PROJECT ACHIEVEMENTS

A new policy direction for TVET in Uganda

Recognising that TVET is vital for Ugandans to gain the right skills that is needed for economic development, and that shortage of skills has constrained Uganda’s development, the Ministry of Education and Sports through the USDP developed a Technical and Vocational Education and Training Policy, referred to as the TVET Policy. This is Uganda’s first TVET Policy, expressly developed under the USDP and approved by Cabinet in January 2019. The policy defines the new direction and Institutional Framework that will guide the TVET system in Uganda going forward.

The Education Ministry recently appointed, mandated, inaugurated and oriented a Policy Implementation Working Group to expedite the process of enacting this policy into law and put in place the necessary frameworks and infrastructure for the new TVET system. Through the actions stipulated in the TVET policy, the Ministry is transforming Uganda’s current education system to meet present and future demands of the country and its people. (Upload the TVET Policy here)
Creation of A TVET Council Underway

Through the USDP, the Ministry of Education and Sports has undertaken to consolidate all TVET functions under one autonomous and integrated body that will be responsible for strategic oversight of all TVET functions in Uganda. In the past, various government entities have been at the helm of the different functions under TVET including management, training, examination and certification. In Germany, Sweden and other parts of the World, TVET is considered a domain for employers who come together to address sectoral needs and requirements and align these with investments in skills development.

To improve this situation therefore and ensure Uganda is at par with the developed world, the Ministry of Education and Sports, through the Uganda Skills Development Project determined to ensure greater autonomy, regulation and strengthened accountability through establishing an independent body that directs, regulates and evaluates the training system and agenda in the country. The TVET Council that is being established under the USDP is composed of employers from various sectors including education sector, Agricultural sector, the health sector, tourism and hospitality industry, construction sector, manufacturing sector, Oil and Gas as well as the Trade and Industry.

This will ensure redress of cross-sectoral skills related issues and requirements, ultimately broadening the scope of attention to all forms of skills and providers, without solely focusing on pre-employment training in public institutions but also enterprise based training that targets the formal wage sector as well as the informal sector. The gains of this investment will be evident in the economies of scale that will be realised in the long run in one body performing the various roles, as opposed to fragmented units that had burdensome financial implications on Government in the past. The amalgamation of the all the TVET agencies in one body will also ease the policy making process and allocation of public funds into TVET.
The decision to create a TVET council was preceded by a consultation process that peaked with a high level TVET Consultative meeting that was held in 2018 which endorsed this agenda.

Employers Steering Skills Development in Uganda
The Government values the significant role employers play in the development of critical skills required by the country. Through the Uganda Skills Development Project, the Ministry of Education and Sports has established Sector Skills Councils (SSCs), made up of employers from various sectors; including, Agriculture, Construction and Manufacturing. By doing this, the government has entrusted employers to lead the TVET system in Uganda to eliminate skills mismatch. Ugandans are now assured of attaining the right skills as well as the quality of standards required by the world of work. For the past two years, the SSCs have taken on the bulk of the responsibility of identifying the relevant skills and competencies that are required for the new internationally adapted courses, to be offered at Uganda’s National Technical Training Colleges.

The SSCs are working closely with international Training Institutions that have partnered with the Ministry of Education and Sports for this cause. They have supported needs assessments for the respective sectors, labour market research studies, the development of occupational standards as well as the
curricula for these important courses. The Sector Skills Councils are also playing a key role in supporting the establishment of the TVET Council. They have taken an active role in the development of organizational plans, systems and operational procedures, testing and implementation of a management system, monitoring and evaluation systems as well as setting up of financial management systems. *(Upload lists of SSCs members)*

**Uganda’s First TVET Management Information System in Place**

The MoES has invested in designing, developing and establishing a Management Information System for the TVET sector. This is meant to ease planning, management as well as monitoring and evaluation of reforms undertaken in the sector. The system has been established and is ready for uptake and use by sector stakeholders. The MIS will be instrumental in countering past information related challenges that the sector faced including, dependency on multiple sources of information, inaccurate and unreliable data as well as inadequate linkages to other sectors.

The system will provide real-time data on skills training institutions, programmes, students and staff. It will assist in the placement of students in world of work, assigning of unique identifiers to all BTVET students, enable full reporting on the training programmes; training providers, level of training offered, examining, assessment and accreditation. The system will soon be linked to all the Labour Market Information System (LMIS), the Education Ministry Information System (EMIS), Assessment and Quality Assurance Bodies and all training Institutions and providers (both public and private). *(Create link to the web based Mis system once completed)*

**A TVET Communication, Marketing and Rebranding Strategy Developed**

Knowledge and appreciation of skills training Programmes in Uganda is currently limited. Besides, the youth, parents and potential students who are the key consumers of skills development programmes, have little or no knowledge of courses offered by technical institutions, their relevance to the world of work and the economy as a whole. One of the major challenges that TVET sector faces is poor public perception; TVET is stigmatized as a preserve for failures, it is not appreciated as a first-choice career path by Ugandans. As a
step towards changing this mindset, and therefore encouraging public participation in Technical and Vocational Education, the Ministry of Education and Sports is spearheading a nationwide campaign to rebrand and market skills training in Uganda.

The campaign has prioritised the development of a robust communication, rebranding and marketing strategy that will include a mass media campaign, targeting print, electronic media channels as well as social media. Through this campaign, the MoES will sensitise the public on the positive aspects of TVET and inform them of the valuable opportunities therein.

The strategy has been developed and is undergoing an approval process before implementation. *(Upload the strategy once completed)*

**Partnerships established with recognized, international TVET Providers to transform 4 Colleges into Centres of Excellence.**

Through the USDP, the Education Ministry has commenced a commendable transformation process to graduate UTC Bushenyi, UTC Elgon, UTC Lira and Bukalasa Agricultural College into Centres of Excellence (CoES), offering competency-based training in the manufacturing trades, Building construction trades, Road Construction trades and Agricultural trades respectively.

To achieve this ambition, the Ministry forged partnerships (twinning arrangements), between the four colleges and international training providers who have been instrumental in providing professional guidance and support to these institutions. UTC Bushenyi twinned with SFERE-France in this process, Bukalasa Agricultural College with Dalhousie University- Canada while UTC Lira and UTC Elgon partnered with Northern Alberta Institute of Technology (NAIT).

The twinning Institutions have supported the four colleges to;

- Conducted needs assessments and market surveys;
- Develop occupational standards and new, competency based, internationally adapted curricula for courses in the priority sectors of the economy to be offered at the Colleges and VTIs;
- Prioritise infrastructural and equipment requirements that are relevant to their trades. Civil works for the construction of these infrastructure is
currently going on, contracts have been signed for the delivery of the required equipment;

✓ Constitute Industrial Advisory Committee (IAC) to provide labour market information to the college and the VTIs;

✓ Develop Institutional Development Plans, Gender strategies and human resource development plans;

✓ Retool Instructors to deliver the newly developed curricula

The four CoES have been networked with 12 public vocational training institutes (VTIs) to improve the quality and relevance of training provision at these institutions.

71 New internationally accredited courses developed for Uganda’s TVET Sector

71 new technical and vocational courses, preceded by their occupational standards have been developed across the 16 Technical and Vocational Institutions supported under the USDP. The new courses have been designed with expert guidance from recognised, international accredited TVET training institutions from various parts of the world that provided professional leadership, advice and support to Ugandan Institutions during this process. Leading employers from the world of work played a significant role during the development of the right competencies and qualifications required to ensure the graduates meet the needs of today’s business and the demands of the world of work, not only today but also in the future.
The courses are offered across the four Institutions that are being upgraded into Centres of Excellence specialising in various trades; UTC Lira (Road Construction trades), UTC Elgon (Building Construction), UTC Bushenyi (Manufacturing Trades) and Bukalasa Agricultural College (Agricultural trades) and twelve (12) other Technical and Vocational Training Institutions (VTIs), spread across the country.

UTC Bushenyi worked with SFERE-France in this process, Bukalasa Agricultural College with Dalhousie University Canada while UTC Lira and UTC Elgon.

The graduates that shall enrol for these courses shall undergo high-quality Competency Based Training (CBET) with 70% of the training time attributed to practical learning sessions and 30% to theoretical lessons. The trainees will gain experience and skills while practising on the same equipment that are used by industry. This approach will enable the learners to gain the right skills that they need to succeed, thereby boosting their job prospects and career progression. The duration of these courses last from days to 24 months. See the list of courses here

(Upload the list of new courses here)

Retooling of TVET Instructors on going for the delivery of the new curricula

The delivery of the new curricula requires equipped and exposed trainers that will ensure trainees gain the right skills they need for the world of work. Under the USDP, UTC Bushenyi released the first cohort of 15 instructors that
underwent first class training, with the support of SFERE France in Welding and Metal Fabrication at Nakawa Vocational Training Institute. A team of instructors from Bukalasa Agricultural College, Ssesefarm Institute, Kaberamaido Technical College and Rwentanga Farm Institute, joined counterparts from other parts of the African for Competency Based Training and Exposure visits to Tamil Nadu University in India. The benchmarking visit was organised by Dalhousie University in coordination with the Project Coordination Unit. Preceding this development, the twinning partners have been providing on ground mentorship and professional support to the entire USDP beneficiary Institutions to advance the quality of skills delivery in the country.

Large Scale Civil Works ongoing for new training structures at 8 TVET Institutions
Civil Works for upgrade of training facilities have commenced at 8 TVET Institutions supported under the USDP. At UTC Bushenyi, construction of three workshops, a student’s hostel, multipurpose hall, toilets and changing rooms as well as a storage facility is ongoing. It’s networking VTIs I.e., Nyamitanga Technical Institute, Karera Technical Institute and Lake Katwe technical
Institute are each receiving a new workshop, toilets and changing rooms as well as storage facilities by the end of the USDP.

(Upload video with artistic impression of the structures)

Bukalasa Agricultural College is currently undergoing 100% revamp under the USDP. The College is receiving a state of the art Library, a Layer Barn, a Broiler Barn, Pullet Barn, Piggery Unit, Zero Grazing Unit, a Feed Mill, Milk Processing House, Toilet and Laundry structure as well as a Generator House. A Spray race, Feed Mill, Milk Processing House and a Milking Parlour is being constructed at Kaberamaido VTI. Rwentanga Farm Institute is receiving a new library while a new Zero Grazing Unit, a Milking House and a Milk Processing house is undergoing construction at Ssese Farm Institute. These structures are expected to reach completion by December 2020.

(Upload video with artistic impression of the structures)

Civil Works are expected to commence at UTC Elgon and UTC Lira within the next three months.

Some of the Civil Works for the construction of training facilities at UTC Bushenyi

Photo Credit/USDP/FOES/2020
Upgrade of ICT Facilities & Equipment at 16 Institutions

Aside from construction of new structures for the delivery of the new courses, purchase of the latest, Information, Communication and Technology equipment, as well as state of art training equipment for the new training workshops is ongoing. The Ministry through the USDP signed contracts worth USD 8 million with Deleronzo SPA- Italy, Venefir SRL- Italy and Eagle Scientific Limited-UK for the supply of equipment for UTC Bushenyi, UTC Lira, ORA VTI, Kitgum VTI, Kalongo VTI, UTC Elgon, Kaliro VTI, Butaleja VTI and Kasodo VTI.
Over 50,000 Ugandans skilled through the Skills Development Facility

Private Sector Foundation Uganda (PSFU), through Skills Development Facility (SDF) is implementing component 3 of Uganda Skills Development Project (USDP). SDF is addressing prevailing skills imbalances and shortages in Uganda. Improving skills and innovation is one of the areas that were emphasised in the NDPII that would enhance competitiveness of the economy in Uganda, hence PSFU’s focus with this intervention.

This intervention initially focused on three sectors: Agriculture; Construction; and Manufacturing, including auto mechanics. Later on in second year of SDF project implementation, three additional sectors were considered for support and these are: Transport and Logistics; Information and Communication Technology (ICT); and Tourism and Hospitality (create a link to the SDF web page/blog)

The following has been achieved through SDF interventions;

❖ A total of 581 grantees have been awarded across all the four funding Windows to address skills shortages in both formal and informal sectors.
❖ A total of 57,574 (of these 47% are women) beneficiaries have been enrolled to benefit from skilling program (against what 28,875 which was the project target). The actual skills training is largely hands-on, practical training.
❖ A total of 32,034 have so far completed the training (against what 28,875 which was the project target) in the varied trades and a wide range of skills.
❖ Improved productivity averagely increased by more than 15% as a result of this intervention. Product quality and efficiency have been reported by beneficiaries across all funding windows. An impact study is being arranged to verify and document these achievements.
❖ An industrial learning visit conducted in January 2020, involving 35 Directors and Principles of Centres of Excellence (CoES) and Vocational Training Institutes (VTIs) to 8 organisations that hosted and employed interns/students from their vocational training centres. The learning and sharing during the visits was intended to relate theory and practical knowledge in order to mitigate the mismatch between theory and real life practices for the students.
A skills Fair in May 2019, attended by more than 2000 people as a platform for networking, skilling, information sharing, entrepreneurs and trainers show-casing their products and innovations. This resulted into not only awareness of USDP, but was also a platform for creation of further collaborations amongst various prayers involved in skilling Ugandans.

Stakeholders from the MoES and SDF during a visit to Kabasanda Technical Institute, beneficiary of SDF

Photo Credit/USDPMoES/2019