

# **VOTE: 165 Uganda Business and Technical Examination Board**

---

## **I. VOTE MISSION STATEMENT**

To conduct competence based examinations, assessment and award TVET qualifications through collaborations with the world of work.

## **II. STRATEGIC OBJECTIVE**

- (a) To enhance assessment of demand driven TVET skills for a competent and ethical workforce.
- (b) To enhance competitiveness of TVET graduates in the local, regional and international labour markets.
- (c) To promote linkages and partnerships with stakeholders for achievement of the Boards mandate.
- (d) To strengthen organizational capacity for efficient and effective service delivery.

## **III. MAJOR ACHIEVEMENTS IN 2023/24**

- a. 17593 candidates with full competences issued award documents 17174 transcripts printed and 539 certificates issued.
- b. Registered 164 991 the are Female 54120 Male 110871 candidates for August Nov Dec 2023 examinations and 189 SNE candidates registered and assessed.
- c. UBTEB took over the Accounting Technicians Diploma from Institute of Certified Public Accountants of Uganda.
- d. 10 business programs modularized for assessment.
- e. 42 professionals conducted Technical Diploma Real life Projects assessment for 4627 candidates in 20 institutions.
- f. Examinations Information Management System was upgraded and 164990 candidates enrolled online for August, Nov Dec 2023 examinations series.
- g. UBTEB began migration of item writing and moderation to online applications to address Climate Change Mitigation and Adaptation.
- h. Applied for ISO 9001-2015 Quality Management System and 97 Staff were Training on Quality Management System.
- i. 3 Board meetings and 12 Committee meetings were convened minutes signed and Board Committee Reports prepared.
- j. 106 Staff Salaries, Gratuity and NSSF paid.
- k. Updated database for professionals engaged in August 2023 examination processes.
- l. Audit Financial and Physical performance report for FY2022 -23 and risk report conducted by the Office of the Auditor General.
- m. Equal Opportunities Commission trained department representatives on mainstreaming Gender and Equity issues in planning, budgeting and reporting.
- n. 133 clients (74 males & 59 females) were screened for HIV, staff sensitized on budgeting for HIV/AIDs, HIVAIDs prevention measures, counselling of UBTEB examinations managers at Public Health Nurses College - Kyambogo.
- o. UBTEB assessment centre physical progress at 32percent (from 20 percent in Q4 FY 2022-23).

**VOTE:** 165 Uganda Business and Technical Examination Board

---

# VOTE: 165 Uganda Business and Technical Examination Board

## IV. MEDIUM TERM BUDGET ALLOCATIONS

Table 4.1: Overview of Vote Expenditure (Ushs Billion)

	2023/24		2024/25	MTEF Budget Projections				
	Approved Budget	Spent by End Dec	Budget Estimates	2025/26	2026/27	2027/28	2028/29	
<b>Recurrent</b>	Wage	4.895	2.414	6.170	6.478	6.802	7.142	7.857
	Non-Wage	22.880	12.874	22.880	23.337	27.305	31.400	37.681
<b>Devt.</b>	GoU	2.800	1.400	2.800	2.940	3.381	3.719	4.463
	Ext Fin.	0.000	0.000	0.000	0.000	0.000	0.000	0.000
<b>GoU Total</b>		<b>30.575</b>	<b>16.688</b>	<b>31.850</b>	<b>32.756</b>	<b>37.488</b>	<b>42.262</b>	<b>50.000</b>
<b>Total GoU+Ext Fin (MTEF)</b>		<b>30.575</b>	<b>16.688</b>	<b>31.850</b>	<b>32.756</b>	<b>37.488</b>	<b>42.262</b>	<b>50.000</b>
Arrears		0.000	0.000	0.107	0.000	0.000	0.000	0.000
<b>Total Budget</b>		<b>30.575</b>	<b>16.688</b>	<b>31.956</b>	<b>32.756</b>	<b>37.488</b>	<b>42.262</b>	<b>50.000</b>
<b>Total Vote Budget Excluding Arrears</b>		<b>30.575</b>	<b>16.688</b>	<b>31.850</b>	<b>32.756</b>	<b>37.488</b>	<b>42.262</b>	<b>50.000</b>

## **VOTE: 165 Uganda Business and Technical Examination Board**

**Table 4.2: Budget Allocation by Department for Recurrent and Development (Ushs Billion)**

<i>Billion Uganda Shillings</i>	Draft Budget Estimates FY 2024/25	
	Recurrent	Development
<b>Programme:12 Human Capital Development</b>	<b>29.050</b>	<b>2.800</b>
<b>SubProgramme:01 Education,Sports and skills</b>	<b>29.050</b>	<b>2.800</b>
<b>Sub SubProgramme:01 Technical and Vocational Examination Assessment and Certification</b>	<b>29.050</b>	<b>2.800</b>
001 Examination management	14.919	0.000
002 General Administration and Support Services	14.131	2.800
<b>Total for the Vote</b>	<b>29.050</b>	<b>2.800</b>

# VOTE: 165 Uganda Business and Technical Examination Board

## V. PERFORMANCE INDICATORS AND PLANNED OUTPUTS

Table 5.1: Performance Indicators

Programme: 12 Human Capital Development

SubProgramme: 01 Education, Sports and skills

Sub SubProgramme: 01 Technical and Vocational Examination Assessment and Certification

Department: 001 Examination management

Budget Output: 000089 Climate Change Mitigation

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022/23	0	4		Circular of environmental protection in Continuous assessment

Budget Output: 000090 Climate Change Adaptation

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of inspection and monitor TVET inputs, processes and learning outcomes atleast once a term	Number	2022/23	0	2		4

Budget Output: 320014 Examinations and Assessments

PIAP Output: Nationally assessed and certified beneficiaries of Institutions and work-based training

Programme Intervention: 12050101 Accelerate the acquisition of urgently needed skills in key growth areas.

**VOTE: 165 Uganda Business and Technical Examination Board****Sub SubProgramme: 01 Technical and Vocational Examination Assessment and Certification****Department: 001 Examination management****Budget Output: 320014 Examinations and Assessments****PIAP Output: Nationally assessed and certified beneficiaries of Institutions and work-based training**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of nationally assessed and certified beneficiaries of apprenticeships, traineeships, indenture training (000s)	Number	2022/23	166218	141000	164990	184000

**PIAP Output: Modularized TVET programmes****Programme Intervention: 12050110 Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
% of TVET training programs modularised and used in training	Percentage	2022/23	65%	70%	65%	85%

**Budget Output: 320035 Quality, Standard and Accreditation****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022/23	0	UBTEB Quality Management System for ISO 9001:2015	75%	Acquired ISO 9001:2015 Quality Management System (QMS).
High quality examinations and certification systems developed	Percentage	2022/23	31135 Certificates issued and 6000 examination managers deployed and EIMS enhanced	UBTEB Examination Information Management System enhanced.	70%	60000 Certificates issued 8000 examination managers deployed and EIMS enhanced

**VOTE: 165 Uganda Business and Technical Examination Board****Sub SubProgramme: 01 Technical and Vocational Examination Assessment and Certification****Department: 001 Examination management****Budget Output: 320035 Quality, Standard and Accreditation****PIAP Output: Tracer study reports****Programme Intervention: 12050103 Establish a functional labour market**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
No. of tracer studies undertaken by universities, MoES, and NCHE	Number	2022/23	1	1	0	1

**Department: 002 General Administration and Support Services****Budget Output: 000004 Finance and Accounting****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022/23	1 Annual & Quarterly Financial Reports, 4 IFMS, 4 Audit & Risk management reports.	1 Annual and 4 qtr financial reports, 4 IFMS, 4 audit and risk management reports	2 Quarter Financial reports, 2 IFMS, 2 Audit and risk management reports.	1 Annual & Quarterly Financial Reports, 4 IFMS, 4 Audit & Risk management reports.

**Budget Output: 000005 Human Resource Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

# VOTE: 165 Uganda Business and Technical Examination Board

Sub SubProgramme: 01 Technical and Vocational Examination Assessment and Certification

Department: 002 General Administration and Support Services

Budget Output: 000005 Human Resource Management

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022/23	Recruitment plan, 95 emoluments paid, staff capacity development, mainstream functional structure	Recruitment Plan, 95 staff emoluments paid, 1 staff training plan, Reviewed HRM & OS	Recruitment plan FY2024/25, 108 staff emoluments paid	Recruitment plan, 108 emoluments paid, staff capacity development, mainstream functional structure

Budget Output: 000006 Planning and Budgeting Services

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022-23	BFP, MPS, 1 Annual and 4 Quarterly physical performance reports, Monitoring and Evaluation reports.	BFP, MPS, 1 Annual and 4 qtr physical performance reports, monitoring and evaluation reports, 1 PCN	55%	BFP, MPS, 1 Annual and 4 Quarterly physical performance reports, 1 Strategic Plan M&E report.

Budget Output: 000013 HIV/AIDS Mainstreaming

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards



**VOTE: 165 Uganda Business and Technical Examination Board****Sub SubProgramme: 01 Technical and Vocational Examination Assessment and Certification****Department: 002 General Administration and Support Services****Budget Output: 000013 HIV/AIDS Mainstreaming****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022-23	1 sensitisation drive, 2 counseling sessions, workplace policy on HIV/AIDS in place.	1 sensitization drive, 2 counseling sessions, Workplace policy on HIV/AIDS in place	1 Sensitization, 1 counselling & testing of HIV	4 sensitization drive, 4 counseling sessions, commemoration on world Aids day.

**Project: 1748 Retooling of the Uganda Business and Technical Examination Board****Budget Output: 000003 Facilities and Equipment Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An internationally accredited certification system developed, and high quality TVET certifications delivered	Percentage	2022/23	3 Motor vehicles, 10 laptops, ICT accessories, Furniture	1 scanner, 10 computers, ICT accessories, Office furniture	0	1 Scanner, 10 computers, ICT accessories.

**Project: 1792 Uganda Business and Technical Examinations Board infrastructure Development Project****Budget Output: 000002 Construction Management****PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions****Programme Intervention: 12020102 Equip and support all lagging primary, secondary schools and higher education institutions to meet the basic requirements and minimum standards**

# VOTE: 165 Uganda Business and Technical Examination Board

Sub SubProgramme: 01 Technical and Vocational Examination Assessment and Certification

Project: 1792 Uganda Business and Technical Examinations Board infrastructure Development Project

Budget Output: 000002 Construction Management

PIAP Output: Basic Requirements and Minimum standards met by schools and training institutions

Indicator Name	Indicator Measure	Base Year	Base Level	2023/24		Performance Targets
				Target	Q2 Performance	2024/25
An integrated e-inspection system for all schools and education institutions established and operationalised (intergrated inspection System)	Text	2022/23	Physical performance of 20%			Physical performance of 75%, Supervision & Monitoring construction works.

# VOTE: 165 Uganda Business and Technical Examination Board

## VI. VOTE NARRATIVE

### Vote Challenges

a. Understaffing of UBTEB secretariat especially the subject specialists partly due to recruitment delays and ban public service as a result of ongoing rationalization and inadequate wage bill

Inadequate equipment in institutions resulting into multiple practical examinations shifts or sessions which makes assessment more expensive.

b. Lack of TVET qualification framework.

c. Inadequate funding to address the underfunded priorities

d. Justified wage shortfall of Ugx 1.230bn to pay Salaries, NSSF and Gratuity for FY 2023-24. These funds were not provided in the current budget FY 2023-24 which created a deficit in the wage bill.

e. Low budget allocated towards infrastructure development project yet the UBTEB assessment centre project contract is ending 2025. This might adversely affect completion of the project and result into litigation by the Contractor.

### Plans to improve Vote Performance

a. Establish field coordination centers in different regions to enhance monitoring of continuous assessment.

b. Engage the Education, sports and skill sub programme working group for additional resource envelope to enable and adequately conduct on spot practical assessments

c. To carry out public awareness regional career guidance drives and sensitization of masses on opportunities for female students inclusiveness in TVET.

d. Lobby with Ministry of Education and Sports to enhance TVET institutions with ICT equipment.

e. Engagement with Equal Opportunities Commission and National Planning Authority to ensure gender-equity compliant and NPA requirement for compliance.

f. Engagement with Uganda Aids Commission to ensure effective implementation of the HIV/AIDS mainstreaming activities of the Board.

## VII. Off Budget Support and NTR Projections

### Table 7.1: Off Budget Support by Project and Department

N/A

## **VOTE: 165 Uganda Business and Technical Examination Board**

**Table 7.2: NTR Projections(Uganda Shillings Billions)**

<b>Revenue Code</b>	<b>Revenue Name</b>	<b>FY2023/24</b>	<b>Projection FY2024/25</b>
142114	Sale of publications-From Private Entities	0.013	0.000
142119	Sale of bid documents-From Private Entities	0.001	0.013
142149	Sale of Other produced assets-From Private Entities	0.018	0.028
142212	Educational/Instruction related levies	7.750	14.651
142216	Inspection Fees	0.020	0.036
142223	Document certification fees	0.082	0.142
143201	Other fines and Penalties – private	0.096	0.648
<b>Total</b>		<b>7.980</b>	<b>15.517</b>

# VOTE: 165 Uganda Business and Technical Examination Board

## VIII. VOTE CROSS CUTTING POLICY AND OTHER BUDGETARY ISSUES

Table 8.1: Cross- Cutting Policy Issues

### i) Gender and Equity

<b>OBJECTIVE</b>	Engendering the UBTEB Examinations and Assessment processes.
<b>Issue of Concern</b>	Gender imbalances in TVET assessed courses as a result of different perception by male and female candidates to particular (courses) disciplines.
<b>Planned Interventions</b>	<ul style="list-style-type: none"> <li>a. Sensitize students on the benefits of pursuing demand driven TVET courses.</li> <li>b. Enhance and support SNE candidates during assessment.</li> <li>c. Training and sensitization of staff on Gender and Equity.</li> </ul>
<b>Budget Allocation (Billion)</b>	0.055
<b>Performance Indicators</b>	<ul style="list-style-type: none"> <li>a. 5 sensitization drives in Kalungu, Pader, Kasese, Kanungu, Bugiri towards TVET enrolment.</li> <li>b. Advocacy for increased of female enrolment in TVET.</li> <li>c. Assessment of SNE in practical skills.</li> <li>d. Compliance to Gender and Equity Budgeting</li> </ul>

### ii) HIV/AIDS

<b>OBJECTIVE</b>	Prevention and management of HIV/AIDS and sensitization of professionals and examination managers engaged in UBTEB examinations processes.
<b>Issue of Concern</b>	<ul style="list-style-type: none"> <li>a. Low productivity among professionals, examiners and assessors engaged in field related activities.</li> <li>b. High sexual exploitation among examination managers, assessors and examiners during examinations and related activities.</li> </ul>
<b>Planned Interventions</b>	<ul style="list-style-type: none"> <li>a) Sensitization of professionals and examination managers engaged in assessment and examinations processes on HIV/AIDS prevalence, and preventive measures.</li> <li>b) Counseling of UBTEB staff Examiners and assessors.</li> <li>c) Testing and providing protective.</li> </ul>
<b>Budget Allocation (Billion)</b>	0.127

## VOTE: 165 Uganda Business and Technical Examination Board

<b>Performance Indicators</b>	<ul style="list-style-type: none"> <li>a) 4 sensitization sessions held.</li> <li>b) 4 counseling sessions conducted.</li> <li>c) UBTEB participation during world AIDS day.</li> <li>d) HIV/AIDS activities implementation UBTEB Team established.</li> <li>e) 4 Monitoring &amp; reporting</li> </ul>
-------------------------------	---

### iii) Environment

<b>OBJECTIVE</b>	Integration of environment protection aspect at various levels of real-life projects.
<b>Issue of Concern</b>	Processes involved in real-life projects and continuous assessment maybe harmful to the environment.
<b>Planned Interventions</b>	<ul style="list-style-type: none"> <li>a. Develop continuous assessment and real-life projects manuals with content environment protection.</li> <li>b. Continuous evaluation of real-life projects and their effects on environment.</li> <li>c. 4 Quarterly Climate change reports.</li> </ul>

<b>Budget Allocation (Billion)</b>	0.148
------------------------------------	-------

<b>Performance Indicators</b>	<ul style="list-style-type: none"> <li>a. Fisheries, Agriculture, Meteorology, Wildlife, and Surveys assessed with content on environmental conservation.</li> <li>b. 5 Regional Inspection of real-life projects in(West, South west, Central East &amp; North) .</li> <li>c. Prepare climate change reports</li> </ul>
-------------------------------	--

### iv) Covid

N / A

# **VOTE:** 165 Uganda Business and Technical Examination Board

---

## **IX. PERSONNEL INFORMATION**

### **Table 9.1: Staff Establishment Analysis**

N / A

**VOTE:** 165 Uganda Business and Technical Examination Board

---

**Table 9.2: Staff Recruitment Plan**

N / A