



UJIMA FOUNDATION FOR TRAINING AND DEVELOPMENT

2019 ANNUAL REPORT

Kisumu | Nakuru | Mombasa | Homa Bay

www.ujimafoundation.org

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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"





List of acronyms and abbreviations

- UFTD Ujima Foundation for training and development
- IGA Income generating activities
- WBL Work based learning
- KTTC Kenya Technical Trainers College
- NITA National Industrial Training Authority
- VTC Vocational Training centers
- VET Vocational Education Training
- WYD Whole Youth Development
- SRH Sexual and reproductive health and rights
- CBO Community based organisation
- HOVIC Hope for Victoria Children
- DOT Digital Opportunity Trust
- ICT Information and communication technology
- KOWSP Kisumu Orphans and Widows Support Project

MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Friends,

Thank you for making 2019 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 2019 we took big steps.

We have once again been able to increase funding towards our training program by 0.5% to a total of Ksh 30,793,581 and reached a total of 498 youths who are responsible for taking care of 1,498 siblings and children of their own. Within the reporting period, we have managed to develop an additional income generating project in Kisumu an AirBnB in our Kisumu offices and a hair and beauty saloon as well..

Our work in Mombasa and Homa Bay county has increased our impact in those regions with high demand for youth development programs and growing employability skills gap among the peri urban youths.

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 opportunity 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, Thank you.

Charles J. Odhiambo

Executive Director



Ujima Foundation primarily targets youth between the age range of 18 to 24 years, who are marginalised and 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, Kisumu, Mombasa and Homa Bay mainly in the hospitality industry, for attachment and job placement.



*Best support
is self
support!*

Year 2019 in review



Fundraising activities



Increased intake of trainees



New trades introduced



Increased Organisation budget



Diversification of funds



Graduation ceremony



Learning visits



Site visits

Your Support

\$ 307,936 donated in 2019

95 %
Completion rate

3,653

Orphaned youths trained since inception

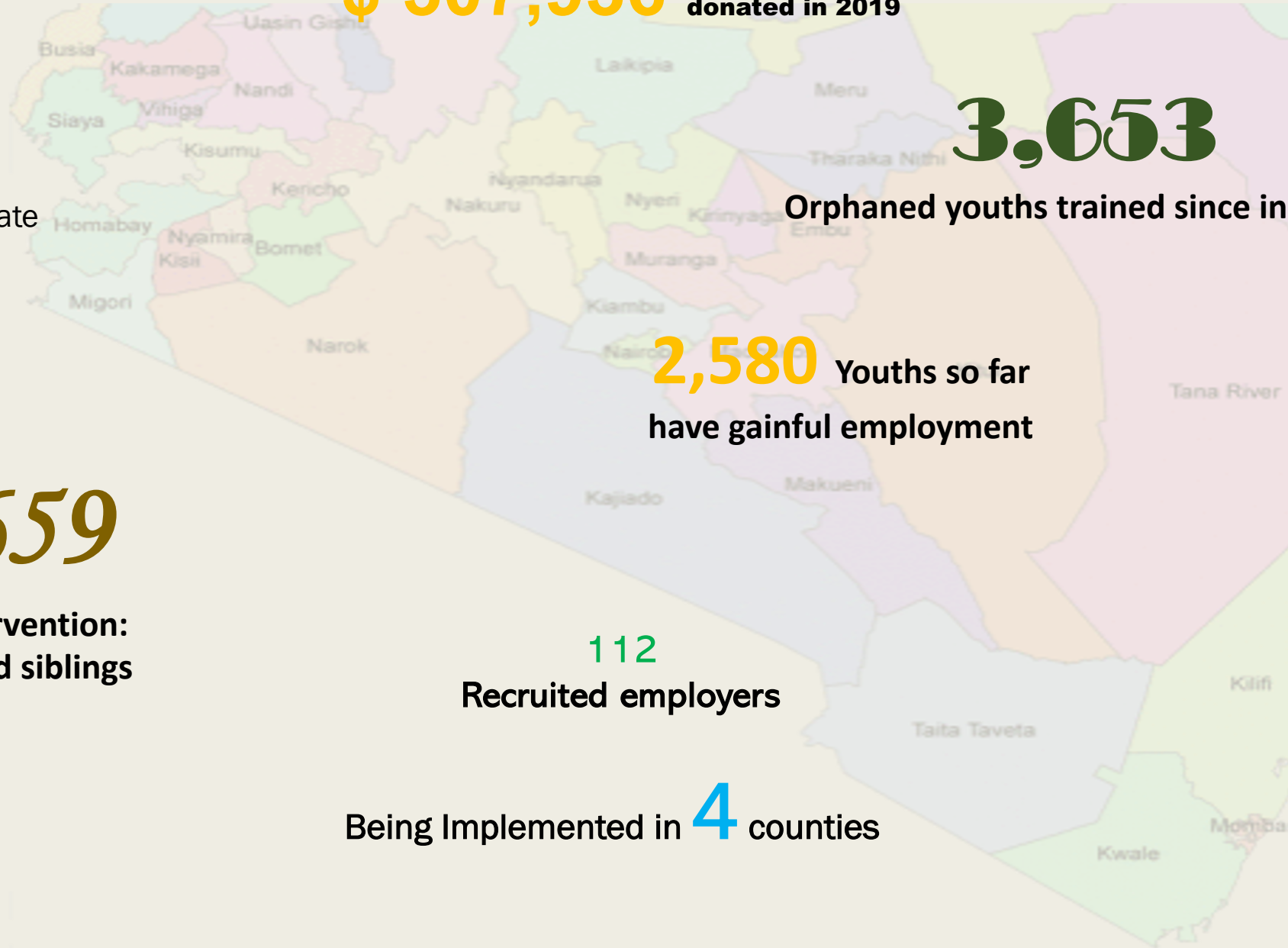
2,580 Youths so far
have gainful employment

9,659

Total intervention:
Youths and siblings

112
Recruited employers

Being Implemented in **4** counties



Year 2019 results

Recruitment

In year 2019, a total of 498 youths were recruited to join the training program under both Youth@Work as well as Girls@work project against a target of 400 youths This is the highest figures so far achieved by Ujima Foundation per year. Recruitment was done through visiting various organizations and partners, distributing marketing materials, creating awareness through social media and strengthening alumni network. Most of the potential trainees were influenced to join the program by the success of the program graduates who are working and supporting themselves and their siblings.

The training period is considered short and convenient for the young people who are interested in acquiring the skills and getting to the labor market as soon as possible. Digital skills training also motivated the youth to join the program as they would like to be digitally literate as they pursue their careers.



Entry point screening and Come and see sessions

The come and see sessions finalize the last part of the recruitment process. The potential trainees come to Ujima and do an application to join the program upon which they are given a date to come and understand more about the program and actually see if their expectations are met. In total, 498 youth against a target of 400 were screened to verify if they meet the criteria for admission into the program. This implied that the program was becoming more popular.

Key indicators checked are their attitude towards work, their education level, background regarding who they are staying with, where they are staying and the living conditions, their health status and ambition in life. This is done by the social workers. Some of the key trends that have been noticed in the project period include majority of the trainees having completed secondary education as opposed to earlier when majority had completed only primary level education. Secondary education enhances their chances of securing employment as compared to primary education.

Additionally, most of the youth applying for the training are straight from high school unlike in the past when they will have stayed home for an average of three years before joining the program. Currently most of trainees joining are 18 and 19-year olds and their level of interest towards work is low compared to older youth. This also indicates that the trust the community has towards Ujima has increased and they are regarding Ujima as a first choice and not the last option.

498
Trainees
reached

Soft skills and practical training

From January to December 2019, a total of 489 youths were trained on soft skills and practical training against a target of 400 youths. The soft skills training was focused on communication skills, interview skills, conflict management skills and self-management.

Most of the trainees had improved self-confidence after completing the soft skills training and they registered enhanced relationship with their family members. Practical training also enabled them to go for internship with prior technical knowledge in hospitality. It gave them confidence when going for internship and enabled them to start thinking about their areas of specialization or interest early enough in their internship experience. This motivated them to learn more in their areas of interest. The teaching restaurant has enhanced the practical training sessions with the students being exposed to more experiential learning as compared to the past.



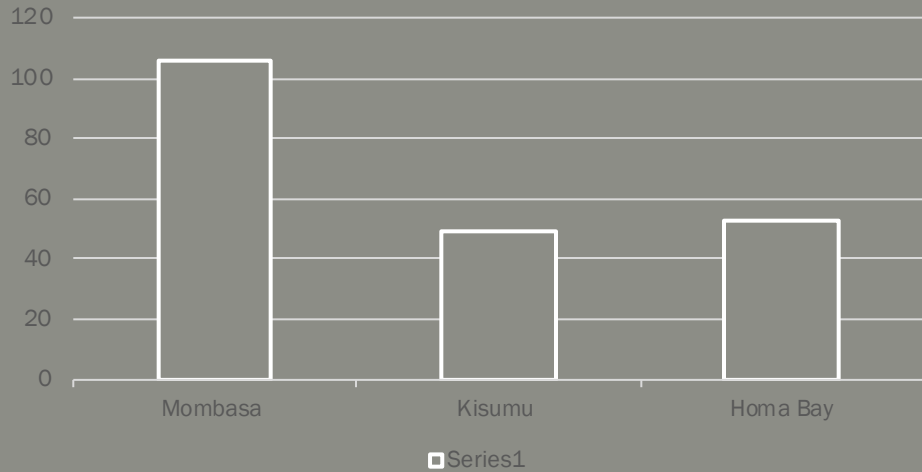
Industrial exposure

All the trainees went through the industrial exposure in the hospitality industry. They got exposed to different departments in the hotel including service, kitchen, bar, housekeeping and front office. The trainees were able to realize their strengths and interests in different departments. Additionally, they got to interact and built resilience in dealing with different challenges during internship. During this period they transition and start viewing themselves more as employees and not students.

Results 2019

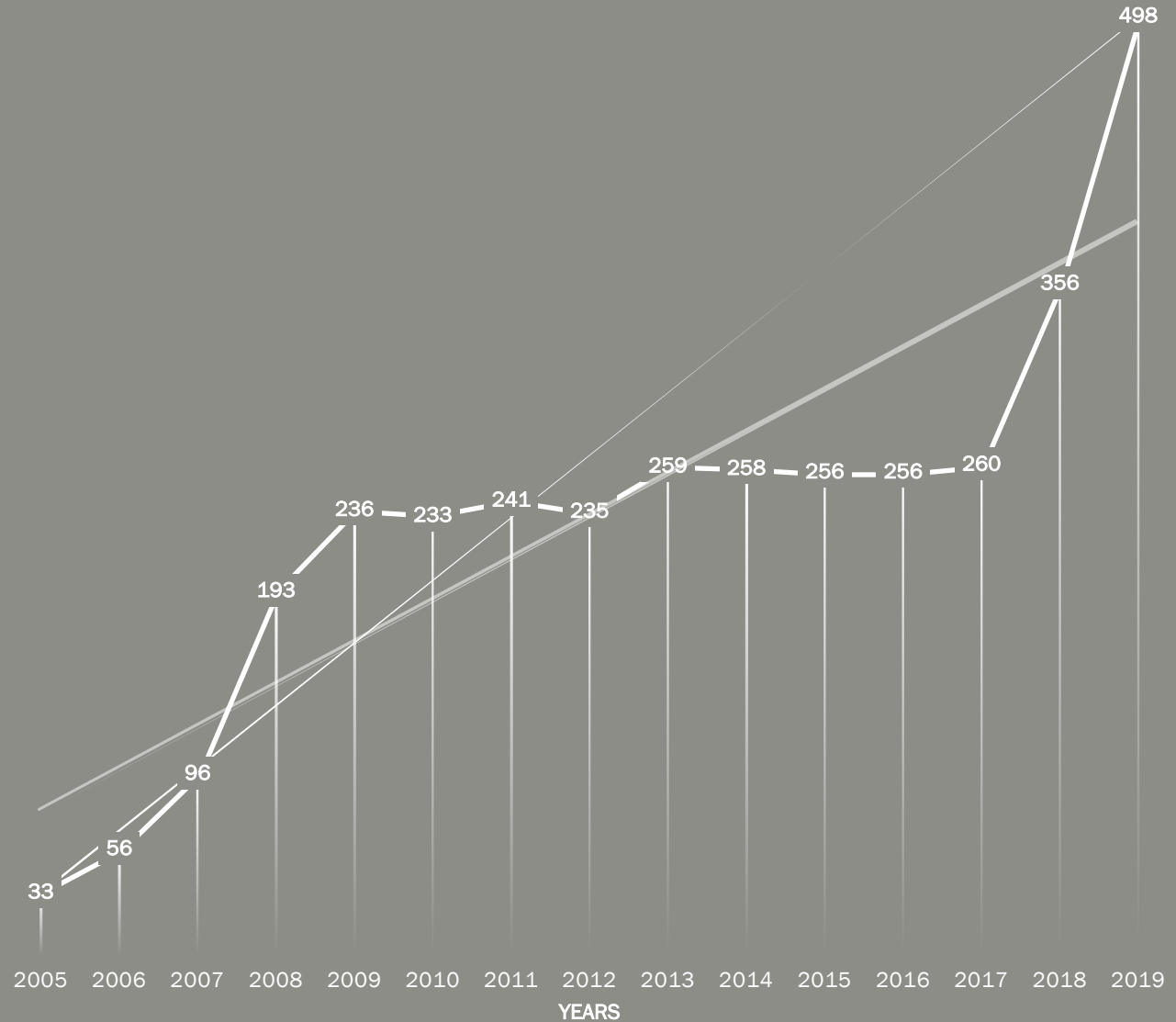
The year 2019 saw Ujima Foundation not only surpass the set target of the number of total beneficiaries trained, but also the highest number ever achieved since its inception. We are very proud of the progress we have made so far and the impact we are having in the community we serve. This high figures are as a result of the Mombasa unit performing exceptionally well as per the below break down.

Girls@Work Project



INTAKES 2005 - 2019

INTAKES



Partnerships and collaborations

Learning visit to Frankfurt Germany

Ujima Foundation through Ujana360 program is partnering with the Delegation of German industry and commerce (AHK) to deepen understanding on the applicability of the dual system of training, and the needed adaptations to the Kenyan TVET landscape. The German delegation of industry and commerce is keen on introducing the German dual training in hospitality in Kenya. In November 2019, this programme supported one of the members of the 12 CTCs (Ujima Foundation) to join a learning team to Germany. The experience and learnings were shared later on in the year at a conference organized by Zizi Afrique in Mombasa bringing together the 12 VTCs and TVET stakeholders across the country.



Learning visit to Kampala – Uganda

Ujima Foundation has been collaborating with The Ukarimu initiative in Uganda for the last one year. Ukarimu is a Service industry training curriculum implemented by Mango tree education enterprises and funded by Booking Cares, the CSR program of Booking.com.



The scope of collaboration between the Parties includes sharing of experiences and training material developed and tested by the Partners, Participation in the development and testing of the training aids as well as eventual official launch of the Ukarimu curriculum to be used by partners.

Learning visit to St. Terese, Eastlands college

Through the partnership with Zizi Afrique, Ujima has been able to organize a learning visit to St. Terese in Nairobi. The training institute focuses on training young women in catering and connecting them to hotels and other hospitality outlets in Nairobi.



Launching of national evidence on Youth skills for work at KICD Nairobi.

This meeting brought together partners from the education sector, private and government both tertiary and University students as well as development partners. The discussion was centered on the findings from Zizi Afrique sponsored research on youth skills in Kenya

Other updates

Updates on on CBET roll out and government focus on TVETS

The government continuously has shown a great interest in TVETs. Ujima Foundation has aligned itself to the government policy of ensuring that there is 100 percent transition of youths into colleges and training facilities by targeting the most in need and out of school youth with limited opportunities and equipping them with the tools they need to get and keep a job.

In August, Ujima was invited to a pre-conference that among other issues addressed education reforms in preparation to presentation of a paper at the National TVETS conference that was slated in August 16 2019

Infusing extra curricular activities into Ujima programs

Through the partnership with Zizi Afrique, Ujima has adopted new games and sporting activities as extra-curricular activities for the youth. We are in the process of integrating these extracurricular activities into the existing training manuals. We anticipate these activities to have the following effects:

- Learning beyond the core subjects
- Enhance social skills, intellectual and moral values
- Enhance personality appeal
- Enhance physical/mental health (through story telling)
- Encourage integration through unit fun day and competitions

In the afternoon when the classes are over, the trainees have access to darts, scrabble, chess, netball and football games. They have also formed clubs such as peer educators club, debating club and dancing club which act as support groups for them

Training by The Suddes group

Through support of Issroff Family Foundation and Segal Family Foundation, Both the executive director and one of the board members of Ujima Foundation participated in a resource mobilization training in New York city done by the Suddes group. The training was very beneficial.

The Suddes group is a social enterprise their a core business is helping organizations overcome their barriers to resources — they direct and invest their operation in ways that will develop emerging social sector leaders and support social entrepreneurs. They do this (in part) by providing training, coaching, and direct strategic support through these organizations and other partners.

This training was particularly key especially considering that the Segal annual meeting was to take place back to back with it. New approaches to engage potential donors were shared and learnt. It was also very key that Ujima was represented by both the director and one board member from the Netherlands, this is expected to give a fresh impetus on fundraising and resource mobilization efforts as well as to give the board insight on the trainings as well as the donor profile Ujima has been engaging with in the West.

Updates on accreditation

We are now certified under NITA as a training institute under code NITA/LEVY/CDAT/8454

We are in discussion with CDAAC through support from Zizi Afrique to get Ujima's curricula accredited. Once the hair and beauty salon is finalized, we shall have a visit from the Authority in a view to examine and advise in the three areas we are seeking accreditation: Hair and beauty, Employability training and Practical training in hospitality. The three shall be accredited at crafts man III level.

Fundraising trip, Netherland, USA and Mexico

The Segal family Foundation seeks to empower and support African lead grass root organizations by providing their partners with access to capacity building resources to strengthen their organizational health, adding value beyond just grantmaking dollars.

It is through these strong belief that Segal Family Foundation supported Ujima Foundation and its executive director an AVF fellow, (African Visionary fellow), to attend the 2019 Annual meeting in New Jersey, United states.

Ujima rode on this ticket and after request from the Segal, and combined it with passing through the Netherlands for a fundraising trip, attend yet another training supported by the Issroff family Foundation and Segal Family Foundation in New York and later on attended the Opportunity collaboration meeting in Cancun Mexico. Ujima is following up on several leads on possible cooperation.



Youth Focus: Rose Njoki

Age	21 years
Place of residence	Poror
Occupation	Trainee
Relation to the project	Trainee

My situation before the programme was tough, having stayed in an orphanage all my life. After getting my identification card I was expected to move out and continue with life. I do not have words to describe how it was because I was forced to go looking for my relatives with whom I had not stayed with. Fortunately one of my aunties took me in and introduced me to Ujima.

I was so happy, I told myself this is the only opportunity that I have. So that is how I joined Ujima. The experience in the training programme is just so transforming. Everyday there is something new that I learn. I accepted myself and worked hard towards achieving my goals in life. I am confident that I shall get a job after my intership.



Youth Focus : Franco Babu Osige

Age:	18 years
Place of residence	Nakuru- Ponda maili
Occupation	Hotelier
Relation of person to the project	Ujima allumni

My name is Franco. I came to Nakuru to visit my Aunty. I heard about Ujima from a neighbor. I requested my Aunty to pay for me the commitment fee since I got interested with the training. Before I joined Ujima I was at home doing some casual jobs. It was not easy because at the rural area getting the casual jobs is not easy. I was expected to support my younger siblings but it was not possible. I decided to go to Nakuru where my Aunt stays with the hope of getting a job and send money back home.

I so much wanted to study and get a job so that I could assist my younger brothers and sisters. Frankly speaking I didn't understand what the employability skills were all about. I thought we would have classes to do with Hotel Management. I almost quit but then as days went by the sessions became more lively.

Our trainer made the environment very conducive for learning and I would not shy away from asking questions and even sharing my personal experiences during the sessions. Before I knew it, it was time to go for attachment, time went so fast.

I was attached at Eros Hotel, Kanu Street Nakuru. The Manager was very welcoming and he assisted me wherever I went wrong. I was offered a job even before the attachment period elapsed. I discussed with the Ujima social worker and she advised me to accept the job but to make sure i finished attachment phase. I finished last week and I am now on the Payroll. A lot has changed in My life. I am confident unlike before, I have learnt to appreciate others including my Aunt who was and still is very supportive to me. Secondly I have a job and can cater for the needs of my siblings.





Name: James Karaya Ndungu

Station: Maili Saba Camp

Position: Camp Manager

Staff Focus: James Karaya

As the camp manager, my main objectives are to implement strategies geared towards increasing the revenue in the lodge, meeting and exceeding the targets of training program and creating a safe space where Ujima trainees would practice and learn technical skills in hospitality. I find this quite fulfilling my responsibilities goes over and beyond making actual dollars. I feel more sense of accomplishment when the impact of what I do actually changes lives.

Am excited and inspired to be part of Ujima Foundation family. Over the years, I have witnessed some of the best success stories from our beneficiaries most of whom have passed through my hands and the impact that it has brought to their families and the society at large. Am honored to be part of this noble course and always get inspired by what Ujima stands for.

Since the inception of the camp as the first Ujima IGA, we have consistently supported the budgets of the training programs as well as increasing the capacities of the Ujima interns. I am very happy to share that 60 percent of the staff at the camp are Ujima alumni. We strive to create more IGAs as we strongly believe that BEST SUPPORT IS SELF SUPPORT!



Graduation in Mombasa | The Mombasa unit implements the Girls@Work project

Mombasa program conducted the first official graduation ceremony. This was a huge mile stone on Ujima calendar. Several partner organizations were invited including the local community leadership. In total 53 trainees graduated and ten already have secured employment in hotels within Mombasa and Kilifi counties.

In 2019, Mombasa had three intakes in total. The program has progressed very well. Ujima sees a huge potential in the program and is looking for resources to scale up. The Girls@work project comes to a close in March 2019. Discussions are underway with development partners to implement the program in additional counties we well.

Ujima in Vice Versar!

A four page article about Ujima Foundation's training method was published in an international magazine vice versa! Published in two languages.



New projects

Airbnb

In its quest towards self reliance, Ujima has put up strategies towards financial sustainability. In 2020, Ujima has set up an airbnb within its Kisumu compound. This income generating activity will raise money towards supporting the training programs. The Airbnb will also provide Ujima trainees with practical experience in house.



Hair and beauty salon

In 2019, Ujima started practical training in a new trade. The Hair and beauty to compliment the traditional hospitality outlets that Ujima trainees have been seeking employment from after graduation. The saloon is also acting as a possible income generating unit in Kisumu. The hair and beauty saloon is located within the Ujima compound in Kisumu.





Our skills centers | Maili Saba camp Ujima restaurant Hair and Beauty salon Airbnb

Our skills centers and production units play an intergral role in the training program. Other than generating income to support overall organization budget, it also offers a safe space where the trainees get industrial exposure and technical skills in hospitality. The trainees serve paying guests and quickly learn and put in practice the relevant technical skills needed to work as a junior employee.

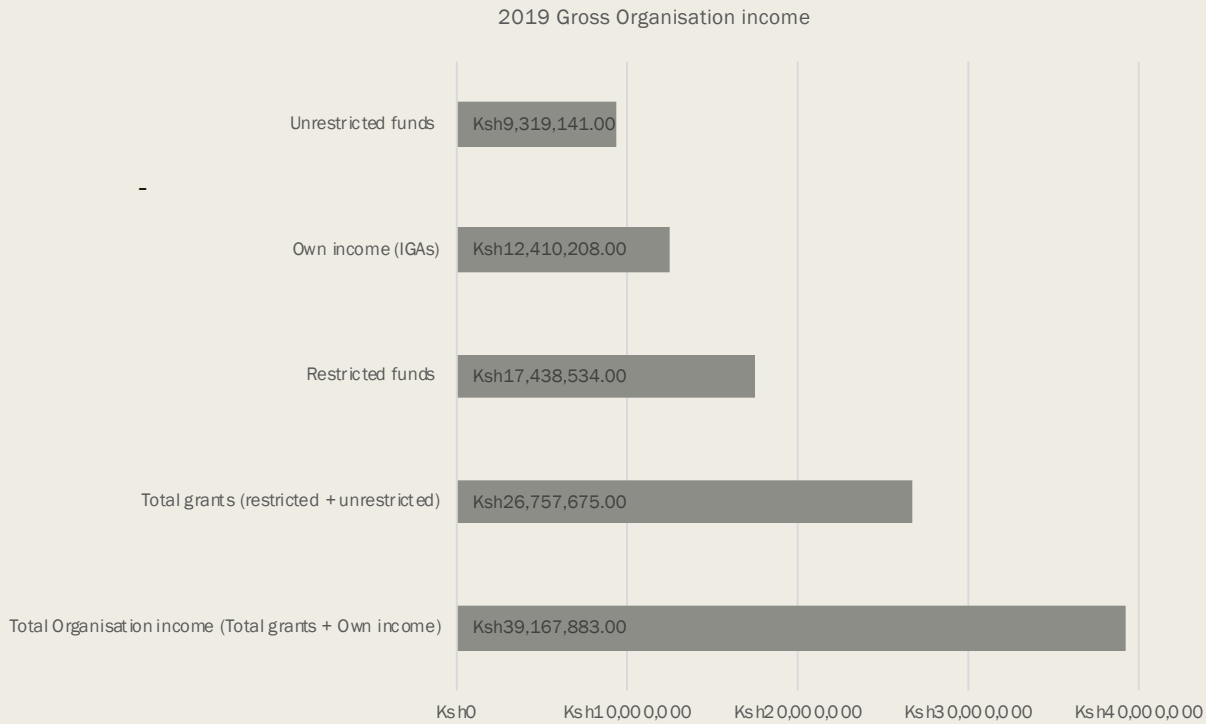
Ujima runs Maili Saba camp a lodge at the edge of the menengai crater in Nakuru, A restaurant located in the Kisumu office and recently an AirBnB and a beauty saloon to support the activities of the Foundation. The restaurant in Kisumu has been used as a venue for meetings by other organisations as well Ujima.



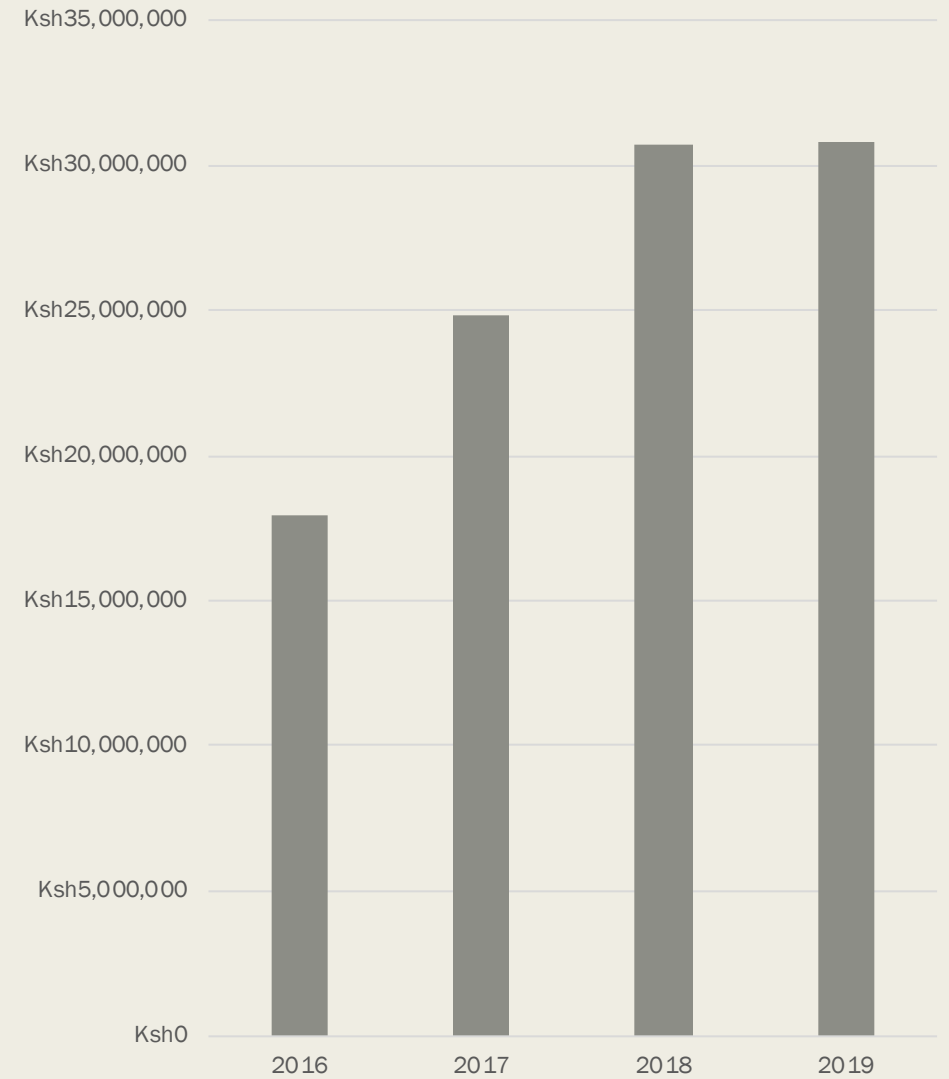
Financials | Resourceful Strategic Efficient

The organization funds have been increasing over the years. This shows the growth Ujima Foundation has been going through as well as the results of diversification of resource mobilization strategies that has been put in place.

Sources of funding are as per the below graph:-



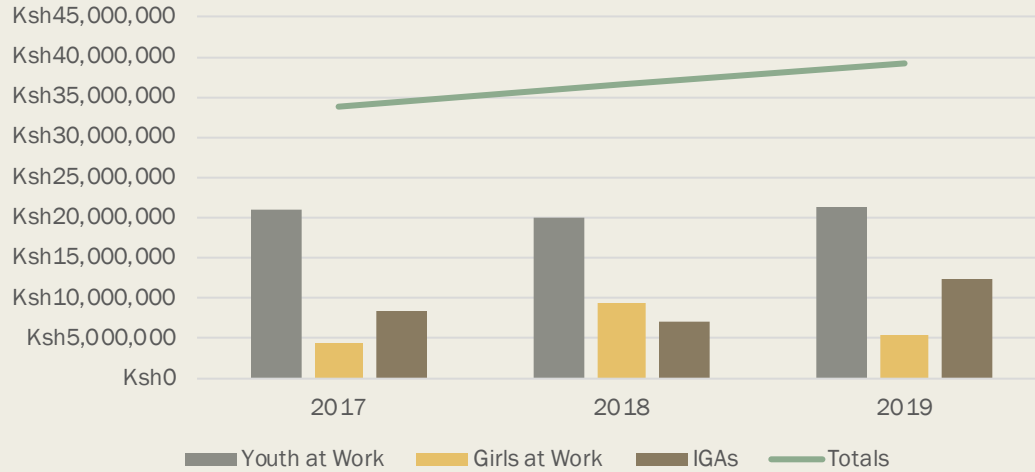
Contributions to the training centers



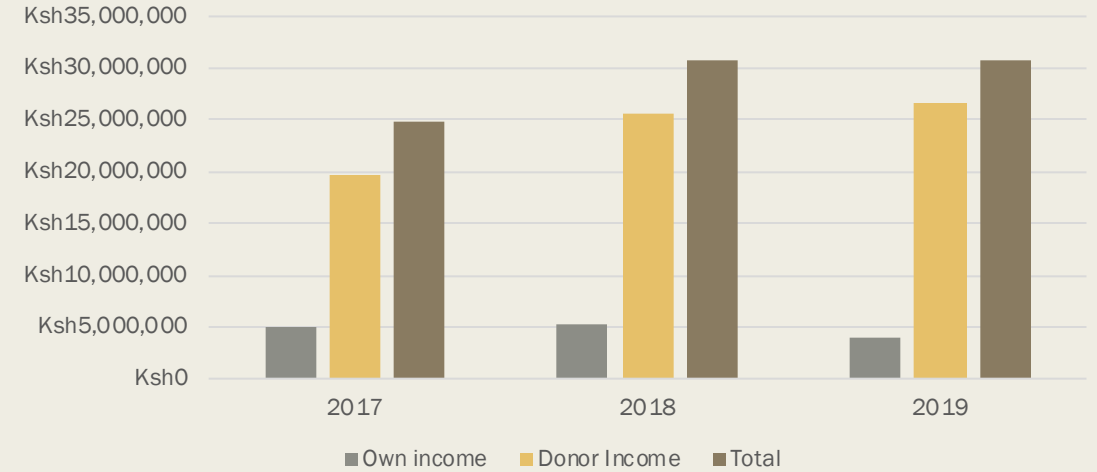
Financials |

Ujima Foundation is proud to report yet another year of strong support from our amazing donors who enables us to serve more youths than ever before. As we look towards growth and expansion into new counties, we remain committed to prudence to ensure program sustainability and quality of delivery.

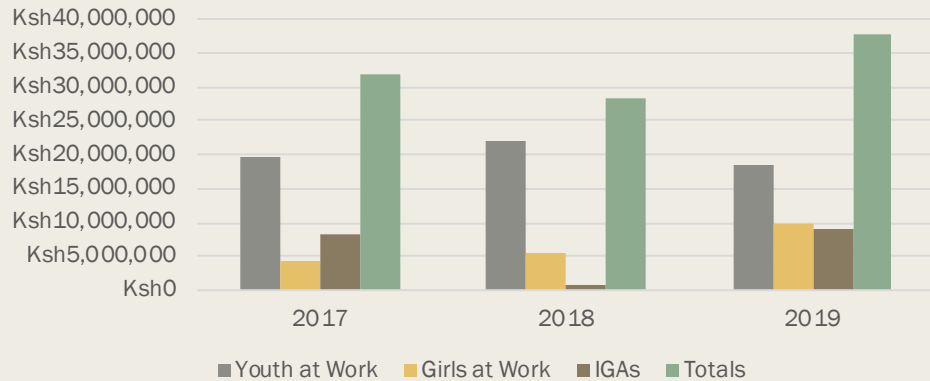
Three year Gross Income



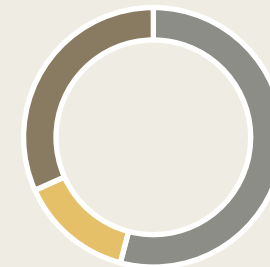
Three year contribution to the training program



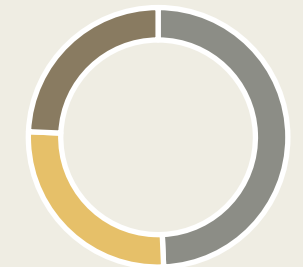
2019 Consolidated expences



2019 Gross income



2019 Total expences



■ Youth at Work ■ Girls at Work ■ IGAs

■ Youth at Work ■ Girls at Work ■ IGAs

Our partners | Thank you!

Your support means the world to us

Foundations

Segal Family Foundation
Edukans Foundation
Issroff Family Foundation
Rabo Bank Foundation
Struan Foundation
Tawingo Funds
Jocknick Foundation
Soromptomist
Porticus

Corporates: Others

Zizi Afrique
Stenden school students
Tuskies Supermarket
Wells petrol station
Avenue Hospital Kisumu

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
Ikonia 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



BEST SUPPORT IS SELF SUPPORT!

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