



REPUBLIC OF SOUTH SUDAN  
MINISTRY OF EDUCATION, SCIENCE  
AND TECHNOLOGY

DIRECTORATE OF TECHNICAL AND  
VOCATIONAL EDUCATION AND  
TRAINING (TVET)

**FIVE YEARS STRATEGIC PLAN  
(2013 -2017)**

*Directorate of TVET  
August 1, 2013*

## **1. Introduction**

TVET is the most important educational track to produce citizens who significantly contribute for the economic development of the country. Economic development sectors; Agriculture, Health, Manufacturing industry, infrastructure (road, telecommunication...), Tourism, Social Affairs, Business, Culture and Sports need technically and academically competent manpower to realize goals and targets which are planned to be achieved, where by the country ensures transformation. TVET in South Sudan is aiming to respond towards this aggressive demand of competent manpower by intervening on low, middle and high level manpower in its schemes (formal, non-formal and informal). To realize the aims of the directorate, it is very important to have strategic plan for at least five years. The most important pillar for TVET to run effectively is establishment of clear system and mobilization of stakeholders. In connection with this, the national TVET strategy which articulates the implementation of the system in South Sudan is already drafted and will be approved soon with the council of ministers. Moreover, the national TVET qualification framework (NTQF) is being prepared which is very crucial to create a single, nationally and internationally accepted entity, through which all learning achievements are measured and related to each other in a coherent way, and which defines the relationship between all education and training awards. The directorate has come to understand that preparing five years strategic plan is very important to have better achievement. Having considered the flexibility of the plan, the directorate has come up with five years strategic plan.

## **2. Objectives**

The general objective of the strategic plan is to have focused attention towards the main targets expected to be achieved in five years. It directs the directorate to concentrate on the strategic goals which are articulated in this document. It also aids to have common understanding with other directorates and support departments of ministry on the goals to be achieved by TVET directorate and consequently gain better support and cooperation. Moreover stake holders can have understanding on what TVET is going to do in five years by referring strategic plan and cooperate with the directorate.

## **3. Context**

As the man power or workforce needed by the all economic development programs, in Agriculture, Health, Manufacturing industry, infrastructure (road, telecommunication...), Tourism, Social Affairs, Business, Culture and Sports sectors particularly at crafts man and technician level are supplied by the TVET and it has very significant impact on the economic growth of the country. The less development in TVET will bring the less growth of economy of the country. According to the international studies, manpower accounts 60 % of share of contribution for the growth of an economy of any country where as technology and the other inputs like finance, administration etc account 40% only. Out of the 60% manpower share, the product of TVET who are at crafts man and technician level take 80% share for the giant economy to be created and sustained; the rest 20% is product of higher education. Why this is because, TVET products are always hands on people whom aggressively the economy demands. Even if that is the fact, the development of TVET in South Sudan is in the worst occasion and the effect will be reflected by the economy as long as the faller in TVET has magnificently direct relation with the economic growth of the country. Generally in education sector, the less achievements consequent the less development of the economy since competent manpower is the driving force for it but more faller on TVET will significantly affect it. In view of the above, the directorate of TVET should have to be well structured and capacitated so that it can respond expectedly. Currently TVET is a directorate with no appropriate departmental structure, no required manpower and terribly unequipped office which makes it handicap to move forward. Establishing appropriate structure and strengthening directorate by equipping it and working on the endorsement of TVET strategy are the key and

urgent measurements and activities to be accomplished. The strategy is already drafted and expected to be endorsed soon by the council of ministers and parliament.

#### **4. Goals and Activities**

##### **Goal 1: Prepare the new structure and Build the capacity of the directorate**

###### Activities

1. Prepare the new structure for TVET directorate
2. Prepare clear responsibilities of the departments and prepare job descriptions for the staff
3. Recruit the required staff and engage on particular responsibility
4. Capacitate the staff by twinning the foreign experts and by providing training for staff in the country and outside the country

##### **Goal 2: Establishment of TVET system/policy (strategy, frameworks and guidelines)**

###### Activities

1. Develop TVET Strategy
2. Develop National TEVT Qualification Framework
3. Develop Accreditation guideline of TVET institutions/schools
4. Prepare Occupational Standard development guideline
5. Prepare Curriculum development guideline
6. Prepare Assessment and Certification guideline
7. Prepare Micro and Small Scale Enterprises development guideline

##### **Goal 3: TVET Institutional Capacity Building (schools, polytechnics and TTTI) to be able to enrolment 10,000 students by the end of 2017**

###### Activities

1. Renovate old Secondary TVET schools in Tonj, Torit and Muniki
2. Construct 11 New Secondary TVET schools (1 in Each state and 1 additional in Malakal)
3. Construct 3 TVET institutions/Polytechnics
4. Construct TVET Teachers' Training Institute (TTTI)

## **Goal 4: Improve Quality and Relevance of Technical and Vocational Education and Training**

### Activities

1. Develop occupational Standards
2. Develop curriculum based on the occupational Standard
3. Conduct Occupational Assessment and Certification
4. Certify Trainers and Assessors
5. Develop curriculum for Teachers in collaboration with Universities

## **Goal 5: Reduction of unemployment by creating Micro and Small Scale Enterprises (MSEs)**

### Activities

1. Collect data of unemployed/job seeker/ street people
2. Provide Technical and Vocational Education and Training for the unemployed/job seeker/ street people
3. Facilitate loan system and Working area/sheds
4. Facilitate starting of business
5. Capacitate and support MSE Owners based on gaps

5.

**Table: Strategic plan of directorate of TVET for five years (2013-2017)**

Goals and Activities	Indicators	Year to be accomplished				
		2013	2014	2015	2016	2017
<b>Goal 1: Prepare the new structure and Build the capacity of the directorate</b>						
1. Prepare the new structure for TVET directorate	Approved structure					
2. Prepare clear responsibilities of the departments and prepare job descriptions for the staff	Prepared responsibility and job description					
3. Recruit the required staff and engage on particular responsibility	Recruited staff					
4. Capacitate the staff by twinning the foreign experts and by providing training for staff in the country and outside the country	Capacitated staffs					
<b>Goal 2: Establishment of TVET system/policy (strategy, frameworks and guidelines)</b>						
1. Develop TVET Strategy	Endorsed TVET strategy					
2. Develop National TEVT Qualification Framework	Approved NTQF					
3. Develop Accreditation guideline of TVET institutions/schools	Developed Accreditation guideline					
4. Prepare Occupational Standard development guideline	Prepared OS development guideline					
5. Prepare Curriculum development guideline	Prepared Curriculum development guideline					
6. Prepare Assessment and Certification guideline	Prepared Assessment and Certification guideline					
7. Prepare Micro and Small Scale Enterprises development guideline	Prepared MSEs development guideline					
<b>Goal 3: TVET Institutional Capacity Building (schools, polytechnics and TTTI) to be able to enrolment 10,000 students</b>						

<b>by the end of 2017</b>					
1. Renovate old Secondary TVET schools in Tonj, Torit and Muniki	3 renovated schools				
2. Construct 11 New Secondary TVET schools (1 in Each state and 1 additional in Malakal)	11 new constructed schools				
3. Construct 3 TVET institutions/Polytechnics	3 new constructed TVET institutions				
4. Construct TVET Teachers' Training Institute (TTTI)	Constructed TTTI				
<b>Goal 4: Improve Quality and Relevance of Technical and Vocational Education and Training</b>					
1. Develop occupational Standards	Developed OS for prioritized trades				
2. Develop curriculum based on the occupational Standard	Developed curriculum for prioritized trades				
3. Conduct Occupational Assessment and Certification	Assessed and certified students				
4. Certify Trainers and Assessors	Assessed and certified teachers				
5. Develop curriculum for Teachers in collaboration with Universities	Developed curriculum				
<b>Goal 5: Reduction of unemployment by creating Micro and Small Scale Enterprises (MSEs)</b>					
1. Collect data of unemployed/job seeker/ street people	Collected data				
2. Provide Technical and Vocational Education and Training for the unemployed/job seeker/ street people	No. of trainees who took training				
3. Facilitate loan system and Working area/sheds	No. of people who got loans and sheds				
4. Facilitate starting of business	No. of MSEs created				
5. Capacitate and support MSE Owners based on gaps	No. of supported MSEs				



## **5. Traits and Opportunities**

### **5.1. Traits**

The rapid response towards establishing the new structure, fulfilling and capacitating staff and also endorsing the strategy puts us on potentiated position to execute the strategic plan and be successful. As long as the support of stakeholders and development partners are very crucial, it is expected that the directorate will get strong cooperation if not which can be a trait for the better achievement. Generally, the commitment of the three wings, political, government and public wings, is very important factor that can be considered as a trait if it is not there.

### **5.2. Opportunities**

The merging of two ministries which were separated so far, is the opportunity for the directorate to consolidate and efficiently use the resources, budget and staff. TVET was unnecessary divided as secondary and polytechnics and used to be managed by two ministries which will yield inefficient use of resource and implementation of different kinds of TVET system in the country. TVET should have to be managed by a single directorate in a single and appropriate ministry that is Ministry of Education, Science and Technology. It should not be defragmented in different ministries like Ministry of labor, Ministry of Youth and sports for nothing but yielding mismanagement and inefficient utilization of resources. Defragmentation will also create a problem not to have a single and embracing national TVET qualification framework in the country.

## **6. Summery**

Through implementation of the strategic plan, the directorate will build the capacity to be able to supply relevant and competent man power for all development sectors, Agriculture, Health, Manufacturing industry, infrastructure (road, telecommunication...), Tourism, Social Affairs, Business, Culture and Sports, and contribute its role in boosting the economy of the country. In general, the directorate strongly believes on the statement“the less capacity on TVETthe less economic growth of the country” and committed to exert all possible efforts to enable the TVET sector to discharge its big responsibility.