



WHAT'S IN THE NUMBER "64"?

In computing, most standard desktops systems run 32-bit processors; however some enterprises or high end users running video encoding or handling massive databases like research institutes are now using 64-bit processors which work at twice the speed supporting more users and handling more files increasing the operational efficiency

of the company or organization. In many ways, the Microsoft donation of USD \$64,000 worth of software to KiBO Foundation can be compared to an injection of '64-bit computing' into the work of KiBO Foundation: enhancing capacity by provision of modern software applications enabling KiBO students to stay ahead of the skills

curve and thus positively impacting the communities in which these students work. In equal measure, the communities are given an opportunity to tap into the new skills base of KiBO graduates.

The November 4th donation, is the largest ever in East Africa by Microsoft. *(Cocktail pictorial on page 8)*

A SINGLE DAD OF THREE BECOMES THE 'VILLAGE PROFESSOR' page 4

A PIONEER WHO WILL NOT QUIT AND WHY HIS PENSION FUND IS PRICELESS page 6

IDRC RESEARCH: CAN THE KIBO MODEL BE REPLICATED? page 10

Is it a bird? Is it a plane? No, its Superman!

Like that iconic 70s question, most people who encounter KiBO Foundation ask: "Is it a school? Is it an NGO? What is it?"

KiBO, is a way of life and work. The KiBO way is simple: Commitment to work, Service to the Community and Leadership in one's sphere of Influence (CSL).

Imagine, if you will, young people committed to giving you the best of their skills- regardless of the job- carpenter, tailor or high-flying corporate; imagine, a community that flourishes through the efforts of youth monitoring proper rubbish disposal, sanitation facilities and keeping their friends out of crime; and finally, imagine today's youth being moulded into principled leaders for tomorrow.

The KiBO newsletter is written to tell you the story of KiBO youth who are permeating our shops, our governments, our corporate corridors and communities, taking upon themselves the mantle of being responsible for the success and well-being of where they are today.

You will therefore, find the stories of those that have chosen to embrace the KiBO vision- companies supporting financially and in kind, KiBO fundraising activities; stories of vulnerable youth-street children and commercial sex workers who have been restored to a life of dignity and usefulness to their communities; and communities that have benefitted from the projects that KiBO students initiate.

From AMREF to Microsoft, from the Canada based research centre-IDRC, to the United Nations Industrial Development Organization, global entities are waking to the startling revelation that the KiBO Foundation is doing something distinctly different from a school or NGO- inculcating an admirable way of life that goes beyond text books and that impacts everyone and every community that KiBO youth live in.

If you would like to learn more about the KiBO Foundation please find our contact details at the back.

Join us as we change lives and change communities.

Editor.

PROJECT SUPPORT COMPANIES & ORGANIZATIONS MENTIONED

ActionAid
AMREF
Catch The Sun Restaurant
Christian Children Fund
Embassy of Italy
Hima Cement
IDRC
Microsoft Corporation
Obamas Restaurant
Steak Out
Steel Works
Straighttalk Foundation
Uganda Golf Club
UNIDO

Cover picture: Dr. Ham-Mukasa Mulira- KiBO Regional Board of Advisors officially receiving the software donation from Mr Louis Otieno, Microsoft General Manager, East and Southern Africa.



Top: Abraham Temu, KiBO Foundation, and Connie Patel of Rwanda Air during the prize giving ceremony
 Middle: L-R: Jennifer Opio; Carol Muchura; H.E Andre Laveau, Trinidad & Tobago who was the Guest of Honour, Dr. Opio
 Bottom: L-R: Lion Assurance Marketing Officer, Richard Mwebesa signs the Canvas of Fame

A STORY WRITTEN ON CANVAS

Hanging prominently in KiBO's boardroom is a rectangular placard that always elicits questions from visitors to KiBO. On the placard in what would appear as scribbles are names of well known companies or individuals in Uganda. The placard is known as the Canvas of Fame and is a sacred artefact in KiBO which pays tribute to the companies that supported the April 17th 2010 Golf Tournament for Charity. The tournament was organized by KiBO Foundation to raise scholarship support funds and subsidy opportunities for deserving

youth accepted into KiBO's award winning 'Applied ICT and Leadership program'

As a token of appreciation, KiBO invited all the golf teams and sponsors to a Canvas of Fame signing ceremony (see canvas top) to inscribe their company name and the participating/sponsoring executives initials.

The Canvas of Fame serves as an enduring example of the changes that corporations can effect in their communities when they come together to support a meaningful cause.

GOLF TEAMS

- Barclays Bank
- Centenary Bank
- Crown Beverages
- D.H.L
- Emin Pasha
- Ernst & Young
- EXP Momentum
- Golf 100
- KiBO Foundation
- Liasion Insurance
- Lion Insurance

Rwenzori Beverages

- Toyota Uganda
- World Wide Logistics

SPONSORS

- AAR
- Fang Fang Hotel
- Khana Khazana
- NWSC
- Ripples
- Rwanda Air
- SW Global



Above: Students of the AMREF class on the day of initiation. The 25 students had a 2 day team building experience meant to clarify the KiBO principles prior to the start of their class.



Above, left, Hannington Ssenfuma, 30, who started schooling at 10 years, has started several businesses including a hardware store, driven a taxi cab and passenger matatus. Right, Lydia Nakayima is a graduate in Development studies and is interested in joining the retail sector. Both Lydia and Hannington are in the pioneer AMREF class.



AMREF CLASS '10

The "AMREF Youth for Change" (AYC) are a group of 24 youth undergoing an innovative ten week program conducted by and based on the KiBO Foundation's award winning "applied" Information Communication and Technology (ICT) and Leadership program. As part of the requirements of the KiBO program AYC is supporting a community in need, St. Paul Nursery and Primary School, located in Kawempe Division.



AMREF KiBO students at the Commitment Ceremony in November

AMREF is an African born, African based organization with a 97% African multi-disciplinary workforce of 500, running 140 development projects in 22 African countries.

SINGLE DAD OF THREE BECOMES THE 'VILLAGE PROFESSOR'

Hannington strikes you as extremely shy when he first enters the room, and his generous smile makes him seem almost 10 years younger. He can barely speak English but he persists, finding courage with each nod of encouragement. He says: "When I came for the interview I knew I would not pass because I was not good at English. I was very surprised when they told me I had been accepted for the KiBO course."

A single dad looking after three boys, Hannington worked in a garage with his uncle until he got an opportunity to travel to Canada,

where he worked parttime and saved money which he used to start up a hardware store when he returned to Kampala. Unfortunately his store was robbed a year later.

He decided to join the KiBO programme to gain entrepreneurial skills to start other businesses. His neighbourhood friends admirably call him the 'Village Professor' as they watch him go for KiBO classes every morning with large files tucked under his arm.

Hannington plans to start a restaurant from sales income generated from a 3 acre sweet potato farm. ■

CHANGING THE "KHAKI ENVELOPE" MENTALITY

Lydia Nakayima takes her KiBO 'lessons' seriously. Quickly she reveals that one of the qualities emphasized at KiBO is people skills which include confident presentation and maintaining eye contact. She describes her experience at KiBO as having changed her 'Khaki envelope' mentality.

“I used to do what everyone else did. I saw them carry their CVs in

khaki envelopes and I assumed that was what I had to do. I always feared to approach people if I had a problem but at KiBO I have learned problem resolution skills. I can now confidently approach people. I have also learned that I do not have to do what everyone else does. I have always wanted to work in supermarkets and everyone was telling me I should choose a more serious profession. However at KiBO we are taught to give our best regardless of the job” ■



The AMREF class during a team building activity aimed at strengthening group interaction

“TOGETHER WE CAN”

In the rainy season, the classroom floods as sewage seeps into the cracks on the floor - as a result the children are often sick from cholera, diarrhea and other diseases resulting from poor sanitation and inadequate drainage facilities.

And yet, St. Paul Nursery and Primary School is one of the oldest schools in Kawempe- a rural suburb in the outskirts of Kampala. The school which began with just 50 students now seats 150 students served by only 4 teachers.

But it is not only the teacher to student ratio of 1:35 which is disturbing; there is no source of clean drinking water on the school premises; there are not enough chairs or



desks leading to overcrowding. The classrooms when they are not dusty (in the hot season) are muddy (in the rainy season), and text books and other course material are insufficient which means many of the children remain illiterate.

But the AMREF-KiBO class wants to change this. They plan among other things to provide: hand washing cans to improve on the personal hygiene and general sanitation standards of the school.

Text books will be collected through donations from individuals, companies and various organizations to improve literacy levels of both the teachers and students while desks and benches will be provided to ease congestion. KiBO will also repair the blackboards to help teachers illustrate information effectively. ■



PROJECT: TRANSPORTATION NEEDS OF HIV/AIDS COUNSELLORS AND HEALTH WORKERS IN GGABA

Beneficiary:

St. Padre Pio Ggaba (SPPG) is an HIV/AIDS support centre in Buziga. The centre serves the surrounding area by providing patients with HIV/AIDS counseling services and Anti-Retroviral Drugs (ARVs)

Project: Description

Increasing the household income of four households in Ggaba and addressing the mobility challenge faced by SPPG counselors. Specifically, the KiBO students supported the work of the centre by:
 (1) purchasing three bicycles to be used by the SPPG counselors in transporting ARVs to residents
 (2) providing direct financial and or in-kind household support to four families accessing the services of St. Padre Pio Ggaba Centre.

Funding raised:

1.2 million Uganda shillings

Partners:

Sanyu FM, New Vision newspaper

Key sponsors:

AON Insurance Uganda, friends and family

PROFILE JONATHAN EBUK



Jonathan Ebuk is a single minded visionary. Of the pioneering KiBO employees, Jonathan alone remains, determined to play his part to ensure that KiBO becomes a global brand. He has a 2 year old son, Jordan, of whom he says: "He is my pension fund. I invest everything in him."

Q : How did you get involved with KiBO Foundation?

A: I'd just graduated from Makerere University with a Bachelor's in Information Technology and working for an Internet Service Provider called FirstPath Network. That was 2007. I heard about KiBO from a colleague at work and decided to volunteer there.

Q: How did you transition from a volunteer to a full time KiBO Associate?

A: After volunteering for a year I realized that I liked the KiBO model and Judith and Abraham Temu were pivotal mentors to me. KiBO gave more than just technology training- there was a focus on leadership and giving back. But most important for me as a young professional was that KiBO valued my ideas/input - I was listened to which is a rare quality in many companies.

Q: How have you changed as a person since you started work at KiBO?

A: (He laughs) Let me tell you a story to explain just how I have evolved as a person. As a student at Makerere we were required to make class presentations on specific technologies. All my team mates presented but I was so terrified of public speaking that I failed to present. It was a traumatic experience for me. However, I am now a KiBO course instructor, and provide guidance on motivational speaking in addition to explaining the KiBO vision to corporate audiences as a KiBO ambassador. Everyone who knew me three years ago asks about the dramatic change.

Q: What do you do at KiBO?

A: Apart from tutoring in technology hardware skills, I also manage the KiBO local area network, I help in the development of course curricula and play a class supervisory role.

Q: Where do you see yourself in the next five years?

A: I want to be here when KiBO becomes a global brand. I truly believe that every young person wants to be listened to, and wants to know that their ideas can make a difference in their communities. KiBO Foundation is fostering this and I'm certain it will make its mark globally. ■



“SERVICE FOR A CAUSE”

“Service for a cause” is an innovative method of fundraising pioneered by KiBO which has attracted the attention of corporates in the region. In the KiBO model, the students work to fundraise: they have participated in car washes at popular restaurants like SteakOut and Obamas in Kabalagala; they organize golf tournaments at the Uganda Golf Club; they have polished shoes at universities and have worked at Hot Loaf and Chef Morris Bakeries. All monies collected are then put in a project basket which is used to support income generating projects in the community. These projects include land for farming to obtain food for orphanages; restaurant equipment to create income for a youth group; buying toys for the children’s cancer ward or supporting a drama clubs by buying them drums. For many companies, supporting the “Service for a Cause” initiative is a practical way of achieving their Corporate Social Responsibility mandate. ■

REFLECTIONS OF AN ALUMNUS



As I sat in class waiting for a tutor to come and teach us about leadership, I was alarmed to hear the tutor explain that we had to identify needs in our communities and perform 25 hours of community service. This went against my expectations – I had expected a collection of books to read and fancy quotations from famous leaders. Instead, Abraham said “Leadership isn’t necessarily about political positions; but by engaging with your community to address its needs, you are leading the way.” In the end I understood and I am now happy to be associated with the KiBO program because everything is practical.

Kelly Rwamapera is a KiBO graduate of the 9th class. Since completing the KiBO course, Kelly has taken time off to stay in rural Gomba, in Uganda, to write a book about his life journey and exodus from a genocide stained Rwanda as well as engage in farming.



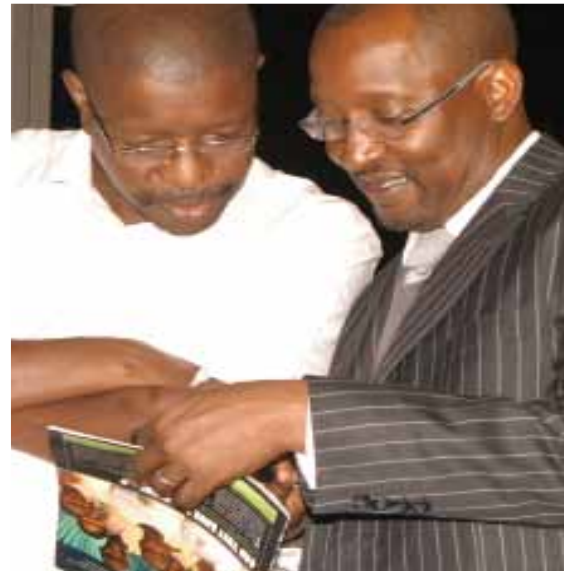
THE STORY OF THE BRIGHT BLUE SCHOOL GATE

Kisugu Church of Uganda Primary School caters for low income families in the neighborhood. However, the school has not had a gate for years. As a result strangers often entered the school, many of them illicit drug peddlers, sex-offenders and thieves, taking advantage of the young students. After an initial needs assessment, KiBO students of the 3rd Class decided that the most practical way to help the school would be to create a conducive learning environment by providing a gate. From charity car washes at the Uganda Golf Club and sponsorship from Catch the Sun Restaurant, Embassy of Italy, Hima Cement and Steel Works, 20 KiBO students raised UGX 1.5 million which was used to build a retainer wall and a bright blue gate. The bright smiles on the children’s faces and the school administration are evidence that sometimes, all that is needed to make a difference is provision of the basic needs of life like safety.

PICTORIAL MICROSOFT KIBO COCKTAIL



L-R: Guest; Vijit Ratnarajah- Chief Technical Advisor, UNIDO; Louis Otieno, Microsoft GM, East and Southern Africa; Laura Chite, Microsoft, East and Southern Africa



Yesse Oenga and Richard Byarugaba, CEO NSSF



L-R: Abraham Temu, KiBO with June Sommers and Leigh McAdams of the KiBO Board of Directors



Joweriah Butele Matovu- Customer Relations Manager, Toyota, Uganda; Kizza Kimbugwe, Networkers



L-R: Patricia Otoa, KiBO alumna Abraham Temu and Shafiq Kaima of KiBO



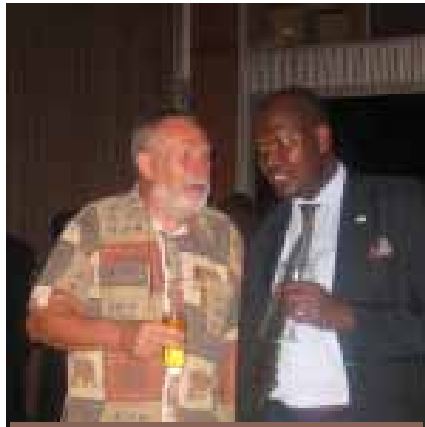
Dr. George Piwang-Jalobo, Makerere University with Anthony Samuel, Chairman, Steers



L-R: Bisama Awori- National Leasing Manager, Toyota; Abraham Temu, KiBO; Mark Matunga, Microsoft, East and Southern Africa



L-R: Freda Wamala, KIBO; Joseph Bagabo, Head of HR Barclays; Joseph Arinaitwe, Head of Electronic Banking, UBA; Daniel Tugume, UBA



Tex Tychon, Rotary Club of Muyenga with Solomon Rubondo, CEO Goldstar Insurance



Goretti Massade, Public Relations Manager, Global Trust Bank; Dr Ham-Mukasa Mulira, KIBO



L-R: H.E. Andre Laveau and Mrs Laveau; MLISADA volunteer; Richard Walusimbi, MLISADA, Manager



Davis Shimba and Mrs Primadonna Shimba of Housing Finance Corporation.



Anthony Katumba, MTN; Alex Ndawula, Capital FM radio



L-R: Dr. George Piwang-Jalobo; Cliff Green, Principal of Rainbow International School and Baisama Awori, National Leasing Manager, Toyota Uganda



KiBO NUMB3RS

6

Foundational pillars in the KiBO model

100

Percentage of operational funding generated locally in 2010

20,000

USD funding from the George Drew Trust

10

Number of KiBO classes since its founding in 2007

750

Youth trained in various KiBO programmes

7

major districts in Uganda where KiBO projects continue to flourish.

40

Percentage growth rate of enrolment levels in KiBO's programme.

CAN KIBO BECOME A GLOBAL EXPORT?

Launch of the IDRC Research study on the KiBO model

With a 92% employment rate and rave reviews of KiBO graduates in the corporate sector- the KiBO model has drawn interest across multiple stakeholders. The Canada based, International Development Research Centre (IDRC) itself has taken more than keen interest in the model and consequently sponsored a workshop on 18th and 19th November organized by KiBO Foundation and Makerere University to launch a research study into how the model may be replicated in East Africa and Africa.

Workshop participants comprised of youth, the business community, academia, and representatives from three East African governments of Uganda, Kenya and Rwanda, who shared some of the interventions that the

challenges thereof and the different policies and approaches prevailing in the region; (ii) Generating stakeholder interest and the uptake of lessons and policy recommendations to be generated by the research study; and (iii) Generating a knowledge base of similar activities for benchmarking reference.

Enhancing youth empowerment in the region

- Scaling up of youth ICT initiatives
- Strengthening youth organizations partnerships
- Encouraging youth entrepreneurship activities
- Increase research in youth programmes



governments have put in place to address the challenges faced by the youth. The workshop aimed at strengthening the research design and process by making it more participatory and involving key stakeholders from the East African region; and to strengthen the mechanisms for learning and making use of the lessons from various successful youth models/initiatives in the region.

Key workshop objectives

(i) Providing a forum, through a regional stakeholders' workshop, for sharing information about youth empowerment in the region, the

Policy makers and government officials present included:

Uganda: Hon. Eriya Kategaya-First Deputy Prime Minister; Dr Ham-Mukasa Mulira Senior Presidential Advisor on ICT; Dr. Maggie Kigozi- Executive Director for Uganda Investment Authority

Rwanda: Edward Kaliisa, Permanent Secretary, Ministry of Youth

Kenya: Wanjohi Kimotho, Youth Entrepreneurs Development Fund

This information has been extracted and adapted from the workshop report drafted by Laban Musinguzi Kashaija and Shakira Nagasha. ■

NOMINATED



Decimon Wandera and Jackie Adero alumni of the KiBO 4th class and 3rd class respectively, were nominated for the high- youth award in Uganda- the *Young Achievers Award* for their exemplary contribution to society. Jackie featured in the top 20 in the Fashion category.

PICTURE OF THE MONTH



The Division Police Commander, Wesley Ngamizi, addresses the AMREF KiBO class: KiBO Foundation promotes collaboration and partnerships with community leaders; the involvement of law enforcement officers in KiBO programmes is a highly effective way of ensuring inclusion and buy-in to the KiBO way. By growing the body of stakeholders, KiBO's projects receive community endorsement and support in various ways.



KiBO JOB FAIR | NOVEMBER 2010

KiBO hosts quarterly job fairs that aim at exposing KiBO graduates to the world of work in addition to giving employers the opportunity to identify talented and motivated KiBO graduates. The community is also invited to attend the Job Fair as a means of understanding the merits of the KiBO model.

The second KiBO job fair attracted 37 graduates who discussed their career prospects with 3 major organizations in Uganda- Action Aid, Straighttalk Foundation and Christian Children's Fund.

Job fairs are core to the KiBO model as Human Resource Managers can give valuable advice to the students about their expectations. The fairs also create networking opportunities which often lead to mutually beneficial partnerships.

If you would like to participate in KiBO's next job fair please send an email to f.mukasa@kibofoundation.com to receive more information. ■



Human resource personnel from the Straighttalk Foundation and Christian Children's Fund interviewing KiBO students and alumni for potential employment opportunities

NEWS & EVENTS

NOVEMBER

KiBO JOB FAIR

The 25th November KiBO job fair was supported by Christian Children's Fund, Straighttalk Foundation and ActonAid. Many thanks to these organizations for supporting career growth of youth in Uganda.



KiBO ON CAPITAL FM

As part of his CSR activities, Capital FM's Alex Ndawula, has continued to support KiBO Foundation on the Overdrive show

by hosting a KiBO stakeholder focusing on an aspect of what KiBO is, what the KiBO principles mean to the individual and how the KiBO model is changing our participation in the development of our communities and our nation.

UNIDO KiBO MEET

KiBO management met with a team from UNIDO to discuss the way forward for a potential partnership for capacity building in District Business Information Centres in 2 districts.



UNIDO team: Barbara Kreissler - Industrial Development Officer (Vienna), Vijit Ratnarajh - Chief Technical Advisor (Kampala) and Jonathan Ebuk of KiBO

Jan 2011

Social Connections Night
Capital FM Gardens

IN FOCUS

Social Connections Night

Alumni, KiBO students and corporates meet to discuss a social development theme with a call to action. A documentary and/or presentations by KiBO students are the anchor for the evening. The meet also celebrates "Giving back to the community".

Jan 2011

Project Implementation and handover of the AMREF class project

Jan 2011

KiBO alumni in the Community:

29th Jan

Muyenga Rotary Club Rotaract Initiative to train Rotaractors



CALL FOR VOLUNTEERS

KiBO is always interested in working with volunteers in various professions. Do you have a skill you think might be beneficial to the KiBO programme? Please contact us. Additionally we invite professionals who would like to be part of our speaker sessions to get in touch with us.



The choices we make determine our path in life



FACTFILE

KiBO's slogan, 'No Youth Left Behind' is premised on the belief that youth in East Africa can be the drivers of change within their communities. By giving youth skills training and guidance they can become the leaders of tomorrow, today. At KiBO, youth are considered a nation's greatest asset and thus, 'no youth left behind'.

REACH US



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ISSUE MAKEUP

Missed getting a copy of our November issue? You can pick your copy from KiBO Foundation offices in Kansanga or have a digital copy emailed to you. Send an email to j.ebuk@kibofoundation.com