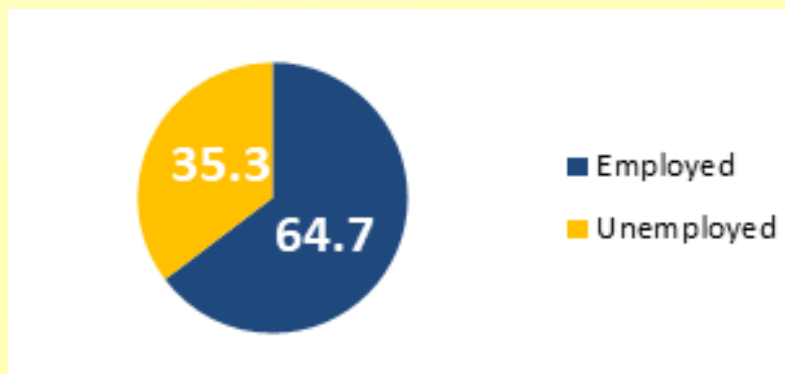


WORKPLACE LEARNING SUPPORT PROGRAMME IGIRA KU MURIMO

Quarterly Newsletter

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Employment status of 121 programme graduates, 1 year after graduation

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Belgium
partner in development

The Knowledge Management strategy was validated



On 6th November 2020, the Workplace Learning Support Programme - IGIRA KU MURIMO conducted the 2nd meeting of Knowledge Management (KM) Focal Team to validate the Programme Knowledge Management (KM) Strategy aiming at effective data collection, information storage and sharing of dual training lessons learned among partners and beneficiaries.

Knowledge sharing will ease collaboration and harmonization of different partners' interventions towards the success of dual training system in Rwanda.

The KM Focal Team is made of representatives from the programme implementing institutions namely the Ministry of Public Service (MIFOTRA), Private Sector Federation (PSF) and APEFE as well as key stakeholders including Rwanda Polytechnics (RP), Rwanda Development Board (RDB), Workforce Development Authority (WDA) and the Ministry of Education (MINEDUC).

Employment rate of youth supported by the Workplace Learning Support Programme reflects success



The programme organized a workshop with the Technical Monitoring Committee (TMC) to provide inputs, validate and disseminate the Tracer Survey Report that was conducted to assess the 1st intake graduates' employability and income generation status as well as employers satisfaction concerning their skills level and performance.

The validation workshop took place on 20th November 2020. Key dual training implementers participated, namely the Ministry of Public Service and Labor (MIFOTRA), the Private Sector Federation (PSF) and different stakeholders including different development partners and a representative of the 1st intake graduates.

The survey findings prove the impacts of the Workplace Learning Support Programme in terms of youth employment and job creation in the trades of hairdressing, tailoring, bakery, fruit processing and milk processing. Out of 121 dual training graduates, only 3.4% were employed or self-employed before joining the programme, 69.7% were employed or self-employed 6 months after their graduation and 64.7% are employed or self-employed during Covid-19 pandemic that affected the global economy.

It was also indicated that the majority of interviewed employers, representing 51.5% are of the view that the skills and performance of employed graduates is at good level, followed by 39% whose perception is at high level, whereas 9.5% find it moderate.

The programme graduates and apprentices were supported in entrepreneurship



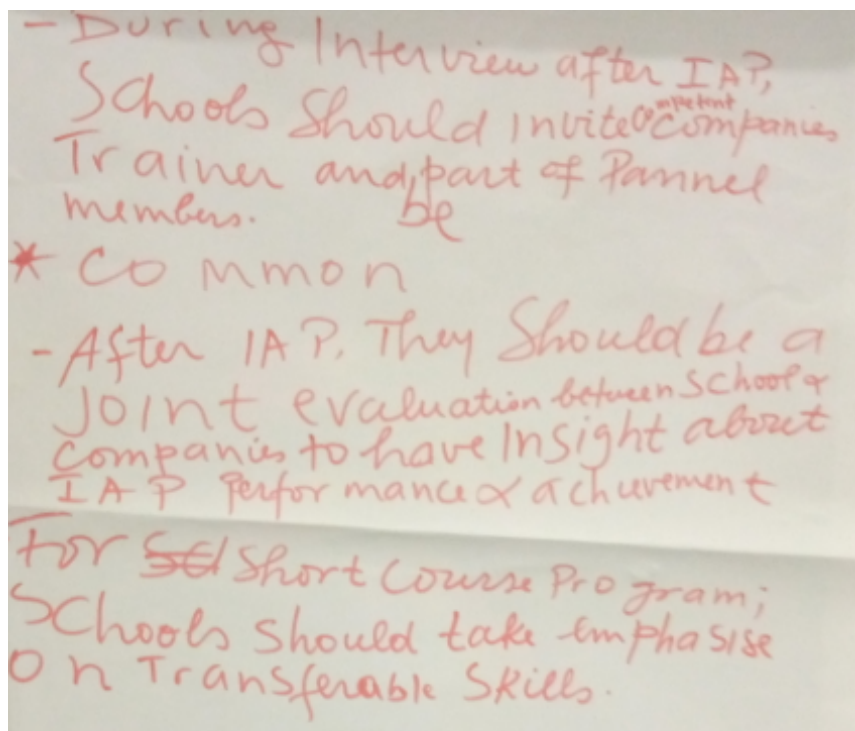
In collaboration with Rwanda Institute for Cooperatives, Entrepreneurship and Microfinance (RICEM), the programme organized training sessions in entrepreneurship, business development, cooperative management and access to finance for the first intake of the programme graduates and for the apprentices in the second intake.

This training aimed at further strengthening the graduate's entrepreneurship capacities through various aspects of mind-set change, skills, access to finance and coaching in order to create their own businesses.

From August until November 2020, 5-day training sessions were organized in different groups. 79 out of 121 graduates in the first intake and 177 out of 187 apprentices in the second intake participated in the training.

Every participant in the training developed her/his own business plan. Both graduates and apprentices were committed to use the acquired skills in their own business creation.

The programme collaborated with RTTI to integrate WPL content in existing curricula



In May - July 2020, a group of 17 RP staff, school managers of the pilot schools and the programme staff attended ITC/ILO training in Management of Vocational Training Centers that included the collaboration with private sector and income generating activities.

Leveraging on this training and the wide range of experience so far accumulated during the programme implementation it was found relevant to support Rwanda Polytechnic and Rwanda TVET Trainer Institute (RTTI) in the process of integrating the content related TO workplace learning into the existing curricula of school managers, TVET trainer and Senior TVET trainer. This will enrich and equip schools in the organization and implementation of dual training and industrial attachment, collaboration with private sector, monitoring of apprentices/students in attachment and the management of production units.

The consultative workshop gathered 17 participants (school managers, TVET trainers, in-company instructors, certified senior trainers of RTTI, RP and MIFOTRA) to brainstorm on the major skills, knowledge on the workplace learning content into the existing curricula to fill the current skills gap. It was found that 5 modules shall be updated to include identified gaps and suggested that all elements of competence should be changed to WPL from 'IAP' terminology.

The Facilitator training manual for In-company instructors was translated into Kinyarwanda



A Training Programme for In-Company/WPL Instructors was validated in April 2019 by WDA.

A training manual was further developed through the support of USAID/Huguka Dukore Akazi Kanoze (HDAK) Project and APEFE, which was validated in January 2020 with stakeholders including GIZ/Eco-Emploi, GIZ/Hanga Ahazaza, CSC Koblenz and Swiss Contact.

The resulting manual was officially handed over to RP in June 2020. Thereafter it was found necessary to have a version in Kinyarwanda to ensure all in-company trainers can be trained.

In this regard, the programme supported the translation of the Facilitator training manual for In-company instructors into Kinyarwanda.

Rwanda Polytechnic embraced the programme support to boost technical trainings in tailoring, fashion and garment industry

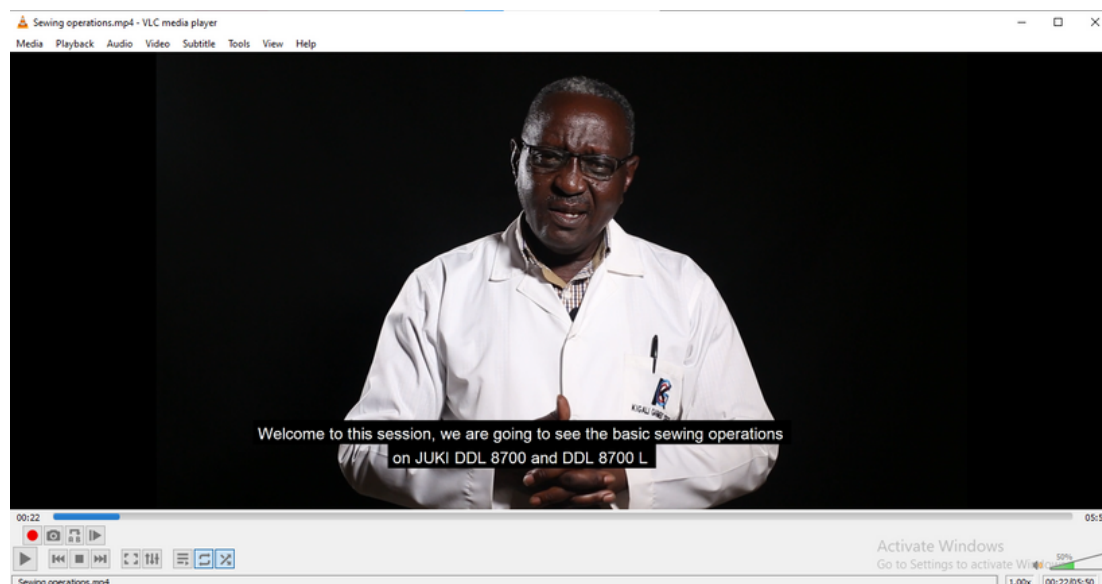


The Workplace Learning Support Programme - IGIRA KU MURIMO conducted internal validation of occupational analysis, career vertical mobility chart and competency standards for the trades of Tailoring, Fashion Design and Garment Manufacturing to support Rwanda Polytechnic to review existing curricula for technical training level 3 to 5 and develop curricula for levels 1, 2, 6 and 7 in the above trades.

The internal validation was held on 13th November 2020 and involved key partner institutions in the implementation of Workplace Learning Support Programme including concerned bodies from the Private Sector Federation (PSF) namely the Chamber of Arts and Crafts, the Association of Professional Tailors, Imanzi Business Institute and some companies in tailoring, fashion and garment industry.

This milestone advances the programme objective to support a training system complying with Made in Rwanda Policy of December 2017 that recommends the establishment of the Rwandan center for design and clothing in a Polytechnic College to provide much needed skills and expertise in the priority garment and fashion sector.

Learning videos were produced for the use of JUKI sewing machine



In March 2020, JUKI Sewing Machines DDL-8700 and DLL-8700-L were distributed to pilot companies in tailoring industry and a similar distribution to pilot TVET Schools is planned to take place in January 2021.

The COVID-19 pandemic has stopped the face to face training in the use of above sewing machines and digital solutions was observed as one of mitigating strategies.

In this context, 4 training videos were produced on assembling process, functionality, basic sewing operations and maintenance of JUKI Sewing Machine DDL-8700 and DLL-8700-L.

The produced videos will be shared via electronic means with the beneficiaries including In-company instructors, Company Managers, TVET Trainers and apprentices for training purpose.

Apprentices in food processing were provided with Personal Protective Equipment (PPE)



A food processing facility's productivity and profitability go hand in hand with a healthy and safe working environment. A safe and healthy workplace improves worker performance and human health through a balance of organization, technology, environment, and tasks.

The same principles of safety apply to apprentices joining the Workplace, thus the programme supported 50 apprentices in the second cohort with Personal Protective Equipment (PPE) . PPE were delivered to 21 apprentices from EFA Nyagahanga and 29 apprentices from Bumbogo TVET school.

The equipment include 50 Lab Coats or Overcoats, 50 Head covers, 45 Safety slipper shoes and 5 Boots and they will be used while in milk and fruits processing or bakery practice.

The programme provided smartphones to Company managers, In-Company instructors and apprentices



While the global Coronavirus (Covid-19) outbreak is affecting not only our health, lives and economies, but also the labour market and education sector, the Workplace Learning Support Programme initiated innovative mitigation strategies to cope with Covid-19 effects on the implementation of dual training in Rwanda. The programme invests in digitalization of its interventions to support the capacity development of partner institutions, companies, TVET Schools and apprentices through online capacity building initiatives.

Online training and learning materials are being developed. The programme considered that it is prerequisite to support Rwanda Polytechnic to adapt the training approach to new training conditions aligned with Covid-19 preventive measures in both schools and companies. TVET Schools and apprentices will be provided with telecommunication tools including tablets and smartphones to ease the online learning and monitoring of the apprentices.

In this context, the programme procured smartphones for Company managers, In-Company instructors and apprentices as well as tablets for school managers to ease online training.

Business diagnosis was conducted to identify companies' status

Business Profile

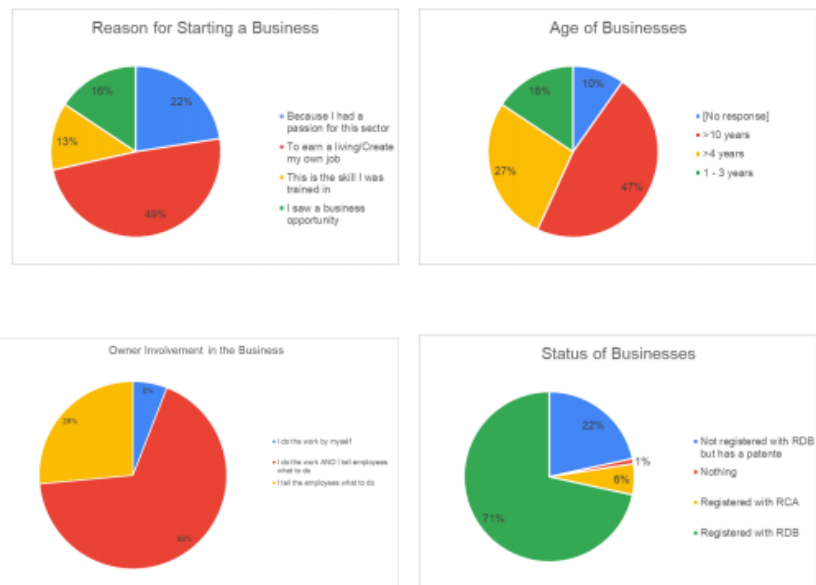
The majority of businesses interviewed are more than 4 years old, nearly half more than 10 years old. 71% can be considered formal businesses, being registered with RDB. Only 1% are completely informal, lacking patente and RDB registration.

74% of the business owners are working in the business directly (e.g. baking, sewing etc...)

Conclusions:

These mature businesses should have been able to grow beyond being owner-operated in 10 years.

IBI can support with training owners on how to expand and work "on" the business, not "in" the business.



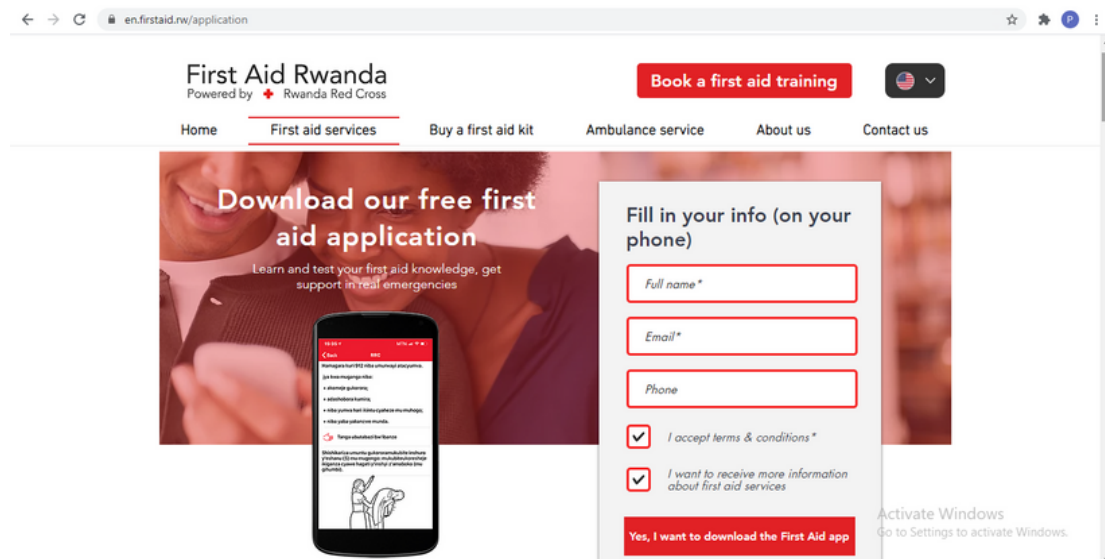
Survey questions: 10, 11, 17, 1

Following the training of 32 staff of PSF, chambers, associations and district coordinators in business diagnosis in collaboration with COCA (College of Chartered Accountants) as a consultant and in order to the strengthen the private sector that has been affected by the outbreak of COVID-19, the programme, in collaboration with IBI, organized field visits and conducted a Business Diagnosis among the pilot companies of the Workplace Learning Support Programme - IGIRA KU MURIMO.

It helped them to understand their strengths, weaknesses, opportunities and threats (SWOT) for them to improve in their respective business performance in terms of quality service delivery, product responsiveness to customers needs and increased profitability.

The field visits were carried out by 16 people in all provinces and Kigali City and 90 companies were reached out. A session for analysis and interpretation was organized on 3rd December 2020 for the whole team to review and analyse the collected data.

A refresher training in First Aid was organized for company managers and In-company instructors



Worldwide Millions of people are hurt or killed by injuries every year due to inadequate response or lack of timely assistance. Taking immediate action and applying the appropriate techniques, while waiting for professional help, can considerably reduce deaths and injuries, and the impact of disasters and everyday emergencies.

In mid-May 2020, the Workplace Learning Support Programme organized an online training on First Aid to enable both companies and schools to assist staff and apprentices in the case of emergency. The training ended with 46 successful completion among companies' staff and 20 completion among TVET Schools trainers.

Therefore, a refresher session was conducted in December 2020 where all companies were supported to review the content and get introduced to the online tests for the admission to the practical First Aid training.

113 company managers or their representative attended.

Pilot companies involved in dual training in Rwanda were trained on gender and environment



The Workplace Learning Support Programme - IGIRA KU MURIMO organized a two-day training on gender and environment for over 100 pilot companies in the implementation of dual training in Rwanda. The training aimed at equipping company managers and in-company instructors with a better understanding of the linkages between gender equality, women's empowerment and environmental sustainability at the workplace.

It has been the opportunity to analyze company practices whereby some weaknesses were identified with regard to gender and environment protection.

It was observed that due to the highly diversified nature of the food industry, various food processing, handling and packaging operations create wastes of different quality and quantity, which, if not treated, could lead to increasing disposal problems and severe pollution problems. Textile processes also pollute the environment and pose serious environmental and health hazards. Moreover, hairdressing salons and beauty clinics also have a range of services that affect the environment in many ways like the use of chemical products, air pollution, water use and wastewater disposal, energy use and solid waste among others.

Participants in the training committed to adopt probable approaches for gender and environment sustainability.

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

Looking forward to continuous fruitful collaboration.

Contact

APEFE-Rwanda

Facebook: APEFE Rwanda | Twitter: @ApefeRwanda

Email: bureau.kigali@apefe.org

Website: www.apefe.org | PO Box 81 Kigali, Rwanda

KN 01 Street, Plot Number 2360 (Ste Famille premises), Nyarugenge District
Kigali City/ Rwanda