



Support Trust for Africa Development (STAD)

STRATEGIC PLAN 2020-2024

June 2021

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Forward

It is with delight that Support Trust for African Development (STAD) takes this opportunity to present to you the Strategic Plan for 2020 -2024 which outlines the vision, mission, and core values by which she realises her goals. Goals that are meant to support vulnerable groups of people achieve sustainable peace and development in both Northern Uganda and South Sudan. These goals are achieved through vocational and market-oriented skills for self-reliance, empowerment, capacity building for peace and conflict resolution in the region.

In formulating this new Strategic Plan, the process got an opportunity to assess past failures and turn them to potential success for the future operation of STAD in providing support and or assistance to vulnerable persons. Further, developing the Strategic Plan also gave an opportunity for the developers of the plan to determine STAD's vision, mission and core values in the light of new challenges ahead especially after experiencing Covid-19 pandemic which affected many of the projects STAD was engaged in the past two years. These new strategies are not only planned to respond to changing needs, but also to stimulate new thinking and approaches to meeting ever changing challenges for both STAD and recipients of STAD's support.

This new Strategic Plan would also take a closer look at plan objectives, planning process in relationship to the structure of the organisation. STAD has developed a flatter organogram to make it easier for operation and strategies to be implemented. Further, for a more efficient strategic plan, STAD has looked into outlining a clear Strategic Plan Framework detailed with linkages that strive to eliminate poverty and hunger while enhancing education, health and equality among beneficiaries of STAD's support and assistance.

These goals cannot be achieved without resources both in human and monetary form. In the Strategic Plan for the next five years, STAD is expected to transform into a salaried staff. The use of volunteers for staffing will continue for the time being until then. It has a Board of Governors that has already been established and is doing a great job. In this regard, partnership with other NGOs or INGOs are important and highly recommended. This helps not only exchange of experiences and knowledge, but also gives STAD opportunities for additional funding for projects or programmes that they are best at but lack funding for. Therefore, a need to create an enabling environment where STAD's human, funds and other physical resources are appropriately allocated and deployed to help her attain her goals of sustainable peace and development for the vulnerable persons.

STAD's Strategic Plan looks ahead in a five-year plan in which it has also developed tools for monitoring and evaluation. The level of achievement and the sense of direction has to be monitored continuously to establish that the Strategic Plan is being implemented in the right way and that any anomalies or deviations are quickly rectified. A feedback mechanism is important in this regard.

In conclusion, it is prudent to mention that STAD's Strategic Plan 2020 -2024 is a concerted effort by all stakeholders whose valuable contributions have been included in this plan. They should all be thanked for the great effort! Now that the document is ripe, its implementation should be equally overseen by

the STAD staff guided by her Board of Governors. A continued collaboration by all stakeholders including the Board of Governors, volunteers, partners and recipients of the support and or assistance is very vital for the success of STAD. She needs all these efforts translated into achievable goals for the vulnerable persons and communities. These goals are elimination of poverty and hunger, while providing opportunities for good health, education, livelihood skills and eventual empowerment of the more disadvantaged women and girls.

Thank you.

Ms. Florence Andrew, Executive Director

Acknowledgement.

The development of the STAD Strategic Plan was made possible with the contributions of various stakeholders whose immense input need to be recognized. The Chairperson, Mr Abok Maxwell. Christopher from Muni University in Uganda. He provided excellent leadership and technical assistance y in developing the strategic plan. I wish o extend our sincere gratitude to the Mr. Drania Silvano for consolidating the various inputs to this format.

With utmost gratitude, I acknowledge the contributions of the Management team, partners and stakeholders from the beneficiary communities in Uganda and South Sudan. Your support as enabled us prepare the Strategic Plan 2020-2024

We sincerely owe all the contributors our great appreciation for their efforts. As we make a turn towards implementing the plan, We call upon all the stakeholders to renew their commitment towards supporting the implementation of the Strategic plan for the good of our vulnerable community in Northern Uganda and South Sudan.

Ms. Florence Andrew, Executive Director

Postbus 13089, 2501 EB Den Haag - The Netherlands,

Tel: +31 (0) 61.85.65.766 Email: info@s-t-a-d.org/ Florencete@live.nl Website: www.s-t-a-d.org

Twitter: <https://twitter.com/Stad63429022>

Acronyms

M&E - Monitoring and Evaluation

NDP - National Development Plan

NGO - Non-Governmental Organization

PWDs – People with disabilities

SDGs - Sustainable Development Goals

SGBV – Social Gender Based Violence

STAD – Support Trust for African Development

Executive Summary

Support Trust for Africa development (STAD) Strategic plan 2020 -2024 was developed with the background that STAD is Non-Governmental Organization (NGO) established to support the disadvantaged refugees and vulnerable groups in the Northern Uganda and South Sudan. STAD operates under the general policy direction of the Dutch Ministry of Development / Foreign Affairs in the Hague- The Netherlands and Ugandan Laws.

The Niche of STAD is “be a lead organization in inclusive vocational and market-oriented skills training for self-reliance, community awareness (HIV/AIDS, COVID 19, Environment and Gender) of Sudanese refugees and Vulnerable host communities in Northern Uganda for self-reliance”.

The plan was developed consistent to the tenets of international and national frameworks such as the **Sustainable Development Goals (SDGs) to transform our world**. The main focus of this plan is to achieve the following SDG goals.

- a. **GOAL1: No Poverty-** End poverty in all its forms everywhere.
- b. **GOAL 2: Zero Hunger-** End hunger, achieve food security and improve nutrition and promote sustainable agriculture.
- c. **GOAL 3: Good Health and Well-being-** Ensure healthy lives and promote well-being for all at all ages.
- d. **GOAL 4: Quality Education-** Ensure inclusive promotion of lifelong skills learning opportunity for the targeted group.
- e. **GOAL 5: Gender equity-** Ensure gender equality and empower all women and girls.

The plan is also aligned to the Uganda’s National Development Plan (NDP)-III. The plan shall contribute to Human Capital Development Programme goal of “ *to improve productivity of labour for increased competitiveness and better quality of life for all*”.

The plan is not limited to only achieving the stated SDG and NDP goals but may contribute to others not stated. The overall goal of this plan is “40% increase in persons with employers

satisfied skills in refugee settlement areas in Northern Uganda and 90% level of awareness on critical Health, Gender and Environment issues.”

In order to achieve the Vision and Mission of STAD, the overall goal of this strategic Plan has four core functional areas:

- a. Capacity building: - especially women and youth through Training (basic skills and support for skills development)
- b. Health awareness focusing on HIV/AIDs, Communicable diseases, Covid 19 and sanitation.
- c. Community Engagement in handling Crosscutting Issues (Gender, Environment, Peace and Conflict resolution).
- d. Networking, Partnerships and Enabling Functions. These enabling functions are Human Resources, Physical Infrastructure, Finance, Administration and Management, Networking and other Crosscutting Issues (Peace and Conflict resolution).

A Monitoring and Evaluation (M&E) plan is included in the plan. The key elements of the M&E plan consist of key component indicators at goal and objective levels. Strategic Actions and Performance Indicators are lined up along with the five-year comprehensive work plan and the five-year financing plan.

Section I. Background Information

1.0: Introduction

Support Trust for African Development (STAD) is a not-for-profit organization officially registered in 2002 with the Chamber of Commerce in the Hague, the Netherlands. It was established in 2000 as Sudanese Orphans Support Trust (SOST) with the primary goal of supporting the education of Sudanese refugee-orphans in Northern Uganda in vocational training and market-oriented skills for self-reliance. STAD also has offices in Torit and Juba (South Sudan) and in Koboko District (Uganda).

In 2004, its activities were expanded to include support of economic activities for poverty alleviation, empowerment and capacity building programmes in peace building and conflict and HIV/AIDs prevention and other health care programmes in Northern Uganda and Southern Sudan. The name henceforth changed to STAD in order to reflect its broader mission and focus. Nevertheless, STAD's target groups remained the vulnerable and the under-privileged groups such as women, orphans, refugees, youth and the elderly.

Embracing the belief that *'feed a hungry man today, he will be hungry tomorrow; teach him how to fish, he can have food tomorrow; educate his child(ren), you have given him a future'* (Chinese proverb), STAD strives to support developmental and capacity building work in Northern Uganda and South Sudan, a region badly affected and destroyed during 21 years of civil war through;

- a. Supporting and promoting basic primary, secondary education and vocational training in market-oriented skills for self-reliance
- b. Promotion of human, women rights especially for the vulnerable groups such as girls, children the elderly and other groups in South Sudan
- c. Carrying out awareness campaigns and training works in communities on Sexual Gender Based Violence (SGBV) prevention
- d. Promoting and enhancing the sustainability of income generating activities and agribusiness for self-reliance and production of nutrient rich foods by and for the communities.
- e. Aadvocating for water, hygiene & sanitation (WASH) promotion in vulnerable communities and lobbying for Environmental protection

1.1: Vision, Mission and Core Values

Vision

To envision a future of sustainable peace and development beyond Northern Uganda and South Sudan.

Mission

To support the vulnerable groups in Northern Uganda and South Sudan in vocational and market-oriented skills for self-reliance, empowerment, Capacity building for peace & conflict resolution in the region.

Core Values

1-Integrity: In order to achieve the set vision, we shall strive for moral and ethical wholeness in everything we do.

2-Accountability: It Shall be our norm to fully account to all stakeholders within specified time frame for all actions including the use of resources.

3-Transparency: We shall ensure transparency in all activities through team-work, open procurement and financial accountability

4-Professionalism: We agree to display the highest quality in execution of our duties by acting skilfully and ethically.

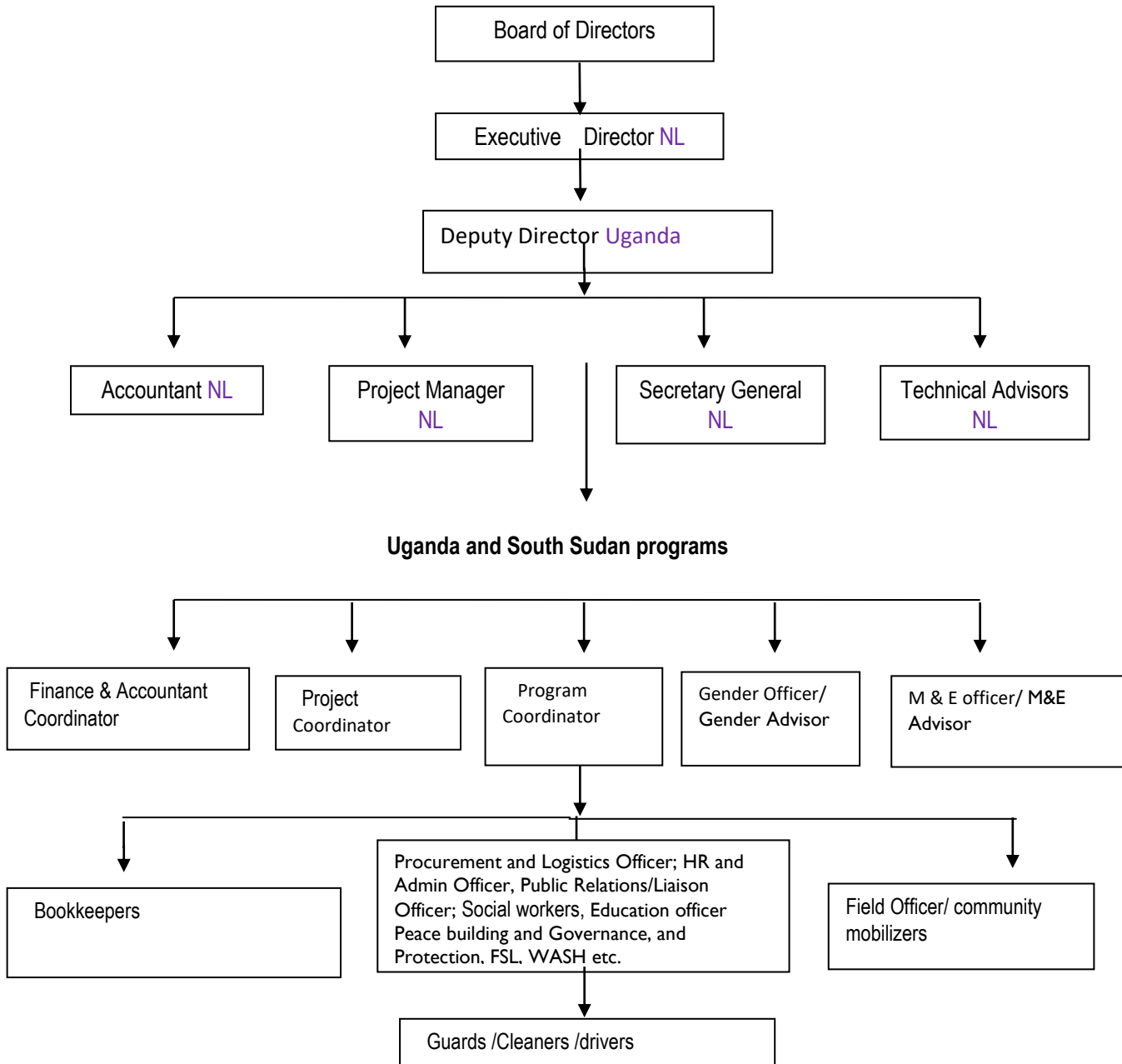
1.2: Strategic Plan Objectives.

- 1) To improve the skills and economic living conditions of the refugees and host communities.
- 2) To strengthen the capacity of the vulnerable persons especially women, girls, youths, people with disabilities (PWDs) and children on human rights, conflict resolutions and peace building.
- 3) To create awareness on health issues including HIV/AIDs, GBV, Hepatitis, Corona Virus, sanitation, and Environment and also counselling for traumatised persons and all other vulnerable population.
- 4) To strengthen partnership for awareness creation in Northern Uganda and South Sudan.

1.3: Planning Process

The strategic planning process was participatory. We engaged the key stakeholders of the organisation and beneficiary community representatives. This included host community and refugees. Technical Personnel were engaged in putting the document in acceptable standard. The document also was approved by the top management of the organisation after thorough review.

1.4: Organogram



Section II Strategic Plan Frame-work.

2.0: Planning Frame-work Linkage

SDG - Goal	Uganda NDPIII Objective	NDPIII programme	Strategic Objective
<p>GOAL 1: No Poverty Promote and support Economic activities for self-reliance,</p> <p>GOAL 2: Zero Hunger</p> <p>GOAL 3: Good Health and Wellbeing</p> <p>GOAL 4: Quality Education</p> <p>GOAL 5: Gender equity</p>	<p>Objective 4: Enhance the productivity and social wellbeing of the population</p>	<p>Goal: To improve productivity of labour for increased competitiveness and better quality of life for all”</p> <p>Objective 2: Produce appropriate knowledgeable, skilled, and ethical labour force</p> <p>Objective 4: Improve population health, safety, and management</p> <p>Objective 5: Reduce vulnerability and gender inequality along the lifecycle</p>	<p>1) To improve the skills and economic living conditions of the refugees and host communities.</p> <p>2) To strengthen the capacity of the vulnerable persons especially women, girls, youths and children on human rights, conflict resolutions and peace building.</p> <p>3) To create awareness on health issues including HIV/AIDs, GBV, Hepatitis, Corona Virus, sanitation, and Environment and also counselling for traumatised persons and all other vulnerable population.</p> <p>4) To strengthen partnership for awareness creation in Northern Uganda and South Sudan.</p>

2.1: Details of Planning Frame-work

Strategic Objectives	Strategies	Strategic Actions
<p>1) To improve the skills and economic living conditions of the refugees and host communities.</p>	<p>i. Support training of youth, women and other vulnerable persons in vocational and market-oriented skills at technical institutions</p> <p>ii. Support literacy education/classes for women in particular, and other vulnerable persons</p> <p>i. Support refugee children especially the Orphans and host community vulnerable children in basic and higher education</p>	<p>(a) Develop organizational policies and guidelines for managing programs on training of the youth and literacy education for women programmes</p> <p>(b) Identify needy refugees’ orphans for support in basic and higher education</p> <p>(c) Identify critical training needs for implementation</p> <p>(d) Develop needs assessment tools for the needs of youth and women.</p> <p>(e) Carry out needs’ assessment for the programmes</p> <p>(f) Organize a stakeholders’ workshop to discuss the identified needs and supporting programmes</p> <p>(g) Present the draft needs and programmes for internal approval by STAD Director</p>

		(h) Start the implementation of the programmes
2) To strengthen the capacity of the vulnerable persons especially women, girls, youths and children on human rights, conflict resolutions and peace building.	<p>i. Participate in the National Action Plan (NAP) programme sponsored by the Dutch Ministry of Foreign Affairs (MoFA) for the implementation of UNSCR 1325 on women, peace and security in conflict and post conflict countries.</p> <p>ii. Work with local partners, in particular, Youth and Women Community Development Organization (YWEDO) in Koboko, Uganda and Women Agency for Progress Organisation [WAPO], East Bank Women's Agency (EBWA) a non-political & not for profit making organization, that advocates for women rights in the Eastern Equatoria State and other women in South Sudan etc</p>	<p>(a) Build the capacity of vulnerable persons especially women, girls, youths and children through training and awareness creation</p> <p>(b) Develop a comprehensive publicity programme</p> <p>(c) Increase outreach activities in Refugee settlement and host communities.</p> <p>(d) build capacity of local women in advocacy and lobby for universal human and women rights, women in leadership decision-making positions etc.</p>
3) To create awareness on health issues including HIV/AIDs, GBV, Hepatitis, Corona Virus, sanitation and Environment and also counselling for traumatised persons and all other vulnerable population.	<p>i. Create awareness to the vulnerable groups on health issues HIV/AIDs, Hepatitis, Corona Virus prevention including sanitation and environment and counselling programmes</p> <p>ii. Develop and design HIV/AIDs, Hepatitis, Corona Virus preventive including sanitation and environment messages through music, dance & drama</p> <p>iii. To offer referrals for counselling in government designated centres</p>	<p>(a) Develop and implement training programmes for staff and other stakeholders in mainstreaming cross cutting issues</p> <p>(b) Mainstream cross-cutting issues in all the STAD's activities</p>
4) To strengthen partnership for awareness creation in Northern Uganda and South Sudan.	<p>i. To organise workshops, seminars, and activities for public awareness in the Netherlands about the status of children in Africa, particularly in South Sudan & Uganda</p> <p>ii. To network with NGOs and institutions that have similar aspirations as STAD to support children, women and youth -welfare services</p>	<p>(a) Develop administrative and management Policies, procedures, and regulations.</p> <p>(b) Develop and implement planning and reporting systems.</p> <p>(c) Upgrade and p</p> <p>(d) Prepare monthly, quarterly, and annual performance plans and reports,</p>

	iii. To promote strategic partnerships and networks	<p>(e) Organize and coordinate administrative and management meetings.</p> <p>(f) Develop and implement a comprehensive risk management plan</p> <p>(g) Develop and implement a system for M& E performance of STAD'S organs</p>
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2.2: Past Performance

1. Supported target community students and refugees as follows;

- 15 students supported in various vocational training skills (2002-2005)
- Supports yearly 50 South Sudanese refugees' students in Imvepi settlement, Northern Uganda (150 since 2018 - 2020) Ongoing in 2021

Outside the refugee settlements students.

- 10 University students (5 graduated - 1 in masters & 1 in diploma) 2 still pursuing University & 2 undergraduate & 1 Primary education programmes).

2. Supported construction of:

- Youth and Women Community Development Organisation (YWCD0) centre, VIP and canteen as well as drilling a borehole, Koboko District, Uganda.
- Mother and Children Care Unit, Payawa PHCC; Renovated the old Primary Healthcare Centre (Payawa PHCC); Constructed a house for St. Mark Parish Church; drilled water bore holes at PPHCC and St Mark Parish church, Yei River County, Central Equatoria State, South Sudan.

3. Conducted the following trainings:

- a. 35 women and youth in leadership and entrepreneurial skills (2013)
- b. 370 women in adult literacy classes (2006 - 2014)
- c. 280 women in goats/poultry rearing (2005)
- d. 40 primary teachers in raising awareness on prevention of HIV/AIDS among students in Yei (2005)
- e. 573 students in computer internet use in Uganda (2006 - 2013)
- f. 27 religious and community leaders in peace building, reconciliation and trauma counselling (2014)

4. Implemented the UNSCR 1325 Women Girls 4 Change Alliance (WG4CA) project in Torit, South Sudan (2016-2019)
5. Contributed 90 desks for Boroli Junior Primary School at Adjumani refugee's settlement in Ugandan (2019)

2.3: Major focus of the Strategic Plan

1. Education Sector: supporting South Sudanese refugee and national children/youths in secondary and university (Universities in Arua, Kampala, Uganda) education
2. Economic Sector: eradication of extreme poverty and hunger through income generating activities and training in life-oriented skills
3. Health Sector: Awareness-raising and health education (sanitation and hygiene care; combatting HIV/AIDS, malaria, and other diseases)
4. Peace Building: Training of religious and community leaders, women and youth groups and other stakeholders on peace building, reconciliation and trauma counselling in refugee settlements and urban areas in Uganda
5. Training of women and youth including other vulnerable persons in leadership skills and political participation.
6. Training of women, youths and men in Social Gender Based Violence (SGBV) and peace building to ensure that women and youths are part of post-conflict peacebuilding, including at decision-making processes and peace negotiating levels Masculinities & systemic change to deeply unequal systems that feed violent conflict and derail peace processes and other related skills (in Eastern Equatorial, South Sudan)
7. Construction of kindergartens, and primary educational centres
8. Establish Literacy Education classes.
9. Establish a demonstration agricultural fields to strengthen community members and especially women and youths in practical learning skills and also to provide practical farming skills that might prove useful especially when they grow into adulthood.

SECTION III Resources

3.0: Staffing Plan

STAD has identified and created board members and technical advisers to provide oversight role for the organization

STAD is in the process of developing and creating positions for salaried staff for both Uganda and South Sudan offices to enable smooth and efficient coordination of the project activities. This will be in line with the Organogram in section one.

STAD will continuously engage volunteers and interns to support the organization and as well build their skills for the workforce

3.1: Income projections

STAD operates mainly on funding from institutions and donations from individuals. Therefore, the income for the period of this strategic plan could not be fully ascertained. Total income projection for the five years (2020 to 2024) is over EUR 300,000. The detail is as in the table below:

Source	Amount (EUR)	Status
St. John & St. Philip Church, the Hague	20,000	Delayed due to COVID
EU	21,000	Funded
ETWA	8,500	Funded
Oxfam	9,000	In pipe line
Donations	13,250	Delayed due to COVID

Individual contributions	17,500	Delayed due to COVID
Fund raising	12,000	Delayed due to COVID
project proposals	198,750	Being Developed
Total	300,000	

3.3: Components and Levels of the Monitoring and Evaluation

- 1) **Standard monitoring:** Regular monitoring will be done on quarterly basis (after every three months) to assess the extent to which the required inputs are being procured, the compliance to activity work plans, progress in achieving the outputs, and how the outputs are geared towards the desired goals and outcomes.
- 2) **Mid-term Review:** A mid-term review of the strategic plan (after two and half years) will be done to assess the attainment of the Strategic Goals and objectives. At the end of the financial year 2023, a mid-term evaluation of this strategic plan implementation shall be carried out internally by the local partners to track the extent to which the Strategic Plan objectives have been achieved. External expertise shall be sourced to support the assessment of level of compliance (relevance, validity, efficiency, effectiveness, cost benefit analysis, sustainability, and possible alternative strategies and immediate outcome) of the plan implementation. Through the output of the mid-term review, STAD shall be able to gauge the strategic direction and provide alternative to achieve the Goal.
- 3) **Outcome and Impact Assessment/end of plan evaluation:** At the end of the Plan period, a terminal evaluation will be carried out using external experts to thoroughly assess the level of success arising from the plan implementation.
- 4) **Key M&E actions:** The following actions will constitute mitigation measures arising from the outcome of monitoring and evaluation:
 - (a) Identify ways to improve or shift STAD's activities;
 - (b) Facilitate changes in STAD's plan;
 - (c) Prepare reports (e.g., Quarterly, annual, mid-term reports, final annual reports);
 - (d) Inform and update internal and external stakeholders about the STAD's progress;
 - (e) Plan for the sustainability of STAD
 - (f) Learn more about the environment in which STAD has been carrying out its activities
 - (g) make evidence-based organizational decisions;
 - (h) demonstrate STAD's ability in performing evaluations when searching for funds;

and

- (i) Demonstrate STAD’s concerns to be accountable in implementing its plans, pursuing its goals, and measuring its outcomes.

5) **Strategic Actions and Performance Indicators:** To achieve all these, STAD shall ensure that all Performance Indicators have been fully integrated into its M&E system.

SECTION IV Plan

4.0: Five Year Comprehensive Plan 2020-2024

Core Functional Area:	Period					Performance Indicator	Target	Responsibility
	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024			
<i>Strategic Objective 1. Strategies</i>								
Support training of youth in market-oriented skills at technical institutions						Youth trained in market-oriented skills at technical institutions Number of male youths trained Number of female youths trained	40 60	STAD
Support literacy education/classes for women in particular						Number of literacy education classes established and functional	10	STAD/YWCDO

Support refugees and displaced orphans in basic and higher education					Supporting refugees and needy host communities and orphans in basic and higher education		
					Number of university students supported		
					Number of secondary students supported	10	
					Number of primary pupils supported	30	
					Number of refugees supported		
					Number of needy host or orphans supported		
					Number of kindergartens established.	100	
					Number of primary schools established	80	
						20	STAD/COORDINATORS
						2	
						2	
Organize a stakeholders' workshop to discuss the identified needs and supporting programmes					Number of stakeholder's workshops organised	02	
					Number of needs identified	05	STAD
					Number of programs supported	05	
Develop organizational policies and guidelines for managing programs on training					Number of policies developed	03	STAD
<i>Strategic Objective 2 Strategies</i>							

Build the capacity of Women and Youth through training and awareness creation						Number of capacity building trainings conducted	20	
						Number of youths trained	200	
						Number of women trained	600	
						Establish learning field for better agro-practise	4	STAD
Develop comprehensive publicity programmes						Number of publicity programs developed	05	
						Number of Radio talk shows conducted	10	STAD
Plan and implement Students community placement for professional practice, industrial training, internship, and apprenticeship						Number of students attached	40	
						Number of Organizations used	10	STAD/YWCDO
<i>Strategic Objective 3 Strategies</i>								
To create awareness to the vulnerable groups on health issues HIV/AIDS & other communicable diseases and viruses prevention and counselling programmes						Number of awareness prevention programmes conducted	20	STAD management teams
Develop and implement training programmes for staff and other stakeholders in mainstreaming cross cutting issues						Number of training programs developed on cross-cutting issues	08	
						Number of Staff and other key stakeholders trained on cross cutting issues	80	STAD management teams
To offer and or refer cases for counselling						Number of people offered counselling	500	STAD management teams
						Number of cases		

						referred for further counselling and management	50	
<i>Strategic Objective 4 Strategies</i>								
To network with NGOs and institutions that have similar aspirations as STAD to support children, women and youth - welfare services						Number of partnerships and networks established through MoUs Number of partnership engagement held.	08 05	STAD management teams
Develop administration and management Policies, procedures, and regulations						Number of policies developed and approved Number of procedures developed and approved Number of regulations developed and approved	05 05 01	STAD management teams
Upgrade and prepare monthly, quarterly, and annual performance plans and reports,						Number of monthly reports produced Number of quarterly reports produced Number of half year reports produced Number of annual performance reports produced	60 20 05 05	STAD management teams

4.1: Monitoring Framework

Indicator definition	Five-year target	Year 1	Year 2	Year 3	Year 4	Year 5
Goals: "Forty percent (40%) increase in persons with employers satisfied skills in refugee settlement areas in Northern Uganda and 90% level of awareness on critical Health, Gender and Environment issues."						
% Increase in persons with employable skills and/or	40%	2%	8%	18%	28%	40%

self-employed.						
% Level of awareness on all critical cross cutting issues	90%	10%	30%	50%	70%	90%
Objective 1: To improve the skills and economic living conditions of the refugees and host communities.						
Number of persons trained and skilled	100	20	20	20	20	20
Numbers of persons empowered in gainful economic activities	600	120	120	120	120	120
Number of persons supported for training	240	48	48	48	48	48
Number of Literacy classes established and operational	10	00	10	00	00	00
Objective 2: To strengthen the capacity of the vulnerable persons especially women, girls, youths and children on human rights, conflict resolutions and peace building.						
Number of persons trained	800	160	160	160	160	160
Objective 3: To create awareness on health issues including HIV/AIDs, GBV, Hepatitis, Corona Virus, sanitation and Environment and also counselling for traumatised persons and all other vulnerable population.						
Number of training sessions conducted	05	01	01	01	01	01
Number of persons trained in various cross cutting issues	100	20	00	20	20	20
Number of persons counselled.	500	100	100	100	100	100
Number of persons referred for further management	50	10	10	10	10	10
Objective 4: To strengthen partnership for awareness creation in Northern Uganda and South Sudan						
Number of MoUs signed	08	02	02	04	00	00
Number of partnership engagements held	05	01	01	01	01	01
Number of partners supporting STAD programs	08	02	00	04	02	00
Number of interns engaged in program implementation.	100	20	20	20	20	20