



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

Global Social Services Workforce Alliance Symposium
October 26th, 2023



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Child Care reform: An entry point for SSW workforce Development

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Key Milestones since 2012

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The community Workforce: A key pillar of support for families and children.

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Future Priorities



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

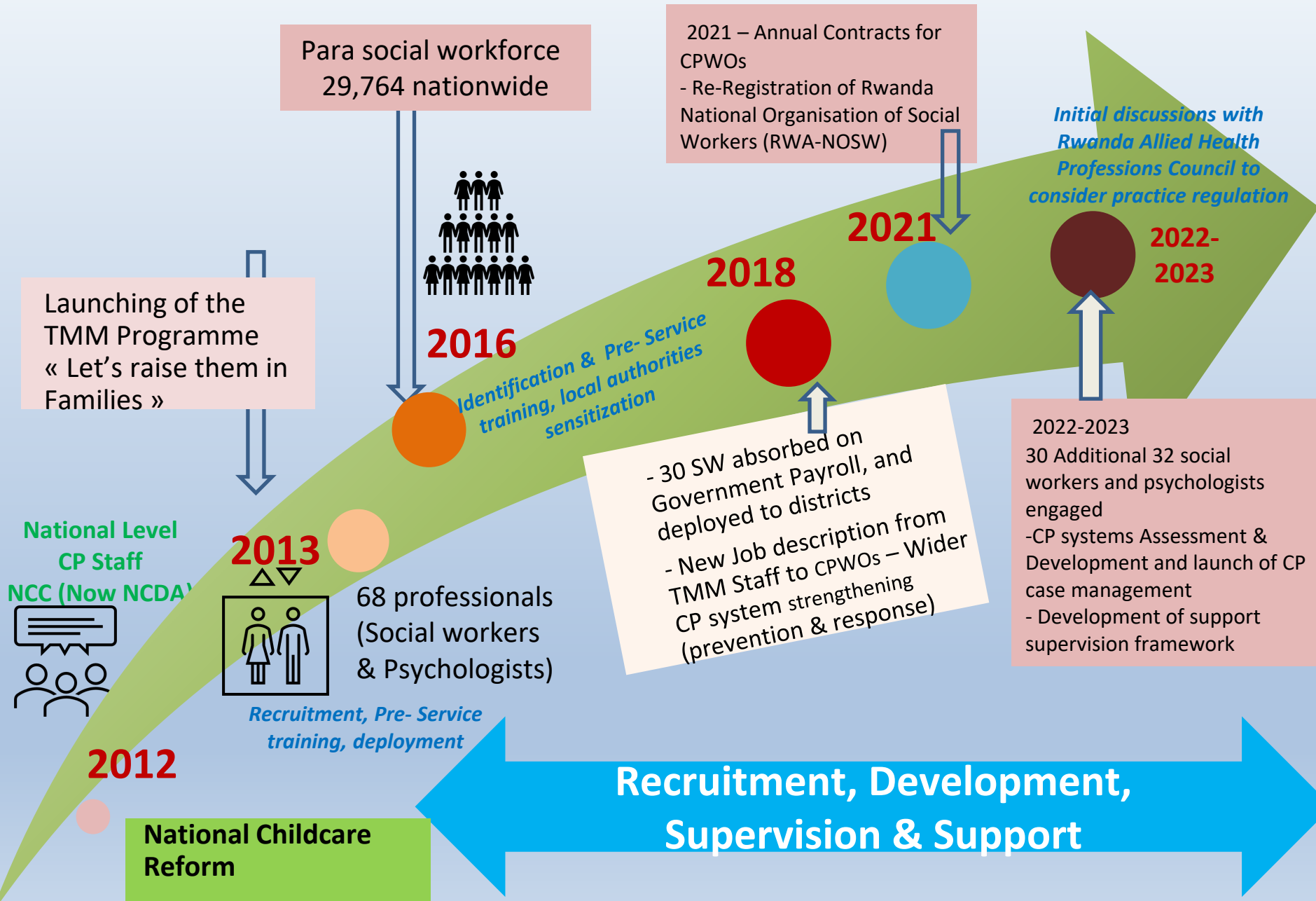


**WE HAVE A
SIMPLE DREAM**
A dream of
a home and a family

- **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



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



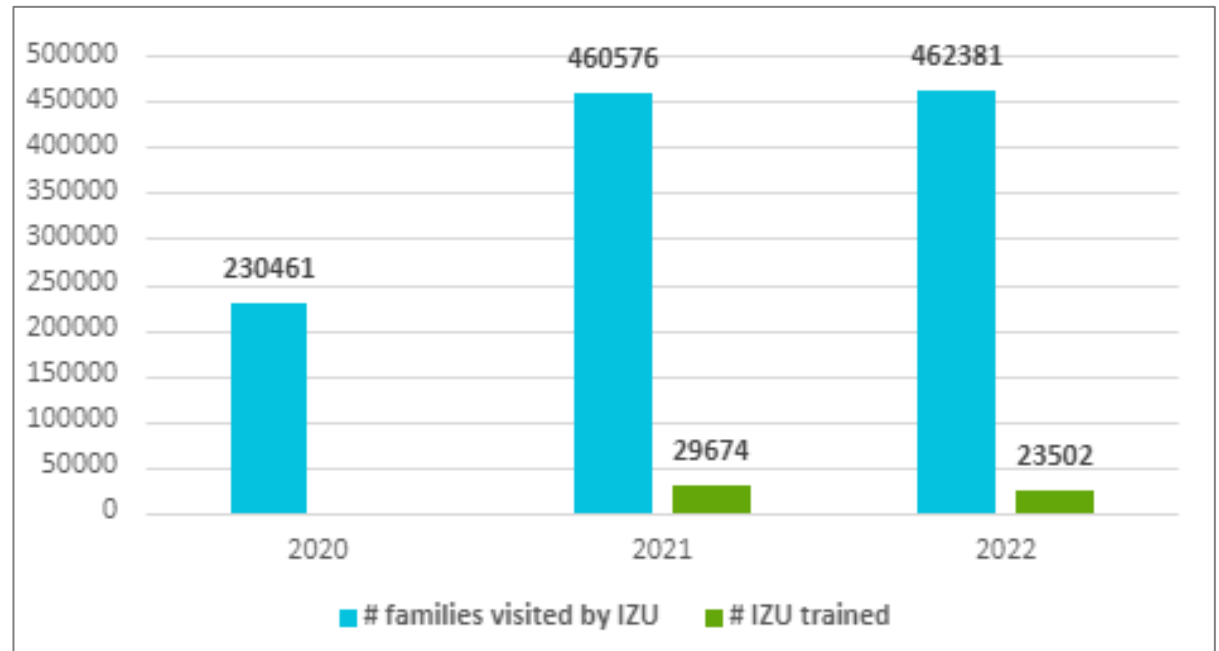


Number of IZU Trained and Families Visited by IZU, By Year: Ongoing Analysis by D4I

29,674

IZU operating
across Rwanda,

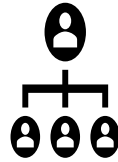
with **~80%**
in-service training
coverage in 2022



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

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

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



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