

## **THE LAUNCH OF THE WORKERS' PAS**

### **1.0 Background**

PSFU is Uganda's apex body for the private sector. It is made up of business associations, corporate bodies and major public sector agencies that support private sector growth. Right from its inception, PSFU has been the Government's implementation partner for several projects and programmes aimed at strengthening the private sector. PSFU implements various donor funded programmes in partnership with the Government of Uganda.

The Enterprise Skills Linkages(ESL) Programme is a component of the Second Private Sector Competitiveness Project (PSCPII) which is funded by the government of Uganda and the World Bank and implemented through the Private Sector Foundation

### **1.0 Congratulation to ESL Graduates**

Private Sector Foundation Uganda (PSFU) congratulates the Enterprise Skills and Linkages Trainees who were awarded a Workers' Practically Acquired Skills (Workers' PAS). PSFU wishes to sincerely thank UGAPRIVE, Directorate of Industry Training (DIT) , Ministry of Education and Sports and other development partners for their grate contribution towards the launch of the Workers PAS at Hotel Africana.

PSFU has extended a financial support to UGAPRIVI to design and implement the operationalisation of Workers' PAS as the Directorate of Industrial Training (DIT) extended its mandate to UGAPRIVI to undertake the activity. PSFU procured Equipment to facilitate the testing and processing the workers' PAS and placed

them at the UGAPRIVI secretariat. The pilot program of the workers' PAS will run for one year up to December, 2011.

## **2.0 Workers' Practically Acquired Skills (Workers' PAS)**

### **(I) what is Workers' PAS**

The Workers'PAS means "Worker's Practically Acquired Skills" and is a document that certifies the skills and competences of an individual for a particular trade. The Worker'sPAS briefly outlines the expected skills and competencies the holder can acquire in the particular occupation. Therefore as a new skill/ competency is acquired, it is assessed and certified in the holder's Worker'sPAS.

The Worker'sPAS is a national accreditation for the validation of non formal and informally acquired skills. This new accreditation targets those youth, employees and workers who have acquired skills through training (including on-the-job), apprenticeship or any other means. Validation is a process of identifying, assessing and recognizing a wider range of skills and competences which people develop through their lives and in different contexts, e.g. through education, work and leisure activities.

### **(II) The purpose of the Workers' PAS**

The purpose is to make visible the entire scope of knowledge and experience held by an individual, irrespective of the context where the learning originally took place. For an employer it is a question of human resource management, for individuals a question of having the full range of skills and competences valued and for society a question of making full use of existing knowledge and experience, thus avoiding waste and duplication. Validation can facilitate progression in education and training, (re)integration in the labour market, geographical and

occupational mobility as well as organizational and personal development

### **(III) Why do we need Workers' PAS**

The Workers'PAS provides a certification opportunity to transfer skills acquired informally into the formal qualification system, for that reason enhancing the link between informal and formal training. Furthermore, the Workers'PAS is designed to reflect the holder's employment career and recognizes continuous training and lifelong learning.

### **(IV) Benefits**

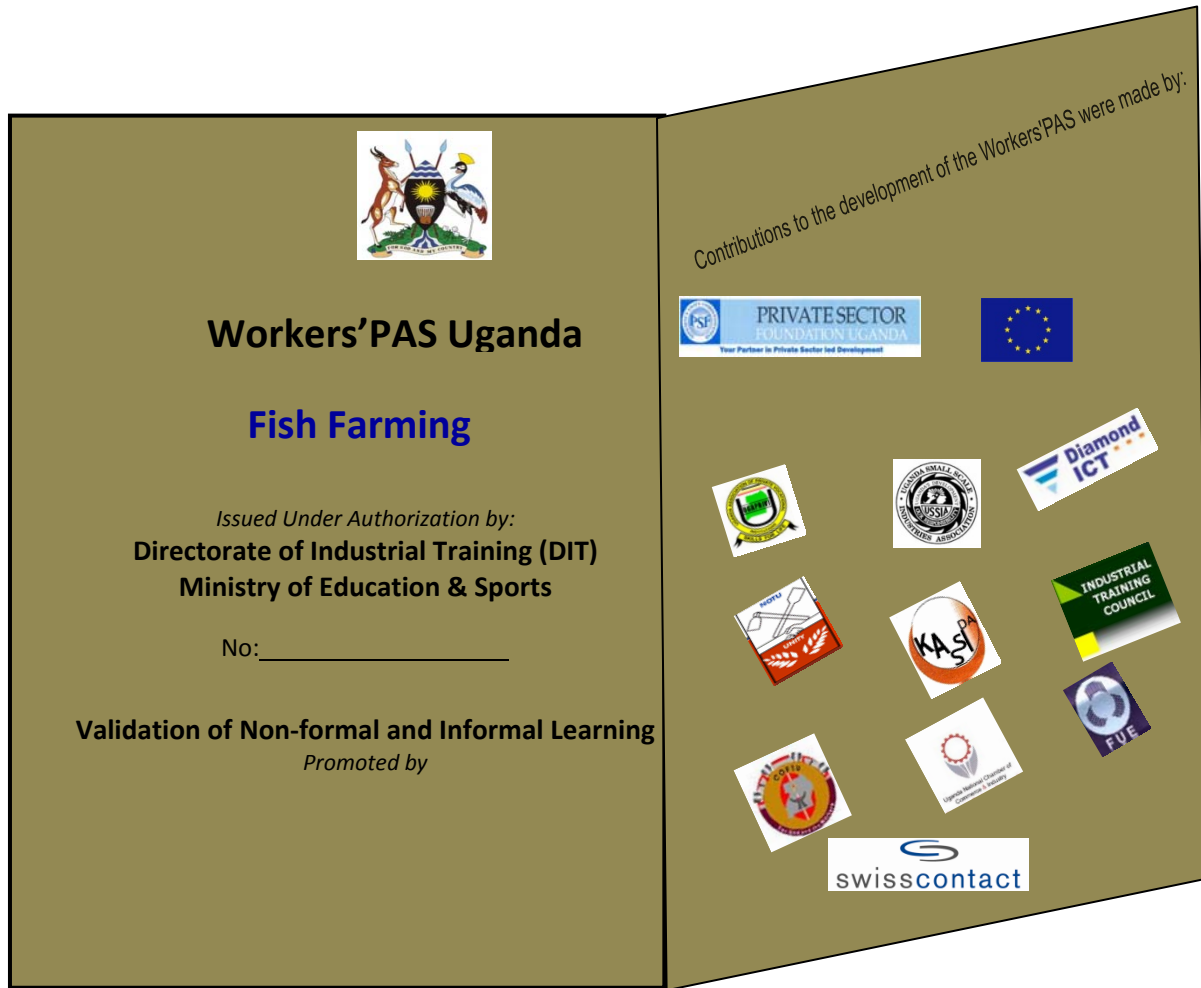
The certification will tackle the major constraint of recognition of non formal and informally acquired skills especial in the informal sector. The linkage between this certification to the formal education structure will also go a long way in ensuring that employees and workers can upgrade their skills in line with the national qualification framework.

The Worker'sPAS is recognized within the Uganda Vocational Qualifications Framework (UVQF) standards of Competence based education and training under the Directorate of Industrial Training (DIT). The BTVET Act 2008 mandates the DIT to assess and certify formal and informal skills training and in this regard, the DIT delegated the Worker'sPAS accreditation process to the Uganda Association of Private Vocational Institutions (UGAPRIVI) as the host organization.

### **(V) Partners of the Program**

The initiative of validation of non-formal and informal practices through the Worker'sPAS in Uganda is to being implemented by a consortium of key private sector stakeholders led by Private

Sector Foundation Uganda (PSFU) and UGAPRIVI in partnership with Swisscontact, European Union, USSIA, KASSIDA, FUE and NOTU in collaboration with the Directorate of Industrial Training (DIT).



## 4.0 Skills Training

PSFU through ESL program has been supporting skills training in Enterprises, Community Based Associations, to raise their productivity of labour particularly in Micro, Small and Medium Enterprises (MSMEs). This has been done in four pillars of Apprenticeship, Skills Upgrading, Internship and Enterprise to Enterprise trainings in seven subsector of Tourism, fishing and

fish farming, Horticulture, Construction, Motor Vehicle Servicing and repair, Textiles, Food processing and Animal husbandry .

The above subsectors were selected based on export potential, growth potential, potential for outreach to rural areas, existing training provider, potential for Job creation, opportunity to poverty alleviation, gender with a special emphasis on women emancipation.

### **(I) Target Groups**

The target groups for the ESL program include;

- Micro, Small , Medium and Large enterprises
- Associations within selected subsector
- Training providers and other stake holders in the skills training industry
- Apprentices, Interns and Trainees
- Parents and other interested parties
- Women
- Early school leavers
- Veterans and returnees

### **(II) Achievements of the ESL program**

The achievements of the ESL program include;

- Over 3,000 people in both rural and urban have been training in various skills areas
- Over ten Assessment Training Packages (ATPs) in various skills areas have been developed and submitted to Ministry of Education and Sports in the department of BTVET to distributed them to various training institutions.

- Developed, designed and implement a competent based qualification called the workers' PAS together with DIT and other development partners.
- Upgraded equipment, training and management skills of the craft workers –trainers
- Increased on the Job and Apprenticeship training of new workers in MSMEs

## **5.0 Appreciation**

PSFU appreciate the Government of Uganda and the World Bank for the financial support that has enable ESL program to register the above achievements