



# Annual report **2018**

Ujima Foundation for  
Training and Development

Kisumu | Nakuru | Homa Bay | Mombasa

O Tel: +254(0)20 3529130 | [www.ujimafoundation.org](http://www.ujimafoundation.org)

*Best support is self support!*



## WHO WE ARE

Ujima Foundation for Training & Development is a training institute that works to empower orphaned youngsters so that they can get a job and support themselves and the children under their care. These youths become role models to their siblings and the community hence undoubtedly convey the message that Ujima is trying to spread: -

***“best support is self-support”***

## Contents

List of acronyms and abbreviations.....	3
Letter from the executive director.....	4
Year in review.....	5
Your support.....	6
Our Approach.....	7
Our programs.....	8
Improving access to Education and training.....	9
Youths reached.....	10
Youth Focus – Seth Omondi Omotto..	11
Access to gainful employment.....	12
Providing and strengthening job and business support services to graduates.....	13
Youth Focus : Alice Wairimu.....	14
Stake holder involvement: Linking and learning.....	15
Our Skill center.....	16
Meetings and conference.....	18
Financials.....	19
Income statements.....	20
Our partners.....	21
Our Impact.....	22

# List of acronyms and abbreviations

1. UFTD Ujima Foundation for training and development
2. IGA Income generating activities
3. WBL Work based learning
4. KTTC Kenya Technical Trainers College
5. NITA) National Industrial Training Authority
6. VTC Vocational Training centers
7. WYD Whole Youth Development
8. SRH Sexual and reproductive health and rights
9. CBO Community based organisation
10. HOVIC Hope for Victoria Children
11. DOT Digital Opportunity Trust
12. ICT Information and communication technology
13. KOWSP Kisumu Orphans and Widows Support Project

## Letter from the Executive Director

Dear Friends,

Thank you for making 2018 yet another remarkable year for Ujima Foundation! This year marked great strides the organisation made in increasing its impact.

Our dedicated staff has done an incredible job at expanding our outreach while strengthening our programs and services. In 2018 we took big steps:-

- We have once again been able to increase our revenue funding our training program by 13% to a total of Ksh 30,585,821 and reached a total of 359 youths who are responsible for taking care of 1,170 siblings and children of heir own.
- Within the reporting period, we have managed to develop an additional income generating project in Kisumu- A teaching restaurant.
- We extended our work into Mombasa and Homa Bay county to meet the increased demand for youth development programs and growing employability skills gap among the peri urban youths.

We are proud of this accomplishments and exited about the road ahead. We hope you are too.

In this report you will read about our champions our awesome youth, learn about their resilience and success, and read about our program outcomes.

We strive to do more, and we strive to do it better for the hundreds of young people we serve and support annually. Most importantly, we continue to open the doors of oppotunity for our youth to walk through and thrive.

We are very grateful for the support from our sponsors and donors for their role in realizing the ultimate goal of Ujima to support as many youth to become self-reliant and responsible citizens of Kenya.

We can and do celebrate these gains, even as we redouble our efforts to achieve even more. With your continued support, we will.

On behalf of Ujima trainees, volunteers, staff and the Board, Thanks you.

Charles J. Odhiambo

Executive Director



# Year In 2018 Review



## The training restaurant



Ujima has developed a training restaurant at Kisumu office. The restaurant shall be opened before the close of year 2019.

We are currently working on licenses and doing final touches before the opening. The restaurant shall be used for practical training to Ujima trainees as well possible income generation.

## Alumni strengthening

The Ujima student alumni organized a panel Discussion with leading hotel managers in Kisumu town.

The panel discussion was moderated by senior staff from Ujima. The discussions created an opportunity for the trainees to interact with the managers and show case Ujima product. Ten employers were in attendance.

The alumni have been very integral in acting as ambassadors of the training program. Ujima actively supports the alumni and facilitates quarterly meetings.

Through this effort, Ujima has realized the full potential of working closely with them. In the process, they have assisted Ujima in track and trace, offering employment opportunities to Ujima trainees who have graduated as well as marketing and giving motivational talks to the trainees in session.

## Graduation

Ujima had a very successful and color full graduation in 2018. Among the invited guests were employers who pledged support to Ujima Foundation program, A total of 259 trainees graduated.

## Volunteers and interns

Ujima through support from Edukans received a volunteer whose assignment was to do an exploratory study of Ujima's new project - The Girls@Work.

This was also part of her Master's degree thesis to be submitted to Rotterdam School of Management. The interaction between the Volunteer and the labour market players enhanced better understanding and working together with Ujima trainees.

Ujima, through Edukans, also acquired an app - AkvoFlow that is being currently used to collect data using a smartphone. This has increased efficiency and integrity of data.

It is our hope that that the app will eventually be linked to our website enabling access of data in real time. The app has increased accuracy and minimize time allocated in data collection and analysis.

## African Visionary Fellowship (AVF)

Ujima through Segal Family Foundation - African Visionary fellowship, made a three-minute video promotion that shall be used to show case what Ujima does through its networks of funders.

The short clip can be viewed through the link

[https://drive.google.com/file/d/1JxV-FP33UwOEXOeq\\_1f7uJ3Q3MZM9J90/view?usp=sharing\\_eil&ts=5bd9d217](https://drive.google.com/file/d/1JxV-FP33UwOEXOeq_1f7uJ3Q3MZM9J90/view?usp=sharing_eil&ts=5bd9d217)

Through the partnership with Segal, Ujima was represented at the Skoll world forum in the United Kingdom, Perennial Fellowship in the United states and other AVF meetings in Kenya and Rwanda. Ujima also attended the annual meeting in New Jersey.



Ujima Trainees during industrial exposure

## Your Support

**\$ 305,858** donated  
in 2018

**3,188**

Orphaned youths trained since  
inception

**2,480** Youths so far have  
gainful employment

**7,480** children living  
within a family set up

**105** Recruited  
Employers

Being  
Implemented  
in **4** counties

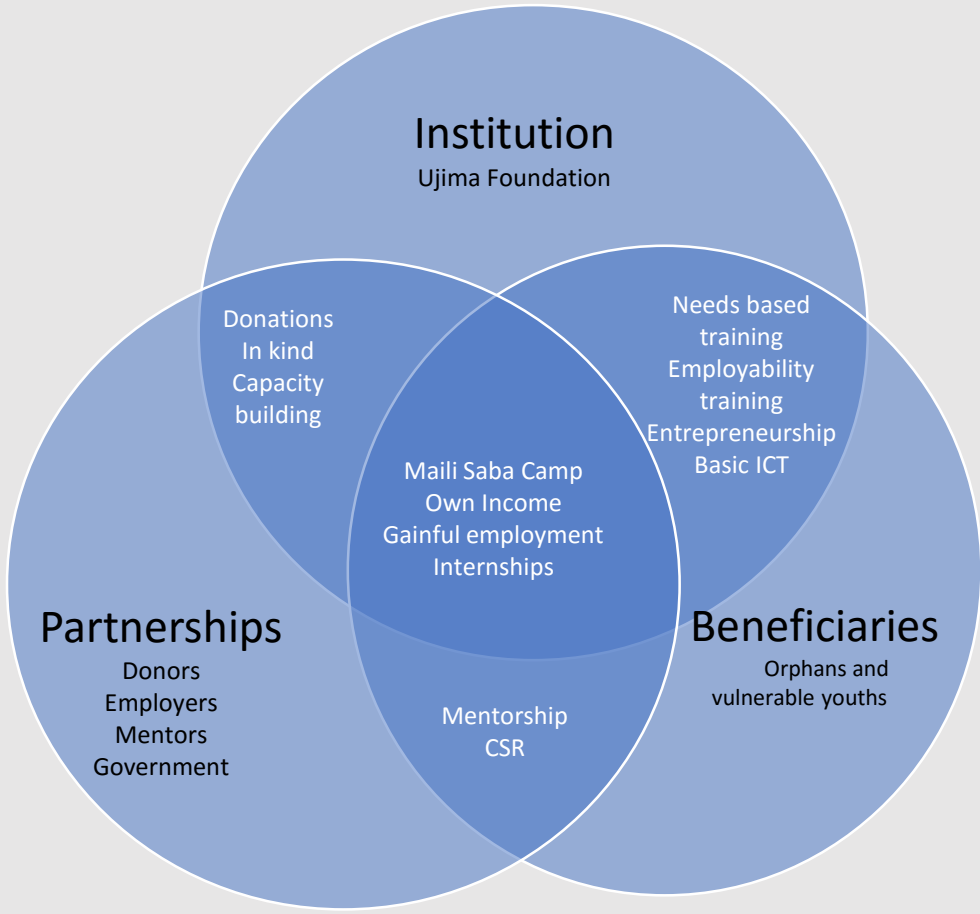
# Our Approach: Ujima Model

## A grassroots innovation that redefines conventional development approaches

Ujima’s Strategic Niche is instituted on promoting a model that enhances self-support. This is reflected in the way of working at organizational management level as well as at program level. A fully fledged social enterprise in form of camps and restaurants strategically supports Ujima’s social course.

At program level, the Training programs enables youth, unemployed and unskilled with marketable skills to effectively compete for jobs in the hospitality industry hence ensuring that there is self-support.

An inclusive and cohesive relationship between the partners is developed as a key driver for success and for the long-term sustainability of the training and skills development.



The best support! Is self Support!

# Our programs

## The Girls@Work Program

The Girls@Work project targets out of schools and vulnerable girls with limited opportunities and linking them with the job market. This project targets 525 girls in three years through the Work Based Learning approach (WBL).

In WBL, students are not trained in the class room, but by experienced masters on the work floor, who know all the ins and outs of their trade. This approach is used for trades such as cooking, tailoring and hairdressing that are learnt best in practice.

It is well suitable for students who do not easily learn in a classroom setting. Because working masters provide the training, the skills learnt meet the demand from the labour market increasing the possibilities of employment by the masters.

The masters are trained by Ujima on pedagogical and didactical skills, to enable them create a positive learning environment and to meet the criteria for mentoring and assessment of the trainees.

## The Youth@Work Program

Through understanding of our community's challenges, we have developed the Ujima's method through the philosophy of the 3H. The head, the hand and the Heart a holistic youth development program as a pathway to employment : an integrated support system that provides orphaned youths who are burdened with the responsibilities of taking care of their siblings with the tools they need to get a job and keep that job.

A job to an Ujima trainee means that they are able to support themselves and the children under their care, make informed decision and shun destructive life styles and become participating members in the society and role models to their peers.

This approach has a proven impact: A \$ 600 investment in an Ujima Youth results in a sustainable \$ 720 yearly income to the Youth. Better Accommodation, health, food and most of all children living in a family set up.







Practical training at Maili Saba Camp, Ujima Foundation

## Pathway to employment

Ujima Foundation targets youth, young women and men between the age range of 18 to 24 years, who are faced with the responsibility of taking care of their siblings because their parents have passed away.

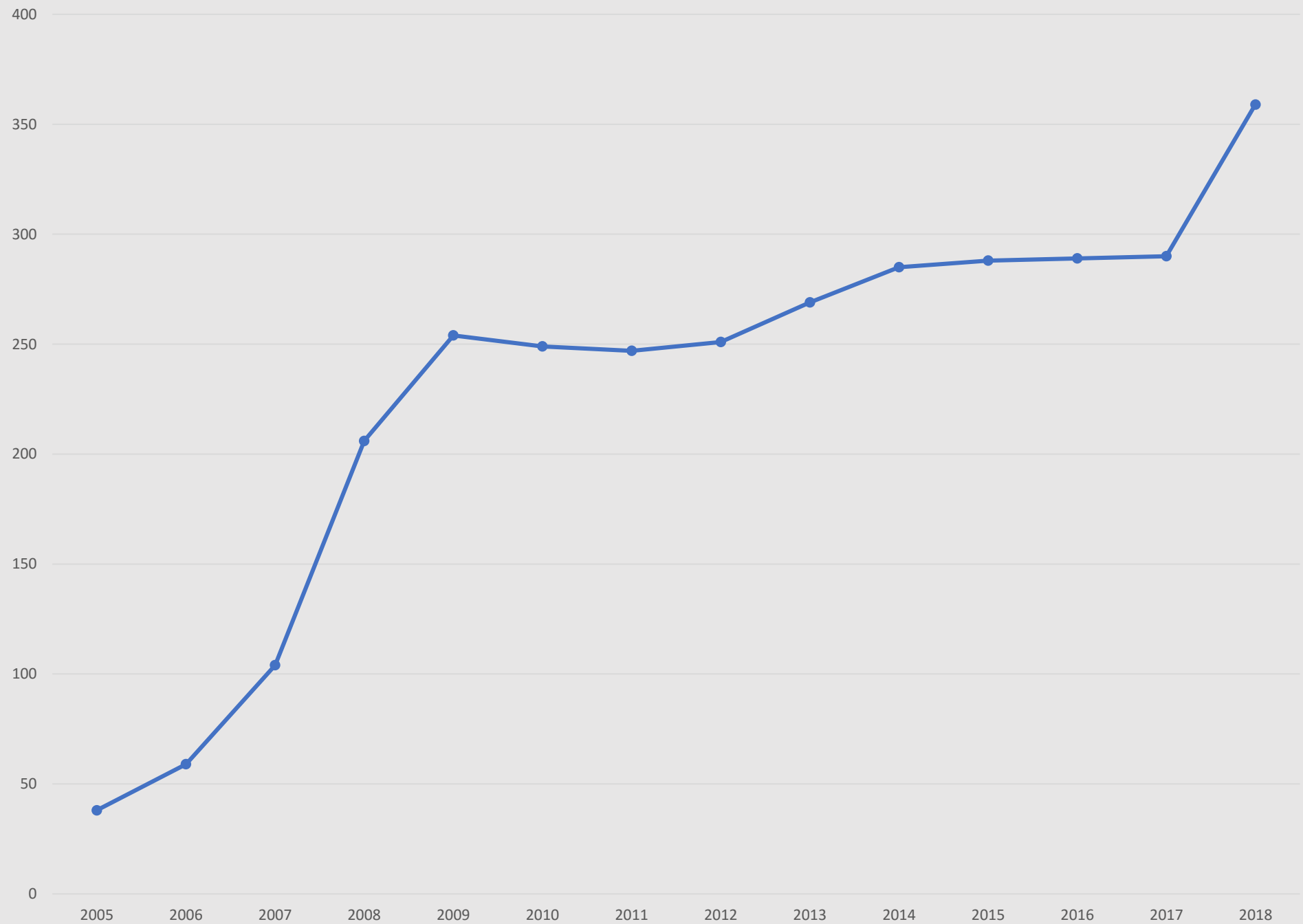
Ujima trains these youth on employability skills and works together with over 100 employers in Nakuru and Kisumu, mainly in the hospitality industry, for attachments and job placements.

## Results year 2018

In 2018, 359 young people (77 male and 282 female) accessed training in Ujima compared to 260 trainees the previous year. This represents a 38 percent increase attributed to the introduction of Girls at Work project which trained 100 adolescent girls in Work Based Learning.

January intake however was mostly affected by the repeated elections disruptions. The target for the year however was 240 beneficiaries. Despite the challenges we thus managed to surpass our target. The completion rate was 90 per cent and 58 percent of the graduates gained employment in less than 3 months the male students earning an average of Ksh. 9, 680 and Ksh. 8,475 for the female per month.

# Youths reached



## Youth focus: Seth Omondi Omotto

I was born 25 years ago in Kendu-Bay Karachuonyo and was brought up in a very unpretentious background.

I went to Kamolo Primary school and later joined Kowuor Secondary School in Kendu Bay. I was brought up by my adorable mother Mary Atieno Odondi (She was also known as MAMA mboga in Nairobi), She worked very hard to provide for the loyal family after the death of my father Ezra Odondi Omotto in 1990. My mother later perished when I was 12 years old by then I was in class six.

When my mother passed on, my lovely grandmother Silvia Gowa Omotto had to take care of us. My sister had to stay with another relative in Kisumu. We called her aunty Judith. Life was very hard, I had to burn charcoal so that I get money to pay school fee and buy books and also help my grandmother to get food on the table.

After I finished class 8, my grandmother really struggled to make sure I get to Secondary school. Unfortunately she died when I was in form 2 and I had to make sure I finish my high school despite the peer pressure which was around me. I finished my high school through hardship and I thank those who help me out, i.e. Uncle Sakayo Owi, Aunty Judith Arunga and family friend Mbuya Choka.

One day when I was slashing the compound of Phoebe Auma's mother to make some money, she asked me if am willing to work in a hotel, and I was asking myself "how will I pay the fee for collage?" She told me she knows a training institute that trains orphans to get jobs in hotels.

She later referred me to Mr. Harrison Agundo who was in Ujima Foundation Kisumu. That is the day I had to get money and traveled to Kisumu for the intake interview. After the interview I traveled back home and after 2 days, recruitment officer Mr. Harrison Agundo called and informed me that I have I have qualified to join Ujima Foundation. Happiness often sneak in through a door you didn't know you left open. I was elated!

After I finished my training at Ujima , I was sent to Kiboko Bay Resort- Kisumu for my internship. I later got a job at the same place in the kitchen department as a cook. I later worked at Palmers Hotel before a job opening took me to Nairobi where I applied and got a job in UAE.

Today am a chef working in Qatar at The Pearl Qatar. I am proud of Ujima Foundation as they opened doors for me. Now I can pay my school fee and further my culinary education as I learn different cuisines. Hard work pays.

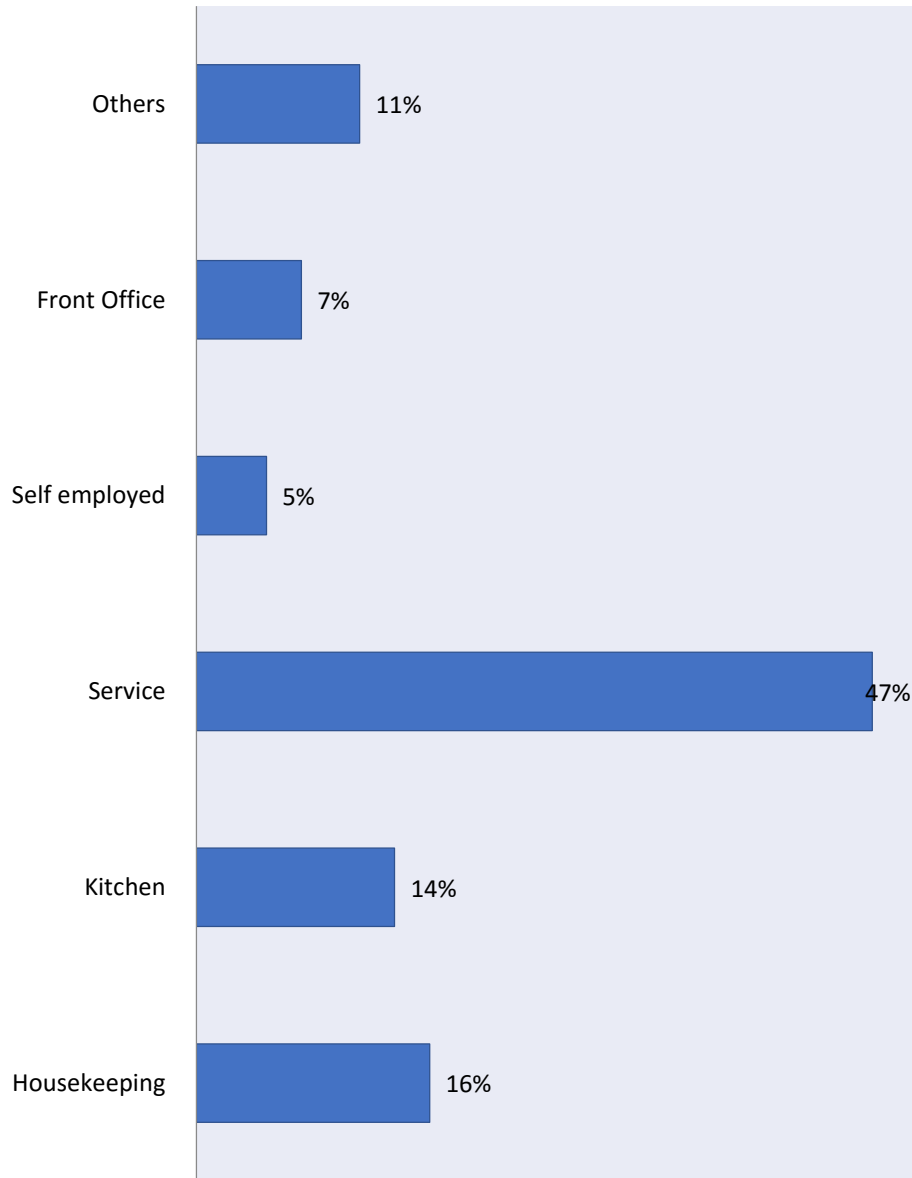
I thank all the Ujima Foundation Stars and staff for the support they gave me.

"Be thankful for what you have; you'll end up having more. If you concentrate on what you don't have, you will never, ever have enough"

God Bless.



### JOBS ACCESSED BY TRAINEES



In the year 2018, out of the 259 Youths who accessed training, a total of 138 secured employment within the year. The bulk of which graduated late 2017.

So far 68 trainees have secured job from the 2018 January and May intakes. The September intake are still on attachment in various outlets.

In 2018, the trainees were employed spread in 14 counties. Majority of them were employed in Kisumu County at 54%, followed by Nakuru County 20% and Homabay County 11%.

The mean income for 2018 employed graduates was Ksh. 10,200 representing a 20% increase from the previous year. After six months of employment, there is no significant income disparity between the male and female graduates employed.

There is 100% transition to employment for our trainees 12 months after graduating from our employability program with 88% of them earning Ksh. 5,000 and above per month.

About 47% of our trainees are working in the service department followed by housekeeping and kitchen. Front office jobs are picking up and these can be attributed to our digital skills training. Our entrepreneurship training is also equipping our trainees with the necessary skills to start and grow their businesses.

Post training income for the graduates represents over 1,200 percent increase enabling them to support themselves and their siblings.

Through the entrepreneurship program, Ujima organises quarterly mock competitions among the trainees on best business ideas. This creates innovation mindset that would help them in their businesses. The fair also creates a learning, presentation and pitching component that is geared towards not only creating confidence in starting a business but also articulating ideas to prospective investors.

In 2018, we held three business pitching competitions with support from DOT. In future, the ambition is to set up prizes to be won by the best business idea(s) and possibilities of giving start up capital for the same in a bid to not only prepare trainees for employment but also creating employment through them.

Some of the alumni of Ujima are already running successful businesses and have employed other trainees as well. One of the most successful is M and M services- an outside catering businesses that has won tenders for weddings, birthday parties, funerals among others and give on and off casual and contract jobs to between 10-15 youths per function.

To create more internship and job opportunities in the market, Ujima has also developed a training restaurant at Kisumu office. The restaurant shall be opened in year 2019 and shall be used for practical training to Ujima trainees as well possible income generation.

Janet Atieho an upcoming entrepreneur at her own business , September 2018 intake



## Youth Focus : Alice Wairimu

Before Ujima I was doing casual jobs. The jobs were not specific since they were different everyday. I had a few people who occasionally calling me to do house chores and they would pay me a daily rate.

I would also go looking for jobs in restaurants and small Vibandas (makeshift food courts)

I love cooking and that's why I loved looking for jobs in food dens. This was because I had house rent to pay and my siblings to take care of. There are times when I would go without getting a job but I never gave up.

When I heard about Ujima I knew that's what I wanted but I was in a dilemma. I talked to my Aunt who stayed nearby and she agreed to support me by paying the rent since Ujima does not allow boarders.

At Ujima, I have learned ideas on business, communication as well as working together among other things. So many things have changed in my life.

Through other trainees word of encouragement I am confident that there are jobs and when I finish the programme life will be totally different. I don't necessarily have to be employed, I can as well start my own business.



Alice Wairimu, now at Blue Bay hotel, Nakuru

## 4 Stake holder involvement: Linking and learning

### Labour market

We are happy to share that Ujima has been reaching out and partnering with other other organisations in a bid to increase its impact. Through Kazingumu CBO,HOVIC and KOWSP we have recruited beneficiaries in other neighbouring counties of Homa Bay and Siaya consequently recruiting employers in those religions as well.

Ujima has also forged a partnership with Ujana 360, a Program that supports the embedding of whole youth development (WYD) in the Technical Vocational Education and Training (TVET) for increased success in career and life. It brings together 12 Vocational Training centers (VTC) operating in different counties both government and privately owned in developing a curricular that supports Whole Youth Development.

Through targeted social and systemic change, the youth will increase their chances to create, access and retain jobs, as well as lead successful lives and contribute to the common good of our society

The ambition is that the 12 institutions implement the project and become model VTCs in the regions they are operating and be champions in WYD programs that other VTCs will emulate.

### Training work place supervisors on pedagogical and didactic skills

To increase the quality of training during internships Ujima included training of workplace supervisors on didactical and pedagogical skills through the support of Edukans. However the availability of the supervisors all at once to make it more economical has been quite a challenge. We however managed to trained a total of 24 supervisors within the year and hope to surpass this number incrementally over the years.

### Internship and Job Hunting

During, before and after internships, the job hunter makes regular visits to the employers. These visits forms part of monitoring and evaluation of the program and asses the progress of training. It also forms part of marketing our trainees and recruiting and maintaining employers.

Both scheduled and impromptu visits assure that the trainee's stays on course and that employers provide necessary feedback to better inform our programs.

The project manager also makes these visits to cement the relationship between the labour market players and our training institute.

### Come back sessions

During the attachment, the trainees are required to come back to the training centre once a week for debriefing as well as to share their experiences. These is facilitated by the Job hunter. Managers and supervisors from the labour market in diverse fields were also invited to share their experiences and give technical support during this sessions. This has improved the link between Ujima Foundation and the employers.

### Certification and accreditation of ICT courses

In addition to employability training, Ujima also gives basic ICT skills to the trainees. Ujima in partnership with DOT (Digital opportunity trust) have rolled out computer training to Ujima beneficiaries. There is more need to allocate more hours to the training and register the students to accredited examining body.

### Training of teachers to be certified trainers

Ujima is following up with the Kenya technical trainer's college (KTTC) on the best way to certify Ujima trainers. National Industrial Training Authority (NITA) however recognises Ujima teachers as certified trainers

### Mombasa Visit

Ujima management together with Edukans visited Mombasa in August to carry out a midterm assessment and work out strategies to make Mombasa project more vibrant and reach more youths. Meetings were held with various stakeholders including the beneficiaries, the county government, employers and other partners. The key deliverables and findings were: -

1. A refined work /action plan with timelines for key activities
2. A need to engage a local to spear head Mombasa operations
3. More Emphasis on the saloon and beauty care trade in Mombasa as opposed to food production.
4. Partnership with the county government relevant line ministries.

### Income generating activities

#### Maili Saba Camp

Maili Saba camp is luxury tented camp and acts as a skill center for Ujima Foundation. It a social business that supports Ujima Foundation in the following ways:-

- Acts a practical center for internships and jobs for Ujima Trainees
- Acts as an Income generating activity (IGA) and a strategy for financial independence.
- Show cases to the labor market players that what Ujima Foundation does, Best support is Self Support!

About 60 Percent of Maili Saba Camp staff are Ujima Beneficiaries. The contested election of year 2017 spilling over to year 2018 affected the net income of the lodge.







## Ujima Bake House

Located in Nakuru County, within Maili Saba Camp, the bakery acts as a skill center for giving practical experience to our trainees.

The bakery makes sour dough bread and also as part of Maili Saba Camp, gives team building activities to corporate guests and baking classes. To make the most out of it, Ujima is planning to move the bakery to Kisumu.



## Ujima Restaurant

Located in Kisumu, The restaurant sits 30 pax and is run by Ujima Graduates. The restaurant offers practical experience in a real world situation with paying guests.

It is located within the compound of the training center giving a safe and conducive space where the trainees can learn from their mistakes and grow to be professional hoteliers. The restaurant is also an income generating project of the Foundation

## 6 Meetings and conferences

### International meetings

In the year 2018, Several meetings were attended by Ujima Foundation staff and management. The following are the highlights: -

- The Skoll world Forum Oxford, UK March 2018
- Perennial Fellowship Seattle, US Sept 2018
- Peer Learning Initiative PA, South Africa Oct 2018
- Issroff family Foundation Kisumu offices, June 2018
- Segal Family Foundation site visit, Kisumu office June 2018
- Edukans Partners meeting, Nairobi June 2018
- Dutch Ambassador Visit, Nakuru Sept 2018
- AVF fellowship Rwanda May 2018
- Jobopportunity Kisumu offices May 2018
- Segal Family Foundation Kisumu, Wigot June 2018
- Segal family foundation annual meeting Nairobi September 2018

### National and local meetings

The following meetings and conferences took place in 2018 at the national and local level.

- Kisumu Hotel managers association, every quarter, Kisumu.
- Ujima Partners meeting Kisumu offices March 2018
- Ujana 360 meeting and introduction to WYD, St Therese January 2018
- Zizi Afrique and 12 VTC Nairobi March 2018
- VALI Skill shop meeting, Lukenya June 2018
- Alumni/Employers meeting Kisumu April 2018
- Zizi Afrique and 12 VTC Embu June 2018
- SOS children Villages Kisumu partnership meeting, October 2018
- Zizi Afrique and 12 VTC, Unpacking WYD, St Therese, November 2018
- Employers meeting in Kisumu, December 2018

# 7 Financials

Program Income	2018	2017	2016
Own (net) Income	3,845,278	4,992,467	4,909,505
Grants	25,575,243	19,799,935	13,039,054
In kind contributions	1,165,300	1,165,300	1,165,300
<b>Total Project Income</b>	<b>30,585,821</b>	<b>25,957,702</b>	<b>19,113,859</b>

## 2018 Financials

The program cycle for the Girls@Work project ends in May 2019, Already 60% of the budget has been spend in the program by the close of December 2018.

Program	Income	Expenditures	Balance
Youth at Work Project	21,053,449	20,951,720	100%
Girls at work Project	9,380,850	5,648,885	60%
<b>Total</b>	<b>30,434,299</b>	<b>26,600,605</b>	<b>87%</b>

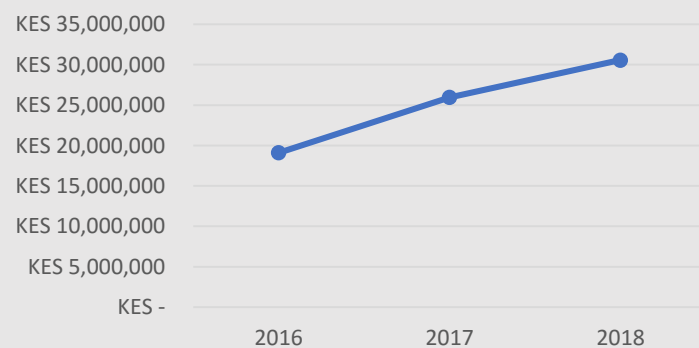
### Income 2018



- Own (net) Income
- Grants
- In kind contributions

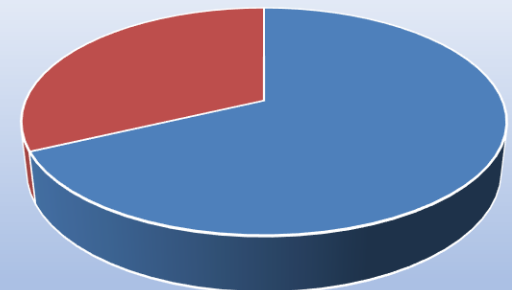
Ujima managed to raise a total of Ksh. 30,585,821 representing about 17% increase in revenue from the previous year. The contribution from Ujima Foundation represents the net income from the income generating activities. The in-kind contribution (4% of the budget) was realised from the local Ujima partners - the private sector.

### Program revenue



The totals expenses for the program was Ksh 26,600,604. The Girls@Work project cycle ends in May and thus the discrepancy in the total expenses reported against the income received. The Youth@Work project however had a total of Ksh 21,951,720 spend against the project income of Ksh. 21,053,449

### Expenses



- Program costs
- Administration and resource mobilization

# 8 Income Statements

## Youth@Work Program

INCOMES	Reference to learn4work budget	Actuals	Budgeted	Deviation
Edukans	Cash	7,682,352	4,000,000	-3,682,352
Segal Family Foundation	Cash	5,986,340	5,000,000	986,340
Tawingo Funds	Cash	1,000,000	1,000,000	0
Other donors	Cash	0	5,500,000	-5,500,000
Rabo Bank Share4More	Cash	1,496,700	1,500,000	-3,300
Issroff foundation	Cash	500,000	500,000	0
Other partners (in kind)	in kind	1,165,300	1,165,300	0
UFTD and further fundraising				
Ujima lodges and training center	Cash	3,222,755	2,598,900	623,855
<b>TOTAL INCOMES</b>		<b>21,053,447</b>	<b>21,264,200</b>	<b>-210,753</b>
Training costs	result 1.1	2,606,575	3,016,900	-410,325
Orientation program	result 1.2	3,736,309	3,817,400	-81,091
Skill center	result 1.3	1,513,046	1,882,200	-369,154
Job hunting, good citizenship and mediation	result 1.4	1,734,073	1,568,400	165,673
<b>Total result 1</b>		<b>9,590,003</b>	<b>10,284,900</b>	<b>-694,897</b>
Enhance the quality of the training program				
Yearly feedback	result 2.1	531,495	640,000	-108,505
Refresher courses	result 2.2	109,304	110,200	-896
Entrepreneurial skills	result 2.3	1,003,377	1,102,500	-99,123
<b>Total result 2</b>		<b>1,644,176</b>	<b>1,852,700</b>	<b>-208,524</b>
Embed good practices at the institutional level of TVET service providers.				
Curricular accreditation	result 3.1	677,156	648,900	28,256
Ujima teachers trained by a registered TVET	result 3.2	174,300	153,000	21,300
Collaboration and networking with different stakeholders				
INGO,NGO,government ministries	result 3.3	504,723	580,600	-75,877
Capacity building of the TVET service provider	result 3.4	104,000	100,000	4,000
<b>Total result 3</b>		<b>1,460,179</b>	<b>1,482,500</b>	<b>-22,321</b>
Include new actors in development cooperation in education and private sector				
Linking and learning with international network in hospitality industry	result 4.1	387,700	394,500	-6,800
Local expert center to optimise and improve local and international network	result 4.2	174,095	157,400	16,695
Exchange program at inetrnational level	result 4.3	284,325	326,200	-41,875
<b>Total result 4</b>		<b>846,120</b>	<b>878,100</b>	<b>-31,980</b>
<b>TOTAL PROGRAM COSTS YOUTH@WORK</b>		<b>13,540,478</b>	<b>14,498,200</b>	<b>-957,722</b>
Program admin costs				
Project management		3,220,680	3,062,400	158,280
Audit		283,208	150,000	133,208
others		3,907,354	3,553,600	353,754
<b>Total</b>		<b>7,411,242</b>	<b>6,766,000</b>	<b>645,242</b>
<b>TOTAL EXPENSES FOR THE YEAR YOUTH@WORK</b>		<b>20,951,720</b>	<b>21,264,200</b>	<b>-312,480</b>
<b>GROSS PROFIT/BALANCE FOR THE YEAR</b>		<b>101,727</b>	<b>0</b>	<b>101,727</b>

## Girls@Work program

False	False	Jan - Dec 18	Budget	Over Budget	% of Budget
	Income				
	50001 Income from UFTD				
	Trainees Contribution	471,000.00	930,000.00	-459,000.00	50.65%
	Total 50001 Income from UFTD	471,000.00	930,000.00	-459,000.00	50.65%
	5002 Income from Donors				
	Educans WBL	8,909,850.00	9,517,300.00	-607,450.00	93.62%
	Total 5002 Income from Donors	8,909,850.00	9,517,300.00	-607,450.00	93.62%
	Total Income	9,380,850.00	10,447,300.00	-1,066,450.00	89.79%
	Gross Profit	9,380,850.00	10,447,300.00	-1,066,450.00	89.79%
	Expense				
	6.1.1 Training Costs Students				
	Disposable Training Material	49,493.00	333,333.00	-283,840.00	14.85%
	Examination Costs	98,441.00	186,000.00	-87,559.00	52.93%
	Graduation Costs	122,355.00	111,600.00	10,755.00	109.64%
	Monitoring Visits	115,726.00	110,000.00	5,726.00	105.21%
	Students Insurance	182,706.00	520,000.00	-337,294.00	35.14%
	Training Equipments	61,685.00	53,333.00	8,352.00	115.66%
	Training Material Ujima	94,678.00	180,000.00	-85,322.00	52.6%
	Total 6.1.1 Training Costs Students	725,084.00	1,494,266.00	-769,182.00	48.52%
	6.1.2 Training Of Masters				
	Refreshments Costs	53,381.00	190,000.00	-136,619.00	28.1%
	Transport Allowance	53,610.00	100,000.00	-46,390.00	53.61%
	Total 6.1.2 Training Of Masters	106,991.00	290,000.00	-183,009.00	36.89%
	6.1.3 Implimentation Staff Cost				
	Reaching Out	361,580.00	333,333.00	28,247.00	108.47%
	Salaries & Wages	1,997,354.00	5,520,000.00	-3,522,646.00	36.18%
	Staff Mediaci Insurance	82,500.00	100,000.00	-17,500.00	82.5%
	Total 6.1.3 Implimentation Staff Cost	2,441,434.00	5,953,333.00	-3,511,899.00	41.01%
	6.1.4 Equipments Costs				
	Laptops & Accessories	56,700.00	50,000.00	6,700.00	113.4%
	Office Furniture	36,990.00	30,000.00	6,990.00	123.3%
	Training Center Costs	1,171,136.00	1,283,040.00	-111,904.00	91.28%
	Total 6.1.4 Equipments Costs	1,264,826.00	1,363,040.00	-98,214.00	92.79%
	6.1.5 Office Overhead Costs				
	Mombasa Office Costs	457,300.00	1,038,828.00	-581,528.00	44.02%
	Office & Support Staff Costs	653,250.00	855,360.00	-202,110.00	76.37%
	Total 6.1.5 Office Overhead Costs	1,110,550.00	1,894,188.00	-783,638.00	58.63%
	Total Expense	5,648,885.00	10,994,827.00	-5,345,942.00	51.38%
	Profit for the Year	3,731,965.00	-547,527.00	4,279,492.00	-681.6%

# 9 Our Partners

Ujima Foundation gratefully acknowledges the support of all the donors and partners, large and small, individual and institutional. Their commitment to youth and their trust in Ujima made this work possible.

<b>Foundations</b>	<b>Corporates: Hotels and restaurants</b>			
Segal Family Foundation Edukans Foundation Issroff Family Foundation Rabo Bank Foundation Struan Foundation Tawingo Funds DIORAPHTE Foundation Jocknick Foundation Soromptomist De Koornzaayer Foundation Heijmerink-Reith Foundation	Acacia Hotel Ack Guest House Nakuru Ack Guest House Mombasa Alkazar Hotel Beach View Hotel Blue Bay Hotel Bontana Hotel Capitol Hill Hotel Chakalika Hotel Chester Hotel Clarice House Cold Spring Hotel Cosy Garden Hotel Dal International Hotel Desert Rose Hotel Dew Church Drive Don Annex Don Hotel Hotel Donver Hotel Dream House Dunga Hill Camp Eco Lodge Edalline Hotel Emboita Hotel Family Kitchen	Flamingo Hill camp Geneva Guest House Genevieve Hotel Golden Palace Good Samaritan Grand Royal Swiss Great Lakes Hotel Hill court Hotel and Spa Hippo Buck Hotel Homabay Tourist Hotel Apex Hotel City Max Hotel Delux Hotel Eros Hotel Jams Hotel Kunste Hotel Waterbuck Ikonja Suites Imani Guest House Joventure Hotel Jumuia Hotel Kisumu Jumuia Kanamai Kiboko Bay Kika Hotel Kisumu Hostels Kisumu Hotel Kivu Retreat La fete Hotel	Lake Breeze Lake Breeze Hotel Lake Nakuru Flamingo Lake view Hotel Le savanna county Lodge Legacy Hotel Leopard Hotel Little Nile Hotel Maili saba camp Matt Pharm Meeting Point Point Milele Resort Milimani Guest House Mill Hills View Hotel Miriam House Mon Amie Mosata Grey Hotel Museum View hotel New Bondo New East View Nuru Palace Nyanza Club Nyanza golf club Parkview Hotel Pine Cone Hotel Poly view Hotel Pride Hotel Pride Inn Public Service Hotel	Ray Green Hotel Rockwell Hotels Royal City Milimani Royal City town Royal Garden Rozala Hotel Sentrin Hotel Shalom Hotel Shelton Sovereign Hotel St Annes Guest House St John Manor St Marys Pastoral Starridge Sunset Hotel Sura View Tausi Hotel Tich Nam Restraunt Tintoler TLC Restraunt Tripple Trojan Twiga Sanctuary Ujima Bake House Victoria Comfort Victoria Ripples Vittori suites Hotel Vunduba Hotel Whirlspring Hotel

# 10 OUR IMPACT

# 3,188

Orphaned youths trained

# 2,480

Youths have gainful employment

Being Implemented

# 4

in 4 Counties

# 3

Areas of Interventions

# 4

Social enterprises

# 7,480

children living within a family set up

# 95%

Completion rate

# 105

Employers recruited



# Contact Us:

Ujima Foundation  
Tom Mboya Drive, Milimani,  
P O Box 800 - 40123 Kisumu  
O Tel: +254(0)20 3529130 | P Cell:  
+254(0)736 780078

[www.ujimafoundation.org](http://www.ujimafoundation.org)

Ujima Foundation  
Maasai Road, Section 58,  
P O Box 15018 - 40100 Nakuru  
O Tel: +254(0)20 3529130 | P Cell:  
+254(0)736 780078

[www.ujimafoundation.org](http://www.ujimafoundation.org)

Maili Saba Camp  
Off Nakuru- Nyahururu highway  
P.O. Box 15018 - 40100  
T: +254 (0) 729288553  
Nakuru

[www.mailisabacamp.com](http://www.mailisabacamp.com)