

**THE EDUCATION  
COLLABORATIVE**

**2023 June Convening**

**A Model for Soft Skills Development:  
The Kepler Soft Skills Centre Approach**



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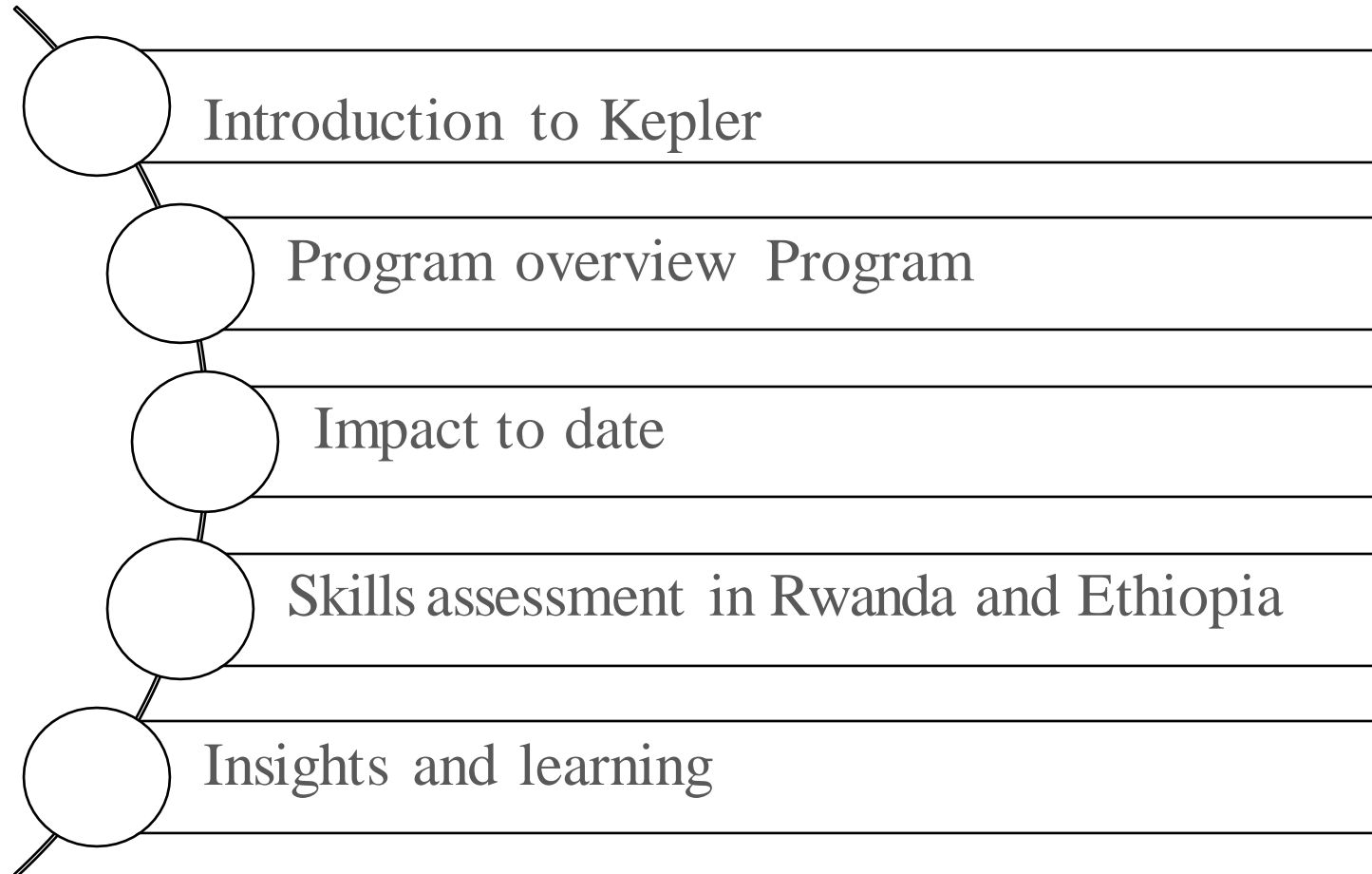
**Country Director**

**Kepler Ethiopia**

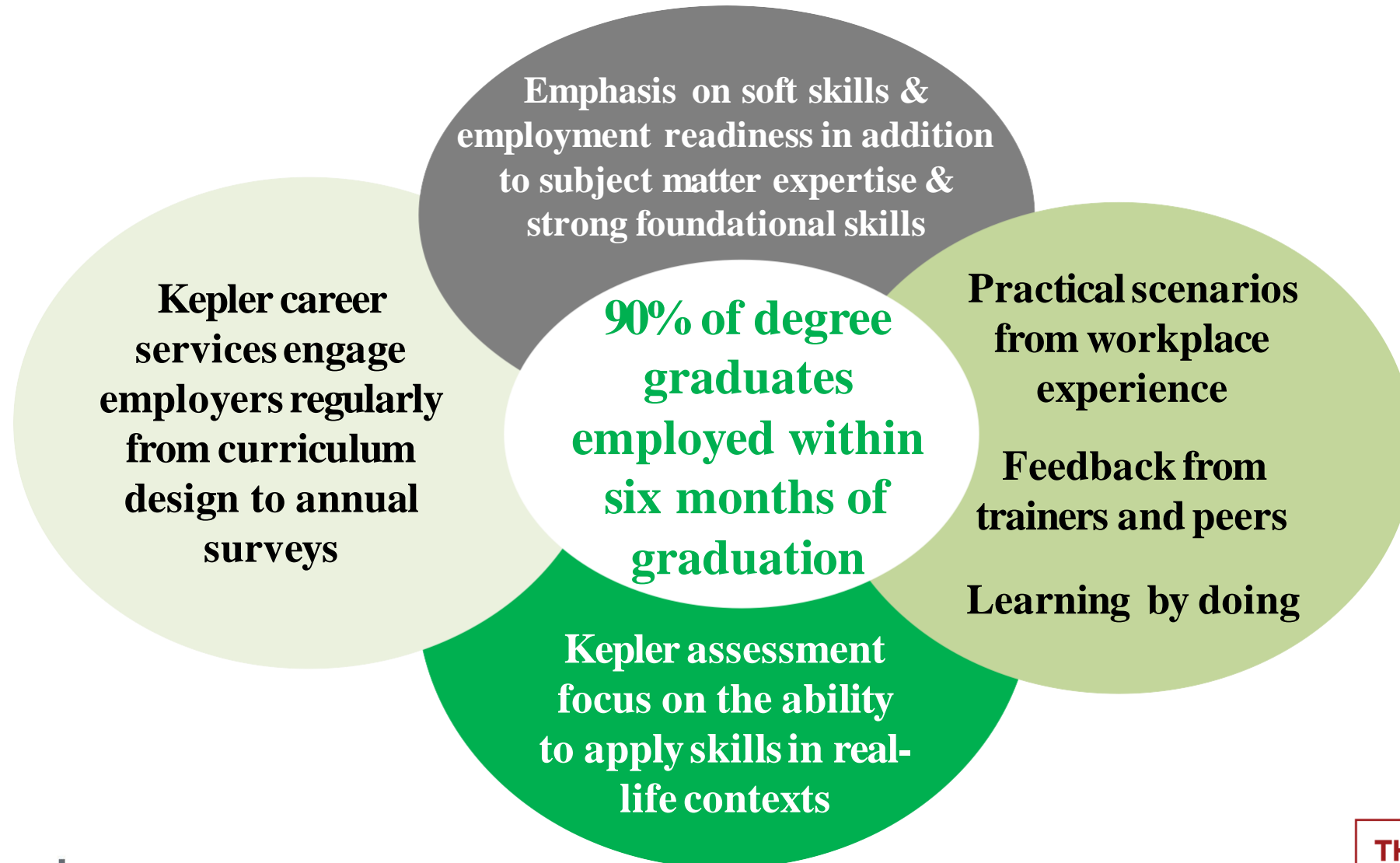


**Kepler**

# Outline



# Kepler's Experience in Graduate Employability



# Program Overview – Graduate Employment Program

## Training of trainers

- Learner-centered teaching methods
- Competence-based curriculum

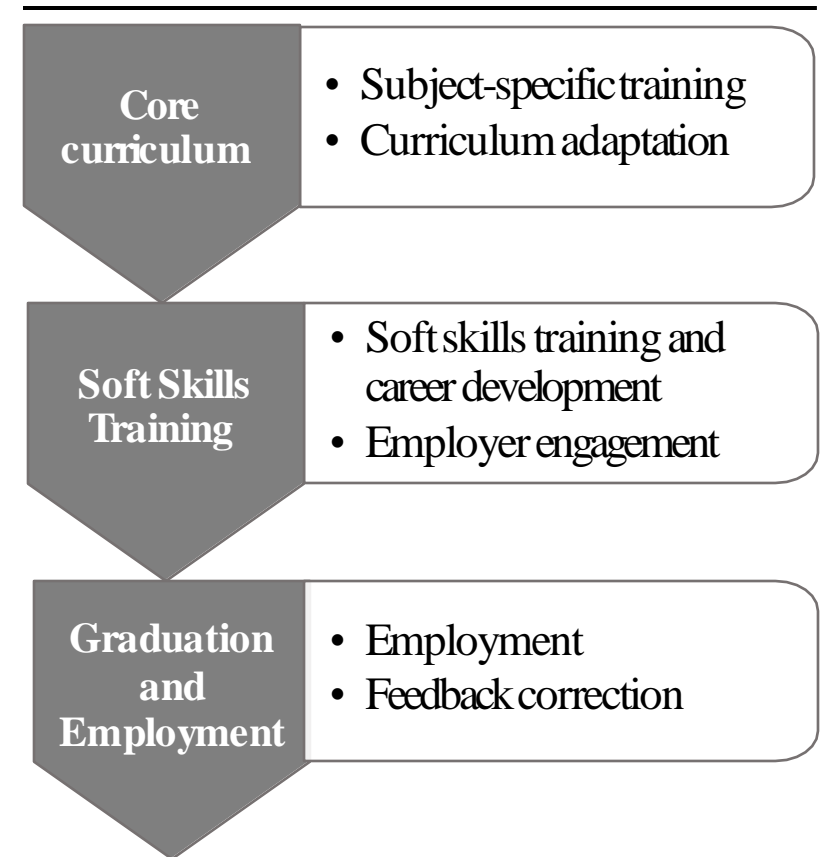
## Soft Skills Development Center

- Demonstrate impact by co-implementation
- Setup the soft skills training center


## Program Adoption

- Soft skills training is a graduation requirement
- Strong employer partnerships
- Regular employer feedback

## Student journey



## Impact to date

**2,600** 

TVET graduates trained in key soft skills at TVET Colleges, 2 in Ethiopia and 3 in Rwanda

**85%** 

GEP graduates placed in jobs and internships within twelve months after graduation

 **200**

Trainers trained in delivering soft skills training



**5 Public polytechnic colleges** supported to create successful bridging programs



**600**

Employers accessed job-ready graduates in technical positions in Rwanda and Ethiopia.

### **Tracer Studies**

Build from the information already collected from employers by partner HEIs

### **Employer Surveys**

Surveys and interviews with employers: Current and future skill needs and job market trends.



### **Research from Government and Development Partners**

Information from government institutions, trusted research reports, and development partners such as World Bank, ILO, GIZ,...

### **Employer Feedback**

Regular collection of employer feedback, based on graduate performance

**Employers worldwide are increasingly looking for graduates with soft-skills (WEF, World Bank)**

Employers in Ethiopia struggle to get graduates with key soft skills (GIZ ELMA, 2019)

Private sector in Ethiopia lack soft skills in university & TVET graduates (Netherland Enterprise Agency, 2020)

The future of work in Rwanda requires a substantial improvement across four transversal skills: ICT, leadership, languages and soft skills of soft skills training (Rwanda State of Skills, 2021).





### **Tourism industry in Rwanda**

*“There is lack soft skills such as communication, proficiency in English, Customer care and product/services knowledge. Additionally, skills in tours and travel marketing, website management, digital marketing, effective communication, feedback management, product distribution, sales, and ICT Skills are missing in the industry”.*

(Rwanda Development Board,  
2022)

# Nexus skills/jobs

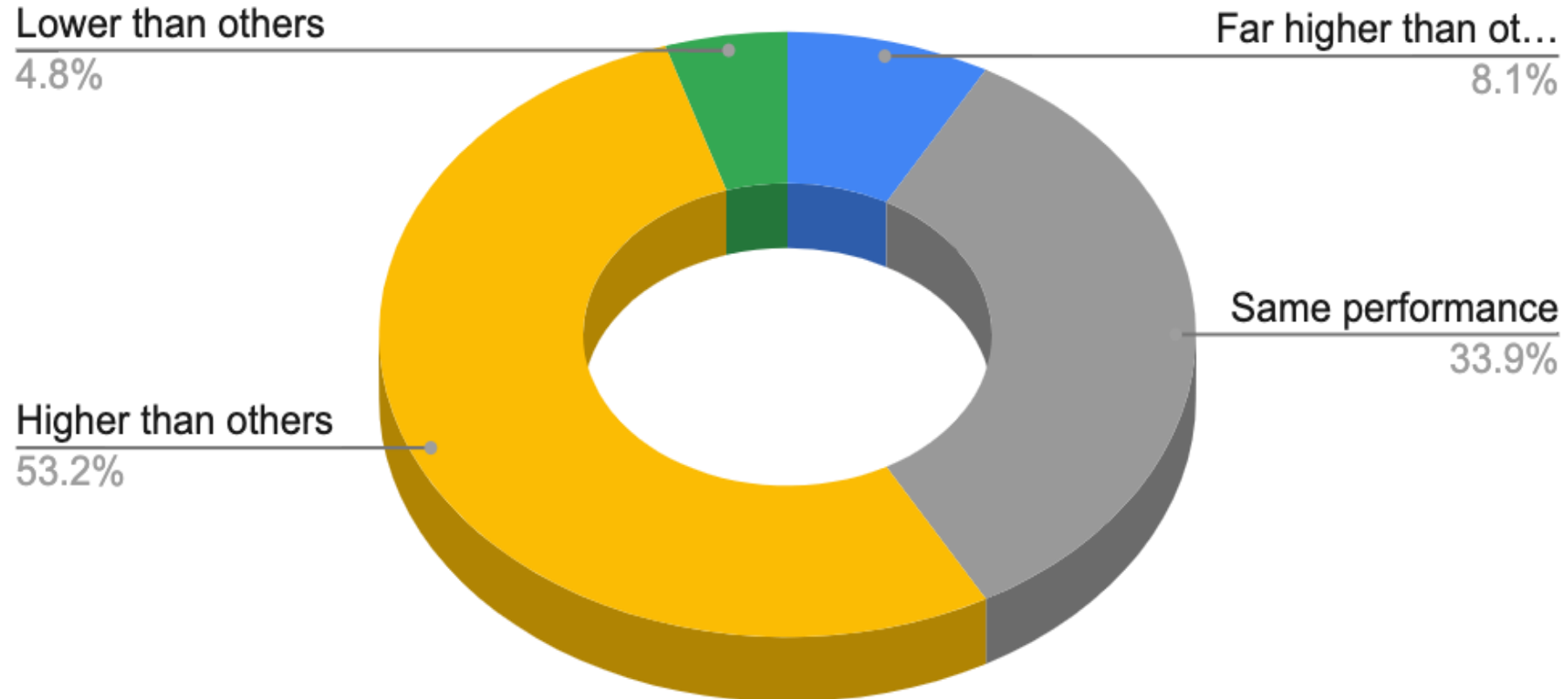
Assessment of youth skills development/jobs Nexus in Ethiopia

## Challenges in School-to-work transition in Ethiopia

- Lack of work readiness: Many with limited education and skills do not possess the appropriate “work readiness” attitude for formal jobs.
- Lack of awareness: High expectations regarding pay, responsibilities, and inability to perform work-related tasks at job entry.
- Mindset: Un/underemployed youth, especially males, prefer jobs that generate “quick cash” for daily needs.
- Skills mismatch: there is a significant practical skill mismatch in most of the sectors in addition to lack of soft skills, absenteeism, and high turnover.

(Netherlands Enterprise Agency , 2020)

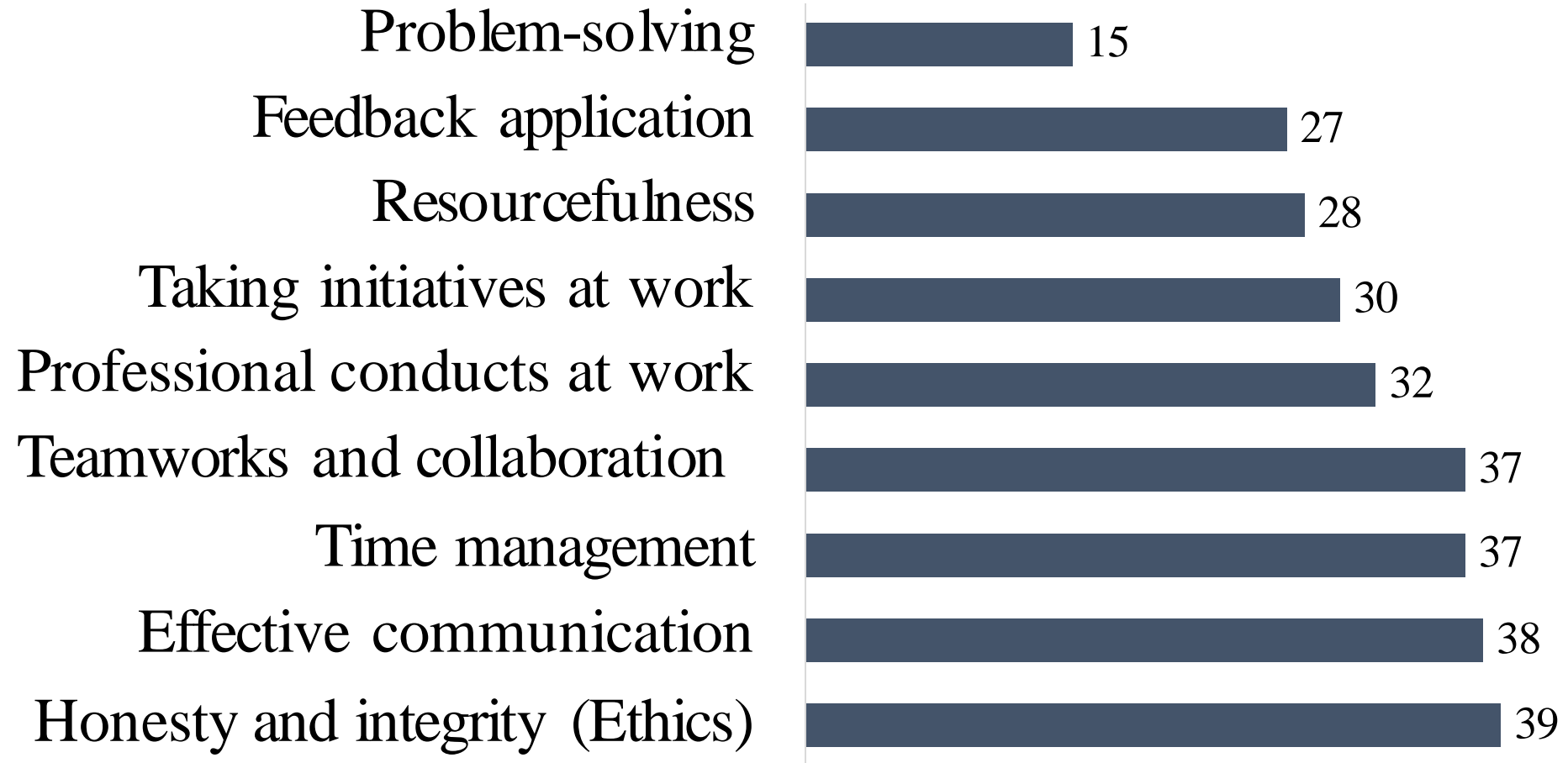
# Employer feedback – Performance comparison



# Top Skills Influencing Graduate Performance - Ethiopia



## Top Skills Influencing Graduate Performance - Rwanda



# Learning and Insight



Soft Skills training before graduation demonstrated impact on graduate employability and improved fresh graduates' performance at work



Separate Soft Skills Training Centers with a different mindset and operation is an effective way to ensure program success



Learning by doing model is the foundation for skills acquisition and application before joining the workplace



Employer engagement is key to adapting the curriculum to the market needs and maintain graduate employment



Training of trainers' model is key for training adoption, sustainability and scalability

# Thank You