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Editing Earth Uganda (LEU) a natural resources and environmental management NGO based in Uganda, in partnership with Living Earth Foundation, UK; secured funding from European Union, DFID, and Comic Relief to deliver 2 projects titled: Jobs and Oil - Improving Access to Youth Employment in Western Uganda and Making Oil Work for Poor People in Uganda.

The projects are designed to support communities affected by the incoming oil and gas industry in Hoima, Buliisa, and Masindi Districts, Western Uganda, at national policy level, through vocational skills training and promotion of local enterprises, to supply labour, goods and services to the oil and gas industry chain.

John Byaruhanga, 57, is the Director of Buswekera Farm, in Hoima Municipality. Mr. Byaruhanga tells of how knowledge from Business Management Training has transformed him to a farmer who can now easily identify profit making enterprises, and avoid the would be loss making ones.

He says that for the last 10 years, his farm has been involved in production of fruits and vegetables (horticulture). That on one fateful day while listening to a radio program, he came to learn of Living Earth Uganda’s training opportunities on Business Management. He applied and was offered the opportunity to train. He trained in making of business plans, building business relationships, cash flow projections, record keeping and management, marketing, customer care, and business registration.

Mr. Byaruhanga further stresses that the training enabled him to enhance his knowledge in business planning. He is now able to develop a work plan. He can also budget for his activities. He is able to project his short, medium, and long term profits from his farm. He further tells that he can effectively predict how much profit he will make from January to December, for the next five years.

“After training, I now have relevant skills to market my produce, and supply them in Hoima Central Market, hotels, and schools in Hoima. I have also learnt that it is important to involve family members in budgeting, and managing of farm activities. As a team we discuss, and agree on which enterprise is profitable.” says the Director of Buswekera Farm.

“The business plan triggers me to stick to the set targets.” - John Byaruhanga
Training In Pedagogical Skills Improves Instructors Confidence In Class And Staff Room

Vocational training institutions in Bunyoro region opened with technicians as trainers of learners much appreciated but with its challenges. The principals would find inadequacies in their teaching delivery to the students as well as confidence to articulate issues during staff meetings.

The Training Needs Assessment (TNA) carried out by Living Earth Uganda, revealed that 82.6% of the Instructors in Vocational Training Institutions, especially in Hoima were not trained in technical skills instruction.

To that finding therefore, the Jobs and Oils Project is supporting training of instructors in pedagogical skills to enhance skills transfer to the learners.

Mr. Charles Nabala the principal NVI St. Mukasa Centre acknowledges how instructors who have participated in TOTs organised by LEU have improved their teaching methods, and gained confidence when discussing in staff meetings. This is also correlated during support supervision, jointly conducted by LEU, UGAPRIVI, and the D.E.Os office.

Buliisa To Open The First Ever Vocational Training Centre

Kirama Vocational Institute is located at Kirama, Kigwera Sub County, Buliisa District. This Vocational Centre will open for admissions in July 2015; thanks to the Sub County and District leadership that decided to use funds from Uganda Wildlife Authority, under Revenue Sharing Scheme to establish a community vocational centre, the first of its kind in the district.

The first phase of the construction of a 3-classroom block was completed, and funds for the second and last phase for finishing has been received by Buliisa District Local Government.

The Ministry of Education Science Technology and Sports has signed a Memorandum of Understanding (MoU) with Buliisa District to support the Vocational Institute. The new institute will start by offering non formal training in carpentry and joinery, hair dressing, and motor vehicle driving technology.

The District Education Department has appointed one of its Senior Education Officers as its Interim Manager. Kirama Primary School has temporary offered 3 classrooms blocks. Enrollment and training of youth for the above mentioned courses has already started.

Through stakeholder engagement with Buliisa District Local Government, LEU has been closely monitoring the progress and will support training of its instructors to upgrade their instruction methodology; teaching health, safety and workers’ environment to youth and placement of learners for work experience.
Women Leaders Exhibit Advocacy And Public Campaign Skills

Living Earth Uganda, in partnership with Centre for Women in Governance (CEWIGO) have trained 80 women leaders from Buliisa and Hoima Districts, in areas of: Advocacy and Civic Education. This training was meant to enhance their capacity to hold local leaders accountable to issues that affect their wellbeing.

The training is intended to empower the women with skills and knowledge to advocate and lobby their local Governments to address their needs in the community, as well as increase their participation in leadership and decision making. The women leaders have particularly acquired skills in advocacy and lobbying, women rights and gender roles in community, resource mobilization, communication, and leadership skills. These trainings have been conducted in Hoima and Buliisa Districts, Western Uganda.

TESTIMONY

“Since I started attending LEU Leadership Training workshops for women leaders in Buliisa facilitated by Center for Women in Governance (CEWIGO), I have been able to acquire knowledge and skills in advocacy and lobbying, communication, resource mobilization, conflict and problem solving, identifying community needs and how to present them in the council. I benefited a lot from the exchange visit to Bushenyi District Local Government Council. I learnt how our counterparts from Bushenyi have been able to do their work successfully.

Am now ready to present myself before the electorate to seek for their vote in forthcoming 2016 election, as the District Councilor representing Buliisa Town council, and have already started my grassroot campaigns. I thank Living Earth Uganda for these leadership trainings and continued support supervision, which has helped to build my confidence.”

Katusabe Betty - Buliisa Town council
Living Earth Uganda has trained 330 women and youth from the Districts of Buliisa and Hoima, in various functional areas; to enable them diversify their income generating sources depending on their identified needs.

Rehoboth Youth and Women Group were trained in briquette making by using gabbage as raw materials. In an effort to enhance their marketing skills, the Group was further trained in making energy saving stoves that use briquettes. This training was conducted at Hoima Districts Farmers Association offices in Hoima Town.

Other Groups that were trained were Magezi Muro Womens Group from Kinubi Mparo Division. Their Group members received training in liquid soap making, and now they are able to produce and market their product in Hoima.

Nyamahunge Jacinta is the Chairperson of Magezi Murro Women Group Kinubi

“I learnt about LEU trainings on a radio program. I approached their offices for details about the trainings. I was requested to fill a form. Later, 4 members from my Group, and myself were trained in liquid soap making.

With the skills acquired, we are able to make 3 - 4 Jerricans of liquid soap per month, which earns us a total of UGX 130,000.

This initiative has given us an opportunity to employ ourselves, and make a contribution to our families.

We have so far trained 15 more members, and we are now planning to open a shop for selling liquid soap and its ingredients.”

TESTIMONY

Baguma Beatrice
Head Teacher, Canon Njangi Girl’s High School

“LEU trained my students on how to make sanitary pads. Some parents are no longer buying pads because the girls can now make them by themselves, and are excited about it. The students also joined the competition at Mukuza Youth Challenge Uganda, with the business idea of making pads using local materials, and they emerged second among the 14 schools that participated.

The school was awarded a certificate, and a cash prize of UGX 600,000; to help in developing the project. It is therefore my humble prayer that such trainings are taken to rural schools and communities, because some women can’t afford to buy sanitary pads.
Hotels In Hoima Use Industrial Work Placement For Talent Identification Of New Employees

The hustle of youth looking for jobs after training and the troubles they encounter thereon leaves them frustrated, and their parents demoralised having spent a lot money in tuition.

Under this programme, young boys and girls who were placed for internship, and exhibited extraordinary talents and skills were identified by employers and retained.

**TESTIMONY**

**Name: Nyakato Lamulah, Waitress, at Glory Summit Hotel**

Living Earth Uganda together with Millennium Business School placed me at Glory Summit Hotel; for internship so that I could attain hands on work experience in catering and hotel management. During the internship, LEU together with my supervisors from Millennium Business School monitored us on several occasions, and we shared challenges and lessons learnt.

I practiced in different skills, for example: how to serve guests, prepare different kinds of meals, arrange guest rooms well, and receiving guests. This all together enhanced my skills in hotel management. I have now been retained as a full-time employee (waitress) at the Hotel. I have so far saved UGX 100,000 from my monthly pay to support my family.

**LEU Continues To Create Platform For Stakeholder Engagement**

Living Earth Uganda organized a stakeholders meeting with the leadership of Masindi District. The meeting was aimed at introducing the projects managed by LEU to the leadership of Masindi.

The meeting was attended by the District Chairperson, Youth Councillors, the technical team led by the Deputy CAO, and the Town Clerk. The meeting was also attended by the Mayor of Masindi Municipal Council, leaders of the business community, and the Area Conservation Manager of Uganda Wildlife Authority.

Masindi District leadership welcomed LEU to the District, and pledged to give full support to project activities.
Training in vocational institutions is still based on the old syllabus, and practicals done with obsolete technology. The case of training secretarial students on typewriters, and motor vehicle mechanics on old vehicles is what observers say is rendering the youth uncompetitive in the current job market.

However, the youth work placement programme under the Jobs & Oil project is providing a new lease for students to get exposure to state of art technology in modern workshops, like at Kinyara Sugar Works and VEQ Hoima. The one-day exposure visit to VEQ workshop by 30 students of motor vehicle mechanics technology from NVI St. Mukasa Centre in Hoima left the students speechless over what they experienced.

From a clean workshop, clean technicians, automated machines, computer wheel balancing machines, and the warm welcome from the workshop manager, was good learning experience.

Girls Are Equally As Good As Boys; They too Should Be Encouraged To Join Vocational Institutes - D.E.O Hoima

Question: Briefly comment about the status of vocational and technical skills training in Hoima District?

DEO: There’s been some improvement in the technical skills training in Hoima due to partners like: Living Earth Uganda, which sponsors trainees to different organisations. There is CNOOC also, and of course the Ministry of Education Science and Technology and Sports, with its intervention of skilling Uganda Strategy.

Question: How does the Jobs and Oil project managed by LEU help to fill in the gaps in the vocational and technical training sector in the district?

DEO: The interventions of LEU in training, monitoring and supervision are all geared toward quality improvement, there by helping trainees acquire the right skills for jobs in the oil sector. This is more in the right direction.
Question: How do you rate the project activities so far implemented by Living Earth Uganda?

DEO: So far so good. We have observed good performance in standardisation, training of instructors through continuous professional development and coordination of the activities of the managers of Vocational Training Institutes i.e. the Board of Governors and Principals.

Question: As one heading the education sector in the district, what have you done to promote skills training?

DEO: I have monitored vocational institutions within Hoima district to establish the level of training provided. I have also offered technical guidance to vocational institutions, and addressed students in vocational schools/institutions on issues of the mind-set, including gender issues.

Question: There's this issue of small number of girls joining vocational training institutions, what is your take on this?

DEO: This is again an issue of mind set. There is need to sensitize students to embrace vocational skills. Girls can equally do what boys can. There's need to empower our girls with the right attributes, knowledge and skills regarding vocational skills development. Parents and teachers can help bring more girls to vocational institutions hereby changing the mind set.

Question: Finally, what message do you have for the people of Bunyoro region in as far as preparation for the anticipated oil and gas economy and its opportunities are concerned?

DEO: There's need to embrace quality education at all levels: pre-primary, primary and post primary level. Attitude change is very important. Oil and gas will create more jobs which require skilled labour. The people of Bunyoro should embrace the right skills through training in order to prepare effectively if they are to reap from the oil and gas sector.

Activities Completed During The 2nd Quarter (April - June 2015)

1. Development and delivery of vocational training programme
   Conducted a 5 day ToT workshop for teaching skill (TOT - S) for the third cohort of 20 instructors; 15 male and 5 female from 27th April – 1st May, 2015 at Millennium Business School in Hoima.
   Conducted a four day support supervision/monitoring of 43 instructors in vocational training institutes from the 26th – 29th of May 2015. The supervisors included key stakeholders like the Municipal Education officer, a member of the Project Advisory Panel, the District Education officer and the Regional Director of Uganda Association of Private Vocational Institutions. For the first time in the region, the District had appointed a Senior Education Officer to oversee activities of vocational training Institutes.
   Conducted a support supervision visit and monitoring exercise to various institutions and stakeholders in Hoima, Buliisa and Masindi. These included; the office of the LCV Buliisa, Kinyara Sugar Works Training Centre, Masindi VTC, St. Kizito VTC, the Education offices of Buliisa and Masindi, Bishop Mukasa Nile VTC, St. Simon Peter VTC, and Kitara Institute.
   Completed the development of the teaching manual and assessment criteria for health, safety and environment (HSE).
   Conducted 3 day ToT workshop for workers’ rights a cohort of 20 instructors; 15 male and 5 female from 20th – 22nd May, 2015 at Millennium Business School in Hoima. This cohort has now finalized training in HSE and will lead the training of students in the vocational training institutions.
   Conducted one (1) day placement for 30 youth (all boys) from Nile Vocational Institute at VEQ Motor Garage making the cumulative number of beneficiaries for 1 day placement to 377.
   Conducted identification of placement in Hoima and Masindi and 37 places have selected for the programme. This brings the total number to 125 placement areas.
   Held a placement steering committee meeting where a program for the monitoring of students in the July – September 2015 intake was drawn.
Held a placement awareness raising forum with 27 managers and directors of placement areas on 8th June, 2015 in Masindi.

Started enrollment of students for internship on 29th June and will end on 3rd of July, 2015. The team expects to enroll at least 200 students for the July – September industrial/work placement exercise.

2. Local Enterprise Development
Training needs analysis for eco/rural enterprise development was completed and a final report submitted.

Delivered four (4) business development training workshops for Cohorts 4 & 5; workshop 1.

Delivered three (3) workshops for records management for MSEs and groups for sixty (60) beneficiaries.

Carried out monitoring for 31 MSEs whose staff participated in the business development to assess the progress in terms practicing what they were trained on. The exercise is continuing to enable us identify the gaps that need to filled in time.

Delivered 2 functional training workshops i.e. in making animal feeds training for 30 beneficiaries in Buliisa and making energy saving stoves for 20 beneficiaries (8 female and 12 male) in Hoima Municipality.

Carried out monitoring and support supervision of twelve (22) beneficiaries of functional skills in Hoima Municipality. Nineteen (19) beneficiaries are already producing and selling products for which they received training and three (3) are yet to start due to lack of start-up capital.

Carried out monitoring and support supervision of twelve (12) beneficiaries in Buliisa where seven (7) have started and five (5) are yet to start producing and selling products for which the received training.

Carried out follow up on seven (7) women groups involved in advocacy and public campaigns on issues affecting women in Hoima and Buliisa who have started their implementation.

Carried a support supervision exercise to 4 women groups undertaking advocacy and public campaigns in Hoima and Buliisa Districts.

Delivered 2 advocacy and civic education workshops for 40 women leaders in Hoima and Buliisa Districts.

Conducted a mapping and scoping exercise of science teachers from ten (10) secondary schools in Bulisa and Hoima which involved twenty four (24) members (23 male and 01 female) and two (2) District Education Officers.

The development of teacher training programme was completed in July 2015 and the training of teachers will commence during the school term break.

5. Visibility Actions & Stakeholder Engagement
Carried out visibility actions including distribution of flyers, brochures and newsletter during training workshops and various meetings with stakeholders.

Project activities have continued to be covered by local radio and TV stations which have improved the project visibility in the region.

Organised and participated in meetings with a number of stakeholders including; District Local Government, Directorate of Petroleum in the Ministry of Energy & Mineral Development, Employment for sustainable Development: Skills for Oil and Gas Africa (E4D:SOGA), Directorate of Industrial Training (DIT), CNOOC, TOTAL E&P, JICA and the Belgian Technical Cooperation (BTC).

3. Women Empowerment
Facilitated 9 women groups involved in advocacy and public campaigns on issues affecting women in Hoima and Buliisa to implement their activities.
Activities Scheduled For 4th Quarter (July - September 2015)

1. Vocational and Technical Training
   a). Training of instructors in pedagogy
   b). Monitoring & support supervision
   c). Training instructors in health, safety and environment (HSE)
   d). Production & distribution of HSE teaching manual
   e). Supervision of students in industrial work placement
   f). Placement steering Committee meeting
   g). Approval & certification of training modules by DIT
   h). Form & inaugurate panel of experts

2. Eco/rural Enterprise Development
   a). Training social ventures/enterprises
   b). Leadership Training
   c). Formation Revenue sharing steering group
   d). Production & distribution of advocacy & civic education materials

3. Promotion of Local Enterprises/Business Development
   a). Business development training workshops
   b). Monitoring & support supervision for trained beneficiaries
   c). Records management training workshops
   d). Functional skills training workshops
   e). Monitoring & support supervision for trained beneficiaries
   f). Business clinics/advisory services

4. Women Empowerment & gender equality
   a). Advocacy & public campaign activities by women groups
   b). Support supervision and monitoring of advocacy & public campaign activities

5. Science, Technology, Engineering & Mathematics (STEM) in secondary schools
   a). Training of STEM teachers
   b). Selection of students to pilot STEM in 10 secondary schools

6. Cross cutting activities
   a). Stakeholder engagement meetings
   b). Distribution of brochures, fliers & posters
   c). Production of project quarterly e-newsletter
   d). Updating LEU website
   e). Visiting the Omukama of Bunyoro Kitara Kingdom

PICTORIAL

Picture 1: Chris from LEF and LEU staff during a monitoring visit to one of the beneficiaries of Business Development training, Green Gard Ltd.

Picture 2: Women & youth making energy saving stoves during functional skills training
PICTORIAL

Picture 3: A beneficiary of functional skills training explaining to Hon. Tophas Kahwa Woman MP Hoima District how to make briquettes from gabbage

Picture 4: LEU team, Chairman Buliisa DLG, community leaders in meeting with youth enrolled for vocational skills training at Kirama PS

Picture 5: LEU team admiring some the fruits produced at Byaruhanga’s farm

Picture 6: Women participating in group work during leadership training workshop delivered by CE-WIGO in Hoima

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