



# PROGRAM OBJECTIVES

## THE PROGRAM TARGETED:

- Reaching at least 150 youth (ages 10–35) with rugby and life-skills training
- Continue supporting 65 students with school tuition and materials
- Delivering workshops on job readiness and soft skills development once in two months
- Organizing 15+ community events (Umuganda, Car-Free Day, Family Visits) for this year
- Connect (5–10) people to internships or jobs
- Ensuring every coach follows a structured training plan (weekly for youth, monthly for seniors)



■ WE TRAINED 127 PLAYERS WEEKLY (SPLIT ACROSS 6 AGE AND GENDER CATEGORIES)

- U13: 7 boys & 5 girls
- U16: 14 boys & 8 girls
- U19: 20 boys & 12 girls
- Senior Men: 35
- Queens (Senior Women): 26

■ 100% OF TEAMS RECEIVED WEEKLY SESSIONS

- Ball handling, passing, tackling, rucking and decision making
- Teamwork drills and physical fitness
- Mental resilience and game understanding

# RUGBY DEVELOPMENT TRAINING & COACHING

This involves the regular planning and delivery of rugby sessions across all age categories, focusing on physical fitness, technical skills, and teamwork. The goal is to create a safe, structured, and motivating environment where players can grow in both sport and character.



## ■ WE PARTICIPATED IN FRIENDLY AND RRF ORGANIZED TOURNAMENTS

- 3 tournaments attended in Rwanda.
- 1 international partnership launched:
- ➤ 5 players loaned to Jinja Hippos Rugby Club (Uganda) for 7s Series (July–October).
- 2 friendly games hosted locally and our men and women teams participating in the RRF National League
- Our women 7's team won the GMT 7's 2025

## ■ COACHES AND REFEREES RECEIVED WORLD RUGBY BASIC TRAINING

- All coaches led training sessions across all age groups.
- All coaches followed:
- 12-week training plans (youth)
- Monthly structured plans (senior teams)
- Director of Rugby held 3 capacity-building meetings with coaches to align goals and address challenges.
- Our age grade and women coaches received training to improve their coaching and refereeing

## COMPETITIVE ENGAGEMENT

Players participate in organized matches, tournaments, and league competitions to apply what they've learned in training. These events foster discipline, resilience, and team spirit while also offering exposure and recognition at local, regional, and national levels.

## COACHING & REFEREE DEVELOPMENT

This focuses on building the capacity of local coaches and referees through workshops, mentorship, and certifications. By improving the knowledge and professionalism of technical staff, the program ensures sustainability and quality delivery of rugby in the community.



# COMMUNITY ENGAGEMENT & SOCIAL IMPACT

## EDUCATION SUPPORT

**65 students received school support:**

- 35 girls (with sanitary kits)
- 30 boys

**Distributed:**

- School kits (bags, uniforms, books, pens) for 65 students
- Sanitary pads (monthly): 40 pacs
- Increased parental involvement: over 30 parents attended our meeting and other activities

## JOB READINESS TRAINING

Delivered monthly training sessions, attended by:

- Over 30 participants in total
- Average of 18–30 per session

Topics included:

- Communication
- CV writing & Interview skills
- Leadership & teamwork
- Safeguarding
- Gender Equity

Five young adults gained internships or job placements locally

## FAMILY VISITS & SAFEGUARDING

- Over 10 family visits conducted this year
- Five safeguarding concerns addressed and resolved with community partners
- Safeguarding workshops and small sessions held:
  - For 40+ players
  - For 30 parents/guardians
- One full-time Safeguarding Officer and three Social Program Coordinators followed up regularly

# UMUGANDA & CAR-FREE DAY

- Participated in 10 Umuganda Fun Rugby events and 6 Car-Free Days
- Delivered joint peace building sessions with local leaders
- Commemorated and visited the Nyanza Kicukiro Genocide Memorial
- Engaged 200+ community members during the year



1000 Hills Rugby

# STRATEGIC PARTNERSHIPS

We collaborate with schools, training centers, government institutions, NGOs, and sports organizations to extend the impact of our program beyond the rugby field. These partnerships provide resources, expertise, job linkages, and community trust that are vital to delivering education, employability training, and holistic youth development.

Partner	Contribution	Impact
MindLeaps	Youth life skills, Dance, English & IT	8 participants
JICA & AFD	Program mentorship, Rugby Development & learning	1 training, 2 review visits
Kagarama High School	Shared space & new school team (Junior 1HR)	15 new players
Whales Academy (Uganda) & Jinja Hippos	Player development pathway & skills exchange	5 players integrated
Don Bosco Hospitality Center, district & Sector leaders	Event hosting, visibility & community engagement	6 workshops and events, 3 co-led activities

# CHALLENGES & LESSONS LEARNED

Throughout the program, we encountered challenges such as inconsistent attendance, limited resources, and gaps in digital literacy or equipment for both training and job readiness. These challenges taught us the importance of flexibility, consistent follow-up with youth and families, and building stronger systems to monitor progress and adapt our approach to local realities.

## ■ CHALLENGE

- Low turnout in senior team mid-year
- Transport to training
- Player stress & anxiety
- No fixed home ground

## ■ RESPONSE

- Added performance reviews & monthly feedback
- Develop a system, added stipends for volunteers and vulnerable players
- Add a bi-weekly check-ins with coach & safeguarding officer
- Opened conversation with local leaders and starting to learn about land request process.



# ACHIEVEMENTS AT A GLANCE



*Parents expressing their happiness about the program*

*Our workshops are designed to ensure maximum participation*

*Strategic partnerships are vital to our success*

*Our Education program starts with girls and boys from a young age*

*Players benefiting from our Player Development Exchange program*

In 2024–2025, 1000 Hills Rugby reached over 137 youth through rugby and life skills workshops. 65 students were supported with school materials and tuition, 5 of our senior players secured jobs or internships, and 5 other players joined international exchanges with Jinja Hippos in Uganda. We hosted 6 tournaments, resolved 5 safeguarding issues, and welcomed 3 new strategic partners to strengthen our impact.

# RECOMMENDATIONS FOR 2025

- Finalize rental or acquisition of a training facility
- Create a scholarship fund for TVET students and higher education
- Increase monthly stipends for vulnerable players & volunteers
- Strengthen engagement for mentorship and skills development
- Engage with partners that offer internship and job opportunities



# PROGRAM INDICATORS



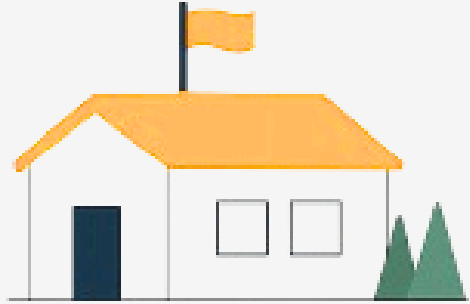
Indicator Category	Indicator	Target/Planned	Achieved (2024)	Notes / Status
<b>Participation &amp; Engagement</b>	Youth participating in rugby training	120+ youth	<b>137 youth reached</b>	Exceeded target
	Girls involved in rugby and education	40+ girls	<b>48 girls active</b>	Above expected
	Community engagement events	6–8 per year	<b>10+ events held</b>	Strong community presence
<b>Education Support</b>	Youth participating in U13–Senior Men categories	All categories active	<b>All active</b>	Regular weekly sessions
	Students supported with school tuition & materials	50 students	<b>65 students supported</b>	Impactful on school retention
	Academic check-ins or family visits	2 visits per school term	<b>Ongoing</b>	Monthly family visits done
<b>Employability &amp; Life Skills</b>	Soft skills / job readiness workshops	1 workshop every 2 months	<b>3 workshops (Jan–Aug)</b>	Ongoing
	Youth completing training & evaluation form	All workshop participants	<b>65+ trained youth</b>	Data collected for monitoring
	Youth referred to job opportunities	10+ per year	<b>8 referred so far</b>	More expected Q4
<b>Community Impact</b>	Parents, local leaders engaged	Ongoing	<b>200+ people reached</b>	From Umuganda, events etc.
	New partnerships or collaborations	5–10 partners	<b>4 in progress</b>	On track
<b>Rugby Development</b>	Weekly structured training across all categories	Weekly for all	<b>Ongoing</b>	Monthly coach reports filed
	Coaching staff performance review	Monthly	<b>Underway</b>	Reporting templates launched
	Player attendance and retention	At least 70% consistent players	Above 75% average	Good retention rate

1000 Hills Rugby

# WHAT'S NEXT FOR 1000 HILLS RUGBY

In the next 6 to 12 months, 1000 Hills Rugby aims to explore possible ways to secure a permanent training ground, deepen the impact of its Rugby for Education & Employability program by strengthening training, expanding outreach through local events, and building 5-10 strategic partnerships. We'll continue supporting youth with school fees, workshops, and internships as well as job connections, while improving program structure, tracking, and visibility. This next phase is focused on growing our reach and demonstrating how rugby can create employable and empowered young people in Rwanda.

FUTURE KEY FOCUS AREAS



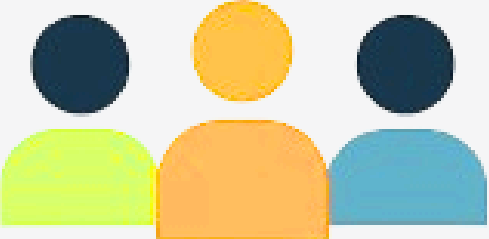
Facility Development



Expand Program Partnerships  
Aim to engage with 5-10 strategic partners



Enhance Rugby Training



Strengthen Community Engagement




# CONCLUSION

In 2024–2025, the SESLA Program at 1000 Hills Rugby proved that sport can educate, employ, and empower. Our model of Rugby for Education and Employability has grown stronger thanks to the dedication of our players, coaches, volunteers, parents, and partners.

The season leaves us with pride and even more ambition for what comes next.

We are building not just better players, but stronger futures.

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