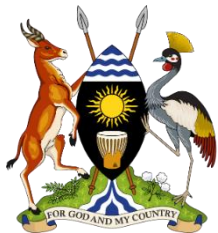




Experience Sharing: Skill Training

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9th Feb 2021



EUROPEAN UNION

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enabel.be



The SSU Project

- Supports skilling reforms in Uganda into a comprehensive system of skills development for employment, enhanced productivity and growth.

- **Overall Objective**

The **employability** of **youth** is increased through better quality of instruction and learning in **Skills Development**

- **Results at 3 levels**

1) National coordination & governance

2) pSDF is established and operated as a model for financing skilling (multi-donor basket of Euro7.8m: BE in AR, IRE in Karamoja, EU and GIZ in Northern Uganda for refugees and host communities)

3) Quality of training and qualifications is improved in 7 VTIs (5 in AR and 2 in Karamoja)



SDF

The Skills Development Fund (SDF) was established as a pilot financing model to generate learning that will inform the National financing mechanism for Uganda;

SDF grant recipients provide quality skills development programmes that are responsive to private sector and labour market needs

- Regular short term training through call for proposals.
53 grant agreement signed, (6,266,326€)
- Instant training – 163 trainings (713,472€)



Objective: To provides livelihood and labor market relevant skills for refugees and host communities in Northern Uganda including Kiryandongo

Target: 7,400 Youth, women and Girls (Refugees 50%)

16 Grant Agreement signed. 5,465 youth reached.

Instant training – 2,506 (1,603 Female and 903 Male) trained. among whom 1,221 (49%) were refugees



Challenges

- Proximity
- Private sector buy in into the fund.
- Fragile economy
- Training duration/schedule
- Cultural differences
- Mobility of the refugees
- Language barrier
- Interest trainee visa vi labor market demands
- Difficulty in transition to formal training after completing the informal training.





Integration of Entrepreneurship in Skills training

- Call for proposal guideline-based on LMS
- Standardise training modules-customised
- Post training support- Start –up kits provision, coaching and mentorship, follow up





Achievement

In Northern Uganda

48% of trainees received 'Workers PAS' certification by DIT (of whom 62% are refugees and 52% females)

Percentage at work

- 65% overall
(49% self-employed, 16% wage-employed)

% income increase of monthly income

- Short trainings : 83%
- Instant trainings: 50%

85% of grant recipients incorporated entrepreneurship/business development

Start up kit utilisation at 69% after six months after distribution

26 training modules upgraded based on labour market needs





Good Practices

- Labour market scans and needs assessments- Complementarity skills
- Quality of teachers
- Innovative training modalities- Flexible training delivery- Hands-on
- Partnership with the private sector for work-based learning, training material adaptations etc
- Outreach activities
- Holistic approach to skilling
- Allocating adequate budget for job placement increases employment and increased income.
- Post training support and mentorship create opportunity to mature in own business since 90% are self-employed.
- Giving start –up kits, led to high employment creation
- Integrating business skills, Life skills and Career guidance & counselling



Lessons learnt

- Holistic vision on skilling:
(a) skills training (b) entrepreneurship & life skills, (c) post-training support
- For self-employment: additional follow-up/ coaching in combination with start-up kits are important to refugee skills programming.
- Startup kits Follow- up time of up to 6 months for Tracer and supporting youth in employment seeking is very important & Crucial
- For wage-employment: labour market information systems
- Role of certification
- Emphasis during selection process and capacity building
- Need for complementary skill to improve the competitiveness of trainees eg TCG, BCP and plumbing.



thank you!

