Rwanda Polytechnic-IPRC Gishari |Rwamagana, Rwanda
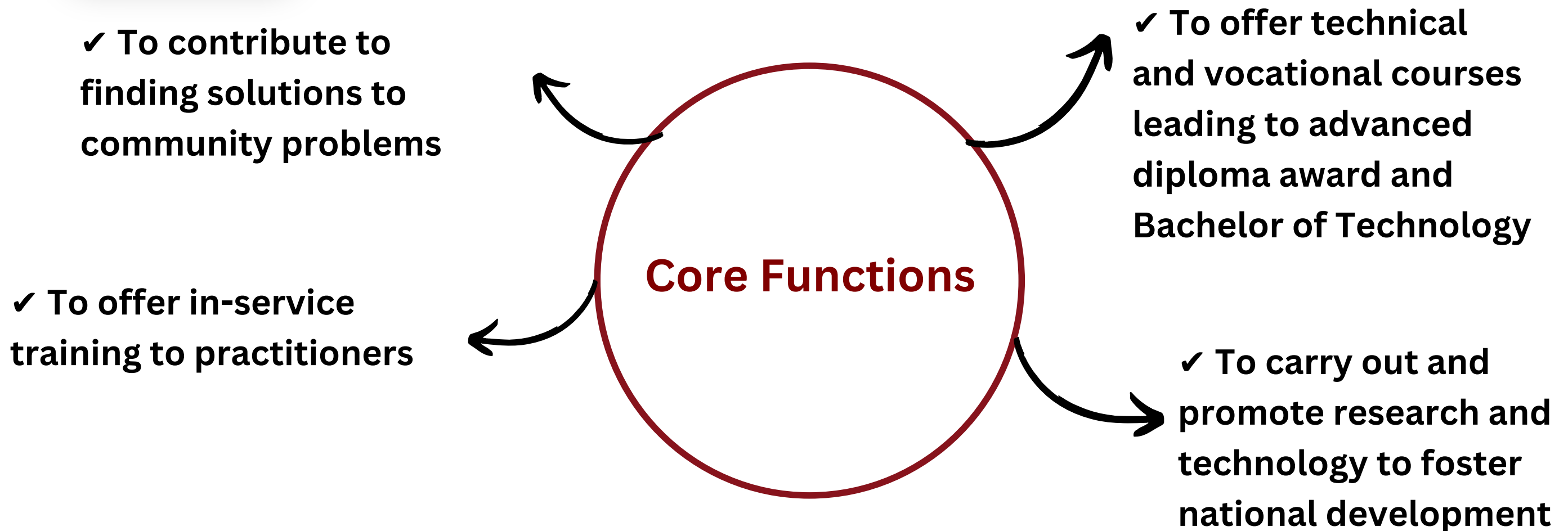
A public tertiary institution with multiple constituent colleges

Population: Rwanda Polytechnic in General: **10,380 Students**.

IPRC Gishari (One of eight colleges that make-up Rwanda Polytechnic): **1,318 Students**.

IPRC Gishari is one of the 8 colleges merged to create Rwanda Polytechnic. The latter was established in 2017 to to provide science and technology based technical and vocational training that prepare a graduate to be competitive on the labour market as well as finding solutions to problems affecting national development

The IPRC Gishari has the following core functions:

✔ To contribute to finding solutions to community problems

✔ To offer technical and vocational courses leading to advanced diploma award and Bachelor of Technology

Core Functions

✔ To offer in-service training to practitioners

✔ To carry out and promote research and technology to foster national development

IPRC Gishari Academic year 2022/2023
- Demographics: 20.64% females and 79.36% males
- 4 departments: Agricultural Engineering, Civil Engineering, Mechanical Engineering, and Electrical & Electronics Engineering offering 6 programs.

PRE SCP STATUS

1. **Attitude Change [Before Vs. Now].**

Before:
1. The office of careers offered counselling services to reduce indiscipline cases
2. We didn't know the career support services to offer to our graduates

After:
1. An understanding of what career services are and why they are needed
2. All initiatives of careers office are now considered (budget and time allocation)
3. Students engage the office for career services offered

2. *Organizational Structure – Support for Employability Ecosystem [Before Vs. Now].*

Before:
1. We had three offices (Career guidance office, Industries Liaison office, Entrepreneurship development) and Director of the unit.
2. No career services strategy
3. Many approvals were needed for initiatives

Now:
1.Career strategy is available
2. Employability skills curriculum developed and integrated in the current system.
3. Less approvals for initiatives
4. The college hired Business Incubation Specialist to facilitate job creation.

THE EDUCATION COLLABORATIVE

PRE SCP STATUS

3. Organizational Procedure – Support for Employability Ecosystem [Before Vs. Now].

Before:
1.   Sporadic interventions

Now: Developed models for
1. Employer engagement
2. Career fair
3. Business incubation
4. Alumni Engagement

All these models are helping our students and graduates to get equipped with necessary skills and services to get employed.

OBJECTIVES OF THE SCP- E PROGRAM

The proposed SCP- E project has 5 main objectives as outlined below:
1. Building staff capacity to deliver on soft skills training.
2. Equipping students with soft skills for employability
3. Building a network with potential employers for industrial attachment and employment opportunities for the students and graduates.
4. Building a strong alumni network.
5. Establishing and equipping a functioning Business Incubation Centre

THE EDUCATION COLLABORATIVE

OUTCOMES

Objective	Outcome	Impact
Staff capacity building	52 staff trained	Resource available to facilitate employability training and career mentorship
Employer engagement	4 guest lectures	1,719 Students attended guest lectures
	32 participated in career fair	Secured 828 industrial attachment opportunities
	6 MOUs signed	Securing industrial attachment, professional internship, and guest lecturers
	44 companies were visited and 36 of them awarded with certificates of appreciation.	Securing industrial attachment, professional internship, and guest lecturers
Employability skills training	382 students trained	Securing employment – 59 students had secured employment due to the support of the career's office.

Start a career mentorship programme

Organize and host guest lectures and career fair

Alumni model is available and IPRC Gishari is about to launch an alumni association and there will be RP Alumni association network.

LESSONS LEARNT & BEST PRACTICES

I. Career support services are not one's office assignment or responsibility but institutional and all stakeholders involved (departments, faculties, students, alumni, parents, employers, etc.) should work together to achieve a common goal which is graduate employment. Collaboration is key.

ii. The right approach and systems are needed in place to deliver on the employability agenda.

iii. With well-set strategies and leadership commitment, career support services are not expensive in terms of money and time like we used to think.

iv. IPRC Gishari is a model among the other RP colleges which have begun to organize career fairs and other career development events in their campuses.

v. IPRC Gishari acknowledges partners for the significant contributions to the career development department.

vi. Career guidance activities are now included in the teaching timetable from year one to year three.

CHALLENGES

- The SCP-E funds were not realized on time which caused initial delays in implementing some activities like career fairs and employer engagement

- Academic calendar is fixed and overloaded, making it difficult to implement some activities

- Departments and staff were not easily engaged due to their workload

- Shifting timelines due to new stakeholders involved the alumni association launch

THE EDUCATION COLLABORATIVE

WAY FORWARD

- New academic calendar will incorporate career development activities and thus staff workload will be accommodated

- For sustainability purposes, RP will make sure budget for career fairs and employers engagement is availed for colleges from budget planning and allocation

- Currently all 1318 current students are supported through career mentorship program in the college from year 1 to year 3. The college will ensure that resources are availed to sustain the practices

- The trained staff at college are involved in sharing knowledge drawn from the learnings of the SCP, the knowledge is used in drafting important institutional instruments for career development