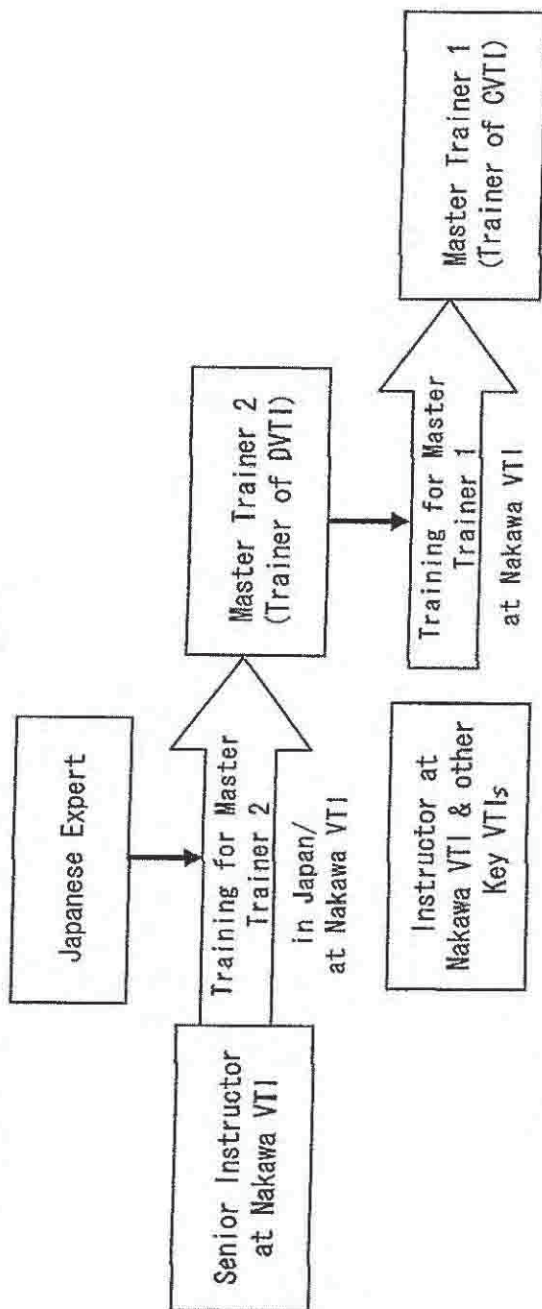
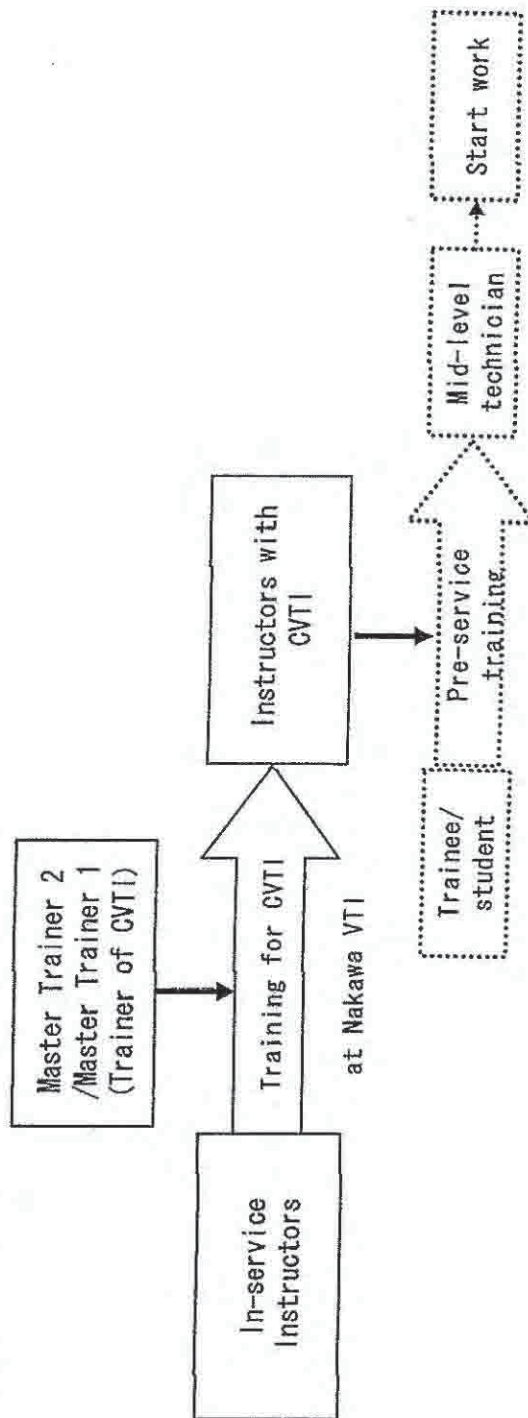


# Sequence of Training Program (Instructors)

## Training for Master Trainer 2 and 1

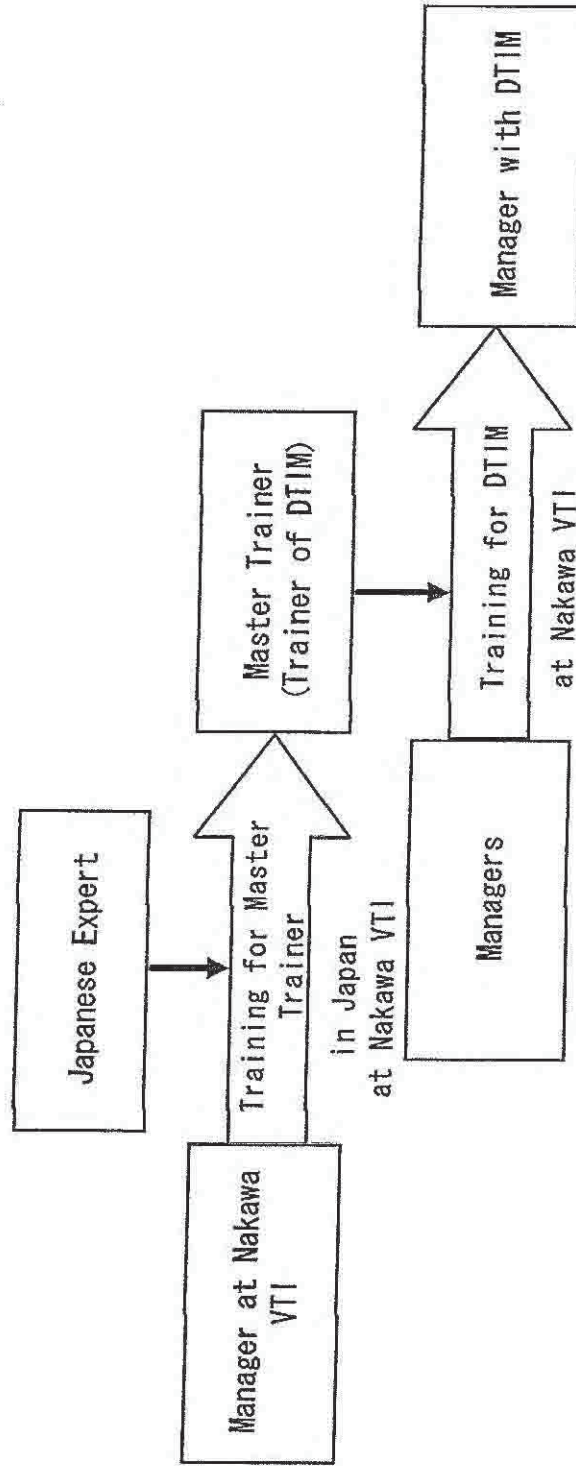


## Training for Instructors



# Sequence of Training Program (Managers)

## Training for Managers



Original Proposed Modular Training Programme for CVTI

No.	Module	hours	for In-Service Instructors
1	Technical Skills Upgrade	300	Needed
2	Industrial Experience		-- (RPL)
3	ICT		Needed
4	Entrepreneurship & Liaison with Industry	360	Needed
5	Preparation, Conduction, Evaluation of Theory Lessons (incl. Teaching aids preparation / visualisation)		--- (RPL)
6	Preparation, Conduction, Evaluation of Practical / Workshop Training	360	Coverd by CTTE / DTTE
7	Counseling of learners (incl. Traumatized youth / adults in the North)		Needed
8	Monitored Teaching Practice in Training Institutions	540	General Counseling = Needed for North = ---
	total	1200	--- (RPL)
			= 1 year for Pre-Service Instructors

Japanese Proposal of Modular Training Programme for CVTI (incl. Trainers Training)

Module of Technical Skill Upgrade

Module of Pedagogy

Japanese Proposal of Modular Training Programme for CVTI (incl. Trainers Training)

Training Module	Training Duration		CVTI
	Master 2	Master 1	
Module of Technical Skill Upgrade	2M	4M	2-4M
Module of Pedagogy	1M	2M	2M

Pedagogy Training Subject	(hrs)	Contents / Detail
1. ICT	30	Training Material, Networking
2. Entrepreneurship	6	Needs Survey, Liaison
3. Basis of Vocational Training	6	Histroy of VET, Positioning in the National Development Policy, Instructor's Role
4. Methodology	30	Planning, Develop Curricula and Syllabi, Training Preparation, Lesson Plan, Implementaiton, Evaluation
5. Safety and Hygiene	6	The cause and measure of a calamity, Safety control organization and activity, Health
6. Psychology of VET	6	Genetic Psychology, Learning Psychology, Counseling for Learners
7. Daily Life Guidance	3	Morality, Sociality, Communication
8. Applicable Laws and Regulations	3	regarding Law and National regulations, Qualification, UVQF
9. Training Control	6	Record of Training, Training Cost
10. Trainee / Student Admin.	6	Recruiting, Selection, Registration, Career Guidance
11. Hardware Management	6	Management for Tool, Equipment, Facility, Training Material
12. Case Study	30	Planning Training Course, Curricula, Job Analysis, Operation Break-Down, Brainstorming
13. Examination		for Qualifying

### Scope of Japanese cooperation

	Training for Master trainer 2	Training for Master trainer 1	Training for Instructors
Target	Senior Instructors at Nakawa VTI	Instructors at Nakawa VTI and other potential institutions for instructors training	Instructors in Uganda
Training	Counterpart training in Japan	Training at Nakawa VTI by Master trainer 2	Training at Nakawa VTI by Master trainer 2 / Master trainer 1
Components of training	<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px;">2-2.5M</div> <div style="border: 1px solid black; padding: 2px;">0.5-1M</div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <div style="border: 1px solid black; padding: 2px;">Technical</div> <div style="border: 1px solid black; padding: 2px;">Theoretical</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="border: 1px solid black; padding: 2px;">Electronics</div> <div style="border: 1px solid black; padding: 2px;">Pedagogy</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="border: 1px solid black; padding: 2px;">Electricity</div> <div style="border: 1px solid black; padding: 2px;">Pedagogy</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="border: 1px solid black; 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Notes:



JICA can contribute to upgrade trainers through counterpart training in Japan or dispatch of experts for these subjects.

Time Frame (Draft 1) One-Time training in Japan for Master2

Year Month	2007												2008												2009												2010												2011											
	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
INPUT																																																												
Long Term Expert	★ Project Start																																																											
CVTI for In-Service Short Term Expert (2)	Set Up for Master2 Training (Curricula, Syllabi, Equipment-List)																																																											
Training in Japan (Master 2) Equipment	Preparation at NVTI by itself																																																											
Master1 Training at NVTI	Pedagogy(1M)+Advanced Technical Skill for Diploma (2M)																																																											
Short Term Expert (on Demand) CVTI at NVTI	Installation of New Equipment (Acceptance Inspection)																																																											
CVTI at Other Institution	Preparation for Master1 Training																																																											
Short Term Expert (1)	Pedagogy(2M)+Technical Skill Upgrade(4M)																																																											
Managers Training	Support for Eq. Installation & Inspection, Training Preparation and Monitoring																																																											
Trainers Training in Japan	Pedagogy(-M)+Technical Skill Upgrade(-M)																																																											
Managers Training at NVTI	Preparation for CVTI																																																											
	Pedagogy(M)+Technical Skill Upgrade(-M)																																																											
	Monitoring																																																											
	Preparation for Training (Curricula, Syllabi)																																																											
	Preparation																																																											

Time Frame (Draft 2) Two-Time training in Japan for Master2

Year Month	2007												2008												2009												2010												2011											
	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
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	for Pre-Service																																																											
	Preparation																																																											

❖ Project Name: THE PROJECT FOR INSTRUCTORS AND MANAGERS TRAINING FOR VOCATIONAL EDUCATION AND TRAINING  
 ❖ Period: 3-4 years

❖ Target Group: (Direct) In-service instructors and managers at Nakawa VTI (prospective Master trainer 1, 2, and CVTI instructors), In-service instructors and managers of BTVET institutions carrying out CVTI program (prospective Master trainer 1), In-service instructors and managers applying for CVTI program at Nakawa VTI (prospective CVTI instructors) (Indirect) Nationwide BTVET institutions and their students

Narrative Summary	Objectively Verifiable Indicators	Means of Verifications	Important Assumptions
<p>(Overall goal) There are higher-quality instructors and managers in terms of skills and knowledge in TVET institutions in Uganda</p> <p>Vocational schools in Uganda have higher-quality instructors and managers in terms of their own knowledge and skills</p>	<ul style="list-style-type: none"> <li>• More than X % of instructors in vocational schools in Uganda has DVTI.</li> <li>• More than X % of managers in vocational schools in Uganda has DTIM.</li> <li>• More than X % of instructors in vocational schools in Uganda has CVTI.</li> </ul> <p>And/or</p> <ul style="list-style-type: none"> <li>• The number of DVTI holders or instructors who filled skills and knowledge for DVTI concept's requirement reaches XX by 2014.</li> <li>• The number of DTIM holders reaches nationwide XX by 2014.</li> <li>• The number of CVTI holders nationwide reaches XX by 2014.</li> </ul>	<ul style="list-style-type: none"> <li>• Record of MoES</li> </ul>	<ul style="list-style-type: none"> <li>• No immense changes occurs in the national policy on BTVET sector in Uganda</li> </ul>
<p>(Project purpose) The base of training system on instructors and managers is developed at Nakawa VTI</p>	<ul style="list-style-type: none"> <li>• More than X % of persons concerned in vocational schools of Uganda is satisfied with the system to establish.</li> </ul> <p>And/or</p> <ul style="list-style-type: none"> <li>• More than X instructors and managers receive new qualification under the new qualification system (officially or provisionally, depending on the approval process of the government)</li> </ul>	<ul style="list-style-type: none"> <li>• Survey conducted by the Project evaluation team composed of Nakawa, other key VTIs, and other donor agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• The qualification system is approved officially and/or, the concept/ideas are well applied in vocational schools of Uganda.</li> </ul>
<p>(Outputs) 1. Concept of the new qualification is proposed. 2. Training system for instructors is established. 3. Training system for managers is established.</p>	<ul style="list-style-type: none"> <li>• Proposal is officially or provisionally appraised/ accepted.</li> <li>• More than X % of persons concerned in vocational schools of Uganda is satisfied with the training system for instructors.</li> <li>• More than X % of persons concerned in vocational schools of Uganda is satisfied with the training system for managers.</li> </ul>	<ul style="list-style-type: none"> <li>• Project record</li> <li>• Record of MoES</li> <li>• Survey conducted by the Project (ditto)</li> <li>• Module/curricula, training plan</li> <li>• Project record</li> <li>• Survey conducted by the Project (ditto)</li> <li>• Module/curricula, training plan</li> <li>• Project record</li> </ul>	<ul style="list-style-type: none"> <li>• There are no immense changes on national policy regarding national qualification system.</li> <li>• Contents of the newly proposed qualification system does not receive negative effects/changes by UVQF's progress and/or changes.</li> </ul>

Note 1: \*Persons concerned in vocational schools of Uganda\* in the Objectively Verifiable Indicators means instructors, managers who received training at Nakawa VTI, and their supervisors at their vocational schools.



<p><b>(Activities)</b></p> <p><b>Output 1: Concept of new qualification system</b>  1-1 To study and determine the required level and criteria for the new qualification.  1-2 To confirm consistency of the level and criteria to set for the qualification with UVQF's contents  1-3 To formulate the concept of the new qualification.</p> <p><b>Output 2: Training system for instructors</b>  <b>[Master trainer]</b>  2-1-1 To select candidates of master trainers  2-1-2 To train the candidates of master trainers  <b>[Preparation for training course]</b>  2-2-1 To study skills and knowledge of instructors at present and their needs.  2-2-2 To develop module, curricula, teaching material for training courses, looking at the consistency with UVQF's contents  2-2-3 To set up training plan including composition of participants of classes, schedule, etc, reflecting the study in the activities "2-2-1" and other information  <b>[Implementation of training courses, monitoring, evaluation and feedback]</b>  2-3-1 To conduct "RPL: Recognition of Prior Learning" for instructors who will participate in training courses in order to know their skills and knowledge at present  2-3-2 To conduct training by use of module, curricula, teaching material developed in the activities "2-2-2" in accordance with the training plan set up in "2-2-3"  2-3-3 To monitor and evaluate training courses periodically  2-3-4 To revise module, curricula, teaching material, reflecting the results of monitoring and evaluation  2-3-5 To assess the achievement of participants.</p> <p><b>Output 3: Training system for managers</b>  <b>[Master trainer]</b>  3-1-1 To select candidates of master trainers</p>	<p><b>(Input)</b></p> <p><b>Japanese side:</b></p> <ol style="list-style-type: none"> <li>1. JICA Long term expert</li> <li>2. JICA Short term expert(s) as necessary</li> <li>3. Equipment</li> <li>4. Counterpart training in Japan or overseas</li> </ol> <p><b>Uganda side:</b></p> <ol style="list-style-type: none"> <li>1. Counterparts</li> <li>2. Administrative personnel</li> <li>3. Necessary infrastructure for the Project including: <ul style="list-style-type: none"> <li>• Office facility equipped with office furniture, electricity supply and direct telephone line, for the Project team</li> </ul> </li> <li>4. Budget for Project such as; <ul style="list-style-type: none"> <li>• Training cost</li> <li>• Salaries and other allowances for Uganda staff</li> <li>• Costs for electricity, water, gas, fuel and other contingencies</li> <li>• Operational expenses for customs clearance, storage, domestic transportation and installation</li> <li>• Expenses for maintenance of the Project facilities and equipment</li> <li>• Other necessary local expenses of the Project</li> </ul> </li> </ol>	<ul style="list-style-type: none"> <li>• There are no significant delay on UVQF's progress</li> <li>• Necessary facilities, equipment, materials for implementation of training courses have been installed and/or well maintained.</li> <li>• Sufficient numbers of participants who meet the pre-requirement to participate in training courses are secured.</li> <li>• The Project can obtain support, advice from local industries.</li> </ul>
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<p>3-1-2 To train the candidates of master trainers  <b>【Preparation for training】</b>  3-2-1 To study skills and knowledge of managers at present and their needs  3-2-2 To develop module, curricula, teaching material for training courses, looking at the consistency with UVQF's contents  3-2-3 To set up training plan including composition of participants of classes, schedule, etc, reflecting the study in the activities "3-2-1"  <b>【Implementation of training courses, monitoring, evaluation and feedback】</b>  3-3-1 To conduct training by use of module, curricula, teaching material developed in the activities "3-2-2" in accordance with the training plan set up in "3-2-3"  3-3-2 To monitor and evaluate training courses periodically  3-3-3 To revise module, curricula, teaching material, reflecting results of monitoring and evaluation  3-3-4 To assess the achievement of participants</p>	<p>(Precondition)  <ul style="list-style-type: none"> <li>• Counterparts are properly assigned.</li> <li>• Implementation body of the Project is formed through the process of mutual understandings on each role of related organizations to the Project.</li> <li>• Demarcation and cooperative roles among donors are confirmed.</li> </ul> </p>
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Note 2: It is prospected that the provisional qualification will automatically transfer to the status of the official qualification after the qualification system developed by the project is authorized.