

'Reskill workforce for changing job market'

BY JANE NAFULA

Chief Justice Flavian Zeija has appealed to education institutions to position themselves to reskill existing workforce in order to remain competitive in a technologically advancing world.

Speaking as the chief guest at the 23rd graduation ceremony of Uganda Management Institute (UMI) over the weekend, the Chief Justice cited the 2025 'Future of Jobs' report, which called for action to meet evolving skill demands, as "industries create new pressures for workers and employers alike".

The ceremony saw 4,086 students graduate in different disciplines, including 11 who received PhDs.

"About 92 million roles will be displaced by these same trends. Position yourselves to these changes," the Chief Justice said.

"Whereas we have new emerging jobs which will survive by 2030, some are declining," Dr Flavian added.

He observed that the report shows that many hands-on jobs in construction, food processing, education and office management would disappear by 2030.

He explained that others whose jobs are at risk include security guards, graphic designers, claim adjusters, managers, examiners and investigators.

It is estimated that 59 percent of the existing global workforce will need re-skilling by 2030 to meet the changing



Graduands during the ceremony in Kampala at the weekend. PHOTO/JANE NAFULA

demands. He urged tertiary institutions to find ways to future-proof workforces and adapt their skills to the needs of the job market as a way of transitioning to competence-based learning.

"We need managers who can manage complexity, ambiguity and change. You must be dynamic. If you are not, you may not be relevant in 10 years," he said.

Prof James Nkata, the director general of Uganda Management Institute, said the graduates had been fully equipped to make a positive impact in society. He also announced that UMI had acquired ISO 9001 accreditation, a symbol of quality assurance.

The Uganda Management Institute, Chancellor Bart Katureebe, the former Chief Justice, commended the shift in the university curricula from a knowledge-based system to competence-based training and education whose focus is on industry-driven skills. He added that this paradigm shift will ensure Ugandan graduates thrive in the competitive labour market.