

UBTEB NEWSLETTER

23rd EDITION

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UBTEB Unveils
May/June 2024
Examination Results

UBTEB is ISO
Certified:
A New Era of
Excellence in TVET
Assessment

UBTEB Graduate
Tumusiime Justus:
A Trailblazer in
Innovation for
Boosting Productivity

**"A successful economic
strategy must **focus on**
improving the skills of the
area's workforce"**

Rod Blagojevich

Setting Pace for Quality Assessment

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THE EXECUTIVE SECRETARY'S COMMUNICATION



Onesmus Oyesigye (CPA) EXECUTIVE SECRETARY

Dear Esteemed Stakeholders,

Greetings and welcome to the 23rd Edition of the UBTEB E-Newsletter!

As we look back on our journey, we are proud of the collective achievements and milestones we have attained in delivering high-quality, competence-based examinations and assessments as the Board. At UBTEB, we remain committed to aligning our strategies with Uganda's national vision, of equipping the workforce with the essential competencies necessary for sustainable development.

In this edition, we are excited to share key updates, including the **Release of the May/June 2024 Examination Results**, as well as the dissemination of the **Tracer Study report**- two significant milestones that mark our continued progress. We also take this opportunity to spotlight the inspiring stories of our alumni making a positive impact in their communities through innovation and dedication.

As we continue to move forward, I would like to extend my heartfelt gratitude to all of our stakeholders- students, instructors, Heads of Centres, and partners - for your unwavering dedication and collaboration. Together, we are paving the way for a more skilled, innovative, and empowered workforce.

I invite you to enjoy this edition and stay informed about the transformative initiatives UBTEB is undertaking to further uplift and enhance the assessment of Technical and Vocational Education in Uganda.

Thank you for your continued support and commitment.

Warm regards,

A handwritten signature in black ink, reading "Onesmus Oyesigye".

MESSAGE FROM THE PRINCIPAL COMMUNICATIONS AND PUBLIC RELATIONS OFFICER



Narasi Kambaho Anyijuka

PRINCIPAL COMMUNICATIONS & PUBLIC RELATIONS OFFICER

Dear Readers,

With great pleasure, I welcome you to the 23rd edition of the UBTEB E-newsletter. This platform is an essential channel for sharing updates, insights, and stories that highlight our journey in advancing quality assessment of technical and vocational education in Uganda.

In this edition, we celebrate the significant strides UBTEB has made in promoting competence-based examinations and assessments. The milestones featured in this edition reflect our unwavering commitment to producing skilled, dynamic graduates capable of driving socio-economic transformation.

Communication remains at the core of our work, serving as a vital link between UBTEB and our valued stakeholders. This E-newsletter aims to inform you about our achievements, ongoing activities, and future aspirations. We also invite your feedback and contributions as we continue working together to further our shared mission.

Thank you for your ongoing support and trust in UBTEB. Let’s continue the conversation as we work towards building a brighter future for the quality assessment of Technical and Vocational Education and Training in Uganda.

Warm regards,

MESSAGE FROM THE EDITORIAL TEAM



Pinkleen Oinokwesiga



Lillian Nakawala

Dear Reader,

Welcome to our 23rd edition of the Uganda Business and Technical Examinations Board's E-Newsletter! We are excited to share the latest updates, insights, and success stories that reflect our collective commitment to advancing TVET assessment in Uganda.

In this edition, you will find highlights from significant events, including the release of the May-June 2024 Examinations' results, updates on graduations, our participation in international conferences, milestones in HIV/AIDS integration, and our contributions to the community through CSR initiatives like the donation of ICT equipment and participation in the Rotary Cancer Run 2024. Herein we continue to highlight inspiring stories from UBTEB alumni who have made remarkable contributions to their communities and created lasting impact. Through our tracer studies, we dive deeper into the transformative power of TVET and its role in shaping careers. Additionally, we take you through the marking of the July-August 2024 examinations, showcasing the pivotal role of teamwork in UBTEB's dedication to delivering competence-based assessments that align with industry demands. Thank you for being part of this journey as we celebrate progress and commitment in TVET education.

The editorial team values your feedback and contributions, as your stories and perspectives will enhance our future editions. If you have news, events, or achievements to share, please reach out to us at info@ubteb.go.ug.

Enjoy the read.

Pinkleen Oinokwesiga

UBTEB UNVEILS MAY/JUNE 2024 EXAMINATION RESULTS



On Wednesday, 14th August 2024, the Uganda Business and Technical Examinations Board (UBTEB) officially released the results of the May/June 2024 End of Programme examinations. The ceremony, held at the Uganda Institute of Information and Communications Technology (UICT) in Nakawa, was presided over by the Honourable Minister of Education and Sports. This event marked a significant moment for Uganda's education sector, particularly in the Technical, Vocational Education and Training (TVET) landscape.

Representing the Honourable Minister of Education and Sports, First Lady Hon. Janet Kataaha Museveni, was the Honourable Minister of State for Primary Education, Hon. Joyce Moriku Kaducu. She was pleased by the increasing number of female students enrolling in various TVET programmes, crediting this progress to the affirmative actions taken by the NRM Government. "It is with great pleasure that I congratulate everyone for their combined efforts in increasing the number of female candidates pursuing TVET programmes. This is a testament to the Government's call for gender equity in TVET access," she stated.

However, Hon. Kaducu also voiced concerns regarding the quality and suitability of facilities in some training institutions. She issued a directive to the Permanent Secretary and the technical team responsible for inspecting TVET institutions to enforce strict compliance with registration and licensing requirements. "Within six months, all training institutions must comply with the established government standards for licensing, or risk having their assessment center numbers withdrawn by UBTEB," she cautioned.

In his address, Onesmus Oyesigye (CPA), the Executive Secretary of UBTEB, provided a detailed overview of the examinations, which were conducted from 14th May to 25th June 2024 across 298 centres nationwide. These examinations covered a wide range of disciplines, including Engineering, Business, and Humanities, as well as Physical and Biological Sciences, at both the Diploma and Certificate levels.

Mr. Oyesigye highlighted that a total of 1,694 candidates sat for the examinations. Notably, female candidates slightly outnumbered their male counterparts with 880 females (52%) and 814 males (48%).

UBTEB's dedication to inclusivity was evident, as 84 candidates with special needs received tailored support during the examinations. These included individuals with hearing impairments (16), visual impairments (26), dyslexia (13), physical disabilities (21), and chronic illnesses (8).

"Despite the challenges posed by staggered admissions during the COVID-19 pandemic, we have witnessed a commendable turnout. The relatively low number of candidates for this series is a direct result of these staggered admissions. Nevertheless, the commitment of our candidates and the unwavering support from their institutions have resulted in successful outcomes," Mr. Oyesigye remarked.

Out of the 1,694 candidates, 1,468 (87%) completed their courses and acquired full competencies, making them eligible for further training and employment opportunities. The remaining 226 candidates (13%) who did not complete their courses will have the opportunity to re-sit their exams in the next series offered by UBTEB.

In his closing remarks, Mr. Oyesigye highlighted the challenges encountered during the examination process, particularly the high costs associated with on-the-spot practical assessments, which are vital for Competency-Based Education and Training. He called for increased financial support to enhance hands-on training, which is essential for developing skills that meet job market demands. Additionally, he pointed out the challenges in assessing Special Needs candidates under the conventional curriculum, especially in journalism, media, and engineering-related programmes.

The event celebrated the achievements of the candidates and UBTEB and served as a call to action for continued improvements in TVET education. As Uganda strives to build a skilled and inclusive workforce, the collaboration between the Government, educational institutions, and industry stakeholders remains crucial.

EXAMINATIONS RELEASE PICTORIAL



The UBTEB family and the Ministry officials



L-R Hon. James Kubeketerya (Chairperson Education and Sports Committee of Parliament), Hon. Kaducu Joyce (State Minister for Primary Education), and Hon. Molly Asimwe (Deputy Chairperson Education and Sports Committee of Parliament)



UBTEB ladies posing for a photo



Strategic stakeholders and Ministry of Education and Sports officials

UBTEB IS ISO CERTIFIED: A New Era of Excellence in TVET Assessment



In a significant leap towards global recognition and quality assurance, the Uganda Business and Technical Examinations Board (UBTEB) has officially attained the prestigious International Standards Organisation (ISO) Certification under certificate number UNBS/QMS/0059, effective 6th September 2024. This achievement reflects our dedication to maintaining the highest standards in service delivery, operational efficiency, and quality management and is a monumental step in raising the standard of Uganda's Technical and Vocational Education and Training (TVET) sector.

For years, UBTEB has been at the forefront of ensuring that the examination, certification, and regulation of business and technical education meets both local and international standards. The ISO certification validates the board's efforts in implementing a robust Quality Management System (QMS) that fosters operational efficiency, effective service delivery, and continuous improvement.

"This milestone is not just about a certificate; it symbolizes our commitment to continuously improving the quality of education and training in Uganda and ensuring that our graduates are equipped with the skills and competencies needed to succeed in both local and international markets," said the Executive Secretary of UBTEB, at who expressed immense pride in the achievement.

The road to ISO certification has been long and challenging. It involved extensive internal audits, rigorous assessments, and the adoption of best practices in quality management systems. The certification process also highlighted UBTEB's efforts to modernize its operations, streamline its services, and ensure that its systems are aligned with international standards.

This achievement comes at a time for Uganda's TVET sector, where graduates face significant challenges in securing employment, both locally and globally. Employers often cite concerns about the competence and reliability of TVET graduates' skills. To address these challenges, UBTEB has been working alongside key stakeholders to ensure that training programs are aligned with globally recognized standards, improve assessment methods, and foster partnerships that facilitate international recognition of qualifications.

By obtaining ISO certification, UBTEB is enhancing its credibility and providing a pathway for TVET graduates to be more competitive in the job market.

The move is expected to open doors for Ugandan TVET graduates, making them more attractive to employers both within Uganda and abroad. It is a crucial step in bridging the gap between the skills students acquire in technical schools and the real-world demands of employers.

Furthermore, the ISO certification positions UBTEB as a model institution in the region, highlighting its role as a leader in quality assurance in the education sector. The board's achievement highlights its dedication to creating a sustainable and internationally recognized system that enhances employability, boosts entrepreneurship, and contributes to the socio-economic development of Uganda.

As the news of UBTEB's certification spreads, there is renewed hope within the TVET sector that these efforts will result in more opportunities for graduates to thrive. By aligning training with international standards and certifying institutions and programs with the highest quality standards, UBTEB is enhancing the reputation of TVET in Uganda, and creating a brighter future for thousands of young Ugandans ready to take on the world.



UBTEB gets recognized for obtaining the Quality Management Service certification by UNBS - UNBS Headquarters

This ISO certification marks the beginning of an exciting new chapter for UBTEB and Uganda's TVET sector. It is a clear indication that Uganda is ready to meet the challenges of a competitive global job market head-on, ensuring that its graduates are well-prepared to contribute to the growth and development of both local and international industries.

With this achievement, UBTEB has firmly positioned itself as a global leader in quality management and is ready to guide the TVET sector into an era of excellence and global recognition. The future is brighter for Uganda's young professionals, as they now have the assurance that their skills and qualifications will be recognized, respected, and valued around the world.

UBTEB DELEGATES SHINE AT THE 40TH AEAA CONFERENCE: A Leap Towards Innovativeness in Educational Assessment



The 40th Association of Educational Assessment in Africa (AEAA) Conference happened from August 19th -23rd 2024, at the Century City Hotel, Cape Town. Representing the Uganda Business and Technical Examinations Board (UBTEB) were Dr. Wilfred K. Nahamya (Deputy Executive Secretary, Examinations Management), Mr. Wamani Godfrey Bagamba (Principal Administrative Officer), Ms. Nakawala Lilian (Senior Research Officer), and Mr. McBernard Muhwezi (Budgeting and Investment Officer).

AEAA is a collaborative network of educational assessment bodies across Africa. It is affiliated with the International Association for Educational Assessment (IAEA) and aims to harmonize educational assessments and promote cooperation in Africa.

Under the theme "Reimagining Educational Assessment in the Age of Multiple Dimensions of Learning in a Global Society," the conference delved into the evolving landscape of educational assessments. Focusing on integrating digital advancements and addressing non-traditional learning experiences, it aimed to enhance assessment practices and ensure they are aligned with global standards while reflecting African contexts. It attracted over 300 delegates worldwide and featured 130 research papers and five keynote addresses.

UBTEB is a primary member of AEAA and we are glad to have made notable contributions at the conference through several key research presentations listed below;

- 1. Tackling Gender Stereotypes in Vocational Training:** Dr. Nahamya’s research focused on the barriers that discourage females from pursuing technical and vocational education. The study findings advocated for creating supportive and gender-inclusive training environments to dismantle traditional stereotypes and encourage greater female enrolment in the Technical and vocational academic fields.
- 2. Evaluating Competence-Based Education Outcomes:** Presented by Mr. Kaggwa and Mr. Muhwezi, this study assessed the effectiveness of Competence-Based Education and Training (CBET) in spatial sciences. The findings of the study highlight the need for ongoing professional development for trainers and suggest the implementation of geographical information systems to better tailor learning methods to local job markets and Training (CBET) in spatial sciences.

3. Addressing Examinations Malpractices: Ms. Nakawala’s research focused on the causes of exam malpractices and the effectiveness of current penalties against examination malpractices. The study calls for improved supervision, ethical practices, and legislative measures to combat malpractice effectively.

4. Industry Engagement in Workplace Learning: Mr. Muhwezi’s study examined the role of industry in assessing workplace learning, emphasizing the need for robust evaluation methods and the involvement of employers in the training process.

Alongside the conference, the UBTEB delegation discussed upcoming changes related to the Quality Management System with the company in charge of printing academic documents, focusing on logo placement and certification standards.

In essence, the Conference set a new benchmark for educational assessments in Africa highlighting the importance of integrating digital technologies and addressing diverse learning experiences, positioning African educational assessment institutions to meet global standards while embracing local strengths. This will prompt the Board to prioritize transitioning to digital assessment methods for high-stakes exams, as this approach can significantly improve assessment practices by ensuring robust data security, upholding ethical standards, and better accommodating candidates with special needs.

Other key milestones of the conference underscored the necessity for continuous adaptation and innovation in educational assessments. With Ethiopia slated to host the next AEAA conference in 2025 and Tanzania in 2026, UBTEB’s active participation and support will be vital for staying at the forefront of educational assessment advancements.

UBTEB ATTENDS THE WORLDSKILLS CONFERENCE IN FRANCE: Key milestones registered



As part of strengthening international collaborations and alliances at the global level, the Board participated in the 2024 World Skills Conference in France. The Executive Secretary, Mr. Onesmus Oyesigye (CPA), was represented by Mr. Wamani Godfrey Bagamba (Principal Administrative Officer) at the WorldSkills Lyon 2024 from 10th to 15th September 2024.

WorldSkills Lyon 2024, the world’s largest international skills competition, featured 1,400 Competitors from almost 70 countries and regions. The 47th WorldSkills Competition showcased excellence in young skilled talent and brought industry, education, and government leaders together to move skills to the top of the global agenda. WorldSkills highlighted skills' critical role in addressing global challenges, boosting economies and industries, and promoting excellence.

Alongside WorldSkills Lyon 2024, a dynamic two-day event, the WorldSkills Conference 2024 took place, hosting a wealth of discussions and debates under the theme of "Moving TVET to the top of the global agenda." It brought together visionaries and influencers to shape the future of skills education, and the WorldSkills Champions Trust took part in every plenary and discussion to ensure young people play a part in this vision.

During the Conference, Nicole Belloubet, the Minister for National Education and Youth in France, emphasized, the pivotal role of TVET (Technical and Vocational Education and Training) in driving societal change and the need to adapt to training competent professionals for the jobs of tomorrow. She also stressed the importance of harnessing talent and skills to transform challenges into opportunities for the youth to join the world of work.

UBTEB (Uganda Business and Technical Examinations Board) shares this vision through its comprehensive reforms, which have revolutionized TVET management systems. These reforms aim to enhance productivity, profitability, and the quality of learning experiences in our training institutions. By integrating real-life projects, hands-on training, continuous career assessments, and rigorous monitoring of industrial training, UBTEB addresses the critical skills development needs and bridges gaps in various sectors.

The WorldSkills Lyon 2024 conference presented an excellent opportunity for UBTEB to explore further innovative ways to advance these reforms. By aligning our approaches with international standards and industry demands showcased at the conference, UBTEB can continue to enhance its training programs, ensuring that our graduates are well-prepared to meet the evolving needs of the global workforce.

KYADONDO TECHNICAL INSTITUTE 3RD GRADUATION: Students urged to innovate



On the 29th of August 2024, Kyadondo Technical Institute celebrated the 3rd Graduation Ceremony of its latest cohort of students with a special ceremony that highlighted the significant contributions of the Uganda Business and Technical Examinations Board (UBTEB) under the theme “Innovate, Create and Evaluate Skills through Vocational and Technical Training”. The event was presided over by UBTEB’s Executive Secretary who was represented by Dr. Wilfred K. Nahamya (Deputy Executive Secretary-Examinations Management), as the Chief Guest, who showcased the institute’s dedication to producing skilled professionals across various fields.

The ceremony recognized the achievements of 163 graduates who completed their Diplomas and Certificates in different academic programs. Among them were 75 female and 88 male graduates, reflecting the institute's commitment to gender inclusiveness. The graduates were awarded qualifications in Diploma programs, such as Accountancy, Tourism Management, Hotel and Institutional Catering, Journalism, Information and Communication Technology, Civil Engineering, Electrical Engineering, and Automobile Engineering. Additionally, the graduates were awarded Certificates and Polytechnic Certificates in a range of specialized fields including Fashion and Garment Design, Cosmetology and Beauty Therapy, Building and Construction, and Automotive Mechanics.

The Chief guest Dr. Wilfred K. Nahamya called upon the graduates to uphold values of professionalism, integrity, and creativity as they join the world of work. He commended the institute for its excellent performance in national exams and its strong commitment to Competence-Based Assessment and praised the impressive real-life projects undertaken by the students.

Dr. Nahamya highlighted the Board’s role in encouraging innovation and ensuring that training centres produce graduates who contribute to social and economic transformation and called for increased collaboration between local leaders, businesses, and educational institutions to boost community development and job creation.

He argued Ugandans to embrace and support TVET reforms in line with the National Development Plan III (NDPIII), such as modular assessments by UBTEB. Dr. Nahamya proudly announced that the first modular graduates are already making a significant impact, reflecting the positive outcomes of this new assessment system. He emphasized the need for education that is aimed at preparing citizens to meet the demands of the modern job market and drive economic growth and also reaffirmed the Government of Uganda’s commitment to empowering youth through Technical and Vocational Education and Training (TVET).



In his concluding remarks, Dr. Nahamya highlighted an important issue of HIV/AIDS. “This disease affects everyone, and it is crucial to stay informed and take preventive measures. Prioritize your health, make informed choices, and remember that knowledge and prevention are key” he advised.

This was complemented by the Kyadondo Technical Institute Principal’s communication, Mr. Deus Kanaaba, who also advised the graduates to transform themselves into generational thinkers who sow seeds into the future to solve problems of the future instead of the present. “The biggest enemy of progress is short-term thinking,” he said.

TEAM WORK AT THE CORE:UBTEB's commitment to delivering competence based assessment that meets the demands of the industry

Team work is at the heart of Uganda Business and Technical Examinations Board (UBTEB)'s mission to achieve Competence-Based Assessment (CBA) that meets the demands of the industry.

TVET is referred to as “a range of learning experiences which are relevant to the world of work and which may occur in a variety of learning contexts, including educational institutions and the workplace” (UNEVOC, 2006, p. 15).

Collaboration with the private sector has been an influential tool in addressing a variety of complex issues or problems in both developed and developing economies around the globe. Like many countries, Uganda has strongly promoted collaboration with the private sector across the education sector.

UBTEB's deep-rooted commitment to team work, partnerships and collaborations is aligned with the Technical and Vocational Education and Training (TVET) Policy 2019. The Policy establishes an employer-led TVET system run in a tripartite manner. Making partnerships with the private sector stakeholders is a high priority during the TVET policy implementation process.

UBTEB's strategic identity defines the boundaries within which it does its work to streamline, regulate and coordinate examinations and awards in Business, Technical and Vocational/specialized Education or training in Uganda. In line with the strategic plan UBTEB has positioned herself as a centre of Excellence for Competence Based Assessment, Examinations and Awards for a Skilled and Productive Workforce.

Being regarded as a center of excellence requires putting in place and sustaining excellence in internal processes and delivery systems as well as producing high quality TVET graduates. Models of excellence mainly function through their unique, skilled and highly trained/specialized staff. UBTEB attracts and retains competent staff and provides them with career opportunities and competitive remuneration.

The Board has strengthened linkages and partnerships with stakeholders for improved stakeholder engagement and service delivery. In this respect, UBTEB has continuously strengthened industrial training monitoring and assessment, built synergies with partners and assessment/examination bodies/ universities.

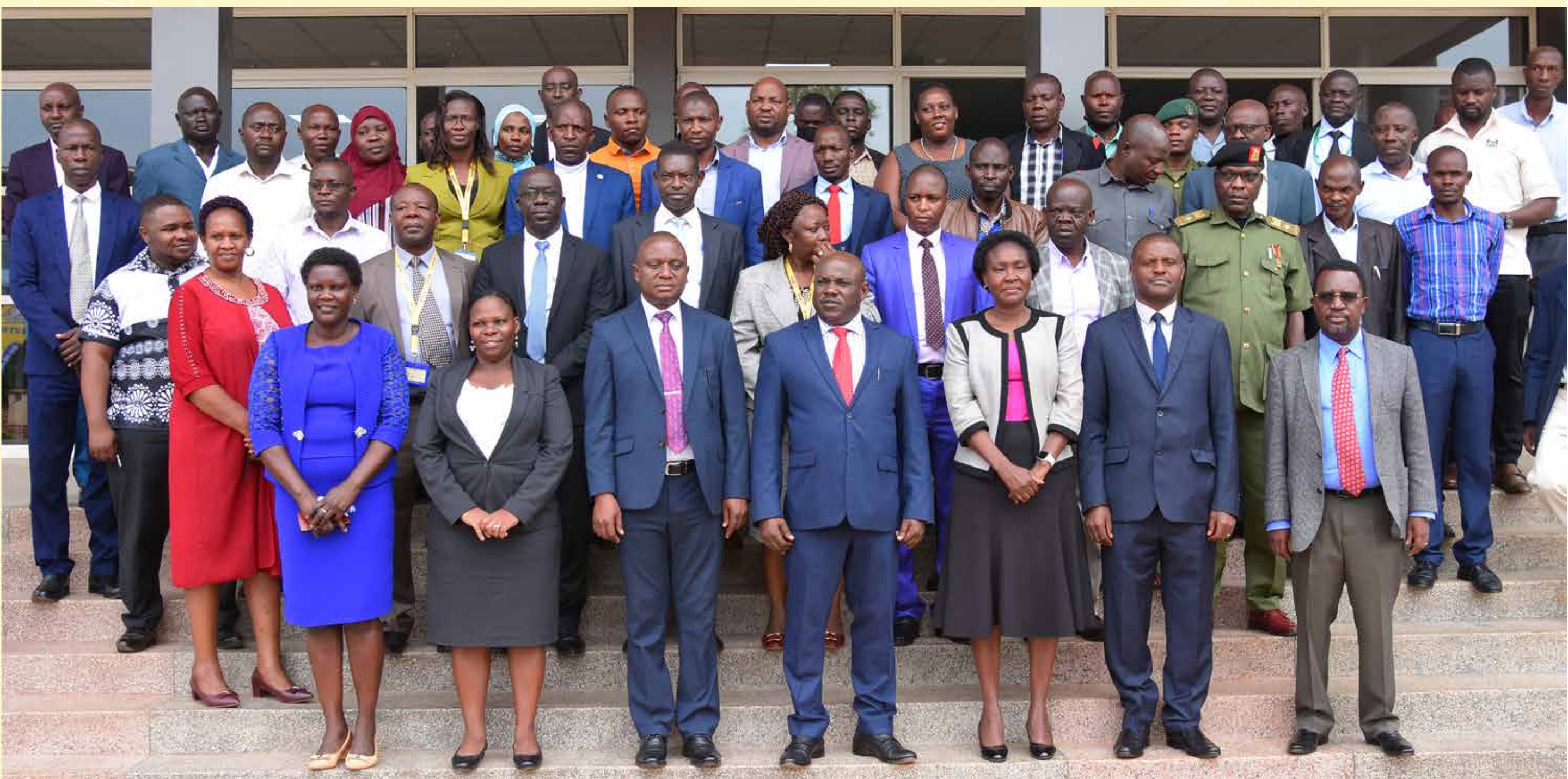


UBTEB signs MOU with The Institute of Certified Public Accountants of Uganda.

The Board has signed a number of MOUs with various organisations whose strategic intents are aligned to its strategic plan in order to complement one another. Such collaborations make TVET more industry-relevant by increasing the private sector's role, duties and participation in Uganda's workforce skills development through strengthening and expanding the linkage between training providers and companies nationwide.

This also means building long-term partnerships, a strong presence on the ground and more coherence, not only between policies and instruments, but also between our narratives and actions: “Are we what we say we will do?”





According to the Executive Secretary, UBTEB's implementation of partnerships is two-fold. Partnerships are undertaken with the goal of enhancing both a better shared understanding of the nature of varying skill needs or demands and cooperation to establish the provision of proper training in case of necessity. Hence, partnerships are expected to promote better matching between supply and demand in the labour market.

Additionally, the matter of skills and training levels of the workforce is of importance because of the constantly changing content of international trade (i.e., the proportion of high-technology in manufacturing and services is going up, whereas the relative importance of those based on natural resources or low-technology is decreasing). Development of higher-level skills through partnerships appears to be a major priority.

UBTEB seeks appropriate partners in identifying and addressing priority TVET needs, and actively collaborates with organizations and individuals who share our goal and standards.

Team work at UBTEB is more than just a principle and core value, it is a way of life at UBTEB, guiding every decision and action, whether visible or behind the scenes. UBTEB defines teamwork through its people, systems, and processes, ensuring that all deliver as promised in both client and employee engagements. This is not just about addressing issues as they arise but building a culture where team work is embedded into every aspect of UBTEB's operations.



The staff of UBTEB respect and cooperate with fellow employees, stakeholders, and technical training institutions to identify and achieve common goals regarding TVET and activities that improve the quality of life in areas we operate in. Only by working together can we have the necessary impact to bring transformative change.



Tracer Study Reveals Positive Employment Outcomes for UBTEB Graduates



The Uganda Business and Technical Examinations Board (UBTEB) carried out a tracer study on National Diploma graduates in Engineering fields, specifically from 2016 to 2019. The study aimed to explore the lag time between graduation and employment, the relevance of engineering programmes, factors affecting employability, employer satisfaction, and the state of the TVET curriculum.

“According to the study, a striking 82% of UBTEB graduates are gainfully employed or self-employed, with a large portion securing jobs in engineering-related fields” said the Executive Secretary, Onesmus Oyesigye (CPA) during a dissemination workshop on 7th May 2024, at Ntinda Vocational Training Institute (VTI) in Kampala. He expressed the Board's satisfaction with the positive outcomes but also emphasized the need for continuous curriculum review to keep pace with technological advancements.

The study covered four National Diploma Engineering programmes: Building and Civil Engineering, Electrical Engineering, Mechanical Engineering, and Water Engineering. The sample size included 249 graduates, all of whom completed their studies between 2016 and 2019. The study found that the majority of graduates (63%) secured employment within a year of graduation, with 20% finding jobs in less than one month. However, 37% of graduates took more than a year to find employment. These findings suggest that while TVET graduates are competitive in the job market, there is still room for improvement in bridging the gap between graduation and employment.

Employers have expressed strong satisfaction with the skills of TVET graduates. A remarkable 95% of employers reported being highly satisfied with the skills of UBTEB graduates, especially in hands-on engineering tasks. Employers noted that TVET graduates, particularly those with engineering diplomas, are more practical and job-ready than university graduates, who often require more training in using hand tools and machinery. Dr. Nahamya Wilfred, UBTEB's DES-EM, highlighted that TVET graduates' practical exposure through real-life projects makes them a valuable asset to the workforce.

The study also examined the industrial training component of TVET education. While employers are largely satisfied with graduates' skills, there was concern about the quality of industrial training. Alumni and curriculum specialists pointed out that the current industrial training programme is not providing students with the necessary skills, with many students not receiving sufficient hands-on experience before entering the job market.

A key finding from the study was that 90% of employers believe UBTEB graduates are more skilled than their university counterparts. This is attributed to the competence-based assessment and real-life projects that expose students to modern tools and technologies. Employers also noted that engineering courses help graduates develop skills crucial for both career growth and economic development.

However, the study did not overlook areas for improvement. A significant issue identified was the outdated content of the TVET curriculum, which needs to be updated to align with modern technological developments. Employers and stakeholders, including the Ministry of Education and Sports, were urged to engage in a review process every five years to ensure that the curriculum meets the needs of the evolving job market.

The study's recommendations emphasize the importance of improving the quality of education and teaching processes, as well as enhancing entrepreneurial skills among TVET graduates. Ensuring that TVET programmes stay current with technological advancements and market demands is critical for the continued success of TVET graduates in the workforce.

In conclusion, the tracer study reinforces the critical role that TVET plays in Uganda's education system and its contribution to a skilled, innovative workforce that can support key sectors such as manufacturing, construction, agriculture, and ICT. While the results are promising, addressing the curriculum gaps and improving industrial training will be key to ensuring that TVET graduates continue to meet the expectations of employers and contribute to the country's economic growth and development.

ENHANCING WORKPLACE SAFETY: UBTEB Staff Training on Risk Preparedness



In accordance with the UBTEB’s Human Resource Manual, 2019 No. 7.5 (f), and ISO Standards (QMS 9001:2015), the Uganda Business and Technical Examinations Board (UBTEB) conducted an essential fire safety training session for 15 staff members on Tuesday, September 24th, 2024, at 2:00 PM. The session aimed to equip staff with crucial knowledge and skills for maintaining a safe and healthy work environment and emergency response readiness at the Secretariat.

Recognizing that workplace emergencies can occur unexpectedly, the training, hosted by Madam Annitah Kalongo, gathered a diverse group of staff members who engaged in a comprehensive program intending to enhance their understanding of fire safety and the proper use of fire extinguishers.

The Board hired professional trainers led by Mr. Alex Arinaitwe, a Business Manager from Elide Fire Services. He brought extensive experience from the long service experience with UBTEB since 2015. He began the session by engaging participants with fundamental questions about fire and ended by awarding the team a certificate after completing the training successfully. Participants learned that fire requires three elements: air (oxygen), fuel, and a source of heat. “Understanding these elements is critical in preventing and extinguishing fires’ he emphasized.

The training session featured a comprehensive curriculum that included; theoretical knowledge and practical exercises. Participants learned about fire, fire classifications, firefighting equipment, proper use of fire extinguishers and their maintenance, evacuation procedures, and the fire action plan.

Interactive simulations allowed staff members to practice responses to a mock fire scenario, reinforcing their understanding of emergency protocols. This hands-on approach not only enhanced their confidence but also, emphasized the significance of teamwork during crises.

The fire safety training at UBTEB was an informative and engaging session that equipped staff with essential knowledge about fire prevention, classification, and response. By equipping staff members with the necessary skills to handle potential risks, and a culture of safety and preparedness, UBTEB not only complies with safety regulations but also, ensures a safer working environment for all employees. As we continue navigating various challenges, the commitment to safety remains a top priority, ensuring that everyone is ready to respond effectively in times of crisis.



UBTEB STRENGTHENS SUPPORT FOR INCLUSIVITY IN EDUCATION



The Uganda Business and Technical Examinations Board (UBTEB) has taken a significant step forward by establishing a Special Needs Education (SNE) unit and a special committee to advance the interests. This initiative aims to address the unique challenges faced by students with disabilities in the Technical and Vocational Education and Training (TVET) sector.

One of the primary reasons for creating the SNE unit is the recognition of the need to provide the much-required support and services to enable the effective conduct of assessment for SNE candidates. For instance, visually impaired students struggle with practical exams that rely heavily on sight. Similarly, those with hearing impairments find engaging in spoken language assessments, such as French and Kiswahili challenging. The SNE unit and the committee will focus on in-place support mechanisms to enable the candidate with SNE to undertake assessments and examinations.

Establishing the SNE unit aligns with national and international policies promoting inclusivity in education. The TVET Policy 2019 advocates for educational frameworks that cater for special needs, while Article 24(b) of the 2001 Universities and Other Tertiary Institutions Act emphasizes equal opportunities for individuals with disabilities. Furthermore, Article 30 of Uganda's 1995 Constitution underscores education as a universal right for all Ugandans. The SNE unit embodies these principles, ensuring students with disabilities have equal access to quality education.

To effectively address the gaps in SNE assessment, the board recognizes the need for a comprehensive approach. This includes reviewing the existing UBTEB SNE guidelines aimed at enhancing the capacity of TVET institutions with trained SNE instructors and improving teaching methods. The unit will also advocate for accessible physical infrastructure and the provision of support services. UBTEB aims to create an inclusive environment where every student can thrive by implementing these holistic interventions.

UBTEB plans to initiate consultative meetings with various stakeholders, including government bodies, educators, and disability advocacy stakeholders. These discussions will focus on benchmarking best practices and conducting research to inform the review of guidelines.

By fostering collaborations, the Board will ensure that sufficient support services are integrated into the TVET delivery and assessment guides.

The Board is also dedicated to addressing the specific challenges faced by various groups of SNE students. For example, students with dyslexia and those with intellectual disabilities often struggle to keep up with their peers, particularly in subjects requiring calculations or language skills. By developing targeted support strategies and resources, the SNE unit will work to enhance the educational experiences of these students.



The creation of the SNE unit and committee is a huge step towards fostering an inclusive assessment and examination environment for all students, particularly those with disabilities. By addressing assessment challenges, committing to inclusivity, and engaging with stakeholders, UBTEB aims to ensure that every learner has the opportunity to succeed. This initiative not only aligns with National and international educational policies but also embodies the spirit of the "Leave No One Behind" agenda of the 2030 Sustainable Development Goals. Through these efforts, UBTEB is paving the way for a more equitable and accessible education system for all in Uganda.



The Board is proud to celebrate

THE INTERNATIONAL WEEK OF DEAF PEOPLE 2024

20th-26th September 2024

The International Week of Deaf People focuses on deaf awareness and promoting understanding of the vibrant deaf culture, language, and the challenges faced by the deaf community. The Board has put in place strategic interventions to ensure nobody is left behind, and promote inclusivity, we celebrate today our notable achievements in this direction.

Our achievements include;

- UBTEB has established a Special Needs Education Unit
- The board is reviewing its rules and regulations to accommodate candidates with special needs
- The board has developed a comprehensive policy framework for supporting candidates with Special Needs students

Ayebazibwe Allen
Assessment Officer Special Needs Education

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THE ROTARY CANCER RUN 2024:

UBTEB partners with the Rotary Club in the Fight Against Cancer at the Cancer Run 2024



On a vibrant Sunday 25th August morning, as the sun cast its golden rays over the UMA Grounds in Lugogo, UBTEB proudly laced up for a cause that transcends mere kilometers- The Rotary Cancer Run 2024. This year marked the 13th edition of The Rotary Cancer Run in a series of impactful runs. It was not just a race, it was a celebration of hope, unity, and unwavering support for cancer treatment and awareness.

As part of UBTEB's Corporate Social Responsibility (CSR) strategy, our team of 10 employees joined the crowd of enthusiastic runners, walkers, and wellness warriors, rallying together for a cause that touches many lives.

Amidst the buzzing atmosphere of music, cheers, and the thumping beats of Zumba, our team embodied the spirit of the run, warming up with a contagious energy that set the tone for the day.

Participants had their pick of challenges: a 21km marathon, a 10km run, and a more leisurely 5km stroll. Our dedicated staff members plunged into the action with great energy, each step symbolizing our commitment to supporting community initiatives. It was not just about crossing the finish line; it was about standing in solidarity with those fighting cancer and advocating for better treatment facilities.

Beyond the run, the day was a feast for the senses with a variety of health and wellness booths providing crucial screenings and educational materials. Our representatives took full advantage of these resources, engaging with the wealth of information and connecting with like-minded individuals and organizations.

The event was a melting pot of community spirit, bringing together diverse groups united by a common cause. From the engaging health booths to the heartfelt speeches during the closing ceremony, the day highlighted the collective effort needed to tackle cancer head-on.

UBTEB's participation in The Rotary Cancer Run 2024 was more of a testament to our commitment to making a difference. By championing the cause of cancer awareness and treatment, we have taken a stride toward a future where hope and health prevail. We look forward to building on this momentum, continuing our support for vital causes, and making a lasting impact in our community.



DONATION OF ICT EQUIPMENT TO UGAPRIVI



On August 30, 2024, the Uganda Business and Technical Examinations Board (UBTEB) generously donated second-hand ICT equipment to various training institutions affiliated with the Uganda Association of Private Vocational Institutions (UGAPRIVI). The handover ceremony took place at the UBTEB Secretariat, where the items were presented to Mr. Semwogerere Kizito Deogracias, the National Chairman of UGAPRIVI.

This donation is part of UBTEB’s Corporate Social Responsibility initiatives and aligns with the objectives outlined in the Memorandum of Understanding (MOU) between UBTEB and UGAPRIVI. The donated equipment is intended to support learning and enhance practical skills development across accredited training institutions.

The Board through UGAPRIVI identified training institutions accredited by the Board that can make use of these equipment. Institutions benefiting from this donation include the Gayaza Technical and Skills Development Centre in the Central region and the Pride Agricultural and Technical Institute in West Nile. These resources will play a crucial role in providing practical and up-to-date knowledge to students, reinforcing the commitment of both UBTEB and UGAPRIVI to advancing technical education in Uganda.

“We are pleased to hand over this donation of ICT equipment to support students pursuing courses in Electrical Engineering, Electronics, and ICT,” said Executive Secretary of UBTEB, who was represented by Dr. Nahamya Wilfred.

The donated items included computers, printers, photocopiers, and various other pieces of equipment designed to enhance hands-on learning experiences. While some of these items are fully functional, others require repair and maintenance, providing students with practical

opportunities to engage in real-world problem-solving as part of their education.

Dr. Nahamya encouraged the recipient training institutions to make the most of these resources. “By practicing with this equipment, students will gain valuable skills in both repairing and utilizing these tools,” he said. “This practical experience will significantly enhance their competencies and career readiness upon graduation.”

UBTEB remains dedicated to working closely with TVET providers nationwide to improve training and delivery outcomes, reaffirming its commitment to advancing technical education and supporting the development of a skilled workforce.



UBTEB EMBRACES HIV/AIDS AWARENESS CAMPAIGNS:

A synopsis of milestones on HIV/AIDS awareness campaigns



The Government of Uganda has placed significant emphasis on addressing cross-cutting issues in the budgeting process by Ministries, Departments, and Agencies such as HIV/AIDS, environmental conservation, and gender equity.

Aligned with the national goal to end HIV/AIDS by 2030, UBTEB, as a government agency, has integrated HIV/AIDS awareness initiatives into its operations to promote awareness, prevention, and positive living.

Over the years, UBTEB has conducted numerous HIV awareness sessions for both staff and examination managers; including Reconnoiters, Examiners and Area coordinators. We are proud of our strong partnerships with key stakeholders such as the Uganda AIDS Commission, Reproductive Health Uganda, Jinja Hospital, and TASO-Uganda. These collaborations have facilitated essential activities like HIV testing, Sexually Transmitted Infection (STI) screening, and awareness of control measures such as faithfulness, abstinence, positive living, and condom use.

As the Board, we have registered milestones and established an HIV Task Force, comprising ten dedicated members, to ensure that HIV/AIDS issues are effectively addressed across all our activities. This committee has developed an HIV/AIDS Workplace Policy, outlining necessary care areas and interventions related to HIV/AIDS, produced Information and communication materials on HIV/AIDS as well as the provision of condoms in recommended places at work workplace. We strongly believe in maintaining a healthy workforce for the effective attainment of our mandate.

Our commitment is further reflected in all our operations, where we consistently emphasize the importance of HIV/AIDS awareness at briefing of candidates, graduations, meetings, and other events. We encourage all staff to support these interventions, which are vital for assessing the Board's performance and meeting the expectations of stakeholders, including the National Planning Authority and the Ministry of Finance, Planning and Development.

We continue to extend our gratitude to the Uganda AIDS Commission for their continuous support and guidance, which helps UBTEB to excel in addressing cross-cutting issues, particularly HIV/AIDS.

We commit to **"Stay safe and Healthy"**



UBTEB GRADUATE TUMUSIIME JUSTUS: A Trailblazer in Innovation for Boosting Productivity



Tumusiime Justus' journey from a UBTEB graduate to a respected innovator and community leader highlights the transformative potential of technical education.

Through his creativity, determination, and commitment to his community, Tumusiime has proven with the right skills and a clear vision, one individual can create meaningful change and inspire others. His story is an inspiring example of how education; when combined with passion and purpose, can lead to remarkable achievements.

In the vibrant town of Bushenyi, Uganda, Tumusiime Justus has become a household name, renowned for his innovative contributions that are transforming local industries and boosting productivity. Born in 1991, Tumusiime embarked on his academic journey at Busitema University after completing Senior Six, where he pursued a Degree in Computer Engineering. Following the completion of his first degree, Tumusiime sought to further enhance his skills and gain practical, hands-on experience by enrolling in a Diploma in Electrical Engineering at UTC-Bushenyi in 2019.

This qualification, awarded by the Uganda Business and Technical Examinations Board (UBTEB), equipped him with the expertise to bridge the gap between theory and real-world application.

After graduating, Tumusiime quickly emerged as a beacon of innovation within his community. He founded Pamoja Group (U) Ltd over five years ago, a business that initially focused on developing software applications such as School Management Systems, Sacco Management Systems, and e-commerce platforms. Over time, the company expanded its scope to include hardware applications and robotic programming, which are now being utilized in various industries. Through his work, Tumusiime has earned widespread respect and admiration and inspires many young Ugandans to pursue technical fields as a pathway to solving real community challenges and driving positive change.

For instance, in response to the growing problem of land fraud and encroachment in Uganda, where individuals often sell land that does not belong to them using fake documentation or forged land titles, Tumusiime Justus has developed an innovative solution that is transforming land ownership verification. With widespread issues of conmen selling plots that encroach on protected park reserves and government conservation areas, many buyers have fallen victim, losing millions of shillings on fraudulent land deals.

To tackle this, Tumusiime created a mobile-based land ownership mapping system that offers a simple yet powerful tool for verifying land ownership. Using a GPS-enabled phone, potential land buyers can enter the geo-fenced area of a property for sale. The system then retrieves the real owner's details, including their phone number, directly from the Ministry of Lands, Housing, and Urban Development's database, ensuring the buyer can verify the ownership of the land before making any transactions. This innovative system is helping reduce land fraud, increase transparency in land dealings, and protect both buyers and legitimate landowners from exploitation.



Furthermore, recognizing the serious risks posed by fluid leakage in industrial, commercial, and residential settings - ranging from significant property damage and financial loss to environmental hazards - Tumusiime has developed a state-of-the-art detection and control system. Fluid leaks, if not detected early, can lead to catastrophic failures, equipment damage, and unnecessary resource wastage. Traditional leak detection methods, which are often manual and inefficient, can delay response times, which escalates the problem.

To address this issue, Tumusiime designed the Fluid Leakage Detection System, an automated, smart technology that can detect leaks in real time. The system alerts users instantly, which enables them to take prompt action and reduce potential damages. By providing continuous monitoring and real-time alerts, this system significantly enhances safety, reduces environmental impact, and prevents costly repairs and resource waste.

Tumusiime's work reflects a broader commitment to innovative, locally-driven solutions that solve real-world problems. As a graduate of the Uganda Business and Technical Examinations Board (UBTEB), he embodies the transformative power of technical education. His vision is clear: to enhance the development of technical and industrial skills in Uganda, to boost productivity and quality of service delivery across various sectors.

Currently, a lecturer at UTC-Bushenyi, Tumusiime Justus is shaping the future of Uganda's workforce and mentoring the next generation of innovators. "There is a common misconception in society that technical education is only for those who have failed in other academic paths," he said. However, Tumusiime challenges this outdated view, emphasizing that technical courses offer a valuable and practical alternative to traditional university degrees. For him, technical education is not a fallback; it is a powerful stepping stone toward success.

Tumusiime believes that technical institutes provide not only hands-on skills but also a practical approach to problem-solving, making it possible for students to apply their learning in real-world scenarios right away. This gives them an edge in the job market and allows them to earn an income to support further education. "With technical training, students can raise tuition fees, gain experience, and continue their academic journey without being financially burdened, he noted."

His message to the youth is clear: "Don't limit yourself by conventional expectations. Technical education equips you with the skills to build a career, solve real-world problems, and ultimately create opportunities for further success. Embrace these paths and use them as a springboard to achieve your goals." Tumusiime encourages young people to see technical education as a path to personal growth, innovation, and community transformation.

Conclusively, Tumusiime's story is a hope for young people everywhere, showing that with hard work and innovation, they too can shape the future.



CLIENT FEEDBACK



Dear UBTEB Team,

I would like to extend our heartfelt appreciation for your continued commitment to addressing our concerns and providing timely responses to all our inquiries.

Your dedication to listening to your clients and working towards resolving complaints has greatly enhanced our experience and efficiency in managing educational processes. We recognize the effort and professionalism you demonstrate, and we are truly grateful for your support.

We look forward to continued collaboration as we strive to achieve educational excellence together

James Naboth Ahimbisibwe

James Naboth Ahimbisibwe
Deputy Principal
Bbira Vocational Training College



CUSTOMER EXPERIENCE FRONTIER

As Bishop Stuart, we extend our appreciation to **Steven Muruye**.
He talks very well. That gentleman has never gotten tired when we approach him with a problem.

Another one is **Generous Begumesa**.

We are grateful.

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CUSTOMER EXPERIENCE FRONTIER

“
Good evening everyone
Allow me to extend my appreciation to the UBTEB team in general and the Transcripts Office in particular for warmly welcoming and handling all of my/ our issues on time.
I thank you very much.”

UBT062

#CustomerCareWeek

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CUSTOMER EXPERIENCE FRONTIER

"I appreciate the UBTEB team right from Eng Generous. I was fully handled and my students have picked their documents for upgrading."

Rubongoya Paul
The Principal, Bumbaire Technical Institute,
Bushenyi

#CustomerCareWeek

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