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UNACU TECHSKILLS HUB

CONCEPT PAPER FOR A TECHNOLOGY, VOCATIONAL SKILLS, INNOVATION AND COMMUNITY EMPOWERMENT PROJECT

Implementing Organisation: Uganda National Association for Computer Users (UNACU)

Project Type: General, scalable and phased development project

Project Area: Uganda

Project Focus: ICT • Vocational Skills • Innovation • Entrepreneurship • Digital Inclusion • Employment

1.0 PROJECT TITLE

UNACU TECHSKILLS HUB

The **UNACU TechSkills Hub** is a proposed integrated technology and vocational skills development project of the Uganda National Association for Computer Users (UNACU).

The Hub will not operate only as an ordinary computer training centre. It will combine **ICT education, vocational training, innovation, entrepreneurship, digital learning, career development and community outreach** under one coordinated project.

The project will have a permanent physical centre supported by mobile facilities that can take training to schools, rural communities and other underserved areas. This approach is consistent with the source concept, which describes the Hub as combining a permanent institution with mobile ICT and community outreach services.

2.0 IMPLEMENTING ORGANISATION

Uganda National Association for Computer Users – UNACU

UNACU will serve as the organisation responsible for coordinating and developing the project.

Its responsibilities will include:

- Project planning.
- Resource mobilisation.
- Partnership development.
- Training coordination.

- Infrastructure development.
- Equipment management.
- Community outreach.
- Administration.
- Monitoring and evaluation.
- Programme development.

UNACU will also work with government institutions, private companies, schools, development organisations, technology companies and other partners to strengthen the project.

3.0 PROJECT CONCEPT

The UNACU TechSkills Hub is designed to create a **practical skills ecosystem** where people can acquire knowledge, practise what they have learned, develop innovations and use their skills for employment or entrepreneurship.

The project will combine:

Permanent Hub + ICT Laboratories + Vocational Workshops + Innovation Centre + Mobile ICT Laboratory + Mobile Vocational Unit + Digital Learning + Entrepreneurship + Career Services + Community Outreach.

The project is therefore intended to address several problems at the same time rather than focusing only on computer education.

4.0 BACKGROUND

Technology has become an important part of education, employment, business and everyday life.

However, many people still lack the practical skills needed to use technology effectively. Some people may have completed school but have limited computer knowledge. Others may have basic computer knowledge but lack specialised skills that can generate employment or business opportunities.

There is also a gap between **education and practical work**.

A learner may understand theoretical concepts but still lack the ability to repair a computer, develop a website, install a network, operate business software, market a business online or develop a technology solution.

The UNACU TechSkills **Hub** is therefore designed to provide a bridge between **learning and practical application**.

5.0 PROBLEM STATEMENT

The project responds to several interconnected challenges.

Limited access to ICT training

Some communities have limited access to computers, internet services, qualified trainers and modern ICT laboratories.

Limited practical vocational skills

Many people need practical skills that can lead directly to employment or self-employment.

Unemployment and underemployment

People who lack practical and market-oriented skills may find it difficult to compete for available opportunities.

Digital divide

The digital divide is not only about whether someone has a computer or internet connection. It is also about whether that person knows how to use technology productively and safely.

Weak transition from training to employment

Some training programmes end with certification without providing learners with adequate career guidance, workplace exposure, internships or entrepreneurship support.

Rural and underserved communities

People outside major urban centres may have fewer opportunities to access modern technology and vocational training.

The project will address these challenges through accessible, flexible and practical training.

6.0 PROJECT JUSTIFICATION

The UNACU TechSkills Hub is necessary because people need skills that can be **used in real life**.

For example:

A person who learns computer repair can establish a repair service.

A person who learns web development can provide website services.

A person who learns digital marketing can help businesses market their products online.

A person who learns electrical installation can provide installation services.

A person who learns tailoring can establish a tailoring business.

A person who learns programming can develop software or freelance online.

Therefore, the project is designed to move learners from:

Education → Practical Skills → Competence → Employment/Business → Income → Community Development.

7.0 PROJECT GOAL

The overall goal is:

To establish a sustainable, inclusive and practical technology and vocational skills development hub that equips individuals and communities with digital, technical, vocational, entrepreneurial and innovation skills for employment, self-reliance and sustainable livelihoods.

The goal is therefore broader than simply providing computer lessons.

It focuses on helping people acquire skills that can improve their economic opportunities.

8.0 SPECIFIC OBJECTIVES

8.1 Increase Digital Skills

The Hub will provide training in computer literacy, office applications, programming, web development, networking, cybersecurity, digital marketing, artificial intelligence and other relevant technologies.

8.2 Provide Vocational Skills

The project will provide practical training in selected trades such as electrical installation, electronics, computer repair, phone repair, carpentry, welding, plumbing and tailoring.

8.3 Improve Employability

Learners will receive practical skills, career guidance, CV preparation, interview preparation, workplace exposure and other job-readiness support.

8.4 Promote Entrepreneurship

Learners will be taught how to transform skills into businesses and income-generating activities.

8.5 Promote Innovation

The Innovation Laboratory will give learners opportunities to develop technology-based solutions.

8.6 Improve Digital Inclusion

The project will take technology training to people who have limited access to conventional training centres.

8.7 Promote Digital Safety

People will be trained on cybersecurity, privacy, fraud prevention and responsible internet use.

These objectives are consistent with the source concept's emphasis on digital education, vocational training, innovation, entrepreneurship, community outreach and employment.

9.0 PROJECT VISION

To become a leading centre for accessible technology, vocational skills, innovation and entrepreneurship in Uganda.

The long-term intention is for UNACU TechSkills Hub to develop beyond one centre and eventually support a wider network of technology and vocational skills facilities and mobile outreach services across Uganda.

10.0 PROJECT MISSION

To equip individuals and communities with practical digital, technical, vocational and entrepreneurial skills that improve employment, self-reliance, innovation and sustainable livelihoods.

The mission explains what the Hub will actually do to achieve its vision.

11.0 CORE VALUES

Innovation

The project will encourage learners to create new ideas and technology solutions.

Practical Learning

Learners will be expected to practise what they learn.

Inclusion

The project will seek to include people from different backgrounds.

Accessibility

Training will be made available through physical, mobile and online approaches.

Excellence

Training and administration will aim for high standards.

Integrity

Resources, partnerships and project activities will be managed responsibly.

Empowerment

The purpose of training is to enable people to improve their lives.

Sustainability

The Hub will develop income, partnerships and systems that allow it to continue operating.

12.0 TARGET BENEFICIARIES

The project will serve:

- School leavers.
- P.L.E. completers.
- Youth.
- Unemployed people.
- Working adults.
- Women and girls.
- Persons with disabilities.
- Entrepreneurs.
- Small-business owners.
- Teachers.
- Community members.
- People with limited formal education.
- People with little or no computer experience.

The source concept specifically identifies these groups as key beneficiaries.

13.0 MAIN UNACU TECHSKILLS HUB

The main Hub will be the permanent physical centre.

It will provide:

- Classrooms.
- ICT laboratories.
- Vocational workshops.
- Innovation spaces.
- Digital library.
- Resource centre.
- Entrepreneurship centre.
- Career centre.
- Administrative offices.
- Internet connectivity.

- Power and backup systems.

The purpose is to create one central location where learners can receive structured practical training across different fields.

14.0 COMPUTER AND ICT LABORATORIES

The ICT laboratories will provide practical computer-based training.

Programmes may include:

- Computer literacy.
- Microsoft Office.
- Programming.
- Web development.
- Networking.
- .
- Databases.
- Cybersecurity.
- Digital marketing.
- Artificial intelligence.
- Other technology programmes

The laboratories will allow learners to practise directly using computers rather than depending only on classroom theory.

15.0 VOCATIONAL TRAINING WORKSHOPS

The vocational workshops will provide practical training in selected trades.

Possible areas include:

- Electrical installation.
- Electronics.
- Computer hardware repair.
- Phone repair.
- Tailoring.
- Carpentry.
- Welding.
- Plumbing.
- Beauty.
- Other relevant trades.

The workshops will provide the tools and working environment required for practical training.

16.0 INNOVATION AND TECHNOLOGY LABORATORY

The Innovation Laboratory will be where learners move from learning technology to creating technology.

For example, learners can work on:

- Robotics.
- Artificial intelligence.
- Electronics.
- Internet of Things.
- Hardware.
- Software.

- Prototypes.
- Research projects.

The Lab can also host innovation competitions, demonstrations and technology exhibitions.

17.0 MOBILE ICT LABORATORY VEHICLE

The **Mobile ICT Laboratory Vehicle** will be a computer laboratory on wheels.

It will take ICT training to locations where people cannot easily travel to the main Hub.

The vehicle can contain:

- Computers.
- Internet connectivity.
- Networking equipment.
- Projectors.
- Printers.
- Digital learning resources.
- Portable power systems.

It can visit schools, rural communities and underserved areas.

This is important because the project will not expect every beneficiary to travel to the main centre.

18.0 MOBILE VOCATIONAL TRAINING UNIT

The Mobile Vocational Training Unit will take selected practical vocational training closer to communities.

It will transport:

- Tools.
- Equipment.
- Safety gear.
- Training materials.

This will make vocational training more accessible in areas where permanent workshops are not available.

19.0 OUTREACH AND SENSITISATION MOTORCYCLES

The motorcycles will support field activities.

They will be used for:

- Community mobilisation.
- School visits.
- Learner recruitment.
- Sensitisation.
- Field supervision.
- Delivery of training materials.

They will also make it easier for UNACU staff to reach areas that are difficult for larger vehicles to access.

20.0 DIGITAL LEARNING AND E-LEARNING CENTRE

The Hub will also provide online learning.

An LMS or digital learning platform can provide:

- Online courses.
- Video lessons.
- Virtual classes.
- Learning materials.
- Online assessments.
- Student progress tracking.
- Digital certification.

This allows people to learn even when they cannot attend physical classes every day.

21.0 CYBERSECURITY AND DIGITAL SAFETY CENTRE

The Centre will teach people how to use technology safely.

Topics will include:

- Cybersecurity.
- Data protection.
- Privacy.
- Password security.
- Online fraud.
- Cybercrime.
- Digital citizenship.
- Child online safety.
- Responsible technology use.

The programme will serve individuals, schools, businesses and communities.

22.0 ICT CLUBS AND SCHOOL OUTREACH

UNACU will work with schools to establish ICT and innovation clubs.

Students can participate in:

- Coding.
- Computer training.
- Robotics.

- Digital creativity.
- Cybersecurity awareness.
- Innovation.
- Career guidance.
- Mentorship.

This introduces technology skills to young people at an early stage.

23.0 ENTREPRENEURSHIP AND INNOVATION CENTRE

This Centre will answer an important question:

"After acquiring a skill, how can the learner make a living from it?"

Learners will receive support in:

- Business planning.
- Financial literacy.
- Digital marketing.
- E-commerce.
- Entrepreneurship.
- Mentorship.
- Startup development.
- Business networking.

For example, a learner who completes graphic design training can be guided on how to establish a design service and find customers.

24.0 CAREER AND EMPLOYMENT CENTRE

The Career Centre will help learners move from training into work.

It will provide:

- CV preparation.
- Interview skills.
- Career guidance.
- Job-readiness training.
- Internship opportunities.
- Apprenticeships.
- Employer linkages.
- Freelancing guidance.
- Job placement support.

The objective is to make training connected to actual employment opportunities.

25.0 COMMUNITY DIGITAL INCLUSION PROGRAMME

The project will deliberately reach people who may otherwise be excluded from technology.

This includes:

- Rural communities.
- Youth.
- Women and girls.
- Unemployed people.
- Persons with disabilities.
- Small businesses.
- People with limited formal education.

The Mobile ICT Laboratory will be particularly important for this programme.

26.0 DIGITAL LITERACY PROGRAMME

This programme will target beginners.

A person who has never used a computer can learn:

- How to switch on a computer.
- Keyboard and mouse use.
- File management.
- Internet use.
- Email.
- Online services.
- Digital communication.
- Online safety.
- Productivity tools.

The aim is to ensure that **no one is left behind simply because they have never used technology before.**

27.0 PROFESSIONAL AND WORKING-CLASS PROGRAMMES

Working people may not be able to attend full-time programmes.

The Hub will therefore provide short and flexible programmes that can improve:

- Workplace productivity.
- Digital skills.
- Technical knowledge.
- Business skills.
- Professional development.

Training can be offered during evenings, weekends and other flexible periods.

28.0 SHORT COURSES AND SKILLS PROGRAMMES

Short courses will allow people to acquire a specific skill without committing to a long programme.

Examples include:

- Computer packages.
- Graphic design.
- Digital marketing.
- Computer repair.
- Networking.
- Cybersecurity awareness.
- Entrepreneurship.
- Basic coding.

This makes the Hub useful to both full-time students and people who only need a particular skill.

29.0 FLEXIBLE LEARNING MODEL

The Hub will offer:

- **Day programmes** – for learners available during the day.
- **Evening programmes** – for working people.
- **Weekend programmes** – for people with weekday responsibilities.
- **Holiday programmes** – particularly useful for students.
- **Online programmes** – for learners who cannot regularly attend physically.

This flexible model is already identified in the source concept.

30.0 PRACTICAL LEARNING

The project will not depend entirely on lectures.

Learners will participate in:

- Practical assignments.
- Demonstrations.
- Projects.
- Group activities.
- Workplace simulations.
- Real-world problem solving.

For example, an ICT learner may be required to build a website, configure a network or repair a computer.

A vocational learner may be required to complete an actual practical task.

The source specifically states that training should emphasise hands-on learning, practical assignments, projects and real-world applications.

31.0 STUDENT PROJECTS

Every programme can include practical projects.

Examples:

- Developing a website.
- Building a simple robot.
- Repairing a computer.
- Installing an electrical system.
- Designing a business brand.
- Creating a digital marketing campaign.
- Developing a mobile application.

Projects help learners demonstrate that they can actually apply their knowledge.

32.0 RESEARCH AND DEVELOPMENT

The Hub will encourage research into:

- ICT.
- Artificial intelligence.
- Electronics.
- Vocational technologies.
- Digital education.
- Entrepreneurship.
- Community technology solutions.

Research will help the Hub identify local problems that can be addressed through technology and practical skills.

33.0 INNOVATION COMPETITIONS AND HACKATHONS

Learners and innovators will participate in:

- Hackathons.
- Technology competitions.
- Innovation challenges.

- Exhibitions.
- Demonstrations.

These activities will encourage creativity and problem-solving.

34.0 APPRENTICESHIP AND INTERNSHIP PROGRAMME

Training should connect learners with real workplaces.

UNACU will therefore seek relationships with businesses and organisations that can provide:

- Internships.
- Apprenticeships.
- Industrial training.
- Workplace mentorship.
- Practical exposure.

This will give learners experience before they seek permanent employment.

35.0 EMPLOYMENT AND JOB PLACEMENT

The Hub will develop relationships with employers.

Qualified graduates can then be connected to potential employers.

The project will support learners with:

- Job searching.
- CVs.
- Interviews.
- Employer introductions.
- Career guidance.

The objective is to help learners move from:

Training → Workplace Experience → Employment.

36.0 ENTREPRENEURSHIP AND SELF-EMPLOYMENT

The project recognises that employment is not the only pathway.

Some learners may create their own businesses.

Therefore, the Hub will combine technical training with:

- Business management.
- Financial management.
- Marketing.
- Customer service.
- Entrepreneurship.

This will help learners turn skills into income-generating activities.

37.0 COMMUNITY ICT ACCESS

Where possible, UNACU facilities and mobile units can provide communities with access to:

- Computers.
- Internet.
- Digital learning materials.
- Technology support.

This is particularly important for communities where individuals may not have computers or reliable internet at home.

38.0 CHILD ONLINE SAFETY

Children increasingly use phones, computers and the internet.

The project will therefore sensitise:

- Children.
- Parents.
- Teachers.
- Schools.
- Communities.

Topics will include:

- Cyberbullying.
- Privacy.
- Online exploitation.
- Unsafe websites.
- Responsible social media use.
- Digital risks.

This will promote safer technology use.

39.0 YOUTH EMPOWERMENT

Youth programmes will combine:

Skills + Mentorship + Entrepreneurship + Career Guidance + Employment Support.

The objective is to give young people practical pathways to employment and self-employment rather than simply giving them certificates.

40.0 WOMEN AND GIRLS IN TECHNOLOGY

Special programmes will encourage women and girls to participate in:

- ICT.
- Programming.
- Digital skills.
- Vocational training.
- Innovation.
- Entrepreneurship.

The objective is to ensure that women and girls are active participants in technology and economic opportunities.

41.0 PERSONS WITH DISABILITIES

The project will promote inclusive learning.

Where necessary, training arrangements and facilities will be adapted so that persons with disabilities can participate in programmes.

The principle is that disability should not automatically prevent someone from acquiring digital or vocational skills.

42.0 COMMUNITY SENSITISATION

UNACU will visit communities to explain:

- Available courses.
- ICT opportunities.
- Vocational opportunities.
- Entrepreneurship.
- Cybersecurity.
- Digital safety.

Sensitisation will also help communities understand the importance of practical skills.

43.0 MONITORING AND EVALUATION

The project will monitor:

- Number of learners.
- Attendance.
- Courses.
- Assessments.

- Certificates.
- Outreach activities.
- Equipment use.
- Employment outcomes.
- Entrepreneurship outcomes.

This will help UNACU know whether the project is actually achieving its objectives.

44.0 PARTNERSHIPS AND INDUSTRY LINKAGES

UNACU will seek partnerships with:

- | | |
|---|-------------------------|
| • Government. | • Employers. |
| • Schools. | • NGOs. |
| • Universities and training institutions. | • Development partners. |
| • Technology companies. | |

Partners can support:

- | | |
|-----------------|------------------|
| • Equipment. | • Employment. |
| • Training. | • Certification. |
| • Scholarships. | • Innovation. |
| • Internships. | • Funding. |

45.0 INFRASTRUCTURE AND FACILITIES

The Hub will require appropriate physical facilities to support its programmes.

These may include:

- | | |
|--------------------------|----------------------------|
| • Classrooms. | • Resource centre. |
| • Computer laboratories. | • Internet infrastructure. |
| • Vocational workshops. | • Power systems. |
| • Offices. | • Sanitation facilities. |
| • Library. | • Storage. |
| • Innovation spaces. | |

The original source concept included infrastructure, classrooms, laboratories, workshops and utilities as major investment areas.

46.0 POWER AND SOLAR ENERGY

Reliable electricity is essential because the project will depend heavily on computers, internet systems and workshop equipment.

The project will therefore consider:

- Grid electricity.
- Solar power.
- Backup power.
- Battery systems.
- Energy-efficient equipment.

Solar power can also help support mobile outreach activities.

47.0 INTERNET AND CONNECTIVITY

Internet connectivity will support:

- E-learning.
- Research.
- Online classes.
- Digital services.
- Communication.
- Programming.
- Cloud services.
- Digital business.

Internet will therefore be treated as an essential training resource rather than an optional facility.

48.0 LIBRARY AND RESOURCE CENTRE

The Resource Centre will provide learners with:

- Books.
- Manuals.
- Technical documents.
- Digital learning resources.
- Research materials.
- Online resources.

This will support learners who need additional materials beyond classroom instruction.

49.0 SECURITY AND ASSET MANAGEMENT

The project will establish systems to protect:

- Computers.
- Tools.
- Vehicles.
- Buildings.
- Data.
- Learners.
- Staff.
- Workshop equipment.

Security will include both **physical security and digital security**.

50.0 ENVIRONMENTAL SUSTAINABILITY

The Hub will promote:

- Solar energy.

- Energy efficiency.
- Proper electronic-waste management.
- Responsible disposal of obsolete equipment.
- Responsible technology use.

This is especially important because ICT equipment can create electronic waste if not properly managed.

51.0 COMMUNICATION AND VISIBILITY

The project will use:

- Website.
- Social media.
- Community campaigns.
- Radio and media.
- Events.
- Exhibitions.
- School outreach.
- Project branding.

This will help communities know about the Hub and also give project partners appropriate visibility.

52.0 PROJECT IMPLEMENTATION APPROACH

The project will **not be tied to specific calendar years.**

Instead, implementation will happen progressively according to:

- Funding.
- Partnerships.
- Infrastructure readiness.
- Equipment availability.
- Community demand.
- Institutional capacity.

Phase 1 – Planning and Mobilisation

This stage will involve:

- Stakeholder consultations.
- Project design.
- Site identification.
- Fundraising.
- Partnership development.

- Technical planning.

Phase 2 – Infrastructure Development

This stage will involve:

- Site preparation.
- Construction or renovation.
- Classrooms.
- ICT laboratories.
- Workshops.
- Offices.
- Resource facilities.

Phase 3 – Equipment and Systems

This will involve:

- Computers.
- Networking equipment.
- Workshop equipment.
- Internet.
- Solar power.
- Digital learning systems.

Phase 4 – Staffing and Programme Development

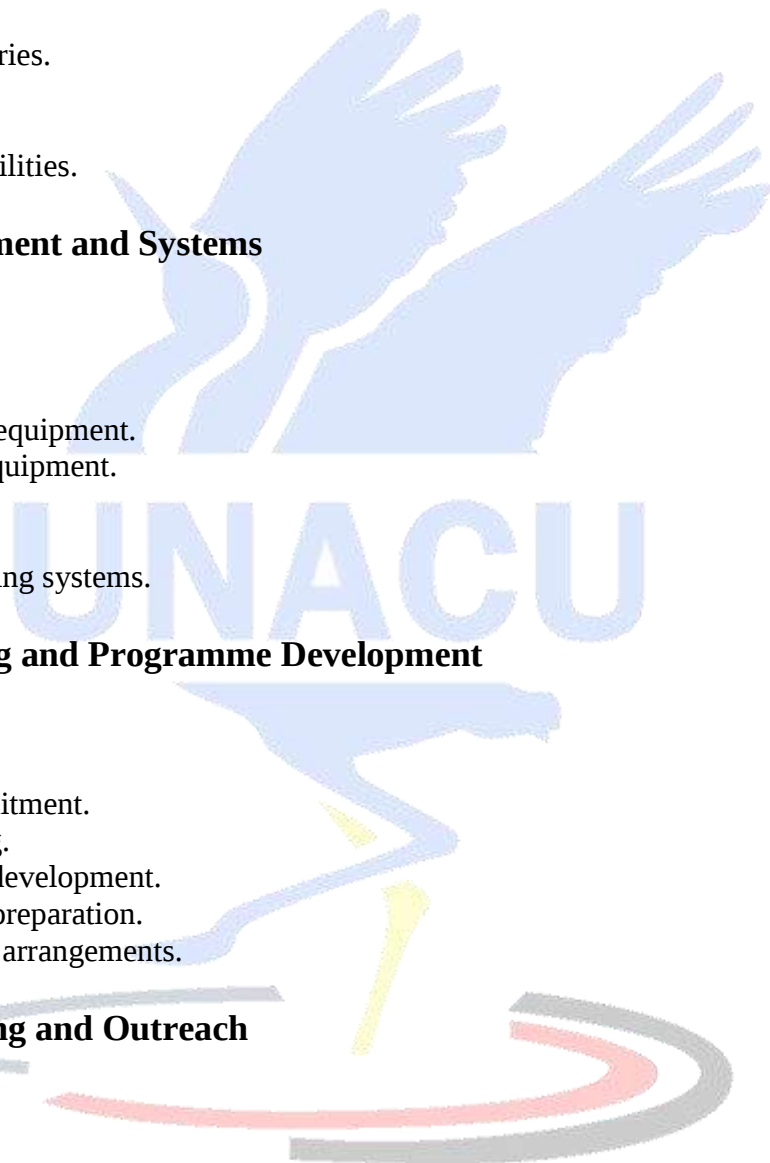
This will involve:

- Trainer recruitment.
- Staff training.
- Curriculum development.
- Programme preparation.
- Certification arrangements.

Phase 5 – Training and Outreach

This will involve:

- Student recruitment.
- Training.
- Mobile ICT outreach.
- Vocational outreach.
- School ICT clubs.
- Community sensitisation.



Phase 6 – Expansion

The Hub can then expand according to available resources.

This approach removes the previous **2025–2035 timeline** from the original concept and replaces it with a general phased model. The original document had explicitly tied implementation to 2025–2035.

53.0 STAFFING

The Hub will require qualified personnel such as:

- ICT trainers.
- Vocational instructors.
- Innovation specialists.
- Technical support staff.
- Administrators.
- Finance personnel.
- Outreach officers.
- Career officers.
- Security staff.
- General support personnel.

The exact staffing structure can grow as the Hub expands.

54.0 TRAINER DEVELOPMENT

Trainers will require continuous professional development.

This will ensure that they remain updated in:

- New technologies.
- Training methods.
- Industry requirements.
- Equipment.
- Emerging skills.

This is especially important in ICT because technologies change rapidly.

55.0 CERTIFICATION

Learners who successfully complete programmes can receive appropriate certificates according to the programme and applicable accreditation arrangements.

Assessment should combine:

Theory + Practical Work + Projects + Competence.

The emphasis should be on whether the learner can actually perform the skill.

56.0 EXPECTED OUTPUTS

The project is expected to establish and develop:

1. UNACU TechSkills Hub.
2. ICT laboratories.
3. Vocational workshops.
4. Innovation Laboratory.
5. Digital Learning Centre.
6. Cybersecurity Centre.
7. Entrepreneurship Centre.
8. Career and Employment Centre.
9. Library and Resource Centre.
10. Mobile ICT Laboratory Vehicle.
11. Mobile Vocational Training Unit.
12. Outreach motorcycles.
13. School ICT clubs.
14. Community outreach programmes.
15. Internet infrastructure.
16. Power and backup systems.

57.0 EXPECTED OUTCOMES

The project is expected to result in:

- Increased access to digital education.
- Increased access to vocational education.
- Improved employability.
- Increased entrepreneurship.
- Reduced digital skills gaps.
- More innovation.
- Improved digital safety.
- Increased employment opportunities.
- Greater availability of practical skills.

These outcomes are directly reflected in the source concept.

58.0 EXPECTED IMPACT

The long-term impact will be a population that is:

- More digitally skilled.
- More technically capable.
- More innovative.
- More entrepreneurial.
- More economically productive.

The project aims to improve people's ability to participate in employment, entrepreneurship and Uganda's digital economy.

59.0 FUNDING REQUIREMENT

The source material provides a preliminary overall investment framework of **USD 500,000**.

However, because this revised concept is no longer tied to a specific 10-year period, the amount should be understood as a **preliminary establishment and development funding target**, subject to detailed designs, quotations, site requirements and partner funding conditions.

The original document stated a total estimated budget of USD 500,000 and tied it to the former 10-year implementation period.

60.0 PRELIMINARY BUDGET FRAMEWORK

No.	Budget Component	Estimated Cost (USD)
1	Land acquisition and site preparation	150,000
2	Main TechSkills Hub construction	500,000
3	ICT computer laboratories	180,000
4	Vocational training workshops	200,000
5	Innovation & technology laboratory	150,000
6	Resource centre & digital library	80,000
7	Entrepreneurship & incubation centre	70,000
8	Career & employment centre	40,000
9	Mobile ICT Laboratory Vehicle	250,000
10	Mobile vocational training vehicle/unit	180,000
11	Outreach motorcycles	60,000
12	ICT equipment and networking infrastructure	150,000
13	Solar power and backup electricity systems	120,000
14	Internet and telecommunications infrastructure	50,000
15	Furniture and classroom equipment	80,000
16	Workshop tools and machinery	100,000
17	E-learning platform and digital systems	50,000
18	Security and safety systems	50,000
19	Water, sanitation and environmental facilities	50,000
20	Vehicles, logistics and field operations	50,000
21	Curriculum development and accreditation	40,000
22	Staff recruitment and capacity building	60,000
23	Community outreach and mobilisation	40,000
24	Scholarships and learner support	50,000
25	Initial programme operations	80,000
26	Monitoring, evaluation and reporting	30,000
27	Communications, branding and visibility	30,000
28	Research and innovation activities	30,000

29	Maintenance and equipment servicing reserve	50,000
30	Contingency	150,000
	TOTAL ESTIMATED PROJECT BUDGET	USD 3,000,000

This should be treated as a **concept-level budget**, not a final engineering or procurement budget.

61.0 LAND AND SITE DEVELOPMENT

The project will require a suitable location for the main Hub.

Site development may involve:

- Land acquisition.
- Surveying.
- Legal processing.
- Site clearing.
- Fencing.
- Basic utilities.
- Water provision.
- Drainage.
- Access.

The original proposal included land acquisition and site preparation within the funding framework.

62.0 INFRASTRUCTURE DEVELOPMENT

Infrastructure funding will support:

- Classrooms.
- ICT laboratories.
- Workshops.
- Offices.
- Library.
- Resource centre.
- Innovation facilities.
- Utilities.

The original source allocated USD 180,000 to infrastructure development, including classrooms, laboratories, workshops, library and utilities.

63.0 FUNDING SOURCES

UNACU can seek funding from:

Government

Through appropriate programmes and institutional partnerships.

Development Partners

Organisations supporting education, technology, youth, employment and community development.

Technology Companies

Companies can support computers, networking equipment, software, training and innovation.

Corporate Sponsors

Companies can sponsor laboratories, scholarships, vehicles or programmes.

NGOs

Organisations working in digital inclusion, youth empowerment and vocational training may support specific components.

Donations

Individuals and organisations can support equipment, scholarships or infrastructure.

Training Income

Affordable fees can contribute toward operational sustainability.

Consultancy and Services

The Hub can provide appropriate ICT and professional services.

64.0 SUSTAINABILITY STRATEGY

The project must eventually be able to support part of its own operations.

Possible sustainability sources include:

- Affordable training.
- Professional short courses.
- Corporate training.
- ICT services.
- Consultancy.

- Entrepreneurship programmes.
- Innovation activities.
- Partnerships.
- Sponsorship.
- Grants.
- Donations.

The source concept also identifies affordable training, partnerships, grants, donations, sponsorships, consultancy and innovation as sustainability mechanisms.

65.0 COMMUNITY EMPOWERMENT

The project is ultimately about empowering people.

A community becomes stronger when its members can:

- Use technology.
- Find employment.
- Start businesses.
- Repair equipment.
- Develop digital solutions.
- Access online opportunities.
- Manage businesses.
- Protect themselves online.

Therefore, the Hub will be a **community development project as well as a training project.**

66.0 WHY THE PROJECT MATTERS

The UNACU TechSkills Hub will address the gap between people and opportunities.

It will provide:

Access to technology



Access to training



Practical skills



Innovation and entrepreneurship



Employment or self-employment



Improved livelihoods

The source describes the project as a way of bridging Uganda's digital and vocational skills gap through inclusive, flexible and practical training.

67.0 UNIQUE FEATURE OF THE PROJECT

The strongest feature of UNACU TechSkills Hub is that it will not depend on only one approach.

It combines:

A permanent Hub

For structured training.

Mobile ICT Laboratory

For taking computers and digital education to communities.

Mobile Vocational Unit

For taking practical vocational skills closer to people.

Innovation Laboratory

For developing technology solutions.

Digital Learning

For online education.

Entrepreneurship Centre

For turning skills into businesses.

Career Centre

For connecting learners to employment.

Community Outreach

For reaching underserved communities.

This combination gives the project a broader reach than a conventional training institution.

68.0 LONG-TERM VISION

The long-term vision is to develop the **UNACU TechSkills Hub into a leading national network of technology and vocational skills centres**, supported by mobile training and community outreach.

The project can eventually develop:

- Additional TechSkills Hubs.
- Satellite centres.
- More Mobile ICT Laboratories.
- More vocational outreach units.
- Advanced innovation laboratories.
- Expanded e-learning.
- Corporate training.
- Research programmes.
- Industry certification partnerships.
- Expanded employment services.

This national-network vision is supported by the source concept.

69.0 OVERALL PROJECT MODEL

The complete project can therefore be understood as:

UNACU TECHSKILLS HUB



ICT & COMPUTER EDUCATION



VOCATIONAL & TECHNICAL SKILLS



INNOVATION & TECHNOLOGY



DIGITAL LEARNING



ENTREPRENEURSHIP



CAREER & EMPLOYMENT



MOBILE ICT & VOCATIONAL OUTREACH



SCHOOLS & ICT CLUBS



RURAL & UNDERSERVED COMMUNITIES



EMPLOYMENT • BUSINESS • INNOVATION • SELF-RELIANCE

70.0 CONCLUSION

The **UNACU TechSkills Hub** is proposed as a comprehensive and scalable project for developing practical technology, vocational, entrepreneurial and innovation skills in Uganda.

It will provide a permanent centre for training while also taking services directly to communities through the **Mobile ICT Laboratory Vehicle, Mobile Vocational Training Unit and outreach motorcycles**.

The project will serve different groups, including youth, school leavers, working adults, women and girls, persons with disabilities, entrepreneurs, small businesses and underserved communities.

Its major strength will be the connection between **training and real-life opportunities**.

A learner will not simply be expected to attend classes and receive a certificate. The project will aim to provide a pathway from:

Learning → Practical Training → Certification → Internship/Apprenticeship → Employment or Entrepreneurship → Sustainable Income.

The project is intentionally presented as a **general, phased and scalable initiative**, without restricting it to a particular calendar year or completion date.

This makes the concept suitable for **fundraising, partnership development, donor engagement, government engagement, corporate sponsorship and gradual implementation.**

FINAL PROJECT PURPOSE

UNACU TechSkills Hub will bring technology, vocational skills, innovation and entrepreneurship closer to the people, creating practical opportunities for learning, employment, self-employment and sustainable community development across Uganda.

