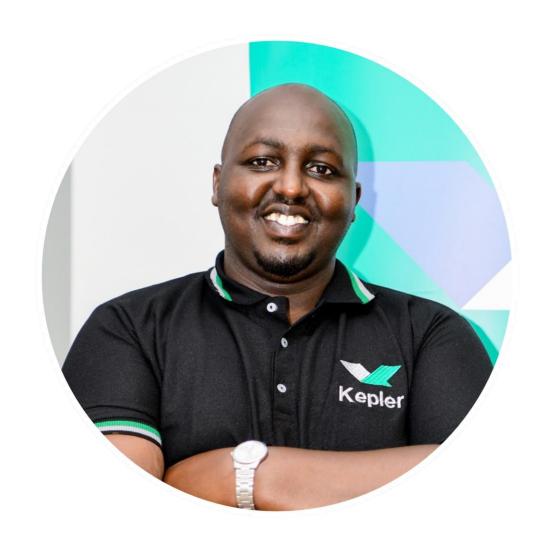
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2023 June Convening

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



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Outline

Introduction to Kepler Program overview Program Impact to date Skills assessment in Rwanda and Ethiopia Insights and learning





Kepler's Experience in Graduate Employability

Kepler career services engage employers regularly from curriculum design to annual surveys

Emphasis on soft skills & employment readiness in addition to subject matter expertise & strong foundational skills

90% of degree graduates employed within six months of graduation

Kepler assessment focus on the ability to apply skills in reallife contexts Practical scenarios from workplace experience

Feedback from trainers and peers

Learning by doing



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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

Core curiculum

- Subject-specific training
- Curriculum adaptation

Soft Skills Training

- Soft skills training and career development
- Employer engagement

Graduation and Employment

- Employment
- Feedback correction



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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)



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Nexus skills/jobs

Assessment of youth skills development/jobs Nexus in Ethiopia

Challenges in School-towork transition in Ethiopia

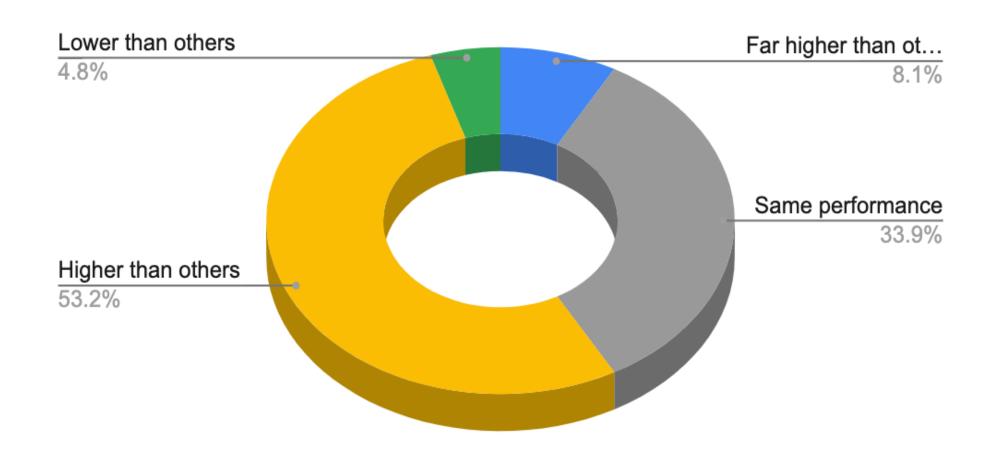
- <u>Lack of work readiness</u>: Many with limited education and skills do not possess the appropriate "work readiness" attitude for formal jobs.
- <u>Lack of awareness</u>: High expectations regarding pay, responsibilities, and inability to perform work-related tasks at job entry.
- <u>Mindset</u>: Un/underemployed youth, especially males, prefer jobs that generate "quick cash" for daily needs.
- <u>Skills mismatch</u>: 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)





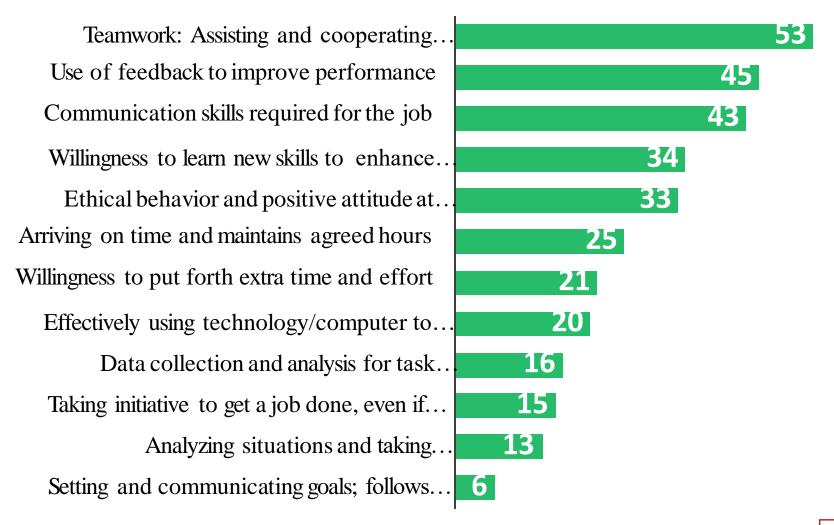
Employer feedback – Performance comparison







Top Skills Influencing Graduate Performance - Ethiopia

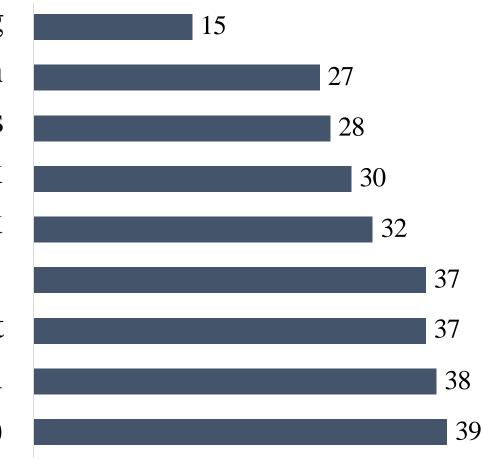






Top Skills Influencing Graduate Performance - Rwanda

Problem-solving Feedback application Resourcefulness Taking initiatives at work Professional conducts at work Teamworks and collaboration Time management Effective communication Honesty and integrity (Ethics)







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



<u>Training of trainers</u>' model is key for training adoption, sustainability and scalability







Thank You

