

## **Technical Skills Training-50 Youth from Poor Families( Girls & Boys)**

### **A. Need for the project**

According to the latest survey by NISR, among more than the 6.9 million Rwandans who were 16 years old and above last year, 54.2 per cent of them were in the labour force, either employed or unemployed.

At 17.1 per cent, the unemployment rate is still higher among women than in men where it is 13.5 per cent. The jobless rate is more rampant among the youth where it is 18.7 per cent.

In the area of where we work of Gasabo district, we have identified that there is a need to address School Drop-Outs, and Unemployed Youths living within the villages of Gasabo District, with a Vocational Training Scheme.

The programme plans to enhance the employment chances of 50 recent school drop-outs (aged 16- 22) and unemployed youths (22-30) – both male and female, for one year period.

### **B. Why funds are needed**

- ❖ There are high rates of unemployment within Gasabo district among people aged 22-35.
- ❖ Average Learning Achievement of the students is not satisfied. There is rampant school dropout among school going children and many students fail to obtain the necessary results to continue with further study – therefore these students should not be left to 'fail'.
- ❖ Aspire Rwanda is aware that there are several formally accredited Vocational Training Institutions however those who Aspire Rwanda support may be unable to attend due to financial constraints.

- ❖ School drop-outs and youths lose hope and end up loitering, becoming irresponsible in the community and often find themselves engaging themselves in misconduct of all kinds like alcohol & drug addictions, gambling, prostitution, robbery among others – therefore enabling them to acquire a skill to support themselves we hope will prevent this.

### **C.Objectives of the Project**

1. To provide vocational training to unemployed youths and recent school-dropouts to enhance employability and provide a skilled foundation to build a career – therefore reducing levels of unemployment in those aged 21-30.
2. To empower young people to believe in their dreams and to enable the acquisition of income (through formal and informal job prospects) so that they can support their household and families.
3. Foster a change in community attitudes whereby everybody is given the opportunity to succeed.

### **C. How funds will be used**

#### **Pilot Programme**

Initially the programme will be piloted from February 2021 with attendees enrolled on **electricity and auto mechanic** programme - for one year. During this period, a teaching programme/course will be developed, feedback sought from attendees, and a comprehensive budget developed to support the development of the programme to enable effective roll-out.

#### **Proposed Programme for Roll-out December 2021**

An initial one year period is thought to be realistic and it is assumed that following the Pilot Programme, the full programme and supplementary budget will be in place to continue with each project from December 2021 onwards for 1 year.

## **E. Proposed Vocational Training Courses**

The following courses have been proposed and would be targeted at recent school drop-outs and youths – except for Computer Literacy which could also be attended by professionals (public servants);

- Electrical Wiring and Fittings
- Auto mechanic
- Carpentry and Joinery
- Brick laying and Construction
- Plumbing
- Hair Dressing and Beauty
- Catering

## **F.Management of the Programme**

- Identify the formally accredited Vocational Training Institutions that Aspire Rwanda can work with and agree the programme.
- Build course structure; Duration, Tuition, Associated Costs – Both to Beneficiary and to Aspire Rwanda, Course Syllabus', Criteria for Completion and Attaining Certificate
- Identify young people distributed fairly between school drop-outs and unemployed youths.
- Plan the budget.
- Help the students to purchase recommended materials and equipment for the course.
- In-house training at the Aspire Rwanda Community Centre by the hired tutors.
- Monitor and capturing the new skills and evaluate the success of the project ready to develop and extend for the future.

## **G.Expected Outcomes of the Programme**

- Within the 1st year , 30 young people distributed fairly between school drop-outs and unemployed youths will participate in an Vocational Training Programme – with the initial goal of 50% of beneficiaries to be engaged within income-generating activities formally or informally following receipt of training.
- Beneficiaries will become self-reliant and resilient in addressing their challenges through newly acquired skills and learning.
- Beneficiaries will be able to use the acquired skills to enhance their careers and employment prospects.
- Beneficiaries will be able to use course completion certifications provided by Accredited schools and Aspire Rwanda to add value to their curriculum vitae and enable wider career opportunities.

**Total budget required to fulfil this project: 39,600 USD**

## **H.Sustainability**

This initial project is going to serve as a pilot for this program during which we are committed to research models to make it sustainable over the long term. As the pilot professions are traditionally male dominated, it will be made clear to those participating in selection and identification of candidates that all opportunities are available regardless of an applicant's gender. Specifically, applicants can be encouraged to apply for vocational roles that may have been traditionally dominated by another gender.

The format of the agreement between Aspire and the beneficiaries will include an appropriate pay-back plan for the funds loaned for vocational training. The repayment amounts will be directed exclusively to loans for future beneficiaries. The agreement will also involve an arrangement whereby graduates of the program help to explain program benefits to new recruits and remain available informally as mentors.

Payback plans will be formed and adjusted based on advice from vocational schools about graduate performance, and on a follow-up with 50 students in the program six months after the completion of their training and collect information on regarding their employment status and monthly income. We will then analyze this data to assess the feasibility of implementing a loan system with zero interest so that beneficiaries capacity to payback to allow sustainability of program

Done on 31st December 2020



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Aspire Rwanda is registered Non Profit Organization with registration number 79/RGB/NGO/2016.

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