Social Services Workforce Strengthening in Rwanda: Remaining and Emerging challenges, and future priorities.

Global Social Services Workforce Alliance Symposium
October 26th, 2023
## Overview

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Child Care Reform in Rwanda: The entry point for SSW development

- **7th Children’s Summit** as a catalyst of the Child Care Reform
- **National Survey on Institutional Care**: 3,323 children and young adults living in 33 orphanages (MIGEPROF, 2012), updated 2016 with baseline of 3,782 children.
- **Landmark Strategy for National Child Care Reform** which recognises that transformation of child institution care is an entry point to building sustainable child care and protection system;
- **first workforce for child care reform developed in 2013**
- **focus only on care reform**

**Aim**: creating a national alternative care system & ensure that all children have access to and are supported by, a strengthened and sustainable childcare and protection system
Key Milestones since 2012

- **2012**: National Childcare Reform
- **2013**: Launching of the TMM Programme « Let’s raise them in Families »
- **2016**: Para social workforce 29,764 nationwide
- **2017**: Recruitment, Pre-Service training, deployment
- **2018**: 68 professionals (Social workers & Psychologists)
- **2018**: Identification & Pre-Service training, local authorities sensitization
- **2021**: - Annual Contracts for CPWOs
  - Re-Registration of Rwanda National Organisation of Social Workers (RWA-NOSW)
- **2022-2023**: - 30 Additional 32 social workers and psychologists engaged
  - CP systems Assessment & Development and launch of CP case management
  - Development of support supervision framework
  - Initial discussions with Rwanda Allied Health Professions Council to consider practice regulation
The community Workforce: A key pillar of support for families and children.

Inshuti Z’Umuryango (IZU)-IZU: 29,674
2016-ongoing
Planning and Recruitment

- **Planning & Recruitment:**
  - SW professionals: In line with government-wide recruitment process. (Ministry of Public Labour)
  - SW para-professionals: IZU Guide (selection criteria and process)

- Pre and in-Service training to newly recruited Professionals & para social workforce
Workforce Development

Continuous thematic trainings based on capacity needs assessment:

- Pre-service training developed by UoR and Tulane University
- IZU operationalization Project – World Vision Rwanda partnership
- New Job descriptions and new title (2019)
- Case management
- Violence Against Children
- Children with disabilities
- Children in humanitarian crisis
- Children in pandemics
- Justice for Children
Number of IZU Trained and Families Visited by IZU, By Year: Ongoing Analysis by D4I

29,674 IZU operating across Rwanda, with ~80% in-service training coverage in 2022
Challenges

Social Services workforce not yet regulated in child protection.

Child Protection workforce not yet included on Civil Service structure.

More engagements needed with academia to strengthen research and pre-service training.

Continued professionalization of social work needed, including strengthening support supervision.

Workforce mapping needed to have full picture of the social services workforce available for child protection.

CP sector funding significantly fall below needs, contributing to inadequacy of workforce.
## Future Priorities

### Practice Regulation and Human Resource Systems

- Strengthen work with workforce associations and regulatory bodies;
- Strengthen practice regulation by facilitating registration of all child protection workforce;
- Workforce mapping and strengthening of HR MIS to support social services workforce management.

### Workforce support

- Continued pre and in-service skills development, including supporting curriculum review;
- Finalization and roll-out of support supervision, burnout and self-care support;
- Review of and institutionalization of IZU role within local governance structures.

### Strengthen Advocacy for more social workers and establishment on structure

- Build investment case for social services workforce;
- Engage with relevant Government sectors for inclusion of social services workforce on structure and recruitment of more.
THANK YOU