



# THE UG-LEDP PHASE I REPORT

## JULY 2022



# CONSULTANTS

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# Background

Community leadership plays a vital role in all community endeavours for poverty reduction, resource mobilization, development and crime containment. We acknowledge the fact that leadership requires skill. Not everyone can learn all the necessary leadership skills, but most people can learn some of them and thus develop their potential.

In Uganda, Leaders in most communities have little or no concern about providing proper guidance and direction to the people they serve. Leadership is built on self-centred motives, and rarely are programs and ideas initiated for the common interest of the people. Quite often, impoverished communities in Uganda face the wrath of poor leadership systems, resulting in a lack of direction for development and transformation.

This is one of our organization's most prestigious training programs that has

raised transformational young leaders across different communities in Uganda and Kenya.

**Therefore**, this training program aims to empower and equip young people to thrive and succeed in the Job Market as a service opportunity and establish a solid team of principled and productive all-around emerging leaders.

The **General Objective** is to equip the youths as emerging leaders with skills that promote sustainable community transformation, stewardship and elite leadership.

The 2022 leadership cohort was the eighth of its kind. The Uganda Leadership and Entrepreneurship Development Program (UG-LEDP) has graduated two hundred eighty (280) youth through eight cohorts from 2016 to 2022.

The UG-LEDP teaches its trainees to "Walk the Talk



Applicants attempt an aptitude test

# Recruitment

Recruitment into the Uganda Leadership and Development Program is through a competitive and rigorous process. Only those that qualify on merit get to participate in the training.

The process begins when Children's HopeChest expresses interest in recruiting trainees for a particular training cohort. The need for trainees is disseminated as a public notice through Churches, Social Media, and referrals from alumni of the UG-LEDP.

For the 2022 cohort, we **received 165 applications** and **shortlisted 140 applicants** for aptitude and oral interviews.

Sixty applicants hit the required mark, but only forty-seven hit the mark and were considered for the training for the 2022 cohort.

In the wake of the Covid-19 pandemic, CHC screens all successful candidates for Covid-19 before admission to the training venue. Out of the forty-seven (47) successful applicants, one tested positive for Covid-19 and so was immediately put on the treatment recommended by the doctors. She was given time to recover and was not included among those allowed to attend training.

So in all, forty-seven, 47 trainees qualified for the training and thus reported to the training ground on the 29<sup>th</sup> of May 2022.





# Training

## Context

The Uganda Leadership and Entrepreneurship Development Program (UG-LEDP) is a robust and holistic training program operated in a three-phase process.

**Phase I** encompasses the recruitment process and six weeks of class attendance.

**Phase II** is the post-class attendance where the graduated trainees shall be placed in the different CarePoints for fourteen months to have an experience of actual work and the opportunity to utilize acquired skills.



**Phase III** shall be two weeks when the trainees return from the placement to share their experience.

Of the forty-six participants, twenty-two were female, while twenty-four were male. However, only forty-four participants completed the training because two males got employment before the training ended.

The participants were drawn from the districts of Bukedea, Soroti, Kaberamaido, Amuria, Katakwi, Kapelebyong, Mukono, Jinja, Mbale, and Lira.

The Sparrow Hotel in Soroti City hosted the training.

## Time Frame

The training officially commenced on Monday 30<sup>th</sup> of May till Friday 8<sup>th</sup> July 2022 when they graduated.

## Scope

The training was wholistic, covering areas regarding leadership and entrepreneurship. Attached in the appendix is a training program that



shows all of the topics taught from week one to week six.

The training also allowed the trainees to renew their faith in Jesus Christ through daily morning and evening devotions, weekly prayers and facilitators that stirred up their spirits and helped disciple them in faith. During the time of training, ten trainees gave their lives to Christ.

One of the key modules taught was "Purity is Possible", which enlightened trainees on sexual purity in relation to the bible. The training pointed out factors influencing pre-marital sex among young people, when to say No to Pre-marital sex, why one must Say No to pre-marital sex, and how one can be sexually Pure. The 5Ds addressed the question of how to stay sexually pure: **Desire, Decision, Determination, Discipline, and Divine Help.**

By the end of the training, eighteen (10M, 8F) trainees signed sexual purity cards committing themselves to stay sexually pure till they were married.

Children's HopeChest mobilized alumni of the previous UG-LEDP cohorts to participate in a half-day interaction with trainees.

The alumni were instrumental in showing trainees that they were once where they were but could achieve something out of their lives. They shared their experience after the training, pointing out struggles and giving advice on how to avoid and overcome some of those struggles.

Trainees were greatly encouraged by the alumni.

## Objectives & Expected Outputs







The objective of the UG-LEDP course is to enrich youth with skills that promote;

- Entrepreneurship development & stewardship.
- Self-awareness, confidence and personality strength.
- Elite leadership that fosters sustainable transformation.
- Service Excellence
- Success in Job Market (Vertical Career growth)
- Positive thinking (innovative Mindset)

## Programme

During all training sessions, facilitators used various tools, techniques and content delivery methods to ensure complete understanding.

These include; the Question and Answer Approaches, Action Planning, Brainstorming, Energizers, Flipcharts, Ground Rules, Group reviews, Ice breakers, Delegation of roles, and Taking breaks.

Facilitators also used Learner handouts and motion pictures to aid the learning process.

The training was interactive between trainers and trainees to ensure that participants perceived and understood what the trainers intended to communicate.

The trainees were organized into four groups. Each group would discuss assignments as a team and later present as any facilitator expressed the need to do so. The groups were also very instrumental in developing group projects and businesses.



The training was practical in both areas of leadership and entrepreneurship.

At the onset of the training, the trainees were tasked to choose leaders of all required positions and would constantly relate what was taught to the leadership being exhibited by their chosen leaders.

The familiar adage goes, “work without play makes Jack a dull boy.” The UG-LEDP incorporated games and sports into the program and allowed the trainees to have a time of relaxing and stretching every evening.







The graduation ceremony was held on Friday, the 8<sup>th</sup> of July 2022, at the Sparrow Hotel in Soroti City.

All forty-six trainees received certificates for the general leadership and entrepreneurship course and a second certificate for the specialized **“Work 4 A Living” course**.

The Work 4 A Living certificates were graded and given per individual performance during the training.

The function was colourful and well attended by staff from Children's HopeChest, invited local area leaders such as the LC I representative of youth, the area Councilor to the City Division and the chief guest who was the Resident City Commissioner Soroti City East.

In attendance also was a team of seven persons led by Will Crooks and a Children's HopeChest International employee. The team was sponsors of the UG-LEDP program in Uganda.

Another set of attendees that brightened the day and brought a lot of hope to the graduates were the alumni of the previous leadership cohorts that had graduated before them and were now either employed or self-employed. The alumni shared their testimonies with the graduates, pointing out their struggles after the training and eventual success and the mechanisms with which they navigated through those challenges.

During the graduation ceremony, all four groups of trainees had projects they had worked on over the six weeks of their training.

A particular time was allocated for the persons attending the graduation ceremony to move around the four exhibition corners set out for each group and inspect the displayed items.

The items exhibited on the graduation day were very diverse, but all were made





out of resources sourced from their environment.

Some exhibited products included wine, art and craft, engineering prototypes of self-propelled cars, herbal concoctions for treating various diseases, and climate-smart agricultural practices.

All speakers that took to the podium that day encouraged the graduates to live out the mantra of the UG-LEDP that they expressibly wore on the back of their T-

## shirts, “Walk the Talk.”

The graduates themselves pledged to carry on the legacy of the UG-LEDP by putting to practice what they were taught and being the change agents that their communities so desperately needed.





# Impact Testimonies

"Much value has been added to me from the UG-LEDP training program making a remarkable change in my life. By the time I walked out of the training centre, I was totally changed, much different from the Patricia I knew I was. I learned that good character in life would sustain me. I am now deliberate about cultivating a good character because it is what will maintain consistency wherever a door of opportunity opens over and above my qualification and experience.

My attitude towards work changed. I now embrace work positively and actively engage in garden work at home.

I also learned that I might set goals, but I will not achieve those goals if I don't have discipline. I am focusing on my spiritual growth, and I have resolved to wake up at 3 am every morning to pray and read God's word. I am also committing to reading educational books like Secrets of a millionaire mind, which I am now reading.

I have also resolved to add value to myself through acquiring skills continuously. I am now engaged with a tailor to learn sewing skills.

I don't think I would have been able to dream about any of these, let alone dare to venture into them, if not for the life-transforming training of the UG-LEDP."



Patricia



# Conclusion

## Training outcomes observed.

The facilitators and coordinators of the training noticed the following outcomes among the trainees;

- There was an observable change in character among trainees
- Ten trainees gave their lives to Jesus Christ
- Eighteen (10M, 8F) trainees signed sexual purity cards committing themselves to stay sexually pure till they were married.
- There was a high commitment to prayer and fellowship among trainees.
- The trainees were able to develop business ideas and express them in business plans
- The trainees were able to express themselves with confidence
- The trainees exhibited teamwork
- The trainees could adequately solicit and give feedback to the trainers and amongst themselves.
- There was a significant improvement in time management among the trainees.
- The trainees showed remarkable improvement in their ability to handle and resolve conflicts amongst themselves.

## Challenges registered.

Throughout the training, the following challenges were noted;

- High rate of illnesses among the trainees
- The time allocated for the whole course was also short. This is especially true for the Word 4 A Living training that was allotted seven days and had to stretch till late in the night every day.

## Recommendations.

In the subsequent training, more time should be allocated to the course to allow for thorough coverage of each topic without burning out the trainees.

## What Next?

### Phase II

Phase II is already in motion.

Trainees have been identified and will soon be placed at different CarePoints, where they can learn hands-on and use their acquired knowledge.

Phase II shall run from September 2022 to October 2023.

### Phase III

The trainees shall be divided into two groups according to their interests for Phase III.

Those willing to pursue Leadership shall spend two weeks to consolidate on their knowledge



# Appendices

## 1. Course Content

*Recognize and nurture your Call  
Character*

*The Uncommon You*

*Living out your Passion*

*Me and My Assets*

*Goal Setting & Prioritization*

*Sexuality and physical growth*

*Creative Thinking/ Ideas*

*Surviving Tough Times*

*Personal Growth*

*Self Awareness*

*Self Governance*

*Global Concern: Unemployment*

*Global Concern: Corruption*

*Stress & Emotions*

*Crime and Terrorism*

*Conflict Resolution/ Problem*

*Solving*

*Global Concern: Family*

*Global Concern: Moral Values*

*Leadership Culture/ In Changing*

*Leadership Principles*

*Developing a Leader in You*

*Communication*

*Team Work*

*Time Management*

*Culture & Devt*

*Relationships*

*Ways to Improve your Life*

*Productivity*

*Decision Making*

*Creating Partnerships*

*Society Influence*

*Community Development*

*Choose, Live, Lead*

*Self Esteem*

*Job Readiness*

*Financial Literacy*

*Work Ethics*

*Business for a Living*

*Biblical Ethics*

*Professionalism*

*World of Work*

*World View*

*Self Employment*

*Know the Law*

*Owning a Business*

*Enterprise Selection*

*Business Planning &*

*Management*

*Marketing your Business*

*Existing Govt Programs*

## 2. Trainees

LIST OF STUDENTS FOR THE UG-LEDP 2022 COHORT			
S/n	Females	S/n	Males
1	Aceko Immaculate	22	Alingu Pius
2	Acung Everline	23	Canwira Fidele
3	Aduo Sarah	24	Chegem Gabriel
4	Agwang Isabel	25	Ebusa Peter
5	Aigi Irene	26	Ecelai Daniel
6	Ajilong Scovia	27	Emookol Simon Emmanuel
7	Alungat Stella Rose	28	Epuchu Moses
8	Amalo Filder Rose	29	Imaat Francis
9	Amulen Maureen	30	Mabiro Paul
10	Amulen Priscilla	31	Ocen Andrew
11	Apolot Jemmimah Loy	32	Okiring Charles
12	Ario Lucy	33	Okolimong Sam
13	Ariokot Judith	34	Okurut Emmanuel
14	Asuko Catherine	35	Okurut Joshua
15	Auko Jennifer	36	Okwii Emmanuel
16	Ayuro Sarah	37	Omoda Enos
17	Ipodu Scovia	38	Oonyu Thomas Aquinas
18	Isapa Eunice Obella	39	Opolon Simon
19	Khainza Patricia	40	Opolot Jacob
20	Nambi Elizabeth	41	Opus Anthony
21	Titin Rhoda	42	Osire Dominic
		43	Otim Charles
		44	Otukey Simon Peter
		45	Otukey Steven
		46	Wagabaza Micah Kelly