



## SOLIDE

*Solution de l'INPP pour des Entreprises*

## News Letter Vol.5

## June 2021

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*Here is the status of SOLIDE's activities.*

Due to the Covid-19 pandemic, an entire year has passed without the project sending Japanese experts to INPP. The first arrived as soon as project activities on the ground resumed in April 2021. We will thus capitalize on the duration of the extension obtained by the project until February 2022.

### WHAT IS SOLIDE?

#### About SOLIDE

Strengthening human resources in companies plays a key role in the development of the DRC. SOLIDE is a technical cooperation project aimed at strengthening the organizational capacity of the National Institute for Professional Preparation (INPP), the largest public vocational training provider in the DRC.

SOLIDE is the acronym of the Project's slogan "INPP Solution for Businesses". It was launched in August 2015 in collaboration with INPP, the government organization of the DRC, and the Japan International Cooperation Agency (JICA).


#### Our objectives

**Overall objective:** INPP develops human resources to meet the needs of companies in the DRC.

**Project Objective:** Capacities of INPP are strengthened in order to develop human resources that meet the needs of companies.

#### Our approach

SOLIDE focuses both on improving the quality of professional training and on building institutional and operational human resources capacities according to companies' demands. With such an objective, it is expected that 6 outputs (the following Outputs from 0 to 5) will be achieved within the framework of the Project.



*"Vocational training can not only uplift the individual, but also pave the way for nation building. »--SOLID project--*

## Output 0: The training management system and the training environment are improved.

Several KAIZEN activities were carried out by members of the KAIZEN team including the repair of the septic tank of the new Dipro-Kin building, the installation of signage in the car parks, the replacement of lights on the fence wall. and in the new building, etc.

5 trainers trained



The KAIZEN Manual was developed by the KAIZEN team of Dipro-Kin with the assistance of the Japanese expert Mr. Nobuhiro OKUBO in December 2019. It was validated by the HQ in March 2021, after the resumption of activities. 2,000 copies were printed at the Dipro-Kin Printing Department in April 2021. They were distributed to all staff of all INPP local centers.

A team of 5 KAIZEN trainers from Dipro-Kin received training in KAIZEN by the Japanese expert Mr. Atsunori KUME from April 12 to 28, 2021.



### Output 1: The Training Management Cycle (TMC) manual is developed

7 master trainers trained

The Japanese expert Mr. Atsunori KUME supervised the national workshop on the Training Management Cycle (TMC) at Dipro-Kin, from April 12 to 23, 2021. All provincial directors (DP), technical assistants (AT), and service managers or an inspector, for local centers that do not have this service, participated in this workshop which focused on the concept of the PDCA cycle, the analysis of training needs, the development of the training planning sheet, the development of a training program by the CUDBAS method, the preparation of the training, the SOP, the course of the training, the evaluation of the training and the improvement of the training quality.



**Organisation    Environnement    Gestion**

Two manuals were developed including a KAIZEN manual for trainees and a KAIZEN manual for INPP staff.



**INPP**  
Institut National de Préparation Professionnelle

**Nom de la Direction Provinciale :** \_\_\_\_\_

**Nom de la Filière :** \_\_\_\_\_

**Nom du stagiaire :** \_\_\_\_\_

**Date de la présentation KAIZEN :** \_\_\_\_\_

## Output 2: The Automobile training system is improved to provide training that meets the needs of companies

10 master trainers trained

After the training of the 5 master trainers in Japan from May 12 to June 19, 2019 with the support of the Japanese expert Ken ISHIKAWA, they transferred the knowledge and skills acquired to the 5 other master trainers who remained in the country. This took place in Lubumbashi, in November 2019, with the themes: the injection pump, OBD II, and inspection of light vehicles.



In November 2020 and April 2021, the 10 master trainers trained 20 trainers in Lubumbashi, with subjects such as powering a conventional diesel engine, In-line injection pump practice, pump practice distributor injection, feed pump practice, injector practice and injection pump timing.

Through the SOLIDE Project, JICA provided the equipment for the training of both master trainers, trainers, and trainees. They were received at Dipro-Kin on May 7, 2021.

The training of 10 master trainers by the Japanese expert Mr. Ken ISHIKAWA took place at Dipro-Kin, from May 7 to 21, 2021.



A third training session for the 10 other trainers is planned from June 19 to July 11, 2021 in Lubumbashi, with the same subjects.

**Output 3: The training system in target specialties (Hydraulics, Pneumatics, PLC, Special Welding) is strengthened in order to provide training that meets the needs of companies.**

## Special Welding

8 master  
trainers  
trained

The 8 master trainers trained 16 trainers including 8 in Kinshasa, from July 23 to August 23, 2019 with the theme, SMAU welding in a professional position, and 8 other trainers in Lubumbashi, from October 19 to November 19, 2020 with welding as the theme of carbon steel pipes fixed vertically and horizontally.



For the training of both master trainers, trainers, and trainees, Dipro-Kin received the equipment on May 7, 2021.

## Output 3

## Industrial Programmable Logic Controllers (API)

8 master  
trainers  
trained

The 8 master trainers trained 8 trainers of the 1st group in Lubumbashi, from August 12 to September 13, 2019 with the themes: programming of S7-300 PLCs under TIA-Portal, communication networks in an automated production system (SAP), and maintenance of automated systems.

They trained 16 trainers of the 2nd group in Mbuji-Mayi, including 8 from October 11 to November 18, 2019 with the themes of electrical equipment, pneumatic equipment, introduction to automation, and Grafcet; and 8 other trainers were trained from October 1, 2020 to November 6, 2020 in introduction to the automated production system (SAP), choice and wiring of sensors, Grafcet macro-steps, and in technology and PLC programming under step 7.



The 8 master trainers are training 11 trainers of the 2nd group in Lubumbashi, from May 19 to June 25, 2021, in communication networks of an automated production system.



In March 2021, equipment was received at Dipro-Kin for the training of both master trainers, trainers, and trainees.

## Output 3

## Hydraulics and Pneumatics

8 master trainers trained

Training of 8 trainers of the 1st group received training by 5 master trainers in basic hydraulics and electro-hydraulics (controlled by wired logic and programmed logic) in Lubumbashi, from September 23 to October 12, 2019.



The trainers of the 2nd group received 3 training courses, including the 1st in Mbuji-Mayi, from January 26 to February 20, 2020 in Basic Industrial Pneumatics; the 2nd in Lubumbashi, from September 29 to November 4, 2020, in Industrial Pneumatics and the 3rd in Mbuji-Mayi, from March 29 to May 1, 2021, in Measurement of basic physical quantities, the Hydraulic Power Station, TOR hydraulic distributors, Actuators, protection and regulation devices, and auxiliary circuit devices.

On May 7, 2021, the equipment was received at Dipro-Kin for the training of master trainers, trainers, and trainees.



## Output 4: The employment and entrepreneurship support system is strengthened

The training on post-training follow-up data analysis was given by Ms. Ito to BCFIP members in May 2021.

The BCFIP Guide is 80% finalized.

The post-training follow-up survey of unemployed trainees was carried out by members of the BCFIP.



8 master  
trainers  
trained

The second **national BCFIP workshop** will take place at Dipro-Kin in August 2021. Preparations are well underway.

The revision of the **monitoring guide** and **monitoring tools**, and the improvement of the **incubator service guide**, the use of initiation to entrepreneurship module are planned just after the revision of the training modules.

The workshop to harmonize and finalize all the tools involved in the incubator service is scheduled for September 2021.

The **training of master trainers in entrepreneurship** is scheduled for August 2021 by a local expert.

## Output 5: The mechanism that facilitates the access of former trainees to microfinance is established

**Monitoring of entrepreneurs** in the 4th phase (experimental phase) of the SOLIDE Fund is underway. Despite the difficult economic situation due to COVID-19, they continue their activities and their reimbursement.



The **collection** of positive points and points for improvement in order to produce recommendations is in progress, and the **closing session** of this 4th phase (experimental phase) is scheduled for September 2021.