

WORKPLACE LEARNING SUPPORT PROGRAMME IGIRA KU MURIMO

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MIFOTRA was supported to organize the Workplace Learning Coordination Workshop



In order to achieve effective implementation of the Workplace Learning Policy, it requires a strong coordination and a concerted effort from all involved stakeholders. In this perspective, the Workplace Learning Support Programme, in partnership the Ministry of Public Service and Labour and the Private Sector Federation, a Workplace Learning (WPL) coordination Workshop was organized on April 23, 2021 for all key stakeholders involved in the implementation of the workplace learning in Rwanda.

The objective of this workshop was to discuss on the strategy to avoid duplication in the policy implementation process; to enhance coordination and collaboration among stakeholders and to share and discuss on WPL activities for 2021/2022 including the evaluation of core indicators: WPL types, targeted beneficiaries, trades, numbers of in-companies' trainers and TVET trainers, numbers curriculum to be developed, budget allocated and districts of the catchments areas as geographic repartition.

The workshop has been the opportunity for participants from PSF Chambers and professional associations, Swisscontact, Expertise France, DSIK, EDC, GIZ-GOPA, ENABEL, BIWE-SOS, Hanga Ahazaza, KOBLENZ, Project-GIZ, GIZ-Eco Emploi, European Union, MINEDUC, RTB, MIFOTRA, NESAs and HEC to harmonize their interventions.

Recommendations were made in favour of all partners involved in the implementation of the Workplace Learning Policy to contribute to the Government agenda to make Rwanda become a globally competitive knowledge-based economy and foster the creation of 1.5 million productive and decent jobs by 2024 as highlighted in the National Strategy for Transformation (NST1).

Entrepreneurship spirit was boosted towards self-employment for the 3rd cohort of apprentices



In order to strengthen entrepreneurship capacities among the supported youth towards self-employment, the Workplace Learning Support Programme trained the 1st and 2nd intakes counting around 308 apprentices in entrepreneurship, business development, cooperative management and access to finance in collaboration with Rwanda Institute for Cooperatives, Entrepreneurship and Microfinance (RICEM).

In this context, the programme organized the same 5-day session including career guidance for the 3rd intake of 190 apprentices. Training sessions took place in RICEM with 3 groups of apprentices, respectively from 19th to 23rd April 2021 for apprentices from GACURIRO TVET in Gasabo District, 26th to 30th April 2021 for apprentices from NGARAMA TVET and GAKONI TVET in Gatsibo District, and 4th to 8th May 2021 for apprentices from EAV KABUTARE in Huye District and ESTB BUSOGO in Musanze District.

Participants in the training were assisted in making their own career decisions. Apprentices expressed that the training helped them to understand well different entrepreneurship prospects and that their entrepreneurial spirit was boosted. As per the objective of the training, each apprentice identified a business idea and developed her or his business plan to be implemented along the course or after completion of dual training.

RICEM urged to collaborate with the programme to coach all the trained apprentices to implement their business plans.

Apprentices were equipped with smartphones to facilitate their online learning



The Covid-19 effects hindered the arrangement of dual training in schools and in-companies. Apprentices are normally supposed to pass 50% of their learning time in TVET schools and other 50% in companies. However, due to different measures against the spread of Covid-19, it has been challengeable to manage the movements of apprentices from schools to companies.

The programme decided to provide apprentices and In-Company Instructors with smartphones as well as tablets to TVET Trainers to facilitate online learning and entrepreneurship coaching offered in collaboration with Rwanda Institute for Cooperatives, Entrepreneurship and Microfinance (RICEM).

Apart from 255 smartphones provided to apprentices in the 2nd intake and in-company instructors in March 2021, more 172 smartphones were distributed to apprentices in the 3rd intake. Moreover, 13 tablets were provided to TVET Trainers from 11 schools to facilitate the learning monitoring and reporting. The programme organized different sessions to train apprentices in the use of the smartphones that they were equipped with, and how to report on their learning progress through different online learning monitoring tools.

The programme assessed the effectiveness of learning in schools' production units and in companies



The Workplace Learning Support Programme - IGIRA KU MURIMO focuses on dual training of apprentices by supporting them to acquire hands-on employability skills through practical learning in TVET schools and in-companies. However, among other Government measures to contain the spread of Covid-19, inter-districts movements were prohibited while it was the time for the second intake of 179 apprentices to move from seven (7) respective TVET Schools to host-companies for in-company apprenticeship in 11 districts of the programme coverage. To address this challenge, the programme invested in the capacity development of TVET schools, companies and apprentices in order to facilitate practical learning in the schools' production units and in few accessible companies. In order to strengthen the schools' production units, which took over the role of companies in terms of practical learning term, schools were provided with equipment and consumables.

From May 31 to June 6, 2021, before conducting integrated assessment of apprentices in the 2nd intake, the programme conducted the assessment of the effectiveness of learning in schools production units comparing to in-company apprenticeship training. It was the opportunity for apprentices to express their appreciations about the learning conditions as well as the challenges they were facing.

The assessment focused on different indicators including the level of apprenticeship satisfaction (Excellent & Good scores were 85 % and 88.1 % in industry and school respectively), apprenticeship mentorship (Excellent & Good scores were 96.9 % and 92.9 % in industry and school respectively), use of soft skills (able to handle challenges at the workplace: 90.6 % and 98.4 % in industry and school respectively) as well as the use of smartphone during the apprenticeship training (95.3 % and 98.4 % in industry and school respectively). The programme anticipated mitigation measures to the challenges identified in order to cope with Covid-19 effects and complete dual training successfully.

Professional associations facilitated the placement of 179 apprentices in the 3rd intake for in-company apprenticeship



From 11th to 15th June 2021, apprentices in the 3rd intake were placed in companies for on-the-job learning after completion of a 4 month term learning in 5 TVET schools namely EAV KABUTARE, ESTB BUSOGO, NGARAMA TVET, GAKONI TVET and GACURIRO TVET.

The placement was facilitated by professional associations in the trades supported by the programme including representatives from Rwanda Bread Bakers Association (RBBA), Beauty Makers Association (BMA), Rwanda Association of for the Promotion of Leather and Leather Products (RAPROLEP) and Association of Professional Tailors (APT).

The profile of companies that collaborate with the programme to implement dual training in each trade were presented to apprentices in the 3rd intake. Apprentices were given right to choose themselves the companies where they wish to perform their apprenticeship training based on the skills that they wish to increase.

All apprentices were placed and the in-company training was planned to start on July 5, 2021.

164 apprentices in the 2nd intake performed integrated assessment before their certification



In the framework of Competency-Based Training (CBT) and Competency-Based Assessment (CBA), external verification by National Examination and School Inspection Authority (NESA) and Rwanda TVET Board (RTB) is paramount to ensure the quality assurance of the training provided in schools for the attainment of required competencies.

It is in this context that from 10th to 15th May 2021, the 7 pilot TVET schools were audited by external verifiers and were provided with recommendations on what to improve to comply with the requirements for the certification of the 2nd intake of apprentices under the Workplace Learning Support Programme.

From 31st May to 4th June 2021, the programme conducted an integrated assessment for the 2nd intake of apprentices after completion of dual training in food processing, tailoring and leather work in 7 TVET schools namely EFA Nyagahanga, Bumbogo, Janja, Kigembe, Maraba, Cyondo and Gakoni.

The integrated assessment was conducted in collaboration with NESA, professional associations under the Private Sector Federation (PSF) and the concerned schools to collect enough evidences and judge fairly the apprentices' performance and the competencies acquired before their certification. 98% of apprentices successfully performed their assessment and are eligible to get certificates of competence from NESA.

The programme collaborated with EDC /AKA to train Lead Trainers for In-Company Instructors



In 2019, the training manual for In-Company Instructors (ICIs) was approved by the late Workforce Development Authority (WDA). In order to ensure the quality of the training, relevant training material was developed in collaboration with RP, PSF, CSC Koblenz, USAID/HDAK, and GIZ.

A group of lead trainers received an introduction to the training material while it was being tested. The facilitator's manual was finalized and was officially handed over to Rwanda Polytechnic (RP) and PSF in June 2020. A translation in Kinyarwanda is also available.

The Workplace Learning Support Programme organized a 5-day training from 4th to 8th May 2021 for 39 more lead trainers, especially on the TVET side to co-facilitate the training of ICIs with Rwanda TVET Trainer Institute (RTTI) and lead trainers from the private sector through Imanzi Business Institute (IBI).

The training was facilitated by the Master Trainers from AKAZI KANOZE ACCESS (AKA) and Korea International Cooperation Agency (KOICA). The training facilitators gave guidance and orientation about in company learning and its benefits for apprentices.

Practical training in First Aid was organized for In-Company Instructors



In May 2020, the Workplace Learning Support Programme organized an online training on First Aid to enable both companies and schools to assist the staff and apprentices in the case of emergency. The online training ended with 78 successful completion of among companies' staff.

The programme organized a face to face training for participants who successfully completed the online session to enhance the practices in first aid techniques. The training took place from 11th to 14th May 2021. Due to the government instructions to prevent the spread of Covid-19, participants were split into eight group. Each group was composed of 10 participants. Each day, 2 groups attended the one day training in 2 classes. 67 participants attended the training.

The training was facilitated by the Red Cross Rwanda and tackled on different First Aid practices including emergency situation management, instructions for emergencies technique for moving an ill or injured person, management of choking cases, skin wounds and burns, among others.

Participants appreciated the training and expressed that they acquired practical skills for the First Aid in case of emergency at the workplace or elsewhere.

The programme in collaboration with AMI organized a Business Survival Bootcamp for companies on COVID-19 recovery and resilience



To empower companies, the Workplace Learning Support Programme - IGIRA KU MURIMO in collaboration with African Management Institute (AMI) organized a capacity building session (bootcamp) on COVID-19 recovery and resilience for companies that collaborate with the programme to implement dual training. This boot camp session was conducted online from 25th May to July 31, 2021.

To attend this session, company managers registered themselves using their smartphones that they acquired from the programme to facilitate online training and coaching of apprentices. 94 companies participated in the bootcamp.

During the bootcamp period, participants were facilitated to access the website of AMI and downloaded learning materials covering different subjects relating to the management of their businesses. Participants testified that they have gained skills in the management of their businesses especially in bookkeeping, goal setting, and human resource management.

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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