



QUARTER 2 REPORT 2023

# A door way into the Future

era92) <sup>★</sup>elevate





**Emmanuel Trinity**  
Founder era92 Elevate

## Dear Friends

We hope this message finds you well. We are excited to share key Q2 2023 highlights that showcase progress toward our mission to close the Opportunity Divide. Elevate's Access and Impact strategy centers on enabling more access to drive opportunity, and greater impact to drive change. We seek to maximize the number of young adults who gain access to skills, economic mobility and to change the employment systems and practices that perpetuate the Opportunity Divide to ensure that more young people from underserved communities have equal opportunities. This strategy is coming to life, and we are optimistic for the future of Elevate Academy.

To maximize access, we have evolved our program model to enable more young adults to launch their careers. This year, we are serving over 250 young adults through Elevate programming, Elevate Alumni Relations, and Elevate Professional Placement, our subsidiary placement agency. We are innovating our approach to training, better tailoring it to the needs of young adults and employers alike, and leveraging hybrid delivery through centralized training. We are building upon our already strong relationships with employers, launching our 25 by 25 strategy with a goal to annually place 100+ young adults in work-based experiences at 25 companies by 2025.

We are already half way through our 2023 cohort and we can say it has been an impressive journey so far. We thank God that you are continuously walking alongside us on this journey.

**Emmanuel Trinity**  
Founder



# Reflecting on Q1

This year, we have embraced the theme 'A Doorway into the New Future.' At Elevate, our unwavering commitment remains focused on serving the underprivileged youth within slum communities. Our aim is to provide them with opportunities for personal growth, equip them for a better future, and empower them to bring lasting positive change to their lives and communities.

The journey began on a high note with Q1 as we launched our classes through the Elevate Booth situated in Katanga, one of Kampala's largest slums. This initiative brought together over 80 young individuals, offering them a new path to overcome the adversities prevalent in the slums. Additionally, we welcomed new employment partners like CRDLE, secured an asset financing fund to support students in need of capital and laptops to kickstart their careers, and collaborated with Impact Nations to ensure that students spending their days at our center have access to food.

As we find ourselves midway through the 2023 cohort, it's evident that the journey has been truly remarkable. Our dedication to consistently train these young people aims to tap into their creative potential. These individuals possess remarkable talents and continue to excel in their studies, proving their worthiness of the opportunities they've been given.

With the final quarter of this year's academic period approaching, we anticipate witnessing our students master the skills they've been learning, as they prepare themselves to enter the global job market.

None of these achievements would have been possible without the steadfast support of our partners and supporters, including individuals like you who continually empower us to realize this shared vision.

# Key Impact Q2 2023

2

New Courses

250

Currently enrolled in Katanga  
and Kosovo.

50

Placed in to places of work

23

New Businesses Started



20

Young people recieved Asset  
Financing, Laptops, Cameras.



\$300

Average Starting Earnings of  
era92 Elevate Graduates

5680

Meals provided for young people  
both in Katanga and Kosovo

\$400

Average Earnings of our young  
people placed into work accross  
Uganda



# Voices of Opportunity



# IDEA



## "The Freedom to Create a Better life."

Susan was born in the slums of Katanga, where numerous cases of human and sex trafficking have been reported. Many young people her age are known to be trafficked due to their desperate need to find work. Unfortunately, Susan fell victim to this situation when she was pressured by her mother to find a job.

One day, through a connection of a mutual friend, she was promised a job that would turn her life around—a better-paying job with improved working conditions in Nairobi, Kenya. With great excitement, she packed up all her belongings and bid farewell to her beloved mother.

However, Susan's story took a tragic turn. She was sold into sex trafficking by a group of mafias from South Sudan. At a pick-up point, she discovered that she was not alone; there were 15 other girls of the same age. They were crammed into a car with tinted windows that could seat 15 people and began a journey. About an hour into the journey, they were drugged and lost consciousness.

Before being sent to Kenya, these girls were used for testing purposes by the traffickers to determine who could work and who couldn't. After enduring unimaginable horrors, a selection was made, and 10 girls, including Susan, were chosen to continue their journey.

When Susan regained consciousness, she realized she was one of the chosen ones and that her story was headed toward an unexpected outcome. At this point, nobody knew her whereabouts. Fortunately, during this ordeal, IJM (International Justice Mission), an organization dedicated to combating human and child trafficking, was on a mission to track the van. The van was ambushed, the armed men fled, and Susan was rescued.

Upon her rescue, Susan faced profound trauma that made it difficult for her to trust anyone. During this time, we were in Katanga attempting to recruit students for the Elevate program. Susan's journey to healing has been arduous, but she has made progress. The program has equipped her with marketable skills, particularly in graphic design. With her newfound skills, Susan has started earning money by taking on projects for the Elevate program. This income enables her to provide food and medication for her mother, addressing the initial reason that pushed her into trafficking.

Susan's aspiration for the future is to nurture her design career further. Through her work, she hopes to raise awareness about the grave issue of sex and child trafficking and to inspire other young girls into the creative industry.





## Rewriting the Odds: A Young Drunkard's Journey to Web Development Success.

Benjamin, like any other young person growing up in the slums of Katanga, was thrust into a life of despair and hopelessness. At the tender age of 14, he found himself ensnared in the clutches of addiction, drowning in a sea of alcohol and drugs. Education became a distant memory, as he roamed the streets with a group of lost souls, all trapped in the same vicious cycle.

But fate had other plans for Benjamin, and it took a life-altering event to shake him awake from his self-destructive stupor. The consequences of an unintended pregnancy jolted him to the core. He held in his arms a tiny, innocent life, a child he wasn't prepared for, and the weight of responsibility bore down on him like a crushing burden.

Gazing into the eyes of his newborn child, he felt a surge of determination he had never known before. He realized he couldn't let his past define his future or that of his little one. It was time to break free from the chains that bound him to his grim reality.

With courage and conviction, Benjamin made a difficult decision – to leave behind his former life of darkness. As he announced his intention to quit drinking, his so-called friends turned against him in a bid to drag him back into their abyss. They schemed to poison him, hoping to silence his resolve forever.

Yet, fate intervened once again, sparing his life when all seemed lost. Despite enduring weeks of pain and struggle, Benjamin emerged from his hospital bed stronger than ever. The brush with death had ignited a fierce determination to embrace a new path, one that led to light and hope.

With a newfound purpose, Benjamin discovered the Elevate program, offering a beacon of opportunity in Katanga's shadows. He swiftly enrolled, finding a lifeline that ignited his passion and taught vital skills.

In just seven months, he defied the odds, securing a job with a Car Dealership in the UK. His role as a data entry assistant was modest, but his unwavering dedication and gratitude marked him as a star. He saw this chance as divine intervention, a second opportunity from a higher power.

In his web development class, Benjamin excelled, exceeding expectations and understanding that this path was not only sustaining him but also securing his son's future education – a dream he once deemed impossible.

Reflecting on his journey from despair to success, Benjamin is overwhelmed with gratitude. Every achievement stands as a testament to his resilience and a beacon of hope for those who lost faith in redemption.

As his story unfolds, he recognizes the birth of his child as the turning point that guided him from darkness. This light led him towards a future filled with endless potential as a web designer. With every step, he carries his past as a reminder of progress and the distance he aims to cover.



# Where are they Now?

## Alumni in Action



Our network of era92 elevate Alumni includes more than 1800 impactful young leaders in workplaces and communities across the country. Their accomplishments are proof of the long-term success of the program, the power of strong partnerships, and the vital role they play in magnifying the impact of era92 elevate.

Since 2015, era92 Elevate has worked with more than 2000 young individuals, successfully securing placements for over 1800 of them in various workplaces. Beyond mere numbers, these represent individual stories of remarkable impact—where young people have become champions of change within their families and communities. In the following series, **"WHERE ARE THEY NOW"** and **"THE IMPACT OF A JOB,"** we proudly present stories of our accomplished alumni.





# Reshima Namagembe

Graduate 2018

## A tale of growth

**Reshima Namagembe**

Reshima graduated in 2018, having been born and raised by a resilient single mother facing physical challenges. Her early life unfolded in the midst of Kampala's most challenging slum, known as Kasanvu.

Despite her mother's disability, she strived to provide Reshima with an education, going above and beyond to ensure her daughter's future. Their journey together continued until Senior 4, when financial constraints forced Reshima to leave school. This abrupt halt in her education left her feeling isolated as her friends continued their educational journeys, leaving Reshima uncertain about her dreams of becoming a graphic designer.

However, a ray of hope entered Reshima's life when a friend introduced her to Elevate, a turning point that set her on a new path. Slowly but surely, her life began to change. Balancing her studies at Elevate with casual work to support her mother, Reshima would undertake long journeys on foot, determined to make the most of her opportunity.



Reshima's unwavering dedication to her craft propelled her to excel, earning her recognition as one of the top students in her 2018 class. With her diploma in hand, she nurtured a dream of establishing her own graphic design studio.

Amidst her journey, Reshima found solace in the encouraging words of Trinity, who assured her that success was within reach if she committed to honing her skills over the next three years. Driven by these words, Reshima embraced her path with tenacity.

Five years later, the fruits of Reshima's labor became evident. A phone call from Reshima to Emmanuel Trinity unveiled a heartwarming achievement – her newly founded Graphic Design Studio, complete with two employees. Her story serves as a testament to the impact of empowerment and opportunity.

At era92, Reshima's journey encapsulates the essence of our mission – not merely constructing a future for our youth, but nurturing them for the future. Reshima's path, initiated five years ago, has kindled a flame that has brought her family out of the slums, providing them with improved housing and enabling her to support her siblings.

Reshima's tale exemplifies the resilience of the human spirit and the transformative power of empowerment. From confronting adversity to realizing her dreams, she stands as a beacon of inspiration to all who encounter her remarkable narrative.



**Reshima setting up her new studio**



# A tale of growth

## Bukenya Junior Jack

Junior dreams of the day he will finally build his own media company and hopefully visit Elevate to share his story, knowledge and skills so that he too, can inspire the next generation of creatives, leaders and community builders.

Junior, who graduated in 2022 works with Dream Television - a media house he became a part of in December - as a video editor and a producer for two television shows 'Vumbula' and 'The Uganda We Want'. He earns sh 1,000,000 monthly.

This job has provided opportunities for him to work with different media entities which contributes to his work experience. Through this job he has been able to buy himself a high tech speed computer, paying his own rent on time, he has been able to expand his networks through media production, he can also now produce his own show and now he has the capability to train interns.

Junior says "he wouldn't have been where he is right now if it wasn't for the Elevate program that took him on and gave him the opportunity to be trained through film and photography which opened doors to achieve my dreams.

**"I am now able to sustain myself and family because of the Elevate programme. - Bukenya Jack**



- Film &  
Photography  
Graduate 2022



# A leader in the Film Industry now!



**KADDU RAYMOND - HEAD OF PRODUCTION DREAM TV**

Kaddu Raymond the head of production team at dream Television says that Junior is passionate, respectful, willing to learn and he is open minded. He extensively adds that Junior has the ability to adjust quickly to new trends and skills in the field. For the time that he has spent with the company he has proved himself worthy by completing tasks given to him effectively.

- Kaddu Raymond





# Ssesanga Sudais

## GRADUATE 2022

Remember Sudais? We shared his story last year and by then, he had graduated from Elevate in the top 10% of his class. What's more? He was among the very first students in his cohort to secure employment.

Sudais is currently working with Industrial Colours as a Production Lead, a company that specialises in branding, printing, signage and packaging - as part of the graphics design and production department. He was able to land this job in 2022 after his internship at the same place. At the time, he was volunteering as a production assistant and a graphics designer.

This job has helped him as a person to grow physically, spiritually as well as improve his skills as a graphic designer where he earns sh.1,800,000 monthly . The future looks bright for Sudais as he sees himself attaining his personal goals and hopes that more opportunities will be available to enable him to grow in his career.

To Sudais this has been a life changing experience because he can now support himself and his family. He continues to look after his family by catering to their basic needs, utilities and education.

He appreciates the Elevate programme for providing the stepping stone that helped model him into a responsible and ambitious young man eager to change the trajectory not just for himself but for his community as well.





“Elevate 360 had the most impact on my career, I learnt how to sale, speak in public and also to lead that those skills have helped me to become a leader in this space in a very short period of time” - Sudais



## GENERAL MANAGER OF INDUSTRIAL COLOURS

“Sudais is very dedicated, a team player and takes advice positively. He has growing fast as a designer, and is also compliant. He ensures that he is among the first people to arrive at work and among the last to leave.” - Pius Ekonga, General Manager Industrial Colors Puis reckons that with Sudais’ dedication and hard work, he is going to be successful. - Kabuye Moses





# The Second half is here

Our second quarter comes with high expectations, and a lot of pressure. That notwithstanding, our young people are flourishing and we plan to maintain that trajectory.

For us at Elevate, it's full speed ahead to ensure that the young people obtain the most market-appropriate digital skills that will offer them the highest return on investment across the globe. We believe this will also enable us to achieve our overall vision of equipping the next generation, providing them with equitable opportunities and turning Africa into the next Digital market for the globe.

## Re-Imagining Education in Africa: Preparing Youth for the Future of Work

For most young Africans, secondary education is the last schooling they will receive before entering the workforce. High quality, relevant secondary education that is accessible to all, can prepare youth to enter the workforce, improve productivity, and spur economic transformation, unlocking a virtuous cycle of both human and economic development.

Building on the success of African governments in expanding access to primary education, opening the door to quality, relevant secondary education is the next challenge. Now is the time to rethink secondary education systems, to ensure youth have the skills and knowledge they need.

Secondary Education in Africa: Preparing Youth for the Future of Work examines the skills, knowledge, and competencies necessary for the labour market. And offers our thoughts and recommendations for how secondary education can better prepare youth to succeed.





# Advancing our Access and Impact Strategy

As we look to the future, we know that one of the greatest opportunities to advance our mission of closing the opportunity divide is by driving significant change across Africa. In order to open the door to opportunity for many more young adults we will increase access to economic mobility alongside maximizing impact on the employment systems that perpetuate this divide.



In 2022, we served 300+ young adults. By 2027, our goal is to create 10,000 skilled Jobs. This radical increase in access alongside the advisory work by Grads of Life will help to mobilize the nation's largest employers to adopt new practices, making a 100x impact on our nation.

Building on our history, expertise, and learnings, we are activating new strategies across our portfolio to advance era92's plans to radically increase access and impact. We believe that now, more than ever, era92 elevate and our community plays a key role in driving practice change within Africa's largest corporations, aiding the growth of the Opportunity Movement.





# Partnering for

## Success

In collaboration with our employer partners, we built upon our success to increase access to economic opportunity and mobility for all young adults on an even greater scale, while bringing value to companies and positively impacting workplaces.

### 2023 Q2 at Glance: Partnerships.



### PARTNERSHIPS IN ACTION

35+

On going Internships

40+

Students Employed

“The era92 Team has displayed a remarkable level of professionalism, speed, and reliability. I believe that their approach has the potential to positively alter the perception of Africa, making it more conducive for Western companies to feel confident about outsourcing work to the continent. It is crucial for more companies to adopt the practices demonstrated by era92. I am genuinely delighted to collaborate with them.



Design Fello



TBWA

Valerie Bowden  
Founder Crdle Africa



15

Employment Partners  
Hosted Elevate Interns

2

New Employment  
Partners



# Financing

# Partner

Last year, we initiated a partnership with the era92 Fund to offer asset financing loans to young individuals who have successfully completed our program. These participants undergo financial literacy training, learning valuable skills such as saving and securing funding for launching their startups. This partnership was established due to the challenges many of our young participants faced in obtaining the necessary financing to kickstart their careers.

To date, more than 70 young people have benefited from this program. Furthermore, we are steadily expanding our reach. In the current quarter alone, we have already disbursed over 20 loans to our program graduates, thanks to the collaborative efforts of era92 Fund and Impact Nations.



Democratizing Capital

**20** Students have received Asset Financing

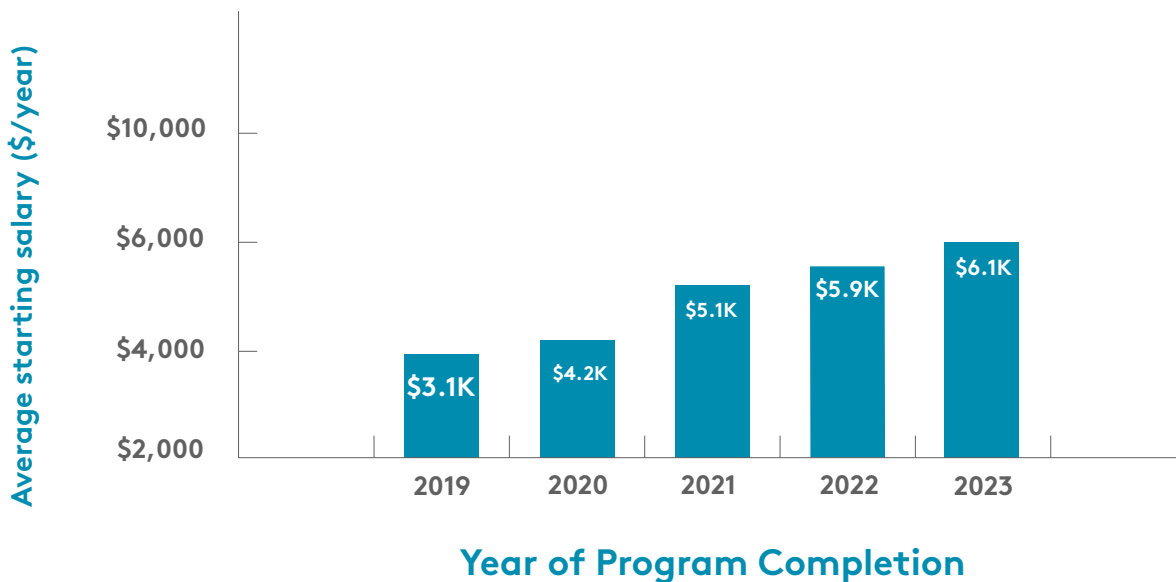
**100+** Students have savings accounts with era92 Fund

# Evaluating our

## Impact

### Average starting salaries for elevate Graduates

era92 is committed to improving our model. Our team of evaluators conducted studies throughout 2022 to ensure we are providing the best, most effective services for our participants and partners.



# 82%

of 2022 era92 elevate graduates were employed within 6 months of Program Completion

# 70%

Of our graduates are the backbone of their families, supporting their loved ones and relatives in different ways including but not limited.

# \$6.1K

As the average starting annual salary, this may not seem like much on a global scale - despite being the highest figure in Elevate program's history. For many of our students, the bittersweet reality is that this is a bigger lifeline than ever seemed possible. Our job and vision is to make this number bigger by connecting them to global opportunities, with your support, that provide the chance for them to earn more.



