

Rotary



ROTARY VIJANA POA
(Every Youth Working)



Training Report on
Enterprise Development & Mindset Change (26th to 28th Jan 2023)

Supported by

The Rotary Club of Kampala South
At BUSESIA COMMUNITY LIBRARY -

Prepared by: Service Projects Team

EXECUTIVE SUMMARY

This report is a synopsis of the Enterprise Development & Mindset Change Trainings under the Rotary Club of Kampala South to empower youth in partnership with Kitakule foundation Busesa Village. This report summarizes the training, its workshops, materials, methods, participation, and key learning's.

During implementation, we majorly focused on changing the mindset of youth in Busesa Village area to help them transform as youth but key to youth help them see opportunities in the different fields/communities or neighborhoods. This training was focused on helping participants to easily create their own startups or work as a group to fight the results of setting ideal.

The one challenge we have faced during the implementation of these activities, is the high level of negativity among most of these youth who consider themselves as cased due to having been discriminated by people and the authorities and most of them have been abandoned by their parents and family relatives due to early pregnancies.

1.0. INTRODUCTION

Rotary Vijana Poa, a broad based youthful project that mobilizes, inspires and engages youth and other groups into work, aimed at providing unemployed people with employable skills to enable them get employment and entrepreneur skills to enable them to create, innovate and professionalize their enterprises for self-sustainability.

Under the support of the Rotary Club of Kampala South, the youth have changed their Mindset and gained Entrepreneurship and business management skills that we hope they will use to create businesses within their communities thereby helping out on fighting unemployment as well as transforming from the streets. We believe these youth will start enterprises using her center as an incubation center and this will help them to transform since it will provide them an opportunity to learn skills as well as earning money that will change their standards of living. Good enough some of these youth have got some small businesses i.e. saloon, Vending clothes, builders and dancing groups etc. others are doing causal jobs to earn money so as to survive on the streets. Their patron is in the process of developing more ideas that can help them transform but also encourage them use family planning which we believe if they adopt they will be able to reduce the rate at which they produce making them stay in the circle of poverty. Members of this group can now share the gained skills, experiences and have built networks with fellow peers more so

hoping to create more employment and earning opportunities for others. In addition there are several organizations willing to provide them with startup kits, financial support and other skills as they are now better organized to take up opportunities as the organization is tirelessly working on the process of transforming them from the street life. .

2.0. PURPOSE OF THE TRAININGS

Unemployment in Africa is widely acknowledged as one of the many crises that reflect the problematic nature of the continent's development process. Africa's population for 2021 is estimated to be about 1.374.5 billion of whom about 70% are under 35 years. This is the challenge and opportunity for Africa. According to the Uganda Bureau of Statistics, Uganda's youth population (18 – 30) is about 8 million. Different sources estimate that 9 to 13.5 and youth unemployment rate in 2015 was 16.4%. According to the Palladium Group, "Uganda's national unemployment rate is 9.2%, while the unemployment rate for youth aged 18-30 is 13.3%.....the unemployment statistics for Uganda are misleading. In reality, Ugandans, and especially young Ugandans, are highly likely to be underemployed, in precarious and non-rewarding work, or in jobs that cannot offer decent incomes. 83.5% of the Ugandan population aged between 15-29 work in informal jobs, and that figure is 10% higher for young women than men

Desperation and destitution is driving youth/people to crime, drugs, and militias that fuel the increasing vicious spiral of violence and instability in many African countries. It is not lack of opportunity, or just lack of jobs (though also recognised as a major challenge), but blindness to opportunity, a focus on white collar jobs produced by the education systems, and near absence of high-level competence in artisan work.

The purpose of these training was to mainly change the mindset of the targeted youth to show them that the world still cares about them but also to enable them see available opportunities of commercial value within their areas hence help them to create enterprises and take up opportunities that will support them earn a living, and at the same time bring on board community engagement and outreach through fighting the time bomb of unemployment and Rotary Club of Kampala South and the Kitakule foundation be the champions to tackle the problem of increasing unemployment in Busesa Iganga district.

3.0. ENTERPRISE DEVELOPMENT & MINDSET CHANGE TRAINING

The **Enterprise Development and Mindset Change Course** trainings helped empower this group to become innovative and entrepreneurial through mindset change, skilling, and training - for sustainable community development. The trainings were done in the local language since most of the beneficiaries are school dropouts and it also targeted both group members with or without any education level.

4.0. TRAINING METHOD

The training approach was participatory in that the participants were subjected to focus on contributing and sharing ideas with others and trainers. The trainers continuously engaged participants to help them understand the concepts of the sessions. The training style we used includes; The Motivation (Hook), Information (I DO), Practice (We Do), Application (You Do), and Assessment. Every participant was actively involved in the discussions which helped to make the trainings to be understood better with discussions ranging from business, family and politics as ideas influencing the operations of any business.

PICTORIAL OF THE TRAININGS





5.0. IMPACT OF THE TRAINING TO THE GROUP

KEY OUTCOMES, FINDINGS, CHALLENGES AND KEY LEARNING POINTS

- As a result of the training, a good number of the group members have been able to change their mindset towards work and they are able to see opportunities that can help them earn a living.
- We hope that this group especially full of girls will inspire many unemployed street youth within their communities with the kind of work they are now engaged in.
- Networking of participants/group with the different Rotarians has greatly brought about new partnerships and sharing of ideas to improve their life through mentorship and coaching.
- Participants can now express themselves confidently and have improved self-esteem about themselves. This has had an impact on their works and social issues and awareness
- By the end of the training, the participants were able to create and analyze their own SWOT analysis which helped them get to know themselves better and create opportunities for themselves.

FINDINGS

Design and relevance

The training focuses on inspiring and empowering the unemployed people/youth with entrepreneurial skills to be able run sustainable enterprises. Access to information and the provision of trainings so as to develop their creativity and entrepreneurial skills is highly relevant to the needs of the participants. Low literacy levels, lack of information, hard to reach or expensive institutions, lack of practical skills and high cost of service delivery are common characteristics that contribute to the vulnerability of unemployment of these youth. The program is deemed to be highly relevant to the needs of the target youth that were selected to undergo trainings. The participants have been introduced to the business mindset and we hope that this group will be able to start their own businesses.

The design of these training programs has greatly focused on helping the group get experiences from what is around them and how they can fully utilize them especially when it comes to business idea development, financial literacy self-esteem and confidence.

Efficiency

The training efficiency is to continuously be assessed through the prudent use of resources in the delivery of planned outputs and outcomes. The partner managed to provide a relatively secure venue for the training, Stationary, provision of breakfast and refreshments to the participants during the trainings and this kept them engaged. These are the basic things that are required to conduct a Rotary Vijana Poa Enterprise Development and Mind-set Change training.

Effectiveness

- Networking of the participants has brought about new partnerships and sharing of ideas to improve their lives and offered them employment opportunities through mentorship and coaching.
- The commitment from the group leaders and the partnering Rotary Club of Kampala South to enable the training continuity through continuous monitoring and mentorship to

ensure that these group members become successful in life as they transform from the streets.

Lessons learnt

- As a result of the training, the participants have gained more information due to the exposure of different areas of commercial potentials within their different localities of stay. This is visible with ideas the group is coming up with and we believe if put in action and consistently pursue these ideas will be able to help them to earn a living.
- The mindset of being given capital is still common especially when these groups are invited to attend such trainings and this hinders them from starting their enterprises with an excuse of not having seed capital.
- Most of the participants have got a negative attitude towards life and we suspect that is due to having issues from their families and on streets in general. They consider themselves victims and it has made them vulnerable and this has brought about poverty within them and this hinders their growth in terms of mindset.

The Rotary Vijana Poa secretariat in partners with Kampala South will continuously follow up with these youth, to see the enterprises they have initiated and what support they may need.

These youth have also been encouraged to partner with each other to gather resources such that they can combine the knowledge and skills so as to be able to initiate their enterprises.

6.0. CHALLENGES

These trainings of participants have yielded significant positive results, a number of challenges and gaps were identified, these included;

- Lack of support for the participants in their future endeavors especially when it comes to getting them capital to begin their business.
- Most of the participants have got a negative attitude towards life and we suspect that is due to the poverty background with in their families and the gradual effects of having stayed on the streets for long periods.
- Most group members still believe that to be successful they have got to have degrees from higher institutions of learning in order to be successful in life and they consider starting their own small business as being failures.

7.0. ASSESSMENT TOOLS AND EVALUATIONS

Participants` understanding of the training was mainly assessed through the feedback given and the experiences/ stories shared. The real life stories and the application of the knowledge is an indicator of one understands of the training. This information has been mainly captured through the oral feedback, questions and case studies that are shared orally. The trainers found the training relevant and think that the youth will be able to implement what they are being trained and the sessions are truly going to change the thoughts and behaviors of youth in terms of changing their mindset towards life.

8.0. RECOMMENDATIONS

During the trainings we have observed and recommend the following;

- Holding more trainings for continuity and sustainability of their initiatives and immediate realize of the remaining funds to help in the monitoring evaluation as well as support buy them start-up kits to help them operate the selected ventures effectively.
- Mentorship sessions from Rotarians and other business people with successful businesses, this can be through the Rotary club members and other Rotary Vijana Poa programs.
- We suggest using every platform such as events, social media platforms to launch or help them market their products.
- Providing them platforms to sell and market their products especially on Rotary related events like fellowships.
- Make arrangements to further engage this group to build their confidence through conducting refresher workshops.
- Continuous mentorship coupled with counseling and guidance to help change the attitude of the group members towards life and this will help to deal with the after effects of being on streets.
- Working together with the partner to come up with an incubation center for these youth to learn more skills but also grow and scale up their enterprises to create more jobs.

10.0 Conclusion

Special thanks to the Rotary Club of Kampala South and the Kitakule foundation for the support given to the group and towards the project.