



The role of the private sector in Ugandan TVET case of WBL

Enhancing skills through industry collaboration and support

Belgian development agency

enabel.be



TVET Act 2025 overview

Framework modernization

The Act modernizes and harmonizes the national skills development ecosystem with clear coordination and quality assurance.

Standardized assessment boards

UVTAB standardize assessment and certification, ensuring consistent training outcomes across Uganda.

Sector skills expert committees

Industry experts in committees align curriculum to labour market needs, improving employability and productivity.

TVET council leadership

The TVET Council provides sector-wide leadership, oversight and policy direction for the TVET system.





Expected Outcomes UNDER TVET 2025

Graduate Employability

Improved practical skills and industry exposure enhance graduates' employability and workplace readiness.

Employer Benefits

Employers gain from upskilled workers, increasing productivity and business competitiveness in dynamic markets.

Economic Growth and Employment

Enhanced work-based learning creates more jobs, reduces skills mismatches, and supports inclusive economic growth.

National Development

Stronger TVET-private sector ties drive sustainable human capital development and national economic progress.



Private sector contributions

Curriculum Co-Design

Employers contribute to curriculum design, ensuring education aligns with current industry technologies and standards.

Competency-Based Assessments

Private sector participation in assessment reviews enhances the reliability and relevance of skill evaluations.

Work-Based Learning Opportunities*

Companies offer internships and apprenticeships, providing real work environments for practical skill acquisition.

Labour Market Intelligence/alignment

Firms share evolving trends and skill shortages, facilitating better alignment between training and employment needs.





WBL benefits – Part 1

Future talent pipeline

Helps companies identify and develop potential employees early, ensuring a strong talent pipeline for the future.

Cost reduction

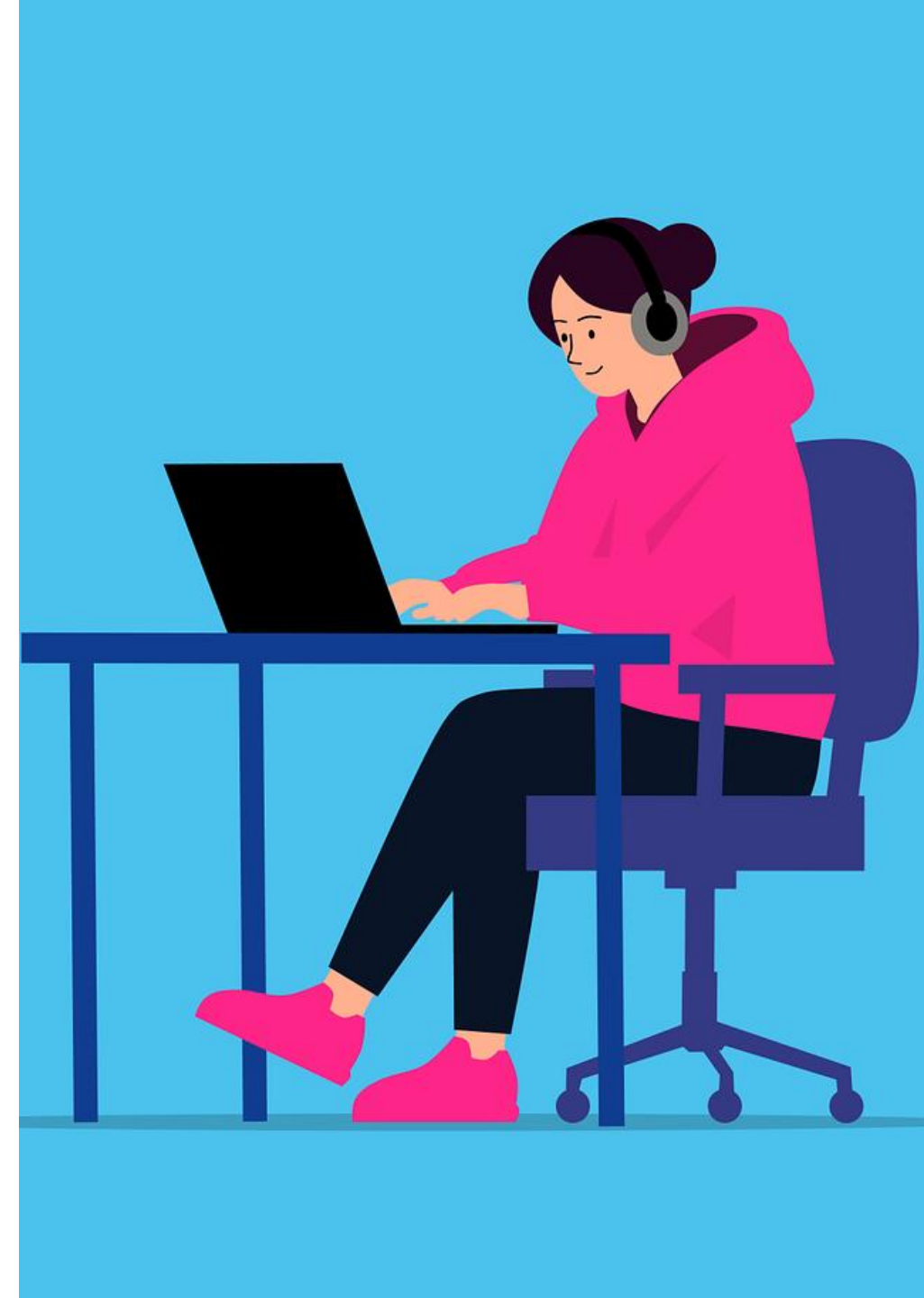
Hosting trainees reduces recruitment costs by minimizing advertising, onboarding expenses & decreasing employee turnover.

Better job fit

Interns familiar with company culture integrate more smoothly when hired permanently, improving job fit and retention.

Workforce continuity

WBL builds a loyal, adaptable workforce aligned with company goals, enhancing long-term organizational stability.





WBL benefits – Part 2

Customized skill development

WBL allows companies to tailor skills training to meet specific technical and operational needs for effective learning.

Faster onboarding

WBL graduates onboard faster, needing less time and resources to reach peak productivity within companies.

Innovation and creativity

Young trainees bring fresh ideas, digital skills, and creativity that improve efficiency and inspire new solutions.

Stronger institutional linkages

WBL fosters closer ties between employers and training institutions, aligning curricula with industry standards.





Employer expectations

Technical proficiency

Basic technical skills relevant to the job and the sector

Workplace discipline

Discipline and professional ethics, like punctuality, reliability and focus

Safety compliance

Adherence to safety standards, around machinery and hazardous materials.

Teamwork skills

Effective collaboration with colleagues and supervisors

Soft skills

Strong communication & soft skills



WBL Challenges

Low initial productivity

Interns' low productivity requires increased supervision, straining limited staff resources.

Hidden operational expenses

Costs for safety gear, training materials and supervision sometimes go uncompensated.

Coordination and communication issues

Mismatched skills and weak communication between institutions, employers & youth hinder placements.

Liability and risk concerns

Legal uncertainties and potential workplace accidents discourage firms from hosting interns.





Solutions to WBL challenges

Joint design and prep with the PS

Ensure that the enterprises fully participate in the design and prep to allow maximum benefit for all parties

Company needs & youth skills matching in advance

Skills & needs-based matching to ensure trainees have the required competencies & improve placement relevance.

In-placement support

Structured onboarding, mentorship & clear learning objectives enhance trainee experience and clarity during placement.

Post-placement feedback & follow-up

Feedback sessions, regular check-ins & learning contracts ensure continuous program improvement and clear expectations.



TVET – private sector partnership within aquaculture

- ❖ **Aquaculture is a priority value chain for Enabel UG** → Lake Victoria & Nile River in Jinja – Busoga region
- ❖ **PSE for triple-win is key for Enabel UG** → Viable partnerships with aquaculture players (large companies, SMEs, cooperatives)
- ❖ **PS-driven TVET** → Market-led & practical aquaculture training for 100+ youth (CordAid, TRIAS) with deliberate post-training + WBL
- ❖ **Practicing and learning at the best players** → WBL & first employment opportunities for 100+ youth (Yalelo, Masese + Kamos fish farms)
- ❖ **PS mentorship & coaching for youth** → DeHeus Fish Farming Mentorship Program for young fish farmers (20+ from Enabel SDF)

