



HELPCCHILD KARAMOJA (HCK)

ORGANIZATION PROFILE



HCK Supported Adolescents Girls and Young Women in Tailoring and Garment Cutting Training

2020-2025

HCK INFORMATION

HELPCCHILD KARAMOJA (HCK) was formed with the target to work to improve the lives of Orphans and Other Vulnerable Children (OVCs) and their care givers (women) in Kotido District-Karamoja Sub National Region; HCK supports these OVCs and women to make the World a happier, fairer, and healthier place to survive. Established in 2012, HCK is operating in Kotido District with her head Office in Kotido Municipal Council. It is a registered Community Based Organization (CBO) under serial number CBSO/KTD/151/2012. HCK was founded to work with the marginalized and discriminated against on the basis of gender, age, and disability or other reasons created by history, tradition, custom or any other attributes.

HCK's effort is to support a fragile, failed and developing community through promotion of durable solutions by focusing on the interdependent aims of saving lives, strengthening structures and systems, and promoting social cohesion from the outset of crisis, while laying the concrete strategies for long-term stability and development.

HCK ADDRESS/CONTACTS

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ABOUT US

HCK has operated in Kotido District since 2013, where we are focused at supporting Women and youth-led development Strategies. Each year we train and support 120 OVCs' households and young peer educators to lead community development initiatives engaging most young people. **Our vision** is to see a gender just society where OVCs freely survive without torture. **Our mission** is to enhance

the capacity of the Local community for the creation of a healthy child in a healthy community through improved service delivery to OVCs' households. We aim to achieve our mission in three goal areas:

1. **Civic Participation:** young people and women are significant contributors to development processes, resulting in public policy and practice that both supports and is accountable to young people.
2. **Livelihoods and Employment:** young people and women are taking up productive livelihoods and employment opportunities that contribute to their households income and the economies of their communities.
3. **Sexual Reproductive Health, Education and HIV/AIDS:** young people and women are making informed decisions and engaging in safe sexual and reproductive health practices that lead to healthy lives.

THE AIMS AND OBJECTIVES FOR WHICH HCK WAS ESTABLISHED ARE;

- 1 To encourage women and youths to create their own enterprises by setting up micro finance schemes to alleviate poverty which is a major hindrance to health, peace and development of their Children,
- 2 To scale up responses to reach the critically and moderately vulnerable children, youths and women with comprehensive, effective and quality basic and vocational Education, health and social services through advocacy and good governance,
- 3 To promote human resource development through trainings,
- 4 To create awareness and sensitize the youths, and women on the effects of HIV/AIDS and substance abuse,
- 5 To promote and participate in environmental conservation, through improvement of the environment ecological and biodiversity system and sustainable use of land and forest resources.

HCK Core Values:

1) Human Rights and Gender Responsiveness;

HCK's priority is on promoting, protecting, and fulfilling the Human Rights of all women, youths and children as well as strengthen capacities at local levels to eliminate all forms of violence against women and children while ensuring responsiveness to diversity.

2) Commitment to sharing knowledge; HCK will continue documenting, evaluating and disseminating results of our work with women, youths and children.

3) Evidence based programming; we shall continue building on documented research, lessons learnt and recommended practices to ensure optimal results and use of resources.

4) Transparency and accountability; HCK shall ensure that all programmes are implemented to benefit the intended beneficiaries. We shall as well ensure that, proper accountabilities of funds received are provided to the donors and shared with relevant stakeholders.

5) Professionalism;

HCK staff shall always exhibit professionalism while conducting their work with the local communities more especially women, youths and children. This will be through respect for self and others, acceptance of personal responsibilities, staff knowing their boundaries/limits, conflict of interest, and breaches of confidentiality.

6) Team work; We shall always promote effective team work through productive team meetings by using status reports; we believe that, coming together is the beginning, keeping together is progress and working together is success.

HCK GUIDING PRINCIPLES: *"HCK's principle is equality of opportunities especially in employment, impartiality, legality and the spirit of partnership that govern our work with others in the interest of the poor children, women and youths our accountability to our practices. We oppose however,*

all forms of discrimination on grounds of colour, race, nationality, ethnicity, sex, marital status or all forms of disability."

HCK AREAS OF OPERATION AND THE TARGET BENEFICIARIES

HCK's programme is intended to target beneficiaries in Karamoja Region beginning with Kotido as a pilot District i.e the six (07) sub counties of Kotido sub county, panyangara, Nakapelimoru, Reengen, Kacheri, and Kotido Municipal Council. Other Districts of expansion shall include; Moroto, Napak, Nakapiripirit, Amudat, Kaabong, Nabilatuk, and Abim. The target population comprises of Children, women, the youth, People with Disabilities and the elderly.

HCK APPROACH

Our approach is bottom-up and holistic, focusing on individual behaviour change amongst young people and women as well as systematic change in policy and practices towards a more supportive environment for young people and women-led development. We deliver grassroots programmes in the most hard to reach and underserved areas of Karamoja Region. HCK also supports governments and policymakers to engage young people and women in the decisions that affect them like in the identification and recommendation of the youth and women groups to be provided with the government loans, HCK has managed to identify 6 women groups which is currently supported with the loans and enrolled 389 youths for the vocational skills training at HCK Vocational training centre. In addition, we build the capacity of other Civil Society organizations (CSOs) to work more effectively with and for young people, and women. We also produce research, guidance and generate evidence to share our experience with other organizations supporting young people, and women to ensure we are serving young people, and women in the most coordinated and impactful way possible.



HCK Centre training young girls in hair dressing and saloon management.

HCK TECHNICAL EXPERTISE

Peer to Peer Education:

All of our programmes are delivered through our youth and women-led peer to peer education model which enables the transfer of knowledge and skills to high numbers of young people and women working through youth and women groups, as well as schools and other vocational training institutions. Peer educators are often recruited, trained and are meant to be based in the target communities where they are able to provide intensive support to young people and women. Peer educators play a brokering role, linking young people and women to local service providers, government, the business community and civil society organizations.

The model is implemented year on year with new groups recruited & trained to achieve scale. In Kotido District and Karamoja Sub National Region, each peer educator is expected to reach approximately 80 young people and, through our network of 150 to 200 peer educators, we typically reach around 10,000 young people every year. The model enables us to reach young people, and women in the most remote areas, such as mobile cattle camps-Kraals in the communities in Karamoja. In addition to engaging and connecting young

people, peer educators work closely with government, business leaders and service providers to support them to better reach young people, and women. This increased capacity amongst local stakeholders, as well as the group structures and local networks fostered, has remained beyond the programme cycle. Therefore, a relatively short but intense period of investment through the peer education model has achieved long term impact.

Women-led development to improve Human Rights

HCK has built strong experience in women-led development highlighting the challenges faced by women and young people and the potential solutions. This includes partnering with UNFPA & International Rescue Committee (IRC) in the implementation of the UN Joint Programme Bridging Gap Project on Gender Based Violence in Karamoja where this project had to utilize behavior change methodologies to counter power imbalances between men and women and addressed the cyclical nature of the problem, this project had to break-down the traditional notions about the limited roles of women in private and public spaces by fostering individual and community reflection on power imbalances and ensuring violence against women is reduced, the project has managed to open social spaces and enhanced more meaningful, public participation of women in Peace Committee structures & traditional decision making processes.



HCK training Adolescent girls in tailoring and garment cutting at HCK vocational training centre

Youth and women Mobilization

HCK has a unique understanding of the challenges facing young people and how to best mobilize, engage and motivate youth to lead change in their communities. The peer educator model has been used to engage and inform young people from a range of backgrounds and is particularly effective in linking youth in remote rural contexts to services. It has been successfully adapted to meet the specific needs of disadvantaged groups including orphans and vulnerable children (OVCs), people living with HIV, people with disabilities, people affected by conflict, and young women.



HCK training of the youths in brick laying and concrete practice at HCK vocational centre

Youth and Women Engagement

HCK has also worked with a range of institutions and service-providers to promote effective young people and women engagement strategies. This has included health workers, NAADS officials, teachers, community liaison officers, and CSO representatives. As a lead Organization of Kotido Action Network (KANET) a loose coalition of 20 CSOs in Kotido District, we have also supported CSOs and Community Based Organizations in Kotido to develop their youth programmes and policies as well as supported private and public sector service-providers to reach young people more effectively.

Convening the CSOs Sector

HCK coordinates the CSOs Working Groups in Kotido District; an active CSO sector forum formed by The AIDS Support Organization (TASO) with funding support from the Irish Aid, this platform meets quarterly and has 20 CSO members. HCK even represents Karamoja as the Regional node with Malaria Childhood Illnesses NGO Secretariat supported by Global Fund based in Kampala



HCK CSOs quarterly Coordination meeting held at hotel Discovery Kotido

Policy & Practice

HCK has often achieved efforts to influence the policy design shaping young people's lives. HCK has fully participated in the design and development of Kotido District OVC strategic Plan 2013-2017, and also reviewed and designed the OVC strategic plan for Kotido District 2018-2022. HCK's focus is in ensuring that, policy, programming and resource allocations better respond to young people's concerns through bringing together youth, women and policy makers for dialogue and joint decision-making. For example, in Kotido we have supported youth participation in the ongoing review of the District OVC strategic plan and modalities on the provision of the youth loans at community levels.



HCK Chairperson BoD Training CSOs leaders on Policy design, implementation, M&E

HCK YOUTH AND WOMEN ENGAGEMENT PROGRAMMES:

Over the past five years HCK has reached 15,000 young people and women through integrated youth livelihoods, sexual and reproductive health, and civic participation programmes including provision of vocational education for purposes skills enhancement, job creation and economic empowerment of the youths. HCK has often worked with young people in Kotido, Karamoja Sub National Region targeting rural in and out-of-school youth. We have specific strategies for targeting most-at-risk populations, including young people with disabilities, young mothers and young people living with HIV. While we typically deliver an integrated programme, the below summarizes our approach under each of our goal areas.



HCK Supports the disarmed youths in the carpentry and joinery training

Civic participation

We train young people to understand and engage with government structures at local levels. We support young people to track service availability in their communities and report their findings to decision makers. We organize forums in which young people can have a voice in key Sub County and District debates – for example we organized consultations on the District Development Plans, facilitated a Ground Level Panel to gather views from communities' to tackle the most disadvantaged communities on the Sustainable Development Goals, and organized young people to feedback to decision-makers to inform revisions to the District Development Plan.

Livelihoods:

Our livelihoods and employment programmes support young people to pursue one of the two pathways; i.e self-employment or employment. HCK uses a step-by-step approach to supporting youth, and women to build and grow market-driven enterprises. We identify existing, or establish new, youth, and women groups and support them to register and develop strong governance structures. HCK provides training in core life-skills (e.g. leadership, teamwork, and effective communication) and enterprise development (e.g. business planning, networking, and marketing) to the youth, and women groups on a weekly basis through our network of peer educators based in the community. Vocational Education Trainings are co-delivered with government and other local entrepreneurs. Although HCK is not an established Vocational training centre, as part of their training, we support the youth, and women groups to undertake a rapid market assessment and draw on this to identify a market-driven enterprise. HCK has managed to link the groups to relevant stakeholders to access technical training and mentoring support tailored to their particular enterprise through internships. For example, for agricultural enterprises this included

linking youth, and women groups to National Agricultural Advisory Services (NAADS) for advisory services. We supported all groups to access the financial support required by providing training in financial literacy, supporting them to establish savings groups, and connecting them to financial institutions such as Savings and Credit Co-operatives (SACCOs) as well as local government funds- loans.



HCK trained youths in mechanic and motorcycle repairs and maintenance.

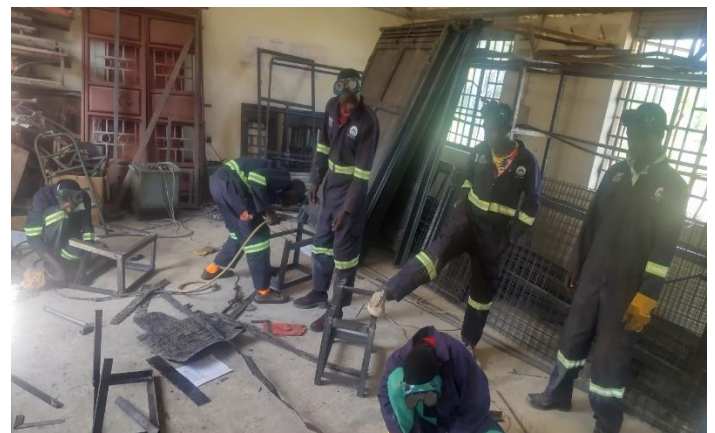
Youth Employment:

As part of our dual approach to our livelihoods goal area, with partnership with UNDP, UN volunteers, and Ministry of Gender Labour and Social Development under the Uganda Graduate Volunteer Scheme (UGVS); we have also provided intensive training and mentorship to graduates to support their transition into formal employment. Due to shortcomings in the Ugandan education system, graduates leave university with strong technical skills but often lack the essential soft skills that employers are looking for. In response to this, HCK has managed to equip 18 graduates (10 females and 8 males) with supplementary life skills and workplace readiness skills to be able to compete effectively in the labour market, some of these graduates are already employed by Mercy Corps, World Vision, Caritas, and Straight Talk within the Karamoja Region. Basic training on topics such as how to write a CV, how to prepare for an interview, how to set career goals, how to conduct oneself in a formal workplace have

transformed the lives of the graduates we have worked with.

These young people have often reported increased confidence, greater motivation and positive feedback on their performance at work. Similarly, employers are impressed by the unprecedented calibre of the interns HCK nurtures. This is illustrated by the fact that over 65% of our trained Volunteer graduates are retained through permanent contracts with their host employers.

Through this programme, HCK intends to develop a comprehensive employability curriculum and guidance for employers on recruiting, training and supporting young employees. The programme will help foster a platform for dialogue on youth unemployment which includes government, employers, private sector and youth. The success of this Youth Volunteer Programme will provide a potential solution to this high profile issue and we will now focus our efforts on advocating for the large-scale adoption of the model amongst employers.



The youth group operating their own welding and metal fabrication business after receiving HCK training and start-up capital

Promotion of Eco-Tourism

Under this project HCK promoted Ecotourism through provision of livelihoods options, HCK has helped individuals and families to harness the

economic potential of the formerly conflict affected groups of women to grow sustainable livelihoods through local Arts and craft and reduce poverty by targeting the tourist traveling to Kidepo Valley National Game Park through Kotido District. HCK has supported these trainings in Arts & Craft & engagement of community members in the promotion of traditional songs and dances with the aim to serve as a potential to increasing Ecotourism productivity, facilitating increased access to markets through collective marketing, increasing access to rural financial services (VSLAs) for women groups, and strengthening the private sector institutions for a better business environment through linkages.

Sexual Reproductive Health and HIV/AIDS

HCK as for long raised young people's awareness of sexual reproductive health and HIV/AIDS issues through our peer educator model, using youth friendly facilitation techniques including drama, music, dance, role play and trigger videos. HCK has worked with health workers to deliver youth-friendly services, including establishing Youth-Friendly Corners at health centres, and joint delivery of awareness-raising events in the communities. We partner directly work with public and private health service providers to increase the quality of the services available for young people and increase service uptake.

In Karamoja Region, life expectancy is lower, the disease burden higher and poverty is nearly twice the national average. In its HIV/AIDS Projects in Karamoja, HCK supported more than 62 Village Health Team (VHTs) volunteers most of them to deliver referral services, for malaria, diarrhea and pneumonia. By engaging health workers in conducting HIV Counseling & Testing (HCT), HCK helped to improve the quality of care to pregnant mothers as well as mothers with HIV, preventing transmission to their babies through eMTCT campaigns. HCK is also delivering Context sexual and reproductive health rights services for young women in Karamoja, through adolescents' education.

HCK has managed to train CSOs to deliver youth-friendly sexual reproductive health and HIV/AIDS programmes, including on behalf of TASO; we supported young people to access the quality of services available in their local areas and engaged directly with local government to make recommendations for improvements.

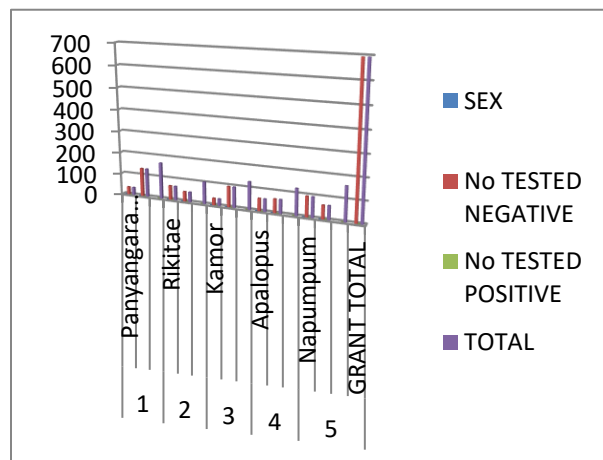


HCK Supports the Health unit staff to conduct HTC outreaches in the Local Communities of Kotido

Table 1: the Summary of HCT Results in 5 parishes of Panyangara Sub County Conducted by HCK in November 2024

S/ N	PARISHES	SEX	No TESTED NEGATIVE	No TESTED POSITIVE	TOTAL
1	Panyangara Centre/Kapadakook	Male	36	00	36
		Female	132	00	132
				Total	168
2	Rikitaie	Male	66	00	66
		Female	47	00	47
				Total	103
3	Kamor	Male	33	00	33
		Female	96	00	96
				Total	129
4	Apalopus	Male	59	00	59
		Female	65	00	65
				Total	124
5	Napumpum	Female	95	00	95
		Male	64	01	65
				Total	160
	GRANT TOTAL		693	01	694

Graph 1: The graph above shows the summary of HCT programme in the 5 parishes of panyangara Sub County conducted by HCK



The illustration in table 1 and graph 1 shows the summary of HCT activities in the 5 parishes of panyangara Sub County. HCK initial target was 100 beneficiaries per parish making the total of 500 beneficiaries to be tested during the HCT programmes but due to the high demand and up-take for HCT services in all the 5 parishes there was an increase in the target to 696 beneficiaries, a difference of 196 rise in the anticipated number of beneficiaries, representing 139.2% increase in the local communities' need for HCT services.

There was the highest turn up rate of the females for HCT services, 435 females representing 62.68% of the beneficiaries tested, 259 males representing

37.3%. However, there is a remarkable high HIV negative cases recorded, an implication that, more efforts needs still to be put to maintain the status of the 99.85% (693 negative beneficiaries); although only 1 case has been realized from Napumpum, there is no question of taking this case for granted since it can trickle more further spread of the epidemic and not all had tested during this HCT programme, more HCT activities are still needed.

HCK IMPACT ON YOUTH VOLUNTEER AND INTERNSHIP/ENGAGEMENT PROGRAMME

Through our graduate youth Volunteer and internship programme, many interns secured permanent employment, established successful businesses and reported increased income:

- 65%** of interns & Volunteers placed with employers have successfully transitioned into permanent employment
- 20%** of interns are generating income from their own businesses,
- 50%** of interns are satisfied with their current employment,
- Average monthly earnings of interns is UGX 500,000/=,
- Interns have experienced increased independence as a result of their income; 35% now identify as heads of households,
- The majority of interns are saving money and very few have applied for loans

HCK SUMMARY OF KEY PROGRAMME STAFF

Name	Gender	Job title	Qualifications
Kelli Emmanuel Lobedi	Male	Programme Director	BA. Education
Asekenye Florence	Female	HIV project Officer	BA. Public Admin & Mgt
Lanyero Roseline	Female	GBV Project Officer	BA. Dev't Studies
Apio Agatha	Female	Peace Building & Conflict Resolution Project Officer	BS Urban Planning
Ajok Vicky	Female	Project Officer Livelihoods	BA. Social Sciences
Nakiru Mary	Female	Child Protection Officer	BA. Public Admin & Mgt
Atim Devine	Female	Finance & Admin Officer	B. Commerce/Accounting/CPA
Nakiru Christine	Female	Office Assistant	UCE
Amongo Moreen	Female	Advocacy Coordinator	BA. Social Sciences
Auma Paula	Female	Counsellor	Diploma Guidance & Counseling
Loburu Thomas	Male	Watchman	PLE

HCK SUMMARY OF MANAGEMENT STRUCTURE

NAME	Sex	POSITION/QUALIFICATIONS	RESPONSIBILITY
Kelli Emmanuel Lobedi	Male	Executive Director/Secretary BoD/Advisor (Bachelor of Arts with Education with more than ten years of experience)	- Oversee all HCK management processes, Principle Signatory to all HCK accounts, and secretary to the Board of Directors (BoD) - Have got no voting powers during decision making processes. - Collaboration & work in partnership with NGOs & local Governments, - Identify & profile advocacy issues through collaboration & networking with other CSOs & NGOs through implementation of HCK integral community programmes, - Develop & implement a strategy to support and promote HCK goals & objectives, and - Manage relations with key stakeholders, partners & clients & ensure staff good working atmosphere etc.
Okello Richard Cliff	Female	Chairperson BoD (Masters of Arts in Economic Policy Management- Operations Manager, Ministry of	Provide at all levels analysis of HCK's policies & opportunities to influence community development focusing on women's needs,

		Education and Sports: Programme Management Unit-Karamoja School Feeding Programme,)	• Ensure standards, quality control & capacity to deliver, while playing an oversight role. • Planning & program Governance by ensuring that, a course of direction is set for the future of HCK as an Organization, • Although program dev't requires the inputs of the Program Director, & HCK staff, but it remains the responsibility of the Board to monitor & evaluate the performance of these Programs & services, • Policy Mgt in the areas of: defining roles & responsibilities of board members, committees, & staff; defining HCK structure & reporting relationship, establishing policies relating to finances, personnel, programs, & reporting, protocols & public relations; and preparing & updating the policy manuals, • Financial Mgt: the board must receive and approve regular financial statements showing current and budget figures; and the board is legally responsible for sound financial management,
Akello Jean	Female	Member (Masters in Education Administration and Management)	
Achen Lydia	Female	Member (Post graduate in Community Rehabilitations)	
Kapel Sabina	Female	L.V Councilor Rengen/Member (Advanced level Certificate)	
Apio Immaculate	Female	Treasurer-(Bachelor of Commerce)	
Lokol Rebecca	Female	Member-(Bachelor of Arts Public Administration & Mgt-Sub County Chief)	
Lokiru Christine	Female	Member-(Bachelor in Forestry-Kotido Senior Forestry Officer)	

HELPCILD KARAMOJA (HCK) ORGANIZATIONAL CHART

