

SKILLS LINK UGANDA



PROJECT PROGRESSIVE REPORT APRIL – JUNE 2019



*Meet Gift Docus
A Hairdresser trainee
She is determined to
make her family better.
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Project Progress Report

Organisation	SKILLS LINK UGANDA		
Project name	Skills link Uganda Vocational, micro entrepreneurship And Life Skills Training Project for 2019		
Project start	7/01/2019	Project end	13 th /12 /2019
Period covered in report	APRIL – JUNE 2019		
Input of all implementation staff.	NAME	POSITION	
	Ms. Mukasa Betty	Projects officer	
	Ms. Justine Naluyinda	Tailoring Instructor	
	Ms. Babirye Suzan	Hairdressing Instructor	
	Ms. Nalwoga Aisha	Catering Instructor	
	Ms. Nankabirwa Prossy	Entrepreneurship / Life Skills Instructor	
Report Compiled by	Mr. Lukwago Godfrey	Programmes Director	

Project activities
<p>Activity 1 To identify beneficiaries (Youths and women) to attend vocational training at SKILLS LINK UGANDA Training Centre.</p> <p>I am happy to report that 126 beneficiaries (youths and women) were identified and out of this number, 109 are still participating in this training project. Hairdressing (36), Fashion designing (34), Computer Applications (27) and Catering (12)</p>
<p>Activity 2. To provide entrepreneurship and small business management training to all the beneficiaries.</p> <p>The training programme is compulsory to all participants. It was started in May and is expected to be completed in September 2019. Since the beneficiaries are expected to start business setups after their training, like sewing shops, hairdressing salons etc., we realized that it was important to equip them with some basic knowledge on entrepreneurship skills and small business management to enable them manage their business setups more efficiently.</p> <p>Course contents; Enhanced livelihood – Entrepreneurship skills</p> <ul style="list-style-type: none"> • Definitions • How to become an entrepreneur • Types of businesses • Development of business ideas • Market research / analysis • Marketing • Costing • Sources of funding / Micro Credit • Saving • Commercial forms of organization • Business plan development • Business start-up process • Human resources management • Customer care • Communication skills

<p>Strategic Planning</p> <ul style="list-style-type: none"> ➤ Strategic management ➤ Vision ➤ Choosing a strategy ➤ Goals and objectives ➤ Indicators ➤ Work plan ➤ Measuring success
<p>Activity 3. To provide life skills training to all the beneficiaries.</p> <p>This training programme is compulsory to all the participants. It was started in May and is expected to be completed in September 2019.</p> <p>The programme is intended to enable young girls' married and unmarried make meaningful life decisions from an informed point of view to enable them live a positive healthy life style.</p> <p>Course content</p> <ul style="list-style-type: none"> ➤ Introduction to life skills ➤ What are life skills? ➤ How to build a bridge from information to positive healthy lifestyle ➤ Aims of sexual and reproductive health life skills <p><u>Categories and types of life skills</u></p> <ul style="list-style-type: none"> ➤ Skills of knowing and living with oneself ➤ Skills of knowing and living with others ➤ Skills of making effective and good decisions <p><u>Benefits of life skills</u></p> <ul style="list-style-type: none"> ➤ The importance of life skills ➤ Application of life skills ➤ Matching life skills with behaviour <p>Growth and development Peer pressure Gender and sex STIs HIV / AIDS Referral and follow up of Clients</p>
<p>Activity 4. Acquire official Certificates from the Directorate Industrial training (DIT) exams under Ministry of Education and Sports.</p> <p>The process to enable our trainees register for DIT exams and thereafter successful participants acquire certificates is still on-going. It is expected to be completed in September 2019. Each trainee is to pay approximately USD 42 to DIT department for these exams.</p>
<p>Activity 5. Provide industrial training for the course participants to enhance their practical skills acquisition.</p> <p>This activity will take place in the month of October. All beneficiaries who have received training will be attached to Master Trades. Persons who own well equipped and functional workshops for apprenticeship.</p> <p>During these workshop trainings, trainees will gain more experience on;</p> <ul style="list-style-type: none"> - Time management - Initiative and creativity - Application of safety measures - Product knowledge

- Level of skills displayed at work
- Quality of work produced
- Measure of wastes / rejects
- Accuracy of work done
- Customer care.

Activity 6.

Organize artisan graduates into work groups / workshops:

This activity will take place in December 2019. The Participants will be formed into Groups of 6 to 8 graduates per group. The groups will include; 5 tailoring groups, 5 hairdressing groups, and 3 catering groups. Strategic business locations within the community of Makindye will be identified to establish these businesses.

Working in groups is encouraged because of the following reasons;

- It is easy to jointly raise capital as graduates, to start up a business.
- Groups are easy to monitor and evaluate their performance.
- Provision of start-up kits like sewing machines, yarn , fabric etc. is easy and cost effective because members share them in a group
- Graduates share the start-up costs for these businesses like rent, material, equipment etc. hence the burden is not much felt as an individual.
- Accessing government support like the youth lively fund, women financial empowerment schemes etc. to invest in their businesses is quite easy.
- When a group is formed with clear objectives to all members, they advise each other, encourage each other and as result they support each other hence achieving long term goals.

Activity 7.

Provide tools (start-up kits) like sewing machines, hairdressing equipment, catering equipment to the formed groups. The groups will include; 5 tailoring groups, 5 hairdressing groups, and 3 catering groups.

If all goes well, we have hopes to provide start up kits like sewing machines, hairdressing equipment etc. to the participants formed into groups. We call upon cooperating agencies to support this activity.

Activity 8.

Plan and arrange a pass out ceremony for the course participants.

This activity is expected to take place in March 2020. The proposed graduation day will be accompanied by an exhibition where graduates will show case what they have learned to the community. Different categories of community members will be invited including community leaders, church leaders, other stake holders, parents etc. to bless this occasion. We shall have a fashion show, hairstyle show and many other things. In turn this will give publicity to our graduates.

Activity 10.

Support trainees with business enterprise.

We have set plans to help our graduates in the following ways;

- Linking them to identified emerging and existing markets.
- Linking project beneficiaries to partner microfinance service providers for low interest start up loans
- Provide business diagnosis, health checks, business mentoring and coaching to graduates who have started their own enterprise
- Guide graduates in procedures in formation of Alumni Networks & associations
- Build relationships with industries, financial institutions and marketing agencies for placement, financial and non-financial services support.
- Put in place periodic best performance awards as an incentive for graduates who have started own business enterprises.
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Outcomes:

Outcomes of the activities carried out.

- Trainees have gained more practical skills and experience in the work they do.
- Some trainees have started earning some little money e.g. The tailors can make items like school uniforms for sell and earn some income.
- We have acquired more training equipment and new trainees are now registering for a new intake of August to October.
- Our income generating activities like secretarial services, tents and chairs hire, etc have generated more income hence financing other project needs like teachers' salaries, transport etc.
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Challenges of implementing the project.

Challenges

Inadequate and unpredictable funding

We are still facing a problem of limited funding. This forces us to operate below our set budget lines hence leading some activities not to be completed on time. The community support, other donations etc. are also very unpredictable since we do not have agreements with most of them for funding. Therefore our costs such as power bills, water bills, welfare, teachers' salaries, telephone, office supplies, etc. have remained a challenge to fully cover.

Transport:

Transport is another challenge we still face when trying to implement our programs. SKILLS LINK needs a school van to effectively do its work. We incur high costs when transporting the tutors, waste a lot of time and money to hire vehicles to do school work.

We also find problems of linking with the community and monitoring our trainees already involved in some productive work within the community.

High costs of training material



Trainees find a lot of hardships to buy training material like tailoring fabric, braids, setting lotions for hairdressers, catering requirements etc.

Most pressing needs.

Improving on our learning environment

Putting concrete on the outside surface of the school building. This will help us to fully utilize the outside space for training purposes. We have managed to set up an improved outside shelter with iron sheets on top. (*see the picture on your left*) Our challenge now is to raise funds for cementing the floor.

Trainees sit on papyrus mats which are at times a habitation for dangerous insects and pests. This becomes worse when it rains. We are doing all it takes to raise money to cement the area. We are looking for **500 USD** to have the ground cemented.

Renovating the main hall

We want to renovate our main hall. It will be used as multipurpose hall for the school programmes. For example it will act as an examination hall for all practical courses, an exhibition hall for the trainees finished products, a meeting place for the general gatherings and also accommodate other training programmes.

Acquisition of more classroom chairs

We are in need of 100 stools (chairs) to accommodate the increasing number of trainees. These stools will be used by the students in all the training programmes i.e. computer, tailoring, hairdressing, and others.

Budget for Most pressing needs

No	Item	Qty	Unit cost in USD	Amount in USD
1.	Classroom chairs	100	5	500
2.	Concrete on the outside surface			500
4.	Main Hall (Renovation)			1000
	Total Cost			2000

Unexpected outcomes or additional activities that have taken place in this quarter that were not planned or foreseen?

In the previous two months i.e. May and June, we experienced heavy rains which greatly hindered our progress due limited space. The outside space was always wet and trainees (hairdressers) could not use it. The inside rooms cannot accommodate all the trainees plus the equipment. Therefore there were delays in programme implementation.

Due to heavy rains again, we had power failures most of the time, therefore some of the training tools which use power like hairdressing equipment, tailoring equipment etc. could not be used.

An update of the current number of trainees taking part in the project

Trade	Number of trainees enrolled on project		Total	Comments
	Male	Female		
Catering	0	12		This number has reduced by 3 due failure by some trainees to by requirements needed while learning.
Tailoring	0	34		This number has increased because trainees are picking more interest in tailoring due to little startup capital of a sewing business.
Computer	0	27		The trainees failed to continue paying the user fees
Hairdressing	0	36	109	Failure by some students to buy the requirements.

Selection of photographs related to this report showing project participants undertaking project activities

A Hairdressing training session taking place at SKILLS LINK UGANDA, looking on with a comb fixed in the hair is Ms. Babirye Suzan, the hairdressing Instructor.



A busy hairdressing class in progress



Meet Gift a Hairdressing trainee who is so determined to change her family life.



I am Gift Docus Mwebaza aged 19 years I finished senior 4 in 2018 and joined Skills link Uganda for a hairdressing course in 2019.

I stay with my mother (single parent) aged 50 years with other 4 siblings in a rented home. My mother raises money to cater for our family from making snacks like; chapatti, mandazi, and Samosas. She has worked in this business for over 10 years using local means (a flying pan and firewood). This exposes her to a lot of heat and smoke hence she has developed a problem of dizziness. Doctors have advised my mother to stop getting nearer to this type of heat but this is the only source of income for survival.

I am now doing hairdressing to change my family status to a better life. I feel my mother has to stop to use the local means to make chapatti etc. I want to buy for her a gas oven.

In Hairdressing *I can now make the following types of hair; Tripple braids, hot combing, twist, shampoo setting, weave and corn rolling.*

The challenges I face include; lack of training materials, clothing, lack of food at home, and at times we find challenges when paying our home rent.

My dreams;

- To get capital and start my hairdressing solon
- To build a house for my mother
- To pay school fees for my siblings
- To buy for my mother a gas oven and make her business better.

Meet Emily on the left, Madina in centre and Oliva on the right the tailoring trainees, posing in jump suits they made. Jump suits cost approximately 11 USD each. They look forward to start a group business in 2020.

