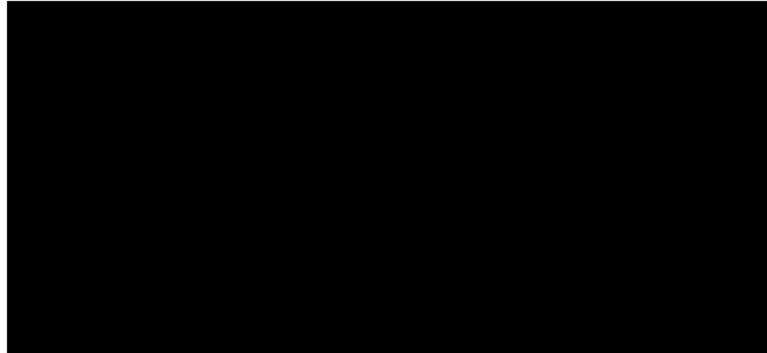


VITA**Name****Nationality**

: UGANDAN

Address (Home)**Current Address (work)****Email****Mobile Telephone****Abstract of Work Experience**

A Mechanical Engineer with manufacturing companies and a passionate Technical, Vocational Education Training (TVET) specialist with the Ministry of Education and Sports, Uganda. Result oriented with 27 years of dedicated service to improving the TVET system in Uganda and the East African region by developing training instruments/tools used both in formal and non-formal training systems including workplace training. I developed competence-based standards used in training and assessment and development of Uganda Vocational Qualification Framework Uganda (UVQF), thus improving the relevance of vocational and technical training.

Excellent leadership and communication skills including the ability to work with diverse cross functional teams of professionals (consultants, instructors, work place managers/supervisors), by providing managerial/planning oversights. Excellent experience working with BMZ (Germany) funded projects in TVET space as well as establishing partnerships between training institutions and private sector in the area of training. Ability to motivate and develop skills of others, coupled with good writing (qualitative and quantitative) skills. Dedicated team player who is able to work independently and efficiently to manage and sustain TVET projects.

Educational Background:

Feb. 2022 – Certificate in Photovoltaic- Installers (Level 2), Wildpoldsried, Bavaria - Germany

Oct. 2019 – Certificate in Photovoltaic- Installers (Level 1), Wildpoldsried, Bavaria – Germany

May 2019 – Certificate in Technical Didactics, Kampala – Uganda
 May 2019 – Certificate in Solar assessment, Kampala – Uganda
 July 2018 – Certificate Trainer of Trainers (Solar PV), Butzweilerhof, Koln, Germany
 Feb. 2012 – Certificate in Systematic Curriculum and Instructional Development (SCID),
 Ohio state University, USA
 Feb. 2012 – Certificate (Level II) Develop A Curriculum (DACUM), Ohio state University,
 USA
 June 2011 – Certificate (Level I) Develop A Curriculum (DACUM), Ohio state University,
 USA
 Mar. 2011 – Master's Degree in Management Studies (Resource Mobilization and
 Management Specialization), Kampala Uganda
 Mar. 2009 – Post Graduate Diploma in Management Studies (Resource Mobilization and
 Management Specialization), Kampala Uganda
 Oct. 2004 – Certificate in Competence Based Education and Training, Mannheim-
 Germany
 June 1994 – Bachelor of Science Degree in Mechanical Engineering, Kampala –
 Uganda.

Post Graduate Thesis: Mobilization Factors and Institutional Sustainability of Private Vocational Training Institutions in Uganda. A case of Kampala District.

Countries of working experience: Uganda, (TVET Consultancies in Rwanda and Kenya)

Work Experience

September 2020 -to date

Position Title / Client: Project Manager, Uganda Refugee Employment Promotion Project, (UREPP)- BMZ- Germany funded, Kampala- Uganda.

Project Scope: Overall administration and management of the Project.

Responsibilities: Supervise execution of training delivery (targeting 2,400 refugees and host communities), Recruit, train, mentor and supervise project staff (30 in number), enforce quality training delivery and job placement, support cooperation development, monitor Project activities, develop and monitor budgets, liaise with the key project stakeholders, Promote the Project activities.

Key accomplishments: The Project was executed with effectiveness meeting all the key project indicators, (trained 2,420 out of 2400 refugees and host community youth among them were solar graduates, female participants – 45% Vs 40%, graduates started

their own businesses or found employment –65% Vs 40%, employers confirmed that UREPP interns dispose of valuable skills,

May 2015 – August 2020

Position Title / Client: National Expert, HWK- TVET Partnership Project- BMZGermany funded, Kampala- Uganda.

Project Scope: Lead the technical aspect of the project

Responsibilities: Support partnership development among project partners, participate in the Technical Working Group, Education Development Partners (TWG-EDP) meetings, closely coordinate project activities with all project partners, participate in labor market surveys to inform the training, offer local technical support/ guidance to the project, develop 30 short courses (including 5 short course in **solar**) used in upgrading skills of company workers, supervise the development of training measures, support networks (national and international) of stakeholders working under the project, develop partnership guidelines and procedures, participated in the establishment of training units (in particular solar training unit at Nakawa Vocational Training Institute), train **solar** instructors and practitioners (over 60 in number), monitor project activities.

Key accomplishment: Developed Teacher's Guide for 4 trades (Welding, Solar installation, woodworking and Plumbing), established concrete training partnerships between vocational training institutions and companies, established a **solar training unit** at Nakawa VTC, trained over 100 instructors and company trainers in **solar** installation and maintenance

March - July 2020

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Swisscontact, U-LEARN (II) Project, Kampala- Uganda

Project Scope: TVET Specialist, in the development of Practical Training packages for Hospitality and Tourism economic sector (workplace training)

Responsibilities: Lead consultancy team, facilitate stakeholders' workshop, facilitate training content gap identification, generated training content, quality check the training content,

Key accomplishment: Developed training packages in Cookery, Housekeeping and Tour Guiding.

November 2019 – May 2020

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, GIZ/GFA (Kenya)

Project Scope: TVET Specialist, in the development of occupational standards, and curriculum for Aquaculture (Certificate and Diploma Levels)

Responsibilities: Lead consultancy team, develop certificate and Diploma curricula using competence-based education and training (CBET) approach, facilitate occupational profiling development workshops using Develop A Curriculum (DACUM), quality check the developed standards,

Key accomplishment: Developed Competency-based curricula for Aquaculture at Certificate level and Diploma level.

February 2019 – December 2019

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, CAADP-GIZ (ATVET Project), Kampala- Uganda

Project Scope: TVET Specialist, in the development of Aquaculture value-chain training content (for non-formal training)

Responsibilities: Lead consultancy team, facilitate value chain analysis of aquaculture, develop the training content (non-formal training), quality check the training content,

Key accomplishment: Developed Competency-based curricula for Aquaculture at Nonformal level, Certificate level and Diploma level.

October 2018 – December 2019

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Uganda Nurses and Midwives Examination Board, Kampala- Uganda.

Project Scope: TVET Specialist, in the development of Certificate and Diploma Logbooks and Teacher's Guide for different Health cadres (Nursing, Midwifery, anesthetist),

Responsibilities: Lead consultancy teams, facilitate logbook and Teacher's Guide development, quality check the content, orient Tutors in the use of the Logbooks and the Teacher's Guide

Key accomplishment: Developed Certificate and Diploma Logbooks and Teacher's Guide for different Health cadres (Nursing, Midwifery, anesthetist), Oriented Tutors

March – May 2019

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Uganda Small Scale Industries Association (USSIA) with Welthungerhilfe (Skill-up Project), Kampala- Uganda

Project Scope: TVET Specialist, in developing short courses.

Responsibilities: Organized and facilitate short course development workshops, identify training gaps, quality check the developed short courses,

Key accomplishment: Developed shorts course in leather working, domestic electrical installation, tailoring, phone repairing, bakery, hairdressing

June 2019

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Swisscontact, U-LEARN Project, Kampala- Uganda

Project Scope: TVET Specialist, in the development of Training packages (for nonformal training)

Responsibilities: Lead consultancy team, facilitate training content gap identification, generated training content, quality check the training content,

Key accomplishment: Developed training package for a mason, Leather Worker

February 2018

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Enabel-Belgium Technical Cooperation, Kampala- Uganda

Project Scope: TVET Specialist, in the development of Aquaculture value-chain training content (for non-formal training)

Responsibilities: Facilitate validation workshop of the DACUM chart for an Entrepreneur,

Key accomplishment: Developed a DACUM chart for an Entrepreneur

November 2015 – March 2017

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, USAID Project – Intra-Health and Uganda Allied Health Examinations Board (UAHEB), Kampala- Uganda

Project Scope: TVET Specialist, in the development of training and assessment standards for Pharmacy, Physiotherapy

Responsibilities: Lead consultancy team, facilitate the development of a curriculum, teacher's guide and Logbook for Diploma in Pharmacy and Diploma in Physiotherapy, quality check the training and assessment content,

Key accomplishment: Developed Logbooks and Teacher's Guide for Diploma in Pharmacy and Diploma in Physiotherapy.

August 2014

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, COWAAVSI (Agri Skills 4 You Project), Kampala- Uganda

Project Scope: TVET Specialist, in the development of Assessment and Training Packages for Farmer Field Schools (non-formal training)

Responsibilities: Lead consultancy team, identify training needs, facilitate the development of assessment and training packages workshops, quality check the training and assessment content,

Key accomplishment: Developed four (4) Assessment and Training packages (Horticultural Farmer, Pig Farmer, Poultry Farmer, Bee Keeper).

November 2013

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, GIZ-ATVET Project, Nairobi - Kenya

Project Scope: TVET Specialist, in the development of training manual using the DACUM approach

Responsibilities: Identify training needs, facilitate the development of occupational profile for Horticulturalist, facilitate the development of the training content (curriculum), quality check the training content,

Key accomplishment: Developed a training manual for a Horticulturalist (at three occupational levels)

August 2013

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Swisscontact, Worker'sPAS (Worker's Practically Acquired Skills) Project, Kampala- Uganda.

Project Scope: TVET Specialist, in the development of a DACUM Chart for TVET Assessors

Responsibilities: Lead consultancy team, identify training needs, facilitate the development of an Occupational/DACUM Chart, quality check the occupational profile.

Key accomplishment: Developed a DACUM/Occupational Profile for TVET Assessors.

April 2013

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Kenya Association of Technical Training Institutions (KATTI), Nairobi - Kenya

Project Scope: TVET Specialist, in the development of DACUM Charts using the DACUM approach

Responsibilities: Identify training needs, facilitate the development of occupational profile for Plumbers and Domestic Electricians, quality check the Occupational Profiles/ DACUM Charts,

Key accomplishment: Developed DACUM Charts for Plumbers and Domestic Electricians.

March 2013

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), Kampala- Uganda

Project Scope: TVET Specialist, in the development of the National Bee Keeping Training and Extension Manual.

Responsibilities: Facilitate training content gap identification, generate training content, quality check the training content,

Key accomplishment: Developed training and extension manuals for bee keepers.

October 2012

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Swisscontact, in support with Uganda Association of Private Vocational Institutions (UGAPRIVI), Kampala- Uganda

Project Scope: TVET Specialist, in the development of Training packages (for nonformal training)

Responsibilities: Facilitate training content gap identification, generate training content, quality check the training content, trained test item developers and Assessors.

Key accomplishment: Developed training materials for Plumbers, Domestic Electricians, welders, Motorcycle mechanic, Tailors and Hairdressers and trained test item developers and assessors.

August 2012

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, Uganda Small Scale Industries Association (USSIA), Kampala- Uganda

Project Scope: TVET Specialist, in the training company workers as TVET Assessors

Responsibilities: Organized and conducted training, evaluated the training,

Key accomplishment: Trained company workers as test item developers and Assessors.

July 2012

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, SNV in partnership with Heifer Uganda, Kampala- Uganda

Project Scope: TVET Specialist, in the development of Training packages (for nonformal training)

Responsibilities: Facilitate training content gap identification, generate training content, quality check the training content,

Key accomplishment: Developed training materials for Biogas Mason

June – July 2012

Position Title / Client: Training Consultant, Skills Initiative Uganda Limited, GIZ supported National Water and Sewerage Corporation (NWSC), Kampala- Uganda

Project Scope: TVET Specialist, in the development of Training packages (for nonformal training)

Responsibilities: Facilitate training content gap identification, generate training content, quality check the training content, conducted training of trainers

Key accomplishment: Developed training materials for Industrial Plumbers, and Electro-Mechanical Technicians and trained 12 trainers in industrial plumbing and Electro-Mechanical repairs

May 2004 - September 2012

Position Title / Client: Principal Qualifications Officer, Ministry of Education and Sports, Kampala- Uganda

Project Scope: Development of occupational and assessment standards, and established Uganda Vocational Qualifications Framework

Responsibilities: Facilitate development workshops using DACUM approach, train TVET assessors, test item developers, monitor quality of standards developed, develop concepts, procedures and instruments for vocational training and assessment, update human resource databases (vocational standards development)

Key accomplishment: Developed over 50 Assessment and Training Packages (ATPs) across different economic sectors (Engineering, Agriculture, Tourism, Health, Manufacturing, Hospitality), Generated test item banks for different trades, trained over 60 test item developers, participated in the established the Uganda Vocational Qualifications Framework (UVQF),

2000 - 2004

Position Title / Client: Production Manager, Shelter Limited (Sembule Steels Mills) Kampala- Uganda

Project Scope: Overall manage the production of wire and roofing products

Responsibilities: Plan and monitor production activities, coordinator quality management systems (ISO), mentor shop floor workers

Key accomplishment: Established a Total Quality Management System (TQM) at Shelter Limited, improved production of quality wire and roofing products.

1998 - 2000

Position Title / Client: Production Trainee, Century Bottling Company (Coca Cola) Mbarara- Uganda

Project Scope: Supervise the production line of Coca Cola products

Responsibilities: Plan and monitor production line activities, mentor shop floor workers, analyze production data

Key accomplishment: improved production efficiency of Coca Cola products.

1995 - 1998

Position Title / Client: Production Manager, Power Engineering Limited, Jinja- Uganda

Project Scope: Overall manage the production of wire products

Responsibilities: Plan and monitor production activities, procure consumables, market wire products and mentor shop floor workers

Key accomplishment: Improved production of quality wire, refurbished wire producing machines

Professional Memberships (if any)

- Associate Member, Uganda Institution of Professional Engineers.
- International Membership, International Vocational Education and Training Association (IVETA)-*currently not paid up*
- Individual Member, Uganda Association of Fundraising Professionals

Papers Presented (if any) - Experience of HWK-TVET Partnership Project: 2nd
Vocational Pedagogy

Symposium, Kyambogo University, Kampala, Uganda, June 2016

- **Partnership in Skills Development: HWK-TVET Partnership Project Experience**, ITC/ILO International Conference, Kampala, Uganda, May 2016 - **CBET: Towards Adoption and Implementation in Kenya**, KIST Inaugural Research Conference on New Developments in TVET Within The Context of Devolution and Realization of Vision 2030 in Kenya, October 2014

- **A Critical Analysis of How Mobilization Process of Resources Affects Sustainability of Private Vocational Training Institutions in Uganda-East Africa**, The First Regional Conference on The Role of TVET in Africa's Development Agenda, Mombasa, Kenya, August 2013
- **Enhancing TVET Relevance to Earn Society Appreciation (Uganda Experience)**, Regional IVETA Conference, Trinidad and Tobago, May 2013
- **A Critical Analysis of How Leadership Style Affects Sustainability of Private Vocational Training Institutions in Uganda-East Africa**, Regional IVETA Conference, Trinidad and Tobago, May 2013
- **Enhancing Skills in Competency Based Training**, The KATTI Principals, HODs and Instructors Workshop, Mombasa, Kenya, April 2013
- **Develop Career Pathways- Uganda Experience**, 21st Annual DACUM International Seminar, Atlanta GA, United States of America, November 2012
- **Experience from the Region: Uganda Experience**, East African Curriculum Development Harmonization Workshop, Kigali, Rwanda, September 2010

<u>Languages</u>	<u>Speaking</u>	<u>Reading</u>	<u>Writing</u>	
English		Excellent	Excellent	Excellent
French	Poor	Poor	Poor	
German	Poor	Poor	Poor	

References

