



Kisumu | Nakuru | Mombasa | Homa bay

## UJIMA FOUNDATION FOR TRAINING AND DEVELOPMENT

**20** ANNUAL  
**17** REPORT

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# UJIMA FOUNDATION FOR TRAINING AND DEVELOPMENT

# 2017 Annual report



## 1 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"*

## 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."

## Our vision

"a society rich of economically and socially empowered youth"

## Our work

We work in Kenya – Kisumu, Nakuru, Mombasa and Homa bay counties partnering with the most vulnerable youth's in the communities to improve their:



EDUCATION • SEXUAL AND  
REPRODUCTIVE HEALTH • ECONOMIC  
OPPORTUNITY

## 1.1 Letter from the CEO

Dear Friends,

Ujima Foundation for Training & Development is a training institute that works to empower orphaned youngsters so that they are able to get a job and support themselves and the children in their care. These youths become role models to their siblings and the community and clearly conveys the message that Ujima is trying to spread: That the best support is self-support.

At Ujima Foundation for training and development our days are always inspired by the accomplishments of our youth and their beneficiaries. We are proud to present you with our annual report for fiscal year 2017.



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

Since its inception back in 2004 until today, Ujima Foundation has stayed true to its mission and values.

We are a complex multiservice, multisite organization with a local and regional reach. Yet our hopes



and dreams for our youth have not changed or diminished over the years. 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 opportunity for our youth to walk through and thrive. Ujima is the result and reality of several dedicated efforts and contributions, from staff, community partners, professionals and commercial enterprises that partner with us, and our trainees. Ujima means achieved with the help of others. 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 youths as possible to become self-reliant and responsible citizens of Kenya.

The success of our youth is a result of your investment in our work. Thank you for caring about young people and their families in our region. We hope you enjoy

reading this report as much as we enjoy doing our work.

Charles J. Odhiambo

Executive Director  
Ujima Foundation for training and  
Development

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# 2 EDUCATION

## 2.1 Pathway to employment

### 2.1.1 Employability training

Training of Ujima's beneficiaries to get job and keep that job is our core business. Ujima Foundation has achieved this through rigorous training of the youngsters and equipping them with the necessary tools to be attractive to potential employers. This training method is anchored

on Ujima's 3H (the head, the hands and the heart) philosophy of training that takes a holistic approach in equipping the beneficiaries with the necessary skills that they need to not only get a job but keep that job. The training takes the beneficiaries through three stages. The orientation program for three months, The Skill center for three months and the last phase is the Job hunting and

mediation that goes for another three months. In the year 2017 out of the targeted 261 youths who started training, 248 successfully completed the cycle and graduated.

95 %  
Completed  
training

### 2.1.2 Results Ujima Foundation

Indicator	Planned Result	Actual Result
Girls that start training	156	204
Girls that complete training	156	193
Girls employed	113	114
Boys that start training	84	57
Boys that complete training	84	55
Boys employed	61	42

Table 1 Ujima's 2017 results

## 2.2 Entrepreneurship and basic computer training

We are happy to share with you that our trainees are now not only equipped with the employability training but also with skills to start their own businesses.

In 2017, Ujima introduced business competitions and pitching as part of promoting entrepreneurship program. Students pair up in a group of four each and develop simple business plans.

In future we hope to partner with financial institutions to provide seed capital for the winners to realise their dreams of starting own business. This money can be repaid back to Ujima to create a revolving fund.



1 Ujima Trainees at an International conference in Nairobi

## YOUTH SPOTLIGHT: MARGARET JARAMBA

My name is Margaret Achieng Jaramba, my aunt is the one who made me to know about Ujima Foundation. I saw her progressing in life after studying at Ujima and she was helping her family members very much. I joined Ujima because the training was taking a short duration and the commitment fee was affordable. I also wanted to assist my siblings the way my aunt was assisting theirs. I trained in Ujima for three months then got attached at Twiga Sanctuary Resort for another three months.

During my attachment, I practiced the people skills I had learnt at Ujima such as teamwork, conflict management, communication, self-awareness and motivation.

I volunteered for them for one month and got employed as a receptionist in the second month earning Ksh. 7,500. I am now able to take care of myself. I can budget for the things I need and be able to purchase them. I also support my youngest sibling who is in primary school by purchasing for them education related items such as uniform, text books and exercise books.

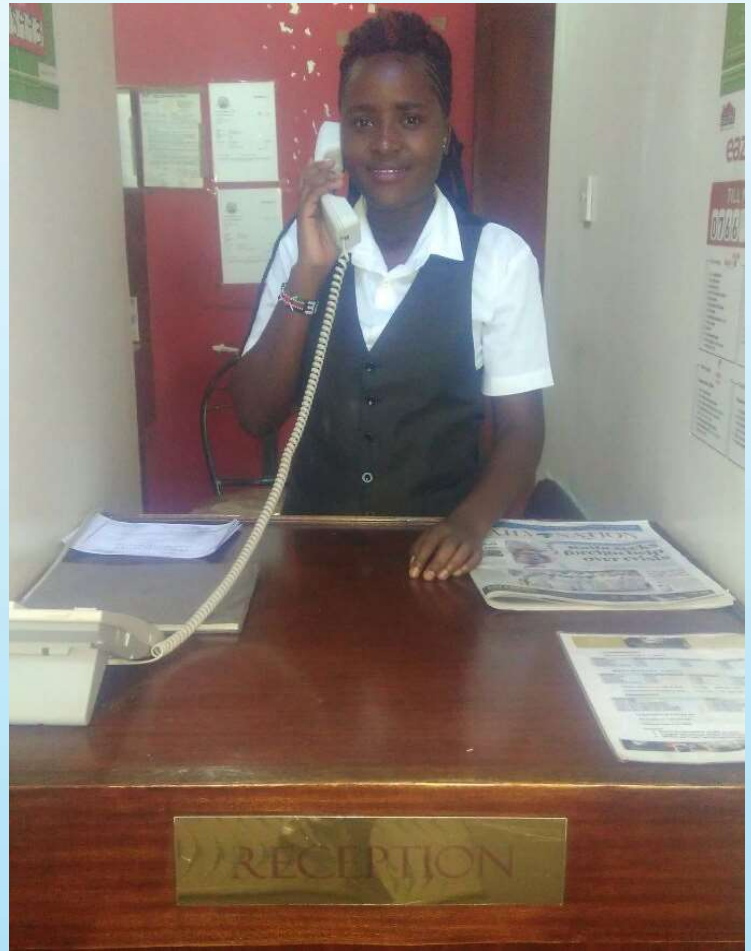


Figure 2 Margaret Jaramba at Twiga Sanctuary resort, Kisumu

Name: Margaret Jaramba

Intake: September, 2016

Graduated: March, 2017

Siblings: 3

Attachment : Twiga sanctuary resort

Job : Twiga Sanctuary resort



## 3 SEXUAL AND REPRODUCTIVE HEALTH

### 3.1 Ready steady program

On March 24, 2017, the Avenue hospital and their health care professional mentors organized a health talk and lessons on reproductive health including HIV and AIDS to 84 Ujima trainees in Kisumu. The health talk also included referrals to their various hospitals within the region.

Lumumba health center also gave 182 Ujima Foundation trainees talks on gender-based violence and preventive measure. They also referrals on the same. During the meeting 60 contraceptives were distributed.

The ready steady program adopted from Ethiopia had a challenge at the close of year 2017. The password used to enter into the web pages malfunctioned and thus the students were un able to log in. To mediate this, we made use of print out curricular as well as saved videos clips that were originally in the website. We have since contacted Educaid to assist in the system reset.

- In FY17, 182 youth were participated in training on prevention of HIV and STIs provided by Avenue and Lumumba health center in Kisumu through their Counseling, Testing, Referrals, and Linkages Program.
- 270 youth participated in the ready steady program.
- 60 youth received tutoring and other programming through ready steady program website.
- 12 Youths participated in Bike ride to raise awareness of teen pregnancies



Figure 3 SRH Training by Avenue health care

# 4 ECONOMIC OPPORTUNITIES

## Our impact

One hundred and fifty-six trainees accessed employment in 2017 representing 62% of trainees who successfully completed the training program. 91% of those employed are in gainful employment earning above Ksh. 5,000 and supporting 1,617 siblings.

The total pre-training income for Ujima beneficiaries was Ksh. 394,660. Their post training income totaled Ksh. 1,332,500 by the close of year 2017. The change in income is Ksh. 937,840 representing 238% increase in income before they joined Ujima. The average monthly income for the trainees was Ksh. 8,487 with male earning more than the female beneficiaries by Ksh. 518. The female beneficiaries have an increased change of income compared to male beneficiaries by 175%.



Figure 4 Trainee working at Clarisa Guest House

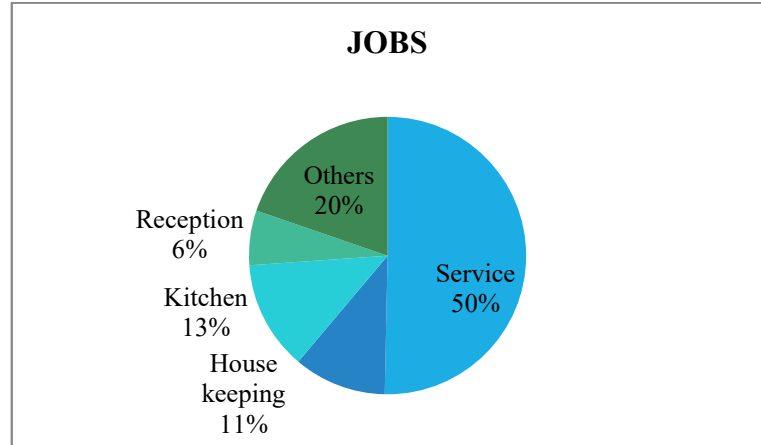


Table 2 Distribution of departments Trainees got employed in

- 74% of our trainee's access employment within the first 3 months after completing their training.
- 24% of the trainees got employment within four and six months after training.
- The remaining 2% got their employment after six months.

### Distribution of employed trainees in towns

61% and 24% of the trainees who successfully completed the program got employed in Kisumu and Nakuru respectively. This is where the training departments are located. The rest of them are working in other towns. Five trainees are working Nairobi, four trainees in Bondo, two trainees in Mombasa, Busia and Kakamega towns. The rest of the towns such as Siaya, Yala, Mumias, Oyugis and Rongo have one working beneficiary each.



## 4.1 Accessing employment

44% of the trainee's access jobs through attachment. They are employed immediately after completing their attachment. 22% of the trainees accessed jobs through personal initiative and they visited employers inquiring about employment opportunities. 19% of them accessed jobs through their family and friends. The rest of them accessed job opportunities through the Alumni and Ujima Staff.

The alumni network assisted 10% of the trainees to get jobs.

## 4.2 Job Hunting period

74% of our trainee's access employment within the first 3 months after completing their training. 24% of the trainees got the employment within four and six months. The remaining got their employment after six months

## 4.3 Total intervention

On average Ujima trainee has the responsibility of 4.2 children under their care. In 2017, none of the males declared having children of their own however they all had siblings under their care. As for female trainees, they both had children of their own as well as siblings under their care. In 2017, Ujima's intervention reached 1,370 beneficiaries. This are both primary and secondary beneficiaries as per the table below.

Gender	2017 annual Intake	Dropouts	Completed	% Completed	No. of Children	Siblings	Intervention
Male	57	2	55	96%	0	226	281
Female	204	11	193	95%	72	824	1,089
<b>Total</b>	<b>261</b>	<b>13</b>	<b>248</b>	<b>95%</b>	<b>72</b>	<b>1,050</b>	<b>1,370</b>

Table 4 Ujima's 2017 statistics

## 4.4 Improving quality of education

In the Year 2017, Ujima sent four beneficiaries for refresher courses provided by the Kenya Utalii college. Two of Ujima staff members also benefited from this refresher courses. The knowledge acquired from the refresher courses improved the quality of training in both Kisumu and Nakuru programs.

We are happy to share that Ujima Foundation has been recognized by National Industrial Training Authority (NITA) as a training institute under registration number NITA/LEVY/CDAT/8454 our trainers have also been certified by NITA. This means that Ujima students can now sit for trade tests conducted by NITA. These tests will cost ksh. 6,000 (€ 60) per student. We are currently working with NITA to certify Ujima as a center for examinations.

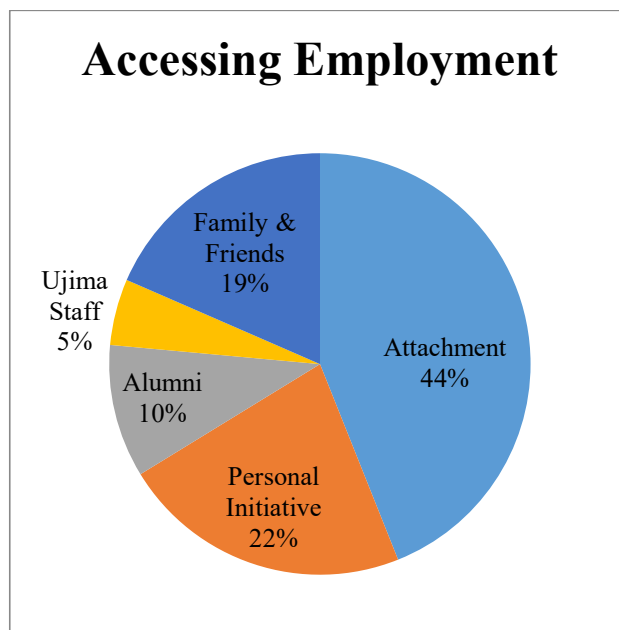


Table 3 Access to employment

# YOUTH SPOTLIGHT: FELIX OWINO

My mum passed away when I was to join form one and this made me drop out of school. At that time my dad was terminally ill from diabetes and he could not manage to support my education. My uncle supported me to complete secondary education and thereafter I was to fend for myself. I heard about Ujima from my cousin who had studied at Ujima. He was working and this inspired me to apply to Ujima

which I managed to join on 4<sup>th</sup> September 2016.

I was trained for three

months on employability and basic computer skills. I gained skills in working with Microsoft Office and learnt how to be an effective team player so as to produce the best results. For job placement, I was taken to Royal City Garden. I learnt basic techniques in hotel industry. I worked in various departments – (housekeeping, service, kitchen). After my

attachment, I decided to volunteer for 2 months as a kitchen steward to learn more. Fortunately, I got employed in July 2017 in the same hotel as a kitchen steward due to my hard work and skills that I learned on my orientation. I earn Ksh. 12,000 per month and I am now able to take care of my younger sister who is currently in high school. I really thank Ujima for this opportunity. May God Bless Ujima.



Figure 5 Felix Owino working at Royal City Hotel

Name: Felix Owino

Intake: September, 2016

Graduated: March, 2017

Siblings: 1

Attachment: Royal city Gardens

Job: Royal city Gardens

# 5 NEW IN 2017

## 5.1 Girls@Work Program

The year 2017 saw Ujima start implement a new program targeting girls between the ages of 18 to 24 years. The Girls@Work training program targets a total of 520 girls within three years (2017-2019) and links them to the job market. By engaging more than 100 employers in job placements for our trainees, Ujima provides an opportunity for the employers to achieve their corporate social responsibility while benefiting from dedicated, eager to learn staff.

In year 2017, a total of 37 youths and 35 masters were recruited against the planned 42. In Kisumu, the training of masters took place three times (January, March and September) In Nakuru the training of masters too place only once. The low intake of trainees is attributed to the political situation in the country and the fact the WBL is still a new program. Most beneficiaries are aware of Ujima's employability program and its successes and thus more beneficiaries are absorbed therein.

A total of 40 trainees have been recruited so far against the planned 75 in total. Due to political uncertainty especially in Mombasa and Kisumu, training of the 6 youths as well as the training of masters in Mombasa was pushed to November and

successfully attached to industrial exposure in late December



Figure 6 Master training at Sovereign Hotel in Kisumu

## 5.2 Challenges for Girls@Work Program



Figure 7 Mombasa Trainees

The Girls@Work has experiences relatively low numbers mostly as a result of the political tensions in the country. Hotels and other businesses have also been hard hit; this has prompted the business owners to accept limited number of trainees in their establishments. To curb this, Ujima recruited one staff from Maili Saba camp to act as a recruitment officer in Nakuru to increase the

numbers.

## 5.2 Expansion into Mombasa county



The labour market survey and needs assessments done earlier in the year gave a strong business case for moving into Mombasa County. However, this has not moved on as planned. Logistical issues and the political climate in the country due to 2017 presidential elections has affected the implementation schedule. Ujima has however identified a potential partner in Mombasa that will assist in grassroot mobilization of potential beneficiaries and provision of an office space.

### 5.3 Plans and expectations for year 2018

Ujima Foundation and Edukans intend to fully implement the Girls@Work program in Mombasa starting in



Figure 8 Guardians meeting in Mombasa

January 2017. Already six beneficiaries have been identified and one organization to assist Ujima in logistical issues in the first stages before acquiring an office.

It is anticipated however that setting up Mombasa office will bring additional costs that had not been anticipated earlier during the proposal development stage notably office space and its related running costs, the costs of travel (hotels are located far apart and the transport rates are higher than Kisumu and Nakuru), Program monitoring costs and so forth. We are however working on modalities to reduce these costs as much as possible

### 5.4 Meetings and conferences

#### 5.4.1. International meetings

In September 2017, Ujima was represented by the director at The Segal Family Foundation annual meeting in New Jersey USA. The meeting also included one engagement with the donors and consultants in development work. Other meetings are as per the below: -

Segal Family Foundation	Arusha, Tanzania	African Visionary Fellowship	August
Edukans – Partners meeting	Nairobi, Kenya	Donor Visit	
Segal Family Foundation	Nairobi	African Visionary fellowship	March

#### 5.4.2 National and local meetings

The following meetings and conferences took place in 2017 at the national and local level

Center for Adolescent Studies	Nairobi	SRH programming	
Omega Foundation	Kisumu	Gala fundraising for OVCs	February
Edukans	Kisumu	Work based Learning	March
Jocknick Foundation	Kisumu	Donor Visit	May
SOS children Villages	Kisumu	partnership meeting	Nov

### 5.5 New strategic plan

Most notable in 2017, after a great deal of shared thinking, consultation and refinement, Ujima Foundation published a new Strategic Plan that will guide all of our work for the next four years 2017 - 2020.

Apart from the strategic six goals that became our shared approach to making a difference in the world, the new strategic plan sets out shared goals for our internal operations as well. The strength of the Ujima rests on the clear guidance of how we will work through to 2020, striving to build and improve sustainable practices in our work in all areas Income generating projects included.

### 5.6 challenges and Lessons learnt

Providing a holistic training that responds to the demands and trends in the labour market is the most ideal and sustainable way of matching the gap between education and work. Ujima strives to

achieve this through coordinated and collaborative efforts with support from within and from donors.

This has resulted into several lessons highlighted;

- i. For trainees to be competitive, Ujima needs to pursue accreditation of its programs
- ii. There is need for management capacity building in order strengthen the organization
- iii. Having credible organizational leadership is critical in enhancing an organization’s public image and access to funding opportunities.
- iv. Involvement of all stake holders is Key for the success and implementation of the new curricular.

However, the following challenges are still eminent shall be addressed in year 2018.

- i. Strengthening the balance between needs and rights in programmes.
- ii. Strengthening private sector and alumni engagement.
- iii. Documenting the Ujima’s Success story from a ‘best support is self-support’ perspective.”
- iv. Investing in Board and Staff Development.

### 5.7 Summary of 2017-2020 strategic plan – Strategic objectives

#### 1. Holistic skills Training and development

The main activity for Ujima is to offer demand driven, marketable and quality training.

Goal for this strategic objective;

Goal 1: “By 2020, Ujima should have trained 1080 orphaned and vulnerable in the society and linked them to the job market”

#### 2. Strategic Partnerships and resource mobilization

Ujima aspires to be self-reliant and independent of donors over time. This strategic objective focuses on how to access resources and relevant technical expertise from the carefully selected relevant organizations working to enhance development efforts among targeted beneficiaries that are of interest to Ujima. These are the main goals;

Goal 2: Strengthen and increase the IGAs income streams to meet at least 30% of the total Foundation’s budget

Goal 3: Continuously Increase donor funding network locally and internationally to support 70% of the Foundation’s budget.

#### 3. Community and Alumni engagement

After over a decade of implementation of skills training, Ujima has a huge community of following within the communities as well as the alumni network.

Goal 4: By 2020 Ujima to have a vibrant and active alumni network with at least 1080 members.

#### 4. Institutional Capacity Development & strengthening

Human resource is the backbone of an organization. Ujima seeks to strength its internal capacity in order to deliver on its mandate. The goals for this theme is: -

Goal 5: By 2020, we should have developed a strong motivated and highly skilled staff

# 6 OUR INCOME GENERATING PROJECTS

MAILI SABA CAMP



## 6.1 Maili saba camp

Mail Saba Camp is located at the very edge of the Menengai crater. In 2017, The camp received a total of 1,348 guests against the planned 2,100. The low turn out was a result of cancellations due to the political climate in Kenya.



UJIMA BAKEHOUSE

## 6.2 Ujima bakehouse

The Bake house is located in Nakuru and have been in operation since 2015. The bakery produces only healthy sugar free products. Like the sour dough bread.

In the last three months of 2017, the bake house was closed due to low uptake of the products. This was because most of the political situation in the country.

UJIMA RESTAURANT



Most international schools around Nakuru went on a recess, this being our client Ujima decides to close the bakery and open after the elections.

### FAST FACTS

12%

Contribution of our income generating programs to the total budget of the training program. Best support is self-support!

64%

Number of Ujima Trainees Working in our income generating programs

### FOR MORE INFORMATION

Maili Saba Camp  
<http://www.mailisabacamp.com>

Ujima Bakehouse  
<http://www.ujimabakehouse.com>

## 6.3 Ujima Restaurant

Ujima Restaurant is expected to be open and ready by March 2018. It will be a full-service restaurant/cafe located in Milimani estate in Kisumu city. The restaurant

will feature a full menu of moderately priced "comfort" food influenced by African, Indian and European cooking

traditions, but based upon time honored recipes from around the world. The cafe section of Ujima Restaurant will feature a coffeehouse with a dessert bar, magazines, and space for a small bar. The main objective of the restaurant is to teach the Ujima Foundation beneficiaries the practical skills needed before they enter the job market.



The restaurant provides a safe environment for learning in a real word situation.

Ujima Restaurant will be owned and operated by Ujima Foundation for training and development.



# FOUR 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.

## Foundations

Edukans Foundation  
 Segal Family Foundation  
 Robo Bank Foundation  
 Struan Foundation  
 DIORAPHTE Foundation  
 Jocknick Foundation  
 Soromptomist  
 Issroff Family Foundation  
 De Koornzaayer Foundation  
 Heijmerink-Reith Foundation  
 Porticus

## Corporates and Businesses

Acacia Premier  
 Blue bay hotel  
 Bontana Hotel  
 Capitol hill  
 Chakalika hotel

Chester hotel  
 Clarice guest house  
 Dal international  
 Dessert Rose  
 Dream house  
 Dunga Hill Camp  
 Edalline hotel  
 Emboita hotel  
 Family kitchen  
 Flamingo Hill Camp  
 Geneva guest house Sudoy Hotel  
 Genevieve hotel  
 Golden palace  
 Good Samaritan Hotel  
 Highlanes  
 Hill Court hotel and Spa  
 Hotel Apex  
 Hotel City-max  
 Hotel Delux  
 Hotel Eros  
 Hotel Jams  
 Hotel Kunste  
 Imani guest house  
 Kiboko bay  
 Kisumu hostels  
 Kisumu hotel  
 Kivu retreat  
 La fete hotel  
 Lake breeze  
 Lake Nakuru flamingo lodge  
 Le pearl Hotel  
 Le Savanna county lodge

Legacy hotel  
 Leopard hotel  
 Maili Saba camp  
 Matt Pharm  
 Milele resort  
 Milimani Guest House  
 Milimani Hotel  
 Miriam house  
 Mon Amie hotel  
 Museum view  
 New east view  
 Nuru palace  
 Nyanza golf  
 Poly view hotel  
 Public service hotel  
 Shalom Hotel  
 Sovereign Hotel  
 St. John manor  
 St. Anna's guest House  
 St. Marys pastrol centre  
 Sunset Hotel  
 The Vic Hotel  
 Tich restaurant  
 TLC Hotel  
 Tripple Trojan  
 Tuskie's supermarket  
 Ujima Bake House  
 Vunduba hotel  
 Waterbuck hotel  
 Whirlspring



KOORNZAAYER

Rabobank

# 8 FINANCIALS

## 2017 INCOMES

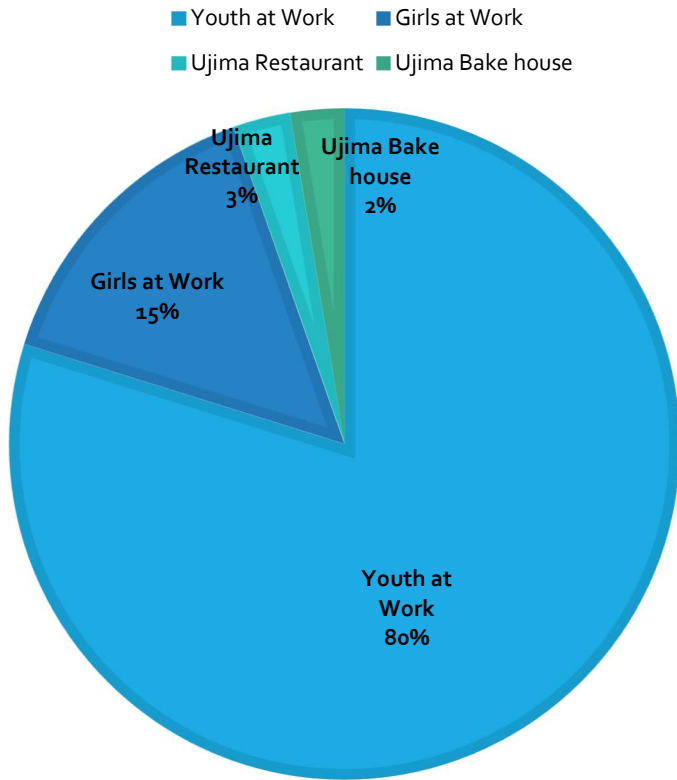


Figure 9 Graphical representation of costs per program

Incomes 2017 Youth@Work Project		
	Budget	Actuals
Edukans	50,000	62,915
Segal Family Foundation	50,000	37,712
DIORAPHTE Foundation	25,000	22,500
Work based learning contribution	22,000	
Rabo Bank Share4More	15,000	14,967
Struan Foundation	20,000	20,000
Dutch School (in kind)	5,173	5,173
Other partners (in kind)	6,480	6,480
Ujima lodges and training center	21,697	28,527
<b>Total</b>	<b>215,350</b>	<b>198,274</b>
Income 2017 Girls@Work Project		
Jocknic Foundation	40,000	41,313
<b>Total</b>	<b>40,000</b>	<b>41,313</b>
Income 2017 Ujima Restaurant		
Soromptist Foundation	7,500	7,500
<b>Total</b>	<b>7,500</b>	<b>7,500</b>
Income 2017 Ujima Bake House		
London School of tropical medicine	7,000	7,000
<b>GRANT TOTAL</b>	<b>262,350</b>	<b>254,087</b>

Figure 10 2017 Income per program

## 2017 EXPENSES

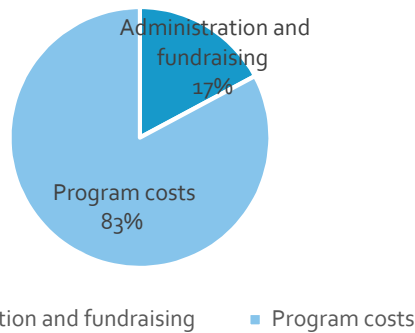


Figure 11 Graphical representation of Expenses

## 8.4 Summary of Youth@Work income vs expenditures

UJIMA FOUNDATION 2017 YOUTH@WORK PROJECT INCOME VS EXPENDITURES SUMMARY (euro)				
INCOMES	Reference to youth@work budget	Budgeted	Actuals	Deviation
Edukans	Cash	50,000	62,915	(12,915)
Segal Family Foundation	Cash	50,000	37,712	12,288
DIORAPHTE Foundation	Cash	25,000	22,500	2,500
Work based learning contribution	Cash	22,000		22,000
Rabo Bank Share4More	Cash	15,000	14,967	33
Struan Foundation	Cash	20,000	20,000	0
Dutch School (in kind)	in kind	5,173	5,173	0
Other partners (in kind)	in kind	6,480	6,480	0
Ujima lodges and training center	Cash	21,697	28,527	(6,830)
<b>TOTAL INCOMES</b>		<b>215,350</b>	<b>198,274</b>	<b>17,076</b>
Training costs	result 1.1	29,282	27,772	1,510
Orientation program	result 1.2	36,522	30,992	5,530
Skill center	result 1.3	18,770	14,776	3,994
Job hunting, good citizenship and mediation	result 1.4	15,398	16,170	(772)
<b>Total result 1</b>		<b>99,972</b>	<b>89,710</b>	<b>10,262</b>
Enhance the quality of the training program				
Yearly feedback	result 2.1	9,304	6,850	2,454
Refresher courses	result 2.2	1,100	1,114	(14)
Entrepreneurial skills	result 2.3	12,104	11,943	161
<b>Total result 2</b>		<b>22,508</b>	<b>19,907</b>	<b>2,601</b>
<b>Embed good practices at the institutional level of TVET service providers.</b>				
Curricular accreditation	result 3.1	6,839	6,732	107
Ujima teachers trained by a registered TVET	result 3.2	2,130	1,415	715
Collaboration and networking with different stakeholders INGO,NGO,government minis	result 3.3	5,958	4,423	1,535
Capacity building of the TVET service provider	result 3.4	1,000	600	400
<b>Total result 3</b>		<b>15,927</b>	<b>13,170</b>	<b>2,757</b>
<b>Include new actors in development cooperation in education and private sector</b>				
Linking and learning with international network in hospitality industry	result 4.1	6,695	5,773	922
Local expert center to optimise and improve local and international network	result 4.2	1,574	1,469	105
Exchange program at international level	result 4.3	2,662	1,355	1,307
<b>Total result 4</b>		<b>10,931</b>	<b>8,597</b>	<b>2,334</b>
<b>TOTAL BUDGET YOUTH@WORK</b>		<b>149,338</b>	<b>131,384</b>	<b>17,954</b>
<b>Program admin costs</b>				
Project management		33,194	38,506	(5,312)
Audit		1,500	2,423	(923)
others		31,318	32,651	(1,333)
<b>Total</b>		<b>66,012</b>	<b>73,580</b>	<b>(7,568)</b>
<b>TOTAL 2017 YOUTH@WORK PROJECT BUDGET Vs EXPENDITURES</b>		<b>215,350</b>	<b>204,964</b>	<b>10,386</b>

Detailed financial report attached as Annex 1



## 8.5 Summary of Girls at Work Income and expenditures

### UJIMA FOUNDATION GIRLS AT WORK 2017 INCOME VS EXPENDITURE SUMMARY (€)

<b>Incomes</b>	<b>Budget</b>	<b>Actuals</b>	<b>Balance</b>
Jocknick Foundation	100,435	41,313	-59,122
<b>Total incomes</b>	<b>100,435</b>	<b>41,313</b>	<b>-59,122</b>
<b>Expenditures</b>			
Staff	51,111	9,654	-41,457
Laptops new staff	2,315		-2,315
Furniture new staff	1,389	901	-488
Training materials Ujima	1,375	64	-1,311
Disposable materials - training	1,852	142	-1,710
Equipment - training	296	289	-8
Transportation monitoring visits	840	844	4
Insurance	3,972	27,150	23,178
Exams	9,167	310	-8,857
Graduation	917		-917
Refreshments master training	1,167	768	-399
Payment training attendance	1,296	888	-408
Office and support staff	19,800		-19,800
Reaching out	3,086	2,919	-167
PA system	1,852	2,100	248
<b>TOTAL 2017 Girls@Work PROJECT INCOME VS EXPENDITURES</b>	<b>100,435</b>	<b>46,028</b>	<b>-54,407</b>



**UJIMA FOUNDATION SENIOR STAFF**

Charles J. Odhiambo	Executive director
Peter Ofwa	Finance Manager
Clara Masira	Head of training – Kisumu Training Programs
Elizabeth Njeri	Head of training – Nakuru Training Programs
James Karaya	Manager Maili Saba Camp
Emma Odongo	Executive assistant and HR officer

# 2017 Annual report

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**Kisumu | Nakuru | Mombasa | Homa bay**