

3.協議メモ

■ナカワ VTI とのミーティング (1)

日時：2007年1月10日(水)

面会者：Mr. Abasi Tuzinde, Principal

Mr. Kiwanuka Makumbi, Deputy Principal

Mr. Silver Stanislaus Olowo, Ag. Deputy Principal Training

Mr. Oteka Albino, Training Manager

Mr. Muwanga Godgrey Fred, Coordinator TCICT

フォローアップ調査について

- フォローアップ調査で得られた情報は大変貴重であり、プロジェクト内容のフレームワーク作成においても大変有用になるものと調査団側から謝意を表明。
- 他方、JICA 本部のコメント反映を依頼（①BCP、Carpentry、Electricity 分野において、特に訓練ニーズが高い具体的なエリアについて、②Pedagogical 分野において、特にニーズの高いエリア/項目について、③指導員、管理者の人数について公立校・私立校による分類を行なうこと、④ナカワが有する7学科を設置している学校数）。これらについては、15日（月）までには完成させるとのこと。
- また当方より、調査にかかる分析が全て地方を切り口としているが、地方ではなく学科・分野別の切り口による分析を付け加えてもらいたい旨依頼。17日（水）までに完成させるとのこと。
- なお、上記の追加依頼事項については JICA 事務所との契約の関係もあることから（契約履行期限は12日）、別紙にて提出する予定。

- 調査の結果によると、BCP, Carpentry, Welding, Sheet metal, Automotive のマーケットニーズ（卒業生の就職先として）が高い。
- 他方、電子、電気、IT については人気が高まっているが、就職先のボリュームとしては依然として小さく、上記の分野が圧倒的である。
- また地方では電気が無い地域も多く、上記3分野のマーケットニーズがそもそも少ない地域も多い。

プロジェクト内容について

- マスタートレーナーの育成を含む、プロジェクトの骨子、カスケード方式については了解。大きな異論は無い。
- ただし、日本からの協力分野として「木工」、「自動車」を是非入れてほしい。これら2分

野は今般調査でも明らかになったように、マーケットのニーズが高く、必須と考えている。

- マスタートレーナー 2 にかかる日本での研修は、現行アイデアよりも増やし、Pedagogy に対して 1 ヶ月、技術に 2-3 ヶ月としてほしい (⇒その他、ウガンダにおけるマスタートレーナー 1 に対する訓練期間についても様々な議論が出たが、訓練モジュールを見定めたいうえで、期間については改めて考えることとした。【参考】CVTI については Pedagogy に 2 ヶ月、技術に 4 ヶ月がナカワ側のほぼ一致した意見)。
- マスタートレーナー 1、2 は混乱するため、別の名称が良いのではないか。例として校長より、Chief Instructor が提案された。
- この点について当方より、Chief Instructor は既存の呼称・ポジションであり、プロジェクトが意図している新たなステイタスを印象付けることが出来ないと返答。名称については、再度検討することとした。
- トレーニングの実施は夏休み等の休暇期間中が最適。夕方等の選択肢もあるが、実際には休暇を利用したタイミング以外には難しいのではないか。
- (マスタートレーナー 1 および 2 については、訓練実施者になることで、これまでは無かった新たな仕事が増えることにもなるが、モチベーションを含め、心配な点は無いか？との問いに対して) トレーニングを実施することは訓練校の義務であり、特に問題は無いと認識しているとのこと。
- ただし、マスタートレーナー (特にマスタートレーナー 2) を得るモチベーションとして、マスタートレーナー 2 の授与を以って、一定の学位と同等のものであると認証してもらえるようにしてもらいたい (←背景として、現在訓練校のスタッフは Ministry of Public Service の基準によって給料が設定されているが、これら基準には学位などがクライテリアとなっている。そのため多くの指導員は学歴が欠けているために、ポジションが上がらない、給料が増えないといったことが起きている。)
- CVTI、DVTI の資格については、8 月のワークショップ以来話し合われたことは無い。ただしナカワとしては将来の短大化も見据え、CVTI、DVTI を授与できる体制にしてゆきたいと考えている。

その他

- 本プロジェクトで、訓練受講者のための既存 accomodation 施設の rehabilitation を行なってほしい。Rehabilitation 必要部屋数：20 部屋、必要コスト：Ush200 万/部屋とのこと。また Pedagogy に関して、二つの教室の rehabilitation も合わせて行なってほしい。
- ナカワは現在の 7 学科から、今年 8 月から 9 学科にする予定 (BCP、Pedagogy を学科として追加)。また Section という呼称を Department に出来るように申請中。

■ナカワ VTI とのミーティング (2)

日時 : 2007 年 1 月 15・17～18 日

面談者 : Mr. Abasi Tuzinde, Principal

Mr. Kiwanuka Makumbi, Deputy Principal

Mr. Silver Stanislaus Olowo, Ag. Deputy Principal Training

Mr. Oteka Albino, Training Manager

Mr. Muwanga Godgrey Fred, Coordinator TCICT

①ニーズ調査(フォローアップ調査および他の訓練校: Lugogo、Jinja、Njeru)

- ・ BCP、木工、電気の各分野で、特に訓練ニーズが高い。
 - ・ BCP は現在のナカワには設置されていない訓練科目だが、ニーズが多いということで新設される見通し。したがって、CVTI 等の活動についても、BCP は協力する意欲があり、実習場は建設中。
 - ・ 同様に、電気科から冷凍空調（主として冷蔵庫）部門を独立させる予定という説明もあったが、BCP 科と異なり、あくまで構想段階と思われる。
 - ・ 地方の各訓練校における訓練ニーズとナカワが提供できる訓練職種の対比表の提示があった。この表のみを見ると、地方ニーズとナカワのサービスが合致しないように見受けられるが、ナカワで実施される 7 (8) 科目は、基幹職業訓練分野であり、地方訓練校で行う訓練科目をカバーしているものである。
 - ・ 木工科は以前人気のない科であったが、プロジェクト以後、品質の高い製品の製作技術、デザインの向上などの技術を付与できる訓練科として人気が高まっている。ニーズがなかった（人気がなかった）要因は、小規模の自営工房が多く、徒弟制（制度として確立しているものではない）の OJT で、市販の家具類の製作技術（さほど高くはないレベルであるが）を覚えることができるので、訓練校に入学するメリットが認識されていない。ナカワの木工訓練においては、日本の協力により、その「メリット」が一般的に認識された結果、上記のように状況が変化したとのこと。
- 今回訪問した他の 3 校では、木工に関してはニーズがない（人気がない）科とされているが、ナカワのケースは、今後行われる指導員研修において参考になる事例といえる。
- ・ 今回訪問した訓練校で、ニーズ（人気）が高い職種としては、自動車整備、電気、配管などがあげられた。

②協力分野

- ・ 今次プロジェクトでは、現職の指導員を対象とした CVTI 訓練を目的とする予定。4～5 月に実施したローカルコンサルタントによる調査で出されたプロポーザルでは、1200H (約 1 年) コースの訓練モジュールが提案されていたが、RPL を適用し、モジュールの一部を実施することで、現職指導員向け CVTI 訓練が実施できる。

・協力分野の候補は、電気、電子、情報、機械、溶接が考えられる。自動車、木工、配管（含む板金）、建築（BCP）4分野については、協力リソースの関係から協力が難しいことも想定される。協力分野については、日本側のリソースも考慮して決定する予定。

・情報分野は、電子科で訓練が実施されている。電子科から2名の指導員が研修のために空席になること、2コースのCVTIおよびマスター1訓練を実施することはキャパシティ的に不可能である。したがって、独立した情報コースではなく、指導員全体に必要な教材作成などのICTスキルを指導法の研修の中にも含めることで対処することとした。

【追記】

後日の協議により、国内で走る自動車の多くが日本車である現状から、自動車を候補として追加。溶接+板金=金属加工として広く対象分野を広げることとする。ナカワ校がこの提案に対して賛意を示す。

③指導技法

・Pedagogyの訓練モジュール内容として、日本版指導員研修の内容と大まかな時間数を提示。時間数はトータル138時間を例として検討したが、これは日本研修の1ヶ月の内容として想定。

・前回のプロジェクトで、指導技法関連の技術移転がある程度実施されているので、補足研修と捉えている。他の訓練校では、ナカワと同等のバックグラウンドがないので、指導時間を多くする必要がある。

④MasterTrainer2

・指導技法1ヶ月+技術研修2ヶ月の計3ヶ月の本邦研修を通じて養成することをウガンダ側と確認。

・この研修で付与される資格は重要。Diplomaかそれ以上であるべき。

・3ヶ月間の研修でウガンダ国内で認められるか確認が必要。

・MasterTrainer2になる資格要件としては、Senior Instructorであること。

(注) Senior Instructor となる条件

－Higher Diploma以上の技術資格

－CTTE/DTTEの資格

－5年以上の実務経験

(ナカワの各科においては、1～3名配置され、その中の1名が科長として任命されている)

・研修の開始時期としては、1～3月が養成訓練の長期休暇にあたるので都合が良い。

・技術系研修としてのニーズとして、①機械の設置保全技術 ②メカトロニクス ③CNCが提示される。

・技術研修の内容は、カリキュラム設定の短期派遣専門家と検討されるべきであり、協力分野が未定なので、後日の検討課題とする。CNCなどは機材投入が前提となるが、非常に

難しい趣旨のコメントのみ残す。

⑤MasterTrainer1

・訓練期間は MasterTrainer2 と同じ研修期間を想定していたが、この研修自体を将来の DVTI 課程と想定しているため、修了者に付与される資格は Diploma が相応しいとの認識で一致。しかし通常ウガンダ国内の研修では、3 ヶ月の訓練では取得できず、1 年程度は必要と認識される。RPL を適応しても 6 ヶ月は最低と思料されるので、6 ヶ月を仮置きとし、以後のスケジュールは検討する。

・6 ヶ月の研修 Diploma 付与の可否は、教育省内での検討を要するという事で確認。

⑥短期派遣専門家

・MasterTrainer2→1→CVTI に至る各研修内容の設定のため、MasterTrainer2 訓練前に 1 度、MasterTrainer1 研修の前に、機材導入・技術指導・研修のモニターのため、必要に応じて派遣することを検討し、プロジェクト活動全体のタイムテーブル案が作成される。

⑦DTIM

・JICA 集団研修として実施されている「職業訓練管理セミナー」と「職業訓練向上セミナー」をベースに研修内容を構成していくことで確認。そのための短期派遣専門家の投入が必要なことも確認された

・本邦研修として 2 ヶ月を提案したところ、Diploma が問題となる。Diploma のためにはそれなりの研修期間の確保が必須であるが、それだけの長期間、マネージャーが席を空けることの可否、そもそも管理業務に資格が必要か等、意見が割れる。

・結果、Diploma の資格にこだわらず、現実的な管理能力の付与を目的とした 2 ヶ月間の研修として実施する方向で確認された。

【追記】

1 月 19 日に実施された Pre-Workshop の中で、Diploma については、教育省 BTVET 局長を含む関係者の協議の中で、以下のとおり確認された。

・MasterTrainer2

日本での高度な研修ということなので、3 ヶ月の研修修了をもって、Diploma が与えられるよう、Council for Higher Education と協議する。

・MasterTrainer1

従来のウガンダ国内の慣例では、9 ヶ月以上の研修でなければ、Diploma の付与できないが、「新しい試み」として、上記と同じく検討する。

■BTJET 局とのミーティング

日時：2007年1月11日(木)

面会者：Mr. Henry Francis Okinyal, Commissioner for BTJET

UPPET 政策変更について

- 06年12月のUPPETからUSEへの変更については、BTJET局は事前に全く知らされていなかった。BTJETセクターが除外された理由は全く見当が付かない。
- 前期中等教育に当たる部分のVTIは入学者数において影響が見られることになるだろう。なお本政策の変更をもって、生じるであろう入学者予想数の変化については、未だ計算等なされていない。
- BTJET局としては、15日(月)に、BTJETセクターを無償化の対象に組み込んでもらえるように再度交渉する予定である。

来年度予算について

- 現在は、1)UPPETをベースとした予算と、2)BTJETセクターが除外されたUSEをベースとした予算の二通りを作成している(筆者注：ただし、聞き取り時の状況から判断するとBTJETセクターが除外された後者2)の予算が俎上に乗る可能性が高いと推察)。
- 上記予算1)および2)の双方ともに、前年度予算より増額した予算額となっている。1)についてはUPPETの関係から総合的に予算が増加、2)の場合においては既存の施設・機材のリハビリに重点を当てた予算を作成している。
- BTJETに充てるPAFについては、来年度予算でも確保される可能性が高い。
- 本プロジェクトに対する訓練費用として、1,200万Ushの予算を申請している。

本プロジェクトについて

- プロジェクトの内容について異論は無い。カスケードによるシステムは効果的と考える。
- 懸念としては、マスタートレーナー2の候補者が確保されるのか？またマネージャーは通常の業務がある中でトレーニングのための時間を確保できるのか？と言った点が挙げられる。
- CVTI、DVTI、DTIMの資格については、8月以降議論は進んでいない(議論をしたことは無い)。
- (プロジェクト期間中にCVTI等の資格認定が完了するか否か、調査団側では懸念しているとしたところ)資格認定については、National Council for Educationの許可を得ることが必要であるが、この点はさほど困難では無いと考える。承認に要する時間もさほど長くなく、プロジェクト期間中に十分に承認されると思われる。
- CTTEについては理論重視であり、いずれCVTI等にとって代わると考える。

■UVQF 局とのミーティング

日時：2007年1月11日(木)

面会者：Ms. Ethel Kyobe, Manager of UVQF Secretariat

UVQF 進捗について

- 現在までに OP が 36 種、Assessment instrument が 15 種、ATP が 10 種完成している。
- そのうち Nakawa が有している 7 分野のうち、電気、木工、配管工、バイク修理工の 4 種が ATP まで完成している。
- 自動車整備工については OP まで作成したが、以降の ATP 作業は未着手。必要とされる技術が自動車メーカーごとに差異があるため、どのように ATP を作成するか考慮中である。
- Machine 分野については、どのような Occupation の類があるか分からない。如何なる職種で作成できるのか、アドバイスをもらいたい。
- Electrician としては「Low voltage」に関する仕事と「High Voltage」に関する仕事を分けて考える必要があることが指摘された。ゆえに、Electrician の ATP は作成済みであったが再度作成することを計画中。

学科	想定職種	OP	ATP	留意事項
電子	PC Maintenance Technician Electric Appliance Technician Database Administrator etc.	有 有	作成中 ? 作成中	
電気	Electrician Electronics technician	有 有	有 有	説明では Electronics technician は「電気」分野との説明（要確認）
機械	? (Machine Operator?)	—	—	如何なる職種が想定されるか不明のため、OP も未着手
自動車	Motorcycle Mechanic Motor Mechanic	有 —	有 —	自動車整備士は保留中。車種ごとに特徴があり、どこまで細分化すべきか検討中。
木工	Carpenter	有	有	左記 Carpenter は家具製造を指す
板金	Metal Fabricator Plumber	有 有	作成中 有	
溶接	Welder	—	—	Metal Fabricator の ATP の中に溶接が含まれているため、作成予定なし

- Instructor と (Training)Manager については、OP まで終了しているが、以降の ATP に向けた作業は未着手。現在の UVQF (部) の人員では能力的に作成できないため、この 2 種

については、本プロジェクトを中心としながらドイツ等とともに作成できないだろうか (UVQF 側コメント)。

- AfDB から 2 2 種の ATP を作成する資金援助を受けたが、昨年 1 2 月末をもって、そのうちの 8 種 (Motorcycle mechanic, Electronics technician, Lab technician, Hotel technician, Solar energy technician, Tour guide, Coffee extension worker, Hotel room attendant) を作成済み (⇒この 8 種を含めて、現時点までに合計 1 0 種完成)。
- 近々に残り 1 4 種の ATP 作成職種を決定する予定。1 月末にボードに作成すべき優先職種を提案する予定なので、当調査団からも提案があればお願いしたい (⇒ ナカワ 7 学科に関する職種を優先させてもらいたい旨述べる。基本的に了承とのこと。上記にあるように Machine 関係等の職種等を調査団から提案する必要有と考える)
- ATP の作成には半年程度が必要。

本プロジェクトについて

- カスケードによる指導員養成、管理者養成については了解。
- CVTI 等の新資格については、Department of Teacher Education、Industrial Training Council 等と議論することが必要ではないかと考える。

■DIT とのミーティング

日時：2007 年 1 月 11 日(木)

面会者：Mr. Mukas Kiyaya, Ag. Commissioner DIT

Mr. Kiwungulo George Stephen, Ag. Supertendent Trade Testing DIT

プロジェクト内容について

- プロジェクトの内容については了解。
- CVTI、DVTI 等の資格要件、資格内容等については DIT が精査を担当すべきである。また CVTI、DVTI の授与は DIT が実施すべきものと認識。
- 現状のナカワは Certificate 以外の資格を出せないため、新資格については DIT が実施すべきと考える。
- CTTE は理論が主の資格であり、本 CVTI 等とは性格が異なる。ゆえに二つの資格が並存していても問題は無いと考える。

その他

- UVQF は正式に DIT 傘下のプロジェクトとなった。

■GTZ とのミーティング

日時：2007年1月12日(木)

面会者：Mr. Gunter Schroter, Chief Technical Advisor, GTZ

Mr. Detlef Betz, TA for PEVOT

BTJET セクターに対するドナー

- Education Development Partner として 15 の国、組織が教育セクターに対して支援を行っている。そのうち、BTJET セクターへの支援を行なっている国、組織は、EU (BTJET のうち保健分野)、WFP (Skills Development)、および AfDB、GTZ、JICA が挙げられる。

ドイツによる支援について

- KfW によるルゴゴへの支援は現時点では不明 (となった)。ルゴゴ側に指導員訓練実施についての高いモチベーションが見られないため、ルゴゴの状況、意識を確認してから計画を考えたい。ついでには、KfW の雇用コンサルタントが来週ウガンダ到着の予定。ただし KfW による BTJET セクターへの支援そのものは実施される予定。
- DED による UGAPRIVI に対する支援は予定通り進行中。
- ドイツとしてはウガンダ側の予算確保について最大の関心、懸念を持っている。KfW のプロジェクトに関するカウンターパートファンドは未だ計上されていない。また来年度予算について PAF の Protection が確保されるか否か心配している。
- また今回の UPPET から USE への変更についても、教育省に懸念を表明する予定。

本プロジェクトについて

- プロジェクトのコンセプトについては了解。カスケード方式による訓練のシステムは良いと考える。
- 訓練モジュールを UVQF と整合させる必要があるため、その点に留意してもらいたい。
- (訓練モジュールを 1,200 時間から大幅に減少させるアイデア (例：400 時間) について) 1,200 時間の設定についてはドイツ、ウガンダの専門家が調査のうえ算定した必要時間数であることから、資格の要件等について良く吟味したうえで必要時間数は考えてもらいたい。
- (PDM について説明したところ) 成果 1 の「資格が整備される」とは、UVQF までを包含すると見える (UVQF はドイツ支援との意識)。また CVTI 等の新資格についても、整備する主体はウガンダ側であるため、表現振りを考えたほうが良いのではないかと。
- (上記に関して、もう一つの成果文章である「Proposal ,,,,is formulated」を説明したところ) こちらであればより明解と思う。

- なお PDM については、今すぐにコメントできないので追ってコメントさせてもらいたい。

■ DED (UGAPRIVI) とのミーティング

日時：2007 年 1 月 17 日(水)

面会者：Mr. Emmanuel K. Bampigga, Chairman of UGAPRIVI

Mr. Yusuf Bachu, General Manager of UGAPRIVI

Ms. Lioba Beck, Pedagogical Advisor, DED

DED の協力内容について

- UGAPRIVI は 1998 年設立。現在、加盟校は 273 校を数える。
- UGAPRIVI は 6 つの Region に UGAPRIVI Academy という地域事務所を置いている（追って、現在未設置の West Nile Region にも設置予定）。
- DED は UGAPRIVI に対して技術支援を行っており、現在上記の各地域事務所に技術アドバイザーを派遣している。
- 2006 年のインストラクター研修は、60 人を対象に短期コース（2 週間）を実施したのみ（講師自らが移動して研修実施）。今年から本格的な実施に入る予定。
- 2007 年は研修対象を Central、South Region として、各々 60 校（=60 人）に対して研修を実施する。研修講師は KAL の教師（多くは元 Kyambogo 大学教師とのこと）。2 人～5 人のチームを編成して、Region の中心校等を利用して研修を行なう予定。上記 2 Region に加えて、Eastern も可能であれば実施したい。
- 訓練内容は Pedagogy が中心。訓練モジュールとしては 4 つのモジュールを用意しており、ひとつのモジュールに 2 週間で充てている。2 週間の内訳は、11 日間*8 時間/日の計 88 時間。よって、4 つのモジュール合計で 352 時間を予定。訓練終了後に CTTE を授与。
- 技術研修も重要であることは十分に理解しているが、現時点ではリソースの問題等もあり、如何なる方法が最適かを検討中。具体的な実施計画は無し。
- 訓練参加に際しては、参加者から Registration fee として何らかのコストシェアリングを考えたい。
- UGAPRIVI としては、これら研修を通して優秀な人材にはインハウスの指導員になってもらいたいと考えている。上記の Region を移動しながら研修を実施する、研修実施チームのメンバーとして配置することを考慮。

本プロジェクトについて

- カスケード方式を含め、良いアイデアと思う。
- 訓練に要する時間として、JICA 調査団の提案する約 400 時間は適切な時間数と考える。

- マスタートレーナー1 育成のための研修の際には、研修受講者として UGAPRIVI を入れることが出来ないか検討してほしい。
- プロジェクトの中で、CVTI 等の研修内容、カリキュラムを決めてゆく際には、DED、UGAPRIVI も是非討議に参加させてほしい。

■教育省計画局とのミーティング

日時：2007年1月17日(水)

面会者：Mr. Godgrey Arnold Dhatemwa, Assistant Commissioner (Planning and Budgeting)
 Mr. Byamugisha K. Albert, Assistant Commissioner (Statistics, monitoring and evaluation)
 Mr. Mayoka James, Ag. Principal Economist

BTVE セクター状況

- UPPET は再び復活。内容も基本的には以前と変更しない。(⇒ただし、この点については教育省内部のみの決定事項なのか否かについて要確認)

本プロジェクトについて

- 本プロジェクトの内容については了解(インストラクター研修によって、通常の生徒に対する研修が影響を受けないことを確認したかったとのこと)。
- (CTTE の扱い、CVTI の承認について、どの部局が担当することになるのかとの問いに対して) DIT が中心となるといった議論が8月のワークショップの際にあったことは記憶しているが、これまで関係者でコンセンサスを取ってはいない。この点についてはワークショップで話し合いたい。
- (先方よりプロジェクトドキュメントを入手) ドキュメントのうち、Estimated budget が空欄のまま。プロジェクトにおける活動内容=トレーニング対象者数、を基にしたコストの積み上げをする必要がある。その意味では、プロジェクトでのトレーニング規模などをもとに算定してほしい(一緒に算定したい)。
- 当方より、現在プロジェクト内容、研修科目、時間およびナカワ側のキャパシティについて現在調査をしているので、この点については22日のワークショップ後に話し合う機会を設けたいと返答。

4.中核的 BTNET 機関の現状

1. Jinja Vocational Training Institute

日時 : 1月16日

面談者 : Mr. Masolo Sam Jasper, Ag. Principal
Mr. Behayo Patrick, Ag. Deputy Principal

1.1 概略

1982年、世銀プロジェクトにより設立。

現在の訓練コースは、2年課程の養成訓練 (UNEB Craftsman Certificate レベル)

訓練実施科目は7科目 (自動車、電気、配管、溶接、BCP、機械、木工 : 順番は応募の多い順番、定員は20名)

ジンジャ周辺では、企業が多くまた建設工事の需要が多いので、電気・配管のような設備系の科目のニーズが高い。したがって、就職状況は良好であるが、具体的な追跡データはない。今年 Industrial Training Coordination 職を導入し、就職モニターも含めた企業連携を強化する。

木工の人気のない理由としては、小規模の工房が多く特に技量がなくても就職が可能で、OJT (徒弟制) で最低限の技術を身につけることが可能なので、訓練としてのニーズは低いとジンジャ VTI では分析している。

上記7科目のほかに、兵士 (除隊ではなく現職) の訓練コースを受け入れている (自動車、溶接、カーエレクトロニクス)。期間は半年~1年。

他に、UGANDA-Electricity の訓練を受け入れており、ジンジャ VTI で2週間、企業で2週間の訓練を行う。周囲の企業から訓練実施の依頼があるものの、実習場などのキャパシティに制限があり、対応できていないのが現状。

1.2 実習施設

狭い、古い、暗い。機材も少ない。

ナカワと比べるとかなり見劣りする。

実習場・教室も少なく、現状では CVTI コースの実施を行う (ハード的な) 余裕はない (後述)。

1.3 CVTI について

現状の協力案を提示、賛同を得る。

指導員の MasterTrainer1 訓練への参加、CVTI 訓練の実施については、現状では難しいが、ADB III プロジェクトの協力予定があり、これが実施されれば、実習場・寄宿施設・人員等のかなりの改善が期待できるので、それ以降であれば可能。

1.4 その他

アフリカ開発銀行 (ADB) によるリハビリプロジェクトが予定されており、2007~2008年での協力 (1年間) を予定。

主な協力内容としては、

教室棟 (4棟)、図書館、コンピュータ室、寄宿施設 (240名収容)、製図室、食堂などの設置・改修
実習機器、什器、図書の手当

2. Nile Vocational Institute

日時 : 1月16日

面談者 : Mr. Benon F. Kwiriza, Director

1.1 概略

私立の職業訓練校。

ドイツ他教会系や国内企業からの援助で設立・運営されている。

訓練規模は大きく、P7・S4・S6 と、初等教育レベルから、短大課程まで備えており、期間も1年~3年半と各種コースがあり、在籍訓練生総数も900名と大規模。

9 科目訓練コース（配管、ホテルビジネス&ケータリング、自動車、電子／電気、溶接、建築、木工、裁縫、ビジネス）

訓練生はほとんどが寮に寄宿。

ニーズが高い科は、配管、自動車、ホテルビジネス&ケータリング（Diploma レベル）など、ジンジャ周囲の企業ニーズが反映されている。

また他校には少ないと思われる観光向けの科目のニーズも高い。

ここでも、木工分野のニーズが少ないことが指摘された。理由は、先の JVTI の理由に加え、担当指導員のスキルにも問題がある点が指摘された（後述）。

ニーズを反映して、就職率も高く、8割は超えているとのこと。

地方からの訓練生が多く、地方ニーズと訓練内容／レベルの乖離について尋ねると、（例 地方では電気の普及率が低い、地方出身の電気科の訓練生の就職状況など）、地方から訓練に来て必ずしも地方に戻るとは限らない。地元就職先がないのは事実であり、わざわざそこに戻る生徒は少ない。

1.2 実習施設

財政基盤がしっかりしているので、かなりの施設を保有。規模・数・質ともに、かなりのレベル。

校内にインカム業務専門のワークショップを所有し、訓練とは別に独立した会社／工房として、収益活動を行う。

1.3 CVTIについて

現状の協力案を提示し、了解を得る。

CVTI・DTIMの各訓練コースに、指導員を参加させることの可否について、指導員の実践的な技術が向上するのであれば参加させたい。

指導員によっては、就職時から技術向上が進まず、過去の技量のまま今日に至り、現在のトレンドに取り残されている者もいる。これは、技術向上の必要性を理解していない／必要性が無いことにも起因する。そのような問題点が改善されるものであれば参加させたい。

1.4 その他

JICAの協力はパブリックセクターのみを対象としている。当校のような私立がJICA協力の裨益を受ける機会がないのはいかがか、との意見。

【所見】

これだけの施設・キャパシティがあるのであれば、CVTIそのものを実施することも可能と推測。

近隣に競争が想定されるJVTIがあるのがネックであるが、分野によりデマケーションを図ることができれば有効と思われる。

3. Lugogo Vocational Training Institute

日時 : 1月16日

面談者 : Mr. Musoke Matovu, Principal
Mr. Nafutali Onjie, Deputy Principal

1.1 概略

CVTIについての意見交換が中心。

ジンジャ・ナカワ同様、養成2年課程訓練を実施。

訓練実施科目は10科（自動車、カーエレクトロニクス、BCP、木工、電気、電子、機械、塗装、配管、溶接）

昼間に加え、夜間コースも実施し、キャパシティは限界と推測する。

1.2 実習施設

機材の新旧はともかく、狭く数が少ない。

1.3 CVTIについて

人員・施設ともに難しい。

【後日情報】

公務員としての指導員が少なく（定員が満たされていない）、ルゴゴ VTI 雇用の指導員が多い。その指導員を長期間研修に参加させるのは、財政的に疑問（補充人員が必要）

各 Master Trainer の資格について、言及あり。

指導員を教えるためには、資格（Diploma）が必要であり、そのためには原案の訓練期間は短い。

4. Nakawa Vocational Training Institute

日時 : 2007 年 1 月 15 日および 17 日

面談者 : 校長および各科の HOS ほか指導員から聴取

校全体

管理棟の各部屋は複数の鍵により施錠され、防犯対策が行われている。そのため、パソコン等の備品の保管状況は良好。

PC に関しては、導入されたのが 2000 年前後のため、PC のスペックおよび OS が古い。そろそろ限界と思われる。

コピー機などの事務機は、普通に使用されている。トナー等の消耗品はナカワ校自身で調達している。

視察時は長期休暇中（2 月に新学期が始まる）なので、実習・訓練状況は確認できず。

電子科

実習場内の倉庫の天井が破損している。そのため実習場の天井伝いに簡単に倉庫内部に侵入できる。実習場全体がしっかり施錠されるので、今のところ実害はないが、早急に修復が必要。校長も認識しているので、追って校の予算で補修される見込み。

倉庫以外の実習場の管理状況は良好。

しかし、この科の実習場はもともと狭いので、今後指導員訓練を実施する場合、場所の確保に検討を要すると思われる。

電子科が現在校内のネットワークを管理。本館から各実習棟（3 棟）を光ケーブルで接続し LAN を構成しているが、光→メタルに信号を切替えている装置（D-LINK）が壊れている。そのため校全体の LAN が接続されない状況にある。3 棟すべての D-Link が同時に壊れるという状況は、単に機器の問題ではなく、環境・使用状況に問題があるように思われる。そのため D-Link の交換だけで問題が解決されるのか確認が必要。なお、LAN が落ちているため、各科で作成した教材などが一括で保存されているデータサーバにアクセスできないという問題が発生している。

電気科

管理状況良好。

【校長の話】

冷凍関係（冷蔵庫がほとんどなので、空調とは呼べない）のニーズが多い（訓練ニーズなのか、インカムニーズなのか不明確）。そこで、電気科から冷凍部門を独立させたいとの意向。単純に実習場を二つに仕切る案のようだが、教室・機材等が不足することは必至。しかし、明確なビジョンではないので、当方からは特にコメントはしなかった。

機械科

管理状況良好。

視察の際、設置されている機械（フライス盤）の修理を行っていた。機械科自身で故障原因を調べ、破損ギアを製作し、組み立てなおすという作業の最終段階であった。指導員の潜在能力は高いと思料。

材料試験室が設置されていた。各種硬さ試験（ショア、ビッカース、ロックウェル）、金属顕微鏡、万能試験機を設置。企業から部品の強度試験の依頼を受けて実施しているということ。しかも、強度証明のため、試験部品を 1 年間保存し、クレームがあった場合に再試験が行えるように対処しているとのこと。この材料試験だけでも、かなり高度な指導員訓練の内容となりえるものと思料。

自動車科

管理状況良好。

インカムジェネレーションの仕事も多く、「確かな修理はナカワ」という評判を獲得しているものと思料。問題があるとすると、実習場の周りに30台以上も散在する教材・修理車両の管理。

修理されたまま引き取りにこない車両（未払い）、単純に預かっているだけの車両、勝手に誰かが置いていった車両など散在し、収集がついているのか疑問。HOSに聞くと、自身の教材車両と修理依頼の車両は台帳にあるので把握管理されているとのこと。今後、個人車両の持ち込みの制限や、未収車両の期限設定など、管理方法を検討する必要があることをコメントした。

木工科

管理状況良好。

他の訓練校（ジンジャ、ルゴゴ、ナイル）では、木工分野は軒並み人気が無い。理由としては、個人経営の工房が多い、OJTにより最低限の技量を習得できるので、訓練校入所の必要性が低いことがあげられた。ナカワでも同様の状況であったが、プロジェクト協力を通じ、製品の質・デザイン・製作技術そのものが向上したことにより、最近は入所希望が増加しているとのこと。この点は、今後木工分野（溶接でも同様の状況と推察）の指導員訓練の際の重要な点を示唆している。

板金科

機材等の管理状況は良好。しかし、実習場はまったく整理されていない。鉄板の切断片が散乱している。HOSはじめ指導員に聞き取りを行うと、いくつかの理由が推測できる。

- ①訓練体なので、インカムの仕事が多く、結果仕掛け中の仕事のために清掃されていない。
- ②溶接科とひとつの実習場を共有しているため、境界線が不明な状態で使用され、結果双方で「自分たちは使っていない＝清掃は相手がする」という意識になっていること。
- ③HOSが指導員の中で、一番若いシニア指導員が代理で勤めているため、同僚の指導員をまとめ切れない。などが思料される。

機器に関して言及すると、使用状態は良好。破損も見られるが、自身で修理して使用可能な状態にしている。切断工具などは、無駄に新品の在庫と交換することなく、自身で再研磨しているとのこと。

セットプレスの動作不良がある。2ヶ月前からパンチが下降しなくなったとのこと。過去に電気科に点検してもらったところ、回路に異常はないということ。エラー表示では「サーボの異常」。成り行きで点検したところ、油圧バルブの開閉音は聞こえるが動作しない。過去の点検箇所（電気科が実施）を確認したところ、NC側の回路だけ診断し、プレス本体側の回路を確認していない様子。作動油のレベル・質は通常範囲なので、シリンダー動作のリレーかサーボそのものの破損が疑われ、エラー表示そのもの異常ということ。ひとまずプレス本体の制御系の診断を指示。

溶接科

板金科と概況は同じ。

デンマークの企業（缶詰工場）との協力で、ステンレスの溶接（TIG）訓練を行うため準備中。

最適な溶接条件を設定するための実験的な作業が行われていた。企業とのタイアップであり、一応実験内容は秘密とのこと。

板金科も同様であるが、実習場が狭い。両方の科でそれぞれ指導員訓練を行うことはハード的に難しいのではないかと。両科でひとつのコース「金属加工」指導員コースを行うのが現実的な対応かと思われる。

寮（宿泊施設）

若い訓練生が使うため、破損・汚れがひどい。

指導員（第三国）が宿泊を拒否したのも理解できる。

シャワー室は160名定員に対して1箇所しかなく、少ないのが現状。

できれば補修することが望ましいが、現在のナカワ案（各部屋にシャワー・トイレ等を設置）が本当に妥当であるかは、検討する必要がある。

**FOLLOW-UP STUDY FOR THE THIRD AND IN-COUNTRY
TRAINING AND TRAINING NEEDS SURVEY FOR THE
MANAGERS AND INSTRUCTORS / TEACHERS IN UGANDA**

FINAL REPORT

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On behalf of:

Nakawa Vocational Training Institute (NVTI)

Sponsored by:

Japan International Cooperation Agency (JICA)

January 2007

Executive Summary

1.Third and in-country training

In 2003, the government of Uganda requested the government of Japan to conduct the third and In country training with the aim of sharing its experiences with the Institutions in the neighboring countries in the development of Vocational Training.

This training aimed at transferring modern technology in three fields namely Digital Technology, Programmable Logic Control / Sequential Control and Electronic Control Fuel injection / Automatic transmission technology.

The purpose of this program was to provide the participants from the East African countries with an opportunity to acquire advanced new technology and skills in the three fields of vocational Training.

A total of 5 countries were invited to participate in the courses. One course was conducted in January- February 2004, two in January - February and July – August 2005 and one in January – February 2006. Each course had 39 participants, 6 from Kenya, 6 from Tanzania 6 from Zambia, 3 from Eritrea and 18 from Uganda. A total of 156 participants were taught.

As far as the In country training is concerned, 33 Institutions sent participants for this program and a total of 72 participants attended.

From 31st October to 27th November 2006 JICA contracted Nakawa VTI to conduct a follow-up of the former participants of the In country training program. The purpose of this study was to establish the impact of the Third and In country Training program in terms of '

1. Utilization of the imparted skills and knowledge,
2. Level of facilities and equipments for the effective utilization of the learnt knowledge and skills.

A total of 27 Institutions out of the 33 that sent participants to the program were visited and accordingly 67 questionnaire forms given out for the former participants to fill.

Level of facilities and equipment

Generally almost all institutions in the country lack training equipments and facilities. Considering the equipments required for training skills in modern technology almost no institution among those visited has those equipments except one, Spear Motors.

One Institution, St. Joseph Technical Institute Kisubi is in the process of developing an EFI engine-training model, which they intend to use for the training in EFI engine Technology. No other institution has taken any initiative in this direction.

It was also noted that all Technical Colleges are being assisted by the Netherlands government and have computer labs equipped through the same assistance. These labs are helping in the teaching of computer skills to the trainees.

If in future more programs are to be implemented it would be good if the necessary tools are given to the participating institutions that send participants for the programs to enable the transfer of the learnt skills.

Utilization of the imparted skills and knowledge

Considering the fact that the level of training facilities and equipments in all the institutions through out the country is low, it is evident that the utilization of the imparted skills through the Third Country Training has not been very effective.

The financial support to institutions to enable the procurement of materials has too not been effective.

However, most instructors we interacted with indicated the teaching of the theoretical knowledge learnt thus the inclusion of some of the topics in the curriculum.

Conclusion and recommendations

1. The third country and in-country training was successfully implemented. The intended objectives for more than 50% of the Ugandan participants were met.
2. 96% of the participants are using some of the materials given to them during the course. This is mainly during theoretical classes. The inclusion of the learnt subjects in the existing curriculum has been effected to a limited extent.
3. Only one institution out of the 33 has taken an initiative to develop a teaching model based on the learnt technology.
4. Due to lack of funds and availability of training facilities, tools and equipment the transfer of the learnt technology has not been effective.
5. It was noted during the study that institutions with facilities like Spear Motors training center and the Technical colleges with computer facilities have been able to teach the learnt technology.

We are therefore recommending that if future programs are to be planned, there is a need to provide tools and equipment to the participating institutions.

6. Earlier evaluation from participants indicated that there is a need to improve the library, accommodation, classroom and recreation facilities.

We are recommending therefore that future training programs should have these facilities for their effective implementation.

2. Needs for Managers and Instructors / Teachers

Current situation of instructors and Managers

The survey for the training needs of instructors and managers was carried out concurrently with the follow up survey. A total of 57 training institutions were covered in the study. During the exercise verbal examination and questionnaires were used and a total of 256 managers and 895 instructors / teachers were interviewed and filled the questionnaires.

The study indicates that there are more private institutions than the public. It was also noted that BCP, Carpentry, Electricity, Tailoring and Motor Vehicle are widely offered in the institutions covered.

The study shows that 55% of the instructors / teachers have a craft certificate, 19% have a diploma, 3% have a degree and 3% don't have any technical qualification.

On the side of teaching qualifications, the results shows that 51% have no teaching qualification, 42% have a TTE, 5% have a secondary teacher education qualification and 1% have qualifications offered by short courses organized by Nakawa VTI (PROTS), KFW and DIT.

It was also noted BCP (176), Carpentry (137), Tailoring (98), Electricity (87), Motor Vehicle (86) have the biggest numbers of instructors and the remaining courses ones have fewer instructors.

The future training should therefore consider the instructors for these courses

Competencies and training needs of Instructors / teachers

The results indicate that 23% have experience but in the fields not related to what they are teaching and 35% do not have any experience at all. This implies that their level of competence of the practical skills is nil.

The requests for the needs of upgrade skills training indicate that 64% most needed and 27% needed the training.

The results indicate that 47% of the instructors and teachers have teaching qualifications.

The response concerning the level of competence in pedagogical skills indicate that 33% have low and 28% zero competence.

The results for the needs for training shows that 52% most needed the training while 22% said they need it.

On average the instructors / teachers have theoretical knowledge (subject matter) but the pedagogical knowledge need to be improved on in addition to the competencies in those subjects identified in the study report to develop a concept and strategy for the training of instructors and managers of the BTVET.

The majority of instructors / teachers lack the practical skills and this is aggravated by the fact that the institutions lack the necessary facilities, tools and equipment to enable skills training.

Competencies and Training needs of Managers

The situation of managers was looked at basing on two areas namely;

- Staff / training supervision,
- General administration / financial management.

The results indicate that 21% do not have any competence while 52% have low competence in staff / training supervision. As regards the needs, 58% most needed while 28% needed the training in this area.

On the side of general administration / financial management, 55% have low while 17% have zero competence levels. As regards the needs, 32% indicated that they needed while 56% needed it most.

Conclusions and recommendations

1. From the analysis concerning the managers, out of the 57 institutions surveyed, there 256 managers out of whom, average, 73% do not have the necessary competence (21% Nil and 52% low) in staff / training supervision. On the side of administration / financial management, on average, 72% have low competence (17% nil and 55% low). About 186 (72.5%) of the managers out of the 256 interviewed need training.

We recommend that the subjects to be included in the training should cover the area of training / staff supervision and general administration / financial management. Computer skills (ICT) should be an additional subject.

We also recommend that managers must have pedagogical skills.

2. The result shows that 35% of the instructors don't have any industrial experience while 23% are assumed not to have the relevant experience. It can be deduced that 58% have no industrial experience and therefore have no competence in practical skills.

Out of the 895 instructors / teachers 573 (64%) indicated that they

need the skills training.

We highly recommend the skills training because although 42% indicated that they have industrial experience, it is long since they last worked and they have never upgraded their skills. The number that will need the training is likely to be higher than this (573).

As regards the pedagogical competence, 28% have zero while 33% have low. On average 61% lack the necessary competence in pedagogy and on average 74% (662) indicated that they need the training in pedagogy.

It is further recommended that subjects like entrepreneurship, computer skills, maintenance of equipment and facilities, counseling of learners and safety and health should be included as theoretical study subjects.

3. Considering the courses offered at Nakawa VTI, the training for Instructors should give priority to the following courses, among others, Motor vehicle, Carpentry, Electricity and ICT.

4. The information collected concerning the duration of training indicate 2 to 3 months and 1 year for the managers and instructors / teachers respectively.

We recommend that considering the areas of needs of training for the Managers (staff / training supervision, general administration / financial management and ICT) 3 months would be appropriate for this training. For the instructors / teachers, since the training will involve skills, pedagogy and other related subjects like entrepreneurship etc, we are recommending the duration of training to cover 6 months.

5. As far as the contribution to training is concerned, we recommend that government and donors come in to support because from our findings,

the financial status of most institutions is poor and the salaries of instructors / teachers is too low to finance this training on their own.

6. From the information provided, there is no linkage between industries and institutions as far as staff training is concerned. We highly recommend that this training for instructors and managers should have a linkage with industries. This linkage should be maintained further at institution level.

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Abbreviations and Acronyms

ADB	African Development Bank
B	Bad
BCP	Bricklaying and Concrete Practice
B.Ed	Bachelor of Education
BTVET	Business Technical Vocational Education and Training
Co	Condition
Cr.	Craft (Certificate)
CVTI	Certificate in Vocational Training Instruction
Deg	Degree
DED	German Development Service
Dip.	Diploma
DIT	Directorate of Industrial Training
DTIM	Diploma in Training Institution Management
Exp	Expected to have
F	Female
Fr	Fair
FT	Full Time
G	Good
GTZ	German Technical Cooperation
ICT	Information and Communication Technology
JICA	Japan International Cooperation Agency
KFW	German Bank for Reconstruction and Development
L	Large Scale
M	Medium Scale
MoES	Ministry of Education and Sports
M/V	Motor Vehicle
NA	Qualification not applicable
Nexp	Not expected to have

NT	Not at all
NVTI	Nakawa Vocational Training Institute
P	Permanent
PROTS	PROgressive Training System for instructors
S	Semi Permanent
Sm	Small Scale
SWAP	Sector wide approach
T	Total
TE	Teacher Education
TTE	Technical Teacher Education
UGAPRIVI	Uganda Association of Private Institutions
X	Not provided

1. Introduction

1.1 Background

Since 2000, Nakawa Vocational Training Institute (NVTI) has been conducting short programs for the training of trainers based on the PROTS(Progressive Training System for Instructors). These programs aim at improving the pedagogical skills of practicing instructors in the public and private vocational institutes in the country.

NVTI in conjunction with Japan International Cooperation Agency (JICA), planned and implemented the third and in country training program for three years from 2004 to 2006. Participants for this program came from Uganda, Kenya, Tanzania, Zambia and Eritrea.

The purpose of the program was to provide the participants with an opportunity to acquire advanced new technology and skills in the fields of Digital Technology, Programmable Logic Control, and Electronic Fuel Injection Engine / Automatic Transmission.

According to the evaluation made by the participants from northern and western Uganda, the level of the program appeared to be above that of the institutions they come from. Considering the fact that northern and some parts of eastern Uganda have been affected by the war, the level of skills training cannot be put at the same level as those institutions in some parts of the country.

JICA is planning to support Instructor training conducted at NVTI. Further more several initiatives have been started already by development partners such as the Germans (KFW, DED, GTZ) and African Development Bank (ADB) to assist training providers to enhance the competences of instructors and management staffs.

1.1.1 Preliminary study to develop a training concept and strategy

Between April and May 2006, a preliminary survey was conducted (by a group of 4 consultants contracted by JICA in collaboration with GTZ) to study and develop a concept and a strategy for the training of instructors and managers of the BTVET institutions in the country. The study was considered necessary because appropriately trained instructors and managers are an indispensable precondition for the success of the Business Technical Vocational Education and Training (BTVET) reform of the Ministry of Education and Sports (MoES).

The study made an analysis of the situation of instructors and managers in BTVET, which revealed that over 1000 managers and 3000 instructors are employed and most of them need upgrading of their competences.

The study went further and proposed tentative modules that are indispensable for this training and these are;

For instructors:

- a. Technical skills upgrading,
- b. Industrial experience,
- c. Information and communication technology,
- d. Entrepreneurship and liaison with industry,
- e. Preparation, delivery and evaluation of theory lessons,
- f. Preparation, delivery and evaluation of practical lessons,
- g. Counseling of learners,
- h. Monitored instructional practice in training institutions.

For manager;

- a. Supervision and guidance of staff,
- b. Staff appraisal and management,
- c. Financial management,

- d. Administration,
- e. Facilities management and maintenance,
- f. Training organization and monitoring,
- g. Entrepreneurship,
- h. Counseling of learners,
- i. ICT for training managers,
- j. Guided and coached management practice in training institutions.

The study team recommended that the development partners and the stakeholders consider the possibility of having Ad Hoc training modules that come close to those proposed in the concept of the study implemented by competent local or foreign instructor training institution in the short term, and in parallel to the consultations and SWAP decisions making procedure.

It is anticipated that this would not only benefit the training institutions in the short time but also provide valuable inputs into the tailored development of CVTI and DTIM modules proposed in the concept.

It is against this background that this survey was conducted to follow up the third and in country Ugandan participants and to establish the immediate training needs of instructors and managers in Uganda.

1.2 Terms of reference for the study

The team that conducted the study comprised of the following persons who are members of staff of NVTI,

Mr. Kiwanuka Makumbi Deputy Principal Administration,

“ Olowo Silver Deputy Principal Training,

“ Muwanga Fred Chairman Third and in Country Training,

“ Oteka Albino Training Manager,

“ Kyahurwa Patrick Senior Instructor.

The study team was assigned the following tasks,

1. To visit vocational and Technical institutes in various districts, covering central, eastern, northern and southern regions and collect data on;
 - a. Basic information of the institution (location, number of instructors and trainees with gender segregation, courses offered, membership of UGAPRIVI etc)
 - b. Instructors
 - Numbers, positions, formal qualifications and teaching experience,
 - Competence level of technical skills,
 - Competence level of pedagogic skills,
 - Industrial experience,
 - Technical training needs,
 - Pedagogical training needs.
 - c. Managers
 - Formal qualifications,
 - Teaching experience,
 - Competence levels of management skills,

- Management training needs.
- d. Facility and equipment
- Level and maintenance situation of facilities,
 - Level and maintenance situation of equipment,
 - Support by development partners and other foundation bodies.
- e. Linkage with industries
- Industrial attachment in curriculum,
 - Provision of upgrading training for business entities,
 - Provision of tailor-made training for business entities,
 - Existence of large enterprises nearby,
 - Income generating activities.
- f. Compare data before and after the third and in country Training in terms of change of instruction.
2. Provide technical advice to the former participants of third and in country training program in order to improve the quality of training.
3. Analyze the data collected from the field survey and provide quantitative and qualitative analysis on;
- (a) Major weakness of instructors at vocational training institutions in terms of;
- Theoretical / formal technical competence of instructors,
 - Practical technical competence of instructors (ie industrial experience),
 - Pedagogical competence of instructors
- (b) Major weakness of managers at vocational training institutions in terms of;

- Managerial competence
- (c) Needs and demands for training instructors,
- Number of instructors in need of training
 - Timing of training
 - Training period
 - Subjects of training
 - Cost sharing by trainees.
- (d) Needs and demands for training managers
- Number of managers in need of training
 - Timing of training
 - Training period
 - Specific training topics
 - Cost sharing by trainees
- (e) Impact of third country training in terms of;
- Utilization of imparted skills and knowledge,
 - Level of facilities and equipments, in order to allow institutions to utilize the skills learnt in the in country training program at Nakawa VTI to be utilized.

1.3 Methodology of the study

1.3.1 Study area

The study area covered the five regions of Uganda namely Eastern, Northern, Western, Southern and Central. In all 57, institutions that included those that participated in the third and in country training were studied.

1.3.2 Sampling

The study required that information be obtained from all the instructors / teachers and managers in all the institutions. Because it was difficult to visit all the institutions in the country, at least 10 institutions per region were selected for the exercise.

The selection was based on;

- Institutions that participated in the third and in country training,
- Information provided by UGAPRIVI concerning the state and condition of the private institutions in each region'
- Ease of accessibility,
- Regional balance.

The schedule for the study is shown in Annex 3.

1.3.3 Main source of information and data

Data and information for this study was obtained through;

- Discussion and interviews
- Information from the report on the preliminary study for the training concept of manager and instructors of BTVET,
- Training reports for the Third country training programs.

1.3.4 Main instrument

The main instrument used to capture the data and information during the study was the questionnaire.

Two sets of questionnaires were used for this exercise (Appendix www)

- Questionnaire one was used for the training needs study for instructors / managers,
- Questionnaire two was used to follow up former third and in country participants in Uganda.

1.3.5 Basic Information of Institutions

The survey that was conducted covered selected institutions in the whole country and a total of 57 institutions were covered. The covered areas included Eastern, Northern, Western, Southern and Central Regions.

The following information about Managers, Instructors and trainees was obtained;

No	Number of Institutions	Region	Number of Managers			Number of Instructors			Number of Trainees		
			M	F	T	M	F	T	M	F	T
1	10	Eastern	34	7	41	198	37	235	3560	1331	4891
2	12	Northern	42	7	49	146	12	158	2160	499	2659
3	12	Western	42	14	59	127	15	142	1370	1401	2771
4	11	Southern	35	13	47	121	45	153	1153	744	1897
5	12	Central	49	9	60	181	28	207	3023	473	3496
Totals			202	50	256	773	137	895	11266	4448	15714

Out of these 57 Institutions covered, 21 are public (36.8%) and 36 private under the Uganda Association of Private Institutions (UGAPRIVI) (63.2%).

Using this data, it can be seen that the number of Private institutions is bigger than the public.

The number of female managers represents 19.8% while for the instructors 15.1% as opposed to 80.2% and 84.9% male managers and instructors / teachers respectively.

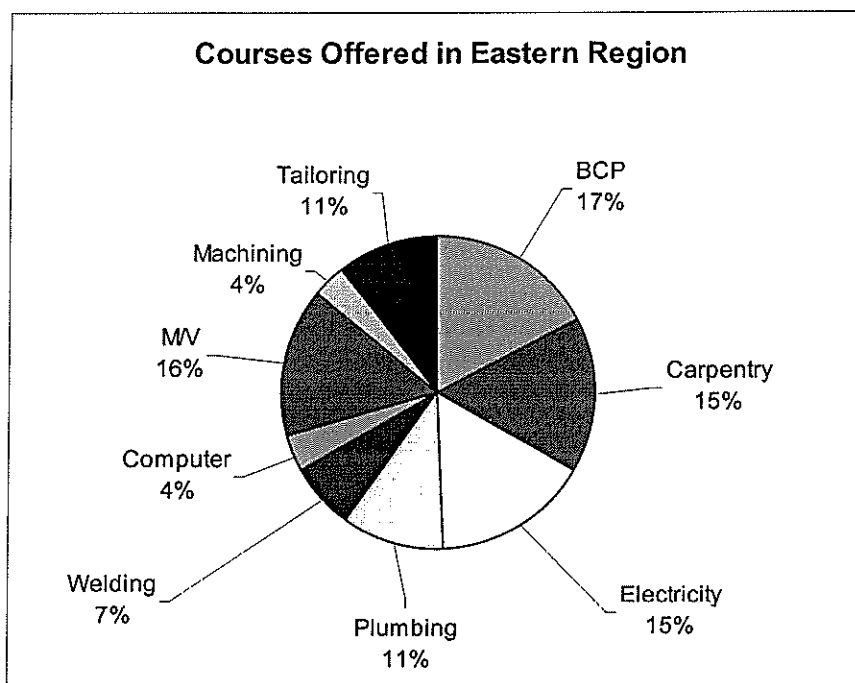
The number of female trainees however represents 28.3% of the total number. This is an indicator that the number of females in the BTVET sub sector is still small.

1.4 Courses Offered

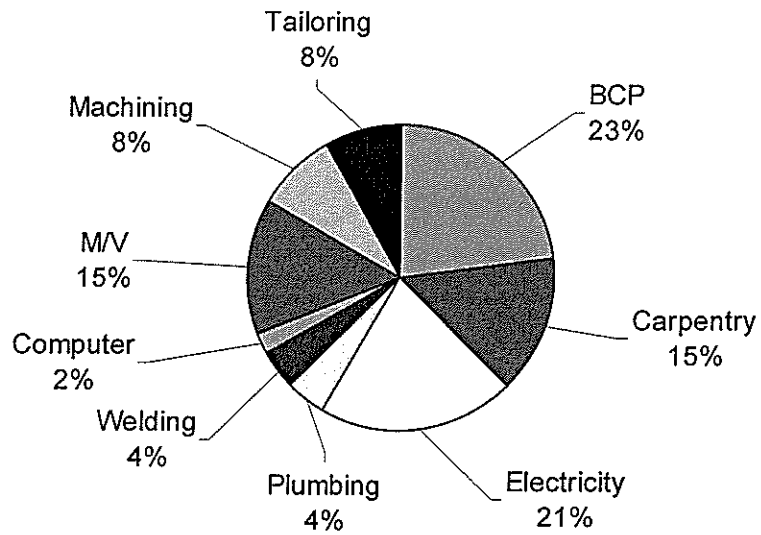
Among the institutions surveyed, no institution except Lugogo VTI offers similar courses like Nakawa VTI, see annex 14 for comparison.

The main courses identified, which are offered in these institutions, include, BCP, Carpentry, Electrical, Plumbing, Welding, Computer, Motor Vehicle, Machining and Tailoring.

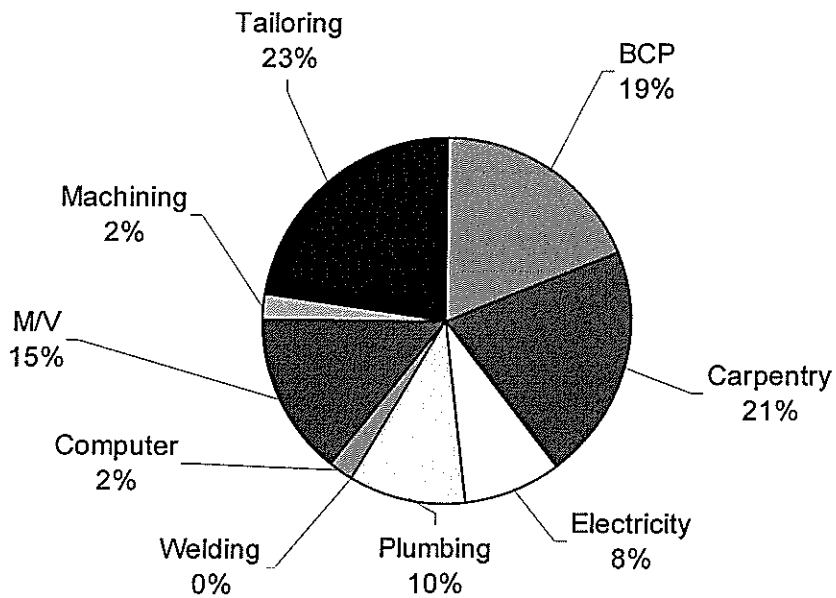
The way they are offered can be analyzed by region as shown below,

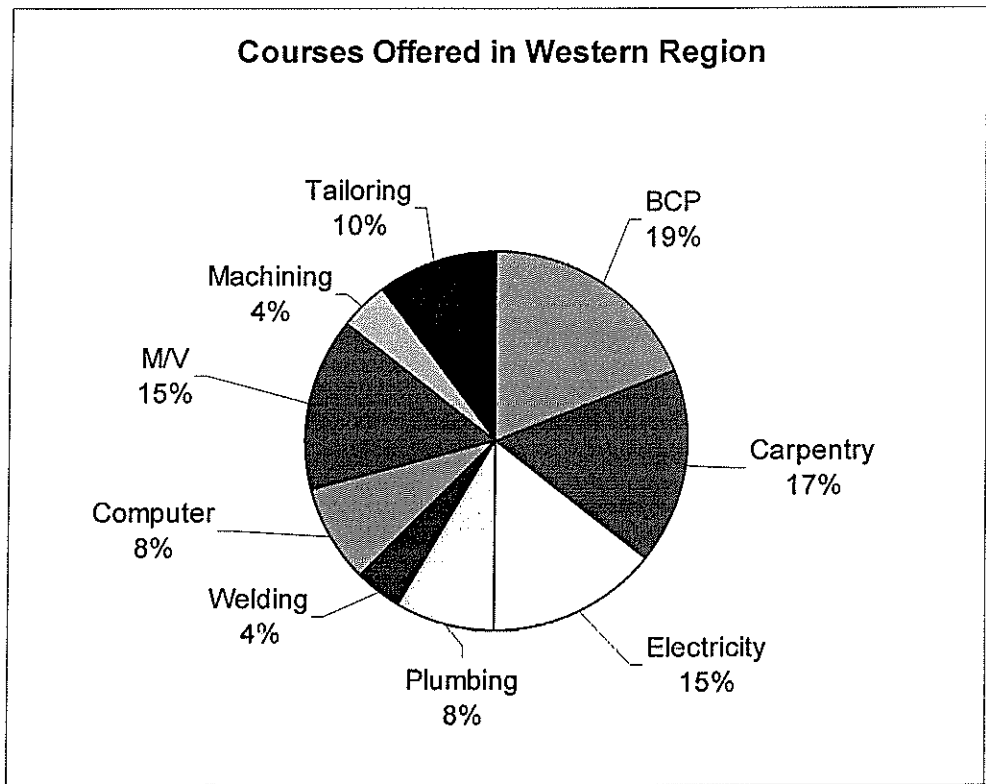
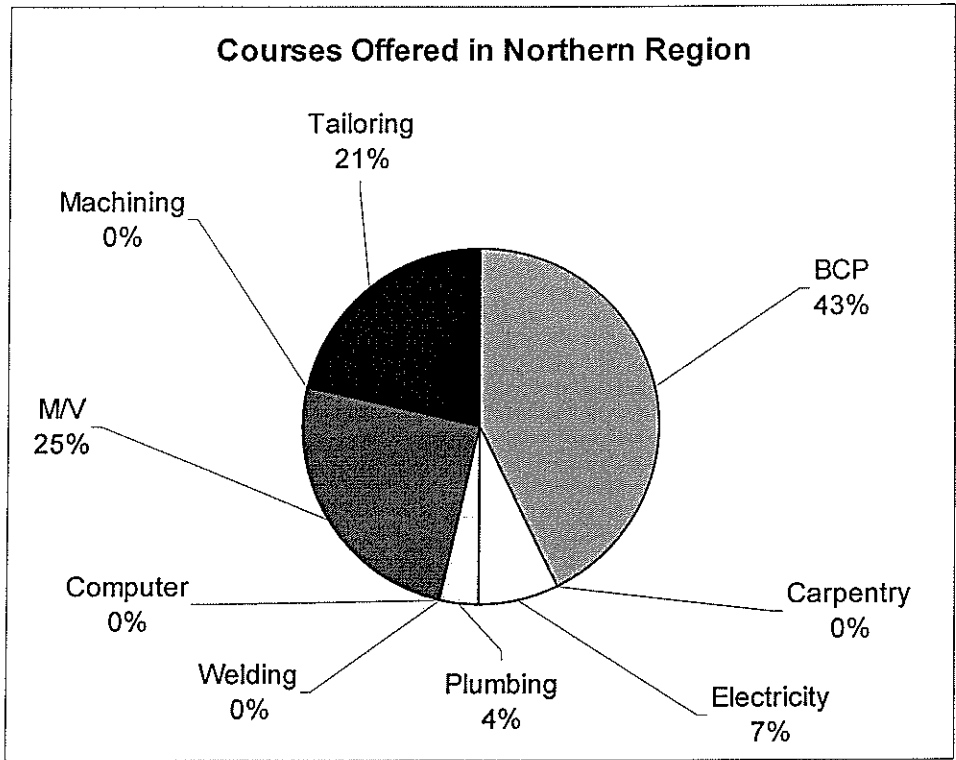


Courses Offered in Central Region



Courses Offered in Southern Region





There are a few other courses offered in various institutions and these include, Agriculture, Hair dressing, Secretarial, and catering.

These main courses in general are offered as shown in the table below;

BCP	Carpentry	Electricity	Plumbing	Welding	Computer	M/V	Machining	Tailoring
21.60%	19.40%	12.80%	6.60%	3%	3.60%	15.60%	4%	13.60%

It will be noted that BCP, Carpentry, Motor vehicle, Tailoring and Electricity are widely offered.

1.5 Instructors

1.5.1 Technical Qualifications

The minimum technical qualifications requirements for an instructor / technical teacher is a craft certificate. In the institutions surveyed, because of the other types of courses like secretarial, hairdressing, catering, etc there were other qualifications other than the craft certificate.

However it was also worth noting that there are some instructors in these institutions who do not have the minimum technical qualifications (craft

No	Number of Institutions	Region	T	Technical Qualification			Other	No qualification
				Cr	Dip	Deg		
1	10	Eastern	235	120	36	3	61	15
2	12	Northern	158	117	23	0	16	2
3	12	Western	142	70	29	5	30	8
4	11	Southern	153	100	25	0	25	3
5	12	Central	207	93	55	15	43	1

certificate) required. This can be seen in the table below,

Courses	Cr	Dip	Deg	No Technical qualifications	
				No.	Perc.
BCP	122	44	1	9	5.38%
Carpentry	116	15	3	3	2.20%
Electricity	73	12	2	0	0.00%
Plumbing	29	2	4	0	0.00%
Welding	13	2	0	5	33.00%
Computer	0	40	0	5	12.50%
M/V	62	16	8	0	0.00%
Machining	19	17	5	6	14.60%
Tailoring	66	20	0	12	13.95%

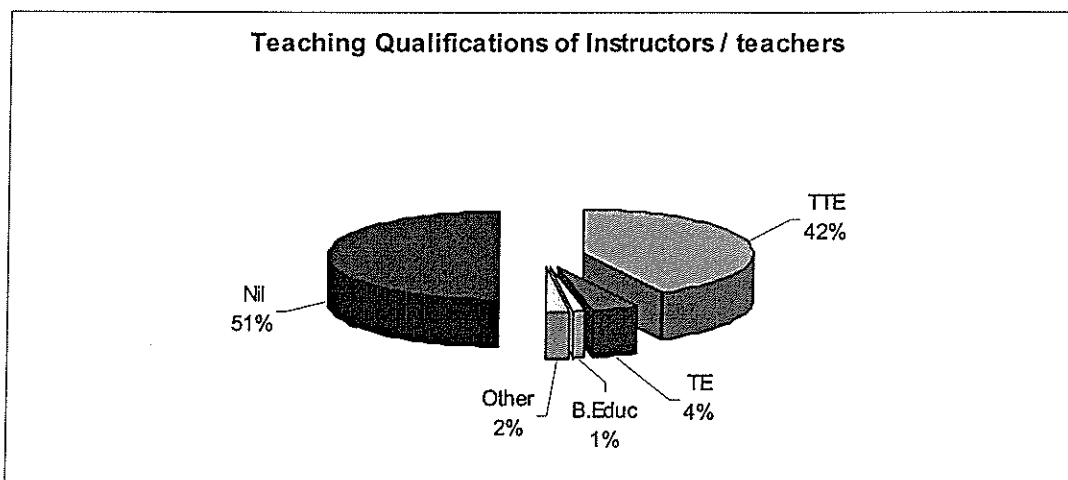
1.5.2 Teaching Qualifications

Technical teacher education is the teaching qualification requirement for all the BTVET institutions. It was also noted that some teachers and instructors have secondary teacher education qualifications. These teach mainly English, Mathematics and other general subjects.

There also some instructors / teachers with other qualifications obtained from courses organized by Nakawa VTI, KFW and DIT.

The table below shows the state of teaching qualifications of instructors / Teachers,

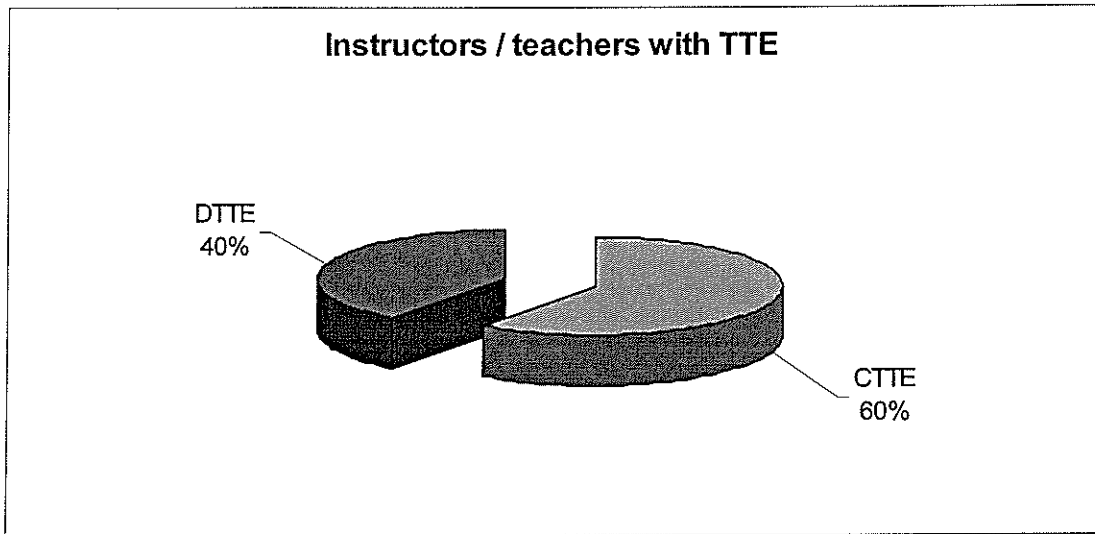
No	Number of Institutions	Region	T	Teaching Qualification				No qualification
				TTE	TE	B.Ed.	Other	
1	10	Eastern	235	104	16	0	3	112
2	12	Northern	158	76	8	3	2	69
3	12	Western	142	46	0	5	8	83
4	11	Southern	153	56	8	4	0	85
5	12	Central	207	98	6	0	6	97



It can be noted that there are some instructors / teachers without any teaching qualification and these represent a sizeable number of 51%.

TTE qualification is categorized as CTTE and DTTE. From the results of the study there are instructors / teachers with either qualification as can be seen in the table below. See annex 15 for further details,

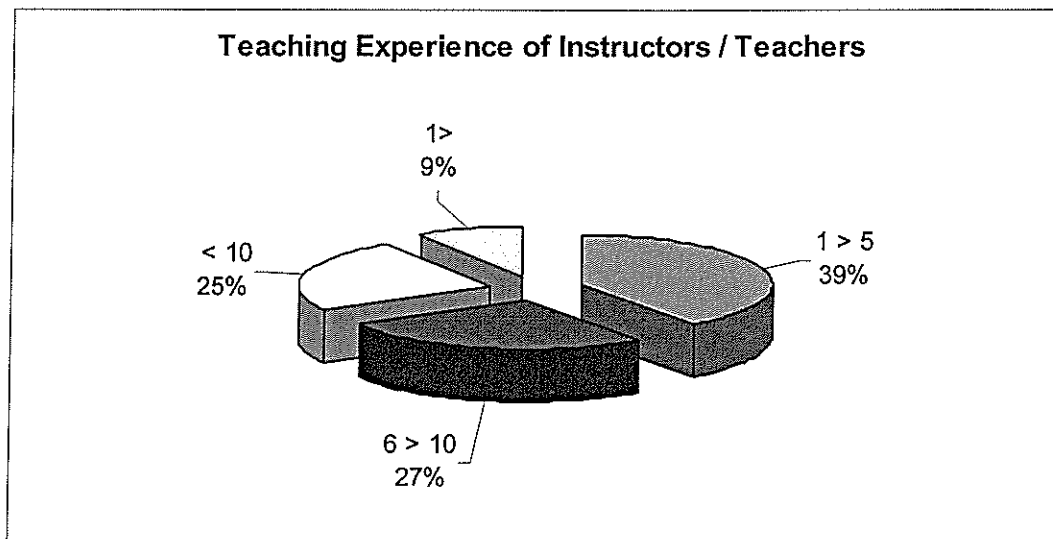
Courses	CTTE	DTTE	Without teaching qualifications	
			No.	Perc.
BCP	76	16	84	47.70%
Carpentry	63	21	53	38.70%
Electricity	34	12	41	47.10%
Plumbing	23	3	9	25.70%
Welding	9	0	11	55.00%
Computer	0	0	45	100.00%
M/V	48	15	23	26.70%
Machining	13	11	23	48.90%
Tailoring	32	4	62	62.20%



1.5.3 Teaching experience

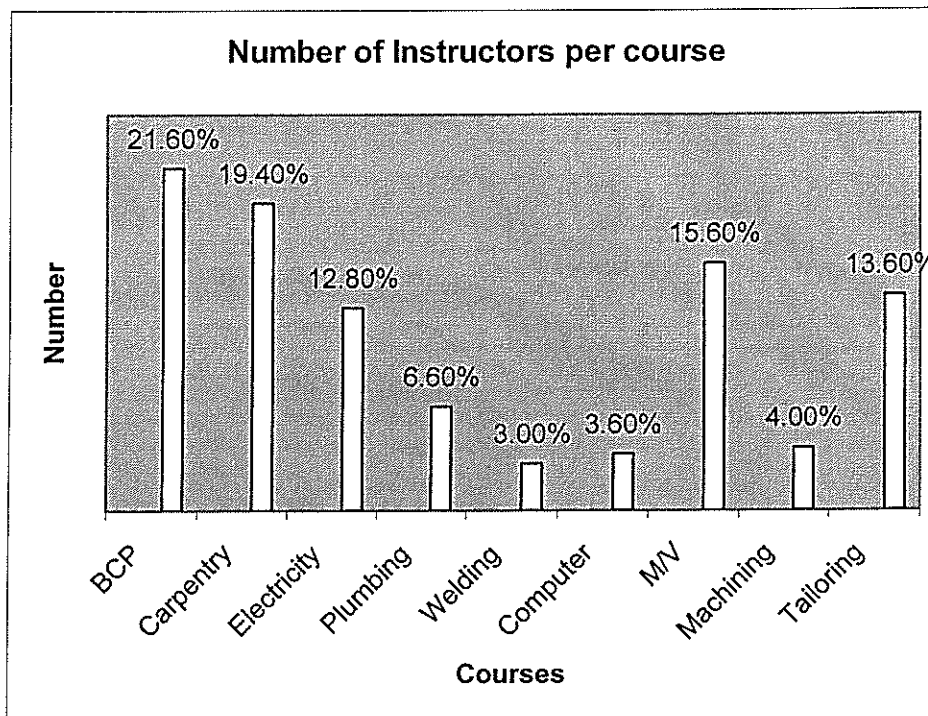
A good number of the instructors / teacher have a considerable number of years of experience. However about 8.9% of them have experience of less than 1 year.

No	Number of Institutions	Region	No. of Instructors/ Teachers	Teaching Experience			Teaching Experience
				≥ 5	6>10	<10	Less than 1 yr
1	10	Eastern	235	76	72	65	22
2	12	Northern	158	77	36	30	15
3	12	Western	142	66	24	36	16
4	11	Southern	153	79	36	33	18
5	12	Central	207	66	74	59	10



Considering the major courses already identified, the number of instructors per course can also be analyzed from the data in the table below;

No	Number of Institutions	Region	Numbers of Instructors in the respective trades									
			BCP	Carpentry	Electricity	Plumbing	Welding	Computer	M/V	Machining	Tailoring	Others
1	10	Eastern	31	32	17	6	5	25	7	20	61	61
2	12	Northern	47	47	7	2	0	0	21	0	16	16
3	12	Western	28	16	15	8	4	9	18	7	7	30
4	11	Southern	27	16	15	8	4	9	18	7	7	25
5	12	Central	43	26	33	11	7	2	22	13	7	43
Total			176	137	87	35	20	45	86	47	98	175



From the above data, it can be noted that BCP, Carpentry have the biggest numbers of instructors representing 21.8% and 19.4% respectively. The instructors for the other courses namely catering, hairdressing, secretarial, etc have a considerable number representing 19.2%. It is therefore important when planning the training to take note of them.

	Number of Instructors	
	Private	Public
B C P	89	87
Carpentry	58	79
Electricity	60	27
Plumbing	7	28
Welding	11	9
Computer	27	18
M / V	37	49
Machining	12	35
Tailoring	57	41
Total	358	373

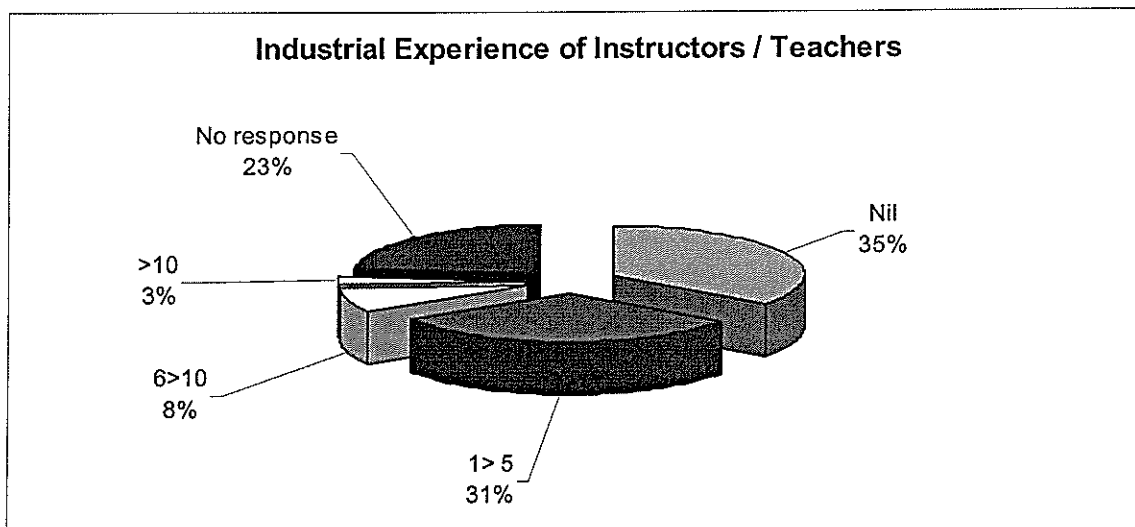
1.5.4 Technical Skills of instructors / teachers

It is important that before one becomes an instructor or technical teacher, he has to have some industrial experience. With this background, the survey group felt that in order to assess the technical skills competency of the instructors / teachers it is necessary to look at their industrial experience.

The following data was obtained;

No	Number of Institutions	Region	No. of Instructors/ Teachers	Industrial Experience in trade related field				No answer
				Total	Nil	1≥ 5	6≥10	
1	10	Eastern	235	68	81	16	3	67
2	12	Northern	158	81	38	18	6	15
3	12	Western	142	28	50	7	4	53
4	11	Southern	153	74	34	8	1	49
5	12	Central	207	70	80	23	10	26
Total			895	321	283	72	24	210

From the questionnaires collected some instructors / teachers did not give an answer regarding their industrial experience. This number represents 23% of the respondents. It is assumed that these respondents don't have the relevant industrial experience.



Those who indicated that they do not have any experience at all is 35%. We can therefore conclude that 58% of the respondents don't have the related industrial experience and therefore their competency level in technical skills can be taken to be zero. The industrial experience per trade can be shown in the table below,

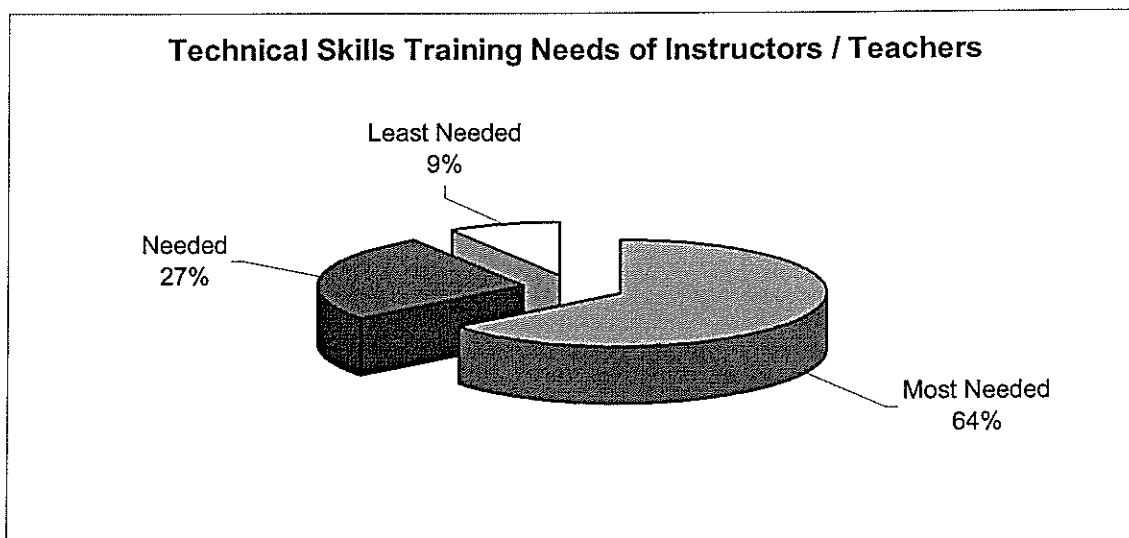
Courses	With experience	Without experience	
	No.	No.	Perc.
BCP	91	85	48.29%
Carpentry	70	67	48.90%
Electricity	47	40	45.97%
Plumbing	31	4	11.43%
Welding	12	8	40.00%
M/V	33	50	58.10%

1.5.5 Technical Training Needs

The need for the technical skills upgrading was sought using three ratings; 1= most needed, 2 = needed, 3 = least needed and the following data was obtained;

The results indicate that most respondents mostly need the skills upgrading and they represent 64% while 9% said they least need the training.

No	Number of Institutions	Subjects				
		Region	Numbers of Instructors	Technical Skills Upgrading		
				1	2	3
1	10	Eastern	235	158	65	12
2	12	Northern	158	79	68	10
3	12	Western	142	99	26	17
4	11	Southern	153	121	23	24
5	12	Central	207	129	63	17
Total			895	586	245	80

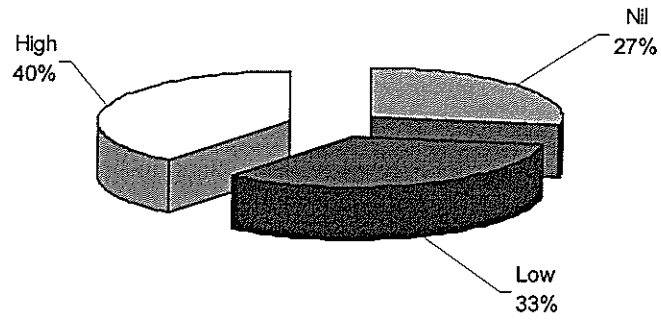


1.5.6 Pedagogical skills

The report for the preliminary study to develop a concept and strategy for the training of instructors and manager for the BTVET proposed a training programme to comprise of teaching and training methodology, Entrepreneurship, Guidance and Counseling and safety and health. The survey team therefore felt that there was a need to establish the competency levels of the instructors / teachers in those identified subjects. The following information was obtained;

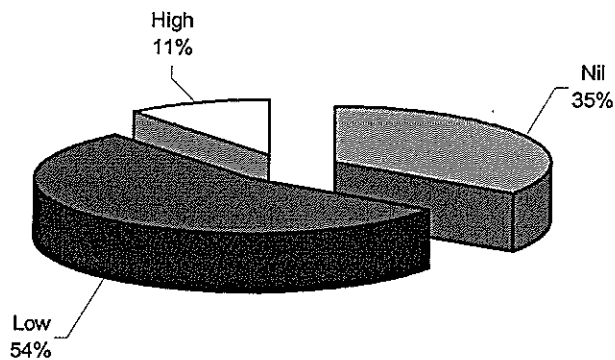
No	Number of Institutions	Region	Teaching and Training Methodology skills		
			Nil	Low	High
1	10	Eastern	73	87	78
2	12	Northern	47	56	56
3	12	Western	48	42	53
4	11	Southern	38	49	66
5	12	Central	41	68	100
Total			247	302	353

Competencies of instructors / teachers in teaching and training methodology



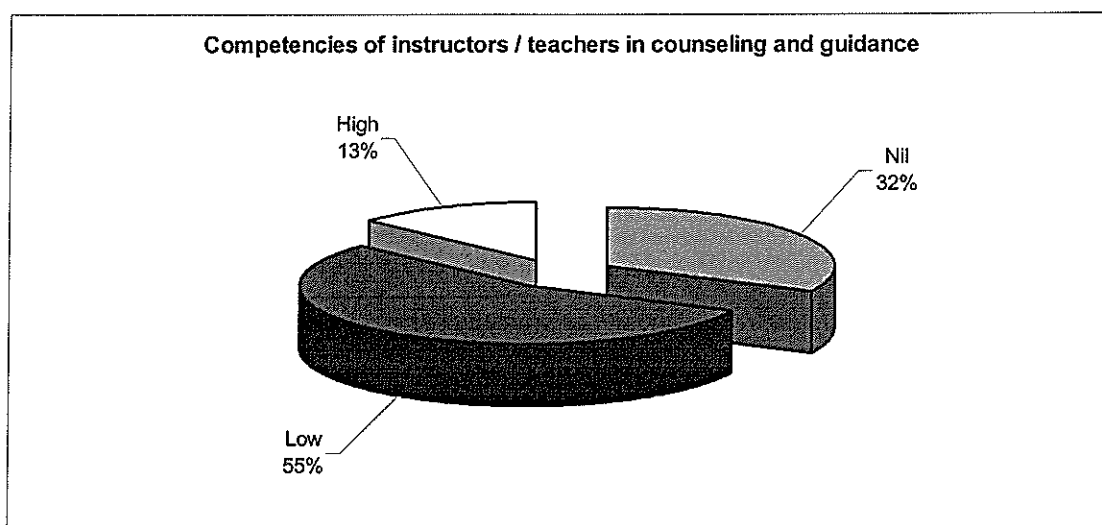
No	Number of Institutions	Region	Entrepreneurship Skills		
			Nil	Low	High
1	10	Eastern	82	140	16
2	12	Northern	62	75	14
3	12	Western	56	72	15
4	11	Southern	49	92	12
5	12	Central	60	108	41
Total			309	487	98

Competencies of instructors / teachers in entrepreneurship

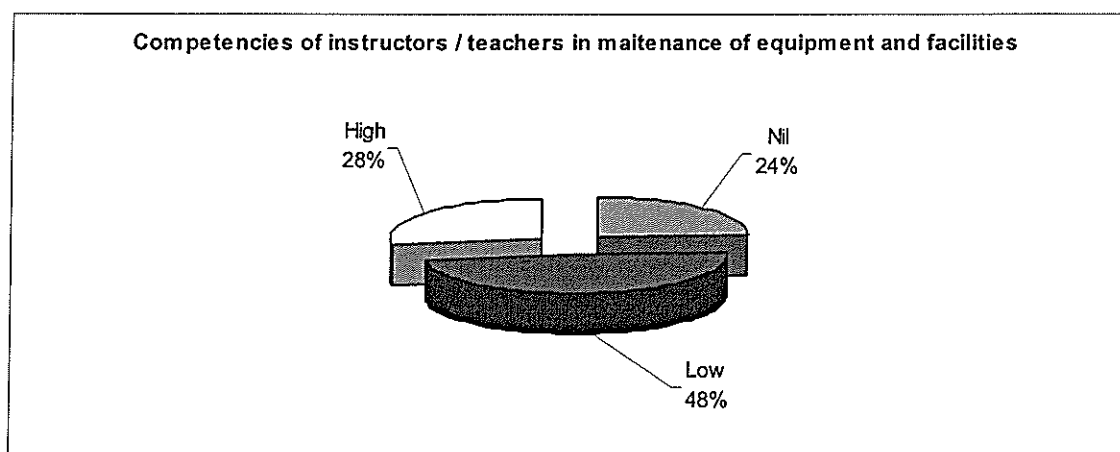


From the above analysis it can be seen that more than 50% of the instructors / teachers do not have the necessary competencies in teaching / training methodology and entrepreneurship.

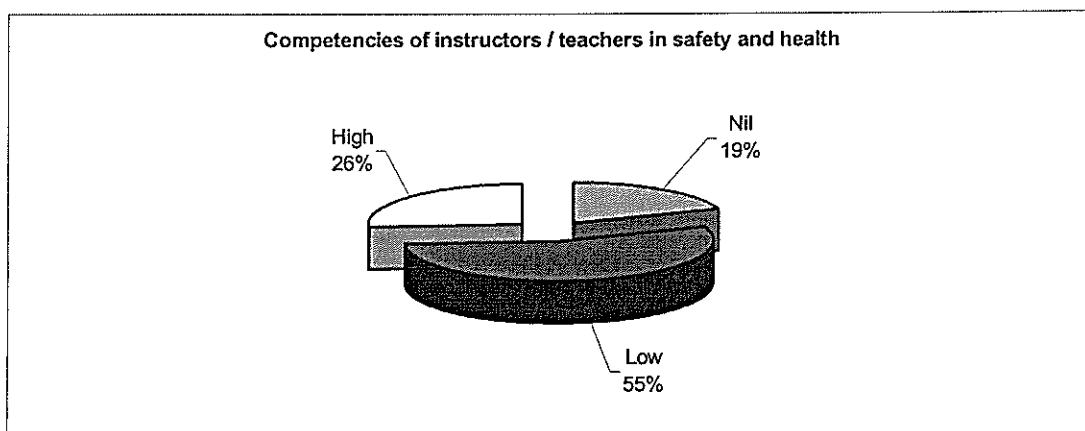
No	Number of Institutions	Region	Counseling and Guidance skills		
			Nil	Low	High
1	10	Eastern	60	151	27
2	12	Northern	57	91	11
3	12	Western	79	56	8
4	11	Southern	45	76	32
5	12	Central	49	120	40
Total			290	494	118



No	Number of Institutions	Region	Maintenance of equipment and facilities skills		
			Nil	Low	High
1	10	Eastern	78	108	52
2	12	Northern	44	66	50
3	12	Western	33	76	33
4	11	Southern	31	74	44
5	12	Central	32	107	70
Total			218	431	249



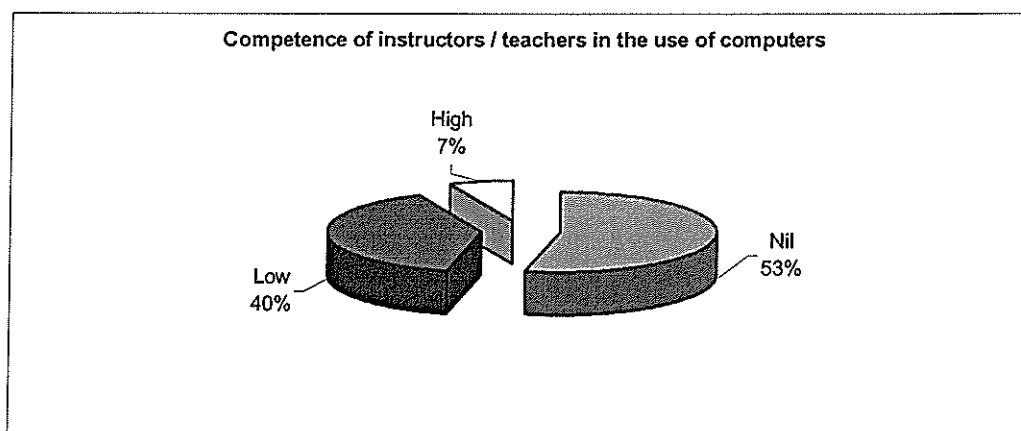
No	Number of Institutions	Region	Safety and Health		
			Nil	Low	High
1	10	Eastern	54	140	44
2	12	Northern	39	86	34
3	12	Western	31	72	35
4	11	Southern	26	78	50
5	12	Central	24	113	72
Total			174	489	235



1.5.7 Other competencies

During the survey our interaction with the instructors / teachers expressed the dire need for ICT as a tool to facilitate their daily work especially the development of software teaching materials. The following information concerning the competence of instructors in the use of computer was obtained.

No	Number of Institutions	Region	Computer Skills		
			Nil	Low	High
1	10	Eastern	121	94	19
2	12	Northern	86	67	8
3	12	Western	89	48	6
4	11	Southern	95	51	7
5	12	Central	92	96	21
Total			483	356	61



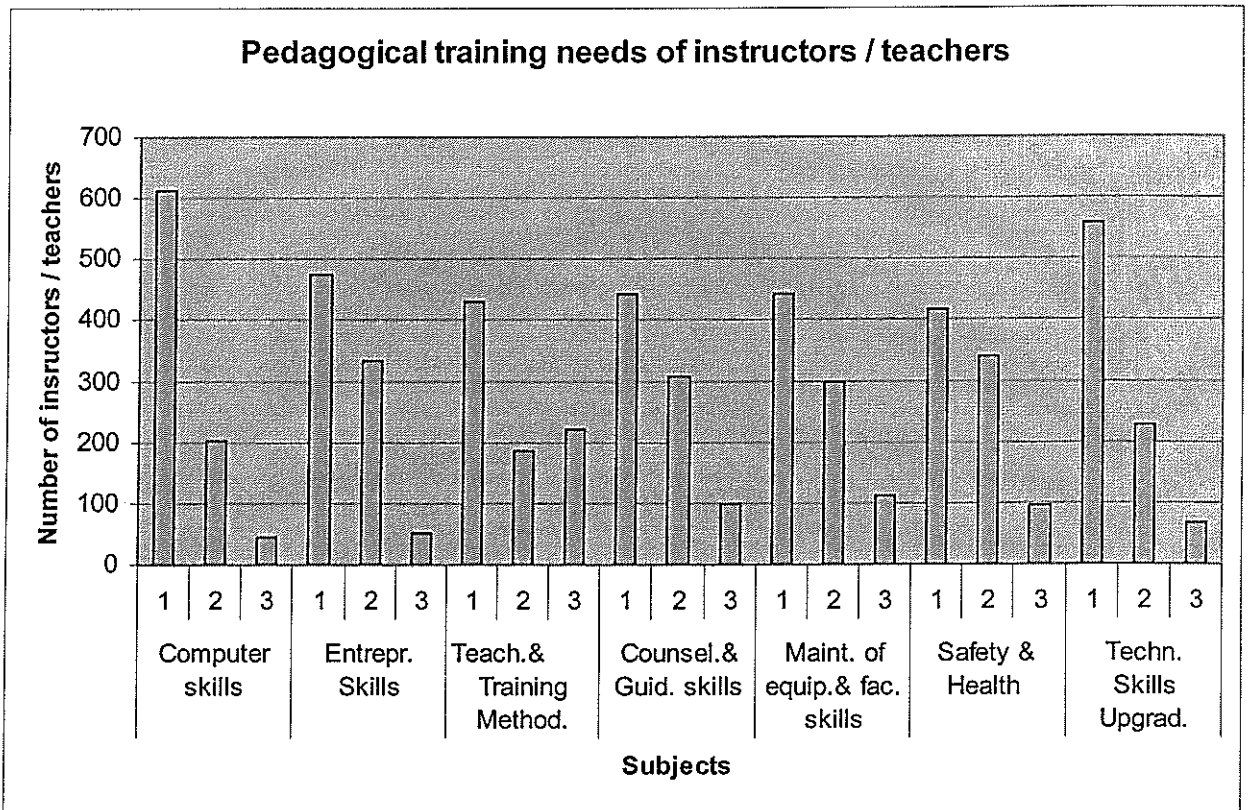
It will be noted that on average the majority of the instructors / teachers lack the necessary competencies in the mentioned subjects.

1.5.8 Pedagogical Training Needs

The analysis for the pedagogical training needs of instructors / instructors was made basing on three ratings.

1= most needed, 2 = needed and = least needed

No	Number of Institutions	Region	Level of Training Needs for Instructors / Teachers																							
			Comp. skills			Entrep. Skills			Teach. and Train. Method. skills			Counsel. and Guid. skills			Maint. of equip. and facil. skills			Safety and Health			Techn. Skills Upgrad.					
			1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3			
1	10	Eastern	137	69	12	119	99	6	112	45	52	121	86	16	131	64	27	128	75	20	158	58	6			
2	12	Northern	118	28	11	94	50	11	75	32	40	83	41	26	70	59	23	68	65	20	79	62	10			
3	12	Western	106	26	1	87	38	5	77	31	22	89	34	7	74	44	10	85	35	6	91	26	9			
4	11	Southern	119	21	8	80	57	10	84	24	39	76	53	18	85	37	25	76	52	19	101	22	24			
5	12	Central	133	57	13	94	90	20	82	54	68	75	95	31	84	94	26	60	114	30	129	59	17			
Total			613	201	45	474	334	52	430	186	221	444	309	98	444	298	111	417	341	95	558	227	66			



It will be noted that the pedagogical training should include computer skills, entrepreneurship, teaching and training methodology, counseling and guidance, maintenance of equipment and safety and health.

1.6 Managers

As already indicated, the study found out that in the 57 institutions surveyed, there are 252 managers and these managers include Heads of institutions, deputy heads, registrars, bursars and some institutions included heads of departments.

Out of the 252 Managers, 57 are heads of institutions, 54 are deputy heads, 55 are bursars, 19 deputy bursars, 38 are registrars, and 29 are heads of departments.

1.6.1 Technical Qualifications

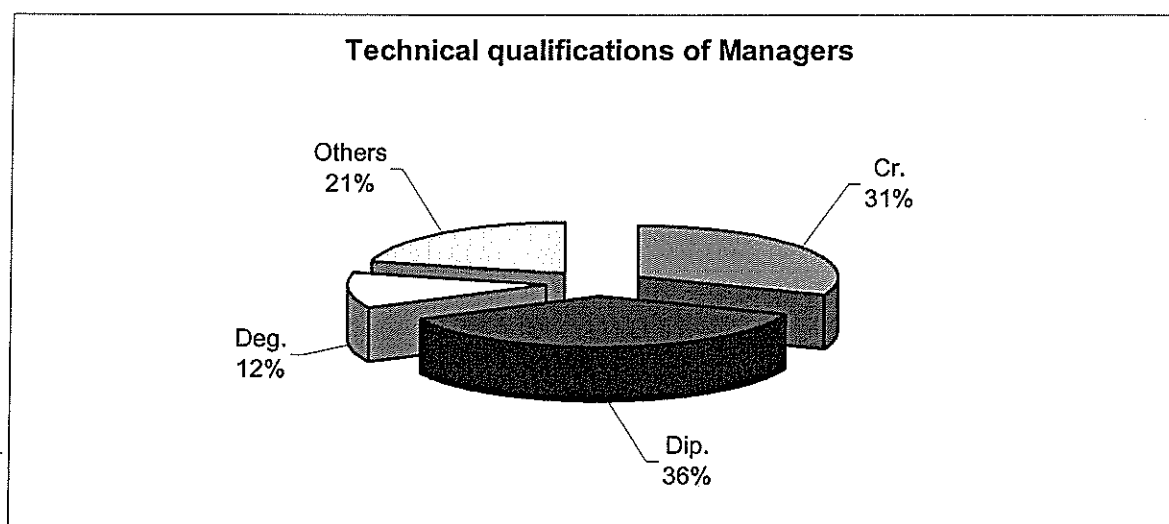
Their technical qualifications were classified in the Craft, Diploma, Degree and other categories.

The data collected is shown below,

No	Number of Institutions	Region	Number of Managers	Technical Qualifications			
				Cr.	Dip.	Deg.	Others
1	10	Eastern	41	12	13	6	10
2	12	Northern	49	19	16	2	12
3	12	Western	56	19	21	8	8
4	11	Southern	48	18	18	3	9
5	12	Central	58	10	24	10	14

The other category of qualifications for the managers is that for the bursars and some registrars who have certificates, diplomas and degrees in the non-technical fields.

However, more than 90% of the heads of institutions have the technical qualifications.



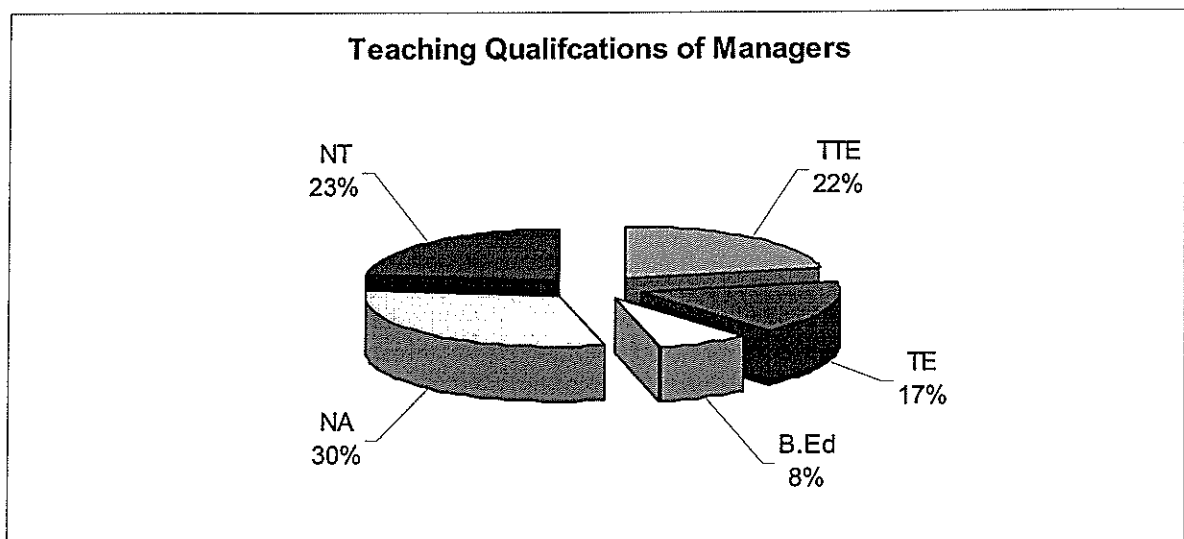
1.6.2 Teaching qualifications

From the information provided in the questionnaires, there are 68 bursars and 9 registrars who are not meant to have teaching qualifications.

Likewise, there are 175 managers and registrars who are expected to have teaching qualifications representing 69.4%.

The following data concerning teaching qualifications of managers was obtained,

No	Number of Institutions	Region	Number of Managers	Teaching Qualification		
				T	TTE	TE
1	10	Eastern	41	10	7	2
2	12	Northern	49	16	9	4
3	12	Western	56	10	9	3
4	11	Southern	48	9	8	3
5	12	Central	58	10	10	7



The actual data indicate that 47% have the teaching qualifications, 30% are not meant to have teaching qualifications (bursars and some registrars NA) and 23% don't have any teaching qualifications at all (NT). Although 69.4% are expected to have the qualifications, only 47% have.

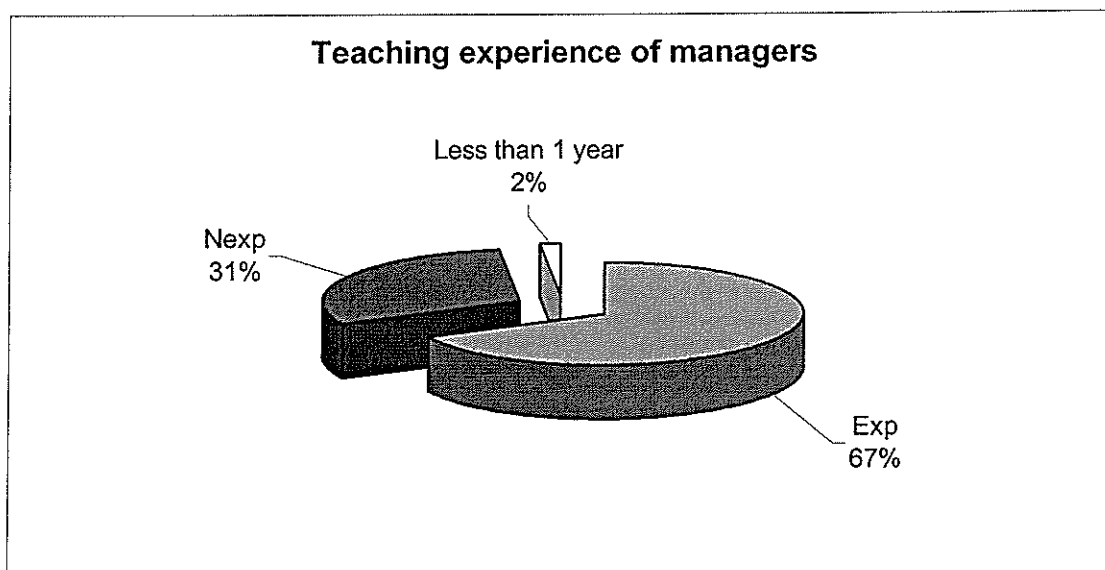
The 23% managers without any teaching qualifications is an alarming percentage, which must be looked into so that these managers acquire that required competence since they are required to supervise training and trainers.

1.6.2 Teaching Experience of Managers

The following data concerns managers' teaching experience ranging from 1 year to beyond 10years.

No	Number of Institutions	Region	Number of Managers	Teaching Experience		
				1 ≤ 5	6 ≤ 10	<10
			T			
1	10	Eastern	41	1	11	12
2	12	Northern	49	11	8	17
3	12	Western	56	13	14	8
4	11	Southern	48	12	18	10
5	12	Central	58	8	7	21

It has already been noted that 77 managers are not meant to have teaching qualifications and therefore not expected to have experience (Nexp) representing 31%.



From the above, 67% of the managers (Exp) have a teaching experience above 1 year and 2% have teaching experience less than 1 year.

1.6.3 Competences of managers

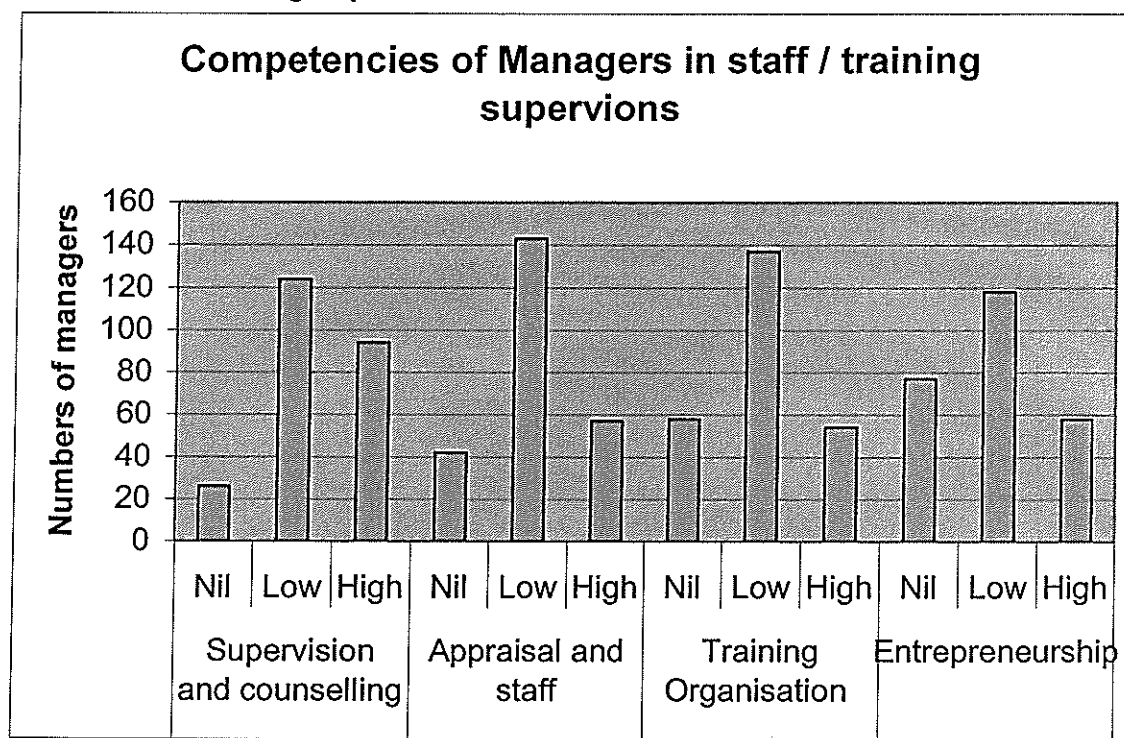
According to the final report on the preliminary study to develop a training concept and strategy for the managers and instructors of the BTVET, 4.9.2 page 36, it is stated that "During the interviews there was a strong recommendation that managers of vocational training institutions should be experienced teachers / instructors with an additional management competence. Only persons with such a competence would be qualified to handle the day to day business in vocational training institution, a day – day business which include demand oriented training plans, allocation of scarce resources, staff supervision and student conflict resolution".

It is against this background that the survey team felt it is important to study the competencies of the managers basing on those required for an ideal manager.

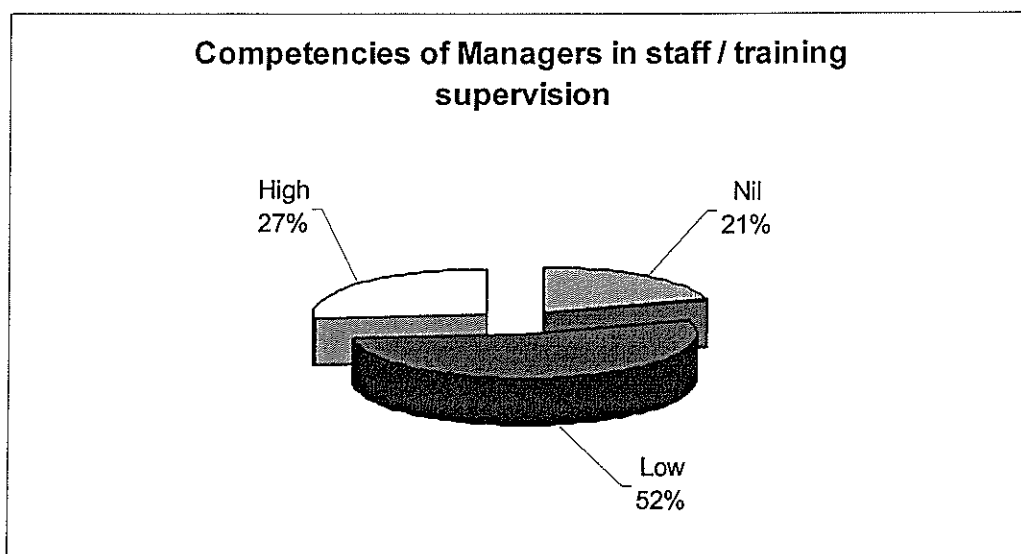
The duties can be broken down into two areas namely,

1. Staff / training supervision covering supervision and counseling, appraisal and staff development, training organization and entrepreneurship.
2. General administration / financial management covering administration, management and maintenance of facilities and financial management.

1.6.4 Staff / Training supervision

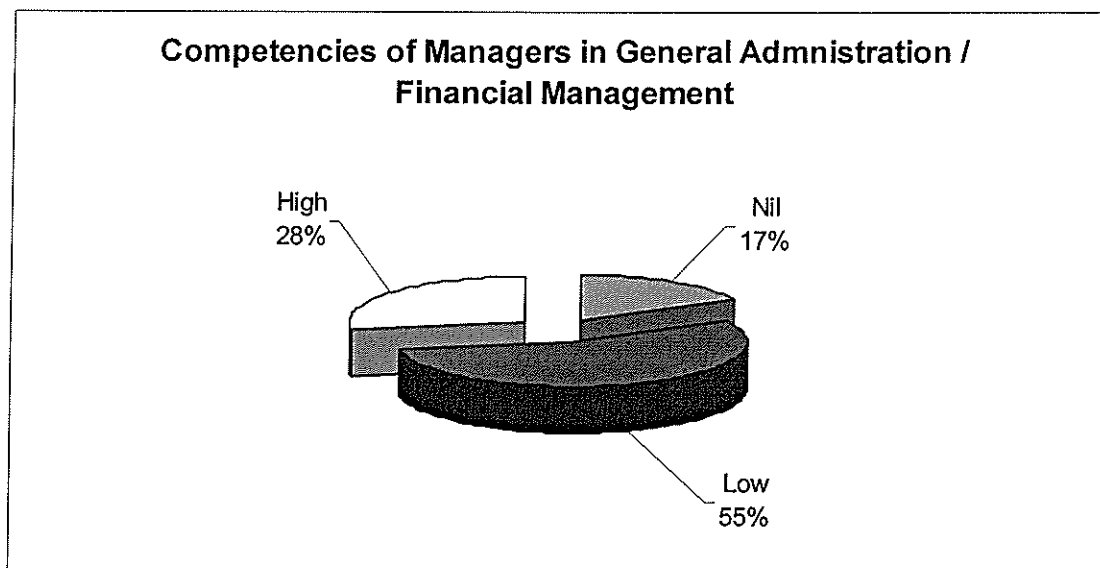
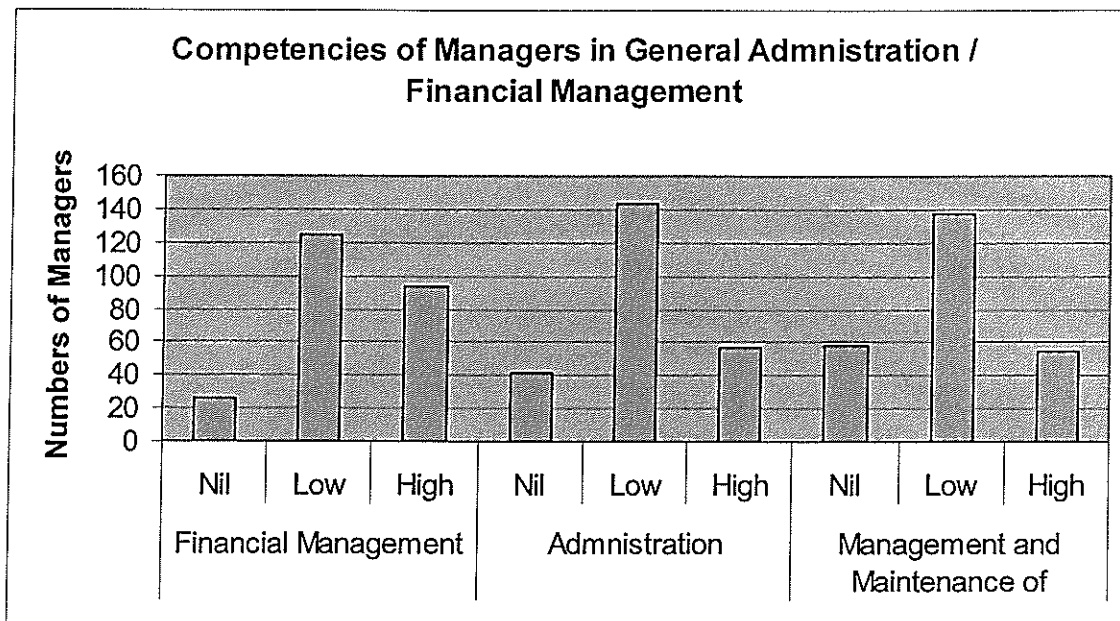


Further analysis shows that 21% of the managers have no competency while 52% have low competency in staff / training supervision.



1.6.5 General Administration / Financial Management

No	Names of Institutions	Region	Level of Competence of Managers								
			Financial Management			Administration			Management and Maintenance of Facilities		
			Nil	Low	High	Nil	Low	High	Nil	Low	High
1	10	Eastern	4	28	8	1	27	12	3	20	18
2	12	Northern	9	24	14	2	28	17	9	25	13
3	12	Western	12	30	16	6	34	18	6	35	14
4	11	Southern	8	22	15	9	19	17	10	28	7
5	12	Central	11	24	20	3	21	31	6	24	25



The General administration / financial management competencies of managers is 17% and 55% for nil and low respectively.

It will be noted that although 22% of the managers studied some management skills during their TTE courses only 27% and 28% are competent in training / staff supervision and general administration /

financial management respectively. This indicates that there are additional skills acquired through experience since no further training is indicated by the respondents.

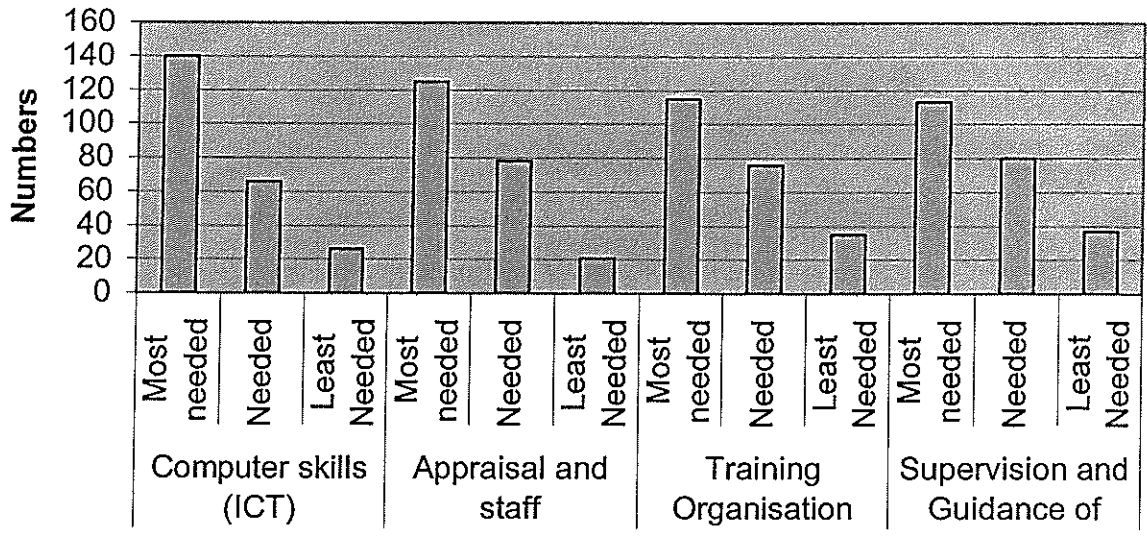
1.6.6 Managers Training Needs

Further information was sought concerning the training needs of the managers and below is the analysis,

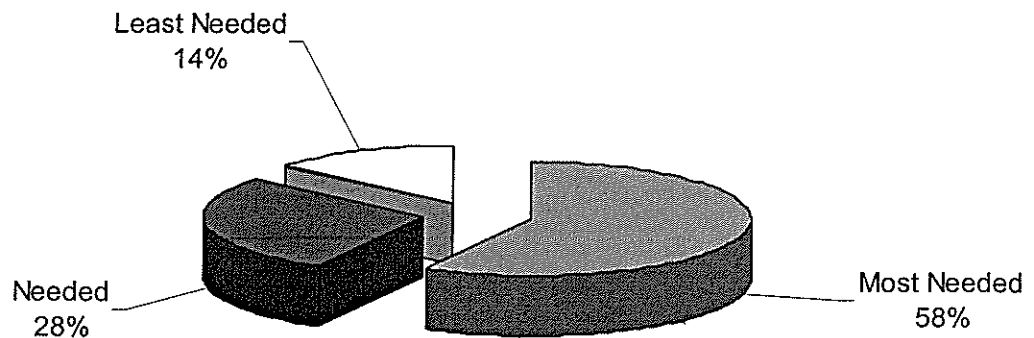
The rating used is 1=Most Needed, 2=Needed, 3=Least Needed.

No	Numbers of Institutions	Region	Training Needs of Managers											
			Computer skills (ICT)			Appraisal and staff development			Training Organization and Monitoring			Supervision and Guidance of Staff		
			1	2	3	1	2	3	1	2	3	1	2	3
1	10	Eastern	26	13	1	27	11	2	21	13	6	21	13	6
2	12	Northern	26	11	8	25	13	7	26	14	3	17	19	11
3	12	Western	29	14	6	24	20	1	28	14	4	30	13	2
4	11	Southern	28	11	5	23	15	3	25	8	10	25	11	7
5	12	Central	31	17	6	26	19	8	15	27	12	20	24	11

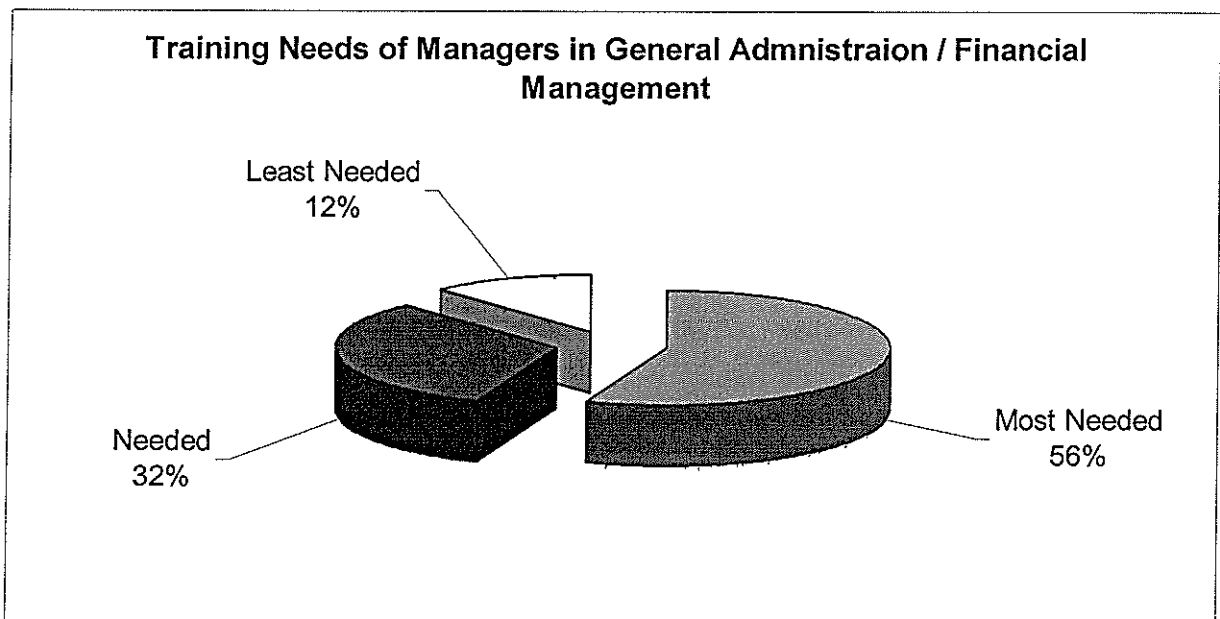
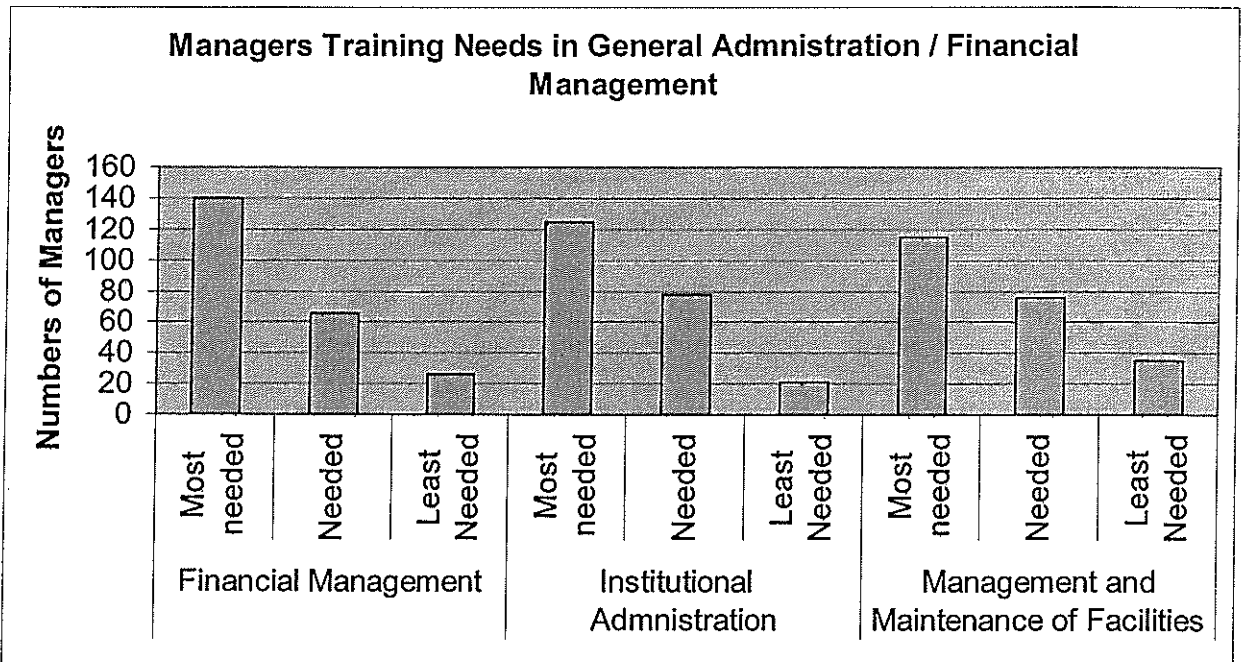
Training Needs of Managers in staff / training supervision



Training Needs of Managers in staff / training supervision



1.6.7 Training Needs of Managers in General Administration / Financial Management



1.7 Facilities

1.7.1 Eastern Region

The survey team found out that there are 4891 trainees in the 10 institutions studied. The following data concerning the condition of facilities is shown in the table below. The availability of training equipment and tools can be seen in annex 16.

No	Number of Institutions	Region	Nature of Facilities								
			Classrooms			Workshops			Accommodation		
			Condition								
			B	Fr	G	B	Fr	G	B	Fr	G
1	10	Eastern	0	5	4	0	5	4	2	2	3
2	12	Northern	3	5	4	4	3	3	2	2	4
3	12	Western	1	6	5	3	7	1	2	7	2
4	11	Southern	0	5	6	3	2	6	2	2	6
5	12	Central	0	3	9	1	3	6	1	4	3

The number of facilities in each region is shown in the table below,

No	Number of Institutions	Region	Number of Trainees	Number of classrooms	Number of workshops	Number of courses
1	10	Eastern	4891	102	40	74
2	12	Northern	2659	76	32	48
3	12	Western	2771	86	39	69
4	11	Southern	1897	76	46	58
5	12	Central	3496	107	46	84

It can be deduced that the classroom to student ratio is 1: 48 as compared to the standard of 1:16 for the vocational / technical institutes.

On the other side the average ratio of workshops to the number of courses conducted is 1: 2. This shows that these facilities are insufficient.

The classrooms, workshops and accommodation facilities are permanent although some are in an unfair condition.

1.7.2 Northern Region

The northern region has a number of 2659 trainees and the classroom facilities are far lacking. The situation is so alarming that some classrooms and workshops are under tree shade and other structures are temporary. The average ratio for the classroom to trainees is 1: 35. The ratio of the workshops to the number of courses offered is 1: 2.

1.7.3 Western Region

This region has an average classroom to trainee ratio of 1: 32. The overall condition of the classrooms in the region is good. The workshop facilities to course ratio is 1: 2 and the boarding facilities are quite fair.

1.7.4 Southern Region

In this region, 11 institutions were visited and the classroom to trainee ratio is 1:25. Most structures were in good condition. On the other side, the workshop to course ratio is about 1: 1. The accommodation facilities available are on average in a fair condition.

1.7.5 Central Region

Compared to other regions, this has a big number of permanent structures. Workshops are in a sizeable number and the accommodation facilities are not adequate though the condition is fair.

1.8 Tools and equipments

Almost all the institutions surveyed in addition to not having the necessary training facilities, lack the necessary tools and equipment. The survey team noted that the following basic tools and equipment are necessary for effective implementation of training in those institutions,

Motor vehicle

Engine models, Tyre changers, wheel alignment, battery chargers, workshop benches, sets of tool boxes and assorted spanners, bench tools and measuring tools. Most institutions lack these tools.

Carpentry

Although most institutions are conducting training in this field, they don't have the following basic tools and equipment,

Thickness and surface planers, circular saws and band saws. On the side of tools some institutions lack hand saws, chisels and mortise gauges.

The following power tools are also lacking, hand drills, portable routers, jigsaws and sanders.

Plumbing and Sheet metal

It was noted that most institutions lack pipe cutters, bench vices, pipe benders and pipe wrenches and bench grinders.

Sheet metal hand tools like tinman snips, scroll rolls, hand shears, sheetmetal hammers are also lacking.

Welding

It was noted that most institutions do not have enough welding machines and accessories. Some institutions in northern Uganda expressed their wish to conduct training in welding and were requesting welding generators.

Electricity

It was noted that almost all institutions lack the following equipment and tools,

Machines; voltage regulators, electric drills, bench drills and motors (AC/DC).

Measuring tools; multimeters, portable voltmeters, insulation resistance meters, wattmeter and wheatson bridges.

Tools; sets of screwdrivers, pliers, wire strippers, sets of spanners and terminal crimping tools.

BCP

Although most institutions are conducting this course, they expressed the need for the following tools and equipment,

Trowels, building squares, spirit levels, plumb bobs, wheelbarrows and brick/block making machines.

Computer training

There are a few conducting computer training as can be seen in annex 16. They expressed their dire need for more computers.

1.9 Support by development partners

It was noted that the best performing institutions are those supported by the development partners, NGO's and religious bodies.

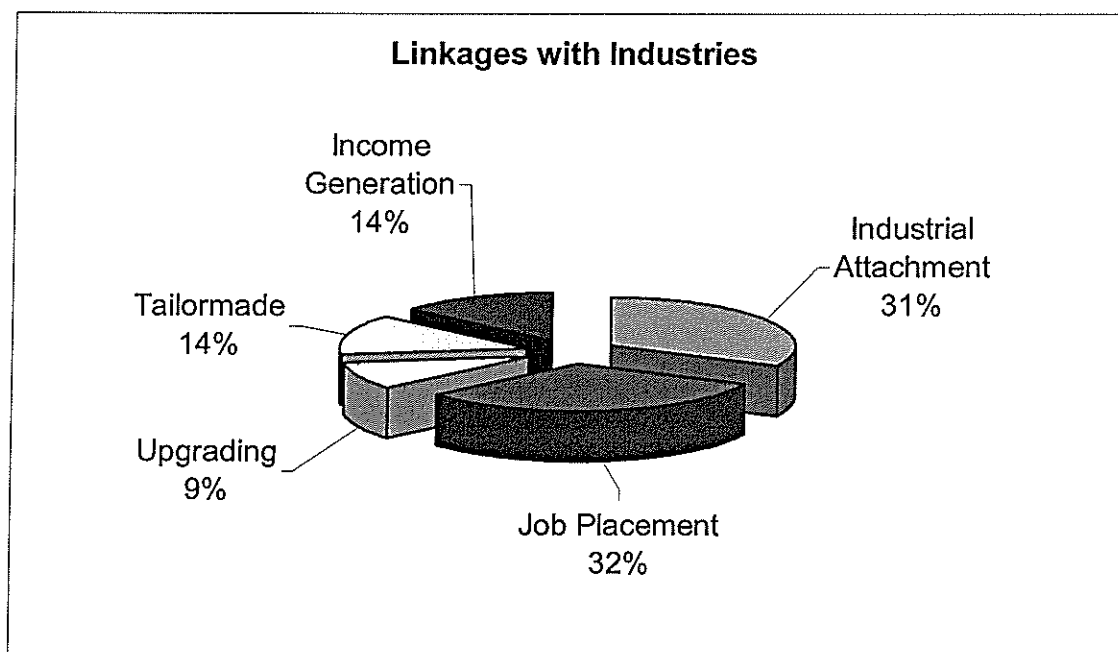
Despite the fact that government plays a key role in the running and facilitation of institutions, it has achieved its goal through embarking on joint venture with development partners from abroad and community based organizations.

1.10 Linkage with Industries

1.10.1 Eastern Region

In the Eastern region, there are 5 small scale, 12 medium and 19 large scale industries which are linked with the 10 institutions studied.

No	Number of Institutions	Region	No. of Industries			Nature of linkage and number of Institutions				
						Industrial Attachment	Job Placement	Training		Income Generation
			S	M	L			Upgrading	Tailor made	
1	10	Eastern	5	12	19	7	7	2	3	3
2	12	Northern	9	5	2	3	2	0	0	4
3	12	Western	14	15	24	8	8	0	2	1
4	11	Southern	9	17	8	8	7	5	1	4
5	12	Central	6	11	19	6	6	2	3	3



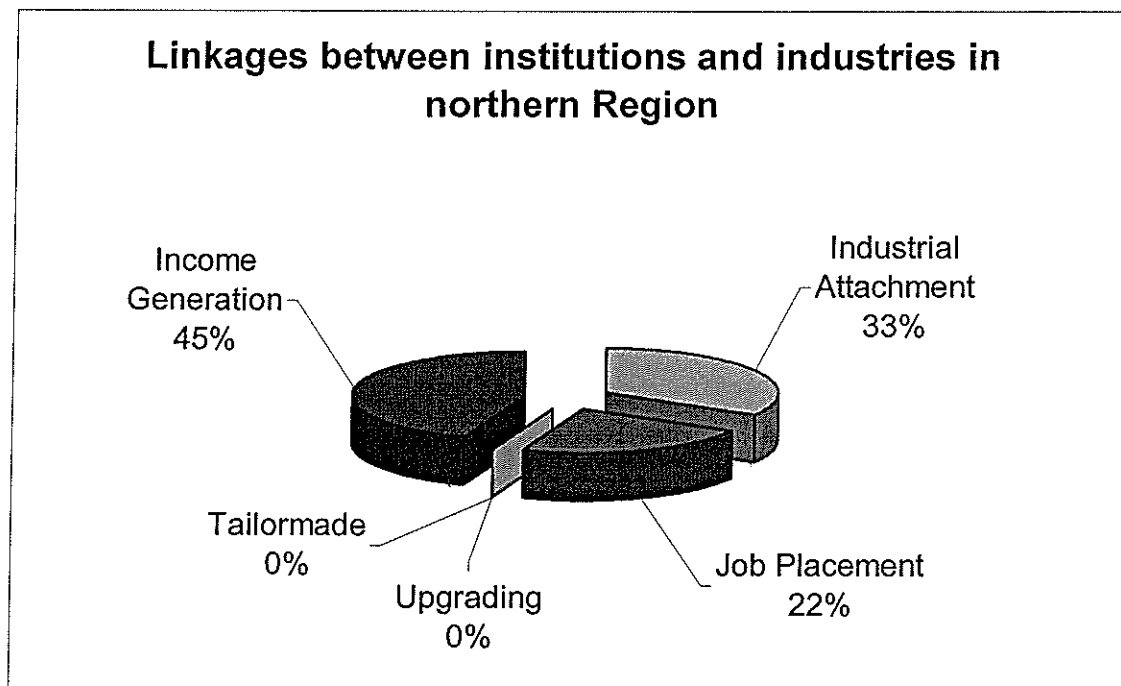
It will be noted that Industrial attachment and job placement are the most prominent linkages that exist between the industries and the institutions indicating the inclusion of industrial attachment in the curriculum.

It will be also noted that out of the 10 institutions only 2 and 3 offer the upgrading and tailor-made courses respectively for the industries. Income generation activities between institutions and industries in the Eastern region are likewise on a low scale.

1.10.2 Northern Region

In the northern region, there are 9 small scale, 5 medium and 2 large-scale industries having linkages with the 12 institutions studied.

Out of the 10 institutions in northern Uganda only three send trainees for industrial attachment to these industries, 2 institutions are linked with these industries for the job placement of the trainees.

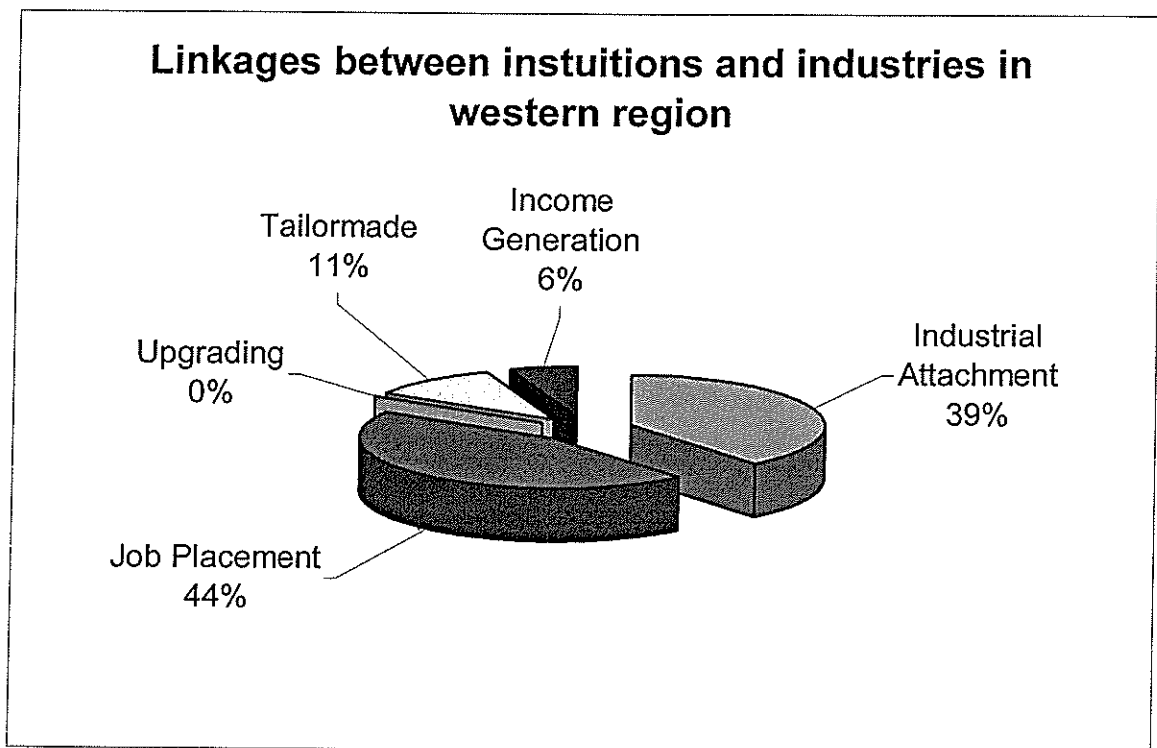


There is no institution in northern Uganda conducting upgrading or tailor-made training for the industries.

The income generation activities that the few institutions conduct with these industries are mainly in the areas of repairs and carpentry work and there are only 4 institutions out of 12 that are involved.

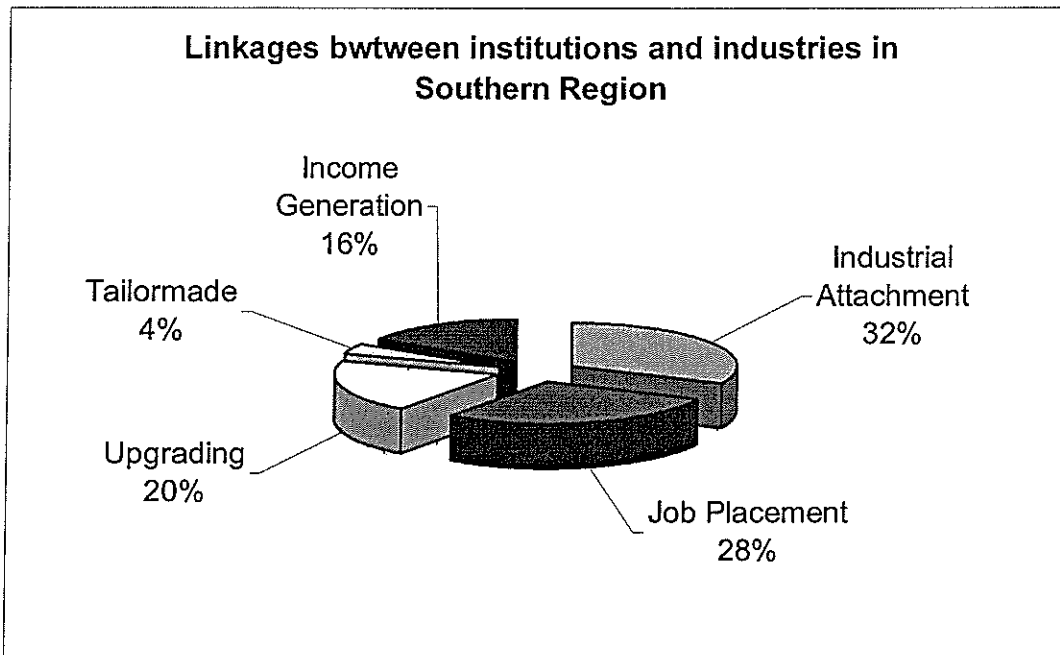
1.10.3 Western Region

The majority of institutions in western Uganda are linked with industries in industrial attachment and job placement. No institution conducts upgrading training while two conduct tailor-made training.



1.10.4 Southern Region

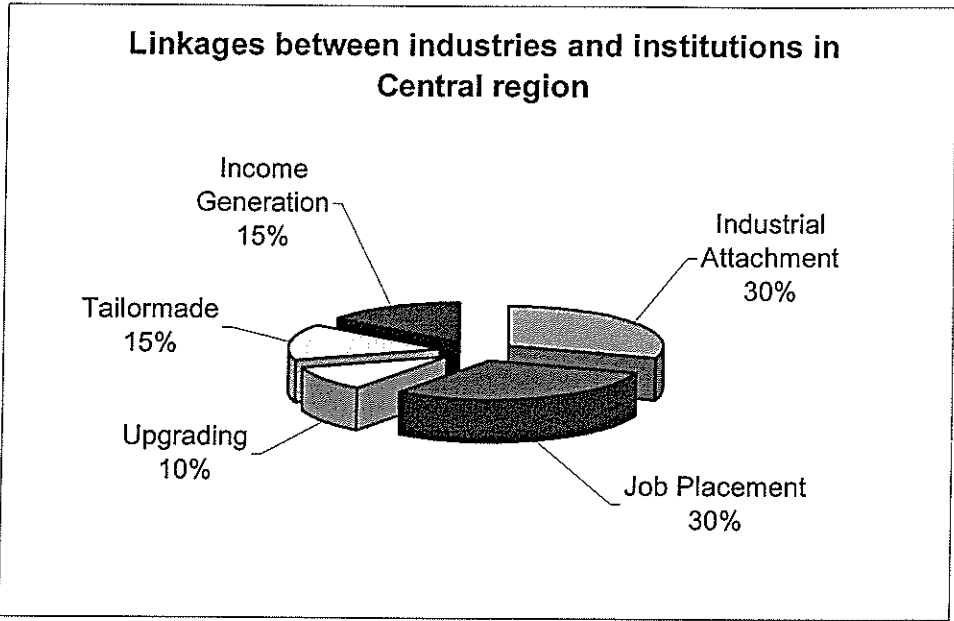
In the southern region most institutions are linked with industries mainly in industrial attachment and job placement. About 5 institutions out of the 11 surveyed conduct upgrading training with industries.



1.10.5 Central Region

Central region like other regions has linkages with industries mainly in industrial attachment and job placement. Out of the 12 institutions studied, only two conduct upgrading training programs and only 3-offer tailor made training to industries.

Income generation activities too, are low with only three institutions participating.



1.11 Duration of Training

Information was sought from the heads of the institutions concerning the duration of the training. The following information was obtained,

	Number of Institutions	
	Managers	Instructors / Teachers
Up to 6 Weeks	6	3
2 to 3 Months	19	7
4 to 6 Months	14	11
1 Year	11	21
2 Years	7	15

It will be noted that 19 institutions said the training for managers should be between 2 to 3 months. Whereas for the instructors 21 said the training should cover a duration of 1 year.

1.12 Period of training

On the period of training three options were given namely evening, holiday and weekends and the following information was obtained,

	Number of Institutions	
	Managers	Instructors / Teachers
Evening	11	0
Holidays	45	57
Others (Weekend)	1	0

Considering the fact that the training will be based at one center, it will be quiet difficult to plan and conduct training during evening and weekend periods.

The only remaining option is holidays and institutions are ready to release as many participants as can be accommodated during this period.

The other option of the period other than holidays some institutions expressed the fear that because of the limited staff it maybe difficult to send their members of staff for training.

1.13 Contribution to training

Most private institutions are complaining why the government is not supporting them with staffing problems. They were of the view that the government should give a hand and support the institutions by sponsoring their staff for this training.

Other institutions were of the view that they can contribute a small percentage of the training fee while others said it should be solely a responsibility of the participants to pay the fees.

The following data was collected concerning the same,

	Up to 30%	Between 30 - 50%	Between 50 - 70%	Up to 100%
Individual	0	7	0	5
Institutional	16	0	0	0
Other eg Govt, Donors	0	0	0	29

From the table above, 7 institutions said the individual beneficiaries of the training could contribute between 30 – 50% while 5 said can contribute 100% of the training cost.

On the other side, 16 institutions said they could contribute up to 30% of the total training cost.

29 institutions said that the government and donors could contribute 100% of the training cost.

2.0 Conclusions and Recommendations

1. From the analysis concerning the managers, out of the 57 institutions surveyed, there 256 managers out of whom, average, 73% do not have the necessary competence (21% Nil and 52% low) in staff / training supervision. On the side of administration / financial management, on average, 72% have low competence (17% nil and 55% low).

About 186 (72.5%) of the managers out of the 256 interviewed need training.

We recommend that the subjects to be included in the training should cover the area of training / staff supervision and general administration / financial management. Computer skills (ICT) should be an additional subject.

We also recommend that managers must have pedagogical skills.

2. The result shows that 35% of the instructors don't have any industrial experience while 23% are assumed not to have the relevant experience. It can be deduced that 58% have no industrial experience and therefore have no competence in practical skills.

Out of the 895 instructors / teachers 573 (64%) indicated that they need the skills training.

We highly recommend the skills training because although 42% indicated that they have industrial experience, it is long since they last worked and they have never upgraded their skills. The number that will need the training is likely to be higher than this (573).

As regards the pedagogical competence, 28% have zero while 33% have low. On average 61% lack the necessary competence in pedagogy and on average 74% (662) indicated that they need the training in pedagogy.

It is further recommended that subjects like entrepreneurship, computer skills, maintenance of equipment and facilities, counseling of learners and safety and health should be included as theoretical study subjects.

3. Considering the courses offered at Nakawa VTI, the training for Instructors should give priority to the following courses, among others, Motor vehicle, Carpentry, Electricity and ICT.

4. The information collected concerning the duration of training indicate 2 to 3 months and 1 year for the managers and instructors / teachers respectively.
We recommend that considering the areas of needs of training for the Managers (staff / training supervision, general administration / financial management and ICT) 3 months would be appropriate for this training. For the instructors / teachers, since the training will involve skills, pedagogy and other related subjects like entrepreneurship etc, we are recommending the duration of training to cover 6 months.

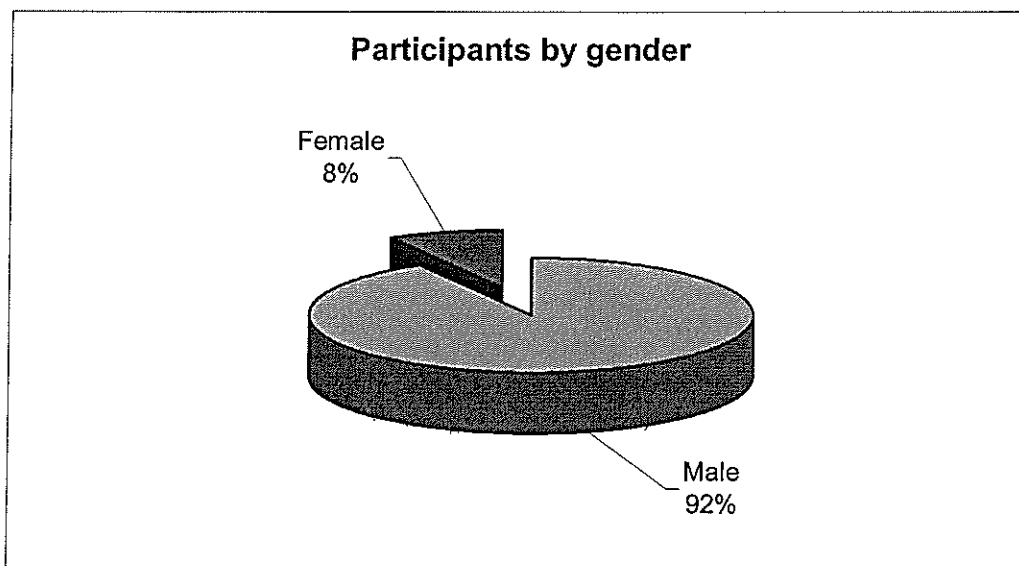
5. As far as the contribution to training is concerned, we recommend that government and donors come in to support because from our findings, the financial status of most institutions is poor and the salaries of instructors / teachers is too low to finance this training on their own.

6. From the information provided, there is no linkage between industries and institutions as far as staff training is concerned. We highly recommend that this training for instructors and managers should have a linkage with industries. This linkage should be maintained further at institution level.

3.0 Follow up study of Third and In country training participants

The study covered 27 institutions out of the 33 from where the former participants came. For the 6 remaining institutions questionnaires were sent.

From these institutions, 72 participants attended the three courses out of which 6 were female participants.



3.1 Objectives of the courses

It was expected that at the end of the course participants will have;

- Acquired the advanced technologies and skills in the courses'
- Had the ability to transfer the advanced new technologies and skills at their respective training institutions,
- Been introduced to the development of training materials,
- Acquired the knowledge of the subject matter to faithfully practice the vocational training learnt.

3.2 Findings

3.2.1 Purpose of the course

94% of the respondents said that their purpose of participating in the course was to acquire the advanced knowledge and skills.

Others said that through this training they would acquire knowledge and skills in developing training materials that they can use in their daily teaching activities.

3.2.2 Impression of the course

The participants acknowledged learning new and modern technology and also appreciated the practical approach used during the training. They further said that the arrangement of the contents was good and systematic.

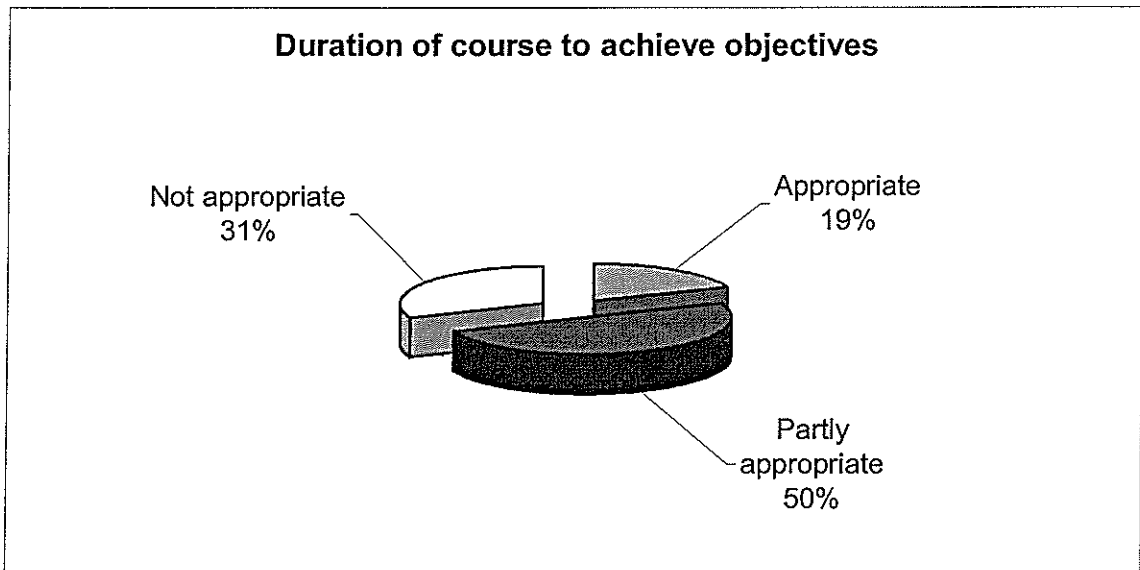
Others expressed the challenges they experienced like computer applications.

In general the overall impression was good but the challenge was lack of the necessary facilities in their institutions to effectively transfer the same skills.

3.2.3 Duration of the course

Most participants said that the duration of the course was not enough to effectively achieve the objectives.

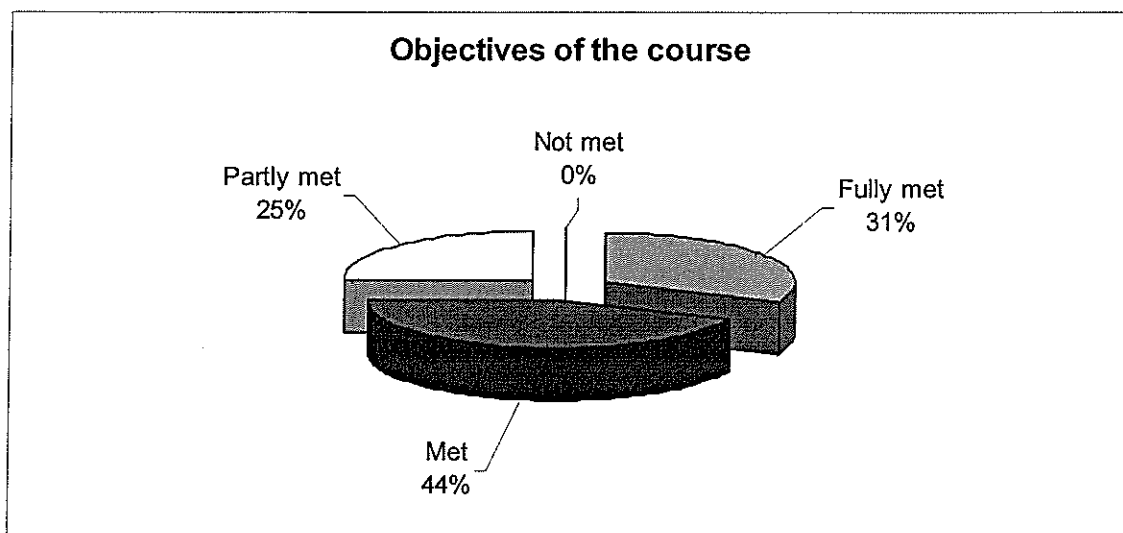
Some participants said that basing on their background there was a necessity for them to have more time to internalize some issues like basic computer applications before embarking on the core of the course.



3.2.4 Objectives of the course

The participants said that the objectives of the course could not be fully met as was expected because,

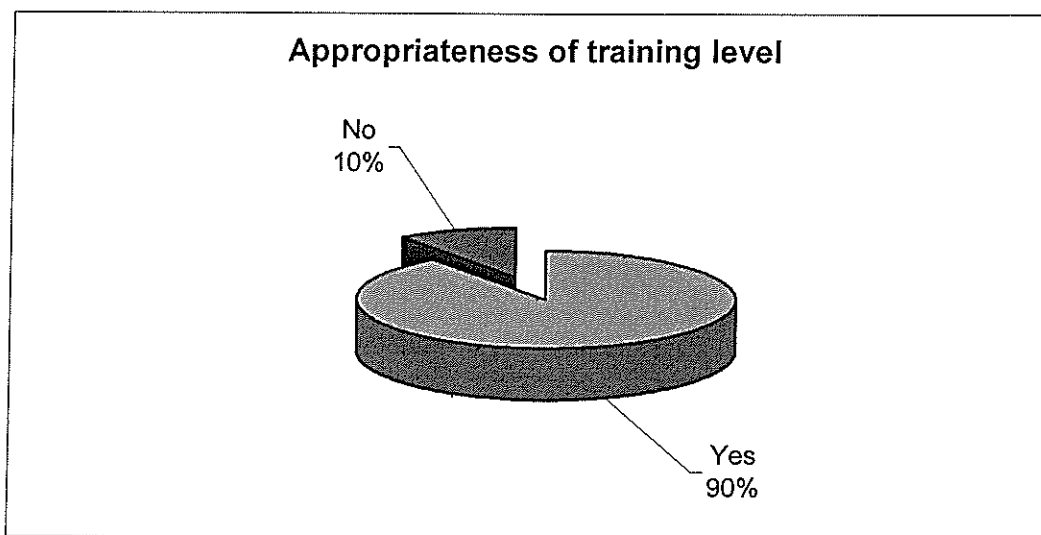
- i) Time was short
- ii) Some equipments and tools were seen for the first time,
- iii) The training did not consider the background of the trainees.



3.2.5 Appropriateness of the training level

Five out of the 48 respondents said the level was not appropriate because;

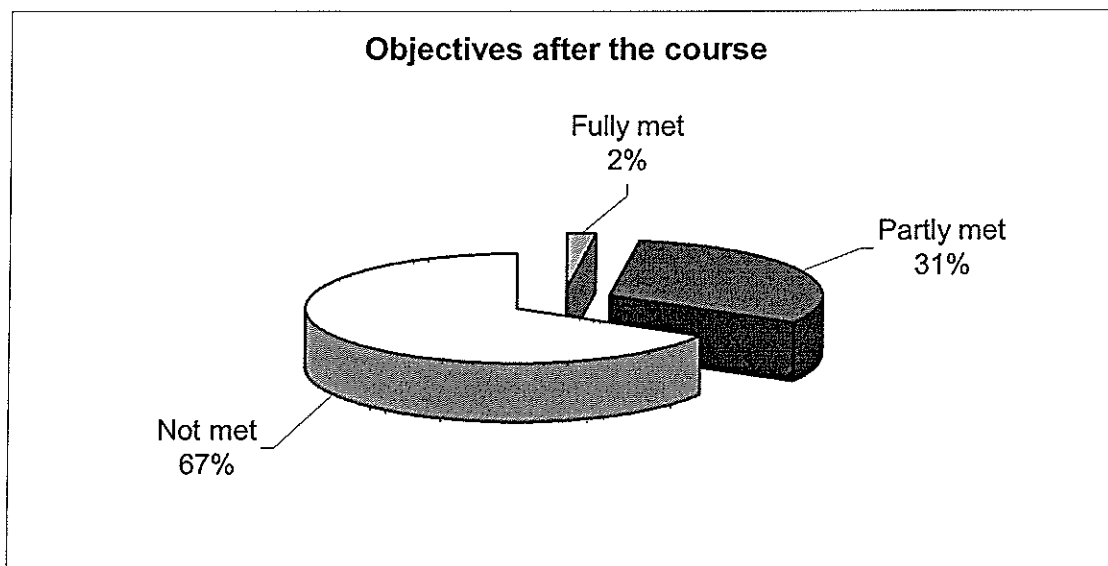
- i) The background was poor, equipment and tools seen for first time,
- ii) The level of the training institutions was low and equipment not available,



3.2.6 Objectives after the course

Participants said that the objectives of attending the course after the training could not be fully achieved because of the following reasons,

- i) Lack of equipment and tools,
- ii) Lack of training materials,
- iii) Lack of enough time to practice the skills learnt,
- iv) Lack of time to include the new contents because the UNEB curriculum is very wide,
- v) Lack of funds,
- vi) Lack of reference textbooks.



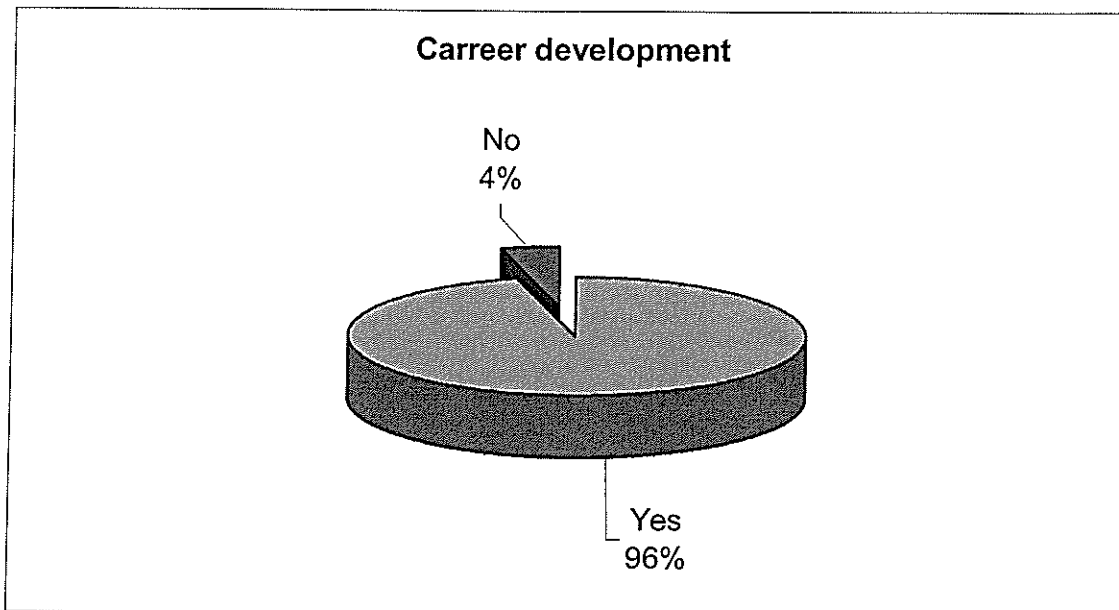
3.2.7 Career Development

The survey team wanted to know whether the course made the participants more qualified after attending it.

Some participants said that if the learnt skills are not practiced then they are useless.

The majority of the participants said the course made them more qualified even though they do not practice the skills in their institutions.

They said that they are transferring the theoretical knowledge to the trainees.



3.2.8 Training Materials and Methods of Training

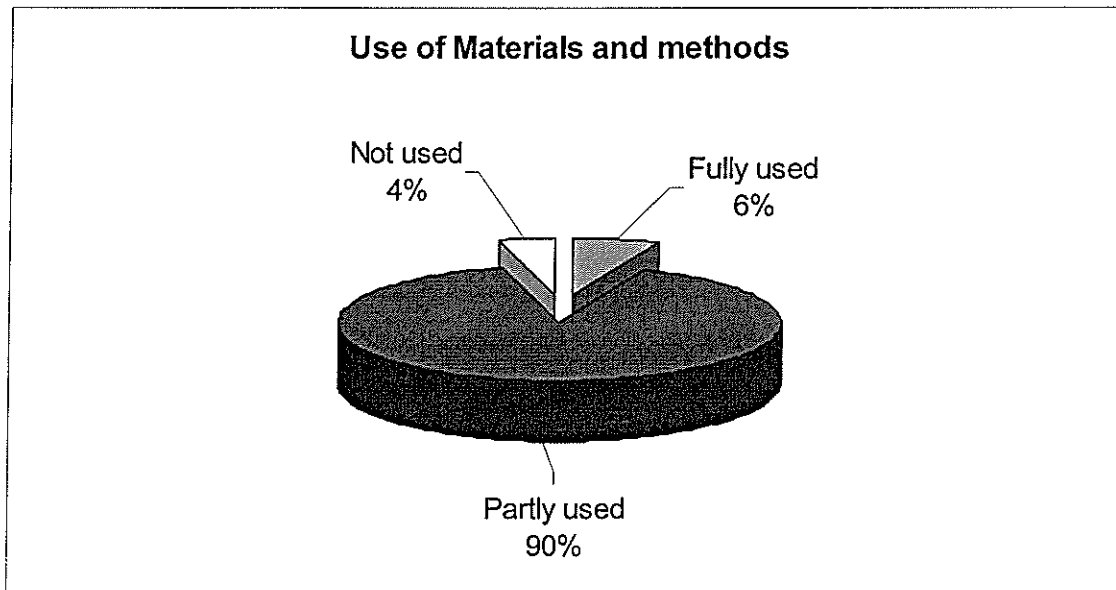
It was required to know whether the training materials given to the participants of any use to them.

The participants said that although the information given out in handouts was brief, it is very useful as they are using the same as;

- i) The same hand out for training,
- ii) Used as reference materials in transferring the knowledge since the reference books are not readily available.
- iii) Some participants are using the CD's, transparencies and videotapes given to them after the course.

As for the methods the former participants noted the following methods used;

- i) Demonstration method, which is practical oriented,
- ii) Using audio visual aids,
- iii) Group discussions,
- iv) Use of handouts.



3.2.9 Job Change

Four out of the forty-eight respondents said they changed job after the course. One changed from doing general electrical work to electronics work. Another was a junior teacher and was promoted to head of department. The third one was training junior technicians but after the course was made to train craft technicians.

The last one was an assistant lecturer but after the course he is now employed as an electronic technician.

The rest are still working as instructors and lecturers as before.

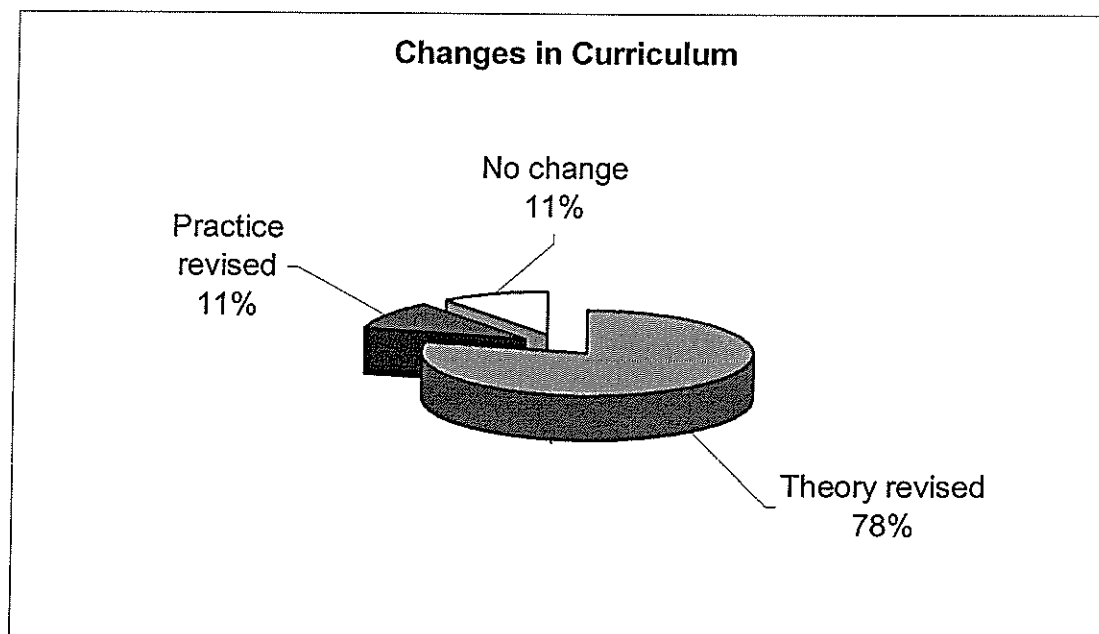
3.2.10 Changes as a result of the training

It was required to know what changes have been put in place as a result of the course.

Respondents said some have been able to use the acquired knowledge and skills to develop their teaching materials.

Former participants from St. Joseph Technical Institute are in the process of developing an EFI Engine training model that will be used for training. Participants from Bushenyi technical Institute have started a computer hardware, repair, maintenance and networking course.

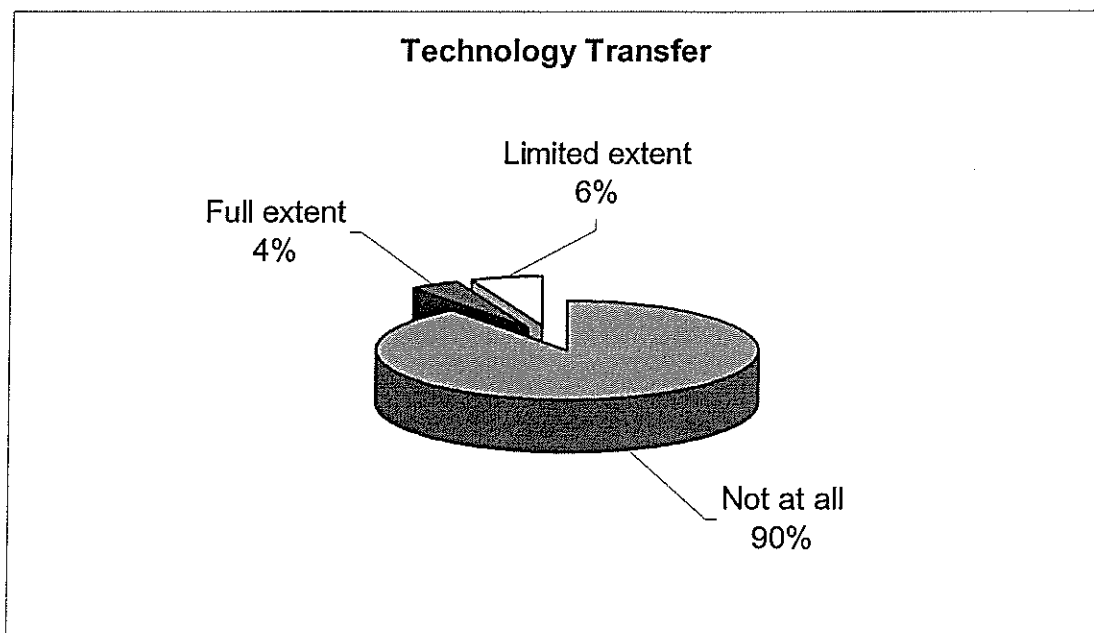
Some former participants said were able to include some theoretical topics in the curriculum.



3.2.11 Technology Transfer

It was required to know the extent of technology transfer to the participants and trainees.

The following information was obtained.

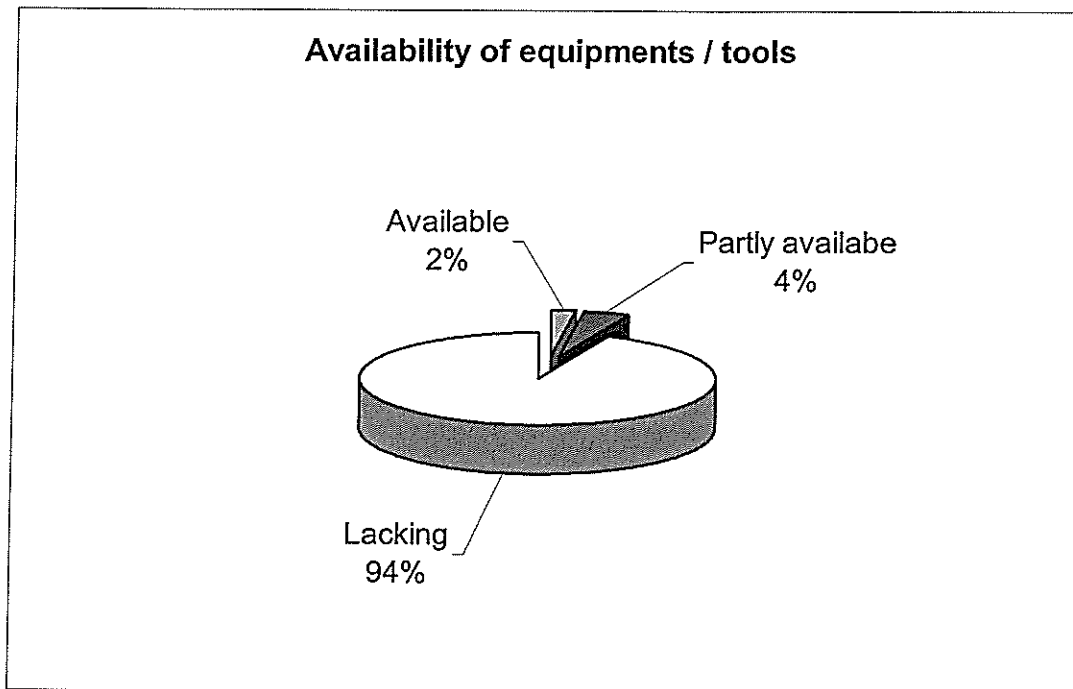


The reasons for the failure are attributed to lack of equipments and facilities to both practice the skills and transfer them to others. Another reason is financial limitations and unavailability of equipments and tools on the local market.

3.2.12 Availability of Facilities and Equipments

It was noted during the survey that most institutions lack the necessary facilities, tools and equipments to effectively utilize the knowledge and skills acquired in the training.

The following information was obtained from the respondents,



3.2.13 Continuation of the program

All the respondents requested for the program to continue and requested the following areas to be included,

- i) Automatic Brake System (EFI)
- ii) Air conditioning and Refrigeration (PLC)
- iii) Computer programming (DT)
- iv) Integrated Circuit programming
- v) Basic computer application
- vi) General Auto Electrical
- vii) Solar system and design

3.2.14 Participants' recommendations

If programs are to continue the following the following were requested by the respondents for consideration;

- i) Equipments and tools needs to be provided to the institutions that participate in the programs,
- ii) Textbooks need to be provided to participating institutions,
- iii) The course duration need to be increased,
- iv) Participants for the programs need to have access to internet during the course,
- v) Resource persons need to be retrained.

3.3 Conclusions and recommendations

1. The third country and in-country training was successfully implemented. The intended objectives for more than 50% of the Ugandan participants were met.

2. 96% of the participants are using some of the materials given to them during the course. This is mainly during theoretical classes. The inclusion of the learnt subjects in the existing curriculum has been effected to a limited extent.

3. Only one institution out of the 33 has taken an initiative to develop a teaching model based on the learnt technology.

4. Due to lack of funds and availability of training facilities, tools and equipment the transfer of the learnt technology has not been effective.

5. It was noted during the study that institutions with facilities like Spear Motors training center and the Technical colleges with computer facilities have been able to teach the learnt technology. We are therefore recommending that if future programs are to be planned, there is a need to provide tools and equipment to the participating institutions.

6. Earlier evaluation from participants indicated that there is a need to improve the library, accommodation, classroom and recreation facilities. We are recommending therefore that future training programs should have these facilities for their effective implementation.

List of Annexes

Annex 1: Questionnaire for follow up

NAKAWA VOCATIONAL TRAINING INSTITUTE

**QUESTIONNAIRE FOR FOLLOW-UP OF THIRD COUNTRY
AND IN COUNTRY TRAINING PROGRAM**

A. BASIC INFORMATION

Name of Participant:.....

Sex: Male Female

Name of Institution:.....

Designation:.....

Period of service:.....

Field of Training:.....

Period of Training:.....

B. EDUCATION AND TRAINING

(a) Technical / Professional qualification

Degree BA , BSc, MSc, MA

Diploma

Certificate

None

(b) What teaching qualification do you possess?

- CTTE
- DTTE
- Bachelor of Education
- PROTS Certificate

C. OBJECTIVES

- (i) What was your purpose of participating in this course?
.....
.....
.....
- (ii) What was your impression of the course?
.....
.....
- (iii) Was the level of the course appropriate to fully address your objectives?

Yes

No
- (iv) Was the duration adequate to achieve the objectives?
.....
.....
- (v) Were the objectives met after participating in the course?
.....
.....
.....

D. CAREER DEVELOPMENT

- (i) Do you feel your participation in the course made you more qualified in the profession?

Yes

No

(ii) Please explain your answer in (i) above.

.....
.....
.....

(iii) What topics do you feel are most valuable and least valuable as regards the course objectives and work responsibilities?

Most valuable.....

Reasons.....

Least valuable.....

Reasons.....

(iv) What other topics do you feel should be added to make the training more valuable and relevant to the world of work?

E. TRAINING MATERIALS AND METHODS OF TRAINING

(i) Were the training materials, like handouts, given to you of any use after the training?

Yes

No

(ii) Give comments for the answer above
.....
.....
.....

(iii) Were there any materials not supplied to you during the course?
Yes
No

(iv) Please explain.....
.....

(v) Did this program assist you in acquiring additional skill and knowledge in developing teaching and training materials?
.....
.....

(vi) What training method used by the instructors did you find most useful?
.....
.....

(vii) Do you use any of these methods when conducting your work?
.....
.....

F. TECHNOLOGY TRANSFER

(i) Do you think this program effectively transferred technology to the participants?

Yes

No

(ii) Explain your answer.....
.....

(iii) Does your job involve the transfer of knowledge and skills you acquired through the Third Country and in country program to;

a. The trainees?

b. Your fellow workers?

(v) To what extent do you apply the knowledge and skills you acquired through the program

a. not at all

b. to a limited extent

c. to a full extent

Please explain if your answer above is a or b

.....
.....

(vi) Have you introduced any changes at your place of work as a result of this training?

.....
.....

(vii) What problems have you experienced in implementing these changes?

.....

(viii) Have you changed job as a result of this training?

(a) Old job.....

(b) New Job.....

G. GENERAL

(i) Would you recommend that the program continues?

Yes

No

(ii) Please explain.....
.....

(iii) Are there other institutions or individuals you feel would benefit from this training?

.....
.....

(iv) Do you still maintain linkages with Nakawa VTI?

.....
.....

(v) Do you still maintain linkages with other Third and In - country participants?

Yes

No

Explain how.....

(vi) List down recommendations you would wish to be incorporated in future programs

.....
.....

Thank you for your cooperation

Annex 2: Questionnaire for the needs survey
**QUESTIONNAIRE FOR TRAINING NEEDS ASSESSMENT FOR MANAGERS/INSTRUCTORS/
 TECHNICAL TEACHERS**

1. General Information:

Institution Name	
Address	P.O. Box
Telephone	
Fax	
Physical Address	
E-mail	
Year of Establishment	

Other Information:

(a) Curriculum:

What curriculum does your Institution follow or use for the training?

(i) UNEB Curriculum developed by NCDC Yes No

(ii) DIT Curriculum developed by DIT Yes No

(iii) Other Curriculum (Please specify)

.....

.....

(iv) When was this curriculum developed?

(v) Do you update your curriculum? (Yes, or no).....; if yes, how often

(ii) Facilities:

Type of Facilities	Nature of the facilities ; Number of Semi/permanent Structures		Total number	Year of Construction	Conditions ; good, bad or fair	Support; Grant (G) or Donation (D) and which body/organization	
	Temporary	Permanent				Support	Body/organization
Classroom							
Workshops							
Accommodation							

(c) Duration of the training:

- (i) What duration do you think is appropriate for this training of the staff?
 - (a) Instructors/teachers.....
 - (b) Managers

- (ii) During which period do you think this training can be conducted? (Holidays / Evening)
 - (a) Instructors/teachers.....
 - (b) Managers.....

- (iii) How many of your Instructors/teachers/managers can be released at a time ?
 - (a) Instructors/teachers.....
 - (b) Managers.....

- (iv) Can your Institute contribute to the cost of training your staff?
 - (a) If yes , what percentage?.....

(b) If no, suggest other means of funding.....

(v) What other urgent needs does your Institute require for effective training?

- (a).....
- (b).....
- (c).....
- (d).....
- (e).....

(d) Industries:

Please list down the Industries which are located in your area, the type of work they are doing and indicate the nature of linkages they have with your Institution:

Names of Industries (Specify: Large=L, Medium=M and small=S)	Type of work/business	Please tick the nature of linkage/s below			Tailor made and up grading	Income generation activities	Specify the type of courses/fields
		Industrial Attachment	Job Placement	Staff Training			

Annex 3: Schedule of Follow up survey

ROUTING FOR THE NEEDS SURVEY TO BE CONDUCTED BY NVTI STAFF:					
No.	Date	Day	Region	Institutes/Activities	Remarks
1	30/10/2006	Mon	Nakawa	Preparation of Documents for the Survey	
				Travel to Jinja from Nakawa	night at Jinja
2	31/10/2006	Tue	Jinja	1. Nile Vocational Training Institute	
				2. Jinja Vocational Training Institute	
				Travel to Iganga from Jinja	
			Iganga	3. Iganga Technical Institute	
				4. Pioneer Technical Institute	
				Travel to Tororo from Iganga	night at Tororo
3	1/11/2006	Wed	Tororo	5. Benedictine Vocational Training Centre	
				6. Mulagi Vocational technical Institute	
				Travel to Mbale by road from Tororo	night at Mbale
4	2/11/2006	Thur.	Mbale	7. Uganda Technical College	
				8. CCp Vocational Training Institute	
				Travel to Soroti by road from Mbale	night at Soroti
5	3/11/2006	Fri.	Soroti	9. Uganda Martyrs Technical Institute	
				10. Vocational Training Institute Soroti	
				11. Madera Technical Institute	
				Travel back to Soroti from Madera	night at Soroti
6	4/11/2006	Sat	Lira	Travel to Lira from Soroti	
				Compiling Data	night at Lira
7	5/11/2006	Sun.		Compiling Data	night at Lira
8	6/11/2006	Mon	Lira	12. Uganda Technical College Lira	
				13. Amuka Vocational Training Centre	
			Apac	Travel to Apac from Lira	
				14. Apac Technical School	
9	7/11/2006	Tue	Kitgum	15. Acaba Technical School	night at Apac
				Travel to Kitgum from Apac	
10	8/11/2006	Wed	Pader	16. Kitgum Technical Institute	
				17. Obyen Community Polytechnic	night at Kitgum
				Travel to Pader from Kitgum	
11	9/11/2006	Thur.	Gulu	18. Pajule Technical Institute	
				19. Agogo Technical Institute	
				Travel to Gulu from Pader	night at Gulu
12	10/11/2006	Fri	Arua	20. Atiak Technical School	
				21. Anaka Vocational School	
				22. Daniel Comboni Vocational School	night at Gulu
				Travel to Arua from Gulu	
13	11/11/2006	Sat.	Masindi	23. Ragem Technical Institute	
				24. Inde Technical School	
				25. Omugo Technical School	night at Arua
14	12/11/2006	Sun.		Travel to Masindi from Arua	night at Masindi
				Compiling Data	night at Masindi

15	13/11/2006	Mon	Masindi	26. Adolph Kolping Technical Institute	
				27. Kyem Technical Institute	
				Travel to Hoima from Masindi	
16	14/11/2006	Tue	Hoima	28. St. Simon Peter Voc. Training Center	
				29. Kigolobya Vocational Institute	night at Hoima
				Travel to Fort Portal from Hoima	
17	15/11/2006	Wed	Fort Portal	30. St. Joseph Technical Institute Virika	
				31. Uganda Technical College Kichwamba	
				Travel to Kasese from Fort Portal	night at Kasese
18	16/11/2007	Thur.	Kasese	32. Kasese Technical School	
				Travel to Kamwenge from Kasese	
			Kamwenge	33. Ave Maria Youth Technical Center	
19	17/11/2006	Fri.		Travel to Ibanda from Kamwenge	night at Ibanda
			Ibanda	34. Ibanda Vocational Technical College	
				Travel to Bushenyi from Ibanda	
20	18/11/2006	Sat.	Bushenyi	35. Uganda Technical College Bushenyi	
				Travel to Mbarara from Bushenyi	
			Mbarara	36. St Buruno Vocational School	night at Mbarara
21	19/11/2006	Sun.		Travel to Kabale from Mbarara	
			Kabale	37. Christ the King Vocational School	
				38. Amuja Voc. & Industrial Training Center	night at Kabale
22	20/11/2006	Mon		Compling Data	night at Kabale
			Kampala	Travel to Masaka from Kabale	
				Compling Data	night at Masaka
23	21/11/2006	Tue	Masaka	39. St. Joseph Technical Institute Kitovu	
				40. St. Charles Luwanga Tech. Institute	
				Travel to Rakai from Masaka	
24	22/11/2006	Wed	Rakai	41. Kamengo Technical Institute	
				42. Ssanje Vocational Technical School	
				Travel to Masaka from Rakai	night at Masaka
25	23/11/2006	Thur.		Travel to Mpigi from Kampala	
			Mpigi	43. Waggumubilizi Voc. Training Centre	
				44. Kabasanda Technical Institute	
26	24/11/2006	Fri.		Travel to Kampala from Mpigi	
			Kampala	45. Rubaga Youth Dev. Association	night at Kampala
				46. Lugogo Vocational Institute	
27	25/11/2006	Sat.	Kampala	47. Mengo Technical Institute	
				48. Uganda Institute of Inf. & Comm.	night at Kampala
				49. Buganda Royal Institute of Technology	
28	26/11/2006	Sun.	Kampala	50. Kampala Ploytechnic	
				51. Spear Motors	night at Kampala
				52. Masulita Vocational Training Center	
29	27/11/2006	Mon		53. Maganjo Institute of Career Dev.	
				54. St. Joseph Technical Institute Kisubi	night at Kampala
			Kampala	Compling Data	night at Kampala
			Kampala	Compling Data	night at Kampala
			Kampala	Compling Data	

Annex 4: List of Institutions studied

No	Names of Institutions	Region	Post Office Address	Telephone Contact	Physical Address	Year of Establishment
1	Nile Voc. Training Inst.	EASTERN	Box 1829 Jinja	043120264 /	Plot 89-101 Buikwe Rd	1988
2	Jinja Voc. Training Inst.		Box 1078 Jinja	043120906 / 043121708	Plot 18/35 Comm. Str.	1982
3	Iganga Techn. Inst.		Box 130 Iganga	043243078 /	Iganga Town	1950
4	Pioneer Techn. Inst.		Box 643 Iganga	0772503724 /	Nkono zone	1997
5	Benedictine Voc. Inst.		Box 669 Tororo	0782637478 /	Plot M44 Kwapa Rd	1983
6	CCP Voc. Training Inst.		Box 1254 Mbale	04533299 / 0712186838	Plot M2/37 Pallisa Rd	1989
7	UTC Elgon		Box 940 Mbale	045 36197	14Km Mbale Budadiri Rd.	1980
8	Uganda Martyrs Voc. Inst		Box 630 Soroti	0772503724 / 0772618900	2.5Km Soroti-Mbale Rd	1996
9	Soroti Voc. Training Inst.		Box 107 Soroti	04563011 / 0782697158	Soroti Municipality	1989
10	St. Kizito Techn. School		Box 320 Soroti	0772468753 / 04563191		1947
11	Amuka Voc. Trg. Center	WESTERN	Box 293 Lira	0772594076 /	Lira Town	2003
12	Agwiciro Voc. School		Box 10 Apac	0772881769 / 0752567058	Agwiciro Trg Center	2002
13	Apac Techn. School		Box 75 Apac	0772845265 /	Aere Apac Maruzi	1984
14	Kitgum Tech. Inst.		Box 177 Kitgum	047139042 / 0772914928	Pager Village Pongdwongo	1970
15	Obyen Comm. Poly.		Box 21 Kitgum	0772938639 / 0772914928		2002
16	Agago Voc. Inst.		Box 87 Kalongo	0782600826 /	Agago County Pader Dist.	2002
17	Pajule Tech. School		Box 173 Kitgum	0772393805 /		1982
18	Atiak Techn. School		Box 53 Gulu	0782918820 /	Kila County- Amuru Dist.	1983
19	Anaka Voc. School		Box 77 Gulu	0772574688 /		1994
20	Daniel Comboni VTI		Box 777 Gulu	039279606 /	Daniel Comboni Rd	1995
21	Ragem VTI		Box 553 Arua	0772474753 / 0772877536	Arua - Pakwach Rd	1990
22	Omugo Technical School		Box 901 Arua	0772663394 / 0712663394	Terego county	1984
23	Adolph Kolping TI	WESTERN	Box 436 Masindi	0782656832 /	Kibwoma Masindi	1992
24	Kiryandongo TI		Box 23 Kigumba	0771323874 / 0782300368	Kiryandongo Trg. Centre	1983
25	Nile VTI Hoima		Box 212 Hoima	046542570 / 0772896080	Duhaga Bugambe Rd	1996
26	St. Joseph TC Munteme		Box 354 Hoima	0772555014 / 0772822542	Kinywambeho Munteme	1978
27	St. Joseph TI Virika		Box 778 F/Portal	0772558027 / 0772647470	F/Portal - Kasese Rd	1926
28	Kasese Tech. Inst.		Box 423 Kasese	0782391534 / 0752993514	Kasese town Kogera Rd	1995
29	Bushenyi VTI		Box 211 Bushenyi	0772415005 /	Bushenyi Town	2002
30	UTC Bushenyi		Box 81 Bushenyi	0712201888 /	50Km Mbra -Kases Rd	1984
31	VOTTESA TI		Box 233 Mbarara	0772697788 / 0774023174	Ruharo Ward	1993
32	Amuja Voc. Centre		Box 465 Kabale	0772438441 / 0772496955	Kabale Katuna Rd	2002
33	AICM VTC		Box 459 Kabale	0772859832 / 048624257	Rushambya Kigirime Div.	1986
34	African College of com.		Box 301 Kabale	0772484739 / 0712484746	Plot 4/6 Karujabura Rd	1986
35	St. Kizito Techn. Sch.	SOUTHERN	Box 110 Masaka	0752668683 /	Masaka Cathedral Rd	1945
36	St. Charles Lwanga T.I		Box 936 Masaka	0772869112 /	Matanga Trd Centre	1982
37	Kamimengo T.I		Box 15 Kyotera	0772656095 / 0782433621	10Km Kyotera Rakai Rd	1986
38	Kiteredde Voc. Inst.		Box 192 Kyotera	0772475231 / 077258077	Kyotera Town	1980
39	OCBO VTC		Box 96 Kyotera	0772964920 / 0772569750	Old Mutukula Rd	2006
40	Sanje VTI		Box 233 Kyotera	0772913518 /	Sanje Parish Rakai Dist.	1999
41	Lukaya Polytechnic		Box 001 Lukaya	0782557239 / 048132062	Lukaya Town	2001
42	Nile VTC Masaka		Box 101 Masaka	0772876845 / 048131088	2Km off Nyendo Trg. center	1996
43	Kinoni Technical Institute		Box 1483 Masaka	0772442754 /	Kinoni Trading center	2000
44	Lyantonde VSTC		Box 4 Lyantonde	0712851618 /	Lyantonde Town	1999
45	St. Ponsiano Tech. Sch.		Box 1551 Masaka	0772437616 /	Villa Maria Kalungu	1989
46	Lugogo VTI	CENTRAL	Box 20133 Kila	04123065 / 041341573	Plot 97 / 99 Jja Rd	1976
47	Mengo Techn. Inst.		Box 14283 Kila	0772415003 /	Hoima Rd Nansana	1992
48	Buganda Royal		Box 29599 Kila	041274997 / 041571162	Mehga Kakeeka Complex	1999
49	Kampala Polytechnic		Box 14349 Kila	041272673 /	Plot 129 Kabaka Njagala Rd	1994
50	Masulita VTC		Box 50 Kakiri	0772603961 /	Masulita Trd Center LC1	1987
51	Maganjo Inst.		Box 90 Kawempe	041566960 /	6.5 Miles Bombo Rd	1994
52	St. Joseph TI Kisubi		Box 20 Kisubi	041 370484	Kisubi	1911
53	Kabasanda TI		Box 1021 Mpigi	0772371744 /	Mpigi Dstr Butambala cty	1982
54	RYDA VTC		Box 21167 Kila	041271129 / 0772415631	10Km Kila - Mtyana Rd	1996
55	COWA		Box 8868 Kila	041505698 /	Kireka Kamuli Zone A	1994
56	Bbira VTC		Box 6551 Kila	041272836 / 0312293031	14Km Kila-Mtyana Rd	1994
57	Mirembe VTC		Box 18272 Kayu	0772658256 / 0712981691	Kayunga TC Mubisi Rd	1989

Annex 5: List of Third Country Participants in Uganda

Participants of the Third and In-Country Training from Uganda				
No	Name of Participant	Name of Institution	Course	Period
1	Gutooraki A	Masuulita Vocational Institute	EFI	Jan - Feb. 2004
2	Odongo Tabu P.P	Savannah Vocational Trg. Inst.	"	"
3	Sebuyungo Sula	Spear Motors Training Center	"	"
4	Sekitoleko Joseph	Lugogo Vocational Institute	"	"
5	Mulondo Paddy	Kammengo Technical Institute	"	"
6	Erima Godfrey	Jinja Vocational Training Inst.	"	"
7	Mwami George	Iganga Technical Institute	"	Jan - Feb. 2005
8	Twezirikire Phenehas	Jinja Vocational Training Inst.	"	"
9	Wamala Vitalis	St. Joseph technical Institute Kisubi	"	"
10	Canwat Davy Gilbert	Kitgum Technical Institute	"	"
11	Obol Christopher	Lugogo Vocational Institute	"	"
12	Gidaga Morris	St. Charles Lwanga Techn.	"	"
13	Kibuuka Ambrose	Ryda Vocational Trg. Center	"	Jul - Aug 2005
14	Kazibwe Godfrey	Maganjo Inst.of Career Dev.	"	"
15	Kunihira Anthony	St. Joseph technical Institute F/P	"	"
16	Kiryewala Muwanga	St. Kizito Technical School Kitovu	"	"
17	Kato Kizito	Spear Motors Training Center	"	"
18	Okanya Boniface	Amugo Agro Technical Inst.	"	"
19	Opio John	Pioneer Technical Institute	"	Jan- Feb 2006
20	Wandera Wafula J	Kakira Sugar Works Trg. Center	"	"
21	Mubiru James	Zezemwe Voc. Center	"	"
22	Abel Majid	Masuulita Vocational Center	"	"
23	Ochen Christopher	Kotido Vocational Center	"	"
24	Sempebwa Kizito	St. Joseph Technical Inst. Kisubi	"	"
25	Odeke Charles	Jinja Vocational Training Inst.	PLC	"
26	Kadiisi Robert	St. Joseph Techn. Inst. F/P	"	"
27	Okwadi Joseph	Lugogo Vocational Institute	"	"
28	Mpagi Alex	Buganda Royal Inst. Of Techn.	"	"
29	Kabanda Kabunga	Kampala Polytechnic	"	"
30	Kiviiri John Paul	Masuulita Vocational Institute	"	"
31	Nalima Joshua	Mengo Technical Inst.	"	Jul - Aug 2005
32	Serugooti David	UTC Masaka	"	"
33	Mugasira David	UTC Bushenyi	"	"
34	Jooga Johnson	Nile Vocational Institute Jinja	"	"
35	Anyajo Annet	UTC Mbale	"	"
36	Lumu Mervin	Bugema University	"	"
37	Okwonga George	Daniel Combini	"	Jan - Feb 2005
38	Mukasa Emmanuel	Jinja Vocational Training Inst.	"	"
39	Omolo Bob	Lugogo Vocational Institute	"	"
40	Okidi Joseph	Kitgum Technical Institute	"	"
41	Waisswa Peter	Kabasanda Techn. Institute	"	"
42	Opio John Richard	UTC Lira	"	"
43	Ekakoro Christopher	Jinja Vocational Training Inst.	"	Jan - Feb 2004
44	Kamabsu Emmanuel	Kasese Technical Institute	"	"
45	Mugoya Patrick	Iganga Technical Institute	"	"
46	Seruwu Stephen	St. Charles Lwanga Techn.	"	"
47	Odongo Richard	Lugogo Vocational Institute	"	"

48	Semwogere Simon	Masulita Vocational Center	"	"
49	Adutu Jorem	UTC Mbale	DT	"
50	Kucel George	Lugogo Vocational Institute	"	"
51	Okumu Enos N	Uganda Inst. Of Inf. and Com. Tech	"	"
52	Luyonda Bosco	UTC Masaka	"	"
53	Kabasinguzi Chris.	Kampala Polytechnic	"	"
54	Ruyooka Ambrose	Uganda Inst. Of Inf. and Com. Tech	"	"
55	Gutaka Patrick	Lugogo Vocational Institute	"	Jan - Feb 2005
56	Bwirey John	Uganda Inst. Of Inf. and Com. Tech	"	"
57	Otuko Richard	UTC Lira	"	"
58	Kidega Mario	Daniel Comboni	"	"
59	Kalulé David	Nile Vocational Institute Jinja	"	"
60	Barongo Willy	Ryda Vocational Trg. Center	"	"
61	Kaahwa Denis	Mengo Technical Inst.	"	Jul - Aug 2005
62	Ocana Nicholas	UTC Masaka	"	"
63	Tuhabwe Benard	UTC Bushenyi	"	"
64	Seruwu Francis	Buganda Royal Inst. Of Techn.	"	"
65	Kitakufe Lydia	Uganda Inst. Of Inf. and Com. Tech	"	"
66	Mugalya Robert	UTC Mbale	"	"
67	Kintu Lawrence	Mengo Technical Inst.	"	Jan - Feb 2006
68	Ajao Ester	UTC Mbale	"	"
69	Semanda Daniel	Buganda Royal Inst. Of Techn.	"	"
70	Luwabo Dave	Maganjo Inst.of Career Dev.	"	"
71	Mugisha Alexander	UTC Kicwamba	"	"
72	Sanyu Jacqueline	Uganda Inst. Of Inf. and Com. Tech	"	"

Annex 6: Basic Information of Institutions

No	Name of Institution	Region	Number of Managers			Number of Instructors			Number of Trainees			Number of courses offered	Category Public(A) Private(B)	Remarks
			M	F	T	M	F	T	M	F	T			
1	Nile Voc. Training Inst.	Eastern	2	0	2	21	3	24	513	335	848	9	B	UGAPRIVI
2	Jinja Voc. Training Inst.		2	0	2	20	0	20	382	19	401	7	A	PUBLIC
3	Iganga Techn. Inst.		2	0	2	27	3	30	342	56	398	6	A	PUBLIC
4	Pioneer Techn. Inst.		5	1	6	19	3	22	244	92	336	9	B	UGAPRIVI
5	Benedictine Voc. Inst.		8	2	10	8	1	9	225	22	247	6	B	"
6	CCP Voc. Training Inst.		3	1	4	20	11	31	351	436	787	11	B	"
7	Elgon UTC		3	1	4	36	3	39	643	28	671	10	A	PUBLIC
8	Uganda Martyrs Voc. Inst		3	1	4	10	7	17	240	146	386	4	B	UGAPRIVI
9	Soroti Voc. Training Inst.		4	1	5	17	5	22	177	69	246	7	B	"
10	St.Kizito Techn. School		2	0	2	20	1	21	443	128	571	5	A	PUBLIC
Total			34	7	41	198	37	235	3560	1331	4891			
11	Amuka Voc. Trg. Center	Northern	5	1	6	14	2	16	177	44	221	6	B	UGAPRIVI
12	Agwiciro Voc. School		4	0	4	7	1	8	146	104	250	4	B	"
13	Apac Techn. School		2	0	2	8	0	8	214	30	244	4	A	PUBLIC
14	Kitgum Tech. Inst.		4	1	5	22	1	23	203	5	208	5	A	"
15	Obyen Comm. Poly.		4	0	4	13	1	14	119	6	125	4	A	"
16	Agago Voc. Inst.		3	1	4	12	2	14	270	74	344	4	B	UGAPRIVI
17	Pajule Tech. School		2	0	2	13	1	14	256	53	309	3	A	PUBLIC
18	Atiak Techn. School		4	2	6	7	2	9	118	9	127	3	A	PUBLIC
19	Anaka Voc. School		3	0	3	6	0	6	104	34	138	3	A	PUBLIC
20	Daniel Comboni VTI		4	0	4	23	0	23	105	9	114	5	B	UGAPRIVI
21	Ragem VTI		2	1	3	10	0	10	242	22	264	4	A	PUBLIC
22	Omugo Technical School		5	1	6	11	2	13	206	109	315	3	A	PUBLIC
Total			42	7	49	146	12	158	2160	499	2659			
23	Adolph Kolping TI	Western	2	0	2	4	0	4	25	0	25	2	B	UGAPRIVI
24	Kiryandongo TI		4	0	4	10	0	10	123	5	128	4	A	PUBLIC
25	Nile VTI Hoima		4	3	7	6	1	7	46	84	130	5	B	UGAPRIVI
26	St. Joseph TC Munteme		3	2	5	14	2	16	79	17	96	5	B	"
27	St. Joseph TI Virika		2	1	3	11	1	12	96	37	133	5	B	"
28	Kasese Tech. Institute		4	1	5	9	1	10	44	11	55	7	B	UGAPRIVI
29	Bushenyi VTI		6	2	8	8	0	8	78	12	90	5	B	"
30	UTC Bushenyi		4	1	5	36	3	39	284	33	317	9	A	PUBLIC
31	VOTTESA TI		5	2	7	9	2	11	149	0	149	3	B	UGAPRIVI
32	Amuja Voc. Centre		2	1	3	8	1	9	92	17	109	5	B	"
33	AICM VTC		3	2	5	6	2	8	177	850	1027	11	B	"
34	African College of com.		5	0	5	6	2	8	177	335	512	8	B	"
Total			44	15	59	127	15	142	1370	1401	2771			
35	St.Kizito Techn. Sch.	Southern	3	1	4	18	6	24	269	69	338	5	A	PUBLIC
36	St.Charles Lwanga T.I		4	0	4	12	3	15	122	14	136	6	B	UGAPRIVI
37	Kammengo T.I		6	2	8	22	3	25	188	51	239	6	A	PUBLIC
38	Kiteredde Voc. Inst.		4	1	5	4	10	14	130	42	172	5	B	UGAPRIVI
39	OCBO VTC		2	1	3	1	5	6	42	36	78	3	B	"
40	Sanje VTI		2	1	3	10	3	13	92	41	133	5	A	PUBLIC
41	Lukaya Polytechnic		3	1	4	6	7	13	43	32	75	5	B	UGAPRIVI
42	Nile VTC Masaka		2	1	3	4	4	8	44	89	133	5	B	"
43	Kinoni Technical Institute		5	2	7	9	6	15	79	49	128	8	B	"
44	Lyantonde VSTC		2	1	3	8	5	13	109	297	406	7	B	"
45	St.Ponsiano Tech. Sch.	2	1	3	6	1	7	35	24	59	3	B	"	
Total			35	12	47	100	53	153	1153	744	1897			
46	Lugogo VTI	Central	5	0	5	37	4	41	707	25	732	10	A	PUBLIC
47	Mengo Techn. Inst.		6	1	7	8	0	8	91	11	102	8	B	UGAPRIVI
48	Buganda Royal		5	1	6	16	0	16	310	17	327			UGAPRIVI
49	Kampala Polytechnic		4	2	6	21	1	22	416	32	448	14	B	UGAPRIVI
50	Masulita VTC		3	0	3	17	2	19	231	31	262	6	A	PUBLIC
51	Magango Inst.		6	1	7	5	1	6	62	49	111	3	B	UGAPRIVI
52	St. Joseph TI Kisubi		8	1	9	31	9	40	632	44	676	5	A	PUBLIC
53	Kabasanda TI		4	1	5	20	0	20	197	34	231	8	A	PUBLIC
54	RYDA VTC		3	0	3	7	2	9	135	89	224	10	B	UGAPRIVI
55	Bbira VTC		3	0	3	8	2	10	93	22	115	6	B	UGAPRIVI
56	COWA VTC		1	2	3	5	3	8	79	0	79	3	B	UGAPRIVI
57	Mirembe VTC		2	1	3	4	4	8	70	119	189	5	B	UGAPRIVI
Total			50	10	60	179	28	207	3023	473	3496			

Annex 7: Qualifications of Instructors

No	Name of Institution	Region	No. of Instructors/ Teachers			Category			Qualifications				Teaching Qualification				Teaching Experience			Industrial Experience in trade related field		
			M	F	T	PT	FT	Cr.	Dip.	Deg.	TTE	TE	B.Ed.	Other	≤ 5	6≤10	>10	Nil	≤ 5	6≤10	>10	
1	Nile Voc. Training Inst.	EASTERN	21	3	24	4	21	17	7	0	9	4	0	3	7	13	4	7	12	1	0	
2	Jinja Voc. Training Inst.		20	0	20	4	16	14	6	0	12	1	0	0	4	3	13	6	9	1	0	
3	Iganga Techn. Inst.		27	3	30	1	29	21	7	2	22	0	0	0	4	12	13	15	11	1	3	
4	Pioneer Techn. Inst.		19	3	22	5	17	17	2	0	2	2	0	0	12	9	1	10	11	1	0	
5	Benedictine Voc. Inst.		8	1	9	1	8	6	3	0	2	1	0	0	8	0	0	7	0	0	0	
6	CCP Voc. Training Inst.		20	11	31	19	12	9	9	8	7	5	0	0	15	8	4	x	x	x	x	
7	UTC Elgon		36	3	39	3	36	14	16	0	23	0	0	0	6	7	18	1	6	7	0	
8	Uganda Martyrs Voc. Inst.		10	7	17	0	17	14	1	0	4	1	0	0	7	9	1	6	10	0	0	
9	Soroti Voc. Training Inst.		17	5	22	8	14	10	8	0	9	0	0	0	10	5	3	8	11	3	0	
10	St.Kizito Techn. School		20	1	21	4	18	14	4	0	14	2	0	0	3	6	8	8	11	2	0	
Total			198	37	235	49	188	136	63	10	104	16	0	3	76	72	65	68	81	16	3	
11	Amuka Voc. Trg. Center	NORTHERN	14	2	16	1	15	11	5	0	6	1	0	0	13	0	3	0	4	6	6	
12	Agwiciro Voc. School		7	1	8	0	10	14	0	0	0	0	0	0	10	1	0	11	0	0	0	
13	Apac Techn. School		8	0	8	0	8	6	2	0	6	1	0	0	0	4	4	2	1	5	0	
14	Kitgum Techn. Inst.		22	1	23	7	16	17	5	0	12	1	1	0	4	9	9	0	17	6	0	
15	Obyen Comm. Poly.		13	1	14	2	12	7	5	0	10	2	1	0	12	0	1	12	2	0	0	
16	Agago Voc. Inst.		12	2	14	4	10	12	0	0	1	0	0	0	11	2	1	3	8	1	0	
17	Pajule Tech. School		13	1	14	0	14	13	0	0	12	0	0	0	2	1	0	14	0	0	0	
18	Atiak Techn. School		7	2	9	0	9	6	1	0	5	2	1	0	3	3	3	6	3	0	0	
19	Anaka Voc. School		6	0	6	0	6	6	0	0	0	0	0	0	4	1	1	3	3	0	0	
20	Daniel Comboni VTI		23	0	23	2	21	13	7	0	7	1	0	2	9	8	3	7	0	0	0	
21	Ragam VTI		10	0	10	4	6	10	0	0	8	0	0	0	5	1	2	10	0	0	0	
22	Omugo Technical School		11	2	13	6	7	12	1	0	9	0	0	0	4	6	3	13	0	0	0	
Total			146	12	158	26	134	127	26	0	76	8	3	2	77	36	30	81	38	18	6	
23	Adolph Kolping TI	WESTERN	4	0	4	0	4	3	1	0	1	0	0	0	1	3	0	4	0	0	0	
24	Kiryandongo TI		10	0	10	0	10	7	3	0	10	0	0	0	2	0	8	0	10	0	0	
25	Nile VTI Hoima		6	1	7	2	5	5	0	0	3	0	0	0	4	3	0	2	4	1	0	
26	St.Joseph TC Munteme		14	2	16	0	16	14	2	0	1	0	0	0	11	3	2	3	13	0	0	
27	St.Joseph TI Virika		11	1	12	2	10	7	5	0	5	0	0	0	3	2	6	9	0	1	2	
28	Kasese Tech. Inst.		9	1	10	5	5	8	0	0	2	0	0	0	9	1	0	4	6	0	0	
29	Bushenyi VTI		8	0	8	3	5	3	4	0	1	0	0	0	9	2	0	0	5	4	2	
30	UTC Bushenyi		36	3	39	6	33	3	25	0	12	0	5	0	6	1	17	X	X	X	X	
31	VOTTESA TI		9	2	11	1	10	7	0	0	2	0	0	0	6	3	2	6	4	1	0	
32	Aruja Voc. Centre		8	1	9	0	9	7	2	0	4	0	0	0	4	2	1	X	0	0	0	
33	AICM VTC		6	2	8	0	8	6	0	0	5	0	0	0	7	1	0	0	8	0	0	
34	African College of com.		6	2	8	2	6	A	3	5	A	0	0	8	4	3	0	X	X	X	X	
Total			127	15	142	21	124	70	45	5	46	0	5	8	66	24	36	28	50	7	4	
35	St.Kizito Techn. Sch.	SOUTHERN	18	6	24	5	19	15	7	0	18	0	0	0	9	3	10	9	11	4	0	
36	St.Charles Lwanga T.I		12	3	15	2	13	9	6	0	3	0	0	0	10	5	0	0	11	3	1	
37	Kammerigo T.I		22	3	25	7	18	17	5	0	17	0	1	0	8	3	14	X	0	0	0	
38	Kitereddé Voc. Inst.		17	7	24	4	10	9	2	0	4	3	0	0	6	3	3	X	0	0	0	
39	OCBO VTC		3	3	6	1	5	4	0	0	2	1	1	0	3	2	1	5	1	0	0	
40	Sanje VTI		10	3	13	1	12	8	3	0	10	0	1	0	7	5	2	7	6	0	0	
41	Lukaya Polytechnic		10	3	13	6	7	9	1	0	2	1	1	0	12	1	0	13	0	0	0	
42	Nile VTC Masaka		4	4	8	0	8	6	1	0	7	1	0	0	5	3	0	6	2	0	0	
43	Kinoni Technical Institute		9	6	15	3	12	10	1	0	1	0	0	0	7	5	1	11	3	1	0	
44	Lyantonde VSTC		8	5	13	5	8	6	3	0	4	2	0	0	9	3	0	13	0	0	0	
45	St.Ponsiano Tech. Sch.		8	2	10	3	7	7	3	0	6	0	0	0	3	3	2	10	0	0	0	
Total			121	45	166	37	119	100	32	0	74	8	4	0	79	36	33	74	34	8	1	
46	Lugogo VTI	CENTRAL	37	4	41	13	28	28	7	4	21	0	0	3	11	15	11	6	4	7	5	
47	Mengo Techn. Inst.		8	0	8	4	4	0	5	3	3	0	0	0	3	3	2	1	4	3	0	
48	Buganda Royal		16	0	16	15	1	5	11	0	10	0	0	0	12	3	1	12	4	0	0	
49	Kampala Polytechnic		21	1	22	19	3	2	14	6	4	0	0	0	9	6	8	13	2	3	4	
50	Masulita VTC		19	2	21	1	20	13	8	0	11	0	0	0	5	7	4	13	6	3	0	
51	Maganjo Inst.		5	1	6	5	1	3	2	0	3	2	0	0	3	2	1	1	5	0	0	
52	St.Joseph TI Kisubi		31	9	40	8	32	26	12	2	22	3	0	3	8	12	20	3	33	4	0	
53	Kabasanda TI		20	0	20	0	20	15	4	1	18	0	0	0	1	11	8	5	11	3	1	
54	RYDA VTC		7	2	9	0	9	5	4	0	2	0	0	0	6	1	2	6	3	0	0	
55	COWA		5	3	8	0	8	5	1	2	0	0	0	0	4	3	0	5	3	0	0	
56	Bbira VTC		8	2	10	0	10	6	4	0	4	1	0	0	4	5	0	5	5	0	0	
57	Mirembe VTC		4	4	8	4	4	5	3	0	0	0	0	0	6	2	X	X	X	X	X	
Total			181	28	209	69	140	113	75	18	98	6	0	6	66	74	59	70	80	23	10	

Annex 8: Competencies of Instructors

No	Names of Institutions	Subjects																	
		Computer skills			Entrepreneurship Skills			Teaching and Training Methodology skills			Counseling and Guidance skills			Maintenance of equipment and facilities skills			Safety and Health		
		Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High
1	Nile Voc. Training Inst.	14	9	1	15	9	0	10	11	3	14	8	2	12	10	2	11	12	1
2	Jinja Voc. Training Inst.	11	9	0	11	8	1	9	7	4	7	9	4	6	10	4	8	10	2
3	Iganga Techn. Inst.	23	7	0	6	22	2	2	5	23	2	26	2	8	18	4	3	25	2
4	Pioneer Techn. Inst.	7	11	4	0	19	3	1	21	0	0	22	0	21	1	0	0	21	1
5	Benedictine Voc. Inst.	7	2	0	5	3	1	1	5	3	0	7	2	0	1	8	0	0	9
6	CCP Voc. Training Inst.	12	17	2	4	26	1	14	4	13	4	20	7	7	19	5	8	23	0
7	UTC Elgon	14	16	12	18	16	8	13	8	21	12	22	8	12	11	19	12	8	22
8	Uganda Martyrs Voc. Inst	11	6	0	5	12	0	5	12	0	5	12	0	4	11	2	4	13	0
9	Soroti Voc. Training Inst.	6	12	0	4	18	0	10	11	1	8	13	1	0	22	0	0	22	0
10	St.Kizito Techn. School	16	5	0	14	7	0	8	3	10	8	12	1	8	5	8	8	6	7
Total		121	94	19	82	140	16	73	87	78	60	151	27	78	108	52	54	140	44
11	Amuka Voc. Trg. Center	13	1	2	3	3	0	10	1	3	10	4	0	10	4	1	15	0	0
12	Agwiciro Voc. School	8	3	0	8	3	0	5	6	0	8	2	1	5	6	0	5	6	0
13	Apac Techn. School	6	2	0	2	0	6	2	0	6	2	5	1	2	1	5	2	1	5
14	Kitgum Tech. Inst.	3	19	1	0	17	6	5	14	4	0	20	3	0	11	12	0	21	2
15	Obyen Comm. Poly.	7	6	1	1	12	1	0	1	13	1	12	1	0	13	1	0	12	2
16	Agago Voc. Inst.	13	1	0	12	2	0	11	3	0	8	6	0	5	8	1	2	12	0
17	Pajule Tech. School	6	8	0	2	12	0	2	0	12	2	11	1	1	0	13	1	0	13
18	Aliak Techn. School	3	6	0	1	8	0	1	7	1	1	8	0	8	1	0	2	7	0
19	Anaka Voc. School	5	0	1	6	0	0	0	6	0	6	0	0	0	0	6	0	0	6
20	Daniel Comboni VTI	3	17	3	4	18	1	5	10	8	6	13	4	2	10	11	2	15	6
21	Ragem VTI	10	0	0	10	0	0	2	8	0	9	1	0	6	4	0	9	0	0
22	Omugo Technical School	9	4	0	13	0	0	4	0	9	4	9	0	5	8	0	1	12	0
Total		86	67	8	62	75	14	47	56	56	57	91	11	44	66	50	39	86	34
23	Adolph Kolping TI	3	1	0	0	4	0	0	3	1	3	1	0	4	0	0	1	3	0
24	Kiryandongo TI	7	2	1	5	4	1	0	0	10	6	4	0	3	6	1	0	10	0
25	Nile VTI Hoima	6	1	0	2	5	0	2	3	2	3	4	0	1	1	5	2	3	2
26	St. Joseph TC Munteme	11	5	0	9	7	0	11	4	1	10	6	0	8	6	1	0	16	0
27	St. Joseph TI Virika	3	7	2	7	4	1	0	1	11	9	3	0	6	0	6	6	6	0
28	Kasese Tech. Inst.	9	0	0	0	9	0	4	2	3	9	0	0	0	9	0	9	0	0
29	Bushenyi VTI	9	2	0	5	3	3	1	7	3	5	4	2	3	4	4	1	0	10
30	UTC Bushenyi	15	21	2	9	25	4	18	9	11	17	20	1	2	29	7	1	18	14
31	VOTTESA TI	9	2	0	5	6	0	5	5	1	5	5	1	2	8	1	3	8	0
32	Amuja Voc. Centre	9	0	0	9	0	0	0	5	4	4	1	4	0	5	4	1	4	4
33	AICM VTC	6	2	0	2	1	5	2	1	5	2	6	0	2	2	4	2	4	2
34	African College of com.	2	5	1	3	4	1	5	2	1	6	2	0	6	2	0	6	2	0
Total		89	48	6	56	72	15	48	42	53	79	56	8	33	76	33	31	72	35
35	St.Kizito Techn. Sch.	15	9	0	6	18	0	6	8	10	8	12	4	4	14	2	4	20	0
36	St.Charles Lwanga T.I	9	3	0	10	2	0	2	9	1	5	6	1	8	3	1	1	8	3
37	Kamengo T.I	14	11	0	5	18	2	1	8	16	1	19	5	1	16	8	1	0	24
38	Kiteredde Voc. Inst.	7	6	1	7	5	2	1	8	5	5	5	4	3	4	7	6	3	5
39	OCBO VTC	4	2	0	0	6	0	0	1	5	0	2	4	0	1	5	0	0	6
40	Sanje VTI	9	4	0	3	9	1	1	3	9	1	9	3	2	9	2	0	13	1
41	Lukaya Polytechnic	5	5	3	1	7	5	1	6	6	1	9	3	1	9	3	1	8	4
42	Nile VTC Masaka	7	1	0	4	4	0	3	0	5	2	1	5	2	2	4	2	1	5
43	Kinoni Technical Institute	11	3	1	0	15	0	12	2	1	9	5	1	0	14	1	0	15	0
44	Lyantonde VSTC	7	4	2	8	5	0	5	3	5	8	4	1	6	2	5	7	5	1
45	St.Ponsiano Tech. Sch.	7	3	0	5	3	2	6	1	3	5	4	1	4	0	6	4	5	1
Total		95	51	7	49	92	12	38	49	66	45	76	32	31	74	44	26	78	50
46	Lugogo VTI	14	17	10	14	15	12	7	7	27	14	19	8	4	21	16	6	18	17
47	Mengo Techn. Inst.	3	5	0	5	3	0	6	1	1	5	2	1	2	5	1	2	4	2
48	Buganda Royal	10	4	2	8	6	2	8	6	2	11	4	1	8	7	1	5	11	0
49	Kampala Polytechnic	8	12	2	4	16	2	0	19	3	5	17	0	0	12	10	0	17	5
50	Masulita VTC	11	8	2	4	11	6	2	5	14	3	12	6	3	13	5	3	7	11
51	Maganjo Inst.	2	4	0	2	2	2	4	2	0	0	5	1	1	5	0	1	3	2
52	St. Joseph TI Kisubi	14	26	0	6	26	8	10	10	20	6	23	11	4	23	13	3	21	16
53	Kabasanda TI	13	6	1	6	10	4	0	0	20	1	17	2	6	7	7	0	17	3
54	RYDA VTC	3	6	0	1	7	1	1	5	3	1	4	4	1	3	5	1	6	2
55	COWA	2	4	2	2	5	1	0	6	2	0	8	0	0	5	3	0	3	5
56	Bbira VTC	5	4	1	3	6	1	3	0	7	3	2	5	3	0	7	3	0	7
57	Mirembe VTC	7	0	1	5	1	2	0	7	1	0	7	1	0	6	2	0	6	2
Total		92	96	21	60	108	41	41	68	100	49	120	40	32	107	70	24	113	72

Annex 9: Training needs of Instructors

No	Names of Institutions	Region	Level of Training Needs for Instructors / Teachers																				
			Computer skills			Entrepreneurs hip Skills			Teaching and Training			Counseling and Guidance			Maintenance of equipment			Safety and Health			Technical Skills		
			1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
1	Nile Voc. Training Inst.	EASTERN	16	3	1	18	5	1	19	1	2	18	5	1	16	6	2	20	3	1	18	5	1
2	Jinja Voc. Training Inst.		19	1	0	16	6	0	13	5	2	16	3	1	16	2	2	12	6	2	11	9	0
3	Iganga Techn. Inst.		24	4	2	16	11	3	14	9	7	9	20	1	23	4	3	16	13	1	21	9	0
4	Pioneer Techn. Inst.		2	16	4	0	22	0	20	1	1	21	2	0	19	1	2	21	1	1	21	0	1
5	UTC Elgon		24	8	0	12	20	0	2	15	15	0	27	5	7	16	9	3	20	9	18	14	0
6	Benedictine Voc. Inst.		7	2	0	9	0	0	5	1	2	2	6	1	7	2	0	7	2	0	1	5	3
7	CCP Voc. Training Inst.		15	13	3	14	17	0	19	6	6	14	17	0	10	21	0	16	15	0	23	8	0
8	Uganda Martyrs Voc. Inst.		14	2	1	11	5	1	11	6	0	14	2	1	11	5	1	12	5	0	16	1	0
9	Soroti Voc. Training Inst.		0	16	0	7	8	1	9	0	7	9	1	6	10	6	0	9	7	0	15	1	0
10	St. Kizito Techn. School		16	4	1	16	5	0	10	1	10	18	3	0	12	1	8	12	3	6	14	6	1
Total			137	69	12	119	99	6	122	45	52	121	86	16	131	64	27	128	75	20	158	58	6
11	Amuka Voc. Trg. Center	NORTHERN	13	2	0	15	0	0	2	0	4	9	0	0	15	0	0	15	0	0	9	3	2
12	Agwiciri Voc. School		6	1	4	8	2	1	10	1	0	8	2	1	5	4	2	4	5	2	6	4	1
13	Apac Techn. School		5	1	1	1	1	4	0	6	0	0	6	0	2	4	0	0	6	0	0	6	0
14	Kitgum Techn. Inst.		21	2	0	22	1	0	5	1	17	0	6	17	0	14	9	0	23	0	3	20	0
15	Obyeh Comm. Poly.		11	2	1	3	11	0	1	1	12	4	10	0	7	6	1	3	9	2	8	3	3
16	Agago Voc. Inst.		6	8	0	8	6	0	14	0	0	14	0	0	12	2	0	10	4	0	12	2	0
17	Pajule Tech. School		6	6	1	5	4	4	3	6	4	2	3	8	1	2	7	2	3	5	2	4	3
18	Atiak Techn. School		9	0	0	1	7	1	8	0	1	6	3	0	8	1	0	6	3	0	7	2	0
19	Anaka Voc. School		6	0	0	6	0	0	6	0	0	6	0	0	6	0	0	6	0	0	6	0	0
20	Daniel Comboni VTI		16	3	4	9	12	1	15	6	2	17	6	0	10	9	3	20	1	2	20	2	1
21	Ragem VTI		10	0	0	10	0	0	3	7	0	10	0	0	3	7	0	0	2	8	2	8	0
22	Omugo Technical School		9	3	0	6	6	0	8	4	0	7	5	0	7	4	1	8	3	1	10	2	0
Total			118	28	11	94	50	11	75	32	40	83	41	26	70	59	23	68	65	20	79	62	10
23	Adolph Kolping TI	WESTERN	4	0	0	4	0	0	3	0	1	3	1	0	1	3	0	4	0	0	3	0	1
24	Kiryandongo TI		9	1	0	7	2	1	4	5	1	4	5	1	4	6	0	9	1	0	9	0	1
25	Nile VTI Hoima		6	0	0	1	4	1	4	0	2	3	3	0	1	5	0	1	3	2	3	2	1
26	St. Joseph TC Munteme		13	3	0	5	11	0	13	2	1	3	13	0	2	14	0	3	13	0	16	0	0
27	St. Joseph TI Virika		7	4	1	12	0	0	1	8	3	12	0	0	6	3	3	6	6	0	0	12	0
28	Kasese Tech. Inst.		9	0	0	0	9	0	9	0	0	9	0	0	9	0	0	9	0	0	9	0	0
29	Bushenyi VTI		1	2	0	1	0	0	1	0	0	1	0	0	0	0	0	0	1	0	1	1	0
30	UTC Bushenyi		31	7	0	36	2	0	22	7	9	35	3	0	29	7	2	32	5	1	32	1	4
31	VOTTESA TI		9	2	0	6	5	0	5	5	1	4	6	1	6	4	1	7	3	1	4	5	2
32	Amuja Voc. Centre		9	2	0	9	2	0	7	2	2	9	1	1	9	0	2	9	0	2	8	3	0
33	ALCM VTC		6	2	0	6	1	1	6	1	1	6	2	0	5	2	1	5	3	0	6	2	0
34	African College of com.		2	3	0	0	2	2	2	1	1	0	0	4	2	0	1	0	0	0	0	0	0
Total			106	26	1	87	38	5	77	31	22	89	34	7	74	44	10	85	35	6	91	26	9
35	St. Kizito Techn. Sch.	SOUTHERN	17	5	2	8	16	0	11	3	10	12	9	3	11	9	4	13	9	2	17	3	4
36	St. Charles Lwanga T.I		10	2	0	10	2	0	7	4	1	10	2	0	9	3	0	7	5	0	6	6	0
37	Kammengo T.I		24	1	0	19	3	3	8	3	14	17	8	0	21	4	0	22	3	0	12	5	8
38	Kiteredde Voc. Inst.		14	0	0	9	3	2	13	1	0	9	2	3	10	1	3	11	1	2	7	5	2
39	OCBO VTC		5	1	0	1	3	2	1	5	0	0	4	2	1	1	4	0	2	4	5	1	0
40	Sanje VTI		10	3	0	2	11	0	6	3	4	2	10	1	2	11	0	13	0	11	1	1	1
41	Lukaya Polytechnic		3	5	3	0	8	3	8	0	3	1	3	7	2	0	9	1	3	7	4	0	7
42	Nile VTC Masaka		5	1	0	6	0	0	2	0	4	5	1	0	5	1	0	6	0	0	6	0	0
43	Kinoni Technical Institute		12	1	1	9	5	0	11	3	0	8	6	0	11	3	0	4	10	0	13	1	0
44	Lyantonde VSTC		11	2	0	11	1	0	10	2	0	7	4	1	8	3	1	7	5	0	12	0	0
45	St. Ponsiano Tech. Sch.		8	0	2	5	5	0	7	0	3	5	4	1	5	1	4	5	1	4	8	0	2
Total			119	21	8	80	57	10	84	24	39	76	53	18	85	37	25	76	52	19	101	22	24
46	Lugogo VTI	CENTRAL	15	15	7	14	13	10	16	5	16	10	19	5	6	26	6	5	25	7	16	17	5
47	Mengo Techn. Inst.		7	1	0	6	2	0	7	1	0	4	3	1	4	2	2	4	1	3	6	2	0
48	Buganda Royal		12	2	1	13	3	0	12	3	1	8	6	2	13	2	1	13	3	0	13	3	0
49	Kampala Polytechnic		10	12	0	9	13	0	5	16	1	6	14	2	4	13	5	0	18	4	4	14	4
50	Masulita VTC		19	1	0	5	13	2	4	4	12	5	10	5	9	9	2	3	15	2	15	2	3
51	Maganjo Inst.		4	2	0	0	1	5	4	1	1	0	2	4	5	1	0	0	3	3	3	3	0
52	St. Joseph TI Kisubi		34	4	2	18	22	0	11	15	14	17	16	7	13	24	3	15	21	4	26	12	2
53	Kabasanda Tf		13	6	1	7	11	2	0	0	20	6	11	3	12	5	3	5	13	2	13	5	2
54	RYDA VTC		7	2	0	4	5	0	7	2	0	5	4	0	6	2	0	6	3	0	9	0	0
55	Bbifa VTC		4	5	1	6	3	1	3	5	2	3	6	1	2	4	4	1	5	4	10	0	0
56	COWA VTC		6	2	0	4	4	0	7	0	1	5	2	1	4	4	0	5	2	1	6	1	1
57	Mirembe VTC		2	5	1	8	0	0	6	2	0	6	2	0	6	2	0	3	5	0	8	0	0
Total			133	57	13	94	90	20	82	54	68	75	95	31	84	94	26	60	114	30	129	59	17

Annex 10: Competencies of Managers

No	Names of Institutions	Region	Level of Competence of Managers																											
			Supervision and counselling of staff			Appraisal and staff development			Financial Management			Administration			Management and Maintenance of Facilities			Training Organisation and Monitoring			Entrepreneurs hip			Counselling						
			Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	Nil	Low	High	
1	Nile Voc. Training Inst.	EASTERN	0	1	1	0	1	1	0	1	1	0	1	1	0	0	2	0	1	1	0	2	0	0	1	1	0	1	1	
2	Jinja Voc. Training Inst.		0	0	2	0	0	2	0	1	1	0	0	2	0	1	1	0	0	2	0	1	1	0	1	1	0	1	1	
3	Ganga Techn. Inst.		0	1	1	0	2	0	0	1	1	1	1	0	0	2	0	0	2	0	0	2	0	0	2	0	0	1	1	
4	Pioneer Techn. Inst.		0	4	2	0	4	2	1	4	1	0	4	2	0	4	2	0	4	2	0	4	2	0	4	2	0	4	2	
5	Benedictine Voc. Inst.		4	6	0	0	10	0	3	7	0	0	10	0	0	0	10	0	10	0	8	1	1	2	4	4				
6	CCP Voc. Training Inst.		1	3	0	4	0	0	0	3	1	0	2	2	1	2	1	3	0	1	2	2	0	0	0	4				
7	UTC Elgon		0	1	2	0	1	2	0	1	2	0	1	2	0	2	1	0	3	0	0	3	0	0	3	0				
8	Uganda Martyrs Voc. Inst		0	4	0	0	3	1	0	3	1	0	2	2	0	4	1	0	4	1	1	1	3	0	1	3	0			
9	Soroti Voc. Training Inst.		1	4	0	2	3	0	0	5	0	0	5	0	2	3	0	1	4	0	3	2	0	2	3	0				
10	St.Kizito Techn. School		0	0	2	0	0	2	0	2	0	0	1	1	0	2	0	0	1	1	0	1	1	0	1	1	0	1	1	
Total			6	24	10	6	24	10	4	28	8	1	27	12	3	20	18	4	29	8	14	21	5	5	21	14				
11	Amuka Voc. Trg. Center	NORTHERN	0	3	3	3	2	1	3	3	0	0	3	3	0	6	0	3	3	0	6	0	0	3	2	1				
12	Agwiciro Voc. School		0	3	1	1	3	0	1	3	0	0	4	0	1	3	0	1	3	0	2	2	0	0	4	0				
13	Apac Techn. School		0	1	1	0	2	0	0	0	2	0	1	1	0	1	1	0	2	1	0	0	2	0	2	0				
14	Kitgum Tech. Inst.		0	2	3	0	5	0	0	1	4	0	2	3	0	2	3	0	2	3	0	4	1	0	5	0				
15	Obyen Comm. Poly.		0	4	0	0	3	1	1	1	2	0	3	1	0	2	2	1	3	0	1	2	1	0	3	1				
16	Agago Voc. Inst.		1	3	0	1	3	0	0	4	0	1	3	0	1	3	0	4	0	0	4	0	0	0	4	0				
17	Pajule Tech. School		0	0	2	0	0	2	0	0	2	0	0	2	0	0	2	0	1	1	0	1	1	0	0	2				
18	Aliak Techn. School		0	4	2	3	2	1	0	5	1	0	4	2	5	1	0	1	4	1	5	1	0	1	5	0				
19	Anaka Voc. School		0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	1	0	1	0	0	1			
20	Daniel Comboni VTI		0	1	3	0	3	1	0	2	2	0	0	4	0	2	2	0	2	2	0	3	1	0	3	1				
21	Ragem VTI		1	1	1	2	1	0	1	2	0	1	2	0	0	1	2	3	0	0	3	0	0	1	2	0				
22	Omugo Technical School		2	4	0	2	4	0	3	3	0	0	6	0	2	4	0	3	3	0	4	2	0	4	2	0				
Total			4	26	17	12	28	7	9	24	14	2	28	17	9	25	13	16	23	9	25	16	6	9	33	5				
23	Adolph Kolping TI	WESTERN	1	1	0	0	1	1	0	1	1	1	0	0	2	0	0	2	0	1	1	0	0	1	1					
24	Kiryandongo TI		1	5	1	5	2	0	6	1	0	2	4	1	6	0	1	6	0	1	4	3	1	3	3	1				
25	Nile VTI Hoima		1	6	0	0	6	1	2	3	2	0	6	1	0	4	2	1	6	0	2	2	3	0	2	5				
26	St.Joseph TC Munteeme		1	3	0	3	0	1	1	1	2	0	3	1	0	4	0	0	4	0	2	2	0	1	3	0				
27	St.Joseph TI Virika		0	0	3	0	0	3	0	1	2	0	2	1	0	0	3	0	2	1	0	2	1	0	3	0				
28	Kasese Tech. Inst.		0	2	3	0	5	0	0	5	0	0	3	2	0	3	2	1	4	0	4	0	0	5	0	0				
29	Bushenyi VTI		0	1	4	0	1	4	0	2	3	1	0	4	0	1	4	1	1	3	0	1	4	1	3	2				
30	UTC Bushenyi		1	3	1	1	4	0	0	3	2	1	2	2	0	5	0	0	5	0	0	5	0	0	3	2				
31	VOTTESA TI		2	4	1	1	5	0	2	4	1	1	5	1	2	4	1	1	6	0	2	5	0	1	5	1				
32	Amuja Voc. Centre		2	0	1	2	0	1	1	1	1	0	3	0	0	2	1	1	1	1	1	2	0	0	2	1				
33	AICM VTC		0	3	1	0	4	0	0	4	0	0	4	0	0	4	0	0	4	0	0	1	3	0	4	0				
34	African College of com.		0	1	5	0	6	0	0	4	2	0	1	5	0	6	0	0	6	0	0	4	2	2	2	2				
Total			9	29	20	12	34	11	12	30	16	6	34	18	8	35	14	11	41	6	16	28	14	13	31	15				
35	St.Kizito Techn. Sch.	SOUTHERN	0	0	4	0	3	1	0	2	2	0	1	3	0	2	2	0	1	3	0	3	1	0	3	1				
36	St.Charles Lwanga T.I		0	2	2	3	1	0	0	1	3	0	2	2	0	3	1	1	2	1	1	2	1	1	2	0				
37	Kammengo T.I		0	5	2	0	0	7	0	4	3	5	2	0	6	1	0	6	1	3	3	2	0	6	1	0				
38	Kiteredde Voc. Inst.		0	5	0	0	5	0	4	1	0	1	4	0	2	3	0	4	0	1	0	3	2	2	2	1				
39	OCBO VTC		0	2	0	1	1	0	1	1	0	0	2	0	0	1	1	0	2	0	0	2	0	0	2	0				
40	Sanje VTI		3	0	0	1	2	0	0	3	0	0	3	0	0	3	0	0	3	0	1	2	0	1	2	0				
41	Lukaya Polytechnic		0	1	3	0	2	2	0	2	2	0	1	3	1	3	0	0	2	2	0	1	3	0	2	2				
42	Nile VTC Masaka		0	0	2	0	0	2	0	0	3	0	0	3	0	1	2	0	1	2	0	0	3	0	0	3				
43	Kinoni Technical Institute		0	5	2	3	4	0	3	4	0	3	1	3	0	6	1	5	2	0	3	4	0	0	5	2				
44	Lyantonde VSTC		0	1	2	0	1	2	0	2	1	0	2	1	0	3	0	0	1	2	0	3	0	0	1	2				
45	St.Ponsiano Tech. Sch.		1	1	1	1	2	0	0	2	1	0	1	2	1	2	0	1	2	0	0	3	0	0	3	0				
Total			4	22	18	9	21	14	8	22	15	9	19	17	10	28	7	17	17	14	8	25	10	10	23	11				
46	Lugogo VTI	CENTRAL	0	0	4	0	3	0	2	1	1	0	1	3	0	0	4	0	1	2	0	4	0	0	3	1				
47	Mengo Techn. Inst.		1	4	0	0	5	0	0	5	0	0	3	2	1	4	0	2	3	0	3	2	0	3	1	1				
48	Buganda Royal		0	2	4	0	3	3	0	2	4	0	1	5	0	3	3	0	5	1	0	6	0	6	0	0				
49	Kampala Polytechnic		0	2	4	1	4	1	1	2	3	0	4	2	3	1	2	1	2	3	0	3	3	3	0	3				
50	Masulita VTC		0	3	0	0	3	0	2	1	0	1	1	1	0	3	0	1	2	0	1	2	0	2	1	0				
51	Magarjō Inst.		1	3	3	0	6	1	4	1	2	1	3	3	0	0	7	0	1	6	4	0	3	4	2	1				
52	St.Joseph TI Kisubi		0	3	6	0	3	6	0	5	4	0	2	7	0	2	7	0	8	1	0	4	5	5	4	0				
53	Kabasanda TI		0	2	2	0	4	0	0	2	2	0	2	2	1	3	0	3	1	0	2	2	0	0	4	0				
54	RYDA VTC		0	0	3	0	1	2	0	2	1	0	2	1	0	2	1	0	1	2	0	2	1	0	2	1				
55	COWA		1	2	0	1	1	1	2	0	1	0	2	1	2	0	1	1	1	2	0	1	0	1	0	2	0			
56	Bbra VTC		0	2	1	1	2	0	1	1	1	0	2	1	0	2	1	2	1	0	1	2	0	0	2	1				
57	Mirembe VTC		0	0	2	0	1	1	0	0	2	0	0	2	0	2	0	0	1	1	1	1	0	0	1	1				
Total			3	23	29	3	36	15	11	24	20	3	21	31	6	24	25	10	27	17	14	28	13	23	22	9				

Annex 11: Training Needs of Managers

No	Names of Institutions	Region	Training needs for Managers																								
			Computer skills (ICT)			Appraisal and staff development			Financial Management			Institutional Administration			Management and Maintenance of Facilities			Training Organisation and Monitoring			Supervision and Guidance of Staff						
			1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3				
1	Nile Voc. Training Inst.	EASTERN	2	0	0	1	1	0	2	0	0	0	1	1	0	1	1	2	0	0	1	1	0				
2	Jinja Voc. Training Inst.		1	1	0	0	2	0	1	1	0	0	2	0	1	1	0	0	2	0	0	0	2	0			
3	Iganga Techn. Inst.		2	0	0	2	0	0	2	0	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	
4	Pioneer Techn. Inst.		2	3	1	4	1	1	3	2	1	4	0	2	4	0	2	4	0	2	4	0	2	3	1	2	
5	Benedictine Voc. Inst.		10	0	0	9	1	0	0	4	6	5	5	0	6	4	0	6	3	1	6	4	0	6	4	0	
6	CCP Voc. Training Inst.		1	3	0	4	0	0	4	0	0	2	2	0	1	3	0	4	0	0	4	0	0	4	0	0	
7	UTC Elgon		2	1	0	1	1	1	0	2	1	0	2	1	2	0	1	2	0	1	2	0	1	2	0	3	
8	Uganda Martyrs Voc. Inst.		1	3	0	2	2	0	0	3	1	2	2	0	0	2	2	2	2	2	0	3	1	0	3	1	0
9	Soroti Voc. Training Inst.		3	2	0	4	1	0	3	2	0	3	2	0	3	2	0	2	3	0	2	3	0	2	3	0	
10	St. Kizito Techn. School		2	0	0	0	2	0	1	1	0	1	0	1	0	1	1	0	1	1	1	1	0	1	0	1	
Total			26	13	1	27	11	2	16	15	9	18	16	6	16	16	8	21	13	6	21	13	6				
11	Amuka Voc. Trg. Center	NORTHERN	6	0	0	6	0	0	3	3	0	3	2	1	5	1	0	6	0	0	0	3	3				
12	Agwiciro Voc. School		0	1	0	1	0	1	1	0	1	1	0	1	0	0	0	0	0	0	0	0	3	1			
13	Apac Techn. School		0	2	0	1	1	0	2	0	0	1	1	0	0	2	0	0	2	0	0	0	2	0			
14	Kitgum Tech. Inst.		1	4	0	0	5	0	1	4	0	2	3	0	0	5	0	2	3	0	2	3	0	2	3	0	
15	Obyen Comm. Poly.		3	0	1	3	1	0	2	1	1	1	2	1	1	2	1	1	2	1	1	2	1	2	0	2	
16	Agago Voc. Inst.		3	1	0	4	0	0	4	0	0	4	0	0	4	0	0	4	0	0	4	0	0	4	0	0	
17	Pajule Techn. School		2	0	0	2	0	0	0	2	0	0	2	0	0	2	0	2	0	0	2	0	0	2	0	0	
18	Atiak Techn. School		0	0	6	0	2	4	4	0	2	0	0	6	0	5	1	3	2	1	0	3	3				
19	Anaka Voc. School		1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	
20	Daniel Comboni VTI		1	2	1	3	1	0	1	3	0	2	2	0	2	2	0	3	1	0	2	2	0	2	2	0	
21	Ragem VTI		3	0	0	3	0	0	1	2	0	2	1	0	2	1	0	2	1	0	3	0	0	2	0	0	
22	Omugo Technical School		5	1	0	1	3	2	2	3	1	1	5	0	1	2	3	2	3	1	1	3	2				
Total			25	11	8	25	13	7	22	18	5	18	18	9	16	22	5	26	14	3	17	19	11				
23	Adolph Kolping TI	WESTERN	2	0	0	2	0	0	2	0	0	2	0	0	2	0	2	0	0	1	1	0					
24	Kiryandongo TI		2	4	0	5	1	0	6	0	0	5	1	0	6	0	0	5	1	0	5	1	0	5	1	0	
25	Nile VTI Hoima		4	1	0	1	4	0	3	2	0	3	2	0	1	1	3	4	1	0	4	1	0	4	1	0	
26	St. Joseph TC Munteme		1	3	0	0	4	0	2	2	0	0	4	0	0	2	2	2	2	0	1	2	1				
27	St. Joseph TI Virika		2	1	0	0	3	0	1	2	0	0	3	0	3	0	0	0	3	0	0	3	0	3	0		
28	Kasese Tech. Inst.		5	0	0	5	0	0	5	0	0	5	0	0	1	2	2	0	4	1	5	0	0				
29	Bushenyi VTI		1	1	2	0	0	0	1	0	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	
30	UTC Bushenyi		2	2	1	3	2	0	4	1	0	3	2	0	5	0	0	5	0	0	3	2	0	3	2	0	
31	VOTTESA TI		4	1	0	1	4	0	4	1	0	3	2	1	1	4	0	3	2	0	4	1	0	4	1	0	
32	Amuja Voc. Centre		1	0	0	0	1	0	1	0	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	
33	AICM VTC		5	0	0	5	0	0	5	0	0	5	0	0	5	0	0	5	0	0	5	0	0	5	0	0	
34	African College of com.		0	1	3	2	1	1	1	2	1	2	2	0	2	2	0	1	3	0	2	1	1				
Total			29	14	6	24	20	1	35	10	2	27	16	5	21	17	7	28	14	4	30	13	2				
35	St. Kizito Techn. Sch.	SOUTHERN	4	0	0	0	3	1	0	3	1	1	0	3	1	0	3	3	0	1	0	0	4				
36	St. Charles Lwanga T.I		4	1	1	5	1	0	1	4	1	3	2	1	4	2	0	5	1	0	5	1	0	5	1	0	
37	Kammengo T.I		6	0	0	6	0	0	6	0	0	6	0	0	6	0	0	6	0	0	6	0	0	6	0	0	
38	Kiteredde Voc. Inst.		3	0	0	0	0	0	1	1	1	0	2	0	0	2	1	0	0	2	1	0	2	1	0	1	
39	OCBO VTC		1	1	0	2	0	0	1	1	0	2	0	0	0	2	0	2	0	0	1	1	0	1	1	0	
40	Sanje VTI		3	0	0	1	2	0	0	3	0	0	3	0	0	3	0	1	2	0	1	2	0	1	2	0	
41	Lukaya Polytechnic		0	3	1	1	2	1	1	2	1	2	0	2	0	0	4	0	0	4	3	0	1				
42	Nile VTC Masaka		0	2	1	0	2	1	2	0	1	0	1	2	0	3	0	1	1	1	0	3	0				
43	Kinoni Technical Institute		5	1	1	5	2	0	5	2	0	4	2	1	5	2	0	5	2	0	5	2	0	5	2	0	
44	Lyantonde VSTC		0	3	0	2	1	0	2	1	0	2	1	0	0	3	0	2	1	0	2	1	0	2	1	0	
45	St. Ponsiano Tech. Sch.	2	0	1	1	2	0	2	1	0	2	1	0	0	1	2	0	1	2	1	1	1					
Total			28	11	5	23	15	3	21	18	5	22	12	9	16	18	10	25	8	10	25	11	7				
46	Lugogo VTI	CENTRAL	0	2	1	1	1	0	0	1	1	0	0	4	0	0	4	0	2	1	0	0	4				
47	Mengo Techn. Inst.		1	4	0	5	0	0	0	5	0	0	3	2	1	4	0	3	2	0	3	1	1				
48	Buganda Royal		3	3	0	1	5	0	1	5	0	0	5	1	0	6	0	1	5	0	2	4	0				
49	Kampala Polytechnic		1	1	4	0	3	3	3	2	1	1	4	1	5	1	0	1	2	3	2	2	2				
50	Masulita VTC		3	0	0	2	1	0	2	1	0	1	2	0	1	2	0	1	2	0	1	2	0	1	2	0	
51	Maganjo Inst.		6	1	0	5	0	2	5	0	2	4	0	3	2	4	1	1	3	3	5	2	0				
52	St. Joseph TI Kisubi		8	1	0	5	2	2	1	8	0	1	7	1	1	7	1	0	8	1	1	6	2				
53	Kabasanda TI		4	0	0	1	3	0	2	2	0	2	2	0	1	3	0	2	2	0	2	2	0	2	2	0	
54	RYDA VTC		1	2	0	2	1	0	3	0	0	3	0	0	1	1	1	3	0	0	3	0	0	3	0	0	
55	COWA		0	2	1	3	0	0	1	2	0	0	3	0	0	3	0	1	0	2	0	3	0				
56	Bbira VTC		2	1	0	1	2	0	2	0	1	2	0	1	0	2	1	2	0	1	1	1	1				
57	Mirembe VTC		2	0	0	0	1	1	1	1	0	1	0	1	0	2	0	0	1	1	0	1	1				
Total			31	17	6	26	19	8	21	27	5	15	26	14	12	35	8	15	27	12	20	24	11				

Annex 12: Number of Instructors / teachers by Trade

No	Names of Institutions	Region	TRADES										
			BCP	Carpentry	Electricity	Plumbing	Welding	Computer	M/V	Machining	Tailoring	Other	Total
1	Nile Voc. Training Inst.	EASTERN	5	4	1	4	1	0	0	0	1	8	24
2	Jinja Voc. Training Inst.		2	3	4	2	2	0	4	2	0	1	20
3	Iganga Techn. Inst.		5	5	5	3	0	0	4	0	4	4	30
4	Pioneer Techn. Inst.		2	2	3	2	2	0	2	0	1	8	22
5	Benedictine Voc. Inst.		2	2	2	0	1	0	1	0	0	1	9
6	CCP Voc. Training Inst.		3	0	3	0	0	1	3	0	0	21	31
7	UTC Elgon		3	4	6	4	0	4	3	5	0	10	39
8	Uganda Martyrs Voc. Inst.		2	3	0	2	0	0	2	0	5	3	17
9	Soroti Voc. Training Inst.		3	4	3	0	0	0	2	0	5	5	22
10	St. Kizito Techn. School		4	5	4	0	0	0	4	0	4	0	21
Total			31	32	31	17	6	5	25	7	20	61	235
11	Amuka Voc. Trg. Center	NORTHERN	5	3	4	2	0	0	0	0	0	16	16
12	Agwiciri Voc. School		3	3	0	0	0	0	1	0	1	0	8
13	Apac Techn. School		2	2	0	0	0	0	2	0	0	2	8
14	Kitgum Tech. Inst.		6	8	0	0	0	0	5	0	2	2	23
15	Obyen Comm. Poly.		3	3	0	0	0	0	3	0	0	5	14
16	Agago Voc. Inst.		3	3	0	0	0	0	3	0	5	0	14
17	Pajule Tech. School		6	7	0	0	0	0	0	0	0	1	14
18	Atiak Techn. School		3	3	0	0	0	0	0	0	1	2	9
19	Anaka Voc. School		3	3	0	0	0	0	0	0	0	0	6
20	Daniel Comboni VTI		5	4	3	0	0	0	5	0	0	4	21
21	Ragem VTI		4	4	0	0	0	0	2	0	0	0	10
22	Omugo Technical School		4	4	0	0	0	0	0	0	5	0	13
Total			47	47	7	2	0	0	21	0	16	16	156
23	Adolph Kolping TI	WESTERN	2	2	0	0	0	0	0	0	0	4	4
24	Kiryandongo TI		5	2	1	0	0	0	2	0	0	0	10
25	Nile VTI Hoima		2	1	0	1	0	0	0	0	1	2	7
26	St. Joseph TC Munteme		3	3	0	0	3	0	4	0	2	1	16
27	St. Joseph TI Virika		0	3	3	0	0	0	3	0	3	12	12
28	Kasese Tech. Inst.		2	2	2	0	0	0	2	0	2	0	10
29	Bushenyi VTI		0	0	1	1	1	1	3	0	0	1	8
30	UTC Bushenyi		6	0	6	5	0	4	0	4	0	14	39
31	VOTTESA TI		3	2	0	0	0	2	4	0	0	0	11
32	Amuja Voc. Centre		3	0	1	1	0	0	2	0	1	1	9
33	AICM VTC		2	1	1	0	0	0	1	0	1	2	8
34	African College of com.		0	0	0	0	0	2	0	0	0	6	8
Total			28	16	15	8	4	9	18	7	7	30	142
35	St. Kizito Techn. Sch.	SOUTHERN	6	3	0	4	0	0	4	0	4	3	24
36	St. Charles Lwanga T.I		3	4	2	2	0	0	2	0	2	0	15
37	Kam mengo T.I		4	5	4	3	0	0	4	0	4	1	25
38	Kiteredde Voc. Inst.		2	2	2	0	0	2	0	2	2	2	14
39	OCBO VTC		0	2	0	0	0	0	0	0	2	2	6
40	Sanje VTI		2	3	0	0	0	0	2	0	2	4	13
41	Lukaya Polytechnic		3	2	0	0	0	0	1	0	4	3	13
42	Nile VTC Masaka		0	0	3	1	0	0	0	0	1	3	8
43	Kinoni Technical Institute		3	2	0	2	0	0	2	0	3	3	15
44	Lyantonde VSTC		2	3	0	0	0	0	2	0	3	3	13
45	St. Ponsiano Tech. Sch.		2	2	0	0	0	0	0	0	2	1	7
Total			27	28	11	12	0	2	17	2	29	25	153
46	Lugogo VTI	CENTRAL	7	4	5	5	5	0	6	4	0	5	41
47	Mengo Techn. Inst.		2	0	2	0	0	2	0	0	0	2	8
48	Buganda Royal		6	0	4	0	0	0	2	0	0	4	16
49	Kampala Polytechnic		8	0	3	0	0	0	0	0	0	11	22
50	Masulita VTC		4	3	4	0	0	0	3	2	2	1	19
51	Magango Inst.		0	0	2	0	0	0	0	2	0	2	6
52	St. Joseph TI Kisubi		5	7	7	6	0	0	5	5	0	5	40
53	Kabasanda TI		3	6	3	0	0	0	3	0	2	3	20
54	RYDA VTC		1	2	1	0	0	0	2	0	1	2	9
55	COWA		2	2	0	0	2	0	0	0	0	2	8
56	B'ira VTC		3	2	2	0	0	0	1	0	0	2	10
57	Mirembe VTC		2	0	0	0	0	0	0	0	2	4	8
Total			43	26	33	11	7	2	22	13	7	43	207

Annex 12: Linkages between Institutions and Industries

No	Names of Institutions	Region	No. of industries			Linkage				
						Industrial Attachment	Job Placement	Training		Income Generation
			S	M	L			Upgrading	Tailormade	
1	Nile Voc. Training Inst.	EASTERN	0	2	4	✓	✓			
2	Jinja Voc. Training Inst.		0	4	4	✓	✓	✓	✓	✓
3	Iganga Techn. Inst.		0	0	0					
4	Pioneer Techn. Inst.		1	0	3	✓	✓		✓	✓
5	Benedictine Voc. Inst.		0	1	2	✓	✓		✓	✓
6	CCP Voc. Training Inst.		0	3	3	✓	✓			
7	UTC Elgon		0	0	0					
8	Uganda Martyrs Voc. Inst.		1	2	0	✓	✓	✓		
9	Soroti Voc. Training Inst.		3	0	3	✓	✓			
10	St. Kizito Techn. School									
11	Amuka Voc. Trng. Center	NORTHERN	2	3	1	✓	✓			✓
12	Agwidi Voc. School		0	0	0					
13	Apac Techn. School		5	2	1	✓	✓	✓		✓
14	Kitgum Tech. Inst.		0	0	0					
15	Obyen Comm. Poly.		0	0	0					
16	Agogo Voc. Inst.		0	0	0					
17	Pajule Tech. School		0	0	0					
18	Aliak Techn. School		0	0	0					
19	Anaka Voc. School		0	0	0					
20	Daniel Comboni VTI		1	0	0					✓
21	Ragem VTI		0	0	0					
22	Omugo Technical School		1	0	0	✓				✓
23	Abdiph Kolping TI	WESTERN	0	0	1		✓			
24	Kiryandongo TI		0	0	0					
25	Nile VTI Horra		1	2	3	✓	✓			
26	St. Joseph TC Munteme		1	1	2	✓	✓		✓	✓
27	St. Joseph TI Virika		0	0	3	✓	✓			
28	Kasese Tech. Inst.		4	1	2	✓	✓			
29	Bushenyi VTI		0	0	0					
30	UTC Bushenyi		2	10	13	✓	✓			
31	MOTTESA TI		3	1	0	✓	✓		✓	
32	Amuja Voc. Centre		0	0	0					
33	AICM VTC		1	0	1	✓				
34	African College of com		2	0	0		✓			
35	St. Kizito Techn. Sch.	SOUTHERN	3	3	0	✓	✓		✓	✓
36	St. Charles Lvanga T.I		1	6	3	✓	✓	✓		
37	Kamrango T.I		1	0	2	✓	✓	✓		
38	Kiteredde Voc. Inst.		1	2	0	✓		✓		
39	CCBO VTC		2	2	0	✓	✓	✓		✓
40	Sanje VTI		1	1	0	✓	✓	✓		✓
41	Lukaya Polytechnic		0	0	1		✓			
42	Nile VTC Masaka		0	1	0	✓				
43	Kironi Technical Institute		0	0	0					
44	Lyantonde VSTC		0	2	2	✓	✓			✓
45	St. Ponsiano Tech. Sch.		0	0	0					
46	Lugogo VTI	CENTRAL	1	5	6	✓	✓	✓	✓	✓
47	Mango Techn. Inst.		0	0	3	✓				
48	Buganda Royal		1	0	0					✓
49	Kampala Polytechnic		0	1	6	✓	✓		✓	
50	Masuita VTC		0	0	0					
51	Magarjo Inst.		1	0	0	✓	✓			
52	St. Joseph TI Kisubi		1	0	4	✓	✓			
53	Kabasanda TI		0	0	0					
54	RYDA VTC		0	0	0					
55	COVA		1	0	0	✓	✓			
56	Bbira VTC		0	0	0					
57	Mrembe VTC		1	5	0		✓	✓	✓	✓

Annex 13: Facilities and condition in Institutions

No	Names of Institutions	Region	Classrooms			Workshops			Accommodation			Number of Courses	Number of Trainees
			P	S	Co	P	S	Co	P	S	Co		
1	Nile Voc. Training Inst.	EASTERN	24	0	Fr	9	0	Fr	3	0	Fr	9	848
2	Jinja Voc. Training Inst.		7	0	G	7	0	G	1	0	G	7	401
3	Iganga Techn. Inst.		13	0	Fr	4	0	Fr	10	0	B	6	398
4	Pioneer Techn. Inst.		9	4	Fr	8	3	Fr	18	0	Fr	9	336
5	UTC Elgon		X	X	X	X	X	X	X	X	X	6	247
6	Benedictine Voc. Inst.		8	5	Fr	3	0	Fr	3	0	Fr	10	787
7	CCP Voc. Training Inst.		14	0	G	4	0	G	0	0	0	11	671
8	Uganda Martyrs Voc. Inst.		10	0	G	6	0	G	2	0	G	4	386
9	Soroti Voc. Training Inst.		5	0	G	2	0	G	2	0	G	7	246
10	St.Kizito Techn. School		3	0	Fr	2	0	Fr	1	0	B	5	571
11	Amuka Voc. Trg. Center	NORTHERN	8	0	G	1	1	B	5	0	G	6	221
12	Agwiciro Voc. School		2	8	B	0	0	0	0	0	0	4	25
13	Apac Techn. School		13	0	Fr	3	0	Fr	2	0	Fr	4	244
14	Kilgum Tech. Inst.		8	0	G	1	0	G	2	0	G	5	208
15	Obyen Comm. Poly.		2	0	Fr	2	0	Fr	3	0	Fr	4	125
16	Agago Voc. Inst.		2	1	B	0	2	B	3	2	B	4	344
17	Pajule Tech. School		1	0	Fr	0	0	X	0	1	B	3	309
18	Atiak Techn. School		3	0	Fr	0	1	B	0	0		3	127
19	Anaka Voc. School		0	4	B	0	4	B	0	0		3	138
20	Daniel Comboni VTI		13	0	G	5	0	G	6	0	G	5	114
21	Ragem VTI		3	0	G	3	0	G	2	0	G	4	264
22	Omugo Technical School		8	0	Fr	1	0	Fr	2	4	B	3	315
23	Adolph Kolping TI	WESTERN	2	0	Fr	2	0	Fr	1	0	Fr	2	25
24	Kiryandongo TI		7	0	Fr	1	1	Fr	2	0	B	4	128
25	Nile VTI Hoima		6	0	G	5	0	Fr	2	0	G	5	130
26	St. Joseph TC Munteme		2	0	G	2	0	G	2	0	G	5	96
27	St. Joseph TI Virika		9	0	G	5	0	Fr	1	1	B	5	133
28	Kasese Tech. Inst.		8	0	B	3	0	B	0	0		7	55
29	Bushenyi VTI		4	0	Fr	1	0	Fr	4	1	Fr	5	90
30	UTC Bushenyi		9	0	G	8	0	Fr	16	0	Fr	9	317
31	VOTTESA TI		3	0	Fr	0	3	B	3	0	Fr	3	149
32	Aruja Voc. Centre		5	0	Fr	5	0	B	2	0	Fr	5	109
33	AICM VTC		7	11	Fr	2	1	Fr	1	3	Fr	11	1027
34	African College of com.		12	1	G	0	0		6	1	Fr	8	512
35	St.Kizito Techn. Sch.	SOUTHERN	9	4	Fr	4	1	Fr	3	0	Fr	5	338
36	St. Charles Lwanga T.I		3	0	G	5	0	G	1	0	G	6	136
37	Kammengo T.I		8	10	Fr	1	5	B	3	3	B	6	239
38	Kiteredde Voc. Inst.		4	3	G	2	2	G	3	0	G	5	172
39	OCBO VTC		2	2	G	1	2	G	1	0	G	3	78
40	Sanje VTI		7	0	G	3	0	G	4	0	G	5	133
41	Lukaya Polytechnic		4	4	Fr	3	2	B	1	1	B	5	75
42	Nile VTC Masaka		8	0	G	4	0	G	2	0	G	5	133
43	Kinoni Technical Institute		1	0	G	0	5	B	1	0	G	8	128
44	Lyantonde VSTC		2	0	Fr	2	0	Fr	0	0		7	406
45	St.Ponsiano Tech. Sch.		3	2	Fr	4	0	G	1	0	Fr	3	59
46	Lugogo VTI	CENTRAL	18	0	G	9	0	G	0	0		10	732
47	Mengo Techn. Inst.		0	4	Fr	0	1	Fr	3	0	Fr	8	102
48	Buganda Royal		6	0	G	3	0	Fr	0	6	Fr	6	327
49	Kampala Polytechnic		8	4	G							14	448
50	Masulita VTC		5	9	G	3	3	Fr	2	0	Fr	6	262
51	Maganjo Inst.		7	0	G	4	0	G				3	111
52	St. Joseph TI Kisubi		16	0	G	11	0	G	9	0	G	5	676
53	Kabasanda TI		6	5	Fr	1	0	B	4	0	B	8	231
54	RYDA VTC		5	0	G	4	0	G	3	0	G	10	224
55	Bbira VTC		4	0	G	3	0	G	0	0		6	115
56	COWA VTC		7	0	G	4	0	G	11	0	G	3	79
57	Mirembe VTC		3	0	Fr	0	0		1	0	Fr	5	189

Annex: 14 Comparison of offered courses with those of Nakawa VTI

No	Name of Institution	Region	Courses offered at Nakawa VTI						
			Electronics	Electricity	Machining	Motor Vehicle	Carpentry	Sheet Metal /Plumbing	Welding
1	Nile Voc. Training Inst.	Eastern	X	✓	X	✓	✓	✓	X
2	Jinja Voc. Training Inst.		X	✓	✓	✓	✓	✓	✓
3	Iganga Techn. Inst.		X	✓	X	✓	✓	✓	X
4	Pioneer Techn. Inst.		X	✓	X	✓	✓	✓	✓
5	Benedictine Voc. Inst.		X	✓	X	✓	✓	X	X
6	CCP Voc. Training Inst.		X	✓	X	✓	X	✓	X
7	Elgon UTC		✓	✓	✓	✓	✓	✓	X
8	Uganda Martyrs Voc. Inst		X	X	X	✓	✓	✓	X
9	Soroti Voc. Training Inst.		X	✓	X	✓	✓	✓	X
10	St.Kizito Techn. School		X	✓	X	✓	✓	✓	X
11	Amuka Voc. Trg. Center	Northern	X	✓	X	✓	✓	✓	X
12	Agwiciri Voc. School		X	X	X	✓	✓	X	X
13	Apac Techn. School		X	X	X	✓	✓	X	X
14	Kitgum Tech. Inst.		X	✓	X	✓	✓	X	X
15	Obyen Comm. Poly.		X	X	X	✓	✓	X	X
16	Agago Voc. Inst.		X	X	X	✓	✓	X	X
17	Pajule Tech. School		X	X	X	X	✓	X	X
18	Atiak Techn. School		X	X	X	X	✓	X	X
19	Anaka Voc. School		X	X	X	X	✓	X	X
20	Daniel Comboni VTI		X	✓	X	✓	✓	X	X
21	Ragem VTI		X	✓	X	✓	✓	X	X
22	Om ugo Technical School		X	X	X	X	✓	X	X
23	Adolph Kolping TI	Western	X	X	X	X	X	X	X
24	Kiryandongo TI		X	✓	✓	✓	X	X	X
25	Nile VTI Hoima		X	X	X	X	✓	✓	X
26	St. Joseph TC Munteme		X	X	X	✓	✓	X	✓
27	St. Joseph TI Virika		X	✓	✓	✓	✓	X	X
28	Kasese Tech. Institute		X	✓	X	✓	✓	X	X
29	Bushenyi VTI		X	✓	X	✓	X	✓	X
30	UTC Bushenyi		X	✓	X	✓	X	X	X
31	VOTTESA TI		X	X	X	✓	✓	X	X
32	Amuja Voc. Centre		X	✓	X	✓	X	✓	X
33	AICM VTC		✓	✓	X	✓	✓	✓	X
34	African College of com.		✓	X	X	X	X	X	X
35	St.Kizito Techn. Sch.	Southern	X	X	X	✓	✓	✓	X
36	St.Charles Lwanga T.I		X	✓	X	X	✓	✓	X
37	Kammengo T.I		✓	✓	X	✓	✓	X	X
38	Kiteredde Voc. Inst.		X	✓	X	✓	✓	X	X
39	OCBO VTC		X	X	X	X	X	X	X
40	Sanje VTI		X	✓	X	✓	X	X	X
41	Lukaya Polytechnic		X	X	X	✓	X	X	X
42	Nile VTC Masaka		X	✓	X	X	X	✓	X
43	Kinoni Technical Institute		X	✓	X	✓	X	✓	X
44	Lyantonde VSTC		X	X	X	✓	✓	X	X
45	St.Ponsiano Tech. Sch.	X	X	X	✓	X	X	X	
46	Lugogo VTI	Central	✓	✓	✓	✓	✓	✓	✓
47	Mengo Techn. Inst.		✓	✓	X	✓	X	X	X
48	Buganda Royal		✓	✓	X	✓	X	X	X
49	Kampala Polytechnic		✓	✓	X	✓	X	✓	X
50	Masulita VTC		X	✓	X	✓	X	X	✓
51	Maganja Inst.		✓	X	X	✓	X	X	X
52	St.Joseph TI Kisubi		X	✓	X	✓	✓	✓	X
53	Kabasanda TI		X	✓	X	✓	✓	X	X
54	RYDA VTC		X	X	X	✓	X	X	X
55	Bbira VTC		X	✓	X	✓	✓	X	X
56	COWA VTC		X	X	X	X	✓	X	✓
57	Mirembe VTC		X	X	X	X	X	X	X

Annex: 15 Numbers of Instructors / teachers with TTE

No	Name of Institution	Region	Teaching Qualification	
			CTTE	DTTE
1	Nile Voc. Training Inst.	EASTERN	6	3
2	Jinja Voc. Training Inst.		4	8
3	Iganga Techn. Inst.		13	9
4	Pioneer Techn. Inst.		2	0
5	Benedictine Voc. Inst.		0	2
6	CCP Voc. Training Inst.		4	3
7	UTC Elgon		20	0
8	Uganda Martyrs Voc. Inst.		1	3
9	Soroti Voc. Training Inst.		5	4
10	St. Kizito Techn. School		9	5
Total			64	37
11	Amuka Voc. Trg. Center	NORTHERN	5	2
12	Agwiciro Voc. School		0	0
13	Apac Techn. School		6	1
14	Kitgum Techn. Inst.		8	4
15	Obyen Comm. Poly.		1	9
16	Agago Voc. Inst.		1	0
17	Pajule Tech. School		7	5
18	Atiak Techn. School		3	2
19	Anaka Voc. School		0	0
20	Daniel Comboni VTI		4	3
21	Ragem VTI		3	5
22	Omugo Technical School		5	4
Total			43	35
23	Adolph Kolping TI	WESTERN	0	1
24	Kiryandongo TI		8	2
25	Nile VTI Hoima		2	1
26	St. Joseph TC Munteme		0	1
27	St. Joseph TI Virika		5	0
28	Kasese Tech. Inst.		1	1
29	Bushenyi VTI		1	0
30	UTC Bushenyi		6	6
31	VOTTESA TI		0	2
32	Amuja Voc. Centre		0	4
33	AICM VTC		0	5
34	African College of com.		A	0
Total			23	23
35	St. Kizito Techn. Sch.	SOUTHERN	13	5
36	St. Charles Lwanga T.I		3	0
37	Kam mengo T.I		11	6
38	Kiteredde Voc. Inst.		1	3
39	OCBO VTC		0	2
40	Sanje VTI		2	8
41	Lukaya Polytechnic		0	2
42	Nife VTC Masaka		3	5
43	Kinoni Technical Institute		0	1
44	Lyan'tonde VSTC		3	1
45	St. Ponsiano Tech. Sch.	5	1	
Total			41	34
46	Lugogo VTI	CENTRAL	9	12
47	Mengo Techn. Inst.		1	2
48	Buganda Royal		9	1
49	Kampala Polytechnic		4	0
50	Masulita VTC		6	5
51	Maganjo Inst.		2	1
52	St. Joseph TI Kisubi		5	17
53	Kabasanda TI		17	1
54	RYDA VTC		1	1
55	COWA		0	0
56	Bbira VTC		0	4
57	Mirembe VTC		0	0
Total			54	44

Annex 16: Training facilities, tools and equipment

No	Names of Institutions	Region	computer Lab	Electrical tools / equipment	Welding equipment	Motor vehicle tools / equipment	Plumbing tools / Equipment	Carpentry tools / equipment	Machining tools / equipment	Building tools / equipment
1	Nile Voc. Training Inst.	EASTERN								
2	Jinja Voc. Training Inst.									
3	Iganga Techn. Inst.									
4	Pioneer Techn. Inst.									
5	UTC Elgon									
6	Benedictine Voc. Inst.									
7	CCP Voc. Training Inst.									
8	Uganda Martyrs Voc. Inst.									
9	Soroti Voc. Training Inst.									
10	St. Kizito Techn. School									
11	Amuka Voc. Trg. Center	NORTHERN								
12	Agwiciro Voc. School									
13	Apac Techn. School									
14	Kitgum Tech. Inst.									
15	Obyen Comm. Poly.									
16	Agago Voc. Inst.									
17	Pajule Tech. School									
18	Atiak Techn. School									
19	Anaka Voc. School									
20	Daniel Comboni VTI									
21	Ragem VTI									
22	Omugó Technical School									
23	Adolph Kolping TI	WESTERN								
24	Kiryandongo TI									
25	Nile VTI Hoima									
26	St. Joseph TC Munteme									
27	St. Joseph TI Virika									
28	Kasese Tech. Inst.									
29	Bushenyi VTI									
30	UTC Bushenyi									
31	VOTTESA TI									
32	Amuja Voc. Centre									
33	AICM VTC									
34	African College of com.									
35	St. Kizito Techn. Sch.	SOUTHERN								
36	St. Charles Lwanga T.I									
37	Kamungo T.I									
38	Kiteredde Voc. Inst.									
39	OCBO VTC									
40	Sanje VTI									
41	Lukaya Polytechnic									
42	Nile VTC Masaka									
43	Kinoni Technical Institute									
44	Lyantonde VSTC									
45	St. Ponsiano Tech. Sch.									
46	Lugogo VTI	CENTRAL								
47	Mengo Techn. Inst.									
48	Buganda Royal									
49	Kampala Polytechnic									
50	Masulita VTC									
51	Maganjo Inst.									
52	St. Joseph TI Kisubi									
53	Kabasanda TI									
54	RYDA VTC									
55	Bbira VTC									
56	COWA VTC									
57	Mirembe VTC									