



Topic 3:

What are requirements on TVET staff to implement demand-oriented cooperative (dual) training in Rwanda?

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Agenda

- Welcome and brief introduction
- Presentation by Ephrem Musonera (held by Julia Schmidt)
- Challenges and lessons learnt from partner countries
- Discussion rounds in small groups (guiding questions)
- Group presentations
- Recommendations



Lessons learnt from partner countries

- High-quality, monitored in-company training significantly improves training quality overall
- Once entrepreneurs have hired and trained, they realize the value of contributing to training
- Establishing in-company training must go hand in hand with reform of the TVET system as a whole in order to be sustainable
- Medium or large training enterprises as „role models“
- Cooperation with German chambers of commerce abroad (AHK)
- Connecting with traditional apprenticeship schemes



Challenges in partner countries

- Often lack of institutional cooperation between public and private sector
- Motivation/willingness of enterprises, to participate in training
- TVET perceived as part of education, hence government responsibility
- Short-term economic calculation (training not see as long-term investment with potential of significant returns)
- Concerns regarding poaching
- Changing roles and responsibilities of teaching and training staff

