

# SKILLS LINK UGANDA



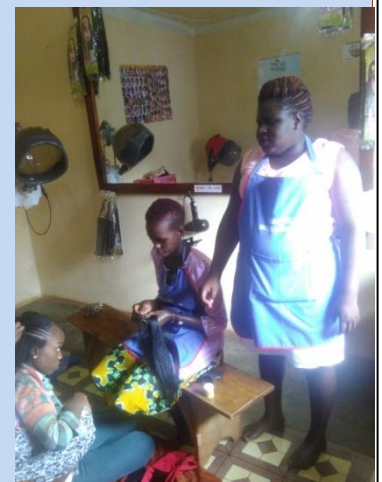
SKILLSLINK Training Centre



COMPUTER DEPARTMENT

**PROJECT REPORT JAN- JUNE**

**2018**



HAIRDRESSING SESSION

## **Introduction:**

We are thankful to God for your continued involvement towards the support of our programmes aimed at helping the youths and women in our community.

Skills Link Uganda - Vocational training center is committed to increase access to affordable practical training for more individuals so they acquire the knowledge and skills to be successful in an ever changing global economy.

May I use this opportunity therefore to present to you a half year report (6 months) about the progress of our programmes and activities.

This report covers; a brief background of the organisation, mission, vision objectives and activities under taken, students' enrollment 2018, successes of the ongoing training project, challenges, visit by Representatives from Gered Gereedschap - Netherlands, Community links, planned activities, and conclusion.

## **Project Background**

Skills Link Uganda is a registered community based organisation with Reg. No. CBO / 06 / 503.

The organisation traces its origin in 2011, when a group of concerned community members in Makindye - Wakiso district came up with a plan to initiate a training centre to;

1. Liberate the people of Makindye municipality (our area of operation) from the job seeking fixation through equipping community groups especially the youths and women with applicable and market oriented skills for future self-sustenance.
2. Respond to criticisms from employers of lack of skills among people who graduate from formal education institutions. Skills link Uganda is coming in handy to train the local people the skills they need in the employment world.

3. Skills Link Uganda is particularly most appealing because of training people in skills they can use to create their own employment. The beauty about the courses we offer is that one needs very little capital startup for example a simple carpentry plant or a small saloon after graduating.
4. Skills Link Uganda tries to absorb the school drop-outs from the Universal Primary and Secondary Education that are currently relatively high in Makindye municipality.

### **Location of the Organisation**

The organisation is located at Masajja Kibira Cell A, Masajja division, Namasuba ward, Makindye Municipality in Wakiso district Uganda.

### **Our Mission;**

To inspire, prepare and empower community groups especially the youths and women to succeed in a changing world.

### **This means;**

- We inspire students to learn and to develop as whole people: intellectually, physically, and emotionally
- We inspire students to continue learning throughout life.
- We prepare and empower students to be successful by helping them develop the knowledge, skills and abilities needed to enter or progress within the work force and to adapt and thrive in our increasingly diverse and ever-changing world.

### **Our Vision**

To be a national leader in transforming lives through an innovative, rigorous, and compassionate approach to vocational training.

This means:

- We continually strive to strengthen and improve the positive impact we have on our students and community: transforming their lives, as well as our own, through our work
- We will become known nationally as an organisation that "makes a difference"
- We continually strive to innovate - finding new and more effective ways to educate and serve students
- We sustain rigor in our work - holding high standards and expectations for both our students and for ourselves
- We approach our work with compassion - acknowledging the whole person, working with integrity and caring, accepting people where they are and moving them forward without sacrificing standards or expectations; bringing joy, honesty, and understanding to our work.

## **Our objectives**

### **Overall objective**

- The overall objective, for which the organisation was established, is to equip the youths, women and persons with disabilities with literacy skills, vocational, essential micro-entrepreneurial and life skills that will enable them rise out of poverty, provide for their families health and well-being as well as create opportunities for self - employment within their local communities.

### **Specific objectives**

- To train women, youths and persons with disabilities who wish to become artisans with tradable vocational skills in; tailoring, hairdressing, carpentry, computer, catering, welding and many other practical courses that will lead them to future self-sustenance.
- To train illiterate beneficiaries (youths, women and persons with disabilities) in Functional Adult Literacy programmes.

- Empowering the beneficiaries (youths, women and persons with disabilities) receiving vocational training in complementary micro entrepreneurship and computer skills.
- To attach beneficiaries who have received training to Master Trades. Persons who own well equipped and functional workshops for apprenticeship.

## **Activities undertaken**

### **Activity 1**

We mobilise and encourage beneficiaries to attend vocational, micro entrepreneurship and life skills trainings at SKILLS LINK Training Centre

### **Activity 2**

We provide entrepreneurship and small business management training to all the beneficiaries

### **Activity 3**

We provide life skills and Mind set tools training to all the beneficiaries.

### **Activity 4**

Since we live in a world of information, we train beneficiaries in Basic concepts of IT, Office programmes & Internet)

### **Activity 5**

We provide functional adult literacy programmes to those identified trainees to learn English lessons, reading and writing.

### **Activity 6**

We register our trainees with the Directorate of Industrial Training (DIT) for trade exams and certification.

### **Activity 7**

We provide industrial training for the course participants to enhance their practical skills acquisition.

### **Activity 8**

We give Certificates, transcripts and work passes from the "Directory of Industrial Training (DIT)", under Ministry of

Education and sports after completion of their internship and apprenticeship with performing companies

#### **Activity 9**

We Organize artisan graduates into the work groups / workshops of 5 members each for provision of start-up kits and easy monitoring.

#### **Activity 10**

We organise a pass out ceremonies and provide start up kits to graduates in their respective working groups.

#### **Students Intake Jan - June 2018**

We have had a continued general increase of the students who join Skills Link Uganda vocational training center for the last six months. Some have dropped out due various reasons like lack of school fees, materials to use etc.

The increase in numbers has mainly been due to the increased need for applicable and marketable skills acquisition especially among the unemployed youths in Uganda for future self-sustenance.

The government of Uganda through its education policy of "Skilling Uganda" as one of its long term plans to reduce on the unemployment rate has embarked on a series of campaigns to educate the masses on promoting of practical courses. It has gone as far as revising and putting in place applicable and market oriented training curriculums, and giving support to Government bodies responsible for managing and guiding all training institutions across the country like; Directorate of industrial Training (DIT)and many others.

#### **DIT Registration 2018,**

Registration of our trainees for the Directory of industrial Training Exams (DIT) in the various skill trades is currently ongoing. Successful students will sit for their exams in November 2018.

## **Networks**

Skills Link Uganda has continued to link up with other sister organizations locally for possible working relations in related programmes. We are now registered with Makindye Ssabagabo Civil Society organization Network.

The network aims to bring all CSOs within Makindye Sub County together, identify their programmes, challenges faced and create a united force that will seek for possible support towards the member organisations.

Skills Link Uganda is a member organisation of the Uganda Salon Operators and Hairdressers Association / Salon Disease Preventers and Control (USOHA / SDPC)

Our membership is aimed at improving the quality of our trainees and offer quality services to the community. We received a certificate of environmental health. Our trainers have had refresher course training with USOHA / SDPC. We are therefore sure that our services and the quality of our graduates will continue to improve.

Skills Link Uganda is a member organisation to the Uganda Association of Private Vocational institutions. (UGAPRIVI)

The Uganda Association of Private Vocational Institutions (UGAPRIVI) is an umbrella organization for Private Vocational Training Institutions in Uganda. It was established in the year 1998. The Uganda Association of Private Vocational Institutions (UGAPRIVI) was formed to improve the quality and the image of private vocational institutions in Uganda, and to strengthen Business, Technical, Vocational Education and Training BTVET sector as a whole. Its main aim is to foster collaboration between private training institutions and to improve, not just the standards of the

training provided, but also its relevance for the actual employment market.

### **Visit by Representatives from Gered Gereedschap Netherlands**

On 3<sup>rd</sup> / July 2018, Skills Link Uganda hosted Mr. Bob De Koff Chairman and Mr. Rene Rutte General manager Gered Gereedschap



*A section of trainees with the Representatives*

Netherlands. They particularly came to see how the tools they donated to Skills Link Uganda are being put to use by the trainees and to discuss possible ways on how to make the training programmes better. They inspected the training center and had good time with the administration and trainees.

### **Successes of the school programmes**

#### **Acquiring more school equipment**



We extend sincere thanks and appreciation to our Patron Rev. Mary Francis Drake for the support of 900 USD towards the purchase of 10 computers. I am happy to report that we successfully acquired the computers. The computers are being used at the training center to equip more trainees with computer skills.

*Sample of the Computers  
Purchased*





In addition to the available hairdressing equipment, we have managed to purchase a new wall head drier at a cost of 170 USD. The funds were raised internally from students' user-fee contributions.

*Wall Head drier  
purchased*

## **Trainings**

- We have had regular attendance of most of the trainees throughout the six months training period. Absentseem has been on the minimal. This has given our instructors an opportunity to keep the trainees at the same study pace.
- We have successfully provided vocational and life skills training to all our trainees in Hairdressing, Tailoring, and Computer. Many of our trainees who were once idle and redundant are now very productive in the work they do.
- Some of our trainees have already started to involve themselves into small businesses even before completion as a result they earn some income. For example the tailoring students can make some dresses for children to sell and earn some money.
- We have tried to cover at least 65% of the administrative costs using our internal sources for the last six months. Money used is basically raised from students' contributions and other income generating activities like computer services, tailoring services, and hairdressing services
- We thank God who has kept the trainers and students alive without any serious challenges. This has enabled our programmes to move at a steady pace.

## **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 rent, power bills, water bills, etc. have remained a challenge to fully cover on time.

## **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.

## **Planned Activities**

### **Improving on our learning environment**

We want to put concrete on the outside surface of the school building. This will help us to fully utilize the outside space for training purposes. That is to say, some of the tailoring students will be in position to use the sewing machines from the outside hence more exposure to the public for them to earn some income through offering tailoring services. We shall also be able to accommodate the increasing numbers of students in the near future.



*The Red arrow shows the outside space where to put concrete and make the place better for use.*

### **Put small gates on all entries to the training center**

We have plans to put some small gates on all entries to the training center. This will further help us to increase on our security. Three small gates will be needed to accomplish this task.

### **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.

*The current inside view of the main hall*

### **Acquisition classroom chairs**



We are in need of 50 metallic chairs. We chose the metallic chairs because they are cheaper compared to the wooden chairs and durable. The chairs are to be used by the students in all the training programmes i.e. computer, tailoring, hairdressing, and others.

*Sample of the 5 chairs we have managed to buy. They are used by the hairdressing students.*

**Proposed budget for improving the learning environment in US dollars**

<b>No</b>	<b>Item</b>	<b>Qty</b>	<b>Unit cost in USD</b>	<b>Amount in USD</b>
1.	Classroom chairs	50	13	650
2.	Concrete on the outside surface			170
3.	Entry gates	3	170	510
4.	Main Hall (Renovation)			1000
	<b>Total Cost</b>			<b>2330 USD</b>

**Conclusion:**

The training center is greatly seen as a solution to the increasing job scarcity especially among the youth brought about by lack of practical and innovative skills. The skills and knowledge introduced to the community members of Makindye municipality through the activities carried out have greatly improved the lives and conditions. Many youths and married women who were once redundant and had lost hope are now very productive. This has been possible because of financial and material support, committed tutors, and above all God's mercy.