



# RWANDAN-GERMAN TVET CONFERENCE

## Berlin, 10 and 11 September, 2015

### Field Trip Programme

9 <sup>th</sup> September 2015		
08:00	Pick up of the participants at hotel	
08:30	Reception at „Haus der Wirtschaft Berlin“	
<i>Split up in groups</i>	<b>Group 1: Mobility and Automotive</b>	<b>Group 2: Energy and construction</b>
10:00  10:30	<b>DB Mobility Logistics AG</b> <b>TVET Training Center of “Deutsche Bahn”</b> <ul style="list-style-type: none"> <li>• Introduction of the Apprenticeship training of DB</li> <li>• Discussion with Instructors</li> <li>• Provide an insight to TVET-workshops (metal, electric)</li> </ul> Silke Klein-Jente, Head of DB Training, Learning & Consulting <i>Adlergestell 143, Berlin</i>	<b>Siemens “Gas Power plant”</b> <b>TVET Training Centre of Siemens</b> <ul style="list-style-type: none"> <li>• Introduction of the Apprenticeship training of Siemens,</li> <li>• Discussion with Instructors</li> <li>• Provide an insight to TVET-workshops</li> </ul> Head of TVET Training Center <i>Huttenstrasse, Berlin Moabit</i>
12:30	<i>Lunch</i>	<i>Lunch</i>
14:00	<b>TVET training center of KFZ-Innung Berlin</b> <b>TVET in the automotive maintenance industry</b> <p>Presentation and guided tour of the TVET training center of KFZ-Innung Berlin in Bernau</p> <a href="http://www.kfz-innung-berlin.de/ausbildung_index/ausbil">http://www.kfz-innung-berlin.de/ausbildung_index/ausbil</a>	<b>TVET training center of Lehrbauhof Berlin</b> <b>TVET in construction</b> <p>Presentation and guided tour of the TVET training center of Lehrbauhof Berlin</p> <a href="http://www.lehrbauhof-berlin.de/index.php/ueber_uns.html">http://www.lehrbauhof-berlin.de/index.php/ueber_uns.html</a>



	dung-und Mr.Schade <i>Wandlitzer Chaussee 41, Bernau</i>	Mr. Müller <i>Beißstraße 12, 12277 Berlin</i>
17:30 – 18:30	Debriefing and formulating questions	Rwandan Delegation Hotel Scandic Potsdamer Platz



## Conference Programme

### Rwandan-German TVET Conference in Berlin

Moderation: Alessandra Molz

Day I: 10 <sup>th</sup> September 2015	
9h00-9h30	Registration Enjoy Rwandan Coffee
9h30-9h40	<b>Welcome and Introduction</b> Moderator
9h40-9h50	<b>Rwanda – Skills in development</b> Video screening
9h50-10h00	<b>Welcome Remarks</b> S.E. Igor Cesar, Ambassador of the Republic of Rwanda in Germany
10h00-10h30	<b>Opening Remarks</b> Thomas Silberhorn, Parliamentary State Secretary to the Federal Ministry for Economic Cooperation and Development (BMZ), Germany Dr. Ntivuguruzwa Célestin, Permanent Secretary of the Ministry of Education (MINEDUC), Rwanda
<i>Coffee Break</i>	
11h00-11h15	<b>Rwandan-German Development Cooperation in TVET</b> Kirsten Garaycochea, Federal Ministry for Economic Cooperation and Development (BMZ), Germany
<b>Back-to-Back: Private Sector of Rwanda and Germany</b>	
11h20 – 11:40	<b>The role of private sector in the TVET system in Rwanda</b> Stephen Ruzibiza, CEO Private Sector Federation
11h40 – 12h00	<b>The contribution of German economy in vocational education and training of young people - The Role of Chambers</b> Alexander Baden, Chief Executive Director, Chamber of Skilled Crafts



	Koblenz
<b>12h00 – 12h30</b>	Q&A
<i>Lunch</i>	
<b>13h30-14h00</b>	<p><b>Market place: Insights into Rwandan-German Cooperation in TVET</b></p> <ul style="list-style-type: none"> <li>- Deutsche Welle Akademie: Dual training in media design at Kwetu Institute</li> <li>- Chamber of Skilled Crafts Koblenz/SEQUA: Dual training in construction sector in Rwanda</li> <li>- BUBIZA: Training of Trainers in carpentry</li> <li>- KfW: Support of TVET phase 1</li> <li>- GIZ EcoEmploi: Promotion of Economy and Employment in Rwanda</li> </ul>
	Working Groups
<b>14h00 – 14h20</b>	Introduction to Group Work Moderator
14h20 - 16h00	Group discussions <ul style="list-style-type: none"> <li>- Exchange of experiences – learning from Germany</li> <li>- Recommendations on strengthen in-company training in Rwanda</li> </ul>
	<p>Topic 1: <b>Addressing qualification demands in the construction sector</b> What are requirements on skills development in the construction sector in Rwanda? Input: Qualification demands in construction sector in Rwanda (Gentil Kangaho, General Manager, Real Contractors Ltd.) Resource person: Bernd Mahrin, Competence Network Energy and Construction Moderator: Emmanuel Kamanzi, Rwanda Energy Group</p>
	<p>Topic 2: <b>High quality workplace training for developing future workforce</b> What are requirements on in-company training in Rwanda? Input: Workplace learning policy – the new frame for in-company training in Rwanda Resource persons: Representatives of German enterprises Moderator: Dr Jutta Franz</p>



	<p>Topic 3:</p> <p><b>The crucial role of TVET staff in ‘dual’ training</b></p> <p>What are requirements on TVET staff in Rwanda?</p> <p>Input: Challenges of trainers, teachers and in-company trainers in Rwanda</p> <p>Resource person: Dr Stefan Wolf, Technical University of Berlin</p> <p>Moderator: Julia Schmidt, Sector Project Vocational Training, GIZ</p>
<i>Coffee Break</i>	
<b>16h30-17h15</b>	<p><b>Summary of the group discussions/ Q&amp;A and discussion /results and concluding remarks</b></p> <p>Representatives of working groups</p>
<b>17h15-17h30</b>	<p><b>Closing remarks on first conference day</b></p> <p>Jerome Gasana, Director General, Workforce Development Authority, Rwanda</p> <p>Stephen Ruzibiza, CEO Private Sector Federation, Rwanda</p>
<b>17h30</b>	<i>Reception with finger food @ GIZ Representation</i>

<b>Day II: 11th September 2015</b>	
<b>8h30-9h00</b>	Registration
<b>9h00-9h15</b>	<p>Welcome; Summary of Day 1, Agenda of the day</p> <p>Moderator</p>
<b>9h15-10h30</b>	<p>Discussing key elements of demand-oriented training - shaping recommendations of first conference day</p> <p>Identification of potential for further cooperation and harmonization of actions</p> <p>Moderators of 3 working groups:</p> <ul style="list-style-type: none"> <li>• Arlina Elmiger, Head of Division, Health, Education, Social Protection East Africa, KfW</li> <li>• Heike Hoess, Planning Officer TVET/ Skills Development and Labour Market, GIZ</li> <li>• Nathalie Roy, Project Director, SEQUA</li> </ul>
<i>Coffee Break</i>	



<b>11h00-12h00</b>	Fishbowl on Recommendations for further collaboration Participants
<b>12h00-12h15</b>	Wrap-up Moderator
<b>12h15-12h30</b>	Closing remarks Representative of Rwandan Delegation
<i>Lunch</i>	



## List of Participants

**Michael Ray Albrecht**, Ideas in Motion

**Sonia Andjelkovic**, Project Manager, Vocational Education Export Initiative (IBEX), SEQUA gGmbH

**Alexander Baden**, General Executive Director, Chamber of Skilled Crafts Koblenz

**Elias Baingana**, Chief Operating Officer, Crystal Ventures Ltd

**Bernhard Beckmann**, Member of Executive Committee, European Association of Institutes for Vocational Training (EVBB)

**Tim Bluthardt**, Development Advisor, Eco-Emploi Program Rwanda, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**H.E. Igor Cesar**, Ambassador, Embassy of the Republic of Rwanda in Germany

**Bianca Clausen**, Senior Project Manager, Division Health, Education, Social Protection East Africa, KfW Group

**Eckardt Dauck**, Chairman, STRAWTEC Group AG

**Kingsley Diores, Otto Bock HealthCare GmbH**

**Beate Dippmar**, Component Manager TVET/Skills Development, Eco-Emploi Program Rwanda, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Regina Ecker**, Director of Division Central Africa, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Arlina Elmiger**, Head of Division, Health, Education, Social Protection East Africa, KfW Group

**Julia Elvers-Guyot**, Country Manager Rwanda, Department media development, Deutsche Welle (DW) Akademie

**Jutta Franz**, Consultant TVET

**Anna-Katharina Gallus**, Deutsche Welle (DW) Akademie

**Kirsten Garaycochea**, Deputy Head of Division Central Africa, Federal Ministry for Economic Cooperation and Development (BMZ)

**Jerome Gasana**, Director General, Workforce Development Authority (WDA)

**Jean Pierre Hagenimana**, Student

**Charles Hakazimana**, ReMa Fertigungstechnik

**Maximilian Hartweg**, Director, Ideas in Motion

**Judith Helfmann-Hundack**, German African Business Association (Afrikaverein)

**Lionel Hemme**, Area Sales Manager, LUCAS NUELLE GmbH

**Heike Höß**, Planning Officer TVET/ Skills Development and Labour Market, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Ute Hoffmann**, Consultant TVET

**Kim Holm**, Regional Manager EAC, Festo Didactic SE



**Susan Huebner**, Head of International Department, Senior Expert Service (SES)

**Catia Ingabire**, Student

**Runold Jakobskötter**, Max-Taut-Vocational Training College

**Emmanuel Kamanzi**, Rwanda Energy Group (REG)/ Energy Development Corporation Limited (EDCL)

**Gentil Kangaho**, General Manager, Real Contractors Ltd

**Valens Karamuka**, Student

**Justin Kazoza**, Managing Director, Etablissement (ETS) KAZOZA Justin & Company

**Jan Koepke**, Advisor, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Andreas Koth**, General Secretary, European Association of Institutes for Vocational Training (EVBB)

**Venuste Kubwimana**, Student

**Christian Lamertz**, Area Sales Manager Africa, Phywe Systeme

**Rolf Lehmen**, Senior Expert Service

**Silke Leiendecker**, GFA Consulting Group GmbH

**Katharina Loy**, Senior Manager for Sub-Saharan Africa/ Security and Raw Materials, Federation of German Industries (BDI)

## **Bern**

**d Mahrin**, Focal Point for Vocational Training, Competence Network Construction and Energy

**Frad Makombe**, Student

**Jürgen Männicke**, Consultant Dual Training

**Thomas Masuch**, Managing Director, ZIKOMM

**Michel Mbonera**, Senior Engineer of Substation, Rwanda Energy Group (REG)/ Energy Utility Corporation Limited (EUCL)

**Kathrin Meinertz**, Product development / developPPP, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Theobald Mugabo**, Managing Director, Hydraulique, genie civil et batiment (HYGEBAT)

**Yannick Mukuta**, Student

**Klaus Müller**, Head of Division East Africa, KfW Group

**Petra Müller-Glodde**, Principal Technical Advisor, Program Eco-Emploi Rwanda, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Léandre Munyororo**, Director General, Atelier de Caroserrie (Atecar Garage)

**Emmanuel Mwisenza**, Student

**Kerstin Nagels**, Head of Division Economy, Employment and Social Development, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

**Michael Nieden**, Head of Office Mainz, Partnership "Jumelage" Rhineland-Palatinate / Rwanda





**Asmau Nitardy**, Manager Eastern Africa,  
German African Business Association  
(Afrikaverein)

**Benedicto Nshimiyimana**, Advisor to the  
Ambassador, Embassy of the Republic of  
Rwanda in Germany

**Célestin Ntivuguruzwa**, Permanent Secretary,  
Ministry of Education (MINEDUC), Rwanda

**Eric Nyandwi**, Student

**Veronika Pfister**, Communications and  
Government Affairs, Siemens AG

**Peter Planka**, Area Sales Manager Region  
Europe/Africa, Festo Didactic SE

**Annika Peukert**, Desk Officer,  
Sparkassenstiftung

**Dietmar Rieth**, Director, Energieagentur  
Mittelrhein GbR

**Lisa Maria Rieth**, Student FH Birkenfeld

**Nathalie Roy**, Project Director, SEQUA gGmbH

**Stephen Ruzibiza**, CEO, Private Sector  
Federation (PSF)

**Martin Rwandanga**, Managing Director,  
Entreprise de Distribution du Material didactic  
(EDIMAP)

**Mathias Schäfer**, Director, FingerHaus GmbH

**Pamela Schobess**, Project Manager Rwanda  
Media Project, Deutsche Welle (DW) Akademie

**Holger Schopbach**, Director,  
Bundesbildungszentrum des Zimmerer- und  
Ausbaugewerbes (BUBIZA)

**Michael Schwarz**, Research Associate, German  
Office for International Cooperation in  
Vocational Education and Training, Federal  
Institute for Vocational Education and Training  
(BIBB)

**Jasmin Siebold**, Junior Advisor for TVET and  
Labour Market/ Employment, Eco-Emploi  
Program Rwanda, Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ)

**Thomas Silberhorn**, Parliamentary State  
Secretary to the Federal Minister for Economic  
Cooperation and Development (BMZ), Germany

**Anita Stangl**, CEO, Medien LB

**Theresa Stibbe**, Junior Manager Marketing &  
Public Relations, IST International Training &  
Support GmbH

**Henry Thiele**, Executive Director, Deula  
Witzenhausen GmbH

**Happy Olivier Twiringire**, Student

**Claudette Urmulisa**, Student

**Sonia Isabelle Uwurukundo**, Student

**Stefan Wolf**, International TVET, Technical  
University Berlin

**Thomas Zimmermann**, Head of the Regional  
Competence Centre in Berlin, European  
Association of Institutes for Vocational Training  
(EVBB)

