

# ACTION RESEARCH OF THE SKILLS DEVELOPMENT FUND



Find evidence on how the SDF increases **relevance, quality, equal access**, and **effectiveness** of skills trainings.



Find evidence on how the SDF improved its **internal efficiency** of **financing skills development**.

## Skills Development Fund



**A MULTI-DONOR FUND:**  
Piloting innovative approaches to improve skills development in Uganda



**BUDGET:**  
6.5 million euros (Belgium, Irish Aid, European Union Trust Fund, GIZ)



**3 REGIONS:**  
Albertine/Rwenzori, Karamoja & Northern Uganda



**CALLS FOR PROPOSALS:**  
Grants to partnerships of training providers and private actors



**GOAL:**  
Employability of youth is improved through better quality of instruction and learning in skills development



**PEOPLE TRAINED OR IN TRAINING:** 10,000

## Methods: Who did we speak with and how?



Desk review with **740** trainees



**144** Interviews with key stakeholders



**62** focus groups discussions

## Success factors for...

### ...training relevance, quality and effectiveness:



Combination of technical and life skills.



Combination of school-based and work-based learning.



Providing recognised certificates.



Labour market scans and needs assessments prior to trainings.



Conditioning the delivery of trainings (output-based financing).



Pre- and post-training support (e.g., start-up kits, life skills trainings...).

### ...equal access:



Flexible training delivery.



Outreach activities.



Vulnerability criteria for enrolment.



Eligible cost strategy: to finance child care facilities, transport allowances, meals, sanitary pads, etc.

### ...Internal efficiency:



Capacity building of grantees and partners.



Clear administrative regulations and processes to ensure transparency and avoid corruption.



High investment in human resources, with central and local offices.



Selection process: balance between short selection process and sufficient attention to capacity building.



**90%** of respondents confirm that the SDF ensured more or better skills trainings that are relevant to the local labour market and local skills needs.



**MORE THAN 90%** of trainees are vulnerable youth, women and girls.  
**OVER 70%** show additional vulnerability characteristics (refugee, Karamojong, single mothers, HIV positive...) skills needs.



**90%** of our partners say that the administrative and financial processes were efficient.