



Institutional Governance in TVET Institutions

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What is governance in TVET

- Governance in TVET includes the policy areas of;
 - financing - who pays for services, and how,
 - partnerships - who is doing what, and how, for win-win approaches and
 - assuring quality making sure the service is good.
- Ensuring good governance in TVET is a difficult task as it is a complex policy area located at the intersection of education, training, and social, economic and labour market policies, contributing to socioeconomic national goals.

Key TVET Challenges

- The economic and social dimensions of TVET skills are strongly challenged by high youth unemployment.
- Technological changes and the rapid digitisation of many occupations are putting pressure on policies and systems, to provide high-quality skills in order to respond to such employment shifts.
- effects of skills mismatches to improve the employability of the youngest cohorts and senior workers in the labour markets.
- The Low Status and Esteem of TVET
- Funding gaps - Over-RELIANCE on donor-funding without due regard to internal sources





The Republic of Uganda

MINISTRY OF EDUCATION AND SPORTS

THE TECHNICAL VOCATIONAL EDUCATION AND TRAINING (TVET) POLICY

2019 TVET policy highlights four sets of Policy and Institutional actions ...

- engaging private sector enterprises and private training providers in TVET;
 - expanding the TVET Qualifications Framework scope and ensuring that the training content corresponds to work needs;
 - building a strong unified organization for managing skills development and
 - reforming the way TVET is funded and managed.
- In addition, the Policy provides for the establishment of a **TVET Council, TVET Institutions and Providers and operationalization of the Skills Development Fund.**

NDP III 2021-2025 Expectation

- **Government will prioritize skills and vocational development to address unemployment, especially among the youth.**
 - Review of the the current Skilling Uganda Strategy and align it to the national and sectoral human resources plans
 - building capacities of the existing vocational and tertiary institutions to start or expand programmes that produce graduates with the required skills, while at the same time reducing intakes for courses that no longer address the needs of our economy.
 - all skilling initiatives shall aim at providing Ugandans with Knowledge, Skills and Values for employment, job creation and productivity in the NDPIII growth areas.



NATIONAL PLANNING AUTHORITY



**THIRD NATIONAL DEVELOPMENT PLAN
(NDPIII) 2020/21 – 2024/25**



REPUBLIC OF UGANDA

July 2020



Uganda
Vision 2040

ABOUT NWSC A public utility with a vision to be the leading utility in the world...



Its a Public Corporation wholly owned by the Government of Uganda, established in 1972



Mandate: provide water and sewerage services in Urban Areas on commercial and financially viable basis



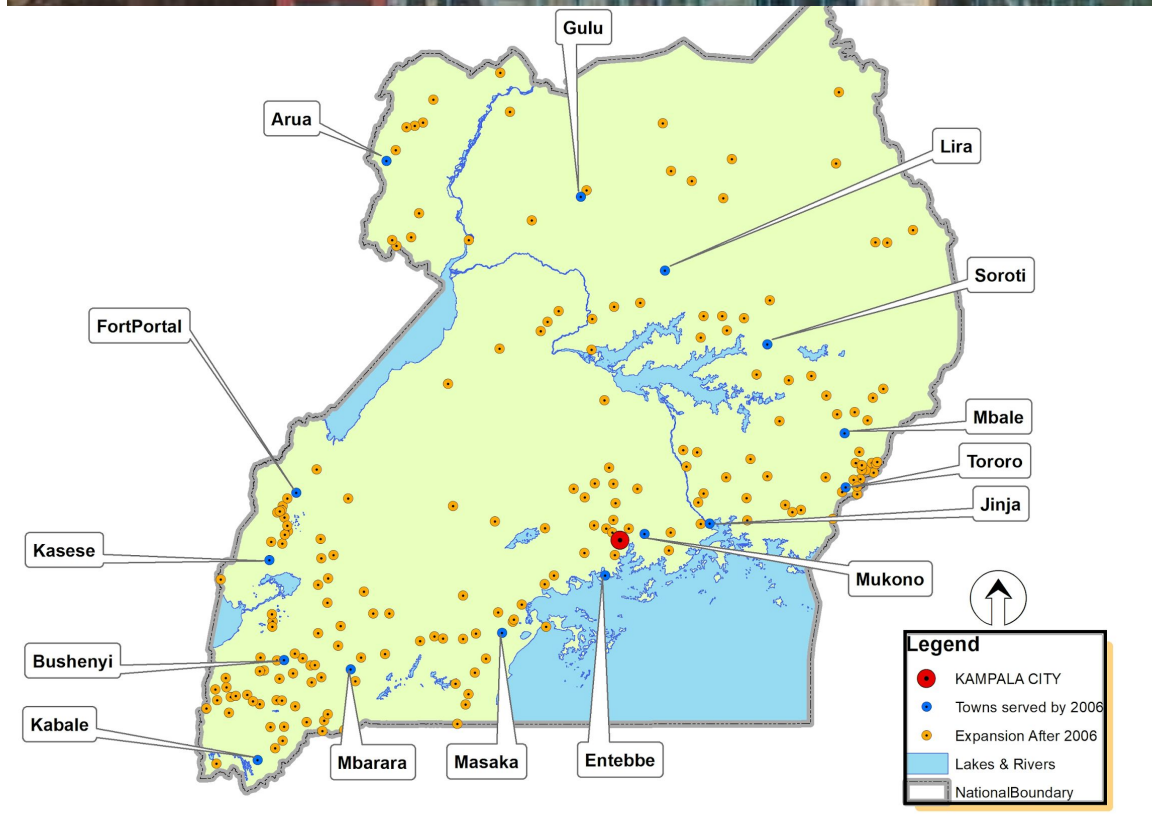
NWSC operates in 258 towns/urban centers in Uganda - **Performance contract with Government**



Vision: To be the Leading Customer Service Oriented Utility in the World

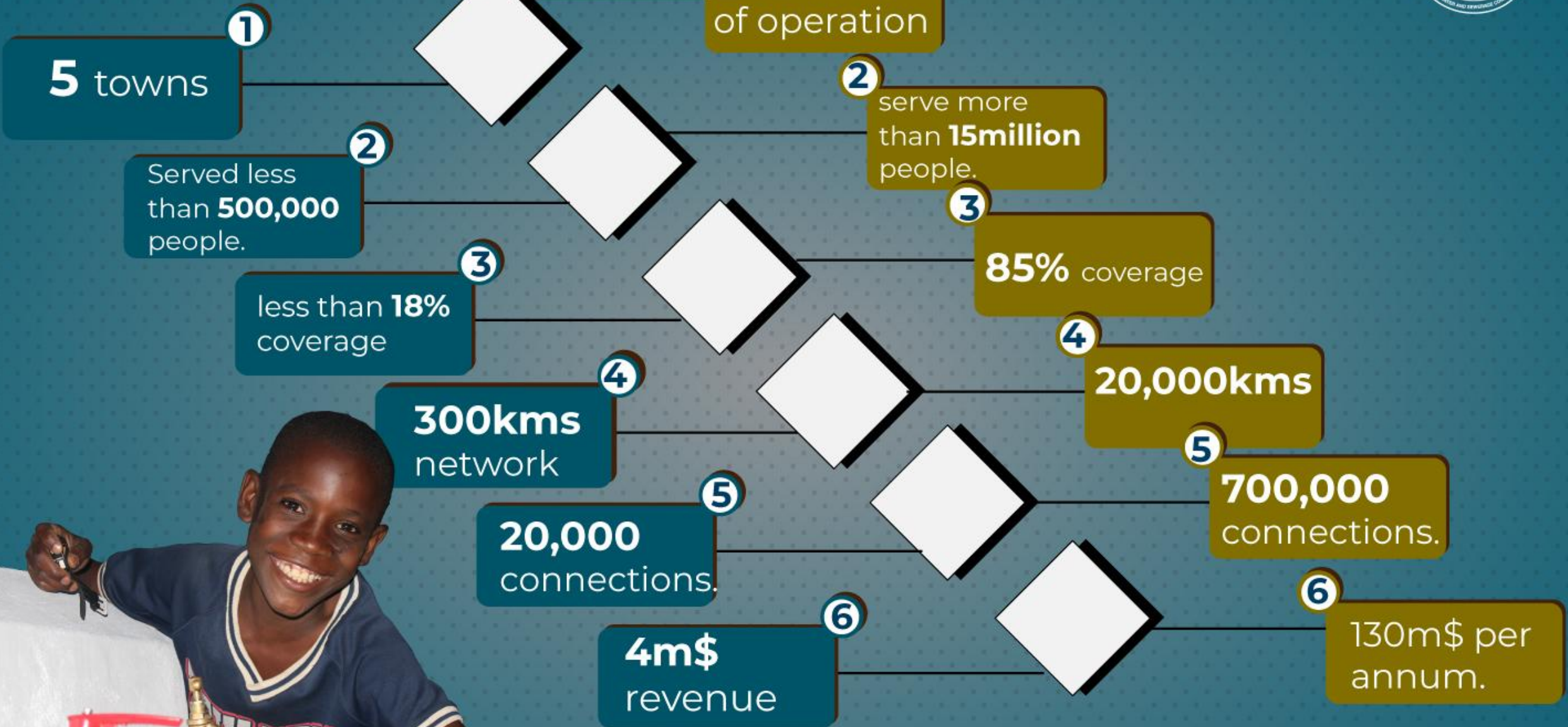


Mission: To Sustainably and Equitably provide Cost Effective, Quality Water and Sewerage Services to the Delight of All Stakeholders, while Conserving the Environment



1990

2021



HIGHLIGHTS OF NWSC PERFORMANCE HISTORY

Performance Indicator	1998	2011	2016	2018	2020
Number of NWSC towns	12	24	174	236	258
Service Coverage	48%	75%	76 %	74	70
Total Connections	50,826	272,406	472,193	587,863	724,006
New Connections per year	3,317	25,633	38,836	50,341	61,521
Proportion Metered Accounts	65%	99.8%	99.8 %	99.8	100
Staff per 1000 Connections	36	6	6	6	6
Collection Efficiency	60%	98%	105%	100%	92
NRW	60%	33%	28 %	31%	34
Turnover (Billion UGX/Year)	21	132	276	388	463
Operating surplus/deficit (Before. Dep) (Billions UGX)	8.0 (-)	30 (+)	62 (+)	92(+)	103 (+)



TOP ten NWSC governance lessons: Reinforcing collective leadership with a well articulated vision



TOP ten NWSC governance lessons: Emphasizing service for All



WATER
FOR ALL





TOP ten NWSC governance lessons:
Strong focus on action

passion *for*
action





Our clean water is very Affordable

Consumer category UGX/m ³ VAT Inclusive	Cost per 20ltr jerrycan VAT inclusive UGX
Public standpipe at UGX 1060 per m ³	25
Domestic customer at UGX 3305 per m ³	78
Institution/Gov't at UGX 3344 per m ³	79
Commercial <500M ³ /month at UGX 4102 Per m ³	97
Commercial 500-1500m ³ /month at UGX 4102 per m ³	97
Commercial >1500m ³ /month at UGX 3278per m ³	77

a 20 litre jerrycan costs as low as **UGX 25**

The NWSC tariff is pro-poor and guarantees equitable



Public Tap



**COSTS
DOWN**



EFFICIENCY UP

TOP ten NWSC governance lessons:
Maintaining key economic principles



We continue to provide as many payment options as possible to make it convenient and comfortable for our customers to pay for the services they receive from us. Such currently include:

E-payments and partnering Banks

Electronics Funds Transfer

Mobile Banking

Mobile Money Payments

We continue to innovate in this area with the objective of more payment options for our customers.

TOP ten NWSC governance lessons: Leveraging information technology



TOP ten NWSC governance lessons: Role of smart staff engagement



Employee buy-in through incentive mechanisms



TOP ten NWSC governance lessons: Putting an emphasis on career growth



TOP ten NWSC governance lessons: Enhancing individual and team accountability



TOP ten NWSC governance lessons:
**Emphasizing external stakeholder
engagement**



A nighttime cityscape with a digital network overlay of glowing blue and white lines connecting various points. The city lights are reflected in the water in the foreground. The background is a gradient of blue and purple.

NEW CORPORATE PLAN 2021-2024

**Water and sanitation for all in line
with NDP III**

SPA1: Organization Health and Sustainability

SPA2: Industrialization

SPA3: Infrastructure Development

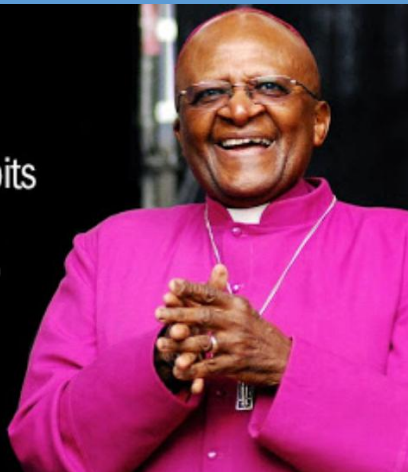
SPA4: Skilling and workforce development

SPA5: Private sector involvement

Do your **little bit of good**
where you are; its those little bits
of good put together
that **overwhelm the world.**

– Desmond Tutu

AZ QUOTES



smiles with excitement after
water was brought closer to his
home.

#SafeWaterbringsSMILES!



National
Water & Sewerage
Corporation



waterug



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Sewerage Corporation



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