

PILOTING A VILLAGE LEVEL JOBS CREATION MODEL(VJCM)

A SAYIN PARTNERS LTD PROJECT

PRESENTATION:

UMUDUGUDU W'INGENZI

AKAGARI KA BIBARE

UMURENGE WA KIMIRONKO

GASABO/UMUJYI WA KIGALI

25/10/2025

OUTLINE

1. Unemployed: starting point, prime focus
2. Jobs creation, village level approach: rationale and piloting
3. Accompaniment towards employment: synergy of interventions
4. Payback/Giving back
5. Rolling out and scaling up the village level jobs creation model

1. UNEMPLOYED:

Starting point, prime focus

- Unemployed
 - live in a given **household**/in a given **family (umuryango)**
 - The household/family is also located in a given **neighborhood** or **community (isibo)**,
 - The community is located in a given **village (umudugudu),cell, sector,district,...**
- Knowing the profile of the unemployed including knowledge/skills gap >< jobs market requirements
- “Unemployed”, once in the project, referred to as “**Apprentices**”, “**Interns**” or “**Partners-VJCM Project**”

2. JOBS CREATION, VILLAGE LEVEL APPROACH: Rationale and Piloting

Rationale

- 1.25M jobs to be created (NST2: 2024-2029)
- 85 jobs/village*14,837 villages = 1.25M jobs +11,145 jobs
- Average jobs to be created/village/year: $85/5 = 17$ jobs

Piloting

- Goal: include all the unemployed in 2 piloted villages (1 urban, 1 rural): “leaving no one behind”
- Starting February 2025 with Ingenzi Village (Urban): 20 estimated

3. ACCOMPANIMENT TOWARDS EMPLOYMENT: SYNERGY OF INTERVENTIONS

COACHING AND MENTORSHIP (CM)

- Knowledge and Skills Gap Assessment (measured against Jobs Market Requirements)
- Programme to bridge the Knowledge and Skills Gap
- Internship

RESEARCH AND DEVELOPMENT (R&D)

- Jobs demand and offer analysis (including considerations for future of jobs)
- New projects development from local potentialities and national priorities
- Improvements to existing businesses for more jobs availability

FUNDING

Funding 1: Stipends/Facilitation for apprentices

- **1,2M** Rwf/year or **100K** Rwf/month for 1 apprentice
- **24M** Frw/year or **2M** Rwf/mont for 20 apprentices

Fund mobilisation from family, friends and/or neighbors (FFN)

Funding 2: Sponsoring the accompaniment of apprentices

- incl. payment of coaches/mentors (40%) jobs creation related R&D (40%) and running costs (20%)
 - **6M** Rwf/year for 1 apprentice
 - **120M** Rwf/year for 20 apprentices

Fund mobilisation from private companies, social investors, etc

4. PAYBACK/GIVING BACK

FORMER UNEMPLOYED: PAYING BACK AT THE START OF EMPLOYMENT

(As per the partnership agreement signed at the beginning of the accompaniment with apprentices as well representatives of FFN)

- **3M Rwf (for accompaniment): 10% of the monthly salary**
 - E.g. 30K/month for 300K Rwf/month salary, that is in 8 years 4 months
- **1.2M Rwf (stipend): 20K Rwf /month**, that is in 5 years

SAYIN: GIVING BACK

(As per the partnership agreement signed at the beginning with sponsors or investors)

THIS MAY INCLUDE:

- RECOMMENDED APPRENTICE BY A FORMER SPONSOR: ACCOMPANIMENT FREE OF CHARGE
- SHARING THE ACQUIRED KNOWLEDGE/SKILLS WITH THE COMMUNITY
- PUTTING THE ACQUIRED KNOWLEDGE/SKILLS TO THE BENEFIT OF THE COMMUNITY
- RECOMMENDED APPRENTICE BY A FORMER SPONSOR: ACCOMPANIMENT FREE OF CHARGE
- ACCESSING SAYIN PRODUCTS AND SERVICES AT A REDUCED COSTS OR EVEN FREE OF CHARGE
- REINVESTING IN JOBS CREATION
- STOCKS ACQUISITION IN NEW DEVELOPED PROJECTS

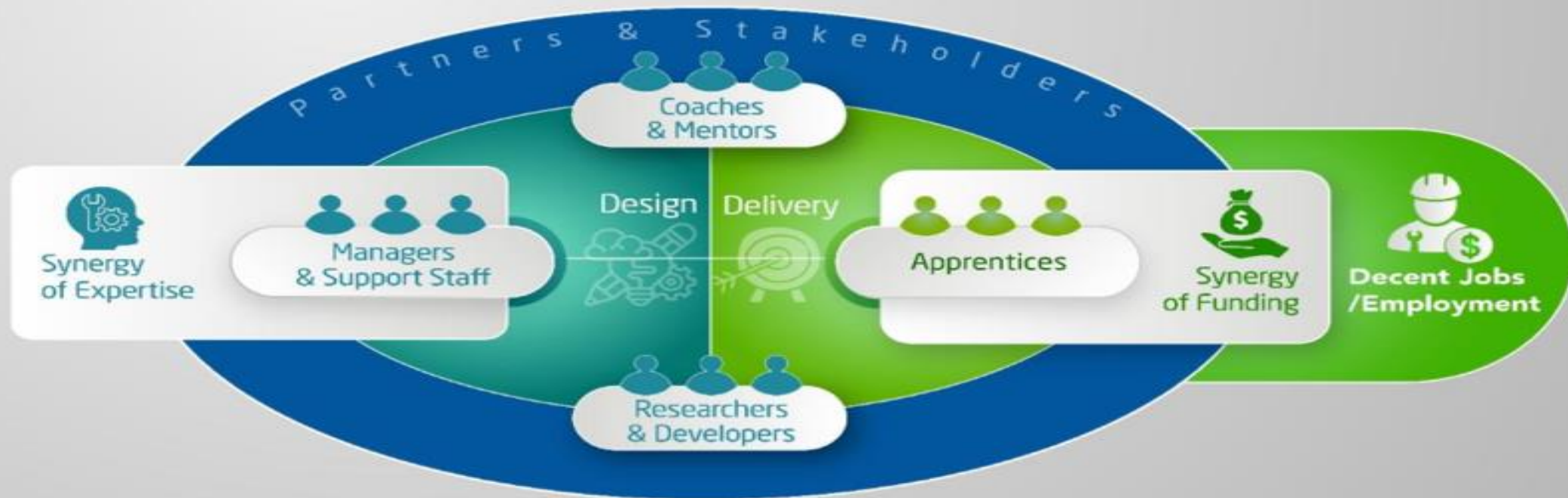
5. ROLLING OUT AND SCALING UP THE JOBS CREATION MODEL

- **Rolling out, scaling up the model**
 - in other villages
 - in other countries
 - Publication taking into account the lessons learnt from piloting as well as the level of performance achieved in the process of jobs creation.
- **Keep improving the model**
 - Involving more stakeholders (e.g. academic institutions)/adopting best practices)
 - Continuous improvement: research and innovation around jobs creation

JOBS CREATION MODEL

 SAYIN PARTNERS LTD

PROPOSED JOBS CREATION MODEL (JCM)



MURAKOZE!