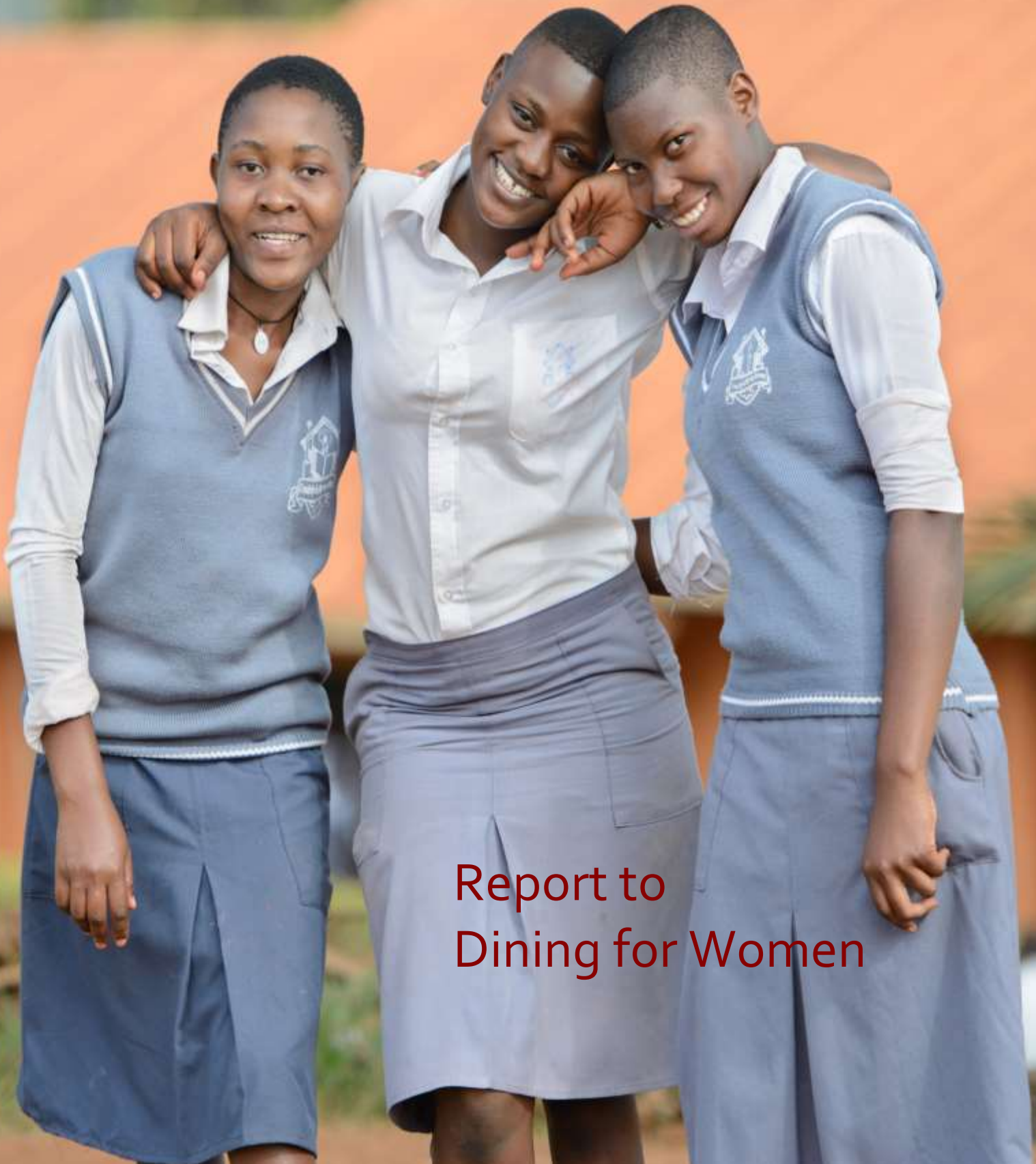




EDUCATE!



Report to
Dining for Women

Information

Organization Name & Address: Educate!, P.O. Box 12302, Denver, CO 80212

Program Title: Scaling a Proven Solution to the Mismatch Between Education and Life After School

Grant Amount: \$15,000

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Project Progress Overview

2016 has been a landmark year for Educate!. Thanks to support from Dining for Women, we reached more young women than ever as we transitioned from a small scale, direct service provider piloting scale into a multi-country organization operating at scale as we continue to expand! We are pleased to share that we are on track to meet or exceed every goal we set out to achieve in our original proposal to Dining for Women.

This year we grew big in Uganda, launched in our second country, Rwanda, and geared up for third country expansion. Educate! is now reaching over 14,000 youth intensively in Uganda and 240,000 youth more broadly through education reforms in Uganda and Rwanda. We've grown from working in just 54 schools three years ago to over 400 schools in Uganda and 120 schools in Rwanda this year. Educate! is so grateful to Dining for Women for providing skills training to 120 girls and contributing to such huge growth. We could not have exceeded our expansion goals without your generous support.

Progress toward Objectives and Outcomes

With the support of Dining for Women, Educate! met and surpassed our objective of working in 350 schools across Uganda in 2016 (updated from our objective of 250 schools in the initial 2015 proposal). Due to increased demand for our model, we expanded from 252 schools in 2015 to nearly 400 schools this year. Total enrollment in the Educate! Experience is over 14,000, with 7,430 (53%) of those youth being girls. We are so grateful for Dining for Women funding which is enabling us to deliver the Educate! Experience to girls at six of our mixed-gender partner schools, impacting 120 girls intensively and a total of 1,050 girls more broadly through Student Business Clubs, peer mentorship events, and community service days. Educate! is providing these young women with the skills they need to be leaders, entrepreneurs, and changemakers in their communities.

Educate!'s program focuses on achieving four outcomes – Improved Livelihoods (increased income and employment); Increased Business and Job Creation; Improved Community Participation; and Improved 21st Century and Business/Employability Skills such as

creativity, grit, public speaking, business planning, financial literacy and savings behavior. Educate! aims to see significant improvement in key indicators immediately after the program and continued improvement within the first few years after program completion.

Educate! is a single project organization and our program model and situation has not changed since the original Dining for Women proposal. We are pleased to share that we are on track to complete the project within the timeframe outlined in the proposal.

The school year in Uganda is a calendar year, so thus far students have completed term 1 and started term 2 in the first year of the Educate! Experience program, which runs for a year and a half. We are pleased to provide the following updates on progress of the program in the first half of 2016:

Leadership, Entrepreneurship, and Workforce Readiness Training:

This year a record number of Scholars enrolled in our Skills Course. In Term One of 2016, 160 Mentors delivered 2,040 lessons to over 14,000 students in nearly 400 schools across the country. Students dove into our skills-based curriculum where they were introduced to topics such as leadership, social responsibility, environmental conservation, problem solving, and project management, and then put these new learnings into practice by leading Community Days at their schools.

Student Business Clubs:

In the first half of the year, Scholars focused on developing the building blocks of a Student Business Club by writing a constitution, electing a president and cabinet, recruiting members, and brainstorming business ideas to launch in July. By the end of the first term, 96%, or 391 schools, had launched their business clubs with an average of 73 members.

In May, Educate! hosted one of our most exciting annual events, the National Business Club Competition. Sixteen of the top student business clubs from across the country – including three clubs from all-girls' schools – showcased the businesses they developed in 2015 and competed for awards in categories such as sustainability, innovation, bookkeeping, and impact. Products on display included soy milk, hand bags, and reusable sanitary pads. This type of practical, hands-on exposure to business creation empowers our Scholars with the skills and experience to succeed in the workforce after graduation.

Bukooli College Sanitary Pads Project

Students from the mixed-gender school Bukooli College were selected to participate in the National Business Club Competition this year for their innovative project manufacturing reusable sanitary pads. The project was developed by a Scholar named



Students at Bukooli College High School show off their product: homemade, reusable sanitary pads.

Betty, who through Educate! gained a platform and the skills she needed to share her idea with her school and community, impacting hundreds of young women.

The Educate! Business Club at Bukooli College saw an unaddressed injustice happening in their community: girls, on average, were missing up to 8 days of school every term when they were menstruating. The students found this statistic unacceptable and set out to make a change. Using the profits they earned from other club projects, the club manufactured reusable, cost-effective sanitary pads and distributed roughly 500 to girls on campus. Not only did they give away free sanitary pads, but they also taught their female peers how to make them, market them, and earn a profit from these activities. The students are proud of being able to utilize locally available materials to provide low-cost essential hygiene products, enabling low-income girls in the community to come to school during their periods. We are so proud that Educate! Scholars are tackling a large challenge like gender inequality in their own relevant, sustainable way.

Youth Business Experience:

Educate! Mentors began their advanced business training through the Youth Business Experience program where they were tasked with tackling one of the most common barriers young entrepreneurs in Uganda face: finding sustainable capital. In the first half of the year, our 160 Mentors (who also deliver the Skills Course lessons to our Educate! Scholars) received training on financial planning, fundraising, and business models, giving Mentors the tools necessary to navigate the many challenges of starting a business.

Success Story: Ambitious Entrepreneur Helping Youth Afford School



As an Educate! Scholar, Pauline developed a successful notebook-making business. To gain a competitive edge, Pauline began producing her notebooks with recycled paper. The strategy's intent was twofold: first, it cut the cost of manufacturing, allowing Pauline to lower the price of her notebooks, and second, the reduced price meant that lower-income students could afford to buy the notebooks and be well-equipped for school. Furthermore, the recycled paper meant that Pauline's notebooks are eco-friendly! Now, Pauline's goal is to expand her business throughout Uganda, to help more families struggling to afford school supplies. Pauline is well on her way towards her goal; she just won 1.3 million Ugandan Shillings (\$400) at the International Labor Organization's annual Green Business Competition! Pauline is a prime example of the tenacious, ambitious young female leaders that Educate! develops.

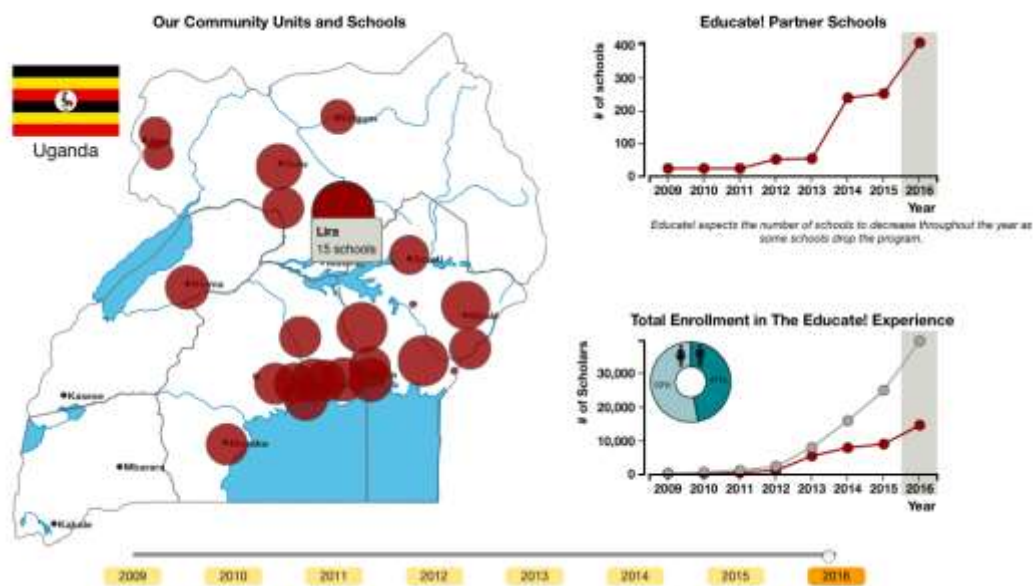
Operational Infrastructure and Funding Update

Since submitting our original proposal, Educate! has experienced international growth, doubled our fundraising revenue, and built the team necessary to support this growth! While we have added many new positions to manage our growth, our leadership team remains the same. Last year, we received our biggest grants to date from the MasterCard

Foundation, Echidna Giving, and the Global Innovation Fund. These commitments enabled us to exceed our goal of launching in 350 schools this year to launch in nearly 400.

Launch of External Dashboard

Educate! was excited to launch an interactive, web-based external dashboard early this year. The dashboard summarizes monitoring and evaluation numbers collected from the field. The dashboard is updated automatically throughout the year on a weekly or trimesterly basis, depending on the data. You can explore the data, play with the charts, and track our progress throughout the course. It is a great way for our supporters to understand the sophistication of our monitoring and evaluation work as well as get up to date information on how our program is progressing.



Challenges and Organizational Learning

One of Educate!'s key challenges in the first half of 2016 has been launching our program in over 94 new schools in a new region, Northern Uganda. Working in this area took an incredible amount of forethought, requiring us to adapt our model to a new context. As the former center of two decades of violent conflict, it is the most impoverished region of Uganda, with high poverty and youth unemployment rates, low economic development, and a lack of access to basic services. Using extensive preparatory groundwork, we adapted our program to meet the needs of this region, including increasing our focus on gender equity and creating strategies for working across remote distances. We are happy to report that our program has launched smoothly in Northern Uganda thanks to these efforts.

Delayed Start of School Year

An additional challenge this year was that the Ugandan presidential elections delayed the start of the school year from late January to late February. Educate! was faced with the challenge of delaying the start of our program, and implementing it over a shorter timeframe. To ensure that our field staff were still able to accomplish their goals over a

condensed time period, we trained them on topics like planning, risk analysis and personal organization to build their skills on how to manage timing and logistical challenges. The delayed start also created a large time gap between our initial Mentor training and the start of the school term. To help fill this gap, Educate! held an additional training with Mentors to recap what they covered earlier. Our staff also encouraged Mentors to work on and implement their personal businesses and community projects, to put into practice the tools they learned during the training.

Gender Build-Measure-Learn Loop

Gender equity has always been an important part of our program design, which has enabled our program to have a proven outsized impact on girls. As our reach has expanded to more rural areas of Uganda, we are now serving girls who face greater gender-based challenges. This year we have developed a gender-focused Build-Measure-Learn (BML) Loop as a tool to test the impact of different strategies to empower girls and to strengthen the impact of our model on girls. BML loops are a type of feedback loop in which we *build* a new or different element into program design, *measure* its impact, and *learn* from the results. BML loops enable Educate! to test programmatic and operational components of our model and to make rapid adjustments based on the results of each loop. We are currently testing the impact of different strategies, such as having gender awareness be the theme of “Mentoring Week,” one of the major annual events in the Educate! program.

Awards and Recognition

[Bill Gates Mentions Educate! in Speech at Nelson Mandela Annual Lecture](#): We're proud that such a dedicated advocate for African youth recognized Educate! as an NGO of young innovators using new thinking in education to prepare youth for the workplace.

[Educate! Highlighted in Brookings Millions Learning Report](#): Out of over 100 potential cases, Educate! was chosen as one of only 14 solutions to become a detailed case study for the Millions Learning report, putting us alongside leaders in education like Pratham, Room to Read, Sesame Workshop, and others.

We have recently been featured by other leading institutions in the global education, social enterprise, and international development fields. We wrote a post for Stanford Social Innovation Review, “[Asking the Small Questions to Support Big Scale](#)”, to share our top 3 most crucial lessons learned with other organizations working to create transformative scale. We were profiled in [a post by Devex Impact](#), a global initiative by Devex and USAID in partnership with top international organizations and private industry leaders. In addition, the [Center for Education Innovations interviewed Loren Crary](#), Educate!'s Director of External Relations, to discuss Educate!'s exciting momentum and her advice for other innovating organizations.

Impact Message to Dining for Women Membership and Donors

Thanks to Dining for Women members and donors, Educate! is reaching over 14,000 youth intensively this year in Uganda with Educate!'s proven skills-based education model, and impacting over 240,000 youth more broadly across Uganda and Rwanda. Dining for Women

has been our teammate in this journey and we sincerely hope you share in the pride of the difference you are making in the lives of 120 young African female leaders and entrepreneurs. These young women, like Priscilla, whose story is below, are being empowered to transform and improve their circumstances by learning to take leadership initiative, start small businesses, and improve their livelihoods, and will ultimately be the leaders and changemakers who drive development across Africa. Thank you for helping us to develop the generation that solves poverty.

Meet Priscilla

Priscilla first got involved with Educate! in 2015 as a secondary school student living in the eastern region of Uganda. After graduating from the Educate! Experience, where she learned entrepreneurship skills such as budgeting, market research, and fundraising, Priscilla launched a peanut butter business. In the beginning, when she had meager funds, she had to ground her peanuts using a traditional mortar and pestle, which was exhausting work. But over time, she generated enough income to afford a grinding machine worth more than \$600. Now, Priscilla sells her peanut butter for about \$2 per pound and with the profits from her business she is able to support herself and pay a portion of her university tuition. After she graduates, she hopes to become a successful businesswoman in the formal sector.



Attachments

1. Photographs of the program depicting the women/girls who have benefited from the grant funds, and confirmation of right to use photos

Several high-resolution JPG photos of the program have been submitted to Dropbox.

Educate! confirms its ownership of these photos and right to share them with Dining for Women as per local law. Consent of all photo subjects has been obtained.

2. Detailed list of all expenses incurred during the reporting period which have been paid for with the Dining for Women grant

Educate! will follow up with the detailed list of expenses paid for with the Dining for Women grant as soon as books close for the first half of 2016.