



**Wezesha**  
**Impact**



2020 Annual Report

# Together 'Tumewezesha' Youth Productive Employment in Africa!

*("Tumewezesha" means We Have Enabled)*

## Our Champions,

The year 2020 was a year out of this world, to say the least!

We could define it as the year of evolution towards us as an organisation embracing the 'New Normal'. This included innovating the implementation from in person to virtual implementation of the programme and remote work for staff due to COVID-19.

With this implementation approach we continue to be inspired by the many success stories that reflect the impact of our work. The success of youth like Zaitun Nakirya who started a Poultry business during the lock down continued to motivate us to do more (see full story on page 15))

Even amidst the pandemic, we directly worked with 2,035 youth (60% female) and worked with a special group of refugees across 60 partner vocational schools and 08 communities enabling them to engage in productive employment.

We are grateful to our team, our partners, donors

and friends.

Your collaboration, advice and donations have enabled us to learn best practices and secure resources that facilitated our growth even during the lockdown.

We hope that you continue to be inspired through the 2020 Annual report as you witness how you Championed with Wezesha Impact!

Thank you for taking on the journey of co-creating impact with us.



James Katumba & Solomon Kayiwa Mugambe  
Co-Founders -Wezesha Impact

# About Wezesha Impact

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

Wezesha Impact's programmes influence livelihood and youth economic opportunity.

## Purpose

To prepare youth to thrive socially and economically.

## Vision

Youth in Africa are fully engaged economically and socially.

## Mission

Skilling and supporting African youth to thrive as entrepreneurial job creators.

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.

*Photo: Youth show off their certificate of participation on the Wezesha Impact Experience.*





## Why we exist

Our intervention focuses on increasing the supply of jobs by increasing the capacity of youth led businesses to grow and thus employ more young people.

Our model is comprised of the three complimentary pillars of:

- Entrepreneurship education and skills development.

- Technical support for youth led businesses; and
- Facilitating linkages, networks and voices for youth led enterprises.

*Photo: Instructors and Principals during the Team building day in Northern Uganda before the lockdown.*

## Where we work



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 partners.

In 2020, we worked with Educate!, MULIA Foundation, Remnant Generation, Osobola Youth Empowerment Self-Help Initiative, CEBUNA and Fundi Women an initiative of V-Interiors.

## Who we work with

- Out of school youth
- Youth in Vocational schools
- Alumni

# 2020 in Numbers

## Vocational School Programme



1,319

Youth Enrolled



975

Youth Graduated



60

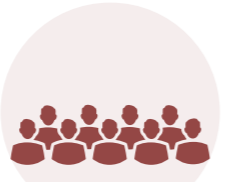
Partner Vocational Schools



60

Vocational School Instructors

## Out of School Youth Programme



656

Youth Enrolled



587

Youth Graduated



22

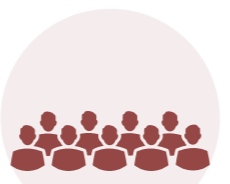
Learning Units



08

Community Mentor Fellows

## Skills & Growth Lab



60

Alumni Enrolled



43

Alumni Graduated



50

Alumni in Business



10

Alumni in Employment

*Photo: Meet Mary (not real name), a refugee linked to Fundi Women to learn carpentry and interior design skills.*

# 2020 Endline survey Outcome

## Job readiness skills

**99%** of the youth reported to having acquired job readiness skills that can help them acquire and secure a job.

## Business skills

**More than 85%** of the youth reported having acquired business skills that can help them improve their businesses

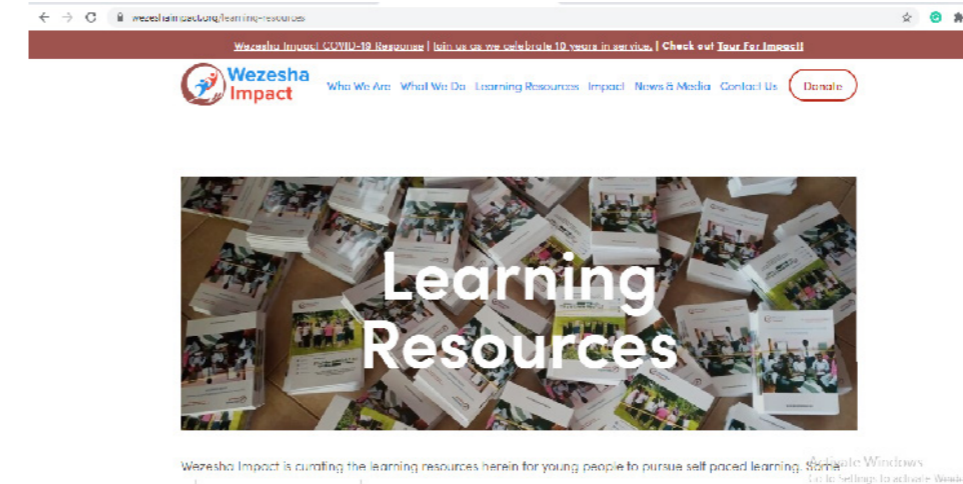
## Self Confidence

**Over 86%** of the youth reported to having confidence in achieving their future goals.

## Voluntary community participation

**75%** of the youth reported that they had participated in voluntary activities after being empowered.

# Our Implementation



Built an online learning resource page on the organisation website.



Aninfographics of a learning tip shared on the organisation social media platforms.



We streamed live on Facebook learning sessions.



Staff capacity building on how to use online platforms such as zoom and skype.

# 2020 Highlights

## Wezesha Awards

Wezesha Awards enable youth who have gone through the one-year-long Wezesha experience to showcase their work, compete, and learn from each other.

This year, we embraced technology and successfully hosted the awards virtually due to COVID-19.

Over 100 youth across the country participated in the Awards at different levels. Exceptional twelve (12) young entrepreneurs on the programme competed and exhibited their businesses virtually at the National awards.

*Photo: Meet Mary a youth from Sharing Youth Centre, a partner Vocational School in central Uganda. Mary runs a snack business when she is away from school. She sells pancakes snacks.*



WEZESHA AWARDS

## More Highlights

- We conducted the ever first virtual learning sessions for youth on the programme.
- We hosted a peer learning visit from Girl Up Initiative Uganda. enhanced their capacity to support young Entrepreneurs start and grow profitable businesses.
- Wezesha Impact conducted consultations on DIT non-formal skills certification that enabled 10 out of school youth acquire skills certification.
- We recruited the following positions: Head of Operations, Head of Partnerships and Head of Programmes.
- Built Partnerships with different organizations. These are **Educate!, MULIA Foundation, Remnant Generation, InterAid Uganda, Osobola Youth Empowerment Self-Help Initiative, CEBUNA and Fundi Women.**
- Nine (9) staff participated in the ILO Start and Improve Your Business training that

## Challenges

- Halting of direct field implementation as a result of COVID-19 prevention approaches.
- Limited access to youth due to limited access to basic and smartphone and unreliable telecommunication network. This affected virtual implementation using basic technology.

# Cross Cutting Issues

## Gender

We focus on working with young women and girls to enable them engage in productive employment.

**60%** of the youth enrolled on the Wezesha Impact programme are female.

In partnerships with **5** Female focused community based organisations, we customized the programme for young women. The organisations include: The Remnant Generation, Fundi Women, Kawempe Youth Development Association (KYDA), St. Monica Girls Tailoring School and St. Elizabeth Girls Home.

## Participation of Refugees

We aim to engage refugees as part of our participants.

**103** young refugees were enrolled onto the programme to gain Entrepreneurship and job readiness skills from Nakivaale Refugee Settlement and Osobola Youth Empowerment Self Help Initiative in Central Uganda.

## Civic Engagement

We support the youth to learn about their communities and be able to generate solutions to the challenges that arise in their communities.

*Photo: Meet Shamina from eastern Uganda making a living from vegetable farming. She grows vegetables such as cabbage, green pepper and tomatoes in sacks.*



# Youth Voices



## Wining in Poultry!

*In photo: Zaitun Nakiryia shows off a dummy cheque of the cash prize she won at the Wezesha Awards.*

Meet Zaitun Nakiryia a student from COWA Vocational Training Centre a partner vocational school.

Nakiryia is a poultry farmer dealing in meat production. She started the poultry-keeping business in September 2020 with 200 birds after enrolling on

the Wezesha Impact programme experience earlier in the year.

Nakiryia participated in the first virtual Wezesha Awards and emerged Best Entrepreneur of the year and won a cash prize of \$222.

When asked how she will utilize

the prize, Nakiryia said; “I am going to use this money to add to my poultry business. Currently, I have 300 birds but I want to add more. I am going to buy some modernized drinkers and more birds from the money that I have gained from the awards. This is a dream come true”.



## Growing Rich from Agriculture

*In photo: Some of the BUWA Club members weeding in their cabbage garden.*

Meet the Build Uganda with Agriculture (BUWA) Club from Eastern Uganda. The group that was formed in 2019 comprises 12 members. In March 2020, the group enrolled for the Skills and Growth lab. Members continued to receive mentorship in business growth and skills development.

The group focuses on growing vegetables such as Sukuma wiki, beetroot to earn a living. With this knowledge and mentorship, the group planned and invested in growing cabbages. The group raised a capital of \$183, rented a single room for an office at the sub-count, rented land, bought cabbage Seeds, purchased pesticides, and hired labour.

The group has successfully designed a work routine among themselves. They meet often to evaluate their progress. They also employ other youth in the community in the weeding and harvesting season. The group also opened up a bank account where currently, they have saved \$100.



## The Poultry Farm Start-Up Opportunity.

*In photo: Zaitun Nakirya shows off a dummy cheque of the cash prize she won at the Wezesha Awards.*

A group of 10 youth from local communities in Central Uganda were linked to Asiima Agriconcern Farm to learn poultry skills and later be able to start small farms of their own.

The training took 4 weeks and by end of it, they had learnt

different poultry skills like vaccination, brooding management, recordkeeping, debeaking, feed mixing and routine management (feed intervals, water intervals and picking eggs intervals).

These youth have engaged in

DIT certification which was a success. Four (4) of the youth were retained at the Asiima Agriconcern Farm for employment contracts. All youth were excited, and they will practice the skills at the farm.



## Girls for Carpentry!

*In photo: Young girls show off the stools they made while in training at Fundi Women.*

We partnered with Fundi Women, an initiative of V-Interiors that empowers women to become carpenters to bring economic empowerment and gender equality in an industry that is male-dominated.

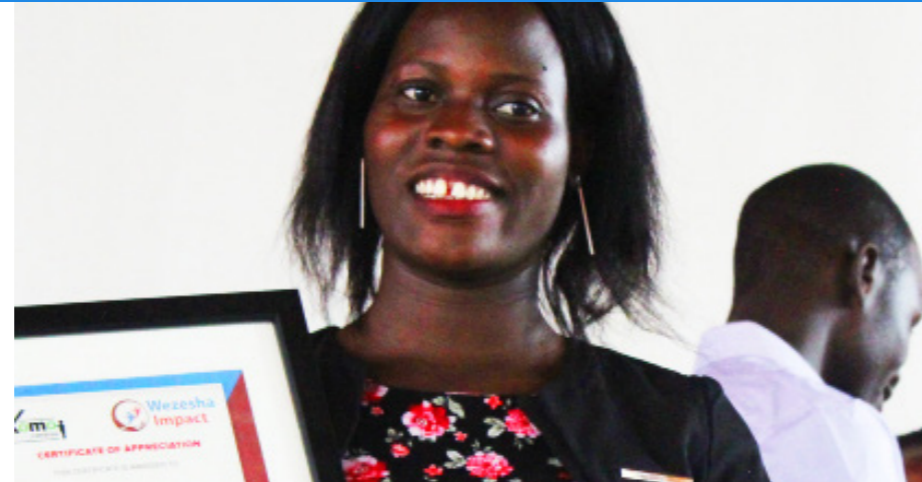
We are excited to have linked

Four (4) female youth to Fundi Women for a practical learning experience where they developed a sound knowledge of the tools, materials and building methods used in carpentry and interior design.

From this amazing partnership,

Wezesha Impact enrolled and graduated off 20 young female carpenters in Entrepreneurship and Employability skills.

## Mentor's Testimony



Mentor Catherine, Community Mentor Fellow - Central Uganda

"It is a personal fulfilment to hear a youth testify to starting an enterprise from nothing and boasts that it was me that encouraged and helped them take the first steps.

Despite the far distances we take to reach the youth, I love the fact that 70% of my youth were engaged in productive employment. after the mentorship provided."

Mentor Maureen, Community Mentor Fellow - Northern Uganda

"One of the challenges I first experience was a family problem that arose from a youth attending the learning sessions. Fortunately, I intervened and the youth returned to the sessions.

From this experience, my personality greatly changed from shy and quiet to brave and outspoken at home and in my community.

Also, the youth have always challenged me with the amazing businesses they start while on the program. This has grown my passion for business."

## 2021 Snippet

Scale programs reach **3,600** youth in formal and non-formal vocational schools.

Strengthen the linkages and technical support intervention to positively impact **1,410** youth and youth led enterprises.

Develop a model for accelerated geographic expansion and scaling.

**Photo: Staff participate in an energizer during a break out session**



# 2020 Financial Summary

Revenue		
Item	UGX	USD
Donations Income	1,451,696,400	403,249
Local Community Contributions	126,324,000	35,090

# 2021 & 2022 Financial Resources

Revenue				
Item	2021		2022	
	UGX	USD	UGX	USD
Donations Income	1,869,300,000	519,250	1,437,750,000	399,375
Local Community Contributions	126,324,000	35,090	126,324,000	35,090

\*Exchange rate 1Usd-3600ugx

\*Not Audited

# 2020 Partners

## Funding Partners

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

## Programme Partners

Government of Uganda  
 Educate!  
 MULIA Foundation  
 Remnant Generation  
 Osobola Youth Empowerment Self-Help Initiative  
 CEBUNA  
 Fundi Women  
 U Touch  
 UN-ILO: Get Ahead for Women in Enterprise Program  
 UN-ILO: Start and Improve Your

## 501(c)(3) Fiscal Sponsor

One World Children’s Fund

‘Thank you for your continued, faithful support to Wezesha Impact’



## Board of Directors

### Ms. Doris Mitti

Director for Fundraising and Partnerships - The Remnant Generation.  
Communications Consultant - CELA Consults Ltd.

### Mr. William Matovu

Country Director - Heifer International Uganda.

### Mrs. Irene Mutumba

Executive Director Private Education Development Network  
Ashoka Fellow, social entrepreneur.

### Mr. Mathew French

Executive Director of Komo Learning Centres,

### Mr. James Katumba

Co-founder & Managing Director Wezesha Impact

### Mr. Solomon Kayiwa Mugambe

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. Samuel James Kibanga

Private development consultant.

### Mr. Joseph Quaderer

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

### Mr. Derick Nkajja

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

### Ms. Alice Ndagire

Co-founder Alibeth Consults.

### Mr. Bernard Akol Otemor

Assistant Curriculum Specialist for BTVET- National Curriculum Development center Kyambogo



## Welcome to the Team:

**Christien Nantongo,**  
Head of Programmes

**Juliet Kyaattona**  
Head of Operations

## In Numbers

**Staff**  
Male 33%  
Female 67%  
**Total 18**

**Vocational school Instructors**  
Male 68%

Female 32%  
**Total: 60**

**Community Mentor Fellows**  
Male 50%  
Female 50%  
**Total 8**



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