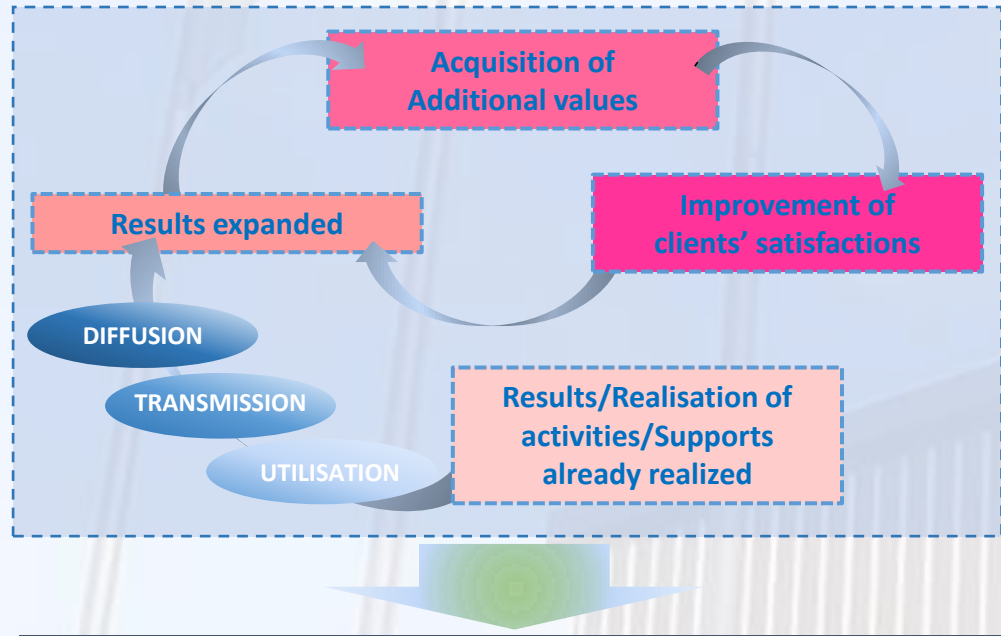


### Major policy of the 2<sup>nd</sup> phase of the Project

■ Following completion of the 1<sup>st</sup> phase of the project, the 2<sup>nd</sup> phase started at the end of June 2017.

■ The major policy of the 2<sup>nd</sup> phase of the project is **utilization, transmission and diffusion** of the results and achievement of the activities of the 1<sup>st</sup> phase of the project. After utilization, transmission and diffusion of them, we can automatically **expand the results and**



Finally, our impacts and benefits will be diffused in all Africa.  
The INPP will be  
**the center of excellence in Africa.**

#### *The major policy of the 2nd phase of the project*

**achievements**, and can acquire **the additional value** of them. Additional values are e.g. improvements of qualities of the services, expansion of the service field and expansion of the service delivery area. Also, it will realize the improvement of the customer satisfaction. It will be circularly and continuously done in order to realize our goal **to be a center of excellence of Africa!**

■ This major policy of the 2<sup>nd</sup> phase of the project was shared with our stakeholders in the 1<sup>st</sup> Joint Coordination Committee (JCC) meeting in July 2017.



Questions and Answers in the 1<sup>st</sup> JCC



Group photo after the 1<sup>st</sup> JCC

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

■ The CGF (Cycle de Gestion de la Formation) members and the Japanese expert have started developing the teaching materials and evaluation sheets utilizing the SOP (Standard Operating Procedure). The CGF members have been continuing developing teaching material for woodworking course as their first trial.

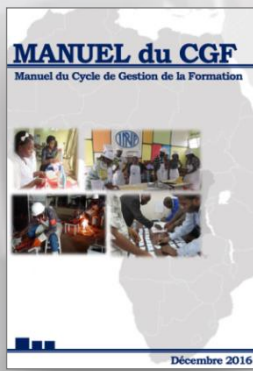
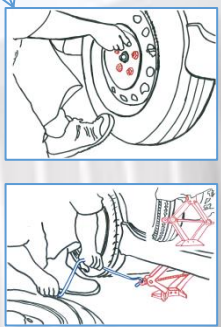


Sample training using the image teaching material

■ The 1<sup>st</sup> version of CGF manual which shows the process of curriculum development has been distributed to the eleven (11) provincial entities of INPP in November 2017.



Development of a teaching material



# Output 2: Training in Automobile

■ Following the activities together with the expert from CFAO in July 2017, the master trainers have started preparing TOT (Training of Trainers) in order to transfer the techniques and knowledges which have been obtained up to now through the training from expert from CFAO in DRC and Cameroon, and training from the Japanese expert as well.



Attendance Certificate issued by CFAO



5S-seminar for all trainers



Training in CFAO-Douala based on TOYOTA curriculum



■ In October, we welcome the Japanese expert to carry out activities together with master trainers. As a result of one-month activity, the automobile workshop has been improved for training-use. This improvement has been continued by master trainers and other services of the INPP/Dipro-Kinshasa.



Workshop improvement and Technical transfer from Experts

# Output 3 : Training of specialties

■ In order to understand the current situation and needs from industrial field in Katanga, master trainers of special welling and hydraulics and pneumatics conducted the survey in August 2017. As a result of this survey, expectations from industrial field to the INPP were found, but at the same time, we understood the present complicated situation of the industrial field. For example, some equipment needs to be maintained and fixed by only original fabricators due to the current complicated technology.

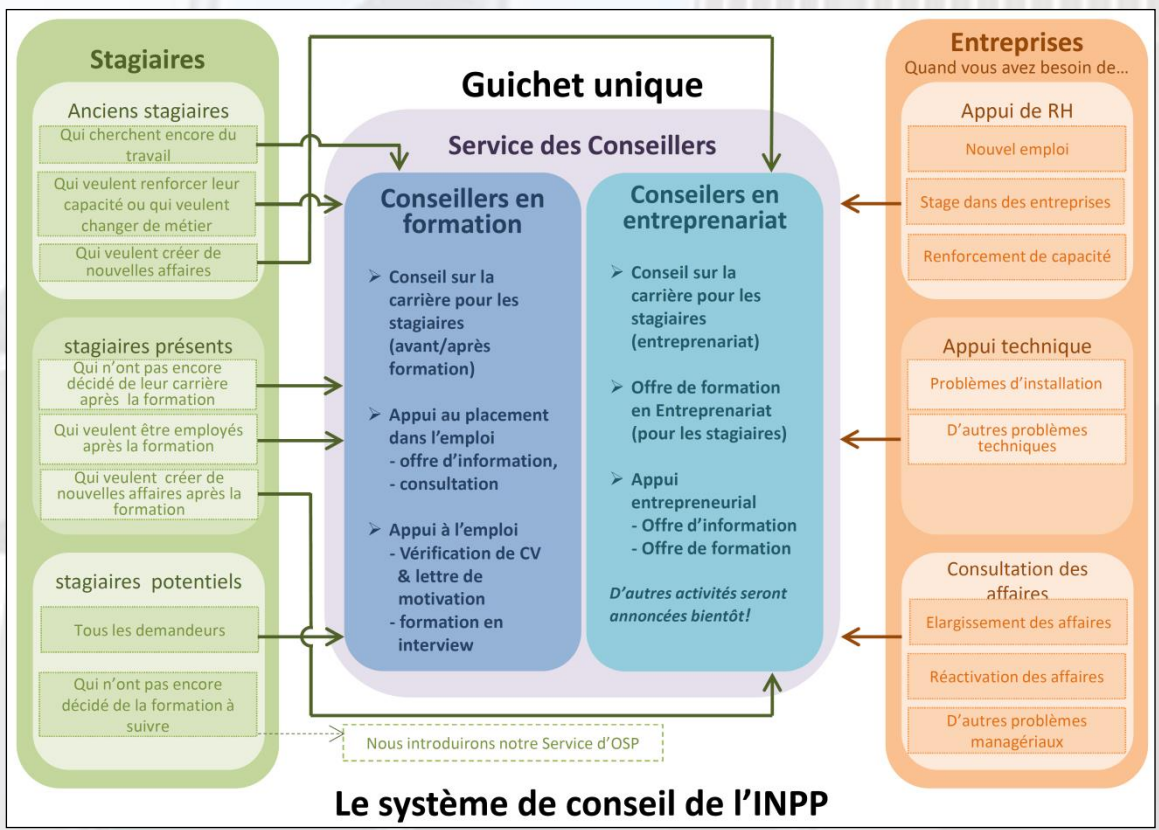
■ Master trainers of PLC provided some training in Kongo Central based on the technique and knowledges obtained under the Project.

■ In the next year, we will continue the training combinations (master trainers' training and TOT) in order to enhance the capacity and also transfer this and expand the benefit as much as possible.



# Output 4 : Support for job placement and entrepreneurship

■ In order to operate and manage these two functions and services effectively, we have been reforming the organigram of BC (Bureau de Conseiller: Counselling Office) as two different groups: training counseling group and entrepreneurial counselling group.



INPP's counselling system

## Output 4 : Support for job placement and entrepreneurship

■ Regarding the support for job placement, the members of BC have been preparing several tools for improving the job placement support activities, such as material to show training contents. In addition to this, they are trying to continuously enhance their competence by themselves through internal small seminar e.g. PC operation skill and so on.



Activities together with Japanese expert



■ Regarding the support for entrepreneurial service, candidates of master trainers for entrepreneurial service have tried to conduct training. As a first trial, they have been coaching two candidates for Fond SOLIDE-2 for preparation of business plan. In addition this, as a part of practical training, we have been conducting the sub-project, and collected business plans from all over the persons who were interested in this activity. If there are any good ideas, we would like to realize the idea and create new business based on their business idea.

### Quel est « l'entrepreneuriat » envisagé par le présent projet ?

« Entrepreneuriat / Affaires pour créer des clients »

- ✓ Répondre aux besoins des clients
- ✓ Créer de nouveaux besoins des clients

C'est le soutien / esprit d'entrepreneuriat que le projet introduit !

- ✓ Ne pas accorder autant d'importance au financement,
- ✓ Renforcer les capacités des apprenants pour gérer une affaire de manière continue,
- ✓ Former leur esprit de développement ainsi que de leur montrer la nécessité de mettre en place.

« Entrepreneuriat / Affaires pour ne pas créer des clients »

- ✓ Les concurrents sont déjà nombreux sur ces marchés.
- ✓ Pour les produits ou services qui manquent d'originalité, lors qu'ils se trouvent concurrencés par la guerre des prix, leur entrepreneur s'affaiblit et leur entreprise est éliminée du marché.



Entrepreneurial training from Japanese expert

## Output 5 : Implementation of the pilot projects

■ The 2nd batch called Fond SOLIDE-2, we selected two groups after the 1st screening and have been preparing the business plans together with our candidates of entrepreneurial master trainers as reported above.

Continuing to next page...



Coaching for candidates of the Fond SOLIDE-2 in order to prepare their business plans

# Output 5 : Implementation of the pilot projects

**FONDSOLIDE** *Le prochain tour, c'est le vôtre!* **Offre publique de candidats pour des projets pilotes de microfinance "Fond SOLIDE-2"** ★★  
 Distribution : 09 nov. – 09 dec. 2016  
 Dépôt : 07 dec. – 09 dec. 2016

Fond SOLIDE-2, since Nov. 2016

*Republic Democratique du Congo*  
*Japon*  
**FONDSOLIDE**  
*Le prochain tour, c'est le vôtre!*  
**Offre publique de candidats pour des projets pilotes de microfinance "Fond SOLIDE-3"** ★★★  
 Distribution : 21 nov. – 28 dec. 2017  
 Dépôt : 25 dec. – 28 dec. 2017

Fond SOLIDE-3, since Nov. 2017

■ As a latest batch, the 3rd batch called Fond SOLIDE-3, we have just kicked-off it in November 2017, which is aiming specially of **encouraging females**.

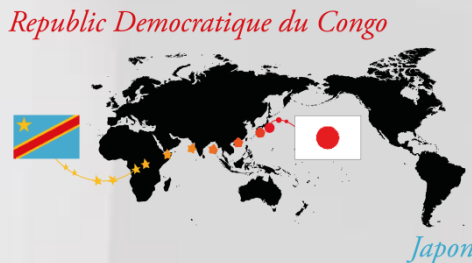
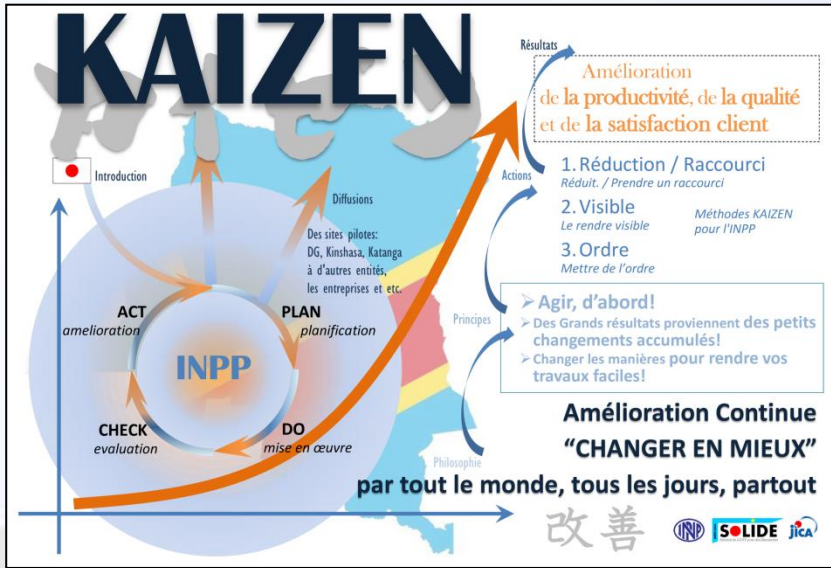
## Output-0 : Improvement of the training management system and environment

■ Under the Output-0, we have been trying several activities. The major activities in this year are **1. Clarification of descriptions of tasks of DG and provincial entity, 2. Clarification of category of INPP, 3. Introduction and implementation of KAIZEN, 4. Trace of professional situation of ancient trainees and establishment of active units of each service, and 5. Survey to confirm the INPP's awareness route for trainees**. All these activities are expected to contribute to the enhancement of INPP as a national vocational institute and **being the center of excellence in Africa**. They have been continued together with not only the persons in Kinshasa and involving motivated and aggressive personnel.

Workshop for clarification for all DPs, AAF and AT in Sept. 2017



## Diffusion of KAIZEN philosophy to all provincial directions



Go forward together toward a brilliant future !