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## CALL FOR APPLICATIONS - SKILLCOOP GRADUATE APPRENTICE PROGRAM

<b>Job Category</b>	:	Graduate Apprentice
<b>Posted on</b>	:	23 <sup>rd</sup> October, 2025
<b>Closing Date</b>	:	21 <sup>st</sup> November, 2025
<b>Positions Available:</b>	:	One (01)
<b>Duty Station</b>	:	Reformed Poachers and Batwa Farmers' Cooperative Society Ltd, Bwindi, Kanungu District.
<b>Key Academic Area</b>	:	Agronomy, Agriculture and any other related field

### Qualification

Are you a recent graduate with demonstrable passion and commitment to work with cooperatives?

The Skill Coop Graduate Apprentice Program (SGAP) is your opportunity for experiential learning. The program provides graduates with a deeper understanding of their subject of study as well as the cooperative business model, ushering them into a whole new world of discovery and excellence.

### Eligibility Criteria

- i). Recent graduates (within the last 2 years) in the relevant fields,
- ii). A male or female of 18-29 years who graduated from an institution, college, or university in the last two years with a diploma or a degree
- iii). Demonstrated interest in the cooperative business model and the relevant field applied for.
- iv). Demonstrated knowledge of the best agricultural practices and land management
- v). Ability to support farmers through training, support supervision, and Knowledge of VSLA
- vi). Excellent communication, organizational, and teamwork skills.
- vii). Ability to commit to a minimum of 06 months to the program
- viii). Ability to collect and analyze data and write a report on key findings.
- ix). Knowledge of Rukiga/Runyakore
- x). Native of Kanungu, Kabale, Rukungiri District, and or any other neighboring districts around the region.
- xi). Willingness to work in Kanungu District for a minimum of 6 months

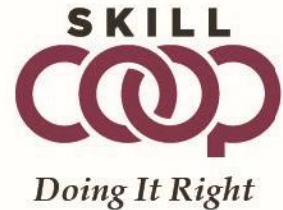


In Partnership with:



SkillCoop is an enterprise of The Uhuru Institute for Social Development

Bwindi Trust House,  
Plot 1, Katalima Crescent, Naguru, Kampala.  
+256 414 581 453 | +256 200 917 823



## Application Requirements

- i). Signed Application letter
- ii). Copy of updated curriculum vitae
- iii). Certified copies of academic documents; testimonials, transcripts, and certificates
- iv). A copy of Applicant National ID
- v). Contacts (telephone and/or email) of three referees

## How to Apply

Submit your application package (including all required documents) to [skillcoop@uhuruinstitute.org](mailto:skillcoop@uhuruinstitute.org) by 21<sup>st</sup> November 2025.

## Contact Information

**Email** : [uhuru@uhuruinstitute.org](mailto:uhuru@uhuruinstitute.org)  
**Phone** : 0414 581453 / 0200 917823  
**Website** : [www.uhuruinstitute.org](http://www.uhuruinstitute.org)

## ABOUT THE SKILLCOOP GRADUATE APPRENTICE PROGRAM

The Skill Coop Graduate Apprentice Program (SGAP) is designed to provide real-world experiences, allowing graduate trainees to apply what they have learned in a practical setting and to embed their understanding of the concept in the practice and work of cooperatives.

The SGAP is an initiative of the Uhuru Institute for Social Development (TUI) in partnership with the Skill Coop Academy, the Coop360° Network, the # NoExcuses Youth Entrepreneurship & Leadership Development Program, Uganda Vice Chancellors Forum, the private sector, academic institutions, and development partners, aimed at providing graduate trainees across Uganda with opportunities.

In 2017, TUI rolled out a successful inaugural volunteer program under the Coop360° Network, which benefited 26 youths and cooperatives. The volunteers included an interdisciplinary team of young adults selected by the cooperatives from a pool of applicants subjected to assessments and selected on merit by TUI. During the program, they attended various skills development activities by TUI to enable them to support the operations of the cooperatives and coordinate the partnership between TUI, the cooperatives, and others.



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This initiative saw over 90% of the cooperatives retaining the volunteers due to the value they added. The highlight of the inaugural program was when the volunteers led the Network cooperatives in the 2022 #NoExcuses Youth Legacy Awards, during which three cooperatives won financial and non-financial prizes.

Building on the successes of the inaugural volunteer program, the Skill Coop Academy launched the Graduate Apprentice Program in September 2024 as a core component of its human capital development initiative for cooperatives and young graduates, with a total of three cooperatives participating in the first cohort. SGAP aims to professionalize cooperative human capital and create decent, meaningful, and sustainable jobs that spur cooperative competitiveness and resilience. SGAP’s aspirations align with the Government of Uganda’s priority interventions outlined in the National Apprenticeship Framework and Vision 2040, as well as its various development blueprints.

### **Apprentice Annual Calendar**

This program runs two cohorts per year, each lasting 6 months.

### **Apprentice-Based Coaching**

During the apprenticeship period, apprentices receive an 8-week coaching period by experienced coaches from the SkillCoop Technical Support Associates (TSAs) in areas identified by the apprentice/cooperative as critical to their delivery.

### **Reporting Lines**

The apprentice reports to a supervisor appointed by the cooperative regarding their daily tasks and is expected to submit a monthly report, no more than three pages in length, to the cooperative and TUI on the impact of the apprentice program.

### **Facilitation**

TUI facilitates the apprentice with a monthly stipend of UGX 200,000 (two hundred thousand shillings) to cover subsistence costs. The apprentice is not entitled to a salary, but the cooperative is expected to facilitate the smooth delivery of their assignments. Upon completion of the apprentice program, the cooperative may choose to retain the apprentice as a full-time employee at their own discretion.



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## ANNEX 1: JOB DESCRIPTION AND TERMS OF SERVICE OF THE GRADUATE APPRENTICE

<b>Job Title:</b>	Graduate Apprentice
<b>Reporting to:</b>	Manager
<b>Job Function:</b>	To ensure that the Cooperative Members adapt to the sustainable farming and agricultural practices that will boost productivity to improve livelihoods and food security, significantly contributing towards the vital role of driving growth and revenue for the cooperative through promoting the cooperative's products and services, building strong relationships with members & clients, and identifying new business opportunities to further the cooperative's mission.

### Specific Duties:

- a) Acts as a link between REPABCOS, the farmers, and other key stakeholders
- b) Conduct trainings for farmers and project staff on record keeping on general crop management / agronomic practices, harvesting and post-harvest handling, and organic farm planning.
- c) Collect background information about the project area, activities, edaphic and climatic factors, agricultural activities, and any other relevant data required, and make necessary recommendations
- d) Conduct follow-ups and inspections to ensure REPABCOS farmers and staff are consistently informed and updated with the current farmer/ agricultural trends.
- e) Conduct VSLA financial monitoring
- f) Ensure proper filing and documentation
- g) Perform any other duties as assigned by the manager.



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