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**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH



## Employment and Skills for Eastern Africa (E4D/SOGA)

*Skills and Enterprise Development for Transport and Logistics*

Annual Regional Logistics Expo  
22<sup>th</sup> August 2019  
Julia Mager

# E4D/SOGA programme



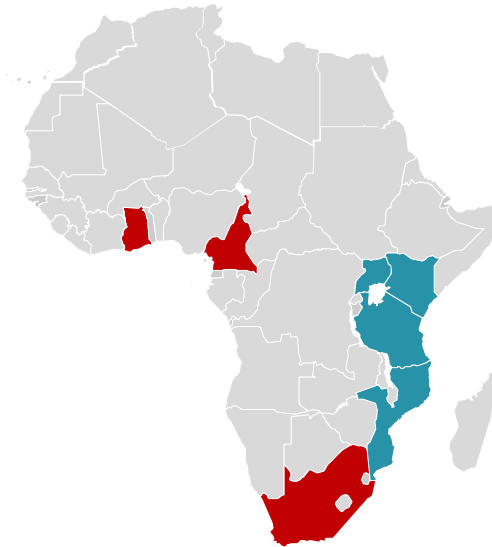
## Regional skills development and employment promotion initiative

**23,000 sustainable jobs**

**10% income increase of beneficiaries**

**75% of training graduates get a job**

- E4D/SOGA focuses on 4 countries: Kenya, Tanzania, Mozambique and Uganda
- Project period: **01/2015 – 12/2023**
- Overall budget: EUR 79.1m
- Uganda budget: up to EUR **11.3m** (BMZ, DFID, NORAD)
- Focus on promoting national employment in Oil & Gas supply chains and beyond.
- Team of 11 people based in Amber House
- In partnership with MEMD/ Directorate of Petroleum and private sector partners



# How we promote national content and bring people into jobs?

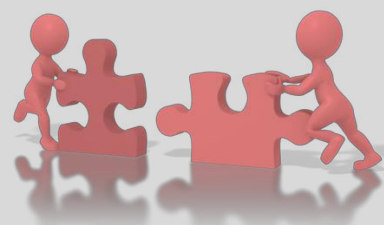
## Skills development

Improving employability through technical and vocational training



## Matching

Information, guidance and placement



## Local supplier development

Improving competitiveness of Ugandan companies through enterprise development





# What E4D/SOGA has achieved so far in Uganda





# Professional Driver Training Uganda



## Business case for the HGV driving school:

- Forecast need for > 2,500 HGV drivers in construction phase O&G
  - No national training standards or training methods
  - Only two instructors licensed by the Ministry of Works & Transport to conduct training for CH class
- > Industry needed trustworthy training institution to train new and existing drivers



# Professional Driver Training Uganda



## Milestones achieved

- PPP: SafeWayRightWay, Transaid, GIZ
- New HGV and PSV driving school established and running at full capacity
- 14 instructors from 9 different driving schools trained
- 3 master trainers available
- Fleet of 5 trucks and 1 bus
- 140 Ugandan HGV and PSV drivers trained on EAC Curriculum  
-> 500 to be trained by 05/2020



Norad



# Professional Driver Training Uganda



## What the school offers:

### Driving Permit vehicle class extension:

- 4 weeks training (Full time 08:30-17:00 Mon-Fri)
- 5 days theory
- 10 – 15 days practical

### Refresher trainings:

- A number of refresher training packages can be offered according to companies' demands and needs



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# Skills for Construction -> and Logistics



- Training young people with prior experience for entry-level positions on industrial sites and in logistics sector
- 1,500 people to be trained and certified in ECITB level I and 1000 in level II (pipefitting or rigging)
- Life/soft skills training integrated from start
- 900 students in internships by 03/2020



# Pool of internationally certified workers for transport and logistics available

- 1.500 **HSE passport, ECITB I**
- 500 **Rigging, ECITB II**
- 500 **HGV drivers, EAC Curriculum**
- 200 **Heavy Lifting operators (in planning)**



# Supplier development: Bid management and HSE Management for local SMEs



- 5-12-day tested trainings plus coaching for local suppliers
- Bid management: Market research, strategic partnerships, bid and pricing strategies, financial planning, etc.
- HSE Management (Nebosh): standards and tools to implement HSE systems
- 150 SMEs trained by 12/2019



# Supplier development: Stanbic Bank Business incubator



- Business Incubator training and coaching 300 SMEs in Kampala and 120 smaller SMEs in Mbarara and Gulu in 2019
- 4-week comprehensive training, coaching and networking offer to potential suppliers of O&G
- Training in regions adapted to local needs



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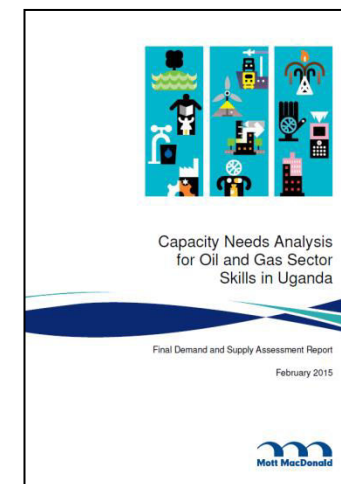




# Focus of E4D/SOGA Uganda programme

## ➤ Employment promotion in Oil & Gas supply chains and beyond...

- 15-20bn USD investment expected
- Industrial Baseline Survey (JVs, 2014) and Capacity Needs Analysis for Oil and Gas Sector Skills (MEMD, 2015)



### LIST OF THE 25 INDUSTRIES ANALYZED

Transportation & Logistics (Goods)	Civil construction services	Production operations services	Food supply
Transportation (People)	Mechanical construction services	Security services	Work safety products
Cement	Road Construction	Domestic airline services	Light equipment manufacturing
Bulk construction Material	Generic waste management	Fuel wholesale	Technical consulting services
Reinforcement steel manufacturing	Hazardous waste management	Manpower agencies	Vendors
Structural/Flat steel manufacturing	General maintenance services	Catering	Furniture manufacturing
		Facility management services	

