

FOUNDATION FOR INCLUSIVE COMMUNITY HELP (FICH)



PROFILE



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Background

Foundation for Inclusive Community Help (FICH) is a vibrant indigenous social enterprise that was incorporated and registered at Uganda Registration Service Bureau (URSB) as a not-for-profit. FICH is also registered as National Non-Governmental Organization under Uganda Government through Ministry of Internal Affairs with NGO registration number **S.5914/12762**.

FICH was founded and first registered in 2010 with its former definition “Fight to Improve Community Health” before its current definition “Foundation for Inclusive Community Help”. Its establishment is focused to influence the full participation of youth and community in the fight against economic, educational, environmental and health related threats and challenges. This, anticipation can be achieved by carrying out mobilization, sensitization, conducting research, providing support to quality education and initiating livelihood projects, providing disability prevention services, provision of technical skills and trainings, providing business mentorship & counselling, and promoting job creation among young people in the community.

Our Vision

A generation of healthy, innovative, productive and self-reliant youth and women

Our Mission

FICH exists to transform youth and women through sustainable opportunities and descent work in a thriving community

Our Values guiding principle

1. **Inclusiveness:** We work with every single person or group without exception to achieve desired goal.
2. **Integrity:** We believe that whatever we do, honesty and transparency are priority
3. **Excellency:** We work to promote quality performance and the culture of working passionately to one's best capacity.
4. **Voluntarism:** FICH aims at promoting voluntary efforts for the benefit of organizational audience.
5. **Teamwork:** As FICH, we believe that working collaboratively and understanding each other is key to achieving desired goal.

Strategic Objectives:

- 1) To promote quality education and lifelong learning for children and youth in formal and non-formal education cycle.
- 2) To promote sustainable economic growth that provide decent employment for vulnerable people.
- 3) To promote healthy lives for good well-being of vulnerable people in the community.
- 4) Conduct action oriented research and surveys to establish appropriate positive response programs.

- 5) To strengthen organizational means of implementation and partnership for sustainable growth and programs management.

Program summary

FICH's program provides second chance education for youth and livelihood skills development while promoting group savings through Village Savings and Loan Associations and entrepreneurship trainings. The organization works with beneficiaries in gaining admissions into public schools and support student with learning materials. FICH provide orientation for the teachers in the schools were beneficiaries attend to equip them with counseling skills, enabling them in providing psychosocial support, as well as help in addressing some special needs of the beneficiaries to help them stay in school. Some beneficiaries who are women are trained and processing Soya Flour for sales and learn how to make the environmentally-friendly stoves which they produce and sell to generate income for themselves and their families. FICH also spends significant amount of time organizing community and school outreach programs. FICH have devoted community volunteers who conduct schools and home visits to monitor the development and performance of beneficiaries as well to help them address challenges they may be facing. Cases that are beyond FICHs capacity are referred to other organizations within the network. FICH is also working with Oyam district and other partners in social mobilization on Indoor Residual Spraying to ensure effective behavioral change communication.

Partners



NOTE: Just like Uganda Government and the UN on SDGs, FICH is strongly focusing to contribute to end poverty and hunger, in all their forms and dimensions, and to ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment within the reach.

FICH Program areas:

Livelihood:

FICH always conducts inclusive assessments through gathering and analyzing data on local assets, resources, and incomes plans. FICH meet with community members to comprehend local needs and create a collective plan of actions.

FICH's livelihoods programs tackle the root causes of poverty by addressing problems of **Access and unitization of land especially for women**, production, access, and income. The activities are tailored to meet community or individual specific needs and are designed to boost agricultural production, value addition, startup equipment, support micro-enterprise initiatives, and enhance a vulnerable community's access to sustainable sources of income.

In designing livelihood program with local people, our strategies are specific to support families and individual improving from conflict and vulnerability, seeds and tools for agricultural recovery, value addition skills and equipment, livestock and veterinary services where needed, small business assistance, and other programs that help families recover self-reliance.

Impact in the last years:

- 320 women are supported to increase their livelihood and economic activities and acquire the usages of land space.
- 62 men are also in cooperated to livelihood activities.

Education:

Basing on the original concept of FICH Education program idea, we work with education departments and key stakeholders at local and national levels and with development partners to serve young people through formal and informal education. FICH initiative is to strengthen good practices. The fundamental base for FICH programs combines concept, research, and practice. The essential knowledge are derives from the usual environment that can best be understood within the context of "Experimentation". It is

from this background that FICH has partnered with district and other development partners to assess learning outcomes in literacy and numeracy among children age 6-16 years in order to focus public attention and stimulate action towards learning of children. FICH education program responds to the needs of conflict-affected children and youth through opportunities to obtain second-chance education and job skills training to comprehend the understanding of future generation. Through education program, FICH promote the 5D CYCLE, a powerful development tool that enables young people to; Discover who they are, Dream about what they want to become, Design ways of achieving those dreams and Develop key skills that can lead them to rewarding Destiny. The students learn key skills like self-discovery, confidence, financial literacy, communication, goal setting and critical thinking. Acquiring these skills will bring a paradigm shift that will reframe the girl's thinking to articulate priorities and generate collective actions to take charge of their destinies and at the same time improve their communities.

Impact in the last years:

- More than 470 girls are provided with life skills mentoring programs
- 82 girls are supported access secondary and vocational studies through full payment of tuitions and learning materials.
- 42 guardians are support with income generation activities to support the girl child education.

Health:

FICH focuses on delivering effective health services to its beneficiaries specifically in the areas of Sexual and Reproductive Health information and services for depressed population especially youth and socially excluded groups. Other services include HIV/AIDS and Hygiene and Sanitation awareness creation. Impressively, FICH always partner with health department at District and National levels including development partners to deliver information and services to the target groups that FICH serves in the community.

Entrepreneurship:

As Uganda and the world is trying to tackle employment among young people, FICH chose critical areas of intervention on broader traditional context which include attitudes, mind-set and behaviors toward entrepreneurship, influencing policies and the business environment, and enabling interaction for exchange of goods and services for money among young people and other markets. FICH has adopted International Labour (ILO) Entrepreneurship and Business Management Skills model of Start and Improve Your Business (SIYB) and Gender Entrepreneurship Together (GET Ahead) programs to support youth and women. The unique features for this training programme are; material based, The SIYB Business Game which provides real business situation, learners centered, need based in term of delivery, action and result oriented, participatory approach, mainstreamed gender and HIV/AIDS, conducted by certified ILO/SIYB trainers, training materials are written in a simple and easy to understand by participants, practical training with activities in the manual. Another program is GET ahead for women enterprise which aim to assist ILO partner organizations in promoting enterprise development among women who want to start or already engaged in small-scale business. The program differs from conventional business training materials by highlighting essential entrepreneurial skills from gender perspective, whether applying to starting or improving individual, family or group business it addresses the practical and strategic needs of low income women in enterprise by strengthening their basic business and people management skills. It

shows women how to develop 'their personal entrepreneurial traits and obtain support through groups, networks and institutions dealing with enterprise development.

Impact in the last years:

- 875 both young female and male age 15-35 years old are trained with entrepreneurship and business management systems.
- Over 380 youth are provided with business mentorship and counselling services
- Over 320 youth are supported to access finances to boost their businesses

FICH Partnership.

Twaweza East Africa: FICH built partnership with Twaweza East Africa in 2015 to manage Annual Learning Assessment in Oyam District, with all its components of training, linking to local administration and education officers as well as conducting all other pre-assessment, assessment and post assessment as per Twaweza's standards for the Uwezo Learning Assessment. Uwezo, meaning "Capability" in Kiswahili aims to improve competencies in Literacy and Numeracy among children age 6-16 years. This is an initiative of household based assessment in all 112 districts in Uganda and it measures actual learning abilities in basic literacy and numeracy in order to focus public attention and stimulate action towards leaning of children.

GFC: In partnership with Global Fund for Children (GFC) based in Washington DC, USA, FICH responds to the needs of conflict-affected children and youth, mostly girls who were abducted and abused by the Lord's Resistance Army, through opportunities to obtain second-chance education and job skills training, savings and entrepreneurship initiatives, and counseling and psychosocial support. Over 60 most vulnerable conflict affected girls are enrolled in secondary schools and vocational training Centers within Oyam district.

ILO: In order to unleash youth entrepreneurship in Uganda, FICH became an active partner of International Labour Organisation to support youth and women to contribute to employment creation and economic growth of Uganda through holistic approach of Youth Entrepreneurship Facility (YEF). YEF has five inter-related and complementary components of; 1) Promoting entrepreneurship culture, 2) Promoting Entrepreneurship education, 3) Evidence Based advocacy, 4) Capacity building of youth organizations, and 5) Access to business development services and affordable finance for out of school youth.

CEDA International: FICH partnered with CEDA International to promote the Rising Stars Mentoring Program focuses on girls between 12 – 24 years old in 7 secondary schools within Lango and Acholi sub regions. The Rising Stars beneficiaries go through a mentoring program which focuses on life skills, leadership and social entrepreneurship. It based on the 5D CYCLE, a powerful development tool

that enables them to **Discover** who they are, **Dream** about what they want to become, **Design** ways of achieving those dreams and **Develop** key skills that lead them to rewarding **Destiny**. The girls learn key skills like self-discovery, confidence, financial literacy, communication, goal setting and critical thinking. Acquiring these skills brings a paradigm shift that reframes the girl's thinking to articulate priorities and generate collective actions to take charge of their destinies and at the same time improve their communities.

Pathfinder International: FICH has integrated Gender Roles Equality And Transformation (GREAT) toolkit model in all programs. GREAT is a project model implemented by Pathfinder International in Northern Uganda in partnership with Concern Parent Association earlier to influence change of attitude and behaviors to affect young people's Sexual Reproductive Health (SRH) through involvement of parents, teachers and communities. GREAT toolkits deal with specific gender and Sexual Reproductive issues that affect young people's healthy lives; and examples of these issues are Gender Based Violence, new and older adolescent parenting, reproductive health rights among others with the main key areas tackled being **Safety, Sexual Reproductive Health, Gender Equality** and **Growing up to Great (In Lango Language – Bedo Ateka!)**

ORGANISATIONAL CAPACITY TO IMPLEMENT PROJECTS

Being a grass root organization, FICH activities demonstrate innovative project ideas especially filling the gaps that are unseen by other community based projects and that's the reason of FICH existence. There are number of natural resources in the communities that are locally available among other opportunities that FICH has turned into community development projects. Typical examples of successful projects are; equipping youth in Oyam district with entrepreneurship development, tree nursery project, water and sanitation, supporting conflict affected girls in secondary schools, training young women with technical life skills for example producing environmental friendly energy saving cooking stoves that resulted FICH to world's recognition and award (**second place winner among the three winners worldwide**) on **What's working?** Competition in 2013. The Youth Employment Network (YEN) with its partners created the What's Working? Competition to find out what strategies and approaches are working and share them among the youth employment community. This is because at the moment there is limited evidence on what works, which leads to low impact and wasted resources. According to the World Bank, as much as **40%** of youth employment projects have no impact on labour market outcomes for youth.

As a result of innovation again, FICH project of Lorena Cooking stoves was proven in May 2013 among the most 14 innovative projects out of 76 projects funded by ILO to be replicated by other youth led organizations in East Africa through ILO Youth to Youth (Y2Y²) replication programme among many successful projects.

ORGANISATIONAL POLICY

Administering programmes and management of finances are not our biggest problem because FICH has human resource & financial policies that guides implementation and run finances according to the budget break down as in line with activity patterns.