



**BUSHIKA INTERGRATED
AREA COOPERATIVE
ENTERPRISE**



Doing It Right

CALL FOR APPLICATIONS - SKILLCOOP GRADUATE APPRENTICE PROGRAM

Job Category	:	Graduate Apprentice
Posted on	:	Thursday, 23 October, 2025
Closing Date	:	21 st November, 2025
Positions Available:	:	One (01)
Duty Station	:	Bushika Integrated Area Cooperative Enterprise Limited.
Key Academic Area	:	Agronomy and Field Extension, 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). Excellent communication, organizational, and teamwork skills, as well as a good understanding of quality control principles and methods.
- vi). Ability to commit to a minimum of 06 months to the program
- vii). Ability to collect and analyze data and write a report on key findings.
- viii). Knowledge of Lumasaba/Lugisu, Luganda, and relevant languages spoken within the locality
- ix). Native of Bududa, Mbale District, Manafwa, Sironko, Bulambuli, Namisindwa, and or any other neighboring districts around the region.
- x). Willingness to work in Bududa District.



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



**BUSHIKA INTERGRATED
AREA COOPERATIVE
ENTERPRISE**



Doing It Right

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 by 21st November 2025.

Contact Information

Email : uhuru@uhuruinstitute.org
Phone : 0414 581453 / 0200 917823
Website : 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.



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



**BUSHIKA INTERGRATED
AREA COOPERATIVE
ENTERPRISE**



Doing It Right

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.



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



**BUSHIKA INTERGRATED
AREA COOPERATIVE
ENTERPRISE**



Doing It Right

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

Job Title:	Graduate Apprentice
Reporting to:	Manager
Job Function:	To ensure that the products meet established quality standards throughout the production process by inspecting, testing, and documenting quality attributes to guarantee consistent quality and compliance with industry regulations and customer expectations hence greatly 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 Bushika Integrated ACE, farmers, and other key stakeholders.
- b) Conduct trainings for farmers and project staff on best general crop management/agronomic practices, record keeping, hygiene & sanitation, harvesting and post-harvest handling, and organic farm planning.
- c) Develop solutions for challenges in planting, cultivation, harvesting, and crop protection to improve crop efficiency and yield.
- d) Develop and implement sustainable farming practices, including organic farming strategies, and advise on soil management and efficient techniques.
- e) Conduct field research, soil and water analysis to clearly understand nutrient levels, and examine crops for pests, diseases, and weeds.
- f) Prepare and submit reports on agronomy operations, technical activities, and data analysis findings.
- g) Conduct regular training sessions to enhance farmers' capacity in good agricultural practices, SALM practices, and post-harvest handling techniques.
- h) Mobilize and engage target communities to participate actively in different activities.
- i) Provide direct technical support and advice to farmers, farmer groups, and other actors through routine visits and consultations.
- j) Establish and maintain demonstration sites to showcase new technologies and best practices.
- k) Conduct thorough data collection on agricultural practices and farmer needs, prepare reports on activity progress, community mobilization, and training activities.



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



**BUSHIKA INTERGRATED
AREA COOPERATIVE
ENTERPRISE**



Doing It Right

- l) Facilitate connections between farmers and essential service providers, including input dealers, financial institutions, markets, among others.
- m) Perform any other duties as assigned by the manager.

Facilitation during the apprentice

Additional facilitation of UGX 200,000 by BIACE to cater for one’s upkeep during the engagement.



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