructions. Integrating a Literacy Skills Training Component reduced on the impact of this challenge on project progress.
- ❖ Quality Vocational Skills Instructors are never cheap and most prefer to be paid in terms of hours not monthly and they tend not to respect employment contracts when they hook up short time but better paying contractual obligations. They feign sickness, death of relatives, etc to stay away from work and also with our salary scale; it is hard to retain them for a full day at the project. To make matters worse, persons with such skills in the project area are rare species and at the moment without prior proper planning irreplaceable. From the project, we have learned that, if this project is repeated, there is need for retaining some of the best students to deputize these Instructors in understudy roles as we groom and build their capacity to assume such roles in future.
- ❖ The beneficiary groups of persons have had a diversified portfolio of problems and challenges they face that have always been enveloped and disguised within the easy to see need for tradable skills training and these tend to slow down on their progress in training as well as missing important training sessions. Such challenges include but not limited to Sexual and Reproductive Health challenges, Gender Based Violence, excessive poverty in the households, illiteracy, family responsibilities, the resilient HIV/AIDS epidemic, hunger among others. T.A-CRUSADE- UGANDA has from this project learned that for such projects to succeed, there is need to do thoroughly needs assessment before project commencement as well as

integrating a wide range of parallel interventions to reduce on the impact of the identifies challenges and since there is no budget for such, the organisation plans to diversify its portfolio of services it offers in the community to encompass all identified challenges the youth and women face

- ✿ Recommending Graduates to Partner Microfinance Service Providers for low interest loans is not a viable approach that can be relied upon as the sole reason why these partners exist is to make profits out of their initiatives and most of them believe our graduates fall into what they refer to “High Risk Group of Potential Borrowers” and the few who are ready to do business with our graduates ask for unaffordable interest rates – If this project is to be repeated T.A-CRUSADE- UGANDA would at the project onset introduce the beneficiaries to the proven concept of Savings and Loans Associations to solve credit challenges when mobilizing for start up capital

Follow up to be done on the graduate groups

The aim of the project is to secure occupation and income. T.A-CRUSADE-UGANDA will follow up on the Graduates using a specifically designed form template that will be periodically updated during visits to their places of work for the purpose of finding out what kind of work our graduates do after leaving the project and how much income they have as compared with the income they had before undergoing the training.

Using the information on forms that will be generated from visiting the graduates' places of work/enterprises, T.A-CRUSADE- UGANDA will identify areas in which our graduates need assistance and the types of interventions will range from Linking Project Beneficiaries to Microfinance Institutions & Identified Markets, Business Diagnosis & Health Checks, Business Mentoring & Coaching

Budget Report

Item(s)	Quantity	Unit Cost (UK£)	Total Cost in UK£	Local Contribution in UK£	Funds received from RSSAF	Spent during this period	Remainder
Procurement of Computer Sets	5	130	750		750	Nil	Nil
Procurement of Sewing Machines	5	60	300		300	Nil	Nil
Procurement of Hair Driers	2	143	286		286	Nil	Nil
Procurement of Welding Machine	1	143	143		143	Nil	Nil
Administration and Subsistence Costs		Lump sum	300	300		250	Nil
Procurement of Training Materials	Lump sum	1383	1383	1383		0	Nil
Vocational Skills Tutors' Salaries	6 people X 10 months	25	1500	1500		1200	Nil
Entrepreneurship Tutors' Salaries	2 Persons X 5 months	25	250	250		250	Nil
Security Guard's Salary	1 person X 12 months	20	240	240		200	Nil
Transportation Costs	Lump sum	150	150	150		115	Nil
Electricity Bills	12 months	20	240	240		200	Nil
Water Bills	12 months	9	108	108		90	Nil

Monitoring & Evaluation		Lump sum	20	20		15	Nil
Follow up on Project Graduates		Lump sum	300	300		0	300
Writing and Submitting Periodical Reports to RSSAF	3 reports	10	30	30		20	Nil
Total Project Cost			6,000	£4521	£1479	2340	300

“Dear RSSAF, Nabbaale Community is so Thankful to you for the support!!!!!!”

T.A-CRUSADE- UGANDA

P.O BOX 2339, KAMPALA, UGANDA

EMAILS: twekembeassoc@yahoo.com

: info@ta-crusade-uganda.org

WEBSITE: www.ta-crusade-uganda.org

VISITING ADDRESS: Opposite World Redemption Church, Nakiwaate Village, Nabbaale Sub County, Mukono District, Uganda