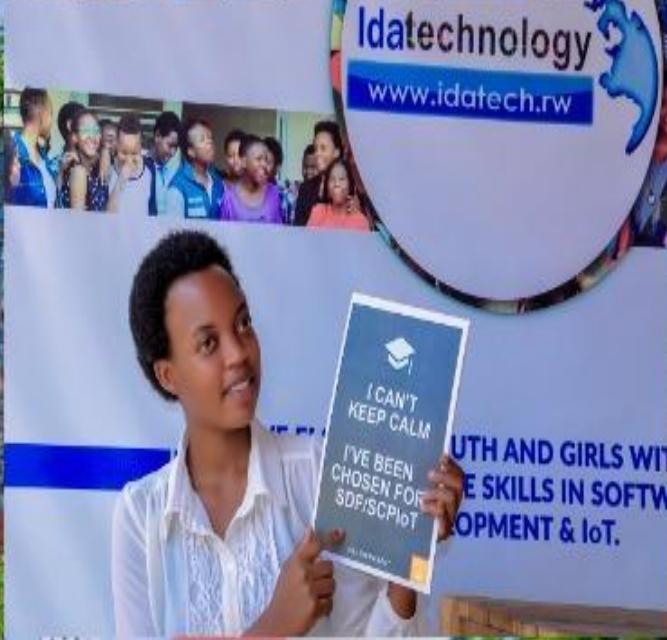
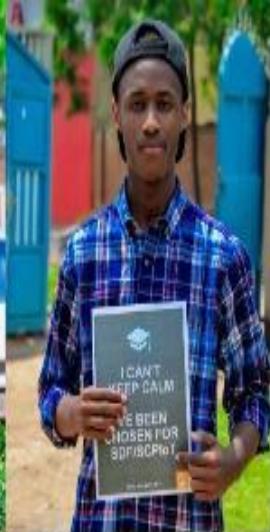




**SKILLS DEVELOPMENT FUND (SDF)  
PHASE I&II**

*Success Stories*

*June 2025*



## ***INTRODUCTION***

The Skills Development Fund (SDF) is one of the components of the Priority Skills for Growth program (PSG) that has been established through a financing agreement between the World Bank and the Government of Rwanda to support the implementation of NEP through a Program for Results (PforR) financing model. The primary objective of SDF, managed by the Rwanda TVET Board is to rapidly close skills gaps faced by private-sector employers by expanding the supply of labor market relevant skills especially for high-demand jobs and supporting new labor market entrants

**Why the Skills Development Fund (SDF)**

**Strategic Economic Sectors of intervention**

**Who is the target beneficiary**

The targeted economic sectors include Energy, Transport and logistics, ICT, Hospitality, Agriculture, construction, and other innovative programmes. Those targeted sectors were selected on basis of (i) sectors that employ large numbers of the population; (ii) sectors with potential for value addition and improved productivity; (iii) sectors where foreign direct investment is increasing and/or where significant public finances have been directed; and (iv) sectors that will support growth in other sectors.

The focus will be on short-term, practical, and technical training of employees (including business skills for the informal sector), school-leavers, and unemployed graduates. These includes:

- ✓ Employees (present and prospective) of existing companies and investors.
- ✓ Workers in the informal sector in need of skills upgrading.
- ✓ Young adults (not gainfully employed) in need of basic skills training.
- ✓ Skilled workers in need of certification of their competences (Recognition of Prior Learning).
- ✓ Graduates from TVET institutions in need of additional practical skills relevant to their training.



## **SDF TARGETS AND ACHIEVEMENTS**

The Skills Development Fund (SDF) was launched in 2017 with the goal of building the capacity of Rwandan youth who demonstrate a skills gap or mismatch compared to labor market requirements. The initial financing of the SDF successfully met its targets, as it was originally planned to train 9,000 beneficiaries. In total, 9,100 individuals were trained and certified.

Windows	SDF initial financing achievements								
	Call 1 <sup>1</sup>		Call 2		Call 3		Totals gender per Window		G/Total per window
Female	Male	Female	Male	Female	Male	Female	Male		
Window 1	441	782	359	330	1020	562	1820	1674	3494
Window 2	1032	1965	0	0	0	0	1032	1965	2997
Window 3	84	288	576	1105	368	188	1028	1581	2609
S/Total	1557	3035	935	1435	1388	750	3880	5220	<b>9100</b>
G/Total/Call	4592		2370		2138		-		

Window One focuses on Rapid Response Training, which aims to build the capacity of the existing workforce within organizations committed to retaining 100% of the trained graduates, or to prepare prospective employees for new investors who are obligated to hire at least 70% of the trainees. Window Two targets out-of-school youth through Massive Vocational Training programs designed to equip them with practical skills for the job market. Window Three supports the informal sector by offering apprenticeships, internships, skills upgrading, and Recognition of Prior Learning (RPL) to enhance employability and acknowledge existing competencies.

The Skills Development Fund Additional Financing was launched in September 2020 with a target of 13900 graduates. To achieve this goal, a total of 14,196 beneficiaries were trained and certified. Over a period of six years, the program reached 23,296 beneficiaries in total. The impact of the Skills Development Fund on the livelihoods of these beneficiaries is measured through the outcomes of the graduates' Tracer Studies, which assess their employment status within six months after completing their training. The average results from the last three tracer studies indicate that at least 84% of the graduates found employment. This demonstrates the positive impact of the Skills Development Fund on youth employment and empowerment.

SDF Additional Financing Achievements				
Window/ Gender	Female Graduates	Male Graduates	Total	Target
Window 1	1,827	1,284	3,111	3,150
Window 2	1,321	1,005	2,326	2,100
Window 3	4,112	4,647	8,759	8,650
Total	7,260	6,936	<b>14,196</b>	13,900
Percentage	51.1%	48.9%		-

Below are the SDF target sectors and their respective training Programs:

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<sup>1</sup> The call refers to the call for grant proposals. The targets and achievements were set per each call for grant proposals

<b>1. Manufacturing</b>	<b>2. Mining</b>	<b>3. ICT</b>	<b>4. Transport &amp; Logistics</b>	<b>5. Construction</b>	<b>6. Hospitality &amp; Tourism</b>	<b>7. Energy</b>	<b>8. Agriculture</b>
<p>1.1 Welding Technology            1.2 Modern Metal Works            1.3 Carpentry            1.4 Leather Works            1.5 Art &amp; Craft            1.6 Tailoring            1.7 Garment Manufacturing            1.8 Fashion Design            1.9 Packaging Materials Production            1.10 Electrical and Electronics Materials Manufacturing            1.11 Bio-Waste Recycling            1.12 Cosmetics and Detergent Production            1.13 Pastry and Bakery            1.14 Modern Wood Furniture Manufacturing            1.15 Fruits and Vegetables Processing            1.16 Wine Processing            1.17 Milk Processing            1.18 Meat Processing            1.19 Cereal Processing            1.20 Tubers Processing            1.21 Plastic Production            1.22 Bamboo processing            1.23 Production of unique dustless chalks, ...</p>	Mining Technology	<p>3.1 Software Development            3.2 Digital Skills – Videography            3.3 Networking            3.4 Digital Skills            3.5 Cell Phone Repair            3.6 Internet of Things (IoT)            3.7 Cloud Computing            3.8 Multimedia            3.9 Data Analysis / Data Science            3.10 Computer System &amp; Architecture            3.11 Software Development &amp; Embedded Systems            3.12 Network &amp; Internet Technology            3.13 Cyber Security</p>	<p>4.1 Automobile Repair and Maintenance            4.2 Automobile Body Works            4.3 Auto Mechanics            4.4 Motor Vehicle Mechanics            4.5 Auto Engine Mechanics            4.6 Auto transmission and control systems            4.7 Auto electricity and electronic systems            4.8 Motor vehicle assembling            4.9 Motorcycle assembling            4.10 Clearing and freight forwarding            4.11 Fleet management            4.12 Warehouse management            4.13 Heavy machine operation and maintenance            4.14 Motorcycle repair and maintenance            4.15 Bicycle repair and maintenance</p>	<p>5.1 Masonry            5.2 Painting and Decoration            5.3 Domestic Plumbing            5.4 Computer Aided Design (CAD)            5.5 Construction Materials Testing            5.6 Tile Works            5.7 Building Interior Design and Construction            5.8 Ceiling Construction            5.9 Wooden and Metallic Roof Construction            5.10 Assembling Aluminum doors, windows &amp; Glazing Works            5.11 Sound and Thermal Proofing            5.12 Asphalt Pavement Maintenance            5.13 Blocks, Bricks and Pavers Making and Laying            5.14 Laser Scanner in Building Information Modelling (BIM)            5.15 Surveying Instruments Operation            5.16 Road Construction and Machinery Operation</p>	<p>6.1 Culinary Art            6.2 Food and Beverages Services            6.3. Tour Guiding            6.4. Air Ticketing/Airfare            6.5. Front Office            6.6. Housekeeping            6.7. Sauna and Massage            6.8. Fitness Services</p>	<p>7.1 Electrical installation and maintenance            7.2 Solar Installation and Maintenance            7.3 Repair of Electrical Households Equipment            7.4 Making Briquette, Pellets and Modern Stoves</p>	<p>8.1 Ruminant Farming            8.2 Poultry Farming            8.3 Beekeeping            8.4 Coffee Farming            8.5 Fish Farming            8.6 Crop Production            8.7 Fruits Production            8.8 Pig Farming            8.9 Rabbit Farming            8.10 Animal Health</p>

## 1. MANUFACTURING SECTOR

### Training Programmes are:

- Garment manufacturing
- Carpentry
- Welding
- Leather Craft
- Fruits and Vegetable processing
- Modern Fashion Design and Tailoring
- Wine Processing
- Tailoring -leather -fabric
- Milk Processing
- Production of unique dustless chalks
- Arts and Crafts
- Clay Production
- Manufacturing of paves claustra
- Soap making (solid soap), Glyceline&jelly lotion
- Soap making (Solid soap liquid soap) and Body lotion
- Processing of wine and juice related beverages
- Detergent and Cosmetic Products
- Brick manufacturing
- Plastic recycling
- Bamboo processing
- Metal Works
- ....

## SUCCES STORIES

### 1.1 C&D Products Rwanda Ltd



C&D Products Rwanda Ltd is one of the training institutions in garment manufacturing.

At C&D Products Rwanda Ltd, trainees received education about the modern garment industry. The majority of the trainees were young individuals who had not completed their studies due to various personal challenges. The Skills Development Fund (SDF) enhanced their capabilities, especially since many were new to the sector. Additionally, the grant helped upgrade the skills of existing workers who were identified as having gaps in their knowledge related to the modern garment industry.

Currently, C&D Products Rwanda Ltd employs more than 5000 individuals, including 1500 newly recruited workers who received training through the SDF, as well as 500 existing workers whose skills were upgraded. After completing their training, all graduates were retained and are now contributing to the industry.

*"The SDF grant has been incredibly valuable to our company. C&D Products Rwanda faced challenges with a workforce that lacked the skills needed to meet our market demands in terms of both quantity and quality. Prior to the grant, our employees had no experience in producing specific types of garments, such as jackets and padded coats, which had never been made locally before 2019. Initially, we started with 600 workers, but after the training program, the number of trainees increased to 1,000. Within a few months, we had to open a new factory to accommodate the growing workforce, as we had tripled our initial numbers following the training. I want to emphasize that the quality of our products improved significantly after the training. This enhancement in quality led to an increase in our market share and allowed us to expand our production capacity to what it is today." — Production Manager, C&D Products Rwanda*

C&D Products Rwanda Ltd's role was primarily to provide modern machinery for training purposes. This included hiring expert trainers from various countries, such as Bangladesh, China, and the Philippines. In addition, the company was responsible for selecting trainees, coordinating the training sessions, regularly reporting on the implementation status, and employing the graduates.

*"Positive outcomes from the training are evident, as they have led to increased productivity and improved product quality. This, in turn, has positively impacted our exports. Additionally, the training has enhanced the lives of our employees, as well as their job status and performance, without neglecting improvements in salaries and promotions. The company also hired 21 individuals to facilitate the implementation of the training program. C&D Products Rwanda Ltd is grateful to the Government of Rwanda for their substantial support in training 2,000 workers—1,456 females and 544 males. This initiative has been a significant step forward for our company, enabling us to reach our current level of success. The government's support has helped us secure additional markets, which has been key to our rapid expansion in a short period, as we have increased our workforce by 7.6 times over three years of operations in Rwanda." — Richard Rukundo, the training coordinator.*



Trainees were exposed to make different styles that were new to them including padded jackets, covid -19 medical coveralls different unusual uniforms etc...

FABRICE TUYISHIME  
Production Manager at C&D  
Unit 2  
Workers: 1700



Tuyishime is 25 years old and works as the Production Manager at C&D Products Rwanda Ltd. He resides in Bumbogo Sector of Gasabo District. He joined the company in 2019 as an operator. After receiving training supported by the Skills Development Fund (SDF), he was promoted to a senior position, where he now leads a team of 1,700 employees.

*"My life has changed significantly after completing the training. In 2019, my salary was 45,000 Rwf, and now I earn 300,000 Rwf. I have gained the skills to create high-quality garments in various styles, and I am now able to train and manage my colleagues to produce products that meet the same quality standards. It brings me great joy to oversee the making of garments that are being exported outside the country, especially considering it has only been less than three years since I began my journey at C&D Products Rwanda Ltd. When I joined the company, I was single, but now I have a family to support. I have managed to purchase two plots of land in Kigali, and I help my parents pay school fees for my siblings. Although I do not currently own a business, I plan to start one in the coming months. In the next five years, I aspire to become an expert in the garment industry, having learned from experienced professionals. I wish to share my knowledge with others in different countries and aim to be among the first generation of experts in the garment industry in Rwanda."*

## 1.2 NYARUTARAMA BUSINESS INCUBATION CENTER (NBIC)

The business incubation centers have the objectives to stimulate entrepreneurial spirit and innovation promotion among students by assisting them to put their innovative ideas into tangible projects for money generation. This involves the provision of support for idea development, launch, growth, stabilization and long-term success of the project in order to Contribute to the competitiveness of both the local and regional economy. Skills Development Fund supported two Business Incubation Centres to bring on board unemployed youth willing to gain vocational and technical skills for them to get trained and get guidance on business matters. NBIC supports small entrepreneurs with innovative ideas on job creation with no or limited capacity to start their businesses. NBIC assist by providing working space and access to equipment/machinery as part of the starting capital for new entrepreneurs.

*"With the support of the SDF, the NBIC has initiated training programs in various areas of expertise. This decision was made after recognizing that the center is well-equipped with materials and equipment that can enhance the skills of new entrepreneurs and individuals seeking technical and vocational training necessary for the labor market. These programs serve as a foundation for entrepreneurship or as a means to secure employment. This initiative addresses the current shortage of skilled labor and aims to reduce the persistently high unemployment rate," said the. — The Managing Director of NBIC.*

With the support of SDF, NBIC has trained skilled labor in various fields, including tailoring, air conditioning and refrigerator repair, cell phone repair, fruit and vegetable processing, and wine processing. To date, their training programs have benefited 150 Rwandan youths. The selection of trainees takes several factors into account:

- Being at active age
- To have completed the primary school is an added value
- Being female is encouraged
- Willing to participate full time in the training

As success stories at NBIC, out 130 graduates, 119 got employment right after the training.



*The NBIC's contribution involved ensuring that quality training was effectively delivered to beneficiaries and establishing connections with various local entrepreneurs to provide employment opportunities. Graduates were also supported in forming business associations, allowing them to receive assistance in starting their own businesses using the center's premises and equipment. The outcomes have been very positive, with an employment rate of 79%. This success was achieved through the connections made with entrepreneurs, as well as through the self-employment opportunities the graduates created for themselves.*



NIYOMUHOZA Azele is 29 years old from Gasabo District, Remera Sector. She was trained in wine processing at Nyarutarama Business Incubation Center in 2021.

*Before I received my training, I had never held a permanent job and did not have a profession. I can confidently say that the training I underwent at the Nyarutarama Business Incubation Center was the catalyst for my new career. It transformed my life by helping me secure a permanent job thanks to the skills I gained there. I now produce wines from fruits and am employed in Burundi. Prior to my training, I could barely earn 50,000 Rwf per month, but now that amount has increased more than fivefold. This significant increase in salary allows me to pay my bills and cover my child's school fees. I can now easily afford my rent, cover all my expenses, and set aside some savings. My new job has not only improved my financial wellbeing but has also expanded my social network. I am now able to support my relatives and others in need. I have a five-year vision of owning my own house and starting my own business. I am already saving money, although it will take some time to accumulate enough for my goals.*



*"I am confident about what I am doing, I have knowledge and I hope to start my own business in near future."*

## 1.3 MASAKA BUSINESS INCUBATION CENTER (MBIC)

MBIC supported skills development under the SDF by providing workspace and access to equipment and machinery as part of the initial capital for new entrepreneurs. Beneficiaries trained here acquired skills in:

- Bamboo processing and utilization technologies
- Footwear and leather goods
- Fruits & milk processing, and
- Culinary art and food beverages

It took six (6) months for MBIC to train 80 Rwandan youth on above mentioned trades.

At the beginning, all 80 beneficiaries selected were unemployed.

*Following the mandate of the Masaka Incubation Center to support youth in becoming entrepreneurs and creating their own jobs, an evaluation was conducted in July 2022 after six months. The evaluation found that 65% (52) of the trained youth under the SDF Program of Call 4, Batch 1, were employed, while 30% (24) became entrepreneurs and received support from the Masaka Business Incubation Center (MBIC). On average, at least 95% of graduates from MBIC are employed in their areas of training.*



IRADUKUNDA REHEMA is a 23 year's old living in Kicukiro District, Masaka Sector. She was trained in leather works.

She said:

*"Before I received training, I didn't have a job. I worked as manual labor at various construction sites and engaged in other physically demanding activities, but that didn't feel like a real job to me.*

*Through the entrepreneurship skills I gained from the training, I encouraged my fellow trainees to form a savings group. We started saving 500 Rwandan francs (Frw) every day. This money was set aside to support us after we completed our training, and it was directly deducted from the training facilitation fees provided by the Skills Development Fund (SDF). By the end of the training, our savings group had accumulated 600,000 Frw in our account. Additionally, MBIC connected us with supporters who provided us with an extra 2,000,000 Frw..*

*With the resources provided by MBIC, we began utilizing their machines and workspace. After some time, we opened our own workshop dedicated to the production of leather items. Some members of our team transitioned to the new workshop, while others continue to use the facilities at MBIC.*

*At the end of each month, every member receives 40,000 Frw as take-home pay, and we save 100,000 Frw. I am pleased with our achievements, especially considering how short a time it has been since we started. Our group is growing, and we are very optimistic that in the near future, we will achieve even more."*

## 1.4 AFRICA EDUCATIONAL TOYS

Manufacturing educational toys is a valuable skill that not many people possess, especially in Rwanda and East Africa. These toys are primarily designed for children and are made from various materials such as wood, clay, and paper. Some toys are produced solely as collector's items intended for display. In Africa, the production of educational toys faces a significant challenge due to the shortage of professional carpenters skilled in crafting these items. The lack of trained carpenters has been the primary obstacle to meeting client demands and achieving our goals.

Gaining knowledge in the creation of educational toys and other wooden materials used in schools can significantly help the youth in Rwanda to create their own jobs. Additionally, they can produce essential wooden materials required by schools across the country. Previously, these educational toys were primarily imported by wealthy private schools, highlighting the strong demand for such educational tools, especially in schools that cannot afford to import them from abroad. This illustrates the critical need for locally-made educational toys in our country's educational institutions.

Africa Educational Toys is a training institution that received funding from the Rwanda TVET Board through the Skills Development Fund. After undergoing a competitive application and evaluation process, the company was contracted to train 80 youth in the manufacturing of educational toys, outdoor play activities, and school equipment. Trainees were selected based on their willingness to learn and their interest in working with the company.

*Most of the trainees came from Kigali City, specifically from Gasabo District, with a few hailing from Nyarugenge and Kicukiro Districts. Out of the total, at least 27 trainees were part-time workers, while 53 had not been employed prior to their training. Following the completion of their training, 58 graduates were hired by Africa Educational Toys, and additional graduates found jobs with other companies.*



*“As a company, we strive to provide high-quality educational toys that meet the demanding needs of our nation and our customers. Our experienced technical staff and trained workers are dedicated to delivering top-notch educational toys. The modern equipment we use in our operations allows us to ensure better services and develop highly skilled trainees. The short-term training program has positively impacted employment sustainability and reduced the unemployment rate. This type of craftsmanship is relatively new in Rwanda; many carpenters are not accustomed to it, mainly due to a lack of market awareness. It has always been a challenge to find professionals skilled in this area, as it requires a close, step-by-step approach to execution. This grant has helped us in training our employees, and we hope to retain them long-term.” — Said the Managing Director.*



In the process to make educational toys Vs Finished product



This art considers equally the participation of both Females and Males

Muhoza Eric is a 30-year-old graduate of Africa Educational Toys. He lives in the Gasabo District of Kigali and is now manufacturing educational toys as his full-time job.

*"I hold a secondary school certificate in electricity. Despite my efforts to find a permanent job, I was only able to secure temporary positions that paid very little, not exceeding 2,000 Rwandan francs per day. This income was insufficient to cover my bills. However, my life changed when I received training from Africa Educational Toys Ltd through the Skills Development Fund (SDF). I learned how to make educational toys and outdoor play materials using various machines. After completing the training, I was hired by Africa Educational Toys Ltd and signed a three-year contract with a monthly salary of 150,000 Rwandan francs. This opportunity has transformed my life; I have managed to buy a house and support my children's education, as well as pay for annual health insurance (Mutuelle de Santé). I can confidently say that the Skills Development Fund has changed my life for the better. In five years, I aspire to be one of the best toy makers in Rwanda and the East African region. My goal is to become self-employed by creating my own educational toys and outdoor play materials, which I plan to achieve through diligent bank savings." — Muhoza, SDF Program Graduate.*



Nsekanabo Jean Damour is a 33-year-old Rwandan residing in Kigali City, Gasabo District, Gisozi Sector. He works full-time as a manufacturer of educational toys and outdoor playground materials. Prior to his training at Africa Educational Toys, he was unemployed. However, he feels that his life changed significantly after receiving training from Africa Educational Toys through the Skills Development Fund (SDF).



*“I was trained in making educational toys and outdoor play materials, using both machines and hand tools. After completing my training, I was hired by Africa Educational Toys Ltd and signed a three-year contract with a monthly salary of 150,000 Rwandan francs. This job has changed my life, as I can now afford the things I need. In five years, I plan to start my own business. After saving some money, I hope to buy a plot of land, build my own workshop, and employ other young people, thus contributing to the development of my country,” said Nsekabaho.*

## 2. HOSPITALITY AND TOURISM

The Hospitality and Tourism sector is a key focus area for the Skills Development Fund (SDF).

The SDF collaborates with various companies and Technical and Vocational Education and Training (TVET) schools to address the skills gap in this industry. The supported trades include culinary arts, food and beverage services, tourism, pastry and bread making, coffee roasting, and processing operations.

### 2.1. KIGALI EXCELLENT TOURISM AND HOSPITALITY ACADEMY (KETHA)

**KETHA** is a private school specializing in hospitality and tourism. The school offers both theoretical and practical training tailored to market needs.

*"We initiated this project after realizing the demand for skilled labor in the job market. With our experience in the hospitality sector since 2003, we observed that graduates from this field are quickly sought after by employers immediately after completing their education. This inspired us to contribute to supporting Rwandan youth." said Alphonse, the Founder and Managing Director of KETHA.*

In collaboration with the Rwanda TVET Board, KETHA trained in total 50 participants in culinary arts. The selection criteria included individuals' willingness to undergo training, being at least 18 years old, and having no prior background in TVET. Priority was given to out-of-school youth.



For the last cohort, KETHA trained 30 Rwandan youths in Culinary Arts over a six-month period, which included three months of classroom instruction followed by three months of practical experience in the industry. To accomplish this, the school collaborated with various stakeholders in the hospitality sector. The training was hosted by Quiet Haven Hotel, Kaizen Hotel, E-Restaurant, Golden Tulip Hotel, and Century Park Hotel, where the trainees gained hands-on experience after their time in the classroom.

Most registered trainees were from Ngoma, Rwamagana, Bugesera, Karongi, and Kicukiro Districts. The employment rate after training is 76%. Out of 30 graduates, 23 are employed by various hotels.

*"Outcomes from the project are very positive in the way that graduates got skills needed on the labor market, and were exposed to the industry. As result, they got employed."*



NKESHIMANA Israel

31 years old

City of Kigali,  
Remera Sector.

**Current Occupation:** A chef de cuisine at QUIET HAVEN HOTEL

*“Before I joined KETHA for training, I used to help my father cultivate tomatoes, hoping to save enough capital to start my own business. However, my dream was interrupted when heavy rains ruined my father’s farm. Later, I came across a communication from KETHA, which piqued my interest, and I decided to register. I dedicated all my efforts to the training, and three months later, I was sent to QUIET HAVEN HOTEL for an internship. Due to the skills I gained from the training, the hotel trusted me and offered me a job. Today, I can afford to pay my siblings’ school fees and cover all my own expenses. My long-term goal is to become the chef of a well-known pastry shop in the country and eventually start my own business.”*

## 2.2 THE STREETS AHEAD CHILDREN'S CENTRE ASSOCIATIONS (SACCA)

SACCA ASBL (The Streets Ahead Children's Centre Association) is a local NGO registered in Rwanda that focuses on protecting and rehabilitating children living on the streets, as well as preventing them from ending up on the streets in the first place. SACCA operates in the Eastern Province of Rwanda and currently cares for 55 children in its centers while assisting an additional 310 young people. Since its founding in 2003, SACCA has successfully reintegrated more than 1,000 children back into families or communities. The organization is dedicated to supporting the growth of the informal sector by helping individuals acquire technical and vocational skills. In partnership with the Rwanda TVET Board and with support from the Skills Development Fund, SACCA has upgraded the skills of 30 Rwandan youths in the areas of food and beverage services, as well as bakery and pastry.

Before the training, all beneficiaries faced underemployment due to a lack of skills in baking and coffee making. Some were employed as housemaids, while others worked in restaurants and bars. All of the trained beneficiaries came from Kayonza District. Following the training, 16 out of the 30 graduates changed jobs and secured positions with formal businesses, receiving increased salaries. Four individuals were retained by their previous employers, but with significantly improved salaries, and two graduates started their own businesses.



MWIZERWA Daniel is a beneficiary residing in the Mukarange Sector of Kayonza District.

Before receiving training, he worked as a cleaner at Mount Meru Company. This job was temporary, and he was paid based on the number of days he worked. After completing the training, he secured a permanent position at AUBAGA BASHANA RESIDENCE OF IMIGONGO BASHANA ART CENTER in Kayonza. This opportunity arose as a direct result of the short-term training he received. Compared to his previous job, his income has doubled, significantly improving his well-being. Daniel is now planning to save money for a couple of years to fund his university studies.

He plans to save money for a couple of years to pay for his university fees.

### 3. ICT SECTOR

#### IDA TECHNOLOGY COMPANY

Rwanda continues to be one of the fastest-growing African countries in ICT and there are several avenues for growth for the ICT sector – from e-commerce and e-services, mobile technologies, applications development, and automation to becoming a regional center for the training of top-quality ICT professionals and research.

Rwanda TVET Board has worked with a number of companies in the ICT sector with the required infrastructure and capacity to provide short-term courses to Rwandan Youth aiming to expose them to the labor market. Concerned trades under ICT are: Software development, Data Analysis, IoT, Web application development, Digital Skills (Graphic Design), Computer System Technical, Web Programming, Digital Art (Animation),



IDA TECHNOLOGY Provides ICT Services and ICT Informal Education to youth, refugees, women, and girls mostly who come from lower-income families

In the context of Rwanda's digital transformation to become an ICT-driven society, many efforts are conducted by the government ministries, and formal education institutions and districts to train teachers and educate youth and current workers from formal sectors with computer literacy, programming and Internet of things, Digital Arts, and Data Science. The private sector is also identified as a key player to progress in this national digital

transformation and various entrepreneurship initiatives. Despite all these efforts, the accessibility of affordable Technology tools, and hands-on skills is still an issue for low-income communities and for self-employed and micro-enterprises workers.

To fill this gap, Ida Technology Ltd., dedicates its efforts and excellence to providing affordable ICT services and ICT Education Programs to various public and private companies sectors, as well as to primary and secondary schools and community-based organizations.

IDA Technology has so far trained 80 people in Software development, the Internet of things, and digital arts. Additionally, to this, the training for 90 beneficiaries ended in December 2023.

The Selection criteria were based on:

- Completing 12 years of Basic Education, TVET, or University Graduate
- Holding a trade-related Certificate, or Diploma, Master's Degree
- Being a Rwandan, or holding an official Rwandan refugee NID
- Fill out an online Application Form, and
- Being committed to attending the program's period.

Before the training, out of 80 graduates, only 15 had paid occupations. After the training, 54 graduates (67.5%) secured employment immediately. Among them, IDA hired 5 as full-time employees, while 14 are working part-time. Additionally, 16 graduates are freelancers on the company's digital platform, 3 have become IT teachers in TVET schools, and 12 are now entrepreneurs who became self-employed after receiving funding from various stakeholders. Furthermore, 3 graduates are working in government institutions. The remaining 27 graduates have received opportunities to pursue university degrees while also engaging in remote work.

The SDF program has shown that the involvement of the private sector has contributed much to upgrading labor market skills gap and need through 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.



Hosting Skills Development Fund (SDF) trainees and equip them with ICT employable skills is aligned with the Sustainable Career in Programming and IoT Projects (SCPIoT) initiated by IDA in 2018. This is also aligned with the Rwanda Digital Acceleration Project which is Rwanda's vision to become a knowledge-based economy and upper middle-income country by 2035.

Since 2019, iDA Technology has hosted SDF trainees for three calls (Call3, Call4, and Call5) in the domain of Software Development, Digital Arts, and Internet of Things (IoT).

IDA Technology believes with facts that skills and competences trainees get from this program flourish IT innovation, widen their entrepreneurship mindset to strive for self-reliance as the key. Growing with such capacity and confidence contributes a lot to the development of the country in the IT industry. It is often argued that countries with advanced technology tend to be the wealthiest in this era.

IDA Technology is still committed to share its experience to enable youth, girls, and women.

*"Our main role as the stakeholders of SDF Project, is to provide physical suitable training environment, conduct inclusive training, organizing internal management team from staff and trainees' representatives, have qualified and professional local and international trainers, provides UpToDate contents, supporting graduates with sourcing financial investment by linking them with investors, employments, donors, and provide career guidance to everyone. We also assist in providing continuous learning through international learning platforms such as Coursera, Code Academy, and Scrimba." Said Djuma Kubwimana, the Managing Director/IDA Technology.*

### Program period and Timeline



The SDF program at iDA Technology, started in 2020. During this period, we hosted 3 cohorts. Call3 started on July 13, 2020 to January 23, 2021 a period of six months. Call4 on September 27, 2021 to March 18, 2022 a period of six months. And Call5 on August 8, 2022, to November 25, 2022 a period of four Months.

During this training period, trainees had enough time to explore iDA Technology ICT Informal Education Curriculum which provides employable skills aligned with industrial demand, Develop IT

impacting solutions, conducting research, and reach unlimited access to job opportunities, freelancing offers, and funds.

### Program certification process

The process of placing a trainee on an institutional request list of graduates requires the following conditions for every beneficiary. Completing all modules, all tasks, finalizing an IT impacting solution, and attending successfully. Trainees are obliged to acquire a minimum of three recommended advanced international certificates based on the trade s/he is taking.

In collaboration with the Government of Rwanda, through the Ministry of Education, Rwanda TVET Board and National Examination and School Inspection Authority (NESA), iDA Technology issues a recognized Technical and Vocational Training certificate as proof of completion and Competence in a specific profession.

Through IamtheCODE collaboration, All trainees are granted access to international learning platforms including Coursera and Code Academy and take any course based on IDA Technology's recommendation based on UpToDate curriculum in each department (Software Development, IoT, Digital Art, Data Science, AI, Entrepreneurship, etc).

This combination of both hands-on skills and international learning platforms has facilitated us to ensure that skills and knowledge trainees receives from IDA Technology are replying to the market demand and helping our graduates to have no limitations when it comes to applying on local or international job Markets. Current statistics shows us that in all calls of application we launched, out of 1895 SDF applicants only 170 were granted the scholarships to follow and complete trainings. This shows how the demand for access to employable skills grows rapidly. Based on our research we found that learning IT, especially programming is very expensive.

And this becomes very sophisticated and challenging to those who come from lower income families. Accessing quality tools, internet, mentorship, and career guidance is a very hard equation for them to solve. With our limited resources, we manage to provide virtual support to those remaining applicants who can and grant them access to international certification learning platforms. Through this program, in a good collaboration with RTB, and SDF management Office, over 270 SDF trainees from five institution serving SDF programs in Rwanda were facilitated to have access to these international learning platforms.



## Testimonies.



### Meet Joselyne Nisingizwe

**Founder/CEO of Stand for Them company** which has smart Ikigega and other inclusive projects. She also works as software automation tester of Muraho technology.

Before attending SDF program at iDA Technology, under their Sustainable Career in Programming and IoT (SCPiT) training She didn't have permanent job. Some temporary job she used to have been paying her 70\$/month.

**In her words she said** “Today, I am a very good example to testify how iDA Technology has changed my future for good. In brief, I had a Diploma in Education with physics and chemistry with zero skills in software development. Choosing to take a career in Software Development was a great choice ever. Through smart Ikigaga, a Project I developed under support and guidance of iDA technology and mates, Today, I have managed to generate above seventeen thousand UDS \$17,000 to grow my projects and reach needy users.

- MTN yolo hackathon second runner up prize: \$800. (SMART IKIGEGA)2021
- EAST AFRICAN SAFE SISTER FUNDING (\$2,000)
- DOT YOUTH STREET TEAM FUNDING (\$1,000)
- GLOBAL YOUTH MOBILIZATION (\$1,500)
- OPEN SKIES FELLOWSHIP FUNDING (\$2,000) in progress
- FINTECH INCUBATION FUNDING:(\$10,000) IN PROGRESS

Apart from these funds I also have a part time job which pays me \$300/month.

She continued: “Before I was not able to pay for my university Course, covering my daily expenses, and providing support to my family. But now I'm studying at university, paying school fees from my pocket, and having a source of passive income, and my own business. In Five years, I'm planning to grow my start-up into a big company that will be offering inclusive technology projects focusing on the most vulnerable people across Africa. “

Joselyne is entrepreneurs and innovative best testimonies to testify how the SDF project has changed the lives of its beneficiaries. We have this hope that there are unlimited stories across the country of how young people have changed their lives in different sectors of life not only in ICT, but also in different trades including carnally art, carpentry, Manufacturing, hotel management, business, etc.



### Trainees Statistics at IDA

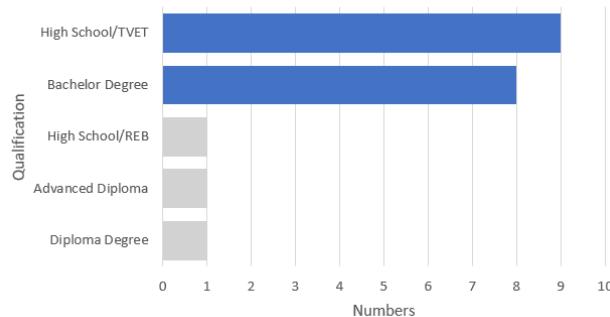
Program completion was very successful as shown in graphs below. The Graph below shows the general statistics of Call 3, Call4, and Call 5 regarding numbers, Area of Location which trainees joined training from, Field of education, and their current employment status.

### Call 3 Jul2020, Jan2021

No	C a ll	Trade	Age range	Gender		Marital Status		Certificates SDF Certificate recognized by:
				Male	Female	Single	Married	
1	3	Software Development	20-34	10	10	19	1	Ministry of Education NES Rwanda TVET Board iDA Technology

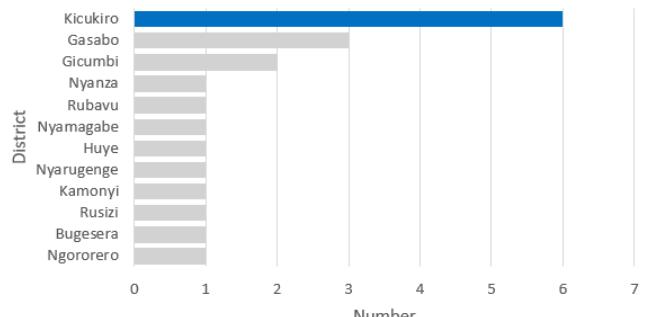
#### Education Background and Qualifications

High School/TVET and Bachelor Degree appear most often.



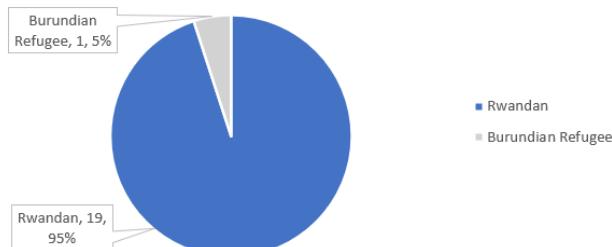
#### Home Address

Kicukiro appears most often.



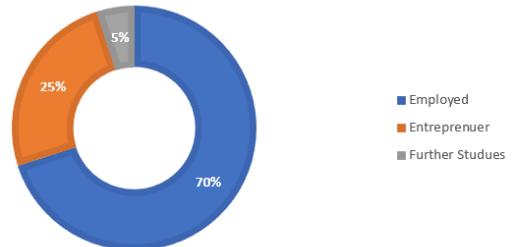
#### Nationality

Rwandan accounts for the majority of Call3 Graduates.



#### Employment Status

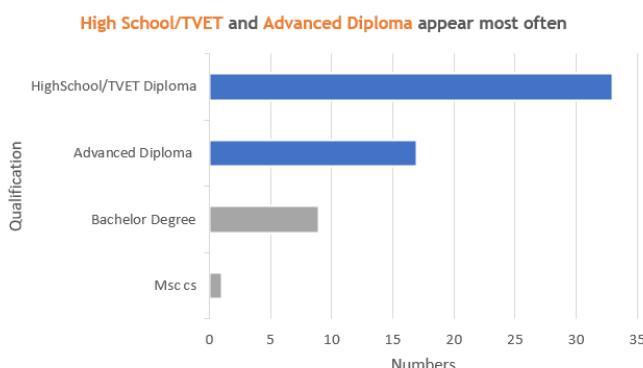
EMPLOYED ACCOUNTS FOR THE MAJORITY OF CALL3 TRAINEES.



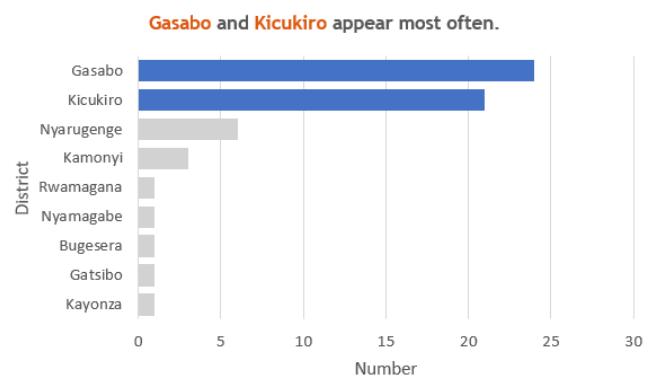
### Call 4 Sep 2021, Mar2022

No	Call	Trade	Age range	Gender		Marital Status		Certificates SDF Certificate recognized by:
				Male	Female	Single	Married	
1	4	Software Development	19-28	8	12	20	0	Ministry of Education NES Rwanda TVET Board iDA Technology
2		Digital Arts	20-29	11	9	20	0	
3		IoT	19-33	8	12	20	0	

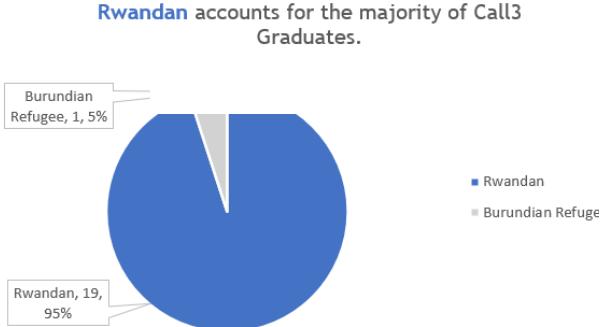
### Education Background and Qualifications



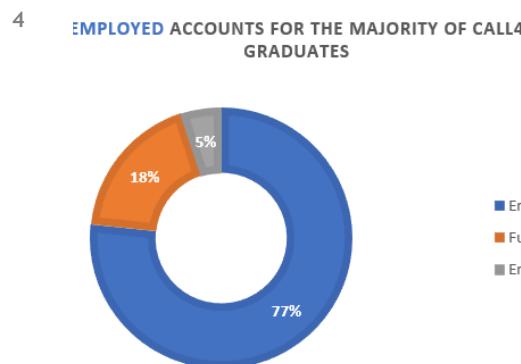
### Home Address



### Nationality



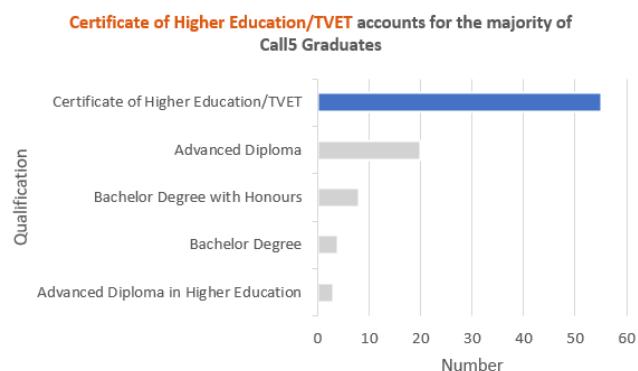
### Employment Status



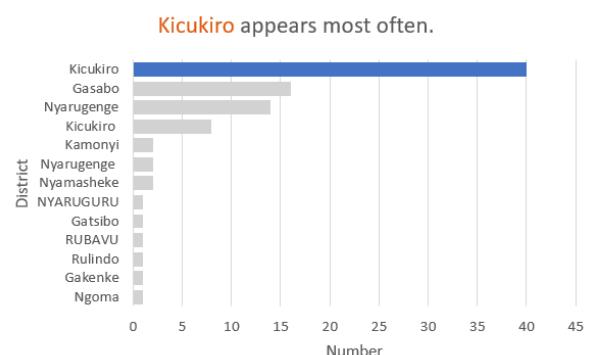
### Call 5 Aug2022, Nov2022

No	Call	Trade	Age range	Gender		Marital Status		Certificates
				Male	Female	Single	Married	
1	5	Software Development	17-36	28	32	56	4	Ministry of Education Rwanda TVET Board iDA Technology
2		IoT	19-29	21	9	29	1	

### Education Background and Qualifications



### Home Address



### Course Covered at IDA

TRADE: SOFTWARE DEVELOPMENT, IOT, and Digital Art

Employable Skills for Sustainable Job Creation

No	Course taken	Outcome
1	Monitoring Occupational SHE at workplace	<p>knowledge and skills in safety, health, and environment</p> <ul style="list-style-type: none"> <li>- To anticipate, identify and evaluate hazardous conditions and practices,</li> <li>- To develop hazard control designs, methods, and procedures.</li> <li>- To implement and manage effective safety, health, and environment</li> </ul>
2	Entrepreneurship	<p>Business idealization and Development.</p> <ul style="list-style-type: none"> <li>- Data Collection, Data analysis, and Data interpretation</li> <li>- Project Formulation, mission, goals, Budgeting, and Timeline setting.</li> <li>- Project pitching.</li> </ul>
3	UI/UX	<p>Use of Figma for Prototyping:</p> <ul style="list-style-type: none"> <li>- Web site Design</li> <li>- Mobile App Design</li> </ul>
4	Software Development	<ul style="list-style-type: none"> <li>- Develop Web Application using HTML, CSS and JavaScript</li> <li>- Develop Application using Advanced Python Programming and Python Framework (Django framework)</li> <li>- Develop Web Application using Modern JavaScript with JavaScript ES6 and JavaScript Libraries (React Js)</li> <li>- Develop and Maintain Mobile Application (USSD, IOS, and Android App)</li> <li>- Integrate Embedded Systems (Cloud Computing)</li> </ul>
5	Internet of Things (IoT)	<p>Monitor Occupational SHE at workplace</p> <ul style="list-style-type: none"> <li>- Entrepreneurship and Business Ethics</li> <li>- Building Arduino Robots and Devices</li> <li>- M2M and IoT Interface Design and Protocols for Embedded System</li> <li>- Programming the Internet of Things (C-Programming, Python programming, Wireshark, and Computer programming)</li> <li>- Building Cloud Computing Solutions at scale specialization</li> <li>- API Development and Integration</li> <li>- Database Design with MySQL, and SQL Server</li> </ul>
6	Digital Art	<ul style="list-style-type: none"> <li>- Monitor Occupational SHE at workplace</li> <li>- Entrepreneurship and Business Ethics</li> <li>- Colour Theory, Drawing, and Prototyping</li> <li>- Adobe Master Collection (Photoshop, illustrator, InDesign, After Effect)</li> <li>- Pitch Preparation, Story telling and Script writing</li> <li>- 2D and 3D Modelling (Composition, Designs, and Animation)</li> <li>- Multimedia and Business Technology (TV and Radio Commercials, Marketing, Blanding, and Identity)</li> </ul>
7	Deployment	<ul style="list-style-type: none"> <li>- Hosting our php application on Github</li> <li>- Cpanel and Plesk Hosting manager</li> <li>- Domain name Registration</li> <li>- Uploading files using Filezilla</li> </ul>
8	Trainees Projects	<ul style="list-style-type: none"> <li>- Personal Development</li> </ul>



*Employable skills for sustainable job creation*