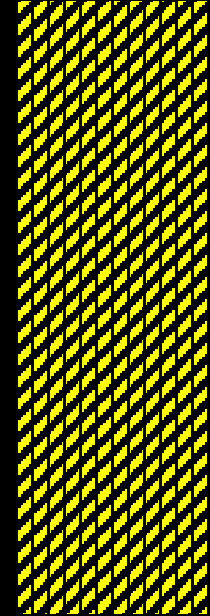
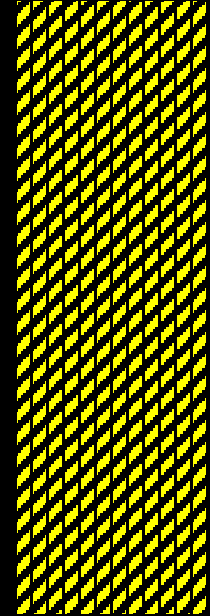
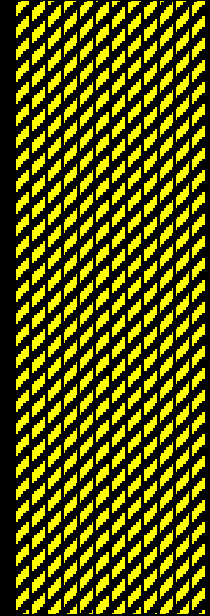
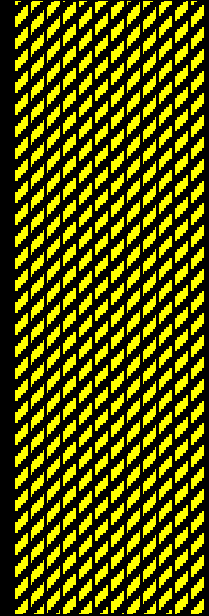
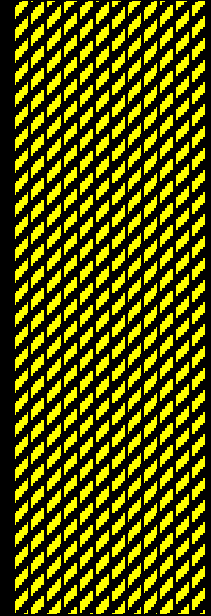




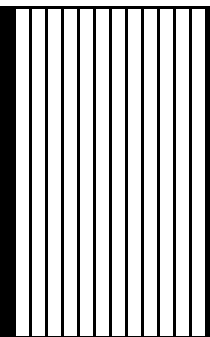
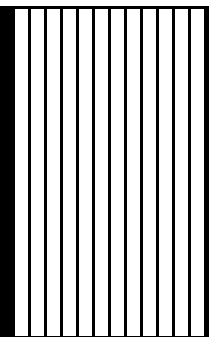
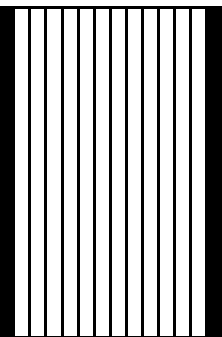


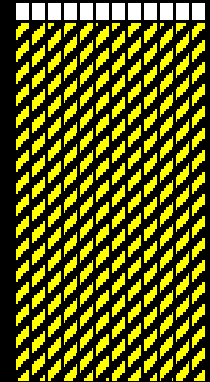

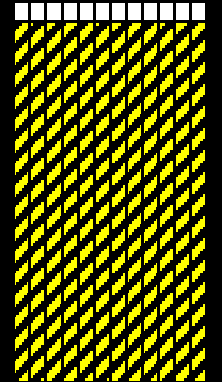
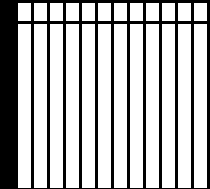
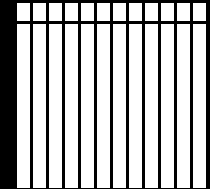
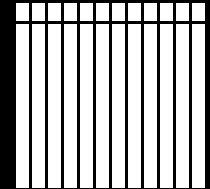
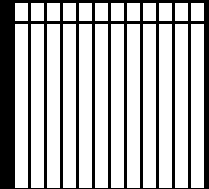
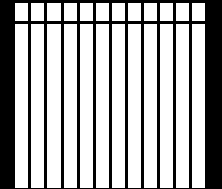
	Upgrade ICT curricula in colleges and universities to align it with national ICT HRD requirements	MoE	Government, Academia and private sector collaboration. Workshops to develop curricula content and forums to present output (<u>Annual budget 100,000 Birr</u>)	Annual surveys developed to assess quality of HEI graduates	Surveys show > 80% satisfaction of quality of ICT skills of HEI graduates by employers	[REDACTED]						
	Enable alternative learning mechanisms such as interactive E-learning in HEIs	MOE,HERQA and EICTDA	Infrastructure (VSAT), Data center, Video conferencing tools and efficient international band width	Infrastructure (VSAT), Data center, Video conferencing tools and efficient international band width	HEIs linked digitally to partner HEI's globally (e.g., the initiative taken by MOE to link HEIs digitally with Indira Gandhi National Open University)	[REDACTED]						
	Broaden availability of quality educational materials/resources through ICTs	MOE,HERQA and EICTDA	Data center and efficient international band width	Data center and efficient international band width	Achieving universal primary education goal of MDG by 2015 through making available primary education materials/resources online	[REDACTED]						
	Increase supply of trained primary cycle teachers through ICT	MOE	Infrastructure (VSAT)	Infrastructure (VSAT)	No shortage of primary education teachers all over the country to achieve universal primary education goal of MDG by 2015	[REDACTED]						
Make available standards for quality training and certification						[REDACTED]						

	Complement global ICT R&D efforts with indigenous R&D focus areas	EICTDA	Special grants. With an average grant size of \$ 20,000 USD, budget for 10 grants per year. <u>Annual budget of \$200,000 USD</u>	Identification of ICT R&D areas for local problems	At least 10 global ICT R&D projects adopted to indigenous R&D focus areas(ex. The recent work on localization of two software types in collaboration with EICTDA, Addis Ababa University and Microsoft)						
Encourage the establishment of basic ICT training vocational institutions and/or tele-centers and strengthen the ones that exist											
	Create public ICT awareness to create demand for ICT training	EICTDA, Mass media Agencies		Surveys that measure ICT awareness conducted ICT newspapers and magazines as well as TV and Radio airtimes that allocate space/ time for creating ICT awareness in place	Adequate number of mass awareness campaigns, enough to create awareness within 2-3 years.						
	Encourage existing training institutions to place more emphasis on practical training rather than highly advanced academic courses by making this a criteria in HERQA's quality review	EICTDA, MoE & private sector involvement		HEI's curriculum revised	HERQA quality reviews show strong practical training by HEIs (>75% of HEIs)						
	Promote the development of public information kiosks	EICTDA, Ministry of Trade, and regional capacity building offices			> 10 % Growth in the number of public information kiosks in the regions in 1 - 2 years						

	<p>Conduct continuous demand and supply analysis to identify ICT HR requirements</p>	<p>EICTDA</p>	<p>Budget for surveying and analyzing HR for sub-contracting the survey--> 150birr/day/data collector for at least 3 sites (each site having 10 data collectors) per 11 regions of ethiopia for a length of 20 days+30,000 birr paid for analysis purpose. Budget Every 5 Years: 1,020,000 birr. (Note that this kind of survey can be included along with relevant CSA surveys to lower cost)</p>		<p>Yearly demand and supply analysis survey conducted revised continually for the next 5 years</p>					
	<p>Disseminate findings to educational institutes and the industry</p>	<p>EICTDA and MoE</p>	<p>Budget for printing findings-> for about 116 educational institutes and 200 prominent industries each to be served 1 print out copy worth 30 birr. Budget Every 5 Years: 9480 Birr</p>	<p>Annual demand and supply surveys</p>	<p>All educational institutes start enrolling students based on the demand and supply analysis 1- 2 years</p>					

	Increase enrolment of TVET and MIS fresh graduates in a higher degree field to meet higher skill demand	EICTDA, MoE, and Private Universities/ Colleges	Budget needed to increase Additional seats--> For about 1088 TVET and MIS surplus graduates per year, a cost of 500 US dollar (400\$ for additional personal pc in the lab and 100\$ for other infrastructural and managerial costs) per student. Annual Budget of 544000\$ until the gap is filled		Increase in number of TVET graduates enroled in bachelors degree level by 50% Increase in the number of MIS graduates enroled in masters degree level by 50% for 2-3 years															
	Develop opportunities for TVET graduates in ICT fields or re-tool them with the ICT skills that are in higher demand.	EICTDA, MoE, and Private Universities/ Colleges		Identification of current ICT skills that are of higher demand	New job opportunities developed for TVET graduates in ICT fields															
	Encourage business incubation with micro-financing institutes	EICTDA and Micro-financing institutes	N/A	Willing and able micro-financing institutes identified	Growth in the number of TVET or MIS graduates owned businesses incubated with micro financing institutes															
	Increase the uptake of computer and electrical engineering field graduates	EICTDA, MoE, and Private Universities/ Colleges			Increase in the number of comptuer/ electrical engineering enrolment by15% for 2-3 years															

	Maintain the uptake of computer science and IT graduates with no increase/ decrease	EICTDA, MoE, and Private Universities/ Colleges			Placement opportunities for computer science and IT graduates						
Attract NGO's and the donor community that are involved in ICT skills and training initiatives for community development											
	Explore, facilitate and encourage NGO's and the donor community on ICT skills and training initiatives for community development.	EICTDA			At least 50% of NGOs / Donor programs involved in ICT skills and training initiatives 3-4 years						
	Influence public opinion on gender equality through information or communication programs using a range of ICTs	EICTDA & NGOs	Funds allocated for respective projects from NGOs		Gender equality (one of the MDGs) concept is deep rooted in the society by 2015 through ICT						
Encourage private sector involvement to create an environment conducive to job creation and satisfaction											
	Develop and encourage IT apprenticeships and mentoring programs	EICTDA and HEI	Negligible		> 70 of organizations in the private sector provide apprenticeships and mentoring opportunities in 2-3 years						

	Collaborate with learning institutions and the rest of the industry in order to address emerging ICT practices, skills requirements (especially the demand for the mid and high ICT level skills) and shape educational and R & D directions and strategies	MoE and EICTDA	1 day/yr forum for collaborative networking. Annual budget 50,000 Birr	Forums in place	> 85% of the private sector companies contribute input in forums run by MoE and EICTDA					
	Encourage and support the private sector to allocate budget for ICT training	EICTDA and Private sector companies	N/A	Appropriate incentives in place	Percentage of private sector companies allocating adequate budget (minimum of 800 birr per employee) rises to > 50% (from its current level of 5%) in 4-5 years time					
Properly utilize e-governance activities through training in order to improve governance										
	End user training on E-governance activities (such as Conferences and meeting among government bodies, Training and distance education for government officials, E-primary school, E Court services, E-health and E-agriculture)	EICTDA	Telecom infrastructure, VSAT, Video Conferencing tools		Transparency, accountability, customer centric public service delivery, ease of accessibility of public services, cost effectiveness in public services, enhanced public participation, easy access to information, easy and cost effective communication with in government, enhanced efficiency and effectiveness	