

KONGERA UMUSARURO
mu DUKIRIRO



ENERGIZING
ICPCs

proWOOD



Kongera Umusaruro mu dukiriro ku babaji

Uyu mushinga ushyigikira ababaji bakorera mu dukiriro mu ntara y'iburengerazuba n'Amajyepfo mu Rwanda. Gufasha ababaji byaganiriweho n'abafatanyabikorwa mu nama zitegurwa na proWOOD. Hakurikijwe ibikenewe mu rwego rwo kuba indashyikirwa mu bubaji, hateganijwe gahunda y'ibikorwa yateguwe kandi yemezwa n'abafatanyabikorwa mu ntangiriro zuyu mushinga mu dukiriro twose. Ishyirwa mu bikorwa ry'umushinga rishingiye kuri gahunda yihariye izayoborwa n'inzobere z'ababaji(MICs) mugihe cyamezi 3.

Iyi gahunda izakurikiranwa kandi iterwe inkunga na proWOOD.

Energizing ICPCs wood departments

The project supports wood workers and wood procession departments at ICPCs in Western and Southern province in Rwanda. The need for support in wood departments at ICPCs has been discussed with the stakeholders during the quarterly round table meetings organized by proWOOD. According to the individual technical needs and the framework for excellence in carpentry, an activity plan is jointly designed and approved by the stakeholders at the beginning of the project in each participating ICPC. The project is then implemented based on the customized activity plan within 3 months with guidance of technical experts (MICs).

Technical assistance, support and monitoring is provided by proWOOD.

Ubudashyikirwa mu mubaji- inyenyeri 5

Intego yo k umusaruro wububaji nubwiza bwibicuruzwa, „uburambe mububaji “ igitekerezo cyibanze mubice 5 byabayobozi („inyenyeri eshanu- ububaji “) yo kunoza:

Ubudashyikirwa mu:

- ✧ ... **imitegurire y’akazi**
(urugero. gutegura atelier, kwamamaza, ...)
- ✧ ... **gucunga abakozi**
(urugero. kwimenyereza ububaji, guteza imbere ababaji b’abagore, ...)
- ✧ ... **ubumenyi muri tekinike z’ububaji**
(urugero. ubushobozi bwa tekiniki, ibikoresho, ...)
- ✧ ... **guhanga udushya n'ikoranabuhanga**
(urugero: tekiniki zikoreshwa, ishoramari mu ikoranabuhanga, ...)
- ✧ ... **Ubwirinzi no kwita ku bikoresho**
(urugero: ibikorwa by’ubwirinzi, gucunga ibisigazwa)

Umushinga wo KONGERA UMUSARURO uzafasha ababaji bo mu dukiriro kwibanda buri nyenyeri, ukurikije urwego rw’ubushobozi bw’iterambere

Excellence in Carpentry- 5 stars

Aiming at improving Carpentry production and product quality, the „excellence in carpentry“ concept focusses on 5 mayor areas („five stars-carpentry“) of improvement:

Excellence in:

- ✧ ... **organizational management**
(e.g. workshop organization, marketing,...)
- ✧ ... **human resources management**
(e.g. apprenticeship, carpentress promotion,...)
- ✧ ... **technical competence**
(e.g. technical capacity, products, ...)
- ✧ ... **innovation and technology**
(e.g. applied technics, technology investments,...)
- ✧ ... **health and environmental management**
(e.g. safety operations, waste management, ...)

KONGERA UMUSARURO project supports woodworking departments at ICPCs to focus and develop each 5 star- area according to its respective level of development capacity

Igihe

Nyakanga 2023: Gahunda yo gutegura ibikorwa mu dukiriro dutandukanye (umunsi 1)

Nyakanga – Ukwakira 2023: Ishyirwa mu bikorwa ry'ibyateguwe (Ibyumweru 12)

Ukwakira 2023: Gusuzuma uko ibikorwa byagenze mu dukiriro (umunsi 1)

✧ Gahunda y'umunsi wo gutegura ibikorwa

10.00 Urugendo ruzenguruka agakiriro

11.00 Inama n'umuyobozi / abayobozi b'agakiriro

13.30-4.30 Gukorana n'ababaji bakorera mu gakiriro/ abafatanyabikorwa

✧ Amataliki y'umunsi wo gutegura ibikorwa mu dukiriro dutandukanye

05.07.2023: ICPC Rutsiro

06.07.2023: ICPC Rubavu

10.07.2023: ICPC Ngororero

11.07.2023: ICPC Mubuga

12.07.2023: ICPC Nyamagabe

Timeline

July 2023: Activity planning workshops in ICPCs (1 day)

July –October 2023: Implementation activity plan (12 weeks)

October 2023: Joint performance review in ICPCs (1 day)

✧ Shedule for the activity planning workshop day

10.00 Tour around the ICPC

11.00 Meeting with the ICPC manager/ officials

13.30-4.30 Workshop with all wood workers/ stakeholder

✧ Conducted Kick-off workshops activity planning

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Kwitabira

- ✧ Ubufasha bwinzobere z'ababaji, MICs (urugero inama, gutoza, amahugurwa, bizaterwa n'uburyo bwo gushyira mubikorwa bwumvikanyweho
- ✧ Serivisi y'ubujyanama bw'inzobere, MIC zizatanga nibura umunsi 1 mu cyumweru muri buri gakiriro. Ibi bishobora guhinduka bitewe na gahunda y'ibikorwa byo mu gakiriro.
- ✧ Imirimo izakorwa izasobanurwa mugihe ku munsi wo gutegura ibikorwa
- ✧ Ibikorwa bitandukanye bizategurwa kandi bitangwe muri buri cyiciro cy'inenyeri 5-
- ✧ Kwitabira ibikorwa bizaba byemejwe ni ubushake.
- ✧ kwitabira ku biyandikishije mu bikorwa ni itegeko.
- ✧ Bitewe n'ibikorwa byateguwe, umubare wabitabira ushobora kuba muto.
- ✧ Byaba byiza hatekerejwe ibikorwa by'igihe gito (urugero. Gutegura ahakorera, ..)bigakorwa n'ababaji bose

Participation

- ✧ The support provided by MICs (e.g. advice, coaching, training,...) will depend on the implementation mode agreed for the activity
- ✧ MIC consulting service provided at ICPCs will at least cover 1 day per week. This might change depending on the ICPCs activity plan.
- ✧ The workload for the participants will be defined during the activity planning workshop
- ✧ Different activities will be designed and offered in each of the 5 Stars- excellence framework
- ✧ Participation in the project activities is on voluntary base.
- ✧ Participation by participants who registered for the activities is mandatory.
- ✧ Depending on the activities the number of participants might be limited.
- ✧ It is very much recommended to plan joint short-term activities (e.g. Workplace reorganization,..) with all members of the woodworking department



Inyenyeri 5- competition

Nyuma y’ubusabebw’abafatanyabikorwa ba proWOOD, proWOOD yiyemeje gukomeza guteza imbere no gushyigikira ibikorwa by’ububaji mu ntara yuburengerazuba.

Mu “UMUNSI W’UMUBAJI 2024”, hazashyirwaho andi marushanwa hagamijwe guteza imbere no guhemba indashyikirwa mu gukorera ahantu heza mu gajkiriro. Gahunda y’inyenyeri 5-yateguwe mu “KONGERA UMUSARURO MU DUKIRIRO” izafasha mu gusuzuma abazahabwa ibihembo. Amarushanwa azibanda ku mitegurire y’akazi, imicungire y’abakozi, ubushobozi bwa tekini, guhanga udushya n’ikoranabuhanga ndetse n’ubwirinzi mu kazi. Muri buri cyiciro abantu n’ama koperative bazemererwa gusaba kwitabira ukurikije ibisabwa. Itsinda ry’inzobere z’abanyagihugu ndetse n’abanyamahanga bazasuzuma ibyifuzo. Amabwiriza yihariye yo guhatana no kwitabira azatangazwa mbere y’UMUNSI W’ UMUBAJI 2024.

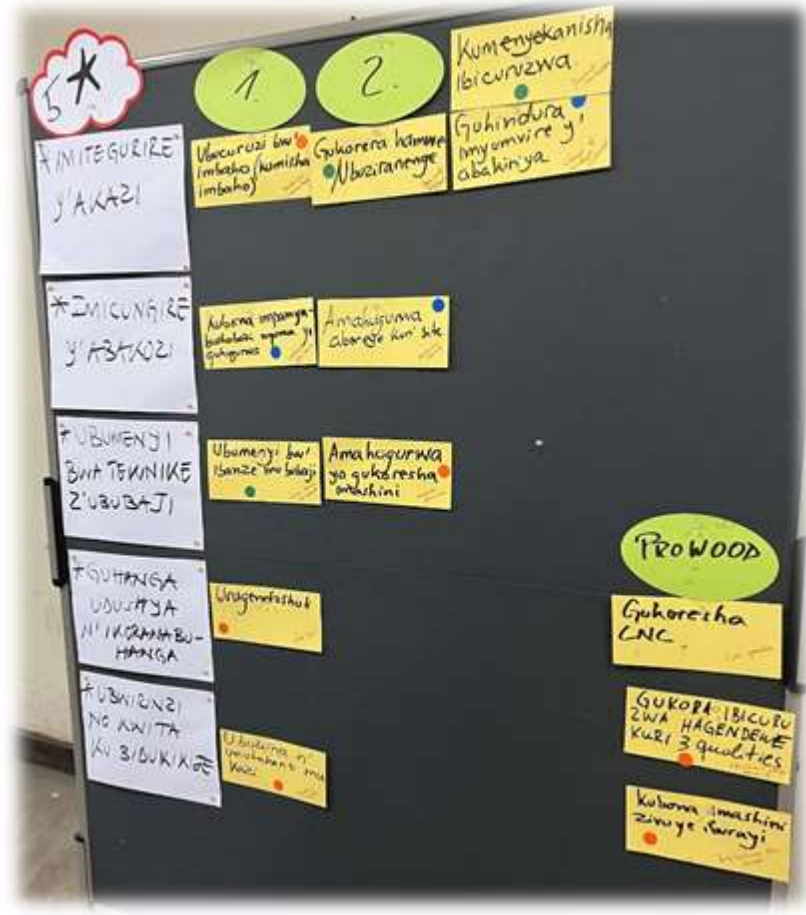
5 star- competition

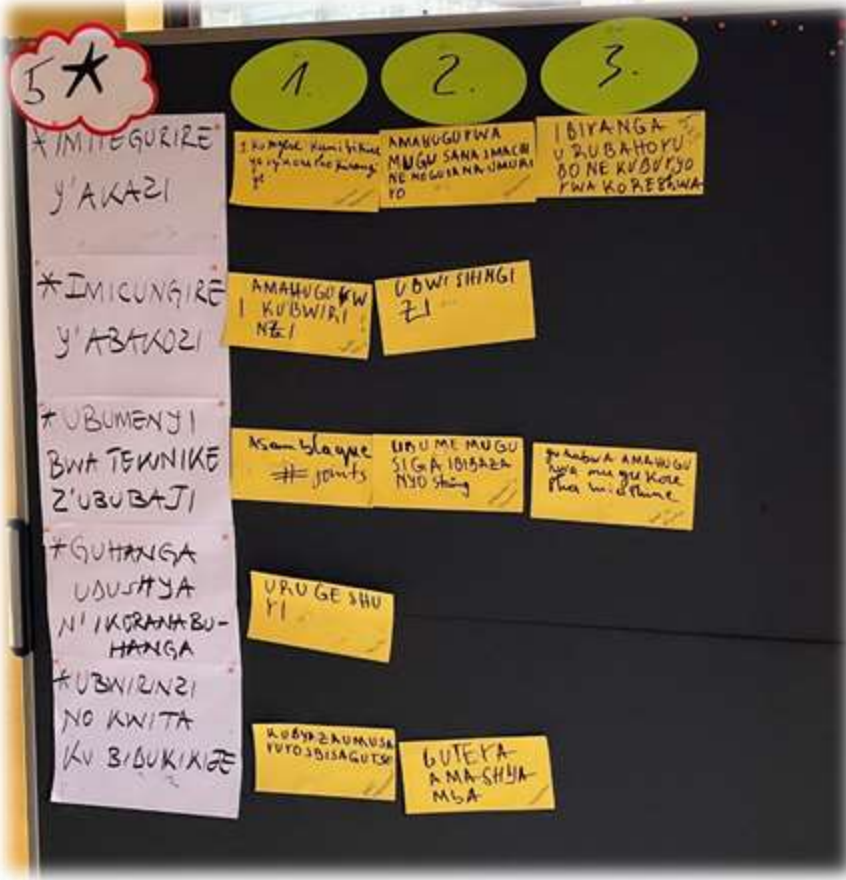
Following the request of the proWOOD round table, proWOOD and its partners are committed to continue to promote and support activities and initiatives to develop the wood sector in western province.

During the upcoming UMUBAJI DAYS 2024, an additional competition will be introduced with the aim to promote and reward excellence at the workplace. The 5 stars- excellence framework introduced during the KONGERA UMUSARURO MU DUKIRIRO project will serve as assessment framework and benchmark for the reward criteria. The competition will focus on organizational management, human resources management, technical competence, innovation and technology as well as health and environmental management. In each category individuals and organizations will be allowed to apply according to the competition criteria. A team of national and international experts will evaluate the applications. The specific competition and participation guidelines will be announced ahead of the UMUBAJI DAYS 2024.



ICPC Rubavu





ICPC Ngororero



ICPC Mubuga

5★

1. 2. 3. proWOOD

*IMITEGURIRE y'AKAZI ★

Gukera dexis Cooperation for Certification

*IMICUNGIRE y'ABAKOZI ★★

Certificat

WEDNESDAY

*UBUMENYI BWA TEKNIKE Z'UBUBAJI ★★★

finissage

*GUSHANGA UDUSHYA ★★

Urugendo Shuri Kumenyeshya ibikorwa

*UBWIRIZI NO KWITA IKU BIBUKIKIJE ★★★★★

Amashyamba ku bwirizizi Imikorere mu bukorere Ubushyamba bw'ibikorere





ICPC Nyamagabe





5 Stars	Priority	Rutsiro	Rubavu	Ngororero	Mubuga	Nyamagabe
organizational management	1	basic procedures in carpentry	professional timber trade	furniture presentation	professional offers	professional offers
	2	wood property knowledge	teamwork/ quality assurance	<u>maintenance</u>	cooperation for certification	professional accounting
	3		product marketing	wood property knowledge	<u>product storage&presentation</u>	product marketing
	4		change of mindset/customers			
human ressources management	1	information health insurance	certified trainings	information health insurance	certified trainings	Teamwork/ Mediation
	2		workplace trainings			
technical competence	1	introduction to joints	basic carpentry training	introduction to joints	finishing improvement	introduction to joints
	2	electric hand tools working	profess. machinery operation	finishing improvement		electric hand tools working
	3	working with MDF		profess. machinery operation		machinery maintenance
	4	machinery maintenance				finishing improvement
	5					technical drawing
innovation and technology	1	fieldtrip Rubengera ICPC&RTC	fieldtrip Rubengera ICPC&RTC	fieldtrip Rubengera ICPC&RTC	fieldtrip Rubengera ICPC&RTC	fieldtrip Rubengera ICPC&RTC
	2				new ideas for marketing	furniture design
health and environmental management	1	introduction to PPE	health & safety training	health & safety training	health & safety training	first aid
	2			waste management	cooperation welding dept.	waste management
	3			reforestation		
Preferred day of TA		<u>wednesday</u>	<u>tuesday</u>	<u>thursday</u>	open	open
			interested in CNC operator			interest in CNC operator
			interested in tools/ machinery purchase			
			strategic workshop on market product placement			













