



AEIF FINAL NARRATIVE REPORT

Project Name	Alumni engagement innovation fund		
Organization	LEAD		
Location	Southern Province / Huye District /Karubanda Village		
Estimated number of direct beneficiaries reached over this reporting period (current year):	Direct Beneficiaries:		
	Women & Girls:	182	
	Men & Boys:	150	
	Total:	332	
Estimated number of indirect beneficiaries	1580		

Main Deliverables

I. DESCRIPTION IN NARRATIVE FORM THE IMPLEMENTATION OF THE PROJECT ACCORDING TO THE ACTIVITIES ENVISAGED, KEY HIGHLIGHTS AND DIFFICULTIES ENCOUNTERED.
<ul style="list-style-type: none"> Introduction and Background.

The U.S. Government has been supporting many Rwandans to participate into several exchange programs. Most of them (Rwandans) got training in Civic Leadership, Public Policy, Public Management, Education, Energy, Environment, Conflict resolution, Peace and Security, Democracy, Human rights, Community Development, International relations, etc. Some of those alumni came back to Rwanda and they are currently serving the nation from different perspectives. However, their work is not well-visible and documented. The funded project was one among the projects that intends to connect all those people and make sure that the obtained skills serve the community in a measurable way. This was justified by how during the implementation of the project there was a monitoring plan through LEAD aimed at measuring the impact of the skills that the alumni got in the US. Alumni were invited to different meetings to share their skills with the public. All U.S. Exchange programs also were communicated and inspired the youth to also apply and participate in those programs.

The project engaged about 50 alumni in practical projects in different sectors such as sanitation, climate change mitigation, and adaptation, education, health, and capacity-building not only but also the project engaged the political leaders in its program of engaging youth and women in political leadership to have future leaders who are accountable and responsible. Last but not least the project mainly focused on the crucial actions that LEAD was in need to undertake in order to get the legal personality certificate.

- **Organization background.**

The idea to create LEAD came from the profound experience of Rwandan young leaders who participate in the United States Department of States' Exchange program named "Young African Leaders Initiative (YALI), initiated in 2010 by former US President Barack H. Obama.

The first cohort of Rwanda youth leaders became Mandela Washington Fellows in 2014 and participated in the YALI fellowship in the United States. The following year, thanks to the commitment of 2015 Mandela Washington Fellows, and upon completion of the academic learning and internships, as YALI Rwanda was born! It all started with a question of "*How do we sustain the energy, passion, and network into a long-lasting legacy of impactful leadership?*" In 2017, upon recommendation of the U.S. Embassy Kigali, YALI Rwanda was turned into LEAD and was officially incorporated as a non-profit organization. In August 2021, LEAD committee secured an operational certificate from the Rwanda

Governance Board allowing LEAD to operate as local non-governmental organization in Rwanda. But now as we are reporting LEAD was granted Legal Personality in conformity with the Rwandan Law in Kigali, on 19th January 2023 and become a non-governmental organization a registration number N° 869/RGB/NGO/LP/01/2023.

The mission of LEAD is to engage, support, and empower young people to contribute to the creation of positive change through the promotion of education, good governance, principled leadership, and the development of business skills.

III. ACTIVITIES IMPLEMENTATION

- **U. S EXCHANGE AWARENESS CAMPAIGN.**

The U.S. Exchange Programs campaign was organized by LEAD in partnership with the U.S Embassy in Kigali and AIESEC in Huye to raise awareness of the U.S. exchange programs, mainly among young people and professionals. The Exchange Programs are meant for students & professionals to experience Leadership qualities in the U.S. and cultivate long-lasting relationships with their American fellows. We had an aim of engaging 1000 youth from different schools and around the region. As also a part of the program, it aimed to engage different stakeholders apart from students, as potential beneficiaries of the U.S exchange programs.

This awareness campaign was introduced with the aim of running **4** different campaign events at **4** different venues in both Secondary schools and universities which are:

- **UR HUYE CAMPUS.**
- **PIASS (Protestant Institute of Arts and Sciences).**
- **lycées Notre Dame de la Providence, Karubanda.**
- **Petit seminaire Virgo fidelis.**
- **KEY OBJECTIVES OF THE CAMPAIGN.**

The campaign targeted secondary and university students. Besides, we were also targeting their staff since there are exchange programs for professionals. The goals and objectives of the campaign are as follows:

- Increasing awareness of the U.S. Exchange Programs among students and staff, particularly on the benefits of the programs and how to apply for them.
- Understanding how the exchange programs help students and professionals to comprehend more about themselves and the world around them. In addition, how they can gain an opportunity to exchange ideas with their fellows for a lifetime.
- Learning about how the educational and cultural programs support personal growth and lead to a deeper understanding of foreign cultures and improve international relationships.
- Learning about the benefits from additional opportunities such as being part of a large community of the International Exchange Alumni that offers support to alumni of U.S. government-sponsored exchange programs through resources such as International Exchange Alumni, a global online community for current and former USG-sponsored exchange program participants; Alumni Associations in every region of the world; Alumni related events; and Opportunities to give back to your community via volunteering, projects, or mentor programs.

- **KEY ACHIEVEMENTS DURING THE CAMPAIGN.**

1. Increased awareness of the U.S. Exchange Programs among students and staff, particularly on the benefits of the programs and how to apply for them.
2. More than 700+ young students around UR Huye campus and PIASS and their administration were engaged.
3. Promoted the understanding of educational and cultural programs and how they support personal growth of global citizens.
4. Created the space for students and staff to interact to and connect with the program alumni for future engagement.
5. Shared online resources such as YALI online courses that support their personal and professional growth.

6. Established a strong relationship with the campus administrators and other stakeholders that shall enable future engagements.

PARTICIPANTS' FEEDBACK

Hello, my name is Sandra Kanyange, I am a third-year student at University of Rwanda, political science. Within the few days that I heard about U.S Exchange programs, I got a chance to know some of programs that link with my professional future career such as YALI and TECKWOMEN programs. I can't wait to be a part of the program. Look forward to many more similar opportunities to learn more about the programs.

PARTICIPANTS' FEEDBACK

My name is ADOLPHE, U.S Exchange ALUMNI. I am super excited to have engaged in US Exchange programs Campaign organized by LEAD and AIESEC –Huye in partnership with US Embassy -Kigali. As an Alumnus, it was a great privilege to share the personal insights, benefits and experiences from attending the exchange programs. Interacting with fellow Youth who were enthusiastically interested in joining the programs to get life transforming skills that will help them to impact their communities gave me an insightful perception of how bringing the opportunities to the youth is an important gesture. I look forward to many more opportunities to engage with fellow Alumni while impacting our communities.

• I INTEGRATING YOUTH INTO AGRICULTURE

Despite being the backbone and key component of Rwanda's fast-growing economy by employing about 70% of the total population and contributing up to 33% in GDP growth, the agricultural sector is perceived as not interesting for professional career. Most young people perceive this sector as unattractive, a sector full of dirty work with minimum pay or wage as a return. When projecting in the future, the country might not even be able to replace the current aging population of farmers. This is especially true as recent statistics show that 75% of current farmers are

above 35 years of age and 55 years is the average age of a Rwandan farmer. With financial support from the US State Department through the US embassy Kigali / public affairs section. LEAD is working with three selected schools located in Huye. to implement a project entitled “Integrating Youth into Agriculture” that seeks to raise the awareness of employment opportunities available in agriculture.

- **KEY ACHIEVEMENTS.**

- **Establishing farming clubs**

- ✓ Three schools were recruited (Mutunda and Imbazi primary school).
- ✓ 45 students were recruited as member of the clubs.

- **Theory and practical Trainings.**

- ✓ Trainings on Good Agricultural practices and small agricultural enterprises creation45 students were recruited as member of the clubs.
- ✓ 3 gardens were established from each school and 5 vegetables were chosen to farm (Carrots, spinach, Amaranthus, beetroot and onions).

- **Learning Visits between Clubs
from three schools and a visit to a
youth-led agribusiness.**

- ✓ GS Students from Mwurire SC I had a learning visit from Mbazi Primary School.

HARVEST

	G.S. MUTUNDA	E.P MBAZI	G.S MWURIRE	
CROPS	yield (kg)	yield (kg)	yield (kg)	TOTAL OUTPUT (kg)

1	Amaranthus (dodo)	50	70	40	160
2	carrot	125	75	137	337
3	onions	130	102	154	386
4	spinach	324	300	25	649
5	beetroot	259	143	156	558
6	onions/puwalo	115	109	165	389
7	cabbage	0	65	0	65

- **Key challenges encountered and measures taken to overcome them.**
- Dry season have affected some of the gardens at Schools. To overcome these challenges, manual irrigation techniques were adopted (use of watering cans);
- Irrigation of school gardens during the holidays in some schools. Since we started the project a little bit late, students will go in vacation before their crops are mature and harvested, consequently there will be none of the students to water the plants in vacation. So, the projects will look for a part time worker (Preferably the student neighboring the school) for irrigation activities.
- Some seeds did not germinate due to pests and diseases from the soil;
- Limited time for practical activities by students due to the very packed students schedule at their schools.
- **COMMUNITY WORK AND TREE PLANTING EVENTS.**

On 5th November, 2022, Rwanda association of former participants into exchange programs of United State of America, through its supporters conducted a community work 'Umuganda', in Huye district in Ngoma and Mbazi sectors. In this community work, 1600 fruit and agro forestry trees had been planted in order to maintain food security and reduce green gases in the area.

Watch Full Video: <https://www.youtube.com/watch?v=yrg8KQafSuM&t=49s>

US Alumni in Rwanda introduced this program in order to be engaged in Education, Health and environmental program of the country. In this event 'LEAD 'members have conducted 'Umuganda' together with high school students' participants in LEAD programs, Rwanda US Exchange Alumni, US Embassy Kigali, Local Government and community members. A big number of fruit trees had been planted in G.S Mwulire and Mbazi Primary school to support school feeding program and other portion was shared to the community around those schools. We planted 1,600 fruit and agroforestry trees with the target of maintaining food security and reducing green gases.

Butera Martin, forests and natural resource officer at Huye District has appreciated this initiative of LEAD Project, to plant trees by engaging youth and community. He said that planting trees is also among government goal in order to become a green country. He requested citizens to protect those planted trees; he said that trees are very important that's why they have to irrigate them in sunny season. He added that this also is contributing to district development strategy. He indicated that planting fruit and agroforestry trees in this district will play a great role in food security and environmental protection.

Dragon Jamie, Deputy Public affairs from US Embassy in Rwanda in Kigali who attended this community work, he appreciated the program and promise to continue supporting projects which have positive impact to the Rwandan community.

- **TRAINING PEOPLE WITH DISABILITY.**

The Event opened by a self-introduction from both participants and facilitators, during their presentation's participants appreciated the invitation and given a time to mention their expectations and kind of topics they wish to cover during the two days of the workshop.

The executive secretary of Butare Cell, welcomed participants throughout his words he encouraged participants to speak out and fight for their right “**Disability is not inability he said**” He appreciated the collaboration of partners especially those who made it possible to have this training happen.

Dr, Imanishimwe is the US alumni and Executive Director of BIOCOOR a youth led organization working to advocate for biodiversity conservation, climate change mitigation and adaptation, his remarks were reflecting about the ethical code of conduct that young generations should have, especially those with disability, he reminded participants that having disability does not guaranty them to miss behave or have bad manner.

“Dear Youth you are the future of this country do not miss behave or lack good ethical code of conduct because you consider yourself having disability or that you gave birth at young age, that should give you the courage and ability to stand and be self-motivated to give back to your community because you are equipped enough to do so” he said Dr Imanishimwe.

LOVE THE KID’S ORGANIZATION is a nongovernmental organization aimed at advocating and promoting safety family support and access to quality education for every child in Rwanda, which means inclusive education for both people with disability, midwives and etc.... thus during his talk Mr. RUGIRA addis Kamanzi reminded participants that it their right and responsibility to go to school and to advocate where they found the kind of people whom they think are left behind due to their background, disability etc....

In his words he said *“Even though you have a disability, that does not make you disabled. it gives you strength and power to plan, stand and fight for a better future and this comes with education because education is key to success, the journey is long yes, but you are not alone love the kids is here, LEAD is here, BIOCOOR is here and more other, around you. you young girls giving birth at young age isn’t a crime, more chances, bright future and more beautiful opportunities ahead are awaiting you so your time is now because tomorrow is not promised”.*

Day two which was also the last day of the workshop started by a warm up and recap of what covered during day 1 sessions. The practice and methodology were as the same as the first day, however during the second day participants were given a platform to share their experiences and though about inclusive educations, equal opportunities and lesson learnt from previous discussions.

Through sharing her experience Alice was telling her fellow youth that a number of opportunities for people with disability are there and reminded them they should always look clean and smart for them to be considered and trusted by those who offer jobs and opportunities, she encouraged them to go to school for those didn't and to support each where necessities, she said that she was a teacher but due to good code of conduct she has got new well-paid job.

Participants were also trained on biodiversity conservation, Agro ecology and climate change mitigation and adaptations. He tells them that at all the corners of this Country, we have the biological diversity that deserves to be conserved due to the ecosystem services they provide to human beings. Many adult people take ecosystem services as guaranteed.

He reminded them that as young generations their role includes also in advocacy of the biodiverse because even at their home Children interact with biodiversity every time and some of them kill the animals and damage plants for no reason, just kidding and when adult people see them, they don't even forbid them from doing that bad action or explain to them the role of the biological diversity they kill or damage. Animals and plants become victims and die silently. When those children become old, they suffer from what they did and it is sad that some animal and plant species had already become extinct in the wild. The loss to the current young generation was caused by the young generation that was there some years ago. Thus, he said that we all have to be responsible for biodiversity conservation.

- **Lesson learned and recommendations.**
- People with disabilities are able and can do better as others.
- Some of them lack confidence and at some point, have no hope for the future.
- People with Disabilities need to be supported to get their basic need.
- Special programs like sport and other that can bring them together are in needed.
- Workshops and trainings to be organized to keep them updated and equipped with confidence.
- Finance institution to be mobilized to have special loans for the project of supporting people with disabilities.

The EIF grant was used to do the monitoring of the activities conducted under the grant from the US Embassy in Kigali.

a) RECRUITING A PROJECT MANAGER.

Through this project, LEAD Team recruited a volunteer who was responsible to coordinate the whole project and was facilitated with a small stipend, the volunteer is based in LEAD office in Huye District and is responsible for LEAD's daily office activities and receiving guests.

b) LEAD GENERAL ASSEMBLY MEETING.

A general assembly meeting was organized by LEAD team and during that assembly there was an election of new committees as the term for all organization committee was running to end, thus new committee members were elected and approved by the general assembly.

c) APPLICATION FOR LEGAL PERSONALITY.

Also, during this reporting period LEAD prepared and submitted all the required documents of LEAD requesting a certificate of Legal Personality to the Rwanda Governance Board and we were granted with it on **19th January 2023** with a registration number **N° 869/RGB/NGO/LP/01/2023**.

d) SANITATION AND HYGIENE.

This activity focused on behavior change in terms of ensuring hygiene and sanitation culture in Huye District especially in the Sectors of Huye, Maraba, Mbazi and Kigoma. We were projecting our project activities to the strengthening of skills of the population in water resources management, hygiene, and sanitation, and 30 residents got part-time jobs through this project. Before the baseline survey was conducted in all mentioned sectors to collect the data on the needs of people in the environment, natural resources, hygiene, and sanitation domains. The environment, hygiene, and sanitation cooperatives

and clubs were involved in the project implementation and we believe that this had strengthened their initiatives by building their capacity.

Apart from these activities, regular sensitization meetings were carried out to involve all categories of population and surrounding areas; this activity took place at the public areas such as nearest schools, administrative offices, and so on. We have raised awareness in fighting against inappropriate methods in water treatment, water-borne diseases, and malnutrition. There are some people who don't have toilet facilities and we had tried our best to change their behaviors and make sure they build them.

Due to implementation of this activity, different activities about family hygiene, water use, and sanitation will help the population to have good health. Hanging posters on hygiene and gender issues to get awareness for Water facilities monitoring; Organized workshop-debates on topics of "natural resources management, hygiene, sanitation, gender balance in water resources monitoring and the Water Law.

e) CAPACITY BUILDING OF ENVIRONMENTAL MANAGEMENT COMMITTEES.

At this step, the members of the environmental management committee were trained on the following topics:

- Mobilization and sensitization, strategies and approaches,
- Importance of water its use and management,
- Hygiene and sanitation, and integrated biodiversity conservation and human health.

f) SENSITIZATION MEETINGS.

These activities were performed by holding a different meeting with the students and other populations through public meetings in the community work (Umuganda) and at schools.

g) PROMOTING GIRLS' PARTICIPATION IN STEM

On Friday 29th September 2023, in Huye district, 'LEAD Association' in collaboration of 'BIOCOOR', trained women and girls (especially youth) on how they should exploit the Technology for production and development instead of losing while using technology. Also, they were trained more about Science, Technology, Engineering and mathematics 'STEM'.

Article:<https://theforefrontmagazine.com/huyelead-is-empowering-girls-and-women/>

Video /Kiny:<https://www.youtube.com/watch?v=-JiN2O2cq-M&t=767s>

<https://www.youtube.com/watch?v=abmSO1S1rbs&t=1354s>

https://www.youtube.com/watch?v=_BFLox5q6yU&t=846s

Audio/Kiny:<https://www.youtube.com/watch?v=abmSO1S1rbs&t=1354s>

Link:<https://www.youtube.com/watch?v=yfz32g2uPdY&t=91s>

Online/Eng:<https://twitter.com/ChristopheUwiz/status/1708440533226438876/photo/2>

On that day, 35 participants including girls and women from different region of the country have been trained. After this training, they have taken new initiative of exploiting technology and STEM in their development. They appreciate this program of 'Lead association'.

Diane Mugwaneza from IPRC Huye, who attended the training, she said: "we have studied many things. We have interacted and exchanged ideas with doctors like Dr. Ange and Dr. Glorioso and an experienced journalist. They have shared us more important ideas which will guide us in our life. The important thing that I have got is to create our own jobs, being confident and to be engaged in Science, Technology, engineering and so on. So, what I am thinking now, I am capable. I can do everything. Also, they have mobilized us to use our mobile phone in a good manner instead of using internet in unproductive things; we have to use it by generating money. We have to lead internet instead of leading us.'

Akimana Janvier from Gatsibo also who attended the Training said: 'Today's training is very good. They have offered us important motivating ideas which can change our live. In brief; everything was good. They have taught us to feel confident when you want to do something new.'

Those 35 girls and women said that they understood the value of STEM in development process and decided to be engaged. Also, they learned more about networking, where some of them took the initiative to stop interacting with unproductive friends.

Video /Kiny: <https://www.youtube.com/watch?v=h50XPzBNMA>

Annonciata Byukusenge, a woman journalist who shared them her experience in exploitation of Internet said: 'Today, your mobile phone and internet may help you to change your life and reach your goal by networking, connecting and making

applications instead of spending more time on unwanted social Medias. She added, few days ago I was among those who represented Rwanda from Sweden due to internet. And you, you achieve this and many things’’

Dr. Gloriose Umuziranenge, the trainer, said: “The problems we are experiencing now, as women and girls we have to think big and engage in innovation and creativity thought critical thinking. It is important to insert STEM in our knowledge. Also we have to encourage our children to study it.

Video /Kiny:https://www.youtube.com/watch?v=_h50XPzBNMA

h) ALUMNI LED NGOS RETREAT ON THE MANAGEMENT OF NGOS

Thursday 28th September 2023, in Huye district, Ngoma sector, Butare cell; 21 Leaders and CEOs from Local Governance, Private and Civil societies were trained by ‘LEAD Association’ in collaboration of ‘BIOCOOR’, on how ‘Good Governance and Leadership’ should be applied in their institutions for success.

Article:<https://theforefrontmagazine.com/huye-local-private-and-civil-societies-leaders-appreciate-the-trainings-they-were-offered-by-lead/>

Audio/Kiny:<https://www.youtube.com/watch?v=eIsRXkHG21M&t=80s>

Online/Eng:<https://twitter.com/ChristopheUwiz/status/1707523308097294553/photo/2>

The Trainees were happy to get this kind of training because they said that the skills and knowledge, they got are very important and will guide them in their daily work.

Christophe Ishimwe, one of participants from Rwanda Forestry Nature Conservation Student's Association (RFNCSA) said: "I highly appreciated to be invited in this program. I thank you for thinking on my University (University of Rwanda). I am very happy to attend this program. I am inspired. What I have learned here is that a good Leader should have a transformational leadership." Other Trainee who talked to us added that: "I have learned that something which seems to be impossible should be possible. So as leaders, we have to be examples of transformation everywhere we are."

Mizero Jean Felix, a Trainer, said that the changes you bring in your institution, define your Leadership capabilities. He also encouraged the trainees to exploit the Technology positively. He added: "You Leaders! In your daily activities you use Technology. So, what you have to do is to use it in a right way. In today's World, Technology is leading us. But, once you use it in a bad way, you fail instead of gaining."

Dr. Ange Imanishimwe, a LEAD Member told the participants this program was initiated to train Leaders in different levels such as Local governance, Private sector and civil societies in order to boost their capabilities in Leadership and Governance. He said: "We based on youth who had been founded nongovernmental organizations and those who started their own companies and Leaders of cooperatives to teach and train them on how good governance and Leadership should be applied to get success. So, in this program, we have discussed more things. We looked where they are and where they want to be, by showing them real ways to achieve their goals to develop themselves, the country, continent and the World in general."

Link/Kiny: <https://www.youtube.com/watch?v=eIsRXkHG21M&t=80s>

Link/Kiny: https://www.youtube.com/watch?v=jd1_FCsCWGc&t=37s

Within this program LEAD also organized a workshop on “**Disability inclusion in biodiversity conservation and ecotourism in development.**” The project is being implemented in collaboration with LEAD’s partner organizations headed by US alumni which are Love the kids Rwanda organization and BIOCOOR (Biodiversity conservation organization). Thus, **on 23rd and 24th March ,2023** the event was planned to take place in Huye District, Karubanda Cell where LEAD office is located. The participants were the people with disability, and midwives from across Huye District. He reminded them that as young generations their role includes also in advocacy of the biodiverse because even at their home Children interact with biodiversity every time and some of them kill the animals and damage plants for no reason, just kidding and when adult people see them, they don’t even forbid them from doing that bad action or explain to them the role of the biological diversity they kill or damage. Animals and plants become victims and die silently. When those children become old, they suffer from what they did and it is sad that some animal and plant species had already become extinct in the wild. The loss to the current young generation was caused by the young generation that was there some years ago. Thus, he said that we all have to be responsible for biodiversity conservation.

- **Lesson learned and recommendations.**

- ❖ People with disabilities are able and can do better as others.
- ❖ Some of them lack confidence and at some point, have no hope for the future.
- ❖ People with Disabilities need to be supported to get their basic need.
- ❖ Special programs like sport and other that can bring them together are in needed.
- ❖ Workshops and trainings to be organized to keep them updated and equipped with confidence.

i) **ENHANCING ENGAGEMENT IN EDUCATION HEALTH, AND ENVIRONMENTAL MANAGEMENT AND AGRO ECOLOGY**

AT LEAD Agro ecology is about:

Promoting farming practices that mitigate climate change and reduce emissions.

Providing healthier food.

Production of crops and livestock in ways that store carbon and protect forests.

What we consider:

Good knowledge of the landscape: weather conditions soil composition/characteristics,

The needs and priorities of the land owners: needs vary depending on the owners (small holders versus big landowners)

Availability of resources such as labor, capital, etc.

Thus, its environmental protection department and within the aim of promoting Agro ecology in Rwanda, LEAD staff continued its effort of working with agriculture clubs in the secondary schools but also in this month LEAD has been supporting its surrounding communities in Agro ecology and advocacy so that people can adopt environmentally friendly way of doing things as well as in the way of fighting against poverty especially in rural areas of Rwanda.

Key challenges, Lesson learned and conclusion

Dry season have affected some of the gardens at Schools. To overcome these challenges, manual irrigation techniques were adopted (use of watering cans);

- Irrigation of school gardens during the holidays in some schools. Since we started the project a little bit late, students will go in vacation before their crops are mature and harvested, consequently there will be none of the students to water the plants in vacation. So, the projects will look for a part time worker (Preferably the student neighboring the school) for irrigation activities.
- Some seeds did not germinate due to pests and diseases from the soil;

- Limited time for practical activities by students due to the very packed students schedule at their schools.

- **LESSONS LEARNED**

- Theoretical and practical sessions from this project raised students' interest towards opportunities in agriculture;
- Schools are in full support of this project and willing to provide more lands for the activities of the project.

This project has the potential to contribute to the national school feeding program through the provision of nutritious vegetables to the schools

LEAD Team believes that in quotes that says that *“The best leaders are clear. They continually light the way, and in the process, let each person know that what they do makes a difference. The best test as a leader is: Do those served grow as persons; do they become healthier, wiser, freer, more autonomous, more likely themselves to become leaders?”*

Thus, LEAD is committed to keep applying for funds to support the communities in different sectors of life as well as to planting trees by engaging youth and community as planting trees is also among government goal in order to become a green country thus, we are encouraging citizens to protect those planted trees; because they are very important that's why they have to irrigate them in sunny season. We appreciate and very much thankfully for the support of US embassy in Kigali to make this project possible.

- **THE LEADERS PROGRAM**

LEADers Program is a nationwide project which aims to empower of youth through integration of life skills, employable skills, business and entrepreneurship skill, leadership and business management skills, linkages for mentorship and internship/apprenticeship opportunities to increase their marketability and heightened sense of self employment towards economic independence. The LEADers Program will provide leadership trainings, coaching and mentorship, learning trips, national summits & tournaments as well as internship and reintegration spaces to student leaders in tertiary institutions. The initiative combines a highly practical and interactive approach

that targets to reinvent
and transform student leaders.

- **Goal & Objectives of the Program**

- **Goal:**

Activate responsible and transformative leadership, enhanced youth entrepreneurship and employability for institutional, national development and economic growth.

- **Objectives:**

- Catalyze Student Guild Leaders / Councils as leaders of conscious change in their communities both on campus and outside the campus to create a pipeline of Conscious Leaders.
- Pass youth beneficiaries through a cycle that results in a complete transformation by equipping them with deepened perspectives on good leadership.
- Bridge the unemployment gap in Rwanda through empowering and training young people to take initiative and create sustainable businesses;
- Create a critical mass of young entrepreneurs in productive economic sectors for SME development, job creation and inclusive economic growth;
- Contribute to the professionalization of business operations in Rwanda through adoption of sound business management practices, improved access to finance, budgeting and legalities;
- Stir innovation among youth to enable them translate existing and new opportunities into business ideas, and attain a paradigm shift from “job seekers” toward “job creators”.
- **SDG Alignment**

The LEADers Program will contribute to the following Sustainable Development Goals, among others:

- **SDG Goal n° 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
 - **Target:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- **SDG Goal n° 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
 - **Target: 8.2:** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.
 - **Target 8.3:** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
 - **Target 8.6:** By 2020, substantially reduce the proportion of youth not in employment, education or training.

- **Target Group**

Student guild leaders of all Universities across Rwanda.

- **Why Student Guild leaders?**

Statistically, most leaders of today started their leadership journey in their college and University days. Out of 5 leaders, 2 emphasized taking up a leadership role in their youth days. We believe that engaging youth leaders is more strategic as most of them will easily transition into the leaders of tomorrow taking up high offices in government and the corporate world. Mobilizing and investing in them directly means consciously building our leaders of tomorrow today. Also, we believe they benefit more as they have already

kickstarted their leadership journeys.

- **Importance of the Program**

After participants go through our LEADers program, they will experience a 360 change in perspectives and develop the necessary skills needed to drive transformational leadership. We believe the total reinvention and opportunities this program provides will put them on the right pedestal towards a transformative leadership journey.

- **Project Achievement:**

- **An average of 20 students per campus have been trained.**
- Student leaders from participating campuses of the University of Rwanda have been trained using the 7-Cardinal Benchmarks employed during the training.
- During the training campus administrators were engaged as key stakeholders needed for the success of the Leaders Project.
- Activity plan review sessions were organized for campus LEADers to review their annual plan and rearrange their activities in such a way that would ensure success.
- Campus administrators and Dean of Students were engaged to ensure a proper transition since their offices are directly involved with the student leadership and performance.
- Transition sessions were organized for the outgoing and the incoming teams to review the achievements and set SMART goals for the new team.
- Guest speakers were invited to inspire the guild council members at different campus, some of which were former members of the guild council.
- Official handover was organized which marked the end of the out-going team's tenure and a beginning of the new team's term.

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