



INARIES TRAINING CENTRE

Modelling Excellence.

“Your Inspiring Training Partner.”

Corporate Profile

Founded in 2022, Inaries Training Centre (ITC) is one of the leading Approved Training Institutions (ATI) accredited by the Ministry of Gender, Labor, and Social Development to meet the stringent training criteria of domestic service workers (house maids) for overseas employment as a mandatory requirement to promote regular and safe labor migration through an efficient and conducive training program as implemented through existing institutional mechanism laid down by government through the ministry of gender, labor and social development.

Thus ITC has developed its training potential and geared up to meet the training needs of migrant workers as directed by government in areas of occupational health and safety at work, hands on skilling, cultural and social orientation, legal and labor market orientation, performance evaluation, housekeeping orientation, orientation to interpersonal relations and customer care, orientation to financial literacy and proper use of ICT targets among others. Our trainers do periodic assessments of the learner's ability and competences to demonstrate understanding of the conducted modules as a minimum requirement for pass out and final deployment.



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About ITC

ITC has a strong team of administrative staff as well as a group of qualified and dedicated trainers who possess the relevant skills, knowledge and experience to manage the day-to-day operational functions of the center with a total capacity output of 300 trainees every after two weeks.



Company Rationale

Uganda is one of the largest migration corridors in the world. In fact it's estimated that over 1 million Ugandans are working in countries like Saudi Arabia, the United Arab Emirates, and Qatar as of 2021. Many are employed in low-profile jobs such as security guards, cleaners, barristers, drivers, house maids etc. Oftentimes, these workers are paid for their hard work and provided with food and housing for their services. But, that's not always the case in a few isolated incidences.

The less fortunate Ugandan migrant workers are victims of hazardous labor or even labor trafficking. They have no safety net, social security protection, welfare mechanisms, or labor rights. Many of these victims are lured by job agents' on promises of good pay, easy work, and foreign labor sponsorship. Yet, reality tells us this is not the case. Most victims find themselves trapped in low-paying domestic jobs, working up to 15-hours a day and having to endure verbal or physical abuse by some of their would be bosses.

Thus the need to prepare and orient prospective migrant workers for employment abroad through government initiating pre-departure orientation trainings by all domestic service workers (house maids). Inaries Training Centre is born out of the need to heed this call as we believe shall be a major player in this industry owing to its reputation in related ventures.

As Inaries training center, we believe in a comprehensive approach; becoming a part of our client's business and knowing as much about their operations and challenges as possible. We want to support every business partner in meeting their needs and most importantly achieving their goals in improving bottom line results while sustaining their competitive advantage.

Our Vision

To inspire people to realize their full potential through the nucleus of our work; which is divinely inspired training solutions.

Our Mission

We are devoted to empower people to hone their skill-sets. We view ourselves as partners with our clients and all stake holders. We create top notch training programs and aim to become a recognized name in training and development in Uganda and beyond.

Attitude

We constantly strive to motivate every professional to tap into his/her unique human endowments, consciousness, imagination and willpower. Together we make a difference.

Our Training Objectives

01. Create Healthy Business Relationships

In line with our core values, we believe in respecting each and every client and all prospective clients. We ensure that all emails are attended to within 1 business day and every phone call answered promptly with a one-call resolution while also remaining directly aligned and responsive to the requirements of the various regulators, professional bodies and the recognized sub-frameworks in Uganda.

02. Achieve a Rate of 90% Customer Satisfaction

We target to ensure high levels of customer satisfaction through our training programs. Our feedback forms will be given to participants after trainings, and also to clients whom we liaise with to ensure that we constantly receive pointers for every area of our operations while providing cost-effective training solutions which will contribute positively to your bottom-line results.

03. Building Remarkable Training Programs

A great product is the groundwork of a successful business. We will keep our courses up-to-date and relevant whilst employing interesting training methodologies such as role plays, case studies, online training, simulation training and video training to ensure great transfer-of-knowledge. It is here that we promise to deliver demand-driven training through our various training solutions by utilizing our suitably qualified academic and administrative staff.

Our Core Values and Ethics

In a word, our core values are summarized by the acronym, PRIDE:

Passion

We are a group of people who are truly dedicated in the business of empowering people. Our trainers are renowned for their beneficial training programs and we ensure that the quality and reputation of our organization is constantly upheld.

Innovation

We are strong believers of the concept of kaizen (continuous improvement). Our training programs are constantly updated to ensure that the content fits the current need of our participants. We also revive our marketing strategies from time to time to ensure we give our clients the most lucrative deals possible.

Enthusiasm

All our training programs encompass a successful formula;
Knowledge + Hands-on + Fun. Our trainers are all passionate beings, who are eager to leave a mark in the lives of our clients via practical and engaging transfer of knowledge methodologies.

Respect

In the people-business, mutual respect is key for a long term healthy relationship. We are known to our clients as courteous, modest and always willing to tread the extra mile to produce a win-win liaison.

Determination

As (CSR) corporate social responsibility is a part of our corporate objectives, we believe our organization should lead by example. We work with only the best who lead productive lives. They in turn inspire our participants to sharpen their skill-sets and broaden their horizons through new knowledge and fortitude.

Target Market

As a training institution providing pre-departure training for migrant workers, (house maids) our primary clientele base is;

- Migrant labor recruitment companies for overseas employment.
- Professional domestic service workers (house maids) for the indigenous domestic market.



What We Do

We emphasize on performance-based approach to training, where goals are measured through attainment of a given level of proficiency and not necessarily grades of the trainees. Emphasis is given to acquiring specific observable skills for a task which is highly skill centered. We do also combine this with hands on training for practical lessons that ensures ready market maids for deployment.

Particular emphasis is put in areas of work place safety & health, amazing customer excellence, employment contracts so they can stick to their employment obligation among others. We also partner with professionals in specific industries like banking and finance, law and extra to deliver specific programs to supplement the efforts of our trainers. We deliver a final professional any employer or organization wouldn't regret paying for.



Memberships & Accreditations

- Member of MILTA (Migrant Labor Training Association)
- Accredited by the Ministry of Gender, Labor and Social Development

Our Partners

We currently partner with three recruitment companies all of which are active members of Uganda Association of External Recruitment Agencies (UAERA). They are,

- Premier Recruitment Limited
- Serene Recruitment Limited
- Sphere Recruitment Limited

Our Commitment to you

To achieve your desired results, our development effort extends beyond the training room. We work in partnership with you to:

- Understand your business and development needs,
- Design development initiatives and deliver high impact training interventions
- Develop and implement powerful reinforcement programs,
- Track and measure for continuous improvement and sustainability.

Expertise

- We offer training and learning lab that are tailored to provide solutions to help increase the productivity, performance and profitability of our business partners.
- We believe in customizing and developing specific solutions through a collaborative process designed to identify a client's needs, requirements and objectives.
- The unique approach combined with the strong faculty of experts, competent trainers and multilingual facilitators puts our training centre in the position to spur the progress of establishment.



The Curriculum We Follow

The training curriculum for Ugandan migrant workers bound for the kingdom of Saudi Arabia is primarily developed by the ministry of gender, labor and social development with support from International Labor Organization (ILO), Ministry of Foreign Affairs, Ministry of Internal Affairs, Ministry of Health and members from the Uganda Association of External Recruitment Agencies (UAERA).

With a number of various teaching methods including group discussions, live demonstrations in our state of the art practical rooms, videos, questions and answer sessions, Presentations, brainstorming combined with our experienced and highly competent staff, we go over and above the required limits. Our training methods are properly designed to identify the knowledge and skills gaps and effectively address them as such. The envisaged learning out-comes of training varies between the modules, in line with the differing target groups addressed by each module.

Indeed its only here at Inaries Training Centre where;

WE TRAIN FOR COMPETENCY
WE TRAIN FOR SAFETY
WE TRAIN FOR RESULTS

The accredited training program modules by the Ministry of Gender, Labor and Social Development which runs for a period of 14 working days are as listed



PROGRAM UNIT PDO 201- **Introduction to Pre-Departure Orientation Training**

Session Objective

- To explain the importance of pre-departure training.
- To make it easier for migrants to understand what their migration journey means.
- To cover the big questions that the migrants will have during the preparations.
- To facilitate cultural adaptation and work-life expectations.
- To prepare trainees on how to manage and handle expectations

Session Activities

- Deliver presentations on pre-departure orientation and training.
- Brainstorm on the importance of pre-departure training.
- Role play: work-life expectations.

Importance of the Pre-Departure Orientation Training

- It supports outgoing migrant workers in preparing for their journey, adjustment period, life, and work in the country of destination.
- It provides migrants with information on how to access support channels and grievance mechanisms.

PROGRAM UNIT PDO 202- **21st Century Competencies for Migrant Workers**

Session 1: Introduction / Meaning of 21st Century Competencies

Session Objectives

By the end of this session, participants should be able to:

- Access and know the different skills they have and how to use them.
- Understand their personal competencies and how they can improve them.

Session Activities

- Presentation on 21st century competencies.
- Set scenarios on 21st century competencies that can help today's migrant worker remain competitive in a changing job market.

Session 2: Mindset and Behavior

Session Objectives

By the end of the session, participants should be able to:

- Explain the importance of goal-setting.
- Set their goals.
- Determine the important goals.

Session Activities

Setting short, medium and long-term goals.

- Demonstrate one's understanding of mindset change.
- Conduct a role-play session on the appropriate interpersonal skills needed from a migrant in the COD. Participants should demonstrate how they will maintain good relations with employers and fellow employees in the COD.
- Participants discuss the extent to which their current lifestyles reflect the Ubuntu golden rule of "Do unto others as you would have them do unto you." Participants should cite examples from their life experiences on how they have demonstrated this golden rule with the people they have been interacting with.

Session 3: Personal and Psychological Wellbeing

Session Objectives

By the end of this session, participants should be able to:

- Have mental preparedness for the job and the new environment.
- Develop a self-motivated and self-directed attitude.
- Assess their individual strengths, weaknesses, opportunities and threats to deal with challenges.
- Develop a more spiritual pattern that will help them in their day-to-day life.

Session Activities

Discuss the four main aspects of self-confidence.

- Brainstorm on the importance for migrants to have well-developed self-confidence personality.
- Explain how one can manage a stressful life situation in a foreign land.
- Explain how one can remain spiritually focused while in the COD.
- Using relevant examples from real experiences of working in a foreign country, examine the salient strategies of managing homesickness.

Session 4: Foreign Language and Communication

Session Objectives

By the end of this session, participants should be able to:

- Have the basic knowledge of the language of the COD.
- Have the basic communication skills.
- Identify the specific communication barrier and know how to deal with them.
- Get knowledge of utilizing the different communication channels.

Session Activities

1. Introduce the topic and objectives of the module.
2. Participants should hold dialogues on each of the following in English language:
 - Greetings and basic questions.
 - Phrases for asking for help during travel.
 - Phrases for asking for help in country of destination.
 - Phrases at the workstation on how to execute their tasks. This will include how to ask for guidance, as well as salary and leave.
3. Participants should hold dialogues in the COD language on each of the following:
 - Greetings and basic questions.
 - Phrases for asking for help in country of destination.
 - Phrases at the workstation on how to execute their tasks. This will include how to ask for help as well as salary and leave.
4. Pronounce common phrases in COD language(s).
5. Role-play: both household and workplace conversations.
6. Demonstrate through a dialogue on how migrants can seek help and guidance from recruitment companies, Embassy and NGOs.

Session 5: Work Ethics and Conduct

Session Objectives

By the end of this session, participants should:

- Be able to practice ethics and observe values in and out of their workplace.
- Be able to effectively manage their time and generate a working timetable and communicate it to their employers where necessary.

Session Activities

- Discuss the tips needed to develop strong work ethics.
- Brainstorm on the salient time management skills for successful career life.
- Explain the benefits of appropriate time management in one's work life.

PROGRAM UNIT PDO 203– Employment Contract, Laws and Regulations

Session 1: Terms and Conditions of Employment

Session Objectives

By the end of this session, participants should be able to:

- Explain the content of their employment contract.
- Demonstrate their understanding of salary computation.
- Interpret the meaning and length of probation period.
- Explain the terms and conditions of terminating a contract and its implication.

Session Activities

- Ask participants if they have already signed their employment contract.
- Ask participants if they know the details of their employer or recruitment agency.
- Deliver the lecture on what should be in the employment contract and the different types and implications of the contracts.
- Deliver the lecture on the obligation of both the employer and employee.
- Brainstorm on the key features of the employment contract (see Annex).

Session 2: Laws and Regulations

Session Objectives

By the end of this session, participants should be able to:

- Understand the laws governing migration in the COD.
- Understand the laws governing recruitment from Uganda.
- Be aware of the consequences of breaking the law in the COD.
- Understand issues that can cause one trouble in the COD.
- Be aware of the international standards governing migration and migrant workers.

Materials Needed

The facilitator should bring the trainees examples of the following:

- Uganda regulatory documents and laws stipulated below.
- Extract copies of the labor laws of the COD.
- Extract copies of the international standards and conventions Uganda and the COD are party to.

Session 3: Complaints and Grievance Management

Session Objectives

By the end of this session, the participants should be able to:

- Understand and differentiate the terms (complaint, grievance and dispute).
- Know who can handle which complaint.
- Understand the procedure of lodging complaints.

Session Activities

- Use relevant examples to define the different terminologies related to conflict resolution (grievance, complaint, conflict and dispute).
- Deliver a lecture on the various mechanisms of managing conflict (interpersonal, mediation and official channels).
- Brainstorm on how to handle personal conflict issues.
- Share experience on how different migrants have ever handled conflicts.

PROGRAM UNIT PDO 204- Job Specification

Session 1: Job Description and Specification

Session Objectives

By the end of this session, the participants should be able to:

- Understand the specificities of the job they are going to do.
- Assess their capability in fulfilling the job they have been employed to do

Session Activities

- Explain the meaning and features of a job description.
- Explain the meaning and features of a job specification.
- Explain the implication of understanding the difference between a job description and job specification to enable one chooses a job.

Session 2: Nature of the Job

Session Objectives

By the end of this session, participants should be able to:

- Grasp the technical aspects of the job.
- Follow and be able to manage their time effectively.

Session Activities / Exercise

- Task participants to explain/ describe the job they are going to undertake.
- Task the participants to describe the duties and responsibilities entailed in the job they will be doing in the COD.

Session 3: Job Skilling (Practical Guidelines)

Session Objectives

By the end of this session, participants should be able to:

- Develop the capability to use and operate the tools, gadgets, or machines relevant to the job.
- Have clear knowledge of the skills and best practice for their job.
- Effectively and efficiently operate on their job.
- Have proper hands-on experience on the job requirements and tools.

Session Activities

- Put in place an effective skilling program in light of the needs of the target migrants.
- Explain to the migrants the actual skill set required for the job they are undertaking.
- Practically demonstrate the usage of the tools and machines that are required for the specific job

Session 4: Work and Occupational Hazards

Session Objectives

By the end of this session, participants should be able to:

- Maintain and understand the occupational hazard awareness parameters.
- Evaluate and control occupational hazards and risks.
- Understand how to properly review the occupational warnings and signs and follow them.

Session Activities

- Deliver a presentation on the common work-related hazards.
- Deliver a presentation on occupational safety and health challenges.
- Brainstorm on the likely work hazards related to a job one is undertaking.
- Brainstorm on the likely occupational health and safety challenges associated with the job one is undertaking.
- Discuss on the likely cultural shock migrants might face in the COD.
- Experience sharing session with former migrants in the same field.

PROGRAM UNIT PDO 205- Destination Country

Session 1: Know your Destination Country

Session Objectives

- To enable the trainees to have better knowledge of the country of destination.
- To have an idea of the COD's geographical location, climate, and distance from home.
- To appreciate the religious values, culture, and behavior of the destination country.
- To recognize the offenses and penalties in the country of destination.

Session Activities

- Deliver a presentation on the specific COD the migrant workers are going to.
- Share videos of the key features and various documentaries on the COD.

Session 2: Country Profile

Session Objectives

By the end of this session, participants should be able to:

- Understand the religious, family and behavior values of the COD.
- Be aware of the important celebrations and public holidays of the COD.
- Recognize the offenses and penalties.
- Have easy communication tips.

Session Activities

- Deliver a lecture on the country profile of the COD relevant to the migrant workers.
- Share videos and simulations of the COD.
- Share experiences from former migrants in the same field and who have been in the COD.

Session 3: Problems Migrant Workers May Face

Session Objectives

By the end of this session, participants should be able to:

- Have an idea of the various problems they are likely to face.
- Know how best to deal with the problems they are likely to face.

Session Activities

- Discuss common problems faced by migrant workers.
- Share experiences with former migrant(s) on the key issues to keep in mind as one starts employment in a foreign country.
- Brainstorm on precautionary measures to be born in mind by migrant domestic workers to have a successful work life in the COD..

PROGRAM UNIT PDO 206-

Financial Management

Session 1: Saving Habits

Session Objectives

By the end of this session, participants should be able to:

- Understand the salary and its equivalent.
- Have a clear financial plan for their migration journey.
- Have a clear plan of how much to save and how long it will take to achieve the target.

Session Activities

- Share experiences on how the participants have been managing their incomes while in Uganda.
- Brainstorm on how they anticipate to effectively manage their salaries while in the COD.
- Share experiences on the financial flaws in the management of their finances prior to making the decision to apply for a migrant job.
- Share experiences on how they have raised money that is facilitating their migration costs to the COD.
- Explain how they are going to manage their finances after settling in employment in the COD.
- Draft a budget of expenses vis-à-vis income of the first month in the COD.

Session 2: Remittances and Safe Banking

Session Objectives

By the end of this session, participants should be able to:

- Know the importance of a bank account and the available bank to open an account at.
- Have the knowledge of the remittance channels in the COD.
- Know the cost of sending remittances.
- Know the advantage of using safe and formal remittance channels.

Session Activities

- Experience from former migrant workers in the same field on the funds transfer and types of transfer.
- Brainstorming on the advantages of the money transfer system.
- Deliver a lecture on the cost of remittance / money transfer.
- Guest lecture by officials from banks and money transfer companies..

Session 3: Financial Warning and Advice

Session Objectives

By the end of this session, participants should be able to:

- Know the common financial mistakes migrant workers make.
- Understand the changing trends that cause financial losses.
- Know how best to avoid the financial mistakes.

Session Activities

- Experience sharing from participants on the financial mistakes they have committed.
- Experience sharing from former migrant workers on financial mistakes.
- Brainstorm on the practical strategies to overcome financial mistakes.

PROGRAM UNIT PDO 207– Migrant Support System

Session 1: Support Services for Migrant Workers

Session Objectives

By the end of this session, participants should be able to:

- Know and have the contacts of the Ugandan Association in the COD.
- Know the various NGOs and migrant support organizations available in the COD.
- Have the important contact details of the various associations and organizations.
- Understand the roles of the various associations and organizations in their migration journey.

Session Activities

- Before teaching this module, the facilitator needs to verify the contact details of the COD in discussion.
- Brainstorm with participants on “in the previous group discussion, we discussed some risks of labor migration and difficult situations migrants may face; what should you do if you were in one of these situations?”
- Explain to participants that they can seek help where they feel most comfortable, e.g., recruitment agency, NGO, or local authority (COD). Take the participants through the contact details of seeking help and give time for participants to memorize the contact information for at least one institution.

Session 2: Diplomatic Missions

Session Objectives

By the end of this session, participants should be able to:

- Understand the role of the Diplomatic Mission in the migration journey.
- Understand when and how the Diplomatic Mission can be helpful to a migrant.
- Know which Diplomatic Mission office is responsible for the COD.
- Have contact details of the diplomatic office responsible for the COD.

Session Activities

- Explain the role of the Diplomatic Mission / Consular Services to migrant workers in the COD.
- Discuss the role of Consular Staff in protecting rights of migrant workers.
- Guest lecture by Ministry of Foreign Affairs officer(s) on actions Consular Staff can take to protect the rights of migrant workers.
- Discuss how Consular Staff distribute information to migrant workers in the COD.

Session 3: Role of Stakeholders in Labor Migration

Session Objectives

By the end of this session, participants should be able to:

- Understand the role of the various government ministries and agencies.
- Understand the role of the various organizations in the migration journey.
- Understand the role of the recruitment agencies as well as their recruitment processes.
- Know which organization to contact when, how and under what circumstances for a migrant worker to access assistance.

Session Activities

1. Explain the role of each of the following government ministries:
 - MGLSD.
 - Ministry of Foreign Affairs.
 - Ministry of Internal Affairs.
 - Ministry of Local Government.
2. Explain the role of each of the following government agencies:
 - Joint Intelligence Committee
 - CID and Interpol
3. Guest lecture from a member of UAERA office on their role to a migrant worker.
4. Guest lecture from the recruitment agency on their role to a migrant worker both in COO and COD.
5. Experience sharing of a former migrant worker in the same field on his or her experience with the recruitment agencies in the COD.
6. Explain the role of the training centre in the recruitment process of the migrant worker.

PROGRAM UNIT PDO 208– Smart, Easy Travel and Behavior

Session 1: Travel Documents

Session Objectives

By the end of this session, participants should be able to:

- Know the different travel documents needed in the migration journey.
- Understand the features of the various documents.
- Know the importance of the various documents.
- Know the validity of the various documents.

Session Activities

- Ask participants to think about the documents they need to prepare before travelling to the COD. What documents have they already prepared?
- Deliver the lecture “Documents needed to travel to the COD”. While speaking about each document, refer to the pictures of the passport, entry visa, work permit/employment contract, and medical certificate/vaccination card.
- Have and use examples for each document that will be discussed. Check with all participants that they have all the documents and understand the importance of each.

Session 2: Easy and Safe Travel

Session Objectives

By the end of this session, participants should be able to:

- Know how to prepare for their flight.
- Understand the different restrictions and regulations of airports and flights.
- Know the etiquette required of them when they are traveling.
- Understand the different procedures of both departing and arrival airports.
- Know what to pack and not to pack for travel.
- Learn the dos and don'ts.

Session Activities

- Explain the rules governing airport and flight procedures (e.g., luggage restrictions).
- Explain the requirements from a migrant at the COO departure airport (time issues, authorities and documents required).
- Explain the expected etiquette from passengers on the flight.
- Explain the requirements from a migrant at the COD arrival airport.
- Experience sharing from previous travelers on their experience at the departure airport, flight, arrival airport and inland travel in the COD.

Session 3: Return and Reintegration

Session Objectives

By the end of this session, participants should be able to:

- Explain what procedures and steps migrant needs to follow while and after returning from the foreign country.
- To list and explain the common problems that returning migrants face.
- Explain the travel procedure for their return.

Session Activities

- Experience sharing from a former returnee migrant worker on how he/she prepared for return.
- Explain the ideal process on the migrant's journey back to the COO.
- Explain the challenges/problems returning migrant workers are likely to face.
- Experience sharing from a former returnee migrant worker on the challenges/problems he/she faced when they returned.
- Brainstorming on how participants are likely to manage and overcome the possible challenges/problems faced by returnee migrant workers.

PROGRAM UNIT PDO 209- Health and Emerging Issues

Session 1: Health in Destination Country

Session Objectives

By the end of this session, participants should be able to:

- Know his/her medical entitlement and what it covers.
- Have the ability to seek medical attention and know the procedure of seeking medical attention.
- Know the common illnesses and how to deal with them.
- Know the important aspects that impact their health and wellbeing.
- Understand the importance of self-healthcare and personal hygiene.

Session Activities

- Explain the process of accessing medical care in the COD.
- Explain the common illnesses that affect migrant workers in the COD.
- Brainstorm on the First Aid procedures and home remedies that can be useful to migrant workers.
- Explain the important vaccinations needed by a migrant worker for both his/her personal benefit as well the requirement from the COD.
- Experience sharing on sexual abuse and harassment cases from migrant workers, NGOs or other officials that have assisted former victims.
- Explain the issue of contraceptives in relation to the COD.
- Discuss the best way to maintain personal hygiene.

Session 2: Emerging Issues and Trends in Migration

Session Objectives

By the end of this session, participants should be able to:

- Be aware of the new travel trends and restrictions.
- Understand how to watch out for health alerts and the importance of following the restrictions.
- Have knowledge of drugs and narcotics and their implication to the migration journey.
- Understanding human trafficking and smuggling and knowing how to avoid them or help a victim.

Session Activities

- Explain the changing patterns in the current international and local travel trends.
- Deliver a lecture on the current health alerts and related information.
- Explain the meaning of drugs and narcotics.
- Explain the rules and regulations governing the use of drugs and narcotics in the COD.
- Experience sharing on human trafficking and smuggling cases from migrant workers, NGOs and other officials that have ever assisted former victims.



Our Training Partners

With our flexible schedules, we collaborate with other training agencies for value addition to our learners. This allows us to invite domain experts or external trainers as speakers directly to a training session. This helps us add a fresh perspective to our trainings, reach a wider audience, and enhance the learning experience offered to our trainees. Your learners can participate in immersive discussions with the industry experts who have joined as guest trainers like bankers and experts in migrant labor business.



Training Methods Adopted

- Presentations
- Demonstrations and practicals
- Group Discussions
- Brainstorming
- Peer-to-peer learning
- Role play
- Case study

Facilitator Materials

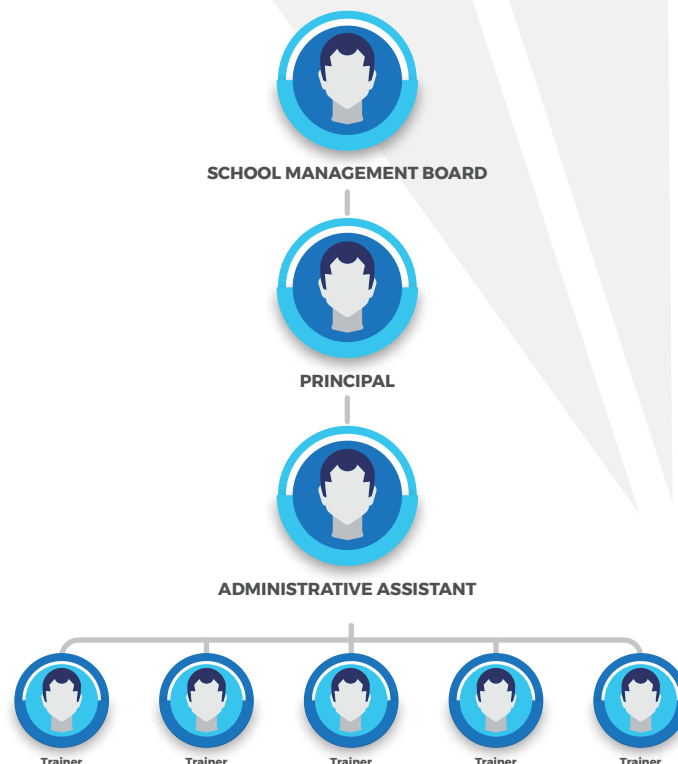
- Flip Charts,
- Markers,
- Projectors
- Video clips specific to COD.
- Sample of Employment Contract

Participants Materials

- Copies of the slides
- Take-away notes

School Organizational Chart

A well laid organizational structure must be one which provides a framework for vertical control and horizontal coordination of the organization's activities. It thus must address its self to issues of job specialization, departmentalization, chain of command, authority and responsibility, centralization/decentralization, line and staff authority, and span of control. We believe this is evident at Inaries Training Centre.



Why Choose Us

Here at Inaries Training Centre, we know a thing or two about exceptional training. This is why we've shaped our company to fit your needs to ensure we can deliver the most up to date training to cover all of your training requirements. The training centre you can rely on, at an affordable price, from a team you can trust.

Our Story

This beautiful story started with a highly focused and ambitious director of the business wanting to open a training company with a service that the customer deserves. With a wealth of knowledge and experience behind the said director, he set out to create a brand that their customers would recognize with quality and honesty. The founder has an old-fashioned view that the customer comes first and this message is passed throughout the business to every staff member and all our business partners.

The Team

Our team is built up of experienced professionals that have various experiences to be able to advise you on not only the correct training, but at the most cost-effective price. Our trainers are all industry professionals with different experiences and qualifications. All our instructors are approved by the Ministry of Gender, Labor and Social Development an accrediting body, making sure they are up to date with relevant regulations and industry best practices.

Our Aim

We believe in delivering a quality, honest, straight forward and professional service. Our customers need straight forward and honest advice when it comes to their training and rely on us to separate fact from fiction and cut through the jargon that can surround the migrant labor industry.

High Class End Demonstration Facilities

Our presentation platforms are unarguably the best in the business. It's spacious enough for all the students to spread out and have a go at each piece of demo machinery. We have 35 learners per piece of machinery. Every other training we conduct encompasses role play, group discussions and written tests. Training consistently and rigorously allows us to achieve the best desired results.

Competent Team of Trainers

Our team is constantly upgrading their skills to make sure they are up to date with current rules and regulations. This is also enabled by the size of our classes which accommodate a total of 50 learners allowing enough time and resources for each learner to receive individualized attention from the trainer. It's these trainers who conduct a thorough grading system through periodic assessments for pass out of qualified maids for eventual deployment at various workplaces.

Improvised Free Wi-Fi to ease learning and understanding

Our philosophy and principle is that education begins the moment a student enters our doors, in both overt and covert ways. In order to better prepare them for their future jobs, we try to simulate working conditions as closely as possible. Since they will be subjected to similar restrictions at the various work places, we provide them with free WIFI during specified and regulated times to acclimatize.

Fully Equipped Library and Computer Lab

Inaries training centre boasts of a fully equipped library with literature about all our training modules and all related migrant workers information. Besides Inaries training centre has a modern state of the art computer library which can accommodate 50 learners per section where they are trained in computer basics and all IT related information that helps them adopt easily at their work places in the destination countries.

Full Department of Foreign Language (Arabic) and Communication

For our maids emphasis is on making sure they can communicate the basics that will enable them survive and work relatively comfortably in the destination country. That's why we have this department with competent trainers in both English and Arabic languages to ease communication at their workplaces. We appreciate the fact that some of the work place challenges are a product of language barrier thus the need to equip our learners with this communication weapon

Dedicated and Hard working Trainers

Our team will work tirelessly to get the training you require, when you require it. Although we cannot always perform miracles, our team will do everything we can to get you what you need. It's here that we have collected thousands of videos of migrant workers in Saudi Arabia from social media platforms like Facebook and TikTok. A wide variety of issues can arise in the workplace, including false videos, good and bad employees, social media abuse, and employee distress. We consult all of these to advise them on how to make the best of any given circumstance. Nothing surprising will occur to them.



Post Training Services

Perhaps the most important and yet most neglected aspect of the training process is what happens after the training program. How to ensure that skills learned in the training room are effectively transferred to the workplace? How can you ensure that you as a business receive an adequate Return on Investment?

If businesses are to achieve a return on training investment and ensure that all the time, money and effort spent on the training hasn't been wasted there must be measurement, recognition and reward of behavior change and improvement in performance. Inaries training centre boasts a state-of-the-art practical training rooms where you will find functional systems ready and waiting for you to put into practice your newly acquired skills from our training courses.

We work with clients to suggest/agree potential business improvement projects or working groups that can be set up following the training, which then measure the value and results of changes implemented.

We encourage our clients to undertake employee engagement surveys to capture improved employee engagement, or attrition and attraction rates.

As it's our policy to conduct Pre-training assessment of all participants, we equally conduct Post-training assessment of all Participants to test their levels of knowledge and skills acquired in these trainings. We also guide them,

- On how to manage stress
- Explain to them what fails migrant workers
- Tips on managing a difficult workplace and employer
- How to make the most of your earnings/remittances
- Why over demanding relatives succeed in fleecing them of their hard earned income
- How to turn a bad boss into a good boss
- When not to confront a difficult boss
- How to successfully complete your employment contract
- How to manage your expectations



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