

## Overview of the Activities' Progresses from Sept. 2015 to March 2016

■ On August 26, 2015, the 2<sup>nd</sup> JCC – Joint Coordination Committee, was successfully held with attendance of concerned parties. **Outputs 0 and 5** were officially approved to be added to the PDM of SOLIDE project and started these activities.

■ Following this JCC, the 3<sup>rd</sup> JCC was held on March 31, 2016 to share the progress of activities with concerned parties.

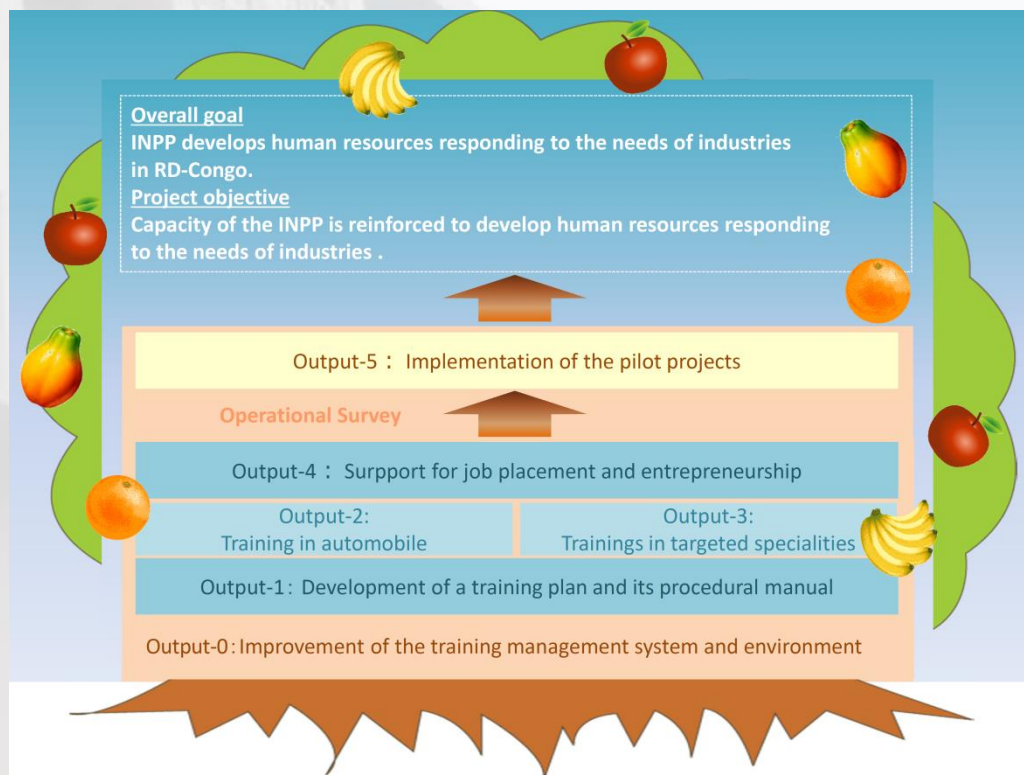
■ As a basement of all project's activities, **Output-1**, We conducted the CUDBAS facilitation practice in cooperation with each service of the Dipro-Kin/INPP as a part of WG's capacity building.

■ In **Output-2**, we have been establishing further strong training mechanism in collaboration with a certain Japanese big motorization company. As a part of the preparation for the establishment, we procured several equipment.

■ In **Output-3**, we have been conducting trainings' for master trainers. Following the trainings for master trainers, trainings of trainers have been also conducting to transfer technique and knowledge from master trainers. When the trainers meet requirements, we issue certificates.

■ In **Output-4**, the training for support of job placement and entrepreneurship in Japan was conducted in Sept. 2015. Based on the experiences of this training, we have developed several tools to promote job placement, and, been trying disseminating the entrepreneurial spirits in the INPP.

■ As an operational survey of project's activities, **Output-5** has been commenced and officially presented on Dec. 9, 2015 as Fond SOLIDE.



*Project's Structure - How can we bear fruits?*

*- How can we train trainees to be able to earn money after training?*

# Output-0 : Improvement of the training management system and environment

■ In order to make project’s activities more efficient and effective, we have been conducting the **KAIZEN** activities. From top management, we are in the progress to introduce the philosophy to the INPP based on the overall action plan. And, some of our activities which are already commenced are also parts of KAIZEN, for example **the improvement of inventory record system, establishment of vehicle arrangement system and establishment of correspondences’ record system between enterprises and the INPP**. Following these activities, we are going to **improve accounting system** as well.

■ As a part of baseline survey, **the telephone survey** on 4,600 graduates without employments in 2014 and 2,000 in the 1<sup>st</sup> semester of 2015 was conducted from Sept. to Nov. 2015 to grasp the situation of graduates of the Dipro-Kin/INPP.



Telephone survey from Sept. to Nov. 2015

## Output-1 : Development of a training plan and its procedural manual

■ Following the internal practical training, **CUDBAS workshops** which were conducted by CGF members in cooperation with each service of Dipro-Kin/INPP, to develop the curriculum based on the actual demands on the field, we started **cooperation with another JICA technical cooperation project for the national police agency** in this country in order to develop training curriculum for policeman. Through these experiences, we are almost ready to go to the industrial field to develop order-made training curriculum based on each company demands.



CUDBAS workshop



Cooperation with another JICA technical cooperation project

## Output 2: Training in Automobile

■ We have been establishing **further strong training mechanism** in collaboration with a certain Japanese big motorization company. In this training mechanism, we would like to train our master trainers in accordance with worldwide qualified training curriculum.

■ As a part of the preparation for the establishment, some equipment were procured from Japan and officially presented to the counterparts in March 2016.



Official presentation of equipment in March 2016



## Output 3 : Training of specialties

**Special Welding:** We have been conducting trainings for master trainers. The 1<sup>st</sup> training on gas welding, Oxycoupage, plasma cutting and MAG welding was conducted in Oct. and Nov. 2015, and the 2<sup>nd</sup> training has been conducting on the Arc welding and TIG welding. Following the master trainers' trainings, the technique and knowledge has been transferred from master trainers to other trainers. **Hydraulic & Pneumatic:** Training for master trainers has been conducted in Oct. 2015 and March 2016 on electricity circuit, electronical circuit, relay control, interlock, timer, sensor and so on. **PLC:** Following the training for master trainers in July 2015, we visited several enterprises in Lubumbashi together with H&P master trainers to know about the current situation. Also, we clarified our training target categorized into three: the 1<sup>st</sup> for training programmers, the 2<sup>nd</sup> for instrumentients/ maintenanciers, and the 3<sup>rd</sup> for supervisors. In order to keep the quality of training and secure the quality of technique and knowledge transferred, when a participant of trainings meets and passes our standards, we issues the certificate to certify the participant has successfully acquired the technique and knowledge through trainings.



*Trainings for MTs on Special Welding (above and right) and H&P (left)*



*Company visit in Lubumbashi*



*Certificate delivery ceremony for Special Welding's TOT in March 2016*



*Certificate*

## Output 4 : Support for job placement and entrepreneurship

■ Training on support for job placement and entrepreneurship in Japan was conducted in Sept. 2015. Based on the knowledge acquired in Japan, we have developed **several tools to promote trainees being employed** such as the form for CV, sample for motivation letter were developed. Following this activities, **capacity building for counselors** has started.



*Capacity building for counselors*

■ In addition to support for job placement, we have been trying **disseminating the entrepreneurial spirits** in the INPP. Following this first action, we are going to carry out each activity based on the action plan. We have been preparing for adding entrepreneurial training to every service for trainees.



## Output 5 : Implementation of the pilot projects



■ On Dec.9, 2015, INPP, FINCA and JICA concluded the Memorandum of Understanding for cooperation of the micro finance support to create new businesses. Following the pre-selection and OPEC's managerial training, we have entered the financial analysis stage to select clients among the candidates to be financed under the Fond SOLIDE. The fund will be released to each client accordingly.

## Other activities from Sept. 2015 to March 2016



*Go forward together toward a brilliant future !*