



NGO Registration Number: 5377

ORGANIZATIONAL PROFILE

Raymond Empowerment Foundation (REF) is a non-denominational, non-partisan and non-profit making empowerment NGO that helps individuals and groups, especially women and children, to develop themselves and to take advantage of opportunities around them for personal and community development. It operates in disadvantaged areas of Mubende District, Uganda. In 2005, REF was founded in an effort to fill the gaps for children where social services, schools, and communities have been stretched thin. Building on existing resources, what started as a basic model for support has evolved into a holistic approach to educational and community development. Our school programme taught by local staff supports over 1,349 learners from pre-school to adult literacy levels with a well-rounded curriculum, boarding (accommodation) programme and feeding programme that helps them grow into healthy and engaged community members.

Vision Statement:

A society which is mentally, intellectually, socially and economically empowered to harness opportunities around them for integral development.

Mission Statement:

To help individuals and communities to acquire necessary knowledge, skills and to develop an empowered mindset to help them use effectively the opportunities and resources they can access. This is done through an integral transformation approach.

Objectives:

Provide quality and affordable Nursery and Primary education to the community; Provide quality, affordable and vocational Secondary education; Integrate mental empowerment and mindset change in all the programs; Mount adult education and financial literacy program; Undertake environmental education and activities; Support orphans and children of needy parents; Impart relevant non-formal skills and Promote reproductive health and hygiene to the rural youth.

Programs:

1. Early childhood education: Imparted in the nursery section and primary education with the main objective to help children, irrespective of gender, tribe and religion to acquire good nursery and primary education and to empower the community for them to live a decent life and to be of service to humanity.
2. Vocational skilling: REF attaches great importance to the skilling of youth and adults partly because of the high rate of unemployment in the country.
 - a) Formal Technical Skilling: In 2015, a vocational secondary education program in the names of Raymond Vocational Secondary School was established. The school offers a unique curriculum of both normal Uganda secondary school syllabus and skilling subjects from which a student selects one. The vocational skilling subjects include agriculture, carpentry, tailoring, building and construction, and hair dressing. At the end of Senior Three, the students sit for a Directorate of Industrial Training (DIT) vocational examination and those who pass get a vocational certificate. At the end of Senior Four, the students sit for UNEB examination and those who pass get a UNEB O Level certificate. That means that at the end of the four years, a student graduates with two certificates.
 - b) Non-formal Technical Skilling: This is a special program for boys and girls who dropped out of school before completing either Primary Seven or Senior Four but are

interested in learning a practical skill. They go through training for twelve months in either building and construction, tailoring, carpentry or hair dressing. At the end of the year, the trainee is assessed by the Directorate of Industrial Training (DIT) and is awarded a certificate if he/ she passes.

3. Domestic and Hotel Services Training Program: It was set up by REF to train and equip unemployed youths with skills and to be morally upright, competent and effective professionals for providing domestic and catering services.
4. Adult education: REF realized that there are many members in the communities surrounding the school who do not know how to read or write. The school, therefore, started a two-year adult training program. In the first year, those who are illiterate are taught how to read and write. They are also helped to acquire elementary arithmetic. In the second year, trainees are given basic financial literacy, taught how to save wisely as well as helped to save together in village groups. Promoting mindset change for personal and social transformation is part of this program. The school has opened two other centers in the communities away from the school.
5. Community development: The school partnered with the Street Business School and four of our staff were trained for one week in business skills. Our staff has already utilized their training with the 189 trainees who participated in our adult literacy and business skills classes. Graduates of these classes frequently establish sustainable enterprises to help enhance their household incomes because the business skills training includes starting a business, community-based village saving, and loan methodology.