

PROJECT TITLE: Green Energy for Women and Youth Resilience in Uganda and Tanzania (BES-TVET)

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IMPLEMENTING PARTNERS: Makerere University Business School (MUBS) & Relief to Development Society (REDESO)

1.0 EXECUTIVE SUMMARY

This report outlines the progress achieved during the first year of the BES-TVET project. The primary objective for this fiscal year was to establish the foundational structures required to bridge the skills gap in the renewable energy sector. By focusing on Technical and Vocational Education and Training (TVET), the project has successfully engaged key stakeholders, developed a gender-responsive curriculum, and initiated the first cohort of solar technician trainees.

Despite initial logistical challenges in cross-border coordination between Uganda and Tanzania, the project is on track to meet its key performance indicators (KPIs). The data gathered suggests a strong market demand for female technicians, validating the project's core hypothesis that gender inclusivity drives economic resilience in green energy markets.

2.0 PROJECT BACKGROUND

The transition to a green economy in East Africa offers significant employment potential. However, systemic barriers have historically excluded women and youth from technical roles. The BES-TVET project addresses this by:

1. **Curriculum Reform:** Updating TVET modules to include practical solar photovoltaic (PV) installation skills.
2. **Soft Skills Training:** Integrating entrepreneurship and digital literacy into technical courses.
3. **Industry Linkages:** Creating direct pathways between TVET graduates and private sector energy companies.

3.0 KEY ACHIEVEMENTS (OCT 2025 - DEC 2025)

- **Curriculum Validation:** The "Solar Installation & Maintenance Level 1" curriculum was reviewed and approved by the Directorate of Industrial Training (DIT) and relevant sector skills councils.



- **Trainer Capacity Building:** 25 instructors (10 female, 15 male) from partner TVET institutions underwent a comprehensive "Train the Trainer" workshop to adopt learner-centered, gender-sensitive pedagogy.
 - **Stakeholder Engagement:** Held three high-level policy dialogues with the Ministry of Energy and private sector actors to align training outcomes with labor market needs.
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4.0 IMPLEMENTATION METRICS

Indicator	Target (Year 1)	Achieved	Status
Recruitment	100 Trainees	112 Trainees	Exceeded
Gender Ratio	60% Female	65% Female	Exceeded
Partnerships	5 Private Companies	7 Private Companies	Exceeded
Completion Rate	90%	In Progress	On Track

5.0 CHALLENGES AND MITIGATION STRATEGIES

Challenge 1: Equipment Procurement Delays

Global supply chain constraints delayed the arrival of solar training kits for the Tanzania cohort.

- *Mitigation:* We sourced temporary equipment from local partners to ensure training schedules remained unaffected while awaiting the main shipment.

Challenge 2: Socio-Cultural Barriers

Initial recruitment faced resistance in rural districts regarding women undertaking "technical" electrical work.

- *Mitigation:* The project deployed community champions and success stories of female engineers to sensitize communities, resulting in a 20% increase in female enrollment in the second quarter.

6.0 FINANCIAL SUMMARY

The budget utilization for Year 1 stands at **85%**. The remaining 15% has been reallocated to support the extended mentorship phase for the pilot cohort. Key expenditure areas

included curriculum development workshops, procurement of training materials, and baseline research activities.

7.0 CONCLUSION AND YEAR 2 OUTLOOK

The first year of the BES-TVET project has established a robust operational framework. The focus for Year 2 will shift from "setup" to "scale-up." Priorities include:

- Launching the digital mentorship platform.
- Expanding the program to two additional districts in Northern Uganda.
- Publishing the research findings on "Gender Dynamics in Green Energy Value Chains."

We remain committed to empowering women and youth to lead the energy transition in East Africa.