



18-MONTH REPORT

April 2020 - September 2021

Photo Credit Retsepile Rammoko

rise
relationship inspiring social enterprise



Letter from the Founder



When I look back at the last year, it is hard to believe quite how far we have come.

The onset of COVID sadly signalled the end for many non-profits, but for **rise**, it triggered rapid growth that was a surprise for us all. Through curfews, lockdowns, illness and loss, we have not only survived but grown. Against all odds, our team has doubled in size and our third year in Lesotho has been our busiest yet. There is no doubt, COVID made us change course and pushed our resources to the limit. Our projects shifted and planned work took the backburner as we plunged our energy, and what resources we had, into quickly designing & developing emergency hand wash stations for health clinics, hospitals and high human traffic areas.

Important work in difficult times.

Our 3rd cohort of fellows dug deep, found resilience they never knew they had, and worked together to find resourceful ways of overcoming material supply problems, rocketing prices, border closures and getting around the country through strict lockdowns! All this, whilst completing their fellowship and delivering social impact projects on time. What is so exciting about this, is that it proves that our model works and that is absolutely heartwarming.

The core concept of using sustainable social enterprise to eradicate poverty through entrepreneurship enables us to not only survive but thrive. In just 3 years, through the training and mentoring of 36 fellows, 16,100 lives have been improved so far. This is through the communities impacted by the sustainable development and enterprises **rise** has supported to put in place and the people our fellows go on to employ, once they complete the fellowship and graduate to become "Pioneers".

The global reality is that donor funding is getting harder to come by. Throughout the world, every country is focusing more on its own needs, the economic divide continues to get wider and little-known countries like Lesotho get overlooked. Job opportunities are few and far between and the ONLY means of survival in Lesotho is self-employment and enterprise.

Never has economic development through sustainable social enterprise been more important

We continue to grow and the coming year is already gearing up to be an exciting one. Our participatory design services continue to be in demand and we have social impact projects lined up for 2021/ 2022 that will impact a wide range of vulnerable communities.

Our big dream for 2022 is to design and build Lesotho's first Enterprise Hub for the creative sector, that will act as an important catalyst in the entrepreneurship development ecosystem in the Mountain Kingdom.

We continue to forge meaningful partnerships in the private sector as well as with prestigious universities in North America, Europe and Africa. None of this would be possible without the ongoing support of all our partners, sponsors and supporters. I thank you from the bottom of my heart, on behalf of all of us at **rise**, for believing in us and joining us in our vision to create a world where economic development through sustainable enterprise created by African entrepreneurs is the norm.

DANIELA GUSMAN
Founder and CEO

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Executive Summary

rise's "learning by doing" **in loco** program being piloted in Lesotho, with a view to expand to other sub-Saharan African countries, is centered around design, build and entrepreneurship, as a means to introduce crucial infrastructure projects and create social impact in vulnerable communities. The impact is not only limited to the communities, but also to the fellows who gain much needed practical hands-on work experience.

The aim of this report is to evaluate the overall impact of **rise's** programs between April 2020 to September 2021, analyse lessons learnt and identify areas for improvement.

The report includes the monitoring of the progress of the young entrepreneurs who graduated from all three fellowship cohorts since 2018, as well as the impact of the infrastructure projects on the end users and surrounding communities.

Organizational Overview:

Relationships Inspiring Social Enterprise (**rise**) is a US and Lesotho registered non-profit, that believes in a world where sustainable social businesses, created by local African entrepreneurs, should be the norm. **rise** does this by linking aspiring entrepreneurs in vulnerable communities, in Lesotho, Southern Africa to essential resources, thus transforming job seekers into job creators.

rise made its debut in Lesotho in 2017, through a flagship program '**in loco**' that provides practical on-the-job technical training, as well as soft skills and entrepreneurial development for graduates from the built environment, through a 10-month fellowship, followed by a 3-year business incubation program.

In the past 12 months **rise** has doubled in size and now has a team of 12 people.

Methodology

Data was collected through quarterly check-ins with the **in loco** alumni, known as "Pioneers". For each activity, **rise** conducted baseline and endline surveys. Self assessments as well as one-on-one bi-monthly reviews were conducted with the fellows throughout the fellowship.

Data was collated to provide a clear picture of the average impact that the **in loco** fellowship and subsequent Pioneer Business Incubation Program had on the Pioneers from the three different cohorts.

Continued monitoring will be carried out for 5 years post-fellowship and beyond if possible, in order to monitor the Pioneers' ongoing progress and challenges post the fellowship.

*"The **in loco** fellowship improved significantly my professional perspective and also contributed to my personal development. We create as a team, and this has shaped my soft skills. I can now communicate effectively and work well in a group of people, being a part of such a creative and forward thinking group challenged my abilities in a very positive way."*

- Thato Nkikana - 2020 Pioneer



Findings

To date there have been 3 successful cohorts of the 10-month fellowship whereby the fellows have designed and built unique **social impact projects** positively affecting:

- 12 adolescents who previously lived in an overcrowded orphanage now live in a spacious new residential home and social enterprise centre
- Over 200 people with intellectual disabilities and Autism who now have access to an education and health social enterprise centre.
- 15 employees of the Lesotho National Federation of Organisations for the Disabled who are now able to employ people in wheelchairs as their headquarters are now accessible for people with all abilities.

It has been found that thanks to the intentional recruitment of a variety of built environment disciplines ranging from architects, engineers, construction managers, plumbers, carpenters etc, the fellows are able to establish a **wide professional network**, which is integral to the growth of budding entrepreneurs once they complete the fellowship.

In 2020 recruiting was on the basis of quality rather than quantity, this proved effective in the caliber of fellows recruited and in the overall management of the program. Which led to **more females joining the fellowship**, thus the 2020 cohort was the dawn of a new era with more female than male fellows, which is impressive in a male dominated sector. However the 2020 cohort had a higher than usual drop out rate especially among the female fellows and this was mainly due to family pressures preventing them from being able to dedicate themselves fully to the fellowship. **rise** continues to actively encourage more women to enter the Built Environment sector.

Pioneers who attended the ongoing mentorship and other business support programs provided by **rise**, were competent enough to manage their businesses. As opposed to those who are not active participants in the support programs, who seem to be more reliant on employment opportunities than creating their own businesses.

Continuous mentorship has led to the establishment of 20 businesses, both from pioneers working in groups, and those working as individuals. Remarkable post fellowship statistics show that 74% of the Pioneers are self-employed. This proves that the **in loco** methodology is effective in promoting a **'job creator' mentality**.

Presently the impact of the Pioneers has resulted in employment creation of 50 full-time jobs in construction related projects and 110 part-time jobs for other people. This has had a remarkable positive effect on the lives of over 16,000 people, affected through social impact projects.

The abrupt arrival of COVID forced the 2020 cohort, as well as the Pioneers to think of unconventional methods to still get the job done, regardless of countless lockdowns and construction restrictions. This however resulted in a 13% decrease in average business monthly income in comparison to pre- COVID times.

Key activities completed in 2020

- **IDAL**: Inauguration of Lesotho's first centre for Intellectual Disabilities and Autism in Lesotho funded by Standard Lesotho Bank.
- **UNICEF**: installation of 115 Hand Wash Stations in all 10 Districts of Lesotho commissioned by UNICEF, UNDP and Sepheo.
- **ACE** : Built 4 mobile energy kiosks for African Clean Energy to distribute energy efficient stoves in rural villages.

Key activities started in 2020 that will continue in 2021

- **5 Hub Schools Project:** transformation of 5 schools, to improve the quality and hygiene of the sanitation facilities by building running water toilets and school kitchens as well as food gardens.

Key activities in 2021

- **Kick4Life:** Stadium of Life - Design of Lesotho's first sports and cultural centre that will offer an 11-a-side soccer pitch of international standards to vulnerable youth
- **The Hub Morija:** New Building for the Hub in Morija, to enable more young people aged 10 to 35 can gain access to digital facilities such as: computers and the internet.
- **LNFOOD:** Completion of the new headquarters for Lesotho National Federation of Organisations of the Disabled (LNFOOD)
- **CRS:** Design & Built low-cost solutions for 10 DCCs (Day care centres) supported by Catholic Relief Services.

Recommendations

The **in loco** fellowship has successfully been running for 3 years now and continues to address the skills mismatch that exists with university graduates facing the job market. With the experience from previous years, **rise** is now finalising a curriculum that can be easily replicated and become scalable to other sectors as well as other countries.

It is quite evident that without a physical space for entrepreneurs, emerging youth enterprises are facing risks of impeded growth and development. As a result an Enterprise Hub is crucial to provide **in loco** Pioneers as well as other startups with business support, such as accounting, legal and marketing services as well as workshops / creative spaces, coworking spaces, ongoing business coaching, mentoring and access to market. The hub will act as a catalyst to the entrepreneurial ecosystem in Lesotho, and finally start tackling the high levels of youth unemployment in a scalable approach.



"Through the in loco fellowship program I have learnt to work as part of a team, give others room for their creativity and adding more towards my own creative world. Responsibility is one of the many lessons I have acquired as a fellow. In this fellowship I have also improved my entrepreneurial skills."- Motebang Ramafale

in loco Fellows' progress to date

In 2018, **rise** launched the flagship “learning by doing” **in loco** program in Lesotho, Southern Africa; a design, build and entrepreneurship fellowship program. The infrastructure projects selected bring much needed social impact to vulnerable communities; while at the same time the fellows gain much needed practical hands-on work experience.

To date there have been **3 successful cohorts** of the 10-month fellowship whereby the fellows have designed and built:

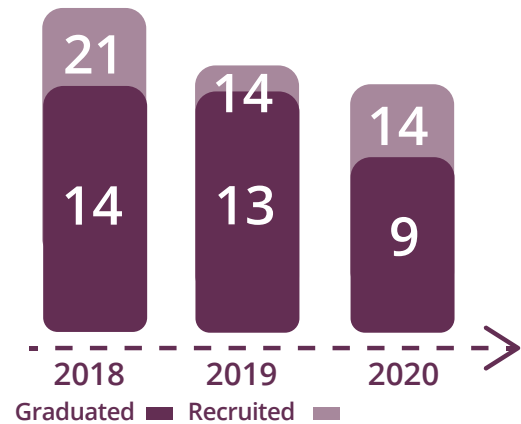
- Residential and Entrepreneurship Centre for adolescents in an over-crowded orphanage
- An Education and Health Centre for Intellectual Disabilities and Autism
- Headquarters for the Lesotho National Federation of Organisations of the Disabled

Each cohort consists of a mixture of recent tertiary graduates covering all the built environment professions and trades including architects, engineers, construction managers, plumbers, carpenters and so on. In this way, once they graduate, the fellows have an already well established network of diverse professionals, catalysing their ability to take on projects which invariably require a diverse skill set.

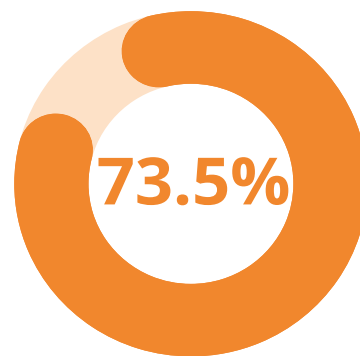
Upon successfully graduating from the **in loco** program, the fellows become “Pioneers” and enter **rise**’s 3-year business incubation program.

To date, 32 Pioneers have **established 20 businesses, working in groups as well as individually**. 74% of the fellows are self-employed, and 19% are employed full-time; this is impressive in a country where youth unemployment was recorded at 29% amongst adolescents aged 15-19, and 44% amongst young adults aged 20-35 in June

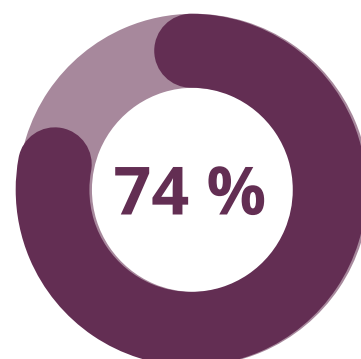
Breakdown of recruits and graduates



Graduation rate



Fellows self-employed



2021 coupled with high inequality and poverty as per the (World Bank ‘Unlocking the potential of Basotho Youth’: June 2021), overview of Lesotho.

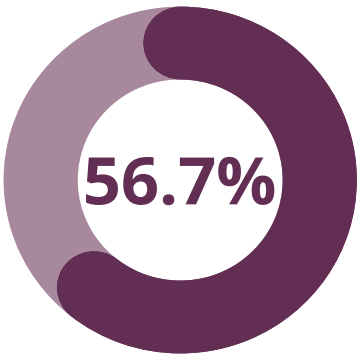
To date, on average **each Pioneer creates employment for 5 others, within 3 months of graduating from in loco**. In total, the Pioneers have created 50 full-time jobs in construction related projects and 110 part-time jobs for other people. The combined work of the 32 Pioneers along with the 160 others who they employ, has had an exponential positive ripple effect as **16,100 lives have been positively impacted** with the social impact projects that they have completed to date.

The monthly incomes of the Pioneers, on average, increased by 56.7% pre-COVID, and by 44% post COVID times, within 3 months from ending the fellowship.

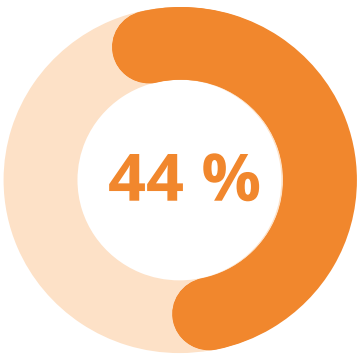
In 2020 more females successfully completed the recruitment assessment process, resulting in a cohort with more female than male fellows, which is no mean feat in such a male dominated sector. **rise** actively encourages more women to enter the Built Environment sector and the female Fellows and Pioneers are advocates for this cause, sharing their experiences through various platforms such as blogs, social media and radio interviews. **rise** celebrates their wins, from reaching a milestone on site to successfully setting up and running their own enterprises.

Discover what the Pioneers have achieved since completing the fellowship **here**

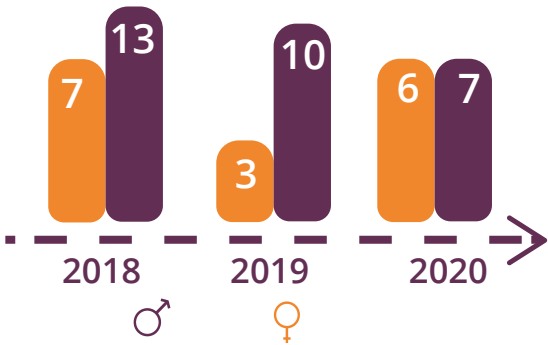
Average increase in monthly income pre- COVID



Average increase in monthly income post- COVID



Gender breakdown



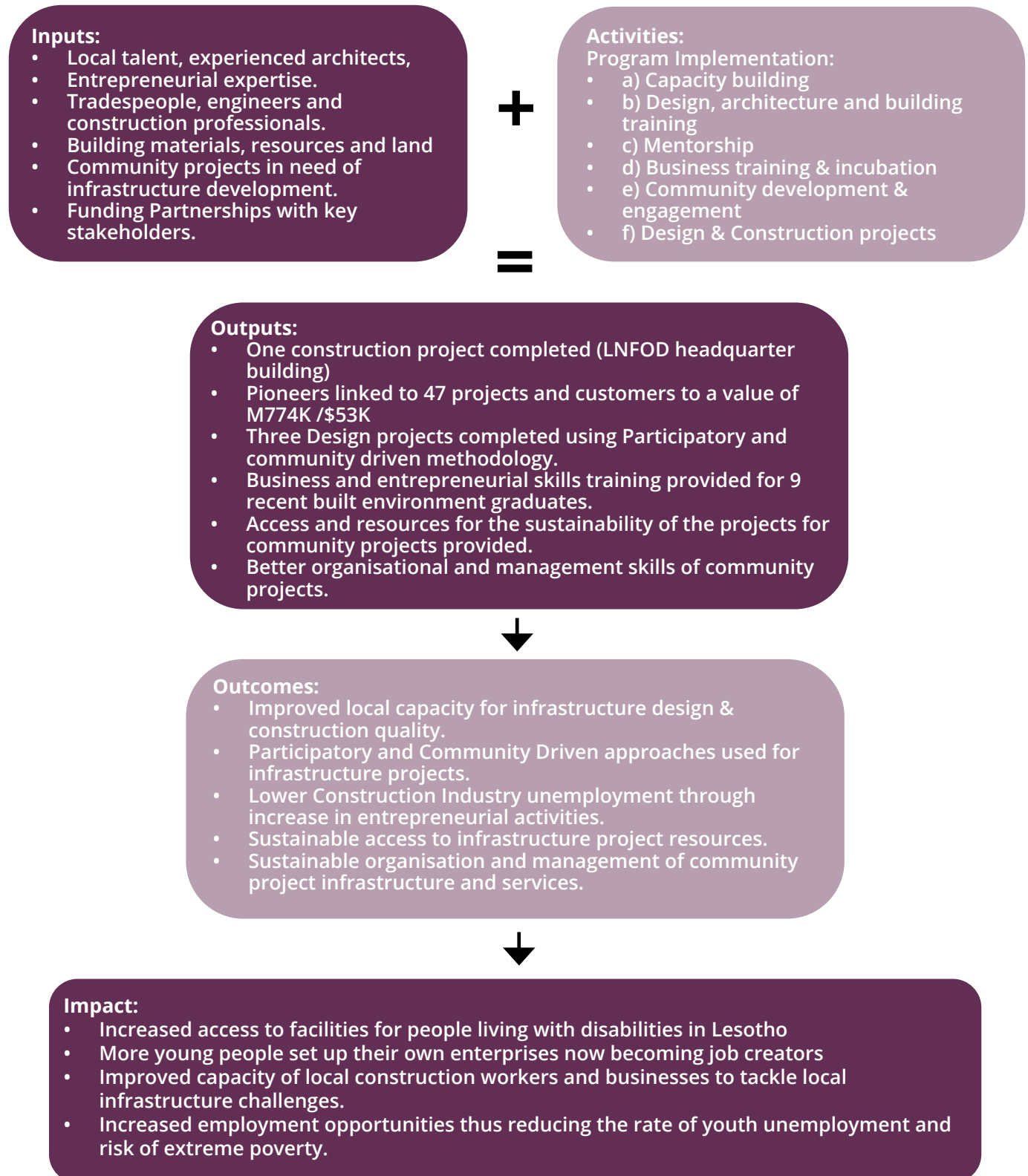
*"Through **rise** I saw a light at the end of the tunnel; because of the **in loco** fellowship I will be a job creator one day. I almost gave up on my career but **rise** rescued me by giving me hope. I am gaining the much needed experience to be field-ready, I now believe that I indeed have a bright future ahead of me."*

- Ramarou Tsoho - 2020 Pioneer



Inputs, Activities, Outputs and Outcomes

The **in loco** model functions to strengthen local talent by developing the skills of graduates from Design, Architecture and Built Environment programmes and building an entrepreneurial mindset to tackle the lack of employment opportunities for the youth. While addressing the need for infrastructure development amongst vulnerable communities in Lesotho.





"The business trainings that rise holds for us have been a great resource for me as an entrepreneur. We get to meet some of Lesotho's greatest minds through these workshops and we are given the opportunity to learn from them. The opportunity to absorb knowledge from entrepreneurs who are making waves in this country is unmatched, especially because they are also born & bred in Lesotho."

- Mosa Nkhabutlane - 2020 Fellow

2020-2021 rise milestones

2020 presented a new set of challenges in all areas of life across the globe due to the COVID-19 pandemic. By being nimble and adaptive, **rise** was able to continue its work, despite the challenges posed by lockdowns, border closures, and the very limited supply of materials given Lesotho's high dependency on imports from South Africa.

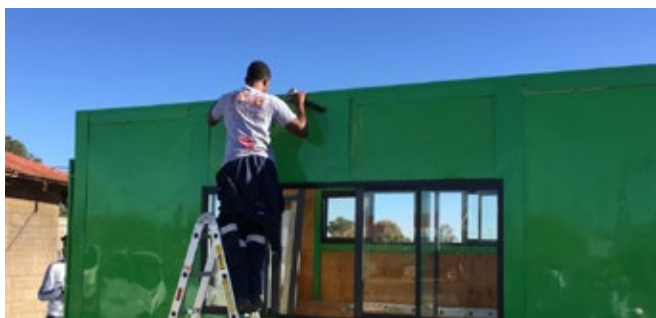
Design and Build projects

APRIL 2020



Inauguration of Lesotho's first centre for Intellectual Disabilities and Autism Lesotho built by **in loco** 2019 cohort supported by Standard Lesotho Bank and their corporate partners

APRIL to DECEMBER 2020



rise designed, built and installed 4 mobile energy kiosks for African Clean Energy to distribute energy efficient stoves in rural villages

MARCH 2020



rise designed Kick4Life's Stadium of Life - Lesotho's first sports and cultural centre that will offer an 11-a-side soccer pitch of international standards to vulnerable youth surrounded by an array of artistic and cultural activities

APRIL TO AUGUST 2020



10 Pioneers formed a company called xyz collaborative, and designed, built and installed over **115 Hand Wash Stations in all 10 Districts of Lesotho** under **rise's** guidance and supervision, commissioned by UNICEF, UNDP and Sepheo

SEPTEMBER 2020 - ONGOING



rise embarked upon a 4-year holistic transformation of 5 schools, that have been identified as top priority by Lesotho's Ministry of Education & Training, to improve the quality and hygiene of the sanitation facilities by building running water toilets and school kitchens as well as food gardens which will be irrigated by a rain water harvesting system.

JUNE 2021 - ONGOING



rise is building a kitchen for Phelisanong Children's Center so the carers no longer have to cook outdoors for 250 resident children in the brutal rain, wind or sun everyday as well as building a new water supply system to all the houses at the centre so the carers no longer have to suffer everyday carrying heavy buckets of water to the houses to bathe the children. This project is supported by Sentebale



rise completed the building of the new headquarters for Lesotho National Federation of Organisations of the Disabled (LNFOD) which means that they are now finally able to employ people in wheelchairs as their offices are fully accessible to people of all abilities. Designed & built by the **in loco** 2020 cohort supported by Sedlak and Brot für die Welt

JULY 2021



rise designed a new building for the very overcrowded and space challenged Hub in Morija, so that more young people aged 10 to 35 can gain access to computers, the internet, a library, and digital media training.

AUGUST 2021



rise helped improve the living conditions and quality of care children of low income factory workers through low-cost solutions for 10 Day Care Centers supported by Catholic Relief Services while building the capacity of carpentry students at the Catholic Comprehensive Community College who produced the furniture, playgrounds, and latrines that **rise** designed.

"rise brought some material for the low-cost developments, as a result our students gained a lot of experience and practice through the use of machinery making this furniture."

—Musu Mpuru_
Head Of Department at Catholic
Comprehensive Community College



Skills Development Initiatives

MARCH 2021 - ONGOING



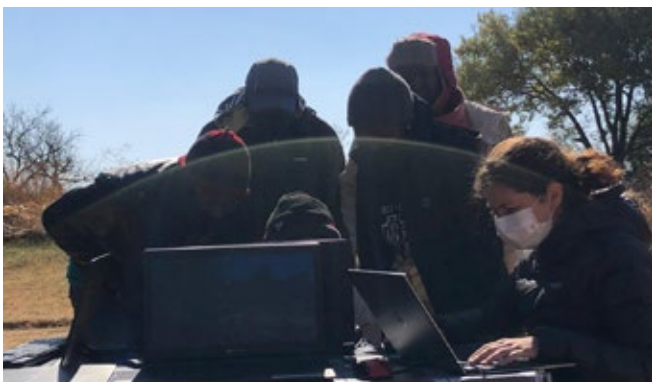
rise launched the **Pioneer Business Incubation Program** which includes ongoing professional development, customer referrals, mentoring, access to office and workshop space as well as networking opportunities.

APRIL 2020 to SEPTEMBER 2021

rise hosted **8 lectures and 8 webinars** with international experts to help educate on entrepreneurship and the built environment as a way of supporting young entrepreneurs around the world.



MAY 2020 to AUGUST 2021



Conservation and Heritage training - **rise** trained 5 apprentices in surveying and conservation planning with the assistance of 2 Masters Interns from the Politecnico Milano. In addition **rise** facilitated a 7-week online course which 13 professionals attended on conservation planning in collaboration with Morija Museum & Archives

JULY 2020 to APRIL 2021



rise trained the 3rd in loco cohort with 13 fellows 60% of whom were female, in participatory design, construction and entrepreneurship

APRIL 2020 to SEPTEMBER 2021

Capacity building design, construction and other technical skills:

- Pioneers - **rise** commissioned 9 projects to 14 Pioneers
- International Masters Students from Universitat de Barcelona and Politecnico di Milano
- Nigerian Architecture Competition for refugee camps in Nigeria, modelled on **rise in the city 2018**

AUGUST to SEPTEMBER 2021



Creative Thinking Training of Trainers - **rise** facilitated an online training for 18 teachers in Creative Thinking and Idea Generation methodology for children from 9 upwards by CreoLabs

Awards

JULY 2021

rise's Kick4Life_Stadium of life design has been **shortlisted in the 2021 Civic - Future Project category in the World Architecture Festival 2021**



Community Partnerships

Community Engagement is at the heart of what **rise** strongly believes in. **rise** works with organisations that serve vulnerable communities through high impact, sustainable social enterprise projects.

Following the lessons learnt from the past two years, **rise** has developed a **Community Partnership Strategy** which helps guide the types of communities to prioritise and partner with, so as to ensure that they have the capacity to implement the programs.

To address any skills or resource gaps the community may have, **rise** helps to identify and connect organisations who specialise in these areas who can help with the community's capacity strengthening.

Other key partnerships

rise continues to collaborate with other key players in the quest to close the gaps in Lesotho's entrepreneurship ecosystem as well as having a positive influence on improving the quality of design and construction in the country, through various initiatives:

- Helping to set up the **Lesotho Startup Network** in collaboration with other key players in the entrepreneurship development space focusing on five key priority areas: Coordinating Platform, Early Stage Financing, Mindset & Aspirations, Incubator & Accelerators and Rural Productivity.
- Supporting the **Youth Task Team within the Ministry of Youth, Gender, Sports & Recreation to plan the first ever Youth Jobs Summit**, being supported by the Prime Minister's Delivery Unit and World Bank as well as producing a documentary about the current emergency state of youth unemployment which will be aired at the Summit.
- Participating in a **Global Studio with 15 non-profit organizations and international academic institutions** being facilitated by Athabasca University.
- **Partnering with the National University of Lesotho's Energy Resource Centre** to ensure the built environment is included in the realm of sustainable energy research, as well as to review and partly facilitate the Entrepreneurship Modules in their Masters Program as well as to introduce and facilitate modules on Participatory Design and train their community animators to include Passive Design Thinking during community awareness days on how to build energy efficient homes.
- **Establish ongoing research and development, in collaboration with Limkokwing University's Research Project to explore the manufacturing of profitable building materials, from locally sourced indigenous and recycled materials.** Through this, there is an opportunity for the young entrepreneurs in Lesotho, to reduce dependency and economic reliance on South African imports thus helping the local economy, the environment and job creation in new industries.

Challenges & Opportunities

CHALLENGES

Material price increase due to COVID-19

The ongoing pandemic caused havoc in all sectors, and the architecture and construction sector was no exception. Price increases keep sky-rocketing with an average increase of 40% in the cost of building materials since COVID-19 began in early 2020 making it increasingly difficult to adhere to budgeted costs.

Unavailability of stock

COVID-19 has caused the slow production and delivery of raw materials in certain building materials, which was exacerbated by border closures over long periods. This delayed the progress of projects due to lack of availability of materials.

Unpredictability of project timelines due to COVID-19 regulations

With ever changing unpredictable COVID-19 regulations like lockdowns, travel restrictions and social distancing, it is challenging to adhere to project timelines.

The global spread of COVID-19 has caused extraordinary delays, disruptions and uncertainty resulting in increased costs.

Funding

The global economic crisis has resulted in many companies cutting off their social responsibility budgets, as companies focus on trying to stay afloat having to take on cost-cutting measures such as laying people off.

OPPORTUNITIES

Adjusting designs to fit alternative, affordable materials.

Increasing the % for contingency.

Applications of COVID-19 grants to help offset the cost in production.

Research opportunities to manufacture locally



Stock optimization.

Finding new suppliers.

Adjusting designs to fit alternative, available materials.



Relationship strengthening with community clients and suppliers.

Frequent communication with real time updates

Increase Social Enterprise activity with fee-paying clients for design & construction of projects.

CHALLENGES

IDAL was not able to open the centre because of COVID-19

The parent-led association experienced delays in operations because of COVID-19 regulations as well as the lack of a full time centre manager, meaning that the opening of the centre was not given top priority. Programs and facilities like the multi-sensory and diagnostics room were put on hold and have to this day not been operational.

GLC was not able to continue its income-generating activities: which are the computer lab and grocery shop, because of lack of customers due to COVID-19 restrictions and lack of funding and management capacity.

Lack of capacity of community partners to manage programs for new infrastructure which has been exacerbated by COVID and changing environments.

OPPORTUNITIES



Hire a full time centre manager to be responsible for the health & education programming as well as the social enterprise events. Their salary can be deducted from the income raised from the events.

GLC to source out the management of these Income Generating Activities in return for a fixed monthly fee. GLC partnering with organisations' for capacity building in:

- Governance
- Management strengthening
- Social enterprise training
- Equipment handling and maintenance training

Linking community partners to technical partners who can help build their capacity as well as funding for equipment and resources needed to furnish the new infrastructure once it has been built.



"rise team was very professional and talented, we learnt so much from them and without them our community would still lack the infrastructure and accessibility that the footbridge provided. I would highly recommend rise to anyone who might be looking into bringing positive change to their communities or organizations."

- Mrs Maseeche Kalebe - Chief at Ha Sekants'i

Lessons Learned & recommendations

- **Motivating the fellows - in order to help instill the importance of adhering to timelines and a sense of urgency**, 10% of the fellows' allowance was withheld until the project was completed and the building handed over to the client. This helped the fellows to be more conscious of timelines. This, along with the introduction of monthly team lunches and team building events helped to build a sense of teamwork and improve the fellows' morale and motivation.
- **Sense of ownership** - by giving the fellows more direct contact with the client, their self-confidence and self-esteem grew exponentially as they felt more ownership and accountable for their work.
 - **Expectations of fellows around pay** - by simply changing the terminology used for the previously called 'stipend' to what the fellows recommended should be called 'allowance' resulted in the fellows having a mindset geared towards learning rather than viewing the fellowship simply as a job.
- **Mentorship** - following feedback from the past **in loco** fellows, the mentorship was introduced halfway through the fellowship but only to those fellows who felt ready for a mentor. This combined with the requirement for fellows to write a motivational statement outlining why they need a mentor. Thus increasing their motivation for having a mentor and clarifying their needs to them.
- **Entrepreneurship mindset** - Growing their business while in the fellowship - juggling the **in loco** project as well as their own start-ups during the fellowship is a constant battle. Therefore when **rise** encouraged the fellows to take one day a week to pursue their businesses, the fellows' interest in entrepreneurship became much more evident.
- **Need for Business of Excellence model** - the need to constantly monitor the quality of the Pioneers' work for the clients **rise** refers to them is crucial in order to protect **rise**'s reputation as well as to give constructive feedback to the Pioneers' from their customers' perspectives as an integral part of the Pioneer Business Incubation Program.

Finishing off 2021 the rise way

rise continues to work hard at **improving its internal tools and systems**:

- **Reviewing its monitoring & evaluation framework** and the way in which data is collected so that a new software system can be utilised for optimum data analysis and reporting.
- Finalising changes to a new revamped **in loco Participatory Design Manual** which will include activities specifically for social enterprise.
- **Compiling a new in loco curriculum** ensuring that it is more detailed and structured, getting it ready for the next **in loco** cohort in 2022.

"This fellowship has provided me with valuable skills which I can use to start my own enterprise in future. It also supports the fellows through resource and professional networking which is great for building a business entity."

- Ikhetheleng Moshoeshe - 2020 Fellow



Addressing the Gaps in the Entrepreneurship Ecosystem

It remains evident that without a physical space for entrepreneurs, especially in the built environment, where entrepreneurs can experiment with new materials and test out new building techniques, **rise** will continue to be limited with regards to the introduction of new construction materials and methodologies.

For this reason, one of **rise's** priorities for 2022 is **to design & build Lesotho's first ever Enterprise Hub** to help incubate up to **100 young African entrepreneurs** where they can work, produce, collaborate, ideate and continue their professional development and build business relationships. Learn more about that **here**

Once the Enterprise Hub is in place, **rise** will be able to offer business support services to startups in other sectors as well as the built environment by partnering with professionals who have expertise in other sectors.

GET INVOLVED


Build Lesotho's first ever Enterprise Hub to help incubate up to 100 young African entrepreneurs by **signing up to be a MENTOR or SPONSOR** in our **rise in the city** campaign at www.riseinthecity.org

Recommendations - Priorities for 2022

Driven by the importance of social enterprise and fuelled by the enterprising mindset of the Basotho youth, 2022 will see the next cohort of fellows build **rise's** very own Enterprise Hub. Several years in development, the Hub will be providing a business incubation space for 100 young entrepreneurs every year. The far-reaching ripple effect of lives impacted, will be a noticeable catalyst in the entrepreneurship development ecosystem in Lesotho.

Additionally, 2022 will see **rise** embark on several vitally important new social impact projects that stand to benefit a large cross section of society in Lesotho. From victims of human trafficking, to children who have been victims of abuse, to people with disabilities and vulnerable communities in rural areas. As well as opening doors for travel and tourism, through heritage & conservation management of historical sites and buildings. The volume of this work is testament to **rise's** architectural and design services that have remained resilient even in a challenging global economy.

Lastly, **rise** will be undertaking an organisational capacity assessment in order to identify the processes and systems that need to be strengthened in order to be able to scale up to other sectors such as agriculture and also to expand to other low income Sub-Saharan countries.

A photograph of two construction workers on a wooden structure, likely a roof or bridge deck. The worker in the foreground is wearing a white hard hat, a grey long-sleeved shirt, and a green safety harness. They are holding a hammer and appear to be working on the wood. The second worker is partially visible in the foreground, wearing a white hard hat and a purple jacket. The background shows a dense, green, hilly landscape with a small town or village visible in the distance. The image is used as a background for a quote and a name.

"I am an entrepreneur at heart; I tried out so many business ventures from when I was a kid, something rare for a young girl living in Lesotho. However, I lacked a lot of business and entrepreneurial skills, from planning to budgeting, documenting, market research, all the way to efficient customer service. My approach to my business really improved due to the intense training I receive from the fellowship."

-Mathebe Rampielo - 2020 Pioneer

Financial overview

Programs	% of Total Costs	LSL	USD
Labour	35.90	1,078,918.60	78,254.24
Materials Cost, Tools & Equipment	45.05	1,353,897.89	98,198.56
Travel & Transport	4.65	139,710.30	10,133.22
Fundraising & Marketing	0.48	14,298.89	1,037.10
Admin (Comms, Utilities, etc)	13.75	413,321.01	29,978.30
Other	0.04	1,200	87.04
Bank Charges	0.13	3,828.29	277.67
Total	100.00	3,005,174.98	217,960.83



Meet the team



Daniela Gusman
Founder & Executive Director



Luca Astorri
inloco program Director



Pedro Clarke
inloco program Director



Quinn Mohlokaqala
Design and Construction Manager



Ts'epo Sithole
Project Coordinator



Mojabeng Senekal-Ndebele
Comms & Marketing Manager



Mamonaheng Ralille
Finance & Admin Coordinator



Reitumetse Nthako
Enterprise Development Manager



Valentina Rivero
Architect Assistant



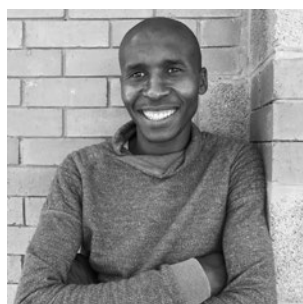
Retstepile Rammoko
Design & Media Assistant



Kopano Nthebe
Assistant Construction Manager



Tumelo Sethuntsa
Construction Coordinator



Ramarou Tsoho
Site Manager



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