



CONCEPT PAPER FOR THE ESTABLISHMENT OF A TECH SCHOOL IN UGANDA

1.0 INTRODUCTION

The Uganda National Association for Computer Users (UNACU Professional Organisation Limited) is a registered company limited by guarantee (Reg. No. 80034976371645) without share capital, established on September 18, 2023. As part of our mission to bridge the digital divide and foster economic growth, we are planning to establish a tech school in greater Masaka, with the vision of expanding across Uganda and Africa. The school will offer vocational and computer skills training to underprivileged individuals, including youth, people with disabilities, and residents of underserved communities at Certificate, Diploma, and Degree levels. By equipping these individuals with critical skills, we aim to reduce unemployment and empower them to thrive in the digital economy. The project is planned to take place over 10 years, from 2025 to 2035.

2.0 PROBLEM STATEMENT

Unemployment remains a significant challenge in Uganda and across many African nations, particularly among youths and marginalized groups. Limited access to quality education and training in the digital field compounds this problem. In rural areas and underserved communities, opportunities for skill development are few, making it difficult for individuals to secure sustainable livelihoods. This lack of access to vocational and computer skills further deepens the cycle of poverty, leaving many unable to participate in or benefit from the growing digital economy.

3.0 PROJECT GOAL

The primary goal of this project is to establish a tech school that provides quality vocational and computer training to underprivileged individuals in Uganda and across Africa.

3.1 The school will focus on the following objectives:

- I. **Empowerment through Education** : Offer affordable, accessible training in computer literacy, vocational skills, and other technology-related fields.
- ii. **Job Creation**: Equip students with the necessary skills to secure employment, create their own businesses, and contribute to the local economy.

iii . Youth and Disability Inclusion: Focus on training for youth, women, and people with disabilities, fostering inclusivity and equal opportunities for all.

Iv. Reduction of Unemployment: By enhancing skill sets, our goal is to reduce unemployment rates in these communities.

4.0 TARGET AUDIENCE

1. **Underprivileged Communities:** Individuals from underserved communities, who have limited access to educational resources.
2. **Youths:** Providing a foundation for young people to secure meaningful work and contribute to their local economies.
3. **People with Disabilities:** Offering specialized training and support to ensure equal access to learning opportunities.
4. **Local Communities:** Equipping locals with the skills to adapt to technological advancements and become economically self-sufficient.
5. **UNACU ICT Club Members :** Students and members of UNACU ICT clubs in different schools across Uganda, who will benefit from enhanced training programs to advance their technical skills and prepare them for future employment or entrepreneurship

5.0 PROJECT SCOPE

The tech school will offer a range of programs, including but not limited to:

1. **Basic Computer Skills:** For beginners and those with little to no experience.
2. **Advanced and professional Computer Training :** Bachelor's, diploma, and certificate courses in computing, coding, programming, web development, and IT support.
3. **Vocational Skills :** Technical courses such as welding, electricity, carpentry, plumbing, digital marketing, graphic design, mobile app development, and other industry-specific skills.
4. **Entrepreneurship:** Empowering students with knowledge to start and manage their own businesses using technology.

6.0 TIMELINE

The project is structured over a period of 10 years (2025 to 2035), with the following phases:

1. **Phase 1:** Planning and Design (2025) – Securing initial funding, identifying locations, Land purchase and legal setup.
2. **Phase 2:** Infrastructure Setup (2026-2027) – Construction of the tech school building (Laboratories, classrooms, utilities), purchase of equipment, and installation of internet services.
3. **Phase 3:** First Batch of Training (2027-2028) –Recruitment of staff and curriculum development.
4. **Phase 4:** Expansion and Outreach (2029) – Begin training programs for the first group of students in various tech and vocational skills (Initial students intake and training launch).
5. **Phase 5:** Monitoring and Evaluation (Ongoing from 2030-2035) – Expansion of courses and facilities, continuous assessment and refinement of training programs, alumni support, and partnerships.

7.0 BUDGET ESTIMATE

The total estimated budget for establishing and running the tech school for the 10-year period is \$500,000.

This will cover:

1. **Infrastructure:** Building and setting up the physical facilities, classrooms, and training labs.
2. **Curriculum Development:** Designing course content and hiring experts to develop the curriculum.
3. **Staffing:** Recruiting qualified trainers and administrative personnel.
4. **Equipment and Resources:** Computers, internet connectivity, and other educational resources.
5. **Community Outreach and Scholarships:** Ensuring that students from marginalized communities can access the training.

8.0 SUSTAINABILITY AND IMPACT

We aim for long-term sustainability through:

1. **Partnerships:** Collaborating with tech companies, NGOs, and government agencies to secure funding, resources, and support.

2. **Job Placement Services:** Building relationships with local businesses to help students secure internships and employment.
3. **Alumni Network:** Developing a robust alumni network to support students' career growth and ongoing skills development.
4. **Community Empowerment:** Encouraging local entrepreneurship and self-sufficiency through training and resource provision.

DETAILED PROPOSED BUDGET OVERVIEW FOR THE TECH-SCHOOL

Total Budget: \$500,000

Implementation Period: 10 years

Completion Year: 2035

1. LAND ACQUISITION & SITE PREPARATION – \$100,000

Item	Description	Cost (\$)
Land Purchase	5-10 acres for school campus	70,000
Survey & Legal Fees	Land title processing, legal fees, survey costs	10,000
Site Clearing & Preparation	Leveling, fencing, borehole drilling	20,000

2. INFRASTRUCTURE

DEVELOPMENT (Classrooms, Labs, Workshops, Offices, and Utilities) – \$180,000

Item	Description	Cost (\$)
Phase 1- Initial Structures (2025-2029)	4 Classrooms, 1 ICT Lab, 1 Vocational Workshop	50,000
Phase 2- Expansion (2030-2035)	4 More Classrooms, Admin Block, 2nd ICT Lab	60,000
Workshop Equipment	Machinery for vocational Training (carpentry, electrical, plumbing, tailoring, etc.)	25,000
ICT Lab Setup	50 Desktop Computers, networking, furniture	20,000
Library & Study Area	Books, online resources, study furniture	10,000
Utilities (Water, Electricity, Internet)	Initial connections + 5 years pre-paid	15,000

3. STAFFING & TRAINING – \$80,000

Item	Description	Cost (\$)
Initial Staff Salaries (2025-2029)	5 Trainers, 2 Admin Staff	25,000
Additional Staff (2030-2035)	5 More Trainers, 3 More Admin Staff	35,000
Teacher Training & Development	Capacity building, refresher courses	10,000
Support Staff (Security, Cleaners, etc.)	Salary for 5 support staff	10,000

4. EQUIPMENT & LEARNING MATERIALS – \$60,000

Item	Description	Cost (\$)
Computers & Accessories	50 More Computers (for additional labs)	20,000
Projectors & Smartboards	For interactive learning	10,000
Vocational Tools & Machines	Carpentry, electrical, tailoring, mechanics, etc.	15,000
Classroom Furniture & Materials	Desks, chairs, whiteboards, learning aids	10,000
Printing & Documentation	Student handbooks, brochures, guides	5,000

5. CURRICULUM DEVELOPMENT & ACCREDITATION – \$30,000

Item	Description	Cost (\$)
Curriculum Design	Custom curriculum for ICT & vocational training	10,000
Government Registration & Accreditation	National accreditation & certification process	10,000
Industry Partnerships	MOUs with companies for internships & apprenticeships	10,000

6. MARKETING & COMMUNITY OUTREACH – \$20,000

Item	Description	Cost (\$)
Branding & Website Development	Website, logo, marketing materials	5,000
Advertising & Awareness Campaigns	Radio, social media, posters, flyers	5,000
Community Engagement Programs	Free training workshops to attract students	5,000
Student Recruitment & Scholarships	Initial scholarships to attract students	5,000

7. CONTINGENCY & OPERATIONAL COSTS – \$30,000

Item	Description	Cost (\$)
Miscellaneous & Emergency Fund	Unexpected expenses, inflation adjustments	15,000
Legal & Administrative Costs	Filing fees, consultant fees, permits	10,000
Reserve for Future Expansions	Additional investments if needed	5,000

SUMMARY OF BUDGET ALLOCATION

Category	Amount (\$)
Land Acquisition & Site Prep	100,000
Infrastructure Development	180,000
Staffing & Training	80,000
Equipment & Learning Materials	60,000
Curriculum & Accreditation	30,000
Marketing & Outreach	20,000
Contingency & Operations	30,000
TOTAL	\$500,000

FUNDING STRATEGY

To raise \$500,000 over 10 years, the following funding sources are being explored:

1. **Grants & Donations** – Applying for education/ICT development grants
2. **Government Support** – Seeking funding from education ministries and local authorities
3. **Private Sector Partnerships** – Partnering with companies for funding & internships
4. **School Fees & Income-Generating Activities** – Offer short courses for revenue
5. **Crowdfunding & Community Support** – Local fundraising & international donations

PROJECT TIMELINE (2025–2035)

Phase	Activity	Year
Phase 1	Land purchase & legal setup	2025
Phase 2	Basic infrastructure (classrooms, labs, utilities)	2026-2027

Phase 3	Recruitment of staff & curriculum development	2027-2028
Phase 4	Initial student intake & training launch	2029
Phase 5	Expansion of courses & facilities	2030-2035

Expected Impact

- **200+ students annually** trained in **ICT & vocational skills**
- **Job creation** for **teachers, administrators, and support staff**
- **Long-term sustainability** through fee-based courses & business partnerships

This **\$500,000** budget provides a **realistic and phased approach** to establishing the vocational school and ensures that the institution is **fully operational by 2035** .

Financial Sustainability Plan for the Vocational School (2035 & Beyond)

To ensure the Long-Term financial sustainability of the Vocational school after **2035** , the Institution must generate **sufficient revenue** to cover its operational costs, expand its services, and maintain facilities without relying on external funding.

1. PROJECTED ANNUAL OPERATING COSTS (2035 & Beyond)

After the initial **\$500,000 investment** , the school will have ongoing annual expenses. These are estimated as follows:

Expense Category	Estimated Annual Cost (\$)
Staff Salaries (10 Trainers, 5 Admin, 5 Support Staff)	100,000
Utilities (Water, Electricity, Internet, Maintenance)	15,000
Equipment Maintenance & Upgrades	20,000
Teaching & Learning Materials	10,000
Marketing & Outreach	5,000
Accreditation Renewals & Licensing	5,000
Student Support & Scholarships	10,000
Miscellaneous & Emergency Fund	5,000
TOTAL ANNUAL COSTS	\$170,000

To sustain operations, the school must generate at least \$170,000 per year through various revenue streams.

2. REVENUE STREAMS FOR SUSTAINABILITY

The following income sources will ensure financial independence:

A. Tuition Fees (Primary Income Source)

- Expected Annual Enrollment: 500 students
- Average Tuition Fee per Student: \$400/year
- Total Revenue from Tuition: \$200,000

B. Short Courses & Certification Programs

- ICT Certifications, Graphic Design, Programming, Cybersecurity, Digital Marketing
- Vocational Courses: Carpentry, Electrical Installations, Plumbing, Tailoring, Mechanics
- **Expected Annual Enrollment: 300 students**
- **Average Fee per Student: \$200**
- **Total Revenue from Short Courses: \$60,000**

C. Business & Service Income

1. **Printing & ICT Services** (Internet café, document printing, computer repairs) o **Projected monthly Income : \$1,500** o **Annual Revenue: \$18,000**
2. **Workshop Product Sales** (Furniture tailoring, electrical works) o **Projected Monthly Income: \$2,000** o **Annual Revenue: \$24,000**

D. Government & Private Partnerships

- Sponsorships for students
- Research & development grants
- Corporate training contracts
- **Estimated Annual Income: \$30,000**

E. Donations, Alumni Contributions & Fundraising

- Annual fundraising events
- Alumni contributions to support future projects
- **Estimated Annual Income: \$20,000**

3. TOTAL PROJECTED ANNUAL REVENUE (Post-2035)

Revenue Source	Annual Income (\$)
Tuition Fees (500 students @ \$400 each)	200,000

Short Courses (300 students @ \$200 each)	60,000
ICT & Printing Services	18,000
Vocational Product Sales	24,000
Government & Private Partnerships	30,000
Donations & Fundraising	20,000
TOTAL ANNUAL INCOME	\$352,000

4. PROFIT & REINVESTMENT STRATEGY

With projected annual expenses of \$170,000 and estimated revenue of \$352,000, the school will have a profit surplus of \$182,000 per year after 2035.

This profit will be reinvested into:

- ✓ Infrastructure expansion – More classrooms, advanced labs, student dormitories
- ✓ Staff development – Salary increments, international training programs
- ✓ Scholarships – Support for underprivileged students
- ✓ Technology upgrades – Buying newer computers, smart classrooms
- ✓ Branch expansion – Opening satellite campuses in other districts

5. LONG-TERM VISION (Beyond 2040)

- Upgrade to a technical university offering diploma & degree programs
- Expand online learning & distance education programs
- Develop strategic industry partnerships for job placements
- Offer corporate IT & business training for companies

By maintaining multiple income sources, reinvesting in growth, and keeping operational costs efficient, the vocational school will remain financially sustainable and expand its impact beyond 2035.

CONCLUSION

This 10-year project represents a significant opportunity to empower individuals in underserved communities by providing them with the skills needed to succeed in the digital economy. With an estimated budget of \$500,000, the tech school will serve as a beacon of hope, fostering a more inclusive society and reducing unemployment across Uganda and Africa. By investing in the future of these individuals, we are not just building a school but also helping to build a more equitable and prosperous future for all.

