



Wezesha
Impact

2019 ANNUAL PERFORMANCE REPORT



Founders' Statement

James Katumba S.

Co-founder & Executive Director
Acumen Fellow 2017

Solomon Kayiwa Mugambe

Co-founder & President
Africa Visionary Fellow 2018

Dear Partners, Friends and Well-wishers,

The youth we work with, like Sharon and the TVET club on page 12 and 13, inspire us to continue enabling young people to engage in productive employment.

2019 has been another big year for Wezesha Impact.

We grew our direct reach to 3,552 youth and refined our program strategy to prepare for scale. In addition, we focused on systems strengthening and building collaboration with players in the same niche to ensure support for rapid scale.

We succeeded because we worked as a team not only

with the Wezesha Impact team, Vocational Instructors, Community Mentor Fellows, but with the 1,365 out of school youth and 2,187 youth at 50 partner vocational schools.

Our collaboration with advisors and donors enabled us learn best practices and secure resources that facilitated our growth.

We hope that you continue to be inspired through this annual report. Thank you all for co-creating this impact.

James & Solomon
Co-founders -
Wezesha Impact

ABOUT WEZESHA IMPACT

Wezesha is a swahili word that means 'enable'.

Wezesha Impact is a FOR IMPACT organization that works to improve the employment outcomes of youth in Africa.

We do this by running an innovative and experiential program equipping out of school youth and youth enrolled in vocational training with entrepreneurship, employability and skills in civic engagement.

Our 10 year vision is to directly impact 100,000 youth and more broadly reach 400,000 across East Africa. We will do this by expanding our systemic approach to all the 650 vocational schools in Uganda and establishing learning units for out of school youth.

We believe youth are a promise!



Photo: out of school youth during a session.

Who we work with

Youth in vocational schools

We work to improve the Vocational education by providing life skills, entrepreneurship, work readiness and community engagement skills. This provides a practical experience for youth to start businesses and find jobs before they graduate.

Out of school youth

We deliver an alternative educational experience that build life skills, entrepreneurship, work readiness and community engagement skills for youth that left school before completing secondary education.

Alumni Engagement

We provide followup support to our graduates to enable them refine their business models, strengthen their business acumen, and access linkages through the Skills and Growth Lab program.

Why we do what we do



94%

Youth drop out of school before completing secondary education.

83%

of the unemployed are youth

50%

Youth are not using their vocational skills to earn money

Where we work



We work with youth in both rural and urban communities and Vocational schools.

Our work is spread in the central, Eastern and Northern Uganda. The districts include:Gulu, Omoro, Lira, Amolata, Dokolo, Kamapala, Mukono, Wakiso, Jinja, Iganga, Kamuli, Mayuge, Bugiri, Namutumba.

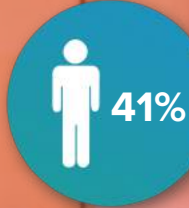
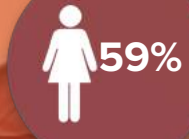
*In addition our work is continuously expanding in other regions through replication partners. In 2019, we worked with UCBUM - United for Children Burundi Bwuno Minsi from Burundi.

2019 PERFORMANCE HIGHLIGHTS

Vocational School Program

This is a one year program that targets youth enrolled in Vocational Training Institutes to build their skills for improved employment outcomes.

2,187 Youth enrolled



1,779 Youth Graduates

Completion rate **81%**

50 Partner Vocational Schools
50 Vocational Instructors

Activity Updates

- 600 + Learning labs delivered
- 200 + Instructor 1on1 meetings
- 150 community engagement activities
- 50 Group businesses formed
- 15 Days training for instructors



Photo: Youth from St. Monica Girls doing an energizer



Photo: Youth from COWA Centenary Vocational Training School in a session.

Vocational School Program 2019 Endline survey Outcome.

Life skills

over **79%** of the youth rated themselves above average in the different lifeskills that we seek them to improve.

Job readiness Skills

More than **96%** of the young people reported to be excellent at the job readiness skills we trained

Business Skills Acquisition

More than **98%** reported knowledge of generating a business idea and preparing a business plan.

Community engagement

93% of the youth reported having engaged in **2** community activities by endline.

Out of School Youth Program

This is a one year program that targets out of school youth in communities to build their skills for improved employment outcomes.

1,365 Youth enrolled



Completion rate **89%**

>96 Villages

32 Learning Units

8 Community Mentor Fellows

Activity Updates

5,102 Follow Up Visits

2,567 1on1 mentoring sessions

1,681 Home visits

578 Business visits

192 Employment visits

84 Group mentoring

32 Civic engagement activities conducted

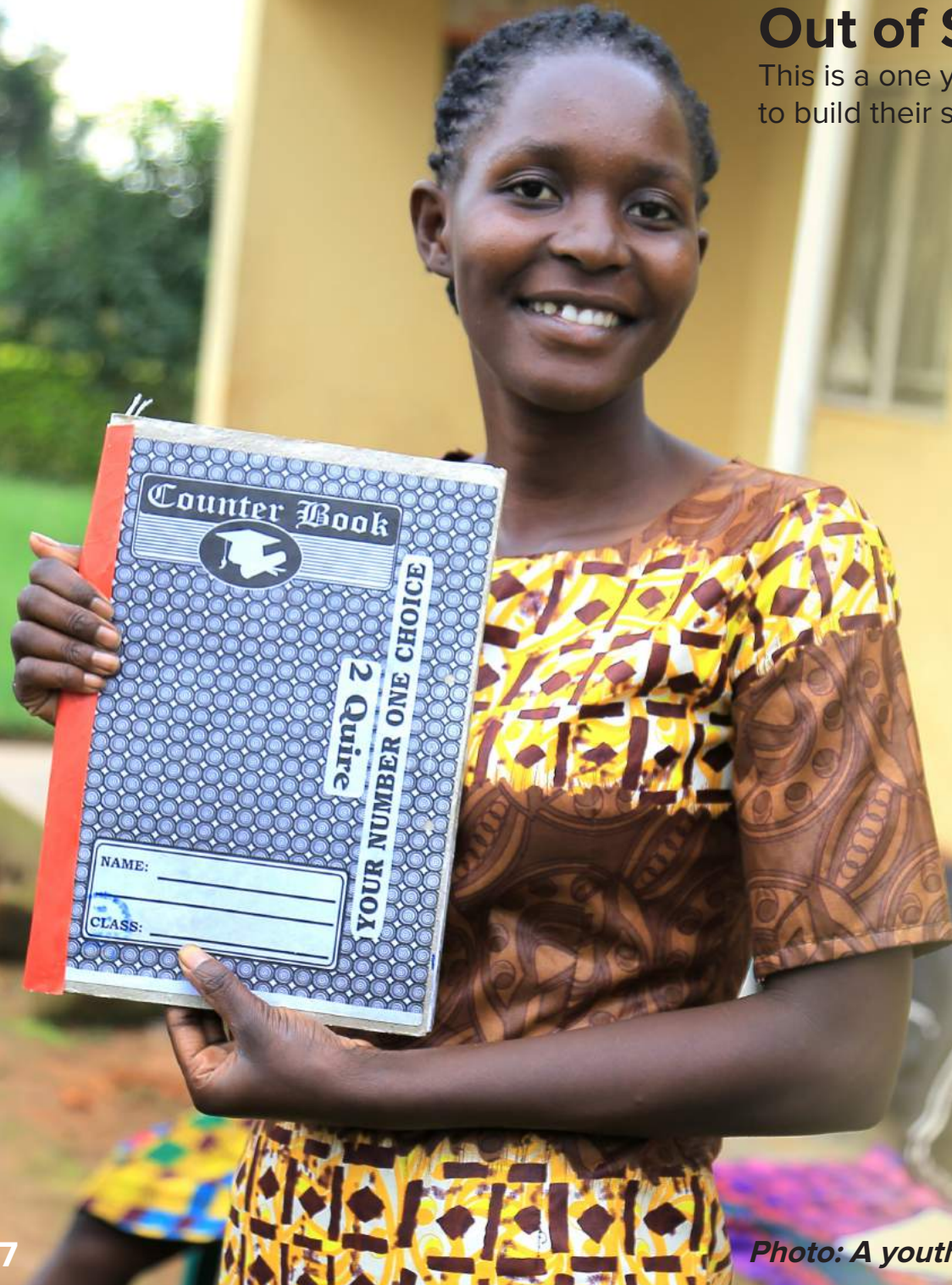


Photo: A youth displays a book she made during a session

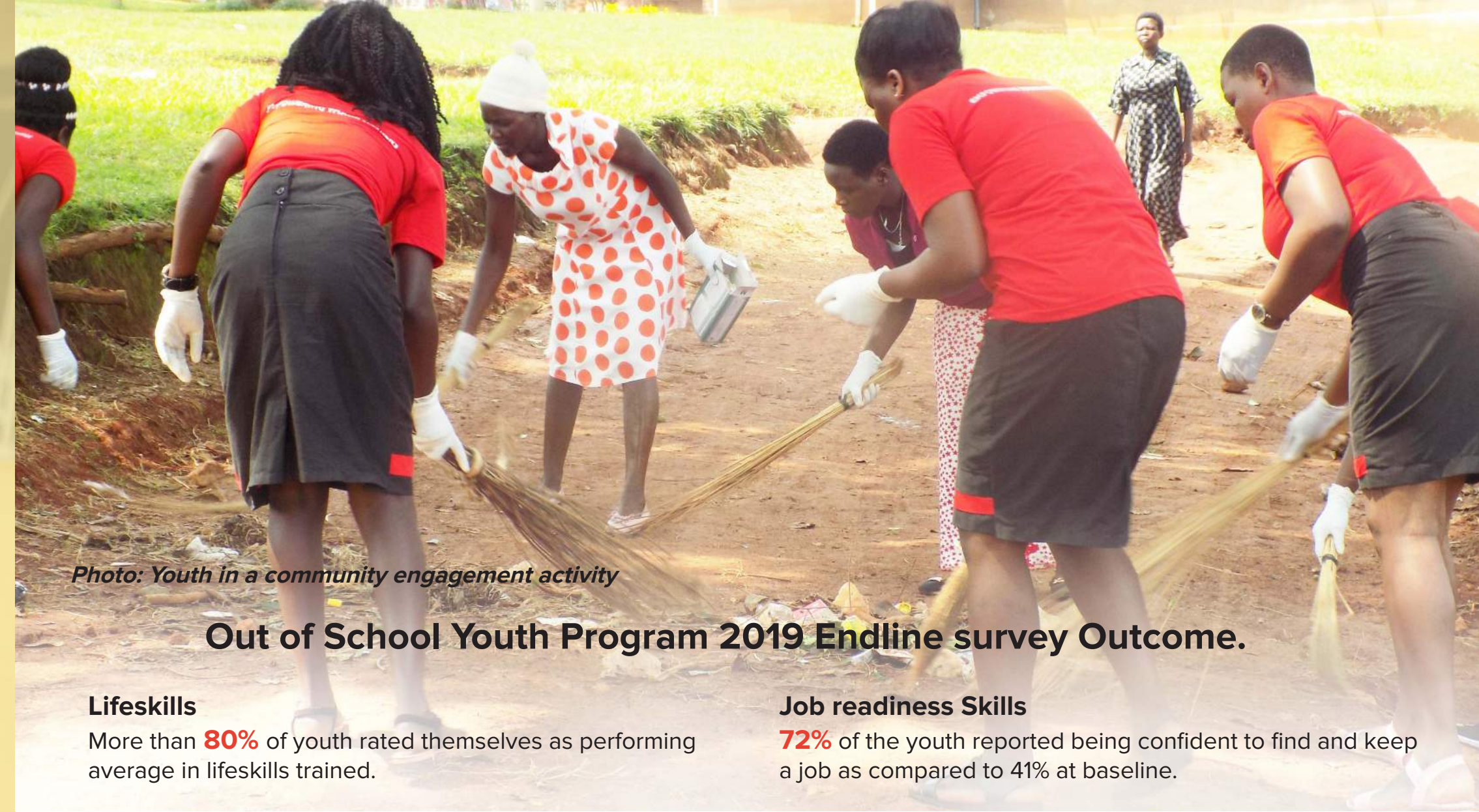


Photo: Youth in a community engagement activity

Out of School Youth Program 2019 Endline survey Outcome.

Lifeskills

More than **80%** of youth rated themselves as performing average in lifeskills trained.

Job readiness Skills

72% of the youth reported being confident to find and keep a job as compared to 41% at baseline.

Business Skills Acquisition

97% of the youth reported having gained skills in business opportunity identification skills at endline.

Community engagement

85% of the youth reported being involved in community activities

Alumni Engagement

As part of the Alumni support, we created a Growth and Skills lab program which is a one year program that engages the top 10% promising entrepreneur graduates through mentorship and linkages to strengthen their businesses and improve their employment outcomes. In addition, we engage other graduates through mentoring sessions, Youth Entrepreneurship Fellowship and make provision of linkages/opportunities.

280 1on1 mentoring sessions

25 linkages

2 Youth Entrepreneurship Fellowship conducted



Photo: Abdallah an alumnus earns a living from brick laying

*The Youth Entrepreneurship Fellowship is a one day event where alumni youth get together and share learnings and experiences with each other and receive motivation.

Other Highlights

- Conducted 2 replication trainings for 2 organisations that is Burundi with UCBUM and CEBUNAKI Association from Nakivaale Refugee Settlement.
- Conducted the annual 2019 Wezesha Awards Our youth participants showcased their enterprises and received awards
- Participated in Global Entrepreneurship week organised by Enterprise Uganda.
- Worked with a special group of 45 refugee youth in collaboration with UNHCR and Inter Aid Uganda,
- Participated in the Deloitte/ Youth Summit that focused on the sustainability of running impactful youth programs.
- Our co-founders participated in the Perennial Fellowship.

2019 Challenge

- Delay in feedback on MOUs from other implementing partner organisations.



Photo: A youth displays her products at the Wezesha Awards

VOICES FROM THE FIELD

TVET Entrepreneurship club

The BUWAS club is a group of 10 youth who have ventured in agribusiness while on the 'Wezesha Impact experience' from St. Joseph Vocational Institute a partner vocational school in

Eastern Uganda.

This fruitful journey started after attending a session on 'Generating a viable business Idea'. The group sought



for the cheapest resource around which was the school land that was redundant. With a capital investment of \$27 they started growing beetroot and Sukuma wiki vegetables. They have made \$122 profit from their business.

The group targets its community and school as markets from its produce. Their future plan is to train youth in their community at no cost, expand on their market and start exporting beetroot with value addition.

The group earned an additional capital of \$135 from Wezesha Impact after they emerged winners in the Wezesha Awards competitions.

They are grateful to the Wezesha Impact for the knowledge they have acquired.

Left : Some of the BUWAS club members harvesting Sukuma wiki from the garden

Rubangatwero poultry keeping & produce



Photo: Aryemo Sharon.

Aryemo Sharon a 25 year old young mother and housewife, shared that one of the reasons why she joined the 'Wezesha Impact out of school youth Program experience' was because she wanted to be self-reliant and provide for her children.

Sharon started the poultry and produce (dealing in cereals) business with the capital investment of \$100 from her savings with which she bought 50 chicks. During her out of school youth

experience, Sharon was able to start and grow her business given the skills acquired applying concepts like ideas generation, pricing, record keeping, marketing and customer care. Sharon has since grown her business to 300 birds expecting to earn a profit of \$759 given the orders she has received from buyers. In 2019, she was able to save as \$407 as profit from her business.

She however battles with challenges like fluctuation of prices, lack of

access to poultry feeds that affect the exotic breed of poultry she is rearing. Through the mentoring sessions with her out of school youth mentor, Sharon is able to brainstorm solutions which she implements to ensure great results in her business.

She aspires to expand the business and training more youth in the community for exponential empowerment.

Vocational School Instructors



Aluka Tonny: Akalo Comprehensive technical institute (Northern Uganda)

“What has motivated me as an instructor has been the vast opportunities of networking, capacity building trainings especially in pedagogy, youth empowerment in business start-ups and civic engagement.

This has promoted a good relationship with the community around, leadership skills, managerial skills, and socialization.

My prayer is that the program is extended to other instructors and students.

Long live WEZESHA IMPACT!” says Tonny.



Ekit Melisa: Negowa International Institute (Eastern Uganda)

“Being an instructor for the Vocational school program was an amazing start in 2019. I witnessed my students display their passions through starting and managing their businesses. All this has been triggered by Wezesha Impact,” says Melisa.

Community Mentor Fellow

Community Mentor fellows are young talented youth selected from within the community to work closely with the Program Facilitators to implement the Out of School youth program.

The one year fellow’s program enables the talented youth to gain experience in youth development works as they offer ongoing mentorship and support to the out of school youth in the community.

Meet Paul Ntale

Paul a Community Mentor Fellow from Central Uganda shared that he enjoys mentoring youth each time he has the opportunity. “I have gained a lot of experience through mentoring youth in my community and neighboring communities.

I believe I am a role model to some of the youth I work with so I should lead by example. This made me start my own small enterprise. How do I encourage a youth to start small business when myself a mentor I have nothing to show? I have also learned a lot with my fellow youth especially with the product making skills that Wezesha Impact coordinates in the different learning units.

As a fellow, part of my role is to look out for networking opportunities that can turn out to be linkages for the youth. I have grown my abilities in networking and met new influential people in my community, made new friends and linked youth to potential markets for their products. The most amazing part of my experience as a community mentor fellow is realizing that it’s our responsibility to create change in our communities”, says Paul.



Above: Paul Ntale

2019 PARTNERS

Funding Partners

Anonymous
Issroff Family Foundation
Komo Learning centres
Planet Wheeler Foundation
Peery Foundation
Segal Family Foundation
Social Initiatives
Tawingo Fund

501(c)(3) Fiscal Sponsor

One World Children's Fund

Capacity Building Partners

Acumen Fellows Program
Africa Visionary Fellowship
Opportunity Collaboration
Issroff Family Foundation
Perennial
Suddes Group – For Impact
UNESCO Chair-Lifelong Learning,
Youth & Work

Program Partners

Gulu Local Government
Inter Aid Uganda

Kawempe Youth Development
Association
Mukono Local Government
U Touch
UN-ILO: Get Ahead for Women in
Enterprise Program
UN-ILO: Start and Improve Your
Business Program

Replication partners

CEBUNAKI Association from Nakivaale
Settlement
UCBUM - United for Children Burundi
Bwuno Minsi



2019 FINANCES

Revenue	UGX	USD
Donations income	1,100,560,142	300,699
Other Income	50,869,635	13,899
Total Revenue	1,151,429,777	314,598

Expenses	UGX	USD
Programme expenses	1,058,540,910	289,219
Administrative expenses	83,305,493	22,761
Total Expenses	1,141,846,403	311,980

Current Assets	UGX	USD
Bank and cash balances	96,505,483	26,368
Total Assets	96,505,483	26,368

Equity and Liabilities	UGX	USD
Capital and reserves :		
Accumulated fund balance	9,583,374	2,618
Current liabilities:		
Unrealised income	86,922,109	23,749
Total Revenue	96,505,483	26,368

* 2019 Exchange Rate: 1USD : 3,660UGX

Board of Directors

Mrs. Doris Mitti
Communications Consultant -
CELA Consults Ltd.

Mrs. Irene Mutumba
Executive Director -
Private Education Development Network
Ashoka Fellow, social entrepreneur.

William Matovu
Country Director -
Heifer International Uganda.

Solomon Kayiwa Mugambe
Co-founder & President -
Wezesha Impact

James Katumba
Co-founder & Executive Director -
Wezesha Impact

Advisory Board

Mr. Antoine Chiquet
Co-founder-
Komo Learning Centres.
Global citizen.

Ms. Jacqueline Rotman
Founder/Board Chair -
Everybody Dance Now.

Mr. Joseph Quaderer
First Vice President and Private
Banker -
Morgan Stanley Private Bank New
York.

Mr. Samuel James Kibanga
Private development consultant.

Mr. Derick Nkajja
Chief Executive Officer-
Institute of Certified Public
Accountants of Uganda (ICPAU).

Ms. Alice Ndagire
Co-founder
Alibeth Consults.

Mr. V.F. Musoke Kibuuka
Retired Hon. Justice of the high court
of Uganda

Mr. Bernard Akol Otemor
Assistant Curriculum Specialist for
BTVET-
National Curriculum Development
center Kyambogo



2020 FOCUS

Here is what we are focusing on in 2020:

- ▶ Scale programs reach to impact 5,530 youth in Uganda. Invest in learning, adapting and proving causality
- ▶ Private sector engagement to increase linkages to jobs, markets & youth friendly finance.
- ▶ Attract talent and cultivate future leaders; Strengthen board engagement and pool of advisory specialists to accelerate impact.
- ▶ Develop new strategic plan for 2021 to 2023.



www.wezeshaimpact.org
contact@wezeshaimpact.org
P.O Box 28081, Kampala - Uganda