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1. Organization information

Organization Name: Allied Solutions for Sustainable Education & Trust, Inc (ASSET)

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Contact Title: President

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Organization's Mission Statement: To provide higher education scholarships and mentoring to college-level students in Uganda from disadvantaged backgrounds who demonstrate real potential for success, while creating economic opportunities for impoverished women artisans with low levels of educational attainment.

Organization website: www.assetuganda.org

Grant amount: USD 50,000

Program title for grant request: Women in Higher Education

2. Funded program objectives:

1. To identify and support 20 promising women to complete higher education at a Ugandan institution (university or vocational training).
2. To provide supplementary mentoring, workplace training, and workshops to help these women improve their interpersonal, communication and leadership skills.
3. To enhance the ***Bead 2 Read*** program with workshops to improve the business and marketing skills of the artisans.

3. Final report

During the implementation of its “Women in Higher Education (WIHE)” program, ASSET recruited 20 young women for whom it provided funding, mentoring and supplementary training.

The supplementary training was provided in women-owned business or in organizations where a woman held a position of leadership. Given the diversity of the fields of study among the women in this program, ASSET has had to identify an equally diverse group of partner institutions to provide workplace training.

ASSET is a registered 501(c)3 organization working to provide scholarships and mentorship to disadvantaged individuals in Uganda who demonstrate real potential for success



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During the implementation of the WIHE program, ASSET also strengthened its “Bead 2 Read” program by holding several workshops where the skills and knowledge of female artisans were improved. The areas of training here included: accounting, sales, marketing and product design.

3.1 Results achieved:

1. **Twenty female students** were recruited to the WIHE program. During the implementation of this program, the number of beneficiaries didn't change from what was originally targeted.
2. ASSET collaborated with **nine institutions** of higher education which the students attended
3. **Six students** successfully graduated from their programs of study during the implementation of the program. The rest are still in school.
4. **Two student counsellors** reached out to the students (each student was contacted at least twice a month during the school year), listened to their challenges in school and provided advice and guidance as needed.
5. ASSET successfully partnered with **11 local businesses** to place all twenty students in short term internships or workplace training sessions lasting as little as 12 days and as long as 2 months. The organizations included:
 - a. Two technology start-ups
 - b. A hospital
 - c. Three non-profit organizations
 - d. Several retail stores
6. ASSET held **four joint training workshops** in partnership with the “Mother's Union” – a local community-based organization. These workshops combined both the students and the women artisans in the ASSET “bead 2 read” program and were always ran by women who are leaders in the field. Workshop themes included:
 - a. Women's rights in the workplace
 - b. Public speaking and good presentation skills
 - c. Entrepreneurship (part 1 and part 2)

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3.2 Changes to program goals and objectives

As far as the program goals and objectives are concerned, nothing changed from the original program as it was approved. All activities were implemented as originally intended. Similarly, the program budget remained the same as originally proposed and approved.

During the implementation of the program, we at ASSET experienced the following major challenges and addressed them in the following ways:

Challenge	Solutions / Lessons learned
1. It was challenging to find organizations willing to take on the students as interns.	1. To address this challenge, ASSET sometimes placed some of the students at partner institutions in pairs; always ensuring that there was a fit between the field of study of the students and the training received at the partner institution. As an organization, ASSET also learned the lesson that it is crucial to maintain strategic relationships with women's organizations within the public and private sector even when there are no students immediately needing internship placement.
2. Some of the students had to travel great distances in order to get to the premises of the partner organizations providing work place training.	2. To address this challenge ASSET provided a transport allowance to the students to help pay their bus fare to and from training sessions. The lesson learned here is to ensure that transportation is sufficiently budgeted for in the future.
3. ASSET continued to received requests for funding from many more female students even after its "Call for Applications" was closed. The need far out-weighed the resources.	3. ASSET tried to identify other organizations with a shared vision, to whom applicants could be recommended for potential assistance. There were not many.



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During the implementation of the program, the timeline for the program did not change from the original funding application.

Additionally, the funding for the program did not change and ASSET did not receive any additional funds from any other source for this program.

All of the DFW restricted funding (\$50,000) received for ASSET's "Women in Higher Education" program was successfully disbursed as planned.

3.3 Budget accountability

See program budget on next page (embedded spreadsheet). In the column farthest to the right is a mention of the type of accountability that has been provided.

The receipts and signature sheets are attached as scanned documents.

3.4 Unforeseen benefits of the DFW grant

As a result of the DFW grant, ASSET received a lot of recognition. There was significantly greater outreach from potential partners, applicants and other interested parties.

For each of the 20 students recruited during the program, there were at least two family members who were directly impacted. In most cases it was a single parent who, having received help in paying tuition for one child, was then able to pay for another child.

3.5 Conclusion

ASSET, the organization, remained the same as it was when it was first presented to DFW in the approved funding proposal. The staff, board members and partners remained the same throughout the life of the funded program. The beneficiaries recruited during the program continue to thrive and ASSET did not have any beneficiaries drop out of school before the program ended.

THANK YOU!!

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PROGRAM BUDGET

Organization Name: ASSET Uganda

Program Budget Timeframe: January 2014 - December 2015

Program budget information as follows: total program budget and requested DFW grant funding. Please note the budget timeframe in row 3.

Budget is in US Dollars

Program Budget Report is in US \$ Dollars			Timeline for Expenses Requested from DFW		Accountability Provided
	Detailed Description of Expense	In-Country Exp Requested from DFW	Y1	Y2	
PERSONNEL EXPENSES					
Salaries	2 part-time in-country administrative staff	4,800	2,400	2,400	Staff signatures
SUB-TOTAL PERSONNEL EXPENSES		4,800	2,400	2,400	
PROGRAM SERVICES & SUPPLIES					
Selection committee meeting	One-time meeting to review prospective student applicants and select 20 students for funding (costs include venue rental, tea, and committee member transport)	200	200	0	Service provider receipts
Higher education scholarships	Tuition, room and board to be paid directly to institutions of higher learning to cover educational expenses for 20 new female students at \$300 per semester x 2 years	19,200	12,000	7,200	Student signatures
Curriculum development	Development of culturally-appropriate women's leadership curriculum	700	700	0	Service provider receipts
Leadership symposia	Women's leadership & career training symposia (costs include venue rental, facilitators' fees, food, transport for attendees) \$1500 per symposium x 4 semesters	6,000	3,000	3,000	Receipt from training venue
Internship host stipend	\$100 per student per year	4,000	2,000	2,000	Student signatures
Internship - student transport and lunch	\$5 per student per day x 24 internship-days per year	4,800	2,400	2,400	Student signatures
School supplies	\$50 per semester per student	4,000	2,000	2,000	Stationery receipts
Entrepreneurship Training for Traditional Jewelry artisans	\$240 per jewelry maker x 10 jewelry makers	2,400	2,400	0	Trainee signatures
Quarterly meetings with artisans	\$100 per meeting	0	0	0	Trainee signatures
SUB-TOTAL PROGRAM SERVICES & SUPPLIES		41,300	24,700	16,600	
NON-PERSONNEL EXPENSES					
Facilities	Monthly rent \$100/mo x 24 months	0	0	0	
Phone, internet	\$100 per month for airtime and internet access in Uganda	1,200	1,200	0	Service provider receipts
Office supplies	Stationery	0	0	0	
Computer	for use by administrative staff in Uganda	1,100	1,100	0	Vendor receipts
Regional travel	Public transport money for regional travel for supportive visits to students at institutions of higher learning in Uganda; \$40 per student per year	1,600	800	800	Fuel receipt
International airfare	ASSET president to make annual supervision visits to country office to support staff and train leadership trainers	0	0	0	
SUBTOTAL OF NON-PERSONNEL EXPENSES		3,900	3,100	800	
OTHER					
SUBTOTAL OF OTHER EXPENSES		0	0	0	
PROGRAM TOTAL		50,000	30,200	19,800	

Program funds as percentage of total budget	76%
Percent of DFW funds requested for programmatic expenses	83%

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