

Strengthening of the Tourism & Hospitality Sector Skills Council - Uganda

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The Tourism and Hospitality Sector Skills Council (T&H SSC) in Uganda is the main public-private entity to enhance skills development in this sector. The T&H SSC aims to support the shifting from supply- to more relevant, demand-led, market-oriented training in line with Uganda's skills reform agenda.

Background

VET Toolbox is an EU PAGODA project delivered through an implementation partnership consisting of Enabel (Belgium), British Council, GIZ (Germany), LuxDev (Luxembourg) and Agence Française de Développement (France).

VET Toolbox provides partner countries with know-how, tools and advice in order to improve the effectiveness of TVET reforms supported by the EU (EC and EU Member States). It focuses on supporting VET systems to:

- become more demand-led, with more effective private sector engagement
- become more responsive to labour market needs
- provide increased access to (self-) employment, including for disadvantaged groups

The project's interventions are demand-driven, initiated by support requests from partnerships, and include support missions, intermittent support missions, and both the application of existing tools and the development of new tools. Interventions are targeted and relatively short, providing countries with fast and flexible assistance to complement broader reform.

Our solutions

The T&H SSC was looking to attain its objectives and make a paradigm shift in skills development in the sector, from supply-to demand-led training. In so doing, the Council needed technical advisory support to gain the requisite knowledge, skills and experience, and expertise to enhance its systems, approaches and processes and deliver on its mandate and objectives.

The support provided contributed to the strengthening of the T&H SSC.

Uganda

"I can say that we have come even closer to making the Tourism Sector Skills Council in Uganda operational. Thanks to the support of the VET Toolbox, we have organised a 3-day training to make an action plan and support the continuous establishment of a secretariat to handle the day-to-day business of the Tourism and Hospitality Sector Skills Council.

Representatives from the private sector, ministries, trade unions, civil society organisations and VET trainers working in the sector of tourism and hospitality participated in that workshop hosted by Enabel with support of British Council, both implementing partners of the VET Toolbox. This is a very important step in building sustainability for the future in the tourism sector in Uganda."

**- Herbert Byaruhanga,
Chairperson of the Tourism Sector Skills Council in Uganda.**

There were four result areas covered by this intervention. The tasks delivered for the four main result areas encompassed the following:

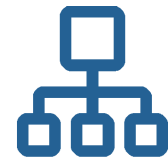
Support action plans:

- Supporting the management of T&H SSC setting up action plans with a timeline focusing on operations to be implemented by the Council's members
- Supporting the T&H SSC to clarify roles and responsibilities



Support governance structures:

- Clarifying perspectives and help the T&H SSC define clear vision, mission, and objectives.



Supporting monitoring and evaluation:

- Agreed and documented a management and governance structure for the SSC and some key success indicators as well as a very top line monitoring and evaluation framework for measuring success and impact.



Support partnerships with industry and public providers:

- Providing training for SSC staff on engaging and managing stakeholders through capacity building. Based on this training, SSC are able to develop a medium-to long-term strategy to intensify efforts in engaging and managing stakeholders.
- Supporting the SSC to draft a template aiming at structural agreements with industry and public providers through either partnership agreements, memorandum of understanding, joint alliances or other forms of structured agreements.



Outcomes and impact

As a result of the services delivered, the following outcomes are expected:

- Clear governance structures are in place entailing mission, vision and objectives
- Actions plans are established consisting of steps and activities to be taken in short, medium and long-term, including well defined roles and responsibilities
- Fully-fledged monitoring and evaluation framework is developed and operational
- Partnership agreements with relevant stakeholders are in place



About People 1st International

People 1st International partners with industry, development banks, government agencies, NGOs and education providers to create sustainable approaches to workforce development. Providing consultancy, research and training solutions globally, we develop skilled, productive and inclusive workforces that help drive social and economic growth.

With over 50 years' experience in developing effective skills models and technical vocational education and training strategies, we use our unparalleled expertise to develop collaborative partnerships that foster positive change.

Building on our heritage as a sector skills council, we are proud to have worked in more than 50 countries to deliver responsive skills solutions that

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