



Training Effectiveness and Industry Relevance of Vocational Traineeships in Uganda's Eastern Region: A Gender Gap Closing Strategy Analysis

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Abstract

Vocational traineeships in Uganda's Eastern Region are critical for skill development but their effectiveness varies by gender. Qualitative interviews and secondary data were utilised to assess the impact of these programmes on both men and women in the region's workforce. Analysis revealed a notable disparity in training effectiveness between male and female participants, particularly in technical skills acquisition. The findings suggest that while vocational traineeships provide industry-relevant skills, they need to be tailored more specifically to address gender-specific skill gaps. To close the gender gap, it is recommended that training programmes incorporate gender-sensitive content and offer additional support for female participants in technical areas.

Keywords: *Uganda, Vocational Education, Gender Studies, Qualitative Research, Industry Adaptability, Skill Development Strategies, Educational Policy Analysis*

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