

UJIMA FOUNDATION

Annual report

2021

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Ujima Foundation | Maili Saba Camp | Ujima Bakehouse

Best support is self support!



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Message from the Executive Director

The year 2021 has yet brought the memories of year 2020, with the pandemic ever increasing disruptions to life as we know it. Though we cannot be confident of what the future holds, we can be clear and resolved in our mission: To jointly create, promote and deliver skills and knowledge that develop and nurture vulnerable youth to be self-reliant by developing and offering an array of innovative and diverse skills and training programs in conjunction with the private sector.

As an urban development organization providing employability training and access to the labor market to orphaned youth, we are happy to report the progress we have made this year. The impact of our program as well as the challenges we have faced. As we anticipate the future, I am deeply moved by all who remain committed to advocating, supporting, and genuinely caring for those we serve.

By leveraging the talents and resources of all sectors—public, private and philanthropic—we did what none of us could achieve on our own. By uniting the passion and commitment of donors, advisors, community leaders and nonprofits, and other stakeholders we are creating sustainable solutions that will continue to affect lives for years to come.

I would like to thank our community partners as well as individual donors for their continued support through their many donations. I would like to thank the more the 103 employers partnering with us in job linkages and internship opportunities. Finally, to Ujima Foundation staff who have been the consummate team players and unhesitatingly stepped up during these difficult times of such uncertainty and confusion.

I truly appreciate all of you.

Thank you!

Charles J. Odhiambo

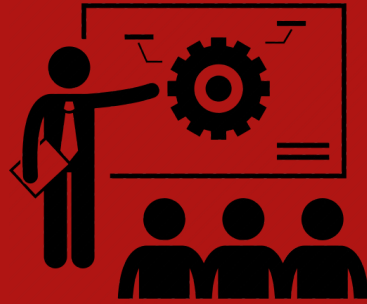
Executive Director



Highlights 2021

5,177
Youths trained
since inception

336
Youths
trained



Youths trained increased by 61% from year 2020



59

Trainees trained
online

55

Alumni
businesses
supported



New project developed and
piloted

103
Trainees
Employed



The effect of covid has reduced job
opportunities.



Alumni portal
developed

17

Staff
Capacity built



Five organizations trained Ujima staff

The training program



Kisumu

The year 2021 started with a lot of hope especially in the backdrop of 2020 lockdowns due to Covid 19 pandemic. A total of 140 students enrolled into our programs in Kisumu with additional 59 students trained online. The hair and beauty program enrolled 6 students. All of which graduated and currently job hunting



Nakuru

In Nakuru recruitment was adversely affected due to COVID-19. Quite a big number of potential trainees who had been registered did not turn up in January. This led to the Team going out to the community to source for potential trainees. Some of the youngsters who had undergone the online Entrepreneurship training joined the Programme. The training Programme successfully admitted and graduated 48 youngsters.



Mombasa

Mombasa office had only two cohorts in the year 2021. A total of 89 trainees graduated.

Mombasa recorded new partner hotels like the Milele beach hotel, Reef Hotel and Sunrise resort.



In March however due to lockdowns affecting five counties and Nairobi being an important source market for Mombasa, hospitality business took another big hit leading to further challenges in training the youths



Homa Bay



In Homa bay, Girls@work project resumed in February. 25 girls that were trained in 2020 were finally assessed by the project staff and linked to internships.



Resilience through year 2022

In the first few weeks of the COVID-19 crisis, companies began implementing crisis management and resilience measures. Most businesses have had to downsize staff, re-budget and manage their cash flow to cope with decreased demand or temporary closures.

In the backdrop of the pandemic and the desire to make Ujima more resilient and sustainable through the lessons learnt in the past years, A new direction was implemented that took into consideration the future strategy in Ujima's programming. This included revision of relevant manuals to respond to the current situation. The finance manual now recognizes noncash payments like mobile payment services and remote authorization. The human resource manual now recognizes working from home as well as the policies adopted on COVID 19.

Adoption of online trainings as well as a new trainees monitoring tool through alumni pad application has made Ujima Foundation as an institution more resilient through the pandemic. In the beginning of year 2022, The final draft of organization's strategic plan will be done. In it will be the measures set to be implemented though year 2025.

Youth focus: Vera Ombija

I am an Ujima Alumni class of 2017 September.

During my training my main aim was to become a receptionist in a three-star hotel or in an organization but due to some challenges in the employment sectors personally I decided to change from being employed to entrepreneurship which I was also taught at Ujima.

Ujima has played a big role in my daily life without Ujima giving me knowledge which is power, I may not have been where I am today.

Maybe with all those challenges I had before I would still be looking for employment or hoping to be employed, but because of the training I got in entrepreneurship from Ujima I managed to switch to self-employment which has helped me a lot. The online training came in handy during the corona Period. I learnt a lot and improved on my business.

With my hard work and effort, I believe I will be able to grow my boutique business in future and have a great future.

I love what I do. I wish to encourage other youths like me not shy away from self employment. Just dare to start small. Believe in yourself. Put the skills you have been taught into action. It is never easy but trust me once you hit the road running you will be smiling all the way. Thank you for giving me a chance!



Capacity building

The COVID-19 pandemic necessitates actions to realign, repurpose and (re)skill talent. With the Ujima trainings going online, There was need for capacity building and training of the staff to effectively deliver amid the challenges of the pandemic.

Coaching by the high energy consultants and training of all staff on safeguarding as well as support by The generation and Zizi Afrique on online training and delivery increased the capacity of the staff in program delivery. Additionally, curricular for online trainings for the businesses affected by the Pandemic was developed and strengthened with adoption of both hybrid and separate modules as a pathway to skilling the youths.





"What gives me great satisfaction is seeing the Trainees transformation from the day they join Ujima to the courageous youngsters ready to join the workforce and be independent" Charity Runoh, Job hunter, Ujima Foundation

Youth focus – documenting impact

Through our partner Segal Family Foundation, Ujima Foundation story of impact was documented. Both alumni and trainees in the program were interviewed and their journey towards self-reliance captured.

Partnerships – site visits



A visit by Kenya Community development Foundation (KCDF) staff and board member in our Kisumu offices was quite refreshing! Our alumni always proud to share their journey and show case their resilience



Always a pleasure to show case why we do what we do! The Segal Family Foundation team visited Ujima Kisumu offices to document our story.



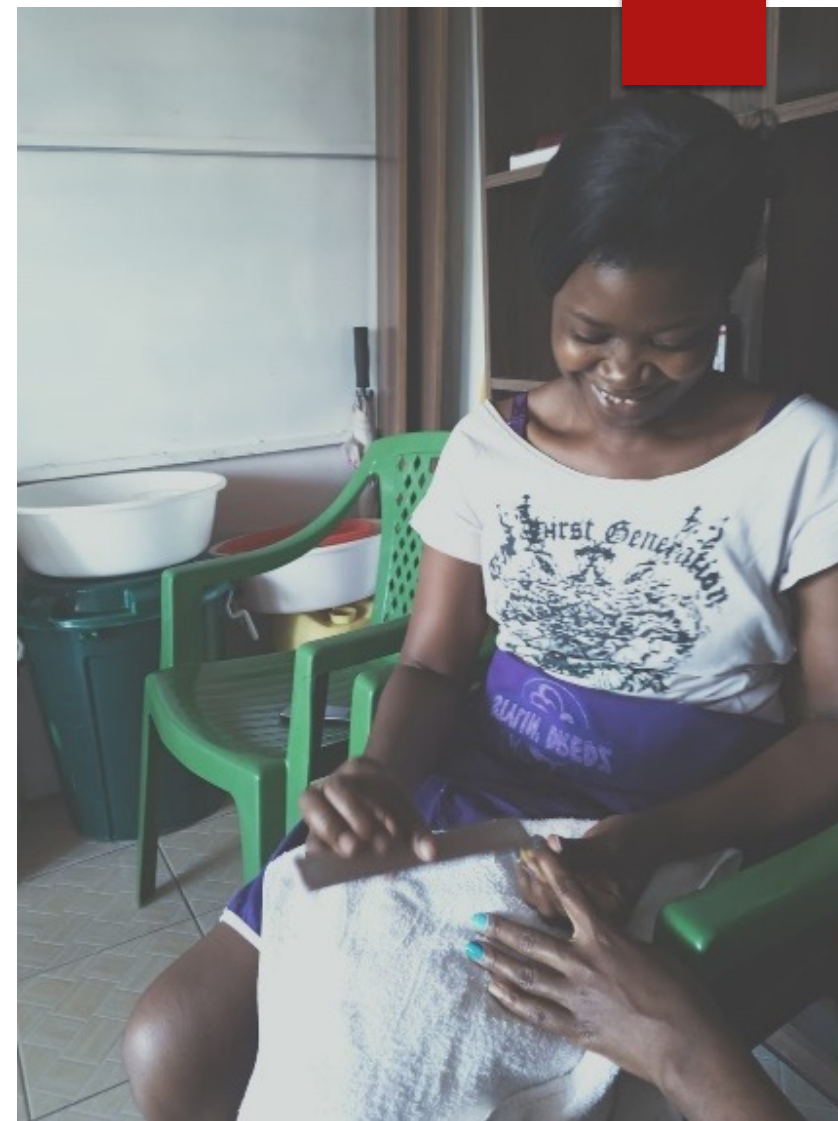
Linking and learning! It was a great honor to host the 9th collaborative intervention meeting with 12 vocational training centers and their corresponding county directorates spread across the country at Ujima Foundation offices in Nakuru, and later at Maili Saba Camp

Youth focus – Millicent Akinyi

My name is Millicent Akinyi. I grew up with a lot of struggles in the hands of relatives after losing my parents to sickness at the age of 8, which led me to early marriage at the age of 17. Schooling became a problem, and no one was willing to educate me. I was working as a house help.

I joined Ujima in 2020 under the project of girls at work (salon). I am very grateful for the program. Now I can pay my bills and support my grandmother. We were only two children I being the last born when our parents passed on.

I was attached at one of the best salons in town (ballerina beauty parlour) thereafter, I got a job currently am the manager of LYNS nail parlour - Kisumu



Millicent Akinyi – Manager, Lyns nail parlour

New Partners



PUM offer specialized support for clients who work in vocational education and find it difficult to connect with the business world. PUM has a lot of experience in strengthening the cooperation between companies and vocational education. Through partnership with Lake Victoria tourism association, and PUM, Ujima will benefit in ensuring that better connections to the labor market is experienced



Human need project is dedicated to building self sustainable centers that will prosper far into the future by working in complete partnership with locals to find the best solutions for the unique challenges we encounter in each center location. Ujima and human needs project has fostered a partnership that has already saw the two organizations doing a joint proposal for funding.



Comundo a Swiss NGO focusing on Personnel Development Cooperation (PDC). In Kenya, It works primarily in the education sector. COMUNDO works with a holistic approach and encourages cross-linking between its work and various partners. The local partner organizations represent civil society, social movements, and church-based organizations. Ujima is at advance stage in forging a partnership with COMUNDO that will see exchange of expertise and leveraging resources between the two organizations.



Through the Economic Empowerment Programme, Safaricom Foundation aim to support at least 1,700 youth aged 18-25 years with entry level jobs following successful completion of a 4 to 8 weeks training program in Vocational Training Centers across the country. In 2021 Safaricom Foundation sponsored 10 girls at Ujima Foundation.



"Ujima is an old Swahili word that means "achieved with the help of others". That is why we align ourselves and open our doors to like-minded partners. It is true that none of us is as smart as all of us." Fred Omutiti, trainer, Digital Opportunity trust

Digital Opportunity Trust (DOT) Kenya is a non-profit organization established in 2005 and registered in 2007 to build the capacity of youth and women to engage in entrepreneurship and access employment opportunities. We provide youth with the tools, knowledge, and networks they require to start and run a sustainable business whilst also contributing to the transformation of their communities.

Psychosocial support

Covid 19 brought about unprecedented challenges to the world. Ujima trainees running small businesses that supports their families were not spared. One of the key components of Ujima trainings was an intervention to address their emotional, social, mental and spiritual needs. With loss of business and diminishing returns, the family unit was exposed to more that economic hardship. Loss of family members due to COVID 19 and its related stress on the family called for targeted psychosocial support geared towards achieving the following components within these family units.

- ▶ Better relationships (Alumni to develop improved communication and socialization skills)
- ▶ Greater confidence (Boost confidence through social skills through group therapies)
- ▶ Ability to set boundaries (Getting in touch with realities and living within their means)
- ▶ Less anxiety (dealing with expectations, right information from reliable sources eg W.H.O, Kenya government)
- ▶ Trauma resolution (Group therapies, Referrals where need be)
- ▶ Stress relief (Encourage them to express themselves, keep Journals to help them, monitor stress levels, find what works best for them to relive the said stress.)

Positive use of social media was encouraged and tracked. Proper advice was given accordingly.

Mentorship and business support

The fifty-five businesses ran by Ujima alumni were identified and supported through direct training of the alumni. These trainings were done through online as well as individual physical meetings. The meetings were done on campus as well in as at their premises. 70 percent of these business are in peri-urban while 30 percent are in the urban center.

60% of the business supported were food related

20% are Boutiques

10% Plumbing and Hardware

10% Beadwork, soapmaking and Auto spares

Employers Focus: Sovereign Hotel, Kisumu

Thank you, sovereign Hotel
Kisumu, for employing eight Ujima
Foundation trainees!

From right to left

Garry David (2015)

Millicent Oniala (2015)

Goretti Aketch (2014)

Austine Juma (2014)

Kennedy Owuor (2017)

Maxwel Orwa(2018)

Mellisa Nyakowa(2020)

Gordon Otieno (2021)



Staff focus

- ▶ My name is Harrison Oyugi Agundo know by the name Harry. I was born and brought up in Nakuru town went to Kaptembwa primary school and later joined kokoth primary school then Kanyamfwa high school. I was brought up by mummy Lydia Awino Agundo who worked so hard to provide for me and my sister.
- ▶ After the death of my father in the year 1990, my lovely mummy passed on as well in the year 2003. After her death, I was in total dilemma my sister was in form two and my worry was who will pay for her school fee. Even though I had relatives I decide to take the bull by its horn and started farming Sukumawiki and tomatoes supplying these to schools and sell some to the local market. I also started saving and I was able to start business with the small capital raised.
- ▶ I was referred to a community-based organization that was next to my home called Badili maawazo by a neighbor. The contact person Mr Peter Okolla later introduced me to a lady called Genevieve in flamingo estate this is where I got more information about Ujima Foundation. It seemed like a dream come true! I joined Ujima in 2006. After the vigorous training, I joined Jumua resort for my attachment. My favorite departments were housekeeping and food production. After the three months I got a job as a housekeeper at the same place and my life was never the same again. I was later transferred to stores and supply which was more demanding and needed a lot of my attention since I was put in charge of everything that was being used in the hotel.
- ▶ During the post-election violence in 2007 I was given my leave until business pick up. I decide to give courtesy call to Ujima Foundation Kisumu. This visit brought a big change and a lot of fulfillment in my life. I got employed as the recruitment officer in Ujima - Kisumu field offices. I am responsible for ensuring that Ujima has the right target group joining the program. I mentor and hopefully inspire them as well. I am also the alumni coordinating officer responsible for running its programs. Being mostly in the field, I get to meet many Ujima partners. This gives me a lot of inspiration as I source for trainees. I enjoy every moment that am in Ujima and my heart fills with joy when our trainees access the job market and compete favorably not forgetting their role of supporting their younger siblings.
- ▶ *'My head is always high. I aim at hitting the moon and if I don't, I'll land on the stars'*
- ▶ I feel that each one of us is an integral part of the results we are achieving. I am blessed and happy to be part of these results!



Harrison Agunda – Recruitment officer, Ujima Foundation

Way forward: 2021 and beyond

The training program

Lessons learnt in the backdrop of COVID 19 and the success of the resilience program targeting alumni businesses affected by the pandemic has unveiled a huge gap in psychosocial support and mental health interventions in youths. These youths are already overwhelmed with the responsibilities of taking care of themselves and the children under their care.

This issues are not alien to Ujima Foundation only, In Kenya, it is estimated that one in every 10 people suffer from a common mental disorder. Depression and anxiety disorders being the leading mental illnesses. According to International journal of mental health systems, The COVID-19 response in Kenya has no formal mental health response plan. There is an unmet need for psychological first aid in the community.

Ujima Foundation intends to support and put in place interventions to reduce the effect of mental health by providing a robust psychosocial support at the family unit level along side employability skills training targeting the youths within the institution.

This would call upon Ujima and other stakeholders to invest in these interventions to fully realize the gains as well as reduce attrition rates after trainings and job linkages to the labor market.

Ujima's income – Maili Saba Camp

Year 2022 brings with it significant phase in Kenya's calendar; The country shall be going through presidential elections. Over the years, this period has been marked with low tourist thus low business at Maili Saba Camp.

This has huge impact on the income for the organization. Coupled with this, The camp needs to finalize its renovations. With resources availed, this would be the best time to revamp the camp as Ujima readies for year 2023 where guest's turnover is anticipated to increase country wide. Ujima has thus embarked on a plan to raise USD 100,000 from its development partners to support this endeavor.



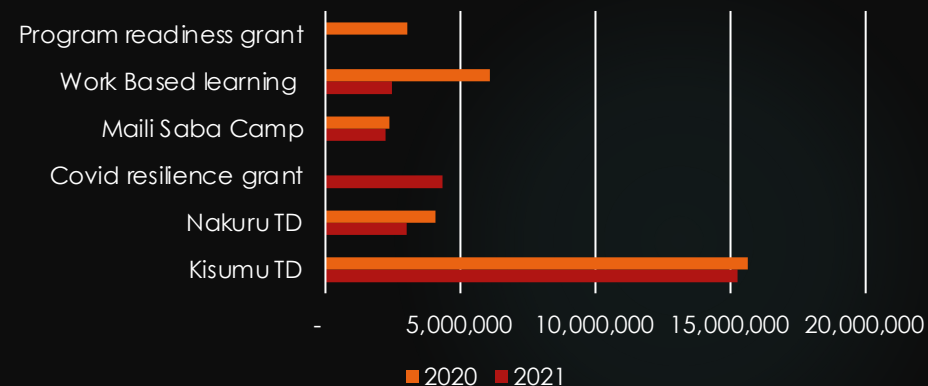
Financials

UJIMA FOUNDATION FOR TRAINING AND DEVELOPMENT

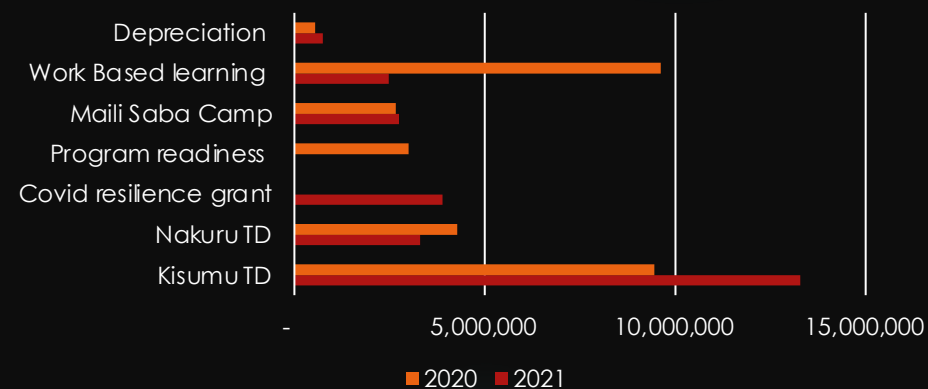
STATEMENT OF FINANCIAL POSITION - 31 DECEMBER, 2021

	2021	2020
	KES	KES
Non - Current Assets	44,722,456	40,751,923
Current Assets		
Cash and Bank Balances	9,747,006	7,962,626
Accounts Receivable	139,210	1,279,312
Closing stock	1,472,700	699,775
Accounts Receivable	139,210	1,279,312
Total Current Assets	11,358,917	9,941,713
TOTAL ASSETS	56,081,373	50,693,636
Financed by		
Capital Fund	44,722,456	40,751,923
Accumulated Funds	10,464,230	9,225,478
Total Funds	55,186,686	49,977,400
Current Liabilities		
Accounts Payable	894,687	716,236
Total Current Liabilities	894,687	716,236
TOTAL LIABILITIES	56,081,373	50,693,636

Incomes



Expenditures





Thanks for your support!

Foundations

Segal Family Foundation
Jocknic Foundation
Edukans Foundation
Issroff Family Foundation
Struan Foundation
Tawingo Funds
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 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
Ikonias 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
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 Hotel
Royal Garden
Rozala Hotel
Sentrin Hotel
Shalom Hotel Shelton
Sovereign Hotel
St Annes Guest House
St John Manor
St Marys Pastoral
Starridge
Sunset Hotel
Sunrise hotel
Sura View
Tausi Hotel
Tich Nam Restaurant
Tintoler
Tripple Trojan
Twiga Sanctuary
Victoria Comfort
Victoria Ripples
Vittori suites Hotel
Vunduba Hotel
Whirlspring Hotel

Get in touch with us

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IS SELF-SUPPORT