

SKILLS DEVELOPMENT FUND (SDF) CALL FOR GRANT PROPOSALS

The Government of Rwanda in partnership with the World Bank is implementing the skills development Fund under the Rwanda Priority Skills for Growth (PSG) Program. The Skills Development Fund (SDF) main objective is to minimize the skills gap experienced by private business operators by rapidly increasing the supply of skills in high demand in the labour market and to ease the entry of new entrants to the labour market by providing them with the labour market-relevant skills.

It is against this background that, RWANDA TVET BOARD (RTB) is launching a call for proposals for grant competition specifically for the following windows under SDF AF:

Window 1: Rapid response training (RRT)

The objective of this window is to address skills gaps experienced by companies in the formal sector and to promote their collaborations with training institution. The programme will co-finance short-term training for workers who are in the process of being employed by the applicant or existing workers in the applicant's business that need to be upgraded with skills to improve their productivity.

Window 1 will therefore cater for three targets groups: a) Existing 'formal' enterprises in need of upgrading the skills of the existing labour force, b) investors planning to establish an enterprise in Rwanda, and c) enterprises or investors aiming to build the capacity of existing or prospective workers in ICT.

In order to be considered for funding, the applicant (enterprise) needs to define the content and duration of the proposed training, to demonstrate how it will benefit the company and how it will lead to increased productivity and competitiveness for the firm. The applicant must also indicate how it intends to continue the upgrading of its staff upon completion of the SDF-supported training.

The training will be provided by a trainer identified by the applicant or a private or public TVET institution with capacity (technological knowledge, skills, experience, facilities, and machines/tools) to provide the specific training asked for by the applicant. The nominated trainer/training provider will be subject to a quality check by the SDF Secretariat. If more convenient, the training may take place at the facilities of the applying enterprise. For skills where no expertise is available in Rwanda, the trainer may be sourced from abroad. Furthermore, in rare cases, training abroad can be financed. The contract regulating the delivery of the training will be a tripartite agreement between the applying enterprise, the training provider and the SDF.

The training duration for this window is ranging from few days to not more than six (6) months.

i. Upgrade of existing labour force

Under this sub-window, existing enterprises can get support to upgrade the skills of the existing labour force. The need for upgrading may be instigated by investment in new equipment or introduction of new products. Due to the relatively small size of the grants to be offered by SDF, it is expected that most applicants will be small and medium-sized enterprises. Interested companies must respond to calls for applications.

The training duration for this sub-window is ranging from few days to not more than three (3) months. After the training, the grantee should continue to employ 100% of the trained employees at least for one year.

ii. Short-term training for investors

This concerns companies/industries which may be new investors or existing companies in Rwanda who are looking to hire new employees to support their business are encouraged to apply.

As part of the effort to make Rwanda an attractive destination for investors, RDB will refer potential investors who are planning to hire new employees to RTB.

This is the training for employment and after graduation, the company or industry will employ at least **70% of the graduates** at least for a period of one year.

Depending on the nature of training package, the training duration for this window is ranging from few days to six (6) months.

iii. Innovative Training initiatives

The objective of this sub-window is to develop new training concepts. It will focus on innovative proposals from training providers that respond to rare skills that are not easily accessed in Rwanda, especially in the priority sector of ICT in terms of digital and professional skills. Eligible are training institutions such as public or private training institutes, higher education institutes, Private companies with partnerships with international accredited organizations offering required skills to Rwandans from different sectors that require digital and professional skills at basic and advanced levels. The above-mentioned eligible organizations/companies may use the funding to provide these new skills to their existing employees, they may use the funding to provide new skills to the employees from other organizations in the formal sector in need of these skills after they have signed a Memorandum of Understanding binding the training organization referred here as Trainer and the organization in need of new skills.

Under this sub-window, relevant local, regional, or international firms that are accredited to offer professional and internationally recognized ICT-related courses in the form of coding schools, boot camps, ICT related Business Process Outsourcing (BPO) are highly encouraged to apply in this call.

After graduation, the company or industry will employ at least **70% of the graduates** at least for a period of one year. Or, the Training Provider should have access to employer partnerships that will direct sources of employment on the market whereby **70% of beneficiaries** should have been employed by the Training Provider or **70% of trainees** should have been linked to employment workforce after being trained.

In case of providing these new skills to existing workers, the employer should keep them at least for a period of one year after training.

Depending on the nature of training package, the training duration for this window is ranging from 8 to 15 weeks.

b. Window 2: Out-of-School Youth

The objective of this window is to provide out-of-school youth with practical skills for work in labour-intensive trades that align them with local demand and opportunities, the intervention of this window is short-term practical training for Massive Vocational Training (MVT).

The purpose of these trainings is to equip MVT graduates with hands-on skills that enable them to create their own business or be more competitive on the labour market. Mostly, the implementation of this intervention is implemented in partnership with institutions accredited to implement TVET programmes.

The methodology of dual training will be applied whereby a trainee will be trained in a TVET institution and deployed in companies or industries for internship purpose, the duration of training in a workplace will be at least a half of the total training duration.

The training provider (grantee) must offer the trainees guidance on how to start his or her own business or guidance on how to search for employment.

The training duration for this window is ranging from few days to not more than six (6) months.



c. Window 3: Apprenticeship and internship, skills upgrading for informal sector and RPL

Only applications for skills upgrading for informal sector will be received in this call for grant proposals.

– Skills upgrading for informal sector

Eligible training institutions to apply for skills upgrading for the informal sector are professional associations/trade unions/federations/ NGOs/cooperatives of craft 's or artisans/small-scale farmers, and women groups.

The application must indicate how the informal sector operators will benefit from the training. Training providers will be encouraged to collaborate with organizations that can provide follow-up assistance, for example, coaching to graduates who want to establish their own business.

The training duration for this intervention is ranging from few days to not more than three (3) months.

Priority will be accorded to the training areas (Trades) falling under **window 1, window 2 and window 3** in the following selected priority sectors: **Transport& Logistics, Construction Sector** (specifically training of advanced technology in construction), **Hospitality& Tourism, Energy Sector, ICT& Digital Skills, Manufacturing, Mining, and Agriculture.**

The management of RWANDA TVET BOARD (RTB) is pleased to inform and invite the interested applicants to submit the grant proposals through SDF Grant Management System (GMS). Before applying, we recommend all interested applicants to check the Detailed Specific Terms of References (ToRs) of SDF Call for Grant Proposals and Grant Management System (GMS) User Guide via the following link: <http://gms.sdfwanda.rw>.

The applicants shall submit their grant proposals using the provided Grant Management System portal mentioned above not later than 18th February 2022 at 23:59:59.

Note:

In case you need any support on the use of Grant Management system, please visit the above-mentioned portal, and register for training on how to apply using SDF Grant Management System not later than 10th February 2022. The meeting link will be sent to only registered people and training will be carried out on 11th February 2022. Any needed assistance regarding the use of SDF Grant Management System, do not hesitate to contact us on +250788435520.

Done at Kigali on 31.01/2022



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Director General, RTB