



IMPACT  
2022

**Ujima**  
THE BEST SUPPORT  
IS SELF-SUPPORT

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# UJIMA FOUNDATION FOR TRAINING AND DEVELOPMENT

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# Message from the executive director

As we reflect on the past years, I am so proud of what we have been able to accomplish, creating a stronger community supporting small business and creating economic opportunities for individuals with limited resources and unlimited potential.

Access to opportunity and support for youths with limited opportunities more so head of household orphans can be one of the most powerful ways to prevent negative outcomes and ensure that children who are orphaned can also become thriving members of their communities.

This year Ujima Foundation was able to reach several milestones, training and equipping 180 youths with relevant skills to enable them get a job, keep the job and live fulfilling lives. An additional 20 youths went through a pilot under The Digital Literacy Program(DLP) in partnership with Christian Aid and Nairobi.

The complete renovations of our lodge, Maili Saba Camp also started with five fully renovated bandas. By mid year 2023 we envisage a whole new look facility, with new website and marketing strategy in place.

In this report, we share with you our impact, milestones and progress we have made through your support for our ongoing programs as well as the new projects that were initiated in the year 2022.

From the bottom of our hearts, we wish to thank all the current and yesteryears donors for the support they have been giving us to achieve our collective dreams. Thank you for believing in us!



*Charles J. Odhiambo – Executive Director Ujima Foundation*

Best support is self support!



Training of the orphaned care givers to get a job and keep that job is our core business. Ujima Foundation for Training & Development is a training institute that works to empower orphaned youths who have limited opportunities so that they can get a job and support themselves and the children under their care. Ujima seeks private sector solutions to address societal problems. Working with more than 100 individual employers, more so in the hospitality sector has seen Ujima link more than 5,000 youths to internships, 70 percent of them gaining employment.

Ujima Foundation has achieved this through rigorous employability program, targeting these youngsters and equipping them with the necessary tools to be attractive to potential employers. Every year about 350 trainees each taking care of an average of three children go through our employability skills program. About 98 percent successfully graduate from the program and proceed for internships. These youths become role models to their siblings and the community they come from hence undoubtedly convey the message that Ujima is trying to spread that the “Best Support Is Self-support”

# Year of impact



**5,357**  
Trained  
Since inception



More than  
**10,000** living  
within a family set up



**67%**  
Jobs



New program on  
digital literacy



**60** business  
mentors  
connected to  
alumni



**113**  
Active  
Employers



**180** Youths  
Trained in 2022



*The Head*

*The Heart*

*The Hand*

## Improved linkages with all partners

In a bid to reach out and improve linkages to the private sector partners, Ujima has employed various strategies including invitations to graduation ceremonies where students demonstrate application of skills they have acquired, regular employers meeting to address gaps in the institution as well as at the industry, Inclusion of business leaders and employers as part of Ujima mentorship program as well as conducting training of masters within the labor market. In the last two years, Ujima has increased the employers it works with from 101 to 131 registered labor market players from diverse fields. This includes hotels and restaurant, Hospitals and health care establishments, Fuel stations, Schools, Hair and Beauty saloons, insurance companies, cement company, supermarkets, bakeries, non-governmental organizations, transport sector as well the county government.



# Youth Focus

My name is Biveline Atieno am 23 years old. Am a total orphan and we are two children. I lost both parents at a very tender age which led me to live with relatives. My mother's sister took me in to live with her and educate me after my mother's burial. However, this covered only two years (grade 3 and 4).when the year started for the next level (grade 5) I was turned into a house help while her children went to school.

When school were closed, after the first term I requested to visit my grandmother whom I shared with the experience at my aunt's place. Our uncle came home visiting and heard the challenges i experienced, took me with him and educated me up until grade 8 after which I went back to my grandmother who took on the responsibility to educated me through my secondary education . She later became ill and I was force to stay at home for one year because of lack of finances to further my studies

I heard about UJIMA Foundation when I was about to lose hope in life. I heard about how they help youths achieve their dreams. I did my best to join the institution and by God's grace I was absorbed in the hair and beauty program. This program is a short-term course which takes a period of seven months. Within the institution I acquired skills on beauty and employability skills.

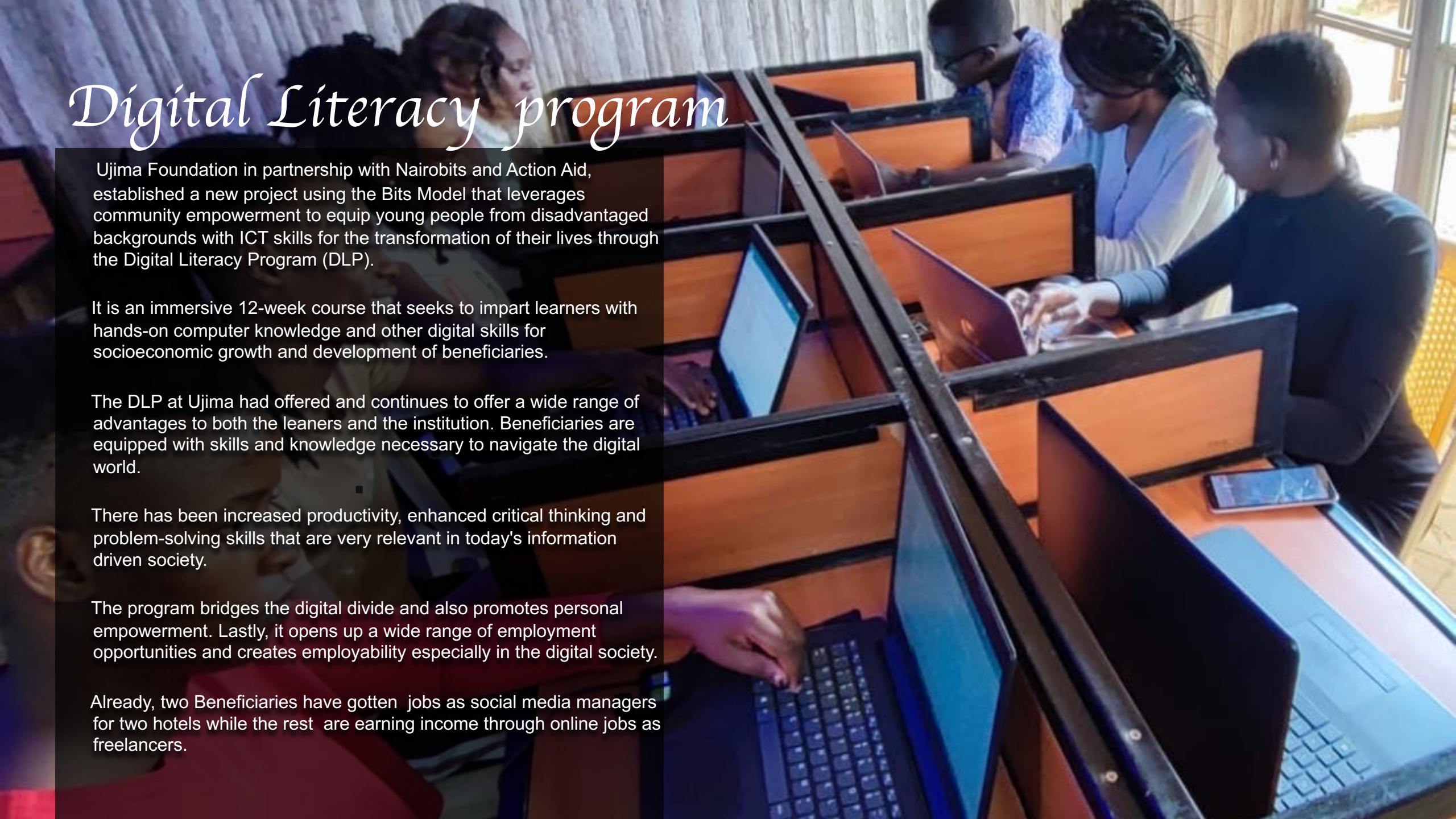
I was attached at one of the best salons in town (sophisticut barber and beauty spa). I did my internship for 3 months and was absorbed in as part of the team. I worked there for six months. Because of the knowledge and skills acquired at UJIMA as I was working on a client whom I didn't I had no idea was looking for someone to employ as a tutor, in our conversation she asked if I could train others on the same. What joy! It was really great to move to the next level. I accepted the offer and currently working as a trainer at Dons beauty school.

All thanks goes to UJIMA Foundation for giving me hope to better my life and now I am helping my grandmother and educating my younger brother who is in his finalizing his secondary Education (Form 4). My prayer is that he will join UJIMA after secondary school and achieve his dreams like I did.





# Digital Literacy program



Ujima Foundation in partnership with Nairobiits and Action Aid, established a new project using the Bits Model that leverages community empowerment to equip young people from disadvantaged backgrounds with ICT skills for the transformation of their lives through the Digital Literacy Program (DLP).

It is an immersive 12-week course that seeks to impart learners with hands-on computer knowledge and other digital skills for socioeconomic growth and development of beneficiaries.

The DLP at Ujima had offered and continues to offer a wide range of advantages to both the learners and the institution. Beneficiaries are equipped with skills and knowledge necessary to navigate the digital world.

There has been increased productivity, enhanced critical thinking and problem-solving skills that are very relevant in today's information driven society.

The program bridges the digital divide and also promotes personal empowerment. Lastly, it opens up a wide range of employment opportunities and creates employability especially in the digital society.

Already, two Beneficiaries have gotten jobs as social media managers for two hotels while the rest are earning income through online jobs as freelancers.

# Partners Focus



We see tasks as achievable, opportunities as attainable and sustainable networking and positive change as our drive. We are taking over the hospitality industry because we believe that it is the small disciplines that we repeat everyday that will lead us to great achievements that we gain slowly over time. At Ujima the beauty of what we love is reflected in what we do.

Being part of the Ujima fraternity as a digital skills trainer has provided an avenue to be part of a wonderful journey towards empowerment, impact and change in the life of the youth.


Talking to a number of Ujima's student, one theme that resonated with most of them before they joined the training, was desperation, stress and hopelessness that comes with lacking a sense of direction with thoughts of a bleak future.

The training at Ujima gives them surety and hope; which is the only thing stronger than fear. It changes their perceptives about life, opportunities and networks.

The knowledge impacted on them has given them power to redirect their lives, and an opportunity to make a difference. The discipline at Ujima which is very thorough has shaped their character and has continually earned Ujima an unquestionably good reputation and respect.

At Ujima, we do not see things as they are, we see things as we are.

*Ivon Atieno, Trainer - Digital Opportunity Trust*

A woman with curly grey hair is speaking into a microphone. She is wearing a red and black patterned top. In the background, several young people are visible, including a man in a red shirt and another in a blue denim jacket. The scene appears to be outdoors.

“When I came to volunteer at Ujima Foundation I never expected such high impact on youth. The day I arrived there was a new intake of timid students showing little self-esteem. Now, 7 month later I see mature and self-confident young people ready for the world of work and ready to face all challenges of life”

Anke Dewald co-worker  
from Comundo and Volunteer at Ujima Foundation

# Ujima Alumni Strengthening and support

Through research and data collection carried out, 55 alumni were identified initially for the business mentorship support. An extension of the program was granted and additional five businesses were included and linked to entrepreneurs. We are happy to report that one of Ujima staff running a catering business also participated as a business mentor.

Entrepreneurship trainings for Ujima alumni continued through out the extension period. The partnership with Digital opportunity trust improved especially the digital marketing component of the trainings making the alumni businesses more competitive.

Within the period of reporting, Two alumni convening were done. One in Kisumu and the other one in Nakuru. The objectives was to share their experiences after graduation, strengthen their networks and share tips to successes in the workplace/business. A total of 168 alumni in both convening were in attendance.

"Give a person a fish, and you feed them for a day. Teach a person to fish, and you feed them for a lifetime. At Ujima Foundation, we provide employability training to our participants, we are not just providing them with a livelihood, but also empowering them to sustainably support themselves and their communities for generations to come." Alice Atieno Dambe - Business trainer

## Curriculum Development for business support

- Conducted a rapid labor assessment
- Conducted learning assessment
- Developed manuals for entrepreneurship training for business support.

With the support from Edukans, Ujima Foundation developed business support manuals for training the alumni whose businesses were adversely affected by the effect of Covid 19. The trainings were delivered both online as well as in person at Ujima offices.

The partnership with COMUNDO also saw a co-worker from Germany attached at Ujima training centers supporting Ujima with fine tuning curricula to better suite the needs in the labor market.

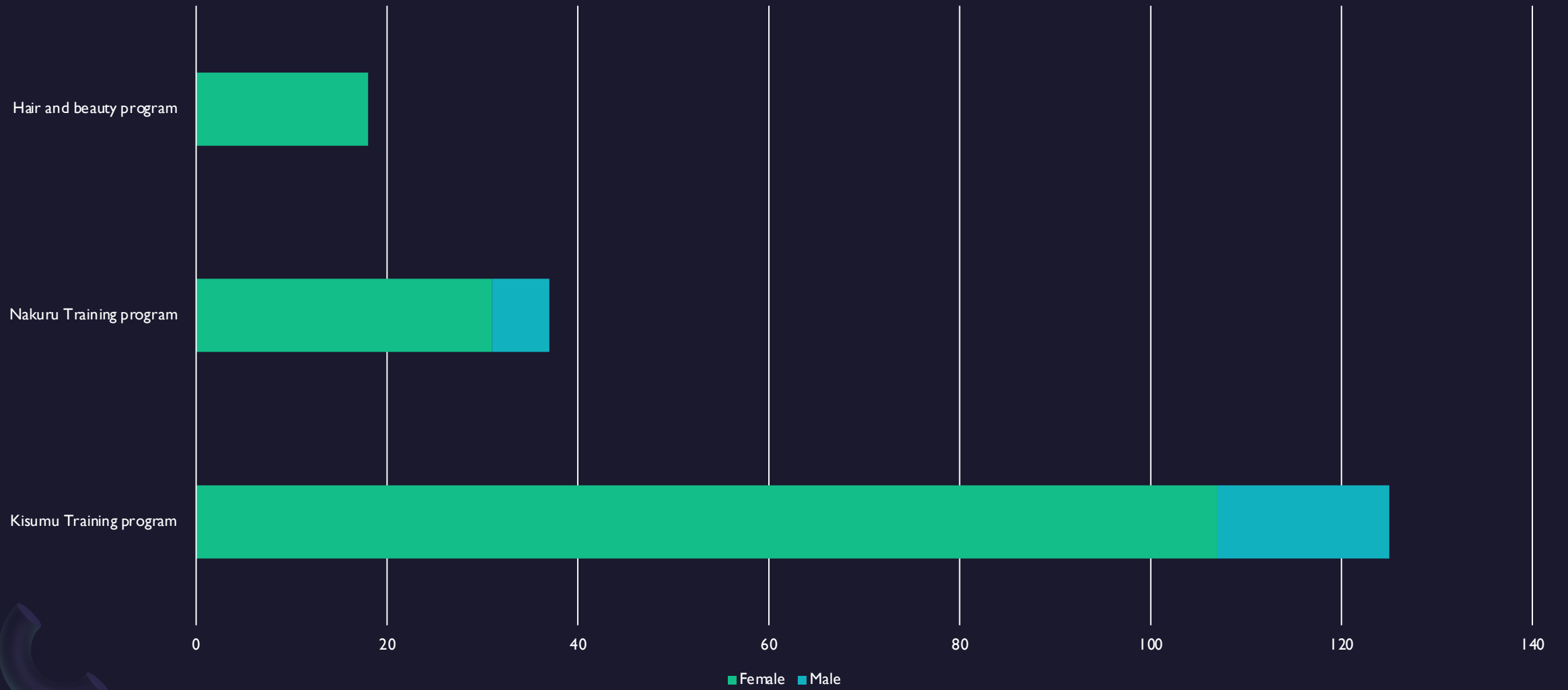
60% of the business supported were food related  
20% are Boutiques  
10% Plumbing and Hardware  
10% Beadwork, soapmaking and Auto spares

# Program results 2023 intake

Gender	Kisumu Training program	Nakuru Training program	Hair and beauty program (Kisumu)	Totals
Women	107	31	18	156
Men	18	6	0	24
Siblings/Children	576	182	0	758
Total	701	219	18	938



## Training programs



# *Maili Saba Camp*



Thank you very much for supporting the ongoing renovations at Maili Saba Camp! You came in when we needed you most!





# 2022 Graduation

A total of 180 trainees graduated in year 2022. We are so proud and happy that several partner organizations, mentors, Employers and the local community joined us in this celebration.

# Thanks for your support!

## Foundations

Segal Family Foundation  
Livelihood Funds  
Tawingo Funds  
Jocknic Foundation  
Edukans Foundation  
Issroff Family Foundation  
Struan Foundation  
Wilde Ganze Fonds  
Safaricom Foundation  
KCDF  
Digital Opportunity Trust  
Comundo  
PUM-NL

## Corporates: Others

Zizi Afrique  
Emilys salon  
Sophisticut  
Stenden Hotel school  
students  
Wells petrol station  
Avenue Hospital Kisumu  
Butterflies works

## Corporates Hotels and restaurants

Acacia Premier Hotel  
Ack Guest House Nakuru  
Ack Guest House Mombasa  
Alkazar Hotel  
Beach View Hotel  
Billie restaurant  
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  
El Paso restaurant  
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  
Ikonia Suites  
Imani Guest House  
Joventure Hotel  
Jumuia Hotel Nakuru  
Kalongolongo reastaurant  
Kisumu Jumuia  
Kanamai Kiboko Bay  
Kika Hotel  
Ka kwacha hotel  
Kisumu Hostels  
Kisumu Hotel  
Kivu Retreat  
La fete Hotel

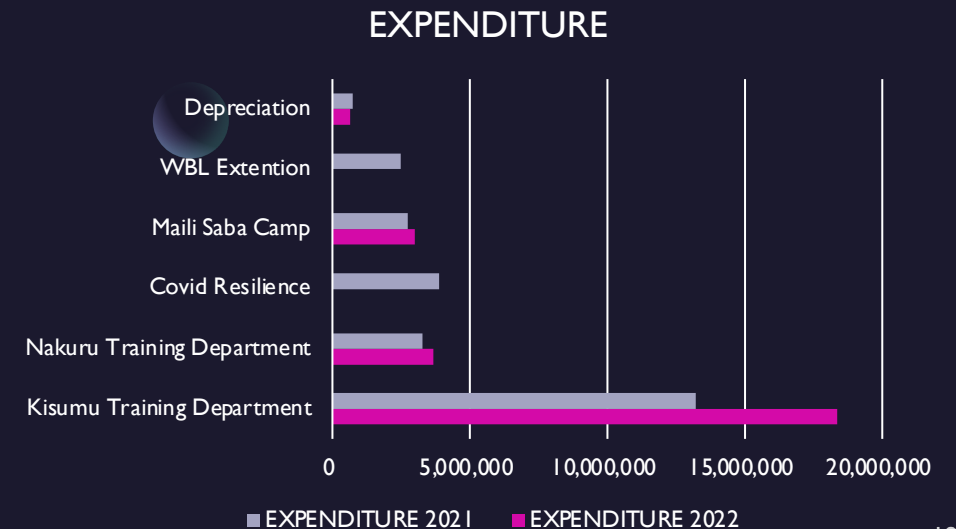
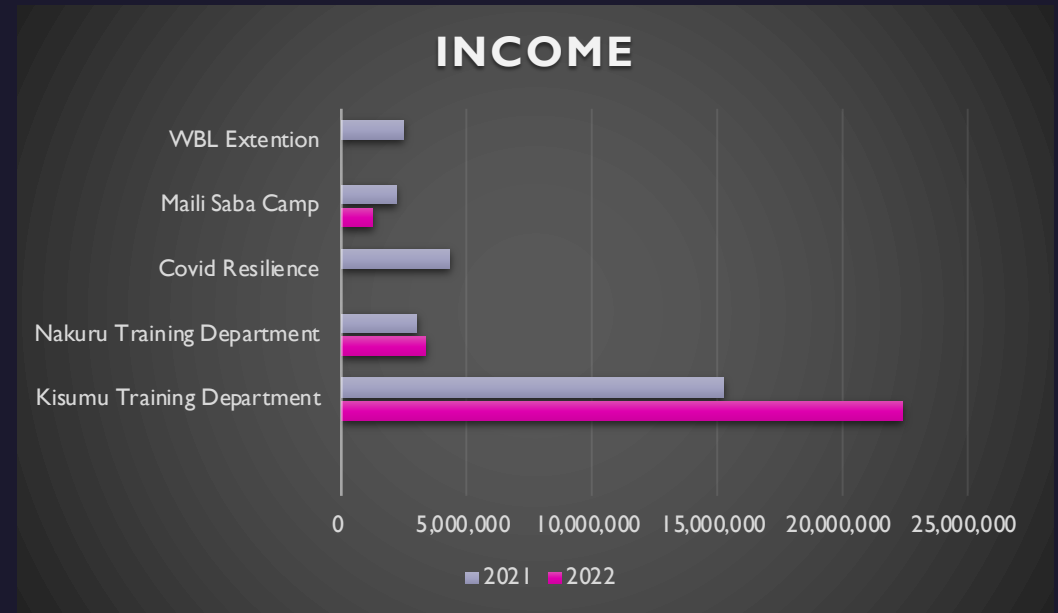
Lake breeze  
Lake Breeze Hotel  
Lake Nakuru Flamingo  
Lake view Hotel  
Le savanna county Lodge  
Legacy Hotel  
Leopard Hotel  
Little Nile Hotel  
Maili Saba camp  
Matt Pharm  
Meeting Point Point  
Milele Resort  
Milimani Guest House  
Mill Hills View Hotel  
Miriam House  
Mon Amie kisumu  
Mosata Grey Hotel  
Museum View hotel  
Milele beach resort  
New Bondo  
New East View  
Nuru Palace  
Nyanza Club  
Nyanza golf club  
Parkview Hotel  
Pinecone Hotel  
Poly view Hotel  
Pride Hotel  
Pride Inn  
Public Service Hotel

Ray Green Hotel  
Rockwell Hotels  
Royal City  
Milimani  
Royal City town  
Reef Hotell  
Royal Garden  
Rozala Hotel  
Sentrin Hotel  
Shalom Hotel Shelton  
Sovereign Hotel  
Sunset Hotel  
St Annes Guest House  
St John Manor  
St Marys Pastoral  
Starridge  
Sunset Hotel  
Sunrise hotel  
Sura View  
Tausi Hotel  
The Vic Hotel  
Tich Nam Restaurant  
Tintoler  
Tripple Trojan  
Twiga Sanctuary  
Victoria Comfort  
Victoria Ripples  
Vittori suites Hotel  
VIP lounge  
Vunduba Hotel  
Whirlspring Hotel

UJIMA FOUNDATION FOR TRAINING AND DEVELOPMENT

STATEMENT OF FINANCIAL POSITION - 31 DECEMBER, 2022

	2022		2021
	KES	KES	
Non - Current Assets		47,187,392	44,722,456
Current Assets			
Cash and Bank Balances		17,180,840	9,747,006
Accounts Receivable		282,350	139,210
Closing stock		214,470	1,472,700
Accounts Receivable		282,350	139,210
Total Current Assets		17,677,660	11,358,917
<b>TOTAL ASSETS</b>		<b>64,865,052</b>	<b>56,081,373</b>
Financed by			
Capital Fund		45,130,237	44,722,456
Accumulated Funds		19,190,058	10,389,766
Total Funds		64,320,295	55,112,222
Current Liabilities			
Accounts Payable		544,757	969,151
Total Current Liabilities		544,757	969,151
<b>TOTAL LIABILITIES</b>		<b>64,865,052</b>	<b>56,081,373</b>



# Ujima Foundation

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Bakehouse](#) | [Ujima Cafe](#)

