**LABOUR COLLEGE OF EAST AFRICA (LCEA)**

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Launched in the year 2014, Labour College of East Africa is an established labour college and a service provider for many industries. We train for many different organizations ranging from international organizations, business enterprises, Non-Governmental Organizations, Civil Society Organizations and Government institutions. We specifically provide some of the following services with a team of experienced experts with proven hands on experience locally and in the region;

It is registered with Uganda Registration Service Bureau (URSB) and National Council for Higher Education (NCHE) No. TI.PL.0107 as training and learning provider.

**Our vision**

To provide access to higher education transcending boundaries and developing education and learning opportunities that conforms to international standard.

**Mission**

To be recognised as a research driven college contributing to progression of society with employment oriented knowledge advancing skills in labour relations, entrepreneurship, creating leaders of tomorrow facilitated by dedicated and professional trainers

**Goal**

1. To prepare professionals recognised for the quality and significance of their skills acquired through learning
2. Provide leadership in development of collaborative professional relationship with schools, organisations and other institutions focused on the improvement of education in communities and work place settings
3. Enhance the commitment of departmental staff and students to centrality of diversity, social justice and democratic citizenship
4. To enhance effective and efficient management of the college

***We offer the following services:***

**Training and Development**

**Human Resource Consultancy**

**Learning & knowledge interventions**

**Executive Recruitment and Selection**

**Project Planning, Monitoring and Evaluation**

**Conferences, Meetings and Events Management**

**Research and Development**

**Organisational Development**

**Strategy and Strategic Planning**

**Labour Related Consultancy**

1. ***Training and Development***

* Training and development
* Learning and knowledge interventions
* Leadership and skills development
* Management consultancy
* Advisory services on governance, codes of ethics, and performance
* Human Resource Management and Development advisory services

1. ***Research and Development***

* Research Methods and Development
* Applied Research
* Project planning and Management
* Monitoring and Evaluation
* Report writing skills

1. ***Human Resource Management***

* Recruitment and selection
* Staff development
* Performance management
* Salary and remuneration management

1. **Training methods**

LCEA training methodology and approach of transferring knowledge is constantly reviewed depending of the need and requirement. It will however be mostly participatory and practical in approach

LCEA will mainly use the adult learning methodology, a balanced approach, consisting of short lectures to introduce a topic, demonstrations, practical exercises, role plays, real life (Uganda) case studies, sharing of experiences, themed based mental exercises as individuals, groups and plenary, short facilitator guided group discussions and other participatory methods.

**Other Training Approaches**

* ***Lecture method***

The faculty shall explain the theory and hold classroom activities through lectures to the team. This is intended to pass on the relevant knowledge in the respective fields to the team.

* ***Case Studies***

To make the program relevant LCEA shall cover real life case studies and facilitate discussions on practical issues. It shall endeavourer to transform the knowledge learnt into working skills.

* ***Experimental (and fun) learning***

LCEA shall use lots of hands-on exercises. In some cases participants will be paired or put to working teams to get more participation from the team. Life experiences will be shared at this point.

* ***Reflection***

LCEA programs are intended to get participants thinking about their contribution to the work place beyond the event which will give a long lasting positive effect.

LCEA consultants/trainers will also use the following methodologies in delivery;

* Presentations using PowerPoint/LCD projector
* Role plays and exercises
* Group discussions
* Business Simulations
* Case studies

These are derived from different trainings we carried out like training Civil Aviation Authority (CAA) in labour studies and workers rights, IT skills to National Organisation Of Unions (NOTU) as a refresher course and most of Ugandan Trade Unions in different skills like languages, entrepreneurship and managerial skills among others as per their interests

1. **Administration of the College**

There are two major components of the College- Academic Board and Faculty Board

**Academic Board**

The academic Board deals with policy matters. This includes admissions, curriculum approval and enforcing academic proficiency. The duties of the academic board include the following;

* Admissions
* Curriculum approval
* Moderating examinations
* Approving examination results, and
* Handling disciplinary cases

**Faculty Board**

The faculty Board has the following functions:

Setting examinations

Dealing with training and examination incidents

Marking and grading examination papers

Submitting reports to the academic Board for final approval

1. **What you can expect from us**

**Practical, usable, hands** –on-applications to solve real business & labour related issues

**Proven, time tested**, validated approaches to enhancing training and development

**Results-driven**, focused on execution, achieving measurable training results

**Innovative**, drawing on our local content and resources to meet your companies’ specific requirements

**Robust, scalable**, using available resources to ensure cultural relevancy and implementation locally & regionally

**Transparent,** focused on achieving measurable performance and training results

**Customized and unique approach** designed for your companies’ specific training and consultancy needs

**Partnership** approach is key to the long term success of our programmes. Partnership ensures an integrated approach that draws upon and feeds into existing activities.

Partnership means:

* **Working closely with** locals and clients to design and re-design training programmes and activities
* **Striving for** our partners’ success and the success of everyone involved in the learning process
* **Ensuring partners concerns** and issues are brought into light and addressed in the most appropriate manner
* **Utilizing partners knowledge** of their own context through inputs from company staff and actions in the entire training process
* **Encouraging the active participation** of all stakeholders in the entire training process

1. **LCEA Faculty**

We have a range of tested and experienced faculty to deliver to the clients expectations. Most of who are Ugandans trained both locally and abroad but with a deeper understanding of the local market.

The skills base of our faculty range from industrial relations, labour laws, human resource management, business administration, financial management, project planning and management, development studies, policy analysis and research

***Our Contact***

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