New roadmap focuses on practical skills, partnerships, and youth employment through workplace learning

Rwanda is taking big steps to help young people find jobs by improving how students learn through real work experience.

On*, 26 June 2025*, leaders from government, businesses, schools, and civil society gathered at Sainte Famille Hotel in Kigali to agree on a plan that will make workplace learning more effective across the country.

This meeting is part of a project called “Fit4Work,” which is led by Never Again Rwanda and AJPRODHO–JIJUKIRWA, with support from the Ministry of Public Service and Labour. It builds on a recent national dialogue held on June 20, where experts discussed how to strengthen the country’s Workplace Learning Policy.

Right now, some of the main challenges include a weak connection between schools and companies, not enough support for students during internships, limited use of programs that mix classroom learning with hands-on training, and a lack of steady funding for these efforts.

The goal of today’s meeting is to finalize a clear, time-bound plan that explains what needs to be done, who is responsible for doing it, and how progress will be tracked. This roadmap is expected to help schools, employers, and government institutions work better together and give young people more opportunities to learn on the job.

A representative from Never Again Rwanda said, “This process shows Rwanda is serious about helping its youth get the right skills through a practical and well-organized approach to workplace learning.”

The meeting brought together leaders from government ministries like Education, Youth, and Labour, as well as organizations such as the Rwanda TVET Board, private companies including major hotels and factories, and civil society groups like the YWCA and Rwanda Civil Society Platform. Local media outlets also took part.

By the end of the session, the group aims to have a finished plan with clear steps and timelines. It will outline the responsibilities of each organization and set up a way to monitor progress and ensure accountability.

This new plan supports Rwanda’s larger strategy to help young people successfully

move from school into the workforce. With better coordination and support, the country hopes to make workplace learning more inclusive, practical, and sustainable for all.