

WORKPLACE LEARNING SUPPORT PROGRAMME IGIRA KU MURIMO

Quarterly Newsletter

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Dear esteemed readers,

Welcome to the 1st Issue of Quarterly Newsletter of the Workplace Learning Support Programme (WPLSP) - IGIRA KU MURIMO.

The Workplace Learning Support Programme - IGIRA KU MURIMO is a collaboration of the Ministry of Public Service and Labour, the Private Sector Federation and APEFE with the aim of piloting the implementation of dual training in Rwanda with Rwanda Polytechnic, Workforce Development Authority and Rwanda Development Board.

This edition will provide you with flash information about the main programme activities implemented from January to March 2020.

Wishing you a good read!

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The 2020 action plan was validated by the WPLSP Technical Monitoring Committee

From the 5th to 7th February 2020, the Technical Monitoring Committee of the Workplace Learning Support Programme - IGIRA KU MURIMO, composed by members of MIFOTRA, PSF, RDB, Rwanda Polytechnic, WDA and APEFE, attended a working retreat to validate the programme annual work plan 2020. It was the opportunity to finalize the 2019 annual report, provide feedback on the programme mid-term evaluation report as well as reflect on the way forward to successfully achieve the programme goals.

Under the support of Belgium Directorate General for Development Cooperation (DGD) through APEFE, the IGIRA KU MURIMO Programme is jointly implemented by the Ministry of Public Service and Labour (MIFOTRA) and the Private Sector Federation (PSF) in collaboration with different stakeholders including Rwanda Polytechnic (RP), Workforce Development Authority (WDA) and Rwanda Development Board (RDB). The programme aims at supporting the role of the private sector and TVET training providers in the implementation of dual training in Rwanda to ensure that youth employability skills are boosted to contribute to Rwanda economic growth.



The Knowledge Management of the WPLSP was boosted by the 1st meeting of the programme Knowledge Management Focal Persons

On 12th March 2020, the Knowledge Management Focal Team for the Workplace Learning Support Programme - IGIRA KU MURIMO gathered to define roles and responsibilities of each institution involved in dual training in Rwanda to contribute to the effective knowledge sharing to learn from the piloting of dual training.

Enhancing knowledge sharing and information systems for the IGIRA KU MURIMO programme is crucial to strengthen institutional development of partner institutions for the success of the Workplace Learning Policy implementation at national level.

During the Knowledge Management Focal Team meeting, the Knowledge Management and Communication Plan 2020 was adjusted and validated.



TVET Schools and Companies collaborate to implement dual training

A 2nd cohort of 187 apprentices of the IGIRA KU MURIMO programme started training in 7 TVET Schools in September 2019 . On 31st January 2020, a joint session with TVET trainers and in-company instructors was organized to prepare the in-company training after 4 months of theoretical and basic practical learning in schools. Apart from 50 companies which hosted the 1st cohort of 121 apprentices who recently graduated from 4 TVET schools, 43 new companies were identified to facilitate the practical learning of apprentices.

This session aimed at introducing new companies with the programme, defining partners' roles pertaining to the dual training system, providing in-company instructors with updates on competencies acquired by the apprentices in TVET Schools and competencies to be acquired in the workplace. It was the opportunity for TVET Trainers and in-company trainers to jointly identify the apprentices learning equipment or toolbox needed to support efficient learning as well as define and understand the dual training monitoring and evaluation strategies and tools.

Finally, School Managers and Company Managers agreed on signing the Memorandum of Understanding for efficient collaboration in the implementation of inclusive dual training.



TVET trainers prepared the monitoring of apprentices' learning in companies

The 2nd cohort of apprentices started their apprenticeship in companies on 3rd February 2020. On 20th and 21st February 2020, a training was organized for TVET Trainers with the main objective of building their capacity on how to conduct the monitoring of in-company apprenticeship throughout defining effective mechanisms and tools.

During this training, a monitoring visit plan was developed for each school, and useful apprenticeship monitoring tools were reviewed including logbooks (for trainees, TVET trainers & in-company trainers) and learning attendance lists. Also, a report format was developed to capture the apprentice's performance status versus training plan, challenges, progress and outcome of coaching sessions held between apprentice and in-company instructor.



Training manuals for the training of in-company instructors were finalised

In collaboration with USAID/HUGUKA DUKORE AKAZI KANOZE and AKAZI KANOZE ACCESS, APEFE organized a workshop to review and pre-validate the final version of the training material for the training of in-company/WPL instructors, the content of the portfolio of in-company/WPL instructors and the templates for final assessment.

Key participants in this workshop included Rwanda Polytechnic, Chambers and Professional Associations under the Private Sectors Federation, and representatives from other development partners active in the workplace learning, namely GIZ/Eco-Emploi, GIZ/Hanga Ahazaza, CSC Koblenz and Swisscontact.



Companies were equipped to facilitate the learning of apprentices

Strengthen the capacity of companies and TVET Schools to facilitate the learning of apprentices is one of the objectives of the Workplace Learning Support Programme. Since 2017, the programme has organized different capacity building sessions for schools and companies. The next priority was to strengthen the physical capacity of companies to facilitate the learning of apprentices in the workplace. In this regards, the programme has purchased equipment for companies in the sectors of Tailoring, Leather works, Fruit processing and Beauty. The equipment purchased includes sewing machines, stools and scissors, alcoholmeters, PH meters, Total Dissolved Solid meters and hairdressing toolkits.

The distribution started in 5 pilot districts outside the City of Kigali (Huye, Musanze, Gakenke, Gatsibo and Nyagatare) and was done in collaboration with representatives of Chambers, Professional Associations, PSF District Coordinators and Directors of Business Development and Employment. The exercise is planned to resume after confinement due to Government prevention measures against the spread of COVID-19 pandemic.



Monitoring of dual training in companies

The exercise of distributing equipment to companies was the opportunity to monitor the in-company training and get insights on the learning quality of apprentices at the workplace.

116 out of 187 apprentices were visited in 43 companies.

At this occasion, in-company instructors expressed their observations towards the competence levels of apprentices and learning challenges were identified. Apprentices and in-company instructors were advised on effective practices to respect working conditions in the different visited companies.



The Private Sector Federation was supported to diagnose its members' businesses

In order to support PSF, Chambers, Professional Associations and Imanzi Business Institute to assist their members in the business growth and organizational development, the WPLSP organized a series of training sessions on Business Diagnosis. The training sessions were facilitated by a consulting firm from South Africa, COCA (College of Chartered Accountants), which also developed a software for PSF to perform business diagnosis of member companies.

The first training session took place from 9th to 11th December 2019 and the second session was held from 24th to 26th February 2020.

In total, 32 people from PSF head office, PSF district offices, Chambers, Professional Associations and Imanzi Business Institute can now support the business community countrywide by checking the healthiness of their businesses using the software and interpreting the software diagnosing reports.

Thank you for reading this Quarterly Newsletter of the Workplace Learning Support Programme - IGIRA KU MURIMO.

Looking forward to continuous fruitful collaboration.

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