



PLANNING FOR TOMORROW (P4T) ANNUAL PERFORMANCE REPORT

JANUARY – DECEMBER 2025

EXECUTIVE SUMMARY



Message from the Executive Director

Welcome to P4T's 2025 Annual Performance Report.

With a dedicated team of 152 staff (106M, 46F) — 149 paid and 3 volunteers — alongside our partners and the communities we serve, P4T has made significant strides in 2025 reaching more than 10,000 people.

This year, we deepened our impact across education (728 in nursery & Primary), mental health and psychosocial support (7,585), protection (5000), livelihoods (1551), and health (1,949) — while expanding into 15 new parishes in Kikuube District's host communities. We are proud of what our community has achieved, and offering more education opportunities beyond the primary school.

Daniel Ameny | Executive Director, Planning for Tomorrow Youth Organisation (P4T)

2025 at a Glance



Our Mission & Vision



Core Values



MENTAL HEALTH & PSYCHOSOCIAL SUPPORT (MHPSS)

Pamoja Tunaweza Project

The MHPSS programme enhances the psychosocial well-being of conflict-affected children, adolescents, and caregivers across Kyangwali through evidence-based interventions delivered in partnership with War Child Alliance.

Intervention	Target	Reached	% Achieved
TeamUp (Children 6–17 yrs)	4,555	5,338	96%
EASE Adolescents (10–14 yrs)	1,064	1,040	97.7%
EASE Caregivers	1,064	986	93%
BeThere (Adult caregivers)	2,450	2,247	92%
Community Tales	15	15	100%



EASE Adolescents session in progress at Wairagaza Primary School

Beneficiary Story — TeamUp



TEAMUP — INCLUSION IN ACTION

"TeamUp embraces every child, regardless of their ability. With encouragement from my teachers and TeamUp facilitators, I discovered a new-found sense of freedom and joy. I not only gained the opportunity to participate but also built lasting friendships and discovered more of my physical abilities."

— Byamukama Alvin, Age 6 — Wairagaza Primary School

Alvin was born with a mobility impairment that had kept him on the sidelines at school. Since joining TeamUp, he participates fully alongside his classmates.

Caregiver Story — EASE

"Through EASE, I learned the importance of seeking and accepting help — not just for my children but for myself as well. Instead of reacting out of frustration, I began to respond with understanding and patience. We now live a life filled with love, patience, and understanding."

— Serastine Mugisha — EASE Caregiver, Wairagaza



Team up Sessions at Kisaru P/S and Karuhinda Primary School

PROTECTION & LEGAL SUPPORT

Information Counselling & Legal Assistance (ICLA)

Co-implemented with the Norwegian Refugee Council (NRC), the ICLA project supported refugees in obtaining civil and identity documentation necessary to access their rights and essential services.



Protection Session in Bukinda Community in Kyangwali Refugee Settlement

Intervention	Target	Reached	% Achieved
Information on Legal Stay	350	355	101%
Information on Legal Identity	1,000	1,010	101%
Access to Essential Services	1,500	1,134	76%
Legal Counselling	205	153	75%
Protection & Humanitarian Information	2,730	2,750	101%

Beneficiary Story — ICLA



ICLA — OPENING DOORS TO EDUCATION

"I was offered a sponsorship opportunity by War Child Canada, but was at risk of missing out because names on my attestation card did not match my Primary Leaving Certificate. P4T under the ICLA Project came to my rescue — through timely support, I was helped to obtain a Deed Poll. I am now able to continue my studies without fear."

— Nyichunga Baraka Christophe, Age 21 — Kyangwali Secondary School

Overall, the ICLA project demonstrated strong performance, with most indicators meeting or exceeding targets.

LIVELIHOODS & ECONOMIC EMPOWERMENT

AGILE Project

The Agricultural Growth and Innovation for Livelihood Enhancement (AGILE) project — in partnership with Think IT and War Child Alliance — aims to create sustainable employment and entrepreneurial pathways for women, youth, and refugees across Kikuube and Kyegegwa Districts.

1,551 AGILE Beneficiaries <i>Youth & women</i>	15 Sub-Counties <i>Targeted in Kikuube</i>	138 VST Graduates <i>84% refugees</i>	25 Business Mentors <i>Engaged for market exposure</i>
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AGILE Team visiting a modal farmer — learning and feasibility study tour

Vocational Skills Training Centre

The P4T Vocational Skills Training (VST) Centre equips disadvantaged refugee youth and women with market-relevant vocational and entrepreneurship skills, accredited under the Uganda Vocational Qualification Framework (UVQF/5555).

The centre currently offers UVTAB modular training and certification in 7 trades: Carpentry, Tailoring, hair Dressing, Multimedia, Soap Making, Horticulture, and Phone Repair. Trainings started in December 2024, and so far 138 youth have graduated from the centre in different disciplines.



Hairdressing class — VST Centre



Carpentry & Joinery — VST Centre

Beneficiary Story — VST



VST — A LIFETIME CHANGER

"Before acquiring the skill, I faced depression and sadness — I had no source of income. When P4T-VST gave me skills and a startup kit, I immediately opened a carpentry workshop. I was able to clear debts, support my siblings in school, and save for the future."

— Ajuna Asaba, Age 22 — Carpentry & Joinery Graduate, Kituuti

EDUCATION

P4T Nursery & Primary School



P4T Nursery and Primary School provided access to quality early childhood and primary education to 728 learners. In 2025, the school achieved a historic milestone — acquiring a UNEB Centre Number and successfully administering the Primary Leaving Examinations (PLE) for the first time.



HEADTEACHER'S MESSAGE

"It is with great pride and gratitude that I present the 2025 school performance report. Our achievements are a testament to the dedication of our teachers, the resilience of our learners, and the unwavering support of our partners."

— Kwizera Samuel — Headteacher, P4T Nursery & Primary School

Key achievements include: first-ever PLE administration, improved literacy and numeracy outcomes, infrastructure development, strengthened child protection, and expanded teacher capacity.

P4T Secondary School



P4T Secondary School delivered inclusive secondary education to 221 learners (85.5% refugees, 14.5% host community). The school integrated vocational skills through Project-Based Learning (PBL) in poultry keeping, soap making, chalk making, and tablecloth making.



PBL — LEARNING BY DOING

"Through PBL, I acquired valuable knowledge in poultry farming — rearing, vaccination, hygiene, and marketing. I started my own poultry project at home, earn income, and support my siblings. This experience has made me more responsible, confident and proud of myself."

— Nsabimana Jackson, S.3 — P4T Secondary School

WISK Project — Well-Being for School Children



The Integrated Well-being for School Children in Kyangwali (WISK) project strengthened psychosocial wellbeing and school participation of vulnerable children through talk therapy, scholastic materials support, and home visits.



WISK beneficiaries — P4T Nursery & Primary School



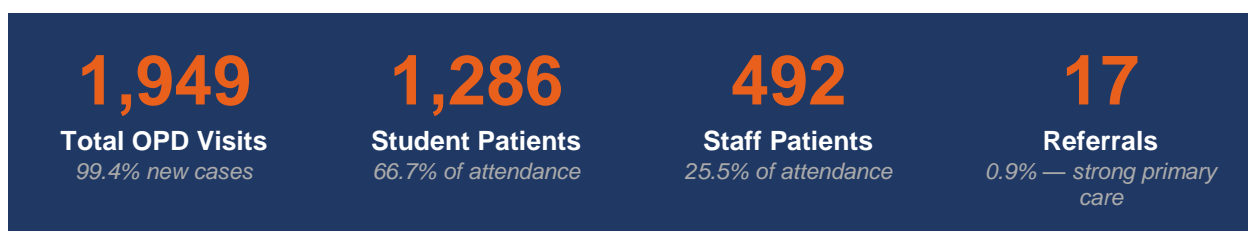
WISK beneficiaries — New Hope Nursery & Primary School

HEALTH & WELL-BEING

P4T Medical Centre



P4T Medical Centre opened in 2025, offering preventive, diagnostic, and curative healthcare services to refugees and host community members. The clinic addresses critical health gaps in a settlement of about 160,000 people.

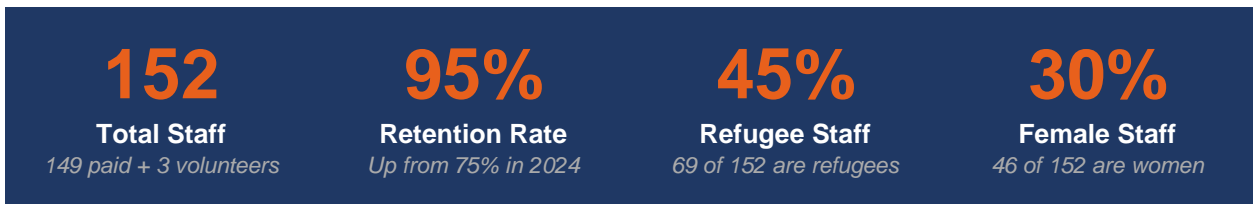


<p>Key Observations</p> <ul style="list-style-type: none"> • Clinic primarily serves students — confirming school-based health role • Female staff utilise services more than male staff • Very low re-attendance rate reflects effective treatment • Low referral rate (0.9%) confirms strong primary care capacity 	<p>2026 Recommendations</p> <ul style="list-style-type: none"> • Strengthen student health and adolescent-friendly services • Improve community outreach and sensitisation • Introduce follow-up for chronic conditions • Expand to serve 5,000 patients annually
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ORGANISATION & PARTNERSHIPS

Our Team

By the close of 2025, P4T had a total workforce of 152 personnel — 149 paid staff and 3 volunteers. The team comprises 106 males and 46 females, including 82 national staff, 69 refugees, and 1 Nigerian volunteer. P4T achieved a commendable staff retention rate of 95% in 2025, up from 75% in 2024.



P4T Staff — Annual General Meeting & End-of-Year Party, Kabalega Resort Hotel, Hoima City

Stakeholder Engagement & Partnerships

P4T actively engaged partners and stakeholders across all programme areas in 2025, deepening relationships with local and international organisations.



P4T Senior Management engaged in discussion with OPM — Kyangwali Refugee Settlement, AGILE Project coordination

War Child Alliance	Norwegian Refugee Council (NRC)	Belron Ronnie Lubner Charitable Foundation	Office of the Prime Minister (OPM)
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Altenburg Foundation	School for Life Foundation	Partners for Equity	African Leadership Academy
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Monitoring and Learning Visits

- MCC Regional Education Exchange Visit by MCC Education Partner staff from different African Countries and a senior member from Canada
- Partnership Due Diligence Visit by Partners for Equity
- GIZ Team Field Visit to AGILE Project
- MCC Documentation Team visit to WISK Project
- Partnership Courtesy Visit by the Altenburg Foundation
- Technical Support Visits by Brian from the Altenburg Foundations
- Participation in International Events like
 - The European Humanitarian Summit at The Square, Brussels, Belgium, in in May 2025 (Executive Director)
 - ALforEducation Gathering at the African Leadership Academy in Johannesburg, South Africa, in August 2025
 - MCC Regional Education Exchange Visit to Harare, Zimbabwe (WISK Project Manager)
 - 1 month Peace Building Training in Bujumbura, Burundi (WISK Project Manager)

STRATEGIC DIRECTION 2026

Building on the gains of 2025, P4T's 2026 strategy focuses on deepening impact, expanding reach, and strengthening institutional systems across all programme areas.



1. Education

- Renovate classrooms with child-friendly spaces
- Strengthen foundational literacy, numeracy, and ICT
- Expand school feeding, scholarships and disability support
- Scale Project-Based Learning in secondary school

2. Health — P4T Medical Centre

- Expand clinic to serve 5,000 patients annually
- Scale international medical missions to 3,000 patients every year
- Provide MHPSS in at least 10 schools
- Introduce dental, laboratory, and telemedicine

3. Livelihoods

- Graduate 100 vocational learners in market-relevant trades
- Expand VSLA savings groups to 10 groups
- Launch business incubation and apprenticeship programmes
- Establish private-sector partnerships for employment

4. Protection & Advocacy

- Support 1,000 vulnerable households with humanitarian assistance
- Train 10 CBO and RWC leaders in advocacy and protection
- Establish child protection committees and referral pathways

5. Institutional Strengthening

- Upgrade HR, payroll, and digital reporting systems
- Conduct statutory and donor compliance audits
- Strengthen board oversight and leadership development

6. Gender Equity & Youth Empowerment

- Integrate gender equity into all programme designs
- Increase women's participation in leadership spaces
- Strengthen youth-led initiatives and internship programmes



P4T ECD Graduands 2025



VST Graduation 2025



Career Guidance & Counselling — S.4 Leavers



Planning for Tomorrow (P4T) Youth Organisation

Kyangwali Refugee Settlement | Kikuube District, Uganda

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