



Ideas into Action



























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Photos in this report were created by Peace Corps Uganda Volunteers and staff

ABBREVIATIONS

AIDS: Acquired Immune Deficiency Syndrome
 AVS: Annual Volunteer Survey
 BRO: Boys Reaching Out
 CSPP: Cross Sector Programming Priorities
 DEAR: Drop Everything And Read

EGRA: Early Grade Reading Assessment
 GLOW: Girls Leading Our World
 HIV: Human Immunodeficiency Virus
 PEPFAR: President’s Emergency Plan for AIDS Relief
 USAID: United States Agency for International Development

Message from the Outgoing Country Director



Peace Corps Uganda is in a transition period arising from changes in the positions of Country Director, Director of Programming and Training and Director of Management and Operations. In this report therefore, you will find letters from the previous and current Country Directors.

I am delighted to share with you our Annual Report for 2016 which highlights our history, partnerships, program and projects, as well as the accomplishments of the past five years. These have been years of hard work and collective vision that produced tangible and meaningful results for our Volunteers, Ugandan partners and communities in Uganda. Today, Peace Corps Uganda has grown to 175 Volunteers from 138, serving in three sectors and in most regions. Our Volunteers, supported by dynamic and committed Peace Corps Uganda staff, warm and welcoming communities, and Ugandan partners, have pushed development and the betterment of life to a level where ideas are put into action and bear fruit, where young people in the communities become seekers and carve their path for real opportunities and wise decisions.

Today we are seeing wonderful change at schools where more than 55 libraries have been established and 1.5 million books distributed. One cannot hide the joy of witnessing pupils articulating letters and reading words that they had never seen before. That power unleashes tremendous potential for these learners. We have seen this when launching our Uganda Spelling Bee and Drop Everything and Read (DEAR) events. More than 120,000 people got together to participate in DEAR day in March 2016. These events provide clear and indisputable proof of ideas that were put into action and that are now producing results.

Through the Agribusiness Project, we trained over 6,000 farmers to turn their simple farms into well-functioning agribusinesses by obtaining business skills

and connecting viable financing mechanisms to improve farm to market linkages and produce quality agricultural products. More than 20,000 young Ugandans have been trained to establish youth clubs and practice permaculture that has promoted the idea of well-balanced kitchen gardens which are also alternative sources of income. We have successful mushroom micro-farms and coffee farms in which roasting coffee and establishing little cafes to add value to produce are some of the examples of what we were able to accomplish.

Our Health project has embraced youth and given them tangible skills and knowledge to make smart decisions in their lives. We started to train staff from our partner health centers for efficient and effective management of supplies and better management of scarce resources.

Peace Corps Uganda was one of three countries in Africa to launch Global Health Service Partnership Program in 2014. The Program has doubled in size and expanded since its inception and has set the standard for implementing and delivering lasting results in strengthening human resource in the health sector. In 2016, 18 Doctors and Nurses served at five public universities. In addition, the three spouse Peace Corps Response Volunteers supported library management, IT and cooperative credit activities in several institutions.

The number of Volunteers who reported personally rewarding Peace Corps service experiences rose to 94% in 2015 from 76% in 2011 (Annual Volunteer Survey Reports). This is a result of the collective efforts of Volunteers, Peace Corps staff and our partners who all shared the vision of putting new ideas into action thereby creating real change, real opportunities, and real progress.

Peace Corps Uganda has become a center for learning for many other countries in Africa. We have shared knowledge and skills especially in Volunteer language learning through Satellite model, monitoring and evaluation, global health service partnership implementation, and in several areas of general service provision.

It is therefore my pleasure to invite readers to join in discovering, celebrating and embracing the passion and commitment of our Volunteers, staff and partners. As you will find out in the subsequent pages, they have been truly awesome in their dedicated service of enabling the communities in Uganda, especially the Youth to carve their paths as true seekers and achievers.

With kindest regards,

Loucine Hayes
Outgoing Country Director (July 2011 - July 2016)

Message from the New Country Director



The transition at Peace Corps Uganda is perhaps best symbolized in the first pages of this Annual Report that carries messages from two Country Directors one who left Uganda, and the other who arrived at Post at the same time in July 2016. This is a welcome departure from normal practice. It is therefore my pleasure to use this opportunity to acknowledge the great work done by my predecessor Ms. Loucine Hayes. During her tenure, Peace Corps Uganda consistently came up with novel and innovative ways to address challenges. The current high number of projects is a great testimony of her ability to embrace thinking differently in the Peace Corps context. I would also like to thank everyone who has made this transition seamless, and to express gratitude to the team at Peace Corps Uganda for making me and my family feel warm and welcome in this beautiful country.

I arrived in Uganda mid-July 2016 after two decades of what I consider a very rewarding experience in West Africa where I first arrived as a Peace Corps Volunteer in Senegal in 1993. Later during the period 1999-2005, I served as Peace Corps staff in Guinea before spending another six years in Mali (2005-2011) and, finally approximately six years in Ghana (2011-2016). During this extended period of time, I served in both the positions of Director of Management and Operations (in Guinea and Mali) and as Director of Programming and Training in Ghana (2013-2016). In between those Peace Corps stints, I ran USAID funded public health projects in the water, sanitation and hygiene sectors and in social marketing.

My return to Peace Corps in 2013 was motivated by a deep and all-encompassing commitment to superior Volunteer support. Our Peace Corps programs function well when Volunteers are working with their host country counterparts to support their host nation's development. In exchange for their efforts, our Volunteers take home something that is more precious and valuable than what they contribute. They return to America and promote

a better understanding of Ugandans on the part of Americans, oftentimes for the rest of their lives. Many United States Ambassadors like to refer to Peace Corps Volunteers as community based or 'small a' ambassadors at the community level. Likewise, when we are doing our jobs well as a Peace Corps program, and giving our Volunteers a productive, transformative, safe and enriching experience, they return home and become 'small a' ambassadors for Uganda in America. This will be my primary objective while providing leadership to the Peace Corps Uganda program for the coming years.

In modelling the values of respect, honesty, loyalty and commitment to the three Peace Corps Goals, we will seek to make Peace Corps Uganda an agency that delivers increasingly better support to all of our Volunteers. This will mean leveraging our strengths, addressing weaknesses and working together to make the experience of Volunteers memorable, impactful and mutually gratifying.

Drawing from my own experience as a former Peace Corps Volunteer, the decades of working in Africa, and my passion and commitment to intercultural diversity and inclusion, I plan to oversee the process of developing further the necessary competencies among staff and Volunteers to provide individualized support to all of our Volunteers in service.

I am grateful for the opportunity to serve Peace Corps in Uganda and look forward to a very fruitful interaction with Volunteers, staff and partners including host communities.

With best regards,

Sean Cantella
In-coming Country Director



Learning through fun during Camp

About This Report

Uganda is a country predominantly of young people. This report gives an account of the work of Peace Corps Volunteers for **the period of August 1st 2015 to July 31st 2016**. It focuses on **“Ideas Into Action”** applied by Peace Corps Uganda to support Volunteers. The report highlights interventions by 175 Volunteers serving in all 4 of its primary projects for which Volunteers are recruited, namely: Agriculture, Education, Health, Agribusiness, physician and nurse training. In executing their work, Volunteers applied various innovative ideas and concepts. They integrated into their communities, made friends with Ugandans, and made their contributions towards national development.

The Peace Corps Volunteers also identified secondary projects that contributed to the primary assignments. Most secondary project activities were targeted at supporting the youth through camps and clubs. All project activities undertaken were largely responsive to the needs of the communities where the Volunteers worked and lived. Whilst the Volunteers utilized their unique passions, innovativeness and competencies in implementing project activities, they used every opportunity to learn from their Ugandan friends and counterparts. Some of these two-way learning experiences are documented in this report.

It is important to point out that Peace Corps Uganda is part of the Peace Corps Global Initiatives that are outlined later in this report. These and other initiatives include a range of activities Volunteers engage in to make a positive impact on Ugandan youths and community members.

History of the Peace Corps

PEACE CORPS ACROSS THE GLOBE

Peace Corps is an independent agency of the United States Government. It was founded in 1961 by President John F. Kennedy during his political campaign tour at Michigan University. His vision was to have an organization composed of Americans who would promote **peace, friendship, and development**. Since then, the Peace Corps has sent over 200,000 American Volunteers to live and serve in 140 countries all over the world. The Volunteers have demonstrated creativity

and bravery to solve critical challenges working alongside host country leaders and members of diverse communities.

The Three Peace Corps Goals

GOAL 1	To help the people of interested countries meet their need for trained men and women.
GOAL 2	To promote a better understanding of Americans on the part of the peoples served.
GOAL 3	To promote a better understanding of other peoples on the part of Americans.

Peace Corps Development Approach

Peace Corps focuses on individual and organizational capacity building, empowerment of communities and promotion of grassroots/community based development. Peace Corps Volunteers typically live and work with rural communities for two years. The Volunteers learn the local language and culture and adapt to the local conditions.

“It is now 55 years since Peace Corps was formed. The countries in which Volunteers serve have changed over time, the players have changed and their methods revised but the Peace Corps goals and development philosophy are still the same”

INITIATIVES

Peace Corps supports a number of initiatives as part of the effort to achieve its three goals. The initiatives include the following:

LET GIRLS LEARN

Focus: Empower adolescent girls to overcome barriers, excel in education and complete school.

PRESIDENT’S MALARIA INITIATIVE

Focus: Eradication of malaria in Africa through the ‘Stomp Out Malaria’ initiative. Interventions include carrying out malaria prevention through education campaigns at the community level.



Participants in action during Camp

FEED THE FUTURE

Focus: Promoting sustainable methods for local people to assure their own food security through increased agricultural productivity, improved nutrition, health and economic opportunity.

PRESIDENT'S EMERGENCY PLAN FOR AIDS RELIEF (PEPFAR)

Focus: An AIDS-free generation through the targeted goals of scaling up prevention and treatment; implementing evidence-based interventions for populations at greatest risk; promoting sustainability, efficiency, and effectiveness; strengthening local health care and support systems; and driving results with science.

To read more about Peace Corps globally, please follow the link: <https://www.peacecorps.gov>.

PEACE CORPS IN UGANDA

In 1964, Peace Corps established a presence in Uganda at the request of the Ugandan Government. That year on November 16th, the first group of 38 Peace Corps Volunteers arrived for a two-year service working with a number of secondary schools. Since then, Peace Corps Uganda has had interruptions in service twice in 1973 and 1999. To date, 1,505 Peace Corps Volunteers (PCVs) have served in Uganda in the sectors of Education, Health, Community Economic Development and Agriculture.

The Peace Corps Uganda program comprises of four projects in three sectors: Primary Literacy Project (Education), Health Project (Health), Global Health Service Partnership Project (Health) and Community Agribusiness Project (Agriculture).

As of July 2016, there were 170 Volunteers and 66 Trainees in Uganda serving in all the five regions of Uganda except Karamoja. The table below shows the distribution of Volunteers and Trainees by region:

Number of Peace Corps Volunteers by Region

REGION	ED	HE	AG	TOTAL
NORTHERN	17	27	4	48
WESTERN	27	27	7	61
SOUTH WESTERN	1	8	1	10
CENTRAL	27	27	2	56
EASTERN	27	27	7	61
TOTAL	99	116	21	236

As of July 30, 2016, Peace Corps Uganda headquarters operates with a diverse team of 51 staff members and two interns. The team is comprised of 44 Ugandans (from all the five regions) and 07 Americans. The staff's primary mission is to support Volunteers. To read more about Peace Corps Uganda, please follow the link:

www.peacecorps.gov/uganda.

Peace Corps Uganda in the last five years

Peace Corps Uganda has registered tremendous expansion, growth and improvement in a number of areas in the last five years as outlined below:

Administration:

- The strategic direction of the Post was clearly defined.
- 20 new full-time staff positions were created and staff recruited.
- 20 new staff workstations were created, fully equipped and all are functional.
- Average mileage increased by 20% in four years (2012-2015).
- Volunteer Resource Centres increased from 1 to 3.
- Successfully piloted Drive Cam and Peace Corps Uganda has kept a good track record.

Programming

- Number of serving Volunteers increased to 175 from 138 (27% growth).

Peace Corps Uganda

- Volunteers who felt their Peace Corps service was personally rewarding increased to 94% in 2015 from 76% in 2011 (AVS Reports).
- Peace Corps Uganda with Tanzania and Malawi successfully piloted in Africa the Global Health Service Partnership Program that brings in American Doctors and Nurses to train students in medical schools.
- Global Health Service Partnership Project has expanded from three public universities with 11 Volunteers to five universities with 18 Volunteers.
- Projects are more focused: Focus areas include: Primary Literacy, Agribusiness and HIV/AIDS.
- Two regional offices planned; one in Mbarara in Western Uganda, and another in Gulu in Northern Uganda.
- Various innovations put in place to improve operations and enhance Volunteer support.
- Three Project Advisory Committees constituted one per project and each meets twice a year.
- More partners at international, national and local levels brought on board with clear and signed memoranda in place.

Model the values of respect, honesty, loyalty and commitment to the three Peace Corps Goals.



Peace Corps Goal 1: Volunteer lead Instruction material workshop

Peace Corps Goal 2: Halloween Celebration



Peace Corps Goal 3: Volunteer and Colleague in Toro traditional marriage introduction attire

Strategic Direction

Peace Corps Uganda has continued to be guided by the vision, mission and strategic priorities that were adopted in May 2015. Therefore, Peace Corps staff and Volunteer activities for the next four years will be guided by the new strategic direction.

VISION STATEMENT

Hand in hand for peace and prosperity for Uganda.

MISSION STATEMENT

Provide leadership in capacity-building for community driven solutions for development and inter-cultural understanding through the selfless service of Peace Corps Volunteers, staff and community partners.

STRATEGIC PRIORITIES

Acknowledge the Volunteer as our most important resource.

Identify meaningful Volunteer jobs that respond to community needs.

Facilitate innovative and high-impact sustainable community transformation through the work of Volunteers and their Ugandan counterparts.

Provide timely training and development services for Volunteers, staff and Ugandan counterparts.

Demonstrate diversity and inclusion in all activities.



PEACE CORPS
UGANDA IN THE

SPOTLIGHT

Peace Corps Uganda is in the spotlight in the Africa region for a number of innovative interventions:

Primary literacy Project interventions such as 'My Spelling Bee'

"Boot" Camp and Satellite based training models

Annual report writing

Approach to high Annual Volunteer Survey response

Strategic Approach

Peace Corps Uganda uses a participatory approach to engage different stakeholders to inform the activities for the different projects. Peace Corps Uganda's annual retreat reviewed activities and progress towards agency goals of 2015. Following the review, the performance goals and objectives were refined to inform activities and strategies for 2016.

Volunteer Lead Capacity Building

Peace Corps Uganda is a capacity building agency, whereupon Peace Corps Volunteers provide capacity building services to the communities and citizens of Uganda. The relationship between staff and Volunteers is a key element in the achievement of Peace Corps goals, program objectives, and a professionally and personally rewarding experience for all Peace Corps Volunteers.

Project Advisory Committees (PACs)

Each project has a Project Advisory Committee composed of 5 - 9 members including representatives of government, key development actors, Peace Corps Staff and Volunteers. Each committee meets at least once a year. The purpose of the Project Advisory Committee is to render technical and strategic guidance to the respective projects.

During the period under review, each of the PACs met once. In addition, a team of eight Education Project Advisory Committee members conducted a one day field visit to two institutions: Seeta Church of Uganda Primary School, Mukono District and Sancta Maria Primary Teachers' College, Buikwe District and observed Volunteers teach. The team comprised of representatives from the Ministry of Education and Sports at headquarter and district levels, representatives from Japan's Cooperation-Uganda, Kyambogo University, Head Teachers and Peace Corps staff among others.



Volunteer Support and Staff Development

Volunteer Support

Peace Corps Uganda Management focus is concentrated on three areas, namely, [1] Volunteer training, [2] Volunteer support and [3] Staff development. Volunteer training is conducted by highly qualified staff, subject matter experts and experienced Volunteer trainers. All training is integrated into a dynamic evaluation system and continuous improvement process. On the other hand, Volunteer support is a critical element of daily Peace Corps activities. This support provides the vital communication link among staff, Volunteers and the communities served.

Ideas into Action

The Champion system

Peace Corps Uganda implemented the Champion system as a "gateway" for comprehensive Volunteer support. Each Volunteer is assigned a Champion (Peace Corps Programing Staff). The Champion is an advocate for effective support and guidance to the Volunteer. Each Champion manages and supports between 5 – 15 Volunteers. The Champions provide: technical support, guidance for Counterpart and Supervisor relationship, oversight of Volunteers' job duties and advises on housing and living issues as Volunteers adjust to life in Uganda.

Some of the results from the Annual Volunteer Survey tagged to the champion system:

"The number of Volunteers who reported being satisfied with support from Peace Corps Uganda staff has increased to 71% in 2015 (after the introduction of the champion system) from 26% in 2011 (before the introduction of the champion system)"

The number of Volunteers who reported satisfied with timeliness and quality feedback on their reports by Peace Corps Uganda staff has increased to 58% in 2015 from 30% in 2011.

Staff Development

Staff development is designed to equip staff members with the requisite knowledge, skills and ability to support all elements of current Peace Corps operations and to develop capabilities to meet the technological challenges of a dynamic world. This is done through international, national and in-house trainings, coaching and mentorship.

Operations and Volunteer Support

IMPROVED OPERATIONS

Operations are manned by three units: Administration, Medical and Safety and Security. The three units have put in place and implemented a number of ideas to improve efficiency and effectiveness in service delivery to support Volunteers and staff. Below are the details by unit:

ADMINISTRATION UNIT

The Administration Unit supports Volunteers' financial and logistics needs. The unit has had the following ideas into action to foster efficiency and effectiveness:

Ideas into Action

Vehicle Planning Meetings

Peace Corps staff meet once a quarter to plan for vehicle allocation. During these meetings, different departments turn in their transport requests and vehicles are allocated accordingly.

This has helped reduce the confusion and conflicting demand on the vehicles and chaffers and saved time. Vehicle planning has also enhanced joint travel among staff resulting in more cost effective trips. The practice has created and promoted more efforts geared towards Volunteer support.

“Vehicle planning meetings have helped in integrated/ cross sector planning, harmonization of activities and advocating for priority activities among various departments”

Cotious Tukashaba, Program Manager, Health.

Electronic Timesheets

An electronic system of logging work hours was introduced to replace the hard copy version of timesheets. Following this introduction, accuracy and timely submission have greatly improved and the initiative contributes towards conservation of our environment. Besides, the effort that had been devoted towards following up staff on their timesheets submissions is now shifted towards more productivity and addressing other critical areas that support both the Volunteers and the staff.

“I love the electronic timesheets, have saved a lot of time in completing and tracking my leave and credit time.”

Cotious Tukashaba, Program Manager, Health.

Mail Merge Contracting

This is an automatic addition of names and addresses from a database in order to facilitate massive contracting at once. Due to mail merge contracting, less time is invested and the time saved is devoted to other administrative functions related to staff and Volunteer support.

MEDICAL UNIT

The Medical Unit supports Volunteers with all their medical needs to ensure they are all healthy during their time of service. To enhance effective service delivery, the unit has developed and put the following ideas into action:

Ideas into Action

Medical supplies delivery system

In the past years, medical supplies were either sent with Peace Corps vehicles on scheduled trips to the different regions or Volunteers would pick their supplies whenever in the capital or travel for this purpose. This sometimes resulted in delays in getting supplies. In the previous year, the Medical Unit started using established and reliable public transport service providers to deliver medical supplies to the Volunteers. A Volunteer would only need to walk to their town post office or the respective bus service office to pick their supplies. This has not only ensured timely delivery of medical supplies to Volunteers, but also significantly reduced the cost and time that would otherwise be invested. ***The next phase of this initiative is to have medical supplies delivered to Volunteers by courier four times a year.***

Regional service providers and the regional offices

With a very diversified healthcare system, most Volunteers have to be brought to the capital Kampala (which has better facilities) to access healthcare services for any significant ailment. Peace Corps Uganda has credit facility contracts with these healthcare service providers. However, there are a number of facilities in the different regions and districts which are closer to the Volunteers and meet the minimum standards of care. Volunteers have been accessing these facilities for primary care services with the Peace Corps Medical Officers overseeing the process.

Peace Corps Uganda is working on having credit facility agreements with these up country facilities in the different regions to facilitate easy access to medical services by Volunteers. Therefore the Volunteers would not necessarily have to travel all the way to Kampala, which sometimes entails 6-8 hours bus rides, for primary care services.

With the two regional offices opening in Mbarara (South-West) and Gulu (North), the medical office plans to have medication cabinets to ensure access to medication by Volunteers in these regions.

RESULTS

Volunteers satisfied with administrative and logistical support provided by Peace Corps Uganda staff has increased to 65% in 2015 from 55% in 2014 (2015 /2014 AVS Reports).

85% of Volunteers reported being satisfied with the healthcare provided by Peace Corps Uganda (2015 AVS Report).



The Safety and Security Unit supports Volunteers by committing to ensure that safety and security risks are mitigated during their service in Uganda. The safety and security support is achieved through sharing timely safety and security information, providing appropriate risk mitigation strategies, effectively responding to incidents and preparing for emergencies among other things. For safety and security, being vigilant on the part of staff and Volunteers is key.

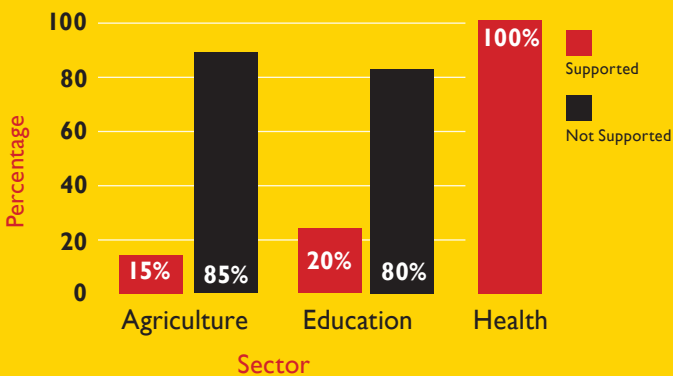
PARTNERSHIPS

President's Emergency Plan for AIDS Relief (PEPFAR)

PEPFAR is a United States of America Government funding for HIV/AIDS. Peace Corps is one of the United States Government agencies that receive this funding and has been implementing HIV/AIDS related project interventions since 2004.

These projects are implemented through Volunteers who are placed with host institutions mainly public health facilities, Community Based Organizations, Faith Based Organizations, schools and institutions of higher learning. PEPFAR supports Volunteers in Uganda in all the three sectors: Agriculture, Education, and Health. The graph below illustrates PEPFAR's support to Volunteers by sector:

VOLUNTEER SUPPORT BY SECTOR:



New PEPFAR Strategic Direction and Peace Corps Uganda Alignment

Through the Volunteers, Peace Corps Uganda has made great contribution towards control of HIV/AIDS as an epidemic at national level. Activities such as sensitization and awareness on HIV/AIDS, condom education and distribution, mobilization of the communities for services such as Prevention of Mother to Child Transmission of HIV (PMTCT), Voluntary Medical Male Circumcision, HIV Testing and Counseling and imparting of life skills through clubs and camps, among others; have been implemented by Volunteers and directly contributed towards HIV/AIDS prevention. Also, as part of economic empowerment through small grants, Peace Corps Volunteers have supported income generating projects mainly to those affected and infected by HIV/AIDS as well as orphans and vulnerable children in different communities.

For more information about PEPFAR activities implemented by Peace Corps Uganda refer to the Health section of this report.

Statistics from Uganda

Currently, in Uganda an estimated 1,502,885 people are living with HIV of which 147,394 are children 14 years old and below which accounts for about 10% of all people living with HIV in Uganda (UAIS 2011). Peace Corps Uganda will continue focusing its HIV/AIDS interventions among young people.

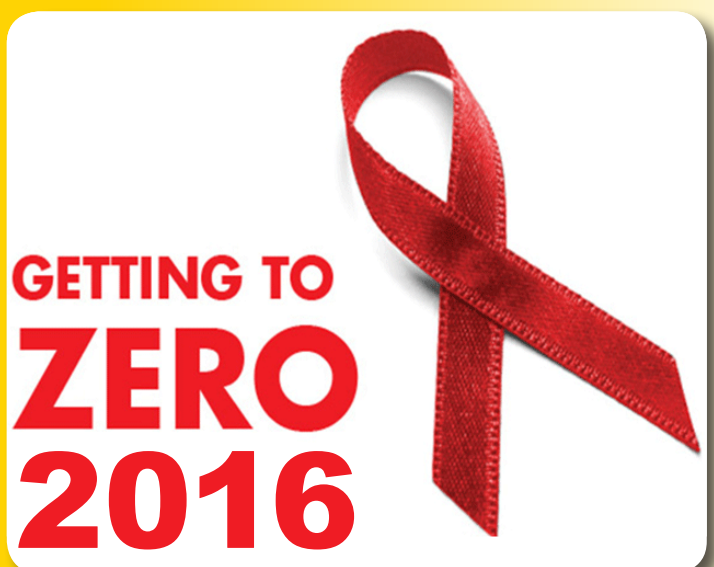
HIV prevalence is significantly higher among young women aged 20-24 than young men (7.1% and 2.8% respectively). Prevalence among 15-19 adolescent girls and young women is 3%, and is more than double among the 20-24 age group. One in every four girls aged 15-19 has begun child bearing, 31% of girls drop out of primary school due to early marriage and 21% drop out of primary schools due to pregnancy. 77% of children experience sexual violence at school (Country Operation Plan 16, PEPFAR SDS).

Peace Corps Uganda believes that when emphasis is placed on the young people, these challenges can be addressed and future generations can become AIDS free. This will ensure attainment of the 90:90:90 UNAIDS goals for epidemic control for Uganda.

Where 90:90:90 means 90% of all HIV positive people enrolled into care, 90% of those enrolled in care to be on anti-viral treatment and 90% of those on ARVs to have a suppressed viral load.

Through Volunteers, Peace Corps Uganda will continue to focus its HIV/AIDS interventions in the 61 priority districts that were identified for scaling up as one of the strategies to address HIV/AIDS challenges in Uganda. Priority populations that include: sex workers, truckers, prisoners, police, fisher folk and commercial motorcycle (boda-boda) riders, will be reached through HIV/AIDS district based trainings.

For more information about PEPFAR economic empowerment case study please refer to development story section under health project in this report.



Development Partners

Peace Corps Uganda works with a number of development partners at international, national and local levels. We extend our gratitude to our partners for their ongoing support to Peace Corps program and projects. Please note that neither Peace Corps Uganda nor any of the below listed partners has authority to bind or act on behalf of the other.

PARTNERS BY SECTOR

Agriculture:

USAID-Uganda (Feed the Future), Ministry of Agriculture, Animal, Industries and Fisheries, The Micro Finance Support Center, Care International, Mercy Corps, Caritas Uganda (at diocesan level), Chemonics, District Local Governments, Non-Governmental Organizations, Faith Based Organizations, Community Based Organizations and Grassroots Farmers' Cooperatives.

Education:

Ministry of Education and Sports (i.e. public government and private primary teachers' colleges and primary schools), National Curriculum Development Center, Mango Tree, School Health and Reading Program, Literacy Achievement and Retention Activity (LARA), Research Triangle International (RTI), Uganda National Examination Board, Multilingual Education Network, Enjuba Spelling Bee, Kyambogo University, Reading Association of Uganda, Kings Volunteers, Raising Voices, Japan's Cooperation Uganda, Books for Africa, Kampala Capital City Authority, DSTV, NTV-Uganda and Serena Group of Hotels.

Health:

Ministry of Health (public and faith based health centers), Seed Global Health, Non-Governmental Organizations, Faith Based Organizations, Community Based Organizations, Mbarara University of Science and Technology, Gulu University, Lira University College, Arua University, Busitema University, AIDS Information Center (AIC) and The AIDS Support Organization (TASO).

Cross Sector Programming Priorities (CSPP)

The CSPP team has worked with over 100 partners and individuals this year to successfully implement trainings, camps and monitoring activities. While we cannot list everyone, we would like to recognize the following organizations for their exceptional contribution:

- Center for Creativity and Capacity Development
- Young African Leadership Initiative (YALI) Uganda
- Century Entrepreneurship Development Agency (CEDA) International
- Girl Child Network Uganda
- Northern Uganda Hip Hop Culture (NUHC)
- Vijana Corps
- Youth Alive Uganda



Volunteer Training and Support



Volunteer Training and Support

OVERVIEW OF VOLUNTEER TRAINING

Training events fall in the 27 month cycle: Pre-Service Training (10 weeks for two year Volunteers and three weeks for Doctors and Nurses), In-Service Training (3-4 months on placement, for one to two weeks), Mid Service Training (only for two year Volunteers), Close of Service (one year for Doctors and Nurses and two years for regular Volunteers after placement). Experiential learning is a key training component.

Training Ideas into Action:

Technical Boot Camp

Training has been improving over the years. In 2011, the Annual Volunteer Survey results indicated that only 40% of the respondents felt that Peace Corps Uganda training was effective in preparing them to perform technical aspects of their work.

As one of the ways to improve technical training and subsequently Volunteer satisfaction for the same, Peace Corps Uganda came up with the idea of the Technical Boot Camp which is an intensive, hands-on training with an immediate and regular feedback mechanism. It involves Trainees observing experienced trainers train, after which, Trainees train and also observe fellow Trainees train.

In the whole process, a structured technical observation guide/checklist is used. Immediate and constructive feedback is rendered including action points on moving forward.

Some of the results:

The number of Volunteers who reported Peace Corps Uganda training being effective in preparing them perform technical aspects of their work has increased to 68% in 2015 from 40% in 2011 before Technical Boot Camp was rolled out to the three sectors (AVS Reports).

The number of Volunteers satisfied with staff support for project specific technical skills has increased to 71% in 2015 from 26% in 2011 (Before Technical Boot Camp) (AVS Reports).

The percentage of Volunteers who reported being effective in transferring knowledge and skills to members of their host communities has increased to 71% in 2015 from 45% in 2014.

Reports from site visits indicate that Supervisors, Counterparts and primary beneficiaries such as pupils are grateful for the work done by the Volunteers at their respective sites. A number of Volunteer applications for replacement have been received by Peace Corps Uganda.

The percentage of Volunteers who reported their primary assignment/project being personally rewarding has increased to 75% in 2015 from 64% in 2014 (AVS Reports).

Satellite Training

Initially, Homestay families speaking the target languages were identified around Kampala and Trainees were attached to them to learn the language and culture. However, most Homestay hosts were of the working class and as a result, the Trainees would not have adequate and quality time with them to learn both the target local language and culture. In addition, being city dwellers, most Homestay hosts tended to speak English in their families and their local language proficiency was low compared to what would be expected of native speakers.

With all these challenges, the Trainees had difficulty in learning the local language and culture. This resulted in low pass rates and grades in the short run and ineffective Volunteer community integration in the long run. For example in 2011, only 23% of Volunteers who responded to the Annual Volunteer Survey reported Peace Corps training being effective in preparing them to use the language needed in their work and community. This indicated a very low Volunteer satisfaction level.

As a strategy to mitigate language learning challenges, Peace Corps Uganda came up with the idea of the satellite language training. Satellite language training involves identifying, preparing and following up Homestays in the different language regions where Volunteers will serve. Trainees spend four weeks with Homestay families during which they live, share meals and interact with the members of the family and community, including participating in domestic chores such as cooking and cleaning. They attend community functions such as burials, weddings and cultural introduction ceremonies and also dress in traditional attire among others. During the satellite training phase, Trainees commute from Homestays to a central training center within the region for language instruction by experienced Peace Corps Language and Cross Cultural Facilitators (LCFs). Trainees take the mock and final Language Proficiency Interviews by certified testers.



Trainees during school based training



Trainees learning basic survival skills

Some of the results:

The number of Volunteers who reported Peace Corps Uganda training being effective in preparing them use the language needed in their work and community has increased to 72% in 2015 from 23% in 2011 before satellite training (AVS Reports).

The number of Volunteers who feel integrated in their communities has increased to 69% in 2015 from 37% in 2012 (AVS Reports).

81% of Health and Agriculture Trainees and 74% of Education Trainees for the 2015 groups rated the satellite training 'very good' and 'excellent' (2015 Training Debrief Report).

The Trainee Language Proficiency Interview pass rate in the last four years has increased to an average of 90% from 67% in 2011 (Base year before satellite training was introduced). For the first time ever, five Trainees in two years (2014 and 2015) attained Intermediate High Level and in 2016, one attained Advanced Low.

Technical Immersion

Although issues like community entry, conducting needs assessment, lesson planning and facilitation are covered during the Technical Boot Camp, the Trainees get a real feel of what happens in the field by shadowing a serving Peace Corps Volunteer, who acts as a Technical Host. After the Technical Boot Camp, the Trainees get an idea of the realities on what will happen when they go to their sites and the Technical Immersion serves this purpose.

Technical Immersion is an opportunity for the Trainees to shadow a current Peace Corps Volunteer in the field in order to gain an understanding of what their (the Trainees') day to day life would look like at their sites. During the Technical Immersion week, the Trainees get an opportunity to practice community assessment and facilitate sessions relevant to the sector with a local community. In this activity, the Trainees conduct a community needs assessment with a group(s) and work with Counterparts, community members and Technical Hosts to develop lesson plans, which they then facilitate. Feedback is then given by the Technical Host and Counterparts about the sessions by the Trainees. Additionally, the Health and Agriculture Trainees get to complete a mock Volunteer Reporting Form

(VRF) as hands on reporting practice for the sessions they plan and conduct while in the community.

The Technical Hosts play the role of observers and provide feedback to the Trainees on each lesson using a rubric. The Trainees are supported and assisted to identify the necessary resources for developing community sessions. Technical Hosts demonstrate to the Trainees entering a model activity into the Volunteer Reporting Form (VRF).

The Trainees also tour selected community entry points, depending on the sector (Agriculture or Health). At the end of the week, the Technical Host and the Trainees conduct a small appreciation ceremony for the Supervisor, Counterpart and organization representatives of each community entry point.

Some of the results:

52% of the Agriculture and Health Trainees from the June 2016 group rated Technical Immersion, 'very good and excellent'.

"Technical Immersion has been my most favorite part of Pre-Service Training" One of the Health Trainees from the June 2016 group"

Continuous Training and Learning Assessment

Assessment of the Trainees' learning towards achievement of terminal learning objectives is carried out using a variety of methods that include Language Proficiency Interview (LPI), practice observation and feedback and roundtable assessment, Trainee daily, weekly and overall assessments and trainer assessments.

The Trainees assess training through small groups of Trainee Learning Teams (of 3-5 Trainees) and individual Trainee training evaluations. Constructive feedback is rendered to inform on the effectiveness of the training and learning about what is working and why and what is not working and why. Lessons learned from one training event are used to improve the current and subsequent trainings.

Result: From the November 2015 education group, 80% of the respondents in the final Pre-Service Training rated training evaluations and trainee assessment 'good' to 'excellent'.



Just sworn in GHSP Volunteers



Trainees during swearing in



Ambassador Deborah Malac swearing in Trainees



Just sworn in Health and Agriculture Volunteers



Language Trainers and sworn in Volunteers

Accomplishing Peace Corps Goal One
Help the people of interested countries meet their need for trained men and women.

Background
Peace Corps Uganda program comprises of four projects in three sectors: Agriculture, Education and Health.





the agriculture sector

Background

Agriculture is the most important sector of Uganda's economy. It contributes up to nearly 20% of the GDP, account for 48% of exports and almost 75% of the national employment, and provides a large proportion of the raw materials for industry. Food processing alone accounts for 40% of total manufacturing. Therefore improvement in the sector is necessary and essential to expand Uganda's economy and reduce poverty. However Uganda's agricultural sector faces very many challenges which include: a degenerating environment (soils, water sources, natural forests), rudimentary technologies and diminishing labor input. The Ugandan population has been hit by frequent droughts, landslides and floods that have been a major cause of food and income insecurity for the predominantly rural peasant communities.

In Uganda, Youth make up the largest portion of the population, with over 75% below the age of 30. Over 80% of the population are subsistence farmers. These facts illustrate the great need to engage Youth in agriculture value chain, and to enable those already in agricultural ventures to be increasingly profitable.

From a consumption stand point, achieving a balanced nutritional diet is also a challenge. Whereas a variety of fruits and vegetables are available, malnutrition is highly pervasive amongst Uganda's population especially children. According to the 2011 Uganda Demographic and Health Survey, 43% of the children under the age of 5 are stunted and almost half (49%) suffer from anaemia.

The Community Agribusiness Project addresses key underlying gaps affecting food and income security. Uganda's climate is extremely favorable for agricultural production,

with most of the country receiving two rainy seasons per year. The challenge, however, is less about growing food and more about creating a robust economy that responds to supply and demand. Ugandans know how to grow food. What farmers struggle with is utilizing improved technologies, accessing markets, and understanding principles of business management and financial literacy.

Project Details

Title: *Community Agribusiness Project*
Purpose: *Ugandan community members enjoy sustainable Livelihoods in vibrant local economies.*

Goals:

- Improve Business Development and Personal Money Management.
- Improve Agribusiness Practices.
- Improve Child Nutrition.

Thematic Focus Areas

Capacity building in:

- Improved technology, product development and market access.
- Business management and entrepreneurship skills.
- Financial Literacy, bookkeeping, record keeping and setting up and managing Village Savings and Loan Association (VSLA).
- Post-harvesting handling, value addition and income generating activities.
- Child nutrition and food preparation.

Geographical Focus

The project is currently working in 29 districts across the country. Volunteers are working to support organizations and communities to improve their agribusiness skills and knowledge to enhance Agricultural production and increased revenues from Agriculture.



A Volunteer demonstrating soil and conservation methods

Ideas into Action

- Youth Engagement in Agribusiness
- Agriculture Profile Tool
- Vegetable Gardening Tool

Youth Engagement in Agribusiness

In 2014, an Agribusiness Volunteer came up with an idea to host a localized youth camp to attract more youth to consider employment in the Coffee value chain. The model, which proved to be highly successful, became a best practice. This year marked the third annual Coffee Camp which took place in Rubirizi District. Whereas each camp is unique in its scope and approach, the end result remains the same: empowering Uganda's youth to foresee future in Coffee value chain.

"Camp CRANE" (Creating Resiliency in Agribusiness and Entrepreneurship) empowered 30 youths: 15 male and 15 female with a variety of skills spanning from leadership to agribusiness. Since the three-day training, participants have returned to their schools where they are now sharing their newly gained knowledge with 84 members of four motivated agribusiness clubs in their communities. These clubs are involved in various income generating agribusiness activities including piggery and cereal growing. While Peace Corps Volunteers planned and implemented the camp in partnership with Volcanoes Safaris Partnership Trust, many other community partners contributed resources and expertise, thus making camp CRANE a success.



Participants testing coffee by their olfactory senses

Vegetable Gardening Tool

Over 80% of the Ugandan population is engaged in agriculture and Volunteers have a unique approach to help engage and work with the community in which they live and work. The Vegetable Gardening Tool was developed in 2016 and rolled out to Volunteers during the All-Volunteer Conference. This informative session helped Volunteers understand the vegetables growing cycle as well as small scale climate smart gardening methods. At the end of the session, Volunteers were provided with a Gardening Startup Toolkit to help them set up community gardens.

The Agribusiness Profile Tool

In order to be effective during their two-year assignment, Volunteers must first learn about their environment and host communities. In 2015, the The Agribusiness Team developed a community entry tool to serve as guided community integration. This tool walks new Volunteers through a series of weekly assignments to assist them in exploring various aspects of their communities such as business climate, crop calendar, community map and feeding practices. Over the past one year, Volunteers have reported increased knowledge of their organizations and communities.



Achievements

4,137 caretakers' capacity built in proper child nutrition

3,237 Micro, Small, and Medium Enterprises empowered with business development services

2,718 individual trained in food security related interventions

536 organizations trained in improved food security related technologies

263 individuals assisted to access loans



Demonstrating Coffee value chain



Kitchen Gardening



Double Digging



Saving and Credit



Soap making



Lower Primary Pupils

the education sector

BACKGROUND

The government of Uganda has made big strides towards accomplishing goals and objectives of improving the Education sector. These include; decentralization of governance and management of education, adoption of free Universal Primary Education (UPE) in 1997, Functional Adult Literacy in 2001, expansion of infrastructure in schools, introduction of affirmative action towards the education of the girl child and vulnerable groups promotion of private-public partnerships; and guidance and counselling in schools.

Following the introduction of UPE, enrollment in primary schools increased from 3.1 million in 1996 to 8.4 million in 2013. However, the high demand for teachers was not met, leading to an unsustainable pupil to teacher ratio. A combination with other factors such as high school dropout rate (especially among the girl children), poor teacher welfare, insufficient funds and inadequate facilities and infrastructure, has contributed to the poor performance of UPE schools.

According to the National Assessment of Progress in Education Report by Uganda National Examinations Board (2010), of the 1,098 primary three and primary six pupils randomly selected from all districts in Uganda for the assessment, the findings revealed that overall 57.6% of pupils reached were proficient in literacy in English. Reading comprehension was cited as one of the problems pupils encountered.

Uganda has the youngest population in the world. Of the total population, 48.7% is aged 0-14 and 21.2% is aged 15-24 (Uganda Demographics Profile 2014). Only 25.7% of the population is aged 25-54. It is therefore critical that the younger generation is empowered as one of the strategies for enhancing national development.

Project Details

Title: *Primary Literacy Project*

Education Volunteers work either as Teacher Trainers at Primary



Upper Primary Pupils

Teachers' Colleges or as Literacy Specialists at Primary Schools. They engage teachers and pupils in various literacy interventions.

Purpose: Pupils, pre-service and in-service teachers in Uganda will gain access to personal, professional, and academic opportunities through literacy.

Goals:

- Improve teaching through use of effective, learner centered literacy techniques.
- Increase pupil literacy success through improved literacy and leadership skills and Co-Curricular activities.
- Improve the school community's participation in and support for learning literacy.

Focus area:

Improve reading among pupils through teachers trained in literacy teaching techniques, access to culturally appropriate and relevant learning resources, and safe schools.

Ideas into Action:

Drop Everything and Read (DEAR) Day

DEAR Day is an initiative that was developed as a campaign to promote reading culture among Ugandans. The initiative is carried out country wide with support from the Ministry of Education and Sports in the month of March each year to commemorate the World Literacy day. Participants: pupils, teachers, community members, staff from organizations, community leaders, United States Mission diplomatic staff, and government officials of various capacities "Drop Everything and Read" for 20 minutes. On March 17th 2016, the third National DEAR Day initiative reached a total of 128,000 people across 339 institutions and 47 districts in



Uganda, an increment of over 47,000 participants from 2015. The realization of the high numbers was a result of the grassroots mobilization approach initiated by 13 regional directors (all Peace Corps Volunteers and their Counterparts). In some schools, monthly DEAR Days have been incorporated into the termly school calendars.

Teach to LEAD

Teach to LEAD is a professional development workshop usually hosted at a Primary Teachers' College for Pre-Service Teachers. The workshop focuses on literacy skills, teaching techniques, life skills and strategies to become outstanding teachers and administrators in the future. Peace Corps Volunteers and their counterpart tutors plan and implement the week-long workshop along with Peace Corps staff, community organizations, institutions and motivational speakers.

The first ever Teach to LEAD workshop was held in Shimon and was attended by 56 Pre-Service Teachers, seven (7) tutors and 13 Volunteers and two (2) Peace Corps staff. This year's Teach to LEAD will be a part of 2016 Let Girls Learn Literacy Lab to be held at Ndegeya Primary Teachers' College in September, 2nd to 10th. The workshop will be attended by 79 students, 17 Volunteers, and 13 counterparts from Uganda, Peace Corps Staff from Uganda and Washington D.C as well as Peace Corps staff and Volunteers from The Gambia, Kenya, Lesotho, South Africa, Botswana, Mozambique, Cameroon and Burkina Faso.

Safe schools

The Ministry of Education and Sports came up with a policy abolishing corporal punishment in education institutions in Uganda. The goal for issuing the policy was to create conducive learning environment. Despite

the issuance of the policy, teachers have not been trained formally on alternative options to corporal punishment.

The Primary Literacy Project incorporated a component on safe and friendly schools to bridge the gap. Safe and friendly schools component embraces Positive Behavior Systems that focus on rewarding good behavior rather than punishing bad behavior. Other interventions include reproductive health such as menstrual cycle management for example using locally available resources to make Re-Usable Menstrual Pads and how to use them. The initiative is promoted by counterparts supported by Peace Corps Volunteers.

Uganda Spelling Bee

Spelling bee is an initiative that was developed to promote learners' proficiency in their local language and in English, increase their self-esteem, confidence and public speaking skills. Uganda Spelling Bee currently offers in-service teacher trainings in areas such as learner-centered literacy instructional techniques and developing reading clubs in schools across the country. The spelling bee involves Primary Three local language spelling competition across eight (8) language regions and Primary Four to Primary Seven English spelling competitions. The spelling bee starts at the school level, then district level, then regional and finally national level. In 2016, three (3) pupils from Uganda participated in the Africa regional spelling bee competition held in South Africa and the team emerged 4th overall.

Sign language spelling bee competitions

"The first-ever Sign Language Spelling Bee for Primary Four to Seven pupils with hearing disabilities brought together 23 pupils to compete in a spelling competition using Uganda Sign Language to spell words in English. This was a great event to support literacy and Uganda Sign Language".

From One Side to the Other

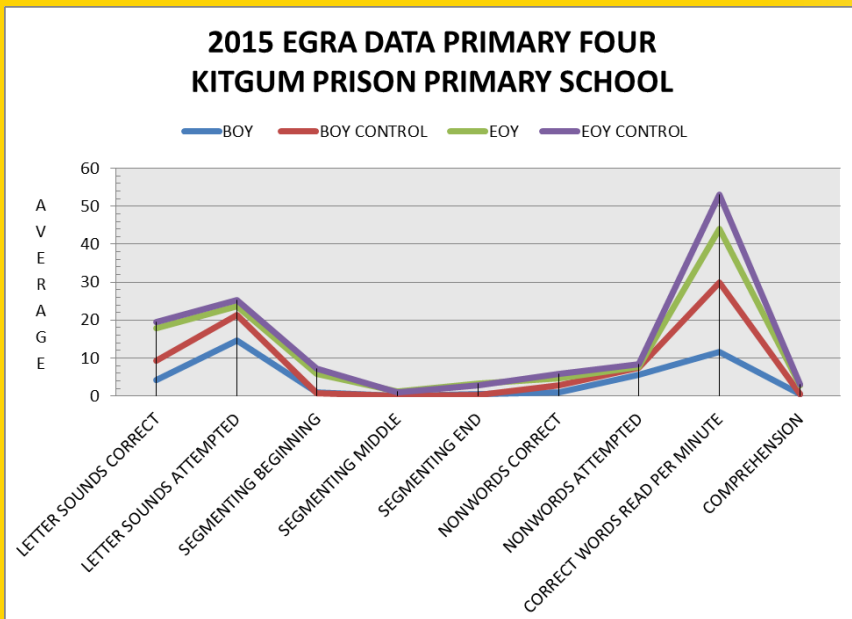
I made a batch of no-bake cookies and bought a crate of soda for my teachers to celebrate my one year anniversary of living in Kitgum, Uganda and working at Kitgum Prison Primary School. They gave me some hugs and proudly sang happy birthday to me which was a little weird but I'll take what I can get. Three months ago if you had asked me how I liked serving in the Peace Corps, I probably would have said "it's a struggle to get through each day" or "I have no idea what I'm doing" or "it's often miserable."

I couldn't tell you how many times I have experienced complete frustration or despair over the past year. The teachers at my school had formed entirely unrealistic expectations. They assumed that I would teach all 996

pupils how to read in six months and develop the library before the end of term two. When I didn't accomplish these tasks, they treated me with disrespect, did not want to work with me, and called me a "failure." Worst of all, I felt like I wasn't doing enough and that I didn't deserve to be here in the first place. Then one afternoon during term three, I sat under the tree at my school to work on my Early Grade Reading Assessment (EGRA) report. We administer the assessment at the beginning of the year and the end.

I first administered EGRA to 215 pupils (learners). It was one of the most frustrating experiences of my service because almost every pupil scored zeros across the board and I had little confidence that I would be able to do anything about it despite the training I received before I was sworn-in.

CHARTED EGRA DATA KITGUM PRISON PRIMARY



At the end of the year, I assessed the 36 pupils in my small reading groups and another 20 for extra measure and the results amazed me. At the beginning of the year, these children were reading on average 11.5 words per minute. Now, they are reading 42.4 words per minute (269% growth registered). In February, they could correctly identify an average of 4 sounds on the letter sound section. Ten months later, they can identify 17 sounds (325% growth attained).

“The day I sat under the tree to compile the data I collected was perhaps the best day of my service. I created charts for my teachers and school administration to show them how the pupils are improving”.



Achievements

5,229	Teachers improved literacy instructional practice
14,891	Pupils accessed reading materials
142,913	Pupils demonstrated improvement in basic reading skills



Library Time



Teach to LEAD



Small Reading group



The Health Sector

BACKGROUND

Uganda has a population of 34.9 million people (Census, 2014), with an average annual growth rate of 3.03%, giving an estimated population of 42.4 million people by 2020. The average household size is 4.7 persons, with a Sex Ratio of 94.5 males per 100 females. An estimated 72% of the population lives in rural areas as compared to 28% in urban centers. 49% of Uganda's population is under the age of 15 and with 18.5% of the total population being under the age of five. In 2015, the population segment aged 65 years and above represented 2.3% of the total population. It is anticipated that as life expectancy improves, the size of this population segment will increase.

The HIV prevalence is at 7.3% (UAIS 2011), with women being high at 8.3% compared to 6.1% among men. Uganda is 95 percent malaria endemic with 5 percent being epidemic prone and malaria remains the leading cause of morbidity and mortality in Uganda especially among pregnant women and children aged five and below. Under 5 mortality rate is 90 per 1000 live births. Fertility rate is 6.2 and contraceptive Prevalence Rate (CPR) is at 26%, which is too low to cause significant reductions in fertility levels. Maternal mortality rate is at 435 per 100,000 live births. (Uganda Health sector development and investment plan 2016-2020).

Project Details

Title: *Uganda Health Project*

Purpose:

Ugandans living in rural, peri-urban, and urban areas will foster healthy behaviors to improve their health status.

Goals:

The project has three goals focusing on:

- HIV/AIDS mitigation.
- Foster improved maternal and child health and malaria prevention.
- Water, sanitation and hygiene promotion.

Focus Areas

HIV prevention with priority populations mainly focusing on the Youth in general, young women, orphans and vulnerable children.

Other areas

- Child nutrition
- Maternal and Child health
- Malaria control and prevention
- Water, Sanitation and Hygiene

Ideas into Action

Regional HIV Trainings

The Combating AIDS Together (CAT) Crew from Peace Corps Uganda is working to implement regional based workshops within the 61 priority districts with the highest HIV disease burden and prevalence in Uganda.

These workshops focus on equipping community leaders with the knowledge and tools they need to return to their communities and work to improve HIV prevention, care and

support. Implementing partners, district health officials, Peace Corps Volunteers and their counterparts and community leaders are brought together to collaborate on effective ways to create an HIV- free generation.

Malaria month

Uganda is hyper-endemic for Malaria, with over 90% of the population living in areas of active transmission year round and ranks third highest in sub-Saharan African countries in number of *Plasmodium falciparum* infections experienced every year.

In response to the ongoing crisis, the Malaria Think Tank was formed in 2012 to spearhead Malaria control and elimination efforts by United States Peace Corps in Uganda. As an advocacy group lead by Volunteers, it strives to inform and influence Peace Corps Malaria programming activities, develop and deliver Malaria training based on the most up-to-date research, facilitate interactions with various stakeholders, and mobilize Volunteers in the fight against malaria. World Malaria Month is a Peace Corps Africa Wide initiative between countries and among Volunteers within each country. In Uganda, the Malaria Think Tank organizes country wide competitions to encourage Volunteers participate in as many malaria related prevention activities with their communities as possible in the month of April. Malaria Month has been implemented for three years in Uganda.

KEY ACHIEVEMENTS/ACCOMPLISHMENTS 2016 Health Sector Accomplishment Data



ACHIEVEMENTS

3,137

Key populations: 1,738 female, 1,399 male reached with HIV prevention interventions.

3,458

Individuals: 1,626 female and 1,832 male received HIV counselling and testing and received their test results.

1,354

Individuals: 1,129 female and 225 male were educated on essential maternal care services.

987

Community Educators/Mobilizers
526 female and 461 male were trained in malaria prevention and control.

Dairy Project Empowers Women

Center for Indigenous Development (CIDE) is an organization based in Mityana District that promotes sustainable livelihood through agriculture and saving and credit. CIDE works with 170 groups each with 30 members. In 2010, the organization received a Peace Corps Volunteer who together with the supervisor conducted a dairy production needs assessment. The findings highlighted the duo challenge of low household milk consumption and low household income caused by four major factors: poor breeds of cattle, poor animal nutrition, poor animal care and management and lack of a marketing system for milk. The most affected were families with women either affected or infected by HIV/AIDS.

Working with the host organization (CIDE), the target communities and local leaders, and after several consultations with organizations that had implemented similar projects, such as Send A Cow Uganda, the Peace Corps Volunteer designed a one year dairy project to address the identified challenges with women as the target group. This project was funded by PEPFAR and the local community to a tune of 66 million Uganda shillings (\$18,850): (50 million Uganda shillings (\$14,280) as PEPFAR grant and 16 million Uganda shillings (\$ 4,570) as community contribution in form of land, building materials and labor). The goal of the project was to increase milk production for both household consumption (nutrition improvement) and surplus for income in families of women affected and infected by HIV/AIDS.

The project adopted “pass on the gift” approach to ensure that as many beneficiaries as possible gain from the project. The approach involved each of the first beneficiaries passing on the first calf or bull after six months to the second beneficiary chosen by the group. Before receiving the calf or bull, the second beneficiary supported the first beneficiary with grass and also kept a keen eye on the cow (acted as watch person and informer).

More than four years after the end of the project, a staff from Peace Corps conducted a follow up visit, interviewed both CIDE staff and some of the beneficiaries. The visit included observing the status of the cows and the standard of living for selected participating families. The findings indicated that 26 first generation beneficiaries received cows. Additional 17 second generation beneficiaries received either a calf or bull. One of the second beneficiaries is ready to pass on a calf to the first ever third generation beneficiary of the project.

Nabukenya Cossy a widow and mother of three is one of the first generation beneficiaries from the dairy project. She received an in calf heifer weighing 280 kg at 1.2 million shillings (\$343). Four years down the road, Cossy’s cow is 490 kg and valued at 3 million Uganda shillings (\$857).



Cossy’s dairy cow and milk

Cossy reported a number of benefits she has reaped from the cow. “The cow gives me cow dung and urine every day which I harvest and use to manure my vegetable gardens, bananas, coffee and other crops. This has enhanced food production at household level”.

Cossy also sells the surplus cow dung and milk. From the sale of milk, she was able to save over 250,000 Uganda shillings (\$71) and bought a manual sewing machine for income generation. Currently, Cossy earns from tailoring about 25,000-30,000 Uganda shillings (\$7-9) per week during the peak session and 10,000-15,000 Uganda shillings (\$3-4) per week during the low season.

“From my income, I have been able to pay school fees for my two daughters and supported my son with university requirements” said Cossy.



Cossy Nabukenya at work with her sewing machine purchased from the sale of milk

Household food and income security have boosted Cossy’s self-esteem. As a leader of a group with 30 members, Cossy has been strengthening the group cohesion.

By the time of the visit, Cossy had already passed on a calf to the second beneficiary. In addition, Cossy will move an extra mile by giving back /donating her third calf to CIDE as a sign of gratitude for the initiative and as part of sustainability and continuity of the project.



Nutrition Training



Hand Washing



Making Re-Usable Menstrual Pads (RUMPS)



Mosquito net demonstration



Regional training on HIV/AIDS

A close-up photograph of a hand holding a stethoscope. The hand is positioned in the center, with the fingers gripping the black tubing. The stethoscope's chest piece, which is silver and oval-shaped, is held up towards the top right of the frame. The background is a plain, light-colored surface, possibly a white wall or a clean table, which is slightly out of focus. The overall lighting is bright and even, highlighting the textures of the skin and the metallic surface of the stethoscope.

**Global
Health
Service
Partnership
Project**

GHSP

Background

Uganda is a country where less than 3,000 practicing doctors are available to treat 34.9 million people. The doctor to patient ratio is 1 per 24,725 people and the nurse to patient ratio is 1 to 11,000 people (NDP 2010/11). According to World Health Organization (WHO), the recommended doctor to patient ratio that was to be achieved by 2015 is 1:600 and nurse to patient ratio is 1:500. Uganda is far from reaching the WHO guidelines and recommendations for health care staffing. According to the Uganda Medical Council, almost 50% of trained and registered medical doctors have left the country in the past 10 years in search for “greener pastures”. In general, approximately 250 health workers leave the country every year and this includes nurses, midwives, anesthesiologists and laboratory technicians. Brain drain and rural urban migration of medical personnel has to large extent acted against the efforts of meeting medical needs of Ugandans.

Details of the GHSP Project

The Global Health Service Partnership is an innovative PEPFAR funded private-public partnership between Peace Corps and Seed Global Health. The partnership was launched in July 2012 and the project has been implemented in Uganda, Malawi and Tanzania. In 2016, the project was expanded to include Liberia and Swaziland.

Seed Global Health supports recruitment and provides technical support while Peace Corps deploys the Volunteers as Peace Corps Response. Based on identified local needs, American nurses and physicians are deployed as educators at public universities in Uganda for one year working hand in hand with local faculty, transferring skills and teaching the next generation of health care providers. The needs are reviewed on an annual basis and positions backstopped accordingly. The Volunteers also support curriculum development activities and provide clinical care in a teaching context for medical and nursing students.

Project Purpose

To increase clinical care capacity and strengthen health systems in Uganda by cultivating the next generation of Doctors and Nurses.

Goal

To build capacity and strengthen the quality of medical and nursing education, ultimately enhancing the quality of clinical care in Uganda.

Focus Area

Improve the quality of medical and nursing practitioners through building human resource capacity in nursing and medical schools.

Ideas into Action

1. Electronic resources/libraries

Through our partner Seed Global Health, the project received a donation of tablets pre-loaded with teaching resources that do not require internet availability in order to access. This came in handy to enable faculty staff and medical students in areas with poor internet coverage especially in the hard to reach universities to access resources in both the classroom and clinical setting. The tablets are being piloted at Lira and Muni Universities.

2. Wound care Conference

Global Health Service Partnership (GHSP) Volunteers together with Ugandan faculty observed a high incidence of trauma through road traffic accidents and burns. As a result, they were seeing a high number of patients with wounds on their wards and notably observed a decline in the quality of wound care and pain management for the patients. To help improve quality of care for trauma and burns, a conference titled “Redressing the Wound” was organized. The conference attracted 200 health workers.



ACHIEVEMENTS

15,065 Clinical and didactic hours that nursing and medical students benefited from.

697 Students taught (351 medical students and 346 nursing students) at three public universities.

33 Courses and Trainings conducted.

11 Volunteers: 4 Doctors and 7 Nurses were placed at 5 Public Universities.

15 year old Girl's life is saved

My first day on the wards was full of excitement and anxiety. I jumped right into the gynecology wards and started rounding with a group of freshly minted physicians (interns who just one month prior completed their medical school training). They brought me to one of their most unstable patients, a 15 year old girl who came the night prior with vaginal bleeding, abdominal pain, and fever. Her pregnancy test was positive, and with gentle but extensive interviewing, she admitted to attempting to terminate the pregnancy with herbal medicines given to her by a traditional healer. It was her first pregnancy and no one in her family knew. She was terrified of judgment from nurses and doctors and waited until she was quite ill from the septic abortion to come to the hospital, alone.

By the time I saw her, she had signs of septic peritonitis (the infection had spread to her internal organs) and required supplemental oxygen. I took her to the theatre shortly after to perform an exploratory laparotomy (a surgical procedure) and “wash-out” the abdomen. Intraoperatively, the infection was severe and probably should have warranted a hysterectomy; but given the fact that she was

only 15, I took the risk and did not remove her reproductive organs, instead opting to return to the theatre to remove them if she worsened. Over the next 10 days, she required two more surgeries to remove the infection in her abdomen and skin. She stayed on the ward for two more months; until she was stable and the incision clean enough to close with stitches. Almost three months after her initial admission, she was discharged home. During that time, I got to know her and her family, rounding on her daily and establishing a relationship that (hopefully) gave her the support and trust in the medical system to seek help when needed.

She came back to visit me a couple of weeks later, with an armful of bananas, and I was thrilled to hear that she was still using long-term family planning and returned to school. She was one of many similar cases I treated over the year, where teenage girls come in a complicated situation, after resorting to dangerous methods and I am grateful she was one of the lucky ones.

Victoria Mui
MD, Gulu University



Dr. Mui

GHSP QUOTES

When asked what kind of doctors they wanted to be, a group of third year medical students responded: “Peace Corps doctors” They further explained that this was because of the qualities the Peace Corps Volunteers had exhibited such as commitment, punctuality, knowledgeable and approachable.

“We hire faculty based on their technical expertise and not their ability to teach. Having an opportunity to share skills in teaching medical and nursing students has really empowered local faculty” Dr. Sam Malinga Dean Mbarara University of Science and Technology.

“The Volunteers have encouraged the aspect of critical thinking among us” One of the nursing students.

“We are encouraged to show up for clinical exposure because we know someone will be there to teach us” One of the medical students from Gulu University.

THE GHSP PLANS FOR 2017

The GHSP Project will continue to work with five institutions across the country strategically focusing on capacity building in six areas; Nursing, Midwifery, Internal Medicine, Pediatrics, Family Medicine, Obstetrics and Gynecology with the highest need and within GHSP’s recruitment niche.

Other plans include:

- In-country expansion to more universities both public and private.
- Long term capacity building and strategic direction of the partnership.

**Global
Health
Service
Partnership
Project** GHSP



Bulamu (Health) Camp



Training



Bulamu (Health) Camp



Volunteers with Host Country Nationals





Cross Sector programming priorities

Background

Peace Corps Global has six Cross-Sector Programming Priorities (CSPP) and Peace Corps Uganda is focused on two areas, namely; [1] Youth as Resources [2] Gender Equity and Women's Empowerment. The CSPP Staff work with staff and Volunteers from the Agriculture, Education and Health sectors to integrate these priorities into the Volunteers' service. This is done through the scheduled Volunteer trainings and in the provision of technical support in the design of related projects as well as in the development of resource materials.

Focus Areas

Youth development, gender equity and girls' education and empowerment.

Let Girls Learn

As part of the United States Government's commitment to Let Girls Learn (LGL), First Lady Michelle Obama and the Peace Corps have formed a powerful collaboration to expand access to education for adolescent girls around the world. The Let Girls Learn initiative will support Peace Corps Uganda Volunteers across all sectors working to build pathways and break down barriers to girls' education and empowerment in the communities they serve. About 40% of Peace Corps Volunteers are assigned to the education sector and over 80% of Volunteers take on a secondary community project, many with a gender or youth focus.

Since March 2015, Peace Corps Uganda has provided enhanced capacity building training for Volunteers and local leaders in target communities related to leadership and community mobilization, gender analysis and intercultural training, as well as linking Volunteers to a broader community of educational and local leaders, tools, resources and best practices. An LGL promotional video is available on

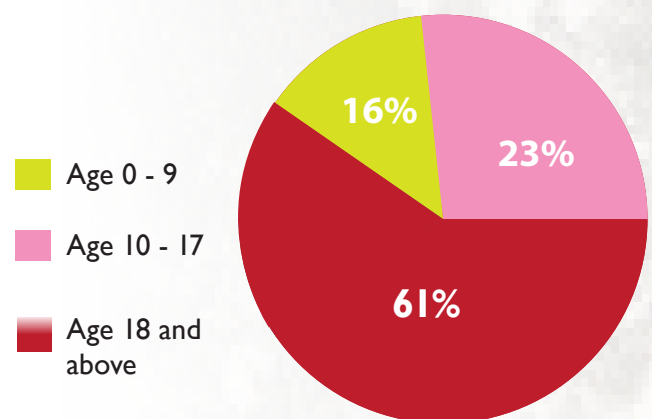
<https://www.youtube.com/watch?v=dLCBUXUL00>.

Youth Technical Training

Peace Corps Uganda invested in training 314 people (approximately 50% female): 66 Volunteers, 66 counterparts, 132 youth aged 10-25, and over 50 trainers. The event was Peace Corps Uganda's second-annual series of regional trainings on Youth and Gender Development and Empowerment.

As a cross-sector initiative, the training addressed Entrepreneurship, Gender, and Healthy Living topics under the focus of establishing and/or maintaining youth-adult partnerships and youth-led clubs. Below is the summary for participation:

Pie chart showing participation for the Youth Technical Trainings by age:



Startup Uganda

This is an idea to promote creativity and entrepreneurship among current and potential Ugandan youth business proprietors. Through technical trainings, camps, and a series of business plan competitions on a regional and national stage, youth are given an opportunity to develop business skills, network with seasoned local entrepreneurs, and potentially find startup funding for their innovative ideas.



Youth Participants and Volunteers during training

Youth Clubs Toolkit

This resource is the fruit of Peace Corps Uganda’s Let Girls Learn Partnerships for Youth Clubs Discovery and Design Workshop, which took place in September 2015. There is a lot of knowledge about youth clubs in Uganda. 44 Ugandan youth leaders and mentors from 22 youth-serving organizations joined with eight Peace Corps Volunteers and several Peace Corps staff in a five-day workshop using appreciative inquiry to discover and design the Youth Clubs Toolkit. The Toolkit has been shared with partners and Volunteers based at schools and organizations in Uganda and globally. To access the Youth Clubs Toolkit, follow the link www.peacecorps.libguides.com/youthclubs-PCUganda:

Youth Clubs

About 70% of the 80 Youth Clubs supported have an active total membership of over 2,100 youth, approximately 50% of which is female.

Youth Camps

Peace Corps Uganda co-hosted ten camps; eight of which were held locally at the community level, while two were held at regional and national levels. In total, over 450 youth beneficiaries were reached. The camps and clubs focused on the areas below:

CLUB FOCUS AREAS

HEALTH (HIV, MALARIA, ETC)	AGRICULTURE / NUTRITION
LIFE SKILLS	GENDER BASED VIOLENCE
LEADERSHIP	WATER AND SANITATION
SPORTS	ENVIRONMENT

Mini-Camps

At each of the seven satellite training sites for Peace Corps Uganda, Volunteers along with local partners and youth leaders who attended the Youth Technical Training prepared and hosted one-day mini “Girls Leading Our World/Boys Reaching Out” camps. These camps provided experiential learning to 46 Peace Corps Trainees during their Pre-Service Training in their respective language regions.



ACHIEVEMENTS

- Youth Club Toolkit.
- More than 2,500 people have accessed the Youths Club Toolkit globally.
- More than 80 Youth Clubs with an active membership of over 2,100 youth (approximately 50% female).
- 314 participants including Volunteers, Counterparts and Youths reached through Youth Technical Trainings.
- 10 Youth Camps Co-hosted.





Cross Sector programming priorities

Development Story: Youth Leaders are Empowered to Teach Camps

One of the key factors required for empowering the youth of a nation is providing them a platform to shine. The Girls Leading Our World/Boys Reaching Out” (GLOW-BRO) Mini Camp held in July 26th 2015 at the Child of Hope School in Mbale Uganda was such a platform. The key actors for the day were Moses Loukai and Priscilla Abeso, Primary 7 pupils. They taught their fellow youths about Gender Equality, Leadership, Girls Education, Reusable Menstrual Pads (RUMPS), HIV/AIDS Awareness, Sanitation and Water Sanitation and Hygiene (WASH).

“Not only were these youth empowered to teach, they demonstrated Youth Leadership skills with confidence while making a positive impact on the lives of their peers”.

Moses and Priscilla both gained a wealth of information for positive change at the Peace Corps Uganda Youth Technical Training (YTT), months prior to the GLOW-BRO Mini Camp. At the YTT camp Moses and Priscilla were well equipped with vital information, knowledge and skills that turned them into Youth animators and leaders.

The organizers of the GLOW-BRO Mini-Camp worked with Peace Corps Volunteers and Trainees, Youth Leaders, Adult Mentors and Campers for a fun day of learning. The camp was held in one of Mbale District’s poorest communities, Namatala, which is also known as the slum of Mbale. It was

selected because the Namatala Community Youth Leaders graciously, passionately and enthusiastically demanded for the empowerment that a Peace Corps Camp can impart.

Twenty primary-level pupils attended the one-day-mini-camp and demonstrated significant levels of learning. When comparing the pre-test (taken before camp) and the Post-Test (taken after camp activities), the total average score from campers increased to an average of 70% (post-test) from 40% (pre-test) as a result of sessions held during the GLOW-BRO Mini Camp. HIV awareness topics showed the greatest actual increase at 80%; while Gender Equality topics had the second greatest actual increase at 75%.

In addition to the knowledge gained in pressing Social, Health and Economic activities, the youth enjoyed creative art activities and sport-centered games.

The Mini Camp empowered the young men and women of Namatala to make a lasting positive change.

“This grassroots effort may have been small in scale, but, the ripple effect will soon grow with each maturing year of our Youth Leaders, Moses and Priscilla. This is change. One person, one community, one nation, finding success with one youth at a time”.



Peace Corps Volunteer Miles Bunch



Volunteers and participants during camp

Gender Poem: On Being a Girl

This poem was composed by a Peace Corps Volunteer to advocate for the girl child in Uganda after watching a man slap a waitress in a restaurant for serving him beans instead of beef as well as telling her she was “worthless”.

<https://www.youtube.com/watch?v=EXDYy24GmQ>

Accomplishing Peace Corps Goal Two

Volunteers contributed to promoting a better understanding of Americans on the part of the peoples served through various activities listed below:

- Celebrated American style holidays such as Halloween, Thanks Giving with Ugandan Host Country Nationals.
- Increased awareness of American culture and diversity through formal and informal settings including group and one on one discussion.
- Celebrated birthdays with Ugandans including baking cakes, preparing American food and playing American music.
- Letter exchange program. Ugandans receiving letters from Americans.

Accomplishing Peace Corps Goal Three

Volunteers contribute to promoting a better understanding of other peoples on the part of Americans through various activities. Some of the proposed ways and means include:

- Speaking about Peace Corps and culture of Uganda at a school or community group in the United States.
- Hosting American visitors and sharing the culture of Uganda including visiting different cultural centers such as *Ndere*: <http://ndere.com>.
- Celebrating Peace Corps week of March 1, the week during which Peace Corps was founded to promote world peace and friendship. To read more about the Peace Corps week, follow the link: www.peacecorps.gov/resources/returned/thirdgoal/pcweek.
- Participating in World Wise Schools/ Correspondence Match (WWS/CM) program. Through World Wise Schools, current Volunteers sign up to be matched with United States classroom. World Wise Schools Program provides a broad range of resources to support participating Volunteers and educators. To read more about WWS/CM, follow the link: www.Peacecorps.gov/wws.
- Pen pal/letter exchange program other than World Wise Schools in which Americans receive letters from Ugandans.
- Posting on personal website or blogs.
Example:
<https://mountainsbeyondmountainsuganda.wordpress.com>
and sharing updates on emails, letters and skype.



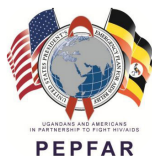
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