



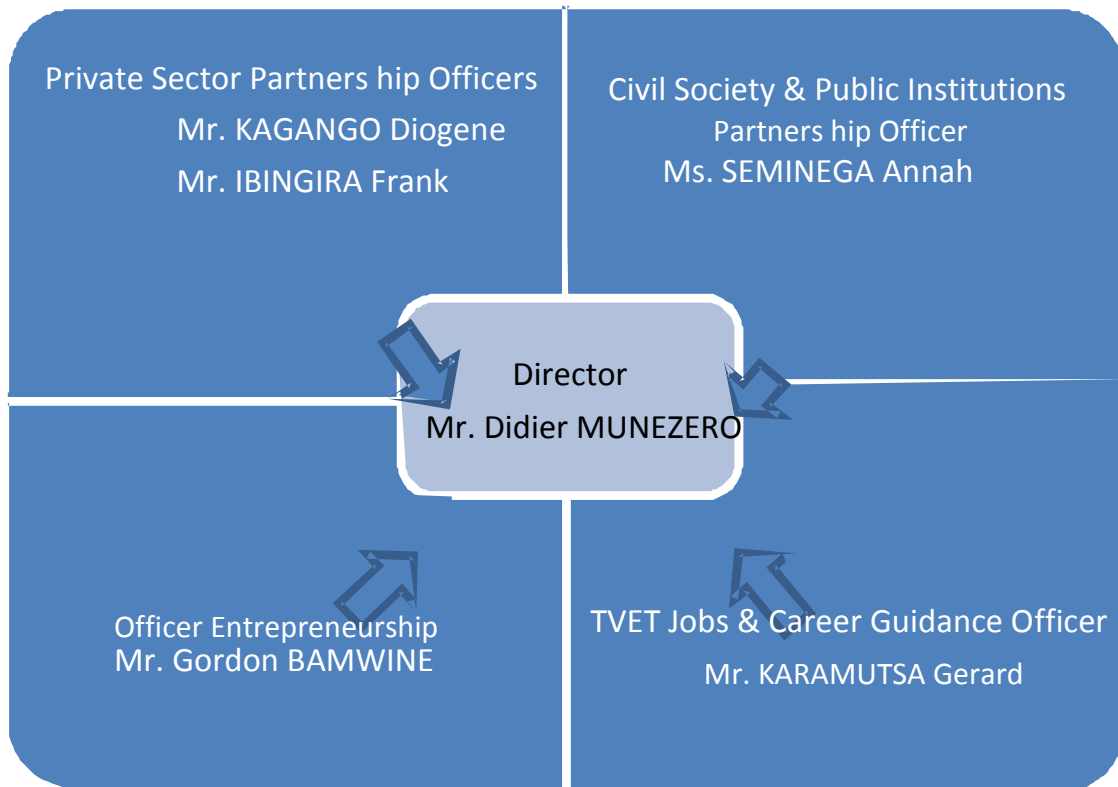
WORKFORCE DEVELOPMENT AUTHORITY – WDA

Empowering people with employable skills and entrepreneurship
Capacity

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I. DEPARTMENTAL STRUCTURE



II. RESPONSIBILITIES OF DEPARTMENTAL STAFF

S/N	Position	Role
1.	Director	Coordination of all activities of the department including mobilization of resources and other supports
2.	Private Sector Partnership Expert	To facilitate and guide TVET-Private Sector Partnership
3.	TVET Jobs & Career guidance Expert	To put in place a framework for TVET Jobs & Career guidance Expert
4.	Entrepreneurship Development Expert	To facilitate the integration of Entrepreneurship skills in the TVET Training
5.	Civil Society & Public Institutions Partnership Expert	To facilitate and guide TVET-Civil Society & Public Institutions Partnership Expert,

III. KEY ACHIEVEMENTS

1. Establishment of the Department with some of the few staff
2. Development of the Industrial Attachment Framework (IAP)
3. Integrating the Entrepreneurship Program in the existing TVET Program
4. Creation of Partnership through signing of MoUs with other Stakeholders (Partners)
5. 40 public and private companies have benefited from funding under 'upgrade your skills'.
6. Different Training Facilities (workshops, class rooms, laboratories, training equipments and other facilities) have been upgraded and constructed in different parts of the country through partnership with different local and foreign partners

The table below briefly describes different partners of WDA with their respective areas of contribution/support. It also highlights other achievements of the department with respect to the partnership created.

a. Development Partners (Foreign)

S/N	Key Development Partners	Areas of interventions/Program
1.	The Kingdom of Belgium Common Program (BTC, VVOB and APEFE)	Common Programme with the following components: Capacity Development of WDA/IPRCs-South with focus on the review of TVET Policy and development of a TVET National Strategy Support capacity of the curriculum development unit through introduction of Competency based curriculum development (DACUM Approach) Strengthening the capacity of IPRC-South in key sectors/trades: Hospitality, Agriculture and Construction TVET Training of Trainers
2.	The Kingdom of the Netherlands NUFFIC (The Netherlands Organization for International Cooperation in higher education)	NICHE (Netherlands Initiative for capacity building in Higher Education) programme with the following components: Strengthening the organization and management capacity of WDA/IPRCs. Establishment of a sustainable training of trainers system at the A1 (post secondary) level of TVET; Development of a National TVET Qualifications Framework (TQF)
3.	The Republic of Germany GIZ, DED and CIM	Economic Employment Promotion Programme with the following components: Upgrade your skills initiative targeting mainly workers in the Labour Market (formal and informal sector) Capacity development of WDA/IPRCs through the development of a National TVET Strategy and establishment of a Quality Management System (QMS) Private Sector Skills Development Cluster-Establishment of Sector bodies. Support in TVET training of trainers (not yet launched)
4.	The Republic of Japan	Support in strengthening training capacity of Tumba College of Technology (TCT) , A1 level
5.	JICA The Republic of South Korea KOICA National Information Society Agency of Republic of Korea	Support in IPRC-Kigali (Kicukiro) Strengthening the vocational level Establishment of Information Access Centre (IAC)
6.	World Bank	Economic empowerment for adolescent Girls and young Women Project-AGI Delivery of quality and Relevant Vocational Training TVET System strengthening Rapid skills delivery
7.	Government of China	Construction of a demand driven TVET (IPRC) School in Musanze District-Northern Province

b. Local Partners

S/N	Names	Proposed Areas of Partnership
1.	Rwanda National Police (RNP)	Short training using TVET Schools under WDA To link Technical control and IPRC-Kigali Extension of Technical Control to rural areas/Provinces using TVET schools To share Technological innovation including Traffic Control Management (Automation system) Establishment of a Police TVET School for sustainable development
2.	MINIYOUTH	Establishment of IWAWA Rehabilitation and Skills Development Centre
3.	USAID/Akazi Kanoze	Supporting WDA on development and implementation of Entrepreneurship skills curriculum
4.	Les Roches	Establishment of Hospitality and Tourism Training School
5.	Government of India	Upgrading of IPRC-EAST and WEST (Infrastructure & Equipments) Establishment of Business Incubation Centres in all IPRCs
6.	VSO	Training of Trainers (TOT)
7.	Akilah	Akilah Upgrading of Mayange VTC Establishment of Hospitality and Tourism Training School-A1 level

c. Other Initiatives with Pending Proposals

S/N	Names	Proposed Areas of Partnership
1.	Ministry of Defense (MoD)	Training of people from Defense Force in Vocational courses for quick wins purposes. Support on Management of existing TVET Schools under WDA Upgrading of ESO-Huye centre to become a demand driven TVET School Strengthening of the existing MoD E-ICT Integrated Training Centre
2.	Swiss Cooperation	Establishment/upgrading of new and existing 7 demand driven Vocational Training Schools in 7 Districts of Western Province
3.	ORIO	A Joint Project Initiative to support TVET in Rwanda through upgrading and construction of TVET Schools, provision of Training of Trainers to support Energy, Infrastructure, Water and Sanitation sectors. The Ministry of Infrastructure is also supporting on this initiative
4.	World Vision	Establishment of a demand driven Vocational Training Centre at Nyaruguru District (Infrastructure)
5.	ENCEL and CSR	Establishment of Ecole de Camionnage et Equipment lourde international (E.N.C.E.L) that will provide skills to Rwandans in Operation, Maintenance and Mechanics of Heavy machinery as well driving of heavy trucks and trailers
6.	SHair Academy	Establishment of a Hair dressing Academy at Remera
7.	Helpage-Rwanda	Support on Short Training Courses

8.	Government of India	Establishment of Business Incubation in GACURIRO VTC
9.	Hicommand-India	Introduction of Simplified Learning through digitalized model of training in TVET Schools (Integrate ICT in other TVET training program)

IV. PROPOSED WAY FORWARD

S/N	Proposed Key Activities in the next phases
1.	Recruitment of Private Sector Partnership officer, Civil Society and Public Sector Partnership officer and Entrepreneurship officer
2.	Create and manage a database of all TVET partners and their specific areas of contribution (In progress)
3.	Develop Strategic Framework that will guide partnership building in WDA and other TVET institutions (IPRCs, TSSs and VTCs)-In progress
4.	Encourage TVET Schools to establish: Production units (Practical skills and income generation to reduce Government burden) Business incubations (a transition for graduates into running their own businesses or chance for them to mature)-Advise, support, mentor & facilitate
5.	Creation of partnership with media institutions for TVET public awareness
6.	Coordinate the drafting and approval process of all MoU that WDA intend to have with its partners.
7.	Strengthening partnership with other TVET institutions from other countries on Technical support Exchange of expertise
8.	Establishment of Sector Bodies with the support of PSF
9.	Coordinate and facilitate the implementation of recommendations made by the TVET Partners cluster
10.	Support the WDA management on mobilization of financial resources for the implementation of the TVET/WDA strategic plan
11.	Support the integration of partners activities in WDA plans

“Partnership is Key to Development”