



BUSINESS PLAN FOR THE TRADES

Initiator: GUSTAVE BARUTI

Motto: Let's educate children to ensure our development ! And let's work independently to eat healthily and enjoy good health.



I. PROJECT SUMMARY PRESENTATION SHEET

Organization Name	NTC UGANDA "	
	No. ISI 6008	
Carrier's Name	Name: BARUTI First name: GUSTAVE Gender: Male Date of birth : 28 Juin 1992 Residence Address: Uganda/ISINGIRO/NAKIVALE Telephone: +256 770645658 Email: gustavebaruti69@gmail.com	
Legal status	non-profit organization	
Project Type	A project providing vocational training in Permaculture, Crafts and Weaving , Recycling , Basic ICT, Sewing, Hairdressing, and Carpentry to young refugees in the NAKIVALE camp.	
Activity	We operate in the areas of Business Plan Development, Financial Education , Small Business Management , Entrepreneurial Coaching, Psychosocial Support , Mental Health , Peace Education , Gender- Based Violence Prevention , and Career Guidance .	
Project Objectives	<ul style="list-style-type: none"> - Increase the capacity and income rate for young people - To contribute to training young people and women in entrepreneurship across various sustainable professions - Contributing to the fight against malnutrition and to healthy eating in the ISINGIRO district, NAKIVALE camp in Rubondo , Juru, Kahirimbi , 	
Customers	level , nakivale At the national level: Kampala, Mbarara,	
Location	Nakivale (New Goma, Juru, Rubondo , Kabazana , Kashojwa)	
Targets	More than 1000 young refugees from Nakivale (New Goma, Juru, Rubondo , Kabazana , Kashojwa)	
Revenue figures	Year: 100,000,000 UGX	
	Total budget	UGX 100,000,000 UGX
My organization	NTC	

II. PRESENTATION

2.1. Company presentation

NTC is an organization under Ugandan law. Created in 2022 and registered under ISI No.6008 and currently having its main activities located in the Isingiro District of Uganda . country of Mbarara specifically in Nakivale , Juru, Rubondo , 575 Km from Kampala; The Organization was founded by a group of spiritual people in 2022 with the aim of responding to their deep aspirations which are to do agribusiness and to participate in the social and economic development of UGANDA by creating employment and wealth.

NTC is an organization specializing in information technology and training for young entrepreneurs. We are developing an innovative model that combines technology, capacity building for young agronomists, and mentorship. Our proven results allow us to envision rapid expansion and a contribution to humanitarian aid.

2. ORGANIZATION OVERVIEW

Name: Network for Talent Cultivation (NTC)

Headquarters : Nakivale Refugee Settlement – Base Camp,
Isingiro District – Uganda

Vision: To create a better future for young refugees in their offering practical skills enabling them to become actors of peace , resilience and development .

Mission: To strengthen the capacities of young refugees vulnerable through vocational training , psychosocial support and support for employment and entrepreneurship.

3. PROBLEM ANALYSIS

The Nakivale refugee camp welcomes thousands of young people facing has :

- A rate high unemployment ;
- Lack of skills professional ;
- An addiction prolonged using humanitarian ;
- Risks of delinquency and marginalization ;
- Access limited to opportunities economic .

These challenges require sustainable solutions based on skills development and creation opportunities economic.

4. OUR SERVICES

Professional training

- Permaculture, Crafts and weaving , Recycling , Basic ICT, Sewing, Hairdressing, Carpentry

Entrepreneurship

- Business plan development
- Financial education
- Small Business Management
- Entrepreneurial coaching

Psychosocial support

- Mental health
- Peace education
- Prevention of gender- based violence
- Career guidance

5. TARGET BENEFICIARIES

- Young refugees aged 15 to 35
- Vulnerable young women
- Teenage mothers
- Orphans
- Young people with disabilities
- Out-of-school youth

6. ECONOMIC MODEL

NTC operates thanks to several revenue streams:

Internal revenues

- Specialized training courses paid
- Product sales handcrafted
- Agricultural production
- ICT Services
- Consultancies

External revenues

- Landlord subsidies
- Local sponsors
- Individual donations
- Partnerships internationals

7. COMPETITIVE ADVANTAGE

NTC owns several strengths:

- Close ties with communities refugees ;
- Local leadership ;
- Expertise in mentoring young people;
- Costs operational weak ;
- Approach integrated combining training and support.

8. GROWTH STRATEGY

Short term (2026)

- To train 200 young refugees ;
- Strengthen training workshops ;
- Establish 5 partnerships institutional .

Medium term (2027)

- Train 500 young people;
- Create a permanent training center;
- Develop activities income - generating.

Long term (2028)

- Extend activities to multiple refugee camps ;
- Supporting more than 1,000 young people;
- Develop a digital training platform.

9. EXPECTED IMPACT

From here 2028:

- 1,000 young people trained ;
- 500 micro-enterprises created ;
- Reduction of unemployment among young beneficiaries ;
- Strengthening cohesion social ;
- Increase in household income.

Need for funding

NTC is seeking seed funding in order to of :

- Equip the training workshops ;
- Develop the infrastructure;
- Train more young people;
- Create an innovation center for refugees .

Amount Target: 100,000,000 UGX over three years.

SWOT ANALYSIS OF VOCATIONAL TRAINING PROGRAMS AT NETWORK FOR TALENT CULTIVATION (NTC)

Analysis (Strengths, Weaknesses, Opportunities, and Threats) allows to assess the internal and external factors likely to influence the success of the vocational training programs put in place. This program is run by Network for Talent Cultivation (NTC). The training areas offered include : Permaculture, Crafts and Weaving , Waste Recycling , Basic ICT, Sewing, Hairdressing, Carpentry , Entrepreneurship , Financial Literacy , and Business Creation Support . of businesses and address the needs of young refugees and communities hosts while taking into account the realities of the job market in Uganda.

STRENGTHS	WEAKNESSES
• Wide variety of training courses meeting the needs of the local market .	• Resources financial limited to acquire equipment modern .
• Primarily practical training courses promoting professional integration fast .	Limited number workshops and training rooms.
• Strong demand from young refugees and communities hosts .	• Weak ability reception if the request increase strongly .
Committed staff and knowledge in - depth study of the refugee context .	• Dependence initial approach to funding exteriors .
• Promotion of entrepreneurship , innovation and economic autonomy .	• Access Sometimes limited to internet and electricity for ICT training.
• Integration of technical, entrepreneurial and financial skills .	• Insufficient specialized equipment for certain sectors (carpentry , sewing, ICT).
• Possibility of creating activities quickly income -generating activities after training.	• Need to strengthen continuously improve the trainers ' skills .
OPPORTUNITIES	THREATS
• High priority granted by the Government of Uganda and UNHCR for the economic empowerment of refugees .	• Reduction potential funding humanitarians international .
• Growing interest from donors in vocational training and youth employment .	• Inflation and rising prices of equipment and raw materials.
Rapid development of digital technology offering new opportunities in ICT.	• Strong competition between NGOs for access to funding .
• Opportunities for partnerships with the sector private , training centers and financial institutions .	• Economic instability that could limit power purchase by the beneficiaries .
• Growth in demand in products handicrafts , digital services , sewing, hairdressing and furniture .	• Difficulties market access for certain micro-enterprises newly created .
• Possible expansion to other refugee camps and districts in Uganda .	refugee populations which could affect the continuity of training.
• Development of incubators of businesses and funding programs for young entrepreneurs.	Natural disasters Or pandemics able disrupt training activities .

The SWOT analysis shows that the professional training programs of Network for Talent Cultivation (NTC) have of strengths important , in particular their diversity , their practical orientation and their Ability to meet the needs of the job market . The main ones constraints concern the resources financial , infrastructure and equipment , which will be able to be gradually strengthened through partnerships strategic and donor investments . The numerous opportunities offered by policies for the economic inclusion of refugees , the growth of the entrepreneurial sector and skills development digital create an environment favorable to the expansion of NTC. By putting in artwork effective risk management , quality monitoring and With its sustainability strategy , NTC is well positioned to become a center of excellence. in

the area of vocational training and economic empowerment of young refugees and communities guests in Uganda .

1. The following technical and strategic partners will enable us to achieve our objectives.

N	Partner Names	Types of partnership	Details about the partnership
1	ACUBF UGANDA	Technical	Advisory support in drafting business proposals
2	EAED	Technical	Facilitating access to finance and the market

2. Job creation

Once completed, this project will contribute to the creation of:

- 500 direct permanent jobs:

COMMUNICATION POLICY NETWORK FOR TALENT CULTIVATION (NTC)
Communication policy for vocational training programs

1. Introduction

This communication policy defines the principles, strategies and communication mechanisms of **Network for Talent Cultivation (NTC)** . in order to to ensure a visibility effective in its vocational training programs , to strengthen stakeholder engagement and promoting the successes of young refugees and communities hosts .

This policy applies to all training programs offered by NTC , including :

- Permaculture
- Crafts and weaving
- Waste recycling
- basic ICT
- Sewing
- Hairdressing
- Carpentry
- Entrepreneurship
- Financial education
- Support for creation company

2. General objective

Develop effective , transparent and inclusive communication to promote NTC 's activities , mobilize beneficiaries , attract partners and strengthen the organization 's credibility .

3. Objectives specific

NTC's communication aims have:

- Publicize the available training courses.
- Raising awareness among young people about opportunities professional.
- To highlight the successes of the beneficiaries.
- Attracting investors and partners.
- Strengthening community trust.
- Promote innovation.
- Increase visibility national and international NTC.
- Facilitating exchanges with authorities and donors.
- Disseminating best practices.
- To strengthen the image institutional.

4. Target audiences

NTC's communication is aimed at mostly has:

Internal audience

- NTC staff
- Trainers
- Volunteers
- Board of Directors
- Apprentices

External audience

- Young refugees
- Communities guests
- Parents
- Local authorities
- OPM
- UNHCR
- partner NGOs
- Landlords
- Sector private
- Media
- Financial institutions

5. Key Messages

Permaculture

“Produce today to feed tomorrow.”

Messages:

- Permaculture creates sustainable income.
- She protects the environment.
- She reduces insecurity eating.
- Every young person can to become an agricultural entrepreneur.

Crafts and weaving

"Our culture is an economic asset."

Messages

- Let's value our expertise.
- 's create products competitive .
- Let's develop the markets local and international .
- 's encourage cooperatives .

Waste recycling

" Waste" are resources . "

Messages

- Let's protect OUR environment .
- 's create businesses green .
- 's transform waste in opportunities .
- Let's build an economy circular .

Basic ICT

"Digital technology opens the doors to the future ."

Messages

- Skills digital create jobs .
- The internet offers new opportunities .
- Young people can to work all over the world.
- Innovation begins with knowledge .

Sewing

" Each garment tell a story."

Messages

- Let's create our own brands.
- Let's develop our companies .
- Let's produce locally .
- Let's promote products made in Nakivale .

Hairdressing

" Beauty" creates value . "

Messages

- Beauty professions create jobs .
- Let's develop modern living rooms .
- We offer professional services .

Carpentry

" Let's build "The future is in our hands."

Messages

- Let 's produce quality furniture .
- Let's develop local crafts .
- 's create sustainable jobs .

Entrepreneurship

" Starting your own business is "create your future."

Messages

- Each idea can become a business .
- Young people are creators jobs .
- Innovation creates prosperity .

Financial education

" Manage well" today to succeed tomorrow ."

Messages

- Saving is a strength.
- Investing is a smart choice.
- Good management guarantees success.

Entrepreneurial support

"We do n't just train young people, we build entrepreneurs." Messages

- Coaching increases the chances of success .
- Each The company deserves support .
- Let's grow together.

6. Communication Channels

NTC will use several channels additional information :

Digital communication

- Facebook
- LinkedIn
- Instagram
- X (Twitter)
- YouTube
- TikTok
- WhatsApp
- Website

Community communication

- Meetings communities
- Door -to -door awareness campaign
- Community forums
- Youth Clubs
- Theaters participatory

Institutional communication

- Reports
- Newsletters
- Brochures
- Leaflets
- Roll-up
- Posters

Media

- local radio stations
- Television
- Newspapers
- Press in line

7. Communication Tools

NTC will use :

- Professional photos
- Videos
- Testimonials
- Success stories
- Case studies
- Info graphics
- Podcasts
- Press releases
- Annual reports
- Newsletters

8. Communication Frequency

Activity	Frequency
Facebook	3 to 5 posts per week
WhatsApp	Daily
Newsletter	Monthly
Testimonials	Monthly
Activity Report	Quarterly
Annual Report	Once a year
Meetings communities	Monthly
Press conferences	Depending on the needs

9. Identity visual

All communications will comply with :

- The official NTC logo
- institutional colors
- A charter chart uniform
- High - quality photographs
- Simple , inclusive and respectful language
- A presentation professional

Image and reputation management

NTC is committed has:

- disseminate information accurate and verified ;
- respect the dignity and confidentiality of the beneficiaries ;
- obtain consent before any use of photos or testimonials ;
- answer quickly to answer questions from partners and communities ;
- Protect the organization's reputation in ensuring transparent and responsible communication.

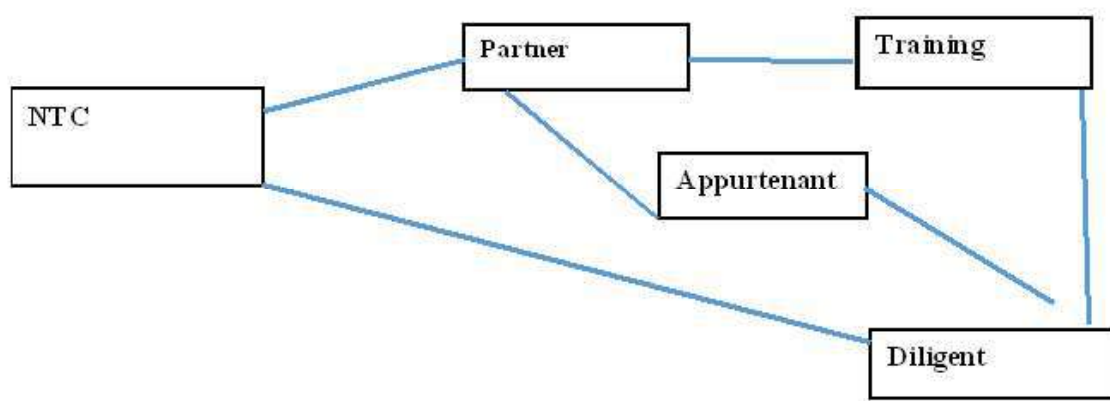
11. Monitoring and evaluation of communication

The performances will be measured through:

- Number of people affected.
- Number of applications for training courses.
- Rate social media engagement.
- Number of partners mobilized.
- Media coverage obtained.
- Number of visits to the website.
- Beneficiary satisfaction.
- A number of new collaborations.

Network for Talent Cultivation (NTC) communication policy constitutes a tool strategic to promote its vocational training programs, strengthen the confidence of beneficiaries and partners , and increase its impact on young refugees and communities hosts . Through consistent , inclusive , and results - oriented communication , NTC intends to highlight the successes of its learners , mobilize new support and contribute to building an ecosystem favorable to the economic empowerment , innovation , and entrepreneurship of young people. This policy will be the object of a revision periodic in order to adapt to the evolving needs, technologies and expectations of stakeholders.

Figure1: Direct training circuit



A. Marketing Plan

Types of actions	1st ^{Quarter} N	2nd ^{Quarter}	3rd ^{Quarter}	4th ^{Quarter}
Design of communication tools (leaflets, social media posts, videos, images) , training, and awareness-raising				
Sends messages to different partner clients				
Organizing visits to training locations				
Organization of other training activities				

III. MEANS OF PRODUCTION AND ORGANIZATION**1. Project site location**

Nakivale camp , Juru village, Rubondo , Kabazana , New Goma, Kiretwa , ISINGIRO District, UGANDA.

The climate is favorable due to the proximity of water sources.

2. Technical specifications**TECHNICAL DATA SHEET NO. 1****PERMACULTURE TRAINING**

Title: Professional Training in Permaculture and Sustainable Agriculture

General objective: To train young refugees to produce sustainably produce food while developing activitiesincome - generating.

Goals specific

- Understanding the principles of permaculture.
- To produce vegetables and fruits.
- Making compost.
- Manage effectively water.
- To market the production.

Duration

3 months (240 hours)

Target audience : Young refugees aged 15 to 35.

Number of participants: 25 per cohort .

Modules

- Principles of permaculture
- Soil fertility
- Composting
- Water management
- Market gardening
- Agroforestry
- Marketing
- Entrepreneurship agricultural

Materials

- Hoes
- Watering cans
- Wheelbarrows
- Shovels
- Seeds
- Trees fruit trees
- Pipes irrigation

SKILLS acquired

The participant will be able to:

- produce vegetables
- create a farm
- sell its production
- protect the environment

Career opportunities

- Market gardener
- Producer
- Agricultural entrepreneur
- Advise agricultural

TECHNICAL DATA SHEET NO. 2

CRAFTS AND WEAVING

Objective: To develop skills handcrafted products marketable.

Duration: 3 months

Modules

- Basket making
- Bag manufacturing
- Weaving
- Handmade jewelry
- Marketing
- Sale

Equipment

- Plant fibers
- Needles
- Scissors
- Son
- Simple machines

SKILLS

- manufacture
- sell
- create a cooperative

Career opportunities

- Artisan
- Entrepreneur
- Exporter

TECHNICAL DATA SHEET No. 3

WASTE RECYCLING

Objective: To transform waste in opportunities economic .

Duration: 2 months

Modules

- Waste sorting
- Plastics
- Metals
- Paper
- Compost
- Manufacturing of objects recycled

Equipment

- Gloves
- Bags
- Bins
- Presses
- Industrial scissors

SKILLS

- recycle
- manufacture
- sell

Career opportunities

- Green business
- Collector
- Recycling craftsman

TECHNICAL DATA SHEET No. 4

BASIC ICT

Objective: To develop skills digital .

Duration

4 months

Modules

- Windows
- Word
- Excel
- Power point

- Internet
- E-mail
- Canva
- Graphic design
- Facebook Business
- Digital marketing

Equipment

- Computers
- Printer
- Video projector
- Internet

SKILLS

- office automation
- graphic design
- community management

Career opportunities

- Computer Assistant
- Designer
- Freelancer
- Digital entrepreneur

TECHNICAL DATA SHEET No. 5

SEWING

Professional dressmakers.

Duration: 6 months

Modules

- Measures
- Patronage
- Cut
- Sewing
- Repair
- Uniforms
- Marketing

Materials

- Sewing machines
- Scissors
- Tables
- Fabrics

SKILLS

- making
- retouching
- clothing design

Career opportunities

- Workshop
- Shop
- Textile company

TECHNICAL DATA SHEET N°. 6

HAIRSTYLE

Professional hairdressers .

Duration: 4 months

Modules

- Cut
- Men's hairstyles
- Women's hairstyles
- Braids
- Care capillaries
- Salon management

Equipment

- Lawnmowers
- Scissors
- Mirrors
- Chairs
- hair dryer

SKILLS

- open a salon
- build customer loyalty

Career opportunities

- Living room
- Training
- Product sales

TECHNICAL DATA SHEET N°. 7

CARPENTRY

Objective: To train skilled carpenters.

Duration: 6 months

Modules

- Drink
- Tools
- Measures
- Assembly
- Finishing
- Furniture manufacturing

Materials

- Saws
- Planes
- Hammers
- Drills
- Drink

SKILLS

- manufacture
- fix

- sell
- Career opportunities
- Workshop
 - Furniture company

TECHNICAL DATA SHEET No. 8

ENTREPRENEURSHIP

Objective: To create successful entrepreneurs.

Duration: 2 months

Modules

- Business Model
- Business plan
- Marketing
- Management
- Leadership
- Taxation
- Innovation

SKILLS

- create a business
- manage an SME
- develop a activity

Career opportunities

- Entrepreneur
- Consultant
- Creator company

TECHNICAL DATA SHEET No. 9

FINANCIAL EDUCATION

Objective: To improve financial management.

Duration: 1 month

Modules

- Budget
- Savings
- Credit
- Accounting simplified
- Investment

SKILLS

- manage your money
- calculate a profit
- prepare a budget

Career opportunities

Applicable to all professions and businesses .

TECHNICAL DATA SHEET No. 10

BUSINESS CREATION SUPPORT

Objective: To support young people through to the creation stage viable businesses .

Coaching duration: 12 months

Activities

- Business plan development
- Individual coaching
- Mentoring
- Access to financing
- Market research
- Networking
- Incubation
- Post- creation follow-up

Results expected

- Registered Companies
- Profitable companies
- New jobs created
- Increase in revenue
- Access to funding

ADVANTAGES OF DIFFERENT VOCATIONAL TRAINING PATHWAYS FOR YOUNG ENTREPRENEURS

In the Nakivale refugee camp , many young people face unemployment , a lack of professional qualifications , and a dependence prolonged with regard to aid This situation is critical . their economic autonomy and their capacity to build a sustainable future.

The **Network for Talent Cultivation (NTC)** responds to this challenge by offering professional training These training programs are tailored to the needs of the local and regional market . They allow young people to acquire practical skills and create their own companies , to improve their income and to contribute to the economic development of their communities .

Each sector has advantages specific ones that reinforce the autonomy , innovation and resilience of young entrepreneurs.

1. Permaculture

Permaculture is a approach modern sustainable agriculture that allows young people to produce food while preserving the environment .

Benefits

- Year- round food production .
- Reduction of insecurity household food .
- Creation activities income - generating .
- Rational use of resources natural .
- Reducing production costs through environmentally friendly techniques .
- Adaptation to climate change .
- Small Business Development agricultural .
- Creation jobs local .
- Strengthening nutritional security .
- Ability to supply the markets premises , schools and restaurants.

This sector offers young people a sustainable opportunity to become agricultural entrepreneurs modern .

2. Crafts and weaving

Craftsmanship constitutes a very promising sector in refugee camps thanks to tourism , humanitarian organizations and markets local .

Benefits

- traditional skills .
- Creation fast activities economic .
- Weak initial investment .
- available raw materials locally .
- Strong participation of women.
- Development of cooperatives handcrafted .
- Promotion of local culture.
- Possibility export of products .
- Creation jobs family .
- Development of creativity and innovation .

The products handcrafted items (baskets, bags, rugs, jewelry, decorative objects) constitute a an important source of income for young people.

3. Waste Recycling

Recycling transforms waste in resources economical while improving the environment .

Benefits

- Pollution reduction .
- Creation companies green .
- Waste recovery plastics , metals and organic materials .
- Manufacturing of new products marketable .
- Creation jobs for young people.
- Improvement of public health .
- Environmental awareness .
- Contribution to the economy circular .
- Reduction of carbon emissions .
- Development of a sustainable economy .

Recycling favors simultaneously the protection of the environment and the creation opportunities economic.

4. Basic ICT skills (computer science , graphic design and social media)

Information technologies offer today there are opportunities employment in practically all sectors .

Benefits

- Skills development digital .
- Improving employability .
- Creation activities in line .
- Access to remote work.
- Development of digital marketing.
- Content creation digital .
- Graphic design .
- Social media management .
- Creation of small communication agencies .
- Access to markets international .

Young people can offering services to businesses , NGOs and individuals without leaving their community .

5. Sewing

Sewing remains one of the most in-demand jobs in the communities refugees .

Benefits

- Clothing manufacturing.
- Clothing repair.
- Uniform making schoolchildren.
- Creating local brands.
- Weak cost installation.
- Revenues regular .
- High demand permanent .
- Development of sewing cooperatives .
- Creation jobs for women.
- Possibility to expand gradually the company .

This activity offer a Financial stability is important for young entrepreneurs.

6. Hairstyle

Hairdressing is a very profitable service industry .

Benefits

- Weak initial investment .
- Revenues daily .
- Permanent clientele .
- Creation fast of a small business .
- Hair salon development.
- Employment for young women and men.
- Opportunity to train other young people.
- Product sales cosmetics .
- Sector development beauty .
- Customer loyalty .

Hairdressing is a sustainable profession that generates a steady income .

7. Carpentry

The demand in furniture and equipment increase continuously in the camps and communities surroundings .

Benefits

- Furniture manufacturing .
- Equipment construction schoolchildren .
- Manufacturing of doors and windows .
- craft workshops .
- Creation jobs qualified .
- Promoting the use of local wood .
- Revenues students .
- SME development.
- Satisfaction of needs community .
- Opportunity to work with NGOs and businesses .

The carpentry workshop promotes creation companies solid and generative jobs .

8. Entrepreneurship

Skills entrepreneurial allow young people to transform their ideas in viable businesses .

Benefits

- Leadership development.
- Creation of micro-enterprises .

- Income improvement .
- Reduction of unemployment .
- Effective resource management .
- Innovation.
- Creation jobs .
- Local economic development.
- Ability to attract investors .
- Strengthening autonomy .

Young people become creators jobs instead that researchers employment .

9. Financial Education

Good financial management is essential to the success of any business .

Benefits

- Developing a culture of saving .
- Budget management.
- Reduction of over-indebtedness .
- Improved financial planning.
- Investment management .
- Responsible use of credit .
- Preparation for funding .
- Cash management .
- Sustainability of businesses .
- Increased profits .

This training improves the financial stability of households and businesses .

10. Support for creation company

Success of a business depends often support received after training.

Benefits

- Business plan development .
- Individual coaching .
- Mentoring .
- Access to markets .
- professional networks .
- Support in the search for funding .
- Strengthening management capacities .
- Follow up customized .
- Risk reduction of failure .
- Business growth .

The support increase significantly improves the chances of success for young entrepreneurs.

Vocational training pathways proposed by **Network for Talent Cultivation (NTC)** constitute a answer integrated into socio- economic challenges encountered by young refugees and communities hosts . By combining technical skills , entrepreneurship , financial education and mentoring personalized , NTC promotes creation viable businesses , sustainable revenue generation , and reduced dependence on aid humanitarian .

Beyond skills development , these training courses strengthen confidence in themselves, encourage Innovation stimulates cohesion They are social and contribute to local economic growth . They allow young people to become agents of change, capable of creating jobs and improving the living conditions of their communities . families and to participate actively contributing to the development of their communities . Thus , NTC invests in human capital resilient , autonomous and with a lasting impact.

Control and prevention methods:

- **Use of traps:** Pseudo-log traps to hunt weaklings during apprenticeship ,
- **Selection:** Use standard criteria before training.
- **Sanitation:** keeping the workplace clean to prevent various illnesses

A. Learning technical sheet**Advantages and Benefits**

- **Economic benefits:** trained young people will be independent of humanitarian aid and will help combat the exacerbated unemployment rate.
- **Nutrition:** Improving income levels through occupation.
- **Versatility:** they are capable of working any job independently
- **Training association:** the various training programs are an asset for them

How to do it beforehand?

1. **Preparation:** this involves identifying young people, preparing the training venue, preparing tools, contacting trainers, and signing the MUOs with other local partners for the implementation of activities.
2. **Feasibility:** Use reporting tools and implement appropriate strategies,
3. **Maintenance:** follow the schedule
4. **Refin :** handing over of official patents.

- Human resources organization

Human resources are structured as follows: Program Coordinator : - plans, organizes, and directs all activities necessary to achieve all project objectives; - ensures that project activities contribute to achieving project objectives while respecting allocated resources; - ensures that targets, budgets, and deadlines established for the project are met, and provides the required reports and evaluations. **Administrative and Financial Officer :** The accounting and finance officer interacts with all departments. Therefore, they must be familiar with their operations and understand their constraints. They must also be a keen observer of their economic environment. Their rigor, analytical skills, and proficiency in foreign languages make them a key member of the management committee. They must be proficient in administrative and financial management.

IV. FINANCIAL PLAN**1. Investments and Financing**

Section	Budget (UGX)
Construction/ Renovation of workshops	18,000,000
Sewing equipment	15,000,000
Hairdressing equipment	8,000,000
Equipment carpentry	18,000,000
ICT Equipment	14,000,000
Craft & Weaving Supplies	8,000,000
Recycling materials	5,000,000
Permaculture equipment	4,000,000
Staff salaries	5,000,000
Communication and marketing	2,000,000
Monitoring and evaluation	1,500,000
Unforeseen circumstances	1,500,000
TOTAL	100,000,000