

End of Year report to The Funding Network

Teach A Man to Fish has made enormous strides in Uganda in extending the opportunity for young people at school to learn and practise new skills through planning, setting up the teams, systems and records to run a profitable, educational school enterprise. In 2015, 293 schools in Uganda registered to take part in our School Enterprise Challenge with 154 schools going on to use our suite of free online, easy-to-use guides and interactive resources and to receive our guidance and support online, through SMS and email. In addition, face-to-face training and support has shown to be key in enabling low-resourced and marginalised schools in Uganda to participate successfully. 72% of schools who attended training workshops submitted a business idea and plan. We provide training workshops for schools across the country delivered by our Field Officers and local partner organisations that we have trained.

Impact for young people in Uganda: A survey, conducted with teachers in 2015, of schools that participated in the School Enterprise Challenge found that:

- 97.5% of students participating in school enterprises supported by Teach A Man To Fish showed a general increase in confidence in themselves and in expressing their ideas
- 95.7% of students are better able to identify problems and come up with alternative solutions to solve problems
- 95% of students showed more confidence in their capacity to pursue their chosen career and making a living in the future
- 97.5% of teachers felt that they are providing their students with more relevant education

Development of our programme: Teach A Man to Fish aims to continually learn from our participating schools and improve the support we offer. So, in 2015 we produced important new resources for schools - two peer-led training videos filmed in Uganda and then edited in the UK for a total production cost of £1130 (enabled by lots of pro-bono support). One video shows new schools (teachers and students) how to think about, plan and elect their business team. A second video shows teachers and students how to write a business action plan; how to solve problems that arise and adapt the action plan where necessary. The video is filmed at Mengo Secondary School which is participating in our Skilling Young Ugandans' (SKY) project that the Funding Network has supported. The school set up their flower growing and selling business in 2015 with 125 students in the school business team. The net profit was calculated at US\$84 for the first four months of operation. The teacher leading the school enterprise features in our new videos working with students from the school business team. She reported that students are participating enthusiastically and capably in the school enterprise. The video will be launched to schools in 2016.

Skilling Young Ugandans: As you know, Teach A Man to Fish designed the 'Skilling Young Ugandans' (SKY) project to respond to the twofold challenge of providing intensive support to schools without dependence on grant funding; as well as to encourage and support more schools in Uganda to sustain and develop student participation in school enterprises beyond the annual competition. Two great examples of what our intensive support can achieve are La Bastilla Technical School in Nicaragua and the Dr. Stephen Youngberg Technical Vocational School (ETVSY) in Honduras. Teach A Man to Fish has been working with La Bastilla since 2009. The school now runs seven successful school businesses, the profit from which currently covers around 80% of the school's operating costs. Importantly 94% of students who graduate from the school and who get involved in these businesses have found decent jobs or have gone on to further study – significantly above the national average - and the graduates who are working, are earning more. In 2015, the Dr. Stephen Youngberg Technical

Vocational School reported that it has been able to continue to grow their school businesses and, as a result, to take on 90% of all of their running costs. This shows significant progress: when Teach A Man to Fish ended intensive support to the school in September 2014 self-sufficiency was at 62%.

Review of 2015: As described in our interim report sent to the Funding Network in August last year, 2015 was spent setting up the SKY project. This resulted in the selection of Caltec Academy, Crested Secondary School, Mengo Secondary School and Katwe Noor Secondary School to participate in the project. Through these four schools the SKY project will reach a total of 5,709 young students between 12 to 21 years. The majority of the students from these schools come from poor and working households. We anticipate that, by working with the schools to develop and embed the school enterprise within their school, the opportunity will be extended to many more students (current and future) in these schools.

As an example of the background of the selected schools:

Caltec Academy set up their mosquito-repellent lotion making business with the aim of reducing malaria rates among students, earning income to support the poorest students to stay in school and helping students to learn new skills. 95 students are involved in the school business team. Students reported during our consultations that participating in their school enterprise; “encourages us to see ourselves as future entrepreneurs”; “learn skills like marketing, purchasing, product promotion, record-keeping”; and “encourages us to be more optimistic about life, more hard-working, creative and innovative”. Net profit from the first four months of operation in 2015 was calculated as US\$53 and was used to provide bursaries towards school fees for the poorest students. Parents whose children have benefitted from school bursaries administered in 2015 are extremely grateful. Crested Secondary School set up their popcorn making and selling business with the principal aim of helping students to learn new skills. 60 students are involved in the school business team and the teacher leading the school enterprise reports that; “students can now design budgets, keep records and calculate profit”; “they are confident about starting a small business after school”. Moreover teachers say that “the school has benefitted from the increased commitment of students who are now eager to learn more and test their knowledge in a practical way in the school business”. Net profit in 2015 was US\$6 per week.

During the inception process, the Teach A Man to Fish team in Uganda also undertook consultations with students and teachers who set up their school enterprises in 2015 to ensure that our plans meet the needs and priorities of the schools with which we are working. As you know, the SKY project provides intensive support to the four selected secondary schools to 1) integrate entrepreneurship and business skills training in their curriculum thereby increasing the learning benefits for students and, 2) generate a significant profit from a robust school business strengthening the value of school businesses to the school.

Workplan for 2016: Intensive advice, training and resources specifically tailored to the needs of the school will be provided for free to the four schools for a 3-month period starting in 2016. This will include two 3-day training workshops focusing on business development covering business selection (business and market research, competitor analysis, resource assessment and budgeting) and business implementation (record keeping, business management and sales); on-going mentoring visits; knowledge-exchange visits to promote peer-to-peer learning, and project learning reviews. A third 3-day workshop will train teachers to deliver entrepreneurship education within their school through practical learning in the business units, curriculum integration and student-centred learning methodologies.

During this 3-month period, schools will be guided to research and produce a robust and detailed business development plan and budget. With a feasible and high-quality business development plan in place, schools will be invited to receive a further nine months of intensive support to develop their school business and to integrate business skills within their teaching curriculum.



Teach A Man to Fish aims to bring our successful school enterprise model to many more students and schools in developing countries. In the SKY project, Teach A Man to Fish is piloting an approach to diversifying the way we fund the intensive support we provide away from over-reliance on grant funding. Schools will raise the capital needed to cover their business development costs or, alternatively, will have the option of accessing a loan of up to £750.

Teach A Man to Fish also undertook consultations with a number of micro finance organisations in Uganda in 2015 and has arranged to furnish this loan to schools through Bridge Credit Finance, an established Ugandan micro-finance company which currently provides school loans. Bridge Credit Finance will provide financial education to schools that elect to take the loan in 2016. The interest on the loan will contribute to the costs of providing ongoing support and guidance to schools. This arrangement has been clearly explained to the Schools' Management Committees. Schools that elect to raise their own development capital will pay a support fee of around £100 for ongoing mentoring, guidance and support from Teach A Man to Fish to help them develop their school businesses and their business education curriculum. Once the initial loans are fully recovered, the capital will be available to schools for further development of school businesses in 2017. Teach A Man to Fish will gradually reduce the intensity of support provided during the course of 2017 encouraging the four target schools to thrive on their own.



Thank you

We are extremely grateful for the grant of £9,250 from the Funding Network in 2015 for our programme, 'Unleashing Potential Through Enterprise Education in Uganda', and do hope you are as delighted as we are with the impact that your grant has already made for young people in Uganda.