



PROFILE OF ST JOHNS COLLEGE OF SCIENCE & TECHNOLOGY



Arua: Abirici Cell, Onzivu Ward, Ayivu Division, Arua City

Koboko: Koboko Youth Centre, Midia Sub County, Koboko District

Terego: Kubala Village, Obi Parish, Omugo Sub County, Terego District

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Background



St Johns College of Science & Technology is a unique college of higher learning established to advance transformation of students into employable, service oriented, highly skilled, self-sustaining, morally & ethically competent workforce with strong holistic and intellectual development. The college creates a challenging learning environment that encourages high expectations for success, enables students actualize their potential and desire to succeed. By designing appropriate instruction and learning methods, the college enables students realize their greatest potential and transforms them into productive professionals. They are able to adopt and adjust to the diverse and ever-changing society, develop multiple abilities and become agents of Socio-economic transformation.

There is persistent unemployment in Uganda (unemployment rate of about 2.28 and about 83% of 15-24 years are unemployed), 3.2% of youth work for waged employment, 90.9% work for informal employment, and 5.8% of the Ugandan youth are self-employed. Although 60,000-70,000 students in Uganda leave secondary education each year, 35 % of them are able to find places in limited number of higher institutions and every student who accesses a university education in Uganda on average is the first in their family to do so leaving many with the option of Vocational & Technical education. There is also a serious disconnect between the qualifications of graduates from various institutions of higher learning and vocational skills needed for the jobs that are in demand for workers (employability). Those without a degree are also not able to obtain jobs because they lack the skills needed for the position.

It is against this background that **St Johns College of Science & Technology** (a skills institute) was established to undertake academic & professional training purposed to bridge this skills gap. We design, approach & offer functional programs (training courses) tailored towards labor market orientation and based on UVQF standards and assessment against these standards. To achieve this, the college has set up a very strong academic leadership, attaches a non-negotiable value to high standards of training and has a very strong commitment to achieving its goals and objectives. We offer competency based, applicable, practical skills insisting on transformation & learning rather than teaching and instruction focused on equipping learners with skills for job creation & production. We also maintain a strong community relationship to remain relevant, impactful and link college



outputs to the country's development. We blend the regular curriculum (training) with key complementary skills (Business / entrepreneurship, Life (social) skills, financial literacy, computer skills, career counseling/guidance, co-curricular activities among others) to enable our graduates develop key competencies for employability, job creation & self sustenance.

Our Vision

A reputable center of academic excellence offering the highest quality of academic & professional education.

Our Mission

To develop competent, dynamic and independent minded workforce relevant to the country's development needs

Mission statement: "We develop professionals relevant for today and ready for tomorrow"

Our philosophy

Each individual has an innate potential, has certain strengths and ideals and desire to succeed. By creating a challenging but supportive learning environment that encourages high expectations of for success, students are able actualize their potential and succeed.

Institutional commitment: "The institution will pass through every student"

Core commitments

As a centre of excellence, we are keenly committed to **Innovation & Excellence** .

College objectives

- a) To provide quality but affordable skills development and prepare a generation of independent minded, skillful & ethical professionals by providing excellent education that will prepare students to compete in the diverse world market and contribute to the development of the present and the future generation.
- b) To contribute to national development by designing programs aligned to the country's development needs & strategies and equipping learners with skills for job creation & production.

- c) To undertake transformation through use of innovative learning methods that requires students to become actively involved in the learning process and develop critical thinking skills necessary for lifelong learning.
- d) Actively engage and mentor students in scholarly, artistic and creative endeavors including entrepreneurial culture, ability to navigate through a rapidly changing society.
- e) Make students able to use knowledge, creativity and critical thinking skills for socio-economic development and make their communities a better place.
- f) To provide resources & facilities for excellent education, promotion of research, outreach and community service.
- g) Develop workforce capable of working and living in different conditions.

Core academic programs

Our courses are modularized and aimed at opening up avenues for citizens to be skilled in particular areas of one's interest. These courses are categorized as follows:

National Certificates:

The courses are offered for course duration of two academic years and equated as Advanced level equivalent. The graduates qualify as crafts men and women. The entry requirement to these courses is a holder of Uganda Certificate of Education or Uganda Junior Technical Certificate or Community Polytechnic Certificate of Education or a degree or diploma in any a specialized field.

The course assessment has a combination of 40% continuous assessment at Institutional level (Laboratory tests, hands on practical involvement, assignments and class tests) and 60% National final examinations (hands on practical, presentations, pen and paper examinations) by Uganda Business and Technical Examinations Board (UBTEB).

Currently available include:

National Certificate in Agriculture (NCA)
National Certificate in Tailoring and Fashion Design (NCFD)
National Certificate in Information and Communication Technology (NCICT)
National Certificate in Welding & Fabrication
National Certificate in Building construction
National Certificate in Plumbing

National Junior Vocational Certificates (Community polytechnic certificates):

The courses are offered for course duration of three academic years but equated as Ordinary Level equivalent. The graduates qualify as artisans with Uganda Junior

Technical Certificate (UJTC). The entry requirement to these courses is a holder of Primary Leaving Examinations Certificate.

The course assessment has a combination of 40% continuous assessment at school level (laboratory tests, hands on practical involvement, assignments and class tests) and 60% national final examinations (hands on practical, presentations, written examinations) by Uganda Business and Technical Examinations Board (UBTEB).

Currently available include:

Block laying & concrete practice (BCP)
Carpentry & Joinery (CJ)
Fashion & Garment Design
Welding & Fabrication
Plumping
Automotive Mechanics

Competence National Certificates (Artisan or skills courses):

The courses are offered for course duration ranging from weeks, 3 months, 9 months, 1 year. The main purpose of these short courses is to skill citizens. The entry requirement to these courses is those without Primary Leaving Examination Certificate but have interest, holders of Primary Leaving Examinations Certificate, Uganda Certificate of Education and any other professional qualifications.

A learner is allowed to offer particular modules of his/her interest and allowed go to the industry or world of work for employment or job creation on attainment of required competences. The graduates qualify as apprentices, with a Competence National Certificate or college certificate which is not classified. A learner may offer the outlined modules of the course in sets and upon completion, they lead to the award of a classified National Certificate.

Currently available include:

Knitting & weaving
Saloon & Hair dressing
Tailoring & cutting garment
Building construction
Motorcycle repair
Welding & Metal fabrication
Carpentry & Joinery
Poultry/Piggery industry & business
Farm/ Nursery Management

Specialized trainings:

These are tailored trainings (skills areas) designed for specific outcomes.



Currently available include:

Start & Improve Your Business (SIYB) program.

This is a STEP-BY-STEP business start-up and improvement program developed by the International Labor Organization (ILO) for emerging & established entrepreneurs to develop or strengthen business management skills. It is delivered by ILO certified trainers with key outcomes of business idea generation, business start & improvement and ultimately job creation.

Services offered by St. John's College of Science & Technology

- **Transformation & learning:** We offer competency based, applicable, practical skills insisting on transformation & learning rather than teaching and instruction, focused on equipping learners with skills for job creation & production and attaining lifelong learning.
- **Coursework's & real life projects:**
Course work: Learners are subjected to coursework during their development. A separate assessment form is required for each Module/Subject/Course Unit/Paper. Learners are expected to have done at least two (2) Assignments (Home work), two (2) tests (Class work), two (2) Practical Tests (Workshop/Laboratory tests/Field work).
Real life projects: A Project shall constitute a number of tasks and be assigned to learners by their handlers based on the curriculum/ program of study or needs of the community at the beginning of the training period or course. The assigned tasks shall be within easy reach of the learner such as the training institution and its environment. Learners shall be assigned tasks or projects within or outside the training institution which may be conducted individually or in groups under close supervision by the handlers. Each learner shall be required to provide an individual report. The tasks or project shall be completed within a period specified in the Curriculum. The college will make efforts to train Lecturers, Instructors, or Teachers and ensure that they are equipped with the necessary skills to conduct the continuous assessment.
- **Industrial training:** The purpose of industrial training is to enable student handlers assess formally educational attainments, intelligence, aptitude, personality and character of their learners developed during the training period by exposing the trainee to the environment in the world of work. It also facilitates integration of knowledge and skills acquired from the college, creates linkages between the industry and the college and is an important entry route to employment. Industrial training shall be carried out alongside routine academic programmes or at the end of each academic year for a period not less than six (6) weeks and not exceeding twelve (12) weeks.

Industrial Training shall constitute a complete module of the training which shall be duly assessed.

- **Research projects:** Design and Research Projects shall be undertaken by Diploma students in future as shall be specified in the curriculum of the respective program/course. The learner shall prepare a proposal, submit a project or research report.
- **Open days / exhibitions:** There is an annual program to exhibit the works, inventions of the learners & the college. Community services will be offered during this period as a corporate social responsibility.
- **Innovations:** There is an innovation fund to incentivize learner and handler innovations. Such products will be patented and developed for mass production through this fund or linked to investors.
- **Student product / innovation shop:** The student innovation shop shall be open to the public to offer products or services to the community.
- **Complementary skills:** The routine curriculum is blended with complementary skills training to develop a holistic graduate that is employable, productive and self-sustaining.
- **Tours/Exchange visits:** There are routine tours and exchange visits involving learners & their handlers to facilitate skills development and pick best practices in the industry.
- **Bursaries & scholarships:** The College offers bursaries and half bursaries to needy but capable learners based on a thorough assessment/survey.
- **Field trips:** For especially agriculture & forestry, routine trips to model farms and forest centers occur throughout the transformation.

Team / staff

- The college has a competent and independent Governing Council composed of individuals of very high professional & social standing.
- The College has highly qualified, self-motivated and friendly handlers (staff) to ensure learner's wellbeing in the college is superb.
- We have counselors who offer general or career counseling & guidance. We also offer other welfare services including treatment services to create a supportive learner environment for effective learning.
- There is a team to ensure adequate day & night security to ensure learner & handler safety. There are all other forms of safeguarding in classrooms, practical centers, during trips among others.

Joining St Johns College of Science & Technology

Kindly visit the college about 600m opposite oil energy fuel station along Ceford – Muni link road in Abirichi Village, Onzivu Parish, Oluko Sub County, Arua District for

more information, application and admission procedure or use +256772 363603 / stjohncst@gmail.com to speak to our admission staff or the administration to seek placement. We have circulating information leaflets, website (www.stjohns.ac.ug), social media pages, liaison offices where you can obtain prior information before joining the college.

Working for St John's College of Science & Technology

We conduct regular recruitment drive to attract and recruit our qualified staff to serve in the various departments of the college. The college values & respects her employees and works hard to ensure that they remain well motivated to deliver expected services to the college. We pick staff with very high and proven levels of qualification, ingenuity, integrity, innovation, expertise. Only those that meet this benchmark stand the chance of being part of this college.

Student life at the college

Our learners are exposed to all forms of physical & mental development programs while on study. These include strict adherence for various schedules of co-curricular activities, debates, public speaking, creative arts, emotional & social programs, community dialogues / interfaces.

All innovative forms of learning are employed including digital learning. Computer lessons are compulsory. Career guidance/ counseling, moral & social support coupled with spiritual guidance is an integral part of learner development.

Learners are exposed to practice administration, management and democratic tendencies. Visitation, tours among others complements a fruitful student life at the college



The unique advantage we have over others working on training delivery and integrated employment etc?

Facilities, Tools & equipment: St Johns College of Science & Technology placed a proposal in 2020 for Vocational Tools & Equipment and received assorted vocational tools & equipment in November 2020 to set up Carpentry & Motor Mechanic workshops, assorted tools for the trades of Tailoring & Garment construction, Knitting & Weaving, Welding & Fabrication, Plumbing, Electrical installation systems, Saloon & hair dressing among others. Apart from the donation received, the College raised funds to acquire more training models to augment the donation. Furthermore, the College has good training facilities such as classroom furniture, some computers, training modules among others.

Wider Reach: The College has three (3) campuses in Arua (Main), Koboko & Terego (Kubala Trading Centre). With this we have attracted a rich pool of knowledge experts in the TVET sector whom the College can switch within the campuses on need basis. There are also regular staff & student exchanges between the campuses. This provides for sharing of best practices, innovations, peer to peer support among others.

Functional Programming: - We design, approach & offer functional programs (training courses) tailored towards labor market orientation and based on UVQF standards and assessment against these standards. To achieve this, the college has set up a very strong academic leadership, attaches a non-negotiable value to high standards of training and has a very strong commitment to achieving its goals and objectives. We blend the regular curriculum (training) with key complementary skills (Business / entrepreneurship) using the ILO Start & Improve Your Business (SIYB) approach, Life (social) skills using Life skills for success approach, financial literacy, computer skills, career counselling/guidance, co-curricular activities among others) to enable our graduates develop key competencies for employability, job creation & self-sustenance. Furthermore, the College will provide critical learning support through provision of language, literacy & numeracy support trainings that builds literacy & numeracy of learners.

Strong Institution Private Sector Linkages: - As part of our training programming, students go through theory, hands on (workshop exposure), Market exposure and internship placements. This has enabled us to build a rich network of industry partners for different TVET pathways in Arua, Koboko & Terego. This network is also significant for labour market assessments and market information. We have running MoU's with these partners and expose our students to the various industries at different phases of the skills training program.

Fair Logistical & Infrastructural Capacity: -The College Campuses in Arua & Terego sit in our own land with freehold titles. The Campus in Koboko has a long running MoU with Koboko District Local Government. This has created stability for the Colleges. Furthermore, the college owns one (1) pick up truck, one (1) Toyota Land Cruiser Prado and two (2) Toyota Corona vehicles as modules and driving instruction.

Competent Human Resource & Corporate Governance: The College has a very strong recruitment system that emphasises recruitment of highly qualified, experienced and highly motivated teaching staff. Most (70%) of our instructors are trained in Technical instruction (Diploma or Certificate). The remaining 30% have the required qualifications and on job experience. The staff are well motivated to stay focussed on delivery of high standards of training. The College has a functional Governance structure that has a Governing Council, Parent-Teachers body, Student's guild administration among others.

Our experience in post-graduation follow up and conducting tracer studies:

Start-up Kits: Our experience shows that students need start up kit support post-graduation for transition from education (skill) to enterprise. Many of the students come from under served and less privileged communities with gross economic difficulties. Partner support would be the most effective intervention. At College level, we designed a production scheme where our departments are engaged in production with proceeds shared between the College (50%), Student (30%), Instructor (20%) because they contribute materials & tools, labour and supervision during the production process. A savings scheme has been designed to enable the student save this money through out the training life cycle for acquisition of start-up kits post-graduation.

Post-Graduation Trainings: St Johns College of Science & Technology offers Business Development Services using the International Labour Organization Start & Improve Your Business approach to develop viable enterprises. This approach works for both educated & un educated to generate business ideas, set up businesses after concrete business plans, improve already established businesses using targeted support in areas such as stock control, costing, managing business & family relations, marketing among others. Furthermore, the College also offers trainings in life skills, financial literacy, VSLA methodology.

Business Diagnosis: The College has undertaken business diagnosis for several enterprises it supported to build. This ranges from market studies, business audits, management audits among others through which the state of the health of the enterprises is determined.

Exchange Visits / Match Making: The College on many occasions facilitates exchange visits between entrepreneurs for cross learning and sharing of experiences (best practices). Furthermore, the ability to match entrepreneurs who share business challenges & opportunities for support has been undertaken by the College in the past. We also match skills to opportunity for employment creation through our strong private sector linkage.

Coaching & Mentorship: Most of our instructors posses industries in their chosen trades. Their workshops/industries provide avenues for mentorship & placements. We have continued to facilitate them to share real life experiences in their chosen trades and support to mentor our trainees after graduation to enable post-graduation transition from education (skill) to enterprise.

Certification of students: Towards the end of the training cycle, student list of registration from the College is delivered to the Directorate of Industrial Training (DIT) and registration forms are provided for each student and are eventually registered with index numbers to enable them sit exams. After completion of exams, the students who have passed well are certified by the Directorate.

Tracer Studies:

The college has a pool of staff experienced and routinely conducts tracer studies which focusses on among other things the following aspects: -

- Their locations after training
- What the youth are doing post training (Skills application)
- What enterprises they have managed to create
- Weather the enterprises are profitable
- Are they enhancing their businesses with stock, tools & equipment?
- The level of job creation for the fellow youth.
- Weather the businesses are viable

How we ensure more girl child enrollment:

Institutionalizing Affirmative action: The College will share the slots to favour increased enrolment of the girl child. This has been designed as an institutional policy and the focal admissions unit is particularly gender responsive during the admission process.

Female / Girl child led awareness on TVET pathways: On regular occasions, the College will involve female students, staff during community engagements to motivate & inspire the girl child. Young women shall be an integral part of the peer-to-peer outreach & community engagement programs earlier discussed.

Female enhanced TVET programs: As has always been the case, the College values and inculcates women participation in all processes from targeting, recruitment, training & post training support. This is indented to project the women as role models in training & management to enhance girl child enrolment.

Gender responsive teaching strategies: Instructors need to be more responsive in the manner in which they convey the message about TVET for instance. This should be inculcated during the pre-training of the teachers and as part of professional development during service. This is very instrumental as it involves the introduction of TVET courses. Therefore, the need to be supportive and encourage female students in preparation for and those already studying TVET is pivotal. Furthermore, more effort needs to be taken in designing TVET curricula to include the humanities and nontechnical content and to remove those aspects of curricula that deter women from undertaking engineering courses.

Targeted Community Engagement: The College shall devise more aggressive strategies to attract female students to TVET courses, for instance by organizing special seminars for female students, making themselves familiar with the technologies and processes.

Members of The Governing Council:

S.NO	NAMES	RESPONSIBILITY	BRIEF PROFILE
1	Ijotre Imran	Chairperson	PhD in Bat ecology, senior lecturer in Muni University
2	Bakole Robert	Vice Chairperson	Master's in Business Administration, PGD in project planning & Management, Manager KCB Bank Arua Branch
3	Pax Sakari	Member	Executive Director RICE-WN, Degree in Development Studies.
4	Bandaru Daisy	Member	Bachelor in Law (LLB), Advocate Bandaru & co. Advocates.
5	Obia Richard	Member	Masters in Development studies, District Community Development Officer (DCDO) Arua.

Teaching staff of the college:

NB: This is not the full list of our staff however, this is the available document as of now.

S.NO	NAMES	SEX	QUALIFICATION	RESPONSIBILITY
1	Agasiru Joyce	F	Diploma in Technical Teacher Education	Principal
2	Azamuke Jimmy	M	Diploma in Technical Teacher Education	Deputy Principal
3	Amaniyo Phiona	F	Certificate in Tr. Training	Registrar
4	Avako Eunice	F	Certificate in Tr. Training	Instructor

5	Ojaku Timothy	M	Certificate in Tr. Training	Instructor
6	Odipio Kennedy	M	Certificate in Tr. Training	Instructor
7	Ojonduga Faustine		Diploma in Technical Teacher Education	Instructor
8	Asiku Robert	M	Diploma in Agriculture	Instructor
9	Ajonye Grace	F	Certificate in Tr. Training	Instructor
10	Odongo Samuel	M	Certificate in Tr. Training	Instructor
11	Nyakuta Morris	M	Diploma in Agriculture	Instructor
12	Afidra Amorinvapi	M	Diploma in Civil Engineering, Crafts, Certificate in Technical Teacher Education	Deputy Principal
12	Kana Tom	M	Certificate in Technical Tr. Education. Crafts II in MVT	Instructor
13	Ayila David Peterson	M	Diploma in Automotive Mechanics, Cert. in TTE	Instructor
14	Andama Pascal	M	Diploma in Civil Engineering, DTTE	Director of Studies
15	Grace Aciro	F	Certificate in Cosmetology	Instructor

Non-Teaching staff of the college:

S.NO	NAMES	SEX	QUALIFICATION	RESPONSIBILITY
1	Ushindi Comfort	F	Diploma in Business Administration	Bursar
2	Atama Moses	M	PLE	Security Guard
3	Ondoma Pius	M	PLE	Security Guard

4	Avako Alice	F	PLE	Cook
5	Ayikoru Jennifer	F	PLE	Cook

Declaration

The Directors, Governing Council and the entire staff, declare our maximum commitment to ensuring that the college is excellently administered with proper accountability to learners, staff, management, society and authority. There is strict collective responsibility, shared stewardship. Innovation & excellence remain our core culture & commitment to service to ensure our core objectives are met.

The plan and vision for the future is enormous. This shall be achieved through a structured growth to become an acclaimed center of academic & professional excellence with local & international recognition.

May God continue to guide the growth of St John's College of Science & Technology.

“Innovation & Excellence” - FOR GOD AND MY COUNTRY.

Directors



A section of the students of St Johns College of Science & Technology in a group photo at the College compound after class activities.





Views of the main building of St Johns College of Science & Technology located in Abirici Cell, Onzivu Ward, Ayivu Division, Arua City.





Infinix HOT 10

A view of the offices for the Principal, Deputy principal, Registrar, College Dean aside from the Bursar's office.



Infinix HOT 10



Students in the College cyber lab attending lectures in computer applications.





Students of Agricultural production for field work at college demonstration site as part of their practical activities for the training.





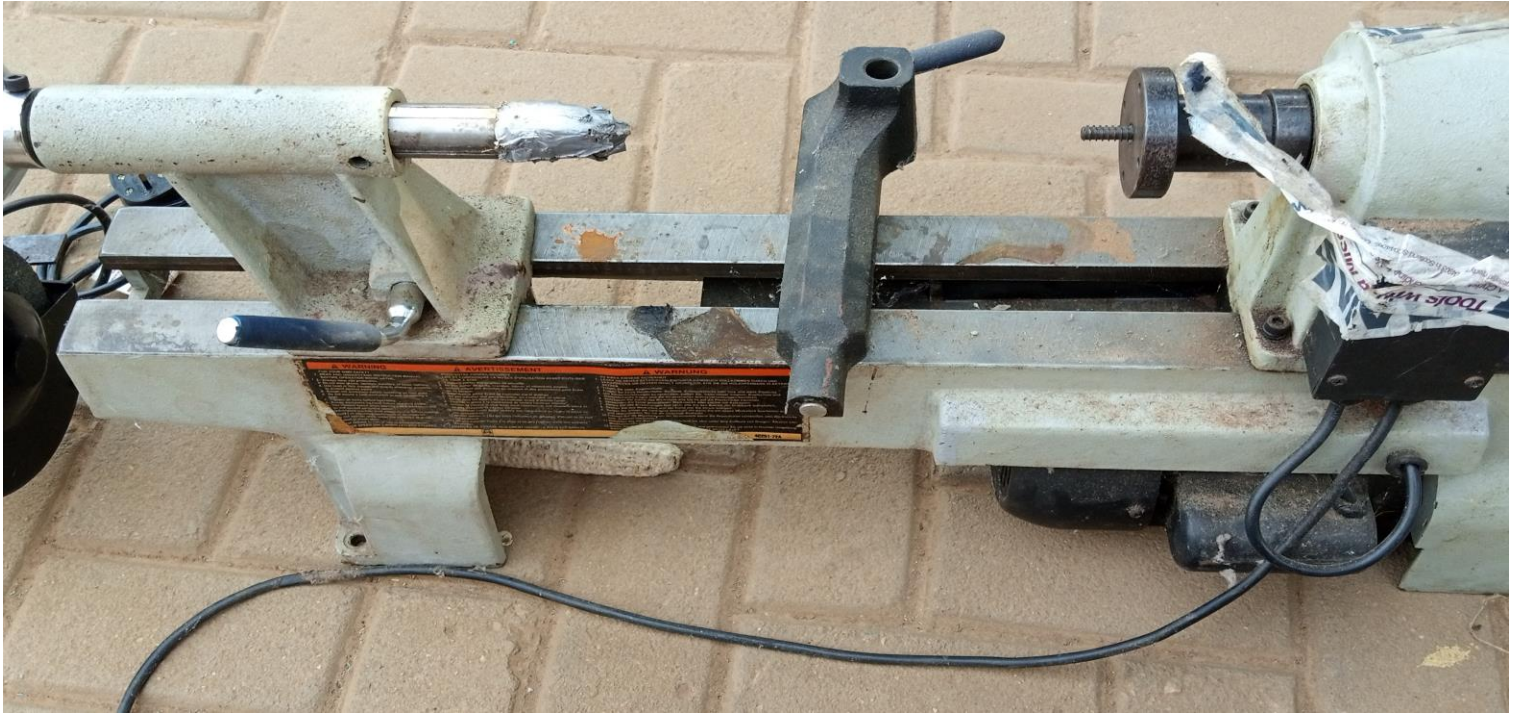
Crotchets for hand knitting, instructional weaves and one of the knitting machines of the College for the Course of Knitting & Weaving.



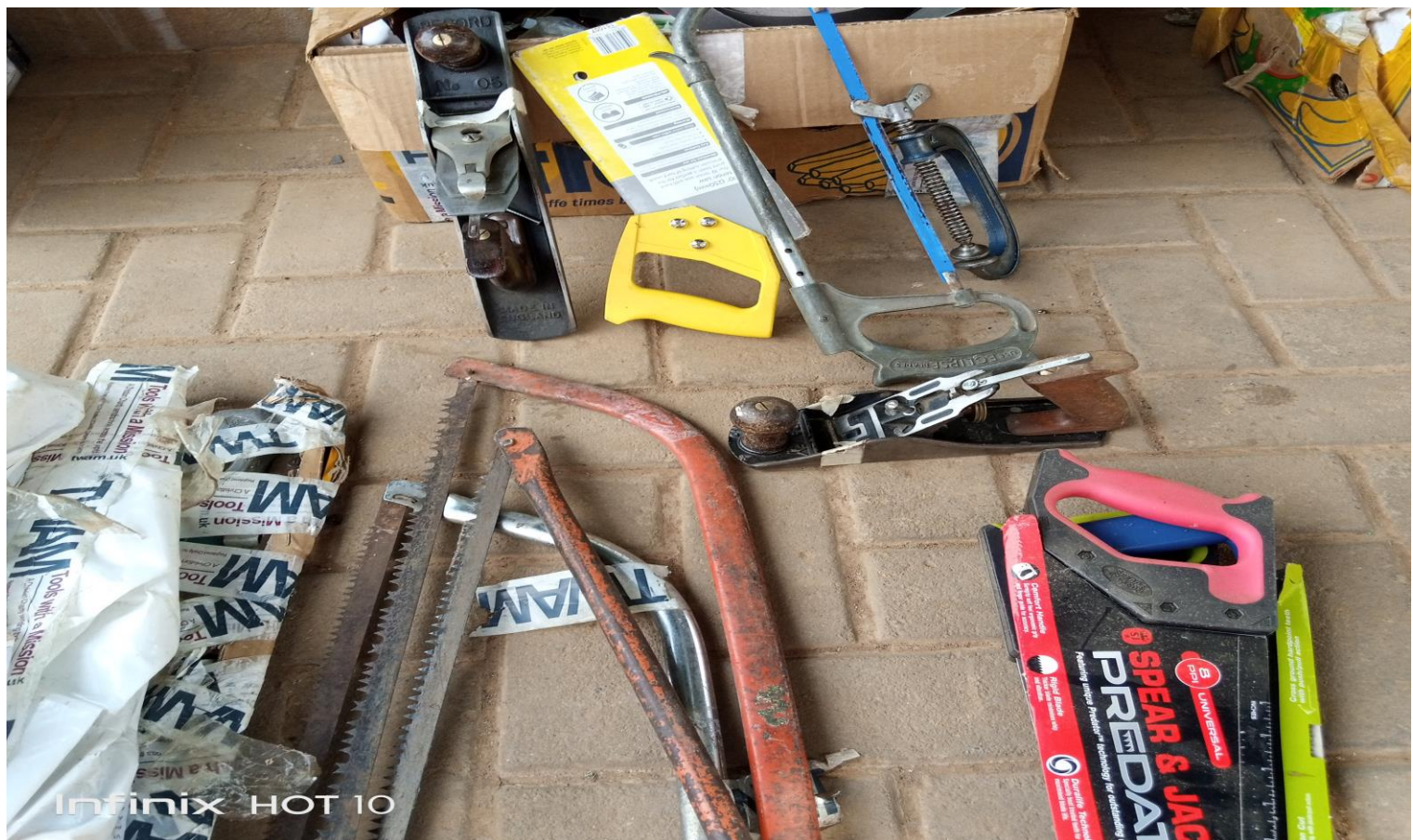


Students of Tailoring & Fashion design undertaking a practical assignment under the supervision of a competent instructor.





A spindle molding machine for wood work technology as part of the equipment for the department of carpentry & Joinery.





On display are sets of tools & equipment for automotive mechanics for the activities of the department of automotive technology.





Sample tools for Block laying & concrete for the department of Building Construction practice on display



Boxes of assorted tools & equipment in the stores of St Johns College of Science & Technology.