

FACESUP

Who We Always Look Up To

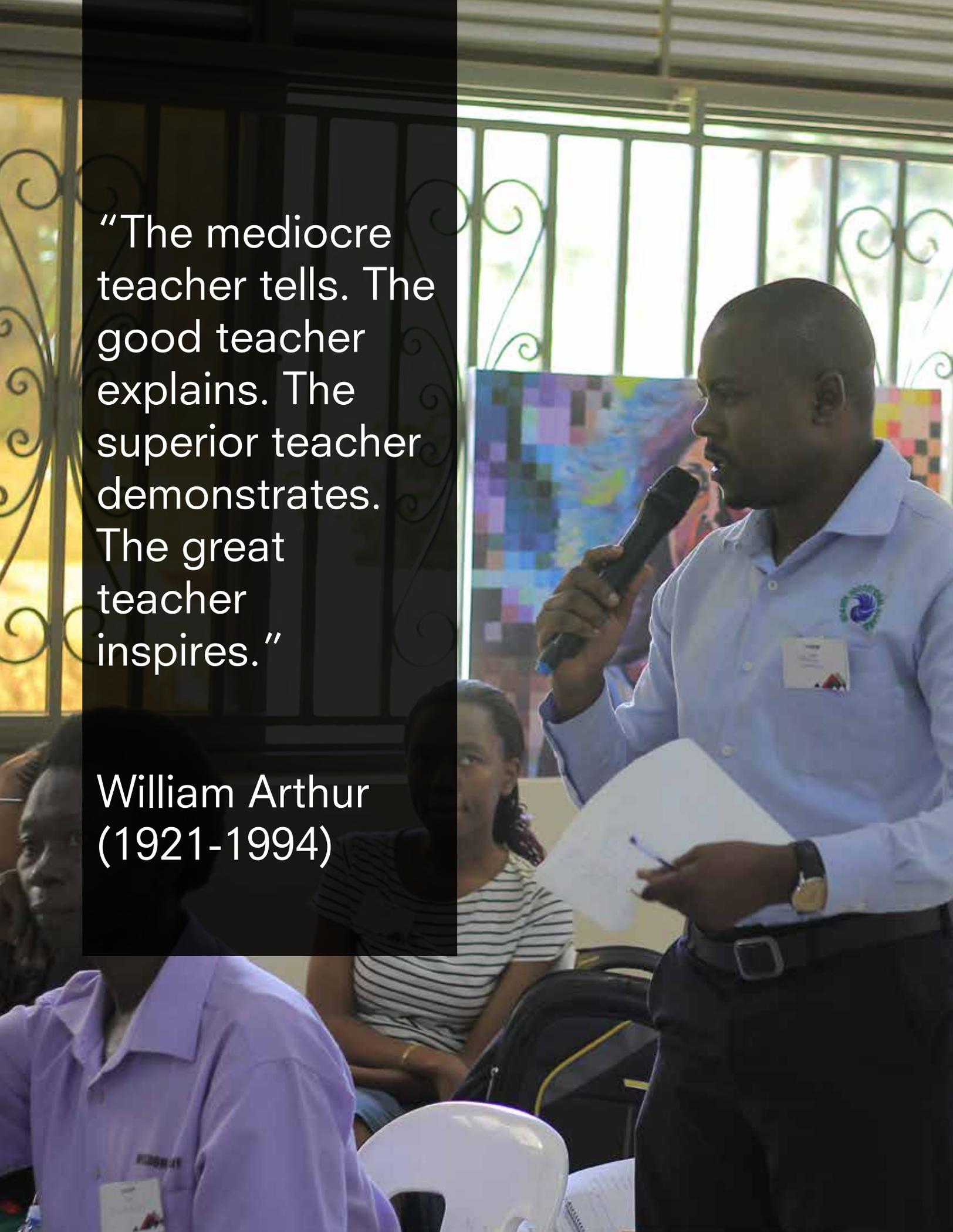
2018

MENTORSHIP DIALOGUE REPORT



“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.”

William Arthur
(1921-1994)



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REFLECTION FROM THE TEAM LEADER

Uganda is home to the largest population of young people globally with 70% to 77% of her population estimated to be below 30 years of age¹. Uganda's youth defined as individuals between 18 and 35 years of age, these with little doubt will determine and shape the country's future. However, this growing population has caused unprecedented challenges pronounced in the socio-economic spheres with six out of every ten youth unemployed, while nine out of every ten young people are dependents, at the time of this report, school dropout rate of young people between 13-18 years stood at 22%². This poses great threat to young people realizing their fullest potential to be able to contribute productively to the growth and development of the country and makes the attainment of global goal eight-on decent work and economic growth a difficult undertaking. There is no doubt that youth can be a positive force for development when provided with the knowledge and opportunities they need to thrive.

If youth are provided with sufficient education, training and jobs, then the growth in their numbers could be highly beneficial for development.

According to the United Nations Population Division, the importance of investment in youth for a full realization of the demographic dividend is evident

in a comparison of recent trends in population age structure, youth employment and gross domestic product (GDP) per capita in Tunisia and the Republic of Korea. The utilization of the demographic dividend for national growth by such nations is a call to developing countries such as Uganda to make appropriate programs that empower youth to realize their full potential.

This report is an initiative of Faces Up Uganda a youth led non-profit organization that empowers young people between the age of 10-25 years through mentorship and creative arts, this report contains details and feedback on a mentorship dialogue that was held on 23 February 2018 at Empire Gardens Lugala. This was intended to spur public discussion on the matter of mentorship for young people as an approach espoused to address the numerous challenges that young people in Uganda face today while creating conducive environment where youth can realize their full potential to the socio-economic transformation of the nation.

This report provides highlights of the dialogue, opinions and perspectives shared by participants on the subject.



ABOUT FACES UP

Faces Up Uganda, is a youth-led charity which is based in Kampala, Uganda.

Our **mission** is to use mentorship through the creative arts to offer guidance and support to young people in Uganda, creating safe spaces in which young people can develop the skills and receive the support they need to flourish.

Our **vision** is of a world where young people are inspired to do what inspires them.

The mentorship we offer, helps young people to develop five characteristics: confidence; contentment; conscientiousness; creativity; and critical thinking. Together, these are the transferable skills needed to for a young person to pursue their dreams.



THE DIALOGUE

The **overall objective** of the dialogue was to spark a public discussion, obtain insights and perspectives from the public on mentorship to interest them to mentors the future leaders.



Date: Friday 23rd February 2018

Time: 1400-1730 EAT

Venue: Empire Gardens Lugala off
Sentema road

Theme: "The role of mentorship in
helping young people in Africa
realize their potential".

Moderator- Ashraf Kakaire

Panelists included;

- Mr. Simon Kisaka, Communication Specialist, NUSAF3, Office of The Prime Minister
 - Mr. Happy Gilbert Lwettute, Uganda Youth delegate to United Nations
 - Dr. Mpindi Ronald, Lecturer Margret Trowel School of Industrial and Fine Art Makerere University Kampala
 - Mr. Bo Rosenfelt Clausen, Program Officer. Head of Cooperation Section. European Union in Uganda
 - Allen Muhirre, Sawa World Representative
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Attendance

Of the sixty one participants, 27 were school going children with two thirds of them in primary and a third in secondary school. 23 were youth out of school and of these three quarters were engaged in some form of income generating activities to support their livelihoods and families while one out of three were unemployed at the time. 11 out of 61 participants were aged about 35 years



The dialogue successfully started at the planned time with participants including representatives from the local council authorities, teachers and students from both primary and secondary schools, representatives from local NGOs and development partners.

The dialogue was an activity of Mentor Me, a project which seeks to build capacity for teachers, students, school clubs, parent, guardians, local leaders, peers among key stakeholders in child development with an aim to maximise their contribution in the mentorship of the young people.

The dialogue took four main sessions, that is to say;

1: The introduction:

Where Ssekitto Kalule Emmanuel, the Team Leader, Faces Up Uganda gave the background of about the dialogue, briefed the audience about the organisation, it's aim, mission, and objectives.

2: The panel discussion

This was joined by Mr.Simon Kisaka, representative of the Office Of The Prime Minister, Mr.Happy Lwettute Gilbert, the Uganda Youth Delegate to the United Nations, Mr.Bo Clausen, A representative from European Union delegation in Uganda, Dr. Ronald Mpindi, a senior lecturer at Makerere University Kampala, Ms. Allen Muhiire, from Sawa World Uganda and was moderated by Mr. Kakaire Ashiraf, a representative from Open Space Centre.



3: A special talk, remarks and reactions.

A special talk this was delivered by Mr. Abaasi Luyombo, a visually impaired law student at Makerere University. Faces Up Uganda believes that inclusive and sustainable development is a responsibility for everyone in the society regardless of their nature and for that reason we closely engage the excluded demographic of Persons With Disabilities (PWDs).

“There’s need for acceptance of one’s personality, then the idea of mentorship will hold water.” Abaasi Luyomba- Law student Makerere University.

Remarks and reactions: the audience was given the time to share and express their views about the matter. Different persons for example the teachers expressed their concerns about mentorship and majority confessed that mentorship is something they were not paying keen attention to.

Mr. Bamujje Umar, O.C Lugala Police Station and officer Batekateka.D C/ ASP unit expressed it that why parents first neglect their children and then wait for them to become threats to society then they revert to engaging the Police authorities,

Busingye Anita, a 12 year student from Namungoona Kigobe p/s thanked the organisers for the great platform and also requested that such dialogues should not stop but always continue and she also argued other participants to act as agents to pass on the information to those that don’t turn up.

4: Refreshment break and networking

After the discussions, the participants were served some, snacks and soft drinks and they enjoyed the space while networking and forging relationships with other participants. Teachers, students and other participants exchanged contacts for further engagement on this matter and so other related initiative.



Highlights from the panel discussion

The moderator Mr. Kakaire Ashiraf began by giving brief introductions about the theme “The role of Mentorship in helping Young people In Africa and Uganda in particular realise their full potential”

He further clarified the difference between mentorship and coaching which is most confused by many people, he said “mentorship is more about showing the mentee how to do but coaching is more about instructing you about what to”

“There is massive need to build capacity for mentorship for the various actors in social support networks of young people. Mentorship can ultimately make the difference especially given the various challenges that young people face today.”

- Mr. Bo Rosenfelt Clausen

“Parents should not always wait for the extreme behavior from the children, there is a shared responsibility as communities to raise responsible adults, and then we shall be sure that the future will be a safe place.”

- Allen Muhirre

“For mentorship to be successful there is need for acceptance of one’s personality as young people today are heavily influenced by the media and tempted to lead lives of stars that they watch on TV. Through mentorship, young people can be guided into

questions, identifying themselves as unique and equal individuals that can contribute to the development of the world around them.” - **Happy Gilbert Lwettute**

There’s a gap for mentorship in lives of many young people, current trends have placed enormous importance on exam excellence with expectations that academic excellence is all that one requires to be successful in life. The shocking revelation has been daunting to many young graduates that wake up to find that academic excellence is only an ingredient to success in life.

“Invest time into identifying people that inspire you and can be your mentors” says **Dr. Mpindi Ronald**

Mentorship takes two dimensions, the skills mentorship which focuses on imparting critical skills necessary of production of required services and goods while allowing for innovation and inventions brought up by technological advancement. Mental mentorship, this focuses on shaping one’s character, developing required discipline that promotes social cohesion while nurturing self-determination. Successful mentorship need to systematically incorporate the two dimensions.

“Being intentional is a key requirement for the mentorship process, young people need to be ready to learn from their mentors while the mentors need to give of their time to guide, coach and inspire the mentee.”

- Mr Simon Kisaka

Like any other process, mentorship has inputs that are required especially

where the process is done formally following systematic stages under established institutions like schools, religious institutions unlike under informal where mentorship is performed through individual relationships like family and friends.

Abaasi urges young people to be courageous and stand up to the challenges that they face, in his words; he put it this way “failure is the best way to success and it is part of life” he added that no matter how many times one fails, you should get up again and again.

In this generation and age, it is not only important to enforce rights but also responsibilities in order raise young people that will turnout responsible citizenry for the sustainable development of the country. It is also important to pay adequate attention to cultural values for through established cultural relations critical life skills are transferred from one generation to another.



Our team in white t-shirts

Comments from students

Shallot from Masanafu secondary school is 18 years old who pointed to the gap between parents, caretakers and teachers highlighting that the prevalent cases of sexual abuse have caused relationships between young people and their teachers especially of the opposite sex adrift. The relationships between parents and caretakers have also deteriorated due to lack of adequate time to mentorship as many parents are caught up in the daily struggles of trying to earn a living.

Bridget is a 12-year-old primary seven candidate from Wisdom primary school –she suggests that it is key for mentorship to be done through schools since young people spend enormous amount of time at school, this would allow them max the benefits of education.

Challenges faced.

Due to the size of the venue, there was a great limitation in terms to the numbers of people who were invited for the dialogue.

Inadequate knowledge and information about mentorship especially amongst the young people and teachers. This was at the start of the dialogue since some participants were hearing about mentorship for the first time.



Recommendations

Tr. Nayiga Ruth of Wisdom Primary School raised a concern that such programs should be extended to various districts but not to only benefit the young people in the Central regions hence this will help build capacity for teachers and thus reflect positively in the performance of their students,

Going forward

The participants agreed that platforms of that kind will help sensitize the support network of young people on issues that matter the most to them thus helping them realize their full potential.

Mr. Maweje Francis, our Head of Documentation, Monitoring and Evaluation, shared with participants about mentorship curriculum that Faces Up Uganda is currently developing and he invited different stake holders to join this initiative since this shall help to transform the lives of the young people In Uganda for better. Copies of the curriculum draft were shared with the panelists for their reviews.

Direct support.

We thank Dr. Timothy Amukele for the financial support he extended to this activity.

In kind partners

We thank you for the in kind support you extended to this initiative and we look forward to have you on other endeavors.



Conclusion

Owing to the multidimensional nature of the young people in Uganda, building strong mentorship pools within and out of schools, establishing partnerships to support capacity building activities and adopting creative approaches to pass on knowledge still remain critical so as to help young people in Africa and Uganda in particular realize their potential. It is also imperative to ensure that the poorest and most vulnerable young people in the third class schools and villages also can access such services like mentorship so as they can be able to exercise their rights, have their voices heard and also get supported and guided by mentors.

While this report still shows that there is a lot of ground to be covered especially on the matter of mentorship of young people through hands on approaches, as Faces Up Uganda, we shall continue to work closely with other civil society organizations, philanthropy, government agencies and other development partners and individuals to extensively exploit our niche of creative arts to reach out to young people through our different programs.

FACESUP

Who We Always Look Up To

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Faces Up Uganda