

# REPUBLIC OF RWANDA



## LABOUR MARKET INFORMATION SYSTEM -WDA Situation of 4 pilot TVET institutions in Rwanda

### Authors

Brian Kiberu  
Lucie Kabatesi  
Pacifique Karinda  
Stephen Mugabi

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## **Acknowledgement**

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## **List of acronyms**

GTZ- German Development Cooperation

IPRC-Integrated Polytechnic Regional Centre

LMIS-Labour Market Information System

MINEDUC-Ministry of Education

MIFOTRA-Ministry of Public service and Labour

NISR- National Institute of Statistics Rwanda

PSF-Private Sector Federation

SOS- Save Our Selves

TVET-Technical Vocational Education Training

WDA- Workforce Development Authority

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## 1.0 Context

The National Skills Audit (2009), reports a significant shortage of technicians in Rwanda with an acute magnitude of 60% in the entire country distributed with in public, private and civil society. Having acknowledged this problem, a TVET structure has and is being put in place to counter the technician problem by equipping the human resource base through the Work Force Development Authority activities.

In its due course, WDA through LMIS is conducting a pilot study against which a future comprehensive study shall be based to determine the challenges TVET institutions are facing in Rwanda. TVET is composed both of vocational and technical institutions.

*Vocational training* is a system which aims at providing recipients with the necessary knowledge and skills to exercise a profession in order to be integrated in the labour market. Vocational training includes initial Vocational Training and continuing Vocational Training (Rwanda TVET Policy 2009).

*Technical Education* is a structured system aimed at providing recipients with the necessary knowledge and skills to continue their studies at tertiary education level or to exercise a profession in order to be integrated into the labour market. Technical Education, on the other hand puts more emphasis on theoretical education ((Rwanda TVET Policy 2009).

The following section is organised as follows, section 2 covers the methodology, section 3 the institutional findings and section 4 the challenges, recommendations and conclusion.

## 2.0 Methodology

The drive to upgrade human capital development in Rwanda has led to the starting of various training institutions including TVETS, secondary schools, universities, primary schools and nursery schools.

### Objectives of Study

- a) Determine the relevant aspects such as variables that shall be necessary in the comprehensive study.
- b) Check whether the data is available in these 4 TVET institutions
- c) Come up with a software system to collect good quality data from the 4 TVET institutions.

### Sample Size

To achieve the above mentioned objectives, WDA through LMIS conducted a pilot study in which 4 TVET institutions and 829 graduates were covered.

Primary data was collected from the 4 institutions and 829 graduates.

The choice of graduates depended on those who responded to an advert that was put in the press.

The choice of the 4 institutions was decided basing on a criteria agreed upon with in a stake holders meeting that included MINEDUC, MIFOTRA, NISR, PSF, GTZ, Representatives from training providers and WDA.

NS: means Not Specified

The Institutions chosen must have carried out a traceability study prior to the study period (Jan-July 2009).

## **Institutions**

In the stake holders meeting, 4 TVET institutions were chosen to carry out a pilot study and these included;

- a) AMIZERO TRAINING CENTRE
- b) Kavumu Training Centre
- c) SOS
- d) ETO-GITARAMA.

Of the 4 chosen institutions, 2 were reported to be vocational i.e. AMIZERO and Kavumu Training Centre and 2 were reported to be technical i.e. SOS and ETO-GITARAMA.

## **Time**

The study was done between January and July 2009.

The information collected covered a timeframe of 2006-2008 i.e. two academic years. Therefore the variables whose data was collected covered two years.

## **Variables**

Data was collected from training institutions and it covered training provider profiles, courses profile, and trainers' profile.

Additional data was collected from graduates covering there profile.

Data was collected from training institutions using a questionnaire; the instrument covered training provider profiles, courses profile, trainers' profile and graduates profile. (See Annex 1)

The provider profiles covered physical address of the institutions, number of courses offered by the institutions, total number of students in the institutions, number of trainers in the institutions, equipment owned by the institutions, consumable budget for the students in the institutions, ownership status of the institutions and the current cumulative number of graduates.

The trainers' profile included the physical address of the trainers, education level of the trainers, gender status, age, experience status and acquisition status of a pedagogical certificate by the trainers.

The courses profile covered the course type, duration of courses, course capacity, time allocation between theories and practical of a given course, number of students who benefited from industrial attachment and the examination of the availability of industrial practitioners.

The data collected from the graduates included graduate name, age, gender, nationality, physical address, course attended, internship status, employment status and net income of the graduates

A descriptive analysis of data has been done and the findings are presented in the following section.

### 3.0 Institutional Findings

#### 3.1. Vocational institutions

##### 3.1.1. AMIZERO

**Amizero Training provider (A.T.C)** started in June 2003; it's located in the Eastern Province 70kms from Kigali City.

A.T.C offers six courses namely; Bricklaying, Carpentry, Electric and Electronic repairs, Hotel operations, Plumbing and welding.

Its course capacity between 2006 and 2008 was reported as 126 students in bricklaying, 63 in carpentry, 57 in electric and electronic repairs, 46 in hotel operations, 63 in plumbing and 91 in welding in terms of real numbers

The current ratio of students to trainers in A.T.C is averagely 1:15 i.e. in the whole institution one trainer trains 15 students; this is categorized in the table below.

A.T.C offers both practical and theories and the respective courses have different time allocation as illustrated in the (table 1).

Table 1

Courses	Theories (%)	Practicals (%)	Ratio of trainer to students in the different courses
Bricklaying	20	80	1:15
Carpentry	20	80	1:15
Electronics	30	70	1:15
Hotel operations	40	60	1:15
Plumbing	20	80	1:15
Welding	20	80	1:15

**Source: LMIS-TVET pilot study 2009**

Among the six courses offered at Amizero Training Centre, students who attended hotel operations (60%) and electrical repairs got the lowest practical lesson (70%), while the remaining four courses recorded the highest practical lessons with a magnitude of 80%.

#### Trainers

A.T.C reported a total number of 9 trainers distributed among the respective courses with in the period of 2006-2008, of whom, 11.1% were reported to be female and 77.7% were reported to be male whereas 11.1%'s gender was not specified.

Of the absolute total, 77.7% were reported to be Rwandese and 11.1% Congolese whereas 11.1% were unspecified (Table 11).

Table 11

Nationality	Absolute	%	Sex	Absolute	%
Never specified	1	11.1		1	11.1
Congolese	1	11.11	Female	1	11.1
Rwandan	7	77.8	Male	7	77.8
<b>Total</b>	<b>9</b>	<b>100</b>	<b>Total</b>	<b>9</b>	<b>100</b>

**Source: LMIS-TVET pilot study 2009**

NS: means Not Specified

33.3% were reported to have been located in Eastern province, 33.3% Kigali, 11.1% in Northern Province and 11.1% in southern province whereas 11.1% were unspecified.

The qualification of the trainers was as follows, 11.1% was reported to have an A0, 33.3% had A1, 22.2% A2 and 22.2% A3 (Table 1V).

**Table 111**

<b>Pedagogical</b>	<b>Count</b>	<b>%</b>	<b>Relevant experience</b>		
Never specified	1	11.1	as a trainer		
Yes	8	88.9	<b>Mean</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Total</b>	9	100	11	5	25

**Source: LMIS-TVET pilot study 2009**

In relation to the above, 88.9% were reported to have pedagogical experience and 11.1% was not specified. On average each trainer has experience of 5 years; the least experienced having a magnitude of 5 years whereas the most experienced having a magnitude of 25 years (Table 111).

**Table 1V**

<b>Province</b>	<b>Count</b>	<b>%</b>	<b>Education level</b>	<b>Count</b>	<b>%</b>
	1	11.1		1	11.1
Eastern	3	33.3	A0	1	11.1
Kigali City	3	33.3	A1	3	33.3
Northern	1	11.1	A2	2	22.2
Southern	1	11.1	A3	2	22.2
<b>Total</b>	9	100	<b>Total</b>	9	100

**Source: LMIS-TVET pilot study 2009**

### Graduates

A total number of 243 graduates from AMIZERO reported, all the graduates were reported to be of Rwanda Nationality, 19% were reported to be female and 81% were reported to be male Table 1.

**Table 1**

<b>Nationality</b>	<b>Count</b>	<b>Sex</b>	<b>Count</b>	<b>%</b>
Rwandan	243	Female	46	18.93004
Others	0	Male	197	81.06996
<b>Total</b>	243	<b>Total</b>	243	100

**Source: LMIS-TVET pilot study 2009**

13.5% of the graduates are located in Kigali city, 65% in Eastern region, 18% in Northern Province, 2.5% in southern province and 1% in Western province Table 11.

Table 11

Province	Count	%

NS: means Not Specified



Eastern	159	65.4321
Kigali city	33	13.58025
North Province	43	17.69547
Southern	6	2.469136
Western Province	2	0.823045
Total	243	100

**Source: Study Findings**

51.4% are employed, 37.9% unemployed and 10.7% unspecified. Of the total employed graduates in AMIZERO 50.6% are employed in their field of training, 28% not in their field of training and 21.4% never specified.

Of the total number of graduates, 33.3% had internship, 56% never had internship and 10.7% never specified.

Amongst the employed 8.6% working in the formal sector, 9.9% in the informal sector whereas 81.5% never specified Table 11.

**Table 11**

Variable	Internship %	Employment Status	Is graduate working in field which he/she had trained in %	Form of Employment	%
No	56	37.9	28	Formal sector	8.6
Never Specified	10.7	10.7	21.4	Informal sector	9.9
Yes	33.33	51.4	50.6	Never Specified	81.5
Total	100	100	100	Total	100

**Source: LMIS-TVET pilot study 2009**

### 3.1.2. KAVUMU

Integrated polytechnic regional centre south-Kavumu started in 1997; Kavumu Training Centre is located in the southern Province and around 83kms from Kigali City.

Kavumu Training Centre offers eight courses namely; Mechanics, Electricity, Tools machines, welding, plumbing, body works and painting, ICT, and three categories of driving. Its course capacity between 2006 and 2008 was 25 students in mechanics, 15 in electricity, 15 in tools machines, 15 welding, 15 plumbing, 15 bodyworks and painting, 10 in ICT and 65 in driving.

Kavumu Training Centre offers both practical and theories with driving offering more practical lessons than other courses.

Courses	Theories (%)	Practicals (%)	Ratio of trainer to students in the different courses
Mechanics	40	60	1:10
Electricity	40	60	1:20
Tools machines	40	60	1:20
Welding	40	60	1:20
Plumbing	40	60	1:20
Body works and painting	40	60	1:20
ICT	40	60	1:10
Driving B	30	70	1:04
Driving C	30	70	1:10
Driving E	30	70	1:20

Source: LMIS-TVET pilot study 2009

The ratio of students to trainers is averagely 1:12 i.e. in the whole institution one trainer trains 12 students as elaborated in the table below.

From the table above, it indicates that the ratio of student to trainer differs in different course taken at Kavumu Training Centre with mechanics having the highest ratio of 1:4 while driving (B) has the least ratio of 1:20.

Nationality	Count	Sex	Count	%
Rwandan	31	Male	31	100
Total	31	Total	31	100

Source: LMIS-TVET pilot study 2009

Province	Count	%	Education Level	Count	%
Eastern	2	6.45		1	3.226
Kigali City	4	12.9	A0	3	9.7
Northern	2	6.45	A1	1	3.2
Southern	20	64.5	A2	9	29
Western	3	9.7	A3	3	9.7
Others	0	0	Primary	14	45.2
Total	31	100	Total	31	100

Source: LMIS-TVET pilot study 2009

Pedagogical	Count	%	Experience		
			Mean	Minimum	Maximum
No	30	96.77419			
Yes	1	3.225806	5	1	16
Total	31	100			

Source: LMIS-TVET pilot study 2009

### Graduates

All the graduates were reported to be of Rwanda Nationality, 9% were reported to be female and 91% were reported to be male. 53% of the graduates are located in Kigali city, 8% in Eastern region, 11% in Northern Province, 21% in southern province and 6% in Western province.

A total number of 232 graduates from KAVUMU reported of which 36.6% are employed, 58.2% unemployed and 5% unspecified. Of the total employed graduates in KAVUMU 76.5% are employed in their field of training, 20% not in their field of training and 3.5% never specified. Of the total number of graduates, 50.9% had internship, 40.5% never had internship and 8.6% never specified.

With in the graduates that had internship, 71.5% had training in their field of training, 7% not in their field of training and 21.5% never specified.

Amongst the employed 15.5% working in the formal sector and 10.8% in the informal sector whereas 73.7% never specified.

Nationality	Count	Sex	Count	%
Rwandan	232	Female	21	9.05
Others	0	Male	211	90.95
Total	232	Total	232	100

Source: LMIS-TVET pilot study 2009

Province	Percent
Eastern	7.76
Kigali city	53.02
Northern Province	10.7
Southern Province	22
Western Province	6.5
<b>Total</b>	<b>100</b>

Source: LMIS-TVET pilot study 2009

Variable	Internship (%)	Internship in field of training	Employment status	Graduate working in field of training	Form of employment	Percent
No	40.52	6.896552	58.2	33.2	Formal sector	15.5
Never Specified	8.62	21.55172	5.2	35.8	Informal sector	10.8
Yes	50.9	71.55172	36.64	31.03	Never Specified	73.7
Total	100	100	100	100	Total	100

Source: LMIS-TVET pilot study 2009

## 3.2. Technical institutions

### 3.2.1. ETO GITARAMA

**ETO-Gitarama** started in November 2002; it's located in the southern province 83kms from Kigali city, 14kms from Nyanza town, 25kms from Gitarama town and 60kms from Butare.

**Eto-Gitarama** offers five courses; these include Construction, public works, electricity, electronics telecommunication and automobile mechanics.

The ratio of students to trainers is averagely 1: 14 i.e. in the whole institution one trainer trains 14 students as elaborated in the table below.

Courses	Theories (%)	Practicals (%)	Ratio of trainer to students in the different courses
Construction	70	30	1:22
Electricity	70	30	1:24
Public works	78	22	1:20
Electronics and telecommunication	70	30	1:15
Automobile mechanics	70	30	1:21

**Source: LMIS-TVET pilot study 2009**

As illustrated in the table above, electricity and telecommunication has the highest ratio (1:15.25) as opposed to other courses that is Construction 1:22.6, electricity 1:24.33, electricity & telecommunication 1:15.25, automobile mechanics 1:23.66 and public works 1.20.

As shown in the table above, it is indicated that Eto-Gitarama offers more theoretical knowledge than the practical ones.

#### Trainers

**ETO Gitarama** reported a total number of 23 trainers distributed with in the 5 courses covering the period of 2006-2008, of whom, 8.69% were reported to be female and 91.3% were reported to be male.

Of the absolute total, 78.3% were reported to be Rwandese and 8.7% Congolese and 13% were reported to be Ugandan.

8.7% were reported to have been located in Eastern province, 8.7% Kigali city, 4.3% in Northern Province and 65.2% in Southern Province whereas 4.3% was unspecified (Table 4).

The qualification of the trainers was as follows, 43.5% were reported to have an A0, and 30.4% had A1, 26.08% A2. In relation to the above, 43.5% were reported to have pedagogical experience, 47.8% lacked it and 8.7% never unspecified.

Nationality	Count	%	Sex	Count	%
RDC	2	8.7	Female	2	8.7
Rwandan	18	78.3	Male	21	91.3
Ugandan	3	13	Non Specified	0	0
Total	23	100	Total	23	100

**Source: LMIS-TVET pilot study 2009**

Pedagogical experience	Count	%	Experience		
			Mean	Minimum	Maximum
No	11	47.8	5	1	14
Yes	10	43.5			

NS: means Not Specified

Total	23	100		
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**Source: LMIS-TVET pilot study 2009**

Province	Count	Percent	Education Level	Count	Percent
NS	1	4.35			
Eastern	2	8.7	A1	7	30
Kigali City	2	8.7	A2	6	26.1
Northern	1	4.35	A0	10	43.5
Southern	15	65	A3	0	0
Western	2	8.7	Primary	0	0
Total	23	100	Total	23	100

**Source: LMIS-TVET pilot study 2009**

### Graduates

A total number of 318 graduates from ETO-GITARAMA reported. All the graduates were reported to be of Rwanda Nationality, 11% were reported to be female and 89% were reported to be male. 39% of the graduates are located in Kigali city, 6% in Eastern region, 16% in Northern Province, 28% in southern province and 10% in Western province

Nationality	Count	%	Sex	Count	%
Rwandan	318	100	Female	35	11
Other	0	0	Male	283	89
Total	318	100	Total	318	100

**Source: LMIS-TVET pilot study 2009**

Of the absolute total 68.6% are employed, 25.5% unemployed and 6% unspecified. Of the total employed graduates in Eto-Gitarama 79% are employed in there field of training, 18% not in there field of training and 3% never specified.

Province	Count	%
Eastern	20	6.3
Kigali city	124	39
North Province	51	16
Southern	90	28
Western Province	33	10.4
Total	318	100

**Source: LMIS-TVET pilot study 2009**

Of the total number of graduates, 61% had internship, 35% never had internship and 4% never specified.

With in the graduate s that had internship, 65.7% had training in there field of training, 8.8% not in there field of training and 25.5% never specified.

Variable	Internship	Internship in field of training	Employment Status	Graduate working in field of training	Form of Employment	Percent
No	35.2	8.8	68.5	33	Formal Sector	14.1
Never Specified	3.5	25.5	6	45.9	Informal Sector	6.3
Yes	61.3	65.7	25.5	21.01	NS	79.5
<b>Total</b>	100	100	100	100	Total	100

Source: LMIS-TVET pilot study 2009

Amongst the employed, 14.2% are working in the formal sector and 6.3% in the informal sector whereas 79.5% never specified

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### 3.2.2. SOS

SOS started in 2004, it is located in the heart of Kigali hence near the major labour market in the country.

It has a course capacity of 63 students in computer, 43 electricity, 70 accounting and 10 students in woodwork.

SOS offers both practical and theories with wood work still having the highest percentage of practicals whereas computer has the least with a magnitude of time allocation of 48.6% attending practicals.

The SOS's ratio of students to trainers is averagely 1:11, i.e. in the whole institution one trainer trains 11 students.

Table showing the ratio of students to trainers in different courses

Courses	Theories	Practicals	Ratio of trainer to students in the different courses of trainer
Computer	51.4	48.6	1:21
Electricity	37.5	62.5	1:15
Wood work	23	77	1:05
Accounting	29	71	1:23

**Source: LMIS-TVET pilot study 2009**

From the table above, it indicates that wood work has the highest student trainer ratio (1:5) compared to other courses like accounting (1:23) and computer (1:21) which has the lowest student trainer ratio.

SOS reported a total number of 22 trainers distributed with in the respective courses (table 1) with in the period of 2006-2008, of whom, 1 was reported to female and 17 were reported to be male whereas 4 never specified (Table 2).

Nationality	%	Sex	%
NS <sup>1</sup>	18.3	Not Specified	18.2
Congolese	22.7	Female	4.55
Kenyan	4.5	Male	77.3
Rwandan	54.55	Total	100
Total	100		

**Source: LMIS-TVET pilot study 2009**

Pedagogical	%	Experience		
		Mean	Minimum	Maximum
NS	45.45			
Yes	54.55	9	0	19
Total	100			

**Source: LMIS-TVET pilot study 2009**

Province	%	Educational level	%
Kigali City	45.45	A0	31.8
Southern	4.5	A1	22.7

<sup>1</sup> NS-Never specified  
NS: means Not Specified

Western	4.55	A2	0
Not Specified	45.45	Not specified	45.45
<b>Total</b>	<b>100</b>	<b>Total</b>	<b>100</b>

**Source: LMIS-TVET pilot study 2009**

Of the 22, 12 were reported to be Rwandese, 5 Congolese and 1 Kenyan whereas 4 were never specified (Table 3). 10 were reported to have been located in Kigali city, 1 in Southern province and 1 in Western province and 10 unspecified (Table 4).

The qualification of the trainers was as follows, 7 were reported to have an A0, 5 had A1, and 10 unspecified (Table 5). In relation to the above, 10 were reported to have pedagogical experience whereas 12 never specified.

### **Graduates**

All the graduates were reported to be of Rwanda Nationality, 28% were reported to be female and 72% were reported to be male. 78% of the graduates are located in Kigali city, 3% in Eastern region, 3% in Northern Province, 8% in southern province and 3% in Uganda

A total number of 36 graduates from SOS reported of which 25% are employed, 27.8% unemployed, 22.2% are students and 25% unspecified.

In relation to the other variables whose information had been provided for the above 3 institutions, SOS graduates was not available.

Sex	Count	%
Female	10	27.8
Male	26	72.2
<b>Total</b>	<b>36</b>	<b>100</b>

**Source: LMIS-TVET pilot study 2009**

Province	%
Eastern	2.8
Kigali City	77.8
Northern	2.8
Southern	8.3
Uganda	2.8
Not specified	5.6
<b>Total</b>	<b>100</b>

**Source: LMIS-TVET pilot study 2009**

Employment	%
Employed	25
No response	25
Student	22.2
Unemployed	27.8
<b>Total</b>	<b>100</b>

**Source: LMIS-TVET pilot study 2009**



#### **4.0 Challenges, Recommendation and Conclusion**

##### **Challenges:**

- a) Lack of a standard curriculum for the 4 institutions
- b) The institutions never provided the information of the graduates as had been expected, this necessitated a survey of graduates.

##### **Conclusion:**

##### **Mention the limitation of the Pilot study and not comprehensive study**

The findings cannot be generalised, they can be only used to carry out a comprehensive study.

##### **Recommendations**

Additional information covering variables such student-equipment ratio, should be provided

Training and professional development needs of trainers

The state and appropriateness of equipment in the institutions

The perception of employers on TVET graduate performance

Use a scientific approach to select the sample size both at the graduates and TVET

Don't discuss the questions with the respondents

Collect information from employers as well

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## **References**

*National Skills Audit Report (2009)*

*Rwanda TVET Policy 2009*

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*Annex 1*

**RWANDA WORKFORCE DEVELOPMENT AUTHORITY (WDA)  
Labour Market Information System (LMIS)  
ATTRIBUTES**

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**1. TRAINING PROVIDERS**

- a. Full name of institution:
- b. Short name of institution:
- c. Address of institution
  - P.O. Box
  - Sector:
  - District:
  - Province:
  - Nearest town:
  - Distance from institution to labour market:
- d. Starting date
  - Founding of institution means starting of work:
  - Getting accreditation:
- e. Number of different courses offered:
- f. Total number of students at the end of school year:
- g. Number of trainers
  - Male:
  - Female:
- h. Ratio of students to trainer:

<b>Course</b>	<b>Number of Trainer</b>	<b>Number of students</b>

NS: means Not Specified


i. Students equipment ratio

Course	Equipment	Number of students

j. Budget for students consumable per year:

k. Ownership status (Tick the ownership)

- Public
- Private
- NGO
- Semi-Public

l. Current cumulative number of graduates:



**3. Trainers: Academic year: From ..... to .....**

No	1 <sup>st</sup> Name	2 <sup>nd</sup> Name	Private address			Date of birth	Nationality	Sex	Tel	E-mail	Education level	Relevant experience as a trainer	Field of training	Pedagogical certificate? (Yes / No)
			Province	District	Sector									
1														
2														
3														
4														

NS: means Not Specified

**4. GRADUATES: Academic year: From ..... to .....**

No	1 <sup>st</sup> Name	2 <sup>nd</sup> Name	Date of birth	Sex	Nationality	Permanent address			Tel	E- mail	Training course	Starting date of the training	Exit date	Reason for exit	Education before training	
						Province	District	Sector								
1																
2																
3																

NS: means Not Specified

No	Internship / Industrial attachment. (Yes / No)	Company name	During internship, was graduate working in his/her field of training? (Yes / No)	Duration		Is graduate working? (Yes / No)	Is graduate working in the field which he/she was trained in? (Yes / No)	Duration		Form of employment <sup>2</sup>	If employed under CSR, it is limited or unlimited contract ?
				Start date	End date			Start date	End date		
1											
2											
3											
4											

<sup>2</sup> Form of employment : self employed, employed under CSR, employed in informal sector and formal sectors  
NS: means Not Specified



No	Time of employment. (Full time / Part time)	Number of jobs, if are more than one.	Net income per month <sup>3</sup>
1			
2			
3			
4			

<sup>3</sup> Net income per month: < 100000, between 100001 and 300000, between 300001 and 500000 and > 500000  
 NS: means Not Specified

## Annex 2

**Table 1-Showing the courses offered by the respective institutions with there student course capacity**

ATC	Courses	Bricklaying	126
		Carpentry	63
		Electronics	57
		Hotel operations	46
		Plumbing	63
		Welding	91
ETO	Courses	Automobile mechanics	71
		Construction	68
		Electronics	73
		Electronics and telecommunication	61
		Public works	60
KAVUMU	Courses	Body works and painting	15
		Driving	65
		Electronics	15
		ICT	10
		Mechanics	25
		Plumbing	15
		Tools machines	15
		Welding	15
SOS	Courses	Accounting	70
		Computer	63
		Electricity	43
		Wood work	10

**Source: LMIS-TVET pilot study 2009**

NS: means Not Specified

PILOT STUDY

NS: means Not Specified