

# Complementary ways to educate and train people

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By Br. Bruno A. Dada  
Catholic University Juba- South Sudan

# Objectives

- Identify few differences between education and training
- High light on the role of education and training in development of the private sector
- Propose complementary ways of education and training for the private sector

# Introduction

- Education and training offer more opportunities than delivery of information.
- it is about process of acquiring and developing desirable qualities in people and assessing the requirements of the employer.
- understanding the current competencies of the staff and
- being sensitive to the individual need of all

# Introduction cont..

- Through education and training prospective employees obtain qualifications after acquiring desirable knowledge, skills attitudes and other
- Tangible and intangible factors that play an important role in individuals' employability

# Difference between education and training

- Training refers to an act of inculcating specific skills in a person while Education a process of acquiring knowledge, attitude and skills in any institution.
- Training is based on practical application, education involves but not limited to theoretical orientation

# **Difference between education and training cont....**

- The purpose of training is to improve the performance and productivity of employees,
- Training takes shorter duration on how to perform specific tasks,
- Prepares a person for the job at hand and involves hands-on experience regarding the particular job

# Difference between education and training cont.....

- Many times an employee who takes training, has got some formal education,
- it is also true that many training programs require some form of prior formal education

# Background to our system of Education: (Colonial education in the Sudan)

- The educational policy as implemented under Anglo-Egyptian rule in Sudan was tied to the needs of the administration and political service in that administration.
- The then education was tied to the development of knowledge, skills and attitudes needed by the public and the private sector:



# Colonial education in the Sudan

## cont..

- The school of agriculture
- and veterinary sciences (in 1938) and
- engineering (in 1939) and
- arts (in 1940), all put under respective government departments.
- The school of law was under the legal secretary
- Commercial school graduates were under the ministry of finance ( Education for Consumption).

# Education in South Sudan after Independence

- Ministry of General education Science and Tech.
- Ministry of higher education
- Education act (2012): distinguishes formal from non-formal education
- Gives two categories of Non formal education:  
Alternative, adult and life- long education.

# Education in South Sudan after

## Independence cont...

- Alternative education is meant to provide learning opportunities for learners who missed their formal education system and those who never joined basic education.
- Non-formal or out-of-school education has remained neglected until recently, Vocational education received hard treatment.

# Education in South Sudan after

## Independence cont...

- The attainment of diplomas and certificates through formal schooling has been a major tool for social status and upward mobility.
- Parents do all they can to send their children to schools to obtain certificates in order to qualify for status and better jobs in the society

# **Education in South Sudan after Independence cont.....**

- Many public and private secondary schools have been established as well as more private and public universities.
- All for the purpose of developing the human resource capital needed by the new Country.

# Education in South Sudan after Independence

- The fast development of education and science in our country is of paramount importance,
- based on necessity of increasing the education level of young people,
- to reduce poverty, unemployment,
- improve democratic development and social market economy
- stabilization of the employment, as well as social

# **Role of education and training in the private sector development**

- Enhances the acquisition of knowledge, skills, and attitudes to be highly effective and competitive in the job market.
- Whether in private and the public sector.
- The institutions of learning must produce people with the core skills, transferable skills, essential skills and enterprise skills, that private and the public sector need.

# Role of education and training in the private sector development

## cont..

- Apparently access to information, fast-tracked by platforms such as e-learning, Facebook, Twitter, and many other information communication technologies
- Produce other unprecedented changes and different views of how work ought to be done in both the private and the public sector,



# Role of education and training in the private sector development

## **cont..**

- These trends further suggest that regardless of the location, size, sector or industry, organizations now require variety of resources
- (i.e. technological, financial, as well as human)

- **Education and employability**  
Prospective employees search for opportunities for self-development.
- Employers search for employees with knowledge, skills and essential abilities that can enable them implement their strategic plans to maximize their productivity.
- Education and training enable the employees to acquire needed skills by the private and the public sectors.

# Other methods of education and training

- Long term and short term refresher courses
- Week end full time or part time courses
- On job specialized training programmes ( apprenticeships).
- Individual tailored online and distance e-learning programmes.
- Training through correspondence
- Courses through Video conferencing etc.

# Internship training

- The Catholic University offers degree and diploma programmes in business administration, accounting and finance, procurement and logistics, human resources management, entrepreneurship, agricultural sciences, economics and education in Juba and Wau campuses .
- Soon expanding to Rumbek and Yambio Dioceses

# Internship training cont...

- Every year we send out more than a hundred students for field work attachments and school practice.
- At the end. we receive feedback from private and public institutions about the performance of our students and expectations of the different sectors.
- The feedback information is compiled and we use it for updating our academic programmes to meet some of the demands of the private and the public sectors.

# Internship training cont....

- The gap we discover between what we offer and what the private and the public sector need is bridged through
- additional short courses and public lectures focusing on different areas

# Conclusion

- There are signs that complementary ways of education and training have not yet been fully tapped to make education a useful tool in the private and public sector development.
- It is therefore paramount that they are exploited to contribute significantly in the achievement of national goals and the acceleration of development

# What is the way forward in private sector education and training?

- Needs assessment of manpower needs at the private sector.
- Needs assessment of training needs .
- Needs assessment of how fast we can get the training done given our limited resources.



# **Questions for Discussion**

- **Which are the core, key and transferable skills employees should possess that are needed by the private and the public sector in South Sudan?**
- **What do you think is needed to get these types of programmes in place for immediate implementation?**

# Questions for Discussion

Which of these would be a better way of providing training for the private sector and why?

- Short term refresher courses ?.....
- on job training(apprenticeships)?.....
- Week end part-time training?.....
- Week end full time training?.....
- Evening class programmes?.....
- On line and distance learning?      Any other?

**THANK YOU**