

FACILITATING THE ESTABLISHMENT OF EXCEED INSTITUTE OF SAFETY, MANAGEMENT AND TECHNOLOGY (EISMAT) 2017 IMPLEMENTED BY PIBA CONSULT LIMITED.

Engagement of PIBA Consult Limited to lay the foundation for the Exceed Institute of Safety, Management, and Technology (EISMAT) in Kampala, Uganda in 2017, an emerging post-secondary learning institution in Uganda that would focus on occupational safety, disaster preparedness, management, and technology. Their collaboration was instrumental at a time when Uganda desperately needed specialized institutions to train the workforce to meet the safety and risk management standards of industries. EISMAT was envisioned to be an excellent institution for training people in areas that had conventionally been neglected by mainstream universities. As occupational safety and disaster preparedness became increasingly necessary in the diverse sectors of oil and gas, construction, health, and manufacturing, EISMAT was supposed to fill a critical void in the technical and vocational education system of the country.

The mandate of PIBA Consult Limited in this project is to establish the institution from the foundation out completely, including strategic planning, academic program development, regulatory compliance, and branding; a multidisciplinary team in education planning, institutional development, legal affairs, and marketing was involved in the consulting package. PIBA Consult first realized an elaborate feasibility study on Uganda and East Africa to assess the potential demand for technical education in safety and management fields. This exercise yielded insights regarding the target student population, industry partnerships, and possible career paths, which would serve as a basis for much of the strategic direction for the institute.

After feasibility, PIBA was to develop a whole institutional strategic plan for EISMAT. The plan included the vision, mission, objectives, values, and growth roadmap of EISMAT, but would also provide clarity on the organization structure, enrollment projection targets, and financial sustainability model to guide the institute during its formative years. Consistent with that strategy, PIBA designed the academic framework for EISMAT. This included the preparation of diploma and certificate programs in occupational health and safety, fire safety, disaster risks management, and technology allied fields. The firm collaborated with curriculum experts to ensure all such programs met both national and international standards.

Another key aspect of the strategic plan was legal and regulatory compliance. PIBA Consult took EISMAT through the process of registration with Uganda's National Council for Higher Education (NCHE), involving the drafting of all necessary documentation, compliance advisory standards, and liaising with relevant authorities until provisional accreditation was secured. The team of consultants advised on institutional policies as well as governance frameworks. These include policies on student admissions, academic integrity, human resource management, quality assurance, and financial controls that served as the foundation for effective and ethical governance of EISMAT.

Recruitment and induction of qualified academic and administrative staff were further supported by PIBA Consult. Among the activities conducted include job description drafting and advice on recruitment, as well as training recommendations for the pioneer staff aligned to the institution's vision and operational culture. Technical assistance was also provided concerning planning for the physical infrastructure for the institute, including designs of lecture halls, ICT labs, safety training rooms, and administrative offices. The infrastructure blueprint should create a learner-friendly and industry-relevant training environment.

In a bid to recognize the significance of visibility, PIBA Consult also led branding and marketing efforts for EISMAT. Development of an institutional identity-the logo, color scheme, and tagline-was part of guiding the digital strategy, including the structure and launch of the website <https://eismat.ac.ug>. Thus, marketing strategies were then crafted to attract potential would-be students, industry partners, and donors to the institution. Initial campaigns were directed towards professionals from high-risk sectors who would undergo some temporary training further upskilling and fresh graduates intending to pursue niche safety and management roles.

EISMAT had successfully launched, opening its doors to the first cohort of students toward the end of 2017. It started offering occupational safety and disaster management certified programs, which quickly placed it on the map of interest among stakeholders in education and industry. Evident in long-term effects were increasing new enrollments in EISMAT, expertise in the faculty, and programs offered. The puzzle that PIBA Consult laid has therefore enabled the institute to

possess promise whereby it stands to be recognized as a relevant and resilient institution, with quite promising forecasts about regional sway.

In short, PIBA Consult Ltd. played a significant role in the successful establishment of the Exceed Institute of Safety, Management and Technology (EISMAT). With a fully integrated multidisciplinary approach, PIBA was able to draw from expertise in strategic planning, regulatory compliance, development of academic programs, infrastructure advisory, and institutional branding. With an unyielding pursuit of excellence in all aspects of institution development, it ensured that EISMAT was legally established according to the National Council for Higher Education (NCHE) requirements, while maintaining an academic structure for the delivery of relevant, quality education. With the establishment of robust governance systems, the design of market-driven curricula, and support for the recruitment of faculty, PIBA provided an excellent basis for sustainable institutional growth. This comprehensive support further positioned EISMAT to respond to the increasing demand for specialized training in occupational safety, disaster preparedness, technological innovation, and effective management practices in Uganda key areas that are critical to the development of the nation and the upgrading of the workforce.