

How to address qualification demands in construction sector in Rwanda

For one to be qualified to perform his/her duties in construction, he/she should have both the knowledge (theory) of how to do the work as well as having the practical or hands on skills to execute the work.

Challenges

- Limited qualified engineers in various disciplines (civil, electrical, mechanical.. as well as architects)
- Limited qualified technologists
- Limited qualified technicians
- Limited qualified craftsmen
- Lack of practical and hands on skills
- As a result foreigners are the ones doing the work
- Limited exposure to big and complex projects
- Lack of tools and equipment

Skills gaps in construction (2012)

Professionals	Vacancies (Short term)	Proficiency Gap	Expatriates	Total Gap
Civil engineers	15	24	27	66
Mechanical engineers	1	3	8	12
Building architects	2	10	3	15
Electrical engineers	5	1	6	12
Electronics engineers	0	3	0	3
Environmental engineers	2	0	1	3
Landscape architects	0	6	2	8
Total	25	47	47	119

Requirements

- Partnerships between Government and Private Sector should work hand in hand to come up with the right curriculum
- Need to have qualified trainers
- Tools and equipment
- Infrastructure
- Partnership between Govt and PS to promote in company training
- Govt should provide incentives
- Training levy

What lessons can we learn from our German counterparts

- In company training
- Required tools and equipment
- Partnerships
- Exchange programs between companies or through Private Sector Federation

THANK YOU