

PILOTING A VILLAGE LEVEL JOBS CREATION MODEL(VJCM)

A SAYIN PARTNERS LTD PROJECT

PRESENTATION:

UMUDUGUDU W'INGENZI/INGENZI VILLAGE

AKAGARI KA BIBARE/BIBARE CELL

UMURENGE WA KIMIRONKO/KIMIRONKO SECTOR

AKARERE KA GASABO/GASABO DISTRICT

UMUJYI WA KIGALI/ CITY OF KIGALI

February 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,...
- For a given unemployed, know the profile of the unemployed including knowledge/skills gap >< jobs market requirements
- “Unemployed”, once in the project, referred to as “**Apprentices**”, “**Interns**” or “**VJCM Partners**”

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: 17 jobs

Piloting

- Goal: include all the unemployed in 2 piloted villages (1 urban, 1 rural): “leaving no one behind”
- Started on 27 February 2025 with 11 registered VJCM Partners from Ingenzi Village (Urban).
- Target: creating at least 17 jobs by 31 December 2025.

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
- Included in the programme: tailor made coaching and mentorship including workplace apprenticeship

RESEARCH AND DEVELOPMENT (R&D)

- Jobs market assessment (demand/offer)/included: 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: Facilitation for VJCM Partners

Planned: 1,2M Rwf/year or **100K** Rwf/month/VJCM Partner.

Source: income generation from (a) applying the knowledge and skills acquired, (b) participating in coaching, mentorship, research and development programmes, (c) loan or sponsorship from Sayin Partners Ltd or its partners (e.g. local community, private sector).

Funding 2: Sponsoring the accompaniment of apprentices

- incl. payment of coaches/mentors (40%) jobs creation related R&D (40%) and running costs (20%)

Planned: 6M Rwf/year/VJCM Partner.

Source: 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 between Sayin Partners Ltd and each VJCM Partner.

3M Rwf (half of the 6M Rwf, cost for accompaniment): 10% of the monthly salary

N.B. What is reimbursed is the balance between the loan and payment from participation in income generating tasks (e.g. loan: 2M, income: 3M; reimbursement: 1M (=3M-2M))

SAYIN: GIVING BACK

(As per the signed partnership agreement 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
- APPLYING THE ACQUIRED KNOWLEDGE/SKILLS FOR THE BENEFIT OF THE COMMUNITY
- ACCESSING SAYIN PRODUCTS AND SERVICES AT A REDUCED COSTS OR EVEN FREE OF CHARGE
- REINVESTING IN JOBS CREATION
- STOCKS ACQUISITION IN PROJECTS DEVELOPED THROUGH VJCM RELATED RESEARCH AND DEVELOPMENT (R&D)

5. ROLLING OUT AND SCALING UP THE JOBS CREATION MODEL

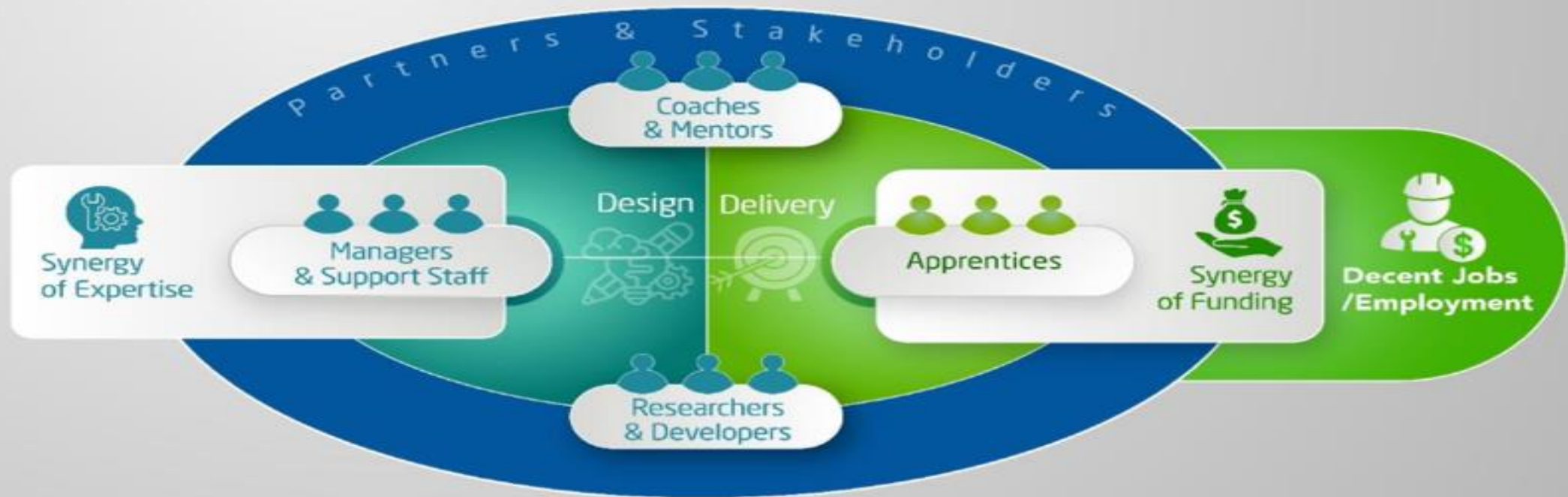
- **Rolling out, scaling up the model**
 - in the rural village
 - in other countries
 - Publication taking into account the lessons learnt from piloting as well as the level of performance achieved in the process of jobs creation.
- **Keep improving the model**
 - Involving more stakeholders (e.g. academic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

JOBS CREATION MODEL



SAYIN PARTNERS LTD

PROPOSED JOBS CREATION MODEL (JCM)



THANK YOU!
MURAKOZE!