



– Rwanda –

POLICY BRIEF

IMPROVING TRAINING, INFRASTRUCTURE,
FACILITIES, AND WORKPLACE CAPACITY
FOR EFFECTIVE WPL IN RWANDA

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1. Context and Rationale

High-quality WPL is essential for developing a skilled, productive, and competitive workforce in Rwanda, as emphasized in Vision 2050, NESS 2024–2029, NST2 2024–2029 and the revised TVET Policy (2021)¹. Effective WPL requires modernized, technology-enabled training environments in both educational institutions and host workplaces. Many TVET centers operate with outdated tools, overcrowded workshops, and limited digital learning capacity. Likewise, SMEs, which represent the majority of potential training hosts, often lack sufficient equipment, training spaces, and certified workplace trainers. These deficiencies limit practical skill development, restrict rural participation, and reduce knowledge-driven collaboration, which are critical for a competitive, knowledge-based economy. NST2 highlights that modernized infrastructure is central to achieving national targets for productivity, employability, and human-capital development².

2. Current Status on Improving Training, Infrastructure, Facilities, and Workplace Capacity

Currently, WPL delivery in Rwanda is hampered by limited training facilities, weak digital integration, and insufficient workplace mentorship capacity. Many TVET institutions and SMEs lack modern tools, digital platforms, and certified trainers, undermining practical, hands-on learning and alignment with industry needs. Rural learners face additional barriers due to the lack of accessible training hubs and mobile learning units³. Coordination between industry and educational institutions is often weak, further reducing opportunities for students to acquire workplace-relevant skills and limiting inclusive participation, particularly for women, youth, and vulnerable groups⁴.

3. Policy Problem Statement

The WPL system cannot consistently provide high-quality, inclusive, and industry-aligned training due to outdated infrastructure, limited workplace capacity, and inadequate digital resources. Without modernized facilities and certified workplace trainers, graduates remain underprepared for labor-market demands, which reduces employability, limits innovation, and undermines Rwanda’s transition to a knowledge-based economy⁵.

SMEs and rural districts are disproportionately affected, with limited participation in training and weak mentorship opportunities for vulnerable learners. This gap threatens the country’s broader human-capital development objectives and the effective implementation of NESS, NST2, and Vision 2050 priorities⁶.

¹ primature.gov.rw+2rtb.gov.rw+2

² AFRO CAREERS+2worldbank.org+2

³ rtb.gov.rw+2prima

⁴ nesa.gov.rw+2AUDA-NEPAD+2

⁵ National employment and skills strategy (ness 2024–2029) & national strategy for transformation 2 (nst2, 2024–2029)

⁶ worldbank.org+1

4. Purpose of the Policy Brief

This policy brief aims to guide government institutions, private sector actors, CSOs, and development partners in modernizing WPL infrastructure and workplace capacity. It emphasizes investment in industry-aligned facilities, updated equipment, digital resources, and certified workplace mentors to improve training quality, inclusivity, and labor-market relevance across Rwanda.

5. Policy Implications and Actionable Recommendations

To strengthen WPL implementation, the government, private sector, and development partners should collaborate to establish TVET-industry training hubs and sector-specific Centers of Excellence in key sectors such as construction, agribusiness, ICT, renewable energy, tourism, and hospitality. Equipment grants should be provided to TVET institutions and SMEs to modernize tools, safety gear, and digital learning platforms, ensuring hands-on, industry-relevant training. Workplace trainer certification programs must be implemented to enhance mentorship and pedagogical skills, while mobile training units should extend access to rural districts. Public-private partnerships can co-finance innovation labs, digital learning hubs, and sector-specific centers, ensuring training remains practical, industry-relevant, and inclusive.

Government institutions, including MINEDUC, MIFOTRA, and RTB, should coordinate national investments in training infrastructure, set standards for equipment and digital resources, and oversee workplace trainer certification programs. The private sector through PSF, sector associations, and enterprises should co-finance training hubs, provide modern equipment, and deliver certified mentorship to ensure alignment with labor-market needs⁷. CSOs and development partners should support innovation hubs, foster inclusive participation, and strengthen community-level mobilization and monitoring, especially for rural and vulnerable learners.

6. Expected Impact

These reforms are expected to deliver high-quality, hands-on, industry-relevant training that standardizes learning environments across TVET institutions and workplaces. SME participation, particularly in rural areas, will increase, enhancing equitable access for learners. Graduates will gain improved employability, digital literacy, and innovation capacity⁸. Strengthened collaboration between industry and training institutions will improve mentorship quality, workplace readiness, and inclusive participation of women, youth, and vulnerable groups. Collectively, these measures will support national human-capital development goals outlined in NESS, NST2, and Vision 2050⁹.

7. Target Institutions

⁷ AFRO CAREERS+2worldbank.org+2

⁸ HYPERLINK "https://documents1.worldbank.org/curated/en/099042925072519857/pdf/P181050-91b2a0ff-86ac-4609-b74a-9320746296f0.pdf?utm_source=chatgpt.com"[World Bank+1](#)

⁹ minecfin.gov.rw+1

The lead institutions responsible for implementing these recommendations are MINEDUC and MIFOTRA, with RTB and PSF as co-leads. Supporting actors include CSOs, development partners, and district authorities, all of whom play essential roles in ensuring inclusive WPL delivery and alignment with labor-market needs.

8. Conclusion

Modernizing WPL infrastructure, workplace capacity, and digital integration is essential to produce a skilled, employable, and innovative workforce in Rwanda. Collaborative investment by government, private sector, and development partners will strengthen TVET institutions, SMEs, and workplace learning environments. Updated tools, certified trainers, and inclusive access will enhance practical skill development, promote equity, and ensure alignment with national and international labor-market standards, supporting Rwanda's broader economic transformation under Vision 2050¹⁰, NESS, and NST2.

9. References

- Workplace Learning Policy (2019)
- NESS 2024–2029
- TVET Policy (2015, revised 2021)
- Vision 2050
- National Employment Programme (NEP) 2021

¹⁰ [PolicyVault.Africa+1](https://policyvault.africa)