



MINISTRY OF EDUCATION AND SPORTS



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# UGANDA SKILLS DEVELOPMENT PROJECT (USDP)

## PROJECT BRIEF

Skilling Uganda: Enhancing Uganda's institutions to deliver high-quality demand-driven training programmes in priority sectors

## BACKGROUND

**T**he Business, Technical and Vocation Education and Training (BTJET) in Uganda has suffered from weaknesses in five major areas. These include; relevance to economic growth, quality of skills provision, access and equity, organisational effectiveness and financial and internal efficiency. The system does not produce the appropriately skilled workforce that Uganda requires to increase income and employment and to compete internationally. The training institutions do not deliver training commensurate to the required standards and few students access the training.

To overcome the above challenges, in 2012, the Government of Uganda through Ministry of Education and Sports (MoES) launched a BTJET Strategic Plan 2012/13 to 2021/22 entitled “Skilling Uganda”. This plan underscored a paradigm shift in skills development in the country. The plan emphasised creating employable skills and competencies relevant to the labour market rather than educational certificates as was before.

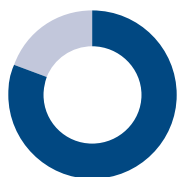
The World Bank funded, Uganda Skills Development Project (USDP) worth US \$100M is one of the options the Government of Uganda initiated to operationalize the BTJET strategic Plan. USDP is a five (5) year project, which was approved in April 2015 and became effective in October 2016. USDP targets enabling programmes to meet skills needs in key priority sectors of the economy i.e Agriculture, Construction and Manufacturing, in line with Uganda’s National Development Plan (NDP II) as well as Vision 2040.





## Development Objective

To enhance the capacity of institutions to deliver high-quality, demand-driven training programs in target sectors. The target sectors are construction, manufacturing and Agriculture..



## Purpose

The purpose of USDP is to support the design of the initial set of reforms that will set the foundation for transforming skills development in the country. It aims at creating a scalable model for high quality vocational and technical training which is linked to labour market needs for specific sectors.



## PROJECT COMPONENTS

The USDP had four components:

### **Component 1: Institutionalising systematic reforms in Skills Development**

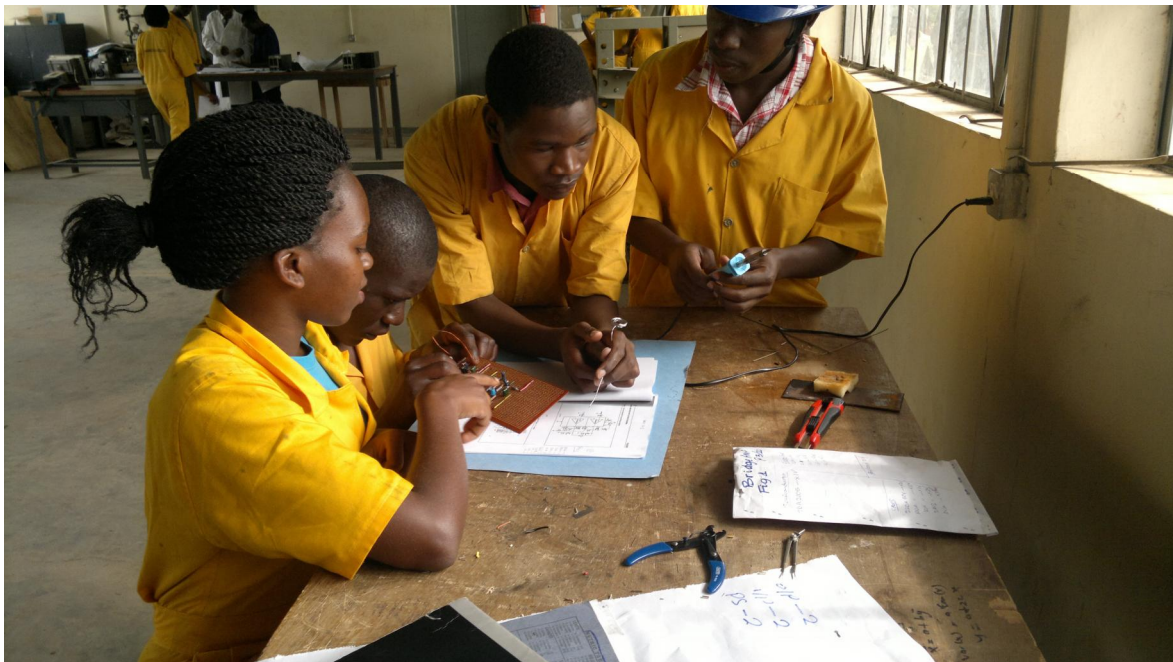
The first Component of the USDP looks to institutionalise systemic change in the BTVET sector through the development of a Skills Development Authority (SDA) as approved by Cabinet in 2012 under the Skilling Uganda Strategy. The Reform Task Force (RTF) which is already in place is working towards the development of the SDA. The SDA will then spearhead reforms to the BTVET sector, aligning supply and demand of graduates, carrying out research, creating policies and planning for the sector and monitoring performance of the sector. Sector Skills Councils will sit under the SDA which will bring together the private and public sectors to ensure that the graduates produced by BTVET institutions have the skills required by the private sector.

This Component has four subcomponents; Establishing SSCs and developing the foundations of a SDA, Alignment and strengthening of the assessment system, establishing a Management Information System (MIS) for the BTVET and Communication and Marketing for the BTVET sub-sector.

## Component 2: Improving Quality and Relevance of Skills Development

This component will support four (4) Colleges namely; Uganda Technical College (UTC) Bushenyi, UTC Elgon and UTC Lira as well as Bukalasa Agricultural College to become Centers of Excellence (CoEs). These colleges will offer high-quality Competency-Based Training for artisans (low-level), artisans (medium-level) and technicians (higher-level) with the intention to equip them with skills demanded by selected trades/occupations in the manufacturing, construction, and agro-processing sectors of the Ugandan economy. International training providers will be sought as twinning partners who will support the colleges in developing their curriculum, as well as providing advice on the infrastructure and equipment required to reach this goal. These colleges, as Centers of Excellence, will then support twelve (12) Vocational Training Institutions to improve by providing training, curricula development assistance and guide on the equipment to be procured

This component will be implemented through 3 sub-components: Establishment of the CoEs; Support to public VTIs; and Twinning Arrangement for the establishment of CoEs and networks.



### **Component 3: Employer-led short-term Training and Recognition of Prior Learning (Managed by the Private Sector Foundation Uganda (PSFU))**

This component seeks to support enterprise-based training. It is implemented through a Skill Development Facility (SDF) mechanism that will be co-financed by the private sector through a matching grant contribution, and support training activities that will lead to improved productivity and competitiveness in the formal and informal sectors. The grant facility which supports the development of skills in the formal and informal sectors and will be accessed in a competitive fashion against the following four windows:

**Window 1:** Addressing skills shortages in the formal sector through proposals submitted by partnerships of medium and large enterprises/employers from the formal sector and training providers accessing the SDF in a competitive fashion.

**Window 2:** Addressing training needs of the self-employed and workers in the informal (jua khali) sector, micro and small enterprises, master craftsmen and members of cooperatives to improve their practical, technical and business skills in order to enhance their competitiveness.

**Window 3:** Supporting private training institutions interested in developing new innovative models for delivery of training, new training concepts and new training programs responding to identified needs.

**Window 4:** Financing initiatives by private sector/industry organisations interested in participating in the development of a system for certification of skills and competencies acquired through informal and non-formal means.

## Component 4: Project Management, Monitoring and Evaluation

This component is to finance:

1. Management of the project, which includes establishment of a Project Coordination Unit (PCU), within MoES, Implementation Units within the respective CoEs, as well as strengthening of the existing PCU under the PSFU; and,
2. Monitoring and Evaluation under the project including and;
3. Capacity-building for implementing units.

Together, these components support the implementation of the Skilling Uganda strategy to enhance skill development and training in Uganda to make it more relevant to the industry.

## PROJECT BENEFICIARIES

The project will benefit the following:

- Approximately 45,000 trainee beneficiaries across the targeted institutions during the life of the project.
- The 4 Colleges selected to become Centers of Excellence (CoEs) and the 12 Public Vocational Training Institutions that will network with the CoEs
- In the short and medium-term, the project will benefit employers and employees of target sectors who will gain additional skills that improve the competitiveness of respective firms. In the medium to long-term, it will benefit a larger pool of entrants to the labour market with demand-driven, Competency- Based Training programs.
- The GoU will benefit from a more efficient and streamlined system to manage skills development in the country.
- New entrants into the labour market and those who are already employed/self-employed;

## OVERALL PROJECT MANAGEMENT AND IMPLEMENTATION

The USDP implementation is entrusted to two government entities i.e. Ministry of Education and Sports and Ministry of Finance Planning and Economic Development-MoFPED. The MoES is responsible for the implementation of Component 1 through the SDA or An Alternative framework when established, and Components 2 and 4 through a PCU accountable to the MoES. The MoFPED is responsible for the implementation of Component 3 through the PSFU housed in the MoFPED and 4 (under a shared responsibility with the PCU of the MoES and supported by a PCU under PSFU).

A USDP Steering Committee has been put in place for the overall oversight of the project. The day to day management and coordination of the project rests with the Project Coordination Unit (PCU) within the MoES, the PCU within the Private Sector Foundation Uganda (PSFU) as well as Units within the respective CoES.



## **CONTACTS**

For more information on this project, contact us:

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**The Ministry of Education and Sports**  
9-11 King George IV Way,  
Embassy House  
P.O.BOX 7063, Kampala  
Tel: +256 414 234 451/+256 414 257 038  
Website: [www.education.go.ug](http://www.education.go.ug)