



AFRICA WORKS

Strategic Plan 2017-2021



WELCOME

Since 1979, Tools for Self Reliance has been enabling people in some of the poorest communities in Africa to improve their lives through earning a sustainable income.

In earlier years, this focussed on the provision of quality tools, donated and refurbished in the UK, and shipped to the countries in which we work. In the last 8 years, we have developed our model to a more holistic package of tools, training, and business support. The results speak for themselves – over 80% of trainees report increased income within six months of taking part in a programme.

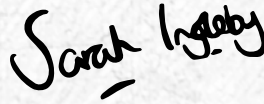
Our previous strategic plan focussed on establishing this approach and demonstrating its effectiveness. We have developed and strengthened partnerships both in Africa and in the UK, consolidated our model and organisational framework, and raised our profile. This new strategy sees us developing more ambitious plans for growth, including a goal to raise £1million a year by 2021 in order to invest more in our work.

This investment is necessary if we are to have a greater impact on people's lives. There is a high demand for technical and vocational training across Africa, which many governments cannot meet. Enrolment in formal training is very low, and informal training opportunities are difficult to deliver in a consistent and co-ordinated way; meaning that few offer high quality training.

Our approach has been proven to make a difference and we will be continuing to develop it, whilst remaining consistent with our core model – training in combination with tools. As well as scaling up projects, adding components such as micro-finance, working with new partners, and extending multi-year projects, we will also be exploring how our model can add value to larger development programmes.

We are determined to meet the challenges ahead, and hope that this overview of our plans gives a meaningful and interesting picture of how our work will develop over the next five years.

I would also like to take this opportunity to give thanks to the very many people who have supported Tools for Self Reliance over the years – each and every one of you has made a difference.



Sarah Ingleby



VISION AND MISSION

OUR VISION: The vision of Tools for Self Reliance is a world free of poverty, where people can use their skills and energies to meet their needs and aspirations.

OUR MISSION: Our mission is to contribute to poverty reduction in Africa by working with partner organisations to empower people to build sustainable livelihoods through the provision of tools and training.



OUR VALUES: UBUNTU

An African word that expresses humaneness, gentleness, hospitality, altruism, empathy and humility.

INTRODUCTION



The single most important investment any country can make is in its people.

Africa is a continent of significant scale and diversity. In recent years it has seen unprecedented rates of economic growth with an increase in foreign direct investment and private sector development.

As Africa continues to urbanise, the need for investment in its people and its infrastructure becomes increasingly important. However, there is no certainty that the double digit growth rate across Africa will take people out of the clutches of poverty, for growth is not always inclusive.

Data driven research indicates that the growth experienced in Africa over the past decades, important as it has been in the fight against poverty, is uneven and confined to specific geographical areas and population groups. This is highlighted by the fact that 80% of people living in poverty in Africa still depend on agriculture as their main source of income.

Unemployment and underemployment in Africa are high; 12% of the continents' population, which equates to 144 million people, remain unemployed. For youth and women this is especially acute.

The exclusion of women, youth, and other vulnerable groups from the mainstream development process comes with its consequences. 70% of Africa's population is under the age of 25 – this is a significant untapped workforce with the potential to play a key role in the continent's growth and development.

For many in Africa, the acquisition of vocational skills is a key contributor to sustainable, inclusive growth, and a prerequisite for economic and social development. Human capital needs to be the key driver of Africa's growth; the time to unlock this great potential is now.

This strategy outlines our commitment to supporting people in Africa to achieve this.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS THAT WE ALIGN WITH

GOAL 4: Quality Education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

GOAL 8: Decent Work and Economic Growth - Promote sustained, inclusive and sustainable

economic growth, full and productive employment and decent work for all.

GOAL 10: Reduced Inequalities - Reduce income inequality within and among countries.



OUR VALUES: EQUALITY AND JUSTICE

We value people for who they are and not for what they are.

OUR IMPACT OVER THE LAST 5 YEARS

97% OF GRADUATES
SAY THE TRAINING HAS IMPROVED
**THEIR SELF-ESTEEM
AND CONFIDENCE**

INCREASED INCOME HAS ENABLED
GRADUATES TO SEND THEIR
CHILDREN TO SCHOOL,
IMPROVE THEIRS AND
THEIR FAMILIES' **DIETS,**
OPEN BANK ACCOUNTS
AND SAVE FOR THE FUTURE,
AND BUY LIVESTOCK AND IMPROVE FARMS.

11,960
HOURS OF
BUSINESS
TRAINING
DELIVERED ACROSS OUR
6 COUNTRY
PROGRAMMES



INDIRECTLY
BENEFITING
50,000
PEOPLE

401,440
VOLUNTEER
HOURS
(ESTIMATED VALUE £2.6 MILLION)
SPENT FUNDRAISING,
COLLECTING AND
REFURBISHING
DONATED TOOLS.

WORKED **WITH 51**
PARTNERS
TO DELIVER **119**
PROJECTS
ACROSS
6 COUNTRY
PROGRAMMES
TO SUPPORT VOCATIONAL
TRAINING FOR ALMOST
15,000 PEOPLE,
INCLUSIVE OF OVER
6,000 FEMALES.

WE HAVE SENT OVER
25 SHIPMENTS
CONTAINING
168,450 TOOLS AND
MACHINES
TO SUPPORT TRAINING
AND BUSINESS
START-UP GROUPS



ENCOURAGED THE
INTRODUCTION OF
**LITERACY &
NUMERACY**
TRAINING AS AN ADDITIONAL
COMPONENT TO
TRAINING
PROGRAMMES

ABCD

90% OF TRAINEES
WE SUPPORT
SUCCESSFULLY COMPLETE
A TRAINING PROGRAMME

INVESTED OVER
£3MILLION
IN PROJECTS ACROSS
AFRICA



OUR VALUES: SELF DETERMINATION

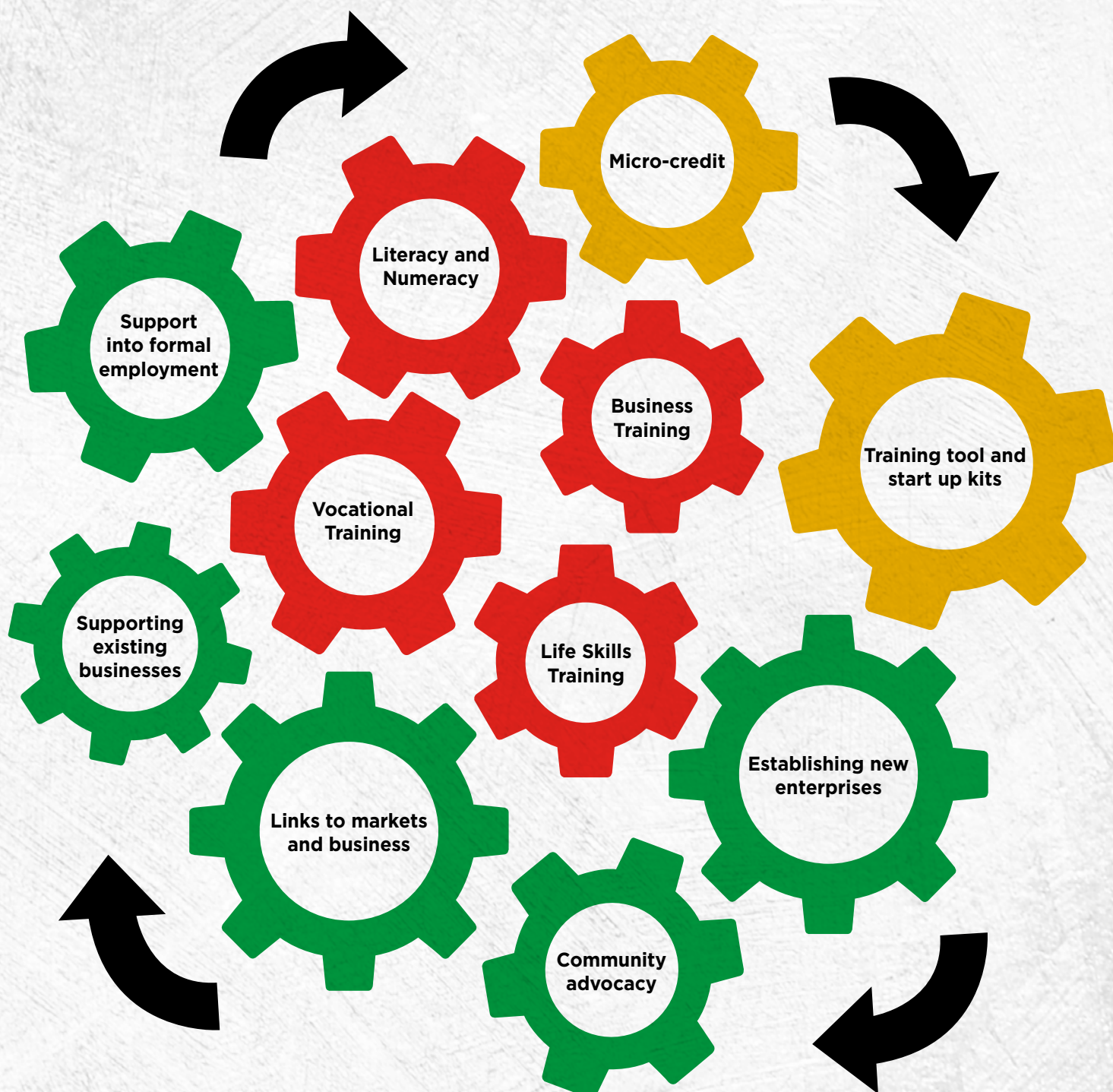
We believe that each and every person has the potential for achievement.

OUR MODEL

Tools for Self Reliance works towards moving people out of unemployment or underemployment and into meaningful, sustainable work.

Our model brings together a number of elements, which we believe need to be in place to enable effective interventions that bring about long term positive change.

We also believe that our approach lends itself to working with complementary organisations to broaden the scope and impact of our work.



OUR VALUES: STEWARDSHIP

We endeavour to be as green and sustainable as possible in all our work.

OUR GOALS AND OBJECTIVES

PROGRAMMES

GOAL 1: We will remain focussed on developing and expanding our core model, supporting people in rural and urban communities to build viable and sustainable livelihoods.

GOAL 2: We will be proactive in building partnerships with complementary organisations, contributing to a cohesive and sustainable project model.

OBJECTIVES

- Deliver 35-40 projects per year, supporting 1,200 people across our country programmes.
- Work with other development organisations to embed additional components into our model, for example – micro credit.
- To support training and business start-up and development, we will be responsive to tool and equipment needs; including ways to resource an increasing demand for power tools.
- Establish an in country office in at least one of our programme countries, to support our partners and the development of projects.
- Work with our partners to support them in the development of their own capacity and ability to respond to changing needs.



IMPACT AND LEARNING

GOAL 3: We will further develop mechanisms to monitor and evaluate project effectiveness and impact, identifying and recognising changing need and enabling continuous learning; and will share what we have learned with our partners and other organisations.

OBJECTIVES

- We will embed tracking methodologies and undertake short and longer term evaluation of our projects to enable us to better understand the impact of our work; and use this to adapt and progress our model.
- We will establish an online resources bank, to share our knowledge and expertise.



OUR VALUES: PARTNERSHIP

Is at the heart of what we do, this involves us trusting each other, empathising with each other and respecting each other.



ORGANISATION AND RESOURCING

GOAL 4: We will continue to build on our robust organisational structure to effectively resource the delivery of our Africa Programme and its activities.

OBJECTIVES

- Increase unrestricted income and diversify our income source, with the aim of increasing our income to £1 million by 2021.
- Build strategic partnerships, including with businesses and similar organisations.
- Grow our supporter base and increase the number of engaged and active supporters.
- Support the development and sustainability of our UK Programme volunteers, and encourage them to diversify the ways in which they work with us.
- Engage with the public and businesses to ensure the continued provision of high quality refurbished tools and equipment.



COMMUNICATION

GOAL 5: We will use an integrated communications approach to highlight key messages and tell people about our work and its impact.

OBJECTIVES

- We will use impact data and evidence from our work to develop a compelling case for support, building credibility and engaging existing and new supporters.
- We will define our key messages and audiences and use relevant media channels to raise our profile at national and international level.



OUR VALUES: PROFESSIONALISM

We strive for quality and efficiency in all we do. Above all we care about our work and the people we seek to empower.



SPREADING THE WORD

We will tell you about how we work and how we use our funds, so that you know how your money is being spent, and how it is making a difference to people in Africa.



COMPLIANCE IS KEY

We will look after your data. We won't share your personal information with other parties, and we will monitor all our processes to ensure we are fully compliant with the relevant legislation and best practice guidelines.



YOUR PREFERENCE

We will communicate with you according to your wishes, and respect your preferences about frequency and type of contact.



OVERALL RESPECT

We will carry out all fundraising activities in a respectful, transparent and considerate way, in accordance with regulations and codes of practice.

Donate online at: www.tfsr.org



info@tfsr.org



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