



## Vocational Training in Uganda

### Background:

In many African countries, the rural population wants to leave the villages and find better paid jobs in the cities. During this uncontrolled urbanization process, many former farmers are badly exploited in the cities due to their lack of education and vocational training. My Ugandan partners and I built three houses in the last two years and realized that there is an urgent need to educate and train many of the workers usually engaged in local constructions.

### New Project's Purpose:

Better trained villagers can achieve better construction results and enhance their professional careers. Experienced European craftsmen teach basic professional work skills to young African villagers in a six month basic training and a possible additional six month master training. Trainings in the following professions could be offered:

- ❖ Carpenter
- ❖ Electrician
- ❖ Sanitary Installation
- ❖ tiler
- ❖ bricklayer





### Infrastructure and Human Resources:

The following infrastructure is necessary to implement the project:

- ❖ Land: to be purchased by joint venture of Ugandan and Swiss. (Already financed and possible land identified).
- ❖ Workshop: A basic workshop shall be built by Ugandan workers according to the design of Swiss experts. The design shall ensure that the workshop permits the education of and provides the equipment for the execution of the fundamental skills of the aforesaid professions.
- ❖ Administration: The local administration (consisting of Ugandan citizens) is responsible for managing government relations, obtaining land titles (not always easy), reviewing and accepting trainee applications, supervising the workshop construction, assisting the Swiss Experts during their stay and in sourcing local equipment and tools.
- ❖ Swiss Experts: The project is only feasible with Swiss experts that are willing to come to Kampala to teach young adults (18 to 20 years).
- ❖ Housing for Swiss experts: Currently two rooms in a house in Kampala are available for initial accommodation of Swiss experts.
- ❖ Two minivans with tools as mobile work shop for construction sites. (Not first priority)





### **Practical Training:**

The practical training for the trainees shall include:

- ❖ Experts explain usage of tools in own workshop of training center;
- ❖ Experts teach in practice which material is suitable for which purposes;
- ❖ Experts supervise trainees on a real construction site (Farmhouse to be built on same land)
- ❖ Experts teach theory based on local educational books in English.

### **Questions & Assistance needed:**

At the current stage of the project, the questions below and the following assistance need to be cleared and organized:

- ❖ How long should the vocational training be to provide the trainees with meaningful skills that will allow them to start their own businesses?
- ❖ The training shall not be for free, but trainees shall only pay a small upfront application and entrance fee. Thereafter, the trainees shall get opportunities to work on construction sites introduced by the training center. The training center shall receive certain percentage of the trainees' reimbursement for construction work.
- ❖ What would be a simple design for the workshop in order to ensure professional training of basics in a very mild climate (no fancy building necessary due to always pleasant climate). We need a design proposal of Swiss experts to be reviewed by Ugandan experts.





- ❖ What kind of equipment and tools are needed to establish a meaningful vocational center suitable for the intended vocational training? (A detailed list per profession is needed.)
- ❖ Which equipment and tools can be sourced locally in Uganda, which in Kenya and Tanzania? (Sudan and Congo are no options: purchase and transport too risky.)
- ❖ How shall the minivans be furnished (i.e. which tools)? What are the respective costs?

### **Types of Training:**

Our center for vocational training plans to provide:

- ❖ **Basic training:** This training should permit the trainees to get reasonably paid jobs and to be considered skilled workers in the Ugandan market.
- ❖ **Master training:** Trainees with outstanding talents shall receive additional training, also of administrative nature (basic accounting, contract law and project planning etc.)

### **Performance Awards:**

Performance shall be awarded: best trainees of Master Training receive investment for the establishment of an own enterprise. Low start capital needs to be paid back with 5% interest over five years. Aim: facilitate professional independence of local talents.

